



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on March 27, 2013 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on February 19, 2013, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on March 27, 2013 with the exception of the front and back pages which were amended to indicate that Ms. M. Moliner was not present as opposed to being present.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **MARCH 27, 2013** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

Dr. Alok Mukherjee, Chair
Mr. Michael Thompson, Councillor & Vice-Chair
Mr. Michael Del Grande, Councillor & Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Ms. Frances Nunziata, Councillor & Member

ABSENT:

Mr. Andrew Pringle, Member

ALSO PRESENT:

Mr. William Blair, Chief of Police
Mr. Albert Cohen, City of Toronto - Legal Services Division
Ms. Deirdre Williams, Board Administrator

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P46. MOMENT OF SILENCE

The Board observed a moment of silence in memory of Police Constable Steve Dery of the Kativik Regional Police Force who died while on duty on March 2, 2013 and Police Constable Jennifer Kovach of the Guelph Police Service who died while on duty on March 14, 2013.

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#P47. INTRODUCTIONS

The following members of the Service were introduced to the Board:

Appointed to the position of Manager, Project Management and IT Governance:

Eyad Dour

Promoted to the rank of Sergeant:

Dean Ion

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**#P48. REQUEST FOR PROPOSALS – THE RIGHT NUMBER OF POLICE
OFFICERS REQUIRED FOR THE TORONTO POLICE SERVICE**

The Board was in receipt of the following correspondence dated February 12, 2013 from John Sewell, Toronto Police Accountability Coalition:

To: Toronto Police Services Board

We wish to be listed as a deputation at the meeting on February 19.

We understand that the Police Service has issued a Request For Proposals (RFP) for a study on the number of police officers that Toronto needs.

This issue is clearly one of importance to the city, since it has financial, management, and service implications. Further, the study might be able to touch on some of the important studies done about police efficiencies and inefficiencies in terms of traditional police practices. The conclusions of the study are surely ones that many will be interested in commenting on and reviewing with care.

The terms of reference and limitations of the study are critical. If the study is drawn too narrowly, opportunities will be lost. Further, it is important to know how the study will proceed, and what the RFP proposes in regard to consultation with outside organizations and interests.

We have asked to receive a copy of the RFP, but it has not been made available to us so we do not know exactly what is intended. We have been told the matter is an internal one, and that it will not be coming before the Board, so that the Board will not see the RFP, nor will it be involved in selecting the consultant. We find this highly unusual.

We ask that the Board ensure that the RFP is public in nature and available to our organization and to others; that public comment be permitted on the terms of reference and the process anticipated before any RFP is issued; that the consultant selected be approved by the Board; and that the results of the study be fully available to the public.

Yours very truly,
John Sewell for Toronto Police Accountability Coalition

cont...d

Mr. Sewell was in attendance and delivered a deputation to the Board.

Following Mr. Sewell's deputation, Chief Blair said that the Request for Proposals was issued on November 30, 2012 and was posted to the MERX website at that time. A copy of the RFP was publicly accessible through the MERX website until the commencement of the closure period which is now in effect.

Chief Blair advised the Board that members of the public will be able to provide comments on the "right number of police officers" through a public consultation component that would be incorporated into the Business Planning process.

The Board received the foregoing correspondence and Mr. Sewell's deputation.

Moved by: M. Thompson

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#P49. EXTERNAL HUMAN RIGHTS COMPLAINTS

The Board was in receipt of the following report September 24, 2012 from William Blair, Chief of Police:

Subject: EXTERNAL HUMAN RIGHTS COMPLAINTS PRESENTATION

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 on September 13, 2012, the Board approved a motion that the Chief prepare a report and presentation on external human rights complaints for the Board's October 15, 2012, public meeting.

Discussion:

A PowerPoint slideshow will be presented at the public Board meeting on trends in external human rights applications, as well as Service and risk management initiatives in the area of human rights.

The presentation will be delivered by Ms. Sie-Wing Khoo, Counsel, Toronto Police Service, Legal Services.

Conclusion:

This report provides the Board with the information that will be discussed regarding all external human rights complaints.

Deputy Chief Mike Federico of Corporate Command and Counsel Sie-Wing Khoo of Legal Services will be in attendance to answer any questions that the Board may have regarding this report.

Ms. Sie-Wing Khow, Counsel, Legal Services, was in attendance and delivered a presentation to the Board on the external human rights complaints process. A paper copy of Ms. Khow's presentation is on file in the Board office.

Following the presentation, Ms. Khow responded to questions by the Board.

The Board received the foregoing report and the presentation by Ms. Khow.

Moved by: F. Nunziata

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#P50. TORONTO POLICE SERVICE STREET CHECKS AND RECEIPTS

The Board was in receipt of correspondence dated March 11, 2013 from Barbara Hall, Chief Commissioner, Ontario Human Rights Commission, with regard to street checks and receipts. A copy of Chief Commissioner Hall's correspondence is appended to this Minute for information.

The Board was also in receipt of the following report dated March 18, 2013 from Marie Moliner, Member:

Subject: STREET CHECK SUB-COMMITTEE - UPDATE

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications arising from the Board's receipt of this report.

Background/Purpose:

At its meeting on January 23, 2013 the Board received a report from Chief Blair which contained the results of his review of Form 208 (Board Min. P6/13 refers). At its meeting on November 14, 2012 the Board had asked that the Chief review Form 208 to ensure that it is in compliance with the Board's policies. This report also included a sample copy of the new "Street Check receipt" (Form 306).

The Board received deputations on this matter, received the report from the Chief and approved the following motions:

1. THAT the Board request the City Solicitor to review all the reports and deputations submitted to the Board on the issues of carding and issuance of receipts and report back to the Board at its meeting on March 27, 2013 on the legality of these practices;
2. THAT the Board establish a subcommittee of three members (M. Thompson, A. Pringle and M. Moliner) to review the reports and the deputations and to work with the Chief of Police to consider a course of action and propose a policy, taking into account the concerns that have been raised;

Discussion:

The Street Check Sub-committee held a preliminary, organizational meeting via teleconference on Friday February 8, 2013. Councillor Thompson, Mr. Pringle and I participated in this discussion. We decided that I would act as Chair of the Sub-committee. In discussing the need for additional advisors to participate in the Sub-committee, we were advised that Deputy Chief Mark Saunders would be available to work with the Sub-committee.

In terms of the next steps, the Sub-committee discussed the framework of a Terms of Reference document to guide the Sub-committee's deliberations. The Sub-committee will continue to work on the Terms of Reference at its next meeting. The Sub-committee discussed the importance of working in collaboration with Deputy Chief Saunders, Mr Albert Cohen, Board Solicitor, and City of Toronto Auditor General Jeff Griffiths. Board Members may recall that, at its meeting on April 5, 2012, the Board requested the City's Auditor General to conduct a project to collect and analyse data related to contacts between the police and the community (Board Min. P56/12 refers).

The Sub-committee also discussed the involvement of community stakeholders, specifically those individuals and groups which have demonstrated their interest in this issue by making deputations to the Board over the past year on the issue of contact with police and "contact cards".

The Sub-committee also discussed reviewing the following as part of its deliberations:

- An inventory of issues raised by deputants
- existing Board policies and Service procedures which may provide governance with respect to Street Checks
- relevant literature from other jurisdictions

The Sub-Committee held a second meeting on Monday March 14 2013. The Sub-Committee received a presentation from Deputy Chief Mark Saunders with respect to the work that he is leading within TPS on street checks and Field Information Reports (FIR) including: the history of street checks, quantitative research which is currently being conducted, the purpose of street checks, a review of the nature of information that is captured during street checks and a review of the street check practices in other jurisdictions.

The Sub-committee continued its discussion of the draft Terms of Reference.

The Sub-committee also received a detailed spread sheet including all issues raised by deputants.

With respect to the Board's request that the City Solicitor review all deputations and reports and provide advice to the Board, City Legal has undertaken legal research as well as identifying additional information that is required from the Service prior to preparing its report for submission to the Board. Since this research is on-going, a report will not be completed for the March 27, 2013 Board meeting.

Conclusion:

The Sub-committee will hold its next meeting in April and I will ensure that the Board is kept updated on the progress of the Sub-committee's work.

Key issues identified in Street Check deputations

The following individuals attended at and provided written submissions regarding Street Checks to the Toronto Police Services Board at its meetings held on April 5, 2012, July 19, 2012, August 15, 2012, November 14, 2012 and January 23, 2013. Board minute numbers P56/12, P187/12, P220/12, P271/12 and P6/13 pertain respectively.

Nigel Barriffe, Urban Alliance
John Sewell, Toronto Police Accountability Coalition
Noa Mendelsohn, CCLA
Moya Teklu, ACLC
Reuben Abib, BADC
Frontline Partners with Youth Network
Johanna Macdonald, Justice for Children and Youth
Irwin Elman, Office of the Provincial Advocate for Children and Youth
Miguel Avila
Harvey Simmons TPAC
Howard Morton, Law Union of Ontario
Dough Johnson Haltem, Lazarus Rising Street Pastor
Paul Copeland, Law Union of Ontario
Odion Fayalo
Randy Schmidt

Deputants discussed and highlighted a number of issues and concerns relating to Street Checks. There were a number of shared themes across deputations. Following is an overview of key themes as extrapolated from the information presented:

Discriminatory Practices

- ongoing police harassment of racialized youth
- Police are engaged in race based harassment
- racialized youth/men subject to discriminatory practices by police
- contact card statistics illustrates a deep rooted problem of discriminatory police stops and data collection

Violation of Charter Rights

- within the meaning of the *Charter* Form 208 constitutes detention and search
- carding violates Charter Rights
- Board is urged to recognize compelling compliance, i.e. perspective held by stopped individuals that they have no choice but to comply

Breach of Privacy

- purpose and practice of police stops related to carding should be reviewed
- carding violates an individual's privacy
- review the type of personal information collected on Form 208

Community Relations

- Carding obstructs community trust
- carding has created an environment of mistrust, fear and undermines police-community relations
- Board should review actions and strategy used by police when an individual being carded 'rightly' refuse to provide information

Form 208

- carding should be discontinued
- if Form 208 continues it should be amended to include:
 - "Crime being Investigated" and "Why this Person was Stopped for this Crime"
 - associates and young person information should only be completed in cases of criminal code or drug offence investigation
- •a carbon copy of the amended Form 208 would make the best receipt

Form 306

- opposes implementation of receipt as it signals that carding is an acceptable practice
- if Form 306 is implemented there needs to be stringent conditions governing its implementation and use including community consultation and a comprehensive communication strategy
- Form 306 should include more information about the issuing officer

Governance

- Board needs to develop policy/programs to prevent, prohibit and address race based harassment
- Board should direct its counsel or independent counsel to examine Carding as it occurs on our Streets ...and require that the Chief cooperate with the analysis by providing key information
- Monitoring and reporting out of carding activities is required

cont...d

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

- **John Sewell, Toronto Police Accountability ***
- **Miguel Avila ***
- **Brittany Harris, Community and Legal Aid Services Programme (CLASP) ***
- **Roger Love, Black is NOT a Crime ***
- **James Roundell, Law Union of Ontario ***

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

The Board was also in receipt of a written submission dated March 14, 2013 from Rand Schmidt. A copy of Mr. Schmidt's submission is on file in the Board office.

Following the deputations, Ms. Moliner discussed the progress of the review of street checks (Form 208) and proposed receipts (Form 306). Ms. Moliner said that the Sub-committee's report would be completed soon and recommended that a copy of it be provided to each person who had made a deputation or provided a written submission to the Board on this matter over the past year.

Mr. Albert Cohen, City of Toronto – Legal Services, responded to questions about the status of the City Solicitor's report containing legal advice with respect to conducting street checks and issuing receipts (Min. No. P06/13 refers).

The Board approved the following Motions:

- 1. THAT the correspondence from Chief Commissioner Hall be received and forwarded to the TPSB Street Check Sub-committee for consideration;**
- 2. THAT the deputations and the written submissions be received and forwarded to the TPSB Street Check Sub-committee for consideration;**
- 3. THAT a copy of the Sub-committee's report be provided to all previous deputants prior to the April 25, 2013 Board meeting; and**
- 4. THAT the Board receive the foregoing report from Ms. Moliner.**

Moved by: M. Moliner

Ontario
Human Rights
Commission

9th Floor
180 Dundas Street West
Toronto, ON M7A 2R9

Commission
ontarienne des
droits de la personne

9^e étage
180, rue Dundas Ouest
Toronto (Ontario) M7A 2R9



March 11, 2013

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

Dear Dr. Mukherjee:

I wish to commend the Toronto Police Services Board's (the "TPSB") approval of a project to collect and analyze data related to contact cards and the pattern of contact between the police and members of the community in general including young people from certain racialized communities.

I also understand that the TPSB is seeking an opinion from the City Solicitor on the legality of the practice of carding and the issuance of receipts, which engages the issue of human rights-based data collection and analysis.

This is important because although the current practice of carding may assist with investigations and community engagement, the TPSB must ensure that the manner in which it is being used is not contrary to the *Ontario Human Rights Code* (the "*Code*"). Thus, the TPSB must assess whether race is a factor in adverse treatment from carding. To this end, the Commission supports the TPSB's decision to assess its legality.

Collecting and analyzing human rights-based data for a *Code* consistent purpose itself *does not* violate the *Code*. If carding continues in any form, with or without receipts, it is the Commission's position that human rights-based data should be collected and analyzed to identify, monitor and remove potential systemic barriers, including possible patterns of behaviour that are consistent with racial profiling. Receipts can help ensure transparency and accountability in the process.

Reflecting our work together on the Human Rights Project Charter, we would be pleased to work with the Board and the Toronto Police Service to provide input on the practice of carding with a human rights lens and share our experience in human rights-based data collection and analysis.

Yours truly,

A handwritten signature in black ink, appearing to read "Barbara Hall".

Barbara Hall
Chief Commissioner

CCM# MGT2013-000081

c: Chief William Blair

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#P51. 2014-2016 BUSINESS PLAN

The Board approved the following Motion:

THAT, as part of the public consultations that will be held by the Board and the Toronto Police Service during the development of the 2014 - 2016 Business Plan, the Board host a public consultation meeting on the evening of Monday, April 29 at City Hall to focus on whether there is a need for the Board to establish a Toronto Police Service priority related to integrity, ethics, professional standards and enhanced customer service.

This meeting will not seek to hear or to address concerns about individual police conduct. There are provisions in the *Police Services Act* which set out the process which must be followed with respect to the filing of complaints. Rather, this meeting will focus on systemic issues with respect to the professional provision of police service in the City of Toronto.

Moved by: M. Thompson

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**#P52. AREAS OF THE CITY IN WHICH THE YOUTH IN POLICING
INITIATIVE (YIPI) AFTER-SCHOOL PROGRAM HAS BEEN
IMPLEMENTED**

The Board was in receipt of the following report March 08, 2013 from William Blair, Chief of Police:

Subject: AREAS OF THE CITY IN WHICH THE YOUTH IN POLICING INITIATIVE
(YIPI) AFTER-SCHOOL PROGRAM HAS BEEN IMPLEMENTED

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:

At its meeting of January 23, 2013, the Board received a report from the Chief of Police entitled Youth In Policing After-School Initiative, which provided a brief overview of the expansion of the program, including the assignments, costs and how the successes will be measured. The Board requested a further report identifying the areas of the City in which the program has been implemented for the February 19, 2013 meeting (Min. No. P5/13 refers).

Discussion:

The YIPI After-School program has been implemented in all 17 police divisions within the Service, with each division receiving 3 or 4 students. In order to be eligible for the program, youth must be permanent residents of the following neighbourhoods:

- Crescent Town
- Dorset Park
- Eglinton East - Kennedy Park
- Flemingdon Park - Victoria Village
- Jamestown
- Jane - Finch
- Kingston - Galloway
- Lawrence Heights
- Malvern

- Regent Park
- Scarborough Village
- South Parkdale
- Steeles - L'Amoreaux
- Westminster - Branson
- Weston - Mount Dennis

Conclusion:

In summary, this report provides the neighbourhoods of which eligible participants for the program must be permanent residents.

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

The Board received the foregoing report.

Moved by: F. Nunziata

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#P53. USE OF THE FORMER 23 DIVISION FACILITY

The Board was in receipt of the following report March 05, 2013 from William Blair, Chief of Police:

Subject: USE OF THE FORMER 23 DIVISION FACILITY

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of January 23, 2013, the Board received a project close-out report on the new 11 Division facility at 2054 Davenport Road (Min. No. P9/13 refers). The Board subsequently requested a report for the Board's March 27, 2013 meeting on the current use of the facility located at 2126 Kipling Avenue which was the former 23 division (Min. No. P21/13 refers).

This report provides the information requested by the Board.

Discussion:

The former 23 Division facility is located on a City-owned 1.46-Acre site located at 2126 Kipling Avenue with parking for 102 vehicles. The facility is approximately 13,627 square feet and the building was originally built in 1961 for 23 Division.

The construction of the new 23 Division (located at 5230 Finch Avenue West) was completed and the Division was relocated out of the 2126 Kipling Avenue site to the new facility in May 2007.

In 2007, the former 23 Division facility was used as a swing space to accommodate various initiatives, including Special Investigation Service (SIS) Intelligence and the Enterprise Resource Management Systems (ERMS) projects. The building subsequently accommodated the Integrated Records and Information System (IRIS) project and the Toronto Anti-Violence Intervention Strategy (TAVIS) unit.

Conclusion:

In 2012, the TAVIS and the Community Mobilization Unit amalgamated to become Divisional Policing Support Unit (DPSU) under Divisional Policing Command. The DPSU is now located in and occupies the entire former 23 Division facility. As a result, the IRIS project team was relocated to the 6th floor of Headquarters.

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.

Moved by: M. Del Grande

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#P54. POLICE REFERENCE CHECK PROGRAM

The Board was in receipt of the following report February 14, 2013 from William Blair, Chief of Police:

Subject: POLICE REFERENCE CHECK PROGRAM

Recommendation:

It is recommended that the Board receive this report:

Financial Implications:

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

Background/Purpose:

At its meeting of December 14, 2012 the Board requested further information on the fees charged for police checks. As a result the Board approved the following motion:

THAT the Board request the Chief to provide a report on the formula by which the fee charged for police reference checks is determined and that the report include a breakdown of all costs related to supervision of the program, salaries, vacation time, office supplies and/or equipment used, and any other expenses incurred (Min. No. P305/12 refers).

Discussion:

As previously reported at its June 9, 2011 and December 14, 2012 Board meetings, the formula used to charge present fees for police checks are determined by analysing the staffing resources required to provide the service. The cost of fringe benefits (25%) and a standard administrative and operation overhead rate (30%) were added to labour costs to take into account indirect costs related to providing services. The 30% overhead rate accounts for supervisory staff, support staff for computing systems, maintenance of facilities, costs of supplies, office equipment and other related equipment and is consistent with the rate applied for other recoveries (Min. No. P157/2011 and P305/2012 refers).

The fringe benefit rate is based on the overall Service-wide average cash cost of benefits as a percentage of regular salaries. Non salary benefits, such as vacation, are incorporated into the direct cost of the program automatically, as they are included as part of the cost of regular salaries. The overhead rate is based on a detailed analysis of the Service budget at the cost centre and cost element levels. Overhead includes all non-salary costs and all administrative and management salaries. The Service regularly reviews the fringe benefit and overhead rates and makes changes to the rates as required.

The area that performs police checks, also provides a number of other services where fees are charged. Based on public demand, the members are required to be cross trained in all Records Management Service areas in order provide good customer service. The fees reviewed were based on a total of 40 Records Release staff members involved in preparing reports for:

- Vulnerable Sector Screening – Employment
- Vulnerable Sector Screening – Volunteer
- Security Clearance
- Collision Reports
- Witness Statements
- Name Changes / Pardons
- Reconstruction reports
- Occurrence/Incident reports

In the absence of a 2011 contract settlement, 2010 year-end salary rates were applied when preparing the review to increase/decrease fees charged for records, approved by the Board at its June 9, 2011, meeting (Min. No. P157/2011 refers).

An updated cost versus revenue analysis is included in the table below. When determining fee levels, the Service attempts to set a price that will match cost with expected revenues as closely as possible. However, fluctuations in volume can lead to slight differences from year to year between costs and revenues. In addition, staff used to support one program may be temporarily assigned to support another program on a daily basis depending on back logs and daily demands. As can be seen from the table, the cost versus revenue for the records release program as a whole is within 5%.

TABLE 1
Records Release - Summary of Revenues and Expenses

Full Time Equivalents (FTEs)	Vulnerable Checks	Name Change	Clearance Letters	Accident & Occurrence Reports	Total		Total (end 2013 rates)
					FTEs	Salary	
Supervisor	0.5		0.5	1.0	2.0	\$66,831	\$133,662
Senior Clerk	11.0	1.0	6.0	15.0	33.0	\$57,431	\$1,895,223
Junior Clerk	1.0			4.0	5.0	\$40,464	\$202,320
Accounting Clerk				0.5	0.5	\$57,431	\$28,716
Field Clerk	1.0				1.0	\$57,431	\$57,431
Total FTEs	13.5	1	6.50	20.5	41.50		\$2,317,352

Fringe Benefits	\$190,763	\$14,358	\$94,500	\$279,717	25%	\$579,338
Overhead	\$286,144	\$21,537	\$141,751	\$419,575	30%	\$869,007
Premium Pay Budget	\$24,600	\$2,200	\$11,900	\$35,700		\$74,400
Total	\$1,264,559	\$95,525	\$626,152	\$1,853,860		\$3,840,096
Actual Recovery 2012	\$1,469,085	\$81,500	\$806,174	\$1,664,589		\$4,021,348
Surplus (Shortfall)	<hr/>					
To Actual	\$204,526	(\$14,025)	\$180,022	(\$189,271)		\$181,252

The City of Toronto Act allows the Board to implement a fee to recover the administrative costs incurred in providing these services. The fee instituted for a particular service must be based on cost recovery only and cannot generate a profit. Presently, there are several vacant positions as a result of the present hiring process. This is creating a surplus of revenue and generating a profit as well as negatively impact customer service. Premium pay is being utilized to mitigate some of these impacts.

Conclusion:

Since 1995, the Service has been providing clearance letters and vulnerable sector checks under the Police Reference Check Program. During this time the Service has frequently reviewed the program to determine the most efficient model and recommend the most appropriate fees.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions that the Board may have regarding this report.

The Board received the foregoing report.

Moved by: A. Mukherjee

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#P55. SUMMARY OF LEGAL AND INSURANCE COSTS

The Board was in receipt of the following report March 13, 2013 from William Blair, Chief of Police:

Subject: SUMMARY OF LEGAL AND INSURANCE COSTS

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:

At the February 2013 confidential Board meeting, questions were raised by Toronto Police Services Board (Board) members regarding how legal costs and other claims are funded. As a result, the Toronto Police Service (Service) thought it would be beneficial to provide the Board with information in this regard. Accordingly, this report provides details on all legal and related costs incurred by the Service and the Board and the funding sources for such costs.

Discussion:

The Service and the Board incur legal and related costs for various reasons. There are also various funding sources for these costs. The type of service often determines what agency provides the service. Bargaining expenses are not included in this discussion.

Types of Legal Services

Legal Services Provided by Service Staff:

The Service's Legal Services Unit (LSU) reports to the Staff Superintendent of Professional Standards. The unit is managed by a Lead Counsel, and provides services to the Chief of Police, Command Officers and members of the Service (members). The LSU is responsible for:

- Providing appropriate and timely legal advice to the Chief of Police at Board meetings, and to all members in relation to all aspects of criminal, civil and corporate law;
- Advocating for the interests of Service members at all levels of court;

- Identifying problem areas and providing advice on managing the risk of civil, criminal and corporate liability;
- Interpreting and providing advice with respect to legislative requirements;
- Providing advice, written proposals and oral presentations with respect to legislation and legislative amendments;
- Drafting and negotiating legal agreements and documents, including legal opinions, memoranda and legal agreements which contain terms and conditions that appropriately protect the interests of the Service and its members;
- Teaching and training members of the Service with respect to existing and emerging jurisprudence, legislative direction and legal concepts, through the use of oral presentations and written documents;
- Continually developing Unit expertise in all areas of the law affecting policing;
- Managing all civil actions and Service-related human rights complaints brought against the Board and members of the Service;
- Coordinating an appropriate and timely response to court processes, including subpoenas, summonses, court orders and motions;
- Consulting on the prosecution of matters under Part V of the *Police Services Act*;
- Reviewing complaint investigation files and briefs from Professional Standards and divisions; and
- Contributing to the larger policing community by providing appropriate, well-researched legal advice and by acting in a consultative capacity on legal matters of municipal, provincial and/or federal importance and interest.

LSU's establishment is comprised of 10 positions, which includes two legal counsel. The number of counsel within the Service is significantly less (based on total number of members) than other police services within Canada.

Legal Services Provided by the City of Toronto – Legal Services Division:

The City of Toronto – Legal Services Division (City Legal) provides a full range of legal services to the Board, with the exception of some specialized services required from time to time. Services provided by City Legal include:

- Providing appropriate and timely legal advice to the Board, including interpreting and providing advice with respect to legislative requirements;
- Attending Board meetings and providing legal advice as required;
- Drafting Board by-laws as required;
- Assisting with the review and preparation of reports to the Board;
- Advising on procurement issues for the Service;
- Preparation of all business contracts initiated by the Service and Board, as well as reviewing grant agreements and secondment agreements;
- Advising on employment and labour law matters, including representing the Board at hearings before the Ontario Civilian Police Commission and at the Labour Relations Board;

- Representation of the Board at all levels of court, tribunals and at inquests, including representation initiated or on behalf of the insurer;
- Identifying problem legal areas and providing advice on managing the risk of civil, criminal and corporate liability;
- Developing expertise in all areas of the law affecting policing and the Board's governance role; and
- Coordinating appropriate and timely responses to court processes, including subpoenas, summonses, court orders and motions.

Other Legal Costs

External legal counsel may be required to provide representation on behalf of the Board or Service to alleviate conflict of interest situations. Occasionally, external professional services are also acquired to alleviate workload pressures. All services are acquired following standard Service purchasing and procedure protocol.

The Service is responsible for the indemnification of necessary and reasonable legal costs incurred by active and former officers where they have been investigated and charged, but not found guilty, in criminal or statutory offences, Special Investigations Unit (SIU) investigations, civil actions and certain other proceedings such as inquiries under the *Coroners Act*.

The Service is also responsible for funding settlement expenses and legal costs related to any grieved or arbitrated matter.

Funding of Legal Costs:

The above expenditures are funded from either from the Service and Board operating budgets directly, or through draws from the City's Insurance Reserve or the Police Legal Reserve. The following provides a short description of how expenditures are funded in each area:

Service Operating Budget

The Service operating budget directly funds the LSU. The 2013 LSU budget is \$1.1 million (M), primarily for the cost of salaries, and includes a small amount for external legal expertise that may be required by the Service during the year. The Service budget funds contributions to the Police Legal Reserve (\$580,000 budget for 2013) and to the Insurance Reserve (\$8.7M budget for 2013).

Board Operating Budget

The Board operating budget funds the portion of City Legal costs that are not related to civil actions (civil actions are funded through the Insurance reserve, discussed later in this report). The 2013 budget for this expenditure is \$610,400, and is based on historical spending levels. The Board budget also funds contributions to the Police Legal Reserve (\$610,600).

Insurance Reserve

The Insurance and Risk Management Section (IRM) of the City's Corporate Finance Division is responsible for the administration of the City's property and casualty insurance policies, premiums, self-insurance, claims administration and risk management. The mandate of the IRM is to minimize the City's incidence and cost of risk through loss/control prevention, insurance protection in case losses occur, and claims management when losses do occur. IRM provides services to all City divisions and most agencies, boards, commissions and corporations (ABCCs), including the Board and the Service. IRM is also responsible for monitoring third-party providers of services such as insurance brokerage, adjusting and legal.

With some minor exceptions, the City self-insures for claims less than \$5M and purchases policies from insurance companies for claims greater than \$5M. Insurance premiums and claims-related costs are paid for out of the City's Insurance Reserve Fund.

City divisions and ABCCs are charged a proportionate share of the City's total insurance costs. As mentioned earlier in this report, the Service's 2013 operating budget for contributions to the Insurance Reserve is \$8.7M. This contribution covers the Board's and Service's proportionate share for both legal and settlement costs.

Police Legal Reserve

The Police Legal Liabilities Reserve, originally established in 2010, provides a source of funding for indemnification costs, settlement and legal costs related to grieved or arbitrated matters, and all external legal services costs as required.

Contributions to this reserve are from the Service and Board operating budgets. Contribution budgets were originally established based on long-term expenditure averages. However, these contributions can change annually. Increases to contributions can be requested if the balance of the reserve requires replenishment. Decreases to contributions may occur in years where the Service or Board experience budget pressures.

The Service's costs funded from this reserve are primarily for legal indemnification of officers, which are approved by the Board prior to payment. The Board's costs funded from this reserve are primarily for representation for arbitrations and grievances as well as any independent legal advice or external representation that may be required. Costs flow through the Service and Board budgets, and are then funded through draws from the reserve.

The establishment of this reserve and its funding mechanism have allowed the Board and Service to better manage the annual expense and the high degree of variability associated with the costs from the above situations.

Conclusion:

The Service and the Board incur legal and related costs for various reasons. These costs are funded through the respective operating budgets, the Service's Legal Reserve or the City's Insurance Reserve, depending on the type of cost or claim. The following table summarizes the various types of legal and other costs, the funding source for each and the respective 2013 budget amount.

Summary of Types of Legal and Other Claims

Type of Cost or Claim	Source(s) of Funding	2013 Budget
<u>Service's LSU</u> Includes advocacy, guidance on legal issues, drafting of legal agreements, internal complaint investigations, etc.	Service Operating Budget	\$1.1M
<u>City Legal</u> Includes advocacy, guidance on legal issues, drafting of legal agreements, representation at inquests, etc.	Board operating budget	\$0.6M (interdepartmental charge from City)
	Insurance Reserve	\$8.7M contribution (total)
<u>Other Legal Costs</u> External representation in civil court, and awards/settlements.		
<u>Other Legal Costs</u> Includes external representation due to requirement for specialized expertise, workload, legal indemnification, etc.	Police Legal Reserve	\$580,000 Service contribution \$610,600 Board contribution \$1.2M (total)

This report has been reviewed with and reflects input received from City Legal Services and the City's Insurance and Risk Management section.

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.

Moved by: A. Mukherjee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P56. HRMS ADDITIONAL FUNCTIONALITY – SELF SERVICE – PROJECT
CLOSEOUT REPORT**

The Board was in receipt of the following report February 21, 2013 from William Blair, Chief of Police:

Subject: HRMS ADDITIONAL FUNCTIONALITY – SELF SERVICE – PROJECT
CLOSEOUT REPORT

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications related to the recommendation contained within this report. The approved 2010-2019 capital budget included the implementation of Employee Self Service modules in the Toronto Police Service's (Service) Human Resource Management System (HRMS) for \$346,000. The first phase of the eService application which included execution and review of penetration and intrusion testing by a third party vendor was delayed and as a result, only \$208,000 was spent by the end of 2011. Due to City's one-year carry forward rule, \$138,000 was returned back to the City. In order to complete the second phase of the eServices project, eRecruit, \$60,000 was transferred from the 5th Floor space optimization capital project to HRMS additional functionality in 2012 which was fully spent.

In total, the final capital cost of the project was \$268,000, which is \$78,000 below the original budget for this project.

Background/Purpose:

The Service's HRMS (PeopleSoft) application provides key applications for the Service's membership through the administration of payroll functions and the maintenance of employee information. At its meeting on May 18, 2012, the Board was informed of the completion of the tiered implementation for the Employee Self Services module (Min. No. P118/12 refers). It was noted at that time that it was too early to assess all of the benefits of the self-service applications.

The Service's project management framework requires the completion of a close-out report for all major projects. The project close-out report documents the final results of the project and provides:

- confirmation that the project objectives and deliverables were successfully completed;
- an analysis of the project performance in terms of schedule and budget;
- a summary of any key success factors and/or lessons learned; and
- any outstanding items that need to be resolved.

Discussion:

Results

The project was completed within the original budget, in scope and slightly behind schedule. All modules are performing well, minor deficiencies have been addressed and the application is being supported by Service personnel.

Since implementation of the various eServices, (ePay, eBenefits and eProfile), Benefits & Employment has monitored the usage of the applications, the benefits to the users and the various Units that provided the services manually. The implementation of HRMS Employee Self Services was completed in November 2011 and ultimately achieved its stated goal of improving human resources services to members. The new modules have been well received, with 90% of paper pay advices being eliminated and 67% of Service members voluntarily opting for electronic T4 slips. In addition, members have used Employee Self Service tools to make almost 6,500 personal information updates, reducing the burden on administrative staff.

The management of an employee's personal data has become more efficient through eProfile, providing members with access to their personal information and the ability to change it. Although this reduces aspects of the administrative responsibilities of Human Resources Support Services unit, it is not significant enough to warrant a reduction in staffing levels as staff must still validate some of the member information that is updated.

As a result of the implementation of ePay, Payroll Services has realized a savings of approximately \$6,000 in envelope, paper, and postage, a savings that will continue on an annual basis as pay statements and T4 slips continue to be distributed electronically. Equipment savings will be approximately \$11,000 annually, starting in 2013, due to the fact that the Service can now lease a lighter-duty envelope stuffing machine with the reduction in the number of paper pay statements being processed. Prior to the implementation of ePay, the bi-weekly labour effort to process paper pay statements was four hours each for two employees. Since ePay went live, this bi-weekly effort has been reduced to 0.75 hours for one employee. While labour efficiencies have been realized because of the implementation of ePay, no staffing reductions in Payroll Services are possible, as processing paper pay statements was not a full time task. The staff are, however, able to perform other payroll related duties and tasks so that they can be implemented more efficiently.

The final eService module to be released was eRecruit, which went live in March 2012. This module has had a direct impact on the Employment Unit. eRecruit has increased the outreach capabilities for recruiting, expanding the ability of the Service to attract higher qualified candidates through online requisition and application functionality. A full 100% of applications

are submitted electronically, exceeding the goal of 90%. The increase in applications to job requisitions and registrations for recruiting events has increased immensely (greater than 50%). As a result, the frequency of General Information Sessions has been doubled, resulting in more knowledgeable candidates. Although Benefits & Employment has benefited from the elimination of processing hundreds of manual applications, the ability to reduce staff has not been feasible. Resources have been re-allocated to fill the gap of new business requirements due to the influx of applications received. The growing number of on-line applications has necessitated the establishment of an Employment help desk to assist members when completing their applications. The Service has become more credible with enhanced access to job opportunities with a technologically advanced online recruiting presence, both internally on the intranet and externally on the internet.

Conclusion:

The HRMS Employee Self Service implementation project was successfully completed on March 14, 2012, within the revised scheduled timelines. The project met or exceeded its objectives and has been well received by internal members and external candidates. Details of the project's objectives, benefits, success measures, deliverables, milestones and budget can be found in the HRMS Additional Functionality – Self Service – Project Closeout Report, a copy of which is available in the Board Office.

The use of the Service's project management methodologies, combined with the active participation of key Steering Committee members, were vital to the successful completion of this project.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions the Board may have regarding this report.

The Board received the foregoing report.

Moved by: D. Noria

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P57. STATUS OF OUTSTANDING AUDITOR GENERAL
RECOMMENDATIONS**

The Board was in receipt of the following report February 20, 2013 from William Blair, Chief of Police:

Subject: STATUS OF OUTSTANDING AUDITOR GENERAL RECOMMENDATIONS

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 on February 19, 2013, the Board approved a motion that the Chief of Police submit a report on the Toronto Police Service's response to the City Auditor General with respect to the status of outstanding recommendations.

Discussion:

The City of Toronto Auditor General (AG) conducts a yearly follow-up regarding the implementation status of recommendations related to Toronto Police Service (Service) audits performed by the AG's Office. On November 28, 2012, the Chief of Police was notified that the AG was commencing his review of the status of recommendations from the following reports:

- Follow-up Review on the October 1999 Report Entitled: Review of the Investigation of Sexual Assaults – Toronto Police Service
- Review of Police Training, Opportunities for Improvement – Toronto Police Service
- Toronto Police Service's Second Follow-up Review on the Investigation of Sexual Assaults
- Toronto Police Service, Parking Enforcement Review
- Toronto Police Service, Police Paid Duty – Balancing Cost Effectiveness and Public Safety
- Toronto Police Service, Review of Integrated Records and Information System (IRIS)

The follow-up process requires that the Service review the outstanding recommendations and provide information on their status to the AG's Office. The information was requested from the Service on December 11, 2012. The Service provided a response to the AG on the February 15, 2013 return date. As per the AG's audit follow-up process, the AG's Office will perform the

necessary fieldwork to verify the status of these recommendations in terms of action taken by the Service. The AG will then report to the Board and the City Audit Committee on the results of his follow-up process.

Conclusion:

As requested by the Board, the Service's response to the AG on the status of outstanding audit recommendations, along with the covering email to the AG, are attached to this report.

Mr. Tony Veneziano, Chief Administrative Officer, Administrative Command will be in attendance to answer any questions that the Board may have regarding this report.

Mr. Jeff Griffiths, Auditor General, was in attendance and advised that the annual report on the implementation status of recommendations pertaining to Toronto Police Service audits performed by his office would be provided to the Board for its May 2013 meeting.

The Board received the foregoing report.

Moved by: D. Noria

Email Correspondence to the Auditor General from the Office of the Chief, Accompanying the TPS Responses to the AG's Follow-up Review of Ongoing Recommendations. Sent February 15, 2013.

From: Stu Eley
Sent: Friday February 15, 2013 2:28 PM
To: 'Jeff Griffiths (Jeff.Griffiths@toronto.ca)
Cc: Tony Veneziano; Dana Styra; 'Alan Ash (aash@toronto.ca)
Subject: Audit Responses

Jeff,

I am writing on behalf of Chief Blair in response to the November 28, 2012 e-mail from the Auditor General's Office regarding your follow up review of outstanding audit recommendations. Please note that some of these recommendations have been outstanding for some time now. Consequently, I asked applicable TPS staff to review each of these recommendations to determine if they are still relevant or if there are reasons that have made them impractical or not possible to implement. Our response reflects this review as well as the status of the various recommendations.

The Service is committed to and is actively working towards implementing all recommendations to the fullest extent possible. We consider recommendations to have been implemented where action taken to implement the recommendations has been incorporated into a new system, processes have been altered, and procedures changed. In some cases, matters are out of our control, such as obtaining comparative data related to course costing from other Services (Training Audit). Continuing to spend time and effort on some of the recommendations is not seen as being cost effective or value added. In addition, some recommendations will not be implemented because of a lack of funding to embark on system changes, as is the case for the HR system. As a result, in some instances, we can only respond that we have attempted to implement the recommendations to the extent possible. Where the costs to implement are seen to outweigh the benefits of implementation, the Service must deal with those recommendations in a way that we see fit in order to ensure that overall positive value is achieved.

I would also like to point out that recommendations directed to the City Manager, City Treasurer and the Toronto Police Services Board should be sent to those parties for response and follow up purposes, as it would be inappropriate for the Service to respond. Although the recommendations may be implemented in consultation with the Chief of Police, the primary responsibility for implementation and consequently, providing updates rests with the City Treasurer, City Manager and TPS Board. It would also be appreciated if the table summarising the number of TPS recommendations and their status in the summary report was adjusted to accurately depict the number of recommendations assigned to the Service and implemented.

We are providing these comments for your consideration and hope that your office will take them into account when reviewing the status of outstanding Service related recommendations as part of your follow up review this year.

If you have any questions or would like to discuss further, our staff would be happy to meet with you to clarify any outstanding items and ensure we are in agreement with what will go forward to our Board and the City Audit Committee. Please also confirm that the final draft of your follow up report will be shared with us before it is finalized.

Thanks,
Stu

Stu Eley
Executive Officer
Office of the Chief of Police
416 808-8006

Toronto Police Service
AUDIT RECOMMENDATIONS – NOT FULLY IMPLEMENTED

Reporting Period: June 30, 2012

Report Title: The Auditor General's Follow-up Review on the October 1999 Report Entitled: "Review of the Investigation of Sexual Assaults – Toronto Police Service"

Report Date: 10/1/2004

Project Code: 02-BPS-01A

Contact Name: Jane Ying

Phone No: 392-8480

Recommendations:

No#	Recommendation	Has Recommendation Been Implemented? (Yes, No or N/A)	Management's Comments and Action Plan/Time Frame
007	<p>The Chief of Police direct that all occurrence reports relating to sexual assault be reviewed by supervisory staff at the divisional level upon receipt of the initial reports and at the completion of the investigation.</p> <p>Evidence of the review be appropriately documented in the information system.</p> <p>Incomplete or inappropriate</p>	Yes, Implemented	<p>All occurrence reports relating to sexual assault are reviewed by supervisory staff at the divisional level, upon receipt of initial reports and at the completion of the investigation.</p> <p>The new RMS system, IRIS, will have the ability to retain evidence of supervisory review throughout the occurrence process and is retrievable. Therefore, evidence of these reviews will be appropriately documented in the information system.</p> <p>Incomplete/inappropriate occurrence reports are</p>

	<p>occurrence reports be discussed with the officer concerned and amendments made where necessary. Continued deficiencies in the preparation of occurrence reports be dealt with through existing training, and if necessary, discipline.</p> <p>Occurrence reports prepared by members of the Sex Crimes Unit be reviewed and approved by supervisory staff within the Unit.</p>		<p>discussed with officers at the divisional level, amendments are made and additional training or discipline administered as required.</p> <p>Occurrence reports prepared by members of the Sex Crimes Unit are reviewed and approved by supervisory staff within the unit.</p> <p>Processes are in place to address all the requirements of this recommendation, therefore, this recommendation should be closed.</p>
			Completed by: Sue Kernohan, Sex Crimes Unit
020	<p>The Chief of Police ensure that the project pertaining to the electronic transmission of ViCLAS data to the Provincial ViCLAS Centre in Orillia is expedited as quickly as possible. Staff responsible for this project be required to provide specific deadlines for completion. Periodic updates regarding the progress of the project be reported to the Chief of Police.</p>	Yes, Implemented	<p>The Sex Crimes Unit participated in the testing phase of the electronic version of the ViCLAS book. As of Oct. 15th 2012, the program was deployed across all units and divisions within the TPS. This recommendation has been fully implemented.</p>
			Completed by: Sue Kernohan, Sex Crimes Unit
021	<p>The Chief of Police, in consultation with the Sex Crimes Unit, ensure that all police officers have a clear</p>	Yes, Implemented	<p>Sex Crime Unit investigators have delivered training to ensure all police officers have a clear</p>

understanding of the revised consent procedures relating to the sexual assault medical evidence kit.

In particular, women who have been sexually assaulted be provided with detailed explanations pertaining to the consent form by divisional Sexual Assault Investigators only.

understanding of the revised consent procedures relating to the sexual assault medical evidence kits and will continue to do so.

It is not always practical for the divisional Sexual Assault Investigator to provide women who have been sexually assaulted with detailed explanations pertaining to the consent form. Officers have received training in this area and a pamphlet has been developed to address the issue of consent.

All officers are instructed to provide documentation of the consent to release the SAEK on the release form, in their memo book and on the occurrence report.

Random reviews of sexual assault occurrences will continue to be conducted by Divisional Policing Command in 2013 and will include a check of release forms, memo books and occurrence reports to ensure officers are complying with the consent documentation requirements.

Processes are in place to address all the requirements of this recommendation, therefore, this recommendation should be closed.

Completed by: Sue Kernohan, Sex Crimes Unit

Toronto Police Service
AUDIT RECOMMENDATIONS – NOT FULLY IMPLEMENTED

Reporting Period: June 30, 2012

Report Title: Review of Police Training, Opportunities for Improvement - Toronto Police Service
Report Date: 10/26/2006
Project Code: 05-BPS-01

Contact Name: Bruna Corbesi

Phone No: 392-8553

Recommendations:

No#	Recommendation	Has Recommendation Been Implemented? (Yes, No or N/A)	Management's Comments and Action Plan/Time Frame
003	The Chief of Police ensure that the total costs of all training are summarized, accounted and budgeted for and disclosed separately. The training costs should include all training provided by the Toronto Police Service including training provided by the specialized units, training provided by divisional training sergeants, and costs relating to the organization of various conferences and seminars. Such training costs should be benchmarked against other major police services within Canada, the US and the UK.	Yes, Implemented to the extent possible	<p>The following information is presented in addition to the activities outlined in the last update. Formal requests for benchmarking data on training costs were sent to numerous international and national agencies. No responses have been received from international agencies. The only national agency responding to the Service's request was the Ottawa Police Service, who was unable to provide benchmarking data because they do not track the actual cost of training delivered.</p> <p>All the requirements of this recommendation have been met, with the exception of the requirement to</p>

			benchmark training costs. As this information is not readily available to the Service, this recommendation should be closed.
			Completed by: Debra Preston, Toronto Police College
014	The Chief of Police evaluate the Human Resource Information System in order to ensure that the capabilities of the system are being used appropriately and to their full potential. Once determined, such information be communicated to all appropriate staff and, in addition, training specific to the reporting capabilities of the system be provided to all appropriate staff.	No – following review, this recommendation has been rejected due to lack of funding for new initiatives	The HRMS is being utilized in the most effective manner possible and any additional functionality would require additional programming and costs, for which there is no budget. This recommendation should be closed as there is no budget to implement further changes.
			Completed by: Aileen Ashman, Human Resources Management
023	The Chief of Police ensure that all costs incurred in organizing annual international conferences are accurately and properly accounted for. Such costs to include all Toronto police officers' salaries and any other administrative costs. The results of this analysis determine the viability of continuing to host international conferences. In any event, conference registration fees be determined after taking into account all organizational costs.	Yes, Implemented to the extent possible	Amendments to Service Procedure 18-09 took effect in August 2011. Full accounting of organizing costs and a subsequent pricing structure could be problematic and may provide little value to the Service, depending on the varied experience of those organizing events, the potential for additional work by other units to support their organizing efforts (Budgeting and Financial Management), and the difficulty in capturing all

	<p>Further, the Chief of Police review the procedure in connection with the carry forward of individual conference surpluses to future years.</p>		<p>costs, which may vary from year to year.</p> <p>Many benefits, such as information exchange and goodwill, lend to the conference experience and create camaraderie which positively impacts on future joint projects and/or investigative work. Because of these qualitative benefits, a unit may move forward with hosting a seminar even if costs outweigh the fees charged. Conference fees based on full hard and soft cost recovery may be too costly for other police services experiencing the same financial pressures as TPS to attend.</p> <p>Costs are under control and most areas achieve the “at or near” full hard cost recovery. The number of seminars hosted by TPS units has decreased considerably since this area was first audited. Additionally, the costs involved are not significant. Therefore, the Directors of Finance & Administration and Human Resource Management consider this recommendation completed.</p>
			<p>Completed by: Debra Preston, Toronto Police College</p>
<p>039</p>	<p>The Chief of Police review the level of tuition fees charged to police officers from other police services</p>	<p>No, Implementation In Progress</p>	<p>A final recommendation with regard to the collection of fees has not yet been determined.</p>

	<p>or from other organizations attending courses organized by the Toronto Police Service with a view to charging amounts which are more in line with actual training costs. In addition, any tuition fees waived for police officers attending from other police services or organizations be appropriately authorized in writing.</p>		
			Completed by: Debra Preston, Toronto Police College

Toronto Police Service
AUDIT RECOMMENDATIONS – NOT FULLY IMPLEMENTED

Reporting Period: June 30, 2012

Report Title: Toronto Police Service, Parking Enforcement Review
Report Date: 10/3/2011
Project Code: 10-TPS-01A

Contact Name: Syed Ali

Phone No: 392-8438

Recommendations:

No#	Recommendation	Has Recommendation Been Implemented? (Yes, No or N/A)	Management's Comments and Action Plan/Time Frame
001	<p>The Chief of Police review the current management reporting process in order to identify areas where reporting could be improved.</p> <p>Periodic reports should be produced identifying both parking tag errors for individual officers and officers not submitting tickets for processing on a timely basis. Further, reporting should be established to immediately identify malfunctioning electronic hand held ticket issuing equipment.</p>	Yes, Implemented	<p>Current management reporting has been reviewed and deemed thorough and appropriate.</p> <p>Periodic reports are produced which identify parking tag errors by individual officers. These reports are produced and reviewed each five week cycle.</p> <p>Staff have been reviewing the issue of officers not submitting tickets for processing on a timely basis. A number of issues have been identified at different stages of the ticketing process, that could contribute to these delays. None of these issues identified are directly</p>

			<p>related to the officer. The City will consider the feasibility of providing a report to specifically set out officers not submitting tickets in a timely manner.</p> <p>A protocol is in place where any malfunctioning equipment is immediately reported through a Supervisor and is turned over to the Parking Risk Management area for review and action.</p> <p>TPS considers this recommendation to be implemented as processes exist to identify and deal with all the issues identified in the recommendation.</p>
			Completed by: Kimberly Rossi, Parking Enforcement and Manager Anthony Fabrizi, City of Toronto, Water and Parking Tags
002	The City Manager, in consultation with the City Solicitor and the Chief of Police, consider the feasibility of amending the parking tag form to exclude the expiry month of each vehicle license plate. If required a request be made to the Province to amend legislation.	N/A	This recommendation is not the responsibility of the Chief of Police and should be re-directed to the City Manager.
			Completed by: Dana Styra, Audit & Quality Assurance
003	The Chief of Police periodically review parking ticket inventory to identify missing parking tags. Missing parking tags identified should be traced to individual officers	Yes, Implemented	TPS Staff met with City Revenue Services staff and Scanning staff to discuss the issue of missing tags. It was identified that all tags appearing as “missing” may in fact not be missing but

	responsible and explanations documented. Appropriate action should be taken in circumstances where explanations are inadequate or in circumstances where missing tags are identified on a recurring basis.		just not scanned and not updated in the Parking Tag Management System. This issue has been reviewed and a communication protocol has been implemented so that anomalies during scanning can be reported to TPS and/or City Parking Tags for follow up and conclusion in PTMS. The development of the missing tag report by City staff is in progress and upon receipt TPS will be able to trace the errors to individual officers, document explanations and take appropriate action where explanations are inadequate or in circumstances where there is a recurring pattern. TPS considers this recommendation to be implemented as processes exist to identify and deal with all the issues identified in the recommendation.
			Completed by: Kimberly Rossi, Parking Enforcement and Manager Anthony Fabrizi, City of Toronto Water and Parking Tags
004	The City Treasurer, in consultation with the Chief of Police review and update the "Reason Code" listing. Cancellation reason codes should be specific, relevant and clear enough to facilitate analysis and reporting.	N/A	This recommendation is not the responsibility of the Chief of Police and should be re-directed to the City Treasurer.
			Completed by: Dana Styra, Audit & Quality Assurance
005	The Chief of Police take	Yes, Implemented	Reports have been

	<p>steps to ensure compliance with the process for maintaining and reviewing Parking Enforcement Officer and Municipal Law Enforcement Officer court attendance records. The Chief of Police, in consultation with the Deputy City manager responsible for Court Services develop a reporting process for Officer court attendance validation.</p>		<p>developed and are provided for monthly review. Anomalies are reviewed and appropriate action is taken.</p>
			<p>Completed by: Kimberly Rossi, Parking Enforcement</p>
006	<p>The City Treasurer in consultation with the Chief of Police implement a process to identify and correct parking tag management information system data entry errors in a timely manner.</p>	<p>N/A</p>	<p>This recommendation is not the responsibility of the Chief of Police and should be re-directed to the City Treasurer.</p>
			<p>Completed by: Dana Styra, Audit & Quality Assurance</p>
007	<p>The Chief of Police evaluate the need to continue with the alternate parking tag management information database.</p>	<p>Yes, Implemented</p>	<p>The matter has been reviewed and the alternate parking tag management information database has been streamlined to only capture tickets with errors by MLEOs as opposed to all tickets issued by MLEOs so that MLEOs can be held accountable and be counselled where anomalies and errors exist. Once Recommendation 6 above is fully implemented to all stakeholders' expectations, the Chief will conduct a further evaluation of the need to continue with the alternate parking tag</p>

			management database. This recommendation is complete.
			Completed by: Kimberly Rossi, Parking Enforcement
008	The City Manager, in consultation with the City Solicitor and the Chief of Police, consider initiating a request to the Province to amend legislation to allow parking enforcement officers the authority to issue tickets for expired licence plates. Any amendments to legislation provide for a revenue sharing arrangements with the City.	N/A	This recommendation is not the responsibility of the Chief of Police and should be re-directed to the City Manager.
			Completed by: Dana Styra, Audit & Quality Assurance

Toronto Police Service
AUDIT RECOMMENDATIONS – NOT FULLY IMPLEMENTED
 Reporting Period: June 30, 2012

Report Title: Toronto Police Service, Police Paid Duty - Balancing Cost Effectiveness and Public Safety

Report Date: 3/23/2011

Project Code: 10-TPS-02

Contact Name: Jane Ying

Phone No: 392-8480

Recommendations:

No#	Recommendation	Has Recommendation Been Implemented? (Yes, No or N/A)	Management's Comments and Action Plan/Time Frame
002	The Chief of Police consider modifying the charging rate for a partial paid duty hour such that Toronto's charging rate is consistent with other large police services.	N/A	<p>This is a contractual issue and as such is beyond the purview of the Chief of Police. By virtue of the collective bargaining agreement that exists between the Board and the Toronto Police Association (TPA), the method in which paid duty rates are applied cannot be altered by the Chief of Police.</p> <p>Discussions have occurred between Labour Relations, Financial Management and the Toronto Police Association's legal counsel regarding the manner in which partial paid duty hours are handled. The responsibility for making this change will need to be done through negotiations between the TPA and the</p>

			TPS Board. Therefore, it is recommended that this matter be reassigned to the TPS Board, as they are currently in negotiations with the TPA.
			Completed by: Stu Eley, Executive Officer
003	The Police Services Board consider examining the feasibility and merits of the Vancouver Traffic Authority Program as an alternative to Toronto's current paid duty system.	Yes, Implemented	The Police Services Board forwarded this recommendation to the Chief of Police on August 7, 2012 and requested he conduct an examination to determine the feasibility and merits of the Vancouver Traffic Authority Program (VTAP). This examination was conducted and the results delivered in a Staff Report to the City of Toronto Audit Committee. The Audit Committee was advised that any comments made by the Board about the Chief's report would be formally communicated to the Audit Committee after the November 14, 2012 Board meeting. Since it has been determined, and reported to the Board, that the VTAP is not suitable for the Toronto Police Service (see BM 276/12), this recommendation is considered implemented.
			Completed by: Ed Ngan, Audit & Quality Assurance
004	The Chief of Police take steps to reduce current paid duty system administrative costs. Such steps should	No, Implementation In Progress	Financial Management has initiated a project whereby a full overhaul of the system will be undertaken,

	<p>include but not be limited to:</p> <p>a. Exploring the use of information technology to replace manual procedures; and</p> <p>b. Ensuring uniformed police resources are not used to perform clerical functions.</p>		<p>including policy changes and the implementation of an automated paid duty system. A projected implementation date of January 2, 2014 was communicated to the Board at the December 2012 meeting. However, this date cannot be finalized until a further review of resourcing requirements is performed by ITS, particularly given the current staff shortages in ITS, IRIS commitments and the inability to fill vacant positions in a timely manner.</p>
			<p>Completed by: Sandra Califaretti, Financial Management</p>
005	<p>The Chief of Police take steps to track paid duty equipment rental costs including direct and indirect costs, and ensure costs can be fully recovered from equipment rental revenue.</p>	<p>No, Implementation In Progress</p>	<p>The paid duty process review has commenced and a system has been identified for the Service. Review and implementation of the system will occur during 2013 and include equipment costs. However, it should be noted that tracking these costs and applying direct and indirect costs is not a simple exercise. Consequently, the Service is looking to a process that will result in a reasonable charge for these rental costs, and balance the costs of determining a more definitive cost with the cost to determine it. A status report was provided to the Board at its December 2012 meeting. The next update will be provided to the</p>

			Board in mid-2013. A new process and system is expected to be in place by January 2014.
			Completed by: Angelo Cristofaro, Finance & Administration
006	The Chief of Police evaluate the need to establish a maximum limit on paid duty hours an officer can perform each year. Such an evaluation to take into account resource requirements and risks of interference with the performance of regular police duty.	Yes, Implemented	<p>An evaluation of the need for a maximum limit on paid duty hours has been completed. Several possible options have been identified which will improve the ability of the Service to meet paid duty requests, while at the same time, ensuring paid duties are issued more equitably.</p> <p>These will be discussed with Command and the best option incorporated into the new paid duty system.</p> <p>As the evaluation conducted addresses all the requirements of this recommendation, the Service considers this recommendation to be implemented.</p>
			Completed by: Sandra Califaretti, Financial Management
008	The Chief of Police review and enhance monitoring procedures to identify instances of non-compliance with paid duty policy requirements. Such monitoring procedures should include periodic review of regular duty schedules in conjunction with paid duty assignments. Instances of non-	Yes, Implemented	On 2011.09.23 a directive to all Unit Commanders, Divisional Policing Command was issued detailing mandatory monitoring of paid duty assignments. The directive included that all supervisory visits to a paid duty officer shall be recorded within the supervisor's memo book as

	<p>compliance should be addressed including disciplinary action where appropriate.</p>		<p>well as an electronic addition to the Unit Commander's Morning Report.</p> <p>On 2011.09.30 Routine Order # 1044 was issued detailing an increased penalty provision for infractions associated to paid duty.</p> <p>On 2012.05.03 Service Procedure Chapter 13, Appendix A was issued detailing an increased penalty provision for infractions associated to paid duty.</p> <p>TPS considers this recommendation to be implemented as processes exist to deal with all the issues identified in the recommendation.</p>
			<p>Completed by: Peter Code, Divisional Policing Command</p>
<p>009</p>	<p>The Chief of Police review the current policy governing requirements for paid duty officers at special events, with a view to:</p> <p>a. Ensuring consistent application of Service criteria in determining when paid-duty officers should be required for special events;</p> <p>b. Including guidelines to promote a consistent and transparent approach in determining the number of police officers, including</p>	<p>No, Implementation in Progress</p> <p>a. Implemented</p> <p>b. Implementation In Progress</p>	<p>Service Procedure 20-15, Special Events was reviewed and amended on 2011.08.04. This Procedure speaks directly to when paid-duty officers should be required for special events and is applicable service-wide, thereby ensuring consistency in its application.</p> <p>Service Procedure 20-15, Special Events depicts in cases of both minor and major special events, a consistent approach to</p>

paid-duty officers, required for special events; and

c. Further maximizing the use of auxiliary members at special events where possible.

identifying who would be responsible for coordinating police officer resources, including whether officers are on duty or paid duty, as well as the staffing levels of each if applicable. This process includes a phase for recommendation of the number of police officers required, a review phase by an Event Supervisor and an approval/denial phase by a Unit Commander.

As part of the Chief's Internal Organizational Review, specific to Special Events, a staffing matrix has been created, including all factors relating to any special event and supervisor to officer ratios and costing. It is a transparent process used in determining the appropriate TPS response. This document will be consistently applied across the service for all special events. The supervisory ratios will be the same regardless of whether the officers are on duty or performing a paid duty. This staffing matrix is still being reviewed and has not yet been implemented.

c. Implemented

Considering the restrictions placed on when they can be deployed and the duties permitted to be performed by Auxiliary members as prescribed by the Police Services Act, Auxiliary officers are being used to

			<p>the maximum when possible. Large events are planned ahead of time, giving auxiliary officers ample time to commit. Unit Commanders are engaging their auxiliary officers on a regular basis for applicable divisional events/crime management strategies.</p>
			<p>Completed by: Peter Code, Divisional Policing Command</p>
010	<p>The Chief of Police, in conjunction with the General Manager of Economic Development and Culture and the General Manager of Transportation Services, develop criteria for determining film permit paid duty policing requirements. Such criteria be accessible to the film industry through permit documents or websites.</p>	<p>No, Implementation in Progress</p>	<p>The criteria is still being developed by a working group created to discuss alternative options available for traffic direction at film locations.</p> <p>A report summarizing the efforts of this working group was completed on October 17, 2011 and was forwarded to the Toronto Film Board with the first recommendation being that it be forwarded to the Toronto Police Services Board. This report was considered by City Council on February 6, 2012 and the two recommendations that were made were adopted.</p> <p>The website where this information would be accessible by the film industry is maintained by the City of Toronto at the link "Filming in Toronto." The updating of this site is beyond the Service's control.</p>
			<p>Completed by: Peter Code, Divisional Policing Cmd.</p>

Toronto Police Service
AUDIT RECOMMENDATIONS – NOT FULLY IMPLEMENTED

Reporting Period: June 30, 2012

Report Title: Toronto Police Service - Review of Integrated Records and Information System (IRIS)
Report Date: 8/26/2011
Project Code: 11-TPS-01

Contact Name: Ben Smid

Phone No: 392-8478

Recommendations:

No#	Recommendation	Has Recommendation Been Implemented? (Yes, No or N/A)	Management's Comments and Action Plan/Time Frame
001	The Chief of Police give consideration to the engagement of a Fairness Consultant in major procurements. The criteria outlined by the City of Toronto be considered by the Chief of Police in determining when Fairness Consultants should be engaged.	Yes, Implemented	The Board has directed that consideration be given to using a fairness consultant for major projects of over \$10M. The purchasing procedures and By-law are in the process of being revised and in the interim, the Service will comply with the Board's direction if projects arise that meet the criteria. The Service therefore considers this recommendation closed.
			Completed by: Angelo Cristofaro, Finance & Administration
002	The Chief of Police review the composition of all Information Technology Steering Committees with a view to including qualified City staff. The Chief develop specific criteria to	Yes, Implemented	Specific criteria for the inclusion of City staff on Information Technology Steering Committees has been defined and forwarded to the City CIO. All steering committees were

	determine when such a process should occur.		reviewed based on the criteria. The City CIO or his/her representative has been sitting on the IRIS Steering Committee.
			Completed by: Cel Giannotta, Information Technology
003	The Chief of Police ensure that Privacy Impact Assessments are incorporated into all future information technology projects at the initial stages of project development. A Privacy Impact Assessment be completed at the earliest possible time in regard to the Integrated Records and Information System project.	No, Implementation In Progress	Building Privacy Impact Assessments (PIA) into future technology projects, specifically inclusion in the Project Management Framework is drafted but has not yet been published. The completion date is anticipated to be March 31, 2013. Information Security completed a Preliminary PIA for the IRIS Project in June 2012. The Final PIA for the project is scheduled to be completed by year end.
			Completed by: Helen Curtin, Project Management & IT Governance
004	The Chief of Police conduct a financial analysis to identify, quantify and document anticipated financial and operational benefits from the implementation of the Integrated Records and Information System. Related assumptions used in the analysis should be documented.	Yes, Implemented	The Service has outlined the anticipated benefits of a new RMS in summary form in Sections 4.0 and 6.7 of the CIO IT Review Document. The efficiencies were quantified as best as possible and assumptions documented where necessary. Therefore, this recommendation is considered to be completed.
			Completed by: Kim Yeandle, Central Field Command
005	Upon project completion, the Chief of Police report to	Yes, Implemented	A project management framework has been in

	<p>the Toronto Police Services Board on the actual benefits achieved and where applicable, a description of anticipated benefits not realized.</p>		<p>place and used by the Service since 2006.</p> <p>Included as an integral requirement of this formal project management framework is the completion of a project close out report that outlines project results from a budget, schedule and scope perspective, including anticipated benefits achieved and not achieved and the reasons why. Any lessons learned are also included in the close out report.</p> <p>Accordingly, the IRIS project close-out report will address the benefits achieved and a description of the anticipated benefits not realized. As processes are in place to meet all the requirements of this recommendation, the Service considers this recommendation closed.</p>
			<p>Completed by: Kim Yeandle, Central Field Command</p>
<p>006</p>	<p>The Chief of Police develop a process to define, articulate and measure anticipated project objectives and outcomes.</p>	<p>No, Implementation In Progress</p>	<p>The process to define and articulate anticipated project objectives and outcomes is complete and documented in the Project Management Framework, Project Initiation Process and Procedure and is available to all TPS members via the ITS website in the PMO toolbox. The process to measure the project</p>

			outcomes against the anticipated objectives has been drafted and is not yet published. The estimated completion date is June 30, 2013.
			Completed by: Helen Curtin, Project Management & IT Governance
007	Upon project completion, the Chief of Police report to the Toronto Police Services Board the objectives achieved and where applicable, a description of anticipated objectives not realized.	No, Implementation In Progress	The project close-out report will address the objectives achieved and a description of the anticipated objectives not realized.
			Completed by: Kim Yeandle, Central Field Command
008	This report be forwarded to the City Audit Committee for information.	Yes, Implemented	The City Audit Committee has received this report for information.
			Completed by: Auditor General's Office

Toronto Police Service

AUDIT RECOMMENDATIONS – NOT FULLY IMPLEMENTED

Reporting Period: June 30, 2012

Report Title: Toronto Police Services Second Follow-up Review on the Police Investigation of Sexual Assaults

Report Date: 4/9/2010

Project Code: 08-TPS-02

Contact Name: Jane Ying

Phone No: 392-8480

Recommendations:

No#	Recommendation	Has Recommendation Been Implemented? (Yes, No or N/A)	Management's Comments and Action Plan/Time Frame
003	The Chief of Police ensure that the new information system acquired by the Toronto Police Service to replace the existing information systems is properly designed to accurately and efficiently track records of supervisory review.	Yes, Implemented	The new information system acquired by the TPS has been properly designed to accurately and efficiently track records of supervisory review. The system is currently undergoing testing to ensure compliance. Processes are now in place to address all the requirements of this recommendation, therefore this recommendation should be considered implemented.
			Completed by: Sue Kernohan, Sex Crimes Unit

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P58. QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD
SPECIAL FUND UNAUDITED STATEMENT: OCTOBER – DECEMBER
2012**

The Board was in receipt of the following report February 13, 2013 from Alok Mukherjee, Chair:

Subject: QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD SPECIAL FUND UNAUDITED STATEMENT: OCTOBER TO DECEMBER, 2012

Recommendation:

It is recommended that the Board receive the attached un-audited report on the Toronto Police Services Board's Special Fund for 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) Special Fund policy (Board Minute #P292/10), expenditures from the Special Fund shall be reported to the Board on a quarterly basis. This report is provided in accordance with Board Policy.

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, 2012.

As at December 31, 2012, the balance in the Special Fund was \$1,276,127. During the fourth quarter, the Special Fund recorded receipts of \$289,820 and disbursements of \$32,646. There has been a net increase of \$957,452 against the December 31, 2011 fund balance of \$318,675.

Auction proceeds have been accrued for the months of October to December 2012 as the actual deposits were received in January 2013.

For this quarter, the Board approved and disbursed the following sponsorships:

- TPS United Way Campaign \$10,000
- Native Child and Family Services \$5,000
- Victim Services Program \$4,000

The following unused funds were returned to the Special Fund:

- Francophone \$2,951
- CPLC \$5,238
- TPS United Way Campaign \$6,724
- National Aboriginal Day \$30
- Caribbean Day \$87

As outlined in the Special Fund Policy, the Chair and the Vice Chair have been granted standing authority to approve a number of expenditures from the Special Fund. The Chair is required to report all approved requests to the Board annually. The following is a list of expenditures and amounts authorized by the Chair and the Vice Chair.

- Toronto Police Amateur Athletic Association \$0
- Fitness Equipment \$0
- Awards & Recognition Programs \$78,822
 - Recognition of Board members
 - Service Awards
 - 25 Year Watch Presentation
 - Long Service Award Ceremony
 - TPA/TPSB Retirement Dinners
 - School Crossing Guard Long Service Awards

Conclusion:

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

The Board received the foregoing report.

Moved by: A. Mukherjee

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND
2012 FOURTH QUARTER RESULTS WITH REVISED PROJECTIONS

PARTICULARS	2012						2011	COMMENTS RELATING TO THIS QUARTER
	REVISED PROJ.	JAN 01 TO MAR 31/12	APR 01 TO JUN 30/12	JUL 01 TO SEPT 30/12	OCT 01 TO DEC 31/12	JAN 01 TO DEC 31/12 TOTALS	JAN 01 TO DEC 31/11 ACTUAL	
<i>BALANCE FORWARD</i>	318,675	318,675	494,421	970,097	1,018,954	318,675	464,204	
<u>REVENUE</u>								
PROCEEDS FROM AUCTIONS	200,000	74,010	69,161	67,285	148,045	358,500	243,579	Auction proceeds for the fourth quarter are based on estimates. Overhead is at 37% of the proceeds.
LESS OVERHEAD COST	(74,000)	(27,384)	(25,590)	(24,895)	(54,606)	(132,475)	(87,640)	
UNCLAIMED MONEY	750,000	131,739	561,217	128,420	194,905	1,016,281	310,703	Interest income is based on the average monthly bank balance.
LESS RETURN OF UNCLAIMED MONEY	(22,500)	(1,326)	(2,243)	(10,474)	(1,570)	(15,613)	(6,393)	
INTEREST	2,700	329	1,004	2,068	3,341	6,743	3,287	Interest income is based on the average monthly bank balance.
LESS BANK SERVICE CHARGES	(1,000)	(159)	(292)	(1,189)	(294)	(1,934)	(971)	
OTHERS	2,400	0	2,388	0	0	2,388	11,374	
OTHERS	10,000	0	10,000	0	0	10,000	0	
<i>TOTAL REVENUE</i>	867,600	177,210	615,646	161,214	289,820	1,243,890	473,939	
<i>BALANCE FORWARD BEFORE EXPENSES</i>	1,186,275	495,885	1,110,067	1,131,311	1,308,774	1,562,565	938,143	
<u>DISBURSEMENTS</u>								
<u>POLICE COMMUNITY INITIATIVES</u>								
SERVICE								
CPLC & COMM. OUTREACH ASSISTANCE	29,000	0	29,000	0	0	29,000	11,805	
UNITED WAY	10,000	0	0	0	10,000	10,000	0	
OTHER	0	0	0	0	0	0	0	
COMMUNITY								
VICTIM SERVICES PROGRAM	12,000	0	0	8,000	4,000	12,000	0	
VARIOUS ORGANIZATIONS	100,000	6,000	77,325	65,325	5,000	153,650	44,900	
FUNDS RETURNED - SPONSORSHIPS	(4,500)	(4,483)	0	(1,684)	(15,029)	(21,197)	(4,494)	
TPAAA ASSISTANCE	26,000	0	0	0	0	0	5,800	
RECOGNITION OF SERVICE MEMBERS								
AWARDS	46,000	(153)	28,228	27,192	3,124	58,392	45,150	
CATERING	15,000	0	2,274	1,500	8,631	12,405	11,258	
RECOGNITION OF COMMUNITY MEMBERS								
AWARDS	2,000	0	1,199	0	0	1,199	1,030	
CATERING	2,000	0	1,146	0	1,183	2,328	2,338	
RECOGNITION OF BOARD MEMBERS								
AWARDS	700	0	0	0	0	0	501	
CATERING	1,000	0	499	0	0	499	458	
CONFERENCES								
COMM. POLICE LIAISON COMMITTEES	8,500	0	0	8,500	(3,679)	4,821	0	
ONT. ASSO. OF POLICE SERVICES BOARD	0	0	0	0	0	0	5,500	
CDN ASSO. OF POLICE SERVICES BOARD	0	0	0	0	0	0	0	
DONATIONS - IN MEMORIAM	800	0	300	0	300	600	600	
						0		
TPSB/TPA RETIREMENT DINNERS	20,000	0	0	3,425	4,101	7,526	18,394	
DINNER TICKETS	200	0	0	0	0	0	0	
PROFESSIONAL FEES	0	0	0	0	0	0	409,910	
INTERNAL CONTROL REVIEW FEE	5,640	99	0	99	6,167	6,365	5,640	Pricewaterhouse Coopers
<i>OTHER EXPENSES</i>	0	0	0	0	8,849	8,849	60,678	
<i>TOTAL DISBURSEMENTS</i>	274,340	1,464	139,970	112,357	32,647	286,438	619,468	
<i>SPECIAL FUND BALANCE</i>	911,935	494,421	970,097	1,018,954	1,276,127	1,276,127	318,675	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P59. SEMI-ANNUAL REPORT: LABOUR RELATIONS COUNSEL AND
LEGAL INDEMNIFICATION: JULY – DECEMBER 2012**

The Board was in receipt of the following report February 20, 2013 from William Blair, Chief of Police:

Subject: LABOUR RELATIONS COUNSEL AND LEGAL INDEMNIFICATION:
SEMI-ANNUAL REPORT JULY 1 – DECEMBER 31, 2012 AND
CUMULATIVE LEGAL COSTS FROM JANUARY 1 - DECEMBER 31, 2012

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, 2012, and cumulative legal costs from January 1 to December 31, 2012.

Discussion:

1) Semi-Annual Summary: July 1 – December 31, 2012

During the period of July 1 to December 31, 2012, fifteen (15) accounts from Hicks, Morley, Hamilton, Stewart and Storie LLP (Hicks Morley) for labour relations counsel totalling \$57,398.46 were received and approved for payment by the Manager, Labour Relations.

During the same period, thirty-seven (37) accounts from external counsel relating to legal indemnification were paid totalling \$334,945.42. Seven (7) legal indemnification accounts, totalling \$1,783,994.00, were submitted for payment and denied in full and six (6) accounts were denied in part. The denied portion of the six (6) accounts totalled \$102,579.11. There were no payments made relating to inquests or civil actions.

2) Cumulative Summary for 2012

For the period January 1 to December 31, 2012, legal costs incurred by Labour Relations counsel and legal indemnification totalled \$1,051,269.90 as follows:

Number	Type of Account Paid	Costs Incurred in 2012
28	Payments to Hicks Morley: 8 payments for Bargaining (SOO) \$9,106.00 20 payments for Labour Relations Counsel \$162,097.14	\$ 171,203.14
12	Arbitration Costs related to Grievances and Bargaining: 12 payments for Grievance activity \$24,222.31	\$ 24,222.31
80	Legal Indemnifications	\$ 783,495.81
1	Inquests	\$ 72,348.64
0	Civil Actions	\$ 0
	Total Costs for 2012	\$ 1,051,269.90

Conclusion:

In summary, this report provides the Board with a semi-annual update for the period July 1 to December 31, 2012 of all labour relations counsel, legal indemnification claims, and claims relating to inquests and the total cumulative legal costs from January 1 to December 31, 2012.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions that the Board may have regarding this report.

The Board received the foregoing report.

Moved by: A. Mukherjee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P60. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES - JULY – DECEMBER 2012**

The Board was in receipt of the following report March 05, 2013 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT 2012: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES - JULY TO DECEMBER 2012

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications as a result of the accounts receivable balances written off. The write-off amount of \$25,571 in the second half of 2012 reduced the allowance for uncollectible accounts. The current balance in the allowance for uncollectible accounts is approximately \$271,760. The adequacy of this account is analyzed annually and any adjustment required will be included in operating expenses.

Write-offs for the second half of 2012 represent 0.14% of the year end Accounts Receivable balance and 0.14% of invoiced revenue for the year, excluding grants.

Background/Purpose:

At its meeting of May 29, 2003, the Board approved the Financial Control By-law 147. Part IX, Section 29 – Authority for Write-offs, delegates the authority to write-off uncollectible accounts of \$50,000 or less to the Chief, and requires that a semi-annual report be provided to the Board on amounts written off in the previous six months (Min. No. P132/03 refers).

The purpose of this report is to provide the Board with information on the amounts written off during the period of July 1 to December 31, 2012.

Discussion:

External customers receiving goods and/or services from Toronto Police Service (Service) units are provided with an invoice for the value of such goods or services. The Service's Financial Management unit works closely with divisions, units and customers to ensure that some form of written authority is in place with the receiving party prior to work commencing and an invoice being sent, and that accurate and complete invoices are sent to the proper location, on a timely basis.

Accounts Receivable Collection Process:

Customers are given a 30 day payment term for all invoices and receive monthly statements showing their outstanding balances if the 30 day term is exceeded. In addition, they are provided with progressively assertive reminder letters for every 30 days their accounts remain outstanding. Accounts Receivable staff makes regular telephone calls to customers requesting payment. Customers with outstanding balances have an opportunity to make payment arrangements with Financial Management. The Service offers several payment options, including paying through VISA and MasterCard to facilitate the payment process for our customers.

Customers are sent a final notice when their accounts are in arrears for more than 90 days. They are provided with a ten day grace period, from receipt of the final notice, to make payment on their account before the balance is sent to an outside agency for collection. The Service's collection agency has been successful in collecting many accounts on behalf of the Service. However, in situations where amounts are small, company principals cannot be located, organizations are no longer in business or circumstances indicate that no further work is warranted, the collection agency may recommend write-off.

In 2010, the Service began invoicing property owners for cost recovery related to Police administration of marihuana grow operations. City of Toronto By-law No. 1076-2007, as amended, provides for the recovery of administration and enforcement costs of city agencies in relation to marihuana grow operations located at properties within the City of Toronto. The total recoverable cost of \$1,785 is contained in Schedule 2 to By-law No. 1076-2007. The by-law allows the Service to invoice the property owner, the tenant or the property management company, based on the circumstances.

All payments for marihuana grow operation invoices are due within 30 days of the invoice date. Late payment charges accrue at a monthly rate of 1.25%, and a \$35 processing charge applies to all dishonoured cheques returned by the bank.

If fees and any accumulated interest are not received within 90 days, the outstanding amount may be transferred to the City of Toronto Revenue Services Division where the balance is applied to the tax roll attached to the property. The tax roll transfer provision only applies where the individual invoiced continues to own the property on which the grow operation was found. In situations where the original property owner was not invoiced or the property changed hands between the time of the investigation and the transfer to the City, the amount follows the normal collection process applied by the Service, including referral to our collection agency. Since the By-law allows flexibility with respect to charging fees to those accountable for the grow operations, there is some exposure and collection risk to the Service for amounts that we are eventually unable to transfer to the City's tax roll.

There are also situations where additional information is uncovered by the Service's Drug Squad in relation to the original charge or invoice decision. In such circumstances, the Unit Commander, Toronto Drug Squad (TDS), can rescind the original amount invoiced and any applicable interest accrued to that date. The Unit Commander, TDS, advises Financial

Management that an invoice is to be rescinded and acknowledges the reasons for reversing the charge, which remain in TDS files.

Amounts written off during the July 1 to December 31, 2012 period:

During the six month period of July 1 to December 31, 2012, 16 accounts totalling \$25,571 were written off, in accordance with By-law 147. The write-offs relate to employee receivables, marihuana grow operation fees, and paid duties. Additional information on the accounts written off is provided in the sections that follow.

Marihuana Grow Operation invoices (\$19,910):

The \$19,910 amount written off consists of 11 items. Each account represents the original cost recovery amount and/or associated interest. The balances could not be collected by the City of Toronto through property taxes as ownership of the residence has changed since the original charge or timing differences between when payment was received and applied and interest for the month was charged. The accounts were forwarded to the Service's collection agency, who spent several months attempting to collect the funds. The collection agency indicated that collection was difficult given that individuals were difficult to find or simply refused to make payment despite all efforts. However, they followed their standard collection process which includes finding the principle where possible, sending payment demand letters and investigating the individual's ability to pay. In all cases, the collection agency indicated that the amount is not significant enough to warrant the involvement of legal personnel. After considerable effort, the collection agency determined that payment was unlikely and recommended write-off.

Paid Duty Administrative Fees and Equipment Rentals (\$1,001):

The \$1,001 balance written off relates to three separate accounts. One amount represents a small short payment which did not warrant further effort. Another of the balances is owing from a client who filed for bankruptcy and the third represents a balance on which collection efforts ceased by both the Service and the collection agency because the cost of further efforts was not warranted.

Employee Receivables (\$4,659):

Two employee receivables were written off during the second half of 2012. In both cases, the amounts represent the residual value remaining after the Service accepted settlement offers on the accounts. In one instance, a retired member obtained a significant Workplace Safety and Insurance Board (WSIB) award in settlement for an injury that was sustained while employed with the Service several years prior to retirement. Since the amount received directly from WSIB included a period of time during which the member was also paid by the Service, an overpayment letter was sent. Considerable effort on the part of the Director, Finance and Administration, the Manager, Financial Management and the collection agency was exerted to reach a reasonable agreement with the member. Efforts included several discussions with the Toronto Police Association as well. In the end, the member repaid a majority of the monies except for \$3,211 which represents 3.4% of the total balance.

The second receivable resulted from an overpayment calculated several months after a Service member retired. Upon audit of the individual's timesheets as part of the 2011 year end close procedures, it was discovered that discrepancies occurred on several timesheets which would have resulted in lower bank balances payable upon retirement. The Service settled with the individual for 50% of the total amount outstanding.

Human Resources Management and Financial Management continue to work towards processes and controls that will further mitigate the risk of overpaying employees.

Recovery of Previous Write-Offs (\$2,286)

Between July and December, 2012, Financial Management was able to recover \$2,286 which represents three previously written off account balances for paid duty customers.

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 to December 31, 2012.

For all receivables, 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.

Mr. Tony Veneziano, Chief Administrative Officer, was in attendance and responded to questions about the write-off of uncollectible marijuana grow operation invoices.

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

THAT the Chief of Police, in consultation with City of Toronto-Revenue Services, review the Motion adopted by Toronto City Council regarding the process by which cost-recovery and interest charges related to marijuana grow operations will be applied to the property taxes of the property that contained the grow operation and determine if the TPS can increase the speed with which the TPS can apply outstanding costs to property taxes to avoid future write-offs.

Moved by: M. Del Grande

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P61. SEMI-ANNUAL REPORT: PUBLICATION OF EXPENSES:
JULY – DECEMBER 2012**

The Board was in receipt of the following report March 05, 2013 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT: PUBLICATION OF EXPENSES - JULY TO
DECEMBER 2012

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

The Board, at its meeting on February 1, 2012 passed a motion requiring the expenses of Board Members, the Chief, the Deputy Chiefs and Chief Administrative Officer (CAO), excluded members at the level of X40 and above, and Service members at the level of Staff Superintendent and Director. The expenses to be published were in three areas: business travel, conferences and training, and hospitality and protocol (Min. No. P18/12 refers).

The purpose of this report is to provide the Board with information on expenses that were incurred by Board and Service members during the period July 1 to December 31, 2012.

Discussion:

Since 2007, the Service has published the expenses of the Chief, Deputy Chiefs and CAO on the Service's internet site. The Board's motion expanded the range of members whose expenses were to be reported, which forms the basis for the current semi-annual reporting requirement.

Conclusion:

Included in Appendix A to this report are the expenses for the Service and Board Members for the second half of 2012. Publication of this information on the Board's and Service's internet sites is anticipated to occur by March 31, 2013.

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

The Board referred to a staff expense in the amount of \$10,586.45 for a member's attendance at the Police Leadership program at the University of Toronto in September 2012 and noted that the member had recently retired from the TPS.

The Board discussed the feasibility of seeking a commitment from a TPS member who is the recipient of educational or professional development at a significant cost that is funded by the Board to remain with the TPS for a specific period of time following the educational or professional development or agree to reimburse the Board for the cost of the program.

The Board approved the following Motions:

- 1. THAT the Board receive the foregoing report; and**
- 2. THAT the Board, in consultation with the Chief of Police, review the practice related to significant financial investment in educational opportunities for and professional development of TPS members and that the Chair provide the results of the review to the Board for its June 2013 meeting.**

Moved by: M. Del Grande

Appendix A

Toronto Police Service and Toronto Police Services Board
Expense Publication Summary
July to December, 2012

Member	Expenses reported
Ashman, Aileen	\$637.67
Blair, William	\$14,981.75
Campbell, Joanne	\$106.31
Cristofaro, Angelo	\$132.55
Farahbakhsh (May), Jeanette	\$2,732.77
Federico, Michael	\$6,730.85
Giannotta, Celestino	\$2,435.79
Greenwood, Kimberley	\$11,450.24
Kijewski, Kristine	\$3,052.29
Lee, Chin	\$0.00
McGuire, Jeffrey	\$0.00
Moliner, Marie	\$193.57
Mukherjee, Alok	\$2,476.78
Noria, Dhun	\$145.89
Nunziata, Frances	\$0.00
Pringle, Andrew	\$0.00
Pugash, Mark	\$0.00
Saunders, Mark	\$3,809.09
Sloly, Peter	\$3,874.49
Smith, Frederick	\$0.00
Stubbings, Richard	\$4,412.33
Thompson, Michael	\$0.00
Veneziano, Tony	\$2,374.58
Wilcox, Jane	\$3,771.25
Total expenditures reported	<u><u>\$63,318.20</u></u>



**Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012**

Unit: Human Resources Management
Member: Ashman, Aileen
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 11 to 13	Presentation to the Council of Workplace Health and Wellness in Vancouver, British Columbia. The Conference Board of Canada paid directly for the accommodation cost and reimbursed for the travel cost.	\$246.53
December 10		\$16.21
		\$262.74

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 20 to 21	Workplace Inclusion Conference 2012 in Markham Ontario - Conference cancelled; net cost equates to refund not received over conference fees paid	\$7.04
November 13	Ontario Association of Police Services Boards Seminar "HR issues & Beyond Morden" in Toronto Ontario	\$317.89
November 15	15th Annual Labour and Employment law Symposium focused on Workplace Mental Health-Human Rights Consideration; Managing the problem Employee; My Manager is a Bully-the Rise of Workplace Harassment and Bullying Complaints; Duvet Days to long term Absentees-how to deal with employee on sick leave in Toronto Ontario	\$50.00
		\$374.93

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense at this time	\$0.00
		\$0.00

Member Total	\$637.67
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Chief's Office
Member: Blair, William
Job Title/Rank: Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 25 to 2	Ontario Association of Chiefs of Police Board Meeting in Rama, Ontario	\$135.08
December 3 to 5	Guest Speaker at the Association of Caribbean Commissioners of Police; Inter-Session meeting in Barbados.	-\$199.08
		-\$64.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 10 to 13	Pearls in Policing Conference in Singapore	\$698.34
July 24	Reimbursement for flight by the International Conference for Police and Law Enforcement Executive from May 6 to 7 in Quebec City, Quebec.	-\$618.88
August 16 to 23	Canadian Association of Chiefs of Police Conference in Sydney, Nova Scotia	\$3,510.47
September 27 to October 04	The 119th Annual International Association of Chiefs of Police (IACP) Conference- Law Enforcement Education 7 Technology Exposition in San Diego, California, USA	\$3,720.06
October 6 to 9	International Police Seminar ; Stop & Search and the relations existing between the Police and the Public; Practices of Police Institutions in other countries in Paris, France. Transportation and accommodation paid by external agency .	\$395.70
November 24 to December 1	CPC Executive Study Tour Economics of Policing; Learning from the UK Experience in London, England	\$7,490.06
		\$15,195.75

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 19	Garrison Ball ticket - refund received for January expense	-\$150.00
		-\$150.00

Member Total	\$14,981.75
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board
Member: Campbell, Joanne
Job Title/Rank: Executive Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 3	Reimbursement for Ontario Association of Police Service Boards Annual Conference in Ottawa from April 17 to 18	-\$211.58
November 13	Ontario Association of Police Service Boards - Fall Seminar HR issues & Beyond	\$317.89
		\$106.31

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00

Member Total	\$106.31
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Finance & Administration
Member: Cristofaro, Angelo
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 5	Meeting at the TPS Fleet unit at 2050 Jane Street in Toronto re: vehicle fit-up	\$7.38
June 6	2013-2022 Capital Review meeting at the City Hall in Toronto	\$1.34
June 15	Board meeting and Subcommittee meetings at the City Hall in Toronto	\$0.43
July 9	2013 Operating Budget Review meeting at the City Hall in Toronto	\$0.43
July 19	SAP Steering Committee meeting at the City Hall in Toronto	\$2.16
July 25	Shared Services Study at the City Hall in Toronto	\$1.34
July 27	Monthly meeting at the Toronto Police Fleet unit at 2050 Jane Street in Toronto	\$7.38
August 15	KPMG visit at 8 Hanna Street in Toronto	\$2.15
August 23	Budget Committee meeting at the City Hall in Toronto	\$1.34
September 12	25 Year Service Watch presentation at Old Mill in Toronto	\$10.53
October 1	Site visit at 52 Division	\$1.22
October 19	Attending Senior Officers training at the Toronto Police College in Toronto	\$12.97
November 20	Ontario Association for Chiefs of Police Finance and Budget meeting at Durham Regional Police Service	\$45.39
November 27	Mayhew/Steelcase visit	\$21.88
December 12	Meeting at the Toronto Police Fleet at Cranfield Road in Toronto	\$12.46
December 21	Meeting at the Toronto Police Fleet at 9 Hanna Street in Toronto	\$4.15
		\$132.55

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expense for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense at this period	\$0.00
		\$0.00

Member Total	\$132.55
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Labour Relations
Member: Farahbakhsh (May), Jeanette
Job Title/Rank: Manager

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 15	Public Board Meeting at the City Hall in Toronto	\$12.61
		\$12.61

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 9	Ontario Women in Law Enforcement Fall training in Toronto, Ontario	\$67.55
November 11 to 13	Ontario Association of Police Service Boards Fall seminar in Toronto, Ontario	\$534.02
November 18 to 23	Annual Adjudicator and Prosecution Seminar in Orillia, Ontario	\$2,118.59
		\$2,720.16

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00

Member Total	\$2,732.77
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Toronto Police Service
Senior Staff Expenses
 For the period of July to December 31, 2012

Unit: Corporate Command
Member: Federico, Michael
Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 22 to 24	Consortium for Police Leadership in Equity Summer Meeting in Washington, DC.	\$557.85
October 26	Parking for Shared Services Review Meeting in Toronto	\$10.13
November 5 to 7	National Joint Committee Chairs Meeting in Ottawa Ontario. Travel expenses reimbursed by the organization.	\$123.94
November 7	Parking for meeting at Ryerson University in Toronto	\$9.01
November 30	Parking for Presentation to the Ministry of Ontario Criminal Law Division in Toronto, Ontario	\$4.05
December 5	Parking for Swearing-In Ceremony of the Honourable Madam Justice in Toronto, Ontario	\$8.10
		\$713.08

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 17 to 19	Canadian Association of Chiefs of Police Conference in Sydney, Nova Scotia	\$614.31
October 22 to 25	Professional Standards & SIU Conference in Toronto, Ontario	\$406.02
November 26 to 30	The Law of Policing Conference in Vancouver, British Columbia	\$4,429.80
		\$5,450.13

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 12	Toronto Police Athletic Association Gala in Toronto	\$18.91
November 23	Corporate Command Senior Officers Meeting	\$548.73
		\$567.64

Member Total	\$6,730.85
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Information Technology Services
Member: Giannotta, Celestino
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
December 1 to 2	No business travel expenses incurred during this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 16 to 21	Canadian Association of Chiefs of Police Information and Communication Technology Conference and Committee meetings and Exhibitor Show in Sydney, Nova Scotia	\$2,435.79
		\$2,435.79

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00

Member Total	\$2,435.79
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**Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012**

Unit: Central Field Command
Member: Greenwood, Kimberley
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 19	Toronto Police Board Meeting at the City Hall in Toronto	\$10.14
September 12	Ontario Summer Games Opening Ceremony at Varsity Stadium Toronto	\$5.39
October 12	Toronto Police Amateur Athletic Association meeting	\$18.91
October 22	Toronto Western General Hospital meeting	\$8.10
November 5	Welcome returning officers from Peace Mission in Afghanistan at the Toronto Airport	\$13.50
November 12	Bullying Awareness Week Meeting at City Hall in Toronto	\$6.08
		\$62.12

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 17 to 20	2012 Annual Conference of the Ontario Association of Chiefs of Police in London, Ontario	\$49.30
September 10 to 29	Police Leadership program at University of Toronto Rotman School of Management in Toronto	\$10,586.45
October 10 to 12	Ontario Association of Chiefs of Police Community Policing Committee Crime Prevention Workshop in Hastings Highlands, Ontario	\$371.20
October 18	FBI National Academy Associates New York State/Eastern Canada Chapter Training in Port Credit, Ontario	\$35.00
		\$11,041.95

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 11	51 Division Retirement ticket	\$60.00
November 1	Deputy Chief Retirement ticket	\$50.00
November 6	Toronto Police Service Chief's Gala	\$9.90
December 6	Luncheon meeting with Women's College Hospital	\$43.10
December 13	Year End Community Meeting	\$183.17
		\$346.17

Member Total	\$11,450.24
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Toronto Police Service
Senior Staff Expenses
 For the period of July to December 31, 2012

Unit: Corporate Services

Member: Kijewski, Kristine

Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 15	Toronto Police Service Board meeting at City Hall in Toronto	\$12.61
July 25	Shared Services Review Meeting at City Hall in Toronto	\$15.31
September 17	Chief's Community Consultative Committees Information Session at Rogers Center in Toronto	\$12.61
October 15	Chief's Internal Organization Review Meeting in Toronto	\$13.35
		\$53.88

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 27 to October 4	Major Cities Chiefs and International Association of Chiefs of Police Conference in San Diego, California	\$2,930.86
November 9	Ontario Women in Law Enforcement Fall Training Day in Toronto	\$67.55
		\$2,998.41

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$3,052.29
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board

Member: Lee, Chin

Job Title/Rank: Toronto Police Service Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expense for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expense for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Detective Services
Member: McGuire, Jeffrey
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expense for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expense for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board
Member: Moliner, Marie
Job Title/Rank: Toronto Police Service Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
April 10 (submitted July 26)	Meeting with Toronto Police Service Board Chair in Toronto	\$9.01
April 12 (submitted July 26)	Meeting to administer Oath of the Office at Toronto Police Service Board	\$9.01
May 12 (submitted July 26)	Toronto Police Service Board Budget Subcommittee Meeting	\$10.81
May 18 (submitted July 26)	Toronto Police Service Board Meeting	\$17.12
May 23 (submitted July 26)	Attendance at the Toronto Police Service Annual Service Awards	\$20.71
June 15 (submitted July 26)	Toronto Police Service Board Meeting	\$9.90
July 06	Attendance at Toronto Police Service 51 Division to "Ride Along"	\$8.99
September 14	Toronto Police Service Board Budget Subcommittee Meeting	\$9.01
December 14	Toronto Police Service Board Meeting	\$9.01
August 14 to December 14	TTC tokens for various Toronto Police Service Board meetings and other Toronto Police Service Board mandated meetings	\$90.00
		\$193.57

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expense for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$193.57
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board
Member: Mukherjee, Alok
Job Title/Rank: Toronto Police Service Board, Chair

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
December 5	Human Rights Day Meeting with Mayor Rob Ford	\$21.99
December 10	Toronto Police Service Board special Meeting	\$15.42
		\$37.41

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 13	Reimbursement for Ontario Association of Police Services Board Conference from April 18 to 23 in Ottawa, Ontario	-\$268.08
August 15 to 19	2012 Annual Canadian Association of Police Boards Conference "Policing in Challenging Times" in Victoria, British Columbia	\$1,802.48
November 26 to December 2	2012 Canadian Police College Executive Study Tour in London, United Kingdom. Registration, accommodation and travel expenses paid directly by external agencies	\$904.97
		\$2,439.37

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$2,476.78
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board
Member: Noria, Dhun
Job Title/Rank: Toronto Police Service Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 15	Toronto Police Service Board June meeting	\$16.21
July 19	Toronto Police Service Board July meeting	\$16.21
August 15	Toronto Police Service Board August meeting	\$16.21
September 13	Toronto Police Service Board September meeting	\$16.21
October 15	Toronto Police Service Board October meeting	\$16.21
November 2,9,14	Toronto Police Service Board November meeting: Deputy Chief Selection interviews	\$48.63
December 14	Toronto Police Service Board December meeting	\$16.21
		\$145.89

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expense for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00

Member Total	\$145.89
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board
Member: Nunziata, Frances
Job Title/Rank: Toronto Police Service Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board

Member: Pringle, Andrew

Job Title/Rank: Toronto Police Service Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expense for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expense for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Corporate Communication

Member: Pugash, Mark

Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expense for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expense for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Specialized Operations Command

Member: Saunders, Mark

Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 20-21	Quebec and Ontario Chiefs of Police and Partners meeting in Orillia, Ontario	\$135.08
		\$135.08

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 19 to 23	Annual Adjudicator and Prosecution Seminar 2012 in Orillia, Ontario	\$2,014.85
December 4 to 8	Canadian Association of Chiefs of Police Organized Crime Committee Meeting and Center for Information and Research on Organized Crimes Meeting in Vancouver, British Columbia	\$1,659.16
		\$3,674.01

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expense for this period	\$0.00
		\$0.00

Member Total	\$3,809.09
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Divisional Policing Command
Member: Sloly, Peter
Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
April 24	Guelph Police Service-Swearing in New Chief in Guelph, Ontario	\$7.21
July 12	Maytree Board of Directors Meeting in Toronto	\$7.89
July 25	Red Cross Meeting in Toronto	\$3.60
July 27	Ministry meeting in Toronto	\$3.60
July 30	Black Committee Meeting in Toronto	\$11.70
August 8	Queen's Park Meeting in Toronto	\$3.60
August 12	Maytree Board of Directors Meeting in Toronto	\$2.04
August 23	Reimbursement for presentation at the Executive Development in Policing from June 12 to 13 in Chilliwack, British Columbia	-\$346.01
August 23	Reimbursement for attending Canadian Red Cross Annual General Board of Directors Meeting from June 21 to 24 in Halifax, Nova Scotia	-\$186.00
August 25	United Way Meeting in Toronto	\$4.72
September 5	Motorola Executive IC Action Board Meeting in Toronto	\$8.11
September 5	United Way and City of Toronto - FOCUS Meeting	\$14.41
September 11	Community Meeting at Ryerson University in Toronto	\$5.39
September 11	North American Police Civic Action Board Meeting in Toronto	\$5.40
September 12	Child Soldier Foundation Meeting in Toronto	\$13.51
September 13	TVO Interview with The Agenda in Toronto	\$9.46
September 17	Chief Community Consultative Communities Meeting in Toronto	\$11.26
September 21	Presentation at Rotman School of Business, University of Toronto	\$6.75
October 22 to 24	Organized Crime Summit in Vancouver, British Columbia - Attendance cancelled; credit available for future use	\$593.47
October 29 to 30	Presenter at Western Canada Emergency Services Leadership Conference in Leduc, Alberta - Attendance cancelled; credit available for future use	\$742.66
		\$922.77

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 17 to 21	Ontario Association of Chiefs of Police Conference in London, Ontario	\$619.82
	Ontario Association of Chiefs of Police Crime Prevention Conference - Crime Prevention through Innovation & Technology in Niagara Falls, Ontario	\$0.00
September 24 to 29	Versadex Users Conference on Navigating Trends in Technology in Niagara Falls, Ontario	\$1,726.03
December 3 to 5	The Sixth Canadian Public Safety Interoperability Workshop in Toronto	\$503.71
		\$2,849.56

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 11	Social Media Focus Group Meeting at Toronto Police College	\$59.38
August 12	Taste of Danforth Festival Official Launch in Toronto	\$5.39
August 12	Jamaica 50 Gala in Toronto	\$18.92
August 16	Ontario Summer Games Opening in Toronto	\$8.56
September 6	North American Police Soccer Banquet in Toronto	\$9.91
		\$102.16

Member Total	\$3,874.49
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Area Field Command
Member: Smith, Frederick
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Professional Standards

Member: Stubbings, Richard

Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 25	Toronto Boot Camp Meeting	\$15.31
August 9 to 11	Munro Hearing in Vancouver, British Columbia	\$1,051.26
		\$1,066.57

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 22 to 25	2012 Professional Standards and Special Investigations Unit Conference in Toronto	\$415.03
October 29 to 31	Canadian Association of Chiefs of Police Conference and Professional Standards Committee Meeting in Calgary, Alberta	\$2,599.34
November 12 to 13	Ontario Association of Police Services Boards Fall Seminar "HR Issues & Beyond Morden" in Toronto	\$278.72
		\$3,293.09

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 12	Ontario Volunteer Award at St Lawrence Market in Toronto	\$24.76
September 17	Community Event Chief's CCC in Toronto	\$18.01
November 6	Toronto Police Service Chief's Gala in Toronto	\$9.90
		\$52.67

Member Total	\$4,412.33
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Toronto Police Service Board
Member: Thompson, Michael
Job Title/Rank: Toronto Police Service Board Vice-Chair

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conference and training expenses for this period	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Administrative Command

Member: Veneziano, Tony

Job Title/Rank: Chief Administrative Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No Business travel expense for this period	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 27 to 30	Major Cities Chiefs Association 2012 Fall Conference, in San Diego, California	\$2,167.28
		\$2,167.28

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 13	All Day Command Meeting at 23 Division	\$186.56
October 12	Toronto Police Amateur Athletic Association Banquet	\$13.49
October 13	Toronto Police Amateur Athletic Association Games	\$7.25
		\$207.30

Member Total	\$2,374.58
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Toronto Police Service
Senior Staff Expenses
For the period of July to December 31, 2012

Unit: Operational Services
Member: Wilcox, Jane
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 15 (submitted second half)	Toronto Police Service Board Meeting at City Hall in Toronto	\$12.61
September 30 to October 1	Ontario Association of Chiefs of Police Emergency Management Committee Meeting in Ottawa, Ontario	\$587.13
October 12	Combined Forces Special Enforcement Unit meeting in Toronto	\$5.40
November 23	Toronto Police Parking Enforcement Meeting	\$9.01
November 26 to 28	Ontario Association of Chiefs of Police Board of Director's Meeting in Ottawa, Ontario. Accommodation cost paid directly by organizers	\$508.82
December 1 to 2	Canadian Association of Chiefs of Police Emergency Management Meeting in Toronto	\$26.55
		\$1,149.52

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 16 to 21	107th Canadian Association of Chiefs of Police Conference and EM Committee Meeting/Motorola Award Presentation in Sydney, Nova Scotia	\$2,449.61
November 13	Toronto Police Sex Crime In House Seminar in Toronto	\$10.81
		\$2,460.42

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 4	Asia Pacific Community Consultative Committee Media Day in Toronto	\$142.39
October 12	Toronto Police Amateur Athletic Association Event in Toronto	\$18.92
		\$161.31

Member Total	\$3,771.25
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**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P62. ANNUAL REPORT: 2012 USE OF CONDUCTED ENERGY WEAPONS

The Board was in receipt of the following report January 28, 2013 from William Blair, Chief of Police:

Subject: 2012 ANNUAL REPORT: USE OF CONDUCTED ENERGY WEAPONS

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of March 8, 2005, the Board directed the Chief of Police to provide an annual report to the Board on the use of Conducted Energy Weapons (CEW) within the Toronto Police Service (Min. No. P74/05 refers).

On March 27, 2008, the Board directed the Chief of Police to provide a report that outlined a revised format for future annual reports on the use of CEWs (Min. No. P60/08 refers). This response was provided at the September 18, 2008 Board meeting and outlined the format for future reports (Min. No. P253/08 refers):

- Incidents of CEW Use
- Division of CEW Use
- CEW Users
- CEW Incident Description
- Subject's Condition at Time of CEW Use
- Subject's Behaviour/Threat Level
- Subject Description
- Subject's Age
- Cycles
- Number of CEWs Used
- CEW Effectiveness
- Other Force Option Used Prior to CEW Use
- Injuries/Deaths
- Civil Action
- Officer Training

To provide more information to the Board and the public, a number of Toronto Police Service (TPS) procedures and (reporting) forms were updated in the 2009 reporting period. These additional categories continue to be captured for this board report and include:

- Subject Apprehended Under the *Mental Health Act (MHA)*
- Subject Believed Armed
- Subject Confirmed Armed

There have been no changes to TPS Procedure 15-09, “Conducted Energy Weapon”, since the 2009 update.

The Board at its meeting on March 3, 2011, recommended that future annual reports include an appropriate explanation of unintentional discharges of the CEW. This information has been included in this report. It also recommended that the Board receive statistical data from previous years for the purpose of trend identification (Min. No. P56/11 refers). This additional information is found in Appendix “B”.

This report provides a review of CEW use by officers of the Service for the period of January 1, 2012 to December 31, 2012, formatted into the applicable categories. It consists of two components: an explanation of terminology and information regarding the classification of data, and charts containing the aggregate data. A comprehensive breakdown of CEW use for 2012 is appended to this report as Appendix “A”.

Discussion:

As of December 31, 2012, a total of 571 TASER X-26s were issued to members of the Emergency Task Force (ETF), uniform frontline supervisors and supervisors of high-risk units such as Public Safety and Emergency Management, the Intelligence Division, Organized Crime Enforcement (including Hold-Up and Toronto Drug Squad) and the Provincial Repeat Offender and Parole Enforcement (ROPE) and Fugitive Squad.

In accordance with Ministry of Community Safety and Correctional Services (Ministry) standards and Service procedure, the CEW is only used in full deployment or drive stun mode (direct application) when the subject is assaultive as defined by the *Criminal Code*, which includes threatening behaviour if the officer believes the subject intends and has the ability to carry out the threat, or where the subject presents an imminent threat of serious bodily harm or death which includes suicide threats or attempts. Therefore, direct application of the device is only utilized to gain control of a subject who is at risk of causing harm, not to secure compliance of a subject who is merely resistant. In 2012, Toronto Police officers used demonstrated force presence (indirect application) in 51.4% of the incidents.

Incident

The incident refers to a specific event where one or more CEWs are used. In 2012, the weapon was used 273 times during 255 incidents involving as many as 267 subjects. The data includes 4 incidents where demonstrated force presence was used against multiple subjects in crowds. (see page 9)

Division

This refers to the division within Toronto or to the location outside Toronto where Service members used a CEW.

DIVISION / MUNICIPALITY		
Division	#	%
11	12	4.7
12	17	6.7
13	19	7.5
14	24	9.4
22	2	0.8
23	10	3.9
31	8	3.1
32	11	4.3
33	11	4.3
41	16	6.3
42	14	5.5
43	19	7.5
51	17	6.7
52	20	7.8
53	8	3.1
54	22	8.6
55	22	8.6
DURHAM	1	0.4
PEEL	1	0.4
SIMCOE	1	0.4
TOTAL	255	100.0

CEW Users

Of the total number of TPS officers issued CEWs in 2012, frontline supervisors accounted for approximately 67.8% of CEW use.

CEW USER		
	#	%
Front Line Supervisor	185	67.8
Emergency Task Force	74	27.1
High-Risk Units	13	4.8
Public Safety & Emergency Management	1	0.3
Total # of CEWs Used	273	100.0

CEW Incident Description

A description of the incident is based on the call for service received by the attending officers where the CEW was used. This information is collected from the Use of Force Report (UFR Form 1) that must be completed subsequent to each CEW use, as mandated by TPS Procedures 15-01, "Use of Force" and 15-09, "Conducted Energy Weapon".

INCIDENT TYPES		
	#	%
Assault Related	15	5.9
Break and Enter	7	2.7
Directed Patrol	2	0.8
Disturbance - Other	27	10.6
Domestic Disturbance	19	7.5
Drug Related	7	2.7
Emotionally Disturbed Person	71	27.8
Fire Related	2	0.8
Prisoner Related	12	4.7
Robbery	1	0.4
Traffic	4	1.6
Unintentional Discharge	7	2.7
Unknown Trouble	13	5.1
Wanted Person	11	4.3
Warrant Related	22	8.6
Weapons Call	35	13.7
TOTAL INCIDENT #	255	100.0

Subject Condition at Time of CEW Use

Officers often interact with subjects who are under the influence of drugs and/or alcohol, or experiencing a variety of mental health issues as well as any combination thereof. Officers are requested to categorize their perception of the condition of the subject at the time of CEW use. An officer's perception is based on their experience, knowledge and training. This information was summarized from applicable sections of the Conducted Energy Weapon Use Report (TPS 584 Form) as follows:

- Emotionally Disturbed Person

Subjects identified as being emotionally disturbed include those perceived to be suffering from a mental disorder or emotional distress and includes persons in crisis. A person in crisis is defined as a person who suffers a temporary breakdown of coping skills, but remains in touch with reality.

- Alcohol

A subject believed to be under the influence of alcohol.

- Drugs

A subject believed to be under the influence of drugs.

SUBJECT CONDITION		
	#	%
Alcohol Only	40	15.7
Drugs Only	10	3.9
Drugs + Alcohol	11	4.3
Emotionally Disturbed Persons (EDP)	82	32.2
EDP + Alcohol	18	7.1
EDP + Drugs	3	1.2
EDP + Drugs + Alcohol	8	3.1
Not Applicable*	83	32.5
Total	255	100.0

* refers to situations where an officer did not believe that there were any external factors affecting the subject's behaviour and includes 7 unintentional discharges, 6 incidents involving dogs and 4 group incidents

Of the 255 incidents of CEW use, 32.2% involved subjects whom officers believed were emotionally disturbed. The figure increases to 43.6%, when incidents involving persons who are perceived to be suffering from the combined effects of emotional disturbance/mental disorder and alcohol and or drugs are included. Out of 255 incidents, 111 involved subjects described as emotionally disturbed or emotionally disturbed and under the influence of drugs and or alcohol.

However, to conclude that CEWs are used primarily on persons with a mental disorder would be a mistake because less than 30% of incidents involved subjects who were deemed suitable for apprehension under the *Mental Health Act (MHA)*.

Mental Health Act Apprehension

This indicates that the subject was apprehended under the *MHA* and transported to a psychiatric facility for assessment. Out of 255 incidents, 71 or 27.8% resulted in apprehensions under the *MHA*.

The data does not capture the results of the assessment and so further caution is warranted against concluding that those apprehended were, in fact, suffering from a mental disorder at the time.

Finally, it must be remembered that the CEW was only used in response to the subject's behaviour and not because of the subject's condition.

SUBJECT APPREHENDED UNDER THE MHA		
	#	%
YES	71	27.8
NO	167	65.5
Not Applicable*	17	6.7
TOTAL	255	100.0

** refers to 7 unintentional discharges, 4 group incidents, and 6 incidents involving dogs*

Subject's Behaviour/Threat Level

Subject behaviour during the CEW incident is described in the context of the Ontario Use of Force Model (2004) under the following categories:

- Passive Resistant

The subject refuses, with little or no physical action, to cooperate with the officer's lawful direction. This can assume the form of a verbal refusal or consciously contrived physical inactivity.

- Active Resistant

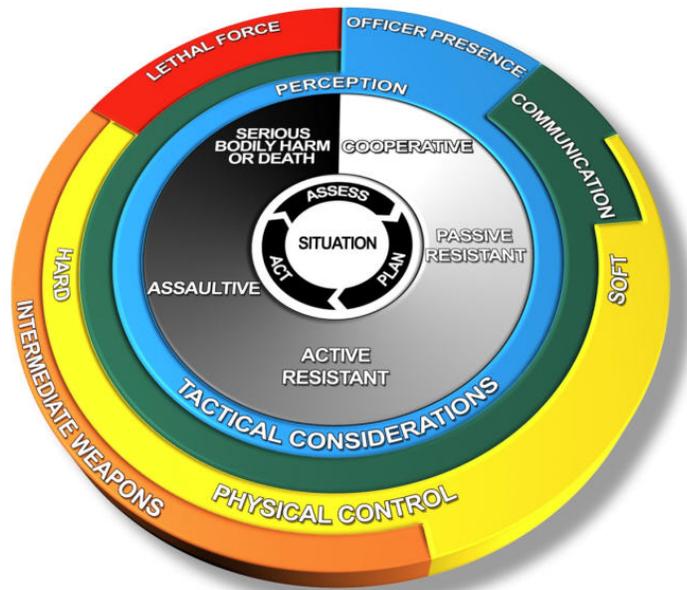
The subject uses non-assaultive physical action to resist an officer's lawful direction. Examples would include pulling away to prevent or escape control, or overt movements such as walking or running away from an officer.

- Assaultive

The subject attempts to apply, or applies force to any person; attempts or threatens by an act or gesture to apply force to another person, if he/she has, or causes that other person to believe upon reasonable grounds that he/she has, present ability to effect his/her purpose. Examples include kicking and punching, but may also include aggressive body language that signals the intent to assault.

- Serious Bodily Harm or Death

The subject exhibits actions that the officer reasonably believes are intended to, or likely to, cause serious bodily harm or death to any person, including the subject. Examples include assaults with a weapon or actions that would result in serious injury to an officer or member of the public, and include suicide threats or attempts by the subject.



The 2004 Ontario Use of Force Model is used to assist officers in articulating their use of force. It represents the process by which an officer assesses, plans, and responds to situations that threaten public and officer safety. The assessment process begins in the centre of the model with the **situation** confronting the officer. From there, the assessment process moves outward and addresses the subject's behaviour and the officer's **perception** and **tactical considerations**. Based on the officer's assessment of the conditions represented by these inner circles, the officer selects from the use of force options contained within the model's outer circle. After the officer chooses a response option the officer must continually reassess the situation to determine if his or her actions are appropriate and or effective or if a new strategy should be selected. The whole process should be seen as dynamic and constantly evolving until the situation is brought under control.

SUBJECT BEHAVIOUR		
	#	%
Passive Resistant	29	11.4
Active Resistant	39	15.3
Assaultive	136	53.3
Serious Bodily Harm/Death	44	17.3
Not Applicable*	7	2.7
TOTAL INCIDENT #	255	100.0

* refers to unintentional discharges

In 53.3% of incidents, officers perceived the subject's behaviour as assaultive and in 17.3% of the incidents officers believed the behaviour was likely to cause serious bodily harm or death. Upon further review, some of the incidents were life-saving events such as suicide attempts and others that invariably prevented subject and officer injury.

In one case, an emotionally disturbed male held a knife to his throat and asked officers to shoot him. The demonstrated force presence of the CEW as well as effective tactical communication resulted in a mental health apprehension without injury.

In another case, a male armed with a knife had assaulted his girlfriend and threatened another citizen. Police arrived and gained entry to the apartment. The male was holding a knife to his throat while on the balcony. The CEW was displayed with the laser sighting system pointed at the male. The demonstrated force presence of the CEW as well as effective tactical communication resulted in male throwing the knife over the balcony and surrendering to police without further incident.

Subject Believed Armed

In over half of the incidents, officers believed that the subject was armed. An officer may believe that a subject is armed based on a number of factors, including: visual confirmation; subjects’ verbal cues/behaviour; information from witnesses or dispatchers; or other indirect sources.

SUBJECT BELIEVED ARMED		
	#	%
Yes	128	50.2
No	120	47.1
Not Applicable*	7	2.7
TOTAL INCIDENT #	255	100.0

** refers to unintentional discharges*

Subject Confirmed Armed

In 22% of the incidents, officers confirmed the presence of a weapon.

Officers are trained to continually assess, plan and act based on a number of factors including the potential that subjects may be armed. The belief that a subject is armed or the presence of a weapon, however, does not, by itself, justify the direct application of a CEW. But when combined with the belief that the subject is assaultive or likely to cause serious bodily harm or death, the officer is justified in directly applying the CEW.

SUBJECT CONFIRMED ARMED		
	#	%
Yes	56	22.0
No	192	75.3
Not Applicable*	7	2.7
TOTAL INCIDENT #	255	100.0

** refers to unintentional discharges*

Subject Description

This chart categorizes subjects by their gender – 86.7% of subjects were males. Also recorded is CEW use on animals and use on multiple subjects. There was one incident where ETF officers, executing a search warrant, were threatened by the suspect’s dog. Two CEW’s were used in full deployment and the dog was secured. In another incident, an aggressive dog would not allow officers to enter the bedroom where a suspect was known to be hiding. A full deployment of the CEW stopped the animal’s aggression. The data also includes 4 incidents where demonstrated force presence was used against multiple subjects. Two of the incidents involved groups of 3 and 10 males fighting on the street. A third incident involved 5 individuals during the execution of a search warrant by the ETF. A fourth incident involved 11 individuals who were detained for investigation after a shooting at a bar. In all situations the CEW was deemed to be effective by the involved officers.

SUBJECT DESCRIPTION		
	#	%
Male	221	86.7
Female	17	6.7
Animal	6	2.3
Multiple	4	1.6
Not Applicable*	7	2.7
TOTAL INCIDENT #	255	100.0

**refers to unintentional discharges*

Age of Subject

The CEW has been used on a variety of age groups. Categories have been broken down into segments. The highest percentage of subjects was between 21 and 35 years of age (combined 47.4%).

AGE OF SUBJECT		
	#	%
<10	0	0.0
10 to 15	3	1.2
16 to 20	24	9.4
21 to 25	53	20.8
26 to 30	34	13.3
31 to 35	34	13.3
36 to 40	20	7.8
41 to 45	17	6.7
46 to 50	23	9.0
51 to 55	17	6.7
56 to 60	10	3.9
>60	2	0.8
Not Applicable*	18	7.1
TOTAL INCIDENT #	255	100.0

**6 incidents involving dogs, 4 with multiple subjects, 1 unknown party and 7 unintentional discharges*

In seven separate incidents, CEWs were used to control potentially harmful situations involving youths who were 14, 15 and 16 years of age. In all of these situations the CEW was used as a demonstrated force presence. The situations are summarized below:

16 YEARS AND UNDER SUMMARY		
AGE	CEW USE	DESCRIPTION
16	Demonstrated Force Presence	Foot pursuit by lone sergeant after observing two male youths fighting
16	Demonstrated Force Presence	Dispute radio call with male youth actively resisting arrest
14	Demonstrated Force Presence	TAVIS sergeant arresting an intoxicated and actively resistant male youth
16	Demonstrated Force Presence	Male youth verbally aggressive and refusing to leave a police cell
15	Demonstrated Force Presence	Male youth being arrested for robbery, refusing to show his hands
15	Demonstrated Force Presence	Assaultive, EDP male youth armed with a broom
16	Demonstrated Force Presence	Assaultive youth armed with a screwdriver

Types of Use

There are three ways to use the CEW:

(1) Demonstrated Force Presence

The CEW is un-holstered and/or pointed in the presence of the subject, and/or a spark is demonstrated, and/or the laser sighting system is activated. This mode is justified for gaining compliance of a subject who is displaying passive/active resistance.

(2) Drive Stun Mode

This term, coined by the manufacturer, describes when the device is placed in direct contact with the subject and the current applied; the probes are not fired. Due to the minimal distance between the contact points on the CEW, drive stun is primarily a pain compliance mode. This mode is only justified to gain control of a subject who is assaultive or where the subject presents an imminent threat of serious bodily harm or death.

(3) Full Deployment

Probes are fired at a subject and the electrical pulse applied. In this mode, the device is designed to override the subject's nervous system and affect both the sensory and motor functions causing incapacitation. As with drive stun, this mode is only justified to gain control of a subject who is assaultive or where the subject presents an imminent threat of serious bodily harm or death.

Subjects under the influence of drugs and emotionally disturbed persons often have a higher pain tolerance. Most intermediate force options such as the baton, OC spray and empty hand strikes, rely on the infliction of pain to gain control of the subject; however, CEWs are designed to incapacitate for a brief period of time until the subject is secured. Under these circumstances, CEWs are often more effective than other intermediate force options.

TYPES OF USE		
	#	%
Demonstrated Force Presence	131	51.4
Drive Stun Mode	32	12.5
Full Deployment*	92	36.1
Total # of CEW Incidents	255	100.0

** includes 7 unintentional discharges*

Demonstrated force presence was used 51.4% of the time. Full deployment was the next highest method used. CEWs are most effective when used in full deployment because this promotes neuromuscular incapacitation and gives officers the opportunity to secure the subject with handcuffs. However, since the conducting wires are fragile, contact during full deployment can be broken allowing the subject to break free so officers might have to resort to drive stun mode to maintain control of the subject. In cases where full deployment and drive stun were used in combination, the number was recorded as a full deployment.

Unintentional Discharge

Unintentional discharges occur when the probes are fired from the CEW cartridge due to officer error or device malfunction. In 2012, there were seven unintentional discharges. In six instances, frontline supervisors inadvertently discharged the probes while spark testing the CEW at a proving station. In one instance, a frontline supervisor inadvertently discharged the probes while spark testing the device at his residence. Spark testing is required at the start of their tour of duty for the following reasons:

- To verify that the CEW is working.
- To verify that the batteries are performing and are adequately charged.
- To condition the CEW because the devices are more reliable when energized on a regular basis.

No injuries resulted from the unintentional discharges and the incidents were properly reported. In each case the officers received remedial training.

Number of Cycles

During training and recertification, officers are instructed to apply the current only as long as it takes to gain control of the subject. Control is achieved when the subject is placed in restraints, such as handcuffs, and is no longer considered a threat. If the subject struggles against being handcuffed, continued or renewed application of the current may be considered by officers until the subject is secured. The following chart reports whether single or multiple cycles were used. A complete cycle is five seconds in duration. A partial cycle of less than five seconds can occur when the CEW is manually disengaged or the power is shut off. For the purpose of this report, partial cycles are recorded as a single cycle.

CYCLES		
	#	%
Single Cycle	74	27.1
Multiple Cycle	66	24.2
Demonstrated Force Presence Only	133	48.7
TOTAL CEW USAGE	273	100

Number of CEWs Used per Incident

Officers, if it has been determined to be reasonably necessary, may use more than one CEW at an event if the first one is ineffective. Of the 14 events where more than one CEW was used, all involved team responses by the ETF. Six of the 14 incidents of multiple CEW use involved situations where subjects were threatening serious bodily harm or death to themselves or others. Seven incidents involved assaultive behaviour and one involved a subject who was displaying active resistance.

NUMBER OF CEWS USED PER INCIDENT		
	#	%
One CEW	241	94.5
Two CEWs	11	4.3
Three CEWs	2	0.8
Four CEWs	1	0.4
TOTAL INCIDENT #	255	100

CEW Effectiveness

Effectiveness is measured by the ability of officers to gain control of a subject. For TPS officers issued with a CEW, its use has been shown to be 83.5% effective for 2012. Ineffectiveness has been associated with shot placement, poor conduction (e.g. the subject was wearing heavy clothing), or situations where the subject failed to respond to the demonstrated force presence of the CEW.

CEW EFFECTIVENESS		
	#	%
Effective	213	83.5
Not Effective	35	13.7
Not Applicable*	7	2.7
TOTAL	255	100

** refers to unintentional discharges*

Other Use of Force Option Used (Prior to CEW Use)

CEWs are one of several force options that a police officer can employ. Officer presence and tactical communications, while not strictly considered force options, are typically used at CEW incidents. Other force options used prior to CEW deployment are listed in the following table

and include impact weapon, physical control, OC spray, CS (tear) gas and a firearm used as a display of lethal force.

It is important to note that force options are not necessarily used or intended to be used incrementally or sequentially. Events that officers are trained to deal with can unfold rapidly and are often very dynamic. Officers are trained to use a variety of strategies to successfully de-escalate volatile situations; however, there is no single communication method, tool, device, or weapon that will resolve every scenario. The CEW is issued to TPS supervisors who are often called to the scene by primary response officers who have already made attempts to resolve a situation without success. For this reason, responding supervisors often use the CEW instead of resorting to other force options, but this is the result of careful deliberation by the officers involved. The data shows that the CEW is not the first use of force option chosen in 28.7% of encounters and supports the fact that officers are using a cautious approach in choosing the appropriate force option to gain control of situations.

OTHER FORCE OPTION USED PRIOR TO CEW USE		
	#	%
Firearm	40	15.7
Firearm and Physical Control	1	0.4
Impact Weapon	3	1.2
Physical Control	27	10.6
Physical Control and CS Gas	1	0.4
OC Spray	1	0.4
None	182	71.3
TOTAL	255	100.0

Injury

When deployed in the drive stun mode, the CEW may leave minor burn marks on the skin where the device makes contact. When the CEW is fully deployed, the subject may receive minor skin punctures from the darts. As each of these injuries is anticipated when the CEW is used, they are not included under the classification of “injury” for the purposes of this report. The more common risk is a secondary injury from a fall. Subjects will often immediately collapse to the ground upon direct deployment and since the major muscles are locked, they will not be able to break the fall. Officers are trained to consider the best location and environment when using the CEW and use caution as part of their decision making process.

In 2012, there was only one minor injury directly related to CEW use. This injury consisted of scrapes to knuckles from a fall after being subjected to a full deployment of the CEW. The subject received medical attention for his injuries.

Deaths

There were no deaths directly associated with CEW use by officers of the TPS in 2012.

Civil Action

There were 2 civil actions initiated in 2012 against the TPS as a result of CEW use.

Training

All CEW training is conducted by a Ministry certified use of force instructor on the specific weapon used and approved by the Service. For initial training, authorized TPS officers receive a minimum of eight hours of training, which includes theory, practical scenarios, as well as a practical and written examination. All training is conducted in accordance with the guidelines established by the Ministry. Recertification training takes place at least once every 12 months, in accordance with Ministry guidelines and *Ontario Regulation 926* in the *Police Services Act*. There were no significant training issues in 2012.

Conclusion:

This report summarizes the frequency and nature of CEW use by the Toronto Police Service. The record demonstrates that officers are using good judgement under difficult circumstances and they are making appropriate decisions to use only the force necessary to resolve tense and dangerous situations. The Service is confident that the CEW is an effective tool that has helped avoid injuries to the public and police officers. Consequently, the Service believes that through proper policy, procedures, training, and accountability, the CEW is an appropriate use of force option that can help maintain public and officer safety.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to respond to any questions that the Board may have regarding this report.

The Board approved the following Motion:

THAT the Board receive the foregoing report and refer a copy to the Board's Mental Health Sub-Committee for review.

Moved by: M. Del Grande

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW USER	SUBJECT BEHAVIOUR	CEW USAGE	
FLS - Front Line Supervisor ETF - Emergency Task Force PSU - Public Safety Unit	PR - Passive Resistant AR - Active Resistant AS - Assaultive SBHD - Serious Bodily Harm / Death	DFP - Demonstrated Force Presence DSM - Drive Stun Mode FD - Full Deployment	
OTHER FORCE OPTIONS USED PRIOR TO CEW USE	SUBJECT CONDITION	SUBJECT DESCRIPITON	MISCELLANEOUS
F – Firearm B - Baton / Impact weapon PC - Physical Control CS - CS Gas OC - OC Spray	AL – Alcohol D – Drugs EDP - Emotionally Disturbed Person	M - Male F – Female ANI - Animal GRP - Group	S - Single Cycle M - Multiple Cycle Y - Yes N - No N/A - Not Applicable

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
1	52	FLS	Directed Patrol	NA	NA	AR	N	N	N/A	NA	DFP	NA	1	Y	N	N	None
2	14	FLS	Other Disturbance	AL	N	AS	N	N	M	NA	DFP	NA	1	Y	N	N	None
3	14	FLS	Other Disturbance	AL	N	AS	N	N	M	26	DFP	NA	1	Y	N	N	None
4	51	FLS	Weapons call	AL	N	AR	Y	Y	M	16	DFP	NA	1	Y	N	N	None
5	42	FLS	Break and Enter	AL	N	AS	Y	N	M	22	DFP	NA	1	Y	N	N	PC
6	54	FLS	Other - Unknown Trouble Call	AL + D	N	AS	Y	N	M	56	DFP	NA	1	Y	N	N	PC
7	43	ETF	Other - Search Warrant	N/A	NA	SBHD	N	N	A	NA	FD	M	2	Y	NA	N	F
8	55	FLS	Other - EDP	EDP	Y	PR	N	N	M	28	DFP	NA	1	Y	N	N	None
9	23	FLS	Other - Disturbance	D	N	AS	N	N	M	17	FD	S	1	N	N	N	None
10	12	FLS	Other - EDP	N/A	N	PR	N	N	M	27	DFP	NA	1	Y	N	N	None
11	43	FLS	Other Disturbance	D	N	AS	N	N	M	18	DFP	NA	1	Y	N	N	None
12	13	FLS	Other - EDP	EDP	N	AS	N	N	M	38	DSM	S	1	Y	N	N	None
13	43	FLS	Other - EDP	AL + D + EDP	Y	AS	N	N	M	51	DFP	NA	1	Y	N	N	None
14	33	FLS	Other - EDP	N/A	NA	SBHD	N	N	A	NA	FD	S	1	Y	NA	N	None
15	14	FLS	Weapons call	EDP	N	AS	Y	N	M	54	DFP	NA	1	Y	N	N	None
16	52	HRU	Other - Disturbance	AL	N	AS	N	N	M	20	DFP	NA	1	Y	N	N	None
17	13	FLS	Other - Disturbance	AL + D	N	AS	N	N	M	16	DFP	NA	1	Y	N	N	None
18	14	ETF	Other - EDP	EDP	Y	PR	Y	Y	M	38	DFP	NA	1	Y	N	N	None

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
19	12	FLS	Weapons call	EDP	Y	AS	Y	Y	M	30	FD	M	1	Y	N	N	None
20	42	FLS	Other - Disturbance	AL + D + EDP	Y	AS	N	N	M	27	DFP	NA	1	Y	N	N	None
21	11	FLS	Other - EDP	AL + EDP	Y	AS	N	N	M	53	DSM	S	1	Y	N	N	None
22	31	FLS	Other - EDP	EDP	Y	AS	Y	N	M	33	DFP	NA	1	Y	N	N	None
23	41	FLS	Other - EDP	AL + EDP	Y	AS	Y	N	M	36	FD	M	1	Y	Y	N	None
24	53	FLS	Other - EDP	EDP	Y	AR	Y	N	M	26	DFP	NA	1	Y	N	N	None
25	33	FLS	Other - Wanted Person	N/A	N	PR	N	N	M	34	DFP	NA	1	Y	N	N	None
26	12	FLS	Other - Prisoner Related	N/A	N	AS	N	N	M	21	DSM	S	1	Y	N	N	PC
27	41	FLS	Weapons call	D	N	AR	Y	Y	M	48	DFP	NA	1	Y	N	N	None
28	33	FLS	Unintentional Discharge	NA	N	NA	N	N	NA	NA	FD	S	1	N	NA	Y	N/A
29	55	FLS	Weapons call	NA	N	AS	Y	N	M	55	DFP	NA	1	Y	N	N	None
30	55	FLS	Unintentional Discharge	NA	N	N/A	N	N	NA	NA	FD	S	1	N	NA	N	N/A
31	42	FLS	Other - Prisoner Related	D	N	AR	N	N	M	45	DFP	NA	1	Y	N	N	None
32	12	FLS	Other - Bomb Threat	EDP	N	AS	Y	Y	M	22	FD	S	1	N	N	N	OC Spray
33	43	ETF	Other - Search Warrant	NA	N	AS	Y	N	M	26	FD	S	2	Y	Y	N	PC + CS
34	23	HRU	Suspicious Person	NA	N	AS	Y	Y	M	26	DFP	NA	1	Y	N	N	None
35	PEEL	HRU	Other - Search Warrant	NA	N	AS	N	N	A	NA	FD	M	1	Y	NA	N	None
36	42	FLS	Weapons call	EDP	Y	AR	Y	N	M	19	DFP	NA	1	Y	N	N	None
37	32	ETF	Search Warrant	N/A	N	PR	Y	N	M	32	DFP	NA	1	Y	N	N	F
38	53	ETF	Other - EDP	D + EDP	Y	AS	N	N	M	33	DSM	M	1	Y	N	N	PC
39	55	FLS	Other - EDP	D + EDP	N	AR	N	N	M	34	DFP	NA	1	Y	N	N	None
40	43	HRU	Suspicious Person	N/A	N	AS	Y	N	M	20	FD	S	1	Y	N	N	None
41	53	ETF	Other - EDP	EDP	Y	SBHD	Y	N	M	43	DFP	NA	1	Y	N	N	F
42	13	FLS	Other - EDP	EDP	Y	AR	Y	Y	F	26	DFP	NA	1	N	N	N	None
43	55	ETF	Other - EDP	EDP	Y	AR	Y	N	M	60	DFP	NA	1	Y	N	N	None
44	51	FLS	Other - Prisoner Related	EDP	Y	AR	N	N	M	36	DSM	S	1	Y	N	N	None
45	53	HRU	Other - Drug related	D	N	AR	Y	N	M	24	FD	M	1	N	N	N	PC

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
46	41	FLS	Other - EDP	EDP	Y	AS	Y	Y	F	46	FD	S	1	Y	Y	N	None
47	13	FLS	Domestic Disturbance	EDP	N	AS	Y	Y	M	47	FD + DSM	M	1	Y	Y	N	PC
48	53	HRU	Other - Drug related	N/A	N	AS	Y	N	M	24	DSM	S	1	Y	N	N	None
49	14	FLS	Other - Wanted Person	EDP	Y	AS	Y	N	M	29	DSM	M	1	Y	N	N	None
50	11	ETF	Weapons call	N/A	N	SBHD	Y	Y	M	17	FD	S	2	Y	N	N	F
51	32	FLS	Other - Disturbance	AL + D	N	AS	N	N	M	23	FD	S	1	Y	N	N	PC
52	55	ETF	Weapons call	AL	N	PR	Y	N	M	UK	DFP	NA	1	Y	N	N	F
53	13	FLS	Other - Assault Related	EDP	N	AS	N	N	M	24	FD	S	1	N	N	N	None
54	55	FLS	Other - EDP	AL + EDP	Y	AS	Y	Y	M	43	FD	S	1	Y	Y	N	None
55	42	ETF	Other - EDP	EDP	Y	SBHD	Y	N	M	33	DFP	NA	1	Y	N	N	F
56	23	FLS	Other - Search Warrant	N/A	N	AS	N	N	M	17	FD	S	1	Y	N	N	None
57	11	FLS	Other - Wanted Person	AL	N	PR	N	N	M	39	DFP	NA	1	Y	N	N	None
58	55	FLS	Other Disturbance	AL	N	AS	N	Y	M	65	FD	M	1	Y	Y	N	None
59	14	FLS	Domestic Disturbance	AL + D	N	SBHD	Y	Y	M	23	DFP	NA	1	Y	N	N	None
60	53	HRU	Other - Search Warrant	NA	N	AR	Y	N	M	23	FD	S	1	Y	N	N	None
61	54	FLS	Other - Unknown Trouble Call	AL	N	AR	N	N	M	18	DFP	NA	1	Y	N	N	None
62	14	FLS	Other - Unknown Trouble Call	EDP	N	AR	Y	N	M	50	DFP	NA	1	Y	N	N	None
63	13	FLS	Other - Intoxicated Male	AL	N	AS	N	N	M	25	DSM	M	1	Y	N	N	PC
64	23	FLS	Weapons call	D + EDP	Y	SBHD	Y	Y	F	56	FD	S	1	Y	Y	N	None
65	32	FLS	Weapons call	N/A	N	AS	Y	N	M	17	FD	S	1	Y	Y	N	None
66	51	FLS	Other - Assist PC	AL + D	N	AS	Y	N	M	46	DSM	M	1	Y	N	N	PC
67	31	FLS	Weapons call	EDP	N	AS	Y	N	M	24	FD	S	1	Y	Y	N	None
68	14	FLS	Break and Enter	NA	N	AS	Y	Y	M	39	FD	M	1	N	N	N	None
69	11	ETF	Other - Search Warrant	NA	N	AR	Y	N	M	54	DFP	NA	1	Y	N	N	F
70	31	FLS	Domestic Disturbance	AL + D	N	SBHD	Y	Y	M	33	FD	M	1	Y	Y	N	None

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
71	51	FLS	Break and Enter	AL	N	PR	N	N	M	23	DFP	NA	1	N	N	N	None
72	11	ETF	Other - EDP	EDP	Y	AS	Y	N	M	41	FD	S	2	Y	N	N	None
73	54	ETF	Other - EDP	EDP	Y	AS	Y	N	M	36	FD	S	1	Y	N	N	None
74	51	FLS	Other - Prisoner Related	AL + EDP	N	AS	N	N	M	22	DSM	M	1	Y	N	N	None
75	14	FLS	Other - Disturbance	AL	N	AS	N	N	M	23	DFP	NA	1	Y	N	N	None
76	14	FLS	Other - Weapons call	NA	N	PR	Y	Y	M	48	DFP	NA	1	Y	N	N	None
77	11	ETF	Other - EDP	AL + D	Y	AS	Y	Y	M	33	FD	M	1	Y	Y	N	F
78	51	FLS	Other - Prisoner Related	NA	N	AS	N	N	M	49	DSM	M	1	Y	N	N	None
79	53	FLS	Suspicious Person	NA	N	SBHD	N	N	M	25	FD	S	1	N	N	N	None
80	51	FLS	Other - Assault related	NA	N	AS	N	N	M	21	FD	S	1	Y	Y	N	PC
81	54	FLS	Weapons call	AL	N	AS	Y	N	M	52	DFP	NA	1	Y	N	N	None
82	14	FLS	Other - Unknown Trouble Call	EDP	Y	AR	Y	N	M	29	DFP	NA	1	Y	N	N	None
83	23	ETF	Other - Search Warrant	N/A	N	SBHD	Y	N	M	21	DFP	NA	1	Y	N	N	F
84	51	ETF	Other - EDP	AL + D	Y	SBHD	Y	Y	M	48	FD	S	1	Y	Y	N	F
85	54	ETF	Other - EDP	EDP	Y	AS	N	N	M	41	FD	S	1	Y	Y	N	F
86	41	FLS	Other - EDP	EDP	N	PR	Y	N	F	58	DFP	NA	1	Y	N	N	None
87	12	HRU	Other - Drug related	NA	N	AS	Y	Y	M	44	FD + REDIRECT	M	1	Y	Y	N	None
88	23	FLS	Other - Wanted Person	NA	N	AS	N	N	M	19	FD	M	1	Y	N	N	None
89	41	ETF	Other - Search Warrant	NA	N	AR	Y	N	M	41	DFP	NA	1	Y	N	N	F
90	14	FLS	Unintentional Discharge	NA	N	N/A	N	N	N	NA	FD	S	1	N	N	N	N/A
91	42	ETF	Other - High Risk Vehicle Stop	N/A	N	SBHD	Y	N	M	25	FD	S	1	Y	Y	N	F
92	51	ETF	Other - EDP	EDP	Y	SBHD	Y	Y	F	57	FD	S	2	N	Y	N	F
93	54	ETF	Other - EDP	AL + EDP	Y	AS	Y	Y	M	43	DFP	NA	1	Y	N	N	None
94	43	FLS	Other - EDP	EDP	N	AR	N	N	M	34	DSM	M	1	N	N	N	B
95	42	ETF	Search Warrant	NA	N	PR	Y	N	M	22	DFP	NA	1	Y	N	N	F

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
96	54	FLS	Break and Enter	NA	N	AS	N	N	M	29	DFP	NA	1	Y	N	N	None
97	43	FLS	Weapons call	NA	N	SBHD	Y	Y	M	60	DFP	NA	1	Y	N	N	None
98	55	FLS	Other - Address check	EDP	Y	AS	N	N	M	48	FD	M	1	Y	Y	N	None
99	14	FLS	Other - attempt suicide	AL + EDP	Y	AR	Y	Y	M	34	DFP	NA	1	Y	N	N	F
100	52	FLS	Other - Booking Hall	AL	N	AR	N	N	M	35	DFP	NA	1	Y	N	N	None
101	12	FLS	Domestic Disturbance	AL	N	AS	N	N	M	44	FD	M	1	Y	Y	N	None
102	52	ETF	Weapons call	D	N	SBHD	Y	Y	M	33	FD	S	1	Y	Y	N	F
103	43	FLS	Drug Related	D	N	AS	N	N	M	22	DSM	S	1	Y	N	N	PC
104	43	FLS	Domestic Disturbance	NA	N	AR	N	N	M	26	DFP	NA	1	Y	N	N	None
105	23	ETF	Other - Search warrant	NA	N	SBHD	Y	Y	M	25	DFP	NA	1	Y	N	N	F
106	11	FLS	Other - medical call	AL + D	N	AS	N	N	M	19	DFP	NA	1	Y	N	N	None
107	11	ETF	Other - suicide attempt	EDP	Y	SBHD	Y	Y	F	42	FD	S	1	Y	Y	N	None
108	13	FLS	Other - Assault related	EDP	N	PR	N	N	M	31	DFP	NA	1	Y	N	N	None
109	51	FLS	Domestic Disturbance	N/A	N	AS	N	N	M	32	DFP	NA	1	N	N	N	None
110	55	FLS	Other - dispute	AL + EDP	Y	AS	Y	N	M	55	FD	S	1	Y	N	N	None
111	13	FLS	Other - Search Warrant	N/A	N	PR	N	N	M	49	DFP	NA	1	Y	N	N	None
112	12	FLS	EDP	AL + EDP	Y	AS	Y	N	M	25	FD	S	1	Y	Y	N	None
113	42	FLS	Break and Enter	N/A	N	PR	N	N	M	21	DFP	NA	1	Y	N	N	None
114	54	FLS	EDP	EDP	Y	AS	Y	N	M	22	DFP	NA	1	Y	N	N	None
115	51	FLS	Other - Prisoner Related	AL + EDP	N	AS	N	N	M	31	FD	M	1	Y	Y	N	PC
116	32	FLS	Other - EDP	EDP	N	AS	N	N	M	30	DFP	NA	1	Y	N	N	None
117	52	HRU	Directed Patrol	AL	N	PR	N	N	M	14	DFP	NA	1	Y	N	N	None
118	55	FLS	Other - Prisoner Related	N/A	N	AR	N	N	M	16	DFP	NA	1	Y	N	N	None
119	55	FLS	Assault Related	EDP	N	AS	N	N	M	41	FD + DSM	M	1	N	Y	N	B

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW Incident	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	Subject Believed Armed	Subject Confirmed Armed	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
120	32	ETF	Other -Search Warrant	N/A	N	AS	N	N	M	20	DFP	NA	1	N	N	N	F + pc
121	51	FLS	Other - Wanted Person	N/A	N	AS	N	N	M	47	FD	M	1	N	N	N	PC
122	54	FLS	Domestic Disturbance	N/A	N	AS	N	N	M	28	DFP	NA	1	Y	N	N	None
123	54	FLS	Domestic Disturbance	N/A	N	AS	Y	N	M	27	FD	S	1	Y	Y	N	None
124	32	FLS	Domestic Disturbance	N/A	N	PR	Y	N	M	32	DFP	NA	1	N	N	N	None
125	14	FLS	Other - Unknown Trouble Call	AL + D + EDP	Y	AS	N	N	M	30	DFP	NA	1	Y	N	N	None
126	31	ETF	Other - Prisoner Related	N/A	N	AS	N	N	M	30	DFP	NA	1	Y	N	N	None
127	31	FLS	Other - EDP	EDP	Y	AR	N	N	M	21	DFP	NA	1	N	N	N	None
128	12	FLS	Weapons call	EDP	Y	SBHD	Y	N	M	31	DFP	NA	1	N	N	N	None
129	43	FLS	Assault Related	AL	N	AS	N	N	M	32	DSM	S	1	N	N	N	PC
130	33	FLS	Domestic Disturbance	N/A	N	PR	N	N	M	26	DFP	NA	1	Y	N	N	None
131	13	FLS	Weapons call	N/A	N	AS	Y	Y	M	39	DFP	NA	1	Y	N	N	None
132	43	FLS	Other - EDP	EDP	N	SBHD	Y	Y	F	53	DFP	NA	1	Y	N	N	None
133	41	HRU	Other - Search Warrant	AL	N	AS	N	N	M	25	FD	M	1	Y	Y	N	None
134	33	FLS	Domestic Disturbance	EDP	N	PR	Y	N	F	38	DFP	NA	1	Y	N	N	None
135	51	FLS	Break and Enter	EDP	N	AS	Y	Y	M	35	DSM	M	1	Y	N	N	PC
136	51	FLS	Traffic	AL + D + EDP	N	AS	N	N	M	35	DSM	M	1	Y	N	N	None
137	13	ETF	Other - EDP	EDP	Y	AS	Y	N	M	35	FD	S	2	N	Y	N	None
138	14	FLS	Weapons call	AL	N	AS	Y	Y	M	23	DFP	NA	1	Y	N	N	None
139	14	FLS	Weapons call	N/A	N	AR	Y	N	M	20	DFP	NA	1	Y	N	N	None
140	55	ETF	EDP	EDP	Y	AS	Y	N	M	40	FD	S	1	Y	N	N	PC
141	52	FLS	EDP	EDP	N	AS	N	N	M	22	DFP	NA	1	Y	N	N	None
142	41	FLS	Other - person gone berserk	N/A	N	AS	N	N	M	41	FD	M	1	Y	Y	N	None
143	54	FLS	EDP	EDP	N	AS	N	N	M	47	DFP	NA	1	Y	N	N	None
144	54	FLS	Other - Weapons	N/A	N	AS	Y	N	M	29	DSM	M	1	Y	N	N	None
145	43	FLS	Domestic Disturbance	AL	N	AS	N	N	M	24	DFP	NA	1	Y	N	N	None
146	52	FLS	Other - EDP	AL + EDP	Y	AS	Y	N	M	23	DFP	NA	1	Y	N	N	None

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
147	14	FLS	Other Disturbance	EDP	N	AS	Y	Y	M	53	FD	M	1	N	N	N	None
148	33	FLS	Other - Unknown Trouble Call	EDP	N	AS	N	N	F	26	DSM	S	1	Y	N	N	None
149	41	FLS	Other - EDP	EDP	Y	SBHD	Y	N	M	50	FD	M	1	Y	Y	N	None
150	55	FLS	Other Disturbance	AL	N	AR	N	N	M	20	DFP	NA	1	Y	N	N	PC
151	52	FLS	Other - Assault related	AL	N	AS	Y	N	M	21	DFP	NA	1	Y	N	N	None
152	43	ETF	Other - Wanted Person	AL + D + EDP	N	AS	Y	Y	M	35	DFP	NA	2	Y	N	N	F
153	14	ETF	Other - EDP	AL + EDP	N	SBHD	Y	N	M	29	DFP	NA	1	Y	N	N	F
154	42	FLS	Other - Wanted Person	EDP	N	AS	N	N	M	31	FD + DSM	M	1	N	Y	N	None
155	41	FLS	Other - EDP	EDP	N	AS	N	N	M	48	FD	M	1	Y	Y	N	None
156	12	ETF	Other - EDP	EDP	Y	AS	N	N	F	38	FD	S	2	N	N	N	F
157	52	ETF	Other - EDP	EDP	Y	AR	Y	N	M	24	DFP	NA	2	Y	N	N	None
158	Durham Region	FLS	Break and Enter	N/A	N	PR	Y	Y	M	55	DFP	NA	1	Y	N	N	None
159	14	FLS	Other - Assault Related	AL	N	AR	N	N	M	25	DFP	NA	1	Y	N	N	PC
160	41	FLS	Domestic Disturbance	D	N	PR	N	N	M	37	DFP	NA	1	Y	N	N	None
161	31	ETF	Other - EDP	AL + EDP	Y	SBHD	Y	N	M	53	DFP	NA	1	Y	N	N	F
162	51	FLS	Other - Drug related	N/A	N	AS	N	N	M	36	FD	M	1	Y	N	N	None
163	13	FLS	Other - Arson	N/A	N	AS	N	N	M	25	DFP	NA	1	N	N	N	PC
164	51	FLS	Other - EDP	EDP	Y	AS	N	N	M	41	DSM	M	1	Y	N	N	None
165	53	FLS	Domestic Disturbance	AL + EDP	N	AS	Y	N	M	22	DSM	M	1	Y	N	N	None
166	52	FLS	Robbery	N/A	N	AR	N	N	M	15	DFP	NA	1	Y	N	N	None
167	54	FLS	Other - Disturbance	AL + EDP	Y	AS	Y	N	M	25	DFP	NA	1	Y	N	N	None
168	54	FLS	Other - Wanted Person	N/A	N	AR	N	N	M	31	DFP	NA	1	Y	N	N	None
169	31	ETF	Other - weapons call	EDP	Y	AS	Y	Y	M	53	DFP	NA	1	Y	N	N	F
170	41	PSU	Other - Stolen Vehicle	N/A	N	AS	Y	N	M	31	DFP	NA	1	N	N	N	None
171	11	FLS	Suspicious Person	EDP	N	AS	N	N	M	27	FD + DSM	M	1	N	N	N	PC
172	42	FLS	Other - EDP	EDP	Y	PR	Y	Y	F	33	DFP	NA	1	N	N	N	None

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
173	52	FLS	Other - Assault related	AL	N	AS	Y	N	M	48	DFP	NA	1	Y	N	N	None
174	22	ETF	Other - EDP	AL + D + EDP	Y	AS	Y	Y	M	51	FD	S	1	Y	Y	N	None
175	South Simcoe	FLS	Unintentional Discharge	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	N/A
176	13	FLS	Domestic Disturbance	EDP	N	AS	N	N	M	24	DFP	NA	1	Y	N	N	None
177	23	FLS	Other - EDP	EDP	Y	AR	N	N	M	15	DFP	NA	1	N	N	N	None
178	12	FLS	Other - EDP	EDP	N	AR	N	N	M	36	DFP	NA	1	Y	N	N	None
179	52	FLS	Other - Assault related	AL	N	AR	Y	N	M	25	DFP	NA	1	Y	N	N	None
180	55	ETF	Other - animal related	NA	NA	SBHD	N	N	A	NA	FD	M	1	N	N	N	None
181	42	ETF	Other - EDP	EDP	Y	AS	Y	Y	M	40	FD	S	1	Y	N	N	F
182	51	FLS	Other - Search Warrant	NA	NA	SBHD	N	N	A	NA	FD	M	1	Y	N	N	None
183	12	ETF	Other-Public Safety Warrant	NA	N	SBHD	Y	N	M	52	DFP	NA	1	Y	N	N	F
184	55	FLS	Other - Prisoner Related	NA	N	AS	Y	N	F	47	DSM	M	1	Y	N	N	PC
185	14	FLS	Other - Assault related	AL	N	AS	N	N	M	24	DFP	NA	1	Y	N	N	None
186	55	FLS	Other - EDP	EDP	Y	AS	N	N	M	50	DSM	M	1	Y	N	N	None
187	55	FLS	Other - Prisoner Related	AL + EDP	N	AS	N	N	M	41	FD	M	1	Y	Y	N	None
188	54	FLS	Other - EDP	EDP	N	AS	N	N	M	25	FD	S	1	Y	Y	N	None
189	52	ETF	Other - Assault related	NA	N	SBHD	Y	N	M	20	FD	M	1	N	Y	N	F
190	43	ETF	Other - EDP	EDP	Y	AS	Y	N	M	18	FD	S	1	Y	N	N	F
191	41	ETF	Other - EDP	EDP	Y	SBHD	Y	Y	M	26	DFP	NA	1	Y	N	N	F
192	43	FLS	Other - Wanted Person	NA	N	AS	Y	Y	M	25	FD	M	1	Y	N	N	None
193	14	FLS	Weapons call	AL + D	N	SBHD	Y	Y	M	24	DFP	NA	1	Y	N	N	None
194	33	FLS	Unintentional Discharge	NA	NA	N/A	NA	NA	NA	NA	FD	S	1	NA	NA	N	n/a
195	33	HRU	Other - Drug related	NA	N	AS	N	N	M	29	DSM	M	1	Y	NO	N	None
196	13	FLS	Other - EDP	EDP	N	SBHD	Y	Y	M	28	FD	S	1	N	Y	N	None
197	12	FLS	Weapons call	N/A	N	SBHD	Y	Y	M	18	DSM	S	1	Y	N	N	None

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
198	55	FLS	Other - EDP	EDP	Y	AS	N	N	M	50	FD	S	1	Y	Y	N	None
199	54	FLS	Unintentional Discharge	NA	N	N	N	N	NA	NA	FD	S	1	N	NA	N	n/a
200	43	ETF	Other - Search warrant	AL	N	AS	Y	N	M	50	FD	M	1	Y	N	N	F
201	43	FLS	Other - EDP	EDP	Y	AS	Y	N	M	45	DSM	M	1	Y	N	N	PC
202	23	ETF	Other - EDP	EDP	Y	AS	Y	Y	M	31	FD	S	4	Y	Y	N	F
203	33	FLS	Domestic Disturbance	AL	N	AS	N	N	M	48	FD + DSM	M	1	Y	N	N	None
204	13	FLS	Other - Unknown Trouble Call	EDP	Y	AR	N	N	M	49	DFP	NA	1	N	N	N	None
205	54	ETF	Weapons call	NA	N	SBHD	Y	Y	M	21	DFP	NA	1	Y	N	N	F
206	11	ETF	Weapons call	EDP	N	SBHD	Y	Y	M	58	FD	M	3	Y	N	N	F
207	33	FLS	Other - house fire	NA	N	SBHD	N	N	A	NA	DFP	NA	1	Y	NA	N	None
208	13	ETF	Other - EDP	EDP	Y	PR	Y	Y	M	19	DFP	NA	1	Y	N	N	None
209	55	FLS	Other - EDP	EDP	Y	AS	N	N	M	34	DSM	M	1	Y	Y	N	None
210	13	FLS	Unintentional Discharge	NA	N	N/A	N	N	NA	NA	FD	S	1	N	NA	N	n/a
211	32	FLS	Other - EDP	EDP	Y	AS	N	N	M	40	DFP	NA	1	Y	N	N	None
212	41	FLS	Weapons call	EDP	N	PR	Y	N	M	55	DFP	NA	1	Y	N	N	None
213	42	ETF	Other - Search Warrant	N/A	N	SBHD	Y	N	NA	NA	DFP	NA	1	Y	N	N	F
214	54	ETF	Weapons call	AL	N	SBHD	Y	N	NA	NA	DFP	NA	1	Y	N	N	F
215	12	FLS	Other - EDP	EDP	Y	AR	N	N	M	23	DFP	NA	1	Y	N	N	PC
216	32	FLS	Other - Assault related	AL	N	AS	N	N	M	20	FD	M	1	Y	N	N	None
217	55	ETF	Other - Wanted Person	EDP	N	SBHD	N	N	M	50	FD	S	1	Y	Y	N	F
218	43	FLS	Weapons call	NA	N	SBHD	Y	Y	M	16	DFP	NA	1	Y	N	N	None
219	52	FLS	Mischief	AL	N	AR	N	N	M	22	DFP	NA	1	Y	N	N	None
220	12	FLS	Traffic	N/A	N	AS	N	N	M	25	DSM	S	1	Y	N	N	PC
221	32	FLS	Weapons call	AL + EDP	Y	AR	Y	N	F	30	DFP	NA	1	Y	N	N	None
222	14	FLS	Weapons call	AL + D + EDP	Y	AR	Y	Y	M	24	DFP	NA	1	Y	N	N	None
223	22	FLS	Weapons call	EDP	N	PR	Y	Y	F	31	DFP	NA	1	N	N	N	None
224	52	FLS	Other - Assault related	AL	N	AS	N	N	M	26	DFP	NA	1	Y	N	N	None
225	52	FLS	Other - Disturbance	NA	N	AS	N	N	M	25	DFP	N/A	1	Y	N	N	None

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
226	52	FLS	Other - Assault related	NA	N A	AS	N	N	NA	NA	DFP	NA	1	Y	N	N	None
227	42	ETF	Other - Search Warrant	NA	N	PR	Y	N	M	66	DFP	NA	1	Y	N	N	F
228	54	FLS	Other - EDP	AL + EDP	Y	SBHD	Y	Y	M	52	DFP	NA	1	Y	N	N	None
229	41	HRU	Other - Search Warrant	D	N	AS	Y	N	M	42	FD	S	1	Y	Y	N	None
230	31	ETF	Other - Search Warrant	N/A	N	SBHD	Y	N	F	39	FD	M	1	Y	Y	N	F
231	54	FLS	Weapons call	N/A	N	PR	Y	N	M	40	DFP	NA	1	Y	N	N	None
232	14	HRU	Other - Search Warrant	N/A	N	SBHD	Y	Y	M	57	FD	S	1	Y	Y	N	None
233	41	FLS	Other - Address check	N/A	N	AS	Y	N	M	21	FD	S	1	N	N	N	B
234	52	FLS	Other - Disturbance	AL	N	AS	N	N	M	34	DSM	M	1	Y	N	N	PC
235	52	FLS	Other - Disturbance	AL + D + EDP	N	AS	N	N	M	23	DFP	NA	1	N	N	N	None
236	32	ETF	Weapons call	AL + D	Y	SBHD	Y	Y	M	53	FD	M	3	Y	Y	N	F
237	54	FLS	Other Disturbance	AL	N	AR	N	N	M	20	DFP	NA	1	Y	N	N	None
238	12	ETF	Other - EDP	EDP	Y	SBHD	Y	Y	M	24	DFP	NA	1	Y	N	N	F
239	52	FLS	Other - Disturbance	AL	N	AS	N	N	M	33	DFP	NA	1	Y	N	N	None
240	43	ETF	Other - EDP	EDP	Y	SBHD	Y	N	M	30	FD + DSM	M	2	Y	N	N	F
241	12	FLS	Other - EDP	EDP	N	AS	N	N	M	26	FD + DSM	M	1	Y	Y	N	None
242	13	FLS	Domestic Disturbance	AL	N	AS	N	N	M	33	FD	M	1	Y	N	N	None
243	41	FLS	Other Disturbance	AL	N	AS	N	N	M	27	DSM	M	1	Y	N	N	PC
244	11	FLS	Other - Disturbance	EDP	Y	SBHD	Y	Y	M	60	DFP	NA	1	Y	N	N	None
245	32	FLS	Other - Wanted Person	D	N	AS	N	N	M	47	DSM	M	1	Y	N	N	None
246	11	FLS	Other - Drug related	N/A	N	AS	N	N	M	26	DSM	S	1	Y	Y	N	PC
247	14	FLS	Weapons call	EDP	N	AS	Y	Y	F	40	FD	S	1	N	N	N	None
248	13	ETF	Other - EDP	EDP	Y	AS	N	N	F	37	FD	S	2	Y	N	N	None
249	33	FLS	Domestic Disturbance	AL	N	PR	Y	N	M	60	DFP	NA	1	Y	N	N	None
250	13	FLS	Domestic Disturbance	AL	N	AR	N	N	M	42	DFP	NA	1	Y	N	N	None

APPENDIX A
2012 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
251	42	FLS	Other - EDP	EDP	Y	PR	N	N	M	31	DFP	NA	1	Y	N	N	None
252	55	FLS	Other - EDP	AL + EDP	N	AS	N	N	M	22	FD	M	1	Y	Y	N	None
253	54	FLS	Weapons call	EDP	N	PR	Y	Y	M	27	DFP	NA	1	Y	N	N	None
254	23	FLS	Other Disturbance	N/A	N	AS	N	N	M	30	DSM	S	1	Y	N	N	None
255	12	FLS	Other - Booking Hall	AL	N	AS	N	N	M	34	FD	S	1	Y	N	N	None

**APPENDIX “B”
2008 to 2012 CEW Trends**

The following is a comparison between similar categories of CEW incidents from 2008 to 2012.

CEW INCIDENTS BY DIVISON

YEAR	CEW INCIDENTS BY DIVISION / MUNICIPALITY									
	2008		2009		2010		2011		2012	
DIVISION	#	%	#	%	#	%	#	%	#	%
11	20	6.1	13	4.8	6	2.9	11	5.0	12	4.7
12	5	1.5	12	4.4	5	2.4	15	6.8	17	6.7
13	16	4.9	23	8.4	14	6.7	21	9.5	19	7.5
14	38	11.6	31	11.4	13	6.2	11	5.0	24	9.4
22	7	2.1	22	8.1	9	4.3	4	1.8	2	0.8
23	8	2.4	18	6.6	9	4.3	13	5.9	10	3.9
31	23	7	23	8.4	26	12.4	21	9.5	8	3.1
32	13	4	10	3.7	4	1.9	12	5.4	11	4.3
33	21	6.4	14	5.1	12	5.7	6	2.7	11	4.3
41	19	5.8	17	6.2	24	11.4	16	7.2	16	6.3
42	36	10.9	11	4	13	6.2	8	3.6	14	5.5
43	32	9.7	23	8.4	23	11	13	5.9	19	7.5
51	30	9.1	6	2.2	15	7.1	22	10.0	17	6.7
52	41	12.5	15	5.5	8	3.8	19	8.6	20	7.8
53	3	0.9	2	0.7	5	2.4	5	2.3	8	3.1
54	5	1.5	12	4.4	13	6.2	9	4.1	22	8.6
55	12	3.6	17	6.2	9	4.3	15	6.8	22	8.6
Durham	N/A	N/A	1	0.4	N/A	N/A	N/A	N/A	1	0.4
Peel	N/A	N/A	2	0.7	N/A	N/A	N/A	N/A	1	0.4
York	N/A	N/A	1	0.4	2	1	1	0.5	0	0
Simcoe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	0.4
Total	329	100	273	100	210	100	222	100	255	100

The Divisions and Municipalities where CEW incidents have occurred over the past five years does not yield any notable patterns. Divisional boundaries for 11, 12, 14, and 31 Division changed in 2011 which may account for minor changes in CEW use in subsequent years.

CEW USERS

CEW USERS										
USER	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
Frontline Supervisor	261	79.3	201	73.6	146	69.5	162	73.0	198	77.6
ETF	65	19.8	71	26	63	30	60	27.0	56	22.0
Front Line Supervisor and ETF	2	0.6	1	0.4	1	0.5	0	0	0	0
Public Safety & EM	1	0.3	0	0.0	0	0.0	0	0	1	0.4
Total # of Incidents	329	100	273	100	210	100	222	100	255	100

During each of the past five years, frontline supervisors (FLS) have accounted for 70 to 80% of CEW use followed by ETF officers at approximately 20 to 30%. This is anticipated since FLSs attend most scenes prior to the ETF. After consultation with constables and after assessing a situation, FLSs would only request the ETF if required. The number of FLSs in the above noted chart also includes supervisors from units as such as Intelligence, Organized Crime Enforcement, Hold-Up, Drug Squad, and Provincial ROPE and Fugitive Squad.

SUBJECT BEHAVIOUR

SUBJECT BEHAVIOUR										
BEHAVIOUR TYPE	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
Passive Resistant	11	3.3	9	3.3	15	7.1	29	13.1	29	11.4
Active Resistant	13	4	13	4.8	18	8.6	32	14.4	39	15.3
Assaultive	215	65.3	153	56	107	51	97	43.7	136	53.3
Serious Bodily Harm/Death	78	23.7	78	28.6	63	30	57	25.7	44	17.3
Not Applicable	12	3.6	20	7.3	7	3.3	7	3.1	7	2.7
Total	329	100	273	100	210	100	222	100	255	100

Assaultive behaviour continues to be the predominant subject threat facing officers followed by serious bodily harm or death. While incidents involving subjects who displayed passive or active resistance have increased, in each case the CEW was effective in gaining control before the subjects escalated their behaviour to more harmful levels. And in every incident, pursuant to procedures, only demonstrated force presence was used.

SUBJECT DESCRIPTION

SUBJECT DESCRIPTION										
SUBJECT	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
Animal	5	1.5	9	3.3	4	1.9	1	0.4	6	2.4
Female	20	6.1	16	5.9	18	8.6	19	8.6	17	6.7
Male	282	85.7	221	81	179	85.2	193	86.9	221	86.7
Multiple	10	3	9	3.3	3	1.4	2	0.9	4	1.6
Not Applicable	12	3.6	18	6.6	6	2.9	7	3.2	7	2.7
Total	329	100	273	100	210	100	222	100	255	100

For the past five years, between 81 and 87% of CEW incidents involved male subjects. On average, only 2.04% of use is on multiple subjects.

SUBJECT CONDITION

SUBJECT CONDITION										
CONDITION	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
Alcohol Only	71	21.6	49	17.9	31	14.8	37	16.7	40	15.7
Drugs Only	28	8.5	10	3.7	17	8.1	7	3.2	10	3.9
Drugs + Alcohol	11	3.3	12	4.4	7	3.3	11	5.0	11	4.3
Emotionally Disturbed Persons (EDP)	112	34.0	80	29.3	61	29.0	64	28.8	82	32.2
EDP + Alcohol	13	4.0	10	3.7	14	6.7	12	5.4	18	7.1
EDP + Drugs	5	1.5	12	4.4	11	5.2	9	4.1	3	1.2
EDP + Drugs + Alcohol	6	1.8	8	2.9	6	2.9	8	3.6	8	3.1
Not Applicable	83	25.2	92	33.7	63	30.0	74	33.3	83	32.5
Total	329	100	273	100	210	100	222	100	255	100

For the past five years, incidents where the officer believed the subject was suffering from an emotional disturbance or mental health disorder or in combination with drugs or alcohol has remained stable as a percentage of total incidents at between 40 and 44%. In the same way, the other categories also remained relatively stable.

AGE OF SUBJECT

AGE OF SUBJECT										
AGE	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
<10	0	0	0	0	0	0	0	0.0	0	0.0
10 - 15	3	0.9	2	0.7	4	1.9	2	0.9	3	1.2
16-20	47	14.3	36	13.2	26	12.4	25	11.3	24	9.4
21-25	73	22.2	55	20.1	40	19	33	14.9	53	20.8
26-30	37	11.2	31	11.4	30	14.3	34	15.3	34	13.3
31-35	33	10	29	10.6	25	11.9	26	11.7	34	13.3
36-40	41	12.5	26	9.5	13	6.2	27	12.2	20	7.8
41-45	38	11.6	25	9.2	22	10.5	25	11.3	17	6.7
46-50	13	4	15	5.5	16	7.6	22	9.9	23	9.0
51-55	6	1.8	8	2.9	9	4.3	6	2.7	17	6.7
56-60	6	1.8	7	2.6	8	3.8	7	3.1	10	3.9
>60	3	0.9	3	1.1	4	1.9	3	1.3	2	0.8
N/A	29	8.8	36	13.2	13	6.2	12	5.4	18	7.1
Total	329	100	273	100	210	100	222	100	255	100

Persons between 16 and 35 years of age represent the highest category in CEW incidents. During the last five years, there have been a total of 14 incidents of CEW use reported on subjects between 10 and 15 years of age. Many of these cases involved youths who were believed to be armed with offensive weapons and or threatening suicide.

INCIDENTS OF CEW USE

INCIDENTS OF CEW USE										
TYPE OF USE	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
Demonstrated Force Presence	150	45.6	124	45.4	95	45.2	127	57.2	131	51.4
Drive Stun Mode	57	17.3	37	13.6	28	13.3	21	9.5	32	12.5
Full Deployment	122	37.1	112	41	87	41.4	74	33.3	92	36.1
Total	329	100	273	100	210	100	222	100	255	100

The percentage of CEW use as a DEMONSTRATED FORCE PRESENCE remained relatively consistent between 2008 and 2010 at approximately 45%. In 2011 and 2012 this percentage rose to above 50% indicating that officers are using only as much force as necessary to gain control of subjects.

CEW EFFECTIVENESS

CEW EFFECTIVENESS										
	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
Effective	298	90.6	234	85.7	177	84.3	198	89.2	213	83.5
Not Effective	19	5.8	21	7.7	26	12.4	17	7.7	35	13.7
Unintentional Discharges	12	3.6	18	6.6	7*	3.3	7	3.1	7	2.7
Total	329	100	273	100	210	100	222	100	255	100

**2010 unintentional discharges includes one unlawful use*

The average effectiveness of the CEW over the last five years has been 86.7%.

NUMBER OF CEWS USED PER INCIDENT

NUMBER OF CEWS USED PER INCIDENT										
# of CEWs	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
One CEW	304	92.4	254	93	194	91.9	201	90.5	241	94.5
Two CEWs	19	5.8	12	4.4	13	6.7	18	8.1	11	4.3
Three CEWs	5	1.5	4	1.5	2	1	1	0.5	2	0.8
> Three CEWs	1	0.3	3	1.1	1	0.5	2	0.9	1	0.4
Total	329	100	273	100	210	100	222	100	255	100

In the last five years, the overwhelming majority of CEW incidents continue to involve the use of one CEW. The incidents where more than one CEW was used remain relatively stable and these incidents can be attributed to use by the ETF.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P63. ANNUAL REPORT: 2012 PROOF OF CLAIM DOCUMENTS FILED ON
BEHALF OF THE TORONTO POLICE SERVICES BOARD**

The Board was in receipt of the following report February 21, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 PROOF OF CLAIM DOCUMENTS FILED ON
BEHALF OF THE TORONTO POLICE SERVICES BOARD

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of December 15, 2011, the Board delegated authority to the Chief of Police, or his designate, to act on its behalf in all situations where a Proof of Claim must be signed and returned to the Trustee in Bankruptcy within a specified period of time, in order to allow the Toronto Police Service's (Service) claim against customers to be considered as part of any consumer proposal or bankruptcy proceedings (Min. No. P334/11 refers).

At that meeting, the Board requested the Chief of Police to report annually in the years in which this delegated authority was exercised.

Discussion:

In March, 2012, the Chief's designate, Mr. Angelo Cristofaro, Director, Finance and Administration, submitted a Proof of Claim document related to a consumer proposal filed by a marihuana grow operations (MGO) customer, whose balance outstanding at March 30, 2012 was \$1,942.89.

On March 8, 2012, a Notice to Creditors of Consumer Proposal was received from BDO Canada Limited in relation to a marihuana grow operation (MGO) customer. The individual's outstanding balance to the Board was \$1,942.89, which represented 4% of the individual's total outstanding debt. The majority of the proposed amount was designated for the individual's secured debt, leaving only enough funds to cover 13% of the individual's debt to the Service, payable over five years. The Proof of Claim and proposal were accepted, as not accepting the

proposal would have put the individual into a bankruptcy situation and resulted in no funds returned back to the Service.

Conclusion:

During 2012, one Proof of Claim was submitted by the Service on behalf of the Board in relation to a consumer proposal filed by a MGO customer.

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.

Moved by: A. Mukherjee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P64. ANNUAL REPORT: 2012 TORONTO POLICE SERVICES BOARD
CONSULTING EXPENDITURES**

The Board was in receipt of the following report March 08, 2013 from Alok Mukherjee, Chair:

Subject: ANNUAL REPORT: TORONTO POLICE SERVICES BOARD'S 2012
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 2012 consulting expenditures for the Police Services Board.

Discussion:

City Finance requires the attached 2013 consulting expenditures for the Police Services Board on or before February 28, 2013 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.

Moved by: A. Mukherjee



Toronto Police Services Board

2012 Consulting Expenses - Operating

Expense Category	Agency/ Board	Contract Date	PO No.	Consultant's Name	Description of the Work	PO Balance Remaining 2012.12.31	2012 Budget	2012 Expenditure	2011 Expenditure
						\$	\$	\$	\$
External Lawyers & Planners	Toronto Police Services Board								
		09/30/2012	6034737	Heenan Blaikie LLP	independent civilian reviewer hired by the Board to inquire into matters relating to the G20 Summit (BMP189/2010)	\$ -		\$ 473,357.00	
		03/14/2011	6032544	Fraser Milner	provides expertise on matters related to Canada Revenue Agency Compliance Audit on Parking Taxable Benefits and EHT (PO is rolled over from 2011 to 2012)	-		5,641.00	
		11/08/2012 09/28/2012	6036098 6035738	Goodmans LLP, In Trust	provides professional services related to a personnel matter	-		32,667.00	
		04/19/2012	8667481	Hicks Morley Hamilton Stewart	provides expert advice/opinion on general labour relations issues (BM#P290/07 - renewed until September 30/2012)	-		52,976.00	

Expense Category	Agency/ Board	Contract Date	PO No.	Consultant's Name	Description of the Work	PO Balance Remaining 2012.12.31	2012 Budget	2012 Expenditure	2011 Expenditure
						\$	\$	\$	\$
		06/26/2012	6035320	Borden Ladner Gervais LLP	provides legal review of confidential G20 documents in relation to on-going civil claims	-		3,867.00	
					Sub-total	\$ -	\$ 589,500.00	\$ 568,508.00	\$ 355,078.00
Management /R&D	Toronto Police Services Board								
		09/27/2012	3485420	348151 Ontario Limited	provide advice on Board governance and strategic planning	-		2,027.00	
		07/13/2012 09/20/2012	3482315 3485090	Squeaky Wheel Communicatio ns	provide advice with respect to independent review of the G20	-		2,919.00	
					Sub-total	\$ -	\$ 5,500.00	\$ 4,946.00	\$ -
GRAND TOTAL						\$ -	\$ 595,000.00	\$ 573,454.00	\$ 355,078.00

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P65. ANNUAL REPORT: 2012 TORONTO POLICE SERVICE CONSULTING
EXPENDITURES**

The Board was in receipt of the following report February 25, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 TORONTO POLICE SERVICE'S 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:

At its meeting of February 20, 2003 (Min. No. P45/03 refers), the Board requested that the Service report all consulting expenditures on an annual basis. In addition, at its meeting of March 23, 2006 (Min. No. P103/06 refers), the Board 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 2012 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 (R&D), 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 28, 2013 deadline.

Discussion:

Details of the 2012 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 2012 operating consulting expenditures (as reflected in Attachment A) totalled \$0.36M. The Service is attempting to rely less on consultants and do more work in-house. The operating budget for consulting services is developed using zero-based budgeting. As such, the 2013 budget request for consulting services is based on the 2013 requirements.

The 2012 capital consulting expenditures (as reflected in Attachment B) were \$0.62M and this amount represents expenditures for two capital projects (Human Resource Management System Additional Functionality, and Integrated Records and Information System). Capital projects generally involve multi-year cash flow requirements, and the 2012 expenditure may therefore represent only a portion of the contract value.

Conclusion:

The 2012 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. 2012 consulting expenditures totalled \$0.98M (\$0.36M for operating and \$0.62M 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.

Moved by: M. Del Grande

ATTACHMENT A

2012 Consulting Expenses – Operating

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2012 Budget	2012 Expenditure	2011 Expenditure
Information Technology								
Sub-Total					\$ 0.00	\$ 0.00	\$ 0.00	\$ 10,176.00
Management/R&D	01/04/2010	6029510	Buck Consultants Limited	For the provision of actuarial valuation of benefits and general benefits consulting, all in accordance with the requirements of the Request for Proposal document	\$ 50,769.00		\$ 12,469.00	
	03/29/2012	6034820	Buck Consultants Limited	For the provision of actuarial valuation of benefits and general benefits consulting, all in accordance with the requirements of the Request for Proposal document	2,715.00		2,715.00	

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2012 Budget	2012 Expenditure	2011 Expenditure
Sub-Total					\$ 402,010.00	\$ 377,000.00	\$ 363,861.00	\$ 21,188.00
External Lawyers & Planners								
Sub-Total					\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,526.00
TOTAL					\$ 402,010.00	\$ 377,000.00	\$ 363,861.00	\$ 32,890.00

ATTACHMENT B

2012 Consulting Expenses – Capital

Expense Category	Project	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2012 Expenditure	2011 Expenditure
Information Technology	Human Resource Management System (HRMS) Additional Functionality	05/20/2011	6032907	Katalogic Inc.	Assessment of the PeopleSoft Human Resource Management System's (HRMS) environment; providing guidance on hardware/software procurement, system configuration, design, development, and report design; knowledge transfer.	137,225.00	33,660.00	
	Human Resource Management System (HRMS) Additional Functionality	05/20/2011	6032908	Katalogic Inc.	For the provision of leadership in process design sessions, as well as fit/gap workshops; advice on how to leverage technology for the improvement of administrative business processes; management of project including allocation of resources, tracking down progress and prioritization of key milestones.	89,651.00	14,627.00	

Expense Category	Project	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2012 Expenditure	2011 Expenditure
	Integrated Records and Information System (IRIS)	12/14/2010	6032052	Provision Resources Ltd.	Leads the cross functional project team in the day to day planning, management and control of the Integrated Records and Information System (IRIS) project; reviewed the statement of work and master agreement with the vendor, including recommendations on scheduling, implementation and configuration phases, and sequencing business functionality technical requirements and implementation impacts . Min. No. P145/10 refers.	976,896.00	295,168.00	
	Integrated Records and Information System (IRIS)	01/20/2012	6034495	Modis Canada Inc.	Assist and support the Business Analysis team in the development of business requirements documentation, in preparation for the implementation of the commercial off-the-shelf integrated, electronic records management system for the Integrated Records & Information System (IRIS) project.	457,920.00	189,762.00	
	Integrated Records and Information System (IRIS)	10/15/2012	6035894	Modis Canada Inc.	Assess and analyze current state of Toronto Police Service's data environment to determine appropriate architecture and technology; assist in securing the necessary software and hardware required to enable the archiving and reporting solutions. Support development, testing and evaluation.	218,275.00	45,334.00	

Expense Category	Project	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2012 Expenditure	2011 Expenditure
	Integrated Records and Information System (IRIS)	10/15/2012	6035895	Procom Consultants Group Ltd.	Assess archiving requirements for Toronto Police Service's various legacy systems by undertaking the elicitation process for each component of the business intelligence system; assist in the planning and the development of a reporting tool; develop a proposed "to be" state.	347,256.00	39,890.00	
Sub-Total						\$ 2,227,223.00	\$ 618,441.00	\$ 702,825.00
TOTAL						\$ 2,227,223.00	\$ 618,441.00	\$ 702,825.00

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P66. ANNUAL REPORT: 2012 POLICE COOPERATIVE PURCHASING
GROUP**

The Board was in receipt of the following report February 25, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT 2012: 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 2012, the following expenditures with a value exceeding \$500,000 were made through PCPG in accordance with the By-law.

Item	Vendor	2012 Expenditure (\$)
Unmarked Vehicles	Chrysler Canada	590,422.74

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.

Moved by: A. Mukherjee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P67. ANNUAL REPORT: 2012 SOLE AND SINGLE SOURCE PURCHASES

The Board was in receipt of the following report March 11, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 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. The purpose of this report is to respond to this requirement.

Discussion:

Sole and single source purchases are used for: emergency situations; proprietary rights; confidentiality; 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 Toronto Police Service's (Service) 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 2012.

Sole Source Purchases:

The sole source purchases identified in the table below were made based on proprietary rights, including, but not limited to the avoidance of violating warranties and guarantees.

Vendor	2012 Expenditures	Description of the Good or Service Provided
12 Inc.	\$11,630.00	Annual Support/Notebook
Applied Electronics	\$53,327.33	Ross Product
Avotus	\$10,291.00	Annual Support/ Maintenance
CAD Zone	\$42,000.00	Quick Sense/ Software/License/ Versaterm Collision Diagram
Cobham Tracking	\$45,715.37	Various Equipment
Colt Canada	\$69,512.00	Semi-Automatic Magazines/Stings
Current Sales Corporation	\$11,509.06	Universal Night Light
D&R Electronics	\$128,900.00	Maintenance/Repair Equipment
Destech Consulting	\$10,481.28	Educational Oracle
ESRI Consulting	\$65,720.60	11 Desktop/Server
Fred Deeley	\$80,000.00	Harley Davidson Parts
Hewlett-Packard (HP) Canada	\$48,762.00	HP Maintenance/ Support Upgrade
IAG Consulting	\$40,704.15	Reseller Licenses/ Office Equipment
Infor Canada Limited	\$29,062.66	HRMS Upgrade
Jim Korth Agencies	\$18,885.33	Leupoid/Stevens/Allmark
Keyloc Security Supplies	\$11,256.00	MPH Industries
Marc 1	\$30,602.49	TAC Progress
MD Charlton	\$76,249.68	Taser Equipment/Ammo
Media Solv Solutions	\$145,720.00	Printers/DVAMS
Mercury Marine	\$65,000.00	Various Boat Parts
Met Scan Canada Inc.	\$45,551.56	Evertz/Transmit/Receiver
Metum Canada, Inc.	\$64,750.00	License, Radio Coverage MapInfo
Morpho Canada	\$720,081.84	FIS System/Live Scan/RIC System/MTC
Motorola	\$36,548.00	Support/Maintenance Comshop
Motorola Solutions	\$34,000.00	Licence, Maintenance Comshop
Nautics Technical	\$12,000.56	Geo Nautics Panel
Nelmar Security	\$84,000.00	Assorted Evidence Bags
Novanert Communications	\$97,529.84	Sector Scan Panel
OPNET Technologies	\$56,493.00	OpNet Maintenance
Paint Circuit	\$27,500.00	Automotive Paint & Supplies White Lead
Paradigm	\$80,000.00	MTC/Support – AIMS
PES Canada	\$86,350.00	Code 3 Equipment/Emergency Equipment
Police Ordnance Company	\$11,676.96	Glock
Planview, Inc.	\$25,000.00	Updates/Migration to SQL Server, Planview
Quick Sense	\$42,000.00	Software License/Versaterm

RAM Power	\$111,665.85	Blastmats/Maintenance Repairs
Rapid 7LLC	\$18,758.16	Nexpose Maintenance
Stoeger Canada Ltd.	\$16,043.48	Parts & Equipment/Firearms
Survey Technologies	\$41,700.00	Coverage Testing Equipment Audio Quality Software/Mobile Radios
Tetragon-Tasse	\$132,770.44	Simunition
Traffic Technology	\$12,821.76	Haenni Weighing Equipment
Websense, Inc.	\$100,990.90	Maintenance/Support Upgrade
TOTAL	\$2,853,561.13	

Single Source Purchases:

Single source purchases are made based on time constraints, emergency requirements, confidentiality, the requirement to match existing equipment and to maintain continuity of services, where necessary, on projects.

Vendor	2012 Expenditures	Description of the Good or Service Provided	Reason for Single Source Designation
Bond Boyd	\$13,300.00	Badges Engraving Color	Confidential Dye
D&R Electric	\$12,720.00	Customization Equipment	Safety concerns
FM Embroidery	\$23,202.00	Customizing Wheel Bags & Badges & Accessories	Match continuity of existing equipment
Interfax Systems	\$19,250.00	Radio monitors	Match continuity of existing equipment
Old Mill	\$29,096.15	Diamond Jubilee medal presentations	Chosen location
Tapscott	\$20,000.00	Presentation – Consulting	Specialized Services
TOTAL	\$99,568.15		

Conclusion:

The sole and single source purchases included in this report represent a total of 4.8% of the total number of purchase orders issued by the Service in 2012. They also represent 3.4% of the total dollar value of purchase orders, issued by the Service. The majority (88% of the total number of purchase orders issued and 97% of the total dollar value, over \$10,000) of these purchases are sole source which are based on proprietary rights.

The Service's purchasing procedures require that goods/services be obtained through a competitive process, and the Service is committed to keeping single source purchases to an absolute minimum. 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, Purchasing Support Services, 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 expenditures over \$10,000 in 2012, as well as what percentage of total purchase orders (greater than \$10,000) issued, they represent.

It should be noted that By-law 147 is currently being reviewed by the Service. Part of that review includes consideration of whether single/sole source procurement should be reported by category of single/sole sourcing or by vendor (as is done currently). The revised by-law will be reported to the Board for approval once the review is complete.

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.

Moved by: M. Thompson

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P68. ANNUAL REPORT: 2012 UNIFORM PROMOTIONS

The Board was in receipt of the following report January 09, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 UNIFORM PROMOTIONS

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 May 29, 2003, the Board approved giving standing authority to the Chair, Vice Chair, or their designates, to sign, authorize and approve all uniform promotions to the ranks of Sergeant and Staff/Detective Sergeant. The Board further approved the receiving of a summary report at its February meeting each year on the promotions made to these ranks in the previous year (Min. No. P136/03 refers).

In 2012, forty-five (45) police constables were promoted to the rank of Sergeant, and twenty-two (22) sergeants and detectives were promoted to the rank of Staff/Detective Sergeant. There remains on the eligibility list for promotion to the rank of Sergeant, sixty-eight (68) members and nineteen (19) members on the eligibility list for promotion to the rank of Staff/Detective Sergeant. The next process for promotion to the rank of Sergeant and Staff/Detective Sergeant has not been determined at this time.

At its meeting on March 22, 2007, the Board requested that future employment equity statistics provide an analysis of the success rate of female and racial minority officers in the promotional process by comparing the number of such officers at all stages of the process with the number of those who were promoted (Min. No. P124/07 refers). An employment equity analysis of the processes for promotion to the rank of Sergeant which concluded in 2012 is attached (see Appendix A).

As well, an employment equity analysis of the processes which were concluded in 2012 for promotion to the rank of Staff/Detective Sergeant is attached (see Appendices B and B1).

Appendices C and C1 provide more detailed information with respect to each promotion.

All officers have been promoted in accordance with Service Procedure 14-10 entitled “Uniform Promotional Process – Up To and Including the Rank of Inspector” which was approved by the Board (Min. No. P49/01 refers). In addition, the officers have been the subject of an extensive vetting process that included background checks conducted through Professional Standards, Diversity Management and Labour Relations.

Conclusion:

This report lists the members of the Toronto Police Service who were promoted to the ranks of Sergeant and Staff/Detective Sergeant during the year 2012, along with an employment equity analysis of the processes they participated in.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions that the Board may have regarding this report.

The Board received the foregoing report. Additional information regarding uniform promotions in 2012 was also considered during the in camera meeting (Min. No. C67/13 refers).

Moved by: A. Mukherjee

Appendix A

TPS 2011 Promotional Process to Sergeant (45 of 117 who remained on the list were promoted in 2012)				
Employment Equity Results	Entered Process	Wrote Exam	Got Interview	44 of 117 who remained on list promoted in 2012
<u>Female</u>				
Female Aboriginal	0	0	0	0
Female Visible Minority				
Black	2	2	1	1
S. Asian (Indo Pakistani)	4	3	2	
Chinese	2	2		
Total Female Visible Minority	8	7	3	1
% Female VM of Total Female	10.53%	11.48%	6.67%	3.45%
Non Respondent Female	68	54	42	27
Total Female	76	61	45	29
% Female of Total Members	15.54%	14.73%	18.67%	23.97%
<u>Male</u>				
Male Aboriginal	3	3	2	1
Male Visible Minority				
S. Asian (Indo Pakistani)	30	28	13	3
% S. Asian(I.P.) of Total Males	7.26%	7.93%	6.63%	3.26%
Black	29	25	10	4
% Black of Total Males	7.02%	7.08%	5.10%	4.35%
Chinese	8	8	2	1
Filipino	5	4	3	1
West Asian / N. African	4	3	2	2
Central & S. American	5	5	3	1
Korean	4	3	1	
Japanese	2	2	1	
Mixed Race or Colour	6	5	3	2
Other Southeast Asian	4	4	1	
Sum VM other than Black/ S. Asian (I.P.)	38	34	16	7
% Sum VM other than of Total Males	9.20%	9.63%	8.16%	7.61%
Total Male Visible Minority	97	87	39	14
% Male VM of Total Male	23.49%	24.65%	19.90%	15.22%
Non Respondent Male	313	263	155	77
Total Male	413	353	196	92
Total Visible Minority (Male & Female)	105	94	42	15
% Total VM of Total Members	21.47%	22.71%	17.43%	12.40%
Total Members	489	414	241	121

Appendix B

TPS 2010 Promotional Process to Staff/Detective Sergeant (1 who was remaining on 2008 list was promoted in 2012)				
Employment Equity Results	Entered Process	Wrote Exam	Interview	1 who remained on list promoted in 2012
Female				
Female Aboriginal	2	2	2	2
Female Visible Minority				
Black	5	4	1	1
S. Asian (Indo Pakistani)	1	1	0	0
Chinese	2	1		
Mixed Race or Colour	1	1	1	0
Total Female Visible Minority	9	7	2	1
% Female VM of Total Female	14.75%	15.22%	8.33%	7.69%
Non Respondent Female	50	37	20	10
Total Female	61	46	24	13
% Female of Total Members	20.27%	19.74%	23.53%	28.89%
Male				
Male Aboriginal	2	2	1	0
Male Visible Minority				
S. Asian (Indo Pakistani)	8	6	4	0
% S. Asian(I.P.) of Total Males	3.33%	3.21%	5.13%	0.00%
Black	16	11	9	4
% Black of Total Males	6.67%	5.88%	11.54%	12.50%
Chinese	6	5	2	1
Filipino	2	1	0	0
West Asian / N. African	1	1	1	1
Central & S. American				
Korean				
Japanese				
Mixed Race or Colour				
Other Southeast Asian				
Sum VM other than Black/S. Asian (I.P.)	9	7	3	2
% Sum VM other than of Total Males	3.75%	3.74%	3.85%	6.25%
Total Male Visible Minority	33	24	16	6
% Male VM of Total Male	13.75%	12.83%	20.51%	18.75%
Non Respondent Male	205	161	61	26
Total Male	240	187	78	32
Total Visible Minority (Male & Female)	42	31	18	7
% Total VM of Total Members	13.95%	13.30%	17.65%	15.56%
Total Members	301	233	102	45

Appendix B1

TPS 2011 Promotional Process to Staff / Detective Sergeant (21 of 40 who remained on the list were promoted in 2012)				
Employment Equity Results	Entered Process	Wrote Exam	Got Interview	21 of 40 Promoted in 2012
<u>Female</u>				
Female Aboriginal	1	1	0	0
Female Visible Minority				
Black	4	4	2	
Mixed Race or Color	1	1	1	1
S. Asian (Indo Pakistani)	2	1	1	1
Chinese	1	1		
Total Female Visible Minority	8	7	4	2
% Female VM of Total Female	12.12%	13.46%	20.00%	25.00%
Non Respondent Female	57	44	16	6
Total Female	66	52	20	8
% Female of Total Members	22.92%	22.91%	24.10%	19.51%
<u>Male</u>				
Male Aboriginal	1	1	1	0
Male Visible Minority				
S. Asian (Indo Pakistani)	10	5	4	2
% S. Asian(I.P.) of Total Males	4.50%	2.86%	6.35%	6.06%
Black	16	14	1	1
% Black of Total Males	7.21%	8.00%	1.59%	3.03%
Chinese	6	5	3	1
Filipino	3	2		
West Asian / N. African	1	1		
Central & S. American	1	1		
Korean				
Japanese	1	1		
Mixed Race or Colour				
Other Southeast Asian	2	1		
Sum VM other than Black/S.Asian (I.P.)	14	11	3	1
% Sum VM other than of Total Males	6.31%	6.29%	4.76%	3.03%
Total Male Visible Minority	40	30	8	4
% Male VM of Total Male	18.02%	17.14%	12.70%	12.12%
Non Respondent Male	181	144	54	29
Total Male	222	175	63	33
Total Visible Minority (Male & Female)	48	37	12	6
% Total VM of Total Members	16.67%	16.30%	14.46%	14.63%
Total Members	288	227	83	41

Appendix C:

Promotions to the rank of Sergeant in 2012	
Number Promoted	Effective Date
10	2012-02-27
2	2012-01-18
1	2012-03-12
3	2012-04-09
1	2012-05-21
2	2012-06-04
3	2012-07-02
7	2012-07-30
3	2012-08-13
2	2012-09-10
2	2012-10-08
4	2012-10-22
2	2012-11-05
1	2012-11-19
1	2012-12-03
1	2012-12-17
TOTAL: 45	

*All promotions to the rank of Sergeant had a one year probationary period.

Appendix C1:

Promotions to the rank of Detective /Staff Sergeant in 2012		
Number	Promoted to Rank	Effective Date
4	Staff Sergeant	2012-02-27
2	Detective Sergeant	2012-02-27
4	Detective Sergeant	2012-03-12
1	Detective Sergeant	2012-04-09
1	Staff Sergeant	2012-04-23
1	Detective Sergeant	2012-05-21
1	Staff Sergeant	2012-07-02
3	Detective Sergeant	2012-07-02
1	Staff Sergeant	2012-08-13
1	Detective Sergeant	2012-08-13
1	Detective Sergeant	2012-08-27
1	Staff Sergeant	2012-09-10
1	Staff Sergeant	2012-12-03
Total : 22		
9 promotions 13 promotions	Staff Sergeant Detective Sergeant	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P69. ANNUAL REPORT: 2012 PUBLIC SECTOR SALARY DISCLOSURE

The Board was in receipt of the following report March 06, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 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 in this report.

Background/Purpose:

The *Public Sector Salary Disclosure Act, 1996 (PSSDA)* and the *Public Sector Salary Disclosure Amendment Act, 2004* were passed to make Ontario's public sector more open and accountable to taxpayers. Therefore, in accordance with the *PSSDA*, 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.

Beginning in 2009, the Ministry of Finance requires that organizations with members seconded to other ministries file the listing of those members with the appropriate ministry. For the 2012 reporting year, TPS had 24 members seconded to the Ministry of Community Safety and Correctional Services. A separate listing of the members appearing on the Public Sector Salary Disclosure listing has also been provided to that agency.

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, call backs and overtime), and retroactive adjustments paid in 2012. In 2012, the definition of salary was amended to include per diems and/or retainers paid by an organization to an individual who is a director or holder of office elected or appointed under the authority of an Act of Ontario. Furthermore, in 2010, the Canada Revenue Agency (CRA) altered T4 reporting requirements. Consequently, payments to members for retiring allowances, such as sick pay gratuities, are now reported on the T4. However, such amounts are not reported in Box 14 and therefore do not require disclosure as salary paid.

Taxable benefits are reported as a separate line item. Taxable benefits for TPS members include the value of life insurance premiums for coverage provided by the employer and employer-provided parking. 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 2012 Disclosure Listing (Appendix A – Alphabetic order and Appendix B – Descending order by salary paid):

In 2012, 3,181 employees earned more than \$100,000. This total includes 1,770 employees 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.

Normally, the TPS has 26 payrolls in any given year. However, the 2012 year contained 27 pay periods, an occurrence that happens once every 11 years in organizations with a bi-weekly pay process. For 2012, the 27th pay was made on December 31, 2012. All 27 payrolls were included in T4 balances for 2012. Furthermore, in January 2012, senior officers received retroactive pay for the 2011 salary settlement and in April 2012, the TPS reached an agreement with Public Safety Canada regarding the overtime hours worked by senior officers during the 2010 G20 event. As a result, senior officers were reimbursed overtime hours over and above their regular earnings, which contributed to their salary paid amount on their T4. The foregoing factors contributed to senior officers earnings being higher than their base salaries.

Base salaries have increased over the years due to contract settlements. The following table depicts the salary ranges for uniform positions during 2012, the number of employees in each category at December 31, 2012 and the corresponding number of members appearing on the Public Sector Salary Disclosure report for the 2012 year. The number of employees differs since the listing is for the entire year, and captured at the member's rank at the end of the year, whereas the employee total is only shown for the end of the year at a point in time.

cont...d

Category	Salary range at January 1, 2012	Salary range at July 1, 2012	Employees per HR system at December 31, 2012	Numbers per category on PSSD
Detective Sgt/Staff Sgt	\$106,812 to 114,470	\$108,392 to 116,164	274	274
Detective/Sergeant	\$96,599 to 104,260	\$98,030 to 105,803	971	957
Plainclothes/Training Constable	\$90,857 to 98,518	\$92,202 to 99,975	1,132	842
Police Constables	\$85,107 to 92,770	\$86,366 to 94,144	3,039	904

The table above shows that the majority of members at the Detective/Sergeant rank and that all members at the Detective/Staff Sergeant rank earn a base salary over \$100,000.

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 or special projects. For example, in 2012, the continuation of the Toronto Anti-Violence Intervention Strategy (TAVIS) initiative increased the number of call-backs and therefore, the premium pay earned by members. Provincial TAVIS grant funds are used to fund these call-backs. In addition, members earned premium pay as part of the Summer Safety Initiative.

Premium pay is carefully managed, and the TPS has significantly reduced premium pay costs over the last two years. However, some premium pay (e.g. court time) is unavoidable and increases members earnings, and therefore is a contributing factor to the number of TPS members who earned more than \$100,000.

24 members of the TPS seconded to the Ministry of Community Safety and Correctional Services have been included in the complete report as their earnings exceeded \$100,000 for the 2012 year.

Paid Duty Earnings:

Most paid duty requests 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.

The Canada Revenue Agency (CRA) requires that paid duty earnings be reported on a T4 separate from members' regular earnings. As a result of this change in reporting, the TPS contacted the Ministry of Finance to determine if there was now a requirement to report paid duty earnings as part of the Public Sector Salary Disclosure listing. The Ministry has confirmed that since the officers are being paid by the client, the earnings are not considered "salary paid" under the PSSDA. Therefore, members' paid duty earnings have no impact on and are not taken into account in the preparation of the TPS' public sector salary disclosure listing.

The TPS is working on the implementation of an on-line paid duty system that will change how paid duties are administered. In order to comply with CRA statutory deduction and garnishment requirements, the TPS plans to begin paying officers who perform paid duties directly and requiring the client to pay the TPS for the entire amount of the paid duty and not just the administrative fee and vehicle/equipment rentals as is currently done. Once this change is made, the TPS will again contact the Ministry of Finance to determine if this administrative change has impacted the PSSD requirement.

Conclusion:

In accordance with the *PSSDA*, this report provides the names, positions, salaries and taxable benefits of TPS and Board employees who were paid more than \$100,000 in 2012. The information is provided in alphabetical order as required by the Ministry and in salary paid descending order as requested previously by the Board.

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.

Mr. Tony Veneziano, Chief Administrative Officer, and Chief Blair responded to questions by the Board about the process for reporting paid duty earnings.

Chief Blair said that the TPS had sought and had been provided with a legal opinion from the Ministry of Finance regarding paid duty earnings. Chief Blair also said that the Ministry determined that paid duty earnings derive from secondary employment and are not subject to disclosure under the *Public Sector Salary Disclosure Act* (“*PSSDA*”). Mr. Veneziano said that the paid duty earnings are reported on a T4 which is issued by the TPS separately from the members’ regular earnings which is consistent with an agreement between the Canada Revenue Agency (CRA) and the TPS. Chief Blair said that the TPS is reporting regular earnings and paid duty earnings according to the CRA requirements and as directed by the Ministry of Finance with respect to the *PSSDA*.

The Board approved the following Motions:

- 1. THAT the Board defer the foregoing report until such time as the report requested in Motion No. 2 is provided; and**
- 2. THAT the Board request the Chief of Police to provide a report containing information about the total number of staff who would have earned more than \$100,000 in 2012 if their total salary and paid duty income were combined.**

Moved by: M. Del Grande

Appendix A

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
ABBASI	SOPHIA SEHER	Police Constable	\$ 103,499.53	\$662.93
ABBOTT	DEBORAH LYNN	Staff Sergeant	\$ 122,422.25	\$744.60
ABDEL-MALIK	MAHER	Detective	\$ 124,308.56	\$701.67
ABDULLA	AL RAHIM	Senior Technical Analyst	\$ 121,894.14	\$280.88
ABKARIAN	HOVIG	Police Constable	\$ 100,699.76	\$658.58
ABRAMOVITZ	MATHEW CHRISTOPHER	Plainclothes Police Constable	\$ 106,768.38	\$678.70
ACCIAROLI	SHERI DARLENE	Detective	\$ 116,815.21	\$701.67
ACHAIBAR	RICHARD ANTHONY	Police Constable	\$ 104,973.25	\$657.76
ACORN	CHRISTOPHER ALLAN	Police Constable	\$ 136,438.24	\$669.95
ADACH	EDWARD HIERONIM	Detective	\$ 109,152.49	\$717.06
ADAM	BARBARA ANNE	Detective	\$ 115,237.08	\$708.56
ADAM	MICHAEL JASON	Sergeant	\$ 109,422.74	\$701.67
ADAMS	BRADLEY DEAN	Police Constable	\$ 100,729.33	\$684.37
ADAMS	CLAYTON EDWARD	Detective	\$ 123,603.15	\$701.67
ADAMSON	JAMES GRAHAM	Sergeant	\$ 109,833.87	\$717.06
ADDERLEY	DIANA LOUISE	Sergeant	\$ 106,993.03	\$708.56
AGNEW	ROBERT	Senior Technical Analyst	\$ 104,869.36	\$280.88
AGUIAR	STEVEN CABRAL	Police Constable	\$ 118,417.03	\$669.95
AHLUWALIA	MANDEEP SINGH	Police Constable	\$ 101,146.24	\$662.93
AHMAD	MANSOOR	Police Constable	\$ 100,335.73	\$669.95
AHMAD	SYED OMAR	Police Constable	\$ 103,440.63	\$386.14
AIELLO	ANTONIO	Plainclothes Police Constable	\$ 122,862.91	\$686.42
AIKMAN	SCOTT DOUGLAS	Plainclothes Police Constable	\$ 117,709.06	\$693.44
AIRD	LUCILE VERITY	Plainclothes Police Constable	\$ 100,134.72	\$693.44
AITKEN	SHAWN CAMPBELL	Police Constable	\$ 100,633.50	\$684.37
AKESON	AARON JOSEPH	Plainclothes Police Constable	\$ 114,354.24	\$686.42
AL-NASS	WALID	Police Constable	\$ 120,417.03	\$669.95
AL-ROUBAIAI	ALI TALIB	Police Constable	\$ 104,932.37	\$662.93
ALAGURAS	VIEYAKUMAR	Parking Enforcement Officer	\$ 109,575.04	\$595.54
ALAMAG	ADELIO PERADA	Police Constable	\$ 100,550.33	\$676.70
ALBANESE	JASON JOHN	Sergeant	\$ 108,949.00	\$701.67
ALBERGA	PASQUALE	Plainclothes Police Constable	\$ 109,238.05	\$686.42
ALBRECHT	IRVIN JOHN	Plainclothes Police Constable	\$ 126,484.99	\$686.68
ALDERDICE	JEFFERY PAUL	Sergeant	\$ 113,023.01	\$701.93
ALEKSANDROWICZ	LUKASZ	Police Constable	\$ 115,759.42	\$662.93
ALEXA	BRENDAN JAMES	Police Constable	\$ 114,015.39	\$675.34
ALEXAKIS	CHRISTOS	Police Constable	\$ 123,334.81	\$662.06
ALEXANDER	CHARLES BOLTON	Detective	\$ 114,583.30	\$717.06
ALEXANDER	DAVID WALTER	Detective	\$ 123,784.77	\$708.56
ALEXANDER	LYNNE MARIE	Plainclothes Police Constable	\$ 113,233.16	\$686.16
ALEXIOU	DEMITRIOS	Plainclothes Police Constable	\$ 107,280.57	\$700.32
ALI	ASIF IFTIKHAR	Sergeant	\$ 104,546.86	\$701.67
ALIAS	GAVIN RAYMOND	Police Constable	\$ 107,306.85	\$654.23
ALLAN	SCOTT DOUGLAS	Police Constable	\$ 105,577.57	\$670.20
ALLDREAD	GORDON SCOTT	Police Constable	\$ 107,989.22	\$676.70
ALLDRIT	DARREN LEE	Detective	\$ 126,720.89	\$717.06
ALLEN	MICHAEL DAVID	Detective	\$ 116,785.97	\$701.67
ALLEY	NICHOLAS DAVID	Plainclothes Police Constable	\$ 102,096.99	\$666.29
ALLINGTON	JEFFREY SCOTT	Detective	\$ 121,128.09	\$701.67
ALLISON	ELAINE HUNTER	Sergeant	\$ 108,771.97	\$717.06
ALPHONSO	MARK ANDREW	Staff Sergeant	\$ 121,646.27	\$744.60
ALPHONSO	WADE LEONARD	Staff Sergeant	\$ 119,793.37	\$744.60
ALS	ANTHONY CHRISTOPHER	Police Constable	\$ 101,017.45	\$673.00
ALTOBELLO	DOMENIC JOESPH	Plainclothes Police Constable	\$ 114,642.05	\$678.70
ALVAREZ	JORGE DAVID	Police Constable	\$ 100,350.06	\$669.95
AMBLER	KENNETH LAWRENCE	Police Constable	\$ 100,703.16	\$684.37
AMLIN	SCOTT CHRISTOPHER	Plainclothes Police Constable	\$ 124,794.92	\$686.42
AMOS	SEAN DAVID	Police Constable	\$ 107,075.89	\$678.56
ANAND	ANIL	Inspector	\$ 148,574.70	\$792.69
ANDERSEN	CARL HENRIK	Plainclothes Police Constable	\$ 125,265.27	\$700.32
ANDREJSHYN	JAMES JOSEPH	Plainclothes Police Constable	\$ 101,491.28	\$686.42
ANDREW	WILLIAM JASON	Training Constable	\$ 102,674.10	\$685.20
ANDREWS	JOHN PAUL	Police Constable	\$ 102,999.32	\$684.37
ANDREWS	SARAH LYNN	Sergeant	\$ 106,662.82	\$683.99
ANDRICI	IULIAN	Police Constable	\$ 120,720.22	\$669.95
ANDRUS	ALEXANDRU	Plainclothes Police Constable	\$ 100,928.19	\$678.70
ANGUS	DARREN RONALD	Police Constable	\$ 108,237.63	\$661.19
ANGUS	JOHN DOUGLAS	Plainclothes Police Constable	\$ 113,516.51	\$674.22
ANSARI	ALI AKBAR	Detective	\$ 106,453.60	\$283.58
ANSTEY	JASON CHRISTOPHER	Plainclothes Police Constable	\$ 119,993.70	\$683.37
ANTOINE	KEVIN FRANCIS	Police Constable	\$ 113,424.25	\$682.76

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
ANTONELLI	GIANPIERO	Plainclothes Police Constable	\$ 110,009.10	\$687.86
APOSTOLIDIS	JOHN	Detective	\$ 118,480.90	\$701.67
APOSTOLOPOULOS	G. DIMITRIOS	Plainclothes Police Constable	\$ 102,475.65	\$662.93
AQUILINA	MARCEL	Police Constable	\$ 105,871.14	\$669.95
ARBUS	PAUL WILLIAM	Police Constable	\$ 100,452.49	\$679.71
ARCAND	BRIAN CHRISTOPHER	Police Constable	\$ 105,776.77	\$662.93
ARDILES	BENJAMIN GONZALO	Police Constable	\$ 101,047.69	\$667.87
ARMANI	PEDRAM	Police Constable	\$ 100,448.09	\$669.95
ARMSTRONG	CHRISTOPHER RICHARD	Police Constable	\$ 108,634.07	\$675.44
ARMSTRONG	DAVID LAWRENCE	Patrol Supervisor	\$ 110,448.42	\$616.46
ARMSTRONG	FREDERICK SHANE	Plainclothes Police Constable	\$ 114,660.87	\$686.42
ARMSTRONG	KAREN	Police Constable	\$ 106,795.79	\$682.76
ARMSTRONG	MARK RICHARD	Sergeant	\$ 120,398.76	\$717.06
ARMSTRONG	RICHARD DAVID	Staff Sergeant	\$ 116,551.88	\$312.74
ARMSTRONG	ROBERT KENNETH	Plainclothes Police Constable	\$ 125,333.20	\$686.42
ARMSTRONG	ROBERT PAUL	Plainclothes Police Constable	\$ 107,337.13	\$686.42
ARNOTT	ROBERT WILLIAM	Plainclothes Police Constable	\$ 116,834.20	\$700.32
ARODA	SANJEE	Detective	\$ 131,627.65	\$701.67
ARP	JAMES ANDREW	Plainclothes Police Constable	\$ 125,806.87	\$686.42
ARRUDA	SANDRA	Plainclothes Police Constable	\$ 105,035.81	\$686.42
ARTINIAN	PEGLAR	Plainclothes Police Constable	\$ 105,560.93	\$686.42
ARULANANDAM	GERRARD NIMALAN	Training Constable	\$ 101,807.85	\$685.20
ASHLEY	MARK NICHOLAS	Detective	\$ 122,884.83	\$717.06
ASHMAN	AILEEN ALBERTA	Director of Human Resources	\$ 211,089.35	\$1,164.17
ASKIN	PAUL ALEXANDER	Plainclothes Police Constable	\$ 113,934.56	\$686.42
ASNER	ROBERT EDWARD	Police Constable	\$ 104,778.35	\$669.17
ASSELIN	GLENN ANDRE	Detective	\$ 118,320.75	\$714.50
ASSELSTINE	SHAUN DAVID	Police Constable	\$ 127,764.42	\$662.93
ASTAPKOVICH	ANDREI	Police Constable	\$ 100,080.89	\$665.53
ASTOLFO	ROBERT	Police Constable	\$ 110,501.36	\$400.05
ATKINS	CHERRY MAXINE	Police Constable	\$ 101,175.93	\$669.95
ATKINSON	GRAHAM STEPHEN	Plainclothes Police Constable	\$ 104,295.90	\$686.42
ATKINSON	JAMES JONATHAN	Police Constable	\$ 106,068.72	\$684.37
ATTENBOROUGH	JEFFREY BRUCE	Detective Sergeant	\$ 124,608.04	\$738.48
AUCLAIR	JANE MARILYN	Sergeant	\$ 111,164.33	\$480.96
AUDETTE	DAVID FRANCIS	Police Constable	\$ 132,176.44	\$684.37
AWAD	ASHRAF SAMIR	Sergeant	\$ 112,251.31	\$701.67
AZARRAGA	JOSE MATIAS	Detective	\$ 123,509.98	\$708.56
BABIAR	JOHN JAMES	Staff Sergeant	\$ 156,179.03	\$744.60
BABINEAU	JARED MICHAEL	Sergeant	\$ 110,534.12	\$701.67
BABUI	SUSAN ZACHARIAH	Group Leader	\$ 108,458.76	\$171.41
BACHLY	CHRISTOPHER DAVID	Sergeant	\$ 112,499.14	\$701.67
BACKUS	LESLIE DOUGLAS	Detective	\$ 120,559.83	\$717.06
BACON	ANDREW MARTIN	Training Constable	\$ 101,346.97	\$685.20
BAGNALL	KENRICK PATRICE	Plainclothes Police Constable	\$ 104,462.38	\$678.70
BAGSHAW	ROBERT BRUCE	Plainclothes Police Constable	\$ 105,771.54	\$700.32
BAHULA	JAMES SIMON	Police Constable	\$ 111,886.02	\$642.32
BAI	DON XIN	Police Constable	\$ 103,484.79	\$669.95
BAILIE	KENNETH	Police Constable	\$ 101,378.14	\$684.37
BAINARD	PAUL CRAIG	Sergeant	\$ 113,659.87	\$717.06
BAIRD	KAREN ANN	Police Constable	\$ 101,452.46	\$684.37
BAJ	STANISLAW	Sergeant	\$ 122,902.79	\$717.06
BAKER	JASON ROBERT	Police Constable	\$ 103,345.64	\$669.95
BAKER	RICHARD JAMES	Sergeant	\$ 101,196.92	\$701.67
BAKER	RICHARD TIMOTHY	Training Constable	\$ 101,938.26	\$693.44
BAKSH	FAIZAL ANTHONY	Police Constable	\$ 104,550.20	\$662.93
BALACHOREK	DANIEL ALAN	Police Constable	\$ 104,640.93	\$669.95
BALAGA	ARTUR	Plainclothes Police Constable	\$ 127,737.03	\$686.42
BALASUBRAMANIAM	KOWSIHAN	Plainclothes Police Constable	\$ 107,233.36	\$671.99
BALET	ANDREW SEBASTIAN	Police Constable	\$ 105,648.60	\$662.93
BALINT	MICHAEL ANDREW	Detective	\$ 129,684.82	\$701.67
BANGILD	JEFFREY	Detective	\$ 130,667.86	\$276.69
BANKS	DONNA	Detective	\$ 106,151.44	\$566.90
BANKS	WAYNE MICHAEL	Detective Sergeant	\$ 140,864.72	\$744.60
BANTON	ROBIN HORATIO	Sergeant	\$ 107,263.81	\$708.56
BANYAEM	SANTI	Police Constable	\$ 111,571.79	\$663.97
BAPTIST	CHARLENE	Staff Sergeant	\$ 119,640.87	\$650.16
BAPTIST	ROBERT SCOTT	Inspector	\$ 152,765.52	\$949.04
BARATTO	ANTONIO	Sergeant	\$ 103,347.15	\$504.02
BARATTO	MICHELLE TERESA	Detective	\$ 125,642.37	\$717.06
BARBERO	TRISHA	Police Constable	\$ 107,600.45	\$654.23
BARCLAY	TAMMY LYNN	Police Constable	\$ 110,425.52	\$669.95

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BARDETT	JAMES FRANCIS	Police Constable	\$ 111,668.43	\$684.37
BARENTHIN	GLENN KARL	Detective Sergeant	\$ 121,442.63	\$744.60
BARKLEY	MARK EDWIN	Inspector	\$ 147,915.06	\$792.69
BARNES	MURRAY WINSTANLEY	Detective	\$ 119,418.17	\$701.67
BARNES	WALLACE CRISPIN	Plainclothes Police Constable	\$ 107,369.91	\$678.70
BARNHARDT	TIMOTHY MICHAEL	Police Constable	\$ 108,923.62	\$662.93
BARREDO	FRANCISCO JAVIER	Staff Sergeant	\$ 134,687.50	\$744.60
BARREIRA	NELSON	Plainclothes Police Constable	\$ 110,358.05	\$686.42
BARRETTO	BERTRAND STANLEY	Plainclothes Police Constable	\$ 103,726.64	\$686.42
BARSKY	MICHAEL STEVEN	Detective Sergeant	\$ 137,236.17	\$744.60
BARTLETT	ALAN ANDREW	Police Constable	\$ 109,042.23	\$680.68
BARTLETT	DANIEL ALBERTO	Police Constable	\$ 101,068.99	\$662.93
BARTLETT	JASON MITCHELL	Police Constable	\$ 100,792.39	\$675.18
BARTZ	HANNAH FAY	Plainclothes Police Constable	\$ 104,459.89	\$686.42
BARWELL	DAVID ERIC	Detective	\$ 118,780.42	\$292.08
BASS	LORNE WILLIAM	Police Constable	\$ 121,955.65	\$684.37
BASSINGTHWAITE	STEVEN JEFFREY	Sergeant	\$ 106,073.73	\$686.98
BATES	BARRY MICHAEL	Police Constable	\$ 139,067.32	\$259.39
BATES	KIMBERLEY MICHELE	Detective	\$ 123,601.15	\$717.06
BATES	SANDY	Staff Sergeant	\$ 119,254.41	\$319.62
BATES	TIMOTHY BRIAN	Sergeant	\$ 110,205.19	\$717.06
BATES	WAYNE EDWARD	Detective	\$ 133,294.76	\$717.06
BATOR	ANDREW ISTVAN	Sergeant	\$ 109,066.06	\$717.06
BAUS	JACQUELINE SANDRA	Sergeant	\$ 104,753.22	\$670.19
BAYES	JOHN ARTHUR	Police Constable	\$ 116,126.65	\$669.95
BEADMAN	BRIAN GEORGE	Detective	\$ 108,275.20	\$708.56
BEARD	BENJAMIN JAMES	Plainclothes Police Constable	\$ 109,875.56	\$686.42
BEATTIE	CHRISTOPHER DENNIS	Sergeant	\$ 101,551.50	\$685.16
BEAUDOIN	SHANE REGINALD	Police Constable	\$ 104,704.31	\$662.93
BEAULAC	JOSEPH ANDRE	Police Constable	\$ 103,472.53	\$669.95
BEAULAC	SACHA LUCY	Plainclothes Police Constable	\$ 111,034.87	\$673.82
BEAUPARLANT	PAUL JOSEPH	Sergeant	\$ 126,789.28	\$711.97
BEAUSOLEIL	MARC	Plainclothes Police Constable	\$ 116,050.22	\$696.19
BEAVEN-DESJARDINS	JOANNA RUTH	Inspector	\$ 155,054.63	\$949.04
BECKWITH	CHRISTOPHER	Police Constable	\$ 105,768.49	\$674.83
BEERS	CLAY ALBERT	Manager of Radio and Electronics	\$ 162,020.38	\$823.06
BEGIN	MARCEL ARMAND	Plainclothes Police Constable	\$ 103,402.34	\$700.32
BELANGER	DANIEL JOSEPH	Sergeant	\$ 115,992.15	\$708.56
BELANGER	DONALD RENE	Staff Sergeant	\$ 124,812.31	\$703.83
BELANGER	LISA GABRIELLE	Plainclothes Police Constable	\$ 100,781.87	\$686.42
BELL	DANIEL	Detective Sergeant	\$ 184,684.52	\$602.94
BELL	DARYL EDWARD	Plainclothes Police Constable	\$ 107,075.60	\$686.42
BELL	KATHLEEN BRIGID	Plainclothes Police Constable	\$ 105,987.97	\$700.32
BELLAND	NEIL GREGORY	Police Constable	\$ 102,323.55	\$669.95
BELLEC	FRANCOIS MARIE	Plainclothes Police Constable	\$ 135,664.44	\$686.42
BELLEFEUILLE	NEIL DOUGLAS	Plainclothes Police Constable	\$ 102,667.37	\$275.34
BELLION	LAURENT HUGUES	Police Constable	\$ 128,046.55	\$669.95
BELLON	CORINNE	Detective Sergeant	\$ 119,413.92	\$602.94
BELMONTE	ANTHONY	Police Constable	\$ 100,965.50	\$684.37
BENALLICK	DIANNA	Police Constable	\$ 102,704.87	\$676.70
BENALLICK	MARK DANIEL	Detective	\$ 114,112.11	\$708.56
BENEVIDES	RICHARD FERREIRA	Plainclothes Police Constable	\$ 108,592.88	\$678.70
BENGE	PAUL	Plainclothes Police Constable	\$ 107,858.71	\$700.32
BENINCASA	MARIANO JOSEPH	Training Constable	\$ 101,433.66	\$683.98
BENNETT	BRIAN ROBERT	Sergeant	\$ 108,017.20	\$675.80
BENNETT	JOANNE	Detective	\$ 105,919.12	\$708.56
BENNETT	TREVOR	Sergeant	\$ 107,199.78	\$286.99
BENNETT	WINSTON ANTHONY	Staff Sergeant	\$ 125,396.87	\$742.00
BENNEY	PETER	Plainclothes Police Constable	\$ 121,382.12	\$700.32
BENNOCH	CHRISTOPHER JOHN	Police Constable	\$ 112,816.35	\$667.87
BENOIT	HORST ALBERT	Police Constable	\$ 101,215.43	\$673.95
BENOIT	JASON REGIS	Plainclothes Police Constable	\$ 109,529.67	\$686.42
BENOIT	LISABET JANE	Detective Sergeant	\$ 105,843.53	\$689.30
BENSON	RODNEY WELLON	Plainclothes Police Constable	\$ 109,031.43	\$686.42
BENTLEY	CHRISTOPHER JOHN	Plainclothes Police Constable	\$ 112,039.26	\$686.42
BERCHARD	RENNIE	Detective	\$ 109,870.57	\$717.06
BEREZOWSKI	JOHN	Detective	\$ 116,226.96	\$717.06
BEREZOWSKY	ROBERT NESTOR	Plainclothes Police Constable	\$ 100,132.10	\$693.44
BERG	MICHAEL ANDREW	Sergeant	\$ 114,643.24	\$701.67
BERGEN	FRANCIS	Superintendent	\$ 172,938.53	\$13,757.32
BERNARD	CYNTHIA LEE	Plainclothes Police Constable	\$ 133,145.79	\$686.42
BERNARD	DAVID ANTHONY	Plainclothes Police Constable	\$ 103,155.65	\$678.70

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BERNARDO	EDUARDO MADEIROS	Training Constable	\$ 101,180.85	\$685.20
BERNARDO	ISRAEL FARIA	Sergeant	\$ 124,466.77	\$701.93
BERNOBIC	KEVIN	Police Constable	\$ 109,505.86	\$662.93
BERRY	JOSHUA MICHAEL	Police Constable	\$ 108,303.75	\$237.08
BERRY	STEPHEN ROGER	Sergeant	\$ 105,648.85	\$369.05
BERTUCCA	KIMBERLY	Plainclothes Police Constable	\$ 100,120.40	\$693.44
BESCO	DAVID RUSSELL	Plainclothes Police Constable	\$ 103,951.43	\$678.70
BESON	MARK WILLIAM	Sergeant	\$ 106,238.15	\$694.83
BEVAN	GORDON	Training Constable	\$ 102,914.42	\$700.32
BEVAN	WILLIAM	Detective	\$ 120,047.33	\$717.06
BEVERIDGE	KATHRYN ANNE	Detective	\$ 133,830.44	\$717.06
BEVERIDGE	LYNN	Plainclothes Police Constable	\$ 108,459.77	\$700.32
BEVERS	DONALD	Manager of Corporate Planning	\$ 173,322.81	\$1,038.45
BEVILACQUA	FILIPPO	Detective	\$ 118,460.05	\$701.67
BEVILACQUA	GIULIO	Police Constable	\$ 102,297.03	\$669.95
BHARDWAJ	ELLA ELIZABETH	Police Constable	\$ 106,120.69	\$669.95
BHATHAL	HARJEET SINGH	Police Constable	\$ 112,501.22	\$662.93
BHOGAL	RAJAN-SINGH	Police Constable	\$ 107,211.73	\$662.93
BIANCHI	DANIELA	Plainclothes Police Constable	\$ 102,875.90	\$687.11
BIBEAU	CHRISTOPHER ROLAND	Police Constable	\$ 107,853.54	\$669.95
BILAK	STEPHEN	Sergeant	\$ 129,328.87	\$610.54
BILBY	DAVID ANDREW	Training Constable	\$ 100,056.30	\$685.20
BINNS	MICHAEL DOUGLAS	Police Constable	\$ 100,610.17	\$676.70
BIRING	SACHBINDER SINGH	Sergeant	\$ 105,729.30	\$276.69
BIRRELL	JOHN THOMAS	Plainclothes Police Constable	\$ 122,142.84	\$693.44
BISHOP	ALLAN SCOTT	Plainclothes Police Constable	\$ 110,866.35	\$686.42
BISHOP	ANNE-MARIE	Staff Sergeant	\$ 119,611.44	\$737.72
BISHOP	DAVID	Detective Sergeant	\$ 125,973.80	\$744.60
BISHOP	LEONA	Sergeant	\$ 110,639.84	\$717.06
BISHOP	STEPHEN	Detective	\$ 132,519.93	\$717.06
BISLA	KIRAN	Plainclothes Police Constable	\$ 101,482.27	\$686.42
BISSONNETTE	PAUL MARCEL	Sergeant	\$ 112,984.80	\$694.79
BLACKADAR	JANELLE RUTH	Plainclothes Police Constable	\$ 105,427.23	\$686.68
BLACKER	FREDERICK	Detective	\$ 108,656.01	\$717.06
BLACKLOCK	GUY	Sergeant	\$ 108,823.44	\$717.06
BLACKMAN	ARLINGTON	Staff Sergeant	\$ 121,118.80	\$319.62
BLAIR	JEFFREY KELVIN	Police Constable	\$ 113,769.24	\$669.95
BLAIR	WILLIAM STERLING	Chief of Police	\$ 367,719.94	\$3,006.72
BLAKELEY	JANICE	Sergeant	\$ 121,857.34	\$717.06
BLANCHARD	RICHARD	Staff Sergeant	\$ 123,052.90	\$744.60
BLOWER	STUART WILLIAM	Sergeant	\$ 111,849.20	\$701.67
BLUNK	ANDREW FREDDY	Police Constable	\$ 101,462.76	\$669.95
BOBBIS	RICHARD ROBERT	Sergeant	\$ 153,440.00	\$701.67
BOCKUS	CORY	Inspector	\$ 156,530.22	\$792.69
BODDAERT	WARREN PETER	Training Constable	\$ 104,665.56	\$685.20
BODDY	CHRISTOPHER EDWARD	Staff Sergeant	\$ 120,454.13	\$312.74
BOGLES	LOUIE MARK	Plainclothes Police Constable	\$ 105,916.42	\$678.70
BOIS	PAUL ROBERT	Sergeant	\$ 116,353.11	\$701.67
BOKALO	NIKOLAJ	Plainclothes Police Constable	\$ 111,555.09	\$700.32
BOLCSO	MARTHA ANN	Senior Analyst	\$ 105,228.21	\$280.88
BOLDUC	KEVIN VICTOR	Plainclothes Police Constable	\$ 110,255.24	\$686.42
BONCARDIO	PETER JOHN	Police Constable	\$ 109,985.99	\$675.19
BOND	MARLIN	Detective	\$ 126,981.81	\$292.08
BOND	MICHELE LOUISE	Plainclothes Police Constable	\$ 105,430.02	\$686.42
BOOTH	KENNETH COURTLAND	Detective	\$ 121,434.65	\$744.60
BOPARA	GURMOKH	Sergeant	\$ 117,965.19	\$701.67
BOPARA	GURWINDER	Detective	\$ 112,004.57	\$708.56
BORCH	MATTHEW PAUL	Police Constable	\$ 100,769.75	\$656.84
BORG	BRIAN	Detective Sergeant	\$ 144,835.07	\$319.62
BORG	SUSANNE JOSEPHENE	Plainclothes Police Constable	\$ 111,590.98	\$686.68
BORISSOV	BORIS ILIEV	Police Constable	\$ 101,522.43	\$662.93
BORNEMAN	MARK ROBERT	Plainclothes Police Constable	\$ 103,021.25	\$700.32
BORSBOOM	MARCELINUS HENDRIKUS	Plainclothes Police Constable	\$ 115,745.76	\$686.42
BORTKIEWICZ	CHRISTINE	Manager of Human Resources	\$ 157,154.20	\$991.86
BORTOLUSS	JO-ANNE ELLEN	Police Constable	\$ 111,932.46	\$669.95
BORUN	STEPHANIE ELIZABETH	Police Constable	\$ 100,816.49	\$668.65
BOSSERT	DENNIS	Police Constable	\$ 114,112.18	\$676.70
BOSWARD	WILLIAM	Detective Sergeant	\$ 125,532.38	\$744.60
BOTT	BRYAN	Inspector	\$ 148,704.41	\$792.69
BOUCHER	ROBERT DANIEL	Detective	\$ 131,138.84	\$708.56
BOULET	SCOTT	Detective	\$ 114,178.70	\$717.06
BOURGEOIS	JEAN PHILIP	Plainclothes Police Constable	\$ 101,755.15	\$680.93

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BOURQUE	DOUGLAS	Sergeant	\$ 123,011.37	\$717.06
BOUVERAT	ROCH ERIC	Police Constable	\$ 102,208.57	\$662.93
BOWER	MARC ALAN	Police Constable	\$ 101,094.53	\$662.93
BOWKER	COLLEEN LISA	Plainclothes Police Constable	\$ 101,598.72	\$686.42
BOWMAN	BRIAN	Staff Sergeant	\$ 129,089.81	\$744.60
BOWMASTER	MICHAEL GLEN	Plainclothes Police Constable	\$ 107,852.84	\$686.42
BOWRY	CHRISTOPHER GEORGE	Plainclothes Police Constable	\$ 103,442.46	\$678.85
BOYCE	RONALD	Staff Sergeant	\$ 132,599.23	\$744.60
BOYD	ANDREW	Police Constable	\$ 109,461.02	\$669.95
BOYD	EDWARD	Inspector	\$ 149,477.83	\$949.04
BOYD	KAREN LINDA	Plainclothes Police Constable	\$ 102,793.49	\$558.66
BOYER	DENIS	Plainclothes Police Constable	\$ 114,187.47	\$700.32
BOYKO	DAYNA KATHLEEN	Plainclothes Police Constable	\$ 102,351.93	\$686.42
BOYKO	JEREMY JEFFREY	Sergeant	\$ 111,691.36	\$701.67
BOYLE	JASON EDWARD	Plainclothes Police Constable	\$ 104,826.14	\$683.98
BOYLE	KENNETH	Staff Sergeant	\$ 129,319.97	\$744.60
BRABANT	LAURA ANN	Police Constable	\$ 100,727.33	\$662.93
BRADBURY	SCOTT GORDON	Detective	\$ 110,535.99	\$701.67
BRADLEY	CHRISTOPHER	Police Constable	\$ 100,291.49	\$676.70
BRADSHAW	KEITH	Detective	\$ 119,174.60	\$292.08
BRADY	PETER GORDON	Plainclothes Police Constable	\$ 100,532.31	\$673.82
BRAGG	LORNE GORDON	Detective	\$ 108,618.60	\$701.67
BRAKE	MICHAEL JOSEPH	Sergeant	\$ 108,855.72	\$717.06
BRAMMALL	MICHAEL	Detective	\$ 144,444.53	\$717.06
BRANKER	DARRYL DERMOT	Plainclothes Police Constable	\$ 101,260.57	\$678.70
BRANTON	SHANE	Staff Sergeant	\$ 116,547.88	\$422.92
BRAR	GURSHARNJIT SINGH	Police Constable	\$ 121,018.69	\$669.95
BRAR	SHANE GURSHARAN	Detective	\$ 107,214.93	\$708.56
BRASCA	WALTER	Sergeant	\$ 121,443.47	\$717.06
BRAUND	JAMES RAYMOND	Plainclothes Police Constable	\$ 100,639.12	\$686.42
BRAUTIGAM	JAZEN LORNE	Sergeant	\$ 107,971.74	\$701.67
BRAYMAN	GEOFFREY ROBERT	Plainclothes Police Constable	\$ 101,630.54	\$686.42
BREEDON	WARREN SPENCER	Plainclothes Police Constable	\$ 106,067.39	\$681.54
BREEN	FRANCIS	Superintendent	\$ 169,571.27	\$8,756.97
BREMNER	JAMES	Training Constable	\$ 102,606.60	\$700.32
BRESSAN	LORENZO	Detective	\$ 115,883.68	\$717.06
BRESSE	JEAN	Police Constable	\$ 111,137.22	\$526.21
BRETT	BRYAN DONALD	Police Constable	\$ 117,756.46	\$662.93
BRIDEAU	RENE ALYRE	Plainclothes Police Constable	\$ 107,980.49	\$686.42
BRIGGS	CHRISTOPHER NEAL	Plainclothes Police Constable	\$ 100,230.37	\$684.34
BRINN	NORMAN	Detective Sergeant	\$ 119,292.74	\$744.60
BRISCOE	OMARI KAMAU	Police Constable	\$ 107,563.69	\$662.93
BRISTER	JOHN WILLIAM	Police Constable	\$ 105,529.12	\$536.83
BRITO	SERGIO AGOSTINHO	Police Constable	\$ 115,836.73	\$667.20
BRITTON	FRANCES	Sergeant	\$ 117,329.63	\$717.06
BROAD	AARON NATHANIEL	Police Cadet-in-Training	\$ 100,324.09	\$169.78
BROADFOOT	ALEXANDER	Sergeant	\$ 111,071.46	\$715.78
BRONS	JAMES	Detective	\$ 128,858.69	\$715.78
BRONSEMA	TANYA LISETTE	Police Constable	\$ 101,849.87	\$682.76
BROOKES	LEVERNE MCCOURCEY	Police Constable	\$ 125,995.94	\$689.50
BROOKES	RALPH	Staff Sergeant	\$ 120,384.81	\$744.60
BROOKS	MICHAEL	Plainclothes Police Constable	\$ 103,348.34	\$700.32
BROSKE	PETER WERNER	Police Constable	\$ 103,991.61	\$684.37
BROSNAN	SEAN	Staff Sergeant	\$ 121,930.29	\$744.60
BROUGHTON	PETER WILLIAM	Plainclothes Police Constable	\$ 122,488.43	\$686.42
BROWN	DOUGLAS	Sergeant	\$ 119,393.39	\$717.06
BROWN	JACQUELINE	Plainclothes Police Constable	\$ 113,960.32	\$693.44
BROWN	JAMES	Staff Sergeant	\$ 128,666.28	\$429.80
BROWN	ROBERT	Staff Sergeant	\$ 121,395.46	\$744.60
BROWN	SCOTT DEREK	Plainclothes Police Constable	\$ 108,472.11	\$684.59
BROWNE	JIMMY	Sergeant	\$ 115,649.40	\$717.06
BROWNE	TERRENCE	Detective Sergeant	\$ 138,979.30	\$744.60
BRUCE	PAMELA	Training Constable	\$ 102,787.13	\$700.32
BRUNATO	RICCARDO	Training Constable	\$ 104,418.11	\$698.04
BRUNELLE	GLEN WINSTON	Police Constable	\$ 105,811.04	\$670.56
BRUZZESE	DOMENICO D.	Sergeant	\$ 109,576.55	\$717.06
BRYAN	CHARLOTTE ANN	Plainclothes Police Constable	\$ 110,822.28	\$684.34
BRYAN	DAVID	Police Constable	\$ 100,458.93	\$684.37
BRYAN	KEITH XAVIER	Sergeant	\$ 113,948.62	\$717.06
BRYANT	ALAN MICHAEL	Training Constable	\$ 102,747.02	\$699.18
BRYCE	ROBERT FRANCIS	Sergeant	\$ 110,148.86	\$717.06
BRYL	BOGUMIL	Police Constable	\$ 115,972.59	\$684.37

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BRYSON	LAWRENCE NEIL	Staff Sergeant	\$ 135,071.90	\$744.60
BUCHANAN	GREGORY MICHAEL	Plainclothes Police Constable	\$ 100,751.66	\$686.42
BUCKLEY	DONALD	Sergeant	\$ 115,237.70	\$717.06
BUDDO	JAMES	Plainclothes Police Constable	\$ 102,875.52	\$700.32
BUI	TAM THACH	Detective	\$ 137,924.99	\$701.67
BULBROOK	CALVIN MILORAD	Police Constable	\$ 106,985.40	\$675.34
BULLOCK	NEIL	Staff Sergeant	\$ 119,419.94	\$744.60
BULMER	WARREN JAMES	Plainclothes Police Constable	\$ 100,129.08	\$693.44
BURGESS	TROY	Sergeant	\$ 115,009.92	\$717.06
BURKE	CHRISTOPHER JOHN	Detective	\$ 108,866.18	\$283.58
BURKE	DARRYL WILFRED	Plainclothes Police Constable	\$ 102,526.36	\$686.42
BURKE	GARY EDWIN	Sergeant	\$ 105,146.29	\$701.67
BURKE	MICHAEL DAVID	Police Constable	\$ 123,776.53	\$684.37
BURKE	SUSAN JOYCE	Detective	\$ 108,664.50	\$715.78
BURKHOLDER	HERBERT	Sergeant	\$ 109,942.90	\$717.06
BURKS	CHARLES DEAN	Detective Sergeant	\$ 121,314.06	\$744.60
BURLEY	DAVID JOSEPH	Plainclothes Police Constable	\$ 119,863.87	\$686.42
BURNETT	ANSON RICHARD	Police Constable	\$ 115,829.64	\$665.53
BURNINGHAM	GRANT NEIL	Staff Sergeant	\$ 120,473.84	\$681.64
BURNS	ROY BRIAN	Police Constable	\$ 103,870.24	\$654.23
BURNS	STEPHEN GEORGE	Sergeant	\$ 108,973.53	\$708.56
BURNSIDE	SEAN KELLY	Police Constable	\$ 109,757.88	\$662.93
BURROWS	TIMOTHY SCOTT	Sergeant	\$ 104,215.04	\$708.56
BURRY	SHAWN CECIL	Detective	\$ 109,669.46	\$701.67
BUSTOS	HARRY SANTIAGO	Police Constable	\$ 115,117.59	\$662.93
BUTLER	PHILIP MICHAEL	Plainclothes Police Constable	\$ 113,566.46	\$678.70
BUTT	CELESTE BARBARA	Sergeant	\$ 113,170.47	\$683.99
BUTT	FASIEH UZ	Police Constable	\$ 105,192.18	\$654.23
BUTT	STEPHEN MILLER	Police Constable	\$ 106,300.75	\$674.83
BUTTON	BERNADETTE	Inspector	\$ 152,053.42	\$792.69
BYERS	DEREK JONATHAN	Sergeant	\$ 112,004.21	\$701.67
BYERS	MICHAEL	Police Constable	\$ 103,785.21	\$684.37
BYRNES	ELIZABETH	Superintendent	\$ 176,693.63	\$9,811.87
CACCAVALE	ERASMO	Plainclothes Police Constable	\$ 108,006.41	\$693.44
CAIN	JAMES MICHAEL	Police Constable	\$ 101,051.25	\$669.95
CAISSIE	PAUL	Sergeant	\$ 113,640.31	\$717.06
CAKEBREAD	ALAN WILLIAM	Detective	\$ 115,448.93	\$708.56
CALIFARETTI	SANDRA ANGELA	Manager of Financial Management	\$ 157,556.04	\$823.06
CALLAGHAN	PETER EDWARD	Staff Sergeant	\$ 133,923.92	\$744.60
CALLANAN	BRIAN MICHAEL	Detective	\$ 112,757.34	\$701.67
CAMACHO	JOSE	Sergeant	\$ 111,874.51	\$717.06
CAMARA	TOMMY	Police Constable	\$ 101,403.06	\$675.44
CAMERON	ALAN	Plainclothes Police Constable	\$ 110,222.87	\$700.32
CAMERON	NEIL ROBERT	Police Constable	\$ 100,104.79	\$662.93
CAMPANILE	EMANUELE	Sergeant	\$ 113,502.52	\$717.06
CAMPBELL	ANDREW JAMES	Plainclothes Police Constable	\$ 107,083.08	\$673.82
CAMPBELL	BRYAN EDWARD	Detective	\$ 115,555.12	\$701.67
CAMPBELL	CLAYTON DOUGLAS	Detective	\$ 106,188.26	\$701.67
CAMPBELL	DEBORAH ANNE	Senior Operations Supervisor	\$ 115,357.29	\$713.15
CAMPBELL	DONALD ALEXANDER	Superintendent	\$ 174,083.24	\$17,756.30
CAMPBELL	DOUGLAS	Sergeant	\$ 116,920.04	\$717.06
CAMPBELL	JOANNE ELIZABETH	Executive Director, Police Services Board	\$ 172,745.23	\$855.62
CAMPBELL	MARCIA	Sergeant	\$ 111,719.61	\$702.66
CAMPBELL	MICHELLE DIANE	Sergeant	\$ 123,307.45	\$698.82
CAMPBELL	MURRAY SMEATON	Sergeant	\$ 108,461.09	\$702.97
CAMPBELL	NICOLE	Plainclothes Police Constable	\$ 118,754.31	\$700.32
CAMPBELL	PHILLIP SCOTT	Plainclothes Police Constable	\$ 118,138.72	\$686.42
CAMPBELL	STEVEN D.	Training Constable	\$ 102,791.79	\$700.32
CAMPBELL	STEVEN JAMES	Plainclothes Police Constable	\$ 106,707.80	\$666.29
CAMPOLI	STEVEN ROBERT	Plainclothes Police Constable	\$ 135,909.26	\$686.42
CANEPA	ANTONIO	Plainclothes Police Constable	\$ 136,197.53	\$700.32
CANNATA	DAVID	Plainclothes Police Constable	\$ 117,619.47	\$700.32
CANNELLA	ANGELO GIUSEPPE	Police Constable	\$ 117,077.93	\$669.95
CANNING	MARK	Training Constable	\$ 111,754.98	\$698.61
CANNING	PAUL BRET	Police Constable	\$ 100,324.10	\$662.93
CANNON	MARLENE	Plainclothes Police Constable	\$ 102,910.45	\$700.32
CANNON	MICHAEL	Staff Sergeant	\$ 124,799.65	\$744.60
CANTELON	GREGORY	Staff Sergeant	\$ 123,551.45	\$744.60
CAPIZZO	GIUSEPPE DINO	Detective	\$ 116,466.73	\$708.56
CAPONE	DAVID JOSEPH	Police Constable	\$ 128,740.48	\$679.04
CAPUTO	JOSEPH	Detective	\$ 124,778.74	\$717.06
CARACCIOLLO	ROGER DOMINIC	Detective	\$ 119,171.72	\$701.67

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
CARBONE	MIKE	Detective	\$ 146,552.95	\$717.06
CAREFOOT	TODD	Plainclothes Police Constable	\$ 117,052.92	\$700.32
CARGILL	PAUL SCOTT	Detective	\$ 115,612.61	\$708.56
CARL	GEORGE WILLIAM	Police Constable	\$ 109,075.69	\$684.37
CARLETON	STEPHEN JAMES	Plainclothes Police Constable	\$ 101,640.60	\$686.42
CARMICHAEL	STEPHEN FRANCIS	Sergeant	\$ 105,586.66	\$701.67
CARSWELL	BRIAN PATRICK	Plainclothes Police Constable	\$ 103,454.14	\$673.82
CARTER	DALE	Sergeant	\$ 111,296.09	\$717.06
CARTER	MARVA MARIE	Project Leader	\$ 114,800.68	\$303.15
CARTER	MAXWELL	Staff Sergeant	\$ 127,282.74	\$744.60
CARTER	RANDOLPH	Inspector	\$ 152,808.96	\$792.69
CARTER	SCOTT	Detective	\$ 110,244.61	\$717.06
CARUSO	SALVATORE	Plainclothes Police Constable	\$ 105,516.55	\$673.82
CARVALHO	AVELINO MOTA	Sergeant	\$ 122,484.63	\$708.56
CASCADDEN	KELLY	Sergeant	\$ 108,880.12	\$292.08
CASEY	JAMES AUSTIN	Plainclothes Police Constable	\$ 106,231.89	\$678.70
CASH	JENNIFER ANNE	Plainclothes Police Constable	\$ 104,601.33	\$682.15
CASHMAN	GERALD	Inspector	\$ 154,828.88	\$634.24
CASSIDY	SEAN ANDREW	Plainclothes Police Constable	\$ 103,657.26	\$681.54
CASTELL	TIFFANY ALICIA	Plainclothes Police Constable	\$ 106,216.46	\$678.70
CASTELLUCCI	ANTHONY	Sergeant	\$ 115,178.65	\$715.78
CATENACCIO	MARIO	Plainclothes Police Constable	\$ 142,127.20	\$673.21
CATES	STEVEN RICHARD	Police Constable	\$ 118,535.95	\$682.76
CATON	MATTHEW MICHAEL	Plainclothes Police Constable	\$ 117,335.00	\$686.42
CAVE	RANDAL DELBERT	Police Constable	\$ 102,342.54	\$684.37
CECILE	GLEN	Detective	\$ 126,279.21	\$715.78
CENSONI	LORENZINO MICHAEL	Police Constable	\$ 111,773.72	\$662.93
CERESOLI	MAURIZIO	Plainclothes Police Constable	\$ 112,078.44	\$686.42
CERNOWSKI	ANDREW JOHN	Financial Planner	\$ 128,825.33	\$886.80
CHAMBERS	COURTNEY	Staff Sergeant	\$ 126,122.79	\$744.60
CHAN	ALPHA HAWK-BUNG	Police Constable	\$ 104,432.21	\$690.96
CHAN	CHUN KWONG	Plainclothes Police Constable	\$ 112,906.25	\$693.44
CHANG	CHU THAO	Detective	\$ 128,409.73	\$701.67
CHANNER	NEVILLE	Sergeant	\$ 107,674.08	\$708.56
CHANT	JAMES ELLIOT	Plainclothes Police Constable	\$ 114,419.20	\$686.42
CHAPMAN	KAREN	Detective	\$ 109,885.72	\$701.67
CHAPMAN	MARK	Detective	\$ 108,967.98	\$708.56
CHARBONNEAU	JEFFREY PATRICK	Police Constable	\$ 100,325.80	\$669.95
CHARLES	ANTHONY	Detective Sergeant	\$ 126,769.45	\$744.60
CHARRON	STEPHANE REJEAN	Plainclothes Police Constable	\$ 106,076.80	\$686.42
CHARUK	MARK	Detective	\$ 109,738.24	\$717.06
CHASE	WILLIAM OLIVER	Plainclothes Police Constable	\$ 119,958.68	\$686.16
CHAUDHARY	NICHOLAS	Plainclothes Police Constable	\$ 102,766.62	\$667.41
CHAUDHRY	MAGHFOOR AHMAD	Planner	\$ 107,237.44	\$654.56
CHELLEW	STEPHEN	Sergeant	\$ 110,030.37	\$717.06
CHEN	WEI PIN	Plainclothes Police Constable	\$ 107,810.76	\$678.70
CHENG	ALAN LAP	Police Constable	\$ 103,256.34	\$662.93
CHEUNG	CHING TIN	Sergeant	\$ 114,222.38	\$701.67
CHEUNG	GADMAN DANIEL	Plainclothes Police Constable	\$ 101,031.57	\$686.42
CHEUNG	NICKY TIN-FU	Police Constable	\$ 102,053.99	\$662.93
CHHABRA	AJAY	Plainclothes Police Constable	\$ 120,735.52	\$678.70
CHIASSON	MARCEL ANDRE	Sergeant	\$ 121,609.96	\$708.56
CHIASSON	YVETTE MARIE	Police Constable	\$ 106,260.91	\$669.95
CHILDS	CYNTHIA	Detective Sergeant	\$ 135,815.59	\$744.60
CHILVERS	AMANDA DANIELLE	Plainclothes Police Constable	\$ 102,796.11	\$685.81
CHILVERS	CHRISTOPHER CLIFFORD	Detective	\$ 123,186.81	\$701.67
CHIU	SIN-YI	Sergeant	\$ 106,706.51	\$709.80
CHO	HYUNG EUN	Police Constable	\$ 106,910.29	\$662.06
CHOE	ROBERT	Detective	\$ 116,646.81	\$339.65
CHOO-WING	DEXTER MICHAEL	Plainclothes Police Constable	\$ 127,875.16	\$686.42
CHORNOOK	STEPHEN	Police Constable	\$ 107,247.71	\$684.37
CHOURYGUINE	DMITRY	Plainclothes Police Constable	\$ 109,993.38	\$678.70
CHOW	HAROLD	Sergeant	\$ 117,738.13	\$711.97
CHOW	LAWRENCE CHI	Detective	\$ 107,467.98	\$283.58
CHOW	WING YEM	Police Constable	\$ 100,768.26	\$662.93
CHRISTIAN	PHILIP BRUCE	Police Constable	\$ 101,696.97	\$662.93
CHRISTIE	PETER	Detective	\$ 108,707.60	\$292.08
CHRISTODOULOU	YIORGO RICHARD	Police Constable	\$ 100,078.38	\$650.69
CHUDOBA	MYRON	Detective	\$ 123,673.94	\$717.06
CHUNG	PHILIP	Detective	\$ 111,784.74	\$292.08
CHUNG	RODCLIFF RODGER	Sergeant	\$ 103,810.21	\$701.67
CHUNG	RYAN ANTHONY	Sergeant	\$ 111,134.37	\$678.95

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
CHUNG	YONG SUL	Police Constable	\$ 104,569.69	\$662.93
CHURKOO	DOODNATH DEODATH	Sergeant	\$ 149,338.05	\$701.67
CIBULIS	CLINTON FRANK	Police Constable	\$ 130,998.24	\$662.93
CID	CLAUDIA IRENE	Plainclothes Police Constable	\$ 104,559.26	\$680.93
CIESLIK	JAROSLAW	Police Constable	\$ 102,173.81	\$679.56
CIESLIK	SUSAN HELENA	Plainclothes Police Constable	\$ 115,219.25	\$700.32
CILIA	JOHN ROBERT	Police Constable	\$ 106,998.15	\$675.34
CIOFFI	MARC ANGELO	Sergeant	\$ 108,348.23	\$701.67
CIOFFI	MICHAEL ANTHONY	Plainclothes Police Constable	\$ 111,822.77	\$678.70
CIPRO	MICHELLE PAULINE	Detective	\$ 103,409.39	\$701.67
CLAPP	CATHERINE ANN	Police Constable	\$ 100,964.10	\$662.93
CLARK	CORINNE	Detective	\$ 108,691.06	\$717.06
CLARK	DANA JOHN	Plainclothes Police Constable	\$ 113,949.82	\$686.42
CLARK	DAVID JAMES	Plainclothes Police Constable	\$ 114,030.17	\$686.42
CLARK	JAMIE ANDERSON	Sergeant	\$ 108,665.92	\$701.67
CLARK	KARAH DAWN	Police Constable	\$ 103,896.62	\$244.97
CLARK	NANCY PATRICIA	Communications Operator	\$ 109,828.56	\$634.42
CLARK	PRESTON MICHAEL	Plainclothes Police Constable	\$ 117,582.89	\$686.42
CLARK	RUSSELL	Sergeant	\$ 113,444.24	\$717.06
CLARK	STEVEN	Detective	\$ 113,136.82	\$717.06
CLARK	TRAVIS DAYMOND	Sergeant	\$ 118,598.82	\$689.78
CLARKE	CALVIN PETER	Police Constable	\$ 102,760.78	\$662.93
CLARKE	DOUGLAS	Plainclothes Police Constable	\$ 116,708.40	\$700.32
CLARKE	JEFFERY HOWARD	Police Constable	\$ 103,377.83	\$669.95
CLARKE	JOHN	Detective	\$ 120,108.89	\$717.06
CLARKE	MATTHEW FRANCIS	Plainclothes Police Constable	\$ 118,060.12	\$686.42
CLARKE	PAUL EGERTON	Police Constable	\$ 101,919.99	\$676.70
CLARKE	STACY ANN MARIA	Detective	\$ 114,022.41	\$701.67
CLARKE	STEVEN	Detective Sergeant	\$ 119,209.29	\$319.62
CLAUDIO	DONALD	Police Constable	\$ 111,860.63	\$675.34
CLEMENS	JEFFREY	Sergeant	\$ 114,522.47	\$386.06
CLEMENTS	HOWARD	Police Constable	\$ 113,114.05	\$684.37
CLENDINNING	MARK WILLIAM	Detective	\$ 121,708.51	\$717.06
CLIFFORD	HUGH ANTHONY	Police Constable	\$ 106,662.63	\$662.93
CODE	PETER	Staff Sergeant	\$ 134,823.95	\$599.31
COFFEY	CHARLES JAMES	Plainclothes Police Constable	\$ 100,206.47	\$664.61
COFFIN	PHILIP	Police Constable	\$ 112,710.14	\$684.37
COGHLIN	JAMES GARFIELD	Staff Sergeant	\$ 118,444.24	\$596.06
COHEN	ALAN LAWRENCE	Plainclothes Police Constable	\$ 128,779.61	\$673.61
COHEN	MELISSA KELLY	Plainclothes Police Constable	\$ 107,462.55	\$673.21
COLE	DONALD	Staff Sergeant	\$ 121,902.14	\$744.60
COLE	GREGORY	Inspector	\$ 154,807.83	\$949.04
COLE	JASON ARTHUR	Detective	\$ 122,780.82	\$717.06
COLEMAN	CRAIG EDWARD	Police Constable	\$ 101,402.22	\$669.95
COLLIN	JONATHAN DAVID	Plainclothes Police Constable	\$ 103,214.55	\$686.42
COLLINS	ROBERT SCOTT	Sergeant	\$ 115,768.52	\$717.06
COLLYER	ADAM STEPHEN	Police Constable	\$ 106,785.29	\$669.95
COLLYMORE	BRIAN MATTHEW	Police Constable	\$ 114,249.18	\$662.93
COMBDON	AARON ARTHUR	Police Constable	\$ 103,655.66	\$237.95
COMMISSION	CHRISTOPHER PAUL	Plainclothes Police Constable	\$ 105,255.04	\$686.42
CONIGLIO	DOMENICO	Police Constable	\$ 100,280.20	\$662.93
CONLEY	TIMOTHY KENNETH	Plainclothes Police Constable	\$ 102,324.25	\$671.99
CONNELL	DALE	Sergeant	\$ 109,003.20	\$418.00
CONNOLLY	JOHN PAUL	Police Constable	\$ 119,150.03	\$670.20
CONNOR	BRUCE ALEXANDER	Plainclothes Police Constable	\$ 123,517.37	\$686.42
CONTANT	JASON ARTHUR	Training Constable	\$ 102,249.80	\$685.20
COOK	THOMAS WILLIAM	Plainclothes Police Constable	\$ 105,831.47	\$671.78
COOKE	LEE SCOTT	Police Constable	\$ 139,940.18	\$669.95
COOMBS	ALBERT GEORGE	Plainclothes Police Constable	\$ 115,592.04	\$700.32
COOPER	CHRISTOPHER ROBERT	Police Constable	\$ 100,081.01	\$662.93
COOPER	RICHARD	Training Constable	\$ 101,044.17	\$260.83
COOPER	ROBERT	Detective	\$ 108,584.50	\$717.06
COOVADIA	ABDUL-KHALIK YAHYA	Plainclothes Police Constable	\$ 107,210.94	\$693.44
COPAT	LUIGI	Plainclothes Police Constable	\$ 110,906.40	\$700.32
CORBIE	WESLEY MARCUS	Plainclothes Police Constable	\$ 119,169.02	\$680.58
CORDEIRO	ELIZABETT MARIA	Sergeant	\$ 113,847.79	\$645.60
CORMACK	BRIAN JAMES	Detective	\$ 124,381.04	\$701.67
CORNFORD	CHRISTOPHER	Police Constable	\$ 101,010.17	\$286.81
COROGHLY	KHALID MOHAMMED	Plainclothes Police Constable	\$ 110,337.43	\$678.70
CORRA	DALE	Sergeant	\$ 109,308.38	\$711.97
CORREA	ANTONIO	Police Constable	\$ 105,107.49	\$668.42
CORREA	DAVID RODRIGUEZ	Detective	\$ 112,659.18	\$701.67

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
CORREA	IRWIN	Police Constable	\$ 137,192.98	\$684.37
CORREIA	BRYAN MEDEIROS	Plainclothes Police Constable	\$ 118,140.31	\$686.42
CORREIA	JEFFERY	Plainclothes Police Constable	\$ 114,781.83	\$678.70
CORRIGAN	NEIL DAVID	Superintendent	\$ 168,564.67	\$15,692.36
COSCARELLA	ANTHONY	Staff Sergeant	\$ 118,656.12	\$737.72
COSENTINO	SALVATORE	Detective Sergeant	\$ 149,906.83	\$602.94
COSGROVE	SEAN DAVID	Police Constable	\$ 103,579.68	\$675.44
COSTA	ANGELO	Sergeant	\$ 119,330.78	\$717.06
COSTA CORREIA	ZENON PIO	Detective	\$ 135,204.61	\$701.93
COSTABILE	GINO	Police Constable	\$ 120,636.76	\$689.50
COSTELLO	PATRICK WILLIAM	Police Constable	\$ 111,056.45	\$662.93
COTE	KEVIN JAMES	Police Constable	\$ 108,443.41	\$669.95
COULSON	WILLIAM	Staff Sergeant	\$ 119,723.17	\$744.60
COULTER	JOHN ALAN	Detective Sergeant	\$ 124,566.42	\$744.60
COULTER	SHANE DUSTIN	Sergeant	\$ 106,425.68	\$701.93
COULTHARD	JASON MILES	Detective	\$ 113,009.07	\$701.67
COURT	ANDREW JAMES	Police Constable	\$ 113,198.00	\$662.93
COWAN	ANDRIA	Sergeant	\$ 108,198.78	\$708.56
COWAN	JAMES	Sergeant	\$ 110,973.53	\$717.06
COWL	LAWRENCE	Sergeant	\$ 112,399.36	\$717.06
COX	DARREN ANDREW	Sergeant	\$ 127,571.13	\$710.11
COXON	SHAWNA MICHELLE	Staff Sergeant	\$ 114,553.37	\$730.70
COYLE	ROBERT	Police Constable	\$ 101,652.50	\$684.37
COYNE	PATRICK KEVIN	Plainclothes Police Constable	\$ 111,433.32	\$678.70
CRACKNELL	ALECHIA CYNTHIA	Plainclothes Police Constable	\$ 108,433.37	\$684.34
CRADDOCK	STEPHEN	Sergeant	\$ 124,411.90	\$717.06
CRAGHILL	DAVID	Sergeant	\$ 109,406.86	\$717.06
CRAIG	SCOTT	Sergeant	\$ 110,051.85	\$717.06
CRAMPTON	DAVID ALAN	Police Constable	\$ 100,804.71	\$669.95
CRANE	ROBERT JASON	Police Constable	\$ 101,499.45	\$669.95
CRAWFORD	ANTHONY JOHN	Plainclothes Police Constable	\$ 100,558.37	\$677.53
CRAWFORD	JASON RICHARD	Police Constable	\$ 105,888.45	\$662.93
CREWS	ALEXANDER	Police Constable	\$ 104,210.12	\$684.37
CREWS	WILLIAM	Detective Sergeant	\$ 120,978.02	\$744.60
CRICHTON	NORMAN	Sergeant	\$ 112,541.03	\$717.06
CRILLY	JOHN JAMES	Detective	\$ 105,290.02	\$701.67
CRISTIANO	GUIDO	Police Constable	\$ 156,487.27	\$684.37
CRISTOFARO	ANGELO	Director of Finance and Administration	\$ 184,452.63	\$1,088.82
CRONE	SUSAN	Detective Sergeant	\$ 120,622.27	\$744.60
CRONE	TIMOTHY	Staff Sergeant	\$ 134,391.77	\$337.04
CROOKER	LISA CATHERINE	Detective	\$ 119,939.19	\$701.67
CROSBY	DANIEL PATRICK	Staff Sergeant	\$ 119,670.90	\$726.24
CROWLEY	JANINE	Detective	\$ 109,372.20	\$717.06
CRUZ	ANTONIO RAMON	Plainclothes Police Constable	\$ 112,608.71	\$675.04
CULLETON	OWEN	Police Constable	\$ 103,780.55	\$684.37
CUNNINGTON	MATTHEW DOUGLAS	Plainclothes Police Constable	\$ 106,492.39	\$686.42
CURTIN	HELEN MARGARET	Manager of IT Governance	\$ 156,946.81	\$823.06
CUSHING	IRKA KATHERINE	Senior Analyst	\$ 106,360.95	\$280.88
D'ABREO	OLIVER	Police Constable	\$ 100,186.51	\$662.93
D'ALIMONTE	STEVEN	Plainclothes Police Constable	\$ 102,398.44	\$683.30
D'ANGELO	GIUSEPPE	Plainclothes Police Constable	\$ 100,969.57	\$693.44
D'ANTONIO	REMO	Detective	\$ 105,604.69	\$701.67
D'ONOFRIO	ANTONIO	Plainclothes Police Constable	\$ 119,417.98	\$678.70
D'SILVA	ALLISTER	Plainclothes Police Constable	\$ 115,938.88	\$686.42
D'SOUZA	PHILIP	Police Constable	\$ 103,353.59	\$676.70
D'SOUZA	RYAN ASHLEY	Police Constable	\$ 111,026.63	\$250.62
D'SOUZA	TYRON IAN	Police Constable	\$ 115,275.64	\$662.93
DA COSTA	ANTONIO NORBERTO	Police Constable	\$ 108,685.66	\$676.70
DA SILVA	JOSE	Police Constable	\$ 117,835.41	\$306.61
DA SILVA CRISTOPULO	JIMMY BERNARDO	Police Constable	\$ 104,321.43	\$662.93
DABU	JOSE PAULINO	Police Constable	\$ 100,988.09	\$669.95
DABUZINSKAS	VYTAUTAS	Plainclothes Police Constable	\$ 102,774.19	\$275.34
DAFOE	DALE	Detective	\$ 113,475.48	\$717.06
DAL BIANCO	JULIANO	Plainclothes Police Constable	\$ 103,080.31	\$700.32
DAL GRANDE	MAURO ANGELO	Police Constable	\$ 101,708.68	\$684.37
DALE	DONALD	Sergeant	\$ 115,639.98	\$717.06
DALEY	KEVIN	Police Constable	\$ 127,230.05	\$679.56
DALEY	TIMOTHY WILLIAM	Training Constable	\$ 100,102.13	\$692.20
DAMANI	ZAHIR	Project Leader	\$ 114,311.73	\$303.15
DAMASO	RODNEY	Detective	\$ 121,351.74	\$701.67
DANCE	RYAN WILLIAM	Plainclothes Police Constable	\$ 104,628.64	\$686.42
DANIELS	JEFFERY CLARENCE	Plainclothes Police Constable	\$ 113,107.29	\$678.70

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
DANIELS	MARK CHARLES	Detective	\$ 125,076.59	\$708.56
DAOUST	MICHAEL-LEE DENIS-PAUL	Plainclothes Police Constable	\$ 111,607.92	\$686.42
DARBYSHIRE	JAMES EDWARD	Staff Sergeant	\$ 121,489.95	\$744.60
DARMITZ	ANDREW JOSEPH	Police Constable	\$ 101,322.23	\$662.93
DARNBROUGH	DANIEL ROBERT	Detective	\$ 126,808.63	\$717.06
DARNLEY	STEVEN WILLIAM	Plainclothes Police Constable	\$ 111,915.32	\$686.42
DAS GUPTA	ONIL	Training Constable	\$ 101,671.04	\$692.20
DAVEY	AMY LEE	Plainclothes Police Constable	\$ 101,505.58	\$261.44
DAVEY	DEREK JAMES	Plainclothes Police Constable	\$ 100,257.64	\$674.43
DAVEY	SEAN ANDREW	Plainclothes Police Constable	\$ 106,479.24	\$686.42
DAVEY	THOMAS	Sergeant	\$ 110,314.41	\$717.06
DAVEY	TIMOTHY	Detective Sergeant	\$ 120,953.88	\$319.62
DAVID	COSMA	Police Constable	\$ 100,918.25	\$568.49
DAVIES	ROBERT EARLE	Detective	\$ 124,529.58	\$701.67
DAVIS	JASON BRIAN	Plainclothes Police Constable	\$ 115,852.64	\$678.09
DAVIS	SHARON	Staff Sergeant	\$ 121,568.06	\$744.60
DAVIS	STACEY DEE	Sergeant	\$ 105,527.28	\$701.67
DAWN	BRIAN GORDON	Police Constable	\$ 100,752.70	\$662.93
DAWODU	CHRISTOPHER OLUFEMI	Plainclothes Police Constable	\$ 102,486.14	\$686.42
DAWOOD	AMAAN	Police Constable	\$ 102,911.01	\$662.93
DAWSON	GEORGE JOSEPH	Staff Sergeant	\$ 132,031.77	\$744.60
DAWSON	KEITH	Sergeant	\$ 112,177.11	\$717.06
DAWSON	SHANNON INEZ	Detective	\$ 116,985.27	\$701.93
DAWSON	VICKI	Sergeant	\$ 108,973.89	\$717.06
DAYLER	NATHAN DAVID	Training Constable	\$ 102,976.76	\$686.42
DE CAIRE	JEFFREY PAUL	Police Constable	\$ 108,988.86	\$651.62
DE COSTE	LISA GERMAINE	Plainclothes Police Constable	\$ 108,077.06	\$686.42
DE GRAAF	RYAN EVERT	Police Constable	\$ 102,235.25	\$662.93
DE GUZMAN	NOEL ENRIQUEZ	Plainclothes Police Constable	\$ 101,142.12	\$340.14
DE LIO	FRANK PAUL	Sergeant	\$ 120,743.21	\$708.56
DE LOS RIOS	JUAN CARLOS	Plainclothes Police Constable	\$ 102,045.45	\$693.44
DE LUGT	MARK	Police Constable	\$ 105,194.25	\$684.37
DE SOUSA	JOHN PAUL	Plainclothes Police Constable	\$ 123,991.81	\$686.42
DE SILVA	MICHAEL BRIAN	Plainclothes Police Constable	\$ 110,731.77	\$686.42
DESILVA	JULIUS THEODORE	Senior Analyst	\$ 117,797.67	\$280.88
DEABREU	GREGORY JOHN	Plainclothes Police Constable	\$ 105,606.67	\$678.70
DEACON	TIMOTHY WILLIAM	Police Constable	\$ 102,370.85	\$662.93
DEAN	BERTRAND	Police Constable	\$ 120,284.59	\$633.02
DEAN	JESSE RUSSELL	Plainclothes Police Constable	\$ 117,805.27	\$678.70
DEARBORN	ROBERT FREDERICK	Police Constable	\$ 118,537.89	\$684.37
DECOSTE	WANDA MARIE	Sergeant	\$ 103,397.37	\$701.67
DECOURCY	JOHN	Detective Sergeant	\$ 120,991.57	\$744.60
DELPORT	MICHAEL	Plainclothes Police Constable	\$ 102,792.78	\$700.32
DEMIAN	HIBA JOSEPH	Parking Enforcement Officer	\$ 109,794.69	\$170.56
DEMIRDEN	AHMET	Plainclothes Police Constable	\$ 104,239.37	\$665.73
DEMKIW	MYRON ANDREY	Inspector	\$ 146,891.78	\$947.86
DEMOE	KEVIN	Detective	\$ 109,331.90	\$717.06
DENNIS	AARON	Sergeant	\$ 110,930.09	\$701.67
DENTON	MARK	Plainclothes Police Constable	\$ 117,512.40	\$700.32
DESJARDINS	JOSEPH FRANCOIS	Plainclothes Police Constable	\$ 119,082.19	\$673.21
DESMARAIS	JOHN PAUL	Police Constable	\$ 106,038.94	\$669.95
DESROCHERS	JEROME JEREMY	Police Constable	\$ 103,691.94	\$669.95
DESROCHERS	ROGER HENRI	Detective	\$ 117,848.57	\$701.67
DEVEREUX	CHRISTOPHER LEE	Plainclothes Police Constable	\$ 104,436.57	\$686.42
DEVINE	PHILIP	Detective	\$ 108,751.14	\$717.06
DEWLAND	WILLIAM RONALD	Police Constable	\$ 100,409.51	\$237.95
DEWLING	NORMAN	Staff Sergeant	\$ 120,110.13	\$744.60
DEWSNAP	JAMIE DUNCAN	Plainclothes Police Constable	\$ 109,256.73	\$686.42
DEY	ROBIN HUGH	Sergeant	\$ 122,748.76	\$717.06
DHALIWAL	PIARA SINGH	Police Constable	\$ 101,487.36	\$662.06
DHALIWAL	SURINDERJIT	Senior Technical Analyst	\$ 122,244.40	\$280.88
DHATT	RUBINDER	Sergeant	\$ 115,246.06	\$701.67
DHILLON	JAGJIT SINGH	Police Constable	\$ 118,185.41	\$658.58
DHILLON	RANBIR SINGH	Plainclothes Police Constable	\$ 103,177.96	\$677.53
DHINGRA	RAJEEV	Police Constable	\$ 110,586.25	\$662.93
DHOUM	MUNISH	Plainclothes Police Constable	\$ 115,957.11	\$671.99
DHUKAI	ZEESHAN AYUB	Plainclothes Police Constable	\$ 102,984.07	\$678.70
DI GIACOMO	ROBERTO	Detective	\$ 123,843.44	\$701.67
DI PASSA	DOMENICO	Detective	\$ 141,325.35	\$715.78
DI PASSA	JULIE	Detective	\$ 116,360.97	\$292.08
DI POCE	EMILIO	Detective	\$ 116,947.64	\$717.06
DI TOLLO	MONICA FRANCA	Operations Supervisor	\$ 101,356.17	\$665.63

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
DI TOMMASO	MARIO	Superintendent	\$ 172,181.08	\$13,209.87
DIDANIELI	ROBERTO	Detective Sergeant	\$ 131,500.46	\$744.60
DIAZ	ANGELA MARIA	Police Constable	\$ 106,444.11	\$678.14
DIAZ	PEDRO EDUARDO	Detective	\$ 126,110.79	\$708.56
DICK	MICHAEL DAVID	Plainclothes Police Constable	\$ 108,661.55	\$678.70
DICKIE	CRAIG WILLIAM	Police Constable	\$ 116,194.16	\$669.95
DICKINSON	DAVID THORPE	Detective	\$ 129,287.11	\$701.67
DICKSON	BRETT GORDON	Plainclothes Police Constable	\$ 100,581.14	\$679.71
DICOSOLA	MICHELE	Detective	\$ 125,906.00	\$708.56
DIDIC	ADAMIRA MARIA	Plainclothes Police Constable	\$ 102,333.33	\$684.34
DIGIOVANNI	GIUSEPPE	Sergeant	\$ 135,864.76	\$717.06
DION	DANIEL	Detective	\$ 107,464.64	\$710.11
DIONNE	CHRISTOPHER	Detective	\$ 108,709.03	\$292.08
DIPOCE	JEREMY MICHAEL	Plainclothes Police Constable	\$ 100,245.85	\$686.42
DIRENZO	RAYMOND MARTIN	Sergeant	\$ 106,759.90	\$708.56
DISALVO	SHARON	Sergeant	\$ 110,609.34	\$711.97
DIVIESTI	TONY	Sergeant	\$ 111,271.42	\$717.06
DIZON	JOSE BENEDICTO	Detective	\$ 125,377.54	\$701.67
DOBBS	BEVERLY ROSE	Police Constable	\$ 101,495.21	\$654.23
DOBBS	CHRISTIAN DANIEL	Plainclothes Police Constable	\$ 112,939.69	\$678.70
DOBRO	ANDREW	Police Constable	\$ 104,953.00	\$684.37
DODDS	LESLIE GRAHAM	Plainclothes Police Constable	\$ 110,388.49	\$686.42
DODSON	RANDIE	Training Constable	\$ 101,951.00	\$686.68
DOHERTY	BRADEN SPENCER	Plainclothes Police Constable	\$ 105,064.89	\$686.42
DOKURNO	RICHARD MICHAEL	Detective Sergeant	\$ 120,724.51	\$744.60
DOMINELLI	VITTORIO SALVATORE	Police Constable	\$ 109,498.96	\$662.93
DOMINEY	PAUL LAURIE	Detective	\$ 130,736.45	\$701.67
DONAIS	BRADLEY JAMES	Detective	\$ 100,973.02	\$689.22
DONISON	KIM	Police Constable	\$ 110,942.00	\$684.37
DONOVAN	STEPHEN	Training Constable	\$ 102,596.60	\$700.32
DORAZIO	NICKOLAS CHARLES	Plainclothes Police Constable	\$ 103,207.08	\$667.46
DOREY	JOSEPH THOMAS	Project Leader	\$ 114,562.18	\$303.15
DORRINGTON	FRANCIS JUSTIN	Police Constable	\$ 101,585.52	\$662.93
DOUGLAS	BARBARA ANN	Detective	\$ 121,445.23	\$708.56
DOUGLAS	JEFFREY	Sergeant	\$ 111,513.66	\$717.06
DOUGLAS	STEPHEN MICHAEL	Plainclothes Police Constable	\$ 110,457.77	\$686.42
DOUPE	JEFFERY JONATHON	Plainclothes Police Constable	\$ 104,743.38	\$686.42
DOWNING	THOMAS	Police Constable	\$ 102,863.50	\$696.66
DOYLE	CHRISTOPHER PATRICK	Plainclothes Police Constable	\$ 101,280.04	\$663.49
DRAKE	KEVIN CHRISTOPHER	Police Constable	\$ 132,547.05	\$669.95
DRAKE	WILLIAM	Sergeant	\$ 118,450.65	\$717.06
DRAPACK	RYAN JOSEPH	Sergeant	\$ 112,764.38	\$695.77
DRAPER	KIRSTAN GILES	Police Constable	\$ 108,820.24	\$665.53
DRENNAN	CRAIG	Detective	\$ 127,911.38	\$717.06
DREWS	JASON	Plainclothes Police Constable	\$ 117,409.88	\$686.42
DROZDZOWSKI	MAREK	Police Constable	\$ 101,125.06	\$683.37
DRURY	PAUL	Detective	\$ 115,172.12	\$575.40
DUARTE	JOAO RODRIGO	Plainclothes Police Constable	\$ 118,819.60	\$686.42
DUBE	DAVID	Sergeant	\$ 110,882.81	\$717.06
DUBREUIL	JEAN	Sergeant	\$ 123,656.06	\$717.06
DUCKWORTH	SCOTT	Sergeant	\$ 110,901.27	\$717.06
DUCUSIN	MICHAEL RYAN	Police Constable	\$ 101,224.48	\$669.95
DUERDEN	PATRICK PETER	Plainclothes Police Constable	\$ 104,705.54	\$670.21
DUFFUS	RICHARD HUGH	Detective	\$ 123,903.76	\$708.56
DUFFY	MARJORIE ARLEEN	Sergeant	\$ 112,075.27	\$708.56
DUGAN	ERIC	Sergeant	\$ 115,164.32	\$717.06
DUKE	BRIAN DOUGLAS	Sergeant	\$ 108,851.29	\$717.06
DULATAS	JOSE JOB	Police Constable	\$ 101,315.12	\$654.23
DUNBAR	EVERETT CLAIR	Police Constable	\$ 103,095.49	\$662.93
DUNCAN	JEANINE	Detective	\$ 107,172.25	\$710.42
DUNCAN	MELISSA JOY	Plainclothes Police Constable	\$ 112,450.61	\$686.42
DUNCAN	PETER	Detective	\$ 105,922.12	\$708.56
DUNCAN	PHILLIP ZVI	Plainclothes Police Constable	\$ 113,630.36	\$686.42
DUNK	LISA TERRA	Police Constable	\$ 100,609.98	\$683.03
DUNKER	NIGEL PETER	Training Constable	\$ 105,781.88	\$685.20
DUNKLEY	LESLIE	Detective	\$ 136,847.25	\$717.06
DUNLOP	JAMES MICHAEL	Plainclothes Police Constable	\$ 110,318.66	\$681.54
DUNLOP	JOHN PAUL	Detective	\$ 116,055.61	\$717.06
DUNN	BEVERLY	Police Constable	\$ 126,760.33	\$684.37
DUNNE	JAMES WILLIAM	Police Constable	\$ 100,744.03	\$669.95
DUNNING	ANDREW RICHARD	Police Constable	\$ 118,657.18	\$682.76
DUNSTAN	DOUGLAS	Detective	\$ 142,627.55	\$717.06

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
DURAN	ADRIAN ROGELIO	Police Constable	\$ 137,754.04	\$675.90
DURHAM	CAMERON EDWARD	Staff Sergeant	\$ 124,640.75	\$744.60
DUROCHER	DAVID LEONARD	Police Constable	\$ 116,760.12	\$665.53
DURRAN	NED	Police Constable	\$ 109,566.18	\$669.95
DURST	GREGORY FRANCIS	Training Constable	\$ 102,600.10	\$700.32
DURST	PETER	Plainclothes Police Constable	\$ 105,934.78	\$275.34
DURY	BENJAMIN MICHAEL	Detective	\$ 115,558.41	\$701.93
DUTHIE	ROBERT	Sergeant	\$ 116,214.46	\$717.06
DWYER	ANTHONY	Plainclothes Police Constable	\$ 102,820.16	\$700.32
DYCK	HENRY JACOB	Plainclothes Police Constable	\$ 105,065.61	\$253.72
DYKE	GEOFFREY THOMAS	Training Constable	\$ 100,415.10	\$686.42
DZIEMIANKO	STAI SLAW	Police Constable	\$ 128,366.92	\$689.50
DZINGALA	EDWARD	Staff Sergeant	\$ 119,535.92	\$744.60
DZINGALA	RICHARD GEORGE	Police Constable	\$ 128,450.00	\$684.37
EAGLESON	DAWN MICHELLE	Detective	\$ 117,407.86	\$701.67
EAGLESON	LISA CHRISTINE	Sergeant	\$ 106,363.57	\$708.56
EARL	MICHAEL	Staff Inspector	\$ 163,046.56	\$15,306.21
EASTER	PETER	Police Constable	\$ 104,663.09	\$684.37
EATON	DOUGLAS BRIAN	Plainclothes Police Constable	\$ 121,882.03	\$672.60
EBRAHIMI	POOYA	Police Constable	\$ 104,104.09	\$662.93
ECKLUND	ANDREW DOUGLAS	Sergeant	\$ 148,607.82	\$701.67
ECKLUND	DAVID GRENVILLE	Detective Sergeant	\$ 141,870.96	\$724.28
EDGAR	LESLIE ADAM	Plainclothes Police Constable	\$ 104,737.75	\$686.42
EDWARD	GLENN RAYMOND	Sergeant	\$ 106,425.88	\$701.67
EDWICKER	ALEXIS GRACE	Detective	\$ 109,322.95	\$701.67
EICHENBERG	JAMES MICHAEL	Training Constable	\$ 106,485.16	\$685.46
ELDRIDGE	REGINALD	Sergeant	\$ 109,619.76	\$717.06
ELEY	STUART	Inspector	\$ 148,380.04	\$792.69
ELGAR	KAREN ELIZABETH	Plainclothes Police Constable	\$ 101,127.49	\$696.19
ELLIOT	BENJAMIN GEORGE	Police Constable	\$ 105,924.05	\$662.93
ELLIOTT	CHRISTOPHER PAUL	Detective	\$ 108,067.92	\$701.67
ELLIOTT	EVERETT	Plainclothes Police Constable	\$ 163,537.66	\$700.32
ELLIOTT	JOHN	Plainclothes Police Constable	\$ 102,596.60	\$700.32
ELLIOTT	PAUL	Sergeant	\$ 119,300.11	\$717.06
ELLIOTT	SHAWN WILLIAM	Sergeant	\$ 106,248.12	\$708.56
ELLIS	GEOFFREY WILLIAM	Plainclothes Police Constable	\$ 109,087.62	\$678.49
ELLIS	MATTHEW AUSTIN	Police Constable	\$ 104,290.26	\$642.62
ELLIS	MICHAEL DAVID	Manager of Facilities Management	\$ 147,513.60	\$949.60
ELZINGA	SIU-MIA	Plainclothes Police Constable	\$ 103,118.92	\$686.42
EMIGH	DAVID	Sergeant	\$ 111,773.61	\$717.06
EMMS	JEFFREY BRIAN	Plainclothes Police Constable	\$ 104,155.55	\$678.49
EMOND	CHRISTIAN RENE	Police Constable	\$ 101,517.48	\$662.93
ENTWISTLE	DAVID	Detective	\$ 115,800.83	\$717.06
ENTWISTLE	WARREN CLAYTON	Plainclothes Police Constable	\$ 106,732.75	\$544.76
ERMACORA	ROBERT GALDINO	Detective	\$ 106,476.51	\$708.56
ERVICK	DALE	Staff Sergeant	\$ 132,814.07	\$744.60
ESCUDERO WHU	TSUI-CHEE	Project Leader	\$ 115,763.35	\$303.15
ESDON	JONATHAN AARON	Senior Intelligence Analyst	\$ 108,900.07	\$682.73
ESKEN	INDREK	Detective	\$ 111,035.74	\$717.06
ESPIE	GLEN	Police Constable	\$ 100,150.11	\$662.93
ESTWICK	EULIALIA	Detective	\$ 105,919.75	\$708.56
ETHIER	CHRISTOPHER MICHAEL	Police Constable	\$ 102,056.09	\$662.93
EUSTACE	DAVID	Sergeant	\$ 122,516.06	\$717.06
EUTENEIER	SIMON QUINCEY	Police Constable	\$ 114,557.96	\$658.58
EVANS	BART	Sergeant	\$ 110,049.10	\$717.06
EVANS	BRYCE	Staff Inspector	\$ 164,061.16	\$14,147.30
EVANS	JACQUELINE	Sergeant	\$ 110,190.45	\$402.26
EVELYN	DION	Manager of Communications Services	\$ 137,026.86	\$607.88
EVELYN	JOEL JAMSON	Police Constable	\$ 103,278.73	\$673.61
EVEREST	JOHN ALFRED	Sergeant	\$ 114,930.19	\$717.06
EXTON	CHARLES	Police Constable	\$ 118,643.39	\$684.37
EZEKIEL	SCOTT CARL	Police Constable	\$ 101,947.97	\$669.95
FACOETTI	MICHAEL PAUL	Sergeant	\$ 130,585.64	\$708.56
FADEL	MOHAMAD	Police Constable	\$ 104,910.73	\$662.93
FAIRCLOUGH	JAMES STEPHEN	Police Constable	\$ 103,172.51	\$674.83
FALCONER	GREGORY	Detective	\$ 125,579.37	\$717.06
FALKINSON	FRANK	Sergeant	\$ 108,695.71	\$717.06
FALLIS	ROBERT	Plainclothes Police Constable	\$ 110,398.64	\$699.28
FARAHBAKSH	JEANETTE ISABEL	Manager of Labour Relations	\$ 153,767.77	\$815.58
FAREWELL	DANIEL HAROLD	Plainclothes Police Constable	\$ 102,203.69	\$686.42
FARRELL	CHRISTINE MARIE	Detective	\$ 119,420.07	\$708.56
FARRELL	DOUGLAS JAMES	Training Constable	\$ 104,071.46	\$685.20

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
FARRELL	GEORGE	Staff Sergeant	\$ 130,562.94	\$744.60
FARRUGIA	MARIE	Detective	\$ 118,215.31	\$717.06
FASSBENDER	SUSAN ELISABETH	Police Constable	\$ 105,317.00	\$669.95
FEAGAN	GREGORY DAVID	Plainclothes Police Constable	\$ 113,913.01	\$686.42
FEBBO	OLIVER	Sergeant	\$ 122,988.47	\$711.97
FEDERICO	MATTHEW MICHAEL	Senior Technical Analyst	\$ 121,433.04	\$705.86
FEDERICO	MICHAEL	Deputy Chief	\$ 243,469.38	\$15,218.59
FEDORY	MYKOLA	Police Constable	\$ 101,993.16	\$662.93
PEGAN	BRENDA ELIZABETH	Police Constable	\$ 105,390.88	\$673.70
PEGAN	PAUL	Police Constable	\$ 102,355.83	\$695.52
FENTON	DAVID M.	Superintendent	\$ 174,505.55	\$14,683.36
FENTON	JASON ROBERT	Police Constable	\$ 110,289.81	\$669.95
FERADAY	MARK DANIEL	Sergeant	\$ 108,576.62	\$717.06
FERDINAND	PATRICK WALLACE	Police Constable	\$ 102,836.77	\$676.70
FERGUSON	HUGH	Superintendent	\$ 177,219.02	\$13,569.05
FERGUSON	JAY MARIE	Detective	\$ 125,545.26	\$717.06
FERGUSON	SCOTT CAVANAGH	Detective	\$ 116,547.88	\$737.72
FERGUSON	STEPHEN	Detective	\$ 114,170.86	\$717.06
FERKO	CHRISTOPHER ROBIN	Police Constable	\$ 107,545.16	\$669.95
FERNANDES	CHRISTOPHER	Inspector	\$ 153,729.64	\$949.04
FERNANDES	DWAYNE ANTHONY	Plainclothes Police Constable	\$ 102,130.63	\$686.42
FERNANDES	KERI ANN	Detective	\$ 108,169.80	\$701.67
FERNANDES	MICHAEL A.	Plainclothes Police Constable	\$ 101,590.98	\$271.21
FERNANDES	MICHAEL FREITAS	Police Constable	\$ 111,167.82	\$662.93
FERNANDES	ROLAND ANDREA	Training Constable	\$ 100,133.72	\$693.44
FERNANDES	ROSS SAVIO	Plainclothes Police Constable	\$ 103,836.17	\$686.42
FERNANDES	SELWYN JOHN	Superintendent	\$ 171,267.58	\$9,390.22
FERREIRA	MARK	Plainclothes Police Constable	\$ 129,282.07	\$699.28
FERRIS	KEVIN	Sergeant	\$ 110,452.50	\$717.06
FERRIS	LISA	Sergeant	\$ 126,542.85	\$717.06
FERRIS	MANIE THERESE	Plainclothes Police Constable	\$ 110,531.28	\$686.42
FERRY	JASON WAYNE	Detective	\$ 106,147.37	\$701.67
FERRY	MICHAEL BERNARD	Sergeant	\$ 157,139.50	\$717.06
FIDLER	ANDREW CLARENCE	Police Constable	\$ 128,302.11	\$662.93
FIELD	CAMERON DOUGLAS	Detective Sergeant	\$ 122,001.18	\$602.94
FIELDING	SHAWN MICHAEL	Police Constable	\$ 138,950.10	\$662.93
FIGLARZ	RADOSLAW	Police Constable	\$ 105,892.78	\$662.93
FILIPPIN	GIANNI ALAN	Plainclothes Police Constable	\$ 105,014.58	\$686.42
FINDLAY	RYAN MCLEAN	Plainclothes Police Constable	\$ 100,089.57	\$686.42
FINLAY	ALLAN	Sergeant	\$ 120,206.72	\$717.06
FIRTH	ZACHARY JONATHON	Police Constable	\$ 102,192.94	\$656.84
FISCHER	DAVID ANTHONY	Plainclothes Police Constable	\$ 102,238.45	\$686.16
FISHER	BRADLEY	Sergeant	\$ 112,532.37	\$715.78
FISHER	SUSAN	Police Constable	\$ 118,943.31	\$684.37
FISTER	MIRAN	Plainclothes Police Constable	\$ 108,781.05	\$700.32
FITKIN	CHRISTOPHER ALLAN	Plainclothes Police Constable	\$ 103,413.66	\$397.00
FITKIN	GRISEL	Plainclothes Police Constable	\$ 103,622.88	\$686.42
FITZGERALD	THOMAS	Superintendent	\$ 185,501.10	\$12,244.35
FLANDERS	TODD MATTHEW	Sergeant	\$ 107,679.32	\$701.67
FLETT	JAMES	Plainclothes Police Constable	\$ 105,472.80	\$271.21
FLIS	ALBERT	Detective	\$ 119,175.74	\$710.42
FLIS	CANDICE LYNN	Detective	\$ 106,133.41	\$708.56
FLORES	MANUEL ALEJANDRO	Police Constable	\$ 102,400.76	\$668.56
FLOREZ	LUIS GUILLERMO	Police Constable	\$ 102,833.67	\$662.93
FLUMIAN	TRACY LYNN ANGELA	Plainclothes Police Constable	\$ 100,713.59	\$677.81
FODEN	STEPHEN	Detective Sergeant	\$ 119,684.70	\$744.60
FOGG	BRETT GORDON	Police Constable	\$ 105,571.31	\$676.70
FOOTE	GORDON	Plainclothes Police Constable	\$ 102,596.60	\$275.34
FORBES	DAVID WILLIAM	Plainclothes Police Constable	\$ 102,788.44	\$680.56
FORCHIONE	ANTONIO	Staff Sergeant	\$ 120,738.77	\$303.30
FORCILLO	JAMES BERNARD	Police Constable	\$ 106,800.89	\$639.53
FORD	ANDREW RION	Police Constable	\$ 107,868.78	\$662.93
FORDE	ROGER ANTHONY	Sergeant	\$ 109,792.44	\$701.67
FORDE	RYAN	Detective	\$ 113,038.63	\$701.67
FORESTALL	GREGORY	Sergeant	\$ 136,497.50	\$717.06
FORESTELL	MICHAEL	Sergeant	\$ 125,772.10	\$717.06
FORSYTHE	ROSS	Plainclothes Police Constable	\$ 118,947.14	\$700.32
FORTIN	LOUIS-MARIE RAYMOND	Detective Sergeant	\$ 125,887.12	\$744.60
FOSTER	ANTHONY JOSEPH	Police Constable	\$ 104,397.19	\$669.95
FOSTER	LORNE DAVID	Police Constable	\$ 100,438.10	\$662.06
FOSTER	ROY	Detective	\$ 121,676.92	\$717.06
FOTOPOULOS	GEORGE	Sergeant	\$ 113,609.23	\$713.86

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
FOUGERE	CORY TRENTON	Police Constable	\$ 115,592.49	\$684.59
FOURNIER	MARIE-JOSEE	Plainclothes Police Constable	\$ 105,461.31	\$678.70
FOWLDS	GORDON BRUCE	Police Constable	\$ 107,358.17	\$685.51
FOWLDS	SCOTT MACKENZIE	Sergeant	\$ 119,434.90	\$708.56
FOWLER	WAYNE LEONARD	Detective	\$ 116,832.52	\$717.06
FOX	JAMES	Sergeant	\$ 109,812.75	\$717.06
FOX	STEVEN ANDREW	Police Constable	\$ 108,786.39	\$669.95
FRANCO	CHRISTOPHER ROBERT	Police Constable	\$ 101,923.49	\$651.62
FRANK	MARILYN IRENE	Plainclothes Police Constable	\$ 101,205.41	\$686.42
FRANKLIN	RICHARD	Plainclothes Police Constable	\$ 117,346.18	\$700.32
FRANKS	RANDY	Staff Inspector	\$ 160,613.34	\$13,413.15
FRASER	SIMON	Sergeant	\$ 110,171.07	\$717.06
FRASER	SPENCER ROBERT	Plainclothes Police Constable	\$ 111,784.33	\$686.42
FRASER	TRACEY	Sergeant	\$ 107,375.35	\$708.56
FREDERICK	ANTONIO RUDOLPH	Police Constable	\$ 108,702.16	\$669.95
FREEMAN	ERIC MICHAEL	Plainclothes Police Constable	\$ 104,293.18	\$686.42
FREEMAN	JEFFREY BRYANT	Police Constable	\$ 112,900.74	\$682.76
FRENCH	JOHN	Staff Sergeant	\$ 126,959.99	\$744.60
FRIGON	ROBERT	Plainclothes Police Constable	\$ 126,327.66	\$700.32
FRIMETH	KEVIN DAVID	Detective	\$ 138,818.87	\$708.56
FRITZ	GORDON	Plainclothes Police Constable	\$ 116,847.23	\$700.32
FRITZ	THEODOR	Detective	\$ 118,600.65	\$717.06
FROSCH	JAY JACKSON	Detective Sergeant	\$ 122,782.35	\$319.62
FRY	RONALD	Sergeant	\$ 113,715.09	\$717.06
FUNCHION	DANIEL SCOTT	Plainclothes Police Constable	\$ 105,530.53	\$673.82
FURNESS	HOWARD WAYNE	Assistant Manager, Payroll Services	\$ 106,085.01	\$378.33
FURYK	ROBERT PAUL	Police Constable	\$ 108,849.34	\$662.93
FYDENCHUK	KAY	Police Constable	\$ 102,641.23	\$684.37
FYFE	JOHN	Plainclothes Police Constable	\$ 120,412.12	\$693.44
FYNES	ADRIAN	Detective Sergeant	\$ 120,172.75	\$744.60
FYNES	BRONAGH MARIA	Detective	\$ 109,755.56	\$701.67
GABRIEL	MATTHEW THOMAS	Police Constable	\$ 101,943.32	\$664.49
GAGLIARDI	DEANNA LYNN	Plainclothes Police Constable	\$ 106,440.44	\$686.42
GAGLIARDI	VITO	Detective	\$ 119,970.67	\$701.67
GAJRAJ	SYED SEAN	Plainclothes Police Constable	\$ 107,782.98	\$686.42
GALAMIYEVA	YEKATERINA	Police Constable	\$ 101,983.83	\$658.58
GALDIKS	ROLAND GERHARD	Police Constable	\$ 106,806.13	\$669.95
GALES	WENDY	Sergeant	\$ 103,584.77	\$456.72
GALITOS	KONSTANTINOS	Plainclothes Police Constable	\$ 103,096.69	\$686.42
GALL	ALEXANDRU	Plainclothes Police Constable	\$ 105,474.97	\$683.30
GALLAGHER	IAN JAMES	Police Constable	\$ 103,553.00	\$662.93
GALLAGHER	JOHN ASHLEY	Police Constable	\$ 103,050.69	\$669.95
GALLANT	DENISE	Sergeant	\$ 106,720.79	\$285.13
GALLANT	KELLY-ANN	Detective Sergeant	\$ 119,404.39	\$492.76
GALLANT	ROBERT	Detective	\$ 127,658.23	\$717.06
GALLANT	STACY	Detective Sergeant	\$ 118,772.82	\$742.52
GALLANT	TIMOTHY	Sergeant	\$ 129,231.57	\$708.56
GALLO	DANIEL	Plainclothes Police Constable	\$ 106,701.36	\$686.42
GANJ	ARRAN	Police Constable	\$ 110,371.04	\$662.93
GARBUTT	DEBORAH GRACE	Police Constable	\$ 102,057.57	\$670.20
GARBUTT	TODD	Training Constable	\$ 103,846.50	\$693.44
GARCIA	ETELVINO MANUEL	Police Constable	\$ 105,998.38	\$662.06
GARDINER	ROBERT SCOTT	Police Constable	\$ 101,011.57	\$669.95
GARDNER	RONALD FRANKLIN	Sergeant	\$ 108,495.29	\$701.67
GARLAND	MARINA EDUARDOVNA	Plainclothes Police Constable	\$ 101,173.46	\$686.42
GARRETT	RICHARD FREDRICK	Plainclothes Police Constable	\$ 101,092.12	\$678.70
GARRISON	HEIDI ELSIE	Detective Sergeant	\$ 116,547.88	\$312.74
GARROW	PATRICK JOHN	Plainclothes Police Constable	\$ 101,063.35	\$686.68
GARVEY	ANDREW FREDERICK	Police Constable	\$ 100,389.47	\$668.66
GAUDET	DERRICK	Sergeant	\$ 112,644.41	\$710.11
GAUTHIER	KEITH	Plainclothes Police Constable	\$ 103,540.07	\$700.32
GAUTHIER	LEO	Detective	\$ 116,590.76	\$710.11
GAUTHIER	PAUL RICHARD	Sergeant	\$ 104,887.85	\$701.67
GAUVREAU	MARC ROBERT	Police Constable	\$ 102,036.24	\$669.95
GAZEY	DARYL	Police Constable	\$ 105,603.44	\$682.82
GEE	KEVIN WAI	Police Constable	\$ 101,074.50	\$658.58
GEE	WILLIAM EDWARD	Police Constable	\$ 136,338.38	\$669.95
GENOVY	SHAUN	Detective	\$ 112,357.32	\$717.06
GEORGE	GLEN	Sergeant	\$ 123,879.45	\$717.06
GEORGE	KEITH JOSEPH	Police Constable	\$ 101,803.58	\$662.93
GEORGOPOULOS	KEVIN	Plainclothes Police Constable	\$ 110,656.03	\$686.42
GERRITS	JOHN	Police Constable	\$ 124,005.95	\$684.37

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
GERRY	DARYLE	Staff Sergeant	\$ 122,467.53	\$744.60
GERRY	DONALD	Staff Sergeant	\$ 118,067.02	\$738.48
GERRY	MATTHEW JAMES	Police Constable	\$ 100,570.02	\$662.93
GETTY	SHAWN	Detective Sergeant	\$ 122,883.70	\$744.60
GHAZARIAN	HAMAYAK	Police Constable	\$ 110,298.67	\$662.93
GHEYSAR	MAKDA	Financial Planner	\$ 128,822.09	\$886.80
GIANNOTTA	CELESTINO	Director of Information Technology	\$ 183,097.27	\$1,088.82
GIBB	LOUIS	Sergeant	\$ 110,840.95	\$717.06
GIBBONS	REBECCA NICOLE	Plainclothes Police Constable	\$ 105,939.87	\$686.42
GIBILLINI	RICHARD	Sergeant	\$ 116,014.43	\$717.06
GIBSON	ANDREW NEIL	Sergeant	\$ 114,291.11	\$713.54
GIBSON	GRAHAM	Detective Sergeant	\$ 148,396.21	\$744.60
GIBSON	JAMES	Staff Sergeant	\$ 121,752.97	\$744.60
GIBSON	NATHAN EDWARD	Plainclothes Police Constable	\$ 115,637.23	\$678.70
GIBSON	ROGER	Sergeant	\$ 117,154.25	\$717.06
GICZI	JIM FRANK	Detective	\$ 118,750.40	\$708.56
GIEDROYC	KAROL ZYGMUNT	Detective Sergeant	\$ 117,641.40	\$312.74
GIESCHE	CHAD ALLEN	Plainclothes Police Constable	\$ 112,123.73	\$686.42
GILBERT	DONNA ELLEN	Information Security Officer	\$ 117,315.15	\$728.13
GILBERT	SCOTT	Inspector	\$ 153,792.99	\$949.04
GILBERT	SHAWN WILLIAM	Sergeant	\$ 101,390.54	\$694.59
GILFOY	LEAH DAWN	Detective Sergeant	\$ 118,052.30	\$737.72
GILL	AMANPREET SINGH	Police Constable	\$ 114,299.30	\$669.95
GILL	DALBINDER SINGH	Police Constable	\$ 104,066.92	\$669.95
GILL	JASON GOWAN	Plainclothes Police Constable	\$ 120,922.46	\$686.42
GILL	SUKHJIT SINGH	Police Constable	\$ 101,888.19	\$662.93
GILLAN	JEFFREY JOHN	Plainclothes Police Constable	\$ 117,476.68	\$686.42
GILLESPIE	ANDREA	Plainclothes Police Constable	\$ 102,884.52	\$700.32
GILLESPIE	MICHAEL PATRICK	Plainclothes Police Constable	\$ 108,753.95	\$678.70
GILLIS	DAVID WILLIAM	Staff Sergeant	\$ 119,211.04	\$744.60
GINI	GUILLERMO STEVE	Plainclothes Police Constable	\$ 107,319.81	\$678.70
GINN	DAVID	Plainclothes Police Constable	\$ 109,267.15	\$700.32
GIRARD	MARTIN REMI	Police Constable	\$ 103,854.32	\$662.93
GIRARDI	NANCY LYNNE	Plainclothes Police Constable	\$ 103,630.59	\$686.42
GIRMENIA	FRANCESCO	Plainclothes Police Constable	\$ 105,722.70	\$673.61
GIROUX	GARY	Detective Sergeant	\$ 160,235.12	\$319.62
GITTUS	RYAN CHRISTOPHER	Plainclothes Police Constable	\$ 101,027.30	\$670.77
GLANCY	DAVID	Police Constable	\$ 129,690.37	\$676.70
GLASGOW	JUSTIN JOSEPH	Plainclothes Police Constable	\$ 102,488.75	\$686.42
GLAVIN	LYDIA STEPHANY	Detective Sergeant	\$ 117,401.27	\$737.72
GLAVIN	PHILLIP	Sergeant	\$ 123,098.99	\$717.06
GLEN	CAROLINE	Detective	\$ 109,900.90	\$711.97
GLENDINNING	GREGORY DAVID	Detective	\$ 121,705.84	\$717.06
GOBBO	CLAUDIO	Plainclothes Police Constable	\$ 102,898.34	\$700.32
GODDARD	GLENN PATRICK	Police Constable	\$ 110,712.74	\$669.95
GOEBELL	NAD	Police Constable	\$ 101,753.64	\$684.37
GOH	ANDRE PIERRE	Manager of Diversity Management	\$ 145,464.67	\$367.71
GOKEDA	GOPALA KRISHNA	Project Leader	\$ 105,408.29	\$707.82
GOLDLIOUST	ANATOL	Police Constable	\$ 101,249.61	\$662.93
GOLDSMITH	ERIC CHARLES	Detective	\$ 109,062.98	\$701.93
GOMES	JUSTIN DAVID	Plainclothes Police Constable	\$ 108,079.52	\$686.42
GOMES	SUSAN ELIZABETH	Detective	\$ 145,515.83	\$708.56
GONZALES	ANGELO ENRIQUEZ	Police Constable	\$ 106,420.60	\$669.95
GOOBIE	DERRICK	Training Constable	\$ 105,667.77	\$700.32
GOODING	JOANNE MICHELE	Senior Administrator Civilian Recruitment	\$ 112,021.88	\$823.35
GOODWIN	ELLA RILEY	Plainclothes Police Constable	\$ 102,396.52	\$666.29
GOODWIN	RALPH	Sergeant	\$ 115,002.94	\$649.01
GORDON	CHRISTOPHER	Sergeant	\$ 107,688.24	\$393.76
GOSS	JASON JAMES	Police Constable	\$ 101,216.29	\$307.93
GOTELL	JAMES ELWOOD	Detective Sergeant	\$ 124,328.00	\$737.72
GOTTSCHALK	BRIAN	Staff Sergeant	\$ 120,755.78	\$744.60
GOTTSCHALK	MICHAEL	Staff Sergeant	\$ 119,454.23	\$571.46
GOTTSCHLING	RONALD EDMUND	Police Constable	\$ 102,339.86	\$669.95
GOUDIE	ROBERT RANDALL	Sergeant	\$ 109,714.49	\$708.56
GOUGH	JEFFREY MICHAEL	Police Constable	\$ 109,983.73	\$237.95
GOULAH	ANTHONY LEO	Plainclothes Police Constable	\$ 113,716.35	\$686.42
GOUTHRO	CRAIG JOSEPH	Sergeant	\$ 109,450.77	\$708.56
GOUVEIA	DERECK FRANCIS	Plainclothes Police Constable	\$ 100,094.44	\$693.44
GOWAN	TODD JOHN	Sergeant	\$ 103,395.15	\$701.67
GOWANLOCK	CAROL LYNN	Administrator Document Services	\$ 112,996.62	\$240.65
GRACE	TIMOTHY	Plainclothes Police Constable	\$ 114,197.39	\$681.67
GRAFFMANN	GORDON	Detective Sergeant	\$ 119,209.29	\$744.60

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
GRAHAM	KEVIN JOSEPH	Police Constable	\$ 102,060.80	\$669.95
GRAHAM	LEE MICHAEL	Sergeant	\$ 109,442.13	\$717.06
GRAMMATIKOS	MICHAEL GEORGE	Police Constable	\$ 100,150.81	\$669.95
GRANATA	SALVATORE FRANCESCO	Sergeant	\$ 112,964.26	\$717.06
GRANBERG	DINO	Detective	\$ 111,704.19	\$708.56
GRANDE	PIETRO	Plainclothes Police Constable	\$ 120,222.86	\$691.36
GRANT	CHRISTOPHER RICHARD	Police Constable	\$ 103,142.51	\$669.95
GRANT	CINDYLOU CHRISTINA	Project & Policy Co-ordinator	\$ 135,114.14	\$886.80
GRANT	KEVIN	Plainclothes Police Constable	\$ 105,766.76	\$700.32
GRANT	PATRICIA ANN	Sergeant	\$ 108,419.19	\$701.67
GRAVELIJN	ROBERT-THEO	Police Constable	\$ 100,885.40	\$662.93
GRAY	GLENN	Staff Sergeant	\$ 123,389.65	\$744.60
GRAY	PAULINE	Detective Sergeant	\$ 134,550.55	\$744.60
GRAY	ROBERT	Sergeant	\$ 111,942.58	\$292.08
GREAVES	BRANDON LLOYD	Plainclothes Police Constable	\$ 101,470.61	\$666.29
GREAVETTE	JAMES	Plainclothes Police Constable	\$ 102,538.62	\$692.91
GREEN	JOHN	Detective	\$ 111,073.83	\$717.06
GREEN	RONALD TERRY	Police Constable	\$ 102,711.93	\$259.39
GREENAWAY	COLIN	Detective Sergeant	\$ 119,209.29	\$744.60
GREENAWAY	FIONA	Detective	\$ 108,992.46	\$292.08
GREENE	MICHAELA SARA	Police Constable	\$ 106,633.37	\$662.93
GREENER	KIMBERLEY ANNE	Police Constable	\$ 101,402.84	\$669.95
GREENLAW	CYNTHIA	Police Constable	\$ 105,367.64	\$684.37
GREENWOOD	JAMES	Detective Sergeant	\$ 121,612.87	\$744.60
GREENWOOD	KIMBERLEY SARA	Staff Superintendent	\$ 187,100.31	\$10,622.31
GREER	MARIE	Detective Sergeant	\$ 119,716.75	\$744.60
GREER	THOMAS ROBERT	Detective	\$ 120,014.84	\$708.56
GREGORY	ROBERT K.	Staff Sergeant	\$ 119,832.26	\$744.60
GREGORY	ROBERT R.	Detective	\$ 108,604.12	\$717.06
GREGORY	SANDRA	Sergeant	\$ 111,820.52	\$715.78
GREGORY	TREVOR PIXLEY	Police Constable	\$ 100,227.96	\$662.93
GREIG	ROBERT	Detective	\$ 116,987.11	\$717.06
GREKOS	MICHAEL	Detective	\$ 119,645.00	\$708.56
GREWAL	DHARMENDRA SINGH	Police Constable	\$ 109,683.67	\$685.20
GRIALDI	THIERRY	Detective	\$ 117,725.96	\$708.56
GRIERSON	MICHAEL	Detective	\$ 110,007.17	\$711.97
GRIEVE	TREVOR SCOTT	Police Constable	\$ 107,375.82	\$675.34
GRIEVES	GARY	Plainclothes Police Constable	\$ 105,158.25	\$275.34
GRIFFIN	LINDSAY GLENA	Police Constable	\$ 104,283.47	\$669.95
GRIFFIN	PAUL	Police Constable	\$ 106,495.71	\$684.37
GRIFFIN	SHAIN MICHAEL	Sergeant	\$ 108,607.63	\$701.67
GRIFFITHS	DAVID	Detective	\$ 126,529.67	\$717.06
GRIFFITHS	SEAN RONALD	Sergeant	\$ 117,355.11	\$717.06
GRIS	ROBERT MICHAEL	Sergeant	\$ 106,640.43	\$695.77
GRISOLIA	LISA	Sergeant	\$ 107,654.48	\$712.28
GRONDIN	SCOTT WILLIAM	Plainclothes Police Constable	\$ 114,611.60	\$686.42
GROSS	KIMBERLY	Detective Sergeant	\$ 122,943.71	\$744.60
GROSS	PAVEL	Manager of Information Systems	\$ 157,155.15	\$991.86
GROVER	TODD	Sergeant	\$ 107,985.86	\$712.59
GROVES	GREGORY	Detective Sergeant	\$ 132,372.84	\$739.50
GUERREIRO	JOSEPH ANDREW	Plainclothes Police Constable	\$ 106,961.88	\$686.42
GUEST	DALE	Sergeant	\$ 108,576.62	\$292.08
GUEST	KEVIN	Staff Sergeant	\$ 119,338.04	\$744.60
GURMAN	MICHAEL	Detective	\$ 124,155.08	\$717.06
GURR	JACK JACOB	Sergeant	\$ 105,048.49	\$386.87
GUTHRIE	JANICE	Plainclothes Police Constable	\$ 100,135.76	\$268.46
HABIBULLAH	JAMSHID	Police Constable	\$ 108,630.09	\$662.93
HADDEN	ELIZABETH ANNE	Police Constable	\$ 118,214.70	\$676.70
HADDRELL	PETER	Police Constable	\$ 100,470.12	\$684.37
HAFFEJEE	FAZAL MOHAMMED	Plainclothes Police Constable	\$ 117,412.06	\$681.54
HAFIZ	AMIN	Sergeant	\$ 117,983.26	\$717.06
HAGERMAN	DAVID	Police Constable	\$ 113,158.76	\$694.22
HAGGETT	LORI LYNN	Detective	\$ 106,117.17	\$566.90
HAGHSHENAS	EHSAN	Police Constable	\$ 109,849.76	\$658.58
HAGOPIAN	GREGORY KRİKOR	Detective	\$ 106,651.08	\$701.67
HAIN	DAVID JOSEPH	Police Constable	\$ 102,519.42	\$669.95
HAINES	DAVID PAUL	Sergeant	\$ 109,258.84	\$701.67
HAINES	KEITH	Staff Sergeant	\$ 134,527.29	\$744.60
HAINES	RICHARD PAUL	Plainclothes Police Constable	\$ 119,052.15	\$679.01
HAITZER	GARY	Sergeant	\$ 109,130.55	\$370.78
HAJI	MOHAMMAD ABID	Police Constable	\$ 104,112.69	\$669.95
HALAGIAN	ADAM RYAN	Plainclothes Police Constable	\$ 101,167.11	\$686.42

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
HALES	KEITH JOHN	Police Constable	\$ 107,772.46	\$669.95
HALEY	RHONDA GAYLE	Plainclothes Police Constable	\$ 104,880.36	\$686.42
HALJASTE	MARK HARIVALD	Police Constable	\$ 116,566.06	\$675.34
HALL	ALVIN DALTON	Sergeant	\$ 118,780.45	\$708.56
HALL	JOHN	Police Constable	\$ 108,257.02	\$684.37
HALL	NEIL HARCOURT	Plainclothes Police Constable	\$ 123,708.64	\$686.42
HALL	WILLIAM MICHAEL	Plainclothes Police Constable	\$ 129,069.32	\$686.42
HALMAN	DARREN	Staff Sergeant	\$ 121,380.86	\$740.97
HAMILTON	KEVIN STEWART	Police Constable	\$ 100,934.17	\$674.22
HAMILTON	MICHAEL S.	Police Constable	\$ 100,367.02	\$684.37
HAMILTON-GREENER	MICHAEL J.	Staff Sergeant	\$ 126,936.39	\$744.60
HAMLET	ROWAN ALLEN	Police Constable	\$ 108,368.13	\$669.95
HAMPSON	SCOTT ANDREW	Police Constable	\$ 137,227.80	\$669.95
HANCOCK	JANINE RHONA	Sergeant	\$ 108,272.74	\$708.56
HANCOCK	KIMBERLY	Detective	\$ 115,609.23	\$717.06
HANDSOR	AMY CHRISTINE	Plainclothes Police Constable	\$ 107,983.96	\$686.42
HANDSOR	PHILIP ALLEN	Detective	\$ 122,452.38	\$701.67
HANDY	CHRISTINE	Plainclothes Police Constable	\$ 101,444.17	\$693.44
HANLON	ERIN VALENTINE	Plainclothes Police Constable	\$ 120,497.74	\$684.34
HANS	DALJIT	Sergeant	\$ 108,659.83	\$717.06
HANSEN	KATHLEEN ANN	Police Constable	\$ 108,830.74	\$683.13
HANSEN	PETER	Police Constable	\$ 104,192.37	\$684.59
HANTON	JEFFREY	Plainclothes Police Constable	\$ 102,805.79	\$558.66
HARDY	RUSSELL	Police Constable	\$ 100,756.05	\$676.70
HARGAN	ROBERT	Sergeant	\$ 131,521.20	\$717.06
HARKER	ADAM MICHAEL	Plainclothes Police Constable	\$ 100,561.17	\$681.80
HARLEY	ALEXANDER PETRIE	Police Constable	\$ 103,897.14	\$662.93
HARLOCK	DAVID	Sergeant	\$ 115,482.31	\$717.06
HARNETT	ROBERT	Detective	\$ 137,617.38	\$710.11
HARNISH	MICHAEL STEVENS	Police Constable	\$ 109,004.07	\$669.95
HAROON	USMAN	Police Constable	\$ 116,830.15	\$662.93
HARRAS	JOHN	Detective	\$ 122,269.34	\$717.06
HARRINGTON	JULIA ANNE	Police Constable	\$ 101,885.95	\$662.93
HARRIS	CRAIG EDWARD	Police Constable	\$ 102,212.54	\$684.37
HARRIS	DAVID C.	Detective	\$ 118,519.37	\$717.06
HARRIS	DAVID ANTHONY	Senior Analyst	\$ 104,628.21	\$280.88
HARRIS	DEBBIE	Detective	\$ 163,028.95	\$717.06
HARRIS	KIMBERLEY ANN	Plainclothes Police Constable	\$ 109,111.61	\$261.44
HARRIS	RICHARD VICTOR	Detective	\$ 118,671.84	\$701.67
HARRIS	STEPHEN ARTHUR	Staff Inspector	\$ 159,333.33	\$14,255.20
HARRISON	KEITH ISSAC	Police Constable	\$ 109,633.14	\$662.93
HART	DOUGLAS	Detective	\$ 126,381.17	\$717.06
HARTFORD	DEBORAH	Detective	\$ 111,993.22	\$717.06
HARTFORD	THOMAS JOSEPH	Detective	\$ 116,432.01	\$292.08
HARVEY	DONALD	Plainclothes Police Constable	\$ 104,256.31	\$275.34
HARVEY	MARK	Sergeant	\$ 119,451.01	\$710.11
HASIUK	MELISSA ANNE	Police Constable	\$ 103,111.89	\$675.34
HASSALL	ANDREW	Plainclothes Police Constable	\$ 104,261.96	\$700.32
HAUNTS	ALAN	Detective Sergeant	\$ 120,754.47	\$744.60
HAWCO	BERNARD THOMAS	Sergeant	\$ 112,602.01	\$714.50
HAWKEN	MICHAEL BROWNLEE	Plainclothes Police Constable	\$ 100,742.53	\$671.78
HAWKINS	HILARY LAURENE	Plainclothes Police Constable	\$ 102,120.81	\$261.44
HAWKINS	ROBERT GEOFFREY	Plainclothes Police Constable	\$ 102,668.38	\$686.42
HAYES	JEREMY MATTHEW	Detective	\$ 126,253.54	\$701.67
HAYES	ROY EDWARD	Plainclothes Police Constable	\$ 111,238.04	\$700.32
HAYES	SHAWN EARL	Police Constable	\$ 100,217.87	\$669.95
HAYLES	MICHAEL BANCROFT	Sergeant	\$ 107,345.54	\$701.93
HAYNES	ANDREW EDWARD	Plainclothes Police Constable	\$ 103,711.49	\$678.70
HAYNES	CHRISTOPHER SEAN	Plainclothes Police Constable	\$ 106,357.68	\$693.44
HAYNES	ERNEST DAVID	Plainclothes Police Constable	\$ 106,955.78	\$686.42
HAYRE	HARMAN SINGH	Police Constable	\$ 100,178.53	\$669.95
HAYWARD	DARRELL MAURICE	Police Constable	\$ 101,543.60	\$669.95
HAYWARD	MARK	Sergeant	\$ 159,804.91	\$717.06
HAZELL	SANDRA DAWN	Police Constable	\$ 104,851.43	\$669.95
HEAD	STEVEN ROSS	Plainclothes Police Constable	\$ 108,947.25	\$686.42
HEADLEY	CHRISTINE	Senior Operations Supervisor	\$ 110,426.74	\$713.15
HEALY	MICHAEL DAVID	Detective	\$ 114,852.22	\$717.06
HEANEY	GERALD	Staff Sergeant	\$ 122,430.07	\$737.72
HEARD	CHRISTOPHER SHAYNE	Sergeant	\$ 129,146.18	\$362.28
HEARD	JASON MARK	Plainclothes Police Constable	\$ 109,254.50	\$686.42
HEDGEMAN	CORY MICHAEL	Plainclothes Police Constable	\$ 111,117.87	\$676.05
HEGARTY	NATALIE MONIQUE	Detective	\$ 107,051.92	\$647.77

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
HEGEDUS	RICHARD	Inspector	\$ 148,670.25	\$949.04
HEILIMO	KARL	Staff Sergeant	\$ 120,184.76	\$744.60
HEITZNER	ROBERT MATTHEW	Detective	\$ 120,034.90	\$708.56
HEMPEN	GEORGE JOHANNES	Plainclothes Police Constable	\$ 101,886.77	\$686.42
HENDERSON	GEOFFREY PAUL	Police Constable	\$ 113,866.62	\$669.95
HENDERSON	NORMAN GEORGE	Manager of Fleet and Materials Management	\$ 169,379.76	\$1,038.45
HENDRICKS	KEITH	Detective	\$ 109,795.00	\$717.06
HENDRIKS	BART	Plainclothes Police Constable	\$ 100,113.48	\$693.44
HENKEL	HEINZ	Detective	\$ 115,467.42	\$717.06
HENRY	ANN-MARIE PATRICIA	Manager of Benefits and Employment	\$ 146,231.71	\$952.79
HENRY	PETER	Staff Sergeant	\$ 122,753.47	\$744.60
HENSHELL	CHRISTOPHER KEITH	Police Constable	\$ 107,053.93	\$669.95
HERRON	CLIFFORD	Police Constable	\$ 102,209.10	\$259.39
HESSE	GEOFFREY	Detective	\$ 112,938.34	\$717.06
HEUGHAN	DEBORAH	Police Constable	\$ 110,598.17	\$684.37
HEUGHAN	DONALD	Plainclothes Police Constable	\$ 111,339.38	\$700.32
HEWITT	STEPHEN MARK	Police Constable	\$ 149,811.47	\$673.61
HEWNER	ELIZABETH JANINE	Manager of Budgeting and Control	\$ 161,546.29	\$1,009.30
HEWSON	BROOKE LESLIE	Plainclothes Police Constable	\$ 118,536.92	\$686.42
HEWSON	KENT	Sergeant	\$ 111,609.49	\$717.06
HIBBELN	PHILIP JOSEPH	Detective	\$ 115,524.75	\$292.08
HICKMOTT	MARCIE LYNN	Detective	\$ 103,781.10	\$701.67
HICKS	STEPHEN	Sergeant	\$ 113,069.47	\$717.06
HIGGINS	ANDREW CRAIG	Sergeant	\$ 107,533.53	\$701.67
HIGGITT	ELISA	Sergeant	\$ 101,696.72	\$695.77
HIGO	TODD ELLIOT	Plainclothes Police Constable	\$ 116,230.93	\$691.88
HILBORN	LYNDA DAWN	Sergeant	\$ 109,024.29	\$713.86
HILDEBRAND	SHAUN CHRISTOPHER	Plainclothes Police Constable	\$ 111,669.80	\$686.42
HILDRED	LESLEY	Staff Sergeant	\$ 121,478.33	\$744.60
HILL	ELIOT LEWIS	Police Constable	\$ 106,880.11	\$669.95
HILL	IRA NORMAN	Detective	\$ 122,668.14	\$717.06
HILL	SHANE	Detective	\$ 116,577.65	\$708.56
HILLHOUSE	TODD GARRY	Sergeant	\$ 108,172.86	\$708.56
HILLIER	JASON SABINO	Plainclothes Police Constable	\$ 106,670.68	\$678.70
HILTON	TYRONE CHRISTOPHER	Detective	\$ 117,242.23	\$701.67
HIND	D'ARCY LIAM	Police Constable	\$ 112,193.69	\$682.76
HINES	GORDON IAN	Police Constable	\$ 107,217.27	\$669.95
HISCOX	PATRICK JAMES	Plainclothes Police Constable	\$ 107,419.43	\$677.88
HO	ALEC KAI-KWUN	Parking Enforcement Officer	\$ 100,081.39	\$595.54
HO	JOSEPH CHOA	Plainclothes Police Constable	\$ 109,497.72	\$693.44
HO	KENNY KONG-LEUNG	Staff Sergeant	\$ 117,625.87	\$730.70
HO	MATTHEW WEI-EN	Police Constable	\$ 102,775.48	\$662.06
HO	OLIVER NICHOLAS	Plainclothes Police Constable	\$ 104,238.87	\$682.50
HOBBINS	ALAN GARY	Sergeant	\$ 103,739.64	\$701.67
HOBOR	TERENCE ALEC	Plainclothes Police Constable	\$ 105,496.69	\$635.42
HOCHRADL-ZORKO	STEPHANIE	Detective	\$ 109,508.60	\$708.56
HOCKADAY	ADAM ROY	Plainclothes Police Constable	\$ 118,804.48	\$678.09
HODGERT	DOUGLAS	Police Constable	\$ 119,859.00	\$684.37
HODGINS	MARK GREGORY	Police Constable	\$ 116,335.14	\$669.95
HODGSON	FREDERICK ALVIN	Police Constable	\$ 105,766.89	\$669.95
HODKIN	JASON JOSEPH	Plainclothes Police Constable	\$ 105,724.90	\$686.42
HOELLER	CHRISTOPHER ALEXANDER	Plainclothes Police Constable	\$ 111,311.80	\$678.70
HOFFMAN	GREGORY RODNEY	Plainclothes Police Constable	\$ 109,647.09	\$678.49
HOFFMEYER	RUSSELL DANIEL	Detective	\$ 106,413.99	\$701.67
HOFLAND	MATTHEW ROBERT	Sergeant	\$ 103,457.23	\$701.67
HOGAN	JAMES	Detective Sergeant	\$ 117,564.44	\$596.06
HOLDER	ADKIN	Detective	\$ 107,360.88	\$566.90
HOLDER	PAUL	Plainclothes Police Constable	\$ 113,961.91	\$693.44
HOLLAND	MARK LEWIS	Plainclothes Police Constable	\$ 111,155.87	\$686.42
HOLLINGSHEAD	RICHARD WARREN	Plainclothes Police Constable	\$ 110,880.09	\$700.32
HOLLYWOOD	NEIL	Plainclothes Police Constable	\$ 112,206.08	\$693.44
HOLMES	JOHN	Sergeant	\$ 112,189.51	\$717.06
HOLT	GLENN	Inspector	\$ 152,677.12	\$949.04
HOLUBKO	PAWEL	Police Constable	\$ 107,710.61	\$662.93
HONG	ANDREW	Police Constable	\$ 128,424.74	\$669.95
HOOPER	KEVIN JOSEPH	Sergeant	\$ 106,233.80	\$701.67
HOOVER	BRADLEY	Detective	\$ 112,622.16	\$292.08
HOPKINS	JEFFREY DAVID	Detective	\$ 105,591.56	\$701.67
HOPTON	RICHARD FREDERICK	Police Constable	\$ 107,960.40	\$662.93
HORNBY	GREGORY ALLEN	Police Constable	\$ 111,623.59	\$676.70
HORNER	GAVIN	Detective	\$ 130,555.63	\$717.06
HORTON	BRIAN	Police Constable	\$ 117,534.45	\$679.56

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
HORTON	CHRISTOPHER NEIL	Plainclothes Police Constable	\$ 107,699.22	\$686.42
HORWOOD	RYAN KNIGHT	Plainclothes Police Constable	\$ 107,488.72	\$685.20
HOUSTON	DEBRA	Staff Sergeant	\$ 117,496.83	\$738.97
HOUSTON	JEANETTE MARIE	Compensation and Benefits Analyst	\$ 112,460.69	\$825.49
HOUSTON	JOEL MICHAEL	Police Constable	\$ 100,426.76	\$669.95
HOVEY	GWENYTH	Detective	\$ 108,725.64	\$717.06
HOWARD	ELDON	Police Constable	\$ 132,390.92	\$684.37
HOWARD	SHAWN	Police Constable	\$ 123,588.28	\$676.70
HOWELL	JEFFREY	Staff Sergeant	\$ 121,173.37	\$744.60
HOWELL	JOHN	Staff Sergeant	\$ 125,151.89	\$744.60
HOWELL	WAYNE VINCENT	Plainclothes Police Constable	\$ 113,187.49	\$686.42
HOWLETT	WAYNE	Plainclothes Police Constable	\$ 105,221.31	\$700.32
HREPIC	MARIO	Sergeant	\$ 113,936.85	\$708.56
HRYHORSKY	MICHAEL THOMAS	Plainclothes Police Constable	\$ 115,089.38	\$686.42
HU	YI	Police Constable	\$ 108,382.39	\$662.93
HUBBARD	SIMON	Plainclothes Police Constable	\$ 129,191.34	\$693.44
HUBER	ERWIN WERNER	Plainclothes Police Constable	\$ 107,468.07	\$686.42
HUBER	SIMONE GABRIELLE	Plainclothes Police Constable	\$ 101,306.49	\$686.42
HUDSON	NOEL MCNAIR	Police Constable	\$ 100,569.53	\$651.62
HUGHES	GUY	Police Constable	\$ 122,010.42	\$683.13
HUGHES	LYNN	Sergeant	\$ 108,506.72	\$708.56
HUGHES	TRUDY	Detective	\$ 111,314.01	\$377.92
HUGHSON	REGINALD GUY	Plainclothes Police Constable	\$ 110,156.09	\$693.44
HUMENIUK	JUSTYN DAVID	Plainclothes Police Constable	\$ 109,685.56	\$686.42
HUNG	JAMES	Staff Sergeant	\$ 117,674.95	\$731.34
HUNG	JEFFREY	Plainclothes Police Constable	\$ 103,952.32	\$686.42
HUNG	LESLIE FAN	Police Constable	\$ 107,619.07	\$662.93
HUNT	CHRISTOPHER DAVID	Plainclothes Police Constable	\$ 111,770.31	\$678.70
HUNT	GLEN STEPHEN	Police Constable	\$ 103,466.01	\$678.20
HUNT	PETER	Plainclothes Police Constable	\$ 102,600.60	\$700.32
HUNT	ROBERT	Detective	\$ 116,962.93	\$717.06
HUNTE	KAREN	Sergeant	\$ 110,178.94	\$708.56
HUNTER	JASON COLIN	Plainclothes Police Constable	\$ 104,584.50	\$672.39
HURLEY	JASON LESLIE	Police Constable	\$ 116,125.07	\$662.93
HURLEY	WILLIAM ANTHONY	Staff Sergeant	\$ 120,985.63	\$744.60
HUSAIN	MOHAMMED SALEEM	Detective	\$ 116,521.85	\$701.93
HUSSEIN	RIYAZ	Inspector	\$ 152,632.83	\$792.69
HUTCHEON	WILLIAM	Detective	\$ 112,203.99	\$717.06
HUTCHINGS	DANIEL WILLIAM	Sergeant	\$ 104,880.84	\$701.67
HUTCHINGS	MARK DEREK	Police Constable	\$ 101,529.20	\$662.93
HUTCHINGS	TRACEY LYNN	Police Constable	\$ 100,513.25	\$663.19
HWANG	THOMAS YUNG-YIH	Police Constable	\$ 105,306.38	\$244.97
HYLAND	SCOTT ANDREW	Plainclothes Police Constable	\$ 101,841.57	\$678.70
IANCU	VLADIM ADRIAN	Police Constable	\$ 113,194.60	\$662.93
IDSINGA	HANK	Detective Sergeant	\$ 156,615.97	\$313.99
IHASZ	JOHN CHRISTOPHER	Detective	\$ 123,507.11	\$717.06
ILSON	DANIEL JAMES	Plainclothes Police Constable	\$ 113,831.05	\$678.70
IMRIE	THOMAS ALLEN	Detective	\$ 110,168.82	\$701.67
INGLEY	PAUL LEO	Plainclothes Police Constable	\$ 113,935.13	\$675.65
INGLIS	CRAIG NORMAN	Police Constable	\$ 107,218.32	\$669.95
ION	DEAN FRANCIS	Sergeant	\$ 100,637.45	\$691.73
IONTA	ALESSANDRO	Detective	\$ 106,517.44	\$701.67
IRELAND	MORGAN HARRIS	Police Constable	\$ 124,978.16	\$669.95
IRISH	DAVID	Detective	\$ 119,282.67	\$717.06
IRISH	PETER	Plainclothes Police Constable	\$ 103,437.57	\$700.32
IRISH	TIMOTHY GARNET	Detective	\$ 119,689.47	\$708.56
IRVINE	ZACHARY JAMES	Plainclothes Police Constable	\$ 105,893.73	\$686.42
IRWIN	STEPHEN	Inspector	\$ 147,898.37	\$949.04
ISABELLO	DAVID ANTHONY	Plainclothes Police Constable	\$ 118,801.16	\$674.68
ISHERWOOD	RICHARD MATTHEW	Police Constable	\$ 104,476.15	\$662.93
ISIP	WILLIADOR JR.	Plainclothes Police Constable	\$ 102,625.36	\$686.42
ITO	CHRISTOPHER	Police Constable	\$ 106,993.59	\$662.93
IZDEBSKI	PETER ANTONI	Police Constable	\$ 108,118.40	\$662.93
IZZETT	STEVEN	Staff Inspector	\$ 151,937.14	\$6,852.32
JACKSON	LAURIE	Staff Sergeant	\$ 120,701.20	\$742.52
JACKSON	PAUL EDWARD	Police Constable	\$ 119,404.21	\$684.37
JACKSON	ROBERT MICHAEL	Police Constable	\$ 104,958.62	\$669.95
JACOB	TIMOTHY ALFRED	Detective	\$ 132,023.54	\$708.56
JACOBS	SHELDON ALEXANDER	Police Constable	\$ 101,285.76	\$669.95
JAMES	ALLISTAIR WINSTON	Police Constable	\$ 107,596.14	\$677.27
JAMES	BRIAN STEVEN	Police Constable	\$ 113,483.31	\$669.95
JAMES	GARY	Plainclothes Police Constable	\$ 113,020.08	\$700.32

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
JAMES	RITA ANNE	Police Constable	\$ 110,171.36	\$669.95
JAMISON	JAMES WILLIAM	Police Constable	\$ 114,106.11	\$244.97
JAMSHIDI	JOSHUA PAYAM	Detective Sergeant	\$ 117,797.47	\$730.70
JANECZKO	DANIEL MARCIN	Police Constable	\$ 104,828.09	\$662.93
JANES	GARY AMBROSE	Plainclothes Police Constable	\$ 110,692.56	\$686.68
JANKULOVSKI	LILJANA	Plainclothes Police Constable	\$ 105,274.77	\$686.42
JANSZ	ANGELO TYRELL	Sergeant	\$ 107,699.83	\$695.77
JANSZ	GAWAIN MARIO	Sergeant	\$ 122,618.05	\$701.67
JAROSZ	RUSSELL	Detective Sergeant	\$ 124,803.17	\$744.60
JARVIS	ELAN	Plainclothes Police Constable	\$ 102,596.60	\$275.34
JASWAL	MONISH SINGH	Police Constable	\$ 100,273.14	\$662.93
JATTAN	CLINT	Police Constable	\$ 121,347.40	\$684.37
JEEVA	ASIF ALI	Police Constable	\$ 104,419.25	\$661.19
JENKINS	ALLEN	Sergeant	\$ 115,700.26	\$292.08
JENKINS	CLINTON RICHARD	Training Constable	\$ 100,942.61	\$680.58
JHAJJ	CHARANJIT	Police Constable	\$ 122,237.07	\$676.70
JIMENEZ	FRANCISCO RAUL	Police Constable	\$ 117,448.63	\$662.93
JIRI	GEORGE	Plainclothes Police Constable	\$ 110,290.85	\$686.42
JITTA	ROBERT LYNDON	Plainclothes Police Constable	\$ 109,541.82	\$685.46
JOCKO	TODD JOSEPH	Detective	\$ 122,823.81	\$701.67
JODOIN	CHRISTOPHER GUNSTEIN	Plainclothes Police Constable	\$ 104,865.75	\$686.42
JOHN	JEANILLE MARIA	Detective	\$ 106,290.40	\$708.56
JOHNS	MARK DOUGLAS	Plainclothes Police Constable	\$ 104,591.22	\$686.42
JOHNSON	DAVID EDWARD	Detective	\$ 109,459.22	\$708.56
JOHNSON	JENNIFER ANNE	Staff Sergeant	\$ 114,345.22	\$730.70
JOHNSON	KEVIN WILLIAM	Police Constable	\$ 100,399.10	\$669.95
JOHNSON	MARTIN NATHANIEL	Police Constable	\$ 106,209.71	\$662.93
JOHNSON	ROBERT	Inspector	\$ 147,309.79	\$946.68
JOHNSTON	BRENT ANDREW	Plainclothes Police Constable	\$ 116,110.53	\$686.42
JOHNSTON	BRIAN HUGH	Detective	\$ 131,147.51	\$717.06
JOHNSTON	CHARLES	Sergeant	\$ 115,671.11	\$708.56
JOHNSTON	JEFFREY	Plainclothes Police Constable	\$ 136,570.30	\$700.32
JOHNSTON	JOHN DAVID	Plainclothes Police Constable	\$ 123,808.71	\$686.42
JOHNSTON	TRICIA MARLENE	Detective	\$ 108,072.25	\$701.93
JOHNSTON	WENDY ELIZABETH	Sergeant	\$ 104,690.55	\$689.87
JOHNSTONE	ADRIANNE	Staff Sergeant	\$ 114,142.39	\$730.70
JOHNSTONE	ANDREW PAUL	Detective Sergeant	\$ 126,859.75	\$737.72
JOHNSTONE	TIMOTHY	Detective	\$ 137,433.25	\$717.06
JOKAKELIAN	RAZMIKE AVEDIKE	Police Constable	\$ 109,788.50	\$669.95
JONES	COREY LEE	Sergeant	\$ 115,590.61	\$701.67
JONES	DOUGLAS ALBERT	Plainclothes Police Constable	\$ 102,879.70	\$700.32
JONES	GORDON	Inspector	\$ 168,419.96	\$949.04
JONES	JASON NEIL	Police Constable	\$ 104,599.41	\$418.11
JONES	LEANNE	Sergeant	\$ 113,557.30	\$715.78
JONES	PAUL CHRISTOPHER	Detective	\$ 106,619.45	\$701.67
JONES	SANDRA MAUREEN	Sergeant	\$ 106,703.89	\$566.90
JONES	THOMAS	Plainclothes Police Constable	\$ 111,337.13	\$637.36
JONGDONG	LHAWANG TOPGYAL	Detective	\$ 116,758.48	\$701.67
JOSEPH	RONALD RAJESH	Police Constable	\$ 107,457.77	\$656.84
JOSEPH	TREVOR JOHN	Police Constable	\$ 111,089.57	\$669.95
JOSEPHS	ADAM KIRK	Police Constable	\$ 103,965.50	\$676.70
JOSIFOVIC	MLADEN	Sergeant	\$ 123,152.18	\$717.06
JOSTIAK	JOSEPH	Staff Sergeant	\$ 122,651.50	\$709.32
JUDD	RICHARD ANDREW	Plainclothes Police Constable	\$ 110,742.59	\$686.42
JUHASZ	ALEXANDER GYOZO	Plainclothes Police Constable	\$ 121,594.01	\$678.70
JUHASZ	JAMIE CHRISTINE	Police Constable	\$ 102,944.35	\$662.93
JUPP	BRUCE	Police Constable	\$ 123,961.92	\$684.37
KACHUR	DAMIEN JOHN	Police Constable	\$ 102,129.42	\$663.19
KAHNT	ANGELA CHRISTINE	Plainclothes Police Constable	\$ 103,742.70	\$673.61
KALDIS	GEORGE	Sergeant	\$ 110,415.74	\$717.06
KALWIES	DAVID	Police Constable	\$ 101,523.99	\$589.93
KANE	SHAWN GERALD	Police Constable	\$ 106,127.81	\$662.93
KANG	GURJOT SINGH	Police Constable	\$ 114,441.09	\$662.93
KAPITANY	JESSY TARA	Plainclothes Police Constable	\$ 103,793.06	\$678.70
KAPLIOUK	IVAN ALEKSANDROVICH	Police Constable	\$ 106,258.46	\$669.64
KAPOSY	KEVIN JOHN	Training Constable	\$ 100,837.20	\$686.42
KARAGAN	PANAYIOTIS NICKOLAS	Sergeant	\$ 109,006.89	\$701.67
KARAKOCHUK	GERALD GEORGE	Police Constable	\$ 102,123.92	\$654.23
KARAVADI	HANUMANTHA	Senior Analyst	\$ 104,928.21	\$280.88
KARGES	BRADLEY JOSEPH	Police Constable	\$ 115,269.15	\$669.95
KARJALAINEN	TREVOR VINCENT	Plainclothes Police Constable	\$ 114,172.34	\$696.19
KARKOULAS	TREVOR DANIEL	Plainclothes Police Constable	\$ 123,047.30	\$686.16

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
KARMALI	FAIZAL SHIRAZ	Police Constable	\$ 104,155.04	\$675.44
KARPIK	JAMES	Police Constable	\$ 116,341.64	\$684.37
KARPUC	DAWID WALDEMAR	Police Constable	\$ 100,296.66	\$662.93
KARR	JOCELYN	Sergeant	\$ 112,612.24	\$717.06
KARRAS	STELLA STAUROULA	Sergeant	\$ 113,834.69	\$701.67
KARSTOFF	BRANDON CHRISTOPHER	Plainclothes Police Constable	\$ 104,259.07	\$686.42
KASZYCA	JOSEPH LUDWIK	Police Constable	\$ 108,579.12	\$683.37
KATAFIGIOTIS	CONSTANTINE	Plainclothes Police Constable	\$ 109,809.76	\$686.42
KATHIRAVELU	KAJAMUGANATHAN	Plainclothes Police Constable	\$ 104,517.26	\$676.31
KATOCH	AMAR SINGH	Police Constable	\$ 101,565.28	\$676.70
KAVANAGH	TIMOTHY	Sergeant	\$ 113,484.75	\$717.06
KAY	BRIAN	Detective	\$ 126,420.13	\$717.06
KAY	COLIN	Staff Sergeant	\$ 137,715.88	\$728.28
KAY	GRANT MICHAEL	Police Constable	\$ 104,146.88	\$662.93
KAY	WILLIAM DONALD	Police Constable	\$ 131,817.73	\$669.95
KEALEY	DEVIN	Detective Sergeant	\$ 119,303.47	\$319.62
KEANE	PATRICK	Detective Sergeant	\$ 119,435.49	\$429.80
KEEFER	JASON YVON	Plainclothes Police Constable	\$ 111,559.90	\$686.42
KEELER	CHRISTOPHER THOMAS	Plainclothes Police Constable	\$ 121,229.51	\$693.44
KEHLER	JASON WADE	Plainclothes Police Constable	\$ 108,963.73	\$686.42
KELL	JEFFREY STEWART	Police Constable	\$ 120,020.62	\$669.95
KELLAR	BRIAN MURRAY	Police Constable	\$ 102,946.44	\$669.95
KELLOWAY	TREVOR PAUL	Police Constable	\$ 104,140.97	\$654.23
KELLY	BRIAN WAYNE	Detective Sergeant	\$ 122,114.49	\$737.72
KELLY	DENISE EUGENIA	Police Constable	\$ 100,346.03	\$654.23
KELLY	DIANE MARY	Police Constable	\$ 107,811.04	\$682.76
KELLY	RYAN ANDREW	Plainclothes Police Constable	\$ 105,703.94	\$686.42
KELLY	TERENCE PETER	Detective	\$ 126,493.51	\$708.56
KEMP	WILLIAM	Staff Sergeant	\$ 125,656.97	\$744.60
KEMPSTER	DARRYL MARTIN	Plainclothes Police Constable	\$ 106,684.26	\$254.03
KENNEDY	CHRISTOPHER	Police Constable	\$ 110,358.58	\$676.70
KENNEDY	DORNA TRESIA	Police Constable	\$ 103,994.32	\$685.20
KENNEDY	GEOFFREY	Sergeant	\$ 112,907.97	\$717.06
KENNEDY	IAN DANIEL	Detective	\$ 107,392.71	\$701.67
KENNY	BRIAN	Staff Sergeant	\$ 119,506.04	\$744.60
KERNOHAN	SUZANNE	Detective	\$ 112,486.27	\$717.06
KERR	GEOFFREY	Police Constable	\$ 104,506.72	\$684.37
KERR	KYLE	Detective	\$ 111,657.58	\$717.06
KERR	MICHAEL WILLIAM	Plainclothes Police Constable	\$ 106,311.66	\$686.42
KERR	ROBERT	Police Constable	\$ 115,869.69	\$684.37
KERR	SAMUEL WILLIAM	Police Constable	\$ 112,116.80	\$684.37
KERR	STEVEN HAROLD	Plainclothes Police Constable	\$ 106,876.89	\$686.42
KESIC	ZELJKO	Police Constable	\$ 101,905.64	\$682.76
KEVEZA	RYAN MATHEW	Plainclothes Police Constable	\$ 110,205.36	\$678.70
KEYS	GARY	Staff Sergeant	\$ 119,567.13	\$744.60
KHAN	AHMAR ALI	Police Constable	\$ 128,842.32	\$662.93
KHAN	MOHAMMAD ASAD ULLAH	Police Constable	\$ 104,004.46	\$662.93
KHAN	OMAR ASHRAF	Detective	\$ 130,163.02	\$701.67
KHAN	RONALD ARLINGTON	Staff Sergeant	\$ 129,814.64	\$646.03
KHAN	WAHID	Police Constable	\$ 103,055.97	\$662.93
KHAWAJA	ARSHAD SADIQ	Training Constable	\$ 100,151.25	\$693.44
KHAWAJA	SUHAIL RASHID	Police Constable	\$ 117,252.39	\$662.93
KHERA	MILPREET SINGH	Plainclothes Police Constable	\$ 102,519.46	\$673.61
KHIMANI	ZULFIQAR ALI	Parking Enforcement Officer	\$ 107,584.94	\$595.54
KHOSHBOOI	ALI NADER	Plainclothes Police Constable	\$ 117,587.44	\$666.29
KHOW	SIEWING	Counsel	\$ 142,699.43	\$361.00
KHURSHID	SHEIKH AHMAD	Police Constable	\$ 115,322.39	\$668.42
KICKSEE	CHERYL NOREEN	Human Resources Application Specialist	\$ 106,882.61	\$400.51
KIDD	JAMES JEFFREY	Plainclothes Police Constable	\$ 103,174.10	\$576.24
KIENS	ASTRID	Training Constable	\$ 104,453.20	\$700.32
KJEWSKI	KATHLEEN LAUREN	Police Constable	\$ 100,224.34	\$667.87
KJEWSKI	KRISTINE JEAN	Director of Corporate Services	\$ 187,568.61	\$1,088.82
KILLY	ANTON	Police Constable	\$ 105,259.21	\$683.13
KIM	CHARLES WON-JIN	Sergeant	\$ 105,746.51	\$701.67
KIM	HOON (RICHARD)	Police Constable	\$ 102,924.92	\$662.93
KIM	HYOK KYUN	Police Constable	\$ 119,842.40	\$662.93
KIM	JIN HOI (JOE)	Police Constable	\$ 102,841.94	\$662.93
KIM	JONG WOO	Police Constable	\$ 103,896.38	\$669.95
KIM	MIN CHUL	Police Constable	\$ 128,145.79	\$677.27
KIM	SAMUEL-CHONG	Police Constable	\$ 100,683.68	\$662.93
KIM	SANG HYUP	Police Constable	\$ 102,102.30	\$662.93
KIM	SANG-RAE SAM	Manager of Enterprise Architecture	\$ 169,589.24	\$1,038.45

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
KIM	SIN-JOONG SIN	Plainclothes Police Constable	\$ 109,138.21	\$675.44
KIMMERER	DAVID RUSSELL	Police Constable	\$ 108,133.49	\$669.95
KING	CHERYL	Staff Sergeant	\$ 119,911.16	\$737.72
KING	DWAYNE EDWARD	Plainclothes Police Constable	\$ 103,141.30	\$693.44
KING	STUART MACPHERSON	Sergeant	\$ 121,293.66	\$717.06
KINGDON	SCOTT ANTHONY	Sergeant	\$ 108,591.43	\$701.67
KINGHORN	SHAWN IAN	Police Constable	\$ 100,814.54	\$662.93
KINNEAR	KATHRYN	Sergeant	\$ 120,155.18	\$717.06
KIPROFF	MICHAEL PETER	Police Constable	\$ 100,892.58	\$669.95
KIRINDE	RANJAN WICKRAMASINGHE	Police Constable	\$ 138,352.68	\$678.52
KIRKPATRICK	CHRISTOPHER JOHN	Detective Sergeant	\$ 119,845.95	\$716.79
KIS	ANDREW	Sergeant	\$ 113,597.69	\$717.06
KISIELEWSKI	DARIUSZ	Police Constable	\$ 116,787.12	\$684.37
KISSI	CHARLES SAFO	Plainclothes Police Constable	\$ 103,743.63	\$669.88
KITCHENER	ANDREW JAMES	Detective	\$ 121,476.91	\$717.06
KLAAS	PETER	Plainclothes Police Constable	\$ 113,211.88	\$686.42
KLACZA	CAROL	Sergeant	\$ 108,747.24	\$717.06
KLEIN-HORSMAN	BRIAN	Police Constable	\$ 111,157.19	\$662.93
KLIMTSCHUCK	JOSEPH CHRISTIAN	Plainclothes Police Constable	\$ 110,743.91	\$686.42
KLINE	STEPHEN ROBERT	Police Constable	\$ 111,491.70	\$662.93
KLODT	SHAWN EDWARD	Plainclothes Police Constable	\$ 113,656.19	\$693.44
KLUNDER	GERARD WILLIAM	Sergeant	\$ 107,169.47	\$701.67
KLUTZ	CHRISTOPHER JOSEPH	Police Constable	\$ 103,103.91	\$669.95
KMIECIAK	JOHN	Sergeant	\$ 154,468.48	\$708.56
KNAAP	JOHN	Staff Sergeant	\$ 119,209.29	\$319.62
KNAAP	WADE	Plainclothes Police Constable	\$ 103,243.00	\$700.32
KNAPPER	ROBBERT NICOLAAS	Staff Sergeant	\$ 123,939.80	\$744.60
KNIGHT	JULIE	Plainclothes Police Constable	\$ 113,227.00	\$700.32
KNILL	GRAHAM KENNETH	Plainclothes Police Constable	\$ 110,079.83	\$686.42
KNOBLAUCH	KEITH PERCY	Police Constable	\$ 111,175.69	\$676.70
KNOTT	SIMON	Police Constable	\$ 108,395.41	\$684.37
KNOWLES	DAVID	Detective	\$ 129,100.63	\$717.06
KOCANOVIC	ALEKSANDAR SASHA	Police Constable	\$ 100,545.82	\$669.95
KOH	DAVID SUKJIN	Police Constable	\$ 105,582.10	\$316.65
KOHL	BARBARA LOUISE	Detective	\$ 111,960.36	\$708.56
KOHOUT	WENDY ELAINE	Police Constable	\$ 100,648.03	\$674.48
KOLAR	ANDREW	Plainclothes Police Constable	\$ 115,105.60	\$700.32
KOMARNISKY	SANDRA	Plainclothes Police Constable	\$ 106,079.57	\$693.44
KONDO	JASON	Detective	\$ 120,376.81	\$717.06
KONKEL	KAZIMIERZ	Staff Sergeant	\$ 120,296.43	\$744.60
KORAC	PAUL LOUIS	Plainclothes Police Constable	\$ 111,158.70	\$686.42
KOSTIUK	MICHAEL	Police Constable	\$ 111,197.58	\$681.27
KOTAS	ARTUR JACEK	Sergeant	\$ 112,744.26	\$701.67
KOTES	JULIA MARIE	Police Constable	\$ 103,160.54	\$662.93
KOVACIC	JOSEPH MARK	Police Constable	\$ 117,445.76	\$669.95
KOZAR	FREDERICK JOSEPH	Sergeant	\$ 108,746.43	\$695.77
KRAFT	JASON	Sergeant	\$ 105,811.66	\$701.67
KRANENBURG	LORI PATRICIA	Sergeant	\$ 104,538.84	\$701.67
KRANJAC	JOSEPH ANTHONY	Detective	\$ 104,913.97	\$701.67
KRAWCZYK	MICHELLE MARLAINE	Training Constable	\$ 101,451.22	\$693.44
KRAWCZYK	PAUL THOMAS	Detective	\$ 111,366.20	\$276.69
KRAWCZYK	RICHARD	Police Constable	\$ 107,157.59	\$684.37
KRUCZEK	PIOTR PAWEL	Plainclothes Police Constable	\$ 107,959.79	\$673.61
KUCK	HEINZ	Staff Inspector	\$ 158,197.96	\$980.34
KUHN	RENE MICHAEL	Training Constable	\$ 105,149.66	\$685.20
KULMATYCKI	JOEL PATRICK	Detective Sergeant	\$ 153,385.80	\$643.28
KUMMER	TANIA CHARLENE	Plainclothes Police Constable	\$ 109,039.99	\$686.42
KUNG	TOMMY WING	Police Constable	\$ 118,196.97	\$665.53
KURTS	LISA CRYSTAL	Sergeant	\$ 103,467.62	\$701.67
KUZNETSOV	SERGIY ANATOLYOVICH	Police Constable	\$ 110,729.87	\$665.53
KYRIACOU	SAVAS	Detective Sergeant	\$ 121,682.11	\$744.60
LA BORDE	REGINA	Plainclothes Police Constable	\$ 100,093.46	\$268.46
LA FOSSE	JEFFERY GUY	Police Constable	\$ 108,668.60	\$676.05
LAVALLEE	DAVID VIKTOR	Plainclothes Police Constable	\$ 126,435.82	\$261.44
LABELLE	JOSEPH	Police Constable	\$ 116,982.98	\$629.28
LADURANTAYE	BROCK YVES	Training Constable	\$ 106,864.12	\$685.20
LAHEY	MARY REGINA	Sergeant	\$ 120,353.79	\$708.56
LAI	DAVID	Police Constable	\$ 102,433.73	\$662.93
LAI	VICTOR TZE-KAU	Police Constable	\$ 130,915.83	\$669.95
LAING	DARREN S	Detective	\$ 123,016.29	\$717.06
LAING	RICHARD ANTHONY	Police Constable	\$ 105,849.61	\$669.95
LAKEY	WAYNE	Sergeant	\$ 109,308.51	\$710.11

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
LALL	LALLMAN	Parking Enforcement Officer	\$ 110,148.64	\$595.54
LALLA	LESTER ROYSON	Plainclothes Police Constable	\$ 112,384.63	\$686.42
LAM	IAN WAYNE	Police Constable	\$ 121,702.15	\$663.19
LAMANNA	ANTHONY	Police Constable	\$ 100,363.20	\$684.37
LAMBE	JAMES W	Police Constable	\$ 103,654.58	\$684.37
LAMBIE	DARRYL BRADLEY	Police Constable	\$ 115,837.43	\$662.93
LAMOND	IAN DAVID	Staff Sergeant	\$ 123,107.56	\$737.72
LANDRY	DARRYL JAMES	Plainclothes Police Constable	\$ 108,811.11	\$673.61
LANDRY	JOEL CHRISTIAN	Plainclothes Police Constable	\$ 110,534.44	\$686.42
LANE	ARTHUR	Plainclothes Police Constable	\$ 128,769.74	\$700.32
LANE	MICHEAL WILLIAM	Police Constable	\$ 118,412.81	\$662.93
LANGFORD	CHRISTAIN TREVOR	Police Constable	\$ 109,157.88	\$665.53
LANGFORD	JAMES DOUGLAS	Police Constable	\$ 103,963.07	\$669.95
LANGILLE	LYNN	Plainclothes Police Constable	\$ 106,567.39	\$690.34
LANGLOIS	MARK	Sergeant	\$ 108,871.75	\$708.56
LANIGAN	ROBIN	Plainclothes Police Constable	\$ 104,953.58	\$700.32
LAPENSEE	SYLVAIN AURELE	Plainclothes Police Constable	\$ 109,446.17	\$686.42
LARAMY	STEPHEN WILLIAM	Detective	\$ 127,854.40	\$701.67
LAROCHE	WINSTON	Sergeant	\$ 108,761.38	\$292.08
LATINCIC	DANIEL	Police Constable	\$ 111,244.42	\$662.06
LATTER	JORDAN CHRISTOPHER	Detective Sergeant	\$ 116,547.88	\$737.72
LAUFER	PETER	Sergeant	\$ 117,949.98	\$717.06
LAUSH	CHRISTOPHER ALLEN	Sergeant	\$ 107,717.17	\$708.56
LAVERS	MANFRED JAMES	Police Constable	\$ 108,132.35	\$658.58
LAWR	GREGORY EDWARD	Detective	\$ 122,697.97	\$717.06
LAWRENCE	NEVILLE DONAVON	Plainclothes Police Constable	\$ 104,268.10	\$686.42
LAWRENCE	SHAWN	Sergeant	\$ 131,475.43	\$708.56
LAWSON	ANDREW AVERY	Detective	\$ 106,008.74	\$701.93
LAWSON	ANTHONY	Sergeant	\$ 111,487.33	\$708.56
LAWSON	JAMES THOMAS	Sergeant	\$ 139,503.11	\$717.06
LAWSON	NICHOLAS WILLIAM	Police Constable	\$ 111,281.56	\$662.93
LAZARUS	TERRENCE ANTHONY	Plainclothes Police Constable	\$ 109,130.60	\$679.71
LE	NAM-NHAT	Police Constable	\$ 100,270.38	\$669.95
LEFORT	KENTON WILLIAM	Training Constable	\$ 101,810.53	\$685.20
LEAHY	KEVIN JOHN	Detective	\$ 107,942.85	\$708.56
LEAL	JASON DAVID	Plainclothes Police Constable	\$ 113,744.96	\$683.98
LEARY	DEREK WILLIAM	Police Constable	\$ 111,030.79	\$672.75
LEBLANC	ADAM LIONEL	Plainclothes Police Constable	\$ 117,046.14	\$686.42
LEBLANC	NORMAN	Detective Sergeant	\$ 120,363.93	\$744.60
LECK	DAVID	Sergeant	\$ 109,930.33	\$717.06
LEDGERWOOD	KIM	Sergeant	\$ 107,826.70	\$708.56
LEE	DEREK RICHARD	Police Constable	\$ 114,544.92	\$676.70
LEE	JAE-WOOK	Sergeant	\$ 104,444.34	\$701.67
LEE	JAMES STANTON	Plainclothes Police Constable	\$ 111,802.33	\$681.80
LEE	JOHN	Plainclothes Police Constable	\$ 105,690.29	\$693.44
LEE	JORGE	Plainclothes Police Constable	\$ 104,767.68	\$678.70
LEE	KAREN	Police Constable	\$ 105,110.95	\$252.90
LEE	KENNY	Sergeant	\$ 130,297.94	\$701.67
LEE	KYU IL	Plainclothes Police Constable	\$ 102,305.96	\$678.70
LEE	KYUNG SOO	Police Constable	\$ 108,246.38	\$662.93
LEE	NICOLE DENISE	Staff Sergeant	\$ 120,436.56	\$744.60
LEE	NOEL THOMAS	Staff Sergeant	\$ 123,263.14	\$744.60
LEE	PHILIP BRIAN	Detective	\$ 123,164.02	\$705.81
LEE	RANDALL JAMES	Sergeant	\$ 113,964.35	\$701.67
LEE	STEVEN MINTEK	Police Constable	\$ 101,392.77	\$662.93
LEECE	GORDON WILLIAM	Police Constable	\$ 102,237.53	\$669.95
LEERMAKERS	WILLIAM ANTHONY	Police Constable	\$ 103,801.67	\$671.78
LEFEBVRE	MARC	Plainclothes Police Constable	\$ 102,971.58	\$700.32
LEITCH	JASON	Detective	\$ 124,224.83	\$708.56
LEMAITRE	ROBERT JAMES	Detective	\$ 107,842.73	\$701.67
LEMBKE	KRISTIN NICOLE	Police Constable	\$ 121,420.00	\$662.93
LENFESTY	SEAN	Detective Sergeant	\$ 113,890.80	\$730.70
LENGYEL	SCOTT TIMOTHY	Police Constable	\$ 103,827.05	\$669.95
LENNON	KIRK DEMETRICE	Police Constable	\$ 105,642.52	\$662.93
LENNOX	PETER	Superintendent	\$ 165,629.09	\$12,879.38
LENTSCH	PAUL TONY	Detective	\$ 113,733.15	\$701.67
LEONARD	ANNE	Sergeant	\$ 108,791.26	\$292.08
LEONARD	DOUGLAS CLINT	Police Constable	\$ 100,705.48	\$662.93
LEONE	MICHIELE MARIO	Detective Sergeant	\$ 117,123.89	\$737.72
LESLIE	HAMIL THEODORE	Sergeant	\$ 104,377.72	\$701.67
LETSCH	DOUGLAS REYNOLDS	Training Constable	\$ 104,156.58	\$685.20
LEUNG	SHEUNG	Detective	\$ 121,123.28	\$708.56

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
LEVERT	BRYCE STERLING	Police Constable	\$ 112,941.13	\$669.95
LEVESQUE	MARTIN	Sergeant	\$ 105,426.90	\$701.67
LEVY	GARTH ST.	Police Constable	\$ 101,122.45	\$662.93
LEYVA	SHARON MARISOL	Police Constable	\$ 101,828.20	\$663.19
LI	BOYD	Detective	\$ 116,615.97	\$701.67
LI	ROBERT CHAK	Police Constable	\$ 124,949.31	\$669.95
LICOP	ROBERT JOSEPH	Police Constable	\$ 107,454.07	\$676.70
LILLIE	SHAWN GERALD	Police Constable	\$ 101,389.43	\$662.93
LIM	DONG HYEOK DAVE	Plainclothes Police Constable	\$ 107,062.92	\$679.01
LIMA	RODNEY JAMES	Plainclothes Police Constable	\$ 110,472.97	\$686.42
LIMSIACO	MICHAEL	Police Constable	\$ 103,294.45	\$669.69
LINDALE	MICHAEL	Police Constable	\$ 105,986.49	\$684.37
LINDSAY	HOWARD ROSS	Sergeant	\$ 117,378.69	\$717.06
LING	JONATHAN	Detective	\$ 109,618.36	\$717.06
LINNEY	JOHN THOMAS	Plainclothes Police Constable	\$ 106,604.63	\$686.42
LINQUIST	DARRYL ANDREW	Detective	\$ 114,310.19	\$701.67
LIONTI	CALOGERO	Plainclothes Police Constable	\$ 122,804.54	\$686.42
LIUMANIS	METODIOS	Detective	\$ 128,690.06	\$701.67
LIPKUS	ANDREW BRADLEY	Plainclothes Police Constable	\$ 111,335.10	\$686.42
LIPSEY	WILLIAM NORMAN	Police Constable	\$ 114,803.62	\$669.95
LISANIN	ARNULFO JR.	Police Constable	\$ 106,187.28	\$662.93
LISKA	DAVID VICTOR	Police Constable	\$ 110,258.84	\$669.95
LISKA	IRENE	Detective	\$ 132,477.63	\$717.06
LISOWSKI	KEVIN FRANCIS	Training Constable	\$ 103,897.46	\$686.42
LITTLE	ARTHUR	Inspector	\$ 148,544.58	\$524.06
LITTLE	DARRIN	Detective	\$ 108,580.62	\$402.26
LITTLE	DAVID	Plainclothes Police Constable	\$ 115,600.29	\$700.32
LITTLE	MICHELLE LYNNE	Detective	\$ 131,333.49	\$708.56
LITTLE	TERENCE ANTHONY	Detective	\$ 128,117.77	\$701.67
LIU	BRUCE ZHIYONG	Police Constable	\$ 105,151.27	\$662.93
LIU	JUN	Senior Telecom Engineer	\$ 126,134.08	\$742.07
LIU	SHUXIN TONY	Senior Programmer	\$ 108,899.00	\$257.90
LLOYD	BRADFORD	Detective	\$ 123,670.14	\$708.56
LOCKE	DONOVAN	Sergeant	\$ 113,523.33	\$654.45
LOCKEN	ALAN	Sergeant	\$ 113,519.66	\$717.06
LOGAN	BEVERLEY	Sergeant	\$ 114,198.69	\$717.06
LOKENATH	RAMDIAL TIWARIE	Police Constable	\$ 104,253.04	\$646.97
LOMBARDI	LORENZO	Detective	\$ 116,576.63	\$717.06
LONG	CHRISTINE	Detective	\$ 108,740.53	\$292.08
LONG	GARRY	Detective	\$ 124,596.06	\$717.06
LONG	JOHN MICHAEL	Police Constable	\$ 114,835.25	\$684.37
LOPES	JUDE ALEXANDER	Detective	\$ 116,024.44	\$701.67
LOPEZ	ROWAN CARL	Plainclothes Police Constable	\$ 103,750.38	\$669.09
LORIA	CATERINA	Police Constable	\$ 100,165.40	\$669.09
LORIMER	TROY WILLIAM	Plainclothes Police Constable	\$ 104,998.55	\$686.42
LORRIMAN	STEVEN CYRIL	Sergeant	\$ 103,599.16	\$701.67
LORTIE	MARC LEONEL	Plainclothes Police Constable	\$ 112,852.64	\$686.00
LOU	BING YU	Plainclothes Police Constable	\$ 112,448.30	\$686.42
LOUCKS	CORINA MICHELLE	Plainclothes Police Constable	\$ 110,837.57	\$686.42
LOUGHLIN	EDWARD	Detective Sergeant	\$ 119,209.29	\$319.62
LOUHIKARI	RENATA	Sergeant	\$ 114,663.33	\$717.06
LOURENCO	ADAM COLIN	Plainclothes Police Constable	\$ 111,717.86	\$679.10
LOVE	ALLEN ROBERT	Sergeant	\$ 112,583.34	\$701.67
LOWE	SCOTT MARTIN	Sergeant	\$ 108,915.62	\$717.06
LOWREY	ALAN	Staff Sergeant	\$ 120,167.46	\$744.60
LUCAS	PATRICK	Detective	\$ 127,407.07	\$717.06
LUCHETTA	MARK	Police Constable	\$ 112,341.40	\$646.97
LUCZYK	RICHARD ALEXANDER	Plainclothes Police Constable	\$ 107,286.56	\$686.42
LUFF	DANIEL	Detective	\$ 130,195.10	\$717.06
LUKINGS	AIMEE ELISABETH	Plainclothes Police Constable	\$ 101,123.22	\$686.42
LUM	SOON	Plainclothes Police Constable	\$ 122,820.23	\$700.32
LUPSON	CHRISTOPHER BRYDON	Police Constable	\$ 125,369.74	\$667.87
LUSBY	GORDON	Training Constable	\$ 102,524.12	\$694.95
LUSSOW	CHRISTOPHER	Training Constable	\$ 105,365.84	\$700.32
LYON	ROBERT KIRK	Detective	\$ 122,570.14	\$708.56
MA	DEREK	Police Constable	\$ 105,834.16	\$662.06
MA	JEFFREY HONG	Police Constable	\$ 100,696.13	\$662.93
MA	YU PAU (SYDNEY)	Plainclothes Police Constable	\$ 112,409.66	\$678.70
MAADANIAN	NAZARET	Detective	\$ 120,707.17	\$701.67
MAC	OVID RUBEN	Police Constable	\$ 109,432.34	\$669.95
MACCHEYNE	RICHARD DOUGLAS	Detective Sergeant	\$ 112,831.71	\$725.35
MACDONALD	AARON ROYCE	Detective	\$ 124,067.61	\$710.11

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
MACDONALD	ANNE	Detective Sergeant	\$ 119,631.15	\$744.60
MACDONALD	BERNARD	Sergeant	\$ 106,421.27	\$708.56
MACDONALD	GREGORY	Staff Sergeant	\$ 120,214.45	\$744.60
MACDONALD	HECTOR MURDO	Police Constable	\$ 109,966.20	\$676.05
MACDONALD	IAN KENNETH	Detective	\$ 129,455.00	\$708.56
MACDONALD	JANICE	Detective	\$ 106,467.82	\$708.56
MACDONALD	JOHN	Staff Sergeant	\$ 119,553.55	\$744.60
MACDONALD	LEO	Detective	\$ 129,839.77	\$712.59
MACDONALD	LORI-ANN	Detective	\$ 106,103.98	\$283.58
MACDONALD	SCOTT JOHN	Plainclothes Police Constable	\$ 110,823.13	\$686.42
MACDONELL	SUSAN	Sergeant	\$ 110,859.76	\$717.06
MACDONNELL	BRIAN	Detective Sergeant	\$ 142,653.31	\$744.60
MACDUFF	JEFFERY JOHN	Sergeant	\$ 112,257.45	\$701.67
MACGILLIVRAY	CRAIG ANTHONY	Police Constable	\$ 104,419.45	\$669.95
MACGREGOR	JASON JAMES	Detective	\$ 123,960.05	\$701.67
MACINNIS	ROBERT FRANCIS	Detective	\$ 113,554.99	\$708.56
MACINTYRE	BRIAN PAUL	Staff Sergeant	\$ 157,036.52	\$744.60
MACKAY	RONALD ERNEST	Police Constable	\$ 103,640.74	\$669.95
MACKAY	SHARI PATRICIA	Sergeant	\$ 109,597.73	\$701.67
MACKENZIE	ROBERT DEAN	Plainclothes Police Constable	\$ 104,383.74	\$678.70
MACKENZIE	THOMAS BLAIR	Training Constable	\$ 105,796.14	\$685.20
MACKINNON	RICHARD JAMES	Plainclothes Police Constable	\$ 111,107.93	\$686.42
MACKRELL	JAMES	Inspector	\$ 151,820.75	\$949.04
MACKRELL	PAUL	Detective	\$ 108,947.83	\$654.10
MACLEAN	RODERICK	Sergeant	\$ 116,467.18	\$717.06
MACNEIL	STEVEN JAMES	Plainclothes Police Constable	\$ 113,840.21	\$686.42
MACPHERSON	DONALD WADE	Police Constable	\$ 125,519.51	\$669.95
MACARAEG	JUANITA	Senior Advisor of Quality Assurance	\$ 132,952.85	\$886.80
MACHELL	GARY LAWRENCE	Police Constable	\$ 107,188.37	\$662.06
MACIAS	ANTONIO DELGADO	Detective	\$ 108,857.61	\$708.56
MACIEK	JOHN	Police Constable	\$ 126,357.26	\$683.13
MACKEY	CRAIG TRAVIS	Police Constable	\$ 101,592.58	\$669.69
MACKRELL	JAMES MURRAY	Police Constable	\$ 111,162.70	\$661.19
MACNAB	DANIEL WILLIAM	Police Constable	\$ 106,320.74	\$682.76
MADILL	ALLAN NEIL	Sergeant	\$ 128,394.25	\$598.38
MADRAMOOTOO	MARC ANDREY	Plainclothes Police Constable	\$ 102,337.66	\$686.42
MAGEE	BRYAN GERALD	Plainclothes Police Constable	\$ 115,208.88	\$680.58
MAHARAJ	BRYAN SANJEEV	Plainclothes Police Constable	\$ 126,726.33	\$686.42
MAHARAJ	ZALINA	Supervisor	\$ 113,672.45	\$303.15
MAHMODIAN	MEHRDAD	Police Constable	\$ 103,760.38	\$662.06
MAHMOOD	TAYYAB	Police Constable	\$ 106,253.42	\$662.06
MAHONEY	JULIE	Plainclothes Police Constable	\$ 115,003.07	\$700.32
MAHONEY	SHAWN	Detective	\$ 141,000.12	\$717.06
MAILER	DAVID	Police Constable	\$ 103,041.08	\$669.95
MAILER	STEVEN	Plainclothes Police Constable	\$ 114,475.73	\$686.42
MAISONNEUVE	DANIEL	Detective	\$ 124,115.35	\$713.86
MAKRIS	DEMETRIOS	Plainclothes Police Constable	\$ 108,576.62	\$292.08
MALE	DAVID JOSEPH	Detective	\$ 106,789.24	\$701.67
MALENFANT	ANDREW DEREK	Plainclothes Police Constable	\$ 116,828.38	\$686.42
MALTAR	MICHAEL CHRISTOPHER	Plainclothes Police Constable	\$ 119,005.80	\$686.42
MANCUSO	ANITA MARIA	Plainclothes Police Constable	\$ 114,657.77	\$700.32
MANCUSO	FRANCESCO	Detective	\$ 130,604.29	\$701.67
MANHERZ	JOEL NICHOLAS	Plainclothes Police Constable	\$ 110,083.01	\$686.42
MANIQUIS	ALVIN KEITH	Plainclothes Police Constable	\$ 107,630.50	\$686.42
MANN	AMARJIT SINGH	Plainclothes Police Constable	\$ 104,959.86	\$686.42
MANN	MANDEEP SINGH	Sergeant	\$ 104,094.84	\$701.67
MANNING	JOHN	Police Constable	\$ 119,240.36	\$684.37
MANOTA	RAMAN ROMI	Police Constable	\$ 104,703.47	\$669.95
MANSEERRA	DAVID JAMES	Police Constable	\$ 109,895.47	\$662.93
MANSON	SANDRA	Sergeant	\$ 116,123.84	\$717.06
MANTLE	BRYAN LARRY	Plainclothes Police Constable	\$ 118,587.44	\$684.34
MANTLE	MELINDA ANNE	Plainclothes Police Constable	\$ 106,795.02	\$678.70
MARCH	JOHN	Detective	\$ 108,765.83	\$717.06
MARCHACK	ROGER	Detective	\$ 124,297.42	\$708.56
MARCHEN	LEANNE	Police Constable	\$ 100,142.64	\$685.38
MARCHEN	MICHAEL	Plainclothes Police Constable	\$ 116,070.55	\$700.32
MARCHESE	FRANK	Police Constable	\$ 101,591.11	\$684.37
MARCHIS	SERENA JANE	Police Constable	\$ 109,546.76	\$662.93
MARGETSON	JOHN	Detective	\$ 144,050.91	\$708.56
MARJI	MARTHA BUTROS	Police Constable	\$ 100,415.65	\$662.93
MARKE	DAVID	Staff Inspector	\$ 162,806.38	\$12,092.78
MARO	KJELL KRISTOFFER	Police Constable	\$ 100,409.59	\$663.19

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
MARSHALL	KEVIN GEORGE	Police Constable	\$ 101,459.69	\$669.95
MARSHALL	KIRWIN	Sergeant	\$ 113,938.52	\$708.56
MARSHALL	SHAWN TOBIN	Sergeant	\$ 106,196.10	\$689.22
MARSMAN	HENRI	Detective	\$ 118,669.88	\$708.56
MARTELL	BRIAN	Detective	\$ 108,306.54	\$710.11
MARTELLUZZI	CLAUDIO	Sergeant	\$ 121,264.90	\$708.56
MARTIN	ANTHONY	Plainclothes Police Constable	\$ 119,918.61	\$699.28
MARTIN	CAROLINE	Plainclothes Police Constable	\$ 112,730.34	\$700.32
MARTIN	DANIEL ALEXANDER	Sergeant	\$ 105,708.85	\$701.67
MARTIN	JOSEPH JEAN	Sergeant	\$ 110,350.54	\$713.86
MARTIN	KATHRYN	Superintendent	\$ 173,467.83	\$9,676.92
MARTIN	PAUL GEORGE	Plainclothes Police Constable	\$ 112,478.66	\$686.42
MARTIN	RUDOLF	Detective	\$ 109,731.56	\$669.84
MARTIN	RYAN DAVID	Plainclothes Police Constable	\$ 108,652.14	\$686.42
MARTIN-DOTO	CATHERINE ANN	Corporate Psychologist	\$ 181,841.57	\$1,088.82
MARTSENYUK	VADYM	Police Constable	\$ 112,161.79	\$662.93
MARXER	MATTHEW ALOIS	Plainclothes Police Constable	\$ 107,444.50	\$677.88
MASLOWSKI	BRIAN WERNER	Sergeant	\$ 112,777.76	\$701.67
MASON	ROBERT HAROLD	Plainclothes Police Constable	\$ 136,936.73	\$700.32
MASTERS	MICHELLE	Detective	\$ 118,842.07	\$710.11
MASTRACCI	PAOLA	Plainclothes Police Constable	\$ 101,478.30	\$686.42
MASTROKOSTAS	MAGDALENE MAGGIE	Detective	\$ 106,112.28	\$283.58
MATHESON	DAVID	Plainclothes Police Constable	\$ 101,785.65	\$603.28
MATHEWS	BRANT	Plainclothes Police Constable	\$ 101,194.39	\$686.42
MATHIEU	MELANIE JANE	Plainclothes Police Constable	\$ 109,073.05	\$686.42
MATIC	MICHAEL	Staff Sergeant	\$ 123,745.46	\$744.60
MATTHEWS	JOSEPH BLAKE	Sergeant	\$ 127,141.73	\$708.56
MATTHEWS	SCOTT ANDREW	Police Constable	\$ 121,702.68	\$662.93
MATTHEWS	STEPHEN MICHAEL	Detective	\$ 134,837.08	\$701.67
MATTESS	WAYNE	Detective	\$ 131,440.30	\$717.06
MATTOS	MOUNTY JOSEPH	Police Constable	\$ 103,765.01	\$662.93
MATYS	JOSEPH PAUL	Detective	\$ 123,668.07	\$701.67
MAVROU	DANNY	Plainclothes Police Constable	\$ 105,405.98	\$666.29
MAXWELL	GEORGE BYRON	Plainclothes Police Constable	\$ 105,566.86	\$686.42
MAY	NATALIE ELIZABETH	Police Constable	\$ 100,858.88	\$654.23
MAYERS	ROGER	Police Constable	\$ 104,653.47	\$582.26
MAYO	KENNETH	Police Constable	\$ 106,172.90	\$684.37
MAYWOOD	SCOTT	Sergeant	\$ 108,576.62	\$402.26
MC CONNELL	SHAWN LAWRENCE	Police Constable	\$ 117,310.91	\$658.58
MC KENZIE	JOSHUA BRANDON	Plainclothes Police Constable	\$ 106,359.98	\$676.93
MC SWEENEY	JOSH MATTHEW	Plainclothes Police Constable	\$ 107,061.14	\$678.70
MCALDER	KEVIN	Police Constable	\$ 107,440.74	\$684.37
MCALLISTER	DAVID WILLIAM	Police Constable	\$ 105,083.21	\$669.95
MCARTHUR	PAUL IAN	Detective Sergeant	\$ 119,209.29	\$744.60
MCASKILL	MELINDA JEAN	Sergeant	\$ 110,244.21	\$701.67
MCBRATNEY	GARY	Staff Sergeant	\$ 122,665.80	\$744.60
MCBRATNEY	RISE ANNE	Operations Supervisor	\$ 101,624.52	\$382.31
MCBRIDE	KEITH ROBERT	Police Constable	\$ 105,166.92	\$667.87
MCBRIDE	RAYMOND DOUGLAS	Plainclothes Police Constable	\$ 111,112.42	\$685.20
MCBRYDE	GLEN WILLIAM	Detective	\$ 106,168.30	\$701.93
MCCABE	ANASTASIA PAULINE	Plainclothes Police Constable	\$ 111,449.02	\$673.21
MCCALL	ANDREW JOHN	Detective	\$ 125,803.03	\$717.06
MCCALL	JAYANT JOHN	Sergeant	\$ 103,908.18	\$701.67
MCCANN	KEITH	Training Constable	\$ 107,876.26	\$700.32
MCCANN	LAURIE ANNE	Plainclothes Police Constable	\$ 100,215.09	\$681.54
MCCARTHY	CHEOLIVER DAX	Police Constable	\$ 100,795.76	\$669.95
MCCARTHY	KRISTOPHER RYAN	Sergeant	\$ 109,146.39	\$701.67
MCCAUSLAND	YOSHIO MICHAEL	Detective	\$ 108,038.44	\$701.67
MCCAW	DOUGLAS GORDON	Police Constable	\$ 104,688.65	\$244.97
MCCLELLAND	ROBERT	Sergeant	\$ 123,688.33	\$717.06
MCCLOREY	SEAN MICHAEL	Police Constable	\$ 112,644.85	\$693.61
MCCONACHIE	STEVEN LEONARD	Police Constable	\$ 104,227.51	\$669.95
MCCONKEY	RONALD FRANK	Police Constable	\$ 114,356.68	\$684.37
MCCONNACH	ROBERT BRUCE	Plainclothes Police Constable	\$ 100,716.63	\$688.64
MCCONNELL	BRADLEY	Police Constable	\$ 128,687.76	\$684.37
MCCONNELL	DARREN	Plainclothes Police Constable	\$ 102,976.64	\$275.34
MCCORMACK	DAVID	Superintendent	\$ 166,560.66	\$16,564.27
MCCORMACK	INKERI HELENA	Sergeant	\$ 109,656.31	\$717.06
MCCORMACK	JAMES	Detective	\$ 111,737.17	\$717.06
MCCOURT	KEVIN	Plainclothes Police Constable	\$ 118,028.66	\$697.47
MCCRAN	ROBERT	Detective	\$ 125,281.09	\$717.06
MCCREADY	WILLIAM	Detective Sergeant	\$ 122,037.72	\$744.60

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
MCCULLOCH	MICHAEL	Detective	\$ 114,888.95	\$708.56
MCCULLOUGH	DAVID	Police Constable	\$ 138,344.44	\$684.37
MCCULLOUGH	KRISTAL KASHMIR	Plainclothes Police Constable	\$ 115,901.22	\$684.34
MCCUTCHEON	DOUGLAS	Detective	\$ 111,483.85	\$292.08
MCCUTCHEON	SEAN CAMERON	Sergeant	\$ 130,155.40	\$701.67
MCDERMOTT	DANIEL	Sergeant	\$ 118,597.60	\$717.06
MCDONALD	JAMES WILLIAM	Plainclothes Police Constable	\$ 133,454.61	\$686.42
MCDONALD	MATTHEW PETER	Plainclothes Police Constable	\$ 100,641.15	\$680.93
MCDONALD	ROBERT JAMES	Plainclothes Police Constable	\$ 102,985.87	\$256.82
MCDONALD	ROBERT	Police Constable	\$ 101,719.77	\$683.13
MCDONALD	SPENCER MATTHEW	Detective	\$ 112,264.95	\$701.67
MCDOUGALL	ROBERT GORDON	Sergeant	\$ 135,626.04	\$701.67
MCEVOY	CLINTON WAYNE	Plainclothes Police Constable	\$ 101,590.11	\$671.53
MCFADYEN	BRIAN DENNIS	Police Constable	\$ 103,767.53	\$669.95
MCFADYEN	DANIEL GORDON	Detective	\$ 135,083.87	\$701.67
MCFARQUHAR	BRETT HARRY	Sergeant	\$ 104,237.80	\$701.67
MCGAHERN	JOHN ANTHONY	Police Constable	\$ 103,803.29	\$684.37
MCGARRY	WILLIAM MICHAEL	Detective	\$ 110,645.52	\$708.56
MCGARVEY	WILLIAM	Training Constable	\$ 102,790.34	\$700.32
MCGEE	JESSE PATRICK	Plainclothes Police Constable	\$ 103,167.56	\$678.70
MCGHEE	MICHAEL	Sergeant	\$ 112,095.02	\$708.56
MCGINN	MICHAEL JOSEPH	Plainclothes Police Constable	\$ 117,019.36	\$686.42
MCGIVERN	MICHAEL GEORGE	Sergeant	\$ 109,273.20	\$717.06
MCGIVERN	SEAN BARMÉ	Police Constable	\$ 101,193.53	\$669.95
MCGOVERN	MICHAEL PATRICK	Senior Analyst	\$ 109,085.30	\$280.88
MCGOWAN	KENNETH	Police Constable	\$ 107,400.30	\$362.28
MCGOWAN	MONICA	Plainclothes Police Constable	\$ 102,109.53	\$693.44
MCGOWN	JOHN	Staff Sergeant	\$ 119,863.16	\$744.60
MCGRADE	KATHRYN	Sergeant	\$ 109,586.84	\$292.08
MCGRADE	PATRICK	Detective	\$ 110,239.95	\$717.06
MCGUINNESS	SEAN	Police Constable	\$ 101,739.10	\$680.08
MCGUIRE	AMY LOUISE	Plainclothes Police Constable	\$ 100,958.50	\$673.82
MCGUIRE	JEFFREY	Staff Superintendent	\$ 173,391.01	\$5,954.83
MCILWAIN	STEVEN GEORGE	Sergeant	\$ 111,978.51	\$717.06
MCINERNEY	PATRICK HARRY	Police Constable	\$ 100,025.38	\$669.95
MCINNIS	JESSICA MICHELLE	Sergeant	\$ 109,500.78	\$701.67
MCINTOSH	DANIEL	Detective	\$ 127,751.33	\$708.56
MCINTYRE	JASON ALAN	Plainclothes Police Constable	\$ 100,848.69	\$686.42
MCKAY	CARYN	Sergeant	\$ 110,714.52	\$717.06
MCKAY	EDWARD	Sergeant	\$ 109,823.62	\$292.08
MCKAY	SCOTT	Detective	\$ 108,395.65	\$708.56
MCKENZIE	PETER SHELDON	Plainclothes Police Constable	\$ 108,955.99	\$686.42
MCKENZIE	ROBERT SEAN	Sergeant	\$ 106,829.66	\$701.67
MCKERAGHAN	DANN FRANCIS	Police Constable	\$ 107,930.18	\$685.20
MCKINNIE	AMANDA	Sergeant	\$ 108,582.62	\$717.06
MCLANE	GREGORY	Staff Inspector	\$ 156,277.49	\$12,855.41
MCLANE	JAMES RUSSELL	Detective	\$ 123,095.80	\$717.06
MCLANE	KRISTINE ANN	Plainclothes Police Constable	\$ 100,071.15	\$639.20
MCLAUGHLIN	IAN	Sergeant	\$ 135,173.70	\$717.06
MCLAUGHLIN	JUNIOR SYLVESTER	Police Constable	\$ 106,047.43	\$676.70
MCLAUGHLIN	MARTIN WILLIAM	Police Constable	\$ 105,506.73	\$669.95
MCLEAN	BARBARA	Staff Sergeant	\$ 132,328.37	\$611.80
MCLEAN	NANCY MARY	Sergeant	\$ 117,895.39	\$708.56
MCLEISH	PATRICIA LOUISE	Senior Technical Analyst	\$ 116,457.96	\$280.88
MCLEOD	MATTHEW ALEXANDER	Plainclothes Police Constable	\$ 114,647.41	\$681.80
MCLEOD	PATRICK	Training Constable	\$ 104,722.29	\$699.18
MCLEOD	VERNETT	Superintendent	\$ 166,166.49	\$19,167.81
MCMAHON	JOSEPH	Police Constable	\$ 102,720.18	\$684.37
MCMAHON	KATHY LYNN	Plainclothes Police Constable	\$ 101,290.32	\$678.70
MCNABB	EDWARD LYNN	Plainclothes Police Constable	\$ 108,159.45	\$686.42
MCNALLY	DEREK	Plainclothes Police Constable	\$ 105,019.06	\$596.28
MCNAMARA	COLLEEN	Sergeant	\$ 102,988.75	\$683.99
MCNEIL	RONALD	Detective	\$ 115,335.68	\$717.06
MCNEILLY	JOSEPH GORDON	Detective	\$ 136,117.89	\$717.06
MCQUEEN	GARY	Detective	\$ 127,005.89	\$663.80
MCQUEEN	SHERRY LYNN	Police Constable	\$ 122,561.90	\$669.95
MCWILLIAM	HEATHER LYNN	Police Constable	\$ 105,839.37	\$675.34
MEANEY	SHAWN	Detective	\$ 124,414.56	\$715.78
MEDEIROS	ANDY	Plainclothes Police Constable	\$ 114,453.84	\$686.42
MEECH	RAYMOND JOHN	Sergeant	\$ 111,204.51	\$292.08
MEEHAN	PATRICK	Sergeant	\$ 122,857.63	\$717.06
MEIK	VIVIAN	Detective	\$ 122,790.14	\$717.06

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
MEISSNER	CAROL	Detective	\$ 108,880.65	\$717.06
MEISSNER	GERHARD	Inspector	\$ 154,844.14	\$949.04
MELANSON	JAMES ALLEN	Senior Operations Supervisor	\$ 103,929.96	\$288.17
MELBYE	MARK ALEXANDER	Police Constable	\$ 106,888.85	\$669.95
MELOCHE	SHAWN RONALD	Staff Sergeant	\$ 128,988.58	\$744.60
MENARD	JOHN PHILLIP	Detective	\$ 110,510.82	\$701.67
MENDOZA	ERWIN GONZALES	Police Constable	\$ 104,370.71	\$662.93
MENDOZA	PHILIP MANILAY	Sergeant	\$ 119,527.79	\$708.56
MEREDITH	CRAIG ANDREW	Police Constable	\$ 106,154.16	\$669.95
MERRITT	CHAD JOSEPH	Plainclothes Police Constable	\$ 100,139.73	\$666.29
MERSEREAU	MICHAEL	Sergeant	\$ 118,199.28	\$717.06
METCALFE	MARY	Staff Inspector	\$ 158,554.60	\$13,096.71
MI	YAOMING	Senior Technical Analyst	\$ 119,204.08	\$280.88
MIAN	FARHAAN AFTAB	Police Constable	\$ 106,210.65	\$670.92
MIESZKALSKI	PETER	Plainclothes Police Constable	\$ 103,086.82	\$700.32
MIGNARDI	STEVEN ANTHONY	Police Constable	\$ 102,818.76	\$662.93
MIJARES	RENE LIBRE	Police Constable	\$ 102,822.40	\$662.06
MILDENBERGER	KAINE JOHANN	Plainclothes Police Constable	\$ 114,463.58	\$686.42
MILES	JEREMY OLIVER	Plainclothes Police Constable	\$ 116,438.69	\$686.42
MILIC	DANY	Police Constable	\$ 128,565.54	\$684.37
MILLAR	JASON ANDREW	Plainclothes Police Constable	\$ 112,652.05	\$678.70
MILLER	BRIAN JAMES	Police Constable	\$ 106,027.84	\$646.97
MILLER	DUNCAN	Sergeant	\$ 121,746.18	\$717.06
MILLER	HELEN DIANE	Superintendent	\$ 169,596.81	\$12,828.31
MILLER	IAN MARK	Plainclothes Police Constable	\$ 106,972.77	\$678.85
MILLER	JAMES ANTHONY	Police Constable	\$ 100,467.57	\$669.95
MILLER	MATTHEW HAMILTON	Police Constable	\$ 103,556.97	\$662.93
MILLER	PAUL	Staff Sergeant	\$ 120,450.20	\$319.62
MILLER	RYAN KENETH	Detective	\$ 103,983.50	\$701.67
MILLS	PAUL TERRANCE	Plainclothes Police Constable	\$ 103,828.60	\$686.42
MILLWOOD	KARLENE ANN	Senior Analyst	\$ 102,389.09	\$280.88
MINAMI	MARK NOBUYUKI	Police Constable	\$ 100,361.00	\$669.95
MINASVAND	GEORGE	Police Constable	\$ 100,743.69	\$244.97
MINEYKO	KRZYSZTOF EUSTACHY	Senior Analyst	\$ 105,865.81	\$280.88
MINOR	DOUGLAS ALLAN	Sergeant	\$ 109,995.11	\$708.56
MIRANDA	EDUARDO CANDIDO	Plainclothes Police Constable	\$ 111,470.41	\$686.42
MIRON	BRUNO JOSEPH	Detective	\$ 128,265.51	\$701.93
MIRZA	SHAHROUKH	Police Constable	\$ 110,455.56	\$658.58
MISTEROWICZ	RICHARD JOHN	Sergeant	\$ 115,183.29	\$685.16
MITCHELL	CHARLES	Sergeant	\$ 108,934.17	\$717.06
MITCHELL	JODI LYNN	Plainclothes Police Constable	\$ 109,825.21	\$590.76
MIU	WAI-SANG	Detective	\$ 110,299.33	\$717.06
MOED	JEREMY CLARK	Police Constable	\$ 111,949.00	\$669.95
MOFFAT	ANTHONY	Police Constable	\$ 118,759.02	\$662.06
MOFFAT	MICHAEL	Police Constable	\$ 107,352.03	\$582.77
MOI	NATALIE BOBO	Police Constable	\$ 111,229.49	\$669.95
MOISSEEV	IOURI	Senior Technical Analyst	\$ 104,913.21	\$280.88
MOLE	DEREK JAMES	Police Constable	\$ 107,209.08	\$669.95
MOLINARO	ANTONIO	Shift/Area Supervisor	\$ 138,956.66	\$629.59
MOLYNEAUX	STEVEN	Staff Sergeant	\$ 123,802.43	\$744.60
MOMENI	ORANG	Sergeant	\$ 154,284.58	\$708.56
MONAGHAN	PATRICK JAMES	Detective Sergeant	\$ 124,574.25	\$744.60
MONAGHAN	THERESA	Sergeant	\$ 110,560.21	\$717.06
MONAHAR	DION RAJESH	Plainclothes Police Constable	\$ 104,964.93	\$686.42
MONTCALM	ALAIN JEAN	Police Constable	\$ 103,847.45	\$662.93
MONTEIRO	ROBERT	Training Constable	\$ 105,611.04	\$685.20
MONTGOMERY	ELIZABETH HELEN	Sergeant	\$ 108,131.40	\$708.56
MONTIETH	KIRK	Police Constable	\$ 105,842.71	\$259.39
MONTRAIT	DAVID WILLIAM	Police Constable	\$ 106,972.15	\$662.06
MOORCROFT	MICHELLE JAYNE	Police Constable	\$ 102,320.29	\$662.93
MOORE	ADAM BENJAMIN	Training Constable	\$ 103,207.77	\$685.20
MOORE	BRETT CALVIN	Sergeant	\$ 126,196.16	\$701.67
MOORE	DARCY	Sergeant	\$ 108,771.26	\$717.06
MOORE	KEVIN ROBERT	Police Constable	\$ 108,772.89	\$675.44
MOORE	SCOTT WILLIAM	Detective	\$ 108,360.01	\$701.67
MOORE	STEVEN	Sergeant	\$ 108,462.95	\$713.86
MOOSVI	SYED	Police Constable	\$ 104,113.16	\$258.77
MORAES	TIMOTHY	Plainclothes Police Constable	\$ 112,301.37	\$693.44
MORAN	ERICK ODYR	Police Constable	\$ 100,443.37	\$646.04
MORAN	RUTH MARIAN	Detective	\$ 103,789.36	\$638.71
MORASH	DEBORAH	Plainclothes Police Constable	\$ 100,507.44	\$693.44
MORDEN	TODD DOUGLAS	Plainclothes Police Constable	\$ 102,480.41	\$686.42

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
MOREAU	PAUL ROBERT	Plainclothes Police Constable	\$ 112,027.49	\$686.42
MOREHOUSE	RITA	Sergeant	\$ 111,465.91	\$433.74
MOREIRA	JOHN	Detective	\$ 112,355.86	\$717.06
MOREIRA	PETER MICHAEL	Staff Sergeant	\$ 123,398.84	\$737.72
MORELL	ADAM	Police Constable	\$ 114,639.21	\$679.56
MORETON	BARTON	Plainclothes Police Constable	\$ 102,754.42	\$700.32
MORETTI	MARK	Police Constable	\$ 100,319.04	\$679.56
MORGAN	CHRISTOPHER	Police Constable	\$ 102,933.33	\$662.93
MORGAN	DANIEL PHILIP	Plainclothes Police Constable	\$ 113,296.03	\$678.70
MORI	DEBORAH ANN	Staff Sergeant	\$ 120,443.96	\$744.60
MORRIS	CHRISTOPHER ROSS	Plainclothes Police Constable	\$ 104,923.59	\$681.80
MORRIS	HAROLD	Detective	\$ 126,939.68	\$710.11
MORRIS	LESLIE	Detective	\$ 138,474.02	\$708.56
MORRIS	MANDY DAWN	Sergeant	\$ 107,118.26	\$706.31
MORRIS	MARK LAVAROUS	Sergeant	\$ 105,496.71	\$703.75
MORRIS	NICKOLAS JOSEPH	Police Constable	\$ 151,285.75	\$684.37
MORRIS	PETER NEIL	Training Constable	\$ 111,995.45	\$679.18
MORRISON	BRUCE	Staff Sergeant	\$ 121,208.28	\$744.60
MORRISON	MICHAEL ROBERT	Detective	\$ 120,781.87	\$708.56
MORRISON	MICHELLE YVETTE	Plainclothes Police Constable	\$ 112,518.26	\$700.32
MORRISON	STEVEN CHRISTOPHER	Police Constable	\$ 101,956.39	\$669.95
MORRISON	TREVOR JAMES	Police Constable	\$ 107,745.06	\$665.53
MORSE	STEPHEN	Detective Sergeant	\$ 117,950.37	\$744.60
MORSE	VICTORIA JANE	Plainclothes Police Constable	\$ 119,698.43	\$686.42
MOSHER	KRYSTAL ANNE	Plainclothes Police Constable	\$ 108,490.56	\$678.70
MOSQUITE	RUEL	Plainclothes Police Constable	\$ 130,173.56	\$679.80
MOSTOWSKI	MAREK	Plainclothes Police Constable	\$ 110,695.38	\$686.42
MOTA	DANNY LABAO	Police Constable	\$ 108,007.85	\$669.95
MOULTON	RONALD	Plainclothes Police Constable	\$ 102,596.60	\$275.34
MOUREAU	JULIE SOLINE	Police Constable	\$ 100,089.00	\$662.93
MOXAM	DARREN KENNETH	Detective	\$ 111,334.46	\$701.67
MOYER	IAN	Staff Sergeant	\$ 119,514.79	\$744.60
MOYER	JEFFREY	Sergeant	\$ 111,104.79	\$717.06
MOYER	MATTHEW IGNATIUS	Staff Sergeant	\$ 116,543.50	\$723.68
MOYNAGH	ROBERT	Police Constable	\$ 109,793.33	\$684.37
MUELLER	STEFAN	Police Constable	\$ 104,784.89	\$687.22
MULLEN	MICHAEL JEFFERY	Detective	\$ 132,432.88	\$701.67
MULLIN	GEORGE	Staff Sergeant	\$ 119,430.15	\$744.60
MUNGAL	MATTHEW	Detective	\$ 118,516.93	\$708.56
MUNRO	ASHLEY	Police Constable	\$ 101,994.57	\$684.37
MUNROE	KELLY BRUCE	Police Constable	\$ 130,281.09	\$684.37
MUNROE	NEIL GERARD	Detective	\$ 103,765.86	\$701.67
MURDOCH	RICHARD	Staff Sergeant	\$ 119,272.04	\$319.62
MURPHY	DANIEL	Detective	\$ 101,959.41	\$450.76
MURPHY	JOHN	Sergeant	\$ 114,369.44	\$717.06
MURPHY	LIAM	Sergeant	\$ 111,888.28	\$700.36
MURRAY	ALICIA MARIE	Plainclothes Police Constable	\$ 113,139.65	\$686.42
MURRAY	DAVID	Staff Sergeant	\$ 123,298.53	\$744.60
MURRAY	DAVID GERARD	Plainclothes Police Constable	\$ 104,834.24	\$686.42
MURRAY	KAREN PATRICIA	Training Constable	\$ 109,543.32	\$370.16
MURRAY	NEAL ALLAN	Police Constable	\$ 104,028.64	\$662.93
MURRAY	SANDY	Senior Advisor Policy and Communication	\$ 129,106.56	\$324.51
MURRAY	SCOTT ROBERT	Police Constable	\$ 101,431.77	\$669.95
MURRAY	WILLIAM	Plainclothes Police Constable	\$ 111,991.35	\$700.32
MURRAY-BATES	KERRY-ANNE	Senior Operations Supervisor	\$ 115,690.57	\$713.15
MURRELL	KEVIN EARL	Staff Sergeant	\$ 121,709.81	\$744.60
MUSAH	ISHMAIL	Sergeant	\$ 114,777.85	\$701.67
MUSCLOW	CLAUDE	Sergeant	\$ 115,300.43	\$715.78
MUSSO DUARTE	SUSANA	Police Constable	\$ 124,299.40	\$676.70
MUTIS	DAWN	Plainclothes Police Constable	\$ 103,375.45	\$700.32
MYERS	GREGORY	Sergeant	\$ 106,445.59	\$710.11
MYERS	MILTON	Sergeant	\$ 109,342.93	\$292.08
MYERS	SHARON ELIZABETH	Sergeant	\$ 105,685.35	\$701.67
NACCARATO	JOSE	Project Leader	\$ 113,663.06	\$715.73
NAIDOO	GRAEME CLAYTON	Sergeant	\$ 100,877.17	\$683.99
NAIR	SAJEEV	Plainclothes Police Constable	\$ 112,495.51	\$686.42
NAMAYANDEH	ARASH	Police Constable	\$ 101,935.79	\$665.53
NANTON	ANDREW ANTONIO	Police Constable	\$ 103,443.51	\$654.23
NANTON	JASON STANLEY	Police Constable	\$ 116,389.85	\$662.93
NARINE	SHAUN	Staff Sergeant	\$ 131,526.21	\$737.72
NASIM	FAISAL	Police Constable	\$ 106,636.79	\$662.93
NASNER	STEFAN	Plainclothes Police Constable	\$ 113,943.09	\$700.32

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
NASSER	AMAN	Plainclothes Police Constable	\$ 124,500.70	\$678.70
NEADLES	WILLIAM	Staff Inspector	\$ 165,593.09	\$12,986.35
NEAL	PETER	Detective	\$ 112,641.52	\$292.08
NEAL	WESLEY JOHN	Detective	\$ 128,130.73	\$717.06
NEATH	KEVIN BRADLEY	Plainclothes Police Constable	\$ 103,178.69	\$686.42
NEEDHAM	ROSS ELLIOTT	Sergeant	\$ 108,578.37	\$307.82
NEI	NICHOLAS SHANG-LIN	Detective	\$ 109,356.67	\$701.67
NEVILL	STEPHEN	Detective	\$ 109,634.01	\$654.10
NEVIN	DAVID	Plainclothes Police Constable	\$ 107,750.15	\$697.72
NEVIN	PATRICK	Detective	\$ 122,988.75	\$610.54
NEWHOOK	MATTHEW ALBERT	Sergeant	\$ 108,025.26	\$708.56
NEWMAN	BRUCE	Staff Sergeant	\$ 122,561.61	\$744.60
NEWMARCH	BRETT RYAN	Plainclothes Police Constable	\$ 100,058.80	\$686.42
NEWTON	DAVID	Police Constable	\$ 100,790.58	\$684.37
NEWTON	DEEDEE	Detective	\$ 114,627.72	\$717.06
NG	CHI WAI	Plainclothes Police Constable	\$ 101,814.05	\$693.44
NG	WILLIAM	Police Constable	\$ 107,023.86	\$662.93
NG	YUEN	Detective	\$ 108,966.23	\$708.56
NGAN	EDWARD SHING-KEUNG	Senior Advisor of Quality Assurance	\$ 134,031.78	\$886.80
NICHOL	IAN FRASER	Detective	\$ 118,463.84	\$654.10
NICHOLS	HEATHER LAURY	Detective	\$ 106,060.54	\$386.87
NICHOLSON	LEONARD BRUCE	Police Constable	\$ 105,397.75	\$669.95
NICKERSON	BRANDON RANDAL	Police Constable	\$ 108,837.68	\$654.23
NICKSON	MICHAEL JAMES	Police Constable	\$ 109,275.30	\$676.46
NICOL	BRETT DONALD	Detective Sergeant	\$ 146,390.63	\$731.22
NICOL	ROBERT	Plainclothes Police Constable	\$ 107,490.29	\$686.42
NICOLLE	CHAD EDWARD	Sergeant	\$ 120,336.77	\$708.56
NIELSEN	CHRISTIAN HINGE	Manager of Shop Operations	\$ 145,464.67	\$792.69
NIELSEN	DANIEL	Detective Sergeant	\$ 127,795.38	\$539.14
NIEZEN	MARK	Sergeant	\$ 113,738.23	\$717.06
NIJAR	HARJIT SINGH	Sergeant	\$ 109,420.78	\$701.67
NIMMO	RICHARD JAMES	Sergeant	\$ 109,288.45	\$701.67
NISHIKAWA	BRIAN JONATHAN	Police Constable	\$ 100,982.80	\$658.58
NIZIOL	WILLIAM JAMES	Police Constable	\$ 104,574.67	\$646.97
NOLAN	CHRISTOPHER	Staff Sergeant	\$ 120,429.56	\$744.60
NOLL	CARL	Detective Sergeant	\$ 125,315.47	\$744.60
NOONAN	TIMOTHY JOHN	Plainclothes Police Constable	\$ 126,606.58	\$700.32
NORMAN	DARRYL JAMES	Police Constable	\$ 103,191.11	\$662.93
NORMAN	WILLIAM MICHAEL	Police Constable	\$ 105,726.79	\$669.95
NORRIE	ANDREW	Staff Sergeant	\$ 131,528.98	\$744.60
NORRIS	ROBERT	Police Constable	\$ 101,173.75	\$684.37
NORSKI	PRZEMYSLAW	Plainclothes Police Constable	\$ 116,678.77	\$678.70
NORTH	ROBERT LLOYD	Detective	\$ 128,100.20	\$701.67
NORTHMORE	COLLEEN	Detective	\$ 128,626.53	\$717.06
NORTHROP	JEFFREY JOHN	Plainclothes Police Constable	\$ 121,628.60	\$693.69
NORTON	DAVID JOHN	Detective	\$ 114,893.03	\$701.67
NOSWORTHY	JUDY	Detective	\$ 109,776.35	\$402.26
NOTAY	JAGMOHAN SINGH	Parking Enforcement Officer	\$ 107,541.82	\$595.54
NOTO	DIANA	Plainclothes Police Constable	\$ 103,665.50	\$681.80
NOVINC	BRANKO	Sergeant	\$ 110,127.02	\$717.06
NUNES	MARIA	Plainclothes Police Constable	\$ 116,344.49	\$693.44
NUNNO	MELISSA	Plainclothes Police Constable	\$ 106,644.39	\$686.42
NUSSBAUM-VOINA	VIORICA IOAN	Senior Analyst	\$ 105,636.94	\$280.88
O'BRIEN	DAVID	Training Constable	\$ 108,807.80	\$700.32
O'BRIEN	KENNETH	Police Constable	\$ 136,793.62	\$684.37
O'BRIEN	SEAN	Sergeant	\$ 112,077.65	\$717.06
O'CONNOR	BRIAN	Inspector	\$ 172,800.79	\$792.69
O'CONNOR	MIKE STEPHEN	Plainclothes Police Constable	\$ 122,859.21	\$686.42
O'DOHERTY	FRANK	Sergeant	\$ 111,863.89	\$292.08
O'DONOVAN	STEPHEN	Sergeant	\$ 117,430.36	\$717.06
O'DRISCOLL	DENNIS	Plainclothes Police Constable	\$ 114,120.07	\$700.32
O'KANE	GERAID DAVID	Detective	\$ 111,750.92	\$701.67
O'NEILL	BARRY JOHN	Plainclothes Police Constable	\$ 105,112.99	\$686.42
O'NEILL	BRIAN DONALD	Plainclothes Police Constable	\$ 100,678.04	\$673.61
O'RILEY	JULIE	Plainclothes Police Constable	\$ 102,762.74	\$275.34
O'RIORDAN	WAYNE JAMES	Sergeant	\$ 112,626.92	\$697.68
O'TOOLE	KIMBERLEY ANNE	Staff Sergeant	\$ 129,289.67	\$728.00
OAKES	JAMES	Plainclothes Police Constable	\$ 116,190.25	\$694.52
OATLEY-WILLIS	MARK	Police Constable	\$ 108,816.98	\$684.37
OBERFRANK	TIMOTHY	Detective	\$ 132,877.42	\$717.06
ODISHO	ASHUR	Police Constable	\$ 116,361.58	\$662.93
OGG	SHEILA ELIZABETH	Detective	\$ 141,390.83	\$717.06

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
OH	DAVID JIN	Plainclothes Police Constable	\$ 112,858.50	\$678.70
OLIVER	MATTHEW TYLER	Plainclothes Police Constable	\$ 113,234.11	\$686.42
OLIVER	PAUL	Detective	\$ 109,862.33	\$717.06
OLIVER	STEVEN RONALD	Police Constable	\$ 108,722.79	\$667.81
OLIVEROS	RAMON	Sergeant	\$ 105,625.20	\$701.67
OLLOS	SANDOR ERNEST	Police Constable	\$ 101,698.43	\$669.95
OLSEN	FRANK	Detective	\$ 118,265.60	\$717.06
OLSEN	SHAUN	Sergeant	\$ 108,558.34	\$708.56
OLSON	GARY ALDRED	Sergeant	\$ 108,828.57	\$717.06
OLUKOYA	OLUFEMI	Police Constable	\$ 101,873.06	\$676.70
OLVER	ROBERT BOND	Plainclothes Police Constable	\$ 103,614.60	\$693.44
ONG	RHOEL VILLEGAS	Police Constable	\$ 137,251.35	\$669.95
ONYSZKIEWICZ	ANDREW	Detective Sergeant	\$ 126,720.90	\$445.54
ONZUKA	EDWARD YUJI	Plainclothes Police Constable	\$ 101,691.17	\$686.42
ORCHARD	IAN DUNCAN	Plainclothes Police Constable	\$ 100,643.66	\$268.72
OSAGIE	BASSEY	Sergeant	\$ 108,346.53	\$682.82
OSBORN	ROBERT DANIEL	Police Constable	\$ 118,789.17	\$662.93
OSBORNE	BRIAN OTTO	Police Constable	\$ 100,481.66	\$669.95
OSBORNE	KEITH THOMAS	Plainclothes Police Constable	\$ 109,667.05	\$678.70
OSMAN	WALID AHMED	Police Constable	\$ 102,090.02	\$662.93
OSMANAJ	ARDIT	Police Constable	\$ 109,447.66	\$662.93
OSOBA	OLUSESAN OSOKOYA	Police Constable	\$ 101,375.58	\$662.93
OTTEN	VICTORIA	Police Constable	\$ 102,368.75	\$0.00
OUELLET	ANDREW	Police Constable	\$ 102,295.87	\$671.78
OUELLETTE	DAVID MARK	Plainclothes Police Constable	\$ 111,599.80	\$686.42
OUELLETTE	ROBERT BRUCE	Police Constable	\$ 103,974.15	\$670.20
OZKAN	NEDIM	Senior Analyst	\$ 116,554.63	\$280.88
OZOLS	JOHN	Police Constable	\$ 119,327.33	\$684.37
OZRETIC	NICOLE MICHELLE	Plainclothes Police Constable	\$ 109,072.97	\$678.70
PABLA	SUKHVINDERPAL SINGH	Sergeant	\$ 108,240.63	\$701.67
PABLO	GLEN PATRICK	Plainclothes Police Constable	\$ 102,327.19	\$678.70
PAGE	DEREK WILLIAM	Police Constable	\$ 103,496.51	\$669.95
PAGE	HOWARD	Inspector	\$ 151,322.32	\$949.04
PAGLIA	GIANCARLO	Plainclothes Police Constable	\$ 105,514.47	\$686.42
PAGNIELLO	MICHELE	Police Constable	\$ 134,151.69	\$669.95
PAIS	GLENN EDWIN	Police Constable	\$ 107,485.94	\$686.42
PAIS	SCHARNIL VALERIAN	Police Constable	\$ 121,476.11	\$662.93
PAK	ANDREW JIN-HO	Plainclothes Police Constable	\$ 114,577.68	\$686.42
PALA	RASIH SAN	Plainclothes Police Constable	\$ 124,505.02	\$681.80
PALERMO	CARMINE	Sergeant	\$ 110,836.67	\$717.06
PALERMO	LOREDANA	Plainclothes Police Constable	\$ 105,839.71	\$683.98
PALERMO	MICHAEL ANGELO	Detective	\$ 173,307.88	\$701.67
PALMER	JOHN	Sergeant	\$ 108,773.99	\$717.06
PANDOLFI	ALESSANDRO ANTHONY	Plainclothes Police Constable	\$ 105,848.34	\$686.42
PANESAR	SARABHJEET SINGH	Plainclothes Police Constable	\$ 105,873.70	\$678.70
PAOLETTA	ANTHONY	Sergeant	\$ 106,782.43	\$708.56
PAPADOPOULOS	KYRIAKOS	Police Constable	\$ 140,757.98	\$669.95
PAPIZEWSKI	LEEANN	Detective Sergeant	\$ 123,929.72	\$738.22
PAREJA	CARLOS ADRIAN	Police Constable	\$ 102,588.08	\$640.58
PARGETTER	KEVIN JAMES	Police Constable	\$ 103,104.68	\$662.93
PARK	JOSEF	Police Constable	\$ 108,656.07	\$669.95
PARK	SUNG JIN	Plainclothes Police Constable	\$ 112,606.03	\$686.42
PARKER	FITZROY	Police Constable	\$ 101,524.03	\$665.53
PARKER	TODD WILLIAM	Police Constable	\$ 106,478.86	\$669.95
PARKIN	ANDREW WILFRED	Police Constable	\$ 126,376.40	\$669.95
PARLIAMENT	JAMES RALPH	Training Constable	\$ 102,666.16	\$685.46
PARMAR	MANDEEP SINGH	Plainclothes Police Constable	\$ 125,816.63	\$686.42
PAROUSSOUDI	LEMONIA ALEXANDRA	Police Constable	\$ 102,535.30	\$654.23
PARRISH	SCOTT	Plainclothes Police Constable	\$ 102,776.97	\$700.32
PARROTT	MICHAEL ERIC	Sergeant	\$ 122,332.17	\$701.67
PARSONS	STUART MAGRUDER	Plainclothes Police Constable	\$ 116,832.37	\$700.32
PARSRAM	RAMESH BRIAN	Sergeant	\$ 110,882.75	\$708.56
PARTRIDGE	DAVID WILLIAM	Police Constable	\$ 104,898.18	\$662.06
PARTRIDGE	FRANK	Staff Sergeant	\$ 127,921.90	\$744.60
PARVIN	ARMAND SYDNEY	Plainclothes Police Constable	\$ 107,327.51	\$678.70
PASINI	RUDY	Detective Sergeant	\$ 119,245.04	\$744.60
PASSERINO	CURTIS PAUL	Police Constable	\$ 101,367.84	\$669.95
PATCHING	ANDREA	Plainclothes Police Constable	\$ 104,204.61	\$697.72
PATEL	RAJESHKUMAR	Sergeant	\$ 105,723.88	\$698.55
PATERSON	KYLE SCOTT	Plainclothes Police Constable	\$ 100,317.34	\$666.29
PATHAK	DAVINDER KUMAR	Police Constable	\$ 101,626.13	\$662.93
PATHAK	SAMIP	Plainclothes Police Constable	\$ 113,006.99	\$673.21

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
PATTERSON	JAMES	Sergeant	\$ 118,861.56	\$292.08
PATTERSON	MICHAEL JAMES	Detective	\$ 108,601.62	\$701.67
PATTERSON	ROBERT	Sergeant	\$ 116,159.42	\$708.56
PATTERSON	STEPHEN BRENT	Plainclothes Police Constable	\$ 108,063.65	\$678.70
PATTISON	STEVEN	Staff Sergeant	\$ 119,218.04	\$319.62
PAUL	MOHIT	Plainclothes Police Constable	\$ 110,553.53	\$671.53
PAVLIDIS	THEODORA	Plainclothes Police Constable	\$ 103,169.87	\$700.32
PAYNE	GREGORY JAMES	Detective Sergeant	\$ 121,672.37	\$744.60
PAYNE	KARL SCOTT	Sergeant	\$ 107,441.94	\$708.56
PAYNE	THEODORE ALGERNON	Detective	\$ 123,251.98	\$717.06
PAYTON	HOWARD LEWIS	Sergeant	\$ 115,633.96	\$717.06
PEARSON	JEFFREY	Detective Sergeant	\$ 131,319.48	\$744.60
PECK	JENNIFER LOUISE	Police Constable	\$ 105,277.91	\$682.76
PELLETIER	CHRISTIAN JOSEPH	Police Constable	\$ 116,355.00	\$669.95
PENNER	ADAM CHRISTOPHER	Police Constable	\$ 118,405.71	\$646.97
PENTON	SHANE STEPHEN	Sergeant	\$ 113,556.14	\$701.67
PERA	ENRICO	Senior Project Co-ordinator	\$ 130,140.87	\$886.80
PEREM	ERIK ARTUR	Police Constable	\$ 104,869.34	\$662.93
PERINO	KENNETH VINCENT	Police Constable	\$ 114,484.05	\$662.06
PERKS	TREVOR AARON	Police Constable	\$ 103,650.33	\$658.58
PERREAULT	SEAN MICHAEL	Staff Sergeant	\$ 118,947.91	\$726.92
PERSAUD	RAJENDRA	Police Constable	\$ 109,475.14	\$669.95
PERSAUD	RAMACE	Police Constable	\$ 105,577.81	\$662.93
PERSHIN	ANDREI VALERI	Police Constable	\$ 124,884.06	\$662.93
PERSICETTI	DONATO	Plainclothes Police Constable	\$ 111,636.66	\$680.93
PETERS	CORNELIUS	Police Constable	\$ 113,889.75	\$669.95
PETERSEN	KRISTAN MATHEW	Plainclothes Police Constable	\$ 113,468.23	\$686.42
PETERSON	CLIFFORD WILLIAM	Police Constable	\$ 103,435.08	\$662.93
PETKOVIC	BORIS	Training Constable	\$ 102,873.73	\$686.42
PETRAKIS	MICHAEL	Police Constable	\$ 107,545.86	\$677.88
PETRAKIS	STAVROS	Plainclothes Police Constable	\$ 104,875.54	\$679.20
PETRIE	KYLE JOHNATHON	Sergeant	\$ 110,344.35	\$701.67
PETRIE	RICHARD	Detective	\$ 134,261.38	\$708.56
PHAIR	MARK GORDON	Sergeant	\$ 114,238.73	\$708.56
PHELPS	JOHN	Detective	\$ 109,673.86	\$717.06
PHILIPSON	GRAEME	Sergeant	\$ 110,892.81	\$708.56
PHILLIPS	ADAM MARSHALL	Police Constable	\$ 110,990.87	\$662.93
PHILLIPS	RYAN BENJAMIN	Police Constable	\$ 101,055.62	\$667.87
PHOON	NEWTON CHUN	System Administrator	\$ 110,279.78	\$705.86
PICHE	PAULA	Plainclothes Police Constable	\$ 100,143.49	\$686.62
PICKERING	STEPHEN	Plainclothes Police Constable	\$ 102,885.70	\$700.32
PICKETT	TRAVIS GRAYSON	Plainclothes Police Constable	\$ 105,873.05	\$686.42
PICKRAN	HILDOR	Police Constable	\$ 101,100.06	\$684.37
PICKRELL	NEIL	Police Constable	\$ 107,640.50	\$684.37
PIGNATELLI	TONY	Police Constable	\$ 106,298.18	\$676.70
PIKE	JAMES WAYNE	Sergeant	\$ 108,773.63	\$717.06
PIKULA	KAMIL STANISLAW	Police Constable	\$ 103,461.41	\$658.58
PILOTTE	KAREN ALISON	Police Constable	\$ 102,443.42	\$654.23
PINCHIN	BRIAN	Plainclothes Police Constable	\$ 102,883.72	\$700.32
PINFOLD	MATTHEW GEORGE	Plainclothes Police Constable	\$ 124,284.62	\$686.16
PINTO	SUZANNE MARIE	Sergeant	\$ 107,772.28	\$708.56
PIPE	STEPHEN	Staff Sergeant	\$ 130,064.93	\$744.60
PISCHEDDA	MARK STEPHEN	Plainclothes Police Constable	\$ 115,556.26	\$686.42
PITCHER	DAVID CHARLES	Plainclothes Police Constable	\$ 101,329.50	\$686.42
PLUNKETT	PATRICK JOHN	Plainclothes Police Constable	\$ 113,411.34	\$686.42
POCZAK	LISA	Detective	\$ 109,232.86	\$708.56
POGUE	LAUREN	Detective Sergeant	\$ 125,648.33	\$744.60
POLAK	BRANDON VICTOR	Plainclothes Police Constable	\$ 110,582.89	\$686.42
POLIAK	MARK JOHN	Plainclothes Police Constable	\$ 104,631.54	\$686.42
POLLARD	KRISTINE RIAN	Plainclothes Police Constable	\$ 100,568.76	\$666.29
POLLOCK	TIGE SAMUEL	Sergeant	\$ 104,073.36	\$693.14
POOLE	CANDICE JENNIFER	Police Constable	\$ 112,154.36	\$662.93
POOLE	RICHARD ANDREW	Training Constable	\$ 100,277.28	\$692.20
POP	IAN	Plainclothes Police Constable	\$ 112,245.44	\$686.81
PORANGANEL	MARK VARKEY	Training Constable	\$ 102,346.43	\$686.42
PORTER	DAINIAN ALLOY	Police Constable	\$ 100,915.27	\$669.95
POSLUSZNY	ANDREW ZBIGNIEW	Police Constable	\$ 102,784.39	\$662.93
POTTER	VIVIENNE SANJA	Police Constable	\$ 101,372.83	\$662.93
POULIMENOS	WILLIAM DEMETRE	Plainclothes Police Constable	\$ 109,665.46	\$678.70
POULIN	MARTIN FABIAN	Detective	\$ 116,454.23	\$701.67
POWELL	CATHY VERONICA	Sergeant	\$ 109,617.37	\$701.67
POWELL	DANIEL JAMES	Detective	\$ 110,212.29	\$717.06

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
POWELL	MICHELLE ELIZABETH	Plainclothes Police Constable	\$ 105,287.60	\$688.50
POWRIE	JOHN ERWIN	Police Constable	\$ 104,621.85	\$662.93
POYNTER	CHRISTOPHER REX	Police Constable	\$ 117,496.10	\$669.95
PRAVICA	DUSAN DAN	Detective	\$ 130,982.80	\$701.67
PRENTICE	STEFAN PATRICK	Detective	\$ 121,121.19	\$701.67
PRESS	MICHAEL ALLEN	Senior Firearms Officer	\$ 122,303.84	\$717.07
PRESTON	BRIAN	Inspector	\$ 152,855.01	\$949.04
PRESTON	DEBRA	Superintendent	\$ 168,237.71	\$10,373.32
PREVOST	JAYME THOMAS	Police Constable	\$ 106,142.20	\$237.95
PRICE	BRANDON LEE	Detective	\$ 121,538.02	\$701.67
PRICE	DAVID RAYMOND	Plainclothes Police Constable	\$ 101,770.73	\$662.93
PRICE	MARY	Staff Sergeant	\$ 122,091.40	\$744.60
PRICE	ROBERT ARTHUR	Police Constable	\$ 105,677.03	\$662.06
PRICE	TIMOTHY JOHN	Police Constable	\$ 112,339.52	\$669.95
PRITCHARD	BRIAN JAMES	Sergeant	\$ 103,649.94	\$276.69
PROCTOR	KELLY SEAN	Police Constable	\$ 103,315.23	\$662.93
PROCTOR	NORMAN EDWARD	Staff Sergeant	\$ 122,332.90	\$744.60
PROCTOR	RICHARD P.	Detective	\$ 119,426.67	\$708.56
PROSAVICH	PAULA ANNE	Sergeant	\$ 107,887.66	\$701.67
PROSPER	MARK ANTHONY	Police Constable	\$ 100,656.29	\$662.93
PROULX	KEVIN EDWARD	Police Constable	\$ 120,688.33	\$669.95
PUGASH	MARK	Director of Corporate Communications	\$ 190,198.32	\$9,002.15
PULLA	JEREMY JAMES	Police Constable	\$ 101,535.67	\$662.06
PURCHES	SCOTT ROBERT	Detective	\$ 128,908.74	\$701.67
PUTERBAUGH	MICHAEL FRANCIS	Detective	\$ 108,624.59	\$283.58
PUTMAN	AARON MATTHEW	Plainclothes Police Constable	\$ 101,069.76	\$666.29
PUTNAM	KIMBERLEY JOAN	Senior Advisor of Quality Assurance	\$ 132,534.01	\$461.82
QUAIATTINI	SUSAN	Staff Sergeant	\$ 119,325.67	\$319.62
QUALTROUGH	JAMES	Staff Sergeant	\$ 121,997.55	\$744.60
QUAN	DOUGLAS	Inspector	\$ 153,421.23	\$13,147.38
QUEEN	GRAHAM	Staff Sergeant	\$ 144,226.46	\$744.60
QUIGG	MARTIN	Staff Sergeant	\$ 117,211.25	\$737.46
QUIJADA-MANCIA	JUAN CARLOS	Sergeant	\$ 112,348.59	\$701.67
QUINN	MICHAEL MARC	Sergeant	\$ 166,408.76	\$701.67
QUINN	SEAN LEE	Plainclothes Police Constable	\$ 107,586.37	\$686.42
QURESHI	AJWAID NIAZ	Detective	\$ 123,938.64	\$701.67
RABBITO	CORRADO	Plainclothes Police Constable	\$ 113,707.34	\$686.42
RACETTE	ALLAN ROGER	Plainclothes Police Constable	\$ 109,650.94	\$678.70
RADFORD	BARRY	Detective	\$ 112,276.53	\$717.06
RADIX	BRENDA REBECCA	Manager of Property and Evidence	\$ 150,723.11	\$949.60
RAGELL	THOMAS MICHAEL	Police Constable	\$ 105,173.16	\$676.70
RAHIM	KAMAL SEAN	Plainclothes Police Constable	\$ 109,228.93	\$686.42
RALPH	TIMOTHY	Staff Sergeant	\$ 126,827.34	\$744.60
RAMBEHARRY	SANJAY RABINDRANAUTH	Plainclothes Police Constable	\$ 100,998.25	\$686.42
RAMBHARACK	NEIL	Sergeant	\$ 103,297.87	\$276.69
RAMER	DONALD	Superintendent	\$ 174,453.72	\$10,744.97
RAMESAR	VICTOR	Sergeant	\$ 115,728.06	\$717.06
RAMIREZ	MARION GENEVIEVE	Senior Analyst	\$ 105,228.21	\$280.88
RAMJATTAN	RAMNARINE	Detective	\$ 122,435.65	\$708.56
RAMJI	ALY RAZA	Detective	\$ 130,582.16	\$717.06
RAMOS	JOHN FITZGERALD	Police Constable	\$ 104,177.28	\$667.87
RAMOS	LERMY	Assistant Manager of Accounting	\$ 112,346.91	\$823.35
RAMPAT	SUNIL	Police Constable	\$ 100,673.45	\$669.95
RAMPERSAD	STEVEN	Police Constable	\$ 109,596.24	\$669.95
RAMPERSAUD	DAVID	Senior Analyst	\$ 105,605.77	\$280.88
RAMPRASHAD	DWARKH	Police Constable	\$ 148,900.32	\$676.70
RAMSAY	MICHAEL TODD	Police Constable	\$ 100,268.02	\$669.95
RAMSBOTTOM	CHRISTOPHER WILLIAM	Police Constable	\$ 129,630.25	\$669.95
RAND	RICHARD THEODORE	Plainclothes Police Constable	\$ 124,692.72	\$686.42
RANDHAWA	PALVINDER SINGH	Police Constable	\$ 102,032.45	\$662.06
RANDLE	MARK RICHARD	Sergeant	\$ 126,206.71	\$717.06
RANEY	ANDREW	Sergeant	\$ 108,635.25	\$711.97
RANTISI	ADAM MICHEAL	Police Constable	\$ 109,921.77	\$654.23
RASMUSSEN	KEVIN WILLIAM	Police Constable	\$ 125,191.32	\$662.93
RATHBONE	MELANIE LYNN	Police Constable	\$ 103,783.05	\$669.95
RAWLUK	ROY	Plainclothes Police Constable	\$ 107,708.77	\$700.32
REBELLATO	LARRY	Detective	\$ 132,014.88	\$708.56
REBELLO	MARK ANDREW	Plainclothes Police Constable	\$ 100,556.71	\$678.23
RECTOR	JASON ANTHONY	Plainclothes Police Constable	\$ 110,505.49	\$683.30
REDDEN	JEFFREY	Sergeant	\$ 144,666.89	\$717.06
REDDIN	KIRBY ALBERT	Detective	\$ 126,416.65	\$701.67
REDICK	AMANDA BROOKE	Plainclothes Police Constable	\$ 119,408.12	\$681.80

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
REDIGONDA	RICHARD	Sergeant	\$ 109,216.23	\$717.06
REDMAN	SUZANNE	Staff Sergeant	\$ 121,238.79	\$733.32
REED	RONALD COLIN	Staff Sergeant	\$ 134,223.45	\$744.60
REED-PYEFINCH	JENNIFER CHRISTINE	Police Constable	\$ 110,962.27	\$682.76
REEVES	LAWRENCE	Staff Sergeant	\$ 124,929.25	\$744.60
REGAN	DOUGLAS FREDRICK	Staff Sergeant	\$ 119,387.23	\$744.60
REGAN	GAIL	Detective	\$ 109,701.23	\$284.51
REGAN	PAUL FRANCIS	Police Constable	\$ 106,707.50	\$662.93
REID	CHAD SCOTT	Plainclothes Police Constable	\$ 118,640.46	\$686.42
REID	GREGOR JOHN	Plainclothes Police Constable	\$ 105,603.93	\$670.21
REID	JOHN	Training Constable	\$ 102,625.10	\$700.32
REID	JONATHAN DOUGLAS	Detective	\$ 114,856.67	\$605.69
REID	KYLE THOMAS	Plainclothes Police Constable	\$ 112,497.15	\$686.42
REID	WAVERLEY ELAINE	Detective	\$ 108,771.82	\$717.06
REIMER	KENNETH BRIAN	Detective Sergeant	\$ 137,559.78	\$744.60
REIMER	THOMAS ARTHUR	Plainclothes Police Constable	\$ 116,408.66	\$666.29
REINARTAS	MICHAEL ARTHUR	Police Constable	\$ 102,716.30	\$662.93
REISE	RONALD GORDON	Police Constable	\$ 102,385.57	\$667.87
REKHI	JASDEEP	Plainclothes Police Constable	\$ 105,791.55	\$681.80
RELPH	BRADLEY GEORGE	Detective	\$ 106,897.19	\$706.06
REMY	SMEDLEY ANTHONY	Sergeant	\$ 108,301.44	\$708.56
RENDON	BRIAN	Police Constable	\$ 107,232.45	\$662.93
RENNIE	ALEXANDER	Detective	\$ 118,352.02	\$717.06
RENNIE	BRIAN ANTHONY	Training Constable	\$ 100,379.03	\$685.20
RENNIE	JASON DOUGLAS	Plainclothes Police Constable	\$ 100,550.45	\$666.29
RETSINAS	PANAGIOTA	Police Constable	\$ 117,769.89	\$676.70
REYNOLDS	JASON DAVID	Police Constable	\$ 106,657.90	\$675.44
REYNOLDS	STEPHEN THOMAS	Staff Sergeant	\$ 129,570.78	\$744.60
REZVANI	SEYED ALI	Police Constable	\$ 111,059.79	\$662.93
RHEAULT	DEAN GEORGE	Police Constable	\$ 103,419.45	\$662.93
RIBEIRO	REUBEN FRANCIS	Plainclothes Police Constable	\$ 113,346.03	\$672.60
RICCI	CHARLES MICHAEL	Detective	\$ 121,989.79	\$701.67
RICCIARDI	MARCO	Police Constable	\$ 117,658.56	\$669.95
RICHARDS	CLIVE	Detective Sergeant	\$ 126,967.05	\$744.60
RICHARDSON	ANDREW	Sergeant	\$ 112,172.51	\$614.12
RICHARDSON	SANDRA	Inspector	\$ 152,142.45	\$792.69
RICHARDSON	SHEILA ANN	Sergeant	\$ 110,527.63	\$292.08
RICHE	SCOTT LESLIE	Plainclothes Police Constable	\$ 116,802.83	\$684.59
RICHMOND	MICHAEL KENNETH	Detective Sergeant	\$ 117,909.54	\$740.47
RIDDELL	ALAN	Detective Sergeant	\$ 119,209.29	\$319.62
RIDDELL	LINDSAY DIANA	Police Constable	\$ 126,277.28	\$675.34
RIEGERT	CHRISTOPHER ANDREW	Police Constable	\$ 109,699.83	\$658.58
RIEL	JEFFERY JAMES	Police Constable	\$ 103,453.16	\$669.95
RIETKOETTER	SETH ANDREW	Police Constable	\$ 118,697.79	\$662.93
RIGGS	BRIAN CHRISTOPHER	Plainclothes Police Constable	\$ 106,568.45	\$686.42
RIM	CHRIS	Plainclothes Police Constable	\$ 105,025.15	\$675.65
RINKOFF	LEE ADAM	Plainclothes Police Constable	\$ 106,561.19	\$678.70
RINKOFF	PAUL BARRY	Detective	\$ 151,298.41	\$701.67
RIOLO	SALVATORE TONY	Police Constable	\$ 106,214.89	\$669.95
RIPCO	MARK	Detective	\$ 116,686.36	\$669.84
RIVERS	BRETT LEWIS	Police Constable	\$ 101,169.36	\$670.41
RIVIERE	ANTHONY FRANCIS	Staff Inspector	\$ 155,063.87	\$8,977.53
ROBB	PAUL GEORGE	Plainclothes Police Constable	\$ 110,173.12	\$686.42
ROBBINS	KEVIN SHAUN	Plainclothes Police Constable	\$ 117,115.18	\$681.80
ROBERTS	ANGELA PATRICIA	Plainclothes Police Constable	\$ 105,021.66	\$673.82
ROBERTS	DAVID	Detective	\$ 113,282.01	\$717.06
ROBERTS	DEIGHTON ARTHUR	Police Constable	\$ 108,948.00	\$669.69
ROBINSON	ANDREW CHARLES	Police Constable	\$ 112,421.15	\$675.34
ROBINSON	BRANDON MICHAEL	Plainclothes Police Constable	\$ 104,273.44	\$681.80
ROBINSON	DANIEL	Sergeant	\$ 124,838.82	\$717.06
ROBINSON	MORGAN	Detective Sergeant	\$ 120,586.24	\$366.84
ROBITAILLE	PATRICK ANTOINE	Detective	\$ 108,333.74	\$701.67
ROCHE	CHARLENE LYNN	Plainclothes Police Constable	\$ 103,732.17	\$686.42
ROCK	CAROL	Sergeant	\$ 105,391.34	\$608.22
RODNEY	DEAN LLOYD	Sergeant	\$ 107,831.98	\$701.67
RODRIGUES	JULIUS ANTHONY	Police Constable	\$ 103,357.57	\$666.57
RODRIGUEZ	ROBERT DAVID	Police Constable	\$ 107,507.49	\$683.75
ROGATINSKY	ALEXANDER	Police Constable	\$ 101,111.95	\$401.05
ROGERS	RICHARD	Sergeant	\$ 105,917.37	\$393.76
ROHDE	DANNY WILLIAM	Police Constable	\$ 120,800.25	\$669.95
ROMAIN	JEAN-BERNARD	Sergeant	\$ 109,301.93	\$710.11
ROMAIN	PHILLIP ROLAND	Plainclothes Police Constable	\$ 105,611.71	\$686.42

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
ROMANO	ANTHONY STEFANO	Police Constable	\$ 101,280.59	\$670.56
ROMITO	MARINO	Police Constable	\$ 111,949.92	\$669.95
ROONEY	NIGEL PATRICK	Police Constable	\$ 110,694.79	\$682.76
ROONEY	TREVOR MICHAEL	Sergeant	\$ 106,679.11	\$701.67
ROSBROOK	ANDREW MICHAEL	Police Constable	\$ 102,917.95	\$682.76
ROSE	DAWN	Detective	\$ 107,388.46	\$710.11
ROSE	DOUGLAS GRANT	Sergeant	\$ 158,137.43	\$717.06
ROSENBERG	HOWARD	Police Constable	\$ 143,336.66	\$259.39
ROSETE	LESTER EDWARD	Detective	\$ 121,302.77	\$701.67
ROSETO	EGIDIO	Inspector	\$ 152,946.08	\$949.04
ROSINA	MICHAEL DREW	Sergeant	\$ 106,113.98	\$425.24
ROSS	CAMERON STEPHEN	Police Constable	\$ 110,629.24	\$662.93
ROSS	DARLENE	Detective	\$ 108,593.87	\$717.06
ROSS	KEITH	Plainclothes Police Constable	\$ 110,655.96	\$694.69
ROSS	MATTHEW DOUGLAS	Plainclothes Police Constable	\$ 109,413.24	\$678.70
ROSS	SCOTT JEREMY	Plainclothes Police Constable	\$ 138,266.70	\$689.54
ROSS	WILLIAM	Police Constable	\$ 112,405.43	\$684.37
ROSSANO	JOHN BENITO	Sergeant	\$ 118,228.28	\$717.06
ROSSEL	RICHARD ALBERT	Plainclothes Police Constable	\$ 103,373.07	\$700.32
ROSSI	KIMBERLY DAWN	Manager of Parking Support Services	\$ 145,087.64	\$949.60
ROSSI	MARCELO OSVALDO	Plainclothes Police Constable	\$ 104,414.03	\$673.21
ROUETTE	JOSEPH MICHEL	Sergeant	\$ 116,541.11	\$717.06
ROUTH	MATTHEW AARON	Detective	\$ 118,671.83	\$701.67
ROWE	ANTOINETTE MARGARET	Police Constable	\$ 100,098.03	\$677.27
ROWETT	JOHN	Detective	\$ 108,576.62	\$292.08
ROWSOME	RICHARD DAVID	Sergeant	\$ 109,225.14	\$701.67
ROZARIO	CONRAD GEORGE	Plainclothes Police Constable	\$ 110,237.47	\$686.42
ROZICH	SAMANTHA MILDRED	Sergeant	\$ 109,417.40	\$708.56
RUBBINI	DAVID	Police Constable	\$ 118,402.49	\$684.37
RUDNICK	JOANNE LINDA	Staff Sergeant	\$ 119,743.82	\$744.60
RUFFINO	STEPHEN	Detective	\$ 119,773.39	\$717.06
RUGHOO	DAVID RAVINDRA	Plainclothes Police Constable	\$ 104,913.16	\$686.42
RUHL	CHRISTOPHER KEITH	Plainclothes Police Constable	\$ 102,835.73	\$679.71
RUMNEY	TRACI GWENDOLYN	Plainclothes Police Constable	\$ 103,114.98	\$686.42
RUPNARINE	LEONARD SASE	Police Constable	\$ 102,714.94	\$669.95
RUSSELL	ALEXANDER	Police Constable	\$ 101,486.94	\$684.37
RUSSELL	DAVID MICHAEL	Police Constable	\$ 105,209.26	\$662.93
RUSSELL	JAMES JOSEPH	Plainclothes Police Constable	\$ 101,989.41	\$623.46
RUSSELL	ROBERT GLENN	Detective	\$ 106,569.51	\$701.67
RUSSELL	THOMAS	Superintendent	\$ 185,918.58	\$13,163.97
RUTLEDGE	MONICA JANET	Police Constable	\$ 101,643.79	\$669.95
RUTTNER	ALEXANDER	Police Constable	\$ 134,611.37	\$676.70
RYAN	BARBARA	Detective	\$ 106,139.81	\$708.56
RYAN	CLINTON DEREK	Police Constable	\$ 107,487.45	\$662.93
RYAN	JENNIFER	Detective	\$ 128,453.35	\$708.56
RYAN	RICHARD	Detective	\$ 133,913.04	\$712.59
RYAN	STEPHEN CHARLES	Detective Sergeant	\$ 122,220.59	\$744.60
RYCZKO	LESLIE	Plainclothes Police Constable	\$ 103,174.93	\$700.32
RYDZIK	DAVID BRIAN	Staff Sergeant	\$ 120,160.08	\$742.52
RYZEK	WENDY	Manager of Occupational Health and Safety	\$ 125,156.68	\$825.09
SABADICS	DANIEL	Detective Sergeant	\$ 125,319.61	\$744.60
SABADICS	KIMBERLY JOAN	Police Constable	\$ 111,585.50	\$684.37
SABADIN	MICHAEL ALEXANDER	Plainclothes Police Constable	\$ 118,752.12	\$686.42
SADEGHI	AZADEH	Police Constable	\$ 100,452.24	\$662.93
SADLER	STEPHEN	Sergeant	\$ 117,456.24	\$717.06
SADRZADEH	MIR SIAMAK	Police Constable	\$ 123,159.22	\$662.93
SAFARI	MUSTAFA	Police Constable	\$ 105,371.42	\$662.93
SAGER	LAWRENCE	Sergeant	\$ 113,618.30	\$713.86
SAGGI	SHARNJIT SINGH	Police Constable	\$ 123,458.15	\$662.93
SAIB	RACHID	Police Constable	\$ 100,233.07	\$662.06
SALAMON	MARIUSZ ROBERT	Police Constable	\$ 101,188.63	\$668.91
SALERMO PANEQUE	JAVIER	Police Constable	\$ 104,922.02	\$662.93
SALIBA	RACHEL CATHERINE	Plainclothes Police Constable	\$ 103,807.89	\$678.70
SALINES	CIRO JR.	Police Constable	\$ 100,434.22	\$683.98
SALOWSKI	GAYLE WINNIFRED	Labour Relations Analyst	\$ 104,208.93	\$796.08
SALTMARSH	SEAN RYAN	Police Constable	\$ 101,154.11	\$662.93
SAMM	SAMUEL JUNIOR	Sergeant	\$ 115,317.47	\$708.56
SAMMUT	DAVID	Sergeant	\$ 127,499.67	\$708.56
SAMSON	JEREMY CALVIN	Plainclothes Police Constable	\$ 112,044.89	\$674.13
SAMUELS	ROBERT	Sergeant	\$ 109,975.23	\$717.06
SAN PEDRO	MANUEL	Plainclothes Police Constable	\$ 103,244.90	\$558.66
SANDEMAN	JOHN MICHAEL	Manager of Video Services	\$ 163,208.98	\$991.86

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
SANDERS	NEIL GREGORY	Police Constable	\$ 141,602.29	\$669.95
SANDFORD	JUDY MARY	Manager of Records Management	\$ 156,772.11	\$566.88
SANDFORD	ROBERT	Sergeant	\$ 111,142.83	\$717.06
SANDHU	BALRAJ	Police Constable	\$ 103,990.34	\$675.60
SANGHA	HARJIT SINGH	Plainclothes Police Constable	\$ 105,943.03	\$630.48
SANGUINETTI	MICHAEL JOSEPH	Police Constable	\$ 100,086.22	\$661.19
SANSON	CHERYL-ANNE	Detective	\$ 109,215.94	\$717.06
SANTIZO ORANTES	NELSON ALFREDO	Plainclothes Police Constable	\$ 112,827.88	\$681.80
SANTOS VICENTINO	RICHARD	Police Constable	\$ 102,402.72	\$679.30
SAPSFORD	IAN DOUGLAS	Police Constable	\$ 111,017.25	\$669.95
SARDELLA	GLENN DONATO	Detective	\$ 123,364.91	\$701.67
SARGENT	CHRISTOPHER SEAN	Sergeant	\$ 108,140.38	\$708.56
SARJOO	KEVIN RAMROOP	Police Constable	\$ 106,679.14	\$662.93
SARVANANDAN	BAHEERATHAN	Plainclothes Police Constable	\$ 116,815.79	\$686.42
SATTZ	STEVEN	Sergeant	\$ 109,989.08	\$717.06
SAUNDERS	DAVID	Inspector	\$ 155,396.30	\$949.04
SAUNDERS	MARK	Deputy Chief	\$ 201,916.98	\$10,965.52
SAVILLE	JASON LESLIE	Police Constable	\$ 116,049.21	\$669.95
SAVINO	LEONARDO	Police Constable	\$ 119,201.94	\$669.95
SAVOIA	GIOVANNI	Plainclothes Police Constable	\$ 107,631.36	\$700.32
SAWYER	ANDREW LESLIE	Detective	\$ 106,543.66	\$709.80
SAWYER	DAVID ALLAN	Police Constable	\$ 107,142.29	\$682.76
SCANLAN	KIMBERLY LYN	Staff Sergeant	\$ 125,457.27	\$744.60
SCAVONE	GABRIELE	Police Constable	\$ 105,642.14	\$684.37
SCEARCE	MARTIN KENDAL	Police Constable	\$ 108,181.06	\$662.93
SCHAFHAUSER	HANS PETER	Police Constable	\$ 109,050.93	\$669.95
SCHENK	PHILIP	Police Constable	\$ 100,586.24	\$684.37
SCHERBEY	RONNIE MIKEAL	Plainclothes Police Constable	\$ 103,464.98	\$686.42
SCHERK	CHRISTOPHER	Detective	\$ 120,464.26	\$708.56
SCHERTZER	JOYCE	Detective	\$ 153,808.10	\$710.11
SCHETTINI	ANTHONY	Detective	\$ 112,458.84	\$717.06
SCHNEIDER	ANDREW	Staff Sergeant	\$ 128,817.80	\$744.60
SCHOCH	RICHARD AUGUSTIN	Detective	\$ 110,861.71	\$701.67
SCHOFIELD	GLENN	Detective	\$ 124,385.55	\$708.56
SCHUEDER	MARK	Detective	\$ 109,600.26	\$717.06
SCHULZE	FRANK THOMAS	Police Constable	\$ 118,975.21	\$684.37
SCHULZE	SCOTT CURTIS	Police Constable	\$ 108,268.67	\$662.93
SCHUMACHER	JONATHAN MICHAEL	Plainclothes Police Constable	\$ 107,072.97	\$686.42
SCOTT	DWAYNE	Plainclothes Police Constable	\$ 103,764.98	\$700.32
SCOTT	GORDON	Detective	\$ 114,120.01	\$717.06
SCOTT	MICHAEL ANDREW	Plainclothes Police Constable	\$ 108,408.01	\$686.42
SCOTT	PRESTON WAYNE	Plainclothes Police Constable	\$ 112,288.34	\$678.70
SCRIVEN	PATRICK	Sergeant	\$ 111,433.21	\$717.06
SCUDDS	PAUL	Staff Sergeant	\$ 121,311.32	\$744.60
SEABAN	MICHAEL GEORGE	Police Constable	\$ 114,344.89	\$662.93
SEARLES	TREVOR	Sergeant	\$ 111,827.87	\$393.76
SEDORE	KEVIN ARTHUR	Detective	\$ 122,255.14	\$701.67
SEGUIN	CHRISTIAN ARMAND	Police Constable	\$ 102,141.22	\$682.15
SEHDEV	NITIN	Plainclothes Police Constable	\$ 106,883.49	\$678.70
SELDON	WILLIAM	Detective Sergeant	\$ 128,114.70	\$744.60
SELVER	TERRY WILLIAM	Plainclothes Police Constable	\$ 106,114.22	\$686.42
SEN	TAPAN KUMAR	Project Leader	\$ 113,983.53	\$303.15
SENYK	JANNA LOUISE	Plainclothes Police Constable	\$ 100,938.85	\$673.21
SERBAN	ION VERONEL	Project Leader	\$ 105,882.40	\$280.88
SEREMETKOVSKI	KATHLIN	Sergeant	\$ 109,759.90	\$698.82
SERRANO	MATTHEW ANTONIO	Plainclothes Police Constable	\$ 114,037.28	\$678.70
SERROUL	GORDON DAVID	Sergeant	\$ 108,772.09	\$292.08
SHANAHAN	MICHAEL	Detective	\$ 108,576.62	\$292.08
SHAND	JOSEPH EDWARD	Police Constable	\$ 126,917.55	\$662.93
SHANGI	JOSEPH RALPH	Training Constable	\$ 101,243.68	\$685.20
SHANK	RICHARD	Detective Sergeant	\$ 137,882.55	\$737.72
SHANKARAN	JASON RAJESH	Detective	\$ 149,538.11	\$701.67
SHARMA	ATUL	Police Constable	\$ 111,712.07	\$662.93
SHAW	ANDREW DOUGLAS	Sergeant	\$ 145,025.87	\$708.56
SHAW	CARL	Plainclothes Police Constable	\$ 102,774.11	\$700.32
SHAW	DAVID JOHN	Sergeant	\$ 110,410.00	\$708.56
SHAW	KATHLEEN	Detective Sergeant	\$ 121,126.06	\$744.60
SHAW	RICHARD JAMES	Plainclothes Police Constable	\$ 115,765.00	\$678.70
SHAW	WILLIAM	Plainclothes Police Constable	\$ 109,779.96	\$700.32
SHEPHERDLY	GORDON WALTER	Plainclothes Police Constable	\$ 100,275.49	\$693.44
SHETTY	VIJAY RAMESH	Sergeant	\$ 104,541.92	\$701.67
SHI	LEI	Police Constable	\$ 104,352.32	\$662.93

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
SHIELDS	GAIL PATRICIA	Police Constable	\$ 115,145.85	\$681.27
SHIKATANI	WILLIAM GORO	Training Constable	\$ 100,002.16	\$685.20
SHIN	HAROLD	Police Constable	\$ 101,707.19	\$669.69
SHIN	JAY HO	Police Constable	\$ 101,377.77	\$669.95
SHREERAM	AMAR	Plainclothes Police Constable	\$ 115,753.11	\$686.42
SHREVE	CLARENCE BLAKE	Staff Sergeant	\$ 119,420.54	\$744.60
SHUTT	SCOTT DAVID	Plainclothes Police Constable	\$ 117,309.46	\$686.42
SHYMCHONAK	ANDREI	Police Constable	\$ 112,367.51	\$669.95
SIDDIQUI	HAROON AHMED	Police Constable	\$ 105,720.66	\$662.93
SIDHU	ARVIND PRAKASH	Police Constable	\$ 117,526.55	\$669.95
SIDHU	GORPAL SINGH	Sergeant	\$ 106,116.09	\$708.56
SIDHU	SARBJEET KAUR	Police Constable	\$ 111,708.76	\$684.59
SIDHU	SUKHVINDER SINGH	Plainclothes Police Constable	\$ 106,008.81	\$686.42
SIDORA	TERRY	Sergeant	\$ 124,656.81	\$717.06
SIEVERS	JOHN	Sergeant	\$ 114,798.74	\$710.11
SILLIKER	GARRY	Staff Sergeant	\$ 123,021.12	\$744.60
SILVA	ELOI BRUM	Police Constable	\$ 109,761.93	\$662.93
SIMAKOV	ALEXANDER DAVID	Police Constable	\$ 106,015.65	\$682.76
SIMAS	SERGIO	Plainclothes Police Constable	\$ 102,062.16	\$673.21
SIMON	DUANE	Police Constable	\$ 116,863.36	\$684.37
SIMPKINS	DAVID	Staff Sergeant	\$ 122,327.18	\$744.60
SIMPSON	OLIVER STAFFORD	Police Constable	\$ 101,169.92	\$662.93
SIMPSON	RYAN JAMES	Plainclothes Police Constable	\$ 101,536.44	\$684.34
SIMS	ANDREW MICHAEL	Police Constable	\$ 111,985.63	\$669.95
SINCLAIR	DOUGLAS CARL	Plainclothes Police Constable	\$ 100,233.52	\$666.29
SINCLAIR	IAN THOMAS	Plainclothes Police Constable	\$ 111,976.19	\$693.44
SINGH	AMARJIT PURBA	Detective	\$ 120,617.13	\$708.56
SINGH	AMRITPAL	Senior Technical Analyst	\$ 124,194.95	\$1,034.24
SINGH	ANGADVIR	Detective	\$ 117,674.57	\$701.67
SINGH	RAMINDARJIT SINGH	Police Constable	\$ 110,294.00	\$662.93
SINOPOLI	DOMENIC	Detective Sergeant	\$ 130,887.29	\$744.60
SIRBOS	CHRIS	Police Constable	\$ 103,428.14	\$669.95
SIRBU	PETRICIA CRISTIAN	Police Constable	\$ 105,200.42	\$658.58
SISK	DARREN	Detective	\$ 108,892.62	\$717.06
SIVADASAN	SURENDRAN	Police Constable	\$ 101,449.75	\$662.93
SKEETE	JUNIOR	Sergeant	\$ 108,877.46	\$292.08
SKINNER	KELLY SIMONE	Detective	\$ 110,840.67	\$701.67
SKINNER	ROBERT	Staff Sergeant	\$ 119,986.37	\$744.60
SKINNER	RONALD GARY	Detective	\$ 110,190.91	\$717.06
SKLAR	NICKOLAS	Plainclothes Police Constable	\$ 102,596.60	\$700.32
SKOLLY	BARBARA ANN	Police Constable	\$ 103,678.65	\$662.93
SKREPNEK	ERIC	Police Constable	\$ 109,966.05	\$662.93
SKUBIC	FRANK	Detective Sergeant	\$ 152,011.78	\$744.60
SLATER	ALLYSON MARY	Training Constable	\$ 102,596.60	\$700.32
SLATER	RICHARD SCOTT	Plainclothes Police Constable	\$ 105,600.23	\$678.49
SLAVEN	WILLIAM	Plainclothes Police Constable	\$ 126,039.37	\$700.32
SLOAN	CHRISTOPHER STUART	Sergeant	\$ 111,049.38	\$701.67
SLOLY	PETER JOHN	Deputy Chief	\$ 255,499.83	\$2,092.15
SMALL	BRYAN GEORGE	Plainclothes Police Constable	\$ 121,225.70	\$678.70
SMALL	CHRISTOPHER DOUGLAS	Police Constable	\$ 115,109.97	\$662.93
SMALL	GREGORY DAVID	Plainclothes Police Constable	\$ 101,090.20	\$686.42
SMALL	MATTHEW WILLIAM	Plainclothes Police Constable	\$ 103,104.43	\$678.70
SMISSEN	JOHN MICHAEL	Plainclothes Police Constable	\$ 123,759.20	\$686.42
SMIT	BRIAN JOHN	Sergeant	\$ 125,897.81	\$717.06
SMITH	BRIAN	Detective	\$ 107,101.83	\$710.11
SMITH	BRYAN MICHAEL	Police Constable	\$ 101,157.37	\$673.00
SMITH	DEAN LARENY	Plainclothes Police Constable	\$ 116,273.50	\$693.44
SMITH	FREDERICK	Staff Superintendent	\$ 183,415.10	\$8,385.97
SMITH	HUNTER WELLINGTON	Detective	\$ 118,925.46	\$701.67
SMITH	JASON SEAN	Police Constable	\$ 109,474.14	\$669.95
SMITH	JEAN-PAUL	Police Constable	\$ 100,341.68	\$676.70
SMITH	JOHN GRAY	Police Constable	\$ 109,901.92	\$662.93
SMITH	KEITH	Staff Sergeant	\$ 117,371.90	\$739.50
SMITH	LAWRENCE OLIVER	Staff Sergeant	\$ 116,979.73	\$737.72
SMITH	MICHAEL WAYNE	Manager of Equipment and Supply	\$ 145,659.09	\$949.60
SMITH	RANDOLPH	Inspector	\$ 148,575.92	\$949.04
SMITH	RAYMOND ERNEST	Project Leader	\$ 110,121.09	\$303.15
SMITH	ROBERT DAVID	Police Constable	\$ 103,377.71	\$675.44
SMITH	ROHAN ALEXANDER	Police Constable	\$ 112,014.90	\$669.95
SMITH	RYAN ISAAC	Police Constable	\$ 104,207.27	\$675.60
SMITH	STEPHEN AARON	Training Constable	\$ 100,772.51	\$685.20
SMITH	STEPHEN PATRICK	Detective	\$ 116,972.16	\$701.67

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
SMITH	STEVEN D.	Detective	\$ 108,794.14	\$712.59
SMYTH	CRAIG CHARLES	Supervisor of Video Services	\$ 124,575.70	\$321.24
SMYTH	TRACEY CAROLE	Plainclothes Police Constable	\$ 103,755.66	\$700.32
SMYTHE	KAREN GRACE	Staff Sergeant	\$ 118,417.43	\$317.54
SMYTHE	KENT	Sergeant	\$ 124,747.19	\$708.56
SNEDDON	GORDON	Inspector	\$ 152,678.51	\$949.04
SNEEP	TODD JAMES	Plainclothes Police Constable	\$ 105,793.14	\$678.70
SNOW	ROYAN JEFFERY	Police Constable	\$ 102,339.28	\$662.93
SO	CHRISTOPHER STUART	Plainclothes Police Constable	\$ 112,285.54	\$686.42
SO	YING HO	Plainclothes Police Constable	\$ 105,521.51	\$686.42
SOBOTKA	KARL	Detective Sergeant	\$ 121,363.53	\$744.60
SOKOLOWSKA	EWA ANNA	Police Constable	\$ 101,392.55	\$658.58
SOMERS	CRAIG ALLAN	Sergeant	\$ 111,326.26	\$701.67
SONDERGAARD	NIELS	Staff Sergeant	\$ 119,836.27	\$744.60
SONDHI	SANJAY	Police Constable	\$ 109,368.61	\$685.81
SORGO	ROY	Detective	\$ 109,318.98	\$717.06
SOUKATCHEV	KONSTANTIN	Training Constable	\$ 103,766.65	\$685.20
SOUSA	PAUL ALEXANDRE	Police Constable	\$ 106,541.94	\$662.93
SOUSA-GUTHRIE	JONI	Sergeant	\$ 109,218.54	\$283.58
SOUVANDY	CHANTHIMA	Plainclothes Police Constable	\$ 107,185.21	\$678.70
SOVA	DANIEL	Detective	\$ 113,720.35	\$717.06
SOVA	DEBORAH	Detective Sergeant	\$ 113,085.38	\$726.24
SPADE	BRIAN DAVID	Plainclothes Police Constable	\$ 102,685.61	\$686.42
SPANTON	JOHN	Staff Sergeant	\$ 123,896.25	\$744.60
SPELMAN	BRENDAN JAMES	Plainclothes Police Constable	\$ 115,177.19	\$696.33
SPENCER	DAVID JOHN	Plainclothes Police Constable	\$ 104,853.61	\$686.42
SPENCER	ENNIS STEWART	Sergeant	\$ 138,263.88	\$701.67
SPENCER	JASON GUEVARA	Plainclothes Police Constable	\$ 107,941.34	\$686.42
SPENCER	JASON ALLAN	Police Constable	\$ 105,318.04	\$669.95
SPENCER	LAURA ELIZABETH	Police Constable	\$ 114,434.36	\$678.14
SPENCER	WAYNE	Plainclothes Police Constable	\$ 103,354.52	\$698.61
SPITZIG	GERARD	Plainclothes Police Constable	\$ 116,973.59	\$700.32
SPIVAK	SHARI	Plainclothes Police Constable	\$ 102,114.20	\$693.44
SPRATT	ALAN	Detective	\$ 113,699.85	\$622.62
SPRATT	SCOTT EDWARD	Detective Sergeant	\$ 144,594.82	\$742.00
SPRIGGS	BRETT HAROLD	Plainclothes Police Constable	\$ 112,575.97	\$686.68
SPROXTON	ROBERT	Detective Sergeant	\$ 122,657.28	\$744.60
SPURLING	PETER	Sergeant	\$ 112,387.98	\$292.08
ST CLAIR	KAREY ALOYSIUS	Police Constable	\$ 104,307.25	\$662.93
ST CROIX	PAULA	Police Constable	\$ 102,516.81	\$676.70
ST GEORGE	STEPHANE MARC	Plainclothes Police Constable	\$ 105,448.29	\$686.42
ST JEAN	DUANE MARVIN	Police Constable	\$ 109,973.06	\$669.95
STACEY	BRIAN	Plainclothes Police Constable	\$ 107,271.83	\$700.32
STALK	JOJI KAWAKAMI	Police Constable	\$ 102,715.13	\$662.93
STAMPLECOSKIE	DWAYNE	Police Constable	\$ 100,296.66	\$662.93
STANLEY	WILLIAM	Detective Sergeant	\$ 119,209.29	\$744.60
STAPLETON	BRADLEY THOMAS	Detective	\$ 109,154.94	\$701.67
STASIAK	LESZEK EDWARD	Detective Sergeant	\$ 121,579.74	\$744.60
STE-CROIX	BRADLEY	Plainclothes Police Constable	\$ 115,557.94	\$681.66
STEEL	TYLER FRANKLIN	Police Constable	\$ 106,982.37	\$662.06
STEEVES	THOMAS WARREN	Sergeant	\$ 118,240.46	\$697.68
STEFFLER	RODNEY MORRIS	Police Constable	\$ 116,342.82	\$669.95
STEHLIK	MICHAEL JOSEF	Plainclothes Police Constable	\$ 105,844.45	\$686.42
STEIN	WARREN MARK	Sergeant	\$ 114,607.17	\$701.67
STEINWALL	ANDREW TREVOR	Detective	\$ 127,685.16	\$701.67
STEPANENKO	ELENA	Plainclothes Police Constable	\$ 113,638.79	\$679.01
STEPHENSON	KATHERINE LYNN	Detective	\$ 108,393.09	\$701.67
STERN	CHARLES ANDREW	Detective	\$ 124,732.66	\$717.06
STEVENS	JOHN	Sergeant	\$ 109,060.72	\$717.06
STEVENSON	BRENDAN LEIGH	Plainclothes Police Constable	\$ 117,164.84	\$686.42
STEVENSON	KEVIN GLENN	Police Constable	\$ 107,852.91	\$668.88
STEVENSON	SHANE	Sergeant	\$ 111,451.82	\$708.56
STEWART	COLIN ALEXANDER	Detective	\$ 112,909.62	\$701.67
STEWART	KERRY MARIE	Plainclothes Police Constable	\$ 113,839.25	\$678.70
STEWART	PATRICK ALEXANDER	Plainclothes Police Constable	\$ 118,695.76	\$678.70
STEWART	ROBERT	Staff Sergeant	\$ 119,484.54	\$744.60
STEWART	TINA MARIE	Detective	\$ 109,488.00	\$717.06
STIBBE	CLINTON RODNEY	Police Constable	\$ 101,089.44	\$669.95
STIBBE	ROBERT LEE	Plainclothes Police Constable	\$ 114,874.77	\$679.10
STINSON	ANDREW GORDON	Detective	\$ 147,135.87	\$708.56
STIRLING	ROBERT	Staff Sergeant	\$ 121,974.29	\$739.50
STOCKFISH	JOHN RICHARDSON	Sergeant	\$ 110,077.72	\$701.67

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
STOCKWELL	SEAN PAUL	Plainclothes Police Constable	\$ 130,893.53	\$686.42
STOICA	TIBERIU NICULII	Police Constable	\$ 111,175.91	\$658.58
STOJIC	NENAD	Police Constable	\$ 136,504.15	\$669.95
STOJKOV	SLOBODAN BOB	Police Constable	\$ 105,055.94	\$662.93
STOLF	ROBERT GUIDO	Detective	\$ 120,890.15	\$701.67
STONE	CAROLYN RUTH	Plainclothes Police Constable	\$ 103,334.28	\$681.80
STONE	CHRISTOPHER GEORGE	Plainclothes Police Constable	\$ 101,452.06	\$678.70
STONE	CHRISTOPHER	Police Constable	\$ 103,101.54	\$676.70
STONE	TERENCE	Training Constable	\$ 103,074.63	\$700.32
STONES	MICHAEL	Detective Sergeant	\$ 120,806.42	\$744.60
STOREY	TODD MELVYN	Plainclothes Police Constable	\$ 126,155.44	\$686.42
STOYKO	SANDRA LOUISE	Police Constable	\$ 105,407.51	\$675.34
STRACHAN	JAMES ALEXANDER	Training Constable	\$ 100,138.42	\$692.20
STRADZA	KRYSTIAN	Police Constable	\$ 107,433.28	\$662.93
STRAIN	GARVAN AUGUSTINE	Plainclothes Police Constable	\$ 105,299.49	\$686.42
STRAIN	ROBERT JAMES	Detective	\$ 118,493.30	\$717.06
STRANGWAYS	PAUL ROBERT	Sergeant	\$ 120,853.77	\$708.56
STRATFORD	IAN	Inspector	\$ 146,458.58	\$791.46
STRATTON	KENNETH DAVID	Police Constable	\$ 103,790.37	\$669.95
STRAVER	LAWRENCE	Sergeant	\$ 111,721.73	\$717.06
STRENG	MICHAEL ANTHONY	Sergeant	\$ 107,235.33	\$701.67
STRILEC	KIRK WAYNE	Police Constable	\$ 101,066.31	\$662.93
STRILEC	SHAWN RYAN	Plainclothes Police Constable	\$ 100,113.81	\$678.70
STROBLE	REUBEN	Inspector	\$ 151,336.63	\$944.32
STUART	MATTHEW JAMES	Training Constable	\$ 102,513.42	\$685.20
STUBBINGS	RICHARD	Staff Superintendent	\$ 186,118.93	\$9,612.30
STYRA	DANA TERESE	Manager of Quality Assurance	\$ 162,538.68	\$991.86
SUDES	KEVIN	Staff Sergeant	\$ 153,882.16	\$744.60
SUDES	MARLENE	Sergeant	\$ 108,772.83	\$717.06
SUKH	EMMANUEL	Police Constable	\$ 108,466.98	\$582.77
SUKUMARAN	RAJEEV	Detective	\$ 127,559.87	\$708.56
SUMAISAR	TOM NILAN	Police Constable	\$ 102,992.72	\$676.70
SUN	SAM SHUO	Police Constable	\$ 100,884.30	\$662.93
SUNGHING	DANIEL RICHARD	Plainclothes Police Constable	\$ 101,763.59	\$686.42
SUNGHING	KELLY MARIE	Police Constable	\$ 100,105.61	\$675.44
SUONGAS	CHRIS	Sergeant	\$ 113,620.72	\$717.06
SURITA	ALFRED	Police Constable	\$ 124,581.05	\$662.93
SURPHLIS	DOUGLAS	Sergeant	\$ 110,261.95	\$717.06
SURRIDGE	SCOTT WOODROW	Police Constable	\$ 102,811.49	\$646.97
SUTCLIFFE	COLIN DAVID	Police Constable	\$ 100,962.41	\$662.93
SUTCLIFFE	DARRIN HERBERT	Sergeant	\$ 109,644.49	\$717.06
SUTHERLAND	BRIAN ARTHUR	Police Constable	\$ 100,320.03	\$667.87
SUTHERLAND	GRANT ANTHONY	Plainclothes Police Constable	\$ 101,324.02	\$686.42
SUTTON	DANIEL	Sergeant	\$ 109,391.30	\$717.06
SUTTON	SEAN MATTHEW	Plainclothes Police Constable	\$ 107,577.93	\$686.42
SVITAK	PETER	Training Constable	\$ 104,201.64	\$698.04
SVITLYCHNYI	VOLODYMYR VOLOD	Police Constable	\$ 104,209.20	\$225.71
SWACKHAMER	BRENT	Staff Sergeant	\$ 122,765.98	\$742.00
SWAINE	AARON DOUGLAS	Police Constable	\$ 101,460.31	\$637.73
SWART	ROGER JOHN	Plainclothes Police Constable	\$ 103,974.65	\$686.42
SWEENIE	CAROLYN	Sergeant	\$ 108,772.66	\$717.06
SWEENIE	PAUL MARTIN	Sergeant	\$ 122,516.69	\$701.67
SYBYDLO	BOHDAN	Plainclothes Police Constable	\$ 109,697.25	\$700.32
SYED	HASSAN RAZA	Police Constable	\$ 101,644.13	\$662.06
SYRMBOS	TOM ANASTASIOS	Police Constable	\$ 115,492.12	\$682.76
SZKOTAK	MARIUSZ	Police Constable	\$ 102,433.79	\$669.95
SZULC	SEBASTIAN	Police Constable	\$ 104,536.32	\$669.95
TABOROWSKI	ROBERT JOSEPH	Police Constable	\$ 103,950.94	\$662.93
TAHIRAJ	ALI SHUKRI	Plainclothes Police Constable	\$ 105,775.77	\$686.42
TAIT	ADRIAN WILLIAM	Police Constable	\$ 123,841.69	\$669.95
TAIT	JUDITH MAUREEN	Sergeant	\$ 104,800.56	\$701.67
TAIT	KEITH HAMILTON	Police Constable	\$ 110,463.42	\$684.37
TAIT	PAUL LEONARD	Police Constable	\$ 108,816.18	\$411.09
TAIT	SCOTT JOHN	Plainclothes Police Constable	\$ 112,543.61	\$685.20
TAKEDA	ROBERT	Detective	\$ 116,256.79	\$717.06
TALBOT	DARRYL THOMAS	Sergeant	\$ 115,007.91	\$661.34
TALESNIK	NICOLAS RICHARD	Plainclothes Police Constable	\$ 100,027.74	\$591.98
TAM	WING	Police Constable	\$ 119,469.85	\$676.70
TAMSE	EDWARD TED	Police Constable	\$ 100,782.92	\$669.95
TAN	MARK ANTHONY	Plainclothes Police Constable	\$ 131,259.49	\$680.56
TANABE	SHINGO OLIVER	Plainclothes Police Constable	\$ 123,802.08	\$686.42
TANNAHILL	DARLA	Sergeant	\$ 109,488.64	\$409.50

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
TANNER	JOHN ALEXANDER	Plainclothes Police Constable	\$ 104,044.89	\$678.70
TANOUYE	JASON THOMAS	Plainclothes Police Constable	\$ 112,643.76	\$680.56
TANOUYE	JOHNNY	Superintendent	\$ 171,168.76	\$11,522.85
TANOUYE	STEVAN TOSH	Police Constable	\$ 103,512.31	\$662.06
TAPLEY	RONALD	Staff Sergeant	\$ 122,650.12	\$744.60
TAPP	DEAN	Detective	\$ 106,202.87	\$708.56
TATONE	MAURO	Sergeant	\$ 108,778.17	\$717.06
TATTERSALL	MICHAEL EASTWOD	Plainclothes Police Constable	\$ 109,101.69	\$674.22
TAURO	KEITH GERARD	Police Constable	\$ 108,057.90	\$662.93
TAVARES	JEFFERY	Sergeant	\$ 119,818.09	\$701.67
TAVERNER	RONALD EDWARD	Superintendent	\$ 169,388.12	\$16,704.89
TAYLOR	ANDREW JAMES	Detective	\$ 109,598.84	\$701.41
TAYLOR	ANDREW BRIAN	Police Constable	\$ 103,455.53	\$669.95
TAYLOR	JASON PETER	Plainclothes Police Constable	\$ 122,697.70	\$686.42
TAYLOR	JEFF	Police Constable	\$ 101,605.52	\$684.37
TAYLOR	JEFFREY	Staff Sergeant	\$ 118,798.41	\$742.00
TAYLOR	KENNETH	Inspector	\$ 147,828.33	\$792.69
TAYLOR	KEVIN DWIGHT	Plainclothes Police Constable	\$ 103,126.36	\$686.42
TAYLOR	MICHAEL BRYAN	Plainclothes Police Constable	\$ 102,697.65	\$684.34
TAYLOR	MICHAEL KENNETH	Plainclothes Police Constable	\$ 108,858.86	\$678.70
TAYLOR	ROBERT EDWARD	Police Constable	\$ 107,641.15	\$658.58
TAYLOR	ROBERT ALLISTER	Police Constable	\$ 103,829.13	\$662.93
TAYLOR	SCOTT DAVID	Plainclothes Police Constable	\$ 118,841.61	\$686.42
TAYLOR	WAVENEY PATSY	Police Constable	\$ 106,061.15	\$669.95
TEATERO	FREDERICK LESLIE	Police Constable	\$ 108,661.37	\$669.95
TEDFORD	STEVEN THOMAS	Sergeant	\$ 106,713.30	\$708.56
TEIXEIRA	ANDREW PEREIRA	Plainclothes Police Constable	\$ 113,917.34	\$686.42
TEIXEIRA	MARIO JORGE	Staff Sergeant	\$ 116,786.89	\$732.32
THAI	THANH	Plainclothes Police Constable	\$ 102,809.03	\$693.44
THAYALAN	SARATH	Plainclothes Police Constable	\$ 108,666.12	\$678.70
THERIAULT	ANGELA	Sergeant	\$ 113,602.82	\$717.06
THERIAULT	DONALD	Detective	\$ 121,934.64	\$712.59
THERIAULT	JOHN	Detective	\$ 117,108.03	\$717.06
THERRIEN	ALLAN	Police Constable	\$ 112,641.27	\$684.37
THIBODEAU	JOHN ROBERT	Sergeant	\$ 118,023.67	\$708.56
THOMAS	CLAUDINE ANNE-MARIE	Detective Sergeant	\$ 121,791.71	\$728.14
THOMAS	LEROY	Police Constable	\$ 108,998.48	\$684.37
THOMAS	MICHAEL	Police Constable	\$ 103,202.27	\$684.37
THOMAS	RHONDA LEE	Detective	\$ 106,441.33	\$701.67
THOMAS	ROBERT	Detective	\$ 115,051.74	\$717.06
THOMAS	SONIA	Staff Sergeant	\$ 132,840.79	\$744.60
THOMAS	SYDNEY	Staff Sergeant	\$ 120,373.72	\$744.60
THOMPSON	ELSIE TINA	Supervisor	\$ 113,991.20	\$303.15
THOMPSON	JAMES DUNCAN	Plainclothes Police Constable	\$ 118,801.80	\$681.80
THOMPSON	JENNIFER	Plainclothes Police Constable	\$ 102,187.16	\$686.42
THOMPSON	MARLAND FINLAY	Plainclothes Police Constable	\$ 116,720.45	\$686.42
THOMPSON	MICHAEL ALLISTER	Plainclothes Police Constable	\$ 110,866.25	\$678.70
THOMPSON	MICHAEL	Police Constable	\$ 166,550.99	\$684.37
THOMPSON	PAUL ANTHONY	Police Constable	\$ 114,991.94	\$676.45
THOMS	HEATHER BERNADETTE	Assistant Manager of Computer Operations	\$ 129,033.95	\$886.80
THOMSON	ALLAN JOHN	Detective	\$ 127,861.47	\$708.56
THORNING	SHIRLEY	Staff Sergeant	\$ 115,636.50	\$732.32
THORNTON	AMANDA DORIS	Detective	\$ 117,147.78	\$701.67
THORPE	GREGORY JOSEPH	Staff Sergeant	\$ 148,030.09	\$743.56
TILLEY	MARK	Staff Sergeant	\$ 121,540.76	\$744.60
TILLSLEY	JOHN	Detective	\$ 112,490.50	\$717.06
TIMMS	KEVIN DOUGLAS	Police Constable	\$ 102,559.87	\$662.93
TINNEY	HARLEN	Sergeant	\$ 109,083.54	\$705.05
TINT	JULIE CHRISTINE	Sergeant	\$ 106,083.20	\$708.56
TJERKSTRA	ROELOF	Sergeant	\$ 114,879.51	\$717.06
TOBIN	ROBERT	Staff Sergeant	\$ 127,156.52	\$744.60
TOHM	DARIK GORDON	Police Constable	\$ 115,196.82	\$684.37
TOMASZEWSKI	MARCIN ROBERT	Police Constable	\$ 107,494.47	\$662.93
TOMLINSON	JASON ALLAN	Plainclothes Police Constable	\$ 108,336.07	\$686.42
TOMPRAS	THEODORE	Training Constable	\$ 106,553.82	\$685.20
TOMS	FREDERIC HALLEY	Police Constable	\$ 105,545.25	\$662.93
TONNA	PAUL ANTHONY	Police Constable	\$ 102,607.56	\$662.93
TONOGAI	BENJAMIN JOSEPH	Plainclothes Police Constable	\$ 108,754.08	\$674.43
TORRANCE	STEVEN JAMES	Police Constable	\$ 100,107.64	\$662.93
TOUT	JEFFREY SHAWN	Police Constable	\$ 100,127.26	\$669.95
TOWNLEY	DARREN	Sergeant	\$ 109,418.11	\$708.56
TOWNLEY	PHILIP ALEXANDER	Detective	\$ 107,507.78	\$701.67

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
TOYNE	SIMON ANDREW	Police Constable	\$ 102,385.88	\$662.93
TRACEY	CHRISTOPHER JAMES-ALBERT	Sergeant	\$ 108,947.53	\$701.67
TRACEY	MARK ROBERT	Detective	\$ 106,393.90	\$708.56
TRACY	STEVEN	Staff Sergeant	\$ 126,986.64	\$744.60
TRAMONTOZZI	NUNZIATO	Detective	\$ 127,360.89	\$717.06
TRENOUTH	BRADLEY ROBERT	Police Constable	\$ 115,295.53	\$662.93
TRENTON	REBECCA	Patrol Supervisor	\$ 102,234.82	\$616.46
TRETTER	MADELAINE	Detective Sergeant	\$ 119,566.14	\$744.60
TREUSCH	JEFFREY EDWARD	Sergeant	\$ 109,782.31	\$705.76
TRIAS	ETHELWALD DIOSA	Police Constable	\$ 100,402.69	\$662.93
TRIMBLE	PETER JOHN	Detective Sergeant	\$ 147,988.25	\$737.72
TRITES	CHRISTOPHER	Sergeant	\$ 109,588.21	\$710.11
TROINA	BENEDETTO	Sergeant	\$ 108,752.62	\$292.08
TROTMAN	DREW ALEXANDER	Police Constable	\$ 103,151.27	\$662.93
TROTMAN	KENNETH	Sergeant	\$ 110,701.96	\$717.06
TROTTER	CHRISTINE JANE	Plainclothes Police Constable	\$ 102,353.56	\$686.42
TROTTER	TIMOTHY WALLACE	Police Constable	\$ 102,622.55	\$669.95
TROUP	PETER	Staff Sergeant	\$ 124,310.06	\$744.60
TROVATO	LUIGI MOSE	Plainclothes Police Constable	\$ 105,279.24	\$688.50
TRUBECKI	ROBERT	Detective	\$ 116,544.82	\$717.06
TRUEMAN	MAUREEN ANN	Sergeant	\$ 101,094.43	\$689.28
TSERING	TENZIN CHODON	Plainclothes Police Constable	\$ 103,610.48	\$591.98
TSIANOS	DIMITRIOS	Sergeant	\$ 128,944.45	\$694.83
TSO	WING-IP	Sergeant	\$ 113,139.27	\$710.11
TUCKER	ADRIANA PATRICIA	Plainclothes Police Constable	\$ 107,682.44	\$686.42
TUCKER	BRIAN DOUGLAS	Senior Technical Analyst	\$ 112,213.86	\$280.88
TUCKWELL	BELINDA AGNES	Plainclothes Police Constable	\$ 100,510.55	\$434.58
TUCKWELL	TIMOTHY EDWARD	Police Constable	\$ 106,512.82	\$669.95
TUGHAN	MICHAEL PATRICK	Plainclothes Police Constable	\$ 109,788.44	\$686.42
TULIPANO	ROSARIO	Staff Sergeant	\$ 126,233.88	\$744.60
TUMANSKIY	MYKOLA	Police Constable	\$ 108,603.81	\$662.93
TUPLING	ANN-MARIE	Detective	\$ 112,049.35	\$708.56
TURNBULL	MICHAEL	Sergeant	\$ 108,139.14	\$708.73
TURNBULL	RONALD JAMES	Systems Integration Specialist	\$ 113,351.45	\$303.15
TURNER	KIMBERLY	Police Constable	\$ 100,466.96	\$259.39
TURZA	JANICE	Sergeant	\$ 112,090.67	\$717.06
TUTCHENER	GARY	Staff Sergeant	\$ 121,743.44	\$744.60
TYMBURSKI	EDWARD	Staff Sergeant	\$ 119,675.46	\$744.60
TYNKALUK	DEAN ALLAN	Sergeant	\$ 106,668.36	\$708.56
UCHMAN	GERALD ROBERT	Police Constable	\$ 105,144.42	\$636.86
UEBERHOLZ	THOMAS FRIEDRICH	Plainclothes Police Constable	\$ 100,495.70	\$261.44
UHRICH	ALLAN JOSEPH	Sergeant	\$ 113,380.28	\$717.06
UPPAL	VISHAL	Police Constable	\$ 118,677.69	\$669.95
URBAN	JON	Training Constable	\$ 100,427.05	\$694.69
URBANIAK	THOMAS	Sergeant	\$ 110,613.97	\$717.06
URE	JAMES ANDREW	Police Constable	\$ 106,001.81	\$676.70
URKOSKY	BRIAN WILLIAM	Sergeant	\$ 109,842.26	\$701.67
URQUHART	BRIAN DAVID	Police Constable	\$ 102,185.47	\$662.93
VADIVELU	KRISHNAMOORTHY	Police Constable	\$ 102,579.92	\$662.93
VALENTINI	ENZO-LORETO	Police Constable	\$ 111,794.00	\$669.95
VALERIO	JOHN	Detective	\$ 113,568.28	\$717.06
VALLEDOR	ALVIN	Training Constable	\$ 104,374.70	\$685.20
VALLES	SHEHARA	Detective	\$ 118,830.90	\$654.10
VAN ANDEL	PHILLIP GEORGE	Staff Sergeant	\$ 123,482.60	\$744.60
VAN DER KRABBen	STEVEN JOHN	Police Constable	\$ 106,699.96	\$669.95
VAN HET VELD	JAN	Plainclothes Police Constable	\$ 102,198.88	\$580.54
VAN HOOGENHUIZE	MICHAEL DANIEL	Plainclothes Police Constable	\$ 104,932.73	\$666.29
VAN SCHUBERT	KEVIN JOHN	Sergeant	\$ 108,329.14	\$708.56
VAN SETERS	PAUL	Police Constable	\$ 142,024.33	\$684.37
VAN VEGHEL	NANCY	Detective	\$ 158,087.82	\$292.08
VANWART	DANIEL ROBINSON	Plainclothes Police Constable	\$ 101,172.28	\$686.42
VANDALL	MARTIN PHILIP	Sergeant	\$ 113,775.87	\$717.06
VANDENBERG	CAROLYN	Sergeant	\$ 109,810.30	\$710.42
VANDENBRINK	HENDRIK	Sergeant	\$ 109,438.25	\$717.06
VANDER HEYDEN	JUSTIN WILLIAM	Detective Sergeant	\$ 143,466.48	\$630.10
VANDERBURGH	ANDREW NORMAN	Police Constable	\$ 100,889.89	\$658.58
VANDERHART	GREGORY	Police Constable	\$ 132,672.26	\$684.37
VANSPALL	GREGORY PATRICK	Police Constable	\$ 109,289.82	\$662.93
VAYANI	SHAFIQ ABDUL	Plainclothes Police Constable	\$ 126,200.34	\$678.70
VEGA	DANIEL	Plainclothes Police Constable	\$ 100,772.60	\$686.42
VEIT	OSWALD	Sergeant	\$ 120,361.70	\$715.78
VELAUTHAM	KARTHIGESAN	Sergeant	\$ 115,124.49	\$708.56

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
VELLA	TONYO	Police Constable	\$ 102,233.85	\$598.00
VELLEND TAYLOR	KATHARINE	Sergeant	\$ 116,958.61	\$370.78
VENDRAMINI	LUIGI	Sergeant	\$ 109,661.56	\$717.06
VENEZIANO	TONY	Chief Administrative Officer	\$ 254,143.85	\$13,618.50
VENN	JOANNE MICHELE	Sergeant	\$ 110,213.54	\$712.59
VERDOOLD	LANCE SCOTT	Police Constable	\$ 108,355.06	\$676.70
VERSPPEETEN	BRADLEY DENNIS	Plainclothes Police Constable	\$ 116,710.70	\$678.70
VERWEY	ALBERT	Detective	\$ 113,366.16	\$717.06
VICKERS	DAVID	Inspector	\$ 153,996.37	\$949.04
VIEIRA	ABILIO	Staff Sergeant	\$ 119,979.52	\$744.60
VIGNA	RITA ELSA	Assistant Manager of Records Management	\$ 112,044.69	\$823.35
VILLEMAIRE	DOUGLAS STEPHEN	Police Constable	\$ 113,411.67	\$684.37
VILLERS	SCOTT CHARLES	Police Constable	\$ 109,921.24	\$675.44
VINCENT	MATTHEW EDWARD	Project Leader	\$ 112,655.16	\$303.15
VIOLOT	ANDREW	Plainclothes Police Constable	\$ 103,965.81	\$696.19
VIPARI	CAROL MARIE	Corporate Psychologist	\$ 183,063.30	\$789.76
VIRANI	ABDULHAMEED	Police Constable	\$ 144,408.47	\$676.70
VIRK	MAHEEP KAUR	Police Constable	\$ 120,603.44	\$662.93
VLACH	ERIC	Training Constable	\$ 102,897.44	\$700.32
VO	THAO BA	Plainclothes Police Constable	\$ 115,785.88	\$686.42
VRUNA	MARIA	Detective	\$ 132,369.60	\$708.56
VUONG	KENT	Plainclothes Police Constable	\$ 100,436.79	\$686.42
WADDELL	MARK GRANT	Plainclothes Police Constable	\$ 109,885.87	\$686.42
WALKER	DAVID	Plainclothes Police Constable	\$ 109,063.11	\$668.84
WALKER	FRANCIS	Police Constable	\$ 100,995.52	\$684.37
WALKER	JAMES	Staff Sergeant	\$ 121,855.35	\$744.60
WALKER	JEROME	Manager of System Operations	\$ 156,946.81	\$823.06
WALKER	JOHN	Sergeant	\$ 112,923.61	\$717.06
WALKER	KELLY LYNN	Senior Operations Supervisor	\$ 120,010.28	\$713.15
WALKER	MARK DOYLE	Police Constable	\$ 101,035.68	\$669.95
WALKER	SCOTT JAMES	Police Constable	\$ 117,716.32	\$662.93
WALKER	STEVEN	Plainclothes Police Constable	\$ 107,188.27	\$700.32
WALKER-KNAPPER	SUSAN COLETTE	Manager of Court Support Services	\$ 143,300.45	\$593.25
WALLACE	ALEXANDER MATTHEW	Plainclothes Police Constable	\$ 104,458.26	\$673.21
WALLACE	JAMES	Police Constable	\$ 161,711.41	\$432.53
WALLACE	JOHN DAVID	Plainclothes Police Constable	\$ 115,674.94	\$686.42
WALLACE	PETER	Sergeant	\$ 112,356.88	\$701.67
WALLACE	ROBERT BOYD	Plainclothes Police Constable	\$ 115,914.27	\$686.42
WALLI	ALYKHAN AMIR	Police Constable	\$ 109,052.80	\$662.93
WALLS	CHRISTOPHER GEORGE	Police Constable	\$ 103,378.01	\$669.95
WALSH	DEREK ANDREW	Plainclothes Police Constable	\$ 102,085.59	\$681.54
WALSH	SUZANNE MARIE	Staff Sergeant	\$ 132,464.63	\$744.60
WALTERS	GREGORY	Detective	\$ 120,022.44	\$708.56
WANG	CHUAN	Police Constable	\$ 103,931.82	\$662.06
WANG	TIAM YEE	Police Constable	\$ 100,918.89	\$662.93
WANNAMAHER	JEFFREY MICHAEL	Plainclothes Police Constable	\$ 112,647.73	\$686.42
WARD	BRETT TERRANCE	Plainclothes Police Constable	\$ 105,469.10	\$686.42
WARD	KEVIN WALTER	Police Constable	\$ 106,105.58	\$662.93
WARD	PAUL	Detective	\$ 141,458.69	\$711.97
WARD	PETER	Plainclothes Police Constable	\$ 106,520.57	\$275.34
WARD	VANESSA	Detective	\$ 125,846.58	\$717.06
WARDLE	ROLAND	Sergeant	\$ 108,758.37	\$292.08
WARDLE	WILLIAM	Staff Inspector	\$ 161,863.55	\$10,497.04
WARNER	CHRISTINE	Plainclothes Police Constable	\$ 103,593.73	\$700.32
WARNER	RUTH	Detective	\$ 110,158.17	\$708.56
WARR	RICHARD JOHN	Plainclothes Police Constable	\$ 101,980.52	\$686.42
WARRENER	ROBERT JOSEPH	Plainclothes Police Constable	\$ 110,299.61	\$686.42
WASHINGTON	KATHARINE ANN	Detective	\$ 108,432.11	\$708.56
WATERS	JASON ROY	Detective	\$ 115,983.83	\$701.67
WATKINS	KERRY	Detective	\$ 111,023.11	\$717.06
WATSON	ADAM MICHAEL	Police Constable	\$ 104,514.67	\$682.76
WATSON	CHRISTOPHER	Police Constable	\$ 103,623.53	\$675.18
WATSON	ERROL JOHN	Training Constable	\$ 104,123.31	\$685.20
WATSON	IAN ANDREW	Police Constable	\$ 100,221.23	\$677.88
WATT	JERMAINE ANTONIO	Plainclothes Police Constable	\$ 104,344.38	\$674.43
WATTS	GREGORY MILES	Sergeant	\$ 113,261.25	\$701.67
WATTS	ROBERT ANDREW	Police Constable	\$ 101,203.49	\$669.95
WATTS	STEVEN MARK	Detective	\$ 137,783.35	\$717.06
WAUCHOPE	LIAM	Plainclothes Police Constable	\$ 127,557.29	\$686.42
WEAVER	VERNON	Police Constable	\$ 100,746.31	\$684.37
WEBSTER	DAVID GREGORY	Sergeant	\$ 120,473.17	\$714.50
WEHBY	PETER MICHAEL	Detective	\$ 112,620.21	\$701.67

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WEIDMARK	ARTHUR	Staff Inspector	\$ 162,569.57	\$12,522.27
WELLER	RICHARD ANTHONY	Plainclothes Police Constable	\$ 111,399.00	\$693.44
WELLS	DAVID ARCHER	Police Constable	\$ 101,138.48	\$680.93
WELLS	MICHAEL	Plainclothes Police Constable	\$ 103,438.36	\$275.34
WELSH	JONATHAN CLAYTON	Plainclothes Police Constable	\$ 109,104.52	\$679.10
WENZEL	DEREK MICHAEL	Police Constable	\$ 103,183.71	\$662.93
WESLEY	JEFFREY	Police Constable	\$ 102,283.02	\$669.95
WEST	JACK	Sergeant	\$ 112,707.13	\$717.06
WEST	LEE ANN	Police Constable	\$ 109,377.58	\$686.42
WEST	MICHAEL ADAM	Plainclothes Police Constable	\$ 109,481.38	\$679.01
WESTELL	CLINTON JON	Police Constable	\$ 100,645.43	\$674.83
WESTERHOFF	DAVID JAMES	Police Constable	\$ 101,163.47	\$662.93
WESTERVELT	VICKI ANN	Sergeant	\$ 107,205.05	\$683.99
WHALEN	CHRISTOPHER ANDREW	Plainclothes Police Constable	\$ 122,223.68	\$686.42
WHALEN	ROBERT	Detective	\$ 122,174.50	\$711.97
WHEALY	GORDON	Detective Sergeant	\$ 156,920.18	\$744.60
WHEELER	CHRISTOPHER	Police Constable	\$ 124,495.92	\$684.37
WHELER	KATHERINE ANNE	Police Constable	\$ 112,581.72	\$677.27
WHITE	BARRY	Detective	\$ 110,316.10	\$715.78
WHITE	CATHERINE MARLENE	Sergeant	\$ 112,983.52	\$714.50
WHITE	CHRISTOPHER	Superintendent	\$ 174,294.88	\$17,847.08
WHITE	DANIEL CAMPBELL	Police Constable	\$ 109,444.86	\$662.93
WHITE	DEIDRA DENISE	Manager of Customer Service	\$ 159,845.85	\$897.42
WHITE	DONALD GERALD	Sergeant	\$ 105,836.92	\$701.67
WHITE	JOHN	Staff Sergeant	\$ 126,774.76	\$744.60
WHITE	KEVIN JOSEPH	Sergeant	\$ 106,778.74	\$689.22
WHITE	KEVIN	Sergeant	\$ 110,415.70	\$717.06
WHITE	MARILYN EDNA	Detective	\$ 115,241.04	\$717.06
WHITE	MARK	Police Constable	\$ 104,923.20	\$684.37
WHITE	PAUL	Sergeant	\$ 111,222.51	\$717.06
WHITE	WILLIAM	Sergeant	\$ 116,734.96	\$697.90
WHITFIELD	LOUIS FRANCIS	Police Constable	\$ 103,191.94	\$675.34
WHITLA	RONALD	Detective	\$ 115,838.86	\$717.06
WHITLEY	PAUL WILLIAM	Plainclothes Police Constable	\$ 109,064.55	\$678.70
WHITTALL	SHAWN MICHAEL	Police Constable	\$ 101,572.11	\$658.58
WHITTEMORE	SCOTT	Detective	\$ 129,489.49	\$717.06
WHITWORTH	ERNEST	Detective Sergeant	\$ 127,153.66	\$744.60
WHITWORTH	MICHAEL BRUCE	Training Constable	\$ 101,391.25	\$692.20
WHYNOT	CARROL ANNE	Senior Corporate Planner	\$ 145,627.76	\$367.71
WIGGERMANN	SVEN	Police Constable	\$ 107,237.51	\$662.93
WIGHTON	MATTHEW STEWART	Police Constable	\$ 130,849.23	\$669.95
WILCOX	JANE	Staff Superintendent	\$ 196,479.08	\$10,163.76
WILDEBOER	PAUL	Police Constable	\$ 101,686.42	\$694.83
WILLAN	SUMMER LEE	Detective	\$ 104,149.49	\$701.67
WILLERS	RONALD	Training Constable	\$ 100,146.63	\$692.20
WILLIAMS	ANTHONY	Detective	\$ 122,803.31	\$708.56
WILLIAMS	CAROL	Sergeant	\$ 110,042.31	\$717.06
WILLIAMS	CLAYTON	Sergeant	\$ 106,928.06	\$708.56
WILLIAMS	DEIRDRE ELIZABETH	Board Administrator	\$ 112,427.15	\$280.88
WILLIAMS	GHERARDT	Detective	\$ 137,035.45	\$717.06
WILLIAMS	IAN	Senior Intelligence Analyst	\$ 109,120.44	\$257.75
WILLIAMS	KEVIN CHRISTOPHER	Plainclothes Police Constable	\$ 102,201.75	\$686.42
WILLIAMS	KYLE	Detective	\$ 129,418.39	\$717.06
WILLIAMS	MARK	Training Constable	\$ 102,779.78	\$700.32
WILLIAMS	MICHAEL JAMES	Sergeant	\$ 113,183.78	\$701.67
WILLIAMS	STEVEN THOMAS	Plainclothes Police Constable	\$ 122,984.64	\$686.42
WILLIAMSON	CHARLES	Training Constable	\$ 109,328.25	\$275.34
WILLMS	DAVID GEORGE	Senior Technical Analyst	\$ 105,370.77	\$280.88
WILSON	ANTON LAWRENCE	Police Constable	\$ 102,149.98	\$259.39
WILSON	BRADLEY MICHAEL	Plainclothes Police Constable	\$ 100,906.43	\$686.42
WILSON	CHRISTOPHER DAVID	Plainclothes Police Constable	\$ 112,010.03	\$661.94
WILSON	DAVID W.	Sergeant	\$ 121,585.78	\$717.06
WILSON	DAVID JAMES	Police Constable	\$ 107,719.67	\$676.70
WILSON	DAWN KIMBERLEY	Plainclothes Police Constable	\$ 100,733.12	\$678.70
WILSON	DEREK SCOTT	Detective	\$ 107,374.25	\$645.60
WILSON	JULIE THERESE	Sergeant	\$ 105,750.12	\$701.67
WILSON	TIMOTHY	Detective	\$ 109,978.54	\$708.56
WILSON	WARREN	Detective Sergeant	\$ 120,918.72	\$744.60
WILSON	WILLIAM	Plainclothes Police Constable	\$ 102,786.70	\$700.32
WINCHESTER	JOHN	Police Constable	\$ 115,140.79	\$684.37
WINDLE	TRACY GEORGINA	Police Constable	\$ 104,983.36	\$662.93
WINDMOLLER	THEODORE JOHN	Sergeant	\$ 112,654.41	\$717.06

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WINDSOR	DAVID LEE	Plainclothes Police Constable	\$ 105,592.79	\$686.42
WINFIELD	RICHARD	Plainclothes Police Constable	\$ 100,663.55	\$285.45
WINTER	JEFFREY MATTHEW	Plainclothes Police Constable	\$ 121,733.65	\$686.42
WINTER	JOHN	Sergeant	\$ 112,098.96	\$717.06
WISZNIOWSKI	RYSZARD	Sergeant	\$ 108,601.37	\$292.08
WITHROW	JENNIFER AUTUMN	Plainclothes Police Constable	\$ 104,709.92	\$686.42
WITTY	EARL	Superintendent	\$ 121,106.61	\$2,897.36
WOJDYLO	HENRYK	Sergeant	\$ 114,788.62	\$717.06
WOJTKIEWICZ	VICTOR BRUNISLAW	Plainclothes Police Constable	\$ 108,006.97	\$686.42
WOLF	RAYMOND	Detective	\$ 119,725.77	\$717.06
WONG	CHUNG MAN	Sergeant	\$ 125,191.25	\$708.56
WONG	CONRAD EMERY	Plainclothes Police Constable	\$ 123,405.07	\$666.29
WONG	GORDON CHUNG-HOI	Police Constable	\$ 106,192.39	\$669.95
WONG	WAN-HOI	Police Constable	\$ 110,103.23	\$684.37
WOO	CHI SHING	Senior Programmer	\$ 107,823.49	\$257.90
WOOD	JOHN ALAN	Plainclothes Police Constable	\$ 138,331.75	\$686.42
WOOD	KIMBERLY ANN	Senior Supervisor of Support Services	\$ 107,031.15	\$705.86
WOOD	NANCY	Sergeant	\$ 108,773.36	\$669.84
WOODHOUSE	STEPHEN	Sergeant	\$ 121,540.37	\$717.06
WOODS	DOUGLAS STEPHEN	Police Constable	\$ 108,829.84	\$669.95
WOODS	GARY	Sergeant	\$ 112,372.15	\$695.77
WOOKEY	CHARLES	Detective	\$ 134,718.92	\$708.56
WOOLLEY	RAYMOND	Police Constable	\$ 107,542.53	\$684.37
WOOTTON	RYAN PETER	Plainclothes Police Constable	\$ 122,246.45	\$678.70
WORDEN	PAUL HAMILTON	Detective	\$ 124,958.82	\$708.56
WORRELL	PHILIP	Sergeant	\$ 109,236.01	\$708.56
WORSDALE	SHAYNE WILLIAM	Police Constable	\$ 108,459.05	\$669.95
WORTH	DARREN	Detective	\$ 118,852.32	\$701.67
WORTH	KANE WILSON	Sergeant	\$ 147,067.40	\$708.56
WOUTENBERG	HETTY JOHANA	Police Constable	\$ 100,278.09	\$669.95
WRAY	TERRENCE	Detective	\$ 117,673.17	\$717.06
WRIGHT	ARTHUR	Police Constable	\$ 105,020.01	\$684.37
WRIGHT	JAMES	Plainclothes Police Constable	\$ 102,596.60	\$700.32
WRIGHT	LESTER	Detective	\$ 113,999.18	\$717.06
WRIGHT	REGINALD GEORGE	Detective	\$ 120,502.97	\$717.06
WRONG	JASON CHRISTOPHER	Police Constable	\$ 117,527.34	\$684.37
WU	XU	Police Constable	\$ 101,819.23	\$662.93
WULFF	EDUARDO IGNACIO	Sergeant	\$ 107,768.00	\$283.58
WYARD	LESLIE ANN	Plainclothes Police Constable	\$ 102,081.49	\$678.70
WYNIA	RANDALL	Sergeant	\$ 120,095.95	\$682.02
WYNNE	TRAVERS	Sergeant	\$ 111,353.51	\$717.06
XINOS	EVAGELOS	Police Constable	\$ 100,671.68	\$669.95
YAN	PETER SAMUEL	Police Constable	\$ 104,807.94	\$683.37
YANG	QIANLIANG	Police Constable	\$ 120,629.99	\$662.93
YANG	YANJIAO	Enterprise Data Architect	\$ 128,791.51	\$461.82
YAP	MEIYIN	Plainclothes Police Constable	\$ 100,397.22	\$693.44
YARDE	RYAN ANTON	Plainclothes Police Constable	\$ 108,222.49	\$686.42
YARMOLUK	DAVID GEORGE	Sergeant	\$ 111,155.91	\$708.56
YEANDLE	KIMBERLEY	Staff Inspector	\$ 163,157.55	\$11,396.41
YEANDLE	MARK	Sergeant	\$ 109,466.37	\$717.06
YEE	IAN	Plainclothes Police Constable	\$ 103,865.61	\$686.42
YEO	DARREN ROY	Detective	\$ 133,861.21	\$701.67
YIN	YA-WEN	Plainclothes Police Constable	\$ 103,294.64	\$678.70
YOUNG	BLAIN	Sergeant	\$ 130,191.23	\$717.06
YOUNG	CRAIG	Staff Sergeant	\$ 123,922.39	\$744.60
YOUNG	DEREK	Detective	\$ 109,752.05	\$717.06
YOUNG	JENNIFER MARIE	Police Constable	\$ 124,226.00	\$253.72
YOUNG	PAUL ELIOT	Plainclothes Police Constable	\$ 104,535.95	\$680.93
YOUNG	RONALD	Detective Sergeant	\$ 121,061.40	\$744.60
YOUNG	WARREN H.	Detective	\$ 133,490.17	\$708.56
YOUNG	WARREN G.	Training Constable	\$ 102,932.47	\$700.32
YOUNGER	CHAD ANDREW	Plainclothes Police Constable	\$ 113,356.60	\$686.42
YOUROUKOS	JONATHAN NICHOLAS	Police Constable	\$ 108,017.62	\$662.93
YOUSUFI	ABDULLAH	Drafting Technician	\$ 108,280.49	\$682.88
YU	CLIFFORD	Police Constable	\$ 105,701.68	\$684.37
YU	KA WAI ERIC	Police Constable	\$ 117,908.59	\$662.06
YUEN	PETER	Staff Inspector	\$ 151,854.40	\$10,208.50
YULE	ROBERT CHRISTOPHER	Police Constable	\$ 107,558.35	\$676.70
ZAJAC	DAVID	Detective	\$ 116,541.12	\$717.06
ZAJAC	JULIE	Sergeant	\$ 106,782.63	\$283.58
ZAMBRI	CARMELO	Detective	\$ 128,133.71	\$708.56
ZAMMIT	JEFFREY	Sergeant	\$ 136,870.39	\$717.06

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
ZAMPARO	DANIEL VALENTINO	Plainclothes Police Constable	\$ 116,403.60	\$686.42
ZANK	GARY CHARLES	Plainclothes Police Constable	\$ 104,559.72	\$700.32
ZARB	RAYMOND	Staff Sergeant	\$ 124,856.15	\$429.80
ZEBESKI	DAVID MICHAEL	Sergeant	\$ 103,656.36	\$701.67
ZELENY	JOHN DARYN	Detective	\$ 119,380.71	\$717.06
ZETTLER	STEVEN CARL	Plainclothes Police Constable	\$ 102,793.19	\$697.47
ZIELENIEWSKI	STANLEY	Police Constable	\$ 117,673.56	\$684.37
ZIMMERMAN	LAWRENCE	Sergeant	\$ 110,085.92	\$717.06
ZIVCIC	JOHN	Police Constable	\$ 112,843.00	\$662.93
ZLOBICKI	ALEKSANDRA	Plainclothes Police Constable	\$ 108,594.12	\$648.09
ZOLD	JOHN	Plainclothes Police Constable	\$ 108,625.40	\$682.87
ZUBAIR	MOHAMMAD	Police Constable	\$ 111,561.76	\$678.14
ZUBEK	JOSEPH	Staff Sergeant	\$ 119,209.29	\$319.62
ZYCH	STEFAN	Police Constable	\$ 115,080.45	\$684.37

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BLAIR	WILLIAM STERLING	Chief of Police	\$ 367,719.94	\$3,006.72
SLOLY	PETER JOHN	Deputy Chief	\$ 255,499.83	\$2,092.15
VENEZIANO	TONY	Chief Administrative Officer	\$ 254,143.85	\$13,618.50
FEDERICO	MICHAEL	Deputy Chief	\$ 243,469.38	\$15,218.59
ASHMAN	AILEEN ALBERTA	Director of Human Resources	\$ 211,089.35	\$1,164.17
SAUNDERS	MARK	Deputy Chief	\$ 201,916.98	\$10,965.52
WILCOX	JANE	Staff Superintendent	\$ 196,479.08	\$10,163.76
PUGASH	MARK	Director of Corporate Communications	\$ 190,198.32	\$9,002.15
KIJEWSKI	KRISTINE JEAN	Director of Corporate Services	\$ 187,568.61	\$1,088.82
GREENWOOD	KIMBERLEY SARA	Staff Superintendent	\$ 187,100.31	\$10,622.31
STUBBINGS	RICHARD	Staff Superintendent	\$ 186,118.93	\$9,612.30
RUSSELL	THOMAS	Superintendent	\$ 185,918.58	\$13,163.97
FITZGERALD	THOMAS	Superintendent	\$ 185,501.10	\$12,244.35
BELL	DANIEL	Detective Sergeant	\$ 184,684.52	\$602.94
CRISTOFARO	ANGELO	Director of Finance and Administration	\$ 184,452.63	\$1,088.82
SMITH	FREDERICK	Staff Superintendent	\$ 183,415.10	\$8,385.97
GIANNOTTA	CELESTINO	Director of Information Technology	\$ 183,097.27	\$1,088.82
VIPARI	CAROL MARIE	Corporate Psychologist	\$ 183,063.30	\$789.76
MARTIN-DOTO	CATHERINE ANN	Corporate Psychologist	\$ 181,841.57	\$1,088.82
FERGUSON	HUGH	Superintendent	\$ 177,219.02	\$13,569.05
BYRNES	ELIZABETH	Superintendent	\$ 176,693.63	\$9,811.87
FENTON	DAVID M.	Superintendent	\$ 174,505.55	\$14,683.36
RAMER	DONALD	Superintendent	\$ 174,453.72	\$10,744.97
WHITE	CHRISTOPHER	Superintendent	\$ 174,294.88	\$17,847.08
CAMPBELL	DONALD ALEXANDER	Superintendent	\$ 174,083.24	\$17,756.30
MARTIN	KATHRYN	Superintendent	\$ 173,467.83	\$9,676.92
MCGUIRE	JEFFREY	Staff Superintendent	\$ 173,391.01	\$5,954.83
BEVERS	DONALD	Manager of Corporate Planning	\$ 173,322.81	\$1,038.45
PALERMO	MICHAEL ANGELO	Detective	\$ 173,307.88	\$701.67
BERGEN	FRANCIS	Superintendent	\$ 172,938.53	\$13,757.32
O'CONNOR	BRIAN	Inspector	\$ 172,800.79	\$792.69
CAMPBELL	JOANNE ELIZABETH	Executive Director, Police Services Board	\$ 172,745.23	\$855.62
DI TOMMASO	MARIO	Superintendent	\$ 172,181.08	\$13,209.87
FERNANDES	SELWYN JOHN	Superintendent	\$ 171,267.58	\$9,390.22
TANOUE	JOHNNY	Superintendent	\$ 171,168.76	\$11,522.85
MILLER	HELEN DIANE	Superintendent	\$ 169,596.81	\$12,828.31
KIM	SANG-RAE SAM	Manager of Enterprise Architecture	\$ 169,589.24	\$1,038.45
BREEN	FRANCIS	Superintendent	\$ 169,571.27	\$8,756.97
TAVERNER	RONALD EDWARD	Superintendent	\$ 169,388.12	\$16,704.89
HENDERSON	NORMAN GEORGE	Manager of Fleet and Materials Management	\$ 169,379.76	\$1,038.45
CORRIGAN	NEIL DAVID	Superintendent	\$ 168,564.67	\$15,692.36
JONES	GORDON	Inspector	\$ 168,419.96	\$949.04
PRESTON	DEBRA	Superintendent	\$ 168,237.71	\$10,373.32
MCCORMACK	DAVID	Superintendent	\$ 166,560.66	\$16,564.27
THOMPSON	MICHAEL	Police Constable	\$ 166,550.99	\$684.37
QUINN	MICHAEL MARC	Sergeant	\$ 166,408.76	\$701.67
MCLEOD	VERNETT	Superintendent	\$ 166,166.49	\$19,167.81
LENNOX	PETER	Superintendent	\$ 165,629.09	\$12,879.38
NEADLES	WILLIAM	Staff Inspector	\$ 165,593.09	\$12,986.35
EVANS	BRYCE	Staff Inspector	\$ 164,061.16	\$14,147.30
ELLIOTT	EVERETT	Plainclothes Police Constable	\$ 163,537.66	\$700.32
SANDEMAN	JOHN MICHAEL	Manager of Video Services	\$ 163,208.98	\$991.86
YEANDLE	KIMBERLEY	Staff Inspector	\$ 163,157.55	\$11,396.41
EARL	MICHAEL	Staff Inspector	\$ 163,046.56	\$15,306.21
HARRIS	DEBBIE	Detective	\$ 163,028.95	\$717.06
MARKS	DAVID	Staff Inspector	\$ 162,806.38	\$12,092.78
WEIDMARK	ARTHUR	Staff Inspector	\$ 162,569.57	\$12,522.27
STYRA	DANA TERESE	Manager of Quality Assurance	\$ 162,538.68	\$991.86
BEERS	CLAY ALBERT	Manager of Radio and Electronics	\$ 162,020.38	\$823.06
WARDLE	WILLIAM	Staff Inspector	\$ 161,863.55	\$10,497.04
WALLACE	JAMES	Police Constable	\$ 161,711.41	\$432.53
HEWNER	ELIZABETH JANINE	Manager of Budgeting and Control	\$ 161,546.29	\$1,009.30
FRANKS	RANDY	Staff Inspector	\$ 160,613.34	\$13,413.15
GIROUX	GARY	Detective Sergeant	\$ 160,235.12	\$319.62
WHITE	DEIDRA DENISE	Manager of Customer Service	\$ 159,845.85	\$897.42
HAYWARD	MARK	Sergeant	\$ 159,804.91	\$717.06
HARRIS	STEPHEN ARTHUR	Staff Inspector	\$ 159,333.33	\$14,255.20
METCALFE	MARY	Staff Inspector	\$ 158,554.60	\$13,096.71
KUCK	HEINZ	Staff Inspector	\$ 158,197.96	\$980.34

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
ROSE	DOUGLAS GRANT	Sergeant	\$ 158,137.43	\$717.06
VAN VEGHEL	NANCY	Detective	\$ 158,087.82	\$292.08
CALIFARETTI	SANDRA ANGELA	Manager of Financial Management	\$ 157,556.04	\$823.06
GROSS	PAVEL	Manager of Information Systems	\$ 157,155.15	\$991.86
BORTKIEWICZ	CHRISTINE	Manager of Human Resources	\$ 157,154.20	\$991.86
FERRY	MICHAEL BERNARD	Sergeant	\$ 157,139.50	\$717.06
MACINTYRE	BRIAN PAUL	Staff Sergeant	\$ 157,036.52	\$744.60
CURTIN	HELEN MARGARET	Manager of IT Governance	\$ 156,946.81	\$823.06
WALKER	JEROME	Manager of System Operations	\$ 156,946.81	\$823.06
WHEALY	GORDON	Detective Sergeant	\$ 156,920.18	\$744.60
SANDFORD	JUDY MARY	Manager of Records Management	\$ 156,772.11	\$566.88
IDSINGA	HANK	Detective Sergeant	\$ 156,615.97	\$313.99
BOCKUS	CORY	Inspector	\$ 156,530.22	\$792.69
CRISTIANO	GUIDO	Police Constable	\$ 156,487.27	\$684.37
MCLANE	GREGORY	Staff Inspector	\$ 156,277.49	\$12,855.41
BABIAR	JOHN JAMES	Staff Sergeant	\$ 156,179.03	\$744.60
SAUNDERS	DAVID	Inspector	\$ 155,396.30	\$949.04
RIVIERE	ANTHONY FRANCIS	Staff Inspector	\$ 155,063.87	\$8,977.53
BEAVEN-DESJARDINS	JOANNA RUTH	Inspector	\$ 155,054.63	\$949.04
MEISSNER	GERHARD	Inspector	\$ 154,844.14	\$949.04
CASHMAN	GERALD	Inspector	\$ 154,828.88	\$634.24
COLE	GREGORY	Inspector	\$ 154,807.83	\$949.04
KMIECIAK	JOHN	Sergeant	\$ 154,468.48	\$708.56
MOMENI	ORANG	Sergeant	\$ 154,284.58	\$708.56
VICKERS	DAVID	Inspector	\$ 153,996.37	\$949.04
SUDES	KEVIN	Staff Sergeant	\$ 153,882.16	\$744.60
SCHERTZER	JOYCE	Detective	\$ 153,808.10	\$710.11
GILBERT	SCOTT	Inspector	\$ 153,792.99	\$949.04
FARAHBAKSH	JEANETTE ISABEL	Manager of Labour Relations	\$ 153,767.77	\$815.58
FERNANDES	CHRISTOPHER	Inspector	\$ 153,729.64	\$949.04
BOBBIS	RICHARD ROBERT	Sergeant	\$ 153,440.00	\$701.67
QUAN	DOUGLAS	Inspector	\$ 153,421.23	\$13,147.38
KULMATYCKI	JOEL PATRICK	Detective Sergeant	\$ 153,385.80	\$643.28
ROSETO	EGIDIO	Inspector	\$ 152,946.08	\$949.04
PRESTON	BRIAN	Inspector	\$ 152,855.01	\$949.04
CARTER	RANDOLPH	Inspector	\$ 152,808.96	\$792.69
BAPTIST	ROBERT SCOTT	Inspector	\$ 152,765.52	\$949.04
SNEDDON	GORDON	Inspector	\$ 152,678.51	\$949.04
HOLT	GLENN	Inspector	\$ 152,677.12	\$949.04
HUSSEIN	RIYAZ	Inspector	\$ 152,632.83	\$792.69
RICHARDSON	SANDRA	Inspector	\$ 152,142.45	\$792.69
BUTTON	BERNADETTE	Inspector	\$ 152,053.42	\$792.69
SKUBIC	FRANK	Detective Sergeant	\$ 152,011.78	\$744.60
IZZETT	STEVEN	Staff Inspector	\$ 151,937.14	\$6,852.32
YUEN	PETER	Staff Inspector	\$ 151,854.40	\$10,208.50
MACKRELL	JAMES	Inspector	\$ 151,820.75	\$949.04
STROBLE	REUBEN	Inspector	\$ 151,336.63	\$944.32
PAGE	HOWARD	Inspector	\$ 151,322.32	\$949.04
RINKOFF	PAUL BARRY	Detective	\$ 151,298.41	\$701.67
MORRIS	NICKOLAS JOSEPH	Police Constable	\$ 151,285.75	\$684.37
RADIX	BRENDA REBECCA	Manager of Property and Evidence	\$ 150,723.11	\$949.60
COSENTINO	SALVATORE	Detective Sergeant	\$ 149,906.83	\$602.94
HEWITT	STEPHEN MARK	Police Constable	\$ 149,811.47	\$673.61
SHANKARAN	JASON RAJESH	Detective	\$ 149,538.11	\$701.67
BOYD	EDWARD	Inspector	\$ 149,477.83	\$949.04
CHURKOO	DOODNATH DEODATH	Sergeant	\$ 149,338.05	\$701.67
RAMPRASHAD	DWARKH	Police Constable	\$ 148,900.32	\$676.70
BOTT	BRYAN	Inspector	\$ 148,704.41	\$792.69
HEGEDUS	RICHARD	Inspector	\$ 148,670.25	\$949.04
ECKLUND	ANDREW DOUGLAS	Sergeant	\$ 148,607.82	\$701.67
SMITH	RANDOLPH	Inspector	\$ 148,575.92	\$949.04
ANAND	ANIL	Inspector	\$ 148,574.70	\$792.69
LITTLE	ARTHUR	Inspector	\$ 148,544.58	\$524.06
GIBSON	GRAHAM	Detective Sergeant	\$ 148,396.21	\$744.60
ELEY	STUART	Inspector	\$ 148,380.04	\$792.69
THORPE	GREGORY JOSEPH	Staff Sergeant	\$ 148,030.09	\$743.56
TRIMBLE	PETER JOHN	Detective Sergeant	\$ 147,988.25	\$737.72
BARKLEY	MARK EDWIN	Inspector	\$ 147,915.06	\$792.69
IRWIN	STEPHEN	Inspector	\$ 147,898.37	\$949.04
TAYLOR	KENNETH	Inspector	\$ 147,828.33	\$792.69
ELLIS	MICHAEL DAVID	Manager of Facilities Management	\$ 147,513.60	\$949.60

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
JOHNSON	ROBERT	Inspector	\$ 147,309.79	\$946.68
STINSON	ANDREW GORDON	Detective	\$ 147,135.87	\$708.56
WORTH	KANE WILSON	Sergeant	\$ 147,067.40	\$708.56
DEMKIW	MYRON ANDREY	Inspector	\$ 146,891.78	\$947.86
CARBONE	MIKE	Detective	\$ 146,552.95	\$717.06
STRATFORD	IAN	Inspector	\$ 146,458.58	\$791.46
NICOL	BRETT DONALD	Detective Sergeant	\$ 146,390.63	\$731.22
HENRY	ANN-MARIE PATRICIA	Manager of Benefits and Employment	\$ 146,231.71	\$952.79
SMITH	MICHAEL WAYNE	Manager of Equipment and Supply	\$ 145,659.09	\$949.60
WHYNOT	CARROL ANNE	Senior Corporate Planner	\$ 145,627.76	\$367.71
GOMES	SUSAN ELIZABETH	Detective	\$ 145,515.83	\$708.56
GOH	ANDRE PIERRE	Manager of Diversity Management	\$ 145,464.67	\$367.71
NIELSEN	CHRISTIAN HINGE	Manager of Shop Operations	\$ 145,464.67	\$792.69
ROSSI	KIMBERLY DAWN	Manager of Parking Support Services	\$ 145,087.64	\$949.60
SHAW	ANDREW DOUGLAS	Sergeant	\$ 145,025.87	\$708.56
BORG	BRIAN	Detective Sergeant	\$ 144,835.07	\$319.62
REDDEN	JEFFREY	Sergeant	\$ 144,666.89	\$717.06
SPRATT	SCOTT EDWARD	Detective Sergeant	\$ 144,594.82	\$742.00
BRAMMALL	MICHAEL	Detective	\$ 144,444.53	\$717.06
VIRANI	ABDULHAMEED	Police Constable	\$ 144,408.47	\$676.70
QUEEN	GRAHAM	Staff Sergeant	\$ 144,226.46	\$744.60
MARGETSON	JOHN	Detective	\$ 144,050.91	\$708.56
VANDER HEYDEN	JUSTIN WILLIAM	Detective Sergeant	\$ 143,466.48	\$630.10
ROSENBERG	HOWARD	Police Constable	\$ 143,336.66	\$259.39
WALKER-KNAPPER	SUSAN COLETTE	Manager of Court Support Services	\$ 143,300.45	\$593.25
KHOW	SIEWING	Counsel	\$ 142,699.43	\$361.00
MACDONNELL	BRIAN	Detective Sergeant	\$ 142,653.31	\$744.60
DUNSTAN	DOUGLAS	Detective	\$ 142,627.55	\$717.06
CATENACCIO	MARIO	Plainclothes Police Constable	\$ 142,127.20	\$673.21
VAN SETERS	PAUL	Police Constable	\$ 142,024.33	\$684.37
ECKLUND	DAVID GRENVILLE	Detective Sergeant	\$ 141,870.96	\$724.28
SANDERS	NEIL GREGORY	Police Constable	\$ 141,602.29	\$669.95
WARD	PAUL	Detective	\$ 141,458.69	\$711.97
OGG	SHEILA ELIZABETH	Detective	\$ 141,390.83	\$717.06
DI PASSA	DOMENICO	Detective	\$ 141,325.35	\$715.78
MAHONEY	SHAWN	Detective	\$ 141,000.12	\$717.06
BANKS	WAYNE MICHAEL	Detective Sergeant	\$ 140,864.72	\$744.60
PAPADOPOULOS	KYRIAKOS	Police Constable	\$ 140,757.98	\$669.95
COOKE	LEE SCOTT	Police Constable	\$ 139,940.18	\$669.95
LAWSON	JAMES THOMAS	Sergeant	\$ 139,503.11	\$717.06
BATES	BARRY MICHAEL	Police Constable	\$ 139,067.32	\$259.39
BROWNE	TERRENCE	Detective Sergeant	\$ 138,979.30	\$744.60
MOLINARO	ANTONIO	Shift/Area Supervisor	\$ 138,956.66	\$629.59
FIELDING	SHAWN MICHAEL	Police Constable	\$ 138,950.10	\$662.93
FRIMETH	KEVIN DAVID	Detective	\$ 138,818.87	\$708.56
MORRIS	LESLIE	Detective	\$ 138,474.02	\$708.56
KIRINDE	RANJAN WICKRAMASINGHE	Police Constable	\$ 138,352.68	\$678.52
MCCULLOUGH	DAVID	Police Constable	\$ 138,344.44	\$684.37
WOOD	JOHN ALAN	Plainclothes Police Constable	\$ 138,331.75	\$686.42
ROSS	SCOTT JEREMY	Plainclothes Police Constable	\$ 138,266.70	\$689.54
SPENCER	ENNIS STEWART	Sergeant	\$ 138,263.88	\$701.67
BUI	TAM THACH	Detective	\$ 137,924.99	\$701.67
SHANK	RICHARD	Detective Sergeant	\$ 137,882.55	\$737.72
WATTS	STEVEN MARK	Detective	\$ 137,783.35	\$717.06
DURAN	ADRIAN ROGELIO	Police Constable	\$ 137,754.04	\$675.90
KAY	COLIN	Staff Sergeant	\$ 137,715.88	\$728.28
HARNETT	ROBERT	Detective	\$ 137,617.38	\$710.11
REIMER	KENNETH BRIAN	Detective Sergeant	\$ 137,559.78	\$744.60
JOHNSTONE	TIMOTHY	Detective	\$ 137,433.25	\$717.06
ONG	RHOEL VILLEGAS	Police Constable	\$ 137,251.35	\$669.95
BARSKY	MICHAEL STEVEN	Detective Sergeant	\$ 137,236.17	\$744.60
HAMPSON	SCOTT ANDREW	Police Constable	\$ 137,227.80	\$669.95
CORREA	IRWIN	Police Constable	\$ 137,192.98	\$684.37
WILLIAMS	GHERARDT	Detective	\$ 137,035.45	\$717.06
EVELYN	DION	Manager of Communications Services	\$ 137,026.86	\$607.88
MASON	ROBERT HAROLD	Plainclothes Police Constable	\$ 136,936.73	\$700.32
ZAMMIT	JEFFREY	Sergeant	\$ 136,870.39	\$717.06
DUNKLEY	LESLIE	Detective	\$ 136,847.25	\$717.06
O'BRIEN	KENNETH	Police Constable	\$ 136,793.62	\$684.37
JOHNSTON	JEFFREY	Plainclothes Police Constable	\$ 136,570.30	\$700.32
STOJIC	NENAD	Police Constable	\$ 136,504.15	\$669.95

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
FORESTALL	GREGORY	Sergeant	\$ 136,497.50	\$717.06
ACORN	CHRISTOPHER ALLAN	Police Constable	\$ 136,438.24	\$669.95
GEE	WILLIAM EDWARD	Police Constable	\$ 136,338.38	\$669.95
CANEPA	ANTONIO	Plainclothes Police Constable	\$ 136,197.53	\$700.32
MCNEILLY	JOSEPH GORDON	Detective	\$ 136,117.89	\$717.06
CAMPOLI	STEVEN ROBERT	Plainclothes Police Constable	\$ 135,909.26	\$686.42
DIGIOVANNI	GIUSEPPE	Sergeant	\$ 135,864.76	\$717.06
CHILDS	CYNTHIA	Detective Sergeant	\$ 135,815.59	\$744.60
BELLE	FRANCOIS MARIE	Plainclothes Police Constable	\$ 135,664.44	\$686.42
MCDOUGALL	ROBERT GORDON	Sergeant	\$ 135,626.04	\$701.67
COSTA CORREIA	ZENON PIO	Detective	\$ 135,204.61	\$701.93
MCLAUGHLIN	IAN	Sergeant	\$ 135,173.70	\$717.06
GRANT	CINDYLOU CHRISTINA	Project & Policy Co-ordinator	\$ 135,114.14	\$886.80
MCFADYEN	DANIEL GORDON	Detective	\$ 135,083.87	\$701.67
BRYSON	LAWRENCE NEIL	Staff Sergeant	\$ 135,071.90	\$744.60
MATTHEWS	STEPHEN MICHAEL	Detective	\$ 134,837.08	\$701.67
CODE	PETER	Staff Sergeant	\$ 134,823.95	\$599.31
WOOKEY	CHARLES	Detective	\$ 134,718.92	\$708.56
BARREDO	FRANCISCO JAVIER	Staff Sergeant	\$ 134,687.50	\$744.60
RUTTNER	ALEXANDER	Police Constable	\$ 134,611.37	\$676.70
GRAY	PAULINE	Detective Sergeant	\$ 134,550.55	\$744.60
HAINES	KEITH	Staff Sergeant	\$ 134,527.29	\$744.60
CRONE	TIMOTHY	Staff Sergeant	\$ 134,391.77	\$337.04
PETRIE	RICHARD	Detective	\$ 134,261.38	\$708.56
REED	RONALD COLIN	Staff Sergeant	\$ 134,223.45	\$744.60
PAGNIELLO	MICHELE	Police Constable	\$ 134,151.69	\$669.95
NGAN	EDWARD SHING-KEUNG	Senior Advisor of Quality Assurance	\$ 134,031.78	\$886.80
CALLAGHAN	PETER EDWARD	Staff Sergeant	\$ 133,923.92	\$744.60
RYAN	RICHARD	Detective	\$ 133,913.04	\$712.59
YEO	DARREN ROY	Detective	\$ 133,861.21	\$701.67
BEVERIDGE	KATHRYN ANNE	Detective	\$ 133,830.44	\$717.06
YOUNG	WARREN H.	Detective	\$ 133,490.17	\$708.56
MCDONALD	JAMES WILLIAM	Plainclothes Police Constable	\$ 133,454.61	\$686.42
BATES	WAYNE EDWARD	Detective	\$ 133,294.76	\$717.06
BERNARD	CYNTHIA LEE	Plainclothes Police Constable	\$ 133,145.79	\$686.42
MACARAEG	JUANITA	Senior Advisor of Quality Assurance	\$ 132,952.85	\$886.80
OBERFRANK	TIMOTHY	Detective	\$ 132,877.42	\$717.06
THOMAS	SONIA	Staff Sergeant	\$ 132,840.79	\$744.60
ERVICK	DALE	Staff Sergeant	\$ 132,814.07	\$744.60
VANDERHART	GREGORY	Police Constable	\$ 132,672.26	\$684.37
BOYCE	RONALD	Staff Sergeant	\$ 132,599.23	\$744.60
DRAKE	KEVIN CHRISTOPHER	Police Constable	\$ 132,547.05	\$669.95
PUTNAM	KIMBERLEY JOAN	Senior Advisor of Quality Assurance	\$ 132,534.01	\$461.82
BISHOP	STEPHEN	Detective	\$ 132,519.93	\$717.06
LISKA	IRENE	Detective	\$ 132,477.63	\$717.06
WALSH	SUZANNE MARIE	Staff Sergeant	\$ 132,464.63	\$744.60
MULLEN	MICHAEL JEFFERY	Detective	\$ 132,432.88	\$701.67
HOWARD	ELDON	Police Constable	\$ 132,390.92	\$684.37
GROVES	GREGORY	Detective Sergeant	\$ 132,372.84	\$739.50
VRUNA	MARIA	Detective	\$ 132,369.60	\$708.56
MCLEAN	BARBARA	Staff Sergeant	\$ 132,328.37	\$611.80
AUDETTE	DAVID FRANCIS	Police Constable	\$ 132,176.44	\$684.37
DAWSON	GEORGE JOSEPH	Staff Sergeant	\$ 132,031.77	\$744.60
JACOB	TIMOTHY ALFRED	Detective	\$ 132,023.54	\$708.56
REBELLATO	LARRY	Detective	\$ 132,014.88	\$708.56
KAY	WILLIAM DONALD	Police Constable	\$ 131,817.73	\$669.95
ARODA	SANJEE	Detective	\$ 131,627.65	\$701.67
NORRIE	ANDREW	Staff Sergeant	\$ 131,528.98	\$744.60
NARINE	SHAUN	Staff Sergeant	\$ 131,526.21	\$737.72
HARGAN	ROBERT	Sergeant	\$ 131,521.20	\$717.06
DIDANIELI	ROBERTO	Detective Sergeant	\$ 131,500.46	\$744.60
LAWRENCE	SHAWN	Sergeant	\$ 131,475.43	\$708.56
MATTLESS	WAYNE	Detective	\$ 131,440.30	\$717.06
LITTLE	MICHELLE LYNNE	Detective	\$ 131,333.49	\$708.56
PEARSON	JEFFREY	Detective Sergeant	\$ 131,319.48	\$744.60
TAN	MARK ANTHONY	Plainclothes Police Constable	\$ 131,259.49	\$680.56
JOHNSTON	BRIAN HUGH	Detective	\$ 131,147.51	\$717.06
BOUCHER	ROBERT DANIEL	Detective	\$ 131,138.84	\$708.56
CIBULIS	CLINTON FRANK	Police Constable	\$ 130,998.24	\$662.93
PRAVICA	DUSAN DAN	Detective	\$ 130,982.80	\$701.67
LAI	VICTOR TZE-KAU	Police Constable	\$ 130,915.83	\$669.95

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
STOCKWELL	SEAN PAUL	Plainclothes Police Constable	\$ 130,893.53	\$686.42
SINOPOLI	DOMENIC	Detective Sergeant	\$ 130,887.29	\$744.60
WIGHTON	MATTHEW STEWART	Police Constable	\$ 130,849.23	\$669.95
DOMINEY	PAUL LAURIE	Detective	\$ 130,736.45	\$701.67
BANGILD	JEFFREY	Detective	\$ 130,667.86	\$276.69
MANCUSO	FRANCESCO	Detective	\$ 130,604.29	\$701.67
FACOETTI	MICHAEL PAUL	Sergeant	\$ 130,585.64	\$708.56
RAMJI	ALY RAZA	Detective	\$ 130,582.16	\$717.06
FARRELL	GEORGE	Staff Sergeant	\$ 130,562.94	\$744.60
HORNER	GAVIN	Detective	\$ 130,555.63	\$717.06
LEE	KENNY	Sergeant	\$ 130,297.94	\$701.67
MUNROE	KELLY BRUCE	Police Constable	\$ 130,281.09	\$684.37
LUFF	DANIEL	Detective	\$ 130,195.10	\$717.06
YOUNG	BLAIN	Sergeant	\$ 130,191.23	\$717.06
MOSQUITE	RUEL	Plainclothes Police Constable	\$ 130,173.56	\$679.80
KHAN	OMAR ASHRAF	Detective	\$ 130,163.02	\$701.67
MCCUTCHEON	SEAN CAMERON	Sergeant	\$ 130,155.40	\$701.67
PERA	ENRICO	Senior Project Co-ordinator	\$ 130,140.87	\$886.80
PIPE	STEPHEN	Staff Sergeant	\$ 130,064.93	\$744.60
MACDONALD	LEO	Detective	\$ 129,839.77	\$712.59
KHAN	RONALD ARLINGTON	Staff Sergeant	\$ 129,814.64	\$646.03
GLANCY	DAVID	Police Constable	\$ 129,690.37	\$676.70
BALINT	MICHAEL ANDREW	Detective	\$ 129,684.82	\$701.67
RAMSBOTTOM	CHRISTOPHER WILLIAM	Police Constable	\$ 129,630.25	\$669.95
REYNOLDS	STEPHEN THOMAS	Staff Sergeant	\$ 129,570.78	\$744.60
WHITTEMORE	SCOTT	Detective	\$ 129,489.49	\$717.06
MACDONALD	IAN KENNETH	Detective	\$ 129,455.00	\$708.56
WILLIAMS	KYLE	Detective	\$ 129,418.39	\$717.06
BILAK	STEPHEN	Sergeant	\$ 129,328.87	\$610.54
BOYLE	KENNETH	Staff Sergeant	\$ 129,319.97	\$744.60
O'TOOLE	KIMBERLEY ANNE	Staff Sergeant	\$ 129,289.67	\$728.00
DICKINSON	DAVID THORPE	Detective	\$ 129,287.11	\$701.67
FERREIRA	MARK	Plainclothes Police Constable	\$ 129,282.07	\$699.28
GALLANT	TIMOTHY	Sergeant	\$ 129,231.57	\$708.56
HUBBARD	SIMON	Plainclothes Police Constable	\$ 129,191.34	\$693.44
HEARD	CHRISTOPHER SHAYNE	Sergeant	\$ 129,146.18	\$362.28
MURRAY	SANDY	Senior Advisor Policy and Communication	\$ 129,106.56	\$324.51
KNOWLES	DAVID	Detective	\$ 129,100.63	\$717.06
BOWMAN	BRIAN	Staff Sergeant	\$ 129,089.81	\$744.60
HALL	WILLIAM MICHAEL	Plainclothes Police Constable	\$ 129,069.32	\$686.42
THOMS	HEATHER BERNADETTE	Assistant Manager of Computer Operations	\$ 129,033.95	\$886.80
MELOCHE	SHAWN RONALD	Staff Sergeant	\$ 128,988.58	\$744.60
TSIANOS	DIMITRIOS	Sergeant	\$ 128,944.45	\$694.83
PURCHES	SCOTT ROBERT	Detective	\$ 128,908.74	\$701.67
BRONS	JAMES	Detective	\$ 128,858.69	\$715.78
KHAN	AHMAR ALI	Police Constable	\$ 128,842.32	\$662.93
CERNOWSKI	ANDREW JOHN	Financial Planner	\$ 128,825.33	\$886.80
GHEYSAR	MAKDA	Financial Planner	\$ 128,822.09	\$886.80
SCHNEIDER	ANDREW	Staff Sergeant	\$ 128,817.80	\$744.60
YANG	YANJIAO	Enterprise Data Architect	\$ 128,791.51	\$461.82
COHEN	ALAN LAWRENCE	Plainclothes Police Constable	\$ 128,779.61	\$673.61
LANE	ARTHUR	Plainclothes Police Constable	\$ 128,769.74	\$700.32
CAPONE	DAVID JOSEPH	Police Constable	\$ 128,740.48	\$679.04
LIUMANIS	METODIOS	Detective	\$ 128,690.06	\$701.67
MCCONNELL	BRADLEY	Police Constable	\$ 128,687.76	\$684.37
BROWN	JAMES	Staff Sergeant	\$ 128,666.28	\$429.80
NORTHMORE	COLLEEN	Detective	\$ 128,626.53	\$717.06
MILIC	DANY	Police Constable	\$ 128,565.54	\$684.37
RYAN	JENNIFER	Detective	\$ 128,453.35	\$708.56
DZINGALA	RICHARD GEORGE	Police Constable	\$ 128,450.00	\$684.37
HONG	ANDREW	Police Constable	\$ 128,424.74	\$669.95
CHANG	CHU THAO	Detective	\$ 128,409.73	\$701.67
MADILL	ALLAN NEIL	Sergeant	\$ 128,394.25	\$598.38
DZIEMIANKO	STAI SLAW	Police Constable	\$ 128,366.92	\$689.50
FIDLER	ANDREW CLARENCE	Police Constable	\$ 128,302.11	\$662.93
MIRON	BRUNO JOSEPH	Detective	\$ 128,265.51	\$701.93
KIM	MIN CHUL	Police Constable	\$ 128,145.79	\$677.27
ZAMBRI	CARMELO	Detective	\$ 128,133.71	\$708.56
NEAL	WESLEY JOHN	Detective	\$ 128,130.73	\$717.06
LITTLE	TERENCE ANTHONY	Detective	\$ 128,117.77	\$701.67
SELDON	WILLIAM	Detective Sergeant	\$ 128,114.70	\$744.60

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
NORTH	ROBERT LLOYD	Detective	\$ 128,100.20	\$701.67
BELLION	LAURENT HUGUES	Police Constable	\$ 128,046.55	\$669.95
PARTRIDGE	FRANK	Staff Sergeant	\$ 127,921.90	\$744.60
DRENNAN	CRAIG	Detective	\$ 127,911.38	\$717.06
CHOO-WING	DEXTER MICHAEL	Plainclothes Police Constable	\$ 127,875.16	\$686.42
THOMSON	ALLAN JOHN	Detective	\$ 127,861.47	\$708.56
LARAMY	STEPHEN WILLIAM	Detective	\$ 127,854.40	\$701.67
NIELSEN	DANIEL	Detective Sergeant	\$ 127,795.38	\$539.14
ASSELSTINE	SHAUN DAVID	Police Constable	\$ 127,764.42	\$662.93
MCINTOSH	DANIEL	Detective	\$ 127,751.33	\$708.56
BALAGA	ARTUR	Plainclothes Police Constable	\$ 127,737.03	\$686.42
STEINWALL	ANDREW TREVOR	Detective	\$ 127,685.16	\$701.67
GALLANT	ROBERT	Detective	\$ 127,658.23	\$717.06
COX	DARREN ANDREW	Sergeant	\$ 127,571.13	\$710.11
SUKUMARAN	RAJEEV	Detective	\$ 127,559.87	\$708.56
WAUCHOPE	LIAM	Plainclothes Police Constable	\$ 127,557.29	\$686.42
SAMMUT	DAVID	Sergeant	\$ 127,499.67	\$708.56
LUCAS	PATRICK	Detective	\$ 127,407.07	\$717.06
TRAMONTOZZI	NUNZIATO	Detective	\$ 127,360.89	\$717.06
CARTER	MAXWELL	Staff Sergeant	\$ 127,282.74	\$744.60
DALEY	KEVIN	Police Constable	\$ 127,230.05	\$679.56
TOBIN	ROBERT	Staff Sergeant	\$ 127,156.52	\$744.60
WHITWORTH	ERNEST	Detective Sergeant	\$ 127,153.66	\$744.60
MATTHEWS	JOSEPH BLAKE	Sergeant	\$ 127,141.73	\$708.56
MCQUEEN	GARY	Detective	\$ 127,005.89	\$663.80
TRACY	STEVEN	Staff Sergeant	\$ 126,986.64	\$744.60
BOND	MARLIN	Detective	\$ 126,981.81	\$292.08
RICHARDS	CLIVE	Detective Sergeant	\$ 126,967.05	\$744.60
FRENCH	JOHN	Staff Sergeant	\$ 126,959.99	\$744.60
MORRIS	HAROLD	Detective	\$ 126,939.68	\$710.11
HAMILTON-GREENER	MICHAEL J.	Staff Sergeant	\$ 126,936.39	\$744.60
SHAND	JOSEPH EDWARD	Police Constable	\$ 126,917.55	\$662.93
JOHNSTONE	ANDREW PAUL	Detective Sergeant	\$ 126,859.75	\$737.72
RALPH	TIMOTHY	Staff Sergeant	\$ 126,827.34	\$744.60
DARNBROUGH	DANIEL ROBERT	Detective	\$ 126,808.63	\$717.06
BEAUPARLANT	PAUL JOSEPH	Sergeant	\$ 126,789.28	\$711.97
WHITE	JOHN	Staff Sergeant	\$ 126,774.76	\$744.60
CHARLES	ANTHONY	Detective Sergeant	\$ 126,769.45	\$744.60
DUNN	BEVERLY	Police Constable	\$ 126,760.33	\$684.37
MAHARAJ	BRYAN SANJEEV	Plainclothes Police Constable	\$ 126,726.33	\$686.42
ONYSZKIEWICZ	ANDREW	Detective Sergeant	\$ 126,720.90	\$445.54
ALLDRIT	DARREN LEE	Detective	\$ 126,720.89	\$717.06
NOONAN	TIMOTHY JOHN	Plainclothes Police Constable	\$ 126,606.58	\$700.32
FERRIS	LISA	Sergeant	\$ 126,542.85	\$717.06
GRIFFITHS	DAVID	Detective	\$ 126,529.67	\$717.06
KELLY	TERENCE PETER	Detective	\$ 126,493.51	\$708.56
ALBRECHT	IRVIN JOHN	Plainclothes Police Constable	\$ 126,484.99	\$686.68
LAVALLEE	DAVID VIKTOR	Plainclothes Police Constable	\$ 126,435.82	\$261.44
KAY	BRIAN	Detective	\$ 126,420.13	\$717.06
REDDIN	KIRBY ALBERT	Detective	\$ 126,416.65	\$701.67
HART	DOUGLAS	Detective	\$ 126,381.17	\$717.06
PARKIN	ANDREW WILFRED	Police Constable	\$ 126,376.40	\$669.95
MACIEK	JOHN	Police Constable	\$ 126,357.26	\$683.13
FRIGON	ROBERT	Plainclothes Police Constable	\$ 126,327.66	\$700.32
CECILE	GLEN	Detective	\$ 126,279.21	\$715.78
RIDDELL	LINDSAY DIANA	Police Constable	\$ 126,277.28	\$675.34
HAYES	JEREMY MATTHEW	Detective	\$ 126,253.54	\$701.67
TULIPANO	ROSARIO	Staff Sergeant	\$ 126,233.88	\$744.60
RANDLE	MARK RICHARD	Sergeant	\$ 126,206.71	\$717.06
VAYANI	SHAFIQ ABDUL	Plainclothes Police Constable	\$ 126,200.34	\$678.70
MOORE	BRETT CALVIN	Sergeant	\$ 126,196.16	\$701.67
STOREY	TODD MELVYN	Plainclothes Police Constable	\$ 126,155.44	\$686.42
LIU	JUN	Senior Telecom Engineer	\$ 126,134.08	\$742.07
CHAMBERS	COURTNEY	Staff Sergeant	\$ 126,122.79	\$744.60
DIAZ	PEDRO EDUARDO	Detective	\$ 126,110.79	\$708.56
SLAVEN	WILLIAM	Plainclothes Police Constable	\$ 126,039.37	\$700.32
BROOKES	LEVERNE MCCOURCEY	Police Constable	\$ 125,995.94	\$689.50
BISHOP	DAVID	Detective Sergeant	\$ 125,973.80	\$744.60
DICOSOLA	MICHELE	Detective	\$ 125,906.00	\$708.56
SMIT	BRIAN JOHN	Sergeant	\$ 125,897.81	\$717.06
FORTIN	LOUIS-MARIE RAYMOND	Detective Sergeant	\$ 125,887.12	\$744.60

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WARD	VANESSA	Detective	\$ 125,846.58	\$717.06
PARMAR	MANDEEP SINGH	Plainclothes Police Constable	\$ 125,816.63	\$686.42
ARP	JAMES ANDREW	Plainclothes Police Constable	\$ 125,806.87	\$686.42
MCCALL	ANDREW JOHN	Detective	\$ 125,803.03	\$717.06
FORESTELL	MICHAEL	Sergeant	\$ 125,772.10	\$717.06
KEMP	WILLIAM	Staff Sergeant	\$ 125,656.97	\$744.60
POGUE	LAUREN	Detective Sergeant	\$ 125,648.33	\$744.60
BARATTO	MICHELLE TERESA	Detective	\$ 125,642.37	\$717.06
FALCONER	GREGORY	Detective	\$ 125,579.37	\$717.06
FERGUSON	JAY MARIE	Detective	\$ 125,545.26	\$717.06
BOSWARD	WILLIAM	Detective Sergeant	\$ 125,532.38	\$744.60
MACPHERSON	DONALD WADE	Police Constable	\$ 125,519.51	\$669.95
SCANLAN	KIMBERLY LYN	Staff Sergeant	\$ 125,457.27	\$744.60
BENNETT	WINSTON ANTHONY	Staff Sergeant	\$ 125,396.87	\$742.00
DIZON	JOSE BENEDICTO	Detective	\$ 125,377.54	\$701.67
LUPSON	CHRISTOPHER BRYDON	Police Constable	\$ 125,369.74	\$667.87
ARMSTRONG	ROBERT KENNETH	Plainclothes Police Constable	\$ 125,333.20	\$686.42
SABADICS	DANIEL	Detective Sergeant	\$ 125,319.61	\$744.60
NOLL	CARL	Detective Sergeant	\$ 125,315.47	\$744.60
MCCRAN	ROBERT	Detective	\$ 125,281.09	\$717.06
ANDERSEN	CARL HENRIK	Plainclothes Police Constable	\$ 125,265.27	\$700.32
RASMUSSEN	KEVIN WILLIAM	Police Constable	\$ 125,191.32	\$662.93
WONG	CHUNG MAN	Sergeant	\$ 125,191.25	\$708.56
RYZEK	WENDY	Manager of Occupational Health and Safety	\$ 125,156.68	\$825.09
HOWELL	JOHN	Staff Sergeant	\$ 125,151.89	\$744.60
DANIELS	MARK CHARLES	Detective	\$ 125,076.59	\$708.56
IRELAND	MORGAN HARRIS	Police Constable	\$ 124,978.16	\$669.95
WORDEN	PAUL HAMILTON	Detective	\$ 124,958.82	\$708.56
LI	ROBERT CHAK	Police Constable	\$ 124,949.31	\$669.95
REEVES	LAWRENCE	Staff Sergeant	\$ 124,929.25	\$744.60
PERSHIN	ANDREI VALERI	Police Constable	\$ 124,884.06	\$662.93
ZARB	RAYMOND	Staff Sergeant	\$ 124,856.15	\$429.80
ROBINSON	DANIEL	Sergeant	\$ 124,838.82	\$717.06
BELANGER	DONALD RENE	Staff Sergeant	\$ 124,812.31	\$703.83
JAROSZ	RUSSELL	Detective Sergeant	\$ 124,803.17	\$744.60
CANNON	MICHAEL	Staff Sergeant	\$ 124,799.65	\$744.60
AMLIN	SCOTT CHRISTOPHER	Plainclothes Police Constable	\$ 124,794.92	\$686.42
CAPUTO	JOSEPH	Detective	\$ 124,778.74	\$717.06
SMYTHE	KENT	Sergeant	\$ 124,747.19	\$708.56
STERN	CHARLES ANDREW	Detective	\$ 124,732.66	\$717.06
RAND	RICHARD THEODORE	Plainclothes Police Constable	\$ 124,692.72	\$686.42
SIDORA	TERRY	Sergeant	\$ 124,656.81	\$717.06
DURHAM	CAMERON EDWARD	Staff Sergeant	\$ 124,640.75	\$744.60
ATTENBOROUGH	JEFFREY BRUCE	Detective Sergeant	\$ 124,608.04	\$738.48
LONG	GARRY	Detective	\$ 124,596.06	\$717.06
SURITA	ALFRED	Police Constable	\$ 124,581.05	\$662.93
SMYTH	CRAIG CHARLES	Supervisor of Video Services	\$ 124,575.70	\$321.24
MONAGHAN	PATRICK JAMES	Detective Sergeant	\$ 124,574.25	\$744.60
COULTER	JOHN ALAN	Detective Sergeant	\$ 124,566.42	\$744.60
DAVIES	ROBERT EARLE	Detective	\$ 124,529.58	\$701.67
PALA	RASIH SAN	Plainclothes Police Constable	\$ 124,505.02	\$681.80
NASSER	AMAN	Plainclothes Police Constable	\$ 124,500.70	\$678.70
WHEELER	CHRISTOPHER	Police Constable	\$ 124,495.92	\$684.37
BERNARDO	ISRAEL FARIA	Sergeant	\$ 124,466.77	\$701.93
MEANEY	SHAWN	Detective	\$ 124,414.56	\$715.78
CRADDOCK	STEPHEN	Sergeant	\$ 124,411.90	\$717.06
SCHOFIELD	GLENN	Detective	\$ 124,385.55	\$708.56
CORMACK	BRIAN JAMES	Detective	\$ 124,381.04	\$701.67
GOTELL	JAMES ELWOOD	Detective Sergeant	\$ 124,328.00	\$737.72
TROUP	PETER	Staff Sergeant	\$ 124,310.06	\$744.60
ABDEL-MALIK	MAHER	Detective	\$ 124,308.56	\$701.67
MUSSO DUARTE	SUSANA	Police Constable	\$ 124,299.40	\$676.70
MARCHACK	ROGER	Detective	\$ 124,297.42	\$708.56
PINFOLD	MATTHEW GEORGE	Plainclothes Police Constable	\$ 124,284.62	\$686.16
YOUNG	JENNIFER MARIE	Police Constable	\$ 124,226.00	\$253.72
LEITCH	JASON	Detective	\$ 124,224.83	\$708.56
SINGH	AMRITPAL	Senior Technical Analyst	\$ 124,194.95	\$1,034.24
GURMAN	MICHAEL	Detective	\$ 124,155.08	\$717.06
MAISONNEUVE	DANIEL	Detective	\$ 124,115.35	\$713.86
MACDONALD	AARON ROYCE	Detective	\$ 124,067.61	\$710.11
GERRITS	JOHN	Police Constable	\$ 124,005.95	\$684.37

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
DE SOUSA	JOHN PAUL	Plainclothes Police Constable	\$ 123,991.81	\$686.42
JUPP	BRUCE	Police Constable	\$ 123,961.92	\$684.37
MACGREGOR	JASON JAMES	Detective	\$ 123,960.05	\$701.67
KNAPPER	ROBBERT NICOLAAS	Staff Sergeant	\$ 123,939.80	\$744.60
QURESHI	AJWAID NIAZ	Detective	\$ 123,938.64	\$701.67
PAPIZEWSKI	LEEANN	Detective Sergeant	\$ 123,929.72	\$738.22
YOUNG	CRAIG	Staff Sergeant	\$ 123,922.39	\$744.60
DUFFUS	RICHARD HUGH	Detective	\$ 123,903.76	\$708.56
SPANTON	JOHN	Staff Sergeant	\$ 123,896.25	\$744.60
GEORGE	GLEN	Sergeant	\$ 123,879.45	\$717.06
DI GIACOMO	ROBERTO	Detective	\$ 123,843.44	\$701.67
TAIT	ADRIAN WILLIAM	Police Constable	\$ 123,841.69	\$669.95
JOHNSTON	JOHN DAVID	Plainclothes Police Constable	\$ 123,808.71	\$686.42
MOLYNEAUX	STEVEN	Staff Sergeant	\$ 123,802.43	\$744.60
TANABE	SHINGO OLIVER	Plainclothes Police Constable	\$ 123,802.08	\$686.42
ALEXANDER	DAVID WALTER	Detective	\$ 123,784.77	\$708.56
BURKE	MICHAEL DAVID	Police Constable	\$ 123,776.53	\$684.37
SMISSEN	JOHN MICHAEL	Plainclothes Police Constable	\$ 123,759.20	\$686.42
MATIC	MICHAEL	Staff Sergeant	\$ 123,745.46	\$744.60
HALL	NEIL HARCOURT	Plainclothes Police Constable	\$ 123,708.64	\$686.42
MCCLELLAND	ROBERT	Sergeant	\$ 123,688.33	\$717.06
CHUDOBA	MYRON	Detective	\$ 123,673.94	\$717.06
LLOYD	BRADFORD	Detective	\$ 123,670.14	\$708.56
MATYS	JOSEPH PAUL	Detective	\$ 123,668.07	\$701.67
DUBREUIL	JEAN	Sergeant	\$ 123,656.06	\$717.06
ADAMS	CLAYTON EDWARD	Detective	\$ 123,603.15	\$701.67
BATES	KIMBERLEY MICHELE	Detective	\$ 123,601.15	\$717.06
HOWARD	SHAWN	Police Constable	\$ 123,588.28	\$676.70
CANTELON	GREGORY	Staff Sergeant	\$ 123,551.45	\$744.60
CONNOR	BRUCE ALEXANDER	Plainclothes Police Constable	\$ 123,517.37	\$686.42
AZARRAGA	JOSE MATIAS	Detective	\$ 123,509.98	\$708.56
IHASZ	JOHN CHRISTOPHER	Detective	\$ 123,507.11	\$717.06
VAN ANDEL	PHILLIP GEORGE	Staff Sergeant	\$ 123,482.60	\$744.60
SAGGI	SHARNJIT SINGH	Police Constable	\$ 123,458.15	\$662.93
WONG	CONRAD EMERY	Plainclothes Police Constable	\$ 123,405.07	\$666.29
MOREIRA	PETER MICHAEL	Staff Sergeant	\$ 123,398.84	\$737.72
GRAY	GLENN	Staff Sergeant	\$ 123,389.65	\$744.60
SARDELLA	GLENN DONATO	Detective	\$ 123,364.91	\$701.67
ALEXAKIS	CHRISTOS	Police Constable	\$ 123,334.81	\$662.06
CAMPBELL	MICHELLE DIANE	Sergeant	\$ 123,307.45	\$698.82
MURRAY	DAVID	Staff Sergeant	\$ 123,298.53	\$744.60
LEE	NOEL THOMAS	Staff Sergeant	\$ 123,263.14	\$744.60
PAYNE	THEODORE ALGERNON	Detective	\$ 123,251.98	\$717.06
CHILVERS	CHRISTOPHER CLIFFORD	Detective	\$ 123,186.81	\$701.67
LEE	PHILIP BRIAN	Detective	\$ 123,164.02	\$705.81
SADRZADEH	MIR SIAMAK	Police Constable	\$ 123,159.22	\$662.93
JOSIFOVIC	MLADEN	Sergeant	\$ 123,152.18	\$717.06
LAMOND	IAN DAVID	Staff Sergeant	\$ 123,107.56	\$737.72
GLAVIN	PHILLIP	Sergeant	\$ 123,098.99	\$717.06
MCLANE	JAMES RUSSELL	Detective	\$ 123,095.80	\$717.06
BLANCHARD	RICHARD	Staff Sergeant	\$ 123,052.90	\$744.60
KARKOULAS	TREVOR DANIEL	Plainclothes Police Constable	\$ 123,047.30	\$686.16
SILLIKER	GARRY	Staff Sergeant	\$ 123,021.12	\$744.60
LAING	DARREN S	Detective	\$ 123,016.29	\$717.06
BOURQUE	DOUGLAS	Sergeant	\$ 123,011.37	\$717.06
NEVIN	PATRICK	Detective	\$ 122,988.75	\$610.54
FEBBO	OLIVER	Sergeant	\$ 122,988.47	\$711.97
WILLIAMS	STEVEN THOMAS	Plainclothes Police Constable	\$ 122,984.64	\$686.42
GROSS	KIMBERLY	Detective Sergeant	\$ 122,943.71	\$744.60
BAJ	STANISLAW	Sergeant	\$ 122,902.79	\$717.06
ASHLEY	MARK NICHOLAS	Detective	\$ 122,884.83	\$717.06
GETTY	SHAWN	Detective Sergeant	\$ 122,883.70	\$744.60
AIELLO	ANTONIO	Plainclothes Police Constable	\$ 122,862.91	\$686.42
O'CONNOR	MIKE STEPHEN	Plainclothes Police Constable	\$ 122,859.21	\$686.42
MEEHAN	PATRICK	Sergeant	\$ 122,857.63	\$717.06
JOCKO	TODD JOESEPH	Detective	\$ 122,823.81	\$701.67
LUM	SOON	Plainclothes Police Constable	\$ 122,820.23	\$700.32
LIONTI	CALOGERO	Plainclothes Police Constable	\$ 122,804.54	\$686.42
WILLIAMS	ANTHONY	Detective	\$ 122,803.31	\$708.56
MEIK	VIVIAN	Detective	\$ 122,790.14	\$717.06
FROSCH	JAY JACKSON	Detective Sergeant	\$ 122,782.35	\$319.62

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
COLE	JASON ARTHUR	Detective	\$ 122,780.82	\$717.06
SWACKHAMER	BRENT	Staff Sergeant	\$ 122,765.98	\$742.00
HENRY	PETER	Staff Sergeant	\$ 122,753.47	\$744.60
DEY	ROBIN HUGH	Sergeant	\$ 122,748.76	\$717.06
LAWR	GREGORY EDWARD	Detective	\$ 122,697.97	\$717.06
TAYLOR	JASON PETER	Plainclothes Police Constable	\$ 122,697.70	\$686.42
HILL	IRA NORMAN	Detective	\$ 122,668.14	\$717.06
MCBRATNEY	GARY	Staff Sergeant	\$ 122,665.80	\$744.60
SPROXTON	ROBERT	Detective Sergeant	\$ 122,657.28	\$744.60
JOSTIAK	JOSEPH	Staff Sergeant	\$ 122,651.50	\$709.32
TAPLEY	RONALD	Staff Sergeant	\$ 122,650.12	\$744.60
JANSZ	GAWAIN MARIO	Sergeant	\$ 122,618.05	\$701.67
LYON	ROBERT KIRK	Detective	\$ 122,570.14	\$708.56
MCQUEEN	SHERRY LYNN	Police Constable	\$ 122,561.90	\$669.95
NEWMAN	BRUCE	Staff Sergeant	\$ 122,561.61	\$744.60
SWEENIE	PAUL MARTIN	Sergeant	\$ 122,516.69	\$701.67
EUSTACE	DAVID	Sergeant	\$ 122,516.06	\$717.06
BROUGHTON	PETER WILLIAM	Plainclothes Police Constable	\$ 122,488.43	\$686.42
CARVALHO	AVELINO MOTA	Sergeant	\$ 122,484.63	\$708.56
GERRY	DARYLE	Staff Sergeant	\$ 122,467.53	\$744.60
HANDSOR	PHILIP ALLEN	Detective	\$ 122,452.38	\$701.67
RAMJATTAN	RAMNARINE	Detective	\$ 122,435.65	\$708.56
HEANEY	GERALD	Staff Sergeant	\$ 122,430.07	\$737.72
ABBOTT	DEBORAH LYNN	Staff Sergeant	\$ 122,422.25	\$744.60
PROCTOR	NORMAN EDWARD	Staff Sergeant	\$ 122,332.90	\$744.60
PARROTT	MICHAEL ERIC	Sergeant	\$ 122,332.17	\$701.67
SIMPKINS	DAVID	Staff Sergeant	\$ 122,327.18	\$744.60
PRESS	MICHAEL ALLEN	Senior Firearms Officer	\$ 122,303.84	\$717.07
HARRAS	JOHN	Detective	\$ 122,269.34	\$717.06
SEDORE	KEVIN ARTHUR	Detective	\$ 122,255.14	\$701.67
WOOTTON	RYAN PETER	Plainclothes Police Constable	\$ 122,246.45	\$678.70
DHALIWAL	SURINDERJIT	Senior Technical Analyst	\$ 122,244.40	\$280.88
JHAJJ	CHARANJIT	Police Constable	\$ 122,237.07	\$676.70
WHALEN	CHRISTOPHER ANDREW	Plainclothes Police Constable	\$ 122,223.68	\$686.42
RYAN	STEPHEN CHARLES	Detective Sergeant	\$ 122,220.59	\$744.60
WHALEN	ROBERT	Detective	\$ 122,174.50	\$711.97
BIRRELL	JOHN THOMAS	Plainclothes Police Constable	\$ 122,142.84	\$693.44
KELLY	BRIAN WAYNE	Detective Sergeant	\$ 122,114.49	\$737.72
PRICE	MARY	Staff Sergeant	\$ 122,091.40	\$744.60
MCCREADY	WILLIAM	Detective Sergeant	\$ 122,037.72	\$744.60
HUGHES	GUY	Police Constable	\$ 122,010.42	\$683.13
FIELD	CAMERON DOUGLAS	Detective Sergeant	\$ 122,001.18	\$602.94
QUALTROUGH	JAMES	Staff Sergeant	\$ 121,997.55	\$744.60
RICCI	CHARLES MICHAEL	Detective	\$ 121,989.79	\$701.67
STIRLING	ROBERT	Staff Sergeant	\$ 121,974.29	\$739.50
BASS	LORNE WILLIAM	Police Constable	\$ 121,955.65	\$684.37
THERIAULT	DONALD	Detective	\$ 121,934.64	\$712.59
BROSNAN	SEAN	Staff Sergeant	\$ 121,930.29	\$744.60
COLE	DONALD	Staff Sergeant	\$ 121,902.14	\$744.60
ABDULLA	AL RAHIM	Senior Technical Analyst	\$ 121,894.14	\$280.88
EATON	DOUGLAS BRIAN	Plainclothes Police Constable	\$ 121,882.03	\$672.60
BLAKELEY	JANICE	Sergeant	\$ 121,857.34	\$717.06
WALKER	JAMES	Staff Sergeant	\$ 121,855.35	\$744.60
THOMAS	CLAUDINE ANNE-MARIE	Detective Sergeant	\$ 121,791.71	\$728.14
GIBSON	JAMES	Staff Sergeant	\$ 121,752.97	\$744.60
MILLER	DUNCAN	Sergeant	\$ 121,746.18	\$717.06
TUTCENER	GARY	Staff Sergeant	\$ 121,743.44	\$744.60
WINTER	JEFFREY MATTHEW	Plainclothes Police Constable	\$ 121,733.65	\$686.42
MURRELL	KEVIN EARL	Staff Sergeant	\$ 121,709.81	\$744.60
CLENDINNING	MARK WILLIAM	Detective	\$ 121,708.51	\$717.06
GLENDINNING	GREGORY DAVID	Detective	\$ 121,705.84	\$717.06
MATTHEWS	SCOTT ANDREW	Police Constable	\$ 121,702.68	\$662.93
LAM	IAN WAYNE	Police Constable	\$ 121,702.15	\$663.19
KYRIACOU	SAVAS	Detective Sergeant	\$ 121,682.11	\$744.60
FOSTER	ROY	Detective	\$ 121,676.92	\$717.06
PAYNE	GREGORY JAMES	Detective Sergeant	\$ 121,672.37	\$744.60
ALPHONSO	MARK ANDREW	Staff Sergeant	\$ 121,646.27	\$744.60
NORTHROP	JEFFREY JOHN	Plainclothes Police Constable	\$ 121,628.60	\$693.69
GREENWOOD	JAMES	Detective Sergeant	\$ 121,612.87	\$744.60
CHIASSON	MARCEL ANDRE	Sergeant	\$ 121,609.96	\$708.56
JUHASZ	ALEXANDER GYOZO	Plainclothes Police Constable	\$ 121,594.01	\$678.70

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WILSON	DAVID W.	Sergeant	\$ 121,585.78	\$717.06
STASIAK	LESZEK EDWARD	Detective Sergeant	\$ 121,579.74	\$744.60
DAVIS	SHARON	Staff Sergeant	\$ 121,568.06	\$744.60
TILLEY	MARK	Staff Sergeant	\$ 121,540.76	\$744.60
WOODHOUSE	STEPHEN	Sergeant	\$ 121,540.37	\$717.06
PRICE	BRANDON LEE	Detective	\$ 121,538.02	\$701.67
DARBYSHIRE	JAMES EDWARD	Staff Sergeant	\$ 121,489.95	\$744.60
HILDRED	LESLEY	Staff Sergeant	\$ 121,478.33	\$744.60
KITCHENER	ANDREW JAMES	Detective	\$ 121,476.91	\$717.06
PAIS	SCHARNIL VALERIAN	Police Constable	\$ 121,476.11	\$662.93
DOUGLAS	BARBARA ANN	Detective	\$ 121,445.23	\$708.56
BRASCA	WALTER	Sergeant	\$ 121,443.47	\$717.06
BARENTHIN	GLENN KARL	Detective Sergeant	\$ 121,442.63	\$744.60
BOOTH	KENNETH COURTLAND	Detective	\$ 121,434.65	\$744.60
FEDERICO	MATTHEW MICHAEL	Senior Technical Analyst	\$ 121,433.04	\$705.86
LEMBKE	KRISTIN NICOLE	Police Constable	\$ 121,420.00	\$662.93
BROWN	ROBERT	Staff Sergeant	\$ 121,395.46	\$744.60
BENNEY	PETER	Plainclothes Police Constable	\$ 121,382.12	\$700.32
HALMAN	DARREN	Staff Sergeant	\$ 121,380.86	\$740.97
SOBOTKA	KARL	Detective Sergeant	\$ 121,363.53	\$744.60
DAMASO	RODNEY	Detective	\$ 121,351.74	\$701.67
JATTAN	CLINT	Police Constable	\$ 121,347.40	\$684.37
BURKS	CHARLES DEAN	Detective Sergeant	\$ 121,314.06	\$744.60
SCUDDS	PAUL	Staff Sergeant	\$ 121,311.32	\$744.60
ROSETE	LESTER EDWARD	Detective	\$ 121,302.77	\$701.67
KING	STUART MACPHERSON	Sergeant	\$ 121,293.66	\$717.06
MARTELLUZZI	CLAUDIO	Sergeant	\$ 121,264.90	\$708.56
REDMAN	SUZANNE	Staff Sergeant	\$ 121,238.79	\$733.32
KEELER	CHRISTOPHER THOMAS	Plainclothes Police Constable	\$ 121,229.51	\$693.44
SMALL	BRYAN GEORGE	Plainclothes Police Constable	\$ 121,225.70	\$678.70
MORRISON	BRUCE	Staff Sergeant	\$ 121,208.28	\$744.60
HOWELL	JEFFREY	Staff Sergeant	\$ 121,173.37	\$744.60
ALLINGTON	JEFFREY SCOTT	Detective	\$ 121,128.09	\$701.67
SHAW	KATHLEEN	Detective Sergeant	\$ 121,126.06	\$744.60
LEUNG	SHEUNG	Detective	\$ 121,123.28	\$708.56
PRENTICE	STEFAN PATRICK	Detective	\$ 121,121.19	\$701.67
BLACKMAN	ARLINGTON	Staff Sergeant	\$ 121,118.80	\$319.62
WITTY	EARL	Superintendent	\$ 121,106.61	\$2,897.36
YOUNG	RONALD	Detective Sergeant	\$ 121,061.40	\$744.60
BRAR	GURSHARNJIT SINGH	Police Constable	\$ 121,018.69	\$669.95
DECOURCY	JOHN	Detective Sergeant	\$ 120,991.57	\$744.60
HURLEY	WILLIAM ANTHONY	Staff Sergeant	\$ 120,985.63	\$744.60
CREWS	WILLIAM	Detective Sergeant	\$ 120,978.02	\$744.60
DAVEY	TIMOTHY	Detective Sergeant	\$ 120,953.88	\$319.62
GILL	JASON GOWAN	Plainclothes Police Constable	\$ 120,922.46	\$686.42
WILSON	WARREN	Detective Sergeant	\$ 120,918.72	\$744.60
STOLF	ROBERT GUIDO	Detective	\$ 120,890.15	\$701.67
STRANGWAYS	PAUL ROBERT	Sergeant	\$ 120,853.77	\$708.56
STONES	MICHAEL	Detective Sergeant	\$ 120,806.42	\$744.60
ROHDE	DANNY WILLIAM	Police Constable	\$ 120,800.25	\$669.95
MORRISON	MICHAEL ROBERT	Detective	\$ 120,781.87	\$708.56
GOTTSCHALK	BRIAN	Staff Sergeant	\$ 120,755.78	\$744.60
HAUNTS	ALAN	Detective Sergeant	\$ 120,754.47	\$744.60
DE LIO	FRANK PAUL	Sergeant	\$ 120,743.21	\$708.56
FORCHIONE	ANTONIO	Staff Sergeant	\$ 120,738.77	\$303.30
CHHABRA	AJAY	Plainclothes Police Constable	\$ 120,735.52	\$678.70
DOKURNO	RICHARD MICHAEL	Detective Sergeant	\$ 120,724.51	\$744.60
ANDRICI	IULIAN	Police Constable	\$ 120,720.22	\$669.95
MAADANIAN	NAZARET	Detective	\$ 120,707.17	\$701.67
JACKSON	LAURIE	Staff Sergeant	\$ 120,701.20	\$742.52
PROULX	KEVIN EDWARD	Police Constable	\$ 120,688.33	\$669.95
COSTABILE	GINO	Police Constable	\$ 120,636.76	\$689.50
YANG	QIANLIANG	Police Constable	\$ 120,629.99	\$662.93
CRONE	SUSAN	Detective Sergeant	\$ 120,622.27	\$744.60
SINGH	AMARJIT PURBA	Detective	\$ 120,617.13	\$708.56
VIRK	MAHEEP KAUR	Police Constable	\$ 120,603.44	\$662.93
ROBINSON	MORGAN	Detective Sergeant	\$ 120,586.24	\$366.84
BACKUS	LESLIE DOUGLAS	Detective	\$ 120,559.83	\$717.06
WRIGHT	REGINALD GEORGE	Detective	\$ 120,502.97	\$717.06
HANLON	ERIN VALENTINE	Plainclothes Police Constable	\$ 120,497.74	\$684.34
BURNINGHAM	GRANT NEIL	Staff Sergeant	\$ 120,473.84	\$681.64

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WEBSTER	DAVID GREGORY	Sergeant	\$ 120,473.17	\$714.50
SCHERK	CHRISTOPHER	Detective	\$ 120,464.26	\$708.56
BODDY	CHRISTOPHER EDWARD	Staff Sergeant	\$ 120,454.13	\$312.74
MILLER	PAUL	Staff Sergeant	\$ 120,450.20	\$319.62
MORI	DEBORAH ANN	Staff Sergeant	\$ 120,443.96	\$744.60
LEE	NICOLE DENISE	Staff Sergeant	\$ 120,436.56	\$744.60
NOLAN	CHRISTOPHER	Staff Sergeant	\$ 120,429.56	\$744.60
AL-NASS	WALID	Police Constable	\$ 120,417.03	\$669.95
FYFE	JOHN	Plainclothes Police Constable	\$ 120,412.12	\$693.44
ARMSTRONG	MARK RICHARD	Sergeant	\$ 120,398.76	\$717.06
BROOKES	RALPH	Staff Sergeant	\$ 120,384.81	\$744.60
KONDO	JASON	Detective	\$ 120,376.81	\$717.06
THOMAS	SYDNEY	Staff Sergeant	\$ 120,373.72	\$744.60
LEBLANC	NORMAN	Detective Sergeant	\$ 120,363.93	\$744.60
VEIT	OSWALD	Sergeant	\$ 120,361.70	\$715.78
LAHEY	MARY REGINA	Sergeant	\$ 120,353.79	\$708.56
NICOLLE	CHAD EDWARD	Sergeant	\$ 120,336.77	\$708.56
KONKEL	KAZIMIERZ	Staff Sergeant	\$ 120,296.43	\$744.60
DEAN	BERTRAND	Police Constable	\$ 120,284.59	\$633.02
GRANDE	PIETRO	Plainclothes Police Constable	\$ 120,222.86	\$691.36
MACDONALD	GREGORY	Staff Sergeant	\$ 120,214.45	\$744.60
FINLAY	ALLAN	Sergeant	\$ 120,206.72	\$717.06
HEILIMO	KARL	Staff Sergeant	\$ 120,184.76	\$744.60
FYNES	ADRIAN	Detective Sergeant	\$ 120,172.75	\$744.60
LOWREY	ALAN	Staff Sergeant	\$ 120,167.46	\$744.60
RYDZIK	DAVID BRIAN	Staff Sergeant	\$ 120,160.08	\$742.52
KINNEAR	KATHRYN	Sergeant	\$ 120,155.18	\$717.06
DEWLING	NORMAN	Staff Sergeant	\$ 120,110.13	\$744.60
CLARKE	JOHN	Detective	\$ 120,108.89	\$717.06
WYNIA	RANDALL	Sergeant	\$ 120,095.95	\$682.02
BEVAN	WILLIAM	Detective	\$ 120,047.33	\$717.06
HEITZNER	ROBERT MATTHEW	Detective	\$ 120,034.90	\$708.56
WALTERS	GREGORY	Detective	\$ 120,022.44	\$708.56
KELL	JEFFREY STEWART	Police Constable	\$ 120,020.62	\$669.95
GREER	THOMAS ROBERT	Detective	\$ 120,014.84	\$708.56
WALKER	KELLY LYNN	Senior Operations Supervisor	\$ 120,010.28	\$713.15
ANSTEY	JASON CHRISTOPHER	Plainclothes Police Constable	\$ 119,993.70	\$683.37
SKINNER	ROBERT	Staff Sergeant	\$ 119,986.37	\$744.60
VIEIRA	ABILIO	Staff Sergeant	\$ 119,979.52	\$744.60
GAGLIARDI	VITO	Detective	\$ 119,970.67	\$701.67
CHASE	WILLIAM OLIVER	Plainclothes Police Constable	\$ 119,958.68	\$686.16
CROOKER	LISA CATHERINE	Detective	\$ 119,939.19	\$701.67
MARTIN	ANTHONY	Plainclothes Police Constable	\$ 119,918.61	\$699.28
KING	CHERYL	Staff Sergeant	\$ 119,911.16	\$737.72
BURLEY	DAVID JOSEPH	Plainclothes Police Constable	\$ 119,863.87	\$686.42
MCGOWN	JOHN	Staff Sergeant	\$ 119,863.16	\$744.60
HODGERT	DOUGLAS	Police Constable	\$ 119,859.00	\$684.37
KIRKPATRICK	CHRISTOPHER JOHN	Detective Sergeant	\$ 119,845.95	\$716.79
KIM	HYOK KYUN	Police Constable	\$ 119,842.40	\$662.93
SONDERGAARD	NIELS	Staff Sergeant	\$ 119,836.27	\$744.60
GREGORY	ROBERT K.	Staff Sergeant	\$ 119,832.26	\$744.60
TAVARES	JEFFERY	Sergeant	\$ 119,818.09	\$701.67
ALPHONSO	WADE LEONARD	Staff Sergeant	\$ 119,793.37	\$744.60
RUFFINO	STEPHEN	Detective	\$ 119,773.39	\$717.06
RUDNICK	JOANNE LINDA	Staff Sergeant	\$ 119,743.82	\$744.60
WOLF	RAYMOND	Detective	\$ 119,725.77	\$717.06
COULSON	WILLIAM	Staff Sergeant	\$ 119,723.17	\$744.60
GREER	MARIE	Detective Sergeant	\$ 119,716.75	\$744.60
MORSE	VICTORIA JANE	Plainclothes Police Constable	\$ 119,698.43	\$686.42
IRISH	TIMOTHY GARNET	Detective	\$ 119,689.47	\$708.56
FODEN	STEPHEN	Detective Sergeant	\$ 119,684.70	\$744.60
TYMBURSKI	EDWARD	Staff Sergeant	\$ 119,675.46	\$744.60
CROSBY	DANIEL PATRICK	Staff Sergeant	\$ 119,670.90	\$726.24
GREKOS	MICHAEL	Detective	\$ 119,645.00	\$708.56
BAPTIST	CHARLENE	Staff Sergeant	\$ 119,640.87	\$650.16
MACDONALD	ANNE	Detective Sergeant	\$ 119,631.15	\$744.60
BISHOP	ANNE-MARIE	Staff Sergeant	\$ 119,611.44	\$737.72
KEYS	GARY	Staff Sergeant	\$ 119,567.13	\$744.60
TRETTER	MADELAINE	Detective Sergeant	\$ 119,566.14	\$744.60
MACDONALD	JOHN	Staff Sergeant	\$ 119,553.55	\$744.60
DZINGALA	EDWARD	Staff Sergeant	\$ 119,535.92	\$744.60

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
MENDOZA	PHILIP MANILAY	Sergeant	\$ 119,527.79	\$708.56
MOYER	IAN	Staff Sergeant	\$ 119,514.79	\$744.60
KENNY	BRIAN	Staff Sergeant	\$ 119,506.04	\$744.60
STEWART	ROBERT	Staff Sergeant	\$ 119,484.54	\$744.60
TAM	WING	Police Constable	\$ 119,469.85	\$676.70
GOTTSCHALK	MICHAEL	Staff Sergeant	\$ 119,454.23	\$571.46
HARVEY	MARK	Sergeant	\$ 119,451.01	\$710.11
KEANE	PATRICK	Detective Sergeant	\$ 119,435.49	\$429.80
FOWLDS	SCOTT MACKENZIE	Sergeant	\$ 119,434.90	\$708.56
MULLIN	GEORGE	Staff Sergeant	\$ 119,430.15	\$744.60
PROCTOR	RICHARD P.	Detective	\$ 119,426.67	\$708.56
SHREVE	CLARENCE BLAKE	Staff Sergeant	\$ 119,420.54	\$744.60
FARRELL	CHRISTINE MARIE	Detective	\$ 119,420.07	\$708.56
BULLOCK	NEIL	Staff Sergeant	\$ 119,419.94	\$744.60
BARNES	MURRAY WINSTANLEY	Detective	\$ 119,418.17	\$701.67
D'ONOFRIO	ANTONIO	Plainclothes Police Constable	\$ 119,417.98	\$678.70
BELLON	CORINNE	Detective Sergeant	\$ 119,413.92	\$602.94
REDICK	AMANDA BROOKE	Plainclothes Police Constable	\$ 119,408.12	\$681.80
GALLANT	KELLY-ANN	Detective Sergeant	\$ 119,404.39	\$492.76
JACKSON	PAUL EDWARD	Police Constable	\$ 119,404.21	\$684.37
BROWN	DOUGLAS	Sergeant	\$ 119,393.39	\$717.06
REGAN	DOUGLAS FREDRICK	Staff Sergeant	\$ 119,387.23	\$744.60
ZELNY	JOHN DARYN	Detective	\$ 119,380.71	\$717.06
GUEST	KEVIN	Staff Sergeant	\$ 119,338.04	\$744.60
COSTA	ANGELO	Sergeant	\$ 119,330.78	\$717.06
OZOLS	JOHN	Police Constable	\$ 119,327.33	\$684.37
QUAIATTINI	SUSAN	Staff Sergeant	\$ 119,325.67	\$319.62
KEALEY	DEVIN	Detective Sergeant	\$ 119,303.47	\$319.62
ELLIOTT	PAUL	Sergeant	\$ 119,300.11	\$717.06
BRINN	NORMAN	Detective Sergeant	\$ 119,292.74	\$744.60
IRISH	DAVID	Detective	\$ 119,282.67	\$717.06
MURDOCH	RICHARD	Staff Sergeant	\$ 119,272.04	\$319.62
BATES	SANDY	Staff Sergeant	\$ 119,254.41	\$319.62
PASINI	RUDY	Detective Sergeant	\$ 119,245.04	\$744.60
MANNING	JOHN	Police Constable	\$ 119,240.36	\$684.37
PATTISON	STEVEN	Staff Sergeant	\$ 119,218.04	\$319.62
GILLIS	DAVID WILLIAM	Staff Sergeant	\$ 119,211.04	\$744.60
CLARKE	STEVEN	Detective Sergeant	\$ 119,209.29	\$319.62
KNAAP	JOHN	Staff Sergeant	\$ 119,209.29	\$319.62
LOUGHLIN	EDWARD	Detective Sergeant	\$ 119,209.29	\$319.62
RIDDELL	ALAN	Detective Sergeant	\$ 119,209.29	\$319.62
ZUBEK	JOSEPH	Staff Sergeant	\$ 119,209.29	\$319.62
GRAFFMANN	GORDON	Detective Sergeant	\$ 119,209.29	\$744.60
GREENAWAY	COLIN	Detective Sergeant	\$ 119,209.29	\$744.60
MCARTHUR	PAUL IAN	Detective Sergeant	\$ 119,209.29	\$744.60
STANLEY	WILLIAM	Detective Sergeant	\$ 119,209.29	\$744.60
MI	YAOMING	Senior Technical Analyst	\$ 119,204.08	\$280.88
SAVINO	LEONARDO	Police Constable	\$ 119,201.94	\$669.95
FLIS	ALBERT	Detective	\$ 119,175.74	\$710.42
BRADSHAW	KEITH	Detective	\$ 119,174.60	\$292.08
CARACCILO	ROGER DOMINIC	Detective	\$ 119,171.72	\$701.67
CORBIE	WESLEY MARCUS	Plainclothes Police Constable	\$ 119,169.02	\$680.58
CONNOLLY	JOHN PAUL	Police Constable	\$ 119,150.03	\$670.20
DESJARDINS	JOSEPH FRANCOIS	Plainclothes Police Constable	\$ 119,082.19	\$673.21
HAINES	RICHARD PAUL	Plainclothes Police Constable	\$ 119,052.15	\$679.01
MALTAR	MICHAEL CHRISTOPHER	Plainclothes Police Constable	\$ 119,005.80	\$686.42
SCHULZE	FRANK THOMAS	Police Constable	\$ 118,975.21	\$684.37
PERREAULT	SEAN MICHAEL	Staff Sergeant	\$ 118,947.91	\$726.92
FORSYTHE	ROSS	Plainclothes Police Constable	\$ 118,947.14	\$700.32
FISHER	SUSAN	Police Constable	\$ 118,943.31	\$684.37
SMITH	HUNTER WELLINGTON	Detective	\$ 118,925.46	\$701.67
PATTERSON	JAMES	Sergeant	\$ 118,861.56	\$292.08
WORTH	DARREN	Detective	\$ 118,852.32	\$701.67
MASTERS	MICHELLE	Detective	\$ 118,842.07	\$710.11
TAYLOR	SCOTT DAVID	Plainclothes Police Constable	\$ 118,841.61	\$686.42
VALLES	SEHARA	Detective	\$ 118,830.90	\$654.10
DUARTE	JOAO RODRIGO	Plainclothes Police Constable	\$ 118,819.60	\$686.42
HOCKADAY	ADAM ROY	Plainclothes Police Constable	\$ 118,804.48	\$678.09
THOMPSON	JAMES DUNCAN	Plainclothes Police Constable	\$ 118,801.80	\$681.80
ISABELLO	DAVID ANTHONY	Plainclothes Police Constable	\$ 118,801.16	\$674.68
TAYLOR	JEFFREY	Staff Sergeant	\$ 118,798.41	\$742.00

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
OSBORN	ROBERT DANIEL	Police Constable	\$ 118,789.17	\$662.93
HALL	ALVIN DALTON	Sergeant	\$ 118,780.45	\$708.56
BARWELL	DAVID ERIC	Detective	\$ 118,780.42	\$292.08
GALLANT	STACY	Detective Sergeant	\$ 118,772.82	\$742.52
MOFFAT	ANTHONY	Police Constable	\$ 118,759.02	\$662.06
CAMPBELL	NICOLE	Plainclothes Police Constable	\$ 118,754.31	\$700.32
SABADIN	MICHAEL ALEXANDER	Plainclothes Police Constable	\$ 118,752.12	\$686.42
GICZI	JIM FRANK	Detective	\$ 118,750.40	\$708.56
RIETKOETTER	SETH ANDREW	Police Constable	\$ 118,697.79	\$662.93
STEWART	PATRICK ALEXANDER	Plainclothes Police Constable	\$ 118,695.76	\$678.70
UPPAL	VISHAL	Police Constable	\$ 118,677.69	\$669.95
HARRIS	RICHARD VICTOR	Detective	\$ 118,671.84	\$701.67
ROUTH	MATTHEW AARON	Detective	\$ 118,671.83	\$701.67
MARSMAN	HENRI	Detective	\$ 118,669.88	\$708.56
DUNNING	ANDREW RICHARD	Police Constable	\$ 118,657.18	\$682.76
COSCARIELLA	ANTHONY	Staff Sergeant	\$ 118,656.12	\$737.72
EXTON	CHARLES	Police Constable	\$ 118,643.39	\$684.37
REID	CHAD SCOTT	Plainclothes Police Constable	\$ 118,640.46	\$686.42
FRITZ	THEODOR	Detective	\$ 118,600.65	\$717.06
CLARK	TRAVIS DAYMOND	Sergeant	\$ 118,598.82	\$689.78
MCDERMOTT	DANIEL	Sergeant	\$ 118,597.60	\$717.06
MANTLE	BRYAN LARRY	Plainclothes Police Constable	\$ 118,587.44	\$684.34
DEARBORN	ROBERT FREDERICK	Police Constable	\$ 118,537.89	\$684.37
HEWSON	BROOKE LESLIE	Plainclothes Police Constable	\$ 118,536.92	\$686.42
CATES	STEVEN RICHARD	Police Constable	\$ 118,535.95	\$682.76
HARRIS	DAVID C.	Detective	\$ 118,519.37	\$717.06
MUNGAL	MATTHEW	Detective	\$ 118,516.93	\$708.56
STRAIN	ROBERT JAMES	Detective	\$ 118,493.30	\$717.06
APOSTOLIDIS	JOHN	Detective	\$ 118,480.90	\$701.67
NICHOL	IAN FRASER	Detective	\$ 118,463.84	\$654.10
BEVILACQUA	FILIPPO	Detective	\$ 118,460.05	\$701.67
DRAKE	WILLIAM	Sergeant	\$ 118,450.65	\$717.06
COGLIN	JAMES GARFIELD	Staff Sergeant	\$ 118,444.24	\$596.06
SMYTHE	KAREN GRACE	Staff Sergeant	\$ 118,417.43	\$317.54
AGUIAR	STEVEN CABRAL	Police Constable	\$ 118,417.03	\$669.95
LANE	MICHEAL WILLIAM	Police Constable	\$ 118,412.81	\$662.93
PENNER	ADAM CHRISTOPHER	Police Constable	\$ 118,405.71	\$646.97
RUBBINI	DAVID	Police Constable	\$ 118,402.49	\$684.37
RENNIE	ALEXANDER	Detective	\$ 118,352.02	\$717.06
ASSELIN	GLENN ANDRE	Detective	\$ 118,320.75	\$714.50
OLSEN	FRANK	Detective	\$ 118,265.60	\$717.06
STEEVES	THOMAS WARREN	Sergeant	\$ 118,240.46	\$697.68
ROSSANO	JOHN BENITO	Sergeant	\$ 118,228.28	\$717.06
FARRUGIA	MARIE	Detective	\$ 118,215.31	\$717.06
HADDEN	ELIZABETH ANNE	Police Constable	\$ 118,214.70	\$676.70
MERSEREAU	MICHAEL	Sergeant	\$ 118,199.28	\$717.06
KUNG	TOMMY WING	Police Constable	\$ 118,196.97	\$665.53
DHILLON	JAGJIT SINGH	Police Constable	\$ 118,185.41	\$658.58
CORREIA	BRYAN MEDEIROS	Plainclothes Police Constable	\$ 118,140.31	\$686.42
CAMPBELL	PHILLIP SCOTT	Plainclothes Police Constable	\$ 118,138.72	\$686.42
GERRY	DONALD	Staff Sergeant	\$ 118,067.02	\$738.48
CLARKE	MATTHEW FRANCIS	Plainclothes Police Constable	\$ 118,060.12	\$686.42
GILFOY	LEAH DAWN	Detective Sergeant	\$ 118,052.30	\$737.72
MCCOURT	KEVIN	Plainclothes Police Constable	\$ 118,028.66	\$697.47
THIBODEAU	JOHN ROBERT	Sergeant	\$ 118,023.67	\$708.56
HAFIZ	AMIN	Sergeant	\$ 117,983.26	\$717.06
BOPARA	GURMOKH	Sergeant	\$ 117,965.19	\$701.67
MORSE	STEPHEN	Detective Sergeant	\$ 117,950.37	\$744.60
LAUFER	PETER	Sergeant	\$ 117,949.98	\$717.06
RICHMOND	MICHAEL KENNETH	Detective Sergeant	\$ 117,909.54	\$740.47
YU	KA WAI ERIC	Police Constable	\$ 117,908.59	\$662.06
MCLEAN	NANCY MARY	Sergeant	\$ 117,895.39	\$708.56
DESROCHERS	ROGER HENRI	Detective	\$ 117,848.57	\$701.67
DA SILVA	JOSE	Police Constable	\$ 117,835.41	\$306.61
DEAN	JESSE RUSSELL	Plainclothes Police Constable	\$ 117,805.27	\$678.70
DESILVA	JULIUS THEODORE	Senior Analyst	\$ 117,797.67	\$280.88
JAMSHIDI	JOSHUA PAYAM	Detective Sergeant	\$ 117,797.47	\$730.70
RETSINAS	PANAGIOTA	Police Constable	\$ 117,769.89	\$676.70
BRETT	BRYAN DONALD	Police Constable	\$ 117,756.46	\$662.93
CHOW	HAROLD	Sergeant	\$ 117,738.13	\$711.97
GRIALDI	THIERRY	Detective	\$ 117,725.96	\$708.56

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WALKER	SCOTT JAMES	Police Constable	\$ 117,716.32	\$662.93
AIKMAN	SCOTT DOUGLAS	Plainclothes Police Constable	\$ 117,709.06	\$693.44
HUNG	JAMES	Staff Sergeant	\$ 117,674.95	\$731.34
SINGH	ANGADVIR	Detective	\$ 117,674.57	\$701.67
ZIELENIEWSKI	STANLEY	Police Constable	\$ 117,673.56	\$684.37
WRAY	TERRENCE	Detective	\$ 117,673.17	\$717.06
RICCIARDI	MARCO	Police Constable	\$ 117,658.56	\$669.95
GIEDROYC	KAROL ZYGMUNT	Detective Sergeant	\$ 117,641.40	\$312.74
HO	KENNY KONG-LEUNG	Staff Sergeant	\$ 117,625.87	\$730.70
CANNATA	DAVID	Plainclothes Police Constable	\$ 117,619.47	\$700.32
KHOSHBOOI	ALI NADER	Plainclothes Police Constable	\$ 117,587.44	\$666.29
CLARK	PRESTON MICHAEL	Plainclothes Police Constable	\$ 117,582.89	\$686.42
HOGAN	JAMES	Detective Sergeant	\$ 117,564.44	\$596.06
HORTON	BRIAN	Police Constable	\$ 117,534.45	\$679.56
WRONG	JASON CHRISTOPHER	Police Constable	\$ 117,527.34	\$684.37
SIDHU	ARVIND PRAKASH	Police Constable	\$ 117,526.55	\$669.95
DENTON	MARK	Plainclothes Police Constable	\$ 117,512.40	\$700.32
HOUSTON	DEBRA	Staff Sergeant	\$ 117,496.83	\$738.97
POYNTER	CHRISTOPHER REX	Police Constable	\$ 117,496.10	\$669.95
GILLAN	JEFFREY JOHN	Plainclothes Police Constable	\$ 117,476.68	\$686.42
SADLER	STEPHEN	Sergeant	\$ 117,456.24	\$717.06
JIMENEZ	FRANCISCO RAUL	Police Constable	\$ 117,448.63	\$662.93
KOVACIC	JOSEPH MARK	Police Constable	\$ 117,445.76	\$669.95
O'DONOVAN	STEPHEN	Sergeant	\$ 117,430.36	\$717.06
HAFFEJEE	FAZAL MOHAMMED	Plainclothes Police Constable	\$ 117,412.06	\$681.54
DREWS	JASON	Plainclothes Police Constable	\$ 117,409.88	\$686.42
EAGLESON	DAWN MICHELLE	Detective	\$ 117,407.86	\$701.67
GLAVIN	LYDIA STEPHANY	Detective Sergeant	\$ 117,401.27	\$737.72
LINDSAY	HOWARD ROSS	Sergeant	\$ 117,378.69	\$717.06
SMITH	KEITH	Staff Sergeant	\$ 117,371.90	\$739.50
GRIFFITHS	SEAN RONALD	Sergeant	\$ 117,355.11	\$717.06
FRANKLIN	RICHARD	Plainclothes Police Constable	\$ 117,346.18	\$700.32
CATON	MATTHEW MICHAEL	Plainclothes Police Constable	\$ 117,335.00	\$686.42
BRITTON	FRANCES	Sergeant	\$ 117,329.63	\$717.06
GILBERT	DONNA ELLEN	Information Security Officer	\$ 117,315.15	\$728.13
MC CONNELL	SHAWN LAWRENCE	Police Constable	\$ 117,310.91	\$658.58
SHUTT	SCOTT DAVID	Plainclothes Police Constable	\$ 117,309.46	\$686.42
KHAWAJA	SUHAIL RASHID	Police Constable	\$ 117,252.39	\$662.93
HILTON	TYRONE CHRISTOPHER	Detective	\$ 117,242.23	\$701.67
QUIGG	MARTIN	Staff Sergeant	\$ 117,211.25	\$737.46
STEVENSON	BRENDAN LEIGH	Plainclothes Police Constable	\$ 117,164.84	\$686.42
GIBSON	ROGER	Sergeant	\$ 117,154.25	\$717.06
THORNTON	AMANDA DORIS	Detective	\$ 117,147.78	\$701.67
LEONE	MICHIELE MARIO	Detective Sergeant	\$ 117,123.89	\$737.72
ROBBINS	KEVIN SHAUN	Plainclothes Police Constable	\$ 117,115.18	\$681.80
THERIAULT	JOHN	Detective	\$ 117,108.03	\$717.06
CANNELLA	ANGELO GIUSEPPE	Police Constable	\$ 117,077.93	\$669.95
CAREFOOT	TODD	Plainclothes Police Constable	\$ 117,052.92	\$700.32
LEBLANC	ADAM LIONEL	Plainclothes Police Constable	\$ 117,046.14	\$686.42
MCGINN	MICHAEL JOSEPH	Plainclothes Police Constable	\$ 117,019.36	\$686.42
GREIG	ROBERT	Detective	\$ 116,987.11	\$717.06
DAWSON	SHANNON INEZ	Detective	\$ 116,985.27	\$701.93
LABELLE	JOSEPH	Police Constable	\$ 116,982.98	\$629.28
SMITH	LAWRENCE OLIVER	Staff Sergeant	\$ 116,979.73	\$737.72
SPITZIG	GERARD	Plainclothes Police Constable	\$ 116,973.59	\$700.32
SMITH	STEPHEN PATRICK	Detective	\$ 116,972.16	\$701.67
HUNT	ROBERT	Detective	\$ 116,962.93	\$717.06
VELLEND TAYLOR	KATHARINE	Sergeant	\$ 116,958.61	\$370.78
DI POCE	EMILIO	Detective	\$ 116,947.64	\$717.06
CAMPBELL	DOUGLAS	Sergeant	\$ 116,920.04	\$717.06
SIMON	DUANE	Police Constable	\$ 116,863.36	\$684.37
FRITZ	GORDON	Plainclothes Police Constable	\$ 116,847.23	\$700.32
ARNOTT	ROBERT WILLIAM	Plainclothes Police Constable	\$ 116,834.20	\$700.32
FOWLER	WAYNE LEONARD	Detective	\$ 116,832.52	\$717.06
PARSONS	STUART MAGRUDER	Plainclothes Police Constable	\$ 116,832.37	\$700.32
HAROON	USMAN	Police Constable	\$ 116,830.15	\$662.93
MALENFANT	ANDREW DEREK	Plainclothes Police Constable	\$ 116,828.38	\$686.42
SARVANANDAN	BAHEERATHAN	Plainclothes Police Constable	\$ 116,815.79	\$686.42
ACCIAROLI	SHERI DARLENE	Detective	\$ 116,815.21	\$701.67
RICHE	SCOTT LESLIE	Plainclothes Police Constable	\$ 116,802.83	\$684.59
KISIELEWSKI	DARIUSZ	Police Constable	\$ 116,787.12	\$684.37

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
TEIXEIRA	MARIO JORGE	Staff Sergeant	\$ 116,786.89	\$732.32
ALLEN	MICHAEL DAVID	Detective	\$ 116,785.97	\$701.67
DUROCHER	DAVID LEONARD	Police Constable	\$ 116,760.12	\$665.53
JONGDONG	LHAWANG TOPGYAL	Detective	\$ 116,758.48	\$701.67
WHITE	WILLIAM	Sergeant	\$ 116,734.96	\$697.90
THOMPSON	MARLAND FINLAY	Plainclothes Police Constable	\$ 116,720.45	\$686.42
VERSPEETEN	BRADLEY DENNIS	Plainclothes Police Constable	\$ 116,710.70	\$678.70
CLARKE	DOUGLAS	Plainclothes Police Constable	\$ 116,708.40	\$700.32
RIPCO	MARK	Detective	\$ 116,686.36	\$669.84
NORSKI	PRZEMYSLAW	Plainclothes Police Constable	\$ 116,678.77	\$678.70
CHOE	ROBERT	Detective	\$ 116,646.81	\$339.65
LI	BOYD	Detective	\$ 116,615.97	\$701.67
GAUTHIER	LEO	Detective	\$ 116,590.76	\$710.11
HILL	SHANE	Detective	\$ 116,577.65	\$708.56
LOMBARDI	LORENZO	Detective	\$ 116,576.63	\$717.06
HALJASTE	MARK HARIVALD	Police Constable	\$ 116,566.06	\$675.34
OZKAN	NEDIM	Senior Analyst	\$ 116,554.63	\$280.88
ARMSTRONG	RICHARD DAVID	Staff Sergeant	\$ 116,551.88	\$312.74
BRANTON	SHANE	Staff Sergeant	\$ 116,547.88	\$422.92
FERGUSON	SCOTT CAVANAGH	Detective	\$ 116,547.88	\$737.72
LATTER	JORDAN CHRISTOPHER	Detective Sergeant	\$ 116,547.88	\$737.72
GARRISON	HEIDI ELSIE	Detective Sergeant	\$ 116,547.88	\$312.74
TRUBECKI	ROBERT	Detective	\$ 116,544.82	\$717.06
MOYER	MATTHEW IGNATIUS	Staff Sergeant	\$ 116,543.50	\$723.68
ZAJAC	DAVID	Detective	\$ 116,541.12	\$717.06
ROUETTE	JOSEPH MICHEL	Sergeant	\$ 116,541.11	\$717.06
HUSAIN	MOHAMMED SALEEM	Detective	\$ 116,521.85	\$701.93
MACLEAN	RODERICK	Sergeant	\$ 116,467.18	\$717.06
CAPIZZO	GIUSEPPE DINO	Detective	\$ 116,466.73	\$708.56
MCLEISH	PATRICIA LOUISE	Senior Technical Analyst	\$ 116,457.96	\$280.88
POULIN	MARTIN FABIAN	Detective	\$ 116,454.23	\$701.67
MILES	JEREMY OLIVER	Plainclothes Police Constable	\$ 116,438.69	\$686.42
HARTFORD	THOMAS JOSEPH	Detective	\$ 116,432.01	\$292.08
REIMER	THOMAS ARTHUR	Plainclothes Police Constable	\$ 116,408.66	\$666.29
ZAMPARO	DANIEL VALENTINO	Plainclothes Police Constable	\$ 116,403.60	\$686.42
NANTON	JASON STANLEY	Police Constable	\$ 116,389.85	\$662.93
ODISHO	ASHUR	Police Constable	\$ 116,361.58	\$662.93
DI PASSA	JULIE	Detective	\$ 116,360.97	\$292.08
PELLETIER	CHRISTIAN JOSEPH	Police Constable	\$ 116,355.00	\$669.95
BOIS	PAUL ROBERT	Sergeant	\$ 116,353.11	\$701.67
NUNES	MARIA	Plainclothes Police Constable	\$ 116,344.49	\$693.44
STEFFLER	RODNEY MORRIS	Police Constable	\$ 116,342.82	\$669.95
KARPIK	JAMES	Police Constable	\$ 116,341.64	\$684.37
HODGINS	MARK GREGORY	Police Constable	\$ 116,335.14	\$669.95
SMITH	DEAN LARENY	Plainclothes Police Constable	\$ 116,273.50	\$693.44
TAKEDA	ROBERT	Detective	\$ 116,256.79	\$717.06
HIGO	TODD ELLIOT	Plainclothes Police Constable	\$ 116,230.93	\$691.88
BEREZOWSKI	JOHN	Detective	\$ 116,226.96	\$717.06
DUTHIE	ROBERT	Sergeant	\$ 116,214.46	\$717.06
DICKIE	CRAIG WILLIAM	Police Constable	\$ 116,194.16	\$669.95
OAKES	JAMES	Plainclothes Police Constable	\$ 116,190.25	\$694.52
PATTERSON	ROBERT	Sergeant	\$ 116,159.42	\$708.56
BAYES	JOHN ARTHUR	Police Constable	\$ 116,126.65	\$669.95
HURLEY	JASON LESLIE	Police Constable	\$ 116,125.07	\$662.93
MANSON	SANDRA	Sergeant	\$ 116,123.84	\$717.06
JOHNSTON	BRENT ANDREW	Plainclothes Police Constable	\$ 116,110.53	\$686.42
MARCHEN	MICHAEL	Plainclothes Police Constable	\$ 116,070.55	\$700.32
DUNLOP	JOHN PAUL	Detective	\$ 116,055.61	\$717.06
BEAUSOLEIL	MARC	Plainclothes Police Constable	\$ 116,050.22	\$696.19
SAVILLE	JASON LESLIE	Police Constable	\$ 116,049.21	\$669.95
LOPES	JUDE ALEXANDER	Detective	\$ 116,024.44	\$701.67
GIBILLINI	RICHARD	Sergeant	\$ 116,014.43	\$717.06
BELANGER	DANIEL JOSEPH	Sergeant	\$ 115,992.15	\$708.56
WATERS	JASON ROY	Detective	\$ 115,983.83	\$701.67
BRYL	BOGUMIL	Police Constable	\$ 115,972.59	\$684.37
DHOUM	MUNISH	Plainclothes Police Constable	\$ 115,957.11	\$671.99
D'SILVA	ALLISTER	Plainclothes Police Constable	\$ 115,938.88	\$686.42
WALLACE	ROBERT BOYD	Plainclothes Police Constable	\$ 115,914.27	\$686.42
MCCULLOUGH	KRISTAL KASHMIR	Plainclothes Police Constable	\$ 115,901.22	\$684.34
BRESSAN	LORENZO	Detective	\$ 115,883.68	\$717.06
KERR	ROBERT	Police Constable	\$ 115,869.69	\$684.37

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
DAVIS	JASON BRIAN	Plainclothes Police Constable	\$ 115,852.64	\$678.09
WHITLA	RONALD	Detective	\$ 115,838.86	\$717.06
LAMBIE	DARRYL BRADLEY	Police Constable	\$ 115,837.43	\$662.93
BRITO	SERGIO AGOSTINHO	Police Constable	\$ 115,836.73	\$667.20
BURNETT	ANSON RICHARD	Police Constable	\$ 115,829.64	\$665.53
ENTWISTLE	DAVID	Detective	\$ 115,800.83	\$717.06
VO	THAO BA	Plainclothes Police Constable	\$ 115,785.88	\$686.42
COLLINS	ROBERT SCOTT	Sergeant	\$ 115,768.52	\$717.06
SHAW	RICHARD JAMES	Plainclothes Police Constable	\$ 115,765.00	\$678.70
ESCUDERO WHU	TSUI-CHEE	Project Leader	\$ 115,763.35	\$303.15
ALEKSANDROWICZ	LUKASZ	Police Constable	\$ 115,759.42	\$662.93
SHREERAM	AMAR	Plainclothes Police Constable	\$ 115,753.11	\$686.42
BORSBOOM	MARCELINUS HENDRIKUS	Plainclothes Police Constable	\$ 115,745.76	\$686.42
RAMESAR	VICTOR	Sergeant	\$ 115,728.06	\$717.06
JENKINS	ALLEN	Sergeant	\$ 115,700.26	\$292.08
MURRAY-BATES	KERRY-ANNE	Senior Operations Supervisor	\$ 115,690.57	\$713.15
WALLACE	JOHN DAVID	Plainclothes Police Constable	\$ 115,674.94	\$686.42
JOHNSTON	CHARLES	Sergeant	\$ 115,671.11	\$708.56
BROWNE	JIMMY	Sergeant	\$ 115,649.40	\$717.06
DALE	DONALD	Sergeant	\$ 115,639.98	\$717.06
GIBSON	NATHAN EDWARD	Plainclothes Police Constable	\$ 115,637.23	\$678.70
THORNING	SHIRLEY	Staff Sergeant	\$ 115,636.50	\$732.32
PAYTON	HOWARD LEWIS	Sergeant	\$ 115,633.96	\$717.06
CARGILL	PAUL SCOTT	Detective	\$ 115,612.61	\$708.56
HANCOCK	KIMBERLY	Detective	\$ 115,609.23	\$717.06
LITTLE	DAVID	Plainclothes Police Constable	\$ 115,600.29	\$700.32
FOUGERE	CORY TRENTON	Police Constable	\$ 115,592.49	\$684.59
COOMBS	ALBERT GEORGE	Plainclothes Police Constable	\$ 115,592.04	\$700.32
JONES	COREY LEE	Sergeant	\$ 115,590.61	\$701.67
DURY	BENJAMIN MICHAEL	Detective	\$ 115,558.41	\$701.93
STE-CROIX	BRADLEY	Plainclothes Police Constable	\$ 115,557.94	\$681.66
PISCHEDDA	MARK STEPHEN	Plainclothes Police Constable	\$ 115,556.26	\$686.42
CAMPBELL	BRYAN EDWARD	Detective	\$ 115,555.12	\$701.67
HIBBELN	PHILIP JOSEPH	Detective	\$ 115,524.75	\$292.08
SYRMBOS	TOM ANASTASIOS	Police Constable	\$ 115,492.12	\$682.76
HARLOCK	DAVID	Sergeant	\$ 115,482.31	\$717.06
HENKEL	HEINZ	Detective	\$ 115,467.42	\$717.06
CAKEBREAD	ALAN WILLIAM	Detective	\$ 115,448.93	\$708.56
CAMPBELL	DEBORAH ANNE	Senior Operations Supervisor	\$ 115,357.29	\$713.15
MCNEIL	RONALD	Detective	\$ 115,335.68	\$717.06
KHURSHID	SHEIKH AHMAD	Police Constable	\$ 115,322.39	\$668.42
SAMM	SAMUEL JUNIOR	Sergeant	\$ 115,317.47	\$708.56
MUSCLOW	CLAUDE	Sergeant	\$ 115,300.43	\$715.78
TRENOUTH	BRADLEY ROBERT	Police Constable	\$ 115,295.53	\$662.93
D'SOUZA	TYRON IAN	Police Constable	\$ 115,275.64	\$662.93
KARGES	BRADLEY JOSEPH	Police Constable	\$ 115,269.15	\$669.95
DHATT	RUBINDER	Sergeant	\$ 115,246.06	\$701.67
WHITE	MARILYN EDNA	Detective	\$ 115,241.04	\$717.06
BUCKLEY	DONALD	Sergeant	\$ 115,237.70	\$717.06
ADAM	BARBARA ANNE	Detective	\$ 115,237.08	\$708.56
CIESLIK	SUSAN HELENA	Plainclothes Police Constable	\$ 115,219.25	\$700.32
MAGEE	BRYAN GERALD	Plainclothes Police Constable	\$ 115,208.88	\$680.58
TOHM	DARIK GORDON	Police Constable	\$ 115,196.82	\$684.37
MISTEROWICZ	RICHARD JOHN	Sergeant	\$ 115,183.29	\$685.16
CASTELLUCCI	ANTHONY	Sergeant	\$ 115,178.65	\$715.78
SPELMAN	BRENDAN JAMES	Plainclothes Police Constable	\$ 115,177.19	\$696.33
DRURY	PAUL	Detective	\$ 115,172.12	\$575.40
DUGAN	ERIC	Sergeant	\$ 115,164.32	\$717.06
SHIELDS	GAIL PATRICIA	Police Constable	\$ 115,145.85	\$681.27
WINCHESTER	JOHN	Police Constable	\$ 115,140.79	\$684.37
VELAUTHAM	KARTHIGESAN	Sergeant	\$ 115,124.49	\$708.56
BUSTOS	HARRY SANTIAGO	Police Constable	\$ 115,117.59	\$662.93
SMALL	CHRISTOPHER DOUGLAS	Police Constable	\$ 115,109.97	\$662.93
KOLAR	ANDREW	Plainclothes Police Constable	\$ 115,105.60	\$700.32
HRYHORSKY	MICHAEL THOMAS	Plainclothes Police Constable	\$ 115,089.38	\$686.42
ZYCH	STEFAN	Police Constable	\$ 115,080.45	\$684.37
THOMAS	ROBERT	Detective	\$ 115,051.74	\$717.06
BURGESS	TROY	Sergeant	\$ 115,009.92	\$717.06
TALBOT	DARRYL THOMAS	Sergeant	\$ 115,007.91	\$661.34
MAHONEY	JULIE	Plainclothes Police Constable	\$ 115,003.07	\$700.32
GOODWIN	RALPH	Sergeant	\$ 115,002.94	\$649.01

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
THOMPSON	PAUL ANTHONY	Police Constable	\$ 114,991.94	\$676.45
EVEREST	JOHN ALFRED	Sergeant	\$ 114,930.19	\$717.06
NORTON	DAVID JOHN	Detective	\$ 114,893.03	\$701.67
MCCULLOCH	MICHAEL	Detective	\$ 114,888.95	\$708.56
TJERKSTRA	ROELOF	Sergeant	\$ 114,879.51	\$717.06
STIBBE	ROBERT LEE	Plainclothes Police Constable	\$ 114,874.77	\$679.10
REID	JONATHAN DOUGLAS	Detective	\$ 114,856.67	\$605.69
HEALY	MICHAEL DAVID	Detective	\$ 114,852.22	\$717.06
LONG	JOHN MICHAEL	Police Constable	\$ 114,835.25	\$684.37
LIPSEY	WILLIAM NORMAN	Police Constable	\$ 114,803.62	\$669.95
CARTER	MARVA MARIE	Project Leader	\$ 114,800.68	\$303.15
SIEVERS	JOHN	Sergeant	\$ 114,798.74	\$710.11
WOJDYLO	HENRYK	Sergeant	\$ 114,788.62	\$717.06
CORREIA	JEFFERY	Plainclothes Police Constable	\$ 114,781.83	\$678.70
MUSAH	ISHMAIL	Sergeant	\$ 114,777.85	\$701.67
LOUHIKARI	RENATA	Sergeant	\$ 114,663.33	\$717.06
ARMSTRONG	FREDERICK SHANE	Plainclothes Police Constable	\$ 114,660.87	\$686.42
MANCUSO	ANITA MARIA	Plainclothes Police Constable	\$ 114,657.77	\$700.32
MCLEOD	MATTHEW ALEXANDER	Plainclothes Police Constable	\$ 114,647.41	\$681.80
BERG	MICHAEL ANDREW	Sergeant	\$ 114,643.24	\$701.67
ALTOBELLO	DOMENIC JOESPH	Plainclothes Police Constable	\$ 114,642.05	\$678.70
MORELL	ADAM	Police Constable	\$ 114,639.21	\$679.56
NEWTON	DEEDEE	Detective	\$ 114,627.72	\$717.06
GRONDIN	SCOTT WILLIAM	Plainclothes Police Constable	\$ 114,611.60	\$686.42
STEIN	WARREN MARK	Sergeant	\$ 114,607.17	\$701.67
ALEXANDER	CHARLES BOLTON	Detective	\$ 114,583.30	\$717.06
PAK	ANDREW JIN-HO	Plainclothes Police Constable	\$ 114,577.68	\$686.42
DOREY	JOSEPH THOMAS	Project Leader	\$ 114,562.18	\$303.15
EUTENEIER	SIMON QUINCEY	Police Constable	\$ 114,557.96	\$658.58
COXON	SHAWNA MICHELLE	Staff Sergeant	\$ 114,553.37	\$730.70
LEE	DEREK RICHARD	Police Constable	\$ 114,544.92	\$676.70
CLEMENS	JEFFREY	Sergeant	\$ 114,522.47	\$386.06
PERINO	KENNETH VINCENT	Police Constable	\$ 114,484.05	\$662.06
MAILER	STEVEN	Plainclothes Police Constable	\$ 114,475.73	\$686.42
MILDENBERGER	KAINE JOHANN	Plainclothes Police Constable	\$ 114,463.58	\$686.42
MEDEIROS	ANDY	Plainclothes Police Constable	\$ 114,453.84	\$686.42
KANG	GURJOT SINGH	Police Constable	\$ 114,441.09	\$662.93
SPENCER	LAURA ELIZABETH	Police Constable	\$ 114,434.36	\$678.14
CHANT	JAMES ELLIOT	Plainclothes Police Constable	\$ 114,419.20	\$686.42
MURPHY	JOHN	Sergeant	\$ 114,369.44	\$717.06
MCCONKEY	RONALD FRANK	Police Constable	\$ 114,356.68	\$684.37
AKESON	AARON JOSEPH	Plainclothes Police Constable	\$ 114,354.24	\$686.42
JOHNSON	JENNIFER ANNE	Staff Sergeant	\$ 114,345.22	\$730.70
SEABAN	MICHAEL GEORGE	Police Constable	\$ 114,344.89	\$662.93
DAMANI	ZAHIR	Project Leader	\$ 114,311.73	\$303.15
LINQUIST	DARRYL ANDREW	Detective	\$ 114,310.19	\$701.67
GILL	AMANPREET SINGH	Police Constable	\$ 114,299.30	\$669.95
GIBSON	ANDREW NEIL	Sergeant	\$ 114,291.11	\$713.54
COLLYMORE	BRIAN MATTHEW	Police Constable	\$ 114,249.18	\$662.93
PHAIR	MARK GORDON	Sergeant	\$ 114,238.73	\$708.56
CHEUNG	CHING TIN	Sergeant	\$ 114,222.38	\$701.67
LOGAN	BEVERLEY	Sergeant	\$ 114,198.69	\$717.06
GRACE	TIMOTHY	Plainclothes Police Constable	\$ 114,197.39	\$681.67
BOYER	DENIS	Plainclothes Police Constable	\$ 114,187.47	\$700.32
BOULET	SCOTT	Detective	\$ 114,178.70	\$717.06
KARJALAINEN	TREVOR VINCENT	Plainclothes Police Constable	\$ 114,172.34	\$696.19
FERGUSON	STEPHEN	Detective	\$ 114,170.86	\$717.06
JOHNSTONE	ADRIANNE	Staff Sergeant	\$ 114,142.39	\$730.70
O'DRISCOLL	DENNIS	Plainclothes Police Constable	\$ 114,120.07	\$700.32
SCOTT	GORDON	Detective	\$ 114,120.01	\$717.06
BOSSERT	DENNIS	Police Constable	\$ 114,112.18	\$676.70
BENALLICK	MARK DANIEL	Detective	\$ 114,112.11	\$708.56
JAMISON	JAMES WILLIAM	Police Constable	\$ 114,106.11	\$244.97
SERRANO	MATTHEW ANTONIO	Plainclothes Police Constable	\$ 114,037.28	\$678.70
CLARK	DAVID JAMES	Plainclothes Police Constable	\$ 114,030.17	\$686.42
CLARKE	STACYANN MARIA	Detective	\$ 114,022.41	\$701.67
ALEXA	BRENDAN JAMES	Police Constable	\$ 114,015.39	\$675.34
WRIGHT	LESTER	Detective	\$ 113,999.18	\$717.06
THOMPSON	ELSIE TINA	Supervisor	\$ 113,991.20	\$303.15
SEN	TAPAN KUMAR	Project Leader	\$ 113,983.53	\$303.15
LEE	RANDALL JAMES	Sergeant	\$ 113,964.35	\$701.67

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
HOLDER	PAUL	Plainclothes Police Constable	\$ 113,961.91	\$693.44
BROWN	JACQUELINE	Plainclothes Police Constable	\$ 113,960.32	\$693.44
CLARK	DANA JOHN	Plainclothes Police Constable	\$ 113,949.82	\$686.42
BRYAN	KEITH XAVIER	Sergeant	\$ 113,948.62	\$717.06
NASNER	STEFAN	Plainclothes Police Constable	\$ 113,943.09	\$700.32
MARSHALL	KIRWIN	Sergeant	\$ 113,938.52	\$708.56
HREPIC	MARIO	Sergeant	\$ 113,936.85	\$708.56
INGLEY	PAUL LEO	Plainclothes Police Constable	\$ 113,935.13	\$675.65
ASKIN	PAUL ALEXANDER	Plainclothes Police Constable	\$ 113,934.56	\$686.42
TEIXEIRA	ANDREW PEREIRA	Plainclothes Police Constable	\$ 113,917.34	\$686.42
FEAGAN	GREGORY DAVID	Plainclothes Police Constable	\$ 113,913.01	\$686.42
LENFESTY	SEAN	Detective Sergeant	\$ 113,890.80	\$730.70
PETERS	CORNELIUS	Police Constable	\$ 113,889.75	\$669.95
HENDERSON	GEOFFREY PAUL	Police Constable	\$ 113,866.62	\$669.95
CORDEIRO	ELIZABETT MARIA	Sergeant	\$ 113,847.79	\$645.60
MACNEIL	STEVEN JAMES	Plainclothes Police Constable	\$ 113,840.21	\$686.42
STEWART	KERRY MARIE	Plainclothes Police Constable	\$ 113,839.25	\$678.70
KARRAS	STELLA STAUROULA	Sergeant	\$ 113,834.69	\$701.67
ILSON	DANIEL JAMES	Plainclothes Police Constable	\$ 113,831.05	\$678.70
VANDALL	MARTIN PHILIP	Sergeant	\$ 113,775.87	\$717.06
BLAIR	JEFFREY KELVIN	Police Constable	\$ 113,769.24	\$669.95
LEAL	JASON DAVID	Plainclothes Police Constable	\$ 113,744.96	\$683.98
NIEZEN	MARK	Sergeant	\$ 113,738.23	\$717.06
LENTSCH	PAUL TONY	Detective	\$ 113,733.15	\$701.67
SOVA	DANIEL	Detective	\$ 113,720.35	\$717.06
GOULAH	ANTHONY LEO	Plainclothes Police Constable	\$ 113,716.35	\$686.42
FRY	RONALD	Sergeant	\$ 113,715.09	\$717.06
RABBITO	CORRADO	Plainclothes Police Constable	\$ 113,707.34	\$686.42
SPRATT	ALAN	Detective	\$ 113,699.85	\$622.62
MAHARAJ	ZALINA	Supervisor	\$ 113,672.45	\$303.15
NACCARATO	JOSE	Project Leader	\$ 113,663.06	\$715.73
BAINARD	PAUL CRAIG	Sergeant	\$ 113,659.87	\$717.06
KLODT	SHAWN EDWARD	Plainclothes Police Constable	\$ 113,656.19	\$693.44
CAISSIE	PAUL	Sergeant	\$ 113,640.31	\$717.06
STEPANENKO	ELENA	Plainclothes Police Constable	\$ 113,638.79	\$679.01
DUNCAN	PHILLIP ZVI	Plainclothes Police Constable	\$ 113,630.36	\$686.42
SUONGAS	CHRIS	Sergeant	\$ 113,620.72	\$717.06
SAGER	LAWRENCE	Sergeant	\$ 113,618.30	\$713.86
FOTOPOULOS	GEORGE	Sergeant	\$ 113,609.23	\$713.86
THERIAULT	ANGELA	Sergeant	\$ 113,602.82	\$717.06
KIS	ANDREW	Sergeant	\$ 113,597.69	\$717.06
VALERIO	JOHN	Detective	\$ 113,568.28	\$717.06
BUTLER	PHILIP MICHAEL	Plainclothes Police Constable	\$ 113,566.46	\$678.70
JONES	LEANNE	Sergeant	\$ 113,557.30	\$715.78
PENTON	SHANE STEPHEN	Sergeant	\$ 113,556.14	\$701.67
MACINNIS	ROBERT FRANCIS	Detective	\$ 113,554.99	\$708.56
LOCKE	DONOVAN	Sergeant	\$ 113,523.33	\$654.45
LOCKEN	ALAN	Sergeant	\$ 113,519.66	\$717.06
ANGUS	JOHN DOUGLAS	Plainclothes Police Constable	\$ 113,516.51	\$674.22
CAMPANILE	EMANUELE	Sergeant	\$ 113,502.52	\$717.06
KAVANAGH	TIMOTHY	Sergeant	\$ 113,484.75	\$717.06
JAMES	BRIAN STEVEN	Police Constable	\$ 113,483.31	\$669.95
DAFOE	DALE	Detective	\$ 113,475.48	\$717.06
PETERSEN	KRISTAN MATHEW	Plainclothes Police Constable	\$ 113,468.23	\$686.42
CLARK	RUSSELL	Sergeant	\$ 113,444.24	\$717.06
ANTOINE	KEVIN FRANCIS	Police Constable	\$ 113,424.25	\$682.76
VILLEMAIRE	DOUGLAS STEPHEN	Police Constable	\$ 113,411.67	\$684.37
PLUNKETT	PATRICK JOHN	Plainclothes Police Constable	\$ 113,411.34	\$686.42
UHRICH	ALLAN JOSEPH	Sergeant	\$ 113,380.28	\$717.06
VERWEY	ALBERT	Detective	\$ 113,366.16	\$717.06
YOUNGER	CHAD ANDREW	Plainclothes Police Constable	\$ 113,356.60	\$686.42
TURNBULL	RONALD JAMES	Systems Integration Specialist	\$ 113,351.45	\$303.15
RIBEIRO	REUBEN FRANCIS	Plainclothes Police Constable	\$ 113,346.03	\$672.60
MORGAN	DANIEL PHILIP	Plainclothes Police Constable	\$ 113,296.03	\$678.70
ROBERTS	DAVID	Detective	\$ 113,282.01	\$717.06
WATTS	GREGORY MILES	Sergeant	\$ 113,261.25	\$701.67
OLIVER	MATTHEW TYLER	Plainclothes Police Constable	\$ 113,234.11	\$686.42
ALEXANDER	LYNNE MARIE	Plainclothes Police Constable	\$ 113,233.16	\$686.16
KNIGHT	JULIE	Plainclothes Police Constable	\$ 113,227.00	\$700.32
KLAAS	PETER	Plainclothes Police Constable	\$ 113,211.88	\$686.42
COURT	ANDREW JAMES	Police Constable	\$ 113,198.00	\$662.93

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
IANCU	VLADIM ADRIAN	Police Constable	\$ 113,194.60	\$662.93
HOWELL	WAYNE VINCENT	Plainclothes Police Constable	\$ 113,187.49	\$686.42
WILLIAMS	MICHAEL JAMES	Sergeant	\$ 113,183.78	\$701.67
BUTT	CELESTE BARBARA	Sergeant	\$ 113,170.47	\$683.99
HAGERMAN	DAVID	Police Constable	\$ 113,158.76	\$694.22
MURRAY	ALICIA MARIE	Plainclothes Police Constable	\$ 113,139.65	\$686.42
TSO	WING-IP	Sergeant	\$ 113,139.27	\$710.11
CLARK	STEVEN	Detective	\$ 113,136.82	\$717.06
CLEMENTS	HOWARD	Police Constable	\$ 113,114.05	\$684.37
DANIELS	JEFFERY CLARENCE	Plainclothes Police Constable	\$ 113,107.29	\$678.70
SOVA	DEBORAH	Detective Sergeant	\$ 113,085.38	\$726.24
HICKS	STEPHEN	Sergeant	\$ 113,069.47	\$717.06
FORDE	RYAN	Detective	\$ 113,038.63	\$701.67
ALDERDICE	JEFFERY PAUL	Sergeant	\$ 113,023.01	\$701.93
JAMES	GARY	Plainclothes Police Constable	\$ 113,020.08	\$700.32
COULTHARD	JASON MILES	Detective	\$ 113,009.07	\$701.67
PATHAK	SAMIP	Plainclothes Police Constable	\$ 113,006.99	\$673.21
GOWANLOCK	CAROL LYNN	Administrator Document Services	\$ 112,996.62	\$240.65
BISSONNETTE	PAUL MARCEL	Sergeant	\$ 112,984.80	\$694.79
WHITE	CATHERINE MARLENE	Sergeant	\$ 112,983.52	\$714.50
GRANATA	SALVATORE FRANCESCO	Sergeant	\$ 112,964.26	\$717.06
LEVERT	BRYCE STERLING	Police Constable	\$ 112,941.13	\$669.95
DOBBS	CHRISTIAN DANIEL	Plainclothes Police Constable	\$ 112,939.69	\$678.70
HESSE	GEOFFREY	Detective	\$ 112,938.34	\$717.06
WALKER	JOHN	Sergeant	\$ 112,923.61	\$717.06
STEWART	COLIN ALEXANDER	Detective	\$ 112,909.62	\$701.67
KENNEDY	GEOFFREY	Sergeant	\$ 112,907.97	\$717.06
CHAN	CHUN KWONG	Plainclothes Police Constable	\$ 112,906.25	\$693.44
FREEMAN	JEFFREY BRYANT	Police Constable	\$ 112,900.74	\$682.76
OH	DAVID JIN	Plainclothes Police Constable	\$ 112,858.50	\$678.70
LORTIE	MARC LEONEL	Plainclothes Police Constable	\$ 112,852.64	\$686.00
ZIVCIC	JOHN	Police Constable	\$ 112,843.00	\$662.93
MACCHEYNE	RICHARD DOUGLAS	Detective Sergeant	\$ 112,831.71	\$725.35
SANTIZO ORANTES	NELSON ALFREDO	Plainclothes Police Constable	\$ 112,827.88	\$681.80
BENNOCH	CHRISTOPHER JOHN	Police Constable	\$ 112,816.35	\$667.87
MASLOWSKI	BRIAN WERNER	Sergeant	\$ 112,777.76	\$701.67
DRAPACK	RYAN JOSEPH	Sergeant	\$ 112,764.38	\$695.77
CALLANAN	BRIAN MICHAEL	Detective	\$ 112,757.34	\$701.67
KOTAS	ARTUR JACEK	Sergeant	\$ 112,744.26	\$701.67
MARTIN	CAROLINE	Plainclothes Police Constable	\$ 112,730.34	\$700.32
COFFIN	PHILIP	Police Constable	\$ 112,710.14	\$684.37
WEST	JACK	Sergeant	\$ 112,707.13	\$717.06
CORREA	DAVID RODRIGUEZ	Detective	\$ 112,659.18	\$701.67
VINCENT	MATTHEW EDWARD	Project Leader	\$ 112,655.16	\$303.15
WINDMOLLER	THEODORE JOHN	Sergeant	\$ 112,654.41	\$717.06
MILLAR	JASON ANDREW	Plainclothes Police Constable	\$ 112,652.05	\$678.70
WANNAMAHER	JEFFREY MICHAEL	Plainclothes Police Constable	\$ 112,647.73	\$686.42
MCCLOREY	SEAN MICHAEL	Police Constable	\$ 112,644.85	\$693.61
GAUDET	DERRICK	Sergeant	\$ 112,644.41	\$710.11
TANOUE	JASON THOMAS	Plainclothes Police Constable	\$ 112,643.76	\$680.56
NEAL	PETER	Detective	\$ 112,641.52	\$292.08
THERRIEN	ALLAN	Police Constable	\$ 112,641.27	\$684.37
O'RIORDAN	WAYNE JAMES	Sergeant	\$ 112,626.92	\$697.68
HOOVER	BRADLEY	Detective	\$ 112,622.16	\$292.08
WEHBY	PETER MICHAEL	Detective	\$ 112,620.21	\$701.67
KARR	JOCELYN	Sergeant	\$ 112,612.24	\$717.06
CRUZ	ANTONIO RAMON	Plainclothes Police Constable	\$ 112,608.71	\$675.04
PARK	SUNG JIN	Plainclothes Police Constable	\$ 112,606.03	\$686.42
HAWCO	BERNARD THOMAS	Sergeant	\$ 112,602.01	\$714.50
LOVE	ALLEN ROBERT	Sergeant	\$ 112,583.34	\$701.67
WHELER	KATHERINE ANNE	Police Constable	\$ 112,581.72	\$677.27
SPRIGGS	BRETT HAROLD	Plainclothes Police Constable	\$ 112,575.97	\$686.68
TAIT	SCOTT JOHN	Plainclothes Police Constable	\$ 112,543.61	\$685.20
CRICHTON	NORMAN	Sergeant	\$ 112,541.03	\$717.06
FISHER	BRADLEY	Sergeant	\$ 112,532.37	\$715.78
MORRISON	MICHELLE YVETTE	Plainclothes Police Constable	\$ 112,518.26	\$700.32
BHATHAL	HARJEET SINGH	Police Constable	\$ 112,501.22	\$662.93
BACHLY	CHRISTOPHER DAVID	Sergeant	\$ 112,499.14	\$701.67
REID	KYLE THOMAS	Plainclothes Police Constable	\$ 112,497.15	\$686.42
NAIR	SAJEEV	Plainclothes Police Constable	\$ 112,495.51	\$686.42
TILLSLEY	JOHN	Detective	\$ 112,490.50	\$717.06

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
KERNOHAN	SUZANNE	Detective	\$ 112,486.27	\$717.06
MARTIN	PAUL GEORGE	Plainclothes Police Constable	\$ 112,478.66	\$686.42
HOUSTON	JEANETTE MARIE	Compensation and Benefits Analyst	\$ 112,460.69	\$825.49
SCHETTINI	ANTHONY	Detective	\$ 112,458.84	\$717.06
DUNCAN	MELISSA JOY	Plainclothes Police Constable	\$ 112,450.61	\$686.42
LOU	BING YU	Plainclothes Police Constable	\$ 112,448.30	\$686.42
WILLIAMS	DEIRDRE ELIZABETH	Board Administrator	\$ 112,427.15	\$280.88
ROBINSON	ANDREW CHARLES	Police Constable	\$ 112,421.15	\$675.34
MA	YU PAU (SYDNEY)	Plainclothes Police Constable	\$ 112,409.66	\$678.70
ROSS	WILLIAM	Police Constable	\$ 112,405.43	\$684.37
COWL	LAWRENCE	Sergeant	\$ 112,399.36	\$717.06
SPURLING	PETER	Sergeant	\$ 112,387.98	\$292.08
LALLA	LESTER ROYSON	Plainclothes Police Constable	\$ 112,384.63	\$686.42
WOODS	GARY	Sergeant	\$ 112,372.15	\$695.77
SHYMCHONAK	ANDREI	Police Constable	\$ 112,367.51	\$669.95
GENOVY	SHAUN	Detective	\$ 112,357.32	\$717.06
WALLACE	PETER	Sergeant	\$ 112,356.88	\$701.67
MOREIRA	JOHN	Detective	\$ 112,355.86	\$717.06
QUIJADA-MANCIA	JUAN CARLOS	Sergeant	\$ 112,348.59	\$701.67
RAMOS	LERMY	Assistant Manager of Accounting	\$ 112,346.91	\$823.35
LUCHETTA	MARK	Police Constable	\$ 112,341.40	\$646.97
PRICE	TIMOTHY JOHN	Police Constable	\$ 112,339.52	\$669.95
MORAES	TIMOTHY	Plainclothes Police Constable	\$ 112,301.37	\$693.44
SCOTT	PRESTON WAYNE	Plainclothes Police Constable	\$ 112,288.34	\$678.70
SO	CHRISTOPHER STUART	Plainclothes Police Constable	\$ 112,285.54	\$686.42
RADFORD	BARRY	Detective	\$ 112,276.53	\$717.06
MCDONALD	SPENCER MATTHEW	Detective	\$ 112,264.95	\$701.67
MACDUFF	JEFFERY JOHN	Sergeant	\$ 112,257.45	\$701.67
AWAD	ASHRAF SAMIR	Sergeant	\$ 112,251.31	\$701.67
POP	IAN	Plainclothes Police Constable	\$ 112,245.44	\$686.81
TUCKER	BRIAN DOUGLAS	Senior Technical Analyst	\$ 112,213.86	\$280.88
HOLLYWOOD	NEIL	Plainclothes Police Constable	\$ 112,206.08	\$693.44
HUTCHEON	WILLIAM	Detective	\$ 112,203.99	\$717.06
HIND	D'ARCY LIAM	Police Constable	\$ 112,193.69	\$682.76
HOLMES	JOHN	Sergeant	\$ 112,189.51	\$717.06
DAWSON	KEITH	Sergeant	\$ 112,177.11	\$717.06
RICHARDSON	ANDREW	Sergeant	\$ 112,172.51	\$614.12
MARTSENYUK	VADYM	Police Constable	\$ 112,161.79	\$662.93
POOLE	CANDICE JENNIFER	Police Constable	\$ 112,154.36	\$662.93
GIESCHE	CHAD ALLEN	Plainclothes Police Constable	\$ 112,123.73	\$686.42
KERR	SAMUEL WILLIAM	Police Constable	\$ 112,116.80	\$684.37
WINTER	JOHN	Sergeant	\$ 112,098.96	\$717.06
MCGHEE	MICHAEL	Sergeant	\$ 112,095.02	\$708.56
TURZA	JANICE	Sergeant	\$ 112,090.67	\$717.06
CERESOLI	MAURIZIO	Plainclothes Police Constable	\$ 112,078.44	\$686.42
O'BRIEN	SEAN	Sergeant	\$ 112,077.65	\$717.06
DUFFY	MARJORIE ARLEEN	Sergeant	\$ 112,075.27	\$708.56
TUPLING	ANN-MARIE	Detective	\$ 112,049.35	\$708.56
SAMSON	JEREMY CALVIN	Plainclothes Police Constable	\$ 112,044.89	\$674.13
VIGNA	RITA ELSA	Assistant Manager of Records Management	\$ 112,044.69	\$823.35
BENTLEY	CHRISTOPHER JOHN	Plainclothes Police Constable	\$ 112,039.26	\$686.42
MOREAU	PAUL ROBERT	Plainclothes Police Constable	\$ 112,027.49	\$686.42
GOODING	JOANNE MICHELE	Senior Administrator Civilian Recruitment	\$ 112,021.88	\$823.35
SMITH	ROHAN ALEXANDER	Police Constable	\$ 112,014.90	\$669.95
WILSON	CHRISTOPHER DAVID	Plainclothes Police Constable	\$ 112,010.03	\$661.94
BOPARA	GURWINDER	Detective	\$ 112,004.57	\$708.56
BYERS	DEREK JONATHAN	Sergeant	\$ 112,004.21	\$701.67
MORRIS	PETER NEIL	Training Constable	\$ 111,995.45	\$679.18
HARTFORD	DEBORAH	Detective	\$ 111,993.22	\$717.06
MURRAY	WILLIAM	Plainclothes Police Constable	\$ 111,991.35	\$700.32
SIMS	ANDREW MICHAEL	Police Constable	\$ 111,985.63	\$669.95
MCILWAIN	STEVEN GEORGE	Sergeant	\$ 111,978.51	\$717.06
SINCLAIR	IAN THOMAS	Plainclothes Police Constable	\$ 111,976.19	\$693.44
KOHL	BARBARA LOUISE	Detective	\$ 111,960.36	\$708.56
ROMITO	MARINO	Police Constable	\$ 111,949.92	\$669.95
MOED	JEREMY CLARK	Police Constable	\$ 111,949.00	\$669.95
GRAY	ROBERT	Sergeant	\$ 111,942.58	\$292.08
BORTOLUSS	JO-ANNE ELLEN	Police Constable	\$ 111,932.46	\$669.95
DARNLEY	STEVEN WILLIAM	Plainclothes Police Constable	\$ 111,915.32	\$686.42
MURPHY	LIAM	Sergeant	\$ 111,888.28	\$700.36
BAHULA	JAMES SIMON	Police Constable	\$ 111,886.02	\$642.32

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
CAMACHO	JOSE	Sergeant	\$ 111,874.51	\$717.06
O'DOHERTY	FRANK	Sergeant	\$ 111,863.89	\$292.08
CLAUDIO	DONALD	Police Constable	\$ 111,860.63	\$675.34
BLOWER	STUART WILLIAM	Sergeant	\$ 111,849.20	\$701.67
SEARLES	TREVOR	Sergeant	\$ 111,827.87	\$393.76
CIOFFI	MICHAEL ANTHONY	Plainclothes Police Constable	\$ 111,822.77	\$678.70
GREGORY	SANDRA	Sergeant	\$ 111,820.52	\$715.78
LEE	JAMES STANTON	Plainclothes Police Constable	\$ 111,802.33	\$681.80
VALENTINI	ENZO-LORETO	Police Constable	\$ 111,794.00	\$669.95
CHUNG	PHILIP	Detective	\$ 111,784.74	\$292.08
FRASER	SPENCER ROBERT	Plainclothes Police Constable	\$ 111,784.33	\$686.42
CENSONI	LORENZINO MICHAEL	Police Constable	\$ 111,773.72	\$662.93
EMIGH	DAVID	Sergeant	\$ 111,773.61	\$717.06
HUNT	CHRISTOPHER DAVID	Plainclothes Police Constable	\$ 111,770.31	\$678.70
CANNING	MARK	Training Constable	\$ 111,754.98	\$698.61
O'KANE	GERAID DAVID	Detective	\$ 111,750.92	\$701.67
MCCORMACK	JAMES	Detective	\$ 111,737.17	\$717.06
STRAVER	LAWRENCE	Sergeant	\$ 111,721.73	\$717.06
CAMPBELL	MARCIA	Sergeant	\$ 111,719.61	\$702.66
LOURENCO	ADAM COLIN	Plainclothes Police Constable	\$ 111,717.86	\$679.10
SHARMA	ATUL	Police Constable	\$ 111,712.07	\$662.93
SIDHU	SARBJEET KAUR	Police Constable	\$ 111,708.76	\$684.59
GRANBERG	DINO	Detective	\$ 111,704.19	\$708.56
BOYKO	JEREMY JEFFREY	Sergeant	\$ 111,691.36	\$701.67
HILDEBRAND	SHAUN CHRISTOPHER	Plainclothes Police Constable	\$ 111,669.80	\$686.42
BARDGETT	JAMES FRANCIS	Police Constable	\$ 111,668.43	\$684.37
KERR	KYLE	Detective	\$ 111,657.58	\$717.06
PERSICHETTI	DONATO	Plainclothes Police Constable	\$ 111,636.66	\$680.93
HORNBY	GREGORY ALLEN	Police Constable	\$ 111,623.59	\$676.70
HEWSON	KENT	Sergeant	\$ 111,609.49	\$717.06
DAOUST	MICHAEL-LEE DENIS-PAUL	Plainclothes Police Constable	\$ 111,607.92	\$686.42
OUELLETTE	DAVID MARK	Plainclothes Police Constable	\$ 111,599.80	\$686.42
BORG	SUSANNE JOSEPHENE	Plainclothes Police Constable	\$ 111,590.98	\$686.68
SABADICS	KIMBERLY JOAN	Police Constable	\$ 111,585.50	\$684.37
BANYAEM	SANTI	Police Constable	\$ 111,571.79	\$663.97
ZUBAIR	MOHAMMAD	Police Constable	\$ 111,561.76	\$678.14
KEEFER	JASON YVON	Plainclothes Police Constable	\$ 111,559.90	\$686.42
BOKALO	NIKOLAJ	Plainclothes Police Constable	\$ 111,555.09	\$700.32
DOUGLAS	JEFFREY	Sergeant	\$ 111,513.66	\$717.06
KLINE	STEPHEN ROBERT	Police Constable	\$ 111,491.70	\$662.93
LAWSON	ANTHONY	Sergeant	\$ 111,487.33	\$708.56
MCCUTCHEON	DOUGLAS	Detective	\$ 111,483.85	\$292.08
MIRANDA	EDUARDO CANDIDO	Plainclothes Police Constable	\$ 111,470.41	\$686.42
MOREHOUSE	RITA	Sergeant	\$ 111,465.91	\$433.74
STEVENSON	SHANE	Sergeant	\$ 111,451.82	\$708.56
MCCABE	ANASTASIA PAULINE	Plainclothes Police Constable	\$ 111,449.02	\$673.21
COYNE	PATRICK KEVIN	Plainclothes Police Constable	\$ 111,433.32	\$678.70
SCRIVEN	PATRICK	Sergeant	\$ 111,433.21	\$717.06
WELLER	RICHARD ANTHONY	Plainclothes Police Constable	\$ 111,399.00	\$693.44
KRAWCZYK	PAUL THOMAS	Detective	\$ 111,366.20	\$276.69
WYNNE	TRAVERS	Sergeant	\$ 111,353.51	\$717.06
HEUGHAN	DONALD	Plainclothes Police Constable	\$ 111,339.38	\$700.32
JONES	THOMAS	Plainclothes Police Constable	\$ 111,337.13	\$637.36
LIPKUS	ANDREW BRADLEY	Plainclothes Police Constable	\$ 111,335.10	\$686.42
MOXAM	DARREN KENNETH	Detective	\$ 111,334.46	\$701.67
SOMERS	CRAIG ALLAN	Sergeant	\$ 111,326.26	\$701.67
HUGHES	TRUDY	Detective	\$ 111,314.01	\$377.92
HOELLER	CHRISTOPHER ALEXANDER	Plainclothes Police Constable	\$ 111,311.80	\$678.70
CARTER	DALE	Sergeant	\$ 111,296.09	\$717.06
LAWSON	NICHOLAS WILLIAM	Police Constable	\$ 111,281.56	\$662.93
DIVIESTI	TONY	Sergeant	\$ 111,271.42	\$717.06
LATINCIC	DANIEL	Police Constable	\$ 111,244.42	\$662.06
HAYES	ROY EDWARD	Plainclothes Police Constable	\$ 111,238.04	\$700.32
MOI	NATALIE BOBO	Police Constable	\$ 111,229.49	\$669.95
WHITE	PAUL	Sergeant	\$ 111,222.51	\$717.06
MEECH	RAYMOND JOHN	Sergeant	\$ 111,204.51	\$292.08
KOSTIUK	MICHAEL	Police Constable	\$ 111,197.58	\$681.27
STOICA	TIBERIU NICULII	Police Constable	\$ 111,175.91	\$658.58
KNOBLAUCH	KEITH PERCY	Police Constable	\$ 111,175.69	\$676.70
FERNANDES	MICHAEL FREITAS	Police Constable	\$ 111,167.82	\$662.93
AUCLAIR	JANE MARILYN	Sergeant	\$ 111,164.33	\$480.96

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
MACKRELL	JAMES MURRAY	Police Constable	\$ 111,162.70	\$661.19
KORAC	PAUL LOUIS	Plainclothes Police Constable	\$ 111,158.70	\$686.42
KLEIN-HORSMAN	BRIAN	Police Constable	\$ 111,157.19	\$662.93
YARMOLUK	DAVID GEORGE	Sergeant	\$ 111,155.91	\$708.56
HOLLAND	MARK LEWIS	Plainclothes Police Constable	\$ 111,155.87	\$686.42
SANDFORD	ROBERT	Sergeant	\$ 111,142.83	\$717.06
BRESSE	JEAN	Police Constable	\$ 111,137.22	\$526.21
CHUNG	RYAN ANTHONY	Sergeant	\$ 111,134.37	\$678.95
HEDGEMAN	CORY MICHAEL	Plainclothes Police Constable	\$ 111,117.87	\$676.05
MCBRIDE	RAYMOND DOUGLAS	Plainclothes Police Constable	\$ 111,112.42	\$685.20
MACKINNON	RICHARD JAMES	Plainclothes Police Constable	\$ 111,107.93	\$686.42
MOYER	JEFFREY	Sergeant	\$ 111,104.79	\$717.06
JOSEPH	TREVOR JOHN	Police Constable	\$ 111,089.57	\$669.95
GREEN	JOHN	Detective	\$ 111,073.83	\$717.06
BROADFOOT	ALEXANDER	Sergeant	\$ 111,071.46	\$715.78
REZVANI	SEYED ALI	Police Constable	\$ 111,059.79	\$662.93
COSTELLO	PATRICK WILLIAM	Police Constable	\$ 111,056.45	\$662.93
SLOAN	CHRISTOPHER STUART	Sergeant	\$ 111,049.38	\$701.67
ESKEN	INDREK	Detective	\$ 111,035.74	\$717.06
BEAULAC	SACHA LUCY	Plainclothes Police Constable	\$ 111,034.87	\$673.82
LEARY	DEREK WILLIAM	Police Constable	\$ 111,030.79	\$672.75
D'SOUZA	RYAN ASHLEY	Police Constable	\$ 111,026.63	\$250.62
WATKINS	KERRY	Detective	\$ 111,023.11	\$717.06
SAPSFORD	IAN DOUGLAS	Police Constable	\$ 111,017.25	\$669.95
PHILLIPS	ADAM MARSHALL	Police Constable	\$ 110,990.87	\$662.93
COWAN	JAMES	Sergeant	\$ 110,973.53	\$717.06
REED-PYEFINCH	JENNIFER CHRISTINE	Police Constable	\$ 110,962.27	\$682.76
DONISON	KIM	Police Constable	\$ 110,942.00	\$684.37
DENNIS	AARON	Sergeant	\$ 110,930.09	\$701.67
COPAT	LUIGI	Plainclothes Police Constable	\$ 110,906.40	\$700.32
DUCKWORTH	SCOTT	Sergeant	\$ 110,901.27	\$717.06
PHILIPSON	GRAEME	Sergeant	\$ 110,892.81	\$708.56
DUBE	DAVID	Sergeant	\$ 110,882.81	\$717.06
PARSRAM	RAMESH BRIAN	Sergeant	\$ 110,882.75	\$708.56
HOLLINGSHEAD	RICHARD WARREN	Plainclothes Police Constable	\$ 110,880.09	\$700.32
BISHOP	ALLAN SCOTT	Plainclothes Police Constable	\$ 110,866.35	\$686.42
THOMPSON	MICHAEL ALLISTER	Plainclothes Police Constable	\$ 110,866.25	\$678.70
SCHOCH	RICHARD AUGUSTIN	Detective	\$ 110,861.71	\$701.67
MACDONELL	SUSAN	Sergeant	\$ 110,859.76	\$717.06
GIBB	LOUIS	Sergeant	\$ 110,840.95	\$717.06
SKINNER	KELLY SIMONE	Detective	\$ 110,840.67	\$701.67
LOUCKS	CORINA MICHELLE	Plainclothes Police Constable	\$ 110,837.57	\$686.42
PALERMO	CARMINE	Sergeant	\$ 110,836.67	\$717.06
MACDONALD	SCOTT JOHN	Plainclothes Police Constable	\$ 110,823.13	\$686.42
BRYAN	CHARLOTTE ANN	Plainclothes Police Constable	\$ 110,822.28	\$684.34
KLIMTSCHUCK	JOSEPH CHRISTIAN	Plainclothes Police Constable	\$ 110,743.91	\$686.42
JUDD	RICHARD ANDREW	Plainclothes Police Constable	\$ 110,742.59	\$686.42
DE ZILVA	MICHAEL BRIAN	Plainclothes Police Constable	\$ 110,731.77	\$686.42
KUZNETSOV	SERGIY ANATOLYOVICH	Police Constable	\$ 110,729.87	\$665.53
MCKAY	CARYN	Sergeant	\$ 110,714.52	\$717.06
GODDARD	GLENN PATRICK	Police Constable	\$ 110,712.74	\$669.95
TROTMAN	KENNETH	Sergeant	\$ 110,701.96	\$717.06
MOSTOWSKI	MAREK	Plainclothes Police Constable	\$ 110,695.38	\$686.42
ROONEY	NIGEL PATRICK	Police Constable	\$ 110,694.79	\$682.76
JANES	GARY AMBROSE	Plainclothes Police Constable	\$ 110,692.56	\$686.68
GEORGOPOULOS	KEVIN	Plainclothes Police Constable	\$ 110,656.03	\$686.42
ROSS	KEITH	Plainclothes Police Constable	\$ 110,655.96	\$694.69
MCGARRY	WILLIAM MICHAEL	Detective	\$ 110,645.52	\$708.56
BISHOP	LEONA	Sergeant	\$ 110,639.84	\$717.06
ROSS	CAMERON STEPHEN	Police Constable	\$ 110,629.24	\$662.93
URBANIAK	THOMAS	Sergeant	\$ 110,613.97	\$717.06
DISALVO	SHARON	Sergeant	\$ 110,609.34	\$711.97
HEUGHAN	DEBORAH	Police Constable	\$ 110,598.17	\$684.37
DHINGRA	RAJEEV	Police Constable	\$ 110,586.25	\$662.93
POLAK	BRANDON VICTOR	Plainclothes Police Constable	\$ 110,582.89	\$686.42
MONAGHAN	THERESA	Sergeant	\$ 110,560.21	\$717.06
PAUL	MOHIT	Plainclothes Police Constable	\$ 110,553.53	\$671.53
BRADBURY	SCOTT GORDON	Detective	\$ 110,535.99	\$701.67
LANDRY	JOEL CHRISTIAN	Plainclothes Police Constable	\$ 110,534.44	\$686.42
BABINEAU	JARED MICHAEL	Sergeant	\$ 110,534.12	\$701.67
FERRIS	MANIE THERESE	Plainclothes Police Constable	\$ 110,531.28	\$686.42

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
RICHARDSON	SHEILA ANN	Sergeant	\$ 110,527.63	\$292.08
MENARD	JOHN PHILLIP	Detective	\$ 110,510.82	\$701.67
RECTOR	JASON ANTHONY	Plainclothes Police Constable	\$ 110,505.49	\$683.30
ASTOLFO	ROBERT	Police Constable	\$ 110,501.36	\$400.05
LIMA	RODNEY JAMES	Plainclothes Police Constable	\$ 110,472.97	\$686.42
TAIT	KEITH HAMILTON	Police Constable	\$ 110,463.42	\$684.37
DOUGLAS	STEPHEN MICHAEL	Plainclothes Police Constable	\$ 110,457.77	\$686.42
MIRZA	SHAHRUKH	Police Constable	\$ 110,455.56	\$658.58
FERRIS	KEVIN	Sergeant	\$ 110,452.50	\$717.06
ARMSTRONG	DAVID LAWRENCE	Patrol Supervisor	\$ 110,448.42	\$616.46
HEADLEY	CHRISTINE	Senior Operations Supervisor	\$ 110,426.74	\$713.15
BARCLAY	TAMMY LYNN	Police Constable	\$ 110,425.52	\$669.95
KALDIS	GEORGE	Sergeant	\$ 110,415.74	\$717.06
WHITE	KEVIN	Sergeant	\$ 110,415.70	\$717.06
SHAW	DAVID JOHN	Sergeant	\$ 110,410.00	\$708.56
FALLIS	ROBERT	Plainclothes Police Constable	\$ 110,398.64	\$699.28
DODDS	LESLIE GRAHAM	Plainclothes Police Constable	\$ 110,388.49	\$686.42
GANJ	ARRAN	Police Constable	\$ 110,371.04	\$662.93
KENNEDY	CHRISTOPHER	Police Constable	\$ 110,358.58	\$676.70
BARREIRA	NELSON	Plainclothes Police Constable	\$ 110,358.05	\$686.42
MARTIN	JOSEPH JEAN	Sergeant	\$ 110,350.54	\$713.86
PETRIE	KYLE JOHNATHON	Sergeant	\$ 110,344.35	\$701.67
COROGHLY	KHALID MOHAMMED	Plainclothes Police Constable	\$ 110,337.43	\$678.70
DUNLOP	JAMES MICHAEL	Plainclothes Police Constable	\$ 110,318.66	\$681.54
WHITE	BARRY	Detective	\$ 110,316.10	\$715.78
DAVEY	THOMAS	Sergeant	\$ 110,314.41	\$717.06
WARRENER	ROBERT JOSEPH	Plainclothes Police Constable	\$ 110,299.61	\$686.42
MIU	WAI-SANG	Detective	\$ 110,299.33	\$717.06
GHAZARIAN	HAMAYAK	Police Constable	\$ 110,298.67	\$662.93
SINGH	RAMINDARJIT SINGH	Police Constable	\$ 110,294.00	\$662.93
JIRI	GEORGE	Plainclothes Police Constable	\$ 110,290.85	\$686.42
FENTON	JASON ROBERT	Police Constable	\$ 110,289.81	\$669.95
PHOON	NEWTON CHUN	System Administrator	\$ 110,279.78	\$705.86
SURPHLIS	DOUGLAS	Sergeant	\$ 110,261.95	\$717.06
LISKA	DAVID VICTOR	Police Constable	\$ 110,258.84	\$669.95
BOLDUC	KEVIN VICTOR	Plainclothes Police Constable	\$ 110,255.24	\$686.42
CARTER	SCOTT	Detective	\$ 110,244.61	\$717.06
MCASKILL	MELINDA JEAN	Sergeant	\$ 110,244.21	\$701.67
MCGRADE	PATRICK	Detective	\$ 110,239.95	\$717.06
ROZARIO	CONRAD GEORGE	Plainclothes Police Constable	\$ 110,237.47	\$686.42
CAMERON	ALAN	Plainclothes Police Constable	\$ 110,222.87	\$700.32
VENN	JOANNE MICHELE	Sergeant	\$ 110,213.54	\$712.59
POWELL	DANIEL JAMES	Detective	\$ 110,212.29	\$717.06
KEVEZA	RYAN MATHEW	Plainclothes Police Constable	\$ 110,205.36	\$678.70
BATES	TIMOTHY BRIAN	Sergeant	\$ 110,205.19	\$717.06
SKINNER	RONALD GARY	Detective	\$ 110,190.91	\$717.06
EVANS	JACQUELINE	Sergeant	\$ 110,190.45	\$402.26
HUNTE	KAREN	Sergeant	\$ 110,178.94	\$708.56
ROBB	PAUL GEORGE	Plainclothes Police Constable	\$ 110,173.12	\$686.42
JAMES	RITA ANNE	Police Constable	\$ 110,171.36	\$669.95
FRASER	SIMON	Sergeant	\$ 110,171.07	\$717.06
IMRIE	THOMAS ALLEN	Detective	\$ 110,168.82	\$701.67
WARNER	RUTH	Detective	\$ 110,158.17	\$708.56
HUGHSON	REGINALD GUY	Plainclothes Police Constable	\$ 110,156.09	\$693.44
BRYCE	ROBERT FRANCIS	Sergeant	\$ 110,148.86	\$717.06
LALL	LALLMAN	Parking Enforcement Officer	\$ 110,148.64	\$595.54
NOVINC	BRANKO	Sergeant	\$ 110,127.02	\$717.06
SMITH	RAYMOND ERNEST	Project Leader	\$ 110,121.09	\$303.15
WONG	WAN-HOI	Police Constable	\$ 110,103.23	\$684.37
ZIMMERMAN	LAWRENCE	Sergeant	\$ 110,085.92	\$717.06
MANHERZ	JOEL NICHOLAS	Plainclothes Police Constable	\$ 110,083.01	\$686.42
KNILL	GRAHAM KENNETH	Plainclothes Police Constable	\$ 110,079.83	\$686.42
STOCKFISH	JOHN RICHARDSON	Sergeant	\$ 110,077.72	\$701.67
CRAIG	SCOTT	Sergeant	\$ 110,051.85	\$717.06
EVANS	BART	Sergeant	\$ 110,049.10	\$717.06
WILLIAMS	CAROL	Sergeant	\$ 110,042.31	\$717.06
CHELLEW	STEPHEN	Sergeant	\$ 110,030.37	\$717.06
ANTONELLI	GIANPIERO	Plainclothes Police Constable	\$ 110,009.10	\$687.86
GRIERSON	MICHAEL	Detective	\$ 110,007.17	\$711.97
MINOR	DOUGLAS ALLAN	Sergeant	\$ 109,995.11	\$708.56
CHOURYGUINE	DMITRY	Plainclothes Police Constable	\$ 109,993.38	\$678.70

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
SATTZ	STEVEN	Sergeant	\$ 109,989.08	\$717.06
BONCARDO	PETER JOHN	Police Constable	\$ 109,985.99	\$675.19
GOUGH	JEFFREY MICHAEL	Police Constable	\$ 109,983.73	\$237.95
WILSON	TIMOTHY	Detective	\$ 109,978.54	\$708.56
SAMUELS	ROBERT	Sergeant	\$ 109,975.23	\$717.06
ST JEAN	DUANE MARVIN	Police Constable	\$ 109,973.06	\$669.95
MACDONALD	HECTOR MURDO	Police Constable	\$ 109,966.20	\$676.05
SKREPNEK	ERIC	Police Constable	\$ 109,966.05	\$662.93
BURKHOLDER	HERBERT	Sergeant	\$ 109,942.90	\$717.06
LECK	DAVID	Sergeant	\$ 109,930.33	\$717.06
RANTISI	ADAM MICHEAL	Police Constable	\$ 109,921.77	\$654.23
VILLERS	SCOTT CHARLES	Police Constable	\$ 109,921.24	\$675.44
SMITH	JOHN GRAY	Police Constable	\$ 109,901.92	\$662.93
GLEN	CAROLINE	Detective	\$ 109,900.90	\$711.97
MANSERRA	DAVID JAMES	Police Constable	\$ 109,895.47	\$662.93
WADDELL	MARK GRANT	Plainclothes Police Constable	\$ 109,885.87	\$686.42
CHAPMAN	KAREN	Detective	\$ 109,885.72	\$701.67
BEARD	BENJAMIN JAMES	Plainclothes Police Constable	\$ 109,875.56	\$686.42
BERCHARD	RENNIE	Detective	\$ 109,870.57	\$717.06
OLIVER	PAUL	Detective	\$ 109,862.33	\$717.06
HAGSHENAS	EHSAN	Police Constable	\$ 109,849.76	\$658.58
URKOSKY	BRIAN WILLIAM	Sergeant	\$ 109,842.26	\$701.67
ADAMSON	JAMES GRAHAM	Sergeant	\$ 109,833.87	\$717.06
CLARK	NANCY PATRICIA	Communications Operator	\$ 109,828.56	\$634.42
MITCHELL	JODI LYNN	Plainclothes Police Constable	\$ 109,825.21	\$590.76
MCKAY	EDWARD	Sergeant	\$ 109,823.62	\$292.08
FOX	JAMES	Sergeant	\$ 109,812.75	\$717.06
VANDENBERG	CAROLYN	Sergeant	\$ 109,810.30	\$710.42
KATAFIGIOTIS	CONSTANTINE	Plainclothes Police Constable	\$ 109,809.76	\$686.42
HENDRICKS	KEITH	Detective	\$ 109,795.00	\$717.06
DEMIAN	HIBA JOSEPH	Parking Enforcement Officer	\$ 109,794.69	\$170.56
MOYNAGH	ROBERT	Police Constable	\$ 109,793.33	\$684.37
FORDE	ROGER ANTHONY	Sergeant	\$ 109,792.44	\$701.67
JOKAKELIAN	RAZMIKE AVEDIKE	Police Constable	\$ 109,788.50	\$669.95
TUGHAN	MICHAEL PATRICK	Plainclothes Police Constable	\$ 109,788.44	\$686.42
TREUSCH	JEFFREY EDWARD	Sergeant	\$ 109,782.31	\$705.76
SHAW	WILLIAM	Plainclothes Police Constable	\$ 109,779.96	\$700.32
NOSWORTHY	JUDY	Detective	\$ 109,776.35	\$402.26
SILVA	ELOI BRUM	Police Constable	\$ 109,761.93	\$662.93
SEREMETKOVSKI	KATHLIN	Sergeant	\$ 109,759.90	\$698.82
BURNSIDE	SEAN KELLY	Police Constable	\$ 109,757.88	\$662.93
FYNES	BRONAGH MARIA	Detective	\$ 109,755.56	\$701.67
YOUNG	DEREK	Detective	\$ 109,752.05	\$717.06
CHARUK	MARK	Detective	\$ 109,738.24	\$717.06
MARTIN	RUDOLF	Detective	\$ 109,731.56	\$669.84
GOUDIE	ROBERT RANDALL	Sergeant	\$ 109,714.49	\$708.56
REGAN	GAIL	Detective	\$ 109,701.23	\$284.51
RIEGERT	CHRISTOPHER ANDREW	Police Constable	\$ 109,699.83	\$658.58
SYBYDLO	BOHDAN	Plainclothes Police Constable	\$ 109,697.25	\$700.32
HUMENIUK	JUSTYN DAVID	Plainclothes Police Constable	\$ 109,685.56	\$686.42
GREWAL	DHARMENDRA SINGH	Police Constable	\$ 109,683.67	\$685.20
PHELPS	JOHN	Detective	\$ 109,673.86	\$717.06
BURRY	SHAWN CECIL	Detective	\$ 109,669.46	\$701.67
OSBORNE	KEITH THOMAS	Plainclothes Police Constable	\$ 109,667.05	\$678.70
POULIMENOS	WILLIAM DEMETRE	Plainclothes Police Constable	\$ 109,665.46	\$678.70
VENDRAMINI	LUIGI	Sergeant	\$ 109,661.56	\$717.06
MCCORMACK	INKERI HELENA	Sergeant	\$ 109,656.31	\$717.06
RACETTE	ALLAN ROGER	Plainclothes Police Constable	\$ 109,650.94	\$678.70
HOFFMAN	GREGORY RODNEY	Plainclothes Police Constable	\$ 109,647.09	\$678.49
SUTCLIFFE	DARRIN HERBERT	Sergeant	\$ 109,644.49	\$717.06
NEVILL	STEPHEN	Detective	\$ 109,634.01	\$654.10
HARRISON	KEITH ISSAC	Police Constable	\$ 109,633.14	\$662.93
ELDRIDGE	REGINALD	Sergeant	\$ 109,619.76	\$717.06
LING	JONATHAN	Detective	\$ 109,618.36	\$717.06
POWELL	CATHY VERONICA	Sergeant	\$ 109,617.37	\$701.67
SCHUEDER	MARK	Detective	\$ 109,600.26	\$717.06
TAYLOR	ANDREW JAMES	Detective	\$ 109,598.84	\$701.41
MACKAY	SHARI PATRICIA	Sergeant	\$ 109,597.73	\$701.67
RAMPERSAD	STEVEN	Police Constable	\$ 109,596.24	\$669.95
TRITES	CHRISTOPHER	Sergeant	\$ 109,588.21	\$710.11
MCGRADY	KATHRYN	Sergeant	\$ 109,586.84	\$292.08

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BRUZZESE	DOMENICO D.	Sergeant	\$ 109,576.55	\$717.06
ALAGURAS	VIJEYAKUMAR	Parking Enforcement Officer	\$ 109,575.04	\$595.54
DURRAN	NED	Police Constable	\$ 109,566.18	\$669.95
MARCHIS	SERENA JANE	Police Constable	\$ 109,546.76	\$662.93
MURRAY	KAREN PATRICIA	Training Constable	\$ 109,543.32	\$370.16
JITTA	ROBERT LYNDON	Plainclothes Police Constable	\$ 109,541.82	\$685.46
BENOIT	JASON REGIS	Plainclothes Police Constable	\$ 109,529.67	\$686.42
HOCHRADL-ZORKO	STEPHANIE	Detective	\$ 109,508.60	\$708.56
BERNOBIC	KEVIN	Police Constable	\$ 109,505.86	\$662.93
MCINNIS	JESSICA MICHELLE	Sergeant	\$ 109,500.78	\$701.67
DOMINELLI	VITTORIO SALVATORE	Police Constable	\$ 109,498.96	\$662.93
HO	JOSEPH CHOA	Plainclothes Police Constable	\$ 109,497.72	\$693.44
TANNAHILL	DARLA	Sergeant	\$ 109,488.64	\$409.50
STEWART	TINA MARIE	Detective	\$ 109,488.00	\$717.06
WEST	MICHAEL ADAM	Plainclothes Police Constable	\$ 109,481.38	\$679.01
PERSAUD	RAJENDRA	Police Constable	\$ 109,475.14	\$669.95
SMITH	JASON SEAN	Police Constable	\$ 109,474.14	\$669.95
YEANDLE	MARK	Sergeant	\$ 109,466.37	\$717.06
BOYD	ANDREW	Police Constable	\$ 109,461.02	\$669.95
JOHNSON	DAVID EDWARD	Detective	\$ 109,459.22	\$708.56
GOUTHRO	CRAIG JOSEPH	Sergeant	\$ 109,450.77	\$708.56
OSMANAJ	ARDIT	Police Constable	\$ 109,447.66	\$662.93
LAPENSEE	SYLVAIN AURELE	Plainclothes Police Constable	\$ 109,446.17	\$686.42
WHITE	DANIEL CAMPBELL	Police Constable	\$ 109,444.86	\$662.93
GRAHAM	LEE MICHAEL	Sergeant	\$ 109,442.13	\$717.06
VANDENBRINK	HENDRIK	Sergeant	\$ 109,438.25	\$717.06
MAC	OVID RUBEN	Police Constable	\$ 109,432.34	\$669.95
ADAM	MICHAEL JASON	Sergeant	\$ 109,422.74	\$701.67
NIJAR	HARJIT SINGH	Sergeant	\$ 109,420.78	\$701.67
TOWNLEY	DARREN	Sergeant	\$ 109,418.11	\$708.56
ROZICH	SAMANTHA MILDRED	Sergeant	\$ 109,417.40	\$708.56
ROSS	MATTHEW DOUGLAS	Plainclothes Police Constable	\$ 109,413.24	\$678.70
CRAGHILL	DAVID	Sergeant	\$ 109,406.86	\$717.06
SUTTON	DANIEL	Sergeant	\$ 109,391.30	\$717.06
WEST	LEE ANN	Police Constable	\$ 109,377.58	\$686.42
CROWLEY	JANINE	Detective	\$ 109,372.20	\$717.06
SONDHI	SANJAY	Police Constable	\$ 109,368.61	\$685.81
NEI	NICHOLAS SHANG-LIN	Detective	\$ 109,356.67	\$701.67
MYERS	MILTON	Sergeant	\$ 109,342.93	\$292.08
DEMOE	KEVIN	Detective	\$ 109,331.90	\$717.06
WILLIAMSON	CHARLES	Training Constable	\$ 109,328.25	\$275.34
EDWICKER	ALEXIS GRACE	Detective	\$ 109,322.95	\$701.67
SORGO	ROY	Detective	\$ 109,318.98	\$717.06
LAKEY	WAYNE	Sergeant	\$ 109,308.51	\$710.11
CORRA	DALE	Sergeant	\$ 109,308.38	\$711.97
ROMAIN	JEAN-BERNARD	Sergeant	\$ 109,301.93	\$710.11
VANSPALL	GREGORY PATRICK	Police Constable	\$ 109,289.82	\$662.93
NIMMO	RICHARD JAMES	Sergeant	\$ 109,288.45	\$701.67
NICKSON	MICHAEL JAMES	Police Constable	\$ 109,275.30	\$676.46
MCGIVERN	MICHAEL GEORGE	Sergeant	\$ 109,273.20	\$717.06
GINN	DAVID	Plainclothes Police Constable	\$ 109,267.15	\$700.32
HAINES	DAVID PAUL	Sergeant	\$ 109,258.84	\$701.67
DEWSNAP	JAMIE DUNCAN	Plainclothes Police Constable	\$ 109,256.73	\$686.42
HEARD	JASON MARK	Plainclothes Police Constable	\$ 109,254.50	\$686.42
ALBERGA	PASQUALE	Plainclothes Police Constable	\$ 109,238.05	\$686.42
WORRELL	PHILIP	Sergeant	\$ 109,236.01	\$708.56
POCZAK	LISA	Detective	\$ 109,232.86	\$708.56
RAHIM	KAMAL SEAN	Plainclothes Police Constable	\$ 109,228.93	\$686.42
ROWSOME	RICHARD DAVID	Sergeant	\$ 109,225.14	\$701.67
SOUSA-GUTHRIE	JONI	Sergeant	\$ 109,218.54	\$283.58
REDIGONDA	RICHARD	Sergeant	\$ 109,216.23	\$717.06
SANSON	CHERYL-ANNE	Detective	\$ 109,215.94	\$717.06
LANGFORD	CHRISTAIN TREVOR	Police Constable	\$ 109,157.88	\$665.53
STAPLETON	BRADLEY THOMAS	Detective	\$ 109,154.94	\$701.67
ADACH	EDWARD HIERONIM	Detective	\$ 109,152.49	\$717.06
MCCARTHY	KRISTOPHER RYAN	Sergeant	\$ 109,146.39	\$701.67
KIM	SIN-JOONG SIN	Plainclothes Police Constable	\$ 109,138.21	\$675.44
LAZARUS	TERRENCE ANTHONY	Plainclothes Police Constable	\$ 109,130.60	\$679.71
HAITZER	GARY	Sergeant	\$ 109,130.55	\$370.78
WILLIAMS	IAN	Senior Intelligence Analyst	\$ 109,120.44	\$257.75
HARRIS	KIMBERLEY ANN	Plainclothes Police Constable	\$ 109,111.61	\$261.44

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WELSH	JONATHAN CLAYTON	Plainclothes Police Constable	\$ 109,104.52	\$679.10
TATTERSALL	MICHAEL EASTWOD	Plainclothes Police Constable	\$ 109,101.69	\$674.22
ELLIS	GEOFFREY WILLIAM	Plainclothes Police Constable	\$ 109,087.62	\$678.49
MCGOVERN	MICHAEL PATRICK	Senior Analyst	\$ 109,085.30	\$280.88
TINNEY	HARLEN	Sergeant	\$ 109,083.54	\$705.05
CARL	GEORGE WILLIAM	Police Constable	\$ 109,075.69	\$684.37
MATHIEU	MELANIE JANE	Plainclothes Police Constable	\$ 109,073.05	\$686.42
OZRETIC	NICOLE MICHELLE	Plainclothes Police Constable	\$ 109,072.97	\$678.70
BATOR	ANDREW ISTVAN	Sergeant	\$ 109,066.06	\$717.06
WHITLEY	PAUL WILLIAM	Plainclothes Police Constable	\$ 109,064.55	\$678.70
WALKER	DAVID	Plainclothes Police Constable	\$ 109,063.11	\$668.84
GOLDSMITH	ERIC CHARLES	Detective	\$ 109,062.98	\$701.93
STEVENS	JOHN	Sergeant	\$ 109,060.72	\$717.06
WALLI	ALYKHAN AMIR	Police Constable	\$ 109,052.80	\$662.93
SCHAFHAUSER	HANS PETER	Police Constable	\$ 109,050.93	\$669.95
BARTLETT	ALAN ANDREW	Police Constable	\$ 109,042.23	\$680.68
KUMMER	TANIA CHARLENE	Plainclothes Police Constable	\$ 109,039.99	\$686.42
BENSON	RODNEY WELTON	Plainclothes Police Constable	\$ 109,031.43	\$686.42
HILBORN	LYNDA DAWN	Sergeant	\$ 109,024.29	\$713.86
KARAGAN	PANAYIOTIS NICKOLAS	Sergeant	\$ 109,006.89	\$701.67
HARNISH	MICHAEL STEVENS	Police Constable	\$ 109,004.07	\$669.95
CONNELL	DALE	Sergeant	\$ 109,003.20	\$418.00
THOMAS	LEROY	Police Constable	\$ 108,998.48	\$684.37
GREENAWAY	FIONA	Detective	\$ 108,992.46	\$292.08
DE CAIRE	JEFFREY PAUL	Police Constable	\$ 108,988.86	\$651.62
DAWSON	VICKI	Sergeant	\$ 108,973.89	\$717.06
BURNS	STEPHEN GEORGE	Sergeant	\$ 108,973.53	\$708.56
CHAPMAN	MARK	Detective	\$ 108,967.98	\$708.56
NG	YUEN	Detective	\$ 108,966.23	\$708.56
KEHLER	JASON WADE	Plainclothes Police Constable	\$ 108,963.73	\$686.42
MCKENZIE	PETER SHELDON	Plainclothes Police Constable	\$ 108,955.99	\$686.42
ALBANESE	JASON JOHN	Sergeant	\$ 108,949.00	\$701.67
ROBERTS	DEIGHTON ARTHUR	Police Constable	\$ 108,948.00	\$669.69
MACKRELL	PAUL	Detective	\$ 108,947.83	\$654.10
TRACEY	CHRISTOPHER JAMES-ALBERT	Sergeant	\$ 108,947.53	\$701.67
HEAD	STEVEN ROSS	Plainclothes Police Constable	\$ 108,947.25	\$686.42
MITCHELL	CHARLES	Sergeant	\$ 108,934.17	\$717.06
BARNHARDT	TIMOTHY MICHAEL	Police Constable	\$ 108,923.62	\$662.93
LOWE	SCOTT MARTIN	Sergeant	\$ 108,915.62	\$717.06
ESDON	JONATHAN AARON	Senior Intelligence Analyst	\$ 108,900.07	\$682.73
LIU	SHUXIN TONY	Senior Programmer	\$ 108,899.00	\$257.90
SISK	DARREN	Detective	\$ 108,892.62	\$717.06
MEISSNER	CAROL	Detective	\$ 108,880.65	\$717.06
CASCADDEN	KELLY	Sergeant	\$ 108,880.12	\$292.08
SKEETE	JUNIOR	Sergeant	\$ 108,877.46	\$292.08
LANGLOIS	MARK	Sergeant	\$ 108,871.75	\$708.56
BURKE	CHRISTOPHER JOHN	Detective	\$ 108,866.18	\$283.58
TAYLOR	MICHAEL KENNETH	Plainclothes Police Constable	\$ 108,858.86	\$678.70
MACIAS	ANTONIO DELGADO	Detective	\$ 108,857.61	\$708.56
BRAKE	MICHAEL JOSEPH	Sergeant	\$ 108,855.72	\$717.06
DUKE	BRIAN DOUGLAS	Sergeant	\$ 108,851.29	\$717.06
FURYK	ROBERT PAUL	Police Constable	\$ 108,849.34	\$662.93
NICKERSON	BRANDON RANDAL	Police Constable	\$ 108,837.68	\$654.23
HANSEN	KATHLEEN ANN	Police Constable	\$ 108,830.74	\$683.13
WOODS	DOUGLAS STEPHEN	Police Constable	\$ 108,829.84	\$669.95
OLSON	GARY ALDRED	Sergeant	\$ 108,828.57	\$717.06
BLACKLOCK	GUY	Sergeant	\$ 108,823.44	\$717.06
DRAPER	KIRSTAN GILES	Police Constable	\$ 108,820.24	\$665.53
OATLEY-WILLIS	MARK	Police Constable	\$ 108,816.98	\$684.37
TAIT	PAUL LEONARD	Police Constable	\$ 108,816.18	\$411.09
LANDRY	DARRYL JAMES	Plainclothes Police Constable	\$ 108,811.11	\$673.61
O'BRIEN	DAVID	Training Constable	\$ 108,807.80	\$700.32
SMITH	STEVEN D.	Detective	\$ 108,794.14	\$712.59
LEONARD	ANNE	Sergeant	\$ 108,791.26	\$292.08
FOX	STEVEN ANDREW	Police Constable	\$ 108,786.39	\$669.95
FISTER	MIRAN	Plainclothes Police Constable	\$ 108,781.05	\$700.32
TATONE	MAURO	Sergeant	\$ 108,778.17	\$717.06
PALMER	JOHN	Sergeant	\$ 108,773.99	\$717.06
PIKE	JAMES WAYNE	Sergeant	\$ 108,773.63	\$717.06
WOOD	NANCY	Sergeant	\$ 108,773.36	\$669.84
MOORE	KEVIN ROBERT	Police Constable	\$ 108,772.89	\$675.44

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
SUDES	MARLENE	Sergeant	\$ 108,772.83	\$717.06
SWEENIE	CAROLYN	Sergeant	\$ 108,772.66	\$717.06
SERROUL	GORDON DAVID	Sergeant	\$ 108,772.09	\$292.08
ALLISON	ELAINE HUNTER	Sergeant	\$ 108,771.97	\$717.06
REID	WAVERLEY ELAINE	Detective	\$ 108,771.82	\$717.06
MOORE	DARCY	Sergeant	\$ 108,771.26	\$717.06
MARCH	JOHN	Detective	\$ 108,765.83	\$717.06
LAROCHE	WINSTON	Sergeant	\$ 108,761.38	\$292.08
WARDLE	ROLAND	Sergeant	\$ 108,758.37	\$292.08
TONOGAI	BENJAMIN JOSEPH	Plainclothes Police Constable	\$ 108,754.08	\$674.43
GILLESPIE	MICHAEL PATRICK	Plainclothes Police Constable	\$ 108,753.95	\$678.70
TROINA	BENEDETTO	Sergeant	\$ 108,752.62	\$292.08
DEVINE	PHILIP	Detective	\$ 108,751.14	\$717.06
KLACZA	CAROL	Sergeant	\$ 108,747.24	\$717.06
KOZAR	FREDERICK JOSEPH	Sergeant	\$ 108,746.43	\$695.77
LONG	CHRISTINE	Detective	\$ 108,740.53	\$292.08
HOVEY	GWENYTH	Detective	\$ 108,725.64	\$717.06
OLIVER	STEVEN RONALD	Police Constable	\$ 108,722.79	\$667.81
DIONNE	CHRISTOPHER	Detective	\$ 108,709.03	\$292.08
CHRISTIE	PETER	Detective	\$ 108,707.60	\$292.08
FREDERICK	ANTONIO RUDOLPH	Police Constable	\$ 108,702.16	\$669.95
FALKINSON	FRANK	Sergeant	\$ 108,695.71	\$717.06
CLARK	CORINNE	Detective	\$ 108,691.06	\$717.06
DA COSTA	ANTONIO NORBERTO	Police Constable	\$ 108,685.66	\$676.70
LA FOSSE	JEFFERY GUY	Police Constable	\$ 108,668.60	\$676.05
THAYALAN	SARATH	Plainclothes Police Constable	\$ 108,666.12	\$678.70
CLARK	JAMIE ANDERSON	Sergeant	\$ 108,665.92	\$701.67
BURKE	SUSAN JOYCE	Detective	\$ 108,664.50	\$715.78
DICK	MICHAEL DAVID	Plainclothes Police Constable	\$ 108,661.55	\$678.70
TEATERO	FREDERICK LESLIE	Police Constable	\$ 108,661.37	\$669.95
HANS	DALJIT	Sergeant	\$ 108,659.83	\$717.06
PARK	JOSEF	Police Constable	\$ 108,656.07	\$669.95
BLACKER	FREDERICK	Detective	\$ 108,656.01	\$717.06
MARTIN	RYAN DAVID	Plainclothes Police Constable	\$ 108,652.14	\$686.42
RANEY	ANDREW	Sergeant	\$ 108,635.25	\$711.97
ARMSTRONG	CHRISTOPHER RICHARD	Police Constable	\$ 108,634.07	\$675.44
HABIBULLAH	JAMSHID	Police Constable	\$ 108,630.09	\$662.93
ZOLD	JOHN	Plainclothes Police Constable	\$ 108,625.40	\$682.87
PUTERBAUGH	MICHAEL FRANCIS	Detective	\$ 108,624.59	\$283.58
BRAGG	LORNE GORDON	Detective	\$ 108,618.60	\$701.67
GRIFFIN	SHAIN MICHAEL	Sergeant	\$ 108,607.63	\$701.67
GREGORY	ROBERT R.	Detective	\$ 108,604.12	\$717.06
TUMANSKIY	MYKOLA	Police Constable	\$ 108,603.81	\$662.93
PATTERSON	MICHAEL JAMES	Detective	\$ 108,601.62	\$701.67
WISZNIOWSKI	RYSZARD	Sergeant	\$ 108,601.37	\$292.08
ZLOBICKI	ALEKSANDRA	Plainclothes Police Constable	\$ 108,594.12	\$648.09
ROSS	DARLENE	Detective	\$ 108,593.87	\$717.06
BENEVIDES	RICHARD FERREIRA	Plainclothes Police Constable	\$ 108,592.88	\$678.70
KINGDON	SCOTT ANTHONY	Sergeant	\$ 108,591.43	\$701.67
COOPER	ROBERT	Detective	\$ 108,584.50	\$717.06
MCKINNIE	AMANDA	Sergeant	\$ 108,582.62	\$717.06
LITTLE	DARRIN	Detective	\$ 108,580.62	\$402.26
KASZYCA	JOSEPH LUDWIK	Police Constable	\$ 108,579.12	\$683.37
NEEDHAM	ROSS ELLIOTT	Sergeant	\$ 108,578.37	\$307.82
MAYWOOD	SCOTT	Sergeant	\$ 108,576.62	\$402.26
FERADAY	MARK DANIEL	Sergeant	\$ 108,576.62	\$717.06
GUEST	DALE	Sergeant	\$ 108,576.62	\$292.08
MAKRIS	DEMETRIOS	Plainclothes Police Constable	\$ 108,576.62	\$292.08
ROWETT	JOHN	Detective	\$ 108,576.62	\$292.08
SHANAHAN	MICHAEL	Detective	\$ 108,576.62	\$292.08
OLSEN	SHAUN	Sergeant	\$ 108,558.34	\$708.56
HUGHES	LYNN	Sergeant	\$ 108,506.72	\$708.56
GARDNER	RONALD FRANKLIN	Sergeant	\$ 108,495.29	\$701.67
MOSHER	KRYSTAL ANNE	Plainclothes Police Constable	\$ 108,490.56	\$678.70
BROWN	SCOTT DEREK	Plainclothes Police Constable	\$ 108,472.11	\$684.59
SUKH	EMMANUEL	Police Constable	\$ 108,466.98	\$582.77
MOORE	STEVEN	Sergeant	\$ 108,462.95	\$713.86
CAMPBELL	MURRAY SMEATON	Sergeant	\$ 108,461.09	\$702.97
BEVERIDGE	LYNN	Plainclothes Police Constable	\$ 108,459.77	\$700.32
WORDSDALE	SHAYNE WILLIAM	Police Constable	\$ 108,459.05	\$669.95
BABUJI	SUSAN ZACHARIAH	Group Leader	\$ 108,458.76	\$171.41

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
COTE	KEVIN JAMES	Police Constable	\$ 108,443.41	\$669.95
CRACKNELL	ALECHIA CYNTHIA	Plainclothes Police Constable	\$ 108,433.37	\$684.34
WASHINGTON	KATHARINE ANN	Detective	\$ 108,432.11	\$708.56
GRANT	PATRICIA ANN	Sergeant	\$ 108,419.19	\$701.67
SCOTT	MICHAEL ANDREW	Plainclothes Police Constable	\$ 108,408.01	\$686.42
MCKAY	SCOTT	Detective	\$ 108,395.65	\$708.56
KNOTT	SIMON	Police Constable	\$ 108,395.41	\$684.37
STEPHENSON	KATHERINE LYNN	Detective	\$ 108,393.09	\$701.67
HU	YI	Police Constable	\$ 108,382.39	\$662.93
HAMLET	ROWAN ALLEN	Police Constable	\$ 108,368.13	\$669.95
MOORE	SCOTT WILLIAM	Detective	\$ 108,360.01	\$701.67
VERDOOLD	LANCE SCOTT	Police Constable	\$ 108,355.06	\$676.70
CIOFFI	MARC ANGELO	Sergeant	\$ 108,348.23	\$701.67
OSAGIE	BASSEY	Sergeant	\$ 108,346.53	\$682.82
TOMLINSON	JASON ALLAN	Plainclothes Police Constable	\$ 108,336.07	\$686.42
ROBITAILLE	PATRICK ANTOINE	Detective	\$ 108,333.74	\$701.67
VAN SCHUBERT	KEVIN JOHN	Sergeant	\$ 108,329.14	\$708.56
MARTELL	BRIAN	Detective	\$ 108,306.54	\$710.11
BERRY	JOSHUA MICHAEL	Police Constable	\$ 108,303.75	\$237.08
REMY	SMEDLEY ANTHONY	Sergeant	\$ 108,301.44	\$708.56
YOUSUFI	ABDULLAH	Drafting Technician	\$ 108,280.49	\$682.88
BEADMAN	BRIAN GEORGE	Detective	\$ 108,275.20	\$708.56
HANCOCK	JANINE RHONA	Sergeant	\$ 108,272.74	\$708.56
SCHULZE	SCOTT CURTIS	Police Constable	\$ 108,268.67	\$662.93
HALL	JOHN	Police Constable	\$ 108,257.02	\$684.37
LEE	KYUNG SOO	Police Constable	\$ 108,246.38	\$662.93
PABLA	SUKHVINDERPAL SINGH	Sergeant	\$ 108,240.63	\$701.67
ANGUS	DARREN RONALD	Police Constable	\$ 108,237.63	\$661.19
YARDE	RYAN ANTON	Plainclothes Police Constable	\$ 108,222.49	\$686.42
COWAN	ANDRIA	Sergeant	\$ 108,198.78	\$708.56
SCEARCE	MARTIN KENDAL	Police Constable	\$ 108,181.06	\$662.93
HILLHOUSE	TODD GARRY	Sergeant	\$ 108,172.86	\$708.56
FERNANDES	KERI ANN	Detective	\$ 108,169.80	\$701.67
MCNABB	EDWARD LYNN	Plainclothes Police Constable	\$ 108,159.45	\$686.42
SARGENT	CHRISTOPHER SEAN	Sergeant	\$ 108,140.38	\$708.56
TURNBULL	MICHAEL	Sergeant	\$ 108,139.14	\$708.73
KIMMERER	DAVID RUSSELL	Police Constable	\$ 108,133.49	\$669.95
LAVERS	MANFRED JAMES	Police Constable	\$ 108,132.35	\$658.58
MONTGOMERY	ELIZABETH HELEN	Sergeant	\$ 108,131.40	\$708.56
IZDEBSKI	PETER ANTONI	Police Constable	\$ 108,118.40	\$662.93
GOMES	JUSTIN DAVID	Plainclothes Police Constable	\$ 108,079.52	\$686.42
DE COSTE	LISA GERMAINE	Plainclothes Police Constable	\$ 108,077.06	\$686.42
JOHNSTON	TRICIA MARLENE	Detective	\$ 108,072.25	\$701.93
ELLIOTT	CHRISTOPHER PAUL	Detective	\$ 108,067.92	\$701.67
PATTERSON	STEPHEN BRENT	Plainclothes Police Constable	\$ 108,063.65	\$678.70
TAURO	KEITH GERARD	Police Constable	\$ 108,057.90	\$662.93
MCCAUSLAND	YOSHIO MICHAEL	Detective	\$ 108,038.44	\$701.67
NEWHOOK	MATTHEW ALBERT	Sergeant	\$ 108,025.26	\$708.56
YOUROUKOS	JONATHAN NICHOLAS	Police Constable	\$ 108,017.62	\$662.93
BENNETT	BRIAN ROBERT	Sergeant	\$ 108,017.20	\$675.80
MOTA	DANNY LABAO	Police Constable	\$ 108,007.85	\$669.95
WOJTKIEWICZ	VICTOR BRUNISLAW	Plainclothes Police Constable	\$ 108,006.97	\$686.42
CACCAVALE	ERASMO	Plainclothes Police Constable	\$ 108,006.41	\$693.44
ALLDREAD	GORDON SCOTT	Police Constable	\$ 107,989.22	\$676.70
GROVER	TODD	Sergeant	\$ 107,985.86	\$712.59
HANDSOR	AMY CHRISTINE	Plainclothes Police Constable	\$ 107,983.96	\$686.42
BRIDEAU	RENE ALYRE	Plainclothes Police Constable	\$ 107,980.49	\$686.42
BRAUTIGAM	JAZEN LORNE	Sergeant	\$ 107,971.74	\$701.67
HOPTON	RICHARD FREDERICK	Police Constable	\$ 107,960.40	\$662.93
KRUCZEK	PIOTR PAWEL	Plainclothes Police Constable	\$ 107,959.79	\$673.61
LEAHY	KEVIN JOHN	Detective	\$ 107,942.85	\$708.56
SPENCER	JASON GUEVARA	Plainclothes Police Constable	\$ 107,941.34	\$686.42
MCKERAGHAN	DANN FRANCIS	Police Constable	\$ 107,930.18	\$685.20
PROSAVICH	PAULA ANNE	Sergeant	\$ 107,887.66	\$701.67
MCCANN	KEITH	Training Constable	\$ 107,876.26	\$700.32
FORD	ANDREW RION	Police Constable	\$ 107,868.78	\$662.93
BENGE	PAUL	Plainclothes Police Constable	\$ 107,858.71	\$700.32
BIBEAU	CHRISTOPHER ROLAND	Police Constable	\$ 107,853.54	\$669.95
STEVENSON	KEVIN GLENN	Police Constable	\$ 107,852.91	\$668.88
BOWMASTER	MICHAEL GLEN	Plainclothes Police Constable	\$ 107,852.84	\$686.42
LEMAITRE	ROBERT JAMES	Detective	\$ 107,842.73	\$701.67

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
RODNEY	DEAN LLOYD	Sergeant	\$ 107,831.98	\$701.67
LEDGERWOOD	KIM	Sergeant	\$ 107,826.70	\$708.56
WOO	CHI SHING	Senior Programmer	\$ 107,823.49	\$257.90
KELLY	DIANE MARY	Police Constable	\$ 107,811.04	\$682.76
CHEN	WEI PIN	Plainclothes Police Constable	\$ 107,810.76	\$678.70
GAJRAJ	SYED SEAN	Plainclothes Police Constable	\$ 107,782.98	\$686.42
HALES	KEITH JOHN	Police Constable	\$ 107,772.46	\$669.95
PINTO	SUZANNE MARIE	Sergeant	\$ 107,772.28	\$708.56
WULFF	EDUARDO IGNACIO	Sergeant	\$ 107,768.00	\$283.58
NEVIN	DAVID	Plainclothes Police Constable	\$ 107,750.15	\$697.72
MORRISON	TREVOR JAMES	Police Constable	\$ 107,745.06	\$665.53
WILSON	DAVID JAMES	Police Constable	\$ 107,719.67	\$676.70
LAUSH	CHRISTOPHER ALLEN	Sergeant	\$ 107,717.17	\$708.56
HOLUBKO	PAWEL	Police Constable	\$ 107,710.61	\$662.93
RAWLUK	ROY	Plainclothes Police Constable	\$ 107,708.77	\$700.32
JANSZ	ANGELO TYRELL	Sergeant	\$ 107,699.83	\$695.77
HORTON	CHRISTOPHER NEIL	Plainclothes Police Constable	\$ 107,699.22	\$686.42
GORDON	CHRISTOPHER	Sergeant	\$ 107,688.24	\$393.76
TUCKER	ADRIANA PATRICIA	Plainclothes Police Constable	\$ 107,682.44	\$686.42
FLANDERS	TODD MATTHEW	Sergeant	\$ 107,679.32	\$701.67
CHANNER	NEVILLE	Sergeant	\$ 107,674.08	\$708.56
GRISOLIA	LISA	Sergeant	\$ 107,654.48	\$712.28
TAYLOR	ROBERT EDWARD	Police Constable	\$ 107,641.15	\$658.58
PICKRELL	NEIL	Police Constable	\$ 107,640.50	\$684.37
SAVOIA	GIOVANNI	Plainclothes Police Constable	\$ 107,631.36	\$700.32
MANIQUIS	ALVIN KEITH	Plainclothes Police Constable	\$ 107,630.50	\$686.42
HUNG	LESLIE FAN	Police Constable	\$ 107,619.07	\$662.93
BARBERO	TRISHA	Police Constable	\$ 107,600.45	\$654.23
JAMES	ALLISTAIR WINSTON	Police Constable	\$ 107,596.14	\$677.27
QUINN	SEAN LEE	Plainclothes Police Constable	\$ 107,586.37	\$686.42
KHIMANI	ZULFIQAR ALI	Parking Enforcement Officer	\$ 107,584.94	\$595.54
SUTTON	SEAN MATTHEW	Plainclothes Police Constable	\$ 107,577.93	\$686.42
BRISCOE	OMARI KAMAU	Police Constable	\$ 107,563.69	\$662.93
YULE	ROBERT CHRISTOPHER	Police Constable	\$ 107,558.35	\$676.70
PETRAKIS	MICHAEL	Police Constable	\$ 107,545.86	\$677.88
FERKO	CHRISTOPHER ROBIN	Police Constable	\$ 107,545.16	\$669.95
WOOLLEY	RAYMOND	Police Constable	\$ 107,542.53	\$684.37
NOTAY	JAGMOHAN SINGH	Parking Enforcement Officer	\$ 107,541.82	\$595.54
HIGGINS	ANDREW CRAIG	Sergeant	\$ 107,533.53	\$701.67
TOWNLEY	PHILIP ALEXANDER	Detective	\$ 107,507.78	\$701.67
RODRIGUEZ	ROBERT DAVID	Police Constable	\$ 107,507.49	\$683.75
TOMASZEWSKI	MARCIN ROBERT	Police Constable	\$ 107,494.47	\$662.93
NICOL	ROBERT	Plainclothes Police Constable	\$ 107,490.29	\$686.42
HORWOOD	RYAN KNIGHT	Plainclothes Police Constable	\$ 107,488.72	\$685.20
RYAN	CLINTON DEREK	Police Constable	\$ 107,487.45	\$662.93
PAIS	GLENN EDWIN	Police Constable	\$ 107,485.94	\$686.42
HUBER	ERWIN WERNER	Plainclothes Police Constable	\$ 107,468.07	\$686.42
CHOW	LAWRENCE CHI	Detective	\$ 107,467.98	\$283.58
DION	DANIEL	Detective	\$ 107,464.64	\$710.11
COHEN	MELISSA KELLY	Plainclothes Police Constable	\$ 107,462.55	\$673.21
JOSEPH	RONALD RAJESH	Police Constable	\$ 107,457.77	\$656.84
LICOP	ROBERT JOSEPH	Police Constable	\$ 107,454.07	\$676.70
MARXER	MATTHEW ALOIS	Plainclothes Police Constable	\$ 107,444.50	\$677.88
PAYNE	KARL SCOTT	Sergeant	\$ 107,441.94	\$708.56
MCALEER	KEVIN	Police Constable	\$ 107,440.74	\$684.37
STRADZA	KRYSTIAN	Police Constable	\$ 107,433.28	\$662.93
HISCOX	PATRICK JAMES	Plainclothes Police Constable	\$ 107,419.43	\$677.88
MCGOWAN	KENNETH	Police Constable	\$ 107,400.30	\$362.28
KENNEDY	IAN DANIEL	Detective	\$ 107,392.71	\$701.67
ROSE	DAWN	Detective	\$ 107,388.46	\$710.11
GRIEVE	TREVOR SCOTT	Police Constable	\$ 107,375.82	\$675.34
FRASER	TRACEY	Sergeant	\$ 107,375.35	\$708.56
WILSON	DEREK SCOTT	Detective	\$ 107,374.25	\$645.60
BARNES	WALLACE CRISPIN	Plainclothes Police Constable	\$ 107,369.91	\$678.70
HOLDER	ADKIN	Detective	\$ 107,360.88	\$566.90
FOWLDS	GORDON BRUCE	Police Constable	\$ 107,358.17	\$685.51
MOFFATT	MICHAEL	Police Constable	\$ 107,352.03	\$582.77
HAYLES	MICHAEL BANCROFT	Sergeant	\$ 107,345.54	\$701.93
ARMSTRONG	ROBERT PAUL	Plainclothes Police Constable	\$ 107,337.13	\$686.42
PARVIN	ARMAND SYDNEY	Plainclothes Police Constable	\$ 107,327.51	\$678.70
GINI	GUILLERMO STEVE	Plainclothes Police Constable	\$ 107,319.81	\$678.70

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
ALIAS	GAVIN RAYMOND	Police Constable	\$ 107,306.85	\$654.23
LUCZYK	RICHARD ALEXANDER	Plainclothes Police Constable	\$ 107,286.56	\$686.42
ALEXIOU	DEMITRIOS	Plainclothes Police Constable	\$ 107,280.57	\$700.32
STACEY	BRIAN	Plainclothes Police Constable	\$ 107,271.83	\$700.32
BANTON	ROBIN HORATIO	Sergeant	\$ 107,263.81	\$708.56
CHORNOOK	STEPHEN	Police Constable	\$ 107,247.71	\$684.37
WIGGERMANN	SVEN	Police Constable	\$ 107,237.51	\$662.93
CHAUDHRY	MAGHFOOR AHMAD	Planner	\$ 107,237.44	\$654.56
STRENG	MICHAEL ANTHONY	Sergeant	\$ 107,235.33	\$701.67
BALASUBRAMANIAM	KOWSIHAN	Plainclothes Police Constable	\$ 107,233.36	\$671.99
RENDON	BRIAN	Police Constable	\$ 107,232.45	\$662.93
INGLIS	CRAIG NORMAN	Police Constable	\$ 107,218.32	\$669.95
HINES	GORDON IAN	Police Constable	\$ 107,217.27	\$669.95
BRAR	SHANE GURSHARAN	Detective	\$ 107,214.93	\$708.56
BHOGAL	RAJAN-SINGH	Police Constable	\$ 107,211.73	\$662.93
COOVADIA	ABDUL-KHALIK YAHYA	Plainclothes Police Constable	\$ 107,210.94	\$693.44
MOLE	DEREK JAMES	Police Constable	\$ 107,209.08	\$669.95
WESTERVELT	VICKI ANN	Sergeant	\$ 107,205.05	\$683.99
BENNETT	TREVOR	Sergeant	\$ 107,199.78	\$286.99
MACHELL	GARY LAWRENCE	Police Constable	\$ 107,188.37	\$662.06
WALKER	STEVEN	Plainclothes Police Constable	\$ 107,188.27	\$700.32
SOUVANDY	CHANTHIMA	Plainclothes Police Constable	\$ 107,185.21	\$678.70
DUNCAN	JEANINE	Detective	\$ 107,172.25	\$710.42
KLUNDER	GERARD WILLIAM	Sergeant	\$ 107,169.47	\$701.67
KRAWCZYK	RICHARD	Police Constable	\$ 107,157.59	\$684.37
SAWYER	DAVID ALLAN	Police Constable	\$ 107,142.29	\$682.76
MORRIS	MANDY DAWN	Sergeant	\$ 107,118.26	\$706.31
SMITH	BRIAN	Detective	\$ 107,101.83	\$710.11
CAMPBELL	ANDREW JAMES	Plainclothes Police Constable	\$ 107,083.08	\$673.82
AMOS	SEAN DAVID	Police Constable	\$ 107,075.89	\$678.56
BELL	DARYL EDWARD	Plainclothes Police Constable	\$ 107,075.60	\$686.42
SCHUMACHER	JONATHAN MICHAEL	Plainclothes Police Constable	\$ 107,072.97	\$686.42
LIM	DONG HYEOK DAVE	Plainclothes Police Constable	\$ 107,062.92	\$679.01
MC SWEENEY	JOSH MATTHEW	Plainclothes Police Constable	\$ 107,061.14	\$678.70
HENSHELL	CHRISTOPHER KEITH	Police Constable	\$ 107,053.93	\$669.95
HEGARTY	NATALIE MONIQUE	Detective	\$ 107,051.92	\$647.77
WOOD	KIMBERLY ANN	Senior Supervisor of Support Services	\$ 107,031.15	\$705.86
NG	WILLIAM	Police Constable	\$ 107,023.86	\$662.93
CILIA	JOHN ROBERT	Police Constable	\$ 106,998.15	\$675.34
ITO	CHRISTOPHER	Police Constable	\$ 106,993.59	\$662.93
ADDERLEY	DIANA LOUISE	Sergeant	\$ 106,993.03	\$708.56
BULBROOK	CALVIN MILORAD	Police Constable	\$ 106,985.40	\$675.34
STEEL	TYLER FRANKLIN	Police Constable	\$ 106,982.37	\$662.06
MILLER	IAN MARK	Plainclothes Police Constable	\$ 106,972.77	\$678.85
MONTRAIT	DAVID WILLIAM	Police Constable	\$ 106,972.15	\$662.06
GUERREIRO	JOSEPH ANDREW	Plainclothes Police Constable	\$ 106,961.88	\$686.42
HAYNES	ERNEST DAVID	Plainclothes Police Constable	\$ 106,955.78	\$686.42
WILLIAMS	CLAYTON	Sergeant	\$ 106,928.06	\$708.56
CHO	HYUNG EUN	Police Constable	\$ 106,910.29	\$662.06
RELPH	BRADLEY GEORGE	Detective	\$ 106,897.19	\$706.06
MELBYE	MARK ALEXANDER	Police Constable	\$ 106,888.85	\$669.95
SEHDEV	NITIN	Plainclothes Police Constable	\$ 106,883.49	\$678.70
KICKSEE	CHERYL NOREEN	Human Resources Application Specialist	\$ 106,882.61	\$400.51
HILL	ELIOT LEWIS	Police Constable	\$ 106,880.11	\$669.95
KERR	STEVEN HAROLD	Plainclothes Police Constable	\$ 106,876.89	\$686.42
LADURANTAYE	BROCK YVES	Training Constable	\$ 106,864.12	\$685.20
MCKENZIE	ROBERT SEAN	Sergeant	\$ 106,829.66	\$701.67
GALDIKS	ROLAND GERHARD	Police Constable	\$ 106,806.13	\$669.95
FORCILLO	JAMES BERNARD	Police Constable	\$ 106,800.89	\$639.53
ARMSTRONG	KAREN	Police Constable	\$ 106,795.79	\$682.76
MANTLE	MELINDA ANNE	Plainclothes Police Constable	\$ 106,795.02	\$678.70
MALE	DAVID JOSEPH	Detective	\$ 106,789.24	\$701.67
COLLYER	ADAM STEPHEN	Police Constable	\$ 106,785.29	\$669.95
ZAJAC	JULIE	Sergeant	\$ 106,782.63	\$283.58
PAOLETTA	ANTHONY	Sergeant	\$ 106,782.43	\$708.56
WHITE	KEVIN JOSEPH	Sergeant	\$ 106,778.74	\$689.22
ABRAMOVITZ	MATHEW CHRISTOPHER	Plainclothes Police Constable	\$ 106,768.38	\$678.70
DIRENZO	RAYMOND MARTIN	Sergeant	\$ 106,759.90	\$708.56
ENTWISTLE	WARREN CLAYTON	Plainclothes Police Constable	\$ 106,732.75	\$544.76
GALLANT	DENISE	Sergeant	\$ 106,720.79	\$285.13
TEDFORD	STEVEN THOMAS	Sergeant	\$ 106,713.30	\$708.56

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
CAMPBELL	STEVEN JAMES	Plainclothes Police Constable	\$ 106,707.80	\$666.29
REGAN	PAUL FRANCIS	Police Constable	\$ 106,707.50	\$662.93
CHIU	SIN-YI	Sergeant	\$ 106,706.51	\$709.80
JONES	SANDRA MAUREEN	Sergeant	\$ 106,703.89	\$566.90
GALLO	DANIEL	Plainclothes Police Constable	\$ 106,701.36	\$686.42
VAN DER KRABBen	STEVEN JOHN	Police Constable	\$ 106,699.96	\$669.95
KEMPSTER	DARRYL MARTIN	Plainclothes Police Constable	\$ 106,684.26	\$254.03
SARJOO	KEVIN RAMROOP	Police Constable	\$ 106,679.14	\$662.93
ROONEY	TREVOR MICHAEL	Sergeant	\$ 106,679.11	\$701.67
HILLIER	JASON SABINO	Plainclothes Police Constable	\$ 106,670.68	\$678.70
TYNKALUK	DEAN ALLAN	Sergeant	\$ 106,668.36	\$708.56
ANDREWS	SARAH LYNN	Sergeant	\$ 106,662.82	\$683.99
CLIFFORD	HUGH ANTHONY	Police Constable	\$ 106,662.63	\$662.93
REYNOLDS	JASON DAVID	Police Constable	\$ 106,657.90	\$675.44
HAGOPIAN	GREGORY KRIKOR	Detective	\$ 106,651.08	\$701.67
NUNNO	MELISSA	Plainclothes Police Constable	\$ 106,644.39	\$686.42
GRIS	ROBERT MICHAEL	Sergeant	\$ 106,640.43	\$695.77
NASIM	FAISAL	Police Constable	\$ 106,636.79	\$662.93
GREENE	MICHAELA SARA	Police Constable	\$ 106,633.37	\$662.93
JONES	PAUL CHRISTOPHER	Detective	\$ 106,619.45	\$701.67
LINNEY	JOHN THOMAS	Plainclothes Police Constable	\$ 106,604.63	\$686.42
RUSSELL	ROBERT GLENN	Detective	\$ 106,569.51	\$701.67
RIGGS	BRIAN CHRISTOPHER	Plainclothes Police Constable	\$ 106,568.45	\$686.42
LANGILLE	LYNN	Plainclothes Police Constable	\$ 106,567.39	\$690.34
RINKOFF	LEE ADAM	Plainclothes Police Constable	\$ 106,561.19	\$678.70
TOMPRAS	THEODORE	Training Constable	\$ 106,553.82	\$685.20
SAWYER	ANDREW LESLIE	Detective	\$ 106,543.66	\$709.80
SOUSA	PAUL ALEXANDRE	Police Constable	\$ 106,541.94	\$662.93
WARD	PETER	Plainclothes Police Constable	\$ 106,520.57	\$275.34
IONTA	ALESSANDRO	Detective	\$ 106,517.44	\$701.67
TUCKWELL	TIMOTHY EDWARD	Police Constable	\$ 106,512.82	\$669.95
GRIFFIN	PAUL	Police Constable	\$ 106,495.71	\$684.37
CUNNINGTON	MATTHEW DOUGLAS	Plainclothes Police Constable	\$ 106,492.39	\$686.42
EICHENBERG	JAMES MICHAEL	Training Constable	\$ 106,485.16	\$685.46
DAVEY	SEAN ANDREW	Plainclothes Police Constable	\$ 106,479.24	\$686.42
PARKER	TODD WILLIAM	Police Constable	\$ 106,478.86	\$669.95
ERMACORA	ROBERT GALDINO	Detective	\$ 106,476.51	\$708.56
MACDONALD	JANICE	Detective	\$ 106,467.82	\$708.56
ANSARI	ALI AKBAR	Detective	\$ 106,453.60	\$283.58
MYERS	GREGORY	Sergeant	\$ 106,445.59	\$710.11
DIAZ	ANGELA MARIA	Police Constable	\$ 106,444.11	\$678.14
THOMAS	RHONDA LEE	Detective	\$ 106,441.33	\$701.67
GAGLIARDI	DEANNA LYNN	Plainclothes Police Constable	\$ 106,440.44	\$686.42
EDWARD	GLENN RAYMOND	Sergeant	\$ 106,425.88	\$701.67
COULTER	SHANE DUSTIN	Sergeant	\$ 106,425.68	\$701.93
MACDONALD	BERNARD	Sergeant	\$ 106,421.27	\$708.56
GONZALES	ANGELO ENRIQUEZ	Police Constable	\$ 106,420.60	\$669.95
HOFFMEYER	RUSSELL DANIEL	Detective	\$ 106,413.99	\$701.67
TRACEY	MARK ROBERT	Detective	\$ 106,393.90	\$708.56
EAGLESON	LISA CHRISTINE	Sergeant	\$ 106,363.57	\$708.56
CUSHING	IRKA KATHERINE	Senior Analyst	\$ 106,360.95	\$280.88
MC KENZIE	JOSHUA BRANDON	Plainclothes Police Constable	\$ 106,359.98	\$676.93
HAYNES	CHRISTOPHER SEAN	Plainclothes Police Constable	\$ 106,357.68	\$693.44
MACNAB	DANIEL WILLIAM	Police Constable	\$ 106,320.74	\$682.76
KERR	MICHAEL WILLIAM	Plainclothes Police Constable	\$ 106,311.66	\$686.42
BUTT	STEPHEN MILLER	Police Constable	\$ 106,300.75	\$674.83
PIGNATELLI	TONY	Police Constable	\$ 106,298.18	\$676.70
JOHN	JEANILE MARIA	Detective	\$ 106,290.40	\$708.56
CHIASSON	YVETTE MARIE	Police Constable	\$ 106,260.91	\$669.95
KAPLIOUK	IVAN ALEKSANDROVICH	Police Constable	\$ 106,258.46	\$669.64
MAHMOOD	TAYYAB	Police Constable	\$ 106,253.42	\$662.06
ELLIOTT	SHAWN WILLIAM	Sergeant	\$ 106,248.12	\$708.56
BESON	MARK WILLIAM	Sergeant	\$ 106,238.15	\$694.83
HOOPER	KEVIN JOSEPH	Sergeant	\$ 106,233.80	\$701.67
CASEY	JAMES AUSTIN	Plainclothes Police Constable	\$ 106,231.89	\$678.70
CASTELL	TIFFANY ALICIA	Plainclothes Police Constable	\$ 106,216.46	\$678.70
RIOLO	SALVATORE TONY	Police Constable	\$ 106,214.89	\$669.95
MIAN	FARHAAN AFTAB	Police Constable	\$ 106,210.65	\$670.92
JOHNSON	MARTIN NATHANIEL	Police Constable	\$ 106,209.71	\$662.93
TAPP	DEAN	Detective	\$ 106,202.87	\$708.56
MARSHALL	SHAWN TOBIN	Sergeant	\$ 106,196.10	\$689.22

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
WONG	GORDON CHUNG-HOI	Police Constable	\$ 106,192.39	\$669.95
CAMPBELL	CLAYTON DOUGLAS	Detective	\$ 106,188.26	\$701.67
LISANIN	ARNULFO JR.	Police Constable	\$ 106,187.28	\$662.93
MAYO	KENNETH	Police Constable	\$ 106,172.90	\$684.37
MCBRYDE	GLEN WILLIAM	Detective	\$ 106,168.30	\$701.93
MEREDITH	CRAIG ANDREW	Police Constable	\$ 106,154.16	\$669.95
BANKS	DONNA	Detective	\$ 106,151.44	\$566.90
FERRY	JASON WAYNE	Detective	\$ 106,147.37	\$701.67
PREVOST	JAYME THOMAS	Police Constable	\$ 106,142.20	\$237.95
RYAN	BARBARA	Detective	\$ 106,139.81	\$708.56
FLIS	CANDICE LYNN	Detective	\$ 106,133.41	\$708.56
KANE	SHAWN GERALD	Police Constable	\$ 106,127.81	\$662.93
BHARDWAJ	ELLA ELIZABETH	Police Constable	\$ 106,120.69	\$669.95
HAGGETT	LORI LYNN	Detective	\$ 106,117.17	\$566.90
SIDHU	GORPAL SINGH	Sergeant	\$ 106,116.09	\$708.56
SELVER	TERRY WILLIAM	Plainclothes Police Constable	\$ 106,114.22	\$686.42
ROSINA	MICHAEL DREW	Sergeant	\$ 106,113.98	\$425.24
MASTROKOSTAS	MAGDALENE MAGGIE	Detective	\$ 106,112.28	\$283.58
WARD	KEVIN WALTER	Police Constable	\$ 106,105.58	\$662.93
MACDONALD	LORI-ANN	Detective	\$ 106,103.98	\$283.58
FURNESS	HOWARD WAYNE	Assistant Manager, Payroll Services	\$ 106,085.01	\$378.33
TINT	JULIE CHRISTINE	Sergeant	\$ 106,083.20	\$708.56
KOMARNISKY	SANDRA	Plainclothes Police Constable	\$ 106,079.57	\$693.44
CHARRON	STEPHANE REJEAN	Plainclothes Police Constable	\$ 106,076.80	\$686.42
BASSINGTHWAITE	STEVEN JEFFREY	Sergeant	\$ 106,073.73	\$686.98
ATKINSON	JAMES JONATHAN	Police Constable	\$ 106,068.72	\$684.37
BREEDON	WARREN SPENCER	Plainclothes Police Constable	\$ 106,067.39	\$681.54
TAYLOR	WAVENEY PATSY	Police Constable	\$ 106,061.15	\$669.95
NICHOLS	HEATHER LAURY	Detective	\$ 106,060.54	\$386.87
MCLAUGHLIN	JUNIOR SYLVESTER	Police Constable	\$ 106,047.43	\$676.70
DESMARAIS	JOHN PAUL	Police Constable	\$ 106,038.94	\$669.95
MILLER	BRIAN JAMES	Police Constable	\$ 106,027.84	\$646.97
SIMAKOV	ALEXANDER DAVID	Police Constable	\$ 106,015.65	\$682.76
SIDHU	SUKHVINDER SINGH	Plainclothes Police Constable	\$ 106,008.81	\$686.42
LAWSON	ANDREW AVERY	Detective	\$ 106,008.74	\$701.93
URE	JAMES ANDREW	Police Constable	\$ 106,001.81	\$676.70
GARCIA	ETELVINO MANUEL	Police Constable	\$ 105,998.38	\$662.06
BELL	KATHLEEN BRIGID	Plainclothes Police Constable	\$ 105,987.97	\$700.32
LINDALE	MICHAEL	Police Constable	\$ 105,986.49	\$684.37
SANGHA	HARJIT SINGH	Plainclothes Police Constable	\$ 105,943.03	\$630.48
GIBBONS	REBECCA NICOLE	Plainclothes Police Constable	\$ 105,939.87	\$686.42
DURST	PETER	Plainclothes Police Constable	\$ 105,934.78	\$275.34
ELLIOT	BENJAMIN GEORGE	Police Constable	\$ 105,924.05	\$662.93
DUNCAN	PETER	Detective	\$ 105,922.12	\$708.56
ESTWICK	EULIALIA	Detective	\$ 105,919.75	\$708.56
BENNETT	JOANNE	Detective	\$ 105,919.12	\$708.56
ROGERS	RICHARD	Sergeant	\$ 105,917.37	\$393.76
BOGLES	LOUIE MARK	Plainclothes Police Constable	\$ 105,916.42	\$678.70
IRVINE	ZACHARY JAMES	Plainclothes Police Constable	\$ 105,893.73	\$686.42
FIGLARZ	RADOSLAW	Police Constable	\$ 105,892.78	\$662.93
CRAWFORD	JASON RICHARD	Police Constable	\$ 105,888.45	\$662.93
SERBAN	ION VERONEL	Project Leader	\$ 105,882.40	\$280.88
PANESAR	SARABHJEET SINGH	Plainclothes Police Constable	\$ 105,873.70	\$678.70
PICKETT	TRAVIS GRAYSON	Plainclothes Police Constable	\$ 105,873.05	\$686.42
AQUILINA	MARCEL	Police Constable	\$ 105,871.14	\$669.95
MINEYKO	KRZYSZTOF EUSTACHY	Senior Analyst	\$ 105,865.81	\$280.88
LAING	RICHARD ANTHONY	Police Constable	\$ 105,849.61	\$669.95
PANDOLFI	ALESSANDRO ANTHONY	Plainclothes Police Constable	\$ 105,848.34	\$686.42
STEHLIK	MICHAEL JOSEF	Plainclothes Police Constable	\$ 105,844.45	\$686.42
BENOIT	LISABET JANE	Detective Sergeant	\$ 105,843.53	\$689.30
MONTIETH	KIRK	Police Constable	\$ 105,842.71	\$259.39
PALERMO	LOREDANA	Plainclothes Police Constable	\$ 105,839.71	\$683.98
MCWILLIAM	HEATHER LYNN	Police Constable	\$ 105,839.37	\$675.34
WHITE	DONALD GERALD	Sergeant	\$ 105,836.92	\$701.67
MA	DEREK	Police Constable	\$ 105,834.16	\$662.06
COOK	THOMAS WILLIAM	Plainclothes Police Constable	\$ 105,831.47	\$671.78
KRAFT	JASON	Sergeant	\$ 105,811.66	\$701.67
BRUNELLE	GLEN WINSTON	Police Constable	\$ 105,811.04	\$670.56
MACKENZIE	THOMAS BLAIR	Training Constable	\$ 105,796.14	\$685.20
SNEEP	TODD JAMES	Plainclothes Police Constable	\$ 105,793.14	\$678.70
REKHI	JASDEEP	Plainclothes Police Constable	\$ 105,791.55	\$681.80

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
DUNKER	NIGEL PETER	Training Constable	\$ 105,781.88	\$685.20
ARCAND	BRIAN CHRISTOPHER	Police Constable	\$ 105,776.77	\$662.93
TAHIRAJ	ALI SHUKRI	Plainclothes Police Constable	\$ 105,775.77	\$686.42
BAGSHAW	ROBERT BRUCE	Plainclothes Police Constable	\$ 105,771.54	\$700.32
BECKWITH	CHRISTOPHER	Police Constable	\$ 105,768.49	\$674.83
HODGSON	FREDERICK ALVIN	Police Constable	\$ 105,766.89	\$669.95
GRANT	KEVIN	Plainclothes Police Constable	\$ 105,766.76	\$700.32
WILSON	JULIE THERESE	Sergeant	\$ 105,750.12	\$701.67
KIM	CHARLES WON-JIN	Sergeant	\$ 105,746.51	\$701.67
BIRING	SACHBINDER SINGH	Sergeant	\$ 105,729.30	\$276.69
NORMAN	WILLIAM MICHAEL	Police Constable	\$ 105,726.79	\$669.95
HODKIN	JASON JOSEPH	Plainclothes Police Constable	\$ 105,724.90	\$686.42
PATEL	RAJESHKUMAR	Sergeant	\$ 105,723.88	\$698.55
GIRMENIA	FRANCESCO	Plainclothes Police Constable	\$ 105,722.70	\$673.61
SIDDIQUI	HAROON AHMED	Police Constable	\$ 105,720.66	\$662.93
MARTIN	DANIEL ALEXANDER	Sergeant	\$ 105,708.85	\$701.67
KELLY	RYAN ANDREW	Plainclothes Police Constable	\$ 105,703.94	\$686.42
YU	CLIFFORD	Police Constable	\$ 105,701.68	\$684.37
LEE	JOHN	Plainclothes Police Constable	\$ 105,690.29	\$693.44
MYERS	SHARON ELIZABETH	Sergeant	\$ 105,685.35	\$701.67
PRICE	ROBERT ARTHUR	Police Constable	\$ 105,677.03	\$662.06
GOOBIE	DERRICK	Training Constable	\$ 105,667.77	\$700.32
BERRY	STEPHEN ROGER	Sergeant	\$ 105,648.85	\$369.05
BALET	ANDREW SEBASTIAN	Police Constable	\$ 105,648.60	\$662.93
LENNON	KIRK DEMETRICE	Police Constable	\$ 105,642.52	\$662.93
SCAVONE	GABRIELE	Police Constable	\$ 105,642.14	\$684.37
NUSSBAUM-VOINA	VIORICA IOAN	Senior Analyst	\$ 105,636.94	\$280.88
OLIVEROS	RAMON	Sergeant	\$ 105,625.20	\$701.67
ROMAIN	PHILLIP ROLAND	Plainclothes Police Constable	\$ 105,611.71	\$686.42
MONTEIRO	ROBERT	Training Constable	\$ 105,611.04	\$685.20
DEABREU	GREGORY JOHN	Plainclothes Police Constable	\$ 105,606.67	\$678.70
RAMPERSAUD	DAVID	Senior Analyst	\$ 105,605.77	\$280.88
D'ANTONIO	REMO	Detective	\$ 105,604.69	\$701.67
REID	GREGOR JOHN	Plainclothes Police Constable	\$ 105,603.93	\$670.21
GAZEY	DARYL	Police Constable	\$ 105,603.44	\$682.82
SLATER	RICHARD SCOTT	Plainclothes Police Constable	\$ 105,600.23	\$678.49
WINDSOR	DAVID LEE	Plainclothes Police Constable	\$ 105,592.79	\$686.42
HOPKINS	JEFFREY DAVID	Detective	\$ 105,591.56	\$701.67
CARMICHAEL	STEPHEN FRANCIS	Sergeant	\$ 105,586.66	\$701.67
KOH	DAVID SUKJIN	Police Constable	\$ 105,582.10	\$316.65
PERSAUD	RAMACE	Police Constable	\$ 105,577.81	\$662.93
ALLAN	SCOTT DOUGLAS	Police Constable	\$ 105,577.57	\$670.20
FOGG	BRETT GORDON	Police Constable	\$ 105,571.31	\$676.70
MAXWELL	GEORGE BYRON	Plainclothes Police Constable	\$ 105,566.86	\$686.42
ARTINIAN	PEGLAR	Plainclothes Police Constable	\$ 105,560.93	\$686.42
TOMS	FREDERIC HALLEY	Police Constable	\$ 105,545.25	\$662.93
FUNCHION	DANIEL SCOTT	Plainclothes Police Constable	\$ 105,530.53	\$673.82
BRISTER	JOHN WILLIAM	Police Constable	\$ 105,529.12	\$536.83
DAVIS	STACEY DEE	Sergeant	\$ 105,527.28	\$701.67
SO	YING HO	Plainclothes Police Constable	\$ 105,521.51	\$686.42
CARUSO	SALVATORE	Plainclothes Police Constable	\$ 105,516.55	\$673.82
PAGLIA	GIANCARLO	Plainclothes Police Constable	\$ 105,514.47	\$686.42
MCLAUGHLIN	MARTIN WILLIAM	Police Constable	\$ 105,506.73	\$669.95
MORRIS	MARK LAVAROUS	Sergeant	\$ 105,496.71	\$703.75
HOBOR	TERENCE ALEC	Plainclothes Police Constable	\$ 105,496.69	\$635.42
GALL	ALEXANDRU	Plainclothes Police Constable	\$ 105,474.97	\$683.30
FLETT	JAMES	Plainclothes Police Constable	\$ 105,472.80	\$271.21
WARD	BRETT TERRANCE	Plainclothes Police Constable	\$ 105,469.10	\$686.42
FOURNIER	MARIE-JOSEE	Plainclothes Police Constable	\$ 105,461.31	\$678.70
ST GEORGE	STEPHANE MARC	Plainclothes Police Constable	\$ 105,448.29	\$686.42
BOND	MICHELE LOUISE	Plainclothes Police Constable	\$ 105,430.02	\$686.42
BLACKADAR	JANELLE RUTH	Plainclothes Police Constable	\$ 105,427.23	\$686.68
LEVESQUE	MARTIN	Sergeant	\$ 105,426.90	\$701.67
GOKEDA	GOPALA KRISHNA	Project Leader	\$ 105,408.29	\$707.82
STOYKO	SANDRA LOUISE	Police Constable	\$ 105,407.51	\$675.34
MAVROU	DANNY	Plainclothes Police Constable	\$ 105,405.98	\$666.29
NICHOLSON	LEONARD BRUCE	Police Constable	\$ 105,397.75	\$669.95
ROCK	CAROL	Sergeant	\$ 105,391.34	\$608.22
FEGAN	BRENDA ELIZABETH	Police Constable	\$ 105,390.88	\$673.70
SAFARI	MUSTAFA	Police Constable	\$ 105,371.42	\$662.93
WILLMS	DAVID GEORGE	Senior Technical Analyst	\$ 105,370.77	\$280.88

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
GREENLAW	CYNTHIA	Police Constable	\$ 105,367.64	\$684.37
LUSSOW	CHRISTOPHER	Training Constable	\$ 105,365.84	\$700.32
SPENCER	JASON ALLAN	Police Constable	\$ 105,318.04	\$669.95
FASSBENDER	SUSAN ELISABETH	Police Constable	\$ 105,317.00	\$669.95
HWANG	THOMAS YUNG-YIH	Police Constable	\$ 105,306.38	\$244.97
STRAIN	GARVAN AUGUSTINE	Plainclothes Police Constable	\$ 105,299.49	\$686.42
CRILLY	JOHN JAMES	Detective	\$ 105,290.02	\$701.67
POWELL	MICHELLE ELIZABETH	Plainclothes Police Constable	\$ 105,287.60	\$688.50
TROVATO	LUIGI MOSE	Plainclothes Police Constable	\$ 105,279.24	\$688.50
PECK	JENNIFER LOUISE	Police Constable	\$ 105,277.91	\$682.76
JANKULOVSKI	LILJANA	Plainclothes Police Constable	\$ 105,274.77	\$686.42
KILLY	ANTON	Police Constable	\$ 105,259.21	\$683.13
COMMISSION	CHRISTOPHER PAUL	Plainclothes Police Constable	\$ 105,255.04	\$686.42
BOLCSO	MARTHA ANN	Senior Analyst	\$ 105,228.21	\$280.88
RAMIREZ	MARION GENEVIEVE	Senior Analyst	\$ 105,228.21	\$280.88
HOWLETT	WAYNE	Plainclothes Police Constable	\$ 105,221.31	\$700.32
RUSSELL	DAVID MICHAEL	Police Constable	\$ 105,209.26	\$662.93
SIRBU	PETRICIA CRISTIAN	Police Constable	\$ 105,200.42	\$658.58
DE LUGT	MARK	Police Constable	\$ 105,194.25	\$684.37
BUTT	FASIEH UZ	Police Constable	\$ 105,192.18	\$654.23
RAGELL	THOMAS MICHAEL	Police Constable	\$ 105,173.16	\$676.70
MCBRIDE	KEITH ROBERT	Police Constable	\$ 105,166.92	\$667.87
GRIEVES	GARY	Plainclothes Police Constable	\$ 105,158.25	\$275.34
LIU	BRUCE ZHIYONG	Police Constable	\$ 105,151.27	\$662.93
KUHN	RENE MICHAEL	Training Constable	\$ 105,149.66	\$685.20
BURKE	GARY EDWIN	Sergeant	\$ 105,146.29	\$701.67
UCHMAN	GERALD ROBERT	Police Constable	\$ 105,144.42	\$636.86
O'NEILL	BARRY JOHN	Plainclothes Police Constable	\$ 105,112.99	\$686.42
LEE	KAREN	Police Constable	\$ 105,110.95	\$252.90
CORREA	ANTONIO	Police Constable	\$ 105,107.49	\$668.42
MCALLISTER	DAVID WILLIAM	Police Constable	\$ 105,083.21	\$669.95
DYCK	HENRY JACOB	Plainclothes Police Constable	\$ 105,065.61	\$253.72
DOHERTY	BRADEN SPENCER	Plainclothes Police Constable	\$ 105,064.89	\$686.42
STOJKOV	SLOBODAN BOB	Police Constable	\$ 105,055.94	\$662.93
GURR	JACK JACOB	Sergeant	\$ 105,048.49	\$386.87
ARRUDA	SANDRA	Plainclothes Police Constable	\$ 105,035.81	\$686.42
RIM	CHRIS	Plainclothes Police Constable	\$ 105,025.15	\$675.65
ROBERTS	ANGELA PATRICIA	Plainclothes Police Constable	\$ 105,021.66	\$673.82
WRIGHT	ARTHUR	Police Constable	\$ 105,020.01	\$684.37
MCNALLY	DEREK	Plainclothes Police Constable	\$ 105,019.06	\$596.28
FILIPPIN	GIANNI ALAN	Plainclothes Police Constable	\$ 105,014.58	\$686.42
LORIMER	TROY WILLIAM	Plainclothes Police Constable	\$ 104,998.55	\$686.42
WINDLE	TRACY GEORGINA	Police Constable	\$ 104,983.36	\$662.93
ACHAIBAR	RICHARD ANTHONY	Police Constable	\$ 104,973.25	\$657.76
MONAHAR	DION RAJESH	Plainclothes Police Constable	\$ 104,964.93	\$686.42
MANN	AMARJIT SINGH	Plainclothes Police Constable	\$ 104,959.86	\$686.42
JACKSON	ROBERT MICHAEL	Police Constable	\$ 104,958.62	\$669.95
LANIGAN	ROBIN	Plainclothes Police Constable	\$ 104,953.58	\$700.32
DOBRO	ANDREW	Police Constable	\$ 104,953.00	\$684.37
VAN HOOGENHUIZE	MICHAEL DANIEL	Plainclothes Police Constable	\$ 104,932.73	\$666.29
AL-ROUBAIAI	ALI TALIB	Police Constable	\$ 104,932.37	\$662.93
KARAVADI	HANUMANTHA	Senior Analyst	\$ 104,928.21	\$280.88
MORRIS	CHRISTOPHER ROSS	Plainclothes Police Constable	\$ 104,923.59	\$681.80
WHITE	MARK	Police Constable	\$ 104,923.20	\$684.37
SALERMO PANEQUE	JAVIER	Police Constable	\$ 104,922.02	\$662.93
KRANJAC	JOSEPH ANTHONY	Detective	\$ 104,913.97	\$701.67
MOISSEEV	IOURI	Senior Technical Analyst	\$ 104,913.21	\$280.88
RUGHOO	DAVID RAVINDRA	Plainclothes Police Constable	\$ 104,913.16	\$686.42
FADEL	MOHAMAD	Police Constable	\$ 104,910.73	\$662.93
PARTRIDGE	DAVID WILLIAM	Police Constable	\$ 104,898.18	\$662.06
GAUTHIER	PAUL RICHARD	Sergeant	\$ 104,887.85	\$701.67
HUTCHINGS	DANIEL WILLIAM	Sergeant	\$ 104,880.84	\$701.67
HALEY	RHONDA GAYLE	Plainclothes Police Constable	\$ 104,880.36	\$686.42
PETRAKIS	STAVROS	Plainclothes Police Constable	\$ 104,875.54	\$679.20
AGNEW	ROBERT	Senior Technical Analyst	\$ 104,869.36	\$280.88
PEREM	ERIK ARTUR	Police Constable	\$ 104,869.34	\$662.93
JODOIN	CHRISTOPHER GUNSTEIN	Plainclothes Police Constable	\$ 104,865.75	\$686.42
SPENCER	DAVID JOHN	Plainclothes Police Constable	\$ 104,853.61	\$686.42
HAZELL	SANDRA DAWN	Police Constable	\$ 104,851.43	\$669.95
MURRAY	DAVID GERARD	Plainclothes Police Constable	\$ 104,834.24	\$686.42
JANECZKO	DANIEL MARCIN	Police Constable	\$ 104,828.09	\$662.93

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BOYLE	JASON EDWARD	Plainclothes Police Constable	\$ 104,826.14	\$683.98
YAN	PETER SAMUEL	Police Constable	\$ 104,807.94	\$683.37
TAIT	JUDITH MAUREEN	Sergeant	\$ 104,800.56	\$701.67
MUELLER	STEFAN	Police Constable	\$ 104,784.89	\$687.22
ASNER	ROBERT EDWARD	Police Constable	\$ 104,778.35	\$669.17
LEE	JORGE	Plainclothes Police Constable	\$ 104,767.68	\$678.70
BAUS	JACQUELINE SANDRA	Sergeant	\$ 104,753.22	\$670.19
DOUPE	JEFFERY JONATHON	Plainclothes Police Constable	\$ 104,743.38	\$686.42
EDGAR	LESLIE ADAM	Plainclothes Police Constable	\$ 104,737.75	\$686.42
MCLEOD	PATRICK	Training Constable	\$ 104,722.29	\$699.18
WITHROW	JENNIFER AUTUMN	Plainclothes Police Constable	\$ 104,709.92	\$686.42
DUERDEN	PATRICK PETER	Plainclothes Police Constable	\$ 104,705.54	\$670.21
BEAUDOIN	SHANE REGINALD	Police Constable	\$ 104,704.31	\$662.93
MANOTA	RAMAN ROMI	Police Constable	\$ 104,703.47	\$669.95
JOHNSTON	WENDY ELIZABETH	Sergeant	\$ 104,690.55	\$689.87
MCCAW	DOUGLAS GORDON	Police Constable	\$ 104,688.65	\$244.97
BODDAERT	WARREN PETER	Training Constable	\$ 104,665.56	\$685.20
EASTER	PETER	Police Constable	\$ 104,663.09	\$684.37
MAYERS	ROGER	Police Constable	\$ 104,653.47	\$582.26
BALACHOREK	DANIEL ALAN	Police Constable	\$ 104,640.93	\$669.95
POLIAK	MARK JOHN	Plainclothes Police Constable	\$ 104,631.54	\$686.42
DANCE	RYAN WILLIAM	Plainclothes Police Constable	\$ 104,628.64	\$686.42
HARRIS	DAVID ANTHONY	Senior Analyst	\$ 104,628.21	\$280.88
POWRIE	JOHN ERWIN	Police Constable	\$ 104,621.85	\$662.93
CASH	JENNIFER ANNE	Plainclothes Police Constable	\$ 104,601.33	\$682.15
JONES	JASON NEIL	Police Constable	\$ 104,599.41	\$418.11
JOHNS	MARK DOUGLAS	Plainclothes Police Constable	\$ 104,591.22	\$686.42
HUNTER	JASON COLIN	Plainclothes Police Constable	\$ 104,584.50	\$672.39
NIZIOL	WILLIAM JAMES	Police Constable	\$ 104,574.67	\$646.97
CHUNG	YONG SUL	Police Constable	\$ 104,569.69	\$662.93
ZANK	GARY CHARLES	Plainclothes Police Constable	\$ 104,559.72	\$700.32
CID	CLAUDIA IRENE	Plainclothes Police Constable	\$ 104,559.26	\$680.93
BAKSH	FAIZAL ANTHONY	Police Constable	\$ 104,550.20	\$662.93
ALI	ASIF IFTIKHAR	Sergeant	\$ 104,546.86	\$701.67
SHETTY	VIJAY RAMESH	Sergeant	\$ 104,541.92	\$701.67
KRANENBURG	LORI PATRICIA	Sergeant	\$ 104,538.84	\$701.67
SZULC	SEBASTIAN	Police Constable	\$ 104,536.32	\$669.95
YOUNG	PAUL ELIOT	Plainclothes Police Constable	\$ 104,535.95	\$680.93
KATHIRAVELU	KAJAMUGANATHAN	Plainclothes Police Constable	\$ 104,517.26	\$676.31
WATSON	ADAM MICHAEL	Police Constable	\$ 104,514.67	\$682.76
KERR	GEOFFREY	Police Constable	\$ 104,506.72	\$684.37
ISHERWOOD	RICHARD MATTHEW	Police Constable	\$ 104,476.15	\$662.93
BAGNALL	KENRICK PATRICE	Plainclothes Police Constable	\$ 104,462.38	\$678.70
BARTZ	HANNAH FAY	Plainclothes Police Constable	\$ 104,459.89	\$686.42
WALLACE	ALEXANDER MATTHEW	Plainclothes Police Constable	\$ 104,458.26	\$673.21
KIENS	ASTRID	Training Constable	\$ 104,453.20	\$700.32
LEE	JAE-WOOK	Sergeant	\$ 104,444.34	\$701.67
DEVEREUX	CHRISTOPHER LEE	Plainclothes Police Constable	\$ 104,436.57	\$686.42
CHAN	ALPHA HAWK-BUNG	Police Constable	\$ 104,432.21	\$690.96
MACGILLIVRAY	CRAIG ANTHONY	Police Constable	\$ 104,419.45	\$669.95
JEEVA	ASIF ALI	Police Constable	\$ 104,419.25	\$661.19
BRUNATO	RICCARDO	Training Constable	\$ 104,418.11	\$698.04
ROSSI	MARCELO OSVALDO	Plainclothes Police Constable	\$ 104,414.03	\$673.21
FOSTER	ANTHONY JOSEPH	Police Constable	\$ 104,397.19	\$669.95
MACKENZIE	ROBERT DEAN	Plainclothes Police Constable	\$ 104,383.74	\$678.70
LESLIE	HAMIL THEODORE	Sergeant	\$ 104,377.72	\$701.67
VALLEDOR	ALVIN	Training Constable	\$ 104,374.70	\$685.20
MENDOZA	ERWIN GONZALES	Police Constable	\$ 104,370.71	\$662.93
SHI	LEI	Police Constable	\$ 104,352.32	\$662.93
WATT	JERMAINE ANTONIO	Plainclothes Police Constable	\$ 104,344.38	\$674.43
DA SILVA CRISTOPULO	JIMMY BERNARDO	Police Constable	\$ 104,321.43	\$662.93
ST CLAIR	KAREY ALOYSIUS	Police Constable	\$ 104,307.25	\$662.93
ATKINSON	GRAHAM STEPHEN	Plainclothes Police Constable	\$ 104,295.90	\$686.42
FREEMAN	ERIC MICHAEL	Plainclothes Police Constable	\$ 104,293.18	\$686.42
ELLIS	MATTHEW AUSTIN	Police Constable	\$ 104,290.26	\$642.62
GRIFFIN	LINDSAY GLENA	Police Constable	\$ 104,283.47	\$669.95
ROBINSON	BRANDON MICHAEL	Plainclothes Police Constable	\$ 104,273.44	\$681.80
LAWRENCE	NEVILLE DONAVON	Plainclothes Police Constable	\$ 104,268.10	\$686.42
HASSALL	ANDREW	Plainclothes Police Constable	\$ 104,261.96	\$700.32
KARSTOFF	BRANDON CHRISTOPHER	Plainclothes Police Constable	\$ 104,259.07	\$686.42
HARVEY	DONALD	Plainclothes Police Constable	\$ 104,256.31	\$275.34

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
LOKENATH	RAMDIAL TIWARIE	Police Constable	\$ 104,253.04	\$646.97
DEMIRDEN	AHMET	Plainclothes Police Constable	\$ 104,239.37	\$665.73
HO	OLIVER NICHOLAS	Plainclothes Police Constable	\$ 104,238.87	\$682.50
MCFARQUHAR	BRETT HARRY	Sergeant	\$ 104,237.80	\$701.67
MCCONACHIE	STEVEN LEONARD	Police Constable	\$ 104,227.51	\$669.95
BURROWS	TIMOTHY SCOTT	Sergeant	\$ 104,215.04	\$708.56
CREWS	ALEXANDER	Police Constable	\$ 104,210.12	\$684.37
SVITLYCHNYI	VOLODYMYR VOLOD	Police Constable	\$ 104,209.20	\$225.71
SALOWSKI	GAYLE WINNIFRED	Labour Relations Analyst	\$ 104,208.93	\$796.08
SMITH	RYAN ISAAC	Police Constable	\$ 104,207.27	\$675.60
PATCHING	ANDREA	Plainclothes Police Constable	\$ 104,204.61	\$697.72
SVITAK	PETER	Training Constable	\$ 104,201.64	\$698.04
HANSEN	PETER	Police Constable	\$ 104,192.37	\$684.59
RAMOS	JOHN FITZGERALD	Police Constable	\$ 104,177.28	\$667.87
LETSCHKE	DOUGLAS REYNOLDS	Training Constable	\$ 104,156.58	\$685.20
EMMS	JEFFREY BRIAN	Plainclothes Police Constable	\$ 104,155.55	\$678.49
KARMALI	FAIZAL SHIRAZ	Police Constable	\$ 104,155.04	\$675.44
WILLAN	SUMMER LEE	Detective	\$ 104,149.49	\$701.67
KAY	GRANT MICHAEL	Police Constable	\$ 104,146.88	\$662.93
KELLOWAY	TREVOR PAUL	Police Constable	\$ 104,140.97	\$654.23
WATSON	ERROL JOHN	Training Constable	\$ 104,123.31	\$685.20
MOOSVI	SYED	Police Constable	\$ 104,113.16	\$258.77
HAJI	MOHAMMAD ABID	Police Constable	\$ 104,112.69	\$669.95
EBRAHIMI	POOYA	Police Constable	\$ 104,104.09	\$662.93
MANN	MANDEEP SINGH	Sergeant	\$ 104,094.84	\$701.67
POLLOCK	TIGE SAMUEL	Sergeant	\$ 104,073.36	\$693.14
FARRELL	DOUGLAS JAMES	Training Constable	\$ 104,071.46	\$685.20
GILL	DALBINDER SINGH	Police Constable	\$ 104,066.92	\$669.95
TANNER	JOHN ALEXANDER	Plainclothes Police Constable	\$ 104,044.89	\$678.70
MURRAY	NEAL ALLAN	Police Constable	\$ 104,028.64	\$662.93
KHAN	MOHAMMAD ASAD ULLAH	Police Constable	\$ 104,004.46	\$662.93
KENNEDY	DORNA TRESIA	Police Constable	\$ 103,994.32	\$685.20
BROSKE	PETER WERNER	Police Constable	\$ 103,991.61	\$684.37
SANDHU	BALRAJ	Police Constable	\$ 103,990.34	\$675.60
MILLER	RYAN KENETH	Detective	\$ 103,983.50	\$701.67
SWART	ROGER JOHN	Plainclothes Police Constable	\$ 103,974.65	\$686.42
OUELLETTE	ROBERT BRUCE	Police Constable	\$ 103,974.15	\$670.20
VIOLOT	ANDREW	Plainclothes Police Constable	\$ 103,965.81	\$696.19
JOSEPHS	ADAM KIRK	Police Constable	\$ 103,965.50	\$676.70
LANGFORD	JAMES DOUGLAS	Police Constable	\$ 103,963.07	\$669.95
HUNG	JEFFREY	Plainclothes Police Constable	\$ 103,952.32	\$686.42
BESCO	DAVID RUSSELL	Plainclothes Police Constable	\$ 103,951.43	\$678.70
TABOROWSKI	ROBERT JOSEPH	Police Constable	\$ 103,950.94	\$662.93
WANG	CHUAN	Police Constable	\$ 103,931.82	\$662.06
MELANSON	JAMES ALLEN	Senior Operations Supervisor	\$ 103,929.96	\$288.17
MCCALL	JAYANT JOHN	Sergeant	\$ 103,908.18	\$701.67
LISOWSKI	KEVIN FRANCIS	Training Constable	\$ 103,897.46	\$686.42
HARLEY	ALEXANDER PETRIE	Police Constable	\$ 103,897.14	\$662.93
CLARK	KARAH DAWN	Police Constable	\$ 103,896.62	\$244.97
KIM	JONG WOO	Police Constable	\$ 103,896.38	\$669.95
BURNS	ROY BRIAN	Police Constable	\$ 103,870.24	\$654.23
YEE	IAN	Plainclothes Police Constable	\$ 103,865.61	\$686.42
GIRARD	MARTIN REMI	Police Constable	\$ 103,854.32	\$662.93
MONTCALM	ALAIN JEAN	Police Constable	\$ 103,847.45	\$662.93
GARBUTT	TODD	Training Constable	\$ 103,846.50	\$693.44
FERNANDES	ROSS SAVIO	Plainclothes Police Constable	\$ 103,836.17	\$686.42
TAYLOR	ROBERT ALLISTER	Police Constable	\$ 103,829.13	\$662.93
MILLS	PAUL TERRANCE	Plainclothes Police Constable	\$ 103,828.60	\$686.42
LENGYEL	SCOTT TIMOTHY	Police Constable	\$ 103,827.05	\$669.95
CHUNG	RODCLIFF RODGER	Sergeant	\$ 103,810.21	\$701.67
SALIBA	RACHEL CATHERINE	Plainclothes Police Constable	\$ 103,807.89	\$678.70
MCGAHERN	JOHN ANTHONY	Police Constable	\$ 103,803.29	\$684.37
LEERMAKERS	WILLIAM ANTHONY	Police Constable	\$ 103,801.67	\$671.78
KAPITANY	JESSY TARA	Plainclothes Police Constable	\$ 103,793.06	\$678.70
STRATTON	KENNETH DAVID	Police Constable	\$ 103,790.37	\$669.95
MORAN	RUTH MARIAN	Detective	\$ 103,789.36	\$638.71
BYERS	MICHAEL	Police Constable	\$ 103,785.21	\$684.37
RATHBONE	MELANIE LYNN	Police Constable	\$ 103,783.05	\$669.95
HICKMOTT	MARCIE LYNN	Detective	\$ 103,781.10	\$701.67
CULLETON	OWEN	Police Constable	\$ 103,780.55	\$684.37
MCFADYEN	BRIAN DENNIS	Police Constable	\$ 103,767.53	\$669.95

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
SOUKATCHEV	KONSTANTIN	Training Constable	\$ 103,766.65	\$685.20
MUNROE	NEIL GERARD	Detective	\$ 103,765.86	\$701.67
MATTOS	MOUNTY JOSEPH	Police Constable	\$ 103,765.01	\$662.93
SCOTT	DWAYNE	Plainclothes Police Constable	\$ 103,764.98	\$700.32
MAHMODIAN	MEHRDAD	Police Constable	\$ 103,760.38	\$662.06
SMYTH	TRACEY CAROLE	Plainclothes Police Constable	\$ 103,755.66	\$700.32
LOPEZ	ROWAN CARL	Plainclothes Police Constable	\$ 103,750.38	\$669.09
KISSI	CHARLES SAFO	Plainclothes Police Constable	\$ 103,743.63	\$669.88
KAHNT	ANGELA CHRISTINE	Plainclothes Police Constable	\$ 103,742.70	\$673.61
HOBBINS	ALAN GARY	Sergeant	\$ 103,739.64	\$701.67
ROCHE	CHARLENE LYNN	Plainclothes Police Constable	\$ 103,732.17	\$686.42
BARRETTO	BERTRAND STANLEY	Plainclothes Police Constable	\$ 103,726.64	\$686.42
HAYNES	ANDREW EDWARD	Plainclothes Police Constable	\$ 103,711.49	\$678.70
DESROCHERS	JEROME JEREMY	Police Constable	\$ 103,691.94	\$669.95
SKOLLY	BARBARA ANN	Police Constable	\$ 103,678.65	\$662.93
NOTO	DIANA	Plainclothes Police Constable	\$ 103,665.50	\$681.80
CASSIDY	SEAN ANDREW	Plainclothes Police Constable	\$ 103,657.26	\$681.54
ZEBESKI	DAVID MICHAEL	Sergeant	\$ 103,656.36	\$701.67
COMBDON	AARON ARTHUR	Police Constable	\$ 103,655.66	\$237.95
LAMBE	JAMES W	Police Constable	\$ 103,654.58	\$684.37
PERKS	TREVOR AARON	Police Constable	\$ 103,650.33	\$658.58
PRITCHARD	BRIAN JAMES	Sergeant	\$ 103,649.94	\$276.69
MACKAY	RONALD ERNEST	Police Constable	\$ 103,640.74	\$669.95
GIRARDI	NANCY LYNNE	Plainclothes Police Constable	\$ 103,630.59	\$686.42
WATSON	CHRISTOPHER	Police Constable	\$ 103,623.53	\$675.18
FITKIN	GRISEL	Plainclothes Police Constable	\$ 103,622.88	\$686.42
OLVER	ROBERT BOND	Plainclothes Police Constable	\$ 103,614.60	\$693.44
TSERING	TENZIN CHODON	Plainclothes Police Constable	\$ 103,610.48	\$591.98
LORRIMAN	STEVEN CYRIL	Sergeant	\$ 103,599.16	\$701.67
WARNER	CHRISTINE	Plainclothes Police Constable	\$ 103,593.73	\$700.32
GALES	WENDY	Sergeant	\$ 103,584.77	\$456.72
COSGROVE	SEAN DAVID	Police Constable	\$ 103,579.68	\$675.44
MILLER	MATTHEW HAMILTON	Police Constable	\$ 103,556.97	\$662.93
GALLAGHER	IAN JAMES	Police Constable	\$ 103,553.00	\$662.93
GAUTHIER	KEITH	Plainclothes Police Constable	\$ 103,540.07	\$700.32
TANOUE	STEVAN TOSH	Police Constable	\$ 103,512.31	\$662.06
ABBASI	SOPHIA SEHER	Police Constable	\$ 103,499.53	\$662.93
PAGE	DEREK WILLIAM	Police Constable	\$ 103,496.51	\$669.95
BAI	DON XIN	Police Constable	\$ 103,484.79	\$669.95
BEAULAC	JOSEPH ANDRE	Police Constable	\$ 103,472.53	\$669.95
KURTS	LISA CRYSTAL	Sergeant	\$ 103,467.62	\$701.67
HUNT	GLEN STEPHEN	Police Constable	\$ 103,466.01	\$678.20
SCHERBEY	RONNIE MIKEAL	Plainclothes Police Constable	\$ 103,464.98	\$686.42
PIKULA	KAMIL STANISLAW	Police Constable	\$ 103,461.41	\$658.58
HOFLAND	MATTHEW ROBERT	Sergeant	\$ 103,457.23	\$701.67
TAYLOR	ANDREW BRIAN	Police Constable	\$ 103,455.53	\$669.95
CARSWELL	BRIAN PATRICK	Plainclothes Police Constable	\$ 103,454.14	\$673.82
RIEL	JEFFERY JAMES	Police Constable	\$ 103,453.16	\$669.95
NANTON	ANDREW ANTONIO	Police Constable	\$ 103,443.51	\$654.23
BOWRY	CHRISTOPHER GEORGE	Plainclothes Police Constable	\$ 103,442.46	\$678.85
AHMAD	SYED OMAR	Police Constable	\$ 103,440.63	\$386.14
WELLS	MICHAEL	Plainclothes Police Constable	\$ 103,438.36	\$275.34
IRISH	PETER	Plainclothes Police Constable	\$ 103,437.57	\$700.32
PETERSON	CLIFFORD WILLIAM	Police Constable	\$ 103,435.08	\$662.93
SIRBOS	CHRIS	Police Constable	\$ 103,428.14	\$669.95
RHEAULT	DEAN GEORGE	Police Constable	\$ 103,419.45	\$662.93
FITKIN	CHRISTOPHER ALLAN	Plainclothes Police Constable	\$ 103,413.66	\$397.00
CIPRO	MICHELLE PAULINE	Detective	\$ 103,409.39	\$701.67
BEGIN	MARCEL ARMAND	Plainclothes Police Constable	\$ 103,402.34	\$700.32
DECOSTE	WANDA MARIE	Sergeant	\$ 103,397.37	\$701.67
GOWAN	TODD JOHN	Sergeant	\$ 103,395.15	\$701.67
WALLS	CHRISTOPHER GEORGE	Police Constable	\$ 103,378.01	\$669.95
CLARKE	JEFFERY HOWARD	Police Constable	\$ 103,377.83	\$669.95
SMITH	ROBERT DAVID	Police Constable	\$ 103,377.71	\$675.44
MUTIS	DAWN	Plainclothes Police Constable	\$ 103,375.45	\$700.32
ROSSEL	RICHARD ALBERT	Plainclothes Police Constable	\$ 103,373.07	\$700.32
RODRIGUES	JULIUS ANTHONY	Police Constable	\$ 103,357.57	\$666.57
SPENCER	WAYNE	Plainclothes Police Constable	\$ 103,354.52	\$698.61
D'SOUZA	PHILIP	Police Constable	\$ 103,353.59	\$676.70
BROOKS	MICHAEL	Plainclothes Police Constable	\$ 103,348.34	\$700.32
BARATTO	ANTONIO	Sergeant	\$ 103,347.15	\$504.02

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BAKER	JASON ROBERT	Police Constable	\$ 103,345.64	\$669.95
STONE	CAROLYN RUTH	Plainclothes Police Constable	\$ 103,334.28	\$681.80
PROCTOR	KELLY SEAN	Police Constable	\$ 103,315.23	\$662.93
RAMBHARACK	NEIL	Sergeant	\$ 103,297.87	\$276.69
YIN	YA-WEN	Plainclothes Police Constable	\$ 103,294.64	\$678.70
LIMSIACO	MICHAEL	Police Constable	\$ 103,294.45	\$669.69
EVELYN	JOEL JAMSON	Police Constable	\$ 103,278.73	\$673.61
CHENG	ALAN LAP	Police Constable	\$ 103,256.34	\$662.93
SAN PEDRO	MANUEL	Plainclothes Police Constable	\$ 103,244.90	\$558.66
KNAAP	WADE	Plainclothes Police Constable	\$ 103,243.00	\$700.32
COLLIN	JONATHAN DAVID	Plainclothes Police Constable	\$ 103,214.55	\$686.42
MOORE	ADAM BENJAMIN	Training Constable	\$ 103,207.77	\$685.20
DORAZIO	NICKOLAS CHARLES	Plainclothes Police Constable	\$ 103,207.08	\$667.46
THOMAS	MICHAEL	Police Constable	\$ 103,202.27	\$684.37
WHITFIELD	LOUIS FRANCIS	Police Constable	\$ 103,191.94	\$675.34
NORMAN	DARRYL JAMES	Police Constable	\$ 103,191.11	\$662.93
WENZEL	DEREK MICHAEL	Police Constable	\$ 103,183.71	\$662.93
NEATH	KEVIN BRADLEY	Plainclothes Police Constable	\$ 103,178.69	\$686.42
DHILLON	RANBIR SINGH	Plainclothes Police Constable	\$ 103,177.96	\$677.53
RYCZKO	LESLIE	Plainclothes Police Constable	\$ 103,174.93	\$700.32
KIDD	JAMES JEFFREY	Plainclothes Police Constable	\$ 103,174.10	\$576.24
FAIRCLOUGH	JAMES STEPHEN	Police Constable	\$ 103,172.51	\$674.83
PAVLIDIS	THEODORA	Plainclothes Police Constable	\$ 103,169.87	\$700.32
MC GEE	JESSE PATRICK	Plainclothes Police Constable	\$ 103,167.56	\$678.70
KOTES	JULIA MARIE	Police Constable	\$ 103,160.54	\$662.93
BERNARD	DAVID ANTHONY	Plainclothes Police Constable	\$ 103,155.65	\$678.70
TROTMAN	DREW ALEXANDER	Police Constable	\$ 103,151.27	\$662.93
GRANT	CHRISTOPHER RICHARD	Police Constable	\$ 103,142.51	\$669.95
KING	DWAYNE EDWARD	Plainclothes Police Constable	\$ 103,141.30	\$693.44
TAYLOR	KEVIN DWIGHT	Plainclothes Police Constable	\$ 103,126.36	\$686.42
ELZINGA	SIU-MIA	Plainclothes Police Constable	\$ 103,118.92	\$686.42
RUMNEY	TRACI GWENDOLYN	Plainclothes Police Constable	\$ 103,114.98	\$686.42
HASIUK	MELISSA ANNE	Police Constable	\$ 103,111.89	\$675.34
PARGETTER	KEVIN JAMES	Police Constable	\$ 103,104.68	\$662.93
SMALL	MATTHEW WILLIAM	Plainclothes Police Constable	\$ 103,104.43	\$678.70
KLUTZ	CHRISTOPHER JOSEPH	Police Constable	\$ 103,103.91	\$669.95
STONE	CHRISTOPHER	Police Constable	\$ 103,101.54	\$676.70
GALITOS	KONSTANTINOS	Plainclothes Police Constable	\$ 103,096.69	\$686.42
DUNBAR	EVERETT CLAIR	Police Constable	\$ 103,095.49	\$662.93
MIESZKALSKI	PETER	Plainclothes Police Constable	\$ 103,086.82	\$700.32
DAL BIANCO	JULIANO	Plainclothes Police Constable	\$ 103,080.31	\$700.32
STONE	TERENCE	Training Constable	\$ 103,074.63	\$700.32
KHAN	WAHID	Police Constable	\$ 103,055.97	\$662.93
GALLAGHER	JOHN ASHLEY	Police Constable	\$ 103,050.69	\$669.95
MAILER	DAVID	Police Constable	\$ 103,041.08	\$669.95
BORNEMAN	MARK ROBERT	Plainclothes Police Constable	\$ 103,021.25	\$700.32
ANDREWS	JOHN PAUL	Police Constable	\$ 102,999.32	\$684.37
SUMAISAR	TOM NILAN	Police Constable	\$ 102,992.72	\$676.70
MCNAMARA	COLLEEN	Sergeant	\$ 102,988.75	\$683.99
MCDONALD	ROBERT JAMES	Plainclothes Police Constable	\$ 102,985.87	\$256.82
DHUKAI	ZEESHAN AYUB	Plainclothes Police Constable	\$ 102,984.07	\$678.70
DAYLER	NATHAN DAVID	Training Constable	\$ 102,976.76	\$686.42
MCCONNELL	DARREN	Plainclothes Police Constable	\$ 102,976.64	\$275.34
LEFEBVRE	MARC	Plainclothes Police Constable	\$ 102,971.58	\$700.32
KELLAR	BRIAN MURRAY	Police Constable	\$ 102,946.44	\$669.95
JUHASZ	JAMIE CHRISTINE	Police Constable	\$ 102,944.35	\$662.93
MORGAN	CHRISTOPHER	Police Constable	\$ 102,933.33	\$662.93
YOUNG	WARREN G.	Training Constable	\$ 102,932.47	\$700.32
KIM	HOON (RICHARD)	Police Constable	\$ 102,924.92	\$662.93
ROSBROOK	ANDREW MICHAEL	Police Constable	\$ 102,917.95	\$682.76
BEVAN	GORDON	Training Constable	\$ 102,914.42	\$700.32
DAWOOD	AMAAN	Police Constable	\$ 102,911.01	\$662.93
CANNON	MARLENE	Plainclothes Police Constable	\$ 102,910.45	\$700.32
GOBBO	CLAUDIO	Plainclothes Police Constable	\$ 102,898.34	\$700.32
VLACH	ERIC	Training Constable	\$ 102,897.44	\$700.32
PICKERING	STEPHEN	Plainclothes Police Constable	\$ 102,885.70	\$700.32
GILLESPIE	ANDREA	Plainclothes Police Constable	\$ 102,884.52	\$700.32
PINCHIN	BRIAN	Plainclothes Police Constable	\$ 102,883.72	\$700.32
JONES	DOUGLAS ALBERT	Plainclothes Police Constable	\$ 102,879.70	\$700.32
BIANCHI	DANIELA	Plainclothes Police Constable	\$ 102,875.90	\$687.11
BUDDO	JAMES	Plainclothes Police Constable	\$ 102,875.52	\$700.32

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
PETKOVIC	BORIS	Training Constable	\$ 102,873.73	\$686.42
DOWNING	THOMAS	Police Constable	\$ 102,863.50	\$696.66
KIM	JIN HOI (JOE)	Police Constable	\$ 102,841.94	\$662.93
FERDINAND	PATRICK WALLACE	Police Constable	\$ 102,836.77	\$676.70
RUHL	CHRISTOPHER KEITH	Plainclothes Police Constable	\$ 102,835.73	\$679.71
FLOREZ	LUIS GUILLERMO	Police Constable	\$ 102,833.67	\$662.93
MIJARES	RENE LIBRE	Police Constable	\$ 102,822.40	\$662.06
DWYER	ANTHONY	Plainclothes Police Constable	\$ 102,820.16	\$700.32
MIGNARDI	STEVEN ANTHONY	Police Constable	\$ 102,818.76	\$662.93
SURRIDGE	SCOTT WOODROW	Police Constable	\$ 102,811.49	\$646.97
THAI	THANH	Plainclothes Police Constable	\$ 102,809.03	\$693.44
HANTON	JEFFREY	Plainclothes Police Constable	\$ 102,805.79	\$558.66
CHILVERS	AMANDA DANIELLE	Plainclothes Police Constable	\$ 102,796.11	\$685.81
BOYD	KAREN LINDA	Plainclothes Police Constable	\$ 102,793.49	\$558.66
ZETTLER	STEVEN CARL	Plainclothes Police Constable	\$ 102,793.19	\$697.47
DELPOR	MICHAEL	Plainclothes Police Constable	\$ 102,792.78	\$700.32
CAMPBELL	STEVEN D.	Training Constable	\$ 102,791.79	\$700.32
MCGARVEY	WILLIAM	Training Constable	\$ 102,790.34	\$700.32
FORBES	DAVID WILLIAM	Plainclothes Police Constable	\$ 102,788.44	\$680.56
BRUCE	PAMELA	Training Constable	\$ 102,787.13	\$700.32
WILSON	WILLIAM	Plainclothes Police Constable	\$ 102,786.70	\$700.32
POSLUSZNY	ANDREW ZBIGNIEW	Police Constable	\$ 102,784.39	\$662.93
WILLIAMS	MARK	Training Constable	\$ 102,779.78	\$700.32
PARRISH	SCOTT	Plainclothes Police Constable	\$ 102,776.97	\$700.32
HO	MATTHEW WEI-EN	Police Constable	\$ 102,775.48	\$662.06
DABUZINSKAS	VYTAUTAS	Plainclothes Police Constable	\$ 102,774.19	\$275.34
SHAW	CARL	Plainclothes Police Constable	\$ 102,774.11	\$700.32
CHAUDHARY	NICHOLAS	Plainclothes Police Constable	\$ 102,766.62	\$667.41
O'RILEY	JULIE	Plainclothes Police Constable	\$ 102,762.74	\$275.34
CLARKE	CALVIN PETER	Police Constable	\$ 102,760.78	\$662.93
MORETON	BARTON	Plainclothes Police Constable	\$ 102,754.42	\$700.32
BRYANT	ALAN MICHAEL	Training Constable	\$ 102,747.02	\$699.18
MCMAHON	JOSEPH	Police Constable	\$ 102,720.18	\$684.37
REINARTAS	MICHAEL ARTHUR	Police Constable	\$ 102,716.30	\$662.93
STALK	JOJI KAWAKAMI	Police Constable	\$ 102,715.13	\$662.93
RUPNARINE	LEONARD SASE	Police Constable	\$ 102,714.94	\$669.95
GREEN	RONALD TERRY	Police Constable	\$ 102,711.93	\$259.39
BENALLICK	DIANNA	Police Constable	\$ 102,704.87	\$676.70
TAYLOR	MICHAEL BRYAN	Plainclothes Police Constable	\$ 102,697.65	\$684.34
SPADE	BRIAN DAVID	Plainclothes Police Constable	\$ 102,685.61	\$686.42
ANDREW	WILLIAM JASON	Training Constable	\$ 102,674.10	\$685.20
HAWKINS	ROBERT GEOFFREY	Plainclothes Police Constable	\$ 102,668.38	\$686.42
BELLEFEUILLE	NEIL DOUGLAS	Plainclothes Police Constable	\$ 102,667.37	\$275.34
PARLIAMENT	JAMES RALPH	Training Constable	\$ 102,666.16	\$685.46
FYDENCHUK	KAY	Police Constable	\$ 102,641.23	\$684.37
ISIP	WILLIADOR JR.	Plainclothes Police Constable	\$ 102,625.36	\$686.42
REID	JOHN	Training Constable	\$ 102,625.10	\$700.32
TROTTER	TIMOTHY WALLACE	Police Constable	\$ 102,622.55	\$669.95
TONNA	PAUL ANTHONY	Police Constable	\$ 102,607.56	\$662.93
BREMNER	JAMES	Training Constable	\$ 102,606.60	\$700.32
HUNT	PETER	Plainclothes Police Constable	\$ 102,600.60	\$700.32
DURST	GREGORY FRANCIS	Training Constable	\$ 102,600.10	\$700.32
FOOTE	GORDON	Plainclothes Police Constable	\$ 102,596.60	\$275.34
JARVIS	ELAN	Plainclothes Police Constable	\$ 102,596.60	\$275.34
MOULTON	RONALD	Plainclothes Police Constable	\$ 102,596.60	\$275.34
DONOVAN	STEPHEN	Training Constable	\$ 102,596.60	\$700.32
ELLIOTT	JOHN	Plainclothes Police Constable	\$ 102,596.60	\$700.32
SKLAR	NICKOLAS	Plainclothes Police Constable	\$ 102,596.60	\$700.32
SLATER	ALLYSON MARY	Training Constable	\$ 102,596.60	\$700.32
WRIGHT	JAMES	Plainclothes Police Constable	\$ 102,596.60	\$700.32
PAREJA	CARLOS ADRIAN	Police Constable	\$ 102,588.08	\$640.58
VADIVELU	KRISHNAMOORTHY	Police Constable	\$ 102,579.92	\$662.93
TIMMS	KEVIN DOUGLAS	Police Constable	\$ 102,559.87	\$662.93
GREAVETTE	JAMES	Plainclothes Police Constable	\$ 102,538.62	\$692.91
PAROUSSOUDI	LEMONIA ALEXANDRA	Police Constable	\$ 102,535.30	\$654.23
BURKE	DARRYL WILFRED	Plainclothes Police Constable	\$ 102,526.36	\$686.42
LUSBY	GORDON	Training Constable	\$ 102,524.12	\$694.95
KHERA	MILPREET SINGH	Plainclothes Police Constable	\$ 102,519.46	\$673.61
HAIN	DAVID JOSEPH	Police Constable	\$ 102,519.42	\$669.95
ST CROIX	PAULA	Police Constable	\$ 102,516.81	\$676.70
STUART	MATTHEW JAMES	Training Constable	\$ 102,513.42	\$685.20

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
GLASGOW	JUSTIN JOSEPH	Plainclothes Police Constable	\$ 102,488.75	\$686.42
DAWODU	CHRISTOPHER OLUFEMI	Plainclothes Police Constable	\$ 102,486.14	\$686.42
MORDEN	TODD DOUGLAS	Plainclothes Police Constable	\$ 102,480.41	\$686.42
APOSTOLOPOULOS	G. DIMITRIOS	Plainclothes Police Constable	\$ 102,475.65	\$662.93
PILOTTE	KAREN ALISON	Police Constable	\$ 102,443.42	\$654.23
SZKOTAK	MARIUSZ	Police Constable	\$ 102,433.79	\$669.95
LAI	DAVID	Police Constable	\$ 102,433.73	\$662.93
SANTOS VICENTINO	RICHARD	Police Constable	\$ 102,402.72	\$679.30
FLORES	MANUEL ALEJANDRO	Police Constable	\$ 102,400.76	\$668.56
D'ALIMONTE	STEVEN	Plainclothes Police Constable	\$ 102,398.44	\$683.30
GOODWIN	ELLA RILEY	Plainclothes Police Constable	\$ 102,396.52	\$666.29
MILLWOOD	KARLENE ANN	Senior Analyst	\$ 102,389.09	\$280.88
TOYNE	SIMON ANDREW	Police Constable	\$ 102,385.88	\$662.93
REISE	RONALD GORDON	Police Constable	\$ 102,385.57	\$667.87
DEACON	TIMOTHY WILLIAM	Police Constable	\$ 102,370.85	\$662.93
OTTEN	VICTORIA	Police Constable	\$ 102,368.75	\$0.00
FEGAN	PAUL	Police Constable	\$ 102,355.83	\$695.52
TROTTER	CHRISTINE JANE	Plainclothes Police Constable	\$ 102,353.56	\$686.42
BOYKO	DAYNA KATHLEEN	Plainclothes Police Constable	\$ 102,351.93	\$686.42
PORANGANEL	MARK VARKEY	Training Constable	\$ 102,346.43	\$686.42
CAVE	RANDAL DELBERT	Police Constable	\$ 102,342.54	\$684.37
GOTTSCHLING	RONALD EDMUND	Police Constable	\$ 102,339.86	\$669.95
SNOW	ROYAN JEFFERY	Police Constable	\$ 102,339.28	\$662.93
MADRAMOOTOO	MARC ANDREY	Plainclothes Police Constable	\$ 102,337.66	\$686.42
DIDIC	ADAMIRA MARIA	Plainclothes Police Constable	\$ 102,333.33	\$684.34
PABLO	GLEN PATRICK	Plainclothes Police Constable	\$ 102,327.19	\$678.70
CONLEY	TIMOTHY KENNETH	Plainclothes Police Constable	\$ 102,324.25	\$671.99
BELLAND	NEIL GREGORY	Police Constable	\$ 102,323.55	\$669.95
MOORCROFT	MICHELLE JAYNE	Police Constable	\$ 102,320.29	\$662.93
LEE	KYU IL	Plainclothes Police Constable	\$ 102,305.96	\$678.70
BEVILACQUA	GIULIO	Police Constable	\$ 102,297.03	\$669.95
OUELLET	ANDREW	Police Constable	\$ 102,295.87	\$671.78
WESLEY	JEFFREY	Police Constable	\$ 102,283.02	\$669.95
CONTANT	JASON ARTHUR	Training Constable	\$ 102,249.80	\$685.20
FISCHER	DAVID ANTHONY	Plainclothes Police Constable	\$ 102,238.45	\$686.16
LEECE	GORDON WILLIAM	Police Constable	\$ 102,237.53	\$669.95
DE GRAAF	RYAN EVERT	Police Constable	\$ 102,235.25	\$662.93
TRENTON	REBECCA	Patrol Supervisor	\$ 102,234.82	\$616.46
VELLA	TONYO	Police Constable	\$ 102,233.85	\$598.00
HARRIS	CRAIG EDWARD	Police Constable	\$ 102,212.54	\$684.37
HERRON	CLIFFORD	Police Constable	\$ 102,209.10	\$259.39
BOUVERAT	ROCH ERIC	Police Constable	\$ 102,208.57	\$662.93
FAREWELL	DANIEL HAROLD	Plainclothes Police Constable	\$ 102,203.69	\$686.42
WILLIAMS	KEVIN CHRISTOPHER	Plainclothes Police Constable	\$ 102,201.75	\$686.42
VAN HET VELD	JAN	Plainclothes Police Constable	\$ 102,198.88	\$580.54
FIRTH	ZACHARY JONATHON	Police Constable	\$ 102,192.94	\$656.84
THOMPSON	JENNIFER	Plainclothes Police Constable	\$ 102,187.16	\$686.42
URQUHART	BRIAN DAVID	Police Constable	\$ 102,185.47	\$662.93
CIESLIK	JAROSLAW	Police Constable	\$ 102,173.81	\$679.56
WILSON	ANTON LAWRENCE	Police Constable	\$ 102,149.98	\$259.39
SEGUIN	CHRISTIAN ARMAND	Police Constable	\$ 102,141.22	\$682.15
FERNANDES	DWAYNE ANTHONY	Plainclothes Police Constable	\$ 102,130.63	\$686.42
KACHUR	DAMIEN JOHN	Police Constable	\$ 102,129.42	\$663.19
KARAKOCHUK	GERALD GEORGE	Police Constable	\$ 102,123.92	\$654.23
HAWKINS	HILARY LAURENE	Plainclothes Police Constable	\$ 102,120.81	\$261.44
SPIVAK	SHARI	Plainclothes Police Constable	\$ 102,114.20	\$693.44
MCGOWAN	MONICA	Plainclothes Police Constable	\$ 102,109.53	\$693.44
KIM	SANG HYUP	Police Constable	\$ 102,102.30	\$662.93
ALLEY	NICHOLAS DAVID	Plainclothes Police Constable	\$ 102,096.99	\$666.29
OSMAN	WALID AHMED	Police Constable	\$ 102,090.02	\$662.93
WALSH	DEREK ANDREW	Plainclothes Police Constable	\$ 102,085.59	\$681.54
WYARD	LESLIE ANN	Plainclothes Police Constable	\$ 102,081.49	\$678.70
SIMAS	SERGIO	Plainclothes Police Constable	\$ 102,062.16	\$673.21
GRAHAM	KEVIN JOSEPH	Police Constable	\$ 102,060.80	\$669.95
GARBUTT	DEBORAH GRACE	Police Constable	\$ 102,057.57	\$670.20
ETHIER	CHRISTOPHER MICHAEL	Police Constable	\$ 102,056.09	\$662.93
CHEUNG	NICKY TIN-FU	Police Constable	\$ 102,053.99	\$662.93
DE LOS RIOS	JUAN CARLOS	Plainclothes Police Constable	\$ 102,045.45	\$693.44
GAUVREAU	MARC ROBERT	Police Constable	\$ 102,036.24	\$669.95
RANDHAWA	PALVINDER SINGH	Police Constable	\$ 102,032.45	\$662.06
MUNRO	ASHLEY	Police Constable	\$ 101,994.57	\$684.37

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
FEDORY	MYKOLA	Police Constable	\$ 101,993.16	\$662.93
RUSSELL	JAMES JOSEPH	Plainclothes Police Constable	\$ 101,989.41	\$623.46
GALAMIYEVA	YEKATERINA	Police Constable	\$ 101,983.83	\$658.58
WARR	RICHARD JOHN	Plainclothes Police Constable	\$ 101,980.52	\$686.42
MURPHY	DANIEL	Detective	\$ 101,959.41	\$450.76
MORRISON	STEVEN CHRISTOPHER	Police Constable	\$ 101,956.39	\$669.95
DODSON	RANDIE	Training Constable	\$ 101,951.00	\$686.68
EZEKIEL	SCOTT CARL	Police Constable	\$ 101,947.97	\$669.95
GABRIEL	MATTHEW THOMAS	Police Constable	\$ 101,943.32	\$664.49
BAKER	RICHARD TIMOTHY	Training Constable	\$ 101,938.26	\$693.44
NAMAYANDEH	ARASH	Police Constable	\$ 101,935.79	\$665.53
FRANCO	CHRISTOPHER ROBERT	Police Constable	\$ 101,923.49	\$651.62
CLARKE	PAUL EGERTON	Police Constable	\$ 101,919.99	\$676.70
KESIC	ZELJKO	Police Constable	\$ 101,905.64	\$682.76
GILL	SUKHJIT SINGH	Police Constable	\$ 101,888.19	\$662.93
HEMPEN	GEORGE JOHANNES	Plainclothes Police Constable	\$ 101,886.77	\$686.42
HARRINGTON	JULIA ANNE	Police Constable	\$ 101,885.95	\$662.93
OLUKOYA	OLUFEMI	Police Constable	\$ 101,873.06	\$676.70
BRONSEMA	TANYA LISETTE	Police Constable	\$ 101,849.87	\$682.76
HYLAND	SCOTT ANDREW	Plainclothes Police Constable	\$ 101,841.57	\$678.70
LEYVA	SHARON MARISOL	Police Constable	\$ 101,828.20	\$663.19
WU	XU	Police Constable	\$ 101,819.23	\$662.93
NG	CHI WAI	Plainclothes Police Constable	\$ 101,814.05	\$693.44
LEFORT	KENTON WILLIAM	Training Constable	\$ 101,810.53	\$685.20
ARULANANDAM	GERRARD NIMALAN	Training Constable	\$ 101,807.85	\$685.20
GEORGE	KEITH JOSEPH	Police Constable	\$ 101,803.58	\$662.93
MATHESON	DAVID	Plainclothes Police Constable	\$ 101,785.65	\$603.28
PRICE	DAVID RAYMOND	Plainclothes Police Constable	\$ 101,770.73	\$662.93
SUNGHING	DANIEL RICHARD	Plainclothes Police Constable	\$ 101,763.59	\$686.42
BOURGEOIS	JEAN PHILIP	Plainclothes Police Constable	\$ 101,755.15	\$680.93
GOEBELL	NAD	Police Constable	\$ 101,753.64	\$684.37
MCGUINNESS	SEAN	Police Constable	\$ 101,739.10	\$680.08
MCDONALD	ROBERT	Police Constable	\$ 101,719.77	\$683.13
DAL GRANDE	MAURO ANGELO	Police Constable	\$ 101,708.68	\$684.37
SHIN	HAROLD	Police Constable	\$ 101,707.19	\$669.69
OLLOS	SANDOR ERNEST	Police Constable	\$ 101,698.43	\$669.95
CHRISTIAN	PHILIP BRUCE	Police Constable	\$ 101,696.97	\$662.93
HIGGITT	ELISA	Sergeant	\$ 101,696.72	\$695.77
ONZUKA	EDWARD YUJI	Plainclothes Police Constable	\$ 101,691.17	\$686.42
WILDEBOER	PAUL	Police Constable	\$ 101,686.42	\$694.83
DAS GUPTA	ONIL	Training Constable	\$ 101,671.04	\$692.20
COYLE	ROBERT	Police Constable	\$ 101,652.50	\$684.37
SYED	HASSAN RAZA	Police Constable	\$ 101,644.13	\$662.06
RUTLEDGE	MONICA JANET	Police Constable	\$ 101,643.79	\$669.95
CARLETON	STEPHEN JAMES	Plainclothes Police Constable	\$ 101,640.60	\$686.42
BRAYMAN	GEOFFREY ROBERT	Plainclothes Police Constable	\$ 101,630.54	\$686.42
PATHAK	DAVINDER KUMAR	Police Constable	\$ 101,626.13	\$662.93
MCBRATNEY	RISE ANNE	Operations Supervisor	\$ 101,624.52	\$382.31
TAYLOR	JEFF	Police Constable	\$ 101,605.52	\$684.37
BOWKER	COLLEEN LISA	Plainclothes Police Constable	\$ 101,598.72	\$686.42
MACKEY	CRAIG TRAVIS	Police Constable	\$ 101,592.58	\$669.69
MARCHESE	FRANK	Police Constable	\$ 101,591.11	\$684.37
FERNANDES	MICHAEL A.	Plainclothes Police Constable	\$ 101,590.98	\$271.21
MCEVOY	CLINTON WAYNE	Plainclothes Police Constable	\$ 101,590.11	\$671.53
DORRINGTON	FRANCIS JUSTIN	Police Constable	\$ 101,585.52	\$662.93
WHITTALL	SHAWN MICHAEL	Police Constable	\$ 101,572.11	\$658.58
KATOCH	AMAR SINGH	Police Constable	\$ 101,565.28	\$676.70
BEATTIE	CHRISTOPHER DENNIS	Sergeant	\$ 101,551.50	\$685.16
HAYWARD	DARRELL MAURICE	Police Constable	\$ 101,543.60	\$669.95
SIMPSON	RYAN JAMES	Plainclothes Police Constable	\$ 101,536.44	\$684.34
PULLA	JEREMY JAMES	Police Constable	\$ 101,535.67	\$662.06
HUTCHINGS	MARK DEREK	Police Constable	\$ 101,529.20	\$662.93
PARKER	FITZROY	Police Constable	\$ 101,524.03	\$665.53
KALWIES	DAVID	Police Constable	\$ 101,523.99	\$589.93
BORISSOV	BORIS ILIEV	Police Constable	\$ 101,522.43	\$662.93
EMOND	CHRISTIAN RENE	Police Constable	\$ 101,517.48	\$662.93
DAVEY	AMY LEE	Plainclothes Police Constable	\$ 101,505.58	\$261.44
CRANE	ROBERT JASON	Police Constable	\$ 101,499.45	\$669.95
DOBBS	BEVERLY ROSE	Police Constable	\$ 101,495.21	\$654.23
ANDREJISHYN	JAMES JOSEPH	Plainclothes Police Constable	\$ 101,491.28	\$686.42
DHALIWAL	PIARA SINGH	Police Constable	\$ 101,487.36	\$662.06

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
RUSSELL	ALEXANDER	Police Constable	\$ 101,486.94	\$684.37
BISLA	KIRAN	Plainclothes Police Constable	\$ 101,482.27	\$686.42
MASTRACCI	PAOLA	Plainclothes Police Constable	\$ 101,478.30	\$686.42
GREAVES	BRANDON LLOYD	Plainclothes Police Constable	\$ 101,470.61	\$666.29
BLUNK	ANDREW FREDDY	Police Constable	\$ 101,462.76	\$669.95
SWAINE	AARON DOUGLAS	Police Constable	\$ 101,460.31	\$637.73
MARSHALL	KEVIN GEORGE	Police Constable	\$ 101,459.69	\$669.95
BAIRD	KAREN ANN	Police Constable	\$ 101,452.46	\$684.37
STONE	CHRISTOPHER GEORGE	Plainclothes Police Constable	\$ 101,452.06	\$678.70
KRAWCZYK	MICHELLE MARLAINE	Training Constable	\$ 101,451.22	\$693.44
SIVADASAN	SURENDRAN	Police Constable	\$ 101,449.75	\$662.93
HANDY	CHRISTINE	Plainclothes Police Constable	\$ 101,444.17	\$693.44
BENINCASA	MARIANO JOSEPH	Training Constable	\$ 101,433.66	\$683.98
MURRAY	SCOTT ROBERT	Police Constable	\$ 101,431.77	\$669.95
CAMARA	TOMMY	Police Constable	\$ 101,403.06	\$675.44
GREENER	KIMBERLEY ANNE	Police Constable	\$ 101,402.84	\$669.95
COLEMAN	CRAIG EDWARD	Police Constable	\$ 101,402.22	\$669.95
LEE	STEVEN MINTEK	Police Constable	\$ 101,392.77	\$662.93
SOKOLOWSKA	EWA ANNA	Police Constable	\$ 101,392.55	\$658.58
WHITWORTH	MICHAEL BRUCE	Training Constable	\$ 101,391.25	\$692.20
GILBERT	SHAWN WILLIAM	Sergeant	\$ 101,390.54	\$694.59
LILLIE	SHAWN GERALD	Police Constable	\$ 101,389.43	\$662.93
BAILIE	KENNETH	Police Constable	\$ 101,378.14	\$684.37
SHIN	JAY HO	Police Constable	\$ 101,377.77	\$669.95
OSOBA	OLUSESAN OSOKOYA	Police Constable	\$ 101,375.58	\$662.93
POTTER	VIVIENNE SANJA	Police Constable	\$ 101,372.83	\$662.93
PASSERINO	CURTIS PAUL	Police Constable	\$ 101,367.84	\$669.95
DI TOLLO	MONICA FRANCA	Operations Supervisor	\$ 101,356.17	\$665.63
BACON	ANDREW MARTIN	Training Constable	\$ 101,346.97	\$685.20
PITCHER	DAVID CHARLES	Plainclothes Police Constable	\$ 101,329.50	\$686.42
SUTHERLAND	GRANT ANTHONY	Plainclothes Police Constable	\$ 101,324.02	\$686.42
DARMITZ	ANDREW JOSEPH	Police Constable	\$ 101,322.23	\$662.93
DULATAS	JOSE JOB	Police Constable	\$ 101,315.12	\$654.23
HUBER	SIMONE GABRIELLE	Plainclothes Police Constable	\$ 101,306.49	\$686.42
MCMAHON	KATHY LYNN	Plainclothes Police Constable	\$ 101,290.32	\$678.70
JACOBS	SHELDON ALEXANDER	Police Constable	\$ 101,285.76	\$669.95
ROMANO	ANTHONY STEFANO	Police Constable	\$ 101,280.59	\$670.56
DOYLE	CHRISTOPHER PATRICK	Plainclothes Police Constable	\$ 101,280.04	\$663.49
BRANKER	DARRYL DERMOT	Plainclothes Police Constable	\$ 101,260.57	\$678.70
GOLDLIOUST	ANATOL	Police Constable	\$ 101,249.61	\$662.93
SHANGI	JOSEPH RALPH	Training Constable	\$ 101,243.68	\$685.20
DUCUSIN	MICHAEL RYAN	Police Constable	\$ 101,224.48	\$669.95
GOSS	JASON JAMES	Police Constable	\$ 101,216.29	\$307.93
BENOIT	HORST ALBERT	Police Constable	\$ 101,215.43	\$673.95
FRANK	MARILYN IRENE	Plainclothes Police Constable	\$ 101,205.41	\$686.42
WATTS	ROBERT ANDREW	Police Constable	\$ 101,203.49	\$669.95
BAKER	RICHARD JAMES	Sergeant	\$ 101,196.92	\$701.67
MATHEWS	BRANT	Plainclothes Police Constable	\$ 101,194.39	\$686.42
MCGIVERN	SEAN BARME	Police Constable	\$ 101,193.53	\$669.95
SALAMON	MARIUSZ ROBERT	Police Constable	\$ 101,188.63	\$668.91
BERNARDO	EDUARDO MADEIROS	Training Constable	\$ 101,180.85	\$685.20
ATKINS	CHERRY MAXINE	Police Constable	\$ 101,175.93	\$669.95
NORRIS	ROBERT	Police Constable	\$ 101,173.75	\$684.37
GARLAND	MARINA EDUARDOVNA	Plainclothes Police Constable	\$ 101,173.46	\$686.42
VANWART	DANIEL ROBINSON	Plainclothes Police Constable	\$ 101,172.28	\$686.42
SIMPSON	OLIVER STAFFORD	Police Constable	\$ 101,169.92	\$662.93
RIVERS	BRETT LEWIS	Police Constable	\$ 101,169.36	\$670.41
HALAGIAN	ADAM RYAN	Plainclothes Police Constable	\$ 101,167.11	\$686.42
WESTERHOFF	DAVID JAMES	Police Constable	\$ 101,163.47	\$662.93
SMITH	BRYAN MICHAEL	Police Constable	\$ 101,157.37	\$673.00
SALTMARSH	SEAN RYAN	Police Constable	\$ 101,154.11	\$662.93
AHLUWALIA	MANDEEP SINGH	Police Constable	\$ 101,146.24	\$662.93
DE GUZMAN	NOEL ENRIQUEZ	Plainclothes Police Constable	\$ 101,142.12	\$340.14
WELLS	DAVID ARCHER	Police Constable	\$ 101,138.48	\$680.93
ELGAR	KAREN ELIZABETH	Plainclothes Police Constable	\$ 101,127.49	\$696.19
DRODZOWSKI	MAREK	Police Constable	\$ 101,125.06	\$683.37
LUKINGS	AIMEE ELISABETH	Plainclothes Police Constable	\$ 101,123.22	\$686.42
LEVY	GARTH ST.	Police Constable	\$ 101,122.45	\$662.93
ROGATINSKY	ALEXANDER	Police Constable	\$ 101,111.95	\$401.05
PICKRAN	HILDOR	Police Constable	\$ 101,100.06	\$684.37
BOWER	MARC ALAN	Police Constable	\$ 101,094.53	\$662.93

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

APPENDIX B

Surname	Given Name	Position	Salary Paid	Benefits
TRUEMAN	MAUREEN ANN	Sergeant	\$ 101,094.43	\$689.28
GARRETT	RICHARD FREDRICK	Plainclothes Police Constable	\$ 101,092.12	\$678.70
SMALL	GREGORY DAVID	Plainclothes Police Constable	\$ 101,090.20	\$686.42
STIBBE	CLINTON RODNEY	Police Constable	\$ 101,089.44	\$669.95
GEE	KEVIN WAI	Police Constable	\$ 101,074.50	\$658.58
PUTMAN	AARON MATTHEW	Plainclothes Police Constable	\$ 101,069.76	\$666.29
BARTLETT	DANIEL ALBERTO	Police Constable	\$ 101,068.99	\$662.93
STRILEC	KIRK WAYNE	Police Constable	\$ 101,066.31	\$662.93
GARROW	PATRICK JOHN	Plainclothes Police Constable	\$ 101,063.35	\$686.68
PHILLIPS	RYAN BENJAMIN	Police Constable	\$ 101,055.62	\$667.87
CAIN	JAMES MICHAEL	Police Constable	\$ 101,051.25	\$669.95
ARDILES	BENJAMIN GONZALO	Police Constable	\$ 101,047.69	\$667.87
COOPER	RICHARD	Training Constable	\$ 101,044.17	\$260.83
WALKER	MARK DOYLE	Police Constable	\$ 101,035.68	\$669.95
CHEUNG	GADMAN DANIEL	Plainclothes Police Constable	\$ 101,031.57	\$686.42
GITTUS	RYAN CHRISTOPHER	Plainclothes Police Constable	\$ 101,027.30	\$670.77
ALS	ANTHONY CHRISTOPHER	Police Constable	\$ 101,017.45	\$673.00
GARDINER	ROBERT SCOTT	Police Constable	\$ 101,011.57	\$669.95
CORNFORD	CHRISTOPHER	Police Constable	\$ 101,010.17	\$286.81
RAMBEHARRY	SANJAY RABINDRANAATH	Plainclothes Police Constable	\$ 100,998.25	\$686.42
WALKER	FRANCIS	Police Constable	\$ 100,995.52	\$684.37
DABU	JOSE PAULINO	Police Constable	\$ 100,988.09	\$669.95
NISHIKAWA	BRIAN JONATHAN	Police Constable	\$ 100,982.80	\$658.58
DONAIS	BRADLEY JAMES	Detective	\$ 100,973.02	\$689.22
D'ANGELO	GIUSEPPE	Plainclothes Police Constable	\$ 100,969.57	\$693.44
BELMONTE	ANTHONY	Police Constable	\$ 100,965.50	\$684.37
CLAPP	CATHERINE ANN	Police Constable	\$ 100,964.10	\$662.93
SUTCLIFFE	COLIN DAVID	Police Constable	\$ 100,962.41	\$662.93
MCGUIRE	AMY LOUISE	Plainclothes Police Constable	\$ 100,958.50	\$673.82
JENKINS	CLINTON RICHARD	Training Constable	\$ 100,942.61	\$680.58
SENYK	JANNA LOUISE	Plainclothes Police Constable	\$ 100,938.85	\$673.21
HAMILTON	KEVIN STEWART	Police Constable	\$ 100,934.17	\$674.22
ANDRUS	ALEXANDRU	Plainclothes Police Constable	\$ 100,928.19	\$678.70
WANG	TIAM YEE	Police Constable	\$ 100,918.89	\$662.93
DAVID	COSMA	Police Constable	\$ 100,918.25	\$568.49
PORTER	DAINIAN ALLOY	Police Constable	\$ 100,915.27	\$669.95
WILSON	BRADLEY MICHAEL	Plainclothes Police Constable	\$ 100,906.43	\$686.42
KIPROFF	MICHAEL PETER	Police Constable	\$ 100,892.58	\$669.95
VANDEBURGH	ANDREW NORMAN	Police Constable	\$ 100,889.89	\$658.58
GRAVELIJN	ROBERT-THEO	Police Constable	\$ 100,885.40	\$662.93
SUN	SAM SHUO	Police Constable	\$ 100,884.30	\$662.93
NAIDOO	GRAEME CLAYTON	Sergeant	\$ 100,877.17	\$683.99
MAY	NATALIE ELIZABETH	Police Constable	\$ 100,858.88	\$654.23
MCINTYRE	JASON ALAN	Plainclothes Police Constable	\$ 100,848.69	\$686.42
KAPOSY	KEVIN JOHN	Training Constable	\$ 100,837.20	\$686.42
BORUN	STEPHANIE ELIZABETH	Police Constable	\$ 100,816.49	\$668.65
KINGHORN	SHAWN IAN	Police Constable	\$ 100,814.54	\$662.93
CRAMPTON	DAVID ALAN	Police Constable	\$ 100,804.71	\$669.95
MCCARTHY	CHEOLIVER DAX	Police Constable	\$ 100,795.76	\$669.95
BARTLETT	JASON MITCHELL	Police Constable	\$ 100,792.39	\$675.18
NEWTON	DAVID	Police Constable	\$ 100,790.58	\$684.37
TAMSE	EDWARD TED	Police Constable	\$ 100,782.92	\$669.95
BELANGER	LISA GABRIELLE	Plainclothes Police Constable	\$ 100,781.87	\$686.42
VEGA	DANIEL	Plainclothes Police Constable	\$ 100,772.60	\$686.42
SMITH	STEPHEN AARON	Training Constable	\$ 100,772.51	\$685.20
BORCH	MATTHEW PAUL	Police Constable	\$ 100,769.75	\$656.84
CHOW	WING YEM	Police Constable	\$ 100,768.26	\$662.93
HARDY	RUSSELL	Police Constable	\$ 100,756.05	\$676.70
DAWN	BRIAN GORDON	Police Constable	\$ 100,752.70	\$662.93
BUCHANAN	GREGORY MICHAEL	Plainclothes Police Constable	\$ 100,751.66	\$686.42
WEAVER	VERNON	Police Constable	\$ 100,746.31	\$684.37
DUNNE	JAMES WILLIAM	Police Constable	\$ 100,744.03	\$669.95
MINASVAND	GEORGE	Police Constable	\$ 100,743.69	\$244.97
HAWKEN	MICHAEL BROWNLIE	Plainclothes Police Constable	\$ 100,742.53	\$671.78
WILSON	DAWN KIMBERLEY	Plainclothes Police Constable	\$ 100,733.12	\$678.70
ADAMS	BRADLEY DEAN	Police Constable	\$ 100,729.33	\$684.37
BRABANT	LAURA ANN	Police Constable	\$ 100,727.33	\$662.93
MCCONNACH	ROBERT BRUCE	Plainclothes Police Constable	\$ 100,716.63	\$688.64
FLUMIAN	TRACY LYNN ANGELA	Plainclothes Police Constable	\$ 100,713.59	\$677.81
LEONARD	DOUGLAS CLINT	Police Constable	\$ 100,705.48	\$662.93
AMBLER	KENNETH LAWRENCE	Police Constable	\$ 100,703.16	\$684.37

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

APPENDIX B

Surname	Given Name	Position	Salary Paid	Benefits
ABKARIAN	HOVIG	Police Constable	\$ 100,699.76	\$658.58
MA	JEFFREY HONG	Police Constable	\$ 100,696.13	\$662.93
KIM	SAMUEL-CHONG	Police Constable	\$ 100,683.68	\$662.93
O'NEILL	BRIAN DONALD	Plainclothes Police Constable	\$ 100,678.04	\$673.61
RAMPAT	SUNIL	Police Constable	\$ 100,673.45	\$669.95
XINOS	EVAGELOS	Police Constable	\$ 100,671.68	\$669.95
WINFIELD	RICHARD	Plainclothes Police Constable	\$ 100,663.55	\$285.45
PROSPER	MARK ANTHONY	Police Constable	\$ 100,656.29	\$662.93
KOHOUT	WENDY ELAINE	Police Constable	\$ 100,648.03	\$674.48
WESTELL	CLINTON JON	Police Constable	\$ 100,645.43	\$674.83
ORCHARD	IAN DUNCAN	Plainclothes Police Constable	\$ 100,643.66	\$268.72
MCDONALD	MATTHEW PETER	Plainclothes Police Constable	\$ 100,641.15	\$680.93
BRAUND	JAMES RAYMOND	Plainclothes Police Constable	\$ 100,639.12	\$686.42
ION	DEAN FRANCIS	Sergeant	\$ 100,637.45	\$691.73
AITKEN	SHAWN CAMPBELL	Police Constable	\$ 100,633.50	\$684.37
BINNS	MICHAEL DOUGLAS	Police Constable	\$ 100,610.17	\$676.70
DUNK	LISA TERRA	Police Constable	\$ 100,609.98	\$683.03
SCHENK	PHILIP	Police Constable	\$ 100,586.24	\$684.37
DICKSON	BRETT GORDON	Plainclothes Police Constable	\$ 100,581.14	\$679.71
GERRY	MATTHEW JAMES	Police Constable	\$ 100,570.02	\$662.93
HUDSON	NOEL MCNAIR	Police Constable	\$ 100,569.53	\$651.62
POLLARD	KRISTINE RIAN	Plainclothes Police Constable	\$ 100,568.76	\$666.29
HARKER	ADAM MICHAEL	Plainclothes Police Constable	\$ 100,561.17	\$681.80
CRAWFORD	ANTHONY JOHN	Plainclothes Police Constable	\$ 100,558.37	\$677.53
REBELLO	MARK ANDREW	Plainclothes Police Constable	\$ 100,556.71	\$678.23
RENNIE	JASON DOUGLAS	Plainclothes Police Constable	\$ 100,550.45	\$666.29
ALAMAG	ADELIO PERADA	Police Constable	\$ 100,550.33	\$676.70
KOCANOVIC	ALEKSANDAR SASHA	Police Constable	\$ 100,545.82	\$669.95
BRADY	PETER GORDON	Plainclothes Police Constable	\$ 100,532.31	\$673.82
HUTCHINGS	TRACEY LYNN	Police Constable	\$ 100,513.25	\$663.19
TUCKWELL	BELINDA AGNES	Plainclothes Police Constable	\$ 100,510.55	\$434.58
MORASH	DEBORAH	Plainclothes Police Constable	\$ 100,507.44	\$693.44
UEBERHOLZ	THOMAS FRIEDRICH	Plainclothes Police Constable	\$ 100,495.70	\$261.44
OSBORNE	BRIAN OTTO	Police Constable	\$ 100,481.66	\$669.95
HADDRELL	PETER	Police Constable	\$ 100,470.12	\$684.37
MILLER	JAMES ANTHONY	Police Constable	\$ 100,467.57	\$669.95
TURNER	KIMBERLY	Police Constable	\$ 100,466.96	\$259.39
BRYAN	DAVID	Police Constable	\$ 100,458.93	\$684.37
ARBUS	PAUL WILLIAM	Police Constable	\$ 100,452.49	\$679.71
SADEGHI	AZADEH	Police Constable	\$ 100,452.24	\$662.93
ARMANI	PEDRAM	Police Constable	\$ 100,448.09	\$669.95
MORAN	ERICK ODYR	Police Constable	\$ 100,443.37	\$646.04
FOSTER	LORNE DAVID	Police Constable	\$ 100,438.10	\$662.06
VUONG	KENT	Plainclothes Police Constable	\$ 100,436.79	\$686.42
SALINES	CIRO JR.	Police Constable	\$ 100,434.22	\$683.98
URBAN	JON	Training Constable	\$ 100,427.05	\$694.69
HOUSTON	JOEL MICHAEL	Police Constable	\$ 100,426.76	\$669.95
MARJI	MARTHA BUTROS	Police Constable	\$ 100,415.65	\$662.93
DYKE	GEOFFREY THOMAS	Training Constable	\$ 100,415.10	\$686.42
MARO	KJELL KRISTOFFER	Police Constable	\$ 100,409.59	\$663.19
DEWLAND	WILLIAM RONALD	Police Constable	\$ 100,409.51	\$237.95
TRIAS	ETHELWALD DIOSA	Police Constable	\$ 100,402.69	\$662.93
JOHNSON	KEVIN WILLIAM	Police Constable	\$ 100,399.10	\$669.95
YAP	MEIYIN	Plainclothes Police Constable	\$ 100,397.22	\$693.44
GARVEY	ANDREW FREDERICK	Police Constable	\$ 100,389.47	\$668.66
RENNIE	BRIAN ANTHONY	Training Constable	\$ 100,379.03	\$685.20
HAMILTON	MICHAEL S.	Police Constable	\$ 100,367.02	\$684.37
LAMANNA	ANTHONY	Police Constable	\$ 100,363.20	\$684.37
MINAMI	MARK NOBUYUKI	Police Constable	\$ 100,361.00	\$669.95
ALVAREZ	JORGE DAVID	Police Constable	\$ 100,350.06	\$669.95
KELLY	DENISE EUGENIA	Police Constable	\$ 100,346.03	\$654.23
SMITH	JEAN-PAUL	Police Constable	\$ 100,341.68	\$676.70
AHMAD	MANSOOR	Police Constable	\$ 100,335.73	\$669.95
CHARBONNEAU	JEFFREY PATRICK	Police Constable	\$ 100,325.80	\$669.95
CANNING	PAUL BRET	Police Constable	\$ 100,324.10	\$662.93
BROAD	AARON NATHANIEL	Police Cadet-in-Training	\$ 100,324.09	\$169.78
SUTHERLAND	BRIAN ARTHUR	Police Constable	\$ 100,320.03	\$667.87
MORETTI	MARK	Police Constable	\$ 100,319.04	\$679.56
PATERSON	KYLE SCOTT	Plainclothes Police Constable	\$ 100,317.34	\$666.29
KARPUC	DAWID WALDEMAR	Police Constable	\$ 100,296.66	\$662.93
STAMPLECOSKIE	DWAYNE	Police Constable	\$ 100,296.66	\$662.93

APPENDIX B

RECORD OF EMPLOYEES' 2012 SALARIES AND BENEFITS

Surname	Given Name	Position	Salary Paid	Benefits
BRADLEY	CHRISTOPHER	Police Constable	\$ 100,291.49	\$676.70
CONIGLIO	DOMENICO	Police Constable	\$ 100,280.20	\$662.93
WOUDENBERG	HETTY JOHANA	Police Constable	\$ 100,278.09	\$669.95
POOLE	RICHARD ANDREW	Training Constable	\$ 100,277.28	\$692.20
SHEPHERDLY	GORDON WALTER	Plainclothes Police Constable	\$ 100,275.49	\$693.44
JASWAL	MONISH SINGH	Police Constable	\$ 100,273.14	\$662.93
LE	NAM-NHAT	Police Constable	\$ 100,270.38	\$669.95
RAMSAY	MICHAEL TODD	Police Constable	\$ 100,268.02	\$669.95
DAVEY	DEREK JAMES	Plainclothes Police Constable	\$ 100,257.64	\$674.43
DIPOCE	JEREMY MICHAEL	Plainclothes Police Constable	\$ 100,245.85	\$686.42
SINCLAIR	DOUGLAS CARL	Plainclothes Police Constable	\$ 100,233.52	\$666.29
SAIB	RACHID	Police Constable	\$ 100,233.07	\$662.06
BRIGGS	CHRISTOPHER NEAL	Plainclothes Police Constable	\$ 100,230.37	\$684.34
GREGORY	TREVOR PIXLEY	Police Constable	\$ 100,227.96	\$662.93
KIJEWSKI	KATHLEEN LAUREN	Police Constable	\$ 100,224.34	\$667.87
WATSON	IAN ANDREW	Police Constable	\$ 100,221.23	\$677.88
HAYES	SHAWN EARL	Police Constable	\$ 100,217.87	\$669.95
MCCANN	LAURIE ANNE	Plainclothes Police Constable	\$ 100,215.09	\$681.54
COFFEY	CHARLES JAMES	Plainclothes Police Constable	\$ 100,206.47	\$664.61
D'ABREO	OLIVER	Police Constable	\$ 100,186.51	\$662.93
HAYRE	HARMAN SINGH	Police Constable	\$ 100,178.53	\$669.95
LORIA	CATERINA	Police Constable	\$ 100,165.40	\$669.09
KHAWAJA	ARSHAD SADIQ	Training Constable	\$ 100,151.25	\$693.44
GRAMMATIKOS	MICHAEL GEORGE	Police Constable	\$ 100,150.81	\$669.95
ESPIE	GLEN	Police Constable	\$ 100,150.11	\$662.93
WILLERS	RONALD	Training Constable	\$ 100,146.63	\$692.20
PICHE	PAULA	Plainclothes Police Constable	\$ 100,143.49	\$686.62
MARCHEN	LEANNE	Police Constable	\$ 100,142.64	\$685.38
MERRITT	CHAD JOSEPH	Plainclothes Police Constable	\$ 100,139.73	\$666.29
STRACHAN	JAMES ALEXANDER	Training Constable	\$ 100,138.42	\$692.20
GUTHRIE	JANICE	Plainclothes Police Constable	\$ 100,135.76	\$268.46
AIRD	LUCILE VERITY	Plainclothes Police Constable	\$ 100,134.72	\$693.44
FERNANDES	ROLAND ANDREA	Training Constable	\$ 100,133.72	\$693.44
BEREZOWSKY	ROBERT NESTOR	Plainclothes Police Constable	\$ 100,132.10	\$693.44
BULMER	WARREN JAMES	Plainclothes Police Constable	\$ 100,129.08	\$693.44
TOUT	JEFFREY SHAWN	Police Constable	\$ 100,127.26	\$669.95
BERTUCCA	KIMBERLY	Plainclothes Police Constable	\$ 100,120.40	\$693.44
STRILEC	SHAWN RYAN	Plainclothes Police Constable	\$ 100,113.81	\$678.70
HENDRIKS	BART	Plainclothes Police Constable	\$ 100,113.48	\$693.44
TORRANCE	STEVEN JAMES	Police Constable	\$ 100,107.64	\$662.93
SUNGHING	KELLY MARIE	Police Constable	\$ 100,105.61	\$675.44
CAMERON	NEIL ROBERT	Police Constable	\$ 100,104.79	\$662.93
DALEY	TIMOTHY WILLIAM	Training Constable	\$ 100,102.13	\$692.20
ROWE	ANTOINETTE MARGARET	Police Constable	\$ 100,098.03	\$677.27
GOUVEIA	DERECK FRANCIS	Plainclothes Police Constable	\$ 100,094.44	\$693.44
LA BORDE	REGINA	Plainclothes Police Constable	\$ 100,093.46	\$268.46
FINDLAY	RYAN MCLEAN	Plainclothes Police Constable	\$ 100,089.57	\$686.42
MOUREAU	JULIE SOLINE	Police Constable	\$ 100,089.00	\$662.93
SANGUINETTI	MICHAEL JOSEPH	Police Constable	\$ 100,086.22	\$661.19
HO	ALEC KAI-KWUN	Parking Enforcement Officer	\$ 100,081.39	\$595.54
COOPER	CHRISTOPHER ROBERT	Police Constable	\$ 100,081.01	\$662.93
ASTAPKOVICH	ANDREI	Police Constable	\$ 100,080.89	\$665.53
CHRISTODOULOU	YIORGO RICHARD	Police Constable	\$ 100,078.38	\$650.69
MCLANE	KRISTINE ANN	Plainclothes Police Constable	\$ 100,071.15	\$639.20
NEWMARCH	BRETT RYAN	Plainclothes Police Constable	\$ 100,058.80	\$686.42
BILBY	DAVID ANDREW	Training Constable	\$ 100,056.30	\$685.20
TALESNIK	NICOLAS RICHARD	Plainclothes Police Constable	\$ 100,027.74	\$591.98
MCINERNEY	PATRICK HARRY	Police Constable	\$ 100,025.38	\$669.95
SHIKATANI	WILLIAM GORO	Training Constable	\$ 100,002.16	\$685.20

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P70. ANNUAL REPORT: 2012 SECONDARY ACTIVITIES

The Board was in receipt of the following report February 20, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 SECONDARY ACTIVITIES

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 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 (R.O. 2008.09.23-0998) was reviewed and revised by the Secondary Activity Committee, and was published on July 6, 2011. A copy of Service Procedure 14-25 is attached as Appendix "A". Members are required 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.)*. Service Procedure 14-25 no longer outlines a non-exhaustive list of activities that may be considered to contravene Section 49(1) of the *P.S.A.* Approval to engage in a secondary activity 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 him or her 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 force.

The Chief may also deny applications for secondary activity for the following reasons:

- (1) Where the applicant has demonstrated a history of poor attendance or poor performance;
- (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;
- (3) Where it involves the use of programs, lesson plans, technology, materials, equipment, services or procedures which are the property of the Service.

The Chief of Police exercises his discretion, on a case-by-case basis, to determine whether an application is likely to contravene the restrictions set out in 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, both uniform and civilian employees are considered members covered under Section 49(1) of the *P.S.A.*

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 2012, there were 29 new applications received from members requesting approval to engage in secondary activities. Of these 29 applications, none were considered to be in conflict with Section 49(1) of the *P.S.A.*

In 2011, three applications were deferred pending further review. Of these three applications, two were denied and one was approved in 2012.

The 2012 Annual Report on New Applications for Secondary Activity details the type of secondary activities requested, broken down by the number of applications received from uniform and civilian members.

**2012 ANNUAL REPORT
NEW APPLICATIONS FOR
SECONDARY ACTIVITY**

TYPE OF ACTIVITY	NUMBER OF UNIFORM APPLICATIONS	NUMBER OF CIVILIAN APPLICATIONS
Arts/Media	1	1
Business Services	2	
Canadian Military		2
Clerical Support		1
Delivery Person		1
Food and Beverage	1	3
Real Estate Agent	3	
Residential Services		1
Retail	1	1
Security		3
Social Services		1
Sports Instructor	2	2
Teacher/Lecturer	1	2
TOTAL	11	18

Given that members are only required to seek approval to engage in secondary activities when they believe the activity may place them in a conflict with Section 49(1) of the *P.S.A.*, it is not possible to report the total number of members engaged in secondary activities.

For the period covering January, 1996 to December, 2012, our records reflect that there were a total of 1,159 uniform and civilian members of the Service who were granted approval to engage in secondary activities. The chart below outlines the number of approved applications for uniform and civilian members during this time frame:

Approved Secondary Activity Applications 1996 - 2012			
	Uniform	Civilian	Total
1996	91	23	114
1997	46	36	82
1998	44	32	76
1999	69	67	136
2000	37	43	80

2001	43	96	139
2002	36	83	119
2003	56	22	78
2004	54	16	70
2005	18	4	22
2006	13	11	24
2007	44	8	52
2008	31	7	38
2009	30	8	38
2010	10	19	29
2011	13	20	33
2012	11	18	29
Total			1,159

Conclusion:

This report provides the Board with an annual summary of secondary activities received and approved for 2012.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions that the Board may have regarding this report.

The Board received the foregoing report.

Moved by: A. Mukherjee

Appendix "A"

PERSONNEL

14 – 25 Secondary Activities

New Amended Reviewed – No Amendments

Issued: R.O. 2011.07.06–0752

Replaces: R.O. 2008.09.23–0998

Rationale

Members may participate in secondary activities, provided such activities do not contravene Service Governance or s. 49 of the *Police Services Act (PSA)* entitled "Restrictions on secondary activities".

This Procedure outlines the process to be followed when requesting permission to participate in a secondary activity where participation in the secondary activity may contravene the *PSA*.

Governing Authorities

Provincial Police Services Act

Associated Service Governance

Number	Name
Chapter 13 20–01	Conduct Paid Duties

Forms

Number	Name	Authorization Level
TPS 778	Application for Secondary Activity	Chief of Police
TPS 649	Internal Correspondence	Member

Definitions

Secondary Activity means a paid or unpaid activity. A paid duty is not considered to be a secondary activity.

Procedure

Members shall not engage in any secondary activity that adversely affects the performance of their duties as a member of the Toronto Police Service (Service).

The Chief of Police shall have sole discretion to determine whether a member is permitted to engage in a secondary activity for which the member has applied for approval, with or without restrictions. Members shall comply with the decision of the Chief of Police. The Chief of Police may rescind the decision permitting a secondary activity at any time if a member refuses to comply with a restriction imposed on the activity.

Members shall submit a TPS 778 in the following circumstances

- prior to engaging in a secondary activity which **may** contravene s. 49 of the *PSA*
- where the nature or scope of a secondary activity has changed and it may now contravene s. 49 of the *PSA*

Members shall re-submit a TPS 778 in the following circumstances when engaged in a previously approved secondary activity

- when a member is reclassified from a civilian to a uniform position and vice versa
- when a member is promoted or transferred to a position with different duties, including a permanent acting position
- when the secondary activity changes in nature/scope of commitment (e.g. hours per week)

While reported off duty due to sickness or injury, members shall not engage in any secondary activity. Members may engage in a secondary activity when suspended from duty with or without pay.

While members are not required to apply for approval to engage in a secondary activity unless the member believes that participation in the activity **may** contravene s. 49 of the *PSA*, members are expected to disclose the activity where any doubt exists. Non-disclosure in a case where disclosure was appropriate may lead to a conduct investigation.

Member

1. When applying for approval to engage in a secondary activity that **may** contravene s. 49 of the *PSA* shall complete a TPS 778 and submit it to the unit commander.
2. When commencing a paid secondary activity while suspended from duty with pay shall report all monetary benefits earned from the paid secondary activity during the period of suspension via a TPS 649 to the Unit Commander – Labour Relations.

NOTE: *Members shall contact Labour Relations for specific details on how this information is to be reported. Pursuant to s. 89(7) of the PSA, while suspended from duty with pay, the member shall have their pay reduced by the amount of the monetary benefit earned from a paid secondary activity earned during the period of suspension.*

3. Members will be advised by Labour Relations via TPS 778 of the status of their application.

Unit Commander

4. Upon receipt of a TPS 778 shall review and complete the appropriate section and forward to the Unit Commander – Labour Relations.

Unit Commander – Labour Relations

5. Upon receipt of a TPS 778 shall

- review the request in consultation with Professional Standards - Risk Management Unit, as required
 - forward the original TPS 778 to the Office of the Chief, with recommendations.
6. Upon receipt of a signed TPS 778 from the Office of the Chief, shall forward it to the member.
 7. Upon receipt of a TPS 649 pertaining to the monetary benefits earned from a paid secondary activity shall forward it to the Unit Commander – Financial Management who will process as per unit specific policy.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P71. ANNUAL REPORT: 2012 SUMMARY OF GRIEVANCES

The Board was in receipt of the following report February 19, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 SUMMARY OF 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 2012, there were twenty-six (26) new grievances filed. Of this number, twelve (12) grievances were either withdrawn or settled by the parties, and fourteen (14) are outstanding.

In addition to the above, twelve (12) grievances that were outstanding from previous years were resolved in 2012. All twelve (12) grievances were either settled or withdrawn.

The total legal costs expended in 2012 for all grievance activity, including matters which commenced prior to 2012, amounted to \$112,627.50. The following is an itemization of costs by type of grievance:

Number	Type of Grievance	Costs Expended in 2012
3	Terminations	\$28,693.73
2	Suspensions	\$25,834.96
4	Policy Issues	\$15,612.20
1	Accommodation	\$12,194.47

1	Harassment	\$10,685.90
1	Resignation/Retirement	\$10,144.34
1	Abuse of Benefits (Sick, WSIB, CSLB)	\$9,341.89
1	Promotional Process	\$120.00
14	TOTAL COSTS IN 2012 *	\$112,627.50

* These costs include interim or final billings for cases filed prior to 2012, as well as new cases filed in 2012 and include fees for legal counsel, disbursements and arbitrator fees related to the arbitration hearings. The breakdown is as follows:

- Legal Counsel and Disbursement Fees - \$89,252.69
- Arbitrator Fees - \$23,374.81

Conclusion:

In summary, this report provides the Board with the total number of grievances and total costs for the year 2012.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions that the Board members may have regarding this report.

The Board received the foregoing report.

Moved by: A. Mukherjee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P72. BOARD POLICY: CITY COUNCIL PROTOCOL

The Board was in receipt of the following report March 06, 2013 from Alok Mukherjee, Chair:

Subject: BOARD POLICY: CITY COUNCIL PROTOCOL

Recommendations:

It is recommended that the Board:

- (1) approve the draft amended policy, “City Council Protocol”; and
- (2) forward a copy of the policy, once approved, to City of Toronto’s Executive Committee for approval

Financial Implications:

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

Background/Purpose:

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

As the legislation states, the business plan shall include information on the objectives, core business and functions of the police service, quantitative and qualitative performance objectives and indicators, information technology, resource planning, and police facilities.

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

As part of an inspection conducted by the Ministry of Community Safety and Correctional Services in November 2009, the inspection team reviewed the Board’s Adequacy policy on business planning, TPSB AI-001 “Board Business Plan” as well as the “City Council Protocol.” The inspection team concluded that the policy and protocol were largely consistent with the sample board policy and protocol provided by the Ministry, but listed some areas in which amendments to the protocol were recommended. Recommendations were made with respect to the business planning process, and the consultation components of the protocol. In addition, it

was recommended that the protocol include specific dates by which the business plan and annual report shall be provided to Council. These amendments were made and approved.

In August 2011, the Board approved a revised policy, which incorporated language gleaned from relevant policies in other jurisdictions.

Discussion:

Since August 2011, further review of the policy has taken place. This has included a great deal of discussion with staff from the City Manager's office. The draft policy that is appended as Appendix A is meant to improve the communication between the Board and the City and to provide for some consistency in meeting common objectives.

In addition, the Board, at its meeting of July 19, 2012, received the report from the Honourable John W. Morden entitled "Independent Civilian Review Into Matters Relating to the G20 Summit," and approved a number of recommendations with respect to this report. (Min. No. P166/12 refers).

Recommendation No. 23 deals with the protocol with City Council and is reproduced as follows:

Recommendation No. 23: The Board should amend its information sharing protocol with City Council

The Board should amend its existing information sharing protocol with City Council to include a mutual information sharing mechanism. This mechanism should address the type of information to be shared and the method and frequency for sharing such information.

The Board should also work with City Council to develop a protocol that ensures there is a free flow of communication to and from the Board and City Council with respect to the policing of major events.

As a result, the policy has been further revised to capture the spirit of this recommendation and to provide for a "mutual information sharing mechanism" as provided for by Mr. Morden.

I have appended the draft revised policy as Appendix A as well as the current City Council Protocol policy as Appendix B.

Conclusion:

Therefore, it is recommended that the Board:

- (1) approve the draft amended policy, "City Council Protocol"; and
- (2) forward a copy of the policy, once approved, to City of Toronto's Executive Committee for approval.

The following Motion was submitted to the Board:

THAT the Board approve the foregoing report.

A request for a recorded vote on the foregoing Motion was submitted in accordance with section 22 of the Board's Procedural By-Law No. 107.

The voting was recorded as follows:

For

**Chair Mukherjee
Vice-Chair Thompson
Ms. Moliner
Councillor Del Grande**

Opposed

Dr. Noria

The foregoing Motion was approved.

Moved by: M. Thompson

Appendix A



TORONTO POLICE SERVICES BOARD

CITY COUNCIL PROTOCOL

DATE APPROVED	July 27, 2000	Minute No: P341/00
DATE(S) AMENDED	November 15, 2010 August 17, 2011	Minute No: P292/10 Minute No. P206/11
DATE REVIEWED		
REPORTING REQUIREMENT	Business Plan (at least once every three years). Toronto Police Service - Annual Report. Toronto Police Service - Annual Statistical Report. Toronto Police Service – Service Performance Year End Report	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 30(1), 31, 32.	
DERIVATION	Adequacy Standards Regulation – AD – 002 <i>Independent Civilian Review into Matters Relating to the G20 Summit</i> , Recommendation 23 City of Toronto Council Resolution - XXXX	

1. The Board will provide Toronto City Council with the opportunity to contribute to the development of the Board’s Business Plan, including notifying the Clerk of any public meetings or consultation processes scheduled by the Board for the development of the business plan; and with the opportunity of jointly determining, and participating in, the consultation processes.
2. The Board will take into consideration, and where appropriate incorporate, Toronto City Council’s strategic priorities and plans in its Business Plan.
3. The Board’s Business Plan, which is to be published at the end of the three year cycle, will be made available to Toronto City Council no later than July 30 and to the general public no more than 30 days after.

4. The Board will provide copies of the Toronto Police Service Annual Statistical Report, the Annual Report and the Service Performance Year End Report to Toronto City Council and to the general public no later than July 30.
5. The Board will provide Toronto City Council with notice of dates, times and locations of monthly meetings of the Toronto Police Services Board in January of each year.
6. The Board will provide information as required or requested by Toronto City Council or as directed by the Board for City Council's consideration, with respect to Board meeting agendas, minutes, budgets and any other matter from time to time as may be permitted by section 35 of the *Police Services Act*.
7. The Board will review and respond to Toronto City Council decisions applicable to the Board. In its response, the Board will give consideration to its statutory responsibilities and the objectives of both the Board and Toronto City Council relevant to the decision.
8. The Board will ensure that matters relating to the policing of major events which concern the City of Toronto will be communicated to City Council in a timely manner in accordance with the recommendation of The Honourable John W. Morden in his June 2012 report entitled "Independent Civilian Review into Matters Relating to the G20 Summit".
9. Where Toronto City Council considers matters with respect to the policing of major events, City Council will share this information with the Board in a timely manner.



TORONTO POLICE SERVICES BOARD

CITY COUNCIL PROTOCOL

DATE APPROVED	July 27, 2000	Minute No: P341/00
DATE(S) AMENDED	November 15, 2010 August 17, 2011	Minute No: P292/10 Minute No. P206/11
DATE REVIEWED	November 15, 2010	Minute No: P292/10
REPORTING REQUIREMENT	Business Plan (at least once every three years). Toronto Police Service - Annual Report. Toronto Police Service - Annual Statistical Report. Toronto Police Service – Service Performance Year End Report	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, ss. 30(1), 31, 32.	
DERIVATION	Adequacy Standards Regulation – AD - 002	

1. The Board will provide Toronto City Council with the opportunity to contribute to the development of the Board's Business Plan, *including notifying the Clerk of any public meetings or consultation processes scheduled by the Board for the development of the business plan.*
2. The Board's Business Plan, which is to be published at the end of the three year cycle, will be made available to Toronto City Council no later than *July 30* and to the general public *no more than 30 days after.*
3. *The Board will provide Toronto City Council with notice of dates, times and locations of monthly meetings of the Toronto Police Services Board in January of each year.*
4. The Board will provide information as required or requested by Toronto City Council or as directed by the Board for City Council's consideration, with respect to Board meeting agendas, minutes, budgets and any other matter from time to time.
5. *The Board will provide copies of the Toronto Police Service Annual Statistical Report, the Annual Report and the Service Performance Year End Report to Toronto City Council and to the general public no later than July 30.*

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P73. TORONTO POLICE SERVICES BOARD SPECIAL FUND –
AMENDMENT TO SPECIAL FUND POLICY TO INCLUDE FUNDING
PROVISION FOR VICTIM SERVICES TORONTO**

The Board was in receipt of the following report February 28, 2013 from Alok Mukherjee, Chair:

Subject: TORONTO POLICE SERVICES BOARD SPECIAL FUND – AMENDMENT
TO SPECIAL FUND POLICY TO INCLUDE FUNDING PROVISION FOR
VICTIM SERVICES TORONTO

Recommendation:

It is recommended:

1. THAT the Board approve the amended Special Fund Policy; and
2. THAT the Board approve that the Chair and Vice-Chair be granted standing authority to approve annual funding from the Special Fund for Victim Services Toronto.

Financial Implications:

If the Board approve the recommendations, the Special Fund will be reduced by an additional expenditure of \$25,000.00 annually.

Background/Purpose:

The Toronto Police Services Board Special Fund is created through the sale of unclaimed property. Section 132(2) of the *Police Services Act* states “the chief of police may cause the property to be sold, and the board may use the proceeds for any purpose that it considers in the public interest.” The Toronto Police Services Board uses its Special Fund to support co-operative community/Toronto Police Service initiatives and employee recognition programs (long service, awards for performance, etc), subject to funds being available. The Toronto Police Services Board has the sole legislated authority to expend the Special Fund.

The Special Fund Policy governs how the Special Fund is expended and includes a provision that the Special Fund must maintain a minimum balance of \$150,000 (one hundred and fifty thousand dollars) in order to meet its corporate recognition obligations.

Due to a funding shortfall, the Board imposed a moratorium on expenditures from the Special Fund from November 2010 to December 31, 2012, so that the Board could continue to meet its corporate recognition commitments while bringing the Special Fund back to good health. The

moratorium imposed reduced spending for corporate recognition programs and annual police-community events and froze consideration of external requests (Min. No. P315/10, P100/11 and P130/12 refer).

Discussion:

Effective January 1, 2013, the Board has resumed consideration of external request for funding from the Special Fund. Therefore, I am proposing an amendment to the Special Fund Policy to include a provision to provide annual funding, provided availability of funds, to Victim Services Toronto (VST) effective January 1, 2013, and that the Chair and Vice Chair be granted standing authority to approve such request. The Special Fund balance is approximately \$1.2 M as at February 28, 2013 and is able to accommodate this request.

Section 4(2) of the *Police Services Act* requires that municipal police services provide assistance to victims of crime as part of its core function. Established in Toronto in 1990, the Victim Services Program of Toronto is a non-government agency whose primary mandate, working in partnership with communities and other organizations, is to assist Toronto police officers with victims of crime and other traumatic incidents. Victim Services Toronto (VST) provide immediate crisis response, intervention, and prevention services that are responsive to the needs of individuals, families and communities affected by crime and sudden tragedies and is the only agency in Toronto that provides immediate on-site crisis, trauma, safety and support services to victims of crime and sudden tragedies. Its programs include victim crisis response, high risk support services, community crisis response and victim quick response. The immediacy of this service allows VST to aid in mitigating the harmful effects of trauma on the victim and their loved ones.

The Ministry of the Attorney General and the City of Toronto Community Services Grant Program continue to provide funding to VST, however, the program has operated without an increase to their base funding resources for the past 20 years. Toronto Police Service provide considerable “in kind” support for the program. As well, the Board has provided funding towards VST operating cost and over the last several years approves an annual expenditure from the Special Fund toward the costs of VST recognition initiatives.

VST’s partnership with the Service fulfils the statutory obligation under the *Police Services Act* for the provision of victim support. This partnership provides significant benefits to police officers and to the public. The Board supports VST and appreciates its invaluable contribution to the Service and the community. Given that the Board has for the past several years provided financial support to VST and given that the Special Fund is in great financial condition, it is appropriate for the Board to consider increasing its financial support of this very worthwhile program.

A copy of the Special Fund Policy is attached to this report for consideration. Amendments to the policy are grey shaded for ease of reference.

Conclusion:

Therefore, it is recommended:

1. THAT the Board approve the amended Special Fund Policy; and
2. THAT the Board approve that the Chair and Vice-Chair be granted standing authority to approve annual funding from the Special Fund for Victim Services Toronto.

The Board approved the foregoing report.

Moved by: D. Noria



DRAFT FOR BOARD CONSIDERATION TORONTO POLICE SERVICES BOARD

SPECIAL FUND

DATE APPROVED	November 4, 1993	Minute No: P624/93
DATE(S) AMENDED	May 1, 2000 January 25, 2007 May 21, 2009 November 15, 2010 February 16, 2012	Minute No: P156/00 Minute No: P32/07 Minute No: P149/09 Minute No: P292/10 Minute No: P44/12
DATE REVIEWED	May 12, 2005 November 15, 2010	Minute No: P157/05 Minute No: P292/10
REPORTING REQUIREMENT	Quarterly unaudited financial reports Annual Procedural Audit Chair to report annually on requests authorized by Chair and Vice Chair Program evaluation report	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 132(2).	
DERIVATION		

Section 132(2) of the *Police Services Act* establishes that the Toronto Police Services Board has the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The *Act* stipulates that "the Chief of Police may cause the property to be sold, and the Board may use the proceeds for any purpose that it considers in the public interest."

It is the policy of the Toronto Police Services Board with respect to the approval of expenditures from the Special Fund that expenditures will fall within one of the following five categories:

1. Community Outreach

Initiatives supporting community-oriented policing that involve a co-operative effort on the part of the Toronto Police Service and the community.

- a. Initiatives benefiting children and/or youth and/or their families. Initiatives must involve members of the Toronto Police Service. For example, the project must reduce the need for policing intervention or strengthen the relationship between police and the community, particularly with marginalized youth; and
- b. Initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence. Initiatives must involve members of the Toronto Police Service.

2. Awards and Recognition Programs

Expenditures related to recognition of the work of Board Members, Toronto Police Service members, auxiliary members, other volunteers and school crossing guards.

- a. The Chair and the Vice Chair have been granted standing authority to approve expenditures from the Special Fund for costs associated with the Board's awards and recognition programs; and
- b. The Chair is required to report to the Board annually, all approved requests.

3. Toronto Police Amateur Athletic Association

Funding to offset the expenses of members participating in Toronto Police Amateur Athletic Association ("TPAAA") sponsored events and competitions.

- a. The Special Fund will be used for funding the TPAAA sponsored sporting events and competitions to a maximum of \$200.00 per member, per event;
- b. The Chair and the Vice Chair have been granted standing authority to approve these requests; and
- c. The Chair is required to report to the Board annually, all approved requests.

4. Fitness Facilities

Shared funding of fitness equipment for police facilities.

- a. The Board will offset the cost of equipment located in police facilities;
- b. To offset the cost of equipment for fitness facilities, and, as referenced in the collective agreement, the Board will endeavour to obtain the maximum amount of government funding possible. The balance of the cost will be shared according to the Board's current policy: 1/3 payable by the Board; 1/3 payable by the TPAAA (assuming that the TPAAA agrees) and 1/3 payable by the members;
- c. The Chair and the Vice Chair have been granted standing authority to approve these requests; and
- d. The Chair is required to report to the Board annually, all approved requests.

5. Consultative Committees

In accordance to the Board's Community Consultative Groups Policy, the Board will provide an annual contribution to each of the following:

- a. Divisional and Traffic Services Community Policing Liaison Committee
- b. Chief's Consultative Committees
- c. Chief's Advisory Council
- d. Chief's Youth Advisory

6. Victim Services Toronto

The Board will provide an annual contribution to Victim Services Toronto of up to \$25,000:

- a. The Chair and Vice Chair have been granted standing authority to approve this request;
- b. Victim Services Toronto will submit an annual report outlining its activities for the year in which funding was received; and
- c. Should Victim Services Toronto wish to apply for an amount above \$25,000 the request must be submitted in writing for consideration by the Board subject to a satisfactory annual report.

Application Assessment Criteria

Requests for funding will be evaluated according to the following criteria:

- a. Falls within one of the **six** delegated categories;
- b. Proposes clear, measurable objectives and benefits;
- c. Involves both community partners and the Toronto Police Service;
- d. Clearly indicates how funded initiatives will be evaluated;
- e. Where appropriate, applicants must indicate how they propose to sustain the initiative after Board funding has been utilized; and
- f. Provides evidence of management and fiscal responsibility with respect to funds granted by the Board.

Application Procedures

Request for funding must be made in writing, signed and forwarded to the Chair of the Toronto Police Services Board.

In addition to the requirements stated in the Application Assessment Criteria section, requests must include:

- a. Project/**initiative** mandate
- b. Budget
- c. Timelines for completion
- d. One or more letters of endorsement

Assessment Procedures

Requests for funding will be forwarded to the Board's regular monthly meeting for consideration, with a recommendation from the Chair, based on assessment of the request for completeness, accuracy and compliance with this policy.

Applications not complying with this policy will be deemed incomplete and will not be forwarded to the Board for consideration.

Administration

It is the policy of the Toronto Police Services Board with respect to the administration of the Special Fund that:

1. All approval of funding is subject to the availability of funds as outlined in this policy;
2. All requests for funding with the exception of initiatives that have been granted standing authority, will be considered as part of the Board's public agenda;
3. The Board will not commit to recurring donations or to the on-going funding of particular initiatives/projects. The approval of funding for a particular purpose will not be considered as a precedent which binds the Board;
4. The Special Fund will not support retroactive funding of events that have already taken place;
5. The Special Fund must maintain a minimum balance of \$150K (one hundred and fifty thousand) in order to meet its corporate recognition obligations;
6. Recipients of funding will be advised that as a condition of receiving funds, they must file a report that accounts for and evaluates the effectiveness of the event or project which was funded, the use of the funds and, further, they must return any unexpended monies;
7. Recipients of funding must provide this report to the Board within 60 days of the conclusion date noted in their application;
8. All unaudited expenditures will be reported to the Board on a quarterly basis. Expenditures will be compared to the Fund balance;
9. The Special Fund will be audited by independent external auditors annually;
10. The cost of auditing the Special Fund will be borne by the Special Fund; and
11. The Board, on a case-by-case basis, may consider exceptions to this policy. Exceptions must be clearly stated in the Board report requesting funding.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P74. PROCESS TO REPORT JUDICIAL COMMENTS REGARDING
OFFICER DISHONESTY OR MISCONDUCT – RELEASE OF
PRACTICE MEMORANDUM**

The Board was in receipt of the following report February 05, 2013 from Alok Mukherjee, Chair:

Subject: PROCESS TO REPORT JUDICIAL COMMENTS REGARDING OFFICER
DISHONESTY OR MISCONDUCT – RELEASE OF PRACTICE
MEMORANDUM

Recommendations:

It is recommended that the Board request the Chief to:

- (1) Advise the Board as to the process the Service uses to respond to any reports that the Service may receive from Crown attorneys with respect to judicial comments regarding officer evidence that is characterized by the presiding judge as being in his or her view dishonest, misleading or fabricated;
- (2) In the event that no such process currently exists, develop such a process; and
- (3) Include in the annual Professional Standards report information with respect to such incidents, including information as to the number of incidents, the steps the Chief has taken in response, and the resolution in each case.

Financial Implications:

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

Background/Purpose:

Over the last several years, the Board has considered the issue of what steps should be taken where judicial comments regarding police misconduct have been made. There has also been considerable media attention with respect to this issue.

In April 2012, the Ministry of the Attorney General announced that there would be a review of this issue, which would include the issuance of a report on findings and recommendations. It was stated that this review may include a process whereby police services are formally notified of allegations of false testimony so that they can be properly investigated.

Therefore, at that time, the Board approved my recommendation that the Board express its support for the review being undertaken by the Ministry of the Attorney General, concur that a new process is required and state its willingness to fully participate in any proposed process in this area (Min. No. P110/12 refers.)

On October 26, 2012, the *Toronto Star* reported that it had been informed by the government of a new policy, “which will take effect before the year’s end” which will require Crown attorneys to report cases in which they believe “police have lied under oath.”

The Board, at its meeting of December 14, 2012, considered a report from me entitled “Process to Report Judicial Comments Regarding Officer Dishonesty or Misconduct” (Min. No. P314/12 refers). That Minute is attached for your information.

At that time, Chief Blair responded to questions by the Board about this report.

Chief Blair said that the Attorney General had not yet formally announced the results of his review and emphasized that it would be prudent for the Board to respond at the time the results are released as opposed to relying solely on the information contained in the *Toronto Star* article which, he said, was “grossly misleading.”

Chief Blair also said that the Service has already established a formal process to deal with allegations about police officers who may not have been truthful in court. The Board was advised that Professional Standards will commence an investigation immediately upon receiving an allegation of untruthful testimony. Chief Blair said that crown attorneys are interviewed as part of the investigation and that, to date, there have been no concerns expressed by crown attorneys about the manner in which the Service responds to allegations of untruthful testimony by police officers in court. The Board was also advised that if a police officer believes that another officer was not truthful in court, or receives information alleging that another police officer was not truthful in court, he/she has a responsibility to formally report those concerns or allegations.

Chief Blair said that this was an important matter and he urged the Board to wait until the Attorney General has released the results of his review in the form of a practice memorandum which is estimated to take place in approximately two weeks.

As a result, the Board agreed to defer further consideration of this matter until the Attorney General released the practice memorandum.

Discussion:

On January 9, 2013, Mr. James Cornish, Assistant Deputy Attorney General – Criminal Law Division, Ministry of the Attorney General, distributed a Practice Memorandum with respect to this issue. This Practice Memorandum has been attached for your information.

As noted by Mr. Glenn Murray, Assistant Deputy Minister, Public Safety Division, Ministry of Community Safety and Correctional Services, “this practice memorandum formalizes the existing practice within the Criminal Law Division when allegations are made that a police officer has been deliberately dishonest while under oath.”

The Practice Memorandum is focused mainly on the role and responsibility of Crown counsel who have concerns about the statement of a police officer made under oath and the appropriate action Crown counsel should take in such circumstances, which may include referring the case to the Chief of Police of the relevant police service. However, little guidance is provided to the Chief in terms of what steps should be subsequently taken by him or her to investigate the allegations.

While I recognize that Chief Blair has told the Board that the Service has already established a formal process to deal with allegations about police officers who may not have been truthful in court, it would be helpful for the Chief to provide the specific details regarding this formal process to the Board in the form of a report. It is laudable that the Toronto Police Service already has a formalized process in place, and it might be valuable for other police services to learn about our practice, as many may wish to move towards implementing such a process, especially in light of the recently issued Practice Memorandum.

Conclusion:

Therefore, it is recommended that the Board request the Chief to:

- (1) Advise the Board as to the process the Service uses to respond to any reports that the Service may receive from Crown attorneys with respect to judicial comments regarding officer evidence that is characterized by the presiding judge as being in his or her view dishonest, misleading or fabricated;
- (2) In the event that no such process currently exists, develop such a process; and
- (3) Include in the annual Professional Standards report information with respect to such incidents, including information as to the number of incidents, the steps the Chief has taken in response, and the resolution in each case.

Mr. Miguel Avila was in attendance and delivered a deputation to the Board. Mr. Avila also provided a written submission in support of his deputation; copy on file in the Board office.

In response to questions by the Board, Chief Blair said that comments made by judges are taken with great seriousness. Chief Blair described the process that the TPS had established to deal with allegations about police officers who may have deliberately been dishonest in court. Chief Blair also noted that the Practice Memorandum acknowledges that the Memorandum formalizes an existing practice with respect to allegations about police officers who may have deliberately been dishonest in court.

The Board approved the following Motions:

- 1. THAT recommendation nos. 1 and 2 in the foregoing report be approved;**
- 2. THAT recommendation no. 3 be approved with an amendment so that the amended recommendation reads as follows:**
 - (3) Include in the annual Professional Standards report information with respect to such incidents, including information as to the number of incidents, a categorization of the comments made by judges with respect to officer evidence in these cases, the steps the Chief has taken in response, and the types of resolutions reached.**
- 3. THAT the Board invite the Minister of Community of Safety and Correctional Services to attend a future meeting to address the administration of discipline under Part V of the *Police Services Act*.**

Moved by: F. Nunziata

-COPY-

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON DECEMBER 14, 2012**

**#P314. PROCESS TO REPORT JUDICIAL COMMENTS REGARDING
OFFICER DISHONESTY OR MISCONDUCT**

The Board was in receipt of the following report November 27, 2012 from Alok Mukherjee, Chair:

Subject: PROCESS TO REPORT JUDICIAL COMMENTS REGARDING OFFICER
 DISHONESTY OR MISCONDUCT

Recommendations:

It is recommended that the Board request the Chief to:

- (1) Advise the Board as to the process the Service uses to respond to any reports that the Service may receive from Crown attorneys with respect to judicial comments regarding officer evidence that is characterized by the presiding judge as being in his or her view as being dishonest, misleading or fabricated;
- (2) In the event that no such process currently exists, develop such a process; and
- (3) Include in the annual Professional Standards report information with respect to such incidents, including information as to the number of incidents, the steps the Chief has taken in response, and the resolution in each case.

Financial Implications:

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

Background/Purpose:

At its meeting of November 24, 2011, the Board received correspondence and heard a deputation from Mr. Clayton Ruby, Q.C., with respect to judicial comments regarding police misconduct. (Min. No. P282/11 refers). Mr. Ruby requested that a procedure be developed to ensure that notification of such comments to the appropriate individuals or body (for example, Professional Standards, the Chief or the Board) takes place, along with a subsequent investigation of the named police officers.

At that time, the Board approved the following motions:

- 1. **THAT the Board receive Mr. Ruby's deputation and refer it to the Chair;****

2. **THAT the Board request the Chair to discuss with the Chief the issues raised by Mr. Ruby in his deputation and correspondence; and**
3. **THAT the Board request the Chair to report back to the Board on the results of his discussion with the Chief.**

Toronto Star Series

At its meeting of May 18, 2012, the Board, once again, considered this issue (Min. No. P110/12 refers). As the report from the Chair notes, in a series of investigative articles published in the *Toronto Star* in April 2012, the newspaper documented more than 100 criminal cases from across Canada in which judges made comments alleging that police officers had given false testimony under oath or otherwise acted improperly. Over 30 of these cases involved members of the Toronto Police Service. In the majority of these cases, no investigations were conducted by the relevant police service and, indeed, in some cases, the police service was never notified that the comments had been made as no formal policy or procedure is in place to ensure proper notification takes place.

On Monday April 30, 2012, following the *Toronto Star* series, Attorney General John Gerretson made an announcement that there would be a review of this issue, which would include the issuance of a report on findings and recommendations. It was stated that this review may include a process whereby police services are formally notified of allegations of false testimony so that they can be properly investigated.

Therefore, at that time, the Board approved my recommendation that the Board express its support for the review being undertaken by the Ministry of the Attorney General, concur that a new process is required and state its willingness to fully participate in any proposed process in this area.

New Provincial Policy as reported in the Toronto Star

On October 26, 2012, the *Toronto Star* reported that it had been informed by the government of a new policy, “which will take effect before the year’s end” which will require Crown attorneys to report cases in which they believe “police have lied under oath.” As the article states, “[t]he policy deals not only with deliberate dishonesty on the witness stand but in any situation where a police officer is under oath, such as in an affidavit to get a wiretap or a search warrants.”

The article goes on to say that, “[u]nder the new system, if a judge makes findings or comments that an officer was deliberately untruthful, or the Crown attorney has reasonable evidence that the officer was lying, the trial prosecutor must report it to his local manager.”

Subsequently, “[t]he supervising Crown will review the case file and court transcripts to see if there are grounds to believe the officer deliberately lied.” If it is found that there are grounds, “[t]he cases gets forwarded to a regional director, who makes the decision whether to send the case to the police for investigation.” Then, the article states, “[p]olice would decide whether the officer will be charged with a criminal offence.

The complete article is attached for your information.

It should be noted that while the information was published in the Toronto Star, there has been no general announcement made by the Attorney General at this point. However, a representative of the Attorney General has confirmed that it is anticipated that a “practice memorandum” on this issue will be released by the end of the year.

On November 16, 2012, I, once again, received correspondence from Mr. Clayton Ruby with respect to this issue. He indicated that while he was pleased that the Attorney General was adopting a process for reporting by Crown attorneys in these cases, he would also like to see changes made at the Board and Service level with respect to this issue. He reiterated the elements he would like to see in any Board policy, which include the following (paraphrased):

- Crown attorneys to report any judicial findings where police did not testify honestly or action in violation of constitutional rights
- Officer-in-charge or other officers present to report these findings to the Chief
- Chief should order the transcript of the judge’s reasons in every such case
- Chief should report to the Board every judicial finding of lack of honesty/integrity to the Board, also with the transcript
- Chief should report to the Board, within six months, any actions taken by the Chief, the reasons for those actions, and any justification if action was not taken
- Chief should report to the Board with annual statistics on the number and nature of judicial findings and the action taken in each case

Some of these elements are dealt with by the proposed steps taken by the Attorney General. Others fall under the Chief’s purview. However, the majority are addressed in my recommendations in this report.

Discussion:

At this time, neither the Board nor the Service has received any formal notice from the Ministry of the Attorney General of changes to obligations to examine judges’ findings or comments in relation to officers’ testimony. I also understand that there have been incidents in the past where the Service has been notified by Crown attorneys with respect to possible deceit by officers delivering testimony and where such reports have been made, the Service had investigated the allegations.

While this is a good practice, I believe that it is important that a consistent and formalized process be developed in order to respond to such incidents. As discipline falls under the purview of the Chief, the process to be followed, which will, in many cases, involve investigation and the imposition of discipline, and thus, should be developed by the Chief.

I also believe that it is critical that the Board be informed of these incidents in a regularized manner, and that the number of cases be included in these reports, along with any steps taken and the resolution in each case. I propose that this reporting be included in the annual Professional Standards report.

Conclusion:

Therefore, it is recommended that the Board request the Chief to:

- (1) Advise the Board as to the process the Service uses to respond to any reports that the Service may receive from Crown attorneys with respect to judicial comments regarding officer evidence that is characterized by the presiding judge as being in his or her view as being dishonest, misleading or fabricated;
- (2) In the event that no such process currently exists, develop such a process; and
- (3) Include in the annual Professional Standards report information with respect to such incidents, including information as to the number of incidents, the steps the Chief has taken in response, and the resolution in each case.

Chief Blair responded to questions by the Board about the foregoing report.

Chief Blair said that the Attorney General had not yet formally announced the results of his review and emphasized that it would be prudent for the Board to respond at the time the results are released as opposed to relying solely on the information contained in the *Toronto Star* article which, he said, was grossly misleading.

Chief Blair also said that the Service has already established a formal process to deal with allegations about police officers who may not have been truthful in court. The Board was advised that Professional Standards will commence an investigation immediately upon receiving an allegation of untruthful testimony. Chief Blair said that crown attorneys are interviewed as part of the investigation and that, to date, there have been no concerns expressed by crown attorneys about the manner in which the Service responds to allegations of untruthful testimony by police officers in court. The Board was also advised that if a police officer believes that another officer was not truthful in court, or receives information alleging that another police officer was not truthful in court, he/she has a responsibility to formally report those concerns or allegations.

Chief Blair said that this was an important matter and he urged the Board to wait until the Attorney General has released the results of his review in the form of a practice memorandum which is estimated to take place in approximately two weeks.

The Board agreed to defer further consideration of this matter until the Attorney General releases the practice memorandum.



Tuesday, December 4, 2012

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Star gets action: Crown must now report police who lie

Published on Friday October 26, 2012

David Bruser, Jesse McLean
Staff reporter, Staff reporter

55 Comments | Recommend 283

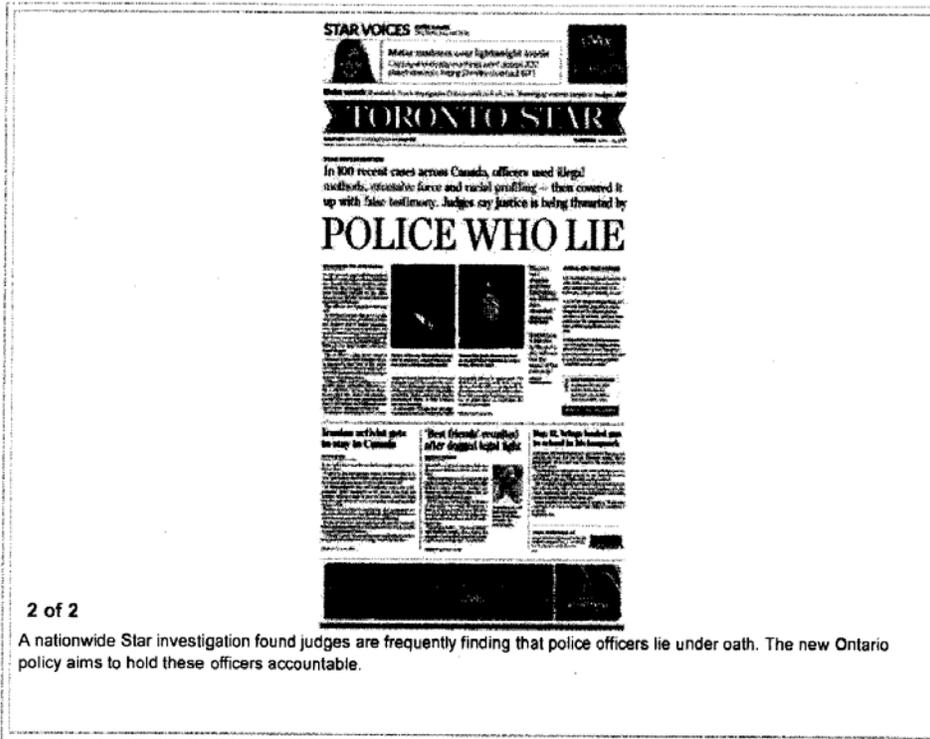
Ontario's Crown attorneys will soon be required to report cases where they believe police officers have lied under oath.

The new policy comes after a Star investigation earlier this year that found more than 100 cases of police deception in Ontario and across the country.

The Star also found that Ontario, like most provinces, had no formal mechanism to investigate allegations of police lying in court.



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Police Who Lie: Read the Star investigation

"When there are concerns raised about the integrity of our justice system, we take them very seriously," said Attorney General John Gerretsen, who ordered his ministry probe the issue in April following the Star investigation.

"It is important that we determine whether those concerns are warranted. If so, we must do something to address them. That is exactly what we have done here."

There was so little oversight of the problem in Ontario that some police forces did not know judges had found that their officers misled the court.

Internal investigations into four cases — three in Peel Region, one in York — were started after the Star brought the courtroom misconduct to the departments' attention.

Ontario's chief prosecutor James Cornish, tasked with looking into the issue, recently completed his report, and on Thursday the government informed the Star of the new policy, which will take effect before year's end.



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The policy deals not only with deliberate dishonesty on the witness stand but in any situation where a police officer is under oath, such as in an affidavit to get a wiretap or a search warrant.

Under the new system, if a judge makes findings or comments that an officer was deliberately untruthful, or the Crown attorney has reasonable evidence that the officer was lying, the trial prosecutor must report it to his local manager.

From there, the supervising Crown will review the case file and court transcripts to see if there are grounds to believe the officer deliberately lied.

If there are grounds, the case gets forwarded to a regional director, who makes the decision whether to send the case to police for investigation.

"It's sort of like another set of eyes looking at it," said Susan Orlando, deputy director of the Attorney General's criminal law division.

"It is a pretty significant thing to ask the police to investigate an offence, especially a police officer. You want to make sure you get it right."

Police would decide whether the officer will be charged with a criminal offence.

The police force may also internally discipline the officer.

The ministry will track the number of cases it forwards to police to investigate, Orlando said.

The Star's research looked at cases where a judge found a police officer lied, misled the court or fabricated evidence. In many cases, the judges then tossed out the evidence against suspects and they walked away.

After officers lied in court, possessors of child pornography, a major ecstasy manufacturer operating out of a Scarborough house, drug dealers carrying loaded handguns and others walked free.

Many of the officers were not disciplined for their courtroom conduct.

Defence lawyer Reid Rusonik said the new policy "is a step in the right direction," though he is concerned that prosecutors, who often rely on police testimony to build their cases, "are hardly in a position to be objective. I'd like to see some independent people hired to spot-audit cases."

Rusonik has exposed police fabrications in more than a dozen cases across the GTA in the past few years, six leading to the acquittal of clients charged with possession of a handgun.

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Leora Shemesh, who recently had a case where two kilograms of cocaine were excluded as evidence because the judge found the police officers lied, is concerned the new policy will not fix the problem.

"Very few Crown attorneys will send a case off for a review — particularly since they have multiple cases with the same officers," she said. "And then we leave the ultimate review up to the police? I have no confidence in a system that does not allow an independent and impartial body to review it."

The Star's investigation also found a lack of police accountability to the public. Big-city forces, including those in Montreal and Calgary, refused to say whether their officers were disciplined.

At the time of the Star investigation, British Columbia appeared to be the only province with a formal reporting system. There, if a judge criticizes the truthfulness of a witness' evidence or testimony, the prosecutor should report it to a senior Crown attorney. The prosecutor should also recommend to the police force that it investigate alleged misconduct.

Before the Star stories were published in April, Toronto police spokesman Mark Pugash sent a combative statement to the Star in which he equated the language used by judges in the cases reviewed by the paper to "throwaway comments unsupported by evidence."

"You either don't understand, or you don't want your readers to understand, the fundamental distinction between a judge's comments and a judge's rulings," Pugash continued. "Without an understanding of such a basic point, your story cannot be taken seriously."

In a York Regional Police case where the force reviewed an officer's conduct after a court decision was brought to its attention by the Star, the force found there was "nothing identified in the officer's actions that caused our investigators concern."

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Public Safety Division

Division de la sécurité publique

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3

25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3

Telephone: (416) 314-3377
Facsimile: (416) 314-4037

Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037



MEMORANDUM TO: All Chiefs of Police and
Commissioner Chris D. Lewis

FROM: Glenn Murray
Assistant Deputy Minister
Public Safety Division

SUBJECT: Practice Memorandum on Police Testimony

DATE OF ISSUE:	January 10, 2013
CLASSIFICATION:	General
RETENTION:	Indefinitely
INDEX NO.:	13-0001
PRIORITY:	Medium

Please find attached a Practice Memorandum on Police Testimony that was distributed to all Crown Counsel in the province today by James Cornish, Assistant Deputy Attorney General-Criminal Law Division, Ministry of the Attorney General. This practice memorandum formalizes the existing practice within the Criminal Law Division when allegations are made that a police officer has been deliberately dishonest while under oath.

if you have any questions or concerns, please contact:

Susan Orlando
Deputy Director
Office of the Assistant Deputy Attorney General – Criminal Law Division
Ontario Ministry of the Attorney General
TEL: (416) 326-2495
FAX: (416) 326-2063

Thank you.



Glenn Murray
Assistant Deputy Minister
Public Safety Division

Attachment

**Ontario Ministry of the Attorney General
Criminal Law Division**



720 Bay Street
Toronto, Ontario M5G 2K1
Phone: (416)326-2615
Fax: (416)326-2063

720 rue Bay
Toronto, Ontario M5G 2K1
Télé: (416)326-2615
Télé: (416)326-2063

**PRACTICE MEMORANDUM
To Counsel, Criminal Law Division**

Date: January 9, 2013

Subject: Police Testimony

Opinion/Advice:

1. Guidance to Crown Counsel on Allegations of Police Dishonesty while under Oath

It is rare for a trial judge to make comments suggesting a police officer has been deliberately dishonest under oath. The vast majority of police officers testify in an honest and straightforward manner. Nevertheless, it is appropriate to formalize the Crown's longstanding approach to such allegations in a practice memorandum.

It is critical to the administration of justice that police officers' under oath statements be truthful. Crown counsel are not investigators and must be mindful of the importance of the Crown maintaining independence from any investigations. However, where there is credible and reliable information to believe a police officer has been deliberately untruthful under oath, it is important Crown counsel ensure that the appropriate investigative agency is notified.

This practice memorandum provides guidance with respect to the circumstances under which Crown counsel has a responsibility arising from concerns about the statement of a police officer made under oath, and the appropriate action Crown counsel should take.

2. Judicial Comments or Findings

Where there is a judicial finding or comment that an officer has been deliberately untruthful under oath the Crown prosecutor must direct this matter to their Crown Attorney for review. The Crown prosecutor should be mindful that all witnesses including police officers may have differing perspectives and opportunities to observe an incident and may honestly provide inconsistent testimony. Where a court rejects an officer's testimony it may do so either on the basis of reliability or credibility. A witness' credibility relates to the sincerity of a witness. Reliability has to do with the

accuracy of a witness' testimony and may include considerations of a witness' ability to observe, recall or recount the issue. A comment that a witness's testimony is unreliable does not necessarily mean that the witness was deliberately untruthful. If a Court rejects an officer's testimony or makes a finding which is inconsistent with the officer's testimony, it is not necessarily a finding that the officer's evidence was dishonest.

3. Other Situations

Irrespective of any judicial comment or finding, the Crown prosecutor must also take action where he or she becomes aware of credible and reliable information that an officer has been deliberately untruthful under oath. In these circumstances the Crown prosecutor must forward the matter to their Crown Attorney for review.

The Crown prosecutor should consider the existence of any confirmatory evidence. Confirmatory evidence is not synonymous with corroboration. Confirmation is credible evidence or information available which significantly supports the position that the officer is being truthful or untruthful.

There are several offences under the *Criminal Code* of Canada which may apply in circumstances where an officer is deliberately untruthful including perjury, giving contradictory evidence, obstruction of justice, fabricating evidence, or public mischief; however, it is not the role of the Crown to determine whether charges or other action are appropriate.

4. Forwarding the Matter for Review

Where there has been judicial comment or finding that an officer has been deliberately untruthful under oath or the Crown prosecutor becomes aware of credible and reliable information that an officer has been deliberately untruthful under oath, the following actions must be taken:

- a) **Crown counsel must order two copies of any relevant portions of a transcript including any judicial comments or findings and the testimony in question.**
- b) **Crown counsel must prepare a brief summary of the statement in question and the credible and reliable information which supports the allegation. As is consistent with the role of the Crown, counsel must not engage in any investigation.**
- c) **Crown counsel must forward the above material to their Crown Attorney for review by such date as directed by their Crown Attorney.**
- d) **The Crown Attorney has a maximum of 30 days from the day they receive the material to assess if there are grounds to believe the officer has been deliberately untruthful under oath and if so, to forward the matter to the Director of Crown Operations (DCO).**

- e) The DCO will review the matter and decide whether it should be forwarded to the police. Where it is decided that a matter should be forwarded to police, a copy of the relevant transcripts, including the judicial comments or findings and the testimony in question, and any other material upon which the decision to refer the matter to police was based, must be forwarded to the Chief of Police for the municipal police service which employed the officer at the time the testimony in question, and for OPP matters to the Office of the Commissioner of the OPP. The DCO can delegate to the Crown Attorney the ability to refer the matter directly to the police. In such circumstances the Crown Attorney will advise the DCO prior to making the referral. A reporting letter template to be used for this purpose is attached.
- f) If the matter has been forwarded to the police then the DCO will advise the Assistant Deputy Attorney General, Criminal Law Division who will track such incidents.
- g) It is anticipated that all reasonable attempts will be made to ensure that the decisions contemplated by this Practice Memorandum will be made as soon as possible.

5. Police Investigations

Should the police or any police oversight body wish to speak with Crown counsel about a police officer's statement under oath that is said to have been deliberately untruthful, the police should contact the Crown's supervisor who will arrange contact. In situations where the police wish to speak with the Crown Attorney, the police should contact the Director of Crown Operations who will make the appropriate arrangements.

Contact: Howard Leibovich
416-326-2002

Signed by: James Cornish
Assistant Deputy Attorney General
Criminal Law Division

Attachment: Reporting Letter Template

Practice Memoranda are not considered to be confidential and may be given to defence counsel or other interested persons, upon request.

Mandatory Language:

Where there is a judicial finding or comment that an officer has been deliberately untruthful under oath the Crown prosecutor must direct this matter to their Crown Attorney for review.

Irrespective of any judicial comment or finding, the Crown prosecutor must also take action where he or she becomes aware of credible and reliable information that an officer has been deliberately untruthful under oath. In these circumstances the Crown prosecutor must forward the matter to their Crown Attorney for review.

Where there has been judicial comment or finding that an officer has been deliberately untruthful under oath or the Crown prosecutor becomes aware of credible and reliable information that an officer has been deliberately untruthful under oath, the following actions must be taken:

- a) Crown counsel must order two copies of any relevant portions of a transcript including any judicial comments or findings and the testimony in question.
- b) Crown counsel must prepare a brief summary of the statement in question and the credible and reliable information which supports the allegation. As is consistent with the role of the Crown, counsel must not engage in any investigation.
- c) Crown counsel must forward the above material to their Crown Attorney for review by such date as directed by their Crown Attorney.
- d) The Crown Attorney has a maximum of 30 days from the day they receive the material to assess if there are grounds to believe the officer has been deliberately untruthful under oath and if so, to forward the matter to the Director of Crown Operations (DCO).
- e) The DCO will review the matter and decide whether it should be forwarded to the police. Where it is decided that a matter should be forwarded to police, a copy of the relevant transcripts, including the judicial comments or findings and the testimony in question, and any other material upon which the decision to refer the matter to police was based, must be forwarded to the Chief of Police for the municipal police service which employed the officer at the time the testimony in question, and for OPP matters to the Office of the Commissioner of the OPP.
- f) If the matter has been forwarded to the police then the DCO will advise the Assistant Deputy Attorney General, Criminal Law Division who will track such incidents.

**Attachment 1
Reporting Letter Template**

Chief of Police/Office of the Commissioner of the OPP

[Name and Address of Police Service]

Dear xxx,

Re: Statement of Officer x [name] Under Oath

Pursuant to the Ministry's policy on allegations of police dishonesty while under oath, I am writing to bring a matter to your attention.

On x [date], officer x [name of officer] testified under oath/swore an affidavit in connection with the prosecution/investigation of x. It has come to my attention that there are concerns about the statement officer x made under oath.

Where Crown counsel has credible and reliable information to believe a police officer has been deliberately untruthful under oath, it is the Ministry's policy that it is appropriate for the Crown to make the police service aware of concerns about the statement of an officer made under oath.

Accordingly, I enclose a copy of the relevant transcript and [detail any other relevant material being provided] for your review.

I am available to discuss this matter further, and may be reached at xxx [phone number]. After we have had an opportunity to speak, should you or a member of your police service wish to speak with Crown counsel who dealt with this matter, please contact [name of supervising Crown].

Yours truly,

Xxx

Encl.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P75. CONTRACT EXTENSION – IT PROFESSIONAL SERVICES PRE-QUALIFIED VENDOR LIST

The Board was in receipt of the following report February 26, 2013 from William Blair, Chief of Police:

Subject: CONTRACT EXTENSION - IT PROFESSIONAL SERVICES PRE-QUALIFIED VENDOR LIST

Recommendations:

It is recommended that:

- (1) The Board approve the one year option to extend the current non-exclusive agreements with Adastra Corporation; Ajilon Consulting; Buchanan Associates Computer Consulting Ltd.; Fujitsu Consulting Canada Inc.; Ian Martin Information Technology Inc.; Joseph Molnar Inc.; Katalogic Inc.; Procom Consultants Group Ltd.; S.i. Systems Partnership; and Softchoice Corporation, as pre-qualified vendors for information technology (IT) related professional services for the period June 1, 2013 to May 31, 2014; and
- (2) The Board authorize the Chair to execute all required agreements and related documents, on behalf of the Board, subject to the approval by the City Solicitor as to form.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report. Funds required for the acquisition of IT professional services will be requested in the appropriate capital project or annual operating budget. All contracts awarded to the pre-qualified vendors will be approved in accordance with the requirements of the Board's Financial By-law No. 147, as amended.

Background/Purpose:

At the May 20, 2010 meeting, the Board approved the non-exclusive agreements for a list of pre-qualified vendors to provide (IT) professional services for the period June 1, 2010 to May 31, 2013, with the option to renew for two one year extensions at the discretion of the Board (Min. No. P146/10 refers).

At the October 15, 2012 meeting, the Board approved the assignment of the contract for one of the vendors from Advanced Recruitment Consulting (ARC) to Joseph Molnar Inc. effective August 1, 2012 due to a change in the company ownership (Min. No. P259/12 refers).

The Toronto Police Service (TPS) utilizes the list of pre-qualified vendors on an on-going basis for the acquisition of IT professional services for projects and operational contractor and consulting services to:

- acquire services in a timely manner and at a competitive cost;
- reduce the administrative costs associated with repeated procurement calls; and
- improve the turnaround time to acquire needed temporary contractor resources.

TPS will continue to need temporary IT contractors and consulting services to resource projects and for short term operational requirements. A competitive process requesting quotes from the pre-qualified vendors is completed for the services required.

Discussion:

On May 31, 2013, the current non-exclusive contracts with the pre-qualified vendors for IT professional services will expire. As part of the original agreement with the vendors, the option to renew or extend the list of pre-qualified vendors for up to two one year periods, at the discretion of the Board, was established.

TPS has been satisfied with the performance of the vendors during the current contract period, and:

- the contractor and consultant roles provided in the contracts are adequate to meet the anticipated needs of TPS for the next year; and
- the contracts provide for multiple vendors to compete for each contractor or consultant assignment.

Conclusion:

The current non-exclusive contracts expire on May 31, 2013. The contracts include an option to extend the agreements for up to two one year periods. TPS has been satisfied with the performance of the vendors on the list and the roles facilitated by the contracts meet the needs of the anticipated initiatives for the next year (Appendix A). Extending the contracts for one year provides for a continued competitive process for each contractor and consulting acquisition.

It is therefore recommended that the Board approve the extension of the current agreements for one year, from June 1, 2013 to May 31, 2014.

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

The Board approved the foregoing report.

Moved by: A. Mukherjee

Vendor	Application Architect	Business Analyst	Business Continuity/Disaster Recovery Analyst	Business Transformation Specialist	Data Centre Consolidation/Virtualization Architect	Data Centre Services / Specialist	Database Administrator	Deployment Technician	Desktop Management Specialist	Desktop Support Analyst / Specialist	Information Architect	IT Governance & ITIL Analyst / Specialists	Network Architecture / Specialist	Network Technician	Programmer / Developer	Project Manager	Security Specialist	Technical Writer	Technology Architect	Telecommunications Technician	Testing / Quality Assurance Analyst	Windows Server Administrator	Wireless Technician	Services Bid by each Vendor
Joe Molnar Inc.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1		21
Katalogic Inc.		1													1	1								3
Procom Consultants Group Ltd.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	23
S.i. Systems Partnership	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	23
Softchoice Corporation	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	23
# of Vendors for Each Service	8	10	7	7	7	8	9	8	8	8	9	8	8	8	10	10	8	8	8	6	9	8	5	

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P76. INDEMNIFICATION FOR USE OF THE PEEL REGIONAL POLICE
INDOOR SIMUNITION ROOM**

The Board was in receipt of the following report February 28, 2013 from William Blair, Chief of Police:

Subject: INDEMNIFICATION FOR USE OF THE PEEL REGIONAL POLICE INDOOR
SIMUNITION ROOM

Recommendation:

It is recommended that the Board authorize the Chair to execute a Memorandum of Agreement on behalf of the Board in relation to the Emergency Task Force's (ETF) use of the Peel Regional Police's Simunition Room to conduct training exercises.

Financial Implications:

There are no financial implications related to the recommendation contained within this report unless indemnification of the Peel Regional Police is required.

Background/Purpose:

The ETF is mandated by O. Reg. 3/99, Adequacy and Effectiveness of Police Services, made under the *Police Services Act*. Members assigned to identified policing functions must have completed required training accredited by the Ministry of Community Safety and Correctional Services or possess specified competencies (knowledge, skills and abilities).

One of the many responsibilities of the ETF is to provide specially trained officers to deal with emergency situations involving hostage taking, armed persons and barricaded situations.

In order to effectively and efficiently deal with varying situations, it is imperative that ETF officers be given the opportunity to train in as many of the possible environments in which they may be required to respond. Peel Regional Police can provide an indoor Simunition Room for members of the ETF to train in scenario-based situations. The indoor Simunition Room is constructed to resemble a room in a house for realistic situational training. This training is beneficial to the ETF and the community it serves by providing an alternate environment, set-up and challenge to the scenario-based situation already set up at the Toronto Police College.

Discussion:

In order to have access to the Simunition Room for training purposes, the Peel Regional Police requires the Service to enter into an agreement regarding its use. As the agreement contains an indemnity clause requiring indemnification of the Peel Regional Police for any liabilities it may suffer as a result of TPS' use of the Room, Board approval for the agreement is required.

A Memorandum of Agreement has been provided by Peel Regional Police. It has been reviewed and will be approved as to form by the City Solicitor. It has also been reviewed and approved from an operational perspective by TPS Legal Services.

Conclusion:

There are numerous benefits to this type of training. In order to maintain the standard of excellence established by the ETF, it is important to utilize a variety of sites for training and development purposes.

Deputy Chief Mark Saunders, Specialized Operations Command, will be in attendance to answer any questions that the Board may have.

The Board approved the foregoing report.

Moved by: M. Thompson

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P77. INDEMNITY AND RELEASE FOR HYDRO ONE – USE OF HYDRO
LANDS FOR POLICE VEHICLE OPERATIONS TRAINING EXERCISES**

The Board was in receipt of the following report February 06, 2013 from William Blair, Chief of Police:

Subject: INDEMNITY AND RELEASE FOR HYDRO ONE - USE OF HYDRO LANDS
FOR POLICE VEHICLE OPERATIONS TRAINING EXERCISES

Recommendation:

It is recommended that the Board authorize the Chair to execute indemnities and releases on behalf of the Board in relation to Police Vehicle Operations training exercises conducted on Hydro One lands within the City of Toronto.

Financial Implications:

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

Background/Purpose:

The Toronto Police College, Police Vehicle Operations Unit (PVO) is responsible for instructing Toronto Police Service (TPS) members in the safe operation of TPS All-Terrain Vehicles (ATV). An ATV is a four wheeled vehicle, operated in a manner similar to a motorcycle that allows the operator to travel over terrain not accessible by other vehicles such as automobiles and bicycles.

PVO delivers five courses in March and April every year. Police officer's receive twenty hours training in the principles and behaviours of safe and responsible ATV operation. Vehicle dynamics are taught to students during practical exercises on realistic terrain.

PVO ATV training has been using Hydro One corridors as sites for training. The Hydro One corridors located in the area of Finch Avenue West and Weston Road have provided a variety of terrain well suited to ATV training. Exposure to a variety of different terrains increases the skill and performance level of officers, by challenging the student's skills.

No issue has arisen with Hydro One in the past regarding usage of the Hydro lands. In late spring 2012, PVO was approached by Hydro One Networks Inc. requesting that the Toronto Police Service complete a "*Provincial Secondary Land Use Program Notice of Entry Permit*" for use of the Hydro One corridors. A copy of this permit has been attached as Appendix "A".

The “Provincial Secondary Land Use Program Notice of Entry Permit” requires The Toronto Police Service to indemnify Hydro One “*against all such loss, damage, or injury and all actions, suits, proceedings, costs, charges, damages, expenses, claims, or demands*” and to release it from all liability, arising from TPS' use of the lands.

Discussion:

A template indemnity and release form has been provided by Hydro One and, subject to Board approval, has been approved as to form by the City Solicitor. The template indemnity and release has also been reviewed by TPS Legal Services to ensure that the legal and operational requirements of the TPS are adequately protected.

Conclusion:

There are significant benefits to conducting ATV training in the environment these vehicles are intended to be used. The varied terrain in the Hydro One corridors allows members to experience training opportunities that cannot be duplicated in existing Toronto Police Service facilities.

It is recommended that the Board authorize the Chair to execute indemnities and releases on behalf of the Board in relation to Police Vehicle Operations training exercises conducted on Hydro One lands within the City of Toronto.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions that the Board may have regarding this report.

The Board approved the foregoing report.

Moved by: M. Thompson

APPENDIX "A" - Provincial Secondary Land Use Program Notice of Entry Permit



1 Dundas Street West, Suite 2000
Toronto, ON M5G 2L5
Tel: (416) 327-2959
Fax: (416) 327-3942

OILC/HONI

Provincial Secondary Land Use Program

Notice of Entry Permit

Entry Form Submitted by: _____

Location of Entry: Finch Avenue West and Weston Road, City of Toronto (the "Lands")

Entry Date: _____ Completion Date: _____

Description of Project (Nature of Work to be completed on Lands): Toronto Police Service - ATV Training

Proximity to Towers: _____

Specialized Equipment to be used: _____

Work to be completed by

Company: _____

Supervisor: _____

Field Contact #: _____

Voltage: 230kV O.H.S.A. Limit of Approach: 15'

- **Use of some equipment may require the placement of signs warning of the hazard due to the overhead electrical conductors**
- This permit is not a guarantee of underground service location

Hazards Identified: Underground pipelines on both the north and south end of the corridor.

The undersigned hereby agrees and acknowledges that all persons, agents, delegates, representatives, contractors, employees or others under the direction of the undersigned who enter onto the Lands at any time shall be at the

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P78. INTEREST ARBITRATION IMPROVEMENTS

The Board was in receipt of the following report February 15, 2013 from Alok Mukherjee, Chair:

Subject: INTEREST ARBITRATION IMPROVEMENTS

Recommendation:

It is recommended that the Board correspond with Ontario Premier Kathleen Wynne and the leaders of both the Progressive Conservative Party and the New Democratic Party to support AMO's call that the Party leaders work together to make legislated improvements to the Province's arbitration system.

Financial Implications:

There are no direct financial implications arising from the approval of the recommendations in this report, however the impact of collective bargaining and interest arbitration conducted by and for the Toronto Police Services Board has a significant financial impact on the taxpayers in our community. Emergency services, of which police are a part, account for a significant portion of municipal budgets, and wages and benefits which are determined through collective bargaining and interest arbitration account for 85-90% of the budgets of emergency services. As a result, the current imbalance within the interest arbitration system and the impact it has on collective bargaining and resulting settlements may have a significant financial impact on municipalities and their ability to deliver services to their residents and taxpayers.

Background/Purpose:

At a media event held on February 14, 2013 the Association of Municipalities of Ontario (AMO) along with the Large Urban Mayors' Caucus of Ontario (LUMCO) and the Mayors and Regional Chairs of Ontario (MARCO) announced a legislative checklist aimed at achieving a more efficient, accountable and transparent interest arbitration process in the Province of Ontario.

The legislative checklist included:

- Streamlining the process and creating a 12-month timeline for completion
- Clear, measurable criteria for evaluating the fiscal health of a community
- Requiring that arbitrators give priority to and provide clear, written explanation of how the fiscal health of a community was considered.

The Ontario Association of Police Services Boards (OAPSB), since 2005, has partnered with AMO, LUMCO and MARCO as part of the Emergency Services Steering Committee (ESSC) to improve accountability and transparency for municipal taxpayers as well as municipal employers and employees. The OAPSB is supportive of this initiative to improve the arbitration system specifically as it is applied in the police sector.

OAPSB President Barbara Bartlett was present at the media event and issued the following statement:

“The Ontario Association of Police Services Boards (OAPSB) has been working closely with other municipal leaders and staff on this critical issue. There is broad consensus that the interest arbitration system needs improvement. The main issue is the need for arbitrators to truly consider local financial circumstances in determining their awards. We join our municipal partners in calling for all three political parties to work together and with us to make the system more efficient, transparent and accountable across Ontario.”

The interest arbitration checklist prepared by AMO is appended.

Discussion:

In 2012, the ESSC and AMO made submissions to the Legislature in response to Bill 55, the Government’s then proposed changes to the arbitration system. The submissions were intended to ensure that the interests of all stakeholders are reflected. In particular, the ESSC and AMO recommended that interest arbitration criteria be amended to reflect the following principles:

- Total compensation costing of the entire settlement including present and future liabilities
- The employers ability to pay in light of its fiscal situation with consideration given to and consistent with the municipal council's service priorities
- The extent to which municipal, service levels may have to be reduced to implement the arbitrators decision if the current funding and taxation levels are not increased
- The economic situation in Ontario and the municipality including private sector settlements
- A comparison between the employees and the bargaining unit and other municipal employees and groups within that municipality and the employers ability to attract and retain qualified employees
- In order to ensure that comparative data amongst emergency services does not override other factors, the legislation should include a provision directing that once the arbitrator is satisfied that the employer has substantiated a demonstrated inability to pay the rate which would otherwise be derived from the relevant comparator data, the arbitrator must issue a decision in accordance with the municipalities ability to pay

Conclusion:

The Ontario Association of Police Boards believes that the interest arbitration system requires substantive improvements to ensure that outcomes take into account the fiscal health of the municipality, and not consider comparator data to the exclusion of all other factors. The system

requires significant improvements to ensure that all appropriate factors are consider and applied by arbitrators and to ensure transparency and timeliness in interest arbitration awards.

Police Boards value the contribution of their members and do not challenge their contribution to their communities or their right to be fairly compensated for the work they do. However, the status quo with respect to interest arbitration and its impact on the collective bargaining is not sustainable. It is essential that broad support for interest arbitration improvements be translated into appropriate legislation.

The Board approved the foregoing report.

Moved by: A. Mukherjee

Interest Arbitration Checklist

Legislation to improve the current interest arbitration system should:



Improve Efficiency by requiring:

- ✓ A time limit for a binding pre-hearing process
- ✓ A decision no later than 12 months from the start of the arbitration process
- ✓ A single arbitrator model for all interest arbitration, rather than a three-member panel
- ✓ Limits to submissions after the hearing, which prolong the process
- ✓ Written reasons for the award which provide a clearer explanation for how the financial health of the community/criteria were considered and applied in reaching a decision



Improve Accountability & Transparency by directing arbitrators to consider:

- ✓ The fiscal health of the community based on clear, measurable criteria
- ✓ Settlements reached by the same municipality with other employee groups
- ✓ The total compensation of the entire proposed agreement (present and future liabilities) compared to that of comparable collective agreements
- ✓ The tax increase that would be needed to pay for a proposed agreement without reducing services
- ✓ The employer's ability to find and retain qualified people
- ✓ The interest and welfare of the community served by the employer
- ✓ Provincial law or ministerial directive that places financial limitations on employer



Better define a municipality's capacity to pay based on Fiscal Health indicators, such as:

- ✓ Total property tax assessment
- ✓ Property tax assessment per household
- ✓ Ratio of residential/commercial and industrial properties
- ✓ Actual tax revenues
- ✓ Proportion of unpaid property taxes
- ✓ Rates of employment/unemployment
- ✓ Social service caseload
- ✓ Median household income
- ✓ Proportion of low-income households
- ✓ Compensation of other municipal employees in the same community
- ✓ Compensation of public sector employees in comparable communities
- ✓ Compensation of private sector employees in comparable communities

***Produced with the assistance of the Emergency Services Steering Committee**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P79. REQUEST FOR EXEMPTIONS TO THE BOARD'S DECISION TO
REQUIRE BUSINESS CASES TO SUPPORT PROMOTIONS AND
APPOINTMENTS**

The Board was in receipt of the following report February 27, 2013 from William Blair, Chief of Police:

Subject: REQUEST FOR EXEMPTIONS TO THE BOARD'S DECISION TO REQUIRE
BUSINESS CASES TO SUPPORT PROMOTIONS AND APPOINTMENTS

Recommendations:

It is recommended that:

- (1) That the Board make an exception to the requirement to provide a business case in support of Civilian Reclassifications and re-establish the administrative process in place for such approvals prior to December 31, 2012;
- (2) That the Board make an exception to the requirement to provide a business case in support of Temporary Civilian Appointments and re-establish the administrative process in place for such approvals prior to December 31, 2012;
- (3) That the Board make an exception to the requirement to provide a business case in support of Youth in Policing Initiative (YIPI) Appointments and re-establish the administrative process in place for such approvals prior to December 31, 2012;
- (4) That the Board make an exception to the requirement to provide a business case in support of Lifeguards Appointments and re-establish the administrative process in place for such approvals prior to December 31, 2012;
- (5) That the Board make an exception to the requirement to provide a business case in support of Court Officers and re-establish the administrative process in place for such approvals prior to December 31, 2012;
- (6) That the Board make an exception to the requirement to provide a business case in support of Constable Reclassifications and Confirmations in Rank of Sergeants and re-establish the administrative process in place for such approvals prior to December 31, 2012;

- (7) That the Board make an exception to the requirement to provide a business case in support of Auxiliary Constables and re-establish the administrative process in place for such approvals prior to December 31, 2012; and
- (8) That the Board make an exception to the requirement to provide individual business cases in support of the outstanding Civilian Promotions, Reclassifications and Appointments Lists submitted to the Board prior to the effective date of the Board's decision, December 31, 2012.

Financial Implications:

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

Background:

The Board, after considering the approval of the 2013 operating budget at its December 10, 2012 meeting, approved the following motions (Min. No. P299/12 refers):

- “2. *THAT, with the exception of communication operators, the Board direct that there be no hiring of uniform or civilian members, effective December 31, 2012, except where warranted and approved by resolution of the Board, following consideration of a detailed business case submitted by the Chief; and*
3. *THAT, the Board direct that there be no promotion of uniform or civilian members, effective December 31, 2012, except where warranted and approved by resolution of the Board, following consideration of a detailed business case submitted by the Chief.”*

The above motions as written refer specifically and exclusively to hiring and promotion. However, in a meeting January 29, 2013, between the Chair, Board Staff and members of the Chief's Office, it was communicated verbally by the Chair that he and the Vice-Chair would no longer consider exercising their delegated authority in relation to submissions, by appointment list, of members scheduled for reclassification and appointment without a detailed business case in support of the submissions.

The purpose of this report is to seek exemptions to the direction given in the above Board motions and in the Chair's verbal communication to the Service by reinstating the process of submitting appointment lists for approval by the Chair and the Vice-Chair in the cases of civilian and uniform reclassifications and uniform confirmations in rank; as well as appointments to the temporary civilian positions, Youth in Policing Initiative (YIPI) participants, Lifeguards, and Auxiliary Police Constables.

Discussion:

The manner in which the Board has executed its authority under the *Police Services Act P.S.A.* to appoint members of the police service and to discharge its exclusive functions under the Uniform

Collective Agreement to classify, promote, and hire, has undergone various changes in the past 18 years.

At its meeting on December 15, 1994, the Board adopted the practice of delegating the approval of appointments of personnel to the Chair and the Vice-Chair, or their specific designates. This was done to avoid delays in hiring and, generally, to facilitate related administrative processes (Min. No. P583/94 refers).

At its meeting on May 30, 2002, the Board gave standing authority to the Chair and Vice-Chair, or their specific designates, to authorize and approve all Constable Reclassifications and Confirmations in the rank of Sergeant. This was done to reduce the volume of reports to the Board and to achieve efficiencies similar to those created by the changes made in 1994 to the appointment process (Min. No. P137/02 refers).

At its meeting on May 29, 2003, the Board gave standing authority to the Chair and Vice-Chair, or their specific designates, to sign, authorize and approve all uniform promotions to the rank of Sergeant/Detective and Staff Sergeant/Detective Sergeant and that the Board receive a summary report from the Chief of all uniform promotions to those ranks in the previous year at its February meeting. This was done to streamline the Board's agenda in order to enhance its ability to focus on policy-related issues (Min. No. P136/03 refers).

At its meeting on October 18, 2007, the Board approved Board policies related to civilian and uniform appointments and promotions to effectively oversee the above processes. The policies remain in effect (Min. No. P332/07 refers).

The common purpose of the changes described above was to facilitate the day-to-day operation of the police service while maintaining the capacity of the Board to properly exercise its lawful authority and fulfil its responsibilities.

At its meeting on July 21, 2011, the Board received a legal opinion in relation to the scope of the Board's authority with regard to police constable reclassifications and officers to be confirmed in the rank of Sergeant. The opinion centers on circumstances under which the Board might consider disciplinary actions or allegations of misconduct in making decisions relating to reclassifications and confirmations in rank. It does not address deferral or disapproval of the Chief's recommendations based on other factors. However, it did conclude that a decision by the Board to not approve a recommendation from the Chief should be supported by a reasonable explanation so as not to not appear arbitrary (Min. No. P196/11 refers).

A business case can be made in a variety of forms, with different levels of detail and analysis required depending on the proposal. Whatever form it takes, a business case is usually presented when initiating a new project, establishing a new position, or undertaking a new task. Besides being unprecedented, the requirement for a detailed business case to support the continuance of already well-established organizational practices related to certain previously established positions introduces an unnecessary barrier that could negatively impact the daily operations of the Service.

Already this decision has delayed 12 Civilian Promotions, Reclassifications and Appointments submitted to the Board prior to December 31, 2012, the effective date of the Board's decision. In the interest of procedural fairness and transparency these should also be exempt from the requirement to provide detailed individual business cases; especially in light of the fact that all of the above processes were undertaken in the same manner, with the same assurances, as all others taken in the year 2012 which have been approved.

Therefore, it is the position of the Service that exemptions to the requirement for a detailed business case, and a resumption of the processes in place prior to December 31, 2012, reflected in Board Policy and Service Procedures, would be beneficial to the efficient and effective daily operations of the Service if applied to reclassification and appointments for the following positions:

Civilian Reclassifications

The process which has been followed historically includes submission of an Appointment List to the Board when there is a salary change, increase or decrease. No submission is made unless a salary change is involved, regardless of job title. For instance, no submission to the Board is made if a Divisional Investigative Clerk graded Class 5(40-hour) has been successful in a posting for a Records Data Entry Clerk of the same 5(40-hour) classification. If however there were changes to the scheduled hours, i.e. a decrease to 35-hour, or the position was governed by another Collective Agreement with a different pay scale, i.e. Divisional Station Operator Class 5(40-hour) and moving to Unit 'C' pay scale, an Appointment List would be submitted to the Board accompanied by supporting justification, usually in the form of an internal memo (TPS 649).

Certain situations in the day-to-day operations of the Service require the prompt reclassification of civilian members, described as follows:

1. Labour & Accommodations Issues:

By law, the Service has an obligation to ensure compliance with legislative and other authorities, including the *Ontario Human Rights Code*, *Occupational Health & Safety Act*, related Police Services Board Policies and Collective Agreements.

In an increasingly complex workplace, the Service needs to expeditiously respond to situations that stem from grievances and/or complaints and result in a member's voluntary or involuntary reclassification, promotions, demotions, suspensions, termination, disciplinary penalties loss of pay or benefits, work schedule, personnel issues, collective agreement, policy and/or procedural matters etc.

2. Part-time Monitor/Translators:

The Part-time Monitor/Translator position plays an integral support role in highly confidential criminal investigations. Personnel, who possess special language skills, are carefully selected to monitor and record private communications and maintain daily

interception logs under the lawful authority of *Part VI* of the *Criminal Code*. Further, exigent circumstances such as kidnapping, may dictate an emergency wiretap project be assembled immediately.

All of the monitoring is conducted by existing civilian members under judicial authority. The ability to reclassify Part-time Monitor/Translators on an *as-needed basis* represents an actual cost saving to the Service by increasing their hourly rate only when deemed operationally necessary for language translation.

Temporary Civilians

In accordance with Civilian Collective Agreement Unit 'A', Article 20:

Temporary members are hired for specific tasks for a specified temporary period or as a replacement for positions in the civilian establishment which are vacant for specified or indefinite periods of time.

In 2012, there were 22 temporary civilian appointments and 88 temporary contract renewals submitted to and approved by the Board via Appointment List with supporting justification for vacancies that resulted from workload or members absent for lengthy periods of time. There are currently 12 outstanding Civilian Promotions, Reclassifications and Appointments pending from prior to the effective date of the Board's Decision, December 31, 2012.

Temporary employees are appointed to assist units that experience periods of unusually heavy workload due to public demand, such as Access & Privacy, Legal Services and Records Release, in order to ensure service levels are maintained, especially where there is a legislative requirement to meet certain standards.

Youth in Policing Initiative (YIPI)

The Youth in Policing Initiative (YIPI) program exists as a result of an existing partnership between the Toronto Police Services Board, Toronto Police Service and the Ministry of Children and Youth Services (Service Contract #C-3321-1, Detail Code A820). This is now a year round program employing 276 youth from identified priority neighbourhoods and is designed to promote youth participation in and exposure to the work environment through police-community relations.

The entire program, including ancillary costs associated to administering the program, is fully funded by the Ontario Government through a grant. A continuous full cycle recruitment process is applied three times per year, and there are restrictive timelines which have the potential to be incompatible with Board submission dates. More importantly, this is a *pre-approved* program by virtue of the existing agreement signed by the Board (as "Service Provider").

Lifeguards

The Lifeguard program has been administered by the Toronto Police Service since 1982, as a result of amalgamation and contractual agreement between the (then) Metropolitan Toronto Police Force and the Toronto Harbour Commission. The funding for this program, including salaries, premium pay and equipment for 95 positions, is funded by the City of Toronto.

The Service is obligated to conduct full cycle recruitment for the position of Lifeguard. The appointments are sporadic in that 13 Head Lifeguards are hired first. An additional 82 Lifeguards are appointed in groups over the course of several weeks while certifications are validated, and background investigations completed.

Court Officers

The position of court officer fulfils a critical operational and legislative need for the Service. Prior to 1980, the function was performed by police officers. Court officers are sworn in as special constables pursuant to the provisions of the *Police Services Act*.

The mandate of Court Services is drawn from various Municipal By-laws, as well as Federal and Provincial laws. The duties and responsibilities contained within are the legislated responsibility of the Toronto Police Service. As directed the by *P.S.A. section 137 (1)*, the Board is required to provide court security for provincial courtrooms. There are currently 16 court locations across Toronto with a total of 257 court rooms.

Court Services is mandated to discharge the following duties:

- Provide court security;
- Care for, escort and monitor prisoners in court houses;
- Provide prisoner transportation to and from police divisions and detention centres;
- Obtain DNA samples;
- Deliver and serve court documents and notices as mandated by several Provincial and Federal statues;
- Provide training and supervision to Court Officers;
- Assist in the prosecution of offences; and
- Provide certain services to the Coroner;

In 2012, Court Services was responsible for:

- The continued detention and supervision of 80,851 persons in custody;
- The transportation of 155,668 persons in custody;
- Served 19,045 Subpoenas/Summonses;
- Processed 584,218 Provincial Offence Tickets (POT's) (Part 1); and
- Created 34,777 Provincial Court Information's

In October of 2008, the Provincial Government committed to fulfil its responsibility to pay for court security and prisoner transportations costs which were costing policing services millions of dollars annually. In 2012, the Province began uploading costs associated with court security and prisoner transportation and the Province will fully upload these costs by 2018. The Toronto Police Service, Court Services received \$6.2M from in 2012. The projected amount to be transferred from the Province for 2013 will be \$12.6M.

To require a detailed business in support of such appointments would simply delay the hiring of court officers unnecessarily and would affect our ability to meet the operational and legislative requirements to provide court security at all provincial courtrooms within the Greater Toronto Area.

Constable Reclassifications and Confirmations in Rank for Sergeants

The reclassification of Police Constables is structured in accordance with the *Police Services Act* (O. Reg. 268/10 s.8) and the Uniform Collective Agreement. Reclassifications from 4th to 1st class are a routine gradation in rank, unless unsatisfactory work performance has been identified. It represents a standardized performance appraisal process that results in a change of pay rate based on length of service.

The procedures for supporting Police Constable Reclassifications and Confirmations in the Rank of Sergeant are extensive and designed to ensure they are based on officers' demonstrated performance as it relates to behaviour, knowledge and skills. A performance appraisal is submitted for each Police Constable in advance of the date scheduled for reclassification and a variety of checks are conducted to ensure the member is in good standing. Probationary Sergeants are subject to 3 performance appraisals over the course of probation and must complete a Field Training Activity Report to evaluate certain critical supervisory functions. They are also subject to a variety of checks to ensure that they are in good standing prior to the Chief making a recommendation to the Board.

The reclassification of a Police Constable from 3rd to 2nd class, and from 2nd to 1st class, does not represent a change in duties or authority and should therefore be considered a routine progression in the rank that occurs absent *bona fide* reasons to the contrary.

In relation to confirmation in the rank of Sergeant, the Board at its meeting held on July 21, 2011, and again on August 17, 2011, approved the following motion (Min. No. C197/11 refers):

1. *THAT, henceforth, the Chief include in the memo to the Chair and Vice Chair that recommends that they exercise their delegated authority to reclassify, confirm in rank or promote uniformed members details of any concluded or ongoing PSA, criminal, civil or quasi-judicial tribunal matters, occurring in the period of time from their last reclassification, or in the case of a confirmation in rank, occurring in the period of time from their promotion to their current rank, or in the case of promotion from the period of time 3 years prior to the date of the memo; and*

2. *THAT, at their discretion, rather than exercising their delegated authority, the Chair and the Vice Chair may refer to the Board for its consideration any of the Chief's recommendations.*

These officers have successfully completed the non-statutory probationary period and are eligible to be confirmed in rank of sergeant as provided for in article 4:02 of the uniform collective agreement which states:

A member promoted to the rank of Sergeant shall serve a probationary period of one year from the date of such appointment.

Withholding confirmation in rank for Probationary Sergeants who have successfully completed the agreed upon probationary period would likely result in a successful grievance. A detailed business case in support of a confirmation in the rank of Sergeant would add no value to the process already undertaken to evaluate a Probationary Sergeant and would be superfluous to the one written to justify the initial promotion.

Auxiliary Police Constables

In accordance with the *Police Services Act, 1990, section 52 (1)*, the authority to appoint Auxiliary members resides with the Toronto Police Services Board, subject to the approval of the Ministry of Community Safety and Correctional Services. Full cycle recruitment is a continuous process; however, the ability to staff an Auxiliary class is contingent on the number of applications received. Currently, there are approximately 35 Auxiliary Police Constable appointments, orchestrated twice per year. Auxiliary members are volunteers and are not part of the Service establishment.

Conclusion:

Notwithstanding the efforts of the Board and the Service to find new efficiencies and identify opportunities for costs savings by thoroughly reviewing appointments and promotions, it is unlikely that attempting to comply with the Board's motions in relation the above positions and processes would be effective in finding cost-savings for the Service. There are efficiencies that have been already identified and put into practice prior to December 31, 2012, that streamline the routine administrative processes required to carry on the business of the Service and enable the Board to fulfil its mandate. To suspend these processes and replace them with the requirement to provide a detailed business case to justify relatively minor, but nevertheless essential administrative changes, places an onerous and unnecessary burden on the Service, creating inefficiencies at a time when its resources are fully focused on developing operational efficiencies and delivering core services.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to answer any questions that the Board may have regarding this report.

Chief Blair and Deputy Chief Mike Federico, Corporate Command, responded to questions about the regarding the foregoing report.

The Board approved the following Motions:

- 1. THAT the Board approve recommendation nos. 2, 3, 4 and 7;**
- 2. THAT the Board not approve recommendation nos. 5 and 8;**
- 3. THAT, with respect to recommendation no. 1, the Board approve the portion pertaining to the reclassification of civilians for part-time Monitor/Translator positions (noted in the report under sub-heading No. 2 Part-Time Monitor/Translators) and not approve the reclassification of civilians for labour and accommodation purposes (noted in the report under sub-heading No. 1 Labour & Accommodation Issues);**
- 4. THAT, with respect to recommendation no. 6, the Board approve the portion pertaining to the confirmations in rank of sergeant and not approve the portion pertaining to constable reclassifications; and**
- 5. THAT, in addition to the recommendations contained in the foregoing report, the Board also approved an exception to the requirement to provide individual business cases in support of appointments of Part-Time Monitors/Translators.**

Moved by: A. Mukherjee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P80. SPECIAL CONSTABLES – UNIVERSITY OF TORONTO - ST. GEORGE
CAMPUS: RE-APPOINTMENTS**

The Board was in receipt of the following report February 06, 2013 from William Blair, Chief of Police:

Subject: RE-APPOINTMENT OF SPECIAL CONSTABLES FOR THE UNIVERSITY
OF TORONTO ST. GEORGE CAMPUS

Recommendation:

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

Financial Implications:

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

Background/Purpose:

Under Section 53 of the *Police Services Act of Ontario* (the PSA), the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services (the Minister). Pursuant to this authority, the Board entered into an agreement with the University of Toronto (U of T) for the administration of special constables (Min. No. P571/94 refers).

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

The Service received a request from the U of T, dated October 10, 2012, to re-appoint the following individuals as a special constables:

**Antonio Goncalves
Martin Peter Stewart
Jason Kirkby
Sean Gordon Aselton
Gary Borges
Christopher Mackenzie Skelton**

Discussion:

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

The agreement between the Board and the U of T requires that background investigations be conducted on all individuals recommended for appointment and re-appointment as special constables. The Service's Employment Unit completed background investigations on these individuals and there is nothing on file to preclude them from being appointed as special constables for a five year term.

The U of T has advised that the individuals satisfy all of the appointment criteria as set out in the agreement between the Board and the U of T for special constable appointment. The U of T, St. George Campus' approved strength of special constables is 34; the current complement is 29.

Conclusion:

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

Deputy Chief Mark Saunders, Specialized Operations Command, will be in attendance to answer any questions that the Board may have.

The Board approved the foregoing report.

Moved by: A. Mukherjee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P81. ANNUAL REPORT: 2012 HATE/BIAS CRIME STATISTICS

The Board was in receipt of the following report March 01, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2012 HATE/BIAS CRIME STATISTICS

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 City of Toronto Executive Committee for information.

Financial Implications:

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

Background/Purpose:

The Hate Crime Unit of the Intelligence Division has collected statistics and has been responsible for ensuring full and thorough investigation of hate/bias crime offences since 1993. Attached is the 2012 Annual Hate Crime/Bias Statistical Report.

Discussion:

The year 2012 was characterized by strengthened relationships with our community partners, education and a commitment to encouraging greater public reporting of hate crimes.

In 2012, Toronto Police Service (TPS) members (police officers and civilians) completed the Sikh Religion - Items of Religious Significance and the Religion of Islam - Items of Religious Significance training modules. The modules were a mandatory on-line course that was created by the Toronto Police College and offered through the Canadian Police Knowledge Network (CPKN). These modules were developed to enhance officer awareness about the religions and the items and customs associated with the faiths. In addition, the modules review the TPS procedures when handling items of religious significance and interacting with persons of the faith. In 2012, the Sikh Religion - Items of Religious Significance and Religion of Islam - Items of Religious Significance training modules were completed by 7,761 and 6,715 TPS members respectively.

In 2012, the Ontario Police College in partnership with the Hate Crime Extremism Investigative Team created an advanced hate crime investigators course for police officers across Ontario. The course focuses on enhanced understanding of investigating hate/bias crimes and the application of federal legislation for hate propaganda. The Toronto Police Service - Hate Crime Unit (HCU) and several TPS divisional investigators attended the course. The course was held in November and December 2012 at the Ontario Police College and the TPS College. This course will continue to be offered in 2013.

#1. In 2012, the HCU attended provincial hate crime and extremism training relating to hate/bias crime laws and trends, investigative strategies, and prosecution of hate crimes with police services, community agencies and partners from across North America. Conferences were attended by the HCU in Brampton, Markham, Kingston and Niagara Falls.

The HCU continued its partnership with the Toronto Police Service Community Mobilization Unit, LGBT Liaison Unit, to provide education on LGBT awareness including support of the Report Homophobic Violence Period (RHVP) program.

In 2012, the Ministry for Public Safety Canada announced the *Communities at Risk: Security Infrastructure Program*. The grant funding was provided to projects that focused on improving the security of communities at risk of hate-motivated crime through the enhancement of their security infrastructure. The HCU provides support to community organizations interested in seeking federal grants. In 2012 these organizations included the BAPS Shri Swaminarayan Hindu Temple and the Jamiatul Muslemin of Toronto.

Conclusion:

In summary, this report provides the Board with a comprehensive overview of the hate/bias crimes reported and investigated in the City of Toronto in 2012.

Deputy Chief Mark Saunders of Specialized Operations Command will be in attendance to answer any questions that the Board may have.

Mr. Roger Love, Advice Counsel, African Canadian Legal Clinic, was in attendance and delivered a deputation to the Board. Mr. Love also provided a written submission in support of his deputation; copy on file in the Board office.

The Board approved the foregoing report and received Mr. Love's deputation and written submission.

A copy of the Executive Summary to the 2012 Hate/Bias Crime Statistical Report is appended to this Minute for information. A copy of the complete report is on file in the Board office.

Moved by: D. Noria

Executive Summary

The Toronto Police Service Hate/Bias Crime Statistical Report is an annual report that provides statistical data about criminal offences which are committed against persons or property and are motivated by the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or other similar factor, within the City of Toronto.

The report also explains the mandate of the Toronto Police Service Hate Crime Unit (HCU) and the methodology that is used by the HCU to collect the statistical data. The results of the data are based on hate/bias crimes that were reported to the Toronto Police Service between January 1st, 2012 and December 31st, 2012.

In 2012, there was an increase in the number of total hate/bias crime occurrences reported to the HCU. In comparison to 2011, the number of reported occurrences increased from 123 to 142 representing a difference of 15%. Over the past ten years, between 2003 and 2012, the average number of reported hate/bias crimes is 146 per annum.

There were 15 persons arrested in 2011 and 2012, however the number of hate/bias motivated charges increased from 17 charges in 2011 to 35 charges in 2012. As in previous years, the number of arrests for hate/bias motivated offences was influenced by the fact that a large number of the occurrences involved allegations of mischief to property (i.e. graffiti) in circumstances where there was little or no suspect description available. These occurrences frequently transpired without the victim or any witnesses present. These factors add significantly to the challenges in investigating hate/bias motivated offences and arresting suspects.

The three most targeted groups since 2006 have been the Jewish community, the Black community, and the Lesbian, Gay, Bisexual, and Transgender (LGBT) community. In 2012, the Jewish community, followed by the Black community, and the LGBT community were the most victimized groups.

The three most reported criminal offences motivated by hate/bias in 2012 were mischief to property, assault, and criminal harassment. The Jewish community and the Black community are the most victimized group for mischief to property occurrences, while the LGBT and the Black community are the most victimized group for assault and criminal harassment occurrences.

When more than one identifiable group (i.e. LGBT and Jewish) were targeted in an occurrence the occurrence was categorized as multi-bias. In 2012, 21 of the 142 hate/bias occurrences were categorized as multi-bias. In 2011, 18 of the 123 occurrences were categorized as multi-bias. In comparison to 2011, the number of occurrences categorized as multi-bias remained the same in 2012, representing approximately 15% of the total occurrences for both years.

Since the publication of the first Hate/Bias Crime Statistical Report in 1993, hate/bias crimes have been most commonly motivated by the following five factors: race, religion, multi-bias, sexual orientation; and nationality.

This report also provides an overview of the training and education that was provided to officers with respect to hate/bias crimes in 2012, as well as the various community outreach initiatives that were undertaken by the HCU and other units within the Toronto Police Service.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P82. ANNUAL REPORT: 2012 AUXILIARY MEMBERS - TERMINATION OF
APPOINTMENTS**

The Board was in receipt of the following report March 05, 2013 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: AUXILIARY MEMBERS - TERMINATION OF
APPOINTMENTS: JANUARY 1, 2012 TO DECEMBER 31, 2012

Recommendations:

It is recommended that:

- (1) the Board terminate the appointments of 49 Auxiliary members who are identified in Appendix 'A' as they are no longer available to perform their duties due to resignation, retirement, or death; and
- (2) the Board notify the Minister of Community Safety and Correctional Services about the termination of appointments for these 49 Auxiliary members.

Financial Implications:

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

Background/Purpose:

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

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

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

Discussion:

The termination of appointments of the 49 Auxiliary members consists of 47 Police Constables and 2 Sergeants.

Conclusion:

In accordance with section 52(2) of the PSA, please find the names of the 49 Auxiliary members set out in Appendix A, whose appointments terminated during the period between January 1, 2012, and December 31, 2012, as they are no longer available to perform their duties due to resignation, retirement or death.

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

The Board approved the foregoing report.

Moved by: M. Del Grande

APPENDIX “A”

**AUXILIARY TERMINATIONS OF APPOINTMENTS
FOR THE PERIOD JANUARY 1, 2012 – DECEMBER 31, 2012**

NO.	SURNAME	G1	RANK	BADGE	UNIT	DATE	REASON
1	CHARLAP	Stuart	PC	51358	Marine	2012.01.02	Resignation
2	LEUNG	Sui Ning (Peter)	PC	51293	42 Div	2012.01.10	Resignation
3	LAU	Ada	PC	50922	42 Div	2012.01.13	Resignation
4	BASCIANO	Debra	PC	50986	23 Div	2012.01.18	Resignation
5	LANGLEY	Denyse	PC	50743	41 Div	2012.02.01	Resignation
6	BLAKELY-BAZINET	Michael	PC	50988	31 Div	2012.02.02	Resignation
7	ELLERY	Alexander	PC	51427	51 Div	2012.02.06	Resignation
8	RINALDO	Stuart	Sgt.	50111	14 Div	2012.02.08	Retirement
9	KHAN	Shehzad	PC	51446	11 Div	2012.02.22	Resignation
10	CAMPBELL	Christopher	PC	51363	31 Div	2012.02.29	Resignation
11	GUO	Yibin	PC	51436	54 Div	2012.03.10	Resignation
12	PALERMO	Pietro	PC	50928	53 Div	2012.03.27	Resignation
13	BOWERS	Daniel	PC	51536	11 Div	2012.04.01	Resignation
14	TSIOBANOS	Michael	PC	51329	41 Div	2012.04.19	Resignation
15	BARRON	Cyndi	PC	51347	Marine	2012.04.24	Resignation
16	CHAN	Hoi Kin (Kim)	PC	51411	54 Div	2012.04.25	Resignation
17	VITALE	Rosanna	PC	51615	DPSU	2012.05.16	Resignation
18	HARTE	Gary	PC	50022	23 Div	2012.05.28	Retirement
19	WILSON	Sean	PC	51497	42 Div	2012.05.30	Resignation
20	TAYLOR	Amy	PC	51413	51 Div	2012.05.31	Resignation
21	GUAN	Fei	PC	51545	33 Div	2012.06.09	Resignation
22	TSUNG-HUA	Andy	PC	51416	22 Div	2012.06.19	Resignation
23	DURRANI	Jibran	PC	51525	52 Div	2012.07.06	Resignation
24	VASISHAT	Puneet	PC	51433	23 Div	2012.07.16	Resignation
25	ISIP	Williador	PC	50379	54 Div	2012.07.31	Retirement
26	LLOYD	Shannon	PC	51537	32 Div	2012.08.16	Resignation
27	WOLTERS	Douglas	PC	51566	51 Div	2012.08.24	Resignation
28	DIOTTE	Marie	PC	51407	11 Div	2012.08.25	Resignation
29	SORRELL	Randy	PC	51518	31 Div	2012.09.01	Resignation

30	TYAGI	Mayank	PC	51587	31 Div	2012.09.20	Resignation
31	SEWARDS	Sharon	PC	51100	54 Div	2012.10.01	Resignation
32	GUPTA	Sandeep	PC	51483	23 Div	2012.10.03	Resignation
33	BELL	Adrian	PC	51371	54 Div	2012.10.10	Resignation
34	CAICEDO	Victor	PC	51310	13 Div	2012.10.22	Resignation
35	ATAMAN	David	PC	51559	13 Div	2012.10.24	Resignation
36	AU	Andrew	PC	51440	51 Div	2012.10.25	Resignation
37	McCANN	Adrian	PC	51548	13 Div	2012.10.26	Resignation
38	MAK	Brandon	PC	51398	12 Div	2012.11.01	Resignation
39	DOWNER	Paul	PC	51201	55 Div	2012.11.03	Resignation
40	JUNG	Sein	PC	51485	54 Div	2012.11.03	Resignation
41	PATEL	Manishkumar	PC	51423	22 Div	2012.11.10	Resignation
42	MENDLOWICZ	Simon	PC	50291	13 Div	2012.11.17	Resignation
43	WONG	Aaron	PC	51498	43 Div	2012.11.21	Resignation
44	CHUNG	Isaac	PC	51526	43 Div	2012.11.21	Resignation
45	JUST	Michael	PC	51380	14 Div	2012.12.01	Resignation
46	SHAPIRO	Sean	Sgt.	50717	31 Div	2012.12.12	Resignation
47	KARIMZADA	Abdullah	PC	51339	52 Div	2012.12.17	Resignation
48	SINGH	Ramandeep	PC	51644	31 Div	2012.12.17	Resignation
49	LI	Angela	PC	51648	52 Div	2012.12.18	Resignation

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

**#P83. PERFORMANCE EVALUATION OF CONTRACTED CLEANING
SERVICES IN TORONTO POLICE SERVICE LOCATIONS**

The Board was in receipt of the following report March 18, 2013 from Alok Mukherjee, Chair:

Subject: PERFORMANCE EVALUATION OF CONTRACTED CLEANING SERVICES
IN TORONTO POLICE SERVICE LOCATIONS

Recommendation:

It is recommended that the Board forward City Council Directive GM16.11 dated October 12, 2012 to the Chief of Police for appropriate follow up.

Financial Implications:

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

Background/Purpose:

Toronto City Council at its meeting of October 12, 2012, directed the Director, Facilities Services, to conduct regular performance reviews of contracted cleaning and city staff cleaning services at Toronto Police Service facilities, including satisfaction survey input from frontline officers and civilian employees, and random spot inspections, to be reported to the Government Management Committee in spring 2013 and during any contract renewal.

Discussion:

I am in receipt of a letter from Ms. Josie Scioli, Chief Corporate Officer dated March 5, 2013, forwarding a copy of the directive and seeking the Board's approval of Council's request. A copy of Ms. Scioli's correspondence is attached to this report.

City of Toronto Facility Operations has prepared the survey and will be responsible for the distribution to and collection of the surveys from Service Members. City Facilities will analyse the response data and anticipates reporting out the results to Council in May 2013.

Conclusion:

Therefore, it is recommended that the Board forward City Council Directive GM16.11 dated October 12, 2012 to the Chief of Police for appropriate follow up.

The Board approved the foregoing report.

Moved by: M. Thompson



Josie Scioli
Chief Corporate Officer

Metro Hall
55 John Street, Suite 204
Toronto, Ontario M5V 3C6

Tel: 416-397-4156
Fax: 416-397-4828
jscioli@toronto.ca
www.toronto.ca

March 5, 2013

William Blair, Chief of Police, Toronto Police Services
Dr. Alok Mukherjee, Chair, Toronto Police Services Board
Toronto Police Services
40 College Street
Toronto, Ontario

Dear Sirs,

City Council, at its meeting of October 12, 2012, directed Facilities Management to conduct regular performance reviews of contracted cleaning and cleaning by City staff at Toronto Police Services facilities and include satisfaction survey input from front line officers and civilian employees. These surveys are to be reported to Government Management Committee in the spring in 2013 and during contract renewal.

The Toronto Police Service staff has advised that this Council directive should have gone to the Toronto Police Services Board for implementation.

Please advise if the Board can approve the request by Council. Facilities Operations is ready to proceed with a more in depth client satisfaction survey at Police facilities pending the Board's approval.

Yours sincerely,



Josie Scioli,
Chief Corporate Officer

C; Tony Veneziano, CAO, Toronto Police Services




TORONTO Item

Tracking Status

- City Council adopted this item on October 2, 2012 with amendments.
- This item was considered by the Government Management Committee on September 18, 2012 and adopted without amendment. It will be considered by City Council on October 2, 2012.

City Council consideration on October 2, 2012

GM16.11	ACTION	Amended		Ward:All
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Performance Evaluation of Contracted Cleaning Services in Toronto Police Service Locations and Contract Renewal Options
City Council Decision

City Council on October 2, 3 and 4, 2012, adopted the following:

1. City Council approve the contract renewal, option period one, of Custodial Services Contract No. 47016502 with Impact Cleaning Services, for the provision of custodial services in Toronto Police Service buildings from February 1, 2013 to January 31, 2015, and that the Executive Director, Facilities Management, retain the authority to approve the second option period from February 1, 2015 to January 31, 2017; notwithstanding the above, staff report to the Government Management Committee at any time if service is not up to standards.
2. City Council direct the Director, Facilities Services, to conduct regular performance reviews of contracted cleaning and city staff cleaning services at Toronto Police Service facilities, including satisfaction survey input from frontline officers and civilian employees, and random spot inspections, to be reported to the Government Management Committee in spring 2013 and during any contract renewal.

Background Information (Committee)

(August 28, 2012) Report from the Acting Chief Corporate Officer on Performance Evaluation of Contracted Cleaning Services in Toronto Police Service Locations and Contract Renewal Options

(<http://www.toronto.ca/legdocs/mmis/2012/gm/bqrd/backgroundfile-49740.pdf>)

(August 28, 2012) Appendix 1 - Quality Assurance and Contract Compliance

(<http://www.toronto.ca/legdocs/mmis/2012/gm/bqrd/backgroundfile-49741.pdf>)

Communications (Committee)

(September 18, 2012) Letter from Tim Maguire, President, CUPE Local 79 (GM.New.GM16.11.1)

(<http://www.toronto.ca/legdocs/mmis/2012/gm/comm/communicationfile-31831.pdf>)

Motions (City Council)

1a - Motion to Amend Item moved by Councillor Pam McConnell (Lost)

That Government Management Committee Recommendation 1 be amended by deleting the words "and that the Executive Director, Facilities Management, retain the authority to approve the second option period from February 1, 2015 to January 31, 2017", so that it now reads as follows:

1. City Council approve the contract renewal, option period one, of Custodial Services Contact No. 47016502 with Impact Cleaning Services, for the provision of custodial services in Toronto Police Service buildings from February 1, 2013 to January 31, 2015.

Vote (Amend Item) Oct-03-2012 6:09 PM

Result: Lost	Majority Required - GM16.11 - McConnell - motion 1a
Yes: 15	Maria Augimeri, Ana Bailão, Shelley Carroll, Raymond Cho, Janet Davis, Sarah Doucette, Paula Fletcher, Mike Layton, Pam McConnell, Mary-Margaret McMahon, Joe Mihevc, Gord Perks, Anthony Perruzza, Adam Vaughan, Kristyn Wong-Tam
No: 25	Paul Ainslie, Michelle Berardinetti, Gary Crawford, Vincent Crisanti, Mike Del Grande, Frank Di Giorgio, John Filion, Doug Ford, Rob Ford, Mark Grimes, Doug Holyday, Norman Kelly, Chin Lee, Gloria Lindsay Luby, Josh Matlow, Peter Milczyn, Denzil Minnan-Wong, Ron Moeser, Frances Nunziata (Chair), Cesar Palacio, John Parker, James Pasternak, Jaye Robinson, David Shiner, Michael Thompson
Absent: 5	Josh Colle, Glenn De Baeremaeker, Mary Fragedakis, Giorgio Mammoliti, Karen Stintz

1b - Motion to Amend Item (Additional) moved by Councillor Pam McConnell (Amended)

That City Council direct the Director, Facilities Services, to conduct regular performance reviews of contracted cleaning services at Toronto Police Service facilities, including satisfaction survey input from frontline officers and civilian employees, and random spot inspections, to be reported to the Government Management Committee in spring 2013 and during any contract renewal.

Amended by motion 2a by Deputy Mayor Holyday.

Vote (Amend Item (Additional)) Oct-03-2012 6:12 PM

Result: Carried	Majority Required - GM16.11 - McConnell - motion 1b as amended
Yes: 38	Paul Ainslie, Maria Augimeri, Ana Bailão, Michelle Berardinetti, Shelley Carroll, Raymond Cho, Gary Crawford, Vincent Crisanti, Glenn De Baeremaeker, Mike Del Grande, Frank Di Giorgio, Sarah Doucette, John Filion, Doug Ford, Rob Ford, Mark Grimes, Doug Holyday, Mike Layton, Chin Lee, Gloria Lindsay Luby, Josh Matlow, Pam McConnell, Mary-Margaret McMahon, Joe Mihevc, Peter Milczyn, Denzil Minnan-Wong, Ron Moeser, Frances Nunziata (Chair), Cesar Palacio, John Parker, James Pasternak, Gord Perks, Anthony Perruzza, Jaye Robinson, David Shiner, Michael Thompson, Adam Vaughan, Kristyn Wong-Tam
No: 3	Janet Davis, Paula Fletcher, Norman Kelly
Absent: 4	Josh Colle, Mary Fragedakis, Giorgio Mammoliti, Karen Stintz

2a - Motion to Amend Motion moved by Deputy Mayor Doug Holyday (Carried)

That motion 1b by Councillor McConnell be amended by adding the words "and city staff cleaning" so that it now reads:

That City Council direct the Director, Facilities Services, to conduct regular performance reviews of contracted cleaning and city staff cleaning services at Toronto Police Service facilities, including satisfaction survey input from frontline officers and civilian employees, and random spot inspections, to be reported to the Government Management Committee in spring 2013 and during any contract renewal.

Vote (Amend Motion)

Oct-03-2012 6:10 PM

Result: Carried	Majority Required - GM16.11 - Holyday - motion 2a
Yes: 34	Paul Ainslie, Maria Augimeri, Ana Bailão, Michelle Berardinetti, Shelley Carroll, Raymond Cho, Gary Crawford, Vincent Crisanti, Glenn De Baeremaeker, Mike Del Grande, Frank Di Giorgio, Sarah Doucette, Doug Ford, Rob Ford, Mark Grimes, Doug Holyday, Mike Layton, Chin Lee, Gloria Lindsay Luby, Josh Matlow, Mary-Margaret McMahon, Peter Milczyn, Denzil Minnan-Wong, Ron Moeser, Frances Nunziata (Chair), Cesar Palacio, John Parker, James Pasternak, Anthony Perruzza, Jaye Robinson, David Shiner, Michael Thompson, Adam Vaughan, Kristyn Wong-Tam
No: 7	Janet Davis, John Filion, Paula Fletcher, Norman Kelly, Pam McConnell, Joe Mihevc, Gord Perks
Absent: 4	Josh Colle, Mary Fragedakis, Giorgio Mammoliti, Karen Stintz

2b - Motion to Amend Item moved by Deputy Mayor Doug Holyday (Carried)

That Government Management Committee Recommendation I be amended by adding the words "notwithstanding the above, staff report to the Government Management Committee at any time if service is not up to standards" so that it now reads as follows:

1. City Council approve the contract renewal, option period one, of Custodial Services Contact No. 47016502 with Impact Cleaning Services, for the provision of custodial services in Toronto Police Service buildings from February 1, 2013 to January 31, 2015, and that the Executive Director, Facilities Management, retain the authority to approve the second option period from February 1, 2015 to January 31, 2017; notwithstanding the above, staff report to the Government Management Committee at any time if service is not up to standards.

Vote (Amend Item)

Oct-03-2012 6:13 PM

Result: Carried	Majority Required - GM16.11 - Holyday - motion 2b
Yes: 38	Paul Ainslie, Maria Augimeri, Ana Bailão, Michelle Berardinetti, Shelley Carroll, Raymond Cho, Gary Crawford, Vincent Crisanti, Janet Davis, Glenn De Baeremaeker, Mike Del Grande, Frank Di Giorgio, Sarah Doucette, John Filion, Paula Fletcher, Doug Ford, Rob Ford, Mark Grimes, Doug Holyday, Norman Kelly, Mike Layton, Chin Lee, Gloria Lindsay Luby, Josh Matlow, Pam McConnell, Mary-Margaret McMahon, Joe Mihevc, Peter Milczyn, Denzil Minnan-Wong, Ron Moeser, Frances Nunziata (Chair), Cesar Palacio, John Parker, James Pasternak, Jaye Robinson, David Shiner, Karen Stintz, Michael Thompson
No: 4	Gord Perks, Anthony Perruzza, Adam Vaughan, Kristyn Wong-Tam
Absent: 3	Josh Colle, Mary Fragedakis, Giorgio Mammoliti

Motion to Adopt Item as Amended (Carried)

Vote (Adopt Item as Amended)

Oct-03-2012 6:14 PM

Result: Carried	Majority Required - GM16.11 - Adopt the item as amended
Yes: 32	Paul Ainslie, Maria Augimeri, Ana Bailão, Michelle Berardinetti, Raymond Cho, Gary Crawford, Vincent Crisanti, Glenn De Baeremaeker, Mike Del Grande, Frank Di Giorgio, Sarah Doucette, John Filion, Doug Ford, Rob Ford, Mark Grimes, Doug Holyday, Norman Kelly, Chin Lee, Gloria Lindsay Luby, Josh Mallow, Mary-Margaret McMahon, Peter Milczyn, Denzil Minnan-Wong, Ron Moeser, Frances Nunziata (Chair), Cesar Palacio, John Parker, James Pasternak, Jaye Robinson, David Shiner, Karen Stintz, Michael Thompson
No: 10	Shelley Carroll, Janet Davis, Paula Fletcher, Mike Layton, Pam McConnell, Joe Mihevc, Gord Perks, Anthony Perruzza, Adam Vaughan, Kristyn Wong-Tam
Absent: 3	Josh Colle, Mary Fragedakis, Giorgio Mammoliti

Government Management Committee consideration on September 18, 2012

Source: Toronto City Clerk at www.toronto.ca/council

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P84. IN-CAMERA MEETING – MARCH 27, 2013

In addition to the public meeting conducted by the Board today, an in-camera meeting was held to consider a number of matters which were exempt from the public agenda in accordance with the criteria for considering confidential matters set out in s.35(4) of the *Police Services Act*.

The following members attended the in-camera meeting:

Dr. Alok Mukherjee, Chair
Mr. Michael Thompson, Councillor & Vice-Chair
Mr. Michael Del Grande, Councillor & Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Ms. Frances Nunziata, Councillor & Member

Absent: Mr. Andrew Pringle, Member

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 27, 2013**

#P85. ADJOURNMENT

Alok Mukherjee
Chair