



PUBLIC MEETING

Minutes

**Wednesday, April 18, 2018 at 1:00 PM
Auditorium, 40 College Street, 2nd Floor
Toronto, Ontario**

www.tpsb.ca

The following *draft* Minutes of the meeting of the Toronto Police Services Board that was held on April 18, 2018 are subject to adoption at its next regularly scheduled meeting.

Attendance:

The following members were present:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Uppala Chandrasekera, Member
Mr. Jim Hart, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Mr. John Tory, Mayor & Member

The following were also present:

Chief of Police Mark Saunders, Toronto Police Service
Ms. Joanne Campbell, Executive Director, Toronto Police Services Board
Ms. Sheri Chapman, Executive Assistant, Toronto Police Services Board
Mr. Karl Druckman, Solicitor, City of Toronto - Legal Services Division
Ms. Sandy Murray, Senior Advisor, Toronto Police Services Board

Declarations:

Declarations of Interest under the *Municipal Conflict of Interest Act* – none.

Previous Minutes:

The Minutes of the meeting that was held on [March 22, 2018](#) were approved by the Board.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P60. Councillor Chin Lee's Last Meeting

Chair Pringle extended his appreciation to Councillor Lee for his term on the Board.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P61. [City Council Decision: Appointment to the Toronto Police Services Board – Councillor Jim Hart](#)

The Board was in receipt of correspondence dated March 28, 2018 from Ulli Watkiss, City Clerk, City of Toronto, with respect to the Council member appointment to the Toronto Police Services Board. A copy of the correspondence is appended to this minute for information.

Deputation: Miguel Avila-Velarde

Chair Pringle administered the oath of office and the oath of secrecy to Councillor Hart.

The Board received the deputation and received Ms. Watkiss' correspondence.

Moved by: A. Pringle
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P62. [Anti-Racism Advisory Panel – Recommendations of the Interim Steering Committee](#)

The Board was in receipt of a report dated April 5, 2018 from the Anti-Racism Advisory Panel, with regard to this matter.

Ms. Notisha Massaquoi was in attendance and provided an update to the Board in regards to this matter.

[Written Submission provided by Steve Lurie, Executive Director, Canadian Mental Health Association Toronto Branch.*](#)

The Board received the written submission and the update.

Moved by: C. Lee
Seconded by: U. Chandrasekara

*Written submission provided; copy appended to this minute.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P63. [Naloxone Program Implementation](#)

The Board was in receipt of a report dated April 4, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended that the Board receive the foregoing report.

Superintendent Scott Baptist delivered a presentation regarding this matter.

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

THAT the Chief provide the Board with an update on the implementation of the TPS Naloxone Program at the Board's July meeting with quarterly updates for the next 18 months and semi-annually thereafter.

Moved by: U.Chandrasekera
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P64. [2017 Annual Hate Crime Statistical Report](#)

The Board was in receipt of a report dated April 4, 2018 from Mark Saunders, Chief, with regard to this matter.

Recommendation(s):

It is recommended that the Board:

1. Receive this report for information; and
2. Forward a copy of this report to the City of Toronto Executive Committee for information.

Detective Sergeant Joe Matthews, Detective Purches and Police Constable Bisla delivered a presentation to the Board in regards to this matter.

The Board received the presentation and approved the foregoing report.

Moved by: U. Chandrasekera
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P65. [Request to Increase the Establishment of Communications Operators and Operations Supervisors at Communications Services](#)

The Board was in receipt of a report dated March 23, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) approve:

1. An increase to the established strength of Communications Operator (C.O.) positions from the current 231 to 281 positions;
2. An increase to the established strength of Operations Supervisor (O.S.) positions from the current 16 to 19 positions;
3. The hiring of additional C.Os. to meet the new establishment based on the following schedule:
 - o July, 2018 20
 - o October, 2018 20
 - o December, 2018 20
 - o March, 2019 20
4. Approve the current pilot 8 hour and 12 hour Shift Schedules as the permanent shift schedules for Communications Services.

Deputy Chief Shawna Coxon delivered a presentation to the Board regarding this matter.

The Board received the presentation and approved the foregoing report.

Moved by: J. Hart
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P66. [Composition of Working Group - Independent External Review with respect to Toronto Police Service Missing Person Investigations](#)

The Board was in receipt of a report dated April 17, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s)

It is recommended that:

1. The Toronto Police Services Board appoint the following as members of the Working Group – one member of the Board, one individual from the indigenous community and two individuals from the LGTBQ community - to provide the necessary legal and community perspectives in their role as working group members:
 - Ken Jeffers, Board Member, Toronto Police Services Board
 - Shakir Rahim, Board Member, Alliance for South Asian AIDS Prevention
 - Sara Mainville, Partner, Olthuis Kler Townshend LLP
 - Monica Forrester, Engagement Coordinator, Maggie's Toronto Sex Workers' Action Project
2. The Working Group ensure that its report reflects the input of the broader community, including organizations that work with sex workers, harm reduction and homeless populations, and groups representing Indigenous people and LGBTQ communities;
3. On a sole-source basis, the Board retain Ms Breese Davies, Breese Davies Law, to facilitate the working group as set out in this report; and,
4. The Board forward this report to the City of Toronto City Manager for information and to the City's Budget Committee with a request that it provide funding in an amount not to exceed \$25,000 plus tax for Ms Davies' retainer and to advise Budget Committee that it is anticipated that following its June 21, 2018 meeting the Board will forward a further recommendation seeking City funding for an Independent External Review.

The Board approved the foregoing report.

Moved by: M. Moliner
Seconded by: J. Tory

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P67. [Annual Report 2017: Use of Conducted Energy Weapons](#)

The Board was in receipt of a report dated February 20, 2018 from Mark Saunders, Chief, with regard to this matter.

Recommendation(s)

It is recommended that Board receive the foregoing report.

The Board received the foregoing report.

Moved by: U.Chandrasekera
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P68. [Donation - Trust Fund Bequeathed to the Toronto Police Mounted Unit](#)

The Board was in receipt of a report dated March 8, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended that the Board:

1. Approve the receipt of the trust fund, as detailed within this report; and
2. Upon approval, forward a copy of this report to the City's Chief Financial Officer for information.

Deputation: Derek Moran

Mr. Tony Veneziano advised the Board of the following correction to the report. On both page 1 and page 2 of the report, the amount in Trust directed to the Service's Mounted Unit is noted to be \$1,805,665 Million (M). The word "Million" or letter "M" should be removed in each case, with the correct amount reading as "\$1,805,665."

The Board received the deputation and approved the foregoing report, as corrected.

Moved by: C. Lee
Seconded by: J. Tory

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P69. [Toronto Police Services Board Nominee to the Ontario Association of Police Services Board's \(OAPSB\) Board of Directors and OAPSB Spring Conference Funding](#)

The Board was in receipt of a report dated March 27, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s):

1. That the Board nominate one of its members to represent the Toronto Police Services Board, for a one-year term, on the OAPSB Board of Directors;
2. That the Board advise the OAPSB of its nominee; and
3. That, as an exception to its Special Fund policy, the Board contribute \$5000 in sponsorship to the 2018 OAPSB Spring Conference.

The Board approved the foregoing report and nominated Andy Pringle, Chair, to act as the Board's representative on the OAPSB Board of Directors for a one-year term.

Moved by: M. Moliner

Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P70. [Approval of Expenses: Ontario Association of Police Services Boards – 2018 Spring Conference & Annual General Meeting](#)

The Board was in receipt of a report dated March 27, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s):

It is recommended that the Board approve the conference attendance and the estimated expenditures, for up to three Board Members or Board staff members to attend the Ontario Association of Police Services Board's (OAPSB) 2018 Spring Conference and Annual General Meeting.

The Board approved the foregoing report.

Moved by: C. Lee

Seconded by: J. Tory

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P71. [Request for Special Funds – 51st Annual Police Officer of the Year Awards](#)

The Board was in receipt of a report dated March 27, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s)

It is recommended that:

1. The Board approve an expenditure from the Special Fund in the amount of \$15,000.00 to sponsor the 51st Annual Police Officer of the Year Awards, taking place on May 15th, 2018; and
2. The Board approve the purchase of tickets for interested Board members and/or Board staff members.

[Written submission provided by Kris Langenfeld.*](#)

The Board received the written submission and approved the foregoing report.

Moved by: C. Lee
Seconded by: J. Tory

*Written submission provided; copy appended to this minute.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P72. [New Toronto Police Services Board Policy –Use of Board Resources During an Election Period](#)

The Board was in receipt of a report dated April 5, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s):

It is recommended that the Board approve the attached draft policy, “Use of Board Resources During an Election Period.”

The Board approved the foregoing report.

Moved by: J. Hart
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P73. [Toronto Police Service - 2017 Operating Budget Variance - Year Ending December 31, 2017](#)

The Board was in receipt of a report dated April 3, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended that the Board:

1. Request the City's Chief Financial Officer to give consideration to allocating a \$3.0M contribution to the Toronto Police Services Vehicle and Equipment Reserve from the City's 2017 Year- end surplus;
2. Request the City's Chief Financial Officer to give consideration to allocating a \$0.5M contribution to the Toronto Police Services Health Care Spending Reserve from the City's 2017 Year- end surplus;
3. Request the City's Chief Financial Officer to give consideration to allocating a \$1.0M contribution to the Toronto Police Services Legal Reserve from the City's 2017 Year- end surplus;
4. request the City's Chief Financial Officer to give consideration to allocating a \$3.5M contribution for the Toronto Police Service Modernization Reserve from the City's 2017 Year-end surplus; and
5. Forward a copy of this report to the City's Chief Financial Officer as supporting information to the Year-end Variance Report to City Council.

Mr. Tony Veneziano advised the Board of the following correction to the report. On both page 2 and page 10 of the report, the amount noted as the surplus from the Service's Parking Enforcement Unit is \$3.2M. This should correctly read as \$3.9M.

The Board approved the foregoing report, as corrected.

Moved by: J. Tory
Seconded by: J. Hart

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P74. [Toronto Police Service Parking Enforcement Unit - Operating Budget Variance Report - Year Ending December 31, 2017](#)

The Board was in receipt of a report dated April 4, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) forward a copy of this report to the City of Toronto's Chief Financial Officer for information and for inclusion in the Year-end Variance Report to City Council.

The Board approved the foregoing report.

Moved by: J. Hart
Seconded by: J. Tory

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P75. [2017 Capital Budget Variance Report for the Toronto Police Service, Period Ending December 31, 2017](#)

The Board was in receipt of a report dated April 2, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended that the Board forward a copy of this report to the City's Chief Financial Officer for information and inclusion in the City's overall variance report to the City's Budget Committee.

Deputation: Derek Moran

The Board received the deputation and approved the foregoing report.

Moved by: J. Hart
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P76. [Toronto Police Services Board - Operating Budget Variance Report - Year Ending December 31, 2017](#)

The Board was in receipt of a report dated April 6, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s):

It is recommended that the Board forward a copy of this report to the City's Chief Financial Officer for information and for inclusion in the Year-end Variance Report to City Council.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: J. Hart

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P77. [General Contractors for Toronto Police Service Facilities Renovation and Construction Projects – Pre-qualified Vendors](#)

The Board was in receipt of a report dated January 20, 2018 from Mark Saunders, Chief, with regard to this matter.

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) approve nine pre-qualified vendors for the provision of general contracting services for renovation and construction projects at Toronto Police Service facilities, for a two-year period commencing May 1, 2018, with an option to extend for an additional one-year period at the discretion of the Chief of Police.

The Board approved the foregoing report.

Moved by: J. Tory
Seconded by: J. Hart

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P78. [Resignation from the Toronto Police Services Board](#)

The Board was in receipt of correspondence dated March 26, 2018 from Shelly Carroll, Councillor and Board Member, with regard to this matter.

The Board received the foregoing correspondence.

Moved by: C. Lee
Seconded by: K. Jeffers

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P79. [Civil Litigation Proceedings where Historical Contact Data is Relevant or At Issue](#)

The Board was in receipt of a report dated April 4, 2018 from Wendy Walberg, City Solicitor, City of Toronto, with regard to this matter.

Deputation: Derek Moran

The Board received the deputation and received the foregoing report.

Moved by: C. Lee
Seconded by: J. Hart

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P80. [Semi-annual Report: Toronto Police Services Board Special Fund Unaudited Statement: July to December 2017](#)

The Board was in receipt of a report dated March 12, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s):

It is recommended is that the Board receive the foregoing report.

The Board received the foregoing report.

Moved by: J. Tory
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P81. [Annual Report: 2017 Activities and Expenditures of Consultative Groups](#)

The Board was in receipt of a report dated March 14, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended that the Board receive the foregoing report.

The Board received the foregoing report.

Moved by: J. Hart
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P82. [Annual Report: 2017 Toronto Police Services Board Consulting Expenditures](#)

The Board was in receipt of a report dated February 28, 2018 from Andy Pringle, Chair, with regard to this matter.

Recommendation(s):

It is recommended is that the Board receive the foregoing report.

The Board received the foregoing report.

Moved by: J. Tory
Seconded by: J. Hart

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P83. [Annual Report: 2017 Toronto Police Service Consulting Expenditures](#)

The Board was in receipt of a report dated March 19, 2018 from Mark Saunders, Chief, with regard to this matter.

Recommendation(s):

It is recommended is that the Board receive the foregoing report.

The Board received the foregoing report.

Moved by: K. Jeffers
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P84. [Annual Report: 2017 Public Sector Salary Disclosure](#)

The Board was in receipt of a report dated April 3, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended is that the Board receive the foregoing report.

The Board received the foregoing report.

Moved by: K. Jeffers
Seconded by: J. Tory

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P85. [Annual Report: 2017 Police Cooperative Purchasing Group Purchases](#)

The Board was in receipt of a report April 4, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended is that the Board receive the foregoing report.

The Board received the foregoing report.

Moved by: J. Tory
Seconded by: J. Hart

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on April 18, 2018

P86. [Annual Report: 2017 Sole and Single Source Purchases](#)

The Board was in receipt of a report April 3, 2018 from Mark Saunders, Chief of Police, with regard to this matter.

Recommendation(s):

It is recommended is that the Board receive the foregoing report.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: K. Jeffers

**This is an Extract from the Minutes of the Public Meeting of the Toronto
Police Services Board that was held on April 18, 2018**

P87. Confidential

In addition to the public meeting conducted by the Board today, a confidential 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 confidential meeting:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Uppala Chandrasekera, Member
Mr. Jim Hart, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Mr. John Tory, Mayor & Member

Next Regular Meeting

Date: Thursday, May 17, 2018
Time: 1:00 PM

Minutes Approved by:

Andy Pringle
Chair

Members of the Toronto Police Services Board

Andy Pringle, Chair
Chin Lee, Councillor & Vice-Chair
Uppala Chandrasekera, Member
Jim Hart, Councillor & Member

Ken Jeffers, Member
Marie Moliner, Member
John Tory, Mayor & Member

<https://www.ontario.ca/laws/statute/90m50>



Ulli S. Watkiss
City Clerk

City Clerk's Office

Secretariat
Marilyn Toft
Council Secretariat Support
City Hall, 12th Floor, West
100 Queen Street West
Toronto, Ontario M5H 2N2

Tel: 416-392-7032
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**In reply please quote:
Ref.: 18-MM38.37**

March 28, 2018

Mr. Andrew Pringle
Chair
Toronto Police Services Board
40 College Street
Toronto, Ontario
M5G 2J3

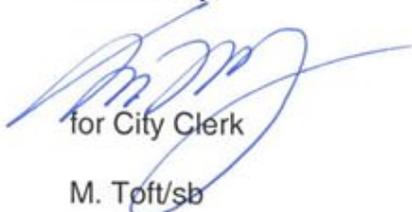


Dear Mr. Pringle:

**Subject: Member Motion 38.37
Appointment to Toronto Police Services Board**

City Council on March 26 and 27, 2018, adopted the attached Item, and in so doing, has appointed Councillor Jim Hart to the Toronto Police Services Board for a term of office ending November 30, 2018 and until a successor is appointed.

Yours truly,



for City Clerk

M. Toft/sb

Attachment

c. ABC Hisory File

City Council

Member Motions - Meeting 38

MM38.37	ACTION	Adopted		Ward:All
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Appointment to Toronto Police Services Board - by Mayor John Tory, seconded by Councillor Shelley Carroll

City Council Decision

City Council on March 26 and 27, 2018, adopted the following:

1. Notwithstanding the requirement to canvas Members on the vacancy, City Council appoint Councillor Jim Hart to the Toronto Police Services Board for a term of office ending November 30, 2018 and until a successor is appointed.

Summary

Councillor Shelley Carroll has resigned from the Toronto Police Services Board, effective March 26, 2018.

This Motion is urgent as City Council should immediately appoint a replacement to the Board to ensure the Board can continue to govern effectively and avoid issues associated with quorum.

Background Information (City Council)

Member Motion MM38.37

(<http://www.toronto.ca/legdocs/mmis/2018/mm/bgrd/backgroundfile-113671.pdf>)



Toronto Police Services Board Report

April 5, 2018

To: Chair and Members
Toronto Police Services Board

From: Ms. Notisha Massaquoi,
Ms. Uppala Chandrasekera, Board Member
Ms. Aseefa Sarang
Interim Steering Committee - Anti-Racism Advisory Panel

Subject: Anti-Racism Advisory Panel – Recommendations of the Interim Steering Committee

Recommendation(s):

It is recommended that:

1. The Board approve the elements of the establishment of the Anti-Racism Advisory Panel (ARAP), including its Terms of Reference, as described in the attached document;
2. That the Board approve the ARAP member recruitment process and application documents as attached;
3. That the Board approve that the members of the Interim Steering Committee continue as members of ARAP until December 31, 2019, to provide continuity to the process; and
4. The Interim Steering Committee conduct the ARAP recruitment process and provide a report to the Board at its July 19, 2018 meeting, recommending a slate of candidates for ARAP membership for review and approval by the Board.

Financial Implications:

The financial implications arising out of this recommendation are not known at this time.

Background / Purpose:

The Board, at its meeting of December 14, 2017, considered a report from Chair Pringle with respect to the "Implementation of Recommendations Arising from the Inquest into the Death of Andrew Loku." (P261/17 refers). At this report notes, three of the recommendations made by the jury in this inquest were directed to the Board, including recommendation #17 which states as follows:

17. Establish a new committee to consider possible or identified disparities in services and outcomes for racialized persons and consider interventions to address any such disparities. The committee should include representatives of the Toronto Police Service, subject matter experts and members of racialized communities, including the Black community. The committee should consider the intersectionality of mental health and race both in terms of member composition and issues to be addressed.

At that time, the Board approved a number of motions, including the following:

- 2a. THAT the Board approve the establishment of an interim Steering Committee consisting of one nominee of the Board, Ms. Notisha Massaquoi, and one nominee put forward by the Andrew Loku coalition, to recommend to the Board the composition of the Committee noted in 2A, its terms of reference, governance matters including financial resources and any other matters relevant to the mandate of the committee. The report would be expected for consideration at the February 2018 Board meeting.

Discussion:

The Interim Steering Committee was composed of the three of us – Ms. Notisha Massaquoi, Uppala Chandrasekera as the Board nominee, and Ms. Aseefa Sarang as the nominee on behalf of the Andrew Loku Coalition. Since the Interim Steering Committee was established, we have had a series of meetings to discuss the areas referred to us by the Board. We have reviewed each one in detail, with an emphasis on ensuring that the Anti-Racism Advisory Panel be as representative as possible, accessible to its members and focused on its significant mandate.

We have attached the document detailing the issues pertaining to the Anti-Racism Advisory Panel's establishment in each of the following areas:

- Mandate
- Terms of Reference
- Membership and Structure
- Selection of Members
- Accessibility and Location
- Frequency of Meetings
- Expenses
- Timelines
- Continuity
- Reporting/Communications

We have also attached the questionnaire that we propose be completed by candidates as part of the application process, which is outlined in the attached report.

Conclusion:

It is, therefore, recommended that:

1. The Board approve the elements of the establishment of the Anti-Racism Advisory Panel (ARAP), including its Terms of Reference, as described in the attached document;
2. That the Board approve the ARAP member recruitment process and application documents as attached;
3. That the Board approve that the members of the Interim Steering Committee continue as members of ARAP until December 31, 2019, to provide continuity to the process; and
4. The Interim Steering Committee conduct the ARAP recruitment process and provide a report to the Board at its July 19, 2018 meeting, recommending a slate of candidates for ARAP membership for review and approval by the Board.

Respectfully submitted,

Interim Steering Committee - Anti-Racism Advisory Panel Members:



Notisha Massaquoi



Uppala Chandrasekera
Board Member



Aseefa Sarang

Att.

Establishment of Toronto Police Services Board's Anti-Racism Advisory Panel Arising from Recommendation 17 from the Inquest into the Death of Andrew Loku

Approved Motion from meeting of December 14, 2017

THAT the Board approve the establishment of an interim Steering Committee consisting of one nominee of the Board, Ms. Notisha Massaquoi, and one nominee put forward by the Andrew Loku Coalition, to recommend to the Board the composition of the Committee noted in recommendation no. 2, its terms of reference, governance matters including financial resources and any other matters relevant to the mandate of the committee. The report would be expected for consideration at the February 2018 Board meeting. (Min. No. P261/17 refers).

Mandate

The Anti-Racism Advisory Panel (ARAP) will be mandated to advise the Toronto Police Services Board with respect to its role in overseeing and monitoring the response to and implementation of the recommendations directed both to the Toronto Police Service and to the Toronto Police Services Board, by the jury in the Inquest into the Death of Andrew Loku.

The work of ARAP will be informed by the *Anti-Racism Act, 2017*, S.O. 2017, c. 15 and the related strategy *A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan*, and other governance and guidance documents as appropriate. The definitions and guiding principles contained within the legislation and the associated *Anti-Racism Strategic Plan* will be the starting point of ARAP's discussions. (see Appendix)

Terms of Reference

ARAP will determine its terms of reference, arising from its mandate, at its inaugural meeting, with guidance from the wording of the inquest recommendation, as follows:

17. Establish a new committee to consider possible or identified disparities in services and outcomes for racialized persons and consider interventions to address any such disparities. The committee should include representatives of the Toronto Police Service, subject matter experts and members of racialized communities, including the Black community. The committee should consider the intersectionality of mental health and race both in terms of member composition and issues to be addressed.

The terms of reference will be developed to establish a monitoring framework for the Board to use in assessing the response to and implementation of each of the inquest recommendations directed to the Toronto Police Service and the Toronto Police

Services Board, including the creation of key benchmarks and performance indicators addressing each recommendation.

Membership and Structure

ARAP will be composed of the following members:

- One (1) member of the Toronto Police Services Board, to be selected by the Board
- Four (4) members of the Toronto Police Service, to be determined by the Chief of Police, and including one at the rank of Deputy Chief
- Six (6) members from the community, with an emphasis on individuals with lived experience, including at least one representative from the Andrew Loku Coalition
- Two (2) subject-matter experts in the areas of anti-Black racism, anti-racism, mental health and addictions

The Board will select two Co-Chairs of ARAP, one of whom will be the selected Board member, and one of whom will be one of the selected community members.

Selection of Members

The Interim Steering Committee will be proposing a process for the recruitment and selection of both the community members and the subject-matter experts. It is imperative that the process be fair, transparent, consistent, clearly communicated, accessible and widely posted, and that every attempt is made to ensure that a broad range of perspectives are included on ARAP.

Individuals wishing to apply for membership on ARAP must be residents of the City of Toronto and will be required to provide a resume/expression of interest. In addition, applicants will be asked to complete an application form, comprised of a series of questions about the applicant's experience and background, as well as the applicant's demographic profile, including who the applicant is representing, the level and nature of expertise the applicant has, the applicant's background and the community with which the applicant is associated. An emphasis will be placed on applicants with a background in anti-racism, anti-Black racism, mental health and addictions, as well as those who have familiarity with the issues raised at the inquest into the death of Andrew Loku.

Those applicants who have been chosen to proceed through the process will be asked to attend an interview with members of the Interim Steering Committee.

At the conclusion of the selection process, the Interim Steering Committee will recommend to the Board a list of community members and subject-matter experts to participate on ARAP.

It is anticipated that the recruitment and selection process will be posted in early May 2018, with the recommendations for membership being made to the Board at its July 2018 meeting.

Accessibility and Location

While only ARAP members and designated staff may attend its meetings, in the interest of making ARAP meetings as accessible as possible to its members, efforts will be made to ensure that meetings are held outside of police facilities, including Toronto Police Headquarters, at various community-based locations across the city. The members of ARAP will determine the location of the meetings.

Frequency of Meetings

It is anticipated that ARAP will meet every two months, and as needed.

Expenses

Reimbursement for TTC travel will be provided for those who require it. Refreshments will be provided at the meetings.

Timelines

It is anticipated that the first meeting of ARAP will be held in/by September 2018. It is anticipated that ARAP will conclude its work by December 31, 2019.

Continuity

If, at the conclusion of this period, the Board, with input from ARAP, determines that the work of ARAP should continue, the mandate, scope and membership of ARAP will be reassessed by the Board at this time.

Reporting/Communications

While ARAP's meetings will be closed to the public, ARAP will provide regular quarterly reports, highlighting the key activities of ARAP, to the Toronto Police Services Board which will be included on its public agenda. ARAP will ensure that these reports are also distributed widely, through a variety of channels, so that the broader public is informed about the work of ARAP. Additional reports to the Board will be made on an as-needed basis.

Appendix

Selected definitions from *Ontario's 3-Year Anti-Racism Strategic Plan*, arising from the *Anti-Racism Act, 2017*, S.O. 2017, c. 15.

Selected Definitions

Anti-Black racism

Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system. (African Canadian Legal Clinic).

Race

Is a term used to classify people into groups based principally on physical traits (phenotype) such as skin colour. Racial categories are not based on science or biology but on differences that society has chosen to emphasize, with significant consequences for people's lives. Racial categories may vary over time and place, and can overlap with ethnic, cultural or religious groupings.

Racism

Refers to ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another.

Systemic racism

When institutions or systems create or maintain racial inequity, often as a result of hidden institutional biases in policies, practices and procedures that privilege some groups and disadvantage others.

Guiding Principles

A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan targets systemic racism by building an anti-racism approach into the way government develops policies, makes decisions, evaluates programs, and monitors outcomes. It calls for a proactive, collaborative effort from all government ministries and community partners to work toward racial equity.

The plan is comprised of initiatives under four categories: Policy, Research and Evaluation; Sustainability and Accountability; Public Education and Awareness and Community Collaboration. In addition, there are targeted population-specific strategies. All of these initiatives are informed by the following key guiding principles:

1. **Systemic focus:** We are focusing on proactively removing systemic barriers and root causes of racial inequities in provincial institutions.
2. **Whole-of-government, collective impact approach:** We recognize that working with ministries across government — not in silos — is required to address systemic racial inequities.
3. **Targeted universalism:** We recognize everyone benefits from government's targeted removal of systemic barriers faced by the most disadvantaged communities. Reducing barriers and disparities leads to a better Ontario for everyone.
4. **Distinctness and intersectionality of racisms:** We acknowledge racism is experienced differently by various racialized groups, and within groups along intersectional lines, including gender identity, creed, class, sexual orientation, history of colonization, etc.
5. **Inclusive process:** Indigenous and racialized people must be meaningfully engaged. Their perspectives and guidance inform the strategy and government decision-making.
6. **Transparent, evidence-based approach:** Our approach is evidence-based and driven by measurable goals and outcomes that are tracked and publicly reported. This is consistent with Ontario's Open Government principles.
7. **Sustainability:** We are setting the foundation for long-term government anti-racism efforts.

Toronto Police Services Board

Anti-Racism Review Panel (ARAP) Application Questionnaire

1. Please provide your name.

2. Please describe why you wish to serve on Toronto Police Services Board's Anti-Racism Advisory Panel. Please highlight relevant expertise and experience as it pertains to core skills and expertise identified below.

DRAFT

3. Assessing Core Skills and Specific Expertise

ARAP has identified a number of core skills expected of all its members.

Descriptions of these core skills are provided below.

Analytical and Critical Thinking - Individual having the ability to think analytically and critically, to evaluate different options, proposals and arguments and make sound decisions.

Inter-personal Communications - Individual having the ability to effectively communicate their ideas, positions, and perspective to their peers, as well as understand the ideas, position, and perspective of their peers and facilitate resolutions of differences in the common interest.

Governance Expertise - Strong understanding and experience with the appropriate roles, group processes and corporate bylaws and policies that form systems of not for profit governance. Demonstrated judgment and integrity in an oversight role.

Commitment to ARAP's mandate - Demonstrates a strong understanding and commitment to the mandate of ARAP. Commitment to mandate may be demonstrated in many ways, including personal experience, professional experience, volunteer experience etc.

ARAP has also identified some specific expertise that it would like one or more members to possess.

Descriptions of these specific areas of expertise are provided below.

Mental Health and Addictions Expertise - Individual having expertise in various aspects of mental health and addictions issues and services, including both community-based and clinical expertise.

Anti-racism and Anti-Black Racism Expertise - Individual with strong knowledge and understanding of anti-racism and anti-Black racism; knowledge and/or experience with mental health issues, service and systems in an anti-racism and anti-Black racism context a definite advantage.

Expertise from Individuals with Lived Experience of Recovery - Individual with strong knowledge and understanding of the lived experience of recovery, including knowledge and/or experience with mental health issues, services and systems.

Please assess your level of competency for each of the **core skills** using the following rating index:

Excellent" - Substantial knowledge base combined with more than 5 years professional and/or volunteer experience

"Good" - Some knowledge base combined with 2-5 years professional and/or volunteer experience

"Average" - Knowledge base of an 'average person' combined with less than 2 years of professional and/or volunteer experience

	Average	Good	Excellent
Analytical and critical thinking			
Inter-personal communication skills			
Creative and Strategic Vision/Planning			
Governance			

Please assess your level of competency for each of the **identified areas of specific expertise** using the following rating index:

“Expert” – relevant education and/or professional qualification combined with at least 10 years senior level/ management professional experience or equivalent

“Very Knowledgeable” – relevant education and/or professional qualification combined with at least 3-4 years senior level / management professional experience or equivalent

“Somewhat Knowledgeable” – relevant education and/or professional qualification combined with at least 2 years professional experience or equivalent

“Limited Knowledge” – relevant education and/or professional qualification or at least one year of experience or equivalent

“Very Limited Knowledge” – no relevant education or professional experience, but some general knowledge

“Don’t Know”

	Very limited knowledge	Limited Knowledge	Somewhat Knowledgeable	Very Knowledgeable	Expert	Don't Know
Mental Health and Addictions Expertise						
Anti-Racism and Anti-Black Racism Expertise						
Expertise from Individuals with Lived Experience of Recovery						

Residence

4. Are you a resident of the City of Toronto? _____

Thank you for completing the application.

DRAFT



Toronto Police Services Board Report

April 4, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: NALOXONE PROGRAM IMPLEMENTATION UPDATE

Recommendation(s):

It is recommended that the Board receive this report.

Financial Implications:

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

Background / Purpose:

At its meeting of February 22, 2018, the Board requested a full report regarding the ongoing implementation of officers being equipped with Naloxone and any ongoing discussions regarding whether the SIU plans to invoke its mandate when hospitalization occurs after the administration of naloxone by police. The following information is provided in response to this request.

Discussion:

The Toronto Police Service is moving ahead with the strategic deployment of Naloxone to members as detailed in the Board Report of February 22, 2018. Naloxone will be issued to:

- All frontline Primary Response Unit / Community Response Unit / Major Crime Unit sergeants/detectives/constables in 14/51/52/55 Divisions (supervised injection site divisions)
- All Primary Response Unit and Community Response Unit sergeants and Major Crime Unit detectives in all other divisions
- All members of Toronto Drug Squad
- All sergeants and detectives in the Emergency Task Force, Police Dog Services, and Gun and Gang Task Force

Implementation of this initiative requires action in many Toronto Police Service sub-units, across various pillars of the organization. Since the February 22, 2018 Board meeting, two meetings have been held to strategize the implementation and assign aspects of the project to specific members for completion. All assignments relating to governance, SIU, training, procurement, logistics, medical oversight and communications have been directed to report back with status updates regularly. The following tasks have been assigned:

Executive Lead	Deputy Chief Peter Yuen, Community and Neighbourhoods Command
Central Coordination of Project	SUPT. Scott Baptist, Traffic Operations INSP. Paul MacIntyre, 14 Division
GOVERNANCE -development of policy and procedure -creation of forms -development of tracking/reporting process	S/SGT. Catherine White, PRS-Support Analyst Emily Mutch, PRS-Support
SIU CONSIDERATIONS -procedural/process amendments	INSP. Edward Boyd, PRS-SIU Liaison
TRAINING -prioritizing basic first aid -roll out of Naloxone on-line training	SGT. Gary Haitzer, Toronto Police College SGT. Sean O'Brien, Toronto Police College
PROCUREMENT OF NALOXONE -application/agreement documentation with Toronto Public Health	A/MGR Rob Duncan, Occupational Health and Safety
LOGISTIC CONSIDERATIONS -Issuance, carriage/storage, replacement	A/MGR Rob Duncan, Occupational Health and Safety Divisional Planners
MEDICAL OVERSIGHT -medical delegation (Internal/Toronto Public Health)	A/MGR Rob Duncan, Occupational Health and Safety Doctor Craig Winsor, Medical Advisory Services
COMMUNICATIONS STRATEGY	A/SUPT. Chris Kirkpatrick, Risk Management Unit Sandra Buckler, Strategy Management Unit

Identified areas which are expected to impact timelines for implementation involve medical oversight, governance, training and tracking of the program.

In order to obtain medical delegation for the Naloxone program, officers must have a current first aid certification. Upon further review, 44% of officers (423 members) who have been designated to be issued naloxone are expired in first aid or will expire in 2018. Just over half of these members (232 officers) work in 14 division, 51 division, 52 division and 55 division; the areas surrounding safe injection sites where all front line officers will be issued Naloxone.

SPECIFIED OFFICERS THAT WILL BE ISSUED NALOXONE		
UNIT	FIRST AID EXPIRED / DUE TO EXPIRE IN 2018	VALID FIRST AID CERTIFICATION
D11	10	8
D12	10	6
D13	10	6
D14	68	117
D22	7	11
D23	10	10
D31	12	6
D32	7	7
D33	9	7
D41	13	7
D42	5	10
D43	11	5
D51	77	95
D52	35	118
D53	9	8
D54	10	7
D55	52	75
ETF	1	9
PDS	1	5
SIS	15	9
TDS	51	14
TOTALS	423	540

The Toronto Police College has the ability and capacity to start training all of these officers in first aid immediately. However, factors such as front line service delivery, provisions for minimal staffing levels, officer obligations to attend court as well as other

mandatory training courses, annual leave, and time off will impact officer availability to participate in first aid training, which is 1-2 days in length.

The Toronto Police College is currently working with St. John Ambulance to expand class sizes by bringing in an additional instructor and adding additional sessions for both the Standard First Aid (2 day) and Renewal First Aid (1day) courses. The Toronto Police College is also working on scheduling the delivery of first aid training at certain divisions with a minimum of 12 to 18 members. Members from other identified units may attend to meet the minimum enrolment.

The remaining 56 % of officers (540 members) designated to participate in the Naloxone program, who possess current first aid certifications, will be registered/enrolled by the Toronto Police College for a 1 hour on line e-Learning training course through the Canadian Police Knowledge Network. Doctor Craig Winsor of Medical Advisory Services is currently reviewing the content of this course to determine suitability for training requirements in regards to medical oversight. Officers can complete this course on line as soon as other aspects of implementation (medical oversight/governance/reporting/tracking) are approved and completed.

Manager Rob Duncan of Occupational Health and Safety has been liaising with Toronto Public Health to meet criteria to enter into the Provincial Naloxone Program for free Naloxone kits. Part of the criteria for the program includes a signed Memorandum of Understanding (MOU) between the Toronto Police Service and Toronto Public Health. Toronto Police Legal Services are currently working with a lawyer representing Toronto Public Health to establish the MOU.

As part of the agreement with Toronto Public Health to receive free Naloxone kits, the Toronto Police Service is required to report quarterly on our use of Naloxone. Professional Standards Support-Governance Section is currently researching the reporting/tracking component for the Naloxone program. This component involves the creation of a reporting document which will be built into our existing records management system and creating a business process which will determine the distribution of the form. Once a "mock-up" reporting document is created, it is anticipated to take 1 - 2 weeks for Business Change Management to create the template in a test environment. The template will be put into production once it has been tested and all revisions completed which could take a further 2-3 weeks.

A draft Naloxone procedure is nearing completion and requires a reporting/tracking instruction component, which as stated above is still under analysis and production. Once this section is added, the procedure will be forwarded for review by stakeholders in the implementation of the program: Occupational Health and Safety, Toronto Police College, Drug Squad, Medical Advisory Services, Risk Management Unit, Business Change Management, and the Chief's Office.

The Safer Ontario Act-Bill 175 was passed by the Ontario government on March 8, 2018. The Act allows the Ministry of the Attorney General to create regulations which

would amend SIU jurisdiction to investigate certain incidents where a police officer administers immediate medical care (such as administering Naloxone) to a person who subsequently either dies or suffers a threshold injury. The Safer Ontario Act states:

Exception, immediate medical care

(7) If the regulations made by the Minister so provide, the SIU Director shall not, despite anything to the contrary in this section, investigate an incident in which an official provided immediate medical care to the affected person in the circumstances specified by the regulations made by the Minister.

These regulations are expected to be written later this year.

Conclusion:

It is anticipated that deployment of Naloxone to officers in the field will commence by the end of June/2018.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police



Toronto Police Services Board Report

April 4, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2017 ANNUAL HATE CRIME STATISTICAL REPORT

Recommendation:

It is recommended that the Board:

- 1) receive this report for information; and,
- 2) 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 Toronto Police Service Intelligence Services – Hate Crime Unit (H.C.U.) has collected statistical data and has been responsible for ensuring the thorough investigation of hate crime offences within the City of Toronto since 1993.

The Toronto Police Service Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against persons and/or property that are motivated by the victim's (either perceived or real) 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 provides an overview of the hate crimes in 2017, as well as the various education, training and community outreach initiatives that were undertaken by the H.C.U. and other units within the Service.

Discussion:

The year 2017 was characterized by strengthened community partnerships and engagement, education and a commitment to encouraging public reporting of hate crimes.

In 2017, there was a 28% increase in the number of reported hate crimes compared to 2016. The fluctuation in the number of reported hate crimes and the community groups that are victimized can be attributed to multiple factors. These factors include international events, community educational programs, hate crime training, and increased reporting.

Mischief to property, assault, and utter threats were the three most reported criminal offences motivated by hate in 2017. As in past years, these kinds of offences occurred in a variety of different locations including private dwellings, public park/streets, and schools and on public transportation.

Throughout 2017, H.C.U. members attended provincial hate crime and extremism training relating to hate crime laws and trends, investigative strategies and the prosecution of hate crimes with police services, community agencies and partners from across North America in Ottawa, Kingston, Toronto and Niagara Falls.

In 2017, the H.C.U. continued to be an active partner of the provincial Hate Crime Extremism Investigative Team (H.C.E.I.T.). H.C.E.I.T. includes members from 15 Ontario police services that receive provincial funding for the joint collection and sharing of information, enforcement and education of hate/bias crimes.

In May 2017, the H.C.U. in partnership with H.C.E.I.T. facilitated a three day hate crime Seminar at the Toronto Police College. The seminar was attended by internal and external police service members including; Guelph Police Service; Niagara Regional Police Service; Peel Regional Police; and York Regional Police; and representatives from the Ministry of Community Safety and Correctional Services. The seminar focused on an enhanced understanding of the investigation of hate crimes, application of federal legislation, and community impact. Guest speakers included representatives from the Ministry of the Attorney General's office and from the academic community.

In November 2017, the H.C.U. hosted the annual divisional Hate Crime Coordinators meeting with Coordinators from the Service's 17 police divisions. The purpose of the meeting was to review and discuss divisional hate crime cases, current case law and other issues relating to hate crimes.

Also in November 2017, the H.C.U. in partnership with the Ministry of the Attorney General's office facilitated a one-day seminar at the Toronto Police College to provide training to the Service's frontline officers, investigators, and a member of H.C.E.I.T. The training included hate crime reporting, identification, evidence gathering and community impact.

In June, and October 2017, the H.C.U. delivered presentations to University of Toronto, York University and Ryerson University campus security officers, and students. The presentation topics included recognizing, understanding and reporting hate crimes.

Throughout the year, the H.C.U. consulted with community organizations and representatives for the purposes of education, negotiation, mediation for public order and safety, and to address community concerns specific to hate crimes. Moreover, the H.C.U. collaborated with the Service's Divisional Policing Support Unit, Muslim and Lesbian Gay Bisexual Transgender and Queer Liaison Officers, with regards to outreach in the respective communities. The partnership between the H.C.U. and Divisional Policing Support Unit provides local and national education on the subject of hate crimes and discrimination to local government and social agencies, community leaders and police officers.

Conclusion:

This report provides the Board with a comprehensive statistical overview of the hate crimes reported and investigated in the City of Toronto throughout 2017.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police



Toronto Police Service 2017 Annual Hate Crime Statistical Report

Intelligence Services, Hate Crime Unit

Intelligence Services, Hate Crime Unit remains dedicated to the achievement of its complementary objectives: the prevention and thorough investigation of hate motivated offences and the pro-active education of others to enable them to recognize and combat hate.

Our goal is to encourage mutual acceptance amongst communities and to safeguard the freedoms, safety and dignity of all persons as guaranteed by the Charter of Rights and Freedoms.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2017



Executive Summary

The Toronto Police Service Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that 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 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 data is based on hate crimes that were reported to the Toronto Police Service, hereafter referred to as “the Service” between January 1, 2017 and December 31, 2017.

The report also provides an overview of the training and education that was provided to the Service’s police officers with respect to hate crimes in 2017, as well as the various community outreach initiatives that were undertaken by the HCU and other units within the Service.

In 2017, there was an increase in the total number of hate crimes occurrences reported to the Service. In comparison to 2016, the number of reported occurrences increased from 145 to 186 representing a difference of approximately 28%. Over the past ten years, between 2008 and 2017, the average number of reported hate crimes is approximately 147 per annum.

The number of arrests related to hate crimes in 2017 increased from 19 persons arrested in 2016 to 23 persons arrested in 2017. As in previous years, the number of arrests for hate motivated offences was attributed to 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 present significant challenges to the investigation into hate motivated offences and arresting suspects.

In 2017, the Jewish community, followed by the Black community, the Muslim community, and the LGBTQ community were the groups most frequently victimized. The three most frequently reported criminal offences motivated by hate in 2017 were mischief to property, assault and utter threats. The Jewish community was the most frequently victimized group for mischief to property occurrences; the LGBTQ community was the most frequently victimized group for assault occurrences; and the Muslim community was the most frequently victimized group for criminal harassment occurrences.

There are multiple factors that can affect fluctuation in the number of reported hate crimes and the community groups that are victimized. These factors include international events, community educational programs, hate crime training, and increased reporting.

When more than one identifiable group (i.e. Catholic and Ukrainian) was targeted in an incident the occurrence was categorized as multi-bias. In 2016, 14 of the 145 hate occurrences were categorized as multi-bias. In 2017, 27 of the 186 hate occurrences were categorized as multi-bias.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2017



An identifiable group is defined by the Criminal Code as, “*Any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability*”.

Midway through 2017, the Criminal Code definition of identifiable group was expanded to include gender identity or expression as a result of Bill C-13. Hate crimes motivated on the basis of gender identity or expression were captured by the Service under the sex category in the 2017 report.

Back in 2014, the Canadian Center for Justice Statistics (CCJS) published the Hate Crime Consultations and Recommendation Report. One of the recommendations made in this report was for police services to report hate crimes targeting members of the Transgender community under either the sex and/or gender category for the purpose of comparability across jurisdictions.

For the purpose of uniform crime reporting across Canada, the Service adopted the CCJS recommendation. Hate crimes targeting members of the Transgender community have been categorized under the sex category since the 2014 report. Prior to 2014, the Toronto Police Service Annual Hate Crime Statistical Report categorized hate crimes against members of the Transgender community under the sexual orientation category.

Since the publication of the first Hate Crime Statistical Report in 1993, hate crimes have been most commonly motivated by the following five factors: race, religion, sexual orientation, multi-bias, and nationality.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
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Toronto Police Service – Hate Crime Unit
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I. Introduction

The Toronto Police Service (the Service) Hate Crime Unit (HCU) is a sub-unit of Intelligence Services. The HCU was established in 1993 and is responsible for collecting, analyzing and publishing data on reported hate crimes. The Unit consists of a Detective and two Detective Constables, as well as a civilian Intelligence Analyst and an Intelligence Researcher.

Additionally, the Detective Sergeant in charge of the Security Section of Intelligence Services has the discretion to assign officers from Intelligence Services to assist in the investigation and prevention of hate motivated crimes, thereby assisting the HCU, as he or she deems necessary.

In making such a determination, the Detective Sergeant considers factors such as the opportunity to raise awareness and educate members of the community regarding hate motivated crimes and the capacity of the specific division to investigate the specific occurrence(s).

Mandate:

The mandate of the Hate Crime Unit is to:

- Provide assistance and expertise to all investigations and prosecutions of hate crimes;
- Investigate and liaise with the Ministry of the Attorney General in relation to hate propaganda cases;
- Maintain an information base of hate occurrences and arrests to assist divisional analysts and investigators;
- Assist in developing public education programs in partnership with other members of the Service and the community; and
- Act as a central focus for the dissemination of information and provide support to divisional hate crime co-ordinators, other police services, government agencies and the community.

Members of the HCU are responsible for reviewing all suspected hate occurrences to ensure consistent identification/classification and to ensure a thorough investigation is conducted. All relevant information is recorded and analyzed which aids in determining overall hate crime trends and patterns.

The analysis of occurrences and this report are then used to develop Service-wide strategies to address hate crimes in the community, from a crime prevention/enforcement perspective and an educational perspective.

A Divisional Hate Crime Coordinator is assigned in each of the 17 police divisions and maintains the responsibility for tracking and assisting hate crime investigations within their respective division. The HCU provides investigative support to these divisional personnel and



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2017



other units when requested or necessary to support the investigation and if required, arranges for expert witnesses to attend court.

The Service provides all members with Procedure 05-16 - Hate/Bias Crime. This procedure provides direction to front line officers and investigators to assist them in properly identifying, recording and investigating hate crimes. Consistent with this procedure, officers are required to notify the HCU of any Hate Crime occurrence.

Through training, officers are encouraged to err on the side of caution by forwarding all suspected hate motivated occurrences to the HCU for review. Additionally, the HCU utilizes internal police software to search all police records for hate motivated occurrences. In this manner, the HCU ensures that all hate motivated occurrences and arrests are captured and reviewed for accuracy.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2017



II. Methodology

Toronto Police Service Procedure 05-16 - Hate/Bias Crime requires all suspected hate motivated occurrences to be reviewed by HCU investigators to ensure proper identification and classification. Every occurrence is classified using the hate categories contained within the identifiable group definition of the *Criminal Code of Canada, section 718.2*: race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or any other similar factor.

The comments and/or actions of a suspect during an incident can be a significant determination regarding his or her motive and bias; however, it is sometimes difficult to classify an occurrence with complete accuracy. Additional criteria considered when classifying occurrences may include the victim's perception of the incident, culturally significant dates, symbols, history of the community and current world events.

In some cases, the suspect misperceives the victim's background. This has occurred in some incidents involving visible minorities, where the suspect can be completely unaware of the victim's actual background and incorrectly assumes the victim belongs to a particular group. Due to this fact, the victim becomes a target based on the suspect's misperception.

For example, there have been cases where individuals have been wrongly perceived by the suspect as being members of the LGBTQ community and become victims of hate motivated assaults. Similarly, in other cases victims have been targeted due to their association with members of certain identifiable groups, though the victims themselves are not members of those groups.

While it is recognized that every individual has multiple aspects to their identity, more than one of which could be cause for an offender to target them, it is the practice of the HCU to classify a hate occurrence based on the best known information that exists relevant to the offender's perception of the victim.

In cases where there are multiple criminal offences committed during one event, only the charges directly related to the hate occurrence are included for the purpose of data collection in this report. For example, if an occurrence involved an allegation of a suspect assaulting a person based on the person's religion and upon his arrest, the suspect was found to be in possession of a controlled substance – only the assault charge would be categorized as a hate motivated charge, not the drug-related charge.



Toronto Police Service – Hate Crime Unit
Annual Hate Crime Statistical Report
2017



Limitations

The HCU recognizes that in evaluating this report, the information contained herein is an analysis of reported hate motivated crime within the City of Toronto and may not be a true reflection of the prevalence of hate crimes occurring in Toronto.

Under-reporting continues to present a challenge that affects the HCU's ability to investigate and prevent hate motivated offences in various communities. As a result, the HCU continues to recognize that working with community groups and media outlets to encourage and assist victims to report these crimes is an essential aspect of its mandate. The HCU continues to meet and consult with a variety of established community organizations involved in anti-hate advocacy and is continuously reaching out to new groups.

The number of hate crimes recorded varies from year to year and is influenced by a wide range of factors that are not always easily discernible. As previously mentioned, the reluctance to report victimization significantly impacts statistical data and the interpretations extrapolated and concluded from that data. Victims may be reluctant to report hate crimes for several reasons, including, but not limited to:

- The victim may not recognize that the crime was motivated by bias or hate;
- Fear of retaliation;
- Uncertainty of the criminal justice system's response;
- The victim may fear his/her sexual orientation may be exposed to family members or his/her employer; and/or
- Embarrassment and humiliation of being victimized.

Community Impact

Hate crimes have a disproportionately greater effect on their victims than other types of crimes. Hate motivated crimes have longer lasting serious side-effects for society as a whole. A hate motivated crime not only victimizes the individual, but also the entire group the person belongs to, resulting in the increased isolation, stress and vulnerability of that particular group.

If police do not respond to reports of hate crimes immediately and appropriately, these crimes can lead to increased social discord between opposing groups and possible retaliation.

Conversely, a timely and effective police response can have a positive and lasting influence on the relationship between police and the communities we serve. Positive relationships such as these have the ability to have extensive benefits in other aspects of public safety.



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Hate Category Codes

The hate category codes used throughout the tables and charts of this report are as follows: RA-race/colour, MU-multi-bias, ET-ethnicity, NA-nationality, AG-age, SEX-sex, LN-language, DI-disability, SO-sexual orientation, RE-religion and SF-similar factor.

Offences in the **race (RA)** category include people targeted because of an obvious visible difference, often the colour of their skin, or other physical characteristics relating to race.

Occurrences where more than one of the identifiable groups has been targeted are categorized as **multi-bias (MU)**. This occurs when a suspect's comments and/or actions are directed towards several victim groups. For example, a hate propaganda flyer that targets Muslims, Canadians and First Nations members will be categorized as multi-bias.

Hate motivated occurrences are coded as **ethnicity (ET)** to denote offences where the victims share a common cultural or national tradition or refer to victims by their birth origin rather than their present nationality.

The **nationality (NA)** category is used when a victim is targeted specifically because of his or her perceived nationality.

The **sex** category is used when a victim is targeted because of the gender that they are perceived to belong to (male, female, Trans or Transgender). **Trans** or **Transgender** is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as Transgender, Trans woman (male-to-female), Trans man (female-to-male), Transsexual, cross-dresser, gender non-conforming, gender variant or gender queer.

The categories of **age (AG)**, **language (LN)**, **disability (DI)**, **sexual orientation (SO)** and **religion (RE)** are typically clear in terms of why the victims have been targeted and therefore are often more easily categorized.

In **similar factor (SF)** occurrences, hatred can focus on members of a group who have significant points in common and share a trait that is often integral to the dignity of the person. The shared trait is common to a group not just an individual. Examples of any other similar factors include but are not limited to members of a particular profession (i.e. priests), ancestry and citizenship.



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Criminal Code of Canada - Hate Provisions

The definition of a hate crime is, “A *criminal offence committed against a person or property, where there is evidence that the offence was motivated by bias, prejudice or hate, based on the victim’s race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or on any other similar factor*”.

The two types of hate motivated crimes:

1. Those forms of expression that fit within the parameters of **hate propaganda** in sections 318 and 319 of the Criminal Code; and
2. All other criminal offences where there is evidence to indicate bias, prejudice or hate was a motivating factor in the commission of the offences, section 718.2 of the Criminal Code.

Hate propaganda is defined as, “*Any communication that advocates or promotes genocide or makes statements, other than in private, that promote hatred against an identifiable group*”.

An identifiable group is defined by the Criminal Code as, “*Any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability*”.

The criteria of national origin, sex, age, and mental or physical disability were added to the definition of “identifiable group” in 2014, and gender identity or gender expression were added midway through 2017 as a result of Bill C-13 receiving Royal Assent.

The consent of the Ontario Attorney General is required for hate propaganda prosecutions.

In 2001, under the *Anti-Terrorism Act*, a new provision was added to the Criminal Code of Canada, Section 430(4.1), which allows the courts to impose more severe penalties for the criminal offence of mischief to religious property. Section 430(4.1) of the Criminal Code states:

“Everyone who commits mischief in relation to property that is a building, structure or part thereof that is primarily used for religious worship, including a church, mosque, synagogue or temple, or an object associated with religious worship located in or on the grounds of such a building or structure, or a cemetery, if the commission of the mischief is motivated by bias, prejudice or hate based on religion, race, colour or national or ethnic origin,

- (a) is guilty of an indictable offence and liable to imprisonment for a term not exceeding ten years; or*
- (b) is guilty of an offence punishable on summary conviction and liable to imprisonment for a term not exceeding eighteen months.”*



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Hate Groups

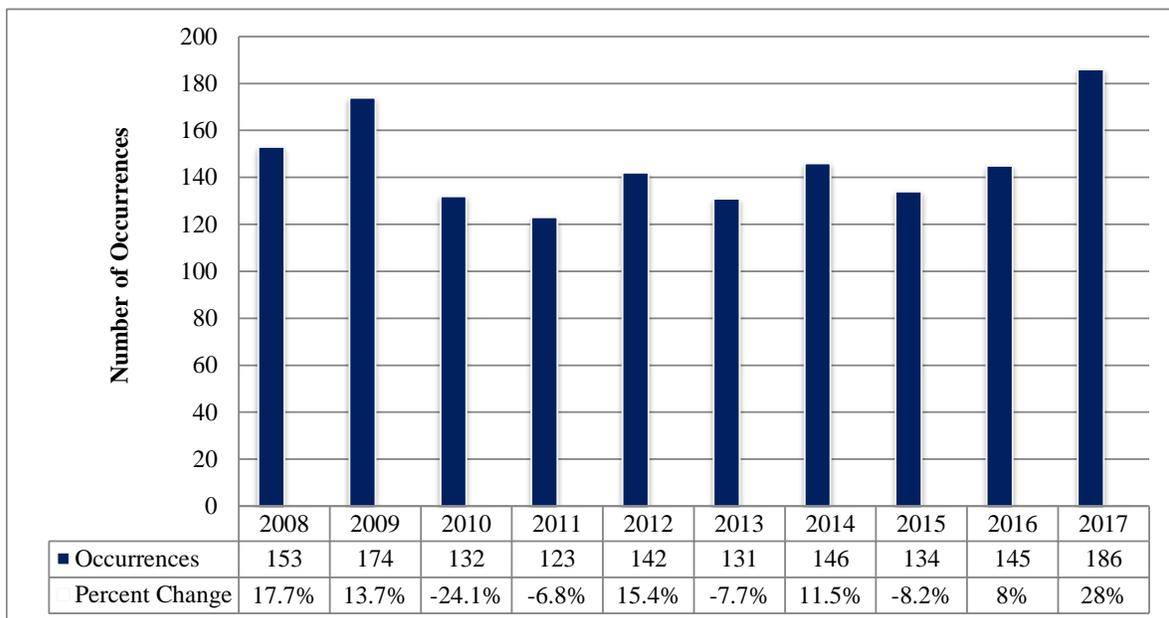
While organized hate groups continue to exist in the City of Toronto, the groups are commonly loose affiliations or informal gatherings of like-minded individuals. Social media, blogs, forums, web sites and other forms of internet-based contact remain popular as modes for recruitment, expression, information and communication. Analysis of cases where offenders have been identified revealed that, in the majority of cases, the offenders had no known association to any commonly known hate groups.

III. Results

Reported Hate Crime Occurrences

In 2017, there was an increase in the number of reported hate crimes compared to 2016. The HCU recorded a total of 186 hate motivated occurrences in 2017 compared to 145 in 2016. These figures represent an increase of approximately 28%. Overall, the number of occurrences in 2017 is higher than the ten year average of 147 occurrences (Figure 3.1).

Figure 3.1: Hate Crime Occurrences 2008-2017



Note: This figure is based on statistical data collected over the past ten years. The highest reported number of occurrences was 186 (2017) and the lowest reported number of occurrences was 123 (2011).



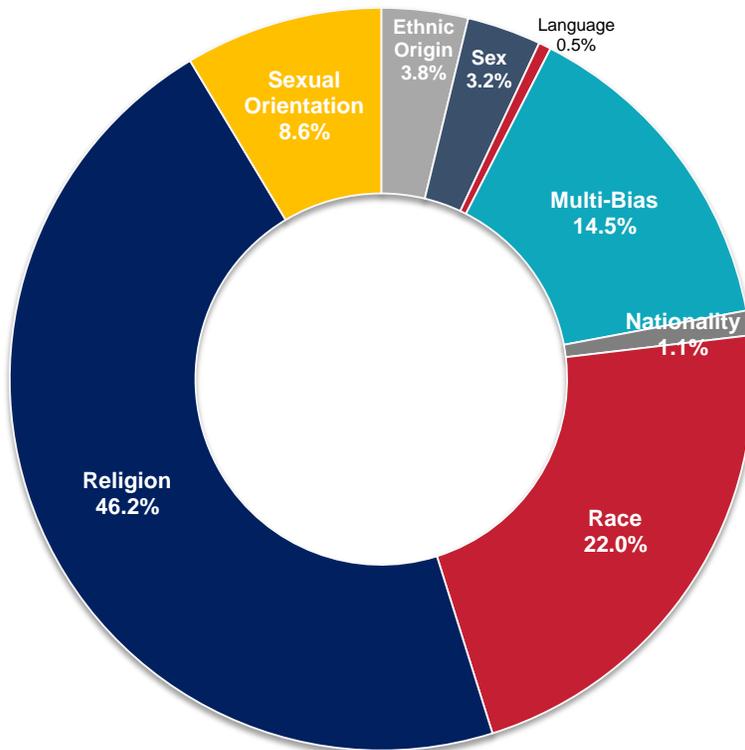
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Motivation of Hate Crime Victimization

Religion, sexual orientation and race have been the predominant motivation factors for hate crimes over the past ten years. In 2017, these factors were present in the following approximate proportions: religion 46%, followed by race 22%, and multi-bias 15% (Table 3.1 refers).

Figure 3.2: Breakdown by Hate Category 2017



Note: Figure 3.2 is based on the total number of hate crimes reported in 2017 (Figure 3.1). Age, Disability, and Similar Factor compose 0% of the hate occurrences in 2017.



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Year	AG	DI	ET	SEX	LN	MU	NA	RA	RE	SF	SO	TOTAL
2008						17	19	27	56		34	153
2009			13			22	19	28	59	7	26	174
2010			3			17	9	31	53		19	132
2011			3			18	12	20	47		23	123
2012			5			21	11	26	59	1	19	142
2013			12			10	2	25	58	2	21	130
2014			1	3		14	19	22	63		24	147
2015			6	2		10	6	25	58		27	134
2016			7	6		14	8	26	66		18	145
2017			7	6	1	27	2	41	86		16	186

Table 3.1: Total Hate Crimes 2008-2017

Note: Figures highlighted in grey represent the three most targeted categories within the year specified.

IV. Criminal Offences- Hate Motivated

In 2017, the most prevalent hate occurrences were for the offences of mischief to property, assault and utter threats. Assault and utter threat occurrences were all occurrences that were unprovoked by the victims. As in past years, these kinds of offences occurred in a variety of different locations such as schools, business/retail, public transportation, and public parks/streets (refer to Appendix B for detailed classification of 2017 offence locations).

Mischief to Property

Mischief to property represented a significant portion of the offences, accounting for 120 of the 186 occurrences. In comparison to 2016, there was an increase in the number of mischief to property occurrences motivated by hate. In 2016, 74 of the 145 occurrences were mischief to property motivated by hate. The total proportion of mischief to property occurrences to all reported occurrences increased from approximately 51% in 2016 to approximately 65% in 2017.

Vandalism and graffiti were the two primary forms of mischief perpetrated by the offender. The most common offence locations were street, schools, business/retail buildings, and dwellings (Appendix B). The hate categories most targeted were religion and race (Table 4 refers).

The Jewish community and the Black community were the predominant victim groups for mischief occurrences in 2017.

Assault

There were a total of 31 assault occurrences motivated by hate reported in 2017 compared to 36 in 2016. The proportion of assault occurrences to all reported hate crimes decreased from 25%



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in 2016 to 17% in 2017. The hate categories that were targeted the most were race, religion and sexual orientation (refer to Appendix D for summary statistics of victim groups and offences). The Muslim and the LGBTQ community were the predominant victim groups for assaults in 2017.

Utter Threats

There were a total of 21 utter threat occurrences motivated by hate in 2017 compared to 10 in 2016. Religion and race were the highest reported motivation factors for this offence (Appendix D). The Jewish and Muslim communities were the predominant victim group for utter threat occurrences in 2017.

Internet

Electronic communications including the internet remains a method for offenders to communicate hate propaganda, threats and criminal harassment, because of their perceived ability to remain anonymous.

In 2017, five hate occurrences were committed via the internet, representing approximately 3% of the total hate motivated occurrences. Based on the increasing prevalence of the internet as a medium of communication, the HCU continues to closely monitor open forum websites, chat rooms, message boards, etc. and initiate investigations as required. When possible criminality is identified, the HCU draws on other Service resources, including support from the Computer Cyber Crime and the Technological Crime Sections of Intelligence Services.

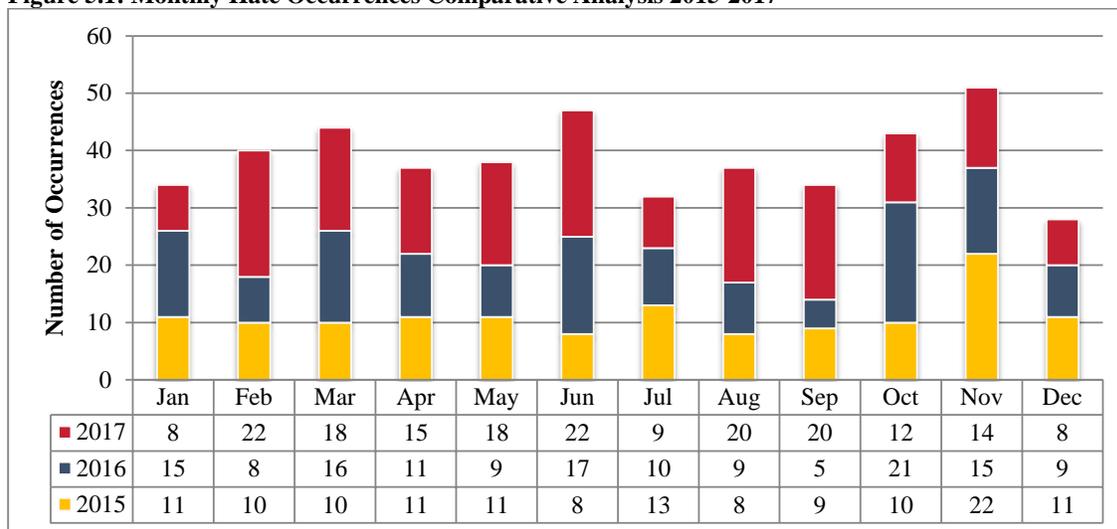


V. Patterns of Hate Motivated Offences

Monthly Activity of Hate Occurrences

In 2017, the months with the highest number of hate motivated occurrences were February (22) and June (22). The months with the lowest activity were January (5), and December (5), (Figure 5.1).

Figure 5.1: Monthly Hate Occurrences Comparative Analysis 2015-2017



Hate Occurrences by Division

The police divisions with the highest numbers of hate occurrences were 52 Division, 51 Division and 32 Division reporting 31, 19 and 18 occurrences, respectively in 2017 (Table 5.2).

In 2017, nearly all Divisions experienced an increase in the number of hate occurrences compared to 2016 with the exception of 4 of the 17 Divisions. There was a decrease in the number of hate occurrences reported in 2017 in 42 Division, 14 Division, 54 Division and 11 Division (refer to Appendix C for 2017 divisional summary of offences by division).

Table 5.2: Hate Motivated Crimes by Division 2016-2017

Year	D11	D12	D13	D14	D22	D23	D31	D32	D33	D41	D42	D43	D51	D52	D53	D54	D55	Total
2017	9	6	13	7	12	1	14	18	10	9	3	10	19	31	12	4	8	186
2016	10	2	1	10	10	3	20	14	5	9	6	3	13	22	6	5	6	145



VI. Commonly Victimized Groups

Community Victimization

Victim groups are categorized by the suspect’s perception. The victim group most targeted in 2017 was the Jewish community with 53 occurrences. The Black community and the Muslim communities were the next most targeted victim group reporting 33 occurrences each followed by the LGBTQ community reporting 22 occurrences (Figure 6.1 and Table 6.1).

Figure 6.1: Hate Occurrences by Victimized Groups 2017

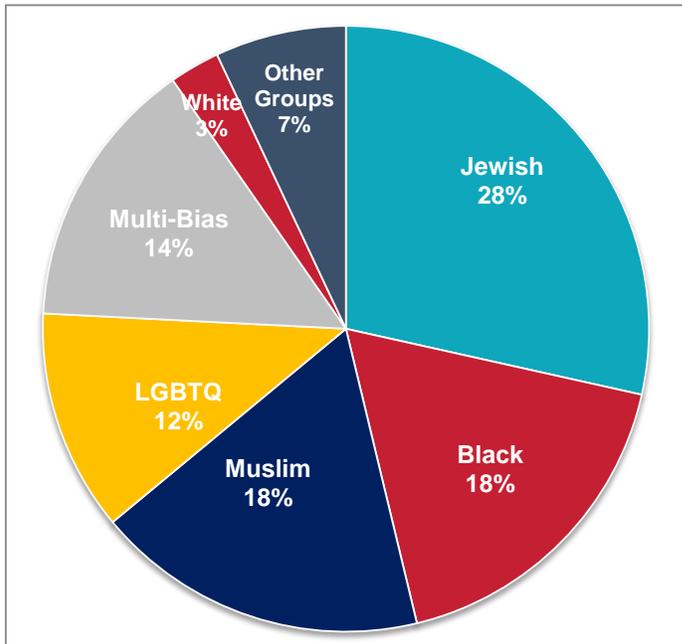


Table 6.1: Hate Occurrences by Victimized Group

Group	Occurrences
Jewish	53
Black	33
Muslim	33
Multi-Bias	27
LGBTQ	22
White	5
Pakistani	4
Chinese	4
Brown Skinned	3
Somali	1
Canadian	1

Note:

Victim groups with more than five occurrences are represented in Figure 6.1.

Breakdown of Victim Groups Targeted in Multi-Bias Occurrences

When more than one identifiable group is targeted, the occurrence is categorized as multi-bias. In 2017 there were 27 hate occurrences classified as multi-bias, in comparison to 14 in 2016.



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Table 6.2: Victim Groups Targeted in Multi-Bias Occurrences

Victim Group	Number of Occurrences
Black/Jewish	10
Black/Muslim	2
Black/Pakistani	2
LGBTQ (Male)/Jewish	1
Jewish/Female	1
Jewish/Ukrainian	1
Black/Africa	1
Black/Filipino	1
Israeli/White	1
Black/Chinese	1
Black/Mexican	1
LGBTQ/Indian	1
LGBTQ/Trans/Disability	1
Muslim/Indian/Iranian	1
Indian/Italian	1
Brown Skinned/Asian	1
TOTAL	27

Of the 27 hate occurrences that were categorized as multi-bias in 2017, the Black community was targeted in 16 of the 27 occurrences (Tables 6.2 and 6.3) and members of the Jewish community were targeted in 13 of the 27 multi-bias occurrences. The LGBTQ and the Muslim communities were targeted in 3 of the 27 multi-bias occurrences, respectively. Notably, since 2005, religion, race and sexual orientation have been the three most common motivation factors for hate crime victimization (Table 6.3).

Table 6.3: Total Hate Occurrences Including Multi-Bias Occurrences

Community Group	Bias Type	Victimized Group	Number of Occurrences	Total Occurrences
Jewish	Religion Multi-Bias	Jewish	53	66
		Jewish/Female	1	
		Jewish/ LGBTQ (Male)	1	
		Jewish/Black	10	
		Jewish/Ukrainian	1	
Black	Race Multi-Bias	Black	33	49
		Black/Jewish	10	
		Black/Africa	1	
		Black/Muslim	1	
		Black/Pakistani	2	
		Black/Mexican	1	
		Black/Filipino	1	
LGBTQ	Sex & Sexual Orientation	LGBTQ	22	25
		LGBTQ (Male)/Jewish	1	
		LGBTQ/Trans/Disability	1	
		LGBTQ/Indian	1	
Muslim	Religion Multi-Bias	Muslim	33	36
		Muslim/Black	2	
		Muslim/Indian/Iranian	1	



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Religion, Race and Sexual Orientation

The highest percentage of the 186 reported hate criminal occurrences in 2017 were motivated by religion (46%=86), followed by race (22%=41) and sexual orientation (9%=16).

The two religious groups victimized in 2017 were members of the Jewish and the Muslim/Islamic communities. In 53 of the 86 hate crime occurrences involving religion, the victims were members of the Jewish community and 33 of the 86 hate crime occurrences, the victims were members of the Muslim/Islamic community.

Of the 86 hate crime occurrences in which religion was the motivating factor, mischief to property offences, such as graffiti and damage to property accounted for 64 of the reports. (Appendix D).

For the 41 hate crime occurrences in 2017 where race was the motivating factor, the Black community was the most frequently victimized group, accounting for 33 of the 41 occurrences. These occurrences were mainly mischief under (22); assault (5); utter threats (3); mischief interfere with property (1); criminal harassment (1); and public incitement of hatred (1) (Appendix D).

In 2017, the LGBTQ community was victimized in 22 of the 186 hate crime occurrences. Sexual orientation and sex were the two motivating factors. These occurrences included the following offences: assault (4); aggravated assault (1); assault with a weapon (2); assault causing bodily harm (1); mischief under (4); mischief interfere with property (3); criminal harassment (2); utter threats – bodily harm/death (4); and utter threats – damage (1) (Appendix D).

The number of assault occurrences motivated by sexual orientation and sex in 2017 increased from 11 in 2016 to 22 in 2017. In all of the assault occurrences, the victims were subject to derogatory comments and were either punched, or pushed by the suspect(s) during the assault.

In comparison to 2016 (17%), the total percentage of hate occurrences in the LGBTQ community decreased in 2017 (12%). Hate motivated assault occurrences in the LGBTQ community represented 8% of the total occurrences in 2016 compared to 4% in 2017.



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Table 6.4 2017 Offence Breakdown by Category

Criminal Offence	Nationality	Multi-Bias	Ethnic Origin	Language	Race	Religion	Sex	Sexual Orientation	Total
Aggravated Assault							1		1
Assault		1	4	1	7	5	1	3	22
Assault Causing Bodily Harm		1						1	2
Assault with a Weapon		1			1	2		2	6
Criminal Harassment			1		1	3	1	1	7
Public Incitement of Hatred					1	1			2
Mischief Interfere with Property		4			1	12	1	2	20
Mischief Under	2	18	1		23	52	1	3	100
Utter Threats - Bodily Harm/Death		1			6	6	1	3	17
Utter Threats - Damage						3		1	4
Weapons Dangerous			1		1				2
Wilful Promotion of Hatred		1				2			3
Total	2	27	7	1	41	86	6	16	186

VII. Accused / Suspect Identification

Accused/suspect information is typically provided by victims, witnesses, surveillance footage and forensic evidence. The Service’s Forensic Identification Unit plays a significant role in collecting physical evidence such as DNA and fingerprints at crime scenes. Service Procedure 05-16 Hate Crime requires all police officers investigating a hate crime to protect the scene and secure all relevant evidence including items such as posters, graffiti, recordings and clothing for forensic examination. Furthermore, officers are required to photograph the scene where the graffiti is found or when evidence cannot be readily detached or retrieved.

In 2017, victims and witnesses were able to provide information on accused/suspect identification in 75 of the 186 total hate occurrences, accounting for 40% of the occurrences. It is often very difficult to identify suspects, as many hate crimes occur without any witnesses present. Moreover, many hate crimes occur without the victim present, as in the case of hate



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motivated graffiti or mischief. For example, in 2017, victims and/or witnesses were able to provide accused/suspect information in approximately 13% of the total mischief to property occurrences, accounting for 16 of the 120 total occurrences.

Among accused and suspected persons, males form the dominant offender group with 61 males identified in 2017 compared to 6 females. Among identified persons committing hate offences, the largest group consisted of males in the 26-40 year age group (Tables 7.1 and 7.2).

Since 2003, the dominant offender group has been males, specifically in the 18-25 year age group with the exception of 2008, 2015, and 2017 when the dominant offender groups were persons in the 9-17 year age, over 40 years, and 18-25 years of age group, respectively.

Table 7.1 2017 Accused Identification Specific to Age and Gender

Gender	Age Group			
	9-17 years	18-25 years	26-40 years	Over 40 Years
Female	-	-	3	1
Male	-	7	5	6

Note: The table above is based on the sex and age group of those charged with hate criminal offences in 2017. There were a total of 20 criminal occurrences.

Table 7.2 Suspect Identification Based on 2017 Victim/Witness Statements

Gender	9-17 years	18-25 years	26-40 years	Over 40 Years
Female	-	-	-	2
Male	5	11	16	11

Note: The figures represented in the suspect identification table are based on victim/witness suspect descriptions. The above table does not include the two additional occurrences in which the victim/witnesses identified one female suspect and one male suspect but were unable to determine their age.



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VIII. 2017 Arrests/Charges

As in previous years, offenders may be charged with a number of offences, not all of which are hate motivated. Only those charges relating directly to hate motivated criminal offences are included in Table 8.1.

The number of hate motivated arrests increased in 2017 in comparison to 2016. In 2017, there were 23 persons arrested for hate motivated offences compared to 19 persons arrested in 2016. A total of 30 hate motivated criminal charges were laid against these 23 persons in 2017 compared to 22 hate motivated charges being laid against 19 persons in 2016. The 2017 charges were in relation to 21 hate occurrences (Table 8.1). In two of these occurrences, more than one person was arrested and charged.

Table 8.1 2017 Hate Charges Laid by Offence Type

Offence Type	Charges
Assault	10
Assault Causing Bodily Harm	2
Assault with a Weapon	1
Carry Concealed Weapon	1
Cause Disturbance	2
Criminal Harassment	3
Forcible Confinement	1
Mischief Under	4
Public Incitement of Hatred	2
Utter Threats	3
Weapons Dangerous	1
Total	30



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IX. Sentencing

The following court dispositions include all criminal proceedings which concluded in the judicial system during 2017. The dispositions include hate crime cases that commenced between 2015 and 2017.

The dispositions include custodial sentences, significant time spent in pre-trial custody, suspended sentences, mental health diversion and periods of probation with conditions including counseling, peace bonds and weapons prohibitions.

Historical Cases 2015-2016

In 2017, there were eight criminal cases involving nine accused persons that concluded before the courts that originated from incidents that transpired between 2015 and 2016. These eight cases were completed as follows: two guilty pleas, four withdrawals (two of which were stayed), and three were resolved by peace bond (Appendix A - Table A.2). There is currently one hate/bias motivated criminal case remaining before the courts arising from an incident that occurred in 2015. There are currently three cases involving hate/bias motivated charges pending before the courts arising from occurrences that transpired in 2016.

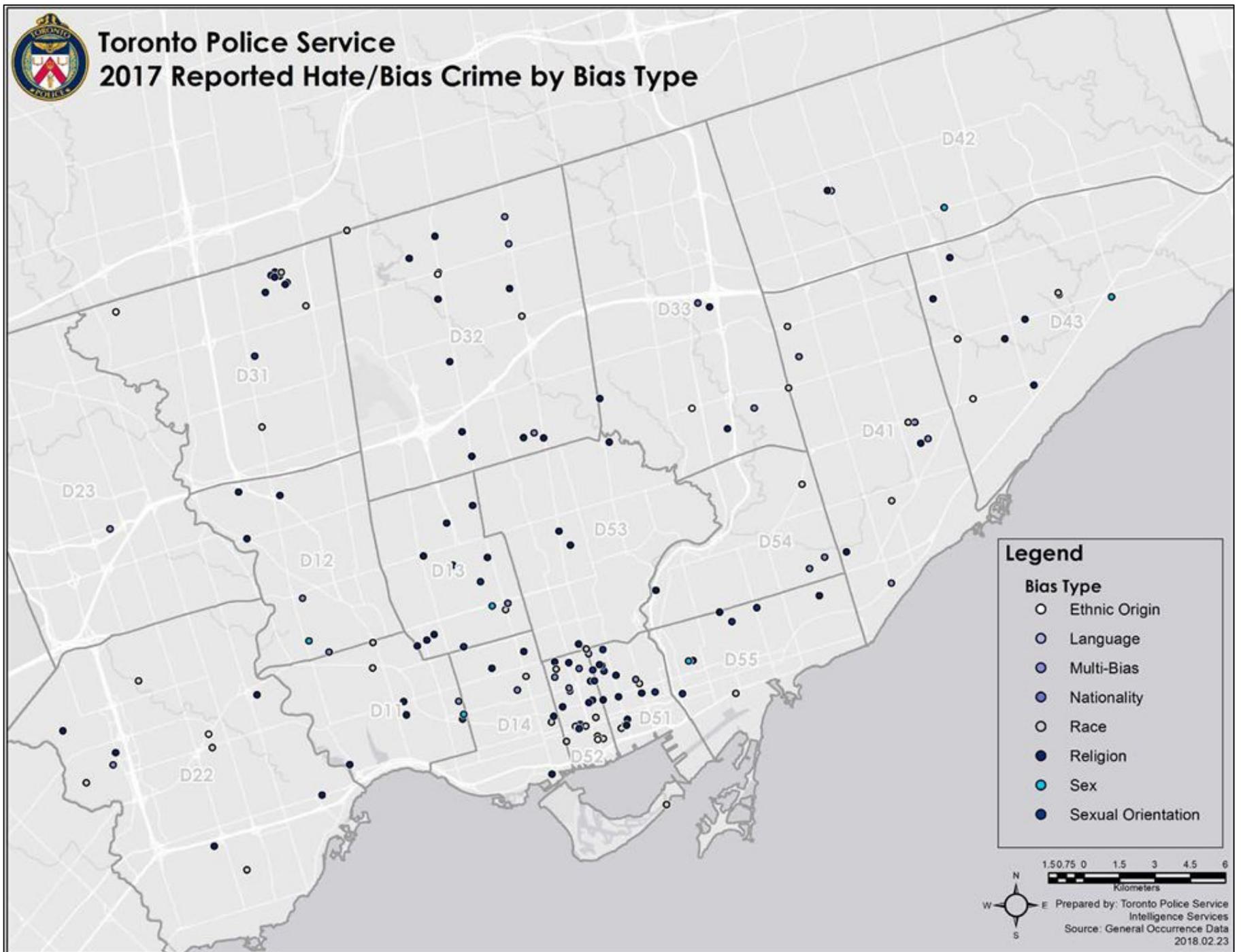
2017 Cases

In 2017, there were 21 criminal cases before the courts that originated from incidents reported in 2017. There were a total of 23 accused and 30 hate motivated charges laid. Twelve of these 20 cases involving 13 accused persons have been completed as follows: eight guilty pleas; four withdrawals (two stayed); and one resolved by way of peace bond (Appendix A - Table A.1).

At year-end 2017, there are currently nine cases involving hate motivated charges pending before the courts.



Toronto Police Service 2017 Reported Hate/Bias Crime by Bias Type





XI. Toronto Population and Demographics

Toronto, with a population of 2.73 million people (6.9 million in the GTHA-Greater Toronto and Hamilton Area), is one of the most multicultural cities in the world and ranked fourth on The Economist Intelligence Unit’s Safe Cities Index.¹

The 2016 and 2011 Census conducted by Statistics Canada provides the most current information regarding the population and religious affiliation information for the City of Toronto (Figure 11.1 and 11.2). These charts are provided to give some context to the statistics in this report.

Figure 11.1: Visible Minority Population in Toronto
(Source: Statistics Canada, 2016)

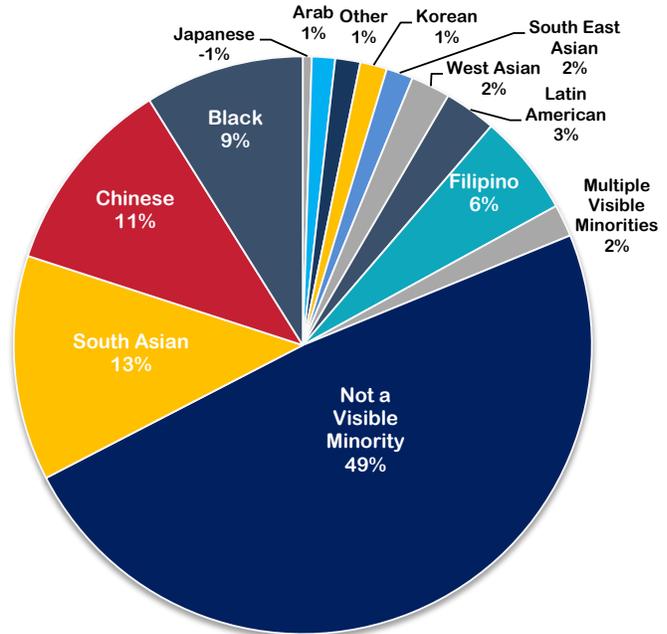
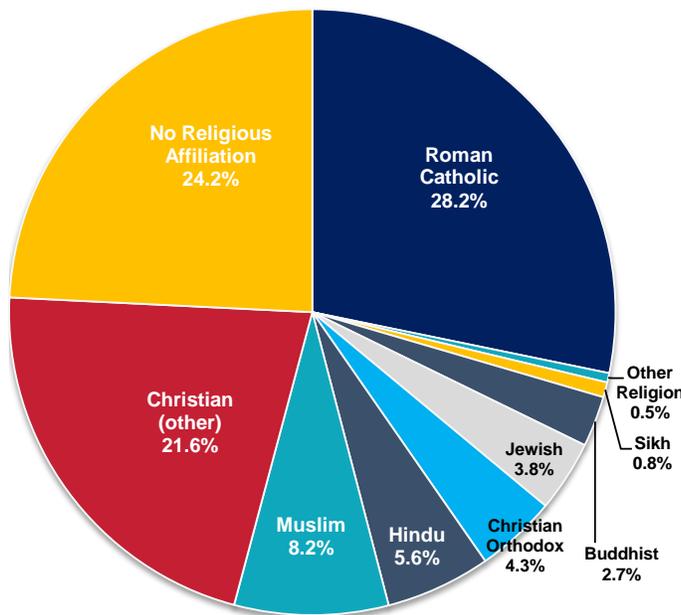


Figure 11.2 Religious Affiliations in Toronto
(Source: Statistics Canada, 2011)



In 2016, approximately 51% of Toronto’s population belonged to a visible minority group—this denotes an increase from approximately 49% that was reported in 2011.² Since 2011, increases in visible minority populations were observed within several communities including the South Asian, Chinese, Black, and Filipino communities, as well those who identified as multiple visible minorities (Figure 11.1).

As noted earlier in the report, the most targeted groups in Toronto in 2017 were the Jewish community, followed by the Muslim and Black communities, and the LGBTQ community:

¹ City of Toronto. (2015). “World Rankings for Toronto”, (Viewed on February 22, 2017 from <https://www.toronto.ca/city-government/data-research-maps/toronto-progress-portal/world-rankings-for-toronto/>)

² Toronto Police Service. (2013). *2012 Annual Hate Crime Statistical Report*. Hate Crime Unit, Intelligence Services.



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- The Jewish community makes up 3.8% of the religious population in the City of Toronto but was victimized in approximately 28% of the total hate crimes in 2017;
- The Black community constitutes 8.9% of the visible minority population but was victimized in approximately 18% of the total hate crimes in 2017; and,
- The Muslim community 8.2% of the religious population and was victimized in approximately 18% of the total hate crimes in 2017.

According to the 2014 Canadian Community Health Survey (CCHS) conducted by Statistics Canada, 1.7% of Canadian adults between the ages of 18 and 59 reported themselves to be homosexual and 1.3% reported themselves to be bisexual.³ It is of significance to note the CCHS relies upon a large sample of respondents, is not divided by region, and does not include an option for transgendered individuals; therefore, this rate is likely underreported and not an entirely accurate representation of the population of the LGBTQ community in Toronto. Despite the lack of statistics in this area, what is known is that the LGBTQ community was victimized in approximately 12% of the total hate crimes in 2017.

³ Statistics Canada. (2017). *Census in Brief: Same-sex couples in Canada in 2016*. (Retrieved on February 22, 2018, from <http://www12.statcan.gc.ca/census-recensement/2016/as-sa/98-200-x/2016007/98-200-x2016007-eng.cfm>).



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XII. Hate Crime Unit Education and Community Outreach Initiatives

Intelligence Gathering and Investigative Support Role

The HCU exchanges information through its networks within the Toronto Police Service, as well as provincial, national and international police services and other law enforcement agencies.

In 2017, the HCU continued to be an active partner of the provincial Hate Crime Extremism Investigative Team (HCEIT). The HCEIT consists of members from fifteen Ontario police services that receive provincial funding for the joint collection and sharing of information, enforcement and education on hate crimes. In 2017, representatives included members from the following police services:

- Brantford Police Service
- Durham Regional Police Service
- Guelph Police Service
- Halton Regional Police Service
- Hamilton Police Service
- London Police Service
- Niagara Regional Police Service
- Ontario Provincial Police Service
- Ottawa Police Service
- Peel Regional Police
- Stratford Police Service
- Toronto Police Service
- Waterloo Regional Police Service
- Woodstock Police Service and
- York Regional Police

In order to ensure public safety and/or assess the presence of criminality, the HCU attended and monitored events involving potential hate activity as well as public demonstrations with political or ideological overtones where the involved groups were strongly opposed to one another.

The HCU provided police divisions with ongoing investigative support, case tracking and relevant intelligence exchange.

Training and Education

Throughout 2017, HCU members attended provincial hate crime and extremism training relating to hate crime laws and trends, investigative strategies and the prosecution of hate crimes with police services, community agencies and partners from across North America in Ottawa, Kingston, Toronto and Niagara Falls.



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In May 2017, the TPS HCU in partnership with HCEIT facilitated a three day hate crime seminar at the Toronto Police College. The seminar was attended by internal and external police service members including; Guelph Police Service; Niagara Regional Police Service; Peel Regional Police; and York Regional Police; and representatives from the Ministry of Community Safety and Correctional Services. The seminar focused on an enhanced understanding of the investigation of hate crimes, application of federal legislation, and community impact. Guest speakers included representatives from the Ministry of the Attorney General’s office and from the academic community.

In November 2017, the HCU hosted the annual divisional Hate Crime Coordinators (HCC) meeting with HCC’s from the Service’s 17 police divisions. The purpose of the meeting was to review and discuss divisional hate crime cases, current case law and other issues relating to hate crimes.

Also in November 2017, the HCU in partnership with the Ministry of the Attorney General’s office facilitated a one-day seminar at the Toronto Police College to provide training to TPS frontline officers, investigators, and a member of HCEIT. The training included hate crime reporting, identification, evidence gathering and community impact.

In October 2015, the HCU assisted in creating materials that included an information booklet and training video for the Service’s front-line officers. The information booklet and video provides tools, resources and procedures for hate crimes and criminal extremism. These resources continue to be made available and utilized in 2017.

In addition, throughout 2017 the HCU liaised with members of the community including schools, government, and community organizations on the subject of hate crimes.

Community Outreach

In 2017, the HCU consulted with many diverse community organizations and representatives for the purposes of education, negotiation, mediation for public order and safety and to address community concerns specific to hate crimes.

In June, and October 2017, the HCU delivered presentations to University of Toronto, York University and Ryerson University campus security officers, and students. The presentation topics included recognizing, understanding and reporting hate crimes.

In 2017, the HCU collaborated with the Divisional Policing Support Unit, Muslim Liaison Officer regarding outreach within the Muslim Community. In 2017, the Muslim liaison officer attended and participated in local meetings on the subject of hate crimes and discrimination with members of local government and social agencies, community leaders and police officers.



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The HCU continued its partnership with the Divisional Policing Support Unit and the LGBTQ Liaison Unit to provide local and international education on LGBTQ awareness including support of the Report Homophobic Violence Period Program and the Trans Media Campaign.

The “Report Homophobic Violence, Period” (RHVP) campaign is a public awareness and education campaign which focuses on youth 13 to 25 years of age and addresses the issue of homophobic and transphobic bullying and violence.

RHVP is an initiative of the Service’s LGBTQ Community Consultative Committee and was developed in 2007 by the Service in partnership with a large number of community partners and community service providers.

The Trans Media Campaign was initiated in 2014 by the LGBTQ Liaison Unit in partnership with Corporate Communications to increase reporting, decrease attacks against the Trans community, educate Service members about the Trans community and improve the relationship between the Service and the Trans community. In 2015, Crime Stoppers partnered with Trans Media Campaign members to address hate crimes against the Trans community. The Trans Media Campaign formally launched via social media, printed materials, community newspapers and the Service’s intranet on June 2016.

Media Outreach

HCU members continue to provide interviews to local and national media on a variety of hate crime issues upon request.

The HCU is committed to the prevention and investigation of hate motivated crimes and to the education of our police and community partners. Open consultation with the community in a mutually supportive manner is recognized as the most effective way of achieving these goals.



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Appendix A –Completed Hate Court Dispositions

The dispositions set out in Table A.1 and Table A.2 below includes all hate criminal proceedings which concluded in the court system in 2017. The occurrences that led to these criminal proceedings transpired between 2014 and 2017.

Persons are at times charged with a number of offences, not all of which are hate motivated. Some of the cases below include non-hate motivated charges such as failure to comply probation; however, all charges (hate and non-hate) have been listed in Table A and B to accurately reflect sentencing dispositions.

Table A.1: 2017 Completed Cases (2017 occurrences)

Charge	Disposition
2017	
1. Assault	1. Guilty Plea - 30 days jail, 2 years probation, 145 days pre-sentence custody
1. Mischief Under	1. Withdrawn – stayed
1. Mischief Under	1. Withdrawn – stayed
1. Causing a Disturbance 2. Public Incitement of Hatred	1. Guilty Pleas – 4 days pre-sentence custody 2. Withdrawn
1. Criminal Harassment 2. Criminal Harassment 3. Criminal Harassment	1. Guilty Plea – suspended sentence, 3 year probation, 45 days pre-sentence custody, DNA order for life 2. Withdrawn 3. Withdrawn



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Charge	Disposition
2017	
<ol style="list-style-type: none"> 1. Possession of Weapon 2. Carrying Concealed Weapon 3. Assault with a Weapon 4. Utter Threats 5. Unauthorized Possession of a Prohibited Device or Ammunition 6. Possession of a Prohibited Device or Ammunition knowing its Possession is Unauthorized 	<ol style="list-style-type: none"> 1. Withdrawn 2. Withdrawn 3. Withdrawn 4. Guilty Plea- suspended sentence, 12 month probation, 30 days pre-sentence custody 5. Guilty Plea – suspended sentence, 12 month probation 6. Withdrawn
<ol style="list-style-type: none"> 1. Assault Causing Bodily Harm 2. Assault Causing Bodily Harm 3. Assault 4. Assault 5. Assault 6. Fail to Comply 7. Fail to Attend Court 	<ol style="list-style-type: none"> 1. Guilty Plea - 60 days jail, 12 month probation 2. Guilty Plea - 60 days jail, 12 month probation 3. Guilty Plea - 60 days jail, 12 month probation 4. Withdrawn 5. Withdrawn 6. Guilty Plea - 60 days jail, 12 month probation 7. Guilty Plea - 60 days jail, 12 month probation
<ol style="list-style-type: none"> 1. Utter Threats 2. Causing a Disturbance 	<ol style="list-style-type: none"> 1. Guilty Plea – Suspended sentence, 3 days pre-sentence custody, 18 month probation 2. Withdrawn
<ol style="list-style-type: none"> 1. Assault 2. Assault 3. Assault 4. Fail to Comply 5. Forcible Confinement 	<ol style="list-style-type: none"> 1. Withdrawn 2. Withdrawn 3. Withdrawn 4. Withdrawn 5. Withdrawn - Peace Bond



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Charge	Disposition
2017	
1. Mischief/obstruct User Property Not Exceeding \$5000.00 2. Public Incitement of Hatred 3. Assault with a Weapon 4. Fail to Comply With Probation Order	1. Withdrawn 2. Guilty Plea – 57 days pre-sentence custody, 4 months jail, 3 year probation 3. Guilty Plea– concurrent sentence, 4 months jail, 3 year probation 4. Withdrawn
1. Uttering Threats 2. Uttering Threats	1. Withdrawn 2. Withdrawn
1. Assault 2. Mischief to Property	1. Withdrawn 2. Withdrawn
1. Fail To Comply With Probation 2. Fail To Comply With Probation 3. Fail To Comply With Probation 4. Fail To Comply With Probation 5. Fail To Comply With Probation 6. Fail To Comply With Probation 7. Fail To Comply With Probation 8. Fail To Comply With Probation 9. Assault 10. Assault 11. Uttering Threats	1. Guilty Plea – Suspended Sentence 2. Withdrawn 3. Withdrawn 4. Withdrawn 5. Withdrawn 6. Withdrawn 7. Withdrawn 8. Withdrawn 9. Guilty Plea – Suspended Sentence, 10 year weapon prohibition 10. Withdrawn 11. Guilty Plea – Suspended Sentence



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Table A.2: 2016 Completed Cases (2016 – 2015 occurrences)

Charge	Disposition
2016	
<ol style="list-style-type: none"> Causing a Disturbance Fail to Comply With Probation Advocate Genocide Wilful Promotion of Hatred Public Incitement of Hatred Uttering Threats Fail to Comply with Probation Fail to Comply with Recognizance 	<ol style="list-style-type: none"> Guilty Plea -1 day concurrent, 6 months pre-sentence custody Guilty Plea - 1 day concurrent, 6 months pre-sentence custody Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn Guilty Plea - 1 day concurrent, 6 months pre-sentence custody
<ol style="list-style-type: none"> Assault 	<ol style="list-style-type: none"> Withdrawn – stayed
<ol style="list-style-type: none"> Assault Uttering Threats 	<ol style="list-style-type: none"> Withdrawn – peace bond 12 months Withdrawn – peace bond 12 months
<ol style="list-style-type: none"> Assault 	<ol style="list-style-type: none"> Withdrawn – peace bond 12 months
<ol style="list-style-type: none"> Assault With A Weapon Uttering Threats 	<ol style="list-style-type: none"> Withdrawn Withdrawn
<ol style="list-style-type: none"> Fail to Comply With Probation 	<ol style="list-style-type: none"> Withdrawn - stayed
<ol style="list-style-type: none"> Assault 	<ol style="list-style-type: none"> Guilty Plea - 1 day concurrent, 1 year probation, 162 days pre-sentence custody, 10 year weapons prohibition
2015	
<ol style="list-style-type: none"> Assault Causing Bodily Harm Assault With A Weapon Fail to Comply with Probation Order Mischief Under 	<ol style="list-style-type: none"> Withdrawn Withdrawn Withdrawn Withdrawn
<ol style="list-style-type: none"> Uttering Threats 	<ol style="list-style-type: none"> Withdrawn – peace bond 6 months



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Appendix B - 2017 Offence Locations

Premise Type	Aggravated Assault	Assault	Assault Causing Bodily Harm	Assault with a Weapon	Criminal Harassment	Incitement of Hatred	Mischief Interfere With Property	Mischief Under	Utter Threats (Bodily Harm/Death)	Utter Threats (Damage)	Weapons Dangerous	Wilful Promotion of Hatred	TOTAL
Apartment building parking lot stairwell elevator lobby phone hallway door (total)	1				1		5	8					15
Business/Retail Various types (total)		4					1	14	4	2	1		26
Community Centre Cultural Organizations (total)		1			1			5	1			1	9
Government (total)								1	1				2
House garage phone vehicle (total)		1			2		2	9				1	15
Internet/Mail website facebook email cell phone text (total)									5				5
Medical Facility doctors office (total)													0
Parks (total)							1	6					7
Public Transit subway station subway train street car via rail station go (total)		7					1	11					19
Religious Facilities church synagogue temple (total)							1		1	2		1	5
Schools public high middle private academy college Montessori university day care (total)					1		7	27	2				37
Street laneway vehicle (total)		9	2	6	2	2	2	19	3		1		46
Totals	1	22	2	6	7	2	20	100	17	4	2	3	186



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Appendix C - 2017 Breakdown of Offences by Division

11 Division		9 Occurrences	
Jewish	Mischief Interfere With Property		
Muslim	Mischief Interfere With Property		
Trans	Mischief Under		
Black	Mischief Under		
Trans	Mischief Under		
Black	Mischief Under		
Jewish	Mischief Under		
Black – Mexican	Mischief Under		
Jewish	Mischief Under		

12 Division		6 Occurrences	
Muslim	Criminal Harassment		
Trans – Female	Aggravated Assault		
Jewish	Mischief Under		
Jewish	Mischief Under		
Jewish - Black	Mischief Under		
Jewish – Black	Mischief Under		

13 Division		13 Occurrence	
Muslim	Assault with a Weapon		
Trans – Female	Assault		
Muslim	Mischief Under		
Muslim	Mischief Under		
Muslim	Mischief Under		
LGBTQ	Utter Threats-Bodily Harm/Death		
Jewish	Utter Threats-Bodily Harm/Death		
Black	Assault		
Indian – Multi	Assault		
LGBTQ	Assault with a Weapon		
Jewish	Wilful Promotion of Hatred		
Jewish	Mischief Under		
Jewish	Mischief Under		

14 Division		7 Occurrences	
Black	Criminal Harassment		
Jewish	Mischief Under		
LGBTQ – Trans - Disability	Utter Threats-Bodily Harm/Death		
Muslim	Mischief Under		
Jewish	Utter Threats-Bodily Harm/Death		
Black	Utter Threats-Bodily Harm/Death		
Muslim	Criminal Harassment		

22 Division		12 Occurrences	
Somali	Weapons Dangerous		
Black	Assault		
Black	Mischief Under		
Muslim	Assault		
Black	Mischief Under		
Black - Muslim	Mischief Under		
Muslim	Mischief Under		
Jewish	Mischief Under		
Muslim	Mischief Under		
Jewish	Mischief Under		
Muslim	Mischief Under		
Black	Mischief Under		

23 Division		1 Occurrence	
Pakistani – Black	Mischief Under		

31 Division		14 Occurrences	
LGBTQ (Female)	Assault with a Weapon		
Black	Mischief Under		
Jewish	Mischief Interfere With Property		
Jewish	Mischief Under		
Jewish	Mischief Under		
Pakistani	Criminal Harassment		
Muslim	Mischief Under		
Black	Mischief Under		
Jewish	Mischief Under		
Black	Mischief Under		
Black	Mischief Under		
Jewish	Mischief Interfere With Property		
Black	Mischief Under		
Muslim	Mischief Under		



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32 Division		18 Occurrences	
Jewish – Female	Black	Wilful Promotion of Hatred	Assault
Muslim – Indian – Iranian	White	Assault with a Weapon	Weapons Dangerous
Jewish	Jewish	Mischief Interfere With Property	Mischief Interfere With Property
Jewish	Jewish	Mischief Under	Utter Threats-Bodily Harm/Death
Jewish	Jewish	Mischief Under	Mischief Under
Jewish	Jewish	Mischief Under	Mischief Under
Jewish	Jewish	Mischief Under	Mischief Under
Pakistani	Jewish	Assault	Mischief Under
Jewish	Jewish	Mischief Under	Mischief Under
Black	Jewish	Utter Threats-Bodily Harm/Death	Mischief Interfere With Property
Jewish – Black		Mischief Interfere With Property	

33 Division		10 Occurrences	
Chinese	Muslim	Assault	Criminal Harassment
Muslim	Black – Muslim	Mischief Under	Mischief Under
Jewish	Chinese	Threatening Death	Mischief Under
Chinese	Chinese	Mischief Under	Mischief Under
White	Black	Mischief Under	Mischief Under
Black	Black	Mischief Under	Mischief Under

41 Division		9 Occurrences	
Black – Chinese	Muslim	Mischief Interfere With Property	Utter Threats-Bodily Harm/Death
Black – Jewish	Black – Jewish	Mischief Under	Mischief Under
Jewish	Black	Mischief Under	Assault
LGBTQ – Indian	Brown Skinned	Mischief Interfere With Property	Assault
Black		Mischief Under	

42 Division		3 Occurrences	
Jewish – LGBTQ (Male)	Jewish	Mischief Under	Mischief Under
Trans – Female		Threatening Death	

43 Division		10 Occurrences	
Muslim	Muslim	Mischief Interfere With Property	Utter Threats - Damage
Pakistani	Black	Assault	Mischief Under
Muslim	Black	Assault	Mischief Under
Trans	Muslim	Mischief Interfere With Property	Assault with a Weapon
Jewish	Black	Mischief Under	Mischief Under

51 Division		19 Occurrences	
LGBTQ (Male)	Muslim	Utter Threats - Bodily Harm/Death	Assault
Muslim	LGBTQ (Male)	Mischief Under	Assault
Black	Muslim	Assault	Mischief Under
LGBTQ (Male)	LGBTQ (Male)	Assault	Criminal Harassment
Muslim	Pakistani	Mischief Under	Assault
Black	Muslim	Mischief Under	Assault
Muslim	Jewish	Assault	Mischief Under
LGBTQ	LGBTQ	Assault	Assault
Jewish	Jewish	Mischief Under	Mischief Under
Muslim	Muslim	Utter Threats-Bodily Harm/Death	Mischief Under
Black – Filipino	LGBTQ (Male)	Mischief Under	Utter Threats - Damage
Brown Skinned		Assault	



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52 Division		31 Occurrences	
Black	Incitement of Hatred		
Brown Skinned – Asian	Assault Causing Bodily Harm		
Muslim	Assault		
LGBTQ (Male)	Assault Causing Bodily Harm		
White	Utter Threats-Bodily Harm/Death		
LGBTQ	Assault		
Muslim	Incitement of Hatred		
Black – Africa	Mischief Under		
Black – Jewish	Mischief		
Jewish	Wilful Promotion of Hatred		
Jewish	Mischief Interfere With Property		
LGBTQ	Utter Threats-Bodily Harm/Death		
Muslim	Mischief Interfere With Property		
Muslim	Mischief Under		
Jewish	Mischief Under		
Jewish	Mischief Under		
Israeli – White	Mischief Under		
Jewish	Mischief Under		
Jewish – Black	Mischief Under		
Black	Mischief Under		
Jewish	Mischief Under		
Brown Skinned	Assault with a Weapon		
White	Utter Threats-Bodily Harm/Death		
Black	Mischief Under		
Jewish	Mischief Under		
Black	Mischief Under		
Canadian	Mischief Under		
Chinese	Assault		
White	Utter Threats - Bodily Harm/Death		
Black	Mischief Under		
LGBTQ	Mischief Under		

53 Division		12 Occurrences	
Jewish	Mischief Interfere With Property		
Jewish	Utter Threats - Bodily Harm/Death		
Jewish	Mischief Under		
Jewish	Mischief Under		
Jewish – Black	Mischief Under		
Jewish – Black	Mischief Under		
Jewish	Mischief Under		
Muslim	Mischief Under		
Black	Mischief Under		
Jewish	Mischief Under		
Jewish	Mischief Under		
Jewish	Mischief Under		

54 Division		4 Occurrences	
Jewish – Black	Mischief Interfere With Property		
Jewish	Mischief Under		
Pakistani – Black	Mischief Under		
Black	Mischief Interfere With Property		

55 Division		8 Occurrences	
Black	Utter Threats - Bodily Harm/Death		
LGBTQ	Mischief Interfere With Property		
Jewish	Mischief Under		
LGBTQ – Trans Man	Criminal Harassment		
LGBTQ (Male)	Mischief Interfere With Property		
Jewish	Mischief Interfere With Property		
Muslim	Utter Threats - Damage		
LGBTQ	Mischief Under		



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Appendix D – 2017 Breakdown by Victim Group and Offence

Bias Type	Victim Group		Type of Offence	
Language (LN)	Pakistani	1	Assault	1
	Total Occurrences: 1			
Multi Bias (MU)	Jewish - Women	1	Wilful Promotion of Hatred	1
	Jewish – LGBTQ (Male)	1	Mischief Under	1
	Muslim – Indian – Iranian	1	Assault with a Weapon	1
	Brown Skinned – Asian	1	Assault Causing Bodily Harm	1
	Black – Africa	1	Mischief Under	1
	Black – Jewish	8	Mischief Under	8
	Black – Chinese	1	Mischief Interfere With Property	1
	Pakistani – Black	2	Mischief Under	2
	Jewish – Black	2	Mischief Interfere With Property	2
	Jewish - Ukrainian	1	Mischief Under	1
	Black – Muslim	2	Mischief Under	2
	Israeli – White	1	Mischief Under	1
	LGBTQ – Trans - Disability	1	Utter Threats - Bodily Harm/Death	1
	Indian – Italian	1	Assault	1
	LGBTQ – Indian	1	Mischief Interfere With Property	1
	Black – Mexican	1	Mischief Under	1
	Black – Filipino	1	Mischief Under	1
Total Occurrences: 27				
Ethnicity (ET)	Somali	1	Weapons Dangerous	1
	Pakistani	3	Criminal Harassment	1
			Assault	2
	Chinese	3	Mischief Under	2
			Assault	1
Total Occurrences: 7				
Nationality (NA)	Chinese	1	Assault	1
	Canadian	1	Mischief Under	1
	Total Occurrences: 2			



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Bias Type	Victim Group	Type of Offence	
Race (RA)	Black	Assault	5
		Public Incitement of Hatred	1
		Criminal Harassment	1
		Utter Threats - Bodily Harm/Death	3
		Mischief Under	22
		Mischief Interfere with Property	1
	White	Utter Threats – Bodily Harm/Death	3
		Mischief Under	1
		Weapons Dangerous	1
	Brown Skinned	Assault With a Weapon	1
Assault		2	
Total Occurrences: 41			
Religion (RE)	Jewish	Mischief Interfere With Property	9
		Mischief Under	37
		Utter Threats - Bodily Harm/Death	5
		Wilful Promotion of Hatred	2
	Muslim	Assault	5
		Assault With a Weapon	2
		Criminal Harassment	3
		Incitement of Hatred	1
		Mischief Interfere With Property	3
		Mischief Under	15
		Utter Threats - Damage	2
Utter Threats - Bodily Harm/Death	2		
Total Occurrences: 86			
Sex	Trans Woman	Aggravated Assault	1
		Assault	1
		Utter Threats - Bodily Harm/Death	1
	Trans	Mischief Under	1
		Mischief Interfere With Property	1
Trans Man	Criminal Harassment	1	
Total Occurrences: 6			



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Bias Type	Victim Group		Type of Offence	
Sexual Orientation (SO)	LGBTQ (Female)	2	Assault with a Weapon	1
			Assault	1
	LGBTQ (Male)	5	Assault Causing Bodily Harm	1
			Utter Threats - Bodily Harm/Death	1
			Criminal Harassment	1
			Mischief Interfere With Property	1
			Utter Threats - Damage	1
	LGBTQ	9	Assault	2
			Assault with a Weapon	1
			Mischief Interfere With Property	1
			Mischief Under	3
			Utter Threats - Bodily Harm/Death	2
	Total Occurrences: 16			



Toronto Police Services Board Report

March 23, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Request to increase establishment of Communications Operators and Operations Supervisors at Communications Services

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) approve:

1. An increase to the established strength of Communications Operator (C.O.) positions from the current 231 to 281 positions;
2. An increase to the established strength of Operations Supervisor (O.S.) positions from the current 16 to 19 positions;
3. The hiring of additional C.Os. to meet the new establishment based on the following schedule:
 - o July, 2018 20
 - o October, 2018 20
 - o December, 2018 20
 - o March, 2019 20
4. Approve the current pilot 8 hour and 12 hour Shift Schedules as the permanent shift schedules for Communications Services.

Financial Implications:

The Toronto Police Service's (Service) approved 2018 operating budget includes funding of \$0.6 Million (M) for a single class of 20 C.Os. in July 2018.

The incremental 2018 financial impact of the proposed hiring schedule is \$1.0 M. This is in addition to the estimated \$1.2M for the 20 C.Os. already hired in January of 2018.

Therefore, the increase in the number of C.O. positions and hiring thereof results in an unbudgeted financial impact of \$1.6M in 2018. This incremental impact is expected to

be funded within the current operating budget, from realized and anticipated savings resulting from greater than budgeted separations in 2017 and 2018, respectively.

However, given that we are currently in the first quarter of 2018 and, in light of other unbudgeted salary and non-salary pressures that the Service may face this year, the ability to cover these costs with a firm degree of certainty is difficult to predict at this time. The Board will be kept apprised of the Service performance against budget through the quarterly variance reports.

It is also important to note that the addition of 50 C.Os. and 3 O.Ss. will have an annual operating budget impact of approximately \$4.9M in 2019. This annualized budget pressure will be included in the 2019 and future operating budget requests.

These financial impacts assume there is no incremental cost for workstations, equipment, training and hiring activities.

Background / Purpose:

The Toronto Police Communications Services (Communications) is the primary 9-1-1 conduit for emergency services (Fire, Police, and Paramedics) within the City of Toronto. In that context, all 9-1-1 calls in this jurisdiction take the following path:

- The call is initially fielded by a Communications call-taker who, after determining that the matter is a true emergency, either maintains control of the call or reroutes it to Toronto Fire Services (T.F.S.) or Toronto Paramedic Services (Paramedics);
- Police-related emergency calls for service automatically prompt second tier police dispatcher involvement;
- Calls rerouted to T.F.S. or Paramedics require continued monitoring by the call-taker as such calls might also involve another level of police involvement.

The Service operates the busiest police communications centre in Canada and one of the five busiest in North America. Calls for services are increasing year over year as demonstrated in the following table:

Time Period	Annual		Monthly			
	2016	2017	Jan/17	Jan/18	Feb/17	Feb/18
Volume	1,806,261	1,845,178	135,204	149,216	125,727	135,530
Y/Y increase	2.15%		10.36%		7.8%	

The Communications Operations team (not including P.R.I.M.E., Administration or Management functions) is made up of 278 employees organized as follows:

Communications presently has a funded establishment of 231 full-time C.Os. who alternate between call-taking, dispatching and relief duties. There is also a contractual allowance for 20 part-time C.Os. who, because of staffing shortfalls, work the equivalent of full-time hours.

In addition, Communications has a mandated strength of 10 full-time telephone console operators who are responsible for processing all incoming calls to the non-emergency Service switchboard and routing said calls to correct locations.

Communications' ability to deliver emergency call centre services requires that appropriate staffing levels be maintained at all times. While the average response time for a 9-1-1 emergency call remains 17 seconds and 2 to 3.5 minutes for non-emergency calls, reports of unacceptable wait times on both the 9-1-1 emergency and non-emergency lines are frequently being received.

The Operational Floor (Floor) is supported by personnel who perform critical support functions within the unit. There are five distinct sections, namely Audio & Data Systems (A.D.S.), Computer Aided Dispatch (C.A.D.) Support, 9-1-1 Phone and Radio Support/Special Events, and Alarms. These sections operate with nineteen staff, plus two staff on restrictions, who perform partial functions to assist. The five sections are officially authorized for fifteen staff but cannot properly function with that number.

The personnel assigned to such support sections, A.D.S., C.A.D., and Alarms, frequently struggle with significant backlogs. A review of A.D.S. is being conducted in light of a new precedence setting legal decision that requires 9-1-1 tape disclosure at the first appearance. The A.D.S. section can only accomplish their functions by using premium pay/overtime and they remain severely behind in their requests. This new ruling will require additional permanent staffing for this section. A separate Board Report outlining this issue and resulting requirements will be filed in the next 60 to 90 days.

On September 19, 2017, Superintendent Hugh Ferguson and Staff Sergeant Chuck Konkel of the Toronto Police Operations Centre (T.P.O.C.) were tasked with conducting a comprehensive review of Communications. The review was completed in February 2018, and recommended an increased establishment for Communications which is the purpose of this report. As the results of the review were not known until after the 2018 budget cycle, the financial impact was not incorporated into the 2018 operating budget request.

Discussion:

Current Staffing Situation

The Call Take/Dispatch Centre at Communications referred to as the Operational Floor (Floor), has an authorized compliment of 231 C.Os. The established number of C.Os. has remained fixed for over 25 years.

The Centre operates 24/7/365 as the Public Safety Answering Point (P.S.A.P.) for all Emergency Services in Toronto. To maintain 24 hour coverage, the staffing compliment is broken up into rotating platoons. At the present time, there are nine functioning platoons. Five of the platoons are assigned to a Compressed Work Week (C.W.W.) based on a modified 8 hour work day and four of the platoons are assigned to a 12 hour shift schedule.

Historically, eighteen call takers, plus four relievers, were required to meet Service standards during peak periods. A review of average call talk/processing time indicates a 33% increase in the time required to process incoming calls within the last five years. Due to increased calls for service and the equally significant increase in call processing times, the Floor now requires twenty-one call takers, with five relievers, to meet demand.

The ability to staff the Floor is impacted by a number of factors which have a significant effect on operational efficiency. At the present time, there are 47 C.Os. who are not assigned to duties on the Floor. These factors include C.Os. being assigned to support functions where a C.O. skill set is required, maternity and parental leaves, long term absences (medical, Injured on Duty (I.O.D.), and leave of absence), backfill for supervisory positions, and special assignments. Additionally, positions have evolved since the establishment was fixed at 231, such as the Parking Desks, the Hang up Phone (H.U.P.) desk, the T.P.O.C., and several of the operational support functions. The average number of C.O.s not available due to these factors is 54. In order to ensure that Communications Services is able to provide an appropriate and timely response and to properly serve the citizens of Toronto, the current establishment must be revised to meet today's reality.

The above staffing realities/detractors are explained as follows:

Support Functions

The support functions (C.A.D. Support and Development, Phone Support, Voice Radio Support/Special Event Support, and the Training Unit) have historically, and continue to be, partially staffed from the Floor. Of the eighteen positions mentioned previously, ten positions require a C.O. skill set. Therefore, it is recommended that these ten positions be factored into the establishment of the unit (and moving forward, they will be staffed as part of a formal staff development program).

T.P.O.C.

The T.P.O.C. unit was established in June of 2014. It requires a dedicated C.O. as a member of the unit 24/7/365. C.Os. are assigned to T.P.O.C. on a rotating basis as a skills development opportunity. The T.P.O.C. C.O. - referred to as a Tactical Communications Liaison (T.C.L.) - is a critical component to the T.P.O.C. team. They coordinate the combined efforts of Communications and T.P.O.C. to provide efficient and effective service delivery. The T.C.L. provides city-wide awareness of calls for service and unit availability to the officer in charge of T.P.O.C. so that appropriate and timely resource allocation decisions can be made. In real time, the T.C.L. updates the C.A.D. system so that all involved, T.P.O.C., Communications and the responding officers, have complete situational awareness of all efforts taking place behind the scenes. While at T.P.O.C., the assigned T.C.L. acquires enhanced skills that he/she brings back to the Floor.

It is recommended that these five positions be factored into the establishment to ensure continuity at T.P.O.C. without impacting the services required on the Floor.

Leaves

Maternity and parental leaves of absence have had, and will continue to have, a significant impact on the Floor. On average, over the past five years, there are twelve members on maternity and/or parental leave at any given time. As of January 1, 2018 members will now have the ability to extend their maternity/paternity leave to 18 months, which may increase the number of members taking such leaves. Given the unique skill set required to work as a C.O., backfilling for these members from another unit is not possible. Therefore, it is recommended that the twelve positions be factored into establishment in order to maintain a consistent standard.

Due to the inherently stressful nature of the functions performed at Communications, work related injuries/illnesses are inevitable. At the present time there are 16 members on medical leave, injured on duty or unable to return to work at Communications. It is therefore recommended that the establishment be increased by these 16 positions, given that backfilling for these members from another unit is not possible.

Additional Desks Required

The Parking Desks and the H.U.P. desk have been developed since the establishment was set at 231 positions. The H.U.P. Desk requires one C.O. 24/7/365; the Parking Desks require 1.5 C.O. 24/7/365. It is recommended that the establishment be increased by 11 to properly staff both of these critical dispatch desks. (Note: The Parking Enforcement Unit (P.E.U.) currently funds 11 C.O. positions annually).

Attrition/Separations

The training that C.Os. receive is intense and very challenging. The attrition rate during the one year training period is 35%, i.e. 7 out of a class of 20 are likely to leave during their first year. In addition to these departures, the unit averages 12-15 separations from the full time staff on an annual basis due to retirement and resignation.

Shift Schedules

The current shift schedules, five platoons assigned to the C.W.W. based on a modified 8 hour work day and four platoons assigned to a 12 hour shift schedule, operate concurrently in an effort to maintain operational continuity. Unfortunately, given the previously mentioned detractors, minimum staffing levels are rarely achieved. Historically, the solution for such shortfalls was to offer overtime and call-back shifts. However, more recently these premium pay opportunities have remained unfilled leading to staffing shortages on the Floor. In October and November of 2017 only 40% of the shifts offered were filled. This has led to the unacceptable response levels that the Service is presently experiencing.

Call back and overtime shifts are voluntary. Despite the premium pay, members are citing quality of life, stress, wellness and burnout as the primary reasons that they are not volunteering for overtime and call back shifts. It is worthy of note that since this review began, call backs have risen to 83% in the last month. Anecdotally, this appears to be due to an increase in morale; however this cannot be relied upon for maintain necessary service levels.

In collective bargaining for the 2011-14 Collective Agreements, the Board and the Toronto Police Association agreed to establish a Steering Committee to study the shift schedule at Communications with a view to seeing if there was a schedule that would better meet the needs of members and the Board. Circadian, an external organization specializing in shift scheduling, was retained to review and recommend alternate schedules, conduct analysis, and recommend a model that addressed the supply (scheduled dispatcher time) and demand (call volume) for a pilot shift schedule. With the help of Circadian and the Shift Scheduling Working Group at Communications, the Steering Committee recommended, and the Board and Association agreed, that two schedules would be piloted simultaneously: a 5-week rotation called the "5 Week – 8 Hour Shift Schedule" and a 4-week rotation called the "4 Week - 12 Hour Shift Schedule".

The 12 hour pilot, which includes modified 8 hour shifts, commenced in January 2014. This request for increased establishment is based on maintaining the two (2) concurrent shift schedules. An analysis was conducted earlier this year of alternative shift schedules, leading us to the conclusion that remaining on the concurrent shift schedule

was the appropriate course to follow. This approach allows for flexibility in scheduling to optimize a supply- versus- demand model utilizing staggered start times to meet maximum demand periods. This same concurrent model, when fully staffed, also provides for appropriate response to an extreme event by utilizing dual live sites; thereby, increasing the call- taking capacity of the unit. The staffing request is based on 40% of the unit remaining on an 8 hour C.W.W. with 60% of the unit rotating on 12 hour shifts. This approach is only feasible if the unit is properly staffed.

The new establishment is based on the following deployment model across the 9 platoons- accounting for annual leave, assigned days off (contractual), staff development positions and the previously mentioned staffing detractors distributed across the platoons:

40% of 62 for 8hr platoon = 25	(based on 8 hour staffing model only)
60% of 64 for 12hr platoon = 39	(based on 12 hour staffing model only)
25 X 5 = 125	
39 X 4 = 156	
TOTAL = 281	

Therefore, the approval of the current pilot 8 hour and 12 hours Shift Schedules as the permanent Shift Schedules and an increase to the permanent unit establishment of 50 C.Os. is required. The approval of these permanent shift schedules will formally end the Communications Shift Study Steering Committee's work and will satisfy the commitments made by the parties during collective bargaining for the 2011-2014 Collective Agreements.

We will be retaining the current part-time positions (20) to allow for continuous hiring. Given the unit attrition and duration of the training period, we have to project the hiring/training needs more than a year in advance.

Supervision

Adequate and effective supervision is key to the success of any workplace, more so in the environment in which the Communications Floor functions. The Floor is currently staffed with five Senior Operational Supervisors (S.O.S.) and sixteen O.Ss. The S.O.S. follows the C.W.W. and is the Officer in Charge (O.I.C.) of the Floor. The O.Ss. are assigned to the individual platoons and are responsible for 25 – 39 C.Os. There should be two O.Ss. per platoon (2 x 9 platoons = 18) but the current establishment is only 16. When the new shift schedule was implemented in 2014, there was not a corresponding increase in the supervisory compliment. Consequently, for the past four years, C.Os. have been taken off the Floor to fill-in/act in needed additional supervisory positions.

It is recommended that the O.S. establishment be increased by 3 (16 to 19). This increase will place 2 O.Ss. on each of the 9 platoons. The 19th position is for the Training Supervisor (T.O.).

Wellness

The review of Communications also focused on facilities and employee wellness. We believe that certain aspects of “wellness” can be realised – i.e. proper quiet rooms, enhanced training and awareness of enriched wellness programmes. At a time when many law enforcement agencies are facing this issue for the first time, the Service has the potential to be a leader in the field by working with our College and Psychological Services and by reaching out to external specialists.

Through the efforts of TPS Facilities Management, in December 2017, Communications received new ergonomically designed chairs for operational duties. This new equipment has been well received. The previous stock had been in place for several years and, because of ‘round the clock usage’, was well beyond its logical replacement date.

The ‘quiet room’ at 703 Don Mills Road has been cleaned, painted and received new carpet as the result of a recent facilities upgrade. The furniture has been cleaned and use of the room is closely monitored.

Space is being cleared at 703 Don Mills to establish a proper ‘parade room’ so that members can have a proper and separate lunch/down room where they can relax, uninterrupted, while on break and/or lunch period.

Notice boards which contain Service and unit specific training information are located in a variety of locations on the three floors utilized by Communications. They will be centralized in the parade room. Efforts are also underway to utilize technology to create ‘virtual notice boards’ utilizing access to networked computers.

Facility – Future consideration

Although not part of this Board request, our review has found that the facility at 703 Don Mills is at the end of its lifecycle as the primary site for Communications. A new, properly designed, equipped and staffed facility is a must. Immediate efforts must be undertaken to commence this process.

The back-up facility at 4330 Dufferin Street is substandard at best. Once a new primary site has been established, 703 Don Mills should be retained as the back-up site.

Conclusion:

The members of Communications are the true first responders to the vast majority of our calls for service. Their work is critical to the success of all three City of Toronto Emergency Services (Police, Fire and Paramedics), and lives can depend on the timely actions of Communications personnel. They deserve not only recognition for their efforts, but also appropriate support by way of proper human and technical resourcing and facilities.

It is therefore recommended that the Board approve the request to increase the establishment at Communications. Once fully realized, this increase will not only satisfy today's human resource needs for the unit but will position the Service to meet or exceed demands placed on our P.S.A.P. response on behalf of the citizens of Toronto. This establishment is based on the Board also recommending approval of the current 8 hour and 12 hour pilot Shift Schedules.

It should be noted that the A.D.S. section is undergoing an additional review in light of a new legal requirement that 911 audio be disclosed both sooner and more frequently than ever before. This case law has led to an immediate need for increased staffing of this section. A separate Board Report outlining this issue and resulting requirements will be filed within the next 90 days.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

HF: ky: sc

Filename: Request to increase establishment at Communications Services



Toronto Police Services Board Report

April 17, 2018

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Composition of Working Group - Independent External Review with respect to Toronto Police Service Missing Person Investigations

Recommendation(s):

It is recommended that:

1. The Toronto Police Services Board appoint the following as members of the Working Group – one member of the Board, one individual from the indigenous community and two individuals from the LGTBQ community - to provide the necessary legal and community perspectives in their role as working group members:
Ken Jeffers, Board Member, Toronto Police Services Board
Shakir Rahim, Board Member, Alliance for South Asian AIDS Prevention
Sara Mainville, Partner, Olthuis Kleer Townshend LLP
Monica Forrester, Engagement Coordinator, Maggie's Toronto Sex Workers' Action Project
2. The Working Group ensure that its report reflects the input of the broader community, including organizations that work with sex workers, harm reduction and homeless populations, and groups representing Indigenous people and LGBTQ communities;
3. On a sole-source basis, the Board retain Ms Breese Davies, Breese Davies Law, to facilitate the working group as set out in this report; and,
4. The Board forward this report to the City of Toronto City Manager for information and to the City's Budget Committee with a request that it provide funding in an amount not to exceed \$25,000 plus tax for Ms Davies' retainer and to advise Budget Committee that it is anticipated that following its June 21, 2018 meeting the Board will forward a further recommendation seeking City funding for an Independent

External Review.

Financial Implications:

The working group will require funding in an amount not expected to exceed \$25,000 plus tax to retain a facilitator at a rate of \$375 per hour. As part of its report to the Board, expected at the Board's meeting on June 21, 2018, the working group will provide its estimate of the costs of the conducting the Independent External Review. The Toronto Police Services Board does not have funds in its approved 2018 operating budget for either the working group or for an Independent External Review.

Background / Purpose:

At its meeting on March 22, 2108, the Board approved the following motions:

1. That the TPSB Chair report to the April 2018 meeting on the composition of a working group mandated to advise the TPSB with respect to structural and process options for an independent external review or reviews. The working group should consist of not more than 4 members including a member of the TPSB as well as 3 external members. In order to identify the three external members, the Chair will consult the community including: organizations which work with sex workers, harm reduction and homeless populations, and groups representing Indigenous people and LGBTQ communities, including the Alliance for South Asian AIDS Prevention. In addition the Board will obtain a facilitator to assist the working group.
2. That the working group report to the TPSB at its June 2018 public meeting. Its report should include:
 - a. Identifying the best possible form of such an external review or reviews, including one commissioned by the Board, for example, and/or one conducted by a third party, such as the Ontario Independent Police Review Director (OIPRD).
 - b. Discussion with respect to the possible terms of references, including:
 - i. Toronto Police Services practices and actions related to past missing persons investigations, subject to any legal restrictions;
 - ii. TPSB policies, TPS procedures, protocols, training and organizational structures related to missing persons investigations, which will not include any information or discussion of the McArthur investigation and possible trial proceedings;
 - iii. Any systemic concerns, especially those which related to bias against people based on protected grounds outlined in the Ontario Human Rights Code; and
 - iv. National and international best practices into missing persons investigations.
 - c. Anticipated costs of such a review and timelines associated therewith.

In addition, after hearing a number of deputations on this item, the Board agreed to refer a submission made by Ms Susan Gapka to the attention of the working group (Board minute P 37/18 refers).

Discussion:

I am proposing that the Board approve the composition of the working group, as follows:

Working Group Members

Ken Jeffers, Board Member, Toronto Police Services Board

Shakir Rahim, Board Member, Alliance for South Asian AIDS Prevention

Sara Mainville, Partner, Olthuis Kleer Townshend LLP

Monica Forrester, Engagement Coordinator, Maggie's Toronto Sex Workers' Action Project

Working Group Facilitator

Breese Davies, Breese Davies Law

The proposed Working Group Members have been chosen with an acknowledgement of the importance of intersectional identity, i.e., in a number of instances, they intersect with other communities, such as racial minorities.

Brief biographies for each proposed working group member are appended at Appendix A.

With respect to the role of the facilitator, it is expected that the facilitator will assist the working group by mediating, where necessary, between the various parties involved in the working group's discussion of structure, process and possible terms of reference for an independent external review (working group members, Board and Service resources, legal counsel) and taking the role of drafting the proposed terms of reference for the independent external review, based on the deliberations of the working group.

Conclusion:

It is anticipated that the working group will begin to meet shortly after the Board's April 18, 2018 meeting and conclude its work no later than June 7, 2018 so that it may report to the Board at its meeting on June 21, 2018.

Respectfully submitted,

Andy Pringle
Chair

Breese Davies – facilitator

Breese received her B.A., M.A. (Criminology) and LL.B. degrees from the University of Toronto. She was called to the bar in Ontario in 2000. She started her legal career as an associate with Ruby & Edward. Breese is the recipient of the Laura Legge Award.

Since 2013, Breese has been practicing in association with Cavalluzzo Shilton McIntyre Cornish LLP.

In addition to her busy trial and appellate practice, Breese has been involved in a number of public inquiries, including the *Inquiry into the Actions of Canadian Officials in relation to Maher Arar*, the *Internal Inquiry into the Actions of Canadian Officials in relation to Abdullah Almalki, Ahmad Abou-Elmaati and Muayyed Nureddin* and the *Inquiry into Pediatric Forensic Pathology in Ontario*. She was counsel for the Canadian Association of Elizabeth Fry Societies in the *Inquest into the Death of Ashley Smith*, and for the Canadian Mental Health Association in the *Inquest into the Death of Andrew Loku*.

Breese is the current Constitutional Litigator-in-Residence at The David Asper Centre for Constitutional Rights at the Faculty of Law, University of Toronto. Breese is also adjunct professor at the University of Toronto in the Criminology program and at Osgoode Hall Law School. Breese frequently lectures at the Law Society of Upper Canada, the Criminal Lawyers' Association, the Advocates' Society and the National Judicial Institute in areas including advocacy, *Charter* rights and substantive criminal law.

Breese is currently a Vice President of the Criminal Lawyers' Association. From 2012 to 2014, Breese was the first ever Women's Vice President of the Criminal Lawyers' Association. Throughout her term on the CLA board, she has worked on retaining women in defence practice, improving the professional experience of female lawyers and promoting diversity in the criminal defence bar.

From 2007 to 2016, Breese was the co-editor of *For the Defence*, a magazine published bi-monthly by the Criminal Lawyers' Association. She is a contributing editor to *On Children and the Law* (with J. Wilson). Breese was one of the authors of *Sentencing* (7th edition, 2008) with Clayton Ruby. From 2000 to 2016, Breese was an Assistant Editor of the *Canadian Rights Reporter*.

Breese has done volunteer legal work in Nigeria through Avocats Sans Frontieres Canada. She was also the president of the Elizabeth Fry Society of Toronto.

Breese is a current member of the Board of Regents at Victoria University, University of Toronto.

Ken Jeffers, Toronto Police Services Board Member

Ken Jeffers' career spans over 30 years in which he has worked with diverse communities, individuals, agencies and organizations in the field of recreation and community development providing training, program design and implementation in both Canada and the United States. He was the manager of the Access and Diversity Unit in Parks, Forestry and Recreation, City of Toronto, with management responsibility for all aspects of equity, diversity and human rights as they relate to the delivery of programs, services and activities. Through that work, Ken recognized the need for greater outreach and participation by culturally and racially diverse communities. Some of his major responsibilities included, but were not limited to, training all levels of staff, including senior management, active participation on the Interdivisional Staff Team on Access, Equity and Human Rights chaired by Corporate, Staff Team on Immigration and Settlement, and the development of a succession plan with an emphasis on equity and diversity. Ken Jeffers has developed unique community recreation models, in which, recreation and leisure have been used as vehicles in the personal development of Toronto's residents.

Ken Jeffers has a particular interest in working with and for the Black community, spearheading advocacy and activist efforts involving civil rights, anti-racism initiatives, cultural education, anti-violence programming and mentorship programs.

Ken Jeffers was appointed by the province as a member of the Toronto Police Services Board for a two-year term effective November 4, 2015 and was reappointed by the province for a 2 year term effective November 4, 2017.

Shakir Rahim, Board Member, Alliance for South Asian AIDS Prevention

Shakir Rahim is a board member and Chair of the Policies & By-laws Committee at the Alliance for South Asian AIDS Prevention (ASAAP). He is a gay South Asian man. His involvement with the LGBTQ+ community also includes serving on the boards of the Prisoners with HIV/AIDS Support Action Network (PASAN), and previously of Justice Trans, a website and mobile app that provides free legal information on trans issues. Shakir has also served on advisory groups of the Gay Men's Sexual Health Alliance of Ontario (GMSH) and the Heart to Heart Project at ASAAP. He has worked at the Community and Legal Aid Services Programme (CLASP), a legal clinic that serves low income persons and the Jane & Finch community, and Fair Change Legal Services, which serves housing insecure clients. He is a recipient of the Queen Elizabeth II Diamond Jubilee Medal in recognition of his community service contributions.

The Alliance for South Asian AIDS Prevention was founded by members of the South Asian LGBTQ+ community 29 years ago. ASAAP is one of a few LGBTQ+ non-governmental organizations in Ontario that serves the South Asian and Middle Eastern LGBTQ+ communities as part of its mandate. Its mission is to provide culturally responsive holistic health promotion and support services for people from South Asian, Middle Eastern, and other related communities who are living with, at risk of, or affected

by HIV and related health conditions. In its work, ASAAP regularly addresses issues of racism, sexism, heterosexism, homophobia, transphobia, ableism, ageism, classism, and other forms of discrimination faced by South Asian and Middle Eastern communities.

Sara Mainville

Sara Mainville is a Partner at Olthuis Kleer Townshend, LLP.

Sara works with First Nations as legal counsel, strategic advisor and negotiator. Ms. Mainville brings a diversity of experience as a lawyer for First Nation governments and political advisor to Indigenous political organizations and leadership. Sara's strength is engaging provincial and Federal governments in bilateral/trilateral negotiations around difficult issues.

Sara Mainville has a Bachelor of Management from the University of Lethbridge and a LL.B. from Queen's University and Sara chose to article at Ecojustice Canada. In addition to her legal practice, Sara has earned a LL.M from the University of Toronto and was awarded the June Callwood bursary for graduate studies in 2006-2007. Sara Mainville's thesis, "An Anishinaabe Perspective of Treaty #3" was the beginning of a lifetime of study by her regarding Treaty #3 and Indigenous jurisdiction's important place in reconciling Indigenous sovereignty in Canada.

Throughout her legal career, Sara has been committed to give back to her community of Couchiching First Nation. Sara has represented Couchiching as a lawyer, helped community members with sentencing submissions, and was elected a Councillor in First Nation government. In 2014, Sara was elected Chief of Couchiching First Nation. During that term she ensured that the First Nation had strong policy going forward, a good social media presence to engage the many off-reserve members in community affairs and she started the Wasaw group of companies. Sara was also very active as a political leader in the Grand Council Treaty #3 and Chiefs of Ontario committees.

Sara Mainville is very proud of her participation in the negotiations that led to the creation of the First Nation Sovereign Wealth LP (FNSWLP), a partnership of 129 First Nations in Ontario. Directed by a Chiefs' Committee on Energy, Sara was active in the negotiations that resulted in the commercial transaction between the Province of Ontario and the FNSWLP of 14 million Hydro One shares and \$29 million in seed capital to facilitate long-term wealth creation for the partnering First Nations. The lengthy discussions to transaction closing were completed between October, 2015 to the final days of December, 2017.

In 2015, Sara was named to the Multi-Interest Advisory Committee for the Federal EA Review process by the Assembly of First Nations. In 2018, Sara will be featured as the expert in APTN's FutureHistoryTV.ca episode 10 on "Justice". Sara Mainville is well regarded by governments and First Nation leaders as a strategic thinker and negotiator.

Monica Forrester

Monica Forrester is a transgendered woman of colour born and raised in Toronto. She is the Engagement coordinator for Maggie's Toronto Sex Workers Action Project. She's been a part of the LGBTTTQ community for twenty years and has advocated for awareness and visibility of trans women in Canadian society. For the past ten years, she has been working with the 519 Church Street Community to help low-income women sex workers and to bring more visibility to agencies that trans women access. She produces a bi-monthly zine called "Trans Pride Toronto," which fosters a connection for trans-identified people within the community and abroad. Forrester has been an important educator within the Fred Victor Centre, an important resource for people who provide housing, such as landlords and non-profit housing organizations, as well as a supportive touch-point in the lives of many transgendered and transsexual women who are seeking housing. She believes in her work in advocating for the trans community because gaining acceptance, tolerance, and equality is very important to this community that has a lot to offer in mainstream society.



Toronto Police Services Board Report

February 20, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report 2017: Use of Conducted Energy Weapons

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report.

Financial Implications:

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

Background / Purpose:

At its meeting of 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 (C.E.W.) within the Toronto Police Service (T.P.S.) (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 C.E.W.s (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 C.E.W. Use
- Division of C.E.W. Use
- C.E.W. Users
- C.E.W. Incident Description
- Subject's Condition at Time of C.E.W. Use
- Subject's Behaviour/Threat Level
- Subject Description
- Subject's Age

- Cycles
- Number of C.E.W.s Used
- C.E.W. Effectiveness
- Other Force Option Used Prior to C.E.W. Use
- Injuries/Deaths
- Civil Action
- Officer Training

To provide more information to the Board and the public, a number of T.P.S. procedures and (reporting) forms were updated in the 2009 reporting period. These additional categories continue to be reported upon and include:

- Subject Apprehended Under the *Mental Health Act (M.H.A.)*
- Subject Believed Armed
- Subject Confirmed Armed

There have been no changes to T.P.S. Procedure 15–09, “Conducted Energy Weapon” since the 2015 reporting period.

At its meeting on March 3, 2011, the Board recommended that future annual reports include an appropriate explanation of unintentional discharges of the C.E.W. 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”.

In 2015, Corporate Risk Management began tracking and reporting on the effectiveness of C.E.W. use on emotionally disturbed persons. For this reporting period, a three year comparison chart containing this data has been added to Appendix “B”. Also new for 2017, is a chart specifying the types of C.E.W. use on persons who were perceived to be suffering from the combined effects of emotional disturbance and alcohol and/or drugs. This additional information is located on page six and a three year comparison chart has been added to Appendix “B”.

This report provides a review of C.E.W. use by T.P.S. officers for the period of January 1, 2017 to December 31, 2017, 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 C.E.W. use for 2017 is appended to this report as Appendix “A”.

Discussion:

As of December 31, 2017, a total of 538 Taser X-26s and X-2s were issued to members of the Emergency Task Force (E.T.F.), uniform front line supervisors and supervisors of high-risk units such as Emergency Management and Public Order, Intelligence

Services, Organized Crime Enforcement (including Hold-Up and Drug Squad) and the Provincial Repeat Offender and Parole Enforcement (R.O.P.E.) and Fugitive Squad. In accordance with Ministry of Community Safety and Correctional Services (Ministry) standards and T.P.S. procedure, the C.E.W. is only used in full deployment or drive stun mode (direct application) when the subject is assaultive as defined by the *Criminal Code*. This 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 2017, T.P.S. officers used demonstrated force presence in 59.7% of the incidents.

Incident

The incident refers to a specific event where one or more C.E.W.s were used. In 2017, the weapon was used 357 times during 308 incidents involving as many as 324 subjects. The data include two incidents where demonstrated force presence was used against groups of five and 20 subjects (see page 10).

Division

This chart refers to the division within Toronto or to the location outside Toronto where T.P.S. members used a C.E.W.

Division / Municipality of C.E.W. Incident

Division	#	%
11	15	4.9
12	13	4.2
13	10	3.2
14	21	6.8
22	13	4.2
23	20	6.5
31	10	3.2
32	14	4.5
33	16	5.2
41	21	6.8
42	13	4.2
43	31	10.1
51	28	9.1
52	28	9.1
53	11	3.6
54	25	8.1
55	16	5.2
Durham	1	0.3
York	2	0.7
Total	308	100

C.E.W. Users

Of the total number of T.P.S. officers issued C.E.W.s in 2017, front line supervisors accounted for approximately 61.9% of C.E.W. use. The chart below specifies the type of assignment for each C.E.W. user.

C.E.W. User		
Unit	#	%
Frontline Supervisor	221	61.9
Emergency Task Force	124	34.7
High-Risk Units	11	3.1
Emergency Management and Public Order	1	0.3
Total # of C.E.W.s Used	357	100

C.E.W. Incident Description

The chart below indicates the type of incident that officers were responding to where the C.E.W. was used. A description of the incident is based on the initial call for service received by the attending officers. This information is collected from the Use of Force Report (U.F.R. Form 1) that must be completed subsequent to each C.E.W. use, as mandated by T.P.S. Procedures 15-01, "Use of Force" and 15-09, "Conducted Energy Weapon".

Incident Types		
Incident	#	%
Assault Related	10	3.3
Break and Enter	7	2.3
Disturbance - Other	24	7.8
Domestic Disturbance	21	6.8
Drug Related	12	3.9
Emotionally Disturbed Person	84	27.3
Homicide	2	0.6
Prisoner Related	22	7.1
Robbery	8	2.6
Theft	4	1.3
Traffic	6	1.9
Unintentional Discharge	6	1.9
Unknown Trouble	7	2.3
Wanted Person	14	4.6
Warrant Related	24	7.8
Weapons Call	57	18.5
Total Incident #	308	100

Subject Condition at Time of C.E.W. 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 C.E.W. use. An officer's perception is based on experience, knowledge and training. This information was summarized from applicable sections of the Conducted Energy Weapon Use Report (T.P.S. Form 584) 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.

The chart below indicates a subject's condition as identified by the reporting officer on a T.P.S. Form 584. The "No Apparent Influences" category refers to situations where an officer did not believe that there were any external factors affecting the subject's behaviour and includes six unintentional discharges, two group incidents and one dog incident.

Subject Condition

Condition	#	%
Alcohol Only	29	9.4
Drugs Only	20	6.5
Drugs + Alcohol	7	2.3
Emotionally Disturbed Persons (E.D.P.)	98	31.8
E.D.P. + Alcohol	15	4.9
E.D.P. + Drugs	23	7.5
E.D.P. + Drugs + Alcohol	9	2.9
No Apparent Influences	107	34.7
Total	308	100

The "No Apparent Influences" category includes one of the two group incidents. In one group, officers believed that subject behaviour was consistent with drug use. Of the 308 incidents of C.E.W. use, 31.8% involved subjects whom officers believed were emotionally disturbed. The figure increases to 47.1%, when incidents involving persons

who were perceived to be suffering from the combined effects of emotional disturbance/mental disorder and alcohol and/or drugs are included. Out of 308 incidents, 145 involved subjects described as emotionally disturbed or emotionally disturbed and under the influence of drugs and/or alcohol.

T.P.S. training emphasizes that before a C.E.W. is used against any subject, officers should consider de-escalation as a first priority whenever it is safe and practical to do so. Other operational considerations include disengagement, distance, time, cover, concealment and the use of other force options when appropriate. Note: De-escalation begins with the T.P.S. communications call taker who is trained to reduce the anxiety of the person on the phone while eliciting information about the situation for responding officers.

Types of Use on E.D.P.s

The chart below indicates the type of C.E.W. use on persons who were perceived to be suffering from the combined effects of emotional disturbance/mental disorder and alcohol and/or drugs.

Types of Use on E.D.P.s

Use	2017	
	#	%
Demonstrated Force Presence	83	57.2
Drive Stun Mode	6	4.1
Full Deployment	56	38.6
Total # of E.D.P. Incidents	145	100

Mental Health Act Apprehension

This indicates that the subject was apprehended under the *M.H.A.* and transported to a psychiatric facility for assessment. Out of 308 incidents, 83 or 27.0% resulted in apprehensions under the *M.H.A.*

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 C.E.W. was only used in response to the subject's behaviour and not because of the subject's condition.

The chart below specifies C.E.W. uses where subjects were apprehended under the *M.H.A.* The "Not Applicable" category refers to six unintentional discharges, two group incidents and one use on a dog.

Subject Apprehended Under the M.H.A.

Apprehension	#	%
Yes	83	27.0
No	216	70.1
Not Applicable	9	2.9
Total	308	100

Subject's Behaviour/Threat Level

Subject behaviour during a C.E.W. 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 an officer's lawful direction. This can assume the form of a verbal refusal or consciously contrived physical inactivity.

- Active Resistant

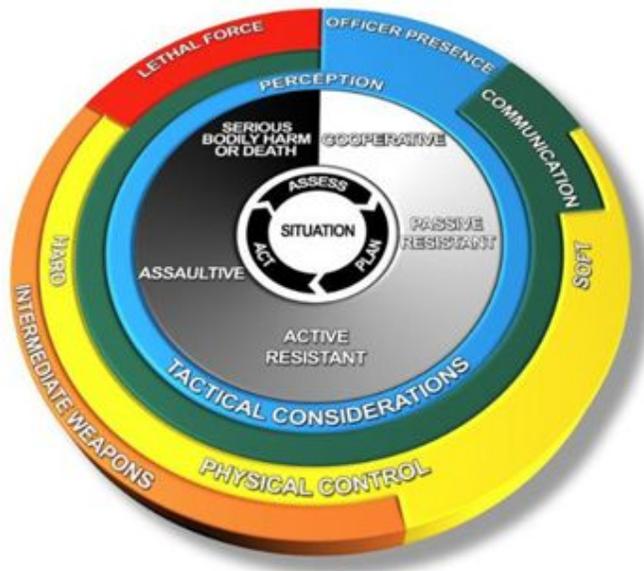
The subject uses non-assaultive physical action to resist an officer's lawful direction. Examples would include pulling away to prevent or escape control, or overt movements such as walking or running away from an officer.

- Assaultive

The subject attempts to apply, or applies force to any person, or 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, the 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 determining appropriate levels of force and articulation. 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.

The below chart refers to subject behaviour in situations where a C.E.W. was used. The "Not Applicable" category refers to unintentional discharges.

Subject Behaviour

Behaviour	#	%
Passive Resistant	25	8.1
Active Resistant	33	10.7
Assaultive	146	47.4
Serious Bodily Harm/Death	98	31.8
Not Applicable	6	2.0
Total Incident #	308	100

In situations where a subject is displaying passive or active resistance, T.P.S. procedure prohibits officers from using a C.E.W. in any manner other than a demonstrated force presence.

In 47.4% of incidents, officers perceived the subject’s behaviour as assaultive and in 31.8% 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, for example, officers attended a threaten suicide call. A male was armed with a butcher knife and wanted to plunge the knife into his own chest. A supervisor arrived on scene with four other officers. Upon entering the apartment the supervisor observed the male holding a large butcher knife to his chest with both hands. The supervisor had the C.E.W. out as a demonstrated force presence and made a demand for the male to drop the knife. The male was screaming that he wanted to die. The supervisor then observed the male force the knife into his chest. At this time the C.E.W. was fully deployed and the male was apprehended under the M.H.A. He was transported to hospital with serious injuries.

In another case, a violent E.D.P. male was armed with a knife. The subject was destroying his apartment and his balcony and refusing to relinquish the knife. The apartment door was breached by the E.T.F. who commenced negotiations with the male. He continued to be aggressive and refused any cooperation with officers while continuing to hold the knife in his hand. The male then pointed his knife in the team's direction and stated “this will end today”. Two C.E.W.s were fully deployed and the male was disarmed and taken into custody safely.

Subject Believed Armed

In almost 65% 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. The chart below indicates whether an officer believed the subject was armed. The “Not Applicable” category refers to unintentional discharges.

Subject Believed Armed

Believed Armed	#	%
Yes	200	64.9
No	102	33.1
Not Applicable	6	2.0
Total Incident #	308	100

Subject Confirmed Armed

In 31.8% 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 a weapon is present, however, does not by itself, justify the direct application of a

C.E.W. However, when this is 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 C.E.W. The chart below indicates the number of times that subjects were confirmed to be armed. The “Not Applicable” category refers to unintentional discharges.

Subject Confirmed Armed

Armed	#	%
Yes	98	31.8
No	204	66.2
Not Applicable	6	2.0
Total Incident #	308	100

Subject Description

This chart categorizes subjects by their gender – 89% of subjects were male. Also recorded is C.E.W. use on animals and use on multiple subjects. In 2017, there were two group incidents and one incident involving a dog. The data include two incidents where demonstrated force presence was used against groups of 20 and five subjects. These incidents involved front line personnel attempting to break up a large fight outside of a bar and affecting the arrest of several youths who had broken into a school. In each situation, a supervisor used the C.E.W. as a demonstrated force presence and the C.E.W. was successful in controlling the group safely. The “Not Applicable” category refers to unintentional discharges.

Subject Description

Description	#	%
Male	274	89.0
Female	25	8.1
Animal	1	0.3
Multiple Subjects	2	0.6
Not Applicable	6	2.0
Total Incident #	308	100

Age of Subject

The C.E.W. has been used on a variety of age groups. The below chart categorizes C.E.W. use on various age groups. The highest percentage of subjects was between 21 and 35 years of age and equates to 50.7% of C.E.W. use. The “Not Applicable” category refers to six unintentional discharges, two group incidents and one use on a dog.

Age of Subject

Age	#	%
<10	0	0.0
10 to 15	1	0.3
16 to 20	27	8.8
21 to 25	55	17.9
26 to 30	56	18.2
31 to 35	45	14.6
36 to 40	34	11.0
41 to 45	24	7.8
46 to 50	22	7.1
51 to 55	17	5.5
56 to 60	6	2.0
>60	12	3.9
Not Applicable	9	2.9
Total Incident #	308	100

There were four incidents in 2017 where C.E.W.s were used to control potentially harmful situations involving young people who were 15 and 16 years of age. Of the four situations, two involved the use of the C.E.W. as a demonstrated force presence. The third situation was a robbery radio call where a youth had been armed with a knife. A full deployment and drive stun were used when he became assaultive towards officers. The fourth incident involved a full deployment on a youth who assaulted officers and kicked out a scout car window. A full deployment was required to gain compliance. The next chart gives a brief description of each of these incidents.

16 Years and Under Summary

Age	C.E.W. Use	Description
15	Full Deployment + Drive Stun	Robbery at knife-point. Charged at arresting officers with a knife in-hand.
16	Demonstrated Force Presence	Stabbing call. Demonstrated force presence during the arrest.
16	Full Deployment	Arrested party kicked out a scout car window and became assaultive while trying to escape.
15	Demonstrated Force Presence	Student at a school armed with glass. C.E.W. demonstrated by the E.T.F. during negotiation.

Types of Use

There are three ways to use the C.E.W.:

- (1) Demonstrated Force Presence

The C.E.W. 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 or active resistance and under certain conditions, may be effective in situations where a subject is assaultive or presents the threat of serious bodily harm or death.

(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 C.E.W., 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, O.C. spray and empty hand strikes, rely on the infliction of pain to gain control of the subject; however, C.E.W.s are designed to incapacitate for a brief period of time until the subject is secured. Under these circumstances, C.E.W.s are often more effective than other intermediate force options. The chart below indicates the number of times a C.E.W. was used as a demonstrated force presence, in drive stun mode, and as a full deployment. The full deployment category includes six unintentional discharges.

Types of Use

Use	#	%
Demonstrated Force Presence	184	59.7
Drive Stun Mode	13	4.2
Full Deployment	111	36.0
Total # of C.E.W. Incidents	308	100

Demonstrated force presence was used 59.7% of the time. Full deployment was the next highest method used at 36.0%. C.E.W.s 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 C.E.W. cartridge due to officer error or device malfunction. In 2017, there were six unintentional discharges. In five instances, frontline supervisors inadvertently discharged the probes while spark testing the C.E.W. In one incident, the supervisor was utilizing the C.E.W. as a demonstrated force presence while arresting an armed robbery suspect when it unintentionally discharged, striking the ground. Discipline is determined by the individual officer's Unit Commander. In one of the six incidents, a Police Service or Conduct Report was initiated by the officer's Unit Commander resulting in a unit-level resolution. In the other five incidents, a verbal reprimand was deemed appropriate. Spark testing is required at the start of each tour of duty for the following reasons:

- To verify that the C.E.W. is working.
- To verify that the batteries are performing and are adequately charged.
- To condition the C.E.W. 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.

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. After the initial application of a single cycle, an officer is asked to re-assess the subject's behaviour before continued or renewed application of the current is used. 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 C.E.W. is manually disengaged or the power is shut off. For the purpose of this report, partial cycles are recorded as a single cycle.

Cycles		
Type	#	%
Single Cycle	55	15.4
Multiple Cycle	102	28.6
Demonstrated Force Presence Only	200	56.0
Total C.E.W. Usage	357	100

Number of C.E.W.s Used per Incident

If it has been determined to be reasonably necessary, officers may use more than one C.E.W. at an event if the first one is ineffective. Of the 35 events where more than one C.E.W. was used, 28 involved team responses by the E.T.F. Three involved frontline supervisors and four involved a frontline supervisor and the E.T.F. 25 of the 35 incidents of multiple C.E.W. use involved situations where subjects were threatening serious bodily harm or death to themselves or others and eight incidents involved assaultive behaviour. Two multiple uses involved demonstrated force presence due to active resistance. The chart below summarizes the number of C.E.W.s used during each incident. In the 12 situations where three and four C.E.W.s were used, 10 involved an E.T.F. response and two involved a frontline supervisor and the E.T.F.

Number of C.E.W.s Used Per Incident

Number	#	%
One C.E.W.	273	88.6
Two C.E.W.s	23	7.5
Three C.E.W.s	10	3.3
Four C.E.W.s	2	0.6
Five C.E.W.s	0	0.0
Total Incident #	308	100

C.E.W. Effectiveness

Effectiveness is measured by the ability of officers to gain control of a subject while utilizing a C.E.W. in compliance with Ministry and T.P.S. standards and training. For T.P.S. officers issued with a C.E.W., its use has been shown to be 85.7% effective for 2017. 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 C.E.W. C.E.W. effectiveness is outlined in the chart below. The "Not Applicable" category refers to unintentional discharges.

C.E.W. Effectiveness

Effectiveness	#	%
Effective	264	85.7
Not Effective	38	12.3
Not Applicable	6	2.0
Total	308	100

C.E.W. Effectiveness on Emotionally Disturbed Persons

In 2015, Corporate Risk Management began tracking and reporting on the effectiveness of C.E.W. use on E.D.P.s. The below chart includes the 145 incidents where the involved subjects were described as emotionally disturbed or emotionally disturbed and

under the influence of drugs and/or alcohol. It should be noted that over 57% (83) of the 145 incidents involved the use of C.E.W.s as a demonstrated force presence only.

C.E.W. Effectiveness on E.D.P.s

Effectiveness on E.D.P.s	#	%
Effective	120	82.8
Not Effective	25	17.2
Total	145	100

Other Use of Force Option Used (Prior to C.E.W. Use)

C.E.W.s 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 C.E.W. incidents. Other force options used prior to C.E.W. deployment are listed in the following table and include an impact weapon, physical control and firearms 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 C.E.W. is issued to T.P.S. 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 C.E.W. instead of resorting to other force options, but this is the result of careful deliberation by the officers involved. The data show that C.E.W. users chose other force options first in 9.1% of encounters. This supports the fact that officers are using a cautious approach in choosing the appropriate force option to gain control of situations. The below chart indicates, what, if any, other force option was utilized by the C.E.W. equipped officer prior to their using a C.E.W.

Other Force Option Used Prior to C.E.W. Use

Other Force Option	#	%
Firearm Display	6	2.0
Firearm Display and Physical Control	1	0.3
Impact Weapon	1	0.3
Physical Control	20	6.5
None	280	90.9
Total	308	100

Injury

When deployed in drive stun mode, the C.E.W. may leave minor burn marks on the skin where the device makes contact. When the C.E.W. is fully deployed, the subject may receive minor skin punctures from the darts. As each of these injuries is anticipated

when the C.E.W. is used, they are not included under the classification of “injury” for the purposes of this report. The more notable 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 C.E.W. and to use caution as part of their decision-making process.

In 2017, there were two minor injuries directly related to C.E.W. use. One of these injuries consisted of a suture that was required to close a probe puncture. In the other instance, a male received a small laceration over his right eye and a sore wrist and nose from a fall after a full deployment. Both subjects received medical attention for their injuries. The chart below indicates that less than 1% of C.E.W. use results in subject injury.

	#	%
Injuries	2	0.6
No Injuries	306	99.4
Total	308	100

In the last five years, the T.P.S. has averaged 3.6 injuries per year that were directly attributed to C.E.W. use. The negligible number of injuries each year indicates that officers are taking environmental factors and probe placement into consideration prior to use.

Deaths

There were no deaths directly associated with C.E.W. use by officers of the T.P.S. in 2017.

Civil Action

There were three civil actions initiated in 2017 against the T.P.S. as a result of C.E.W. use. In the last five years, the T.P.S. has had an average of 2.6 C.E.W. related law suits initiated per year.

Training

All C.E.W. training is conducted by a Ministry-certified use of force instructor on the specific weapon used and approved by the T.P.S. For initial training, authorized T.P.S. officers received 16 hours of training which is four hours more than the provincial standard. This training includes theory, practical scenarios, and a practical and written examination. The additional four hours emphasizes judgement training, decision making and de-escalation which 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* of the *Police*

Services Act (P.S.A.). While there were no significant training issues in 2017, three officers were directed to attend the T.P.C. for refresher training by Armament Section staff. One instance was in relation to numerous cycles being applied to an assaultive subject while the second incident involved an unintentional discharge. The third incident involved a sergeant who is charged under the *P.S.A.* in relation to the use of the C.E.W. The results of this matter are still pending.

Conclusion:

This report summarizes the frequency and nature of C.E.W. use by the T.P.S. The five-year historical comparison of data indicates relatively stable use of C.E.W.s. This 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 T.P.S. is confident that the C.E.W. is an effective tool that has helped avoid injuries to the public and police officers. Consequently, the T.P.S. believes that through proper policy, procedures, training, and accountability, the C.E.W. is an appropriate use of force option that can help maintain public and officer safety.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:jt

Attach. (2)
Filename: 2017 C.E.W. annual report

Appendix A 2017 Conducted Energy Weapon Incidents

CEW USER	SUBJECT BEHAVIOUR	CEW USAGE	
F - Frontline Supervisor E - Emergency Task Force H - High Risk Unit P - E.M. & Public Order	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 AR - ARWEN	AL - Alcohol D - Drugs EDP - Emotionally Disturbed Person NA - Not Applicable	M - Male F - Female ANI - Animal G - Group	S - Single Cycle M - Multiple Cycle Y - Yes N - No NA - Not Applicable UK - Unknown

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	DE-ESCALATION TECHNIQUES
1	51	F	Traffic	D	N	AS	N	N	M	38	FD	M	1	Y	N	N	None	UK
2	51	F	Wanted Person	NA	N	AS	Y	Y	M	31	FD	M	1	Y	Y	N	PC	UK
3	41	E	Wanted Person	AL + D + EDP	N	AS	Y	N	M	28	FD + DSM	M	3	Y	N	N	None	UK
4	54	F	Domestic	NA	N	PR	Y	N	M	65	DFP	NA	1	Y	N	N	None	Y
5	54	F	Domestic	AL	N	AS	N	N	M	22	DFP	NA	1	Y	N	N	None	Y
6	12	F	Wanted Person	D	N	AR	Y	N	M	45	DFP	NA	1	Y	N	N	None	Y
7	41	F	Robbery	NA	N	AS	Y	Y	M	15	FD + DSM	M	1	Y	N	N	None	UK
8	23	E	Warrant	NA	N	SBH/D	Y	N	M	20	DFP	NA	1	Y	N	N	None	Y
9	23	E	Warrant	NA	N	SBH/D	Y	N	M	20	DFP	NA	2	Y	N	N	None	Y
10	55	F	Prisoner Related	AL	N	AS	N	N	M	23	FD	S	1	Y	N	N	None	UK
11	54	F	Weapons Call	EDP	N	SBH/D	Y	Y	M	28	FD	M	2	N	N	N	None	Y
12	13	F	Domestic	NA	N	SBH/D	Y	N	F	20	DFP	NA	1	Y	N	N	None	Y
13	53	F	EDP	EDP	N	SBH/D	N	N	M	18	FD + DSM	M	1	Y	N	N	None	UK
14	55	F	Weapons Call	AL	N	SBH/D	Y	Y	M	41	DFP	NA	1	Y	N	N	None	Y
15	51	F	Unknown Trouble	D + EDP	Y	SBH/D	N	N	M	46	FD	M	1	Y	Y	N	None	Y
16	54	F	Other Disturbance	EDP	N	AS	Y	Y	M	30	DFP	NA	1	Y	N	N	None	UK
17	14	F	EDP	EDP	N	AS	Y	N	F	38	DFP	NA	1	Y	N	N	None	Y
18	54	F	Unintentional	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
19	43	F	Domestic	D	N	PR	Y	Y	M	33	DFP	NA	1	Y	N	N	None	Y
20	43	F	EDP	NA	N	AS	N	N	M	51	DFP	NA	1	Y	N	N	None	Y
21	53	E	EDP	EDP	Y	AS	Y	N	M	48	FD + DSM	M	2	Y	N	N	None	Y
22	54	F	Weapons Call	NA	N	SBH/D	Y	Y	F	26	DFP	NA	1	Y	N	N	None	Y
23	11	E	Robbery	NA	N	AS	Y	N	M	32	DFP	NA	1	Y	N	N	None	Y

Appendix A 2017 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	DE-ESCALATION TECHNIQUES
24	23	E	Warrant	NA	N	SBH/D	Y	N	M	20	DFP	NA	2	Y	N	N	None	Y
25	55	F	Weapons Call	NA	Y	AS	Y	Y	M	31	FD	M	1	Y	N	N	None	Y
26	51	F	Assault	NA	N	AS	N	N	M	42	FD	M	1	Y	Y	Y	PC	UK
27	12	E	EDP	D	Y	AS	Y	Y	M	25	DFP	NA	1	Y	N	N	None	Y
28	13	E	EDP	EDP	N	AS	Y	N	M	64	DFP	NA	1	Y	N	N	None	Y
29	52	F	Domestic	AL	N	AS	N	N	M	29	FD + DSM	M	1	Y	N	N	None	UK
30	23	E	EDP	EDP	N	AS	Y	N	M	47	DFP	NA	1	Y	N	N	None	Y
31	52	E	Other Disturbance	D	NA	AS	N	N	NA	NA	DFP	NA	2	Y	N	N	None	Y
32	51	E	Warrant	NA	N	PR	Y	N	M	28	DFP	NA	1	Y	N	N	None	Y
33	53	F	Prisoner Related	NA	N	SBH/D	Y	Y	M	19	DFP	NA	1	Y	N	N	None	Y
34	51	F	Drug Related	NA	N	PR	N	N	M	51	DFP	NA	1	Y	N	N	None	Y
35	43	F	Other Disturbance	NA	N	SBH/D	Y	N	M	32	DFP	NA	1	Y	N	N	None	Y
36	54	F	Weapons Call	EDP	Y	SBH/D	Y	Y	M	31	DFP	NA	1	Y	N	N	None	Y
37	33	E	Weapons Call	EDP	N	SBH/D	Y	Y	M	25	FD + DSM	M	3	Y	N	N	FA	Y
38	54	E	EDP	EDP	Y	AR	Y	Y	M	27	DFP	NA	2	Y	N	N	None	Y
39	12	F	B & E	D + EDP	N	AS	Y	Y	M	30	DFP	NA	1	Y	N	N	None	Y
40	43	F	Weapons Call	AL	N	SBH/D	Y	Y	M	41	DFP	NA	1	Y	N	N	None	Y
41	41	E	Wanted Person	EDP	N	AS	Y	N	M	42	DFP	NA	1	Y	N	N	None	Y
42	York Region	H	Wanted Person	NA	N	PR	Y	N	M	27	DFP	NA	1	Y	N	N	None	Y
43	York Region	H	Wanted Person	NA	N	PR	N	N	M	29	DFP	NA	1	Y	N	N	None	Y
44	11	F	Prisoner Related	AL	N	AS	N	N	M	29	DSM	M	1	Y	N	N	None	UK
45	33	F	EDP	EDP	Y	AS	N	N	M	33	DFP	NA	1	Y	N	N	None	Y
46	51	F	Prisoner Related	D + EDP	N	AS	N	N	M	36	DSM	M	1	Y	N	N	None	UK
47	43	F	Domestic	NA	N	SBH/D	Y	Y	M	49	DFP	NA	1	N	N	N	None	UK
48	43	F	Other Disturbance	NA	N	SBH/D	Y	N	M	32	DFP	NA	1	Y	N	N	None	Y
49	41	E	Warrant	NA	N	SBH/D	Y	N	M	30	DFP	NA	1	Y	N	N	None	Y
50	32	F	EDP	D + EDP	Y	AS	Y	N	M	23	FD + DSM	M	1	N	N	N	None	UK
51	33	F	EDP	D + EDP	Y	AS	N	N	M	22	DSM	M	1	Y	N	N	None	Y
52	23	E	Robbery	NA	N	AS	Y	Y	M	29	DFP	NA	1	Y	N	N	None	Y
53	12	F	Unknown Trouble	AL	N	AS	N	N	M	28	DFP	NA	1	Y	N	N	None	Y
54	53	F	EDP	D + EDP	Y	AR	Y	N	M	40	DFP	NA	1	Y	N	N	None	Y
55	11	F	Unknown Trouble	D	N	SBH/D	Y	Y	M	32	DFP	NA	1	Y	N	N	None	Y
56	14	F	EDP	EDP	N	SBH/D	Y	Y	M	42	DFP	NA	1	N	N	N	None	UK
57	43	F	Other Disturbance	AL	N	SBH/D	N	N	M	36	DFP	NA	1	Y	N	N	None	Y
58	41	F	EDP	AL + D + EDP	Y	AS	N	N	M	25	FD	S	1	N	Y	N	None	UK
59	55	F	Wanted Person	NA	N	PR	Y	Y	M	16	DFP	NA	1	Y	N	N	None	Y

Appendix A 2017 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	DE-ESCALATION TECHNIQUES
60	42	F	Traffic	NA	N	AR	N	N	M	26	DFP	NA	1	Y	N	N	None	Y
61	14	E	EDP	EDP	Y	SBH/D	Y	Y	M	51	DFP	NA	2	Y	N	N	None	Y
62	12	E	Wanted Person	NA	N	PR	Y	N	M	50	DFP	NA	1	Y	N	N	None	Y
63	41	F	EDP	EDP	Y	AS	Y	N	M	29	FD	M	1	Y	N	N	None	Y
64	31	H	Drug Related	NA	N	PR	Y	N	M	53	DFP	NA	1	Y	N	N	None	Y
65	55	F	Weapons Call	D	N	AS	Y	Y	M	46	DFP	NA	1	Y	N	N	None	Y
66	32	H	Drug Related	D	N	AS	N	N	M	50	FD	S	1	Y	N	N	None	UK
67	42	F	Weapons Call	NA	N	PR	Y	Y	M	30	DFP	NA	1	Y	N	N	None	Y
68	12	F	EDP	EDP	N	SBH/D	Y	N	M	20	FD	S	1	N	N	N	None	Y
69	22	F	EDP	EDP	Y	AS	N	N	M	25	DFP	NA	1	Y	N	N	None	Y
70	51	F	Other Disturbance	AL	N	SBH/D	N	N	M	20	DSM	S	1	Y	Y	N	None	UK
71	31	F	Weapons Call	NA	N	AR	Y	Y	M	35	DFP	NA	1	Y	N	N	None	UK
72	13	F	Assault	AL	N	AS	N	N	M	37	DFP	NA	1	Y	N	N	None	Y
73	54	F	EDP	EDP	Y	AS	Y	Y	M	18	DFP	NA	1	Y	N	N	None	Y
74	Durham	E	Warrant	NA	N	AS	Y	N	M	54	DSM	M	1	Y	N	N	None	Y
75	14	F	Theft	NA	N	AS	N	N	F	46	DFP	NA	1	Y	N	N	None	Y
76	12	F	Assault	AL	N	AS	N	N	M	34	DFP	NA	1	Y	N	N	None	Y
77	41	F	Weapons Call	EDP	N	AR	Y	N	M	62	DFP	NA	1	Y	N	N	None	Y
78	13	E	Prisoner Related	NA	N	SBH/D	N	N	M	50	DFP	NA	2	Y	N	N	None	Y
79	52	F	Other Disturbance	D	N	AS	N	N	M	21	FD + DSM	M	1	Y	N	N	None	UK
80	22	F	Weapons Call	NA	N	AR	Y	N	M	39	DFP	NA	1	Y	N	N	None	Y
81	53	F	EDP	EDP	Y	SBH/D	Y	Y	M	65	FD	S	1	Y	N	N	None	UK
82	43	F	Wanted Person	D	N	AS	Y	N	M	33	DSM	M	1	Y	N	N	None	UK
83	13	F	B & E	D + EDP	N	AS	Y	N	M	35	DFP	NA	1	Y	N	N	None	Y
84	43	F	Domestic	NA	N	AR	Y	N	M	19	DFP	NA	1	N	N	N	None	Y
85	43	F	Weapons Call	AL + EDP	N	AS	Y	Y	M	64	FD	S	1	Y	Y	N	None	UK
86	43	F	Robbery	NA	N	AS	Y	N	M	54	DFP	NA	1	Y	N	N	None	Y
87	53	F	Unintentional	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
88	23	F	Weapons Call	NA	N	AS	Y	Y	M	21	DFP	NA	1	Y	N	N	None	Y
89	12	F	Drug Related	NA	N	AR	Y	N	M	18	DFP	NA	1	Y	N	N	None	Y
90	43	F	Weapons Call	AL + D	N	AS	Y	N	M	35	FD + DSM	M	1	Y	N	N	None	UK
91	31	E	EDP	EDP	N	AR	Y	N	M	24	DFP	NA	1	Y	N	N	None	Y
92	11	F	Other Disturbance	D + EDP	Y	PR	Y	N	M	35	DFP	NA	1	Y	N	N	None	Y
93	32	F	EDP	EDP	Y	SBH/D	Y	Y	F	61	FD	S	1	N	N	N	None	UK
94	32	E	EDP	EDP	Y	SBH/D	Y	Y	F	61	FD	S	4	Y	Y	N	None	UK
95	41	E	Warrant	NA	N	SBH/D	Y	Y	M	45	FD + DSM	M	1	Y	N	N	None	UK

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2017 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	DE-ESCALATION TECHNIQUES
96	41	H	Wanted Person	NA	N	AS	N	N	M	35	FD	S	1	N	N	N	PC	UK
97	14	F	EDP	EDP	Y	AR	Y	Y	M	70	DFP	NA	1	Y	N	N	None	Y
98	12	F	Prisoner Related	D	N	AS	N	N	M	33	DFP	NA	1	Y	N	N	None	Y
99	14	F	EDP	EDP	Y	SBH/D	Y	Y	F	28	DFP	NA	1	Y	N	N	None	Y
100	51	F	Other Disturbance	EDP	N	AS	Y	N	M	27	DFP	NA	1	Y	N	N	None	Y
101	54	F	Weapons Call	NA	N	SBH/D	Y	N	M	23	DFP	NA	1	N	N	N	None	Y
102	23	E	EDP	AL + EDP	Y	SBH/D	Y	N	M	49	DFP	NA	1	Y	N	N	None	Y
103	41	F	Weapons Call	NA	N	SBH/D	Y	N	F	49	DFP	NA	1	Y	N	N	None	Y
104	42	E	EDP	EDP	Y	SBH/D	Y	Y	F	38	FD	M	2	N	N	N	None	Y
105	51	F	Prisoner Related	EDP	N	AS	N	N	M	20	DFP	NA	1	Y	N	N	None	Y
106	14	F	Theft	D	N	AS	N	Y	M	24	DFP	NA	1	Y	N	N	PC	Y
107	54	E	Warrant	NA	N	SBH/D	Y	Y	M	39	FD + DSM	M	1	Y	N	N	None	UK
108	14	F	EDP	EDP	Y	AR	N	N	M	54	DFP	NA	1	N	N	N	None	Y
109	22	E	Warrant	EDP	Y	AS	Y	Y	M	30	FD + DSM	M	1	N	N	N	None	UK
110	42	E	Domestic	EDP	N	SBH/D	Y	N	M	35	DFP	NA	1	N	N	N	None	Y
111	14	F	Weapons Call	AL + EDP	N	SBH/D	Y	Y	M	67	DSM	S	1	Y	N	N	FA	UK
112	54	F	EDP	NA	N	AS	N	N	M	22	DFP	NA	1	Y	N	N	None	Y
113	42	F	Other Disturbance	D + EDP	Y	AS	N	N	M	25	FD + DSM	M	1	N	N	N	None	UK
114	53	E	EDP	AL + EDP	Y	SBH/D	Y	Y	M	46	FD	S	2	Y	N	N	None	UK
115	41	F	EDP	EDP	N	AS	Y	Y	M	28	DFP	NA	2	Y	N	N	None	Y
116	55	E	EDP	EDP	N	SBH/D	Y	Y	M	17	FD + DSM	M	1	N	N	N	None	UK
117	11	E	EDP	EDP	Y	SBH/D	Y	N	F	39	FD	S	2	Y	N	N	None	UK
118	11	F	Domestic	NA	N	AR	N	N	M	39	DFP	NA	1	Y	N	N	None	UK
119	33	F	EDP	EDP	Y	PR	N	N	M	30	DFP	NA	1	Y	N	N	None	Y
120	33	F	Weapons Call	EDP	N	SBH/D	Y	Y	F	33	DFP	NA	1	N	N	N	None	Y
121	52	F	Prisoner Related	EDP	N	AS	Y	Y	F	29	FD	M	1	Y	Y	N	None	UK
122	13	F	Domestic	EDP	N	AS	N	N	M	30	DFP	NA	1	Y	N	N	None	Y
123	13	F	Robbery	NA	N	AR	Y	Y	M	17	DFP	NA	1	Y	N	N	None	Y
124	52	E	Prisoner Related	EDP	N	AS	N	N	F	40	DFP	NA	1	N	N	N	None	Y
125	14	E	Weapons Call	NA	N	AS	Y	N	M	32	DFP	NA	1	Y	N	N	None	Y
126	32	E	Theft	D	N	AS	N	N	M	24	FD + DSM	M	1	Y	N	N	FA	UK
127	13	F	EDP	EDP	Y	AS	Y	N	M	43	DFP	NA	1	N	N	N	None	Y
128	43	F	EDP	EDP	Y	AS	Y	N	M	22	FD	S	1	Y	N	N	None	UK
129	32	H	Drug Related	NA	N	SBH/D	Y	Y	M	27	FD + DSM	M	1	Y	N	N	PC	UK
130	42	F	EDP	AL + EDP	Y	AS	Y	Y	M	42	DFP	NA	1	Y	N	N	None	Y
131	11	F	Weapons Call	EDP	N	SBH/D	Y	Y	M	53	FD	S	1	Y	N	N	None	UK

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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	DE-ESCALATION TECHNIQUES
132	51	F	Weapons Call	EDP	N	SBH/D	Y	Y	M	50	DFP	NA	1	Y	N	N	None	Y
133	11	F	Weapons Call	NA	N	AS	Y	Y	M	64	DFP	NA	1	Y	N	N	None	Y
134	43	F	Prisoner Related	AL + D + EDP	N	AS	N	N	M	44	DFP	NA	1	Y	N	N	None	Y
135	43	F	Prisoner Related	AL + D + EDP	N	PR	N	N	M	46	DFP	NA	1	Y	N	N	None	Y
136	55	F	EDP	EDP	Y	SBH/D	Y	Y	M	56	FD + DSM	M	1	Y	Y	N	None	UK
137	33	F	Unknown Trouble	D	N	AS	Y	Y	M	58	DFP	NA	1	N	N	N	None	Y
138	41	F	Unintentional	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
139	22	F	Unknown Trouble	D	N	AS	N	N	M	27	FD	S	1	Y	Y	N	None	UK
140	31	F	EDP	EDP	Y	AS	Y	Y	M	74	FD	S	1	Y	N	N	None	UK
141	52	F	Weapons Call	NA	N	AR	Y	N	M	34	DFP	NA	1	Y	N	N	None	Y
142	54	F	EDP	EDP	N	AS	Y	N	M	44	DFP	NA	1	Y	N	N	None	Y
143	53	F	EDP	EDP	N	SBH/D	Y	Y	M	43	DFP	NA	1	Y	N	N	None	Y
144	43	F	EDP	EDP	Y	AR	N	N	M	37	DFP	NA	1	Y	N	N	None	Y
145	12	E	EDP	AL + EDP	Y	SBH/D	Y	Y	M	52	FD	M	2	Y	N	N	None	UK
146	14	F	Assault	AL + D	N	AS	N	N	M	33	DFP	NA	1	N	N	N	None	UK
147	43	F	Weapons Call	AL	N	AS	Y	N	M	20	FD	M	1	Y	N	N	None	Y
148	51	E	Prisoner Related	NA	N	AS	N	N	M	27	DFP	NA	1	Y	N	N	None	Y
149	55	F	Assault	AL	N	AS	N	N	M	48	FD	M	1	Y	Y	N	None	UK
150	52	E	Prisoner Related	NA	N	AR	Y	N	M	27	DFP	NA	1	N	N	N	None	UK
151	52	F	Weapons Call	NA	N	SBH/D	Y	N	M	32	DFP	NA	1	Y	N	N	None	UK
152	52	F	Other Disturbance	EDP	N	AS	Y	N	M	31	DFP	NA	1	Y	N	N	None	Y
153	32	F	EDP	EDP	N	AS	N	N	M	36	FD	M	1	Y	Y	N	None	UK
154	32	E	Weapons Call	AL	N	SBH/D	Y	Y	M	30	DFP	NA	2	Y	N	N	None	Y
155	22	F	Domestic	AL + D + EDP	N	AS	Y	N	M	50	DFP	NA	1	Y	N	N	None	Y
156	11	F	EDP	EDP	Y	AS	N	N	M	30	FD + DSM	M	1	Y	N	N	None	UK
157	54	F	Domestic	NA	N	AS	Y	N	M	29	DFP	NA	1	Y	N	N	None	UK
158	54	F	Weapons Call	AL	N	SBH/D	Y	N	M	40	DFP	NA	1	Y	N	N	None	Y
159	54	F	EDP	EDP	Y	AS	N	N	M	42	DFP	NA	1	Y	N	N	None	Y
160	52	F	Other Disturbance	AL + EDP	N	AS	N	N	M	22	FD	M	1	Y	Y	N	None	UK
161	51	F	Other Disturbance	AL	N	AR	Y	N	M	25	DFP	NA	1	Y	N	N	None	Y
162	31	E	Robbery	NA	N	AS	Y	N	M	38	FD	M	2	Y	N	N	PC	UK
163	33	F	Domestic	NA	N	AR	Y	N	M	30	DFP	NA	1	Y	N	N	None	Y
164	52	E	EDP	D + EDP	Y	SBH/D	Y	N	M	30	FD + DSM	M	3	Y	N	N	None	Y
165	52	P	Prisoner Related	EDP	N	SBH/D	Y	Y	M	33	DFP	NA	1	Y	N	N	None	UK

APPENDIX A
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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	DE-ESCALATION TECHNIQUES
166	52	F	Unintentional	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
167	52	F	Robbery	NA	N	SBH/D	Y	N	M	27	FD	M	1	Y	N	N	None	UK
168	51	E	Warrant	D	N	SBH/D	Y	Y	M	53	FD	M	3	Y	N	N	None	UK
169	51	H	Drug Related	NA	N	AS	Y	N	M	59	DSM	M	1	Y	N	N	None	UK
170	23	F	Warrant	NA	N	AR	Y	N	M	30	DFP	NA	1	Y	N	N	PC	UK
171	41	F	Weapons Call	D + EDP	Y	AS	Y	Y	M	56	FD	M	1	Y	Y	N	None	Y
172	32	F	Weapons Call	AL	N	SBH/D	Y	N	M	42	DFP	NA	1	Y	N	N	None	Y
173	14	F	B & E	NA	NA	PR	Y	N	NA	NA	DFP	NA	1	Y	N	N	None	Y
174	42	E	Weapons Call	NA	N	SBH/D	Y	N	M	19	FD	M	1	Y	N	N	None	UK
175	42	F	Other Disturbance	NA	N	AS	N	N	M	18	FD + DSM	M	1	Y	Y	N	None	UK
176	14	F	EDP	EDP	N	AS	N	N	M	21	DFP	NA	1	Y	N	N	None	Y
177	52	E	EDP	EDP	Y	SBH/D	Y	Y	F	20	FD	M	2	N	N	N	None	Y
178	31	F	Weapons Call	AL	N	PR	Y	N	M	36	DFP	NA	1	Y	N	N	None	Y
179	43	F	Weapons Call	NA	N	AS	Y	N	M	27	DFP	NA	1	Y	N	N	None	Y
180	43	F	Weapons Call	AL + EDP	Y	AS	Y	N	M	58	DFP	NA	1	Y	N	N	None	Y
181	52	F	EDP	D + EDP	Y	AS	Y	Y	M	26	FD	M	1	Y	N	N	None	UK
182	53	F	Weapons Call	AL	N	AR	Y	N	M	41	DFP	NA	1	Y	N	N	None	Y
183	52	F	Weapons Call	NA	N	SBH/D	Y	Y	M	25	FD	S	1	Y	N	N	None	UK
184	14	F	EDP	AL + EDP	Y	SBH/D	Y	N	M	67	DFP	NA	1	Y	N	N	None	Y
185	52	E	Prisoner Related	EDP	N	PR	N	N	M	45	DFP	NA	1	Y	N	N	None	Y
186	51	E	EDP	EDP	Y	AS	Y	N	M	51	DFP	NA	1	Y	N	N	None	Y
187	52	F	EDP	AL + EDP	N	AS	N	N	M	25	DFP	NA	1	Y	N	N	None	Y
188	51	E	Prisoner Related	D + EDP	N	PR	N	N	M	40	DFP	NA	1	Y	N	N	None	Y
189	51	F	Prisoner Related	D + EDP	N	AS	N	N	M	32	DFP	NA	1	N	N	N	PC	Y
190	12	F	EDP	EDP	Y	AR	N	N	M	37	DFP	NA	1	Y	N	N	None	Y
191	42	E	Weapons Call	NA	N	SBH/D	Y	Y	M	39	DFP	NA	1	Y	N	N	None	Y
192	52	F	Weapons Call	NA	N	AS	Y	Y	M	25	DFP	NA	1	Y	N	N	None	Y
193	14	F	Other Disturbance	AL	N	SBH/D	Y	N	M	28	FD + DSM	M	1	Y	N	N	None	UK
194	42	E	Warrant	NA	N	SBH/D	Y	N	M	27	DFP	NA	1	Y	N	N	None	Y
195	14	F	Assault	AL	N	AS	N	N	M	25	DFP	NA	1	Y	N	N	None	Y
196	14	F	EDP	AL + EDP	Y	AS	Y	N	M	32	DFP	NA	1	Y	N	N	None	Y
197	55	E	Prisoner Related	AL	N	AS	N	N	M	36	DFP	NA	1	Y	N	N	None	Y
198	13	F	Wanted Person	EDP	N	SBH/D	Y	N	M	45	FD	S	1	Y	N	N	None	UK
199	54	F	EDP	EDP	Y	SBH/D	Y	N	M	32	DFP	NA	1	Y	N	N	None	Y
200	11	F	Assault	AL	N	AS	Y	N	M	39	DFP	NA	1	Y	N	N	None	Y
201	43	F	Weapons Call	NA	N	SBH/D	Y	N	M	25	DFP	NA	1	Y	N	N	None	Y

Appendix A
2017 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	DE-ESCALATION TECHNIQUES
202	43	E	Warrant	NA	N	SBH/D	Y	N	M	23	FD	S	1	Y	N	N	None	Y
203	12	F	Other Disturbance	D + EDP	Y	AS	N	N	M	34	DSM	M	1	Y	N	N	None	UK
204	31	F	EDP	EDP	Y	SBH/D	Y	Y	M	40	FD	M	2	Y	N	N	FA	UK
205	32	F	Weapons Call	D + EDP	N	AS	Y	Y	M	24	FD + DSM	M	1	Y	N	N	PC	UK
206	51	E	EDP	EDP	Y	AS	Y	N	M	51	FD	M	1	Y	N	N	None	Y
207	41	F	Unintentional	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
208	54	F	EDP	AL	N	AS	N	N	M	40	DFP	NA	1	N	N	N	None	y
209	23	F	Other Disturbance	NA	N	PR	Y	N	M	28	DFP	NA	1	Y	N	N	None	Y
210	32	E	Weapons Call	D	N	SBH/D	Y	Y	M	24	FD	M	3	N	N	N	None	UK
211	41	F	B & E	D	N	AR	N	N	M	31	DFP	NA	1	N	N	N	None	Y
212	11	F	EDP	EDP	Y	AS	N	N	M	37	DFP	NA	1	N	N	N	PC	Y
213	23	E	Warrant	NA	N	SBH/D	Y	N	M	47	FD	S	1	Y	N	N	None	UK
214	32	F	Other Disturbance	AL	N	AS	N	N	M	22	FD + DSM	M	1	Y	N	N	PC	Y
215	23	F	B & E	NA	NA	SBH/D	Y	Y	NA	NA	DFP	NA	1	Y	N	N	None	Y
216	52	F	B & E	NA	N	AR	Y	N	M	27	DFP	NA	1	Y	N	N	None	Y
217	53	F	Weapons Call	EDP	Y	AR	Y	Y	M	34	DFP	NA	1	Y	N	N	None	Y
218	33	F	Assault	AL + D	N	SBH/D	Y	Y	M	34	FD	M	1	Y	Y	N	None	UK
219	31	F	Wanted Person	NA	N	AR	Y	N	M	23	DFP	NA	1	Y	N	N	None	UK
220	55	F	Unknown Trouble	EDP	Y	SBH/D	Y	Y	M	47	DFP	NA	1	N	N	N	None	Y
221	41	F	Prisoner Related	EDP	N	AS	N	N	M	24	FD	M	1	N	N	N	None	UK
222	41	F	Domestic	D + EDP	N	AR	N	N	M	25	DFP	NA	1	Y	N	N	None	Y
223	54	E	Weapons Call	NA	N	SBH/D	Y	N	M	21	FD	S	2	Y	N	N	None	UK
224	53	F	Weapons Call	NA	N	AS	Y	Y	M	57	DFP	NA	1	Y	N	N	None	Y
225	22	H	Drug Related	NA	N	AS	Y	N	M	21	DSM	S	1	Y	N	N	None	UK
226	33	F	EDP	D + EDP	Y	AS	Y	Y	M	23	DFP	NA	1	N	N	N	None	Y
227	43	F	Theft	NA	N	AS	N	N	M	16	FD	S	1	Y	N	N	None	UK
228	42	F	EDP	EDP	Y	AS	Y	N	M	34	FD	M	1	Y	Y	N	None	Y
229	55	F	Domestic	NA	N	AR	N	N	M	25	DFP	NA	1	Y	N	N	None	y
230	52	H	Drug Related	NA	N	AS	N	N	M	43	FD	S	1	Y	N	N	None	UK
231	23	F	Weapons Call	D + EDP	Y	AS	Y	Y	M	34	DFP	NA	1	Y	N	N	None	Y
232	23	E	Warrant	NA	N	AS	Y	N	M	21	DFP	NA	1	Y	N	N	None	Y
233	55	F	Weapons Call	EDP	Y	SBH/D	Y	Y	F	25	FD + DSM	M	1	Y	Y	N	None	UK
234	43	F	Prisoner Related	EDP	N	AS	Y	N	M	30	DFP	NA	1	Y	N	N	None	Y
235	23	F	Weapons Call	AL + EDP	N	AR	Y	N	M	24	DFP	NA	1	Y	N	N	None	Y
236	11	F	Robbery	EDP	N	AS	N	N	M	42	DFP	NA	1	N	N	N	None	Y

Appendix A
2017 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	DE-ESCALATION TECHNIQUES
237	33	H	Homicide	NA	N	PR	Y	N	M	23	DFP	NA	1	Y	N	N	FA	Y
238	52	F	Drug Related	AL + D	N	AS	N	N	M	47	FD + DSM	M	1	Y	N	N	None	Y
239	23	F	EDP	AL + D + EDP	Y	AS	N	N	M	22	DFP	NA	1	Y	N	N	PC	Y
240	55	E	EDP	AL + D	Y	AS	Y	Y	M	55	FD	M	2	Y	N	N	None	Y
241	42	F	Drug Related	AL + D	N	AS	Y	N	M	42	FD	M	1	Y	Y	N	None	UK
242	22	F	Unintentional	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	Y	NA	NA
243	13	F	Wanted Person	EDP	N	SBH/D	Y	Y	F	36	FD	S	1	Y	N	N	None	Y
244	22	F	Traffic	AL + D	N	SBH/D	N	N	M	35	FD	M	1	N	N	N	None	UK
245	43	F	Weapons Call	NA	N	SBH/D	Y	N	M	22	FD	S	1	Y	N	N	None	UK
246	43	F	Traffic	NA	N	AS	N	N	M	34	FD	M	1	Y	N	N	None	UK
247	41	E	Warrant	NA	N	SBH/D	N	Y	M	29	FD + DSM	M	1	Y	N	N	None	UK
248	51	F	Other Disturbance	NA	N	AS	N	N	F	27	DFP	NA	1	Y	N	N	PC	Y
249	41	E	Warrant	NA	Y	AS	Y	N	M	22	DFP	NA	1	Y	N	N	None	Y
250	54	F	Domestic	NA	N	AS	Y	Y	M	31	DFP	NA	1	Y	N	N	None	Y
251	54	F	Weapons Call	AL + EDP	Y	SBH/D	Y	Y	M	54	DFP	NA	1	Y	N	N	None	Y
252	41	E	EDP	AL + EDP	Y	AS	Y	Y	M	52	FD	M	1	N	N	N	None	Y
253	23	E	EDP	EDP	Y	SBH/D	Y	Y	M	16	DFP	NA	1	Y	N	N	None	Y
254	52	F	Other Disturbance	D + EDP	N	AS	N	N	M	30	DSM	S	1	Y	N	N	None	UK
255	32	E	EDP	EDP	N	AS	N	N	M	51	FD	M	1	Y	N	N	None	UK
256	51	F	EDP	EDP	Y	PR	Y	Y	M	36	DFP	NA	1	N	N	N	None	Y
257	55	E	Warrant	NA	N	AS	Y	N	M	20	FD	M	1	Y	N	N	None	UK
258	31	H	Drug Related	NA	N	AS	N	N	M	18	FD	M	1	Y	Y	N	IW	UK
259	14	F	Other Disturbance	AL	N	AS	N	N	M	37	DSM	M	1	N	N	N	PC	UK
260	51	F	Domestic	EDP	Y	PR	Y	Y	F	40	DFP	NA	1	Y	N	N	None	Y
261	11	E	EDP	EDP	Y	SBH/D	Y	Y	M	39	FD + DSM	M	4	Y	N	N	None	Y
262	11	F	Assault	NA	N	AS	N	N	M	27	FD	M	1	Y	Y	N	PC	UK
263	43	F	Domestic	EDP	N	AS	N	N	M	29	DFP	NA	1	Y	N	N	None	Y
264	55	F	Weapons Call	D + EDP	Y	SBH/D	Y	Y	M	36	FD	S	1	Y	N	N	None	Y
265	51	E	EDP	EDP	N	SBH/D	N	Y	M	21	FD + DSM	M	2	Y	N	N	None	UK
266	12	F	EDP	EDP	Y	AS	N	N	M	28	FD + DSM	M	1	Y	Y	N	PC	Y
267	52	F	Assault	D	N	AS	N	N	M	22	FD	M	1	Y	Y	N	None	UK
268	14	F	EDP	EDP	Y	SBH/D	Y	Y	F	47	DFP	NA	1	Y	N	N	None	Y
269	51	F	Other Disturbance	EDP	N	AS	N	N	M	27	DFP	NA	1	Y	N	N	None	Y
270	42	F	Weapons Call	EDP	Y	AS	Y	Y	M	33	DFP	NA	1	Y	N	N	None	Y
271	55	F	EDP	D + EDP	Y	AS	N	N	F	20	FD + DSM	S	1	Y	Y	N	None	Y
272	32	E	Warrant	NA	N	PR	Y	N	M	22	DFP	NA	1	Y	N	N	None	Y

Appendix A
2017 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	DE-ESCALATION TECHNIQUES
273	14	F	EDP	EDP	Y	SBH/D	N	N	M	28	DFP	NA	1	Y	N	N	None	Y
274	51	E	Domestic	D	N	SBH/D	Y	Y	M	28	FD	M	2	Y	N	N	None	UK
275	14	F	Weapons Call	NA	N	PR	Y	N	M	37	DFP	NA	1	Y	N	N	None	Y
276	43	E	Warrant	AL	N	AS	Y	N	M	31	FD + DSM	S	3	Y	Y	N	None	UK
277	54	E	Warrant	NA	N	AS	N	N	F	21	FD	S	1	Y	N	N	None	UK
278	54	E	Warrant	NA	N	AR	N	N	M	20	DFP	NA	2	Y	N	N	None	Y
279	22	F	Other Disturbance	D + EDP	N	SBH/D	Y	Y	M	32	DFP	NA	1	Y	N	N	None	Y
280	52	E	Weapons Call	NA	N	AR	Y	N	M	33	DFP	NA	1	Y	N	N	FA + PC	Y
281	54	F	B & E	AL	N	SBH/D	Y	N	M	22	DFP	NA	1	Y	N	N	None	Y
282	22	E	Wanted Person	EDP	N	PR	Y	N	F	21	DFP	NA	1	Y	N	N	None	Y
283	23	E	EDP	EDP	Y	SBH/D	Y	Y	M	43	FD	M	3	Y	N	N	None	Y
284	43	E	Homicide	NA	Y	SBH/D	N	N	M	21	DFP	NA	1	Y	N	N	None	Y
285	23	E	Warrant	NA	N	PR	Y	N	M	24	DFP	NA	1	Y	N	N	None	Y
286	43	F	EDP	EDP	Y	AS	N	N	M	50	DSM	M	1	Y	N	N	None	UK
287	33	F	Traffic	AL	N	AR	N	N	M	51	DFP	NA	1	Y	N	N	PC	Y
288	43	E	Warrant	NA	N	SBH/D	Y	N	M	19	DFP	NA	1	Y	N	N	FA	Y
289	33	F	EDP	EDP	Y	AS	Y	N	M	28	DFP	NA	1	Y	N	N	None	Y
290	54	E	EDP	EDP	Y	SBH/D	N	Y	M	41	FD	M	3	Y	N	N	None	Y
291	51	E	EDP	AL + EDP	Y	AS	Y	N	M	47	FD	M	3	Y	N	N	None	UK
292	33	F	EDP	AL + D + EDP	N	AS	Y	N	M	43	DFP	NA	1	Y	N	N	None	Y
293	51	F	Weapons Call	EDP	N	SBH/D	Y	Y	M	20	DFP	NA	1	Y	N	N	None	Y
294	22	F	Weapons Call	EDP	N	SBH/D	Y	Y	F	34	FD	M	1	Y	Y	N	None	UK
295	43	E	Weapons Call	EDP	N	SBH/D	Y	Y	M	31	DFP	NA	3	Y	N	N	None	Y
296	41	E	Weapons Call	NA	N	SBH/D	Y	Y	M	27	FD + DSM	M	1	N	N	N	None	UK
297	33	E	Domestic	EDP	N	SBH/D	Y	Y	F	35	FD	M	2	N	N	N	None	UK
298	33	F	EDP	AL + D + EDP	Y	AS	N	N	M	27	DFP	NA	1	Y	N	N	None	Y
299	23	F	Drug Related	NA	N	AS	N	N	M	27	FD	S	1	Y	N	N	PC	UK
300	52	F	EDP	EDP	Y	AS	Y	N	M	28	DFP	NA	1	Y	N	N	None	Y
301	33	F	EDP	EDP	N	SBH/D	Y	Y	M	37	DFP	NA	1	Y	N	N	None	Y
302	23	F	Domestic	NA	N	AS	N	N	M	44	DFP	NA	1	Y	N	N	None	Y
303	11	F	Unknown Trouble	NA	N	AS	N	N	M	34	DFP	NA	1	Y	N	N	None	Y
304	22	F	Traffic	EDP	N	AR	N	N	M	23	DFP	NA	1	Y	N	N	PC	Y
305	31	E	EDP	EDP	Y	SBH/D	Y	N	M	39	DFP	NA	1	Y	N	N	None	Y
306	22	E	Prisoner Related	EDP	N	AS	N	N	M	23	FD + DSM	M	1	Y	Y	N	PC	UK
307	52	F	Other Disturbance	AL + D + EDP	Y	AS	N	N	F	22	FD + DSM	M	1	Y	Y	N	None	UK
308	51	F	Prisoner Related	EDP	N	AS	N	N	M	25	FD + DSM	M	1	Y	Y	Y	None	Y

**Appendix “B”
2013 to 2017 C.E.W. Trends**

The following is a comparison between similar categories of C.E.W. incidents from 2013 to 2017.

C.E.W. Incidents by Division

Division	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
11	11	5.7	9	4.4	16	6.0	16	5.5	15	4.9
12	7	3.6	19	9.3	14	5.3	25	8.6	13	4.2
13	15	7.8	10	4.9	10	3.8	9	3.1	10	3.2
14	8	4.2	21	10.2	21	7.9	30	10.3	21	6.8
22	10	5.2	6	2.9	9	3.4	10	3.4	13	4.2
23	11	5.7	17	8.3	12	4.5	12	4.1	20	6.5
31	12	6.3	12	5.9	17	6.4	13	4.5	10	3.2
32	10	5.2	10	4.9	7	2.6	5	1.7	14	4.5
33	12	6.3	12	5.9	12	4.5	10	3.4	16	5.2
41	12	6.3	13	6.3	17	6.4	18	6.2	21	6.8
42	12	6.3	11	5.4	17	6.4	14	4.8	13	4.2
43	7	3.6	13	6.3	16	6.0	15	5.1	31	10.1
51	19	9.9	14	6.8	27	10.2	40	13.7	28	9.1
52	15	7.8	11	5.4	31	11.7	28	9.6	28	9.1
53	5	2.6	0	0	5	1.9	13	4.5	11	3.6
54	14	7.3	11	5.4	18	6.8	24	8.2	25	8.1
55	8	4.2	16	7.8	15	5.7	9	3.1	16	5.2
Barrie	N/A	N/A	N/A	N/A	N/A	N/A	1	0.3	N/A	N/A
Durham	N/A	1	0.3							
Hamilton	N/A	N/A	N/A	N/A	1	0.4	N/A	N/A	N/A	N/A
Kitchener	2	1.0	N/A							
Peel	1	0.5	N/A							
Waterloo	1	0.5	N/A							
York	N/A	2	0.7							
Total	192	100	205	100	265	100	292	100	308	100

The divisions and municipalities where C.E.W. incidents have occurred over the past five years do not yield any notable patterns.

C.E.W. Users

	2013		2014		2015		2016		2017	
User	#	%	#	%	#	%	#	%	#	%
Front Line Supervisor	163	80.7	162	71.4	207	68.3	237	73.2	221	61.9
Emergency Task Force	37	18.3	62	27.3	88	29.0	85	26.2	124	34.7
High-Risk Units	2	1.0	3	1.3	8	2.7	2	0.6	11	3.1
Emergency Management and Public Order	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Total # of C.E.W. Users	202	100	227	100	303	100	324	100	357	100

During each of the past five years, frontline supervisors (F.L.S.) have accounted for approximately 61 to 81% of C.E.W. use followed by E.T.F. officers at approximately 18 to 35%. This is anticipated since F.L.S.s attend most scenes prior to the E.T.F. After consultation with constables and after assessing a situation, F.L.S.s would only request the E.T.F. if required. High-risk units include supervisors from units as such as Intelligence, Organized Crime Enforcement, Hold-Up, Drug Squad, and Provincial R.O.P.E. and Fugitive Squad.

Subject Condition

	2013		2014		2015		2016		2017	
Condition	#	%	#	%	#	%	#	%	#	%
Alcohol Only	31	16.1	18	8.8	44	16.6	46	15.8	29	9.4
Drugs Only	14	7.3	8	3.9	11	4.2	18	6.2	20	6.5
Drugs + Alcohol	8	4.2	8	3.9	9	3.4	14	4.8	7	2.3
Emotionally Disturbed Persons (E.D.P.)	51	26.6	79	38.5	81	30.6	90	30.8	98	31.8
E.D.P. + Alcohol	13	6.8	14	6.8	11	4.2	12	4.1	15	4.9
E.D.P. + Drugs	6	3.1	11	5.4	20	7.5	28	9.6	23	7.5
E.D.P. + Drugs + Alcohol	9	4.7	4	2.0	9	3.4	12	4.1	9	2.9
Not Applicable	60	31.3	63	30.7	80	30.2	72	24.7	107	34.7
Total	192	100	205	100	265	100	292	100	308	100

Incidents where the officer believed the subject was suffering from an emotional disturbance or mental health disorder or in combination with drugs or alcohol increased marginally from 142 in 2016 to 145 in 2017.

Types of Use on E.D.P.s

Use	2015		2016		2017	
	#	%	#	%	#	%
Demonstrated Force Presence	58	47.9	73	51.4	83	57.2
Drive Stun Mode	9	7.4	11	7.7	6	4.1
Full Deployment	54	44.6	58	40.8	56	38.6
Total # of E.D.P. Incidents	121	100	142	100	145	100

This comparison chart indicates that use of C.E.W.s on emotionally disturbed persons as a demonstrated force presence has been increasing for the last three years.

Subject Behaviour

Behaviour Type	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Passive Resistant	26	13.5	16	7.8	23	8.7	28	9.6	25	8.1
Active Resistant	29	15.1	23	11.2	25	9.4	27	9.2	33	10.7
Assaultive	85	44.3	86	42.0	125	47.2	157	53.8	146	47.4
Serious Bodily Harm/Death	49	22.5	70	34.1	87	32.8	74	25.3	98	31.8
Not Applicable	3	1.6	10	4.9	5	1.9	6	2.1	6	2.0
Total	192	100	205	100	265	100	292	100	308	100

Assaultive behaviour continues to be the predominant subject threat facing officers followed by serious bodily harm or death. Assaultive behaviour decreased from 53.8% in 2016 to 47.4% in 2017 however, serious bodily harm or death increased from 25.3% in 2016 to 31.8% in 2017. The percentage of incidents involving subjects who displayed passive or active resistance remained fairly stable in the last five years ranging between 18.1% and 19.0%.

Subject Description

Subject	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Male	171	89.1	170	82.9	231	87.2	262	89.7	274	89.0
Female	15	7.8	16	7.8	23	8.7	15	5.1	25	8.1
Animal	2	1.0	4	2.0	0	0.0	3	1.0	1	0.3
Multiple	1	0.5	5	2.4	6	2.3	6	2.1	2	0.6
Not Applicable	3	1.6	10	4.9	5	1.9	6	2.1	6	2.0
Total	192	100	205	100	265	100	292	100	308	100

For the past five years, between 82 and 90% of C.E.W. incidents involved male subjects. On average, only 1.58% of use is on multiple subjects.

Age of Subject

Age	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
<10	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
10 - 15	2	1.0	3	1.5	1	0.4	1	0.3	1	0.3
16-20	31	16.1	24	11.7	27	10.2	28	9.6	27	8.8
21-25	38	19.8	43	21.0	53	20.0	46	15.8	55	17.9
26-30	22	11.5	35	17.1	49	18.5	46	15.8	56	18.2
31-35	27	14.1	27	13.2	31	11.7	43	14.7	45	14.6
36-40	18	9.4	12	5.9	28	10.6	33	11.3	34	11.0
41-45	16	8.3	17	8.3	21	7.9	32	11.0	24	7.8
46-50	16	8.3	13	6.3	18	6.8	18	6.2	22	7.1
51-55	10	5.2	5	2.4	17	6.4	16	5.5	17	5.5
56-60	4	2.1	5	2.4	5	1.9	7	2.4	6	2.0
>60	2	1.0	2	1.0	5	1.9	7	2.4	12	3.9
N/A	6	3.1	19	9.3	10	3.8	15	5.1	9	2.9
Total	192	100	205	100	265	100	292	100	308	100

Persons between 21 and 35 years of age represent the highest category in C.E.W. incidents. During the last five years, there have been a total of 8 incidents of C.E.W. 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.

16 Years and Under 5 Year Summary

Subject Age	2013	2014	2015	2016	2017
10	0	0	0	0	0
11	0	0	0	0	0
12	0	0	0	0	0
13	0	0	0	0	0
14	0	1	0	0	0
15	2	2	1	1	1
16	3	0	2	3	3

The five year summary chart above includes incidents where C.E.W.s were used on young people who were 16 years of age or younger. Of the 19 incidents that are included, 13 or 68.4% involved situations where the C.E.W. was used as a demonstrated force presence only.

Types of C.E.W. Use

Type of Use	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Demonstrated Force Presence	107	55.7	118	57.6	142	53.6	166	56.8	184	59.7
Drive Stun Mode	20	10.4	19	9.3	26	9.8	19	6.5	13	4.2
Full Deployment	65	33.9	68	33.2	97	36.6	107	36.6	111	36.0
Total	192	100	205	100	265	100	292	100	308	100

The percentage of C.E.W. use as a demonstrated force presence has remained above 50% for the last five years and in 2017 it rose to 59.7%. This indicates that officers are using only as much force as necessary to gain control of subjects.

Number of C.E.W.s Used per Incident

# of C.E.W.s	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
One C.E.W.	183	95.3	191	93.2	240	90.5	265	90.8	273	88.6
Two C.E.W.s	8	4.2	8	3.9	15	5.7	22	7.5	23	7.5
Three C.E.W.s	1	0.5	5	2.4	8	3.0	5	1.7	10	3.3
> Three C.E.W.s	0	0	1	0.5	2	0.8	0	0.0	2	0.6
Total	192	100	205	100	265	100	292	100	308	100

In the last five years, the overwhelming majority of C.E.W. incidents continue to involve the use of one C.E.W. Of the incidents where more than one C.E.W. was used, there has been a marginal increase over the five year reporting period. In 2017, three of the 23 incidents involving the use of two C.E.W.s can be attributed to frontline supervisors, while two incidents were uses by a frontline supervisor in conjunction with the E.T.F. The remaining uses of two C.E.W.s were by E.T.F. officers. Only two of the incidents involving the use of three or more C.E.W.s were by frontline supervisors in conjunction with the E.T.F. The remaining incidents were uses by the E.T.F.

C.E.W. Effectiveness

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Effective	173	90.1	177	86.3	232	87.5	258	88.4	264	85.7
Not Effective	16	8.3	18	8.8	28	10.6	28	9.6	38	12.3
Unintentional Discharges	3	1.6	10	4.9	5	1.9	6	2.0	6	2.0
Total	192	100	205	100	265	100	292	100	308	100

The average effectiveness of the C.E.W. over the last five years has been 87.6%.

C.E.W. Effectiveness on EDP's

Year	Total C.E.W. Use	Total C.E.W. Use on EDP's	# Effective	% Effective
2017	308	145	120	82.8%
2016	292	142	125	88.0%
2015	265	121	105	86.8%

The average effectiveness of the C.E.W. on emotionally disturbed persons over the last three years has been 85.9%.



Toronto Police Services Board Report

March 8, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Donation - Trust Fund Bequeathed to the Toronto Police Mounted Unit

Recommendations:

It is recommended that the Board:

1. approve the receipt of the trust fund, as detailed within this report; and
2. upon approval, forward a copy of this report to the City's Chief Financial Officer for information.

Financial Implications:

The Toronto Police Service (Service) has received \$1,805,665 Million (M) in Trust, directed toward the Service's Mounted Unit (Mounted Unit). These monies have been directed to the Service as part of the settlement of the estate of the late Dorothy Ann Keith, a long-time supporter of the Mounted Unit.

Ms. Keith's last will and testament (the "Will") directs the Trustee, Bank of Nova Scotia Trust Company (the "Trustee"), to invest and keep invested the Trust and to hold and apply the capital and income of the Trust for the exclusive purpose of the Objects of the Trust, as set out in the Discussion section of this report.

The approval process for the use of the annual income from the Trust, based on the Objects, is at the final discretion of the Trustee. Annual interest (income) is estimated at \$50,000 based on a 3% return rate. The revenue balance as of March 1, 2018 is \$14,496.

Background / Purpose:

Ms. Keith was a long-time, avid supporter of the Mounted Unit. She has made several previous donations to the Service. (Min. No. P219/00, P8/02, P116/03, P136/05, P219/05, P118/06 and P64/12 refers). Ms. Keith was honoured by the Board on February 28, 2002 (Min. No. P29/02 refers) in recognition of one of her donations.

Ms. Keith passed away in April of 2016 and in her Will dated September 20, 2001, she set aside funding from her estate toward a trust fund to be called “The Dorothy Keith Mounted Unit Trust Fund” (the Trust).

The Bank of Nova Scotia Trust Company was appointed the Estate Trustee.

The purpose of this report is to obtain Board approval for the receipt of this Trust Fund.

Discussion:

The Emergency Management and Public Order Mounted Unit operates under Public Safety Operations as part of Specialized Operations Command.

The Mounted Unit is currently comprised of 39 officers, two civilian members and 24 horses. Officers provide the Service with mounted support for community events, crowd control, searches, ceremonial events, divisional assistance, general patrol, and directed patrol in the entertainment district.

Ms. Keith was a strong supporter of the Mounted Unit. She had fond memories of mounted police officers and horses on her street during her childhood and connected with the Mounted Unit in the later years of her life. She attended several Mounted Unit community events, training and functions. Ms. Keith purchased two horses that were named “Dorothy” and “Keith” in her honour. She also provided donations for equestrian events, equipment, horse care and Mounted Unit promotional materials.

In her Will, Ms. Keith set aside one-half of the rest and residue of her Estate as a Trust Fund. All litigations in regards to the disbursement of funds according to the Will are now complete. Legal Services was actively involved in this litigation process and the Service engaged the services of Miller Thomson to ensure an external lawyer with expertise in wills and estates mitigated any risk to the Service or the Board in relation to the acceptance of this donation. The Service canvassed City Legal, but was advised they did not have expertise in wills and estates. The final amount in Trust directed to the Mounted Unit in the settlement of Ms. Keith's estate totals \$1,805,665M.

The Will directs the Trustee to invest and keep invested the Trust and to hold and apply the capital and income of the Trust for the exclusive purpose of the Objects of the Trust. The objects of the Trust include Mounted Unit Objects and Police Objects.

A. The Mounted Unit Objects of the Trust

To financially assist and promote the Mounted Unit of the City of Toronto Police, its horses and its community activities through:

- i. The purchase of horses for use by the Mounted Unit;
- ii. Providing for the care, feeding (especially for additional rations and treats) and stabling of the Mounted Unit's horses;

- iii. The purchase of a special, decorative and/or ceremonial tack for the Mounted Unit's horses, particularly for any musical ride or exhibitions or equestrian competitions in which the Mounted Unit may participate;
- iv. The boarding, resting and recuperation of the Mounted Unit's horses as may be required from time to time as a result of stressful situations in which the Mounted Unit has participated;
- v. The purchase of any other equipment for use by the Mounted Unit;
- vi. The creation and/or distribution of any newsletter, pamphlet, book or other printed material on the current activities and/or the history of the Mounted Unit;
- vii. The creation and/or distribution of any non-print work or production on the current activities and/or history of the Mounted Unit; and
- viii. The general fostering or promotion of the public's interest in the Mounted Unit and the well-being of its horses.

B. The Police Objects of the Trust

To financially assist and promote the law enforcement and community service activities of the City of Toronto Police Force, including without limitation:

- i. the purchase of equipment for police services;
- ii. providing financial assistance for community programs and services;
- iii. the creation and/or distribution of any newsletter, pamphlet, book or other printed material on the current activities and/or the history of the City of Toronto Police;
- iv. The creation and/or distribution of any non-print work or production on the current activities and/or history of the City of Toronto Police; and
- v. the general fostering or promotion of the public's interest in the City of Toronto Police.

The Will indicates that if the Mounted Unit ceases to exist, then the Trust funds shall be redirected to the Mounted Unit of the Royal Canadian Mounted Police.

Business Process:

Current Service processes for approvals, financial controls and procurements will be followed when using the Trust funds. The following reporting processes will also be complied with:

1. At the beginning of each year, the Mounted Unit will submit a plan or budget to Specialized Operations Command for the projected expenditures for approval under the restrictions listed above under Mounted Unit Objects for the use of the funds;

2. Upon approval, Specialized Operations Command will forward the projected expenditure plan to the Trustee for authorization and release of funds;
3. If there are any identified Mounted Unit Objects that were not included in the original year plan, the Mounted Unit will submit a written request to the Trustee for approval;
4. At the end of each year, the Mounted Unit will report on the actual expenditures to the Trustee, Public Safety Operations and Accounting Services; and
5. A copy of the Mounted Unit Trust Fund financial statements will be forwarded to the City as part of the year-end process for consolidation and will be subject to external audit.

Conclusion:

As a devoted supporter of the Mounted Unit, Ms. Keith created a legacy in her name. The Trust is an opportunity for her to share posthumously her love of police horses and the community for years to come. It is recommended that the Board approve the receipt of the Trust Fund and that a copy of this Board report be forwarded to the City's Chief Financial Officer for information.

Mr. Tony Veneziano, Chief Administrative Officer, and Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police



Toronto Police Services Board Report

March 27, 2018

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Toronto Police Services Board Nominee to the Ontario Association of Police Services Board's (OAPSB) Board of Directors and OAPSB Spring Conference Funding

Recommendation(s):

1. That the Board nominate one of its members to represent the Toronto Police Services Board, for a one-year term, on the OAPSB Board of Directors
2. That the Board advise the OAPSB of its nominee.
3. That, as an exception to its Special Fund policy, the Board contribute \$5000. in sponsorship to the 2018 OAPSB Spring Conference.

Financial Implications:

The OAPSB will pay most reasonable and necessary costs incurred by members of its Board of Directors. The cost of sponsorship of the 2018 Spring Conference will be absorbed by the Special Fund, the balance of which is approximately \$719,630.37.

Background / Purpose:

The OAPSB is the leading voice of police governance in Ontario. The OAPSB serves its members and stakeholders, as well as the general public, by:

- helping local police service boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge; and

- advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

The OAPSB membership includes police services board members, police and law enforcement officials, and others persons involved in policing and public safety.

In terms of workload and time commitment for a member of the Board of Directors, the following is an estimate of the requirements:

- the OAPSB Board of Directors meets 4-5 times per year, usually on weekday evenings for 4-5 hours at locations near the Toronto Pearson Airport;
- attendance at OAPSB-hosted events is expected, including: 2018 Spring Conference and AGM (May 23-26, 2018, location: Blue Mountain) and 2018 Fall Labour Seminar (date TBD, location: near Pearson Airport); 2019 Spring Conference (TBD);
- attendance at Zone/Big 12 meetings: 2-3 per year, each is typically a ½ day; and
- the OAPSB currently has 3 internal (voluntary) committees (that hold short meetings by phone) and participates on 18 provincial committees (usually the President and/or the OAPSB Executive Director is the representative).

Discussion:

The by-laws of the OAPSB provide that one seat on its Board of Directors is reserved for a member of the Toronto Police Services Board. Councillor Shelley Carroll was the TPSB's representative on the OAPSB Board up until her resignation from the TPSB. Consequently, another member of the Board is required to fulfil this responsibility and represent the Board at the OAPSB for one year commencing after the AGM scheduled for May 25, 2018.

The OAPSB bylaws state:

4.04 Nomination of Directors

Not less than forty-five (45) days prior to the annual meeting of members, each of the following shall notify the Board of its nominee or nominees for election to the board at such annual meeting:

- (i) Each Zone shall submit one nominee;
- (ii) The Big 12 (excluding Toronto) shall submit four (4) nominees; and
- (iii) The Toronto Police Services Board each shall submit one nominee.

At each such annual meeting, the representatives of the Police Services Boards operating pursuant to Section 10 of the PSA shall select and advise of three (3) nominees, one (1) selected by such Boards in Zones 1 and 1A, one (1) selected by such Boards in Zones 2 and 3 and one (1) selected by such Boards in Zones 4, 5 and 6.

4.05 Term of Office

Subject to the by-laws, the term of office for a director shall be one (1) year, and shall terminate at the close of the annual meeting held during such term. Provided, however, that a director shall be eligible to be re-elected for additional terms of office, but no director shall serve more than an aggregate of nine (9) consecutive terms.

The qualifications to be elected and hold office are the following:

4.02 Qualification of Directors

Any Member in good standing of the Association is eligible to run for and hold an elected position as a director on the Board; provided that such individual shall be eighteen (18) or more years of age; shall be a member of a Police Services Board in Ontario; and provided further that such individual shall, at the time of his election or within ten (10) days thereafter and throughout his term of office, be a member in good standing of the Association.

Provided, however, that not more than one (1) member of any Police Services Board in Ontario may be a Director at any one time.

Conclusion:

It is recommended that the Board nominate one of its members to represent the Toronto Police Services Board, for a one-year term, on the OAPSB Board of Directors and advise the OAPSB of its nominee.

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

March 27, 2018

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Approval of Expenses: Ontario Association of Police Services Boards – 2018 Spring Conference & Annual General Meeting

Recommendation(s):

It is recommended that the Board approve the conference attendance and the estimated expenditures, for up to three Board Members or Board staff members to attend the Ontario Association of Police Services Board's (OAPSB) 2018 Spring Conference and Annual General Meeting.

Financial Implications:

This report recommends that the Board approve an expenditure from the Board's 2018 operating budget to cover costs associated with attendance at the OAPSB Spring Conference

Background / Purpose:

The OAPSB will be hosting its 2018 Spring Conference & Annual General Meeting in Blue Mountain, Ontario from May 23 – 26, 2018. The theme of this year's Spring Conference is "*Implementing the New Police Services Act.*"

The OAPSB Spring Conference is an excellent opportunity for professional development for Board Members and networking with fellow police board members from across Ontario. As such, it is important that the Board provide its support and attendance to help ensure the success of the conference.

Discussion:

The “Board Member Expense and Travel Reimbursement Policy” approved by the Board in 2006 establishes that the Board’s approval must be sought for the attendance of Board Members at conferences.

We assume that the new two (2) Board members would like to attend at this conference as a new learning opportunity for professional development and networking.

Board Members were advised of this conference and were canvassed for their availability. Attendance to this conference will result in the following estimated expenses:

Registration	\$585.00
Hotel accommodation (4 nights at \$183.26/night)	\$733.04
Per Diem (5 days at \$75/day)	\$375.00
Incidentals	\$100.00
Total estimate	\$1,793.04/ per person

Conclusion:

It is, therefore, recommended that the Board approve the conference attendance and the estimated expenditures, for up to three Board Members or Board staff members to attend the Ontario Association of Police Services Board’s (OAPSB) 2018 Spring Conference and Annual General Meeting

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

March 27, 2018

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Request for Special Funds – 51st Annual Police Officer of the Year Awards

Recommendation(s):

It is recommended that:

- (1) the Board approve an expenditure from the Special Fund in the amount of \$15,000.00 to sponsor the 51st Annual Police Officer of the Year Awards, taking place on May 15th, 2018; and
- (2) the Board approve the purchase of tickets for interested Board members and/or Board staff members.

Financial Implications:

If the recommendations contained in this report are approved, the Special Fund will be reduced in the amount of \$15,000.00 for sponsorship as well as \$95.00 for the cost of tickets for interested Board members and/or Board staff members. The current balance of the Special Fund is approximately \$719,630.37.

Background / Purpose:

The Police Officer of the Year Awards was initiated in 1967 by the Toronto Region Board of Trade for the purpose of recognizing the admirable contributions made by members of the Toronto Police Service (TPS), who have gone beyond the call of duty to ensure that Toronto is one of the safest cities in the world. All nominations are initiated through the Awards Co-ordinator, Professional Standards Support, and a panel of judges comprised of members of the local crime media and representatives from the Toronto Region Board of Trade.

Nominees are judged according to the following criteria:

Bravery
Humanitarianism

Superior Investigative Work; and Outstanding Police Skills

The event will take place on May 15, 2018, at the Toronto Region Board of Trade, Downtown Centre. Each year, an average of 24 members of the TPS are recognized for their outstanding contributions to policing in our communities.

Attached is a letter from Mr. Christopher Worth, Toronto Region Board of Trade, providing details about the event.

Discussion:

The Police Officer of the Year Awards program is a very important initiative, which the Board has historically supported. This initiative is in keeping with provisions in the Board's Special Fund policy to recognize the work of TPS members. It is an important demonstration of the community and the police working together, supporting one another and celebrating community safety achievements together. These awards celebrate excellence in policing and show the immense appreciation that our community has for its police officers.

Board Members were canvassed for their availability and are encouraged to attend this important event. The authority to purchase tickets for Board Members who wish to attend has already been set out in the Board's Special Fund Policy.

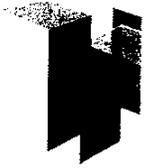
Conclusion:

It is, therefore, recommended that:

- (1) the Board approve an expenditure from the Special Fund in the amount of \$15,000.00 to sponsor the 51st Annual Police Officer of the Year Awards, taking place on May 15th, 2018; and
- (2) the Board approve the purchase of tickets for interested Board members and/or Board staff members.

Respectfully submitted,

Andy Pringle
Chair



TORONTO
REGION
BOARD OF TRADE

1 First Canadian Place, P.O. Box 60
Toronto, Ontario, Canada M5X 1C1
Tel: 416.366.6811
Fax: 416.366.8406
www.bot.com

March 24, 2018

Mr. Andy Pringle
Chair
Toronto Police Services Board
40 College St.
Toronto, Ontario
M5J 2G3

The 51st Annual Police Officer of the Year Awards will be taking place on May 15th, 2018 from 6:00pm-9:00pm here at the Toronto Region Board of Trade Downtown Centre, 1st Canadian Place. Created by the Board of Trade in 1967, this annual Awards event pays tribute to the men and women of the Toronto Police Service who have made extraordinary contributions to making Toronto one of the safest cities in the world.

Last year, the Toronto Police Services Board had generously provided sponsorship which went to assisting in the cost of the event itself. The Toronto Region Board of Trade in conjunction with the Toronto Police Service Board wants to ensure the event is a huge success by growing the attendance and awareness out to selected business community leaders, the community, and our members. We are looking to enhance elements on both the communications and event aspects to make it a very special evening. We are respectfully requesting your support to provide \$15,000 in sponsorship, which will assist us with the event's initiatives and expenses.

The Toronto Region Board of Trade is very proud of this event and the impact it has on our members for so many years. Your support will ensure the strength of this event and help carry on tradition.

Thank you for your time.

Kind regards

A handwritten signature in black ink, appearing to read 'Christopher Worth', with a long horizontal flourish extending to the right.

Christopher Worth
Chair, Police Officer of the Year Awards



Toronto Police Services Board Report

April 5, 2018

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: New Toronto Police Services Board Policy –Use of Board Resources During an Election Period

Recommendation(s):

It is recommended that the Board approve the attached draft policy, “Use of Board Resources During an Election Period.”

Financial Implications:

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

Background / Purpose:

The recently amended **Municipal Elections Act, 1996** now requires municipalities to establish rules and procedures with respect to the use of municipal resources during the election period. Police services boards are also included as part of this provision. As a result, by May 1, 2018, all police services boards are required to enact a policy governing the use of board resources during the election campaign period.

Discussion:

The City of Toronto adopted its policy, “Updated Use of City Resources During an Election Period Policy,” on January 31, 2018. In drafting the Board’s policy, staff conducted a detailed review of the City of Toronto policy, mirroring many of its provisions, and consulted extensively with our counsel.

Conclusion:

Therefore, it is recommended that the Board approve the attached draft policy, "Use of Board Resources During an Election Period."

Respectfully submitted,

Andy Pringle
Chair

Att.



TORONTO POLICE SERVICES BOARD

USE OF BOARD RESOURCES DURING AN ELECTION PERIOD

DATE APPROVED		
DATE(S) AMENDED		
DATE REVIEWED		
REPORTING REQUIREMENT		
LEGISLATION	<i>Municipal Elections Act, 1996. s. 88.18</i> <i>City of Toronto: Use of City Resources during an Election Period Policy</i>	
DERIVATION		

PURPOSE

This policy sets out provisions for the use of Toronto Police Services Board ("Board") and Toronto Police Service ("Service") resources and infrastructure during an election period, in order to preserve the public trust and integrity in the elections process and to comply with the Municipal Elections Act, 1996 (the "Act"). This policy applies during an election period as defined in this policy.

There may be additional Board policies that also apply during an election period.

DEFINITIONS

"Campaign Materials" – means any materials used to solicit votes for a candidate or question on the ballot in an election period including, but not limited to: literature, banners, posters, pictures, buttons, clothing, or other paraphernalia. Campaign materials include, but are not limited to: materials in all media, such as print, displays, electronic, radio or television and online sources including websites or social media.

"Candidate" – means any person who has filed and not withdrawn a nomination for an elected office at the municipal (including school board), provincial or federal level in an election or by-election.

"Election" – means an election or by-election at the municipal (including school board), provincial and federal level of government, or the submission of a question or by-law to the electors.

"Election Period" – means the official campaign period of an election.

- For a municipal (including school board) election, the election period commences on May 1 of an election year and ends on voting day.
- For a provincial or federal election, the election period commences the day the writ for the election is issued and ends on voting day.
- For a question on the ballot, the period commences the day City Council passes a by-law to put a question to the electorate and ends on voting day.
- For a by-election, the period commences when the by-election is called and ends on voting day.

"Media Event" – means an event such as a press conference or photo opportunity to which the media is invited and the purpose of which is to promote, support or oppose a candidate, registered third party advertiser, a political party or a position on a question on a ballot. Features of a Media Event can include, but are not limited to: the issuing of a media advisory stating date, time and location of briefing/press conference, use of backdrops, podiums or public address systems, the distribution of media releases, media kits, display of signage or other materials to promote, support or oppose a candidate, registered third party advertiser or a position on a question on a ballot.

"Registered Third-Party Advertiser" – means, in relation to a municipal election, an individual, corporation or trade union that is registered with the City Clerk, as per section 88.6 of the Act, whose purpose is to promote, support or oppose a candidate for office, or an issue on a question on a ballot, and is not under the direction of a candidate.

"Third-Party Advertisement" – means an advertisement in any broadcast, print, electronic or other medium that has the purpose of promoting, supporting or opposing a candidate for office, or an issue on a question on a ballot, and is not under the direction of a candidate.

General

It is the policy of the Board that, during an Election Period:

1. Any facility that is owned, leased or occupied by either the Service or the Board may not be used for any election-related purpose, including a media event, by a candidate, registered third-party advertiser or political party.
2. Candidates, third-party advertisers or political parties may not distribute campaign materials on or in Service or Board facilities or at Service or Board events.

3. The crests or images of either the Service or the Board may not be printed, posted or distributed on any election-related campaign materials or included on any election-related website.
4. Candidates may not post photographs of themselves with Service members in uniform or with Board members in campaign materials.
5. Photographic or video materials created by Service members or the Board may not be used for any election purpose or in campaign materials.
6. Websites or domain names funded by, or officially associated with, the Service or the Board may not include any campaign materials, make reference to and identify any individual as a candidate, registered third-party advertiser or political party or profile any slogan or symbol associated with a candidate, registered third-party advertiser or political party.
7. Candidates, registered third-party advertisers or political parties are permitted to attend Service and Board events, or events held at Service and Board facilities, but may not campaign while in attendance. No election signs may be posted and no campaign materials may be disseminated at Service and Board events.



Toronto Police Services Board Report

April 3, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

**Subject: Toronto Police Service - 2017 Operating Budget Variance -
Year Ending December 31, 2017**

Recommendation(s):

It is recommended that the Board:

1. request the City's Chief Financial Officer to give consideration to allocating a \$3.0M contribution to the Toronto Police Services Vehicle and Equipment Reserve from the City's 2017 Year- end surplus;
2. request the City's Chief Financial Officer to give consideration to allocating a \$0.5M contribution to the Toronto Police Services Health Care Spending Reserve from the City's 2017 Year- end surplus;
3. request the City's Chief Financial Officer to give consideration to allocating a \$1.0M contribution to the Toronto Police Services Legal Reserve from the City's 2017 Year- end surplus
4. request the City's Chief Financial Officer to give consideration to allocating a \$3.5M contribution for the Toronto Police Service Modernization Reserve from the City's 2017 Year-end surplus; and
5. forward a copy of this report to the City's Chief Financial Officer as supporting information to the Year-end Variance Report to City Council.

Financial Implications:

Toronto City Council, at its February 15, 2017 meeting, approved the Toronto Police Service's (Service) 2017 operating budget at \$1,004.5 Million (M), a decrease of \$0.2M over the approved 2016 operating budget.

At its March 23, 2017 meeting, the Toronto Police Services Board (Board) approved the Service's revised budget request at the same amount approved by Council (Min. No. P62/17 refers).

City Insurance Allocation:

Following approval of the budget by City Council, on March 31, 2017, the Service was notified by City Finance staff of a further \$0.8M allocation from the Insurance Reserve Fund to the Service's 2017 operating budget. As a result of this reallocation, the Service budget has been restated upwards by \$0.8M to a total of \$1,005.3M. However, this change does not result in additional available funds to the Service, as there will be a corresponding charge from the City related to the Service's contribution to the insurance reserve.

Lifeguards and Crossing Guards Programs

Following approval of the budget by City Council, on March 31, 2017, the Service was notified by City Finance staff of a revenue allocation from the City, to fund the Lifeguards and Crossing Guards programs, to the Service's 2017 operating budget. As a result of this reallocation, the Service budget has been restated downwards by \$8.94M to a total of \$996.3M. However, this change does not result in a change in available funds to the Service, as there will be a corresponding revenue credit from the City to cover the costs of the programs.

Final 2017 Year-end Surplus:

The Service's 2017 year-end expenditure was \$987.2M resulting in a surplus is \$9.1M.

As part of the 2018 operating budget process, the Service had originally intended to increase its reserve contribution budgets for some of its reserves in order to provide a sustainable funding source to meet current and future obligations and requirements. However, due to significant fiscal pressures and to meet the City's 0% target, the Service was not able to increase these budgets as much as originally planned. In addition, the Service is experiencing various budget pressures that may impact the Service's ability to make the 2018 contributions.

As a result, the Service is recommending that the Board request the City's Chief Financial Officer give consideration to allocating an additional \$8.0M in reserve contributions from the City's 2017 year-end surplus (\$9.1M of which came from the Service), to help mitigate some of the reserve pressures. Specifically, the recommendations are: to allocate \$3.0M to the Service's Vehicle and Equipment Reserve; \$0.5M to the Health Care Spending Reserve; \$1.0M to the Legal Reserve; and \$3.5M to the Modernization Reserve. The Service has discussed these additional contributions with the City's Acting Chief Financial Officer (C.F.O.) in February 2018, who has indicated he will give consideration to this request.

Should the reserve contribution recommendations be approved, the Service is contributing a net of \$1.1M to the City's final year-end operating surplus. This is in addition to a surplus of \$3.2M from the Service's Parking Enforcement Unit, which is covered in a separate report to the Board.

Background / Purpose:

The purpose of this report is to provide information on the Service's 2017 final year-end operating budget variance, and to request that the Board request the City C.F.O. to give

consideration to allocating additional contributions to Service reserves from the City's 2017 year-end surplus, as noted in the Financial Implications section of this report.

Discussion:

The following chart summarizes the variance by expenditure and revenue category. Details of each major expenditure category and revenue are discussed in the sections that follow.

Category	2017 Budget (\$M)	Year-End Actual (\$M)	Fav / (Unfav) (\$M)
Salaries	\$758.8	\$746.6	\$12.2
Premium Pay	\$40.6	\$48.0	(\$7.4)
Benefits	\$206.5	\$200.2	\$6.3
Materials and Equipment	\$24.3	\$23.6	\$0.7
Services	\$64.2	\$62.0	\$2.2
Contributions to / (Draws from) Reserves	\$19.0	\$27.3	(\$8.3)
Revenue	(\$117.1)	(\$120.5)	\$3.4
Total Net	\$996.3	\$987.2	\$9.1

Salaries:

Salaries were underspent by \$12.2M.

Expenditure Category	2017 Budget (\$M)	Year-End Actual (\$M)	Fav / (Unfav) (\$M)
Uniform Salaries	\$573.1	\$568.1	\$5.0
<i>72 higher separations 2017</i>			\$5.4
<i>2016 higher separations carry over</i>			\$0.6
<i>Paid Duty</i>			(\$1.0)
Civilian Salaries	\$185.7	\$178.5	\$7.2
Total Salaries	\$758.8	\$746.6	\$12.2

The 2017 approved budget included no funding for uniform hires and assumed that there would be 160 separations during 2017. The Service experienced higher than planned resignations and retirements, with 232 uniform officer separations for the year, compared to the estimated 160 included in the 2017 budget. This results in a favourable variance of \$5.4M. In addition, as a result of higher than anticipated separations at the end of 2016 (171 actual for the year vs budgeted of 165), uniform staffing levels at year-end 2016 were lower than assumed at the time the 2017 budget was prepared. The lower than anticipated staffing resulted in continuing annualized salary savings of \$0.6M.

Included within the Uniform Salaries is the remuneration paid to officers for paid duty details they perform. For 2017, there was an unfavourable variance of \$1.0M for Paid Duty officer salaries. However, this unfavourable variance was directly offset by a favourable recovery, as outlined in the “Revenue” section of this report.

The favourable variance of \$7.2M in civilian salaries is due mainly to separations being greater than originally anticipated, 118 actual versus budgeted of 90, and strategic hires occurring at a slower rate than anticipated.

The Service was under a hiring moratorium for 2017. However, due to workload pressures and the critical nature of work performed in units with significant vacancies, the Service utilized premium pay or hired external contractors to complete work and other activities that needed to be performed. Moreover, it is important to note that the Service has experienced a large increase in uniform (31%) and civilian (28%) absenteeism since 2015, which has also contributed to workload pressures across the Service.

The Service has reassessed the moratorium for civilian position vacancies and is beginning the process to start filling those positions that, by the nature of the work the positions perform, must be filled. Filling the necessary positions is expected to reduce premium pay and reliance on contractors, as well as improve morale by reducing stress and potential burn out.

Premium Pay:

Premium pay was overspent by \$7.4M, summarized as follows:

Expenditure Category	2017 Budget (\$M)	Year-End Actual (\$M)	Fav / (Unfav) (\$M)
Uniform	\$38.3	\$43.0	(\$4.7)
Civilian	\$2.3	\$5.0	(\$2.7)
Total Premium Pay	\$40.6	\$48.0	(\$7.4)

The 2017 operating budget included a \$2.0M reduction to the premium pay budget. This reduction was made in order to keep the overall 2017 operating budget request at or below the 2016 level. For 2017, uniform premium pay was overspent by \$4.7M. This cost pressure is mainly a result of the use of premium pay to manage staff reductions occurring at a rate greater than planned. In addition, the Service incurred \$0.5M of premium pay to cope with security issues around the Invictus Games.

As previously mentioned, additional premium pay is also being incurred as units address critical workload issues resulting from a significant number of civilian staff vacancies across the Service. Civilian overtime and callbacks are authorized where required to ensure deadlines are met, to maintain service levels and for workload that must be completed, to ensure risks are mitigated and additional hard dollar costs are avoided. As a result of reduced staffing levels, the unfavourable premium pay variance for civilian premium pay was \$2.7M.

The higher than budgeted premium pay expenditures have been more than offset by savings in uniform and civilian salaries. However, using premium pay to meet required operational and critical support needs is not prudent or sustainable.

The Service will endeavour to reduce its premium pay spending where possible and this will be enabled by filling current vacancies. However, it must be noted that premium pay is subject to the exigencies of policing and uncontrollable events can have an impact on expenditures. As at the time of writing this report, the Service has two of the most complex major investigations underway, staff shortages remain and absenteeism continues to be high.

Benefits:

Benefits were underspent by \$6.3M.

Expenditure Category	2017 Budget (\$M)	Year-End Actual (\$M)	Fav / (Unfav) (\$M)
Medical / Dental	\$45.5	\$41.3	\$4.2
O.M.E.R.S. / C.P.P. / E.I. / E.H.T.	\$128.7	\$126.4	\$2.3
Sick Pay Gratuity /C.S.B./L.T.D.	\$18.1	\$17.3	\$0.8
Other (e.g., W.S.I.B., life insurance)	\$14.2	\$15.2	(\$1.0)
Total Benefits	\$206.5	\$200.2	\$6.3

Medical/dental costs came in lower than budgeted due to a decrease in eligible members and a stricter compliance review of claims by the Service’s new benefits administer, Greenshields. For example, medical claims per eligible member dropped from \$2,724 in 2016 to \$2,607 in 2017, a decrease of 4.3%. Historically, medical claims have usually increased by the same or even higher percentage.

Overall, lower than budgeted staffing levels resulted in lower medical/dental and O.M.E.R.S. / C.P.P. / E.I. / E.H.T. costs.

The favourable variance in the Sick Pay and Central Sick Bank (C.S.B.) accounts were offset by reduced draws from reserves. This is discussed in the “Contributions to / (Draws from) Reserves” section of this report.

The unfavourable variance in the “Other” account is mainly a result of increased W.S.I.B. costs due to the new Supporting Ontario’s First Responders Act and its implications for posttraumatic stress disorder.

Materials and Equipment:

Expenditures in this category reflect a favourable variance of \$0.7M.

Expenditure Category	2017 Budget (\$M)	Year-End Actual (\$M)	Fav / (Unfav) (\$M)
Vehicles (gas, parts)	\$10.7	\$9.9	\$0.8
Uniforms	\$3.7	\$4.0	(\$0.3)
Other Materials	\$4.4	\$4.2	\$0.2
Other Equipment	\$5.5	\$5.5	\$0.0
Total Materials & Equipment	\$24.3	\$23.6	\$0.7

Most of the savings in the Vehicles category was a result of reduced consumption of gasoline due mainly to the continuing change to more fuel-efficient cars. The unfavourable variance in uniforms was for the replacement of 3,000 holsters that are past their useful life.

Services:

Expenditures in this category were underspent by \$2.2M.

Expenditure Category	2017 Budget (\$M)	Year-End Actual (\$M)	Fav / (Unfav) (\$M)
Legal Indemnification	\$2.6	\$1.7	\$0.9
Uniform Cleaning Contract	\$1.1	\$1.1	\$0.0
Courses / Conferences	\$1.7	\$1.5	\$0.2
Clothing Reimbursement	\$1.5	\$1.5	\$0.0
Computer / Systems Maintenance	\$16.6	\$16.4	\$0.2
Phones / cell phones / 911	\$4.1	\$4.6	(\$0.5)
Caretaking / maintenance utilities	\$19.2	\$19.4	(\$0.2)
Other Services	\$17.4	\$15.8	\$1.6
Total Services	\$64.2	\$62.0	\$2.2

The savings in Legal Indemnification was offset by reduced draws from reserves, discussed later in this report. The overspending in phones was due to higher investigative requirements. The Service would have experienced a \$0.8M favourable variance in Caretaking / maintenance utilities had it not been for a Toronto Hydro billing error at the Toronto Police College facility. The reasons for the error were provided previously to the Board (Min. No. P170/17 refers). According to Toronto Hydro, the Ontario Energy Board Retail Code indicates that they must be reimbursed for any billing errors to a maximum of two years. In this case, the Service owes approximately \$978,000 in retroactive charges, resulting in the \$0.2M net unfavourable variance in this category. The savings in Other Services was due to lower than expected spending in contracted services.

Contributions to / (Draws from) Reserves:

The final variance in this category is \$8.3M unfavourable.

Reserves Category	2017 Budget (\$Ms)	Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Contributions to Reserves:			
Sick Pay Gratuity	\$9.1	\$9.1	\$0.0
Insurance	\$10.9	\$10.9	\$0.0
Vehicle & Equipment	\$15.8	\$15.8	\$0.0
Central Sick	\$3.7	\$3.7	\$0.0
Post Retirement Health	\$0.3	\$0.3	\$0.0
Legal	\$1.1	\$1.1	\$0.0
Contribution to Reserves	\$40.9	\$40.9	\$0.0
Draws from Reserves:			
Sick Pay Gratuity	(\$13.8)	(\$13.0)	(\$0.8)
Central Sick	(\$4.3)	\$0.0	(\$4.3)
Post Retirement Health	(\$0.8)	\$0.0	(\$0.8)
Legal	(\$3.0)	\$0.0	(\$3.0)
Modernization	\$0.0	(\$0.6)	\$0.6
Draws from Reserves	(\$21.9)	(\$13.6)	(\$8.3)
Contributions to / (Draws from) Reserves	\$19.0	\$27.3	(\$8.3)

Note: The above figures do not include the requested additional \$8.0M contribution to reserves.

As part of the annual operating budget process, the Board and Council approve contributions to and expenditures from reserves. The various reserves are established for long-term planning purposes to provide funding for anticipated expenditures to be incurred by the Service in future years, and to avoid large variations in costs from year to year. The adequacy of the reserves is reviewed annually, based on the Service's estimated spending and asset replacement strategies. Contributions are made and expensed to the operating budget accordingly. The Service works with City Finance staff to ensure that assumptions are reasonable and justifiable.

In 2017, the Service made all required contributions to its reserves. However, the \$8.3M unfavourable variance was a result of not fully drawing from the reserve funding sources, taking into account the need to balance funding for the current year with the need to help sustain the future health of the reserves. Outlined below, are the actions

taken regarding the Central Sick Bank, Post-Retirement Health and Legal reserves.

During the budget process, the Service has been attempting to bring the budgeted C.S.B. reserve contribution to sustainable levels. In order to enhance the financial sustainability of this reserve, the Service did not make any draws during the year, resulting in an unfavourable revenue variance of \$4.3M.

The cost of the Post-Retirement Health Reserve benefit is projected to increase significantly in the coming years. As a result, the Service did not make any draws from this reserve during 2017, resulting in an unfavourable revenue variance of \$0.8M. This allows the Service to continue to enhance the adequacy of funds in this reserve.

As legal costs can vary significantly from year to year, the Service did not make any of the \$2.1M in eligible draws from the Legal reserve during 2017. In addition, legal costs associated with the reserve expenditures were \$0.9M less than budgeted, resulting in an unfavourable revenue variance of \$3.0M.

In addition, full draws to budget were not required for the City's Sick Pay Gratuity Reserve, as the associated expenses were favourable. Not drawing to budget resulted in a further unfavorable revenue variance of \$0.8M in this category. However, since the associated expense was favourable by the exact same amount, the net overall impact was zero.

Revenue:

Revenues were \$3.4M favourable.

Revenue Category	2017 Budget (\$Ms)	Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Recoveries from City	(\$18.8)	(\$18.3)	(\$0.5)
Other Government grants	(\$41.3)	(\$41.7)	\$0.4
Fees (e.g., paid duty, alarms, reference checks.)	(\$12.5)	(\$13.3)	\$0.8
Secondments	(\$2.4)	(\$3.2)	\$0.8
Other Revenues (e.g., prisoner return)	(\$8.9)	(\$10.2)	\$1.3
Paid Duty - Officer Portion	(\$24.7)	(\$25.7)	\$1.0
Miscellaneous Revenue	(\$8.5)	(\$8.1)	(\$0.4)
Total Revenues	(\$117.1)	(\$120.5)	\$3.4

The unfavourable variance in Recoveries from City is offset by reduced expenditures.

The favourable variance in Other Government Grants is a result of the increase in funding for provincial uploading of courts being larger than originally estimated.

The favourable variance in fees is mainly a result of increased recoveries for criminal

reference checks and a less than anticipated decrease in paid duty recoveries.

The favourable variance in the Paid Duty Officer portion results in a net zero variance, as it directly offsets salaries paid to officers performing paid duties.

In late December 2016, the Ministry of Community Safety and Correctional Services announced the availability of funding under a new Policing Effectiveness and Modernization (P.E.M.) grant. Under this new transitional grant, funds are to be used to support modernization initiatives that improve the efficiency and effectiveness of community safety and policing services. As the objective of the grant program is to fund modernization initiatives, the Service applied for initiatives that align with the Transformational Task Force's (T.T.F.) direction and assist the Service in implementing the recommendations in the T.T.F. report. The Service's 2017 operating budget assumed \$8.5M of provincial funding that could be applied against existing expenditures. This amount was originally budgeted as miscellaneous revenue. In June, the Ministry approved the Service's grant applications. As a result, most of the miscellaneous revenue budgeted will be achieved with grant revenue from the P.E.M. grant. However, because the P.E.M. grant runs from April 1st 2017 to March 31st 2018, a portion of the funding will not be received until 2018, resulting in an unfavourable variance of \$1.4M in 2017. This unfavourable variance was partially offset by the taking into income of \$1.0M of liabilities that were established to cover potential legal costs associated with the G20. The majority of the issues have now been resolved and a small liability remains to ensure that there is sufficient funding to cover the legal costs for the remaining issues.

Request to C.F.O. – Allocation of City Surplus to Service Reserves:

City Council policy dictates how the final city-wide year-end operating budget surplus, if any, can be used. Specifically, the City Chief Financial Officer and Treasurer is authorized to apply any additional surplus, in priority order to:

(a) the Capital Financing Reserve Fund (at least 75 percent of the additional surplus);
and

(b) the remainder to fund any under-funded liabilities, and/or reserves/reserve funds,
as determined by the Chief Financial Officer and Treasurer.

As the City-wide final 2017 operating budget variance will not be finalized until June 2018, the adoption of the recommendations in this report are contingent upon the financial status of the reserves as determined by the City's C.F.O at that time.

The following findings and recommendations are described for Board approval:

Based on the Service's estimated spending and replacement strategies, the Vehicle and Equipment Reserve will fall into a deficit position by 2019, unless significant additional contributions are made to the Service's base budget in future years.

As a result, the Service is recommending that the City's C.F.O. give consideration to allocating an additional \$3.0M to the Service's Vehicle and Equipment Reserve.

When the Health Care Spending Account was negotiated as part of the 2008 to 2010 salary settlement, a Health Care Spending Reserve was established to provide funding. Because the Health Care Spending Account was available only for future retirees from ages 65 to 75, it was understood at the time that costs would grow significantly ten to twenty years after the agreement was ratified. Costs have now exceeded budgeted contributions to the reserve. As a result, the Service is recommending that the City's C.F.O give consideration to allocating an additional \$0.5M to the Service's Health Care Spending Reserve.

Legal expenses have fluctuated significantly in recent years and it would therefore be prudent to increase funding in the Legal Reserve to ensure the health of the reserve. In addition, there are several ongoing legal cases that could require significant expenditures. As a result, the Service is recommending that the City's C.F.O. give consideration to allocating an additional \$1.0M to the Service's Legal Reserve.

In 2017, City Council approved funding for a new Modernization Reserve to provide a source of funding to enable modernization and transformation initiatives for the Toronto Police Service to achieve a more effective, efficient and value added police service. Funds in this Reserve support necessary activities for the implementation of recommendations in the Transformational Task Force's final report as well as future actions and initiatives to modernize the Service.

These costs include items such as: project management services; technological, strategic, financial and procurement expertise at various stages of implementation; feasibility and due diligence studies; and any initial investments for changes in programs. In order to achieve the City's 0% increase target, the Service was not able to budget for contributions to this reserve from its 2018 operating budget request. The modernization of the Service is a complex and long-term process that is going to take several years to complete. Based on the Service's outlook for 2019 and 2020, it will also be difficult to fund this reserve from those future budgets. As a result, the Service is recommending that the City's C.F.O. give consideration to allocating \$3.5M to the Modernization Reserve.

Conclusion:

The Service's 2017 year-end surplus is \$9.1M.

This surplus, as well as a \$3.2M surplus from the Service's parking enforcement unit, will be returned to the City and will therefore be part of the City's overall 2017 surplus.

However, recommendations have been made in this report to utilize \$8.0M of the City's 2017 overall final surplus, as follows:

- \$3.0M to the Vehicle and Equipment Reserve
- \$0.5M to the Health Care Spending Reserve,
- \$1.0M to the Legal Reserve, and

- \$3.5M to the Modernization Reserve.

As one of the strategies to achieving a 0% increase in the 2018 operating budget request over 2017, the Service reduced its budget for contributions to reserves. Although this strategy assisted the Service in achieving a flat-line operating budget request for the second year in a row, it was a temporary measure that did not permit the Service to address identified, additional reserve funding contributions needed to sustain planned and projected expenditures from the reserves. The above recommended contributions from surplus are one-time funding injections to the Reserves, that are required to help meet the funding requirements without putting additional, undue pressure on the 2018 and future operating budgets.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Toronto Police Services Board Report

April 3, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

**Subject: Toronto Police Service Parking Enforcement Unit -
Operating Budget Variance Report - Year Ending December
31, 2017**

Recommendation:

It is recommended that the Toronto Police Services Board (Board) forward a copy of this report to the City of Toronto's Chief Financial Officer for information and for inclusion in the Year-end Variance Report to City Council.

Financial Implications:

At its October 20, 2016 meeting, the Board approved the Parking Enforcement Unit's (P.E.U.) 2017 operating budget at a net amount of \$46.7 Million (M) (Min. No. P243/16 refers). Subsequently, Toronto City Council, at its February 15, 2017 meeting, approved the P.E.U.'s 2017 operating budget at the same amount.

Background / Purpose:

The Toronto Police Service (Service) P.E.U. operating budget is not part of the Service operating budget. While the P.E.U. is managed by the Service, the P.E.U.'s budget is maintained separately in the City's non-program budgets. In addition, revenues from the collection of parking tags issued accrue to the City, not the Service.

The purpose of this report is to provide information on the P.E.U.'s 2017 final year-end variance.

Discussion:

The final year-end variance is a surplus of \$3.9M.

The following chart summarizes the variance by category of expenditure, followed by information on the variance for both salary and non-salary related expenses.

Category	2017 Budget (\$M)	Year-End Actual Expend (\$M)	Fav/(Unfav) (\$M)
Salaries	\$30.6	\$28.0	\$2.6
Premium Pay	\$2.7	\$3.0	(\$0.3)
Benefits	\$7.7	\$7.1	\$0.6
Total Salaries & Benefits	\$41.0	\$38.1	\$2.9
Materials & Equipment	\$1.4	\$1.0	\$0.4
Equipment	\$0.0	\$0.0	\$0.0
Services	\$5.8	\$5.5	\$0.3
Revenue (e.g. TTC, towing recoveries)	(\$1.5)	(\$1.8)	\$0.3
Total Non-Salary	\$5.7	\$4.7	\$1.0
Total Net	\$46.7	\$42.8	\$3.9

Salaries & Benefits (including Premium Pay):

The final favourable variance for salaries and benefits (including premium pay) is \$2.6M. P.E.U. generally schedules one recruit class per year and hires the appropriate number of officers to ensure that, on average, it is at its full complement of 357 Parking Enforcement officers during the year. The size of the recruit class is based on projected separations for the year, which usually average about 20.

One of the Board approved recommendations from the Transformational Task Force (T.T.F.) report is to assess whether alternative service delivery options exist for the current parking enforcement operation that will lower operating costs. Hiring for the P.E.U. was therefore placed on hold pending the results from this assessment, resulting in the salary savings.

The favourable variance in benefits is also a result of reduced staffing levels.

Nearly all premium pay at the P.E.U. is related to enforcement activities, attendance at court and the backfilling of members attending court. With respect to enforcement activities, premium pay is utilized to staff special events or directed enforcement activities. The opportunity to redeploy on-duty staff for special events is minimal, as this will result in decreased enforcement in the areas from which they are being deployed. Directed enforcement activities are instituted to address specific problems. All premium pay expenditures are approved by supervisory staff and carefully controlled. An unfavourable variance of \$0.3M was incurred in the premium pay category. This variance is due to cost recoverable activities, resulting in a favourable revenue variance, as discussed below.

Non-salary Expenditures:

The favourable variance in materials was due to reduced Parking Enforcement Officer uniform outfitting costs resulting from the hiring freeze and lower than expected

purchases of manual parking tickets. The favourable variance in the “Services” account was mainly attributable to reduced maintenance costs for the handheld parking devices.

Revenue:

Revenues include towing recoveries, contribution from reserves and recoveries from the Toronto Transit Commission (T.T.C.) and the Rogers Centre. The recoveries from the T.T.C. are for premium pay expenditures that are incurred to enforce parking by-laws on T.T.C. right of ways, which are necessitated by the continuing weekend subway closures for signal replacements maintenance. The recoveries from the Rogers Centre are for premium pay expenditures to conduct extra parking enforcement duties during Blue Jays games. A favourable variance of \$0.3M was incurred for these recoveries; however, the T.T.C. and Rogers Centre recoveries have a net zero impact, as they are a direct reimbursement of billed premium pay expenditures.

Conclusion:

The Parking Enforcement Unit approved 2017 net operating budget was \$46.7M. The final year-end expenditure was \$42.8M (91.6% of the approved budget), resulting in a year-end operating surplus of \$3.9M.

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

Respectfully submitted,

Mark Saunders, O.O.M.

Chief of Police

AC

Filename: PEU Operating Budget Variance Year Ending 2017.docx



Toronto Police Services Board Report

April 2, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2017 Capital Budget Variance Report for the Toronto Police Service, Period Ending December 31, 2017

Recommendation(s):

It is recommended that the Board forward a copy of this report to the City's Chief Financial Officer for information and inclusion in the City's overall variance report to the City's Budget Committee.

Financial Implications:

Toronto City Council, at its meeting of February 16, 2017, approved the Toronto Police Service's (Service) 2017-2026 capital program at a net amount of \$17.5 Million (M) for 2017, and a net total of \$224.3M for 2017-2026. The net available funding in 2017 is \$38.4M, which includes the 2016 carry forward of \$20.9M. The revised Council approved program (Attachment A) was approved by the Toronto Police Services Board (Board) at its meeting of March 23, 2017 (Min. No. P61/17 refers).

From a net debt perspective, the Service incurred total expenditures of \$24.3M compared to \$38.4M in available funding (a spending rate of 63%). The under-expenditure for 2017 is \$14.1M, \$12.7M of which will be carried forward to 2018. The remaining balance of \$1.4M is attributable to the Enterprise Business Intelligence (E.B.I.) project (\$1.3M), Toronto Police Service (T.P.S.) Archiving (\$50,000), Radio Replacement (\$4,500) and Electronic Document Management (\$50,000) which was returned to the City at the end of 2017, due to the City's one year carry forward rule. As the funds returned to the City for the E.B.I. project are still required to complete the tasks within the project scope, the Service is reviewing all capital projects with the various project managers to determine from which other projects, funds could be reallocated to the E.B.I. project. Transfer of funds from other projects will be requested in the first quarter 2018 variance report for Board and City approval.

From the Vehicle and Equipment Reserve perspective, a total of \$2.6M was returned to the reserve related to the Information Technology (I.T.) Business Resumption lifecycle

project. These funds are not required in 2018, and will be requested in 2019 when the Peer-to-Peer facility is complete.

The 63% spending rate in 2017 was the result of some projects such as 54/55 amalgamation and State Of Good Repair projects being put on hold, until the Transformational Task Force (T.T.F.) initiatives and other work to be performed were known with more certainty.

The following table summarizes the 2017 capital program results:

Category	2017 (M's)
Approved Capital Program	\$17.5
Carry Forward to 2016	\$20.9
Total available funding	\$38.4
Expenditures	\$24.3
Spending rate	63%
Variance to available funding	\$14.1
Carry Forward Loss:	
Enterprise Business Intelligence	\$1.3
Archiving, Radio and Electronic Document Management	\$0.1
Total Carry Forward Loss	\$1.4
Carry forward to 2018	\$12.7

Background / Purpose:

The purpose of this report is to provide the Board with the status of the Service's capital projects as at December 31, 2017.

Discussion:

Attachment A provides the Service's approved 2017-2026 capital program.

Status of Capital Projects:

Attachment B provides a status summary of the ongoing projects from 2016 as well as projects that started in 2017. Any significant issues or concerns have been highlighted below in the "Key Highlights/Issues" section of this report.

Key Highlights / Issues:

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

- Green – on target to meet project goals (scope/functionalities), and on budget and schedule, no corrective action required;

- Yellow – at risk of not meeting certain goals, some scope, budget and/or schedule issues, and minimal corrective action required; and
- Red – high risk of not meeting goals, significant scope, budget and/or schedule issues, and extensive corrective action required.

The subsequent section summarizes key 2017 – 2026 capital project updates. Summary information includes status updates as at the time of writing this report.

54/55 Divisions Amalgamation

Project Description:

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
54/55 Divisions Amalgamation	0.0	7,000.0	7,000.0	0.0	7,000.0	7,000.0	39,873.0	451.1	Delayed	Red

The amalgamation of 54 and 55 Divisions is the first step in the phased facilities realignment strategy recommended by the Transformational Task Force in its action plan: *The Way Forward Report*. The amalgamation of these divisions into one district facility will reduce the long-term costs of operating and maintaining two structures, and will support the recommendations for a modernized, economical and more efficient public safety delivery model. The current plan is to return the 54 and 55 division properties to the City once the new consolidated facility is built.

Work to date:

A detailed evaluation of potential sites, and extensive consultations with local City councillors and community representatives, were conducted. Following many months of work with City Real Estate Services, City Planning, and the Toronto Transit Commission staff, the recommended site (current Toronto Transit Commission’s Danforth Garage located at 1627 Danforth Avenue), for the consolidated district facility was presented to the Toronto Police Services Board (Board) for approval at its January 2018 meeting (Min. No. P12/18 refers).

Subsequent to Board approval, the City’s Executive Committee and City Council approved the recommended site on January 24, 2018 and January 31, 2018, respectively.

The \$7M available funding, allocated for the cost of land and an architectural consultant, will be carried forward to 2018.

2018+ Planned Activities

A master planning exercise will be initiated and led by the City of Toronto Planning Division. It will include community consultants, technical studies, the exploration of other potential partners and Toronto Transit Commission use of the site and other conceptual site plans. The Service’s Facilities Management unit will commence the procurement

process to acquire a consultant to finalize the building program and eventual design of the building and will continue to liaise with representatives from the City and the Toronto Transit Commission.

The status of project will remain Red until project timelines are determined following the completion and results of the master planning process.

Peer-to-Peer Site (Disaster Recovery Site)

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Peer to Peer Site	840.2	4,000.0	4,840.2	2,312.8	2,527.4	2,527.4	19,924.0	6,137.9	Delayed	Yellow

Project Description:

This project provides funding for a new Peer-to-Peer facility. The Service's current peer-to-peer data centre is co-located with the City's main data centre in a City-owned and managed facility. The current location has significant space and power requirement issues, which impact both the City and the Service. In addition, the current line-of-sight distance from the primary site is seven kilometers, which is significantly less than the industry minimum standard of 25 kilometers for disaster recovery sites.

Work to Date:

The real estate transaction for a suitable site closed on December 5, 2016 and the site plan agreement was received in December 2017 for execution. The tendering process for the major construction trades has concluded. To date, foundation work is complete and masonry block installation has commenced.

From the available funding of \$4.8M in 2017, \$2.5M will be carried forward to 2018.

2018+ Planned Activities:

Although construction is progressing, there will be an approximate three-month impact to the project schedule due to delays in acquiring municipal approvals and permits. For this reason, the project status remains at yellow.

The project will be monitored on an ongoing basis and all efforts will be made to gain efficiencies and bring the project schedule back to the original target timelines. The Board will be kept apprised of the project status through the variance reporting process.

Transforming Corporate Support

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Transforming Corporate Support	525.2	2,500.0	3,025.2	1,516.1	1,509.0	1,509.0	8,742.0	3,233.4	Delayed	Yellow

Project Description:

Closely aligned with the ongoing restructuring of the Service's human resource function, this project involves upgrading and enhancing the Service's PeopleSoft Human Resource Management System (H.R.M.S.) and its capabilities to better support the Service's needs. It will also provide the Service with the tools to execute several of the modernization initiatives recommended by the Transformational Task Force, as well as other continuous improvement and service enhancements.

Work to Date:

Additional functionality implemented as part of Phase I of the project, concluded in March 2017 and was related to the H.R.M.S upgrade. Phase II implementation is currently underway.

At the conclusion of 2017, the project accomplished the following Phase II activities:

Operational enhancements and production support: Streamlining and modernization of critical biweekly payroll processes, consolidation of administrative pay groups, updates to benefit carrier interfaces, integration of 6000+ retirees benefit information into the H.R.M.S. for ongoing benefits administration and the generation of automated employee performance review notices.

Talent Management Tools: Enhancement of Member and Manager H.R.M.S. services. Since its launch in 2017, over 1700+ training sessions were administered on-line using these new H.R.M.S. tools resulting in over 20,000 on-line training registrations for internal Toronto Police College/Service courses that otherwise would have been administered centrally and/or processed manually. In addition, other improvements have continued to enhance the Service's ability to collect much-needed data and analytics while simultaneously increasing resource capacity in highly administrative Service departments/areas.

A new on-line H.R.M.S. dashboard was developed and introduced to supervisory and management personnel to deliver key analytics in support of workforce planning as well as front-line management and deployment decisions.

From the available funding of \$3M, \$1.5M will be carried forward to 2018.

2018+ Planned Activities:

As the project progresses into 2018 and beyond, resources will continue to focus on the conclusion of phase II which includes:

- the redesign of the core foundational system to support workforce analytics and reporting;
- the phasing in of the centralization of job data entry into Employee Records to ensure the long-term maintenance of H.R.M.S. data; and
- the delivery of a H.R.M.S. data mart to support robust reporting and analytics.

In addition, 2018 will be heavily focused on the planning phase of Phase III: the Time and Labour implementation project which involves replacing the Service’s Time Reporting Management System (T.R.M.S.) with new H.R.M.S. functionality, and moving from current two systems to one “cradle to grave” system.

The status of this project remains Yellow due to some delays and resource constraints which have had no direct impact on budget at this point but continue to impact planned timelines.

As Phase II initiatives wrap-up and the project planning phase begins for the Phase III, more precise budget requirements and implications for 2018 will be defined.

Enterprise Business Intelligence (E.B.I.)

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Enterprise Business Intelligence	3,036.3	2,811.0	5,847.3	1,693.0	4,154.4	2,811.0	10,216.0	5,061.6	Delayed	Red

Project Description:

The Enterprise Business Intelligence (E.B.I.) system solution represents a set of methodologies, processes, architectures, and technologies that transform raw data into consistent, reliable and useful information used to enable effective strategic, tactical, and operational insights and analysis, as well as decision-support information.

Work to Date:

The contract for this initiative was awarded to I.B.M and the project was formally started in December 2016. The project team has completed the project initiation and E.B.I. solution review. The team is working with I.B.M. towards the design and development deliverables.

The project faced delays due to the negotiation of a critical project change request with the vendor, related to scope items such as the data models to be delivered, reports development and number of data sources. As a result, this project was delayed and status was changed from Yellow to Red.

A total of \$1.3M has to be returned to the City due to the City’s one-year carry forward rule. However, as this project still requires this funding to complete the E.B.I. project scope in 2018, a transfer of funds from other projects will be requested in the first quarter 2018 variance report for Board and City approval.

2018+ Planned Activities

On January 31st 2018, the project change request was signed and the project schedule was updated to reflect the new dates. The project’s health is now trending to Green.

The Service received Micro Design documents for three data sources of Enterprise Case and Occurrence Processing System (e.C.O.P.S.), Criminal Information Processing System (C.I.P.S.), and Versadex, and the review is in progress. The Board will continue to be kept apprised of the status of this project through the variance reporting process.

Radio Replacement Project

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Radio Replacement	14,054.2	0.0	14,054.2	14,049.7	4.5	0.0	39,445.0	14,136.5	On Time	Green

Project Description:

This project is for the replacement and acquisition of mobile and portable radios. Currently, the Service’s Telecommunications Services Unit (T.S.U.) maintains approximately 5,000 mobile/portable radio units.

Although the lifecycle for these radios is ideally seven years, the Service has extended the replacement lifecycle to ten years, in order to reduce capital costs. While the extension of this lifecycle to ten years has resulted in some incremental operating (repair and maintenance) costs, there is still an overall cost benefit to the Service.

Work to date:

A Request for Proposal (R.F.P.) for the purchase of radios over a ten-year period was issued on June 30, 2017 and closed on August 30, 2017. The proposal evaluation phase began on September 5, 2017, and the Board approved the contract award to Motorola Inc. at its October 26, 2017 meeting (Min. No.P232/17 refers).

The initial purchase of radios was completed in December 2017 and those radios are currently being prepared for deployment.

At this point, this project does not include any impacts from the implementation of The Way Forward initiatives.

From the available funding of \$14.1M, \$4,500 was returned back to the City due to the City’s one-year carry forward rule.

2018+ Planned Activities:

The number of radios required within the Service will be adjusted, as necessary, during the term of the project in response to changing operational requirements, the decline in uniform members and the impact of T.T.F. related initiatives, as appropriate.

Connected/Mobile Officer Initial Phase

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Connected Officer	0.0	2,632.4	2,632.4	915.1	1,717.3	1,717.3	24,200.0	915.1	On Time	Green

Project Description:

The Way Forward report recommended that the Service make investments to transition officers to increasingly work with smart devices. This includes a full application suite and e-notebook, as well as updating existing applications to a mobile environment which allows officers to be connected at all times to the most current operational information.

Police stations are one of the most traditional symbols of the relationship between police and communities. They are where equipment is stored, prisoner processing takes place, and the place where officers start and finish their working day.

However, as we move forward and modernize, the Service will be strategically placing officers throughout neighbourhoods to serve the growing demands of the city. The mobile technology will allow us to move beyond the facility footprint of past models. Technologically connected officers will have new mobile devices, which can access the information they require from anywhere. With functions that will ultimately allow officers to file reports, make calls, correspond via email, and access databases, there will be a reduced reliance on the use of workstations at police stations and in vehicles, and increased time spent in communities.

Work to date:

The initial phase of the project, which includes a proof of concept (P.O.C.) and the acquisition of 700 devices, is estimated to cost \$2.6M. This initial phase of the project has been made possible through a \$2.6M grant from the Ministry of Community Safety and Correctional Service’s Police Effectiveness and Modernization (P.E.M.) grant. The 2017-2026 gross and net capital program was adjusted with no impact on debt funding to account for this cost.

2018+ Planned Activities:

The total capital project cost is estimated at \$24.2M. At this point, there is no funding identified within the 2018-2027 capital program.

This is an important modernization initiative, and the Service is reviewing how it can be accommodated in the capital program in the future.

Body Worn Cameras (B.W.C.) Initial Phase

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Body Worn Camera - Initial Phase	0.0	500.0	500.0	12.6	487.4	487.4	500.0	12.6	Delayed	Green

Project Description:

This project involved exploring the benefits, challenges, and issues surrounding the use of body worn cameras. In keeping with Service's commitment to maintain public trust and provide professional and unbiased policing, it was decided to conduct a pilot project to test, evaluate and report on equipping front line officers with B.W.C.s.

Work to Date:

In February 2015, the Service started a 12-month pilot project (at a total cost of \$0.43M from operating funds) to explore the benefits, challenges, and issues surrounding the use of body worn cameras. The pilot finished in March 2016, and a report was provided and a presentation made to the Board's September 2016 meeting. The report concluded that B.W.C.s was strongly supported by the community as well as our officers. However, the costs to implement and operate a B.W.C.program were significant. The estimated cost of operating the system, using on premise storage (as cloud technology was not available in Canada at that time), would vary depending on the number of officers that will be deployed with the cameras. If the Service were to equip all frontline uniform officers, the cost at that time was estimated at approximately \$85M over ten years (Min.No. P228/16 refers).

The initial capital budget of \$0.5M was to cover the cost of various external expertise required to effectively oversee, manage and analyse the B.W.C. non-binding R.F.P. process, including the evaluation of proposals received. In 2017, \$12,600 of the available funding of \$0.5M was spent and the rest will be carried forward to 2018.

2018+ Activities:

Implementing a body worn camera program within the Service will involve significant one-time (capital) and on-going (camera and infrastructure replacement, image storage management, including retrieval, administration, etc.) operating costs. The Service is therefore moving forward very carefully with a potential body worn camera system, through the issuance of a non-binding R.F.P. that can now consider cloud storage as part of a potential solution. It is anticipated that this document will be released by April 2018, as it is required to be reviewed by the fairness commissioner engaged to provide guidance and advice on the procurement process.

The implementation of a body worn camera system will be considered against other Service needs and priorities, such as the connected officer initiative which is now also in play. The Board will be kept apprised of this project through the capital variance report process.

State of Good Repair (S.O.G.R.)

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
State-of-Good-Repair - Police	1,347.2	4,400.0	5,747.2	3,519.8	2,227.4	2,227.4	on-going	on-going	On Time	Yellow

Project Description:

State of Good Repair (S.O.G.R.) funding is utilized to maintain the safety, condition and of existing buildings as well as technology upgrade. The Service has developed a work-plan to use these funds to optimize service delivery and enhance efficiencies for both buildings and technology improvements.

Work to date:

Some of the major projects that were completed in 2017 include:

- Police Dog Services Facility - Back –up generator Installation
- 31 Division Front Counter - A.O.D.A. & Security Renovations
- Cranfield Garage Paint Booth Replacement (2016-17)
- Headquarters - L.E.D. Lighting/Energy Savings Retrofit
- Intelligence - New Technical Workshop
- Flooring Replacement at various locations
- Interior Painting at various locations
- Explosive Containment Chamber

The status of the project is Yellow as some of the projects within S.O.G.R. are on hold until decisions from The Way Forward recommendations about facility realignment are made.

From the available funding of \$5.7M in 2017, \$2.2M will be carried forward to 2018.

2018+ Planned Activities:

The 2018 work plan will be submitted to the Command for approval in April 2018. The Board will be kept apprised of this project through the capital variance report process.

52 Division Renovations

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
52 Division Renovations	733.6	0.0	733.6	733.6	0.0	0.0	9,268.0	9,268.0	On Time	Yellow

Project Description:

This project provides funding for 52 Division facility renovations to correct building deficiencies and create better usable space.

Work to Date:

This facility is renovated and currently fully occupied and operational.

2018+ Planned Activities:

Some building deficiencies remain outstanding. As a result, the status of project is changed to Yellow. With assistance from City Legal, negotiations are underway with the contractor to address these concerns and expedite a resolution of all outstanding issues.

Expansion of Conducted Energy Weapon (C.E.W)

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Conducted Energy Weapon (C.E.W.)	0.0	750.0	750.0	0.0	750.0	750.0	0.0	Delayed	Red	

Project Description:

C.E.W.s are handheld less-lethal weapons which have proven to be a less injurious force option that has helped to safely resolve violent and potentially violent incidents. The Service currently has 545 C.E.W.s issued to uniform front line supervisors, and selected members of specialized units.

Work to Date

The 2017 capital program included the acquisition and deployment of additional C.E.W.s to selected uniform frontline police constables and constables from designated specialized units. At the October 20, 2016 Board meeting, it was decided that prior to the deployment of any additional C.E.W.s, a community consultation would be conducted, which would include the Board Mental Health Sub-committee (Min. No.P244/16 refers).

A community consultation was held on October 18, 2017. The acquisition of additional C.E.W.s was approved by the Board at its February 22, 2018 meeting (Min. No.P19/18 refers).

As approval was received subsequent to year end, no C.E.W.s were purchased in 2017 and the entire amount (\$750K) will be carried forward to 2018.

2018+ Planned Activities

The Service ordered 400 C.E.W.s following the Board approval at it's meeting February 22, 2018. P.E.M. funding was available and approved by the Ministry of Community Safety and Correctional Services to cover the cost of these devices, which were

received before the March 31, 2018 P.E.M. deadline. As the capital funds for the C.E.W.s is no longer required, the reallocation of these funds will be presented to the Board for approval in the Service's first quarter 2018 variance report.

The balance of the year will be spent on training officers that will be issued a C.E.W. with the first training session to be held on May 15, 2018.

Parking Handheld – Administrative Penalty System (A.P.S) Project (\$5.5M total project cost = \$2.55M from Debt + \$2.97M Lifecycle replacement from Reserve)

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Projection			Budget	Life to Date		
Parking Handheld A.P.S.	0.0	2,550.0	2,550.0	201.6	2,348.4	2,348.4	2,550.0	279.3	Delayed	Yellow

Project Description:

Based on City Council's decision at its July 2016 meeting, the City changed the governance and administrative requirements to establish an A.P.S. for parking violations (i.e. parking tickets) which will include an Administrative Penalty Tribunal. This change was effective August 28, 2017.

By implementing an administrative penalty system for parking by-law violations, the City of Toronto, as well as the Province of Ontario, will ensure that parking bylaw matters are resolved through a streamlined process administered by the City without the requirement of utilizing a court process under the *Provincial Offences Act*.

Work to Date:

The A.P.S. requires capturing photo evidence for parking tags and changing the format of the current parking tag. Phase one of this project requires a change to the existing system to accommodate A.P.S. requirements. This change impacted the tag design and business process. The change in format was implemented in August 2017.

Phase two of the project includes the implementation of the new system to accommodate A.P.S. requirements that includes photo evidence. The existing handheld system does not have photo evidence functionality. This functionality is being implemented as an enhancement to the planned handheld lifecycle replacement project.

The R.F.P. was released in November 2016 and closed in January 2017. The project team reviewed the R.F.P. responses and pilot testing of the proposed system(s) was completed in June 2017. The Board approved the award of the contract at its August 2017 meeting (Min. No. P189/17refers).

Due to delays in the project, \$4.7M (\$2.35M photo evidence plus \$2.32M lifecycle replacement) of the total project cost of \$5.5M, will be carried forward to 2018.

2018+ Planned Activities:

The target implementation date is estimated for the second quarter of 2018.

Vehicle and Equipment Lifecycle Replacements

Project Name	Carry Forward from	2017 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2018	Total Project Cost		Status	Overall Project
		Budget	Available to	Year End			Budget	Life to Date		
Vehicle Replacement	1,076.6	5,693.0	6,769.6	5,469.0	1,300.6	1,300.6	On-going	On-going	On-going	Green
IT- Related Replacements	5,361.8	11,955.0	17,316.8	10,329.3	6,987.5	4,373.5	On-going	On-going	On-going	Green
Other Equipment	2,055.3	4,652.0	6,707.3	1,663.6	5,043.7	4,999.0	On-going	On-going	On-going	Green
Total Lifecycle Projects	8,493.7	22,300.0	30,793.7	17,461.9	13,331.8	10,673.1				

Project Description:

Projects listed in this category are funded from the Vehicle and Equipment Reserve (Reserve), which is in turn funded through annual contributions from the Service and Parking Enforcement operating budgets. The Reserve has no impact on the Capital Program and at this time, does not require debt funding. Items funded through this reserve include the regular replacement of vehicles and information technology equipment, based on the deemed lifecycle for the various vehicles and equipment.

It is important to note that new systems (e.g. In-Car Camera program) that have been implemented over the years and continually increasing and different (e.g. video) storage requirements have put significant pressure on this Reserve, as the amount of equipment that is required continues to increase year over year.

Work to Date:

The projected under-expenditure for 2017 is \$13.3M, of which \$10.7M will be carried forward to 2018 as these funds are still required to complete lifecycle projects. A total of \$2.6M was returned to the Vehicle and Equipment reserve related to the Information Technology (I.T.) Business Resumption lifecycle project. These funds are not required in 2018 and will be requested in 2019 when the new Peer-to-Peer facility construction is complete.

Significant variances are :

- \$1.4M – Furniture Lifecycle - No current vendor. Will be joining the Provincial vendor agreement
- \$2.5M – Network Equipment - Delayed lifecycle purchase of network equipment until move to the new Peer to Peer Site
- \$2.3M – Parking Handheld Project (Lifecycle replacement)

2018+ Planned Activities:

Various lifecycle projects such as vehicles, workstations, furniture and locker, mobile workstation replacement projects will continue their regular lifecycle in 2018 and beyond. While the Service has taken steps to create efficiencies, the amount of

equipment that must be replaced continues to increase. Consequently, even with increased planned contributions, current planned spending would leave the Vehicle and Equipment Reserve in an overdrawn position in 2019. Service staff will continue to review all projects' planned expenditures to address the future pressures, including additional contributions that may be required.

Closure of Capital Projects Completed in 2017:

Projects are declared complete when all deliverables have been met. Projects are declared closed when all outstanding payments have been made, any deficiencies have been addressed, and a closeout report has been submitted to the Board. At that time, the Service blocks any further spending for these projects on its financial system, and advises the City that the project is complete and should be closed.

A close out report for the Parking East Facility construction project was provided to the Board in May 2017 (Min. No. P125/17 refers). The City's Chief Financial Officer is being advised through a copy of this report so that the City can also close this project in its files.

The 52 Division Renovation project was completed in 2017. It is anticipated that this project will be formally closed in 2018 after deficiencies have been addressed. A close out report, as required under the Service's project management framework, will be provided to the Board at that time.

Conclusion:

As of December 31, 2017, the Service incurred total net expenditures of \$24.3M compared to \$38.4M in available funding from net debt. This resulted in an under-expenditure of \$14.1M, \$12.7M of which will be carried forward to 2018. The remaining balance of \$1.4M was returned to the City.

From the Vehicle and Reserve perspective, a total of \$2.6M was returned to the reserve related to the Information Technology (I.T.) Business Resumption lifecycle project. These funds are not required in 2018 and will be requested in 2019 when the Peer-to-Peer facility is complete.

Projects are monitored on an ongoing basis and the Board will be kept apprised of any major issues as projects progress.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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2017-2026 Capital Program Request (\$000s) - Council Approved Feb 16, 2017

Attachment A

Project Name	Plan to end of 2016	2017	2018	2019	2020	2021	Total 2017-2021 Request	2022	2023	2024	2025	2026	Total 2022-2026 Forecast	Total 2017-2026 Program	Total Project Cost
Projects In Progress															
State-of-Good-Repair - Police		4,400	4,400	4,400	4,530	3,925	21,655	4,400	4,400	4,400	4,400	4,400	22,000	43,655	43,655
Transforming Corporate Support (TRMS & HRMS) *	2,535	2,500	2,100	1,500	400		6,500				0	0	0	6,500	9,035
Peer to Peer Site (Disaster Recovery Site) *	4,665	4,000	7,759	3,500	0	0	15,259	0	0	0	0	0	0	15,259	19,924
Facility Realignment *	7,000	7,000	3,195	27,561	35,247	21,061	94,064	17,028	17,740	14,066	12,459	12,906	74,199	168,263	168,263
Enterprise Business Intelligence	6,405	2,811	1,000	0	0	0	3,811	0	0	0	0	0	0	3,811	10,216
TPS Archiving	50		650	0	0	0	650	0	0	0	0	0	0	650	700
Radio Replacement	14,141		4,779	3,664	4,949	6,074	19,466	4,544	42	1,026	226		5,838	25,304	39,445
Total, Projects In Progress	34,796	20,711	23,883	40,625	45,126	31,060	161,405	25,972	22,182	19,492	17,085	17,306	102,037	263,442	291,238
Upcoming Projects															
Conducted Energy Weapon (CEW)	0	750	0	0	0	0	750	0	0	0	0	0	0	750	750
Body Worn Camera - Initial phase	0	500	0	0	0	0	500	0	0	0	0	0	0	500	500
Parking Handheld APS		2,550	0				2,550						0	2,550	2,550
AFIS (next replacement)	0	0	0	3,053	0	0	3,053	0	0	0	0	0	0	3,053	3,053
Property & Evidence Warehouse Racking	0	0	0	0	0	0	0	0	1,040	0	0	0	1,040	1,040	1,040
Total, Upcoming Capital Projects:	0	3,800	0	3,053	0	0	6,853	0	1,040	0	0	0	1,040	7,893	7,893
Total Gross Debt Funded Capital Projects:	34,796	24,511	23,883	43,678	45,126	31,060	168,258	25,972	23,222	19,492	17,085	17,306	103,077	271,335	299,131
Other than debt expenditure (Draw from Reserve)															
Total Reserve Projects:	212,902	22,300	20,884	33,062	24,335	21,575	122,156	24,145	20,598	37,234	24,646	22,870	129,493	251,648	464,551
Total Gross Projects	247,698	46,811	44,767	76,740	69,461	52,635	290,414	50,117	43,820	56,726	41,731	40,176	232,570	522,984	763,682
Funding Sources:															
Vehicle and Equipment Reserve	(212,902)	(22,300)	(20,884)	(33,062)	(24,335)	(21,575)	(122,156)	(24,145)	(20,598)	(37,234)	(24,646)	(22,870)	(129,493)	(251,648)	(464,551)
Funding from Development Charges	(21,476)	(7,000)	(2,931)	(3,539)	(13,801)	(4,120)	(31,391)	(5,204)	(9,908)	0	0	(578)	(15,690)	(47,081)	(68,557)
Total Funding Sources:	(234,378)	(29,300)	(23,815)	(36,601)	(38,136)	(25,695)	(153,547)	(29,349)	(30,506)	(37,234)	(24,646)	(23,448)	(145,183)	(298,729)	(533,108)
Total Net Debt-Funding Request:	13,320	17,511	20,952	40,139	31,325	26,940	136,867	20,768	13,314	19,492	17,085	16,728	87,387	224,254	230,574
5-year Average:							27,373						17,477	22,425	
City Target:		21,411	24,345	39,402	31,800	24,891	141,849	23,386	18,956	19,967	16,301	12,000	90,610	232,459	
City Target - 5-year Average:							28,370						18,122	23,246	
Variance to Target:		3,900	3,393	(737)	475	(2,049)	4,982	2,618	5,642	475	(784)	(4,728)	3,223	8,205	
Cumulative Variance to Target			7,293	6,556	7,031	4,982		7,600	13,242	13,717	12,933	8,205			
Variance to Target - 5-year Average:							996						645	820	

* These projects have returned funding to the City due to one year carry forward rule. These amounts are not reflected in the total project cost.

Attachment B

2017 Capital Budget Variance Report as at December 31, 2017 (\$000s)

Project Name	Carry Forward from 2016	2017 Cash Flow			YE Variance (Over)/ Under	Lost Funding	Carry Forward to 2018	Total Project Cost		Status	Overall Project Health	Comments
		Budget	Available to Spend	Year End Projection				Budget	Life to Date			
Debt - Funded Projects												
Facility Projects:												
54/55 Divisions Amalgamation	0.0	7,000.0	7,000.0	0.0	7,000.0	0.0	7,000.0	39,873.0	451.1	Delayed	Red	Carry forward is due to delay in acquiring the appropriate site. A site was located and recommendation was made and endorsed to the Council on January 31, 2018. A master planning exercise will take place in 2018. Funds from this project were used in 2016 to acquire services and data sets from Emvionics Analytics (E.A.) to inform the development of workload modelling, neighbourhood and divisional demographic profiles and territorial optimization tools to support the work and recommendations of the Transformational Task Force (T.T.F.)
TPS Archiving	50.0	0.0	50.0	0.0	50.0	50.0	0.0	700.0	0.0	Delayed	Green	Due to staffing shortage, \$50K for the design portion was not utilized at the end of 2017. Funds will be returned back to the City and is no longer required. Cost of racks will be absorbed in 2018 in the project cost
Information Technology Projects:												
Peer to Peer Site	840.2	4,000.0	4,840.2	2,312.8	2,527.4	0.0	2,527.4	19,924.0	6,137.9	Delayed	Yellow	Tendering process for major construction trades has concluded and construction is underway. There was 3 months project delays due to municipal approval and permits. The project will be monitored on an ongoing basis and all efforts will be made to gain efficiencies and bring the project schedule back to the original target timelines
Transforming Corporate Support	525.2	2,500.0	3,025.2	1,516.1	1,509.0	0.0	1,509.0	8,742.0	3,233.4	Delayed	Yellow	Phase I concluded - H.R.M.S. was completely upgraded; a four-year blueprint for future technology enhancements was approved for Phase II. Phase II- In 2018 and beyond, resources will continue to focus on the redesign of the core foundational system and heavy focus on the planning phase of Phase III: the Time and Labour implementation project which involves replacing the Service's Time Reporting Management System (T.R.M.S.) with new H.R.M.S. functionality. Delay was due to resource constraints which will continue to impact planned timelines
Enterprise Business Intelligence	3,036.3	2,811.0	5,847.3	1,693.0	4,154.4	1,343.4	2,811.0	10,216.0	5,061.6	Delayed	Red	Delays due to project change requests and vendor deliverables. As a result of this delay, \$1.3M will be returned to the City due to one year carry forward rule; however, funds are still required in 2018 to complete this project
Electronic Document Management (Proof of Concept)	273.7	0.0	273.7	223.9	49.8	49.8	0.0	500.0	451.1	On Time	Green	Project was completed on time and slightly below budget which was returned to the City in 2017
Radio Replacement	14,054.2	0.0	14,054.2	14,049.7	4.5	4.5	0.0	39,445.0	14,136.5	On Time	Green	The Board approved the contract award to Motorola Inc. at its October 26, 2017 meeting. The initial purchase of radios was completed in December 2017 and the radios are currently being prepared for deployment
Connected Officer	0.0	2,632.4	2,632.4	915.1	1,717.3	0.0	1,717.3	24,200.0	915.1	On Time	Green	Proof of Concept and the acquisition of 700 devices to be completed by March 2018. Funding from P.E.M. grant. Service will consider the on-going annual operating costs and benefits of this program and a determination will be made as to whether this program can be included in future years.
Body Worn Camera - Initial Phase	0.0	500.0	500.0	12.6	487.4	0.0	487.4	500.0	12.6	Delayed	Green	Complete scope of this project is being reviewed. Acquiring the external expertise required to effectively oversee, manage and analyse the B.W.C. non-binding R.F.P. process is in progress
Replacements/ Maintenance/ Equipment Projects:												
State-of-Good-Repair - Police	1,347.2	4,400.0	5,747.2	3,519.8	2,227.4	0.0	2,227.4	on-going	on-going	On Time	Yellow	Some of the projects within S.O.G.R. are on hold until decisions from transformational task force around facility realignment is made
52 Division Renovations	733.6	0.0	733.6	733.6	0.0	0.0	0.0	9,268.0	9,268.0	On Time	Yellow	Project is complete and the renovated facility is currently fully occupied and operational. Specific building deficiencies remain outstanding and as a result the status of project is changed to Yellow. With assistance from City Legal, negotiations are underway to address these concerns and expedite a resolution of all outstanding issues
Conducted Energy Weapon (C.E.W.)	0.0	750.0	750.0	0.0	750.0	0.0	750.0	750.0	0.0	Delayed	Red	Public consultation were held October 18, 2017. Board letter will be presented to the Board on February 22, 2018 for approval
Parking Handheld A.P.S.	0.0	2,550.0	2,550.0	201.6	2,348.4	0.0	2,348.4	2,550.0	279.3	Delayed	Yellow	Change in format of tag design and business process and lifecycle of handsets were implemented in August 2017. Phase II will include implementation of new system to accommodate A.P.S. requirements for photo evidence. The target implementation date is April-May 2018. Project has been slightly delayed
Total Debt - Funded Projects	20,860	27,143	48,004	25,178	22,826	1,448	21,378	156,668	39,947			
Lifecycle Projects (Vehicle & Equipment Reserve)												
Vehicle Replacement	1,076.6	5,693.0	6,769.6	5,469.0	1,300.6	0.0	1,300.6	On-going	On-going	On-going		
IT- Related Replacements	5,361.8	11,955.0	17,316.8	10,329.3	6,987.5	2,614.0	4,373.5	On-going	On-going	On-going		
Other Equipment	2,055.3	4,652.0	6,707.3	1,663.6	5,043.7	44.7	4,999.0	On-going	On-going	On-going		
Total Lifecycle Projects	8,493.7	22,300.0	30,793.7	17,461.9	13,331.8	2,658.6	10,673.1					
Total Gross Expenditures	29,354.1	49,443.4	78,797.5	42,640.2	36,157.3	4,106.3	32,051.0					
Less other-than-debt Funding												
Funding from Developmental Charges	0.0	(7,000.0)	(7,000.0)	0.0	(7,000.0)	0.0	(7,000.0)					
Funding from PEM Grant - Connected Officer	0.0	(2,632.4)	(2,632.4)	(915.1)	(1,717.3)	0.0	(1,717.3)					
Vehicle & Equipment Reserve	(8,493.7)	(22,300.0)	(30,793.7)	(17,461.9)	(13,331.8)	(2,658.6)	(10,673.1)					
Total Other-than-debt Funding	(8,493.7)	(31,932.4)	(40,426.1)	(18,377.0)	(22,049.1)	(2,658.6)	(19,390.5)					
Total Net Expenditures	20,860.4	17,511.0	38,371.4	24,263.2	14,108.2	1,447.6	12,660.6					



Toronto Police Services Board Report

April 6, 2018

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

**Subject: Toronto Police Services Board - Operating Budget
Variance Report - Year Ending December 31, 2017**

Recommendations:

It is recommended that the Board forward a copy of this report to the City's Chief Financial Officer for information and for inclusion in the Year-end Variance Report to City Council.

Financial Implications:

At its October 20, 2016 meeting, the Toronto Police Service's Board (Board), approved the Board's 2017 operating budget at a net amount of \$2,309,100 (Min. No. P245/16 refers). Subsequently, Toronto City Council, at its February 15, 2017 meeting, approved the Board's 2017 operating budget at the same amount.

Background / Purpose:

The purpose of this report is to provide information on the Board's 2017 year-end variance.

Discussion:

The final year-end variance is a surplus of \$261,600.

The following chart summarizes the variance by category of expenditure.

Expenditure Category	2017 Budget (\$000s)	Year End Actual Expend (\$000s)	Fav/(Unfav) (\$000s)
Salaries & Benefits	\$1,019.5	\$885.8	\$133.7
Non-Salary Expenditures	\$1,289.6	\$1,161.7	\$127.9
Total	\$2,309.1	\$2,047.5	\$261.6

Salaries & Benefits

The favourable variance was due to the resignation of one staff member in the latter part of 2016, and another member during 2017.

Non-salary Budget

The majority of the costs in this category are for arbitrations/grievances and City charge backs for legal services.

The Board cannot predict or control the number of grievances filed or referred to arbitration as filings are at the discretion of bargaining units. In order to deal with this uncertainty, the 2017 budget includes a \$529,000 contribution to a Reserve for costs of independent legal advice. Fluctuations in legal spending will be dealt with by increasing or decreasing the budgeted reserve contribution in future operating budgets so that the Board has funds available in the Reserve for these variable expenditures.

Conclusion:

The 2017 year-end favourable variance for the Board is \$261,600, resulting from salary savings and reduced legal costs.

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

April 3, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

**Subject: General Contractors for Toronto Police Service Facilities
Renovation and Construction Projects – Pre-qualified Vendors**

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) approve nine pre-qualified vendors for the provision of general contracting services for renovation and construction projects at Toronto Police Service facilities, for a two-year period commencing May 1, 2018, with an option to extend for an additional one-year period at the discretion of the Chief of Police.

The recommended pre-qualification list of general contractors is as follows:

1. A.G. Reat Construction Company Limited
2. Aquicon Construction Company Limited
3. Brown Daniels Associates Incorporated
4. Harbridge + Cross Limited
5. Mettko Limited
6. M.J. Dixon Construction Limited
7. Stracor Incorporated
8. Shurway Contracting Limited
9. West Metro Contracting Incorporated

Financial Implications:

There are no immediate financial implications related to the recommendation contained in this report. General contracting services for various renovation and construction projects required by the Toronto Police Service (Service) are funded from approved new build, renovation, and state of good repair projects in the Service's capital budget.

Background / Purpose:

The purpose of this report is to establish a roster of general contractors for renovation and construction projects with an estimated construction value between \$0.1Million (M) and \$2.5M.

The Service's Facilities Management unit is engaged in numerous state of good repair initiatives continuing from 2017 into the current year, as well as planning for recommended larger renovation projects including new facilities that are necessary to maintain the safety and good condition of existing facilities utilized by Service personnel.

Facilities Management staff are also liaising with the members of the Service's Strategy Management unit to develop a blueprint for the modernized facility framework that will support the new service delivery model outlined by the Transformational Task Force in *The Way Forward* report. To meet these objectives, the Service invited submissions from general contractors to provide renovation and construction services from the required construction trades.

The projects will primarily consist of interior renovations or new interior construction involving the modification and/or upgrading of existing facilities, which may involve demolition and construction of new partitions, electrical, plumbing, heating/ventilation and air conditioning modifications, painting and flooring replacement, millwork, and other specialty trades.

Up front Board approval of the roster of pre-qualified general contractors will help facilitate and shorten the turnaround timeframe for competitive bids for the completion of future construction projects.

Discussion:

On January 5, 2018, the Service's Purchasing Services unit issued a R.F.P.Q. (number 1142842-18) to establish a list of pre-qualified general contractors to oversee renovation and construction projects at various Service facilities. The request was advertised on MERX, an electronic tendering service, with a closing date of January 29, 2018. A total of 22 responses were received from vendors that accessed the R.F.P.Q. document from MERX.

The R.F.P.Q. indicated that eight highest contractors that met the minimum mandatory criteria and achieved the minimum score of 75 percent would be permitted to bid on future renovation and construction projects with an estimated value between \$100K and \$2.5M. However, as the eighth and ninth vendors were tied, a decision was made to increase the pre-qualification list to a total of nine general contractors.

The vendor responses were evaluated by Facilities Management and Purchasing Services' staff using the following weighted criteria:

- Company profile, understanding of the R.F.P.Q. requirements, and construction experience (20 points)
- Interior commercial renovation/construction fit-up experience in law enforcement/high security, government facilities, public and private sector completed in the last 10 years (value between \$100K - \$2.5M) (20 points)
- Experience of key personnel - project manager and back-up (10 points)
- Experience of key personnel - site superintendent and back-up (10 points)
- Project team, resources and tools (10 points)
- Occupational health and safety methodology, and CAD 7/WSIB certificate (5 points)

Within each of these weighted criteria, points were assigned by the evaluators based on a definitive, numerical scoring system.

Conclusion:

Following an in-depth evaluation of vendor respondent submissions, nine general contractors have been identified to participate in the bidding process for various renovation and construction projects detailed in the scope of work on a project to project basis. The pre-qualified vendor list will be valid for a two-year period commencing May 1, 2018 with an optional one-year extension period.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

EP

Filename: General Contractors_Pre-qualified Vendors Final.docx



City Councillor

SHELLEY CARROLL



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March 26, 2018

Dear Ms. Watkiss and Ms. Campbell,

I wish to tender my resignation from the Toronto Police Services Board effective immediately. Please ensure that all appropriate parties are notified.

Thank you for your attention to this matter.

Regards,

Councillor Shelley Carroll
Ward 33 – Don Valley East



Wendy Walberg LL.B., LL.M., *C.S.
City Solicitor
Legal Services
55 John Street
Stn. 1260, 26th Flr., Metro Hall
Toronto ON M5V 3C6
Tel. (416) 392-8047
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** Certified by the Law Society as a Specialist
in Municipal Law: Local Government*

Reply To: Diana Dimmer
Tel: 416-392-7229
Fax: 416-397-5624
E-Mail: diana.dimmer@toronto.ca

File No.

April 4, 2018

To: Chair and Members
Toronto Police Services Board

From: Wendy Walberg
City Solicitor

Reference: Civil Litigation Proceedings where Historical Contact Data is Relevant or At Issue

At its meeting held on November 17, 2016, the Board requested the City Solicitor to review and report annually on the status of any civil litigation proceedings where Historical Contact Data is relevant or at issue (Minute No.P250/16 refers).

Historical Contact Data has been defined in the Board's Regulated Interactions Policy. It refers to all Person Investigated Card (Form 172), Field Information Report (Form 208), Community Inquiry Report (Form 306), and Community Safety Note (Street Check) records submitted into the Service's records management systems prior to January 1, 2017 and may include any such submitted record whether or not it would have been categorized as a Regulated Interaction Report had it been submitted on or after January 1, 2017.

Generally, civil litigation proceedings against the Board and the Service are defended by the City Legal Division and the outside law firm of Borden Ladner Gervais under the City's insurance defence process. We have canvassed the lawyers that are handling matters for the Board and the Service. Civil proceedings where Historical Contact Data is relevant or at issue include civil claims in the Superior Court, human rights complaints and judicial review proceedings.

Below is a chart listing information on the proceedings where the assigned defence lawyers are of the view that Historical Contact Data is relevant or at issue.

CHART OF POLICE CLAIMS WHERE "HISTORICAL CONTACT DATA" RELEVANT

Name of Claimant	Court/HRTO	Police Board Lawyer	Nature of Claim	Current Status
C.R.	Superior Court Claim	City Solicitor	Negligent investigation claim	Dormant for 3.5 years.
C.R.	Superior Court Claim	City Solicitor	Negligent investigation claim	Dormant for 3.5 years.
G.S.	HRTO	City Solicitor	Discrimination based on race, colour, ancestry, ethnic origin, association with a person identified by a ground listed above, and reprisal	Hearing Date: September 20, 2018.
G.S.	Superior Court	City Solicitor	Judicial Review application alleging breach of sections 7, 8, 9, 10(a) & (b) and 15 of the Charter of Rights and Freedoms.	Applicant seeking to reinstate proceeding after dismissed for delay.
A.K.	Superior Court	City Solicitor	Claim relating to arrest.	Ongoing.
BADC	Superior Court Class Action	BLG	Class Action claiming Charter and other damages for alleged racial profiling and carding	Claim issued in 2013 but no steps taken to certify the claim.
S.G.	Superior Court Class Action	BLG	Class Action arising out of G20. Some records may relate to Historical Contact Data.	Ongoing.

Our external counsel also notes that civil actions relate to events which typically occurred several (occasionally many) years in the past. In many such cases there are allegations arising out of or connected to police investigations. Commonly police investigations will have involved an investigator performing a "unified search" of then available police data bases for some reason. Some of those data bases may have included Historical Contact Data. In such cases the existence of Historical Contact Data will therefore be part of the narrative of what was reviewed in the course of an investigation. However in these other cases our counsel are unaware of any instance where the Historical Contact Data itself is or is likely to be "relevant or at issue."



W Wendy Walberg
City Solicitor



Toronto Police Services Board Report

March 12, 2018

To: Members
Toronto Police Services Board

From: Andrew Pringle
Chair

**Subject: Semi-annual Report: Toronto Police Services Board
Special Fund Unaudited Statement: July to December 2017**

Recommendation:

It is recommended that the Board receive the report on the Toronto Police Services Board's Special Fund un-audited statement 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 (T.P.S.B.) Special Fund policy (Board Minute #P152/17) expenditures for the Special Fund shall be reported to the Board on a semi-annual basis. This report is provided in accordance with such directive. The T.P.S.B. remains committed to promoting transparency and accountability in the area of finance.

Discussion:

Enclosed is the un-audited statement of receipts and disbursements with respect to the Toronto Police Services Board's Special Fund for the period July 01 to December 31, 2017.

As at December 31, 2017, the balance in the Special Fund was \$801,215. During the second half of the year, the Special Fund recorded receipts of \$107,205 and disbursements of \$165,487. There has been a net decrease of \$289,446 against the December 31, 2016 fund balance of \$1,090,661.

Auction proceeds have been estimated for the month of December 2017 as the actual deposit has not yet been made.

For the second half of 2017, the Board approved and disbursed the following sponsorships:

Sponsorship	Total Amount
Beyond the Blue – The Toronto Chapter	\$30,000
The Community Police Academy	\$8,000
Victim Services Toronto	\$5,000
Association of Black Law Enforcers	\$5,000
The Gatehouse	\$5,000
Occupational Health and Safety Awareness Day	\$2,000

The following unused funds were returned:

Unused Funds	Total Amount
Pearls in Policing Conference 2017	\$140,871
Citizens Police Liaison Committee (C.P.L.C.)	\$8,497
United Way	\$7,128
Auxiliary Appreciation Event	\$2,368
Black History Month	\$1,754
Francophone	\$1,105
Toronto Caribbean Carnival	\$804
National Aboriginal Month	\$625
Day of Pink	\$419
National Victims	\$346
Volunteer Appreciation Night	\$325
Asian Heritage	\$38

In addition, the Board approved and disbursed the following:

Disbursed Funds	Total Amount
Community Survey to Assess the Impact of Rule Changes under Regulation 58/16	\$98,000
Recognition of Service Members	\$68,383
Organizational Change Management Consultant	\$58,775
Recognition of Community Members	\$9,153
Toronto Police Service Board (T.P.S.B.) and Toronto Police Association (T.P.A.) Retirement Dinner	\$4,884
Retirement Dinner Tickets	\$1,081
Donations in Memoriam	\$498
Recognition of Board Members	\$61

Annual Reporting

The Special Fund policy also requires the following annual reporting.

1. Awards and Recognition

Expenditures related to the recognition of the work of Board members, Toronto Police Service members, and auxiliary members, other volunteers and school crossing guards for 2017:

Disbursed Funds	Total Amount
Toronto Police Service Members	\$74,855
Community Members	\$11,499
School Crossing Guards	\$4,297
Auxiliary Members	\$1,632
Board Members	\$61

2. Toronto Police Amateur Athletic Association

Funding to offset the expenses of members participating in Toronto Police Amateur Athletic Association (T.P.A.A.A.) sponsored events and competitions to a maximum of \$200 per member, per event. The total funding provided by the Board and incurred in 2017 was \$28,400.

3. Fitness Facilities

Shared Funding (1/3 payable by the Board) to offset the cost of fitness equipment located at police facilities. The balance of the costs will be shared equally by the T.P.A.A.A. and members. There was no funding provided by the Board as no fitness equipment cost incurred in 2017.

Conclusion:

As required by Toronto Police Services Board Special Fund policy, it is recommended that the Board receive the attached report.

Respectfully submitted,

Andrew Pringle
Chair

File Name: 2017 second half year special funds board letter

Appendix A

The Toronto Police Services Board Special Fund 2017 Second Half Year Result with Initial Projections

Particulars	Initial Projection 2017	January 01 to June 30, 2017	July 01 to December 31, 2017	January 01 to December 31, 2017	January 01 to December 31, 2016	COMMENTS RELATING TO CURRENT REPORTING PERIOD
Balance Forward	1,090,661	1,090,661	859,497	1,090,661	1,955,172	
Revenue						
Proceeds From Auctions	78,000	173,263	118,866	292,129	76,973	
Less Overhead Cost	(39,000)	(85,784)	(55,441)	(141,225)	(23,031)	
Unclaimed Money	225,500	185,181	45,720	230,901	225,415	
Less Return of Unclaimed Money	(7,000)	(7,169)	(4,617)	(11,786)	(6,238)	
Interest	4,000	1,974	3,753	5,727	7,542	Interest income is based on the average monthly bank balance.
Less Bank Service Charges	(800)	(473)	(1,075)	(1,548)	(785)	
Others	900	325		325	865	
Total Revenue	261,600	267,317	107,205	374,522	280,742	
Balance Forward Before Expenses	1,352,261	2,511,529	966,702	1,465,183	2,235,914	
Disbursements						
Police Community Sponsorships for the Toronto Police Service						
Citizens Police Liaison Committee (C.P.L.C.) and Community Outreach Assistance	30,000	30,000	-	30,000	30,000	
United Way	10,000	10,000	-	10,000	10,000	
Other	-	-	10,000	10,000	-	Community Police Academy & Occupational Health and Safety Awareness Day
Police Community Sponsorships for the Community						
Victim Services Program	25,000	25,000	5,000	30,000	33,000	Chief's Gala
Various Organizations	80,000	150,750	40,000	190,750	429,294	Toronto Beyond the Blue, The Gatehouse, & Association of Black Law Enforcers
Funds Returned on Sponsorships						
Asian Heritage	-	-	(38)	(38)	(450)	
Auxiliary Appreciation Event	-	-	(2,368)	(2,368)	-	
Black History Month	-	-	(1,754)	(1,754)	(159)	
C.P.L.C. and Community Outreach Assistance	-	-	(8,497)	(8,497)	(11,080)	
Day of Pink	-	-	(419)	(419)	-	
Francophone	-	-	(1,105)	(1,105)	(979)	
Lesbian, Gay, Bisexual, Transgender and Queen (L.G.B.T.Q.)	-	-	-	-	(341)	
National Aboriginal Month	-	-	(625)	(625)	-	
National Victims	-	-	(346)	(346)	-	
Toronto Caribbean Carnival	-	-	(804)	(804)	(515)	
Toronto Crime Stoppers	-	-	-	-	(4,632)	
United Way	-	-	(7,128)	(7,128)	(5,857)	
Victims of Crime	-	-	-	-	(105)	
Volunteer Appreciation Night	-	-	(325)	(325)	(229)	
Youth in Policing Initiative (Y.I.P.I.)	-	-	-	-	(6,054)	
Toronto Police Amateur Athletic Association (T.P.A.A.A.) Assistance	40,000	400	28,000	28,400	23,000	

**The Toronto Police Services Board Special Fund
2017 Second Half Year Result with Initial Projections**

Particulars	Initial Projection 2017	January 01 to June 30, 2017	July 01 to December 31, 2017	January 01 to December 31, 2017	January 01 to December 31, 2016	COMMENTS RELATING TO CURRENT REPORTING PERIOD
Recognition of Service Members						
Awards	133,000	9,436	53,968	63,404	97,304	
Catering	22,000	1,333	16,119	17,452	21,268	
Return of Unused Funding	-	-	(1,703)	(1,703)	(1,974)	Crossing Guards
Recognition of Community Members						
Awards	5,000	1,492	9,153	10,645	2,147	
Catering	4,000	854	-	854	1,960	
Recognition of Board Members						
Awards	1,000	-	61	61	-	
Catering	1,000	-	-	-	-	
Conferences						
Pearls in Policing Conference	200,000	250,000	(140,871)	109,129	-	Return of Unused Funds
Community Police Consultative Conference	8,500	-	-	-	-	
Ontario Association of Police Services Board	7,500	5,000	-	5,000	7,500	
Canadian Association of Police Governance	10,000	10,000	-	10,000	5,000	
Donations/Flowers in Memoriam	800	497	498	995	200	
Toronto Police Service Board (T.P.S.B.) and Toronto Police Association (T.P.A.) Retirement Dinner	10,500	4,121	4,884	9,005	8,843	
Dinner Tickets	6,000	708	1,081	1,789	-	
Internal Control Review Fee	7,042	(1,110)	5,933	4,823	5,088	2017 PWC Audit Fees Accrual
Other Expenses	100,000	-	156,775	156,775	503,023	Community Survey & Organizational Change Management Consultant
Total Disbursements	701,342	498,481	165,487	663,968	1,145,253	
Special Fund Balance	650,919	859,497	801,215	801,215	1,090,661	



Toronto Police Services Board Report

March 14, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2017 Activities and Expenditures of Consultative Groups

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive this report for information.

Financial Implications:

Upon receipt of the Community Consultative Groups Annual Report, each Consultative Group will receive \$1,000.00 each in annual funding, which will result in the Special Fund being reduced by \$31,000.00.

Background/Purpose:

In accordance with the Board's Community Consultative Groups Policy, and provisions set out in the Special Fund Policy, each consultative group will receive \$1,000.00 in annual funding from the Board's Special Fund, following the receipt of an annual report from each consultative group detailing the activities and expenditures from the previous year.

The purpose of this report is to provide the Board with an annual review of the activities and accounting of the Community Police Consultative Groups during the period of January 1, 2017, to December 31, 2017.

Community Consultative Process:

The Mission Statement of the Toronto Police Service (Service) Consultative Committee processes is:

“To create meaningful partnerships through trust, understanding, shared knowledge and effective community mobilization to maintain safety and security in our communities.”

Community Consultative Groups includes the following:

- Community-Police Liaison Committees (C.P.L.C.); Chinese Community Liaison Committee (C.C.L.C.)
- Community Consultative Committees (C.C.C.);
- Chief's Advisory Council (C.A.C.); and
- Chief's Youth Advisory Committee (C.Y.A.C.).

The consultation process is not meant to provide another level of police oversight, but rather to establish a process that affords opportunities for enhanced community safety involving community based activities and leadership, the mutual exchange of information and the development of joint problem solving initiatives.

On June 17, 2016, the Board approved the establishment of the Disabilities Community Consultative Committee and the Seniors Community Consultative Committee. In addition, the Board approved funding for the Seniors C.C.C. and re-allocated funding from the Traffic Services C.P.L.C., which no longer exists, to the Disabilities C.C.C. (Min. Nos. P150/16 and P151/16 refers). With the addition of two new C.C.C.s, the total number of C.C.C.s and C.P.L.C.s is 30 for a total annual contribution of \$31,000.00 from the Board's Special Fund.

Consultative Groups are governed by the Volunteer Manual which sets out expectations and standardized mandated activities. Some of those requirements are as follows:

- Meet at least four times per year;
- Set goals and objectives consistent with Service priorities at the beginning of each calendar year;
- Hold one town hall forum jointly with police annually;
- One value-added community-police project per year consistent with Service priorities;
- Participate in the Annual Community Police Consultative (C.P.C.) Conference for Consultative members;
- Keep minutes of all meetings;
- Prepare a financial statement for the Committee Executive when requested; and
- Complete a year-end Activity and Annual Performance Evaluation Report.

Community-Police Liaison Committees:

A C.P.L.C. is mandated and established in each of the seventeen policing divisions; including 42 Division Chinese Community Liaison Committee (C.C.L.C.).

The purpose of the C.P.L.C. is to provide advice and assistance to the local Unit Commander on matters of concern to the local community including crime and quality of

life issues. The C.P.L.C. is also consulted as part of the divisional crime management process established by Service Procedure 04-18 entitled "Crime and Disorder Management," a process which includes assisting the local Unit Commander in establishing annual priorities.

The composition of the C.P.L.C.s differ across the city, as each Unit Commander is required to establish a committee that reflects the unique and diverse population served by a particular policing division. C.P.L.C. participants shall include representation from various racial, cultural or linguistic communities, social agencies, businesses, schools, places of worship, local youth and senior groups, marginalized or disadvantaged communities and other interested entities within the local community. Each C.P.L.C. is Co-Chaired by a senior officer and a community member.

Community Consultative Committees:

The C.C.C.s are meant to serve and represent specific communities throughout the City. The membership is drawn from various organizations within each of these communities, and serves as a voice on wider policing issues such as training, recruiting, professional standards, and community mobilization.

The Service currently maintains a C.C.C. for the following communities:

- Aboriginal;
- Asia Pacific;
- Black;
- Chinese;
- Disabilities;
- French;
- Lesbian/Gay/Bisexual/Transgender/Queer/Two-Spirit (L.G.B.T.Q.2.S.);
- Muslim;
- Seniors; and
- South and West Asian.

Each C.C.C. is Co-Chaired by a senior officer and a community member.

Chief's Advisory Council and Chief's Youth Advisory Committee (C.A.C. and C.Y.A.C.):

The Service operates a third level of consultation at the Chief of Police level. The C.A.C. and the C.Y.A.C. exist to provide a voice for various community representatives from business through to social agencies, spanning the various diverse communities as well as youth on a wide variety of issues.

Reporting:

Each consultative group is required to include in a year-end report an accounting for expenditures made from the \$1,000.00 grant during the year. The funds are generally

used for community outreach, community events, 'value-added' community projects and administrative meetings.

Expenditures have been recorded and verified within the Systems Application Products (SAP) accounting software used by the Service with checks at the unit level and at Finance and Administration.

Summary of Activities and Expenditures:

Appendix "A" attached to this report provides a summary of activities and expenditures for each of the consultative groups in 2017. Committees that have exceeded the allotted budget of \$1,000.00 are responsible for covering any surplus.

Conclusion:

The Service continues to remain committed to an effective and constructive community consultative process with community stakeholders in an atmosphere based on mutual trust, respect and understanding. The current consultative process, sustained financially through the Board's Special Fund, is but one method utilized by the Service to advance the goal of an empowered community.

Constructive partnerships and positive outcomes that occur as a result of community-police interaction remain the cornerstone of a successful police service, leading to a safer community.

Deputy Chief Peter Yuen, Communities and Neighbourhoods Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

Group:	Chief's Advisory Council	
Support:		
Number of Meetings:	•	
Goals and Objectives:	•	
Town Hall Meeting:		
Initiatives: (* = Value Added Project)	•	
Crime Management Process:	•	
Expenditures from \$1,000 Grant		
Item		Amount
•		
•		
•		
•		
•		
•		
•		
•		
Total Amount Spent		\$0.00
Total Amount Returned to the Board		\$1,000.00

Group:	Chief's Youth Advisory Council	
Support:		
Number of Meetings:	•	
Goals and Objectives:	•	
Town Hall Meeting:		
Initiatives: (* = Value Added Project)	•	
Crime Management Process:	•	
Expenditures from \$2,000 Grant		
Item		Amount
•		
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•		
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•		
•		
Total Amount Spent		\$0.00
Total Amount Returned to the Board		\$2,000.00

Group:	Aboriginal Community Consultative Committee	
Support:	Superintendent Robert Johnson (T.P.S. Co-Chair) Frances Sanderson (Community Co-Chair) P.C. Monica Rutledge (C.C.C. Liaison Officer)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Implement annual Aboriginal Liaison Officer (A.L.O.) training for T.P.S. officers • Continue the annual Kids and Christmas tree carolling and decorating at H.Q. to further build trust with our youth to help bridge the gap between the community and police 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • A.L.O. training is an additional internal training component organized by the Aboriginal C.C.C. and the T.P.S. Aboriginal Peacekeeping section by utilizing guest speakers and Elders to educate officers 	
Crime Management Process:	<ul style="list-style-type: none"> • 	
Expenditures from \$1,000 Grant		
Item	Amount	
• Honoraria Vern Harper A.L.O. Training	\$250.00	
• Honoraria Aqua Rennie Christmas Tree Event	\$200.00	
• Stock Transportation Bus Eastview P.S. Students	\$304.99	
• FirstCanada bus transportation for public school students	\$109.00	
Total Amount Spent		\$863.99
Total Amount Returned to the Board		\$136.01

Group:	Asian Pacific Community Consultative Committee	
Support:	Staff Superintendent Randolph Carter (T.P.S. Co-Chair) Rey Tolentino (Community Co-Chair) P.C. Ryan Park (C.C.C. Liaison Officer)	
Number of Meetings:	6	
Goals and Objectives:	<ul style="list-style-type: none"> • Increase committee visibility and participation in community engagement events 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Asian Heritage Month • Asian Community Open House Event in 32 Division 	
Crime Management Process:	<ul style="list-style-type: none"> • 	
Expenditures from \$1,000 Grant		
Item	Amount	
• Food and refreshments for meetings	\$137.75	
• Asian Community Open House at 32 Division	\$140.45	
Total Amount Spent		\$278.20
Total Amount Returned to the Board		\$721.80

Group:	Black Community Consultative Committee	
Support:	Superintendent Reuben Stroble (T.P.S. Co-Chair) John O'Dell (Community Co-Chair) P.C. Isabelle Cotton (C.C.C. Liaison Officer)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> Increases the profile of the Black Community Consultative Committee Proactive involvement in community events Proactive in helping recruiting Black officers Engages dialogue on various police issues such as safety tips and racial profiling Promote strong working relationships with the T.P.S. and members of the Black community 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> Great Debate – Engaging students to participate in a debate style event with other local schools and police officers Committee members participated in and/or presented at the following events: <ul style="list-style-type: none"> the Annual Black History Month Event Caribbean Carnival Parade and Kick-Off Event Parent Expo Organized a Parent and Youth Information Session Met with the Jamaican-Canadian Association and the Tropicana Association to discuss a partnership with their organizations Attended a meeting in Etobicoke to discuss the increasing violence within the Somali community 	
Crime Management Process:	<ul style="list-style-type: none"> 	
Expenditures from \$1,000 Grant		
Item	Amount	
• Tokens of appreciation for guest speakers re: Great Debate	\$199.98	
• Food and refreshments for meetings	\$27.11	
• Black C.C.C. promotional pens	\$417.54	
Total Amount Spent		\$644.63
Total Amount Returned to the Board		\$355.37

Group:	Chinese Community Consultative Committee	
Support:	Superintendent Neil Corrigan (T.P.S. Co-Chair) Ben Lau (Community Co-Chair) P.C. Qian Yang (C.C.C. Liaison Officer)	
Number of Meetings:	6	
Goals and Objectives:	<ul style="list-style-type: none"> • Act as a resource to the community • Be proactively involved in community relations, crime prevention and community improvement • Develop a long-term plan through the building of knowledge, awareness, presence and understanding for improving community relations 	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Cops and Community Charity Event was cancelled due to conflict with other community event (East Asian-Internal Support Network Golf Tournament and Community-Based Policing Dinner) • Cops for Cancer • Dim Sum with the Chief and Chinese-community leaders regarding the final report by the Transformational Task Force • Several other community events supporting various organizations 	
Crime Management Process:	<ul style="list-style-type: none"> • 	
Expenditures from \$1,000 Grant		
Item	Amount	
• Name tags	\$140.00	
• Town Hall meeting food and refreshments	\$678.00	
Total Amount Spent		\$818.12
Total Amount Returned to the Board		\$181.88

Group:	Disabilities Community Consultative Committee	
Support:	Deputy Chief Peter Yuen (T.P.S. Co-Chair) Esther Rhee (Community Co-Chair) P.C. Jason Peddle (C.C.C. Liaison Officer)	
Number of Meetings:	9	
Goals and Objectives:	<ul style="list-style-type: none"> Partnership enhancement with the T.P.S. and community stakeholders Identification and consultation about gaps within the T.P.S. regarding strategic planning, policy, training, etc. 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> Committee members attended the Toronto Police College and took part in Use of Force training scenarios Held a 'Train-the-Trainer' workshop for 60 officers regarding Autism and Blindness/Partial Sightedness <ul style="list-style-type: none"> This initiative morphed into the creation of 3 C.P.K.N. modules (still in development): <ul style="list-style-type: none"> Autism Blindness/Partial Sightedness Mental Health 	
Crime Management Process:	<ul style="list-style-type: none"> 	
Expenditures from \$1,000 Grant		
Item		Amount
<ul style="list-style-type: none"> Disabilities C.C.C. promotional pens 		\$972.64
	Total Amount Spent	\$972.64
	Total Amount Returned to the Board	\$27.36

Group:	French Community Consultative Committee	
Support:	Director Kristine Kijewski (T.P.S. Co-Chair) Serge Paul (Community Co-Chair) P.C. Tina Trépanier (C.C.C. Liaison Officer)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Support the T.P.S. in its delivery of safety lectures to children within the French schools • Support the C.C.C./C.P.L.C. Strategic Planning Committee • Increase the profile of the French Community Consultative Committee • Fundraise for French community initiatives • Outreach to other C.C.C's/C.P.L.C's • Revise existing French Community Consultative Committee Manual of Rules and Regulations 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Committee members hosted their 7th International Francophonie Day Event • Committee members participated in the following events: <ul style="list-style-type: none"> ○ the Annual Black History Month Event ○ Caribbean Carnival Parade and Kick-Off Event • Committee members presented at the following businesses/events: <ul style="list-style-type: none"> ○ La Maison Women's Shelter ○ Congolese Youth Conference 	
Crime Management Process:	<ul style="list-style-type: none"> • 	
Expenditures from \$1,000 Grant		
Item		Amount
• Audio equipment rental for Town Hall meeting		\$10.17
• Golf shirts		\$508.50
• French C.C.C. promotional pens		\$401.15
• Food and refreshments for retirement of French C.C.C. member		\$24.99
Total Amount Spent		\$944.81
Total Amount Returned to the Board		\$55.19

Group:	L.G.B.T.Q.2.S. Community Consultative Committee	
Support:	Superintendent Hugh Ferguson (T.P.S. Co-Chair) Christine Newman (Community Co-Chair) P.C. Danielle Bottineau (C.C.C. Liaison Officer)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Improve relations between the T.P.S. and the Trans communities • Provide education about Trans issues. • Address issues and concerns within the L.G.B.T.Q.2.S. communities • Outreach to community members to develop and maintain partnerships that are crucial to building a safe city 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • L.G.B.T.Q.2.S. Bursary • Pride Flag Raising • Trans Day of Remembrance Flag Raising • Trans Inclusion Project • Policing Guide Dedicated to Trans Communities 	
Crime Management Process:	<ul style="list-style-type: none"> • Develop awareness and education around police processes • Encourage reporting 	
Expenditures from \$1,000 Grant		
Item		Amount
• L.G.B.T.Q.2.S. Bursary Awards		\$135.26
• Trans Silicone Wristbands		\$395.50
• Trans Flag for Trans Day of Remembrance		\$84.69
• Food and refreshments for Pride Flag Raising ceremony and reception		\$358.78
	Total Amount Spent	\$974.23
	Total Amount Returned to the Board	\$25.77

Group:	Muslim Community Consultative Committee	
Support:	Staff Superintendent Mario Di Tommaso (T.P.S. Co-Chair) Osman Khan (Community Co-Chair) P.C. Jamshid Habibullah (C.C.C. Liaison Officer)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Be proactive in community relations, crime prevention, and education initiatives • Create the Social Media Strategy to help connect with communities across the GTA • Developing a strategic long term vision through the building of knowledge, education, tolerance and understanding • Increase police and Muslim community interactions and mutual understanding • Enhance recruitment activity to increase the number of Toronto Police Service employees of the Islamic faith 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Ramadan Meeting with the Community at the Imdadul Islamic Centre • Presentation to Thorncliffe Park community about Traffic Safety, Domestic Violence, Cyber-bullying, etc. • Presentation to local youth about Cyber-bullying and Drug Awareness • Muslim Community Conference about Hate and Crime Prevention • Imdadul Islamic Centre B.B.Q. for the community in 32 Division • Presentation to the Islamic Foundation of Toronto about Pedestrian Safety, Internet Safety, Domestic Violence Awareness, etc. • Islamic Heritage Month Celebration 	
Crime Management Process:		
Expenditures from \$1,000 Grant		
Item	Amount	
• Food and refreshments for Islamic Heritage Month Celebration	\$900.00	
Total Amount Spent		\$900.00
Total Amount Returned to the Board		\$100.00

Group:	Seniors Community Consultative Committee	
Support:	Staff Superintendent Kim Yeandle (T.P.S. Co-Chair) Kim Whaley and Andrea McEwan (Community Co-Chairs) P.C. Jason Peddle (C.C.C. Liaison Officer)	
Number of Meetings:	5	
Goals and Objectives:	<ul style="list-style-type: none"> Partnership enhancement with the T.P.S. and community stakeholders Identification and consultation about gaps within the T.P.S. regarding strategic planning, policy, training, etc. 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> Held a 'Financial Exploitation of Seniors' educational symposium for T.P.S. officers at Toronto Police College Amendments to Elder Abuse procedure based on recommendations from committee members 	
Crime Management Process:	<ul style="list-style-type: none"> 	
Expenditures from \$1,000 Grant		
Item	Amount	
<ul style="list-style-type: none"> Honorarium to guest speaker at Financial Exploitation of Seniors symposium 	\$300.00	
<ul style="list-style-type: none"> Food and refreshments for Financial Exploitation of Seniors symposium 	\$117.98	
<ul style="list-style-type: none"> T.P.S. Seniors brochure design re: Elder Abuse Resource for Officers 	\$402.70	
Total Amount Spent		\$820.68
Total Amount Returned to the Board		\$179.32

Group:	South and West Asian Community Consultative Committee	
Support:	Inspector Richard Hegedus (T.P.S. Co-Chair) Haroon Khan (Community Co-Chair) P.C. Johnny Bobbili (C.C.C. Liaison Officer)	
Number of Meetings:	4	
Goals and Objectives:	<p>Work together in partnership with the South and West Asian community in identifying, prioritizing, and problem-solving policing issues by:</p> <ul style="list-style-type: none"> • Being proactive in community relations, crime prevention, education, mobilization, and communication initiatives • Acting as a resource to the police and the community • Develop a strategic long-term vision through building knowledge, education, tolerance and understanding. 	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Chief's Networking Dinner • Community Meet and Greet with Ontario's Lieutenant Governor • Sinhala and Tamil New Year's Celebration • Khalsa Day Parade 	
Crime Management Process:	<ul style="list-style-type: none"> • Microsoft Internet Safety Session 	
Expenditures from \$1,000 Grant		
Item		Amount
<ul style="list-style-type: none"> • Food and refreshments for Community Meet and Greet with Ontario's Lieutenant Governor 		\$820.00
Total Amount Spent		\$820.00
Total Amount Returned to the Board		\$180.00

Group:	11 Division Community-Police Liaison Committee	
Support:	Superintendent Heinz Kuck (T.P.S. Co-Chair) Linda Martin (Community Co-Chair)	
Number of Meetings:	3	
Goals and Objectives:	<ul style="list-style-type: none"> • Promote healthy strong working relationships with various Business Improvement Area (B.I.A.) Community Partners and Resident Associations • Engage dialogue on various Police issues such as safety tips, etc. and set goals, objectives and target dates to address/correct the issues • Proactive involvement in Community Events 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Improve awareness of crime prevention initiatives • C.P. Holiday Train • Fundraiser for the Victim Services Trauma Dog Program • International Day for the Elimination of Racial Discrimination against Women 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. members regularly advised of crime trends and year to year statistics by the divisional Crime Analyst • C.P.L.C. promotes community policing and partnerships with 11 Division officers • C.P.L.C. meetings held at D11 community room 	
Expenditures from \$1,000 Grant		
Item		Amount
• Anti-bullying “Push pawns not each other” – Sheilarae Trophy		\$349.85
• School Crossing Appreciation – Candy hearts/bag		\$134.05
• School Crossing meeting - education/training		\$104.88
• Appreciation Plaques for Homeless – Warm for Winter - Sheilarae Awards		\$40.68
• International Day for the Elimination of Violence Against Women Awareness Event		\$42.65
	Total Amount Spent	\$672.11
	Total Amount Returned to the Board	\$327.89

Group:	12 Division Community-Police Liaison Committee	
Support:	Superintendent Ron Taverner (T.P.S. Co-Chair) Barbara Spyropoulos (Community Co-Chair)	
Number of Meetings:	12	
Goals and Objectives:	<ul style="list-style-type: none"> • One team, one goal: to build a community in which everyone can live, work and play in peace 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Community Information Exchange • Restorative Justice Program • Canada 150 projects • Community Day • Weston Santa Parade Float • Stone Soup Cooking Clubs • Amesbury Canada Day • Spice Isle: Family Sports Day • Grenada Day • Children's Christmas Party 	
Crime Management Process:	<ul style="list-style-type: none"> • Police Reports at C.P.L.C. meetings 	
Expenditures from \$1,000 Grant		
Item	Amount	
• Meetings	\$37.21	
• Canada 150 projects	\$207.92	
• Restorative Justice Program	\$19.41	
• Volunteer Appreciation Night	\$123.81	
• Children's Christmas Party	\$253.67	
• Weston Santa Claus Parade Float	\$21.00	
• Stone Soup	\$31.55	
• Folding table for displays	\$49.85	
• Storage unit rental (1 year)	\$12.20	
Total Amount Spent		\$756.62
Total Amount Returned to the Board		\$243.38

Group:	13 Division Community-Police Liaison Committee	
Support:	Superintendent Scott Baptist (T.P.S. Co-Chair) Amber Kellen (Community Co-Chair)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Be proactive in community relations and involved in community events, crime prevention and community problem solving • Active and on-going partnership with the youth in our community, keeping them engaged and supported. • Create a safer environment in which to live and work • Engage local new community groups, Business Improvement Areas (B.I.A.) and local religious associations 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • C.P.L.C. Open House (May) • P.C.P. 13 B.B.Q. and Community Party • 1400 Bathurst Children's Christmas Event • Year-end community C.P.L.C. event 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. regularly advised of crime trends. • Meetings follow a crime management meeting style with slides • C.P.L.C. regularly advised of traffic trends, complaints and consulted for traffic strategies 	
Expenditures from \$1,000 Grant		
Item	Amount	
• 13 Division/C.P.L.C. Police week community event and B.B.Q.	\$424.70	
• 1400 Bathurst Street children's Christmas party	\$300.00	
• C.P.L.C. community year-end holiday event	\$216.30	
Total Amount Spent		\$941.00
Total Amount Returned to the Board		\$59.00

Group:	14 Division Community-Police Liaison Committee	
Support:	Superintendent Neil Corrigan (T.P.S. Co-Chair) Christopher Worth (Community Co-Chair)	
Number of Meetings:	14	
Goals and Objectives:	<ul style="list-style-type: none"> • Promote strong and healthy working relationships with various Business Improvement Area (B.I.A.) Community Partners and Resident Associations • Engage dialogue on various Police issues such as safety tips, etc. and sets goals, objectives and target dates to address/correct issues • Be proactive involvement in Community Events • 14 Division D.P.L.C. Scholarship Fundraising 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Improve awareness of crime prevention initiatives • Marketing and promoting 14 Division youth scholarship fundraising initiatives • Fundraising through various venues such as the B.I.A.s • Reaching out to school principals about scholarships to local schools through the School Watch Officers • Scadding Court Community Centre Fundraising and Scholarship Award Dinner 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. Members regularly advised of crime trends and year to year statistics by divisional Crime Analyst • C.P.L.C. promotes community policing and partnerships with 14 Division Officers • C.P.L.C. Meetings held at D14 community room 	
Expenditures from \$1,000 Grant		
Item	Amount	
• Food and refreshments for various events/initiatives	\$ 119.38	
• Crime Prevention/Bike Light Initiative Program	\$ 103.29	
• 14 Division Open House	\$ 387.08	
• Auxiliary Food Drive	\$ 136.47	
Total Amount Spent		\$746.22
Total Amount Returned to the Board		\$253.78

Group:	22 Division Community-Police Liaison Committee	
Support:	Superintendent Shaun Narine (T.P.S. Co-Chair) Jennifer Lau (Community Co-Chair)	
Number of Meetings:		
Goals and Objectives:	<ul style="list-style-type: none"> • Increase C.P.L.C. visibility within the community • Educate the community about the purpose of the committee and build positive relationships with police • Implement a Youth and Seniors components into the C.P.L.C. • Assist with annual Holiday Food & Toy drive. 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	•	
Crime Management Process:	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends by divisional Crime Analyst • CPLC provides input on community concerns and issues to unit management 	
Expenditures from \$1,000 Grant		
Item		Amount
•		
Total Amount Spent		\$0.00
Total Amount Returned to the Board		\$1,000.00

Group:	23 Division Community-Police Liaison Committee	
Support:	Superintendent Ron Taverner (T.P.S. Co-Chair) Donata Calitri-Bellus (Community Co-Chair)	
Number of Meetings:	9	
Goals and Objectives:	• Ongoing community engagement and mobilization	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Movie Night • Seniors Safety Initiatives • Healthy Kids Community Challenge • H.O.P.E. (Horses Offering People Encouragement) 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. regularly advised of crime trends • C.P.L.C. provides input on community concerns and issues to unit management 	
Expenditures from \$1,000 Grant		
Item		Amount
• Printing for Movie Night posters		\$271.00
• Movie Night equipment rental		\$229.00
• Food and refreshments for event		\$500.00
Total Amount Spent		\$1,000.00
Total Amount Returned to the Board		\$0.00

Group:	31 Division Community-Police Liaison Committee	
Support:	Inspector Colin Greenaway (T.P.S. Co-Chair) Mark Tenaglia (Community Co-Chair)	
Number of Meetings:	12	
Goals and Objectives:	<ul style="list-style-type: none"> • Developing new community relationships • Strengthening existing relationships • Addressing youth issues • Assisting police with crime prevention education • Educating seniors on elder issues – fraud, scams, abuse 	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • C.P.L.C. Humber Summit Public Library Community Safety Meeting • 31 Division/C.P.L.C. Open House • Community Safety Consultation Meeting regarding Beverly Hills Drive • Roding Community Pumpkin Parade • Roding Community Safety Meeting • C.P.L.C. Community/Holiday Meeting • C.P.L.C./Auxiliary Toy Drive 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. regularly advised of crime trends by divisional Crime Analyst • Weekly Divisional Crime Management Meetings • General C.P.L.C. Meetings 	
Expenditures from \$1,000 Grant		
Item		Amount
• Food and refreshments for community meetings and community Christmas event		\$ 196.61
• Purchase of retirement plaque for C.P.L.C. member		\$ 37.82
• Supplies for C.P.L.C. Bursary Awards Presentation		\$ 10.94
• Folding tables for use at C.P.L.C. community events		\$ 99.69
• Contribution to Y.N.O.T. Annual Awards/Youth Sponsorships		\$100.00
• Contribution to 31 Division Toy Drive, organized by 31 C.P.L.C. and Auxiliary for community		\$100.00
• Contribution to the 31 Division Bursary Award Fund		\$400.00
• Community food basket contribution		\$ 46.45
	Total Amount Spent	\$991.51
	Total Amount Returned to the Board	\$8.49

Group:	32 Division Community-Police Liaison Committee	
Support:	Superintendent Robert Johnson (T.P.S. Chair) Steve Baklarian (Community Co-Chair)	
Number of Meetings:	9	
Goals and Objectives:	<ul style="list-style-type: none"> • Be proactively involved in community relations, crime prevention and community improvement 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Police Week 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. regularly advised of crime trends by the divisional Crime Analyst 	
Expenditures from \$1,000 Grant		
Item		Amount
• Police Week		\$237.64
Total Amount Spent		\$237.64
Total Amount Returned to the Board		\$762.36

Group:	33 Division Community-Police Liaison Committee	
Support:	Superintendents Robert Johnson (T.P.S. Co-Chair) Christine Crosby (Community Co-Chair)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Promote working relationships with the community • Promote traffic, pedestrian and senior safety • Promote and encourage Crime Prevention through Environmental Design (C.P.T.E.D.) • Proactive involvement in Community Events 	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • 33 Division Open House • Halloween Safety Day • Singing with Seniors • Food and Toy Drive for local shelters • 33 Division C.P.L.C. Bursary Program Fundraising 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. members updated at monthly meetings on the crime indicators, traffic updates and initiatives • C.P.L.C. promotes community policing and partnerships with 33 Division Officers 	
Expenditures from \$1,000 Grant		
Item		Amount
• Open House		\$600.00
• Town Hall Meeting		\$164.60
• Singing With Seniors		\$178.00
• Food and Toy Drive		\$57.40
Total Amount Spent		\$1,000.00
Total Amount Returned to the Board		\$0.00

Group:	41 Division Community-Police Liaison Committee	
Support:	Superintendent Mark Barkley (T.P.S. Co-Chair) Holly de Jong (Community Co-Chair)	
Number of Meetings:	9	
Goals and Objectives:	<ul style="list-style-type: none"> • Encourage youth to achieve their career goals • Enhance Police and Youth Relationship • Senior Safety 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Project Jingle Crime Prevention initiative • Seniors Safety and Awareness event 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. members regularly advised of crime trends and year to year statistics by the divisional Crime Analyst • C.P.L.C. promotes community policing and partnerships with 41 Division officers 	
Expenditures from \$1,000 Grant		
Item		Amount
• Purchase of purse bells for Project Jingle		\$858.77
• Food and refreshments for Seniors Safety and Awareness event		\$141.23
	Total Amount Spent	\$1000.00
	Total Amount Returned to the Board	\$0.00

Group:	42 Division Chinese Community Liaison Committee	
Support:	Inspector Joanna Beaven Desjardins (T.P.S. Co-Chair) Simon Ip (Community Co-Chair)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Promote strong working relationships with various Business Improvement Area (B.I.A.) Community Partners and Resident Associations • Engage dialogue on various Police issues such as safety tips, etc. and set goals, objectives and target dates to address/correct issues • Be proactively involved in community events such as the Community Picnic and Chinese New Year's Dinner 	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Improve education and awareness of crime prevention initiatives • 42 Division C.C.L.C. Student Awards and Scholarships <ul style="list-style-type: none"> ○ Marketing and promoting 42 Division Student Award and Scholarship fundraising initiatives 	
Crime Management Process:	<ul style="list-style-type: none"> • C.C.L.C. members were advised of crime trends and year to year statistics by the Detective Sergeant during meetings held at 42 Division • The meetings promote community policing and partnerships with 42 Division officers 	
Expenditures from \$1,000 Grant		
Item		Amount
• C.C.L.C. community tent		\$920.00
• Website Domain renewal		\$20.85
• Food and refreshments for meetings		\$52.80
	Total Amount Spent	\$993.65
	Total Amount Returned to the Board	\$6.35

Group:	42 Division Community-Police Liaison Committee	
Support:	Superintendent Mark Barkley (T.P.S. Co-Chair) Benjamin Davoodi (Community Co-Chair)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Promote healthy strong working relationships with various Business Improvement Area (B.I.A.) Community Partners and Resident Associations • Engage dialogue on various Police issues such as safety tips, etc. and set goals, objectives and target dates to address/correct issues • Be proactively involved in community events such as the Community Picnic and Crime Seminars. • 42 Division C.P.L.C. Student Awards and Scholarships 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Annual Community Safety Seminar on Road Safety • Improve education and awareness of crime prevention initiatives • 42 Division C.C.L.C. Student Awards and Scholarships <ul style="list-style-type: none"> ○ Marketing and promoting 42 Division Student Award and Scholarship fundraising initiatives 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. members were advised of crime trends and year to year statistics by the Detective Sergeant during meetings held at 42 Division • The meetings promote community policing and partnerships with 42 Division officers 	
Expenditures from \$1,000 Grant		
Item		Amount
• Annual Community Safety Seminar		\$262.00
Total Amount Spent		\$262.00
Total Amount Returned to the Board		\$738.00

Group:	43 Division Community-Police Liaison Committee	
Support:	Superintendent Mark Fenton (T.P.S. Co-Chair) James Thomas (Community Co-Chair)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> Promote the C.P.L.C. and youth membership 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> Community Picnic and Open House Scarborough Town Centre \$10 Gift Cards for exceptional students Mother's Day Basket Drive for new Mothers (Rosalie Hall) 	
Crime Management Process:	<ul style="list-style-type: none"> Livestream monthly meetings 	
Expenditures from \$1,000 Grant		
Item	Amount	
<ul style="list-style-type: none"> Food and refreshments for Community Picnic and Open House 	\$936.45	
<ul style="list-style-type: none"> Banner Patch 	\$45.20	
Total Amount Spent		\$981.65
Total Amount Returned to the Board		\$18.35

Group:	51 Division Community-Police Liaison Committee	
Support:	Superintendent Anthony Riviere (T.P.S. Co-Chair) Deborah Crane (Community Co-Chair)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> Sharing of concerns and information between the community and the police Youth engagement through sporting activities 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> 51 Division Community Open House and B.B.Q. E.S.P.Y. Basketball Tournament Bicycle Registration event 	
Crime Management Process:	<ul style="list-style-type: none"> C.P.L.C. informally advised of area crimes C.P.L.C. members share information from their own organizations 	
Expenditures from \$1,000 Grant		
Item	Amount	
<ul style="list-style-type: none"> E.S.P.Y. Basketball Tournament 	\$226.29	
<ul style="list-style-type: none"> Table-top signs and supplies for bicycle registration event 	\$499.26	
Total Amount Spent		\$725.55
Total Amount Returned to the Board		\$274.45

Group:	52 Division Community-Police Liaison Committee	
Support:	Superintendent Scott Gilbert (T.P.S. Co-Chair) Melanie Dickinson-Smith (Community Co-Chair)	
Number of Meetings:	5	
Goals and Objectives:	<ul style="list-style-type: none"> The goal of the C.P.L.C. is to work together in partnership with 52 Division in identifying, prioritizing and problem solving of crime, traffic and safety issues within the community To be proactively involved in community relations, crime prevention and community improvement initiatives The C.P.L.C. is committed to the safety and quality of life in their respective communities 	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> The C.P.L.C. hosted a community B.B.Q. and fundraiser at the 52 Division Station re-opening coinciding with Police Week events Through community fundraising initiatives for community projects, funds were donated to the Dominica Hurricane Relief Fund The C.P.L.C. in partnership with the Downtown Yonge Business Improvement Area (B.I.A.) participated in a very successful Crime Prevention Town Hall Meeting focusing on community and business complaints raised at C.P.L.C. meetings pertaining to: <ol style="list-style-type: none"> Retail Loss Prevention Strategies The effect of human trafficking in our communities The role of the MCIT and best practice interacting with people in distress Crime Prevention tips on personal and business safety. 	
Crime Management Process:	<ul style="list-style-type: none"> D52 Crime management team attends regular C.P.L.C. meetings and regularly advises the committee of crime trends and year to date statistical reports 	
Expenditures from \$1,000 Grant		
Item	Amount	
• Refreshments for Town Hall Meeting	\$296.84	
• Key rings with safety whistles	\$433.89	
• Token of appreciation from H.Q. Gift Shop	\$239.76	
Total Amount Spent		\$970.49
Total Amount Returned to the Board		\$29.51

Group:	53 Division Community-Police Liaison Committee	
Support:	Inspector Sonia Thomas (T.P.S. Co-Chair) Daly McCarten (Community Co-Chair)	
Number of Meetings:	11	
Goals and Objectives:	<ul style="list-style-type: none"> • Be proactively involved in community events, crime prevention, education initiatives • Act as a resource to the police and the community • Create opportunities for members to become more active in outreach events such as mall displays • Be proactively involved with newcomer and domestic violence issues • Become more involved in the Auxiliary and Crossing Guard programs 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • 53 Division Community Open House • Traffic and Pedestrian Safety • Auxiliary and Crossing Guard Appreciation meetings to develop partnerships between C.P.L.C. and sub-units • Traffic safety focusing on youth, pedestrians and cycling 	
Crime Management Process:	<ul style="list-style-type: none"> • 	
Expenditures from \$1,000 Grant		
Item		Amount
• Christmas Luncheon and Appreciation event		\$897.41
• Food and refreshments for C.P.L.C. meeting		\$10.90
	Total Amount Spent	\$908.31
	Total Amount Returned to the Board	\$91.69

Group:	54 Division Community-Police Liaison Committee	
Support:	A/Superintendent Chris Kirkpatrick (T.P.S. Co-Chair) Mary Reilly (Community Co-Chair)	
Number of Meetings:	25	
Goals and Objectives:	<ul style="list-style-type: none"> • Be proactively involved in community relations, crime prevention and community improvement initiatives and increase participation in community events to heighten visibility of the C.P.L.C. • Address youth issues and increase youth engagement • Safeguard Seniors through education • Educate and support the community and police on interacting with those living with Mental Health issues • Liaise with community contacts and agencies to engage, inform and seek input from the community on various area concerns and current C.P.L.C. initiatives 	
Town Hall Meeting:	1	
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Annual Seniors Coffee and Chat event at Westminister Court • Youth Writing Competition <ul style="list-style-type: none"> ○ Topic: Being a police officer, Prize: “Police Officer for a Day” with a tour of T.P.S. facilities and an introduction about being a police officer • Annual Bursary Presentation 54 Division <ul style="list-style-type: none"> ○ 7 students given a bursary award and dinner • East York Canada Day Celebrations • Taste of the Danforth • C.P.L.C. Community B.B.Q. at O’Connor Public School 	
Crime Management Process:	<ul style="list-style-type: none"> • C.P.L.C. regularly advised and updated of crime trends and divisional statistics and about ongoing initiatives and projects within 54 Division • C.P.L.C. provides input on community concerns and issues to unit management and consulted on activities in their communities to help determine how best we can serve them 	
Expenditures from \$1,000 Grant		
Item		Amount
• Support of McCordic Special Needs School event		\$95.45
• Taste of the Danforth C.P.L.C. information table re: promotional pencils		\$197.75
• Supplies and refreshments for C.P.L.C. Bursary Reception and Town Hall Meeting		\$204.10
• Printing of flyers for the Town Hall Meeting and C.P.L.C. Community B.B.Q.		\$327.70
Total Amount Spent		\$825.00
Total Amount Returned to the Board		\$175.00

Group:	55 Division Community-Police Liaison Committee	
Support:	A/Superintendent Chris Kirkpatrick (T.P.S. Co-Chair) Saleem Hall (Community Co-Chair)	
Number of Meetings:	10	
Goals and Objectives:	<ul style="list-style-type: none"> • Be proactively involved in community relations, crime prevention and community improvement initiatives and increase participation in community events to heighten visibility of the C.P.L.C. • Hold a major community event in celebration of Police Week • Continue with the Youth Scholarship program • Increase C.P.L.C. membership and outreach initiatives 	
Town Hall Meeting:		
Initiatives (* = Value Added Project)	<ul style="list-style-type: none"> • Police Week Community Picnic • Youth Scholarship Bursary • Auxiliary Appreciation Breakfast • School Crossing Guards Appreciation Lunch 	
Crime Management Process:	<ul style="list-style-type: none"> • Updates at all C.P.L.C. meetings on crime/traffic issues, complaints and recommendations by Officers, to members, in assisting with problem areas 	
Expenditures from \$1,000 Grant		
Item		Amount
• Food and refreshments for meetings		\$59.43
• Rental Permit Cost to host Police Week Community Picnic at Jimmie Simpson Park		\$373.17
• Food and refreshments for Police Week Community Picnic		\$467.76
• Food and refreshments for Volunteer Appreciation Breakfast		\$87.95
Total Amount Spent		\$988.31
Total Amount Returned to the Board		\$11.69



Toronto Police Services Board Report

February 28, 2018

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Annual Report: Toronto Police Services Board's 2017 Consulting Expenditures

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

At its meeting on February 20, 2003 the Board approved a motion requiring the reporting of all consulting expenditures on an annual basis (Min. No. P45/03 refers).

This report provides details of the 2017 consulting expenditures for the Toronto Police Services Board, 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 as follows:

any firm or individual providing expert advice/opinion on a nonrecurring 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.

Discussion:

The information contained in this report 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, 2018 deadline.

Conclusion:

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

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'AP', with a long horizontal line underneath.

Andy Pringle
Chair

Appendix A

2017 Consulting Services Expenditure - Operating Divisions, Agencies and Corporations

Expense Category	Division/Board	Contract / PO / DPO Date mm-dd-yr	Contract / PO / DPO No(s)	Consultant's Name	Description of Work	Expected Completion Date	Recoveries by Source	Contract / PO Balance Dec 31/17	2017 Budget	2017 Expenditure	2016 Expenditure
Management Research & Development - CE 4089	Toronto Police Services Board	02/10/2017	6044582	Anthony Dooch	Researched the effectiveness of "standing" or "street check" practices generally and the viability of carrying out research on their effectiveness in Toronto (BMP25016 - Board meeting of November 17, 2016) Completed.	02/28/2017	(Note 3)	0	12,000	10,176	0
Management Research & Development - CE 4089	Toronto Police Services Board	12/29/2017	Contract 47021170 CRD 9117286	Ryan Dyck	Subject matter expert to assist in the development of Transgender inclusive policies, procedures, orders and forms, pursuant to Minutes of Settlement between the Board, the Chief and the CHRC (BM P145 Board Meeting date June 15, 2017)	12/31/2019		12,425	13,000	7,575	0
Management Research & Development - CE 4089	Toronto Police Services Board		6045794	Diane Wherney	Provided advice with respect to a legal matter. At the request of City of Toronto - Legal Services "CONFIDENTIAL" Completed.	10/31/2017		0	0	2,748	0
Sub-Total					In this space provide explanation re significant budget and actual variance				\$ 25,000.00	\$ 20,499.00	\$ -
Legal (External Lawyers & Planners) - CE4091	Toronto Police Services Board	3/28/2017	Contract 47020535 CRD 9060157 CRD 9108428	Hicks Morley Hamilton Stewart	Provide expert advice/legal opinion on general employment and labour relations issues(BMP2402016 - October 20, 2016)	12/31/2019			50,000	59,241	56,308
Legal (External Lawyers & Planners) - CE4091	Toronto Police Services Board	11/03/2017	3561788	Johnstone & Cowling LLP	Provided legal services with respect to contract negotiations (Authority contained within Deputy Chief Employment Agreement) Completed.	11/17/2017		0	1,500	1,506.40	0
Legal (External Lawyers & Planners) - CE4091	Toronto Police Services Board	10/30/2017	3561521	Pallane Roland	Provided legal services with respect to contract negotiations (Authority contained within Deputy Chief Employment Agreement) Completed.	11/10/2017		0	1,500	1,350.79	0
Sub-Total								\$ -	\$ 53,000.00	\$ 62,119.24	\$ 56,308.00
Division Total									\$ 78,000.00	\$ 82,617.24	\$ 56,308.00

Appendix B

2017 Consulting Services Expenditure - Capital Divisions, Agencies and Corporations

Expense Category	Division/Board	Contract / PO / DPO Date mm-dd-YY	Contract / PO / DPO (Notes)	Consultant's Name (Note 1)	Description of Work (Notes 1, 5, 7 & 7)	Expected Completion Date	WBS Element	Revenues by Source (Note 2)	Contract / PO Balance Dec 31/17 (Note 4)	N/A	2017 Expenditure (Note 4.A.5)	2016 Expenditure (Note 4.B.5)
Technical - CE 4078												
Technical - CE 4078												
Technical - CE 4078												
Sub-Total				In this space provide explanation re significant budget and actual variance					0	0	0	0
Information Technology - CE 4079												
Information Technology - CE 4079												
Information Technology - CE 4079												
Sub-Total				In this space provide explanation re significant budget and actual variance					0	0	0	0
Management Research & Development - CE 4089												
Management Research & Development - CE 4089					NIL							
Management Research & Development - CE 4089												
Sub-Total				In this space provide explanation re significant budget and actual variance					0	0	0	0
Legal (External Lawyers & Planners) - CE4091												
Legal (External Lawyers & Planners) - CE4091					NIL							
Legal (External Lawyers & Planners) - CE4091												
Sub-Total				In this space provide explanation re significant budget and actual variance					0	0	0	0
Creative Communications - CE 4093												
Creative Communications - CE 4093					NIL							
Creative Communications - CE 4093												
Sub-Total				In this space provide explanation re significant budget and actual variance					0	0	0	0
Division Total									0	0	0	0



Toronto Police Services Board Report

March 19, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2017 Toronto Police Service's Consulting Expenditures

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

Funding for the expenditures detailed in this report were included in the 2017 Toronto Police Service (Service) operating budget and capital program. The services expenditures referenced in this report are net of harmonized sales tax (H.S.T.) rebate.

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 of Toronto (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 2017 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 as follows:

“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 contained in this report 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, 2018 deadline.

Discussion:

The operating budget for consulting services is developed using zero-based budgeting. As such, 2017 expenditures for consulting services are based on requirements identified during the 2017 budget process.

The Service has taken steps to manage the use of consultants and only contract for these services based on the following justification:

- the skills are not available in-house
- there is not a permanent requirement for the expertise/skill set
- project specific work that require additional resources to meet timelines
- the Service does not have the required resource capacity

The 2017 operating consulting actual expenditures totalled \$0.97 Million (M). The following table summarizes the nature of the expenditures with the details reflected in Attachment A.

Nature of Expense / Initiative	Amount
Legal Services	\$26,615
General Information Technology (I.T.) Services	\$201,824
Human Resources (H.R.) Transformation Services	\$237,600
Transformational Task Force Initiatives	\$242,030
Communications and Board related services	\$258,331
Total	\$966,400

The 2017 capital consulting actual expenditures (as reflected in Attachment B) were \$0.04M. This amount represents expenditures for the feasibility study conducted for back-up generators at Service facilities, and the engagement of a Fairness Commissioners to assist in the future procurement of a body worn camera system and

the 2017 Radio Equipment purchase. Capital projects generally involve multi-year cash flow requirements, and the 2017 expenditure may therefore represent only a portion of the total contract value. Further details of the expenditures for the Service's Capital program can be found in the capital variance report.

Conclusion:

Consulting expenditures incurred against 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. The 2017 actual consulting expenditures totalled \$1.01M, net of H.S.T. rebate (\$0.97M for operating and \$0.04M for capital).

The Service is anticipating this cost to increase as the Transformational Task Force recommendations and other modernization initiatives are being implemented since typically specialized skill sets are required to plan, design and implement certain changes. As always, the Service is committed to remaining judicious on this type of spending and achieving its objectives with existing Service members to the extent possible.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

Attachment A

Agency/Corporation: Toronto Police Service 2017 Consulting Expenses - Operating

Expense Category	Program	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No.(s)	Consultant's Name	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	Recoveries by Source (Note 3)	Contract / P.O. Balance Dec 31/17 (Note 4)	2017 Budget (Notes 5 & 6)	2017 Expenditure (Note 4 & 5)	2016 Expenditure (Note 4 & 5)
							\$	\$	\$	\$	\$
Technical - CE 4078		11/21/2017	6045924	Teramach Technologies	Translate business systems requirements into a physical systems design to guide master data management. The work was fully funded by the Policing Effectiveness and Modernization (P.E.M.) Grant.	03/31/2018	P.E.M. Grant 100%	46,985	64,505	18,656	0
Sub-total								46,985	64,505	18,656	0
Information Technology - CE 4079	Information Technology Strategic and Business Plan	06/13/2017	47020734; 9077813	Gartner Canada J. McGrath	Facilitate the development of the 2017-2019 Information Technology Strategic and Business Plan by providing guidance and expertise to the Director of Information Technology Services (Completed)	06/12/2018	0	0	180,000	183,168	0
Sub-total								0	180,000	183,168	0
Management /Research & Development - CE 4089	Process Innovation (Payroll and Benefits Administration)	06/07/2016	47019970; 9043015	Mercer (Canada) Limited	Develop employee benefits strategies and recommendations on the employee health program.	12/31/2020	0	110,174	36,500	36,869	5,597
Management /Research & Development - CE 4089	Human Resources Modernization	02/16/2017	47020475; 9055638; 9102788	Korn Ferry Hay Group Limited	Develop a competency framework required to support Human Resources modernization project. The work is funded by Policing Effectiveness and Modernization (P.E.M.) Grant.	03/31/2018	P.E.M. Grant 100%	312,530	185,900	185,865	0
Management /Research & Development - CE 4089	Centralized Unit Process Innovation (Labour Relations Unit)	09/11/2015	6041997	Mercer (Canada) Limited	Extension to the Job Evaluation consultation contract for the review of existing Job Evaluation Process and reporting of recommendations for efficiencies. (Completed)	12/31/2017	50% Toronto Police Association; 18% P.E.M. Grant for Senior Officer evaluation	0	16,500	14,866	9,438
Management /Research & Development - CE 4089	Transformational Task Force (T.T.F.) Modernization Initiatives	11/09/2017	6045940	M.N.P. L.L.P.	Conduct a comprehensive Organizational Culture Assessment to provide in-depth understanding of the current organizational culture to assist the leaders and key stakeholders groups in creating action plans to strengthen the culture, improve organizational performance and achieve a modernized model of policing for the City of Toronto.	03/31/2018	P.E.M. Grant 100%	304,262	173,000	172,992	0
Management /Research & Development - CE 4089		06/05/2017	6045079	Dr. Ashley David Bender	Assist the Board and the T.P.S. with the development, evaluation and implementation of a procedure for the application and assessment of requests for the inclusion of names on the Memorial Wall.	12/31/2018	Legal Reserves	54,258	7,000	6,798	0
Management /Research & Development - CE 4089	Transformational Task Force (T.T.F.) Modernization Initiatives	11/01/2017	6045886	Lansdowne Technologies Incorporated	Assist the T.P.S. in developing, recommending and preparing crime prevention materials.	03/31/2018	P.E.M. Grant 100%	78,514	69,100	69,038	0
Sub-Total								859,738	488,000	486,428	15,035

Attachment A

Agency/Corporation: Toronto Police Service 2017 Consulting Expenses - Operating

Expense Category	Program	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No.(s)	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	Recoveries by Source (Note 3)	Contract / P.O. Balance Dec 31/17 (Note 4)	2017 Budget (Notes 5 & 6)	2017 Expenditure (Note 4 & 5)	2016 Expenditure (Note 4 & 5)
							\$	\$	\$	\$	\$
Legal (External Lawyers & Planners) - CE4091			3553739 3554773 3552330	Fenton, Smith Barristers	Consultation for legal matters related to solicitor-client privileged materials. (Completed)	12/31/2017		0	4,450	4,529	0
Legal (External Lawyers & Planners) - CE4091		05/15/2017	3555575	Henein, Hutchison L.L.P.	Consultation for legal matters related to a bias motion. (Completed)	12/31/2017		0	820	834	0
Legal (External Lawyers & Planners) - CE4091			3556117 3560391	Mergler, Paul K	Consultation regarding seized property in relation to homicides. (Completed)	12/31/2017		0	1,420	1,445	0
Legal (External Lawyers & Planners) - CE4091			3556709 3558868 3562583	Johnson & Cowling L.L.P.	Consultation for Detective Services seeking legal advice for Informants. (Completed)	12/31/2017		0	5,147	5,237	0
Legal (External Lawyers & Planners) - CE4091			3558866 3559892	McLaren, James A, L.L. B.	Consultation for Intelligence Unit seeking legal advice for Informants. (Completed)	12/31/2017		0	1,397	1,422	0
Legal (External Lawyers & Planners) - CE4091			3559780 6045959	Ceyskens & Bauchman	Consultation with T.P.S. members regarding Police Service Acts issues. (Completed)	12/31/2017		0	7,500	7,632	0
Legal (External Lawyers & Planners) - CE4091		09/12/2017	3559793	Henein, Hutchison L.L.P.	Consultation on third party disclosure. (Completed)	12/31/2017		0	1,825	1,857	0
Legal (External Lawyers & Planners) - CE4091		12/22/2017	3563740	Butt, David	Consultation with T.P.S. members regarding a potential criminal investigation. (Completed)	12/31/2017		0	683	695	0
Legal (External Lawyers & Planners) - CE4091		12/29/2017	6046266	Markson Law Professional Corporation	Consultation with T.P.S. members regarding a potential criminal investigation. (Completed)	12/31/2017		0	2,913	2,964	0
Sub-total								0	26,155	26,615	0
Creative Communications - CE 4093	Strategy Management	11/21/2016	47020296; 9039915, 9049792, 9110988	Sandra Buckler	The Strategic Communications advice regarding both internal and public communications, media interactions and strategies related to police modernization process. Value of the contract has been increased; completion date extended up to May 20, 2018.	05/20/2018		95,096	250,000	251,533	28,415
Sub-total								95,096	250,000	251,533	28,415
Division Total								1,001,819	1,008,660	966,400	43,450

Attachment B

Agency /Corporation: Toronto Police Service 2017 Consulting Expenses - Capital

Expense Category	Program	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No(s).	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	WBS Element	Recoveries by Source (Note 3)	Contract / P.O. Balance Dec 31/17 (Note 4)	2017 Expenditure (Note 4 & 5)	2016 Expenditure (Note 4 & 5)
									\$	\$	\$
Technical - CE 4078		07/21/2017	6045348	Dutra Architect Incorporated	Conduct a full electrical assessment and feasibility study to provide recommendations for back-up generator power.	12/31/2018	PL-100010-02		0	30,867	0
Sub-Total									0	30867	0
Management /Research & Development - CE 4089		09/12/2017	6045611	H.K.A. Global Canada Incorporated	Independent oversight and evaluation of the competitive procurement of Body Worn Camera. The Fairness Commissioner acted in an advisory capacity during planning, issue, post close and post award stages of the procurement process.	12/31/2018	PL-100121-01		39,178	2,544	0
Management /Research & Development - CE 4089		04/24/2017	6044890	J.D. Campbell & Associates	Independent evaluation of the competitive procurement of Radio Equipment and Parts. The Fairness Commissioner acted in an advisory capacity during planning, issue, post close and post award stages of the procurement process. (Completed)	12/31/2017	PL-100107-01		0	8,995	0
Sub-Total									39,178	11,539	0
Division Total									39,178	42,406	0



Toronto Police Services Board Report

April 3, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2017 Public Sector Salary Disclosure

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report for information.

Financial Implications:

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

Background / Purpose:

The Public Sector Salary Disclosure Act, 1996 (P.S.S.D.A.) 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 P.S.S.D.A., the Toronto Police Service (Service) is required to disclose the names, positions, salaries and taxable benefits of employees who were paid \$100,000 or more in a year, based on T4 reporting. The report includes active, retired and terminated members, and includes all remuneration earned and reported, including paid duty earnings.

This information, which includes Service and Board employees, is 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.

Furthermore, the Ministry of Finance also requires that organizations with members seconded to other ministries file the listing of those members with the appropriate ministry. For the 2017 reporting year, the Service had 18 members seconded to the Ministry of Community Safety and Correctional Services. A separate listing of the members appearing on the Public Sector Salary Disclosure (P.S.S.D.) listing has been provided to that agency.

The Province (Treasury Board Secretariat) posts the information provided by each organization in and around the end of March of the following year.

Discussion:

The P.S.S.D.A., 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)”. This amount is reported if it is equal to or above \$100,000.

Service members receive a T4, which includes all remuneration paid by the Service. Box 14 on the T4 includes regular salary, retention pay, acting pay, premium pay (including court time, call backs and overtime) and any retroactive adjustments paid in the applicable calendar year. Beginning in 2010, T4 earnings also include income from paid duties, which are paid by external customers and flow through the Service’s payroll system in order to comply with Canada Revenue Agency (C.R.A.) statutory deduction requirements. There is no requirement to separate paid duty earnings from regular earnings in the P.S.S.D.. As a result, both earnings are consolidated into the “Salary Paid” column.

Taxable benefits are reported as a separate line item for those employees who earned \$100,000 or more. Taxable benefits for Service members, as defined by the C.R.A., include the value of life insurance premiums for coverage provided by the employer, employer-provided parking and the personal use of employer-provided vehicles.

The P.S.S.D.A. requires that the listing be reported in alphabetical order to the Province. However, at the request of the Board, the Service now also provides the information to the Board only, in descending order by salary paid.

Accordingly, [Appendix A provides the salary paid in alphabetic order](#), and [Appendix B](#) provides the same information in descending order by salary paid.

Number of Employees on the 2017 Disclosure Listing:

Salaries have increased over the years due to contract settlements and arbitration awards. As a result of the 2015 to 2018 contract settlement, members of the Toronto Police Association (T.P.A.) received a 1.5% salary increase on January 1, 2017 and another 0.40% base salary increase, effective July 1, 2017. The 2015 to 2018 contract between the Board and Senior Officers Organization resulted in the same salary increases as the T.P.A. for 2017.

In 2017, 4,828 Service employees earned more than \$100,000. This includes 3,100 Service uniform and civilian employees whose base salary is greater than \$100,000.

These figures may fluctuate due to acting assignments, retirees, other separations and collective agreement adjustments. For uniform employees the 2017 base salary range for Staff and Detective Sergeants, Sergeants, Detectives, Plainclothes Training Constables, and First Class Constables (P.C.1) Step 4, including the 9% retention pay, is above the \$100,000. It should also be noted that as of 2017, there are 102 T.P.A. civilian positions that are above the \$100,000 base.

The 2017 salary disclosure figure also includes 1,728 employees whose base salary is normally under \$100,000. The earnings for these employees were the result of their

combined base salary, premium pay, paid duty earnings and other payouts, including final payments upon separation from the Service.

The table below details the make-up of the 1,728 (1,667 in 2016) members on the listing whose base salary is normally under \$100,000.

Rank	2017	2016
Police Constable	1,626	1,593
Civilian members	102	74
Totals	1,728	1,667

It should be noted that 1,578 of the 1,728 members whose normal base salary is below \$100,000 have a 2017 base salary between \$90,000 and \$99,999.

As noted earlier, members whose normal base salary is below \$100,000 can be on the P.S.S.D. list as a result of premium pay, separation payouts governed by the collective agreement, retroactive payments and paid duty earnings. Premium pay can result from required 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. Premium hours worked are paid according to collective agreement provisions.

Conclusion:

In accordance with the P.S.S.D.A., this report provides the names, positions, salaries and taxable benefits of Service and Board employees who were paid more than \$100,000 in 2017. The information is provided in alphabetical order as required by the Ministry, and in salary paid descending order as requested 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. The full public sector salary disclosure list was published on the Ministry of Finance website on March 23, 2018.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

HF/

Filename: annual report 2017 public sector salary disclosure.docx

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Abate	Glen Michael	Police Constable	\$ 133,287.38	\$ 1,020.89	
Abbas	Muhammad Waqas	Police Constable	\$ 112,864.10	\$ 942.99	
Abbasi	Sophia Seher	Plainclothes Police Constable	\$ 134,982.89	\$ 1,023.88	
Abdel-Malik	Maher	Detective Sergeant	\$ 128,905.83	\$ 1,067.72	
Abdilla	Tammy	Police Constable	\$ 105,015.34	\$ 1,020.89	
Abdulla	Al Rahim	Senior Technical Analyst	\$ 132,678.65	\$ 401.70	
Abkarian	Hovig	Police Constable	\$ 107,408.03	\$ 1,000.74	
Abraham	Stanley Samuel	Plainclothes Police Constable	\$ 126,834.85	\$ 1,017.02	
Abramovitz	Mathew Christopher	Police Constable	\$ 106,192.27	\$ 1,000.74	
Achaibar	Richard Anthony	Plainclothes Police Constable	\$ 115,892.22	\$ 1,019.45	
Aciu	Sebastian	Police Constable	\$ 103,986.52	\$ 1,002.88	
Acorn	Christopher Allan	Police Constable	\$ 147,140.17	\$ 1,000.74	
Acton	Blake Joseph	Police Constable	\$ 104,840.34	\$ 370.89	
Adach	Edward Hieronim	Detective	\$ 120,025.81	\$ 1,070.29	
Adam	Barbara Anne	Staff Sergeant	\$ 132,433.50	\$ 1,110.98	
Adam	Michael Jason	Detective	\$ 120,457.11	\$ 1,060.02	
Adams	Clayton Edward	Detective	\$ 138,393.56	\$ 1,060.02	
Adams	Khary Azande	Plainclothes Police Constable	\$ 112,475.94	\$ 1,023.88	
Adams	Todd Robert	Plainclothes Police Constable	\$ 120,449.33	\$ 1,006.08	
Adams	Victoria Grace	Police Constable	\$ 103,359.02	\$ 954.60	
Addison	Keith Scott	Police Constable	\$ 105,740.72	\$ 795.89	
Agamata	Julius Laconsay	Police Constable	\$ 123,703.10	\$ 942.99	
Agius	Deborah Ann	Communications Operator	\$ 106,604.48	\$ 952.90	
Agius	Robert	Communications Operator	\$ 101,437.56	\$ 952.90	
Agnew	Robert	Senior Technical Analyst	\$ 113,614.37	\$ 401.70	
Agostinho	Roy Michael	Plainclothes Police Constable	\$ 111,804.65	\$ 1,006.46	
Aguiar	Steven Cabral	Training Constable	\$ 172,821.46	\$ 1,030.60	
Aheer	Jagjit Kumar	Police Constable	\$ 114,088.50	\$ 937.95	
Ahier	Brian Norman	Police Constable	\$ 110,086.29	\$ 976.07	
Ahluwalia	Amit	Police Constable	\$ 130,772.19	\$ 997.46	
Ahluwalia	Mandeep Singh	Police Constable	\$ 142,566.31	\$ 1,000.74	
Ahmad	Mansoor	Detective	\$ 128,035.12	\$ 1,049.10	
Ahmad	Syed Omar	Plainclothes Police Constable	\$ 120,897.00	\$ 1,017.59	
Ahmed	Jameel	Police Constable	\$ 126,990.83	\$ 1,010.75	
Ahn	Hyo Joon	Police Constable	\$ 112,991.15	\$ 1,000.74	
Aiello	Antonio	Police Constable	\$ 139,139.93	\$ 1,010.75	
Aiken	John David	Police Constable	\$ 111,637.94	\$ 1,010.75	
Aikman	Scott Douglas	Police Constable	\$ 107,848.41	\$ 1,020.89	
Ajazi	Sofokli	Police Constable	\$ 113,319.99	\$ 1,000.74	
Akeson	Aaron Joseph	Detective	\$ 120,956.58	\$ 1,049.10	
Akie	Joseph Anthony	Police Constable	\$ 110,035.26	\$ 991.12	
Akromah Adjei	Alfred	Police Constable	\$ 119,446.06	\$ 954.60	
Akunyili	Richard Dean	Police Constable	\$ 120,093.69	\$ 1,000.74	
Alagarajah	Anenthan Raju	Police Constable	\$ 115,602.53	\$ 976.27	
Alaguras	Vijeyakumar	Parking Enforcement Officer	\$ 129,001.16	\$ 894.27	
Alamag	Adelio Perada	Police Constable	\$ 114,642.62	\$ 1,020.89	
Albanese	Jason John	Detective	\$ 123,590.59	\$ 1,049.10	
Alberga	Pasquale	Detective	\$ 153,028.43	\$ 1,049.10	
Albrecht	Irvin John	Plainclothes Police Constable	\$ 141,402.25	\$ 1,033.37	
Alderdice	Jeffery Paul	Sergeant	\$ 131,604.30	\$ 1,060.02	
Aleksandrowicz	Lukasz	Police Constable	\$ 105,728.83	\$ 1,000.74	
Alekseeva	Marina	Police Constable	\$ 105,735.33	\$ 1,000.74	
Alexa	Brendan James	Police Constable	\$ 141,286.30	\$ 1,008.75	
Alexakis	Christos	Police Constable	\$ 111,883.88	\$ 1,000.74	
Alexander	Anthony Roy	Police Constable	\$ 113,563.32	\$ 966.77	
Alexander	Charles Bolton	Detective	\$ 133,652.49	\$ 1,070.29	
Alexander	David	Police Constable	\$ 100,253.82	\$ 1,000.74	
Alexander	Lynne Marie	Police Constable	\$ 109,050.31	\$ 1,000.74	
Alexander	Wayne Matthew	Police Constable	\$ 121,425.40	\$ 1,000.74	
Alexiou	Demitrios	Plainclothes Police Constable	\$ 114,458.08	\$ 1,043.90	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Alfred	Godwin Rajasing	Police Constable	\$ 107,533.43	\$ 960.32	
Ali	Asif Iftikhar	Detective	\$ 115,883.63	\$ 1,060.02	
Ali	Farhan Imtiaz	Police Constable	\$ 108,369.91	\$ 1,000.74	
Alias	Gavin Raymond	Police Constable	\$ 126,724.36	\$ 1,018.54	
Al-Khatib	Shady	Police Constable	\$ 110,903.13	\$ 1,018.54	
Allan	Scott Douglas	Sergeant	\$ 130,017.64	\$ 1,060.02	
Allard	Matthew Douglas	Police Constable	\$ 110,398.70	\$ 1,000.74	
Allard	Nathaniel Peter	Police Constable	\$ 109,462.35	\$ 1,000.74	
Allawneh	Wayel Munson	Police Constable	\$ 168,189.39	\$ 966.77	
Allread	Suzanne Lorraine	Police Constable	\$ 107,173.01	\$ 1,010.75	
Alldrit	Darren Lee	Detective Sergeant	\$ 146,118.97	\$ 1,110.98	
Allen	Michael David	Detective	\$ 142,331.98	\$ 1,060.02	
Alley	Nicholas David	Police Constable	\$ 110,410.86	\$ 1,000.74	
Allington	Jeffrey Scott	Detective	\$ 138,220.96	\$ 1,060.02	
Almeida	Antonio Jose	Police Constable	\$ 113,239.23	\$ 1,000.74	
Al-Nass	Walid	Police Constable	\$ 143,144.61	\$ 1,000.74	
Als	Anthony Christopher	Police Constable	\$ 123,194.80	\$ 1,010.75	
Altobello	Domenic Joesph	Plainclothes Police Constable	\$ 123,717.42	\$ 1,023.88	
Alvarez	Jorge David	Police Constable	\$ 112,396.41	\$ 1,010.75	
Alvey	Robert James	Plainclothes Police Constable	\$ 113,767.54	\$ 1,023.88	
Amah	Malik Ariel	Police Constable	\$ 120,415.22	\$ 1,000.74	
Amancio	Michelle R.	Senior Project Co-ordinator	\$ 129,747.09	\$ 863.99	
Amantea	Anthony Francesco	Police Constable	\$ 121,733.63	\$ 1,000.74	
Ambrozaitis	Eugenia Agnes	Training Constable	\$ 105,558.33	\$ 1,023.88	
Amirkhanian	Niquita	Police Constable	\$ 102,015.95	\$ 931.44	
Amos	Sean David	Police Constable	\$ 136,894.55	\$ 1,020.89	
Amyotte	Daniel Richard	Plainclothes Police Constable	\$ 109,432.78	\$ 1,017.65	
Andalib-Goortani	Babak	Police Constable	\$ 170,945.35	\$ 1,000.74	
Andersen	Carl Henrik	Plainclothes Police Constable	\$ 155,786.85	\$ 1,043.90	
Anderson	Barbara Catherine	Court Officer	\$ 105,283.86	\$ 281.06	
Anderson	Gareth Alpierre	Police Constable	\$ 105,122.48	\$ 1,000.74	
Anderson	Luke Jonathan	Police Constable	\$ 124,118.95	\$ 1,010.75	
Anderson	Robert	Police Constable	\$ 120,960.67	\$ 1,000.74	
Andrejshyn	James Joseph	Plainclothes Police Constable	\$ 107,574.15	\$ 1,023.88	
Andrew	William Jason	Training Constable	\$ 134,001.88	\$ 1,032.38	
Andrews	Brian Paul	Training Constable	\$ 117,185.12	\$ 1,033.37	
Andrews	John Paul	Police Constable	\$ 115,778.92	\$ 1,020.89	
Andrews	Sarah Lynn	Detective	\$ 113,003.36	\$ 1,049.10	
Andrews	Stefanie Allison	Police Constable	\$ 102,366.02	\$ 1,000.74	
Andrici	Iulian	Police Constable	\$ 129,952.59	\$ 1,000.74	
Angco	Antonio James	Police Constable	\$ 108,436.96	\$ 1,000.74	
Angus	Darren Ronald	Police Constable	\$ 168,792.01	\$ 1,000.74	
Angus	John Douglas	Plainclothes Police Constable	\$ 121,966.29	\$ 1,033.37	
Annetts	Amanda Elizabeth	Plainclothes Police Constable	\$ 131,167.55	\$ 1,023.88	
Antal	Bojan Ben	Police Constable	\$ 139,296.78	\$ 976.27	
Antoine	Kevin Francis	Police Constable	\$ 111,436.97	\$ 1,007.25	
Antonaros	John	Plainclothes Police Constable	\$ 118,430.48	\$ 1,023.88	
Antonelli	Gianpiero	Police Constable	\$ 142,219.58	\$ 920.89	
Apostolidis	John	Sergeant	\$ 118,321.10	\$ 1,060.02	
Apostolopoulos	G Dimitrios	Police Constable	\$ 102,006.07	\$ 1,000.74	
Appleby	David James	Armourer	\$ 100,648.91	\$ 991.12	
Aquilina	Marcel	Police Constable	\$ 125,250.34	\$ 1,010.75	
Araujo	Percy	Police Constable	\$ 107,373.78	\$ 1,000.74	
Arbus	Paul William	Plainclothes Police Constable	\$ 116,315.63	\$ 373.88	
Arcand	Brian Christopher	Police Constable	\$ 133,724.65	\$ 1,022.10	
Archer	Kirk Anthony	Police Constable	\$ 110,262.05	\$ 1,009.35	
Ardiles	Benjamin Gonzalo	Police Constable	\$ 113,081.25	\$ 1,000.74	
Ardoino	Nicholas Michael	Police Constable	\$ 102,372.22	\$ 341.12	
Arevalo	Amanda Sofia	Police Constable	\$ 101,201.29	\$ 974.10	
Argiris	Kimberly Anne	Police Constable	\$ 112,506.82	\$ 1,010.75	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Arias	Jose Manuel	Police Constable	\$ 116,906.02	\$ 1,000.74	
Arias Vernal	Maria Paz	Police Constable	\$ 100,523.93	\$ 914.74	
Armani	Pedram	Police Constable	\$ 104,267.00	\$ 1,000.74	
Armorer	Patrice Nicole	Police Constable	\$ 101,268.12	\$ 1,000.74	
Armstrong	Christopher Richard	Police Constable	\$ 109,048.23	\$ 1,000.74	
Armstrong	David Lawrence	Shift/Area Supervisor	\$ 138,536.26	\$ 947.26	
Armstrong	Frederick Shane	Police Constable	\$ 111,373.75	\$ 1,000.74	
Armstrong	Karen	Police Constable	\$ 112,506.15	\$ 1,000.74	
Armstrong	Patrick Shane	Plainclothes Police Constable	\$ 107,015.78	\$ 1,013.87	
Armstrong	Richard David	Staff Sergeant	\$ 130,672.77	\$ 1,110.98	
Armstrong	Robert Paul	Plainclothes Police Constable	\$ 124,316.49	\$ 1,033.37	
Aroda	Sanjee	Detective	\$ 173,040.60	\$ 1,060.02	
Arp	James Andrew	Police Constable	\$ 129,364.74	\$ 1,012.31	
Arsenault	Daren Arthur	Police Constable	\$ 106,172.93	\$ 1,020.89	
Arsenault	Randall Joseph	Police Constable	\$ 110,299.83	\$ 1,004.10	
Arsenault	Richard Paul	Sergeant	\$ 117,696.35	\$ 1,060.02	
Arshad	Sheraz	Plainclothes Police Constable	\$ 120,400.08	\$ 1,023.88	
Artinian	Peglar	Plainclothes Police Constable	\$ 128,893.89	\$ 1,023.88	
Arulanandam	Gerrard Nimalan	Plainclothes Police Constable	\$ 123,132.64	\$ 1,033.37	
Arzaga	Michael Wayne	Plainclothes Police Constable	\$ 147,057.24	\$ 1,006.08	
Ashkar	Antoine	Police Constable	\$ 105,199.14	\$ 1,000.74	
Ashley	Mark Haydon	Police Constable	\$ 100,142.29	\$ 973.57	
Ashley	Mark Nicholas	Detective	\$ 141,737.77	\$ 1,070.29	
Ashman	Craig Jason	Training Constable	\$ 114,176.99	\$ 1,033.37	
Ashton	Michael Edward	Police Constable	\$ 107,382.32	\$ 1,000.74	
Askin	Paul Alexander	Plainclothes Police Constable	\$ 112,578.80	\$ 1,024.28	
Asner	Robert Edward	Plainclothes Police Constable	\$ 134,913.20	\$ 1,023.88	
Asselin	Glenn Andre	Sergeant	\$ 130,191.38	\$ 1,070.29	
Asselstine	Shaun David	Police Constable	\$ 120,288.11	\$ 1,000.74	
Astolfo	Robert	Police Constable	\$ 104,163.71	\$ 1,004.52	
Athwal	Ravinder Singh	Police Constable	\$ 114,038.59	\$ 967.64	
Atkins	Cherry Maxine	Police Constable	\$ 144,569.29	\$ 1,010.75	
Atkinson	Graham Stephen	Plainclothes Police Constable	\$ 109,799.79	\$ 1,033.37	
Atkinson	James Jonathan	Police Constable	\$ 174,320.27	\$ 1,020.89	
Attenborough	Jeffrey Bruce	Staff Sergeant	\$ 130,307.71	\$ 860.98	
Atwood	Christopher Lionel	Police Constable	\$ 132,258.12	\$ 1,000.74	
Audette	David Francis	Police Constable	\$ 152,922.35	\$ 1,020.89	
Auluck	Ritu	Police Constable	\$ 123,554.50	\$ 650.00	
Austin	Michael John	Police Constable	\$ 109,841.89	\$ 1,010.75	
Awad	Ashraf Samir	Detective	\$ 135,381.99	\$ 1,058.73	
Ayoub	Marlene	Communications Operator	\$ 113,991.51	\$ 946.15	
Azarraga	Jose Matias	Detective	\$ 141,898.86	\$ 1,070.29	
Azzopardi	Denis Andre	Police Constable	\$ 142,197.16	\$ 1,000.74	
Babiar	John James	Detective Sergeant	\$ 144,901.22	\$ 1,110.98	
Babin	Scott Jason	Police Constable	\$ 117,541.71	\$ 373.88	
Babineau	Jared Michael	Sergeant	\$ 135,195.36	\$ 1,060.02	
Baboulas	Steve Francis	Police Constable	\$ 112,119.35	\$ 996.64	
Bachly	Christopher David	Sergeant	\$ 112,997.41	\$ 1,049.10	
Backer	Mark Francis	Plainclothes Police Constable	\$ 124,497.01	\$ 1,017.02	
Backus	Leslie Douglas	Detective	\$ 139,895.84	\$ 1,070.29	
Bacon	Andrew Martin	Training Constable	\$ 123,289.11	\$ 1,023.88	
Bagchus	Marc Jules	Police Constable	\$ 112,061.33	\$ 976.27	
Bagnall	Albert Hugh	Police Constable	\$ 107,589.06	\$ 1,020.89	
Bagnall	Kenrick Patrice	Plainclothes Police Constable	\$ 128,437.08	\$ 1,023.88	
Bahula	James Simon	Police Constable	\$ 114,207.08	\$ 994.09	
Bai	Don Xin	Plainclothes Police Constable	\$ 112,036.15	\$ 1,023.88	
Baiati	Tash Amir	Police Constable	\$ 106,502.31	\$ 994.09	
Bailey	Nicole Anne	Sergeant	\$ 121,508.70	\$ 1,049.10	
Bains	Arman Stephen	Police Constable	\$ 103,277.29	\$ 1,000.74	
Bains	Mahip Singh	Police Constable	\$ 100,582.02	\$ 966.77	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Baird	Karen Ann	Police Constable	\$ 113,315.89	\$ 1,020.89	
Baird	Mark Andrew	Police Constable	\$ 124,256.50	\$ 1,000.74	
Bajwa	Rajwant Singh	Detective	\$ 142,694.22	\$ 1,070.29	
Baker	David Roland	Police Constable	\$ 107,764.27	\$ 1,010.75	
Baker	Jason Robert	Plainclothes Police Constable	\$ 109,679.27	\$ 1,017.65	
Baker	Richard James	Detective	\$ 112,998.46	\$ 399.10	
Baker	Richard Timothy	Police Constable	\$ 106,886.80	\$ 1,020.89	
Baker	Ryan Paul	Police Constable	\$ 102,118.69	\$ 1,000.74	
Baksh	Faizal Anthony	Police Constable	\$ 102,364.04	\$ 1,000.74	
Balachorek	Daniel Alan	Police Constable	\$ 127,124.55	\$ 1,010.75	
Balaga	Artur	Sergeant	\$ 129,981.34	\$ 1,049.10	
Balaga	Tomasz Krzysztof	Police Constable	\$ 110,004.82	\$ 1,000.74	
Balasubramaniam	Kowsihan	Plainclothes Police Constable	\$ 111,620.24	\$ 1,023.88	
Balet	Andrew Sebastian	Plainclothes Police Constable	\$ 124,172.36	\$ 1,023.88	
Balice	Steven	Police Constable	\$ 107,809.35	\$ 1,009.70	
Balint	Michael Andrew	Detective	\$ 154,731.25	\$ 1,060.02	
Ball	Laura Frances	Police Constable	\$ 101,900.25	\$ 1,000.74	
Bamji	Zubin Xerxes	Sergeant	\$ 112,112.00	\$ 1,012.97	
Bangild	Jeffrey	Sergeant	\$ 127,299.45	\$ 460.02	
Banks	Donna	Detective	\$ 118,767.04	\$ 1,070.29	
Banks	Wayne Michael	Detective Sergeant	\$ 134,817.02	\$ 1,110.98	
Bannister	Jason Mark	Police Constable	\$ 107,578.41	\$ 1,000.74	
Banton	Robin Horatio	Sergeant	\$ 126,882.53	\$ 1,070.29	
Banyaem	Santi	Police Constable	\$ 104,979.88	\$ 1,000.74	
Baptist	Robert Scott	Superintendent	\$ 179,340.73	\$ 16,109.89	
Baratto	Michelle Teresa	Detective	\$ 106,300.09	\$ 575.82	
Barbero	Trisha	Plainclothes Police Constable	\$ 135,490.37	\$ 1,023.88	
Barcenas Pineda	Isnardo	Police Constable	\$ 128,594.52	\$ 994.09	
Barclay	Tammy Lynn	Plainclothes Police Constable	\$ 105,984.96	\$ 1,009.15	
Barger	Robert James	Police Constable	\$ 101,194.24	\$ 1,000.74	
Barkley	Mark Edwin	Superintendent	\$ 179,137.70	\$ 14,805.58	
Barnes	John Colin	Police Constable	\$ 126,959.41	\$ 1,006.97	
Barnes	Kirk-Neil Anthony	Police Constable	\$ 200,112.85	\$ 1,000.74	
Barnes	Murray Winstanley	Sergeant	\$ 139,954.32	\$ 1,060.02	
Barnes	Wallace Crispin	Plainclothes Police Constable	\$ 128,066.11	\$ 1,023.88	
Barnett	Robyn Mark	Detective	\$ 127,050.54	\$ 1,049.10	
Barnett	Russell Ryan	Police Constable	\$ 103,748.94	\$ 1,010.75	
Barnhardt	Timothy Michael	Police Constable	\$ 106,234.58	\$ 1,000.74	
Barr	Janet Andrea	Police Constable	\$ 114,306.81	\$ 1,000.74	
Barr	Rodney Shawn	Police Constable	\$ 100,019.81	\$ 1,000.74	
Barragan	Luis Fernando	Police Constable	\$ 136,179.73	\$ 994.09	
Barredo	Francisco Javier	Inspector	\$ 156,560.92	\$ 1,380.47	
Barreira	Nelson	Sergeant	\$ 135,320.18	\$ 1,049.10	
Barrett	Laurence George	Police Constable	\$ 109,109.89	\$ 1,020.89	
Barrett	Richard Andell	Court Officer	\$ 103,375.31	\$ 281.06	
Barretto	Bertrand Stanley	Police Constable	\$ 124,295.23	\$ 1,028.15	
Barsaku	Gentian	Plainclothes Police Constable	\$ 102,771.95	\$ 321.99	
Barsky	Michael Steven	Inspector	\$ 156,560.92	\$ 1,380.47	
Bartlett	Alan Andrew	Police Constable	\$ 104,069.61	\$ 1,000.74	
Bartlett	Daniel Alberto	Plainclothes Police Constable	\$ 122,461.98	\$ 1,023.88	
Bartlett	Jason Mitchell	Detective	\$ 121,871.12	\$ 1,049.10	
Bartlett	Lynda Marie	Police Constable	\$ 107,712.96	\$ 917.29	
Bartz	Hannah Fay	Detective	\$ 139,916.83	\$ 1,049.10	
Bassett	Kurt Andrew	Police Constable	\$ 118,957.50	\$ 1,000.74	
Bassi	Amritpal Singh	Police Constable	\$ 108,015.54	\$ 350.74	
Bassingthwaite	Steven Jeffrey	Sergeant	\$ 143,929.17	\$ 1,060.02	
Bateman	Kenneth Ralph	Plainclothes Police Constable	\$ 103,889.08	\$ 1,017.65	
Bates	Barry Michael	Police Constable	\$ 224,038.73	\$ 1,020.89	
Bates	Kimberley Michele	Detective	\$ 137,051.76	\$ 1,070.29	
Bates	Sandy	Detective Sergeant	\$ 130,326.21	\$ 460.18	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Bates	Timothy Brian	Detective	\$ 121,192.05	\$ 1,070.29	
Bator	Andrew Istvan	Sergeant	\$ 119,968.83	\$ 1,070.29	
Battaglia	Salvatore	Plainclothes Police Constable	\$ 106,105.85	\$ 341.12	
Battistoni	Steven Chris	Senior Fingerprint Examiner	\$ 101,235.16	\$ 953.16	
Baus	Jacqueline Sandra	Staff Sergeant	\$ 131,209.15	\$ 1,067.72	
Baus	Joseph Edward	Police Constable	\$ 100,521.25	\$ 1,004.52	
Bayes	John Arthur	Police Constable	\$ 129,147.97	\$ 1,010.75	
Bazilsky	Kenneth Peter	Training Constable	\$ 110,628.17	\$ 1,023.88	
Beadman	Brian George	Detective	\$ 120,056.96	\$ 1,070.29	
Beard	Benjamin James	Plainclothes Police Constable	\$ 172,432.63	\$ 1,023.88	
Beattie	Christopher Dennis	Sergeant	\$ 121,623.15	\$ 1,060.02	
Beatty	Ryan Alexander	Police Constable	\$ 112,650.70	\$ 1,006.97	
Beaudoin	Shane Reginald	Police Constable	\$ 137,004.33	\$ 1,000.74	
Beaudry	Ghislain Martin	Police Constable	\$ 109,220.93	\$ 341.12	
Beaudry	Paula Loreto	Police Constable	\$ 105,389.20	\$ 1,000.74	
Beaulac	Joseph Andre	Police Constable	\$ 108,470.23	\$ 1,000.74	
Beaulac	Sacha Lucy	Police Constable	\$ 112,759.76	\$ 991.12	
Beauparlant	Paul Joseph	Detective	\$ 132,516.97	\$ 1,070.29	
Beaupre	Jeremy Andrew	Police Constable	\$ 103,929.55	\$ 1,000.74	
Beausoleil	Marc	Detective	\$ 138,365.17	\$ 1,070.29	
Beaven-Brindle	Marcie Jeanne	Police Constable	\$ 119,009.79	\$ 1,010.75	
Beaven-Desjardins	Joanna Ruth	Inspector	\$ 157,560.88	\$ 1,380.47	
Beaver	Jeffrey Michael	Police Constable	\$ 104,093.02	\$ 1,000.74	
Bechervaise	Cory Francis	Police Constable	\$ 110,689.07	\$ 1,020.89	
Beckles	Amy Lindsay	Police Constable	\$ 100,607.92	\$ 922.48	
Beckwith	Christopher	Police Constable	\$ 112,548.13	\$ 1,000.74	
Beckwith	Leanne Frances	Police Constable	\$ 101,655.01	\$ 975.74	
Bedard	Nicole Paulette	Plainclothes Police Constable	\$ 111,770.89	\$ 1,010.75	
Bedi	Saurabjit Singh	Police Constable	\$ 117,726.33	\$ 966.77	
Bednarczyk	Claudia Sofia	Police Constable	\$ 102,358.97	\$ 1,000.74	
Beers	Clay Albert	Manager of Telecommunications Services	\$ 165,803.24	\$ 1,219.27	
Begbie	Blair Robert	Police Constable	\$ 109,105.03	\$ 1,000.74	
Belanger	Daniel Joseph	Sergeant	\$ 125,364.35	\$ 1,070.29	
Belanger	Donald Rene	Detective Sergeant	\$ 132,248.71	\$ 1,100.32	
Belanger	Lisa Gabrielle	Detective	\$ 117,019.37	\$ 1,058.73	
Belanger	Nicole Adele	Police Constable	\$ 104,279.36	\$ 1,000.74	
Belanger	Paul Lionel	Police Constable	\$ 108,662.15	\$ 1,000.74	
Belille	Winford Sheldon	Police Constable	\$ 100,771.31	\$ 1,000.74	
Bell	Brian Andrew	Plainclothes Police Constable	\$ 116,681.65	\$ 1,023.88	
Bell	Daniel	Detective Sergeant	\$ 130,307.71	\$ 460.98	
Bell	Daryl Edward	Plainclothes Police Constable	\$ 114,796.85	\$ 1,033.37	
Bell	Jamieson Kristian	Police Constable	\$ 109,866.81	\$ 1,000.74	
Bellamy	Jason Robert	Police Constable	\$ 101,202.21	\$ 991.45	
Belland	Neil Gregory	Training Constable	\$ 110,082.09	\$ 1,032.38	
Bellec	Francois Marie	Plainclothes Police Constable	\$ 108,173.61	\$ 820.98	
Bellion	Laurent Hugues	Police Constable	\$ 161,539.98	\$ 1,000.74	
Belza	Todd Michael	Plainclothes Police Constable	\$ 129,864.44	\$ 1,013.87	
Benallick	Dianna	Police Constable	\$ 109,101.90	\$ 1,020.89	
Benallick	Mark Daniel	Detective Sergeant	\$ 135,421.82	\$ 1,110.98	
Benevides	Richard Ferreira	Police Constable	\$ 119,975.77	\$ 1,016.76	
Benincasa	Mariano Joseph	Training Constable	\$ 105,859.50	\$ 1,023.88	
Beninger	Christopher-Earl	Police Constable	\$ 108,585.90	\$ 997.46	
Bennett	Brent John	Police Constable	\$ 105,131.24	\$ 1,010.75	
Bennett	Brian Robert	Sergeant	\$ 125,948.49	\$ 1,055.72	
Bennett	Joanne	Detective	\$ 128,214.11	\$ 420.29	
Bennett	Karlene Natalie	Board Administrator	\$ 105,307.44	\$ 1,132.82	
Bennett	Robert	Sergeant	\$ 115,577.47	\$ 1,058.73	
Bennett	Trevor	Sergeant	\$ 119,100.26	\$ 420.29	
Bennett	Winston Anthony	Staff Sergeant	\$ 130,316.11	\$ 1,110.98	
Benney	Peter	Plainclothes Police Constable	\$ 130,836.86	\$ 1,043.90	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Bennoch	Christopher John	Police Constable	\$ 100,717.07	\$ 1,001.63	
Benoit	Erin Melissa	Detective	\$ 116,886.26	\$ 1,060.02	
Benoit	Horst Albert	Police Constable	\$ 109,189.00	\$ 1,010.75	
Benoit	Jason Regis	Sergeant	\$ 116,115.23	\$ 1,060.02	
Benoit	Lisabet Jane	Detective Sergeant	\$ 135,025.68	\$ 1,110.98	
Benson	Ian Christopher	Police Constable	\$ 111,582.34	\$ 1,000.74	
Benson	Rodney Wellon	Plainclothes Police Constable	\$ 129,252.68	\$ 1,033.37	
Bentley	Christopher John	Plainclothes Police Constable	\$ 137,426.28	\$ 1,023.88	
Benyi	Alexandru	Police Constable	\$ 110,041.58	\$ 991.12	
Berezowski	John	Detective	\$ 127,738.73	\$ 1,070.29	
Berezowsky	Robert Nestor	Plainclothes Police Constable	\$ 116,029.92	\$ 1,043.90	
Berg	Michael Andrew	Sergeant	\$ 122,584.74	\$ 1,049.10	
Bergen	Francis	Superintendent	\$ 181,861.09	\$ 13,980.04	
Berger	Mark Andrew	Police Constable	\$ 113,249.01	\$ 1,020.89	
Bergeron	Brian Roland	Sergeant	\$ 114,647.06	\$ 1,049.10	
Bergeron	Michelle Lorraine	Police Constable	\$ 102,037.80	\$ 942.99	
Bernard	Cynthia Lee	Police Constable	\$ 110,538.96	\$ 1,000.74	
Bernard	David Anthony	Plainclothes Police Constable	\$ 105,632.53	\$ 1,023.88	
Bernardo	Eduardo Madeiros	Training Constable	\$ 119,849.78	\$ 1,032.38	
Bernardo	Israel Faria	Staff Sergeant	\$ 154,587.22	\$ 1,100.32	
Bernier	Jami Joseph	Plainclothes Police Constable	\$ 126,941.43	\$ 1,023.88	
Bernobic	Kevin	Police Constable	\$ 121,578.77	\$ 1,000.74	
Berridge	Eric	Police Constable	\$ 104,834.74	\$ 820.89	
Berry	Joshua Michael	Plainclothes Police Constable	\$ 127,071.20	\$ 373.88	
Berry	Kevin Irish	Group Leader of Fleet and Materials Management	\$ 100,892.60	\$ 991.12	
Berry	Stephen Roger	Detective	\$ 128,568.51	\$ 1,049.10	
Bertin	Geoffrey Alexander	Police Constable	\$ 113,153.24	\$ 991.12	
Bertucca	Kimberly	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Besco	Daniel Adam	Police Constable	\$ 102,061.63	\$ 1,000.74	
Besco	David Russell	Police Constable	\$ 104,902.82	\$ 1,000.74	
Beson	Mark William	Detective	\$ 124,819.90	\$ 1,060.02	
Best	Alexander Phillip	Plainclothes Police Constable	\$ 112,513.38	\$ 989.59	
Best	Michael Edward	Police Constable	\$ 107,219.62	\$ 966.77	
Bevan	Gordon	Training Constable	\$ 119,579.74	\$ 1,043.90	
Bevan	William	Detective	\$ 119,737.91	\$ 1,070.29	
Bevers	Donald	Manager of Records Management Services	\$ 178,958.97	\$ 3,254.29	
Bevilacqua	Filippo	Detective	\$ 170,639.00	\$ 1,060.02	
Bevilacqua	Giulio	Police Constable	\$ 109,323.39	\$ 1,000.74	
Bevilacqua	Massimiliano Rino	Police Constable	\$ 106,031.46	\$ 1,000.74	
Bezley	Jonathan Thomas	Plainclothes Police Constable	\$ 120,039.89	\$ 996.34	
Bhandari	Nitin	Police Constable	\$ 106,130.56	\$ 1,000.74	
Bhardwaj	Ella Elizabeth	Police Constable	\$ 108,442.05	\$ 1,022.26	
Bhathal	Harjeet Singh	Plainclothes Police Constable	\$ 161,693.64	\$ 1,023.88	
Bhatti	Harmandeep	Police Constable	\$ 145,968.39	\$ 997.46	
Bhimji	Karim Tajdin	Police Constable	\$ 140,673.87	\$ 1,000.74	
Bhogal	Jagdeep Singh	Police Constable	\$ 118,033.43	\$ 1,000.74	
Bhogal	Rajan-Singh	Plainclothes Police Constable	\$ 148,878.97	\$ 1,023.88	
Bianchi	Daniela	Police Constable	\$ 108,730.72	\$ 1,028.15	
Bianchi	Kayla Marie	Plainclothes Police Constable	\$ 115,193.23	\$ 1,013.87	
Bider	Sacha Maximilien	Police Constable	\$ 101,942.59	\$ 1,010.75	
Biga	Mircea Dan	Police Constable	\$ 112,521.57	\$ 1,000.74	
Biggs	Henry Lee	Police Constable	\$ 113,796.68	\$ 994.09	
Bilby	David Andrew	Plainclothes Police Constable	\$ 117,656.67	\$ 1,023.88	
Bingham	Susan Mary	Plainclothes Police Constable	\$ 105,599.97	\$ 1,022.99	
Binning	Andrew John	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88	
Binns	Michael Douglas	Police Constable	\$ 110,453.47	\$ 1,013.48	
Bird	Paul Stewart	Police Constable	\$ 109,048.79	\$ 1,020.89	
Bird-Dawson	Jeremy Roy	Plainclothes Police Constable	\$ 119,936.09	\$ 1,023.88	
Biring	Sachbinder Singh	Staff Sergeant	\$ 128,079.32	\$ 417.72	
Birrell	John Thomas	Plainclothes Police Constable	\$ 126,230.35	\$ 1,043.90	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Birtles	Stephen	Police Constable	\$ 117,372.58	\$ 1,020.89	
Bishop	Allan Scott	Plainclothes Police Constable	\$ 126,271.33	\$ 1,033.37	
Bishop	Anne-Marie	Detective Sergeant	\$ 130,859.93	\$ 1,110.98	
Bishop	David	Detective Sergeant	\$ 144,133.80	\$ 1,110.98	
Bishop	Leona	Detective	\$ 103,947.70	\$ 1,029.16	
Bisla	Kiran	Plainclothes Police Constable	\$ 110,538.72	\$ 373.88	
Bissonnette	Paul Marcel	Sergeant	\$ 121,985.46	\$ 1,049.10	
Black	Cameron Russell	Police Constable	\$ 100,712.81	\$ 994.97	
Black	Christopher Marcello	Police Constable	\$ 103,806.32	\$ 950.74	
Black	Erik Alan	Police Constable	\$ 102,915.07	\$ 1,000.74	
Black	Robert Richard	Plainclothes Police Constable	\$ 125,262.28	\$ 1,023.88	
Blackadar	Janelle Ruth	Plainclothes Police Constable	\$ 113,897.13	\$ 1,033.37	
Blacker	Frederick	Detective	\$ 118,855.84	\$ 1,070.29	
Blacklaws	Matthew Wilson	Police Constable	\$ 102,629.71	\$ 1,000.74	
Blair	Jeffrey Kelvin	Police Constable	\$ 148,443.27	\$ 1,010.75	
Blair	Johnathon William	Plainclothes Police Constable	\$ 115,610.05	\$ 1,023.88	
Blake	Courtney Anthony	Police Constable	\$ 117,609.62	\$ 1,000.74	
Blake	Kirk Douglas	Plainclothes Police Constable	\$ 111,855.77	\$ 1,032.38	
Blake	Martin Edward	Audio Visual Technician	\$ 105,582.38	\$ 341.12	
Blanchard	Kile Donald	Police Constable	\$ 107,094.13	\$ 1,000.74	
Bland	Debbie Elizabeth	Training Constable	\$ 123,190.24	\$ 1,023.88	
Blonde	Karri-lynn	Police Constable	\$ 109,073.80	\$ 1,000.74	
Blower	Stuart William	Detective	\$ 118,568.54	\$ 1,049.10	
Blunk	Andrew Freddy	Police Constable	\$ 130,622.34	\$ 1,010.75	
Boag	William	Police Constable	\$ 104,829.84	\$ 1,020.89	
Bobbili	Johnny Rathan	Police Constable	\$ 116,142.56	\$ 1,000.74	
Bobbis	Richard Robert	Detective	\$ 180,947.71	\$ 1,060.02	
Boddaert	Warren Peter	Training Constable	\$ 115,558.45	\$ 1,033.37	
Boddy	Christopher Edward	Inspector	\$ 156,560.92	\$ 1,176.11	
Bogles	Louie Mark	Police Constable	\$ 107,355.19	\$ 1,000.74	
Bohn	Eric James	Training Constable	\$ 111,322.75	\$ 1,043.90	
Bois	Paul Robert	Staff Sergeant	\$ 131,747.94	\$ 1,096.92	
Boisvert	Nicole Hannah	Police Constable	\$ 102,763.55	\$ 1,000.74	
Bolcso	Martha Ann	Senior Analyst	\$ 114,350.26	\$ 401.70	
Bolduc	Kevin Victor	Police Constable	\$ 106,284.95	\$ 1,000.74	
Bolland	Christopher Gregory	Police Constable	\$ 105,231.81	\$ 1,011.68	
Bolton	Robert	Police Constable	\$ 108,477.45	\$ 341.12	
Bonazza	Vincenzo	Police Constable	\$ 101,942.59	\$ 1,010.75	
Boncardo	Peter John	Plainclothes Police Constable	\$ 116,737.55	\$ 1,023.88	
Bond	Marlin	Detective	\$ 131,178.53	\$ 1,070.29	
Bond	Michele Louise	Plainclothes Police Constable	\$ 134,688.53	\$ 1,029.18	
Bongers	Robert Joseph	Police Constable	\$ 103,690.66	\$ 966.77	
Boniface	Barkley George	Sergeant	\$ 115,949.40	\$ 1,058.73	
Boniface	Lisa Anita	Plainclothes Police Constable	\$ 111,095.70	\$ 1,013.87	
Bonomo	August	Police Constable	\$ 112,884.17	\$ 998.28	
Bopara	Gurmokh	Sergeant	\$ 135,881.04	\$ 1,060.02	
Bopara	Gurwinder	Detective	\$ 122,402.18	\$ 1,070.29	
Borch	Matthew Paul	Police Constable	\$ 106,166.50	\$ 1,000.74	
Borg	Susanne Josephene	Plainclothes Police Constable	\$ 118,041.40	\$ 1,033.37	
Borissov	Boris Iliiev	Plainclothes Police Constable	\$ 132,632.01	\$ 1,023.88	
Borsboom	Marcelinus Hendrikus	Plainclothes Police Constable	\$ 184,604.59	\$ 1,033.37	
Bortoluss	Jo-Anne Ellen	Plainclothes Police Constable	\$ 113,708.71	\$ 373.88	
Borun	Stephanie Elizabeth	Police Constable	\$ 104,729.50	\$ 1,006.97	
Bott	Bryan	Inspector	\$ 156,560.92	\$ 1,176.11	
Bottero	Michael	Police Constable	\$ 104,905.10	\$ 341.12	
Bottineau	Danielle Joanne	Police Constable	\$ 107,094.66	\$ 1,010.75	
Bottomley	Jill Blythe	Police Constable	\$ 104,829.84	\$ 695.89	
Boucher	Robert Daniel	Detective	\$ 135,662.09	\$ 1,070.29	
Boudreau	Blaine Mark	Police Constable	\$ 103,699.31	\$ 1,007.25	
Boulet	Scott	Detective	\$ 121,909.91	\$ 1,070.29	

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Bourgeois	Jean Philip	Training Constable	\$ 117,703.02	\$ 1,016.76	
Bouwmeester	Stephen Douglas	Plainclothes Police Constable	\$ 113,375.15	\$ 1,023.88	
Boward	Mario Malcolm	Police Constable	\$ 101,566.29	\$ 952.02	
Bower	Marc Alan	Plainclothes Police Constable	\$ 128,202.65	\$ 1,006.08	
Bowker	Colleen Lisa	Sergeant	\$ 119,489.71	\$ 1,060.02	
Bowles	William John	Police Constable	\$ 105,291.83	\$ 997.46	
Bowman	Martyn	Police Constable	\$ 111,203.00	\$ 370.89	
Bowmaster	Michael Glen	Detective	\$ 130,712.58	\$ 1,060.02	
Bowry	Christopher George	Plainclothes Police Constable	\$ 105,823.63	\$ 1,023.88	
Boyal	Gurinder Singh	Police Constable	\$ 105,724.79	\$ 1,010.75	
Boyce	Andrew Ryan	Training Constable	\$ 118,552.32	\$ 1,023.88	
Boyce	Ronald	Staff Sergeant	\$ 146,859.55	\$ 1,110.98	
Boyce	Susie Rowena	Police Constable	\$ 107,183.48	\$ 1,001.16	
Boyd	Andrew	Police Constable	\$ 111,594.95	\$ 1,009.70	
Boyd	Dale Peter	Plainclothes Police Constable	\$ 117,942.98	\$ 1,023.88	
Boyd	Edward	Inspector	\$ 158,362.19	\$ 1,380.47	
Boyd	Phillip Kelsey	Plainclothes Police Constable	\$ 108,491.70	\$ 1,023.88	
Boyer	Denis	Plainclothes Police Constable	\$ 123,193.24	\$ 1,043.90	
Boyko	Dayna Kathleen	Plainclothes Police Constable	\$ 112,474.52	\$ 1,024.28	
Boyko	Jeremy Jeffrey	Detective	\$ 122,453.63	\$ 1,055.72	
Boyle	Jason Edward	Police Constable	\$ 100,477.60	\$ 1,000.74	
Boyle	Trisha Lynn	Police Constable	\$ 116,399.04	\$ 970.32	
Bozzer	Andrew Dennis	Training Constable	\$ 117,389.25	\$ 1,030.07	
Brabant	Laura Ann	Plainclothes Police Constable	\$ 119,139.69	\$ 1,023.88	
Bradbury	Scott Gordon	Staff Sergeant	\$ 119,938.96	\$ 1,067.72	
Bradfield	Kevin Barry	Detective	\$ 117,369.65	\$ 1,050.73	
Bradford	Michael Charles	Police Constable	\$ 108,840.74	\$ 1,020.89	
Bradley	Christopher	Police Constable	\$ 112,778.28	\$ 1,020.89	
Brady	Jason Robert	Plainclothes Police Constable	\$ 113,498.85	\$ 1,023.88	
Brady	Peter Gordon	Plainclothes Police Constable	\$ 109,096.35	\$ 1,017.65	
Braganza	Ryan Francis	Plainclothes Police Constable	\$ 119,617.27	\$ 1,017.02	
Bragg	James Robert	Police Constable	\$ 111,570.33	\$ 1,020.89	
Braida	Sandi Laurel	Police Constable	\$ 110,168.90	\$ 1,000.74	
Brammall	Michael	Detective	\$ 154,889.91	\$ 1,070.29	
Brand	Irene Michelle	Police Constable	\$ 108,899.76	\$ 976.27	
Branker	Darryl Dermot	Plainclothes Police Constable	\$ 108,747.46	\$ 1,023.88	
Branton	Shane	Staff Sergeant	\$ 148,229.73	\$ 1,110.98	
Branton	Stacie Jean	Detective	\$ 115,925.33	\$ 1,060.02	
Brar	Gursharnjit Singh	Police Constable	\$ 124,292.62	\$ 1,000.74	
Brar	Shane Gursharan	Detective Sergeant	\$ 172,312.81	\$ 1,110.98	
Braund	James Raymond	Plainclothes Police Constable	\$ 115,385.54	\$ 1,023.88	
Brautigam	Jazen Lorne	Sergeant	\$ 122,481.82	\$ 1,055.72	
Brayman	Geoffrey Robert	Police Constable	\$ 127,873.31	\$ 1,000.74	
Breau	Jamie Aurie	Police Constable	\$ 117,311.42	\$ 334.37	
Breault	Amy Ruth	Detective	\$ 115,883.63	\$ 1,060.02	
Breeze	Paul Christopher	Police Constable	\$ 102,498.05	\$ 1,000.74	
Bremner	James	Training Constable	\$ 111,723.47	\$ 1,043.90	
Brenham	Kenneth Derek	Supervisor	\$ 102,394.80	\$ 992.16	
Brenham	Randall Joseph	Group Leader of Fleet and Materials Management	\$ 100,650.48	\$ 991.12	
Brennan	Andrew Michael	Police Constable	\$ 116,790.93	\$ 976.27	
Bresse	Jean	Police Constable	\$ 125,285.58	\$ 1,000.74	
Brett	Bryan Donald	Police Constable	\$ 141,476.00	\$ 1,000.74	
Brevetti	Nicole	Police Constable	\$ 113,625.78	\$ 953.31	
Brideau	Rene Alyre	Plainclothes Police Constable	\$ 119,553.67	\$ 1,023.88	
Briell	Sandra Anne	Coordinator	\$ 104,582.21	\$ 1,012.31	
Briggs	Christopher Neal	Plainclothes Police Constable	\$ 105,827.53	\$ 1,023.88	
Brind'Amour	Michel Philippe	Sergeant	\$ 113,373.76	\$ 1,049.10	
Briscoe	Omari Kamau	Police Constable	\$ 114,231.56	\$ 1,007.86	
Brister	John William	Police Constable	\$ 118,708.64	\$ 1,010.75	
Brito	Sergio Agostinho	Police Constable	\$ 116,999.65	\$ 1,014.09	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Broad	Aaron Nathaniel	Plainclothes Police Constable	\$ 129,341.87	\$ 356.83	
Broadfoot	Alexander	Sergeant	\$ 121,290.74	\$ 1,070.29	
Broadhagen	Timothy Walter	Police Constable	\$ 113,263.70	\$ 1,006.97	
Bronilla	Recaredo Santos	Police Constable	\$ 107,679.19	\$ 942.99	
Brons	James	Sergeant	\$ 132,855.52	\$ 1,070.29	
Brooker	Elisa Jane	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Brookes	Leverne McCourcey	Police Constable	\$ 151,090.98	\$ 1,020.89	
Brooks	Jordan	Police Constable	\$ 116,093.97	\$ 966.77	
Brosnan	Sean	Detective Sergeant	\$ 131,316.27	\$ 1,110.98	
Broughton	Peter William	Police Constable	\$ 104,392.50	\$ 1,007.25	
Brouwer	Owen Steven	Police Constable	\$ 115,742.01	\$ 984.37	
Brown	Jacqueline	Plainclothes Police Constable	\$ 139,229.95	\$ 1,037.77	
Brown	James William	Police Constable	\$ 135,652.29	\$ 1,020.89	
Brown	Jeremy Eric	Police Constable	\$ 100,878.67	\$ 1,001.63	
Brown	Julia Elaine	Plainclothes Police Constable	\$ 107,857.77	\$ 1,020.52	
Brown	Mark Charles	Plainclothes Police Constable	\$ 121,192.27	\$ 1,032.03	
Brown	Matthew James	Plainclothes Police Constable	\$ 117,816.98	\$ 1,023.88	
Brown	Paul Andrew	Police Constable	\$ 121,427.74	\$ 1,010.75	
Brown	Robert	Staff Sergeant	\$ 133,784.79	\$ 1,110.98	
Brown	Robert Arthur	Sergeant	\$ 117,947.47	\$ 1,049.10	
Brown	Shawn Hugh	Police Constable	\$ 162,323.96	\$ 955.89	
Brown	Stephanie Elizabeth	Operations Supervisor	\$ 101,061.38	\$ 998.14	
Brown	Sven Pierre	Police Constable	\$ 121,570.42	\$ 954.60	
Browne	Gregory Stuart	Police Constable	\$ 111,181.09	\$ 1,000.25	
Browne	Jimmy	Sergeant	\$ 138,278.84	\$ 1,070.29	
Browne	Terrence	Detective Sergeant	\$ 152,185.39	\$ 1,110.98	
Brunato	Riccardo	Training Constable	\$ 111,694.26	\$ 1,043.90	
Brunelle	Glen Winston	Police Constable	\$ 121,262.79	\$ 1,000.74	
Bruno	Donald	Training Constable	\$ 110,617.50	\$ 1,033.37	
Brushett	Kevin Michael	Police Constable	\$ 105,781.17	\$ 1,000.74	
Bruzzese	Domenico	Sergeant	\$ 146,731.67	\$ 1,070.29	
Bryan	Charlotte Ann	Plainclothes Police Constable	\$ 134,604.86	\$ 1,023.88	
Bryce	Robert Francis	Sergeant	\$ 127,340.53	\$ 1,070.29	
Brzozowski	Jennifer Anne	Police Constable	\$ 106,373.35	\$ 1,000.74	
Bubnic	Sandi Sylvia	Plainclothes Police Constable	\$ 111,222.95	\$ 1,033.37	
Bucek	Lucie	Police Constable	\$ 106,970.14	\$ 1,000.74	
Budd	Michael Anthony	Police Constable	\$ 110,362.94	\$ 1,000.74	
Buggea	Rosario	Police Constable	\$ 101,628.14	\$ 1,004.52	
Bui	Tam Thach	Staff Sergeant	\$ 147,147.04	\$ 1,091.74	
Bulet	Ajay Nischal	Police Constable	\$ 110,547.94	\$ 341.12	
Bullock	Neil	Staff Sergeant	\$ 124,106.30	\$ 1,068.21	
Bullock	Ryan Matthew	Police Constable	\$ 114,829.92	\$ 997.46	
Bulmer	Warren James	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Burgess	Michael	Police Constable	\$ 104,829.84	\$ 1,020.89	
Burgher	Christopher Dwayne	Police Constable	\$ 106,287.05	\$ 1,000.74	
Burgin	Michael Brian	Plainclothes Police Constable	\$ 112,212.51	\$ 1,003.68	
Burke	Christopher John	Detective	\$ 119,522.28	\$ 420.29	
Burke	Darryl Wilfred	Plainclothes Police Constable	\$ 100,305.69	\$ 1,004.52	
Burke	Gary Edwin	Sergeant	\$ 135,026.05	\$ 1,060.02	
Burke	Ricardo Omar	Police Constable	\$ 101,792.80	\$ 991.45	
Burke	Susan Joyce	Detective	\$ 126,309.59	\$ 1,070.29	
Burkholder	Herbert	Sergeant	\$ 119,561.90	\$ 1,070.29	
Burks	Charles Dean	Detective Sergeant	\$ 138,761.82	\$ 1,110.98	
Burleau	Michael Jeffery	Police Constable	\$ 102,983.32	\$ 1,004.52	
Burley	David Joseph	Plainclothes Police Constable	\$ 112,506.94	\$ 1,033.37	
Burling	Eric	Plainclothes Police Constable	\$ 106,059.08	\$ 1,017.65	
Burnett	Anson Richard	Police Constable	\$ 114,464.04	\$ 1,018.54	
Burningham	Grant Neil	Staff Sergeant	\$ 130,757.21	\$ 460.98	
Burns	Alison Marion	Police Constable	\$ 103,246.71	\$ 1,000.74	
Burns	Jonathon Paul	Plainclothes Police Constable	\$ 109,065.22	\$ 996.34	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Burns	Michael Roy	Plainclothes Police Constable	\$ 104,027.01	\$ 1,002.52	
Burns	Roy Brian	Plainclothes Police Constable	\$ 117,028.13	\$ 1,016.76	
Burns	Stephen George	Sergeant	\$ 123,510.65	\$ 445.29	
Burnside	Sean Kelly	Police Constable	\$ 149,515.36	\$ 1,000.74	
Burritt	Stephanie	Sergeant	\$ 120,582.65	\$ 1,066.00	
Burry	Shawn Cecil	Detective	\$ 118,650.73	\$ 1,060.02	
Bustos	Harry Santiago	Police Constable	\$ 155,985.20	\$ 1,000.74	
Butler	Cory Murray	Plainclothes Police Constable	\$ 121,382.72	\$ 1,023.88	
Butler	Philip Michael	Plainclothes Police Constable	\$ 119,436.53	\$ 1,023.88	
Butt	Amir	Police Constable	\$ 113,055.78	\$ 1,000.74	
Butt	Celeste Barbara	Detective	\$ 116,323.27	\$ 1,060.02	
Butt	Fasieh Uz	Police Constable	\$ 113,817.77	\$ 1,000.74	
Butt	Matthew David	Police Constable	\$ 104,820.86	\$ 1,000.74	
Butt	Michael Clayton	Detective	\$ 123,082.22	\$ 1,060.02	
Butt	Stephen Miller	Police Constable	\$ 106,774.52	\$ 1,000.74	
Byers	Derek Jonathan	Sergeant	\$ 129,894.03	\$ 1,060.02	
Byers	Michael	Police Constable	\$ 125,934.67	\$ 1,020.89	
Byrne	Marisa Rita	Police Constable	\$ 106,702.59	\$ 1,010.75	
Byun	David	Plainclothes Police Constable	\$ 110,951.68	\$ 1,006.08	
Caccavale	Erasmus	Sergeant	\$ 126,817.15	\$ 1,070.29	
Cain	James Michael	Police Constable	\$ 131,906.50	\$ 1,000.74	
Calder	Michael Christopher	Police Constable	\$ 106,059.57	\$ 1,000.74	
Caldwell	Kelly Pamela	Police Constable	\$ 102,223.36	\$ 1,000.74	
Caldwell	Tamara Eileen	Operations Supervisor	\$ 103,622.24	\$ 998.14	
Callaghan	Peter Edward	Inspector	\$ 176,801.32	\$ 1,380.47	
Camacho	Jose	Sergeant	\$ 127,585.73	\$ 1,070.29	
Camara	Tommy	Police Constable	\$ 112,785.76	\$ 1,000.74	
Cameron	Alan	Police Constable	\$ 106,734.24	\$ 1,020.89	
Cameron	Neil Robert	Training Constable	\$ 115,831.44	\$ 1,023.88	
Campbell	Adam Justin	Parking Enforcement Officer	\$ 102,418.65	\$ 894.27	
Campbell	Andrew James	Plainclothes Police Constable	\$ 112,803.22	\$ 1,023.88	
Campbell	Andrew Wesley	Police Constable	\$ 102,224.81	\$ 1,009.35	
Campbell	Bryan Edward	Staff Sergeant	\$ 133,923.33	\$ 1,100.32	
Campbell	Clayton Douglas	Staff Sergeant	\$ 126,629.99	\$ 1,096.92	
Campbell	Donald Alexander	Staff Superintendent	\$ 189,225.60	\$ 18,041.23	
Campbell	Douglas	Sergeant	\$ 122,996.31	\$ 1,070.29	
Campbell	Joanne Elizabeth	Executive Director	\$ 182,126.35	\$ 3,015.74	
Campbell	Marcia	Sergeant	\$ 128,825.58	\$ 1,070.29	
Campbell	Mark Alexander	Police Constable	\$ 134,553.80	\$ 1,000.74	
Campbell	Michelle Diane	Sergeant	\$ 126,806.06	\$ 1,049.51	
Campbell	Murray Smeaton	Sergeant	\$ 124,104.50	\$ 1,060.02	
Campbell	Phillip Scott	Plainclothes Police Constable	\$ 111,109.19	\$ 1,023.88	
Campbell	Roderick Edward	Communications Operator	\$ 102,465.18	\$ 952.90	
Campbell	Steven James	Detective	\$ 128,302.26	\$ 1,049.10	
Campese	Michelle Angela	Police Constable	\$ 103,534.34	\$ 1,000.74	
Campoli	Adam Daniel	Police Constable	\$ 117,685.36	\$ 1,000.74	
Campoli	Steven Robert	Detective	\$ 129,110.18	\$ 1,049.10	
Cannata	David	Plainclothes Police Constable	\$ 125,094.56	\$ 1,043.90	
Cannella	Angelo Giuseppe	Police Constable	\$ 141,194.88	\$ 1,000.74	
Canning	Mark	Training Constable	\$ 118,241.26	\$ 1,043.90	
Canning	Paul Bret	Plainclothes Police Constable	\$ 134,953.06	\$ 1,023.88	
Cannon	Joshua John	Police Constable	\$ 100,059.16	\$ 976.74	
Cannon	Marlene	Sergeant	\$ 110,333.53	\$ 1,028.49	
Cannon	Sheena Leigh	Police Constable	\$ 107,864.78	\$ 350.74	
Capizzo	Giuseppe Dino	Detective	\$ 123,812.73	\$ 1,070.29	
Capone	David Joseph	Police Constable	\$ 154,133.49	\$ 1,020.89	
Caracciolo	Roger Dominic	Detective	\$ 120,498.63	\$ 1,058.73	
Caramanico	Nicholas Aldo	Police Constable	\$ 115,916.22	\$ 1,012.57	
Carbone	Mike	Detective Sergeant	\$ 171,860.11	\$ 1,110.98	
Carbray	William Paul	Police Constable	\$ 105,048.63	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Cardona	Todd Robert	Police Constable	\$ 100,900.28	\$ 341.12	
Cargill	Paul Scott	Detective	\$ 129,262.00	\$ 1,070.29	
Carl	George William	Training Constable	\$ 136,965.42	\$ 1,043.90	
Carles	Matthew Moses	Police Constable	\$ 110,496.15	\$ 1,000.74	
Carleton	Stephen James	Sergeant	\$ 117,871.85	\$ 1,052.79	
Carmichael	Stephen Francis	Sergeant	\$ 133,485.74	\$ 1,060.02	
Caron	Mary Helene	Plainclothes Police Constable	\$ 119,225.36	\$ 1,023.88	
Carpino	Kelly Ann	Communications Operator	\$ 108,042.55	\$ 952.90	
Carpino	Roberto Carmelo	Police Constable	\$ 108,358.33	\$ 1,020.89	
Carswell	Brian Patrick	Plainclothes Police Constable	\$ 117,488.43	\$ 1,023.88	
Carter	Adrian Daren	Police Constable	\$ 108,304.41	\$ 1,000.74	
Carter	Alphonso Paul	Police Constable	\$ 103,355.11	\$ 1,000.74	
Carter	Dale	Sergeant	\$ 119,863.69	\$ 1,070.29	
Carter	Hugh Junior	Police Constable	\$ 169,472.14	\$ 1,000.74	
Carter	Marva Marie	Project Leader	\$ 125,600.01	\$ 434.33	
Carter	Randolph	Staff Superintendent	\$ 182,128.29	\$ 14,593.44	
Carter	Sarah Jean	Plainclothes Police Constable	\$ 109,088.20	\$ 1,013.87	
Carter	Shawn Christopher	Police Constable	\$ 120,323.01	\$ 994.09	
Carter-Thuet	Erin Leigh	Police Constable	\$ 106,805.31	\$ 1,010.75	
Cartwright	Carl James	Plainclothes Police Constable	\$ 108,844.58	\$ 383.37	
Caruso	Salvatore	Police Constable	\$ 109,347.76	\$ 1,000.74	
Carvalho	Avelino Mota	Sergeant	\$ 137,552.56	\$ 1,070.29	
Casey	James Austin	Plainclothes Police Constable	\$ 119,492.40	\$ 373.88	
Cash	Jennifer Anne	Detective	\$ 133,604.72	\$ 1,049.10	
Cashmore	Richard Charles	Training Constable	\$ 137,761.41	\$ 1,043.90	
Caspar	Jennifer Mary	Communications Operator	\$ 102,988.06	\$ 952.90	
Cassidy	Christopher Ryan	Police Constable	\$ 107,316.41	\$ 994.09	
Cassidy	Michael	Police Constable	\$ 110,461.78	\$ 1,020.89	
Cassidy	Sean Andrew	Sergeant	\$ 148,399.43	\$ 1,052.79	
Castell	Tiffany Alicia	Detective	\$ 117,688.80	\$ 1,049.10	
Castellucci	Anthony	Sergeant	\$ 123,068.35	\$ 1,070.29	
Catania	Giovanna	Supervisor of Training	\$ 125,315.47	\$ 978.64	
Catenaccio	Mario	Detective	\$ 149,365.32	\$ 1,049.10	
Cates	Steven Richard	Sergeant	\$ 120,725.98	\$ 1,049.10	
Caton	Matthew Michael	Training Constable	\$ 108,242.74	\$ 1,023.88	
Caunter	BenjaminThomas	Police Constable	\$ 112,631.41	\$ 1,000.74	
Cavanagh	David Jeffrey	Plainclothes Police Constable	\$ 115,782.00	\$ 1,033.37	
Caven	Lorrie	Police Constable	\$ 105,269.95	\$ 1,020.89	
Cawthorne	Audry Petra	Police Constable	\$ 109,132.79	\$ 1,000.74	
Cawthorne	Jason Paul	Training Constable	\$ 119,624.00	\$ 1,023.88	
Cechetto	Andrew Paul	Police Constable	\$ 102,720.07	\$ 1,000.74	
Cecile	Glen	Detective	\$ 139,231.94	\$ 1,070.29	
Celestine	Curtis	Police Constable	\$ 109,181.58	\$ 341.12	
Censoni	Lorenzino Michael	Plainclothes Police Constable	\$ 134,326.27	\$ 1,023.88	
Ceresoli	Maurizio	Plainclothes Police Constable	\$ 115,609.86	\$ 1,033.37	
Cernowski	Andrew John	Financial Planner	\$ 135,832.85	\$ 1,292.59	
Cerqua	Louie Noel	Plainclothes Police Constable	\$ 110,640.34	\$ 1,013.87	
Cerqueira	George Manuel	Plainclothes Police Constable	\$ 108,324.27	\$ 1,023.88	
Cesar	Lydia Elizabeth	Police Constable	\$ 105,635.33	\$ 1,000.74	
Chadwick	Timothy	Police Constable	\$ 126,072.32	\$ 966.77	
Chahal	Jaskanwal Singh	Police Constable	\$ 111,836.43	\$ 991.12	
Chahal	Jeffrey Alvin	Plainclothes Police Constable	\$ 123,342.43	\$ 1,023.88	
Chahal	Mandeep Singh	Police Constable	\$ 101,374.46	\$ 997.46	
Chakal	Sarbjit Singh	Police Constable	\$ 114,424.76	\$ 1,012.31	
Chalmers	Andrea	Plainclothes Police Constable	\$ 115,232.18	\$ 1,022.99	
Chambers	Courtney	Staff Sergeant	\$ 134,631.00	\$ 1,110.98	
Chambers	Wilfred Ignatius	Police Constable	\$ 115,047.16	\$ 991.12	
Chan	Alpha Hawk-Bung	Detective	\$ 126,259.34	\$ 1,070.29	
Chan	Christopher	Plainclothes Police Constable	\$ 124,597.29	\$ 1,020.52	
Chan	Chun Kwong	Plainclothes Police Constable	\$ 121,990.79	\$ 1,043.90	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Chan	Everett Horr-Wai	Police Constable	\$ 102,145.50	\$ 1,009.70	
Chan	Gregory	Police Constable	\$ 109,572.19	\$ 1,020.89	
Chan	Jonathan Hin-Ling	Police Constable	\$ 105,099.17	\$ 997.46	
Chan	Justin	Police Constable	\$ 124,857.21	\$ 991.12	
Chan	Kai Tai	Police Constable	\$ 111,119.43	\$ 350.74	
Chan	Keith Kar-Shing	Police Constable	\$ 112,597.22	\$ 1,015.18	
Chancey	Daniel William	Police Constable	\$ 107,952.32	\$ 984.37	
Chang	Chu Thao	Sergeant	\$ 195,636.53	\$ 1,060.02	
Chang	Wendy Michelle	Plainclothes Police Constable	\$ 120,376.73	\$ 996.34	
Channer	Neville	Sergeant	\$ 120,870.15	\$ 1,070.29	
Chant	James Elliot	Plainclothes Police Constable	\$ 138,202.22	\$ 1,033.37	
Chapman	Karen	Detective	\$ 118,130.26	\$ 1,060.02	
Chapman	Mark	Detective	\$ 131,096.63	\$ 1,070.29	
Charbonneau	Jeffrey Patrick	Police Constable	\$ 110,002.15	\$ 1,000.74	
Charette	Melissa Anne	Police Constable	\$ 124,864.09	\$ 1,000.74	
Chariandy	Mark Michael	Plainclothes Police Constable	\$ 110,386.94	\$ 1,023.88	
Charles	Anthony	Staff Sergeant	\$ 143,015.28	\$ 1,110.98	
Charles	Simbert	Police Constable	\$ 119,860.31	\$ 1,000.74	
Charron	Stephane Rejean	Plainclothes Police Constable	\$ 108,067.32	\$ 1,023.88	
Chase	Matthew Joseph	Training Constable	\$ 118,273.04	\$ 1,018.07	
Chase	Tee De	Police Constable	\$ 103,202.28	\$ 1,000.74	
Chase	William Oliver	Plainclothes Police Constable	\$ 129,635.62	\$ 1,023.88	
Chaudhary	Nicholas	Plainclothes Police Constable	\$ 130,512.84	\$ 1,023.88	
Chaudhry	Maghfoor Ahmad	Planner	\$ 163,740.58	\$ 1,000.80	
Chaumont	Adam Felix	Police Constable	\$ 105,003.32	\$ 1,000.74	
Cheechoo	Nelson Thomas	Sergeant	\$ 125,165.37	\$ 1,060.02	
Chen	Dennis Yau	Plainclothes Police Constable	\$ 179,868.59	\$ 1,023.88	
Chen	Jinn-Huei Jimmy	Plainclothes Police Constable	\$ 122,014.01	\$ 1,023.88	
Chen	Raymond Wei-Min	Police Constable	\$ 116,335.60	\$ 809.15	
Chen	Stephen Ning	Police Constable	\$ 106,561.96	\$ 1,020.89	
Chen	Wei Pin	Plainclothes Police Constable	\$ 133,608.36	\$ 373.88	
Cheng	Alan Lap	Police Constable	\$ 130,890.77	\$ 1,019.43	
Chernobay	Andrew	Senior Technical Analyst	\$ 113,098.58	\$ 400.62	
Cheung	Ching Tin	Sergeant	\$ 130,772.79	\$ 1,060.02	
Cheung	Christopher Kwok	Plainclothes Police Constable	\$ 137,328.64	\$ 1,013.87	
Cheung	Gadman Daniel	Plainclothes Police Constable	\$ 119,766.69	\$ 1,030.07	
Cheung	Karen Wai	Senior Programmer	\$ 107,297.16	\$ 369.20	
Cheung	Nicky Tin-Fu	Plainclothes Police Constable	\$ 121,994.41	\$ 1,023.88	
Chevalier	Robert John	Police Constable	\$ 115,415.87	\$ 1,020.32	
Chhabra	Ajay	Plainclothes Police Constable	\$ 156,102.16	\$ 1,023.88	
Chhinzer	Randeep	Police Constable	\$ 111,476.86	\$ 1,001.34	
Chiasson	Dany	Police Constable	\$ 110,614.56	\$ 1,009.70	
Chiasson	Marcel Andre	Detective	\$ 121,160.93	\$ 1,070.29	
Chiasson	Raymond Keegan	Police Constable	\$ 102,214.18	\$ 1,000.74	
Chiasson	Yvette Marie	Police Constable	\$ 143,639.52	\$ 1,000.74	
Childs	Cynthia	Detective Sergeant	\$ 135,696.91	\$ 1,110.98	
Chilvers	Amanda Danielle	Plainclothes Police Constable	\$ 112,032.40	\$ 1,027.48	
Chilvers	Christopher Clifford	Detective	\$ 153,202.04	\$ 1,060.02	
Chin	Adrian Carey	Plainclothes Police Constable	\$ 115,421.42	\$ 1,023.88	
Chin	Kirk Sean	Police Constable	\$ 103,797.13	\$ 1,010.75	
Chin	Mark Anthony	Plainclothes Police Constable	\$ 113,461.90	\$ 374.28	
Chiovitti	Vera Anna	Assistant Manager of Employment	\$ 142,761.39	\$ 462.80	
Chiu	Magnus Ming	Police Constable	\$ 113,671.95	\$ 942.99	
Chiu	Sin-Yi	Sergeant	\$ 119,657.46	\$ 1,070.29	
Chmela	Michael Otto	Plainclothes Police Constable	\$ 107,943.12	\$ 1,023.88	
Cho	Hyung Eun	Police Constable	\$ 149,952.93	\$ 1,000.74	
Choe	Michael Lim	Plainclothes Police Constable	\$ 127,188.51	\$ 1,023.88	
Choe	Robert	Detective	\$ 137,484.95	\$ 1,060.02	
Chohan	Simardeep Singh	Police Constable	\$ 100,142.71	\$ 1,000.74	
Choi	Helio Hyun	Police Constable	\$ 106,096.85	\$ 1,000.74	

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Chollet	Julie	Coordinator of Access and Privacy	\$ 111,201.87	\$ 369.20	
Chong	Wilson Chee	Police Constable	\$ 111,485.08	\$ 994.09	
Choo-Wing	Dexter Michael	Plainclothes Police Constable	\$ 112,787.80	\$ 1,023.88	
Chornook	Stephen	Police Constable	\$ 126,600.91	\$ 1,020.89	
Chou	Yu-Ya	Police Constable	\$ 101,557.09	\$ 991.12	
Chouinard	Ronald Jeremy	Training Constable	\$ 106,394.79	\$ 1,023.88	
Chouryguine	Dmitry	Plainclothes Police Constable	\$ 123,341.17	\$ 1,023.88	
Chow	Harold	Sergeant	\$ 161,600.82	\$ 1,070.29	
Chow	Lawrence Chi	Detective	\$ 120,096.61	\$ 420.29	
Chow	Wing Yem	Police Constable	\$ 115,216.20	\$ 1,000.74	
Christian	David Nigel	Police Constable	\$ 105,832.33	\$ 1,000.74	
Christian	Philip Bruce	Plainclothes Police Constable	\$ 123,074.14	\$ 1,023.88	
Christodoulou	Yiorgo Richard	Training Constable	\$ 117,476.67	\$ 1,019.64	
Christou	George	Police Constable	\$ 106,903.17	\$ 1,018.54	
Chu	Benny Wing	Police Constable	\$ 113,677.71	\$ 1,000.74	
Chu	Sheila Xiaotang	Project Leader	\$ 123,242.94	\$ 1,084.33	
Chudoba	Myron	Sergeant	\$ 129,296.18	\$ 1,070.29	
Chudzinski	Robert Adam	Plainclothes Police Constable	\$ 116,238.32	\$ 1,011.42	
Chung	Philip	Detective	\$ 134,151.69	\$ 420.29	
Chung	Rodcliff Rodger	Sergeant	\$ 113,967.41	\$ 577.79	
Chung	Ryan Anthony	Detective	\$ 141,787.39	\$ 1,049.10	
Chung	Sinderela Sun-Mi	Plainclothes Police Constable	\$ 107,934.03	\$ 1,023.88	
Chung	Yong Sul	Police Constable	\$ 136,481.13	\$ 1,000.74	
Churkoo	Doodnath Deodath	Sergeant	\$ 145,751.09	\$ 1,060.02	
Ciaus	Luminita	Senior Programmer	\$ 104,888.21	\$ 369.20	
Cicchirillo	Giuseppe	Police Constable	\$ 124,490.05	\$ 1,000.74	
Cid	Claudia Irene	Police Constable	\$ 110,321.39	\$ 1,000.74	
Cieslik	Jaroslav	Police Constable	\$ 123,136.28	\$ 1,020.89	
Cieslik	Susan Helena	Plainclothes Police Constable	\$ 122,363.45	\$ 1,043.90	
Cilia	John Robert	Plainclothes Police Constable	\$ 124,430.63	\$ 1,023.88	
Cioffi	Adamira Maria	Training Constable	\$ 108,581.94	\$ 1,023.88	
Cioffi	Marc Angelo	Detective	\$ 160,927.70	\$ 1,060.02	
Cioffi	Michael Anthony	Police Constable	\$ 104,487.39	\$ 1,000.74	
Cipro	Michelle Pauline	Detective Sergeant	\$ 128,011.45	\$ 1,100.32	
Clapp	Catherine Ann	Police Constable	\$ 104,804.97	\$ 1,000.74	
Clark	Corinne	Sergeant	\$ 124,983.19	\$ 420.29	
Clark	Dana John	Police Constable	\$ 119,077.63	\$ 1,000.74	
Clark	David James	Plainclothes Police Constable	\$ 127,905.58	\$ 1,033.37	
Clark	Hazel Ann	Plainclothes Police Constable	\$ 118,395.34	\$ 1,027.28	
Clark	Jamie Anderson	Sergeant	\$ 120,027.64	\$ 1,060.02	
Clark	Karah Dawn	Police Constable	\$ 106,902.35	\$ 350.74	
Clark	Preston Michael	Detective	\$ 118,355.29	\$ 1,055.72	
Clark	Travis Daymond	Detective	\$ 126,648.69	\$ 1,060.02	
Clarke	Andrew James	Plainclothes Police Constable	\$ 111,524.39	\$ 346.34	
Clarke	Andrew William	Police Constable	\$ 108,737.43	\$ 991.12	
Clarke	Jeffery Howard	Training Constable	\$ 131,029.77	\$ 1,024.28	
Clarke	Jerry Ryan	Plainclothes Police Constable	\$ 153,611.80	\$ 1,013.87	
Clarke	John	Sergeant	\$ 128,494.23	\$ 1,070.29	
Clarke	Kevin Ross	Police Constable	\$ 103,433.44	\$ 1,016.21	
Clarke	Matthew Francis	Plainclothes Police Constable	\$ 137,779.18	\$ 1,027.48	
Clarke	Michael James	Police Constable	\$ 115,079.39	\$ 954.60	
Clarke	Paul Egerton	Police Constable	\$ 176,767.86	\$ 1,020.89	
Clarke	Stacyann Maria	Staff Sergeant	\$ 133,801.27	\$ 1,100.32	
Clarke-Adams	Dione Priscilla	Operations Supervisor	\$ 100,730.05	\$ 998.14	
Claudio	Donald	Police Constable	\$ 122,761.67	\$ 1,000.74	
Clayton	Ricardo	Police Constable	\$ 126,706.64	\$ 1,020.89	
Clemens	Jeffrey	Sergeant	\$ 118,767.04	\$ 1,070.29	
Clements	Howard	Police Constable	\$ 116,320.27	\$ 1,020.89	
Clendinning	Mark William	Detective	\$ 133,907.99	\$ 8,516.59	
Clifford	Hugh Anthony	Police Constable	\$ 149,998.65	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Clucas	Kristy Elizabeth	Police Constable	\$ 102,388.95	\$ 1,000.74	
Code	Peter	Inspector	\$ 171,705.33	\$ 1,176.11	
Coffey	Charles James	Police Constable	\$ 113,183.50	\$ 1,010.53	
Coffey	David Thomas	Detective	\$ 127,487.00	\$ 1,060.02	
Coghlin	James Garfield	Detective Sergeant	\$ 132,954.74	\$ 860.98	
Cohen	Alan Lawrence	Detective	\$ 141,877.77	\$ 1,055.72	
Cohen	Jonatan Henri	Police Constable	\$ 101,402.13	\$ 991.12	
Cohen	Melissa Kelly	Police Constable	\$ 113,422.70	\$ 1,000.74	
Colacci	Carlo Roberto	Police Constable	\$ 110,891.36	\$ 1,007.86	
Colaco	Charles Joaquim	Police Constable	\$ 106,549.16	\$ 954.60	
Colaco	Vernon Antonio	Police Constable	\$ 102,368.38	\$ 1,000.74	
Cole	Donald	Staff Sergeant	\$ 130,707.46	\$ 1,110.98	
Cole	Gregory	Inspector	\$ 162,027.30	\$ 1,380.47	
Cole	Jason Arthur	Sergeant	\$ 120,844.02	\$ 1,070.29	
Coleman	Keith Samuel	Training Constable	\$ 117,927.17	\$ 1,033.37	
Coles	Bruce Ellis	Police Constable	\$ 104,627.23	\$ 369.98	
Collin	Jonathan David	Sergeant	\$ 119,653.17	\$ 1,049.10	
Collins	Christopher Patrick	Police Constable	\$ 107,633.61	\$ 1,000.74	
Collyer	Adam Stephen	Police Constable	\$ 108,092.33	\$ 1,000.74	
Collymore	Brian Matthew	Police Constable	\$ 143,382.24	\$ 1,000.74	
Colton	Shane Russell	Police Constable	\$ 102,900.41	\$ 966.77	
Comeau	Joseph Thomas	Sergeant	\$ 113,178.18	\$ 1,008.34	
Comission	Christopher Paul	Plainclothes Police Constable	\$ 115,223.26	\$ 1,023.88	
Conlan	Darren Patrick	Police Constable	\$ 134,398.32	\$ 994.09	
Conley	Timothy Kenneth	Police Constable	\$ 108,460.72	\$ 1,000.74	
Conliffe	Jacob Glenn	Police Constable	\$ 104,833.16	\$ 991.12	
Connolly	John Paul	Police Constable	\$ 125,648.35	\$ 1,010.75	
Connor	Bruce Alexander	Sergeant	\$ 124,564.16	\$ 1,049.10	
Connor	Katherine Elizabeth	Senior Corporate Planning Analyst	\$ 104,666.42	\$ 369.20	
Consack	Kristian	Plainclothes Police Constable	\$ 125,236.21	\$ 1,017.02	
Contant	Jason Arthur	Police Constable	\$ 110,988.43	\$ 1,000.74	
Cook	Anthony Douglas	Training Constable	\$ 124,130.38	\$ 1,023.88	
Cook	Lindsay Marie	Police Constable	\$ 102,857.25	\$ 341.12	
Cook	Thomas William	Police Constable	\$ 105,003.07	\$ 1,000.74	
Cooke	Lee Scott	Police Constable	\$ 149,419.40	\$ 1,000.74	
Coombs	Albert George	Plainclothes Police Constable	\$ 126,004.60	\$ 1,257.09	
Cooper	Austin Curt	Police Constable	\$ 100,585.14	\$ 1,001.16	
Cooper	Christina Danielle	Police Constable	\$ 106,796.54	\$ 1,000.74	
Cooper	Christopher Robert	Police Constable	\$ 118,150.24	\$ 1,000.74	
Cooper	Richard	Police Constable	\$ 103,347.02	\$ 1,010.75	
Coovadia	Abdul-Khalik Yahya	Police Constable	\$ 166,991.74	\$ 1,020.89	
Copat	Luigi	Plainclothes Police Constable	\$ 114,103.44	\$ 1,043.90	
Corba	Erik	Plainclothes Police Constable	\$ 129,931.42	\$ 1,013.87	
Corbie	Wesley Marcus	Police Constable	\$ 118,649.91	\$ 1,000.74	
Corcoran	Jay Brian	Police Constable	\$ 112,208.16	\$ 1,010.75	
Cordeiro	Elizabeth Maria	Detective Sergeant	\$ 131,905.50	\$ 860.98	
Cordova	Roberto	Police Constable	\$ 114,721.91	\$ 991.12	
Corkill	Andrew Michael	Police Constable	\$ 100,121.63	\$ 1,000.74	
Cormack	Brian James	Detective	\$ 128,252.32	\$ 1,060.02	
Cormier	Serina Mary	Police Constable	\$ 102,245.04	\$ 1,010.75	
Corneil	Emily Lianne	Communications Operator	\$ 103,922.46	\$ 327.90	
Cornett	Thomas Biagio	Plainclothes Police Constable	\$ 144,371.97	\$ 1,020.10	
Cornford	Christopher	Training Constable	\$ 128,687.02	\$ 1,043.90	
Coroghly	Khalid Mohammed	Plainclothes Police Constable	\$ 119,744.10	\$ 1,023.88	
Corra	Dale	Sergeant	\$ 118,767.04	\$ 419.73	
Correa	Antonio	Police Constable	\$ 109,617.64	\$ 1,000.74	
Correa	David Rodriguez	Detective	\$ 132,061.03	\$ 1,060.02	
Correa	Irwin	Police Constable	\$ 105,282.96	\$ 1,020.19	
Correia	Bryan Medeiros	Plainclothes Police Constable	\$ 179,555.07	\$ 1,027.48	
Correia	Jeffery	Detective	\$ 135,341.73	\$ 1,049.10	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Correia	Snezana	Police Constable	\$ 107,804.92	\$ 1,020.89	
Corrie	Andrew Benjamin	Police Constable	\$ 104,485.10	\$ 1,018.54	
Corrigan	Neil David	Superintendent	\$ 178,968.06	\$ 19,011.48	
Corsetti	Matthew Ross	Plainclothes Police Constable	\$ 102,746.95	\$ 1,006.08	
Coscarella	Anthony	Detective Sergeant	\$ 137,242.98	\$ 1,110.98	
Cosentino	Salvatore	Staff Sergeant	\$ 137,390.18	\$ 460.98	
Cosgrove	Sean David	Sergeant	\$ 115,764.65	\$ 1,049.10	
Costa Correia	Zenon Pio	Sergeant	\$ 157,884.36	\$ 1,060.02	
Costabile	Gino	Police Constable	\$ 175,668.03	\$ 1,020.89	
Costello	Patrick William	Police Constable	\$ 123,826.16	\$ 1,000.74	
Cote	Kevin James	Detective	\$ 137,761.59	\$ 1,049.10	
Cotton	Isabelle	Police Constable	\$ 101,955.89	\$ 1,010.75	
Coughlan	Robert	Police Constable	\$ 102,131.96	\$ 1,000.74	
Coulson	William	Staff Sergeant	\$ 130,729.91	\$ 1,110.98	
Coulter	Shane Dustin	Sergeant	\$ 118,047.61	\$ 1,060.02	
Coulthard	Jason Miles	Detective	\$ 138,956.32	\$ 410.02	
Court	Andrew James	Plainclothes Police Constable	\$ 117,018.52	\$ 367.65	
Court	Robyn Dee	Plainclothes Police Constable	\$ 124,525.02	\$ 1,023.88	
Couto	Diana Rodrigues	Detective	\$ 116,765.25	\$ 408.73	
Coutts	Bradley George	Training Constable	\$ 108,547.53	\$ 1,023.88	
Coutts	Sean Gordon	Plainclothes Police Constable	\$ 123,890.77	\$ 1,017.02	
Cowie	Katelyn Rose	Plainclothes Police Constable	\$ 107,934.93	\$ 1,023.88	
Cowl	Taylor James	Police Constable	\$ 104,028.33	\$ 1,000.74	
Cowley	Alison Louise	Police Constable	\$ 108,039.48	\$ 1,028.15	
Cowling	Lisa Ann	Plainclothes Police Constable	\$ 108,273.50	\$ 383.37	
Cox	Darren Andrew	Sergeant	\$ 130,623.25	\$ 1,070.29	
Coxon	Shawna Michelle	Deputy Chief	\$ 183,068.93	\$ 3,795.83	
Coyne	Patrick Kevin	Detective	\$ 121,328.48	\$ 1,049.10	
Cracknell	Alechia Cynthia	Police Constable	\$ 108,884.14	\$ 1,000.74	
Craddock	Stephen	Sergeant	\$ 118,981.66	\$ 1,070.29	
Craig	Philip Leonard	Police Constable	\$ 101,088.37	\$ 1,000.74	
Crampton	David Alan	Detective	\$ 133,637.18	\$ 1,055.72	
Crane	Robert Jason	Detective	\$ 132,954.68	\$ 1,060.02	
Crawford	Anthony John	Police Constable	\$ 101,923.84	\$ 1,000.74	
Crawford	Chad Uric	Police Constable	\$ 102,550.21	\$ 1,009.64	
Crawford	Corey Lance	Detective	\$ 115,704.74	\$ 1,051.15	
Crawford	Jason Richard	Plainclothes Police Constable	\$ 116,933.23	\$ 1,023.88	
Crawford	Susan Patricia	Police Constable	\$ 112,466.01	\$ 1,000.74	
Creighton	Damion Stephen	Police Constable	\$ 130,391.61	\$ 922.48	
Cretu	Andrei	Police Constable	\$ 148,096.60	\$ 955.89	
Crews	Alexander	Sergeant	\$ 156,407.41	\$ 1,070.29	
Crews	William	Staff Sergeant	\$ 106,448.79	\$ 768.82	
Crilly	John James	Detective	\$ 118,162.06	\$ 1,060.02	
Crisp	Mathew	Police Constable	\$ 103,646.13	\$ 1,010.75	
Cristiano	Guido	Police Constable	\$ 214,851.90	\$ 1,020.89	
Cristofaro	Daniel Adam	Police Constable	\$ 101,359.86	\$ 1,000.74	
Croll	Diana Elizabeth	Police Constable	\$ 108,217.63	\$ 991.12	
Crone	Timothy	Inspector	\$ 168,179.08	\$ 8,346.42	
Cronin	Michael Andrew	Plainclothes Police Constable	\$ 103,130.17	\$ 1,014.98	
Crooker	Lisa Catherine	Detective Sergeant	\$ 143,599.32	\$ 1,100.32	
Crosby	Daniel Patrick	Staff Sergeant	\$ 132,102.86	\$ 1,110.98	
Crosby	Rebecca Marie	Police Constable	\$ 110,718.43	\$ 976.27	
Crossley	Neil Kelso	Plainclothes Police Constable	\$ 104,135.44	\$ 1,013.48	
Crowley	Janine	Detective Sergeant	\$ 144,158.24	\$ 1,110.98	
Cruden	Marianne Elizabeth	Police Constable	\$ 103,490.96	\$ 1,000.74	
Cruz	Antonio Ramon	Plainclothes Police Constable	\$ 112,529.72	\$ 1,023.88	
Cruz	John Victor	Plainclothes Police Constable	\$ 126,550.15	\$ 1,006.08	
Csibi	Ladislav Alexandru	Sergeant	\$ 130,742.14	\$ 1,058.73	
Cullen	Neil Gregory	Police Constable	\$ 102,720.01	\$ 1,000.74	
Cullingford	Peter Ashley	Police Constable	\$ 104,836.84	\$ 1,020.89	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Cumberbatch	Colin Roger	Police Constable	\$ 105,133.64	\$ 370.89	
Cummings	Kevin Christopher	Police Constable	\$ 100,019.94	\$ 985.75	
Curtin	Helen Margaret	Manager of Information Technology Governance	\$ 165,803.24	\$ 1,219.27	
Curtis	Teresa Phyllis	Plainclothes Police Constable	\$ 116,682.53	\$ 1,023.88	
Cutting	Micheal Andrew	Police Constable	\$ 108,140.66	\$ 991.12	
Cvetanovski	Zlatko	Senior Technical Analyst	\$ 102,277.16	\$ 362.99	
Czarnota	Michael Ronald	Police Constable	\$ 129,546.77	\$ 991.45	
Czujko	Nicolas Orest	Police Constable	\$ 110,299.16	\$ 973.57	
Da Costa	Antonio Norberto	Police Constable	\$ 139,572.51	\$ 1,020.89	
Da Silva	Brian	Police Constable	\$ 109,544.77	\$ 1,000.74	
Da Silva	Jose	Police Constable	\$ 148,040.77	\$ 1,020.89	
Da Silva	Mark Paul	Police Constable	\$ 117,482.37	\$ 1,000.74	
da Silva	Sarah	Police Constable	\$ 101,310.99	\$ 991.45	
da Silva	Timothy Peter	Police Constable	\$ 107,299.73	\$ 991.12	
Da Silva Cristopulo	Jimmy Bernardo	Police Constable	\$ 129,978.70	\$ 1,006.97	
D'Abreo	Oliver	Police Constable	\$ 107,493.77	\$ 1,000.74	
Dabu	Jose Paulino	Police Constable	\$ 111,794.01	\$ 1,009.70	
Dagonas	Andrea Helen	Plainclothes Police Constable	\$ 117,149.97	\$ 1,023.88	
Dahan	Valerie Ruth	Plainclothes Police Constable	\$ 106,166.61	\$ 373.88	
Dal Grande	Mauro Angelo	Police Constable	\$ 105,063.29	\$ 1,020.89	
Dale	Donald	Sergeant	\$ 130,114.33	\$ 1,070.29	
Dale	Jeffrey Howard	Training Constable	\$ 107,015.31	\$ 359.64	
Dales	Clayton Russell	Plainclothes Police Constable	\$ 119,795.01	\$ 1,023.88	
D'Alessandro	Donald	Senior Programmer	\$ 111,103.08	\$ 337.98	
Daley	Kevin	Police Constable	\$ 138,417.69	\$ 1,020.89	
Daley	Timothy William	Sergeant	\$ 165,007.35	\$ 1,070.29	
Dalgarno	Patsy	Police Constable	\$ 105,295.34	\$ 1,020.89	
D'Alimonte	Steven	Police Constable	\$ 101,770.65	\$ 1,000.74	
Dalton	Shawn Thomas	Police Constable	\$ 104,718.33	\$ 991.45	
Daly	Roland Gary	Police Constable	\$ 100,598.59	\$ 1,000.74	
Damani	Zahir	Project Leader	\$ 123,525.85	\$ 434.33	
Damaso	Rodney	Detective	\$ 138,189.75	\$ 1,060.02	
Dance	Ryan William	Plainclothes Police Constable	\$ 119,181.81	\$ 1,023.88	
D'Angelica	Gemi	Police Constable	\$ 102,785.52	\$ 1,000.74	
D'Angelo	Giuseppe	Plainclothes Police Constable	\$ 112,969.15	\$ 1,043.90	
Daniel	Roger Glenroy	Police Constable	\$ 130,863.68	\$ 1,000.74	
Daniels	Jeffery Clarence	Plainclothes Police Constable	\$ 136,183.07	\$ 1,023.88	
Daniels	Mark Charles	Detective	\$ 139,614.52	\$ 740.69	
Daniels	Paul Edward	Senior Customer Service Rep	\$ 104,825.52	\$ 369.20	
Danson	Akira Nathaniel	Plainclothes Police Constable	\$ 121,343.25	\$ 1,002.93	
D'Antonio	Remo	Detective	\$ 124,602.75	\$ 1,060.02	
Daoust	Michael-Lee Denis-Paul	Plainclothes Police Constable	\$ 158,190.42	\$ 1,030.07	
Darbyshire	James Edward	Staff Sergeant	\$ 130,587.83	\$ 1,110.98	
Darmitz	Andrew Joseph	Police Constable	\$ 116,966.85	\$ 1,018.54	
Darnley	Steven William	Plainclothes Police Constable	\$ 117,988.55	\$ 1,030.07	
Darwish	Walid	Police Constable	\$ 103,341.60	\$ 1,000.74	
Daryaram	Farshad	Police Constable	\$ 163,874.36	\$ 1,000.74	
Das Gupta	Onil	Training Constable	\$ 123,031.01	\$ 1,043.90	
D'Ascenzo	Michele Abele	Plainclothes Police Constable	\$ 105,555.53	\$ 373.88	
Davey	Amy Lee	Plainclothes Police Constable	\$ 105,879.10	\$ 373.88	
Davey	Derek James	Police Constable	\$ 105,854.13	\$ 1,000.74	
Davey	Jill	Police Constable	\$ 105,647.15	\$ 1,020.89	
Davey	John	Police Constable	\$ 104,829.84	\$ 1,020.89	
Davey	Sean Andrew	Plainclothes Police Constable	\$ 111,087.22	\$ 1,033.37	
Davey	Thomas	Sergeant	\$ 121,715.74	\$ 1,070.29	
Davey	Timothy	Detective Sergeant	\$ 130,307.71	\$ 460.98	
David	Cosma	Police Constable	\$ 130,435.97	\$ 1,000.74	
Davidson	Allan William	Police Constable	\$ 103,898.69	\$ 1,000.74	
Davies	Neil Charles	Police Constable	\$ 105,260.79	\$ 1,000.74	
Davies	Richard Craig	Police Constable	\$ 104,007.66	\$ 1,004.52	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Davies	Robert Earle	Detective	\$ 131,826.13	\$ 1,049.10	
Davis	Jason Brian	Plainclothes Police Constable	\$ 116,767.80	\$ 1,023.88	
Davis	Sharon	Staff Sergeant	\$ 130,455.21	\$ 1,110.98	
Davis	Stacey Dee	Staff Sergeant	\$ 127,570.40	\$ 1,099.64	
Davydova	Olga	Plainclothes Police Constable	\$ 120,781.43	\$ 1,017.02	
Dawe	Renee	Police Constable	\$ 108,631.30	\$ 1,009.35	
Dawn	Brian Gordon	Police Constable	\$ 115,782.95	\$ 1,018.54	
Dawodu	Christopher Olufemi	Plainclothes Police Constable	\$ 106,288.14	\$ 1,023.88	
Dawood	Amaan	Police Constable	\$ 149,875.86	\$ 1,000.74	
Dawson	George Joseph	Staff Sergeant	\$ 114,020.95	\$ 768.82	
Dawson	Shannon Inez	Detective	\$ 147,160.85	\$ 1,060.02	
Dawson	Vicki	Sergeant	\$ 110,857.51	\$ 864.29	
Day	Joanne	Plainclothes Police Constable	\$ 115,729.35	\$ 1,023.88	
Day	Jonathan Nicholas	Police Constable	\$ 118,767.11	\$ 341.12	
Day	Paul	Police Constable	\$ 116,895.61	\$ 1,020.89	
Dayler	Nathan David	Plainclothes Police Constable	\$ 114,929.60	\$ 1,023.88	
D'Cunha	Michael Edward	Plainclothes Police Constable	\$ 114,107.29	\$ 1,023.88	
De Angelis	Mary-Gina	Police Constable	\$ 101,956.47	\$ 991.12	
De Caire	Jeffrey Paul	Police Constable	\$ 112,571.43	\$ 1,000.74	
De Coste	Lisa Germaine	Plainclothes Police Constable	\$ 107,220.18	\$ 1,030.07	
De Graaf	Ryan Evert	Police Constable	\$ 105,325.98	\$ 1,000.74	
De Guerra	Vijay John	Police Constable	\$ 101,403.00	\$ 992.00	
De Guzman	Noel Enriquez	Sergeant	\$ 117,731.24	\$ 1,008.34	
de Hartog	Callum Alexander	Training Constable	\$ 106,910.01	\$ 1,023.88	
De Jonge	Marinus Matthew	Police Constable	\$ 104,010.02	\$ 959.97	
de Kloet	Caroline Jane	Police Constable	\$ 106,022.89	\$ 1,000.74	
De Lima	David Noel	Police Constable	\$ 119,390.50	\$ 994.09	
De Lima	Philip Antony	Police Constable	\$ 132,193.46	\$ 959.97	
De Lio	Frank Paul	Sergeant	\$ 126,094.97	\$ 1,070.29	
De Los Rios	Juan Carlos	Plainclothes Police Constable	\$ 112,463.66	\$ 1,043.90	
De Lugt	Mark	Police Constable	\$ 106,948.91	\$ 1,020.89	
De Medeiros	Sherry Maria	Plainclothes Police Constable	\$ 122,870.65	\$ 1,033.37	
De Oliveira	Catherine	Plainclothes Police Constable	\$ 115,019.95	\$ 1,014.36	
De Quintal	Peter Andrew	Police Constable	\$ 102,112.15	\$ 1,000.74	
De Sousa	John Paul	Plainclothes Police Constable	\$ 128,633.10	\$ 1,023.88	
De Zilva	Michael Brian	Detective	\$ 127,841.61	\$ 1,055.72	
Deabreu	Gregory John	Plainclothes Police Constable	\$ 109,360.07	\$ 1,017.65	
Deacon	Timothy William	Police Constable	\$ 122,143.13	\$ 999.51	
Dean	Bertrand	Police Constable	\$ 180,571.87	\$ 1,000.74	
Dean	Jesse Russell	Plainclothes Police Constable	\$ 119,893.96	\$ 1,023.88	
Deane	Cedron Clayton	Police Constable	\$ 100,648.06	\$ 1,000.74	
Dearborn	Robert Frederick	Police Constable	\$ 152,364.85	\$ 1,020.89	
Dearden	Kevin Kenneth	Police Constable	\$ 102,177.79	\$ 1,010.75	
DeGruchy	Amy Elizabeth	Police Constable	\$ 100,175.21	\$ 1,000.74	
DeKezel	Jennifer Crystal	Police Constable	\$ 106,771.99	\$ 1,000.74	
Delcogliano	Glenna Maureen	Police Constable	\$ 105,088.34	\$ 370.89	
Delgado Meneses	Juan Carlos	Police Constable	\$ 107,606.61	\$ 997.46	
Delottinville	Steven John	Plainclothes Police Constable	\$ 138,227.28	\$ 1,033.37	
Demelo	Carlos Manuel	Police Constable	\$ 102,447.64	\$ 1,010.75	
DeMelo	Matthew Correia	Police Constable	\$ 104,146.02	\$ 1,000.74	
Demian	Hiba Joseph	Parking Enforcement Officer	\$ 111,007.61	\$ 894.27	
Demkiw	Myron Andrey	Superintendent	\$ 178,968.06	\$ 10,883.54	
Dempster	Jonathan Nicholas	Police Constable	\$ 107,398.61	\$ 999.04	
Dennis	Aaron	Detective	\$ 120,631.66	\$ 1,060.02	
DeSilva	Julius Theodore	Project Leader	\$ 134,283.10	\$ 434.33	
Desloges	Thomas Armand	Police Constable	\$ 124,556.25	\$ 994.09	
Desmarais	John Paul	Police Constable	\$ 107,665.54	\$ 1,000.74	
Desrochers	Jerome Jeremy	Police Constable	\$ 109,370.41	\$ 1,007.25	
Desrochers	Roger Henri	Detective	\$ 128,709.56	\$ 1,060.02	
Desson	Jennifer Anne	Staff Sergeant	\$ 128,230.30	\$ 1,100.32	

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Devereux	Christopher Lee	Police Constable	\$ 128,939.00	\$ 1,010.75	
Devine	Kristy Patricia	Police Constable	\$ 107,107.11	\$ 1,005.19	
Devries	Tanya Lisette	Police Constable	\$ 101,993.69	\$ 1,010.75	
Dewland	William Ronald	Police Constable	\$ 116,510.79	\$ 350.74	
Dewsnap	Jamie Duncan	Plainclothes Police Constable	\$ 125,623.26	\$ 1,024.28	
Dewsnap	Stacey Lynn	Plainclothes Police Constable	\$ 108,093.97	\$ 1,032.38	
Dey	Robin Hugh	Sergeant	\$ 136,529.65	\$ 1,070.29	
Dhaliwal	Piara Singh	Police Constable	\$ 119,079.37	\$ 1,000.74	
Dhaliwal	Surinderjit	Senior Technical Analyst	\$ 126,533.30	\$ 401.70	
Dhatt	Rubinder	Detective	\$ 124,458.83	\$ 1,060.02	
Dhillon	Barinderjit Kaur	Police Constable	\$ 100,080.71	\$ 1,000.74	
Dhillon	Jagjit Singh	Police Constable	\$ 115,372.83	\$ 1,000.74	
Dhillon	Parveen	Communications Operator	\$ 100,383.36	\$ 952.90	
Dhillon	Ranbir Singh	Detective	\$ 116,599.18	\$ 1,049.10	
Dhillon	Ravneet Singh	Police Constable	\$ 115,431.27	\$ 1,000.74	
Dhingra	Rajeev	Police Constable	\$ 108,497.60	\$ 1,000.74	
Dhinsa	Parvinderjit Singh	Police Constable	\$ 153,652.68	\$ 925.74	
Dhoum	Munish	Detective	\$ 135,483.66	\$ 1,049.10	
Dhruv	Glenn	Police Constable	\$ 116,292.30	\$ 1,010.75	
Dhugha	Sarbjeet Kaur	Sergeant	\$ 118,013.58	\$ 1,060.02	
Dhukai	Esmail Abdulkarim	Plainclothes Police Constable	\$ 112,236.78	\$ 383.37	
Dhukai	Zeeshan Ayub	Police Constable	\$ 116,410.96	\$ 1,000.74	
Di Giacomo	Roberto	Sergeant	\$ 132,465.31	\$ 1,060.02	
Di Nardo	Marco	Plainclothes Police Constable	\$ 130,904.29	\$ 1,023.88	
Di Nino	Richard Donald	Police Constable	\$ 137,260.04	\$ 1,018.54	
Di Passa	Domenico	Detective Sergeant	\$ 137,369.22	\$ 1,110.98	
Di Poce	Julia Celeste	Plainclothes Police Constable	\$ 114,994.46	\$ 1,017.02	
Di Tollo	Monica Franca	Senior Operations Supervisor	\$ 130,202.08	\$ 1,053.10	
Di Tommaso	Mario	Staff Superintendent	\$ 193,248.37	\$ 14,905.37	
Diaconu	Adrian	Police Constable	\$ 117,778.64	\$ 655.89	
Diaz	Angela Maria	Plainclothes Police Constable	\$ 110,776.91	\$ 1,003.41	
Diaz	Pedro Eduardo	Detective	\$ 119,834.01	\$ 1,069.38	
Dick	Michael David	Plainclothes Police Constable	\$ 121,772.70	\$ 1,023.88	
Dickenson	Mick-Narada Lyle	Police Constable	\$ 105,040.57	\$ 939.12	
Dickie	Craig William	Police Constable	\$ 133,503.10	\$ 1,010.75	
Dickinson	David Thorpe	Detective	\$ 146,978.06	\$ 1,049.10	
DiCosola	Michele	Sergeant	\$ 144,465.56	\$ 1,070.29	
DiDanieli	Roberto	Detective Sergeant	\$ 141,649.74	\$ 1,110.98	
Digiovanni	Giuseppe	Sergeant	\$ 124,999.63	\$ 1,070.29	
Dilly	Andrew Earl	Plainclothes Police Constable	\$ 120,862.14	\$ 1,012.31	
Dinc	Huseyin	Senior Programmer	\$ 107,029.45	\$ 369.20	
Diodati	Richard	Police Constable	\$ 114,014.04	\$ 1,020.89	
Dion	Daniel	Sergeant	\$ 121,576.14	\$ 1,070.29	
Dipoce	Jeremy Michael	Police Constable	\$ 108,464.89	\$ 1,000.74	
Direnzo	Raymond Martin	Sergeant	\$ 121,355.40	\$ 1,070.29	
Disalvo	Sharon	Sergeant	\$ 119,591.79	\$ 1,070.29	
Ditlof	Nicholas Christopher	Plainclothes Police Constable	\$ 124,747.98	\$ 1,023.88	
Diviesti	Tony	Staff Sergeant	\$ 130,778.01	\$ 1,110.98	
Dixon	Aaron Scott	Police Constable	\$ 106,141.67	\$ 1,000.74	
Dixon	Helen Bridie	Sergeant	\$ 116,679.11	\$ 1,049.51	
Dizon	Eduardo	Plainclothes Police Constable	\$ 119,306.56	\$ 1,033.37	
Dizon	Jose Benedicto	Detective	\$ 141,407.39	\$ 1,060.02	
Dlugopolski	Stanislaw	Police Constable	\$ 106,447.86	\$ 1,000.74	
Dobbs	Beverly Rose	Police Constable	\$ 106,649.80	\$ 1,000.74	
Dobbs	Christian Daniel	Plainclothes Police Constable	\$ 110,175.09	\$ 1,016.76	
DoBias	Robert Andrew	Training Constable	\$ 111,877.96	\$ 1,023.88	
Dodds	Leslie Graham	Plainclothes Police Constable	\$ 118,044.87	\$ 1,023.88	
Dodson	Randie	Training Constable	\$ 113,570.52	\$ 1,033.37	
Doe	Lionel Douglas	Plainclothes Police Constable	\$ 106,010.99	\$ 1,023.88	
Doherty	Braden Spencer	Police Constable	\$ 107,952.20	\$ 1,004.52	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Dokurno	Richard Michael	Staff Sergeant	\$ 138,106.99	\$ 1,110.98	
Dolenc	Brenda Lynn	Police Constable	\$ 110,971.70	\$ 997.46	
Dolghii	Ivan	Plainclothes Police Constable	\$ 108,132.54	\$ 1,023.88	
Domenchuk	Andrea Marie	Police Constable	\$ 105,436.19	\$ 997.46	
Dominelli	Vittorio Salvatore	Police Constable	\$ 103,352.46	\$ 1,000.74	
Dominey	Paul Laurie	Sergeant	\$ 151,279.27	\$ 1,060.02	
Domingo	Jason Edward	Police Constable	\$ 117,189.13	\$ 1,010.75	
Donais	Bradley James	Sergeant	\$ 126,218.61	\$ 1,052.79	
Donaldson	Christina Elena	Police Constable	\$ 100,275.81	\$ 1,000.74	
Done	Iulian	Police Constable	\$ 119,020.85	\$ 1,000.74	
Donison	Kim	Police Constable	\$ 199,891.59	\$ 1,020.89	
Donnelly	Barry Christopher	Plainclothes Police Constable	\$ 106,247.63	\$ 1,023.88	
D'Onofrio	Antonio	Plainclothes Police Constable	\$ 146,500.88	\$ 1,023.88	
Dorazio	Nickolas Charles	Police Constable	\$ 116,864.86	\$ 1,018.54	
Dore	Jarrod Thomas	Senior Information Technology Advisor of Quality Assurance	\$ 105,791.41	\$ 353.03	
Dorey	Joseph Thomas	Project Leader	\$ 139,302.99	\$ 434.33	
D'Ornellas	Mark Christopher	Plainclothes Police Constable	\$ 111,661.71	\$ 1,033.37	
Dorobantu	Catalin	Police Constable	\$ 109,694.70	\$ 966.77	
Dorrington	Francis Justin Zachary	Police Constable	\$ 106,601.16	\$ 1,000.74	
Dorrington	Laurie Donna	Police Constable	\$ 104,187.67	\$ 1,010.75	
Dosanjh	Mandeep	Police Constable	\$ 140,570.22	\$ 991.12	
Doughty	Kathy Muriel	Staff Sergeant	\$ 130,055.71	\$ 459.68	
Douglas	Barbara Ann	Detective	\$ 121,588.42	\$ 1,070.29	
Douglas	Fraser Gordon	Plainclothes Police Constable	\$ 100,883.07	\$ 357.86	
Douglas	Jeffrey	Sergeant	\$ 121,908.22	\$ 1,070.29	
Douglas	Martin Kwame	Police Constable	\$ 102,489.39	\$ 1,010.75	
Douglas	Robert David	Police Constable	\$ 102,777.68	\$ 1,010.75	
Douglas	Stephen Michael	Plainclothes Police Constable	\$ 109,040.55	\$ 1,027.48	
Douglas-Cook	Allyson Karen	Police Constable	\$ 113,666.84	\$ 1,000.74	
Douglin	Charles Vance	Police Constable	\$ 103,011.59	\$ 360.75	
Doupe	Jeffery Jonathon	Plainclothes Police Constable	\$ 106,645.95	\$ 1,023.88	
Douvis	Antonios	Police Constable	\$ 118,399.95	\$ 1,000.74	
Dowdell	Sarah Melissa	Police Constable	\$ 100,012.01	\$ 1,000.74	
Dowding	Jeffrey Edward	Police Constable	\$ 124,095.84	\$ 1,008.65	
Dowdy	Orlando Kevin	Intermediate Technical Analyst	\$ 100,881.67	\$ 978.64	
Dowling	Christopher Thomas	Police Constable	\$ 102,186.78	\$ 991.12	
Downie	Kelly	Police Constable	\$ 104,839.29	\$ 1,020.89	
Downing	Thomas	Police Constable	\$ 109,131.34	\$ 1,020.89	
Doyle	Andrew Mershon	Plainclothes Police Constable	\$ 107,204.12	\$ 1,023.88	
Doyle	Christopher Patrick	Plainclothes Police Constable	\$ 141,025.96	\$ 1,023.88	
Doyle	Daniel Maurice	Police Constable	\$ 103,948.30	\$ 1,000.74	
Doyle	Dennis Charles	Police Constable	\$ 101,204.48	\$ 1,000.74	
Doyle	James Edward	Police Constable	\$ 130,803.39	\$ 994.09	
Draheim	Rodney Alfred-Werner	Police Constable	\$ 114,650.36	\$ 1,010.75	
Drake	Kevin Christopher	Plainclothes Police Constable	\$ 128,891.41	\$ 1,027.48	
Drake	William	Sergeant	\$ 119,694.73	\$ 823.09	
Drapack	Ryan Joseph	Detective	\$ 114,067.94	\$ 1,052.79	
Draper	Che William	Police Constable	\$ 111,854.56	\$ 1,000.74	
Draper	Kirstan Giles	Sergeant	\$ 116,199.76	\$ 1,049.10	
Drazic	Nikola	Plainclothes Police Constable	\$ 107,378.70	\$ 1,006.08	
Dreglia	Alexander	Police Constable	\$ 130,776.02	\$ 994.09	
Drennan	Craig	Detective Sergeant	\$ 134,771.31	\$ 1,110.98	
Drews	Jason	Police Constable	\$ 110,079.52	\$ 1,000.74	
Drivas	Athanasios	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88	
Dropuljic	Joseph	Police Constable	\$ 115,248.66	\$ 1,001.16	
Drozdowski	Marek	Training Constable	\$ 118,927.82	\$ 1,027.48	
Drummond	Craig William	Police Constable	\$ 108,693.33	\$ 1,010.75	
Drummond	Kyle Robert	Police Constable	\$ 100,519.33	\$ 1,000.74	
Drummond	Wendy Elizabeth	Sergeant	\$ 120,190.20	\$ 439.33	
D'Sena	Ryan	Police Constable	\$ 105,035.21	\$ 991.12	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
D'Silva	Allister	Detective	\$ 136,129.05	\$ 1,049.10	
D'Souza	Jason Donovan	Police Constable	\$ 114,532.62	\$ 966.77	
D'Souza	Philip	Police Constable	\$ 114,210.18	\$ 1,020.89	
D'Souza	Ryan Ashley	Police Constable	\$ 111,615.94	\$ 350.74	
D'Souza	Ryan Justin	Police Constable	\$ 105,693.35	\$ 922.48	
D'Souza	Tyron Ian	Police Constable	\$ 119,933.96	\$ 1,000.74	
Duarte	Joao Rodrigo	Plainclothes Police Constable	\$ 131,016.32	\$ 1,023.88	
Duarte	Marco Filipe	Plainclothes Police Constable	\$ 111,306.42	\$ 1,022.10	
Dube	David	Sergeant	\$ 120,419.97	\$ 1,070.29	
Dubeau	Meri	Senior Staffing Advisor	\$ 103,317.33	\$ 986.92	
Dubreuil	Jean	Sergeant	\$ 139,292.20	\$ 1,070.29	
Ducie	Curtis Wayne	Sergeant	\$ 116,232.27	\$ 1,049.10	
Ducusin	Michael Ryan	Training Constable	\$ 114,653.78	\$ 1,023.88	
Dudarev	Vadim	Police Constable	\$ 130,136.53	\$ 1,000.74	
Duerden	Patrick Peter	Police Constable	\$ 113,455.15	\$ 1,000.74	
Duffus	Richard Hugh	Detective	\$ 157,875.41	\$ 1,070.29	
Duffy	Marjorie Arleen	Sergeant	\$ 120,803.85	\$ 1,070.29	
Dugan	Stephanie	Police Constable	\$ 105,087.09	\$ 1,020.89	
Duggan	Jennifer Joan	Plainclothes Police Constable	\$ 118,975.28	\$ 1,023.88	
Duke	Brian Douglas	Sergeant	\$ 100,624.91	\$ 740.69	
Dulatas	Jose Job	Police Constable	\$ 111,989.05	\$ 1,000.74	
Dulude	Lisa Arlene	Police Constable	\$ 122,166.80	\$ 994.09	
Dunbar	Everett Clair	Plainclothes Police Constable	\$ 121,260.78	\$ 1,016.76	
Duncan	Peter	Detective	\$ 119,062.47	\$ 1,070.29	
Duncan	Phillip Zvi	Plainclothes Police Constable	\$ 114,405.79	\$ 1,033.37	
Duncan	Robert Alexander	Safety Planner and Program Co-ordinator	\$ 140,550.06	\$ 556.27	
Dunk	Corey Everette	Plainclothes Police Constable	\$ 114,211.91	\$ 1,023.88	
Dunker	Nigel Peter	Training Constable	\$ 114,032.65	\$ 1,023.88	
Dunkley	Leslie	Detective	\$ 139,776.88	\$ 1,070.29	
Dunlop	James Michael	Plainclothes Police Constable	\$ 109,350.37	\$ 1,006.97	
Dunlop	John Paul	Sergeant	\$ 124,604.61	\$ 1,070.29	
Dunne	James William	Police Constable	\$ 104,701.37	\$ 1,000.74	
Dunning	Paul Douglas	Police Constable	\$ 105,547.48	\$ 1,000.74	
Duran	Adrian Rogelio	Plainclothes Police Constable	\$ 139,612.28	\$ 1,023.88	
Durocher	David Leonard	Police Constable	\$ 108,215.98	\$ 1,000.74	
Durran	Ned	Police Constable	\$ 175,334.07	\$ 1,000.74	
Durst	Christopher David	Plainclothes Police Constable	\$ 138,596.90	\$ 1,023.88	
Durst	Natalie Elizabeth	Plainclothes Police Constable	\$ 132,752.73	\$ 1,023.88	
Dury	Benjamin Michael	Detective	\$ 124,604.80	\$ 410.02	
Duthie	Colin Barrie	Police Constable	\$ 104,845.38	\$ 1,000.74	
Duthie	Robert	Sergeant	\$ 125,261.06	\$ 1,070.29	
Dvernechuk	Mark William	Police Constable	\$ 106,763.52	\$ 991.12	
Dybowski	Michael Leonhard	Plainclothes Police Constable	\$ 108,346.33	\$ 1,023.88	
Dyck	Henry Jacob	Detective	\$ 120,013.78	\$ 1,049.10	
Dyer	Robert Bruce	Police Constable	\$ 100,334.97	\$ 1,000.74	
Dyke	Adrian Warren	Police Constable	\$ 104,021.01	\$ 991.12	
Dyke	Geoffrey Thomas	Training Constable	\$ 115,163.45	\$ 1,030.07	
Dyke	Lene Dahl	Plainclothes Police Constable	\$ 117,625.11	\$ 989.59	
Dymond	Jeffrey William	Police Constable	\$ 105,209.57	\$ 991.12	
Dzelajlija	George	Police Constable	\$ 109,244.60	\$ 1,007.25	
Dzingala	Richard George	Police Constable	\$ 108,330.35	\$ 1,020.89	
Eagleson	Dawn Michelle	Detective	\$ 116,747.03	\$ 1,060.02	
Eagleson-Madden	Lisa Christine	Detective	\$ 116,926.31	\$ 1,060.82	
Earl	Michael	Staff Inspector	\$ 171,786.65	\$ 9,331.56	
East	Jeffrey Bruce	Police Constable	\$ 107,075.13	\$ 1,000.74	
Eaton	Douglas Brian	Plainclothes Police Constable	\$ 157,188.45	\$ 1,023.88	
Ebrahim	Riaz Ahmed	Police Constable	\$ 114,211.44	\$ 1,000.74	
Ebrahimi	Pooya	Plainclothes Police Constable	\$ 139,358.65	\$ 1,023.88	
Eckersall	Peter James	Police Constable	\$ 102,304.49	\$ 1,010.75	
Ecklund	Andrew Douglas	Staff Sergeant	\$ 133,974.20	\$ 1,100.32	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Ecklund	David Grenville	Staff Sergeant	\$ 142,026.36	\$ 1,100.32	
Edelhofer	Marie Caroline	Police Constable	\$ 112,832.35	\$ 1,000.74	
Edgar	Leslie Adam	Plainclothes Police Constable	\$ 140,223.54	\$ 1,032.38	
Edgerton	Kirsten Elizabeth	Parking Enforcement Officer	\$ 102,220.03	\$ 894.27	
Edward	Glenn Raymond	Sergeant	\$ 113,531.08	\$ 1,049.92	
Edwards Pierre	Charlene Kathleen	Police Constable	\$ 105,133.12	\$ 370.89	
Edwicker	Alexis Grace	Detective	\$ 138,038.71	\$ 1,049.51	
Egeli	Enis	Plainclothes Police Constable	\$ 131,356.71	\$ 996.69	
Eichenberg	James Michael	Sergeant	\$ 129,383.89	\$ 1,060.02	
El Sayegh	Raydan Imad	Police Constable	\$ 103,848.34	\$ 991.45	
Elaschuk	Christien Timothy	Police Constable	\$ 106,197.80	\$ 1,000.74	
Elaschuk	Melissa Lee	Plainclothes Police Constable	\$ 135,058.48	\$ 1,033.37	
Eldridge	Reginald	Sergeant	\$ 124,100.55	\$ 1,070.29	
Eley	Stuart	Inspector	\$ 168,842.79	\$ 1,176.11	
Elgar	Karen Elizabeth	Plainclothes Police Constable	\$ 118,051.31	\$ 1,043.90	
Eliadis	Alexander	Training Constable	\$ 116,305.45	\$ 1,023.88	
Elliot	Benjamin George	Plainclothes Police Constable	\$ 101,643.73	\$ 357.86	
Elliott	Adrian Godfrey	Police Constable	\$ 104,827.96	\$ 1,000.74	
Elliott	Christopher Paul	Detective	\$ 118,884.59	\$ 1,060.02	
Elliott	Kathleen	Police Constable	\$ 104,829.84	\$ 1,020.89	
Elliott	Paul	Detective	\$ 126,861.57	\$ 1,070.29	
Elliott	Shawn William	Detective	\$ 119,660.34	\$ 1,070.29	
Ellis	Aisha Binta	Police Constable	\$ 115,613.63	\$ 991.12	
Ellis	Geoffrey William	Sergeant	\$ 115,198.30	\$ 1,049.51	
Ellis	Matthew Austin	Plainclothes Police Constable	\$ 121,840.74	\$ 1,020.52	
Ellis	Robert Malcolm	Police Constable	\$ 102,612.05	\$ 1,010.75	
Elo	Douglas Allan	Police Constable	\$ 111,066.06	\$ 1,000.74	
Elvy	Conroy Jonathan	Police Constable	\$ 120,573.20	\$ 991.12	
Emerson	Terry Evan	Police Constable	\$ 101,998.56	\$ 1,000.74	
Emms	Jeffrey Brian	Police Constable	\$ 108,668.78	\$ 1,000.74	
Emond	Christian Rene	Police Constable	\$ 138,653.61	\$ 1,018.54	
Emptage	Matthew James	Police Constable	\$ 142,792.33	\$ 1,020.32	
Engel	Marten Brouwer	Police Constable	\$ 107,424.34	\$ 1,000.74	
English	Douglas	Police Constable	\$ 105,072.92	\$ 1,020.89	
Entwistle	Courtney Lee	Police Constable	\$ 107,162.71	\$ 350.74	
Entwistle	Warren Clayton	Detective	\$ 130,896.86	\$ 1,049.10	
Epperson	Erik Amadeus	Sergeant	\$ 119,203.46	\$ 1,049.10	
Epperson	Natalia	Police Constable	\$ 136,048.93	\$ 994.09	
Erdis	Ian Ross	Police Constable	\$ 148,669.87	\$ 1,000.74	
Erickson	Kenneth	Police Constable	\$ 146,794.11	\$ 1,020.89	
Ervick	Dale	Inspector	\$ 165,383.35	\$ 1,114.77	
Escott	Jai	Police Constable	\$ 107,631.29	\$ 1,018.54	
Espie	Glen	Police Constable	\$ 108,947.50	\$ 1,000.74	
Espino	Nilo Anthony	Police Constable	\$ 101,910.48	\$ 1,000.74	
Espinoza Parent	Victor Manuel	Police Constable	\$ 167,979.32	\$ 1,000.74	
Essert	Justin Alexander	Plainclothes Police Constable	\$ 109,509.36	\$ 1,023.88	
Esteves	Rui Manuel	Police Constable	\$ 123,177.73	\$ 1,000.74	
Estwick	Eulialia	Sergeant	\$ 119,999.44	\$ 670.29	
Ethier	Christopher Michael	Plainclothes Police Constable	\$ 125,858.80	\$ 1,023.88	
Ethier	Isabel Anne	Police Constable	\$ 113,738.64	\$ 350.74	
Eustace	David	Sergeant	\$ 110,997.65	\$ 740.69	
Euteneier	Simon Quincey	Police Constable	\$ 135,848.18	\$ 1,000.74	
Evans	Bryce	Superintendent	\$ 175,475.74	\$ 8,852.01	
Evans	Daymon Dave	Police Constable	\$ 113,543.55	\$ 976.27	
Evans	Joel Michael	Police Constable	\$ 109,238.98	\$ 976.27	
Evans	Julie Marie	Detective	\$ 118,900.46	\$ 1,049.10	
Evans	Mark Anthony	Police Constable	\$ 111,339.08	\$ 1,000.74	
Evelyn	Dion	Manager of Communications Services	\$ 165,803.24	\$ 1,440.01	
Evelyn	Joel Jamson	Sergeant	\$ 114,767.61	\$ 1,052.79	
Everest	John Alfred	Staff Sergeant	\$ 135,443.72	\$ 1,110.98	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Eyden	Aimee Jamie	Police Constable	\$ 126,909.21	\$ 1,000.74	
Ezekiel	Scott Carl	Police Constable	\$ 108,586.37	\$ 1,010.75	
Fabiszewska	Agnes Anna	Police Constable	\$ 100,075.02	\$ 1,000.74	
Facoetti	Michael Paul	Sergeant	\$ 129,623.95	\$ 1,070.29	
Fadel	Mohamad	Police Constable	\$ 100,656.88	\$ 1,000.74	
Fadi	Steven Paul	Plainclothes Police Constable	\$ 146,624.86	\$ 1,043.90	
Faduck	Bryon William	Police Constable	\$ 114,047.20	\$ 1,002.88	
Fagu	Avinaash Prithipaul	Plainclothes Police Constable	\$ 115,718.91	\$ 1,026.41	
Fairclough	James Stephen	Sergeant	\$ 114,021.94	\$ 1,049.10	
Fairclough	Werner	Police Constable	\$ 112,719.85	\$ 1,009.70	
Faizi	Hassanain	Police Constable	\$ 145,886.84	\$ 997.46	
Falconer	Gregory	Sergeant	\$ 132,247.81	\$ 1,070.29	
Falkinson	Frank	Staff Sergeant	\$ 130,307.71	\$ 560.98	
Farahbakhsh	Jeanette Isabel	Director of Human Resources	\$ 193,251.86	\$ 3,066.31	
Fardell	Geoffrey Royston	Plainclothes Police Constable	\$ 125,283.01	\$ 1,023.88	
Fardell	Ryan David	Police Constable	\$ 113,358.83	\$ 1,008.98	
Farewell	Daniel Harold	Plainclothes Police Constable	\$ 119,052.61	\$ 1,024.28	
Farmer	Kevin James	Senior Customer Service Rep	\$ 104,821.32	\$ 369.20	
Farrell	Christine Marie	Detective	\$ 133,086.67	\$ 1,070.29	
Farrell	Douglas James	Training Constable	\$ 114,128.75	\$ 1,023.88	
Farrell	George	Staff Sergeant	\$ 138,159.26	\$ 1,110.98	
Farrell	Gregory William	Police Constable	\$ 109,294.57	\$ 976.27	
Fassbender	Susan Elisabeth	Police Constable	\$ 108,801.51	\$ 1,010.75	
Fazeli	Alan Alireza	Detective	\$ 138,523.75	\$ 399.10	
Feagan	Gregory David	Plainclothes Police Constable	\$ 147,056.76	\$ 1,023.88	
Featherstonhaugh	Jennifer Patricia	Police Constable	\$ 114,372.95	\$ 1,007.86	
Feaver	Cory Bert	Police Constable	\$ 105,225.09	\$ 1,020.89	
Febbo	Oliver	Sergeant	\$ 123,796.50	\$ 1,070.29	
Federico	Matthew Michael	Senior Technical Analyst	\$ 123,243.08	\$ 1,051.70	
Federico	Michael	Deputy Chief	\$ 247,144.38	\$ 11,357.01	
Fedory	Mykola	Police Constable	\$ 125,726.31	\$ 1,000.74	
Fegan	Brenda Elizabeth	Police Constable	\$ 103,993.48	\$ 1,010.75	
Fegan	Paul	Training Constable	\$ 118,664.06	\$ 1,043.90	
Fehr	Douglas Alan	Training Constable	\$ 116,851.98	\$ 1,023.88	
Feltmate	Marlowe Lucien	Plainclothes Police Constable	\$ 112,725.43	\$ 1,020.52	
Fenech	Jeffrey	Police Constable	\$ 127,734.63	\$ 1,000.74	
Fenton	David	Superintendent	\$ 178,968.06	\$ 17,176.78	
Fenton	Jason Robert	Plainclothes Police Constable	\$ 129,524.72	\$ 1,023.88	
Fenty	Matthew Shawn	Police Constable	\$ 133,306.03	\$ 908.29	
Fenwick	Matthew Michael	Plainclothes Police Constable	\$ 120,919.58	\$ 1,023.88	
Feraday	Mark Daniel	Sergeant	\$ 118,537.22	\$ 1,069.38	
Ferdinand	Patrick Wallace	Police Constable	\$ 107,892.11	\$ 1,020.89	
Ferguson	Hugh	Superintendent	\$ 179,239.49	\$ 15,133.42	
Ferguson	Jay Marie	Sergeant	\$ 120,367.73	\$ 1,070.29	
Ferguson	Laird Ogilvie	Police Constable	\$ 102,316.99	\$ 1,010.75	
Ferguson	Saint Page	Police Constable	\$ 105,114.77	\$ 1,010.75	
Ferguson	Scott Cavanagh	Detective	\$ 131,312.37	\$ 6,028.59	
Ferguson	Stephen	Detective	\$ 124,285.04	\$ 1,070.29	
Ferko	Christopher Robin	Sergeant	\$ 146,259.01	\$ 1,060.02	
Ferlisi	Onofrio Antonio	Police Constable	\$ 104,307.32	\$ 1,010.75	
Fernandes	Basil Greg	Police Constable	\$ 103,906.30	\$ 1,000.74	
Fernandes	Dwayne Anthony	Sergeant	\$ 116,531.01	\$ 1,060.02	
Fernandes	Joao Angelo	Police Constable	\$ 107,183.43	\$ 991.12	
Fernandes	Keri Ann	Detective	\$ 125,347.55	\$ 1,049.51	
Fernandes	Michael	Plainclothes Police Constable	\$ 119,326.71	\$ 393.90	
Fernandes	Michael Freitas	Police Constable	\$ 126,920.25	\$ 1,000.74	
Fernandes	Roland Andrea	Police Constable	\$ 111,811.56	\$ 1,020.89	
Fernandes	Ross Savio	Detective	\$ 117,912.58	\$ 1,049.10	
Fernandes	Selwyn John	Superintendent	\$ 178,968.06	\$ 11,506.48	
Fernandez	Steven James	Police Constable	\$ 102,739.38	\$ 884.73	

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Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Ferreira	Jason Neto	Police Constable	\$ 107,849.02	\$ 991.12	
Ferreira	Mark	Police Constable	\$ 151,204.98	\$ 1,020.89	
Ferreira	Mickael	Plainclothes Police Constable	\$ 112,429.96	\$ 1,023.88	
Ferreira	Paulo Jorge	Police Constable	\$ 165,853.18	\$ 1,010.75	
Ferris	Lisa	Sergeant	\$ 127,970.70	\$ 1,070.29	
Ferris	Manie Therese	Police Constable	\$ 111,102.50	\$ 1,000.74	
Ferry	Jason Wayne	Sergeant	\$ 123,933.89	\$ 1,060.02	
Ferry	Michael Bernard	Sergeant	\$ 124,372.54	\$ 1,070.29	
Fidler	Andrew Clarence	Plainclothes Police Constable	\$ 141,098.13	\$ 1,021.21	
Fiedtkou	Neil Walter	Police Constable	\$ 114,535.18	\$ 1,002.75	
Fielding	Shawn Michael	Police Constable	\$ 141,432.80	\$ 1,000.74	
Figlarz	Radoslaw	Police Constable	\$ 118,206.16	\$ 1,000.74	
Filippin	Gianni Alan	Police Constable	\$ 127,453.19	\$ 1,000.74	
Fillier	Sean Michael	Police Constable	\$ 122,779.76	\$ 1,010.75	
Findlay	Ryan McLean	Plainclothes Police Constable	\$ 119,392.87	\$ 1,023.88	
Fine	Jeremy David	Communications Operator	\$ 100,312.62	\$ 952.90	
Finlay	Timothy Andrew	Physical Fitness Co-Ordinator	\$ 104,520.97	\$ 1,019.20	
Finley-Kellough	Jillian Elizabeth	Police Constable	\$ 105,947.86	\$ 1,000.74	
Finn	Bruce Rexford	Court Officer	\$ 102,910.28	\$ 931.06	
Finn	Tracy Faye	Coordinator Communications	\$ 113,961.83	\$ 1,012.31	
Firth	Zachary Jonathon	Plainclothes Police Constable	\$ 110,660.16	\$ 1,011.42	
Fischer	David Anthony	Police Constable	\$ 104,464.21	\$ 1,006.97	
Fisher	Bradley	Detective	\$ 119,104.77	\$ 1,070.29	
Fisher	Jennifer Lyndsay	Police Constable	\$ 111,303.27	\$ 341.12	
Fisher	Susan	Police Constable	\$ 109,825.91	\$ 1,020.89	
Fister	Miran	Police Constable	\$ 124,708.03	\$ 1,020.89	
Fitkin	Christopher Allan	Plainclothes Police Constable	\$ 110,408.40	\$ 376.23	
Fitzsimmons	Daniel James	Plainclothes Police Constable	\$ 114,782.21	\$ 1,023.88	
Flanders	Todd Matthew	Staff Sergeant	\$ 141,264.81	\$ 1,100.32	
Flannery	Michelle Louisa	Police Constable	\$ 109,251.31	\$ 1,010.75	
Fleckeisen	Iris	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Fleming	James Stuart	Plainclothes Police Constable	\$ 115,702.74	\$ 377.48	
Fletcher	Shawn William	Plainclothes Police Constable	\$ 106,162.29	\$ 989.59	
Flett	James	Plainclothes Police Constable	\$ 113,263.72	\$ 393.90	
Flis	Albert	Sergeant	\$ 132,941.78	\$ 770.29	
Flis	Candice Lynn	Sergeant	\$ 122,220.21	\$ 1,070.29	
Florence	Mark Duncan	Communications Operations Supervisor	\$ 108,638.41	\$ 998.14	
Flores	Manuel Alejandro	Plainclothes Police Constable	\$ 117,250.67	\$ 1,023.88	
Florez	Luis Guillermo	Police Constable	\$ 118,315.90	\$ 1,000.74	
Floria	Ioan Florin	Police Constable	\$ 102,527.87	\$ 359.84	
Flowers	Thomas Pryce	Training Constable	\$ 119,626.90	\$ 1,033.37	
Flumian	Tracy Lynn Angela	Police Constable	\$ 105,930.08	\$ 1,000.74	
Foley	Renee Cynthia	Detective	\$ 130,710.19	\$ 1,060.02	
Folo	Dorian	Senior Human Resource Application Specialist	\$ 106,571.36	\$ 369.20	
Fong	Michael Do	Police Constable	\$ 106,229.76	\$ 1,000.74	
Fong	Nelson	Police Constable	\$ 183,295.47	\$ 994.09	
Fong	Wai Shun	Police Constable	\$ 142,259.84	\$ 1,010.75	
Fonseca	Michael Remalho	Training Constable	\$ 122,285.98	\$ 1,024.67	
Forbes	David William	Plainclothes Police Constable	\$ 139,178.52	\$ 1,023.88	
Ford	Adrian Meredith	Police Constable	\$ 109,804.69	\$ 954.60	
Ford	Andrew Rion	Police Constable	\$ 100,661.19	\$ 975.06	
Ford	Christian William	Plainclothes Police Constable	\$ 115,026.20	\$ 1,017.02	
Ford	Harrison Marc	Police Constable	\$ 124,253.80	\$ 991.12	
Forde	Nelvin	Police Constable	\$ 100,232.61	\$ 1,000.74	
Forde	Roger Anthony	Sergeant	\$ 130,070.41	\$ 1,058.73	
Forde	Ryan	Detective	\$ 127,672.87	\$ 1,060.02	
Forestall	Gregory	Detective	\$ 126,358.04	\$ 1,070.29	
Forestell	Michael	Sergeant	\$ 133,835.78	\$ 1,070.29	
Forrest	Cameron James	Plainclothes Police Constable	\$ 107,634.54	\$ 1,023.88	
Forrest	Grant Adam	Police Constable	\$ 149,232.15	\$ 359.70	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Forrest	Sean Seymour	Police Constable	\$ 103,745.92	\$ 1,000.74	
Forrest	Wendy Anne	Police Constable	\$ 106,957.25	\$ 368.54	
Forsyth	Connie	Police Constable	\$ 107,062.02	\$ 1,000.74	
Foster	Anthony Joseph	Police Constable	\$ 106,024.43	\$ 1,000.74	
Foster	Lorne David	Plainclothes Police Constable	\$ 129,907.34	\$ 1,023.88	
Foster	Wayne Edward	Police Constable	\$ 164,127.68	\$ 1,018.54	
Fotopoulos	George	Sergeant	\$ 119,010.54	\$ 1,070.29	
Fougere	Cory Trenton	Sergeant	\$ 127,838.63	\$ 1,049.10	
Foulds	Laura Jane	Plainclothes Police Constable	\$ 121,637.45	\$ 1,023.88	
Fournier	Marie-Josée	Police Constable	\$ 115,234.29	\$ 1,000.74	
Fowlds	Gordon Bruce	Police Constable	\$ 121,910.07	\$ 1,020.89	
Fowlds	Scott MacKenzie	Sergeant	\$ 140,699.22	\$ 1,070.29	
Fowler	Wayne Leonard	Detective	\$ 118,767.04	\$ 1,070.29	
Fox	James	Detective	\$ 118,802.69	\$ 770.29	
Fox	Jennifer Anne	Police Constable	\$ 108,657.31	\$ 1,000.74	
Fox	Steven Andrew	Police Constable	\$ 114,737.13	\$ 1,000.74	
Fox-Vignarajah	Suzanne Helen	Plainclothes Police Constable	\$ 105,018.61	\$ 1,006.30	
Francis	Jennifer Suzanne	Plainclothes Police Constable	\$ 139,084.28	\$ 1,020.52	
Francis	Valerie Colmata	Police Constable	\$ 105,154.99	\$ 370.89	
Franco	Christopher Robert	Police Constable	\$ 161,062.93	\$ 872.02	
Francois	Patrice Gaston	Plainclothes Police Constable	\$ 119,880.66	\$ 1,023.88	
Frank	Marilyn Irene	Police Constable	\$ 103,498.99	\$ 1,010.75	
Frank	Mark	Police Constable	\$ 153,863.51	\$ 991.12	
Franken	Michael Daniel	Police Constable	\$ 114,844.71	\$ 997.46	
Franklin	Richard	Plainclothes Police Constable	\$ 126,251.39	\$ 802.82	
Fraracci	Gregory Robert	Police Constable	\$ 101,309.79	\$ 503.97	
Fraser	Rod David	Plainclothes Police Constable	\$ 120,960.32	\$ 1,023.88	
Fraser	Spencer Robert	Plainclothes Police Constable	\$ 134,707.85	\$ 1,023.88	
Fraser	Tracey	Sergeant	\$ 125,990.87	\$ 1,070.29	
Frederick	Amanda Lorraine	Police Constable	\$ 100,270.78	\$ 1,000.74	
Frederick	Antonio Rudolph	Sergeant	\$ 116,499.50	\$ 1,049.10	
Freeman	Eric Michael	Police Constable	\$ 108,118.24	\$ 1,000.74	
Freeman	Jeffrey Bryant	Police Constable	\$ 109,689.66	\$ 1,000.74	
Freeman	John Kenneth	Police Constable	\$ 103,850.93	\$ 1,000.74	
Freeman	Michael William	Communications Operator	\$ 101,125.85	\$ 302.90	
French	Christopher James	Detective	\$ 141,408.79	\$ 1,060.02	
French	Elizabeth Anne	Communications Operator	\$ 101,160.60	\$ 952.90	
French	John	Staff Sergeant	\$ 134,890.52	\$ 1,110.98	
Frendo-Jones	Mark Edward	Plainclothes Police Constable	\$ 120,636.31	\$ 1,023.88	
Frias	Paul George	Police Constable	\$ 105,644.71	\$ 1,000.74	
Friebe	Danny	Police Constable	\$ 144,845.99	\$ 1,020.89	
Frigon	Robert	Plainclothes Police Constable	\$ 133,801.69	\$ 1,043.90	
Frimeth	Kevin David	Detective	\$ 155,900.91	\$ 1,070.29	
Fritz	Theodor	Detective	\$ 134,774.58	\$ 1,070.29	
Frost	Gregory Charles	Police Constable	\$ 109,707.87	\$ 1,000.74	
Fryer	Stephen Robert	Police Constable	\$ 119,920.43	\$ 1,019.43	
Fullard	Jonathan James	Police Constable	\$ 104,359.70	\$ 939.12	
Fuller	Jermaine Toriano	Police Constable	\$ 105,931.21	\$ 1,000.74	
Funchion	Daniel Scott	Police Constable	\$ 121,275.02	\$ 1,018.54	
Fung	Kenneth	Police Constable	\$ 109,408.80	\$ 997.46	
Furanna	Ryan Andrew	Plainclothes Police Constable	\$ 123,224.48	\$ 1,023.88	
Furfaro	Matthew Annunziato	Police Constable	\$ 117,942.56	\$ 942.99	
Furness	Howard Wayne	Manager of Payroll and Benefits	\$ 162,187.06	\$ 773.45	
Furyk	Robert Paul	Police Constable	\$ 127,087.72	\$ 1,018.54	
Furzecott	Mark Linton	Plainclothes Police Constable	\$ 108,986.06	\$ 1,023.88	
Fydenchuk	Kay	Police Constable	\$ 106,542.82	\$ 1,020.89	
Fyfe	John	Plainclothes Police Constable	\$ 122,796.75	\$ 1,043.90	
Fynes	Bronagh Maria	Sergeant	\$ 125,815.59	\$ 1,060.02	
Fyzul	Sheik Mohamed	Police Constable	\$ 108,336.49	\$ 959.97	
Gabbidon	Travis Kenneth	Police Constable	\$ 149,655.84	\$ 950.73	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Gabriel	Matthew Thomas	Police Constable	\$ 117,661.31	\$ 1,000.74	
Gagliardi	Deanna Lynn	Plainclothes Police Constable	\$ 109,272.62	\$ 1,033.37	
Gagliardi	Vito	Sergeant	\$ 135,201.75	\$ 1,060.02	
Gajewski	Darryl Frank	Police Constable	\$ 114,531.08	\$ 1,000.74	
Gajewski	Sarakina Madeline	Police Constable	\$ 120,065.13	\$ 350.74	
Gajraj	Syed Sean	Plainclothes Police Constable	\$ 127,634.61	\$ 1,023.88	
Gal	Peter Anthony	Communications Operator	\$ 100,350.27	\$ 952.90	
Galamiyeva	Yekaterina	Plainclothes Police Constable	\$ 116,313.83	\$ 1,016.76	
Galapon	Wendell Ian	Police Constable	\$ 111,072.19	\$ 1,012.31	
Galazka	Tomasz Robert	Plainclothes Police Constable	\$ 134,242.71	\$ 1,033.37	
Galdiks	Roland Gerhard	Police Constable	\$ 122,425.54	\$ 1,000.74	
Gales	Wendy	Sergeant	\$ 119,056.71	\$ 920.29	
Galiotos	Konstantinos	Plainclothes Police Constable	\$ 112,323.90	\$ 1,033.37	
Gall	Alexandru	Police Constable	\$ 108,342.25	\$ 1,000.74	
Gallagher	Andrew George	Senior Customer Service Rep	\$ 107,363.28	\$ 369.20	
Gallagher	Ian James	Police Constable	\$ 133,433.25	\$ 1,000.74	
Gallagher	John Ashley	Police Constable	\$ 111,981.67	\$ 1,010.19	
Gallant	Denise	Detective	\$ 119,367.96	\$ 420.29	
Gallant	Kelly-Ann	Detective Sergeant	\$ 130,322.91	\$ 1,110.98	
Gallant	Stacy	Detective Sergeant	\$ 130,307.71	\$ 1,110.98	
Gallant	Timothy	Detective Sergeant	\$ 171,407.55	\$ 1,110.98	
Gallo	Daniel	Plainclothes Police Constable	\$ 119,915.08	\$ 1,218.80	
Galvao	Kelly Elizabeth	Plainclothes Police Constable	\$ 110,423.54	\$ 1,014.22	
Gandhi	Manmohan Singh	Police Constable	\$ 102,656.53	\$ 1,000.74	
Ganeshalingam	Niruban	Police Constable	\$ 122,385.23	\$ 1,000.74	
Ganj	Arran	Plainclothes Police Constable	\$ 105,730.52	\$ 1,023.88	
Garbas	Edward Arthur	Police Constable	\$ 134,878.95	\$ 1,020.89	
Garbutt	Deborah Grace	Police Constable	\$ 122,140.89	\$ 1,010.75	
Garbutt	Todd	Police Constable	\$ 112,606.51	\$ 1,020.89	
Garcia	Christopher	Plainclothes Police Constable	\$ 120,352.08	\$ 1,017.02	
Garcia	Etelvino Manuel	Plainclothes Police Constable	\$ 121,747.43	\$ 1,023.88	
Garcia	Nandino	Plainclothes Police Constable	\$ 111,972.82	\$ 1,013.87	
Gardiner	Robert Scott	Sergeant	\$ 127,919.51	\$ 1,057.03	
Gardner	Ronald Franklin	Sergeant	\$ 116,849.36	\$ 1,052.79	
Garganis	Angelo	Police Constable	\$ 105,224.67	\$ 1,000.74	
Garganis	Christopher	Police Constable	\$ 101,072.33	\$ 976.27	
Garland	Marina Eduardovna	Detective	\$ 138,966.30	\$ 1,060.02	
Garner	Anthony Alloy	Police Constable	\$ 106,886.84	\$ 1,010.75	
Garrett	Richard Fredrick	Police Constable	\$ 130,200.04	\$ 1,018.54	
Garrison	Heidi Elsie	Detective Sergeant	\$ 116,841.78	\$ 459.94	
Garrison	Tracey Lee-Ann	Detective	\$ 116,284.31	\$ 585.02	
Garrity	Thomas David	Plainclothes Police Constable	\$ 102,620.92	\$ 1,007.71	
Garrow	Patrick John	Sergeant	\$ 115,733.99	\$ 1,049.10	
Garvey	Andrew Frederick	Plainclothes Police Constable	\$ 124,706.40	\$ 1,023.88	
Gaudet	David Richard	Sergeant	\$ 119,552.05	\$ 1,060.02	
Gaudet	Derrick	Sergeant	\$ 126,703.25	\$ 1,070.29	
Gauthier	Leo	Sergeant	\$ 118,767.04	\$ 420.29	
Gauthier	Paul Richard	Sergeant	\$ 117,818.16	\$ 1,060.02	
Gauvreau	Marc Robert	Police Constable	\$ 106,243.94	\$ 1,039.23	
Gavaller	Ilana Chana	Police Constable	\$ 118,623.02	\$ 997.46	
Gayle	Phillip Preston	Plainclothes Police Constable	\$ 106,799.27	\$ 1,023.88	
Gazey	Daryl	Plainclothes Police Constable	\$ 160,372.93	\$ 1,043.90	
Ge	Hao	Police Constable	\$ 103,560.58	\$ 1,000.74	
Geana	Sorin	Plainclothes Police Constable	\$ 138,731.35	\$ 1,023.88	
Geborski	Piotr	Police Constable	\$ 124,030.41	\$ 991.12	
Gee	Kevin Wai	Police Constable	\$ 107,471.22	\$ 1,000.74	
Gee	William Edward	Plainclothes Police Constable	\$ 119,640.65	\$ 1,023.88	
Gellel	Jennifer	Police Constable	\$ 107,667.30	\$ 991.45	
Gendi	Peter	Plainclothes Police Constable	\$ 118,984.64	\$ 1,023.88	
Genovy	Shaun	Detective	\$ 122,184.26	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
George	Keith Joseph	Plainclothes Police Constable	\$ 113,870.72	\$ 1,023.88	
Georgeff	Marcus William	Police Constable	\$ 115,201.80	\$ 1,020.89	
Georgopoulos	Kevin	Plainclothes Police Constable	\$ 109,681.72	\$ 1,000.74	
Germaine	Jennifer Anne	Police Constable	\$ 103,390.87	\$ 1,010.75	
Gerrits	Kayla Jan	Police Constable	\$ 113,856.27	\$ 976.27	
Gerry	Donald	Staff Sergeant	\$ 142,711.26	\$ 1,110.98	
Gerry	Matthew James	Police Constable	\$ 120,696.50	\$ 1,000.74	
Getty	Sean Peter	Plainclothes Police Constable	\$ 117,804.45	\$ 1,013.87	
Getty	Shawn	Detective Sergeant	\$ 140,072.83	\$ 1,110.98	
Ghazarian	Antranik	Plainclothes Police Constable	\$ 169,042.19	\$ 973.57	
Ghazarian	Hamayak	Plainclothes Police Constable	\$ 173,126.47	\$ 1,023.88	
Gheysar	Makda	Financial Planner	\$ 135,832.85	\$ 1,292.59	
Ghotbi	Farzad	Police Constable	\$ 105,319.94	\$ 1,000.74	
Gialousis	Emanuel	Police Constable	\$ 119,709.64	\$ 1,000.74	
Giannini	Antonio	Police Constable	\$ 117,286.90	\$ 357.25	
Giannotta	Celestino	Director of Information Technology Services	\$ 193,251.86	\$ 3,324.75	
Gibb	Louis	Sergeant	\$ 120,694.08	\$ 1,070.29	
Gibbons	Stephen Woodrow	Police Constable	\$ 109,699.12	\$ 1,010.75	
Gibson	Christopher George	Police Constable	\$ 104,181.75	\$ 1,000.74	
Gibson	Daryl Thomas	Police Constable	\$ 104,128.59	\$ 1,000.74	
Gibson	Graham	Detective Sergeant	\$ 161,560.58	\$ 1,110.98	
Gibson	Nathan Edward	Police Constable	\$ 121,793.59	\$ 1,000.74	
Gibson	Roger	Sergeant	\$ 127,489.70	\$ 1,070.29	
Giczi	Jim Frank	Staff Sergeant	\$ 148,952.04	\$ 1,110.98	
Gidari	Joseph	Police Constable	\$ 121,741.89	\$ 1,010.75	
Giedroyc	Karol Zygmunt	Staff Sergeant	\$ 130,995.02	\$ 1,110.98	
Giesche	Chad Allen	Plainclothes Police Constable	\$ 122,190.19	\$ 2,007.82	
Gigante	Jennifer	Communications Operator	\$ 114,374.00	\$ 952.90	
Gilbert	Donna Ellen	Information Security Officer	\$ 160,945.03	\$ 984.10	
Gilbert	Scott	Superintendent	\$ 179,035.64	\$ 15,848.43	
Gilbert	Shawn William	Detective	\$ 118,877.40	\$ 1,060.02	
Gilchrist	Laoigseac	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Gilchrist	Nolan William	Training Constable	\$ 111,492.68	\$ 1,023.88	
Gilfooy	Leah Dawn	Detective Sergeant	\$ 134,448.91	\$ 1,110.98	
Gill	Amanpreet Singh	Police Constable	\$ 118,322.37	\$ 1,001.16	
Gill	Arjinder Pal Singh	Police Constable	\$ 103,523.54	\$ 997.46	
Gill	Birender Singh	Police Constable	\$ 138,806.12	\$ 1,010.75	
Gill	Dalbinder Singh	Police Constable	\$ 115,135.90	\$ 1,010.75	
Gill	Harvinder Singh	Police Constable	\$ 100,541.21	\$ 1,000.74	
Gill	Jason Gowan	Police Constable	\$ 108,434.37	\$ 350.74	
Gill	Mihramat Singh	Police Constable	\$ 103,889.85	\$ 994.09	
Gill	Rupinder Singh	Police Constable	\$ 109,903.05	\$ 991.12	
Gill	Sandeep Singh	Police Constable	\$ 106,047.04	\$ 350.74	
Gill	Shawn Aubrey	Police Constable	\$ 109,652.36	\$ 1,000.74	
Gill	Sukhjinder Singh	Police Constable	\$ 114,875.53	\$ 1,010.75	
Gill	Sukhjit Singh	Police Constable	\$ 121,086.05	\$ 1,000.74	
Gillan	Jeffrey John	Police Constable	\$ 138,447.11	\$ 1,000.74	
Gillegean	Benjamin Louis	Police Constable	\$ 114,724.94	\$ 984.37	
Gillespie	Andrea	Police Constable	\$ 104,908.42	\$ 720.89	
Gillespie	Michael Patrick	Plainclothes Police Constable	\$ 122,148.25	\$ 1,023.88	
Gillespie	Wesley Wayne	Plainclothes Police Constable	\$ 112,744.76	\$ 1,023.88	
Gillham	Shane Robert	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Gillis	David William	Staff Sergeant	\$ 137,083.21	\$ 1,110.98	
Gillman	Sandra Michelle	Police Constable	\$ 104,150.57	\$ 1,002.42	
Gilvesy	Adrienne Laura	Police Constable	\$ 103,989.65	\$ 994.09	
Gini	Guillermo Steve	Plainclothes Police Constable	\$ 107,476.80	\$ 1,016.76	
Girard	Martin Remi	Plainclothes Police Constable	\$ 120,173.15	\$ 1,023.88	
Girardi	Nancy Lynne	Plainclothes Police Constable	\$ 117,606.57	\$ 1,033.37	
Girgis	Mina Wadie	Police Constable	\$ 107,861.73	\$ 341.12	
Girmenia	Francesco	Plainclothes Police Constable	\$ 116,820.26	\$ 1,033.37	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Giroux	Gary	Detective Sergeant	\$ 151,800.26	\$ 460.98	
Gittus	Ryan Christopher	Plainclothes Police Constable	\$ 111,698.69	\$ 1,006.08	
Glancy	David	Police Constable	\$ 124,049.57	\$ 1,020.89	
Glasgow	Justin Joseph	Sergeant	\$ 127,321.87	\$ 1,055.72	
Glavin	Lydia Stephany	Detective Sergeant	\$ 130,310.51	\$ 1,110.98	
Glavin	Phillip	Sergeant	\$ 114,954.64	\$ 658.29	
Glen	Caroline	Detective	\$ 126,384.69	\$ 1,070.29	
Glendinning	Gregory David	Detective	\$ 134,642.22	\$ 1,070.29	
Glennie	Evan Penner	Police Constable	\$ 115,306.94	\$ 954.60	
Glowa	Jan Zbigniew	Police Constable	\$ 111,524.45	\$ 1,000.74	
Goddard	Glenn Patrick	Police Constable	\$ 120,142.93	\$ 1,010.75	
Goebell	Nad	Police Constable	\$ 238,396.61	\$ 1,020.89	
Goguen	John Lewis	Police Constable	\$ 114,701.66	\$ 1,020.89	
Goldioust	Anatol	Police Constable	\$ 111,310.02	\$ 1,000.74	
Goldsmith	Eric Charles	Sergeant	\$ 123,609.37	\$ 1,060.02	
Gomes	Justin David	Sergeant	\$ 115,808.15	\$ 1,008.34	
Gomes	Susan Elizabeth	Detective Sergeant	\$ 146,312.83	\$ 1,110.98	
Gomez	Gary	Police Constable	\$ 106,140.64	\$ 1,020.89	
Gomez	Ricardo	Police Constable	\$ 110,594.97	\$ 1,000.74	
Gonsalves	Melwin Trevor	Police Constable	\$ 112,944.93	\$ 1,000.74	
Gonzales	Angelo Enriquez	Police Constable	\$ 111,663.34	\$ 1,010.75	
Goodenough	David Paul	Police Constable	\$ 105,534.10	\$ 1,010.75	
Gooding	Joanne Michele	Senior Administrator	\$ 123,802.06	\$ 1,184.82	
Goodwin	Christopher	Police Constable	\$ 110,632.12	\$ 994.42	
Goodwin	Ella Riley	Police Constable	\$ 107,262.70	\$ 1,000.74	
Goodwin	Ralph	Sergeant	\$ 128,759.13	\$ 1,070.29	
Gordon	Brandt Kenroy	Police Constable	\$ 116,888.46	\$ 902.57	
Gordon	Christopher	Sergeant	\$ 121,723.58	\$ 420.29	
Gordon	Noreen Anne	Police Constable	\$ 104,420.03	\$ 1,018.54	
Gordon	William Shayne	Police Constable	\$ 119,094.25	\$ 1,000.74	
Gorny	Rychard Stefan	Police Constable	\$ 104,373.44	\$ 1,010.75	
Gorski	Wojciech	Plainclothes Police Constable	\$ 117,202.23	\$ 1,014.22	
Goss	Jason James	Police Constable	\$ 133,566.10	\$ 1,028.15	
Gotell	James Elwood	Detective Sergeant	\$ 132,378.09	\$ 1,110.98	
Gotha	Henry Charles	Plainclothes Police Constable	\$ 113,857.39	\$ 393.90	
Gottschling	Ronald Edmund	Police Constable	\$ 116,768.65	\$ 1,010.75	
Goudie	Robert Randall	Sergeant	\$ 118,568.23	\$ 419.52	
Gough	Jeffrey Michael	Police Constable	\$ 112,747.60	\$ 349.51	
Goulah	Anthony Leo	Plainclothes Police Constable	\$ 120,886.43	\$ 1,023.88	
Gouthro	Craig Joseph	Detective	\$ 127,037.59	\$ 1,070.29	
Gouveia	Dereck Francis	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Gowan	Todd John	Detective	\$ 114,401.01	\$ 1,052.79	
Gowanlock	Carol Lynn	Locational Administrator	\$ 129,562.85	\$ 448.14	
Grace	Timothy	Police Constable	\$ 138,679.48	\$ 1,020.89	
Graffmann	Gordon	Detective Sergeant	\$ 130,307.71	\$ 1,110.98	
Graham	Candy Dawn	Police Constable	\$ 106,344.24	\$ 1,000.74	
Graham	David Joseph	Police Constable	\$ 116,986.96	\$ 1,000.74	
Graham	Geoffrey Neal	Police Constable	\$ 105,347.64	\$ 341.12	
Graham	Jeffrey Rae	Police Constable	\$ 110,432.34	\$ 1,000.74	
Graham	Kevin Joseph	Police Constable	\$ 124,979.64	\$ 1,000.74	
Graham	Lee Michael	Sergeant	\$ 138,298.82	\$ 1,070.29	
Grammatikos	Michael George	Plainclothes Police Constable	\$ 113,950.55	\$ 1,014.09	
Granata	Salvatore Francesco	Sergeant	\$ 130,183.61	\$ 1,070.29	
Granberg	Dino	Sergeant	\$ 123,278.31	\$ 1,070.29	
Grande	Pietro	Police Constable	\$ 142,346.99	\$ 1,028.15	
Grant	Christopher Richard	Police Constable	\$ 127,834.96	\$ 1,007.60	
Grant	CindyLou Christina	Manager of Budget and Financial Analysis	\$ 153,495.88	\$ 3,129.82	
Grant	Judy Josel	Sergeant	\$ 113,711.97	\$ 1,048.06	
Grant	Julia	Police Constable	\$ 102,339.94	\$ 1,000.74	
Grant	Matthew James	Police Constable	\$ 103,801.25	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Grant	Patricia Ann	Detective	\$ 126,625.49	\$ 1,060.02	
Grantham	Ian Scott	Police Constable	\$ 111,699.84	\$ 1,018.54	
Gravelijn	Robert-Theo	Police Constable	\$ 108,154.63	\$ 1,000.74	
Gray	Glenn	Staff Sergeant	\$ 133,082.46	\$ 1,110.98	
Gray	Jeremy Carmen	Police Constable	\$ 109,650.63	\$ 1,018.54	
Gray	Mark Anthony	Police Constable	\$ 107,666.33	\$ 1,010.75	
Gray	Meaghan Caroline	Information and Issues Management Section Head	\$ 131,058.42	\$ 434.33	
Gray	Norman	Police Constable	\$ 116,071.21	\$ 1,020.89	
Gray	Pauline	Inspector	\$ 156,560.92	\$ 1,380.47	
Gray	Robert	Sergeant	\$ 120,053.41	\$ 420.29	
Greaves	Brandon Lloyd	Plainclothes Police Constable	\$ 136,267.73	\$ 1,023.88	
Greavette	James	Plainclothes Police Constable	\$ 111,439.55	\$ 1,043.90	
Greb	Jonathan	Police Constable	\$ 114,861.95	\$ 1,020.89	
Greczi	Lawrence Manuel	Police Constable	\$ 100,034.41	\$ 972.86	
Green	David Adam	Police Constable	\$ 120,137.32	\$ 1,000.74	
Green	Wesley Matthew	Police Constable	\$ 103,572.58	\$ 942.99	
Greenaway	Colin	Inspector	\$ 156,560.92	\$ 1,176.11	
Greenaway	Fiona	Detective	\$ 118,767.04	\$ 420.29	
Greene	Michaela Sara	Police Constable	\$ 110,218.97	\$ 1,000.74	
Greener	Kimberley Anne	Plainclothes Police Constable	\$ 111,722.99	\$ 1,033.37	
Greenlaw	Cynthia	Police Constable	\$ 108,931.54	\$ 1,020.89	
Greer	Kevin Hugo	Plainclothes Police Constable	\$ 108,061.93	\$ 1,027.08	
Greer	Thomas Robert	Detective	\$ 128,810.62	\$ 1,070.29	
Gregoris	Derek Anthony	Police Constable	\$ 102,853.77	\$ 1,010.75	
Gregory	Robert	Staff Sergeant	\$ 132,713.05	\$ 1,110.98	
Gregory	Sandra	Sergeant	\$ 120,830.47	\$ 1,070.29	
Gregory	Trevor Pixley	Police Constable	\$ 130,505.13	\$ 1,000.74	
Grellette	Carl Anthony	Plainclothes Police Constable	\$ 119,775.15	\$ 1,017.65	
Greto	Alessandro Giuseppe	Police Constable	\$ 114,699.23	\$ 1,020.89	
Grewal	Amanpreet Singh	Police Constable	\$ 115,767.00	\$ 1,000.74	
Grewal	Dharmendra Singh	Plainclothes Police Constable	\$ 106,953.15	\$ 395.51	
Grewal	Narinderpal Singh	Police Constable	\$ 119,622.01	\$ 1,000.74	
Grewal	Roby Singh	Police Constable	\$ 101,379.13	\$ 1,000.74	
Grialdi	Thierry	Detective	\$ 135,453.17	\$ 1,070.29	
Gribbon	Paul Joseph	Police Constable	\$ 100,513.96	\$ 1,000.74	
Grier	Megan Lesley	Police Constable	\$ 114,366.02	\$ 1,018.54	
Grierson	Michael	Detective	\$ 120,576.36	\$ 1,070.29	
Grieve	Trevor Scott	Detective	\$ 131,734.72	\$ 1,049.10	
Griffin	Lindsay Glenna	Plainclothes Police Constable	\$ 104,253.81	\$ 826.98	
Griffin	Shain Michael	Detective	\$ 122,100.03	\$ 1,060.02	
Griffiths	David H.	Detective	\$ 140,708.80	\$ 1,070.29	
Griffiths	David Stewart	Police Constable	\$ 122,004.05	\$ 1,000.74	
Griffiths	Sean Ronald	Sergeant	\$ 130,926.42	\$ 1,070.29	
Grigat	Cornelia Grace	Police Constable	\$ 119,663.98	\$ 1,000.74	
Gris	Robert Michael	Detective	\$ 121,448.97	\$ 1,049.10	
Grisolia	Lisa	Sergeant	\$ 118,767.04	\$ 1,070.29	
Grondin	Scott William	Plainclothes Police Constable	\$ 118,517.67	\$ 1,032.38	
Groskopf	Aaron Ross	Police Constable	\$ 113,350.46	\$ 1,000.74	
Grover	Todd	Sergeant	\$ 128,093.41	\$ 1,070.29	
Guadagnano	Susan Theresa	Police Constable	\$ 103,723.71	\$ 1,006.97	
Guay	Sylvie	Police Constable	\$ 133,013.28	\$ 395.89	
Gucbilmez	Mehmet	Police Constable	\$ 100,599.73	\$ 994.09	
Guerra	Jorshenelle Lallaine	Police Constable	\$ 116,010.92	\$ 1,000.74	
Guerreiro	Joseph Andrew	Training Constable	\$ 107,915.43	\$ 1,023.88	
Guest	Dale	Sergeant	\$ 118,537.22	\$ 419.38	
Gul	Akin	Police Constable	\$ 138,316.87	\$ 1,000.74	
Gunasekara	Gangodavila	Police Constable	\$ 123,269.45	\$ 991.12	
Gundert	Robert Andrew	Plainclothes Police Constable	\$ 118,674.63	\$ 1,008.06	
Gurr	Jack Jacob	Staff Sergeant	\$ 136,275.22	\$ 850.32	
Guthrie	Janice	Police Constable	\$ 108,727.94	\$ 996.78	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Gutter	Cornelus Timothy	Plainclothes Police Constable	\$ 109,612.25	\$ 1,033.37	
Guy	Darryl George	Police Constable	\$ 107,752.04	\$ 1,007.86	
Haasen	Wendy Cathy	Police Constable	\$ 111,634.31	\$ 1,000.74	
Habibullah	Jamshid	Police Constable	\$ 109,237.34	\$ 1,000.74	
Hadad	Eytan	Police Constable	\$ 100,656.04	\$ 997.46	
Haffejee	Fazal Mohammed	Plainclothes Police Constable	\$ 123,688.23	\$ 1,024.28	
Hafiz	Amin	Staff Sergeant	\$ 190,644.10	\$ 1,110.98	
Haggett	Lori Lynn	Detective	\$ 118,840.80	\$ 323.09	
Haghshenas	Ehsan	Plainclothes Police Constable	\$ 106,686.85	\$ 760.53	
Hagopian	Gregory Krikor	Detective	\$ 122,671.87	\$ 1,069.51	
Hain	David Joseph	Police Constable	\$ 176,852.54	\$ 1,000.74	
Haines	David Paul	Sergeant	\$ 128,227.81	\$ 1,060.02	
Haines	Richard Paul	Plainclothes Police Constable	\$ 131,268.96	\$ 1,023.88	
Haitzer	Gary	Sergeant	\$ 120,255.02	\$ 1,070.29	
Haji	Mohammad Abid	Police Constable	\$ 177,147.81	\$ 1,000.74	
Halagian	Adam Ryan	Plainclothes Police Constable	\$ 122,819.99	\$ 1,012.31	
Hale	Robert Bradford	Audio Visual Technician	\$ 100,240.69	\$ 341.12	
Hales	Keith John	Police Constable	\$ 133,170.28	\$ 1,010.75	
Haley	Rhonda Gayle	Plainclothes Police Constable	\$ 108,163.58	\$ 1,023.88	
Haljaste	Mark Harivald	Police Constable	\$ 129,775.24	\$ 1,000.74	
Hall	Alvin Dalton	Sergeant	\$ 127,261.28	\$ 1,070.29	
Hall	John	Police Constable	\$ 200,683.29	\$ 1,020.89	
Hall	Neil Harcourt	Sergeant	\$ 118,562.44	\$ 1,049.51	
Hall	Rachel Louise	Police Constable	\$ 111,059.59	\$ 959.97	
Hall	William Michael	Police Constable	\$ 122,372.19	\$ 1,008.75	
Hambrook	Craig	Police Constable	\$ 115,780.01	\$ 1,000.74	
Hameed	Mohamed Jordan	Plainclothes Police Constable	\$ 124,236.84	\$ 1,023.88	
Hamilton	Anthony	Police Constable	\$ 125,470.95	\$ 991.12	
Hamilton	Kevin Stewart	Detective	\$ 132,714.45	\$ 1,049.10	
Hamilton	Marisa Anne	Plainclothes Police Constable	\$ 105,558.33	\$ 373.88	
Hamilton-Greener	Michael	Staff Sergeant	\$ 137,003.80	\$ 1,110.98	
Hamlet	Rowan Allen	Plainclothes Police Constable	\$ 120,745.19	\$ 1,023.88	
Hammond	Andrew William	Plainclothes Police Constable	\$ 127,683.63	\$ 1,023.88	
Hammond	Nora Lynne	Plainclothes Police Constable	\$ 109,335.44	\$ 1,023.88	
Hammond	Stephen	Police Constable	\$ 108,889.11	\$ 1,000.74	
Hampel	Scott	Police Constable	\$ 105,175.94	\$ 1,020.89	
Hampson	Scott Andrew	Detective	\$ 149,383.94	\$ 1,049.10	
Hamze	Hamid	Police Constable	\$ 136,737.61	\$ 954.60	
Han	Daniel	Police Constable	\$ 111,602.24	\$ 1,000.74	
Hancock	Janine Rhona	Staff Sergeant	\$ 130,622.01	\$ 1,110.98	
Hancock	Kimberly	Sergeant	\$ 142,588.39	\$ 1,070.29	
Handsor	Amy Christine	Sergeant	\$ 119,474.41	\$ 1,056.58	
Handsor	Philip Allen	Detective	\$ 119,488.13	\$ 1,055.72	
Handy	Christine	Plainclothes Police Constable	\$ 104,828.48	\$ 469.98	
Hanks	Stephen Robert	Police Constable	\$ 106,119.12	\$ 1,000.74	
Hanlon	Erin Valentine	Detective	\$ 142,032.99	\$ 1,049.10	
Hanna	Lynn Ann	Police Constable	\$ 101,942.59	\$ 1,010.75	
Hannah	Ingrid Ellen	Police Constable	\$ 132,303.38	\$ 1,000.74	
Hannah	Mark	Police Constable	\$ 108,992.58	\$ 1,020.89	
Hans	Daljit	Sergeant	\$ 118,932.78	\$ 1,070.29	
Hansen	Kathleen Ann	Police Constable	\$ 126,208.07	\$ 1,020.89	
Hansen	Peter	Police Constable	\$ 119,141.62	\$ 1,010.75	
Hanson	Jason Andrew	Police Constable	\$ 104,191.15	\$ 1,000.74	
Hantzaridis	Themistoklis	Police Constable	\$ 108,267.56	\$ 1,000.74	
Hardie	Natasha Lianne	Plainclothes Police Constable	\$ 110,891.66	\$ 343.99	
Harding	Jeffrey Anthony	Plainclothes Police Constable	\$ 117,346.13	\$ 1,023.88	
Harding	Matthew Earl	Training Constable	\$ 106,054.48	\$ 1,023.88	
Hardwick	Steven	Police Constable	\$ 105,590.40	\$ 1,020.89	
Hardy	Russell	Police Constable	\$ 106,787.39	\$ 1,020.89	
Hargan	Robert	Sergeant	\$ 161,801.03	\$ 823.09	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Hargreaves	Christopher	Police Constable	\$ 112,197.03	\$ 993.93	
Harker	Adam Michael	Plainclothes Police Constable	\$ 122,843.92	\$ 1,023.88	
Harley	Alexander Petrie	Training Constable	\$ 108,511.01	\$ 1,023.88	
Harnett	Elizabeth Ann	Police Constable	\$ 134,819.32	\$ 1,000.74	
Harnett	Robert	Detective	\$ 141,253.09	\$ 1,070.29	
Harnish	Michael Stevens	Police Constable	\$ 110,214.25	\$ 1,000.74	
Haroon	Usman	Police Constable	\$ 133,233.82	\$ 1,000.74	
Harpell	Matthew Gregory	Police Constable	\$ 104,063.24	\$ 1,000.74	
Harris	Andrea Silveira	Police Constable	\$ 112,659.11	\$ 1,000.74	
Harris	Craig Edward	Sergeant	\$ 128,568.75	\$ 1,070.29	
Harris	David Anthony	Senior Analyst	\$ 113,754.81	\$ 401.70	
Harris	David C.	Detective	\$ 137,093.31	\$ 1,070.29	
Harris	Kimberley Ann	Detective	\$ 118,857.07	\$ 410.02	
Harris	Leun Alexior	Plainclothes Police Constable	\$ 114,312.46	\$ 1,013.87	
Harris	Michael Aaron	Police Constable	\$ 116,170.19	\$ 997.46	
Harris	Richard Victor	Detective	\$ 128,710.63	\$ 1,060.02	
Harris	Robert Alan	Plainclothes Police Constable	\$ 133,684.01	\$ 1,016.76	
Harris	Stephen Arthur	Staff Inspector	\$ 165,756.59	\$ 17,952.83	
Harrison	Brandon Neville	Police Constable	\$ 111,460.55	\$ 341.12	
Harrison	Keith Issac	Police Constable	\$ 101,564.94	\$ 1,000.74	
Harrison	Michael Anthony	Shift/Area Supervisor	\$ 110,089.11	\$ 950.69	
Harrison	Sean Michael	Police Constable	\$ 105,139.77	\$ 370.89	
Hart	Andre Thomas	Police Constable	\$ 102,738.32	\$ 1,000.74	
Hart	Christopher Allan	Police Constable	\$ 100,370.26	\$ 1,000.74	
Hart	Douglas	Detective Sergeant	\$ 136,404.38	\$ 1,110.98	
Hart	Peter Charles	Plainclothes Police Constable	\$ 117,351.45	\$ 1,016.76	
Hartford	Deborah	Detective Sergeant	\$ 130,316.81	\$ 1,110.98	
Harvey	Horace Nathaniel	Plainclothes Police Constable	\$ 109,841.68	\$ 1,063.26	
Harvey	Lesa	Police Constable	\$ 107,997.77	\$ 1,032.33	
Harvey	Mark	Detective	\$ 163,879.06	\$ 1,070.29	
Harvey	Robin Lynn	Detective	\$ 119,716.87	\$ 1,055.72	
Harwood	Melanie Jean	Police Constable	\$ 105,283.98	\$ 1,000.74	
Hasiuk	Melissa Anne	Police Constable	\$ 111,572.76	\$ 1,000.74	
Hasnu	Iqbal Karim	Parking Enforcement Officer	\$ 115,128.62	\$ 894.27	
Hassard	Lauren Catharine	Plainclothes Police Constable	\$ 113,255.04	\$ 1,012.31	
Hatch	Diana Louise	Sergeant	\$ 121,778.50	\$ 1,070.29	
Hawco	Bernard Thomas	Sergeant	\$ 119,592.97	\$ 1,070.29	
Hawken	Michael Brownlee	Plainclothes Police Constable	\$ 120,534.86	\$ 1,023.88	
Hawkins	Hilary Laurene	Plainclothes Police Constable	\$ 116,172.90	\$ 382.38	
Hawkins	Robert Geoffrey	Sergeant	\$ 120,968.12	\$ 1,012.08	
Hawley	Christopher Joseph	Police Constable	\$ 102,658.68	\$ 1,004.52	
Hawley	Steven Benedict	Plainclothes Police Constable	\$ 103,007.37	\$ 996.34	
Haworth	Andrew Michael	Police Constable	\$ 114,750.77	\$ 1,000.74	
Hayes	Jeremy Matthew	Detective	\$ 149,281.14	\$ 1,058.73	
Hayes	Michael Joseph	Police Constable	\$ 107,473.08	\$ 997.46	
Hayes	Roy Edward	Plainclothes Police Constable	\$ 119,194.14	\$ 393.90	
Hayes	Shawn Earl	Police Constable	\$ 133,122.53	\$ 1,000.74	
Hayford	Marc Gordon	Plainclothes Police Constable	\$ 131,943.95	\$ 1,026.68	
Hayles	Michael Bancroft	Detective	\$ 136,148.52	\$ 1,060.02	
Haynes	Andrew Edward	Plainclothes Police Constable	\$ 112,273.45	\$ 373.88	
Haynes	Christopher Sean	Plainclothes Police Constable	\$ 115,925.71	\$ 1,043.90	
Haynes	Ernest David	Sergeant	\$ 114,190.16	\$ 1,049.10	
Hayre	Harman Singh	Police Constable	\$ 110,039.66	\$ 1,000.74	
Hayward	Darrell Maurice	Police Constable	\$ 112,691.11	\$ 1,000.74	
Hayward	Mark	Sergeant	\$ 157,425.57	\$ 1,070.29	
Haywood	Bradley John	Police Constable	\$ 110,672.72	\$ 1,000.74	
Hazell	Sandra Dawn	Police Constable	\$ 104,492.07	\$ 1,000.74	
Head	Steven Ross	Plainclothes Police Constable	\$ 115,918.79	\$ 1,023.88	
Heaney	Gerald	Detective Sergeant	\$ 135,393.91	\$ 1,110.98	
Heard	Christopher Shayne	Sergeant	\$ 118,537.22	\$ 1,069.38	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Heard	Jason Mark	Police Constable	\$ 104,850.21	\$ 1,010.75	
Hedgeman	Cory Michael	Plainclothes Police Constable	\$ 112,347.41	\$ 1,023.88	
Hedger	Michael Leslie	Police Constable	\$ 109,661.35	\$ 1,010.75	
Heffernan	Sean Patrick	Police Constable	\$ 112,473.02	\$ 997.46	
Hegarty	Natalie Monique	Detective	\$ 126,964.64	\$ 420.29	
Hegedus	Richard	Inspector	\$ 165,653.46	\$ 1,352.39	
Heger	Virginia Lynn	Police Constable	\$ 102,268.34	\$ 1,000.74	
Heidgress	Heather Margaret	Plainclothes Police Constable	\$ 127,440.81	\$ 1,033.37	
Heighton	Dawn Christine	Police Constable	\$ 102,833.59	\$ 1,000.74	
Heineman	Joshua Alan	Plainclothes Police Constable	\$ 115,243.70	\$ 996.34	
Heitzner	Robert Matthew	Detective	\$ 124,985.81	\$ 1,070.29	
Helbert	Kenneth Paul	Police Constable	\$ 113,138.23	\$ 1,020.89	
Helmer	Jance	Police Constable	\$ 138,592.45	\$ 341.12	
Hembruff	Eric John	Sergeant	\$ 129,106.04	\$ 1,060.02	
Hempen	George Johannes	Police Constable	\$ 125,283.57	\$ 1,019.43	
Henderson	Geoffrey Paul	Police Constable	\$ 121,238.37	\$ 1,000.74	
Henderson	Norman George	Administrator Fleet and Materials Management	\$ 176,943.02	\$ 1,504.23	
Hendriks	Bart	Police Constable	\$ 108,050.98	\$ 1,020.89	
Hendry	Colin Robert	Police Constable	\$ 115,983.23	\$ 959.97	
Henkel	Heinz	Detective	\$ 158,357.92	\$ 1,070.29	
Henkenhaf	Gregory Wilhelm	Police Constable	\$ 102,363.80	\$ 991.12	
Henry	Drew Wesley	Plainclothes Police Constable	\$ 113,300.33	\$ 1,007.25	
Henry	Kim Kevin	Police Constable	\$ 113,521.71	\$ 1,000.74	
Henry	Lesley-Anne	Police Constable	\$ 116,485.73	\$ 1,010.75	
Henry	Michael Shawn	Police Constable	\$ 105,719.29	\$ 1,010.75	
Henry	Peter	Staff Sergeant	\$ 133,937.81	\$ 1,110.98	
Henschell	Christopher Keith	Police Constable	\$ 114,098.71	\$ 1,000.74	
Herman	Brian Joseph	Police Constable	\$ 109,472.30	\$ 1,000.74	
Herman	Marcus	Sergeant	\$ 126,297.84	\$ 1,070.29	
Heroux	Stephane	Plainclothes Police Constable	\$ 109,861.13	\$ 1,030.07	
Heughan	Deborah	Police Constable	\$ 125,452.42	\$ 1,020.89	
Heughan	Donald	Plainclothes Police Constable	\$ 112,647.72	\$ 1,043.90	
Hewitt	Stephen Mark	Police Constable	\$ 146,443.17	\$ 1,028.15	
Hewko	Tamari Lynn	Plainclothes Police Constable	\$ 118,103.28	\$ 1,020.11	
Hewson	Brooke Leslie	Detective	\$ 136,420.45	\$ 1,060.02	
Hibbeln	Philip Joseph	Sergeant	\$ 127,392.80	\$ 1,070.29	
Hibbert	Curtis	Police Constable	\$ 104,534.11	\$ 1,000.74	
Hickey	Patrick	Police Constable	\$ 106,508.07	\$ 1,020.89	
Hickmott	Marcie Lynn	Detective	\$ 123,702.66	\$ 410.02	
Hicks	Joey Reuben	Training Constable	\$ 119,789.53	\$ 1,017.02	
Higgins	Andrew Craig	Detective	\$ 134,189.56	\$ 1,052.79	
Higgins	Jason Leonard	Police Constable	\$ 101,973.23	\$ 1,000.74	
Higgins	Paul	Police Constable	\$ 112,636.37	\$ 1,020.89	
Higgitt	Elisa	Staff Sergeant	\$ 118,941.12	\$ 1,067.72	
Higgitt	Robert Jason	Police Constable	\$ 102,124.59	\$ 1,010.75	
Higgs	Leslie Anne	Police Constable	\$ 120,188.43	\$ 994.09	
Higo	Jenelle Lynn	Police Constable	\$ 103,999.11	\$ 1,000.74	
Higo	Todd Elliot	Detective	\$ 121,147.10	\$ 1,060.02	
Hilborn	Lynda Dawn	Detective	\$ 120,402.69	\$ 1,070.29	
Hildebrand	Shaun Christopher	Police Constable	\$ 103,534.19	\$ 869.43	
Hildred	Lesley	Staff Sergeant	\$ 133,517.50	\$ 1,110.98	
Hill	Kevin Brian	Plainclothes Police Constable	\$ 108,840.80	\$ 994.09	
Hill	Shane	Detective	\$ 130,664.38	\$ 1,070.29	
Hillhouse	Todd Garry	Sergeant	\$ 121,563.79	\$ 1,069.73	
Hillier	Jason Sabino	Sergeant	\$ 116,835.56	\$ 1,049.10	
Hilton	Tanya Monique	Plainclothes Police Constable	\$ 108,436.58	\$ 1,033.37	
Hilton	Tyrone Christopher	Detective Sergeant	\$ 139,399.09	\$ 1,067.72	
Hinchcliffe	David John	Police Constable	\$ 111,825.55	\$ 1,010.75	
Hincks	Wendy Marie	Police Constable	\$ 106,018.47	\$ 1,009.84	
Hind	D'Arcy Liam	Police Constable	\$ 101,356.47	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Hind	Robin Nicholas	Police Constable	\$ 105,877.11	\$ 292.99	
Hines	Gordon Ian	Police Constable	\$ 204,536.34	\$ 1,000.74	
Hiscox	Patrick James	Police Constable	\$ 118,989.67	\$ 1,000.74	
Ho	Chung-Ken Ernest	Police Constable	\$ 102,254.25	\$ 973.57	
Ho	Joseph Choa	Police Constable	\$ 111,228.49	\$ 1,013.87	
Ho	Kenny Kong-Leung	Staff Sergeant	\$ 137,429.93	\$ 1,100.32	
Ho	Matthew Wei-En	Police Constable	\$ 115,172.43	\$ 1,000.74	
Ho	Oliver Nicholas	Police Constable	\$ 111,250.01	\$ 1,004.30	
Hoang	Quang Minh	Plainclothes Police Constable	\$ 116,237.53	\$ 1,030.07	
Hobbins	Alan Gary	Sergeant	\$ 130,286.74	\$ 1,060.02	
Hobson	Raymond Robert	Police Constable	\$ 109,392.77	\$ 984.37	
Hockaday	Adam Roy	Plainclothes Police Constable	\$ 126,282.25	\$ 1,023.88	
Hodges	Mark Christopher	Police Constable	\$ 117,477.07	\$ 1,007.86	
Hodgins	Mark Gregory	Police Constable	\$ 134,592.43	\$ 1,000.74	
Hodgson	Frederick Alvin	Police Constable	\$ 105,557.76	\$ 1,000.74	
Hodgson	Scott Joseph	Police Constable	\$ 120,981.06	\$ 1,000.74	
Hoeller	Christopher Alexander	Plainclothes Police Constable	\$ 123,815.01	\$ 1,023.88	
Hoffman	Brian Geoffrey	Plainclothes Police Constable	\$ 121,173.39	\$ 1,023.88	
Hoffman	Gregory Rodney	Plainclothes Police Constable	\$ 108,225.89	\$ 1,023.88	
Hoffmeyer	Russell Daniel	Staff Sergeant	\$ 125,588.77	\$ 1,067.72	
Hofland	Matthew Robert	Sergeant	\$ 122,326.40	\$ 1,060.02	
Hogan	James	Staff Sergeant	\$ 145,632.80	\$ 460.98	
Hogan	Timothy Merrick	Detective	\$ 116,224.46	\$ 1,055.72	
Hogg	Stephen Walter	Plainclothes Police Constable	\$ 110,998.99	\$ 1,016.76	
Holder	Adkin	Detective	\$ 120,567.72	\$ 420.29	
Holder	Brian Lamonte	Police Constable	\$ 146,022.76	\$ 1,018.16	
Holder	Paul	Plainclothes Police Constable	\$ 125,508.98	\$ 1,101.96	
Holland	Mark Lewis	Police Constable	\$ 111,795.52	\$ 1,014.09	
Hollingshead	Danielle Lee	Plainclothes Police Constable	\$ 109,382.12	\$ 1,033.37	
Hollingshead	Richard Warren	Police Constable	\$ 105,640.89	\$ 1,020.89	
Hollywood	Neil	Plainclothes Police Constable	\$ 124,153.41	\$ 1,043.90	
Holmes	Douglas Jason	Police Constable	\$ 121,925.71	\$ 1,000.74	
Holt	Jack William	Police Constable	\$ 105,387.26	\$ 1,000.74	
Holubko	Pawel	Police Constable	\$ 102,279.39	\$ 1,000.74	
Homiak	Mark John	Plainclothes Police Constable	\$ 121,559.60	\$ 999.88	
Hominuk	Christopher Joseph	Plainclothes Police Constable	\$ 124,201.88	\$ 383.37	
Hong	Andrew	Police Constable	\$ 135,575.87	\$ 1,009.70	
Hood	Jacqueline Susanne	Plainclothes Police Constable	\$ 106,779.53	\$ 373.88	
Hooper	Kevin Joseph	Detective	\$ 116,420.68	\$ 1,049.10	
Hoover	Bradley	Detective	\$ 119,108.03	\$ 419.38	
Hope	Heather Isobel	Police Constable	\$ 106,729.53	\$ 1,000.74	
Hopkins	Jeffrey David	Detective	\$ 113,218.09	\$ 1,049.51	
Hopkinson	David	Police Constable	\$ 119,014.61	\$ 1,020.89	
Hopton	Richard Frederick	Police Constable	\$ 116,004.04	\$ 1,000.74	
Hornby	Gregory Allen	Police Constable	\$ 105,233.89	\$ 1,020.89	
Horner	Gavin	Detective Sergeant	\$ 135,197.40	\$ 6,966.65	
Horton	Brian	Police Constable	\$ 140,100.53	\$ 1,020.89	
Horton	Christopher Neil	Plainclothes Police Constable	\$ 130,133.52	\$ 1,023.88	
Horwood	Ryan Knight	Police Constable	\$ 118,124.03	\$ 1,000.74	
Hou	Michael	Police Constable	\$ 110,348.53	\$ 1,010.75	
Hough	Debra Margaret	Police Constable	\$ 131,374.19	\$ 994.09	
Houston	Joel Michael	Training Constable	\$ 114,933.90	\$ 1,033.37	
Hovey	Gwenyth	Sergeant	\$ 118,767.04	\$ 420.29	
Howard	Trevor Joseph	Plainclothes Police Constable	\$ 103,606.54	\$ 916.74	
Howell	Courtney Erin	Police Constable	\$ 107,947.31	\$ 997.46	
Howell	Wayne Vincent	Plainclothes Police Constable	\$ 110,930.33	\$ 1,023.88	
Howes	Christopher Paul	Training Constable	\$ 122,614.22	\$ 1,033.37	
Howlett	Wayne	Plainclothes Police Constable	\$ 115,354.51	\$ 1,043.90	
Hoy	Matthew Douglas	Police Constable	\$ 175,784.20	\$ 341.12	
Hrebenak	Vladimir	Police Constable	\$ 121,181.67	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Hrepic	Mario	Sergeant	\$ 126,079.14	\$ 1,070.29	
Hristov	Victor	Police Constable	\$ 126,897.20	\$ 991.12	
Hryhorsky	Michael Thomas	Police Constable	\$ 125,489.77	\$ 1,006.97	
Hu	Yi	Police Constable	\$ 127,297.72	\$ 1,000.74	
Huang	Andrey	Police Constable	\$ 111,715.33	\$ 954.60	
Huang	Chia-Mu	Police Constable	\$ 100,723.78	\$ 1,000.74	
Huang	David Zhi	Plainclothes Police Constable	\$ 108,755.09	\$ 1,023.88	
Hubbard	John Alexander	Plainclothes Police Constable	\$ 126,177.49	\$ 1,023.88	
Hubbard	Simon	Plainclothes Police Constable	\$ 127,673.53	\$ 1,043.90	
Huber	Erwin Werner	Plainclothes Police Constable	\$ 112,604.20	\$ 1,033.37	
Huber	Simone Gabrielle	Plainclothes Police Constable	\$ 116,135.54	\$ 383.37	
Hudgin	Mackenzie Claire	Police Constable	\$ 106,595.77	\$ 359.64	
Hudson	Daniel Edward	Police Constable	\$ 102,992.54	\$ 1,000.74	
Hudson	Noel McNair	Plainclothes Police Constable	\$ 153,327.86	\$ 1,023.88	
Hudson	Ryan James	Plainclothes Police Constable	\$ 111,026.93	\$ 1,006.08	
Hughes	Guy	Police Constable	\$ 116,098.35	\$ 1,020.89	
Hughes	Paul George	Plainclothes Police Constable	\$ 176,299.79	\$ 1,032.38	
Hughes	Shaun Michael	Police Constable	\$ 105,293.57	\$ 1,000.74	
Hughes	Trudy	Detective	\$ 175,465.49	\$ 1,070.29	
Hughson	Reginald Guy	Police Constable	\$ 112,428.46	\$ 1,020.89	
Hugo	Tania	Police Constable	\$ 107,227.54	\$ 1,000.74	
Huk	Paul Graham	Plainclothes Police Constable	\$ 108,933.17	\$ 996.34	
Hum	Jeffery Ron	Police Constable	\$ 115,179.12	\$ 991.12	
Humeniuk	Justyn David	Plainclothes Police Constable	\$ 145,459.41	\$ 383.37	
Humfrey	Robert	Police Constable	\$ 105,269.94	\$ 1,020.89	
Hung	Allan Richard	Plainclothes Police Constable	\$ 113,261.37	\$ 1,007.71	
Hung	James	Staff Sergeant	\$ 150,940.41	\$ 1,110.98	
Hung	Jeffrey	Plainclothes Police Constable	\$ 112,767.89	\$ 1,029.41	
Hung	Julia Anne	Plainclothes Police Constable	\$ 131,174.36	\$ 1,023.88	
Hung	Leslie Fan	Police Constable	\$ 113,504.88	\$ 1,000.74	
Hunt	Christopher David	Plainclothes Police Constable	\$ 140,193.39	\$ 1,023.88	
Hunt	Glen Stephen	Training Constable	\$ 145,059.44	\$ 1,043.90	
Hunte	Karen	Sergeant	\$ 121,858.76	\$ 1,070.29	
Hunter	Jason Colin	Detective	\$ 123,016.22	\$ 1,049.10	
Huntley	Melissa Marie	Police Constable	\$ 100,103.64	\$ 997.46	
Hurdowar	Darun Sing	Training Constable	\$ 109,743.92	\$ 1,032.38	
Hurst	Clayton Michael	Police Constable	\$ 110,390.12	\$ 1,000.74	
Hurtado	Jorge Javier	Plainclothes Police Constable	\$ 131,050.39	\$ 1,017.02	
Husain	Mohammed Saleem	Staff Sergeant	\$ 132,801.95	\$ 1,100.32	
Hussain	Amer	Police Constable	\$ 100,111.79	\$ 1,000.74	
Hussar	Irene	Police Constable	\$ 105,015.69	\$ 1,020.89	
Hussein	Riyaz	Inspector	\$ 164,344.47	\$ 1,380.47	
Hutchings	Christopher Maxwell	Sergeant	\$ 125,506.68	\$ 1,018.31	
Hutchings	Daniel William	Detective	\$ 144,044.60	\$ 1,060.02	
Hutchings	Mark Derek	Plainclothes Police Constable	\$ 104,089.16	\$ 1,013.20	
Hutchings	Tracey Lynn	Plainclothes Police Constable	\$ 112,929.39	\$ 1,003.41	
Hutchins	William Gordon	Police Constable	\$ 100,667.54	\$ 1,004.52	
Hutzel	Jennifer Dawn	Police Constable	\$ 106,946.10	\$ 1,000.74	
Huynh	Andy Tan	Police Constable	\$ 149,563.54	\$ 935.44	
Hwang	Alexander Hyun	Plainclothes Police Constable	\$ 123,844.23	\$ 357.71	
Hwang	Peter In-Kyu	Police Constable	\$ 106,993.50	\$ 991.12	
Hwang	Thomas Yung-Yih	Police Constable	\$ 112,353.01	\$ 1,000.74	
Hyatt	Adrian Agustas	Police Constable	\$ 135,615.20	\$ 966.77	
Hyde	Eaton Paul	Locational Administrator	\$ 136,685.06	\$ 748.14	
Hyland	Scott Andrew	Plainclothes Police Constable	\$ 110,405.10	\$ 1,023.88	
Hynek	Jeffrey Charles	Training Constable	\$ 118,856.32	\$ 1,021.21	
Iancu	Vladim Adrian	Police Constable	\$ 148,031.68	\$ 1,000.74	
Iannone	John-Paul	Senior Customer Service Rep	\$ 117,816.21	\$ 1,019.20	
Ibrahim	Ashraf	Police Constable	\$ 147,591.84	\$ 954.60	
Idsinga	Hank	Detective Sergeant	\$ 151,080.20	\$ 460.98	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Iglesias	Esteban Teodoro	Police Constable	\$ 103,929.46	\$ 1,000.74	
Ibson	Daniel James	Police Constable	\$ 133,692.13	\$ 1,018.54	
Imai	Toshi Laird	Police Constable	\$ 105,404.01	\$ 994.09	
Imrie	Melanie April	Police Constable	\$ 106,018.74	\$ 1,010.75	
Imrie	Sean Andrew	Police Constable	\$ 104,196.40	\$ 1,018.54	
Imrie	Thomas Allen	Detective	\$ 117,875.44	\$ 1,060.02	
Inal	Burak	Police Constable	\$ 125,687.74	\$ 1,014.09	
Indiran	Prashanan	Plainclothes Police Constable	\$ 118,719.17	\$ 1,020.52	
Ing	James Ryan	Plainclothes Police Constable	\$ 117,957.67	\$ 1,006.08	
Ing	Way Edward	Police Constable	\$ 124,921.19	\$ 1,009.70	
Ingley	Paul Leo	Police Constable	\$ 111,394.50	\$ 1,000.74	
Inglis	Craig Norman	Police Constable	\$ 114,835.99	\$ 1,000.74	
Ingram	Jordan Douglas	Police Constable	\$ 158,788.62	\$ 954.60	
Ingram	Keith	Police Constable	\$ 104,627.23	\$ 1,019.98	
Inniss	Dennis Kevin	Police Constable	\$ 108,928.30	\$ 1,000.74	
Innocente	Paul	Senior Staffing Advisor	\$ 100,044.18	\$ 986.92	
Ionta	Alessandro	Sergeant	\$ 129,532.70	\$ 1,052.79	
Iqbal	Safdar	Senior Communications Technician	\$ 115,006.08	\$ 321.88	
Ireland	Morgan Harris	Police Constable	\$ 104,073.01	\$ 1,010.75	
Irvine	Brent Marven	Police Constable	\$ 110,378.00	\$ 1,000.74	
Irvine	Gary Allison	Police Constable	\$ 119,620.24	\$ 1,020.89	
Irvine	Zachary James	Plainclothes Police Constable	\$ 118,716.93	\$ 1,033.37	
Irving	Desmond Michael	Police Constable	\$ 107,945.57	\$ 1,000.74	
Irwin	Jessica Lee	Plainclothes Police Constable	\$ 109,119.09	\$ 1,023.88	
Irwin	Kristopher Brahms	Police Constable	\$ 110,543.01	\$ 1,000.74	
Irwin	Stephen	Inspector	\$ 156,560.92	\$ 1,380.47	
Irwin	Stephen Vincent	Police Constable	\$ 114,238.28	\$ 991.12	
Isaac	Aaron	Police Constable	\$ 141,991.95	\$ 350.74	
Isabello	David Anthony	Plainclothes Police Constable	\$ 123,421.92	\$ 1,013.20	
Isherwood	Richard Matthew	Plainclothes Police Constable	\$ 114,768.49	\$ 1,006.08	
Isip	Williador Jr	Plainclothes Police Constable	\$ 112,578.31	\$ 1,033.37	
Ismail	Ahmed Abdow	Plainclothes Police Constable	\$ 104,452.95	\$ 1,017.02	
Ismail	Omar	Police Constable	\$ 105,544.95	\$ 991.12	
Isse	Abdi-Karim Omar	Police Constable	\$ 117,932.32	\$ 954.60	
Ito	Christopher	Police Constable	\$ 123,558.55	\$ 1,011.42	
Izdebski	Peter Antoni	Plainclothes Police Constable	\$ 132,264.77	\$ 1,023.88	
Jackson	Davis Robert	Training Constable	\$ 116,959.20	\$ 1,033.37	
Jackson	Laurie	Detective Sergeant	\$ 135,395.29	\$ 1,110.98	
Jackson	Robert Michael	Plainclothes Police Constable	\$ 125,552.72	\$ 1,023.88	
Jackson	Scott Bruce	Police Constable	\$ 114,755.18	\$ 1,000.74	
Jackson	Trumaine Andrew	Police Constable	\$ 111,965.43	\$ 976.27	
Jackson	Wayne Neil	Sergeant	\$ 120,228.98	\$ 1,060.02	
Jackson	Wesley Donald	Police Constable	\$ 113,754.86	\$ 991.12	
Jacob	Timothy Alfred	Staff Sergeant	\$ 156,135.44	\$ 1,110.98	
Jacobs	Sheldon Alexander	Police Constable	\$ 111,946.70	\$ 976.63	
Jaksa	Joseph Andrew	Plainclothes Police Constable	\$ 122,883.01	\$ 1,023.88	
Jamal	Mani	Police Constable	\$ 102,459.45	\$ 942.99	
Jamali	Mohammad Reza	Police Constable	\$ 106,590.00	\$ 976.27	
Jamandra	Jun	Court Officer	\$ 100,842.63	\$ 291.51	
James	Allistair Winston	Sergeant	\$ 115,932.94	\$ 1,060.42	
James	Brian Robert	Detective	\$ 123,894.52	\$ 1,060.02	
James	Brian Steven	Police Constable	\$ 150,290.67	\$ 1,010.75	
James	Joshua Benedict	Police Constable	\$ 107,398.88	\$ 997.46	
James	Rita Anne	Police Constable	\$ 129,201.04	\$ 1,007.60	
James	Sean Allan	Police Constable	\$ 110,489.92	\$ 1,002.42	
James	Shandon Amos	Police Constable	\$ 106,752.47	\$ 995.41	
James	Valentine	Police Constable	\$ 105,697.53	\$ 341.12	
Jamieson	Jeffrey David	Police Constable	\$ 120,539.47	\$ 976.27	
Jamieson	Nicole Elizabeth	Plainclothes Police Constable	\$ 104,772.79	\$ 1,017.02	
Jamison	James William	Plainclothes Police Constable	\$ 143,657.84	\$ 1,025.54	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Jamnagarwala	Huzefa Hatim	Senior Technical Analyst	\$ 101,111.19	\$ 359.11	
Jamshidi	Joshua Payam	Staff Sergeant	\$ 136,343.56	\$ 1,100.32	
Janeczko	Daniel Marcin	Plainclothes Police Constable	\$ 129,998.24	\$ 1,023.88	
Janes	Gary Ambrose	Police Constable	\$ 126,193.14	\$ 1,010.75	
Janes	Jeffrey Harrison	Police Constable	\$ 103,886.32	\$ 1,004.52	
Janjanin	Nenad	Police Constable	\$ 109,131.15	\$ 994.09	
Jankulovski	Liljana	Police Constable	\$ 104,309.81	\$ 1,000.74	
Janse	Michelle Carrie	Police Constable	\$ 105,116.19	\$ 1,020.89	
Jansz	Angelo Tyrell	Sergeant	\$ 121,285.86	\$ 1,060.02	
Jansz	Gawain Mario	Sergeant	\$ 116,746.80	\$ 1,060.02	
Jaresova	Pavlina	Police Constable	\$ 116,328.25	\$ 997.46	
Jarosz	Russell	Detective Sergeant	\$ 137,081.92	\$ 1,110.98	
Jarvis	Elan	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Jarvis	Ian Paul	Training Constable	\$ 117,447.85	\$ 1,023.88	
Jaswal	Monish Singh	Plainclothes Police Constable	\$ 123,949.81	\$ 1,015.87	
Javelosa	Jeffrey Roy	Plainclothes Police Constable	\$ 108,594.58	\$ 995.47	
Jeeva	Asif Ali	Police Constable	\$ 118,015.52	\$ 997.02	
Jeffery	Joshua Douglas	Police Constable	\$ 105,232.46	\$ 958.61	
Jeffrey	Michael John	Police Constable	\$ 107,430.51	\$ 1,000.74	
Jenkins	Allen	Sergeant	\$ 121,327.77	\$ 420.29	
Jenkins	Clinton Richard	Training Constable	\$ 119,137.64	\$ 1,023.88	
Jennings	Stacey Joanne	Police Constable	\$ 104,664.27	\$ 1,000.74	
Jheeta	Jasvinder Singh	Police Constable	\$ 127,926.96	\$ 1,000.74	
Jimenez	Francisco Raul	Plainclothes Police Constable	\$ 108,261.00	\$ 1,016.76	
Jing	Yanyuan	Police Constable	\$ 100,900.48	\$ 942.99	
Jiri	George	Police Constable	\$ 113,176.56	\$ 1,000.74	
Jitta	Robert Lyndon	Plainclothes Police Constable	\$ 124,639.15	\$ 1,033.37	
Jitta	Robin Lincoln	Detective	\$ 132,468.32	\$ 1,060.02	
Jocko	Todd Joeseoph	Staff Sergeant	\$ 137,577.17	\$ 1,100.32	
Jodoin	Christopher Gunstein	Plainclothes Police Constable	\$ 114,726.18	\$ 1,023.88	
John	Gregory Gerrard	Plainclothes Police Constable	\$ 138,827.17	\$ 1,043.90	
John	Jeanille Maria	Staff Sergeant	\$ 130,804.16	\$ 1,110.98	
Johns	Elijah Jacob	Police Constable	\$ 104,941.59	\$ 931.44	
Johns	Mark Douglas	Plainclothes Police Constable	\$ 113,080.68	\$ 1,023.88	
Johnson	Andrew David	Police Constable	\$ 147,329.34	\$ 1,000.74	
Johnson	Daniel Justin	Police Constable	\$ 113,976.47	\$ 1,010.75	
Johnson	David Edward	Detective	\$ 128,870.75	\$ 1,070.29	
Johnson	Martin Nathaniel	Plainclothes Police Constable	\$ 122,327.54	\$ 1,023.88	
Johnson	Robert	Superintendent	\$ 185,529.85	\$ 12,778.24	
Johnston	Andrew Michael	Plainclothes Police Constable	\$ 124,035.94	\$ 1,023.88	
Johnston	Brent Andrew	Detective	\$ 127,779.30	\$ 1,049.10	
Johnston	Brian Hugh	Detective	\$ 140,788.93	\$ 1,070.29	
Johnston	Charles	Sergeant	\$ 132,385.67	\$ 1,070.29	
Johnston	Jason Anthony	Police Constable	\$ 109,929.37	\$ 1,000.74	
Johnston	Jeffrey	Plainclothes Police Constable	\$ 134,781.43	\$ 1,043.90	
Johnston	John David	Plainclothes Police Constable	\$ 144,833.95	\$ 1,027.48	
Johnston	Tricia Marlene	Sergeant	\$ 121,385.33	\$ 1,060.02	
Johnston	Wendy Elizabeth	Sergeant	\$ 113,898.87	\$ 399.10	
Johnstone	Adrienne	Staff Sergeant	\$ 124,536.34	\$ 1,091.74	
Johnstone	Andrew Paul	Detective Sergeant	\$ 132,642.37	\$ 1,110.98	
Johnstone	George Walker	Operations Supervisor	\$ 107,810.56	\$ 965.64	
Jokiniemi	Pekka	Police Constable	\$ 116,509.73	\$ 1,020.89	
Jones	Cheryl Lindsay	Sergeant	\$ 118,071.33	\$ 1,055.72	
Jones	Corey Lee	Detective	\$ 133,974.53	\$ 1,049.10	
Jones	Douglas Albert	Plainclothes Police Constable	\$ 113,896.12	\$ 1,043.90	
Jones	Gary Lloyd	Police Constable	\$ 102,467.07	\$ 997.46	
Jones	Gordon	Superintendent	\$ 211,044.00	\$ 12,979.00	
Jones	Jason Neil	Police Constable	\$ 113,444.80	\$ 1,001.16	
Jones	Leanne	Sergeant	\$ 129,940.99	\$ 946.69	
Jones	Michael Craig	Police Constable	\$ 117,741.06	\$ 1,010.75	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Jones	Paul Christopher	Sergeant	\$ 115,894.83	\$ 1,060.02	
Jones	Sandra Maureen	Sergeant	\$ 119,086.45	\$ 1,070.29	
Jones	Stephen Christopher	Training Constable	\$ 119,487.21	\$ 1,023.88	
Jones	Thomas	Plainclothes Police Constable	\$ 118,240.77	\$ 393.90	
Jones	Todd Michael	Police Constable	\$ 102,378.84	\$ 1,010.75	
Joness	Diana	Police Constable	\$ 105,441.84	\$ 1,020.89	
Jongdong	Lhawang Topgyal	Sergeant	\$ 127,894.70	\$ 1,049.10	
Jonkman	Linda Cathrine	Plainclothes Police Constable	\$ 112,797.28	\$ 1,013.87	
Joseph	Abey	Police Constable	\$ 118,494.89	\$ 337.25	
Joseph	John Robert	Police Constable	\$ 140,269.95	\$ 976.27	
Joseph	Marc Anthony	Police Constable	\$ 115,567.41	\$ 916.12	
Joseph	Ronald Rajesh	Police Constable	\$ 101,218.97	\$ 1,000.74	
Joseph	Trevor John	Police Constable	\$ 157,696.36	\$ 1,010.75	
Josephs	Adam Kirk	Police Constable	\$ 134,244.27	\$ 1,020.89	
Joshi	Chaitanya	Plainclothes Police Constable	\$ 130,926.01	\$ 1,023.88	
Josifovic	Mladen	Detective	\$ 119,484.04	\$ 1,070.29	
Jost	Martika Sybil	Parking Enforcement Officer	\$ 100,829.02	\$ 894.27	
Jovanovich	Deanna Sylvia	Police Constable	\$ 118,549.06	\$ 997.46	
Judd	Richard Andrew	Plainclothes Police Constable	\$ 126,021.98	\$ 1,027.48	
Jugpall	Hermail Singh	Plainclothes Police Constable	\$ 115,371.96	\$ 1,006.08	
Juhasz	Alexander Gyozo	Police Constable	\$ 122,944.92	\$ 1,000.74	
Juhasz	Jamie Christine	Police Constable	\$ 107,230.13	\$ 1,000.74	
Juma	Michael Onyango	Police Constable	\$ 127,515.95	\$ 997.46	
Jun	Danny	Police Constable	\$ 158,897.37	\$ 1,000.74	
Jung	Kevin Seok	Police Constable	\$ 100,029.56	\$ 1,000.74	
Jung	William Kee	Police Constable	\$ 132,747.86	\$ 666.12	
Just	Michael Allan	Police Constable	\$ 125,654.74	\$ 341.12	
Kachur	Damien John	Police Constable	\$ 111,569.56	\$ 1,000.74	
Kadohama	Danny Hiroyuki	Police Constable	\$ 102,208.44	\$ 880.76	
Kahlon	Amarjit Singh	Police Constable	\$ 140,723.60	\$ 1,000.74	
Kahnt	Angela Christine	Sergeant	\$ 123,413.85	\$ 1,008.34	
Kainz	Christopher John	Police Constable	\$ 105,149.74	\$ 370.89	
Kalatzopoulos	Nikolas	Police Constable	\$ 100,751.35	\$ 1,010.75	
Kalonka	Leonard	Police Constable	\$ 134,919.76	\$ 991.12	
Kalteis	Marc Robert	Police Constable	\$ 178,636.67	\$ 1,010.75	
Kalwies	David	Police Constable	\$ 105,661.23	\$ 1,020.89	
Kama	Guy	Plainclothes Police Constable	\$ 105,566.73	\$ 373.88	
Kang	Gurjot Singh	Police Constable	\$ 125,745.25	\$ 1,000.74	
Kangas	Scott Osbourne	Plainclothes Police Constable	\$ 112,910.85	\$ 1,007.71	
Kapitany	Jessy Tara	Plainclothes Police Constable	\$ 104,425.14	\$ 999.10	
Kapoor	Amritpal Singh	Police Constable	\$ 107,381.32	\$ 966.19	
Kapoor	Harjyot Singh	Police Constable	\$ 115,265.23	\$ 997.46	
Kaposy	Kevin John	Sergeant	\$ 119,291.98	\$ 585.02	
Kapp	Justin Matthew	Police Constable	\$ 117,368.57	\$ 984.37	
Karagan	Panayiotis Nickolas	Sergeant	\$ 131,217.94	\$ 1,060.02	
Karavadi	Hanumantha	Senior Analyst	\$ 114,486.15	\$ 401.70	
Karges	Bradley Joseph	Police Constable	\$ 107,093.31	\$ 1,004.52	
Karimloo	Shervin Peter	Police Constable	\$ 156,860.66	\$ 1,010.75	
Karimzada	Abdullah	Police Constable	\$ 193,881.76	\$ 341.12	
Karjalainen	Trevor Vincent	Plainclothes Police Constable	\$ 132,850.26	\$ 1,043.90	
Karkoulas	Trevor Daniel	Plainclothes Police Constable	\$ 149,646.89	\$ 1,023.88	
Karmali	Faizal Shiraz	Police Constable	\$ 120,377.03	\$ 1,007.95	
Karpik	James	Police Constable	\$ 125,741.26	\$ 1,020.89	
Karpinski	Krzysztof	Police Constable	\$ 104,635.96	\$ 997.46	
Karpuc	Dawid Waldemar	Police Constable	\$ 113,306.67	\$ 1,000.74	
Karras	Stella Stauroula	Detective	\$ 123,857.95	\$ 1,060.02	
Karstoff	Brandon Christopher	Plainclothes Police Constable	\$ 121,016.33	\$ 1,030.07	
Kaszycza	Joseph Ludwik	Plainclothes Police Constable	\$ 153,352.54	\$ 1,033.37	
Katafigiotis	Constantine	Plainclothes Police Constable	\$ 120,901.69	\$ 1,023.88	
Katanic	Zeljko	Police Constable	\$ 110,932.51	\$ 1,007.86	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Kathiravelu	Kajamuganathan	Sergeant	\$ 123,364.03	\$ 1,008.34	
Katoch	Amar Singh	Plainclothes Police Constable	\$ 136,949.76	\$ 1,043.90	
Katschilo	James Alan	Police Constable	\$ 118,554.80	\$ 997.46	
Kawaya	Djo Hitshika	Police Constable	\$ 121,327.34	\$ 991.45	
Kay	Brian	Staff Sergeant	\$ 141,890.60	\$ 1,110.98	
Kay	Grant Michael	Police Constable	\$ 113,238.70	\$ 1,018.54	
Kay	William Donald	Police Constable	\$ 169,411.25	\$ 1,028.15	
Kazzouh	Rabie Hanna	Police Constable	\$ 109,756.40	\$ 1,018.54	
Kealey	Devin	Detective Sergeant	\$ 133,319.06	\$ 460.98	
Keane	Patrick	Detective Sergeant	\$ 101,502.33	\$ 318.82	
Keefe	Jason Yvon	Police Constable	\$ 104,121.02	\$ 1,001.16	
Keegan	Jason Michael	Police Constable	\$ 111,084.77	\$ 350.74	
Keeler	Christopher Thomas	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Kehler	Jason Wade	Police Constable	\$ 113,258.27	\$ 1,010.75	
Kell	Jeffrey Stewart	Police Constable	\$ 164,865.31	\$ 1,004.52	
Kellar	Brian Murray	Police Constable	\$ 112,339.45	\$ 1,000.74	
Kellman	Karen Louise	Manager of Purchasing Services	\$ 153,650.07	\$ 730.47	
Kellough	Stacy Leigh	Police Constable	\$ 103,469.95	\$ 1,000.74	
Kelloway	Trevor Paul	Police Constable	\$ 102,584.96	\$ 1,000.74	
Kelly	Brian Wayne	Detective Sergeant	\$ 151,667.94	\$ 1,110.98	
Kelly	Craig Robert	Police Constable	\$ 107,917.05	\$ 341.12	
Kelly	Denise Eugenia	Police Constable	\$ 113,396.11	\$ 1,000.74	
Kelly	Diane Mary	Plainclothes Police Constable	\$ 108,436.58	\$ 383.37	
Kelly	Erin Melissa	Communications Operator	\$ 111,734.21	\$ 302.90	
Kelly	Kimberley Ann	Police Constable	\$ 106,541.01	\$ 1,010.75	
Kelly	Kimberly Ann	Police Constable	\$ 101,634.13	\$ 1,006.97	
Kelly	Michael Patrick	Plainclothes Police Constable	\$ 109,736.14	\$ 373.88	
Kelly	Michael Rory	Police Constable	\$ 100,384.14	\$ 1,004.52	
Kelly	Terence Peter	Detective Sergeant	\$ 131,189.70	\$ 1,100.32	
Kempster	Darryl Martin	Plainclothes Police Constable	\$ 120,886.09	\$ 373.88	
Kennedy	Dorna Tresia	Police Constable	\$ 114,288.70	\$ 1,000.74	
Kennedy	Geoffrey	Sergeant	\$ 118,767.04	\$ 1,070.29	
Kennedy	Ian Daniel	Detective	\$ 136,047.32	\$ 409.16	
Kennedy	Lee Edward	Police Constable	\$ 104,214.86	\$ 1,000.74	
Kennedy	Mark David	Plainclothes Police Constable	\$ 121,402.50	\$ 1,023.88	
Kennedy	Paul Edward	Police Constable	\$ 100,614.56	\$ 1,000.74	
Kennedy	Shaun Derek	Police Constable	\$ 101,272.26	\$ 1,000.74	
Kent	Dionne Earlene	Police Constable	\$ 110,074.17	\$ 1,010.75	
Kent	Gary	Police Constable	\$ 156,379.31	\$ 1,020.89	
Kent	Sharon Audrey	Plainclothes Police Constable	\$ 143,928.96	\$ 1,023.88	
Kerr	Christopher George	Police Constable	\$ 115,953.17	\$ 994.09	
Kerr	Geoffrey	Police Constable	\$ 147,446.24	\$ 1,020.89	
Kerr	Jaime Lyn	Police Constable	\$ 103,803.85	\$ 1,000.74	
Kerr	Jason Matthew	Police Constable	\$ 118,914.51	\$ 1,010.75	
Kerr	Kyle	Sergeant	\$ 119,544.31	\$ 1,070.29	
Kerr	Samuel William	Police Constable	\$ 121,735.30	\$ 1,020.89	
Kerr	Steven Harold	Detective	\$ 125,712.40	\$ 1,049.10	
Kesic	Zeljko	Police Constable	\$ 118,956.00	\$ 1,000.74	
Keveza	Russell Daniel	Plainclothes Police Constable	\$ 112,938.80	\$ 1,016.76	
Keveza	Ryan Mathew	Plainclothes Police Constable	\$ 124,063.99	\$ 1,023.88	
Kha	Quocdung	Police Constable	\$ 136,015.82	\$ 1,000.74	
Khan	Ammar	Police Constable	\$ 114,043.12	\$ 347.46	
Khan	Bahroze Raza	Police Constable	\$ 106,676.70	\$ 991.12	
Khan	Farhanullah	Plainclothes Police Constable	\$ 128,638.74	\$ 1,013.87	
Khan	Garvin Imtiaz	Police Constable	\$ 121,320.85	\$ 1,010.75	
Khan	Humayun Rashid	Plainclothes Police Constable	\$ 105,576.53	\$ 373.88	
Khan	Mohammad Asad Ullah	Police Constable	\$ 136,296.64	\$ 1,000.74	
Khan	Omar Ashraf	Detective	\$ 140,705.77	\$ 1,060.02	
Khan	Ronald Arlington	Staff Sergeant	\$ 153,648.07	\$ 1,110.98	
Khan	Tariq Ijaz	Police Constable	\$ 189,181.49	\$ 997.46	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Khan	Wahid	Police Constable	\$ 120,825.35	\$ 1,000.74	
Kharbar	Manpreet	Police Constable	\$ 114,330.51	\$ 1,000.74	
Khawaja	Arshad Sadiq	Training Constable	\$ 115,903.08	\$ 1,043.90	
Khawaja	Suhail Rashid	Police Constable	\$ 113,651.51	\$ 1,000.74	
Khera	Milpreet Singh	Police Constable	\$ 133,231.55	\$ 1,016.88	
Khera	Sandeep Singh	Police Constable	\$ 124,852.44	\$ 1,000.74	
Khimani	Zulfiqar Ali	Parking Enforcement Officer	\$ 113,891.18	\$ 894.27	
Khoshbooi	Ali Nader	Plainclothes Police Constable	\$ 151,424.33	\$ 1,023.88	
Khoundu	Jatinder Kaur	Police Constable	\$ 105,802.62	\$ 1,000.74	
Khow	SieWing	Counsel	\$ 153,650.07	\$ 526.11	
Khurshid	Sheikh Ahmad	Training Constable	\$ 130,500.38	\$ 1,022.10	
Kidd	James Jeffrey	Plainclothes Police Constable	\$ 119,837.64	\$ 1,033.37	
Kijewski	Kristine Jean	Director of Operations Support Services	\$ 193,251.86	\$ 3,324.75	
Killy	Anton	Police Constable	\$ 114,898.64	\$ 1,020.89	
Kim	Daniel	Police Constable	\$ 141,607.26	\$ 994.09	
Kim	Hoon	Police Constable	\$ 118,698.65	\$ 1,000.74	
Kim	Hyok Kyun	Plainclothes Police Constable	\$ 175,221.99	\$ 1,023.88	
Kim	Jin Hoi	Police Constable	\$ 105,921.39	\$ 1,000.74	
Kim	Jong Woo	Police Constable	\$ 153,054.34	\$ 1,010.75	
Kim	Judy Mi-Yae	Police Constable	\$ 123,626.91	\$ 1,018.54	
Kim	Jung-Yul	Police Constable	\$ 172,075.40	\$ 973.57	
Kim	Min Chul	Police Constable	\$ 126,167.85	\$ 1,009.70	
Kim	Samuel-Chong	Plainclothes Police Constable	\$ 124,823.30	\$ 1,023.88	
Kim	Sang Hyup	Police Constable	\$ 134,679.98	\$ 1,000.74	
Kim	Sin-Joong Sin	Detective	\$ 113,003.36	\$ 1,049.10	
Kim	So-Yeon	Police Constable	\$ 109,600.17	\$ 350.74	
Kimmerer	David Russell	Police Constable	\$ 102,359.00	\$ 1,010.75	
King	Cheryl	Staff Sergeant	\$ 132,222.80	\$ 1,110.98	
King	Patrick James	Police Constable	\$ 102,307.03	\$ 1,010.75	
King	Stuart MacPherson	Staff Sergeant	\$ 137,065.20	\$ 1,110.98	
Kingdon	Scott Anthony	Sergeant	\$ 125,689.10	\$ 1,060.02	
Kinghorn	Shawn Ian	Plainclothes Police Constable	\$ 138,285.34	\$ 1,023.88	
Kinnear	Kathryn	Staff Sergeant	\$ 131,408.71	\$ 1,110.98	
Kiproff	Michael Peter	Plainclothes Police Constable	\$ 119,037.68	\$ 1,033.37	
Kirchner	Darryl Lawrence	Plainclothes Police Constable	\$ 103,634.20	\$ 1,006.08	
Kirinde	Ranjan Wickramasinghe	Police Constable	\$ 140,179.96	\$ 1,020.89	
Kirk	Cameron Scott	Police Constable	\$ 108,179.63	\$ 1,029.86	
Kirkpatrick	Christopher John	Inspector	\$ 171,943.91	\$ 1,380.47	
Kirkwood	Jennifer Lynn	Police Constable	\$ 104,186.60	\$ 1,000.74	
Kis	Andrew	Sergeant	\$ 118,769.84	\$ 1,070.29	
Kitchener	Andrew James	Sergeant	\$ 131,718.04	\$ 1,070.29	
Klaas	Peter	Police Constable	\$ 116,680.66	\$ 1,003.68	
Klein-Horsman	Brian	Police Constable	\$ 131,162.24	\$ 1,000.74	
Klimtschuck	Joseph Christian	Plainclothes Police Constable	\$ 116,916.42	\$ 1,023.88	
Kline	Stephen Robert	Plainclothes Police Constable	\$ 131,742.98	\$ 1,023.88	
Klodt	Shawn Edward	Police Constable	\$ 116,235.86	\$ 1,020.89	
Kluczewski	Kamil	Training Constable	\$ 112,211.90	\$ 1,023.88	
Kluge	Christine Ruth	Training Constable	\$ 106,852.57	\$ 1,023.88	
Klunder	Gerard William	Sergeant	\$ 120,529.63	\$ 1,060.02	
Klutz	Christopher Joseph	Police Constable	\$ 135,954.91	\$ 1,000.74	
Kmieciak	John	Sergeant	\$ 122,262.26	\$ 1,070.29	
Knight	Christopher James	Police Constable	\$ 126,077.92	\$ 997.46	
Knight	Julie	Plainclothes Police Constable	\$ 132,538.45	\$ 1,043.90	
Knighton	Jason Richard	Police Constable	\$ 124,918.04	\$ 994.09	
Knill	Christine	Plainclothes Police Constable	\$ 125,360.57	\$ 373.88	
Knill	Graham Kenneth	Plainclothes Police Constable	\$ 119,794.47	\$ 1,033.37	
Knoblauch	Keith Percy	Police Constable	\$ 122,965.20	\$ 1,020.89	
Knoop	Andrew	Police Constable	\$ 120,791.74	\$ 369.98	
Knowles	David	Detective	\$ 121,522.20	\$ 1,070.29	
Knowles	Thomas Edward	Police Constable	\$ 102,099.75	\$ 973.57	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Knox	Jaime Louise	Police Constable	\$ 105,083.40	\$ 1,000.74	
Ko	Terence Sing	Police Constable	\$ 114,233.79	\$ 994.09	
Kocanovic	Aleksandar Sasha	Police Constable	\$ 104,200.35	\$ 1,010.75	
Koeh	Aggrey Kiplanga	Plainclothes Police Constable	\$ 123,191.11	\$ 1,023.88	
Koh	David Sukjin	Police Constable	\$ 126,669.92	\$ 1,000.74	
Kohl	Barbara Louise	Detective	\$ 128,054.12	\$ 1,070.29	
Kohout	Steven William	Police Constable	\$ 102,300.54	\$ 1,010.75	
Kolankowski	Michael Roman	Police Constable	\$ 109,587.64	\$ 991.78	
Komada	Marcin	Police Constable	\$ 118,899.54	\$ 1,000.74	
Konadu	Felix	Police Constable	\$ 124,576.66	\$ 1,000.74	
Konashewych	Robert Paul	Police Constable	\$ 139,214.32	\$ 1,000.74	
Kondo	Jason	Detective	\$ 136,568.40	\$ 1,070.29	
Konkel	Kazimierz	Staff Sergeant	\$ 188,176.49	\$ 1,110.98	
Konkle	Christine Diane	Police Constable	\$ 105,568.96	\$ 1,010.75	
Koops	Robert Douglas	Police Constable	\$ 103,218.56	\$ 994.09	
Kooy	Daniel Peter	Police Constable	\$ 101,853.81	\$ 991.12	
Korac	Paul Louis	Detective	\$ 117,992.92	\$ 1,057.03	
Korman-Moore	Adrian Jay	Police Constable	\$ 110,602.66	\$ 1,010.75	
Korn	Diana	Police Constable	\$ 106,659.70	\$ 1,020.89	
Korunic	Ana	Police Constable	\$ 128,725.34	\$ 966.77	
Kostiuk	Michael	Police Constable	\$ 120,095.63	\$ 1,020.89	
Kotas	Artur Jacek	Sergeant	\$ 121,840.32	\$ 1,060.02	
Kotes	Julia Marie	Police Constable	\$ 103,998.93	\$ 1,000.74	
Kotzer	Ryan Michael	Police Constable	\$ 135,843.39	\$ 1,011.68	
Koushyar-Moghtader	Shahryar	Police Constable	\$ 125,896.51	\$ 997.46	
Kovacevic	Martina	Police Constable	\$ 106,809.58	\$ 954.60	
Kovacic	Joseph Mark	Police Constable	\$ 131,148.51	\$ 1,000.74	
Kovic	Victor James	Police Constable	\$ 109,251.96	\$ 1,006.97	
Kowalski	Grzegorz	Police Constable	\$ 139,841.52	\$ 955.89	
Kozak	David William	Detective	\$ 115,465.13	\$ 1,049.10	
Kozar	Frederick Joseph	Sergeant	\$ 128,838.83	\$ 1,060.02	
Kraehling	Jason Daniel	Plainclothes Police Constable	\$ 111,648.32	\$ 996.34	
Kraft	Jason	Sergeant	\$ 152,323.38	\$ 1,060.02	
Krajaefski	Cory James	Police Constable	\$ 103,304.82	\$ 1,000.74	
Kramer	Rudy James	Police Constable	\$ 110,716.56	\$ 994.09	
Kranenburg	Lori Patricia	Detective	\$ 128,260.36	\$ 1,049.10	
Krangle	Charles Forbes	Police Constable	\$ 108,528.62	\$ 1,000.74	
Kranjac	Joseph Anthony	Sergeant	\$ 124,614.92	\$ 1,049.51	
Kraus	Jeremy James	Police Constable	\$ 116,814.15	\$ 341.12	
Krawczyk	Michelle Marlaine	Training Constable	\$ 111,107.04	\$ 393.12	
Krawczyk	Paul Thomas	Detective Sergeant	\$ 128,997.50	\$ 417.72	
Krawczyk	Richard	Police Constable	\$ 168,390.29	\$ 1,020.89	
Krieger	Ariyeh Michael	Plainclothes Police Constable	\$ 105,965.25	\$ 1,023.88	
Kritsotakis	Dimitrios	Police Constable	\$ 111,765.11	\$ 949.44	
Kroustallis	Michael James	Police Constable	\$ 113,751.90	\$ 1,000.74	
Kruczek	Piotr Pawel	Sergeant	\$ 127,347.15	\$ 1,049.10	
Kuck	Heinz	Superintendent	\$ 178,968.06	\$ 1,504.23	
Kuhn	Rene Michael	Police Constable	\$ 122,757.36	\$ 1,023.88	
Kuleczka	Wojciech Karol	Plainclothes Police Constable	\$ 139,555.53	\$ 1,023.88	
Kulik	Melissa Heather	Police Constable	\$ 102,069.09	\$ 1,010.75	
Kulina	Mario Mariusz	Police Constable	\$ 113,498.79	\$ 1,000.74	
Kullar	Satbir Singh	Police Constable	\$ 107,688.88	\$ 341.12	
Kulmatycki	Joel Patrick	Staff Sergeant	\$ 130,862.35	\$ 1,110.98	
Kumar	Amit	Police Constable	\$ 159,084.98	\$ 1,000.74	
Kumar	Dinesh	Police Constable	\$ 106,387.45	\$ 1,000.74	
Kummer	Tania Charlene	Police Constable	\$ 115,879.32	\$ 1,002.42	
Kung	Tommy Wing	Police Constable	\$ 204,324.65	\$ 1,000.74	
Kuok	Gabriel	Police Constable	\$ 111,476.89	\$ 1,000.74	
Kurpis	Steve Anthony	Police Constable	\$ 107,426.89	\$ 1,000.74	
Kurts	Lisa Crystal	Staff Sergeant	\$ 127,869.16	\$ 1,100.32	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Kurucz	Blaise	Police Constable	\$ 104,048.92	\$ 1,000.74	
Kusenthiran	Sri Ganga Varshini	Police Constable	\$ 112,381.06	\$ 994.09	
Kuz	Mykola	Police Constable	\$ 143,015.86	\$ 966.77	
Kuznetsov	Sergiy Anatolyovich	Police Constable	\$ 181,705.33	\$ 1,000.74	
Kwok	Vincent Kar	Senior Customer Service Rep	\$ 112,377.24	\$ 369.08	
Kwong	Victor Paul	Police Constable	\$ 107,769.29	\$ 1,007.25	
La Borde	Regina	Police Constable	\$ 106,410.96	\$ 370.89	
La Fosse	Jeffery Guy	Detective	\$ 136,253.88	\$ 1,060.02	
La Penna	David Anthony	Plainclothes Police Constable	\$ 114,075.24	\$ 321.99	
La Rush	Debra Renee	Senior Fingerprint Examiner	\$ 106,974.08	\$ 991.12	
La Vella	Paolo Giuseppe	Plainclothes Police Constable	\$ 108,945.85	\$ 1,020.52	
Lacuna	Marlon Joseph	Police Constable	\$ 108,183.53	\$ 991.12	
Ladouceur	Jennifer Maureen	Police Constable	\$ 116,372.79	\$ 1,000.74	
Ladurantaye	Brock Yves	Training Constable	\$ 123,405.62	\$ 1,023.88	
Ladurantaye	Ryan Nicholas	Police Constable	\$ 122,624.77	\$ 997.46	
Lafrance	Jean-Guy Gerard	Police Constable	\$ 102,712.58	\$ 1,010.75	
Lagat	Rommelito Manuel	Parking Enforcement Officer	\$ 116,705.42	\$ 894.27	
Lahey	Mary Regina	Sergeant	\$ 118,853.49	\$ 1,070.29	
Lai	Victor Tze-Kau	Police Constable	\$ 137,045.71	\$ 1,009.70	
Laing	Andrea Lynn	Police Constable	\$ 103,999.85	\$ 1,000.74	
Laing	Darren	Staff Sergeant	\$ 130,911.91	\$ 1,078.14	
Laing	Richard Anthony	Police Constable	\$ 103,455.28	\$ 1,000.74	
Lakey	Wayne	Sergeant	\$ 126,860.09	\$ 1,070.29	
Lall	Lallman	Parking Enforcement Officer	\$ 142,711.63	\$ 894.27	
Lalla	Lester Royson	Plainclothes Police Constable	\$ 128,181.43	\$ 1,023.88	
Lam	Ian Wayne	Police Constable	\$ 171,244.92	\$ 1,000.74	
Lam	Ken Raymond	Police Constable	\$ 108,788.58	\$ 991.12	
Lamanna	Anthony	Police Constable	\$ 144,065.83	\$ 1,020.89	
Lamb	Michael Ambrose	Police Constable	\$ 110,120.89	\$ 991.12	
Lambe	James	Police Constable	\$ 108,456.41	\$ 1,020.89	
Lambie	Darryl Bradley	Police Constable	\$ 123,452.10	\$ 1,000.74	
Lamond	Ian David	Staff Sergeant	\$ 134,548.78	\$ 1,110.98	
Lamontagne	Joseph	Police Constable	\$ 104,974.57	\$ 902.99	
Lampiris	Chris	Police Constable	\$ 119,565.38	\$ 1,010.75	
Landry	Adam Joseph	Police Constable	\$ 112,375.92	\$ 1,004.52	
Landry	Joel Christian	Plainclothes Police Constable	\$ 117,609.90	\$ 1,023.88	
Landry	Roger Adam	Plainclothes Police Constable	\$ 112,321.81	\$ 1,023.88	
Lane	Arthur	Plainclothes Police Constable	\$ 166,840.07	\$ 1,043.90	
Lane	Micheal William	Plainclothes Police Constable	\$ 114,662.69	\$ 1,023.88	
Langdon	Kyle Alexander	Police Constable	\$ 131,231.17	\$ 966.77	
Langer	Brendon Kyle	Police Constable	\$ 160,371.62	\$ 973.57	
Langford	Christain Trevor	Police Constable	\$ 112,894.06	\$ 1,000.74	
Langford	James Douglas	Police Constable	\$ 113,846.95	\$ 1,000.74	
Langille	Lynn	Detective	\$ 124,414.80	\$ 1,070.29	
Langlois	Mark	Sergeant	\$ 163,437.23	\$ 1,070.29	
Lanigan	Robin	Sergeant	\$ 120,938.59	\$ 1,070.29	
Lantaigne	Melanie Helene	Plainclothes Police Constable	\$ 104,025.75	\$ 996.69	
Lapensee	Sylvain Aurele	Sergeant	\$ 127,445.09	\$ 1,049.10	
Laptiste	Marlon Simon	Plainclothes Police Constable	\$ 135,131.56	\$ 1,023.88	
Laramy	Stephen William	Sergeant	\$ 148,161.46	\$ 1,060.02	
Larmer	Jason Rae	Police Constable	\$ 105,017.85	\$ 1,016.84	
Larmour	Brent James	Police Constable	\$ 114,886.94	\$ 1,015.18	
Laroche	Winston	Sergeant	\$ 118,960.77	\$ 420.29	
Lashley	Troy Noel	Police Constable	\$ 111,830.65	\$ 1,009.70	
Latimer	Tracey Lynne	Police Constable	\$ 102,264.19	\$ 1,010.75	
Latincic	Daniel	Police Constable	\$ 128,328.32	\$ 1,000.74	
Latone-Forget	Patricia	Police Constable	\$ 105,283.09	\$ 370.89	
Latter	Jordan Christopher	Detective Sergeant	\$ 140,417.73	\$ 1,110.72	
Lau	Alex Chi	Police Constable	\$ 102,380.26	\$ 1,010.75	
Lau	Wai	Police Constable	\$ 104,833.34	\$ 1,020.89	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Laurel	Don Louie	Police Constable	\$ 121,254.84	\$ 1,000.74	
Laush	Christopher Allen	Sergeant	\$ 119,112.54	\$ 1,070.29	
Lavers	Manfred James	Plainclothes Police Constable	\$ 126,303.20	\$ 1,023.88	
Law	Chun-Wing William	Plainclothes Police Constable	\$ 108,502.51	\$ 1,023.88	
Law	Richie Chun-Wai	Police Constable	\$ 117,725.82	\$ 1,000.74	
Lawlor	William	Police Constable	\$ 112,670.23	\$ 1,020.89	
Lawr	Gregory Edward	Detective	\$ 135,704.78	\$ 680.18	
Lawrence	Gavin Sylvester	Police Constable	\$ 118,214.75	\$ 997.46	
Lawrence	Neville Donavon	Police Constable	\$ 115,509.61	\$ 1,000.74	
Lawrence	Shawn	Sergeant	\$ 171,665.44	\$ 1,070.29	
Laws	Christopher Bradley	Police Constable	\$ 123,139.61	\$ 1,020.89	
Lawson	Andrew Avery	Detective	\$ 131,401.21	\$ 1,060.02	
Lawson	Anthony	Sergeant	\$ 129,107.96	\$ 1,070.29	
Lawson	Nicholas William	Police Constable	\$ 115,243.94	\$ 1,018.54	
Lawson	Samuel John	Police Constable	\$ 122,166.22	\$ 966.77	
Lazar	Ramy	Plainclothes Police Constable	\$ 110,081.13	\$ 1,014.22	
Lazarus	Terrence Anthony	Plainclothes Police Constable	\$ 131,810.48	\$ 1,023.88	
Lazzaro	Frank Anthony	Detective	\$ 122,998.18	\$ 1,052.79	
Le	Nam-Nhat	Police Constable	\$ 115,546.22	\$ 1,010.75	
League	Aaron Charles	Plainclothes Police Constable	\$ 109,926.62	\$ 1,023.88	
Leahy	Kevin John	Detective Sergeant	\$ 149,993.98	\$ 1,110.98	
Leal	Jason David	Police Constable	\$ 105,866.54	\$ 1,000.74	
Leano	Alexander Thomas	Police Constable	\$ 114,839.78	\$ 1,000.74	
Leary	Derek William	Training Constable	\$ 115,104.09	\$ 1,023.88	
Leblanc	Adam Lionel	Plainclothes Police Constable	\$ 109,639.69	\$ 1,023.88	
Leblanc	Dylan Raymond	Police Constable	\$ 104,074.09	\$ 1,000.74	
Lecki	Pawel Lukasz	Police Constable	\$ 112,879.35	\$ 994.09	
LeClair	Glenn Duncan	Senior Analyst	\$ 113,256.26	\$ 400.62	
Leclerc	Daniel Christian	Police Constable	\$ 100,092.41	\$ 1,000.74	
Ledat	Michael Geoffrey	Plainclothes Police Constable	\$ 109,792.15	\$ 1,010.36	
Ledgerwood	Kim	Staff Sergeant	\$ 130,528.11	\$ 1,110.98	
Lee	Charles Jae-Wook	Detective	\$ 123,095.11	\$ 1,060.02	
Lee	Daniel	Sergeant	\$ 159,698.23	\$ 1,049.10	
Lee	David Brandon	Plainclothes Police Constable	\$ 113,685.26	\$ 1,010.86	
Lee	Derek Richard	Police Constable	\$ 112,573.67	\$ 1,020.89	
Lee	Elliott	Plainclothes Police Constable	\$ 105,626.76	\$ 999.43	
Lee	Eugene Seung	Plainclothes Police Constable	\$ 133,590.85	\$ 1,023.88	
Lee	Evelyn Sui	Operations Supervisor	\$ 122,504.20	\$ 998.14	
Lee	James	Police Constable	\$ 121,604.17	\$ 991.12	
Lee	James Stanton	Police Constable	\$ 121,975.88	\$ 1,018.54	
Lee	Jason Michael	Plainclothes Police Constable	\$ 108,835.37	\$ 994.60	
Lee	John Song-Ho	Plainclothes Police Constable	\$ 130,239.60	\$ 1,043.90	
Lee	Jorge	Plainclothes Police Constable	\$ 120,605.03	\$ 1,023.88	
Lee	Julia	Plainclothes Police Constable	\$ 126,390.82	\$ 356.97	
Lee	Justin Taegun	Plainclothes Police Constable	\$ 124,615.70	\$ 1,023.88	
Lee	Karen	Sergeant	\$ 126,298.92	\$ 835.02	
Lee	Kenny	Detective	\$ 125,526.00	\$ 1,060.02	
Lee	Kevin Simon	Police Constable	\$ 101,572.64	\$ 1,000.74	
Lee	Kwang Jae	Police Constable	\$ 112,096.13	\$ 1,000.74	
Lee	Kyu il	Plainclothes Police Constable	\$ 107,324.44	\$ 373.88	
Lee	Kyung Soo	Police Constable	\$ 127,590.43	\$ 1,000.74	
Lee	Nicole Denise	Staff Sergeant	\$ 130,604.78	\$ 1,110.98	
Lee	Philip Brian	Sergeant	\$ 123,166.08	\$ 1,060.02	
Lee	Randall James	Sergeant	\$ 125,513.92	\$ 1,060.02	
Lee	Steven Mintek	Police Constable	\$ 144,321.58	\$ 1,000.74	
Lee	Wayne	Plainclothes Police Constable	\$ 104,507.70	\$ 1,012.11	
Leece	Gordon William	Sergeant	\$ 120,686.85	\$ 1,049.10	
Leermakers	William Anthony	Sergeant	\$ 123,582.31	\$ 1,060.02	
Lefebvre	Marc	Police Constable	\$ 138,810.62	\$ 1,020.89	
LeFort	Kenton William	Training Constable	\$ 117,967.98	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Lei	Aaron	Senior Programmer	\$ 128,613.60	\$ 369.20	
Leitch	Jason	Detective	\$ 130,656.71	\$ 1,070.29	
Lemaitre	Robert James	Detective	\$ 136,672.72	\$ 1,060.02	
Lembke	Kristin Nicole	Police Constable	\$ 103,000.34	\$ 1,000.74	
Lembo	Maurizio	Plainclothes Police Constable	\$ 100,206.03	\$ 954.60	
Lenchuck	David Lawrence	Police Constable	\$ 100,325.19	\$ 1,004.52	
Leney	Thomas Michael	Police Constable	\$ 107,341.06	\$ 1,000.74	
Lenfesty	Sean	Detective Sergeant	\$ 162,841.42	\$ 1,097.26	
Lennon	Kirk Demetrice	Plainclothes Police Constable	\$ 130,466.02	\$ 1,008.75	
Lennox	Peter	Superintendent	\$ 181,523.34	\$ 14,874.38	
Lentsch	Paul Tony	Sergeant	\$ 140,367.74	\$ 1,060.02	
Leonard	Douglas Clint	Police Constable	\$ 128,257.19	\$ 1,000.74	
Leonard	Monika Joanna	Police Constable	\$ 117,948.20	\$ 991.12	
Leone	Michiele Mario	Detective Sergeant	\$ 141,631.89	\$ 1,110.98	
Lepcha	Swiba	Police Constable	\$ 104,984.54	\$ 370.89	
Leslie	Hamil Theodore	Detective	\$ 125,478.15	\$ 1,049.10	
Lester	James Anthony	Project Supervisor	\$ 104,291.42	\$ 369.20	
Letsche	Douglas Reynolds	Training Constable	\$ 117,771.58	\$ 1,033.37	
Leung	Sheung	Sergeant	\$ 129,032.52	\$ 1,070.29	
Leung	Simon	Plainclothes Police Constable	\$ 117,671.44	\$ 1,015.26	
Leung	Victor	Police Constable	\$ 112,171.32	\$ 931.44	
Levert	Bryce Sterling	Police Constable	\$ 126,446.76	\$ 1,000.74	
Levesque	Jason Mathew	Police Constable	\$ 115,598.52	\$ 1,000.74	
Levesque	Martin	Detective	\$ 131,978.91	\$ 1,052.79	
Levesque	Thomas Robert	Senior Project Co-ordinator	\$ 127,329.31	\$ 1,259.34	
Levy	Garth	Police Constable	\$ 135,067.84	\$ 1,000.74	
Lewis	Marcel	Police Constable	\$ 107,695.66	\$ 1,000.74	
Leyva	Sharon Marisol	Police Constable	\$ 106,160.42	\$ 1,000.74	
Li	Boyd	Detective	\$ 118,086.19	\$ 1,049.10	
Li	Ming To	Police Constable	\$ 109,850.95	\$ 341.12	
Li	Phillip	Police Constable	\$ 135,014.51	\$ 1,000.74	
Li	Raymond Leung-Tak	Police Constable	\$ 131,937.85	\$ 997.46	
Li	Siu Lun	Police Constable	\$ 102,731.71	\$ 1,000.74	
Li	Xiaobo	Police Constable	\$ 109,849.62	\$ 1,000.74	
Liburd	Blair Daren	Plainclothes Police Constable	\$ 113,943.82	\$ 1,006.08	
Lichacz	Alexander William	Police Constable	\$ 102,072.03	\$ 1,000.74	
Licop	Robert Joseph	Police Constable	\$ 109,037.46	\$ 1,020.89	
Liddy	Andrew James	Plainclothes Police Constable	\$ 122,923.26	\$ 996.34	
Liggio	Giovanni Celestino	Police Constable	\$ 104,330.50	\$ 1,000.74	
Lillie	Shawn Gerald	Plainclothes Police Constable	\$ 133,630.96	\$ 1,023.88	
Lim	Andrew	Plainclothes Police Constable	\$ 116,508.37	\$ 1,017.65	
Lim	Dong Hyeok Dave	Police Constable	\$ 113,260.08	\$ 1,011.42	
Lim	Jason	Plainclothes Police Constable	\$ 135,476.51	\$ 1,023.88	
Lim Yook	Gilbert Patrick	Police Constable	\$ 138,662.06	\$ 1,000.74	
Lima	Rodney James	Sergeant	\$ 120,323.81	\$ 1,060.02	
Limerick	Scott William	Police Constable	\$ 109,448.95	\$ 1,006.97	
Limsiaco	Michael	Police Constable	\$ 122,516.19	\$ 1,008.75	
Lindell	Kurtis Lawrence	Police Constable	\$ 123,397.63	\$ 1,000.74	
Linley	Carolina Magdalena	Plainclothes Police Constable	\$ 112,076.24	\$ 1,023.88	
Linney	John Thomas	Police Constable	\$ 104,946.82	\$ 1,000.74	
Linquist	Darryl Andrew	Detective	\$ 128,811.13	\$ 1,060.02	
Lionti	Calogero	Police Constable	\$ 120,028.78	\$ 1,010.75	
Lioumanis	Methodios	Detective	\$ 154,018.12	\$ 1,060.02	
Lipkus	Andrew Bradley	Detective	\$ 135,388.98	\$ 1,060.02	
Lipsey	William Norman	Police Constable	\$ 110,950.47	\$ 1,009.70	
Lisanin	Arnulfo	Police Constable	\$ 112,991.78	\$ 1,000.74	
Lischinski	Yotam	Police Constable	\$ 104,351.20	\$ 1,002.52	
Liscoumb	Robert Edward	Plainclothes Police Constable	\$ 135,721.36	\$ 1,020.52	
Liska	David Victor	Sergeant	\$ 129,007.55	\$ 1,060.02	
Little	Arthur	Inspector	\$ 156,560.92	\$ 1,380.47	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Little	David	Detective	\$ 131,587.64	\$ 1,070.29	
Little	James Joseph	Police Constable	\$ 105,803.09	\$ 1,020.89	
Little	Jonathan David	Police Constable	\$ 107,236.66	\$ 1,000.74	
Little	Terence Anthony	Detective	\$ 135,346.79	\$ 1,060.02	
Littler	Ian Stuart	Police Constable	\$ 102,701.15	\$ 1,000.74	
Littlewood	Karry Anne	Police Constable	\$ 104,067.69	\$ 1,000.74	
Liu	Bruce Zhiyong	Police Constable	\$ 129,083.36	\$ 1,000.74	
Liu	Jun	Senior Telecom Engineer	\$ 135,832.85	\$ 1,112.80	
Liu	Shuxin Tony	Senior Analyst	\$ 113,987.79	\$ 401.70	
Livy-Joseph	Corinne Janine	Police Constable	\$ 103,077.98	\$ 1,007.25	
Lloyd	Bradford	Sergeant	\$ 124,346.63	\$ 1,070.29	
Lo Bianco	John Salvatore	Sergeant	\$ 116,023.15	\$ 1,049.51	
Lobanets	Sergiy Yevgenov	Police Constable	\$ 137,230.25	\$ 1,000.74	
Lobo	Kristophen	Plainclothes Police Constable	\$ 123,982.52	\$ 996.34	
Lobsinger	Zachary Daniel	Police Constable	\$ 146,376.59	\$ 954.60	
Locke	Donovan	Staff Sergeant	\$ 151,707.62	\$ 1,060.90	
Locke	Duane Henry	Police Constable	\$ 111,117.58	\$ 1,010.75	
Locken	Alan	Sergeant	\$ 126,850.67	\$ 1,070.29	
Lodhi	Mir Minhajuddin	Police Constable	\$ 106,359.58	\$ 1,010.75	
Loiselle	Jean Marc Laureal	Police Constable	\$ 190,083.76	\$ 1,000.74	
Lokaisingh	Devon Rishi	Police Constable	\$ 107,246.70	\$ 991.12	
Lokenath	Ramdial Tiwarie	Police Constable	\$ 186,781.61	\$ 997.46	
Lombardi	Lorenzo	Detective	\$ 131,663.89	\$ 1,070.29	
Lombardo	Paolo Nicholas	Police Constable	\$ 103,653.04	\$ 1,000.74	
Long	John Michael	Police Constable	\$ 154,770.85	\$ 1,020.89	
Lopes	Jude Alexander	Detective	\$ 125,180.92	\$ 1,060.02	
Lopez	Rowan Carl	Plainclothes Police Constable	\$ 122,018.68	\$ 1,017.65	
Loria	Caterina	Plainclothes Police Constable	\$ 116,964.33	\$ 1,023.88	
Lorimer	Troy William	Police Constable	\$ 106,163.45	\$ 821.45	
Lorriman	Steven Cyril	Sergeant	\$ 119,737.24	\$ 1,060.02	
Lortie	Marc Leonel	Plainclothes Police Constable	\$ 126,215.04	\$ 1,043.90	
Lou	Bing Yu	Police Constable	\$ 102,908.20	\$ 1,010.75	
Loucks	Corina Michelle	Detective	\$ 129,371.82	\$ 1,049.51	
Louhikari	Renata	Detective	\$ 132,237.95	\$ 1,070.29	
Louie	Alison Joyce	Police Constable	\$ 102,181.96	\$ 1,000.74	
Louie	Gilbert Jun	Police Constable	\$ 103,076.83	\$ 1,000.74	
Love	Allen Robert	Staff Sergeant	\$ 131,104.09	\$ 1,100.32	
Low	Julian Ferguson	Plainclothes Police Constable	\$ 128,670.89	\$ 1,033.37	
Lowe	Daniel Steven	Plainclothes Police Constable	\$ 110,257.61	\$ 1,023.88	
Lowe	Denise Renee	Police Constable	\$ 101,159.58	\$ 1,000.74	
Lowe	Thomas William	Police Constable	\$ 105,115.09	\$ 1,020.89	
Lowrey	Alan	Staff Sergeant	\$ 130,842.18	\$ 1,110.98	
Luchetta	Mark	Police Constable	\$ 124,828.98	\$ 997.46	
Luchian	Eduard	Plainclothes Police Constable	\$ 125,786.78	\$ 1,020.52	
Lucifora	Jeffrey Salvatore	Police Constable	\$ 110,521.56	\$ 1,010.75	
Lucyshyn	Tracey	Police Constable	\$ 108,167.15	\$ 1,020.89	
Luczyn	Richard Alexander	Plainclothes Police Constable	\$ 125,543.76	\$ 1,023.88	
Lue Sang	Larriston Gladstone	Police Constable	\$ 105,504.07	\$ 1,000.74	
Luff	Daniel Peter	Police Constable	\$ 118,218.34	\$ 973.57	
Lukings	Aimee Elisabeth	Training Constable	\$ 105,555.53	\$ 1,023.88	
Lukings	Justin Andrew	Plainclothes Police Constable	\$ 109,835.61	\$ 1,022.10	
Lum	Soon	Plainclothes Police Constable	\$ 223,399.42	\$ 393.90	
Lum-Walker	Michael Tyler	Police Constable	\$ 116,427.34	\$ 954.60	
Lund	Nicholas Robert	Police Constable	\$ 101,574.51	\$ 1,000.74	
Lupson	Christopher Brydon	Police Constable	\$ 120,142.00	\$ 1,000.74	
Lusby	Gordon	Training Constable	\$ 116,195.28	\$ 1,043.90	
Lussow	Christopher	Training Constable	\$ 116,834.92	\$ 1,043.90	
Luthra	Narinder Pal	Police Constable	\$ 120,848.36	\$ 1,039.23	
Luu	Tan Sy	Senior Programmer	\$ 105,577.92	\$ 369.20	
Ly	Hung	Police Constable	\$ 106,951.44	\$ 991.12	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Lyden	Jessica Lee	Police Constable	\$ 128,216.11	\$ 954.60	
Lymer	Daniel	Plainclothes Police Constable	\$ 115,425.14	\$ 1,023.88	
Lyn	Leonard Patrick	Senior Customer Service Representative	\$ 104,882.42	\$ 369.20	
Lynch	Erinn Andrea	Detective	\$ 118,615.76	\$ 1,046.63	
Lynch	Kristal Frances	Police Constable	\$ 143,050.77	\$ 1,020.89	
Lyon	Leithland Lloyd	Police Constable	\$ 108,048.75	\$ 1,020.89	
Lyon	Natalie Linda	Police Constable	\$ 102,958.21	\$ 1,001.16	
Lyon	Richard Warwick	Sergeant	\$ 115,654.39	\$ 1,055.72	
Lyon	Robert Kirk	Sergeant	\$ 124,505.79	\$ 1,070.29	
Lys	Christianne Yvonne	Supervisor	\$ 110,454.16	\$ 1,039.62	
Ma	Darren Tai-Yung	Training Constable	\$ 115,987.55	\$ 1,024.28	
Ma	Derek	Police Constable	\$ 127,967.17	\$ 1,000.74	
Ma	Jeffrey Hong	Police Constable	\$ 120,547.14	\$ 1,000.74	
Ma	Seung Wook	Police Constable	\$ 127,673.10	\$ 350.74	
Ma	Yu Pau	Plainclothes Police Constable	\$ 112,421.45	\$ 1,023.88	
Maadianian	Nazaret	Detective	\$ 141,569.18	\$ 1,060.02	
Mac	Ovid Ruben	Police Constable	\$ 120,153.32	\$ 1,010.75	
Mac Donald	Wayne Scott	Police Constable	\$ 136,130.42	\$ 991.12	
Mac Lean	Joseph Donald	Plainclothes Police Constable	\$ 113,563.89	\$ 996.34	
Mac Naughton	Mary Verna	Plainclothes Police Constable	\$ 110,697.66	\$ 1,013.87	
Mac Neill	David Michael	Police Constable	\$ 106,948.30	\$ 1,000.74	
Macaraeg	Juanita	Senior Advisor	\$ 135,832.85	\$ 1,292.59	
MacArthur	Jeffrey David	Police Constable	\$ 109,766.24	\$ 1,000.74	
MacCheyne	Richard Douglas	Detective Sergeant	\$ 127,436.91	\$ 1,100.32	
MacDonald	Aaron Royce	Sergeant	\$ 142,151.87	\$ 1,070.29	
MacDonald	Anne	Detective Sergeant	\$ 136,082.64	\$ 1,110.98	
MacDonald	Bernard	Sergeant	\$ 124,051.26	\$ 1,070.29	
MacDonald	Christopher Alexander	Police Constable	\$ 102,630.87	\$ 994.09	
MacDonald	Craig Calvin	Plainclothes Police Constable	\$ 106,242.19	\$ 1,023.88	
MacDonald	Hector Murdo	Police Constable	\$ 141,336.46	\$ 1,000.74	
MacDonald	Ian Kenneth	Detective	\$ 140,345.55	\$ 1,064.33	
MacDonald	Janice	Detective	\$ 120,282.69	\$ 1,070.29	
MacDonald	John	Staff Sergeant	\$ 133,757.63	\$ 1,110.98	
MacDonald	Leo	Detective Sergeant	\$ 132,294.28	\$ 1,078.14	
MacDonald	Lori-Ann	Detective	\$ 118,767.04	\$ 970.29	
MacDonald	Scott John	Police Constable	\$ 104,527.15	\$ 1,018.54	
MacDonnell	Brian	Staff Sergeant	\$ 139,084.79	\$ 1,110.98	
MacDuff	Jeffery John	Sergeant	\$ 128,783.76	\$ 1,060.02	
MacFarlane	Richard Eon	Sergeant	\$ 111,030.15	\$ 1,017.24	
MacGillivray	Craig Anthony	Police Constable	\$ 152,946.93	\$ 1,000.74	
MacGregor	Gary William	Operations Supervisor	\$ 120,141.25	\$ 998.14	
MacGregor	Grant	Police Constable	\$ 106,013.01	\$ 1,020.89	
MacGregor	Jason James	Sergeant	\$ 128,672.93	\$ 1,060.02	
MacGregor	Kristine Rachel	Communications Operator	\$ 102,070.68	\$ 914.14	
Machacek	Erika Jessica	Police Constable	\$ 100,990.38	\$ 991.12	
Machell	Gary Lawrence	Police Constable	\$ 125,022.98	\$ 1,000.74	
Macias	Antonio Delgado	Sergeant	\$ 123,378.16	\$ 1,070.29	
Maciek	John	Plainclothes Police Constable	\$ 182,096.52	\$ 1,043.90	
MacInnis	Julie So-Jung	Plainclothes Police Constable	\$ 115,285.18	\$ 1,023.88	
MacInnis	Matthew John	Plainclothes Police Constable	\$ 102,414.04	\$ 1,000.74	
MacInnis	Robert Francis	Sergeant	\$ 119,777.01	\$ 1,069.38	
MacIntyre	Brian Paul	Inspector	\$ 168,414.23	\$ 1,380.47	
MacIsaac	Allister Edmund	Plainclothes Police Constable	\$ 115,162.78	\$ 1,015.97	
MacIsaac	James Alexander	Sergeant	\$ 120,885.86	\$ 1,060.02	
MacKay	Craig William	Police Constable	\$ 106,443.34	\$ 1,020.89	
MacKay	Robert Duncan	Shift/Area Supervisor	\$ 101,334.69	\$ 950.69	
MacKay	Ronald Ernest	Police Constable	\$ 107,744.49	\$ 1,010.75	
MacKay	Shari Patricia	Sergeant	\$ 130,535.70	\$ 1,060.02	
MacKenzie	Matthew Aaron	Police Constable	\$ 107,569.38	\$ 1,018.54	
MacKenzie	Robert Dean	Plainclothes Police Constable	\$ 125,373.19	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
MacKenzie	Thomas Blair	Training Constable	\$ 127,561.33	\$ 1,023.88	
Mackey	Craig Travis	Police Constable	\$ 116,399.43	\$ 1,000.74	
MacKinnon	Kelly Lee	Police Constable	\$ 107,526.24	\$ 1,020.89	
MacKinnon	Randy Charles	Police Constable	\$ 101,826.17	\$ 1,000.74	
MacKinnon	Richard James	Detective	\$ 115,455.84	\$ 4,348.11	
MacKinnon	Robert Allen	Police Constable	\$ 100,575.72	\$ 1,000.74	
MacKrell	James	Inspector	\$ 156,560.92	\$ 1,380.47	
Mackrell	James Murray	Plainclothes Police Constable	\$ 121,328.57	\$ 1,023.88	
MacKrell	Paul	Detective	\$ 121,660.19	\$ 420.29	
MacLean	Roderick	Sergeant	\$ 123,050.29	\$ 1,070.29	
MacLean	Thomas Christopher	Training Constable	\$ 121,305.58	\$ 1,023.88	
MacLeod	Ewan Lawria	Police Constable	\$ 110,057.97	\$ 1,000.74	
Macleod	Roy	Police Constable	\$ 103,078.49	\$ 1,000.74	
Macnab	Daniel William	Police Constable	\$ 111,141.28	\$ 1,010.75	
MacNeil	Steven James	Plainclothes Police Constable	\$ 113,274.66	\$ 1,012.31	
MacPhail	Andrew Douglas	Police Constable	\$ 102,945.74	\$ 1,010.75	
MacPherson	Michael Zane	Police Constable	\$ 121,944.49	\$ 1,016.84	
MacSteven	Peter John	Plainclothes Police Constable	\$ 120,353.62	\$ 1,027.28	
Madabhushini	Gopi Krishna	Parking Enforcement Officer	\$ 130,848.06	\$ 894.27	
Madeley	Craig Alan	Police Constable	\$ 100,979.12	\$ 1,000.74	
Madeley	John Austin	Police Constable	\$ 105,224.93	\$ 1,010.75	
Madill	Allan Neil	Sergeant	\$ 125,517.05	\$ 1,070.29	
Madramootoo	Marc Andrey	Police Constable	\$ 106,441.47	\$ 1,000.74	
Maecker	Jonathan Lee	Police Constable	\$ 104,829.84	\$ 1,020.89	
Mafi	Saman	Police Constable	\$ 108,028.97	\$ 949.44	
Magee	Bryan Gerald	Police Constable	\$ 104,359.45	\$ 1,000.74	
Maharaj	Bryan Sanjeev	Sergeant	\$ 115,938.59	\$ 1,049.10	
Maharaj	Zalina	Supervisor	\$ 124,930.69	\$ 434.33	
Mahmodian	Mehrdad	Police Constable	\$ 137,443.79	\$ 1,000.74	
Mahoney	Julie	Police Constable	\$ 105,458.64	\$ 1,020.89	
Mahoney	Shawn	Detective	\$ 131,205.80	\$ 1,029.09	
Maicantis	Nikolaos	Police Constable	\$ 135,071.62	\$ 1,000.74	
Mailer	Steven	Plainclothes Police Constable	\$ 118,265.57	\$ 1,033.37	
Main	Joel Nathan	Police Constable	\$ 124,557.00	\$ 991.12	
Maing	Do Hyung	Police Constable	\$ 116,669.27	\$ 976.27	
Maisonneuve	Daniel	Detective	\$ 131,459.26	\$ 1,070.29	
Makarenko	Thomas Micheal	Police Constable	\$ 117,338.16	\$ 991.45	
Male	David Joseph	Detective	\$ 116,298.88	\$ 1,060.02	
Malenfant	Andrew Derek	Police Constable	\$ 131,755.36	\$ 1,000.74	
Malfara	Quinton Joseph	Police Constable	\$ 123,128.37	\$ 931.44	
Malhi	Amandeep	Police Constable	\$ 101,889.38	\$ 954.60	
Malhi	Aseem Singh	Police Constable	\$ 102,564.68	\$ 1,000.74	
Malitskaya	Katsiaryna	Police Constable	\$ 104,245.63	\$ 931.44	
Malley	Shane Westley	Police Constable	\$ 108,175.75	\$ 1,010.75	
Malyk	Thomas Ronald	Police Constable	\$ 112,334.54	\$ 1,000.74	
Manafo	Saverio Mark	Plainclothes Police Constable	\$ 114,839.86	\$ 1,023.88	
Mancuso	Francesco	Detective	\$ 122,669.48	\$ 1,058.73	
Mangiardi	Gregorio	Police Constable	\$ 104,028.60	\$ 1,010.75	
Mangilinan	Mark Edward	Police Constable	\$ 113,353.86	\$ 991.12	
Manherz	Joel Nicholas	Plainclothes Police Constable	\$ 120,162.64	\$ 1,027.88	
Maniatis	Gerassimos	Police Constable	\$ 151,585.81	\$ 1,000.74	
Maningas	Isaac Jason	Police Constable	\$ 111,076.13	\$ 976.27	
Maniquis	Alvin Keith	Plainclothes Police Constable	\$ 115,460.38	\$ 1,023.88	
Mann	Amarjit Singh	Police Constable	\$ 101,745.91	\$ 1,009.84	
Mann	Kulvinder Kaur	Police Constable	\$ 110,640.52	\$ 991.45	
Mann	Mandeep Singh	Detective Sergeant	\$ 127,422.51	\$ 450.32	
Mann	Upkar Singh	Police Constable	\$ 114,481.76	\$ 954.30	
Manoharan	Ravi	Sergeant	\$ 136,471.60	\$ 1,049.10	
Manota	Raman Romi	Sergeant	\$ 118,467.81	\$ 1,008.34	
Manserra	David James	Plainclothes Police Constable	\$ 136,595.74	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Manserra	Ola	Police Constable	\$ 105,135.74	\$ 1,000.74	
Manson-Hing	Stephen Michael	Plainclothes Police Constable	\$ 106,091.74	\$ 996.34	
Mansour	Nabih Mohamad	Detective	\$ 121,308.43	\$ 1,049.10	
Mansuri	Abuturab Abubak	Police Constable	\$ 117,568.52	\$ 1,000.74	
Mantle	Bryan Larry	Plainclothes Police Constable	\$ 123,622.16	\$ 1,023.88	
Mantle	Melinda Anne	Police Constable	\$ 112,389.13	\$ 1,000.74	
Manuel	Gregory John	Police Constable	\$ 118,363.20	\$ 1,010.75	
Manzke	Mike	Police Constable	\$ 120,691.85	\$ 1,000.74	
Maranan	Kelvin Vallon	Police Constable	\$ 110,655.77	\$ 1,000.74	
Marchack	Roger	Sergeant	\$ 193,471.88	\$ 1,070.29	
Marchen	Leanne	Police Constable	\$ 106,970.55	\$ 1,020.89	
Marchis	Serena Jane	Plainclothes Police Constable	\$ 121,217.31	\$ 1,022.10	
Marcinkowski	Michael James	Police Constable	\$ 109,292.32	\$ 1,000.74	
Margetson	John	Detective	\$ 166,036.23	\$ 1,070.29	
Marji	Martha Butros	Plainclothes Police Constable	\$ 120,926.96	\$ 1,023.88	
Marks	Stacey Michelle	Plainclothes Police Constable	\$ 126,504.96	\$ 1,017.02	
Maro	Kjell Kristoffer	Police Constable	\$ 123,529.95	\$ 1,000.74	
Marrelli	Giancarlo	Police Constable	\$ 107,978.10	\$ 1,000.74	
Marsh	Stephen Martin	Plainclothes Police Constable	\$ 113,631.32	\$ 1,023.88	
Marshall	Kimball Segundo	Plainclothes Police Constable	\$ 107,476.59	\$ 996.69	
Marshall	Kirwin	Detective	\$ 148,204.79	\$ 1,070.29	
Marshall	Michael Jason	Police Constable	\$ 105,333.39	\$ 997.46	
Marshall	Shawn Tobin	Detective	\$ 117,236.45	\$ 1,052.79	
Marsman	Henri	Detective	\$ 119,571.06	\$ 1,070.29	
Martell	Brian	Detective	\$ 122,444.98	\$ 1,070.29	
Martelluzzi	Claudio	Sergeant	\$ 129,516.49	\$ 1,070.29	
Martin	Anthony	Plainclothes Police Constable	\$ 138,082.81	\$ 1,043.90	
Martin	Daniel Alexander	Staff Sergeant	\$ 136,530.16	\$ 1,100.32	
Martin	Derrick Frank	Police Constable	\$ 138,592.38	\$ 1,020.89	
Martin	Henry Arne	Training Constable	\$ 111,122.54	\$ 1,023.88	
Martin	James Steven	Police Constable	\$ 104,899.40	\$ 1,000.74	
Martin	Joseph Jean	Sergeant	\$ 130,473.72	\$ 1,070.29	
Martin	Kathryn	Staff Superintendent	\$ 193,248.37	\$ 14,920.55	
Martin	Paul George	Police Constable	\$ 102,368.04	\$ 1,010.75	
Martin	Rudolf	Detective	\$ 121,106.60	\$ 420.29	
Martin	Ryan David	Plainclothes Police Constable	\$ 131,146.87	\$ 1,023.88	
Martin-Doto	Catherine Ann	Corporate Psychologist	\$ 193,251.86	\$ 1,574.69	
Martinez	Michael Malabanan	Police Constable	\$ 107,335.69	\$ 1,000.74	
Martsenyuk	Vadym	Police Constable	\$ 119,363.69	\$ 1,000.74	
Marxer	Matthew Alois	Police Constable	\$ 105,414.37	\$ 1,004.52	
Maslowski	Brian Werner	Staff Sergeant	\$ 132,549.47	\$ 1,100.32	
Mason	Andrew Scott	Police Constable	\$ 113,791.96	\$ 959.92	
Mason	Donald Edward	Police Constable	\$ 117,692.27	\$ 1,008.75	
Massey	John David	Police Constable	\$ 111,545.16	\$ 1,023.03	
Masterman	Kevin George	Communications Co-ordinator	\$ 113,923.06	\$ 401.70	
Masters	Michelle	Sergeant	\$ 128,927.79	\$ 1,070.29	
Mastorakos	Pantelis George	Police Constable	\$ 100,490.45	\$ 1,000.74	
Mastracci	Paola	Police Constable	\$ 112,482.30	\$ 1,010.75	
Mastrokostas	Magdalene Maggie	Sergeant	\$ 119,153.34	\$ 419.80	
Mathers	Sean Andrew	Plainclothes Police Constable	\$ 120,113.30	\$ 1,023.88	
Matheson	David	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Matheson	Ellie Allyn	Police Constable	\$ 101,972.60	\$ 1,000.74	
Mathews	Brant	Plainclothes Police Constable	\$ 113,200.32	\$ 1,033.37	
Mathieu	Melanie Jane	Police Constable	\$ 110,665.17	\$ 1,010.75	
Matthews	Gordon	Police Constable	\$ 105,934.47	\$ 1,020.89	
Matthews	Joseph Blake	Detective Sergeant	\$ 143,488.65	\$ 1,110.98	
Matthews	Scott Andrew	Plainclothes Police Constable	\$ 129,436.21	\$ 1,023.88	
Matthews	Stephen Michael	Detective	\$ 146,321.21	\$ 399.10	
Mattos	Mouny Joseph	Police Constable	\$ 142,961.04	\$ 1,000.74	
Matys	Joseph Paul	Detective	\$ 125,022.84	\$ 1,056.15	

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Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Mau	Richard	Police Constable	\$ 103,926.87	\$ 1,000.74	
Mauceri	Vince Victor	Police Constable	\$ 114,705.73	\$ 1,000.74	
Maunder	Jason Edward	Police Constable	\$ 102,431.54	\$ 1,010.75	
Mauro	Gianpaul	Communications Operator	\$ 103,572.63	\$ 952.90	
Mauro	Peter Francis	Communications Operator	\$ 102,110.76	\$ 327.90	
Mavrou	Danny	Plainclothes Police Constable	\$ 114,422.54	\$ 1,023.88	
Maxwell	George Byron	Plainclothes Police Constable	\$ 122,215.53	\$ 1,033.37	
Mayers	Roger	Sergeant	\$ 128,633.18	\$ 1,070.29	
Maynard	Breanne Janelle	Plainclothes Police Constable	\$ 110,511.60	\$ 1,009.98	
Mayo	Kenneth	Police Constable	\$ 105,048.60	\$ 1,020.89	
Mazurek	Timothy	Police Constable	\$ 159,799.97	\$ 1,020.89	
Mc Connell	Paul Douglas	Police Constable	\$ 100,738.08	\$ 1,000.74	
Mc Connell	Shawn Lawrence	Police Constable	\$ 159,974.20	\$ 1,000.74	
Mc Donald	Stephanie Jean	Police Constable	\$ 107,835.88	\$ 1,000.74	
Mc Garry	Daniel Robert	Police Constable	\$ 105,603.58	\$ 997.46	
Mc Garry	Kenneth Adam	Police Constable	\$ 111,573.85	\$ 1,015.18	
Mc Kenzie	Joshua Brandon	Plainclothes Police Constable	\$ 119,819.36	\$ 1,023.88	
Mc Keown	Sean-Brendan	Plainclothes Police Constable	\$ 124,794.07	\$ 1,020.52	
Mc Master	Christopher Ryan	Police Constable	\$ 110,087.65	\$ 991.45	
Mc Sweeney	Josh Matthew	Police Constable	\$ 104,814.73	\$ 1,000.74	
McAllister	David William	Police Constable	\$ 134,246.87	\$ 1,010.75	
McArthur	James Patrick	Plainclothes Police Constable	\$ 115,838.65	\$ 1,017.02	
McArthur	Paul Ian	Detective Sergeant	\$ 142,875.54	\$ 1,110.98	
McBride	Keith Robert	Plainclothes Police Constable	\$ 122,252.12	\$ 1,023.88	
McBride	Raymond Douglas	Plainclothes Police Constable	\$ 124,196.98	\$ 1,023.88	
McBryde	Glen William	Staff Sergeant	\$ 127,475.71	\$ 450.32	
McCabe	Anastasia Pauline	Plainclothes Police Constable	\$ 153,142.20	\$ 1,023.88	
McCabe	James Daniel	Plainclothes Police Constable	\$ 102,056.29	\$ 1,000.74	
McCabe	Mark Anthony	Police Constable	\$ 119,200.37	\$ 1,000.74	
McCahery	Shaun Michael	Police Constable	\$ 103,563.20	\$ 1,010.75	
McCall	Andrew John	Detective	\$ 192,483.07	\$ 1,070.29	
McCall	Jayant John	Sergeant	\$ 115,880.83	\$ 510.02	
McCann	Gary Douglas	Sergeant	\$ 131,285.81	\$ 1,060.02	
McCann	Laurie Anne	Training Constable	\$ 109,077.14	\$ 1,033.37	
McCann	Madonna Marie	Police Constable	\$ 104,469.49	\$ 1,000.74	
McCarroll	Matthew James	Police Constable	\$ 119,474.84	\$ 955.00	
McCarthy	Cheoliver Dax	Police Constable	\$ 106,451.13	\$ 1,000.74	
McCarthy	Kristopher Ryan	Sergeant	\$ 118,276.34	\$ 1,060.02	
McCartney	Matthew Joseph	Plainclothes Police Constable	\$ 120,083.35	\$ 1,023.88	
McCausland	Yoshio Michael	Detective	\$ 154,173.84	\$ 1,060.02	
McCaw	Douglas Gordon	Police Constable	\$ 108,617.52	\$ 360.75	
McClelland	Robert	Sergeant	\$ 121,396.06	\$ 1,070.29	
McClore	Sean Michael	Police Constable	\$ 111,199.37	\$ 1,020.89	
McConachie	Steven Leonard	Police Constable	\$ 106,367.22	\$ 1,000.74	
McConnach	Robert Bruce	Plainclothes Police Constable	\$ 118,189.05	\$ 393.90	
McConnell	Darren	Police Constable	\$ 142,876.85	\$ 1,020.89	
McConnell	Laura Anne	Plainclothes Police Constable	\$ 126,293.55	\$ 1,033.37	
McConnery	Kurtis William	Police Constable	\$ 107,251.05	\$ 991.12	
McCord	Tanya Lachlan	Sergeant	\$ 113,045.51	\$ 499.10	
McCormack	Jodie	Police Constable	\$ 126,325.25	\$ 841.92	
McCormick	Derek Alan	Plainclothes Police Constable	\$ 111,618.86	\$ 1,033.37	
McCormick	Joey	Police Constable	\$ 105,145.47	\$ 1,000.74	
McCourt	Kevin	Plainclothes Police Constable	\$ 120,798.80	\$ 1,043.90	
McCready	William	Detective Sergeant	\$ 133,665.90	\$ 1,110.98	
McCraith	Kenneth	Police Constable	\$ 105,827.15	\$ 1,020.89	
McCue	Todd Douglas	Plainclothes Police Constable	\$ 118,966.08	\$ 1,030.07	
McCulloch	Michael	Detective	\$ 143,038.46	\$ 1,070.29	
McCullough	Alan	Police Constable	\$ 106,306.82	\$ 1,000.74	
McCullough	Christopher Aubrey	Police Constable	\$ 106,453.18	\$ 1,010.75	
McCullough	Kristal Kashmir	Plainclothes Police Constable	\$ 121,687.82	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
McCutcheon	Douglas	Detective	\$ 123,921.48	\$ 420.29	
McCutcheon	Sean Cameron	Sergeant	\$ 121,757.56	\$ 1,060.02	
McDermott	Euan	Police Constable	\$ 112,721.20	\$ 1,000.74	
McDermott	Sabrina Alice	Plainclothes Police Constable	\$ 105,729.83	\$ 1,023.88	
McDonald	James William	Detective	\$ 159,472.23	\$ 1,055.72	
McDonald	Jesse Jonathon	Plainclothes Police Constable	\$ 112,893.84	\$ 1,013.87	
McDonald	Matthew Peter	Plainclothes Police Constable	\$ 112,712.42	\$ 1,023.88	
McDonald	Spencer Matthew	Detective	\$ 131,583.06	\$ 1,060.02	
McDoom	Omar Sulaiman	Police Constable	\$ 104,064.38	\$ 1,000.74	
McDougall	Joseph Gerrard	Police Constable	\$ 110,426.14	\$ 1,010.75	
McDougall	Robert Gordon	Sergeant	\$ 186,622.76	\$ 1,060.02	
McDougall	Shannon	Police Constable	\$ 140,006.84	\$ 1,020.89	
McEachran	Nicole Lynne	Plainclothes Police Constable	\$ 103,187.09	\$ 1,014.23	
McEvoy	Clinton Wayne	Plainclothes Police Constable	\$ 117,836.76	\$ 1,023.88	
McFadyen	Brian Dennis	Police Constable	\$ 128,858.81	\$ 1,005.64	
McFadyen	Christopher Jamie	Police Constable	\$ 200,339.54	\$ 972.97	
McFadyen	Daniel Gordon	Detective	\$ 121,647.47	\$ 1,060.02	
McFarquhar	Brett Harry	Staff Sergeant	\$ 127,386.24	\$ 874.30	
McFarquhar	Craig James	Sergeant	\$ 118,570.38	\$ 1,049.10	
McGahern	John Anthony	Police Constable	\$ 119,526.41	\$ 1,020.89	
McGarrity	Ronald Kenneth	Police Constable	\$ 110,421.93	\$ 994.09	
McGarrity	Tyler Brandon	Police Constable	\$ 109,576.54	\$ 976.27	
McGarry	John William	Police Constable	\$ 112,509.97	\$ 1,013.20	
McGarry	Megan Rose	Police Constable	\$ 102,618.25	\$ 1,000.74	
McGarry	William Michael	Detective	\$ 129,310.19	\$ 1,070.29	
McGhee	Michael	Sergeant	\$ 130,567.90	\$ 1,070.29	
McGill	Matthew Jackson	Police Constable	\$ 104,524.43	\$ 931.44	
McGilp	Robin John	Police Constable	\$ 114,454.58	\$ 991.12	
McGinn	Michael Joseph	Detective	\$ 137,439.97	\$ 1,049.10	
McGivern	Michael George	Sergeant	\$ 119,447.04	\$ 1,070.29	
McGivern	Sean Barme	Police Constable	\$ 102,721.39	\$ 1,000.74	
McGovern	Paul John	Sergeant	\$ 115,034.06	\$ 1,049.10	
McGowan	Monica	Plainclothes Police Constable	\$ 113,254.28	\$ 1,043.90	
McGran	Stephen Anthony	Sergeant	\$ 114,389.17	\$ 1,049.10	
McGrath	Daniel George	Plainclothes Police Constable	\$ 103,973.77	\$ 1,009.85	
McGrath	Dustin Thomas	Police Constable	\$ 119,386.37	\$ 1,000.74	
McGuinness	Sean	Police Constable	\$ 115,081.64	\$ 1,020.89	
McGuinness-Langen	Deanna-Lynne	Communications Operator	\$ 101,138.12	\$ 952.90	
McGuire	Jennifer Lynn	Police Constable	\$ 100,012.19	\$ 922.48	
McGuire	Susan Elaine	Operations Supervisor	\$ 100,569.47	\$ 971.10	
McIlhone	Philip Thomas	Plainclothes Police Constable	\$ 101,308.60	\$ 1,000.42	
McIlwain	Steven George	Detective	\$ 140,360.73	\$ 1,070.29	
McInerney	Patrick Harry	Police Constable	\$ 109,445.40	\$ 1,000.74	
McInnis	Jessica Michelle	Sergeant	\$ 133,032.07	\$ 1,060.02	
McIntosh	Allison Paula	Police Constable	\$ 101,384.38	\$ 991.12	
McIntosh	Daniel	Detective	\$ 135,782.52	\$ 1,070.29	
McIntyre	Jason Alan	Police Constable	\$ 102,806.75	\$ 1,000.74	
Mcintyre	Ryan Douglas	Plainclothes Police Constable	\$ 115,378.24	\$ 1,023.88	
McKay	Edward	Staff Sergeant	\$ 135,188.38	\$ 1,110.98	
McKay	Scott	Detective	\$ 121,618.62	\$ 1,070.29	
McKee	Kelly Marie	Sergeant	\$ 127,787.81	\$ 1,055.72	
Mckee	Nancy Anne	Detective	\$ 112,584.39	\$ 1,046.63	
McKenzie	Peter Sheldon	Plainclothes Police Constable	\$ 124,526.29	\$ 584.71	
McKenzie	Robert Sean	Detective	\$ 119,665.51	\$ 1,060.02	
McKenzie	Shawn Scott	Plainclothes Police Constable	\$ 133,175.59	\$ 1,033.37	
McKeon	Mark Joseph	Police Constable	\$ 107,354.90	\$ 1,020.89	
McKeown	Lisa Dawn	Plainclothes Police Constable	\$ 117,276.16	\$ 1,033.37	
McKeraghan	Dann Francis	Plainclothes Police Constable	\$ 119,275.39	\$ 1,033.37	
McKillop	Bobbi-Jo Ann	Police Constable	\$ 112,924.93	\$ 1,005.19	
McKinnie	Amanda	Sergeant	\$ 120,234.64	\$ 545.29	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
McKinnon	Darryl Lloyd	Plainclothes Police Constable	\$ 117,534.64	\$ 1,006.08	
McKnight	Adam Scott	Police Constable	\$ 114,512.34	\$ 1,015.18	
McKnight	Cory	Police Constable	\$ 132,900.38	\$ 1,020.89	
McLane	James Russell	Staff Sergeant	\$ 144,567.23	\$ 1,076.57	
McLane	Kristine Ann	Plainclothes Police Constable	\$ 109,395.05	\$ 1,023.88	
McLaughlin	Colm	Police Constable	\$ 105,385.14	\$ 1,020.89	
McLaughlin	Ian	Sergeant	\$ 175,548.85	\$ 1,070.29	
McLaughlin	Junior Sylvester	Police Constable	\$ 112,961.74	\$ 1,017.38	
McLaughlin	Martin William	Training Constable	\$ 132,331.97	\$ 1,023.88	
McLaughlin	Veronica Jennifer	Police Constable	\$ 107,446.83	\$ 350.74	
McLean	Barbara	Deputy Chief	\$ 211,164.68	\$ 14,692.30	
McLean	Nancy Mary	Staff Sergeant	\$ 136,185.80	\$ 1,076.57	
McLeish	Patricia Louise	Senior Technical Analyst	\$ 119,498.26	\$ 401.70	
McLeish	William Scott	Police Constable	\$ 109,987.59	\$ 1,010.75	
McLellan	Curtis Johnny	Police Constable	\$ 110,333.36	\$ 1,000.74	
McLeod	Matthew Alexander	Plainclothes Police Constable	\$ 128,408.31	\$ 1,023.88	
McLeod	Patrick	Training Constable	\$ 115,811.74	\$ 1,043.90	
McLeod	Shelley Christine	Plainclothes Police Constable	\$ 106,554.32	\$ 1,017.02	
McMahon	Joseph	Police Constable	\$ 110,087.09	\$ 1,020.89	
McMahon	Kathy Lynn	Police Constable	\$ 113,238.08	\$ 1,003.41	
McMillen	Matthew Frank	Police Constable	\$ 112,956.60	\$ 1,000.74	
McNabb	Andrew Gordon	Police Constable	\$ 103,138.01	\$ 1,010.75	
McNabb	Angela Helen	Police Constable	\$ 105,064.34	\$ 1,020.89	
McNabb	Edward Lynn	Police Constable	\$ 130,850.72	\$ 1,004.52	
McNamara	Colleen	Plainclothes Police Constable	\$ 110,690.63	\$ 1,033.37	
McNevin	Jeffrey Lee	Police Constable	\$ 111,110.81	\$ 997.46	
McParland	Shannon Marie	Plainclothes Police Constable	\$ 115,955.74	\$ 1,023.88	
McPherson	Anne Margaret	Plainclothes Police Constable	\$ 104,908.30	\$ 781.94	
McQueen	Sherry Lynn	Police Constable	\$ 112,523.72	\$ 1,004.52	
McQuoid	Scott Chapman	Plainclothes Police Constable	\$ 113,232.68	\$ 1,030.07	
McRae	Patricia Anne	Police Constable	\$ 101,942.59	\$ 1,010.75	
McVeigh	Michael James	Detective	\$ 114,152.89	\$ 1,049.10	
McVey	Lewis James	Plainclothes Police Constable	\$ 138,671.78	\$ 357.71	
Meaney	Shawn	Detective Sergeant	\$ 129,211.27	\$ 1,078.14	
Medeiros	Andy	Plainclothes Police Constable	\$ 127,473.45	\$ 1,032.38	
Medulun	Mark Geoffrey	Police Constable	\$ 106,874.41	\$ 997.46	
Meech	Raymond John	Sergeant	\$ 160,931.96	\$ 1,070.29	
Meehan	Anthony Paul	Police Constable	\$ 102,596.75	\$ 1,010.75	
Meehan	Patrick	Sergeant	\$ 139,853.66	\$ 1,070.29	
Meik	Vivian	Detective	\$ 128,247.36	\$ 1,070.29	
Melanson	James Allen	Senior Operations Supervisor	\$ 122,290.50	\$ 1,080.95	
Melerowicz	Zachary Michael	Police Constable	\$ 115,339.17	\$ 345.41	
Meloche	Robert Thomas	Police Constable	\$ 127,860.61	\$ 1,000.74	
Meloche	Shawn Ronald	Staff Sergeant	\$ 131,239.93	\$ 1,110.98	
Menard	John Phillip	Detective	\$ 118,477.48	\$ 1,060.02	
Mendez	Ancile Hugh	Police Constable	\$ 108,855.77	\$ 1,000.74	
Mendoza	Bryan	Plainclothes Police Constable	\$ 120,776.12	\$ 1,033.37	
Mendoza	Erwin Gonzales	Police Constable	\$ 100,557.84	\$ 1,000.74	
Mendoza	Philip Manilay	Sergeant	\$ 122,129.38	\$ 1,062.42	
Meredith	Craig Andrew	Plainclothes Police Constable	\$ 139,754.60	\$ 1,023.88	
Merritt	Chad Joseph	Plainclothes Police Constable	\$ 114,631.76	\$ 1,023.88	
Merritt	Christopher Michael	Police Constable	\$ 121,575.04	\$ 1,000.74	
Mersereau	Michael	Sergeant	\$ 123,005.03	\$ 1,070.29	
Merza	Trevor James	Plainclothes Police Constable	\$ 106,131.51	\$ 1,006.08	
Methe	Christopher Robert	Plainclothes Police Constable	\$ 109,131.67	\$ 1,014.38	
Metzger	Jennifer Lynn	Police Constable	\$ 102,970.13	\$ 1,006.97	
Metzger	Katimarie	Plainclothes Police Constable	\$ 125,614.65	\$ 1,023.88	
Meuleman	Christopher Bryan	Police Constable	\$ 115,606.48	\$ 1,000.74	
Mi	Yaoming	Senior Technical Analyst	\$ 123,421.27	\$ 401.70	
Mian	Farhaan Aftab	Plainclothes Police Constable	\$ 111,276.41	\$ 1,017.65	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Micallef	Mark Anthony	Plainclothes Police Constable	\$ 112,003.95	\$ 996.34	
Micallef	Paul Francis	Police Constable	\$ 106,172.26	\$ 954.60	
Michaelides	Constantinos	Police Constable	\$ 107,924.71	\$ 1,000.74	
Michaud	David Joseph	Police Constable	\$ 101,242.49	\$ 1,007.25	
Michelucci	Marco Antony	Training Constable	\$ 105,599.94	\$ 674.28	
Middleton	William Scott	Police Constable	\$ 102,709.92	\$ 1,010.75	
Mieszkalski	Peter	Plainclothes Police Constable	\$ 111,649.46	\$ 1,043.90	
Mignardi	Sonia Marisa	Plainclothes Police Constable	\$ 105,865.96	\$ 350.74	
Mignardi	Steven Anthony	Police Constable	\$ 114,483.22	\$ 1,000.74	
Mihailescu	Simona	Plainclothes Police Constable	\$ 105,555.53	\$ 373.88	
Mijares	Rene Libre	Police Constable	\$ 140,457.41	\$ 1,000.74	
Mildenberger	Kaine Johann	Plainclothes Police Constable	\$ 127,168.87	\$ 373.88	
Miles	Jeremy Oliver	Plainclothes Police Constable	\$ 124,978.44	\$ 1,023.88	
Millar	Jason Andrew	Police Constable	\$ 109,492.57	\$ 1,000.74	
Miller	Brian James	Police Constable	\$ 123,480.08	\$ 1,000.74	
Miller	Christopher John	Plainclothes Police Constable	\$ 136,285.47	\$ 1,020.52	
Miller	Darren Leonard	Police Constable	\$ 128,572.07	\$ 304.60	
Miller	Duncan	Sergeant	\$ 130,540.83	\$ 1,070.29	
Miller	Ian Mark	Police Constable	\$ 114,479.11	\$ 1,018.54	
Miller	James Anthony	Plainclothes Police Constable	\$ 106,394.78	\$ 1,023.88	
Miller	Matthew Hamilton	Police Constable	\$ 103,686.99	\$ 1,000.74	
Miller	Nicole Denise	Communications Operator	\$ 106,091.08	\$ 952.90	
Miller	Prince Charles	Plainclothes Police Constable	\$ 124,784.17	\$ 1,023.88	
Miller	Ryan Keneth	Detective	\$ 116,381.83	\$ 1,049.10	
Miller	Shane Christopher	Detective	\$ 113,926.98	\$ 1,049.51	
Miller	Sharon Ann	Plainclothes Police Constable	\$ 106,018.91	\$ 1,023.88	
Miller	William Peter	Supervisor	\$ 111,737.55	\$ 342.16	
Mills	Brad Jonathan	Police Constable	\$ 124,403.12	\$ 994.09	
Mills	Patricia	Police Constable	\$ 109,242.25	\$ 1,020.89	
Mills	Paul Terrance	Plainclothes Police Constable	\$ 117,407.02	\$ 1,033.37	
Mills	Scott Donald	Police Constable	\$ 100,575.23	\$ 350.74	
Min	Steve Sungho	Police Constable	\$ 109,369.64	\$ 954.60	
Minami	Mark Nobuyuki	Police Constable	\$ 118,015.98	\$ 1,000.74	
Minasvand	George	Detective	\$ 119,207.81	\$ 1,060.02	
Minchella	Jimroy	Police Constable	\$ 102,220.84	\$ 997.46	
Mineyko	Krzysztof Eustachy	Senior Analyst	\$ 114,958.86	\$ 401.70	
Minhas	Gurminder Singh	Plainclothes Police Constable	\$ 123,260.91	\$ 1,023.88	
Minor	Douglas Allan	Sergeant	\$ 128,615.30	\$ 1,070.29	
Minor	Trisha Lee	Police Constable	\$ 107,842.51	\$ 1,007.86	
Miranda	Cristian Andres	Plainclothes Police Constable	\$ 126,489.20	\$ 1,014.22	
Miranda	Eduardo Candido	Sergeant	\$ 139,858.48	\$ 1,052.38	
Miron	Bruno Joseph	Detective	\$ 153,374.45	\$ 1,060.02	
Mirza	Shahrukh	Police Constable	\$ 158,918.09	\$ 1,000.74	
Mirza	Usman Mushtaq	Police Constable	\$ 103,394.12	\$ 1,003.01	
Misiuda	Melissa Deanne	Plainclothes Police Constable	\$ 143,483.22	\$ 1,023.88	
Misterowicz	Richard John	Sergeant	\$ 144,624.91	\$ 1,060.02	
Mitakidis	Harals Steve	Training Constable	\$ 113,999.61	\$ 1,023.88	
Mitchell	Charles	Sergeant	\$ 120,375.20	\$ 1,070.29	
Mitchell	Jodi Lynn	Detective	\$ 119,527.31	\$ 1,060.02	
Mitchell	William James	Police Constable	\$ 115,967.69	\$ 919.90	
Mitskou	Christopher	Police Constable	\$ 103,935.36	\$ 991.12	
Mnushkin	Sergey Afroyim	Police Constable	\$ 106,392.80	\$ 1,015.12	
Moallemi	Kaveh	Technical Analyst	\$ 101,696.14	\$ 328.64	
Mobbs	Christopher Andrew	Police Constable	\$ 120,390.80	\$ 1,000.74	
Moed	Jeremy Clark	Detective	\$ 122,905.12	\$ 1,060.02	
Moffat	Anthony	Police Constable	\$ 123,954.81	\$ 1,000.74	
Mohamed	Rizwan	Police Constable	\$ 124,763.27	\$ 1,018.54	
Mohammed	Adil Farid	Plainclothes Police Constable	\$ 107,731.01	\$ 1,020.52	
Mohammed	Colin Elliott	Police Constable	\$ 100,947.46	\$ 1,000.74	
Mohammed	Riad Jinnah	Police Constable	\$ 128,730.54	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Mohr	Chad Francis	Police Constable	\$ 104,963.58	\$ 1,000.74	
Moi	Natalie Bobo	Police Constable	\$ 118,810.67	\$ 1,004.52	
Moisseev	Iouri	Senior Technical Analyst	\$ 114,035.26	\$ 401.70	
Mojtahedi	Omid	Police Constable	\$ 106,759.30	\$ 1,010.75	
Mokorich	Laura Elizabeth	Police Constable	\$ 101,605.53	\$ 991.12	
Mole	Derek James	Plainclothes Police Constable	\$ 126,281.63	\$ 1,023.88	
Molinaro	Antonio	Shift/Area Supervisor	\$ 159,268.97	\$ 950.69	
Moloney	Patrick Michael	Police Constable	\$ 124,811.12	\$ 1,000.74	
Molyneaux	Curtis Michael	Training Constable	\$ 114,341.47	\$ 1,033.37	
Molyneaux	Doreen Evelyn	Plainclothes Police Constable	\$ 108,439.38	\$ 383.37	
Molyneaux	Steven	Inspector	\$ 168,405.45	\$ 1,380.47	
Momeni	Orang	Sergeant	\$ 177,914.01	\$ 1,070.29	
Monaghan	Patrick James	Detective Sergeant	\$ 141,429.35	\$ 854.36	
Monahar	Dion Rajesh	Detective	\$ 150,422.48	\$ 1,060.02	
Mondelli	Roberto Joseph	Police Constable	\$ 100,414.65	\$ 1,000.74	
Moniz	Brian Melo	Operations Supervisor	\$ 122,396.58	\$ 965.64	
Moniz	Steven Correia	Police Constable	\$ 114,948.71	\$ 1,005.64	
Monk	Christopher Dwaine	Plainclothes Police Constable	\$ 116,177.80	\$ 1,030.07	
Monroe	Cameron Stewart	Plainclothes Police Constable	\$ 115,306.30	\$ 1,013.87	
Montcalm	Alain Jean	Police Constable	\$ 100,827.05	\$ 1,000.74	
Monteiro	David Jason	Police Constable	\$ 111,340.68	\$ 1,010.53	
Monteiro	Robert	Sergeant	\$ 150,757.27	\$ 1,060.02	
Montgomery	Aaron James	Police Constable	\$ 106,865.60	\$ 1,000.74	
Montgomery	Elizabeth Helen	Detective	\$ 118,778.24	\$ 1,070.29	
Montgomery	Vicki	Police Constable	\$ 104,983.49	\$ 695.89	
Montis	Christine Cheryl	Police Constable	\$ 114,242.11	\$ 1,019.43	
Montoya	Oscar Mauricio	Plainclothes Police Constable	\$ 110,470.36	\$ 1,023.88	
Montrait	David William	Police Constable	\$ 129,887.86	\$ 1,000.74	
Mooney	Joshua	Police Constable	\$ 104,463.51	\$ 991.12	
Moorcroft	Christopher Robert	Training Constable	\$ 116,261.22	\$ 1,020.32	
Moorcroft	Michael Brian	Police Constable	\$ 113,728.39	\$ 1,000.74	
Moorcroft	Michelle Jayne	Police Constable	\$ 109,413.33	\$ 1,000.74	
Moore	Adam Benjamin	Training Constable	\$ 120,823.75	\$ 1,023.88	
Moore	Brett Calvin	Sergeant	\$ 144,023.80	\$ 1,060.02	
Moore	Brian Thomas	Police Constable	\$ 105,034.80	\$ 1,000.74	
Moore	Christine Margaret	Communications Operator	\$ 113,738.59	\$ 952.90	
Moore	Darcy	Sergeant	\$ 119,568.26	\$ 1,070.29	
Moore	David Christopher	Police Constable	\$ 102,179.10	\$ 1,000.74	
Moore	Jeremy Andrew	Plainclothes Police Constable	\$ 124,651.20	\$ 996.34	
Moore	Kevin Robert	Plainclothes Police Constable	\$ 120,496.02	\$ 1,006.08	
Moore	Michael Martin	Police Constable	\$ 132,771.82	\$ 1,000.74	
Moore	Scott William	Detective	\$ 120,879.14	\$ 1,060.02	
Moore	Steven	Sergeant	\$ 146,648.57	\$ 1,070.29	
Moosvi	Syed	Police Constable	\$ 106,119.58	\$ 1,020.89	
Moraes	Timothy	Plainclothes Police Constable	\$ 118,190.12	\$ 1,043.90	
Moran	Erick Odyr	Police Constable	\$ 109,947.50	\$ 1,000.74	
Moran	Ruth Marian	Detective	\$ 129,081.34	\$ 410.02	
Morash	Deborah	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Morden	Todd Douglas	Plainclothes Police Constable	\$ 126,446.70	\$ 1,033.37	
Moreau	Paul Robert	Detective	\$ 141,960.05	\$ 1,060.02	
Morehouse	Rita	Staff Sergeant	\$ 133,593.88	\$ 1,078.14	
Moreira	John	Detective	\$ 120,255.02	\$ 1,070.29	
Moreira	Peter Michael	Inspector	\$ 156,560.92	\$ 1,380.47	
Morel	Daniel	Police Constable	\$ 105,067.75	\$ 991.12	
Morell	Adam	Police Constable	\$ 118,618.85	\$ 1,020.89	
Moretti	Mark	Police Constable	\$ 104,829.84	\$ 1,020.89	
Morgan	Christopher	Police Constable	\$ 123,890.12	\$ 1,000.74	
Morgan	Daniel Philip	Police Constable	\$ 108,183.15	\$ 1,008.75	
Morgan	Susanne Frieda	Plainclothes Police Constable	\$ 114,098.04	\$ 1,024.28	
Morley	Emma Jane	Plainclothes Police Constable	\$ 112,972.64	\$ 1,017.02	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Morrice	Jonathan Michael	Police Constable	\$ 101,990.73	\$ 350.74	
Morris	Adam John	Plainclothes Police Constable	\$ 143,380.48	\$ 1,017.65	
Morris	Brett Hamilton	Police Constable	\$ 103,104.46	\$ 1,000.74	
Morris	Harold	Sergeant	\$ 119,122.39	\$ 1,070.29	
Morris	Jason Robert	Plainclothes Police Constable	\$ 105,729.65	\$ 433.18	
Morris	Leslie	Detective	\$ 152,445.16	\$ 1,070.29	
Morris	Mandy Dawn	Detective	\$ 147,424.09	\$ 1,060.02	
Morris	Mark Lavarous	Sergeant	\$ 148,209.65	\$ 1,060.02	
Morris	Peter Neil	Sergeant	\$ 129,032.75	\$ 1,061.22	
Morrison	Melissa Mary	Plainclothes Police Constable	\$ 111,327.59	\$ 1,023.88	
Morrison	Michael Robert	Detective	\$ 130,155.19	\$ 1,060.02	
Morrison	Michelle Yvette	Police Constable	\$ 113,309.46	\$ 1,020.89	
Morrison	Steven Christopher	Police Constable	\$ 128,160.41	\$ 1,010.05	
Morse	Victoria Jane	Detective	\$ 126,927.36	\$ 1,049.51	
Mosquite	Ruel	Plainclothes Police Constable	\$ 125,389.14	\$ 1,043.90	
Mostowski	Marek	Training Constable	\$ 113,063.27	\$ 1,016.76	
Moureau	Julie Soline	Police Constable	\$ 118,211.97	\$ 1,000.74	
Mowat	Peter Hugh	Manager of Labour Relations	\$ 138,321.68	\$ 381.11	
Moxam	Darren Kenneth	Detective	\$ 159,392.61	\$ 1,049.51	
Moxham	Sean Gary	Plainclothes Police Constable	\$ 131,159.74	\$ 1,023.88	
Moxley	James Brendan	Police Constable	\$ 101,302.69	\$ 1,000.74	
Moyer	James Porter	Police Constable	\$ 102,223.81	\$ 931.44	
Moyer	Matthew Ignatius	Staff Sergeant	\$ 145,261.90	\$ 1,110.98	
Moynagh	Robert	Detective	\$ 131,506.64	\$ 1,070.29	
Mrahar	Jasbir Singh	Plainclothes Police Constable	\$ 121,379.91	\$ 1,016.76	
Mueller	Stefan	Police Constable	\$ 131,097.13	\$ 1,020.89	
Mugford	Stephen Michael	Police Constable	\$ 112,274.55	\$ 991.12	
Muir	Michael Adam	Training Constable	\$ 112,047.64	\$ 1,004.26	
Muirhead	James Andrew	Police Constable	\$ 103,767.61	\$ 1,000.74	
Mullally	Joseph Jennings	Police Constable	\$ 106,288.19	\$ 1,000.74	
Mullen	Michael Jeffery	Detective	\$ 162,664.24	\$ 1,060.02	
Mullin	George	Staff Sergeant	\$ 132,401.25	\$ 1,110.98	
Mundy	Susan Ann	Police Constable	\$ 105,651.12	\$ 1,020.89	
Mungal	Matthew	Detective	\$ 143,468.83	\$ 1,070.29	
Munro	Ryan Christopher	Plainclothes Police Constable	\$ 116,139.58	\$ 1,017.65	
Munroe	Kelly Bruce	Police Constable	\$ 148,604.73	\$ 1,020.89	
Munroe	Neil Gerard	Detective	\$ 149,534.72	\$ 1,060.02	
Murnane	Melissa Katherine	Plainclothes Police Constable	\$ 121,051.33	\$ 1,020.52	
Murphy	Daniel Timothy	Police Constable	\$ 142,908.64	\$ 991.12	
Murphy	Michael Patrick	Police Constable	\$ 109,608.92	\$ 1,011.42	
Murphy	Shane Peter	Police Constable	\$ 108,865.68	\$ 994.09	
Murphy	Todd Aaron	Police Constable	\$ 101,797.73	\$ 1,000.74	
Murray	Alicia Marie	Detective	\$ 131,653.91	\$ 1,049.10	
Murray	David	Staff Sergeant	\$ 131,338.71	\$ 1,110.98	
Murray	David Gerard	Plainclothes Police Constable	\$ 106,736.23	\$ 1,024.28	
Murray	Neal Allan	Police Constable	\$ 106,751.30	\$ 1,000.74	
Murray	Sandy	Senior Advisor Policy	\$ 136,166.70	\$ 644.28	
Murray	Scott Robert	Police Constable	\$ 115,094.78	\$ 1,006.90	
Murray-Bates	Kerry-Anne	Senior Operations Supervisor	\$ 144,857.82	\$ 1,080.95	
Murrell	Kevin Earl	Staff Sergeant	\$ 134,514.33	\$ 1,110.98	
Musah	Ishmail	Staff Sergeant	\$ 153,988.66	\$ 1,100.32	
Muscat-Drago	Daniel Robert	Police Constable	\$ 107,762.30	\$ 966.77	
Musclow	Claude	Sergeant	\$ 120,396.07	\$ 1,070.29	
Musial	Bartosz Pawel	Police Constable	\$ 121,601.77	\$ 1,000.74	
Musso Duarte	Susana	Police Constable	\$ 127,987.39	\$ 1,014.26	
Mutch	Emily Ruth	Senior Corporate Planning Analyst	\$ 104,941.06	\$ 1,019.20	
Mutis	Dawn	Plainclothes Police Constable	\$ 114,646.34	\$ 1,043.90	
Muto	Antonio	Police Constable	\$ 105,110.54	\$ 1,020.89	
Myers	Gregory	Sergeant	\$ 118,870.64	\$ 1,070.29	
Myers	Sharon Elizabeth	Detective	\$ 117,360.19	\$ 1,060.02	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Mylvaganam	Ajanthan	Police Constable	\$ 109,443.08	\$ 341.12	
Nacev	Steven Aleksander	Police Constable	\$ 115,604.04	\$ 954.60	
Nadeem	Sohail	Plainclothes Police Constable	\$ 114,912.86	\$ 1,023.88	
Nadler	Andre Michael	Police Constable	\$ 103,867.67	\$ 1,000.74	
Nafis	Rashid	Police Constable	\$ 101,686.43	\$ 1,000.74	
Naidoo	Garth Rohan	Plainclothes Police Constable	\$ 106,039.33	\$ 1,023.88	
Naidoo	Graeme Clayton	Detective	\$ 125,524.84	\$ 1,060.02	
Nair	Sajeev	Detective	\$ 135,650.52	\$ 1,049.10	
Nakhuda	Mohmed Hanif	Police Constable	\$ 128,055.53	\$ 1,000.74	
Nalon	Tamara Darlene	Senior Operations Supervisor	\$ 118,658.91	\$ 1,053.10	
Namayandeh	Arash	Police Constable	\$ 103,460.23	\$ 1,000.74	
Nanji	Zahir Mohamed	Police Constable	\$ 105,997.48	\$ 1,000.74	
Nantais	Jennifer Lynn	Police Constable	\$ 101,402.86	\$ 1,000.74	
Nanton	Andrew Antonio	Plainclothes Police Constable	\$ 136,155.74	\$ 1,023.88	
Nanton	Jason Stanley	Police Constable	\$ 130,787.42	\$ 1,000.74	
Narine	Shaun	Superintendent	\$ 178,968.06	\$ 1,504.23	
Nasim	Faisal	Plainclothes Police Constable	\$ 110,414.24	\$ 1,006.08	
Nasner	Stefan	Plainclothes Police Constable	\$ 177,935.54	\$ 1,043.90	
Nasser	Aman	Detective	\$ 158,053.20	\$ 1,049.10	
Nassis	Stephanie	Training Constable	\$ 111,166.95	\$ 1,028.00	
Neadles	Kyle Stephen	Police Constable	\$ 101,197.57	\$ 976.27	
Neadles	William Andrew	Police Constable	\$ 110,103.39	\$ 991.12	
Neadles	William T.	Superintendent	\$ 178,968.06	\$ 15,366.13	
Neal	Wesley John	Detective	\$ 147,290.31	\$ 1,070.29	
Neale	Lindsay Melissa	Police Constable	\$ 112,173.89	\$ 1,006.97	
Neath	Kevin Bradley	Plainclothes Police Constable	\$ 138,932.11	\$ 1,023.88	
Nebogatova	Iryna	Police Constable	\$ 105,452.30	\$ 1,000.74	
Nei	Nicholas Shang-Lin	Sergeant	\$ 120,752.35	\$ 1,058.73	
Neill	Stuart	Police Constable	\$ 107,533.46	\$ 1,000.74	
Nelson	Matthew Henry	Police Constable	\$ 102,393.29	\$ 991.12	
Nelson	Melissa Anne	Police Constable	\$ 111,440.42	\$ 1,000.74	
Nevills	Shari Llanania	Plainclothes Police Constable	\$ 116,764.43	\$ 1,017.65	
Nevin	David	Police Constable	\$ 151,257.55	\$ 1,020.89	
Newell	Patricia	Police Constable	\$ 104,838.24	\$ 1,020.89	
Newhook	Matthew Albert	Sergeant	\$ 125,634.71	\$ 1,070.29	
Newman	Bruce	Staff Sergeant	\$ 134,129.02	\$ 1,110.98	
Newmarch	Brett Ryan	Plainclothes Police Constable	\$ 123,087.31	\$ 1,023.88	
Newton	Deedee	Detective	\$ 110,556.95	\$ 945.99	
Ng	Philip	Police Constable	\$ 117,243.00	\$ 991.12	
Ng	Siu-Mia	Plainclothes Police Constable	\$ 147,103.29	\$ 383.37	
Ng	William	Police Constable	\$ 138,692.64	\$ 1,000.74	
Ng	Yuen	Sergeant	\$ 120,220.39	\$ 1,070.29	
Ngan	Edward Shing-Keung	Senior Advisor	\$ 135,832.85	\$ 1,292.59	
Ngo	Jason	Plainclothes Police Constable	\$ 106,058.58	\$ 1,023.88	
Nguyen	Daniel	Plainclothes Police Constable	\$ 117,026.23	\$ 1,014.22	
Nguyen	John Hung-Quoc	Police Constable	\$ 100,349.17	\$ 966.77	
Nguyen	Quoc Hoa-Khanh	Training Constable	\$ 114,244.40	\$ 1,023.88	
Nichiporik	Dale Curtis	Police Constable	\$ 103,208.05	\$ 1,000.74	
Nichiporik	Darren William	Police Constable	\$ 100,248.29	\$ 1,000.74	
Nichol	Ian Fraser	Detective Sergeant	\$ 131,748.16	\$ 460.98	
Nichols	Heather Laury	Detective Sergeant	\$ 128,633.32	\$ 1,100.32	
Nicholson	Leonard Bruce	Detective	\$ 120,974.12	\$ 1,060.02	
Nickerson	Brandon Randal	Plainclothes Police Constable	\$ 127,234.98	\$ 1,023.88	
Nickson	Michael James	Police Constable	\$ 102,574.91	\$ 1,000.74	
Nicol	Brett Donald	Detective Sergeant	\$ 133,711.16	\$ 1,102.90	
Nicol	Robert	Plainclothes Police Constable	\$ 120,630.33	\$ 1,518.63	
Nicolle	Chad Edward	Sergeant	\$ 151,010.97	\$ 1,070.29	
Nielsen	Christian Hinge	Manager of Shop Operations	\$ 153,735.71	\$ 1,204.19	
Nijjar	Harjit Singh	Sergeant	\$ 117,782.86	\$ 1,060.02	
Nikov	David	Police Constable	\$ 102,826.65	\$ 991.12	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Nimmo	Richard James	Detective	\$ 136,775.66	\$ 1,060.02	
Niras	Nikolaos	Police Constable	\$ 160,914.38	\$ 1,020.89	
Nishikawa	Brian Jonathan	Police Constable	\$ 118,514.89	\$ 1,017.65	
Niziol	William James	Police Constable	\$ 132,911.96	\$ 997.46	
Noble	Dale Lloyd	Police Constable	\$ 116,791.79	\$ 991.12	
Noll	Carl	Detective Sergeant	\$ 145,186.10	\$ 12,730.45	
Noonan	Timothy John	Plainclothes Police Constable	\$ 138,480.73	\$ 1,043.90	
Norman	Darryl James	Plainclothes Police Constable	\$ 119,434.13	\$ 1,023.88	
Norman	William Michael	Police Constable	\$ 139,085.51	\$ 1,010.75	
Norrie	Andrew	Inspector	\$ 156,560.92	\$ 1,176.11	
Norrie	Hudson Fox	Plainclothes Police Constable	\$ 113,940.67	\$ 996.34	
Norris	Robert	Police Constable	\$ 194,326.34	\$ 1,020.89	
Norrmalm	Brenda Rosalie	Police Constable	\$ 106,379.70	\$ 1,010.75	
Norski	Przemyslaw	Police Constable	\$ 166,195.63	\$ 1,000.74	
North	Robert Lloyd	Detective	\$ 149,683.41	\$ 1,060.02	
Northmore	Colleen	Detective	\$ 138,911.34	\$ 1,070.29	
Northrup	Jeffrey John	Police Constable	\$ 132,293.74	\$ 1,020.89	
Norton	David John	Sergeant	\$ 132,235.65	\$ 1,060.02	
Notay	Jagmohan Singh	Parking Enforcement Officer	\$ 165,949.72	\$ 894.27	
Noto	Diana	Plainclothes Police Constable	\$ 107,436.22	\$ 1,023.88	
Nott	Jason Michael	Plainclothes Police Constable	\$ 105,562.18	\$ 1,023.88	
Novinc	Branko	Sergeant	\$ 128,912.73	\$ 1,070.29	
Nufrio	Valentino	Parking Enforcement Officer	\$ 103,402.42	\$ 894.27	
Nunes	Diogo Rodrigues	Police Constable	\$ 103,774.44	\$ 1,000.74	
Nunes	Maria	Police Constable	\$ 133,821.64	\$ 1,020.89	
Nuri	Abdullah	Detective	\$ 124,217.94	\$ 1,049.10	
Nussbaum-Voina	Viorica Ioan	Senior Analyst	\$ 114,522.07	\$ 401.70	
Nykorchuk	Pasqualina	Senior Corporate Planning Analyst	\$ 106,390.42	\$ 369.20	
Oakes	James	Police Constable	\$ 105,326.37	\$ 785.09	
Oakes	Joshua Robert	Police Constable	\$ 127,208.64	\$ 341.12	
Oberfrank	Timothy	Detective	\$ 122,390.17	\$ 1,070.29	
Obey	Jason David	Police Constable	\$ 102,626.30	\$ 991.12	
Obornick	Howard	Police Constable	\$ 105,197.34	\$ 1,020.89	
O'Brien	Brendan Francis	Plainclothes Police Constable	\$ 117,853.64	\$ 978.79	
O'Brien	Colin Daniel	Police Constable	\$ 108,341.79	\$ 1,000.74	
O'Brien	David	Training Constable	\$ 116,354.93	\$ 1,043.90	
O'Brien	Sean	Sergeant	\$ 127,672.89	\$ 1,070.29	
O'Connor	Brian	Inspector	\$ 155,833.34	\$ 632.99	
O'Connor	Kellie Mae	Executive Assistant of Chief	\$ 123,895.89	\$ 762.16	
O'Connor	Mike Stephen	Plainclothes Police Constable	\$ 112,884.51	\$ 1,032.38	
Oddi	John-Paul Christopher	Police Constable	\$ 112,279.07	\$ 973.57	
Odisho	Ashur	Police Constable	\$ 149,033.04	\$ 1,000.74	
O'Donnell	Joseph Patrick	Police Constable	\$ 128,559.93	\$ 994.09	
O'Donnell	Mark	Police Constable	\$ 123,770.20	\$ 1,000.74	
O'Donohue	Derek Micheal	Sergeant	\$ 121,147.48	\$ 1,043.24	
O'Donohue	Katie Elizabeth	Plainclothes Police Constable	\$ 107,283.65	\$ 1,020.52	
Ogg	Sheila Elizabeth	Detective Sergeant	\$ 135,134.45	\$ 1,110.98	
Ogg	Stuart Neil	Police Constable	\$ 105,821.20	\$ 1,000.74	
O'Grady	Lawrence Joseph	Supervisor	\$ 105,662.04	\$ 1,019.20	
Oh	Hyuk Jo	Police Constable	\$ 106,367.93	\$ 991.45	
O'Halloran	Kevin Matthew	Police Constable	\$ 103,517.88	\$ 1,000.74	
O'Hearn	James William	Police Constable	\$ 115,091.95	\$ 991.12	
O'Kane	Geraid David	Detective	\$ 119,273.10	\$ 1,060.02	
O'Keefe	David Michael	Plainclothes Police Constable	\$ 107,467.02	\$ 1,023.88	
Okutin	Alexandr	Police Constable	\$ 135,791.15	\$ 973.57	
Olarewaju	Gordon Adebayo	Police Constable	\$ 100,675.46	\$ 1,000.74	
O'Leary	Edmund Joseph	Police Constable	\$ 115,690.59	\$ 1,000.74	
Oliveira	Dora Cristina	Police Constable	\$ 107,703.51	\$ 1,000.74	
Oliveira	Gilberto Vieira	Police Constable	\$ 113,057.04	\$ 976.27	
Oliveira	Linda	Police Constable	\$ 105,545.70	\$ 421.34	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Oliver	Matthew Tyler	Plainclothes Police Constable	\$ 146,943.56	\$ 1,033.37	
Oliver	Paul	Detective Sergeant	\$ 140,437.48	\$ 1,110.98	
Oliver	Steven Ronald	Detective	\$ 131,738.22	\$ 1,049.10	
Ollos	Sandor Ernest	Police Constable	\$ 119,676.26	\$ 1,000.74	
Olsen	Frank	Detective	\$ 127,084.20	\$ 1,070.29	
Olsen	Shaun	Sergeant	\$ 119,730.59	\$ 1,070.29	
Olson	Gary Aldred	Sergeant	\$ 118,768.44	\$ 1,070.29	
Olszewski	Michelle Lynne	Detective	\$ 145,617.64	\$ 1,070.29	
Olukoya	Olufemi	Police Constable	\$ 199,410.83	\$ 1,020.89	
Olver	Robert Bond	Police Constable	\$ 105,756.19	\$ 1,020.89	
Omar	Mohamed Zakaria	Police Constable	\$ 101,841.10	\$ 1,000.74	
Omelko	Steven John	Police Constable	\$ 117,430.41	\$ 954.60	
Onami	Jason Morito	Plainclothes Police Constable	\$ 111,005.90	\$ 373.88	
O'Neill	Barry John	Sergeant	\$ 121,298.20	\$ 1,060.02	
O'Neill	Erik Rodney	Police Constable	\$ 107,232.75	\$ 1,000.74	
O'Neill	Sean Keith	Police Constable	\$ 111,231.51	\$ 1,000.74	
Ong	Rhoel Villegas	Sergeant	\$ 148,214.84	\$ 1,060.02	
Onyszkiewicz	Andrew	Detective Sergeant	\$ 143,324.14	\$ 1,110.98	
Onzuka	Edward Yuji	Plainclothes Police Constable	\$ 123,604.18	\$ 5,402.39	
Oosterhof	Carole Jane	Police Constable	\$ 104,829.84	\$ 370.89	
Oostwoud	Michael Gerard	Police Constable	\$ 101,942.59	\$ 1,010.75	
Ordinario	Edward	Police Constable	\$ 100,906.36	\$ 1,000.74	
Origlieri	Melissa Joy	Plainclothes Police Constable	\$ 107,658.17	\$ 1,030.07	
O'Riordan	Wayne James	Detective	\$ 115,161.28	\$ 1,057.01	
Ormsby	Brandon Thomas	Police Constable	\$ 103,367.20	\$ 1,000.74	
Oroz	Slavko	Police Constable	\$ 172,709.73	\$ 994.09	
Ortega Gonzalez	Mario Enrique	Senior Programmer	\$ 118,869.60	\$ 326.51	
Ortiz	Horacio	Police Constable	\$ 102,406.58	\$ 954.60	
Osagie	Bassey	Sergeant	\$ 137,744.31	\$ 1,060.02	
Osborn	Robert Daniel	Police Constable	\$ 118,959.88	\$ 1,000.74	
Osborne	Brian Otto	Police Constable	\$ 119,994.39	\$ 1,000.74	
Osborne	Keith Thomas	Plainclothes Police Constable	\$ 127,973.87	\$ 1,023.88	
O'Shea	Stephen James	Training Constable	\$ 124,179.40	\$ 1,023.88	
Osman	Walid Ahmed	Plainclothes Police Constable	\$ 114,098.80	\$ 1,023.88	
Osmanaj	Ardit	Police Constable	\$ 135,002.03	\$ 1,000.74	
Osoba	Olusesan Osokoya	Police Constable	\$ 117,366.97	\$ 1,007.86	
Ostrom-Peake	Deirdre Ann	Labour Relations Analyst	\$ 118,188.49	\$ 1,206.27	
O'Toole	Edward Francis	Police Constable	\$ 110,202.96	\$ 1,000.74	
O'Toole	Kimberley Anne	Staff Sergeant	\$ 146,347.19	\$ 626.61	
Otten	Edward Marcel	Police Constable	\$ 103,738.29	\$ 1,000.74	
Ouellet	Andrew	Police Constable	\$ 139,956.26	\$ 1,010.75	
Ouellette	David Mark	Sergeant	\$ 123,221.12	\$ 1,060.02	
Ouellette	Robert Bruce	Plainclothes Police Constable	\$ 131,402.43	\$ 1,033.37	
Ozkan	Nedim	Senior Analyst	\$ 119,629.39	\$ 386.25	
Ozols	John	Plainclothes Police Constable	\$ 116,307.31	\$ 1,043.90	
Pabla	Sukhvinderpal Singh	Detective	\$ 137,855.12	\$ 1,060.02	
Pablo	Glen Patrick	Police Constable	\$ 112,760.59	\$ 1,000.74	
Pacheco	Walter De	Sergeant	\$ 118,853.69	\$ 1,060.02	
Page	Derek William	Police Constable	\$ 126,801.00	\$ 1,010.75	
Paglia	Giancarlo	Plainclothes Police Constable	\$ 108,163.81	\$ 1,023.88	
Pagniello	Michele	Police Constable	\$ 109,093.95	\$ 1,010.53	
Pais	Glenn Edwin	Police Constable	\$ 113,888.10	\$ 1,000.74	
Pais	Scharnil Valerian	Police Constable	\$ 113,520.50	\$ 1,000.74	
Pak	Andrew Jin-Ho	Police Constable	\$ 111,332.56	\$ 1,000.74	
Pakravan	Glayol Gloria	Manager of Performance Management	\$ 163,657.76	\$ 3,180.41	
Pala	Rasih San	Plainclothes Police Constable	\$ 131,659.34	\$ 1,023.88	
Palermo	Loredana	Plainclothes Police Constable	\$ 122,816.36	\$ 1,023.88	
Palermo	Michael Angelo	Detective	\$ 201,222.79	\$ 1,060.02	
Palic	Igor	Police Constable	\$ 112,966.90	\$ 1,000.74	
Palm	Petra Juliane	Plainclothes Police Constable	\$ 110,716.97	\$ 383.37	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Palmer	Roger Anthony	Police Constable	\$ 108,094.78	\$ 991.12	
Panayotov	Lubomir Ivanov	Plainclothes Police Constable	\$ 115,762.54	\$ 1,023.88	
Pandolfi	Alessandro Anthony	Plainclothes Police Constable	\$ 116,004.63	\$ 1,033.37	
Panesar	Sarabhjeet Singh	Plainclothes Police Constable	\$ 111,418.58	\$ 1,023.88	
Pangos	Edward Anthony	Training Constable	\$ 107,415.13	\$ 1,007.86	
Panton	Sarah Marie	Police Constable	\$ 110,145.85	\$ 373.88	
Paoletta	Anthony	Staff Sergeant	\$ 129,517.40	\$ 1,101.61	
Papacharalambous	Elliot Thomas	Police Constable	\$ 101,059.83	\$ 919.90	
Papadopoulos	Kyriakos	Police Constable	\$ 161,910.74	\$ 1,000.74	
Papamanolis	Dimitrios	Police Constable	\$ 121,984.62	\$ 342.44	
Papatheodorou	George	Police Constable	\$ 139,771.02	\$ 1,002.42	
Pape	Derek Anthony	Plainclothes Police Constable	\$ 106,641.74	\$ 1,023.88	
Papizewski	LeeAnn	Staff Sergeant	\$ 147,072.57	\$ 1,110.98	
Paraskevopoulos	Stephanie Erica	Detective	\$ 113,604.35	\$ 1,049.10	
Parasram	Lawrence	Plainclothes Police Constable	\$ 109,325.85	\$ 1,023.88	
Pardy	Jamie Richard	Police Constable	\$ 132,050.39	\$ 991.12	
Pareja	Carlos Adrian	Police Constable	\$ 156,747.57	\$ 1,000.74	
Pargetter	Kevin James	Plainclothes Police Constable	\$ 110,428.88	\$ 1,006.08	
Park	Jae Woo	Police Constable	\$ 100,133.39	\$ 344.09	
Park	John David	Plainclothes Police Constable	\$ 122,573.98	\$ 1,013.87	
Park	Josef	Police Constable	\$ 130,966.65	\$ 1,010.75	
Park	Ryan Lee	Police Constable	\$ 107,179.88	\$ 991.12	
Park	Sang Jun	Police Constable	\$ 122,757.25	\$ 1,010.75	
Park	Sung Min	Police Constable	\$ 111,274.86	\$ 994.09	
Parker	Fitzroy	Police Constable	\$ 136,399.07	\$ 1,000.74	
Parker	Ian Christopher	Police Constable	\$ 111,138.90	\$ 1,011.42	
Parker	Todd William	Police Constable	\$ 125,184.67	\$ 835.75	
Parkin	Andrew Wilfred	Police Constable	\$ 146,291.38	\$ 1,000.74	
Parks II	Edward Lee	Police Constable	\$ 113,789.29	\$ 1,000.74	
Parliament	Gregory James	Police Constable	\$ 113,605.28	\$ 1,000.74	
Parliament	James Ralph	Training Constable	\$ 102,496.61	\$ 768.66	
Parmar	Mandeep Singh	Plainclothes Police Constable	\$ 134,795.25	\$ 1,023.88	
Parney	Christopher George	Police Constable	\$ 107,107.67	\$ 1,010.75	
Paroussoudi	Lemonia Alexandra	Police Constable	\$ 126,544.45	\$ 1,000.74	
Parrish	Scott	Plainclothes Police Constable	\$ 111,322.75	\$ 593.90	
Parrott	Michael Eric	Detective	\$ 170,343.59	\$ 1,055.72	
Parsons	Stuart Magruder	Plainclothes Police Constable	\$ 146,702.40	\$ 1,043.90	
Parsram	Ramesh Brian	Sergeant	\$ 127,153.32	\$ 1,070.29	
Partridge	David William	Police Constable	\$ 149,086.92	\$ 1,000.74	
Partridge	Frank	Staff Sergeant	\$ 137,995.82	\$ 1,110.98	
Parvin	Armand Sydney	Training Constable	\$ 105,555.53	\$ 1,023.88	
Pascaris	Matthew Ryan	Plainclothes Police Constable	\$ 115,157.33	\$ 966.77	
Passerino	Curtis Paul	Police Constable	\$ 111,613.11	\$ 1,010.75	
Patchett	Cheryl	Police Constable	\$ 131,916.90	\$ 1,020.89	
Patching	Andrea	Plainclothes Police Constable	\$ 111,773.50	\$ 1,043.90	
Pate	Andrew William	Plainclothes Police Constable	\$ 107,777.25	\$ 1,013.87	
Patel	Juneid Ahmed	Police Constable	\$ 123,964.15	\$ 1,000.74	
Patel	Rajeshkumar	Detective	\$ 123,623.31	\$ 1,049.10	
Paterson	Kyle Scott	Plainclothes Police Constable	\$ 117,188.31	\$ 1,023.88	
Pathak	Davinder Kumar	Police Constable	\$ 209,170.96	\$ 1,000.74	
Pathak	Rajinder Kumar	Police Constable	\$ 134,987.43	\$ 1,000.74	
Pathak	Samip	Plainclothes Police Constable	\$ 128,117.11	\$ 1,023.88	
Patil	Sameer	Police Constable	\$ 103,477.97	\$ 1,004.30	
Patrick	Colin William	Police Constable	\$ 120,541.23	\$ 997.46	
Patterson	Michael James	Detective Sergeant	\$ 140,026.98	\$ 1,100.32	
Patterson	Robert	Detective	\$ 120,838.18	\$ 1,070.29	
Patterson	Shona-Lynn Debra	Plainclothes Police Constable	\$ 125,495.60	\$ 1,023.88	
Patterson	Stephen Brent	Police Constable	\$ 112,770.24	\$ 1,000.74	
Pattison	Steven	Staff Sergeant	\$ 138,404.69	\$ 1,110.98	
Patton	Scott Matthew	Police Constable	\$ 121,583.14	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Paul	Candace	Detective	\$ 118,944.99	\$ 895.29	
Paul	Mohit	Police Constable	\$ 113,519.16	\$ 1,000.74	
Pavlidis	Theodora	Sergeant	\$ 131,314.39	\$ 1,070.29	
Payne	Bradley James	Plainclothes Police Constable	\$ 131,037.71	\$ 1,023.88	
Payne	Gregory James	Detective Sergeant	\$ 136,383.21	\$ 460.98	
Payne	Gregory James Douglas	Police Constable	\$ 103,631.68	\$ 966.77	
Payne	Karl Scott	Detective	\$ 126,600.81	\$ 1,070.29	
Payton	Howard Lewis	Sergeant	\$ 125,375.72	\$ 1,070.29	
Peacock	Jason Alexander	Plainclothes Police Constable	\$ 130,611.13	\$ 1,033.37	
Pearce	Ryan William	Police Constable	\$ 107,953.53	\$ 976.27	
Pearson	Jeffrey	Detective Sergeant	\$ 130,317.91	\$ 1,110.98	
Peart	Dwayne Omar	Police Constable	\$ 116,424.92	\$ 1,000.74	
Peavoy	Courtney Diane	Police Constable	\$ 110,980.09	\$ 991.12	
Pece	Anthony Michael	Plainclothes Police Constable	\$ 123,077.51	\$ 1,014.22	
Pelech	Danylo Illya	Police Constable	\$ 117,548.08	\$ 997.46	
Pelow	Patrick Peter	Police Constable	\$ 105,468.20	\$ 1,000.74	
Pena	Nelson Das	Police Constable	\$ 110,787.57	\$ 1,000.74	
Pengelly	Rosemary	Plainclothes Police Constable	\$ 113,735.62	\$ 393.90	
Penner	Adam Christopher	Police Constable	\$ 145,902.73	\$ 997.46	
Penney	Patrick	Police Constable	\$ 106,817.31	\$ 370.89	
Penny	Lisa Rita	Plainclothes Police Constable	\$ 113,410.92	\$ 1,016.76	
Penton	Shane Stephen	Sergeant	\$ 122,242.94	\$ 1,060.02	
Penwell	Cassandra Miranda	Police Constable	\$ 100,166.34	\$ 1,000.74	
Peplinski	Eugene Silas	Police Constable	\$ 114,857.94	\$ 991.12	
Pepper	Cindi Gail	Police Constable	\$ 100,686.31	\$ 1,000.74	
Pera	Enrico	Manager of Facilities Management	\$ 153,650.07	\$ 3,130.53	
Percival	Kimberly Jane	Detective	\$ 122,812.40	\$ 1,060.02	
Perdon	Vera Lyn	Police Constable	\$ 119,486.01	\$ 1,000.74	
Perelli	Lee Marvin	Police Constable	\$ 110,304.89	\$ 997.46	
Perem	Erik Artur	Police Constable	\$ 108,238.84	\$ 1,000.74	
Perez	Ali Antonio	Police Constable	\$ 143,466.79	\$ 991.12	
Perez	Jose Antonio	Police Constable	\$ 111,406.12	\$ 922.48	
Perilli	Joseph Lee	Plainclothes Police Constable	\$ 125,644.29	\$ 1,017.02	
Perino	Kenneth Vincent	Police Constable	\$ 126,837.28	\$ 1,000.74	
Permaul	Gavin	Police Constable	\$ 121,800.75	\$ 997.46	
Permaul	Nicole Ashley	Communications Operator	\$ 101,251.04	\$ 302.90	
Perreault	Sean Michael	Staff Sergeant	\$ 142,488.48	\$ 1,110.98	
Perry	Kevin	Police Constable	\$ 104,829.84	\$ 1,020.89	
Perry	Trevor Quentin	Police Constable	\$ 116,557.41	\$ 1,009.70	
Persaud	Chaitram	Police Constable	\$ 109,715.49	\$ 997.46	
Persaud	Rajendra	Plainclothes Police Constable	\$ 119,689.68	\$ 1,023.88	
Persaud	Ramace	Police Constable	\$ 119,821.19	\$ 1,000.74	
Pershin	Andrei Valeri	Plainclothes Police Constable	\$ 115,018.28	\$ 1,023.88	
Persichetti	Donato	Police Constable	\$ 106,796.18	\$ 1,000.74	
Persram	Ranjit	Police Constable	\$ 104,829.84	\$ 370.89	
Peschier	Christopher Victor	Police Constable	\$ 115,029.42	\$ 991.12	
Peters	Cornelius	Police Constable	\$ 160,752.94	\$ 1,015.14	
Peters	Scott Murray	Plainclothes Police Constable	\$ 109,024.16	\$ 1,033.37	
Petersen	Kathleen Erin	Police Constable	\$ 101,010.23	\$ 1,000.74	
Peterson	Clifford William	Plainclothes Police Constable	\$ 116,441.93	\$ 1,023.88	
Pethick	Thomas Ervin	Police Constable	\$ 104,904.32	\$ 1,009.70	
Petkovic	Boris	Plainclothes Police Constable	\$ 129,076.17	\$ 1,023.88	
Petrakis	Kyriakos	Plainclothes Police Constable	\$ 117,651.65	\$ 1,017.02	
Petrakis	Michael	Police Constable	\$ 105,370.24	\$ 1,000.74	
Petrakis	Stavros	Police Constable	\$ 123,773.78	\$ 1,000.74	
Petrasek	Michael Julian	Police Constable	\$ 106,794.50	\$ 1,020.89	
Petrie	Kyle Johnathon	Sergeant	\$ 102,529.17	\$ 1,017.93	
Petrie	Richard	Detective	\$ 152,502.74	\$ 1,070.29	
Petticrew	Amanda Aaron	Police Constable	\$ 111,621.48	\$ 364.98	
Phair	Mark Gordon	Sergeant	\$ 142,874.06	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Philipp	Christian	Police Constable	\$ 107,651.35	\$ 1,000.74	
Philipson	Graeme	Sergeant	\$ 132,375.15	\$ 1,070.29	
Phillips	Adam Marshall	Police Constable	\$ 110,313.80	\$ 1,000.74	
Phillips	Daniel Martin	Police Constable	\$ 102,996.14	\$ 1,010.75	
Phoon	Newton Chun	System Administrator	\$ 116,202.79	\$ 1,051.70	
Phuong	James Jason	Plainclothes Police Constable	\$ 111,322.01	\$ 1,013.87	
Piccolo	Adrian Michael	Plainclothes Police Constable	\$ 124,125.56	\$ 1,023.88	
Piche	Paula	Police Constable	\$ 106,427.22	\$ 1,020.89	
Pickett	Travis Grayson	Plainclothes Police Constable	\$ 115,548.07	\$ 1,002.52	
Pickrell	Neil	Police Constable	\$ 132,810.89	\$ 902.99	
Pieper	Donna	Sergeant	\$ 118,767.04	\$ 420.29	
Pierobon	Shaun Steven	Plainclothes Police Constable	\$ 105,951.74	\$ 1,023.30	
Pierre	Christopher Sean	Police Constable	\$ 136,861.03	\$ 991.12	
Pignatelli	Tony	Police Constable	\$ 171,357.64	\$ 1,020.89	
Pigram	Andrew John	Police Constable	\$ 110,140.87	\$ 994.09	
Pikula	Kamil Stanislaw	Police Constable	\$ 155,316.37	\$ 1,000.74	
Pileggi	Adriano Domenico	Plainclothes Police Constable	\$ 113,029.08	\$ 1,023.88	
Pilkey	Diana	Police Constable	\$ 101,771.40	\$ 360.75	
Pillach	Adrian Jozef	Police Constable	\$ 116,951.47	\$ 1,000.74	
Pilon	Jay Patrick	Plainclothes Police Constable	\$ 114,968.69	\$ 1,023.88	
Pilotte	Karen Alison	Police Constable	\$ 100,061.46	\$ 1,000.74	
Pinchak	Wasył	Project Leader	\$ 124,382.72	\$ 434.33	
Pinchin	Brian	Plainclothes Police Constable	\$ 123,127.50	\$ 1,043.90	
Pinfold	Matthew George	Plainclothes Police Constable	\$ 120,517.91	\$ 1,023.88	
Pinizzotto	Marc Anthony	Training Constable	\$ 116,663.27	\$ 1,023.88	
Pinnock	Donovan	Police Constable	\$ 105,012.72	\$ 370.89	
Pinto	Juin Eutropio	Police Constable	\$ 111,123.45	\$ 1,020.89	
Pinto	Silvino Ricardo	Police Constable	\$ 138,182.06	\$ 959.97	
Pinto	Suzanne Marie	Staff Sergeant	\$ 131,404.30	\$ 1,110.98	
Pipe	Stephen	Staff Sergeant	\$ 138,962.01	\$ 1,110.98	
Piraisoody	Balakumaran	Police Constable	\$ 105,342.83	\$ 1,000.74	
Pisani	Paul Lee	Plainclothes Police Constable	\$ 115,977.24	\$ 1,023.88	
Pisano	Joseph Francesco	Plainclothes Police Constable	\$ 113,025.56	\$ 1,023.88	
Pischedda	Mark Stephen	Plainclothes Police Constable	\$ 119,695.83	\$ 973.88	
Pistiolis	Thomas Michael	Shift Supervisor	\$ 103,131.62	\$ 331.50	
Pitcher	David Charles	Plainclothes Police Constable	\$ 112,996.61	\$ 1,033.37	
Pitcher	Sean Murray	Plainclothes Police Constable	\$ 114,633.46	\$ 1,000.74	
Pitre	Danny Christopher	Plainclothes Police Constable	\$ 132,564.82	\$ 1,020.52	
Pitters	Glenn Michael	Police Constable	\$ 119,050.08	\$ 1,010.75	
Platte	Charlene Gina	Plainclothes Police Constable	\$ 109,841.03	\$ 1,012.31	
Platte	Patrick Frank	Plainclothes Police Constable	\$ 109,234.73	\$ 999.82	
Pleshe	Daryl William	Plainclothes Police Constable	\$ 114,506.98	\$ 1,023.88	
Plunkett	Patrick John	Detective	\$ 126,419.59	\$ 1,058.73	
Plunkett	Sheri Lynn	Plainclothes Police Constable	\$ 108,436.58	\$ 1,033.37	
Poczak	Lisa	Sergeant	\$ 124,721.53	\$ 1,070.29	
Poge	Eric Ronald	Police Constable	\$ 107,912.13	\$ 997.46	
Pogue	Lauren	Detective Sergeant	\$ 142,374.01	\$ 1,110.98	
Poh	Raymon Oei	Police Constable	\$ 116,213.35	\$ 1,000.74	
Poirier	Alexandre	Police Constable	\$ 104,600.03	\$ 1,000.74	
Poirier	Sean Michael	Police Constable	\$ 134,879.59	\$ 954.60	
Polak	Brandon Victor	Plainclothes Police Constable	\$ 124,140.61	\$ 1,006.08	
Poliak	Mark John	Plainclothes Police Constable	\$ 102,344.12	\$ 840.11	
Policelli	Tanya	Plainclothes Police Constable	\$ 115,449.15	\$ 1,043.90	
Pollard	James Evan	Police Constable	\$ 105,829.93	\$ 1,000.74	
Pollard	Kristine Rian	Plainclothes Police Constable	\$ 108,438.58	\$ 1,023.88	
Pollock	Tige Samuel	Detective	\$ 148,506.57	\$ 1,055.72	
Poltavets	Alexandre	Police Constable	\$ 110,192.28	\$ 973.57	
Polychronis	George	Police Constable	\$ 121,265.71	\$ 994.09	
Poole	Candice Jennifer	Plainclothes Police Constable	\$ 113,409.46	\$ 1,023.88	
Poole	Richard Andrew	Police Constable	\$ 113,259.51	\$ 1,043.90	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Pop	Ian	Plainclothes Police Constable	\$ 119,799.65	\$ 1,043.90	
Popalzai	Mustafa	Police Constable	\$ 122,623.32	\$ 959.97	
Popov	Alexander Igorevich	Plainclothes Police Constable	\$ 123,043.16	\$ 1,023.88	
Poranganel	Mark Varkey	Plainclothes Police Constable	\$ 113,749.32	\$ 1,033.37	
Porter	Bryan Andrew	Police Constable	\$ 160,435.51	\$ 954.60	
Porter	Dainian Alloy	Police Constable	\$ 115,607.89	\$ 1,008.75	
Posluszny	Andrew Zbigniew	Police Constable	\$ 140,972.72	\$ 1,000.74	
Potter	Vivienne Sanja	Police Constable	\$ 169,492.84	\$ 1,000.74	
Potts	Mark Jonathan	Training Constable	\$ 110,968.28	\$ 673.88	
Poulimenos	William Demetre	Police Constable	\$ 114,976.04	\$ 1,000.74	
Poulin	Martin Fabian	Sergeant	\$ 122,589.33	\$ 1,060.02	
Pourghazi	Aydin	Police Constable	\$ 118,089.37	\$ 1,000.74	
Powell	Daniel James	Detective	\$ 150,594.60	\$ 1,070.29	
Powell	Michelle Elizabeth	Plainclothes Police Constable	\$ 122,379.28	\$ 1,033.37	
Power	Ashley Lace	Communications Operator	\$ 103,060.76	\$ 944.80	
Powis	Jennifer Ann	Sergeant	\$ 139,190.31	\$ 1,060.02	
Powrie	John Erwin	Police Constable	\$ 123,484.27	\$ 1,000.74	
Poynter	Christopher Rex	Police Constable	\$ 124,494.83	\$ 1,000.74	
Pozzan	Andrew Valerio	Police Constable	\$ 122,560.70	\$ 1,018.54	
Pravica	Dusan Dan	Sergeant	\$ 155,663.22	\$ 1,060.02	
Prechotko	Lisa Terra	Police Constable	\$ 106,155.42	\$ 1,000.74	
Prentice	Stefan Patrick	Detective Sergeant	\$ 139,824.62	\$ 1,100.32	
Press	Michael Allen	Senior Firearms Officer	\$ 119,695.76	\$ 1,050.92	
Preston	Brian	Inspector	\$ 176,804.25	\$ 1,380.47	
Preston	Debra	Superintendent	\$ 175,225.21	\$ 5,238.42	
Preuthun	Adam Alexander	Police Constable	\$ 122,885.27	\$ 1,000.74	
Prevost	Jayne Thomas	Police Constable	\$ 122,551.37	\$ 350.74	
Prevost	Terry Joseph	Plainclothes Police Constable	\$ 112,695.53	\$ 923.88	
Price	Brandon Lee	Detective	\$ 148,847.78	\$ 1,049.10	
Price	David Raymond	Plainclothes Police Constable	\$ 127,123.55	\$ 1,023.88	
Price	Mary	Staff Sergeant	\$ 130,586.81	\$ 1,110.98	
Price	Robert Arthur	Police Constable	\$ 121,486.24	\$ 1,000.74	
Price	Ryan Andrew	Police Constable	\$ 125,526.17	\$ 350.74	
Price	Timothy John	Police Constable	\$ 106,186.88	\$ 1,000.74	
Priem	Michelle Simone	Plainclothes Police Constable	\$ 105,558.33	\$ 373.88	
Pritchard	Brian James	Detective	\$ 115,880.83	\$ 410.02	
Pritchard	Denis Blair	Police Constable	\$ 103,304.83	\$ 1,000.74	
Pritchard	Grant Donlee	Police Constable	\$ 103,020.41	\$ 1,000.74	
Proctor	Kelly Sean	Police Constable	\$ 111,231.38	\$ 1,000.74	
Proctor	Norman Edward	Staff Sergeant	\$ 137,089.90	\$ 1,110.98	
Proctor	Richard	Detective	\$ 119,584.18	\$ 1,070.29	
Prodanos	Alexi	Police Constable	\$ 116,552.53	\$ 1,010.75	
Prodeus	Derek Michael	Police Constable	\$ 130,291.53	\$ 991.12	
Proger	Sergey Ilyich	Training Constable	\$ 102,230.04	\$ 946.21	
Prosavich	Paula Anne	Sergeant	\$ 121,700.24	\$ 405.72	
Prosper	Mark Anthony	Police Constable	\$ 119,674.93	\$ 1,000.74	
Proulx	Kevin Edward	Police Constable	\$ 115,185.98	\$ 1,000.74	
Provender	Stephanie Lin	Plainclothes Police Constable	\$ 122,694.34	\$ 1,014.36	
Puar	Gurinder Singh	Police Constable	\$ 106,098.14	\$ 1,000.74	
Pugash	Mark	Director of Corporate Communications	\$ 193,251.86	\$ 11,827.67	
Pulenzas	Christopher Michael	Police Constable	\$ 123,462.36	\$ 959.97	
Pulkki	Irene	Detective	\$ 136,676.00	\$ 1,070.29	
Pulla	Jeremy James	Plainclothes Police Constable	\$ 124,551.46	\$ 1,023.88	
Pullen	Chad Edward	Police Constable	\$ 102,439.45	\$ 1,000.74	
Pulumbarit	Ryan Carijutan	Plainclothes Police Constable	\$ 143,379.76	\$ 1,023.88	
Purchas	Christopher Dale	Plainclothes Police Constable	\$ 123,611.32	\$ 383.37	
Purches	Scott Robert	Detective	\$ 141,774.74	\$ 1,060.02	
Purves	Andrew James	Plainclothes Police Constable	\$ 119,751.89	\$ 1,020.52	
Purvis	David Frederick	Police Constable	\$ 122,578.39	\$ 1,007.86	
Puterbaugh	Michael Francis	Sergeant	\$ 130,530.28	\$ 820.29	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Putman	Aaron Matthew	Plainclothes Police Constable	\$ 117,911.71	\$ 1,023.88	
Putnam	Kimberley Joan	Senior Advisor	\$ 135,832.85	\$ 642.59	
Qiu	Ming Wei	Senior Communications Technician	\$ 104,637.56	\$ 321.88	
Quann	Dillon Joseph	Police Constable	\$ 120,655.76	\$ 1,000.74	
Queen	Graham	Staff Sergeant	\$ 143,952.90	\$ 1,110.98	
Quesnelle	Curtis Leonard	Plainclothes Police Constable	\$ 103,690.87	\$ 1,016.76	
Quigley	Kimberley	Police Constable	\$ 107,930.86	\$ 1,020.89	
Quijada-Mancia	Juan Carlos	Sergeant	\$ 126,397.60	\$ 1,049.10	
Quinlan	Jereme Justin	Plainclothes Police Constable	\$ 110,960.71	\$ 1,013.87	
Quinn	Ana Daniela Bento	Police Constable	\$ 117,635.51	\$ 1,001.16	
Quinn	Conal George	Police Constable	\$ 121,512.39	\$ 1,027.48	
Quinn	Michael Marc	Sergeant	\$ 150,599.22	\$ 1,060.02	
Quinn	Sarah Christine	Police Constable	\$ 113,943.38	\$ 997.46	
Quinn	Sean Lee	Plainclothes Police Constable	\$ 127,041.01	\$ 1,023.88	
Qureshi	Ajwaid Niaz	Detective Sergeant	\$ 133,768.08	\$ 1,097.26	
Qureshi	Amer	Court Officer	\$ 102,782.53	\$ 280.67	
Rabbito	Corrado	Plainclothes Police Constable	\$ 125,059.76	\$ 1,033.37	
Racette	Allan Roger	Plainclothes Police Constable	\$ 123,928.87	\$ 1,023.88	
Radford	Barry	Detective	\$ 140,398.89	\$ 1,070.29	
Radford	Christopher Keith	Plainclothes Police Constable	\$ 105,829.93	\$ 1,023.88	
Radix	Brenda Rebecca	Manager of Property and Evidence	\$ 165,803.24	\$ 1,440.01	
Rae	Jennifer	Police Constable	\$ 102,133.06	\$ 1,007.86	
Rafferty	Susan Tracy	Police Constable	\$ 111,298.17	\$ 1,000.74	
Ragell	Thomas Michael	Sergeant	\$ 133,838.11	\$ 1,070.29	
Rahaman	Imeel Syed	Plainclothes Police Constable	\$ 108,401.50	\$ 363.87	
Rallis	Peter	Sergeant	\$ 117,977.63	\$ 1,060.02	
Ralph	Timothy	Staff Sergeant	\$ 136,412.19	\$ 1,110.98	
Rambeharry	Sanjay Rabindranauth	Police Constable	\$ 106,551.64	\$ 861.42	
Rambharack	Neil	Detective	\$ 117,688.63	\$ 399.51	
Ramer	Donald	Deputy Chief	\$ 241,410.47	\$ 13,860.61	
Ramirez	Marion Genevieve	Senior Analyst	\$ 114,633.63	\$ 401.70	
Ramjattan	Ramnarine	Detective	\$ 127,270.56	\$ 420.29	
Ramji	Aly Raza	Detective	\$ 125,854.05	\$ 1,070.29	
Ramos	Daniel Leonardo	Police Constable	\$ 111,796.40	\$ 1,000.74	
Ramos	John Fitzgerald	Police Constable	\$ 125,637.51	\$ 1,000.74	
Ramos	Lermy	Manager of Accounting Services	\$ 163,598.93	\$ 3,180.41	
Ramos	Paul	Police Constable	\$ 100,197.08	\$ 1,000.74	
Rampat	Sunil	Training Constable	\$ 116,545.99	\$ 1,023.88	
Rampersad	Steven	Police Constable	\$ 106,389.63	\$ 1,000.74	
Rampersaud	Darren Rabindra	Senior Programmer	\$ 105,054.00	\$ 337.98	
Rampersaud	David	Senior Analyst	\$ 107,060.50	\$ 386.25	
Ramphal	Vedanand Sudesh	Police Constable	\$ 117,488.09	\$ 1,000.74	
Ramprashad	Dwarkh	Police Constable	\$ 170,726.39	\$ 1,020.89	
Ramsay	Chad Everett	Police Constable	\$ 100,412.87	\$ 1,000.74	
Ramsay	Jason Andrew	Police Constable	\$ 117,442.96	\$ 1,000.74	
Ramsay	Michael Todd	Police Constable	\$ 119,746.62	\$ 1,009.70	
Ramsbottom	Christopher William	Police Constable	\$ 128,972.24	\$ 1,000.74	
Rand	Richard Theodore	Plainclothes Police Constable	\$ 123,744.32	\$ 1,033.37	
Randall	Nicholas William	Plainclothes Police Constable	\$ 114,609.23	\$ 1,013.87	
Randhawa	Mandeep Singh	Police Constable	\$ 136,671.44	\$ 841.12	
Randhawa	Palvinder Singh	Plainclothes Police Constable	\$ 124,689.50	\$ 1,015.87	
Randle	Krista Elizabeth	Job Evaluation Analyst	\$ 101,365.61	\$ 1,123.72	
Raney	Andrew	Sergeant	\$ 120,434.77	\$ 1,070.29	
Rangi	Sunjeet	Police Constable	\$ 111,055.99	\$ 954.60	
Rantisi	Adam Micheal	Police Constable	\$ 114,878.18	\$ 350.74	
Rashid	Aliasger	Police Constable	\$ 100,970.69	\$ 1,000.74	
Rasmussen	Kevin William	Plainclothes Police Constable	\$ 127,588.97	\$ 1,023.88	
Raspberry	Jason William	Police Constable	\$ 112,465.57	\$ 1,000.74	
Rathbone	Melanie Lynn	Police Constable	\$ 114,035.81	\$ 1,004.52	
Rauh-Wasmund	Preston Ronald	Police Constable	\$ 125,550.45	\$ 954.60	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Raveendran	Arjuna	Police Constable	\$ 118,284.91	\$ 984.37	
Rawji	Feisal	Police Constable	\$ 134,006.41	\$ 1,010.75	
Rawluk	Roy	Plainclothes Police Constable	\$ 116,540.78	\$ 1,043.90	
Ray	Kenneth Denis	Plainclothes Police Constable	\$ 149,461.32	\$ 1,023.88	
Rea	Philip Earl	Police Constable	\$ 105,806.01	\$ 1,000.74	
Rebellato	Larry	Detective	\$ 144,704.62	\$ 1,070.29	
Rebello	Joseph Francesco	Locational Administrator	\$ 106,114.64	\$ 998.14	
Rebello	Nicole Marie	Analyst	\$ 102,742.19	\$ 964.60	
Rector	Jason Anthony	Detective	\$ 138,022.75	\$ 1,049.10	
Redden	Jeffrey	Sergeant	\$ 164,479.85	\$ 1,070.29	
Reddin	Kirby Albert	Detective	\$ 129,396.34	\$ 1,049.10	
Reddy	Sanjay Kumar	Communications Operator	\$ 100,909.46	\$ 952.90	
Redfern	David Ian	Police Constable	\$ 142,491.04	\$ 1,000.74	
Redigonda	Anthony Francesco	Police Constable	\$ 104,737.10	\$ 976.27	
Redigonda	Richard	Sergeant	\$ 122,144.94	\$ 1,070.29	
Redillas	Ulysses Gonzales	Police Constable	\$ 135,714.38	\$ 1,000.74	
Redman	Suzanne	Staff Sergeant	\$ 149,465.97	\$ 1,110.98	
Reed-Pyefinch	Jennifer Christine	Plainclothes Police Constable	\$ 127,186.24	\$ 1,023.88	
Reeve	Brandon Alexander	Police Constable	\$ 109,994.81	\$ 1,006.97	
Reeves	Michael Daniel	Police Constable	\$ 100,864.19	\$ 991.12	
Reeves	Sean Dennis	Plainclothes Police Constable	\$ 114,116.78	\$ 1,023.88	
Regan	Douglas Fredrick	Detective Sergeant	\$ 137,724.97	\$ 1,110.98	
Regan	Gail	Detective	\$ 124,336.67	\$ 420.29	
Regan	Paul Francis	Police Constable	\$ 127,132.21	\$ 1,000.74	
Regnier	Paul Stephen	Plainclothes Police Constable	\$ 128,502.46	\$ 1,017.02	
Rego	Joaquim	Police Constable	\$ 128,191.46	\$ 1,000.74	
Reid	Chad Scott	Detective	\$ 123,282.30	\$ 1,049.10	
Reid	Gordon Brian	Police Constable	\$ 111,881.20	\$ 1,020.89	
Reid	Gregor John	Plainclothes Police Constable	\$ 125,634.28	\$ 1,023.88	
Reid	Kyle Thomas	Sergeant	\$ 131,782.10	\$ 1,058.30	
Reid	Rhonda Margaret	Police Constable	\$ 104,257.55	\$ 1,018.54	
Reid	Robert Charles	Plainclothes Police Constable	\$ 124,190.27	\$ 1,003.39	
Reid	Stephen	Police Constable	\$ 109,324.50	\$ 1,020.89	
Reid	Waverley Elaine	Detective	\$ 118,767.04	\$ 1,070.29	
Reimer	Eric Richard	Training Constable	\$ 120,910.45	\$ 1,033.37	
Reimer	Kenneth Brian	Staff Sergeant	\$ 133,893.20	\$ 1,110.98	
Reinartas	Michael Arthur	Police Constable	\$ 121,249.70	\$ 1,000.74	
Reinhart	Michelle Elizabeth	Police Constable	\$ 105,747.39	\$ 1,000.74	
Reis	George Fonseca	Police Constable	\$ 100,456.86	\$ 1,000.74	
Reise	Ronald Gordon	Police Constable	\$ 118,140.22	\$ 1,006.97	
Reitsma	Dana Elizabeth	Police Constable	\$ 112,250.12	\$ 991.12	
Rekhi	Jasdeep	Police Constable	\$ 114,050.26	\$ 1,000.74	
Reloza	Ralph Christopher	Police Constable	\$ 121,967.14	\$ 966.77	
Relph	Bradley George	Sergeant	\$ 116,974.91	\$ 1,060.02	
Remy	Smedley Anthony	Detective	\$ 129,550.16	\$ 1,070.29	
Rendon	Brian	Police Constable	\$ 131,206.55	\$ 1,000.74	
Rennie	Brian Anthony	Training Constable	\$ 136,798.03	\$ 1,033.37	
Repa	Mark Anthony	Detective	\$ 118,311.39	\$ 1,060.02	
Rescigno	Claudio	Police Constable	\$ 110,075.81	\$ 994.09	
Retchford	Jonathan Lawrence	Senior Intelligence Analyst	\$ 105,795.01	\$ 369.68	
Retsinas	Panagiota	Police Constable	\$ 108,699.35	\$ 1,020.89	
Reynolds	Jason David	Plainclothes Police Constable	\$ 117,079.07	\$ 1,030.07	
Reynolds	Trevor Curtis	Plainclothes Police Constable	\$ 109,067.31	\$ 1,013.87	
Rezvani	Seyed Ali	Plainclothes Police Constable	\$ 120,664.15	\$ 1,023.88	
Rhone	Richard Stacey	Plainclothes Police Constable	\$ 132,528.51	\$ 1,023.88	
Ribeiro	Reuben Francis	Plainclothes Police Constable	\$ 107,455.37	\$ 1,006.08	
Ricci	Charles Michael	Detective	\$ 139,276.14	\$ 1,060.02	
Ricciardi	Marco	Police Constable	\$ 100,045.29	\$ 1,004.52	
Richards	Sarah Ann	Police Constable	\$ 135,991.84	\$ 994.09	
Richardson	Andrew	Staff Sergeant	\$ 141,567.95	\$ 1,110.98	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Richardson	Sheila Ann	Sergeant	\$ 119,369.71	\$ 420.29	
Richmond	Michael Kenneth	Detective Sergeant	\$ 130,633.50	\$ 1,110.98	
Riddell	Lindsay Diana	Plainclothes Police Constable	\$ 116,765.03	\$ 1,023.88	
Ridgeley	Nigel Edward	Police Constable	\$ 146,904.75	\$ 341.12	
Riegert	Christopher Andrew	Training Constable	\$ 121,617.64	\$ 1,023.88	
Riel	Jeffery James	Police Constable	\$ 104,192.83	\$ 1,000.74	
Rietkoetter	Seth Andrew	Police Constable	\$ 111,232.42	\$ 1,000.74	
Rigby	Ryan Ronald	Police Constable	\$ 109,748.20	\$ 997.46	
Riggs	Brian Christopher	Plainclothes Police Constable	\$ 121,273.59	\$ 1,033.37	
Rim	Chris	Plainclothes Police Constable	\$ 107,855.30	\$ 1,023.88	
Rinaldo	Michael	Police Constable	\$ 104,829.84	\$ 1,020.89	
Rinkoff	Lee Adam	Plainclothes Police Constable	\$ 117,387.62	\$ 1,013.20	
Rinkoff	Paul Barry	Detective Sergeant	\$ 129,942.30	\$ 791.74	
Rinkoff	Robert Neal	Police Constable	\$ 107,579.12	\$ 914.74	
Riolo	Salvatore Tony	Police Constable	\$ 105,102.93	\$ 1,010.75	
Rioux	David Joshua	Plainclothes Police Constable	\$ 107,610.84	\$ 996.34	
Rivers	Brett Lewis	Police Constable	\$ 117,166.16	\$ 1,000.74	
Riviere	Anthony Francis	Superintendent	\$ 178,968.06	\$ 15,482.67	
Rizza	Vincenzo	Locational Administrator	\$ 104,507.91	\$ 348.14	
Robbins	Kevin Shaun	Police Constable	\$ 111,280.04	\$ 1,000.74	
Robert	Christopher Paul	Police Constable	\$ 114,712.45	\$ 1,000.74	
Roberts	Angela Patricia	Detective	\$ 114,612.89	\$ 1,049.10	
Roberts	David	Sergeant	\$ 128,968.62	\$ 1,070.29	
Roberts	Deighton Arthur	Police Constable	\$ 117,818.10	\$ 1,000.74	
Roberts	Jason John	Police Constable	\$ 105,998.61	\$ 1,000.74	
Roberts	Joel Victor	Police Constable	\$ 104,432.91	\$ 1,000.74	
Roberts	Natasha Cecilia	Police Constable	\$ 107,200.42	\$ 994.09	
Roberts	Peter Leslie	Police Constable	\$ 128,370.53	\$ 991.45	
Roberts	Ronald Harry	Plainclothes Police Constable	\$ 108,254.12	\$ 1,006.97	
Robertson	Lynne	Police Constable	\$ 106,962.37	\$ 1,020.89	
Robertson	Michael Henry	Police Constable	\$ 115,874.91	\$ 1,000.74	
Robertson	Rodger Kent	Police Constable	\$ 105,206.49	\$ 1,020.89	
Robertson	Sarah Bethany	Police Constable	\$ 109,713.22	\$ 949.44	
Robertson	William James	Police Constable	\$ 103,554.95	\$ 1,007.25	
Robinson	Andrew Charles	Police Constable	\$ 106,117.99	\$ 1,000.74	
Robinson	Brandon Michael	Plainclothes Police Constable	\$ 128,324.85	\$ 1,000.74	
Robinson	Christopher Allen	Police Constable	\$ 102,392.29	\$ 1,010.75	
Robinson	Cole Thomas	Plainclothes Police Constable	\$ 103,346.23	\$ 1,006.08	
Robinson	Daniel	Sergeant	\$ 136,615.39	\$ 1,070.29	
Robinson	Morgan	Detective Sergeant	\$ 132,845.36	\$ 860.98	
Robinson	Neil Beresford	Police Constable	\$ 101,190.00	\$ 1,000.74	
Robitaille	Patrick Antoine	Detective	\$ 123,656.32	\$ 1,054.02	
Rocha	Ulrick	Plainclothes Police Constable	\$ 124,374.65	\$ 1,013.87	
Rochon	Becky	Plainclothes Police Constable	\$ 109,732.13	\$ 1,016.76	
Rock	Carol	Detective	\$ 124,201.84	\$ 1,070.29	
Roda	Isabelita	Criminal Records Clerk	\$ 126,817.45	\$ 220.48	
Rodeghiero	Robert James	Detective	\$ 122,934.50	\$ 1,060.02	
Rodney	Dean Lloyd	Sergeant	\$ 130,517.46	\$ 1,055.72	
Rodrigues	Julius Anthony	Police Constable	\$ 130,046.15	\$ 1,000.74	
Rodriguez	Jeremiah Eric	Police Constable	\$ 107,435.42	\$ 1,000.74	
Rodriguez	Robert David	Police Constable	\$ 169,560.79	\$ 1,020.89	
Rofaiei	Roshdy Fakhry	Senior Communications Technician	\$ 102,210.92	\$ 321.88	
Rogers	Connor Matthew	Police Constable	\$ 114,071.41	\$ 991.12	
Rogers	Michael Lee	Detective	\$ 117,695.60	\$ 1,060.02	
Rogucki	Roman Thomas	Police Constable	\$ 118,524.11	\$ 1,009.70	
Rohde	Danny William	Training Constable	\$ 129,986.93	\$ 1,033.37	
Roizman	Julia Elizabeth	Plainclothes Police Constable	\$ 100,735.58	\$ 973.57	
Rolland	Shane Joseph	Police Constable	\$ 110,969.46	\$ 1,000.74	
Romain	Jean-Bernard	Staff Sergeant	\$ 130,314.54	\$ 1,110.98	
Romain	Phillip Roland	Police Constable	\$ 134,245.57	\$ 1,008.65	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Roman	Katalin	Operations Supervisor	\$ 113,266.28	\$ 998.14	
Romano	Anthony Stefano	Police Constable	\$ 104,571.66	\$ 1,000.74	
Romano	Robert Nicholas	Plainclothes Police Constable	\$ 131,905.95	\$ 1,023.88	
Romeral	Matt Ian	Police Constable	\$ 106,967.22	\$ 1,000.74	
Romita	Victor	Training Constable	\$ 127,500.67	\$ 1,023.88	
Rooney	Nigel Patrick	Plainclothes Police Constable	\$ 125,818.42	\$ 1,033.37	
Rooney	Trevor Michael	Sergeant	\$ 117,216.69	\$ 1,060.02	
Roopnarine	Angela	Police Constable	\$ 101,403.94	\$ 1,001.58	
Roopnarine	Rickey	Police Constable	\$ 105,791.60	\$ 1,000.74	
Rorabeck	Ryan William	Plainclothes Police Constable	\$ 103,288.39	\$ 954.60	
Rosbrook	Andrew Michael	Police Constable	\$ 125,281.06	\$ 1,009.70	
Rose	Dawn	Sergeant	\$ 118,887.10	\$ 420.29	
Rose	Douglas Grant	Sergeant	\$ 123,206.07	\$ 1,070.29	
Rose	Jonathan David	Detective	\$ 128,210.80	\$ 1,060.02	
Rose	Nimrod	Police Constable	\$ 102,201.59	\$ 994.09	
Rose	Sally	Police Constable	\$ 105,241.34	\$ 1,020.89	
Rosenberg	Howard	Police Constable	\$ 160,491.49	\$ 1,020.89	
Rosete	Lester Edward	Detective	\$ 143,724.83	\$ 1,060.02	
Rosina	Michael Drew	Sergeant	\$ 129,488.34	\$ 420.29	
Rosioru	Monica	Police Constable	\$ 100,533.59	\$ 994.09	
Ross	Cailey Jessica	Plainclothes Police Constable	\$ 102,364.27	\$ 996.34	
Ross	Cameron Stephen	Plainclothes Police Constable	\$ 119,619.71	\$ 1,006.08	
Ross	Darlene	Sergeant	\$ 119,029.21	\$ 1,070.29	
Ross	Jeffrey Alan	Detective	\$ 147,684.52	\$ 1,060.02	
Ross	Keith	Police Constable	\$ 117,709.54	\$ 1,020.89	
Ross	Kim Nicole	Benefits Analyst	\$ 106,832.65	\$ -	
Ross	Matthew Douglas	Systems Specialist	\$ 139,224.17	\$ 948.10	
Ross	Scott Jeremy	Plainclothes Police Constable	\$ 132,699.39	\$ 1,033.37	
Ross	William	Police Constable	\$ 110,097.88	\$ 1,020.89	
Rossano	John Benito	Sergeant	\$ 124,911.72	\$ 1,070.29	
Rossi	Marcelo Osvaldo	Plainclothes Police Constable	\$ 123,732.14	\$ 1,015.87	
Roth	Michael William	Plainclothes Police Constable	\$ 120,313.98	\$ 1,013.87	
Rouette	Joseph Michel	Staff Sergeant	\$ 132,378.23	\$ 1,110.98	
Rourke	Emerald Kelly	Plainclothes Police Constable	\$ 123,564.70	\$ 1,032.38	
Rousselle	Denis	Police Constable	\$ 102,379.70	\$ 1,010.75	
Routh	Matthew Aaron	Detective	\$ 124,252.24	\$ 1,060.02	
Rowe	Antoinette Margaret	Police Constable	\$ 133,113.24	\$ 1,009.70	
Rowe	James Leonard	Police Constable	\$ 118,421.72	\$ 1,027.16	
Rowe	Paul Douglas	Police Constable	\$ 100,182.90	\$ 1,004.52	
Rowlands	Eric Michael	Police Constable	\$ 122,992.37	\$ 1,018.54	
Rowles	Tyler Ross	Police Constable	\$ 106,335.95	\$ 991.45	
Rowsome	Richard David	Sergeant	\$ 125,069.67	\$ 1,049.51	
Roy	Shaun Douglas	Plainclothes Police Constable	\$ 125,601.60	\$ 1,014.98	
Rozario	Conrad George	Plainclothes Police Constable	\$ 122,064.13	\$ 1,346.06	
Rozich	Samantha Mildred	Sergeant	\$ 122,199.67	\$ 1,070.29	
Rozman	Dennis Josip	Police Constable	\$ 106,034.28	\$ 1,000.74	
Rudnick	Joanne Linda	Detective Sergeant	\$ 141,076.44	\$ 1,110.98	
Rudzitis	Scott Andrew	Police Constable	\$ 107,357.95	\$ 1,010.75	
Rughoo	David Ravindra	Police Constable	\$ 107,579.00	\$ 1,018.54	
Ruhl	Christopher Keith	Detective	\$ 135,762.59	\$ 1,049.10	
Rumney	Traci Gwendolyn	Police Constable	\$ 106,847.64	\$ 1,010.75	
Rumolo	Antonio	Police Constable	\$ 105,118.00	\$ 1,000.74	
Ruocco	Gissa Lissa	Training Constable	\$ 109,066.37	\$ 1,033.37	
Rupnarine	Leonard Sase	Police Constable	\$ 118,895.90	\$ 1,000.74	
Russell	Alexander	Police Constable	\$ 110,988.27	\$ 1,020.89	
Russell	David Michael	Police Constable	\$ 101,972.88	\$ 1,000.74	
Russell	Robert Glenn	Sergeant	\$ 117,537.86	\$ 1,060.02	
Russo	Jason Matthew	Police Constable	\$ 118,870.75	\$ 1,000.74	
Rutherford	Anthony James	Detective	\$ 116,993.77	\$ 1,060.02	
Rutkowski	Jacek	Plainclothes Police Constable	\$ 111,695.15	\$ 1,006.08	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Rutledge	Monica Janet	Police Constable	\$ 100,556.28	\$ 354.10	
Ruttimann	Paul Eugen	Police Constable	\$ 108,202.75	\$ 997.46	
Ruttner	Alexander	Police Constable	\$ 167,671.58	\$ 1,020.89	
Ryan	Barbara	Staff Sergeant	\$ 123,526.38	\$ 1,078.14	
Ryan	Clinton Derek	Training Constable	\$ 120,571.77	\$ 1,023.88	
Ryan	Jennifer	Detective	\$ 120,280.60	\$ 1,070.29	
Ryan	Jo-Anne	Police Constable	\$ 105,090.60	\$ 370.89	
Ryan	Kathleen Erin	Police Constable	\$ 105,444.48	\$ 1,000.74	
Ryan	Lyndsey Michelle	Plainclothes Police Constable	\$ 102,141.66	\$ 896.78	
Ryan	Richard	Detective	\$ 126,495.55	\$ 1,070.29	
Ryan	Stephen Charles	Detective Sergeant	\$ 100,739.61	\$ 597.66	
Ryckman	Kenneth Wayne	Plainclothes Police Constable	\$ 110,764.80	\$ 1,032.38	
Rydzik	David Brian	Inspector	\$ 168,098.28	\$ 1,176.11	
Rymsha	Michael Eugene	Plainclothes Police Constable	\$ 143,640.49	\$ 1,033.37	
Ryzek	Wendy	Manager of Occupational Health and Safety	\$ 100,049.25	\$ 2,084.96	
Sabadics	Daniel	Detective Sergeant	\$ 135,559.42	\$ 1,110.98	
Sabadics	Kimberly Joan	Police Constable	\$ 122,113.84	\$ 1,020.89	
Sabadin	Michael Alexander	Detective	\$ 129,575.62	\$ 1,052.79	
Sabino	Jason Marques	Police Constable	\$ 130,107.89	\$ 931.44	
Saccoccia	Paolo Vincenzo	Plainclothes Police Constable	\$ 123,004.81	\$ 1,023.88	
Sadeghi	Azadeh	Detective	\$ 126,373.96	\$ 1,049.10	
Sadler	Caitlin Alexa	Communications Operator	\$ 132,033.66	\$ 327.90	
Sadler	Stephen	Sergeant	\$ 142,027.19	\$ 1,070.29	
Sadrzadeh	Mir Siamak	Police Constable	\$ 170,288.43	\$ 1,002.52	
Saeed	Elaine Lesley	Plainclothes Police Constable	\$ 102,636.30	\$ 351.63	
Saeed	Kamran Mansoor	Sergeant	\$ 124,348.34	\$ 1,049.10	
Safari	Mustafa	Police Constable	\$ 119,123.81	\$ 1,000.74	
Saffioti	Antonio	Police Constable	\$ 116,933.25	\$ 1,000.74	
Sager	Lawrence	Sergeant	\$ 121,388.10	\$ 1,070.29	
Saggi	Sharnjit Singh	Police Constable	\$ 118,149.56	\$ 1,000.74	
Saib	Rachid	Police Constable	\$ 119,207.01	\$ 1,000.74	
Saini	Prekshat	Police Constable	\$ 107,088.64	\$ 1,000.74	
Saini	Sushil Kumar	Plainclothes Police Constable	\$ 114,119.42	\$ 1,023.88	
Saini	Tarandip Singh	Police Constable	\$ 100,167.44	\$ 1,000.74	
Sakhanina	Natalia	Police Constable	\$ 141,074.50	\$ 1,000.74	
Saleh	Daniel	Police Constable	\$ 108,302.99	\$ 1,010.75	
Salermo Paneque	Javier	Training Constable	\$ 119,375.76	\$ 1,023.88	
Saliba	Rachel Catherine	Police Constable	\$ 112,436.86	\$ 1,000.74	
Salihu	Kastriot	Plainclothes Police Constable	\$ 121,984.90	\$ 1,020.52	
Salines	Ciro	Police Constable	\$ 115,344.81	\$ 1,010.75	
Salowski	Gayle Winnifred	Labour Relations Analyst	\$ 118,188.49	\$ 1,206.27	
Saltmarsh	Sean Ryan	Police Constable	\$ 118,597.45	\$ 1,000.74	
Samaras	Nick	Police Constable	\$ 109,781.25	\$ 1,005.29	
Samm	Samuel Junior	Sergeant	\$ 125,824.65	\$ 1,070.29	
Sammut	David	Sergeant	\$ 173,729.05	\$ 1,070.29	
Samson	Jeremy Calvin	Police Constable	\$ 129,874.06	\$ 1,000.74	
Samson	Meghann Florence	Plainclothes Police Constable	\$ 117,574.13	\$ 1,017.02	
Samson	Michael Gerald	Plainclothes Police Constable	\$ 104,527.91	\$ 1,020.32	
Sandberg	Rise Anne	Senior Operations Supervisor	\$ 116,249.93	\$ 403.10	
Sanders	Neil Gregory	Police Constable	\$ 163,299.91	\$ 1,010.75	
Sandford	Robert	Sergeant	\$ 141,988.29	\$ 1,070.29	
Sandhu	Amrinder Singh	Police Constable	\$ 145,848.06	\$ 1,000.74	
Sandhu	Ramandeep	Police Constable	\$ 105,192.77	\$ 1,000.74	
Sandino	Christopher Francisco	Police Constable	\$ 115,491.97	\$ 955.89	
Sangha	Harjit Singh	Plainclothes Police Constable	\$ 118,151.37	\$ 1,043.90	
Sanguinetti	Michael Joseph	Police Constable	\$ 114,512.34	\$ 1,000.74	
Santana	Hugo	Police Constable	\$ 124,562.93	\$ 976.27	
Santarelli	John Enrico	Police Constable	\$ 109,385.12	\$ 1,000.74	
Santeramo	Anthony	Police Constable	\$ 107,809.15	\$ 1,005.64	
Santiago	Francisco Dizon	Police Constable	\$ 112,170.70	\$ 1,002.42	

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Santizo Orantes	Nelson Alfredo	Police Constable	\$ 108,639.12	\$ 1,000.74	
Santoro	Luciano	Police Constable	\$ 108,909.56	\$ 1,000.74	
Santos	Eliana	Plainclothes Police Constable	\$ 130,380.45	\$ 1,025.88	
Santos Vicentino	Richard	Police Constable	\$ 111,040.56	\$ 1,020.89	
Sapsford	Ian Douglas	Police Constable	\$ 109,940.04	\$ 1,010.75	
Sarasua	Joshua Junior	Police Constable	\$ 114,072.85	\$ 1,020.32	
Sardella	Glenn Donato	Detective	\$ 140,455.58	\$ 1,060.02	
Sargent	Christopher Sean	Sergeant	\$ 126,540.05	\$ 1,070.29	
Saris	Matthew Theodore	Police Constable	\$ 114,052.37	\$ 955.89	
Sarjoo	Kevin Ramroop	Plainclothes Police Constable	\$ 112,241.44	\$ 1,023.88	
Sartori	Pasquale Claudio	Plainclothes Police Constable	\$ 127,295.19	\$ 1,020.52	
Sarudi	Viktor	Plainclothes Police Constable	\$ 114,166.08	\$ 1,023.88	
Sarvanandan	Baheerathan	Sergeant	\$ 117,632.90	\$ 1,049.10	
Sattler	Francis Matthew	Police Constable	\$ 111,075.36	\$ 1,018.54	
Saul	John Wesley	Police Constable	\$ 135,617.03	\$ 341.12	
Saunders	Mark	Chief of Police	\$ 337,744.78	\$ 2,802.41	
Savary	Neil Thomas	Police Constable	\$ 109,584.35	\$ 1,000.74	
Savkovic	Milos	Police Constable	\$ 112,934.12	\$ 914.74	
Savoia	Giovanni	Police Constable	\$ 104,829.84	\$ 1,020.89	
Sawyer	Amy	Plainclothes Police Constable	\$ 112,425.25	\$ 1,021.21	
Sawyer	Andrew Leslie	Staff Sergeant	\$ 131,714.53	\$ 1,110.98	
Sawyer	David Allan	Police Constable	\$ 116,674.48	\$ 1,000.74	
Sayedzadeh	Mehrdad	Police Constable	\$ 142,419.37	\$ 991.12	
Scanlan	Kimberly Lyn	Staff Sergeant	\$ 132,407.72	\$ 1,110.98	
Scanzano	Shawn Joseph	Police Constable	\$ 106,594.91	\$ 1,000.74	
Scarlino	Matthew Dominic	Police Constable	\$ 104,126.74	\$ 993.99	
Scavone	Gabriele	Police Constable	\$ 155,070.25	\$ 1,020.89	
Scearce	Martin Kendal	Police Constable	\$ 119,033.02	\$ 1,000.74	
Schafhauser	Hans Peter	Police Constable	\$ 122,690.42	\$ 1,009.70	
Schenk	Philip	Police Constable	\$ 109,183.63	\$ 627.89	
Scherbey	Ronnie Mikeal	Plainclothes Police Constable	\$ 118,286.91	\$ 1,033.37	
Scherk	Christopher	Detective	\$ 122,453.85	\$ 1,070.29	
Schertzer	Joyce	Staff Sergeant	\$ 157,527.23	\$ 1,110.98	
Schettini	Anthony	Detective	\$ 119,682.72	\$ 1,070.29	
Schippke	Daniel Jan	Plainclothes Police Constable	\$ 116,990.18	\$ 1,023.88	
Schlender	Stephen Michael	Police Constable	\$ 105,875.63	\$ 962.69	
Schneider	Andrew	Staff Sergeant	\$ 139,330.12	\$ 1,110.98	
Schneider	Benjamin Joseph	Police Constable	\$ 107,050.98	\$ 1,000.74	
Schoch	Richard Augustin	Sergeant	\$ 150,491.68	\$ 1,060.02	
Schofield	Glenn	Detective	\$ 138,381.36	\$ 1,070.29	
Schofield	Gregory John	Drafting Technician	\$ 105,410.52	\$ 1,019.20	
Schoonberg	Bobbi Anne	Police Constable	\$ 120,610.57	\$ 1,000.74	
Schuhmann	Stephanie Ann	Plainclothes Police Constable	\$ 100,109.06	\$ 996.34	
Schulte	Kathryn Ruth	Plainclothes Police Constable	\$ 107,043.30	\$ 1,023.88	
Schulze	Scott Curtis	Police Constable	\$ 137,469.19	\$ 1,000.74	
Schumacher	Jonathan Michael	Plainclothes Police Constable	\$ 119,164.09	\$ 1,033.37	
Schwartz	Michael	Police Constable	\$ 134,254.37	\$ 1,000.74	
Sconza	Fernando Giovanni	Police Constable	\$ 115,233.84	\$ 1,020.89	
Scott	Darren Alexander	Plainclothes Police Constable	\$ 103,585.17	\$ 1,016.76	
Scott	Dwayne	Plainclothes Police Constable	\$ 113,465.04	\$ 1,043.90	
Scott	Gordon	Detective	\$ 144,094.93	\$ 445.29	
Scott	Michael Andrew	Police Constable	\$ 108,432.76	\$ 1,000.74	
Scozzafava	Anthony	Police Constable	\$ 112,005.78	\$ 976.27	
Scudds	Paul	Staff Sergeant	\$ 130,691.01	\$ 1,110.98	
Seaban	Michael George	Police Constable	\$ 118,802.05	\$ 1,000.74	
Seaforth	Charles Gregory	Police Constable	\$ 109,966.62	\$ 985.89	
Searles	Ian Brian	Sergeant	\$ 159,715.42	\$ 1,060.02	
Searles	Trevor	Sergeant	\$ 153,640.16	\$ 420.29	
Sears	Sean Stephen	Police Constable	\$ 101,201.41	\$ 1,000.74	
Sebastian	Ryan Luke	Police Constable	\$ 121,829.13	\$ 949.44	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Seberry	William	Police Constable	\$ 105,171.27	\$ 370.89	
Sedore	Kevin Arthur	Detective	\$ 135,896.84	\$ 1,060.02	
Seguin	Christian Armand	Plainclothes Police Constable	\$ 125,074.95	\$ 1,032.38	
Seguin	Dominic Stephane	Police Constable	\$ 138,064.84	\$ 1,000.74	
Sehdev	Nitin	Police Constable	\$ 123,882.95	\$ 1,023.88	
Self	Matthew Christopher	Police Constable	\$ 109,101.05	\$ 994.42	
Selvakumar	Thushanth	Police Constable	\$ 124,244.33	\$ 966.77	
Selver	Terry William	Police Constable	\$ 102,364.09	\$ 1,010.75	
Sen	Tapan Kumar	Project Leader	\$ 123,851.15	\$ 434.33	
Senyk	Janna Louise	Plainclothes Police Constable	\$ 119,024.59	\$ 1,023.88	
Serban	Ion Veronel	Project Leader	\$ 126,687.43	\$ 434.33	
Serban	Petruta	Senior Programmer	\$ 104,816.42	\$ 369.20	
Seremetkovski	Kathlin	Detective	\$ 114,127.46	\$ 1,049.10	
Serrano	Matthew Antonio	Plainclothes Police Constable	\$ 127,481.02	\$ 1,023.88	
Service	Guy Peter	Police Constable	\$ 105,295.69	\$ 1,020.89	
Service	Quado	Police Constable	\$ 111,081.87	\$ 991.12	
Seto	Benny Hoy	Plainclothes Police Constable	\$ 118,631.17	\$ 1,023.88	
Seymour	Geoffrey Franklin	Detective	\$ 125,420.47	\$ 1,060.02	
Sgroi	Steven Richard	Plainclothes Police Constable	\$ 125,355.89	\$ 1,023.88	
Shafiq	Amad	Police Constable	\$ 113,499.65	\$ 1,000.74	
Shahmaleki	Shaho	Police Constable	\$ 159,225.14	\$ 954.60	
Shaikh	Asif Anis	Police Constable	\$ 120,671.39	\$ 1,010.75	
Sham	Jonathan Ian	Police Constable	\$ 111,138.53	\$ 1,018.54	
Shand	Joseph Edward	Police Constable	\$ 108,904.44	\$ 1,000.74	
Shangi	Joseph Ralph	Sergeant	\$ 136,368.25	\$ 1,049.10	
Shank	Richard	Detective Sergeant	\$ 150,959.06	\$ 1,110.98	
Shankaran	Jason Rajesh	Detective	\$ 140,748.06	\$ 1,060.02	
Shanly	Paul Timothy	Police Constable	\$ 130,666.93	\$ 997.28	
Shannon	Stephen Jordan	Police Constable	\$ 102,797.66	\$ 1,007.25	
Shantz	Steven Patrick	Police Constable	\$ 127,215.33	\$ 991.45	
Shapiro	Sean Brent	Police Constable	\$ 125,311.20	\$ 994.75	
Sharma	Atul	Police Constable	\$ 110,841.80	\$ 1,000.74	
Sharma	Nishant	Police Constable	\$ 110,479.85	\$ 341.12	
Sharma	Sandeep	Police Constable	\$ 117,365.47	\$ 991.12	
Sharma	Sanjay Kumar	Detective	\$ 119,422.41	\$ 1,060.02	
Sharpe	Michael Conrad	Sergeant	\$ 117,014.09	\$ 1,052.79	
Shaw	Andrew Douglas	Detective	\$ 137,363.72	\$ 1,070.29	
Shaw	David John	Sergeant	\$ 132,058.48	\$ 1,070.29	
Shaw	Kathleen	Detective Sergeant	\$ 131,346.56	\$ 1,110.98	
Shaw	Kempton Bernard	Plainclothes Police Constable	\$ 123,567.16	\$ 1,023.88	
Shaw	Richard James	Sergeant	\$ 128,826.97	\$ 1,049.10	
Shepard	David Eric	Police Constable	\$ 102,658.31	\$ 1,000.74	
Shepherd	Scott Alejandro	Police Constable	\$ 107,663.68	\$ 1,000.74	
Shepherd	Jaime	Police Constable	\$ 107,137.91	\$ 370.89	
Shepherdly	Gordon Walter	Police Constable	\$ 105,152.19	\$ 1,020.89	
Shetty	Vijay Ramesh	Sergeant	\$ 115,880.83	\$ 1,060.02	
Shewchenko	Tamara Mae	Police Constable	\$ 116,031.87	\$ 1,000.74	
Shi	Lei	Police Constable	\$ 112,907.02	\$ 1,000.74	
Shields	Gail Patricia	Police Constable	\$ 103,715.95	\$ 785.09	
Shikatani	William Goro	Police Constable	\$ 115,010.36	\$ 1,000.74	
Shin	Harold	Police Constable	\$ 125,520.39	\$ 1,000.74	
Shin	Jay Ho	Police Constable	\$ 110,416.52	\$ 1,010.75	
Shortt	Daniel Ronald	Plainclothes Police Constable	\$ 112,247.45	\$ 996.34	
Shreeram	Amar	Plainclothes Police Constable	\$ 130,848.14	\$ 1,033.37	
Shufman	Aviv	Plainclothes Police Constable	\$ 129,769.71	\$ 1,020.52	
Shulga	John	Police Constable	\$ 130,199.42	\$ 1,020.89	
Shum	Shui-Kwan Stella	Police Constable	\$ 108,146.12	\$ 954.60	
Shutt	Scott David	Sergeant	\$ 119,652.09	\$ 1,049.10	
Shymchonak	Andrei	Police Constable	\$ 135,349.97	\$ 1,000.74	
Sian	Harminder Singh	Police Constable	\$ 102,863.43	\$ 966.77	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Sianos	John	Police Constable	\$ 112,741.74	\$ 1,005.19	
Siddiqui	Haroon Ahmed	Police Constable	\$ 113,017.15	\$ 1,000.74	
Siddiqui	Mohammed Shakeel	Police Constable	\$ 126,001.92	\$ 991.12	
Sidhu	Ajay Singh	Sergeant	\$ 126,828.97	\$ 1,049.10	
Sidhu	Ajeet Singh	Plainclothes Police Constable	\$ 128,096.01	\$ 1,013.87	
Sidhu	Arvind Prakash	Police Constable	\$ 111,833.61	\$ 1,000.74	
Sidhu	Gorpal Singh	Sergeant	\$ 118,767.04	\$ 1,070.29	
Sidhu	Husandeep Singh	Police Constable	\$ 114,314.29	\$ 995.08	
Sidhu	Jenifferjit	Police Constable	\$ 111,769.71	\$ 1,010.75	
Sidhu	Sukhvinder Singh	Sergeant	\$ 125,088.34	\$ 1,060.02	
Sidhu	Vijay Singh	Plainclothes Police Constable	\$ 108,849.98	\$ 1,013.20	
Sidlauskas	Peter Victor	Police Constable	\$ 101,515.14	\$ 1,000.74	
Sievers	John	Detective	\$ 118,781.04	\$ 1,070.29	
Sikorski	Peter	Police Constable	\$ 121,034.90	\$ 966.77	
Silliker	Garry	Staff Sergeant	\$ 138,153.15	\$ 982.67	
Silva	Eloi Brum	Police Constable	\$ 113,305.63	\$ 1,000.74	
Silva	Goncalo Nuno	Plainclothes Police Constable	\$ 103,657.78	\$ 856.08	
Silva	Marcio Joel	Police Constable	\$ 102,284.93	\$ 1,000.74	
Simakov	Alexander David	Police Constable	\$ 132,642.40	\$ 1,000.74	
Simas	Sergio	Plainclothes Police Constable	\$ 127,596.99	\$ 1,023.88	
Simoes	Rui	Police Constable	\$ 110,027.48	\$ 1,000.74	
Simon	Duane	Police Constable	\$ 124,849.20	\$ 1,020.89	
Simpson	Leigh Anne	Police Constable	\$ 104,825.32	\$ 976.27	
Simpson	Oliver Stafford	Plainclothes Police Constable	\$ 132,207.64	\$ 1,023.88	
Simpson	Ryan James	Police Constable	\$ 100,830.89	\$ 1,000.74	
Sims	Andrew Michael	Plainclothes Police Constable	\$ 129,365.43	\$ 1,023.88	
Sinclair	Cory John	Police Constable	\$ 101,295.15	\$ 942.99	
Sinclair	Douglas Carl	Plainclothes Police Constable	\$ 106,794.75	\$ 1,023.88	
Sinclair	Ian Thomas	Plainclothes Police Constable	\$ 133,996.54	\$ 1,043.90	
Sinclair	Phillip Noel	Sergeant	\$ 120,640.01	\$ 1,049.51	
Singer	Aman Shawn	Plainclothes Police Constable	\$ 117,082.64	\$ 1,023.88	
Singer	Ingrid Betty	Police Constable	\$ 105,019.78	\$ 998.49	
Singh	Amarjit Purba	Sergeant	\$ 119,919.34	\$ 1,070.29	
Singh	Amritpal	Project Leader	\$ 145,985.77	\$ 434.33	
Singh	Angadvir	Detective	\$ 136,714.28	\$ 1,049.51	
Singh	Daveanand	Police Constable	\$ 129,498.89	\$ 991.12	
Singh	Harjit	Police Constable	\$ 148,916.71	\$ 991.12	
Singh	Nari Rohanish	Police Constable	\$ 145,265.87	\$ 1,020.89	
Singh	Rajendra	Police Constable	\$ 105,262.44	\$ 1,020.89	
Singh	Ramandeep	Police Constable	\$ 110,318.11	\$ 341.12	
Singh	Ramindarjit Singh	Police Constable	\$ 154,214.61	\$ 1,000.74	
Sinopoli	Domenic	Inspector	\$ 159,773.11	\$ 1,380.47	
Sipos	Bogdan	Senior Programmer	\$ 104,678.07	\$ 369.20	
Sirbos	Chris	Police Constable	\$ 115,149.13	\$ 1,000.74	
Sirbos	Tommy	Police Constable	\$ 123,759.90	\$ 1,000.74	
Sirbu	Petrica Cristian	Plainclothes Police Constable	\$ 132,160.77	\$ 1,017.65	
Sirizzotti	Jamie Michael	Police Constable	\$ 105,693.93	\$ 1,000.74	
Sirois	Monique	Police Constable	\$ 105,065.59	\$ 1,020.89	
Sirpal	John	Plainclothes Police Constable	\$ 102,987.67	\$ 995.82	
Sisk	Darren	Sergeant	\$ 120,789.30	\$ 1,070.29	
Sisk	Rebecca Nicole	Plainclothes Police Constable	\$ 112,928.35	\$ 1,030.07	
Sit	Aaron Kar-Lun	Plainclothes Police Constable	\$ 113,160.72	\$ 996.34	
Sivachandran	Sivapragasam	Police Constable	\$ 102,165.97	\$ 1,000.74	
Sivadasan	Surendran	Plainclothes Police Constable	\$ 109,103.84	\$ 1,023.88	
Sivayogasundaram	Kanendran	Senior Communications Technician	\$ 106,203.34	\$ 321.88	
Skeete	Junior	Sergeant	\$ 119,550.35	\$ 420.29	
Skelton	Christopher Mackenzie	Police Constable	\$ 103,420.52	\$ 959.97	
Skinner	Kelly Simone	Detective	\$ 119,789.06	\$ 1,060.02	
Skinner	Robert	Staff Sergeant	\$ 130,313.31	\$ 1,110.98	
Skinner	Scott Samuel	Police Constable	\$ 107,083.30	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Sklar	Nickolas	Plainclothes Police Constable	\$ 111,322.75	\$	1,043.90
Skrepnek	Eric	Police Constable	\$ 155,180.38	\$	1,000.74
Skvortsov	Mykola	Police Constable	\$ 102,628.80	\$	925.74
Slater	Richard Scott	Police Constable	\$ 108,658.08	\$	1,000.74
Sljivo	Sasa	Police Constable	\$ 104,540.90	\$	1,000.74
Sloan	Christopher Stuart	Detective	\$ 128,022.92	\$	1,055.72
Slugg	Kenneth George	Police Constable	\$ 136,873.63	\$	1,020.89
Small	Bryan George	Training Constable	\$ 129,314.05	\$	1,023.88
Small	Christopher Douglas	Police Constable	\$ 119,050.43	\$	1,000.74
Small	Gregory David	Plainclothes Police Constable	\$ 114,073.28	\$	1,023.88
Smissen	John Michael	Plainclothes Police Constable	\$ 126,407.34	\$	1,033.37
Smit	Brian John	Sergeant	\$ 132,973.45	\$	1,070.29
Smith	Aaron Andrew	Plainclothes Police Constable	\$ 120,528.65	\$	1,023.88
Smith	Amber Leigh	Police Constable	\$ 104,440.51	\$	1,000.74
Smith	Antoinette Charlene	Plainclothes Police Constable	\$ 114,985.83	\$	1,033.37
Smith	Brian	Sergeant	\$ 127,642.03	\$	1,070.29
Smith	Brian Gordon	Police Constable	\$ 103,843.55	\$	1,000.74
Smith	Brian Phillip	Police Constable	\$ 114,161.84	\$	991.45
Smith	Bryan Michael	Police Constable	\$ 113,173.13	\$	1,000.74
Smith	Chantel Jennifer	Plainclothes Police Constable	\$ 110,688.94	\$	1,023.88
Smith	Corey Matthew	Police Constable	\$ 105,560.75	\$	1,000.74
Smith	Daniel Mladenovic	Police Constable	\$ 126,391.60	\$	991.12
Smith	Dean Lareny	Plainclothes Police Constable	\$ 128,773.04	\$	1,043.90
Smith	Hunter Wellington	Staff Sergeant	\$ 134,423.37	\$	1,100.32
Smith	Jason Alexander	Training Constable	\$ 108,063.92	\$	1,032.38
Smith	Jason Sean	Plainclothes Police Constable	\$ 118,933.10	\$	1,023.88
Smith	John Gray	Plainclothes Police Constable	\$ 116,934.81	\$	1,023.88
Smith	Keith	Staff Sergeant	\$ 134,271.23	\$	785.98
Smith	Kristy Jane	Detective	\$ 128,946.97	\$	1,060.02
Smith	Lawrence Oliver	Staff Sergeant	\$ 133,613.12	\$	1,110.98
Smith	Michael Lorne	Shift Supervisor	\$ 101,419.96	\$	331.50
Smith	Michael Wayne	Manager of Equipment and Supply	\$ 153,650.07	\$	1,380.47
Smith	Nicholas Steven	Plainclothes Police Constable	\$ 122,966.41	\$	1,013.87
Smith	Raymond Ernest	Project Leader	\$ 123,015.61	\$	434.33
Smith	Robert David	Police Constable	\$ 108,436.20	\$	1,000.74
Smith	Rohan Alexander	Police Constable	\$ 140,285.66	\$	1,000.74
Smith	Rolf Brandon	Police Constable	\$ 134,513.24	\$	1,010.75
Smith	Ryan Isaac	Plainclothes Police Constable	\$ 107,443.50	\$	1,023.88
Smith	Shannon Elizabeth	Training Constable	\$ 117,599.54	\$	1,023.88
Smith	Stephen Aaron	Training Constable	\$ 108,541.68	\$	1,024.28
Smith	Stephen Patrick	Detective	\$ 117,112.08	\$	435.02
Smith	Steven	Detective Sergeant	\$ 130,684.46	\$	10,679.80
Smith	William James	Police Constable	\$ 131,091.46	\$	1,020.89
Smith-Stubbs	Donna	Police Constable	\$ 108,677.43	\$	1,019.98
Smyth	Craig Charles	Supervisor of Video Services	\$ 136,309.38	\$	459.16
Smythe	Karen Grace	Staff Sergeant	\$ 127,827.47	\$	460.98
Smythe	Kent	Detective	\$ 124,581.11	\$	1,070.29
Snedden	Tracy Lee	Police Constable	\$ 123,739.99	\$	1,009.70
Sneddon	Gordon	Superintendent	\$ 178,968.06	\$	16,599.44
Sneep	Todd James	Police Constable	\$ 110,362.85	\$	1,000.74
Snider	Kirk Edward	Police Constable	\$ 106,435.31	\$	991.45
Snow	Royan Jeffery	Police Constable	\$ 110,866.48	\$	1,000.74
Snyckers	Nicolas Hugo	Police Constable	\$ 101,470.98	\$	1,000.74
So	Alan Ying	Police Constable	\$ 111,539.16	\$	984.37
So	Christopher Stuart	Plainclothes Police Constable	\$ 119,087.75	\$	1,033.37
So	Michael	Police Constable	\$ 116,094.23	\$	991.12
So	Ying Ho	Police Constable	\$ 112,420.42	\$	1,013.20
Soffe	Derek Jason	Police Constable	\$ 106,416.50	\$	1,000.74
Sohal	Raj	Police Constable	\$ 112,824.96	\$	1,000.74
Somers	Craig Allan	Sergeant	\$ 125,453.19	\$	1,060.02

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Sommer	Thomas Anton	Police Constable	\$ 126,321.77	\$ 1,000.74	
Somwaru	Kristopher Yoganand	Police Constable	\$ 120,804.19	\$ 1,000.74	
Sondhi	Sanjay	Sergeant	\$ 144,452.86	\$ 1,049.10	
Sone	Glen	Operations Supervisor	\$ 155,913.94	\$ 998.14	
Sonemanivong	Saengphachanh	Plainclothes Police Constable	\$ 116,048.57	\$ 1,014.36	
Sonsini	Gino	Police Constable	\$ 104,925.39	\$ 370.89	
Soper	Melinda Jean	Sergeant	\$ 121,661.84	\$ 1,060.02	
Sorgo	Roy	Detective	\$ 119,768.56	\$ 1,070.29	
Sotelo	Troy Alvin	Plainclothes Police Constable	\$ 117,463.47	\$ 1,016.76	
Soucy	Paul	Plainclothes Police Constable	\$ 110,437.63	\$ 1,023.88	
Souhleris	Nicolas	Police Constable	\$ 113,143.70	\$ 994.09	
Soukatchev	Konstantin	Training Constable	\$ 137,918.23	\$ 1,027.48	
Sousa	Paul Alexandre	Plainclothes Police Constable	\$ 137,331.94	\$ 1,023.88	
Souvandy	Chanthima	Police Constable	\$ 104,870.85	\$ 1,000.74	
Sova	Deborah	Staff Sergeant	\$ 135,738.39	\$ 1,110.98	
Spackman	Joanne	Police Constable	\$ 104,829.84	\$ 1,020.89	
Spanton	John	Staff Sergeant	\$ 109,997.98	\$ 768.82	
Spaulding	David	Police Constable	\$ 106,644.44	\$ 1,020.89	
Spelman	Brendan James	Police Constable	\$ 106,259.23	\$ 1,020.89	
Spence	Kenneth George	Police Constable	\$ 153,107.28	\$ 1,000.74	
Spence	Michael John	Police Constable	\$ 115,259.59	\$ 1,000.74	
Spence	Paul Benjamin	Police Constable	\$ 102,363.39	\$ 1,010.75	
Spencer	Christopher Michael	Plainclothes Police Constable	\$ 105,585.51	\$ 1,021.21	
Spencer	David John	Police Constable	\$ 102,371.42	\$ 1,000.74	
Spencer	Ennis Stewart	Sergeant	\$ 234,787.41	\$ 1,049.10	
Spencer	Jason Allan	Plainclothes Police Constable	\$ 113,859.94	\$ 1,023.88	
Spencer	Jason Guevara	Police Constable	\$ 100,717.12	\$ 350.74	
Spencer	Laura Elizabeth	Police Constable	\$ 124,331.22	\$ 1,000.74	
Spencer-Anderson	Corey Andrew	Police Constable	\$ 115,092.72	\$ 991.12	
Spicer	Scott Owen	Plainclothes Police Constable	\$ 115,168.28	\$ 1,043.90	
Spitzig	Gerard	Plainclothes Police Constable	\$ 131,670.18	\$ 1,043.90	
Spivak	Shari	Police Constable	\$ 111,189.16	\$ 1,020.89	
Spratt	Alan	Detective	\$ 128,853.38	\$ 420.29	
Spratt	Scott Edward	Detective Sergeant	\$ 131,557.16	\$ 1,110.98	
Spriggs	Brett Harold	Plainclothes Police Constable	\$ 113,049.68	\$ 1,033.37	
Spyropoulos	Niki	Plainclothes Police Constable	\$ 117,647.51	\$ 1,023.88	
St Croix	Paula	Police Constable	\$ 113,559.36	\$ 1,020.89	
St George	Stephane Marc	Sergeant	\$ 124,462.01	\$ 1,049.10	
St Jean	Duane Marvin	Sergeant	\$ 124,553.49	\$ 1,049.10	
Stacey	Brian	Plainclothes Police Constable	\$ 122,248.08	\$ 1,043.90	
Stager	Jeffrey James	Police Constable	\$ 104,828.00	\$ 991.12	
Stagg	Joseph	Police Constable	\$ 107,901.21	\$ 1,020.89	
Stalk	Joji Kawakami	Police Constable	\$ 112,785.33	\$ 1,000.74	
Stam	Susan Eva	Police Constable	\$ 107,543.31	\$ 1,000.74	
Stange	Dean Eryl	File Desk Clerk	\$ 107,130.41	\$ 128.62	
Stanley	William Robert	Sergeant	\$ 116,527.47	\$ 1,060.02	
Stapleton	Bradley Thomas	Sergeant	\$ 116,860.37	\$ 1,055.72	
Stassen	Stephen Mark	Police Constable	\$ 126,385.25	\$ 1,000.74	
Stather	Janet Anne	Police Constable	\$ 102,139.08	\$ 1,010.75	
Staunton	Ira Patrick	Police Constable	\$ 135,210.71	\$ 1,000.74	
Stave	Arland Austin	Police Constable	\$ 100,429.85	\$ 1,000.74	
Stavrakis	Jimmy	Training Constable	\$ 109,452.37	\$ 1,033.37	
Stavrakis	Micheal	Training Constable	\$ 110,206.08	\$ 1,033.37	
Stea	Carlo Junior	Police Constable	\$ 178,809.48	\$ 1,010.75	
Steed	Mary Gail	Police Constable	\$ 101,942.59	\$ 360.75	
Steel	Tyler Franklin	Police Constable	\$ 110,686.37	\$ 1,000.74	
Steele	Matthew James	Police Constable	\$ 109,853.62	\$ 994.09	
Steeves	Thomas Warren	Detective	\$ 121,951.97	\$ 1,049.51	
Stefani	William	Police Constable	\$ 105,171.69	\$ 1,020.89	
Steffler	Rodney Morris	Detective	\$ 132,390.07	\$ 1,049.10	

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Stein	Warren Mark	Sergeant	\$ 127,800.68	\$ 1,058.73	
Steinwall	Andrew Trevor	Detective	\$ 135,870.77	\$ 1,060.02	
Stepanenko	Elena	Police Constable	\$ 137,092.91	\$ 1,022.10	
Stephen	Sherry-Toni Francesca	Court Officer	\$ 110,070.18	\$ 281.06	
Stephens	Michael	Police Constable	\$ 106,447.70	\$ 1,020.89	
Stephenson	Katherine Lynn	Detective	\$ 129,601.50	\$ 1,052.79	
Stern	Charles Andrew	Sergeant	\$ 135,307.73	\$ 1,070.29	
Stevens	John	Sergeant	\$ 118,946.24	\$ 1,070.29	
Stevenson	Brendan Leigh	Training Constable	\$ 119,577.46	\$ 1,023.88	
Stevenson	Kevin Glenn	Police Constable	\$ 123,321.59	\$ 1,000.74	
Stevenson	Patricia Lynn	Communications Operator	\$ 105,637.71	\$ 952.90	
Stevenson	Shane	Staff Sergeant	\$ 152,680.67	\$ 1,110.98	
Stewart	Colin Alexander	Detective	\$ 137,961.12	\$ 1,060.02	
Stewart	Kerry Marie	Plainclothes Police Constable	\$ 113,575.75	\$ 916.76	
Stewart	Patrick Alexander	Plainclothes Police Constable	\$ 115,675.90	\$ 1,017.65	
Stibbe	Clinton Rodney	Police Constable	\$ 116,026.16	\$ 1,010.75	
Stibbe	Robert Lee	Police Constable	\$ 158,628.21	\$ 1,003.41	
Stinson	Andrew Gordon	Detective Sergeant	\$ 142,070.31	\$ 1,108.25	
Stockfish	John Richardson	Staff Sergeant	\$ 128,553.04	\$ 1,100.32	
Stockwell	Sean Paul	Plainclothes Police Constable	\$ 116,228.47	\$ 1,033.37	
Stoica	Tiberiu Niculii	Police Constable	\$ 173,835.84	\$ 1,000.74	
Stojic	Nenad	Plainclothes Police Constable	\$ 136,598.43	\$ 1,023.88	
Stojkov	Slobodan Bob	Police Constable	\$ 110,552.00	\$ 1,000.74	
Stokes	Louis John	Police Constable	\$ 110,250.96	\$ 985.72	
Stolf	Robert Guido	Detective	\$ 148,700.31	\$ 1,060.02	
Stone	Carolyn Ruth	Police Constable	\$ 102,876.71	\$ 1,000.74	
Stone	Christopher	Training Constable	\$ 118,495.93	\$ 1,043.90	
Stone	Christopher George	Police Constable	\$ 109,818.29	\$ 1,006.97	
Stone	Terence	Training Constable	\$ 112,524.96	\$ 1,043.90	
Storey	Justin Wayne	Police Constable	\$ 152,460.67	\$ 1,000.74	
Storey	Todd Melvyn	Sergeant	\$ 132,729.37	\$ 1,060.02	
Stowell	Jordan Michael	Plainclothes Police Constable	\$ 103,919.06	\$ 1,013.87	
Stoyko	Sandra Louise	Plainclothes Police Constable	\$ 108,369.51	\$ 1,004.30	
Strachan	James Alexander	Sergeant	\$ 121,649.33	\$ 1,060.02	
Strachan	Kerry Frances	Training Constable	\$ 107,790.80	\$ 1,023.88	
Stradza	Krystian	Police Constable	\$ 114,149.16	\$ 1,000.74	
Strain	Garvan Augustine	Plainclothes Police Constable	\$ 114,802.15	\$ 1,023.88	
Strangways	Paul Robert	Sergeant	\$ 137,358.62	\$ 1,070.29	
Stratford	Ian	Inspector	\$ 156,560.92	\$ 1,176.11	
Stratton	Donald Clyde	Police Constable	\$ 110,587.72	\$ 1,000.74	
Stratton	Kenneth David	Police Constable	\$ 107,923.91	\$ 1,000.74	
Straver	Lawrence	Sergeant	\$ 123,986.85	\$ 1,070.29	
Street	Summer	Police Constable	\$ 101,066.54	\$ 350.74	
Streit	Jeffrey James	Police Constable	\$ 181,332.17	\$ 1,008.65	
Streng	Michael Anthony	Detective	\$ 116,285.16	\$ 399.10	
Stribopoulos	Chris	Plainclothes Police Constable	\$ 108,978.45	\$ 1,021.21	
Strilec	Kirk Wayne	Plainclothes Police Constable	\$ 111,625.50	\$ 1,006.08	
Strilec	Shawn Ryan	Police Constable	\$ 111,623.56	\$ 1,000.74	
Stroble	Reuben	Superintendent	\$ 181,209.05	\$ 12,957.32	
Stuart	Matthew James	Training Constable	\$ 121,942.90	\$ 1,024.28	
Stubbings	Richard	Staff Superintendent	\$ 204,958.22	\$ 6,160.08	
Stubbs	David	Training Constable	\$ 113,464.14	\$ 1,043.90	
Styra	Dana Terese	Manager of Quality Assurance	\$ 165,803.24	\$ 3,190.07	
Subramaniam	Guberan Sara	Plainclothes Police Constable	\$ 107,703.25	\$ 981.49	
Sudmals	Erik Evalds	Police Constable	\$ 132,853.76	\$ 991.12	
Sukhdeo	Christopher Harry	Police Constable	\$ 135,609.88	\$ 997.46	
Sukhinenko	Dmytro	Police Constable	\$ 106,095.33	\$ 991.45	
Sukhram	Brian	Plainclothes Police Constable	\$ 120,357.82	\$ 1,013.87	
Sukman	Ido	Plainclothes Police Constable	\$ 136,101.48	\$ 1,023.88	
Sukumaran	Rajeev	Detective	\$ 147,447.22	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Sulejmani	Judmir	Police Constable	\$ 125,069.00	\$ 1,018.54	
Sullivan	Brent Lawrence	Police Constable	\$ 102,363.74	\$ 1,010.75	
Sullivan	Derek Anthony	Plainclothes Police Constable	\$ 117,231.02	\$ 1,033.37	
Sullivan	Sean James	Police Constable	\$ 109,616.85	\$ 1,000.74	
Sullivan	Steven	Police Constable	\$ 105,205.39	\$ 1,020.89	
Sumaisar	Tom Nilan	Sergeant	\$ 139,269.40	\$ 1,060.82	
Sun	Guangnan	Police Constable	\$ 118,590.41	\$ 914.74	
Sun	Sam Shuo	Police Constable	\$ 111,909.31	\$ 1,000.74	
Sunega	Brittany Ann	Police Constable	\$ 118,423.88	\$ 939.12	
Sunghing	Daniel Richard	Plainclothes Police Constable	\$ 126,385.34	\$ 1,030.07	
Sunghing	Kelly Marie	Plainclothes Police Constable	\$ 106,443.85	\$ 1,027.48	
Suongas	Chris	Sergeant	\$ 144,213.18	\$ 1,070.29	
Surcon	Scott Andrew	Police Constable	\$ 107,926.47	\$ 1,006.97	
Surita	Alfred	Police Constable	\$ 146,247.48	\$ 1,000.74	
Surphlis	Douglas	Sergeant	\$ 121,437.73	\$ 1,070.29	
Surridge	Scott Woodrow	Police Constable	\$ 108,301.50	\$ 997.46	
Sutcliffe	Colin David	Police Constable	\$ 112,873.69	\$ 1,000.74	
Sutcliffe	Darrin Herbert	Sergeant	\$ 124,194.77	\$ 1,070.29	
Sutherland	Brian Arthur	Police Constable	\$ 123,373.81	\$ 1,000.74	
Sutherland	Grant Anthony	Plainclothes Police Constable	\$ 112,410.51	\$ 1,023.88	
Sutton	Robyn Lynn	Police Constable	\$ 102,932.79	\$ 1,000.74	
Sutton	Sean Matthew	Police Constable	\$ 117,117.10	\$ 1,000.74	
Svendsen	Adam Hillier	Plainclothes Police Constable	\$ 112,975.89	\$ 448.88	
Svitak	Peter	Training Constable	\$ 132,197.76	\$ 923.36	
Svitlychnyi	Volodymyr Volod	Police Constable	\$ 136,358.95	\$ 997.46	
Swackhamer	Brent	Staff Sergeant	\$ 132,927.08	\$ 1,110.98	
Swaine	Aaron Douglas	Plainclothes Police Constable	\$ 120,783.66	\$ 1,017.02	
Swaluk	Richard John	Police Constable	\$ 128,687.99	\$ 360.75	
Swan	David William	Plainclothes Police Constable	\$ 108,752.62	\$ 1,023.88	
Swart	Roger John	Plainclothes Police Constable	\$ 125,366.66	\$ 1,033.37	
Swartz	Christopher James	Police Constable	\$ 103,733.54	\$ 1,004.52	
Sweenie	Carolyn	Sergeant	\$ 122,096.75	\$ 1,045.29	
Sweenie	Paul Martin	Sergeant	\$ 124,656.68	\$ 1,060.02	
Swider	Sylvia Aneta	Plainclothes Police Constable	\$ 107,490.13	\$ 1,023.88	
Swift	Dale Glen-De-Vere	Police Constable	\$ 109,621.22	\$ 997.46	
Swift	Gregory Scott	Police Constable	\$ 118,515.27	\$ 1,000.74	
Sword	Nicholas Jonathon	Plainclothes Police Constable	\$ 126,415.40	\$ 1,032.38	
Syed	Hassan Raza	Police Constable	\$ 110,548.48	\$ 1,000.74	
Sylva	Joselito	Plainclothes Police Constable	\$ 127,987.44	\$ 1,017.02	
Symss	Shane Robert	Police Constable	\$ 116,099.25	\$ 368.16	
Syrbos	Tom Anastasios	Sergeant	\$ 125,539.78	\$ 1,058.73	
Szajkowski	Sofie	Police Constable	\$ 105,254.18	\$ 1,018.54	
Szarzec	Peter	Police Constable	\$ 111,710.05	\$ 1,020.89	
Szewczyk	Grzegorz	Police Constable	\$ 159,362.66	\$ 991.12	
Szkotak	Mariusz	Police Constable	\$ 136,487.94	\$ 1,000.74	
Szulc	Sebastian	Police Constable	\$ 104,517.89	\$ 1,000.74	
Szwedo	Tomasz	Training Constable	\$ 106,818.73	\$ 1,028.52	
Szyszkowska	Sylvia Bernadetta	Parking Enforcement Officer	\$ 112,651.82	\$ 894.27	
Taafe	Kim	Police Constable	\$ 101,985.40	\$ 554.60	
Taafe	William Arthur	Detective	\$ 113,841.55	\$ 1,049.10	
Taborowski	Robert Joseph	Police Constable	\$ 123,706.70	\$ 1,000.74	
Taborski	Angela Kelly	Plainclothes Police Constable	\$ 119,984.83	\$ 1,023.88	
Taborski	Jennifer Nicole	Police Constable	\$ 120,752.15	\$ 994.09	
Tahiraj	Ali Shukri	Plainclothes Police Constable	\$ 130,608.26	\$ 1,023.88	
Tait	Adrian William	Police Constable	\$ 114,002.30	\$ 1,000.74	
Tait	Judith Maureen	Sergeant	\$ 116,881.42	\$ 1,060.02	
Tait	Keith Hamilton	Police Constable	\$ 121,850.59	\$ 1,020.89	
Tait	Ronald Eugene	Police Constable	\$ 103,005.79	\$ 1,010.75	
Tait	Scott John	Plainclothes Police Constable	\$ 122,835.43	\$ 1,023.88	
Tajti	Robert Mark	Plainclothes Police Constable	\$ 114,634.64	\$ 1,043.90	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Takeda	Robert	Detective	\$ 122,525.20	\$ 1,070.29	
Talbot	Darryl Thomas	Staff Sergeant	\$ 133,111.21	\$ 1,110.98	
Talesnik	Nicolas Richard	Police Constable	\$ 106,608.80	\$ 1,000.74	
Tam	Chi - Tak	Police Constable	\$ 115,534.50	\$ 1,000.74	
Tam	Ching Hung	Criminal Records Clerk	\$ 120,203.72	\$ 220.48	
Tam	Wing	Police Constable	\$ 185,040.65	\$ 1,020.89	
Tamas	Edit	Plainclothes Police Constable	\$ 136,247.11	\$ 1,023.88	
Tamber	Moe	Police Constable	\$ 107,834.38	\$ 1,005.64	
Tammeorg	Marian	Police Constable	\$ 100,957.12	\$ 1,000.74	
Tamse	Edward Ted	Police Constable	\$ 110,912.96	\$ 1,010.75	
Tan	Mark Anthony	Plainclothes Police Constable	\$ 132,636.25	\$ 1,023.88	
Tanabe	Shingo Oliver	Sergeant	\$ 127,448.63	\$ 1,049.10	
Tanel	Christopher Mathew	Police Constable	\$ 130,492.82	\$ 1,019.43	
Tang	Eric Chung	Police Constable	\$ 108,368.88	\$ 976.27	
Tang	Henry	Police Constable	\$ 116,656.89	\$ 991.12	
Tang	Lijing	Senior Programmer	\$ 106,011.76	\$ 369.20	
Tanguay	Michael Richard	Police Constable	\$ 119,085.28	\$ 991.12	
Tanham	Jason	Police Constable	\$ 133,753.19	\$ 1,000.74	
Tannahill	Darla	Staff Sergeant	\$ 139,181.90	\$ 1,110.98	
Tanner	Clayton James	Plainclothes Police Constable	\$ 105,541.55	\$ 1,006.08	
Tanner	John Alexander	Police Constable	\$ 110,662.10	\$ 1,000.74	
Tanouye	Jason Thomas	Plainclothes Police Constable	\$ 114,464.30	\$ 1,023.88	
Tanouye	Stevan Tosh	Police Constable	\$ 112,376.53	\$ 1,000.74	
Tapp	Dean	Detective	\$ 119,207.76	\$ 1,070.29	
Tasse	Mary Elizabeth	Plainclothes Police Constable	\$ 115,989.55	\$ 1,002.80	
Tattersall	Michael Eastwod	Plainclothes Police Constable	\$ 120,910.50	\$ 1,006.08	
Tauro	Keith Gerard	Police Constable	\$ 133,517.60	\$ 1,000.74	
Tavares	Jeffery Da	Detective	\$ 150,090.27	\$ 408.73	
Taverner	Ronald Edward	Superintendent	\$ 178,968.06	\$ 16,012.14	
Tawton	Joanne	Police Constable	\$ 115,868.58	\$ 1,020.89	
Tayabali	Azhar Abbas	Plainclothes Police Constable	\$ 119,591.80	\$ 1,017.65	
Tayara	Omar	Plainclothes Police Constable	\$ 107,730.27	\$ 1,023.88	
Taylor	Adam Gregory	Police Constable	\$ 115,521.82	\$ 304.60	
Taylor	Andrew Brian	Police Constable	\$ 105,612.24	\$ 1,010.75	
Taylor	Andrew James	Detective	\$ 122,976.69	\$ 1,049.10	
Taylor	Cheryl Lynn	Police Constable	\$ 109,134.65	\$ 1,000.74	
Taylor	Christopher Paul	Police Constable	\$ 116,784.30	\$ 1,020.89	
Taylor	David John	Police Constable	\$ 106,126.27	\$ 1,000.74	
Taylor	Edward Wainwright	Police Constable	\$ 113,296.44	\$ 1,010.75	
Taylor	Jason Peter	Sergeant	\$ 147,525.92	\$ 1,049.51	
Taylor	Jeffrey	Staff Sergeant	\$ 130,660.51	\$ 1,110.98	
Taylor	Kenneth	Inspector	\$ 156,560.92	\$ 3,937.46	
Taylor	Kevin Dwight	Police Constable	\$ 110,162.38	\$ 1,000.74	
Taylor	Michael Kenneth	Plainclothes Police Constable	\$ 123,332.52	\$ 1,023.88	
Taylor	Robert Allister	Plainclothes Police Constable	\$ 132,722.29	\$ 1,023.88	
Taylor	Robert Edward	Police Constable	\$ 115,867.44	\$ 1,014.09	
Taylor	Ryan John	Police Constable	\$ 106,316.46	\$ 1,000.74	
Taylor	Scott David	Plainclothes Police Constable	\$ 134,841.08	\$ 1,033.37	
Taylor	Theresa Lynn	Operations Supervisor	\$ 101,076.13	\$ 998.14	
Taylor	Waveney Patsy	Police Constable	\$ 113,129.58	\$ 1,007.25	
Teatero	Frederick Leslie	Plainclothes Police Constable	\$ 124,765.78	\$ 1,006.08	
Tedford	Steven Thomas	Sergeant	\$ 122,377.30	\$ 1,070.29	
Teeft	Nadine Alice	Plainclothes Police Constable	\$ 111,886.00	\$ 1,043.90	
Teixeira	Andrew Pereira	Detective	\$ 141,602.80	\$ 1,060.02	
Teixeira	Mario Jorge	Staff Sergeant	\$ 131,939.48	\$ 1,110.98	
Tenn	Solomon Richard	Police Constable	\$ 110,561.97	\$ 991.12	
Teoh	Jac Sen	Police Constable	\$ 110,028.66	\$ 997.46	
Terzo	Adrian Jordano	Police Constable	\$ 105,091.07	\$ 1,000.74	
Terzopoulos	Chris	Police Constable	\$ 121,848.28	\$ 1,000.74	
Thai	Thanh	Police Constable	\$ 152,993.29	\$ 370.89	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Thangaveloo	Gunasekaran	Police Constable	\$ 117,075.70	\$ 1,010.75	
Thawer	Shafraz Fatehali	Plainclothes Police Constable	\$ 123,875.22	\$ 1,023.88	
Thayalan	Sarath	Police Constable	\$ 125,931.28	\$ 1,005.19	
Therault	Angela	Detective	\$ 165,671.06	\$ 1,070.29	
Therault	Donald	Sergeant	\$ 145,304.99	\$ 1,070.29	
Therault	John	Detective	\$ 127,509.24	\$ 1,070.29	
Therault	Paul	Police Constable	\$ 104,832.64	\$ 370.89	
Therrien	Allan	Police Constable	\$ 138,007.14	\$ 1,020.89	
Thibodeau	John Robert	Sergeant	\$ 119,567.82	\$ 1,070.29	
Thomas	Bryan Keith	Police Constable	\$ 120,981.46	\$ 1,000.74	
Thomas	Claudine Anne-Marie	Detective Sergeant	\$ 132,082.54	\$ 1,110.98	
Thomas	Jennifer Louise	Police Constable	\$ 101,468.28	\$ 1,004.52	
Thomas	Kristin Marie	Plainclothes Police Constable	\$ 124,855.86	\$ 1,033.37	
Thomas	Micheal-Murray	Police Constable	\$ 106,396.69	\$ 1,000.74	
Thomas	Nigel Dexter	Police Constable	\$ 109,228.48	\$ 1,010.75	
Thomas	Rhonda Lee	Detective	\$ 130,153.76	\$ 1,055.72	
Thomas	Robert	Detective	\$ 130,469.80	\$ 1,070.29	
Thomas	Sonia	Inspector	\$ 160,065.55	\$ 1,380.47	
Thomas	Sony	Senior Radio and Electronics Technician	\$ 106,320.23	\$ 971.88	
Thomas	Sydney	Staff Sergeant	\$ 133,399.18	\$ 1,110.98	
Thompson	Elsie Tina	Supervisor	\$ 123,516.75	\$ 434.33	
Thompson	James Duncan	Plainclothes Police Constable	\$ 126,765.21	\$ 1,023.88	
Thompson	Jennifer	Plainclothes Police Constable	\$ 109,388.58	\$ 1,033.37	
Thompson	Marland Finlay	Police Constable	\$ 118,126.28	\$ 1,000.74	
Thompson	Michael	Police Constable	\$ 174,705.03	\$ 1,020.89	
Thompson	Patrick Benjamin	Police Constable	\$ 112,155.86	\$ 1,000.74	
Thompson	Paul Anthony	Police Constable	\$ 167,113.09	\$ 1,010.75	
Thompson	Paul Junior	Police Constable	\$ 153,021.08	\$ 1,000.74	
Thompson	Peter	Police Constable	\$ 108,971.76	\$ 991.12	
Thompson	Wesley Peter	Police Constable	\$ 123,848.74	\$ 949.44	
Thoms	Heather Bernadette	Assistant Manager of Computer Operations	\$ 135,832.85	\$ 1,292.59	
Thomson	Allan John	Staff Sergeant	\$ 132,366.19	\$ 1,078.14	
Thomson	Christopher William	Police Constable	\$ 102,229.85	\$ 1,000.74	
Thomson	Richard Laureal	Police Constable	\$ 107,650.05	\$ 1,000.74	
Thorne	Timothy Peter	Detective	\$ 122,143.30	\$ 1,060.02	
Thorning	Shirley	Staff Sergeant	\$ 130,772.89	\$ 1,110.98	
Thornton	Amanda Doris	Detective	\$ 123,351.02	\$ 1,052.79	
Thornton	Neil James	Sergeant	\$ 113,976.03	\$ 1,049.10	
Thornton	Richard Michael	Police Constable	\$ 102,301.64	\$ 1,010.75	
Thorpe	Gregory Joseph	Staff Sergeant	\$ 166,687.31	\$ 1,110.98	
Thrush	Sean Peter	Detective	\$ 116,770.73	\$ 1,052.79	
Tierman	Darius	Police Constable	\$ 104,627.23	\$ 369.98	
Tierney	John	Police Constable	\$ 106,903.71	\$ 1,020.89	
Till	Mitchell Charles	Police Constable	\$ 103,664.26	\$ 1,000.74	
Tiller	Jacqueline Errinn	Communications Operator	\$ 113,288.78	\$ 952.90	
Tillsley	John	Sergeant	\$ 123,126.35	\$ 1,070.29	
Tim	Matthew Alexander	Police Constable	\$ 102,447.81	\$ 1,000.74	
Timms	Kevin Douglas	Police Constable	\$ 106,347.50	\$ 1,000.74	
Tindall	Derek James	Plainclothes Police Constable	\$ 118,182.38	\$ 1,006.08	
Tinney	Harlen	Sergeant	\$ 124,805.44	\$ 1,060.02	
Tint	Julie Christine	Sergeant	\$ 119,410.88	\$ 1,070.29	
Tippett	William John	Police Constable	\$ 100,480.88	\$ 959.97	
Tissawak	Elias	Police Constable	\$ 111,570.67	\$ 1,000.74	
Tobin	Jacqueline Madeline	Police Constable	\$ 104,872.70	\$ 1,000.74	
Tobin	Robert	Staff Sergeant	\$ 134,716.81	\$ 1,110.98	
Toews	Clive Cornelius	Police Constable	\$ 100,819.45	\$ 997.46	
Tohm	Darik Gordon	Police Constable	\$ 173,454.37	\$ 627.89	
Toledo-Castro	Marco Fernando	Police Constable	\$ 146,508.77	\$ 1,007.86	
Tomaszewski	Marcin Robert	Police Constable	\$ 112,626.03	\$ 1,000.74	
Tomei	Anthony Michael	Police Constable	\$ 102,952.80	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Tomicic	Jorge Antonio	Police Constable	\$ 104,092.53	\$ 1,005.64	
Tomlinson-Thompson	Cheryl Pamela	Plainclothes Police Constable	\$ 123,462.53	\$ 1,017.65	
Tompras	Theodore	Training Constable	\$ 129,423.15	\$ 1,033.37	
Tonna	Paul Anthony	Police Constable	\$ 120,592.57	\$ 1,000.74	
Topping	Michael Anthony	Police Constable	\$ 100,824.01	\$ 1,000.74	
Torrance	Steven James	Police Constable	\$ 120,685.56	\$ 1,000.74	
Tourangeau	Craig Ronald	Police Constable	\$ 116,386.23	\$ 1,010.75	
Tout	Jeffrey Shawn	Police Constable	\$ 102,919.28	\$ 359.84	
Townley	Darren	Sergeant	\$ 120,942.13	\$ 1,070.29	
Townley	Philip Alexander	Sergeant	\$ 118,600.55	\$ 1,060.02	
Townshend	Christopher Andrew	Police Constable	\$ 120,102.46	\$ 1,000.74	
Toyne	Simon Andrew	Police Constable	\$ 116,840.79	\$ 1,000.74	
Tracey	Christopher James-Albert	Detective	\$ 141,208.34	\$ 1,058.73	
Tracey	Mark Robert	Sergeant	\$ 135,027.34	\$ 1,070.29	
Tracy	Steven	Detective Sergeant	\$ 143,041.12	\$ 1,110.98	
Tramontozzi	Nunziato	Detective Sergeant	\$ 132,857.71	\$ 1,110.98	
Tran	Dinh Minh	Plainclothes Police Constable	\$ 112,976.99	\$ 373.88	
Traynor	Alison Dawn	Police Constable	\$ 105,576.62	\$ 1,000.74	
Traynor	Robert	Police Constable	\$ 106,507.20	\$ 785.09	
Tremblay	Andrew Justin	Police Constable	\$ 124,170.17	\$ 1,000.74	
Tremblay	Christopher Joseph	Police Constable	\$ 102,297.84	\$ 991.45	
Tremblay	Joseph Hermenegilde	Plainclothes Police Constable	\$ 115,375.43	\$ 1,000.74	
Trenouth	Bradley Robert	Police Constable	\$ 129,705.37	\$ 1,018.54	
Trenton	Rebecca	Patrol Supervisor	\$ 117,041.93	\$ 924.30	
Tretter	Madelaine	Detective Sergeant	\$ 142,023.13	\$ 785.98	
Treusch	Jeffrey Edward	Sergeant	\$ 127,572.71	\$ 1,070.29	
Trias	Ethelwald Diosa	Police Constable	\$ 125,333.75	\$ 1,000.74	
Trimble	Jacqueline Louise	Police Constable	\$ 103,166.59	\$ 1,010.75	
Trimble	Peter John	Staff Sergeant	\$ 132,865.88	\$ 1,110.98	
Troke	Derreck	Operations Supervisor	\$ 100,301.85	\$ 998.14	
Trotman	Bryant Richard	Police Constable	\$ 104,153.27	\$ 976.27	
Trotman	Drew Alexander	Police Constable	\$ 105,003.30	\$ 1,000.74	
Trotter	Christine Jane	Police Constable	\$ 112,884.96	\$ 1,000.74	
Trotter	Timothy Wallace	Plainclothes Police Constable	\$ 116,404.41	\$ 1,033.37	
Troup	Peter	Staff Sergeant	\$ 137,248.80	\$ 1,110.98	
Trovato	Luigi Mose	Police Constable	\$ 116,221.98	\$ 1,010.75	
Trubecki	Robert	Detective	\$ 135,330.59	\$ 1,070.29	
Trueman	Maureen Ann	Detective	\$ 125,845.78	\$ 1,070.29	
Truong	Kim Yen	Police Constable	\$ 110,759.46	\$ 955.89	
Truong	Tri Can	Police Constable	\$ 112,605.42	\$ 1,000.74	
Tsang	Jason Paul	Police Constable	\$ 129,238.34	\$ 991.12	
Tsaturyan	Vladyslav Rafikovych	Plainclothes Police Constable	\$ 110,996.66	\$ 1,013.87	
Tsering	Tenzin Chodon	Detective	\$ 133,661.18	\$ 405.72	
Tsianos	Dimitrios	Detective	\$ 140,438.11	\$ 1,049.10	
Tso	Wing-lp	Sergeant	\$ 125,293.08	\$ 823.09	
Tsoi	Wylie Yin	Police Constable	\$ 115,010.99	\$ 994.09	
Tsujimoto	Scott Michael	Police Constable	\$ 115,376.42	\$ 973.57	
Tu	Binh Tu	Plainclothes Police Constable	\$ 125,261.65	\$ 1,023.88	
Tucker	Adriana Patricia	Plainclothes Police Constable	\$ 112,700.49	\$ 1,032.71	
Tuckwell	Timothy Edward	Police Constable	\$ 107,585.76	\$ 1,010.75	
Tughan	Michael Patrick	Plainclothes Police Constable	\$ 127,745.08	\$ 1,023.88	
Tulipano	Rosario	Staff Sergeant	\$ 125,296.87	\$ 1,068.21	
Tulli	Kevin William	Plainclothes Police Constable	\$ 114,599.61	\$ 1,023.88	
Tulloch	Alson Lloyd	Plainclothes Police Constable	\$ 116,237.65	\$ 1,013.87	
Tumanskiy	Mykola	Police Constable	\$ 145,365.10	\$ 1,000.74	
Tupling	Ann-Marie	Detective	\$ 119,282.86	\$ 1,070.29	
Turgeon	Joseph Ernest	Police Constable	\$ 104,180.46	\$ 1,000.74	
Turkot	Mariusz Maciej	Police Constable	\$ 205,006.40	\$ 997.46	
Turnbull	James Nicholas	Police Constable	\$ 117,102.71	\$ 350.74	
Turnbull	Michael	Detective	\$ 134,417.31	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Tutka	Peter	Police Constable	\$ 124,341.85	\$ 1,019.43	
Tweit	Evan Kristien	Senior Customer Service Rep	\$ 104,867.44	\$ 369.20	
Tweddle	Stephen	Sergeant	\$ 132,281.82	\$ 1,049.10	
Tynkaluk	Dean Allan	Sergeant	\$ 121,001.81	\$ 1,070.29	
Tzikas	Athanasios	Police Constable	\$ 113,391.39	\$ 1,009.52	
Uchman	Gerald Robert	Plainclothes Police Constable	\$ 133,182.51	\$ 1,017.02	
Udegbumam	Christian	Police Constable	\$ 105,278.89	\$ 1,020.89	
Ueberholz	Thomas Friedrich	Police Constable	\$ 102,233.64	\$ 360.75	
Uher	Jason William	Police Constable	\$ 108,080.23	\$ 1,000.74	
Uhrich	Allan Joseph	Sergeant	\$ 119,449.26	\$ 419.38	
Ulfat	Abdullah	Police Constable	\$ 101,661.59	\$ 976.27	
Ulfat	Ahsan Ullah	Police Constable	\$ 111,735.34	\$ 1,000.74	
Umbrello	Franco	Sergeant	\$ 123,068.34	\$ 1,058.73	
Uppal	Arbinder Singh	Plainclothes Police Constable	\$ 107,714.91	\$ 381.63	
Uppal	Vishal	Police Constable	\$ 121,082.29	\$ 1,010.75	
Upton	Peter Alexander	Plainclothes Police Constable	\$ 113,661.35	\$ 1,023.88	
Urban	Jon	Plainclothes Police Constable	\$ 112,477.62	\$ 1,043.90	
Urbaniak	Thomas	Sergeant	\$ 162,233.21	\$ 1,070.29	
Urbas	Nathalie Patricia	Police Constable	\$ 108,633.54	\$ 991.12	
Ure	James Andrew	Police Constable	\$ 107,812.45	\$ 1,020.89	
Urkosky	Brian William	Detective	\$ 122,637.52	\$ 1,049.10	
Urwin	Christine	Police Constable	\$ 105,151.85	\$ 370.89	
Vadivelu	Krishnamoorthy	Plainclothes Police Constable	\$ 114,803.11	\$ 1,023.88	
Valdez	Renato Fernandez	Sergeant	\$ 138,941.23	\$ 1,049.10	
Valencia	Juan Carlos	Police Constable	\$ 105,321.40	\$ 1,000.74	
Valentini	Enzo-Loreto	Police Constable	\$ 105,913.92	\$ 1,010.75	
Valerio	John	Sergeant	\$ 123,317.94	\$ 1,070.29	
Valino	Jennifer Marie	Police Constable	\$ 113,493.31	\$ 954.60	
Valledor	Alvin	Training Constable	\$ 123,998.62	\$ 1,030.07	
Valledor	Jennifer Elizabeth	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88	
Valles	Shehara	Detective	\$ 125,180.13	\$ 420.29	
Van Der Krabben	Steven John	Police Constable	\$ 114,041.78	\$ 1,000.74	
van Hoogenhuizen	Michael Daniel	Police Constable	\$ 102,357.65	\$ 350.74	
Van Nest	Jesse Clarkson	Sergeant	\$ 120,103.56	\$ 1,060.02	
Van Nest	Ryan Kingsley	Detective	\$ 121,899.09	\$ 1,049.10	
Van Overbeek	Marisa Lynne	Police Constable	\$ 104,026.22	\$ 675.74	
Van Ruyven	Marc Gerard	Police Constable	\$ 112,365.87	\$ 972.46	
Van Schubert	Kevin John	Sergeant	\$ 137,358.17	\$ 1,070.29	
Van Seters	Paul	Police Constable	\$ 160,642.55	\$ 1,020.89	
Vandall	Martin Philip	Sergeant	\$ 119,110.24	\$ 1,070.29	
Vandekerckhove	Darrell Andrew	Sergeant	\$ 117,043.80	\$ 1,049.10	
Vandekerckhove	Gregory Paul	Police Constable	\$ 132,330.99	\$ 1,015.18	
Vandenberg	Carolyn	Sergeant	\$ 122,152.50	\$ 1,070.29	
Vander Heyden	Justin William	Staff Sergeant	\$ 131,356.95	\$ 1,100.32	
Vander Meer	Elena Nicole	Police Constable	\$ 109,478.12	\$ 1,004.52	
VanderBurgh	Andrew Norman	Plainclothes Police Constable	\$ 138,122.36	\$ 1,018.54	
Vandervoort	Belinda	Plainclothes Police Constable	\$ 118,174.46	\$ 373.88	
Vandervoort	Michael Alexander	Police Constable	\$ 122,050.45	\$ 991.12	
Vanderwal	Colin Richard	Police Constable	\$ 102,676.63	\$ 1,000.74	
Vanscherrenburg	Adele	Police Constable	\$ 107,300.00	\$ 1,020.89	
VanWart	Daniel Robinson	Police Constable	\$ 118,650.99	\$ 1,010.75	
Vargas	Juan Enrique	Police Constable	\$ 108,431.41	\$ 1,010.75	
Vayani	Shafiq Abdul	Plainclothes Police Constable	\$ 113,317.73	\$ 1,023.88	
Vega	Daniel	Sergeant	\$ 117,262.91	\$ 1,060.02	
Veit	Oswald	Sergeant	\$ 138,136.44	\$ 1,070.29	
Velautham	Karthigesan	Sergeant	\$ 132,511.18	\$ 1,070.29	
Vella	Tonyo	Police Constable	\$ 120,032.74	\$ 1,010.75	
Vellend Taylor	Katharine	Sergeant	\$ 129,539.79	\$ 1,070.29	
Veneziano	Tony	Chief Administrative Officer	\$ 261,780.95	\$ 18,283.99	
Venn	Joanne Michele	Sergeant	\$ 124,969.38	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Vercholuk	Allan George	Police Constable	\$ 127,197.06	\$ 1,000.74	
Verdoold	Lance Scott	Police Constable	\$ 126,485.25	\$ 395.89	
Verma	Jasvir Kaur	Police Constable	\$ 110,528.51	\$ 1,007.86	
Verrette	Teresa Jane	Police Constable	\$ 101,942.59	\$ 1,010.75	
Verruno	Frank Domenico	Police Constable	\$ 109,516.50	\$ 1,000.74	
Verspeeten	Bradley Dennis	Plainclothes Police Constable	\$ 119,151.21	\$ 1,023.88	
Vickers	David	Inspector	\$ 118,342.74	\$ 636.60	
Vidot	Russell Norbert	Plainclothes Police Constable	\$ 113,847.53	\$ 1,023.88	
Vigna	Diana Christine	Police Constable	\$ 121,155.66	\$ 1,000.74	
Vigna	Rita Elsa	Assistant Manager of Records Operations	\$ 135,832.85	\$ 1,292.59	
Vijayanarayanan	Devi Selva	Plainclothes Police Constable	\$ 107,938.12	\$ 373.88	
Villers	Scott Charles	Sergeant	\$ 135,466.38	\$ 1,052.79	
Vilvanathan	Piratheepan	Police Constable	\$ 122,168.99	\$ 1,000.74	
Vincent	Jason Ernest	Police Constable	\$ 108,101.15	\$ 1,000.74	
Vincent	Matthew Edward	Project Leader	\$ 123,101.05	\$ 434.33	
Vine	Jason Dexter	Police Constable	\$ 101,808.96	\$ 1,000.74	
Violot	Andrew	Sergeant	\$ 124,552.29	\$ 1,070.29	
Vipari	Carol Marie	Corporate Psychologist	\$ 193,251.86	\$ 1,574.69	
Virani	Abdulhameed	Police Constable	\$ 245,611.73	\$ 1,020.89	
Virdi	Ravinder Singh	Police Constable	\$ 133,221.28	\$ 1,000.74	
Virk	Maheep Kaur	Plainclothes Police Constable	\$ 114,037.04	\$ 1,005.19	
Visser	Ashley Christina	Plainclothes Police Constable	\$ 104,328.51	\$ 1,017.02	
Vitale	Daniel Alexander	Police Constable	\$ 103,237.71	\$ 1,000.74	
Vlach	Eric	Training Constable	\$ 112,287.90	\$ 1,043.90	
Vo	Thao Ba	Police Constable	\$ 148,464.67	\$ 1,013.48	
Vollmar	William Cameron	Police Constable	\$ 107,507.95	\$ 1,000.74	
Von Kalckreuth	Mark Warren	Police Constable	\$ 112,704.30	\$ 1,029.89	
Vruna	Maria	Sergeant	\$ 130,102.87	\$ 1,070.29	
Vukovic	Matthew Marko	Police Constable	\$ 144,052.43	\$ 1,000.74	
Vuong	Kent	Police Constable	\$ 141,197.32	\$ 1,010.75	
Vuong	Tommy	Plainclothes Police Constable	\$ 117,354.55	\$ 1,023.88	
Waddell	Lancelot Albert	Police Constable	\$ 106,917.43	\$ 1,000.74	
Waddell	Mark Grant	Detective	\$ 126,439.86	\$ 1,060.02	
Wadden	Fred Clarence	Police Constable	\$ 101,994.31	\$ 1,009.70	
Walia	Ramandeep Kaur	Parking Enforcement Officer	\$ 123,853.02	\$ 894.27	
Walker	James D.	Staff Sergeant	\$ 135,373.52	\$ 1,110.98	
Walker	James David	Police Constable	\$ 106,995.59	\$ 954.60	
Walker	Jerome	Manager of Infrastructure and Operational Support Service	\$ 165,803.24	\$ 1,219.27	
Walker	John	Sergeant	\$ 125,095.69	\$ 1,070.29	
Walker	Julie-Anne Nicole	Plainclothes Police Constable	\$ 123,139.84	\$ 1,023.88	
Walker	Mark Doyle	Police Constable	\$ 113,246.56	\$ 1,000.74	
Walker	Michael Nathan	Police Constable	\$ 102,244.14	\$ 991.12	
Walker	Paul Steven	Police Constable	\$ 134,449.64	\$ 991.45	
Walker	Scott James	Police Constable	\$ 146,875.51	\$ 1,000.74	
Walker-Knapper	Susan Colette	Manager of Court Services	\$ 153,650.07	\$ 730.47	
Wallace	Alexander Matthew	Plainclothes Police Constable	\$ 125,860.18	\$ 1,006.08	
Wallace	James	Police Constable	\$ 196,860.36	\$ 370.89	
Wallace	Jason Ralph	Police Constable	\$ 120,652.11	\$ 997.46	
Wallace	John David	Detective	\$ 132,418.92	\$ 1,049.10	
Wallace	Kenneth Ross	Communications Operator	\$ 100,087.91	\$ 952.90	
Wallace	Peter	Sergeant	\$ 132,836.50	\$ 1,053.20	
Wallace	Robert Boyd	Detective	\$ 121,639.60	\$ 1,049.10	
Wallace	Scott Edmund	Senior Application Specialist	\$ 105,756.55	\$ 369.20	
Walli	Alykhan Amir	Police Constable	\$ 205,689.63	\$ 1,000.74	
Walls	Christopher George	Police Constable	\$ 155,207.92	\$ 1,010.75	
Walsh	Derek Andrew	Police Constable	\$ 165,170.88	\$ 1,000.74	
Walsh	Suzanne Marie	Inspector	\$ 158,830.94	\$ 1,380.47	
Walters	Gregory	Sergeant	\$ 124,845.90	\$ 1,070.29	
Walters	Ryan Malrie	Plainclothes Police Constable	\$ 102,959.70	\$ 954.60	
Walther	Timothy John	Detective	\$ 126,173.28	\$ 1,049.10	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Wang	Benyu	Senior Radio and Electronics Technician	\$ 103,477.39	\$	971.88
Wang	Chuan	Plainclothes Police Constable	\$ 116,826.22	\$	1,023.88
Wang	Jordan Guanbao	Police Constable	\$ 106,402.11	\$	994.09
Wang	Tiam Yee	Plainclothes Police Constable	\$ 105,689.93	\$	1,023.88
Wang	Xian-Peng	Police Constable	\$ 133,866.28	\$	1,000.74
Warcop	Shannon Amelia	Sergeant	\$ 114,288.77	\$	1,049.10
Ward	Kevin Walter	Police Constable	\$ 131,529.34	\$	1,000.74
Ward	Paul	Detective	\$ 161,821.11	\$	1,070.29
Ward	Vanessa	Detective	\$ 124,998.78	\$	1,070.29
Wardle	Roland	Sergeant	\$ 118,987.54	\$	420.29
Warman	Richard Edgar	Police Constable	\$ 123,920.98	\$	1,010.75
Warner	Christine	Plainclothes Police Constable	\$ 112,177.61	\$	1,043.90
Warner	Elisabetta	Police Constable	\$ 104,829.84	\$	1,020.89
Warner	Jordan Robert	Police Constable	\$ 105,736.52	\$	1,000.74
Warner	Ruth	Sergeant	\$ 131,441.73	\$	1,070.29
Warnock	Martin	Police Constable	\$ 122,469.73	\$	1,004.52
Warr	Richard John	Training Constable	\$ 108,436.58	\$	1,033.37
Warren	Tristan Alexander	Police Constable	\$ 106,729.48	\$	341.12
Warrener	Robert Joseph	Sergeant	\$ 124,092.05	\$	1,018.31
Warrington	Bryan Edward	Police Constable	\$ 111,846.40	\$	994.09
Warwar	Michael	Police Constable	\$ 111,584.11	\$	1,018.54
Washington	Katharine Ann	Detective	\$ 123,849.28	\$	1,070.29
Wasilishin	Steven Michael	Police Constable	\$ 112,203.17	\$	1,000.74
Waters	Jason Roy	Sergeant	\$ 126,845.26	\$	410.02
Watkins	Kerry	Detective	\$ 118,767.04	\$	1,070.29
Watkinson	Douglas Charles	Plainclothes Police Constable	\$ 134,265.92	\$	1,023.88
Watson	Adam Michael	Police Constable	\$ 102,864.37	\$	1,000.74
Watson	Christopher	Sergeant	\$ 147,075.60	\$	1,049.10
Watson	Errol John	Training Constable	\$ 113,561.80	\$	1,009.64
Watson	Joslyn Nicole	Sergeant	\$ 118,861.83	\$	1,060.02
Watson	Luke Alexander	Plainclothes Police Constable	\$ 105,185.41	\$	1,022.99
Watson	O'Neil Constant	Plainclothes Police Constable	\$ 119,406.34	\$	1,013.87
Watt	Jermaine Antonio	Police Constable	\$ 116,435.00	\$	1,000.74
Watton	Anita Victoria	Police Constable	\$ 108,700.81	\$	1,000.74
Watts	Gregory Miles	Staff Sergeant	\$ 144,577.15	\$	1,100.32
Watts	Kathryn Louise	Assistant Manager of Records Information Access	\$ 127,232.38	\$	1,089.25
Watts	Robert Andrew	Police Constable	\$ 103,989.42	\$	1,000.74
Watts	Steven Mark	Detective Sergeant	\$ 145,365.27	\$	1,110.98
Wauchope	Liam	Detective	\$ 137,270.17	\$	1,049.51
Waugh	Rapheal Fexton	Police Constable	\$ 112,644.15	\$	1,000.74
Weatherbee	Jeffrey Michael	Plainclothes Police Constable	\$ 103,998.66	\$	1,015.87
Webb	Kelli Denise	Police Constable	\$ 118,410.98	\$	997.46
Webb	Kerry William	Police Constable	\$ 113,307.46	\$	994.09
Webb	Neil Anthony	Police Constable	\$ 126,480.37	\$	966.77
Webb	Vanessa Miriam	Police Constable	\$ 100,450.77	\$	1,005.41
Weber	Mark Edward	Police Constable	\$ 100,594.57	\$	825.74
Weber	Paulina Dagmara	Plainclothes Police Constable	\$ 105,678.28	\$	1,020.32
Webster	David Gregory	Detective	\$ 123,706.48	\$	1,070.29
Wecker	Michael Robert	Police Constable	\$ 102,839.83	\$	991.45
Weckworth	Richard Grant	Police Constable	\$ 108,520.34	\$	994.09
Weddell	Glenn Francis	Police Constable	\$ 127,768.57	\$	1,000.74
Weeks	Allen Ancel	Police Constable	\$ 108,793.86	\$	997.46
Weeks	Jesse David	Sergeant	\$ 121,264.59	\$	1,049.10
Wehby	Peter Michael	Detective	\$ 143,354.76	\$	1,052.79
Weidmark	Arthur	Superintendent	\$ 139,808.40	\$	8,238.52
Weist	Stephen	Police Constable	\$ 105,192.04	\$	1,020.89
Weller	Richard Anthony	Detective	\$ 137,061.35	\$	1,070.29
Wells	David Archer	Police Constable	\$ 122,662.97	\$	1,000.74
Welsh	Jonathan Clayton	Police Constable	\$ 113,884.24	\$	1,008.75
Wenzel	Derek Michael	Police Constable	\$ 116,457.85	\$	1,000.74

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Wesley	Jeffrey	Police Constable	\$ 116,183.97	\$ 1,009.70	
Wesseliuss	Lee Jonathan	Plainclothes Police Constable	\$ 110,473.96	\$ 345.47	
West	Lee Ann	Detective	\$ 127,905.53	\$ 1,060.02	
Wester	Benjamin John	Police Constable	\$ 113,959.35	\$ 1,000.74	
Wester	Erica Beth	Plainclothes Police Constable	\$ 112,307.13	\$ 1,023.88	
Westerhoff	David James	Plainclothes Police Constable	\$ 119,635.59	\$ 1,023.88	
Westervelt	Vicki Ann	Detective	\$ 142,697.55	\$ 1,060.02	
Whalen	Christopher Andrew	Plainclothes Police Constable	\$ 115,535.01	\$ 1,023.88	
Whalen	Robert	Detective	\$ 135,236.00	\$ 1,070.29	
Whalley	Tara Yvonne	Police Constable	\$ 101,867.26	\$ 1,005.19	
Whealy	Gordon	Detective Sergeant	\$ 141,454.87	\$ 768.58	
Wheeler	Christopher	Police Constable	\$ 143,140.40	\$ 1,020.89	
Wheler	Katherine Anne	Plainclothes Police Constable	\$ 109,379.02	\$ 1,023.88	
White	Anthony	Police Constable	\$ 124,795.90	\$ 1,020.89	
White	Catherine Marlene	Staff Sergeant	\$ 130,310.51	\$ 460.98	
White	Clayton Thomas	Plainclothes Police Constable	\$ 114,401.22	\$ 1,033.37	
White	Daniel Campbell	Police Constable	\$ 108,470.95	\$ 974.52	
White	Deidra Denise	Manager of Information Technology Customer Service	\$ 165,803.24	\$ 3,190.07	
White	Donald Gerald	Detective	\$ 116,233.13	\$ 1,060.02	
White	Kevin Joseph	Detective	\$ 128,601.31	\$ 1,049.10	
White	Michael John	Plainclothes Police Constable	\$ 112,671.21	\$ 1,013.87	
White	Richard Burton	Plainclothes Police Constable	\$ 116,174.98	\$ 1,006.08	
White	Ryan Austin	Police Constable	\$ 108,922.89	\$ 1,008.75	
Whitefield	Ross Alasdair	Plainclothes Police Constable	\$ 108,709.15	\$ 1,020.32	
Whitfield	Louis Francis	Plainclothes Police Constable	\$ 118,426.02	\$ 1,023.88	
Whitla	Ronald	Detective	\$ 137,802.21	\$ 1,070.29	
Whitley	Paul William	Plainclothes Police Constable	\$ 117,188.83	\$ 1,023.88	
Whittaker	Lance Charles	Police Constable	\$ 102,016.27	\$ 1,010.75	
Whittall	Shawn Michael	Police Constable	\$ 116,392.44	\$ 1,018.54	
Whittemore	Scott	Detective	\$ 137,661.04	\$ 1,070.29	
Whittle	Timothy Maurice	Police Constable	\$ 106,882.39	\$ 1,000.74	
Whitworth	Ernest	Detective Sergeant	\$ 130,507.83	\$ 1,110.98	
Whitworth	Michael Bruce	Training Constable	\$ 125,204.61	\$ 1,043.90	
Whynot	Carrol Anne	Senior Corporate Planner	\$ 153,650.07	\$ 526.11	
Wideman	Janine Brittany	Police Constable	\$ 114,520.90	\$ 997.46	
Widmeyer	Kyle Richard	Police Constable	\$ 104,913.18	\$ 1,000.74	
Wiggermann	Sven	Police Constable	\$ 130,274.63	\$ 1,000.74	
Wighton	Matthew Stewart	Detective	\$ 147,247.34	\$ 1,060.02	
Wilkins	Dustin Daniel	Plainclothes Police Constable	\$ 108,999.60	\$ 1,007.18	
Wilkinson	Stephanie Dawn	Police Constable	\$ 102,452.39	\$ 991.12	
Willers	Ronald	Training Constable	\$ 127,789.69	\$ 1,043.90	
Williams	Anthony	Detective	\$ 137,002.40	\$ 1,070.29	
Williams	Clayton	Sergeant	\$ 120,279.99	\$ 1,070.29	
Williams	Deirdre Elizabeth	Board Administrator	\$ 118,513.28	\$ 401.70	
Williams	Gherardt	Detective	\$ 140,497.54	\$ 1,070.29	
Williams	Ian	Manager of Business Intelligence and Analytics	\$ 149,683.14	\$ 1,361.36	
Williams	Kevin Christopher	Plainclothes Police Constable	\$ 107,462.93	\$ 373.88	
Williams	Matthew George	Police Constable	\$ 115,844.28	\$ 1,000.74	
Williams	Michael James	Staff Sergeant	\$ 123,303.90	\$ 1,064.73	
Williams	Scott Douglas	Senior Administrative Application Specialist	\$ 104,666.42	\$ 369.20	
Williams	Shauna Lee	Police Constable	\$ 100,274.66	\$ 953.31	
Williams	Steven Thomas	Plainclothes Police Constable	\$ 107,078.19	\$ 1,023.88	
Wilson	Adam Patrick	Police Constable	\$ 102,136.89	\$ 991.45	
Wilson	Anton Lawrence	Police Constable	\$ 132,596.49	\$ 870.89	
Wilson	Christopher David	Plainclothes Police Constable	\$ 134,720.87	\$ 1,023.88	
Wilson	David James	Police Constable	\$ 110,883.49	\$ 1,018.16	
Wilson	Derek Scott	Detective	\$ 124,979.65	\$ 420.29	
Wilson	Jeffrey Paul	Police Constable	\$ 136,078.99	\$ 1,010.75	
Wilson	Julie Therese	Sergeant	\$ 115,796.04	\$ 1,058.73	
Wilson	Marion Nadine	Communications Operator	\$ 103,654.64	\$ 952.90	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Wilson	Matthew Edmund	Plainclothes Police Constable	\$ 127,658.21	\$ 1,014.22	
Wilson	Michael Paul	Police Constable	\$ 105,586.58	\$ 1,018.54	
Wilson	Shane Stewart	Plainclothes Police Constable	\$ 117,454.77	\$ 1,023.88	
Wilson	Sherry Elizabeth	Sergeant	\$ 117,745.08	\$ 1,060.02	
Wilson	Suzanne	Police Constable	\$ 105,106.17	\$ 370.89	
Wilson	Timothy	Sergeant	\$ 119,045.97	\$ 1,070.29	
Wilson	Warren	Staff Sergeant	\$ 141,531.83	\$ 1,110.98	
Wiltshire	David	Police Constable	\$ 141,663.32	\$ 341.12	
Windmoller	Theodore John	Sergeant	\$ 119,382.79	\$ 1,070.29	
Windsor	Carol Mary	Police Constable	\$ 113,179.43	\$ 1,010.75	
Windsor	David Lee	Sergeant	\$ 116,442.06	\$ 1,049.10	
Winfield	Richard	Plainclothes Police Constable	\$ 111,325.55	\$ 393.90	
Winter	Jeffrey Matthew	Plainclothes Police Constable	\$ 133,105.48	\$ 1,023.88	
Wiseman	Michael Douglas	Police Constable	\$ 111,253.83	\$ 1,006.97	
Withrow	Jennifer Autumn	Plainclothes Police Constable	\$ 118,288.59	\$ 1,023.88	
Witt	Katarzyna Maria	Police Constable	\$ 113,591.64	\$ 991.12	
Wojtkiewicz	Victor Brunislaw	Training Constable	\$ 133,951.04	\$ 1,023.88	
Wojtkowicz	Dorothy Zofia	Plainclothes Police Constable	\$ 113,798.81	\$ 1,033.37	
Wolfe	Stephen Micheal	Police Constable	\$ 102,698.25	\$ 1,010.75	
Wong	Aaron	Police Constable	\$ 107,317.46	\$ 341.12	
Wong	Carmen Alexis	Police Constable	\$ 100,848.34	\$ 1,000.74	
Wong	Chun Man	Police Constable	\$ 105,682.59	\$ 360.75	
Wong	Chung Man	Sergeant	\$ 244,088.08	\$ 1,070.29	
Wong	Conrad Emery	Police Constable	\$ 128,477.82	\$ 1,016.76	
Wong	Eric Wae	Plainclothes Police Constable	\$ 100,545.20	\$ 938.87	
Wong	Gordon Chung-Hoi	Plainclothes Police Constable	\$ 112,209.75	\$ 1,023.88	
Wong	Jessica Frances	Plainclothes Police Constable	\$ 100,793.84	\$ 942.99	
Wong	Matthew Dee	Police Constable	\$ 119,223.50	\$ 1,000.74	
Wong	Nason Lai	Intermediate Programmer Analyst	\$ 104,128.24	\$ 297.70	
Wong	Philip Jin-Yu	Police Constable	\$ 110,371.66	\$ 1,018.54	
Wong	Sai-Kit	Police Constable	\$ 104,316.61	\$ 1,000.74	
Wong	Vincent Alexander	Police Constable	\$ 117,465.32	\$ 1,000.74	
Wong	Wan-Hoi	Plainclothes Police Constable	\$ 135,250.88	\$ 1,043.90	
Woo	Chi Shing	Senior Programmer	\$ 115,467.80	\$ 369.20	
Woo	Gilbert	Senior Customer Service Rep	\$ 108,679.11	\$ 369.20	
Woo	Mark Joseph	Police Constable	\$ 129,703.62	\$ 995.89	
Wood	Darcy Ryan	Training Constable	\$ 127,674.59	\$ 1,023.88	
Wood	John Alan	Police Constable	\$ 106,178.42	\$ 1,001.16	
Woodhouse	Stephen	Sergeant	\$ 123,766.72	\$ 1,070.29	
Woods	Douglas Stephen	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88	
Woods	Gary	Sergeant	\$ 137,812.99	\$ 1,049.10	
Woodyer	Kyle Edward	Police Constable	\$ 102,693.19	\$ 1,000.74	
Wookey	Charles	Detective	\$ 146,118.48	\$ 1,070.29	
Woolfenden	Diane Emily	Police Constable	\$ 114,529.26	\$ 1,000.74	
Wootton	Ryan Peter	Police Constable	\$ 111,752.36	\$ 1,018.54	
Worden	Paul Hamilton	Detective	\$ 135,149.49	\$ 1,070.29	
Woronchak	Janice Lynn	Plainclothes Police Constable	\$ 126,016.94	\$ 1,024.28	
Worrell	Philip Q.	Sergeant	\$ 129,052.97	\$ 1,070.29	
Worsdale	Shayne William	Police Constable	\$ 116,380.18	\$ 1,000.74	
Worth	Darren	Detective	\$ 140,005.90	\$ 1,060.02	
Worth	Kane Wilson	Sergeant	\$ 126,333.74	\$ 1,070.29	
Worts	Robert Michael	Police Constable	\$ 107,681.61	\$ 991.12	
Woudenberg	Hetty Johana	Police Constable	\$ 116,345.00	\$ 1,000.74	
Wright	Adam Edward	Plainclothes Police Constable	\$ 119,210.27	\$ 1,012.43	
Wright	Gary	Plainclothes Police Constable	\$ 111,403.21	\$ 1,043.90	
Wright	Joanna Lindley	Police Constable	\$ 106,142.60	\$ 370.89	
Wright	Marianne Millicent	General Counsel	\$ 193,251.86	\$ 3,289.39	
Wrong	Jason Christopher	Police Constable	\$ 117,502.80	\$ 1,020.89	
Wu	Hai Zhong	Senior Technical Analyst	\$ 113,750.26	\$ 401.70	
Wu	Xu	Plainclothes Police Constable	\$ 150,171.32	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Last Name					Appendix A
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Wulff	Eduardo Ignacio	Staff Sergeant	\$ 131,814.92	\$ 1,110.98	
Wyard	Leslie Ann	Plainclothes Police Constable	\$ 131,306.60	\$ 1,023.88	
Wylie	Christopher David	Plainclothes Police Constable	\$ 108,436.58	\$ 1,033.37	
Wynia	Randall	Detective	\$ 137,528.19	\$ 1,070.29	
Wynne	Travers	Sergeant	\$ 135,076.10	\$ 1,070.29	
Xinos	Evangelos	Training Constable	\$ 125,482.58	\$ 1,023.88	
Xiouris	John	Plainclothes Police Constable	\$ 132,911.47	\$ 1,023.88	
Yam	Calvin	Police Constable	\$ 127,135.58	\$ 1,000.74	
Yan	Alan Michael	Police Constable	\$ 111,628.47	\$ 1,003.62	
Yan	Gregory Albert	Plainclothes Police Constable	\$ 106,638.75	\$ 996.34	
Yan	Peter Samuel	Plainclothes Police Constable	\$ 109,196.79	\$ 1,019.43	
Yang	Jennifer Li-Ping	Senior Analyst	\$ 116,895.96	\$ 401.70	
Yang	QianLiang	Police Constable	\$ 109,630.73	\$ 1,000.74	
Yang	Yanjiao	Enterprise Data Architect	\$ 135,832.85	\$ 642.59	
Yap	Meiyin	Police Constable	\$ 105,086.39	\$ 1,020.89	
Yarde	Ryan Anton	Sergeant	\$ 115,881.50	\$ 1,008.34	
Yarlett	Kristen Leigh	Police Constable	\$ 107,599.99	\$ 1,000.74	
Yarmoluk	David George	Detective	\$ 132,048.30	\$ 1,070.29	
Yeandle	Kimberley	Staff Superintendent	\$ 182,390.10	\$ 15,768.03	
Yeandle	Mark	Sergeant	\$ 121,157.77	\$ 1,070.29	
Yee	Ian	Training Constable	\$ 125,871.41	\$ 1,023.88	
Yelle	Justin Joseph	Police Constable	\$ 105,893.54	\$ 1,000.74	
Yeo	Darren Roy	Detective	\$ 145,396.71	\$ 1,058.73	
Yepes Holguin	Andrea	Police Constable	\$ 108,731.17	\$ 966.77	
Yeung	Patrick Min-Seng	Sergeant	\$ 135,824.04	\$ 1,049.10	
Yiannakakos	Christos	Plainclothes Police Constable	\$ 117,368.13	\$ 1,023.88	
Yim	Dennis Yiu-Kam	Plainclothes Police Constable	\$ 119,457.47	\$ 1,012.31	
Yin	Jie	Information Security Architech	\$ 122,691.75	\$ 434.33	
Yin	Ya-Wen	Plainclothes Police Constable	\$ 107,022.37	\$ 1,014.98	
Yong	Brian Paul	Police Constable	\$ 134,070.43	\$ 1,010.75	
Young	Blain	Sergeant	\$ 227,658.54	\$ 1,070.29	
Young	Craig	Staff Sergeant	\$ 143,460.16	\$ 1,110.98	
Young	Jamie George	Police Constable	\$ 105,867.06	\$ 1,000.74	
Young	Jennifer Dionne	Police Constable	\$ 103,886.63	\$ 994.09	
Young	Paul Eliot	Plainclothes Police Constable	\$ 113,620.47	\$ 1,022.06	
Young	Warren	Staff Sergeant	\$ 131,416.14	\$ 1,110.98	
Younger	Chad Andrew	Plainclothes Police Constable	\$ 116,670.77	\$ 1,023.88	
Yourkin	Courtney Anne	Plainclothes Police Constable	\$ 116,457.21	\$ 1,023.88	
Youroukos	Jonathan Nicholas	Plainclothes Police Constable	\$ 124,288.44	\$ 1,013.20	
Yousufi	Abdullah	Drafting Technician	\$ 111,193.88	\$ 1,019.20	
Yu	Clifford	Police Constable	\$ 160,397.83	\$ 1,020.89	
Yu	Ka Wai Eric	Police Constable	\$ 130,677.10	\$ 1,000.74	
Yuanidis	Alexander	Police Constable	\$ 103,572.64	\$ 1,000.74	
Yuen	Peter	Deputy Chief	\$ 209,970.27	\$ 14,002.22	
Yuile	Brian Alexander	Police Constable	\$ 104,278.29	\$ 1,010.75	
Yule	Robert Christopher	Training Constable	\$ 144,537.73	\$ 1,043.90	
Yung	Francis Yuan-Tung	Police Constable	\$ 107,244.54	\$ 351.16	
Yung	Stephen Kienmun	Training Constable	\$ 120,304.01	\$ 1,023.88	
Yurkiw	Adam Lorne	Plainclothes Police Constable	\$ 123,335.32	\$ 1,023.88	
Zaffino	Franco Antonio	Plainclothes Police Constable	\$ 124,974.36	\$ 1,023.88	
Zafiriadis	Ifigenia	Operations Supervisor	\$ 103,643.76	\$ 348.14	
Zaheed	Ikram	Police Constable	\$ 119,300.39	\$ 997.46	
Zajac	David	Detective	\$ 107,114.84	\$ 781.89	
Zajac	Julie	Staff Sergeant	\$ 130,675.21	\$ 1,110.98	
Zambri	Carmelo	Sergeant	\$ 144,673.63	\$ 1,070.29	
Zammit	Jeffrey	Sergeant	\$ 184,644.04	\$ 1,070.29	
Zamparo	Daniel Valentino	Police Constable	\$ 105,248.67	\$ 1,000.74	
Zanati	Balazs Karoly	Police Constable	\$ 126,382.14	\$ 919.09	
Zandkarimi	Ali	Police Constable	\$ 118,447.59	\$ 994.09	
Zarabi-Majd	Firouzeh	Police Constable	\$ 160,015.53	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Zare Seysan	Roya	Police Constable	\$ 113,848.24	\$ 994.09
Zawadskiy	Mikhailo	Police Constable	\$ 101,547.57	\$ 341.12
Zawerbny	Michael Anthony	Police Constable	\$ 102,326.39	\$ 1,010.75
Zayack	Darlene	Police Constable	\$ 104,829.84	\$ 370.89
Zebeski	David Michael	Staff Sergeant	\$ 134,794.44	\$ 1,100.32
Zebrowski	Tomasz	Police Constable	\$ 140,941.37	\$ 1,000.74
Zekeres	Charles	Sergeant	\$ 115,886.43	\$ 1,060.02
Zeleny	John Daryn	Detective	\$ 133,474.04	\$ 1,070.29
Zeljko	Edin	Police Constable	\$ 111,611.56	\$ 1,000.74
Zeppieri	Justin Peter	Plainclothes Police Constable	\$ 121,787.90	\$ 1,020.52
Zerucelli	Christian George	Police Constable	\$ 119,339.10	\$ 1,000.74
Zettler	Mark Paul	Police Constable	\$ 147,870.94	\$ 1,000.74
Zettler	Steven Carl	Police Constable	\$ 105,295.09	\$ 1,020.89
Zhang	Jian	Plainclothes Police Constable	\$ 131,995.77	\$ 1,023.88
Zhang	Lu	Senior Technical Analyst	\$ 122,201.77	\$ 401.70
Zhang	Qing	Senior Programmer	\$ 106,007.32	\$ 369.20
Zheng	Feishu	Police Constable	\$ 107,316.78	\$ 997.46
Zhou	Hongfei	Police Constable	\$ 106,317.20	\$ 1,000.74
Zhou	Ye	Infrastructure Architect	\$ 122,916.75	\$ 434.33
Zimmer	Lesley Anne	Detective	\$ 118,635.83	\$ 1,049.10
Zimmermann	Eric	Police Constable	\$ 104,815.19	\$ 341.12
Zinati	Jacques	Police Constable	\$ 124,273.66	\$ 360.75
Zisis	Mary Lynn	Senior Corporate Planning Analyst	\$ 106,405.25	\$ 369.20
Zlobicki	Aleksandra	Plainclothes Police Constable	\$ 160,711.72	\$ 1,020.52
Zold	John	Police Constable	\$ 124,966.96	\$ 1,020.89
Zubair	Mohammad	Police Constable	\$ 106,693.20	\$ 1,000.74
Zver	Natasha Ann	Police Constable	\$ 106,692.61	\$ 1,009.70
Zvezd 'Onkin	Volodymyr	Plainclothes Police Constable	\$ 110,818.40	\$ 999.43

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Saunders	Mark	Chief of Police	\$ 337,744.78	\$ 2,802.41
Veneziano	Tony	Chief Administrative Officer	\$ 261,780.95	\$ 18,283.99
Federico	Michael	Deputy Chief	\$ 247,144.38	\$ 11,357.01
Virani	Abdulhameed	Police Constable	\$ 245,611.73	\$ 1,020.89
Wong	Chung Man	Sergeant	\$ 244,088.08	\$ 1,070.29
Ramer	Donald	Deputy Chief	\$ 241,410.47	\$ 13,860.61
Goebell	Nad	Police Constable	\$ 238,396.61	\$ 1,020.89
Spencer	Ennis Stewart	Sergeant	\$ 234,787.41	\$ 1,049.10
Young	Blain	Sergeant	\$ 227,658.54	\$ 1,070.29
Bates	Barry Michael	Police Constable	\$ 224,038.73	\$ 1,020.89
Lum	Soon	Plainclothes Police Constable	\$ 223,399.42	\$ 393.90
Cristiano	Guido	Police Constable	\$ 214,851.90	\$ 1,020.89
McLean	Barbara	Deputy Chief	\$ 211,164.68	\$ 14,692.30
Jones	Gordon	Superintendent	\$ 211,044.00	\$ 12,979.00
Yuen	Peter	Deputy Chief	\$ 209,970.27	\$ 14,002.22
Pathak	Davinder Kumar	Police Constable	\$ 209,170.96	\$ 1,000.74
Walli	Alykhan Amir	Police Constable	\$ 205,689.63	\$ 1,000.74
Turkot	Mariusz Maciej	Police Constable	\$ 205,006.40	\$ 997.46
Stubbings	Richard	Staff Superintendent	\$ 204,958.22	\$ 6,160.08
Hines	Gordon Ian	Police Constable	\$ 204,536.34	\$ 1,000.74
Kung	Tommy Wing	Police Constable	\$ 204,324.65	\$ 1,000.74
Palermo	Michael Angelo	Detective	\$ 201,222.79	\$ 1,060.02
Hall	John	Police Constable	\$ 200,683.29	\$ 1,020.89
McFadyen	Christopher Jamie	Police Constable	\$ 200,339.54	\$ 972.97
Barnes	Kirk-Neil Anthony	Police Constable	\$ 200,112.85	\$ 1,000.74
Donison	Kim	Police Constable	\$ 199,891.59	\$ 1,020.89
Olukoya	Olufemi	Police Constable	\$ 199,410.83	\$ 1,020.89
Wallace	James	Police Constable	\$ 196,860.36	\$ 370.89
Chang	Chu Thao	Sergeant	\$ 195,636.53	\$ 1,060.02
Norris	Robert	Police Constable	\$ 194,326.34	\$ 1,020.89
Karimzada	Abdullah	Police Constable	\$ 193,881.76	\$ 341.12
Marchack	Roger	Sergeant	\$ 193,471.88	\$ 1,070.29
Farahbakhsh	Jeanette Isabel	Director of Human Resources	\$ 193,251.86	\$ 3,066.31
Giannotta	Celestino	Director of Information Technology Services	\$ 193,251.86	\$ 3,324.75
Kijewski	Kristine Jean	Director of Operations Support Services	\$ 193,251.86	\$ 3,324.75
Martin-Doto	Catherine Ann	Corporate Psychologist	\$ 193,251.86	\$ 1,574.69
Pugash	Mark	Director of Corporate Communications	\$ 193,251.86	\$ 11,827.67
Vipari	Carol Marie	Corporate Psychologist	\$ 193,251.86	\$ 1,574.69
Wright	Marianne Millicent	General Counsel	\$ 193,251.86	\$ 3,289.39
Di Tommaso	Mario	Staff Superintendent	\$ 193,248.37	\$ 14,905.37
Martin	Kathryn	Staff Superintendent	\$ 193,248.37	\$ 14,920.55
McCall	Andrew John	Detective	\$ 192,483.07	\$ 1,070.29
Hafiz	Amin	Staff Sergeant	\$ 190,644.10	\$ 1,110.98
Loiselle	Jean Marc Laureal	Police Constable	\$ 190,083.76	\$ 1,000.74
Campbell	Donald Alexander	Staff Superintendent	\$ 189,225.60	\$ 18,041.23
Khan	Tariq Ijaz	Police Constable	\$ 189,181.49	\$ 997.46
Konkel	Kazimierz	Staff Sergeant	\$ 188,176.49	\$ 1,110.98
Lokenath	Ramdial Tiwarie	Police Constable	\$ 186,781.61	\$ 997.46
McDougall	Robert Gordon	Sergeant	\$ 186,622.76	\$ 1,060.02
Johnson	Robert	Superintendent	\$ 185,529.85	\$ 12,778.24
Tam	Wing	Police Constable	\$ 185,040.65	\$ 1,020.89
Zammit	Jeffrey	Sergeant	\$ 184,644.04	\$ 1,070.29
Borsboom	Marcelinus Hendrikus	Plainclothes Police Constable	\$ 184,604.59	\$ 1,033.37
Fong	Nelson	Police Constable	\$ 183,295.47	\$ 994.09
Coxon	Shawna Michelle	Deputy Chief	\$ 183,068.93	\$ 3,795.83
Yeandle	Kimberley	Staff Superintendent	\$ 182,390.10	\$ 15,768.03
Carter	Randolph	Staff Superintendent	\$ 182,128.29	\$ 14,593.44
Campbell	Joanne Elizabeth	Executive Director	\$ 182,126.35	\$ 3,015.74
Maciek	John	Plainclothes Police Constable	\$ 182,096.52	\$ 1,043.90
Bergen	Francis	Superintendent	\$ 181,861.09	\$ 13,980.04

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Kuznetsov	Sergiy Anatolyovich	Police Constable	\$ 181,705.33	\$ 1,000.74	
Lennox	Peter	Superintendent	\$ 181,523.34	\$ 14,874.38	
Streit	Jeffrey James	Police Constable	\$ 181,332.17	\$ 1,008.65	
Stroble	Reuben	Superintendent	\$ 181,209.05	\$ 12,957.32	
Bobbis	Richard Robert	Detective	\$ 180,947.71	\$ 1,060.02	
Dean	Bertrand	Police Constable	\$ 180,571.87	\$ 1,000.74	
Chen	Dennis Yau	Plainclothes Police Constable	\$ 179,868.59	\$ 1,023.88	
Correia	Bryan Medeiros	Plainclothes Police Constable	\$ 179,555.07	\$ 1,027.48	
Baptist	Robert Scott	Superintendent	\$ 179,340.73	\$ 16,109.89	
Ferguson	Hugh	Superintendent	\$ 179,239.49	\$ 15,133.42	
Barkley	Mark Edwin	Superintendent	\$ 179,137.70	\$ 14,805.58	
Gilbert	Scott	Superintendent	\$ 179,035.64	\$ 15,848.43	
Corrigan	Neil David	Superintendent	\$ 178,968.06	\$ 19,011.48	
Demkiw	Myron Andrey	Superintendent	\$ 178,968.06	\$ 10,883.54	
Fenton	David	Superintendent	\$ 178,968.06	\$ 17,176.78	
Fernandes	Selwyn John	Superintendent	\$ 178,968.06	\$ 11,506.48	
Kuck	Heinz	Superintendent	\$ 178,968.06	\$ 1,504.23	
Narine	Shaun	Superintendent	\$ 178,968.06	\$ 1,504.23	
Neadles	William T.	Superintendent	\$ 178,968.06	\$ 15,366.13	
Riviere	Anthony Francis	Superintendent	\$ 178,968.06	\$ 15,482.67	
Sneddon	Gordon	Superintendent	\$ 178,968.06	\$ 16,599.44	
Taverner	Ronald Edward	Superintendent	\$ 178,968.06	\$ 16,012.14	
Bevers	Donald	Manager of Records Management Services	\$ 178,958.97	\$ 3,254.29	
Stea	Carlo Junior	Police Constable	\$ 178,809.48	\$ 1,010.75	
Kalteis	Marc Robert	Police Constable	\$ 178,636.67	\$ 1,010.75	
Nasner	Stefan	Plainclothes Police Constable	\$ 177,935.54	\$ 1,043.90	
Momeni	Orang	Sergeant	\$ 177,914.01	\$ 1,070.29	
Haji	Mohammad Abid	Police Constable	\$ 177,147.81	\$ 1,000.74	
Henderson	Norman George	Administrator Fleet and Materials Management	\$ 176,943.02	\$ 1,504.23	
Hain	David Joseph	Police Constable	\$ 176,852.54	\$ 1,000.74	
Preston	Brian	Inspector	\$ 176,804.25	\$ 1,380.47	
Callaghan	Peter Edward	Inspector	\$ 176,801.32	\$ 1,380.47	
Clarke	Paul Egerton	Police Constable	\$ 176,767.86	\$ 1,020.89	
Hughes	Paul George	Plainclothes Police Constable	\$ 176,299.79	\$ 1,032.38	
Hoy	Matthew Douglas	Police Constable	\$ 175,784.20	\$ 341.12	
Costabile	Gino	Police Constable	\$ 175,668.03	\$ 1,020.89	
McLaughlin	Ian	Sergeant	\$ 175,548.85	\$ 1,070.29	
Evans	Bryce	Superintendent	\$ 175,475.74	\$ 8,852.01	
Hughes	Trudy	Detective	\$ 175,465.49	\$ 1,070.29	
Durrant	Ned	Police Constable	\$ 175,334.07	\$ 1,000.74	
Preston	Debra	Superintendent	\$ 175,225.21	\$ 5,238.42	
Kim	Hyok Kyun	Plainclothes Police Constable	\$ 175,221.99	\$ 1,023.88	
Thompson	Michael	Police Constable	\$ 174,705.03	\$ 1,020.89	
Atkinson	James Jonathan	Police Constable	\$ 174,320.27	\$ 1,020.89	
Stoica	Tiberiu Niculii	Police Constable	\$ 173,835.84	\$ 1,000.74	
Sammut	David	Sergeant	\$ 173,729.05	\$ 1,070.29	
Tohm	Darik Gordon	Police Constable	\$ 173,454.37	\$ 627.89	
Ghazarian	Hamayak	Plainclothes Police Constable	\$ 173,126.47	\$ 1,023.88	
Aroda	Sanjee	Detective	\$ 173,040.60	\$ 1,060.02	
Aguiar	Steven Cabral	Training Constable	\$ 172,821.46	\$ 1,030.60	
Oroz	Slavko	Police Constable	\$ 172,709.73	\$ 994.09	
Beard	Benjamin James	Plainclothes Police Constable	\$ 172,432.63	\$ 1,023.88	
Brar	Shane Gursharan	Detective Sergeant	\$ 172,312.81	\$ 1,110.98	
Kim	Jung-Yul	Police Constable	\$ 172,075.40	\$ 973.57	
Kirkpatrick	Christopher John	Inspector	\$ 171,943.91	\$ 1,380.47	
Carbone	Mike	Detective Sergeant	\$ 171,860.11	\$ 1,110.98	
Earl	Michael	Staff Inspector	\$ 171,786.65	\$ 9,331.56	
Code	Peter	Inspector	\$ 171,705.33	\$ 1,176.11	
Lawrence	Shawn	Sergeant	\$ 171,665.44	\$ 1,070.29	
Gallant	Timothy	Detective Sergeant	\$ 171,407.55	\$ 1,110.98	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Pignatelli	Tony	Police Constable	\$ 171,357.64	\$ 1,020.89	
Lam	Ian Wayne	Police Constable	\$ 171,244.92	\$ 1,000.74	
Andalib-Goortani	Babak	Police Constable	\$ 170,945.35	\$ 1,000.74	
Ramprashad	Dwarkh	Police Constable	\$ 170,726.39	\$ 1,020.89	
Bevilacqua	Filippo	Detective	\$ 170,639.00	\$ 1,060.02	
Parrott	Michael Eric	Detective	\$ 170,343.59	\$ 1,055.72	
Sadrzadeh	Mir Siamak	Police Constable	\$ 170,288.43	\$ 1,002.52	
Rodriguez	Robert David	Police Constable	\$ 169,560.79	\$ 1,020.89	
Potter	Vivienne Sanja	Police Constable	\$ 169,492.84	\$ 1,000.74	
Carter	Hugh Junior	Police Constable	\$ 169,472.14	\$ 1,000.74	
Kay	William Donald	Police Constable	\$ 169,411.25	\$ 1,028.15	
Ghazarian	Antranik	Plainclothes Police Constable	\$ 169,042.19	\$ 973.57	
Eley	Stuart	Inspector	\$ 168,842.79	\$ 1,176.11	
Angus	Darren Ronald	Police Constable	\$ 168,792.01	\$ 1,000.74	
MacIntyre	Brian Paul	Inspector	\$ 168,414.23	\$ 1,380.47	
Molyneaux	Steven	Inspector	\$ 168,405.45	\$ 1,380.47	
Krawczyk	Richard	Police Constable	\$ 168,390.29	\$ 1,020.89	
Allawneh	Wayel Munson	Police Constable	\$ 168,189.39	\$ 966.77	
Crone	Timothy	Inspector	\$ 168,179.08	\$ 8,346.42	
Rydzik	David Brian	Inspector	\$ 168,098.28	\$ 1,176.11	
Espinoza Parent	Victor Manuel	Police Constable	\$ 167,979.32	\$ 1,000.74	
Ruttner	Alexander	Police Constable	\$ 167,671.58	\$ 1,020.89	
Thompson	Paul Anthony	Police Constable	\$ 167,113.09	\$ 1,010.75	
Coovadia	Abdul-Khalik Yahya	Police Constable	\$ 166,991.74	\$ 1,020.89	
Lane	Arthur	Plainclothes Police Constable	\$ 166,840.07	\$ 1,043.90	
Thorpe	Gregory Joseph	Staff Sergeant	\$ 166,687.31	\$ 1,110.98	
Norski	Przemyslaw	Police Constable	\$ 166,195.63	\$ 1,000.74	
Margetson	John	Detective	\$ 166,036.23	\$ 1,070.29	
Notay	Jagmohan Singh	Parking Enforcement Officer	\$ 165,949.72	\$ 894.27	
Ferreira	Paulo Jorge	Police Constable	\$ 165,853.18	\$ 1,010.75	
Beers	Clay Albert	Manager of Telecommunications Services	\$ 165,803.24	\$ 1,219.27	
Curtin	Helen Margaret	Manager of Information Technology Governance	\$ 165,803.24	\$ 1,219.27	
Evelyn	Dion	Manager of Communications Services	\$ 165,803.24	\$ 1,440.01	
Radix	Brenda Rebecca	Manager of Property and Evidence	\$ 165,803.24	\$ 1,440.01	
Styra	Dana Terese	Manager of Quality Assurance	\$ 165,803.24	\$ 3,190.07	
Walker	Jerome	Manager of Infrastructure and Operational Support Service	\$ 165,803.24	\$ 1,219.27	
White	Deidra Denise	Manager of Information Technology Customer Service	\$ 165,803.24	\$ 3,190.07	
Harris	Stephen Arthur	Staff Inspector	\$ 165,756.59	\$ 17,952.83	
Therault	Angela	Detective	\$ 165,671.06	\$ 1,070.29	
Hegedus	Richard	Inspector	\$ 165,653.46	\$ 1,352.39	
Erwick	Dale	Inspector	\$ 165,383.35	\$ 1,114.77	
Walsh	Derek Andrew	Police Constable	\$ 165,170.88	\$ 1,000.74	
Daley	Timothy William	Sergeant	\$ 165,007.35	\$ 1,070.29	
Kell	Jeffrey Stewart	Police Constable	\$ 164,865.31	\$ 1,004.52	
Redden	Jeffrey	Sergeant	\$ 164,479.85	\$ 1,070.29	
Hussein	Riyaz	Inspector	\$ 164,344.47	\$ 1,380.47	
Foster	Wayne Edward	Police Constable	\$ 164,127.68	\$ 1,018.54	
Harvey	Mark	Detective	\$ 163,879.06	\$ 1,070.29	
Daryaram	Farshad	Police Constable	\$ 163,874.36	\$ 1,000.74	
Chaudhry	Maghfoor Ahmad	Planner	\$ 163,740.58	\$ 1,000.80	
Pakravan	Glaylor Gloria	Manager of Performance Management	\$ 163,657.76	\$ 3,180.41	
Ramos	Lermy	Manager of Accounting Services	\$ 163,598.93	\$ 3,180.41	
Langlois	Mark	Sergeant	\$ 163,437.23	\$ 1,070.29	
Sanders	Neil Gregory	Police Constable	\$ 163,299.91	\$ 1,010.75	
Lenfesty	Sean	Detective Sergeant	\$ 162,841.42	\$ 1,097.26	
Mullen	Michael Jeffery	Detective	\$ 162,664.24	\$ 1,060.02	
Brown	Shawn Hugh	Police Constable	\$ 162,323.96	\$ 955.89	
Urbaniak	Thomas	Sergeant	\$ 162,233.21	\$ 1,070.29	
Furness	Howard Wayne	Manager of Payroll and Benefits	\$ 162,187.06	\$ 773.45	
Cole	Gregory	Inspector	\$ 162,027.30	\$ 1,380.47	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Papadopoulos	Kyriakos	Police Constable	\$ 161,910.74	\$ 1,000.74	
Ward	Paul	Detective	\$ 161,821.11	\$ 1,070.29	
Hargan	Robert	Sergeant	\$ 161,801.03	\$ 823.09	
Bhathal	Harjeet Singh	Plainclothes Police Constable	\$ 161,693.64	\$ 1,023.88	
Chow	Harold	Sergeant	\$ 161,600.82	\$ 1,070.29	
Gibson	Graham	Detective Sergeant	\$ 161,560.58	\$ 1,110.98	
Bellion	Laurent Hugues	Police Constable	\$ 161,539.98	\$ 1,000.74	
Franco	Christopher Robert	Police Constable	\$ 161,062.93	\$ 872.02	
Gilbert	Donna Ellen	Information Security Officer	\$ 160,945.03	\$ 984.10	
Meech	Raymond John	Sergeant	\$ 160,931.96	\$ 1,070.29	
Cioffi	Marc Angelo	Detective	\$ 160,927.70	\$ 1,060.02	
Niras	Nikolaos	Police Constable	\$ 160,914.38	\$ 1,020.89	
Peters	Cornelius	Police Constable	\$ 160,752.94	\$ 1,015.14	
Zlobicki	Aleksandra	Plainclothes Police Constable	\$ 160,711.72	\$ 1,020.52	
Van Seters	Paul	Police Constable	\$ 160,642.55	\$ 1,020.89	
Rosenberg	Howard	Police Constable	\$ 160,491.49	\$ 1,020.89	
Porter	Bryan Andrew	Police Constable	\$ 160,435.51	\$ 954.60	
Yu	Clifford	Police Constable	\$ 160,397.83	\$ 1,020.89	
Gazey	Daryl	Plainclothes Police Constable	\$ 160,372.93	\$ 1,043.90	
Langer	Brendon Kyle	Police Constable	\$ 160,371.62	\$ 973.57	
Thomas	Sonia	Inspector	\$ 160,065.55	\$ 1,380.47	
Zarabi-Majd	Firouzeh	Police Constable	\$ 160,015.53	\$ 1,000.74	
Mc Connell	Shawn Lawrence	Police Constable	\$ 159,974.20	\$ 1,000.74	
Mazurek	Timothy	Police Constable	\$ 159,799.97	\$ 1,020.89	
Sinopoli	Domenic	Inspector	\$ 159,773.11	\$ 1,380.47	
Searles	Ian Brian	Sergeant	\$ 159,715.42	\$ 1,060.02	
Lee	Daniel	Sergeant	\$ 159,698.23	\$ 1,049.10	
McDonald	James William	Detective	\$ 159,472.23	\$ 1,055.72	
Moxam	Darren Kenneth	Detective	\$ 159,392.61	\$ 1,049.51	
Szewczyk	Grzegorz	Police Constable	\$ 159,362.66	\$ 991.12	
Molinaro	Antonio	Shift/Area Supervisor	\$ 159,268.97	\$ 950.69	
Shahmaleki	Shaho	Police Constable	\$ 159,225.14	\$ 954.60	
Kumar	Amit	Police Constable	\$ 159,084.98	\$ 1,000.74	
Mirza	Shahrukh	Police Constable	\$ 158,918.09	\$ 1,000.74	
Jun	Danny	Police Constable	\$ 158,897.37	\$ 1,000.74	
Walsh	Suzanne Marie	Inspector	\$ 158,830.94	\$ 1,380.47	
Ingram	Jordan Douglas	Police Constable	\$ 158,788.62	\$ 954.60	
Stibbe	Robert Lee	Police Constable	\$ 158,628.21	\$ 1,003.41	
Boyd	Edward	Inspector	\$ 158,362.19	\$ 1,380.47	
Henkel	Heinz	Detective	\$ 158,357.92	\$ 1,070.29	
Daoust	Michael-Lee Denis-Paul	Plainclothes Police Constable	\$ 158,190.42	\$ 1,030.07	
Nasser	Aman	Detective	\$ 158,053.20	\$ 1,049.10	
Costa Correia	Zenon Pio	Sergeant	\$ 157,884.36	\$ 1,060.02	
Duffus	Richard Hugh	Detective	\$ 157,875.41	\$ 1,070.29	
Joseph	Trevor John	Police Constable	\$ 157,696.36	\$ 1,010.75	
Beaven-Desjardins	Joanna Ruth	Inspector	\$ 157,560.88	\$ 1,380.47	
Schertzer	Joyce	Staff Sergeant	\$ 157,527.23	\$ 1,110.98	
Hayward	Mark	Sergeant	\$ 157,425.57	\$ 1,070.29	
Eaton	Douglas Brian	Plainclothes Police Constable	\$ 157,188.45	\$ 1,023.88	
Karimloo	Shervin Peter	Police Constable	\$ 156,860.66	\$ 1,010.75	
Pareja	Carlos Adrian	Police Constable	\$ 156,747.57	\$ 1,000.74	
Barredo	Francisco Javier	Inspector	\$ 156,560.92	\$ 1,380.47	
Barsky	Michael Steven	Inspector	\$ 156,560.92	\$ 1,380.47	
Boddy	Christopher Edward	Inspector	\$ 156,560.92	\$ 1,176.11	
Bott	Bryan	Inspector	\$ 156,560.92	\$ 1,176.11	
Gray	Pauline	Inspector	\$ 156,560.92	\$ 1,380.47	
Greenaway	Colin	Inspector	\$ 156,560.92	\$ 1,176.11	
Irwin	Stephen	Inspector	\$ 156,560.92	\$ 1,380.47	
Little	Arthur	Inspector	\$ 156,560.92	\$ 1,380.47	
MacKrell	James	Inspector	\$ 156,560.92	\$ 1,380.47	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Moreira	Peter Michael	Inspector	\$ 156,560.92	\$ 1,380.47	
Norrie	Andrew	Inspector	\$ 156,560.92	\$ 1,176.11	
Stratford	Ian	Inspector	\$ 156,560.92	\$ 1,176.11	
Taylor	Kenneth	Inspector	\$ 156,560.92	\$ 3,937.46	
Crews	Alexander	Sergeant	\$ 156,407.41	\$ 1,070.29	
Kent	Gary	Police Constable	\$ 156,379.31	\$ 1,020.89	
Jacob	Timothy Alfred	Staff Sergeant	\$ 156,135.44	\$ 1,110.98	
Chhabra	Ajay	Plainclothes Police Constable	\$ 156,102.16	\$ 1,023.88	
Bustos	Harry Santiago	Police Constable	\$ 155,985.20	\$ 1,000.74	
Sone	Glen	Operations Supervisor	\$ 155,913.94	\$ 998.14	
Frimeth	Kevin David	Detective	\$ 155,900.91	\$ 1,070.29	
O'Connor	Brian	Inspector	\$ 155,833.34	\$ 632.99	
Andersen	Carl Henrik	Plainclothes Police Constable	\$ 155,786.85	\$ 1,043.90	
Pravica	Dusan Dan	Sergeant	\$ 155,663.22	\$ 1,060.02	
Pikula	Kamil Stanislaw	Police Constable	\$ 155,316.37	\$ 1,000.74	
Walls	Christopher George	Police Constable	\$ 155,207.92	\$ 1,010.75	
Skrepnek	Eric	Police Constable	\$ 155,180.38	\$ 1,000.74	
Scavone	Gabriele	Police Constable	\$ 155,070.25	\$ 1,020.89	
Brammall	Michael	Detective	\$ 154,889.91	\$ 1,070.29	
Long	John Michael	Police Constable	\$ 154,770.85	\$ 1,020.89	
Balint	Michael Andrew	Detective	\$ 154,731.25	\$ 1,060.02	
Bernardo	Israel Faria	Staff Sergeant	\$ 154,587.22	\$ 1,100.32	
Singh	Ramindarjit Singh	Police Constable	\$ 154,214.61	\$ 1,000.74	
McCausland	Yoshio Michael	Detective	\$ 154,173.84	\$ 1,060.02	
Capone	David Joseph	Police Constable	\$ 154,133.49	\$ 1,020.89	
Lioumanis	Methodios	Detective	\$ 154,018.12	\$ 1,060.02	
Musah	Ishmail	Staff Sergeant	\$ 153,988.66	\$ 1,100.32	
Franke	Mark	Police Constable	\$ 153,863.51	\$ 991.12	
Nielsen	Christian Hinge	Manager of Shop Operations	\$ 153,735.71	\$ 1,204.19	
Dhinsa	Parvinderjit Singh	Police Constable	\$ 153,652.68	\$ 925.74	
Kellman	Karen Louise	Manager of Purchasing Services	\$ 153,650.07	\$ 730.47	
Khow	SieWing	Counsel	\$ 153,650.07	\$ 526.11	
Pera	Enrico	Manager of Facilities Management	\$ 153,650.07	\$ 3,130.53	
Smith	Michael Wayne	Manager of Equipment and Supply	\$ 153,650.07	\$ 1,380.47	
Walker-Knapper	Susan Colette	Manager of Court Services	\$ 153,650.07	\$ 730.47	
Whynot	Carrol Anne	Senior Corporate Planner	\$ 153,650.07	\$ 526.11	
Khan	Ronald Arlington	Staff Sergeant	\$ 153,648.07	\$ 1,110.98	
Searles	Trevor	Sergeant	\$ 153,640.16	\$ 420.29	
Clarke	Jerry Ryan	Plainclothes Police Constable	\$ 153,611.80	\$ 1,013.87	
Grant	CindyLou Christina	Manager of Budget and Financial Analysis	\$ 153,495.88	\$ 3,129.82	
Miron	Bruno Joseph	Detective	\$ 153,374.45	\$ 1,060.02	
Kaszyca	Joseph Ludwik	Plainclothes Police Constable	\$ 153,352.54	\$ 1,033.37	
Hudson	Noel McNair	Plainclothes Police Constable	\$ 153,327.86	\$ 1,023.88	
Chilvers	Christopher Clifford	Detective	\$ 153,202.04	\$ 1,060.02	
McCabe	Anastasia Pauline	Plainclothes Police Constable	\$ 153,142.20	\$ 1,023.88	
Spence	Kenneth George	Police Constable	\$ 153,107.28	\$ 1,000.74	
Kim	Jong Woo	Police Constable	\$ 153,054.34	\$ 1,010.75	
Alberga	Pasquale	Detective	\$ 153,028.43	\$ 1,049.10	
Thompson	Paul Junior	Police Constable	\$ 153,021.08	\$ 1,000.74	
Thai	Thanh	Police Constable	\$ 152,993.29	\$ 370.89	
MacGillivray	Craig Anthony	Police Constable	\$ 152,946.93	\$ 1,000.74	
Audette	David Francis	Police Constable	\$ 152,922.35	\$ 1,020.89	
Stevenson	Shane	Staff Sergeant	\$ 152,680.67	\$ 1,110.98	
Petrie	Richard	Detective	\$ 152,502.74	\$ 1,070.29	
Storey	Justin Wayne	Police Constable	\$ 152,460.67	\$ 1,000.74	
Morris	Leslie	Detective	\$ 152,445.16	\$ 1,070.29	
Dearborn	Robert Frederick	Police Constable	\$ 152,364.85	\$ 1,020.89	
Kraft	Jason	Sergeant	\$ 152,323.38	\$ 1,060.02	
Browne	Terrence	Detective Sergeant	\$ 152,185.39	\$ 1,110.98	
Giroux	Gary	Detective Sergeant	\$ 151,800.26	\$ 460.98	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Locke	Donovan	Staff Sergeant	\$ 151,707.62	\$	1,060.90
Kelly	Brian Wayne	Detective Sergeant	\$ 151,667.94	\$	1,110.98
Maniatis	Gerassimos	Police Constable	\$ 151,585.81	\$	1,000.74
Khoshbooi	Ali Nader	Plainclothes Police Constable	\$ 151,424.33	\$	1,023.88
Dominey	Paul Laurie	Sergeant	\$ 151,279.27	\$	1,060.02
Nevin	David	Police Constable	\$ 151,257.55	\$	1,020.89
Ferreira	Mark	Police Constable	\$ 151,204.98	\$	1,020.89
Brookes	Leverne McCourcey	Police Constable	\$ 151,090.98	\$	1,020.89
Idsinga	Hank	Detective Sergeant	\$ 151,080.20	\$	460.98
Nicolle	Chad Edward	Sergeant	\$ 151,010.97	\$	1,070.29
Shank	Richard	Detective Sergeant	\$ 150,959.06	\$	1,110.98
Hung	James	Staff Sergeant	\$ 150,940.41	\$	1,110.98
Monteiro	Robert	Sergeant	\$ 150,757.27	\$	1,060.02
Quinn	Michael Marc	Sergeant	\$ 150,599.22	\$	1,060.02
Powell	Daniel James	Detective	\$ 150,594.60	\$	1,070.29
Schoch	Richard Augustin	Sergeant	\$ 150,491.68	\$	1,060.02
Monahar	Dion Rajesh	Detective	\$ 150,422.48	\$	1,060.02
James	Brian Steven	Police Constable	\$ 150,290.67	\$	1,010.75
Wu	Xu	Plainclothes Police Constable	\$ 150,171.32	\$	1,023.88
Tavares	Jeffery Da	Detective	\$ 150,090.27	\$	408.73
Clifford	Hugh Anthony	Police Constable	\$ 149,998.65	\$	1,000.74
Leahy	Kevin John	Detective Sergeant	\$ 149,993.98	\$	1,110.98
Cho	Hyung Eun	Police Constable	\$ 149,952.93	\$	1,000.74
Dawood	Amaan	Police Constable	\$ 149,875.86	\$	1,000.74
North	Robert Lloyd	Detective	\$ 149,683.41	\$	1,060.02
Williams	Ian	Manager of Business Intelligence and Analytics	\$ 149,683.14	\$	1,361.36
Gabbidon	Travis Kenneth	Police Constable	\$ 149,655.84	\$	950.73
Karkoulas	Trevor Daniel	Plainclothes Police Constable	\$ 149,646.89	\$	1,023.88
Huynh	Andy Tan	Police Constable	\$ 149,563.54	\$	935.44
Munroe	Neil Gerard	Detective	\$ 149,534.72	\$	1,060.02
Burnside	Sean Kelly	Police Constable	\$ 149,515.36	\$	1,000.74
Redman	Suzanne	Staff Sergeant	\$ 149,465.97	\$	1,110.98
Ray	Kenneth Denis	Plainclothes Police Constable	\$ 149,461.32	\$	1,023.88
Cooke	Lee Scott	Police Constable	\$ 149,419.40	\$	1,000.74
Hampson	Scott Andrew	Detective	\$ 149,383.94	\$	1,049.10
Catenaccio	Mario	Detective	\$ 149,365.32	\$	1,049.10
Hayes	Jeremy Matthew	Detective	\$ 149,281.14	\$	1,058.73
Forrest	Grant Adam	Police Constable	\$ 149,232.15	\$	359.70
Partridge	David William	Police Constable	\$ 149,086.92	\$	1,000.74
Odisho	Ashur	Police Constable	\$ 149,033.04	\$	1,000.74
Giczi	Jim Frank	Staff Sergeant	\$ 148,952.04	\$	1,110.98
Singh	Harjit	Police Constable	\$ 148,916.71	\$	991.12
Bhogal	Rajan-Singh	Plainclothes Police Constable	\$ 148,878.97	\$	1,023.88
Price	Brandon Lee	Detective	\$ 148,847.78	\$	1,049.10
Stolf	Robert Guido	Detective	\$ 148,700.31	\$	1,060.02
Erdis	Ian Ross	Police Constable	\$ 148,669.87	\$	1,000.74
Munroe	Kelly Bruce	Police Constable	\$ 148,604.73	\$	1,020.89
Pollock	Tige Samuel	Detective	\$ 148,506.57	\$	1,055.72
Vo	Thao Ba	Police Constable	\$ 148,464.67	\$	1,013.48
Blair	Jeffrey Kelvin	Police Constable	\$ 148,443.27	\$	1,010.75
Cassidy	Sean Andrew	Sergeant	\$ 148,399.43	\$	1,052.79
Branton	Shane	Staff Sergeant	\$ 148,229.73	\$	1,110.98
Ong	Rhoel Villegas	Sergeant	\$ 148,214.84	\$	1,060.02
Morris	Mark Lavarous	Sergeant	\$ 148,209.65	\$	1,060.02
Marshall	Kirwin	Detective	\$ 148,204.79	\$	1,070.29
Laramy	Stephen William	Sergeant	\$ 148,161.46	\$	1,060.02
Cretu	Andrei	Police Constable	\$ 148,096.60	\$	955.89
Da Silva	Jose	Police Constable	\$ 148,040.77	\$	1,020.89
Iancu	Vladim Adrian	Police Constable	\$ 148,031.68	\$	1,000.74
Zettler	Mark Paul	Police Constable	\$ 147,870.94	\$	1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Ross	Jeffrey Alan	Detective	\$ 147,684.52	\$	1,060.02
Ibrahim	Ashraf	Police Constable	\$ 147,591.84	\$	954.60
Taylor	Jason Peter	Sergeant	\$ 147,525.92	\$	1,049.51
Sukumaran	Rajeev	Detective	\$ 147,447.22	\$	1,070.29
Kerr	Geoffrey	Police Constable	\$ 147,446.24	\$	1,020.89
Morris	Mandy Dawn	Detective	\$ 147,424.09	\$	1,060.02
Johnson	Andrew David	Police Constable	\$ 147,329.34	\$	1,000.74
Neal	Wesley John	Detective	\$ 147,290.31	\$	1,070.29
Wighton	Matthew Stewart	Detective	\$ 147,247.34	\$	1,060.02
Dawson	Shannon Inez	Detective	\$ 147,160.85	\$	1,060.02
Bui	Tam Thach	Staff Sergeant	\$ 147,147.04	\$	1,091.74
Acorn	Christopher Allan	Police Constable	\$ 147,140.17	\$	1,000.74
Ng	Siu-Mia	Plainclothes Police Constable	\$ 147,103.29	\$	383.37
Watson	Christopher	Sergeant	\$ 147,075.60	\$	1,049.10
Papizewski	LeeAnn	Staff Sergeant	\$ 147,072.57	\$	1,110.98
Arzaga	Michael Wayne	Plainclothes Police Constable	\$ 147,057.24	\$	1,006.08
Feagan	Gregory David	Plainclothes Police Constable	\$ 147,056.76	\$	1,023.88
Dickinson	David Thorpe	Detective	\$ 146,978.06	\$	1,049.10
Oliver	Matthew Tyler	Plainclothes Police Constable	\$ 146,943.56	\$	1,033.37
Ridgeley	Nigel Edward	Police Constable	\$ 146,904.75	\$	341.12
Walker	Scott James	Police Constable	\$ 146,875.51	\$	1,000.74
Boyce	Ronald	Staff Sergeant	\$ 146,859.55	\$	1,110.98
Erickson	Kenneth	Police Constable	\$ 146,794.11	\$	1,020.89
Bruzzese	Domenico	Sergeant	\$ 146,731.67	\$	1,070.29
Parsons	Stuart Magruder	Plainclothes Police Constable	\$ 146,702.40	\$	1,043.90
Moore	Steven	Sergeant	\$ 146,648.57	\$	1,070.29
Fadi	Steven Paul	Plainclothes Police Constable	\$ 146,624.86	\$	1,043.90
Toledo-Castro	Marco Fernando	Police Constable	\$ 146,508.77	\$	1,007.86
D'Onofrio	Antonio	Plainclothes Police Constable	\$ 146,500.88	\$	1,023.88
Hewitt	Stephen Mark	Police Constable	\$ 146,443.17	\$	1,028.15
Lobsinger	Zachary Daniel	Police Constable	\$ 146,376.59	\$	954.60
O'Toole	Kimberley Anne	Staff Sergeant	\$ 146,347.19	\$	626.61
Matthews	Stephen Michael	Detective	\$ 146,321.21	\$	399.10
Gomes	Susan Elizabeth	Detective Sergeant	\$ 146,312.83	\$	1,110.98
Parkin	Andrew Wilfred	Police Constable	\$ 146,291.38	\$	1,000.74
Ferko	Christopher Robin	Sergeant	\$ 146,259.01	\$	1,060.02
Surita	Alfred	Police Constable	\$ 146,247.48	\$	1,000.74
Alldrit	Darren Lee	Detective Sergeant	\$ 146,118.97	\$	1,110.98
Wookey	Charles	Detective	\$ 146,118.48	\$	1,070.29
Holder	Brian Lamonte	Police Constable	\$ 146,022.76	\$	1,018.16
Singh	Amritpal	Project Leader	\$ 145,985.77	\$	434.33
Bhatti	Harmandeep	Police Constable	\$ 145,968.39	\$	997.46
Penner	Adam Christopher	Police Constable	\$ 145,902.73	\$	997.46
Faizi	Hassanain	Police Constable	\$ 145,886.84	\$	997.46
Sandhu	Amrinder Singh	Police Constable	\$ 145,848.06	\$	1,000.74
Churkoo	Doodnath Deodath	Sergeant	\$ 145,751.09	\$	1,060.02
Hogan	James	Staff Sergeant	\$ 145,632.80	\$	460.98
Olszewski	Michelle Lynne	Detective	\$ 145,617.64	\$	1,070.29
Humeniuk	Justyn David	Plainclothes Police Constable	\$ 145,459.41	\$	383.37
Yeo	Darren Roy	Detective	\$ 145,396.71	\$	1,058.73
Watts	Steven Mark	Detective Sergeant	\$ 145,365.27	\$	1,110.98
Tumanskiy	Mykola	Police Constable	\$ 145,365.10	\$	1,000.74
Theriault	Donald	Sergeant	\$ 145,304.99	\$	1,070.29
Singh	Nari Rohanish	Police Constable	\$ 145,265.87	\$	1,020.89
Moyer	Matthew Ignatius	Staff Sergeant	\$ 145,261.90	\$	1,110.98
Noll	Carl	Detective Sergeant	\$ 145,186.10	\$	12,730.45
Hunt	Glen Stephen	Training Constable	\$ 145,059.44	\$	1,043.90
Babiar	John James	Detective Sergeant	\$ 144,901.22	\$	1,110.98
Murray-Bates	Kerry-Anne	Senior Operations Supervisor	\$ 144,857.82	\$	1,080.95
Friebe	Danny	Police Constable	\$ 144,845.99	\$	1,020.89

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Johnston	John David	Plainclothes Police Constable	\$ 144,833.95	\$ 1,027.48	
Rebellato	Larry	Detective	\$ 144,704.62	\$ 1,070.29	
Zambri	Carmelo	Sergeant	\$ 144,673.63	\$ 1,070.29	
Misterowicz	Richard John	Sergeant	\$ 144,624.91	\$ 1,060.02	
Watts	Gregory Miles	Staff Sergeant	\$ 144,577.15	\$ 1,100.32	
Atkins	Cherry Maxine	Police Constable	\$ 144,569.29	\$ 1,010.75	
McLane	James Russell	Staff Sergeant	\$ 144,567.23	\$ 1,076.57	
Yule	Robert Christopher	Training Constable	\$ 144,537.73	\$ 1,043.90	
DiCosola	Michele	Sergeant	\$ 144,465.56	\$ 1,070.29	
Sondhi	Sanjay	Sergeant	\$ 144,452.86	\$ 1,049.10	
Cornett	Thomas Biagio	Plainclothes Police Constable	\$ 144,371.97	\$ 1,020.10	
Lee	Steven Mintek	Police Constable	\$ 144,321.58	\$ 1,000.74	
Suongas	Chris	Sergeant	\$ 144,213.18	\$ 1,070.29	
Crowley	Janine	Detective Sergeant	\$ 144,158.24	\$ 1,110.98	
Bishop	David	Detective Sergeant	\$ 144,133.80	\$ 1,110.98	
Scott	Gordon	Detective	\$ 144,094.93	\$ 445.29	
Lamanna	Anthony	Police Constable	\$ 144,065.83	\$ 1,020.89	
Vukovic	Matthew Marko	Police Constable	\$ 144,052.43	\$ 1,000.74	
Hutchings	Daniel William	Detective	\$ 144,044.60	\$ 1,060.02	
Moore	Brett Calvin	Sergeant	\$ 144,023.80	\$ 1,060.02	
Queen	Graham	Staff Sergeant	\$ 143,952.90	\$ 1,110.98	
Bassingthwaite	Steven Jeffrey	Sergeant	\$ 143,929.17	\$ 1,060.02	
Kent	Sharon Audrey	Plainclothes Police Constable	\$ 143,928.96	\$ 1,023.88	
Rosete	Lester Edward	Detective	\$ 143,724.83	\$ 1,060.02	
Jamison	James William	Plainclothes Police Constable	\$ 143,657.84	\$ 1,025.54	
Rymsha	Michael Eugene	Plainclothes Police Constable	\$ 143,640.49	\$ 1,033.37	
Chiasson	Yvette Marie	Police Constable	\$ 143,639.52	\$ 1,000.74	
Crooker	Lisa Catherine	Detective Sergeant	\$ 143,599.32	\$ 1,100.32	
Matthews	Joseph Blake	Detective Sergeant	\$ 143,488.65	\$ 1,110.98	
Misiuda	Melissa Deanne	Plainclothes Police Constable	\$ 143,483.22	\$ 1,023.88	
Mungal	Matthew	Detective	\$ 143,468.83	\$ 1,070.29	
Perez	Ali Antonio	Police Constable	\$ 143,466.79	\$ 991.12	
Young	Craig	Staff Sergeant	\$ 143,460.16	\$ 1,110.98	
Collymore	Brian Matthew	Police Constable	\$ 143,382.24	\$ 1,000.74	
Morris	Adam John	Plainclothes Police Constable	\$ 143,380.48	\$ 1,017.65	
Pulumbarit	Ryan Carijutan	Plainclothes Police Constable	\$ 143,379.76	\$ 1,023.88	
Wehby	Peter Michael	Detective	\$ 143,354.76	\$ 1,052.79	
Onyszkiewicz	Andrew	Detective Sergeant	\$ 143,324.14	\$ 1,110.98	
Al-Nass	Walid	Police Constable	\$ 143,144.61	\$ 1,000.74	
Wheeler	Christopher	Police Constable	\$ 143,140.40	\$ 1,020.89	
Lynch	Kristal Frances	Police Constable	\$ 143,050.77	\$ 1,020.89	
Tracy	Steven	Detective Sergeant	\$ 143,041.12	\$ 1,110.98	
McCulloch	Michael	Detective	\$ 143,038.46	\$ 1,070.29	
Kuz	Mykola	Police Constable	\$ 143,015.86	\$ 966.77	
Charles	Anthony	Staff Sergeant	\$ 143,015.28	\$ 1,110.98	
Mattos	Mounty Joseph	Police Constable	\$ 142,961.04	\$ 1,000.74	
Murphy	Daniel Timothy	Police Constable	\$ 142,908.64	\$ 991.12	
McConnell	Darren	Police Constable	\$ 142,876.85	\$ 1,020.89	
McArthur	Paul Ian	Detective Sergeant	\$ 142,875.54	\$ 1,110.98	
Phair	Mark Gordon	Sergeant	\$ 142,874.06	\$ 1,070.29	
Emptage	Matthew James	Police Constable	\$ 142,792.33	\$ 1,020.32	
Chiovitti	Vera Anna	Assistant Manager of Employment	\$ 142,761.39	\$ 462.80	
Lall	Lallman	Parking Enforcement Officer	\$ 142,711.63	\$ 894.27	
Gerry	Donald	Staff Sergeant	\$ 142,711.26	\$ 1,110.98	
Westervelt	Vicki Ann	Detective	\$ 142,697.55	\$ 1,060.02	
Bajwa	Rajwant Singh	Detective	\$ 142,694.22	\$ 1,070.29	
Hancock	Kimberly	Sergeant	\$ 142,588.39	\$ 1,070.29	
Ahluwalia	Mandeep Singh	Police Constable	\$ 142,566.31	\$ 1,000.74	
Redfern	David Ian	Police Constable	\$ 142,491.04	\$ 1,000.74	
Perreault	Sean Michael	Staff Sergeant	\$ 142,488.48	\$ 1,110.98	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Sayedzadeh	Mehrdad	Police Constable	\$ 142,419.37	\$ 991.12	
Pogue	Lauren	Detective Sergeant	\$ 142,374.01	\$ 1,110.98	
Grande	Pietro	Police Constable	\$ 142,346.99	\$ 1,028.15	
Allen	Michael David	Detective	\$ 142,331.98	\$ 1,060.02	
Fong	Wai Shun	Police Constable	\$ 142,259.84	\$ 1,010.75	
Antonelli	Gianpiero	Police Constable	\$ 142,219.58	\$ 920.89	
Azzopardi	Denis Andre	Police Constable	\$ 142,197.16	\$ 1,000.74	
MacDonald	Aaron Royce	Sergeant	\$ 142,151.87	\$ 1,070.29	
Stinson	Andrew Gordon	Detective Sergeant	\$ 142,070.31	\$ 1,108.25	
Hanlon	Erin Valentine	Detective	\$ 142,032.99	\$ 1,049.10	
Sadler	Stephen	Sergeant	\$ 142,027.19	\$ 1,070.29	
Ecklund	David Grenville	Staff Sergeant	\$ 142,026.36	\$ 1,100.32	
Tretter	Madelaine	Detective Sergeant	\$ 142,023.13	\$ 785.98	
Isaac	Aaron	Police Constable	\$ 141,991.95	\$ 350.74	
Sandford	Robert	Sergeant	\$ 141,988.29	\$ 1,070.29	
Moreau	Paul Robert	Detective	\$ 141,960.05	\$ 1,060.02	
Azarraga	Jose Matias	Detective	\$ 141,898.86	\$ 1,070.29	
Kay	Brian	Staff Sergeant	\$ 141,890.60	\$ 1,110.98	
Cohen	Alan Lawrence	Detective	\$ 141,877.77	\$ 1,055.72	
Chung	Ryan Anthony	Detective	\$ 141,787.39	\$ 1,049.10	
Purches	Scott Robert	Detective	\$ 141,774.74	\$ 1,060.02	
Ashley	Mark Nicholas	Detective	\$ 141,737.77	\$ 1,070.29	
Wiltshire	David	Police Constable	\$ 141,663.32	\$ 341.12	
DiDanieli	Roberto	Detective Sergeant	\$ 141,649.74	\$ 1,110.98	
Leone	Michiele Mario	Detective Sergeant	\$ 141,631.89	\$ 1,110.98	
Kim	Daniel	Police Constable	\$ 141,607.26	\$ 994.09	
Teixeira	Andrew Pereira	Detective	\$ 141,602.80	\$ 1,060.02	
Maadanian	Nazaret	Detective	\$ 141,569.18	\$ 1,060.02	
Richardson	Andrew	Staff Sergeant	\$ 141,567.95	\$ 1,110.98	
Wilson	Warren	Staff Sergeant	\$ 141,531.83	\$ 1,110.98	
Brett	Bryan Donald	Police Constable	\$ 141,476.00	\$ 1,000.74	
Whealy	Gordon	Detective Sergeant	\$ 141,454.87	\$ 768.58	
Fielding	Shawn Michael	Police Constable	\$ 141,432.80	\$ 1,000.74	
Monaghan	Patrick James	Detective Sergeant	\$ 141,429.35	\$ 854.36	
French	Christopher James	Detective	\$ 141,408.79	\$ 1,060.02	
Dizon	Jose Benedicto	Detective	\$ 141,407.39	\$ 1,060.02	
Albrecht	Irvin John	Plainclothes Police Constable	\$ 141,402.25	\$ 1,033.37	
MacDonald	Hector Murdo	Police Constable	\$ 141,336.46	\$ 1,000.74	
Alexa	Brendan James	Police Constable	\$ 141,286.30	\$ 1,008.75	
Flanders	Todd Matthew	Staff Sergeant	\$ 141,264.81	\$ 1,100.32	
Harnett	Robert	Detective	\$ 141,253.09	\$ 1,070.29	
Tracey	Christopher James-Albert	Detective	\$ 141,208.34	\$ 1,058.73	
Vuong	Kent	Police Constable	\$ 141,197.32	\$ 1,010.75	
Cannella	Angelo Giuseppe	Police Constable	\$ 141,194.88	\$ 1,000.74	
Fidler	Andrew Clarence	Plainclothes Police Constable	\$ 141,098.13	\$ 1,021.21	
Rudnick	Joanne Linda	Detective Sergeant	\$ 141,076.44	\$ 1,110.98	
Sakhanina	Nataliia	Police Constable	\$ 141,074.50	\$ 1,000.74	
Doyle	Christopher Patrick	Plainclothes Police Constable	\$ 141,025.96	\$ 1,023.88	
Posluszny	Andrew Zbigniew	Police Constable	\$ 140,972.72	\$ 1,000.74	
Zebrowski	Tomasz	Police Constable	\$ 140,941.37	\$ 1,000.74	
Johnston	Brian Hugh	Detective	\$ 140,788.93	\$ 1,070.29	
Shankaran	Jason Rajesh	Detective	\$ 140,748.06	\$ 1,060.02	
Kahlon	Amarjit Singh	Police Constable	\$ 140,723.60	\$ 1,000.74	
Griffiths	David H.	Detective	\$ 140,708.80	\$ 1,070.29	
Khan	Omar Ashraf	Detective	\$ 140,705.77	\$ 1,060.02	
Fowlds	Scott MacKenzie	Sergeant	\$ 140,699.22	\$ 1,070.29	
Bhimji	Karim Tajdin	Police Constable	\$ 140,673.87	\$ 1,000.74	
Dosanjh	Mandeep	Police Constable	\$ 140,570.22	\$ 991.12	
Duncan	Robert Alexander	Safety Planner and Program Co-ordinator	\$ 140,550.06	\$ 556.27	
Williams	Gherardt	Detective	\$ 140,497.54	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Mijares	Rene Libre	Police Constable	\$ 140,457.41	\$ 1,000.74	
Sardella	Glenn Donato	Detective	\$ 140,455.58	\$ 1,060.02	
Tsianos	Dimitrios	Detective	\$ 140,438.11	\$ 1,049.10	
Oliver	Paul	Detective Sergeant	\$ 140,437.48	\$ 1,110.98	
Latter	Jordan Christopher	Detective Sergeant	\$ 140,417.73	\$ 1,110.72	
Radford	Barry	Detective	\$ 140,398.89	\$ 1,070.29	
Lentsch	Paul Tony	Sergeant	\$ 140,367.74	\$ 1,060.02	
McIlwain	Steven George	Detective	\$ 140,360.73	\$ 1,070.29	
MacDonald	Ian Kenneth	Detective	\$ 140,345.55	\$ 1,064.33	
Smith	Rohan Alexander	Police Constable	\$ 140,285.66	\$ 1,000.74	
Joseph	John Robert	Police Constable	\$ 140,269.95	\$ 976.27	
Edgar	Leslie Adam	Plainclothes Police Constable	\$ 140,223.54	\$ 1,032.38	
Hunt	Christopher David	Plainclothes Police Constable	\$ 140,193.39	\$ 1,023.88	
Kirinde	Ranjan Wickramasinghe	Police Constable	\$ 140,179.96	\$ 1,020.89	
Horton	Brian	Police Constable	\$ 140,100.53	\$ 1,020.89	
Getty	Shawn	Detective Sergeant	\$ 140,072.83	\$ 1,110.98	
Patterson	Michael James	Detective Sergeant	\$ 140,026.98	\$ 1,100.32	
McDougall	Shannon	Police Constable	\$ 140,006.84	\$ 1,020.89	
Worth	Darren	Detective	\$ 140,005.90	\$ 1,060.02	
Ouellet	Andrew	Police Constable	\$ 139,956.26	\$ 1,010.75	
Barnes	Murray Winstanley	Sergeant	\$ 139,954.32	\$ 1,060.02	
Bartz	Hannah Fay	Detective	\$ 139,916.83	\$ 1,049.10	
Backus	Leslie Douglas	Detective	\$ 139,895.84	\$ 1,070.29	
Miranda	Eduardo Candido	Sergeant	\$ 139,858.48	\$ 1,052.38	
Meehan	Patrick	Sergeant	\$ 139,853.66	\$ 1,070.29	
Kowalski	Grzegorz	Police Constable	\$ 139,841.52	\$ 955.89	
Prentice	Stefan Patrick	Detective Sergeant	\$ 139,824.62	\$ 1,100.32	
Weidmark	Arthur	Superintendent	\$ 139,808.40	\$ 8,238.52	
Dunkley	Leslie	Detective	\$ 139,776.88	\$ 1,070.29	
Papatheodorou	George	Police Constable	\$ 139,771.02	\$ 1,002.42	
Meredith	Craig Andrew	Plainclothes Police Constable	\$ 139,754.60	\$ 1,023.88	
Daniels	Mark Charles	Detective	\$ 139,614.52	\$ 740.69	
Duran	Adrian Rogelio	Plainclothes Police Constable	\$ 139,612.28	\$ 1,023.88	
Da Costa	Antonio Norberto	Police Constable	\$ 139,572.51	\$ 1,020.89	
Kuleczka	Wojciech Karol	Plainclothes Police Constable	\$ 139,555.53	\$ 1,023.88	
Hilton	Tyrone Christopher	Detective Sergeant	\$ 139,399.09	\$ 1,067.72	
Ebrahimi	Pooya	Plainclothes Police Constable	\$ 139,358.65	\$ 1,023.88	
Schneider	Andrew	Staff Sergeant	\$ 139,330.12	\$ 1,110.98	
Dorey	Joseph Thomas	Project Leader	\$ 139,302.99	\$ 434.33	
Antal	Bojan Ben	Police Constable	\$ 139,296.78	\$ 976.27	
Dubreuil	Jean	Sergeant	\$ 139,292.20	\$ 1,070.29	
Ricci	Charles Michael	Detective	\$ 139,276.14	\$ 1,060.02	
Sumaisar	Tom Nilan	Sergeant	\$ 139,269.40	\$ 1,060.82	
Cecile	Glen	Detective	\$ 139,231.94	\$ 1,070.29	
Brown	Jacqueline	Plainclothes Police Constable	\$ 139,229.95	\$ 1,037.77	
Ross	Matthew Douglas	Systems Specialist	\$ 139,224.17	\$ 948.10	
Konashewych	Robert Paul	Police Constable	\$ 139,214.32	\$ 1,000.74	
Powis	Jennifer Ann	Sergeant	\$ 139,190.31	\$ 1,060.02	
Tannahill	Darla	Staff Sergeant	\$ 139,181.90	\$ 1,110.98	
Forbes	David William	Plainclothes Police Constable	\$ 139,178.52	\$ 1,023.88	
Aiello	Antonio	Police Constable	\$ 139,139.93	\$ 1,010.75	
Norman	William Michael	Police Constable	\$ 139,085.51	\$ 1,010.75	
MacDonnell	Brian	Staff Sergeant	\$ 139,084.79	\$ 1,110.98	
Francis	Jennifer Suzanne	Plainclothes Police Constable	\$ 139,084.28	\$ 1,020.52	
Garland	Marina Eduardovna	Detective	\$ 138,966.30	\$ 1,060.02	
Pipe	Stephen	Staff Sergeant	\$ 138,962.01	\$ 1,110.98	
Coulthard	Jason Miles	Detective	\$ 138,956.32	\$ 410.02	
Valdez	Renato Fernandez	Sergeant	\$ 138,941.23	\$ 1,049.10	
Neath	Kevin Bradley	Plainclothes Police Constable	\$ 138,932.11	\$ 1,023.88	
Northmore	Colleen	Detective	\$ 138,911.34	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
John	Gregory Gerrard	Plainclothes Police Constable	\$ 138,827.17	\$ 1,043.90
Lefebvre	Marc	Police Constable	\$ 138,810.62	\$ 1,020.89
Gill	Birender Singh	Police Constable	\$ 138,806.12	\$ 1,010.75
Burks	Charles Dean	Detective Sergeant	\$ 138,761.82	\$ 1,110.98
Geana	Sorin	Plainclothes Police Constable	\$ 138,731.35	\$ 1,023.88
Ng	William	Police Constable	\$ 138,692.64	\$ 1,000.74
Grace	Timothy	Police Constable	\$ 138,679.48	\$ 1,020.89
McVey	Lewis James	Plainclothes Police Constable	\$ 138,671.78	\$ 357.71
Lim Yook	Gilbert Patrick	Police Constable	\$ 138,662.06	\$ 1,000.74
Emond	Christian Rene	Police Constable	\$ 138,653.61	\$ 1,018.54
Durst	Christopher David	Plainclothes Police Constable	\$ 138,596.90	\$ 1,023.88
Helmer	Jance	Police Constable	\$ 138,592.45	\$ 341.12
Martin	Derrick Frank	Police Constable	\$ 138,592.38	\$ 1,020.89
Armstrong	David Lawrence	Shift/Area Supervisor	\$ 138,536.26	\$ 947.26
Fazeli	Alan Alireza	Detective	\$ 138,523.75	\$ 399.10
Noonan	Timothy John	Plainclothes Police Constable	\$ 138,480.73	\$ 1,043.90
Gillan	Jeffrey John	Police Constable	\$ 138,447.11	\$ 1,000.74
Daley	Kevin	Police Constable	\$ 138,417.69	\$ 1,020.89
Pattison	Steven	Staff Sergeant	\$ 138,404.69	\$ 1,110.98
Adams	Clayton Edward	Detective	\$ 138,393.56	\$ 1,060.02
Schofield	Glenn	Detective	\$ 138,381.36	\$ 1,070.29
Beausoleil	Marc	Detective	\$ 138,365.17	\$ 1,070.29
Mowat	Peter Hugh	Manager of Labour Relations	\$ 138,321.68	\$ 381.11
Gul	Akin	Police Constable	\$ 138,316.87	\$ 1,000.74
Graham	Lee Michael	Sergeant	\$ 138,298.82	\$ 1,070.29
Kinghorn	Shawn Ian	Plainclothes Police Constable	\$ 138,285.34	\$ 1,023.88
Browne	Jimmy	Sergeant	\$ 138,278.84	\$ 1,070.29
Delottinville	Steven John	Plainclothes Police Constable	\$ 138,227.28	\$ 1,033.37
Allington	Jeffrey Scott	Detective	\$ 138,220.96	\$ 1,060.02
Chant	James Elliot	Plainclothes Police Constable	\$ 138,202.22	\$ 1,033.37
Damaso	Rodney	Detective	\$ 138,189.75	\$ 1,060.02
Pinto	Silvino Ricardo	Police Constable	\$ 138,182.06	\$ 959.97
Farrell	George	Staff Sergeant	\$ 138,159.26	\$ 1,110.98
Silliker	Garry	Staff Sergeant	\$ 138,153.15	\$ 982.67
Veit	Oswald	Sergeant	\$ 138,136.44	\$ 1,070.29
VanderBurgh	Andrew Norman	Plainclothes Police Constable	\$ 138,122.36	\$ 1,018.54
Dokurno	Richard Michael	Staff Sergeant	\$ 138,106.99	\$ 1,110.98
Martin	Anthony	Plainclothes Police Constable	\$ 138,082.81	\$ 1,043.90
Seguin	Dominic Stephane	Police Constable	\$ 138,064.84	\$ 1,000.74
Edwicker	Alexis Grace	Detective	\$ 138,038.71	\$ 1,049.51
Rector	Jason Anthony	Detective	\$ 138,022.75	\$ 1,049.10
Therrien	Allan	Police Constable	\$ 138,007.14	\$ 1,020.89
Partridge	Frank	Staff Sergeant	\$ 137,995.82	\$ 1,110.98
Stewart	Colin Alexander	Detective	\$ 137,961.12	\$ 1,060.02
Soukatchev	Konstantin	Training Constable	\$ 137,918.23	\$ 1,027.48
Pabla	Sukhvinderpal Singh	Detective	\$ 137,855.12	\$ 1,060.02
Woods	Gary	Sergeant	\$ 137,812.99	\$ 1,049.10
Whitla	Ronald	Detective	\$ 137,802.21	\$ 1,070.29
Clarke	Matthew Francis	Plainclothes Police Constable	\$ 137,779.18	\$ 1,027.48
Cote	Kevin James	Detective	\$ 137,761.59	\$ 1,049.10
Cashmore	Richard Charles	Training Constable	\$ 137,761.41	\$ 1,043.90
Osagie	Bassey	Sergeant	\$ 137,744.31	\$ 1,060.02
Regan	Douglas Fredrick	Detective Sergeant	\$ 137,724.97	\$ 1,110.98
Whittemore	Scott	Detective	\$ 137,661.04	\$ 1,070.29
Jocko	Todd Joeseeph	Staff Sergeant	\$ 137,577.17	\$ 1,100.32
Carvalho	Avelino Mota	Sergeant	\$ 137,552.56	\$ 1,070.29
Wynia	Randall	Detective	\$ 137,528.19	\$ 1,070.29
Choe	Robert	Detective	\$ 137,484.95	\$ 1,060.02
Schulze	Scott Curtis	Police Constable	\$ 137,469.19	\$ 1,000.74
Mahmodian	Mehrdad	Police Constable	\$ 137,443.79	\$ 1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
McGinn	Michael Joseph	Detective	\$ 137,439.97	\$ 1,049.10
Ho	Kenny Kong-Leung	Staff Sergeant	\$ 137,429.93	\$ 1,100.32
Bentley	Christopher John	Plainclothes Police Constable	\$ 137,426.28	\$ 1,023.88
Cosentino	Salvatore	Staff Sergeant	\$ 137,390.18	\$ 460.98
Di Passa	Domenico	Detective Sergeant	\$ 137,369.22	\$ 1,110.98
Shaw	Andrew Douglas	Detective	\$ 137,363.72	\$ 1,070.29
Strangways	Paul Robert	Sergeant	\$ 137,358.62	\$ 1,070.29
Van Schubert	Kevin John	Sergeant	\$ 137,358.17	\$ 1,070.29
Sousa	Paul Alexandre	Plainclothes Police Constable	\$ 137,331.94	\$ 1,023.88
Cheung	Christopher Kwok	Plainclothes Police Constable	\$ 137,328.64	\$ 1,013.87
Wauchope	Liam	Detective	\$ 137,270.17	\$ 1,049.51
Di Nino	Richard Donald	Police Constable	\$ 137,260.04	\$ 1,018.54
Troup	Peter	Staff Sergeant	\$ 137,248.80	\$ 1,110.98
Coscarella	Anthony	Detective Sergeant	\$ 137,242.98	\$ 1,110.98
Lobanets	Sergiy Yevgenov	Police Constable	\$ 137,230.25	\$ 1,000.74
Harris	David C.	Detective	\$ 137,093.31	\$ 1,070.29
Stepanenko	Elena	Police Constable	\$ 137,092.91	\$ 1,022.10
Proctor	Norman Edward	Staff Sergeant	\$ 137,089.90	\$ 1,110.98
Gillis	David William	Staff Sergeant	\$ 137,083.21	\$ 1,110.98
Jarosz	Russell	Detective Sergeant	\$ 137,081.92	\$ 1,110.98
King	Stuart MacPherson	Staff Sergeant	\$ 137,065.20	\$ 1,110.98
Weller	Richard Anthony	Detective	\$ 137,061.35	\$ 1,070.29
Bates	Kimberley Michele	Detective	\$ 137,051.76	\$ 1,070.29
Lai	Victor Tze-Kau	Police Constable	\$ 137,045.71	\$ 1,009.70
Beaudoin	Shane Reginald	Police Constable	\$ 137,004.33	\$ 1,000.74
Hamilton-Greener	Michael	Staff Sergeant	\$ 137,003.80	\$ 1,110.98
Williams	Anthony	Detective	\$ 137,002.40	\$ 1,070.29
Carl	George William	Training Constable	\$ 136,965.42	\$ 1,043.90
Katoch	Amar Singh	Plainclothes Police Constable	\$ 136,949.76	\$ 1,043.90
Amos	Sean David	Police Constable	\$ 136,894.55	\$ 1,020.89
Slugg	Kenneth George	Police Constable	\$ 136,873.63	\$ 1,020.89
Pierre	Christopher Sean	Police Constable	\$ 136,861.03	\$ 991.12
Rennie	Brian Anthony	Training Constable	\$ 136,798.03	\$ 1,033.37
Nimmo	Richard James	Detective	\$ 136,775.66	\$ 1,060.02
Hamze	Hamid	Police Constable	\$ 136,737.61	\$ 954.60
Singh	Angadvir	Detective	\$ 136,714.28	\$ 1,049.51
Hyde	Eaton Paul	Locational Administrator	\$ 136,685.06	\$ 748.14
Pulkki	Irene	Detective	\$ 136,676.00	\$ 1,070.29
Lemaitre	Robert James	Detective	\$ 136,672.72	\$ 1,060.02
Randhawa	Mandeep Singh	Police Constable	\$ 136,671.44	\$ 841.12
Robinson	Daniel	Sergeant	\$ 136,615.39	\$ 1,070.29
Stojic	Nenad	Plainclothes Police Constable	\$ 136,598.43	\$ 1,023.88
Manserra	David James	Plainclothes Police Constable	\$ 136,595.74	\$ 1,023.88
Kondo	Jason	Detective	\$ 136,568.40	\$ 1,070.29
Martin	Daniel Alexander	Staff Sergeant	\$ 136,530.16	\$ 1,100.32
Dey	Robin Hugh	Sergeant	\$ 136,529.65	\$ 1,070.29
Szkotak	Mariusz	Police Constable	\$ 136,487.94	\$ 1,000.74
Chung	Yong Sul	Police Constable	\$ 136,481.13	\$ 1,000.74
Manoharan	Ravi	Sergeant	\$ 136,471.60	\$ 1,049.10
Hewson	Brooke Leslie	Detective	\$ 136,420.45	\$ 1,060.02
Ralph	Timothy	Staff Sergeant	\$ 136,412.19	\$ 1,110.98
Hart	Douglas	Detective Sergeant	\$ 136,404.38	\$ 1,110.98
Parker	Fitzroy	Police Constable	\$ 136,399.07	\$ 1,000.74
Payne	Gregory James	Detective Sergeant	\$ 136,383.21	\$ 460.98
Shangi	Joseph Ralph	Sergeant	\$ 136,368.25	\$ 1,049.10
Svitlychnyi	Volodymyr Volod	Police Constable	\$ 136,358.95	\$ 997.46
Jamshidi	Joshua Payam	Staff Sergeant	\$ 136,343.56	\$ 1,100.32
Smyth	Craig Charles	Supervisor of Video Services	\$ 136,309.38	\$ 459.16
Khan	Mohammad Asad Ullah	Police Constable	\$ 136,296.64	\$ 1,000.74
Miller	Christopher John	Plainclothes Police Constable	\$ 136,285.47	\$ 1,020.52

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Gurr	Jack Jacob	Staff Sergeant	\$ 136,275.22	\$ 850.32
Greaves	Brandon Lloyd	Plainclothes Police Constable	\$ 136,267.73	\$ 1,023.88
La Fosse	Jeffery Guy	Detective	\$ 136,253.88	\$ 1,060.02
Tamas	Edit	Plainclothes Police Constable	\$ 136,247.11	\$ 1,023.88
McLean	Nancy Mary	Staff Sergeant	\$ 136,185.80	\$ 1,076.57
Daniels	Jeffery Clarence	Plainclothes Police Constable	\$ 136,183.07	\$ 1,023.88
Barragan	Luis Fernando	Police Constable	\$ 136,179.73	\$ 994.09
Murray	Sandy	Senior Advisor Policy	\$ 136,166.70	\$ 644.28
Nanton	Andrew Antonio	Plainclothes Police Constable	\$ 136,155.74	\$ 1,023.88
Hayles	Michael Bancroft	Detective	\$ 136,148.52	\$ 1,060.02
Mac Donald	Wayne Scott	Police Constable	\$ 136,130.42	\$ 991.12
D'Silva	Allister	Detective	\$ 136,129.05	\$ 1,049.10
Sukman	Ido	Plainclothes Police Constable	\$ 136,101.48	\$ 1,023.88
MacDonald	Anne	Detective Sergeant	\$ 136,082.64	\$ 1,110.98
Wilson	Jeffrey Paul	Police Constable	\$ 136,078.99	\$ 1,010.75
Epperson	Natalia	Police Constable	\$ 136,048.93	\$ 994.09
Kennedy	Ian Daniel	Detective	\$ 136,047.32	\$ 409.16
Kha	Quocdung	Police Constable	\$ 136,015.82	\$ 1,000.74
Richards	Sarah Ann	Police Constable	\$ 135,991.84	\$ 994.09
Klutz	Christopher Joseph	Police Constable	\$ 135,954.91	\$ 1,000.74
Sedore	Kevin Arthur	Detective	\$ 135,896.84	\$ 1,060.02
Bopara	Gurmokh	Sergeant	\$ 135,881.04	\$ 1,060.02
Steinwall	Andrew Trevor	Detective	\$ 135,870.77	\$ 1,060.02
Euteneier	Simon Quincey	Police Constable	\$ 135,848.18	\$ 1,000.74
Kotzer	Ryan Michael	Police Constable	\$ 135,843.39	\$ 1,011.68
Cernowski	Andrew John	Financial Planner	\$ 135,832.85	\$ 1,292.59
Gheysar	Makda	Financial Planner	\$ 135,832.85	\$ 1,292.59
Liu	Jun	Senior Telecom Engineer	\$ 135,832.85	\$ 1,112.80
Macaraeg	Juanita	Senior Advisor	\$ 135,832.85	\$ 1,292.59
Ngan	Edward Shing-Keung	Senior Advisor	\$ 135,832.85	\$ 1,292.59
Putnam	Kimberley Joan	Senior Advisor	\$ 135,832.85	\$ 642.59
Thoms	Heather Bernadette	Assistant Manager of Computer Operations	\$ 135,832.85	\$ 1,292.59
Vigna	Rita Elsa	Assistant Manager of Records Operations	\$ 135,832.85	\$ 1,292.59
Yang	Yanjiao	Enterprise Data Architect	\$ 135,832.85	\$ 642.59
Yeung	Patrick Min-Seng	Sergeant	\$ 135,824.04	\$ 1,049.10
Okutin	Alexandr	Police Constable	\$ 135,791.15	\$ 973.57
McIntosh	Daniel	Detective	\$ 135,782.52	\$ 1,070.29
Ruhl	Christopher Keith	Detective	\$ 135,762.59	\$ 1,049.10
Sova	Deborah	Staff Sergeant	\$ 135,738.39	\$ 1,110.98
Liscoumb	Robert Edward	Plainclothes Police Constable	\$ 135,721.36	\$ 1,020.52
Redillas	Ulysses Gonzales	Police Constable	\$ 135,714.38	\$ 1,000.74
Lawr	Gregory Edward	Detective	\$ 135,704.78	\$ 680.18
Childs	Cynthia	Detective Sergeant	\$ 135,696.91	\$ 1,110.98
Boucher	Robert Daniel	Detective	\$ 135,662.09	\$ 1,070.29
Brown	James William	Police Constable	\$ 135,652.29	\$ 1,020.89
Nair	Sajeev	Detective	\$ 135,650.52	\$ 1,049.10
Saul	John Wesley	Police Constable	\$ 135,617.03	\$ 341.12
Hyatt	Adrian Agustas	Police Constable	\$ 135,615.20	\$ 966.77
Sukhdeo	Christopher Harry	Police Constable	\$ 135,609.88	\$ 997.46
Hong	Andrew	Police Constable	\$ 135,575.87	\$ 1,009.70
Sabadics	Daniel	Detective Sergeant	\$ 135,559.42	\$ 1,110.98
Barbero	Trisha	Plainclothes Police Constable	\$ 135,490.37	\$ 1,023.88
Dhoum	Munish	Detective	\$ 135,483.66	\$ 1,049.10
Lim	Jason	Plainclothes Police Constable	\$ 135,476.51	\$ 1,023.88
Villers	Scott Charles	Sergeant	\$ 135,466.38	\$ 1,052.79
Grialdi	Thierry	Detective	\$ 135,453.17	\$ 1,070.29
Everest	John Alfred	Staff Sergeant	\$ 135,443.72	\$ 1,110.98
Benallick	Mark Daniel	Detective Sergeant	\$ 135,421.82	\$ 1,110.98
Jackson	Laurie	Detective Sergeant	\$ 135,395.29	\$ 1,110.98
Heaney	Gerald	Detective Sergeant	\$ 135,393.91	\$ 1,110.98

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Lipkus	Andrew Bradley	Detective	\$ 135,388.98	\$	1,060.02
Awad	Ashraf Samir	Detective	\$ 135,381.99	\$	1,058.73
Walker	James D.	Staff Sergeant	\$ 135,373.52	\$	1,110.98
Shymchonak	Andrei	Police Constable	\$ 135,349.97	\$	1,000.74
Little	Terence Anthony	Detective	\$ 135,346.79	\$	1,060.02
Correia	Jeffery	Detective	\$ 135,341.73	\$	1,049.10
Trubecki	Robert	Detective	\$ 135,330.59	\$	1,070.29
Barreira	Nelson	Sergeant	\$ 135,320.18	\$	1,049.10
Stern	Charles Andrew	Sergeant	\$ 135,307.73	\$	1,070.29
Wong	Wan-Hoi	Plainclothes Police Constable	\$ 135,250.88	\$	1,043.90
Whalen	Robert	Detective	\$ 135,236.00	\$	1,070.29
Staunton	Ira Patrick	Police Constable	\$ 135,210.71	\$	1,000.74
Gagliardi	Vito	Sergeant	\$ 135,201.75	\$	1,060.02
Horner	Gavin	Detective Sergeant	\$ 135,197.40	\$	6,966.65
Babineau	Jared Michael	Sergeant	\$ 135,195.36	\$	1,060.02
McKay	Edward	Staff Sergeant	\$ 135,188.38	\$	1,110.98
Worden	Paul Hamilton	Detective	\$ 135,149.49	\$	1,070.29
Ogg	Sheila Elizabeth	Detective Sergeant	\$ 135,134.45	\$	1,110.98
Laptiste	Marlon Simon	Plainclothes Police Constable	\$ 135,131.56	\$	1,023.88
Wynne	Travers	Sergeant	\$ 135,076.10	\$	1,070.29
Maicantis	Nikolaos	Police Constable	\$ 135,071.62	\$	1,000.74
Levy	Garth	Police Constable	\$ 135,067.84	\$	1,000.74
Elaschuk	Melissa Lee	Plainclothes Police Constable	\$ 135,058.48	\$	1,033.37
Tracey	Mark Robert	Sergeant	\$ 135,027.34	\$	1,070.29
Burke	Gary Edwin	Sergeant	\$ 135,026.05	\$	1,060.02
Benoit	Lisabet Jane	Detective Sergeant	\$ 135,025.68	\$	1,110.98
Li	Phillip	Police Constable	\$ 135,014.51	\$	1,000.74
Osmanaj	Ardit	Police Constable	\$ 135,002.03	\$	1,000.74
Pathak	Rajinder Kumar	Police Constable	\$ 134,987.43	\$	1,000.74
Abbasi	Sophia Seher	Plainclothes Police Constable	\$ 134,982.89	\$	1,023.88
Canning	Paul Bret	Plainclothes Police Constable	\$ 134,953.06	\$	1,023.88
Kalonka	Leonard	Police Constable	\$ 134,919.76	\$	991.12
Asner	Robert Edward	Plainclothes Police Constable	\$ 134,913.20	\$	1,023.88
French	John	Staff Sergeant	\$ 134,890.52	\$	1,110.98
Poirier	Sean Michael	Police Constable	\$ 134,879.59	\$	954.60
Garbas	Edward Arthur	Police Constable	\$ 134,878.95	\$	1,020.89
Taylor	Scott David	Plainclothes Police Constable	\$ 134,841.08	\$	1,033.37
Harnett	Elizabeth Ann	Police Constable	\$ 134,819.32	\$	1,000.74
Banks	Wayne Michael	Detective Sergeant	\$ 134,817.02	\$	1,110.98
Parmar	Mandeep Singh	Plainclothes Police Constable	\$ 134,795.25	\$	1,023.88
Zebeski	David Michael	Staff Sergeant	\$ 134,794.44	\$	1,100.32
Johnston	Jeffrey	Plainclothes Police Constable	\$ 134,781.43	\$	1,043.90
Fritz	Theodor	Detective	\$ 134,774.58	\$	1,070.29
Drennan	Craig	Detective Sergeant	\$ 134,771.31	\$	1,110.98
Wilson	Christopher David	Plainclothes Police Constable	\$ 134,720.87	\$	1,023.88
Tobin	Robert	Staff Sergeant	\$ 134,716.81	\$	1,110.98
Fraser	Spencer Robert	Plainclothes Police Constable	\$ 134,707.85	\$	1,023.88
Bond	Michele Louise	Plainclothes Police Constable	\$ 134,688.53	\$	1,029.18
Kim	Sang Hyup	Police Constable	\$ 134,679.98	\$	1,000.74
Glendinning	Gregory David	Detective	\$ 134,642.22	\$	1,070.29
Chambers	Courtney	Staff Sergeant	\$ 134,631.00	\$	1,110.98
Bryan	Charlotte Ann	Plainclothes Police Constable	\$ 134,604.86	\$	1,023.88
Hodgins	Mark Gregory	Police Constable	\$ 134,592.43	\$	1,000.74
Campbell	Mark Alexander	Police Constable	\$ 134,553.80	\$	1,000.74
Lamond	Ian David	Staff Sergeant	\$ 134,548.78	\$	1,110.98
Murrell	Kevin Earl	Staff Sergeant	\$ 134,514.33	\$	1,110.98
Smith	Rolf Brandon	Police Constable	\$ 134,513.24	\$	1,010.75
Walker	Paul Steven	Police Constable	\$ 134,449.64	\$	991.45
Gilfooy	Leah Dawn	Detective Sergeant	\$ 134,448.91	\$	1,110.98
Smith	Hunter Wellington	Staff Sergeant	\$ 134,423.37	\$	1,100.32

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Turnbull	Michael	Detective	\$ 134,417.31	\$ 1,070.29
Conlan	Darren Patrick	Police Constable	\$ 134,398.32	\$ 994.09
Censoni	Lorenzino Michael	Plainclothes Police Constable	\$ 134,326.27	\$ 1,023.88
DeSilva	Julius Theodore	Project Leader	\$ 134,283.10	\$ 434.33
Smith	Keith	Staff Sergeant	\$ 134,271.23	\$ 785.98
Watkinson	Douglas Charles	Plainclothes Police Constable	\$ 134,265.92	\$ 1,023.88
Schwartz	Michael	Police Constable	\$ 134,254.37	\$ 1,000.74
McAllister	David William	Police Constable	\$ 134,246.87	\$ 1,010.75
Romain	Phillip Roland	Police Constable	\$ 134,245.57	\$ 1,008.65
Josephs	Adam Kirk	Police Constable	\$ 134,244.27	\$ 1,020.89
Galazka	Tomasz Robert	Plainclothes Police Constable	\$ 134,242.71	\$ 1,033.37
Higgins	Andrew Craig	Detective	\$ 134,189.56	\$ 1,052.79
Chung	Philip	Detective	\$ 134,151.69	\$ 420.29
Newman	Bruce	Staff Sergeant	\$ 134,129.02	\$ 1,110.98
Yong	Brian Paul	Police Constable	\$ 134,070.43	\$ 1,010.75
Rawji	Feisal	Police Constable	\$ 134,006.41	\$ 1,010.75
Andrew	William Jason	Training Constable	\$ 134,001.88	\$ 1,032.38
Sinclair	Ian Thomas	Plainclothes Police Constable	\$ 133,996.54	\$ 1,043.90
Jones	Corey Lee	Detective	\$ 133,974.53	\$ 1,049.10
Ecklund	Andrew Douglas	Staff Sergeant	\$ 133,974.20	\$ 1,100.32
Wojtkiewicz	Victor Brunislaw	Training Constable	\$ 133,951.04	\$ 1,023.88
Henry	Peter	Staff Sergeant	\$ 133,937.81	\$ 1,110.98
Campbell	Bryan Edward	Staff Sergeant	\$ 133,923.33	\$ 1,100.32
Clendinning	Mark William	Detective	\$ 133,907.99	\$ 8,516.59
Reimer	Kenneth Brian	Staff Sergeant	\$ 133,893.20	\$ 1,110.98
Wang	Xian-Peng	Police Constable	\$ 133,866.28	\$ 1,000.74
Ragell	Thomas Michael	Sergeant	\$ 133,838.11	\$ 1,070.29
Forestell	Michael	Sergeant	\$ 133,835.78	\$ 1,070.29
Nunes	Maria	Police Constable	\$ 133,821.64	\$ 1,020.89
Frigon	Robert	Plainclothes Police Constable	\$ 133,801.69	\$ 1,043.90
Clarke	Stacyann Maria	Staff Sergeant	\$ 133,801.27	\$ 1,100.32
Brown	Robert	Staff Sergeant	\$ 133,784.79	\$ 1,110.98
Qureshi	Ajwaid Niaz	Detective Sergeant	\$ 133,768.08	\$ 1,097.26
MacDonald	John	Staff Sergeant	\$ 133,757.63	\$ 1,110.98
Tanham	Jason	Police Constable	\$ 133,753.19	\$ 1,000.74
Arcand	Brian Christopher	Police Constable	\$ 133,724.65	\$ 1,022.10
Nicol	Brett Donald	Detective Sergeant	\$ 133,711.16	\$ 1,102.90
Ilson	Daniel James	Police Constable	\$ 133,692.13	\$ 1,018.54
Harris	Robert Alan	Plainclothes Police Constable	\$ 133,684.01	\$ 1,016.76
McCready	William	Detective Sergeant	\$ 133,665.90	\$ 1,110.98
Tsering	Tenzin Chodon	Detective	\$ 133,661.18	\$ 405.72
Alexander	Charles Bolton	Detective	\$ 133,652.49	\$ 1,070.29
Crampton	David Alan	Detective	\$ 133,637.18	\$ 1,055.72
Lillie	Shawn Gerald	Plainclothes Police Constable	\$ 133,630.96	\$ 1,023.88
Smith	Lawrence Oliver	Staff Sergeant	\$ 133,613.12	\$ 1,110.98
Chen	Wei Pin	Plainclothes Police Constable	\$ 133,608.36	\$ 373.88
Cash	Jennifer Anne	Detective	\$ 133,604.72	\$ 1,049.10
Morehouse	Rita	Staff Sergeant	\$ 133,593.88	\$ 1,078.14
Lee	Eugene Seung	Plainclothes Police Constable	\$ 133,590.85	\$ 1,023.88
Goss	Jason James	Police Constable	\$ 133,566.10	\$ 1,028.15
Tauro	Keith Gerard	Police Constable	\$ 133,517.60	\$ 1,000.74
Hildred	Lesley	Staff Sergeant	\$ 133,517.50	\$ 1,110.98
Dickie	Craig William	Police Constable	\$ 133,503.10	\$ 1,010.75
Carmichael	Stephen Francis	Sergeant	\$ 133,485.74	\$ 1,060.02
Zeleny	John Daryn	Detective	\$ 133,474.04	\$ 1,070.29
Gallagher	Ian James	Police Constable	\$ 133,433.25	\$ 1,000.74
Thomas	Sydney	Staff Sergeant	\$ 133,399.18	\$ 1,110.98
Kealey	Devin	Detective Sergeant	\$ 133,319.06	\$ 460.98
Fenty	Matthew Shawn	Police Constable	\$ 133,306.03	\$ 908.29
Abate	Glen Michael	Police Constable	\$ 133,287.38	\$ 1,020.89

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Haroon	Usman	Police Constable	\$ 133,233.82	\$ 1,000.74	
Khera	Milpreet Singh	Police Constable	\$ 133,231.55	\$ 1,016.88	
Virdi	Ravinder Singh	Police Constable	\$ 133,221.28	\$ 1,000.74	
Uchman	Gerald Robert	Plainclothes Police Constable	\$ 133,182.51	\$ 1,017.02	
McKenzie	Shawn Scott	Plainclothes Police Constable	\$ 133,175.59	\$ 1,033.37	
Hales	Keith John	Police Constable	\$ 133,170.28	\$ 1,010.75	
Hayes	Shawn Earl	Police Constable	\$ 133,122.53	\$ 1,000.74	
Rowe	Antoinette Margaret	Police Constable	\$ 133,113.24	\$ 1,009.70	
Talbot	Darryl Thomas	Staff Sergeant	\$ 133,111.21	\$ 1,110.98	
Winter	Jeffrey Matthew	Plainclothes Police Constable	\$ 133,105.48	\$ 1,023.88	
Farrell	Christine Marie	Detective	\$ 133,086.67	\$ 1,070.29	
Gray	Glenn	Staff Sergeant	\$ 133,082.46	\$ 1,110.98	
McInnis	Jessica Michelle	Sergeant	\$ 133,032.07	\$ 1,060.02	
Guay	Sylvie	Police Constable	\$ 133,013.28	\$ 395.89	
Smit	Brian John	Sergeant	\$ 132,973.45	\$ 1,070.29	
Coghlin	James Garfield	Detective Sergeant	\$ 132,954.74	\$ 860.98	
Crane	Robert Jason	Detective	\$ 132,954.68	\$ 1,060.02	
Flis	Albert	Sergeant	\$ 132,941.78	\$ 770.29	
Swackhamer	Brent	Staff Sergeant	\$ 132,927.08	\$ 1,110.98	
Niziol	William James	Police Constable	\$ 132,911.96	\$ 997.46	
Xiouris	John	Plainclothes Police Constable	\$ 132,911.47	\$ 1,023.88	
McKnight	Cory	Police Constable	\$ 132,900.38	\$ 1,020.89	
Trimble	Peter John	Staff Sergeant	\$ 132,865.88	\$ 1,110.98	
Tramontozzi	Nunziato	Detective Sergeant	\$ 132,857.71	\$ 1,110.98	
Brons	James	Sergeant	\$ 132,855.52	\$ 1,070.29	
Sudmals	Erik Evalds	Police Constable	\$ 132,853.76	\$ 991.12	
Karjalainen	Trevor Vincent	Plainclothes Police Constable	\$ 132,850.26	\$ 1,043.90	
Robinson	Morgan	Detective Sergeant	\$ 132,845.36	\$ 860.98	
Wallace	Peter	Sergeant	\$ 132,836.50	\$ 1,053.20	
Pickrell	Neil	Police Constable	\$ 132,810.89	\$ 902.99	
Husain	Mohammed Saleem	Staff Sergeant	\$ 132,801.95	\$ 1,100.32	
Moore	Michael Martin	Police Constable	\$ 132,771.82	\$ 1,000.74	
Durst	Natalie Elizabeth	Plainclothes Police Constable	\$ 132,752.73	\$ 1,023.88	
Jung	William Kee	Police Constable	\$ 132,747.86	\$ 666.12	
Storey	Todd Melvyn	Sergeant	\$ 132,729.37	\$ 1,060.02	
Taylor	Robert Allister	Plainclothes Police Constable	\$ 132,722.29	\$ 1,023.88	
Hamilton	Kevin Stewart	Detective	\$ 132,714.45	\$ 1,049.10	
Gregory	Robert	Staff Sergeant	\$ 132,713.05	\$ 1,110.98	
Ross	Scott Jeremy	Plainclothes Police Constable	\$ 132,699.39	\$ 1,033.37	
Abdulla	Al Rahim	Senior Technical Analyst	\$ 132,678.65	\$ 401.70	
Simakov	Alexander David	Police Constable	\$ 132,642.40	\$ 1,000.74	
Johnstone	Andrew Paul	Detective Sergeant	\$ 132,642.37	\$ 1,110.98	
Tan	Mark Anthony	Plainclothes Police Constable	\$ 132,636.25	\$ 1,023.88	
Borissov	Boris Iliev	Plainclothes Police Constable	\$ 132,632.01	\$ 1,023.88	
Wilson	Anton Lawrence	Police Constable	\$ 132,596.49	\$ 870.89	
Pitre	Danny Christopher	Plainclothes Police Constable	\$ 132,564.82	\$ 1,020.52	
Maslowski	Brian Werner	Staff Sergeant	\$ 132,549.47	\$ 1,100.32	
Knight	Julie	Plainclothes Police Constable	\$ 132,538.45	\$ 1,043.90	
Rhone	Richard Stacey	Plainclothes Police Constable	\$ 132,528.51	\$ 1,023.88	
Beauparlant	Paul Joseph	Detective	\$ 132,516.97	\$ 1,070.29	
Velautham	Karthigesan	Sergeant	\$ 132,511.18	\$ 1,070.29	
Jitta	Robin Lincoln	Detective	\$ 132,468.32	\$ 1,060.02	
Di Giacomo	Roberto	Sergeant	\$ 132,465.31	\$ 1,060.02	
Adam	Barbara Anne	Staff Sergeant	\$ 132,433.50	\$ 1,110.98	
Wallace	John David	Detective	\$ 132,418.92	\$ 1,049.10	
Scanlan	Kimberly Lyn	Staff Sergeant	\$ 132,407.72	\$ 1,110.98	
Mullin	George	Staff Sergeant	\$ 132,401.25	\$ 1,110.98	
Steffler	Rodney Morris	Detective	\$ 132,390.07	\$ 1,049.10	
Johnston	Charles	Sergeant	\$ 132,385.67	\$ 1,070.29	
Rouette	Joseph Michel	Staff Sergeant	\$ 132,378.23	\$ 1,110.98	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Gotell	James Elwood	Detective Sergeant	\$ 132,378.09	\$ 1,110.98
Philipson	Graeme	Sergeant	\$ 132,375.15	\$ 1,070.29
Thomson	Allan John	Staff Sergeant	\$ 132,366.19	\$ 1,078.14
McLaughlin	Martin William	Training Constable	\$ 132,331.97	\$ 1,023.88
Vandekerckhove	Gregory Paul	Police Constable	\$ 132,330.99	\$ 1,015.18
Hannah	Ingrid Ellen	Police Constable	\$ 132,303.38	\$ 1,000.74
MacDonald	Leo	Detective Sergeant	\$ 132,294.28	\$ 1,078.14
Northrup	Jeffrey John	Police Constable	\$ 132,293.74	\$ 1,020.89
Tweddle	Stephen	Sergeant	\$ 132,281.82	\$ 1,049.10
Izdebski	Peter Antoni	Plainclothes Police Constable	\$ 132,264.77	\$ 1,023.88
Atwood	Christopher Lionel	Police Constable	\$ 132,258.12	\$ 1,000.74
Belanger	Donald Rene	Detective Sergeant	\$ 132,248.71	\$ 1,100.32
Falconer	Gregory	Sergeant	\$ 132,247.81	\$ 1,070.29
Louhikari	Renata	Detective	\$ 132,237.95	\$ 1,070.29
Norton	David John	Sergeant	\$ 132,235.65	\$ 1,060.02
King	Cheryl	Staff Sergeant	\$ 132,222.80	\$ 1,110.98
Simpson	Oliver Stafford	Plainclothes Police Constable	\$ 132,207.64	\$ 1,023.88
Svitak	Peter	Training Constable	\$ 132,197.76	\$ 923.36
De Lima	Philip Antony	Police Constable	\$ 132,193.46	\$ 959.97
Sirbu	Petrica Cristian	Plainclothes Police Constable	\$ 132,160.77	\$ 1,017.65
Crosby	Daniel Patrick	Staff Sergeant	\$ 132,102.86	\$ 1,110.98
Thomas	Claudine Anne-Marie	Detective Sergeant	\$ 132,082.54	\$ 1,110.98
Correa	David Rodriguez	Detective	\$ 132,061.03	\$ 1,060.02
Shaw	David John	Sergeant	\$ 132,058.48	\$ 1,070.29
Paridy	Jamie Richard	Police Constable	\$ 132,050.39	\$ 991.12
Yarmoluk	David George	Detective	\$ 132,048.30	\$ 1,070.29
Sadler	Caitlin Alexa	Communications Operator	\$ 132,033.66	\$ 327.90
Zhang	Jian	Plainclothes Police Constable	\$ 131,995.77	\$ 1,023.88
Levesque	Martin	Detective	\$ 131,978.91	\$ 1,052.79
Hayford	Marc Gordon	Plainclothes Police Constable	\$ 131,943.95	\$ 1,026.68
Teixeira	Mario Jorge	Staff Sergeant	\$ 131,939.48	\$ 1,110.98
Li	Raymond Leung-Tak	Police Constable	\$ 131,937.85	\$ 997.46
Patchett	Cheryl	Police Constable	\$ 131,916.90	\$ 1,020.89
Cain	James Michael	Police Constable	\$ 131,906.50	\$ 1,000.74
Romano	Robert Nicholas	Plainclothes Police Constable	\$ 131,905.95	\$ 1,023.88
Cordeiro	Elizabeth Maria	Detective Sergeant	\$ 131,905.50	\$ 860.98
Davies	Robert Earle	Detective	\$ 131,826.13	\$ 1,049.10
Wulff	Eduardo Ignacio	Staff Sergeant	\$ 131,814.92	\$ 1,110.98
Lazarus	Terrence Anthony	Plainclothes Police Constable	\$ 131,810.48	\$ 1,023.88
Reid	Kyle Thomas	Sergeant	\$ 131,782.10	\$ 1,058.30
Malenfant	Andrew Derek	Police Constable	\$ 131,755.36	\$ 1,000.74
Nichol	Ian Fraser	Detective Sergeant	\$ 131,748.16	\$ 460.98
Bois	Paul Robert	Staff Sergeant	\$ 131,747.94	\$ 1,096.92
Kline	Stephen Robert	Plainclothes Police Constable	\$ 131,742.98	\$ 1,023.88
Oliver	Steven Ronald	Detective	\$ 131,738.22	\$ 1,049.10
Grieve	Trevor Scott	Detective	\$ 131,734.72	\$ 1,049.10
Kitchener	Andrew James	Sergeant	\$ 131,718.04	\$ 1,070.29
Sawyer	Andrew Leslie	Staff Sergeant	\$ 131,714.53	\$ 1,110.98
Spitzig	Gerard	Plainclothes Police Constable	\$ 131,670.18	\$ 1,043.90
Lombardi	Lorenzo	Detective	\$ 131,663.89	\$ 1,070.29
Pala	Rasih San	Plainclothes Police Constable	\$ 131,659.34	\$ 1,023.88
Murray	Alicia Marie	Detective	\$ 131,653.91	\$ 1,049.10
Alderdice	Jeffery Paul	Sergeant	\$ 131,604.30	\$ 1,060.02
Little	David	Detective	\$ 131,587.64	\$ 1,070.29
McDonald	Spencer Matthew	Detective	\$ 131,583.06	\$ 1,060.02
Spratt	Scott Edward	Detective Sergeant	\$ 131,557.16	\$ 1,110.98
Ward	Kevin Walter	Police Constable	\$ 131,529.34	\$ 1,000.74
Moynagh	Robert	Detective	\$ 131,506.64	\$ 1,070.29
Maisonneuve	Daniel	Detective	\$ 131,459.26	\$ 1,070.29
Warner	Ruth	Sergeant	\$ 131,441.73	\$ 1,070.29

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Young	Warren	Staff Sergeant	\$ 131,416.14	\$	1,110.98
Kinnear	Kathryn	Staff Sergeant	\$ 131,408.71	\$	1,110.98
Pinto	Suzanne Marie	Staff Sergeant	\$ 131,404.30	\$	1,110.98
Ouellette	Robert Bruce	Plainclothes Police Constable	\$ 131,402.43	\$	1,033.37
Lawson	Andrew Avery	Detective	\$ 131,401.21	\$	1,060.02
Hough	Debra Margaret	Police Constable	\$ 131,374.19	\$	994.09
Vander Heyden	Justin William	Staff Sergeant	\$ 131,356.95	\$	1,100.32
Egeli	Enis	Plainclothes Police Constable	\$ 131,356.71	\$	996.69
Shaw	Kathleen	Detective Sergeant	\$ 131,346.56	\$	1,110.98
Murray	David	Staff Sergeant	\$ 131,338.71	\$	1,110.98
Brosnan	Sean	Detective Sergeant	\$ 131,316.27	\$	1,110.98
Pavlidis	Theodora	Sergeant	\$ 131,314.39	\$	1,070.29
Ferguson	Scott Cavanagh	Detective	\$ 131,312.37	\$	6,028.59
Wyard	Leslie Ann	Plainclothes Police Constable	\$ 131,306.60	\$	1,023.88
McCann	Gary Douglas	Sergeant	\$ 131,285.81	\$	1,060.02
Haines	Richard Paul	Plainclothes Police Constable	\$ 131,268.96	\$	1,023.88
Meloche	Shawn Ronald	Staff Sergeant	\$ 131,239.93	\$	1,110.98
Langdon	Kyle Alexander	Police Constable	\$ 131,231.17	\$	966.77
Karagan	Panayiotis Nickolas	Sergeant	\$ 131,217.94	\$	1,060.02
Baus	Jacqueline Sandra	Staff Sergeant	\$ 131,209.15	\$	1,067.72
Rendon	Brian	Police Constable	\$ 131,206.55	\$	1,000.74
Mahoney	Shawn	Detective	\$ 131,205.80	\$	1,029.09
Kelly	Terence Peter	Detective Sergeant	\$ 131,189.70	\$	1,100.32
Bond	Marlin	Detective	\$ 131,178.53	\$	1,070.29
Hung	Julia Anne	Plainclothes Police Constable	\$ 131,174.36	\$	1,023.88
Annetts	Amanda Elizabeth	Plainclothes Police Constable	\$ 131,167.55	\$	1,023.88
Klein-Horsman	Brian	Police Constable	\$ 131,162.24	\$	1,000.74
Moxham	Sean Gary	Plainclothes Police Constable	\$ 131,159.74	\$	1,023.88
Kovacic	Joseph Mark	Police Constable	\$ 131,148.51	\$	1,000.74
Martin	Ryan David	Plainclothes Police Constable	\$ 131,146.87	\$	1,023.88
Love	Allen Robert	Staff Sergeant	\$ 131,104.09	\$	1,100.32
Mueller	Stefan	Police Constable	\$ 131,097.13	\$	1,020.89
Chapman	Mark	Detective	\$ 131,096.63	\$	1,070.29
Smith	William James	Police Constable	\$ 131,091.46	\$	1,020.89
Gray	Meaghan Caroline	Information and Issues Management Section Head	\$ 131,058.42	\$	434.33
Hurtado	Jorge Javier	Plainclothes Police Constable	\$ 131,050.39	\$	1,017.02
Payne	Bradley James	Plainclothes Police Constable	\$ 131,037.71	\$	1,023.88
Clarke	Jeffery Howard	Training Constable	\$ 131,029.77	\$	1,024.28
Duarte	Joao Rodrigo	Plainclothes Police Constable	\$ 131,016.32	\$	1,023.88
Giedroyc	Karol Zygmunt	Staff Sergeant	\$ 130,995.02	\$	1,110.98
Park	Josef	Police Constable	\$ 130,966.65	\$	1,010.75
Griffiths	Sean Ronald	Sergeant	\$ 130,926.42	\$	1,070.29
Joshi	Chaitanya	Plainclothes Police Constable	\$ 130,926.01	\$	1,023.88
Laing	Darren	Staff Sergeant	\$ 130,911.91	\$	1,078.14
Di Nardo	Marco	Plainclothes Police Constable	\$ 130,904.29	\$	1,023.88
Entwistle	Warren Clayton	Detective	\$ 130,896.86	\$	1,049.10
Cheng	Alan Lap	Police Constable	\$ 130,890.77	\$	1,019.43
Daniel	Roger Glenroy	Police Constable	\$ 130,863.68	\$	1,000.74
Kulmatycki	Joel Patrick	Staff Sergeant	\$ 130,862.35	\$	1,110.98
Bishop	Anne-Marie	Detective Sergeant	\$ 130,859.93	\$	1,110.98
McNabb	Edward Lynn	Police Constable	\$ 130,850.72	\$	1,004.52
Shreeram	Amar	Plainclothes Police Constable	\$ 130,848.14	\$	1,033.37
Madabhushini	Gopi Krishna	Parking Enforcement Officer	\$ 130,848.06	\$	894.27
Lowrey	Alan	Staff Sergeant	\$ 130,842.18	\$	1,110.98
Benney	Peter	Plainclothes Police Constable	\$ 130,836.86	\$	1,043.90
John	Jeanille Maria	Staff Sergeant	\$ 130,804.16	\$	1,110.98
Doyle	James Edward	Police Constable	\$ 130,803.39	\$	994.09
Nanton	Jason Stanley	Police Constable	\$ 130,787.42	\$	1,000.74
Diviesti	Tony	Staff Sergeant	\$ 130,778.01	\$	1,110.98
Dreglia	Alexander	Police Constable	\$ 130,776.02	\$	994.09

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Thorning	Shirley	Staff Sergeant	\$ 130,772.89	\$ 1,110.98	
Cheung	Ching Tin	Sergeant	\$ 130,772.79	\$ 1,060.02	
Ahluwalia	Amit	Police Constable	\$ 130,772.19	\$ 997.46	
Burningham	Grant Neil	Staff Sergeant	\$ 130,757.21	\$ 460.98	
Csibi	Ladislav Alexandru	Sergeant	\$ 130,742.14	\$ 1,058.73	
Coulson	William	Staff Sergeant	\$ 130,729.91	\$ 1,110.98	
Bowmaster	Michael Glen	Detective	\$ 130,712.58	\$ 1,060.02	
Foley	Renee Cynthia	Detective	\$ 130,710.19	\$ 1,060.02	
Cole	Donald	Staff Sergeant	\$ 130,707.46	\$ 1,110.98	
Scudds	Paul	Staff Sergeant	\$ 130,691.01	\$ 1,110.98	
Smith	Steven	Detective Sergeant	\$ 130,684.46	\$ 10,679.80	
Yu	Ka Wai Eric	Police Constable	\$ 130,677.10	\$ 1,000.74	
Zajac	Julie	Staff Sergeant	\$ 130,675.21	\$ 1,110.98	
Armstrong	Richard David	Staff Sergeant	\$ 130,672.77	\$ 1,110.98	
Shanly	Paul Timothy	Police Constable	\$ 130,666.93	\$ 997.28	
Hill	Shane	Detective	\$ 130,664.38	\$ 1,070.29	
Taylor	Jeffrey	Staff Sergeant	\$ 130,660.51	\$ 1,110.98	
Leitch	Jason	Detective	\$ 130,656.71	\$ 1,070.29	
Richmond	Michael Kenneth	Detective Sergeant	\$ 130,633.50	\$ 1,110.98	
Cox	Darren Andrew	Sergeant	\$ 130,623.25	\$ 1,070.29	
Blunk	Andrew Freddy	Police Constable	\$ 130,622.34	\$ 1,010.75	
Hancock	Janine Rhona	Staff Sergeant	\$ 130,622.01	\$ 1,110.98	
Peacock	Jason Alexander	Plainclothes Police Constable	\$ 130,611.13	\$ 1,033.37	
Tahiraj	Ali Shukri	Plainclothes Police Constable	\$ 130,608.26	\$ 1,023.88	
Lee	Nicole Denise	Staff Sergeant	\$ 130,604.78	\$ 1,110.98	
Darbyshire	James Edward	Staff Sergeant	\$ 130,587.83	\$ 1,110.98	
Price	Mary	Staff Sergeant	\$ 130,586.81	\$ 1,110.98	
McGhee	Michael	Sergeant	\$ 130,567.90	\$ 1,070.29	
Miller	Duncan	Sergeant	\$ 130,540.83	\$ 1,070.29	
MacKay	Shari Patricia	Sergeant	\$ 130,535.70	\$ 1,060.02	
Puterbaugh	Michael Francis	Sergeant	\$ 130,530.28	\$ 820.29	
Ledgerwood	Kim	Staff Sergeant	\$ 130,528.11	\$ 1,110.98	
Rodney	Dean Lloyd	Sergeant	\$ 130,517.46	\$ 1,055.72	
Chaudhary	Nicholas	Plainclothes Police Constable	\$ 130,512.84	\$ 1,023.88	
Whitworth	Ernest	Detective Sergeant	\$ 130,507.83	\$ 1,110.98	
Gregory	Trevor Pixley	Police Constable	\$ 130,505.13	\$ 1,000.74	
Khurshid	Sheikh Ahmad	Training Constable	\$ 130,500.38	\$ 1,022.10	
Tanel	Christopher Mathew	Police Constable	\$ 130,492.82	\$ 1,019.43	
Martin	Joseph Jean	Sergeant	\$ 130,473.72	\$ 1,070.29	
Thomas	Robert	Detective	\$ 130,469.80	\$ 1,070.29	
Lennon	Kirk Demetrice	Plainclothes Police Constable	\$ 130,466.02	\$ 1,008.75	
Davis	Sharon	Staff Sergeant	\$ 130,455.21	\$ 1,110.98	
David	Cosma	Police Constable	\$ 130,435.97	\$ 1,000.74	
Creighton	Damion Stephen	Police Constable	\$ 130,391.61	\$ 922.48	
Santos	Eliana	Plainclothes Police Constable	\$ 130,380.45	\$ 1,025.88	
Bates	Sandy	Detective Sergeant	\$ 130,326.21	\$ 460.18	
Gallant	Kelly-Ann	Detective Sergeant	\$ 130,322.91	\$ 1,110.98	
Pearson	Jeffrey	Detective Sergeant	\$ 130,317.91	\$ 1,110.98	
Hartford	Deborah	Detective Sergeant	\$ 130,316.81	\$ 1,110.98	
Bennett	Winston Anthony	Staff Sergeant	\$ 130,316.11	\$ 1,110.98	
Romain	Jean-Bernard	Staff Sergeant	\$ 130,314.54	\$ 1,110.98	
Skinner	Robert	Staff Sergeant	\$ 130,313.31	\$ 1,110.98	
Glavin	Lydia Stephany	Detective Sergeant	\$ 130,310.51	\$ 1,110.98	
White	Catherine Marlene	Staff Sergeant	\$ 130,310.51	\$ 460.98	
Attenborough	Jeffrey Bruce	Staff Sergeant	\$ 130,307.71	\$ 860.98	
Bell	Daniel	Detective Sergeant	\$ 130,307.71	\$ 460.98	
Davey	Timothy	Detective Sergeant	\$ 130,307.71	\$ 460.98	
Falkinson	Frank	Staff Sergeant	\$ 130,307.71	\$ 560.98	
Gallant	Stacy	Detective Sergeant	\$ 130,307.71	\$ 1,110.98	
Graffmann	Gordon	Detective Sergeant	\$ 130,307.71	\$ 1,110.98	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Prodeus	Derek Michael	Police Constable	\$ 130,291.53	\$ 991.12	
Hobbins	Alan Gary	Sergeant	\$ 130,286.74	\$ 1,060.02	
Wiggermann	Sven	Police Constable	\$ 130,274.63	\$ 1,000.74	
Lee	John Song-Ho	Plainclothes Police Constable	\$ 130,239.60	\$ 1,043.90	
Di Tollo	Monica Franca	Senior Operations Supervisor	\$ 130,202.08	\$ 1,053.10	
Garrett	Richard Fredrick	Police Constable	\$ 130,200.04	\$ 1,018.54	
Shulga	John	Police Constable	\$ 130,199.42	\$ 1,020.89	
Asselin	Glenn Andre	Sergeant	\$ 130,191.38	\$ 1,070.29	
Granata	Salvatore Francesco	Sergeant	\$ 130,183.61	\$ 1,070.29	
Morrison	Michael Robert	Detective	\$ 130,155.19	\$ 1,060.02	
Thomas	Rhonda Lee	Detective	\$ 130,153.76	\$ 1,055.72	
Dudarev	Vadim	Police Constable	\$ 130,136.53	\$ 1,000.74	
Horton	Christopher Neil	Plainclothes Police Constable	\$ 130,133.52	\$ 1,023.88	
Dale	Donald	Sergeant	\$ 130,114.33	\$ 1,070.29	
Sabino	Jason Marques	Police Constable	\$ 130,107.89	\$ 931.44	
Vruna	Maria	Sergeant	\$ 130,102.87	\$ 1,070.29	
Forde	Roger Anthony	Sergeant	\$ 130,070.41	\$ 1,058.73	
Doughty	Kathy Muriel	Staff Sergeant	\$ 130,055.71	\$ 459.68	
Rodrigues	Julius Anthony	Police Constable	\$ 130,046.15	\$ 1,000.74	
Allan	Scott Douglas	Sergeant	\$ 130,017.64	\$ 1,060.02	
Janecko	Daniel Marcin	Plainclothes Police Constable	\$ 129,998.24	\$ 1,023.88	
Rohde	Danny William	Training Constable	\$ 129,986.93	\$ 1,033.37	
Balaga	Artur	Sergeant	\$ 129,981.34	\$ 1,049.10	
Da Silva Cristopulo	Jimmy Bernardo	Police Constable	\$ 129,978.70	\$ 1,006.97	
Andrici	Iulian	Police Constable	\$ 129,952.59	\$ 1,000.74	
Rinkoff	Paul Barry	Detective Sergeant	\$ 129,942.30	\$ 791.74	
Jones	Leanne	Sergeant	\$ 129,940.99	\$ 946.69	
Corba	Erik	Plainclothes Police Constable	\$ 129,931.42	\$ 1,013.87	
Foster	Lorne David	Plainclothes Police Constable	\$ 129,907.34	\$ 1,023.88	
Byers	Derek Jonathan	Sergeant	\$ 129,894.03	\$ 1,060.02	
Montrait	David William	Police Constable	\$ 129,887.86	\$ 1,000.74	
Samson	Jeremy Calvin	Police Constable	\$ 129,874.06	\$ 1,000.74	
Belza	Todd Michael	Plainclothes Police Constable	\$ 129,864.44	\$ 1,013.87	
Haljaste	Mark Harivald	Police Constable	\$ 129,775.24	\$ 1,000.74	
Shufman	Aviv	Plainclothes Police Constable	\$ 129,769.71	\$ 1,020.52	
Amancio	Michelle R.	Senior Project Co-ordinator	\$ 129,747.09	\$ 863.99	
Trenouth	Bradley Robert	Police Constable	\$ 129,705.37	\$ 1,018.54	
Woo	Mark Joseph	Police Constable	\$ 129,703.62	\$ 995.89	
Chase	William Oliver	Plainclothes Police Constable	\$ 129,635.62	\$ 1,023.88	
Facoetti	Michael Paul	Sergeant	\$ 129,623.95	\$ 1,070.29	
Stephenson	Katherine Lynn	Detective	\$ 129,601.50	\$ 1,052.79	
Sabadin	Michael Alexander	Detective	\$ 129,575.62	\$ 1,052.79	
Gowanlock	Carol Lynn	Locational Administrator	\$ 129,562.85	\$ 448.14	
Remy	Smedley Anthony	Detective	\$ 129,550.16	\$ 1,070.29	
Czarnota	Michael Ronald	Police Constable	\$ 129,546.77	\$ 991.45	
Vellend Taylor	Katharine	Sergeant	\$ 129,539.79	\$ 1,070.29	
Ionta	Alessandro	Sergeant	\$ 129,532.70	\$ 1,052.79	
Fenton	Jason Robert	Plainclothes Police Constable	\$ 129,524.72	\$ 1,023.88	
Paoletta	Anthony	Staff Sergeant	\$ 129,517.40	\$ 1,101.61	
Martelluzzi	Claudio	Sergeant	\$ 129,516.49	\$ 1,070.29	
Singh	Daveanand	Police Constable	\$ 129,498.89	\$ 991.12	
Rosina	Michael Drew	Sergeant	\$ 129,488.34	\$ 420.29	
Matthews	Scott Andrew	Plainclothes Police Constable	\$ 129,436.21	\$ 1,023.88	
Tompras	Theodore	Training Constable	\$ 129,423.15	\$ 1,033.37	
Reddin	Kirby Albert	Detective	\$ 129,396.34	\$ 1,049.10	
Eichenberg	James Michael	Sergeant	\$ 129,383.89	\$ 1,060.02	
Loucks	Corina Michelle	Detective	\$ 129,371.82	\$ 1,049.51	
Sims	Andrew Michael	Plainclothes Police Constable	\$ 129,365.43	\$ 1,023.88	
Arp	James Andrew	Police Constable	\$ 129,364.74	\$ 1,012.31	
Broad	Aaron Nathaniel	Plainclothes Police Constable	\$ 129,341.87	\$ 356.83	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Small	Bryan George	Training Constable	\$ 129,314.05	\$ 1,023.88
McGarry	William Michael	Detective	\$ 129,310.19	\$ 1,070.29
Chudoba	Myron	Sergeant	\$ 129,296.18	\$ 1,070.29
Cargill	Paul Scott	Detective	\$ 129,262.00	\$ 1,070.29
Benson	Rodney Wellon	Plainclothes Police Constable	\$ 129,252.68	\$ 1,033.37
Tsang	Jason Paul	Police Constable	\$ 129,238.34	\$ 991.12
Meaney	Shawn	Detective Sergeant	\$ 129,211.27	\$ 1,078.14
James	Rita Anne	Police Constable	\$ 129,201.04	\$ 1,007.60
Bayes	John Arthur	Police Constable	\$ 129,147.97	\$ 1,010.75
Campoli	Steven Robert	Detective	\$ 129,110.18	\$ 1,049.10
Lawson	Anthony	Sergeant	\$ 129,107.96	\$ 1,070.29
Hembruff	Eric John	Sergeant	\$ 129,106.04	\$ 1,060.02
Liu	Bruce Zhiyong	Police Constable	\$ 129,083.36	\$ 1,000.74
Moran	Ruth Marian	Detective	\$ 129,081.34	\$ 410.02
Petkovic	Boris	Plainclothes Police Constable	\$ 129,076.17	\$ 1,023.88
Worrell	Philip Q.	Sergeant	\$ 129,052.97	\$ 1,070.29
Morris	Peter Neil	Sergeant	\$ 129,032.75	\$ 1,061.22
Leung	Sheung	Sergeant	\$ 129,032.52	\$ 1,070.29
Liska	David Victor	Sergeant	\$ 129,007.55	\$ 1,060.02
Alaguras	Vijeyakumar	Parking Enforcement Officer	\$ 129,001.16	\$ 894.27
Krawczyk	Paul Thomas	Detective Sergeant	\$ 128,997.50	\$ 417.72
Ramsbottom	Christopher William	Police Constable	\$ 128,972.24	\$ 1,000.74
Roberts	David	Sergeant	\$ 128,968.62	\$ 1,070.29
Smith	Kristy Jane	Detective	\$ 128,946.97	\$ 1,060.02
Devereux	Christopher Lee	Police Constable	\$ 128,939.00	\$ 1,010.75
Masters	Michelle	Sergeant	\$ 128,927.79	\$ 1,070.29
Novinc	Branko	Sergeant	\$ 128,912.73	\$ 1,070.29
Abdel-Malik	Maher	Detective Sergeant	\$ 128,905.83	\$ 1,067.72
Artinian	Peglar	Plainclothes Police Constable	\$ 128,893.89	\$ 1,023.88
Drake	Kevin Christopher	Plainclothes Police Constable	\$ 128,891.41	\$ 1,027.48
Johnson	David Edward	Detective	\$ 128,870.75	\$ 1,070.29
McFadyen	Brian Dennis	Police Constable	\$ 128,858.81	\$ 1,005.64
Spratt	Alan	Detective	\$ 128,853.38	\$ 420.29
Kozar	Frederick Joseph	Sergeant	\$ 128,838.83	\$ 1,060.02
Shaw	Richard James	Sergeant	\$ 128,826.97	\$ 1,049.10
Campbell	Marcia	Sergeant	\$ 128,825.58	\$ 1,070.29
Linquist	Darryl Andrew	Detective	\$ 128,811.13	\$ 1,060.02
Greer	Thomas Robert	Detective	\$ 128,810.62	\$ 1,070.29
MacDuff	Jeffery John	Sergeant	\$ 128,783.76	\$ 1,060.02
Smith	Dean Lareny	Plainclothes Police Constable	\$ 128,773.04	\$ 1,043.90
Goodwin	Ralph	Sergeant	\$ 128,759.13	\$ 1,070.29
Mohammed	Riad Jinnah	Police Constable	\$ 128,730.54	\$ 1,000.74
Korunic	Ana	Police Constable	\$ 128,725.34	\$ 966.77
Harris	Richard Victor	Detective	\$ 128,710.63	\$ 1,060.02
Desrochers	Roger Henri	Detective	\$ 128,709.56	\$ 1,060.02
Swaluk	Richard John	Police Constable	\$ 128,687.99	\$ 360.75
Cornford	Christopher	Training Constable	\$ 128,687.02	\$ 1,043.90
MacGregor	Jason James	Sergeant	\$ 128,672.93	\$ 1,060.02
Low	Julian Ferguson	Plainclothes Police Constable	\$ 128,670.89	\$ 1,033.37
Khan	Farhanullah	Plainclothes Police Constable	\$ 128,638.74	\$ 1,013.87
Nichols	Heather Laury	Detective Sergeant	\$ 128,633.32	\$ 1,100.32
Mayers	Roger	Sergeant	\$ 128,633.18	\$ 1,070.29
De Sousa	John Paul	Plainclothes Police Constable	\$ 128,633.10	\$ 1,023.88
Minor	Douglas Allan	Sergeant	\$ 128,615.30	\$ 1,070.29
Lei	Aaron	Senior Programmer	\$ 128,613.60	\$ 369.20
White	Kevin Joseph	Detective	\$ 128,601.31	\$ 1,049.10
Barcenas Pineda	Isnardo	Police Constable	\$ 128,594.52	\$ 994.09
Miller	Darren Leonard	Police Constable	\$ 128,572.07	\$ 304.60
Harris	Craig Edward	Sergeant	\$ 128,568.75	\$ 1,070.29
Berry	Stephen Roger	Detective	\$ 128,568.51	\$ 1,049.10

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
O'Donnell	Joseph Patrick	Police Constable	\$ 128,559.93	\$ 994.09	
Stockfish	John Richardson	Staff Sergeant	\$ 128,553.04	\$ 1,100.32	
Regnier	Paul Stephen	Plainclothes Police Constable	\$ 128,502.46	\$ 1,017.02	
Clarke	John	Sergeant	\$ 128,494.23	\$ 1,070.29	
Wong	Conrad Emery	Police Constable	\$ 128,477.82	\$ 1,016.76	
Bagnall	Kenrick Patrice	Plainclothes Police Constable	\$ 128,437.08	\$ 1,023.88	
McLeod	Matthew Alexander	Plainclothes Police Constable	\$ 128,408.31	\$ 1,023.88	
Roberts	Peter Leslie	Police Constable	\$ 128,370.53	\$ 991.45	
Latincic	Daniel	Police Constable	\$ 128,328.32	\$ 1,000.74	
Robinson	Brandon Michael	Plainclothes Police Constable	\$ 128,324.85	\$ 1,000.74	
Campbell	Steven James	Detective	\$ 128,302.26	\$ 1,049.10	
Kranenburg	Lori Patricia	Detective	\$ 128,260.36	\$ 1,049.10	
Leonard	Douglas Clint	Police Constable	\$ 128,257.19	\$ 1,000.74	
Cormack	Brian James	Detective	\$ 128,252.32	\$ 1,060.02	
Meik	Vivian	Detective	\$ 128,247.36	\$ 1,070.29	
Desson	Jennifer Anne	Staff Sergeant	\$ 128,230.30	\$ 1,100.32	
Haines	David Paul	Sergeant	\$ 128,227.81	\$ 1,060.02	
Lyden	Jessica Lee	Police Constable	\$ 128,216.11	\$ 954.60	
Bennett	Joanne	Detective	\$ 128,214.11	\$ 420.29	
Rose	Jonathan David	Detective	\$ 128,210.80	\$ 1,060.02	
Bower	Marc Alan	Plainclothes Police Constable	\$ 128,202.65	\$ 1,006.08	
Rego	Joaquim	Police Constable	\$ 128,191.46	\$ 1,000.74	
Lalla	Lester Royson	Plainclothes Police Constable	\$ 128,181.43	\$ 1,023.88	
Morrison	Steven Christopher	Police Constable	\$ 128,160.41	\$ 1,010.05	
Pathak	Samip	Plainclothes Police Constable	\$ 128,117.11	\$ 1,023.88	
Sidhu	Ajeet Singh	Plainclothes Police Constable	\$ 128,096.01	\$ 1,013.87	
Grover	Todd	Sergeant	\$ 128,093.41	\$ 1,070.29	
Biring	Sachbinder Singh	Staff Sergeant	\$ 128,079.32	\$ 417.72	
Barnes	Wallace Crispin	Plainclothes Police Constable	\$ 128,066.11	\$ 1,023.88	
Nakhuda	Mohmed Hanif	Police Constable	\$ 128,055.53	\$ 1,000.74	
Kohl	Barbara Louise	Detective	\$ 128,054.12	\$ 1,070.29	
Ahmad	Mansoor	Detective	\$ 128,035.12	\$ 1,049.10	
Sloan	Christopher Stuart	Detective	\$ 128,022.92	\$ 1,055.72	
Cipro	Michelle Pauline	Detective Sergeant	\$ 128,011.45	\$ 1,100.32	
Sylva	Joselito	Plainclothes Police Constable	\$ 127,987.44	\$ 1,017.02	
Musso Duarte	Susana	Police Constable	\$ 127,987.39	\$ 1,014.26	
Osborne	Keith Thomas	Plainclothes Police Constable	\$ 127,973.87	\$ 1,023.88	
Ferris	Lisa	Sergeant	\$ 127,970.70	\$ 1,070.29	
Ma	Derek	Police Constable	\$ 127,967.17	\$ 1,000.74	
Jheeta	Jasvinder Singh	Police Constable	\$ 127,926.96	\$ 1,000.74	
Gardiner	Robert Scott	Sergeant	\$ 127,919.51	\$ 1,057.03	
Clark	David James	Plainclothes Police Constable	\$ 127,905.58	\$ 1,033.37	
West	Lee Ann	Detective	\$ 127,905.53	\$ 1,060.02	
Jongdong	Lhawang Topgyal	Sergeant	\$ 127,894.70	\$ 1,049.10	
Brayman	Geoffrey Robert	Police Constable	\$ 127,873.31	\$ 1,000.74	
Kurts	Lisa Crystal	Staff Sergeant	\$ 127,869.16	\$ 1,100.32	
Meloche	Robert Thomas	Police Constable	\$ 127,860.61	\$ 1,000.74	
De Zilva	Michael Brian	Detective	\$ 127,841.61	\$ 1,055.72	
Fougere	Cory Trenton	Sergeant	\$ 127,838.63	\$ 1,049.10	
Grant	Christopher Richard	Police Constable	\$ 127,834.96	\$ 1,007.60	
Smythe	Karen Grace	Staff Sergeant	\$ 127,827.47	\$ 460.98	
Stein	Warren Mark	Sergeant	\$ 127,800.68	\$ 1,058.73	
Willers	Ronald	Training Constable	\$ 127,789.69	\$ 1,043.90	
McKee	Kelly Marie	Sergeant	\$ 127,787.81	\$ 1,055.72	
Johnston	Brent Andrew	Detective	\$ 127,779.30	\$ 1,049.10	
Weddell	Glenn Francis	Police Constable	\$ 127,768.57	\$ 1,000.74	
Tughan	Michael Patrick	Plainclothes Police Constable	\$ 127,745.08	\$ 1,023.88	
Berezowski	John	Detective	\$ 127,738.73	\$ 1,070.29	
Fenech	Jeffrey	Police Constable	\$ 127,734.63	\$ 1,000.74	
Hammond	Andrew William	Plainclothes Police Constable	\$ 127,683.63	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Wood	Darcy Ryan	Training Constable	\$ 127,674.59	\$ 1,023.88
Hubbard	Simon	Plainclothes Police Constable	\$ 127,673.53	\$ 1,043.90
Ma	Seung Wook	Police Constable	\$ 127,673.10	\$ 350.74
O'Brien	Sean	Sergeant	\$ 127,672.89	\$ 1,070.29
Forde	Ryan	Detective	\$ 127,672.87	\$ 1,060.02
Wilson	Matthew Edmund	Plainclothes Police Constable	\$ 127,658.21	\$ 1,014.22
Smith	Brian	Sergeant	\$ 127,642.03	\$ 1,070.29
Gajraj	Syed Sean	Plainclothes Police Constable	\$ 127,634.61	\$ 1,023.88
Simas	Sergio	Plainclothes Police Constable	\$ 127,596.99	\$ 1,023.88
Lee	Kyung Soo	Police Constable	\$ 127,590.43	\$ 1,000.74
Rasmussen	Kevin William	Plainclothes Police Constable	\$ 127,588.97	\$ 1,023.88
Camacho	Jose	Sergeant	\$ 127,585.73	\$ 1,070.29
Treusch	Jeffrey Edward	Sergeant	\$ 127,572.71	\$ 1,070.29
Davis	Stacey Dee	Staff Sergeant	\$ 127,570.40	\$ 1,099.64
Mackenzie	Thomas Blair	Training Constable	\$ 127,561.33	\$ 1,023.88
Juma	Michael Onyango	Police Constable	\$ 127,515.95	\$ 997.46
Therault	John	Detective	\$ 127,509.24	\$ 1,070.29
Romita	Victor	Training Constable	\$ 127,500.67	\$ 1,023.88
Gibson	Roger	Sergeant	\$ 127,489.70	\$ 1,070.29
Coffey	David Thomas	Detective	\$ 127,487.00	\$ 1,060.02
Serrano	Matthew Antonio	Plainclothes Police Constable	\$ 127,481.02	\$ 1,023.88
McBryde	Glen William	Staff Sergeant	\$ 127,475.71	\$ 450.32
Medeiros	Andy	Plainclothes Police Constable	\$ 127,473.45	\$ 1,032.38
Filippin	Gianni Alan	Police Constable	\$ 127,453.19	\$ 1,000.74
Tanabe	Shingo Oliver	Sergeant	\$ 127,448.63	\$ 1,049.10
Lapensee	Sylvain Aurele	Sergeant	\$ 127,445.09	\$ 1,049.10
Heidgress	Heather Margaret	Plainclothes Police Constable	\$ 127,440.81	\$ 1,033.37
MacCheyne	Richard Douglas	Detective Sergeant	\$ 127,436.91	\$ 1,100.32
Mann	Mandeep Singh	Detective Sergeant	\$ 127,422.51	\$ 450.32
Hibbeln	Philip Joseph	Sergeant	\$ 127,392.80	\$ 1,070.29
McFarquhar	Brett Harry	Staff Sergeant	\$ 127,386.24	\$ 874.30
Kruczek	Piotr Pawel	Sergeant	\$ 127,347.15	\$ 1,049.10
Bryce	Robert Francis	Sergeant	\$ 127,340.53	\$ 1,070.29
Levesque	Thomas Robert	Senior Project Co-ordinator	\$ 127,329.31	\$ 1,259.34
Glasgow	Justin Joseph	Sergeant	\$ 127,321.87	\$ 1,055.72
Bangild	Jeffrey	Sergeant	\$ 127,299.45	\$ 460.02
Hu	Yi	Police Constable	\$ 127,297.72	\$ 1,000.74
Sartori	Pasquale Claudio	Plainclothes Police Constable	\$ 127,295.19	\$ 1,020.52
Ramjattan	Ramnarine	Detective	\$ 127,270.56	\$ 420.29
Hall	Alvin Dalton	Sergeant	\$ 127,261.28	\$ 1,070.29
Nickerson	Brandon Randal	Plainclothes Police Constable	\$ 127,234.98	\$ 1,023.88
Watts	Kathryn Louise	Assistant Manager of Records Information Access	\$ 127,232.38	\$ 1,089.25
Shantz	Steven Patrick	Police Constable	\$ 127,215.33	\$ 991.45
Oakes	Joshua Robert	Police Constable	\$ 127,208.64	\$ 341.12
Vercholuk	Allan George	Police Constable	\$ 127,197.06	\$ 1,000.74
Choe	Michael Lim	Plainclothes Police Constable	\$ 127,188.51	\$ 1,023.88
Reed-Pyefinch	Jennifer Christine	Plainclothes Police Constable	\$ 127,186.24	\$ 1,023.88
Mildenberger	Kaine Johann	Plainclothes Police Constable	\$ 127,168.87	\$ 373.88
Parsram	Ramesh Brian	Sergeant	\$ 127,153.32	\$ 1,070.29
Yam	Calvin	Police Constable	\$ 127,135.58	\$ 1,000.74
Regan	Paul Francis	Police Constable	\$ 127,132.21	\$ 1,000.74
Balachorek	Daniel Alan	Police Constable	\$ 127,124.55	\$ 1,010.75
Price	David Raymond	Plainclothes Police Constable	\$ 127,123.55	\$ 1,023.88
Furyk	Robert Paul	Police Constable	\$ 127,087.72	\$ 1,018.54
Olsen	Frank	Detective	\$ 127,084.20	\$ 1,070.29
Berry	Joshua Michael	Plainclothes Police Constable	\$ 127,071.20	\$ 373.88
Barnett	Robyn Mark	Detective	\$ 127,050.54	\$ 1,049.10
Quinn	Sean Lee	Plainclothes Police Constable	\$ 127,041.01	\$ 1,023.88
Gouthro	Craig Joseph	Detective	\$ 127,037.59	\$ 1,070.29
Ahmed	Jameel	Police Constable	\$ 126,990.83	\$ 1,010.75

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Hegarty	Natalie Monique	Detective	\$ 126,964.64	\$ 420.29
Barnes	John Colin	Police Constable	\$ 126,959.41	\$ 1,006.97
Bernier	Jami Joseph	Plainclothes Police Constable	\$ 126,941.43	\$ 1,023.88
Morse	Victoria Jane	Detective	\$ 126,927.36	\$ 1,049.51
Fernandes	Michael Freitas	Police Constable	\$ 126,920.25	\$ 1,000.74
Eyden	Aimee Jamie	Police Constable	\$ 126,909.21	\$ 1,000.74
Hristov	Victor	Police Constable	\$ 126,897.20	\$ 991.12
Banton	Robin Horatio	Sergeant	\$ 126,882.53	\$ 1,070.29
Elliott	Paul	Detective	\$ 126,861.57	\$ 1,070.29
Lahey	Wayne	Sergeant	\$ 126,860.09	\$ 1,070.29
Locken	Alan	Sergeant	\$ 126,850.67	\$ 1,070.29
Waters	Jason Roy	Sergeant	\$ 126,845.26	\$ 410.02
Perino	Kenneth Vincent	Police Constable	\$ 126,837.28	\$ 1,000.74
Abraham	Stanley Samuel	Plainclothes Police Constable	\$ 126,834.85	\$ 1,017.02
Sidhu	Ajay Singh	Sergeant	\$ 126,828.97	\$ 1,049.10
Roda	Isabelita	Criminal Records Clerk	\$ 126,817.45	\$ 220.48
Caccavale	Erasmus	Sergeant	\$ 126,817.15	\$ 1,070.29
Campbell	Michelle Diane	Sergeant	\$ 126,806.06	\$ 1,049.51
Page	Derek William	Police Constable	\$ 126,801.00	\$ 1,010.75
Thompson	James Duncan	Plainclothes Police Constable	\$ 126,765.21	\$ 1,023.88
Alias	Gavin Raymond	Police Constable	\$ 126,724.36	\$ 1,018.54
Clayton	Ricardo	Police Constable	\$ 126,706.64	\$ 1,020.89
Gaudet	Derrick	Sergeant	\$ 126,703.25	\$ 1,070.29
Serban	Ion Veronel	Project Leader	\$ 126,687.43	\$ 434.33
Koh	David Sukjin	Police Constable	\$ 126,669.92	\$ 1,000.74
Clark	Travis Daymond	Detective	\$ 126,648.69	\$ 1,060.02
Campbell	Clayton Douglas	Staff Sergeant	\$ 126,629.99	\$ 1,096.92
Grant	Patricia Ann	Detective	\$ 126,625.49	\$ 1,060.02
Chornook	Stephen	Police Constable	\$ 126,600.91	\$ 1,020.89
Payne	Karl Scott	Detective	\$ 126,600.81	\$ 1,070.29
Cruz	John Victor	Plainclothes Police Constable	\$ 126,550.15	\$ 1,006.08
Paroussoudi	Lemonia Alexandra	Police Constable	\$ 126,544.45	\$ 1,000.74
Sargent	Christopher Sean	Sergeant	\$ 126,540.05	\$ 1,070.29
Dhaliwal	Surinderjit	Senior Technical Analyst	\$ 126,533.30	\$ 401.70
Marks	Stacey Michelle	Plainclothes Police Constable	\$ 126,504.96	\$ 1,017.02
Ryan	Richard	Detective	\$ 126,495.55	\$ 1,070.29
Miranda	Cristian Andres	Plainclothes Police Constable	\$ 126,489.20	\$ 1,014.22
Verdoold	Lance Scott	Police Constable	\$ 126,485.25	\$ 395.89
Webb	Neil Anthony	Police Constable	\$ 126,480.37	\$ 966.77
Lever	Bryce Sterling	Police Constable	\$ 126,446.76	\$ 1,000.74
Morden	Todd Douglas	Plainclothes Police Constable	\$ 126,446.70	\$ 1,033.37
Waddell	Mark Grant	Detective	\$ 126,439.86	\$ 1,060.02
Plunkett	Patrick John	Detective	\$ 126,419.59	\$ 1,058.73
Sword	Nicholas Jonathon	Plainclothes Police Constable	\$ 126,415.40	\$ 1,032.38
Smissen	John Michael	Plainclothes Police Constable	\$ 126,407.34	\$ 1,033.37
Quijada-Mancia	Juan Carlos	Sergeant	\$ 126,397.60	\$ 1,049.10
Smith	Daniel Mladenovic	Police Constable	\$ 126,391.60	\$ 991.12
Lee	Julia	Plainclothes Police Constable	\$ 126,390.82	\$ 356.97
Sunghing	Daniel Richard	Plainclothes Police Constable	\$ 126,385.34	\$ 1,030.07
Stassen	Stephen Mark	Police Constable	\$ 126,385.25	\$ 1,000.74
Glen	Caroline	Detective	\$ 126,384.69	\$ 1,070.29
Zanati	Balazs Karoly	Police Constable	\$ 126,382.14	\$ 919.09
Sadeghi	Azadeh	Detective	\$ 126,373.96	\$ 1,049.10
Forestall	Gregory	Detective	\$ 126,358.04	\$ 1,070.29
Worth	Kane Wilson	Sergeant	\$ 126,333.74	\$ 1,070.29
McCormack	Jodie	Police Constable	\$ 126,325.25	\$ 841.92
Sommer	Thomas Anton	Police Constable	\$ 126,321.77	\$ 1,000.74
Burke	Susan Joyce	Detective	\$ 126,309.59	\$ 1,070.29
Lavers	Manfred James	Plainclothes Police Constable	\$ 126,303.20	\$ 1,023.88
Lee	Karen	Sergeant	\$ 126,298.92	\$ 835.02

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Herman	Marcus	Sergeant	\$ 126,297.84	\$ 1,070.29
McConnell	Laura Anne	Plainclothes Police Constable	\$ 126,293.55	\$ 1,033.37
Hockaday	Adam Roy	Plainclothes Police Constable	\$ 126,282.25	\$ 1,023.88
Mole	Derek James	Plainclothes Police Constable	\$ 126,281.63	\$ 1,023.88
Bishop	Allan Scott	Plainclothes Police Constable	\$ 126,271.33	\$ 1,033.37
Chan	Alpha Hawk-Bung	Detective	\$ 126,259.34	\$ 1,070.29
Franklin	Richard	Plainclothes Police Constable	\$ 126,251.39	\$ 802.82
Birrell	John Thomas	Plainclothes Police Constable	\$ 126,230.35	\$ 1,043.90
Donais	Bradley James	Sergeant	\$ 126,218.61	\$ 1,052.79
Lortie	Marc Leonel	Plainclothes Police Constable	\$ 126,215.04	\$ 1,043.90
Hansen	Kathleen Ann	Police Constable	\$ 126,208.07	\$ 1,020.89
Janes	Gary Ambrose	Police Constable	\$ 126,193.14	\$ 1,010.75
Hubbard	John Alexander	Plainclothes Police Constable	\$ 126,177.49	\$ 1,023.88
Walther	Timothy John	Detective	\$ 126,173.28	\$ 1,049.10
Kim	Min Chul	Police Constable	\$ 126,167.85	\$ 1,009.70
De Lio	Frank Paul	Sergeant	\$ 126,094.97	\$ 1,070.29
Hrepic	Mario	Sergeant	\$ 126,079.14	\$ 1,070.29
Knight	Christopher James	Police Constable	\$ 126,077.92	\$ 997.46
Chadwick	Timothy	Police Constable	\$ 126,072.32	\$ 966.77
Judd	Richard Andrew	Plainclothes Police Constable	\$ 126,021.98	\$ 1,027.48
Woronchak	Janice Lynn	Plainclothes Police Constable	\$ 126,016.94	\$ 1,024.28
Coombs	Albert George	Plainclothes Police Constable	\$ 126,004.60	\$ 1,257.09
Siddiqui	Mohammed Shakeel	Police Constable	\$ 126,001.92	\$ 991.12
Fraser	Tracey	Sergeant	\$ 125,990.87	\$ 1,070.29
Bennett	Brian Robert	Sergeant	\$ 125,948.49	\$ 1,055.72
Byers	Michael	Police Constable	\$ 125,934.67	\$ 1,020.89
Thayalan	Sarath	Police Constable	\$ 125,931.28	\$ 1,005.19
Koushyar-Moghtader	Shahryar	Police Constable	\$ 125,896.51	\$ 997.46
Yee	Ian	Training Constable	\$ 125,871.41	\$ 1,023.88
Wallace	Alexander Matthew	Plainclothes Police Constable	\$ 125,860.18	\$ 1,006.08
Ethier	Christopher Michael	Plainclothes Police Constable	\$ 125,858.80	\$ 1,023.88
Ramji	Aly Raza	Detective	\$ 125,854.05	\$ 1,070.29
Trueman	Maureen Ann	Detective	\$ 125,845.78	\$ 1,070.29
Samm	Samuel Junior	Sergeant	\$ 125,824.65	\$ 1,070.29
Rooney	Nigel Patrick	Plainclothes Police Constable	\$ 125,818.42	\$ 1,033.37
Fynes	Bronagh Maria	Sergeant	\$ 125,815.59	\$ 1,060.02
Luchian	Eduard	Plainclothes Police Constable	\$ 125,786.78	\$ 1,020.52
Kang	Gurjot Singh	Police Constable	\$ 125,745.25	\$ 1,000.74
Karpik	James	Police Constable	\$ 125,741.26	\$ 1,020.89
Fedory	Mykola	Police Constable	\$ 125,726.31	\$ 1,000.74
Kerr	Steven Harold	Detective	\$ 125,712.40	\$ 1,049.10
Kingdon	Scott Anthony	Sergeant	\$ 125,689.10	\$ 1,060.02
Inal	Burak	Police Constable	\$ 125,687.74	\$ 1,014.09
Just	Michael Allan	Police Constable	\$ 125,654.74	\$ 341.12
Connolly	John Paul	Police Constable	\$ 125,648.35	\$ 1,010.75
Perilli	Joseph Lee	Plainclothes Police Constable	\$ 125,644.29	\$ 1,017.02
Ramos	John Fitzgerald	Police Constable	\$ 125,637.51	\$ 1,000.74
Newhook	Matthew Albert	Sergeant	\$ 125,634.71	\$ 1,070.29
Reid	Gregor John	Plainclothes Police Constable	\$ 125,634.28	\$ 1,023.88
Dewsnap	Jamie Duncan	Plainclothes Police Constable	\$ 125,623.26	\$ 1,024.28
Metzger	Katimarie	Plainclothes Police Constable	\$ 125,614.65	\$ 1,023.88
Roy	Shaun Douglas	Plainclothes Police Constable	\$ 125,601.60	\$ 1,014.98
Carter	Marva Marie	Project Leader	\$ 125,600.01	\$ 434.33
Hoffmeyer	Russell Daniel	Staff Sergeant	\$ 125,588.77	\$ 1,067.72
Jackson	Robert Michael	Plainclothes Police Constable	\$ 125,552.72	\$ 1,023.88
Rauh-Wasmund	Preston Ronald	Police Constable	\$ 125,550.45	\$ 954.60
Luczyk	Richard Alexander	Plainclothes Police Constable	\$ 125,543.76	\$ 1,023.88
Syrbos	Tom Anastasios	Sergeant	\$ 125,539.78	\$ 1,058.73
Price	Ryan Andrew	Police Constable	\$ 125,526.17	\$ 350.74
Lee	Kenny	Detective	\$ 125,526.00	\$ 1,060.02

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Naidoo	Graeme Clayton	Detective	\$ 125,524.84	\$	1,060.02
Shin	Harold	Police Constable	\$ 125,520.39	\$	1,000.74
Madill	Allan Neil	Sergeant	\$ 125,517.05	\$	1,070.29
Lee	Randall James	Sergeant	\$ 125,513.92	\$	1,060.02
Holder	Paul	Plainclothes Police Constable	\$ 125,508.98	\$	1,101.96
Hutchings	Christopher Maxwell	Sergeant	\$ 125,506.68	\$	1,018.31
Patterson	Shona-Lynn Debra	Plainclothes Police Constable	\$ 125,495.60	\$	1,023.88
Hryhorsky	Michael Thomas	Police Constable	\$ 125,489.77	\$	1,006.97
Xinos	Evangelos	Training Constable	\$ 125,482.58	\$	1,023.88
Leslie	Hamil Theodore	Detective	\$ 125,478.15	\$	1,049.10
Hamilton	Anthony	Police Constable	\$ 125,470.95	\$	991.12
Somers	Craig Allan	Sergeant	\$ 125,453.19	\$	1,060.02
Heughan	Deborah	Police Constable	\$ 125,452.42	\$	1,020.89
Seymour	Geoffrey Franklin	Detective	\$ 125,420.47	\$	1,060.02
Mosquite	Ruel	Plainclothes Police Constable	\$ 125,389.14	\$	1,043.90
Payton	Howard Lewis	Sergeant	\$ 125,375.72	\$	1,070.29
MacKenzie	Robert Dean	Plainclothes Police Constable	\$ 125,373.19	\$	1,023.88
Swart	Roger John	Plainclothes Police Constable	\$ 125,366.66	\$	1,033.37
Belanger	Daniel Joseph	Sergeant	\$ 125,364.35	\$	1,070.29
Knill	Christine	Plainclothes Police Constable	\$ 125,360.57	\$	373.88
Sgroi	Steven Richard	Plainclothes Police Constable	\$ 125,355.89	\$	1,023.88
Fernandes	Keri Ann	Detective	\$ 125,347.55	\$	1,049.51
Trias	Ethelwald Diosa	Police Constable	\$ 125,333.75	\$	1,000.74
Catania	Giovanna	Supervisor of Training	\$ 125,315.47	\$	978.64
Shapiro	Sean Brent	Police Constable	\$ 125,311.20	\$	994.75
Tulipano	Rosario	Staff Sergeant	\$ 125,296.87	\$	1,068.21
Tso	Wing-lp	Sergeant	\$ 125,293.08	\$	823.09
Bresse	Jean	Police Constable	\$ 125,285.58	\$	1,000.74
Hempfen	George Johannes	Police Constable	\$ 125,283.57	\$	1,019.43
Fardell	Geoffrey Royston	Plainclothes Police Constable	\$ 125,283.01	\$	1,023.88
Rosbrook	Andrew Michael	Police Constable	\$ 125,281.06	\$	1,009.70
Black	Robert Richard	Plainclothes Police Constable	\$ 125,262.28	\$	1,023.88
Tu	Binh Tu	Plainclothes Police Constable	\$ 125,261.65	\$	1,023.88
Duthie	Robert	Sergeant	\$ 125,261.06	\$	1,070.29
Aquilina	Marcel	Police Constable	\$ 125,250.34	\$	1,010.75
Consack	Kristian	Plainclothes Police Constable	\$ 125,236.21	\$	1,017.02
Whitworth	Michael Bruce	Training Constable	\$ 125,204.61	\$	1,043.90
Parker	Todd William	Police Constable	\$ 125,184.67	\$	835.75
Lopes	Jude Alexander	Detective	\$ 125,180.92	\$	1,060.02
Valles	Shehara	Detective	\$ 125,180.13	\$	420.29
Cheechoo	Nelson Thomas	Sergeant	\$ 125,165.37	\$	1,060.02
Walker	John	Sergeant	\$ 125,095.69	\$	1,070.29
Cannata	David	Plainclothes Police Constable	\$ 125,094.56	\$	1,043.90
Sidhu	Sukhvinder Singh	Sergeant	\$ 125,088.34	\$	1,060.02
Seguin	Christian Armand	Plainclothes Police Constable	\$ 125,074.95	\$	1,032.38
Rowsome	Richard David	Sergeant	\$ 125,069.67	\$	1,049.51
Sulejmani	Judmir	Police Constable	\$ 125,069.00	\$	1,018.54
Rabbito	Corrado	Plainclothes Police Constable	\$ 125,059.76	\$	1,033.37
Machell	Gary Lawrence	Police Constable	\$ 125,022.98	\$	1,000.74
Matys	Joseph Paul	Detective	\$ 125,022.84	\$	1,056.15
Digiovanni	Giuseppe	Sergeant	\$ 124,999.63	\$	1,070.29
Ward	Vanessa	Detective	\$ 124,998.78	\$	1,070.29
Heitzner	Robert Matthew	Detective	\$ 124,985.81	\$	1,070.29
Clark	Corinne	Sergeant	\$ 124,983.19	\$	420.29
Wilson	Derek Scott	Detective	\$ 124,979.65	\$	420.29
Graham	Kevin Joseph	Police Constable	\$ 124,979.64	\$	1,000.74
Miles	Jeremy Oliver	Plainclothes Police Constable	\$ 124,978.44	\$	1,023.88
Zaffino	Franco Antonio	Plainclothes Police Constable	\$ 124,974.36	\$	1,023.88
Venn	Joanne Michele	Sergeant	\$ 124,969.38	\$	1,070.29
Zold	John	Police Constable	\$ 124,966.96	\$	1,020.89

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Maharaj	Zalina	Supervisor	\$ 124,930.69	\$ 434.33	
Ing	Way Edward	Police Constable	\$ 124,921.19	\$ 1,009.70	
Knighton	Jason Richard	Police Constable	\$ 124,918.04	\$ 994.09	
Rossano	John Benito	Sergeant	\$ 124,911.72	\$ 1,070.29	
Charette	Melissa Anne	Police Constable	\$ 124,864.09	\$ 1,000.74	
Chan	Justin	Police Constable	\$ 124,857.21	\$ 991.12	
Thomas	Kristin Marie	Plainclothes Police Constable	\$ 124,855.86	\$ 1,033.37	
Khera	Sandeep Singh	Police Constable	\$ 124,852.44	\$ 1,000.74	
Simon	Duane	Police Constable	\$ 124,849.20	\$ 1,020.89	
Walters	Gregory	Sergeant	\$ 124,845.90	\$ 1,070.29	
Luchetta	Mark	Police Constable	\$ 124,828.98	\$ 997.46	
Kim	Samuel-Chong	Plainclothes Police Constable	\$ 124,823.30	\$ 1,023.88	
Beson	Mark William	Detective	\$ 124,819.90	\$ 1,060.02	
Moloney	Patrick Michael	Police Constable	\$ 124,811.12	\$ 1,000.74	
Tinney	Harlen	Sergeant	\$ 124,805.44	\$ 1,060.02	
White	Anthony	Police Constable	\$ 124,795.90	\$ 1,020.89	
Mc Keown	Sean-Brendan	Plainclothes Police Constable	\$ 124,794.07	\$ 1,020.52	
Miller	Prince Charles	Plainclothes Police Constable	\$ 124,784.17	\$ 1,023.88	
Teatero	Frederick Leslie	Plainclothes Police Constable	\$ 124,765.78	\$ 1,006.08	
Mohamed	Rizwan	Police Constable	\$ 124,763.27	\$ 1,018.54	
Ditlof	Nicholas Christopher	Plainclothes Police Constable	\$ 124,747.98	\$ 1,023.88	
Poczak	Lisa	Sergeant	\$ 124,721.53	\$ 1,070.29	
Fister	Miran	Police Constable	\$ 124,708.03	\$ 1,020.89	
Garvey	Andrew Frederick	Plainclothes Police Constable	\$ 124,706.40	\$ 1,023.88	
Randhawa	Palvinder Singh	Plainclothes Police Constable	\$ 124,689.50	\$ 1,015.87	
Sweenie	Paul Martin	Sergeant	\$ 124,656.68	\$ 1,060.02	
Moore	Jeremy Andrew	Plainclothes Police Constable	\$ 124,651.20	\$ 996.34	
Jitta	Robert Lyndon	Plainclothes Police Constable	\$ 124,639.15	\$ 1,033.37	
Lee	Justin Taegun	Plainclothes Police Constable	\$ 124,615.70	\$ 1,023.88	
Kranjac	Joseph Anthony	Sergeant	\$ 124,614.92	\$ 1,049.51	
Dury	Benjamin Michael	Detective	\$ 124,604.80	\$ 410.02	
Dunlop	John Paul	Sergeant	\$ 124,604.61	\$ 1,070.29	
D'Antonio	Remo	Detective	\$ 124,602.75	\$ 1,060.02	
Chan	Christopher	Plainclothes Police Constable	\$ 124,597.29	\$ 1,020.52	
Smythe	Kent	Detective	\$ 124,581.11	\$ 1,070.29	
Konadu	Felix	Police Constable	\$ 124,576.66	\$ 1,000.74	
Connor	Bruce Alexander	Sergeant	\$ 124,564.16	\$ 1,049.10	
Santana	Hugo	Police Constable	\$ 124,562.93	\$ 976.27	
Main	Joel Nathan	Police Constable	\$ 124,557.00	\$ 991.12	
Desloges	Thomas Armand	Police Constable	\$ 124,556.25	\$ 994.09	
St Jean	Duane Marvin	Sergeant	\$ 124,553.49	\$ 1,049.10	
Pulla	Jeremy James	Plainclothes Police Constable	\$ 124,551.46	\$ 1,023.88	
Johnstone	Adrienne	Staff Sergeant	\$ 124,536.34	\$ 1,091.74	
McKenzie	Peter Sheldon	Plainclothes Police Constable	\$ 124,526.29	\$ 584.71	
Court	Robyn Dee	Plainclothes Police Constable	\$ 124,525.02	\$ 1,023.88	
Lyon	Robert Kirk	Sergeant	\$ 124,505.79	\$ 1,070.29	
Backer	Mark Francis	Plainclothes Police Constable	\$ 124,497.01	\$ 1,017.02	
Poynter	Christopher Rex	Police Constable	\$ 124,494.83	\$ 1,000.74	
Cicchirillo	Giuseppe	Police Constable	\$ 124,490.05	\$ 1,000.74	
St George	Stephane Marc	Sergeant	\$ 124,462.01	\$ 1,049.10	
Dhatt	Rubinder	Detective	\$ 124,458.83	\$ 1,060.02	
Cilia	John Robert	Plainclothes Police Constable	\$ 124,430.63	\$ 1,023.88	
Langille	Lynn	Detective	\$ 124,414.80	\$ 1,070.29	
Mills	Brad Jonathan	Police Constable	\$ 124,403.12	\$ 994.09	
Pinchak	Wasył	Project Leader	\$ 124,382.72	\$ 434.33	
Rocha	Ulrick	Plainclothes Police Constable	\$ 124,374.65	\$ 1,013.87	
Ferry	Michael Bernard	Sergeant	\$ 124,372.54	\$ 1,070.29	
Violot	Andrew	Sergeant	\$ 124,352.29	\$ 1,070.29	
Saeed	Kamran Mansoor	Sergeant	\$ 124,348.34	\$ 1,049.10	
Lloyd	Bradford	Sergeant	\$ 124,346.63	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Tutka	Peter	Police Constable	\$ 124,341.85	\$	1,019.43
Regan	Gail	Detective	\$ 124,336.67	\$	420.29
Spencer	Laura Elizabeth	Police Constable	\$ 124,331.22	\$	1,000.74
Armstrong	Robert Paul	Plainclothes Police Constable	\$ 124,316.49	\$	1,033.37
Barretto	Bertrand Stanley	Police Constable	\$ 124,295.23	\$	1,028.15
Brar	Gursharnjit Singh	Police Constable	\$ 124,292.62	\$	1,000.74
Youroukos	Jonathan Nicholas	Plainclothes Police Constable	\$ 124,288.44	\$	1,013.20
Ferguson	Stephen	Detective	\$ 124,285.04	\$	1,070.29
Zinati	Jacques	Police Constable	\$ 124,273.66	\$	360.75
Baird	Mark Andrew	Police Constable	\$ 124,256.50	\$	1,000.74
Ford	Harrison Marc	Police Constable	\$ 124,253.80	\$	991.12
Routh	Matthew Aaron	Detective	\$ 124,252.24	\$	1,060.02
Selvakumar	Thushanth	Police Constable	\$ 124,244.33	\$	966.77
Hameed	Mohamed Jordan	Plainclothes Police Constable	\$ 124,236.84	\$	1,023.88
Nuri	Abdullah	Detective	\$ 124,217.94	\$	1,049.10
Hominuk	Christopher Joseph	Plainclothes Police Constable	\$ 124,201.88	\$	383.37
Rock	Carol	Detective	\$ 124,201.84	\$	1,070.29
McBride	Raymond Douglas	Plainclothes Police Constable	\$ 124,196.98	\$	1,023.88
Sutcliffe	Darrin Herbert	Sergeant	\$ 124,194.77	\$	1,070.29
Reid	Robert Charles	Plainclothes Police Constable	\$ 124,190.27	\$	1,003.39
O'Shea	Stephen James	Training Constable	\$ 124,179.40	\$	1,023.88
Balet	Andrew Sebastian	Plainclothes Police Constable	\$ 124,172.36	\$	1,023.88
Tremblay	Andrew Justin	Police Constable	\$ 124,170.17	\$	1,000.74
Hollywood	Neil	Plainclothes Police Constable	\$ 124,153.41	\$	1,043.90
Polak	Brandon Victor	Plainclothes Police Constable	\$ 124,140.61	\$	1,006.08
Cook	Anthony Douglas	Training Constable	\$ 124,130.38	\$	1,023.88
Piccolo	Adrian Michael	Plainclothes Police Constable	\$ 124,125.56	\$	1,023.88
Anderson	Luke Jonathan	Police Constable	\$ 124,118.95	\$	1,010.75
Bullock	Neil	Staff Sergeant	\$ 124,106.30	\$	1,068.21
Campbell	Murray Smeaton	Sergeant	\$ 124,104.50	\$	1,060.02
Eldridge	Reginald	Sergeant	\$ 124,100.55	\$	1,070.29
Dowding	Jeffrey Edward	Police Constable	\$ 124,095.84	\$	1,008.65
Warrener	Robert Joseph	Sergeant	\$ 124,092.05	\$	1,018.31
Keveza	Ryan Mathew	Plainclothes Police Constable	\$ 124,063.99	\$	1,023.88
MacDonald	Bernard	Sergeant	\$ 124,051.26	\$	1,070.29
Glancy	David	Police Constable	\$ 124,049.57	\$	1,020.89
Johnston	Andrew Michael	Plainclothes Police Constable	\$ 124,035.94	\$	1,023.88
Geborski	Piotr	Police Constable	\$ 124,030.41	\$	991.12
Valledor	Alvin	Training Constable	\$ 123,998.62	\$	1,030.07
Straver	Lawrence	Sergeant	\$ 123,986.85	\$	1,070.29
Lobo	Kristophen	Plainclothes Police Constable	\$ 123,982.52	\$	996.34
Patel	Juneid Ahmed	Police Constable	\$ 123,964.15	\$	1,000.74
Moffat	Anthony	Police Constable	\$ 123,954.81	\$	1,000.74
Jaswal	Monish Singh	Plainclothes Police Constable	\$ 123,949.81	\$	1,015.87
Ferry	Jason Wayne	Sergeant	\$ 123,933.89	\$	1,060.02
Racette	Allan Roger	Plainclothes Police Constable	\$ 123,928.87	\$	1,023.88
McCutcheon	Douglas	Detective	\$ 123,921.48	\$	420.29
Warman	Richard Edgar	Police Constable	\$ 123,920.98	\$	1,010.75
O'Connor	Kellie Mae	Executive Assistant of Chief	\$ 123,895.89	\$	762.16
James	Brian Robert	Detective	\$ 123,894.52	\$	1,060.02
Coutts	Sean Gordon	Plainclothes Police Constable	\$ 123,890.77	\$	1,017.02
Morgan	Christopher	Police Constable	\$ 123,890.12	\$	1,000.74
Sehdev	Nitin	Police Constable	\$ 123,882.95	\$	1,023.88
Thawer	Shafraz Fatehali	Plainclothes Police Constable	\$ 123,875.22	\$	1,023.88
Karras	Stella Stauroula	Detective	\$ 123,857.95	\$	1,060.02
Walia	Ramandeep Kaur	Parking Enforcement Officer	\$ 123,853.02	\$	894.27
Sen	Tapan Kumar	Project Leader	\$ 123,851.15	\$	434.33
Washington	Katharine Ann	Detective	\$ 123,849.28	\$	1,070.29
Thompson	Wesley Peter	Police Constable	\$ 123,848.74	\$	949.44
Hwang	Alexander Hyun	Plainclothes Police Constable	\$ 123,844.23	\$	357.71

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Costello	Patrick William	Police Constable	\$ 123,826.16	\$ 1,000.74	
Hoeller	Christopher Alexander	Plainclothes Police Constable	\$ 123,815.01	\$ 1,023.88	
Capizzo	Giuseppe Dino	Detective	\$ 123,812.73	\$ 1,070.29	
Gooding	Joanne Michele	Senior Administrator	\$ 123,802.06	\$ 1,184.82	
Febbo	Oliver	Sergeant	\$ 123,796.50	\$ 1,070.29	
Petrakis	Stavros	Police Constable	\$ 123,773.78	\$ 1,000.74	
O'Donnell	Mark	Police Constable	\$ 123,770.20	\$ 1,000.74	
Woodhouse	Stephen	Sergeant	\$ 123,766.72	\$ 1,070.29	
Sirbos	Tommy	Police Constable	\$ 123,759.90	\$ 1,000.74	
Rand	Richard Theodore	Plainclothes Police Constable	\$ 123,744.32	\$ 1,033.37	
Snedden	Tracy Lee	Police Constable	\$ 123,739.99	\$ 1,009.70	
Rossi	Marcelo Osvaldo	Plainclothes Police Constable	\$ 123,732.14	\$ 1,015.87	
Altobello	Domenic Joesph	Plainclothes Police Constable	\$ 123,717.42	\$ 1,023.88	
Taborowski	Robert Joseph	Police Constable	\$ 123,706.70	\$ 1,000.74	
Webster	David Gregory	Detective	\$ 123,706.48	\$ 1,070.29	
Agamata	Julius Laconsay	Police Constable	\$ 123,703.10	\$ 942.99	
Hickmott	Marcie Lynn	Detective	\$ 123,702.66	\$ 410.02	
Haffejee	Fazal Mohammed	Plainclothes Police Constable	\$ 123,688.23	\$ 1,024.28	
Robitaille	Patrick Antoine	Detective	\$ 123,656.32	\$ 1,054.02	
Kim	Judy Mi-Yae	Police Constable	\$ 123,626.91	\$ 1,018.54	
Patel	Rajeshkumar	Detective	\$ 123,623.31	\$ 1,049.10	
Mantle	Bryan Larry	Plainclothes Police Constable	\$ 123,622.16	\$ 1,023.88	
Purchas	Christopher Dale	Plainclothes Police Constable	\$ 123,611.32	\$ 383.37	
Goldsmith	Eric Charles	Sergeant	\$ 123,609.37	\$ 1,060.02	
Onzuka	Edward Yuji	Plainclothes Police Constable	\$ 123,604.18	\$ 5,402.39	
Albanese	Jason John	Detective	\$ 123,590.59	\$ 1,049.10	
Leermakers	William Anthony	Sergeant	\$ 123,582.31	\$ 1,060.02	
Shaw	Kempton Bernard	Plainclothes Police Constable	\$ 123,567.16	\$ 1,023.88	
Rourke	Emerald Kelly	Plainclothes Police Constable	\$ 123,564.70	\$ 1,032.38	
Ito	Christopher	Police Constable	\$ 123,558.55	\$ 1,011.42	
Auluck	Ritu	Police Constable	\$ 123,554.50	\$ 650.00	
Maro	Kjell Kristoffer	Police Constable	\$ 123,529.95	\$ 1,000.74	
Ryan	Barbara	Staff Sergeant	\$ 123,526.38	\$ 1,078.14	
Damani	Zahir	Project Leader	\$ 123,525.85	\$ 434.33	
Thompson	Elsie Tina	Supervisor	\$ 123,516.75	\$ 434.33	
Burns	Stephen George	Sergeant	\$ 123,510.65	\$ 445.29	
Powrie	John Erwin	Police Constable	\$ 123,484.27	\$ 1,000.74	
Miller	Brian James	Police Constable	\$ 123,480.08	\$ 1,000.74	
Tomlinson-Thompson	Cheryl Pamela	Plainclothes Police Constable	\$ 123,462.53	\$ 1,017.65	
Pulenzas	Christopher Michael	Police Constable	\$ 123,462.36	\$ 959.97	
Lambie	Darryl Bradley	Police Constable	\$ 123,452.10	\$ 1,000.74	
Isabello	David Anthony	Plainclothes Police Constable	\$ 123,421.92	\$ 1,013.20	
Mi	Yaoming	Senior Technical Analyst	\$ 123,421.27	\$ 401.70	
Kahnt	Angela Christine	Sergeant	\$ 123,413.85	\$ 1,008.34	
Ladurantaye	Brock Yves	Training Constable	\$ 123,405.62	\$ 1,023.88	
Lindell	Kurtis Lawrence	Police Constable	\$ 123,397.63	\$ 1,000.74	
Macias	Antonio Delgado	Sergeant	\$ 123,378.16	\$ 1,070.29	
Sutherland	Brian Arthur	Police Constable	\$ 123,373.81	\$ 1,000.74	
Kathiravelu	Kajamuganathan	Sergeant	\$ 123,364.03	\$ 1,008.34	
Thornton	Amanda Doris	Detective	\$ 123,351.02	\$ 1,052.79	
Chahal	Jeffrey Alvin	Plainclothes Police Constable	\$ 123,342.43	\$ 1,023.88	
Chouryguine	Dmitry	Plainclothes Police Constable	\$ 123,341.17	\$ 1,023.88	
Yurkiw	Adam Lorne	Plainclothes Police Constable	\$ 123,335.32	\$ 1,023.88	
Taylor	Michael Kenneth	Plainclothes Police Constable	\$ 123,332.52	\$ 1,023.88	
Stevenson	Kevin Glenn	Police Constable	\$ 123,321.59	\$ 1,000.74	
Valerio	John	Sergeant	\$ 123,317.94	\$ 1,070.29	
Williams	Michael James	Staff Sergeant	\$ 123,303.90	\$ 1,064.73	
Bacon	Andrew Martin	Training Constable	\$ 123,289.11	\$ 1,023.88	
Reid	Chad Scott	Detective	\$ 123,282.30	\$ 1,049.10	
Granberg	Dino	Sergeant	\$ 123,278.31	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Gunasekara	Gangodavila	Police Constable	\$ 123,269.45	\$ 991.12
Minhas	Gurminder Singh	Plainclothes Police Constable	\$ 123,260.91	\$ 1,023.88
Federico	Matthew Michael	Senior Technical Analyst	\$ 123,243.08	\$ 1,051.70
Chu	Sheila Xiaotang	Project Leader	\$ 123,242.94	\$ 1,084.33
Furanna	Ryan Andrew	Plainclothes Police Constable	\$ 123,224.48	\$ 1,023.88
Ouellette	David Mark	Sergeant	\$ 123,221.12	\$ 1,060.02
Rose	Douglas Grant	Sergeant	\$ 123,206.07	\$ 1,070.29
Als	Anthony Christopher	Police Constable	\$ 123,194.80	\$ 1,010.75
Boyer	Denis	Plainclothes Police Constable	\$ 123,193.24	\$ 1,043.90
Koech	Aggrey Kiplanga	Plainclothes Police Constable	\$ 123,191.11	\$ 1,023.88
Bland	Debbie Elizabeth	Training Constable	\$ 123,190.24	\$ 1,023.88
Esteves	Rui Manuel	Police Constable	\$ 123,177.73	\$ 1,000.74
Lee	Philip Brian	Sergeant	\$ 123,166.08	\$ 1,060.02
Walker	Julie-Anne Nicole	Plainclothes Police Constable	\$ 123,139.84	\$ 1,023.88
Laws	Christopher Bradley	Police Constable	\$ 123,139.61	\$ 1,020.89
Cieslik	Jaroslav	Police Constable	\$ 123,136.28	\$ 1,020.89
Arulanandam	Gerrard Nimalan	Plainclothes Police Constable	\$ 123,132.64	\$ 1,033.37
Malfara	Quinton Joseph	Police Constable	\$ 123,128.37	\$ 931.44
Pinchin	Brian	Plainclothes Police Constable	\$ 123,127.50	\$ 1,043.90
Tillsley	John	Sergeant	\$ 123,126.35	\$ 1,070.29
Vincent	Matthew Edward	Project Leader	\$ 123,101.05	\$ 434.33
Lee	Charles Jae-Wook	Detective	\$ 123,095.11	\$ 1,060.02
Newmarch	Brett Ryan	Plainclothes Police Constable	\$ 123,087.31	\$ 1,023.88
Butt	Michael Clayton	Detective	\$ 123,082.22	\$ 1,060.02
Pece	Anthony Michael	Plainclothes Police Constable	\$ 123,077.51	\$ 1,014.22
Christian	Philip Bruce	Plainclothes Police Constable	\$ 123,074.14	\$ 1,023.88
Castellucci	Anthony	Sergeant	\$ 123,068.35	\$ 1,070.29
Umbrello	Franco	Sergeant	\$ 123,068.34	\$ 1,058.73
MacLean	Roderick	Sergeant	\$ 123,050.29	\$ 1,070.29
Popov	Alexander Igorevich	Plainclothes Police Constable	\$ 123,043.16	\$ 1,023.88
Das Gupta	Onil	Training Constable	\$ 123,031.01	\$ 1,043.90
Hunter	Jason Colin	Detective	\$ 123,016.22	\$ 1,049.10
Smith	Raymond Ernest	Project Leader	\$ 123,015.61	\$ 434.33
Mersereau	Michael	Sergeant	\$ 123,005.03	\$ 1,070.29
Saccoccia	Paolo Vincenzo	Plainclothes Police Constable	\$ 123,004.81	\$ 1,023.88
Lazzaro	Frank Anthony	Detective	\$ 122,998.18	\$ 1,052.79
Campbell	Douglas	Sergeant	\$ 122,996.31	\$ 1,070.29
Rowlands	Eric Michael	Police Constable	\$ 122,992.37	\$ 1,018.54
Taylor	Andrew James	Detective	\$ 122,976.69	\$ 1,049.10
Smith	Nicholas Steven	Plainclothes Police Constable	\$ 122,966.41	\$ 1,013.87
Knoblauch	Keith Percy	Police Constable	\$ 122,965.20	\$ 1,020.89
Juhasz	Alexander Gyozo	Police Constable	\$ 122,944.92	\$ 1,000.74
Rodeghiero	Robert James	Detective	\$ 122,934.50	\$ 1,060.02
Liddy	Andrew James	Plainclothes Police Constable	\$ 122,923.26	\$ 996.34
Zhou	Ye	Infrastructure Architect	\$ 122,916.75	\$ 434.33
Moed	Jeremy Clark	Detective	\$ 122,905.12	\$ 1,060.02
Preuthun	Adam Alexander	Police Constable	\$ 122,885.27	\$ 1,000.74
Jaksa	Joseph Andrew	Plainclothes Police Constable	\$ 122,883.01	\$ 1,023.88
De Medeiros	Sherry Maria	Plainclothes Police Constable	\$ 122,870.65	\$ 1,033.37
Harker	Adam Michael	Plainclothes Police Constable	\$ 122,843.92	\$ 1,023.88
Tait	Scott John	Plainclothes Police Constable	\$ 122,835.43	\$ 1,023.88
Halagian	Adam Ryan	Plainclothes Police Constable	\$ 122,819.99	\$ 1,012.31
Palermo	Loredana	Plainclothes Police Constable	\$ 122,816.36	\$ 1,023.88
Percival	Kimberly Jane	Detective	\$ 122,812.40	\$ 1,060.02
Fyfe	John	Plainclothes Police Constable	\$ 122,796.75	\$ 1,043.90
Fillier	Sean Michael	Police Constable	\$ 122,779.76	\$ 1,010.75
Claudio	Donald	Police Constable	\$ 122,761.67	\$ 1,000.74
Kuhn	Rene Michael	Police Constable	\$ 122,757.36	\$ 1,023.88
Park	Sang Jun	Police Constable	\$ 122,757.25	\$ 1,010.75
Provender	Stephanie Lin	Plainclothes Police Constable	\$ 122,694.34	\$ 1,014.36

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Yin	Jie	Information Security Architech	\$ 122,691.75	\$ 434.33	
Schafhauser	Hans Peter	Police Constable	\$ 122,690.42	\$ 1,009.70	
Hagopian	Gregory Krikor	Detective	\$ 122,671.87	\$ 1,069.51	
Mancuso	Francesco	Detective	\$ 122,669.48	\$ 1,058.73	
Wells	David Archer	Police Constable	\$ 122,662.97	\$ 1,000.74	
Urkosky	Brian William	Detective	\$ 122,637.52	\$ 1,049.10	
Ladurantaye	Ryan Nicholas	Police Constable	\$ 122,624.77	\$ 997.46	
Popalzai	Mustafa	Police Constable	\$ 122,623.32	\$ 959.97	
Howes	Christopher Paul	Training Constable	\$ 122,614.22	\$ 1,033.37	
Poulin	Martin Fabian	Sergeant	\$ 122,589.33	\$ 1,060.02	
Berg	Michael Andrew	Sergeant	\$ 122,584.74	\$ 1,049.10	
Purvis	David Frederick	Police Constable	\$ 122,578.39	\$ 1,007.86	
Park	John David	Plainclothes Police Constable	\$ 122,573.98	\$ 1,013.87	
Pozzan	Andrew Valerio	Police Constable	\$ 122,560.70	\$ 1,018.54	
Prevost	Jayne Thomas	Police Constable	\$ 122,551.37	\$ 350.74	
Takeda	Robert	Detective	\$ 122,525.20	\$ 1,070.29	
Limsiaco	Michael	Police Constable	\$ 122,516.19	\$ 1,008.75	
Lee	Evelyn Sui	Operations Supervisor	\$ 122,504.20	\$ 998.14	
Brautigam	Jazen Lorne	Sergeant	\$ 122,481.82	\$ 1,055.72	
Warnock	Martin	Police Constable	\$ 122,469.73	\$ 1,004.52	
Bartlett	Daniel Alberto	Plainclothes Police Constable	\$ 122,461.98	\$ 1,023.88	
Scherk	Christopher	Detective	\$ 122,453.85	\$ 1,070.29	
Boyko	Jeremy Jeffrey	Detective	\$ 122,453.63	\$ 1,055.72	
Martell	Brian	Detective	\$ 122,444.98	\$ 1,070.29	
Galdiks	Roland Gerhard	Police Constable	\$ 122,425.54	\$ 1,000.74	
Bopara	Gurwinder	Detective	\$ 122,402.18	\$ 1,070.29	
Moniz	Brian Melo	Operations Supervisor	\$ 122,396.58	\$ 965.64	
Oberfrank	Timothy	Detective	\$ 122,390.17	\$ 1,070.29	
Ganeshalingam	Niruban	Police Constable	\$ 122,385.23	\$ 1,000.74	
Powell	Michelle Elizabeth	Plainclothes Police Constable	\$ 122,379.28	\$ 1,033.37	
Tedford	Steven Thomas	Sergeant	\$ 122,377.30	\$ 1,070.29	
Hall	William Michael	Police Constable	\$ 122,372.19	\$ 1,008.75	
Cieslik	Susan Helena	Plainclothes Police Constable	\$ 122,363.45	\$ 1,043.90	
Johnson	Martin Nathaniel	Plainclothes Police Constable	\$ 122,327.54	\$ 1,023.88	
Hofland	Matthew Robert	Sergeant	\$ 122,326.40	\$ 1,060.02	
Melanson	James Allen	Senior Operations Supervisor	\$ 122,290.50	\$ 1,080.95	
Fonseca	Michael Remalho	Training Constable	\$ 122,285.98	\$ 1,024.67	
Kmieciak	John	Sergeant	\$ 122,262.26	\$ 1,070.29	
McBride	Keith Robert	Plainclothes Police Constable	\$ 122,252.12	\$ 1,023.88	
Stacey	Brian	Plainclothes Police Constable	\$ 122,248.08	\$ 1,043.90	
Penton	Shane Stephen	Sergeant	\$ 122,242.94	\$ 1,060.02	
Flis	Candice Lynn	Sergeant	\$ 122,220.21	\$ 1,070.29	
Maxwell	George Byron	Plainclothes Police Constable	\$ 122,215.53	\$ 1,033.37	
Zhang	Lu	Senior Technical Analyst	\$ 122,201.77	\$ 401.70	
Rozich	Samantha Mildred	Sergeant	\$ 122,199.67	\$ 1,070.29	
Giesche	Chad Allen	Plainclothes Police Constable	\$ 122,190.19	\$ 2,007.82	
Genovy	Shaun	Detective	\$ 122,184.26	\$ 1,070.29	
Vilvanathan	Piratheepan	Police Constable	\$ 122,168.99	\$ 1,000.74	
Dulude	Lisa Arlene	Police Constable	\$ 122,166.80	\$ 994.09	
Lawson	Samuel John	Police Constable	\$ 122,166.22	\$ 966.77	
Vandenberg	Carolyn	Sergeant	\$ 122,152.50	\$ 1,070.29	
Gillespie	Michael Patrick	Plainclothes Police Constable	\$ 122,148.25	\$ 1,023.88	
Redigonda	Richard	Sergeant	\$ 122,144.94	\$ 1,070.29	
Thorne	Timothy Peter	Detective	\$ 122,143.30	\$ 1,060.02	
Deacon	Timothy William	Police Constable	\$ 122,143.13	\$ 999.51	
Garbutt	Deborah Grace	Police Constable	\$ 122,140.89	\$ 1,010.75	
Mendoza	Philip Manilay	Sergeant	\$ 122,129.38	\$ 1,062.42	
Sabadics	Kimberly Joan	Police Constable	\$ 122,113.84	\$ 1,020.89	
Griffin	Shain Michael	Detective	\$ 122,100.03	\$ 1,060.02	
Sweenie	Carolyn	Sergeant	\$ 122,096.75	\$ 1,045.29	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Rozario	Conrad George	Plainclothes Police Constable	\$ 122,064.13	\$ 1,346.06
Vandervoort	Michael Alexander	Police Constable	\$ 122,050.45	\$ 991.12
Lopez	Rowan Carl	Plainclothes Police Constable	\$ 122,018.68	\$ 1,017.65
Chen	Jinn-Huei Jimmy	Plainclothes Police Constable	\$ 122,014.01	\$ 1,023.88
Griffiths	David Stewart	Police Constable	\$ 122,004.05	\$ 1,000.74
Cheung	Nicky Tin-Fu	Plainclothes Police Constable	\$ 121,994.41	\$ 1,023.88
Chan	Chun Kwong	Plainclothes Police Constable	\$ 121,990.79	\$ 1,043.90
Bissonnette	Paul Marcel	Sergeant	\$ 121,985.46	\$ 1,049.10
Salihu	Kastriot	Plainclothes Police Constable	\$ 121,984.90	\$ 1,020.52
Papamanolis	Dimitrios	Police Constable	\$ 121,984.62	\$ 342.44
Lee	James Stanton	Police Constable	\$ 121,975.88	\$ 1,018.54
Reloza	Ralph Christopher	Police Constable	\$ 121,967.14	\$ 966.77
Angus	John Douglas	Plainclothes Police Constable	\$ 121,966.29	\$ 1,033.37
Steeves	Thomas Warren	Detective	\$ 121,951.97	\$ 1,049.51
MacPherson	Michael Zane	Police Constable	\$ 121,944.49	\$ 1,016.84
Stuart	Matthew James	Training Constable	\$ 121,942.90	\$ 1,024.28
Holmes	Douglas Jason	Police Constable	\$ 121,925.71	\$ 1,000.74
Fowlds	Gordon Bruce	Police Constable	\$ 121,910.07	\$ 1,020.89
Boulet	Scott	Detective	\$ 121,909.91	\$ 1,070.29
Douglas	Jeffrey	Sergeant	\$ 121,908.22	\$ 1,070.29
Van Nest	Ryan Kingsley	Detective	\$ 121,899.09	\$ 1,049.10
Bartlett	Jason Mitchell	Detective	\$ 121,871.12	\$ 1,049.10
Hunte	Karen	Sergeant	\$ 121,858.76	\$ 1,070.29
Tait	Keith Hamilton	Police Constable	\$ 121,850.59	\$ 1,020.89
Terzopoulos	Chris	Police Constable	\$ 121,848.28	\$ 1,000.74
Ellis	Matthew Austin	Plainclothes Police Constable	\$ 121,840.74	\$ 1,020.52
Kotas	Artur Jacek	Sergeant	\$ 121,840.32	\$ 1,060.02
Sebastian	Ryan Luke	Police Constable	\$ 121,829.13	\$ 949.44
Permaul	Gavin	Police Constable	\$ 121,800.75	\$ 997.46
Gibson	Nathan Edward	Police Constable	\$ 121,793.59	\$ 1,000.74
Zeppieri	Justin Peter	Plainclothes Police Constable	\$ 121,787.90	\$ 1,020.52
Hatch	Diana Louise	Sergeant	\$ 121,778.50	\$ 1,070.29
Dick	Michael David	Plainclothes Police Constable	\$ 121,772.70	\$ 1,023.88
McCutcheon	Sean Cameron	Sergeant	\$ 121,757.56	\$ 1,060.02
Garcia	Etelvino Manuel	Plainclothes Police Constable	\$ 121,747.43	\$ 1,023.88
Gidari	Joseph	Police Constable	\$ 121,741.89	\$ 1,010.75
Kerr	Samuel William	Police Constable	\$ 121,735.30	\$ 1,020.89
Amantea	Anthony Francesco	Police Constable	\$ 121,733.63	\$ 1,000.74
Gordon	Christopher	Sergeant	\$ 121,723.58	\$ 420.29
Davey	Thomas	Sergeant	\$ 121,715.74	\$ 1,070.29
Prosavich	Paula Anne	Sergeant	\$ 121,700.24	\$ 405.72
McCullough	Kristal Kashmir	Plainclothes Police Constable	\$ 121,687.82	\$ 1,023.88
Soper	Melinda Jean	Sergeant	\$ 121,661.84	\$ 1,060.02
Mackrell	Paul	Detective	\$ 121,660.19	\$ 420.29
Strachan	James Alexander	Sergeant	\$ 121,649.33	\$ 1,060.02
McFadyen	Daniel Gordon	Detective	\$ 121,647.47	\$ 1,060.02
Wallace	Robert Boyd	Detective	\$ 121,639.60	\$ 1,049.10
Foulds	Laura Jane	Plainclothes Police Constable	\$ 121,637.45	\$ 1,023.88
Beattie	Christopher Dennis	Sergeant	\$ 121,623.15	\$ 1,060.02
McKay	Scott	Detective	\$ 121,618.62	\$ 1,070.29
Riegert	Christopher Andrew	Training Constable	\$ 121,617.64	\$ 1,023.88
Lee	James	Police Constable	\$ 121,604.17	\$ 991.12
Musial	Bartosz Pawel	Police Constable	\$ 121,601.77	\$ 1,000.74
Douglas	Barbara Ann	Detective	\$ 121,588.42	\$ 1,070.29
Patton	Scott Matthew	Police Constable	\$ 121,583.14	\$ 1,000.74
Bernobic	Kevin	Police Constable	\$ 121,578.77	\$ 1,000.74
Dion	Daniel	Sergeant	\$ 121,576.14	\$ 1,070.29
Merritt	Christopher Michael	Police Constable	\$ 121,575.04	\$ 1,000.74
Brown	Sven Pierre	Police Constable	\$ 121,570.42	\$ 954.60
Hillhouse	Todd Garry	Sergeant	\$ 121,563.79	\$ 1,069.73

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Homiak	Mark John	Plainclothes Police Constable	\$ 121,559.60	\$ 999.88	
Knowles	David	Detective	\$ 121,522.20	\$ 1,070.29	
Quinn	Conal George	Police Constable	\$ 121,512.39	\$ 1,027.48	
Bailey	Nicole Anne	Sergeant	\$ 121,508.70	\$ 1,049.10	
Price	Robert Arthur	Police Constable	\$ 121,486.24	\$ 1,000.74	
Gris	Robert Michael	Detective	\$ 121,448.97	\$ 1,049.10	
Surphlis	Douglas	Sergeant	\$ 121,437.73	\$ 1,070.29	
Brown	Paul Andrew	Police Constable	\$ 121,427.74	\$ 1,010.75	
Alexander	Wayne Matthew	Police Constable	\$ 121,425.40	\$ 1,000.74	
Kennedy	Mark David	Plainclothes Police Constable	\$ 121,402.50	\$ 1,023.88	
McClelland	Robert	Sergeant	\$ 121,396.06	\$ 1,070.29	
Sager	Lawrence	Sergeant	\$ 121,388.10	\$ 1,070.29	
Johnston	Tricia Marlene	Sergeant	\$ 121,385.33	\$ 1,060.02	
Butler	Cory Murray	Plainclothes Police Constable	\$ 121,382.72	\$ 1,023.88	
Mrahar	Jasbir Singh	Plainclothes Police Constable	\$ 121,379.91	\$ 1,016.76	
Direnzo	Raymond Martin	Sergeant	\$ 121,355.40	\$ 1,070.29	
Danson	Akira Nathaniel	Plainclothes Police Constable	\$ 121,343.25	\$ 1,002.93	
Mackrell	James Murray	Plainclothes Police Constable	\$ 121,328.57	\$ 1,023.88	
Coyne	Patrick Kevin	Detective	\$ 121,328.48	\$ 1,049.10	
Jenkins	Allen	Sergeant	\$ 121,327.77	\$ 420.29	
Kawaya	Djo Hitshika	Police Constable	\$ 121,327.34	\$ 991.45	
Khan	Garvin Imtiaz	Police Constable	\$ 121,320.85	\$ 1,010.75	
Mansour	Nabih Mohamad	Detective	\$ 121,308.43	\$ 1,049.10	
MacLean	Thomas Christopher	Training Constable	\$ 121,305.58	\$ 1,023.88	
O'Neill	Barry John	Sergeant	\$ 121,298.20	\$ 1,060.02	
Broadfoot	Alexander	Sergeant	\$ 121,290.74	\$ 1,070.29	
Jansz	Angelo Tyrell	Sergeant	\$ 121,285.86	\$ 1,060.02	
Funchion	Daniel Scott	Police Constable	\$ 121,275.02	\$ 1,018.54	
Riggs	Brian Christopher	Plainclothes Police Constable	\$ 121,273.59	\$ 1,033.37	
Polychronis	George	Police Constable	\$ 121,265.71	\$ 994.09	
Weeks	Jesse David	Sergeant	\$ 121,264.59	\$ 1,049.10	
Brunelle	Glen Winston	Police Constable	\$ 121,262.79	\$ 1,000.74	
Dunbar	Everett Clair	Plainclothes Police Constable	\$ 121,260.78	\$ 1,016.76	
Laurel	Don Louie	Police Constable	\$ 121,254.84	\$ 1,000.74	
Reinartas	Michael Arthur	Police Constable	\$ 121,249.70	\$ 1,000.74	
Henderson	Geoffrey Paul	Police Constable	\$ 121,238.37	\$ 1,000.74	
Marchis	Serena Jane	Plainclothes Police Constable	\$ 121,217.31	\$ 1,022.10	
Brown	Mark Charles	Plainclothes Police Constable	\$ 121,192.27	\$ 1,032.03	
Bates	Timothy Brian	Detective	\$ 121,192.05	\$ 1,070.29	
Hrebenak	Vladimir	Police Constable	\$ 121,181.67	\$ 1,000.74	
Hoffman	Brian Geoffrey	Plainclothes Police Constable	\$ 121,173.39	\$ 1,023.88	
Chiasson	Marcel Andre	Detective	\$ 121,160.93	\$ 1,070.29	
Yeandle	Mark	Sergeant	\$ 121,157.77	\$ 1,070.29	
Vigna	Diana Christine	Police Constable	\$ 121,155.66	\$ 1,000.74	
O'Donohue	Derek Micheal	Sergeant	\$ 121,147.48	\$ 1,043.24	
Higo	Todd Elliot	Detective	\$ 121,147.10	\$ 1,060.02	
Martin	Rudolf	Detective	\$ 121,106.60	\$ 420.29	
Gill	Sukhjit Singh	Police Constable	\$ 121,086.05	\$ 1,000.74	
Uppal	Vishal	Police Constable	\$ 121,082.29	\$ 1,010.75	
Murnane	Melissa Katherine	Plainclothes Police Constable	\$ 121,051.33	\$ 1,020.52	
Sikorski	Peter	Police Constable	\$ 121,034.90	\$ 966.77	
Karstoff	Brandon Christopher	Plainclothes Police Constable	\$ 121,016.33	\$ 1,030.07	
Tynkaluk	Dean Allan	Sergeant	\$ 121,001.81	\$ 1,070.29	
Thomas	Bryan Keith	Police Constable	\$ 120,981.46	\$ 1,000.74	
Hodgson	Scott Joseph	Police Constable	\$ 120,981.06	\$ 1,000.74	
Nicholson	Leonard Bruce	Detective	\$ 120,974.12	\$ 1,060.02	
Hawkins	Robert Geoffrey	Sergeant	\$ 120,968.12	\$ 1,012.08	
Anderson	Robert	Police Constable	\$ 120,960.67	\$ 1,000.74	
Fraser	Rod David	Plainclothes Police Constable	\$ 120,960.32	\$ 1,023.88	
Akeson	Aaron Joseph	Detective	\$ 120,956.58	\$ 1,049.10	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Townley	Darren	Sergeant	\$ 120,942.13	\$ 1,070.29
Lanigan	Robin	Sergeant	\$ 120,938.59	\$ 1,070.29
Marji	Martha Butros	Plainclothes Police Constable	\$ 120,926.96	\$ 1,023.88
Fenwick	Matthew Michael	Plainclothes Police Constable	\$ 120,919.58	\$ 1,023.88
Tattersall	Michael Eastwod	Plainclothes Police Constable	\$ 120,910.50	\$ 1,006.08
Reimer	Eric Richard	Training Constable	\$ 120,910.45	\$ 1,033.37
Katafigiotis	Constantine	Plainclothes Police Constable	\$ 120,901.69	\$ 1,023.88
Ahmad	Syed Omar	Plainclothes Police Constable	\$ 120,897.00	\$ 1,017.59
Goulah	Anthony Leo	Plainclothes Police Constable	\$ 120,886.43	\$ 1,023.88
Kempster	Darryl Martin	Plainclothes Police Constable	\$ 120,886.09	\$ 373.88
MacIsaac	James Alexander	Sergeant	\$ 120,885.86	\$ 1,060.02
Moore	Scott William	Detective	\$ 120,879.14	\$ 1,060.02
Channer	Neville	Sergeant	\$ 120,870.15	\$ 1,070.29
Dilly	Andrew Earl	Plainclothes Police Constable	\$ 120,862.14	\$ 1,012.31
Luthra	Narinder Pal	Police Constable	\$ 120,848.36	\$ 1,039.23
Cole	Jason Arthur	Sergeant	\$ 120,844.02	\$ 1,070.29
Patterson	Robert	Detective	\$ 120,838.18	\$ 1,070.29
Gregory	Sandra	Sergeant	\$ 120,830.47	\$ 1,070.29
Khan	Wahid	Police Constable	\$ 120,825.35	\$ 1,000.74
Moore	Adam Benjamin	Training Constable	\$ 120,823.75	\$ 1,023.88
Somwaru	Kristopher Yoganand	Police Constable	\$ 120,804.19	\$ 1,000.74
Duffy	Marjorie Arleen	Sergeant	\$ 120,803.85	\$ 1,070.29
McCourt	Kevin	Plainclothes Police Constable	\$ 120,798.80	\$ 1,043.90
Knoop	Andrew	Police Constable	\$ 120,791.74	\$ 369.98
Sisk	Darren	Sergeant	\$ 120,789.30	\$ 1,070.29
Swaine	Aaron Douglas	Plainclothes Police Constable	\$ 120,783.66	\$ 1,017.02
Davydova	Olga	Plainclothes Police Constable	\$ 120,781.43	\$ 1,017.02
Mendoza	Bryan	Plainclothes Police Constable	\$ 120,776.12	\$ 1,033.37
Nei	Nicholas Shang-Lin	Sergeant	\$ 120,752.35	\$ 1,058.73
Taborski	Jennifer Nicole	Police Constable	\$ 120,752.15	\$ 994.09
Hamlet	Rowan Allen	Plainclothes Police Constable	\$ 120,745.19	\$ 1,023.88
Cates	Steven Richard	Sergeant	\$ 120,725.98	\$ 1,049.10
Gerry	Matthew James	Police Constable	\$ 120,696.50	\$ 1,000.74
Gibb	Louis	Sergeant	\$ 120,694.08	\$ 1,070.29
Manzke	Mike	Police Constable	\$ 120,691.85	\$ 1,000.74
Leece	Gordon William	Sergeant	\$ 120,686.85	\$ 1,049.10
Torrance	Steven James	Police Constable	\$ 120,685.56	\$ 1,000.74
Shaikh	Asif Anis	Police Constable	\$ 120,671.39	\$ 1,010.75
Rezvani	Seyed Ali	Plainclothes Police Constable	\$ 120,664.15	\$ 1,023.88
Quann	Dillon Joseph	Police Constable	\$ 120,655.76	\$ 1,000.74
Wallace	Jason Ralph	Police Constable	\$ 120,652.11	\$ 997.46
Sinclair	Phillip Noel	Sergeant	\$ 120,640.01	\$ 1,049.51
Frendo-Jones	Mark Edward	Plainclothes Police Constable	\$ 120,636.31	\$ 1,023.88
Dennis	Aaron	Detective	\$ 120,631.66	\$ 1,060.02
Nicol	Robert	Plainclothes Police Constable	\$ 120,630.33	\$ 1,518.63
Schoonberg	Bobbi Anne	Police Constable	\$ 120,610.57	\$ 1,000.74
Lee	Jorge	Plainclothes Police Constable	\$ 120,605.03	\$ 1,023.88
Tonna	Paul Anthony	Police Constable	\$ 120,592.57	\$ 1,000.74
Burritt	Stephanie	Sergeant	\$ 120,582.65	\$ 1,066.00
Grierson	Michael	Detective	\$ 120,576.36	\$ 1,070.29
Elvy	Conroy Jonathan	Police Constable	\$ 120,573.20	\$ 991.12
Ryan	Clinton Derek	Training Constable	\$ 120,571.77	\$ 1,023.88
Holder	Adkin	Detective	\$ 120,567.72	\$ 420.29
Ma	Jeffrey Hong	Police Constable	\$ 120,547.14	\$ 1,000.74
Patrick	Colin William	Police Constable	\$ 120,541.23	\$ 997.46
Jamieson	Jeffrey David	Police Constable	\$ 120,539.47	\$ 976.27
Hawken	Michael Brownlee	Plainclothes Police Constable	\$ 120,534.86	\$ 1,023.88
Klunder	Gerard William	Sergeant	\$ 120,529.63	\$ 1,060.02
Smith	Aaron Andrew	Plainclothes Police Constable	\$ 120,528.65	\$ 1,023.88
Pinfold	Matthew George	Plainclothes Police Constable	\$ 120,517.91	\$ 1,023.88

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Caracciolo	Roger Dominic	Detective	\$ 120,498.63	\$ 1,058.73
Moore	Kevin Robert	Plainclothes Police Constable	\$ 120,496.02	\$ 1,006.08
Adam	Michael Jason	Detective	\$ 120,457.11	\$ 1,060.02
Adams	Todd Robert	Plainclothes Police Constable	\$ 120,449.33	\$ 1,006.08
Raney	Andrew	Sergeant	\$ 120,434.77	\$ 1,070.29
Dube	David	Sergeant	\$ 120,419.97	\$ 1,070.29
Amah	Malik Ariel	Police Constable	\$ 120,415.22	\$ 1,000.74
Hilborn	Lynda Dawn	Detective	\$ 120,402.69	\$ 1,070.29
Arshad	Sheraz	Plainclothes Police Constable	\$ 120,400.08	\$ 1,023.88
Musclow	Claude	Sergeant	\$ 120,396.07	\$ 1,070.29
Mobbs	Christopher Andrew	Police Constable	\$ 120,390.80	\$ 1,000.74
Karmali	Faizal Shiraz	Police Constable	\$ 120,377.03	\$ 1,007.95
Chang	Wendy Michelle	Plainclothes Police Constable	\$ 120,376.73	\$ 996.34
Mitchell	Charles	Sergeant	\$ 120,375.20	\$ 1,070.29
Ferguson	Jay Marie	Sergeant	\$ 120,367.73	\$ 1,070.29
Sukhram	Brian	Plainclothes Police Constable	\$ 120,357.82	\$ 1,013.87
MacSteven	Peter John	Plainclothes Police Constable	\$ 120,353.62	\$ 1,027.28
Garcia	Christopher	Plainclothes Police Constable	\$ 120,352.08	\$ 1,017.02
Lima	Rodney James	Sergeant	\$ 120,323.81	\$ 1,060.02
Carter	Shawn Christopher	Police Constable	\$ 120,323.01	\$ 994.09
Roth	Michael William	Plainclothes Police Constable	\$ 120,313.98	\$ 1,013.87
Yung	Stephen Kienmun	Training Constable	\$ 120,304.01	\$ 1,023.88
Asselstine	Shaun David	Police Constable	\$ 120,288.11	\$ 1,000.74
MacDonald	Janice	Detective	\$ 120,282.69	\$ 1,070.29
Ryan	Jennifer	Detective	\$ 120,280.60	\$ 1,070.29
Williams	Clayton	Sergeant	\$ 120,279.99	\$ 1,070.29
Haitzer	Gary	Sergeant	\$ 120,255.02	\$ 1,070.29
Moreira	John	Detective	\$ 120,255.02	\$ 1,070.29
McKinnie	Amanda	Sergeant	\$ 120,234.64	\$ 545.29
Jackson	Wayne Neil	Sergeant	\$ 120,228.98	\$ 1,060.02
Ng	Yuen	Sergeant	\$ 120,220.39	\$ 1,070.29
Tam	Ching Hung	Criminal Records Clerk	\$ 120,203.72	\$ 220.48
Drummond	Wendy Elizabeth	Sergeant	\$ 120,190.20	\$ 439.33
Higgs	Leslie Anne	Police Constable	\$ 120,188.43	\$ 994.09
Girard	Martin Remi	Plainclothes Police Constable	\$ 120,173.15	\$ 1,023.88
Manherz	Joel Nicholas	Plainclothes Police Constable	\$ 120,162.64	\$ 1,027.88
Mac	Ovid Ruben	Police Constable	\$ 120,153.32	\$ 1,010.75
Goddard	Glenn Patrick	Police Constable	\$ 120,142.93	\$ 1,010.75
Lupson	Christopher Brydon	Police Constable	\$ 120,142.00	\$ 1,000.74
MacGregor	Gary William	Operations Supervisor	\$ 120,141.25	\$ 998.14
Green	David Adam	Police Constable	\$ 120,137.32	\$ 1,000.74
Mathers	Sean Andrew	Plainclothes Police Constable	\$ 120,113.30	\$ 1,023.88
Van Nest	Jesse Clarkson	Sergeant	\$ 120,103.56	\$ 1,060.02
Townshend	Christopher Andrew	Police Constable	\$ 120,102.46	\$ 1,000.74
Chow	Lawrence Chi	Detective	\$ 120,096.61	\$ 420.29
Kostiuk	Michael	Police Constable	\$ 120,095.63	\$ 1,020.89
Akunyili	Richard Dean	Police Constable	\$ 120,093.69	\$ 1,000.74
McCartney	Matthew Joseph	Plainclothes Police Constable	\$ 120,083.35	\$ 1,023.88
Gajewski	Sarakina Madeline	Police Constable	\$ 120,065.13	\$ 350.74
Beadman	Brian George	Detective	\$ 120,056.96	\$ 1,070.29
Gray	Robert	Sergeant	\$ 120,053.41	\$ 420.29
Bezley	Jonathan Thomas	Plainclothes Police Constable	\$ 120,039.89	\$ 996.34
Vella	Tonyo	Police Constable	\$ 120,032.74	\$ 1,010.75
Lionti	Calogero	Police Constable	\$ 120,028.78	\$ 1,010.75
Clark	Jamie Anderson	Sergeant	\$ 120,027.64	\$ 1,060.02
Adach	Edward Hieronim	Detective	\$ 120,025.81	\$ 1,070.29
Dyck	Henry Jacob	Detective	\$ 120,013.78	\$ 1,049.10
Estwick	Eulialia	Sergeant	\$ 119,999.44	\$ 670.29
Osborne	Brian Otto	Police Constable	\$ 119,994.39	\$ 1,000.74
Taborski	Angela Kelly	Plainclothes Police Constable	\$ 119,984.83	\$ 1,023.88

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Benevides	Richard Ferreira	Police Constable	\$ 119,975.77	\$ 1,016.76	
Bator	Andrew Istvan	Sergeant	\$ 119,968.83	\$ 1,070.29	
Bradbury	Scott Gordon	Staff Sergeant	\$ 119,938.96	\$ 1,067.72	
Bird-Dawson	Jeremy Roy	Plainclothes Police Constable	\$ 119,936.09	\$ 1,023.88	
D'Souza	Tyron Ian	Police Constable	\$ 119,933.96	\$ 1,000.74	
Fryer	Stephen Robert	Police Constable	\$ 119,920.43	\$ 1,019.43	
Singh	Amarjit Purba	Sergeant	\$ 119,919.34	\$ 1,070.29	
Gallo	Daniel	Plainclothes Police Constable	\$ 119,915.08	\$ 1,218.80	
Dean	Jesse Russell	Plainclothes Police Constable	\$ 119,893.96	\$ 1,023.88	
Francois	Patrice Gaston	Plainclothes Police Constable	\$ 119,880.66	\$ 1,023.88	
Carter	Dale	Sergeant	\$ 119,863.69	\$ 1,070.29	
Charles	Simbert	Police Constable	\$ 119,860.31	\$ 1,000.74	
Bernardo	Eduardo Madeiros	Training Constable	\$ 119,849.78	\$ 1,032.38	
Kidd	James Jeffrey	Plainclothes Police Constable	\$ 119,837.64	\$ 1,033.37	
Diaz	Pedro Eduardo	Detective	\$ 119,834.01	\$ 1,069.38	
Persaud	Ramace	Police Constable	\$ 119,821.19	\$ 1,000.74	
Mc Kenzie	Joshua Brandon	Plainclothes Police Constable	\$ 119,819.36	\$ 1,023.88	
Pop	Ian	Plainclothes Police Constable	\$ 119,799.65	\$ 1,043.90	
Dales	Clayton Russell	Plainclothes Police Constable	\$ 119,795.01	\$ 1,023.88	
Knill	Graham Kenneth	Plainclothes Police Constable	\$ 119,794.47	\$ 1,033.37	
Hicks	Joey Reuben	Training Constable	\$ 119,789.53	\$ 1,017.02	
Skinner	Kelly Simone	Detective	\$ 119,789.06	\$ 1,060.02	
MacInnis	Robert Francis	Sergeant	\$ 119,777.01	\$ 1,069.38	
Grellette	Carl Anthony	Plainclothes Police Constable	\$ 119,775.15	\$ 1,017.65	
Sorgo	Roy	Detective	\$ 119,768.56	\$ 1,070.29	
Cheung	Gadman Daniel	Plainclothes Police Constable	\$ 119,766.69	\$ 1,030.07	
Purves	Andrew James	Plainclothes Police Constable	\$ 119,751.89	\$ 1,020.52	
Ramsay	Michael Todd	Police Constable	\$ 119,746.62	\$ 1,009.70	
Coroghly	Khalid Mohammed	Plainclothes Police Constable	\$ 119,744.10	\$ 1,023.88	
Bevan	William	Detective	\$ 119,737.91	\$ 1,070.29	
Lorriman	Steven Cyril	Sergeant	\$ 119,737.24	\$ 1,060.02	
Olsen	Shaun	Sergeant	\$ 119,730.59	\$ 1,070.29	
Harvey	Robin Lynn	Detective	\$ 119,716.87	\$ 1,055.72	
Gialousis	Emanuel	Police Constable	\$ 119,709.64	\$ 1,000.74	
Pischedda	Mark Stephen	Plainclothes Police Constable	\$ 119,695.83	\$ 973.88	
Press	Michael Allen	Senior Firearms Officer	\$ 119,695.76	\$ 1,050.92	
Drake	William	Sergeant	\$ 119,694.73	\$ 823.09	
Persaud	Rajendra	Plainclothes Police Constable	\$ 119,689.68	\$ 1,023.88	
Schettini	Anthony	Detective	\$ 119,682.72	\$ 1,070.29	
Ollos	Sandor Ernest	Police Constable	\$ 119,676.26	\$ 1,000.74	
Prosper	Mark Anthony	Police Constable	\$ 119,674.93	\$ 1,000.74	
McKenzie	Robert Sean	Detective	\$ 119,665.51	\$ 1,060.02	
Grigat	Cornelia Grace	Police Constable	\$ 119,663.98	\$ 1,000.74	
Elliott	Shawn William	Detective	\$ 119,660.34	\$ 1,070.29	
Chiu	Sin-Yi	Sergeant	\$ 119,657.46	\$ 1,070.29	
Collin	Jonathan David	Sergeant	\$ 119,653.17	\$ 1,049.10	
Shutt	Scott David	Sergeant	\$ 119,652.09	\$ 1,049.10	
Gee	William Edward	Plainclothes Police Constable	\$ 119,640.65	\$ 1,023.88	
Westerhoff	David James	Plainclothes Police Constable	\$ 119,635.59	\$ 1,023.88	
Ozkan	Nedim	Senior Analyst	\$ 119,629.39	\$ 386.25	
Flowers	Thomas Pryce	Training Constable	\$ 119,626.90	\$ 1,033.37	
Cawthorne	Jason Paul	Training Constable	\$ 119,624.00	\$ 1,023.88	
Grewal	Narinderpal Singh	Police Constable	\$ 119,622.01	\$ 1,000.74	
Irvine	Gary Allison	Police Constable	\$ 119,620.24	\$ 1,020.89	
Ross	Cameron Stephen	Plainclothes Police Constable	\$ 119,619.71	\$ 1,006.08	
Braganza	Ryan Francis	Plainclothes Police Constable	\$ 119,617.27	\$ 1,017.02	
Hawco	Bernard Thomas	Sergeant	\$ 119,592.97	\$ 1,070.29	
Tayabali	Azhar Abbas	Plainclothes Police Constable	\$ 119,591.80	\$ 1,017.65	
Disalvo	Sharon	Sergeant	\$ 119,591.79	\$ 1,070.29	
Proctor	Richard	Detective	\$ 119,584.18	\$ 1,070.29	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Bevan	Gordon	Training Constable	\$ 119,579.74	\$	1,043.90
Stevenson	Brendan Leigh	Training Constable	\$ 119,577.46	\$	1,023.88
Marsman	Henri	Detective	\$ 119,571.06	\$	1,070.29
Moore	Darcy	Sergeant	\$ 119,568.26	\$	1,070.29
Thibodeau	John Robert	Sergeant	\$ 119,567.82	\$	1,070.29
Lampiris	Chris	Police Constable	\$ 119,565.38	\$	1,010.75
Burkholder	Herbert	Sergeant	\$ 119,561.90	\$	1,070.29
Brideau	Rene Alyre	Plainclothes Police Constable	\$ 119,553.67	\$	1,023.88
Gaudet	David Richard	Sergeant	\$ 119,552.05	\$	1,060.02
Skeete	Junior	Sergeant	\$ 119,550.35	\$	420.29
Kerr	Kyle	Sergeant	\$ 119,544.31	\$	1,070.29
Mitchell	Jodi Lynn	Detective	\$ 119,527.31	\$	1,060.02
McGahern	John Anthony	Police Constable	\$ 119,526.41	\$	1,020.89
Burke	Christopher John	Detective	\$ 119,522.28	\$	420.29
McLeish	Patricia Louise	Senior Technical Analyst	\$ 119,498.26	\$	401.70
Casey	James Austin	Plainclothes Police Constable	\$ 119,492.40	\$	373.88
Bowker	Colleen Lisa	Sergeant	\$ 119,489.71	\$	1,060.02
Handsor	Philip Allen	Detective	\$ 119,488.13	\$	1,055.72
Jones	Stephen Christopher	Training Constable	\$ 119,487.21	\$	1,023.88
Perdon	Vera Lyn	Police Constable	\$ 119,486.01	\$	1,000.74
Josifovic	Mladen	Detective	\$ 119,484.04	\$	1,070.29
McCarroll	Matthew James	Police Constable	\$ 119,474.84	\$	955.00
Handsor	Amy Christine	Sergeant	\$ 119,474.41	\$	1,056.58
Yim	Dennis Yiu-Kam	Plainclothes Police Constable	\$ 119,457.47	\$	1,012.31
Uhrich	Allan Joseph	Sergeant	\$ 119,449.26	\$	419.38
McGivern	Michael George	Sergeant	\$ 119,447.04	\$	1,070.29
Akromah Adjei	Alfred	Police Constable	\$ 119,446.06	\$	954.60
Butler	Philip Michael	Plainclothes Police Constable	\$ 119,436.53	\$	1,023.88
Norman	Darryl James	Plainclothes Police Constable	\$ 119,434.13	\$	1,023.88
Sharma	Sanjay Kumar	Detective	\$ 119,422.41	\$	1,060.02
Tint	Julie Christine	Sergeant	\$ 119,410.88	\$	1,070.29
Watson	O'Neil Constant	Plainclothes Police Constable	\$ 119,406.34	\$	1,013.87
Findlay	Ryan McLean	Plainclothes Police Constable	\$ 119,392.87	\$	1,023.88
De Lima	David Noel	Police Constable	\$ 119,390.50	\$	994.09
McGrath	Dustin Thomas	Police Constable	\$ 119,386.37	\$	1,000.74
Windmoller	Theodore John	Sergeant	\$ 119,382.79	\$	1,070.29
Salermo Paneque	Javier	Training Constable	\$ 119,375.76	\$	1,023.88
Richardson	Sheila Ann	Sergeant	\$ 119,369.71	\$	420.29
Gallant	Denise	Detective	\$ 119,367.96	\$	420.29
Martsenyuk	Vadym	Police Constable	\$ 119,363.69	\$	1,000.74
Zerucelli	Christian George	Police Constable	\$ 119,339.10	\$	1,000.74
Fernandes	Michael	Plainclothes Police Constable	\$ 119,326.71	\$	393.90
Dizon	Eduardo	Plainclothes Police Constable	\$ 119,306.56	\$	1,033.37
Zaheed	Ikram	Police Constable	\$ 119,300.39	\$	997.46
Kaposy	Kevin John	Sergeant	\$ 119,291.98	\$	585.02
Tupling	Ann-Marie	Detective	\$ 119,282.86	\$	1,070.29
McKeraghan	Dann Francis	Plainclothes Police Constable	\$ 119,275.39	\$	1,033.37
O'Kane	Geraid David	Detective	\$ 119,273.10	\$	1,060.02
Caron	Mary Helene	Plainclothes Police Constable	\$ 119,225.36	\$	1,023.88
Wong	Matthew Dee	Police Constable	\$ 119,223.50	\$	1,000.74
Wright	Adam Edward	Plainclothes Police Constable	\$ 119,210.27	\$	1,012.43
Minasvand	George	Detective	\$ 119,207.81	\$	1,060.02
Tapp	Dean	Detective	\$ 119,207.76	\$	1,070.29
Saib	Rachid	Police Constable	\$ 119,207.01	\$	1,000.74
Epperson	Erik Amadeus	Sergeant	\$ 119,203.46	\$	1,049.10
McCabe	Mark Anthony	Police Constable	\$ 119,200.37	\$	1,000.74
Hayes	Roy Edward	Plainclothes Police Constable	\$ 119,194.14	\$	393.90
Dance	Ryan William	Plainclothes Police Constable	\$ 119,181.81	\$	1,023.88
Schumacher	Jonathan Michael	Plainclothes Police Constable	\$ 119,164.09	\$	1,033.37
Mastrokostas	Magdalene Maggie	Sergeant	\$ 119,153.34	\$	419.80

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Verspeeten	Bradley Dennis	Plainclothes Police Constable	\$ 119,151.21	\$ 1,023.88	
Hansen	Peter	Police Constable	\$ 119,141.62	\$ 1,010.75	
Brabant	Laura Ann	Plainclothes Police Constable	\$ 119,139.69	\$ 1,023.88	
Jenkins	Clinton Richard	Training Constable	\$ 119,137.64	\$ 1,023.88	
Safari	Mustafa	Police Constable	\$ 119,123.81	\$ 1,000.74	
Morris	Harold	Sergeant	\$ 119,122.39	\$ 1,070.29	
Laush	Christopher Allen	Sergeant	\$ 119,112.54	\$ 1,070.29	
Vandall	Martin Philip	Sergeant	\$ 119,110.24	\$ 1,070.29	
Hoover	Bradley	Detective	\$ 119,108.03	\$ 419.38	
Fisher	Bradley	Detective	\$ 119,104.77	\$ 1,070.29	
Bennett	Trevor	Sergeant	\$ 119,100.26	\$ 420.29	
Gordon	William Shayne	Police Constable	\$ 119,094.25	\$ 1,000.74	
So	Christopher Stuart	Plainclothes Police Constable	\$ 119,087.75	\$ 1,033.37	
Jones	Sandra Maureen	Sergeant	\$ 119,086.45	\$ 1,070.29	
Tanguay	Michael Richard	Police Constable	\$ 119,085.28	\$ 991.12	
Dhaliwal	Piara Singh	Police Constable	\$ 119,079.37	\$ 1,000.74	
Clark	Dana John	Police Constable	\$ 119,077.63	\$ 1,000.74	
Duncan	Peter	Detective	\$ 119,062.47	\$ 1,070.29	
Gales	Wendy	Sergeant	\$ 119,056.71	\$ 920.29	
Farewell	Daniel Harold	Plainclothes Police Constable	\$ 119,052.61	\$ 1,024.28	
Small	Christopher Douglas	Police Constable	\$ 119,050.43	\$ 1,000.74	
Pitters	Glenn Michael	Police Constable	\$ 119,050.08	\$ 1,010.75	
Wilson	Timothy	Sergeant	\$ 119,045.97	\$ 1,070.29	
Kiproff	Michael Peter	Plainclothes Police Constable	\$ 119,037.68	\$ 1,033.37	
Scearce	Martin Kendal	Police Constable	\$ 119,033.02	\$ 1,000.74	
Ross	Darlene	Sergeant	\$ 119,029.21	\$ 1,070.29	
Senyk	Janna Louise	Plainclothes Police Constable	\$ 119,024.59	\$ 1,023.88	
Done	Iulian	Police Constable	\$ 119,020.85	\$ 1,000.74	
Hopkinson	David	Police Constable	\$ 119,014.61	\$ 1,020.89	
Fotopoulos	George	Sergeant	\$ 119,010.54	\$ 1,070.29	
Beaven-Brindle	Marcie Jeanne	Police Constable	\$ 119,009.79	\$ 1,010.75	
Hiscox	Patrick James	Police Constable	\$ 118,989.67	\$ 1,000.74	
Wardle	Roland	Sergeant	\$ 118,987.54	\$ 420.29	
Gendi	Peter	Plainclothes Police Constable	\$ 118,984.64	\$ 1,023.88	
Craddock	Stephen	Sergeant	\$ 118,981.66	\$ 1,070.29	
Duggan	Jennifer Joan	Plainclothes Police Constable	\$ 118,975.28	\$ 1,023.88	
McCue	Todd Douglas	Plainclothes Police Constable	\$ 118,966.08	\$ 1,030.07	
Laroche	Winston	Sergeant	\$ 118,960.77	\$ 420.29	
Osborn	Robert Daniel	Police Constable	\$ 118,959.88	\$ 1,000.74	
Bassett	Kurt Andrew	Police Constable	\$ 118,957.50	\$ 1,000.74	
Kesic	Zeljko	Police Constable	\$ 118,956.00	\$ 1,000.74	
Stevens	John	Sergeant	\$ 118,946.24	\$ 1,070.29	
Paul	Candace	Detective	\$ 118,944.99	\$ 895.29	
Higgitt	Elisa	Staff Sergeant	\$ 118,941.12	\$ 1,067.72	
Smith	Jason Sean	Plainclothes Police Constable	\$ 118,933.10	\$ 1,023.88	
Hans	Daljit	Sergeant	\$ 118,932.78	\$ 1,070.29	
Drozdowski	Marek	Training Constable	\$ 118,927.82	\$ 1,027.48	
Kerr	Jason Matthew	Police Constable	\$ 118,914.51	\$ 1,010.75	
Evans	Julie Marie	Detective	\$ 118,900.46	\$ 1,049.10	
Komada	Marcin	Police Constable	\$ 118,899.54	\$ 1,000.74	
Rupnarine	Leonard Sase	Police Constable	\$ 118,895.90	\$ 1,000.74	
Rose	Dawn	Sergeant	\$ 118,887.10	\$ 420.29	
Elliott	Christopher Paul	Detective	\$ 118,884.59	\$ 1,060.02	
Gilbert	Shawn William	Detective	\$ 118,877.40	\$ 1,060.02	
Russo	Jason Matthew	Police Constable	\$ 118,870.75	\$ 1,000.74	
Myers	Gregory	Sergeant	\$ 118,870.64	\$ 1,070.29	
Ortega Gonzalez	Mario Enrique	Senior Programmer	\$ 118,869.60	\$ 326.51	
Watson	Joslyn Nicole	Sergeant	\$ 118,861.83	\$ 1,060.02	
Harris	Kimberley Ann	Detective	\$ 118,857.07	\$ 410.02	
Hynek	Jeffrey Charles	Training Constable	\$ 118,856.32	\$ 1,021.21	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Blacker	Frederick	Detective	\$ 118,855.84	\$ 1,070.29	
Pacheco	Walter De	Sergeant	\$ 118,853.69	\$ 1,060.02	
Lahey	Mary Regina	Sergeant	\$ 118,853.49	\$ 1,070.29	
Haggett	Lori Lynn	Detective	\$ 118,840.80	\$ 323.09	
Moi	Natalie Bobo	Police Constable	\$ 118,810.67	\$ 1,004.52	
Fox	James	Detective	\$ 118,802.69	\$ 770.29	
Seaban	Michael George	Police Constable	\$ 118,802.05	\$ 1,000.74	
Sievers	John	Detective	\$ 118,781.04	\$ 1,070.29	
Montgomery	Elizabeth Helen	Detective	\$ 118,778.24	\$ 1,070.29	
Kis	Andrew	Sergeant	\$ 118,769.84	\$ 1,070.29	
Olson	Gary Aldred	Sergeant	\$ 118,768.44	\$ 1,070.29	
Day	Jonathan Nicholas	Police Constable	\$ 118,767.11	\$ 341.12	
Banks	Donna	Detective	\$ 118,767.04	\$ 1,070.29	
Clemens	Jeffrey	Sergeant	\$ 118,767.04	\$ 1,070.29	
Corra	Dale	Sergeant	\$ 118,767.04	\$ 419.73	
Fowler	Wayne Leonard	Detective	\$ 118,767.04	\$ 1,070.29	
Gauthier	Leo	Sergeant	\$ 118,767.04	\$ 420.29	
Greenaway	Fiona	Detective	\$ 118,767.04	\$ 420.29	
Grisolia	Lisa	Sergeant	\$ 118,767.04	\$ 1,070.29	
Hovey	Gwenyth	Sergeant	\$ 118,767.04	\$ 420.29	
Kennedy	Geoffrey	Sergeant	\$ 118,767.04	\$ 1,070.29	
MacDonald	Lori-Ann	Detective	\$ 118,767.04	\$ 970.29	
Pieper	Donna	Sergeant	\$ 118,767.04	\$ 420.29	
Reid	Waverley Elaine	Detective	\$ 118,767.04	\$ 1,070.29	
Sidhu	Gorpall Singh	Sergeant	\$ 118,767.04	\$ 1,070.29	
Watkins	Kerry	Detective	\$ 118,767.04	\$ 1,070.29	
Indiran	Prashanan	Plainclothes Police Constable	\$ 118,719.17	\$ 1,020.52	
Irvine	Zachary James	Plainclothes Police Constable	\$ 118,716.93	\$ 1,033.37	
Brister	John William	Police Constable	\$ 118,708.64	\$ 1,010.75	
Kim	Hoon	Police Constable	\$ 118,698.65	\$ 1,000.74	
Gundert	Robert Andrew	Plainclothes Police Constable	\$ 118,674.63	\$ 1,008.06	
Fegan	Paul	Training Constable	\$ 118,664.06	\$ 1,043.90	
Nalon	Tamara Darlene	Senior Operations Supervisor	\$ 118,658.91	\$ 1,053.10	
VanWart	Daniel Robinson	Police Constable	\$ 118,650.99	\$ 1,010.75	
Burry	Shawn Cecil	Detective	\$ 118,650.73	\$ 1,060.02	
Corbie	Wesley Marcus	Police Constable	\$ 118,649.91	\$ 1,000.74	
Zimmer	Lesley Anne	Detective	\$ 118,635.83	\$ 1,049.10	
Seto	Benny Hoy	Plainclothes Police Constable	\$ 118,631.17	\$ 1,023.88	
Gavaller	Ilana Chana	Police Constable	\$ 118,623.02	\$ 997.46	
Morell	Adam	Police Constable	\$ 118,618.85	\$ 1,020.89	
Lynch	Erinn Andrea	Detective	\$ 118,615.76	\$ 1,046.63	
Townley	Philip Alexander	Sergeant	\$ 118,600.55	\$ 1,060.02	
Saltmarsh	Sean Ryan	Police Constable	\$ 118,597.45	\$ 1,000.74	
Sun	Guangnan	Police Constable	\$ 118,590.41	\$ 914.74	
McFarquhar	Craig James	Sergeant	\$ 118,570.38	\$ 1,049.10	
Blower	Stuart William	Detective	\$ 118,568.54	\$ 1,049.10	
Goudie	Robert Randall	Sergeant	\$ 118,568.23	\$ 419.52	
Hall	Neil Harcourt	Sergeant	\$ 118,562.44	\$ 1,049.51	
Katschilo	James Alan	Police Constable	\$ 118,554.80	\$ 997.46	
Boyce	Andrew Ryan	Training Constable	\$ 118,552.32	\$ 1,023.88	
Jovanovich	Deanna Sylvia	Police Constable	\$ 118,549.06	\$ 997.46	
Feraday	Mark Daniel	Sergeant	\$ 118,537.22	\$ 1,069.38	
Guest	Dale	Sergeant	\$ 118,537.22	\$ 419.38	
Heard	Christopher Shayne	Sergeant	\$ 118,537.22	\$ 1,069.38	
Rogucki	Roman Thomas	Police Constable	\$ 118,524.11	\$ 1,009.70	
Grondin	Scott William	Plainclothes Police Constable	\$ 118,517.67	\$ 1,032.38	
Swift	Gregory Scott	Police Constable	\$ 118,515.27	\$ 1,000.74	
Nishikawa	Brian Jonathan	Police Constable	\$ 118,514.89	\$ 1,017.65	
Williams	Deirdre Elizabeth	Board Administrator	\$ 118,513.28	\$ 401.70	
Stone	Christopher	Training Constable	\$ 118,495.93	\$ 1,043.90	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Joseph	Abey	Police Constable	\$ 118,494.89	\$ 337.25	
Menard	John Phillip	Detective	\$ 118,477.48	\$ 1,060.02	
Manota	Raman Romi	Sergeant	\$ 118,467.81	\$ 1,008.34	
Zandkarimi	Ali	Police Constable	\$ 118,447.59	\$ 994.09	
Antonaros	John	Plainclothes Police Constable	\$ 118,430.48	\$ 1,023.88	
Whitfield	Louis Francis	Plainclothes Police Constable	\$ 118,426.02	\$ 1,023.88	
Sunega	Brittany Ann	Police Constable	\$ 118,423.88	\$ 939.12	
Rowe	James Leonard	Police Constable	\$ 118,421.72	\$ 1,027.16	
Webb	Kelli Denise	Police Constable	\$ 118,410.98	\$ 997.46	
Douvis	Antonios	Police Constable	\$ 118,399.95	\$ 1,000.74	
Clark	Hazel Ann	Plainclothes Police Constable	\$ 118,395.34	\$ 1,027.28	
Manuel	Gregory John	Police Constable	\$ 118,363.20	\$ 1,010.75	
Clark	Preston Michael	Detective	\$ 118,355.29	\$ 1,055.72	
Vickers	David	Inspector	\$ 118,342.74	\$ 636.60	
Gill	Amanpreet Singh	Police Constable	\$ 118,322.37	\$ 1,001.16	
Apostolidis	John	Sergeant	\$ 118,321.10	\$ 1,060.02	
Florez	Luis Guillermo	Police Constable	\$ 118,315.90	\$ 1,000.74	
Repa	Mark Anthony	Detective	\$ 118,311.39	\$ 1,060.02	
Withrow	Jennifer Autumn	Plainclothes Police Constable	\$ 118,288.59	\$ 1,023.88	
Scherbey	Ronnie Mikeal	Plainclothes Police Constable	\$ 118,286.91	\$ 1,033.37	
Raveendran	Arjuna	Police Constable	\$ 118,284.91	\$ 984.37	
McCarthy	Kristopher Ryan	Sergeant	\$ 118,276.34	\$ 1,060.02	
Chase	Matthew Joseph	Training Constable	\$ 118,273.04	\$ 1,018.07	
Mailer	Steven	Plainclothes Police Constable	\$ 118,265.57	\$ 1,033.37	
Canning	Mark	Training Constable	\$ 118,241.26	\$ 1,043.90	
Jones	Thomas	Plainclothes Police Constable	\$ 118,240.77	\$ 393.90	
Luff	Daniel Peter	Police Constable	\$ 118,218.34	\$ 973.57	
Lawrence	Gavin Sylvester	Police Constable	\$ 118,214.75	\$ 997.46	
Moureau	Julie Soline	Police Constable	\$ 118,211.97	\$ 1,000.74	
Figlarz	Radoslaw	Police Constable	\$ 118,206.16	\$ 1,000.74	
Moraes	Timothy	Plainclothes Police Constable	\$ 118,190.12	\$ 1,043.90	
McConnach	Robert Bruce	Plainclothes Police Constable	\$ 118,189.05	\$ 393.90	
Ostrom-Peake	Deirdre Ann	Labour Relations Analyst	\$ 118,188.49	\$ 1,206.27	
Salowski	Gayle Winnifred	Labour Relations Analyst	\$ 118,188.49	\$ 1,206.27	
Tindall	Derek James	Plainclothes Police Constable	\$ 118,182.38	\$ 1,006.08	
Vandervoort	Belinda	Plainclothes Police Constable	\$ 118,174.46	\$ 373.88	
Crilly	John James	Detective	\$ 118,162.06	\$ 1,060.02	
Sangha	Harjit Singh	Plainclothes Police Constable	\$ 118,151.37	\$ 1,043.90	
Cooper	Christopher Robert	Police Constable	\$ 118,150.24	\$ 1,000.74	
Saggi	Sharnjit Singh	Police Constable	\$ 118,149.56	\$ 1,000.74	
Reise	Ronald Gordon	Police Constable	\$ 118,140.22	\$ 1,006.97	
Chapman	Karen	Detective	\$ 118,130.26	\$ 1,060.02	
Thompson	Marland Finlay	Police Constable	\$ 118,126.28	\$ 1,000.74	
Horwood	Ryan Knight	Police Constable	\$ 118,124.03	\$ 1,000.74	
Hewko	Tamari Lynn	Plainclothes Police Constable	\$ 118,103.28	\$ 1,020.11	
Pourghazi	Aydin	Police Constable	\$ 118,089.37	\$ 1,000.74	
Li	Boyd	Detective	\$ 118,086.19	\$ 1,049.10	
Jones	Cheryl Lindsay	Sergeant	\$ 118,071.33	\$ 1,055.72	
Elgar	Karen Elizabeth	Plainclothes Police Constable	\$ 118,051.31	\$ 1,043.90	
Coulter	Shane Dustin	Sergeant	\$ 118,047.61	\$ 1,060.02	
Dodds	Leslie Graham	Plainclothes Police Constable	\$ 118,044.87	\$ 1,023.88	
Borg	Susanne Josephene	Plainclothes Police Constable	\$ 118,041.40	\$ 1,033.37	
Bhogal	Jagdeep Singh	Police Constable	\$ 118,033.43	\$ 1,000.74	
Minami	Mark Nobuyuki	Police Constable	\$ 118,015.98	\$ 1,000.74	
Jeeva	Asif Ali	Police Constable	\$ 118,015.52	\$ 997.02	
Dhugha	Sarbjeet Kaur	Sergeant	\$ 118,013.58	\$ 1,060.02	
Korac	Paul Louis	Detective	\$ 117,992.92	\$ 1,057.03	
Darnley	Steven William	Plainclothes Police Constable	\$ 117,988.55	\$ 1,030.07	
Rallis	Peter	Sergeant	\$ 117,977.63	\$ 1,060.02	
LeFort	Kenton William	Training Constable	\$ 117,967.98	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Ing	James Ryan	Plainclothes Police Constable	\$ 117,957.67	\$	1,006.08
Leonard	Monika Joanna	Police Constable	\$ 117,948.20	\$	991.12
Brown	Robert Arthur	Sergeant	\$ 117,947.47	\$	1,049.10
Boyd	Dale Peter	Plainclothes Police Constable	\$ 117,942.98	\$	1,023.88
Furfaro	Matthew Annunziato	Police Constable	\$ 117,942.56	\$	942.99
Isse	Abdi-Karim Omar	Police Constable	\$ 117,932.32	\$	954.60
Coleman	Keith Samuel	Training Constable	\$ 117,927.17	\$	1,033.37
Fernandes	Ross Savio	Detective	\$ 117,912.58	\$	1,049.10
Putman	Aaron Matthew	Plainclothes Police Constable	\$ 117,911.71	\$	1,023.88
Imrie	Thomas Allen	Detective	\$ 117,875.44	\$	1,060.02
Carleton	Stephen James	Sergeant	\$ 117,871.85	\$	1,052.79
O'Brien	Brendan Francis	Plainclothes Police Constable	\$ 117,853.64	\$	978.79
McEvoy	Clinton Wayne	Plainclothes Police Constable	\$ 117,836.76	\$	1,023.88
Gauthier	Paul Richard	Sergeant	\$ 117,818.16	\$	1,060.02
Roberts	Deighton Arthur	Police Constable	\$ 117,818.10	\$	1,000.74
Brown	Matthew James	Plainclothes Police Constable	\$ 117,816.98	\$	1,023.88
Iannone	John-Paul	Senior Customer Service Rep	\$ 117,816.21	\$	1,019.20
Getty	Sean Peter	Plainclothes Police Constable	\$ 117,804.45	\$	1,013.87
Nijjar	Harjit Singh	Sergeant	\$ 117,782.86	\$	1,060.02
Diaconu	Adrian	Police Constable	\$ 117,778.64	\$	655.89
Letsche	Douglas Reynolds	Training Constable	\$ 117,771.58	\$	1,033.37
Wilson	Sherry Elizabeth	Sergeant	\$ 117,745.08	\$	1,060.02
Jones	Michael Craig	Police Constable	\$ 117,741.06	\$	1,010.75
De Guzman	Noel Enriquez	Sergeant	\$ 117,731.24	\$	1,008.34
Bedi	Saurabjit Singh	Police Constable	\$ 117,726.33	\$	966.77
Law	Richie Chun-Wai	Police Constable	\$ 117,725.82	\$	1,000.74
Ross	Keith	Police Constable	\$ 117,709.54	\$	1,020.89
Bourgeois	Jean Philip	Training Constable	\$ 117,703.02	\$	1,016.76
Arsenault	Richard Paul	Sergeant	\$ 117,696.35	\$	1,060.02
Rogers	Michael Lee	Detective	\$ 117,695.60	\$	1,060.02
Mason	Donald Edward	Police Constable	\$ 117,692.27	\$	1,008.75
Castell	Tiffany Alicia	Detective	\$ 117,688.80	\$	1,049.10
Rambharack	Neil	Detective	\$ 117,688.63	\$	399.51
Campoli	Adam Daniel	Police Constable	\$ 117,685.36	\$	1,000.74
Leung	Simon	Plainclothes Police Constable	\$ 117,671.44	\$	1,015.26
Gabriel	Matthew Thomas	Police Constable	\$ 117,661.31	\$	1,000.74
Bilby	David Andrew	Plainclothes Police Constable	\$ 117,656.67	\$	1,023.88
Petrakis	Kyriakos	Plainclothes Police Constable	\$ 117,651.65	\$	1,017.02
Spyropoulos	Niki	Plainclothes Police Constable	\$ 117,647.51	\$	1,023.88
Quinn	Ana Daniela Bento	Police Constable	\$ 117,635.51	\$	1,001.16
Sarvanandan	Baheerathan	Sergeant	\$ 117,632.90	\$	1,049.10
Dyke	Lene Dahl	Plainclothes Police Constable	\$ 117,625.11	\$	989.59
Landry	Joel Christian	Plainclothes Police Constable	\$ 117,609.90	\$	1,023.88
Blake	Courtney Anthony	Police Constable	\$ 117,609.62	\$	1,000.74
Girardi	Nancy Lynne	Plainclothes Police Constable	\$ 117,606.57	\$	1,033.37
Smith	Shannon Elizabeth	Training Constable	\$ 117,599.54	\$	1,023.88
Samson	Meghann Florence	Plainclothes Police Constable	\$ 117,574.13	\$	1,017.02
Mansuri	Abuturab Abubak	Police Constable	\$ 117,568.52	\$	1,000.74
Pelech	Danylo Illya	Police Constable	\$ 117,548.08	\$	997.46
Babin	Scott Jason	Police Constable	\$ 117,541.71	\$	373.88
Russell	Robert Glenn	Sergeant	\$ 117,537.86	\$	1,060.02
McKinnon	Darryl Lloyd	Plainclothes Police Constable	\$ 117,534.64	\$	1,006.08
Wrong	Jason Christopher	Police Constable	\$ 117,502.80	\$	1,020.89
Carswell	Brian Patrick	Plainclothes Police Constable	\$ 117,488.43	\$	1,023.88
Ramphal	Vedanand Sudesh	Police Constable	\$ 117,488.09	\$	1,000.74
Da Silva	Mark Paul	Police Constable	\$ 117,482.37	\$	1,000.74
Hodges	Mark Christopher	Police Constable	\$ 117,477.07	\$	1,007.86
Christodoulou	Yiorgo Richard	Training Constable	\$ 117,476.67	\$	1,019.64
Wong	Vincent Alexander	Police Constable	\$ 117,465.32	\$	1,000.74
Sotelo	Troy Alvin	Plainclothes Police Constable	\$ 117,463.47	\$	1,016.76

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Wilson	Shane Stewart	Plainclothes Police Constable	\$ 117,454.77	\$ 1,023.88
Jarvis	Ian Paul	Training Constable	\$ 117,447.85	\$ 1,023.88
Ramsay	Jason Andrew	Police Constable	\$ 117,442.96	\$ 1,000.74
Omelko	Steven John	Police Constable	\$ 117,430.41	\$ 954.60
Mills	Paul Terrance	Plainclothes Police Constable	\$ 117,407.02	\$ 1,033.37
Bozzer	Andrew Dennis	Training Constable	\$ 117,389.25	\$ 1,030.07
Rinkoff	Lee Adam	Plainclothes Police Constable	\$ 117,387.62	\$ 1,013.20
Birtles	Stephen	Police Constable	\$ 117,372.58	\$ 1,020.89
Bradfield	Kevin Barry	Detective	\$ 117,369.65	\$ 1,050.73
Kapp	Justin Matthew	Police Constable	\$ 117,368.57	\$ 984.37
Yiannakakos	Christos	Plainclothes Police Constable	\$ 117,368.13	\$ 1,023.88
Osoba	Olusesan Osokoya	Police Constable	\$ 117,366.97	\$ 1,007.86
Sharma	Sandeep	Police Constable	\$ 117,365.47	\$ 991.12
Myers	Sharon Elizabeth	Detective	\$ 117,360.19	\$ 1,060.02
Vuong	Tommy	Plainclothes Police Constable	\$ 117,354.55	\$ 1,023.88
Hart	Peter Charles	Plainclothes Police Constable	\$ 117,351.45	\$ 1,016.76
Harding	Jeffrey Anthony	Plainclothes Police Constable	\$ 117,346.13	\$ 1,023.88
Makarenko	Thomas Micheal	Police Constable	\$ 117,338.16	\$ 991.45
Breau	Jamie Aurie	Police Constable	\$ 117,311.42	\$ 334.37
Giannini	Antonio	Police Constable	\$ 117,286.90	\$ 357.25
McKeown	Lisa Dawn	Plainclothes Police Constable	\$ 117,276.16	\$ 1,033.37
Vega	Daniel	Sergeant	\$ 117,262.91	\$ 1,060.02
Flores	Manuel Alejandro	Plainclothes Police Constable	\$ 117,250.67	\$ 1,023.88
Ng	Philip	Police Constable	\$ 117,243.00	\$ 991.12
Marshall	Shawn Tobin	Detective	\$ 117,236.45	\$ 1,052.79
Sullivan	Derek Anthony	Plainclothes Police Constable	\$ 117,231.02	\$ 1,033.37
Rooney	Trevor Michael	Sergeant	\$ 117,216.69	\$ 1,060.02
Gorski	Wojciech	Plainclothes Police Constable	\$ 117,202.23	\$ 1,014.22
Domingo	Jason Edward	Police Constable	\$ 117,189.13	\$ 1,010.75
Whitley	Paul William	Plainclothes Police Constable	\$ 117,188.83	\$ 1,023.88
Paterson	Kyle Scott	Plainclothes Police Constable	\$ 117,188.31	\$ 1,023.88
Andrews	Brian Paul	Training Constable	\$ 117,185.12	\$ 1,033.37
Rivers	Brett Lewis	Police Constable	\$ 117,166.16	\$ 1,000.74
Dagonas	Andrea Helen	Plainclothes Police Constable	\$ 117,149.97	\$ 1,023.88
Sutton	Sean Matthew	Police Constable	\$ 117,117.10	\$ 1,000.74
Smith	Stephen Patrick	Detective	\$ 117,112.08	\$ 435.02
Turnbull	James Nicholas	Police Constable	\$ 117,102.71	\$ 350.74
Singer	Aman Shawn	Plainclothes Police Constable	\$ 117,082.64	\$ 1,023.88
Reynolds	Jason David	Plainclothes Police Constable	\$ 117,079.07	\$ 1,030.07
Thangaveloo	Gunasekaran	Police Constable	\$ 117,075.70	\$ 1,010.75
Vandekerckhove	Darrell Andrew	Sergeant	\$ 117,043.80	\$ 1,049.10
Trenton	Rebecca	Patrol Supervisor	\$ 117,041.93	\$ 924.30
Burns	Roy Brian	Plainclothes Police Constable	\$ 117,028.13	\$ 1,016.76
Nguyen	Daniel	Plainclothes Police Constable	\$ 117,026.23	\$ 1,014.22
Belanger	Lisa Gabrielle	Detective	\$ 117,019.37	\$ 1,058.73
Court	Andrew James	Plainclothes Police Constable	\$ 117,018.52	\$ 367.65
Sharpe	Michael Conrad	Sergeant	\$ 117,014.09	\$ 1,052.79
Brito	Sergio Agostinho	Police Constable	\$ 116,999.65	\$ 1,014.09
Rutherford	Anthony James	Detective	\$ 116,993.77	\$ 1,060.02
Schippke	Daniel Jan	Plainclothes Police Constable	\$ 116,990.18	\$ 1,023.88
Graham	David Joseph	Police Constable	\$ 116,986.96	\$ 1,000.74
Relph	Bradley George	Sergeant	\$ 116,974.91	\$ 1,060.02
Darmitz	Andrew Joseph	Police Constable	\$ 116,966.85	\$ 1,018.54
Loria	Caterina	Plainclothes Police Constable	\$ 116,964.33	\$ 1,023.88
Jackson	Davis Robert	Training Constable	\$ 116,959.20	\$ 1,033.37
Pillach	Adrian Jozef	Police Constable	\$ 116,951.47	\$ 1,000.74
Smith	John Gray	Plainclothes Police Constable	\$ 116,934.81	\$ 1,023.88
Saffioti	Antonio	Police Constable	\$ 116,933.25	\$ 1,000.74
Crawford	Jason Richard	Plainclothes Police Constable	\$ 116,933.23	\$ 1,023.88
Eagleson-Madden	Lisa Christine	Detective	\$ 116,926.31	\$ 1,060.82

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Klimtschuck	Joseph Christian	Plainclothes Police Constable	\$ 116,916.42	\$ 1,023.88	
Arias	Jose Manuel	Police Constable	\$ 116,906.02	\$ 1,000.74	
Yang	Jennifer Li-Ping	Senior Analyst	\$ 116,895.96	\$ 401.70	
Day	Paul	Police Constable	\$ 116,895.61	\$ 1,020.89	
Gordon	Brandt Kenroy	Police Constable	\$ 116,888.46	\$ 902.57	
Benoit	Erin Melissa	Detective	\$ 116,886.26	\$ 1,060.02	
Tait	Judith Maureen	Sergeant	\$ 116,881.42	\$ 1,060.02	
Dorazio	Nickolas Charles	Police Constable	\$ 116,864.86	\$ 1,018.54	
Stapleton	Bradley Thomas	Sergeant	\$ 116,860.37	\$ 1,055.72	
Fehr	Douglas Alan	Training Constable	\$ 116,851.98	\$ 1,023.88	
Gardner	Ronald Franklin	Sergeant	\$ 116,849.36	\$ 1,052.79	
Garrison	Heidi Elsie	Detective Sergeant	\$ 116,841.78	\$ 459.94	
Toyne	Simon Andrew	Police Constable	\$ 116,840.79	\$ 1,000.74	
Hillier	Jason Sabino	Sergeant	\$ 116,835.56	\$ 1,049.10	
Lussow	Christopher	Training Constable	\$ 116,834.92	\$ 1,043.90	
Wang	Chuan	Plainclothes Police Constable	\$ 116,826.22	\$ 1,023.88	
Girmenia	Francesco	Plainclothes Police Constable	\$ 116,820.26	\$ 1,033.37	
Kraus	Jeremy James	Police Constable	\$ 116,814.15	\$ 341.12	
Noble	Dale Lloyd	Police Constable	\$ 116,791.79	\$ 991.12	
Brennan	Andrew Michael	Police Constable	\$ 116,790.93	\$ 976.27	
Taylor	Christopher Paul	Police Constable	\$ 116,784.30	\$ 1,020.89	
Thrush	Sean Peter	Detective	\$ 116,770.73	\$ 1,052.79	
Gottschling	Ronald Edmund	Police Constable	\$ 116,768.65	\$ 1,010.75	
Davis	Jason Brian	Plainclothes Police Constable	\$ 116,767.80	\$ 1,023.88	
Couto	Diana Rodrigues	Detective	\$ 116,765.25	\$ 408.73	
Riddell	Lindsay Diana	Plainclothes Police Constable	\$ 116,765.03	\$ 1,023.88	
Nevills	Shari Llalania	Plainclothes Police Constable	\$ 116,764.43	\$ 1,017.65	
Eagleson	Dawn Michelle	Detective	\$ 116,747.03	\$ 1,060.02	
Jansz	Gawain Mario	Sergeant	\$ 116,746.80	\$ 1,060.02	
Boncardo	Peter John	Plainclothes Police Constable	\$ 116,737.55	\$ 1,023.88	
Lagat	Rommelito Manuel	Parking Enforcement Officer	\$ 116,705.42	\$ 894.27	
Curtis	Teresa Phyllis	Plainclothes Police Constable	\$ 116,682.53	\$ 1,023.88	
Bell	Brian Andrew	Plainclothes Police Constable	\$ 116,681.65	\$ 1,023.88	
Klaas	Peter	Police Constable	\$ 116,680.66	\$ 1,003.68	
Dixon	Helen Bridie	Sergeant	\$ 116,679.11	\$ 1,049.51	
Sawyer	David Allan	Police Constable	\$ 116,674.48	\$ 1,000.74	
Younger	Chad Andrew	Plainclothes Police Constable	\$ 116,670.77	\$ 1,023.88	
Maing	Do Hyung	Police Constable	\$ 116,669.27	\$ 976.27	
Pinizzotto	Marc Anthony	Training Constable	\$ 116,663.27	\$ 1,023.88	
Tang	Henry	Police Constable	\$ 116,656.89	\$ 991.12	
Dhillon	Ranbir Singh	Detective	\$ 116,599.18	\$ 1,049.10	
Perry	Trevor Quentin	Police Constable	\$ 116,557.41	\$ 1,009.70	
Prodanos	Alexi	Police Constable	\$ 116,552.53	\$ 1,010.75	
Rampat	Sunil	Training Constable	\$ 116,545.99	\$ 1,023.88	
Rawluk	Roy	Plainclothes Police Constable	\$ 116,540.78	\$ 1,043.90	
Fernandes	Dwayne Anthony	Sergeant	\$ 116,531.01	\$ 1,060.02	
Stanley	William Robert	Sergeant	\$ 116,527.47	\$ 1,060.02	
Dewland	William Ronald	Police Constable	\$ 116,510.79	\$ 350.74	
Jokiniemi	Pekka	Police Constable	\$ 116,509.73	\$ 1,020.89	
Lim	Andrew	Plainclothes Police Constable	\$ 116,508.37	\$ 1,017.65	
Frederick	Antonio Rudolph	Sergeant	\$ 116,499.50	\$ 1,049.10	
Henry	Lesley-Anne	Police Constable	\$ 116,485.73	\$ 1,010.75	
Wenzel	Derek Michael	Police Constable	\$ 116,457.85	\$ 1,000.74	
Yourkin	Courtney Anne	Plainclothes Police Constable	\$ 116,457.21	\$ 1,023.88	
Windsor	David Lee	Sergeant	\$ 116,442.06	\$ 1,049.10	
Peterson	Clifford William	Plainclothes Police Constable	\$ 116,441.93	\$ 1,023.88	
Watt	Jermaine Antonio	Police Constable	\$ 116,435.00	\$ 1,000.74	
Lum-Walker	Michael Tyler	Police Constable	\$ 116,427.34	\$ 954.60	
Peart	Dwayne Omar	Police Constable	\$ 116,424.92	\$ 1,000.74	
Hooper	Kevin Joseph	Detective	\$ 116,420.68	\$ 1,049.10	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Dhukai	Zeeshan Ayub	Police Constable	\$ 116,410.96	\$ 1,000.74	
Trotter	Timothy Wallace	Plainclothes Police Constable	\$ 116,404.41	\$ 1,033.37	
Mackey	Craig Travis	Police Constable	\$ 116,399.43	\$ 1,000.74	
Boyle	Trisha Lynn	Police Constable	\$ 116,399.04	\$ 970.32	
Whittall	Shawn Michael	Police Constable	\$ 116,392.44	\$ 1,018.54	
Tourangeau	Craig Ronald	Police Constable	\$ 116,386.23	\$ 1,010.75	
Miller	Ryan Keneth	Detective	\$ 116,381.83	\$ 1,049.10	
Worsdale	Shayne William	Police Constable	\$ 116,380.18	\$ 1,000.74	
Ladouceur	Jennifer Maureen	Police Constable	\$ 116,372.79	\$ 1,000.74	
O'Brien	David	Training Constable	\$ 116,354.93	\$ 1,043.90	
Woudenberg	Hetty Johana	Police Constable	\$ 116,345.00	\$ 1,000.74	
Chen	Raymond Wei-Min	Police Constable	\$ 116,335.60	\$ 809.15	
Jaresova	Pavlina	Police Constable	\$ 116,328.25	\$ 997.46	
Butt	Celeste Barbara	Detective	\$ 116,323.27	\$ 1,060.02	
Clements	Howard	Police Constable	\$ 116,320.27	\$ 1,020.89	
Arbus	Paul William	Plainclothes Police Constable	\$ 116,315.63	\$ 373.88	
Galamiyeva	Yekaterina	Plainclothes Police Constable	\$ 116,313.83	\$ 1,016.76	
Ozols	John	Plainclothes Police Constable	\$ 116,307.31	\$ 1,043.90	
Eliadis	Alexander	Training Constable	\$ 116,305.45	\$ 1,023.88	
Male	David Joseph	Detective	\$ 116,298.88	\$ 1,060.02	
Dhruv	Glenn	Police Constable	\$ 116,292.30	\$ 1,010.75	
Streng	Michael Anthony	Detective	\$ 116,285.16	\$ 399.10	
Garrison	Tracey Lee-Ann	Detective	\$ 116,284.31	\$ 585.02	
Moorcroft	Christopher Robert	Training Constable	\$ 116,261.22	\$ 1,020.32	
Sandberg	Rise Anne	Senior Operations Supervisor	\$ 116,249.93	\$ 403.10	
Chudzinski	Robert Adam	Plainclothes Police Constable	\$ 116,238.32	\$ 1,011.42	
Tulloch	Alson Lloyd	Plainclothes Police Constable	\$ 116,237.65	\$ 1,013.87	
Hoang	Quang Minh	Plainclothes Police Constable	\$ 116,237.53	\$ 1,030.07	
Klodt	Shawn Edward	Police Constable	\$ 116,235.86	\$ 1,020.89	
White	Donald Gerald	Detective	\$ 116,233.13	\$ 1,060.02	
Ducie	Curtis Wayne	Sergeant	\$ 116,232.27	\$ 1,049.10	
Stockwell	Sean Paul	Plainclothes Police Constable	\$ 116,228.47	\$ 1,033.37	
Hogan	Timothy Merrick	Detective	\$ 116,224.46	\$ 1,055.72	
Trovato	Luigi Mose	Police Constable	\$ 116,221.98	\$ 1,010.75	
Poh	Raymon Oei	Police Constable	\$ 116,213.35	\$ 1,000.74	
Phoon	Newton Chun	System Administrator	\$ 116,202.79	\$ 1,051.70	
Draper	Kirstan Giles	Sergeant	\$ 116,199.76	\$ 1,049.10	
Lusby	Gordon	Training Constable	\$ 116,195.28	\$ 1,043.90	
Wesley	Jeffrey	Police Constable	\$ 116,183.97	\$ 1,009.70	
Monk	Christopher Dwaine	Plainclothes Police Constable	\$ 116,177.80	\$ 1,030.07	
White	Richard Burton	Plainclothes Police Constable	\$ 116,174.98	\$ 1,006.08	
Hawkins	Hilary Laurene	Plainclothes Police Constable	\$ 116,172.90	\$ 382.38	
Harris	Michael Aaron	Police Constable	\$ 116,170.19	\$ 997.46	
Bobbili	Johnny Rathan	Police Constable	\$ 116,142.56	\$ 1,000.74	
Munro	Ryan Christopher	Plainclothes Police Constable	\$ 116,139.58	\$ 1,017.65	
Huber	Simone Gabrielle	Plainclothes Police Constable	\$ 116,135.54	\$ 383.37	
Benoit	Jason Regis	Sergeant	\$ 116,115.23	\$ 1,060.02	
Symss	Shane Robert	Police Constable	\$ 116,099.25	\$ 368.16	
Hughes	Guy	Police Constable	\$ 116,098.35	\$ 1,020.89	
So	Michael	Police Constable	\$ 116,094.23	\$ 991.12	
Brooks	Jordan	Police Constable	\$ 116,093.97	\$ 966.77	
Gray	Norman	Police Constable	\$ 116,071.21	\$ 1,020.89	
Sonemanivong	Saengphachanh	Plainclothes Police Constable	\$ 116,048.57	\$ 1,014.36	
Shewchenko	Tamara Mae	Police Constable	\$ 116,031.87	\$ 1,000.74	
Berezowsky	Robert Nestor	Plainclothes Police Constable	\$ 116,029.92	\$ 1,043.90	
Stibbe	Clinton Rodney	Police Constable	\$ 116,026.16	\$ 1,010.75	
Lo Bianco	John Salvatore	Sergeant	\$ 116,023.15	\$ 1,049.51	
Guerra	Jorshenelle Lallaine	Police Constable	\$ 116,010.92	\$ 1,000.74	
Pandolfi	Alessandro Anthony	Plainclothes Police Constable	\$ 116,004.63	\$ 1,033.37	
Hopton	Richard Frederick	Police Constable	\$ 116,004.04	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Tasse	Mary Elizabeth	Plainclothes Police Constable	\$ 115,989.55	\$ 1,002.80
Ma	Darren Tai-Yung	Training Constable	\$ 115,987.55	\$ 1,024.28
Hendry	Colin Robert	Police Constable	\$ 115,983.23	\$ 959.97
Pisani	Paul Lee	Plainclothes Police Constable	\$ 115,977.24	\$ 1,023.88
Mitchell	William James	Police Constable	\$ 115,967.69	\$ 919.90
McParland	Shannon Marie	Plainclothes Police Constable	\$ 115,955.74	\$ 1,023.88
Kerr	Christopher George	Police Constable	\$ 115,953.17	\$ 994.09
Boniface	Barkley George	Sergeant	\$ 115,949.40	\$ 1,058.73
Maharaj	Bryan Sanjeev	Sergeant	\$ 115,938.59	\$ 1,049.10
James	Allistair Winston	Sergeant	\$ 115,932.94	\$ 1,060.42
Haynes	Christopher Sean	Plainclothes Police Constable	\$ 115,925.71	\$ 1,043.90
Branton	Stacie Jean	Detective	\$ 115,925.33	\$ 1,060.02
Head	Steven Ross	Plainclothes Police Constable	\$ 115,918.79	\$ 1,023.88
Caramanico	Nicholas Aldo	Police Constable	\$ 115,916.22	\$ 1,012.57
Khawaja	Arshad Sadiq	Training Constable	\$ 115,903.08	\$ 1,043.90
Jones	Paul Christopher	Sergeant	\$ 115,894.83	\$ 1,060.02
Achaibar	Richard Anthony	Plainclothes Police Constable	\$ 115,892.22	\$ 1,019.45
Zekeres	Charles	Sergeant	\$ 115,886.43	\$ 1,060.02
Ali	Asif Iftikhar	Detective	\$ 115,883.63	\$ 1,060.02
Breault	Amy Ruth	Detective	\$ 115,883.63	\$ 1,060.02
Yarde	Ryan Anton	Sergeant	\$ 115,881.50	\$ 1,008.34
McCall	Jayant John	Sergeant	\$ 115,880.83	\$ 510.02
Pritchard	Brian James	Detective	\$ 115,880.83	\$ 410.02
Shetty	Vijay Ramesh	Sergeant	\$ 115,880.83	\$ 1,060.02
Kummer	Tania Charlene	Police Constable	\$ 115,879.32	\$ 1,002.42
Robertson	Michael Henry	Police Constable	\$ 115,874.91	\$ 1,000.74
Tawton	Joanne	Police Constable	\$ 115,868.58	\$ 1,020.89
Taylor	Robert Edward	Police Constable	\$ 115,867.44	\$ 1,014.09
Williams	Matthew George	Police Constable	\$ 115,844.28	\$ 1,000.74
McArthur	James Patrick	Plainclothes Police Constable	\$ 115,838.65	\$ 1,017.02
Cameron	Neil Robert	Training Constable	\$ 115,831.44	\$ 1,023.88
McLeod	Patrick	Training Constable	\$ 115,811.74	\$ 1,043.90
Gomes	Justin David	Sergeant	\$ 115,808.15	\$ 1,008.34
Wilson	Julie Therese	Sergeant	\$ 115,796.04	\$ 1,058.73
Dawn	Brian Gordon	Police Constable	\$ 115,782.95	\$ 1,018.54
Cavanagh	David Jeffrey	Plainclothes Police Constable	\$ 115,782.00	\$ 1,033.37
Hambrook	Craig	Police Constable	\$ 115,780.01	\$ 1,000.74
Andrews	John Paul	Police Constable	\$ 115,778.92	\$ 1,020.89
Grewal	Amanpreet Singh	Police Constable	\$ 115,767.00	\$ 1,000.74
Cosgrove	Sean David	Sergeant	\$ 115,764.65	\$ 1,049.10
Panayotov	Lubomir Ivanov	Plainclothes Police Constable	\$ 115,762.54	\$ 1,023.88
Brouwer	Owen Steven	Police Constable	\$ 115,742.01	\$ 984.37
Garrow	Patrick John	Sergeant	\$ 115,733.99	\$ 1,049.10
Day	Joanne	Plainclothes Police Constable	\$ 115,729.35	\$ 1,023.88
Fagu	Avinaash Prithipaul	Plainclothes Police Constable	\$ 115,718.91	\$ 1,026.41
Crawford	Corey Lance	Detective	\$ 115,704.74	\$ 1,051.15
Fleming	James Stuart	Plainclothes Police Constable	\$ 115,702.74	\$ 377.48
O'Leary	Edmund Joseph	Police Constable	\$ 115,690.59	\$ 1,000.74
Stewart	Patrick Alexander	Plainclothes Police Constable	\$ 115,675.90	\$ 1,017.65
Lyon	Richard Warwick	Sergeant	\$ 115,654.39	\$ 1,055.72
Ellis	Aisha Binta	Police Constable	\$ 115,613.63	\$ 991.12
Blair	Johnathon William	Plainclothes Police Constable	\$ 115,610.05	\$ 1,023.88
Ceresoli	Maurizio	Plainclothes Police Constable	\$ 115,609.86	\$ 1,033.37
Porter	Dainian Alloy	Police Constable	\$ 115,607.89	\$ 1,008.75
Meuleman	Christopher Bryan	Police Constable	\$ 115,606.48	\$ 1,000.74
Nacev	Steven Alexsander	Police Constable	\$ 115,604.04	\$ 954.60
Alagarajah	Anenthan Raju	Police Constable	\$ 115,602.53	\$ 976.27
Levesque	Jason Mathew	Police Constable	\$ 115,598.52	\$ 1,000.74
Bennett	Robert	Sergeant	\$ 115,577.47	\$ 1,058.73
Joseph	Marc Anthony	Police Constable	\$ 115,567.41	\$ 916.12

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Boddaert	Warren Peter	Training Constable	\$ 115,558.45	\$ 1,033.37	
Pickett	Travis Grayson	Plainclothes Police Constable	\$ 115,548.07	\$ 1,002.52	
Le	Nam-Nhat	Police Constable	\$ 115,546.22	\$ 1,010.75	
Whalen	Christopher Andrew	Plainclothes Police Constable	\$ 115,535.01	\$ 1,023.88	
Tam	Chi - Tak	Police Constable	\$ 115,534.50	\$ 1,000.74	
Taylor	Adam Gregory	Police Constable	\$ 115,521.82	\$ 304.60	
Lawrence	Neville Donavon	Police Constable	\$ 115,509.61	\$ 1,000.74	
Sandino	Christopher Francisco	Police Constable	\$ 115,491.97	\$ 955.89	
Woo	Chi Shing	Senior Programmer	\$ 115,467.80	\$ 369.20	
Kozak	David William	Detective	\$ 115,465.13	\$ 1,049.10	
Maniquis	Alvin Keith	Plainclothes Police Constable	\$ 115,460.38	\$ 1,023.88	
MacKinnon	Richard James	Detective	\$ 115,455.84	\$ 4,348.11	
Policelli	Tanya	Plainclothes Police Constable	\$ 115,449.15	\$ 1,043.90	
Dhillon	Ravneet Singh	Police Constable	\$ 115,431.27	\$ 1,000.74	
Lymer	Daniel	Plainclothes Police Constable	\$ 115,425.14	\$ 1,023.88	
Chin	Adrian Carey	Plainclothes Police Constable	\$ 115,421.42	\$ 1,023.88	
Chevalier	Robert John	Police Constable	\$ 115,415.87	\$ 1,020.32	
Braund	James Raymond	Plainclothes Police Constable	\$ 115,385.54	\$ 1,023.88	
Mcintyre	Ryan Douglas	Plainclothes Police Constable	\$ 115,378.24	\$ 1,023.88	
Tsujimoto	Scott Michael	Police Constable	\$ 115,376.42	\$ 973.57	
Tremblay	Joseph Hermenegilde	Plainclothes Police Constable	\$ 115,375.43	\$ 1,000.74	
Dhillon	Jagjit Singh	Police Constable	\$ 115,421.83	\$ 1,000.74	
Jugpall	Hermail Singh	Plainclothes Police Constable	\$ 115,371.96	\$ 1,006.08	
Howlett	Wayne	Plainclothes Police Constable	\$ 115,354.51	\$ 1,043.90	
Salines	Ciro	Police Constable	\$ 115,344.81	\$ 1,010.75	
Melerowicz	Zachary Michael	Police Constable	\$ 115,339.17	\$ 345.41	
Glennie	Evan Penner	Police Constable	\$ 115,306.94	\$ 954.60	
Monroe	Cameron Stewart	Plainclothes Police Constable	\$ 115,306.30	\$ 1,013.87	
MacInnis	Julie So-Jung	Plainclothes Police Constable	\$ 115,285.18	\$ 1,023.88	
Kapoor	Harjyot Singh	Police Constable	\$ 115,265.23	\$ 997.46	
Spence	Michael John	Police Constable	\$ 115,259.59	\$ 1,000.74	
Dropuljic	Joseph	Police Constable	\$ 115,248.66	\$ 1,001.16	
Lawson	Nicholas William	Police Constable	\$ 115,243.94	\$ 1,018.54	
Heineman	Joshua Alan	Plainclothes Police Constable	\$ 115,243.70	\$ 996.34	
Fournier	Marie-Josée	Police Constable	\$ 115,234.29	\$ 1,000.74	
Sconza	Fernando Giovanni	Police Constable	\$ 115,233.84	\$ 1,020.89	
Chalmers	Andrea	Plainclothes Police Constable	\$ 115,232.18	\$ 1,022.99	
Comission	Christopher Paul	Plainclothes Police Constable	\$ 115,223.26	\$ 1,023.88	
Chow	Wing Yem	Police Constable	\$ 115,216.20	\$ 1,000.74	
Georgeff	Marcus William	Police Constable	\$ 115,201.80	\$ 1,020.89	
Ellis	Geoffrey William	Sergeant	\$ 115,198.30	\$ 1,049.51	
Bianchi	Kayla Marie	Plainclothes Police Constable	\$ 115,193.23	\$ 1,013.87	
Proulx	Kevin Edward	Police Constable	\$ 115,185.98	\$ 1,000.74	
Hum	Jeffery Ron	Police Constable	\$ 115,179.12	\$ 991.12	
Ho	Matthew Wei-En	Police Constable	\$ 115,172.43	\$ 1,000.74	
Spicer	Scott Owen	Plainclothes Police Constable	\$ 115,168.28	\$ 1,043.90	
Dyke	Geoffrey Thomas	Training Constable	\$ 115,163.45	\$ 1,030.07	
MacIsaac	Allister Edmund	Plainclothes Police Constable	\$ 115,162.78	\$ 1,015.97	
O'Riordan	Wayne James	Detective	\$ 115,161.28	\$ 1,057.01	
Pascaris	Matthew Ryan	Plainclothes Police Constable	\$ 115,157.33	\$ 966.77	
Sirbos	Chris	Police Constable	\$ 115,149.13	\$ 1,000.74	
Gill	Dalbinder Singh	Police Constable	\$ 115,135.90	\$ 1,010.75	
Hasnu	Iqbal Karim	Parking Enforcement Officer	\$ 115,128.62	\$ 894.27	
Leary	Derek William	Training Constable	\$ 115,104.09	\$ 1,023.88	
Murray	Scott Robert	Police Constable	\$ 115,094.78	\$ 1,006.90	
Spencer-Anderson	Corey Andrew	Police Constable	\$ 115,092.72	\$ 991.12	
O'Hearn	James William	Police Constable	\$ 115,091.95	\$ 991.12	
McGuinness	Sean	Police Constable	\$ 115,081.64	\$ 1,020.89	
Clarke	Michael James	Police Constable	\$ 115,079.39	\$ 954.60	
Chambers	Wilfred Ignatius	Police Constable	\$ 115,047.16	\$ 991.12	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
McGovern	Paul John	Sergeant	\$ 115,034.06	\$ 1,049.10
Peschier	Christopher Victor	Police Constable	\$ 115,029.42	\$ 991.12
Ford	Christian William	Plainclothes Police Constable	\$ 115,026.20	\$ 1,017.02
De Oliveira	Catherine	Plainclothes Police Constable	\$ 115,019.95	\$ 1,014.36
Pershin	Andrei Valeri	Plainclothes Police Constable	\$ 115,018.28	\$ 1,023.88
Tsoi	Wylie Yin	Police Constable	\$ 115,010.99	\$ 994.09
Shikatani	William Goro	Police Constable	\$ 115,010.36	\$ 1,000.74
Iqbal	Safdar	Senior Communications Technician	\$ 115,006.08	\$ 321.88
Di Poce	Julia Celeste	Plainclothes Police Constable	\$ 114,994.46	\$ 1,017.02
Smith	Antoinette Charlene	Plainclothes Police Constable	\$ 114,985.83	\$ 1,033.37
Poulimenos	William Demetre	Police Constable	\$ 114,976.04	\$ 1,000.74
Pilon	Jay Patrick	Plainclothes Police Constable	\$ 114,968.69	\$ 1,023.88
Mineyko	Krzysztof Eustachy	Senior Analyst	\$ 114,958.86	\$ 401.70
Glavin	Phillip	Sergeant	\$ 114,954.64	\$ 658.29
Moniz	Steven Correia	Police Constable	\$ 114,948.71	\$ 1,005.64
Houston	Joel Michael	Training Constable	\$ 114,933.90	\$ 1,033.37
Dayler	Nathan David	Plainclothes Police Constable	\$ 114,929.60	\$ 1,023.88
Nadeem	Sohail	Plainclothes Police Constable	\$ 114,912.86	\$ 1,023.88
Killy	Anton	Police Constable	\$ 114,898.64	\$ 1,020.89
Larmour	Brent James	Police Constable	\$ 114,886.94	\$ 1,015.18
Rantisi	Adam Micheal	Police Constable	\$ 114,878.18	\$ 350.74
Gill	Sukhjinder Singh	Police Constable	\$ 114,875.53	\$ 1,010.75
Greb	Jonathan	Police Constable	\$ 114,861.95	\$ 1,020.89
Peplinski	Eugene Silas	Police Constable	\$ 114,857.94	\$ 991.12
Franken	Michael Daniel	Police Constable	\$ 114,844.71	\$ 997.46
Manafa	Saverio Mark	Plainclothes Police Constable	\$ 114,839.86	\$ 1,023.88
Leano	Alexander Thomas	Police Constable	\$ 114,839.78	\$ 1,000.74
Inglis	Craig Norman	Police Constable	\$ 114,835.99	\$ 1,000.74
Bullock	Ryan Matthew	Police Constable	\$ 114,829.92	\$ 997.46
Vadivelu	Krishnamoorthy	Plainclothes Police Constable	\$ 114,803.11	\$ 1,023.88
Strain	Garvan Augustine	Plainclothes Police Constable	\$ 114,802.15	\$ 1,023.88
Bell	Daryl Edward	Plainclothes Police Constable	\$ 114,796.85	\$ 1,033.37
Fitzsimmons	Daniel James	Plainclothes Police Constable	\$ 114,782.21	\$ 1,023.88
Isherwood	Richard Matthew	Plainclothes Police Constable	\$ 114,768.49	\$ 1,006.08
Evelyn	Joel Jamson	Sergeant	\$ 114,767.61	\$ 1,052.79
Jackson	Scott Bruce	Police Constable	\$ 114,755.18	\$ 1,000.74
Haworth	Andrew Michael	Police Constable	\$ 114,750.77	\$ 1,000.74
Fox	Steven Andrew	Police Constable	\$ 114,737.13	\$ 1,000.74
Jodoin	Christopher Gunstein	Plainclothes Police Constable	\$ 114,726.18	\$ 1,023.88
Gillegean	Benjamin Louis	Police Constable	\$ 114,724.94	\$ 984.37
Cordova	Roberto	Police Constable	\$ 114,721.91	\$ 991.12
Robert	Christopher Paul	Police Constable	\$ 114,712.45	\$ 1,000.74
Mauceri	Vince Victor	Police Constable	\$ 114,705.73	\$ 1,000.74
Goguen	John Lewis	Police Constable	\$ 114,701.66	\$ 1,020.89
Greto	Alessandro Giuseppe	Police Constable	\$ 114,699.23	\$ 1,020.89
Lane	Micheal William	Plainclothes Police Constable	\$ 114,662.69	\$ 1,023.88
Ducusin	Michael Ryan	Training Constable	\$ 114,653.78	\$ 1,023.88
Draheim	Rodney Alfred-Werner	Police Constable	\$ 114,650.36	\$ 1,010.75
Bergeron	Brian Roland	Sergeant	\$ 114,647.06	\$ 1,049.10
Mutis	Dawn	Plainclothes Police Constable	\$ 114,646.34	\$ 1,043.90
Alamag	Adelio Perada	Police Constable	\$ 114,642.62	\$ 1,020.89
Tajti	Robert Mark	Plainclothes Police Constable	\$ 114,634.64	\$ 1,043.90
Ramirez	Marion Genevieve	Senior Analyst	\$ 114,633.63	\$ 401.70
Pitcher	Sean Murray	Plainclothes Police Constable	\$ 114,633.46	\$ 1,000.74
Merritt	Chad Joseph	Plainclothes Police Constable	\$ 114,631.76	\$ 1,023.88
Roberts	Angela Patricia	Detective	\$ 114,612.89	\$ 1,049.10
Randall	Nicholas William	Plainclothes Police Constable	\$ 114,609.23	\$ 1,013.87
Tulli	Kevin William	Plainclothes Police Constable	\$ 114,599.61	\$ 1,023.88
Fiedtkou	Neil Walter	Police Constable	\$ 114,535.18	\$ 1,002.75
D'Souza	Jason Donovan	Police Constable	\$ 114,532.62	\$ 966.77

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Gajewski	Darryl Frank	Police Constable	\$ 114,531.08	\$ 1,000.74	
Woolfenden	Diane Emily	Police Constable	\$ 114,529.26	\$ 1,000.74	
Nussbaum-Voina	Viorica Ioan	Senior Analyst	\$ 114,522.07	\$ 401.70	
Wideman	Janine Brittany	Police Constable	\$ 114,520.90	\$ 997.46	
McKnight	Adam Scott	Police Constable	\$ 114,512.34	\$ 1,015.18	
Sanguinetti	Michael Joseph	Police Constable	\$ 114,512.34	\$ 1,000.74	
Pleshe	Daryl William	Plainclothes Police Constable	\$ 114,506.98	\$ 1,023.88	
Karavadi	Hanumantha	Senior Analyst	\$ 114,486.15	\$ 401.70	
Mignardi	Steven Anthony	Police Constable	\$ 114,483.22	\$ 1,000.74	
Mann	Upkar Singh	Police Constable	\$ 114,481.76	\$ 954.30	
Miller	Ian Mark	Police Constable	\$ 114,479.11	\$ 1,018.54	
Tanouye	Jason Thomas	Plainclothes Police Constable	\$ 114,464.30	\$ 1,023.88	
Burnett	Anson Richard	Police Constable	\$ 114,464.04	\$ 1,018.54	
Alexiou	Demitrios	Plainclothes Police Constable	\$ 114,458.08	\$ 1,043.90	
McGilp	Robin John	Police Constable	\$ 114,454.58	\$ 991.12	
Chakal	Sarbjit Singh	Police Constable	\$ 114,424.76	\$ 1,012.31	
Mavrou	Danny	Plainclothes Police Constable	\$ 114,422.54	\$ 1,023.88	
Duncan	Phillip Zvi	Plainclothes Police Constable	\$ 114,405.79	\$ 1,033.37	
White	Clayton Thomas	Plainclothes Police Constable	\$ 114,401.22	\$ 1,033.37	
Gowan	Todd John	Detective	\$ 114,401.01	\$ 1,052.79	
McGran	Stephen Anthony	Sergeant	\$ 114,389.17	\$ 1,049.10	
Gigante	Jennifer	Communications Operator	\$ 114,374.00	\$ 952.90	
Featherstonhaugh	Jennifer Patricia	Police Constable	\$ 114,372.95	\$ 1,007.86	
Grier	Megan Lesley	Police Constable	\$ 114,366.02	\$ 1,018.54	
Bolcso	Martha Ann	Senior Analyst	\$ 114,350.26	\$ 401.70	
Molyneaux	Curtis Michael	Training Constable	\$ 114,341.47	\$ 1,033.37	
Kharbar	Manpreet	Police Constable	\$ 114,330.51	\$ 1,000.74	
Sidhu	Husandeep Singh	Police Constable	\$ 114,314.29	\$ 995.08	
Harris	Leun Alexior	Plainclothes Police Constable	\$ 114,312.46	\$ 1,013.87	
Barr	Janet Andrea	Police Constable	\$ 114,306.81	\$ 1,000.74	
Warcop	Shannon Amelia	Sergeant	\$ 114,288.77	\$ 1,049.10	
Kennedy	Dorna Tresia	Police Constable	\$ 114,288.70	\$ 1,000.74	
Nguyen	Quoc Hoa-Khanh	Training Constable	\$ 114,244.40	\$ 1,023.88	
Montis	Christine Cheryl	Police Constable	\$ 114,242.11	\$ 1,019.43	
Irwin	Stephen Vincent	Police Constable	\$ 114,238.28	\$ 991.12	
Ko	Terence Sing	Police Constable	\$ 114,233.79	\$ 994.09	
Briscoe	Omari Kamau	Police Constable	\$ 114,231.56	\$ 1,007.86	
Dunk	Corey Everette	Plainclothes Police Constable	\$ 114,211.91	\$ 1,023.88	
Ebrahim	Riaz Ahmed	Police Constable	\$ 114,211.44	\$ 1,000.74	
D'Souza	Philip	Police Constable	\$ 114,210.18	\$ 1,020.89	
Bahula	James Simon	Police Constable	\$ 114,207.08	\$ 994.09	
Haynes	Ernest David	Sergeant	\$ 114,190.16	\$ 1,049.10	
Ashman	Craig Jason	Training Constable	\$ 114,176.99	\$ 1,033.37	
Sarudi	Viktor	Plainclothes Police Constable	\$ 114,166.08	\$ 1,023.88	
Smith	Brian Phillip	Police Constable	\$ 114,161.84	\$ 991.45	
McVeigh	Michael James	Detective	\$ 114,152.89	\$ 1,049.10	
Stradza	Krystian	Police Constable	\$ 114,149.16	\$ 1,000.74	
Farrell	Douglas James	Training Constable	\$ 114,128.75	\$ 1,023.88	
Seremetkovski	Kathlin	Detective	\$ 114,127.46	\$ 1,049.10	
Saini	Sushil Kumar	Plainclothes Police Constable	\$ 114,119.42	\$ 1,023.88	
Reeves	Sean Dennis	Plainclothes Police Constable	\$ 114,116.78	\$ 1,023.88	
D'Cunha	Michael Edward	Plainclothes Police Constable	\$ 114,107.29	\$ 1,023.88	
Copat	Luigi	Plainclothes Police Constable	\$ 114,103.44	\$ 1,043.90	
Osman	Walid Ahmed	Plainclothes Police Constable	\$ 114,098.80	\$ 1,023.88	
Henschell	Christopher Keith	Police Constable	\$ 114,098.71	\$ 1,000.74	
Morgan	Susanne Frieda	Plainclothes Police Constable	\$ 114,098.04	\$ 1,024.28	
Aheer	Jagjit Kumar	Police Constable	\$ 114,088.50	\$ 937.95	
La Penna	David Anthony	Plainclothes Police Constable	\$ 114,075.24	\$ 321.99	
Small	Gregory David	Plainclothes Police Constable	\$ 114,073.28	\$ 1,023.88	
Sarasua	Joshua Junior	Police Constable	\$ 114,072.85	\$ 1,020.32	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Rogers	Connor Matthew	Police Constable	\$ 114,071.41	\$ 991.12
Drapack	Ryan Joseph	Detective	\$ 114,067.94	\$ 1,052.79
Saris	Matthew Theodore	Police Constable	\$ 114,052.37	\$ 955.89
Rekhi	Jasdeep	Police Constable	\$ 114,050.26	\$ 1,000.74
Faduck	Bryon William	Police Constable	\$ 114,047.20	\$ 1,002.88
Khan	Ammar	Police Constable	\$ 114,043.12	\$ 347.46
Van Der Krabben	Steven John	Police Constable	\$ 114,041.78	\$ 1,000.74
Athwal	Ravinder Singh	Police Constable	\$ 114,038.59	\$ 967.64
Virk	Maheep Kaur	Plainclothes Police Constable	\$ 114,037.04	\$ 1,005.19
Rathbone	Melanie Lynn	Police Constable	\$ 114,035.81	\$ 1,004.52
Moisseev	Iouri	Senior Technical Analyst	\$ 114,035.26	\$ 401.70
Dunker	Nigel Peter	Training Constable	\$ 114,032.65	\$ 1,023.88
Fairclough	James Stephen	Sergeant	\$ 114,021.94	\$ 1,049.10
Dawson	George Joseph	Staff Sergeant	\$ 114,020.95	\$ 768.82
Diodati	Richard	Police Constable	\$ 114,014.04	\$ 1,020.89
Tait	Adrian William	Police Constable	\$ 114,002.30	\$ 1,000.74
Mitakidis	Harals Steve	Training Constable	\$ 113,999.61	\$ 1,023.88
Ayoub	Marlene	Communications Operator	\$ 113,991.51	\$ 946.15
Liu	Shuxin Tony	Senior Analyst	\$ 113,987.79	\$ 401.70
Johnson	Daniel Justin	Police Constable	\$ 113,976.47	\$ 1,010.75
Thornton	Neil James	Sergeant	\$ 113,976.03	\$ 1,049.10
Chung	Rodcliff Rodger	Sergeant	\$ 113,967.41	\$ 577.79
Finn	Tracy Faye	Coordinator Communications	\$ 113,961.83	\$ 1,012.31
Wester	Benjamin John	Police Constable	\$ 113,959.35	\$ 1,000.74
Grammatikos	Michael George	Plainclothes Police Constable	\$ 113,950.55	\$ 1,014.09
Liburd	Blair Daren	Plainclothes Police Constable	\$ 113,943.82	\$ 1,006.08
Quinn	Sarah Christine	Police Constable	\$ 113,943.38	\$ 997.46
Norrie	Hudson Fox	Plainclothes Police Constable	\$ 113,940.67	\$ 996.34
Miller	Shane Christopher	Detective	\$ 113,926.98	\$ 1,049.51
Masterman	Kevin George	Communications Co-ordinator	\$ 113,923.06	\$ 401.70
Johnston	Wendy Elizabeth	Sergeant	\$ 113,898.87	\$ 399.10
Blackadar	Janelle Ruth	Plainclothes Police Constable	\$ 113,897.13	\$ 1,033.37
Jones	Douglas Albert	Plainclothes Police Constable	\$ 113,896.12	\$ 1,043.90
Khimani	Zulfihar Ali	Parking Enforcement Officer	\$ 113,891.18	\$ 894.27
Pais	Glenn Edwin	Police Constable	\$ 113,888.10	\$ 1,000.74
Welsh	Jonathan Clayton	Police Constable	\$ 113,884.24	\$ 1,008.75
George	Keith Joseph	Plainclothes Police Constable	\$ 113,870.72	\$ 1,023.88
Spencer	Jason Allan	Plainclothes Police Constable	\$ 113,859.94	\$ 1,023.88
Gotha	Henry Charles	Plainclothes Police Constable	\$ 113,857.39	\$ 393.90
Gerrits	Kayla Jan	Police Constable	\$ 113,856.27	\$ 976.27
Zare Seysan	Roya	Police Constable	\$ 113,848.24	\$ 994.09
Vidot	Russell Norbert	Plainclothes Police Constable	\$ 113,847.53	\$ 1,023.88
Langford	James Douglas	Police Constable	\$ 113,846.95	\$ 1,000.74
Taafe	William Arthur	Detective	\$ 113,841.55	\$ 1,049.10
Butt	Fasieh Uz	Police Constable	\$ 113,817.77	\$ 1,000.74
Wojtkowicz	Dorothy Zofia	Plainclothes Police Constable	\$ 113,798.81	\$ 1,033.37
Biggs	Henry Lee	Police Constable	\$ 113,796.68	\$ 994.09
Mason	Andrew Scott	Police Constable	\$ 113,791.96	\$ 959.92
Parks II	Edward Lee	Police Constable	\$ 113,789.29	\$ 1,000.74
Alvey	Robert James	Plainclothes Police Constable	\$ 113,767.54	\$ 1,023.88
Jackson	Wesley Donald	Police Constable	\$ 113,754.86	\$ 991.12
Harris	David Anthony	Senior Analyst	\$ 113,754.81	\$ 401.70
Kroustallis	Michael James	Police Constable	\$ 113,751.90	\$ 1,000.74
Wu	Hai Zhong	Senior Technical Analyst	\$ 113,750.26	\$ 401.70
Poranganel	Mark Varkey	Plainclothes Police Constable	\$ 113,749.32	\$ 1,033.37
Ethier	Isabel Anne	Police Constable	\$ 113,738.64	\$ 350.74
Moore	Christine Margaret	Communications Operator	\$ 113,738.59	\$ 952.90
Pengelly	Rosemary	Plainclothes Police Constable	\$ 113,735.62	\$ 393.90
Moorcroft	Michael Brian	Police Constable	\$ 113,728.39	\$ 1,000.74
Grant	Judy Josel	Sergeant	\$ 113,711.97	\$ 1,048.06

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Bortoluss	Jo-Anne Ellen	Plainclothes Police Constable	\$ 113,708.71	\$ 373.88	
Lee	David Brandon	Plainclothes Police Constable	\$ 113,685.26	\$ 1,010.86	
Chu	Benny Wing	Police Constable	\$ 113,677.71	\$ 1,000.74	
Chiu	Magnus Ming	Police Constable	\$ 113,671.95	\$ 942.99	
Douglas-Cook	Allyson Karen	Police Constable	\$ 113,666.84	\$ 1,000.74	
Upton	Peter Alexander	Plainclothes Police Constable	\$ 113,661.35	\$ 1,023.88	
Khawaja	Suhail Rashid	Police Constable	\$ 113,651.51	\$ 1,000.74	
Marsh	Stephen Martin	Plainclothes Police Constable	\$ 113,631.32	\$ 1,023.88	
Brevetti	Nicole	Police Constable	\$ 113,625.78	\$ 953.31	
Young	Paul Eliot	Plainclothes Police Constable	\$ 113,620.47	\$ 1,022.06	
Agnew	Robert	Senior Technical Analyst	\$ 113,614.37	\$ 401.70	
Parliament	Gregory James	Police Constable	\$ 113,605.28	\$ 1,000.74	
Paraskevopoulos	Stephanie Erica	Detective	\$ 113,604.35	\$ 1,049.10	
Witt	Katarzyna Maria	Police Constable	\$ 113,591.64	\$ 991.12	
Stewart	Kerry Marie	Plainclothes Police Constable	\$ 113,575.75	\$ 916.76	
Dodson	Randie	Training Constable	\$ 113,570.52	\$ 1,033.37	
Mac Lean	Joseph Donald	Plainclothes Police Constable	\$ 113,563.89	\$ 996.34	
Alexander	Anthony Roy	Police Constable	\$ 113,563.32	\$ 966.77	
Watson	Errol John	Training Constable	\$ 113,561.80	\$ 1,009.64	
St Croix	Paula	Police Constable	\$ 113,559.36	\$ 1,020.89	
Evans	Daymon Dave	Police Constable	\$ 113,543.55	\$ 976.27	
Edward	Glenn Raymond	Sergeant	\$ 113,531.08	\$ 1,049.92	
Henry	Kim Kevin	Police Constable	\$ 113,521.71	\$ 1,000.74	
Pais	Scharnil Valerian	Police Constable	\$ 113,520.50	\$ 1,000.74	
Paul	Mohit	Police Constable	\$ 113,519.16	\$ 1,000.74	
Hung	Leslie Fan	Police Constable	\$ 113,504.88	\$ 1,000.74	
Shafiq	Amad	Police Constable	\$ 113,499.65	\$ 1,000.74	
Brady	Jason Robert	Plainclothes Police Constable	\$ 113,498.85	\$ 1,023.88	
Kulina	Mario Mariusz	Police Constable	\$ 113,498.79	\$ 1,000.74	
Valino	Jennifer Marie	Police Constable	\$ 113,493.31	\$ 954.60	
Scott	Dwayne	Plainclothes Police Constable	\$ 113,465.04	\$ 1,043.90	
Stubbs	David	Training Constable	\$ 113,464.14	\$ 1,043.90	
Chin	Mark Anthony	Plainclothes Police Constable	\$ 113,461.90	\$ 374.28	
Duerden	Patrick Peter	Police Constable	\$ 113,455.15	\$ 1,000.74	
Jones	Jason Neil	Police Constable	\$ 113,444.80	\$ 1,001.16	
Cohen	Melissa Kelly	Police Constable	\$ 113,422.70	\$ 1,000.74	
Penny	Lisa Rita	Plainclothes Police Constable	\$ 113,410.92	\$ 1,016.76	
Poole	Candice Jennifer	Plainclothes Police Constable	\$ 113,409.46	\$ 1,023.88	
Kelly	Denise Eugenia	Police Constable	\$ 113,396.11	\$ 1,000.74	
Tzikas	Athanasios	Police Constable	\$ 113,391.39	\$ 1,009.52	
Bouwmeester	Stephen Douglas	Plainclothes Police Constable	\$ 113,375.15	\$ 1,023.88	
Brind'Amour	Michel Philippe	Sergeant	\$ 113,373.76	\$ 1,049.10	
Fardell	Ryan David	Police Constable	\$ 113,358.83	\$ 1,008.98	
Mangilinan	Mark Edward	Police Constable	\$ 113,353.86	\$ 991.12	
Groskopf	Aaron Ross	Police Constable	\$ 113,350.46	\$ 1,000.74	
Ajazi	Sofokli	Police Constable	\$ 113,319.99	\$ 1,000.74	
Vayani	Shafiq Abdul	Plainclothes Police Constable	\$ 113,317.73	\$ 1,023.88	
Baird	Karen Ann	Police Constable	\$ 113,315.89	\$ 1,020.89	
Morrison	Michelle Yvette	Police Constable	\$ 113,309.46	\$ 1,020.89	
Webb	Kerry William	Police Constable	\$ 113,307.46	\$ 994.09	
Karpuc	Dawid Waldemar	Police Constable	\$ 113,306.67	\$ 1,000.74	
Silva	Eloi Brum	Police Constable	\$ 113,305.63	\$ 1,000.74	
Henry	Drew Wesley	Plainclothes Police Constable	\$ 113,300.33	\$ 1,007.25	
Taylor	Edward Wainwright	Police Constable	\$ 113,296.44	\$ 1,010.75	
Tiller	Jacqueline Errinn	Communications Operator	\$ 113,288.78	\$ 952.90	
MacNeil	Steven James	Plainclothes Police Constable	\$ 113,274.66	\$ 1,012.31	
Roman	Katalin	Operations Supervisor	\$ 113,266.28	\$ 998.14	
Flett	James	Plainclothes Police Constable	\$ 113,263.72	\$ 393.90	
Broadhagen	Timothy Walter	Police Constable	\$ 113,263.70	\$ 1,006.97	
Hung	Allan Richard	Plainclothes Police Constable	\$ 113,261.37	\$ 1,007.71	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Lim	Dong Hyeok Dave	Police Constable	\$ 113,260.08	\$ 1,011.42
Poole	Richard Andrew	Police Constable	\$ 113,259.51	\$ 1,043.90
Kehler	Jason Wade	Police Constable	\$ 113,258.27	\$ 1,010.75
LeClair	Glenn Duncan	Senior Analyst	\$ 113,256.26	\$ 400.62
Hassard	Lauren Catharine	Plainclothes Police Constable	\$ 113,255.04	\$ 1,012.31
McGowan	Monica	Plainclothes Police Constable	\$ 113,254.28	\$ 1,043.90
Berger	Mark Andrew	Police Constable	\$ 113,249.01	\$ 1,020.89
Walker	Mark Doyle	Police Constable	\$ 113,246.56	\$ 1,000.74
Almeida	Antonio Jose	Police Constable	\$ 113,239.23	\$ 1,000.74
Kay	Grant Michael	Police Constable	\$ 113,238.70	\$ 1,018.54
McMahon	Kathy Lynn	Police Constable	\$ 113,238.08	\$ 1,003.41
McQuoid	Scott Chapman	Plainclothes Police Constable	\$ 113,232.68	\$ 1,030.07
Hopkins	Jeffrey David	Detective	\$ 113,218.09	\$ 1,049.51
Mathews	Brant	Plainclothes Police Constable	\$ 113,200.32	\$ 1,033.37
Coffey	Charles James	Police Constable	\$ 113,183.50	\$ 1,010.53
Windsor	Carol Mary	Police Constable	\$ 113,179.43	\$ 1,010.75
Comeau	Joseph Thomas	Sergeant	\$ 113,178.18	\$ 1,008.34
Jiri	George	Police Constable	\$ 113,176.56	\$ 1,000.74
Smith	Bryan Michael	Police Constable	\$ 113,173.13	\$ 1,000.74
Sit	Aaron Kar-Lun	Plainclothes Police Constable	\$ 113,160.72	\$ 996.34
Bertin	Geoffrey Alexander	Police Constable	\$ 113,153.24	\$ 991.12
Souhleris	Nicolas	Police Constable	\$ 113,143.70	\$ 994.09
Helbert	Kenneth Paul	Police Constable	\$ 113,138.23	\$ 1,020.89
Taylor	Waveney Patsy	Police Constable	\$ 113,129.58	\$ 1,007.25
Chernobay	Andrew	Senior Technical Analyst	\$ 113,098.58	\$ 400.62
Ardiles	Benjamin Gonzalo	Police Constable	\$ 113,081.25	\$ 1,000.74
Johns	Mark Douglas	Plainclothes Police Constable	\$ 113,080.68	\$ 1,023.88
Mostowski	Marek	Training Constable	\$ 113,063.27	\$ 1,016.76
Oliveira	Gilberto Vieira	Police Constable	\$ 113,057.04	\$ 976.27
Butt	Amir	Police Constable	\$ 113,055.78	\$ 1,000.74
Spriggs	Brett Harold	Plainclothes Police Constable	\$ 113,049.68	\$ 1,033.37
McCord	Tanya Lachlan	Sergeant	\$ 113,045.51	\$ 499.10
Pileggi	Adriano Domenico	Plainclothes Police Constable	\$ 113,029.08	\$ 1,023.88
Pisano	Joseph Francesco	Plainclothes Police Constable	\$ 113,025.56	\$ 1,023.88
Siddiqui	Haroon Ahmed	Police Constable	\$ 113,017.15	\$ 1,000.74
Andrews	Sarah Lynn	Detective	\$ 113,003.36	\$ 1,049.10
Kim	Sin-Joong Sin	Detective	\$ 113,003.36	\$ 1,049.10
Baker	Richard James	Detective	\$ 112,998.46	\$ 399.10
Bachly	Christopher David	Sergeant	\$ 112,997.41	\$ 1,049.10
Pitcher	David Charles	Plainclothes Police Constable	\$ 112,996.61	\$ 1,033.37
Lisanin	Arnulfo	Police Constable	\$ 112,991.78	\$ 1,000.74
Ahn	Hyo Joon	Police Constable	\$ 112,991.15	\$ 1,000.74
Tran	Dinh Minh	Plainclothes Police Constable	\$ 112,976.99	\$ 373.88
Svendsen	Adam Hillier	Plainclothes Police Constable	\$ 112,975.89	\$ 448.88
Morley	Emma Jane	Plainclothes Police Constable	\$ 112,972.64	\$ 1,017.02
D'Angelo	Giuseppe	Plainclothes Police Constable	\$ 112,969.15	\$ 1,043.90
Palic	Igor	Police Constable	\$ 112,966.90	\$ 1,000.74
McLaughlin	Junior Sylvester	Police Constable	\$ 112,961.74	\$ 1,017.38
McMillen	Matthew Frank	Police Constable	\$ 112,956.60	\$ 1,000.74
Gonsalves	Melwin Trevor	Police Constable	\$ 112,944.93	\$ 1,000.74
Keveza	Russell Daniel	Plainclothes Police Constable	\$ 112,938.80	\$ 1,016.76
Savkovic	Milos	Police Constable	\$ 112,934.12	\$ 914.74
Hutchings	Tracey Lynn	Plainclothes Police Constable	\$ 112,929.39	\$ 1,003.41
Sisk	Rebecca Nicole	Plainclothes Police Constable	\$ 112,928.35	\$ 1,030.07
McKillop	Bobbi-Jo Ann	Police Constable	\$ 112,924.93	\$ 1,005.19
Kangas	Scott Osbourne	Plainclothes Police Constable	\$ 112,910.85	\$ 1,007.71
Shi	Lei	Police Constable	\$ 112,907.02	\$ 1,000.74
Langford	Christain Trevor	Police Constable	\$ 112,894.06	\$ 1,000.74
McDonald	Jesse Jonathon	Plainclothes Police Constable	\$ 112,893.84	\$ 1,013.87
Trotter	Christine Jane	Police Constable	\$ 112,884.96	\$ 1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
O'Connor	Mike Stephen	Plainclothes Police Constable	\$ 112,884.51	\$ 1,032.38
Bonomo	August	Police Constable	\$ 112,884.17	\$ 998.28
Lecki	Pawel Lukasz	Police Constable	\$ 112,879.35	\$ 994.09
Sutcliffe	Colin David	Police Constable	\$ 112,873.69	\$ 1,000.74
Abbas	Muhammad Waqas	Police Constable	\$ 112,864.10	\$ 942.99
Edelhofer	Marie Caroline	Police Constable	\$ 112,832.35	\$ 1,000.74
Sohal	Raj	Police Constable	\$ 112,824.96	\$ 1,000.74
Campbell	Andrew James	Plainclothes Police Constable	\$ 112,803.22	\$ 1,023.88
Jonkman	Linda Cathrine	Plainclothes Police Constable	\$ 112,797.28	\$ 1,013.87
Choo-Wing	Dexter Michael	Plainclothes Police Constable	\$ 112,787.80	\$ 1,023.88
Camara	Tommy	Police Constable	\$ 112,785.76	\$ 1,000.74
Stalk	Joji Kawakami	Police Constable	\$ 112,785.33	\$ 1,000.74
Bradley	Christopher	Police Constable	\$ 112,778.28	\$ 1,020.89
Patterson	Stephen Brent	Police Constable	\$ 112,770.24	\$ 1,000.74
Hung	Jeffrey	Plainclothes Police Constable	\$ 112,767.89	\$ 1,029.41
Pablo	Glen Patrick	Police Constable	\$ 112,760.59	\$ 1,000.74
Beulac	Sacha Lucy	Police Constable	\$ 112,759.76	\$ 991.12
Gough	Jeffrey Michael	Police Constable	\$ 112,747.60	\$ 349.51
Gillespie	Wesley Wayne	Plainclothes Police Constable	\$ 112,744.76	\$ 1,023.88
Sianos	John	Police Constable	\$ 112,741.74	\$ 1,005.19
Feltmate	Marlowe Lucien	Plainclothes Police Constable	\$ 112,725.43	\$ 1,020.52
McDermott	Euan	Police Constable	\$ 112,721.20	\$ 1,000.74
Fairclough	Werner	Police Constable	\$ 112,719.85	\$ 1,009.70
McDonald	Matthew Peter	Plainclothes Police Constable	\$ 112,712.42	\$ 1,023.88
Von Kalckreuth	Mark Warren	Police Constable	\$ 112,704.30	\$ 1,029.89
Tucker	Adriana Patricia	Plainclothes Police Constable	\$ 112,700.49	\$ 1,032.71
Prevost	Terry Joseph	Plainclothes Police Constable	\$ 112,695.53	\$ 923.88
Hayward	Darrell Maurice	Police Constable	\$ 112,691.11	\$ 1,000.74
White	Michael John	Plainclothes Police Constable	\$ 112,671.21	\$ 1,013.87
Lawlor	William	Police Constable	\$ 112,670.23	\$ 1,020.89
Harris	Andrea Silveira	Police Constable	\$ 112,659.11	\$ 1,000.74
Szyszkowska	Sylvia Bernadetta	Parking Enforcement Officer	\$ 112,651.82	\$ 894.27
Beatty	Ryan Alexander	Police Constable	\$ 112,650.70	\$ 1,006.97
Heughan	Donald	Plainclothes Police Constable	\$ 112,647.72	\$ 1,043.90
Waugh	Rapheal Fexton	Police Constable	\$ 112,644.15	\$ 1,000.74
Higgins	Paul	Police Constable	\$ 112,636.37	\$ 1,020.89
Caunter	BenjaminThomas	Police Constable	\$ 112,631.41	\$ 1,000.74
Tomaszewski	Marcin Robert	Police Constable	\$ 112,626.03	\$ 1,000.74
Garbutt	Todd	Police Constable	\$ 112,606.51	\$ 1,020.89
Truong	Tri Can	Police Constable	\$ 112,605.42	\$ 1,000.74
Huber	Erwin Werner	Plainclothes Police Constable	\$ 112,604.20	\$ 1,033.37
Chan	Keith Kar-Shing	Police Constable	\$ 112,597.22	\$ 1,015.18
Mckee	Nancy Anne	Detective	\$ 112,584.39	\$ 1,046.63
Askin	Paul Alexander	Plainclothes Police Constable	\$ 112,578.80	\$ 1,024.28
Isip	Williador Jr	Plainclothes Police Constable	\$ 112,578.31	\$ 1,033.37
Lee	Derek Richard	Police Constable	\$ 112,573.67	\$ 1,020.89
De Caire	Jeffrey Paul	Police Constable	\$ 112,571.43	\$ 1,000.74
Beckwith	Christopher	Police Constable	\$ 112,548.13	\$ 1,000.74
Cruz	Antonio Ramon	Plainclothes Police Constable	\$ 112,529.72	\$ 1,023.88
Stone	Terence	Training Constable	\$ 112,524.96	\$ 1,043.90
McQueen	Sherry Lynn	Police Constable	\$ 112,523.72	\$ 1,004.52
Biga	Mircea Dan	Police Constable	\$ 112,521.57	\$ 1,000.74
Best	Alexander Phillip	Plainclothes Police Constable	\$ 112,513.38	\$ 989.59
McGarry	John William	Police Constable	\$ 112,509.97	\$ 1,013.20
Burley	David Joseph	Plainclothes Police Constable	\$ 112,506.94	\$ 1,033.37
Argiris	Kimberly Anne	Police Constable	\$ 112,506.82	\$ 1,010.75
Armstrong	Karen	Police Constable	\$ 112,506.15	\$ 1,000.74
Mastracci	Paola	Police Constable	\$ 112,482.30	\$ 1,010.75
Urban	Jon	Plainclothes Police Constable	\$ 112,477.62	\$ 1,043.90
Adams	Khary Azande	Plainclothes Police Constable	\$ 112,475.94	\$ 1,023.88

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Boyko	Dayna Kathleen	Plainclothes Police Constable	\$ 112,474.52	\$ 1,024.28
Heffernan	Sean Patrick	Police Constable	\$ 112,473.02	\$ 997.46
Crawford	Susan Patricia	Police Constable	\$ 112,466.01	\$ 1,000.74
Raspberry	Jason William	Police Constable	\$ 112,465.57	\$ 1,000.74
De Los Rios	Juan Carlos	Plainclothes Police Constable	\$ 112,463.66	\$ 1,043.90
Saliba	Rachel Catherine	Police Constable	\$ 112,436.86	\$ 1,000.74
Ferreira	Mickael	Plainclothes Police Constable	\$ 112,429.96	\$ 1,023.88
Hughson	Reginald Guy	Police Constable	\$ 112,428.46	\$ 1,020.89
Sawyer	Amy	Plainclothes Police Constable	\$ 112,425.25	\$ 1,021.21
Ma	Yu Pau	Plainclothes Police Constable	\$ 112,421.45	\$ 1,023.88
So	Ying Ho	Police Constable	\$ 112,420.42	\$ 1,013.20
Sutherland	Grant Anthony	Plainclothes Police Constable	\$ 112,410.51	\$ 1,023.88
Alvarez	Jorge David	Police Constable	\$ 112,396.41	\$ 1,010.75
Mantle	Melinda Anne	Police Constable	\$ 112,389.13	\$ 1,000.74
Kusenthiran	Sri Ganga Varshini	Police Constable	\$ 112,381.06	\$ 994.09
Kwok	Vincent Kar	Senior Customer Service Rep	\$ 112,377.24	\$ 369.08
Tanouye	Stevan Tosh	Police Constable	\$ 112,376.53	\$ 1,000.74
Landry	Adam Joseph	Police Constable	\$ 112,375.92	\$ 1,004.52
Van Ruyven	Marc Gerard	Police Constable	\$ 112,365.87	\$ 972.46
Hwang	Thomas Yung-Yih	Police Constable	\$ 112,353.01	\$ 1,000.74
Hedgeman	Cory Michael	Plainclothes Police Constable	\$ 112,347.41	\$ 1,023.88
Kellar	Brian Murray	Police Constable	\$ 112,339.45	\$ 1,000.74
Malyk	Thomas Ronald	Police Constable	\$ 112,334.54	\$ 1,000.74
Galiotos	Konstantinos	Plainclothes Police Constable	\$ 112,323.90	\$ 1,033.37
Landry	Roger Adam	Plainclothes Police Constable	\$ 112,321.81	\$ 1,023.88
Wester	Erica Beth	Plainclothes Police Constable	\$ 112,307.13	\$ 1,023.88
Vlach	Eric	Training Constable	\$ 112,287.90	\$ 1,043.90
Oddi	John-Paul Christopher	Police Constable	\$ 112,279.07	\$ 973.57
Mugford	Stephen Michael	Police Constable	\$ 112,274.55	\$ 991.12
Haynes	Andrew Edward	Plainclothes Police Constable	\$ 112,273.45	\$ 373.88
Reitsma	Dana Elizabeth	Police Constable	\$ 112,250.12	\$ 991.12
Shortt	Daniel Ronald	Plainclothes Police Constable	\$ 112,247.45	\$ 996.34
Sarjoo	Kevin Ramroop	Plainclothes Police Constable	\$ 112,241.44	\$ 1,023.88
Dhukai	Esmail Abdulkarim	Plainclothes Police Constable	\$ 112,236.78	\$ 383.37
Burgin	Michael Brian	Plainclothes Police Constable	\$ 112,212.51	\$ 1,003.68
Kluczewski	Kamil	Training Constable	\$ 112,211.90	\$ 1,023.88
Wong	Gordon Chung-Hoi	Plainclothes Police Constable	\$ 112,209.75	\$ 1,023.88
Corcoran	Jay Brian	Police Constable	\$ 112,208.16	\$ 1,010.75
Wasilishin	Steven Michael	Police Constable	\$ 112,203.17	\$ 1,000.74
Hargreaves	Christopher	Police Constable	\$ 112,197.03	\$ 993.93
Warner	Christine	Plainclothes Police Constable	\$ 112,177.61	\$ 1,043.90
Neale	Lindsay Melissa	Police Constable	\$ 112,173.89	\$ 1,006.97
Leung	Victor	Police Constable	\$ 112,171.32	\$ 931.44
Santiago	Francisco Dizon	Police Constable	\$ 112,170.70	\$ 1,002.42
Thompson	Patrick Benjamin	Police Constable	\$ 112,155.86	\$ 1,000.74
Baboulas	Steve Francis	Police Constable	\$ 112,119.35	\$ 996.64
Bamji	Zubin Xerxes	Sergeant	\$ 112,112.00	\$ 1,012.97
Lee	Kwang Jae	Police Constable	\$ 112,096.13	\$ 1,000.74
Linley	Carolina Magdalena	Plainclothes Police Constable	\$ 112,076.24	\$ 1,023.88
Bagchus	Marc Jules	Police Constable	\$ 112,061.33	\$ 976.27
Muir	Michael Adam	Training Constable	\$ 112,047.64	\$ 1,004.26
Bai	Don Xin	Plainclothes Police Constable	\$ 112,036.15	\$ 1,023.88
Chilvers	Amanda Danielle	Plainclothes Police Constable	\$ 112,032.40	\$ 1,027.48
Scozzafava	Anthony	Police Constable	\$ 112,005.78	\$ 976.27
Micallef	Mark Anthony	Plainclothes Police Constable	\$ 112,003.95	\$ 996.34
Dulatas	Jose Job	Police Constable	\$ 111,989.05	\$ 1,000.74
Gallagher	John Ashley	Police Constable	\$ 111,981.67	\$ 1,010.19
Garcia	Nandino	Plainclothes Police Constable	\$ 111,972.82	\$ 1,013.87
Jackson	Trumaine Andrew	Police Constable	\$ 111,965.43	\$ 976.27
Jacobs	Sheldon Alexander	Police Constable	\$ 111,946.70	\$ 976.63

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Sun	Sam Shuo	Police Constable	\$ 111,909.31	\$ 1,000.74
Teeft	Nadine Alice	Plainclothes Police Constable	\$ 111,886.00	\$ 1,043.90
Alexakis	Christos	Police Constable	\$ 111,883.88	\$ 1,000.74
Reid	Gordon Brian	Police Constable	\$ 111,881.20	\$ 1,020.89
DoBias	Robert Andrew	Training Constable	\$ 111,877.96	\$ 1,023.88
Blake	Kirk Douglas	Plainclothes Police Constable	\$ 111,855.77	\$ 1,032.38
Draper	Che William	Police Constable	\$ 111,854.56	\$ 1,000.74
Warrington	Bryan Edward	Police Constable	\$ 111,846.40	\$ 994.09
Chahal	Jaskanwal Singh	Police Constable	\$ 111,836.43	\$ 991.12
Sidhu	Arvind Prakash	Police Constable	\$ 111,833.61	\$ 1,000.74
Lashley	Troy Noel	Police Constable	\$ 111,830.65	\$ 1,009.70
Hinchcliffe	David John	Police Constable	\$ 111,825.55	\$ 1,010.75
Fernandes	Roland Andrea	Police Constable	\$ 111,811.56	\$ 1,020.89
Agostinho	Roy Michael	Plainclothes Police Constable	\$ 111,804.65	\$ 1,006.46
Ramos	Daniel Leonardo	Police Constable	\$ 111,796.40	\$ 1,000.74
Holland	Mark Lewis	Police Constable	\$ 111,795.52	\$ 1,014.09
Dabu	Jose Paulino	Police Constable	\$ 111,794.01	\$ 1,009.70
Patching	Andrea	Plainclothes Police Constable	\$ 111,773.50	\$ 1,043.90
Bedard	Nicole Paulette	Plainclothes Police Constable	\$ 111,770.89	\$ 1,010.75
Sidhu	Jenifferjit	Police Constable	\$ 111,769.71	\$ 1,010.75
Kritsotakis	Dimitrios	Police Constable	\$ 111,765.11	\$ 949.44
Wootton	Ryan Peter	Police Constable	\$ 111,752.36	\$ 1,018.54
Miller	William Peter	Supervisor	\$ 111,737.55	\$ 342.16
Ulfat	Ahsan Ullah	Police Constable	\$ 111,735.34	\$ 1,000.74
Kelly	Erin Melissa	Communications Operator	\$ 111,734.21	\$ 302.90
Bremner	James	Training Constable	\$ 111,723.47	\$ 1,043.90
Greener	Kimberley Anne	Plainclothes Police Constable	\$ 111,722.99	\$ 1,033.37
Huang	Andrey	Police Constable	\$ 111,715.33	\$ 954.60
Szarzec	Peter	Police Constable	\$ 111,710.05	\$ 1,020.89
Grantham	Ian Scott	Police Constable	\$ 111,699.84	\$ 1,018.54
Gittus	Ryan Christopher	Plainclothes Police Constable	\$ 111,698.69	\$ 1,006.08
Rutkowski	Jacek	Plainclothes Police Constable	\$ 111,695.15	\$ 1,006.08
Brunato	Riccardo	Training Constable	\$ 111,694.26	\$ 1,043.90
Gonzales	Angelo Enriquez	Police Constable	\$ 111,663.34	\$ 1,010.75
D'Ornellas	Mark Christopher	Plainclothes Police Constable	\$ 111,661.71	\$ 1,033.37
Mieszkalski	Peter	Plainclothes Police Constable	\$ 111,649.46	\$ 1,043.90
Kraehling	Jason Daniel	Plainclothes Police Constable	\$ 111,648.32	\$ 996.34
Aiken	John David	Police Constable	\$ 111,637.94	\$ 1,010.75
Haasen	Wendy Cathy	Police Constable	\$ 111,634.31	\$ 1,000.74
Yan	Alan Michael	Police Constable	\$ 111,628.47	\$ 1,003.62
Strilec	Kirk Wayne	Plainclothes Police Constable	\$ 111,625.50	\$ 1,006.08
Strilec	Shawn Ryan	Police Constable	\$ 111,623.56	\$ 1,000.74
Petticrew	Amanda Aaron	Police Constable	\$ 111,621.48	\$ 364.98
Balasubramaniam	Kowsihan	Plainclothes Police Constable	\$ 111,620.24	\$ 1,023.88
McCormick	Derek Alan	Plainclothes Police Constable	\$ 111,618.86	\$ 1,033.37
D'Souza	Ryan Ashley	Police Constable	\$ 111,615.94	\$ 350.74
Passerino	Curtis Paul	Police Constable	\$ 111,613.11	\$ 1,010.75
Zeljko	Edin	Police Constable	\$ 111,611.56	\$ 1,000.74
Han	Daniel	Police Constable	\$ 111,602.24	\$ 1,000.74
Boyd	Andrew	Police Constable	\$ 111,594.95	\$ 1,009.70
Warwar	Michael	Police Constable	\$ 111,584.11	\$ 1,018.54
Benson	Ian Christopher	Police Constable	\$ 111,582.34	\$ 1,000.74
Mc Garry	Kenneth Adam	Police Constable	\$ 111,573.85	\$ 1,015.18
Hasiuk	Melissa Anne	Police Constable	\$ 111,572.76	\$ 1,000.74
Tissawak	Elias	Police Constable	\$ 111,570.67	\$ 1,000.74
Bragg	James Robert	Police Constable	\$ 111,570.33	\$ 1,020.89
Kachur	Damien John	Police Constable	\$ 111,569.56	\$ 1,000.74
Massey	John David	Police Constable	\$ 111,545.16	\$ 1,023.03
So	Alan Ying	Police Constable	\$ 111,539.16	\$ 984.37
Glowa	Jan Zbigniew	Police Constable	\$ 111,524.45	\$ 1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Clarke	Andrew James	Plainclothes Police Constable	\$ 111,524.39	\$ 346.34	
Gilchrist	Nolan William	Training Constable	\$ 111,492.68	\$ 1,023.88	
Chong	Wilson Chee	Police Constable	\$ 111,485.08	\$ 994.09	
Kuok	Gabriel	Police Constable	\$ 111,476.89	\$ 1,000.74	
Chhinzer	Randeep	Police Constable	\$ 111,476.86	\$ 1,001.34	
Harrison	Brandon Neville	Police Constable	\$ 111,460.55	\$ 341.12	
Nelson	Melissa Anne	Police Constable	\$ 111,440.42	\$ 1,000.74	
Greavette	James	Plainclothes Police Constable	\$ 111,439.55	\$ 1,043.90	
Antoine	Kevin Francis	Police Constable	\$ 111,436.97	\$ 1,007.25	
Panesar	Sarabhjeet Singh	Plainclothes Police Constable	\$ 111,418.58	\$ 1,023.88	
Perez	Jose Antonio	Police Constable	\$ 111,406.12	\$ 922.48	
Wright	Gary	Plainclothes Police Constable	\$ 111,403.21	\$ 1,043.90	
Ingley	Paul Leo	Police Constable	\$ 111,394.50	\$ 1,000.74	
Armstrong	Frederick Shane	Police Constable	\$ 111,373.75	\$ 1,000.74	
Monteiro	David Jason	Police Constable	\$ 111,340.68	\$ 1,010.53	
Evans	Mark Anthony	Police Constable	\$ 111,339.08	\$ 1,000.74	
Pak	Andrew Jin-Ho	Police Constable	\$ 111,332.56	\$ 1,000.74	
Morrison	Melissa Mary	Plainclothes Police Constable	\$ 111,327.59	\$ 1,023.88	
Winfield	Richard	Plainclothes Police Constable	\$ 111,325.55	\$ 393.90	
Bertucca	Kimberly	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Bohn	Eric James	Training Constable	\$ 111,322.75	\$ 1,043.90	
Brooker	Elisa Jane	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Bulmer	Warren James	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Fleckeisen	Iris	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Gilchrist	Laoigseac	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Gillham	Shane Robert	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Gouveia	Dereck Francis	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Jarvis	Elan	Plainclothes Police Constable	\$ 111,322.75	\$ 393.90	
Keeler	Christopher Thomas	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Matheson	David	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Morash	Deborah	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Parrish	Scott	Plainclothes Police Constable	\$ 111,322.75	\$ 593.90	
Sklar	Nickolas	Plainclothes Police Constable	\$ 111,322.75	\$ 1,043.90	
Phuong	James Jason	Plainclothes Police Constable	\$ 111,322.01	\$ 1,013.87	
Goldioust	Anatol	Police Constable	\$ 111,310.02	\$ 1,000.74	
Duarte	Marco Filipe	Plainclothes Police Constable	\$ 111,306.42	\$ 1,022.10	
Fisher	Jennifer Lyndsay	Police Constable	\$ 111,303.27	\$ 341.12	
Rafferty	Susan Tracy	Police Constable	\$ 111,298.17	\$ 1,000.74	
Robbins	Kevin Shaun	Police Constable	\$ 111,280.04	\$ 1,000.74	
Mian	Farhaan Aftab	Plainclothes Police Constable	\$ 111,276.41	\$ 1,017.65	
Park	Sung Min	Police Constable	\$ 111,274.86	\$ 994.09	
Wiseman	Michael Douglas	Police Constable	\$ 111,253.83	\$ 1,006.97	
Ho	Oliver Nicholas	Police Constable	\$ 111,250.01	\$ 1,004.30	
Rietkoetter	Seth Andrew	Police Constable	\$ 111,232.42	\$ 1,000.74	
O'Neill	Sean Keith	Police Constable	\$ 111,231.51	\$ 1,000.74	
Proctor	Kelly Sean	Police Constable	\$ 111,231.38	\$ 1,000.74	
Ho	Joseph Choa	Police Constable	\$ 111,228.49	\$ 1,013.87	
Bubnic	Sandi Sylvia	Plainclothes Police Constable	\$ 111,222.95	\$ 1,033.37	
Bowman	Martyn	Police Constable	\$ 111,203.00	\$ 370.89	
Chollet	Julie	Coordinator of Access and Privacy	\$ 111,201.87	\$ 369.20	
McCloyey	Sean Michael	Police Constable	\$ 111,199.37	\$ 1,020.89	
Yousufi	Abdullah	Drafting Technician	\$ 111,193.88	\$ 1,019.20	
Spivak	Shari	Police Constable	\$ 111,189.16	\$ 1,020.89	
Browne	Gregory Stuart	Police Constable	\$ 111,181.09	\$ 1,000.25	
Nassis	Stephanie	Training Constable	\$ 111,166.95	\$ 1,028.00	
Macnab	Daniel William	Police Constable	\$ 111,141.28	\$ 1,010.75	
Parker	Ian Christopher	Police Constable	\$ 111,138.90	\$ 1,011.42	
Sham	Jonathan Ian	Police Constable	\$ 111,138.53	\$ 1,018.54	
Pinto	Juin Eutropio	Police Constable	\$ 111,123.45	\$ 1,020.89	
Martin	Henry Arne	Training Constable	\$ 111,122.54	\$ 1,023.88	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Chan	Kai Tai	Police Constable	\$ 111,119.43	\$ 350.74
Locke	Duane Henry	Police Constable	\$ 111,117.58	\$ 1,010.75
McNevin	Jeffrey Lee	Police Constable	\$ 111,110.81	\$ 997.46
Campbell	Phillip Scott	Plainclothes Police Constable	\$ 111,109.19	\$ 1,023.88
Krawczyk	Michelle Marlaine	Training Constable	\$ 111,107.04	\$ 393.12
D'Alessandro	Donald	Senior Programmer	\$ 111,103.08	\$ 337.98
Ferris	Manie Therese	Police Constable	\$ 111,102.50	\$ 1,000.74
Boniface	Lisa Anita	Plainclothes Police Constable	\$ 111,095.70	\$ 1,013.87
Davey	Sean Andrew	Plainclothes Police Constable	\$ 111,087.22	\$ 1,033.37
Keegan	Jason Michael	Police Constable	\$ 111,084.77	\$ 350.74
Service	Quado	Police Constable	\$ 111,081.87	\$ 991.12
Maningas	Isaac Jason	Police Constable	\$ 111,076.13	\$ 976.27
Sattler	Francis Matthew	Police Constable	\$ 111,075.36	\$ 1,018.54
Galapon	Wendell Ian	Police Constable	\$ 111,072.19	\$ 1,012.31
Elo	Douglas Allan	Police Constable	\$ 111,066.06	\$ 1,000.74
Hall	Rachel Louise	Police Constable	\$ 111,059.59	\$ 959.97
Rangi	Sunjeet	Police Constable	\$ 111,055.99	\$ 954.60
Santos Vicentino	Richard	Police Constable	\$ 111,040.56	\$ 1,020.89
MacFarlane	Richard Eon	Sergeant	\$ 111,030.15	\$ 1,017.24
Hudson	Ryan James	Plainclothes Police Constable	\$ 111,026.93	\$ 1,006.08
Demian	Hiba Joseph	Parking Enforcement Officer	\$ 111,007.61	\$ 894.27
Onami	Jason Morito	Plainclothes Police Constable	\$ 111,005.90	\$ 373.88
Hogg	Stephen Walter	Plainclothes Police Constable	\$ 110,998.99	\$ 1,016.76
Eustace	David	Sergeant	\$ 110,997.65	\$ 740.69
Tsaturyan	Vladyslav Rafikovych	Plainclothes Police Constable	\$ 110,996.66	\$ 1,013.87
Contant	Jason Arthur	Police Constable	\$ 110,988.43	\$ 1,000.74
Russell	Alexander	Police Constable	\$ 110,988.27	\$ 1,020.89
Peavoy	Courtney Diane	Police Constable	\$ 110,980.09	\$ 991.12
Dolenc	Brenda Lynn	Police Constable	\$ 110,971.70	\$ 997.46
Rolland	Shane Joseph	Police Constable	\$ 110,969.46	\$ 1,000.74
Potts	Mark Jonathan	Training Constable	\$ 110,968.28	\$ 673.88
Quinlan	Jereme Justin	Plainclothes Police Constable	\$ 110,960.71	\$ 1,013.87
Byun	David	Plainclothes Police Constable	\$ 110,951.68	\$ 1,006.08
Lipsey	William Norman	Police Constable	\$ 110,950.47	\$ 1,009.70
Katanic	Zeljko	Police Constable	\$ 110,932.51	\$ 1,007.86
Howell	Wayne Vincent	Plainclothes Police Constable	\$ 110,930.33	\$ 1,023.88
Tamse	Edward Ted	Police Constable	\$ 110,912.96	\$ 1,010.75
Al-Khatib	Shady	Police Constable	\$ 110,903.13	\$ 1,018.54
Hardie	Natasha Lianne	Plainclothes Police Constable	\$ 110,891.66	\$ 343.99
Colacci	Carlo Roberto	Police Constable	\$ 110,891.36	\$ 1,007.86
Wilson	David James	Police Constable	\$ 110,883.49	\$ 1,018.16
Snow	Royan Jeffery	Police Constable	\$ 110,866.48	\$ 1,000.74
Dawson	Vicki	Sergeant	\$ 110,857.51	\$ 864.29
Sharma	Atul	Police Constable	\$ 110,841.80	\$ 1,000.74
Zvezd 'Onkin	Volodymyr	Plainclothes Police Constable	\$ 110,818.40	\$ 999.43
Pena	Nelson Das	Police Constable	\$ 110,787.57	\$ 1,000.74
Diaz	Angela Maria	Plainclothes Police Constable	\$ 110,776.91	\$ 1,003.41
Ryckman	Kenneth Wayne	Plainclothes Police Constable	\$ 110,764.80	\$ 1,032.38
Truong	Kim Yen	Police Constable	\$ 110,759.46	\$ 955.89
Crosby	Rebecca Marie	Police Constable	\$ 110,718.43	\$ 976.27
Palm	Petra Juliane	Plainclothes Police Constable	\$ 110,716.97	\$ 383.37
Kramer	Rudy James	Police Constable	\$ 110,716.56	\$ 994.09
Mac Naughton	Mary Verna	Plainclothes Police Constable	\$ 110,697.66	\$ 1,013.87
McNamara	Colleen	Plainclothes Police Constable	\$ 110,690.63	\$ 1,033.37
Bechervaise	Cory Francis	Police Constable	\$ 110,689.07	\$ 1,020.89
Smith	Chantel Jennifer	Plainclothes Police Constable	\$ 110,688.94	\$ 1,023.88
Steel	Tyler Franklin	Police Constable	\$ 110,686.37	\$ 1,000.74
Haywood	Bradley John	Police Constable	\$ 110,672.72	\$ 1,000.74
Mathieu	Melanie Jane	Police Constable	\$ 110,665.17	\$ 1,010.75
Tanner	John Alexander	Police Constable	\$ 110,662.10	\$ 1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Firth	Zachary Jonathon	Plainclothes Police Constable	\$ 110,660.16	\$ 1,011.42
Maranan	Kelvin Vallon	Police Constable	\$ 110,655.77	\$ 1,000.74
Mann	Kulvinder Kaur	Police Constable	\$ 110,640.52	\$ 991.45
Cerqua	Louie Noel	Plainclothes Police Constable	\$ 110,640.34	\$ 1,013.87
Goodwin	Christopher	Police Constable	\$ 110,632.12	\$ 994.42
Bazilsky	Kenneth Peter	Training Constable	\$ 110,628.17	\$ 1,023.88
Bruno	Donald	Training Constable	\$ 110,617.50	\$ 1,033.37
Chiasson	Dany	Police Constable	\$ 110,614.56	\$ 1,009.70
Korman-Moore	Adrian Jay	Police Constable	\$ 110,602.66	\$ 1,010.75
Gomez	Ricardo	Police Constable	\$ 110,594.97	\$ 1,000.74
Stratton	Donald Clyde	Police Constable	\$ 110,587.72	\$ 1,000.74
Tenn	Solomon Richard	Police Constable	\$ 110,561.97	\$ 991.12
Newton	Deedee	Detective	\$ 110,556.95	\$ 945.99
Stojkov	Slobodan Bob	Police Constable	\$ 110,552.00	\$ 1,000.74
Syed	Hassan Raza	Police Constable	\$ 110,548.48	\$ 1,000.74
Bulet	Ajay Nischal	Police Constable	\$ 110,547.94	\$ 341.12
Irwin	Kristopher Brahms	Police Constable	\$ 110,543.01	\$ 1,000.74
Bernard	Cynthia Lee	Police Constable	\$ 110,538.96	\$ 1,000.74
Bisla	Kiran	Plainclothes Police Constable	\$ 110,538.72	\$ 373.88
Verma	Jasvir Kaur	Police Constable	\$ 110,528.51	\$ 1,007.86
Lucifora	Jeffrey Salvatore	Police Constable	\$ 110,521.56	\$ 1,010.75
Maynard	Breanne Janelle	Plainclothes Police Constable	\$ 110,511.60	\$ 1,009.98
Carles	Matthew Moses	Police Constable	\$ 110,496.15	\$ 1,000.74
James	Sean Allan	Police Constable	\$ 110,489.92	\$ 1,002.42
Sharma	Nishant	Police Constable	\$ 110,479.85	\$ 341.12
Wesselius	Lee Jonathan	Plainclothes Police Constable	\$ 110,473.96	\$ 345.47
Montoya	Oscar Mauricio	Plainclothes Police Constable	\$ 110,470.36	\$ 1,023.88
Cassidy	Michael	Police Constable	\$ 110,461.78	\$ 1,020.89
Lys	Christianne Yvonne	Supervisor	\$ 110,454.16	\$ 1,039.62
Binns	Michael Douglas	Police Constable	\$ 110,453.47	\$ 1,013.48
Soucy	Paul	Plainclothes Police Constable	\$ 110,437.63	\$ 1,023.88
Graham	Jeffrey Rae	Police Constable	\$ 110,432.34	\$ 1,000.74
Pargetter	Kevin James	Plainclothes Police Constable	\$ 110,428.88	\$ 1,006.08
McDougall	Joseph Gerrard	Police Constable	\$ 110,426.14	\$ 1,010.75
Galvao	Kelly Elizabeth	Plainclothes Police Constable	\$ 110,423.54	\$ 1,014.22
McGarrity	Ronald Kenneth	Police Constable	\$ 110,421.93	\$ 994.09
Shin	Jay Ho	Police Constable	\$ 110,416.52	\$ 1,010.75
Nasim	Faisal	Plainclothes Police Constable	\$ 110,414.24	\$ 1,006.08
Alley	Nicholas David	Police Constable	\$ 110,410.86	\$ 1,000.74
Fitkin	Christopher Allan	Plainclothes Police Constable	\$ 110,408.40	\$ 376.23
Hyland	Scott Andrew	Plainclothes Police Constable	\$ 110,405.10	\$ 1,023.88
Allard	Matthew Douglas	Police Constable	\$ 110,398.70	\$ 1,000.74
Hurst	Clayton Michael	Police Constable	\$ 110,390.12	\$ 1,000.74
Chariandy	Mark Michael	Plainclothes Police Constable	\$ 110,386.94	\$ 1,023.88
Irvine	Brent Marven	Police Constable	\$ 110,378.00	\$ 1,000.74
Wong	Philip Jin-Yu	Police Constable	\$ 110,371.66	\$ 1,018.54
Budd	Michael Anthony	Police Constable	\$ 110,362.94	\$ 1,000.74
Sneep	Todd James	Police Constable	\$ 110,362.85	\$ 1,000.74
Hou	Michael	Police Constable	\$ 110,348.53	\$ 1,010.75
Cannon	Marlene	Sergeant	\$ 110,333.53	\$ 1,028.49
McLellan	Curtis Johnny	Police Constable	\$ 110,333.36	\$ 1,000.74
Cid	Claudia Irene	Police Constable	\$ 110,321.39	\$ 1,000.74
Singh	Ramandeep	Police Constable	\$ 110,318.11	\$ 341.12
Phillips	Adam Marshall	Police Constable	\$ 110,313.80	\$ 1,000.74
Perelli	Lee Marvin	Police Constable	\$ 110,304.89	\$ 997.46
Arsenault	Randall Joseph	Police Constable	\$ 110,299.83	\$ 1,004.10
Czujko	Nicolas Orest	Police Constable	\$ 110,299.16	\$ 973.57
Archer	Kirk Anthony	Police Constable	\$ 110,262.05	\$ 1,009.35
Lowe	Daniel Steven	Plainclothes Police Constable	\$ 110,257.61	\$ 1,023.88
Stokes	Louis John	Police Constable	\$ 110,250.96	\$ 985.72

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Greene	Michaela Sara	Police Constable	\$ 110,218.97	\$ 1,000.74
Harnish	Michael Stevens	Police Constable	\$ 110,214.25	\$ 1,000.74
Stavrakis	Micheal	Training Constable	\$ 110,206.08	\$ 1,033.37
O'Toole	Edward Francis	Police Constable	\$ 110,202.96	\$ 1,000.74
Poltavets	Alexandre	Police Constable	\$ 110,192.28	\$ 973.57
Dobbs	Christian Daniel	Plainclothes Police Constable	\$ 110,175.09	\$ 1,016.76
Braida	Sandi Laurel	Police Constable	\$ 110,168.90	\$ 1,000.74
Taylor	Kevin Dwight	Police Constable	\$ 110,162.38	\$ 1,000.74
Panton	Sarah Marie	Police Constable	\$ 110,145.85	\$ 373.88
Pigram	Andrew John	Police Constable	\$ 110,140.87	\$ 994.09
Lamb	Michael Ambrose	Police Constable	\$ 110,120.89	\$ 991.12
Neadles	William Andrew	Police Constable	\$ 110,103.39	\$ 991.12
Ross	William	Police Constable	\$ 110,097.88	\$ 1,020.89
Harrison	Michael Anthony	Shift/Area Supervisor	\$ 110,089.11	\$ 950.69
Mc Master	Christopher Ryan	Police Constable	\$ 110,087.65	\$ 991.45
McMahon	Joseph	Police Constable	\$ 110,087.09	\$ 1,020.89
Ahier	Brian Norman	Police Constable	\$ 110,086.29	\$ 976.07
Belland	Neil Gregory	Training Constable	\$ 110,082.09	\$ 1,032.38
Lazar	Ramy	Plainclothes Police Constable	\$ 110,081.13	\$ 1,014.22
Drews	Jason	Police Constable	\$ 110,079.52	\$ 1,000.74
Rescigno	Claudio	Police Constable	\$ 110,075.81	\$ 994.09
Kent	Dionne Earlene	Police Constable	\$ 110,074.17	\$ 1,010.75
Stephen	Sherry-Toni Francesca	Court Officer	\$ 110,070.18	\$ 281.06
MacLeod	Ewan Lawria	Police Constable	\$ 110,057.97	\$ 1,000.74
Benyi	Alexandru	Police Constable	\$ 110,041.58	\$ 991.12
Hayre	Harman Singh	Police Constable	\$ 110,039.66	\$ 1,000.74
Akie	Joseph Anthony	Police Constable	\$ 110,035.26	\$ 991.12
Teoh	Jac Sen	Police Constable	\$ 110,028.66	\$ 997.46
Simoos	Rui	Police Constable	\$ 110,027.48	\$ 1,000.74
Balaga	Tomasz Krzysztof	Police Constable	\$ 110,004.82	\$ 1,000.74
Charbonneau	Jeffrey Patrick	Police Constable	\$ 110,002.15	\$ 1,000.74
Spanton	John	Staff Sergeant	\$ 109,997.98	\$ 768.82
Reeve	Brandon Alexander	Police Constable	\$ 109,994.81	\$ 1,006.97
McLeish	William Scott	Police Constable	\$ 109,987.59	\$ 1,010.75
Seaforth	Charles Gregory	Police Constable	\$ 109,966.62	\$ 985.89
Moran	Erick Odyr	Police Constable	\$ 109,947.50	\$ 1,000.74
Sapsford	Ian Douglas	Police Constable	\$ 109,940.04	\$ 1,010.75
Johnston	Jason Anthony	Police Constable	\$ 109,929.37	\$ 1,000.74
League	Aaron Charles	Plainclothes Police Constable	\$ 109,926.62	\$ 1,023.88
Gill	Rupinder Singh	Police Constable	\$ 109,903.05	\$ 991.12
Bell	Jamieson Kristian	Police Constable	\$ 109,866.81	\$ 1,000.74
Heroux	Stephane	Plainclothes Police Constable	\$ 109,861.13	\$ 1,030.07
Steele	Matthew James	Police Constable	\$ 109,853.62	\$ 994.09
Li	Ming To	Police Constable	\$ 109,850.95	\$ 341.12
Li	Xiaobo	Police Constable	\$ 109,849.62	\$ 1,000.74
Austin	Michael John	Police Constable	\$ 109,841.89	\$ 1,010.75
Harvey	Horace Nathaniel	Plainclothes Police Constable	\$ 109,841.68	\$ 1,063.26
Platte	Charlene Gina	Plainclothes Police Constable	\$ 109,841.03	\$ 1,012.31
Lukings	Justin Andrew	Plainclothes Police Constable	\$ 109,835.61	\$ 1,022.10
Fisher	Susan	Police Constable	\$ 109,825.91	\$ 1,020.89
Stone	Christopher George	Police Constable	\$ 109,818.29	\$ 1,006.97
Ford	Adrian Meredith	Police Constable	\$ 109,804.69	\$ 954.60
Atkinson	Graham Stephen	Plainclothes Police Constable	\$ 109,799.79	\$ 1,033.37
Ledat	Michael Geoffrey	Plainclothes Police Constable	\$ 109,792.15	\$ 1,010.36
Samaras	Nick	Police Constable	\$ 109,781.25	\$ 1,005.29
MacArthur	Jeffrey David	Police Constable	\$ 109,766.24	\$ 1,000.74
Kazzouh	Rabie Hanna	Police Constable	\$ 109,756.40	\$ 1,018.54
Rigby	Ryan Ronald	Police Constable	\$ 109,748.20	\$ 997.46
Hurdowar	Darun Sing	Training Constable	\$ 109,743.92	\$ 1,032.38
Kelly	Michael Patrick	Plainclothes Police Constable	\$ 109,736.14	\$ 373.88

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Rochon	Becky	Plainclothes Police Constable	\$ 109,732.13	\$ 1,016.76	
Persaud	Chaitram	Police Constable	\$ 109,715.49	\$ 997.46	
Robertson	Sarah Bethany	Police Constable	\$ 109,713.22	\$ 949.44	
Frost	Gregory Charles	Police Constable	\$ 109,707.87	\$ 1,000.74	
Gibbons	Stephen Woodrow	Police Constable	\$ 109,699.12	\$ 1,010.75	
Dorobantu	Catalin	Police Constable	\$ 109,694.70	\$ 966.77	
Freeman	Jeffrey Bryant	Police Constable	\$ 109,689.66	\$ 1,000.74	
Georgopoulos	Kevin	Plainclothes Police Constable	\$ 109,681.72	\$ 1,000.74	
Baker	Jason Robert	Plainclothes Police Constable	\$ 109,679.27	\$ 1,017.65	
Hedger	Michael Leslie	Police Constable	\$ 109,661.35	\$ 1,010.75	
Gill	Shawn Aubrey	Police Constable	\$ 109,652.36	\$ 1,000.74	
Gray	Jeremy Carmen	Police Constable	\$ 109,650.63	\$ 1,018.54	
Leblanc	Adam Lionel	Plainclothes Police Constable	\$ 109,639.69	\$ 1,023.88	
Yang	QianLiang	Police Constable	\$ 109,630.73	\$ 1,000.74	
Swift	Dale Glen-De-Vere	Police Constable	\$ 109,621.22	\$ 997.46	
Correa	Antonio	Police Constable	\$ 109,617.64	\$ 1,000.74	
Sullivan	Sean James	Police Constable	\$ 109,616.85	\$ 1,000.74	
Gutter	Cornelus Timothy	Plainclothes Police Constable	\$ 109,612.25	\$ 1,033.37	
Murphy	Michael Patrick	Police Constable	\$ 109,608.92	\$ 1,011.42	
Kim	So-Yeon	Police Constable	\$ 109,600.17	\$ 350.74	
Kolankowski	Michael Roman	Police Constable	\$ 109,587.64	\$ 991.78	
Savary	Neil Thomas	Police Constable	\$ 109,584.35	\$ 1,000.74	
McGarrity	Tyler Brandon	Police Constable	\$ 109,576.54	\$ 976.27	
Chan	Gregory	Police Constable	\$ 109,572.19	\$ 1,020.89	
Da Silva	Brian	Police Constable	\$ 109,544.77	\$ 1,000.74	
Verruno	Frank Domenico	Police Constable	\$ 109,516.50	\$ 1,000.74	
Essert	Justin Alexander	Plainclothes Police Constable	\$ 109,509.36	\$ 1,023.88	
Millar	Jason Andrew	Police Constable	\$ 109,492.57	\$ 1,000.74	
Vander Meer	Elena Nicole	Police Constable	\$ 109,478.12	\$ 1,004.52	
Herman	Brian Joseph	Police Constable	\$ 109,472.30	\$ 1,000.74	
Allard	Nathaniel Peter	Police Constable	\$ 109,462.35	\$ 1,000.74	
Stavrakis	Jimmy	Training Constable	\$ 109,452.37	\$ 1,033.37	
Limerick	Scott William	Police Constable	\$ 109,448.95	\$ 1,006.97	
McInerney	Patrick Harry	Police Constable	\$ 109,445.40	\$ 1,000.74	
Mylvaganam	Ajanthan	Police Constable	\$ 109,443.08	\$ 341.12	
Amyotte	Daniel Richard	Plainclothes Police Constable	\$ 109,432.78	\$ 1,017.65	
Moorcroft	Michelle Jayne	Police Constable	\$ 109,413.33	\$ 1,000.74	
Fung	Kenneth	Police Constable	\$ 109,408.80	\$ 997.46	
McLane	Kristine Ann	Plainclothes Police Constable	\$ 109,395.05	\$ 1,023.88	
Hobson	Raymond Robert	Police Constable	\$ 109,392.77	\$ 984.37	
Thompson	Jennifer	Plainclothes Police Constable	\$ 109,388.58	\$ 1,033.37	
Santarelli	John Enrico	Police Constable	\$ 109,385.12	\$ 1,000.74	
Hollingshead	Danielle Lee	Plainclothes Police Constable	\$ 109,382.12	\$ 1,033.37	
Wheler	Katherine Anne	Plainclothes Police Constable	\$ 109,379.02	\$ 1,023.88	
Desrochers	Jerome Jeremy	Police Constable	\$ 109,370.41	\$ 1,007.25	
Min	Steve Sungho	Police Constable	\$ 109,369.64	\$ 954.60	
Deabreu	Gregory John	Plainclothes Police Constable	\$ 109,360.07	\$ 1,017.65	
Dunlop	James Michael	Plainclothes Police Constable	\$ 109,350.37	\$ 1,006.97	
Caruso	Salvatore	Police Constable	\$ 109,347.76	\$ 1,000.74	
Hammond	Nora Lynne	Plainclothes Police Constable	\$ 109,335.44	\$ 1,023.88	
Parasram	Lawrence	Plainclothes Police Constable	\$ 109,325.85	\$ 1,023.88	
Reid	Stephen	Police Constable	\$ 109,324.50	\$ 1,020.89	
Bevilacqua	Giulio	Police Constable	\$ 109,323.39	\$ 1,000.74	
Farrell	Gregory William	Police Constable	\$ 109,294.57	\$ 976.27	
Marcinkowski	Michael James	Police Constable	\$ 109,292.32	\$ 1,000.74	
Gagliardi	Deanna Lynn	Plainclothes Police Constable	\$ 109,272.62	\$ 1,033.37	
Kovic	Victor James	Police Constable	\$ 109,251.96	\$ 1,006.97	
Flannery	Michelle Louisa	Police Constable	\$ 109,251.31	\$ 1,010.75	
Dzelalija	George	Police Constable	\$ 109,244.60	\$ 1,007.25	
Mills	Patricia	Police Constable	\$ 109,242.25	\$ 1,020.89	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Evans	Joel Michael	Police Constable	\$ 109,238.98	\$ 976.27	
Habibullah	Jamshid	Police Constable	\$ 109,237.34	\$ 1,000.74	
Platte	Patrick Frank	Plainclothes Police Constable	\$ 109,234.73	\$ 999.82	
Thomas	Nigel Dexter	Police Constable	\$ 109,228.48	\$ 1,010.75	
Beaudry	Ghislain Martin	Police Constable	\$ 109,220.93	\$ 341.12	
Yan	Peter Samuel	Plainclothes Police Constable	\$ 109,196.79	\$ 1,019.43	
Benoit	Horst Albert	Police Constable	\$ 109,189.00	\$ 1,010.75	
Schenk	Philip	Police Constable	\$ 109,183.63	\$ 627.89	
Celestine	Curtis	Police Constable	\$ 109,181.58	\$ 341.12	
Taylor	Cheryl Lynn	Police Constable	\$ 109,134.65	\$ 1,000.74	
Cawthorne	Audry Petra	Police Constable	\$ 109,132.79	\$ 1,000.74	
Methe	Christopher Robert	Plainclothes Police Constable	\$ 109,131.67	\$ 1,014.38	
Downing	Thomas	Police Constable	\$ 109,131.34	\$ 1,020.89	
Janjanin	Nenad	Police Constable	\$ 109,131.15	\$ 994.09	
Irwin	Jessica Lee	Plainclothes Police Constable	\$ 109,119.09	\$ 1,023.88	
Barrett	Laurence George	Police Constable	\$ 109,109.89	\$ 1,020.89	
Begbie	Blair Robert	Police Constable	\$ 109,105.03	\$ 1,000.74	
Sivadasan	Surendran	Plainclothes Police Constable	\$ 109,103.84	\$ 1,023.88	
Benallick	Dianna	Police Constable	\$ 109,101.90	\$ 1,020.89	
Self	Matthew Christopher	Police Constable	\$ 109,101.05	\$ 994.42	
Brady	Peter Gordon	Plainclothes Police Constable	\$ 109,096.35	\$ 1,017.65	
Pagnello	Michele	Police Constable	\$ 109,093.95	\$ 1,010.53	
Carter	Sarah Jean	Plainclothes Police Constable	\$ 109,088.20	\$ 1,013.87	
McCann	Laurie Anne	Training Constable	\$ 109,077.14	\$ 1,033.37	
Blonde	Karri-lynn	Police Constable	\$ 109,073.80	\$ 1,000.74	
Reynolds	Trevor Curtis	Plainclothes Police Constable	\$ 109,067.31	\$ 1,013.87	
Ruocco	Gissa Lissa	Training Constable	\$ 109,066.37	\$ 1,033.37	
Burns	Jonathon Paul	Plainclothes Police Constable	\$ 109,065.22	\$ 996.34	
Alexander	Lynne Marie	Police Constable	\$ 109,050.31	\$ 1,000.74	
Bird	Paul Stewart	Police Constable	\$ 109,048.79	\$ 1,020.89	
Armstrong	Christopher Richard	Police Constable	\$ 109,048.23	\$ 1,000.74	
Douglas	Stephen Michael	Plainclothes Police Constable	\$ 109,040.55	\$ 1,027.48	
Licop	Robert Joseph	Police Constable	\$ 109,037.46	\$ 1,020.89	
Peters	Scott Murray	Plainclothes Police Constable	\$ 109,024.16	\$ 1,033.37	
Wilkins	Dustin Daniel	Plainclothes Police Constable	\$ 108,999.60	\$ 1,007.18	
Hannah	Mark	Police Constable	\$ 108,992.58	\$ 1,020.89	
Furzecott	Mark Linton	Plainclothes Police Constable	\$ 108,986.06	\$ 1,023.88	
Stribopoulos	Chris	Plainclothes Police Constable	\$ 108,978.45	\$ 1,021.21	
Thompson	Peter	Police Constable	\$ 108,971.76	\$ 991.12	
Espie	Glen	Police Constable	\$ 108,947.50	\$ 1,000.74	
La Vella	Paolo Giuseppe	Plainclothes Police Constable	\$ 108,945.85	\$ 1,020.52	
Huk	Paul Graham	Plainclothes Police Constable	\$ 108,933.17	\$ 996.34	
Greenlaw	Cynthia	Police Constable	\$ 108,931.54	\$ 1,020.89	
Inniss	Dennis Kevin	Police Constable	\$ 108,928.30	\$ 1,000.74	
White	Ryan Austin	Police Constable	\$ 108,922.89	\$ 1,008.75	
Santoro	Luciano	Police Constable	\$ 108,909.56	\$ 1,000.74	
Shand	Joseph Edward	Police Constable	\$ 108,904.44	\$ 1,000.74	
Brand	Irene Michelle	Police Constable	\$ 108,899.76	\$ 976.27	
Hammond	Stephen	Police Constable	\$ 108,889.11	\$ 1,000.74	
Cracknell	Alechia Cynthia	Police Constable	\$ 108,884.14	\$ 1,000.74	
Murphy	Shane Peter	Police Constable	\$ 108,865.68	\$ 994.09	
Mendez	Ancile Hugh	Police Constable	\$ 108,855.77	\$ 1,000.74	
Sidhu	Vijay Singh	Plainclothes Police Constable	\$ 108,849.98	\$ 1,013.20	
Cartwright	Carl James	Plainclothes Police Constable	\$ 108,844.58	\$ 383.37	
Hill	Kevin Brian	Plainclothes Police Constable	\$ 108,840.80	\$ 994.09	
Bradford	Michael Charles	Police Constable	\$ 108,840.74	\$ 1,020.89	
Lee	Jason Michael	Plainclothes Police Constable	\$ 108,835.37	\$ 994.60	
Fassbender	Susan Elisabeth	Police Constable	\$ 108,801.51	\$ 1,010.75	
Weeks	Allen Ancel	Police Constable	\$ 108,793.86	\$ 997.46	
Lam	Ken Raymond	Police Constable	\$ 108,788.58	\$ 991.12	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Huang	David Zhi	Plainclothes Police Constable	\$ 108,755.09	\$	1,023.88
Swan	David William	Plainclothes Police Constable	\$ 108,752.62	\$	1,023.88
Branker	Darryl Dermot	Plainclothes Police Constable	\$ 108,747.46	\$	1,023.88
Clarke	Andrew William	Police Constable	\$ 108,737.43	\$	991.12
Yepes Holguin	Andrea	Police Constable	\$ 108,731.17	\$	966.77
Bianchi	Daniela	Police Constable	\$ 108,730.72	\$	1,028.15
Guthrie	Janice	Police Constable	\$ 108,727.94	\$	996.78
Whitefield	Ross Alasdair	Plainclothes Police Constable	\$ 108,709.15	\$	1,020.32
Watton	Anita Victoria	Police Constable	\$ 108,700.81	\$	1,000.74
Retsinas	Panagiota	Police Constable	\$ 108,699.35	\$	1,020.89
Drummond	Craig William	Police Constable	\$ 108,693.33	\$	1,010.75
Woo	Gilbert	Senior Customer Service Rep	\$ 108,679.11	\$	369.20
Smith-Stubbs	Donna	Police Constable	\$ 108,677.43	\$	1,019.98
Emms	Jeffrey Brian	Police Constable	\$ 108,668.78	\$	1,000.74
Belanger	Paul Lionel	Police Constable	\$ 108,662.15	\$	1,000.74
Slater	Richard Scott	Police Constable	\$ 108,658.08	\$	1,000.74
Fox	Jennifer Anne	Police Constable	\$ 108,657.31	\$	1,000.74
Santizo Orantes	Nelson Alfredo	Police Constable	\$ 108,639.12	\$	1,000.74
Florence	Mark Duncan	Communications Operations Supervisor	\$ 108,638.41	\$	998.14
Urbas	Nathalie Patricia	Police Constable	\$ 108,633.54	\$	991.12
Dawe	Renee	Police Constable	\$ 108,631.30	\$	1,009.35
McCaw	Douglas Gordon	Police Constable	\$ 108,617.52	\$	360.75
Javelosa	Jeffrey Roy	Plainclothes Police Constable	\$ 108,594.58	\$	995.47
Ezekiel	Scott Carl	Police Constable	\$ 108,586.37	\$	1,010.75
Beninger	Christopher-Earl	Police Constable	\$ 108,585.90	\$	997.46
Cioffi	Adamira Maria	Training Constable	\$ 108,581.94	\$	1,023.88
Coutts	Bradley George	Training Constable	\$ 108,547.53	\$	1,023.88
Smith	Stephen Aaron	Training Constable	\$ 108,541.68	\$	1,024.28
Krangle	Charles Forbes	Police Constable	\$ 108,528.62	\$	1,000.74
Weckworth	Richard Grant	Police Constable	\$ 108,520.34	\$	994.09
Harley	Alexander Petrie	Training Constable	\$ 108,511.01	\$	1,023.88
Law	Chun-Wing William	Plainclothes Police Constable	\$ 108,502.51	\$	1,023.88
Dhingra	Rajeev	Police Constable	\$ 108,497.60	\$	1,000.74
Boyd	Phillip Kelsey	Plainclothes Police Constable	\$ 108,491.70	\$	1,023.88
Bolton	Robert	Police Constable	\$ 108,477.45	\$	341.12
White	Daniel Campbell	Police Constable	\$ 108,470.95	\$	974.52
Beaulac	Joseph Andre	Police Constable	\$ 108,470.23	\$	1,000.74
Dipoce	Jeremy Michael	Police Constable	\$ 108,464.89	\$	1,000.74
Conley	Timothy Kenneth	Police Constable	\$ 108,460.72	\$	1,000.74
Lambe	James	Police Constable	\$ 108,456.41	\$	1,020.89
Bhardwaj	Ella Elizabeth	Police Constable	\$ 108,442.05	\$	1,022.26
Molyneaux	Doreen Evelyn	Plainclothes Police Constable	\$ 108,439.38	\$	383.37
Pollard	Kristine Rian	Plainclothes Police Constable	\$ 108,438.58	\$	1,023.88
Angco	Antonio James	Police Constable	\$ 108,436.96	\$	1,000.74
Hilton	Tanya Monique	Plainclothes Police Constable	\$ 108,436.58	\$	1,033.37
Kelly	Diane Mary	Plainclothes Police Constable	\$ 108,436.58	\$	383.37
Plunkett	Sheri Lynn	Plainclothes Police Constable	\$ 108,436.58	\$	1,033.37
Warr	Richard John	Training Constable	\$ 108,436.58	\$	1,033.37
Wylie	Christopher David	Plainclothes Police Constable	\$ 108,436.58	\$	1,033.37
Smith	Robert David	Police Constable	\$ 108,436.20	\$	1,000.74
Gill	Jason Gowan	Police Constable	\$ 108,434.37	\$	350.74
Scott	Michael Andrew	Police Constable	\$ 108,432.76	\$	1,000.74
Vargas	Juan Enrique	Police Constable	\$ 108,431.41	\$	1,010.75
Rahaman	Imeel Syed	Plainclothes Police Constable	\$ 108,401.50	\$	363.87
Ali	Farhan Imtiaz	Police Constable	\$ 108,369.91	\$	1,000.74
Stoyko	Sandra Louise	Plainclothes Police Constable	\$ 108,369.51	\$	1,004.30
Tang	Eric Chung	Police Constable	\$ 108,368.88	\$	976.27
Carpino	Roberto Carmelo	Police Constable	\$ 108,358.33	\$	1,020.89
Dybowski	Michael Leonhard	Plainclothes Police Constable	\$ 108,346.33	\$	1,023.88
Gall	Alexandru	Police Constable	\$ 108,342.25	\$	1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
O'Brien	Colin Daniel	Police Constable	\$ 108,341.79	\$	1,000.74
Fyzul	Sheik Mohamed	Police Constable	\$ 108,336.49	\$	959.97
Dzingala	Richard George	Police Constable	\$ 108,330.35	\$	1,020.89
Cerqueira	George Manuel	Plainclothes Police Constable	\$ 108,324.27	\$	1,023.88
Carter	Adrian Daren	Police Constable	\$ 108,304.41	\$	1,000.74
Saleh	Daniel	Police Constable	\$ 108,302.99	\$	1,010.75
Surridge	Scott Woodrow	Police Constable	\$ 108,301.50	\$	997.46
Cowling	Lisa Ann	Plainclothes Police Constable	\$ 108,273.50	\$	383.37
Hantzaridis	Themistoklis	Police Constable	\$ 108,267.56	\$	1,000.74
Jimenez	Francisco Raul	Plainclothes Police Constable	\$ 108,261.00	\$	1,016.76
Roberts	Ronald Harry	Plainclothes Police Constable	\$ 108,254.12	\$	1,006.97
Caton	Matthew Michael	Training Constable	\$ 108,242.74	\$	1,023.88
Perem	Erik Artur	Police Constable	\$ 108,238.84	\$	1,000.74
Hoffman	Gregory Rodney	Plainclothes Police Constable	\$ 108,225.89	\$	1,023.88
Croll	Diana Elizabeth	Police Constable	\$ 108,217.63	\$	991.12
Durocher	David Leonard	Police Constable	\$ 108,215.98	\$	1,000.74
Ruttimann	Paul Eugen	Police Constable	\$ 108,202.75	\$	997.46
Lacuna	Marlon Joseph	Police Constable	\$ 108,183.53	\$	991.12
Morgan	Daniel Philip	Police Constable	\$ 108,183.15	\$	1,008.75
Kirk	Cameron Scott	Police Constable	\$ 108,179.63	\$	1,029.86
Malley	Shane Westley	Police Constable	\$ 108,175.75	\$	1,010.75
Bellec	Francois Marie	Plainclothes Police Constable	\$ 108,173.61	\$	820.98
Lucyshyn	Tracey	Police Constable	\$ 108,167.15	\$	1,020.89
Paglia	Giancarlo	Plainclothes Police Constable	\$ 108,163.81	\$	1,023.88
Haley	Rhonda Gayle	Plainclothes Police Constable	\$ 108,163.58	\$	1,023.88
Gravelijn	Robert-Theo	Police Constable	\$ 108,154.63	\$	1,000.74
Shum	Shui-Kwan Stella	Police Constable	\$ 108,146.12	\$	954.60
Cutting	Micheal Andrew	Police Constable	\$ 108,140.66	\$	991.12
Dolghii	Ivan	Plainclothes Police Constable	\$ 108,132.54	\$	1,023.88
Freeman	Eric Michael	Police Constable	\$ 108,118.24	\$	1,000.74
Vincent	Jason Ernest	Police Constable	\$ 108,101.15	\$	1,000.74
Palmer	Roger Anthony	Police Constable	\$ 108,094.78	\$	991.12
Dewsnap	Stacey Lynn	Plainclothes Police Constable	\$ 108,093.97	\$	1,032.38
Collyer	Adam Stephen	Police Constable	\$ 108,092.33	\$	1,000.74
Uher	Jason William	Police Constable	\$ 108,080.23	\$	1,000.74
Charron	Stephane Rejean	Plainclothes Police Constable	\$ 108,067.32	\$	1,023.88
Smith	Jason Alexander	Training Constable	\$ 108,063.92	\$	1,032.38
Greer	Kevin Hugo	Plainclothes Police Constable	\$ 108,061.93	\$	1,027.08
Hendriks	Bart	Police Constable	\$ 108,050.98	\$	1,020.89
Lyon	Leithland Lloyd	Police Constable	\$ 108,048.75	\$	1,020.89
Carpino	Kelly Ann	Communications Operator	\$ 108,042.55	\$	952.90
Cowley	Alison Louise	Police Constable	\$ 108,039.48	\$	1,028.15
Mafi	Saman	Police Constable	\$ 108,028.97	\$	949.44
Bassi	Amritpal Singh	Police Constable	\$ 108,015.54	\$	350.74
Harvey	Lesia	Police Constable	\$ 107,997.77	\$	1,032.33
Marrelli	Giancarlo	Police Constable	\$ 107,978.10	\$	1,000.74
Pearce	Ryan William	Police Constable	\$ 107,953.53	\$	976.27
Chancey	Daniel William	Police Constable	\$ 107,952.32	\$	984.37
Doherty	Braden Spencer	Police Constable	\$ 107,952.20	\$	1,004.52
Howell	Courtney Erin	Police Constable	\$ 107,947.31	\$	997.46
Irving	Desmond Michael	Police Constable	\$ 107,945.57	\$	1,000.74
Chmela	Michael Otto	Plainclothes Police Constable	\$ 107,943.12	\$	1,023.88
Vijayanarayanan	Devi Selva	Plainclothes Police Constable	\$ 107,938.12	\$	373.88
Cowie	Katelyn Rose	Plainclothes Police Constable	\$ 107,934.93	\$	1,023.88
Chung	Sinderela Sun-Mi	Plainclothes Police Constable	\$ 107,934.03	\$	1,023.88
Quigley	Kimberley	Police Constable	\$ 107,930.86	\$	1,020.89
Surcon	Scott Andrew	Police Constable	\$ 107,926.47	\$	1,006.97
Michaelides	Constantinos	Police Constable	\$ 107,924.71	\$	1,000.74
Stratton	Kenneth David	Police Constable	\$ 107,923.91	\$	1,000.74
Kelly	Craig Robert	Police Constable	\$ 107,917.05	\$	341.12

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Guerreiro	Joseph Andrew	Training Constable	\$ 107,915.43	\$	1,023.88
Poge	Eric Ronald	Police Constable	\$ 107,912.13	\$	997.46
Stagg	Joseph	Police Constable	\$ 107,901.21	\$	1,020.89
Ferdinand	Patrick Wallace	Police Constable	\$ 107,892.11	\$	1,020.89
Cannon	Sheena Leigh	Police Constable	\$ 107,864.78	\$	350.74
Girgis	Mina Wadie	Police Constable	\$ 107,861.73	\$	341.12
Brown	Julia Elaine	Plainclothes Police Constable	\$ 107,857.77	\$	1,020.52
Rim	Chris	Plainclothes Police Constable	\$ 107,855.30	\$	1,023.88
Ferreira	Jason Neto	Police Constable	\$ 107,849.02	\$	991.12
Aikman	Scott Douglas	Police Constable	\$ 107,848.41	\$	1,020.89
Minor	Trisha Lee	Police Constable	\$ 107,842.51	\$	1,007.86
Mc Donald	Stephanie Jean	Police Constable	\$ 107,835.88	\$	1,000.74
Tamber	Moe	Police Constable	\$ 107,834.38	\$	1,005.64
Ure	James Andrew	Police Constable	\$ 107,812.45	\$	1,020.89
Johnstone	George Walker	Operations Supervisor	\$ 107,810.56	\$	965.64
Balice	Steven	Police Constable	\$ 107,809.35	\$	1,009.70
Santeramo	Anthony	Police Constable	\$ 107,809.15	\$	1,005.64
Correia	Snezana	Police Constable	\$ 107,804.92	\$	1,020.89
Strachan	Kerry Frances	Training Constable	\$ 107,790.80	\$	1,023.88
Pate	Andrew William	Plainclothes Police Constable	\$ 107,777.25	\$	1,013.87
Kwong	Victor Paul	Police Constable	\$ 107,769.29	\$	1,007.25
Baker	David Roland	Police Constable	\$ 107,764.27	\$	1,010.75
Muscat-Drago	Daniel Robert	Police Constable	\$ 107,762.30	\$	966.77
Guy	Darryl George	Police Constable	\$ 107,752.04	\$	1,007.86
Mackay	Ronald Ernest	Police Constable	\$ 107,744.49	\$	1,010.75
Mohammed	Adil Farid	Plainclothes Police Constable	\$ 107,731.01	\$	1,020.52
Tayara	Omar	Plainclothes Police Constable	\$ 107,730.27	\$	1,023.88
Uppal	Arbinder Singh	Plainclothes Police Constable	\$ 107,714.91	\$	381.63
Bartlett	Lynda Marie	Police Constable	\$ 107,712.96	\$	917.29
Oliveira	Dora Cristina	Police Constable	\$ 107,703.51	\$	1,000.74
Subramaniam	Guberan Sara	Plainclothes Police Constable	\$ 107,703.25	\$	981.49
Lewis	Marcel	Police Constable	\$ 107,695.66	\$	1,000.74
Kullar	Satbir Singh	Police Constable	\$ 107,688.88	\$	341.12
Worts	Robert Michael	Police Constable	\$ 107,681.61	\$	991.12
Bronilla	Recaredo Santos	Police Constable	\$ 107,679.19	\$	942.99
Gellel	Jennifer	Police Constable	\$ 107,667.30	\$	991.45
Gray	Mark Anthony	Police Constable	\$ 107,666.33	\$	1,010.75
Desmarais	John Paul	Police Constable	\$ 107,665.54	\$	1,000.74
Shepherd	Scott Alejandro	Police Constable	\$ 107,663.68	\$	1,000.74
Origlieri	Melissa Joy	Plainclothes Police Constable	\$ 107,658.17	\$	1,030.07
Philipp	Christian	Police Constable	\$ 107,651.35	\$	1,000.74
Thomson	Richard Laoreal	Police Constable	\$ 107,650.05	\$	1,000.74
Forrest	Cameron James	Plainclothes Police Constable	\$ 107,634.54	\$	1,023.88
Collins	Christopher Patrick	Police Constable	\$ 107,633.61	\$	1,000.74
Escott	Jai	Police Constable	\$ 107,631.29	\$	1,018.54
Rioux	David Joshua	Plainclothes Police Constable	\$ 107,610.84	\$	996.34
Delgado Meneses	Juan Carlos	Police Constable	\$ 107,606.61	\$	997.46
Yarlett	Kristen Leigh	Police Constable	\$ 107,599.99	\$	1,000.74
Bagnall	Albert Hugh	Police Constable	\$ 107,589.06	\$	1,020.89
Tuckwell	Timothy Edward	Police Constable	\$ 107,585.76	\$	1,010.75
Rinkoff	Robert Neal	Police Constable	\$ 107,579.12	\$	914.74
Rughoo	David Ravindra	Police Constable	\$ 107,579.00	\$	1,018.54
Bannister	Jason Mark	Police Constable	\$ 107,578.41	\$	1,000.74
Andrejishyn	James Joseph	Plainclothes Police Constable	\$ 107,574.15	\$	1,023.88
Mackenzie	Matthew Aaron	Police Constable	\$ 107,569.38	\$	1,018.54
Stam	Susan Eva	Police Constable	\$ 107,543.31	\$	1,000.74
Neill	Stuart	Police Constable	\$ 107,533.46	\$	1,000.74
Alfred	Godwin Rajasing	Police Constable	\$ 107,533.43	\$	960.32
MacKinnon	Kelly Lee	Police Constable	\$ 107,526.24	\$	1,020.89
Vollmar	William Cameron	Police Constable	\$ 107,507.95	\$	1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
D'Abreo	Oliver	Police Constable	\$ 107,493.77	\$ 1,000.74
Swider	Sylwia Aneta	Plainclothes Police Constable	\$ 107,490.13	\$ 1,023.88
Gini	Guillermo Steve	Plainclothes Police Constable	\$ 107,476.80	\$ 1,016.76
Marshall	Kimball Segundo	Plainclothes Police Constable	\$ 107,476.59	\$ 996.69
Hayes	Michael Joseph	Police Constable	\$ 107,473.08	\$ 997.46
Gee	Kevin Wai	Police Constable	\$ 107,471.22	\$ 1,000.74
O'Keefe	David Michael	Plainclothes Police Constable	\$ 107,467.02	\$ 1,023.88
Williams	Kevin Christopher	Plainclothes Police Constable	\$ 107,462.93	\$ 373.88
Ribeiro	Reuben Francis	Plainclothes Police Constable	\$ 107,455.37	\$ 1,006.08
McLaughlin	Veronica Jennifer	Police Constable	\$ 107,446.83	\$ 350.74
Smith	Ryan Isaac	Plainclothes Police Constable	\$ 107,443.50	\$ 1,023.88
Noto	Diana	Plainclothes Police Constable	\$ 107,436.22	\$ 1,023.88
Rodriguez	Jeremiah Eric	Police Constable	\$ 107,435.42	\$ 1,000.74
Jeffrey	Michael John	Police Constable	\$ 107,430.51	\$ 1,000.74
Kurpis	Steve Anthony	Police Constable	\$ 107,426.89	\$ 1,000.74
Engel	Marten Brouwer	Police Constable	\$ 107,424.34	\$ 1,000.74
Pangos	Edward Anthony	Training Constable	\$ 107,415.13	\$ 1,007.86
Abkarian	Hovig	Police Constable	\$ 107,408.03	\$ 1,000.74
James	Joshua Benedict	Police Constable	\$ 107,398.88	\$ 997.46
Dempster	Jonathan Nicholas	Police Constable	\$ 107,398.61	\$ 999.04
Ashton	Michael Edward	Police Constable	\$ 107,382.32	\$ 1,000.74
Kapoor	Amritpal Singh	Police Constable	\$ 107,381.32	\$ 966.19
Drazic	Nikola	Plainclothes Police Constable	\$ 107,378.70	\$ 1,006.08
Araujo	Percy	Police Constable	\$ 107,373.78	\$ 1,000.74
Gallagher	Andrew George	Senior Customer Service Rep	\$ 107,363.28	\$ 369.20
Rudzitis	Scott Andrew	Police Constable	\$ 107,357.95	\$ 1,010.75
Bogles	Louie Mark	Police Constable	\$ 107,355.19	\$ 1,000.74
McKeon	Mark Joseph	Police Constable	\$ 107,354.90	\$ 1,020.89
Leney	Thomas Michael	Police Constable	\$ 107,341.06	\$ 1,000.74
Martinez	Michael Malabanan	Police Constable	\$ 107,335.69	\$ 1,000.74
Lee	Kyu il	Plainclothes Police Constable	\$ 107,324.44	\$ 373.88
Wong	Aaron	Police Constable	\$ 107,317.46	\$ 341.12
Zheng	Feishu	Police Constable	\$ 107,316.78	\$ 997.46
Cassidy	Christopher Ryan	Police Constable	\$ 107,316.41	\$ 994.09
Vanscherrenburg	Adele	Police Constable	\$ 107,300.00	\$ 1,020.89
da Silva	Timothy Peter	Police Constable	\$ 107,299.73	\$ 991.12
Cheung	Karen Wai	Senior Programmer	\$ 107,297.16	\$ 369.20
O'Donohue	Katie Elizabeth	Plainclothes Police Constable	\$ 107,283.65	\$ 1,020.52
Goodwin	Ella Riley	Police Constable	\$ 107,262.70	\$ 1,000.74
McConnery	Kurtis William	Police Constable	\$ 107,251.05	\$ 991.12
Lokaisingh	Devon Rishi	Police Constable	\$ 107,246.70	\$ 991.12
Yung	Francis Yuan-Tung	Police Constable	\$ 107,244.54	\$ 351.16
Little	Jonathan David	Police Constable	\$ 107,236.66	\$ 1,000.74
O'Neill	Erik Rodney	Police Constable	\$ 107,232.75	\$ 1,000.74
Juhasz	Jamie Christine	Police Constable	\$ 107,230.13	\$ 1,000.74
Hugo	Tania	Police Constable	\$ 107,227.54	\$ 1,000.74
De Coste	Lisa Germaine	Plainclothes Police Constable	\$ 107,220.18	\$ 1,030.07
Best	Michael Edward	Police Constable	\$ 107,219.62	\$ 966.77
Doyle	Andrew Mershon	Plainclothes Police Constable	\$ 107,204.12	\$ 1,023.88
Roberts	Natasha Cecilia	Police Constable	\$ 107,200.42	\$ 994.09
Boyce	Susie Rowena	Police Constable	\$ 107,183.48	\$ 1,001.16
Fernandes	Joao Angelo	Police Constable	\$ 107,183.43	\$ 991.12
Park	Ryan Lee	Police Constable	\$ 107,179.88	\$ 991.12
Alldread	Suzanne Lorraine	Police Constable	\$ 107,173.01	\$ 1,010.75
Entwistle	Courtney Lee	Police Constable	\$ 107,162.71	\$ 350.74
Shepherd	Jaime	Police Constable	\$ 107,137.91	\$ 370.89
Stange	Dean Eryl	File Desk Clerk	\$ 107,130.41	\$ 128.62
Zajac	David	Detective	\$ 107,114.84	\$ 781.89
Parney	Christopher George	Police Constable	\$ 107,107.67	\$ 1,010.75
Devine	Kristy Patricia	Police Constable	\$ 107,107.11	\$ 1,005.19

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Bottineau	Danielle Joanne	Police Constable	\$ 107,094.66	\$ 1,010.75	
Blanchard	Kile Donald	Police Constable	\$ 107,094.13	\$ 1,000.74	
Karges	Bradley Joseph	Police Constable	\$ 107,093.31	\$ 1,004.52	
Saini	Prekshat	Police Constable	\$ 107,088.64	\$ 1,000.74	
Skinner	Scott Samuel	Police Constable	\$ 107,083.30	\$ 1,000.74	
Williams	Steven Thomas	Plainclothes Police Constable	\$ 107,078.19	\$ 1,023.88	
East	Jeffrey Bruce	Police Constable	\$ 107,075.13	\$ 1,000.74	
Forsyth	Connie	Police Constable	\$ 107,062.02	\$ 1,000.74	
Rampersaud	David	Senior Analyst	\$ 107,060.50	\$ 386.25	
Schneider	Benjamin Joseph	Police Constable	\$ 107,050.98	\$ 1,000.74	
Schulte	Kathryn Ruth	Plainclothes Police Constable	\$ 107,043.30	\$ 1,023.88	
Dinc	Huseyin	Senior Programmer	\$ 107,029.45	\$ 369.20	
Yin	Ya-Wen	Plainclothes Police Constable	\$ 107,022.37	\$ 1,014.98	
Armstrong	Patrick Shane	Plainclothes Police Constable	\$ 107,015.78	\$ 1,013.87	
Dale	Jeffrey Howard	Training Constable	\$ 107,015.31	\$ 359.64	
Walker	James David	Police Constable	\$ 106,995.59	\$ 954.60	
Hwang	Peter In-Kyu	Police Constable	\$ 106,993.50	\$ 991.12	
La Rush	Debra Renee	Senior Fingerprint Examiner	\$ 106,974.08	\$ 991.12	
Marchen	Leanne	Police Constable	\$ 106,970.55	\$ 1,020.89	
Bucek	Lucie	Police Constable	\$ 106,970.14	\$ 1,000.74	
Romeral	Matt Ian	Police Constable	\$ 106,967.22	\$ 1,000.74	
Robertson	Lynne	Police Constable	\$ 106,962.37	\$ 1,020.89	
Forrest	Wendy Anne	Police Constable	\$ 106,957.25	\$ 368.54	
Grewal	Dharmendra Singh	Plainclothes Police Constable	\$ 106,953.15	\$ 395.51	
Ly	Hung	Police Constable	\$ 106,951.44	\$ 991.12	
De Lugt	Mark	Police Constable	\$ 106,948.91	\$ 1,020.89	
Mac Neill	David Michael	Police Constable	\$ 106,948.30	\$ 1,000.74	
Hutzel	Jennifer Dawn	Police Constable	\$ 106,946.10	\$ 1,000.74	
Waddell	Lancelot Albert	Police Constable	\$ 106,917.43	\$ 1,000.74	
de Hartog	Callum Alexander	Training Constable	\$ 106,910.01	\$ 1,023.88	
Tierney	John	Police Constable	\$ 106,903.71	\$ 1,020.89	
Christou	George	Police Constable	\$ 106,903.17	\$ 1,018.54	
Clark	Karah Dawn	Police Constable	\$ 106,902.35	\$ 350.74	
Garner	Anthony Alloy	Police Constable	\$ 106,886.84	\$ 1,010.75	
Baker	Richard Timothy	Police Constable	\$ 106,886.80	\$ 1,020.89	
Whittle	Timothy Maurice	Police Constable	\$ 106,882.39	\$ 1,000.74	
Medulun	Mark Geoffrey	Police Constable	\$ 106,874.41	\$ 997.46	
Montgomery	Aaron James	Police Constable	\$ 106,865.60	\$ 1,000.74	
Kluge	Christine Ruth	Training Constable	\$ 106,852.57	\$ 1,023.88	
Rumney	Traci Gwendolyn	Police Constable	\$ 106,847.64	\$ 1,010.75	
Ross	Kim Nicole	Benefits Analyst	\$ 106,832.65	\$ -	
Szwedo	Tomasz	Training Constable	\$ 106,818.73	\$ 1,028.52	
Penney	Patrick	Police Constable	\$ 106,817.31	\$ 370.89	
Kovacevic	Martina	Police Constable	\$ 106,809.58	\$ 954.60	
Carter-Thuet	Erin Leigh	Police Constable	\$ 106,805.31	\$ 1,010.75	
Gayle	Phillip Preston	Plainclothes Police Constable	\$ 106,799.27	\$ 1,023.88	
Cooper	Christina Danielle	Police Constable	\$ 106,796.54	\$ 1,000.74	
Persichetti	Donato	Police Constable	\$ 106,796.18	\$ 1,000.74	
Sinclair	Douglas Carl	Plainclothes Police Constable	\$ 106,794.75	\$ 1,023.88	
Petrasek	Michael Julian	Police Constable	\$ 106,794.50	\$ 1,020.89	
Hardy	Russell	Police Constable	\$ 106,787.39	\$ 1,020.89	
Hood	Jacqueline Susanne	Plainclothes Police Constable	\$ 106,779.53	\$ 373.88	
Butt	Stephen Miller	Police Constable	\$ 106,774.52	\$ 1,000.74	
DeKezel	Jennifer Crystal	Police Constable	\$ 106,771.99	\$ 1,000.74	
Dvernechuk	Mark William	Police Constable	\$ 106,763.52	\$ 991.12	
Mojtahedi	Omid	Police Constable	\$ 106,759.30	\$ 1,010.75	
James	Shandon Amos	Police Constable	\$ 106,752.47	\$ 995.41	
Murray	Neal Allan	Police Constable	\$ 106,751.30	\$ 1,000.74	
Murray	David Gerard	Plainclothes Police Constable	\$ 106,736.23	\$ 1,024.28	
Cameron	Alan	Police Constable	\$ 106,734.24	\$ 1,020.89	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Hope	Heather Isobel	Police Constable	\$ 106,729.53	\$ 1,000.74
Warren	Tristan Alexander	Police Constable	\$ 106,729.48	\$ 341.12
Byrne	Marisa Rita	Police Constable	\$ 106,702.59	\$ 1,010.75
Zubair	Mohammad	Police Constable	\$ 106,693.20	\$ 1,000.74
Zver	Natasha Ann	Police Constable	\$ 106,692.61	\$ 1,009.70
Haghshenas	Ehsan	Plainclothes Police Constable	\$ 106,686.85	\$ 760.53
Khan	Bahroze Raza	Police Constable	\$ 106,676.70	\$ 991.12
Korn	Diana	Police Constable	\$ 106,659.70	\$ 1,020.89
Dobbs	Beverly Rose	Police Constable	\$ 106,649.80	\$ 1,000.74
Doupe	Jeffery Jonathon	Plainclothes Police Constable	\$ 106,645.95	\$ 1,023.88
Spaulding	David	Police Constable	\$ 106,644.44	\$ 1,020.89
Pape	Derek Anthony	Plainclothes Police Constable	\$ 106,641.74	\$ 1,023.88
Yan	Gregory Albert	Plainclothes Police Constable	\$ 106,638.75	\$ 996.34
Talesnik	Nicolas Richard	Police Constable	\$ 106,608.80	\$ 1,000.74
Agius	Deborah Ann	Communications Operator	\$ 106,604.48	\$ 952.90
Dorrington	Francis Justin Zachary	Police Constable	\$ 106,601.16	\$ 1,000.74
Hudgin	Mackenzie Claire	Police Constable	\$ 106,595.77	\$ 359.64
Scanzano	Shawn Joseph	Police Constable	\$ 106,594.91	\$ 1,000.74
Jamali	Mohammad Reza	Police Constable	\$ 106,590.00	\$ 976.27
Folo	Dorian	Senior Human Resource Application Specialist	\$ 106,571.36	\$ 369.20
Chen	Stephen Ning	Police Constable	\$ 106,561.96	\$ 1,020.89
McLeod	Shelley Christine	Plainclothes Police Constable	\$ 106,554.32	\$ 1,017.02
Rambeharry	Sanjay Rabindranauth	Police Constable	\$ 106,551.64	\$ 861.42
Colaco	Charles Joaquim	Police Constable	\$ 106,549.16	\$ 954.60
Fydenchuk	Kay	Police Constable	\$ 106,542.82	\$ 1,020.89
Kelly	Kimberley Ann	Police Constable	\$ 106,541.01	\$ 1,010.75
Hickey	Patrick	Police Constable	\$ 106,508.07	\$ 1,020.89
Traynor	Robert	Police Constable	\$ 106,507.20	\$ 785.09
Baiati	Tash Amir	Police Constable	\$ 106,502.31	\$ 994.09
McCullough	Christopher Aubrey	Police Constable	\$ 106,453.18	\$ 1,010.75
McCarthy	Cheoliver Dax	Police Constable	\$ 106,451.13	\$ 1,000.74
Crews	William	Staff Sergeant	\$ 106,448.79	\$ 768.82
Dlugopolski	Stanislaw	Police Constable	\$ 106,447.86	\$ 1,000.74
Stephens	Michael	Police Constable	\$ 106,447.70	\$ 1,020.89
Sunghing	Kelly Marie	Plainclothes Police Constable	\$ 106,443.85	\$ 1,027.48
MacKay	Craig William	Police Constable	\$ 106,443.34	\$ 1,020.89
Madramootoo	Marc Andrey	Police Constable	\$ 106,441.47	\$ 1,000.74
Snider	Kirk Edward	Police Constable	\$ 106,435.31	\$ 991.45
Piche	Paula	Police Constable	\$ 106,427.22	\$ 1,020.89
Soffe	Derek Jason	Police Constable	\$ 106,416.50	\$ 1,000.74
La Borde	Regina	Police Constable	\$ 106,410.96	\$ 370.89
Zisis	Mary Lynn	Senior Corporate Planning Analyst	\$ 106,405.25	\$ 369.20
Wang	Jordan Guanbao	Police Constable	\$ 106,402.11	\$ 994.09
Thomas	Micheal-Murray	Police Constable	\$ 106,396.69	\$ 1,000.74
Chouinard	Ronald Jeremy	Training Constable	\$ 106,394.79	\$ 1,023.88
Miller	James Anthony	Plainclothes Police Constable	\$ 106,394.78	\$ 1,023.88
Mnushkin	Sergey Afroyim	Police Constable	\$ 106,392.80	\$ 1,015.12
Nykorchuk	Pasqualina	Senior Corporate Planning Analyst	\$ 106,390.42	\$ 369.20
Rampersad	Steven	Police Constable	\$ 106,389.63	\$ 1,000.74
Kumar	Dinesh	Police Constable	\$ 106,387.45	\$ 1,000.74
Norrmmalm	Brenda Rosalie	Police Constable	\$ 106,379.70	\$ 1,010.75
Brzozowski	Jennifer Anne	Police Constable	\$ 106,373.35	\$ 1,000.74
Oh	Hyuk Jo	Police Constable	\$ 106,367.93	\$ 991.45
McConachie	Steven Leonard	Police Constable	\$ 106,367.22	\$ 1,000.74
Lodhi	Mir Minhajuddin	Police Constable	\$ 106,359.58	\$ 1,010.75
Timms	Kevin Douglas	Police Constable	\$ 106,347.50	\$ 1,000.74
Graham	Candy Dawn	Police Constable	\$ 106,344.24	\$ 1,000.74
Rowles	Tyler Ross	Police Constable	\$ 106,335.95	\$ 991.45
Thomas	Sony	Senior Radio and Electronics Technician	\$ 106,320.23	\$ 971.88
Zhou	Hongfei	Police Constable	\$ 106,317.20	\$ 1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Taylor	Ryan John	Police Constable	\$ 106,316.46	\$ 1,000.74	
McCullough	Alan	Police Constable	\$ 106,306.82	\$ 1,000.74	
Baratto	Michelle Teresa	Detective	\$ 106,300.09	\$ 575.82	
Mullally	Joseph Jennings	Police Constable	\$ 106,288.19	\$ 1,000.74	
Dawodu	Christopher Olufemi	Plainclothes Police Constable	\$ 106,288.14	\$ 1,023.88	
Burgher	Christopher Dwayne	Police Constable	\$ 106,287.05	\$ 1,000.74	
Bolduc	Kevin Victor	Police Constable	\$ 106,284.95	\$ 1,000.74	
Spelman	Brendan James	Police Constable	\$ 106,259.23	\$ 1,020.89	
Donnelly	Barry Christopher	Plainclothes Police Constable	\$ 106,247.63	\$ 1,023.88	
Gauvreau	Marc Robert	Police Constable	\$ 106,243.94	\$ 1,039.23	
MacDonald	Craig Calvin	Plainclothes Police Constable	\$ 106,242.19	\$ 1,023.88	
Barnhardt	Timothy Michael	Police Constable	\$ 106,234.58	\$ 1,000.74	
Fong	Michael Do	Police Constable	\$ 106,229.76	\$ 1,000.74	
Sivayogasundaram	Kanendran	Senior Communications Technician	\$ 106,203.34	\$ 321.88	
Elaschuk	Christien Timothy	Police Constable	\$ 106,197.80	\$ 1,000.74	
Abramovitz	Mathew Christopher	Police Constable	\$ 106,192.27	\$ 1,000.74	
Price	Timothy John	Police Constable	\$ 106,186.88	\$ 1,000.74	
Wood	John Alan	Police Constable	\$ 106,178.42	\$ 1,001.16	
Arsenault	Daren Arthur	Police Constable	\$ 106,172.93	\$ 1,020.89	
Micallef	Paul Francis	Police Constable	\$ 106,172.26	\$ 954.60	
Dahan	Valerie Ruth	Plainclothes Police Constable	\$ 106,166.61	\$ 373.88	
Borch	Matthew Paul	Police Constable	\$ 106,166.50	\$ 1,000.74	
Lorimer	Troy William	Police Constable	\$ 106,163.45	\$ 821.45	
Fletcher	Shawn William	Plainclothes Police Constable	\$ 106,162.29	\$ 989.59	
Leyva	Sharon Marisol	Police Constable	\$ 106,160.42	\$ 1,000.74	
Prechotko	Lisa Terra	Police Constable	\$ 106,155.42	\$ 1,000.74	
Wright	Joanna Lindley	Police Constable	\$ 106,142.60	\$ 370.89	
Dixon	Aaron Scott	Police Constable	\$ 106,141.67	\$ 1,000.74	
Gomez	Gary	Police Constable	\$ 106,140.64	\$ 1,020.89	
Merza	Trevor James	Plainclothes Police Constable	\$ 106,131.51	\$ 1,006.08	
Bhandari	Nitin	Police Constable	\$ 106,130.56	\$ 1,000.74	
Taylor	David John	Police Constable	\$ 106,126.27	\$ 1,000.74	
Moosvi	Syed	Police Constable	\$ 106,119.58	\$ 1,020.89	
Hanks	Stephen Robert	Police Constable	\$ 106,119.12	\$ 1,000.74	
Robinson	Andrew Charles	Police Constable	\$ 106,117.99	\$ 1,000.74	
Rebelo	Joseph Francesco	Locational Administrator	\$ 106,114.64	\$ 998.14	
Battaglia	Salvatore	Plainclothes Police Constable	\$ 106,105.85	\$ 341.12	
Puar	Gurinder Singh	Police Constable	\$ 106,098.14	\$ 1,000.74	
Choi	Helio Hyun	Police Constable	\$ 106,096.85	\$ 1,000.74	
Sukhinenko	Dmytro	Police Constable	\$ 106,095.33	\$ 991.45	
Manson-Hing	Stephen Michael	Plainclothes Police Constable	\$ 106,091.74	\$ 996.34	
Miller	Nicole Denise	Communications Operator	\$ 106,091.08	\$ 952.90	
Calder	Michael Christopher	Police Constable	\$ 106,059.57	\$ 1,000.74	
Burling	Eric	Plainclothes Police Constable	\$ 106,059.08	\$ 1,017.65	
Ngo	Jason	Plainclothes Police Constable	\$ 106,058.58	\$ 1,023.88	
Harding	Matthew Earl	Training Constable	\$ 106,054.48	\$ 1,023.88	
Gill	Sandeep Singh	Police Constable	\$ 106,047.04	\$ 350.74	
Naidoo	Garth Rohan	Plainclothes Police Constable	\$ 106,039.33	\$ 1,023.88	
Rozman	Dennis Josip	Police Constable	\$ 106,034.28	\$ 1,000.74	
Bevilacqua	Massimiliano Rino	Police Constable	\$ 106,031.46	\$ 1,000.74	
Foster	Anthony Joseph	Police Constable	\$ 106,024.43	\$ 1,000.74	
de Kloet	Caroline Jane	Police Constable	\$ 106,022.89	\$ 1,000.74	
Miller	Sharon Ann	Plainclothes Police Constable	\$ 106,018.91	\$ 1,023.88	
Imrie	Melanie April	Police Constable	\$ 106,018.74	\$ 1,010.75	
Hincks	Wendy Marie	Police Constable	\$ 106,018.47	\$ 1,009.84	
MacGregor	Grant	Police Constable	\$ 106,013.01	\$ 1,020.89	
Tang	Lijing	Senior Programmer	\$ 106,011.76	\$ 369.20	
Doe	Lionel Douglas	Plainclothes Police Constable	\$ 106,010.99	\$ 1,023.88	
Zhang	Qing	Senior Programmer	\$ 106,007.32	\$ 369.20	
Roberts	Jason John	Police Constable	\$ 105,998.61	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Nanji	Zahir Mohamed	Police Constable	\$ 105,997.48	\$	1,000.74
Barclay	Tammy Lynn	Plainclothes Police Constable	\$ 105,984.96	\$	1,009.15
Krieger	Ariyeh Michael	Plainclothes Police Constable	\$ 105,965.25	\$	1,023.88
Pierobon	Shaun Steven	Plainclothes Police Constable	\$ 105,951.74	\$	1,023.30
Finley-Kellough	Jillian Elizabeth	Police Constable	\$ 105,947.86	\$	1,000.74
Matthews	Gordon	Police Constable	\$ 105,934.47	\$	1,020.89
Fuller	Jermaine Toriano	Police Constable	\$ 105,931.21	\$	1,000.74
Flumian	Tracy Lynn Angela	Police Constable	\$ 105,930.08	\$	1,000.74
Kim	Jin Hoi	Police Constable	\$ 105,921.39	\$	1,000.74
Valentini	Enzo-Loreto	Police Constable	\$ 105,913.92	\$	1,010.75
Yelle	Justin Joseph	Police Constable	\$ 105,893.54	\$	1,000.74
Davey	Amy Lee	Plainclothes Police Constable	\$ 105,879.10	\$	373.88
Hind	Robin Nicholas	Police Constable	\$ 105,877.11	\$	292.99
Schlender	Stephen Michael	Police Constable	\$ 105,875.63	\$	962.69
Young	Jamie George	Police Constable	\$ 105,867.06	\$	1,000.74
Leal	Jason David	Police Constable	\$ 105,866.54	\$	1,000.74
Mignardi	Sonia Marisa	Plainclothes Police Constable	\$ 105,865.96	\$	350.74
Benincasa	Mariano Joseph	Training Constable	\$ 105,859.50	\$	1,023.88
Davey	Derek James	Police Constable	\$ 105,854.13	\$	1,000.74
Christian	David Nigel	Police Constable	\$ 105,832.33	\$	1,000.74
Pollard	James Evan	Police Constable	\$ 105,829.93	\$	1,000.74
Radford	Christopher Keith	Plainclothes Police Constable	\$ 105,829.93	\$	1,023.88
Briggs	Christopher Neal	Plainclothes Police Constable	\$ 105,827.53	\$	1,023.88
McCreight	Kenneth	Police Constable	\$ 105,827.15	\$	1,020.89
Bowry	Christopher George	Plainclothes Police Constable	\$ 105,823.63	\$	1,023.88
Ogg	Stuart Neil	Police Constable	\$ 105,821.20	\$	1,000.74
Rea	Philip Earl	Police Constable	\$ 105,806.01	\$	1,000.74
Little	James Joseph	Police Constable	\$ 105,803.09	\$	1,020.89
Khoundu	Jatinder Kaur	Police Constable	\$ 105,802.62	\$	1,000.74
Retchford	Jonathan Lawrence	Senior Intelligence Analyst	\$ 105,795.01	\$	369.68
Roopnarine	Rickey	Police Constable	\$ 105,791.60	\$	1,000.74
Dore	Jarrod Thomas	Senior Information Technology Advisor of Quality Assurance	\$ 105,791.41	\$	353.03
Brushett	Kevin Michael	Police Constable	\$ 105,781.17	\$	1,000.74
Wallace	Scott Edmund	Senior Application Specialist	\$ 105,756.55	\$	369.20
Olver	Robert Bond	Police Constable	\$ 105,756.19	\$	1,020.89
Reinhart	Michelle Elizabeth	Police Constable	\$ 105,747.39	\$	1,000.74
Addison	Keith Scott	Police Constable	\$ 105,740.72	\$	795.89
Warner	Jordan Robert	Police Constable	\$ 105,736.52	\$	1,000.74
Alekseeva	Marina	Police Constable	\$ 105,735.33	\$	1,000.74
Ganj	Arran	Plainclothes Police Constable	\$ 105,730.52	\$	1,023.88
McDermott	Sabrina Alice	Plainclothes Police Constable	\$ 105,729.83	\$	1,023.88
Morris	Jason Robert	Plainclothes Police Constable	\$ 105,729.65	\$	433.18
Aleksandrowicz	Lukasz	Police Constable	\$ 105,728.83	\$	1,000.74
Boyal	Gurinder Singh	Police Constable	\$ 105,724.79	\$	1,010.75
Henry	Michael Shawn	Police Constable	\$ 105,719.29	\$	1,010.75
James	Valentine	Police Constable	\$ 105,697.53	\$	341.12
Sirizzotti	Jamie Michael	Police Constable	\$ 105,693.93	\$	1,000.74
D'Souza	Ryan Justin	Police Constable	\$ 105,693.35	\$	922.48
Wang	Tiam Yee	Plainclothes Police Constable	\$ 105,689.93	\$	1,023.88
Wong	Chun Man	Police Constable	\$ 105,682.59	\$	360.75
Weber	Paulina Dagmara	Plainclothes Police Constable	\$ 105,678.28	\$	1,020.32
O'Grady	Lawrence Joseph	Supervisor	\$ 105,662.04	\$	1,019.20
Kalwies	David	Police Constable	\$ 105,661.23	\$	1,020.89
Mundy	Susan Ann	Police Constable	\$ 105,651.12	\$	1,020.89
Davey	Jill	Police Constable	\$ 105,647.15	\$	1,020.89
Frias	Paul George	Police Constable	\$ 105,644.71	\$	1,000.74
Hollingshead	Richard Warren	Police Constable	\$ 105,640.89	\$	1,020.89
Stevenson	Patricia Lynn	Communications Operator	\$ 105,637.71	\$	952.90
Cesar	Lydia Elizabeth	Police Constable	\$ 105,635.33	\$	1,000.74
Bernard	David Anthony	Plainclothes Police Constable	\$ 105,632.53	\$	1,023.88

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Lee	Elliott	Plainclothes Police Constable	\$ 105,626.76	\$ 999.43
Taylor	Andrew Brian	Police Constable	\$ 105,612.24	\$ 1,010.75
Mc Garry	Daniel Robert	Police Constable	\$ 105,603.58	\$ 997.46
Bingham	Susan Mary	Plainclothes Police Constable	\$ 105,599.97	\$ 1,022.99
Michelucci	Marco Antony	Training Constable	\$ 105,599.94	\$ 674.28
Hardwick	Steven	Police Constable	\$ 105,590.40	\$ 1,020.89
Wilson	Michael Paul	Police Constable	\$ 105,586.58	\$ 1,018.54
Spencer	Christopher Michael	Plainclothes Police Constable	\$ 105,585.51	\$ 1,021.21
Blake	Martin Edward	Audio Visual Technician	\$ 105,582.38	\$ 341.12
Luu	Tan Sy	Senior Programmer	\$ 105,577.92	\$ 369.20
Traynor	Alison Dawn	Police Constable	\$ 105,576.62	\$ 1,000.74
Khan	Humayun Rashid	Plainclothes Police Constable	\$ 105,576.53	\$ 373.88
Konkle	Christine Diane	Police Constable	\$ 105,568.96	\$ 1,010.75
Kama	Guy	Plainclothes Police Constable	\$ 105,566.73	\$ 373.88
Nott	Jason Michael	Plainclothes Police Constable	\$ 105,562.18	\$ 1,023.88
Smith	Corey Matthew	Police Constable	\$ 105,560.75	\$ 1,000.74
Ambrozaitis	Eugenia Agnes	Training Constable	\$ 105,558.33	\$ 1,023.88
Hamilton	Marisa Anne	Plainclothes Police Constable	\$ 105,558.33	\$ 373.88
Priem	Michelle Simone	Plainclothes Police Constable	\$ 105,558.33	\$ 373.88
Hodgson	Frederick Alvin	Police Constable	\$ 105,557.76	\$ 1,000.74
Binning	Andrew John	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88
D'Ascenzo	Michele Abele	Plainclothes Police Constable	\$ 105,555.53	\$ 373.88
Drivas	Athanasios	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88
Lukings	Aimee Elisabeth	Training Constable	\$ 105,555.53	\$ 1,023.88
Mihailescu	Simona	Plainclothes Police Constable	\$ 105,555.53	\$ 373.88
Parvin	Armand Sydney	Training Constable	\$ 105,555.53	\$ 1,023.88
Valledor	Jennifer Elizabeth	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88
Woods	Douglas Stephen	Plainclothes Police Constable	\$ 105,555.53	\$ 1,023.88
Dunning	Paul Douglas	Police Constable	\$ 105,547.48	\$ 1,000.74
Oliveira	Linda	Police Constable	\$ 105,545.70	\$ 421.34
Ismail	Omar	Police Constable	\$ 105,544.95	\$ 991.12
Tanner	Clayton James	Plainclothes Police Constable	\$ 105,541.55	\$ 1,006.08
Goodenough	David Paul	Police Constable	\$ 105,534.10	\$ 1,010.75
Lue Sang	Larriston Gladstone	Police Constable	\$ 105,504.07	\$ 1,000.74
Pelow	Patrick Peter	Police Constable	\$ 105,468.20	\$ 1,000.74
Mahoney	Julie	Police Constable	\$ 105,458.64	\$ 1,020.89
Nebogatova	Iryna	Police Constable	\$ 105,452.30	\$ 1,000.74
Ryan	Kathleen Erin	Police Constable	\$ 105,444.48	\$ 1,000.74
Joness	Diana	Police Constable	\$ 105,441.84	\$ 1,020.89
Domenchuk	Andrea Marie	Police Constable	\$ 105,436.19	\$ 997.46
Marxer	Matthew Alois	Police Constable	\$ 105,414.37	\$ 1,004.52
Schofield	Gregory John	Drafting Technician	\$ 105,410.52	\$ 1,019.20
Imai	Toshi Laird	Police Constable	\$ 105,404.01	\$ 994.09
Beaudry	Paula Loreto	Police Constable	\$ 105,389.20	\$ 1,000.74
Holt	Jack William	Police Constable	\$ 105,387.26	\$ 1,000.74
McLaughlin	Colm	Police Constable	\$ 105,385.14	\$ 1,020.89
Petrakis	Michael	Police Constable	\$ 105,370.24	\$ 1,000.74
Graham	Geoffrey Neal	Police Constable	\$ 105,347.64	\$ 341.12
Piraisoody	Balakumaran	Police Constable	\$ 105,342.83	\$ 1,000.74
Marshall	Michael Jason	Police Constable	\$ 105,333.39	\$ 997.46
Oakes	James	Police Constable	\$ 105,326.37	\$ 785.09
De Graaf	Ryan Evert	Police Constable	\$ 105,325.98	\$ 1,000.74
Valencia	Juan Carlos	Police Constable	\$ 105,321.40	\$ 1,000.74
Ghotbi	Farzad	Police Constable	\$ 105,319.94	\$ 1,000.74
Bennett	Karlene Natalie	Board Administrator	\$ 105,307.44	\$ 1,132.82
Service	Guy Peter	Police Constable	\$ 105,295.69	\$ 1,020.89
Dalgarno	Patsy	Police Constable	\$ 105,295.34	\$ 1,020.89
Zettler	Steven Carl	Police Constable	\$ 105,295.09	\$ 1,020.89
Hughes	Shaun Michael	Police Constable	\$ 105,293.57	\$ 1,000.74
Bowles	William John	Police Constable	\$ 105,291.83	\$ 997.46

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Harwood	Melanie Jean	Police Constable	\$ 105,283.98	\$	1,000.74
Anderson	Barbara Catherine	Court Officer	\$ 105,283.86	\$	281.06
Latone-Forget	Patricia	Police Constable	\$ 105,283.09	\$	370.89
Correa	Irwin	Police Constable	\$ 105,282.96	\$	1,020.19
Udegbumam	Christian	Police Constable	\$ 105,278.89	\$	1,020.89
Caven	Lorrie	Police Constable	\$ 105,269.95	\$	1,020.89
Humfrey	Robert	Police Constable	\$ 105,269.94	\$	1,020.89
Singh	Rajendra	Police Constable	\$ 105,262.44	\$	1,020.89
Davies	Neil Charles	Police Constable	\$ 105,260.79	\$	1,000.74
Szajkowski	Sofie	Police Constable	\$ 105,254.18	\$	1,018.54
Zamparo	Daniel Valentino	Police Constable	\$ 105,248.67	\$	1,000.74
Rose	Sally	Police Constable	\$ 105,241.34	\$	1,020.89
Hornby	Gregory Allen	Police Constable	\$ 105,233.89	\$	1,020.89
Jeffery	Joshua Douglas	Police Constable	\$ 105,232.46	\$	958.61
Bolland	Christopher Gregory	Police Constable	\$ 105,231.81	\$	1,011.68
Feaver	Cory Bert	Police Constable	\$ 105,225.09	\$	1,020.89
Madeley	John Austin	Police Constable	\$ 105,224.93	\$	1,010.75
Garganis	Angelo	Police Constable	\$ 105,224.67	\$	1,000.74
Dymond	Jeffrey William	Police Constable	\$ 105,209.57	\$	991.12
Robertson	Rodger Kent	Police Constable	\$ 105,206.49	\$	1,020.89
Sullivan	Steven	Police Constable	\$ 105,205.39	\$	1,020.89
Ashkar	Antoine	Police Constable	\$ 105,199.14	\$	1,000.74
Obornick	Howard	Police Constable	\$ 105,197.34	\$	1,020.89
Sandhu	Ramandeep	Police Constable	\$ 105,192.77	\$	1,000.74
Weist	Stephen	Police Constable	\$ 105,192.04	\$	1,020.89
Watson	Luke Alexander	Plainclothes Police Constable	\$ 105,185.41	\$	1,022.99
Hampel	Scott	Police Constable	\$ 105,175.94	\$	1,020.89
Stefani	William	Police Constable	\$ 105,171.69	\$	1,020.89
Seberry	William	Police Constable	\$ 105,171.27	\$	370.89
Francis	Valerie Colmata	Police Constable	\$ 105,154.99	\$	370.89
Shepherdly	Gordon Walter	Police Constable	\$ 105,152.19	\$	1,020.89
Urwin	Christine	Police Constable	\$ 105,151.85	\$	370.89
Kainz	Christopher John	Police Constable	\$ 105,149.74	\$	370.89
McCormick	Joey	Police Constable	\$ 105,145.47	\$	1,000.74
Harrison	Sean Michael	Police Constable	\$ 105,139.77	\$	370.89
Manserra	Ola	Police Constable	\$ 105,135.74	\$	1,000.74
Cumberbatch	Colin Roger	Police Constable	\$ 105,133.64	\$	370.89
Edwards Pierre	Charlene Kathleen	Police Constable	\$ 105,133.12	\$	370.89
Bennett	Brent John	Police Constable	\$ 105,131.24	\$	1,010.75
Anderson	Gareth Alpierre	Police Constable	\$ 105,122.48	\$	1,000.74
Rumolo	Antonio	Police Constable	\$ 105,118.00	\$	1,000.74
Janse	Michelle Carrie	Police Constable	\$ 105,116.19	\$	1,020.89
Lowe	Thomas William	Police Constable	\$ 105,115.09	\$	1,020.89
Ferguson	Saint Page	Police Constable	\$ 105,114.77	\$	1,010.75
Muto	Antonio	Police Constable	\$ 105,110.54	\$	1,020.89
Wilson	Suzanne	Police Constable	\$ 105,106.17	\$	370.89
Riolo	Salvatore Tony	Police Constable	\$ 105,102.93	\$	1,010.75
Chan	Jonathan Hin-Ling	Police Constable	\$ 105,099.17	\$	997.46
Terzo	Adrian Jordano	Police Constable	\$ 105,091.07	\$	1,000.74
Ryan	Jo-Anne	Police Constable	\$ 105,090.60	\$	370.89
Delcogliano	Glenna Maureen	Police Constable	\$ 105,088.34	\$	370.89
Dugan	Stephanie	Police Constable	\$ 105,087.09	\$	1,020.89
Yap	Meiyin	Police Constable	\$ 105,086.39	\$	1,020.89
Knox	Jaime Louise	Police Constable	\$ 105,083.40	\$	1,000.74
English	Douglas	Police Constable	\$ 105,072.92	\$	1,020.89
Morel	Daniel	Police Constable	\$ 105,067.75	\$	991.12
Sirois	Monique	Police Constable	\$ 105,065.59	\$	1,020.89
McNabb	Angela Helen	Police Constable	\$ 105,064.34	\$	1,020.89
Dal Grande	Mauro Angelo	Police Constable	\$ 105,063.29	\$	1,020.89
Rampersaud	Darren Rabindra	Senior Programmer	\$ 105,054.00	\$	337.98

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Carbray	William Paul	Police Constable	\$ 105,048.63	\$ 1,000.74	
Mayo	Kenneth	Police Constable	\$ 105,048.60	\$ 1,020.89	
Dickenson	Mick-Narada Lyle	Police Constable	\$ 105,040.57	\$ 939.12	
D'Sena	Ryan	Police Constable	\$ 105,035.21	\$ 991.12	
Moore	Brian Thomas	Police Constable	\$ 105,034.80	\$ 1,000.74	
Singer	Ingrid Betty	Police Constable	\$ 105,019.78	\$ 998.49	
Fox-Vignarajah	Suzanne Helen	Plainclothes Police Constable	\$ 105,018.61	\$ 1,006.30	
Larmer	Jason Rae	Police Constable	\$ 105,017.85	\$ 1,016.84	
Hussar	Irene	Police Constable	\$ 105,015.69	\$ 1,020.89	
Abdilla	Tammy	Police Constable	\$ 105,015.34	\$ 1,020.89	
Pinnock	Donovan	Police Constable	\$ 105,012.72	\$ 370.89	
Chaumont	Adam Felix	Police Constable	\$ 105,003.32	\$ 1,000.74	
Trotman	Drew Alexander	Police Constable	\$ 105,003.30	\$ 1,000.74	
Cook	Thomas William	Police Constable	\$ 105,003.07	\$ 1,000.74	
Lepcha	Swiba	Police Constable	\$ 104,984.54	\$ 370.89	
Montgomery	Vicki	Police Constable	\$ 104,983.49	\$ 695.89	
Banyaem	Santi	Police Constable	\$ 104,979.88	\$ 1,000.74	
Lamontagne	Joseph	Police Constable	\$ 104,974.57	\$ 902.99	
Mohr	Chad Francis	Police Constable	\$ 104,963.58	\$ 1,000.74	
Linney	John Thomas	Police Constable	\$ 104,946.82	\$ 1,000.74	
Johns	Elijah Jacob	Police Constable	\$ 104,941.59	\$ 931.44	
Mutch	Emily Ruth	Senior Corporate Planning Analyst	\$ 104,941.06	\$ 1,019.20	
Sonsini	Gino	Police Constable	\$ 104,925.39	\$ 370.89	
Widmeyer	Kyle Richard	Police Constable	\$ 104,913.18	\$ 1,000.74	
Gillespie	Andrea	Police Constable	\$ 104,908.42	\$ 720.89	
McPherson	Anne Margaret	Plainclothes Police Constable	\$ 104,908.30	\$ 781.94	
Bottero	Michael	Police Constable	\$ 104,905.10	\$ 341.12	
Pethick	Thomas Ervin	Police Constable	\$ 104,904.32	\$ 1,009.70	
Besco	David Russell	Police Constable	\$ 104,902.82	\$ 1,000.74	
Martin	James Steven	Police Constable	\$ 104,899.40	\$ 1,000.74	
Ciausiu	Luminita	Senior Programmer	\$ 104,888.21	\$ 369.20	
Lyn	Leonard Patrick	Senior Customer Service Representative	\$ 104,882.42	\$ 369.20	
Tobin	Jacqueline Madeline	Police Constable	\$ 104,872.70	\$ 1,000.74	
Souvandy	Chanthima	Police Constable	\$ 104,870.85	\$ 1,000.74	
Tweit	Evan Kristien	Senior Customer Service Rep	\$ 104,867.44	\$ 369.20	
Heard	Jason Mark	Police Constable	\$ 104,850.21	\$ 1,010.75	
Duthie	Colin Barrie	Police Constable	\$ 104,845.38	\$ 1,000.74	
Acton	Blake Joseph	Police Constable	\$ 104,840.34	\$ 370.89	
Downie	Kelly	Police Constable	\$ 104,839.29	\$ 1,020.89	
Newell	Patricia	Police Constable	\$ 104,838.24	\$ 1,020.89	
Cullingford	Peter Ashley	Police Constable	\$ 104,836.84	\$ 1,020.89	
Berridge	Eric	Police Constable	\$ 104,834.74	\$ 820.89	
Lau	Wai	Police Constable	\$ 104,833.34	\$ 1,020.89	
Conliffe	Jacob Glenn	Police Constable	\$ 104,833.16	\$ 991.12	
Therault	Paul	Police Constable	\$ 104,832.64	\$ 370.89	
Boag	William	Police Constable	\$ 104,829.84	\$ 1,020.89	
Bottomley	Jill Blythe	Police Constable	\$ 104,829.84	\$ 695.89	
Burgess	Michael	Police Constable	\$ 104,829.84	\$ 1,020.89	
Davey	John	Police Constable	\$ 104,829.84	\$ 1,020.89	
Elliott	Kathleen	Police Constable	\$ 104,829.84	\$ 1,020.89	
Maecker	Jonathan Lee	Police Constable	\$ 104,829.84	\$ 1,020.89	
Moretti	Mark	Police Constable	\$ 104,829.84	\$ 1,020.89	
Oosterhof	Carole Jane	Police Constable	\$ 104,829.84	\$ 370.89	
Perry	Kevin	Police Constable	\$ 104,829.84	\$ 1,020.89	
Persram	Ranjit	Police Constable	\$ 104,829.84	\$ 370.89	
Rinaldo	Michael	Police Constable	\$ 104,829.84	\$ 1,020.89	
Savoia	Giovanni	Police Constable	\$ 104,829.84	\$ 1,020.89	
Spackman	Joanne	Police Constable	\$ 104,829.84	\$ 1,020.89	
Warner	Elisabetta	Police Constable	\$ 104,829.84	\$ 1,020.89	
Zayack	Darlene	Police Constable	\$ 104,829.84	\$ 370.89	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Handy	Christine	Plainclothes Police Constable	\$ 104,828.48	\$ 469.98
Stager	Jeffrey James	Police Constable	\$ 104,828.00	\$ 991.12
Elliott	Adrian Godfrey	Police Constable	\$ 104,827.96	\$ 1,000.74
Daniels	Paul Edward	Senior Customer Service Rep	\$ 104,825.52	\$ 369.20
Simpson	Leigh Anne	Police Constable	\$ 104,825.32	\$ 976.27
Farmer	Kevin James	Senior Customer Service Rep	\$ 104,821.32	\$ 369.20
Butt	Matthew David	Police Constable	\$ 104,820.86	\$ 1,000.74
Serban	Petruta	Senior Programmer	\$ 104,816.42	\$ 369.20
Zimmermann	Eric	Police Constable	\$ 104,815.19	\$ 341.12
Mc Sweeney	Josh Matthew	Police Constable	\$ 104,814.73	\$ 1,000.74
Clapp	Catherine Ann	Police Constable	\$ 104,804.97	\$ 1,000.74
Jamieson	Nicole Elizabeth	Plainclothes Police Constable	\$ 104,772.79	\$ 1,017.02
Redigonda	Anthony Francesco	Police Constable	\$ 104,737.10	\$ 976.27
Borun	Stephanie Elizabeth	Police Constable	\$ 104,729.50	\$ 1,006.97
Dalton	Shawn Thomas	Police Constable	\$ 104,718.33	\$ 991.45
Dunne	James William	Police Constable	\$ 104,701.37	\$ 1,000.74
Sipos	Bogdan	Senior Programmer	\$ 104,678.07	\$ 369.20
Connor	Katherine Elizabeth	Senior Corporate Planning Analyst	\$ 104,666.42	\$ 369.20
Williams	Scott Douglas	Senior Administrative Application Specialist	\$ 104,666.42	\$ 369.20
Jennings	Stacey Joanne	Police Constable	\$ 104,664.27	\$ 1,000.74
Qiu	Ming Wei	Senior Communications Technician	\$ 104,637.56	\$ 321.88
Karpinski	Krzysztof	Police Constable	\$ 104,635.96	\$ 997.46
Coles	Bruce Ellis	Police Constable	\$ 104,627.23	\$ 369.98
Ingram	Keith	Police Constable	\$ 104,627.23	\$ 1,019.98
Tierman	Darius	Police Constable	\$ 104,627.23	\$ 369.98
Poirier	Alexandre	Police Constable	\$ 104,600.03	\$ 1,000.74
Briell	Sandra Anne	Coordinator	\$ 104,582.21	\$ 1,012.31
Romano	Anthony Stefano	Police Constable	\$ 104,571.66	\$ 1,000.74
Sljivo	Sasa	Police Constable	\$ 104,540.90	\$ 1,000.74
Hibbert	Curtis	Police Constable	\$ 104,534.11	\$ 1,000.74
Samson	Michael Gerald	Plainclothes Police Constable	\$ 104,527.91	\$ 1,020.32
MacDonald	Scott John	Police Constable	\$ 104,527.15	\$ 1,018.54
McGill	Matthew Jackson	Police Constable	\$ 104,524.43	\$ 931.44
Finlay	Timothy Andrew	Physical Fitness Co-Ordinator	\$ 104,520.97	\$ 1,019.20
Szulc	Sebastian	Police Constable	\$ 104,517.89	\$ 1,000.74
Rizza	Vincenzo	Locational Administrator	\$ 104,507.91	\$ 348.14
Lee	Wayne	Plainclothes Police Constable	\$ 104,507.70	\$ 1,012.11
Hazell	Sandra Dawn	Police Constable	\$ 104,492.07	\$ 1,000.74
Cioffi	Michael Anthony	Police Constable	\$ 104,487.39	\$ 1,000.74
Corrie	Andrew Benjamin	Police Constable	\$ 104,485.10	\$ 1,018.54
McCann	Madonna Marie	Police Constable	\$ 104,469.49	\$ 1,000.74
Fischer	David Anthony	Police Constable	\$ 104,464.21	\$ 1,006.97
Mooney	Joshua	Police Constable	\$ 104,463.51	\$ 991.12
Ismail	Ahmed Abdow	Plainclothes Police Constable	\$ 104,452.95	\$ 1,017.02
Smith	Amber Leigh	Police Constable	\$ 104,440.51	\$ 1,000.74
Roberts	Joel Victor	Police Constable	\$ 104,432.91	\$ 1,000.74
Kapitany	Jessy Tara	Plainclothes Police Constable	\$ 104,425.14	\$ 999.10
Gordon	Noreen Anne	Police Constable	\$ 104,420.03	\$ 1,018.54
Broughton	Peter William	Police Constable	\$ 104,392.50	\$ 1,007.25
Gorny	Rychard Stefan	Police Constable	\$ 104,373.44	\$ 1,010.75
Fullard	Jonathan James	Police Constable	\$ 104,359.70	\$ 939.12
Magee	Bryan Gerald	Police Constable	\$ 104,359.45	\$ 1,000.74
Lischinski	Yotam	Police Constable	\$ 104,351.20	\$ 1,002.52
Liggio	Giovanni Celestino	Police Constable	\$ 104,330.50	\$ 1,000.74
Visser	Ashley Christina	Plainclothes Police Constable	\$ 104,328.51	\$ 1,017.02
Wong	Sai-Kit	Police Constable	\$ 104,316.61	\$ 1,000.74
Jankulovski	Liljana	Police Constable	\$ 104,309.81	\$ 1,000.74
Ferlisi	Onofrio Antonio	Police Constable	\$ 104,307.32	\$ 1,010.75
Lester	James Anthony	Project Supervisor	\$ 104,291.42	\$ 369.20
Belanger	Nicole Adele	Police Constable	\$ 104,279.36	\$ 1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Yuile	Brian Alexander	Police Constable	\$ 104,278.29	\$ 1,010.75
Armani	Pedram	Police Constable	\$ 104,267.00	\$ 1,000.74
Reid	Rhonda Margaret	Police Constable	\$ 104,257.55	\$ 1,018.54
Griffin	Lindsay Glena	Plainclothes Police Constable	\$ 104,253.81	\$ 826.98
Malitskaya	Katsiaryna	Police Constable	\$ 104,245.63	\$ 931.44
Kennedy	Lee Edward	Police Constable	\$ 104,214.86	\$ 1,000.74
Kocanovic	Aleksandar Sasha	Police Constable	\$ 104,200.35	\$ 1,010.75
Imrie	Sean Andrew	Police Constable	\$ 104,196.40	\$ 1,018.54
Riel	Jeffery James	Police Constable	\$ 104,192.83	\$ 1,000.74
Hanson	Jason Andrew	Police Constable	\$ 104,191.15	\$ 1,000.74
Dorrington	Laurie Donna	Police Constable	\$ 104,187.67	\$ 1,010.75
Kirkwood	Jennifer Lynn	Police Constable	\$ 104,186.60	\$ 1,000.74
Gibson	Christopher George	Police Constable	\$ 104,181.75	\$ 1,000.74
Turgeon	Joseph Ernest	Police Constable	\$ 104,180.46	\$ 1,000.74
Astolfo	Robert	Police Constable	\$ 104,163.71	\$ 1,004.52
Trotman	Bryant Richard	Police Constable	\$ 104,153.27	\$ 976.27
Gillman	Sandra Michelle	Police Constable	\$ 104,150.57	\$ 1,002.42
DeMelo	Matthew Correia	Police Constable	\$ 104,146.02	\$ 1,000.74
Crossley	Neil Kelso	Plainclothes Police Constable	\$ 104,135.44	\$ 1,013.48
Gibson	Daryl Thomas	Police Constable	\$ 104,128.59	\$ 1,000.74
Wong	Nason Lai	Intermediate Programmer Analyst	\$ 104,128.24	\$ 297.70
Scarlino	Matthew Dominic	Police Constable	\$ 104,126.74	\$ 993.99
Keefer	Jason Yvon	Police Constable	\$ 104,121.02	\$ 1,001.16
Beaver	Jeffrey Michael	Police Constable	\$ 104,093.02	\$ 1,000.74
Tomicic	Jorge Antonio	Police Constable	\$ 104,092.53	\$ 1,005.64
Hutchings	Mark Derek	Plainclothes Police Constable	\$ 104,089.16	\$ 1,013.20
Leblanc	Dylan Raymond	Police Constable	\$ 104,074.09	\$ 1,000.74
Ireland	Morgan Harris	Police Constable	\$ 104,073.01	\$ 1,010.75
Bartlett	Alan Andrew	Police Constable	\$ 104,069.61	\$ 1,000.74
Littlewood	Karry Anne	Police Constable	\$ 104,067.69	\$ 1,000.74
McDoom	Omar Sulaiman	Police Constable	\$ 104,064.38	\$ 1,000.74
Harpell	Matthew Gregory	Police Constable	\$ 104,063.24	\$ 1,000.74
Kurucz	Blaise	Police Constable	\$ 104,048.92	\$ 1,000.74
Mangiardi	Gregorio	Police Constable	\$ 104,028.60	\$ 1,010.75
Cowl	Taylor James	Police Constable	\$ 104,028.33	\$ 1,000.74
Burns	Michael Roy	Plainclothes Police Constable	\$ 104,027.01	\$ 1,002.52
Van Overbeek	Marisa Lynne	Police Constable	\$ 104,026.22	\$ 675.74
Lantaigne	Melanie Helene	Plainclothes Police Constable	\$ 104,025.75	\$ 996.69
Dyke	Adrian Warren	Police Constable	\$ 104,021.01	\$ 991.12
De Jonge	Marinus Matthew	Police Constable	\$ 104,010.02	\$ 959.97
Davies	Richard Craig	Police Constable	\$ 104,007.66	\$ 1,004.52
Laing	Andrea Lynn	Police Constable	\$ 103,999.85	\$ 1,000.74
Higo	Jenelle Lynn	Police Constable	\$ 103,999.11	\$ 1,000.74
Kotes	Julia Marie	Police Constable	\$ 103,998.93	\$ 1,000.74
Weatherbee	Jeffrey Michael	Plainclothes Police Constable	\$ 103,998.66	\$ 1,015.87
Fegan	Brenda Elizabeth	Police Constable	\$ 103,993.48	\$ 1,010.75
Gilvesy	Adrienne Laura	Police Constable	\$ 103,989.65	\$ 994.09
Watts	Robert Andrew	Police Constable	\$ 103,989.42	\$ 1,000.74
Aciu	Sebastian	Police Constable	\$ 103,986.52	\$ 1,002.88
McGrath	Daniel George	Plainclothes Police Constable	\$ 103,973.77	\$ 1,009.85
Doyle	Daniel Maurice	Police Constable	\$ 103,948.30	\$ 1,000.74
Bishop	Leona	Detective	\$ 103,947.70	\$ 1,029.16
Mitskou	Christopher	Police Constable	\$ 103,935.36	\$ 991.12
Beaupre	Jeremy Andrew	Police Constable	\$ 103,929.55	\$ 1,000.74
Iglesias	Esteban Teodoro	Police Constable	\$ 103,929.46	\$ 1,000.74
Mau	Richard	Police Constable	\$ 103,926.87	\$ 1,000.74
Corneil	Emily Lianne	Communications Operator	\$ 103,922.46	\$ 327.90
Stowell	Jordan Michael	Plainclothes Police Constable	\$ 103,919.06	\$ 1,013.87
Fernandes	Basil Greg	Police Constable	\$ 103,906.30	\$ 1,000.74
Davidson	Allan William	Police Constable	\$ 103,898.69	\$ 1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Gill	Mihramat Singh	Police Constable	\$ 103,889.85	\$	994.09
Bateman	Kenneth Ralph	Plainclothes Police Constable	\$ 103,889.08	\$	1,017.65
Young	Jennifer Dionne	Police Constable	\$ 103,886.63	\$	994.09
Janes	Jeffrey Harrison	Police Constable	\$ 103,886.32	\$	1,004.52
Nadler	Andre Michael	Police Constable	\$ 103,867.67	\$	1,000.74
Freeman	John Kenneth	Police Constable	\$ 103,850.93	\$	1,000.74
El Sayegh	Raydan Imad	Police Constable	\$ 103,848.34	\$	991.45
Smith	Brian Gordon	Police Constable	\$ 103,843.55	\$	1,000.74
Black	Christopher Marcello	Police Constable	\$ 103,806.32	\$	950.74
Kerr	Jaime Lyn	Police Constable	\$ 103,803.85	\$	1,000.74
Grant	Matthew James	Police Constable	\$ 103,801.25	\$	1,000.74
Chin	Kirk Sean	Police Constable	\$ 103,797.13	\$	1,010.75
Nunes	Diogo Rodrigues	Police Constable	\$ 103,774.44	\$	1,000.74
Muirhead	James Andrew	Police Constable	\$ 103,767.61	\$	1,000.74
Barnett	Russell Ryan	Police Constable	\$ 103,748.94	\$	1,010.75
Forrest	Sean Seymour	Police Constable	\$ 103,745.92	\$	1,000.74
Otten	Edward Marcel	Police Constable	\$ 103,738.29	\$	1,000.74
Swartz	Christopher James	Police Constable	\$ 103,733.54	\$	1,004.52
Guadagnano	Susan Theresa	Police Constable	\$ 103,723.71	\$	1,006.97
Shields	Gail Patricia	Police Constable	\$ 103,715.95	\$	785.09
Boudreau	Blaine Mark	Police Constable	\$ 103,699.31	\$	1,007.25
Quesnelle	Curtis Leonard	Plainclothes Police Constable	\$ 103,690.87	\$	1,016.76
Bongers	Robert Joseph	Police Constable	\$ 103,690.66	\$	966.77
Miller	Matthew Hamilton	Police Constable	\$ 103,686.99	\$	1,000.74
Till	Mitchell Charles	Police Constable	\$ 103,664.26	\$	1,000.74
Silva	Goncalo Nuno	Plainclothes Police Constable	\$ 103,657.78	\$	856.08
Wilson	Marion Nadine	Communications Operator	\$ 103,654.64	\$	952.90
Lombardo	Paolo Nicholas	Police Constable	\$ 103,653.04	\$	1,000.74
Crisp	Mathew	Police Constable	\$ 103,646.13	\$	1,010.75
Zafiriadis	Ifigenia	Operations Supervisor	\$ 103,643.76	\$	348.14
Kirchner	Darryl Lawrence	Plainclothes Police Constable	\$ 103,634.20	\$	1,006.08
Payne	Gregory James Douglas	Police Constable	\$ 103,631.68	\$	966.77
Caldwell	Tamara Eileen	Operations Supervisor	\$ 103,622.24	\$	998.14
Howard	Trevor Joseph	Plainclothes Police Constable	\$ 103,606.54	\$	916.74
Scott	Darren Alexander	Plainclothes Police Constable	\$ 103,585.17	\$	1,016.76
Yuanidis	Alexander	Police Constable	\$ 103,572.64	\$	1,000.74
Mauro	Gianpaul	Communications Operator	\$ 103,572.63	\$	952.90
Green	Wesley Matthew	Police Constable	\$ 103,572.58	\$	942.99
McCahery	Shaun Michael	Police Constable	\$ 103,563.20	\$	1,010.75
Ge	Hao	Police Constable	\$ 103,560.58	\$	1,000.74
Robertson	William James	Police Constable	\$ 103,554.95	\$	1,007.25
Campese	Michelle Angela	Police Constable	\$ 103,534.34	\$	1,000.74
Hildebrand	Shaun Christopher	Police Constable	\$ 103,534.19	\$	869.43
Gill	Arjinder Pal Singh	Police Constable	\$ 103,523.54	\$	997.46
O'Halloran	Kevin Matthew	Police Constable	\$ 103,517.88	\$	1,000.74
Frank	Marilyn Irene	Police Constable	\$ 103,498.99	\$	1,010.75
Cruden	Marianne Elizabeth	Police Constable	\$ 103,490.96	\$	1,000.74
Patil	Sameer	Police Constable	\$ 103,477.97	\$	1,004.30
Wang	Benyu	Senior Radio and Electronics Technician	\$ 103,477.39	\$	971.88
Kellough	Stacy Leigh	Police Constable	\$ 103,469.95	\$	1,000.74
Namayandeh	Arash	Police Constable	\$ 103,460.23	\$	1,000.74
Laing	Richard Anthony	Police Constable	\$ 103,455.28	\$	1,000.74
Clarke	Kevin Ross	Police Constable	\$ 103,433.44	\$	1,016.21
Skelton	Christopher Mackenzie	Police Constable	\$ 103,420.52	\$	959.97
Nufrio	Valentino	Parking Enforcement Officer	\$ 103,402.42	\$	894.27
Mirza	Usman Mushtaq	Police Constable	\$ 103,394.12	\$	1,003.01
Germaine	Jennifer Anne	Police Constable	\$ 103,390.87	\$	1,010.75
Barrett	Richard Andell	Court Officer	\$ 103,375.31	\$	281.06
Ormsby	Brandon Thomas	Police Constable	\$ 103,367.20	\$	1,000.74
Adams	Victoria Grace	Police Constable	\$ 103,359.02	\$	954.60

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Carter	Alphonso Paul	Police Constable	\$ 103,355.11	\$ 1,000.74
Dominelli	Vittorio Salvatore	Police Constable	\$ 103,352.46	\$ 1,000.74
Cooper	Richard	Police Constable	\$ 103,347.02	\$ 1,010.75
Robinson	Cole Thomas	Plainclothes Police Constable	\$ 103,346.23	\$ 1,006.08
Darwish	Walid	Police Constable	\$ 103,341.60	\$ 1,000.74
Dubeau	Meri	Senior Staffing Advisor	\$ 103,317.33	\$ 986.92
Pritchard	Denis Blair	Police Constable	\$ 103,304.83	\$ 1,000.74
Krajaefski	Cory James	Police Constable	\$ 103,304.82	\$ 1,000.74
Rorabeck	Ryan William	Plainclothes Police Constable	\$ 103,288.39	\$ 954.60
Bains	Arman Stephen	Police Constable	\$ 103,277.29	\$ 1,000.74
Burns	Alison Marion	Police Constable	\$ 103,246.71	\$ 1,000.74
Vitale	Daniel Alexander	Police Constable	\$ 103,237.71	\$ 1,000.74
Koops	Robert Douglas	Police Constable	\$ 103,218.56	\$ 994.09
Nichiporik	Dale Curtis	Police Constable	\$ 103,208.05	\$ 1,000.74
Chase	Tee De	Police Constable	\$ 103,202.28	\$ 1,000.74
McEachran	Nicole Lynne	Plainclothes Police Constable	\$ 103,187.09	\$ 1,014.23
Trimble	Jacqueline Louise	Police Constable	\$ 103,166.59	\$ 1,010.75
McNabb	Andrew Gordon	Police Constable	\$ 103,138.01	\$ 1,010.75
Pistiolis	Thomas Michael	Shift Supervisor	\$ 103,131.62	\$ 331.50
Cronin	Michael Andrew	Plainclothes Police Constable	\$ 103,130.17	\$ 1,014.98
Morris	Brett Hamilton	Police Constable	\$ 103,104.46	\$ 1,000.74
Macleod	Roy	Police Constable	\$ 103,078.49	\$ 1,000.74
Livy-Joseph	Corinne Janine	Police Constable	\$ 103,077.98	\$ 1,007.25
Louie	Gilbert Jun	Police Constable	\$ 103,076.83	\$ 1,000.74
Power	Ashley Lace	Communications Operator	\$ 103,060.76	\$ 944.80
Pritchard	Grant Donlee	Police Constable	\$ 103,020.41	\$ 1,000.74
Douglin	Charles Vance	Police Constable	\$ 103,011.59	\$ 360.75
Hawley	Steven Benedict	Plainclothes Police Constable	\$ 103,007.37	\$ 996.34
Tait	Ronald Eugene	Police Constable	\$ 103,005.79	\$ 1,010.75
Lembke	Kristin Nicole	Police Constable	\$ 103,000.34	\$ 1,000.74
Phillips	Daniel Martin	Police Constable	\$ 102,996.14	\$ 1,010.75
Hudson	Daniel Edward	Police Constable	\$ 102,992.54	\$ 1,000.74
Caspar	Jennifer Mary	Communications Operator	\$ 102,988.06	\$ 952.90
Sirpal	John	Plainclothes Police Constable	\$ 102,987.67	\$ 995.82
Burleau	Michael Jeffery	Police Constable	\$ 102,983.32	\$ 1,004.52
Metzger	Jennifer Lynn	Police Constable	\$ 102,970.13	\$ 1,006.97
Walters	Ryan Malrie	Plainclothes Police Constable	\$ 102,959.70	\$ 954.60
Lyon	Natalie Linda	Police Constable	\$ 102,958.21	\$ 1,001.16
Tomei	Anthony Michael	Police Constable	\$ 102,952.80	\$ 1,000.74
MacPhail	Andrew Douglas	Police Constable	\$ 102,945.74	\$ 1,010.75
Sutton	Robyn Lynn	Police Constable	\$ 102,932.79	\$ 1,000.74
Tout	Jeffrey Shawn	Police Constable	\$ 102,919.28	\$ 359.84
Black	Erik Alan	Police Constable	\$ 102,915.07	\$ 1,000.74
Finn	Bruce Rexford	Court Officer	\$ 102,910.28	\$ 931.06
Lou	Bing Yu	Police Constable	\$ 102,908.20	\$ 1,010.75
Colton	Shane Russell	Police Constable	\$ 102,900.41	\$ 966.77
Stone	Carolyn Ruth	Police Constable	\$ 102,876.71	\$ 1,000.74
Watson	Adam Michael	Police Constable	\$ 102,864.37	\$ 1,000.74
Sian	Harminder Singh	Police Constable	\$ 102,863.43	\$ 966.77
Cook	Lindsay Marie	Police Constable	\$ 102,857.25	\$ 341.12
Gregoris	Derek Anthony	Police Constable	\$ 102,853.77	\$ 1,010.75
Wecker	Michael Robert	Police Constable	\$ 102,839.83	\$ 991.45
Heighton	Dawn Christine	Police Constable	\$ 102,833.59	\$ 1,000.74
Nikov	David	Police Constable	\$ 102,826.65	\$ 991.12
McIntyre	Jason Alan	Police Constable	\$ 102,806.75	\$ 1,000.74
Shannon	Stephen Jordan	Police Constable	\$ 102,797.66	\$ 1,007.25
D'Angelica	Gemi	Police Constable	\$ 102,785.52	\$ 1,000.74
Qureshi	Amer	Court Officer	\$ 102,782.53	\$ 280.67
Douglas	Robert David	Police Constable	\$ 102,777.68	\$ 1,010.75
Barsaku	Gentian	Plainclothes Police Constable	\$ 102,771.95	\$ 321.99

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Boisvert	Nicole Hannah	Police Constable	\$ 102,763.55	\$ 1,000.74	
Corsetti	Matthew Ross	Plainclothes Police Constable	\$ 102,746.95	\$ 1,006.08	
Rebello	Nicole Marie	Analyst	\$ 102,742.19	\$ 964.60	
Fernandez	Steven James	Police Constable	\$ 102,739.38	\$ 884.73	
Hart	Andre Thomas	Police Constable	\$ 102,738.32	\$ 1,000.74	
Li	Siu Lun	Police Constable	\$ 102,731.71	\$ 1,000.74	
McGivern	Sean Barme	Police Constable	\$ 102,721.39	\$ 1,000.74	
Cechetto	Andrew Paul	Police Constable	\$ 102,720.07	\$ 1,000.74	
Cullen	Neil Gregory	Police Constable	\$ 102,720.01	\$ 1,000.74	
Lafrance	Jean-Guy Gerard	Police Constable	\$ 102,712.58	\$ 1,010.75	
Middleton	William Scott	Police Constable	\$ 102,709.92	\$ 1,010.75	
Littler	Ian Stuart	Police Constable	\$ 102,701.15	\$ 1,000.74	
Wolfe	Stephen Micheal	Police Constable	\$ 102,698.25	\$ 1,010.75	
Woodyer	Kyle Edward	Police Constable	\$ 102,693.19	\$ 1,000.74	
Vanderwal	Colin Richard	Police Constable	\$ 102,676.63	\$ 1,000.74	
Hawley	Christopher Joseph	Police Constable	\$ 102,658.68	\$ 1,004.52	
Shepard	David Eric	Police Constable	\$ 102,658.31	\$ 1,000.74	
Gandhi	Manmohan Singh	Police Constable	\$ 102,656.53	\$ 1,000.74	
Saeed	Elaine Lesley	Plainclothes Police Constable	\$ 102,636.30	\$ 351.63	
MacDonald	Christopher Alexander	Police Constable	\$ 102,630.87	\$ 994.09	
Blacklaws	Matthew Wilson	Police Constable	\$ 102,629.71	\$ 1,000.74	
Skvortsov	Mykola	Police Constable	\$ 102,628.80	\$ 925.74	
Obey	Jason David	Police Constable	\$ 102,626.30	\$ 991.12	
Garrity	Thomas David	Plainclothes Police Constable	\$ 102,620.92	\$ 1,007.71	
McGarry	Megan Rose	Police Constable	\$ 102,618.25	\$ 1,000.74	
Ellis	Robert Malcolm	Police Constable	\$ 102,612.05	\$ 1,010.75	
Meehan	Anthony Paul	Police Constable	\$ 102,596.75	\$ 1,010.75	
Kelloway	Trevor Paul	Police Constable	\$ 102,584.96	\$ 1,000.74	
Nickson	Michael James	Police Constable	\$ 102,574.91	\$ 1,000.74	
Malhi	Aseem Singh	Police Constable	\$ 102,564.68	\$ 1,000.74	
Crawford	Chad Uric	Police Constable	\$ 102,550.21	\$ 1,009.64	
Petrie	Kyle Johnathon	Sergeant	\$ 102,529.17	\$ 1,017.93	
Floria	Ioan Florin	Police Constable	\$ 102,527.87	\$ 359.84	
Breeze	Paul Christopher	Police Constable	\$ 102,498.05	\$ 1,000.74	
Parliament	James Ralph	Training Constable	\$ 102,496.61	\$ 768.66	
Douglas	Martin Kwame	Police Constable	\$ 102,489.39	\$ 1,010.75	
Jones	Gary Lloyd	Police Constable	\$ 102,467.07	\$ 997.46	
Campbell	Roderick Edward	Communications Operator	\$ 102,465.18	\$ 952.90	
Jamal	Mani	Police Constable	\$ 102,459.45	\$ 942.99	
Wilkinson	Stephanie Dawn	Police Constable	\$ 102,452.39	\$ 991.12	
Tim	Matthew Alexander	Police Constable	\$ 102,447.81	\$ 1,000.74	
Demelo	Carlos Manuel	Police Constable	\$ 102,447.64	\$ 1,010.75	
Pullen	Chad Edward	Police Constable	\$ 102,439.45	\$ 1,000.74	
Maunder	Jason Edward	Police Constable	\$ 102,431.54	\$ 1,010.75	
Campbell	Adam Justin	Parking Enforcement Officer	\$ 102,418.65	\$ 894.27	
MacInnis	Matthew John	Plainclothes Police Constable	\$ 102,414.04	\$ 1,000.74	
Ortiz	Horacio	Police Constable	\$ 102,406.58	\$ 954.60	
Brenham	Kenneth Derek	Supervisor	\$ 102,394.80	\$ 992.16	
Nelson	Matthew Henry	Police Constable	\$ 102,393.29	\$ 991.12	
Robinson	Christopher Allen	Police Constable	\$ 102,392.29	\$ 1,010.75	
Clucas	Kristy Elizabeth	Police Constable	\$ 102,388.95	\$ 1,000.74	
Lau	Alex Chi	Police Constable	\$ 102,380.26	\$ 1,010.75	
Rousselle	Denis	Police Constable	\$ 102,379.70	\$ 1,010.75	
Jones	Todd Michael	Police Constable	\$ 102,378.84	\$ 1,010.75	
Ardoino	Nicholas Michael	Police Constable	\$ 102,372.22	\$ 341.12	
Spencer	David John	Police Constable	\$ 102,371.42	\$ 1,000.74	
Colaco	Vernon Antonio	Police Constable	\$ 102,368.38	\$ 1,000.74	
Martin	Paul George	Police Constable	\$ 102,368.04	\$ 1,010.75	
Andrews	Stefanie Allison	Police Constable	\$ 102,366.02	\$ 1,000.74	
Ross	Cailey Jessica	Plainclothes Police Constable	\$ 102,364.27	\$ 996.34	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Selver	Terry William	Police Constable	\$ 102,364.09	\$ 1,010.75	
Baksh	Faizal Anthony	Police Constable	\$ 102,364.04	\$ 1,000.74	
Henkenhaf	Gregory Wilhelm	Police Constable	\$ 102,363.80	\$ 991.12	
Sullivan	Brent Lawrence	Police Constable	\$ 102,363.74	\$ 1,010.75	
Spence	Paul Benjamin	Police Constable	\$ 102,363.39	\$ 1,010.75	
Kimmerer	David Russell	Police Constable	\$ 102,359.00	\$ 1,010.75	
Bednarczyk	Claudia Sofia	Police Constable	\$ 102,358.97	\$ 1,000.74	
van Hoogenhuize	Michael Daniel	Police Constable	\$ 102,357.65	\$ 350.74	
Poliak	Mark John	Plainclothes Police Constable	\$ 102,344.12	\$ 840.11	
Grant	Julia	Police Constable	\$ 102,339.94	\$ 1,000.74	
Zawerbny	Michael Anthony	Police Constable	\$ 102,326.39	\$ 1,010.75	
Ferguson	Laird Ogilvie	Police Constable	\$ 102,316.99	\$ 1,010.75	
King	Patrick James	Police Constable	\$ 102,307.03	\$ 1,010.75	
Eckersall	Peter James	Police Constable	\$ 102,304.49	\$ 1,010.75	
Thornton	Richard Michael	Police Constable	\$ 102,301.64	\$ 1,010.75	
Kohout	Steven William	Police Constable	\$ 102,300.54	\$ 1,010.75	
Tremblay	Christopher Joseph	Police Constable	\$ 102,297.84	\$ 991.45	
Silva	Marcio Joel	Police Constable	\$ 102,284.93	\$ 1,000.74	
Holubko	Pawel	Police Constable	\$ 102,279.39	\$ 1,000.74	
Cvetanovski	Zlatko	Senior Technical Analyst	\$ 102,277.16	\$ 362.99	
Heger	Virginia Lynn	Police Constable	\$ 102,268.34	\$ 1,000.74	
Latimer	Tracey Lynne	Police Constable	\$ 102,264.19	\$ 1,010.75	
Ho	Chung-Ken Ernest	Police Constable	\$ 102,254.25	\$ 973.57	
Cormier	Serina Mary	Police Constable	\$ 102,245.04	\$ 1,010.75	
Walker	Michael Nathan	Police Constable	\$ 102,244.14	\$ 991.12	
Ueberholz	Thomas Friedrich	Police Constable	\$ 102,233.64	\$ 360.75	
Proger	Sergey Ilyich	Training Constable	\$ 102,230.04	\$ 946.21	
Thomson	Christopher William	Police Constable	\$ 102,229.85	\$ 1,000.74	
Campbell	Andrew Wesley	Police Constable	\$ 102,224.81	\$ 1,009.35	
Moyer	James Porter	Police Constable	\$ 102,223.81	\$ 931.44	
Caldwell	Kelly Pamela	Police Constable	\$ 102,223.36	\$ 1,000.74	
Minchella	Jimroy	Police Constable	\$ 102,220.84	\$ 997.46	
Edgerton	Kirsten Elizabeth	Parking Enforcement Officer	\$ 102,220.03	\$ 894.27	
Chiasson	Raymond Keegan	Police Constable	\$ 102,214.18	\$ 1,000.74	
Rofaief	Roshdy Fakhry	Senior Communications Technician	\$ 102,210.92	\$ 321.88	
Kadohama	Danny Hiroyuki	Police Constable	\$ 102,208.44	\$ 880.76	
Rose	Nimrod	Police Constable	\$ 102,201.59	\$ 994.09	
Dowling	Christopher Thomas	Police Constable	\$ 102,186.78	\$ 991.12	
Louie	Alison Joyce	Police Constable	\$ 102,181.96	\$ 1,000.74	
Moore	David Christopher	Police Constable	\$ 102,179.10	\$ 1,000.74	
Dearden	Kevin Kenneth	Police Constable	\$ 102,177.79	\$ 1,010.75	
Sivachandran	Sivapragasam	Police Constable	\$ 102,165.97	\$ 1,000.74	
Chan	Everett Horr-Wai	Police Constable	\$ 102,145.50	\$ 1,009.70	
Ryan	Lyndsey Michelle	Plainclothes Police Constable	\$ 102,141.66	\$ 896.78	
Stather	Janet Anne	Police Constable	\$ 102,139.08	\$ 1,010.75	
Wilson	Adam Patrick	Police Constable	\$ 102,136.89	\$ 991.45	
Rae	Jennifer	Police Constable	\$ 102,133.06	\$ 1,007.86	
Coughlan	Robert	Police Constable	\$ 102,131.96	\$ 1,000.74	
Higgitt	Robert Jason	Police Constable	\$ 102,124.59	\$ 1,010.75	
Baker	Ryan Paul	Police Constable	\$ 102,118.69	\$ 1,000.74	
De Quintal	Peter Andrew	Police Constable	\$ 102,112.15	\$ 1,000.74	
Mauro	Peter Francis	Communications Operator	\$ 102,110.76	\$ 327.90	
Knowles	Thomas Edward	Police Constable	\$ 102,099.75	\$ 973.57	
Lichacz	Alexander William	Police Constable	\$ 102,072.03	\$ 1,000.74	
MacGregor	Kristine Rachel	Communications Operator	\$ 102,070.68	\$ 914.14	
Kulik	Melissa Heather	Police Constable	\$ 102,069.09	\$ 1,010.75	
Besco	Daniel Adam	Police Constable	\$ 102,061.63	\$ 1,000.74	
McCabe	James Daniel	Plainclothes Police Constable	\$ 102,056.29	\$ 1,000.74	
Bergeron	Michelle Lorraine	Police Constable	\$ 102,037.80	\$ 942.99	
Whittaker	Lance Charles	Police Constable	\$ 102,016.27	\$ 1,010.75	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Amirkhanian	Niquita	Police Constable	\$ 102,015.95	\$ 931.44
Apostolopoulos	G Dimitrios	Police Constable	\$ 102,006.07	\$ 1,000.74
Emerson	Terry Evan	Police Constable	\$ 101,998.56	\$ 1,000.74
Wadden	Fred Clarence	Police Constable	\$ 101,994.31	\$ 1,009.70
Devries	Tanya Lisette	Police Constable	\$ 101,993.69	\$ 1,010.75
Morrice	Jonathan Michael	Police Constable	\$ 101,990.73	\$ 350.74
Taafe	Kim	Police Constable	\$ 101,985.40	\$ 554.60
Higgins	Jason Leonard	Police Constable	\$ 101,973.23	\$ 1,000.74
Russell	David Michael	Police Constable	\$ 101,972.88	\$ 1,000.74
Matheson	Ellie Allyn	Police Constable	\$ 101,972.60	\$ 1,000.74
De Angelis	Mary-Gina	Police Constable	\$ 101,956.47	\$ 991.12
Cotton	Isabelle	Police Constable	\$ 101,955.89	\$ 1,010.75
Bider	Sacha Maximilien	Police Constable	\$ 101,942.59	\$ 1,010.75
Bonazza	Vincenzo	Police Constable	\$ 101,942.59	\$ 1,010.75
Hanna	Lynn Ann	Police Constable	\$ 101,942.59	\$ 1,010.75
McRae	Patricia Anne	Police Constable	\$ 101,942.59	\$ 1,010.75
Oostwoud	Michael Gerard	Police Constable	\$ 101,942.59	\$ 1,010.75
Steed	Mary Gail	Police Constable	\$ 101,942.59	\$ 360.75
Verrette	Teresa Jane	Police Constable	\$ 101,942.59	\$ 1,010.75
Crawford	Anthony John	Police Constable	\$ 101,923.84	\$ 1,000.74
Espino	Nilo Anthony	Police Constable	\$ 101,910.48	\$ 1,000.74
Ball	Laura Frances	Police Constable	\$ 101,900.25	\$ 1,000.74
Malhi	Amandeep	Police Constable	\$ 101,889.38	\$ 954.60
Whalley	Tara Yvonne	Police Constable	\$ 101,867.26	\$ 1,005.19
Kooy	Daniel Peter	Police Constable	\$ 101,853.81	\$ 991.12
Omar	Mohamed Zakaria	Police Constable	\$ 101,841.10	\$ 1,000.74
MacKinnon	Randy Charles	Police Constable	\$ 101,826.17	\$ 1,000.74
Vine	Jason Dexter	Police Constable	\$ 101,808.96	\$ 1,000.74
Murphy	Todd Aaron	Police Constable	\$ 101,797.73	\$ 1,000.74
Burke	Ricardo Omar	Police Constable	\$ 101,792.80	\$ 991.45
Pilkey	Diana	Police Constable	\$ 101,771.40	\$ 360.75
D'Alimonte	Steven	Police Constable	\$ 101,770.65	\$ 1,000.74
Mann	Amarjit Singh	Police Constable	\$ 101,745.91	\$ 1,009.84
Moallemi	Kaveh	Technical Analyst	\$ 101,696.14	\$ 328.64
Nafis	Rashid	Police Constable	\$ 101,686.43	\$ 1,000.74
Ulfat	Abdullah	Police Constable	\$ 101,661.59	\$ 976.27
Beckwith	Leanne Frances	Police Constable	\$ 101,655.01	\$ 975.74
Elliot	Benjamin George	Plainclothes Police Constable	\$ 101,643.73	\$ 357.86
Kelly	Kimberly Ann	Police Constable	\$ 101,634.13	\$ 1,006.97
Buggea	Rosario	Police Constable	\$ 101,628.14	\$ 1,004.52
Mokorich	Laura Elizabeth	Police Constable	\$ 101,605.53	\$ 991.12
Lund	Nicholas Robert	Police Constable	\$ 101,574.51	\$ 1,000.74
Lee	Kevin Simon	Police Constable	\$ 101,572.64	\$ 1,000.74
Boward	Mario Malcolm	Police Constable	\$ 101,566.29	\$ 952.02
Harrison	Keith Issac	Police Constable	\$ 101,564.94	\$ 1,000.74
Chou	Yu-Ya	Police Constable	\$ 101,557.09	\$ 991.12
Zawadskiy	Mikhaylo	Police Constable	\$ 101,547.57	\$ 341.12
Sidlauskas	Peter Victor	Police Constable	\$ 101,515.14	\$ 1,000.74
Keane	Patrick	Detective Sergeant	\$ 101,502.33	\$ 318.82
Snyckers	Nicolas Hugo	Police Constable	\$ 101,470.98	\$ 1,000.74
Thomas	Jennifer Louise	Police Constable	\$ 101,468.28	\$ 1,004.52
Agius	Robert	Communications Operator	\$ 101,437.56	\$ 952.90
Smith	Michael Lorne	Shift Supervisor	\$ 101,419.96	\$ 331.50
Roopnarine	Angela	Police Constable	\$ 101,403.94	\$ 1,001.58
De Guerra	Vijay John	Police Constable	\$ 101,403.00	\$ 992.00
Nantais	Jennifer Lynn	Police Constable	\$ 101,402.86	\$ 1,000.74
Cohen	Jonatan Henri	Police Constable	\$ 101,402.13	\$ 991.12
McIntosh	Allison Paula	Police Constable	\$ 101,384.38	\$ 991.12
Grewal	Roby Singh	Police Constable	\$ 101,379.13	\$ 1,000.74
Chahal	Mandeep Singh	Police Constable	\$ 101,374.46	\$ 997.46

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Randle	Krista Elizabeth	Job Evaluation Analyst	\$ 101,365.61	\$ 1,123.72	
Cristofaro	Daniel Adam	Police Constable	\$ 101,359.86	\$ 1,000.74	
Hind	D'Arcy Liam	Police Constable	\$ 101,356.47	\$ 1,000.74	
Mackay	Robert Duncan	Shift/Area Supervisor	\$ 101,334.69	\$ 950.69	
da Silva	Sarah	Police Constable	\$ 101,310.99	\$ 991.45	
Fraracci	Gregory Robert	Police Constable	\$ 101,309.79	\$ 503.97	
McIlhone	Philip Thomas	Plainclothes Police Constable	\$ 101,308.60	\$ 1,000.42	
Moxley	James Brendan	Police Constable	\$ 101,302.69	\$ 1,000.74	
Sinclair	Cory John	Police Constable	\$ 101,295.15	\$ 942.99	
Kennedy	Shaun Derek	Police Constable	\$ 101,272.26	\$ 1,000.74	
Armorer	Patrice Nicole	Police Constable	\$ 101,268.12	\$ 1,000.74	
Permaul	Nicole Ashley	Communications Operator	\$ 101,251.04	\$ 302.90	
Michaud	David Joseph	Police Constable	\$ 101,242.49	\$ 1,007.25	
Battistoni	Steven Chris	Senior Fingerprint Examiner	\$ 101,235.16	\$ 953.16	
Joseph	Ronald Rajesh	Police Constable	\$ 101,218.97	\$ 1,000.74	
Doyle	Dennis Charles	Police Constable	\$ 101,204.48	\$ 1,000.74	
Bellamy	Jason Robert	Police Constable	\$ 101,202.21	\$ 991.45	
Sears	Sean Stephen	Police Constable	\$ 101,201.41	\$ 1,000.74	
Arevalo	Amanda Sofia	Police Constable	\$ 101,201.29	\$ 974.10	
Neadles	Kyle Stephen	Police Constable	\$ 101,197.57	\$ 976.27	
Barger	Robert James	Police Constable	\$ 101,194.24	\$ 1,000.74	
Robinson	Neil Beresford	Police Constable	\$ 101,190.00	\$ 1,000.74	
French	Elizabeth Anne	Communications Operator	\$ 101,160.60	\$ 952.90	
Lowe	Denise Renee	Police Constable	\$ 101,159.58	\$ 1,000.74	
McGuinness-Langen	Deanna-Lynne	Communications Operator	\$ 101,138.12	\$ 952.90	
Freeman	Michael William	Communications Operator	\$ 101,125.85	\$ 302.90	
Jamnagarwala	Huzefa Hatim	Senior Technical Analyst	\$ 101,111.19	\$ 359.11	
Craig	Philip Leonard	Police Constable	\$ 101,088.37	\$ 1,000.74	
Taylor	Theresa Lynn	Operations Supervisor	\$ 101,076.13	\$ 998.14	
Garganis	Christopher	Police Constable	\$ 101,072.33	\$ 976.27	
Street	Summer	Police Constable	\$ 101,066.54	\$ 350.74	
Brown	Stephanie Elizabeth	Operations Supervisor	\$ 101,061.38	\$ 998.14	
Papacharalambous	Elliot Thomas	Police Constable	\$ 101,059.83	\$ 919.90	
Petersen	Kathleen Erin	Police Constable	\$ 101,010.23	\$ 1,000.74	
Machacek	Erika Jessica	Police Constable	\$ 100,990.38	\$ 991.12	
Madeley	Craig Alan	Police Constable	\$ 100,979.12	\$ 1,000.74	
Rashid	Aliasger	Police Constable	\$ 100,970.69	\$ 1,000.74	
Tammeorg	Marian	Police Constable	\$ 100,957.12	\$ 1,000.74	
Mohammed	Colin Elliott	Police Constable	\$ 100,947.46	\$ 1,000.74	
Reddy	Sanjay Kumar	Communications Operator	\$ 100,909.46	\$ 952.90	
Ordinario	Edward	Police Constable	\$ 100,906.36	\$ 1,000.74	
Jing	Yanyuan	Police Constable	\$ 100,900.48	\$ 942.99	
Cardona	Todd Robert	Police Constable	\$ 100,900.28	\$ 341.12	
Berry	Kevin Irish	Group Leader of Fleet and Materials Management	\$ 100,892.60	\$ 991.12	
Douglas	Fraser Gordon	Plainclothes Police Constable	\$ 100,883.07	\$ 357.86	
Dowdy	Orlando Kevin	Intermediate Technical Analyst	\$ 100,881.67	\$ 978.64	
Brown	Jeremy Eric	Police Constable	\$ 100,878.67	\$ 1,001.63	
Reeves	Michael Daniel	Police Constable	\$ 100,864.19	\$ 991.12	
Wong	Carmen Alexis	Police Constable	\$ 100,848.34	\$ 1,000.74	
Jamandra	Jun	Court Officer	\$ 100,842.63	\$ 291.51	
Simpson	Ryan James	Police Constable	\$ 100,830.89	\$ 1,000.74	
Jost	Martika Sybil	Parking Enforcement Officer	\$ 100,829.02	\$ 894.27	
Montcalm	Alain Jean	Police Constable	\$ 100,827.05	\$ 1,000.74	
Topping	Michael Anthony	Police Constable	\$ 100,824.01	\$ 1,000.74	
Toews	Clive Cornelius	Police Constable	\$ 100,819.45	\$ 997.46	
Wong	Jessica Frances	Plainclothes Police Constable	\$ 100,793.84	\$ 942.99	
Belille	Winford Sheldon	Police Constable	\$ 100,771.31	\$ 1,000.74	
Kalatzopoulos	Nikolas	Police Constable	\$ 100,751.35	\$ 1,010.75	
Ryan	Stephen Charles	Detective Sergeant	\$ 100,739.61	\$ 597.66	
Mc Connell	Paul Douglas	Police Constable	\$ 100,738.08	\$ 1,000.74	

Record of Employees' 2017 Salaries and Benefits - By Salary Paid					Appendix B
Surname	Given Name	Position Title	Salary Paid	Taxable Benefit	
Roizman	Julia Elizabeth	Plainclothes Police Constable	\$ 100,735.58	\$	973.57
Clarke-Adams	Dione Priscilla	Operations Supervisor	\$ 100,730.05	\$	998.14
Huang	Chia-Mu	Police Constable	\$ 100,723.78	\$	1,000.74
Spencer	Jason Guevara	Police Constable	\$ 100,717.12	\$	350.74
Bennoch	Christopher John	Police Constable	\$ 100,717.07	\$	1,001.63
Black	Cameron Russell	Police Constable	\$ 100,712.81	\$	994.97
Pepper	Cindi Gail	Police Constable	\$ 100,686.31	\$	1,000.74
Olarewaju	Gordon Adebayo	Police Constable	\$ 100,675.46	\$	1,000.74
Hutchins	William Gordon	Police Constable	\$ 100,667.54	\$	1,004.52
Ford	Andrew Rion	Police Constable	\$ 100,661.19	\$	975.06
Fadel	Mohamad	Police Constable	\$ 100,656.88	\$	1,000.74
Hadad	Eytan	Police Constable	\$ 100,656.04	\$	997.46
Brenham	Randall Joseph	Group Leader of Fleet and Materials Management	\$ 100,650.48	\$	991.12
Appleby	David James	Armourer	\$ 100,648.91	\$	991.12
Deane	Cedron Clayton	Police Constable	\$ 100,648.06	\$	1,000.74
Duke	Brian Douglas	Sergeant	\$ 100,624.91	\$	740.69
Kennedy	Paul Edward	Police Constable	\$ 100,614.56	\$	1,000.74
Beckles	Amy Lindsay	Police Constable	\$ 100,607.92	\$	922.48
Gucbilmez	Mehmet	Police Constable	\$ 100,599.73	\$	994.09
Daly	Roland Gary	Police Constable	\$ 100,598.59	\$	1,000.74
Weber	Mark Edward	Police Constable	\$ 100,594.57	\$	825.74
Cooper	Austin Curt	Police Constable	\$ 100,585.14	\$	1,001.16
Bains	Mahip Singh	Police Constable	\$ 100,582.02	\$	966.77
Mackinnon	Robert Allen	Police Constable	\$ 100,575.72	\$	1,000.74
Mills	Scott Donald	Police Constable	\$ 100,575.23	\$	350.74
McGuire	Susan Elaine	Operations Supervisor	\$ 100,569.47	\$	971.10
Mendoza	Erwin Gonzales	Police Constable	\$ 100,557.84	\$	1,000.74
Rutledge	Monica Janet	Police Constable	\$ 100,556.28	\$	354.10
Wong	Eric Wae	Plainclothes Police Constable	\$ 100,545.20	\$	938.87
Gill	Harvinder Singh	Police Constable	\$ 100,541.21	\$	1,000.74
Rosioru	Monica	Police Constable	\$ 100,533.59	\$	994.09
Arias Vernal	Maria Paz	Police Constable	\$ 100,523.93	\$	914.74
Baus	Joseph Edward	Police Constable	\$ 100,521.25	\$	1,004.52
Drummond	Kyle Robert	Police Constable	\$ 100,519.33	\$	1,000.74
Gribbon	Paul Joseph	Police Constable	\$ 100,513.96	\$	1,000.74
Mastorakos	Pantelis George	Police Constable	\$ 100,490.45	\$	1,000.74
Tippett	William John	Police Constable	\$ 100,480.88	\$	959.97
Boyle	Jason Edward	Police Constable	\$ 100,477.60	\$	1,000.74
Reis	George Fonseca	Police Constable	\$ 100,456.86	\$	1,000.74
Webb	Vanessa Miriam	Police Constable	\$ 100,450.77	\$	1,005.41
Stave	Arland Austin	Police Constable	\$ 100,429.85	\$	1,000.74
Mondelli	Roberto Joseph	Police Constable	\$ 100,414.65	\$	1,000.74
Ramsay	Chad Everett	Police Constable	\$ 100,412.87	\$	1,000.74
Kelly	Michael Rory	Police Constable	\$ 100,384.14	\$	1,004.52
Dhillon	Parveen	Communications Operator	\$ 100,383.36	\$	952.90
Hart	Christopher Allan	Police Constable	\$ 100,370.26	\$	1,000.74
Gal	Peter Anthony	Communications Operator	\$ 100,350.27	\$	952.90
Nguyen	John Hung-Quoc	Police Constable	\$ 100,349.17	\$	966.77
Dyer	Robert Bruce	Police Constable	\$ 100,334.97	\$	1,000.74
Lenchuck	David Lawrence	Police Constable	\$ 100,325.19	\$	1,004.52
Fine	Jeremy David	Communications Operator	\$ 100,312.62	\$	952.90
Burke	Darryl Wilfred	Plainclothes Police Constable	\$ 100,305.69	\$	1,004.52
Troke	Derreck	Operations Supervisor	\$ 100,301.85	\$	998.14
Donaldson	Christina Elena	Police Constable	\$ 100,275.81	\$	1,000.74
Williams	Shauna Lee	Police Constable	\$ 100,274.66	\$	953.31
Frederick	Amanda Lorraine	Police Constable	\$ 100,270.78	\$	1,000.74
Alexander	David	Police Constable	\$ 100,253.82	\$	1,000.74
Nichiporik	Darren William	Police Constable	\$ 100,248.29	\$	1,000.74
Hale	Robert Bradford	Audio Visual Technician	\$ 100,240.69	\$	341.12
Forde	Nelvin	Police Constable	\$ 100,232.61	\$	1,000.74

Record of Employees' 2017 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Lembo	Maurizio	Plainclothes Police Constable	\$ 100,206.03	\$ 954.60
Ramos	Paul	Police Constable	\$ 100,197.08	\$ 1,000.74
Rowe	Paul Douglas	Police Constable	\$ 100,182.90	\$ 1,004.52
DeGruchy	Amy Elizabeth	Police Constable	\$ 100,175.21	\$ 1,000.74
Saini	Tarandip Singh	Police Constable	\$ 100,167.44	\$ 1,000.74
Penwell	Cassandra Miranda	Police Constable	\$ 100,166.34	\$ 1,000.74
Chohan	Simardeep Singh	Police Constable	\$ 100,142.71	\$ 1,000.74
Ashley	Mark Haydon	Police Constable	\$ 100,142.29	\$ 973.57
Park	Jae Woo	Police Constable	\$ 100,133.39	\$ 344.09
Corkill	Andrew Michael	Police Constable	\$ 100,121.63	\$ 1,000.74
Hussain	Amer	Police Constable	\$ 100,111.79	\$ 1,000.74
Schuhmann	Stephanie Ann	Plainclothes Police Constable	\$ 100,109.06	\$ 996.34
Huntley	Melissa Marie	Police Constable	\$ 100,103.64	\$ 997.46
Leclerc	Daniel Christian	Police Constable	\$ 100,092.41	\$ 1,000.74
Wallace	Kenneth Ross	Communications Operator	\$ 100,087.91	\$ 952.90
Dhillon	Barinderjit Kaur	Police Constable	\$ 100,080.71	\$ 1,000.74
Fabiszewska	Agnes Anna	Police Constable	\$ 100,075.02	\$ 1,000.74
Pilotte	Karen Alison	Police Constable	\$ 100,061.46	\$ 1,000.74
Cannon	Joshua John	Police Constable	\$ 100,059.16	\$ 976.74
Ryzek	Wendy	Manager of Occupational Health and Safety	\$ 100,049.25	\$ 2,084.96
Ricciardi	Marco	Police Constable	\$ 100,045.29	\$ 1,004.52
Innocente	Paul	Senior Staffing Advisor	\$ 100,044.18	\$ 986.92
Greczi	Lawrence Manuel	Police Constable	\$ 100,034.41	\$ 972.86
Jung	Kevin Seok	Police Constable	\$ 100,029.56	\$ 1,000.74
Cummings	Kevin Christopher	Police Constable	\$ 100,019.94	\$ 985.75
Barr	Rodney Shawn	Police Constable	\$ 100,019.81	\$ 1,000.74
McGuire	Jennifer Lynn	Police Constable	\$ 100,012.19	\$ 922.48
Dowdell	Sarah Melissa	Police Constable	\$ 100,012.01	\$ 1,000.74



Toronto Police Services Board Report

April 4, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2017 Police Cooperative Purchasing Group Purchases

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

Funding for the expenditures detailed in this report was included in the Toronto Police Service's (Service) 2017 operating and capital budgets. The expenditures referenced in this report are inclusive of tax.

Background / Purpose:

The 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 (P.C.P.G.) in the preceding year. In response to this requirement, the following information is provided.

Discussion:

The Service has been and continues to be a member of the P.C.P.G. since its inception in 1996. The group provides 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 P.C.P.G. process for police related items such as marked and unmarked police cars, tires, ammunition, pepper spray, body armour, uniform clothing, and footwear.

During 2017, the following expenditures with a value exceeding \$500,000 were made through the P.C.P.G. in accordance with the By-Law.

Item	Vendor	2017 Expenditure (\$)
Marked Vehicles	Yonge Steeles Ford Lincoln	2,617,108
Genuine Ford Automotive Parts	Yonge Steeles Ford Lincoln	1,427,190
Unmarked Vehicles	F.C.A. Canada Incorporated	1,126,832
Unmarked Vehicles	Yonge Steeles Ford Lincoln	601,089
Footwear	The Shoe Network	579,076
Ammunition	Olin Canada	574,364

Conclusion:

The P.C.P.G. group and the sharing of the administration of the procurement process for the acquisition of various goods has worked well for the Service and other police services in the group, and is a good example of the benefits shared procurement can provide from a pricing and administrative perspective.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Toronto Police Services Board Report

April 3, 2018

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2017 Sole and Single Source Purchases

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

Funding for the expenditures detailed in this report was included in the Toronto Police Service's (Service) 2017 operating budget and capital program. The goods and services expenditures referenced in this report are net of harmonized sales tax (H.S.T.) rebate.

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, which includes expenditures made by both the Service and the Board.

Discussion:

"Sole sourcing" is defined as the procurement of goods or services that are unique to a particular vendor and cannot be obtained from another source. In a sole source procurement arrangement, there is no choice but to use a certain vendor.

"Single sourcing" is defined as the procurement of goods or services from a particular vendor rather than through an open solicitation of bids from other vendors who can provide similar items.

Both sole and single source purchases are made and can be justified, in the following circumstances:

- in emergency situations;
- when the vendor has proprietary rights to a product or service;
- for situations where confidentiality is a requirement in order to do business with the Service;
- where a product is required to match existing equipment;
- for purchases where health and safety concerns exist;
- where there are time constraints associated with making a purchase;
- where there is scarcity of supply in the market; and
- to avoid violating warranties and guarantees where service is required for a good that already exists in the organization.

In these cases, the award is made to a specific vendor without going through a competitive process.

In accordance with the Service's Purchasing and Expenditure Procedure, requests to retain a vendor on a sole or single source basis are submitted to the Service's Purchasing Services Unit (P.S.U.) with justification. If the justification is acceptable to the Manager, P.S.U and the purchase meets the above criteria, the request is processed.

Appendix A and Appendix B summarize the sole and single source purchases over \$10,000 that occurred in 2017.

Sole Source Purchases:

There were 69 instances, over \$10,000, where goods and/or services, totalling \$3,075,792 were sole sourced. These purchases were made across 42 purchase orders (P.O.s) identified in Appendix A.

These sole source purchases were made because of proprietary arrangements (i.e. rights, sole distributor, manufacturer), including, but not limited to annual maintenance, the avoidance of violating warranties and guarantees, to match existing equipment and to maintain continuity of services, where necessary, on projects.

The 69 purchases represent 6.2% of the 1102 P.O.s issued by the Service in 2017. The dollar value of the sole source purchases represents 3.4% of the \$90 million in total dollar value purchases made by the Service.

Single Source Purchases:

Appendix B identifies 37 P.O.s that include 46 instances where goods and/or services, totalling \$2,006,711 were single sourced. In addition, there were 26 purchases totalling

\$322,304 that were classified as confidential for covert reasons. Therefore, the Service engaged in 72 instances (over \$10,000) of single sourcing totalling \$2,329,015.

These single source purchases were made using one supply source without a competitive bidding process for justifiable reasons (i.e. health and safety, time constraints, specialized services, confidentiality of purchase).

Many of the instances were the result of specialized services (e.g. legal services) which require a specific expertise to properly execute the required work.

The 72 instances represent 6.5% of the 1102 purchase orders issued by the Service in 2017. The total dollar value (\$2,329,015) represents 2.6% of the \$90 million total dollar purchases made by the Service.

Conclusion:

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, managed through a formal procedure that is overseen by the Manager, Purchasing Services, must meet specific criteria and require proper justification and approval before a commitment is made.

In 2017, the Service engaged in 141 instances where purchases were made on a single or sole source basis at a dollar value of \$5.4 million. This represents a total of 12.8% of the total number of purchase orders (1102) issued in 2017. They also represent 6.0% of the total dollar value, \$90 million, of purchase orders issued by the Service.

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

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

KK

Filename: 2017_Sole Single Source Purchases.docx

Appendix A		
2017 Sole Source Purchases		
Vendor Name	Goods/Services	Vendor Total P.O. Value (Net of H.S.T. Rebate)
Access Group Incorporated	Media Kit	\$60,349
Avepoint Canada Limited	Annual Maintenance	\$94,351
Axon Enterprise Incorporated	Maintenance D.V.A.M.S.	\$129,001
Board of Governors	Landlord Requirements	\$92,195
Canadian Ammunition	Disposal	\$20,487
Canadian Towing Equipment Incorporated	Assorted Tow Truck Parts	\$10,176
Catech Systems Limited	Fiber Installation	\$11,967
Cellebrite U.S.A. Corporation	Maintenance and Support	\$41,514
C.I. Technologies Incorporated	Annual Maintenance	\$24,613
Colt Canada Corporation	Weapons and Rounds	\$70,970
C.P.K.N. - Canadian Police Knowledge	Catalogue Subscription	\$130,255
Dejero Labs Incorporated	Transmitter	\$15,196
E.S.R.I. Canada Limited	Maintenance Renewal	\$54,047
Excel Battery	Various Accessories	\$11,727
F12. Net Incorporated	Rackwise Support	\$33,896
Fujifilm Canada Incorporated	Photographic Material	\$31,475
Infor (Canada) Limited	Maintenance and Support	\$290,198
Inland Liferrafts & Marine Limited	Boat Part Repairs	\$46,354
Lexmark Canada Incorporated	Accuread	\$11,490
M.D. Charlton Co. Limited	Various Accessories	\$215,458
Med-Eng Holdings U.L.C.	Helmets	\$49,862
Microsoft Canada	Premier Support	\$73,511
Net Direct Incorporated	nScale	\$20,387
Net Electric Limited	Antenna Installation	\$56,915
Oracle Canada U.L.C.	Maintenance and Support	\$238,467
Oracle Canada U.L.C.	Training	\$63,444
Paradigm Business Systems North	Maintenance & Support	\$85,478

Appendix A		
2017 Sole Source Purchases		
Vendor Name	Goods/Services	Vendor Total P.O. Value (Net of H.S.T. Rebate)
Planview Incorporated	Maintenance and Support	\$20,708
Progress Software Corporation	Client Networking	\$31,699
Proparms Limited	Maintenance and Support	\$10,194
Public Safety Corporation	Maintenance and Support	\$25,145
Quest software Canada Incorporated	Maintenance and Support	\$109,509
Ram Power Systems Limited	Blast Mats, Maintenance	\$143,264
Rampart International Corporation	Rounds	\$61,384
Regional Municipality of Niagara	2017 O.P.T.V.A. Renewal	\$27,577
S.R.A. International Incorporated	Maintenance and Support	\$15,722
Stoeger Canada (1990) Limited	Sole Distributor	\$49,568
Summit Canada Distributors*	Various Equipment	\$502,272
Taramis Distributions Incorporated	A.T.V. Helmets	\$47,268
Teel Technologies Canada Incorporated	Kit and Accessories	\$15,035
Userful	Services, Maintenance & Support	\$12,669
Xerox Canada Limited	Maintenance and Support	\$19,996
Total:		\$3,075,792

* There were five purchases greater than \$10,000 related to this vendor across three areas of the Service: Toronto Police College, Fleet and Purchasing Services Unit. The purchases are as follows:

- Holsters College - \$362,520
- Holsters Fleet - \$10,008.10
- Holsters Public Safety- 13,656,19
- Various accessories Fleet – 45,792.00
- Helmets Public Safety unit – 70,295.81

Appendix B		
2017 Single Source Purchases		
Vendor Name	Goods/Services	Vendor Total P.O. Value (Net of H.S.T. Rebate)
Aeryon Labs Incorporated	U.A.S.	\$152,561
Andy Hunter Consultant	Consulting Services	\$29,510
Brodie, Ian	Facilitator	\$15,264
Brooks Performance Horse Feeds	Specialized Food	\$23,405
C.S.E. Group of Companies	Time Constraints	\$27,630
Cunningham Dispute Resolution	Legal Services	\$10,176
David Carson Farms	Specialty Animals	\$10,176
Dentons Canada L.L.P.	Professional Services	\$66,144
Destech Consulting	Specialized Services	\$11,082
Doob, Anthony	Specialized Services	\$10,176
Environics Analytics Group Limited	Systems	\$99,349
E.S.R.I. Canada Limited	Professional Services	\$14,051
Foster, Sandra	Nurse Services	\$63,203
Gartner Canada	Professional Services	\$180,454
Henein, Hutchison L.L.P.	Legal Services	\$81,611
Humber College	Teaching Course	\$15,386
Humber College	Teaching Course	\$31,920
IBM Canada Limited	Software Service	\$18,622
Johnstone & Cowling L.L.P.	Specialized Services	\$60,000
Kane Veterinary Supplies	Specialized Food	\$23,171
Korax Incorporated	Web Hosting	\$9,884
Logistik Unicorp Incorporated	Unisex Jackets	\$28,213
Loguasto, Celine	Speciality Animals	\$25,667
Mercury Marine	Mercury Boat Parts	\$66,144
Met-Scan Canada Limited	H.Q. Lobby Audio	\$51,682
Miller Thomson L.L.P.	Legal Services	\$62,074
Parklane Computer System	Annual Support, Services	\$20,444

Appendix B		
2017 Single Source Purchases		
Vendor Name	Goods/Services	Vendor Total P.O. Value (Net of H.S.T. Rebate)
Pink Elephant Incorporated	Subscription	\$11,189
P.O.I. Business Interiors Incorporated	Steelcase Furniture Repair	\$11,069
R.T. Workplace Training Incorporated	Professional Services	\$10,176
Sani Sport	S.A.N.I. DefenX Cabinet	\$13,478
Srgoodwin Consulting Service Incorporated	Consulting Services	\$30,528
S.W.I.G.	Consulting Services	\$277,805
The Old Mill	Awards presentation	\$13,142
Tony's Steel Construction Limited	Vehicle Modification	\$23,592
T.Y.R. Tactical Canada U.L.C.	Hard Armour	\$331,416
Volvo Penta	Assorted Volvo Parts	\$76,320
Total:		\$2,006,712

Excludes purchases made for confidential/covert reasons



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Andy Pringle
Chair Toronto Police Services Board
April 12, 2018

Dear Andy,

I want to indicate our support for the establishment of the Anti- Racism Advisory Panel as outlined in the report tabled for your April 18th board meeting. This action does help TPS move forward on the LOKU inquest recommendations that focus on anti-black racism. It will be important to connect this committee's advice and work with the mental health subcommittee and the pilot projects in 14 and 51 Divisions. I also hope the Committee will provide TPS with advice on how to address the challenge of implicit bias. Professor Nicholas Rule provided extensive evidence on this subject at the inquest and indicated his willingness to work with TPS to test and develop strategies to counter implicit bias.

Yours truly,

A handwritten signature in blue ink, appearing to read "Steve Lurie".

Steve Lurie, CM, Executive Director, Adjunct Professor FISW, University of Toronto
Canadian Mental Health Association Toronto Branch



Charitable Registration Number: 89344 9884 RR0001



Deputation Request from Kris Langenfeld

Item # 13 - Request for Special Funds – 51st Annual Police Officer of the Year Awards

It must first be noted that the Board, as has become standard practice within the past year, once again violates s. 8.6 of its own By-law number 161 governing the Proceedings of the Toronto Police Services Board in the Board's ongoing efforts to violate the rights of the residents of Toronto by preventing them from having access to speak at public Board meetings. Section 8.6 mandates that the public agenda shall be posted "no later than five (5) clear Business Days prior to the Board meeting."; in the case of this month, the agenda was posted at 4:09pm on Wednesday, April 11th, 2018, for submissions required by noon on Tuesday, April 17th; this allows 3 clear days (Thursday, Friday, & Monday) for members of the public to apply to the board to be allowed to speak on matters and 4 clear days (Thursday, Friday, Monday, & Tuesday) before the meeting, breaking the Boards own rules.

Regarding Item #13, a scheme to transfer taxpayer money to the Toronto Region Board of Trade, for the purposes of holding the 2018 Police Officer Awards party. It must first be noted that the 2016 approved expenditure was \$4,000.00 (Min. #P97–April 2016); it was in 2017 that the funding for this event near quadrupled due to last year "being a milestone with the 50th year celebration". Nothing of this private party for the Mayor's friends and financial backers in the Toronto Board of Trade, identifies to the police officers attending that it is in fact taxpayers funds, and not the fat bank accounts of those attending this taxpayer funded swaray, that is paying to recognize the officers selected.

Obviously, recognition of the best of our police officers is an expenditure that the vast majority of Torontonians support as doing so is so important in helping all members of the Service recognize and identify the attitudes and actions that the public supports in their police officers; the problem is when such events become private parties for friends and backers of municipal politicians and their cronies to deceive police officers into believing that those wasting funds, which might otherwise be used to reduce crime, as they sip taxpayer funded champagne and try to convince the best of our police officers that it is those fat-cats that have done something more than simply party on the dime of the taxpayer.

Where is the thorough and complete breakdown of how the public's money will be utilized at this private party in a way which ensures that the police officers in attendance understand that they are being recognized with the funding that isn't available to provide repairs for TCHC residents or make the streets safer for the residents of Toronto?