



**The following *draft* Minutes of the meeting of the Toronto Police Services Board held on May 18, 2006 are subject to adoption at its next regularly scheduled meeting.**

**The Minutes of the meeting held on April 24, 2006 previously circulated in draft form were approved by the Toronto Police Service Board at its meeting held on May 18, 2006.**

**MINUTES OF THE PUBLIC MEETING** of the Toronto Police Services Board held on **MAY 18, 2006** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

**PRESENT:**

**Dr. Alok Mukherjee**, Chair  
**Ms. Pam McConnell**, Councillor & Vice-Chair  
**Ms. Judi Cohen**, Member  
**Mr. Hamlin Grange**, Member  
**The Honourable Hugh Locke, Q.C.**, Member

**ABSENT:**

**Mr. John Filion**, Councillor & Member  
**Mr. David Miller**, Mayor & Member

**ALSO PRESENT:**

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P135.           MOMENT OF SILENCE**

The Board observed a moment of silence in memory of Senior Constable John Atkinson of the Windsor Police Service who was killed while on duty on Friday, May 5, 2006, and Senior Constable Donald Doucet of the Sault Ste. Marie Police Service who was killed while on duty on May 14, 2006.

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TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P136. 2006 PUBLIC SERVICE COMMENDATION AWARD**

Mr. Brian Patterson, President and General Manager, Ontario Safety League, presented Chief of Police William Blair with the 2006 Public Service Commendation Award. The award acknowledges the outstanding contributions made by the Toronto Police Service in developing community safety programs focusing on preventative and educational issues that will improve traffic safety in the City of Toronto.

**The Board received the foregoing.**



May 1, 2006

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

Sent Via Fax: 416-808-8082

Dear Sir

Since 1913 the OSL has served as Ontario's Chief Public Safety Advocate, each year the OSL presents a Public Service Commendation and Distinguished Service Awards to deserving individuals and organizations that have made an outstanding contribution to safety through education or related public advocacy.

**The 2006 Public Service Commendation Award: The Toronto Police Service**

The Toronto Police have significantly increased their focus on Safety Education across their mandated programs. In many areas they have established the best practices or the benchmarks of excellence for community safety programs in the Province. Chief Blair and the members of his service daily contribute to a safer society and a better educated public with respect to making safer choices on the road, at work and at home. They are appropriately focused on prevention and education so that enforcement now is a balanced final response. Chief Blair has provided leadership and resources so that the Toronto Police are active partners with many safety organization and Government partners. The OSL has been a partner with the Toronto police since its inception and the public has always been the benefactor.

We would like to formally present this award at the May 18<sup>th</sup>, 2006 Board Meeting. We would like to advise the Board of the specific areas of Public Safety that led to the selection of the Toronto Police Service for this award. In particular we would like to highlight many of the projects that form the police community partnership with both the Ontario Safety League and the broader safety community. This would not exceed 5 minutes and I will have our Board Chair, Deputy Chief Terry Boyko, with me for the presentation.

I look forward to a favourable response.

Yours in Safety,

Brian J. Patterson CFE  
President and General Manager

cc. Chief Blair

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**#P137. VICTIM SERVICES PROGRAM OF TORONTO**

Mr. Brad Jones, Chairperson, Board of Directors, and Ms. Bonnie Levine, Executive Director, Victim Services Program of Toronto, delivered a presentation to the Board on its partnership with the Toronto Police Service to address the needs of victims in the City of Toronto.

Mr. Jones and Ms. Levine provided a summary of the high profile cases where immediate on-scene assistance or crisis/trauma counselling was offered to victims by the Victim Crisis Response Program's crisis counsellors during the two month period between March 01, 2006 and May 01, 2006.

Despite the increasing complex nature of crimes, victims' circumstances and the number of contacts the crisis counsellors have with victims since the development of the Victim Crisis Response Program in 1990, core funding provided by the Ministry of the Attorney General and the City of Toronto has not increased.

**The Board received the presentation and approved the following Motion:**

**THAT the Board write to the Ministry of the Attorney General and the City of Toronto to recommend that the funding provided to the Victim Crisis Response Program be increased.**



victim services toronto

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

April 6, 2006

Dear Dr. Mukherjee,

On behalf of the Victim Services Program of Toronto, I am requesting an opportunity to address the Toronto Police Services Board.

As you are aware, the Victim Services Program of Toronto works in close partnership with the Toronto Police Service to address the needs of victims. In this respect, the Victim Services Program fulfills one of the important core responsibilities of the Toronto Police Service.

The Victim Services Program of Toronto has been experiencing a significant increase in demand for service. From 2001 to 2004 there was 121% increase in service delivery. From 2004 to 2005 we experience a 25% increase in service delivery. Unfortunately, the agency is in a critical financial situation and its sustainability is at serious risk. The agency is funded by the Ontario Ministry of Attorney General and the City of Toronto's Community Grants Program. In 16 years of operation, the agency's core funding has not increased by even one penny. When operating costs continue to rise with a flat-lined budget of 16 years, the agency is struggling to sustain its services to victims and keep up with the increasing demands.

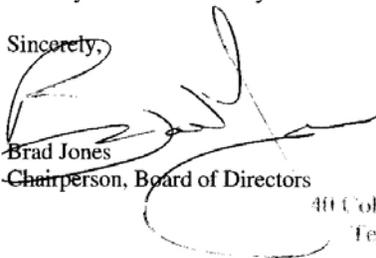
The Board of Directors is serious contemplating cutting its programs and services to address our fiduciary responsibility. Reducing service will have grave affects on victims and will directly and negatively affect the operations of the Toronto Police Service.

Chief William Blair has been an outstanding advocate and supporter of our vital services for victims. He is aware of the important function we fulfill on behalf of the Toronto Police Service. The Victim Services Program of Toronto is now requesting the opportunity to address the Toronto Police Services Board on these matters.

Your office may contact me directly at (w) 416-259-3705; (h) 905-387-6193; e-mail: [bradjones@ridleyfuneralhome.com](mailto:bradjones@ridleyfuneralhome.com) OR through the Executive Director, Bonnie Levine at extension 8-7943.

Thank you in advance for your continued support.

Sincerely,

  
Brad Jones  
Chairperson, Board of Directors

40 College Street, Toronto, Ontario, M5G 2J3  
Tel: 416 808-7066 Fax: 416-808-7052  
[www.victimstoronto.ca](http://www.victimstoronto.ca)

*Schedule presentation at  
Mtg Board meeting  
Apr 20/06*

**DATE RECEIVED**  
APR 19 2006  
TORONTO  
POLICE SERVICES BOARD

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P138. INTRODUCTIONS**

Superintendent Bob Clarke introduced the following Service members who were recently appointed or promoted by the Board:

Mr. Paul McKenna, Manager, Corporate Planning  
Det. Sgt. Salvatore Cosentino  
Det. Sgt. Warren Wilson  
Staff Sgt. Kevin Guest  
Staff Sgt. Michael Matic  
Staff Sgt. John McGown  
Sgt. Brian Beadman  
Sgt. Guy Blacklock  
Sgt. Alexander Broadfoot  
Sgt. Philip Chung  
Sgt. Tracey Fraser  
Sgt. Robert Harnett  
Sgt. Rennie Johnson  
Sgt. John Margetson  
Sgt. Steven McIlwain  
Sgt. Daren Nebres  
Sgt. Brett Nichol  
Sgt. Karl Payne  
Sgt. Thomas Urbaniak  
Sgt. Kevin Van Schubert  
Sgt. Julie Zajac  
Sgt. Carmelo Zambri

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**#P139. MINUTES OF SETTLEMENT – ONTARIO HUMAN RIGHTS  
COMPLAINTS – TORONTO WOMEN’S BATHHOUSE COMMITTEE –  
BOARD POLICIES**

The Board was in receipt of the following report February 21, 2006 from Alok Mukherjee, Chair:

Subject: MINUTES OF SETTLEMENT - ONTARIO HUMAN RIGHTS COMPLAINTS  
– TORONTO WOMEN’S BATHHOUSE COMMITTEE – INCIDENT AT THE  
“PUSSY PALACE” - BOARD POLICIES

Recommendation:

It is recommended that the Board approve the attached policies developed in response to the Minutes of Settlement pertaining to the Human Rights Complaints by members of the Toronto Women’s Bathhouse Committee regarding the September 2000 incident at the Pussy Palace.

Background:

At its meeting of May 12, 2005, the Board received a report with the executed Minutes of Settlement pertaining to the Human Rights Complaints by members of the Toronto Women’s Bathhouse Committee regarding the September 2000 incident at the Pussy Palace (Min. No. P155 refers.) The Board forwarded the Minutes of Settlement to the Chief of Police for review and preparation of a report to the Board with respect to the implementation of the recommendations. The Board also made a number of amendments to the report, including:

**THAT, given that part of item no. 4 – a policy respecting the search and detention of trans-gendered people - in the Minutes of Settlement is directed to the Board, and that part of item no. 5 – a gender-sensitive policy – is also directed to the Board, the Chair ensure that a report containing a response to these two items is provided to the Board for approval at the time the Board considers the report from the Chief of Police with respect to the implementation of the recommendations**

The Board had previously agreed to enter into the Minutes of Settlement after they had been accepted by the Human Rights Commission, the Complainants and the respondent officers (Min. No. C220/04 refers).

At its December 15, 2005 meeting, the Board considered a report from the Chief with respect to the implementation of the recommendations as well as a report from the Chair recommending approval of the draft Board policies (Min. No. P395/05 refers).

The Board deferred the reports to its January 11, 2006 meeting and requested that, in the interim, Chair Mukherjee meet with Chief Blair and Mr. Albert Cohen, City of Toronto – Legal Services Division, to discuss the framework of the Search and Detention of Transgendered People policy particularly as it relates to the distinction between policy and procedural issues.

On January 19, 2006, I met with the Chief, Command officers, Mr. Cohen and Board and Service staff to discuss this policy. Based on these discussions, revisions were made to the policy.

The two policies for which the Board is responsible, “Search and Detention of Transgendered People,” and “Police Attendance at Location Occupied Solely by Women in a State of Partial or Complete Undress,” are appended for your approval.

**Ms Cathy Pike, Counsel, Ontario Human Rights Commission, and Ms Carlyle Sansen addressed the Board with respect to this issue.**

**The Board received the report from Chair Mukherjee dated February 21, 2006 and also received Ms Cathy Pike’s written submission dated May 1, 2006.**

**The Board determined that representatives of the Toronto Police Service and the Toronto Police Services Board should meet with representatives of the Ontario Human Rights Commission, prior to the June 15, 2006 Board meeting, to review the content of the Board policies and Service procedures.**

# TORONTO POLICE SERVICES BOARD

## POLICY AND DIRECTIONS

**TPSB POL - XXX**

### **Police Attendance at Locations Occupied Solely by Women in a State of Partial or Complete Undress**

<input checked="" type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

New

Amended

Reviewed – No Amendments

Board Authority: BM/yr

Board Authority:

#### BOARD POLICY

It is the policy of the Toronto Police Services Board that the Chief of Police shall develop and maintain procedures and processes for the attendance of police officers at location occupied solely by women in a state of partial or complete undress. In developing these procedures and processes, consideration shall be given to issues of gender sensitivity, human rights and women's right to privacy.

#### REPORTING:

- The Chief of Police will submit an annual report to the Board on all incidents covered by this policy.

#### LEGISLATIVE REFERENCE

Act	Regulation	Section
Police Services Act R.S.O. 1990 as amended		31(1)(c)

#### BOARD POLICIES:

**SERVICE PROCEDURES:** Refer to service procedures.

# TORONTO POLICE SERVICES BOARD

## POLICY AND DIRECTIONS

### TPSB POL - XXX      Search and Detention of Transgendered People

<input checked="" type="checkbox"/>	<b>New</b>	<b>Board Authority:</b> BM/yr
<input type="checkbox"/>	<b>Amended</b>	<b>Board Authority:</b>
<input type="checkbox"/>	<b>Reviewed – No Amendments</b>	

#### **BOARD POLICY**

It is the policy of the Toronto Police Services Board that, when dealing with transgendered or transsexual individuals, it is important that officers make every effort to be sensitive to human rights, privacy issues and stated preference as to the gender of the officer(s) conducting the search, without jeopardizing officer safety and the need to search.

The Chief of Police shall develop and maintain procedures and processes for the search and detention of transgendered people, having regard to the principles as articulated in this policy.

- REPORTING:**
- The Chief of Police will submit an annual report to the Board on all incidents covered by this policy.

#### **LEGISLATIVE REFERENCE**

<b>Act</b>	<b>Regulation</b>	<b>Section</b>
Police Services Act R.S.O. 1990 as amended		31(1)(c)

#### **BOARD POLICIES:**

**SERVICE PROCEDURES:** Refer to service procedures.



## Toronto Police Services Board

40 College Street, Toronto, Ontario, Canada M5G 2J3  
Tel: 416-808-8080 Fax: 416-808-8082  
www.torontopoliceboard.on.ca

April 5, 2006

Chief Commissioner Barbara Hall  
Ontario Human Rights Commission  
100 Dundas Street West, 7<sup>th</sup> Floor  
Toronto, Ontario  
M7A 2R9

Dear Chief Commissioner Hall,

You were recently provided with correspondence from the Toronto Police Services Board regarding the policies and procedures developed in response to the Minutes of Settlement: *O.H.R.C., Toronto Women's Bathhouse Committee v. TPSB*.

Please note that two of the procedures that were sent to you contain portions that have since been updated. Please replace the updated appendices "Transsexual Persons" and "Lodging of Transgendered or Transsexual Prisoners" with the attached versions, which are the most current.

The Board will be considering both the policies and the procedures at its public meeting of April 24, 2006. Should you or any other representative from your organization wish to make a deputation, please contact Ms. Deirdre Williams, Board Administrator, at (416) 808-8094.

Sincerely,



Alok Mukherjee  
Chair

/attach.

cc. Cathy Pike



Celebrating Fifty Years of Civilian Oversight

APPENDIX 'C' - Procedure 01-02

Transsexual Persons

New	X	Amended	Reviewed - No Amendments
Issued:	RO		
Replaces:	NEW		

The Toronto Police Service recognizes that special arrangements may have to be made to accommodate transgendered or transsexual persons.

The terms transgender or transsexual generally relate to persons who want to change their physiological gender and to live permanently as a person of the other gender, whether or not they plan to undergo gender reassignment therapy. In other words, this is an individual who, although biologically a member of one sex at birth, has chosen to live their life as a member of the opposite sex.

When dealing with transgendered or transsexual persons, it is important that officers make every effort to be sensitive to the human rights issues without jeopardizing officer and prisoner safety, and the need to search.

In order to best address the specific needs or concerns of each person, each case must be assessed individually. To that end, the Officer in Charge (OIC) shall determine the best possible course of action in order to minimize the embarrassment that the person being searched may experience, based on the individual circumstance.

For the purpose of search, when an individual has self-identified as transgendered or transsexual, the OIC shall:

- take into consideration the preference of the individual to be searched, in terms of the gender of the person they would feel more comfortable being searched by
- make appropriate entries in the memorandum book and search template regarding how the search was conducted and the rationale for the course of action taken

APPENDIX 'E' - Procedure 01-03

Lodging of Transgendered or Transsexual Prisoners

New  Amended  Reviewed, No Amendments

Issued: R.O.

Replaces: NEW

When lodging a transgendered or transsexual prisoner, the Officer in Charge (OIC) shall determine the appropriate placement of the individual.

It is recognized that transgendered or transsexual persons may be subject to harassment and/or abuse by other prisoners. In order to address this safety concern, the OIC shall ensure that whenever possible, transgender or transsexual persons are segregated from other prisoners and transported in a separate compartment or vehicle to and from court or between facilities.

Where the originating unit or central lockup is not able to provide appropriate lodging facilities, the individual may be lodged at another facility, if the OIC believes it is necessary to do so to protect the safety of the person. Prior to transporting an individual to another unit, the OIC shall contact the OIC of the receiving unit to confirm that they are able to lodge the person in such a manner that will address any safety concerns.

Ontario  
Human Rights  
Commission

180 Dundas Street West  
7th Floor  
Toronto, Ontario  
M7A 2R9

Legal Services Branch  
(416) 326-9860  
(416) 326-9867 (fax)

Commission  
ontarienne des  
droits de la personne

180, rue Dundas ouest  
7<sup>ème</sup> étage  
Toronto (Ontario)  
M7A 2R9

Services Juridiques



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BY FACSIMILE  
May 1, 2006

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

Dear Mr. Mukherjee:

**Re: *Minutes of Settlement: O.H.R.C., Toronto Women's Bathhouse Committee v. TPSB***

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Pursuant to paragraph 4 of the Minutes of Settlement in the above-noted matter, and further to your correspondence with the Chief Commissioner of March 6 and April 5, 2006, the Commission wishes to make representations to the Board regarding its proposed policies and procedures, specifically, Board Policy "Police Attendance at Locations Occupied Solely by Women in a State of Partial or Complete Undress; Board Policy "Search and Detention of Transgendered People"; Board Procedure "Transgendered Persons; and Board Procedure "Lodging".

In consultation with some of the complainants to the Bathhouse complaint and other knowledgeable members of the community, we have prepared revised versions of these policies and procedures. I would ask that copies of this document be provided to the members of the Board in advance of the upcoming meeting. Please note that to assist the discussion, our revisions are italicized, and the paragraphs have been numbered.

I expect that some of the complainants and community members that assisted in the preparation of the revised documents will be accompanying me to the meeting; I am certain that their insights into the issues will be of assistance to the Board.

Yours sincerely,

Cathy Pike  
Counsel

c.c. Barbara Hall  
Chief Commissioner  
Enclosures

## PROPOSED REVISIONS TO POLICIES AND PROCEDURES – MAY 1, 2006

*Note: Revisions are in italics.*

### **Board Policy “Police Attendance at Locations Occupied Solely by Women in a State of Partial or Complete Undress**

1. *It is the policy of the Toronto Police Services Board that police officers in attendance at locations occupied solely by women in a state of partial or complete undress shall conduct themselves in a manner consistent with human rights principles, giving consideration in particular to issues of gender sensitivity and women’s right to privacy.*

2. *The Chief of Police shall develop and maintain procedures and processes for the attendance of officers at locations occupied solely by women in a state of partial or complete undress, having regard to the principles as articulated in this policy.*

### **Board Policy “Search and Detention of Transgendered People”**

It is the policy of the Toronto Police Services Board that when dealing with transgendered or transsexual individuals, officers *shall be* sensitive to human rights, privacy issues and the stated preference *as to gender identification of the individual being searched, and shall use gender-appropriate pronouns*, without jeopardizing officer safety and the need to search.

### **Board Procedure “Transgendered Persons”**

1. The Toronto Police Service recognizes that special arrangements may have to be made to accommodate transgendered or transsexual persons.

The terms ‘*transgender*’ or ‘*transsexual*’ generally relate to persons who want to change their physiological gender to live permanently as a person of the other gender, whether or not they plan to undergo gender reassignment. *omission of the word ‘therapy’, and the following sentence*

2. For the purpose of the search, when an individual has self-identified as transgendered or transsexual, the OIC shall:

a. *be guided by* the preference of the individual to be searched, in terms of the gender of the person they would feel more comfortable being searched by

b. make appropriate entries in the memorandum book and search template regarding how the search was conducted and the rationale for the course of action taken.

3. When *interacting* with transgendered or transsexual persons, officers *shall be* sensitive to the human rights issues without jeopardizing officer safety or that of the person being searched. In order to best address the specific needs or concerns of each person, each case must be assessed individually. To that end, the Officer in Charge (OIC) shall determine the best possible course of action in order to minimize *injury to the dignity of the person being searched*.

#### Board Procedure “Lodging”

1. When lodging a transgendered or transsexual prisoner, the OIC shall determine the appropriate placement of the individual. For the purpose of selecting a lodging facility, anatomical sex shall be used as the criteria (male genitalia – lodged at a male facility; female genitalia – lodged at a female facility), *subject to the following*.

2. It is recognized that transgendered or transsexual persons may be subjected to harassment and/or abuse by other prisoners. *The OIC shall take such measures as are necessary to ensure the safety of such persons, up to and including* segregation from other prisoners and transportation in a separate compartment or vehicle to and from court or between facilities.

3. Where the originating unit or central lock-up is not able to provide appropriate lodging facilities, the individual may be lodged at another facility, if the OIC believes it is necessary to do so to protect the safety of the person. Prior to transporting an individual to another unit, the OIC shall contact the OIC of the receiving unit to confirm that they are able to lodge the person in such a manner *as will address any safety concern*.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P140. VICTIMS AND WITNESSES WITHOUT LEGAL STATUS POLICY**

The Board was in receipt of the following report April 26, 2006 from Alok Mukherjee, Chair:

Subject: VICTIMS OF CRIME AND WITNESSES TO CRIME WITHOUT LEGAL STATUS

Recommendations:

It is recommended that:

- (1) The Board approve the attached Non-Status Victim and Witnesses Policy; and
- (2) The Board forward a copy of the policy to the Minister of Citizenship and Immigration Canada.

Background:

In November 2004, a complaint was filed alleging that the Toronto Police Service has a practice of inquiring about the immigration status of persons seeking police services and of providing that information to immigration authorities. This practice, according to the complaint, was a barrier to equal access to police services.

The complaint was classified as a Policy Complaint and assigned to Corporate Planning for investigation and review. A review of the complaint concluded that no changes to the Rules, procedures or policies of the Toronto Police Service were required.

On May 18, 2005, the complainant appealed the Chief's decision to take no further action with respect to the complaint. Consequently, at its meeting held on August 11, 2005, the Board reviewed the complaint. As a result of its review, the Board approved the establishment of a working group comprised of Chair Mukherjee and Board members Judi Cohen and Hugh Locke to review, in consultation with the Chief of Police, the feasibility of implementing a "Don't Ask – Don't Tell" policy with respect to non-status immigrants (Min No. P254/05 refers).

The working group's recommendations were submitted to the Board for consideration at its January 11, 2006 meeting. The Board approved the working group's recommendations which included the adoption of a policy directing that the Chief develop procedures to ensure that victims and witnesses of crime will not be asked their immigration status, unless there are *bona fide* reasons to do so (Min No. P34/06 refers).

### Recommendations

It is therefore recommended that the Board approve the attached Non-Status Victim and Witnesses policy and forward a copy of the policy to the Minister of Citizenship and Immigration Canada.

**The Board approved the foregoing.**

# TORONTO POLICE SERVICES BOARD

DRAFT

## TPSB POL-XXX

## Victims and Witnesses Without Legal Status

<input checked="" type="checkbox"/>	New
<input type="checkbox"/>	Amended
<input type="checkbox"/>	Reviewed

**Board Authority:** Min. No. P34/06

**Board Authority:**

### RATIONALE

To ensure that non-documented residents have equal access to policing services without the fear that contact with the police will lead to inquiries about their immigration status.

### BOARD POLICY

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

1. Develop procedures to ensure that victims and witnesses of crime shall not be asked their immigration status, unless there are bona fide reasons to do so.
2. Establish mechanisms to encourage victims and witnesses of crime to come forward without fear of exposing their status.

### REPORTING:

### LEGISLATIVE REFERENCE

Act	Regulation	Section

**SERVICE PROCEDURES:** Refer to Service Procedures Index.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
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**#P141. FEASIBILITY OF ESTABLISHING A WORKPLACE CHILD CARE  
FACILITY FOR TORONTO POLICE SERVICE EMPLOYEES**

The Board was in receipt of the following report May 01, 2006 from Alok Mukherjee, Chair:

Subject: FEASIBILITY OF ESTABLISHING A WORKPLACE CHILD CARE  
FACILITY FOR TORONTO POLICE SERVICE EMPLOYEES

Recommendation:

It is recommended that the Chief of Police conduct a review of the feasibility of operating a workplace child care facility for Toronto Police Service employees.

Background:

Over the years, discussions have taken place with respect to establishing a workplace child care facility for Toronto Police Service employees. The Board is dedicated to its employees and would like to make a difference in their lives. It is with this objective in mind that the Board is requesting that the Chief conduct this review.

This initiative is one way of assisting members to better cope with the pressures of co-ordinating work and family. It is the Board's expectation that should this initiative be successful, it will enhance employee productivity and job satisfaction. The report should include, but not be limited to, addressing whether or not there is a need for this service, the type of service that could be offered, accessibility to Service members and the general public, facility location, cost and funding options. In addition, consideration should be given to the allocation of start up funds in the 2007 capital budget.

Therefore, it is recommended that the Chief of Police conduct a review of the feasibility of establishing a workplace child care facility for Toronto Police Service employees.

**The Board approved the foregoing.**

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**#P142. TORONTO POLICE SERVICES BOARD'S 25-YEAR WATCH  
PRESENTATION – 2006**

The Board was in receipt of the following report April 27, 2006 from Alok Mukherjee, Chair:

Subject: THE TORONTO POLICE SERVICES BOARD'S 25-YEAR WATCH  
PRESENTATION - 2006

Recommendation:

It is recommended that:

- (1) the Board approve an expenditure from the Board's Special Fund, not expected to exceed \$16,000.00 to cover the costs associated with hosting the Toronto Police Services Board's 25-Year watch presentations and luncheon; and
- (2) the Board approve an additional expenditure from the Board's Special Fund, not expected to exceed \$19,030.00 (excluding taxes), to cover the costs associated with the purchase of 173 watches from Universal Time Corporation.

Background:

It has been customary for the Toronto Police Services Board to host an annual event honouring members of the Toronto Police Service and Toronto Police Service-Auxiliary Programs who have completed 25 years of employment or auxiliary service respectively. During the period from January 1, 2005 to December 31, 2005, the number of members achieving 25 years of service was 170.

25-Year Watch Presentations and Luncheon:

This year's luncheon honouring recipients of 25-Year watches has been scheduled for Tuesday, September 12<sup>th</sup>, 2006 at The Old Mill. The total cost associated with hosting this event, including a lunch, beverages and services, is not expected to exceed \$16,000.00.

25-Year Commemorative Watches:

A request for quotations was issued by Purchasing Support Services for 173 commemorative watches. The lowest bidder, Universal Time Corporation, was selected. The cost of the watches is \$110.00 each, excluding taxes, and a summary of the bids is appended to this report for

information. Funds are available within the Board's Special Fund to cover this expenditure in accordance with the Board's Recognition Program.

The total 173 watches also includes three watches that former recipients have requested to purchase in order to replace their 25-Year watch due to loss, damage or theft. Each year there are requests made by current or retired members to purchase replacement watches. The funds associated with the three watches required at this time, in the approximate amount of \$330.00, excluding taxes, will be returned to the Board's Special Fund.

The cost of the total watches is outlined below:

25-Year Recipients for 2005 -	\$170 x \$110.00=\$18,700.00
Replacement Watches -	3 x \$110.00=\$ 330.00*
Total:	\$19,030.00 (excluding taxes)

\*funds to be returned to the Board's Special Fund

Conclusions:

It is therefore recommended:

- (1) the Board approve an expenditure from the Board's Special Fund, not expected to exceed \$16,000.00 to cover the costs associated with hosting the Toronto Police Services Board's 25-Year watch presentations and luncheon; and
- (2) the Board approve an additional expenditure from the Board's Special Fund, not expected to exceed \$19,030.00 (excluding taxes), to cover the costs associated with the purchase of 173 watches from Universal Time Corporation.

**The Board approved the foregoing and the following Motion:**

**THAT the Board approve the purchase of an additional four watches (two men's and two women's) to be added to the Board office inventory from which watches will be drawn and presented to Board members upon the completion of their appointments to the Board.**

**SUMMARY SHEET**

**QUOTATION #1066898-06**

**25-YEAR PRESENTATION WATCHES**

<b>QUANTITY</b>	<b>DESCRIPTION</b>	<b>Universal Time Corp.</b>	<b>Corona Jewellery</b>	<b>Jeffrey Allan &amp; Associates</b>	<b>MTM Recognition</b>
<b>130</b>	<b>25 years Service Presentation Watches Mens</b>	\$110.00 ea.  \$14,300.00 net	\$115.00 ea.  \$14,950.00 net	\$235.65 ea.  \$30,634.50 net	DID NOT COMPLY
<b>43</b>	<b>LADIES WATCHES</b>	\$110.00 ea.  \$4730.00 net	\$115.00 ea.  \$4,945.00 net	\$235.65 ea.  \$10,132.95 net	
	<b>Total (including taxes)</b>	<b>\$21,884.50</b>	<b>\$22,879.25</b>	\$46,882.57	
	<b>Watch Make &amp; Model Mens</b>	3227 Pierre Laurent	8540.YY99	Continental 2394-223	
	<b>Female</b>	3228 Pierre Laurent	2828.20M	Continental 2394L-223	
	<b>Warranty</b>	3 years	2 years	5 years	
	<b>Delivery</b>	90 days	12-14 weeks	7 weeks	

**NOTE: 11 VENDORS RECEIVED QUOTES  
4 RESPONDED**

**PROJECTED EXPENDITURES**

**25 YEAR WATCH LUNCHEON**

**Tuesday, September 12<sup>th</sup>, 2006**

**Watches:**

170 (^) x \$110.00	\$18,700.00	
G.S.T. 7%	\$ 1,309.00	
P.S.T. 8%	<u>\$ 1,496.00</u>	<b>\$21,884.50</b>

**Guests:** (based on maximum attendance)

**Recipients (^)170 + 1 guest = 340**

**Luncheon:** (based on maximum attendance)

Lunch (^\$28.00 plate)	\$9,520.00	(\$28.00 x 340)	
P.S.T. Food	\$ 761.60	(\$9,520.00 x 8%)	
G.S.T. Food	\$ 666.40	(\$9,520.00 x 7%)	
Gratuity	\$1,428.00	(\$9,520.00 x 15%)	
G.S.T.	\$ 99.96	(\$1,428.00 x 7%)	
Wine (^ \$29.00/bottle)	\$2,465.00	(85 x \$29.00/bottle)	
P.S.T. Liquor	\$ 246.50	(\$2,465.00x 10%)	
G.S.T. Liquor	\$ 172.55	(\$2,465.00 x 7%)	
Gratuity	\$ 369.75	(\$2,465.00 x15%)	
G.S.T.	\$ 25.88	(\$ 369.75 x 7%)	
			<b>\$15,755.64</b>

**TOTAL** **\$37,640.14 (approx.)**

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**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P143. TORONTO POLICE SERVICES BOARD'S CIVILIAN LONG-SERVICE  
RECOGNITION - 2006**

The Board was in receipt of the following report April 27, 2006 from Alok Mukherjee, Chair:

Subject: 2006 CIVILIAN LONG-SERVICE RECOGNITION - PURCHASE OF  
COMMEMORATIVE PINS

Recommendation:

It is recommended that:

- (1) the Board approve the purchase of 99 commemorative pins from Bond-Boyd & Company Limited at an approximate total cost of \$5,761.80 (excluding taxes) and that the expenditure be paid from the Board's Special Fund; and
- (2) the Service be responsible for costs associated with the Civilian Long-Service Awards reception.

Background:

It has been customary for the Board to recognize long-service employment by civilian members of the Toronto Police Service by presenting them with a lapel pin containing two sapphires, two rubies and two diamonds upon the completion of 20, 30 and 40 years service respectively. In the past, commemorative pins have been presented to civilian members at a special ceremony followed by a reception.

The number of civilian members who will be presented with commemorative pins in 2006 based upon the long-service achieved during the period between January 1, 2005 and December 31, 2005 is outlined below:

20 Years Service	59
30 Years Service	40
40 Years Service	<u>0</u>
Total:	99

A request for quotations was issued by Purchasing Support Services for 99 commemorative pins. The lowest bidder, Bond-Boyd & Company Limited, was selected. The cost of the pins is \$58.20 each excluding taxes. A summary of bids is appended to this report for information. Funds are available within the Board's Special Fund to cover this expenditure in accordance with the Board's Recognition Program and I recommend that costs associated with the awards reception continue to be paid by the Service (Min. No. P63/95 refers).

Presentations of the long-service pins will be held on Wednesday, November 1<sup>st</sup>, 2006 and Thursday, November 2<sup>nd</sup>, in conjunction with the Police Exemplary Service Medal and the Ontario Auxiliary Police Medal.

The Board should continue to honour our civilians in this manner and therefore it is recommended that:

- (1) the Board approve the purchase of 99 commemorative pins from Bond-Boyd & Company Limited at an approximate total cost of \$5,761.80 (excluding taxes) and that the expenditure be paid from the Board's Special Fund; and
- (2) the Service be responsible for costs associated with the Civilian Long-Service Awards reception.

**The Board approved the foregoing.**

**SUMMARY SHEET**

**QUOTATION REQUEST BRD 2006.03.15**

**20 & 30 YEAR PINS**

<b>Quantity</b>	<b>Description</b>	<b>Bond-Boyd</b>	<b>Corona Jewellery</b>	<b>Canadian Spirit</b>
59	20 Year Service Pins	\$58.20 ea \$3,433.80 net	\$65.00 ea \$3,835.00 net	\$94.85 ea. \$5,596.15 net
40	30 Year Service Pins	\$58.20 ea \$2,328.00 net	\$65.00 ea \$2600.00 net	\$94.85 ea. \$3,794.00 net
	Casting Molds (Property of TPS)	N/C	N/C	N/C
	Total ( <i>net</i> )	\$5,761.80	\$6,435.00	\$9,390.15
	Total ( <i>incl. taxes</i> )	\$6,626.07	\$7,400.25	\$10,798.67
	Delivery	3 weeks	3 weeks	30-45 days

**QUOTATION AWARDED TO:**

**APPROVED BY:**

**NOTE: 4 SUPPLIERS INVITED TO BID 3 RESPONDED**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P144. PROCESS GOVERNING ALLOCATION OF SPECIAL FUND MONIES  
EARMARKED FOR FAMILIES, CHILDREN AND YOUTH PROGRAMS**

The Board was in receipt of the following report May 03, 2006 from Alok Mukherjee, Chair:

Subject: Process Governing Allocation of Special Fund Monies Earmarked for Families,  
Children and Youth Programs

Recommendation:

It is recommended that the Board approve the process outlined in this report to be used in determining allocation of the \$100,000 Special Fund monies earmarked for youth programs.

Background

At its August 11, 2005 meeting, the Toronto Police Services Board approved the following motions:

1. that the Board set aside \$100,000 from its Special Fund in 2005 [to] establish a separate fund that will “kick-start” a futures program which will be focussed on families, children and youth [and which will] operate in the police divisions; in conjunction with the Mayor’s Panel on Community Safety and the Community Safety Secretariat;
2. that, for the years 2006, 2007, 2008 and 2009, the Board set aside a minimum of \$100,000 each year from the Special Fund to continue the futures program;
3. that Board staff provide a report to the Board on a process for how the fund can be allocated.

At its meetings in November 2005 and March 2006, the Board allocated \$190,000 to six community agencies. Based on the experience so far, I am recommending a process for allocating the funds.

Discussion

Guiding Principles

The Toronto Police Services Board will be guided by the following principles with respect to the funds for the futures program:

- (1) Accessibility – Every community agency has the right to be considered for receipt of funds.
- (2) Fairness and equity - No organization will receive less consideration because of its location (provided, of course, that it is located in Toronto) or because of issues of race, nationality, age, religion, gender, sexual orientation, disability or ethnic origin. We want, however, to particularly encourage those agencies where there is demonstrated competency in serving marginalized children, youth and/or families in the City’s priority neighbourhoods.
- (3) Openness and transparency - The Toronto Police Services Board will make information about the criteria for allocation of the funds publicly accessible.
- (4) Accountability - The Toronto Police Services Board will take steps to ensure that these funds are used for the purposes for which they are provided.
- (5) Responsiveness - The Toronto Police Services Board will ensure that these funds are available to meet new and emerging needs.

#### Selection Criteria

- (1) Projects must benefit children and/or youth and/or their families.
- (2) Projects must have a link to policing. For example, the project must reduce the need for policing intervention or strengthen the relationship between police and the community, particularly with marginalized youth.
- (3) Projects must advance the City of Toronto’s Community Safety Plan. In particular, projects should address violence prevention or prevention of repetition of violence or the root causes of violence.

#### Project Funding Considerations

- (1) At a funding level of \$100,000, the Board will fund three to five projects a year. If the Board provides more than \$100,000, more projects can be funded. (In a report to the November 14, 2005 Board meeting, I wrote: “*in an extensive consultation with Toronto residents [in 2004], a consistent and strong message [from residents] was that the City should “spend for impact”. I considered two options for allocation of the funds. One was that we would allocate a relatively modest amount to several projects. The second option was that we allocate the funds to four or five projects. Consideration of the strong recommendation from Toronto’s residents leads me to recommend that we allocate the funds to a small number of projects.*”)

- (2) This is not intended to be a grants or an awards (i.e. recognition of achievement) program. Rather, it is a strategic investment that allows us to support community initiatives that reduce the need for policing intervention and/or complement our policing resources, in support of our philosophy of community policing.
- (3) There is a continuum of acceptable projects: from innovative projects delivered by emerging organizations to traditional projects where we are leveraging our funds with those from other funders. We will give higher priority to projects that are delivered by agencies that have innovative and promising approaches, particularly where those agencies are still in their developing stages.
- (4) Funding will occur on an ad-hoc basis; there is no defined timetable for inviting organizations to participate.

#### Project Funding Process

- (1) Funding for projects will be at the Board's invitation only, through the City of Toronto's Community Safety Secretariat. When any community agency solicits funding - either directly to the Board or to the Secretariat - each request will be acknowledged (see attached acknowledgement letter at Appendix 1). In the event the solicitation is to the Board, the information will be forwarded to the Secretariat. The function served by accepting information/solicitation/requests is to continue to build our knowledge base about relevant programs and projects that are available or may become available.
- (2) The Secretariat may choose to make an assessment of the agency. This assessment may include an interview with staff and board members, a review of other sources of information (including other funders), and a visit to the project site.
- (3) The Secretariat will make a funding recommendation to the Board. The recommendation will include which projects should receive funds and how much money agencies should receive. (See Appendix 2 for a description of eligible costs for which the funds may be used.)
- (4) Proposed recipients of funds may be asked to make a deputation at a Board meeting, prior to the Board's decision.

#### **The Board approved the foregoing and the following Motion:**

**THAT, given that the Board has approved six requests for funds since the establishment of the Futures Program for Youth and Families in 2005, the process for determining the distribution of funds proposed in the foregoing report replaces the process which was approved by the Board at its September 06, 2005 meeting (Min. No. P308/05 refers).**

## Appendix 1 – Acknowledgement Letter and Request for Information Form

Date

Organization

Street Name

City, ON Postal Code

Attention: Name, Position

Thank you for your letter requesting funds from the Toronto Police Service Board's Special Fund Monies earmarked for families, children and youth programs.

At its meeting on date, the Toronto Police Services Board (*the Board*) decided that these funds will be considered for approval for organizations that are invited by the City of Toronto's Community Safety Secretariat (*the Secretariat*) to receive the funds.

The Secretariat is continuing to build its knowledge base of organizations that can contribute to Toronto's Community Safety Plan which the Toronto Police Services Board supports. The fund to which your request refers is one vehicle the Board uses to demonstrate its commitment to the Plan.

If you wish, you may complete the enclosed form and return it to the Secretariat. Your information will be reviewed and you will be contacted if your request is being considered for funding.

Again, we thank you for your interest.

Signed

Name

Position

Toronto Police Services Board - Special Fund Monies Earmarked for Families, Children and Youth Programs

At its August 11, 2005 meeting, the Toronto Police Services Board approved: that the Board set aside \$100,000 from its Special Fund in 2005 and a minimum of \$100,000 in each of the years 2006, 2007, 2008 and 2009 to establish a separate fund that will “kick-start” a futures program which will be focussed on families, children and youth; which will operate in the police divisions; and to do this in conjunction with the Mayor’s Panel on Community Safety and the Community Safety Secretariat.

(1) Projects must benefit children and/or youth and/or their families. (2) Projects must have a link to policing. For example, the project must reduce the need for policing intervention or strengthen the relationship between police and the community, particularly with marginalized youth. (3) Projects must advance the City of Toronto’s Community Safety Plan. In particular, projects should address violence prevention or prevention of repetition of violence or the root causes of violence.

**The maximum amount the Board will award will typically be in the range of \$30, 000 to \$35,000.**

Please complete this form if you wish to be invited to implement a project to be funded by the Toronto Police Services Board. **PLEASE SUBMIT ONLY THE INFORMATION REQUESTED. DO NOT INCLUDE ANY OTHER DOCUMENTS.**

Please mail this document to: Community Safety Secretariat; 14 E; 100 Queen St. West; Toronto, ON M5H 2N2 or e-mail it to [safety2@toronto.ca](mailto:safety2@toronto.ca).

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Name of Your Organization:

Contact Person’s Name:

Telephone Number: E-Mail Address:

How much funding are you seeking? (Please see the attached document describing eligible costs.) *(N.B. There will be a document attached to this letter describing eligible and ineligible costs. They are now outlined in Appendix 2.)*

What is it for? **(Please describe your project, including expected results, in no more than 10 lines.)**

Target Population:

Where, **in Toronto**, will the project be implemented?

## Appendix 2 - Eligible and Ineligible Costs

The Futures Program funds project-specific costs. Costs that are eligible for funding include project implementation costs, project administration costs and project evaluation costs. Project implementation costs are related to the effective delivery of the project, including:

- personnel costs
- dedicated project space
- personal supports and honoraria for volunteers involved in the project
- planning and development
- developing and supporting partnerships
- refreshments, transportation and supplies for project recipients
- training
- delivery and materials costs
- interpretation and translation for events and materials
- child-minding for meetings and events.

Project administration costs may consist of up to 15% of direct project expenditures. This funding is offered to increase the likelihood that funded projects will have the administrative and management support they need for successful implementation. These costs may include:

- bookkeeping or supervision
- office supplies or building occupancy
- trustee fees
- audit costs associated with the project.

Project evaluation costs are any costs that relate to evaluating whether the project has met the goals and objectives set out in the project plan, and disseminating project results. These can include:

- gathering data for evaluation purposes
- compiling and distributing project results and outcomes to communities and organizations.

Ineligible costs include:

- capital expenses
- activities taking place outside the City of Toronto
- organization's financial reserves or taxes.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P145. UNIFORM STAFFING OR ENHANCED SUMMER DEPLOYMENT**

The Board was in receipt of the following report April 06, 2006 from William Blair, Chief of Police:

Subject: UNIFORM OR ENHANCED SUMMER DEPLOYMENT

Recommendation:

It is recommended that:

- 1) the Board be updated on the Staffing Strategy in the early fall to finalize the December 2006 recruit class.

Background:

The Board at its meeting on November 17, 2005 (Minute No. P369/05 refers) was in receipt of a report on the 2006 Community Action Police (CAP) program. Arising out of the discussion of this item, the Chief of Police agreed to review and report on whether there are any other opportunities to operationally adjust the hiring levels of the recruit classes throughout the year to ensure peak staffing levels in the summer months, including the cost implications. At its meeting on December 15, 2005 (Minute No. P409/05 refers) the Board made a similar request for a report on the feasibility of revising the uniform staffing strategy for 2007 and 2008 so that employment levels match seasonal pressures.

The purpose of this report is to address these requests by the Board.

The Service uses a deployment model for the development of the Staffing Strategy, whereby new recruits are counted as additions to the uniform strength upon their appointment as 4<sup>th</sup> Class Constables and assignment to a division. This follows a training period of about five months, including three months at the Ontario Police College (OPC) in Aylmer, and additional orientation and training provided by the Toronto Police Service (TPS) both before and subsequent to the recruits' attendance at Aylmer.

The recruit training at the OPC is comprised of three intakes, normally scheduled for January, May, and September. This means that there are fluctuations in the staffing level of the Service throughout the year, as separations occur on a continuous basis while the new recruits are deployed in groups in specific months. A consequence of these fluctuations is that the Service can be under or over its authorized target at various times of the year. The basic premise of the Service's Strategy is to address these variations, and remain within its Operating Budget envelope, by balancing its hires against its projected separations to remain at target on average for the year.

In this regard, the Board at its meeting on December 15, 2005 (Minute No. P409 refers) was in receipt of the Staffing Strategy of the Service for the period 2006 – 2010. The Strategy indicated that the class scheduled for hire on December 20th (140, later increased to 144) was close to the maximum size (144) normally allocated by the OPC for recruits from the TPS. As this class is deployed in May, it has the greatest impact on summer deployment. Nevertheless, it was still going to leave the Service below its new target of 5510 during the summer months of 2006 and the same was true to a lesser degree in 2007 and 2008. Subsequent to this meeting, the Provincial Government on January 5, 2006 granted the Service five million dollars to advance the hiring of the 250 officers allocated to the TPS under the Safer Communities – 1000 Officers Partnership Program and for other enforcement initiatives which have become known as the Toronto Anti-Violence Intervention Strategy (TAVIS). The Service took advantage of this additional funding to revise its Staffing Strategy by substantially increasing its April 2006 class to 162 and its August 2006 class to 130. This Strategy is set out in the chart attached as Appendix “A”, and includes hiring for 2006 and 2007 as follows:

Recruit Class	Hires*
April 2006	162
August 2006	130
December 2006	45
Total	337
April 2007	50
August 2007	40
December 2007	144
Total	234

\* this chart does not include projected lateral hires

As noted above, the Ontario Police College historically has allocated a maximum of 144 spaces in its recruit classes for TPS recruits. However, in view of the Provincial Government’s funding initiative, the OPC has advised that it will accommodate the larger April 2006 class of 162. The Training & Education Unit at C.O. Bick College has also made adjustments to accommodate this class to deliver the TPS recruit orientation and training program.

A review of this Strategy indicates that the level of summer deployment in 2007 and 2008 could be increased through an increase to the December 2006 class from 45 to 75, and an increase in the December 2007 class from 144 to 150. This would have to be coupled, however, with the elimination of the April 2007 class (and the August 2008 class) in order to remain at target on average for this period, and be cost neutral. The summer deployment model is reflected on the chart attached as Appendix “B”.

These circumstances have brought forward the following issues for consideration:

#### Magnitude of the change:

Attached as Appendix "C" is a comparative chart indicating the variances above and below the target of 5510 officers during the summer months, under the current strategy and under the summer deployment model. The clearest gains under the summer model are for the months of June, July and August of 2007 and September 2008.

#### Deletion of the April 2007 class:

Deletion of the April 2007 class would reduce the Service's flexibility to make adjustments to its hiring next year, especially if separations in 2007 are lower than projected. The next available date to reduce hiring would not occur until the August class, and being later in the year would yield correspondingly lower salary savings and thus place the Service at risk for going over budget. Deletion of this class would also affect the operations of the Ontario Police College, with whom the TPS has historically had a close working relationship. The OPC normally plans on a sizable contingent of TPS recruits for each of its classes, and would have to reassign its resources should this shortfall occur. These considerations would make it inadvisable to cancel the April class at this time.

#### CAP Program:

The CAP program delivers highly visible policing to neighbourhoods immediately affected by crime, disorder, and public safety issues. It is funded through the overtime account and is used to call back officers from their days off to work shorter, more targeted hours in specific problem areas. As such, CAP is not part of the core hiring strategy of the Service but rather a targeted crime prevention and enforcement technique; an option that is beneficial to have available when the city or a particular neighbourhood is experiencing higher than normal crime and/or disorder issues. Summer is also the period of low staffing from annual leave and a time when other major summer events drain our available human resources.

Enhanced summer deployment is an important goal of the Service, but it may not entirely overcome the need to have CAP programs from time to time. These programs meet emergent needs that are not always foreseeable during the planning of the hiring strategy, and CAP should remain an option available for consideration each year. This remains true, even in view of the impact of the TAVIS funding received this year. It has allowed the Service to reach its authorized target by the commencement of 2007 and be in an enhanced staffing position in the summer months of that year and in 2008. However, at this point in time it appears to be a one-time grant, with no guarantee that it will be repeated in the future to support the degree of advanced hiring the Service will implement this year. In addition, it must be kept in mind that the Strategy is based on estimates. Should our separation experience be greater than expected, maintaining summer staffing at peak levels will remain a challenge.

Conclusion:

Increased summer deployment has clear benefits for a time of the year when there is a generally higher rate of reported crime. It will be a goal of the Strategy to support the highest level of summer deployment possible, within the budgetary and training date parameters noted above. Over time, and given the changing needs of the city each year, this may moderate the need for CAP programs in the future.

The number of recruit hires currently projected for the December 2006 class, which will have the most impact on deployment in the summer of 2007, is an estimate and is subject to revision depending on our separation experience. There are still a number of months for this experience to accumulate this year and provide improved guidance on the optimal number to select, balancing the issues noted above.

It is recommended that the Board be updated on the Staffing Strategy in the early fall to finalize the December 2006 class.

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

**The Board received the foregoing report.**

UNIFORM STAFFING STRATEGY  
CURRENT MODEL

2005						2006					
	Separations	Deployed	Dep Target	Dep Strength	Variance		Separations	Deployed Officers	Deployed Target	Deployed Strength	Variance
<b>Start of year</b>			<b>5260</b>	<b>5237</b>		<b>Start of year</b>			5510	<b>5233</b>	<b>-277</b>
JAN	40	77	5260	5274	14	JAN	37	108	5510	5304	-206
FEB	24		5260	5250	-10	FEB	20		5510	5284	-226
MAR	23		5260	5227	-33	MAR	21		5510	5263	-247
APR	23		5260	5204	-56	APR	17		5510	5246	-264
MAY	20	41	5260	5225	-35	MAY	19	144	5510	5371	-139
JUN	15	5	5260	5215	-45	JUN	12	6	5510	5365	-145
JUL	22		5260	5193	-67	JUL	14		5510	5351	-159
AUG	17		<b>5267</b>	5176	-91	AUG	20		5510	5331	-179
SEP	13	95	5267	5258	-9	SEP	12	162	5510	5481	-29
OCT	15	9	5456	5252	-204	OCT	10	6	5510	5477	-33
NOV	10		5456	5242	-214	NOV	11		5510	5466	-44
DEC	9		<b>5510</b>	5233	-277	DEC	7		5510	5459	-51
End of year	231	227	5510	5233	-277	End of year	200	426	5510	5459	-51

**2005**  
OMERS 85 Factor resumes this year  
**Aug:** Est incr'd by 7 re Ferguson recoms  
**Dec:** Est incr'd re 43D, City Council, Prov Grant

<b>Cadet Hires</b>		<b>Laterals</b>	
Apr	96	Jan	7
Aug	108	Jun	5
Dec	144	Oct	9
<b>Total</b>	<b>348</b>	<b>Total</b>	<b>21</b>
<b>Total Hires</b>	<b>369</b>		

**2006**  
OMERS 85 Factor

<b>Projd Cadet Hires</b>		<b>Laterals</b>	
Apr	162	Jun	6
Aug	130	Oct	6
Dec	45	<b>Total</b>	<b>12</b>
<b>Total</b>	<b>337</b>		
<b>Total Hires</b>			349

UNIFORM STAFFING STRATEGY  
CURRENT MODEL

2007						2008					
	Separations	Deployed Officers	Deployed Target	Deployed Strength	Variance		Separations	Deployed Officers	Deployed Target	Deployed Strength	Variance
<b>Start of year</b>			<b>5510</b>	<b>5459</b>	<b>-51</b>	<b>Start of year</b>			<b>5510</b>	<b>5492</b>	<b>-18</b>
JAN	37	130	5510	5552	42	JAN	37	40	5510	5495	-15
FEB	20		5510	5532	22	FEB	20		5510	5475	-35
MAR	21		5510	5511	1	MAR	21		5510	5454	-56
APR	17		5510	5494	-16	APR	17		5510	5437	-73
MAY	19	45	5510	5520	10	MAY	19	144	5510	5562	52
<b>JUN</b>	12	4	5510	5512	<b>2</b>	<b>JUN</b>	12	2	5510	5552	<b>42</b>
<b>JUL</b>	14		5510	5498	<b>-12</b>	<b>JUL</b>	14		5510	5538	<b>28</b>
<b>AUG</b>	20		5510	5478	<b>-32</b>	<b>AUG</b>	20		5510	5518	<b>8</b>
<b>SEP</b>	12	50	5510	5516	<b>6</b>	<b>SEP</b>	12	30	5510	5536	<b>26</b>
OCT	10	4	5510	5510	0	OCT	10	2	5510	5528	18
NOV	11		5510	5499	-11	NOV	11		5510	5517	7
DEC	7		5510	5492	-18	DEC	7		5510	5510	0
End of year	200	233	5510	5492	-18	End of year	200	218	5510	5510	0

**2007**

OMERS 85 Factor

**Projected Hiring**

**Cadet Hires**

Apr	50
Aug	40
Dec	144
<b>Total</b>	<b>234</b>

**Laterals**

Jun	4
Oct	4
<b>Total</b>	<b>8</b>

**Total Hires** 242

**2008**

OMERS 85 Factor

**Projected Hiring**

**Cadet Hires**

Apr	30
Aug	80
Dec	40
<b>Total</b>	<b>150</b>

**Laterals**

Jun	2
Oct	2
<b>Total</b>	<b>4</b>

**Total Hires** 154

UNIFORM STAFFING STRATEGY  
SUMMER DEPLOYMENT MODEL

2005						2006					
	Separations	Deployed	Dep Target	Dep Strength	Variance		Separations	Deployed Officers	Deployed Target	Deployed Strength	Variance
<b>Start of year</b>			<b>5260</b>	<b>5237</b>		<b>Start of year</b>			5510	<b>5233</b>	<b>-286</b>
JAN	40	77	5260	5274	14	JAN	37	108	5510	5304	-206
FEB	24		5260	5250	-10	FEB	20		5510	5284	-226
MAR	23		5260	5227	-33	MAR	21		5510	5263	-247
APR	23		5260	5204	-56	APR	17		5510	5246	-264
MAY	20	41	5260	5225	-35	MAY	19	144	5510	5371	-139
JUN	15	5	5260	5215	-45	JUN	12	6	5510	5365	-145
JUL	22		5260	5193	-67	JUL	14		5510	5351	-159
AUG	17		<b>5267</b>	5176	-91	AUG	20		5510	5331	-179
SEP	13	95	5267	5258	-9	SEP	12	162	5510	5481	-29
OCT	15	9	5456	5252	-204	OCT	10	6	5510	5477	-33
NOV	10		5456	5242	-214	NOV	11		5510	5466	-44
DEC	9		<b>5510</b>	5233	-277	DEC	7		5510	5459	-51
End of year	231	227	5510	5224	-286	End of year	200	426	5510	5459	-51

**2005**  
 OMERS 85 Factor resumes this year  
**Aug:** Est incrsd by 7 re Ferguson recoms  
**Dec:** Est incrsd re 43D, City Council, Prov Grant

<b>Cadet Hires</b>		<b>Laterals</b>	
Apr	96	Jan	7
Aug	108	Jun	5
Dec	144	Oct	9
<b>Total</b>	<b>348</b>	<b>Total</b>	<b>21</b>
<b>Total Hires</b>	<b>369</b>		

**2006**  
 OMERS 85 Factor

<b>Projd Cadet Hires</b>		<b>Laterals</b>	
Apr	162	Jun	6
Aug	130	Oct	6
Dec	75	<b>Total</b>	<b>12</b>
<b>Total</b>	<b>367</b>		
<b>Total Hires</b>	<b>379</b>		

Prepared on: April 6, 2006

UNIFORM STAFFING STRATEGY  
SUMMER DEPLOYMENT MODEL

Appendix B

2007						2008					
	Separations	Deployed Officers	Deployed Target	Deployed Strength	Variance		Separations	Deployed Officers	Deployed Target	Deployed Strength	Variance
<b>Start of year</b>			<b>5510</b>	<b>5459</b>	<b>-51</b>	<b>Start of year</b>			<b>5510</b>	<b>5466</b>	<b>-44</b>
JAN	37	130	5510	5552	42	JAN	37	40	5510	5469	-41
FEB	20		5510	5532	22	FEB	20		5510	5449	-61
MAR	21		5510	5511	1	MAR	21		5510	5428	-82
APR	17		5510	5494	-16	APR	17		5510	5411	-99
MAY	19	75	5510	5550	40	MAY	19	150	5510	5542	32
<b>JUN</b>	12	1	5510	5539	<b>29</b>	<b>JUN</b>	12	6	5510	5536	<b>26</b>
<b>JUL</b>	14		5510	5525	<b>15</b>	<b>JUL</b>	14		5510	5522	<b>12</b>
<b>AUG</b>	20		5510	5505	<b>-5</b>	<b>AUG</b>	20		5510	5502	<b>-8</b>
<b>SEP</b>	12		5510	5493	<b>-17</b>	<b>SEP</b>	12	85	5510	5575	<b>65</b>
OCT	10	1	5510	5484	-26	OCT	10	2	5510	5567	57
NOV	11		5510	5473	-37	NOV	11		5510	5556	46
DEC	7		5510	5466	-44	DEC	7		5510	5549	39
End of year	200	207	5510	5466	-44	End of year	200	283	5510	5549	39

**2007**

OMERS 85 Factor

**Projected Hiring**

**Cadet Hires**

Apr 0

Aug 40

Dec 150

**Total** 190

**Laterals**

Jun 1

Oct 1

**Total** 2

**Total Hires** 192

**2008**

OMERS 85 Factor

**Projected Hiring**

**Cadet Hires**

Apr 85

Aug 0

Dec 136

**Total** 221

**Laterals**

Jun 6

Oct 2

**Total** 8

**Total Hires** 229

## Appendix C

### Variances to 5510 Target

Table #1: Current Strategy

Month	2007	2008
June	+2	+42
July	-12	+28
August	-32	+8
September	+6	+26

Table #2: Summer Deployment Model

Month	2007	2008
June	+29	+26
July	+15	+12
August	-5	-8
September	-17	+65

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P146. SPECIAL CONSTABLES: TORONTO COMMUNITY HOUSING  
CORPORATION - APPOINTMENTS**

The Board was in receipt of the following report April 07, 2006 from William Blair, Chief of Police:

Subject: APPOINTMENT OF SPECIAL CONSTABLES FOR THE TORONTO  
COMMUNITY HOUSING CORPORATION

Recommendation:

It is recommended that: the Board approve the appointment of the individuals listed in this report as special constables for the Toronto Community Housing Corporation (TCHC), subject to the approval of the Minister of Community Safety and Correctional Services (the Minister).

Background:

Under Section 53 of the Police Services Act of Ontario (the Act), the Board is authorized to appoint special constables, subject to the approval of the Minister.

At its meeting on January 29, 1998, the Board approved a recommendation that requests for appointment of special constables, who are not members of the Service, be forwarded to the Board with the Chief's recommendation, for the Board's consideration (Board Minute # P41/98 refers).

Pursuant to the Act, the Board entered into an agreement with the former Metropolitan Toronto Housing Authority (MTHA), now called the Toronto Community Housing Corporation (TCHC), for the administration of special constables as a pilot project (Board Minute # P414/99 refers).

On May 27, 2004, the Board approved the continuation of the TCHC special constable program for an initial five year term, in accordance with the agreement between the Board and the TCHC with respect to the program (Board Minute #P146/04 refers).

The Service has received a request from the TCHC, Community Safety Unit, that the following individuals be appointed as special constables:

1. Rayna BONNER
2. Jason JOSEPHS
3. Harrietta KAM
4. Natalie WOOD

The TCHC special constables are appointed to enforce the Criminal Code of Canada, Controlled Drugs and Substances Act, Trespass to Property Act, Liquor Licence Act and Mental Health Act on TCHC property within the City of Toronto.

The agreement between the Board and the TCHC requires that background investigations be conducted on all individuals recommended for appointment as a special constable. The Service's Employment Unit completed background investigations on these individuals and there is nothing on file to preclude them from becoming special constables.

The TCHC has advised that the individuals satisfy all the appointment criteria as set out in the agreement between the Board and the TCHC for special constable appointment.

It is therefore recommended that the Board approve the appointment of the individuals listed in this report as special constables for the TCHC, subject to the approval of the Minister.

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

**The Board approved the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P147. REQUEST FOR LEGAL INDEMNIFICATION – CASE NO. FG/2006**

The Board was in receipt of the following report February 27, 2006 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. FG/2006

Recommendation:

It is recommended that: the Board deny payment of an account from Mr. Michael N. Freeman of Ecclestone, Hamer, Poisson, Neuwald & Freeman, in the amount of \$18,176.32 for his representation of two police officers in a civil suit.

Background:

Two police officers have requested payment of legal fees under the legal indemnification clause of the Uniform Collective Agreement. The statement of account from Mr. Michael N. Freeman of Ecclestone, Hamer, Poisson, Neuwald & Freeman in the amount of \$18,176.32 has been received.

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

It is recommended that this account be denied.

Mr. William Gibson, Director, Human Resources Management, will be in attendance to respond to any questions the Board may have in regard to this matter.

**The Board approved the foregoing.**

**The Board also noted that additional information regarding this case was considered during the in-camera meeting (Min. No. C135/06 refers).**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P148. SEARCH OF PERSONS PROCEDURE – FINAL REPORT**

The Board was in receipt of the following report April 06, 2006 from Alok Mukherjee, Chair:

Subject: SEARCH OF PERSONS PROCEDURE – FINAL REPORT

Recommendation:

It is recommended that the Board receive the following report.

Background:

At its March 23, 2006 meeting, the Board considered a report from the Chief as well as submissions from Mr. John Sewell regarding the procedure governing search of persons. (Min. No. P77/06 refers). The Board referred the Chief's report and Mr. Sewell's submissions to the Chair along with a request that he review the search procedure in conjunction with Mr. Sewell's recommendations. The Board also requested that the Chair provide a final report on this matter to the Board following his review.

In December 2001, the Supreme Court of Canada released its decision in the case of *R. v. Golden*, which imposed limitations on the right of police officers to search individuals. Over the last several years, the Board and the Service have been in the process of reviewing and amending the procedure governing searches of persons (Toronto Police Service Policy and Procedure Directive 01-02, *Search of Persons*). The complete chronology can be found in "Appendix A."

The most recent review process was initiated in response to a direction from the Ontario Civilian Commission on Police Services (OCCPS) contained in an OCCPS Review Panel decision with respect to a complaint about a "strip search" of a 14-year old boy.

The chronology demonstrates the attention that the Board has paid to the issue of ensuring that the Service procedure is consistent with the decision in *R. v. Golden*. Following a comprehensive review by both Board staff and City of Toronto – Legal Services Division, which included a consideration of deputations and submissions made by the community, a recommendation was made that the existing procedure be amended to "...remove the automatic Level 3 search for persons held in custody pending a Show Cause hearing and insert, instead, a requirement that officers engage in a case-by-case analysis prior to a person being subject to a Level 3 search as a consequence of being introduced into the prison population."

This amendment has since been made by the Chief and the revised procedure is now in use.

As a result, I am satisfied that the procedure, as revised, is consistent with the decision in *R. v. Golden* and that no further amendments are required at this time.

**The Board was also in receipt of correspondence, dated May 17, 2006, from John Sewell, Toronto Police Accountability Coalition. A copy of Mr. Sewell's correspondence is on file in the Board office.**

**The Board received the report from Chair Mukherjee and the correspondence from Mr. Sewell.**

## **Appendix A**

### **Chronology of Review of Search of Persons Procedure**

- December 2001 – Supreme Court of Canada releases decision in case of *R. v. Golden*, which states that the common law authority to conduct strip searches is subject to limitations. At this time, the Board requests that the Chief review all Service procedures pertaining to searches of the person and report back to the Board with respect to the Service’s compliance with the *Golden* decision (Min. No. P363/01 refers).
- At the Board meeting of May 30, 2002, the Board receives a report from the Chief entitled “Review of the Supreme Court Ruling in the Matter of *R. v. Golden*” (Board Minute No. P142 refers). Report indicates that it is the Chief’s belief that that “...all persons held in custody pending a Show Cause hearing are deemed to have entered the prison system, and will be treated as such. By making this distinction, I believe that we are justified in continuing the practice of conducting complete searches of prisoners being held for Show Cause hearings.” He notes that “the Supreme Court decision distinguishes between searches immediately incidental to arrest, and searches related to safety issues in a custodial setting. It acknowledges (at line 96) that where individuals are going to be entering the prison population, there is a greater need to ensure that they are not concealing weapons or illegal drugs on their persons.”
- December 2003 – Ontario Civilian Commission on Police Services (OCCPS) writes to the Service/Board with respect to an OCCPS Review Panel decision regarding a complaint about a “strip search” of a 14-year old boy. Decision expresses concern with the current Toronto Police Service Policy and Procedure Directive 01-02 entitled *Search of Persons* as it “...is so broadly worded that it appears that anyone entering into the cell area would be deemed to be entering the prison population and must be subject to a strip search.” Letter directs Board to deal with the matter “as a policy issue.”
- The Board, at its meeting of July 29, 2004, approves a report from the Chair that directs the Chief to review the Toronto Police Service Policy and Procedure Directive 01-02 entitled Search of Persons and report back to the Board (Min. No. P239/04 refers).
- At this time, the Board was in receipt of a report from the Chief that states that “[a] policy review was conducted and it was determined that the Toronto Police Service procedure entitled “Search of Persons” 01-02, conforms to the decision/philosophy of the Supreme Court of Canada and affords the rights of individuals in custody to be secure against unwarranted/unreasonable searches.”
- At the July 29, 2004 meeting, the Board also approves a motion “that the Board request City of Toronto – Legal Services to review the policies and procedures of the Toronto Police Service pertaining to searches of persons and provide a report to the Board with an opinion as to whether the interpretation as outlined by the Chief in his reports (dated February 26, 2004 and June 16, 2004) is consistent with the principles as set out by the Supreme Court of Canada in its decision in *R. v. Golden*.”

- At its meeting of March 8, 2005, the Board receives a report from Mr. Albert Cohen, Director, Litigation, City of Toronto – Legal Services Division, which states that, in his view, an amendment to the current procedure is appropriate (Min. No. 75/05 refers). The Board discusses the issue with the Interim Chief and emphasizes the need for a Service Procedure that is consistent with the principles set out in the December 06, 2001 Supreme Court of Canada decision in the matter of *R. v. Golden*.
- The Board also approves a motion that asks the Interim Chief "...to amend Toronto Police Service Procedure 01-02 entitled "Search of Persons" to remove the automatic Level 3 search for persons held in custody pending a Show Cause hearing and insert, instead, a requirement that officers engage in a case-by-case analysis prior to a person being subject to a Level 3 search as a consequence of being introduced into the prison population."
- Community submissions and deputations on the subject are received and referred to the Interim Chief for consideration during the amendment of the procedure.
- At its September 6, 2005 meeting, the Board receives a report from the Chief indicating that while the Chief was of the belief that the procedure, without amendment, was in compliance with the decision in *R. v. Golden*, the requested amendment has been made. The procedure, as revised, "...removes the direction of mandatory level 3 searches for those entering the prison population." (Min. No. P288/05 refers).
- At this time, the Board also receives a deputation from Mr. John Sewell, refers his submission to the Chief for review and requests the Chief to provide a report indicating whether Mr. Sewell's concerns are addressed in the revised Service procedure. The Board also asks the Chief to provide a report indicating whether portions of the new Service Procedure can be released publicly or whether an additional version of the Service Procedure can be produced which is suitable for releasing publicly.
- At its October 14, 2005 meeting, the Board receives a report from the Chief which includes excerpts from the search procedure and addresses Sewell's areas of concern. (Min. No. P317/05 refers). The Board also passes a number of motions at this time, including a motion that the Chief and Chair meet to discuss the importance of this public policy and a request for the Chief to review whether any additional excerpts of the search procedure could be released publicly.
- At its March 23, 2006 meeting, the Board considers a report from the Chief as well as additional submissions from Mr. Sewell. (Min. No. P77/06 refers). The Chief's report contains additional excerpts from the procedure deemed suitable for public release. At this time, the Board refers the Chief's report and Mr. Sewell's submissions to the Chair along with a request that he review the search procedure in conjunction with Mr. Sewell's recommendations. The Board also requests that the Chair provide a final report on this matter to the Board following his review.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P149. INCREASING FOOT AND BICYCLE PATROLS**

The Board was in receipt of the following report April 27, 2006 from William Blair, Chief of Police:

Subject: INCREASING FOOT AND BICYCLE PATROLS

Recommendation:

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

Background:

At its special public meeting of March 22 and 24, 2004, the Board requested a report through the Budget Task Force identifying ways to get more visible community officers, including foot and bike patrols, into the divisions (Board Minute #P77/04 refers). As a result, foot patrol assignments in each of the sixteen (16) divisions were reviewed and “priority” beats were staffed by uniform Primary Response Unit (PRU) officers for each day shift. This resulted in an increase in the number of PRU officers deployed to priority beats when PRU staffing levels allowed.

A report was submitted to the Board at its October 21, 2004 meeting detailing the above mentioned information and advising them that based on current staffing levels and demands for response to calls for Service, additional officers could not be assigned to foot or bike patrols at the time, without having a negative impact on the staffing of Primary Response cars and response times. The Board requested a further report on:

- additional alternative deployment models that could be implemented, over a period of time, with the intention of increasing foot and bicycle patrols that result in better allocation of staff resources and identify the advantages or disadvantages of each model including the interchange between foot, bicycle and vehicle patrols with regard to their impact on community safety; and
- the factors to be considered in altering the ratio of foot, bicycle and vehicle patrols on community specific basis, and who should be consulted in achieving the appropriate ratios within each community (Board Minute #P343/04 refers).

At its public meeting of November 18, 2004, the Board requested a report identifying the divisions in which foot and bicycle patrols have proven to be particularly valuable, and an indication whether the number of foot and bicycle patrols could be increased utilizing officers currently assigned to those divisions (Board Minute #P362/04 refers). The report, due January 13, 2005, was to include a mechanism to assist unit commanders to develop strategies, in

consultation with their local communities, regarding foot and bicycle patrols. This report was to be received in conjunction with a statistical report previously requested (Board Minute P343/04 refers).

At the Board's public meeting of March 8, 2005, the Service requested more time to submit the report on increasing foot and bicycle patrols (Board Minute #P105/06 refers). The Board was advised that the staffing of divisional policing functions, such as the Community Response Unit (CRU), was predicated on the requirements of the PRU. The staffing model used at the time was known as the "60/40 Model". The request was made so the Service could develop a work plan to review and assess alternative deployment models.

At its public meeting of May 12, 2005, the Board received and approved a report requesting a further extension (Board Minute #P163/05 refers). This report referred to the Board's request for an organizational review of the Service's current structure, including its management configuration. To that end, extension was requested to ensure the analysis of foot and bicycle patrol deployment occurred in conjunction with the organizational and management structure review.

At its meeting of January 11, 2006, the Board received a report regarding "Staffing and Deployment Model" (Board Minutes #P6/06 and C2/06 refer). The report described the new staffing and deployment model known as the "Demand Factor Model" that was replacing the "60/40 Model". The Demand Factor Model will provide each division with a "base-line" staffing complement in an effort to provide a complete range of policing services. Staffing levels will be allocated proportionately dependant upon a division's needs in terms of its total demand factor. At this time, the Demand Factor Model has not been used to make substantial changes to divisional deployment other than the allocation of new members. In time, the Demand Factor Model will be used to ensure appropriate deployment of divisional staffing, across the city.

#### Increased Uniform Visibility:

In 2005, the Command undertook to increase uniform visibility in the community. This was accomplished in the following ways:

- Primary Response and Community Response units increased by two hundred (200) officers from within the existing staffing complement of the Service. This redeployment resulted in an increase in the number of uniformed officers assigned to frontline duties working in the neighbourhoods of the divisions.
- Divisions are expected to deploy officers using an "80/20" model; eighty percent (80%) of the officers will perform duties in uniform and no more than twenty percent (20%) in plainclothes.
- Other divisional positions such as, Training, Community Relations, Crime Prevention, Crime Analysis, Planning and Warrants, are to be performed by an officer wearing the appropriate uniform of the day.

Recruitment:

In August 2005, the Service received funding from the Province of Ontario and the City of Toronto, to increase the number of sworn officers from five thousand two hundred and sixty (5,260) to five thousand five hundred and ten (5,510). Since then, training spots at the Ontario Police College have been secured and it is anticipated the Service will reach its new strength by the end of 2006. With this increase the Service is confident it can maintain a strong presence of uniform officers in our neighbourhoods to prevent crime, enforce the law and maintain order while building partnerships with our communities.

Review of Divisional Community Response:

A review of Divisional Community Response has been completed. Included in the review was an examination of the following:

- the number of officers assigned to CRU in the years 2004 and 2006
- the number of City of Toronto identified neighbourhoods located within a Division
- the number of City of Toronto identified neighbourhoods assigned within Area and Central Field
- the number of CRU officers assigned to City of Toronto identified neighbourhoods

Assignment of officers:

From 2004 to 2006, Divisional Policing Command (DPC) increased the number of officers assigned to the CRU by thirty-nine percent (39%). As of March 2006, DPC has a total of three hundred and six (306) officers assigned to the CRU. The following chart details the changes:

Command	Number of CRU Officers *		Percentage of Change
	2004	2006	
Area	117	148	26
Central	103	158	53
<b>Total</b>	<b>220</b>	<b>306</b>	<b>39</b>

\*Source: Area Field – Staffing Reports – February 29, 2004, and March 5, 2006  
Central Field – Sergeant M Gottschalk

City of Toronto Identified Neighbourhoods:

In 2005 the City of Toronto, through the analysis of socio-economic data, developed one hundred and forty (140) *neighbourhood profiles* intended to assist government and community agencies with local planning. However, the Toronto Police Service boundaries are based on major streets, railways and natural barriers such as rivers. As a result, the City’s neighbourhood profiles and those of the Service do not always share the same boundaries, and some profiles

span more than one division. Thus, the number of divisional neighbourhoods encompassing the City’s neighbourhood profiles is one hundred and forty-two (142).

In January 2006, Unit Commanders were required to assign members of Community Response Units to neighbourhoods within each division corresponding to the City’s neighbourhoods that might experience acute escalation or chronic incidents of violence or other crime and disorder indicators. Officers assigned to these neighbourhoods are designated the “neighbourhood officer” for two (2) years and are expected to become familiar with activities and persons within their neighbourhood and establish relationships with key community members. Area Field has assigned fifty-six (56) neighbourhoods and Central Field fifty-five (55).

Of the 140 City neighbourhood profiles, DPC has assigned one hundred and eleven (111) to two hundred and eighteen (218) CRU officers. The remaining CRU officers are on six-month training programs and will work with the designated neighbourhood officer. The following chart illustrates the distribution:

Command	Number of Neighbourhoods in Division	Number of Neighbourhoods Assigned	CRU Officers Assigned to Neighbourhoods
Area	86	56	103
Central	56	55	115
<b>Total</b>	<b>142</b>	<b>111</b>	<b>218</b>

\*Source: Area Field – Sergeant C. Sweeney  
Central Field – Sergeant M. Gottschalk

Comparison of Foot and Bicycle Patrol Hours – First Quarter 2004, 2005 and 2006:

In August 2003, the Time Management Resource System (TRMS) was implemented within the Service. The TRMS was developed to record and track time and attendance activities. As a result of the new system, activity codes, including activity codes specific to foot and bicycle patrols, were created and detailed on the memorandum book stamp and sign in sheets.

Using the TRMS, the Analysis Support Section developed a first quarter (January 1 to March 31) report for the years 2004, 2005 and 2006 detailing patrol hours in the following categories:

- Bicycle Patrol Code: PB
- Directed Patrol Code: PD
- Foot Patrol Code: PF
- General Patrol Code: PG

A review of the report shows that DPC has experienced the following increases and decreases from 2004 to 2006 in the selected categories:

- Bicycle Patrol eight-eight percent (88%) increase
- Directed Patrol twenty-six percent (26%) decrease
- Foot Patrol one hundred and seven percent (107%) increase

General Patrol

seventeen percent (17%) decrease

DPC	Bicycle Patrol			Percentage Change 2004 to 2006	Directed Patrol			Percentage Change 2004 to 2006
	2004	2005	2006		2004	2005	2006	
Area	82	134	266	224	25,562	23,108	17,978	-30
Central	4,108	2,928	7,600	85	24,687	23,183	19,372	-22
<b>Total</b>	<b>4,190</b>	<b>3,062</b>	<b>7,866</b>	<b>88</b>	<b>50,249</b>	<b>46,291</b>	<b>37,350</b>	<b>-26</b>

\*Source: Analysis Support Section – TRMS extract

DPC	Foot Patrol			Percentage Change 2004 to 2006	General Patrol			Percentage Change 2004 to 2006
	2004	2005	2006		2004	2005	2006	
Area	1,342	5,567	9,904	638	71,926	68,493	65,677	-9
Central	5,889	4,627	5,061	-14	85,849	77,609	65,234	-24
<b>Total</b>	<b>7,231</b>	<b>10,194</b>	<b>14,965</b>	<b>107</b>	<b>157,775</b>	<b>146,102</b>	<b>130,911</b>	<b>-17</b>

\*Source: Analysis Support Section – TRMS extract

It should be noted that the actual patrol hours in the categories of foot and bicycle patrols may be higher than reported due to limitations in the TRM System. The TRMS is not always able to distinguish between overlapping activities. For example, the patrol hours of a CRU bicycle officer assigned to a demonstration or parade might get recorded in the TRMS as a community event (code E) instead of bicycle patrol (code PB). Nevertheless, despite these deficiencies, the Service has seen a significant increase in patrol hours in both foot and bicycle patrols.

#### Divisional Review Process:

Finally, further strengthening visible police presence in the community, Divisional Policing Command has recently undertaken an organizational review of a representative division to help determine the optimal structure necessary for the Service to deliver policing to the community. It will examine:

- Frontline service delivery
- Investigative and support operations
- Staffing levels
- Deployment of officers
- Records and Information management

A dedicated team will conduct the review using such methodologies as inspections, surveys, interviews and research. The Board will be provided with a report upon completion of the review.

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

**Deputy Chief Kim Derry, Divisional Policing Command, was in attendance and responded to questions by the Board about this report.**

**Deputy Chief Derry advised the Board that the full report containing the results of the review will be provided to the Board for its December 07, 2006 meeting.**

**The Board received the foregoing**

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TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P150. DEPLOYMENT OF ADVANCED TASERS FOR FRONT-LINE  
SUPERVISORS PILOT PROGRAM – STATUS UPDATE**

The Board was in receipt of the following report March 15, 2006 from William Blair, Chief of Police:

Subject: DEPLOYMENT OF ADVANCED TASERS FOR FRONT-LINE  
SUPERVISORS

Recommendation:

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

Background:

At its meeting of March 8, 2005, the Board approved a motion as follows:

THAT the Board consider the continuation of Advanced Taser implementation after receiving the results of the three month interim report on Advanced Taser use in 31, 42 and 52 Divisions.

Then Interim Chief Boyd appointed then Staff Superintendent Jane Dick as the officer in charge of this project, who in turn tasked the Service's Use Of Force Review Committee with developing and implementing the three month Taser pilot project.

While developing procedures to incorporate Taser use within the Toronto Police Service, information was received by members of the Training and Education Unit that some oleoresin capsicum spray (OC spray), when used in combination with a Taser, caused certain clothing to become flammable. The Taser pilot project was therefore delayed while members of Training & Education and the Emergency Task Force tested our OC Spray and then worked to acquire and distribute an OC Spray that would not create this risk. This has since been completed.

In the meantime, the Use of Force Review Committee reviewed documentation on the use of Tasers which was produced by a number of other police and non-police organizations, to ensure that Toronto Police Service procedures reflect the best practices possible. In October, 2005 a member of the Use of Force Review Committee participated in an international working group meeting convened by the Police Executive Research Forum (PERF) from Washington D.C, to review and refine guidelines on the use of Conducted Energy Devices (CEDs). The Taser used by the Toronto Police Service is one brand of CED.

The proposed and revised procedures and forms were provided to Corporate Planning for their review. After receiving approval, the new and revised procedures and forms were released by way of Routine Order number 0089 published on January 30, 2006.

Upon completion of the updated procedures, training has been ongoing for all supervisors from the pilot divisions. It is anticipated that training will be completed by the end of March 2006, at which time the pilot project for the advanced use of Tasers will commence for a period of three months, concluding on June 30, 2006.

Conclusion:

Upon completion of the three month pilot project, a further report will be submitted providing the results of the Advanced Taser use in 31, 42 and 52 Divisions.

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

Deputy Chief Jane Dick, Executive Command, will be in attendance to answer any questions the Board members may have.

**The Board was also in receipt of the following report MAY 05, 2006 from William Blair, Chief of Police:**

The Board was in receipt of the following report May 05, 2006 from William Blair, Chief of Police:

Subject: MONTHLY PROGRESS REPORT: DEPLOYMENT OF ADVANCED TASERS TO FRONT-LINE SUPERVISORS

Recommendation:

It is recommended that the Board receive the following progress report on the deployment of advanced tasers to front-line supervisors.

Background:

At its meeting of April 24, 2006, the Board directed that once the roll-out of TASERS for use by front-line supervisors in No. 31, 42 and 52 Divisions has commenced, the Chief of Police provide the Board with monthly reports on the progress of the roll-out, including an update on training issues. (Board Minute #P117/06)

The following information is provided in response to this request.

### Officer Training:

The training for the advanced Tasers commenced on February 13, 2006, and was completed on March 29, 2006. Sixty-five (65) front-line supervisors including three supervisors assigned to TAVIS were trained by a certified instructor at the Charles O. Bick College and received a minimum of eight (8) hours of training, in accordance with the guidelines established by the Ministry of Community Safety and Correctional Safety (the Ministry).

No training issues were identified.

### Roll-Out to Front-Line Supervisors:

The roll-out to front-line supervisors in No. 31, 42, 52 and TAVIS officially commenced on March 30, 2006 and will conclude on June 30, 2006.

### Incidents of Taser Deployment:

At the time of this writing this report the Taser was deployed twelve (12) times within the defined categories of Taser usage which follow:

**Demonstrated Force Presence:** A spark is demonstrated or the laser sighting system is activated. This illustration of the Taser's capability is utilized in order to gain compliance of the subject. At no time does the Taser and/or its darts make contact with the subject.

*The Taser was deployed in demonstrated force presence three times for operational calls. Two of these incidents were in relation to Emotional Disturbed Persons (EDP's) and one incident was for assaultive behaviour an individual was armed with a knife.*

**Drive Stun Mode:** The Taser, when deployed in the "drive stun" mode, may leave signature marks on the skin. When the Taser is deployed in the "dart mode" the subject is likely to receive minor skin punctures. As each of these injuries is anticipated with the deployment of the Taser, they are not included under the classification of "injury" for the purposes of this report.

*The Taser was deployed in the Drive Stun Mode five times for operational calls. All of these incidents were for assaultive behaviour one incident involved a person in possession of a shotgun.*

**Full Deployment:** Darts are fired at a subject and/or the Taser is utilized in the drive stun (contact) mode.

*The Taser was fully deployed four times for operational calls. Two incidents were for assaultive behaviour one involving a possession of a firearm, and one for serious bodily harm/death); one incident involving an EDP armed with a knife and one incident involved an aggressive dog.*

*No injuries were sustained as a result of the deployments.*

The following chart reflects the division in which the deployments took place for both the divisional and TAVIS supervisors.

<i>Division</i>	<i>No. of Deployments</i>
31	2
42	4
52	4
Total	10
<b>TAVIS</b>	
31	1
52	1
Total	2
<b>Grand Total</b>	<b>12</b>

Deputy Chief Keith Forde of Human Resources Command will be in attendance to respond to any questions, if required.

**The Board was also in receipt of correspondence, dated May 17, 2006, from John Sewell, Toronto Police Accountability Coalition. A copy of Mr. Sewell's correspondence is on file in the Board office.**

**The Board received the foregoing reports from Chief Blair and the correspondence from Mr. Sewell.**

**The Board noted that an additional report regarding the deployment of Tasers to front-line supervisors was considered during the in-camera meeting (Min. No. C134/06 refers).**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P151. IN-CAR CAMERA PILOT PROGRAM – STATUS UPDATE**

The Board was in receipt of the following report April 28, 2006 from William Blair, Chief of Police:

Subject: IN – CAR CAMERA PILOT PROGRAM - STATUS UPDATE

Recommendation:

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

Background:

At its meeting of December 15, 2005 the Board received a status report providing updates on the implementation of the In-Car Camera Pilot Program (Board Minutes P393/05 refers).

This report outlined a successful and on time implementation that was completed September 30, 2005. Eighteen digital in-car camera systems (ICCS), were installed into marked police vehicles assigned at the following locations; 13 Division (12 systems) and Traffic Services (6 systems). Additionally, companion equipment, required to receive, store and manage the recorded files was installed at 13 Division, Traffic Services, Video Services and Information Technology Services.

On Monday October 2, 2005 the Toronto Police Service (TPS), in partnership with the vendor began systematically testing all of the vehicles to ensure that the in-car camera system and related equipment was functioning according to specifications. A variety of technical challenges surfaced which delayed approving the equipment for operations.

The challenges included:

- intermittent problems with some of the systems hardware/software,
- issues identified and associated to improper installations,
- system conflicts with existing TPS equipment,
- system conflicts with electronic equipment outside of the control of TPS, and
- delays in shipping and receiving of replacement parts.

On October 24, 2005, the decision was made to move ahead with the pilot in a limited manner. Only eight (8) ICCS were activated until solutions for all of the technical challenges were identified and applied.

The vendor and Canadian distributor assured the TPS of their commitment to the fitness of this project and support for their product. They worked closely with the TPS to systematically diagnose the problems and apply solutions. All 18 ICCS were outfitted with new parts at the vendor's expense, and were checked and certified for service on November 11, 2005.

The installation/implementation schedule was revised to reflect a 2 month delay, and the pilot officially began operating at both unit locations on November 11, 2005, following the revised schedule below:

- in-car cameras were installed in September 2005, the monitoring/evaluation process would commence in November 2005 and would continue for six months;
- in May 2006 the Service would provide a report to the Board on the results of the six month monitoring/evaluation process;
- in August 2006 the Service would provide a final full report to the Board on the results of the pilot program including the extent of court costs related to disclosure issues; and a future action plan.

### Current Status

In late November 2005, new equipment challenges and failures started to surface including:

- intermittent failure of wireless transfers of video files from the car to the station server,
- intermittent video file corruption,
- intermittent system functionality and reliability, and
- the failure of car batteries.

The reported problem rate was very high through the months of November, December and January, averaging approximately 3 to 4 calls for service daily amongst all 18 systems.

Over this period, the vendor expressed confidence in its product and reassured the TPS of its commitment to the fitness of this project. The vendor systematically replaced hardware and software in an attempt to isolate and fix the problems. Large numbers of parts were replaced repeatedly and although some improvements were recorded, this approach did not provide a solution to stabilize the systems.

On January 27, 2006 the TPS project leaders called a meeting and made it perfectly clear to the vendor and the Canadian distributor that the performance of the equipment was unacceptable. The vendor concurred, and committed to a solution within 30 days.

On February 10, 2006, all 18 ICCS were updated with new and improved hardware/software and certified for service. This resulted in striking improvements: battery failure was no longer an issue, wireless transfers became routine and general performance seemed reliable.

However, within 4 weeks intermittent functionality problems began to reappear at both pilot locations. The problem rate was not on the same scale as previously but was still unacceptable and represented a set back in terms of stability.

Officers were reporting some of the systems would intermittently “lock up” during operations. They indicated some success re-booting the system to return functions to normal but this was a temporary fix and at times was inconvenient. In addition, the Traffic Services Unit began to experience unique intermittent failures related to the wireless transfer of video files.

During the last three weeks of March 2006, the vendor responded by dispatching their Canadian service contractor to provide enhanced attention to repair and diagnostics. They worked closely with the Service to isolate and fix the latest problems; however their efforts provided only temporary relief with no permanent solutions. The Toronto Police Service project leaders reported these results to the vendor as unacceptable and demanded immediate response and action.

The vendor responded by sending three high ranking officers from the company including the system architect, the software developer, and the customer service manager to Toronto on April 10, 2006. Their mission was to investigate the problems, get to the root of the failures and develop a solution.

The project leaders met with the vendor’s team on April 10, 2006 and reiterated the importance of the project. It was emphasized that since the implementation of the ICCS in September 2005, all of the resources dedicated to this project by both the vendor and Toronto Police Service have been focused on responding to equipment failures and not on the primary reason for conducting the pilot project which is to test, measure and evaluate the impact of using the ICCS in daily police operations.

The vendor’s team was advised that the performance of their equipment has been disappointing and unacceptable to the Toronto Police Service. The project leader from Information Technology, emphasized that a solution to stabilize the equipment must be found by the end of May 2006, or the Toronto Police Service will be forced to seek alternatives.

The vendor’s team undertook to complete a full diagnostic and investigative report outlining their findings, recommending a solution before that time.

#### Further information

As mentioned above, all of the resources applied by both the vendor and the Toronto Police Service since the implementation of the ICCS in September 2005 have been focused on responding to equipment failures. The Toronto Police Service has been unable to concentrate on the primary reason for conducting the pilot project which was to test for the following project objectives:

- enhancing officer safety,
- reaffirming the commitment to professional and unbiased policing in all encounters between officer and citizen,
- protecting officers from unwarranted accusations of misconduct in the lawful performance of duties, and

- improving the quality of evidence for investigative and court purposes with audio/video digital recordings of front line investigations.

The Toronto Police Service is committed to the in car camera pilot project but in light of the equipment challenges that continue to surface, the project team requires time to work with the vendor, stabilize the equipment and refocus resources to measure the impacts consistent with the objectives of the pilot.

Furthermore, if stabilizing the equipment is not achieved by the target date of May 31, 2006 then the project team will require time to seek alternatives including an evaluation of other equipment and vendors.

As a result, I am revising the pilot project schedule to reflect the above concerns and challenges. Accordingly, the monitoring/evaluation process will continue to **November 30, 2006**, and in **March 2007** the Service will provide the Board with the results of that process, including the extent of court costs related to disclosure, and any recommendations for the future.

Deputy Chief Kim Derry, Divisional Policing Command, will be in attendance to answer any questions that may arise.

**The Board was also in receipt of correspondence, dated May 17, 2006, from John Sewell, Toronto Police Accountability Coalition. A copy of Mr. Sewell's correspondence is on file in the Board office.**

**Deputy Chief Kim Derry and Inspector Tom Russell responded to questions from the Board with respect to the costs of the project and with respect to the obligations of the vendor.**

**The Board received the correspondence from Mr. Sewell and also received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P152.           RESPONSE TO RECOMMENDATIONS FROM THE INQUEST INTO  
THE DEATH OF TIJANA BOZIC**

The Board was in receipt of the following report April 04, 2006 from William Blair, Chief of Police:

Subject:           INQUEST INTO THE DEATH OF TIJANA BOZIC

Recommendation:

It is recommended that:

- (1)               the Board receive the following report, and
- (2)               the Board Administrator forward a copy of this report to the Chief Coroner for the Province of Ontario.

Background:

On August 12, 2003, 65 year old Tijana Bozic entered the pedestrian crosswalk on Scarlett Road at Scarletwood Court in Toronto after activating the overhead flashing lights. A vehicle operated by a motorist who suffered from spinocerebellar ataxia, (a progressive neurological disease) struck her while she was crossing the street. Ms. Bozic was transported to Sunnybrook and Women's College Health Sciences Centre – Sunnybrook Campus, where she was pronounced dead.

A discretionary inquest was called under Section 20 of the Coroner's Act. The jury heard nine days of evidence followed by summations, and then deliberated for five days before returning with its verdict. There was testimony heard regarding the events on the day of Ms. Bozic's death, the driver's medical history, spinocerebellar ataxia and the findings on the post-mortem examination. There was also evidence about current legislation and practices in Ontario regarding the reporting of individuals who have a condition which may impair their ability to safely operate a motor vehicle to the Ministry of Transportation.

One recommendation was directed towards Ontario Law Enforcement, Registered Health Professionals and the Ministry of Transportation.

Response to Coroner's Jury Recommendation

Recommendation # 4:

*The MTO and appropriate police services shall develop a standard form to be used by the police to report drivers who are involved in and responsible for a fatal accident and who are medically/physically impaired. The form is to be received by the MTO within five working days.*

Response:

In December 2004, a focus group of traffic experts, including members of the Ministry of Transportation, the Ministry of Community Safety and Correctional Services and the Toronto Police Service was convened to develop an appropriate form to notify the Ministry of Transportation when a driver is involved in a motor vehicle accident involving serious injuries or death and who is considered unfit to operate a motor vehicle due to age or diminished abilities.

Currently, the form remains in the developmental stages but is in its third draft at the Ministry of Transportation. Once the approved document has been received from the Ministry of Transportation, it will be made available to all Toronto Police Service officers.

Conclusion:

It is recommended that the Board receive this report and the Board Administrator forward a copy of this report to the Chief Coroner for the Province of Ontario.

Deputy Chief Jane Dick, Executive Command, will be in attendance to answer any questions that may arise.

**The Board approved the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P153. RECRUITMENT INITIATIVES OF VISIBLE MINORITY WOMEN AND  
ABORIGINAL MEN AND WOMEN**

The Board was in receipt of the following report April 11, 2006 from William Blair, Chief of Police:

Subject: RECRUITMENT INITIATIVES OF VISIBLE MINORITY WOMEN AND  
ABORIGINAL MEN AND WOMEN

Recommendation:

It is recommended that: The Board receive this report for information.

Background:

The Board at its meeting of January 11, 2006 (Minute No. P06/06 refers) requested that the Chief provide a report on the recruitment strategies and initiatives being used by the Service for the recruitment of visible minority women and Aboriginal men and women. The following report is provided to the Board for its information on this topic.

The Employment Unit of the Toronto Police Service is actively working in partnership with internal and external stakeholders to increase the effectiveness and equity of the recruiting and hiring of qualified members with a specific focus on developing a workforce that is reflective and representative of the community which we serve.

The Employment Unit is continuing existing programs, creating new initiatives and assisting in the development of the Service's broader strategic plans to improve recruiting and hiring of qualified candidates generally and to specifically increase the hiring of visible minority, Aboriginal and female candidates.

Comments:

The Service is committed to hiring qualified candidates from all the diverse communities that make up the city of Toronto. Recruiting and hiring initiatives must be effective, economical, ethical and equitable. The existing and new initiatives for recruiting and hiring outlined below are also being integrated directly or indirectly into the following corporate strategies: the 2006-2008 Service Priorities, the 2006-2008 Human Resources Command Strategic Plan and the 2006-2008 Race Relations Plan. The goal of all these recruiting and hiring strategies is to ensure the largest and most diverse candidate pool is available to allow the Service to hire the most qualified, reflective and representative workforce possible.

#### Existing Recruiting and Hiring Programs:

The Employment Unit is continuing with the following existing recruiting and hiring programs.

- (a) General information sessions and specific mentoring sessions to explain the components of the hiring process; the Police Analytical Thinking Inventory (PATI), the Written Communications Test (WCT), the Physical Readiness Evaluation for Police (PREP) tests and the Interview component of the process.
- (b) Partnerships with the Recruiting Coalition Advisory Committee, the Community Policing Liaison Committees and the Chief's Community Consultative Committees to provide recruiting information to community members and share information about planned events.
- (c) Divisional School Liaison officers, Community Relations officers, Crime Prevention officers and the Community Response Units are provided with information and new materials about the hiring process on a regular basis. This information is then disseminated to the community through these officers.
- (d) Career fairs organized through community organizations, professional organizations, colleges, universities and high schools will continue to be valued outlets in reaching targeted candidates.
- (e) Each member of the recruiting team is assigned to a specific community in order to build connections and promote greater access to visible minority, female, Aboriginal and LGBT candidates.

#### New Initiatives:

The Employment Unit has started designing and/or implementing the following new recruiting and hiring initiatives.

#### Enhanced Ethnic and Community Media Strategy:

In 2005 the Employment Unit started a specific "ethnic and community" media strategy to augment their mainstream media activities. This pilot proved very productive in increasing the diversity of the last hiring class of the year. Research shows that new immigrant communities tend to be light and infrequent consumers of mainstream media but instead they focus their attention (and have higher levels of trust and confidence) towards their respective community media (print, television and/or radio). In 2006 the Employment Unit has secured additional funds to allow for an expanded media strategy that will include the following strategic elements: mainstream media, enhanced ethnic and community media, and TTC marketing (platform posters, bus shelter ads, etc).

### Internet/Intranet Recruiting Strategy:

The Employment Unit canvassed a large number of applicants and then did an analysis of the results. The research showed that 60% of candidates obtained information or became interested in policing by using the Internet. Most of our applicants are Generation “X” and “Y” who grew up on the internet. Therefore, enhanced internet/intranet capacity is an important element in the Service’s communication and advertising strategy. The Toronto Police Service intends to be prominently placed on employment websites to make the Service visible and easily accessible. Applicants will readily learn about a career with TPS as well as have the opportunity to apply on-line. The intranet is also an invaluable and essential medium to communicate with internal civilian members who are interested in becoming police officers or who want to assist in referring external candidates. The Employment Unit in partnership with Information Technology Services (ITS) and Public Affairs are in the process of redesigning the TPS website on employment opportunities. The website will be developed making it more user-friendly to allow applicants to visibly observe and track the status of their application. This will result in candidates having ongoing electronic contact with Employment Unit background investigators who can provide instant feedback on their inquiries. The internet/intranet systems can also be more effectively and frequently updated in order to keep current with all changes in the Employment Unit and in any hiring process and take greater advantage of multi-language information, on-line translation services, client management systems, etc. This increased access should result in an increased quantity and diversity of applicants.

### Recruiting Restructuring:

The Employment Unit has assigned designated officers to actively recruit candidates from the diverse communities – specifically visible minority, Aboriginal and female candidates. Each candidate that is recruited through this initiative is then partnered with a mentoring officer from the recruiting section to assist the candidate through the application process. For example, the Employment Unit is working closely with Aboriginal officers and members of various Aboriginal organizations and community centres. Recruiting officers and Aboriginal officers are attending career fairs for First Nations Peoples and providing one-on-one mentoring for interested candidates. These recruiting officers also proctor practice sessions at C.O. Bick College for the diversity candidates, comprised of two sessions weekly with feedback on the candidates’ progress provided by recruiters. This process increases the confidence of applicants, allows for self-development by the candidates but still requires that the candidate pass all the established standards on his or her own merit.

### Client Management Strategy:

This new initiative is based on the private sector principles of making extra efforts to keep valuable prospective clients and valuable separating customers engaged with the company on an ongoing basis (this reduces the “churn” of clients and brings a higher return on investments and more value to the company). In the case of the Employment Unit, recruiting officers will provide unsuccessful candidates with immediate feedback on the reasons for the lack of success and then provide mentoring to increase the likelihood of success in the next application and maintain their commitment to a career with the Service. Unsuccessful candidates are also

provided with self-development programs and reference materials to assist them in their own efforts to achieve employment with the Service.

#### Consultative Committee Recruiting Strategy:

Recruiting officers from the Employment Unit are continuing to attend Community Policing Liaison Committee meetings as well as the Chief's Consultative Committee meetings. However, this strategy will become more focused in an effort to better engage the various Service consultative committees in the recruiting and hiring of candidates from their respective communities and catchment areas. Each of the Chief's Consultative Committees are being specifically asked to initiate at least one specific recruiting/hiring project that actually results in successful, qualified candidates being hired from their communities (with specific focus on visible minority, Aboriginal and female candidates). The Employment Unit is also going to more formally engage other informal community based groups like the Association of Black Law Enforcers (ABLE), the Ontario Women in Law Enforcement (OWLE) and emerging networking groups made up of Asian and South Asian officers.

#### Recruiting Ambassador Strategy:

Recognizing that there are limited people and resources within the Employment Unit and that the best recruiters are often Service members working across the city, there will be a new Service-wide initiative to engage Service members as "recruiting ambassadors". Each member of the Service will receive a letter from the Chief advising them of the Service's recruiting and hiring strategy and encouraging the members to play an active role in achieving the goals. Additionally, the Employment Unit is updating the member awards program for applicants referred by members to the Employment Unit who are subsequently hired. All members will be provided with an updated set of recruiting materials (referral forms, recruiting messages, explanations of hiring standards and processes, etc). Finally, the Employment Unit has identified a large number of well-respected Service members who come from the diverse communities and/or who have recruiting skills, cultural competencies and influence in the broader community. These members will become "Senior Recruiting Ambassadors" and will attend recruiting events, organize recruiting initiatives and/or participate in mentoring programs beyond their current assignments.

#### Blended Interview Pilot:

The Toronto Police Service will use a "blended" interview incorporating the best elements of the Constable Selection System's Local Focus Interview (LFI) and the Essential Competency Interview (ECI). This will result in a more efficient and user-friendly interview for applicants and Employment Unit members. The Employment Unit will pilot the blended interview commencing with the start of hiring for the first class of 2006. The pilot will extend to the completion of the second hiring class at which time there will be a complete review and assessment of the pilot interview and the overall hiring system. The introduction of a "blended" interview will enable the TPS to more efficiently recruit, test and select the best candidates for policing and include the development of a larger pool of qualified visible minority, Aboriginal and female candidates.

#### Fitness Program Pilot:

The Employment Unit has recognized that female applicants face greater challenges with completing the Physical Readiness Evaluation for Policing (PREP) portion in the Constable Selection System. Further analysis identified that female candidates were experiencing difficulty in certain areas of the PREP test that can be addressed through a customized fitness program designed to assist candidates to build personal strength to successfully overcome those challenges. The Employment Unit is working on a GET FIT program to enable all candidates to better prepare themselves physically to pass the PREP. The program is being designed by the Physical Fitness Co-ordinator from C.O. Bick College in partnership with the Employment Unit Recruiting Section. The program will also allow recruiting officers to mentor and assess candidates more efficiently as well as monitor their progress on a bi-weekly basis thereby increasing the number of successful candidates. This initiative will specifically enhance the ability of females to be successful in the fitness testing stage of the hiring process. Female applicants may be offered the additional ability to do their fitness test later in the hiring sequence rather than at the beginning to allow for a longer period of time for the female applicant to use the mentoring and the fitness program to reach the required fitness levels. Ultimately, all applicants must pass the fitness standards before being hired – fitness standards will not be compromised.

#### Youth in Policing Initiative:

The Employment Unit is responsible for implementing the Youth in Policing Initiative. This is a nine-week employment program, scheduled for the summer months. This program will result in hiring diverse youth between the ages of 14 and 17 years residing in “at risk” communities. This initiative was developed to ensure the participating youth are provided with a positive experience with the TPS and its personnel, assist the youth to learn life skills and increase the opportunity for some of the youth to pursue a career with the Service. This program will strengthen community relations thus further increasing the attractiveness of the Service as an employer of choice for the diverse people that make up our “at risk” communities.

#### Relevant Statistics:

The Board was seeking very specific information regarding the current representation of visible minority women and Aboriginal members in the Service. The following tables outline Service statistics of members from these specific demographics.

**The Board was also in receipt of correspondence, dated May 17, 2006, from John Sewell, Toronto Police Accountability Coalition regarding this report. A copy of Mr. Sewell's correspondence is on file in the Board office.**

**Deputy Chief Keith Forde, Human Resources Command, and Staff Sergeant Derek Swan, Employment Unit, were in attendance and discussed this report with the Board.**

**The Board received the foregoing report.**

TABLE #1: VISIBLE MINORITY FEMALE

YEAR	Service Total	Service Total Female	Percentage of Service Total	Visible Minority Female	Percentage of Service Total
2003	5367	774	14.4 %	60	1.1 %
2004	5369	823	15.3 %	65	1.2 %
2005	5505	874	15.9 %	73	1.3 %

TABLE #2: ABORIGINAL MEMBERS (MALE & FEMALE)

YEAR	Service Total	Service Total Aboriginal	Male	Female	Percentage of Service Total
2003	5367	42	34	8	0.8%
2004	5369	47	38	9	0.9%
2005	5505	47	38	9	0.9%

NOTE: Aboriginal citizens are approximately 1% of the Toronto population. Therefore, despite the low number of members, the TPS has actually almost achieved its goal of being representative and reflective of the Aboriginal community in Toronto.

Conclusion:

Every existing or new initiative outlined above is designed to create greater access and equity for all potential applicants and members. The initiatives will support the Service's commitment to only hiring qualified candidates – none of the initiatives will reduce or compromise existing hiring standards. However, these initiatives will build the confidence and capacity of individuals and communities to apply for and be successful in becoming a member of the Toronto Police Service.

The culture of the Toronto Police Service must be one that embraces and truly values diversity both within the community and within the organization. The efforts of the Employment Unit are dedicated to the pursuit of this objective. Our goal is to achieve year to year progress in recruiting and hiring the quantity and quality of candidates that the Service and the community require. The Toronto Police Service has a specific priority to achieve greater success in hiring qualified visible minorities, Aboriginals and females. This will increase operational effectiveness of the Service and ensure that the membership of the Service represents and reflects the community that we serve.

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P154. YOUTH IN POLICING INITIATIVE**

The Board was in receipt of the following report March 06, 2006 from William Blair, Chief of Police:

Subject: YOUTH IN POLICING INITIATIVE

Recommendation:

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

Background:

At its meeting of August 11, 2005, the Board approved the following motion (Board Minute #P281/05 refers):

THAT, during the next six months, the Chief of Police determine whether the Service can identify a target of 25 to 50 new employment opportunities within the Service for youth during the summer of 2006.

Comments:

The Service, in partnership with the Ministry of Children and Youth Services, has created a summer youth employment program that will provide jobs for 100 youth. The objectives of this program include: providing meaningful work assignments that develop useful and transferable skills; enhancing relationships with the Service and youth; exposing youth to varied aspects of policing and encouraging future employment with the TPS.

The "Youth in Policing Initiative" will provide employment to students between the ages of 14 and 17. Priority will be given to candidates from Toronto's at-risk communities. In addition to the standard recruiting efforts, prospective students will be identified and recruited by police officers through contacts at divisions and other TPS youth programs (e.g., Empowered Student Partnerships - ESP). The students will be employed for a period of 9 weeks (July 4 – September 3, 2006). All students will convene at headquarters for the first week to receive orientation training.

Each applicant will be interviewed by a member of the Employment Unit and be subject to security clearance checks. Successful candidates will swear an Oath of Secrecy. Placements will be determined based on the skills of the student and the needs of the unit.

An advisory group of community youth workers will meet regularly to evaluate the ongoing success, provide feedback and to ensure that adequate and effective support is provided to the students.

A strategy for measurement and evaluation is being developed and will focus on:

- The number and demographic details of the applications received.
- Whether the participants enjoyed their work experience and completed their term without incident.
- Longitudinal measurements will be taken to determine whether any positive outcomes can be attributed to the program (i.e. volunteering, mentoring, enhanced confidence, increased employability, seeking employment as a police officer).

Financial Implications:

The Ministry of Children and Youth Services has committed to provide core funding to the Service towards the cost of the Youth in Policing Initiative. In 2006, the amount provided by the Ministry will be \$365,000. The estimated cost of the program in 2006 (as outlined in the table below) is \$391,834.90, which is \$26,834.90 over the funding being provided by the Ministry. The Service will absorb the additional funding required to deliver the program within its 2006 approved operating budget.

The estimated budget includes salary, employment insurance contributions and golf shirts (with TPS logo) for the students. A temporary clerk will be hired to coordinate the Youth in Policing Initiative with responsibilities for organizing and conducting interviews, providing ongoing program support and preparing a final report. An administrative clerk will be hired to support the coordinator. In addition, costs associated with background checks have been identified.

The costs of the Youth in Policing Initiative will be closely tracked in this first year. The Service will ensure that any funding required for this program in future years is included in operating budget requests.

ITEM	COST	COMMENTS
Salaries for 100 Youth	\$343,350.00	Board approved Summer Student Rate of \$10.90 per hour, 9 weeks/35 hours per week
Employment Insurance Contributions – 100 Youth	\$449.45	
Employment Consultants (Premium Pay)	\$3,600.00	120 consultant hours (30 hours per week over 4 weeks), \$30.00 per hour
Intelligence Background Checks (Premium Pay)	\$20,490.00	500 hours (2 hours per candidate, estimated 250 candidates), \$40.98 per hour

ITEM	COST	COMMENTS
Clothing (golf shirt with TPS logo)	\$2,760.00	2 shirts per student (\$12 per shirt + taxes)
Salary for Coordinator	\$10,662.96	Temp Clerk, Class 4, rate of \$19.04, 16 weeks, 35 hour week
Salary for Admin Clerk	\$9,982.00	Temp Clerk, Class 2, rate of \$17.11, 16 weeks, 35 hour week
Employment Insurance – Employer Contribution – Coordinator and Admin Clerk	\$540.49	
<b>Total Budget</b>	<b>\$391,834.90</b>	

Conclusion:

With financial assistance from the Ministry of Children and Youth Services, the Service has developed a Youth in Policing Initiative that will provide summer jobs, in various areas of the Service, for 100 youth. Priority will be given to candidates from Toronto's at-risk communities.

The Employment Unit will administer this initiative. Assistance will be provided by the Chief's Ethics & Equity Advisor and by personnel from Community Mobilization Unit to ensure that the initiative is fully integrated with the Service's community policing programs.

Deputy Chief of Police Keith Forde, Human Resources Command, will be in attendance to answer any questions that the Board may have.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P155. PROCUREMENT PROCESS**

The Board was in receipt of the following report May 03, 2006 from William Blair, Chief of Police:

Subject: PROCUREMENT PROCESS

Recommendation:

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

Background:

At its meeting on December 15, 2005, the Board requested a report on a review of the procurement process, including the timelines by which the Service submits reports on procurement issues (BM #P411/05 refers). The following information is provided in response to the request.

Comments:

The Service's procurement process is administered by the Purchasing Support Services (Purchasing) unit. The process is governed by the Board's By-Law No. 147 as amended by By-Law 148 and 153 (By-law), and the Service's Purchasing and Service Expenditure Procedures. It is designed to effectively meet the operational needs of the Service in a fair, objective, open and transparent manner.

The By-law delegates various authorities to the Chief and other staff, and provides a distinction between the procurement of "policing goods/services" (as defined in the By-law) that are purchased without City involvement, and goods/services typically purchased through the City. Under the By-law, the Manager, Purchasing is responsible for determining whether the goods will be purchased directly by the Service or through the City's purchasing process.

Key Success Factors for an Effective Procurement Process

The following are the key success factors to an effective procurement process that is fair, open and that will result in the best value to the Service when properly managed.

- Proper Planning
- Fairness/Objectivity
- Openness/Transparency

- Clear/Complete Call Document
- Appropriate Evaluation Criteria/Process
- Appropriate Approval Levels
- Effective Contract Management

### *Proper Planning*

Ensuring procurements are properly planned is critical to an effective process. A lack of proper planning can compromise the procurement process and the ability to make good contract award decisions that meet the needs of the Service at the best value. Proper planning requires starting the process well in advance of when the goods or services are required so that there is sufficient time to address and complete each key activity in the process, and ensure the decision is not rushed. Planning commences with the requesting Service unit, and it is important that Purchasing is involved at the very start of the process. Proper planning includes:

- identifying a lead person from the Service unit and other stakeholders to the procurement;
- determining the specifications and deliverables for inclusion in the call/bid document;
- determining if a Request for Proposal (RFP) or Request for Quotation (RFQ) is required;
- determining the evaluation criteria, weighting factors, establishing the evaluation team (if an RFP is issued) and defining the roles and responsibilities with respect to the call document; and
- starting the process so that there is sufficient time for: a proper review of the call document; proponents to respond; a thorough evaluation of the responses; the necessary approvals to be obtained; and a contract to be executed, where appropriate.

The time to process a goods/services request can range from one month to six months. The timing is dependent on size of the procurement, the complexity of the request (e.g. RFP vs. RFQ), whether goods/services are procured through the City's purchasing process or the Service's process, and the approval process (i.e. what levels of approval are required).

In approving certain contract awards over the last three to four months, the Board has expressed a concern over its inability to defer a contract award (until more information is provided), due to the fact the contract is time sensitive.

As a result of the Board's concern, the Service has:

- developed an inventory of all existing contracts and expiry dates; and
- reminded unit managers and Purchasing to start the process with sufficient lead time so that any contract (new or renewal) requiring Board approval is submitted to the Board sufficiently in advance of the required date of the award (ideally three months, but no less than two months) to avoid the Board being placed in a "must" approve position.

### *Fairness/Objectivity*

Fairness and objectivity involves ensuring the procurement process is developed and carried out in an unbiased manner (i.e. not influenced by personal preferences, prejudices or interpretations) and that the policies and procedures are applied equally to all proponents. A fair and objective process is paramount to the credibility of the process on the part of vendors and the public.

The Service's Purchasing unit plays an important role in ensuring the process is fair to all proponents, and that the evaluation of responses is completed objectively. Key steps taken by Purchasing towards this objective include:

- reviewing the call/bid document to ensure the requirements/specifications are not unduly restrictive to limit the number of potential bidders or to favour a particular bidder; and
- ensuring the evaluation process is free from bias and conducted in a fair manner.

Purchasing will also review the history of awards for the goods/services being procured to identify any disputes or patterns, and will take any reasonable action possible to enhance the fairness of the process. Moreover, Purchasing reviews the mandatory requirements included in the call documents to ensure that these are reasonable, necessary and relevant to the provision of goods/services.

As previously indicated, the Service's Purchasing unit is responsible for overseeing the procurement function on behalf of the Board, in accordance with the By-law and to ensure that fairness and objectivity are maintained throughout the procurement process. However, there may be situations where it may be necessary to include another layer of review to ensure that fairness/objectivity is maintained. To this end, the Service will consider the use of a fairness monitor to assist it in ensuring the fairness of the procurement process. A fairness monitor has extensive procurement experience, is independent of the Service and would only be used for high value, high profile or complex procurements, or in situations where there have been disputes in previous procurements.

Finally, it should be noted that all members of the Service (uniform and civilian) are required to conduct themselves in accordance with the Service's standards and values. These include carrying out transactions and maintaining relationships with current and potential vendors in an honest, fair and ethical manner, and avoiding actual or perceived conflicts of interest. These standards and values will be regularly reinforced with all members to preserve the integrity of the procurement and other processes.

### *Openness/Transparency*

Openness and transparency refer to clarity and disclosure with respect to the process for arriving at and supporting procurement decisions. This objective is undertaken within the context of legal considerations and the protection of privacy. Key considerations towards achieving an open and transparent procurement process include:

- ensuring that the call document is distributed to and/or accessible by as many viable vendors as possible by using the City of Toronto's vendors list, known vendors/suppliers, the Service's website, as appropriate;
- ensuring that the specifications/requirements do not unduly restrict participation and/or exclude viable vendors;
- clearly identifying the full scope of work and whether or not there is the possibility of any future work;
- including provisions in the call document to address situations where there is a limited response (i.e. only one response is received);

- ensuring mandatory requirements are clearly outlined in the call document;
- for RFP's, ensuring evaluation criteria and weighting are included in the call document;
- providing the information necessary for proponents to prepare a proper and complete response to the RFQ or RFP;
- clearly identifying the circumstances under which a response to a call document may be declared informal and disqualified;
- providing the Board or Service member approving the commitment, with the necessary information to allow for an informed decision on the contract award; and
- ensuring all procurement processes are properly justified and the necessary information retained to support the decision made.

The Service's Purchasing unit has an important role in promoting and achieving an open and transparent process, by ensuring the above noted considerations are addressed for each procurement it administers.

#### *Clear/Complete Call Document*

For a procurement to be successful, the information contained in the call document must be clear and complete, and free from ambiguity and inconsistencies, with respect to mandatory requirements. The specifications, scope of work and deliverables must also be clearly outlined, as well as the roles and responsibilities of the vendor and the Service. Purchasing reviews all call documents and works with City Legal and the Service units to ensure the quality of the document. In reviewing the call document, some of the questions Purchasing will ensure are addressed include:

- are mandatory requirements appropriate and treated as pass/fail (i.e. not scored);
- does the call document provide adequate information for proponents to reasonably prepare a response, and to enable a proper evaluation of the responses received;
- are the specifications, deliverables and milestones clear and measurable to facilitate the evaluation and subsequent management of the contract; and
- have appropriate and adequate terms and conditions been included to protect the Service in the event of unsatisfactory vendor performance (e.g. letter of credit, performance bond, etc.).

#### *Appropriate Evaluation Criteria/Process*

An RFQ is used when specifications for the goods or services required are clearly known. Therefore, responses to an RFQ are evaluated and the contract awarded, based on the lowest cost meeting the specifications.

An RFP on the other hand requires the proponent to submit a solution(s) in response to the requirements in the call document. Cost is therefore only one of several evaluation criteria that are used to score the submission. Consequently, ensuring that the right evaluation criteria/weighting is used, and a well thought out evaluation process is developed, are critical for a successful RFP award. Equally important is the selection of an evaluation team to review and assess the proposals received from proponents. This team must include individuals that have sufficient knowledge and expertise to review and assess the technical requirements as well as the

financial component of the evaluation. Purchasing staff do not participate on the evaluation team, but have an important role in reviewing the evaluation criteria and weighting, to ensure they are appropriate. Purchasing should also review the composition of the evaluation team to ensure it has the necessary skill sets and expertise to evaluate each component of the evaluation. Some key considerations to an effective evaluation process include:

- what steps have been taken to ensure that the evaluation criteria and weighting are fair, and properly reflect the relative importance that management places on cost versus non-financial factors;
- testing evaluation scenarios in advance to ensure the criteria and weighting are appropriate;
- ensuring that the individuals on the evaluation team understand their role and what they are responsible for evaluating (each member of the team does not necessarily have to score each component); and
- advising each member of the evaluation team to disclose any potential or actual conflict of interest with respect to the RFP and proponents, and of the need to keep the proposals and results confidential.

The Service has instituted a process whereby the Purchasing unit will review and approve evaluation criteria and weightings to ensure that the above are addressed. Also, Purchasing will review the final scoring for any ambiguities and to ensure the evaluation results properly support the contract award being recommended.

#### *Appropriate Approval Levels*

The By-law provides the award and commitment authority levels for the procurement of goods/services, all subject to the availability of funding. For awards and commitments in excess of:

- \$500,000 Board approval is required. However, the Chief of Police, in accordance with the By-law, may make an award in excess of \$500,000 in any one instance with respect to goods/services that have been procured through the Police Co-operative Purchasing Group (PCPG) or through a Vendor of Record that has been approved by the Board.
- \$250,000 Chief of Police approval is required
- \$100,000 CAO, Administrative Command approval is required
- \$50,000 Director, Finance & Administration approval is required
- \$3,000 TPS Purchasing Agent approval is required

Unit Commanders may approve an award or commitment not exceeding \$3,000.

The Manager, Purchasing Support Services ensures the appropriate approvals are obtained, in accordance with the authorities delegated in the By-law.

## *Effective Contract Management*

A well thought out and executed procurement process will increase the likelihood of a good contract award that results in the best overall value to the Service. It can also help facilitate execution of the purchase order and or agreement, as well as on-going management of the contract.

The successful proponent to a call document is issued a Purchase Order (PO) or an executed contract in order to deliver the goods/services. The PO document contains standard terms and conditions which are designed to protect the Service's interests, and is used in more straightforward purchases. A PO is a legal contract. However, the terms and conditions contained in the standard PO template may not be adequate for more complex or riskier purchases such as professional and construction services. In these circumstances, a formally executed contract prepared in consultation with and approved by City Legal Services is required to ensure the Service's interest are adequately protected.

A properly drafted and executed contract ensures that both the vendor and the Service are clear about what is to be delivered, when it is to be delivered, how it is to be delivered and what is to be paid. More importantly, a well drafted contract protects the Service when events do not go as planned. Good contracts contain remedies that can either get the process back on track or provide redress if the vendor ultimately fails to deliver.

Effective contract management ensures that the Service receives what it contracted for in accordance with the deliverables/specifications and rates specified in the contract. Some of the key objectives of contract management are to ensure that:

- goods, services or other deliverables are provided to the Service's satisfaction and or milestones are achieved (in accordance with the contract), before payment is made;
- contract limits are effectively managed and not exceeded;
- revisions/additions to the contract are properly approved;
- timely and appropriate action is taken in the event of non-performance or breach of the contract; and
- applicable Service by-laws and policies, as well as any applicable legislation are adhered to by both parties.

The Service recognizes the importance of effective contract management and has and continues to implement processes/procedures to ensure that this is achieved. A Service-wide contract inventory list has been compiled, and will be reported to the June 15, 2006 meeting of the Board. This list will assist the Service in ensuring there is a clear contract lead and accountability established for each contract. It will also provide the ability to identify when the renewal process for contracts needs to commence to ensure that there is adequate time to complete key procurement activities, obtain the necessary approvals, and execute any agreements required. The custody of all Service contracts will be the responsibility of Purchasing who will work with Service units to ensure the process to renew contracts is commenced well in advance of when the contract expires, and considers all the approvals that may be required.

## Conclusion:

The timely procurement of goods and services is an essential factor to the Service's ability to effectively meet its service delivery and project requirements/deadlines. However, it is also important that proper processes are followed, procurement rules are adhered to and proper controls are in place. An effective procurement process requires proper planning and the participation of all stakeholders, and provides timely and necessary information to the decision makers who are approving the contract award.

The Service has taken action to address the Board's concern with respect to the timing of contract award reports it receives, in order to avoid the Board being placed in a "must approve" situation. Specifically, a list of current contracts/leases has been compiled and will be used to prompt renewal requests well in advance of the contract expiry. Service units, who play a key role in the success of the procurement by virtue of their involvement in various aspects of the process, have also been reminded of the importance of proper planning. In addition, Purchasing Support Services and Service units will ensure that the procurement process is started with sufficient lead time so that the contract award report can be submitted to the Board for consideration and approval, at least two months before the contract must be in place.

To provide assurance to the Service and the Board on the adequacy of the process, key success factors to a fair and effective procurement process have been identified, and an in depth analysis has started to ensure all necessary procedures and activities are carried out consistently, such that the objectives of the procurement and process are achieved. Action has or will be taken to correct any gaps identified.

For example, to promote competition and encourage more bids, the Service will ensure that specifications are not overly restrictive, and that call documents are issued and posted on websites well in advance of the time when the goods or services are required. We will also ensure the call document is open for an appropriate amount of time to allow vendors to properly respond, taking into account the nature, size and complexity of the goods and or services being requested. In addition, the Service's Purchasing unit will be more involved in directly reviewing the evaluation criteria and weighting for proposal calls to ensure the criteria are fair and appropriate.

Finally, the current By-law will be revisited to ensure it effectively meets the needs of the Service and the Board. Any amendments to the By-law will be reported to the Board for approval, as necessary.

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

**Mr. Tony Veneziano, Chief Administrative Officer, and Mr. Angelo Cristofaro, Director of Finance and Administration, were in attendance and responded to questions by the Board about this report.**

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P156. TORONTO POLICE SERVICES BOARD – 2006 OPERATING BUDGET  
VARIANCE REPORT AS AT MARCH 31, 2006**

The Board was in receipt of the following report April 24, 2006 from Alok Mukherjee, Chair:

Subject: 2006 OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO  
POLICE SERVICES BOARD AS AT MARCH 31, 2006

Recommendation:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer, and to the City Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting of March 29 and 30, 2006 approved the Toronto Police Services Board Operating Budget at a net amount of \$1,851,600 which is \$1,900 less than the budget approved by the Toronto Police Services Board at its meeting of December 15, 2005 (Board Minute #P385/05 refers).

Comments:

As at March 31, 2006, it is anticipated that year-end expenditures will be within the approved budget and therefore no variance is projected. The following chart summarizes the variance by category of expenditure and details by category are provided below.

	<u>Budget</u> <u>(000s)</u>	<u>Projection</u> <u>(000s)</u>	<u>Savings /</u> <u>(Shortfall)</u>
Salaries & Benefits (including premium pay)	\$716.9	\$716.9	\$0.0
Non-Salary Expenditures	<u>\$1,134.7</u>	<u>\$1,134.7</u>	<u>\$0.0</u>
Total	<u>\$1,851.6</u>	<u>\$1,851.6</u>	<u>\$0.0</u>

*Salaries & Benefits (including Premium Pay)*

Expenditures during the first quarter are consistent with the estimate and therefore no year-end variance is projected.

*Non-salary Budget*

The majority of the costs in this category are for arbitrations / grievances and City charge backs for legal services. No variance is anticipated in these accounts at this time.

Conclusion:

The most significant expenditure risk for the Board is legal costs for labour relations matters. At the end of the first quarter the actual spending does not reflect any concerns; however, this will be monitored closely and reported in the monthly variance reports.

**The Board received the foregoing and agreed to forward copies to the Deputy City Manager and Chief Financial Officer and the City of Toronto – Policy and Finance Committee.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P157. TORONTO POLICE SERVICE – 2006 OPERATING BUDGET  
VARIANCE REPORT AS AT MARCH 31, 2006**

The Board was in receipt of the following report April 28, 2006 from William Blair, Chief of Police:

Subject: 2006 OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE SERVICE AS AT MARCH 31, 2006

Recommendations:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City’s Deputy City Manager and Chief Financial Officer, and to the City Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting of March 29, 30, 2006, approved the Toronto Police Service (TPS) Operating Budget at a net amount of \$751.6 Million (M).

Comments:

The 2006 budget includes an unallocated net reduction of \$1.5M as recommended by the City’s Budget Advisory Committee and approved by City Council. This reduction has now been reflected in the Service’s approved budget by increasing the 2006 revenue estimates by \$1.5M.

The following chart summarizes the budget, year-end projected actual and variance by category of expenditure, followed by explanations for each category.

	<u>Budget</u> (\$Ms)	<u>Projection</u> (\$Ms)	<u>Savings /</u> <u>(Shortfall)</u> (\$Ms)
Salaries & Benefits (including premium pay)	\$712.0	\$710.5	\$1.5
Non-Salary Expenditures	<u>\$84.1</u>	<u>\$84.1</u>	<u>\$0.0</u>
Total Gross	\$796.1	\$794.6	\$1.5
Revenue	<u>(\$44.5)</u>	<u>(\$43.0)</u>	<u>(\$1.5)</u>
<b>Total Net</b>	<b><u>\$751.6</u></b>	<b><u>\$751.6</u></b>	<b><u>\$0.0</u></b>

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

Projected uniform separations for 2006 are currently projected to be 240, compared to the budget of 200 and actual experience of 231 in 2005. Due to the accelerated hiring from the Safer Communities Program (discussed below), the Service will not be able to fully backfill the increased separations until later in the year. Consequently, at this point in time, salaries are projected to be under-spent by \$1.5M.

The premium pay budget for 2006 was reduced by \$0.5M from the 2005 level. I have reiterated the importance of controlling premium pay expenditures to all unit commanders. The Service will continue to strictly enforce the monitoring and control of premium pay to achieve the revised funding level. After the first quarter of 2006, actual spending patterns are in line with the revised budget and at this time no variance is projected. However, premium pay is subject to the exigencies of policing and uncontrollable events that could have an impact.

The Service also continues to closely monitor spending in the benefits category and, at this time, no variance is projected.

### *Non-salary Expenditures*

Expenditures in this category are projected to be on budget.

It should be noted that the recent increases in gasoline prices may result in additional spending pressures. At this time, no variance for gasoline is projected. However, this account will continue to be monitored closely. For every one cent increase in the price of gasoline, the full-year impact on the Service is \$50,000.

### *Revenue*

A shortfall of \$1.5M in the revenue category is projected to year-end, as a result of City Council reducing the Service's operating budget by \$1.5M.

The Service had already made reductions to its operating budget submission and therefore was unable to identify further reductions. As a result, this budget reduction was applied to a miscellaneous revenue account, without specific plans for attaining the reduction.

### *Safer Communities Partnership Program*

The 2006 operating budget includes \$1.9M net funding for the hiring of an additional 204 police officers under the Safer Communities Partnership Program. The funding is comprised of \$6.3M for salaries, outfitting and recruiting costs. These costs are partially offset by a \$4.4M provincial grant. The Service is currently on target to hire the additional staff. Grant funding estimates are currently being re-evaluated, in conjunction with the Province, and will be reported to a future meeting of the Board.

*Toronto Anti-Violence Intervention Strategy (TAVIS)*

The Service has received \$5.0M in grant funding from the Province for TAVIS. TAVIS is a threefold strategy to address the recent increase in gun crime. Specialized units are working with divisions to get high-risk offenders off the street. There is also an increase in directed patrols to build working relationships with the community. Finally, officers are helping mobilize community members to work with them to keep their neighbourhoods safe. The grant funding is being used for call backs, support for the TAVIS teams and specialized equipment in the intelligence area.

Conclusion:

As at March 31, 2006, the Service is projecting to be within the Council-approved budget at year end. Lower salary expenditures from a higher than budgeted attrition level has assisted in achieving the necessary savings to offset the unallocated reduction of \$1.5M recommended by the City's Budget Advisory Committee and approved by Council. Expenditures and revenues will be closely monitored throughout the year, and any necessary action will be taken to ensure the Service remains within the approved net operating budget.

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

**The Board received the foregoing report and agreed to forward copies to the Deputy City Manager and Chief Financial Officer and the City of Toronto – Policy and Finance Committee for information.**

**The Board also approved the following Motion:**

**THAT future operating budget variance reports include year-to-date actual expenditures.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P158. TORONTO POLICE SERVICE: PARKING ENFORCEMENT UNIT -  
2006 OPERATING BUDGET VARIANCE REPORT AS AT MARCH 31,  
2006**

The Board was in receipt of the following report April 27, 2006 from William Blair, Chief of Police:

Subject: 2006 OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO  
POLICE PARKING ENFORCEMENT UNIT AS AT MARCH 31, 2006

Recommendations:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer, and to the City Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting of March 29, 30, 2006 approved the Toronto Police Parking Enforcement Operating Budget at a net amount of \$32.7 Million (M).

Comments:

As at March 31, 2006, it is anticipated that year-end expenditures will be within the approved budget and therefore no variance is projected. The following chart summarizes the variance by category of expenditure, with details below.

	<u>Budget</u> <u>(\$Ms)</u>	<u>Projection</u> <u>(\$Ms)</u>	<u>Savings /</u> <u>(Shortfall)</u> <u>(\$Ms)</u>
Salaries & Benefits (including premium pay)	\$28.3	\$28.3	\$0.0
Non-Salary Expenditures	<u>\$4.4</u>	<u>\$4.4</u>	<u>\$0.0</u>
Total	<u>\$32.7</u>	<u>\$32.7</u>	<u>\$0.0</u>

*Salaries & Benefits (including Premium Pay)*

Staff attrition is in line with the anticipated levels included in the 2006 approved budget. Benefits are also trending to be within the approved budget amounts. As a result, no variance is projected in this category.

*Non-salary Expenditures*

Expenditures in this category are projected to be on budget.

Conclusion:

The expenditure pattern over the first quarter of the year is consistent with the approved estimate. As a result, projections to year-end indicate no variance to the approved budget.

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

**The Board received the foregoing report and agreed to forward copies to the Deputy City Manager and Chief Financial Officer and the City of Toronto – Policy and Finance Committee for information.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P159. TORONTO POLICE SERVICE AWARDS SUMMARY: JANUARY TO  
DECEMBER 2004**

The Board was in receipt of the following report April 27, 2006 from Alok Mukherjee, Chair:

Subject: SERVICE AWARD SUMMARY – JANUARY TO DECEMBER 2004

Recommendation:

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

Background:

The following Service Awards were presented to members of the Toronto Police Service during the period from January to December 2004:

MERIT MARK:

PC	ADAMS, Scott	(5445)	31 Division
PC	KINGDON, Scott	(5423)	31 Division
PC	MILNE, Mark	(4829)	51 Division

COMMENDATION:

PC	BRAUND, James	(8592)	11 Division
PC	MORRIS, Mandy	(99494)	11 Division
Sgt.	NEVILL, Stephen	(1598)	12 Division
PC	AQUILINA, Marcel	(65443)	12 Division
PC	BOYKO, Jeremy (x2)	(7935)	12 Division
PC	COLLYER, Adam	(8157)	12 Division
PC	HUMENIUK, Justyn	(99718)	12 Division
PC	LAMBE, James	(3746)	12 Division
PC	NORTON, David	(99564)	12 Division
PC	BEAUSOLEIL, Marc	(4407)	13 Division
PC	KAVANAGH, Jacqueline	(7526)	13 Division
PC	PECKOVER, Robert	(8547)	13 Division
PC	PRAVICA, Dusan	(5097)	13 Division
Det.	REDQUEST, Charles	(7055)	14 Division
PC	CORREIA, Bryan	(8000)	14 Division
PC	KHAN, Omar	(7545)	14 Division
Det.	ARMSTRONG, James	(5836)	22 Division

Det.	MacCALLUM, Donald	(4695)	22 Division
Sgt.	VELLEND, Katharine	(3279)	22 Division
PC	DAVIS, Stephen (Ret.)	(2363)	22 Division
PC	JONES, Todd	(7557)	23 Division
Det.	DELANEY, James (Ret.)	(277)	32 Division
PC	DENNING, Gordon	(3603)	32 Division
PC	GURR, Jack	(5407)	32 Division
PC	MALACHOWSKI, Edward	(3570)	32 Division
PC	NUNNO, Melissa	(99970)	32 Division
PC	WESTON, Brian	(3484)	32 Division
PC	WILSON, Bradley	(8097)	32 Division
PC	SHAW, Michael	(1247)	33 Division
PC	GARDINER, Robert	(65448)	41 Division
PC	JANSZ, Angelo	(99707)	41 Division
PC	KIRKLAND, Matthew	(8585)	41 Division
PC	REID, Chad	(7359)	41 Division
Sgt.	GIBSON, James	(912)	42 Division
Det.	MacKRELL, James	(6909)	42 Division
Det.	WOODHOUSE, Martin	(5652)	42 Division
Sgt.	TROUP, Peter	(1626)	52 Division
S/Sgt.	KUCK, Heinz	(2289)	53 Division
Sgt.	MALONE, Frank (Ret.)	(3169)	53 Division
PC	GROVES, Andrew (Res.)	(5473)	54 Division
PC	SIDLAUSKAS, Peter	(8182)	54 Division
Sgt.	NOLAN, Charles	(1904)	55 Division
PC	BENNETT, Bruce	(3486)	55 Division
PC	SLOPER, Martin	(8541)	55 Division
Civ.	GOWANLOCK, Carol	(99162)	Area Courts
Civ.	JANES, Lorraine	(88731)	Communications Centre
PC	ROSS, Samuel	(2250)	Forensic Identification Services
D/Sgt.	McCREADY, William	(4276)	Hold-Up Squad
PEO	COOPER, Steven	(65535)	Parking Enforcement East
PEO	CULLEY, Scott	(65651)	Parking Enforcement East
PC	BRUCE, Pamela	(1186)	Sex Crimes Unit
Det.	COSENTINO, Salvatore	(4495)	Special Investigation Services
Det.	HORWOOD, Stephen	(7266)	Special Investigation Services
Det.	QUAN, Douglas	(587)	Special Investigation Services
PC	BURKE, Christopher	(3015)	Special Investigation Services
Civ.	PRESS, Michael	(99152)	Special Investigation Services
Det.	NORMAN, Carey	(6554)	Toronto Drug Squad
Det.	WATTS, Steven	(4007)	Toronto Drug Squad
PC	SPENCER, Wayne	(3388)	Toronto Drug Squad - West
PC	BRITTON, Frances	(3572)	Traffic Services
PC	HIGGINS, Paul	(140)	Traffic Services
PC	STIBBE, Robert	(5997)	Traffic Services
PC	TAYLOR, Gordon	(4994)	Traffic Services

TEAMWORK COMMENDATION:

Sgt.	VALLES, Shehara	(4696)	11 Division
Det.	McDONALD, Cindy	(7001)	12 Division
Sgt.	NEVILL, Stephen	(1598)	12 Division
PC	BEVERIDGE, Kathryn	(2825)	12 Division
PC	DAMASO, Rodney	(7629)	12 Division
PC	FINLAY, Allan	(3780)	12 Division
PC	HARRIS, Richard	(5321)	12 Division
PC	HUTCHINGS, Christopher	(5172)	12 Division
PC	SWART, Roger	(5315)	12 Division
PC	WONG, Siu	(8082)	12 Division
Sgt.	CHARLES, Anthony	(50)	13 Division
PC	ARSENAULT, Russell	(7625)	13 Division
PC	BOB, Ronald	(6946)	13 Division
PC	DIZON, Eduardo	(5238)	13 Division
PC	SPITZIG, Gerard	(3595)	13 Division
Sgt.	LING, Jonathan	(7436)	14 Division
PC	BERNARDO, Israel	(99557)	14 Division
Det.	ARMSTRONG, James	(5836)	22 Division
PC	DE CAIRE, Randall	(6400)	22 Division
PC	LEDUC, Joseph	(8030)	22 Division
PC	MARTIN, Joseph	(2930)	22 Division
PC	CLARK, Gordon	(3551)	23 Division
PC	EGAN, Thomas (Ret.)	(6095)	23 Division
PC	FAGU, Avinaash	(5416)	23 Division
PC	LANDRY, Darryl	(8061)	23 Division
PC	O'RIORDAN, Wayne	(99871)	23 Division
PC	PARNEY, Christopher	(7728)	23 Division
PC	PEACOCK, Jason	(7548)	23 Division
Det.	BOTT, Bryan	(6653)	32 Division
Det.	DE LOTTINVILLE, Joseph	(6878)	32 Division
Det.	FRENCH, Martin	(6434)	32 Division
Det.	STONES, Michael	(2758)	32 Division
Det.	TILLSLEY, John	(1653)	32 Division
Sgt.	LEE, Nicole	(165)	32 Division
PC	CALLAGHAN, Gordon	(35)	32 Division
PC	CAMPBELL, Michelle	(8113)	32 Division
PC	CAMPBELL, Murray	(99539)	32 Division
PC	CARTWRIGHT, Carl	(99495)	32 Division
PC	DEVEREAUX, Chris (x2)	(5079)	32 Division
PC	FERRIS, Kevin	(649)	32 Division
PC	GAZEY, Daryl	(4415)	32 Division
PC	GEORGOPOULOS, Kevin	(8405)	32 Division
PC	HALL, Janet	(117)	32 Division

PC	HOBOR, Terence (x2)	(5452)	32 Division
PC	HOLLAND, Mark	(5480)	32 Division
PC	HOOPER, Kevin	(8652)	32 Division
PC	HUNG, Jeffrey	(99886)	32 Division
PC	KERR, Geoffrey	(4408)	32 Division
PC	LOURENCO, Adam (x2)	(99971)	32 Division
PC	MA, Darren	(8127)	32 Division
PC	MacLEOD, Susan	(4066)	32 Division
PC	McKAY, Scott	(4237)	32 Division
PC	MIDDLETON, William	(5062)	32 Division
PC	MNUSHKIN, Sergey	(99899)	32 Division
PC	MORETON, David	(4331)	32 Division
PC	PROCTOR, Richard	(4550)	32 Division
PC	RAMBEHARRY, Sanjay (x2)	(5986)	32 Division
PC	RUGHOO, David	(8570)	32 Division
PC	SMITH, Stephen	(8071)	32 Division
PC	STOCKWELL, Sean	(99778)	32 Division
PC	STODDARD, Kevin	(8495)	32 Division
PC	WARCOP, Shannon	(8340)	32 Division
PC	WEEKS, Jesse	(8482)	32 Division
PC	WESTON, Brian	(3484)	32 Division
Sgt.	LEAR, David	(7199)	33 Division
PC	AHMAD, Mansoor	(8348)	33 Division
PC	JONES, Paul	(5130)	33 Division
PC	LYON, Richard	(7903)	33 Division
PC	MacPHERSON, William	(5059)	33 Division
PC	MINASVAND, George	(5329)	33 Division
PC	SMITH, Robert	(8438)	33 Division
Det.	JOHNSTONE, Timothy	(456)	41 Division
Det.	LONG, Garry	(6386)	41 Division
Det.	RYAN, Richard	(6492)	41 Division
Sgt.	REDMAN, Suzanne	(5567)	41 Division
PC	BELANGER, Daniel	(135)	41 Division
PC	CAPIZZO, Giuseppe	(167)	41 Division
PC	CHAPMAN, Mark	(4097)	41 Division
PC	CLEAVER, Michael	(6804)	41 Division
PC	COWAN, Andria	(4818)	41 Division
PC	GIBBONS, Nicole	(99739)	41 Division
PC	GRANT, Judith	(5196)	41 Division
PC	IMRIE, Thomas	(5139)	41 Division
PC	JOSEPHS, Adam	(731)	41 Division
PC	LOVE, Allen	(7549)	41 Division
PC	MATHEWS, Brant	(5359)	41 Division
PC	McGRATH, Sean	(150)	41 Division
PC	ZAJAC, David	(2014)	41 Division
Sgt.	BESWICK, John (Ret.)	(6200)	42 Division

Sgt.	RICHARDSON, Andrew(x2)	(6441)	42 Division
PC	BURLEAU, Michael	(7968)	42 Division
PC	JUDD, Richard	(7996)	42 Division
PC	MASSEY, John	(7943)	42 Division
PC	SCHULTE, Kathryn	(99998)	42 Division
PC	SEABROOK, Kristine	(8497)	42 Division
PC	SEGUIN, Dominic	(8423)	42 Division
PC	TAIT, Ronald	(99565)	42 Division
PC	THORNE, Damon	(5456)	42 Division
PC	VANDER MEER, Elena	(7948)	42 Division
Sgt.	ALEXANDER, David	(4464)	51 Division
PC	BUI, Tam	(8650)	51 Division
PC	ROBINSON, Christopher	(7537)	51 Division
PC	SIDHU, Sukhvinder	(5271)	51 Division
PC	WILSON, Jeffrey	(7449)	51 Division
Det.	KELLY, Brian	(2916)	52 Division
Det.	TRACY, Steven	(528)	52 Division
Sgt.	BURNINGHAM, Grant	(1601)	52 Division
PC	CORRA, Dale	(6641)	52 Division
PC	GRANT, Patricia	(5214)	52 Division
PC	HASSALL, Andrew	(1817)	52 Division
PC	JAMISON, James	(5147)	52 Division
PC	OATLEY-WILLIS, Mark	(4852)	52 Division
PC	VELLA, Tonyo	(99465)	53 Division
Sgt.	CHRISTIE, Peter	(6563)	54 Division
PC	FERRY, Michael	(2943)	54 Division
Sgt.	OBERFRANK, Timothy	(1825)	55 Division
PC	ARMSTRONG, Christopher	(5475)	55 Division
PC	BETHUNE, Douglas	(4668)	55 Division
PC	GLEN, Caroline	(2593)	55 Division
PC	MURRAY, Scott	(99869)	55 Division
PC	RODEGHIERO, Robert	(7703)	55 Division
PC	SURCON, Scott	(8308)	55 Division
PC	TODD, Sandra	(99904)	55 Division
PC	WARRENER, Robert	(99561)	55 Division
Civ.	BRIELL, Julian	(87001)	Communications Centre
Civ.	BROOKHUIS, Karen	(89771)	Communications Centre
Civ.	GERMS, Amy	(88134)	Communications Centre
Civ.	HAYDON, John	(88744)	Communications Centre
Civ.	JANES, Lorraine	(88731)	Communications Centre
Civ.	McBRATNEY, Rise	(88052)	Communications Centre
Civ.	NOVAK, Paul	(86137)	Communications Centre
Civ.	ROMAN, Katalin	(86653)	Communications Centre
Civ.	TAYLOR, Lesly	(88417)	Communications Centre
Civ.	WALKER, Kelly	(87320)	Communications Centre
Sgt.	GERRITS, Philip	(6173)	Emergency Task Force

Sgt.	SIDORA, Terry	(7428)	Emergency Task Force
PC	COOK, William	(322)	Emergency Task Force
PC	DARBY, Kevin	(5095)	Emergency Task Force
PC	EDWARD, Glenn (x2)	(8081)	Emergency Task Force
PC	HUNG, James (x2)	(4446)	Emergency Task Force
PC	LECK, David (x2)	(3662)	Emergency Task Force
PC	PAYNE, Karl	(6833)	Emergency Task Force
PC	RYMSHA, Michael	(5102)	Emergency Task Force
Civ.	GOOL, Ludeth	(65561)	Employment Unit
D/Sgt.	WHITE, John	(7376)	Fraud Squad
Det.	DEMKIW, Carmela (Res.)	(3921)	Fraud Squad
Det.	HARDEN, David (Ret.)	(7025)	Fraud Squad
Det.	JOSIFOVIC, Mladen	(2715)	Fraud Squad
Det.	McGOWAN, Leonard	(1558)	Fraud Squad
Det.	REIMER, Kenneth	(2719)	Fraud Squad
Det.	STUBBS, Joseph (Res.)	(6308)	Fraud Squad
Det.	YARMOLUK, David	(813)	Fraud Squad
PC	FRENCH, James	(7190)	Fraud Squad
PC	HEUGHAN, Donald	(1573)	Fraud Squad
PC	MACIEK, John	(4032)	Fraud Squad
PC	SANGHA, Harjit	(1160)	Fraud Squad
Det.	SOBOTKA, Karl	(2860)	Hold-Up Squad
PC	HILL, Shane	(4150)	Hold-Up Squad
D/Sgt.	BOCKUS, Cory	(5648)	Homicide Squad
D/Sgt.	MARTIN, Kathryn	(7381)	Homicide Squad
Det.	CARTER, Randolph	(4219)	Homicide Squad
Insp.	McGUIRE, Jeffrey	(4694)	Intelligence Services
PC	MITCHELL, Charles (x2)	(238)	Marine Unit
S/Sgt.	RUFFOLO, Frank	(5783)	Parking Enforcement East
Civ.	BELTON, Margaret	(65158)	Parking Enforcement East
Civ.	MacKAY, Robert	(65252)	Parking Enforcement East
PEO	ATKINSON, Wendy	(65481)	Parking Enforcement East
PEO	BARRON, Norman (Ret.)	(65229)	Parking Enforcement East
Civ.	SYLVESTER, Kimberly	(65042)	Parking Enforcement West
Civ.	CARTER, William	(65163)	Parking Support Services
D/Sgt.	GILLESPIE, Paul	(1638)	Sex Crimes Unit
Det.	LAMOND, Ian	(1100)	Sex Crimes Unit
Det.	O'GRADY, Sandy	(4344)	Sex Crimes Unit
Det.	SPRATT, Scott	(4040)	Sex Crimes Unit
PC	JONES, Sandra	(873)	Sex Crimes Unit
PC	JONES, Thomas	(3247)	Sex Crimes Unit
PC	McMAHON, Douglas (Ret.)	(2488)	Sex Crimes Unit
PC	WARD, Douglas	(6040)	Sex Crimes Unit
Det.	DEMKIW, Myron	(1594)	Special Investigation Services
PC	BEADMAN, Brian	(1231)	Special Investigation Services
PC	CLARKE, Douglas	(6280)	Special Investigation Services

PC	GOMES, Susan	(1004)	Special Investigation Services
PC	HORNER, Gavin	(6550)	Special Investigation Services
PC	KEAST, Joseph	(7052)	Special Investigation Services
PC	NICOL, Brett	(99444)	Special Investigation Services
PC	PICKERING, Stephen	(1806)	Special Investigation Services
PC	TEEFT, Nadine	(1498)	Special Investigation Services
Det.	WATTS, Steven	(4007)	Toronto Drug Squad
PC	ARULANANDAM, Gerrard	(5414)	Toronto Drug Squad
PC	BELANGER, Donald	(5072)	Toronto Drug Squad
PC	BLACKADAR, Janelle	(5016)	Toronto Drug Squad
PC	CANEPA, Antonio	(6055)	Toronto Drug Squad
PC	CHENETTE, Richard	(378)	Toronto Drug Squad
PC	DAWSON, Shannon	(5061)	Toronto Drug Squad
PC	GALLANT, Timothy	(2532)	Toronto Drug Squad
PC	MacGREGOR, Jason	(7448)	Toronto Drug Squad
PC	OLIVEROS, Ramon	(7638)	Toronto Drug Squad
PC	ROSE, Douglas	(3478)	Toronto Drug Squad
PC	SHREERAM, Amar	(7672)	Toronto Drug Squad
PC	McLAUGHLIN, Cameron	(7425)	Traffic Services
PC	NASSIS, Stavroula	(99897)	Traffic Services
PC	CAMPBELL, James	(4388)	Training & Education
Civ.	HALE, Robert	(87570)	Video Services Unit

Members who were unable to attend the ceremonies were presented with their awards at the unit level.

In summary, there were a total of 3 Merit Marks, 64 Commendations and 212 Teamwork Commendations presented during 2004.

The following Community Member Awards were presented to members of the community during the period from January to December 2004:

<u>NAME:</u>	<u>SUBMITTED BY:</u>
Michael ALLDER	11 Division
Kelsie MURPHY	13 Division
Joe NG	22 Division
Tim HART	31 Division
Pierce OAKE	31 Division
Luca ROSSIELLO	31 Division
Edric THOMAS	31 Division
Cathy CAMERON	32 Division
Martin CAMERON	32 Division
Sergey FEDEROV	32 Division
Abdul KAZI	32 Division
Aron KOHN	32 Division

Colin SHAW	32 Division
Andrea GEBOERS	33 Division
Joseph MASTRODOMINICO	33 Division
Edward MOFFAT	33 Division
Michael SEABAN	33 Division
Sarah ABUMIREH	41 Division
Scherry GEORGE	41 Division
John GRAY	41 Division
Michael TAMBURRO	41 Division
Abdul-Hakim ZAKARIA	41 Division
Prakash NICHANI	42 Division
Rusdhi NIZAM	42 Division
Bill HONG	51 Division
Robert MacKENZIE	51 Division
Bahjat MAMELLI	51 Division
Ali SULAIMAN	51 Division
Hung-Fat WONG	51 Division
Dimitri KONCHIN	52 Division
Bobby MALHOTRA	52 Division
Bill MAKRIS	52 Division
Dana McKIEL	52 Division
Lisa SWEET	52 Division
Patrick TARGETT	52 Division
Steven PAIANO	53 Division
Sophie PIZIO	53 Division
Kim BROWN	54 Division
Al CHEATLEY	54 Division
Patti CHEATLEY	54 Division
Rob SCARTH	54 Division
Peggy SOARES	54 Division
Mohammed SYED	54 Division
Mohmad ASADUZZAMAN	55 Division
Peter URBANSKI	55 Division
Aziz BHANJI	Hold-Up Squad
Hamid MAHMOOD	Hold-Up Squad
Glen PESTELL	Hold-Up Squad
Larry SMITH	Hold-Up Squad
Faith BAZOS	Professional Standards
Alberto DONOSO	Sex Crimes Unit
Frances DONOSO	Sex Crimes Unit
John SCHMUT	Traffic Services

In summary, there were a total of 53 Community Member Awards presented during 2004.

The following Partnership Citation Awards were presented to members of the community during the period January to December 2004:

NAME:

SUBMITTED BY:

District Fire Chief Russell WRAY	Emergency Task Force
Fire Captain Eamon CASSIDY	Emergency Task Force
Fire Captain William HANDSON	Emergency Task Force
Fire Captain Thomas HERON	Emergency Task Force
Fire Captain Wayne PATTERSON	Emergency Task Force
Fire Fighter Peter BADER	Emergency Task Force
Fire Fighter Stewart BUCHMAYER	Emergency Task Force
Fire Fighter Thomas DONOVAN	Emergency Task Force
Fire Fighter Randy FIELDING	Emergency Task Force
Fire Fighter Robert FRASER	Emergency Task Force
Fire Fighter Kirk FUDGE	Emergency Task Force
Fire Fighter Frank GRUSZEWSKI	Emergency Task Force
Fire Fighter Leonard HOLDER	Emergency Task Force
Fire Fighter Charles LANGILL	Emergency Task Force
Fire Fighter Barry LOCKE	Emergency Task Force
Fire Fighter John Paul MORGAN	Emergency Task Force
Fire Fighter Steve PRIMEAU	Emergency Task Force
Fire Fighter Brian RODRIGUES	Emergency Task Force
Fire Fighter Steve SMYTH	Emergency Task Force
Fire Fighter Lance WHITE	Emergency Task Force

In summary, there were a total of 20 Partnership Citation Awards presented during 2004.

Members of the community who were unable to attend the ceremonies were advised to contact Professional Standards in regards to their awards.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P160. TORONTO POLICE SERVICE AWARDS SUMMARY: JANUARY TO  
DECEMBER 2005**

The Board was in receipt of the following report April 27, 2006 from Alok Mukherjee, Chair:

Subject: SERVICE AWARD SUMMARY – JANUARY TO DECEMBER 2005

Recommendation:

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

Background:

The following Service Awards were presented to members of the Toronto Police Service during the period from January to December 2005:

MERIT MARK:

PC	AMYOTTE, Joseph	(2966)	32 Division
PC	WRIGHT, Gary	(7438)	32 Division
PC	BENSON, Rodney	(7720)	55 Division
PC	WARRENER, Robert	(99561)	55 Division
Sgt.	SHARKEY, Thomas	(5930)	Emergency Task Force
PC	LUSBY, Gordon	(6080)	Emergency Task Force
PC	MacDUFF, Jeffery	(99630)	Emergency Task Force
PC	MOORE, Steven	(5819)	Mounted & Police Dog Services
PC	AIKMAN, Scott	(416)	Toronto Drug Squad

COMMENDATION:

Sgt.	YOUNG, Blain	(4375)	11 Division
PC	McCUE, Todd	(7891)	11 Division
PC	ROCHON, Becky	(8817)	11 Division
Sgt.	KOFLER, Rudolph	(5747)	12 Division
PC	BEARD, Benjamin	(7427)	12 Division
PC	CHURKOO, Doodnath (x2)	(99547)	12 Division
PC	GAGNON, Bradley	(6692)	12 Division
PC	HENSHELL, Christopher	(8216)	12 Division
PC	LADURANTAYE, Brock	(8529)	12 Division
PC	LOUCKS, Corina	(8138)	12 Division
PC	ONGKO, Jennifer	(7881)	12 Division

PC	HALEY, Rhonda	(8671)	13 Division
PC	TURNBULL, James	(8457)	13 Division
Det.	SCOTT, Gordon	(614)	14 Division
PC	TROTTER, Timothy	(5433)	14 Division
PC	FREDERICK, Antonio (x2)	(8224)	22 Division
PC	LEDUC, Denis	(8030)	22 Division
PC	LEVESQUE, Martin	(8046)	22 Division
PC	OLSON, Martin	(5922)	22 Division
PC	WATSON, Adam	(8484)	22 Division
PC	ADAMS, Scott	(5445)	31 Division
PC	COMISSION, Christopher	(8218)	31 Division
PC	De ZILVA, Michael	(7904)	31 Division
PC	FARRELL, Douglas	(8287)	31 Division
PC	KINGDON, Scott	(5423)	31 Division
Det.	BOTT, Bryan	(6653)	32 Division
Det.	CHEN, Audrey	(5627)	32 Division
PC	GIDARI, Joseph	(99541)	32 Division
PC	KERR, Geoffrey	(4408)	32 Division
PC	KIDD, James	(99648)	32 Division
PC	PANDOLFI, Alessandro	(7501)	32 Division
PC	SMITH, Hunter	(5153)	32 Division
Sgt.	McKAY, Scott (x2)	(4237)	33 Division
Det.	GREIG, Robert	(773)	41 Division
PC	CATES, Steve	(8192)	41 Division
PC	COPAGE, Williams	(7666)	41 Division
PC	ANGUS, John	(6320)	42 Division
PC	EMMS, Jeffrey	(8533)	42 Division
PC	LINNEY, John	(5464)	42 Division
PC	LOCKWOOD, Douglas	(8692)	42 Division
PC	STEVENSON, Brendan	(8285)	42 Division
PC	BARTZ, Hannah	(8747)	51 Division
PC	COTE, Kevin	(8380)	51 Division
PC	STOKER, Michael	(3420)	51 Division
PC	BRASCA, Walter	(3069)	52 Division
PC	FENNELL, Mark	(8598)	52 Division
PC	HOU, Michael	(7490)	52 Division
Sgt.	CHIASSON, Marcel	(369)	53 Division
Sgt.	HENRY, Peter	(4570)	53 Division
PC	MAHONEY, Francis	(6460)	53 Division
PC	DOUGLAS, Fraser	(8259)	55 Division
PC	FORREST, Grant	(7835)	55 Division
PC	McLAUGHLIN, Colin	(6754)	55 Division
Insp.	WARDLE, William	(2785)	Duty Desk
Det.	LING, James	(7023)	Intelligence Services
PC	CHOW, Harold	(5882)	Intelligence Services
Sgt.	GUEST, Dale	(1975)	Marine Unit

Sgt.	ALLDRIT, Darren	(338)	Mounted & Police Dog Services
PC	GERRITS, John	(7294)	Mounted & Police Dog Services
PC	MOORE, Steven	(5819)	Mounted & Police Dog Services
PC	TSOUTSOULAS, Nikola	(187)	Mounted & Police Dog Services
PEO	ARBUCKLE, Scott	(99584)	Parking Enforcement
PEO	ARMSTRONG, David	(65626)	Parking Enforcement
PEO	PERSECHINI, Mark	(65575)	Parking Enforcement
PEO	STRACHAN, Christopher	(65108)	Parking Enforcement – East
PEO	CAYA, Lee Ann	(65546)	Parking Enforcement – West
PEO	DEVINEY, Deborah	(65445)	Parking Enforcement – West
PEO	GILBERT, John	(65032)	Parking Enforcement - West
PEO	GREENWOOD, Jaime	(65414)	Parking Enforcement – West
PC	WORDEN, Paul	(1542)	Sex Crimes Unit
Sgt.	BUCHANAN, Douglas (x2)	(3755)	Traffic Services
Sgt.	VENN, Joanne	(3251)	Traffic Services
PC	BROUGH, Jeffrey	(8255)	Traffic Services
PC	GREENER, Kimberley	(5395)	Traffic Services

TEAMWORK COMMENDATION:

Det.	NIELSEN, Daniel	(5809)	11 Division
PC	BARNEY, Solomon	(7176)	11 Division
PC	KLUNDER, Gerard	(5161)	11 Division
PC	NORTH, Robert	(7560)	11 Division
PC	PETERS, Scott	(5119)	11 Division
PC	RAND, Richard	(7644)	11 Division
PC	SPENCE, Paul	(7469)	11 Division
PC	TOWNLEY, Philip	(5411)	11 Division
Det.	PALERMO, Carmine (x2)	(4662)	12 Division
Sgt.	MARSMAN, Henri	(6786)	12 Division
S/Sgt.	HEGEDUS, Richard	(4643)	13 Division
PC	BOUCHER, Robert	(319)	13 Division
PC	CAMPBELL, Lynda	(6246)	13 Division
PC	COCULUZZI, Vito	(2606)	13 Division
PC	De GUZMAN, Noel	(8611)	13 Division
PC	KOHL, Barbara	(143)	13 Division
PC	MAKAREWICZ, Andrzej	(4429)	13 Division
PC	MARTELLUZZI, Claudio	(99352)	13 Division
PC	PERRY, Trevor	(7812)	13 Division
PC	PRAVICA, Dusan	(5097)	13 Division
PC	STUART, Leanne	(5599)	13 Division
Sgt.	HUGHES, Trudy (x2)	(4613)	14 Division
Sgt.	WRAY, Terrence (x2)	(3794)	14 Division
PC	ARMSTRONG, Shane	(8154)	14 Division
PC	DUNCAN, Phillip	(7580)	14 Division
PC	HUI, Lawrence	(8513)	14 Division

PC	KHAN, Omar	(7545)	14 Division
PC	LEERMAKERS, William	(7651)	14 Division
PC	MALLEY, Shane	(5436)	14 Division
PC	MILLS, Scott	(8501)	14 Division
PC	PETRIE, Richard	(2232)	14 Division
PC	STRACHAN, James	(99515)	14 Division
PC	KARPIK, James	(1463)	22 Division
PC	LEDUC, Joseph	(8030)	22 Division
PC	WICKLAM, Barry	(6395)	22 Division
Supt.	TAVERNER, Ronald	(2910)	23 Division
S/Sgt.	PINFOLD, Michael	(3866)	23 Division
Det.	SINOPOLI, Domenic	(6868)	23 Division
Det.	VALERIO, John	(3926)	23 Division
PC	BOBBIS, Richard	(5180)	23 Division
PC	BURCHETT, Robert	(3044)	23 Division
PC	CARMICHAEL, Kevin	(3843)	23 Division
PC	CHANNER, Gary	(6125)	23 Division
PC	FISHER, Susan (x2)	(4190)	23 Division
PC	GILKS, Donald	(6105)	23 Division
PC	KHERA, Milpreet	(7917)	23 Division
PC	KRAWCZYK, Richard	(1350)	23 Division
PC	LANDRY, Darryl	(8061)	23 Division
PC	LICOP, Robert	(2691)	23 Division
PC	LIPSEY, William	(7816)	23 Division
PC	LOCKE, Duane	(99687)	23 Division
PC	MESSEL, William	(7028)	23 Division
PC	O'RIORDAN, Wayne	(99871)	23 Division
PC	PERSAUD, Anthony (x2)	(7893)	23 Division
PC	QUINN, Michael	(5169)	23 Division
PC	QURESHI, Ajwaid	(99877)	23 Division
PC	ROMANO, Michelle	(8136)	23 Division
Sgt.	HICKS, Stephen	(4700)	31 Division
PC	ARODA, Sanjee	(5159)	31 Division
PC	CARLETON, Stephen	(6429)	31 Division
PC	COLEMAN, Craig	(8160)	31 Division
PC	CROOKER, Lisa	(7452)	31 Division
PC	DEAKIN, Michael	(6715)	31 Division
PC	DICKIE, Craig	(5361)	31 Division
PC	HABUDA, Jerry	(3283)	31 Division
PC	JONES, Glenn	(8465)	31 Division
PC	KINGDON, Scott	(5423)	31 Division
PC	LIUMANIS, Metodios	(5363)	31 Division
PC	MANGIARDI, Gregorio	(99526)	31 Division
PC	SOVA, Daniel	(2328)	31 Division
S/Sgt.	DiDANIELI, Roberto	(1859)	32 Division
PC	ALEXIOU, Demitrios	(4316)	32 Division

PC	BOTHAM, Gordon	(133)	32 Division
PC	CAMPBELL, Michelle	(8113)	32 Division
PC	COHEN, Alan	(7920)	32 Division
PC	DOUGLIN, Charles	(7734)	32 Division
PC	DRAPACK, Ryan	(7982)	32 Division
PC	FERRIS, Kevin	(649)	32 Division
PC	KHAWAJA, Arshad	(476)	32 Division
PC	McCONNELL, Susan	(4066)	32 Division
PC	MOXAM, Lori	(5966)	32 Division
PC	OSAGIE, Bassey	(99814)	32 Division
PC	SMITH, Stephen (x2)	(8071)	32 Division
PC	SOUKATCHEV, Konstantin	(8042)	32 Division
PC	STEHLIK, Michael	(7599)	32 Division
PC	STOCKWELL, Sean	(99778)	32 Division
PC	SUNGHING, Daniel	(7923)	32 Division
PC	VALENTINI, Enzo-Loreto	(99674)	32 Division
PC	WALKER, David	(3924)	32 Division
Sgt.	BEREZOWSKI, John	(3858)	33 Division
PC	BRADFORD, Michael	(174)	33 Division
PC	CORREA, David	(5157)	33 Division
PC	JAMES, Douglas	(7845)	33 Division
PC	JONES, Paul	(5130)	33 Division
PC	LAMPIRIS, Constantino	(3463)	33 Division
PC	LIGGIO, Giovanni	(99888)	33 Division
PC	LYON, Richard	(7903)	33 Division
PC	MacPHERSON, William	(5059)	33 Division
PC	MILSOM, Richard	(5753)	33 Division
PC	PACHECO, Walter	(5424)	33 Division
PC	SMITH, Robert	(8438)	33 Division
Sgt.	HUNT, Robert	(195)	41 Division
Sgt.	REDMAN, Suzanne	(5567)	41 Division
PC	ARSENAULT, Randall	(8074)	41 Division
PC	BARR, Matthew	(7973)	41 Division
PC	BONIFACE, Barkley	(7783)	41 Division
PC	BROWN, Robert	(7392)	41 Division
PC	CAIN, James	(8683)	41 Division
PC	EAGLESON, Lisa	(99434)	41 Division
PC	GAJRAJ, Syed	(8433)	41 Division
PC	GARDNER, Ronald	(8031)	41 Division
PC	HAIN, David	(8524)	41 Division
PC	KELLAR, Brian	(8715)	41 Division
PC	LYNCH, Erinn	(8424)	41 Division
PC	MARSHALL, Kirwin	(3716)	41 Division
PC	McNAUGHTON, Robert	(8566)	41 Division
PC	ROSBOROUGH, Rodney	(3582)	41 Division
PC	SOUCY, Paul	(8583)	41 Division

PC	STEIN, Warren	(7837)	41 Division
Sgt.	FERGUSON, Scott	(1082)	42 Division
PC	BURLEAU, Michael	(7968)	42 Division
PC	HAMILTON, Peter	(3833)	42 Division
PC	JUDD, Richard	(7996)	42 Division
PC	KLODT, Shawn	(89886)	42 Division
PC	KORAC, Paul	(7688)	42 Division
PC	MASSEY, John	(7943)	42 Division
PC	RAINFORD, Marc	(8354)	42 Division
PC	ROBERTS, Deighton	(8783)	42 Division
PC	SMITH, Trevor	(8402)	42 Division
PC	THORNE, Damon	(5456)	42 Division
PC	WHITE, William	(5925)	42 Division
S/Sgt.	BERGEN, Francis	(6599)	51 Division
Sgt.	DAKIN, Brian	(613)	51 Division
Sgt.	HALMAN, Darren	(6369)	51 Division
PC	LIPKUS, Andrew	(65471)	51 Division
Sgt.	McDERMOTT, Daniel	(1576)	51 Division
PC	SMITH, Joseph	(4475)	51 Division
PC	WESLEY, Jeffrey	(7788)	51 Division
PC	WILSON, Jeffery (x2)	(7449)	51 Division
Sgt.	BEVAN, William	(3733)	52 Division
Sgt.	HUTCHINGS, Donald	(3318)	52 Division
PC	AIELLO, Antonio	(99733)	52 Division
PC	JAMES, Alistair	(8112)	52 Division
PC	LE, Nam-Nhat	(5234)	52 Division
PC	MILLER, Austin	(7313)	52 Division
PC	PARK, Chris	(8300)	52 Division
PC	RAGELL, Thomas	(951)	52 Division
PC	VAN SETERS, Paul	(2439)	52 Division
Sgt.	WOODS, John	(7433)	53 Division
PC	ANYAN, Stanley	(4785)	53 Division
PC	BENINCASA, Mariano	(8639)	53 Division
PC	De FACENDIS, Tee	(65622)	53 Division
PC	LANE, Francis	(4656)	53 Division
PC	LICHACZ, Alexander	(8753)	53 Division
PC	VERWEY, Albert	(4612)	53 Division
Det.	ASHLEY, Mark	(4322)	55 Division
Det.	CAMPBELL, Denise	(6932)	55 Division
Det.	GRAY, Glenn	(3657)	55 Division
Det.	JOHNSTONE, Andrew (x2)	(325)	55 Division
Det.	POWELL, Daniel (x2)	(833)	55 Division
Det.	SIMPKINS, David	(7284)	55 Division
Sgt.	FARRUGIA, Marie	(7084)	55 Division
Sgt.	RANDLE, Mark	(2372)	55 Division
Sgt.	REDIGONDA, Richard	(519)	55 Division

PC	BARNES, Dwayne (x2)	(5270)	55 Division
PC	BENSON, Rodney	(7720)	55 Division
PC	BOTTINEAU, Danielle	(7718)	55 Division
PC	BRADBURY, Scott	(7522)	55 Division
PC	BRONSEMA, Tanya	(5205)	55 Division
PC	COLEMAN, Keith	(7588)	55 Division
PC	FLEMING, Stuart	(8034)	55 Division
PC	FORREST, Grant	(7835)	55 Division
PC	GOLDSMITH, Eric (x2)	(5013)	55 Division
PC	HANSEN, Kathleen	(2657)	55 Division
PC	HENDERSON, Vincent	(1342)	55 Division
PC	KARKLINS, Imants	(6163)	55 Division
PC	KEHLER, Jason (x2)	(5272)	55 Division
PC	KRAFT, Jason	(5215)	55 Division
PC	LEWIS, Michael	(5285)	55 Division
PC	NORTHCOTT, Brian (x2)	(4770)	55 Division
PC	PEACOCKE, Ryan	(5962)	55 Division
PC	PHILLIPS, Daniel (x2)	(99590)	55 Division
PC	TOUT, Jeffrey (x3)	(5255)	55 Division
PC	WORRELL, Philip (x3)	(2184)	55 Division
Civ.	BROWN, Stephanie	(88540)	Communications Centre
Civ.	BUNKER, Darlene	(87952)	Communications Centre
Civ.	DESILETS, Glenn	(87555)	Communications Centre
Civ.	EVEREST, Michelle	(88004)	Communications Centre
Civ.	INRIG, Deanne	(88786)	Communications Centre
Civ.	SAULNIER, Nicole	(86668)	Communications Centre
S/Sgt.	BARKLEY, Mark	(1470)	Communication Services
S/Supt.	GAUTHIER, Richard	(6481)	Detective Services
PC	BEADMAN, Brian	(1231)	Detective Services
S/Sgt.	SUDDER, Kevin	(6663)	Duty Desk
Sgt.	GIBSON, Roger	(7297)	Emergency Task Force
PC	BRAGG, David	(7237)	Emergency Task Force
PC	BRUNATO, Riccardo	(6961)	Emergency Task Force
PC	DARBY, Kevin	(5095)	Emergency Task Force
PC	EICHENBERG, James	(5024)	Emergency Task Force
PC	FONSECA, Michael	(5390)	Emergency Task Force
PC	FRYE, Jason	(5308)	Emergency Task Force
PC	GREGORY, Robert	(3901)	Emergency Task Force
PC	LECK, David	(3662)	Emergency Task Force
PC	LUSSOW, Christopher	(2148)	Emergency Task Force
PC	MORRIS, Peter	(99470)	Emergency Task Force
PC	PARLIAMENT, James	(5051)	Emergency Task Force
PC	PEREIRA, Helio	(1738)	Emergency Task Force
PC	RITCHIE, Kenneth	(4987)	Emergency Task Force
PC	VEIT, Oswald	(4243)	Emergency Task Force
PC	WILLERS, Ronald	(4249)	Emergency Task Force

PC	WILLIAMS, Clayton	(7231)	Emergency Task Force
Civ.	BRONIEK, Beverly	(86706)	Forensic Identification Services
Civ.	FERRARI, Marianna	(86756)	Forensic Identification Services
Civ.	KLATT, Debra	(89623)	Forensic Identification Services
D/Sgt.	BRONSON, Scott	(7071)	Fraud Squad
Det.	GAUTHIER, Alex	(5806)	Fraud Squad
Det.	McGOWAN, Leonard	(1558)	Fraud Squad
Det.	YARMOLUK, David	(813)	Fraud Squad
PC	HANCOCK, Thomas (x2)	(6701)	Fraud Squad
PC	MACIEK, John	(4032)	Fraud Squad
PC	SANGHA, Harjit	(1160)	Fraud Squad
PC	TRAMONTOZZI, Nunziato	(4049)	Hold-Up Squad
D/Sgt.	GIROUX, Gary	(2268)	Homicide Squad
D/Sgt.	NEALON, Daniel	(2398)	Homicide Squad
Det.	BIGGERSTAFF, John	(4831)	Homicide Squad
Det.	KULMATYCKI, Joel	(389)	Homicide Squad
Det.	ZARB, Raymond	(6333)	Homicide Squad
D/Sgt.	FRANKS, Randy	(2599)	Intelligence Services
D/Sgt.	IRWIN, Stephen	(4413)	Intelligence Services
D/Sgt.	MacCHEYNE, Douglas	(2978)	Intelligence Services
D/Sgt.	McDERMOTT, Jim	(6679)	Intelligence Services
Det.	CAMPANILE, Emanuele	(3607)	Intelligence Services
Det.	GROSS, Kimberly	(1092)	Intelligence Services
Det.	HOGAN, James	(6274)	Intelligence Services
Det.	MORIN, Philip	(7429)	Intelligence Services
Det.	TAKEDA, Robert	(4043)	Intelligence Services
Det.	VEITCH, David	(2748)	Intelligence Services
Det.	YOUNG, Craig	(6145)	Intelligence Services
PC	BENNEY, Peter	(4881)	Intelligence Services
PC	BRYAN, Keith	(232)	Intelligence Services
PC	CAMPBELL, Nicole	(305)	Intelligence Services
PC	CANNATA, David	(4688)	Intelligence Services
PC	CHAPMAN, Mark	(4097)	Intelligence Services
PC	FERNANDES, Crisanto	(1711)	Intelligence Services
PC	FYFE, John	(4399)	Intelligence Services
PC	GOW, Wayne	(1492)	Intelligence Services
PC	KARR, Jocelyn	(2627)	Intelligence Services
PC	MARTIN, Bruce	(4975)	Intelligence Services
PC	NGUYEN, Tat	(5767)	Intelligence Services
PC	NOONAN, Timothy	(2668)	Intelligence Services
PC	SEYMOUR, Geoffrey	(7520)	Intelligence Services
PC	SHAW, William	(4282)	Intelligence Services
PC	THAI, Thanh	(4035)	Intelligence Services
PC	YAP, Meiyin	(2511)	Intelligence Services
Civ.	COOMBES, Sandra	(88830)	Intelligence Services
Civ.	DIONNE, Barbara	(87556)	Intelligence Services

Civ.	LUI, Sin	(87348)	Intelligence Services
Civ.	MAHARAJ, Kyle	(88397)	Intelligence Services
Civ.	MILLS, Patricia	(88403)	Intelligence Services
Civ.	NGUYEN, Phuong	(86242)	Intelligence Services
Civ.	OUELLETTE, Hilary	(86718)	Intelligence Services
Civ.	OWCZAR, Karen	(88910)	Intelligence Services
Civ.	TILLEY, Brenda	(88044)	Intelligence Services
S/Sgt.	BADOWSKI, John	(2705)	Marine Unit
PC	BLOOM, Gavin	(7104)	Marine Unit
PC	McCARTHY, Kristopher(x2)	(7519)	Mounted & Police Dog Services
PC	MOORE, Steven	(5819)	Mounted & Police Dog Services
PC	O'BRIEN, David	(4752)	Mounted & Police Dog Services
PC	TOURANGEAU, Craig	(5167)	Mounted & Police Dog Services
PC	WARMAN, Richard	(99683)	Mounted & Police Dog Services
PC	SCHOFIELD, Frederick	(6449)	Operational Services
Det.	FIELD, Cameron	(997)	Professional Standards
PC	MARTIN, Robert	(3557)	Professional Standards
Sgt.	FOLLERT, Richard	(1012)	Public Safety Unit
PC	BOLTUC, Edward	(978)	Public Safety Unit
PC	COWAN, James	(351)	Public Safety Unit
PC	ROSS, Ian	(4957)	Public Safety Unit
PC	WRIGHT, James	(1845)	Public Safety Unit
Civ.	SMITH, Shirley	(87311)	Public Safety Unit
D/Sgt.	GILLESPIE, Paul	(1638)	Sex Crimes Unit
Det.	LAMOND, Ian	(1100)	Sex Crimes Unit
Det.	O'GRADY, Sandy	(4344)	Sex Crimes Unit
PC	KRAWCZYK, Paul	(7451)	Sex Crimes Unit
PC	McGARRY, William	(3339)	Sex Crimes Unit
PC	MENARD, John	(99812)	Sex Crimes Unit
PC	MUELLER, Stefan	(1065)	Sex Crimes Unit
D/Sgt.	SMITH, Randolph	(6678)	Special Investigation Services
Det.	COSENTINO, Salvatore	(4495)	Special Investigation Services
Det.	DALZIEL, David	(7356)	Special Investigation Services
Det.	DEMKIW, Myron	(1594)	Special Investigation Services
Det.	GALLANT, Stacy	(2515)	Special Investigation Services
Det.	LOMBARDI, Lorenzo	(684)	Special Investigation Services
Det.	MATTLESS, Wayne	(4846)	Special Investigation Services
Det.	McDONALD, Colin	(7092)	Special Investigation Services
Det.	QUAN, Douglas	(587)	Special Investigation Services
Det.	ROBINSON, Daniel	(2102)	Special Investigation Services
Det.	SHANK, Richard	(6045)	Special Investigation Services
Det.	TRANter, James	(459)	Special Investigation Services
Det.	WALTERS, Gregory	(6842)	Special Investigation Services
Det.	WATTS, Richard	(6191)	Special Investigation Services
PC	ATTENBOROUGH, Jeffrey	(134)	Special Investigation Services
PC	BANTON, Robin	(6161)	Special Investigation Services

PC	BAZMI, Salman	(3394)	Special Investigation Services
PC	DAWSON, Vicki	(3766)	Special Investigation Services
PC	DORAZIO, David	(6622)	Special Investigation Services
PC	GAUTHIER, Keith	(4302)	Special Investigation Services
PC	GOMES, Susan (x2)	(1004)	Special Investigation Services
PC	HEARD, Jason	(7480)	Special Investigation Services
PC	HORNER, Gavin	(6550)	Special Investigation Services
PC	LYONS, William	(2730)	Special Investigation Services
PC	MOSQUITE, Ruel	(3663)	Special Investigation Services
PC	PATTERSON, Robert	(1927)	Special Investigation Services
PC	PEDDLE, Craig	(4336)	Special Investigation Services
PC	ROBERTS, William	(6225)	Special Investigation Services
PC	SCHUMACHER, Jonathan	(5124)	Special Investigation Services
PC	SEELEY, Sheldon (x2)	(1310)	Special Investigation Services
PC	SMITH, Lawrence	(1508)	Special Investigation Services
PC	SUKUMARAN, Rajeev (x2)	(7089)	Special Investigation Services
PC	THOMAS, Timothy	(6984)	Special Investigation Services
PC	WATERS, Jason	(7477)	Special Investigation Services
PC	WEBSTER, David	(402)	Special Investigation Services
PC	WHALEN, Robert	(5940)	Special Investigation Services
Civ.	COLLINS, Catherine	(88467)	Special Investigation Services
Civ.	RONCONE, Catherine	(86071)	Special Investigation Services
Civ.	SKOK, Bonnie	(88386)	Special Investigation Services
D/Chief	WARR, Anthony	(113)	Specialized Operations Command
D/Sgt.	NEADLES, William	(7276)	Toronto Drug Squad
Det.	GALLANT, Timothy	(2532)	Toronto Drug Squad
Det.	McCUTCHEON, Douglas	(6402)	Toronto Drug Squad
PC	ANDREW, William	(7823)	Toronto Drug Squad
PC	CANEPÀ, Antonio	(6055)	Toronto Drug Squad
PC	CHENETTE, Richard	(378)	Toronto Drug Squad
PC	DAWSON, Shannon	(5061)	Toronto Drug Squad
PC	MacGREGOR, Jason	(7448)	Toronto Drug Squad
PC	PALERMO, Michael	(5249)	Toronto Drug Squad
PC	ROSE, Douglas	(3478)	Toronto Drug Squad
PC	WALSH, Mark	(1661)	Toronto Drug Squad
Sgt.	McLEAN, James	(3583)	Training & Education

AUXILIARY COMMENDATION:

Aux.PC	JARVIS, Donald	(50147)	42 Division
Aux.PC	OTTO, Charlemagne	(50231)	42 Division
Aux.PC	SHAPIRO, Sean	(50717)	Traffic Services

Members who were unable to attend the ceremonies were presented with their awards at the unit level.

In summary, there were a total of 9 Merit Marks, 78 Commendations, 361 Teamwork Commendations and 3 Auxiliary Commendations presented during 2005.

The following Community Member Awards were presented to members of the community during the period from January to December 2005:

<u>NAME:</u>	<u>SUBMITTED BY:</u>
Stanley ANGLIN	12 Division
Kent CHARLES	12 Division
Richard MAYNARD	12 Division
Danny VALENTE	12 Division
Mitch BOYLE	14 Division
Steven BROWN	14 Division
Marc-Andre COMEAU	14 Division
George KARAGIANIS	14 Division
Kevin PORTER	14 Division
Davanand RAMPERSAD	14 Division
Christopher SMITH	14 Division
Tim SVIRKLYS	14 Division
Geoffrey WHEATLEY	14 Division
Joanne ABATE	23 Division
Joan CAMPBELL	31 Division
David THOMAS	31 Division
Anne GLEESON	32 Division
Daniel LIUT	32 Division
Aydin POURGHAZI	32 Division
Vincent DI PINTO	33 Division
Carl RYZYCKI	33 Division
Christopher WERBY	33 Division
Paul WHITE	33 Division
John WONNACOTT	33 Division
Matthew AMATO	41 Division
Dalmaine COLE	41 Division
Bert DANDY	41 Division
Andrew EYISON	41 Division
Wayne GLOVER	41 Division
Vettivel GOBIKRISHNA	41 Division
Thomas KAROKALIS	41 Division
Diane McMILLAN	41 Division
Dawn MEDLAND	41 Division
Lorne PARSONS	41 Division
Jason SINGH	41 Division
Jamie THOMPSON	41 Division
Dimce TRAJANOVSKI	41 Division
Jose VARGHESE	41 Division

Jason WYLES	41 Division
Rina ARCE	42 Division
Scott BISHOP	42 Division
Colin MacDONALD	42 Division
Leonard OVA	42 Division
Al RITCHIE	42 Division
Sebastian TALLURI	42 Division
Shane BUDGELL	52 Division
Dr. Vanadan CHADDHA	52 Division
Spencer FRASER	52 Division
Donna HEFFERTON	52 Division
William HEFFERTON	52 Division
Roger LAZARIDIS	52 Division
Trevor MORLEY	52 Division
David PADMORE	52 Division
Cary SHIELDS	52 Division
Paul COLBOURNE	53 Division
Douglas HARLOW	53 Division
Uman LULAT	53 Division
Janet RODRIGUEZ	53 Division
Aamir SALEEN	53 Division
Jenny SPANOS	53 Division
Leslie TRAIN	53 Division
David COLLINS	54 Division
Wayne REYNOLDS	54 Division
Robert BOLAND	55 Division
Pei-Young CHUNG	55 Division
Jesse EVITTS	55 Division
Fire Captaine Ralph NOBLE	55 Division
George VINCZE	55 Division
Andrew WANIE	55 Division
Aziz SHAMS	Court Services
Mowlid Jama ABDIKARIM	Hold-Up Squad
Deana HARTIN	Hold-Up Squad
Francesco MUTO	Hold-Up Squad
Jonathan GAONA	Homicide Squad
Emil BAKKER	Marine Unit
Amadeo DEREGE	Marine Unit
David FORDE	Marine Unit
Bill STAMOS	Marine Unit
Rachel GLOBUS-GOLDBERG	Marine Unit
Patricia GRIFFIN	Marine Unit
Alexandra MARKS	Marine Unit
Daryl WIEBE	Marine Unit
Pierce DUNDYS	Professional Standards
Matthew SIMSER	Professional Standards

Jack LOGAN  
Dr. Susanna BLOCK  
Brian HSIEH  
Keith MUCKLER  
William SCHAWALDER  
Michael SHERWIN

Sex Crimes Unit  
Traffic Services  
Traffic Services  
Traffic Services  
Traffic Services  
Traffic Services

The following Partnership Citation Award was presented to one member of the community during the period January to December 2005:

NAME:

SUBMITTED BY:

District Fire Chief Russell WRAY

Emergency Task Force

In summary, there were a total of 90 Community Member Awards and 1 Partnership Citation presented during 2005.

Members of the community who were unable to attend the ceremonies were advised to contact Professional Standards in regards to their awards.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P161. QUARTERLY REPORT – TORONTO POLICE SERVICES BOARD  
SPECIAL FUND: JANUARY TO MARCH 2006**

The Board was in receipt of the following report May 01, 2006 from Alok Mukherjee, Chair:

Subject: QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD SPECIAL  
FUND UNAUDITED STATEMENT: JANUARY - MARCH 2006

Recommendation:

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

Background:

Enclosed is the unaudited statement of receipts and disbursements with respect to the Toronto Police Services Board's Special Fund for the period 2006 January 01 to 2006 March 31.

As at 2006 March 31, the balance in the Special Fund was \$356,408. During the first quarter, the Special Fund recorded receipts of \$29,391 and disbursements of \$22,965. There has been a net increase of \$6,425 against the December 31, 2005 fund balance of \$349,983.

At the March 23, 2006 meeting (Board minute #P98 refers), the ending 2005 balance was reported to the Board as \$353,326. This balance was adjusted as the result of the year end audit to more accurately reflect accepted accounting practices. The fund balance reported on the year end financial statements is \$349,983.

During the first quarter of 2006, deposits were made into the Special Fund bank account for November and December, 2005 auction proceeds. These deposits have already been reflected in the 2005 fund balance. The January auction proceeds were deposited and will be reported in the second quarter of 2006. Auction proceeds as a result of the agreement made between the

Property and Evidence Management Unit of the Service and Rite Auction Limited will continue to be made in 2006. A 50% commission rate will continue to apply.

Funds expended include a contribution for Black History month and a deposit to the Liberty Grand Conference Centre in preparation for the Board 50<sup>th</sup> Anniversary conference.

Board members are reminded of the following significant standing commitments which require monies from the Special Fund both within and beyond 2006:

- Futures Program – the Board approved the allocation of \$100,000 in each of 2005, 2006, 2007, 2008 and 2009
- Community Police Liaison Committees - \$1,000 for each CPLC and consultation committee
- Pride Week Reception - cost shared with the Service
- Awards for Service Members, Civilian Citations
- Recognition of Long Service (civilian pins, 25 year watch event, tickets to retirement functions for senior officers)
- Recognition of Board Members who complete their appointments
- Shared Funding for athletic competitions with the Toronto Police Amateur Athletic Association

**The Board inquired about the 50% commission rate that is applied by Rite Auctions to the auction proceeds. Mr. Angelo Cristofaro, Director of Finance and Administration, advised the Board that the 50% commission rate will continue until the current contract with Rite Auctions expires in July 2007. The Board will have an opportunity to consider a lower commission rate when it considers a new contract in 2007.**

**The Board received the foregoing**



**THE TORONTO POLICE SERVICES BOARD SPECIAL FUND  
2006 FIRST QUARTER RESULTS WITH INITIAL PROJECTIONS**

	2006							2005	COMMENTS
	INITIAL	ADJUSTED	JAN 01 TO MAR 31/06	APR 01 TO JUN 30/06	JUL 01 TO SEPT 30/06	OCT 01 TO DEC 31/06	JAN 01 TO DEC 31/06		
	PROJ.	PROJ.					TOTALS		
PARTICULARS								ACTUAL	
COPS FOR CANCER	0	0	0	0	0	0	0	0	
OTHER	150,000	150,000	0				0	171,952	
<i>COMMUNITY</i>									
CARIBANA	0	0	0	0	0	0	0	0	
RACE RELATIONS	0	0	0	0	0	0	0	0	
YOUTH ADVISORY GROUP	0	0	0	0	0	0	0	0	
BLACK HISTORY MONTH	0	2,000	2,000	0	0	0	2,000	0	
VARIOUS ORGANIZATIONS	80,000	80,000	0	0	0	0	0	85,937	
<i>RECOGNITION OF SERVICE MEMBERS</i>									
AWARDS	35,000	35,000	248	0	0	0	248	35,468	Service member award ceremonies occur
CATERING	20,000	20,000	0	0	0	0	0	21,246	several times during the year.
<i>RECOGNITION OF CIVILIANS</i>									
AWARDS	10,000	16,000	4,000	0	0	0	4,000	8,768	Award and recognition ceremonies occur
CATERING	2,500	2,500	0	0	0	0	0	2,473	several times during the year.
<i>RECOGNITION OF BOARD MEMBERS</i>									
AWARDS	0	0	0	0	0	0	0	0	
CATERING	2,000	2,000	0	0	0	0	0	1,934	
<i>CONFERENCES</i>									
<i>BOARD</i>									
COMMUNITY POLICE LIAISON COMMITTEES	0	0	0	0	0	0	0	0	
CANADIAN ASS'N OF POLICE SERVICES BOARDS	0	0	0	0	0	0	0	0	
OTHER	50,000	50,000	11,117	0	0	0	11,117	0	Liberty Grand deposit for Board anniversary conference
<i>DONATIONS</i>									
IN MEMORIAM	500	500	100	0	0	0	100	200	
OTHER	500	500	0	0	0	0	0	200	
DINNER TICKETS (RETIREMENTS/OTHERS)	5,000	5,000	0	0	0	0	0	7,950	
OTHER	8,000	8,000	0	0	0	0	0	8,000	The audit fee has now been reflected in the 2005 fund balance to reflect accurate accounting.
<i>TOTAL DISBURSEMENTS</i>	401,000	409,000	22,965	0	0	0	22,965	382,119	
<i>SPECIAL FUND BALANCE</i>	228,983	300,103	356,408	356,408	356,408	356,408	356,408	349,983	Ending balance agrees to ending balance per financial statements. Rounding not significant.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P162. QUARTERLY REPORT – DOMESTIC VIOLENCE STATISTICS: JULY  
TO SEPTEMBER 2005 AND OCTOBER TO DECEMBER 2005**

The Board was in receipt of the following report March 28, 2006 from William Blair, Chief of Police:

Subject: REVISED QUARTERLY REPORTS AND FINAL REPORT 2005: DOMESTIC  
VIOLENCE

Recommendation:

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

Background:

In February 2004, the Board received a report from the Chief of Police entitled “Response to Recommendations of the Community Safety Task Force.” This report was held by the Board pending a meeting with all key stakeholders to review and assess the status of the core issues and recommendations raised in the report by the Woman Abuse Work Group (WAWG) of the City of Toronto.

On June 18, 2004, a meeting of the key stakeholders was held to review the report and provide status updates on the core issues and recommendations. Following this meeting, the Board, at its meeting on June 21, 2004, approved the recommendations outlined in the report (Board Minute #P208/2004 refers).

The following recommendation contained in that report is specifically directed towards the Toronto Police Service:

Recommendation 3

“THAT the Board request from the Chief of Police, quarterly submissions of the Domestic Violence Quality Control Reports.”

The Toronto Police Service has been providing quarterly Domestic Violence Quality Control Reports to the Ministry of Community Safety and Correctional Services since 2002.

The Board, at its meeting on October 14, 2005, requested that future quarterly reports be amended by inserting an additional column identifying a year-to-date comparison with the previous year (Board Minute #P338/2005 refers).

In an effort to ensure quality control and consistency in the collection and reporting of data, the Toronto Police Service reviewed the process used to collect information relating to family violence occurrences, specifically Domestic Violence, Child Abuse and Elder Abuse for 2005. This review process will be used for the collection of data in all subsequent years.

The Board, at its meeting on January 11, 2006, approved a request for an extension for the submission of the July to September 2005, Quarterly Report for Domestic Violence and that any changes to information previously reported be included as part of the Final Annual Report for 2005 (Board Minute #P23/2006 refers).

In accordance with the direction provided by the Board, appended to this report are the amended versions of the four Quarterly Domestic Violence Quality Control Reports for 2005 and the Final Annual Report for 2005. These amended reports reflect any changes brought about as a result of the review, as well as a year-to-date comparison of statistics from 2004.

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

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

**Sergeant Lorna Kozmik, Community Mobilization, was in attendance and responded to questions by the Board about this report, particularly with respect to the format of the data and with respect to the statistical category “Domestic Violence Related Suicides”.**

**The Board received the foregoing report.**

**TORONTO POLICE SERVICE  
DOMESTIC VIOLENCE OCCURRENCES  
2004 / 2005 YEARLY COMPARISON**

1. OCCURRENCES:	2004		2005	
	Male	Female	Male	Female
(a) Total number of occurrences:	8068	1284	8772	1316
(b) Number of occurrences where both parties were charged (dual charges)	42	42	49	49
(c) Number of occurrences where charges not laid	200	63	478	129
(d) Number of occurrences where charges laid by police	6533	990	7503	1038
(e) Number of occurrences not concluded (No arrest, pending resolution by police)	1335	231	791	149

2. Reasons Charges Not Laid:	2004		2005	
	Male	Female	Male	Female
(a) Victim not available	0	0	0	0
(b) Offender deceased	0	0	2	0
(c) Other	200	63	476	129
<b>TOTAL</b>	<b>200</b>	<b>63</b>	<b>478</b>	<b>129</b>

3. Type of Relationship Between Victim and Accused*:	2004		2005	
	Male	Female	Male	Female
(a) Female victim – male accused		6533		7262
(b) Male victim – female accused		990		937
(c) Female victim – female accused		/		101
(d) Male victim – male accused		/		241
*Of those charged		<b>TOTAL</b>		<b>7523</b>
				<b>8541</b>

4. Type of Charges Laid	2004			2005		
	Male	Female	Total	Male	Female	Total
(a) Assault – (c.c. section 245)	3588	498	4086	4132	610	4742
(b) Assault/Weapon/ Causing Bodily Harm (c.c. section 245.1)	885	270	1155	1011	259	1270
(c) Aggravated Assault (c.c. section 245.2)	24	13	37	28	18	46
(d) Sexual Assault	110	0	110	164	1	165
(e) Sexual Assault / Weapon or Cause Bodily Harm	11	0	11	9	0	9
(f) Aggravated Sexual Assault	0	0	0	1	0	1
(g) Murder	3	0	3	6	0	6
(h) Attempted Murder	12	0	12	7	0	7
(i) Manslaughter	0	0	0	0	0	0
(j) Criminal Harassment	224	25	249	376	30	406
(k) Intimidation	7	0	7	5	1	6
(l) Uttering Threats	1386	151	1537	1491	109	1600
(m) Other Charges Not Listed Above – specify	283	33	316	273	10	283
<b>Grand Total</b>	<b>6533</b>	<b>990</b>	<b>7523</b>	<b>7503</b>	<b>1038</b>	<b>8541</b>

5. Weapons Causing Injury (Number of Occurrences):	2004		2005	
	Male	Female	Male	Female
(a) Firearms			/	3
(b) Other Weapons (Note: includes means like telephone for criminal harassment)			/	531

6. Domestic Violence Homicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence homicides (M/F breakdown N/A)	0	8	0	8
(b) Number of domestic violence homicide victims	1	8	0	8
(c) Number of homicides involving the use of a weapon	0	6	0	4

7. Domestic Violence Related Child Deaths:	2004		2005	
	Male	Female	Male	Female
			1	0

8. Domestic Violence Related Suicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence related suicides	3	1	2	0
(b) Number of suicide victims related to domestic violence incidents	1	4	2	0

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE OCCURRENCES**  
**January - March**  
**2004 / 2005 Comparison**

1. OCCURRENCES:	2004		2005	
	Male	Female	Male	Female
(a) Total number of occurrences:	1848	269	2152	332
(b) Number of occurrences where both parties were charged (dual charges)	9	9	17	17
(c) Number of occurrences where charges not laid	45	17	110	26
(d) Number of occurrences where charges laid by police	1530	208	1853	268
(e) Number of occurrences not concluded (No arrest, pending resolution by police)	273	44	189	38

2. Reasons Charges Not Laid:	2004		2005	
	Male	Female	Male	Female
(a) Victim not available	/	/	/	/
(b) Offender deceased	0	0	1	0
(c) Other	45	17	109	26
<b>TOTAL</b>	<b>45</b>	<b>17</b>	<b>110</b>	<b>26</b>

3. Type of Relationship Between Victim and Accused*:	2004		2005	
	(a) Female victim – male accused		1530	
(b) Male victim – female accused		208		241
(c) Female victim – female accused		/		27
(d) Male victim – male accused		/		53
*Of those charged	<b>TOTAL</b>	<b>1738</b>		<b>2121</b>

4. Type of Charges Laid	2004			2005		
	Male	Female	Total	Male	Female	Total
(a) Assault – (c.c. section 245)	856	111	967	1008	164	1172
(b) Assault/Weapon/ Causing Bodily Harm (c.c. section 245.1)	208	54	262	263	57	320
(c) Aggravated Assault (c.c. section 245.2)	10	4	14	9	7	16
(d) Sexual Assault	28	0	28	32	0	32
(e) Sexual Assault / Weapon or Cause Bodily Harm	0	0	0	6	0	6
(f) Aggravated Sexual Assault	0	0	0	0	0	0
(g) Murder	0	0	0	2	0	2
(h) Attempted Murder	4	0	4	1	0	1
(i) Manslaughter	0	0	0	0	0	0
(j) Criminal Harassment	52	6	58	122	6	128
(k) Intimidation	3	0	3	0	0	0
(l) Uttering Threats	308	31	339	341	31	372
(m) Other Charges Not Listed Above – specify	61	2	63	69	3	72
<b>Grand Total</b>	<b>1530</b>	<b>208</b>	<b>1738</b>	<b>1853</b>	<b>268</b>	<b>2121</b>

5. Weapons Causing Injury (Number of Occurrences):	2004		2005	
	(a) Firearms		/	
(b) Other Weapons (Note: includes means like telephone for criminal harassment)		/		178

6. Domestic Violence Homicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence homicides (M/F breakdown N/A)	/	0	/	3
(b) Number of domestic violence homicide victims	0	0	0	3
(c) Number of homicides involving the use of a weapon	0	0	0	2

7. Domestic Violence Related Child Deaths:	2004		2005	
			0	

8. Domestic Violence Related Suicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence related suicides	0	0	2	0
(b) Number of suicide victims related to domestic violence incidents	0	0	0	2



**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE OCCURRENCES**  
**April - June**  
**2004 / 2005 Comparison**

1. OCCURRENCES:	2004		2005	
	Male	Female	Male	Female
(a) Total number of occurrences:	2126	346	2255	348
(b) Number of occurrences where both parties were charged (dual charges)	12	12	10	10
(c) Number of occurrences where charges not laid	52	21	131	38
(d) Number of occurrences where charges laid by police	1672	266	1911	267
(e) Number of occurrences not concluded (No arrest, pending resolution by police)	402	59	213	43

2. Reasons Charges Not Laid:	2004		2005	
	Male	Female	Male	Female
(a) Victim not available	0	0	0	0
(b) Offender deceased	0	0	1	0
(c) Other	52	21	130	38
<b>TOTAL</b>	<b>52</b>	<b>21</b>	<b>131</b>	<b>38</b>

3. Type of Relationship Between Victim and Accused*:	2004		2005	
	Male	Female	Male	Female
(a) Female victim – male accused		1672		1842
(b) Male victim – female accused		266		244
(c) Female victim – female accused		/		23
(d) Male victim – male accused		/		69
*Of those charged		<b>TOTAL</b>	<b>1938</b>	<b>2178</b>

4. Type of Charges Laid	2004			2005		
	Male	Female	Total	Male	Female	Total
(a) Assault – (c.c. section 245)	911	155	1066	1040	142	1182
(b) Assault/Weapon/ Causing Bodily Harm (c.c. section 245.1)	254	72	326	263	79	342
(c) Aggravated Assault (c.c. section 245.2)	4	5	9	8	4	12
(d) Sexual Assault	31	0	31	47	0	47
(e) Sexual Assault / Weapon or Cause Bodily Harm	3	0	3	0	0	0
(f) Aggravated Sexual Assault	0	0	0	0	0	0
(g) Murder	2	0	2	0	0	0
(h) Attempted Murder	4	0	4	3	0	3
(i) Manslaughter	0	0	0	0	0	0
(j) Criminal Harassment	44	5	49	94	9	103
(k) Intimidation	0	0	0	3	0	3
(l) Uttering Threats	309	26	335	385	30	415
(m) Other Charges Not Listed Above – specify	110	3	113	68	3	71
<b>Grand Total</b>	<b>1672</b>	<b>266</b>	<b>1938</b>	<b>1911</b>	<b>267</b>	<b>2178</b>

5. Weapons Causing Injury (Number of Occurrences):	2004		2005	
	Male	Female	Male	Female
(a) Firearms			/	0
(b) Other Weapons (Note: includes means like telephone for criminal harassment)			/	136

6. Domestic Violence Homicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence homicides (M/F breakdown N/A)	/	2	/	1
(b) Number of domestic violence homicide victims	0	2	0	1
(c) Number of homicides involving the use of a weapon	/	2	0	1

7. Domestic Violence Related Child Deaths:	2004		2005	
	Male	Female	Male	Female
			0	0

8. Domestic Violence Related Suicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence related suicides	1	0	0	0
(b) Number of suicide victims related to domestic violence incidents	0	1	0	0



**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE OCCURRENCES**  
**July – September**  
**2004 / 2005 Comparison**

1. OCCURRENCES:	2004		2005	
	Male	Female	Male	Female
(a) Total number of occurrences:	2048	293	2344	355
(b) Number of occurrences where both parties were charged (dual charges)	13	13	16	16
(c) Number of occurrences where charges not laid	62	17	142	43
(d) Number of occurrences where charges laid by police	1674	219	2007	275
(e) Number of occurrences not concluded (No arrest, pending resolution by police)	312	57	195	37

2. Reasons Charges Not Laid:	2004		2005	
	Male	Female	Male	Female
(a) Victim not available	/	/	/	/
(b) Offender deceased	/	/	/	/
(c) Other	62	17	142	43
<b>TOTAL</b>	<b>62</b>	<b>17</b>	<b>142</b>	<b>43</b>

3. Type of Relationship Between Victim and Accused*:	2004		2005	
	(a) Female victim – male accused		1674	
(b) Male victim – female accused		219		248
(c) Female victim – female accused		/		27
(d) Male victim – male accused		/		51
*Of those charged	<b>TOTAL</b>	<b>1893</b>		<b>2282</b>

4. Type of Charges Laid	2004			2005		
	Male	Female	Total	Male	Female	Total
(a) Assault – (c.c. section 245)	960	110	1070	1096	164	1260
(b) Assault/Weapon/ Causing Bodily Harm (c.c. section 245.1)	208	72	280	255	70	325
(c) Aggravated Assault (c.c. section 245.2)	6	1	7	6	2	8
(d) Sexual Assault	26	0	26	61	1	62
(e) Sexual Assault / Weapon or Cause Bodily Harm	3	0	3	0	0	0
(f) Aggravated Sexual Assault	0	0	0	1	0	1
(g) Murder	1	0	1	3	0	3
(h) Attempted Murder	2	0	2	2	0	2
(i) Manslaughter	0	0	0	0	0	0
(j) Criminal Harassment	55	5	60	92	9	101
(k) Intimidation	3	0	3	1	0	1
(l) Uttering Threats	394	28	422	421	27	448
(m) Other Charges Not Listed Above – specify	16	3	19	69	2	71
<b>Grand Total</b>	<b>1674</b>	<b>219</b>	<b>1893</b>	<b>2007</b>	<b>275</b>	<b>2282</b>

5. Weapons Causing Injury (Number of Occurrences):	2004		2005	
	(a) Firearms			/
(b) Other Weapons (Note: includes means like telephone for criminal harassment)			/	116

6. Domestic Violence Homicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence homicides (M/F breakdown N/A)	0	2	0	3
(b) Number of domestic violence homicide victims	0	3	0	3
(c) Number of homicides involving the use of a weapon	0	1		1

7. Domestic Violence Related Child Deaths:	2004		2005	
			0	0

8. Domestic Violence Related Suicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence related suicides	1	0	0	0
(b) Number of suicide victims related to domestic violence incidents	1	0	0	0



**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE OCCURRENCES**  
**October - December**  
**2004 / 2005 Comparison**

1. OCCURRENCES:	2004		2005	
	Male	Female	Male	Female
(a) Total number of occurrences:	2046	376	2021	281
(b) Number of occurrences where both parties were charged (dual charges)	9	9	4	4
(c) Number of occurrences where charges not laid	41	8	95	22
(d) Number of occurrences where charges laid by police	1657	297	1732	228
(e) Number of occurrences not concluded (No arrest, pending resolution by police)	348	71	194	31

2. Reasons Charges Not Laid:	2004		2005	
	Male	Female	Male	Female
(a) Victim not available	/	/	/	/
(b) Offender deceased	/	/	/	/
(c) Other	41	8	95	22
<b>TOTAL</b>	<b>41</b>	<b>8</b>	<b>95</b>	<b>22</b>

3. Type of Relationship Between Victim and Accused*:	2004		2005	
	(a) Female victim – male accused		1657	
(b) Male victim – female accused		297		204
(c) Female victim – female accused		/		24
(d) Male victim – male accused		/		68
*Of those charged		<b>TOTAL</b>	<b>1954</b>	<b>1960</b>

4. Type of Charges Laid	2004			2005		
	Male	Female	Total	Male	Female	Total
(a) Assault – (c.c. section 245)	861	122	983	988	140	1128
(b) Assault/Weapon/ Causing Bodily Harm (c.c. section 245.1)	215	72	287	230	53	283
(c) Aggravated Assault (c.c. section 245.2)	4	3	7	5	5	10
(d) Sexual Assault	25	0	25	24	0	24
(e) Sexual Assault / Weapon or Cause Bodily Harm	5	0	5	3	0	3
(f) Aggravated Sexual Assault	0	0	0	0	0	0
(g) Murder	1	0	1	1	0	1
(h) Attempted Murder	2	0	2	1	0	1
(i) Manslaughter	0	0	0	0	0	0
(j) Criminal Harassment	73	9	82	68	6	74
(k) Intimidation	1	0	1	1	1	2
(l) Uttering Threats	375	66	441	344	21	365
(m) Other Charges Not Listed Above – specify	95	25	120	67	2	69
<b>Grand Total</b>	<b>1657</b>	<b>297</b>	<b>1954</b>	<b>1732</b>	<b>228</b>	<b>1960</b>

5. Weapons Causing Injury (Number of Occurrences):	2004		2005	
	(a) Firearms			/
(b) Other Weapons (Note: includes means like telephone for criminal harassment)			/	101

6. Domestic Violence Homicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence homicides (M/F breakdown N/A)	/	4	/	1
(b) Number of domestic violence homicide victims	1	3	0	1
(c) Number of homicides involving the use of a weapon	/	2	0	0

7. Domestic Violence Related Child Deaths:	2004		2005	
			1	0

8. Domestic Violence Related Suicides:	2004		2005	
	Male	Female	Male	Female
(a) Total number of domestic violence related suicides	/	1	0	0
(b) Number of suicide victims related to domestic violence incidents	1	1	0	0



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P163. QUARTERLY REPORT – ENHANCED EMERGENCY MANAGEMENT:  
JANUARY TO MARCH 2006**

The Board was in receipt of the following report April 11, 2006 from William Blair, Chief of Police:

Subject: QUARTERLY REPORT: JANUARY – MARCH 2006 - ENHANCED  
EMERGENCY MANAGEMENT

Recommendation:

It is recommended that:

- (1) the Board receive the following report for information; and
- (2) the Board approve a revised reporting schedule for future quarterly reports to be provided to the Board on a semi-annual basis, to commence in 2007, and to be specifically provided in August and December of each year.

Background:

At its meeting of December 13, 2001 (Board Minute #P356/01 refers), the Chief of Police was directed by the Board to report quarterly on the progress of Enhanced Emergency Management. This report is in response to that direction. The Board was last updated at the December, 2006 Board meeting (Board Minute #P20/06 refers).

The Emergency Planning Operations Unit is responsible for the emergency preparedness of the Toronto Police Service (TPS), and the Service's capability to mitigate, plan/prepare, respond to, and facilitate the recovery from, all emergencies and disasters that may affect Toronto. The Emergency Management Operations Unit has been involved in the following activities since the last report.

General Operations:

**CBRN:**

The Joint Chemical, Biological, Radiological and Nuclear (CBRN) team continues to respond to calls for service, primarily involving suspicious package incidents. The CBRN Team has been invited to participate in several federally funded research initiatives sponsored by the CBRN Research and Technology Initiative (CRTI). This continues to reflect the high regard the Toronto Team has on the national stage.

During the reporting period of January 1, 2006 to March 25, 2006, the CBRN team responded to one event in 52 Division regarding a suspicious package containing powder, which was later determined to be talcum powder.

The CBRN team continues to provide basic CBRN training to divisional CRU members. During this quarter, 90 new members from various divisions, as well as Emergency Medical Services (EMS) personnel and members of the TPS Marine Unit have been trained and equipped to deal with cold and warm zone operations during a CBRN event.

It is important that the TPS continue to maintain its involvement as an active partner in this venture, as well as enhance the depth of staff support.

#### Emergency Planning Operations Unit:

Emergency Planning Operations Unit (EPOU) staff were involved in responses to hazardous material situations throughout the period. EPOU staff continue to monitor reportable events from the Pickering Nuclear Station, as prescribed through the Provincial Nuclear Emergency Response Plan (PNERP).

During this reporting period EPOU staff continued to assist and advise TPS units with respect to the potential escalation of emergent situations. This included seven chemical spills and one chemical fire. EPOU staff were contacted in January to monitor a nuclear event at the Darlington Generation Station.

#### HUSAR:

Heavy Urban Search and Rescue (HUSAR) is a Toronto Fire Service (TFS) led initiative with TPS and Emergency Medical Services (EMS) components. Joint HUSAR training with TFS is ongoing. Police Dog Services (PDS) and the Public Safety Unit (PSU) form the TPS portion of the team. TPS is maintaining its support with respect to staffing within the team (2 search technicians, 2 search specialists, 4 cadaver dogs with handlers, and 4 general search dogs with handlers). All off-duty training and overtime costs are borne by the Toronto HUSAR budget.

A National HUSAR exercise was conducted in Calgary in March, 2006. The goal of the exercise was to evaluate all aspects of the "Team's" deployment capability over a protracted period of time, including returning back to a state of readiness upon return to Toronto. They worked 8-12 hour shifts, dependent upon the nature of the response scenarios, and were subject to emergent redeployment during the exercise. The nature of the exercise was to simulate deployment as accurately as possible.

The exercise was very successful with the Toronto Team demonstrating a superior level of competence, earning high regard from the both the exercise organizers in Calgary, and the Federal authorities present.

It is important that the TPS continue to maintain its involvement as an active partner in this venture, as well as enhance the depth of staff support so as to enable an expanded deployment of the joint HUSAR team and to facilitate succession planning.

No emergencies involving HUSAR occurred during this reporting period.

#### Other Activities:

The Ministry of Community Safety and Correctional Services (MCSCS) is preparing to enact legislation for a standardized Incident Management System (IMS) used to facilitate command and control for emergency and disaster situations. TPS adopted IMS many years ago and is currently providing assistance to the Province with the development of a Provincial IMS standard that will be implemented across Ontario. The MCSCS is preparing to release its plan for the Provincial Incident Management System (PIMS) some time in early 2006.

The Emergency Planning Operations Unit and the Occupational Health and Safety Unit are nearing completion of a Pandemic Influenza Response Plan for the TPS. A meeting with Command will be taking place in the near future to provide a briefing on the contents of the plan and proposed action strategies.

On March 15, 2006, the Emergency Planning Operations Unit, along with Intelligence Services, completed the Provincial Counter Terrorism Audit. The audit team from the MCSCS did not identify any issues with the preparedness of the TPS in the course of the meeting. The MCSCS provided full documentation of the discussion points and will provide a final report to the Board later this year.

The Emergency Planning Operations Unit and the Toronto Office of Emergency Management continue to identify, analyze and account for both City and TPS specific critical infrastructure. The purpose of this is to provide for both operational and business continuity activities, and thereby ensure that core city services continue if critical infrastructure is affected by an emergent event.

The Joint Operations Steering Committee is comprised of Staff Superintendent/Deputy Chief/Director level representatives from Toronto Police Service, Toronto Fire Services, Emergency Medical Services, and Public Health, along with Works and Emergency Services. This committee continues to meet in order to facilitate and harmonize emergency operations between the emergency response agencies. Joint emergency planning continues with respect to CBRN, HUSAR, pandemic planning and general emergency preparedness.

Inspector Robert Genno has been appointed, at the invitation of the Royal Canadian Mounted Police, to be the municipal representative on a G8 law enforcement planning sub-group dealing with anti-terrorist security in subways and rail transit. His involvement with this undertaking will take him to major urban centres within Canada, wherein he will be participating in a series of consultations with law enforcement and subway /mass transit officials to explore and discuss best practices. Included in this will be participation at the G8 Security Experts meeting, scheduled to take place in Moscow, April 18<sup>th</sup>-22<sup>nd</sup>, 2006. All costs associated with his

involvement, exclusive of wages and benefits, are being borne by the RCMP. The Service stands to benefit substantially by his involvement in this undertaking through increased knowledge, application of strategies/concepts and the establishment of a comprehensive information network.

Deputy Chief A.J. (Tony) Warr, Specialized Operations Command will be in attendance to answer any questions.

**The Board received the foregoing report and, at the request of the Chief of Police, agreed to receive future enhanced emergency reports on an annual basis rather than semi-annually as recommended above.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P164. SEMI-ANNUAL REPORT – GRANT APPLICATIONS AND  
CONTRACTS: OCTOBER 2005 TO MARCH 2006**

The Board was in receipt of the following report April 26, 2006 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT: OCTOBER 1, 2005 TO MARCH 31, 2006: GRANT  
APPLICATIONS AND CONTRACTS

Recommendation:

It is recommended that the Board receive this report.

Background:

At its meeting of February 28, 2002, the Board granted standing authority to the Chair of the Police Services Board, to sign all grant and funding applications and contracts on behalf of the Board (BM #P66/02 refers). The Board also agreed that a report would be provided on a semi-annual basis summarizing all applications and contracts signed by the Chair (BM #P66/02 and BM #145/05 refer).

Comments:

Appendix A provides a summary of grant applications signed and submitted during the current reporting period (October 1, 2005 to March 31, 2006). Appendix B provides a summary of grant agreements signed by the Chair, and any grants awarded without contract, during the same period.

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

**The Board received the foregoing.**

**Appendix A**  
**New Grant Applications**  
**October 1, 2005 to March 31, 2006**

<b>Name and Description of Grant</b>	<b>Amount of Funding Requested</b>	<b>Grant Term</b>	<b>Comments</b>
<b>Reduce Impaired Driving Program (R.I.D.E.)</b> <ul style="list-style-type: none"><li>The Chair signed the application for funding for the 2006/2007 R.I.D.E. program in March 2006.</li></ul>	\$205,182	April 1, 2006 to February 28, 2007	Application submitted to Ministry of Community Safety and Correctional Services and notification of approved amount is likely to be received spring 2006.

**Appendix B**  
**New Grants Awarded**  
**October 1, 2005 to March 31, 2006**

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
<b>Assisting and Preventing Child Victims of Sexual Abuse Through Focused Investigation of Child Pornography Cases</b> <ul style="list-style-type: none"> <li>• The Chair signed the contract in March 2006</li> </ul>	\$100,000	June 17, 2005 to March 31, 2006	Funding approved and received; program is completed.
<b>Safer Communities – 1,000 Officers Partnership Program</b> <ul style="list-style-type: none"> <li>• Contract outstanding</li> </ul>	\$8,800,000 (funding annualizes up to)	January 1, 2006 to March 31, 2008 (offered in perpetuity)	Contract currently being negotiated with the Ministry of Community Safety and Correctional Services; first invoice for retroactive payment submitted in March 2006.
<b>Toronto Anti-Violence Intervention Strategy</b> <ul style="list-style-type: none"> <li>• Contract outstanding</li> </ul>	\$5,000,000	January 1, 2006 to December 31, 2006	Contract currently being negotiated with the Ministry of Community Safety and Correctional Services; funding approved and received.
<b>Closed Circuit Television</b> <ul style="list-style-type: none"> <li>• Contract outstanding</li> </ul>	\$2,000,000	April 1, 2006 to March 31, 2008	Program is under review to determine full operational and financial impacts.
<b>Bridge Financing for Guns and Gangs Initiatives</b> <ul style="list-style-type: none"> <li>• No contract necessary</li> </ul>	\$500,000	No specified term	Funding received from the Ministry of the Attorney General is to be used to offset costs of accelerated hiring of new officers for the immediate redeployment of experienced officers to address gun-related crime.
<b>Funding to Combat Child Pornography</b> <ul style="list-style-type: none"> <li>• No contract necessary</li> </ul>	\$300,000	No specified term	Funding received from the Ministry of the Attorney General is to be used to update computer equipment used by forensic and child exploitation investigators and to provide training related to child pornography.
<b>Youth in Policing Initiative</b> <ul style="list-style-type: none"> <li>• Contract outstanding</li> </ul>	\$365,000	April 1, 2006 until contract replaced or terminated	Contract currently being negotiated with the Ministry of Children and Youth Services. Funding is for the employment of up to 100 youth for a nine week period.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P165. ANNUAL REPORT – 2005 RECRUITMENT INITIATIVES IN THE  
LESBIAN, GAY, BI-SEXUAL AND TRANSGENDERED COMMUNITIES**

The Board was in receipt of the following report March 14, 2006 from William Blair, Chief of Police:

Subject: 2005 ANNUAL REPORT: RECRUITMENT INITIATIVES IN THE LESBIAN,  
GAY, BI-SEXUAL AND TRANSGENDERED COMMUNITY

Recommendation:

It is recommended that: the Board receive the following annual report.

Background:

At its meeting of May 12, 2005, the Board received a report with the Minutes of Settlement pertaining to the Human Rights Complaints by members of the Toronto Women's Bathhouse Committee regarding the September 2000 incident at the Pussy Palace (Min. No. P155 refers). The Board forwarded the Minutes of Settlement to the Chief of Police for review and preparation of a report to the Board with respect to the implementation of the recommendations.

The Minutes of Settlement #2 states that the Toronto Police Service (hereafter "the Police") will continue for three years to implement a recruitment policy targeting Toronto's gay, lesbian, bisexual, and trans-gendered community (the "Community"). Recruitment efforts may include, but need not be limited to, activities already undertaken by the Police, including a recruitment booth at the annual Pride Day, a recruitment booth at townhall meetings and advertisements in newspapers directed at the Community. The Police will also consider such other recruitment initiatives as are brought forward to the Police by the Community. The Police will provide an annual report over the next three years (April 2004, 2005, 2006) to the Commission as to its recruitment activities aforesaid.

In keeping with the request of the Minutes of Settlement, this is the first of three required reports which outlines the recruiting initiatives taken by the Service.

Outreach Recruiting Initiatives to the LGBT Community Employment/Recruiting unit:

The Employment Unit continued its outreach initiatives throughout 2005. Programs implemented in 2004 were enhanced in order to increase the number of applicants from the GLBT community in Toronto. The Recruiting Unit maintained its proactive program of consultation with members of the service and the community in order to promote the Police

Service as a viable career option. In this regard, information and specific mentoring sessions supported recruiting initiatives.

The specialized Recruitment Team comprised of culturally diverse uniform members, worked diligently throughout the year to meet the goals of the Service. The officers are:

Sergeant Terry James	(#5574)
Police Constable Glenna Delcogliano	(#278)
Police Constable Frank Lim	(#3661)
Police Constable Maurice Ennis	(#7827)
Police Constable Donna Smith-Stubbs	(#6034)
Police Constable Joni Sousa-Guthrie	(#4115)
Police Constable Terri Ng	(#5665)
Police Constable Kevin Dawe	(#2920)
Police Constable Asif Shaikh	(#5356)
Police Constable Suzanne Wilson	(#5579)

The Recruitment Team participated in a number of activities and initiatives with a particular focus on the Gay, Lesbian, Bi-sexual, Trans-gendered (LGBT) community. Recruiting officers pursued this specific goal at career fairs, churches, schools and trade shows as well as in other communities where members of this community were likely to be present.

#### Partnerships:

Recruiting officers assigned to the LGBT community participated in joint initiatives in partnership with the LGBT liaison officer of the Community Mobilization Unit formerly known as the Community Liaison Unit. The Recruiting Coalition Advisory Committee and the Chief's LGBT Community Consultative Committee were also invited to presentations and special events held in the community, all in an effort to promote the Toronto Police Service as a career choice.

#### General information and specific mentoring sessions:

The officer assigned to the LGBT community along with other members of the Recruiting Unit planned and executed several focused information sessions at strategic locations within the community. Many initiatives that began in 2004 were enhanced and continued in 2005 resulting in larger turnouts to sessions and positive feedback from candidates. Twelve events which included presentations and or displays were held at various locations in the city.

Members of the LGBT community were notified of and invited to participate in the following activities:

Thirty general information sessions outlining the Ontario Association of Chiefs of Police Constable Selection System, thirty-nine mentoring sessions for the Police Analytical Thinking Inventory (PATI) and the Written Communication Test (WCT) and forty-two Local Focus and Essential Competency Interview mentoring sessions.

In May 2005, the Physical Readiness Evaluation for Police (PREP) was included on the same days as the PATI/WCT mentoring sessions in order to reduce the number of times candidates attended Charles. O. Bick College for practice or mentoring sessions. Forty-nine PREP practice sessions were conducted. In addition, PREP practice sessions were also conducted on the first Tuesday of every month specifically for female candidates.

Presentations on the Constable Selection System were made to unit members of the Parking Enforcement Unit, Court Services and the Communication Bureau members.

Recruiting officers attended the Recruiting Coalition Advisory Committee meetings, the Chief's Community Consultative Committee meetings and the Community Policing Liaison Committee meetings to provide updates and to discuss methods of attracting candidates from the designated groups to a career in policing.

Partnership building continued throughout 2005 through co-ordinated efforts with agencies including: Toronto Fire Services, Toronto Ambulance Services, Department of National Defense, Canada Immigration, Women In Motion, Ministry of Transportation of Ontario, Human Resources Development Canada, Learning Enrichment Foundation and the Toronto District School Boards. Information about the Constable Selection System was provided through presentations and career fairs, which attracted large audiences.

Civilian Staffing Advisors from the Employment Unit worked closely with uniform recruiters and attended various events to provide information and encouragement to applicants seeking civilian positions. These positions included court officer, parking enforcement officer, communications operator, auxiliary police and other administrative positions.

Serving members from other areas of the Service were selected as positive role models. These members were asked to speak about their experiences at mentoring sessions presented to specific communities including the LGBT community. Some of these officers were also featured on radio and television shows as well as in community publications. Information packages about policing were distributed to police divisions in order to readily provide information to members of the public.

Media outreach:

In an effort to fulfil the requirement of the Toronto Police Service mandate, the Recruiting Unit launched an advertising campaign in various media outlets, focusing on specific communities in order to reflect the diversity of the City. Specific outlets in the LGBT community were included. Television, newspapers, and magazines were utilized to further our goals and included the following: CBC Television, Pulse 24, AM 640 radio, CBC radio, AM 740 radio, FAB Magazine, Pride Network, NOW magazine, Pink Pages, Metro newspaper, Canada Extra (Jamaican Weekly Gleaner) newspaper, Native Career publication, Share newspaper, Guardian newspaper, Job Postings College/University magazine featuring "Diversity in the Workplace" Positive recruiting stories appeared in the Toronto Star, the Globe and Mail, The Metro, Share, Fab, Pride, Canada Extra and Xtra publications.

On a daily basis, members of the Recruiting Unit provided information to interested candidates who attend the Employment Unit in person. This also includes internal civilian members seeking information about becoming a police officer. Recruiting officers including the Sergeant were always on hand to answer questions, as well as respond to Internet inquiries. Interested candidates were encouraged to register for general and specific mentoring sessions.

Recruiting officers make presentations to Divisional Street Crime and Community Response officers about the Constable Selection System. These officers are able to disseminate this information during the course of their duties within specific communities. Members of the Service are encouraged to identify qualified candidates for all positions within the Service keeping in mind the needs of the organization for diversity representation.

An awards program was initiated by the Employment Unit in 2003, as an incentive to internal members who refer police constable candidates to the Service. Once a candidate is successfully hired the referring member is recommended to receive a four-hour lieu time award.

Candidates mentored and/or hired in 2005:

The LGBT recruiting officer constantly provides feedback and maintains contact with candidates who are in the constable selection process. Candidates are offered mentoring sessions and opportunities to practice for the PREP (physical component of the testing) on a regular basis. Candidates are encouraged to maintain their interest in pursuing a career in policing with the Toronto Police Service.

The recruiting officer continued personal contact with candidates representing the LGBT community throughout 2005; as a result, fifty-five candidates received mentoring and assistance through all phases of the process. Nine candidates were hired in 2005 and five candidates are still in varying stages of the process. In addition, the recruiting officer continues to provide guidance to these candidates.

The Employment Unit has no formalized system for tracking candidates who represent the LGBT community; however, we believe that the numbers presented above reflect the results of specific events conducted within this community.

Notwithstanding that the Unit is unable to formally quantify the response to our recruiting initiatives in the LGBT community; many community members who attended the information sessions specific to the LGBT community were eventually hired.

Many partnerships were formed and initiatives implemented during 2004 and 2005. As a result stronger relationships were developed and we saw increased numbers in attendance at our planned events. The Employment Unit plans to continue its outreach into this community and hopes to widen its reach through internet-based access, advertising and personal contact in 2006.

It is recommended that the Board receive the following report.

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P166. ANNUAL REPORT – 2005 INSURANCE CLAIMS ACTIVITY**

The Board was in receipt of the following report April 10, 2006 from Joseph Pennachetti, Deputy City Manager and Chief Financial Officer, City of Toronto:

Subject: Annual Report on Insurance Claims Activity for 2005

Purpose:

To provide an updated annual public report to the Board containing a financial summary of property, automobile and general liability insurance claims.

Financial Implications and Impact Statement:

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

Recommendations:

It is recommended that this report be received for information.

Background:

At its meeting on September 6, 2005, the Board was in receipt of the Annual Financial Claims Activity Report, dated August 24, 2005, from the City's Deputy City Manager & Chief Financial Officer. That report responded to a request for information by the Board identifying the format of a new annual public report to be provided to the Board containing a summary of financial insurance claims information including property, automobile and general liability insurance claims.

The Board received and adopted the foregoing report. This report updates the financial insurance claims summary requested by the Board and presents it in the annual public report format approved by the Board.

Comments:

Financial reports on Toronto Police Service insurance claims activity including information on trends and policy impacts are intended to support the Board's governance mandate to ensure effective management of the police service. Knowledge of what claims are occurring and potential financial exposure resulting from such claims will enhance the Board's ability to manage risk through implementation of loss control measures. The Insurance & Risk Management section of the City's Corporate Finance Division manages the insurance and claim

process and liaises on a regular basis with Toronto Police Service’s Professional Standards, Risk Management Unit, as well as internal and external defence counsel, to examine claims and implement measures to reduce the financial impact of insured claims involving the Toronto Police Service.

Claims statistics change daily as payments are made, new files opened, old files closed and reserves (funds set aside to pay claim and related costs) adjusted. The data contained in this report reflect the Toronto Police Service claim status at December 31, 2005.

Property Insurance Claims

The City’s Property Insurance policy provides coverage for direct physical loss or damage that results from an insured event to buildings, contents, equipment, stock supplies and furniture, owned by or under the care, custody and control of the Board.

Property claims are generally resolved within a six-month period. Table One is a summary of Police Service property claims incurred in 2005.

**Table One  
Property  
Insurance Claims Incurred in 2005**

	No. of Claims	Financial				
		Paid	Reserve	Total Incurred	Average Incurred	Largest Loss
Toronto Police Service	4	\$9,160	\$8,000	\$17,160	\$4,290	\$8,000

The total “incurred” amount consists of two components, amounts paid and amounts in reserve. For property losses, amounts paid are damage payments covered by the policy. The second component includes reserves which may have to be paid in the future on a claim by claim basis. Accordingly, the incurred figure reflects the total of amounts which have been paid and an allowance for possible future payments.

Automobile Insurance Claims

The City’s automobile insurance covers physical damage, bodily injury and property damage liability for all Service owned and leased vehicles. Every qualified, licensed driver operating a Police Service vehicle is insured under the policy. Similar to property claims, auto physical damage claims are generally resolved within months of the claim being opened. Auto liability and accident benefit claims can take considerably longer to settle.

Table Two provides a summary of Police Service auto claims incurred in 2005.

**Automobile  
Insurance Claims Incurred in 2005**

	<b>No. of Claims</b>	<b>Financial</b>				
		<b>Paid</b>	<b>Reserve</b>	<b>Total Incurre d</b>	<b>Average Incurre d</b>	<b>Largest Loss</b>
Toronto Police Service	841	\$1,679,975	\$737,504	\$2,417,479	\$2,875	\$145,894

For automobile losses, amounts paid can include (i) auto physical damage claim amounts, (ii) auto accident benefit payments, (iii) automobile liability claim payments and settlements, including damages, interest and costs, and (iv) court ordered judgments and all expenses pertaining to the claims process which can include legal fees, adjusting costs, and defence expert costs.

Liability Claims

The liability insurance policy responds to civil actions alleging negligence causing a third party bodily injury, property damage and/or economic loss.

It may be several years before a claimant commences a claim against the Police Service and it can take years before claims are settled. Table Three provides is a summary of Police Service liability claims incurred in 2005.

**Table Three  
General Liability  
Insurance Claims Incurred in 2005**

	<b>No. of Claims</b>	<b>Financial</b>				
		<b>Paid</b>	<b>Reserve</b>	<b>Total Incurre d</b>	<b>Average Incurre d</b>	<b>Largest Loss</b>
Toronto Police Service	47	\$23,604	\$762,539	\$786,143	\$16,726	\$275,835

For liability losses amounts paid include (i) settlements, including damages, interest and costs, (ii) court ordered judgements and (iii) all expenses pertaining to the claims process which can include legal fees, adjusting costs, and defence expert costs.

In 2005, 47 new liability claims arose from incidents and activities of the Toronto Police Service that have been reported and/or served as of January 2006. This number will rise in the future as new claims are submitted in respect of alleged incidents in 2005. The number of liability claims made against the Police Service over the years has remained fairly consistent averaging 86 per year since 1989.

Conclusions:

This report summarizes insurance claims related to the Toronto Police Service during 2005.

Contact:

Len Brittain, Director, Corporate Finance  
Tel. 416-392-5380, E-mail: [lbrittai@toronto.ca](mailto:lbrittai@toronto.ca)

Jeff Madeley, Manager, Insurance & Risk Management  
Tel. 416-392-6301, E-mail: [jmadeley@toronto.ca](mailto:jmadeley@toronto.ca)

**Mr. Jeff Madeley, Manager, Insurance and Risk Management, City of Toronto, was in attendance and delivered a financial summary of the property, automobile and general liability insurance claims involving the Toronto Police Service in 2005.**

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P167.       RESPONSE TO BOARD'S RECOMMENDATIONS REGARDING THE  
COMPETITIVENESS BETWEEN POLICE SERVICES IN ONTARIO  
RELATED TO THE RECRUITMENT OF EXPERIENCED POLICE  
OFFICERS**

The Board was in receipt of the attached correspondence, dated April 05, 2006, from Monte Kwinter, Minister of Community Safety and Correctional Services, containing a response to the Board's earlier recommendation regarding the competitiveness between police services in Ontario related to the recruitment of experienced police officers.

**The Board received the foregoing.**

**Ministry of Community Safety  
and Correctional Services**

Office of the Minister

25 Grosvenor Street  
18<sup>th</sup> Floor  
Toronto ON M7A 1Y6  
Tel: 416-325-0408  
Fax: 416-325-6067

**Ministère de la Sécurité communautaire  
et des Services correctionnels**

Bureau du ministre

25, rue Grosvenor  
18<sup>e</sup> étage  
Toronto ON M7A 1Y6  
Tél.: 416-325-0408  
Télééc.: 416-325-6067



CU06-01168

**APR 05 2006**

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



Dear Dr. Mukherjee:

Thank you for your letter of March 10, 2006, expressing the Toronto Police Services Board's (TPSB) concerns about the high degree of competitiveness among police services looking to hire the most experienced police officers. I am pleased to respond.

As part of its legislated role to provide adequate and effective policing in accordance with its needs, a municipality is responsible for the full cost of police services. Rural and small communities may apply under the Ontario Municipal Partnership Fund's Police Services Grant for financial support of policing costs.

As you know, the ministry assists with provincial funding for front-line officers through the Safer Communities – 1,000 Officers Partnership program and the Community Policing Partnership program. Support is also provided for the major case management of serial and predator offenders, organized crime and counter-terrorism, the seizing of illegal weapons, community-based crime prevention programs and impaired driving enforcement. The ministry also provides funding to police services as a result of federal prosecutions under proceeds of crime legislation.

I recognize that most police services are actively recruiting in order to achieve the community safety goals of the Safer Communities – 1,000 Officers Partnership program. I am also aware that there is some mobility of officers among police services, and that recruiting may involve the hiring of new recruits or experienced police officers. However, I do not believe that the program is at fault if a police officer decides to move from one police service to another.

The reasons for officers leaving one police service for another are individual and varied. They may include cost-of-living, commuting and/or quality of life concerns. I am not aware of significant cash bonuses being offered to lure experienced officers away from police services. However, I am aware of retention pay as a feature in many collective agreements, including Toronto.

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Dr. Alok Mukherjee  
Page two

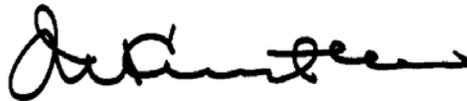
Retention pay was a significant consideration in some police service contract negotiations that, when unresolved, were advanced to the Ontario Police Arbitration Commission. I have been advised that retention pay provides a financial reward to experienced officers who remain with a specific police service, and is meant to keep trained and experienced officers from leaving for other services.

As you know, recruiting police officers is an operational policing matter. As Minister, I must not become directly involved in operational policing matters. The day-to-day operations of a police service are the responsibility of the chief of police or his/her designated representative. However, the TPSB may wish to discuss its concerns with its colleagues at the Ontario Association of Police Services Boards (OAPSB).

The OAPSB may also wish to consider widening any discussions to include the Ontario Association of Chiefs of Police, whose members may also not be aware of the TPSB's concerns relating to cash-signing bonuses. The TPSB's suggestion that one police service compensate another, if it can be proven that it hired officer(s) away before a certain time following the completion of his or her training, would be a matter for the police chiefs to consider.

I appreciate the opportunity to respond to your concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "Monte Kwinter". The signature is fluid and cursive, with a long horizontal stroke at the end.

Monte Kwinter  
Minister

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P168.       RESPONSE TO BOARD'S REQUEST FOR PARTNERS TO  
PARTICIPATE IN INITIATIVES TO REDUCE YOUTH CRIMES**

The Board was in receipt of the attached correspondence, dated April 12, 2006, from Stockwell Day, Minister of Public Safety and Emergency Preparedness, containing a response to the Board's earlier request for partners to participate in the Board's initiatives to reduce youth crime in the City of Toronto.

**The Board received the foregoing.**

Minister of Public Safety  
and Emergency Preparedness

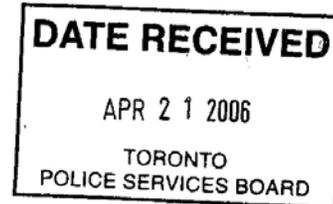


Ministre de la Sécurité publique  
et de la Protection civile

Ottawa, Canada K1A 0P8

APR 12 2006

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



Dear Dr. Mukherjee:

Thank you for your correspondence addressed to the previous government in which you extended an offer to join in your efforts to address the underlying causes of violent youth crime in Toronto.

I would like to take this opportunity to applaud your efforts to unite the different levels of government, the community and the business sector in a well-planned, comprehensive initiative and I appreciate the invitation to take part.

As the Minister of Public Safety, I have the privilege of overseeing the activities of the National Crime Prevention Centre (NCPC); its mission is to help build safer communities by preventing crime and victimization and by reducing the fear of crime. The NCPC was launched in 1998 to assist communities in developing, implementing and sustaining effective community-based responses to the risk factors associated with crime and victimization. Vulnerable children and youth have always been a focus.

At this point in its development, the NCPC will be increasing its focus on comprehensive, multi-sectoral, and systematic approaches at city-wide levels. Involving all orders of government and diverse communities in a collaborative process to identify and address priorities is consistent with internationally agreed upon principles, including those set out in the United Nations Guidelines on Crime

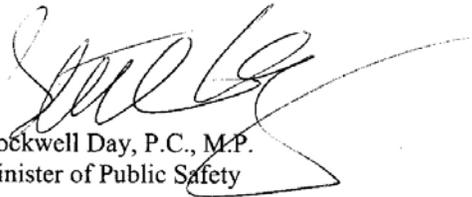
Canada

Prevention. In this regard, the coming together of a wide range of interests in Toronto to address youth crime is very encouraging.

I would therefore suggest that my officials in the NCPC's Ontario Regional Office would be best suited to discuss with you the possibility of collaboration on a specific initiative, which would complement the City's overall Community Safety Program. Please do not hesitate to contact Nicola Epprecht, Acting Manager, NCPC Regional Office at (416) 952-0395 or by e-mail at [Nicola.Epprecht@psepc.gc.ca](mailto:Nicola.Epprecht@psepc.gc.ca).

I strongly believe that such a foundation is the basis for sustainable crime prevention solutions.

Yours sincerely,

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

Stockwell Day, P.C., M.P.  
Minister of Public Safety

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P169.           RESPONSE TO THE TORONTO POLICE SERVICE 2005 ANNUAL  
HATE/BIAS CRIME STATISTICAL REPORT**

The Board was in receipt of the attached correspondence, dated April 21, 2006, from Mary Anne Chambers, Minister of Children and Youth Services, acknowledging receipt of the Toronto Police Service 2005 Annual Hate/Bias Crime Statistical Report.

**The Board received the foregoing.**

**Ministry of Children  
and Youth Services**

Minister's Office

56 Wellesley Street West  
14th Floor  
Toronto ON M5S 2S3  
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**Ministère des Services  
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Télééc. : 416 212-7431



**APR 21 2006**

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

Dear Dr. Mukherjee:

Thank you for your letter and copy of the 2005 Hate/Bias Crime Statistical Report.

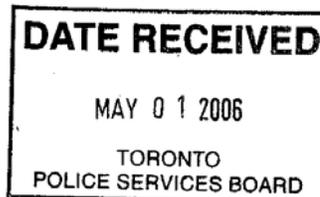
I am pleased to hear of the work you are doing in our schools to help eliminate hate crime, and thank you for sharing the information you have on this very important issue.

Once again, thank you for writing.

Sincerely,

A handwritten signature in black ink, appearing to read "Mary Anne Chambers".

Mary Anne Chambers  
Minister



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P170. REQUEST FOR EXTENSION OF TIME TO SUBMIT REPORT:  
REVIEW OF COMPLAINT ABOUT THE SERVICE PROVIDED BY THE  
TORONTO POLICE SERVICE – CASE NO. 2005-EXT-0562**

The Board was in receipt of the following report May 03, 2006 from William Blair, Chief of Police:

Subject: REVIEW OF A SERVICE COMPLAINT (TPS FILE NO. 2005-EXT-0562) -  
REQUEST FOR TIME EXTENSION TO SUBMIT REPORT

Recommendation:

It is recommended that: the Board approve the request for a one month extension of time to submit a request for review of a service complaint (TPS File No. 2005-EXT-0562).

Background:

The Toronto Police Services Board has been asked to review a complaint about the services provided by the Toronto Police Service. I am requesting that the Board approve a one month extension of time to gather all the pertinent information.

Deputy Chief Jane Dick of Executive Command will be in attendance to answer any questions concerning this report.

**The Board approved the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P171. EXCHANGE RELATIONSHIP WITH THE JAMAICA CONSTABULARY  
FORCE**

Chief of Police William Blair updated the Board on the status of the exchange relationship with the Jamaica Constabulary Force.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P172. IN-CAMERA MEETING – MAY 18, 2006**

In addition to the public meeting conducted by the Board today, an in-camera meeting was held to consider a number of matters which were exempt from the public agenda in accordance with the criteria for considering confidential matters set out in s.35(4) of the *Police Services Act*.

The following members attended the in-camera meeting:

Chair Alok Mukherjee  
Vice Chair Pam McConnell  
The Honourable Hugh Locke, Q.C.  
Ms. Judi Cohen  
Mr. Hamlin Grange

Absent: Councillor John Filion  
Mayor David Miller

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON MAY 18, 2006**

**#P173. ADJOURNMENT**

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Alok Mukherjee  
Chair