



**The following *draft* Minutes of the meeting of the Toronto Police Services Board held on September 24, 2009 are subject to adoption at its next regularly scheduled meeting.**

**The Minutes of the meeting held on August 20, 2009, previously circulated in draft form, were approved by the Toronto Police Service Board at its meeting held on September 24, 2009.**

**MINUTES OF THE PUBLIC MEETING** of the Toronto Police Services Board held on **SEPTEMBER 24, 2009** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

**PRESENT:**

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

**ABSENT:**

**Mr. Adam Vaughan**, Councillor & Member

**ALSO PRESENT:**

**Mr. William Blair**, Chief of Police  
**Mr. Albert Cohen**, City of Toronto - Legal Services Division

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P247. INTRODUCTIONS**

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

**Promoted to the Position of Enterprise Data Architect, Enterprise Architecture,  
Information Technology Services**

**Joanna YANG**

**Promoted to the Position of Labour Relations Analyst, Labour Relations, Human  
Resources Command**

**Leslie DAINARD-WEEKS**

**Promoted to the Rank of Detective Sergeant:**

**Cameron FIELD  
Paul McARTHUR  
Karl SOBOTKA**

**Promoted to the Rank of Staff Sergeant:**

**Ronald BOYCE**

**Promoted to the Rank of Sergeant:**

**Domenic BRUZZESE  
Vito GAGLIARDI  
Charles KIM  
Jason LEITCH  
Ted LIOUMANIS  
Daniel McFADYEN  
Scott MOORE  
Brandon PRICE  
Michael SAUNDERS  
Bradley STAPLETON**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
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**#P248. POLICE AND PEACE OFFICERS' NATIONAL MEMORIAL DAY**

**Hamlin Grange advised the Board that he and the Chief attended a ceremony earlier today to flag off a number of Service members, including Board staff member Brian Dolman, who were participating in a campaign to raise funds for the 32nd National Police and Peace Officers' Memorial. The cycling event, which Mr. Dolman was instrumental in organizing, will involve a ride of 480 kilometres to Ottawa to present a cheque in the amount of \$5,200.00 in support of the memorial.**

**On Sunday, September 27, 2009, the group will join thousands of police and peace officers from across the country on Parliament Hill to honour colleagues who have died in the line of duty.**

**Chief Blair will be attending the memorial.**

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TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P249. NEW JOB DESCRIPTION – INFRASTRUCTURE ARCHITECT,  
ENTERPRISE ARCHITECTURE**

The Board was in receipt of the following report July 16, 2009 from William Blair, Chief of Police:

Subject: NEW JOB DESCRIPTION - INFRASTRUCTURE ARCHITECT,  
ENTERPRISE ARCHITECTURE

Recommendation:

It is recommended that the Board approve the attached new job description and classification for the position of Infrastructure Architect, Enterprise Architecture (A13008).

Financial Implications:

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

Background/Purpose:

Enterprise Architecture describes the interrelationships between business processes, information, applications and underlying infrastructure for the Service, and provides best practices for technology purchase, design and deployment. The Enterprise Architecture unit is subdivided into five areas, namely, Applications, Business, Database and Security, as well as Infrastructure.

Discussion:

The Infrastructure section of Enterprise Architecture is responsible for the design, development and maintenance of Information Technology Services' (ITS) technical infrastructure with particular emphasis on network, server and storage infrastructure, data communications and telecommunications systems. This infrastructure work was previously performed by the Supervisor, Systems Software & Hardware. As a result of a vacancy in this position, it is an appropriate time to better reflect the infrastructure duties and responsibilities in the new job description for the Infrastructure Architect.

The new position of Infrastructure Architect will provide technical leadership in the application of new technology within the Service by evaluating technological options; consulting with internal and external partners; determining the consequences of various options; and recommending technology choices. This will allow the Service to best utilize its information and to have the modern technologies in place to meet current and future requirements.

In addition, the Infrastructure Architect will research and maintain an understanding of the emerging server, network and storage technologies and the potential application to the Service environment. The Infrastructure Architect will work with the various areas to develop test plans, pilot studies and verify systems technical performance.

The vacant Class 13 position, Supervisor Systems Software & Hardware (A13001), will be deleted to create the new Class 13 position. Therefore, there will be no change in the establishment.

Compensation and Benefits has developed the job description and evaluated the position as an A13 (35 hour) job within the Unit "A" Collective Agreement with a salary range of \$85,350 to \$99,613, effective July 1, 2009.

Conclusion:

It is hereby recommended that the Board approve the new job description and classification for the position of Infrastructure Architect (A13008). Subject to Board approval, the Toronto Police Association will be notified accordingly, as required by the Collective Agreement. The position will be staffed in accordance with the established procedure.

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

**The Board approved the foregoing report.**



**TORONTO POLICE SERVICE**  
**JOB DESCRIPTION**

Date Approved:  
Board Minute No.:  
Total Points: 629.5  
Pay Class A13

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<b>JOB TITLE:</b>	Infrastructure Architect	<b>JOB NO.:</b>	A13008
<b>BRANCH:</b>	Administrative Command	<b>SUPERSEDES:</b>	New
<b>UNIT:</b>	Information Technology Services	<b>HOURS OF WORK:</b>	35 <b>SHIFTS:</b> 1
<b>SECTION:</b>	Enterprise Architecture	<b>NO. OF INCUMBENTS IN THIS JOB:</b>	1
<b>REPORTS TO:</b>	Manager, Enterprise Architecture	<b>DATE PREPARED:</b>	23 December 2008

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**SUMMARY OF FUNCTION:** Responsible for the design, development and maintenance of TPS's IT technical infrastructure architecture with particular emphasis on network and server infrastructure, data communications, and telecommunications systems; provides technical leadership and consulting from strategic planning to the project development level.

**DIRECTION EXERCISED:** Provides expertise, technical leadership and guidance to staff and others directly involved with infrastructure technology issues.

**MACHINES & EQUIPMENT USED:**  
Micro-computers/standard workstations, associated software/computer applications and any other office related equipment that may be required.

- DUTIES AND RESPONSIBILITIES:**
1. Participate in the development of technology strategies in collaboration with the senior I.T. Management team and design and implement short and long-term strategic plans to ensure infrastructure capacity meets existing and future requirements.
  2. Maintain an in-depth knowledge of the organization's strategic technology plans and conduct research and make recommendations on products, services, protocols and standards in support of all infrastructure procurement and development efforts.
  3. Provide architectural consulting expertise, direction and assistance to Systems Engineers and other Enterprise Architecture domains.
  4. Analyze the organization's existing infrastructure architecture and technology portfolio, provide technical leadership and guidance and manage the infrastructure capacity plan; maintain an ongoing and in-depth knowledge of TPS's ongoing infrastructure plans and document the technology portfolio.

*dg:149552*

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The above statements reflect the principal functions and duties as required for proper evaluation of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.



**TORONTO POLICE SERVICE**  
**JOB DESCRIPTION**

**Date Approved:**  
**Board Minute No.:**  
**Total Points:** 629.5  
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<b>REPORTS TO:</b>	Manager, Enterprise Architecture	<b>DATE PREPARED:</b>	23 December 2008		

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**DUTIES AND RESPONSIBILITIES:**

5. Provide strategic guidance to determine and manage key areas for the development of current and future organization wide infrastructure and platform capabilities; monitor the Service's infrastructure performance and capacity plan and communicate and ensure proper compliance to technology standards and policy.
6. Conduct research on emerging technologies in support of infrastructure development efforts and recommend technologies that will increase cost effectiveness and infrastructure flexibility.
7. Analyze cost-reduction opportunities and develop, recommend, document and communicate infrastructure plans for investing in both current and future TPS infrastructure technologies.
8. Design, develop, and oversee the implementation of end-to-end consolidated and integrated systems; execute test plans to check infrastructure and systems technical performance; report on findings and recommend improvements.
9. Perform any other related duties and tasks, as required.

**Note:** Prior to submission for job evaluation, all signatures required.

*dg:149552*

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The above statements reflect the principal functions and duties as required for proper evaluation of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
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**#P250. UPDATE ON FIREARMS LEGISLATION**

The Board was in receipt of the following report September 01, 2009 from Alok Mukherjee, Chair:

Subject: UPDATE ON FIREARMS LEGISLATION

Recommendation:

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

Financial Implications:

There are no financial implications arising from this report.

Background/Purpose:

Over the past several years, the Toronto Police Services Board has made the issue of violence involving firearms a priority.

The Board is on record for having repeatedly raised concerns about the proliferation of illegally imported firearms and about the use of legal firearms as crime guns. In addition, the Board has asked federal and provincial governments to consider improving the administration of legislation involving firearms and has called for increased *Criminal Code* penalties for crimes involving firearms.

Discussion:

I recently received a letter dated August 31, 2009, from Professor Wendy Cukier, Coalition for Gun Control (copy attached), and a status update on firearms legislation in Canada. Professor Cukier states that Canada's firearm regulation is a valuable investigative tool and can be used as a model worldwide. She provides an overview of the status of firearms legislation in Canada examining topics including: Canada's firearms legislation, threats to Canadian firearms legislation and public safety, amnesties, decriminalization of failure to register, relaxing the screening process, assault weapons and international agreements. This document is attached for your information.

Conclusion:

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

**The Board received the foregoing report and authorized the Chair to write to the Minister of Public Safety to communicate its strong recommendation that the current firearms legislation not be eroded.**

# COALITION

for Gun Control / pour le contrôle des armes

www.guncontrol.ca

August 31, 2009

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

Dear Dr. Mukherjee:

The Coalition for Gun Control is extremely grateful of the work done by the Toronto Police Services Board over the years in advocating for stronger firearms laws and enhancement of the safety and security of individuals, families, communities and police officers.

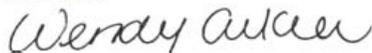
We would like to take this opportunity to update you on Canada's gun control legislation and the challenges ahead. This year is the 20<sup>th</sup> anniversary of the Montreal Massacre, a catalyst in the fight for stronger controls in Canada. For almost 20 years, the Coalition for Gun Control has worked with the Canadian Association of Chiefs of Police and over 300 other safety and community organizations to promote strong and effective controls over firearms. We have made significant progress. However, with two bills expected to return to Parliament's agenda and the possibility of an election, we would like to take this opportunity to brief you and ask for your help in ensuring the legislation is not eroded under your watch, as well as outline areas for improvement.

Specifically, we are concerned about:

- Efforts to dismantle registration of rifles and shotguns
- Repeated amnesties for failure to renew licenses or register firearms
- Pressure to erode screening processes or decriminalize failure to register
- Inadequate controls on military assault weapons
- Canada's failure to ratify international agreements aimed at reducing the illegal trade in firearms and to meet its international human rights obligations.

I apologize for its length but given the number of new players thought it was worthwhile laying out a number of issues in some detail. Thank you for your ongoing support. I would be pleased to meet to discuss this further.

Yours truly,



Wendy Cukier MA, MBA, Ph.D, DU (hon), LLD (hon), MSC  
President, Coalition for Gun Control  
Recipient of the *Prix policiers du Québec* (2007), *Canadian Criminal Justice Public Education Award* (2000),  
*Canadian Public Health Association Award of Merit* (1996), *YWCA Woman of Distinction* (1996)

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# COALITION

for Gun Control / pour le contrôle des armes

www.guncontrol.ca

## Brief: Status of Firearms Legislation in Canada

While in large urban centres, handguns remain the weapons of choice, a substantial proportion of the firearms recovered in crime are rifles and shotguns. They are also the firearms most often used in suicide, domestic homicide and murders of police officers. In smaller communities such as York Region, Ottawa and Surrey, long guns outnumber handguns 2 to 1 in firearms recovered in crime underscoring the importance of controls on all firearms. Long guns were first regulated in 1977 with the introduction of the Firearms Acquisition Certificate (FAC) and controls were strengthened by Bill C-17 in 1991 and Bill C-68 in 1995.

Diversion of legal guns to illegal markets is a significant source of crime guns and the intent of regulation is to reduce misuse and prevent diversion. Screening and licensing of all gun owners and registration of all firearms are the foundation of effective gun control. Without information about who owns guns and the guns they own there is little opportunity to control them.

We have seen evidence that the system works:

- Police use the registry almost 10,000 times a day<sup>1</sup> and information contained in has been used to prevent crime and to support criminal investigations.
- Firearm death and injury has declined significantly with stronger controls on firearms. In 1995, 1125 Canadians were killed with guns compared to 818 in 2005.
- Murders with rifles and shotguns have decreased dramatically, from 61 in 1995 – the year the law passed - to 32 in 2007.
- The rate of homicides of women with firearms has dropped by 30% since 1995 while homicides of women without firearms have increased by 16% over the same period.
- Robberies with firearms have decreased from 6,692 in 1995 to 4,536 in 2008.

### Canada's Firearms Legislation

Firearm registration is a one-time only procedure that:

- makes gun owners accountable for their firearms and enforces the licensing provisions of the law. Registration makes it more difficult for straw purchasers and illegal sales by legal gun owners to occur.
- is key to taking preventive action, enforcing prohibition orders and removing all firearms where there is a risk. For example, last September in Saskatchewan, a registry check helped police take action after receiving a call about a gun owner in distress in close proximity to a school. Registration is also essential to enforcing prohibition orders.
- helps police investigations. Two men were identified and convicted as accessories to the murder of 4 RCMP officers in Mayerthorpe, Alberta, in part because a registered gun was left on the scene of the crime.
- allows police to differentiate between legal and illegal firearms. Without information about who owns firearms legally and the firearms they own, police cannot charge individuals with illegal possession.
- allows police to trace firearms easily.
- reduces the chances that legal guns will be diverted to illegal markets.

<sup>1</sup> Canada Firearms Center, "Facts and Figures," April-June 2009.

Police forces consider the registry a valuable investigative tool. It has been reported that 73-81% of officers log on to check for the presence of firearms when responding to a call.<sup>2</sup> On average, police from coast to coast use the firearms registry nearly 10,000 times a day during investigations and to take preventative action.<sup>3</sup> Last year, 43 per cent of all weapons seized nationally were registered.<sup>4</sup> Every gun tells a story and the registration system often provides a starting point to investigations.

The bulk of the cost of the firearms program is associated with licensing and screening of risk factors. The RCMP estimates that if the registration of rifles and shotguns were discontinued, it would save only \$3 million per year.<sup>5</sup>

### **Threats to Canadian Firearms Legislation and Public Safety**

In spite of the evidence of its utility and effectiveness, efforts to erode Canada's firearms legislation continue. Three bills were introduced by the Conservative government last parliamentary session—Private Member's Bill C-301, Government's Bill S-5 and Private member's Bill C-391. These bills have the all proposed repealing the registration of unrestricted firearms; C-391 goes as far as proposing to erase all data from the registry and Bill C-301 also relaxed controls on restricted and prohibited weapons.

S-5 and C-391 are expected to return to Parliament this fall and we want to ensure that the Opposition parties do not support them. Currently, only 10 opposition votes are required. It has been reported that a Northern Ontario NDP MP told the gun lobby that 10 NDP MPs will vote to abolish the long-gun registry, and up to 8 NDP MPs are on the fence. The gun lobby has put forward campaigns targeted at possible "swing votes".

Six separate public inquiries have maintained the importance of renewable licenses and registration of all firearms. The Supreme Court of Canada upheld the constitutionality of the law in June 2000 in a unanimous decision and emphasized the importance of licensing and registration:

*"The registration provisions cannot be severed from the rest of the Act. The licensing provisions require everyone who possesses a gun to be licensed; the registration provisions require all guns to be registered. These portions of the Firearms Act are both tightly linked to Parliament's goal of promoting safety by reducing the misuse of any and all firearms. Both portions are integral and necessary to the operation of the scheme."*

**-Supreme Court, Reference Regarding Firearms Act (June 2000)**

There is no doubt that the Harper government continues to try to mobilize opposition to the registry. Last March, the Prime Minister told the Gun Lobby at the Ontario Federation of Anglers and Hunter's annual meeting:

*"We are looking to unite a majority of MPs in repealing the long gun registry. The leaders of the opposition parties continue to be against this. But there are MPs in all these parties that know what we know, that law-abiding hunters and farmers are not part of the crime problem. I challenge you to press these MPs to follow their consciences."<sup>6</sup>*

The rhetoric about "law abiding gun owners" is misleading. Law abiding drivers comply with many provisions, including spot checks, in order to help stem the problems of impaired driving. One-time registration of a firearm is neither onerous nor an assault on the character of law abiding gun owners. It is, however, necessary to help keep guns out of the wrong hands.

<sup>2</sup> Canada Firearms Center, "2007 Commissioner Report," PS96-2007.

<sup>3</sup> Canada Firearms Center, "Facts and Figures," April-June 2009.

<sup>4</sup> RCMP's Firearms Investigative and Enforcement Services Directorate data quoted in MacLeod, Ian, "Firearm inventories offer police tool in war on weapons trafficking," Ottawa Citizen, May 29, 2009.

<sup>5</sup> RCMP Deputy Commissioner Peter Martin testimony to the Government Operations and Estimates Committee, November, 2006.

<sup>6</sup> Canadian Press, "PM appeals to Ont. hunters, anglers to help scrap gun registry," CBC, March 21, 2009.

## **Amnesties**

Since 2006, the government has, without support of Parliament, proclaimed an amnesty for individuals who have not renewed their license or not registered their firearms. In spite of the amnesty, more than 80% of gun owners have renewed their licenses. The government has also waived and refunded fees -an estimated \$20 million annually (based on 2006 government refund figures).

Police have made clear their opposition to a year-long amnesty arguing that it:

- It undermines respect for the law. The amnesty penalizes gun owners who regardless of their personal views complied with the legislation in a timely fashion. It also encourages groups and individuals that publicly flout the law.
- It undermines the integrity of the data in the Firearms Registration System (a problem highlighted in the 2006 Auditor General's report). Instead of improving the accuracy of the data, the amnesty on license renewals and registration of firearms will lead to further degradation of the data -particularly the address of firearms owners- putting police officers and the public at risk. In the 2007 killing of Laval Police officer Daniel Tessier during a home raid, the media reported that the owner of the legal handgun had not reported his change of address.
- It prevents police from removing firearms and charging potentially dangerous people. For example, Arthur Dagenais (father of Curtis Dagenais who is charged with killing two RCMP officers) was charged with obstructing justice while police officers were actively trying to locate his son. Charges for possession of illegal firearms against him were stayed because of the amnesty.<sup>7</sup> More recently, in Quebec, a couple charged of 21 counts each of possession of illegal firearms (10 hunting rifles) were dropped after the accused countered that hunting rifles didn't have to be included in the gun registry.<sup>8</sup> As far as we know there has been no assessment of how often the 2006 Amnesty has hampered police investigations and prosecutions.

On April 21, the Bloc Quebecois passed a motion in the House of Commons to support the registry and stop weakening it by the amnesty and fee waiver. The government opted to extend the amnesty to May 2010.

## **Decriminalization of Failure to Register**

We are highly concerned about proposals being promoted among opposition parties in an effort to placate gun owners. Discussions about "decriminalizing" failure to register have been proposed since the law was introduced. This was a hostile amendment proposed to the law in 1995 which the CACP strongly opposed as it would effectively render registration "optional". CACP also opposed this when it was again suggested by the Liberals in 2004 as a compromise to build support with the gun lobby (See attached).

Under current law, the option exists to lay a charge under the Firearms Act or under the Criminal Code of Canada.

- 1) Summary conviction (as per Criminal Code, Section 91 (3b) and Firearms Act section 115) is a fine and/or up to six months in jail (Section 787 (1)) for the unauthorized possession of a firearm without proper license and registration (section 91 (1) ) or unauthorized possession of prohibited weapon or restricted weapon (section 91 (2)).
- 2) Indictable conviction is more serious and may result from the result of:
  - A) possession of a firearm without proper license and registration (section 91 (1)) or unauthorized possession of prohibited weapon or restricted weapon (section 91 (2)). In this case the conviction may result in the imprisonment for a period up to 5 years. (Section 91 (3a)).
  - B) knowingly possessing a firearm without proper license and registration (Section 92 (1) ) or for the possession of prohibited weapon, device or ammunition knowing its possession is unauthorized (section 92 (2)). In this case the conviction may result in imprisonment for a period up to 10 years (section 92 (3)).

<sup>7</sup> Betty Ann Adam, "Dagenais fights for seized property," The Star Phoenix, October 24, 2007.

<sup>8</sup> Paul Cherry, "On trail of tax fraud Millions were hidden, court papers charge," The Gazette, April 10, 2009.

In spite of the claims, police use discretion and many not press charges but may insist the individual registers the firearms or surrender them. Decriminalization would mean that individual with unregistered firearms could get a regulatory violation – a ticket - and that police would be unable to remove the firearms. The Quebec gun owner with 20 unregistered long guns, referred to above, would receive 20 tickets. Given the very real threat of the misuse of rifles and shotguns as well as of diversion of legal guns to illegal purposes (as we have seen in the murders of several police officers) strong penalties for illegal possession of any firearm are critical. Making failure to register a minor offences sends the wrong message, will further undermine compliance and the accuracy of the data needed to trace firearms.

Rhetoric that this “criminalizes” law abiding gun owners is fallacious as “law abiding gun owners” renew their licenses and register their guns.

We are also of the opinion that this might further undermine Canada’s commitment to its international obligations under the UN 2001 Programme of Action. Specifically, the POA says: all participating states undertake to adopt and implement the legislative or other measures required to “*establish as criminal offences under their domestic law the illegal manufacture, **possession** [emphasis added], stockpiling and trade of SALW within their areas of jurisdiction, in order to ensure that those engaged in such activities can be prosecuted under appropriate national penal codes.*” While the paragraph does not prescribe how domestic law is to regulate possession, requires that possession be subject to domestic law and that violation of such law be made a criminal offence.

### **Relaxing the Screening Process**

Screening firearm owners ensures that all gun owners do not pose a risk for themselves or for others. There have been past proposals to extend the duration of the gun license or “streamline” the screening process. In the past CACP has strenuously opposed such measures. The licensing and renewal process accounts for the bulk of the costs associated with the firearms program, in part, because \$56.5 million in fees have been waived or refunded by the Conservatives since 2006.

Under the current law, extensive background checks are conducted on every person who applies for a licence. The questions on the firearms application form are directly linked to studies of domestic homicides and suicide involving firearms. Gun owners are screened when applying for a license and on renewals (currently every five years) for risk factors of violence and suicide. Over 22,523 licenses have been revoked from potentially dangerous people.<sup>9</sup>

Experts have argued for stronger screening, not less. Regular renewals of licenses ensure risks are reviewed and information is kept up to date. This is critical to:

- Keep guns out of the hands of individuals who represent a threat to themselves or others through spousal notification, a reference check and assessment of risk factors associated with violence;
- Ensure that the information on record in the registry – name, address etc. - is accurate. Failures to do so have had tragic consequences (for example in the case of Laval police officer Daniel Tessier shot by a legal handgun owner who had not reported his change of address).

### **Assault Weapons**

In 1991 some semi automatic military weapons were prohibited based on a set of characteristics and the list was expanded in 1995. Even at that time there were some omissions, such as the AR-15 used in the shooting of Louise Rousso which is still sold as a restricted weapon and the Ruger Mini 14 used in the Montreal massacre which is sold as an unrestricted hunting rifle. Since 1995, many new firearms not suited for hunting or target shooting and banned in other countries have been imported and sold to civilians as the list of prohibited weapons has not been updated. For example, the Beretta CX-4 Storm, the semi-automatic tactical weapon used in the 2007 shooting at Montreal’s Dawson College should never have been imported

<sup>9</sup> Canada Firearms Center, “2007 Commissioner Report,” 2008; Canada Firearms Centre, “Facts and Figures Canadian Firearms Program October-December 2008,” January 2009.

to Canada. It has a shortened barrel, pistol grip and accepts a large capacity magazine. The Coroner's report into the tragedy recommended that guns such as the Beretta CX4 Storm be **banned**.<sup>10</sup>

### **International Agreements**

In 2007, the government announced it was postponing the regulations requiring the marking of imported firearms. These regulations were established to enable Canada to fulfil its international commitments as a result of international treaties -O.A.S. Firearms Convention and United Nations Firearms Protocol- to which Canada is a signatory. So far 28 of 35 O.A.S. countries have ratified the O.A.S. Firearms Convention. Canada has not yet done so, and was subject to criticism by other O.A.S. countries.

In 2006, Canada supported the development of a politically binding agreement on marking and tracing flowing from to the UN Program of Action on the Illicit Trade in Small Arms and Light Weapons. Currently, Canada is profiting from the United States, system of import marking and is not living up to its obligation to reciprocate. If the U.S. can do it, so can Canada. The government should be pressed to implement these measures promptly. CACP, CPA and CAPB signed a joint letter to the Government calling on it to proceed but it has deferred the matter yet again for further "study" as a result of pressure from the industry.

While many invoke the freedoms of gun owners and gun owners' rights which are central to the debate over firearms regulations in the US, the Canadian Supreme Court has repeatedly noted that there is no right to bear arms in Canada. Indeed, internationally, both the UN Special Rapporteur on Violence Against Women and the Special Rapporteur on Human Rights and Small Arms have reiterated that countries which fail to adequately regulate firearms may be failing their obligations under international human rights law.<sup>11</sup>

### **Conclusion**

Canada's firearms legislation has been held up as a model worldwide. There is ample evidence, that in spite of the implementation problems, it is useful to police and it has helped contribute to a reduction in firearm death and injury in Canada. We hope that we can count on you for continued support to defend the law against efforts to erode it and to help find ways to strengthen it.

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<sup>10</sup> Wendy Cukier, "The Feasibility of Increased Restrictions on the Civilian Possession of Military Assault Weapons at the Global Level," Research Report, The Peacebuilding and Human Security: Development of Policy Capacity of The Voluntary Sector Project for the Canadian Peacebuilding Coordinating Committee (CPCC), 2005.

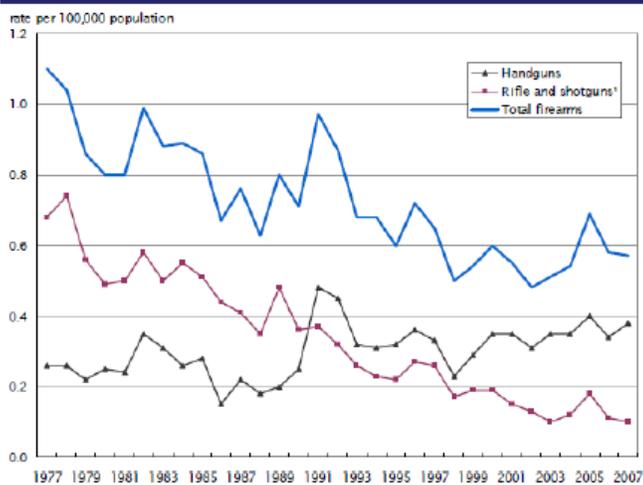
<sup>11</sup> Barbara Frey, *The Question of the Trade, Carrying and Use of Small Arms and Light Weapons in the Context of Human Rights and Humanitarian Norms*, Working Paper submitted in accordance with Sub-Commission decisions 2001/120, 2002.

### Canada Gun Death and Crime Statistics

Year	1991	1995	Latest	Change since 1991
<b>Total Firearms Death</b>			<b>2005</b>	
Number	1444	1125	818	-44%
Rate per 100,000	5.2	3.8	2.48	-53%
<b>Total Homicide</b>			<b>2007</b>	
Number	756	586	594	-21%
Rate per 100,000	2.7	2.01	1.80	-33%
<b>Homicide with firearms</b>			<b>2007</b>	
Number	271	176	188	-30%
Rate per 100,000	0.97	0.6	0.56	-42%
<b>Homicide with rifles and shotguns</b>			<b>2007</b>	
Number	103	61	32	-68%
Rate per 100,000	0.37	0.21	0.09	-76%
<b>Homicide with handguns</b>			<b>2007</b>	
Number	135	95	126	-7%
Rate per 100,000	0.48	0.32	0.38	-21%
<b>Homicide without firearms</b>			<b>2007</b>	
Number	485	410	406	-16%
Rate per 100,000	1.73	1.4	1.23	-29%
<b>Homicide of women with firearms</b>			<b>2005</b>	
Number	85	43	32	-62%
Rate per 100,000	0.3	0.1	0.2	-30%
<b>Homicide of women without firearms</b>			<b>2005</b>	
Number	185	152	115	-36%
Rate per 100,000	0.6	0.5	0.7	+16%
<b>Total Robbery</b>			<b>2008</b>	
Number	33,225	30,332	32,281	-2%
Rate per 100,000	119	104	97	-19%
<b>Robbery with firearm</b>			<b>2008</b>	
Number	8995	6692	4,536	-49%
Rate per 100,000	32	23	14	-57%

### Canada Homicide with Firearms 1977-2007

Chart 5 Use of rifles and shotguns continue to decline in 2007



1. Excludes sawed-off rifles/shotguns.  
Source: Statistics Canada, Canadian Centre for Justice Statistics, Homicide Survey.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P251. TTC WORKING GROUP – STATUS UPDATE**

The Board was in receipt of the following report September 02, 2009 from Alok Mukherjee, Chair:

Subject: TTC WORKING GROUP - STATUS UPDATE

Recommendation:

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

Financial Implications:

There are no financial implications arising out of this report.

Background/Purpose:

In November 2008, both the Toronto Police Services Board (“the Board”) and the Toronto Transit Commission (“the Commission”) agreed to work together to establish a framework and process for developing a shared vision for policing Toronto’s public transit system. (Minute P300/08 refers). The Board created a working group comprised of myself, Vice-Chair McConnell and Ms Judi Cohen to work with Toronto Police Service and Toronto Transit Commission representatives toward this goal.

At its meeting of June 18, 2009, the Board approved the following motions: (Min. No. P189/09 refers):

- (1). THAT the Board authorize the Chief of Police to initiate discussions with the Toronto Transit Commission (TTC) to develop a mutually agreeable transfer of responsibility for public transit safety and security from the Toronto Transit Commission to the Toronto Police Service.**
- (2). THAT the terms and conditions of the transfer be set out in an agreement between the Toronto Transit Commission and the Toronto Police Services Board.**
- (3). THAT the Board members who are members of the Public Transit Working Group convene a meeting, or meetings as required, with the Chief of Police to identify the Board governance issues related to the transfer and to identify those issues which will require Board approval.**

- (4). THAT, on a bi-monthly basis beginning at the October 22, 2009 meeting, the Chief of Police provide both a public and a confidential report to the Board on the progress of the transfer negotiations; and that the Chief provide a detailed costing of the transfer in the first of the bi-monthly reports.**

At its meeting of August 20, 2009, the Board, again, discussed the Toronto Police Service/Toronto Transit Commission Special Constable Transit Policing and Security Plan. (Min. No. P223 refers).

At this time, the Board was in receipt of correspondence dated July 15, 2009 from Vincent Rodo, General Secretary, Toronto Transit Commission, containing a copy of a report (also dated July 15, 2009) regarding the Toronto Police Service/Toronto Transit Commission Special Constable Transit Policing and Security Plan.

Chief Blair responded to questions about the progress of the transfer of responsibility for public transit safety and security from the TTC to the TPS. Chief Blair advised that Mr. Gary Webster, Chief General Manager of the TTC, and Deputy Chief Tony Warr, Specialized Operations Command, had recently participated in a meeting regarding the transfer of responsibility. Chief Blair said he was pleased with Mr. Webster's reassurance that the transfer will adhere to the framework that was previously established.

**The Board received the correspondence from Mr. Rodo and the TTC report and approved the following Motions:**

- 1. THAT the Board reiterate to the TTC the elements of the framework for transit safety approved by the Board at its June 18, 2009 meeting;**
- 2. THAT the Public Transit Working Group meet immediately to confirm a common understanding of the framework; and**
- 3. THAT an agreement between parties to operationalize the framework be concluded within 45 days from the date of this Board meeting and a report to this effect be brought to the November 2009 Board meeting by the Chief.**

Discussion:

As a result, on Tuesday September 1, 2009, members of the Public Transit Working Group held a meeting in order to establish a common understanding of the framework that had been developed.

At the meeting, TTC Chair, Councillor Adam Giambrone, and TTC Chief General Manager, Mr. Gary Webster, provided an update on their discussions with TTC Commissioners leading up to a decision to broadly support the framework for an agreement.

This framework is based on certain principles agreed to by the Board and the TTC Chairs. One of these principles pertains to the location and function of the TTC's Investigative Services and System Security divisions.

After considerable discussion among members of the Public Transit Working Group, it was agreed that the roles and the responsibilities of the TTC Investigative Services division and the TTC System Security division should be clarified. It is important to break the responsibilities of each of these divisions into their component parts so that it can be clearly established as to which of these fall under the jurisdiction of the Toronto Police Service and which fall under the jurisdiction of the Toronto Transit Commission. It is also crucial that there is a shared understanding regarding the interface between the Toronto Police Service and the Toronto Transit Commission on these issues.

Members of the Public Transit Working Group were advised that a Steering Committee has been created to deal with operational details arising from the framework. The Steering Committee is comprised of key senior representatives from both the Toronto Police Service and the Toronto Transit Commission. The Steering Group oversees negotiations between the two parties being conducted by cross-disciplinary negotiating teams designated by Chief Blair and Chief General Manager Webster.

It was agreed that Steering Committee Minutes would be sent to members of the Public Transit Working Group so that they can be kept apprised of the ongoing work being done by the Steering Committee. It was also agreed that the Public Transit Working Group would meet as necessary, to resolve any policy and governance issues that arise during the negotiations. Further, the Working Group will review the final agreement before it is brought to the Board and the Commission.

Conclusion:

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P252. QUARTERLY REPORT: MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT COMPLIANCE: APRIL TO JUNE 2009**

The Board was in receipt of the following report August 10, 2009 from William Blair, Chief of Police:

Subject: QUARTERLY REPORT - MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT COMPLIANCE: APRIL, MAY AND JUNE 2009

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

Under the Act, compliance refers to the delivery of disclosure through the Freedom of Information process within 30 days of receipt of a request for information. The compliance rates for the period April 1, 2009 to June 30, 2009, divided into three categories as stipulated by the Board, are as follows:

Discussion:

Toronto Police Service  
Compliance Rates  
April 1, 2009 – June 30, 2009

30-Day	60-Day	90-Day or longer
80.14%	91.18%	94.22%
Requests to be completed		

during this time period: 987	196	87
Requests completed: 791	Requests completed: 109	Requests completed: 30
Requests remaining: 196	Requests remaining: 87	Requests remaining: 57

A total of 987 requests were required to be completed within 30 days. The running totals reflect, for the 30, 60, and 90 day (or longer) periods, the number of requests that were actually completed. The number of incomplete files is carried over as 'requests remaining.' All numbers shown are based on the number of files it was possible to be compliant with during this period.

A further breakdown of requests received April to June 2009 is as follows:

Category	Total	Description
Individual/Public	651	- Personal
Business	253	- Witness contact information/Memobook notes/911 calls/reports - General reports - Law Firms
Academic/Research	1	- Registry list of all Staff Inspector's from the years 1886-1914 held in the TPS Museum
Association/Group	22	- Mental Health
Media	2	- Partnership with the City of Toronto's "Natural Death Surge Strategy/Plan - Pandemic Plan" - Project "Spring Clean"
Government	13	- Ministries
Other	1	- law enforcement agency
Statistics	0	

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

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

April	2009	77.98%
May	2009	80.24%
June	2009	83.06%

Conclusion:

Acting Deputy Chief Anthony Corrie, Executive Command, will be in attendance to answer any questions that the Board members may have in relation to this report.

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P253. DRY CLEANING, PRESSING AND LAUNDERING SERVICES –  
REQUEST FOR ONE YEAR EXTENSION**

The Board was in receipt of the following report August 27, 2009 from William Blair, Chief of Police:

Subject: DRY CLEANING, PRESSING AND LAUNDERING SERVICES – REQUEST  
FOR ONE YEAR EXTENSION

Recommendation:

It is recommended that the Board approve the option to extend the current contracts with Dove Enterprises Inc. (operating as Cadet Cleaners) and 1611895 Ontario Inc. (operating as Sketchley Cleaners), for one year commencing January 1, 2010 and ending December 31, 2010 at a cost of \$4.00 (plus taxes) per voucher.

Financial Implications:

The current contracts for dry cleaning, pressing and laundering services expire on December 31, 2009 and include a price of \$3.75 (plus taxes) per voucher. The option to extend for one year is at a price of \$4.00 (plus taxes) per voucher. This results in an estimated 2010 cost of \$2.17M, which is an increase of \$0.18M over the approved 2009 budget amount. This increase will be included in the Service's 2010 operating budget request.

Background/Purpose:

Under the collective agreements between the Toronto Police Services Board and the Toronto Police Association, the Service is required to provide dry cleaning and related laundering services for eligible articles of clothing utilised by members to perform their duties. The collective agreements specify the annual allotment of cleaning vouchers to be provided to eligible Service members. These vouchers are issued quarterly to each member and are redeemed based on the article of clothing being cleaned.

At its meeting of October 19, 2006, the Board awarded the contracts for dry cleaning, pressing and laundering services to Dove Enterprises Inc. (operating as Cadet Cleaners) and 1611895 Ontario Inc. (operating as Sketchley Cleaners) for a period of three (3) years, with an option to renew for an additional two one-year periods, at the Board's discretion (Min. No. P327/06 refers).

This report provides information on the Service's recommendation to exercise the first year of the two option years and extend the contract period for one (1) year, commencing January 1, 2010 and ending December 31, 2010.

Discussion:

In determining whether to exercise the option year on the current contract, Purchasing Support Services conducted research on other potential vendors capable of handling the volume generated by the Toronto Police Service. Currently, there are no other vendors in the Greater Toronto Area (GTA) capable of providing the required two day turn-around service and with sufficient outlets for convenient member access.

Conclusion:

The current agreements with Dove Enterprises Inc. (operating as Cadet Cleaners) and 1611895 Ontario Inc. (operating as Sketchley Cleaners) which expire on December 31, 2009, include an option to extend for two additional one-year periods. The Service has been satisfied with the vendor's performance over the term of the contract. In addition, there are no vendors in the GTA with a two day turn-around service and with sufficient outlets. Therefore, the Service is recommending that the Board approve the option to extend the current contracts for one year at a price of \$4.00 (plus taxes) per voucher.

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

**The Board approved the foregoing report with the following amendment:**

**That references to "Dove Enterprises Inc." in the report should be replaced with 2145128 Ontario Inc.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P254. LEGAL FEES – TORONTO POLICE ASSOCIATION AND OCCPS**

The Board was in receipt of the following report August 26, 2009 from Alok Mukherjee, Chair:

Subject: LEGAL FEES - TORONTO POLICE ASSOCIATION AND OCCPS

Recommendation:

It is recommended that the Board approve payment of the legal fees charged by Lenczner Slaght Royce Smith Griffin LLP in the amount of \$3,150.79.

Financial Implications:

The funding required to cover the cost of these legal fees is available within the Board's 2009 operating budget.

Background/Purpose:

Attached is a statement of account from the legal firm of Lenczner Slaght Royce Smith Griffin LLP for professional services rendered in connection with the above-noted matter. The attached account is for the period July 01, 2009 to July 31, 2009, in the amount of \$3,150.79.

Conclusion:

It is, therefore, recommended that the Board approve payment of this account from the Board's operating budget.

This report corresponds with additional information provided on the in-camera agenda.

**The Board approved the foregoing report. A detailed breakdown of the legal costs was considered during the in-camera meeting (Min. No. C264/09 refers).**

LENCZNER SLAGHT

BARRISTERS

Toronto Police Services Board  
40 College Street  
Toronto ON M5G 2J3  
Attention: Alok Mukherjee

Date: August 19, 2009

Our file #: 36298  
**INVOICE NO. 84229**

**Re: v. Toronto Police Services Association**

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TO PROFESSIONAL SERVICES RENDERED with respect to the above matter during the period from July 1 to July 31, 2009:

**FEES:**

TOTAL FEES	\$3,000
G.S.T. @ 5%	150

**DISBURSEMENTS**

TOTAL DISBURSEMENTS	\$.75
G.S.T. @ 5%	.04
TOTAL FEES AND DISBURSEMENTS	\$3,000.75

**TOTAL TAXES**

G.S.T. (Registration #: R133780817)	150.04
TOTAL BILL	\$3,150.79
<b>TOTAL DUE AND OWING UPON RECEIPT</b>	<b><u>\$3,150.79</u></b>

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P255. TORONTO POLICE SERVICES BOARD – OPERATING BUDGET  
VARIANCE REPORT FOR THE PERIOD ENDING JULY 31, 2009**

The Board was in receipt of the following report August 24, 2009 from Alok Mukherjee, Chair:

Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE  
SERVICES BOARD – PERIOD ENDING JULY 31, 2009

Recommendations:

It is recommended that:

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

Financial Implications:

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

Background/Purpose:

The Board, at its January 22, 2009 meeting, approved the Toronto Police Services Board Operating Budget at a net amount of \$2,342,200. Subsequently, Toronto City Council, at its meeting of March 31, 2009, approved the Board's 2009 Operating Budget at the net amount of \$2,301,200.

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

Discussion:

The following chart summarizes the variance by category of expenditure.

<b>Expenditure Category</b>	<b>2009 Budget (\$000s)</b>	<b>Actual to July 31/09 (\$000s)</b>	<b>Projected Year- End Actual (\$000s)</b>	<b>Fav / (Unfav) (\$000s)</b>
Salaries & Benefits (incl. prem.pay)	\$877.3	\$483.9	\$877.3	\$0.0
Non-Salary Expenditures	\$1,423.9	\$560.2	\$1,423.9	\$0.0
<b>Total</b>	<b>\$2,301.2</b>	<b>\$1,044.1</b>	<b>\$2,301.2</b>	<b>\$0.0</b>

*It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year end. Rather, the projection of expenditures to year end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.*

As at July 31, 2009, no variance is anticipated; however, the Board is experiencing spending pressures in its legal costs. Details are discussed below.

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

Year-to-date expenditures 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 the City of Toronto's charge back for legal services.

The Board has been experiencing increased spending pressures in its arbitration/grievance accounts. It is anticipated that there will be a negative variance in the accounts for arbitration/grievances and in the account for labour relations legal advice although it is not possible to estimate the variance, at this time.

The increase in expenditures is largely attributable to the following:

- An increase in the number of grievances filed
- An increase in the complexity of grievances, especially where both grievances and human rights complaints are filed on the same set of circumstances; this can increase the length of hearings and thus increase legal costs to the Board

<b>Year</b>	<b>New Grievances</b>	<b>Grievances carried forward from previous years</b>
2007	30	13
2008	62	49
2009 (to June 22)	12	74

It is imperative that the Board continue to defend its positions during arbitration and human right tribunal hearings; however, Labour Relations is currently trying to contain costs by working toward early resolution of grievances and arbitrations and is pursuing expedited arbitration, where feasible. Labour Relations has also instituted practices to ensure that external legal

resources are called upon, only where necessary. It is expected that these initiatives will reduce but not eliminate the expected negative variance.

Conclusion:

The most significant expenditure risk for the Board is legal costs for arbitration grievances. To date, the actual spending has been higher than anticipated. This will be monitored closely and reported in subsequent variance reports.

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P256. TORONTO POLICE SERVICE – OPERATING BUDGET VARIANCE  
REPORT FOR THE PERIOD ENDING JULY 31, 2009**

The Board was in receipt of the following report September 01, 2009 from William Blair, Chief of Police:

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

Recommendations:

It is recommended that:

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

Financial Implications:

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

Background/Purpose:

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

The purpose of this report is to provide information on the Service's 2009 projected year-end variance as of July 31, 2009. This report also identifies which budget categories have been reduced to achieve the \$2.1M unspecified reduction identified above.

Discussion:

*Unspecified \$2.1M Reduction:*

The Service's 2009 approved operating budget includes an unspecified reduction of \$2.1M. The Service had committed to achieving this reduction and specific areas of reduction were to be identified to the Board by September 2009. Given the Service's experience to the end of July 2009, the following budget adjustments have been made to address this unspecified reduction:

- Based on current and projected civilian staffing levels and vacancy rates, the Service was able to increase salary gapping estimates, resulting in a reduction in civilian salary budgets of \$0.9M. It is anticipated that these savings can be maintained for 2010.
- Premium pay expenditures are influenced by many factors, one of which is whether members elect time or cash when they attend court or work overtime. Recent experience indicates that members are electing time (and have been able to use this time) rather than cash at a slightly higher rate than originally forecast. As a result, the Service is able to reduce its budgeted premium pay requirements by \$0.8M. The Service's ability to maintain this budget reduction is subject to the amount of time off that Unit Commanders can grant members, as all time off is subject to the operational requirements of the Service. However, at this time the Service is anticipating to maintain this reduction for 2010.
- The remaining reduction of \$0.4M has been made in several non salary budgets based on 2009 projections (for example, a reduction in photocopying costs). These reductions will be maintained in 2010.

The following chart summarizes the variance by expenditure and revenue category, taking these budget adjustments into account:

Category	2009 Budget (\$Ms)	Actual to July 31/09 (\$Ms)	Projected Year- End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Salaries	\$616.0	\$334.8	\$615.3	\$0.7
Premium Pay	\$47.0	\$23.6	\$49.1	(\$2.1)
Benefits	\$152.6	\$89.6	\$152.1	\$0.5
Materials and Equipment	\$21.9	\$10.5	\$21.2	\$0.7
Services	\$87.7	\$21.7	\$87.7	\$0.0
<b>Total Gross</b>	<b>\$925.2</b>	<b>\$480.2</b>	<b>\$925.4</b>	<b>(\$0.2)</b>
Revenue	(\$70.1)	(\$31.5)	(\$70.7)	\$0.6
<b>Total Net</b>	<b>\$855.1</b>	<b>\$448.7</b>	<b>\$854.7</b>	<b>\$0.4</b>

*It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year end. Rather, the projection of expenditures to year end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns. In addition, the Service receives significant amounts of in year grant funding and the revenue and expense budgets are adjusted when receipt of funds is confirmed.*

As at July 31, 2009, a favourable year-end variance of \$0.4M is anticipated. Details of each major expenditure category and revenue are discussed in the sections that follow.

#### *Salaries:*

A surplus of \$0.7M is projected in the salary category.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to July 31/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Uniform Salaries	\$468.7	\$257.2	\$469.5	(\$0.8)
Civilian Salaries	<u>\$147.3</u>	<u>\$77.6</u>	<u>\$145.8</u>	<u>\$1.5</u>
<b>Total Salaries</b>	<b><u>\$616.0</u></b>	<b><u>\$334.8</u></b>	<b><u>\$615.3</u></b>	<b><u>\$0.7</u></b>

Total uniform separations in 2008 were higher than originally assumed during the development of the 2009 budget. However, 2009 uniform separations are currently projected to be 250, compared to 290 separations assumed during budget development. The combination of these two factors results in a projected \$0.8M unfavourable variance in uniform salaries (unchanged from the previous report).

Civilian salary budgets are projected to be \$1.5M favourable. \$1.0M of this savings is attributed to gapping savings in the court officer and communication operator salary categories. These positions are critical to operations and must be fully staffed at all times. In order to ensure that there is no staffing gap in these areas, premium pay is utilized to address the gap. As a result, the premium pay category will reflect a shortfall. The remaining favourable variance is due to higher-than-anticipated vacancies and delays in backfilling of civilian positions.

*Premium Pay:*

An over expenditure of \$2.1M is projected in the premium pay category. This shortfall is attributable to the requirement to address the staff vacancies in the Court Services and Communication Services units and increased policing at various major events.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to July 31/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Court	\$12.3	\$6.4	\$12.3	\$0.0
Overtime	\$6.5	\$3.6	\$7.1	(\$0.6)
Callback	\$8.3	\$5.4	\$9.1	(\$0.8)
Lieutime Cash Payment	<u>\$19.9</u>	<u>\$8.2</u>	<u>\$20.6</u>	<u>(\$0.7)</u>
<b>Total Premium Pay*</b>	<b><u>\$47.0</u></b>	<b><u>\$23.6</u></b>	<b><u>\$49.1</u></b>	<b><u>(\$2.1)</u></b>

\* Approx. \$3.9M is attributed to grant-funded expenditures (revenue budget has been increased by same amount)

A \$1.0M shortfall in premium pay is offset by civilian salary savings (discussed previously in this report). The remaining projected shortfall is attributed to various policing requirements, such as policing for demonstrations and other special events.

As per the working agreement, lieu-time cash payments to staff are made four (4) times per year with the last payment occurring in December. The final payment is the largest of the four, and is impacted by how members use their accumulated time prior to the cut-off date of November 30th. The Service projects these payouts based on historical actual data and patterns. Any time not paid out or used by the end of the year is treated as a liability, and therefore becomes an expenditure in the year earned.

*Benefits:*

A surplus of \$0.5M is projected in the benefits category, which is \$0.2M less than previously reported.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to July 31/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Medical / Dental	\$35.8	\$15.3	\$35.2	\$0.6
OMERS / CPP / EI / EHT	\$92.2	\$59.2	\$92.2	\$0.0
Sick Pay / CSB / LTD	\$13.5	\$9.1	\$13.5	\$0.0
Other (e.g., WSIB, life ins.)	<u>\$11.1</u>	<u>\$6.0</u>	<u>\$11.2</u>	<u>(\$0.1)</u>
<b>Total Benefits</b>	<b><u>\$152.6</u></b>	<b><u>\$89.6</u></b>	<b><u>\$152.1</u></b>	<b><u>\$0.5</u></b>

Trends for medical/dental costs are indicating lower-than-anticipated expenditures and, as a result, a favourable variance of \$0.6M is projected to year-end. Projected over-expenditures in the “Other” category are based on year-to-date spending.

*Materials and Equipment:*

This category is projected to be \$0.7M under spent, which is \$0.2M more than previously reported.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to July 31/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Vehicles (gas, parts)	\$10.2	\$4.9	\$9.5	\$0.7
Uniforms	\$4.7	\$2.2	\$4.7	\$0.0
Other Materials	\$5.1	\$2.5	\$5.1	\$0.0
Other Equipment *	<u>\$1.9</u>	<u>\$0.9</u>	<u>\$1.9</u>	<u>\$0.0</u>
<b>Total Materials &amp; Equipment</b>	<b><u>\$21.9</u></b>	<b><u>\$10.5</u></b>	<b><u>\$21.2</u></b>	<b><u>\$0.7</u></b>

\* Approx. \$0.6M is attributed to grant-funded expenditures (revenue budget has been increased by same amount)

The \$0.7M surplus in the “vehicles” category is attributed to lower-than-budgeted fuel prices for the first seven months of the year. Gas prices can fluctuate significantly and therefore will continue to be monitored closely.

*Services:*

Expenditures in this category are projected to be on budget.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to July 31/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Legal Indemnification	\$0.6	\$0.0	\$0.6	\$0.0
Uniform Cleaning Contract	\$1.9	\$1.0	\$1.9	\$0.0
Courses / Conferences	\$2.7	\$0.7	\$2.7	\$0.0
Clothing Reimbursement	\$1.5	\$0.5	\$1.5	\$0.0
Computer Lease / Maintenance	\$11.6	\$8.8	\$11.6	\$0.0
Phones / cell phones / 911	\$6.5	\$3.2	\$6.5	\$0.0
Reserve contribution	\$29.7	\$0.4	\$29.7	\$0.0
Caretaking / maintenance	\$17.5	\$0.0	\$17.5	\$0.0
Other Services*	<u>\$15.7</u>	<u>\$7.1</u>	<u>\$15.7</u>	<u>\$0.0</u>
<b>Total Services</b>	<b><u>\$87.7</u></b>	<b><u>\$21.7</u></b>	<b><u>\$87.7</u></b>	<b><u>\$0.0</u></b>

\* Approx. \$0.8M is attributed to grant-funded expenditures (revenue budget has been increased by same amount)

Invoices for the first half of the year for City caretaking / maintenance charges were not received until August 2009. At this time, no variance is being attributed to the impact of the City strike.

*Revenue:*

A \$0.6M surplus is projected in this category, which is \$0.4M more than previously reported.

<b>Revenue Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to July 31/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Recoveries from City	(\$8.9)	(\$3.6)	(\$8.9)	\$0.0
CPP and Safer Comm'y grants	(\$16.3)	(\$4.4)	(\$16.3)	\$0.0
Other Gov't grants	(\$12.1)	(\$12.1)	(\$12.1)	\$0.0
Fees (e.g., pd duty, alarms, ref.)	(\$9.7)	(\$4.8)	(\$9.8)	\$0.1
Secondments	(\$2.2)	(\$1.1)	(\$2.7)	\$0.5
Draws from Reserves	(\$13.2)	(\$1.0)	(\$13.2)	\$0.0
Other Revenues (e.g., pris.return)	<u>(\$7.7)</u>	<u>(\$4.5)</u>	<u>(\$7.7)</u>	<u>\$0.0</u>
<b>Total Revenues</b>	<b><u>(\$70.1)</u></b>	<b><u>(\$31.5)</u></b>	<b><u>(\$70.7)</u></b>	<b><u>\$0.6</u></b>

Based on year-to-date activity, revenues from various fees (e.g. paid duty and accident reports) and secondments are projected to be \$0.6M above budget. The increase in projected revenue is mainly a result of the reestablishment of secondments to United Nations missions beginning this fall. All revenues will continue to be closely monitored to assess any changes in activity due to overall economic conditions.

Conclusion:

As at July 31, 2009, the Service is projecting a favourable variance of \$0.4M by year end, after having allocated the \$2.1M unspecified reduction. 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 2009 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 and agreed to forward a copy to the City's Deputy City Manager and Chief Financial Officer for information.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P257. TORONTO POLICE SERVICE – PARKING ENFORCEMENT UNIT:  
OPERATING BUDGET VARIANCE REPORT FOR THE PERIOD  
ENDING JULY 31, 2009**

The Board was in receipt of the following report August 21, 2009 from William Blair, Chief of Police:

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

Recommendations:

It is recommended that:

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

Financial Implications:

There are no financial implications relating to the recommendations in this report. The Parking Enforcement Unit (PEU) is projecting a year-end over-expenditure of \$0.42M. This shortfall will be monitored closely and PEU is reviewing options to reduce expenditures in an effort to eliminate the shortfall.

Background/Purpose:

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

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

The purpose of this report is to provide information on the Parking Enforcement Unit's 2009 projected year-end variance as of July 31, 2009.

Discussion:

The following chart summarizes the variance by category of expenditure.

Category	2009 Budget (\$Ms)	Actual to July 31/09 (\$Ms)	Year-End Actual Expend. (\$Ms)	Fav/(Unfav) (\$Ms)
Salaries	\$24.57	\$12.97	\$24.69	(\$0.12)
Premium Pay	\$1.39	\$0.71	\$1.71	(\$0.32)
Benefits	\$5.65	\$1.83	\$5.68	(\$0.03)
Total Salaries & Benefits	\$31.61	\$15.51	\$32.08	(\$0.47)
Materials	\$1.40	\$0.51	\$1.35	\$0.05
Equipment	\$0.07	\$0.03	\$0.07	\$0.00
Services	\$4.73	\$0.79	\$4.73	\$0.00
Revenue	(\$1.51)	(\$0.12)	(\$1.51)	\$0.00
Total Non-Salary	\$4.69	\$1.21	\$4.64	\$0.05
<b>Total Net</b>	<b>\$36.30</b>	<b>\$16.72</b>	<b>\$36.72</b>	<b>(\$0.42)</b>

*It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year end. Rather, the projection of expenditures to year end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.*

As at July 31, 2009, Parking Enforcement is projected to be \$0.42M over spent. Details are discussed below.

*Salaries & Benefits (including Premium Pay):*

An over expenditure of \$0.12M is projected in the Salaries category. In order to ensure that PEU would, on average, be at its full complement of officers during 2009, the annual recruit class that was planned for January 2009 was moved up to November 2008. The size of the recruit class was based on expected final 2008 separations and projected separations in 2009. Due to lower-than-budgeted attrition, it is projected that PEU will, on average, be slightly over strength during 2009. As a result, an unfavourable variance is projected in the Salaries category. The year-end projected budget shortfall assumes that the annual recruit class, scheduled for November of this year, will not occur as planned. The unfavourable variance in the Benefits category is directly related to the salaries over-expenditure.

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

Premium pay spending also includes costs to attend court. The City has experienced a significant increase in demand by members of the public to contest parking infractions, resulting in an increased backlog of court cases. To address this backlog, the City opened an additional court room in January 2009 resulting in increased court attendance by Parking Enforcement

Officers. Furthermore, starting in July of this year, the City opened four additional court rooms for Provincial Offences Act violations and parking infractions, to be followed by the opening of one additional court room in September. This is creating a further premium pay pressure for PEU, which is currently projected at \$0.32M. This figure will have to be closely monitored as court volumes are difficult to project this early into the program.

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

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

*Non-salary Expenditures:*

This category is projected to be \$0.05M under spent.

The \$0.05M surplus is attributed to lower-than-budgeted year to date fuel prices. Gas prices can vary significantly and will continue to be monitored closely.

Conclusion:

As at July 31, 2009, PEU is projected to be \$0.42M over spent. This shortfall is attributable to lower-than-expected staff attrition, and increased premium pay due to increased court attendance to address a backlog of court cases. Due to the lower attrition, PEU has deferred the November 2009 recruit class, the impact of which has been included in the year-end projection. PEU is also reviewing its non-salary accounts for any potential expenditure reductions.

The Service has had discussions with City staff in an effort to recover the premium pay impact which has occurred as a result of the opening of additional court rooms by the City. The City has agreed to allow for a \$500,000 over expenditure which will result in a negative variance in the Toronto Parking Tag Operations budget, of which PEU is a component.

Mr. Tony Veneziano, Chief Administrative Officer, Administrative Command and Deputy Chief Anthony Warr, Specialized Operations Command will be in attendance to answer any questions from the Board.

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P258. SEMI-ANNUAL REPORT: LABOUR RELATIONS COUNSEL AND  
LEGAL INDEMNIFICATION: JANUARY TO JUNE 2009**

The Board was in receipt of the following report August 24, 2009 from William Blair, Chief of Police:

Subject: LABOUR RELATIONS COUNSEL AND LEGAL INDEMNIFICATION:  
SEMI-ANNUAL REPORT JANUARY 1 – JUNE 30, 2009

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

This report will provide a semi-annual update for the period of January 1 to June 30, 2009.

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

Discussion:

During the period of January 1 to June 30, 2009, six (6) accounts from Hicks, Morley, Hamilton, Stewart and Storie LLP for labour relations counsel totalling \$359,721.65 were received and approved for payment by the Director, Human Resources Management, and the Manager, Labour Relations.

During the same period, twenty-two (22) accounts relating to legal indemnification were paid totalling \$75,608.22. Two (2) accounts relating to inquests for \$90,233.74 were also paid. There were no payments made relating to civil actions, although one (1) account, submitted for payment, in the amount of \$1,764.00, was denied.

Therefore, during the period of January 1 to June 30, 2009, a total of \$525,563.61 was paid in settlement of the above accounts.

Conclusion:

In summary, this report provides the Board with a semi-annual update for the period January 1 to June 30, 2009 of all labour relations counsel, legal indemnification claims and accounts relating to inquests and civil action.

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P259. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE  
ACCOUNTS RECEIVABLE BALANCES: JANUARY TO JUNE 2009**

The Board was in receipt of the following report August 13, 2009 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT 2009: WRITE-OFF OF UNCOLLECTIBLE  
ACCOUNTS RECEIVABLE BALANCES – JANUARY TO JUNE, 2009

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications as a result of the write-offs processed. The write-off amount of \$23,507 in the first half of 2009 has been expensed against the allowance for uncollectible accounts. The current balance in the allowance for uncollectible accounts is approximately \$240,000. The adequacy of this account is analyzed annually and any adjustment required will be included in operating expenses.

Background/Purpose:

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

This report provides information on the amounts written off during the period of January 1 to June 30, 2009.

Discussion:

During the six month period of January 1 to June 30, 2009, a number of accounts totalling \$23,507 were written off, in accordance with By-law 147. The write-offs are related to paid duty administrative fees and vehicle/equipment rentals, and employee receivables.

*Paid Duty Administrative Fees and Equipment Rentals (\$5,308)*

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

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

Paid duty administrative fees and equipment rentals have generated an average annual recovery for the Toronto Police Service of about \$4.5 million over the past three years. The amount of \$5,308 written off in the first six months of 2009 represents 0.12% of the average annual revenue for these fees.

The write off of \$5,308 pertains to 13 outstanding customer balances, with the largest overdue amount totalling \$2,737. This balance was attributable to a night club which has gone out of business and for which the principals could not be located by the Service's collection agency.

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

#### *Employee Receivables (\$18,199)*

Employee overpayment balances are recorded as receivables in the Service's financial system. Former members are sent overpayment letters and are pursued by Financial Management in the same manner as other receivables. Accounts which remain outstanding after they are 120 days old are submitted to the Service's collection agency as per normal practice.

Six member overpayments occurring in 2007 and 2008 have been written off. These accounts ranged from \$28 to \$11,083, and two of the six outstanding balances account for 95% of the \$18,199 written off. One of these two accounts is for \$11,083, and is owing from a member whom the collection agency has determined to be in too dire a financial situation to repay the funds. The other balance for \$6,261 is a receivable from a former member who has filed for bankruptcy protection. The remaining balances are for very small amounts, and were written off after all reasonable collection efforts were exhausted by both the Service and our collection agency.

Financial Management, in consultation with Human Resources, has developed a procedure to deal with receivables from both current and former employees. This procedure will ensure that timely repayment is actively sought from all members that have been overpaid. In addition, the Service is reviewing its payroll process to determine if other action is necessary to further reduce the risk of overpayments.

#### *Recovery of Previous Write-Offs (\$824)*

Between January and June of 2009, Financial Management was able to recover \$824 which represents one previously written off account balance for a paid duty customer. This recovery was the result of work by the Service's Accounts Receivable staff. Accounts Receivable, in consultation with the Central Paid Duty Office, ensures that paid duty services are not provided to customers requesting new paid duties until all old balances, including previously written off ones, are paid off.

Conclusion:

In accordance with Section 29 – Authorization for Write-offs of By-law 147, this report provides information to the Board on the amounts written off by the Service during the period January 1, 2009 to June 30, 2009. The write-off of these accounts clears those outstanding receivables where collection efforts have been fully exhausted.

While the total amount written off for the first six months of this year is relatively small, action has and will continue to be taken to reduce the risk of amounts from becoming owing and uncollectible, and to more aggressively pursue overdue accounts, in accordance with the Service's Accounts Receivable collection procedures.

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P260. SPECIAL CONSTABLE – UNIVERSITY OF TORONTO –  
SCARBOROUGH CAMPUS: RE-APPOINTMENT**

The Board was in receipt of the following report August 24, 2009 from William Blair, Chief of Police:

Subject: RE-APPOINTMENT OF SPECIAL CONSTABLE FOR THE UNIVERSITY OF  
TORONTO SCARBOROUGH CAMPUS

Recommendation:

It is recommended that the Board approve the re-appointment of the individual listed in this report as a special constable for the University of Toronto, subject to the approval of the Minister of Community Safety and Correctional Services.

Financial Implications:

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

Background/Purpose:

Under Section 53 of the Police Services Act of Ontario (the Act); the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services (the Minister). Pursuant to this authority, the Board entered into an agreement with the University of Toronto (U of T) for the administration of special constables (Min. No. P39/96 refers).

At its meeting of January 29, 1998, the Board approved a recommendation requiring requests for the appointment and re-appointment of special constables, who are not members of the Toronto Police Service (Service), be forwarded to the Board with the Chief's recommendation, for the Board's consideration (Min. No. P41/98 refers).

The Service has received a request from the U of T to re-appoint the following individual as a special constable:

INGRAM, Derrick

Discussion:

The U of T special constables are appointed to enforce the Criminal Code of Canada, Controlled

Drugs and Substances Act, Trespass to Property Act, Liquor Licence Act and Mental Health Act on U of T property within the City of Toronto.

The agreement between the Board and the U of T requires that background investigations be conducted on all individuals recommended for appointment and re-appointment as special constables. The Service's Employment Unit completed background investigations on this individual and there is nothing on file to preclude him from being re-appointed as a special constable for a five-year term.

The U of T has advised that the individual satisfies all the criteria as set out in the agreement between the Board and the U of T for re-appointment as a special constable.

Conclusion:

The Toronto Police Service and the U of T work together in partnership to identify individuals for the position of special constable who will contribute positively to the safety and well-being of persons engaged in activities on U of T property. The individual currently before the Board for consideration has satisfied the criteria contained in the agreement between the Board and the University of Toronto.

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

**The Board approved the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P261. REQUEST FOR RECEIPT OF COMMUNITY DONATION – FUNDS FOR  
THE TORONTO POLICE SERVICE “FOR KICKS” PROGRAM**

The Board was in receipt of the following report August 10, 2009 from William Blair, Chief of Police:

Subject: COMMUNITY DONATION - FUNDS FOR TORONTO POLICE SERVICE  
"FOR KICKS" PROGRAM

Recommendation:

It is recommended that the Board approve a cash donation of \$100,000.00 from the Universal Youth Foundation to be used by the Toronto Police Service to offset the cost of sporting equipment, registrations, rental fees, transportation and food costs associated with the Toronto Police Service “For KICKS” Program for both the 2008 and 2009 seasons.

Financial Implications:

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

Background/Purpose:

The “For KICKS” Program was originally developed by Sergeant Stephen Hicks (4700), of the Toronto Police Service, and implemented in the Durham Region in 2002, in the neighbourhood in which Sergeant Hicks resided. The program was initiated to target at-risk youth, who required positive influences, education and opportunity. Sport was the vehicle of choice, with soccer being the initial conduit, due to its low cost, athletic elements, team and mentoring qualities, as well as its vast culturally diverse acceptance and world-wide involvement in the sport.

In 2005, “For KICKS” initiated a soccer program in the Jane and Finch area, which was accepted and implemented in No. 31 Division, as TPS “For KICKS”, in the hopes of creating better relationships between the police and its community, specifically the at-risk and vulnerable youth. This area was going through, and continues to bear witness to violent crime and gang activity.

The soccer program continued to grow and expand to involve other divisions within the City of Toronto. The program was also implemented by the founding officers at various locations around the world, and currently operates with the New York City Police Service, Jaco Beach-Costa Rica Police, Kingston-Jamaica Police, and clinics have been conducted by the Durham Regional Police Service, York Regional Police, Halton Region and Ottawa Police Services. There are a large number of Toronto Police officers involved in the program, and five members remain the catalysts behind its success.

The program has grown from just soccer to now include: tug of war, wrestling, cricket, flag football, ultimate frisbee, ball hockey, skating, tennis, snowboarding, Aussie rules football, ice hockey, baseball for children with special needs, along with some music and arts.

Some of the community partners involved with this program include: Toronto Parks, Recreation and Forestry, Toronto District School Board, Toronto District Catholic School Board, Toronto Azzurri Soccer Club, Aussie Rules Football League, Boys and Girls Club, Lions Club, Grandravine Tornados, and local amateur and professional sports teams.

Discussion:

This donation is in accordance with Service Procedure entitled “Donations” (18-08) and Section 1.32 of the Standards of Conduct entitled “Donations and Solicitation of Donations”. The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service. Universal Youth Foundation has requested a tax receipt. The 2008 five week long Summer Soccer/Sports Camps Program welcomed approximately 1,300 male and female youth (five to 18 years of age), and the costs incurred were approximately \$60,000.00. This also included the follow-up Leadership Training Seminar. The Summer Soccer League registered 145 male and female youth (seven to 14 years of age) in conjunction with the Toronto Azzurri Soccer Club for the 16 week Summer Soccer League, with a cost of approximately \$29,000.00 (145 x \$200.00). All budgets and receipts are available.

The costing breakdown is as follows:

2008 Five Week Summer Soccer/Sports Camps Program (1,300 male and female youth, five to 18 years of age)

ITEMS	EXPENSES
Inaria – Soccer uniforms, balls, cones	\$25,103.09
Laidlaw Transit – Buses for Transportation	\$14,136.74
Downsview Park – Field rentals and meals	\$20,000.00
Varsity Tents – Classroom and dining tents	\$ 4,073.55
Green Dolphin – Hand sanitizer and sunscreen	\$ 1,772.50
Hicks – Ice, photos, pizza days, classbooks	\$ 921.45
TOTAL EXPENSES FOR FIVE WEEK CAMPS	\$66,007.33

2008 Sixteen Week Summer Soccer League (145 male and female youth, seven to 14 years of age)

ITEMS	EXPENSES
Toronto Azzurri Soccer Club – Registration, uniforms, balls, referees, trophies, etc.	\$26,825.00 (145 players x \$185.00) – total for 16 weeks of play – Note that \$10,000.00 of these registration fees were paid by ProAction

2008 Leader/Mentorship Training Seminar (90 male and female youth, 14 to 18 years of age)

ITEMS	EXPENSES
Riviera Parque Banquet Facility – Training and Education Day - Hall rental, audio-visual, food, shirts, lecturers	\$ 3,054.45

At this point, the total expenses relating to the Universal Youth Foundation donation is a total of \$85,886.68. The remainder of the donation is to be spent on the 2009 Summer/Fall Sports Camps and Education Seminar.

The “For KICKS” Program runs all year long and interaction with the majority of the youth is continual. Under the “For KICKS” umbrella, there are numerous sports and leadership sub-programs operating. Prime examples of this are: the Generation Change Program, the Driftwood Wrestling Club and the local schools. The program kit is in excess of 100 pages.

Conclusion:

It is recommended that the Board approve the cash donation of \$100,000.00 from Universal Youth Foundation to be used by the Toronto Police Service for the payment and/or purchase of materials and services for the Toronto Police Service “For KICKS” Program.

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

**The Board approved the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P262. REQUEST FOR FUNDS – CHIEF OF POLICE FUNDRAISING GALA IN  
SUPPORT OF THE VICTIM SERVICES PROGRAM**

The Board was in receipt of the following report August 28, 2009 from William Blair, Chief of Police:

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

Recommendations:

It is recommended that:

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

Financial Implications:

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

Background/Purpose:

The Victim Services Program of Toronto will be hosting the Chief of Police Fundraising Gala for the third consecutive year. The gala will be held on Wednesday, November 4, 2009, at the Four Seasons Hotel – Regency Ballroom.

The Victim Services Program of Toronto is a community-based-not-for-profit organization essentially, not only to victims, but also to the police officers at the scene. For the past several years, the Board has generously provided continued funding to the Victim Services Program to demonstrate its gratitude for the valuable contribution made by all members of Victim Services.

The gala fundraiser provides an opportunity to raise funds and to celebrate the vital role played by Victim Services, and the partnership it shares with the community and the Toronto Police Service. Victim Services appreciates the support and donations it receives from various businesses and organizations which essentially provide tremendous support and assistance to

close to 20,000 victims each year. The event also highlights some of the extraordinary work and the many achievements of the services and programs offered by Victims Services.

Conclusion:

Therefore, I recommend that the Board approve expenditure from the Special Fund, in an amount not to exceed \$4,000.00, to support the Victim Services Program of Toronto by purchasing tickets for the Chief of Police Fundraising Gala.

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

**The Board approved the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P263.           RESPONSE TO BOARD'S CONCERNS THAT COURT DISPOSITIONS  
RELATED TO HATE/BIAS CRIMINAL CASES SHOULD REFLECT  
THE SERIOUSNESS OF THE OFFENSES**

The Board was in receipt of the following report July 30, 2009 from Rick Bartolucci, Minister of Community Safety and Correctional Services:

**The Board received the foregoing report.**

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



CU09-02794

JUL 30 2009

Ms. Pam McConnell  
Acting Chair  
Toronto Police Services Board  
40 College Street  
Toronto ON M5G 2J3

Dear Ms. McConnell:

Thank you for your letter of July 2, 2009, outlining the motion of the Toronto Police Services Board (TPSB) with respect to sentencing for hate/bias criminal cases. I am pleased to respond.

Ontario is a great province because of our diversity. Fighting hate crimes underlies the McGuinty government's commitment to tolerance and equality, which are the building blocks of strong and prosperous communities.

In consideration of these priorities, the Ministry of Community Safety and Correctional Services (MCSCS) continues to fund the Hate Crimes/Extremism Investigative Team (HCEIT), totaling \$924,147 in funding since 2003. The HCEIT, which is staffed by members from thirteen police services, conduct multi-jurisdictional, strategic and tactical intelligence operations targeting individuals responsible for hate crime. In 2008, MCSCS, through the Safer and Vital Communities Grant, also funded thirty community projects to develop educational tools to prevent hate crimes and racism, totaling \$579,744.

The MCSCS has supported the development of police training and public education resources aimed at the successful investigation and/or prevention of hate crimes. These materials include an on-line racism/hate crimes training module, an education and training brochure entitled *Responding to Hate Crimes: An Ontario Police Officer's Guide to Investigation and Prevention*, a Crime Stoppers hate crimes awareness DVD entitled *Hate Destroys Lives* and an Ontario Police College training video entitled *Hate Crime: Writing on the Wall, Version II*, which is currently under development. The MCSCS also leads the work of the Policing Standards Advisory Committee (PSAC), Hate Crimes Working Group, which is responsible for reviewing and developing responses to the recommendations of the Hate Crimes Community Working Group that were released in December 2006. As I am sure you are aware, the Chair of the TPSB, Dr. Alok Mukherjee, is your representative on this very important PSAC working group.

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Ms. Pam McConnell  
Page two

Since matters pertaining to the level of sentencing levied by Ontario's court system fall under the responsibility of the Ministry of the Attorney General, I have taken the liberty of forwarding a copy of your correspondence to my colleague, the Honourable Chris Bentley, Attorney General, for his consideration. A copy of your correspondence has also been sent to the Honourable Robert Nicholson, Minister of Justice and Attorney General of Canada, whose department is responsible for the sentencing provisions outlined in the *Criminal Code* of Canada.

Please be assured that MCSCS remains committed to supporting police officers and community members who lead the fight against hate crimes.

Sincerely,



Rick Bartolucci, MPP, Sudbury  
Minister

c: The Honourable Chris Bentley  
Attorney General

The Honourable Robert Nicholson  
Minister of Justice and Attorney General of Canada

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P264. 2010 – 2019 CAPITAL PROGRAM PRESENTATION**

The Board was in receipt of the following report September 18, 2009 from William Blair, Chief of Police:

Subject: TORONTO POLICE SERVICE 2010-2019 CAPITAL PROGRAM REQUEST

Recommendations:

It is recommended that:

- (1) the Board approve the 2010-2019 Capital Program with a 2010 net request of \$40.2M (excluding cashflow carry forwards from 2009), a net total of \$158.4M for 2010-2014 (an average of \$31.7M per year), and a net total of \$336.0M for 2010-2019, as detailed in Attachment A; and
- (2) the Board forward a copy of this report to the City of Toronto Budget Committee for approval, and to the City's Deputy City Manager and Chief Financial Officer for information.

Financial Implications:

The Service's 2010-2019 Capital Program request, on average, meets the City's affordability debt target. Table 1 provides a summary of the 2010-2019 Capital Program request compared to the City of Toronto's ten-year affordability debt target. Additional detail on debt-funded and Reserve-funded projects can be found in Attachments A and B respectively.

**Table 1. 2010-2019 Capital Program Request (\$Ms)**

	2010	2011	2012	2013	2014	5-Year Total	2015- 2019 Total	2010- 2019 Total
Debt-funded projects	52.5	55.6	35.4	15.0	26.5	185.1	182.9	368.0
Reserve-funded projects	19.4	24.3	26.5	22.6	19.7	112.5	110.6	223.1
<b>Total gross projects:</b>	<b>72.0</b>	<b>80.0</b>	<b>61.9</b>	<b>37.6</b>	<b>46.2</b>	<b>297.6</b>	<b>293.5</b>	<b>591.1</b>
Other-than-debt funding	-31.8	-34.4	-27.8	-24.0	-21.2	-139.1	-115.9	-255.1
<b>NET DEBT FUNDING:</b>	<b>40.2</b>	<b>45.6</b>	<b>34.1</b>	<b>13.6</b>	<b>25.0</b>	<b>158.4</b>	<b>177.5</b>	<b>336.0</b>
<b>CITY DEBT TARGET:</b>	<b>39.1</b>	<b>44.6</b>	<b>34.2</b>	<b>14.5</b>	<b>26.1</b>	<b>158.4</b>	<b>177.5</b>	<b>336.0</b>
<b>Variance to target</b>	<b>(1.1)</b>	<b>(1.0)</b>	<b>0.05</b>	<b>1.0</b>	<b>1.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

The implementation of capital projects can have an impact on operating budget requirements. In addition, the Service is continuing its strategy to properly fund the replacement of vehicles, technology and other equipment. Attachment C provides a summary of the estimated operating impacts of the 2010-2019 program. The 2010 operating impact of \$1M results from an increase in the contribution to the Vehicle & Equipment Reserve. Approval of the 2010-2019 program as requested will result in an estimated annualized pressure to the Service's operating budget of

\$11.7M by 2019, of which approximately \$4M is attributable to increased Reserve contributions to meet the Service's fleet and equipment lifecycle replacement requirements. These impacts will be included in future operating budget requests, as required.

#### Background/Purpose:

Capital projects, by their nature, require significant financial investments and result in longer term organizational benefits and impacts. An organization's capital program should therefore be consistent with and enable the achievement of the organization's strategic objectives. Accordingly, the Service's 2010-2019 Capital Program addresses the Service's facility, information and technology infrastructure priorities. The projects in the capital program will help the Service meet objectives relating to the state of good repair of our facilities, operational effectiveness/ efficiency and service enhancement, improved information for decision making, enhanced officer and public safety, environmental protection/energy efficiency, and fleet and equipment lifecycle replacements.

The Service's 2010-2019 Capital Program has undergone careful scrutiny, with particular focus on the first five years of the program. Each capital project has been reviewed and approved by the Command to ensure the request is necessary, fiscally responsible and addresses the Service's strategic objectives and requirements.

The Board's Budget Sub-Committee (BSC), at its meeting of August 25, 2009, reviewed each project in the 2010-2014 request. During this review, the BSC requested that the Service re-examine its program to ensure that projects are essential in the years requested, that the cashflow for each project reflects anticipated requirements, and that the program comes as close as possible to the City's debt-funded target, particularly for the first five years of the ten-year plan. In addition, the Service reviewed and considered the proposed criteria (distributed by the Chair) against which projects could be evaluated for approval.

This report provides a summary of the 2010-2019 Capital Program. Attachment A to this report provides a detailed listing of debt-funded projects, and attachment B includes a detailed listing of projects funded from the Vehicle and Equipment Reserve. Attachment C provides a summary of the estimated operating impact of the projects in the 2010-2019 program.

#### Discussion:

The Service has reviewed the projects in the 2010-2019 plan to ensure each project is essential, estimated costs are supported, and that cash flows (as best possible) take into consideration project milestones, procurement planning and third-party action and approvals required.

#### *2009 Accomplishments:*

In 2009, the Service is anticipating that 82.3% of net debt funding will be spent. Of particular note, the new Toronto Police College was completed this year, on time and on budget, and is a LEEDS-Silver certified building. Several other significant projects are expected to be completed

this year, including the Automated Vehicle Location System, Digital Video Asset Management System, and renovation of the Intelligence facility.

*Strategic Direction:*

The 2010-2019 Capital Program continues to focus on improving and updating the Service’s ageing facility infrastructure. The Capital Program, as submitted, includes funding for the construction of a new property & evidence management facility, and new 11 and 14 division facilities.

In addition, the 2010-2019 Capital Program ensures our information and technology needs are appropriately addressed. In particular, work has started on a new records management system, a core information, operational and reporting system for the Service.

*City Debt Affordability Targets:*

Corporate targets for Agencies, Boards, Commissions and Departments (ABCDs) are allocated by the City’s Deputy City Manager and Chief Financial Officer (City CFO). The debt affordability targets for the Toronto Police Service for 2010 to 2019 are provided in Table 2:

**Table 2. 2010-2019 Capital Plan and Forecast Debt/Capital From Current Target (\$Ms)**

2010	2011	2012	2013	2014	2010-2014 5-yr Target	2015-2019 5-yr Target	2010-2019 10-yr Target
39.1	44.6	34.2	14.5	26.1	158.4 31.7M avg.	177.5 35.5M avg.	336.0 33.6M avg.

City debt-affordability targets vary each year, based on the City’s financial outlook and information from the Service’s previous-year’s capital program. City debt targets have been adjusted to take into consideration the Federal Government Infrastructure Stimulus Fund (ISF), which provides approximately 1/3 funding for approved projects. Service projects recently approved for funding under the ISF include the new 11 and 14 divisional facilities. This funding is reflected in the Service’s 2010-2019 program at a total amount of \$17.3M.

The Service’s capital program is comprised of multiple projects, some of which can extend over several years. These and other factors can affect the implementation schedule and annual cash flow requirements. It is therefore difficult to meet the debt target for each year, without making arbitrary adjustments. However, the Service has done its best to keep annual variances to a minimum and is on target, on average, over the 10 years of the program.

*Project Deferrals/Reductions:*

As a result of the Service and Budget Sub-Committee review of the capital program, several projects have been deferred or reduced in scope in an attempt to achieve the City’s debt affordability targets.

- Radio Replacement (\$2.0M deferred from 2010 to 2011)

- Cooling of Computer Rooms (\$1.4M deleted – requirements to be further reviewed and managed through State of Good Repair)
- EDU/CBRN Explosive Containment Vessel (\$0.5M - deferred from 2010 to 2012)
- Data Warehousing System (\$8.8M - start of project deferred from 2012 to 2013)
- 41 Division (\$38.4M - start of project deferred from 2014 to 2015)
- New Records Management System (RMS): The operating impact of this project requires an additional fifty Records Management Services staff to relieve the administrative pressure currently on front-line police officers and allow officers to spend more time responding to calls and less time completing reports. Five Information Technology Services (ITS) positions are also expected to be required to support the system. The Service is reviewing current estimated staffing requirements in an effort to reduce this operating impact, including the potential redeployment of positions from other areas. The results of this review will be reported on during the 2011 budget process.

*2010-2019 Capital Program:*

The 2010-2019 capital program is segregated into four categories for presentation purposes:

- A. Projects in Progress
- B. Projects beginning in 2010-2014
- C. Projects beginning in 2015-2019
- D. Reserve-Funded Projects

**A. Projects in Progress**

There are eight projects in progress in the 2010-2019 capital program:

1. In-Car Camera (\$9.532M) - 2010 completion
2. State-of-Good-Repair (\$14.1M over the five-year period) – ongoing
3. Radio Replacement (\$35.5M gross, \$29.5M debt-funded) - 2012 completion
4. 11 Division (\$29.4M) - 2011 completion
5. 14 Division (\$34.9M) - 2012 completion
6. Property & Evidence Management Storage (\$35.3M) - 2014 completion
7. Acquisition, implementation of new RMS (\$24.5M) - 2014 completion
8. HRMS additional functionality (\$0.5M) - 2010 completion

All of these projects are currently on budget and on schedule. The status of current projects is available in the second-quarter variance report (Min. No. 229/09 refers), and additional detail on some specific projects is provided below.

*In-Car Cameras:*

This project is anticipated to be fully spent in 2010, and the Service is anticipating that at least 360 in-car cameras (ICCs) will be installed in police vehicles through this capital project.

*State of Good Repair:*

During the capital budget review, BSC members requested clarification with respect to which projects are managed by TPS, which projects are managed by the City, and why some projects are treated as separate capital projects.

The Service's "State of Good Repair" capital project provides on-going funding for interior facility renovations that include upgrades such as painting, flooring, and major modifications within a unit to better meet operational needs. Projects accommodated through this budget are prioritized annually and revisited quarterly by the Chief and Command. 2010 funding has been increased to accommodate a one-time additional pressure for renovations and equipment with respect to the establishment of a Major Incident Command Centre required at 40 College Street. If any specific project is anticipated to exceed \$1M, it will be identified as a separate capital project.

The City maintains a "State of Good Repair" capital project with sub-projects for all Agencies, Boards, Commissions and Departments. City-managed projects for TPS include the replacement of base building elements such as building envelope, heating, ventilating and air conditioning (HVAC) replacements, upgrades, asphalt, exterior doors and plumbing fixtures.

*Property and Evidence Management Storage Facility:*

This project provides funding for the estimated cost of replacement of the Service's current property and evidence management facility. It is unknown at this time what site may be acquired for this purpose. The Service is working with City Real Estate to identify potential property options. Final cost and cashflow estimates for this project will change, depending on which site is eventually acquired, and the condition of the site (e.g., whether there is an existing facility that requires renovation, and what condition the building may be in). When a suitable site is identified, TPS will most likely require an adjustment to the annual cashflow for this project.

**B. Projects Beginning in 2010-2014**

**1. 911 Hardware / Handsets (\$1.2M, beginning in 2010)**

This project provides funding for the replacement of 911 communication equipment (PBX switches) housed at two communication sites. This equipment provides specialized telephone connectivity and interface to various systems for the sole purpose of responding to and dispatching of 911 calls, and is essential to the operational services provided by the Communications Center and to provide backup facilities to Fire Services at both locations. This equipment is more than 10 years old and has exceeded its lifecycle. This project provides the infrastructure to better improve response times, call volume and any backlog within the system.

The operating budget impact of \$50,000 is for the anticipated increase to the annual maintenance contract commencing in 2012.

## **2. Replacement of Voicemail (\$1.2M, beginning in 2010)**

This project will replace the hardware and upgrade the current voicemail application to ensure that the current voice mail system will meet future technological requirements and address the limited capacity of the current system. The current system is 10 years old and runs the risk of losing vendor support in 2010 (as its lifecycle will be exceeded), unless it is upgraded or replaced.

The operating budget impact of \$50,000 is the anticipated increase to the annual maintenance contract commencing in 2011.

## **3. Second floor optimization (\$2.7M, beginning in 2010)**

This project provides funding for renovations at Headquarters that would consolidate Employment Unit operations to the second floor at Headquarters, and address space and operational issues for the current employment operations on the second and fourth floors.

TPS Headquarters became operational in 1988. Space was allocated to units based on anticipated need at that time. In the 21 years since opening, unit requirements have grown and changed. The offices accommodating the seventy full-time members of the Employment Unit are now located on both the second and fourth floors. Office space is inadequate and inefficient. The renovations would address the service-delivery needs of the Employment Unit, ensuring that the Employment unit provides easy public access, a professional customer service area and a designated testing area for applicants to complete required written psychological tests.

Other units will also be impacted to facilitate the space consolidation of the Employment Unit.

## **4. Fuel Management System (\$0.7M, beginning in 2010)**

This project provides funding for the installation of an automated fuel system that would improve accuracy and provide quick access to current fuel data to create effective management reports. An automated system will also provide better information regarding kilometres traveled, thereby resulting in improved vehicle maintenance.

The operating budget impact of \$5,000 is to pay for the card and equipment maintenance commencing in 2011.

## **5. 5th floor space optimization (\$1.3M, beginning in 2011)**

This project provides funding for major renovations of the fifth floor at Headquarters, which houses Information Technology Services (ITS). The 5<sup>th</sup> floor office space has not been renovated since Headquarters was opened in 1988. The current configuration does not adequately meet the space and operational requirements of the division. This project has been deferred for a number of years due to other priorities.

## **6. EDU / CBRN Explosive Containment Vessel (\$0.5M, beginning in 2012)**

This project provides funding for the acquisition of a new Explosive Disposal Unit (EDU) / Chemical, Biological, Radiological and Nuclear (CBRN) Explosive Containment Unit.

Police Explosive Technicians assigned to EDU are mandated by Federal and Provincial legislation, procedures, policy and guidelines to dispose of or render safe military ordnance, commercial explosives and improvised explosive devices. Additionally, explosive technicians are obligated to deal with hazardous materials, including; chemical, biological, radiological and nuclear (CBRN) hazardous material.

The new EDU / CBRN Explosive Containment Vessel design is a totally encapsulated air tight container capable of transporting hazardous CBRN material, and provides added protection against blast effects, overpressures and fragmentation. Due to its design and the superior material used in its manufacture, the explosive containment vessel is capable of safely transporting improvised explosive devices (I.E.D.) and hazardous (e.g., CBRN) materials.

## **7. AFIS (\$3M, beginning in 2011)**

The purpose of this project is to replace the Automated Fingerprint Identification System (AFIS) for fingerprints and palmprints processing. The Service's AFIS communicates with the Royal Canadian Mounted Police (RCMP) AFIS. The RCMP is planning a major upgrade in 2011, and the Service's AFIS must be replaced by then to ensure full compatibility between the two systems. The Service's current system is outdated and TPS is at risk of not having support or parts for the current system.

The operating budget impact of \$50,000 is the anticipated increase to the annual maintenance contract commencing in 2012.

## **8. Electronic Document Management (\$0.5M, beginning in 2014)**

This project provides funding to begin the implementation of standardized equipment, software and storage techniques for the conversion of Service data to an electronic format. This project will reduce costs of storage, retrieval and transporting of documents, improve information accessibility and reduce use of paper, adding benefit to the environment.

The anticipated operating budget savings are due to a reduction in paper and printing costs, offset by an increase in maintenance costs. There are further potential savings (not quantified) with respect to time associated with court preparation, and improved information accessibility.

#### **9. Data Warehousing System (\$8.1M, beginning in 2013)**

The funding for this project, which has been deferred to start in 2013, provides for the implementation of a corporate integrated database that will improve the consistency, accuracy and reliability of information, to enable more effective decision-making across the Service. This project will integrate all silo data and databases to a corporate data warehouse environment and reduce the time users spend in the search, acquisition, and understanding of data results. Data will have the right format and structure with standardized corporate direction, for reporting and analytical purposes.

The operating budget impact is estimated at \$1.1M annually, comprised of \$600,000 for three Information Technology staff to support the system and \$500,000 for system maintenance. The project assumes these staff will be hired during the implementation of this project, and will be an on-going requirement after project completion. This requirement will, however, be reviewed and confirmed during implementation.

#### **10. 54 Division (\$36.3M, beginning in 2013)**

This project provides funding for the land acquisition and construction for a new 54 Division. The project assumes that a site will be purchased in 2014. The land cost estimate is dependent on the actual location chosen and market values at the time of purchase, and therefore may change. Construction costs are based on 23 Division costs, inflated for anticipated construction increases and a continued requirement for LEED-Silver certification.

The additional operating cost impact of \$0.2M per year is for building operations and utilities.

#### **11. Human Resource Management System Upgrades (\$0.8M, beginning in 2014)**

Human resources information and payroll administration for Toronto Police Service is managed using the PeopleSoft Human Resource Management System (HRMS).

This project would provide funding for an anticipated upgrade to HRMS beginning in 2014. Estimates are based on the costs incurred during the last HRMS upgrade, and future project costs will be refined as more information becomes available with respect to requirements at that time (e.g., will the system require upgrading or replacement, will there be any changes to the Service's architecture, etc.). There is also a potential for Oracle to withdraw its support from clients who do not use an Oracle database to run its software.

The operating budget impact is an estimate for incremental maintenance costs of \$22,000 annually commencing in 2015.

## **12. Time Resource Management System (TRMS) Upgrade (\$3.4M, beginning in 2014)**

The Toronto Police Service uses TRMS, which went live in August 2003, to collect and process time and attendance specific data, administer accrual bank data, assist in paid duty administration, and in the deployment of members. From August 2006 to May 2008, the Service was engaged in upgrading the TRMS application to version 5.0. The scope of the project was to upgrade the existing functionality within the TRMS system.

This project would provide funding to upgrade TRMS beginning in 2014, to ensure continued vendor support, as well as to examine additional functionality that can assist the Service in achieving further efficiencies in its business processes. Estimates are based on the costs incurred during the last upgrade, and future project costs will be refined as more information becomes available with respect to requirements at that time (e.g., will the system require upgrading or replacement).

The operating budget impact is an estimate for incremental maintenance costs of \$22,000 annually commencing in 2016.

## **13. Digital Content Manager (\$3.1M, beginning in 2014)**

This project provides funding for the implementation of an integrated Digital Content Management System (DCMS), which would provide an automated process for the management of digital video evidence. Currently, evidence comes from a variety of sources, including 911 audio recordings, Digital Photo, In-Car Camera, CCTV, Booking, and Interrogation systems. The contents are related to CIPS, eCops and CAD data. All current systems are siloed, and each has a unique way to manage the associated workflow.

With the DCMS, all silo systems capturing digital evidence would be integrated and interfaced with the Service's record management system. The DCMS would allow digital evidence to be retrieved by any Service device.

Total project cost is estimated at \$3.1M for 2 years of development. Operating costs are estimated at \$178,000 annually comprised of \$84,000 for one support staff (required for maintenance) and \$94,000 for maintenance of software licenses commencing in 2016.

## **C. Projects beginning in 2015-2019**

Projects identified to begin after 2014 are:

1. 41 Division Replacement (\$38.4M, beginning in 2015)
2. Fiber Optics Network (\$11.8M, beginning in 2015)
3. 13 Division Replacement (\$38.4M, beginning in 2017)
4. Long Term Facility Plan (\$3M annually beginning in 2018)
5. Radio Replacement (\$28.1M, beginning in 2016)
6. Anticipated New IT projects (\$2.7M annually beginning in 2017)

7. Next replacement of voicemail and AFIS systems (\$3.9M in 2015-2019)

A Disaster Recovery Site is identified as a potential requirement but for which details are not known at this time. Although the timing and cost estimates are not known at this time, a placeholder project is identified for the Board’s information, as it is anticipated to be included in the Service’s future capital programs.

**D. Reserve-Funded Projects**

All projects listed in this category are funded from the Vehicle and Equipment Reserve (“Reserve”), and have no impact on debt financing. Using the Reserve for the lifecycle replacement of vehicles and equipment avoids having to request the equipment replacements through the capital program and as a result does not require the City to debt-finance these purchases. This approach is supported by City Finance. It should be noted, however, that this strategy of funding requirements from the Reserve results in an impact on the operating budget, as it is necessary to make regular annual contributions to replenish the Reserve.

Attachment B represents all of the currently identified Reserve-funded projects. Estimates are revised annually based on up-to-date information.

Table 3, below, provides a summary of anticipated Reserve activity for 2010-2014:

**Table 3. 2010-2014 Reserve Activity (\$Ms)**

	2010	2011	2012	2013	2014
Opening Balance:*	7.5	7.2	4.5	0.2	1.1
Contributions:**	17.7	18.7	19.7	20.7	20.6
Draws:***	17.9	21.4	23.9	19.8	17.4
Year-End Balance:	7.2	4.5	0.24	1.1	4.4
Incremental Operating Impact:	1.0	2.0	3.0	4.0	4.0

\*plan, based on 2009 budget

\*\*includes contributions from Parking Enforcement

\*\*\*draws represent planned spending, including spending for Parking Enforcement

Conclusion:

A detailed review of all projects was conducted by the Command and the Board’s Budget Sub-Committee to ensure that the Capital Program reflects the priorities of the Service , is consistent with the Service’s strategic objectives, and is in line with City targets. Wherever possible, capital projects have been deferred, or reduced in scope.

The Service’s capital program request meets the City’s affordability debt target for the 2010-2014 period and the 2010-2019 program in total. Design and construction requirements for the Service’s facility projects in 2010 and 2011 require the Service’s plan for these two years to marginally exceed target. An arbitrary cashflow adjustment, inconsistent with anticipated spending, would be required if the Service were to meet City targets on an annual basis.

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

**Mr. Tony Veneziano, Chief Administrative Officer, Mr. Angelo Cristofaro and Ms. Elizabeth Hewner, delivered a presentation to the Board on the Toronto Police Service draft 2010 – 2019 Capital Program.**

**The Board approved the proposed 2010 – 2019 Capital Budget.**

**A copy of the presentation is on file in the Board office.**

**2010-2014 CAPITAL BUDGET REQUEST (\$000s)**

Attachment A

Proj. #	Project Name	Plan						Total	Total	Total	Total
		to end of 2009	2010	2011	2012	2013	2014	2010-2014 Request	2015-2019 Forecast	2010-2019 Program	Project Cost
<b>On-Going Projects</b>											
47	In - Car Camera	7,132	2,400	0	0	0	0	2,400	0	2,400	9,532
10	State-of-Good-Repair - Police	0	3,150	2,500	3,586	3,680	3,725	16,641	21,700	38,341	38,341
48	Radio Replacement	10,685	5,448	7,700	5,700	0	0	18,848	0	18,848	29,533
58	11 Division - Central Lockup	3,312	17,215	8,918	0	0	0	26,133	0	26,133	29,444
52	14 Division - Central Lockup	326	7,048	18,666	8,883	0	0	34,597	0	34,597	34,923
60	Property & Evidence Management Storage	258	10,000	5,000	8,000	6,000	6,000	35,000	0	35,000	35,258
69	Acquisition, Impl'n of New RMS	400	1,564	8,092	8,752	4,670	990	24,068	0	24,068	24,468
53	HRMS - Additional functionality	108	346	0	0	0	0	346	0	346	454
<b>Total On-Going Projects</b>		<b>22,220</b>	<b>47,171</b>	<b>50,876</b>	<b>34,920</b>	<b>14,350</b>	<b>10,715</b>	<b>158,033</b>	<b>21,700</b>	<b>179,733</b>	<b>201,954</b>
<b>New Projects</b>											
70	911 Hardware / Handsets	0	757	420	0	0	0	1,177	0	1,177	1,177
72	Replacement of Voice Mail	0	1,222	0	0	0	0	1,222	881	2,103	2,103
109	2nd floor space optimization	0	2,675	0	0	0	0	2,675	0	2,675	2,675
75	Fuel Management System	0	697	0	0	0	0	697	0	697	697
xxx	5th floor space optimization (new in 2010)	0	0	1,334	0	0	0	1,334	0	1,334	1,334
76	EDU/CBRN Explosive Containment	0	0	0	487	0	0	487	0	487	487
71	AFIS	0	0	3,000	0	0	0	3,000	3,000	6,000	6,000
107	Electronic Document Management	0	0	0	0	0	50	50	450	500	500
73	Data Warehouse Establishment	0	0	0	0	336	3,224	3,560	4,508	8,068	8,068
74	54 Division (includes land)	0	0	0	0	300	9,100	9,400	26,912	36,312	36,312
101	41 Division (includes land)	0	0	0	0	0	0	0	38,403	38,403	38,403
104	HRMS Upgrade	0	0	0	0	0	152	152	670	822	822
105	TRMS Upgrade	0	0	0	0	0	1,909	1,909	1,445	3,354	3,354
106	Digital Content Manager	0	0	0	0	0	1,388	1,388	1,707	3,095	3,095
106	Fibre Optics	0	0	0	0	0	0	0	11,800	11,800	11,800
115	Disaster Recovery Site	0	0	0	0	0	0	0	0	0	0
102	13 Division (includes land)	0	0	0	0	0	0	0	29,901	29,901	38,403
xxx	Long Term Facility Plan	0	0	0	0	0	0	0	6,000	6,000	6,000
48	Radio Replacement	0	0	0	0	0	0	0	28,100	28,100	28,100
yyy	Anticipated New IT Projects	0	0	0	0	0	0	0	7,390	7,390	7,390
<b>Total New Projects:</b>		<b>0</b>	<b>5,350</b>	<b>4,755</b>	<b>487</b>	<b>636</b>	<b>15,823</b>	<b>27,050</b>	<b>161,168</b>	<b>188,218</b>	<b>196,720</b>
<b>Total Debt-Funded Projects:</b>		<b>22,220</b>	<b>52,522</b>	<b>55,630</b>	<b>35,407</b>	<b>14,986</b>	<b>26,538</b>	<b>185,084</b>	<b>182,868</b>	<b>367,952</b>	<b>398,674</b>
<b>Total Reserve Projects:</b>		<b>88,397</b>	<b>19,436</b>	<b>24,323</b>	<b>26,473</b>	<b>22,595</b>	<b>19,675</b>	<b>112,501</b>	<b>110,607</b>	<b>223,108</b>	<b>311,505</b>
<b>Total Gross Projects</b>		<b>110,617</b>	<b>71,957</b>	<b>79,954</b>	<b>61,880</b>	<b>37,581</b>	<b>46,213</b>	<b>297,585</b>	<b>293,475</b>	<b>591,060</b>	<b>710,179</b>
<b>Funding Sources:</b>											
	Vehicle and Equipment Reserve	(88,397)	(19,436)	(24,323)	(26,473)	(22,595)	(19,675)	(112,501)	(110,607)	(223,108)	(311,505)
	ISF estimate for 11 and 14 Div	0	(8,421)	(8,862)	0	0	0	(17,283)	0	(17,283)	(17,283)
	Funding from Development Charges	(1,052)	(3,914)	(1,170)	(1,290)	(1,420)	(1,560)	(9,354)	(5,334)	(14,688)	(15,740)
<b>Total Funding Sources:</b>		<b>(89,449)</b>	<b>(31,771)</b>	<b>(34,355)</b>	<b>(27,763)</b>	<b>(24,015)</b>	<b>(21,235)</b>	<b>(139,138)</b>	<b>(115,941)</b>	<b>(255,079)</b>	<b>(344,528)</b>
<b>Total Net Request</b>		<b>21,168</b>	<b>40,187</b>	<b>45,598</b>	<b>34,117</b>	<b>13,566</b>	<b>24,978</b>	<b>158,447</b>	<b>177,534</b>	<b>335,981</b>	<b>357,149</b>
<b>5-year Average:</b>								<b>31,689</b>	<b>35,507</b>	<b>33,598</b>	
<b>City Target:</b>			<b>39,056</b>	<b>44,633</b>	<b>34,163</b>	<b>14,528</b>	<b>26,067</b>	<b>158,447</b>	<b>177,534</b>	<b>335,981</b>	
<b>City Target - 5-year Average:</b>								<b>31,689</b>	<b>35,507</b>	<b>33,598</b>	
<b>Variance to Target:</b>			<b>(1,131)</b>	<b>(965)</b>	<b>46</b>	<b>962</b>	<b>1,089</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Variance to Target - 5-year Average:</b>								<b>0</b>	<b>0</b>	<b>0</b>	

**2010-2014 CAPITAL BUDGET PROGRAM - RESERVE FUNDED PROJECTS (\$000s)**

Attachment B

Project Name	Plan to end of 2009	2010	2011	2012	2013	2014	Total 2010-2014 Request	Total 2015-2019 Forecast	Total Project Cost
<b>Other than debt expenditure (Draw from Reserve)</b>									
Vehicle and Equipment Replacement	30,847	5,617	5,617	5,617	5,617	5,617	28,085	28,085	87,017
Workstation, Laptop, Printer Lifecycle	19,958	4,816	4,826	4,788	4,785	4,597	23,812	22,986	66,756
Servers Lifecycle	10,226	3,010	3,120	3,230	3,340	3,122	15,822	15,610	41,658
IT business resumption Lifecycle	6,923	1,588	1,644	1,701	1,761	1,339	8,032	6,693	21,648
Mobile Workstations Lifecycle	7,970	0	250	7,500	1,500	0	9,250	10,750	27,970
Network Equipment Lifecycle	3,323	480	500	520	2,603	1,165	5,268	5,826	14,417
Locker Replacement Lifecycle	1,650	550	550	550	550	550	2,750	2,750	7,150
Furniture Replacement Lifecycle	1,500	750	750	750	750	750	3,750	3,750	9,000
AVLS Replacement Lifecycle	0	316	593	639	0	0	1,548	2,185	3,733
In - Car Camera lifecycle Replacement	0	0	0	0	688	818	1,506	66	1,572
Voice Logging lifecycle Replacement	0	459	324	0	370	0	1,153	1,523	2,676
CAD - Computer Aided Dispatch System	0	0	0	100	331	0	431	762	1,193
Electronic Surveillance Lifecycle Replacement	0	0	1,977	0	0	0	1,977	1,977	3,954
Digital Photography lifecycle Replacement	0	126	130	0	0	0	256	256	512
DVAM I Lifecycle Replacement	0	1,109	0	0	0	0	1,109	1,109	2,218
Repl. of Call Centre Application (ACD-X)	0	315	0	0	0	0	315	315	630
DVAM II Lifecycle Replacement	0	0	0	0	0	1,417	1,417	0	1,417
Asset and Inventory Mgmt.System (AIMS)	0	0	127	0	0	0	127	127	254
Property & Evidence Scanners Lifecycle	0	0	120	0	0	0	120	65	185
DPLN Replacement	0	0	0	778	0	0	778	778	1,556
Telephone Handset Replacement	0	300	300	300	300	300	1,500	1,500	3,000
Radio Replacement	6,000	0	0	0	0	0	0	0	6,000
Replacement of Video Recording Equipment	0	0	0	0	0	0	0	0	
Livescan Machines	0	0	435	0	0	0	435	435	870
Wireless Parking System	0	0	3,060	0	0	0	3,060	3,060	6,120
<b>Total Reserve Projects:</b>	<b>88,397</b>	<b>19,436</b>	<b>24,323</b>	<b>26,473</b>	<b>22,595</b>	<b>19,675</b>	<b>112,501</b>	<b>110,607</b>	<b>311,505</b>

**2010-2014 CAPITAL BUDGET REQUEST (\$000s)**  
**OPERATING IMPACT FROM CAPITAL (incremental over 2009)**

Attachment C

Project Name	2010	2011	2012	2013	2014	By 2019	Comments
<b>On-Going Projects</b>							
In - Car Camera	0.0	200.0	200.0	200.0	200.0	200.0	Additional staffing costs (5 FTEs)
Digital Video Asset Management II	0.0	200.0	200.0	200.0	200.0	200.0	Third party system support
11 Division - Central Lockup	0.0	101.0	202.0	202.0	202.0	202.0	Building Operations, Service Contracts and Utilities
14 Division - Central Lockup	0.0	0.0	104.0	208.0	208.0	208.0	Building Operations, Service Contracts and Utilities
Property & Evidence Management Storage	0.0	0.0	0.0	0.0	83.0	83.0	High Level estimate
Acqisition, Impl'n of New RMS	0.0	2,523.0	4,348.0	4,510.0	5,010.0	5,010.0	Maintenance costs and 55 FTEs
HRMS - Additional functionality	0.0	120.0	120.0	120.0	120.0	120.0	Two FTEs - one HR, one IT
<b>Total on-going Operating Impact</b>	<b>0.0</b>	<b>3,144.0</b>	<b>5,174.0</b>	<b>5,440.0</b>	<b>6,023.0</b>	<b>6,023.0</b>	
<b>New Projects</b>							
911 Hardware / Handsets	0.0	0.0	50.0	50.0	50.0	50.0	System maintenance cost
Replacement of Voice Mail	0.0	50.0	50.0	50.0	50.0	50.0	Incremental maintenance cost
Fuel Management System	0.0	5.0	5.0	5.0	5.0	5.0	Card replacement and system maintenance
AFIS	0.0	0.0	50.0	50.0	50.0	50.0	Incremental maintenance cost (currently costs \$350k)
Electronic Document Management	0.0	0.0	0.0	0.0	0.0	-77.9	Reduction in paper & printing cost, off-set by increase in maintenance cost
Data Warehouse Establishment	0.0	0.0	0.0	0.0	0.0	1,056.0	\$0.6M for salaries for 5 people; \$0.5M for maintenance; starting 2017
54 Division	0.0	0.0	0.0	0.0	0.0	144.0	Building Operations, Service Contracts and Utilities; starting 2016 (3 1/2 years)
41 Division	0.0	0.0	0.0	0.0	0.0	144.0	Building Operations, Service Contracts and Utilities; starting half a year 2018 (1 1/2 years)
13 Division	0.0	0.0	0.0	0.0	0.0	TBD	Building Operations, Service Contracts and Utilities; starting 2020
Long Term Facility Plan	0.0	0.0	0.0	0.0	0.0	TBD	TBD
HRMS Upgrade	0.0	0.0	0.0	0.0	0.0	22.0	Incremental maintenance cost of \$22K per year from 2015
TRMS Upgrade	0.0	0.0	0.0	0.0	0.0	22.0	Incremental maintenance cost of \$22K per year from 2016
Digital Content Manager	0.0	0.0	0.0	0.0	0.0	178.0	\$94K for support and maintenance; \$84K for 1 FTE; starting 2016
<b>Total New projects Operating Impact</b>	<b>0.0</b>	<b>55.0</b>	<b>155.0</b>	<b>155.0</b>	<b>155.0</b>	<b>1,643.2</b>	
Contribution to Reserve (estimated)	1,000.0	2,000.0	3,000.0	4,000.0	4,000.0	4,000.0	
<b>Total Reserve Operating Impact</b>	<b>1,000.0</b>	<b>2,000.0</b>	<b>3,000.0</b>	<b>4,000.0</b>	<b>4,000.0</b>	<b>4,000.0</b>	
<b>Incremental Operating Impact</b>	<b>1,000.0</b>	<b>5,199.0</b>	<b>8,329.0</b>	<b>9,595.0</b>	<b>10,178.0</b>	<b>11,666.2</b>	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P265. ESTABLISHMENT OF BOARD SUB-COMMITTEE TO DEAL WITH  
MENTAL HEALTH ISSUES**

The Board was in receipt of the following report July 15, 2009 from Alok Mukherjee, Chair:

Subject: ESTABLISHMENT OF BOARD SUB-COMMITTEE TO DEAL WITH  
MENTAL HEALTH ISSUES

Recommendation:

It is recommended that: the Board approve the establishment of a sub-committee to examine issues related to mental health.

Financial Implications:

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

Background/Purpose:

Mental health has emerged as a major policing concern. "A Report on Mental Illnesses in Canada," published by Health Canada in 2002, states that "Approximately 20% of individuals will experience a mental illness during their lifetime, and the remaining 80% will be affected by an illness in family members, friends or colleagues." A recent report on Post Traumatic Traumatic Syndrome in the Canadian military estimates that 1 in 10 people suffer from PTSD. Paucity of institutional care, poverty and homelessness are frequently additional complicating factors for people experiencing mental illness, and police personnel are often the first responders when someone is in crisis.

The province of Ontario has recently begun the development of a ten-year plan for mental health care as laid out in a discussion paper entitled "Every Door is the Right Door," published July 14, 2009 by the Advisory Group on Mental Health and Addictions, Government of Ontario. Health Minister David Caplan has emphasized the importance of ensuring that mental health services are accessible and coordinated.

In addition, a joint project between St. Michael's Hospital and Humber River Regional Hospital (Finch site) and three community-based agencies that work with youth to reduce violence, will examine the impact of PTSD on youth injured as a result of violent crimes.

Ensuring that people suffering from mental health issues are dealt with effectively, humanely, knowledgeable and with sensitivity by the police and advocating for better care and support are, therefore, an important public policy and public interest responsibility for our Board. It is

recognized that the Board has dealt with issues related to mental health for nearly a decade. Below is an overview of the Board's consideration of these issues.

### *Saving Lives Implementation Group*

In June 2000, a conference was held in Toronto, called "Saving Lives: Alternatives to the Use of Lethal Force by Police." It was hosted jointly by the Urban Alliance on Race Relations, the Queen Street Patients Council, other community stakeholders and members of the Toronto Police Service and the Toronto Police Services Board. The conference was held as a result of considerable public concern over the death of several people of colour who also had mental health problems as a result of interactions with the police.

The conference produced important recommendations related to topics such as training and education, access to justice and mobile-crisis teams. Not all of these recommendations were fully implemented. At the April 2005 Board meeting, the Board affirmed its commitment to implementing the recommendations of the "Saving Lives" report and, to this end, established a Saving Lives Implementation Working Group or SLIG.

SLIG began its work in May of 2005. Its membership included community members, representatives of the Board and the Service, as well as subject matter experts. As part of its work, SLIG created four sub-committees: Education and Training, Community Policing, Aboriginal Issues and Initiatives, and Mobile Crisis Intervention Teams (MCITs) and each of these sub-committees has submitted recommendations.

In addition, members of SLIG from the mental health community have given valuable advice to the Service on the use of MCITs, besides facilitating face-to-face contact with the survivor community.

### *Improved Access to Mental Health Care for People with Serious Mental Health Issues*

At its meeting of February 21, 2008, the Board heard a presentation from Ms. Ursula Lipski, Director of Policy and Research, The Schizophrenia Society of Ontario, with regard to the need for improved access to mental health care for people with serious mental health issues (Min. No. P20/08 refers). The Board approved a number of motions, and indicated that it supported a recommendation made by Ms. Lipski to "call for an inter-ministerial working group to develop a comprehensive approach to this problem." The Board also approved a motion that it would "communicate the concerns regarding this matter...to the Premier of Ontario and the Minister of Health and Long-Term Care." This was done.

### *Policy Dealing with Police Treatment of Homeless People*

Also at its meeting of February 21, 2008, the Board considered a presentation by representatives from Street Health with regard to the results of a survey of homeless people in Toronto about their access to health care and social services in Toronto (Min. No. P21/08 refers). The Board approved a number of motions, including a motion to consider the development of a policy regarding police treatment of homeless people.

### *Policy on Disclosure of Mental Health Act Apprehensions*

At its meeting of February 12, 2009, the Board considered a report on the modification of the Toronto Police Service Board's Policy regarding the disclosure of records relating to apprehensions under the *Mental Health Act* pursuant to the Police Reference Check program (Min. No. P29/09 refers). The Board approved a recommendation amending the existing policy in a number of ways, including an amendment that records will be disclosed to the individual requesting them rather than the participating agency.

### *Mobile Crisis Intervention Teams (MCITs)*

The MCIT program was initiated in direct response to concerns that had been raised regarding police response to calls involving Emotionally Disturbed Persons or EDPs. Recommendations from the Coroners' inquests into the deaths of Lester Donaldson (inquest recommendations made in 1994) and Edmund Yu (1999) highlighted a need for the police and mental health communities to work together. The MCIT program pairs a police officer with a psychiatric nurse to provide a crisis intervention service for individuals with mental health issues.

The first MCIT program began as a pilot project in November 2000 between 51 Division and St. Michael's Hospital. The program was adopted and formalized in 2004 and has since expanded to include a partnership with St. Joseph's Hospital in 11 and 14 Divisions and, most recently, Humber River Regional Hospital (Min. No. P160/09 refers.)

### *The Use of Conducted Energy Weapons (CEWs) on Emotionally Disturbed Persons (EDPs)*

The Board receives annual reports from the Chief regarding the use of CEWs by the Service. One of the ongoing areas of particular interest to Board members is the use of CEWs on Emotionally Disturbed Persons (EDPs).

### Discussion:

Many issues that have recently come before the Board have had a mental health issue component. Issues of mental health are complex and multi-faceted, and involve a variety of stakeholders, including the Service, the Board, the community and the government (both municipal and provincial).

When looking at the area of mental health as it pertains to policing, it is important, too, to keep in mind the ways in which mental illnesses cut across factors such as age, poverty, homelessness, race, gender, disability, etc. as well as how the intersectionality of a multiplicity of these factors complicates the situation requiring a police response. This has obvious implications for the quality and type of police resources dedicated to dealing with mental health issues.

The Board's response to mental health issues so far has been largely reactive and *ad hoc*. In view of their importance for policing resources, policing services and the community, it would be advantageous for the Board to create a mechanism that facilitates ongoing liaison with the

community and other stakeholders and thereby enables the Board to deal with mental health issues in an informed, systematic and effective manner. It is, therefore, proposed that the Board establish a sub-committee on mental health issues. This sub-committee could review important issues from a governance perspective, gather pertinent information, advise the Board on needed action, recommend effective strategies to deal with issues of intersectionality and assist the Board in facilitating discussion and coordination among the various partners working in this area.

A Board sub-committee that deals with mental health issues as they relate to policing would be a natural complement to the innovative and comprehensive provincial strategy announced by Minister Caplan, as mentioned above.

#### Proposed Membership of the Mental Health Sub-Committee

The Board's Mental Health Sub-Committee would be comprised of members of the Board, members of the Service and members of the community. It is important that the Sub-Committee's membership reflect the diversity of Toronto with representatives from major as well as more locally-based groups or organizations serving youth and specific ethno-cultural groups.

#### Conclusion:

Therefore, it is recommended that the Board approve the establishment of a sub-committee to examine issues related to mental health.

**The Board approved the foregoing report.**

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TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P266. ST. MICHAEL'S HOSPITAL YOUTH VIOLENCE INTERVENTION  
PROJECT**

The Board was in receipt of the following report September 14, 2009 from Hamlin Grange, Board Member:

Subject: ST. MICHAEL'S HOSPITAL YOUTH VIOLENCE INTERVENTION  
PROJECT

Recommendations:

It is recommended:

- (1) THAT the Board authorize Board member Hamlin Grange to write a letter of support, on behalf of the Board, for the St. Michael's Hospital Youth Violence Intervention Project; and
- (2) THAT Dr. Carolyn Snider be invited to make a presentation to the Board at the conclusion of the Youth Violence Intervention Project.

Financial Implications:

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

Background/Purpose:

I have recently become aware of the St. Michael's Hospital's Youth Intervention Project and the growing concern about Post Traumatic Stress Disorder among youth involved in violence in Toronto. It is my view that the Project's objective -a reduction in youth violence- is one that is very much aligned with the work that the Board is doing. As a result, I believe that the Board should write to indicate its support for the project's research and objectives.

There are other similar programs operating in the United States. Ceasefire Chicago is a city-wide program that brings together a number of initiatives and promotes community mobilization. Youth Alive's "Caught in the Crossfire," program is a hospital-based program after which the St. Mike's program is modelled. More information on these programs can be found at [www.Ceasefirechicago.org](http://www.Ceasefirechicago.org) and [www.Youthalive.org](http://www.Youthalive.org).

I have communicated my interest in this ground-breaking program by way of an email to Joanne Campbell, Executive Director, Toronto Police Services Board. Included with my email were four attachments which are also appended to this report for your information.

Conclusion:

It is, therefore, recommended:

- (1) THAT the Board authorize Board member Hamlin Grange to write a letter of support, on behalf of the Board, for the St. Michael's Hospital Youth Violence Intervention Project; and
- (2) THAT Dr. Carolyn Snider be invited to make a presentation to the Board at the conclusion of the Youth Violence Intervention Project.

**Hamlin Grange introduced Dr. Carolyn Snider who was in attendance at the Board meeting. Dr. Snider provided a brief overview of the St. Michael's Hospital Youth Violence Intervention Project and responded to questions from Board members.**

**The Board approved the foregoing report.**

Hamlin Grange  
 Member, Toronto Police Services Board  
 40 College St.  
 Toronto, ON M5G 2J3  
 hamlin@diversipro.com



Leading with Innovation  
 Serving with Compassion

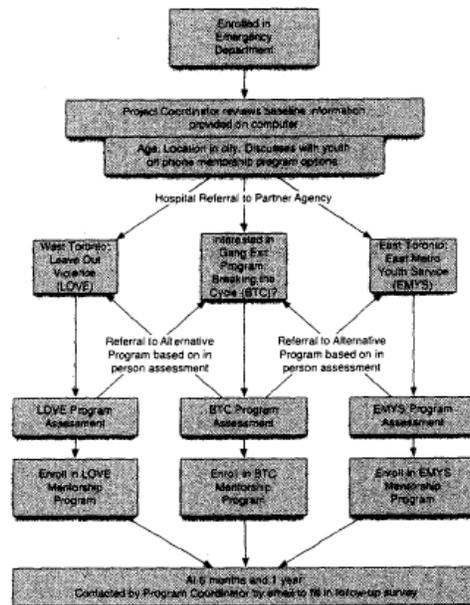
**ST. MICHAEL'S HOSPITAL**  
 A teaching hospital affiliated with the University of Toronto

September 15, 2009

Dear Hamlin,

It was a pleasure meeting with you about our emergency department referral-based youth violence intervention. We hope that through our program we can offer youth who have been injured by violence an opportunity to engage in a community-based youth violence prevention program. Currently we are working with LOVE, EMYS and Breaking the Cycle.

We will use computers to enroll youth in the emergency department who have been injured by violence. They will then be contacted within 24 hours call by a coordinator (we anticipate hiring an individual who has experience working with this population) who will discuss the various referral options based on the participant's answers on the computer and provide a referral at that time. We will then follow up with the participant after their referral using an online program. This process can be visualized in the figure to the right.



Our overall goal is to measure the reduction in repeat violent injury. We currently have seven emergency departments interested in participating in a referral program. St. Michael's Hospital, Sunnybrook Health Sciences Centre, Humber River Regional Hospital (Finch and Church sites), Scarborough Hospital (General and Grace sites) and Sick Children's Hospital are all represented on our research team. It is very difficult to receive funding for these research projects and therefore we will initially be running this program as a pilot project at St. Michael's Hospital and Humber River Regional Hospital (Finch site) in order to support a major funding application in 18 to 24 months.

**Carolyn Snider MD, MPH, FRCPC**  
 Staff Physician, Department of Emergency Medicine, St. Michael's Hospital  
 Scientist, Li Ka Shing Knowledge Institute  
 Clinician-Scientist, Department of Medicine (Emergency Medicine), University of Toronto

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Our pilot project will include approximately 40 youth. Our aims for this pilot project are to determine how best to enroll and follow participants and to determine the impact of our referrals on the community programs. The outcomes of this project will be used to support the much larger study which will study how effective the ED-based referral to youth violence intervention programs is at decreasing repeat injury.

We recognize that the Toronto Police have the same goal of reducing and preventing injury and therefore look forward to your support. There may be times that police officers are present with these victims of violent injury. During my meeting with Kristine McCabe, of the youth bureau at 51 division, we discussed that we may be able to include text in our computer program explaining the role of the police in investigating the circumstances of their injury and the support police can provide to victims. At the same time, we will need to ensure that the youth have the opportunity to complete the study in privacy and to ensure confidentiality of the information they provide (of note, we do not plan to ask about criminal behaviour or the specifics of their injury experience – only about risk factors that will help us refer to the appropriate program), as this is essential in building the trust necessary to enroll this population.

During our meeting you discussed the possibility of applying to the Police Services Board for funding. We appreciate the opportunity to potentially apply, however, at this stage, my research team felt it best we continue to apply through the Canadian Institute of Health Research as this will help get us on track for receiving future large grants for the effectiveness trial.

I look forward to working together to reach our shared goal of reduced violence in our city. I am wondering if you would be willing to write a letter of support for our project. The funder we are applying to, Canadian Institute of Health Research recognizes that community support is essential to the success of this kind of research and therefore a letter of support would be very helpful in our effort to obtain funding for this project.

Please let me know if you have any questions or concerns.

Best Regards,



**Carolyn Snider MD, MPH, FRCPC**

Staff Physician, Department of Emergency Medicine, St. Michael's Hospital

Scientist, Li Ka Shing Knowledge Institute

Clinician-Scientist, Department of Medicine (Emergency Medicine), University of Toronto

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TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P267. REGISTRATION OF TPS WITH WORKERS' COMPENSATION BOARD  
OF BRITISH COLUMBIA – WINTER OLYMPIC PROJECT**

The Board was in receipt of the following report September 17, 2009 from William Blair, Chief of Police:

Subject: REGISTRATION OF TPS WITH WORKERS' COMPENSATION BOARD OF  
BRITISH COLUMBIA – WINTER OLYMPIC PROJECT

Recommendations:

It is recommended that:

- (1) the Board approve registration of the Toronto Police Services Board as an employer for the purposes of the Workers' Compensation Board (WCB) of British Columbia and;
- (2) the Board authorize the Chair to sign the registration application on their behalf.

Financial Implications:

There are no financial implications relating to the recommendations contained within in this report. The premiums for the 180 Toronto Police Service employees working in British Columbia on the Winter Olympic project will be approximately \$17,000.00 and will be paid by the Royal Canadian Mounted Police (R.C.M.P.) in accordance with the established agreement.

Background/Purpose:

The Service has agreed to supply 180 personnel to assist in the provision of policing services at the Winter Olympics being held in early 2010 in British Columbia. The *Worker's Compensation Act* in British Columbia requires employers to register and pay premiums for coverage of the employees under a plan operated by the Workers' Compensation Board of British Columbia (BC).

In order for our personnel to work in British Columbia during the Olympics, the Toronto Police Services Board (the employer) is required to register with the WCB in British Columbia.

Discussion:

The Service is in receipt of correspondence from the WCB in British Columbia detailing the reasons why registration is required and the methodology of calculating premiums. The registration form and the associated correspondence are appended to this report as Appendix

“A”. The 2010 rate has been established as \$1.18 for every \$100.00 of assessable payroll. It is estimated that during the period our employees will be working in British Columbia, their total salary will be approximately \$1.5 million resulting in a premium of \$17,700.00. The actual premium will be calculated on the actual payroll expended during the project and will be payable some time after the last of our employees has left British Columbia. Further correspondence will be required from the Board once all the premiums have been paid to close the account.

Under the terms of the Memorandum of Understanding with the R.C.M.P., the WCB premium expense will be reimbursed to the Service.

The R.C.M.P. has been working with the WCB in British Columbia in relation to this situation on behalf of the 118 other Police Services who will be supplying personnel (See Appendix “A”).

As the Board is the employer and therefore the registrant, I am recommending the Board approve registration with the Workers’ Compensation Board in B.C. and authorize the Chair to sign the registration application on their behalf.

Conclusion:

The applicable legislation in British Columbia requires premium payments and employer registration in order for Toronto Police Service personnel to participate in the security plan for the Winter Olympics in 2010.

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

**THAT the Chair be requested to review the Board’s current secondment policy to ensure that it adequately addresses issues of Board liability.**

**APPENDIX "A"**

**REGISTRATION APPLICATION**

PLEASE PRINT. Attach additional sheets if required.

<b>WorkSafeBC use only</b>
Account number

**1. Business/resident information**

Legal name of applicant <b>TORONTO POLICE SERVICES BOARD</b>		Canada Revenue Agency Business Number <i>(first nine digits only)</i> <b>8 6 7 4 0 2 2 9 9</b>	
Trade name (if different from legal name)		Business web site <b>TORONTO POLICE SERVICES</b>	
Select appropriate business type <input type="checkbox"/> Partnership <input type="checkbox"/> Corporation <input type="checkbox"/> Proprietorship <input checked="" type="checkbox"/> Other <input type="checkbox"/> Individual employing worker(s) for domestic or in-home care services or for home maintenance/repairs	For proprietorships only Enter the social insurance number of proprietor  Social insurance number	For corporations/societies only If you operate a corporation, enter incorporation number and date Incorporation number _____ Incorporation date _____	

**2. Business contact information**

<b>Business mailing address</b>			
Street address <b>40 COLLEGE STREET</b>	City <b>TORONTO</b>	Province <b>ONT</b>	Postal code <b>M5G 2J3</b>
Business phone number ( ) ( ) ( )	Home phone number ( ) ( ) ( )	Fax number ( ) ( ) ( )	E-mail address
<b>Physical address or operating location of business (if different from above)</b>			
Street address	City	Province	Postal code

**3. Worker and payroll details (Important: Please see instructions before completing.)**

Do you employ workers? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Number of workers <b>180</b>	Start date of first worker <b>2010. 01. 15</b> <small>YYYYMMDD</small>	Estimate of annual payroll for all workers <b>\$1.5 million</b>
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**4. Business operations (If you are a resident hiring workers in or around your home, please go directly to section 7.)**

Describe your business operations <b>SECURITY AND LAW ENFORCEMENT WINTER OLYMPICS.</b>
List the major revenue-producing equipment that your business supplies (please include the year, make, model, and serial number)
List the major materials that your business supplies

**5. Previous registration/affiliated firms**

<b>List all affiliated firms currently or previously registered (e.g. firms with common ownership or under common control).</b>			
Has this business (or a principal of the business) ever been registered with WorkSafeBC (the WCB) under any name?	<input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, under what name?	Previous WorkSafeBC account number
Does this business provide services or products to an affiliated company? <input type="checkbox"/> Yes <input type="checkbox"/> No			
1. Name of current affiliated business		WorkSafeBC account number	
Street address	City	Province	Postal code
2. Name of current affiliated business		WorkSafeBC account number	
Street address	City	Province	Postal code

Legal name of employer (please enter the same name that you listed at the top of page 1)

**6. For trucking and courier industry only**

What type of trucking or courier service do you provide? <small>(e.g. gravel, log hauling, delivery service)</small>	If trucking, do you drive into other provinces? <input type="checkbox"/> Yes <input type="checkbox"/> No
Year and make of your business vehicle registered in your name/your firm's name	
Do you own or lease your vehicle? <input type="checkbox"/> Own <input type="checkbox"/> Lease	If leasing, please enter the name of the firm leasing the vehicle to you

**7. For residents who hire workers for services in or around their homes**

What type of service will you be receiving in your home? <input type="checkbox"/> Nanny or other caregiver <input type="checkbox"/> Domestic worker, such as a maid <input type="checkbox"/> Construction or repair worker(s) or contractor <input type="checkbox"/> Gardener or landscaper <input type="checkbox"/> Other (please specify)	Will this individual(s) work for you for more than eight hours a week? <input type="checkbox"/> Yes <input type="checkbox"/> No Will this individual(s) work on a specific project that will take 24 hours or more? <input type="checkbox"/> Yes <input type="checkbox"/> No Will this individual(s) care for children in your home for 15 or more hours a week? <input type="checkbox"/> Yes <input type="checkbox"/> No Is this individual with an agency that is registered with WorkSafeBC? <input type="checkbox"/> Yes <input type="checkbox"/> No
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**8. For contractors/subcontractors only**

If you are a contractor, list the businesses/individuals that you are, or will be, hiring on a contract basis. If you are a subcontractor or are self-employed, list the businesses/individuals that you are, or will be, working for.

1. Name of business or individual	<input type="checkbox"/> I am hiring this business/individual <input type="checkbox"/> I am being hired by this business/individual	Telephone number ( )
Street address	City	Province Postal code
2. Name of business or individual	<input type="checkbox"/> I am hiring this business/individual <input type="checkbox"/> I am being hired by this business/individual	Telephone number ( )
Street address	City	Province Postal code

**9. For corporations and partnerships only**

Enter the contact details of partners or of shareholders who are active in your firm.

1. Name of shareholder or partner	Telephone number ( )
Street address	City Province Postal code
Social insurance number	Shareholder's monthly earnings from company (for incorporations only) \$
2. Name of shareholder or partner	Telephone number ( )
Street address	City Province Postal code
Social insurance number	Shareholder's monthly earnings from company (for incorporations only) \$

**10. Certification**

By submitting this form, I certify and declare the following: that I am authorized to make this application on behalf of the firm applying for coverage; I have read, or have had read to me, and I fully understand, the content, requirements, and declaration of this application; that the information provided in this application is true, complete, and accurate; and that I may be committing an offence and may be liable to prosecution if I make any false statement, provide any false or misleading information, or omit to provide any relevant information.

Information on this form is collected for the purposes of administering and enforcing the Workers Compensation Act and is collected under the authority of that Act and the Freedom of Information and Protection of Privacy Act. For further information about the collection of personal information, please contact WorkSafeBC's Freedom of Information Coordinator at PO Box 2310 Stn Terminal, Vancouver BC, V6B 3W5, or telephone 604.279-8171.

Name (please print)	Title or relationship to firm	Telephone number ( )
Signature		Date

**WorkSafeBC use only**

Date	Time	WorkSafeBC representative
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**WORK SAFE BC**

# insurance

## Protecting employers and workers

In many jurisdictions around the world, workers can sue their employers for damages if they suffer work-related injuries. The damages awarded can be significant and, in some cases, have actually bankrupted successful companies.

That's not the case in British Columbia, thanks to what's known as the historic compromise on which the province's workers' compensation system is founded. In return for giving up the right to sue their employers for work-related injuries and diseases, workers receive no-fault wage loss and medical benefits if they are injured at work.

In return for protection against lawsuits, employers have a legal requirement to register for insurance coverage with WorkSafeBC (the Workers' Compensation Board of B.C.) provide a safe and healthy workplace, and pay insurance premiums to fund the system.

### Registering with WorkSafeBC

Virtually all firms that hire workers — whether these workers are full-time, part-time or casual — are required by law to register with WorkSafeBC. This includes incorporated companies that employ only their shareholders and individuals who hire family members to work in their business. B.C. residents who hire contractors to build or renovate their homes, casual help for ongoing services such as gardening or home repairs, or domestic workers to provide in-home services, may, in some cases, also be required to register. Check your registration requirements online at [WorkSafeBC.com](http://WorkSafeBC.com).

### Completing this application

Please read the instructions carefully before completing this application. To avoid processing delays, be sure to complete it in full and to sign it before submitting it to WorkSafeBC. Return the completed application by mail, fax, or in person. To save time, you can also complete the application online at [WorkSafeBC.com](http://WorkSafeBC.com). Once we have received the application, we will review it to determine whether the applicant qualifies for registration with WorkSafeBC. The applicant will then receive a letter confirming our decision.

### For more information

Please contact our Employer Service Centre, 8:30 a.m. to 4:30 p.m., Monday through Friday.

**Phone:** 604 244-6181  
or toll free: 1 888 922-2768

**Fax:** 604 244-6490

**Mailing address:** P.O. Box 5350 Station Terminal  
Vancouver BC V6B 5L5

**Head office:** 6951 Westminster Highway  
Richmond, BC V7C 1C6

**Regional offices:** Check listings at [WorkSafeBC.com](http://WorkSafeBC.com)

**Web site:** [WorkSafeBC.com](http://WorkSafeBC.com). For more information about registration requirements, go to Regulation & Policy and select Assessment Manual

## How to complete your application

### Section 1 – Business/resident information

#### Legal name of applicant

Enter the legal name of the firm applying for registration (e.g., the name under which the corporation is incorporated or registered with the Canada Revenue Agency). If the firm is a proprietorship or partnership, enter the full legal name(s) of the proprietor or partners.

#### CRA Business Number

Enter the first nine digits of the firm's CRA program account, such as a GST/ST number. If the firm does not have a Business Number, the firm can apply for one from BC's OneStop online service at [www.bcbusinessregistry.ca](http://www.bcbusinessregistry.ca).

#### Business type

The majority of firms are partnerships, proprietorships and limited companies. If the firm applying for registration is a First Nations Band, cooperative, municipality, society, union, government, agency, church, or district, select **other**.

*Note: All B.C. workers are automatically covered for workers' compensation. However, proprietors and their spouses, as well as partners in a partnership, are not considered workers unless they have been granted optional coverage. If you are a proprietor or partner and you would like to be covered for workers' compensation, you must apply for Personal Optional Protection. You will find the application form online at [WorkSafeBC.com](http://WorkSafeBC.com).*

### Section 2 – Business contact information

Enter the firm's contact details, including the physical address, telephone and fax numbers, and e-mail address.

### Section 3 – Worker and payroll details

#### Worker information

Enter the number of workers in the firm, as well as the date the first worker was hired. A worker is anyone who is employed full-time, part-time, casually, or on a contract basis, and who is remunerated by wage, salary, commission, or other means. Workers include those in administration and management, clerical staff, labourers, labour contractors who are

*continued on page 2*

not registered with WorkSafeBC, and active shareholders. If you are registering to cover someone who works in or around your home — such as a babysitter, gardener, or labourer for home repairs — complete this section as well.

#### Estimate of annual payroll

Payroll includes any means by which workers, family members, shareholders, office staff, and casual labour and administrative personnel are paid. When estimating payroll, be sure to include all forms of remuneration, such as gross payroll earnings, commissions, holiday pay, sick leave pay, leave of absence pay, and management fees. If the firm hires subcontractors who do not have their own WorkSafeBC coverage, also include the amounts paid to them.

**Section 4 – Business operations** (go directly to section 7 if you are a resident hiring workers in or around your home)

#### Description

Describe the firm's business operations, including the nature of the goods and/or services provided to customers. For example:

- A convenience store selling miscellaneous groceries to the general public
- An owner-operator providing dump truck services
- A software company that provides consulting services
- A drywall company that works on commercial projects

#### Major revenue-producing equipment

Revenue-producing equipment includes the major items the firm supplies to complete a contract. Examples include skidders, loaders, backhoes, mobile welding trucks, dump trucks, cars used in the courier industry, and trucks used in the trucking industry. Hand tools and personal crew transportation equipment – cars, pickups, and crummies, for example – do not fall within this definition.

#### Major materials

These are the primary materials that the firm supplies to complete a contract at a fixed price. Examples include: paint for a painting contract, drywall for a drywall contract, or lumber or concrete for a construction contract. Supplementary materials – like nails and drywall tape – do not fall within this definition.

#### Section 5 – Previous registration/affiliated firms

##### Previous registration/affiliated firms

If the firm applying for registration, or a partner or shareholder of the firm, has previously had an account with WorkSafeBC, select **yes** and complete this section.

Firms are affiliated when:

- Directly or indirectly, through one or more intermediaries or other means, one firm controls the other firm, or both firms are controlled by the same person or groups of persons, or

- The firms are controlled by family members — immediate, extended, or equivalent

Affiliated firms are common in many industries: in construction, for example, where a management firm may provide administrative or payroll services to an affiliated company. If the firm applying for registration is affiliated to other firms, list the firms, along with their contact details and WorkSafeBC account numbers.

#### Section 6 – Trucking and courier industry

If the firm applying for registration operates in the trucking industry or as a courier, describe the firm's business operations and services. Also supply information about vehicles used by the firm and the firm leasing them, if applicable. If the firm works in trucking and drives into other provinces, it may be able to pay its insurance premiums in one province only. For more information, go to [WorkSafeBC.com](http://WorkSafeBC.com) and select **Application for alternative assessment procedure for interjurisdictional trucking**.

#### Section 7 – Residents who hire workers for home services

If you are hiring workers for any of the services listed on the application, please complete this section in full.

#### Section 8 – Contractors and subcontractors

If the firm applying for registration is a contractor or subcontractor, please complete this section in full.

#### Section 9 – Corporations and partnerships

Enter the contact details and social insurance numbers of partners or shareholders. If the firm is a corporation, also include the monthly earnings of shareholders who are active in the business. Be sure to include this amount in Section 3 as well.

*Note: All B.C. workers are automatically covered for workers' compensation. However, proprietors and their spouses, as well as partners in a partnership, are not considered workers unless they have been granted optional coverage. If you are a proprietor or partner and you would like to be covered for workers' compensation, you must apply for Personal Optional Protection. You will find the application form online at [WorkSafeBC.com](http://WorkSafeBC.com).*

#### Section 10 – Certification

This application must be signed by an authorized representative of the firm that is applying for registration. Be sure to include a telephone number in case we need to contact that person for more information.



Assessment Department

Mailing Address  
PO Box 5350 Stn Terminal  
Vancouver BC V6B 5L5

Location  
8951 Westminster Highway  
Richmond BC

www.worksafebc.com

Telephone 604 244-6181  
Toll-free within BC 1 888 922-2768  
Fax 604 244-6490

July 9, 2009

Inspector Barry Baxter  
Vancouver 2010 Integrated Security Unit  
Royal Canadian Mounted Police  
11411 No 5 Rd  
Richmond BC V7A 4E8



**Charlotte Wong**  
Team Manager  
Assessment and Audit Operations  
Worker and Employer Services Division  
charlotte.wong@worksafebc.com

Mailing Address  
PO Box 5350 Stn Terminal  
Vancouver BC V6B 5L5

Location  
6951 Westminster Hwy.  
Richmond BC

Phone 604 214-6750  
Toll-free 1 888 922-2768,  
Ext. 6750  
Fax 604 207-1489

www.worksafebc.com

Workers' Compensation Board of B.C.

Dear Inspector Baxter:

**Subject: Registration Requirements for Out of Province Employers**

I refer to your visit to our office at WorkSafeBC (the Workers' Compensation Board of BC) in Richmond, British Columbia (BC), on July 8, 2009. Attending the meeting with you were Deepak Kolthary, Director, Assessments and Audits, Gerry Massing, Counsel, Legal Services, Syrus Bacha, Manager, Assessments Policy, Charlotte Wong, Manager, Employer Registrations, and by teleconference call, Kyle Friesen, Counsel, Department of Justice Canada.

At that meeting, Mr. Friesen and you provided us with assistance in interpreting the intent of the Memorandum of Agreement entitled Deployment of Police Officers to the Province of British Columbia during the 2010 Olympic and Paralympics Winter Games. The Royal Canadian Mounted Police (RCMP) and various other police departments across Canada have entered into the Memorandum of Agreement.

I understand that the intent and application of the Memorandum for the security operations of the 2010 Olympic and Paralympics Winter Games is seen as a Canada-wide obligation and therefore approximately 118 police forces across Canada will be deploying active personnel to BC at or about the time of the Games to serve as peace officers under the coordination and direction of the RCMP, Vancouver 2010 Integrated Service Unit. (V2010 ISU).

On our review of the Memorandum and the information provided, we are satisfied that all such personnel will throughout the term of deployment be considered workers for the purposes of the BC *Workers Compensation Act* (the *Act*) and will be in the employ of their usual employer, albeit under the immediate direction of the V2010 ISU. Given the complementary nature of the *Act*, each police department deploying personnel will be considered an employer under the *Act*.

At our meeting, you inquired about registration requirements for out of province employers whose workers will be employed temporarily in BC for the security operations of the 2010 Olympic and Paralympics Winter Games. I understand the employers include municipalities, other local government or Police Boards across Canada that will be deploying police officers to work in BC as peace officers under management of the RCMP. I further understand that all of these personnel will be employed temporarily in BC for more than 15 days in 2010, and will continue to be paid by their employer.

I am writing to confirm the reason why these employers are required to register with WorkSafeBC and to explain how they may contact us to establish an account and calculate and pay insurance premiums.

Decision making at WorkSafeBC is governed by the *Act*. Assessment Policy guidelines provide direction regarding an employer's obligation to register and sets out any exemptions.

Assessment Policy AP 1-38-1 provides that every employer must contact WorkSafeBC to determine its registration requirement and if so required, must register and pay insurance premiums to cover their workers. Assessment Policy AP 1-2-1 provides that certain employers with no place of business in BC who temporarily carry on business in BC and do not employ any BC resident workers may be exempt from registering with WorkSafeBC.

If an employer from outside BC should employ a worker who is not a resident of BC to work temporarily in this province for 15 or more days in a year, the employer is not exempt. Registration as an employer with WorkSafeBC, in this case, is mandatory.

The municipalities, other local government or Police Boards across Canada who will be deploying some police officers for the 2010 Olympic and Paralympics Games, for more than 15 days in a year, are required to register with WorkSafeBC before their workers travel into BC. I will be their contact person with WorkSafeBC to facilitate and expedite their registrations when they apply for registration.

To register as an employer with WorkSafeBC, we require at least the following information:

- The legal name of the firm that employs the police officers
- The first nine digits of the firm's business program account number as registered with Canada Revenue Agency (CRA)
- Contact information including the mailing address, telephone or fax numbers and email address
- The number of workers to be employed in BC temporarily and the earliest possible date the workers will be arriving in BC to provide law enforcement and security
- An estimate of the total gross payroll for the period of time workers will be active in BC

Please note that WorkSafeBC will only assess for insurance premiums based on the worker's payroll for the dates they are employed temporarily in BC. Those earnings would not be reported to another provincial or territorial Workers Compensation Board.

We will classify their accounts in the law enforcement industry classification group. The base assessment rate for this classification in 2009 is \$1.10 for every \$100 of assessable payroll. To calculate the cost of insurance premiums, consider this example: If 27 police officers work temporarily in BC for 17 days and each is paid \$3500, the total assessable payroll would be reported to WorkSafeBC as \$94,500 X 1.10% rate = insurance premium cost of \$1,039.50. The assessment rates for 2010 will be published in our website later this month and can be viewed at [www.worksafebc.com/insurance/premiums](http://www.worksafebc.com/insurance/premiums).

After the workers return to their residential jurisdictions, we will require the employer to contact us and confirm the last date of employment in BC in order to close the accounts. We do not require the actual expended payroll figures until we cancel the account so insurance premiums will not become due until then.

I am enclosing 120 Employer's Registration application forms so please feel free to distribute with a copy of this letter. The completed applications should be forwarded by mail or fax to my attention. If you have any further questions, please do not hesitate to contact me.

Yours truly,

*Charlotte Wong*  
Charlotte Wong (Mrs)  
Team Manager, Employer Registrations Section  
Assessment Department

Enclosure: 120 Employers' Registration applications

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P268. LEASE REVISION FOR PARKING ENFORCEMENT EAST – 1500 DON  
MILLS ROAD**

The Board was in receipt of the following report September 4, 2009 from William Blair, Chief of Police:

Subject: LEASE REVISION FOR PARKING ENFORCEMENT EAST – 1500 DON  
MILLS ROAD

Recommendation:

It is recommended that the Board approve a revision to the previously approved five (5) year Lease Extension and Amending Agreement, with El-Ad Limited for the facility located at 1500 Don Mills Road, for parking stalls at an estimated annual amount of \$26,750 for a revised annual estimated lease amount of \$940,853 (including taxes) and a total estimated lease cost of \$4,704,265 (including taxes) for the five (5) year term commencing July 1, 2009 and ending June 30, 2014.

Financial Implications:

There are no financial implications related to the recommendation contained within this report. Funding for the 2009 lease cost of parking stalls is available within the 2009 operating budget of the Parking Enforcement unit. The lease costs for future years will be included in each year's respective operating budget request.

Background/Purpose:

The Board, at its meeting on April 16, 2009, approved a 5-year lease extension and amending agreement with El-Ad Limited for the Parking Enforcement facility located at 1500 Don Mills Road (Min. No. P104/09 refers). The lease amount approved was for an estimated annual cost of \$914,103 (including taxes), for a five (5) year period commencing July 1, 2009 and ending June 30, 2014, for a total cost of \$4,570,515 (including taxes). While the original report to the Board made reference to the parking stall requirements, the lease cost for the parking stalls was inadvertently omitted from the lease extension approved by the Board. The purpose of this report is to amend the previous approval to include the parking stall costs.

Discussion:

The Parking Enforcement operation requires parking for police and personal vehicles and the lease agreement includes the provision for parking. The lease agreement provides 116 segregated parking stalls and a bicycle storage cage free of charge, six (6) reserved underground

parking stalls at a monthly rate of \$78.70 plus taxes and 20 unreserved surface parking stalls at a monthly rate of \$75.00 plus taxes, subject to annual adjustments, for an estimated lease cost of \$26,750 per year or \$133,750 (including taxes) for the five (5) year period.

Conclusion:

The Board, at its April 16, 2009 meeting, approved a lease extension for the Parking Enforcement East facility located at 1500 Don Mills Road. The extension was for a five (5) year term commencing on July 1, 2009 and ending on June 30, 2014 for an estimated annual amount of \$914,103 and \$4,570,515 (including taxes) for the five (5) year term. The lease extension included the provision of parking stalls. However, the lease amount approved by the Board did not include the cost for the parking stalls. The cost for the parking stalls was referenced in the report to the Board, but not included in the recommendation. Therefore, an amendment to the lease extension approved by the Board is required. The cost for the parking stalls is \$26,750 per year for a revised annual lease cost of \$940,853, and a total lease cost for the five (5) year term of \$4,704,265 including taxes.

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

**The Board approved the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P269. COMMUNITY DONATION – EMPOWERED STUDENT PARTNERSHIP  
PROGRAM**

The Board was in receipt of the following report September 11, 2009 from William Blair, Chief of Police:

Subject: COMMUNITY DONATION – EMPOWERED STUDENT PARTNERSHIPS  
PROGRAM

Recommendation:

It is recommended that the Board approve the acceptance of a cash donation in the amount of \$20,000.00 from Bell Canada on behalf of the Empowered Student Partnerships (ESP) program.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report. The funds will be used to support the ESP program during the 2009/2010 school year.

Background/Purpose:

The ESP program recognizes that students themselves know best what safety issues are present in their schools. With the assistance of their staff advisors and divisional officers, students are empowered to plan, organize and execute year-long safety initiatives in their school and local community. The program is designed to address crime and victimization concerns in the school and community.

Bell Canada has been an important sponsor of the ESP program since 2004. This support has included assistance in organizing and funding events such as the ESP Showcase and Chief's Breakfast.

The \$20,000.00 sponsorship from Bell will be used for the ESP Kick-Off and Chief's Breakfast. The Kick-Off will be held at the Elgin Theatre on Wednesday, October 14, 2009. It will involve award presentations and entertainment by students. It is anticipated that Chief of Police William Blair and Mayor David Miller will be present to speak to the almost 2,000 students and police officers who will be in attendance.

The Chief's Breakfast will immediately precede the Kick-Off and provide an opportunity for supporters of the program to network and hear about the impact of ESP from students participating in the program.

Discussion:

It is Bell's stated corporate policy to be an outstanding corporate citizen and using their financial resources and the expertise of their employees to invest in the communities they serve. In 2008, Bell Canada Enterprises directly contributed more than \$20.5 million to charitable initiatives, including matching employee donations to the United Way/Centraide and grants to a range of charities where their employees volunteer.

Bell's Community Investment strategy is squarely focused on the health of children and youth and on a conviction that this country's future is being determined today through actions that enable children to be their best, no matter what the challenges.

Bell supports many programs intended to help young people succeed and is the funding sponsor of the Kid's Help Phone. Support of the ESP program is another way Bell demonstrates its commitment to youth.

This donation is in accordance with the Service Procedure entitled "Donations" (18-08) and Section 1.32 of the Standards of Conduct entitled "Donations and Solicitation of Donations". The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service. Bell Canada has requested a tax receipt.

Conclusion:

Bell's sponsorship of and involvement in the ESP program has been long-standing and their contribution of both funds and volunteers have helped to make events such as the Showcase and Chief's Breakfast major successes.

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

**Chief Blair acknowledged Bell Canada's contribution to keeping schools safe and thanked the organization for its ongoing support of the ESP program.**

**The Board approved the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P270. REQUEST FOR FUNDS: TORONTO POLICE AMATEUR ATHLETIC  
ASSOCIATION (TPAAA) 2009 POLICE GAMES**

The Board was in receipt of the following report September 22, 2009 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: TORONTO POLICE AMATEUR ATHLETIC  
ASSOCIATION (TPAAA) 2009 POLICE GAMES

Recommendations:

It is recommended:

- (1) THAT the Board approve an expenditure from the Special Fund in the amount of \$45,000.00 to offset the operating costs of the 2009 TPAAA Police Games.
- (2) THAT the TPAAA provide its written assurance that these funds are to finance the production of the Police Games and that the funds will not be used to replace excess funds which the TPAAA might otherwise contribute to charitable causes.

Financial Implications:

If the Board approves the recommendation contained in this report, the Special Fund will be reduced by an amount not to exceed \$45,000.00. The current balance of the Special Fund is \$746,166.00.

Background/Purpose:

The Police Games have been a tradition of the Toronto Police Service (TPS) for 127 years. Since its inception in 1882, the Games have continued to provide community members with an opportunity to express their appreciation for the work carried out by members of the TPS.

I was recently approached by representatives of the TPAAA and was advised of certain financial challenges that the TPAAA faced during its fundraising efforts for this year's Police Games.

Following my discussion with Mr. Michael Bagg, President, TPAAA, and Detective Mike Rosina, TPAAA, I was provided with a detailed submission requesting the support of the Board in going forward with the Police Games. It is anticipated that the TPAAA will be \$45,000.00 short of its necessary funding to stage the Games. I have appended the submission for your information.

Typically, the proceeds from the Police Games are donated to the Toronto Police Widows and Orphans Fund. In recommending that the Board make a \$45,000 contribution, I trust that the Board's funds will be used for the operating costs of the event, only, and that the intent of the funding is to allow the event to be viable, not to replace funds which might normally be donated to the Widows and Orphans Fund.

I have also requested that Mr. Bagg and Detective Rosina attend the meeting to answer any questions Board members may have and to provide the Board with further financial details on the status of the Games.

Conclusion:

It is, therefore, recommended that the Board approve an expenditure from the Special Fund in the amount of \$45,000.00 to assist with funding the 2009 TPAAA Police Games. I also recommend that the TPAAA provide its written assurance that these funds are to finance the production of the Police Games and that the funds will not be used replace excess funds which the TPAAA might otherwise contribute to charitable causes.

**Mr. Michael Bagg, President, TPAAA attended the Board meeting and provided the Board with an overview of the Police Games. He advised that the Police Games are experiencing financial difficulty and that TPAAA executives are considering a number of fundraising options to address their financial needs.**

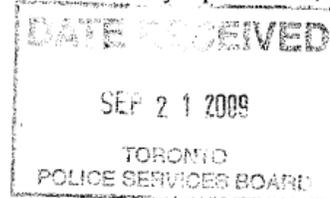
**The Board approved the foregoing report.**



**TORONTO POLICE AMATEUR  
ATHLETIC ASSOCIATION**

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

Friday September 18, 2009



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

Sir

As you may recall Mike Bagg and I met with you on September 8<sup>th</sup> in your office where we spoke about the Police Games and the challenges they currently face.

The meeting culminated in a commitment from you to present our proposal at the upcoming meeting on September 24<sup>th</sup>, that the Toronto Police Services Board assist the Toronto Police Amateur Athletic Association with funding the Police Games.

We have attempted to capture the essential elements facing the Police Games and the rationale for the proposal in the following document.

If anything further is required please do not hesitate to contact Mike Bagg at 416 502 8711.

Your assistance and enduring support for the Toronto Police Amateur Athletic association and the Police Games is greatly appreciated.

Sincerely

Mike Rosina

A handwritten signature in cursive script that reads 'Michael Bagg for President Rosina'.

President  
Toronto Police Amateur Athletic Association  
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## TORONTO POLICE AMATEUR ATHLETIC ASSOCIATION

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### **127<sup>th</sup> Annual Police Games: Tradition and Challenges**

#### **Background:**

The Toronto Police Games are a proud tradition of the Service that has endured for 127 years. The combination of athletic competition entertainment and pageantry of our members on parade has been called the largest community policing event in Toronto and quite possibly all of Canada. The Toronto Police Amateur Athletic Association is proud to have been responsible for staging this event since its inception.

As the times have changed since 1882, so too have the Police Games. The Games have taken on many formats and been held at many venues. In its current edition this event takes place at Rogers Center. This facility provides amongst a host of technical advantages the protection from adverse weather conditions.

All out of pocket cost for the staging of the Police Games has been covered by the fundraising efforts of the Toronto Police Amateur Athletic Association with proceeds donated to the Toronto Police Widows and Orphans Fund. Revenue for this event is raised by reaching out to the community for support through the sale of tickets and advertising space. Historically the sale of ads and tickets was done through the dedication of a few dedicated off duty officers. In recent years a national telemarketing firm was hired need to supplement that process.

The Toronto Police Amateur Athletic Association sincerely appreciates the support it receives from the Toronto Police Service in making the Police Games happen. We also appreciate the assistance of the public and feel that this event is an excellent opportunity for the community to express their respect and appreciation for the difficult work carried out by the men and women of the Toronto Police Service.

#### **Community Outreach and Involvement**

In addition to the use of various sales strategies, we believe that an enormous opportunity exists for all Toronto residents to see the Police Games. Through the support of Community Relations Officers, distribute tickets in areas that might not otherwise have the financial resources to attend the Games such as retirement residences, schools and community groups in identified neighbourhoods. Additionally CPLC contacts in each station are provided tickets.

A recent example of the opportunity to interact with the community is illustrated in the actions of TDSB Trustee Soo Wong. Trustee Wong is planning a family BBQ on the day of the Games and will bus the attendees to the Games. This is the second year she has done this. Last year eight school buses of families attended the Games after the BBQ.

School Resource Officers are being offered tickets as giveaways in their schools as well as tickets being sent to the CPLC contacts in each station.

### **Challenges**

The Toronto Police Amateur Athletic Association is facing serious challenges that threaten the future of the Toronto Police Games. This year has been a particularly difficult year given the overall view of our economy. Record numbers of people out of work, business cutbacks and failures as well as a general move to a more conservative spending pattern by people in general has resulted in a significant drop in our 2009 Games revenues. Added to this problem is the new Canadian Do Not Call Legislation that has affected our community outreach program.

### **Internal Controls**

In recent years and in recognition of the turn in economic conditions, the Executive and Management of the TPAAA has instituted major cost reductions. The Rogers Centre contract has been renegotiated; banquet and hotel commitments have been reduced where possible but, the cuts can only go so deep without reflecting negatively on the integrity of the show and more importantly on the reputation of the Toronto Police Service.

### **Our Request**

The 127 year tradition of the Police Games should continue. The citizens of Toronto deserve the opportunity to recognize the excellent work and dedication of the members of the Toronto Police Service...and the members are very deserving of the recognition.

To survive, we need help. We have made a request of the Chief of Police to assist in soliciting corporate support through his vast network of contacts. The Chief is a great supporter of the Police Games and we are confident that his support will help but we also recognize the current economic climate.

We are requesting the support of the Toronto Police Services Board in going forward with the Police Games. Our expectation is that we will be \$45,000 short of our necessary funding to stage the Games and are respectfully requesting support of the Board in that amount.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON SEPTEMBER 24, 2009**

**#P271. IN-CAMERA MEETING – SEPTEMBER 24, 2009**

In addition to the public meeting conducted by the Board today, an in-camera meeting was held to consider a number of matters which were exempt from the public agenda in accordance with the criteria for considering confidential matters set out in s.35(4) of the *Police Services Act*.

The following members attended the in-camera meeting:

Dr. Alok Mukherjee, Chair  
Mr. Frank Di Giorgio, Councillor & Member  
Mr. Hamlin Grange, Member  
The Honourable Hugh Locke, Q.C., Member  
Mr. Adam Vaughan, Councillor & Member

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**#P272.       ADJOURNMENT**

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Alok Mukherjee  
Chair