**The following *draft* Minutes of the meeting of the Toronto Police Services Board held on March 13, 2014 are subject to adoption at its next regularly scheduled meeting.**

**The Minutes of the meeting held on February 13, 2014, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on March 13, 2014.**

**MINUTES OF THE PUBLIC MEETING** of the Toronto Police Services Board held on **MARCH 13, 2014** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

| | |
|---|---|
| **PRESENT:** | **Dr. Alok Mukherjee,** Chair<br>**Mr. Michael Thompson,** Councillor & Vice-Chair<br>**Mr. Michael Del Grande,** Councillor & Member<br>**Ms. Marie Moliner,** Member<br>**Dr. Dhun Noria**, Member<br>**Ms. Frances Nunziata,** Councillor & Member<br>**Mr. Andrew Pringle,** Member |
| **ALSO PRESENT:** | **Mr. Mark Saunders**, Acting Chief of Police<br>**Mr. Albert Cohen,** City of Toronto - Legal Services Division<br>**Ms. Deirdre Williams,** Board Administrator |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P38. INTRODUCTIONS

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

To the rank of superintendent:

Anthony Riviere
Arthur Weidmark
William Wardle
Peter Yuen
Scott Gilbert

To the rank of staff inspector:

Cory Bockus

To the rank of inspector:

Peter Callaghan
Timothy Crone
Andrew Norrie
Sonia Thomas

To the rank of staff detective sergeant:

Tony Diviesti
Joseph Matthews
Jean-Bernard Romain
Joni Sousa-Guthrie
John Stockfish
Darla Tannahill

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P39. EVALUATION OF THE HUMAN RIGHTS PROJECT CHARTER

Dr. Wendy Cukier, Founder, Diversity Institute; Vice President, Research and Innovation, Ryerson University, delivered a presentation to the Board with respect to the evaluation of the Human Rights Project Charter. A copy of Dr. Cukier's presentation is on file in the Board office.

Copies of the *Evaluation of the Human Rights Project Charter* produced by the Diversity Institute were circulated to Board members, and a copy is on file in the Board office.

Following the presentation, Commissioner Barbara Hall, Ontario Human Rights Commission, delivered a deputation to the Board about the evaluation of the Human Rights Project Charter.

**The Board approved the following Motions:**

1. **THAT the Board receive the presentation by Dr. Cukier and the deputation by Commissioner Hall;**

2. **THAT the Board receive the *Evaluation of the Human Rights Project Charter*, accept its findings, acknowledge the tremendous work done and thank all the parties for their involvement;**

3. **THAT the Board consider the work of the Human Rights Advisory Committee to be concluded at this time; and**

4. **THAT the Board request the Chief to provide a report containing an implementation plan for the recommendations contained in the *Evaluation of the Human Rights Project Charter* and annual progress reports on the implementation of the recommendations.**

**Moved by: D. Noria**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P40. DRAFT POLICY – "STREET CHECKS" AND COMMUNITY CONTACTS**

Mr. Frank Addario, Addario Law Group, delivered a presentation on the legal framework with regard to a Toronto Police Services Board policy for "street checks" and community contacts. A copy of Mr. Addario's presentation is on file in the Board office.

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

- Jamil Jivani
- Peter Rosenthal
- Howard Morton, Law Union of Ontario

Following the deputations, Mr. Addario responded to questions by the Board about the proposed draft policy.

Chair Mukherjee noted that Mr. Addario had provided the Board with a legal opinion (dated December 06, 2013) on police stops, community inquiries, detention and record-keeping and that, pending Board approval, the legal opinion and a copy of the draft proposed policy would be posted to the Board's website immediately following today's meeting.

Chair Mukherjee also noted that a special public meeting would be held on April 08, 2014 at 6:00 PM to receive comments from the community on the draft policy. Following the special meeting, the Board would review the comments made on April 08, 2014 and a final version of the policy would be prepared for approval at a future meeting.

**The following Motions were presented to the Board:**

1. **THAT the Board receive the presentation by Mr. Addario; and**

2. **THAT the Board approve the release of the draft Community Contacts policy and Mr. Addario's legal opinion dated December 6, 2013.**

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

**cont…d**

**The voting was recorded as follows:**

| **For** | **Opposed** |
|---|---|
| **Chair Mukherjee** | **nil** |
| **Vice-Chair Thompson** | |
| **Ms. Moliner** | |
| **Dr. Noria** | |
| **Councillor Nunziata** | |
| **Councillor Del Grande** | |
| **Mr. Pringle** | |

**The foregoing Motions were approved.**

**Moved by: A. Mukherjee**

**Subsequent to the consideration of this matter, copies of a document prepared by Mr. Addario entitled *Materials for March 13, 2014 Toronto Police Services Board Meeting* were available. These materials contain a copy of the draft proposed Community Contacts policy (tab 1) and the December 6, 2013 legal opinion (tab 2).**

**A copy of the document entitled *Materials for March 13, 2014 Toronto Police Services Board Meeting* is also on file in the Board office.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P41. ICR – RECOMMENDATION NO. 17 – BOARD MEMBERS – COMMUNICATION AND INFORMATION-SHARING**

The Board was in receipt of the following report January 27, 2014 from Alok Mukherjee, Chair:

Subject: ICR – RECOMMENDATION NO. 17 – BOARD MEMBERS – COMMUNICATION AND INFORMATION-SHARING

Recommendation:

It is recommended that the Board approve the policy attached to this report entitled "Board Members – Communication and Information-Sharing."

Financial Implications:

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

Background/Purpose:

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

*(1) receive the report from the Honourable John W. Morden entitled Independent Civilian Review Into Matters Relating to the G20 Summit, and receive all 38 recommendations for implementation;*
*(2) approve the "Proposed Implementation Plan" attached to this report;*
*(3) approve, in principle, the immediate implementation of Mr. Morden's Recommendations 2, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 21, 28, 29, 30, 36, 37 and 38, and direct the Chair to report back to the Board no later than October 2012 with proposed new policies, amendments to existing policies and changes to Board rules and practices as indicated in the Proposed Implementation Plan;*
*(4) establish a Board Implementation Working Group (BIWG) of at least 4 Board members to take necessary action or to propose action to be taken by the Board with respect to Recommendations 1, 4, 5, 6, 20, 22, 23, 24, 25, 26, 27, 31, 32, 33, 34 and 35;*
*(5) direct the BIWG to provide status reports to the Board on its work on the Recommendations referred to it no later than October 2012;*

*(6) refer to the BIWG for consideration in conjunction with Mr. Morden's report the Toronto Police Service's After-Action Report and the Ontario Independent Police Review Director's report titled, Policing the Right to Protest; and,*
*(7) direct the BIWG to report back to the Board on the status of its consideration of these other G20 related reports by October 2012 or as soon thereafter as possible.*

Discussion:

Recommendation No. 17 of the Morden report is reproduced as follows:

> ***Recommendation No. 17: The Board should create a policy requiring open communication and sharing of information between all Board members.***
>
> The Board should develop a policy that sets guidelines for the exchange of information between Board members. Under this policy all Board members would be required to share, at the earliest opportunity, information he/she receives through informal communications with the Chief on a particular matter or issue that is before the Board or that otherwise falls within the Board's statutory role and responsibilities.

At its meeting of July 19, 2012, the Board approved "…in principle, the immediate implementation" of this recommendation.

At its *in camera* meeting of October 15, 2013, the Board considered a draft policy entitled "Board Members – Communication and Information-Sharing." (Min. No. C319/12 refers).

The Board referred the foregoing report to the Board's Implementation Working Group (BIWG) for further consideration and to develop a simple mechanism for information-sharing.

As those items referred to BIWG are now being handled by myself and Board staff, we reviewed this policy and have made a number of amendments. In drafting the amended policy, it was recognized that a complete listing of all types of information individual members of the Board obtain through any direct communication with the Chief or other members of the Command is not possible. It was also recognized that regular communication between the Chief or another member of the Command and the Chair or Vice Chair in the course of daily business is essential for effective oversight. There are mechanisms in place, such as formal Board reports, through which the subject matter or substance of these communications is conveyed to the Board.

The amended policy is appended for your information.

Conclusion:

Therefore, it is recommended that the Board approved the amended policy attached to this report entitled "Board Members – Communication and Information-Sharing."

**The Board approved the following Motion:**

**THAT the Board approve the foregoing report, subject to an amendment in the first paragraph of the policy, as noted in italics below:**

> **Board Members, *defined as the Chair, Vice-Chair, and all other members,* receive information from the Chief of Police through a variety of mechanisms, including through formal reports at Board meetings. However, a substantial amount of communication occurs between individual members of the Board and the Chief or other members of the Command through a number of informal methods, including impromptu meetings or discussions, *ad hoc* oral briefings at Board meetings, memoranda, telephone calls, or e-mails.**

**Moved by: D. Noria**

# TORONTO POLICE SERVICES BOARD

## BOARD MEMBERS – COMMUNICATION AND INFORMATION-SHARING

| | | |
|---|---|---|
| **DATE APPROVED** | **mm/dd/yy (spelled out)** | Minute No: PXXX/00 |
| **DATE(S) AMENDED** | | |
| **DATE REVIEWED** | | |
| **REPORTING REQUIREMENT** | | |
| **LEGISLATION** | *Police Services Act*, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c).<br>*Members of Police Services Boards – Code of Conduct*, O. Reg. 421/97. | |
| **DERIVATION** | *Independent Civilian Review into Matters Relating to the G20 Summit*, Recommendation No. 17 | |

Board Members receive information from the Chief of Police through a variety of mechanisms, including through formal reports at Board meetings. However, a substantial amount of communication occurs between individual members of the Board and the Chief or other members of the Command through a number of informal methods, including impromptu meetings or discussions, *ad hoc* oral briefings at Board meetings, memoranda, telephone calls, or e-mails.

It is critical that any material information obtained by one Board Member that, in his or her judgment, is pertinent to the Board's consideration of matters before it, or likely to come before it, or that is related to a prior Board decision, or that is of public interest, is shared with the entire Board at the next available opportunity, so that the entire Board can discharge its governance and oversight responsibilities based on the same information.

It is, therefore, the policy of the Toronto Police Services Board that:

(1) A Board Member will share, at the earliest opportunity, material information that he or she receives through informal communication with the Chief or other members of the Command, that, in his or her judgment, is pertinent to the Board's consideration of matters before it, or likely to come before it, or that is related to a prior Board decision, or that is of public interest;

(2) Such communication and information-sharing will be in the form of a formal Board report or briefing at the Board meeting following the receipt of such information;

(3) Where the information received is, in the Board member's judgment, related to an item of an urgent nature and should be considered before the date of the next regularly scheduled Board meeting, the Board Member in receipt of the information will consult with the Chair to determine whether a Special Board meeting should be called or the information can be provided to the full Board by some other means; and

(4) When the Board becomes aware that, in exercising his or her judgment, a Board Member did not communicate information that ought to have been provided to the full Board, the Board will determine what the appropriate course of action should be, pursuant to *Ontario Regulation 421/97, Members of Police Services Boards – Code of Conduct.*

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P42. ANNUAL REPORT: 2013 PARKING ENFORCEMENT UNIT: PARKING TAG ISSUANCE

The Board was in receipt of the following report January 13, 2014 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2013 PARKING ENFORCEMENT UNIT – PARKING TICKET ISSUANCE

Recommendations:

It is recommended that:

(1) the Board receive the following report; and
(2) the Board forward a copy of this report to the City of Toronto Government Management Committee to be considered in conjunction with the City of Toronto 2013 Parking Ticket Activity Report.

Financial Implications:

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

Background/Purpose:

This report provides information on the Parking Enforcement Unit achievements, activities and annual parking ticket issuance during the year 2013 (Appendix A refers).

Discussion:

The Parking Enforcement Unit reports annually on parking ticket issuance by Parking Enforcement Officers (PEOs), Municipal Law Enforcement Officers (MLEOs) and Police Officers. The City of Toronto requests this information for use during the annual budget process.

Annual Parking Ticket Issuance:

The total parking ticket issuance is estimated to be 2,612,810 tags in 2013 which is in line with projections. Total parking ticket issuance includes tags issued by PEOs, MLEOs, and Police Officers. The final parking ticket issuance numbers will be presented by the City of Toronto, Parking Ticket Operations in its 2013 Annual Parking Ticket Activity Report, once all data is captured and reconciled.

The following is a breakdown of the parking ticket issuance estimates by group:

| Group | Tickets Issued |
|---|---|
| Parking Enforcement Unit | 2,412,702 |
| Municipal Law Enforcement Officers | 191,775 |
| Police Officers | 8,333 |
| **Total Parking Ticket Issuance** | **2,612,810** |

Other Information:

During the 2013 calendar year, although there were some significant operating challenges, the Parking Enforcement Unit delivered on many key accomplishments aside from the issuance of parking tickets, through the provision of operational support to the Toronto Police Service and interoperability with City initiatives.

One of the challenges was the extreme inclement weather conditions experienced throughout 2013, such as flooding, ice and snow storms, and the numerous heat and cold alerts which had a measurable impact upon enforcement and operations. Considering that many PEOs patrol on foot in all weather conditions, some challenges were experienced with Unit deployment and a general encumbrance on its operations. When these types of events impact regular operations, PEOs must be redeployed to assist with other parking and traffic flow related assignments. As such, in support of TPS and City initiatives, PEOs focus on hazardous parking situations, the safe and efficient flow of traffic, assistance to the public, and vehicle relocations for clean-up operations, snow removal and tree trimming.

City Council decisions related to changes in by-laws, fine increases and program initiatives have an impact on public behavior and appear to be achieving increased motorist compliance with some of the Municipal parking bylaws. This also has a related impact to enforcement. However, continued compliance is contingent on PEOs being highly visible, while performing general patrol, in order to deter illegal parking activity.

Similarly, the issue of enforcement grace periods and the differing City ticket cancellation guidelines (Min. No. P238/13 refers) was referred to City Council for their consideration toward a resolution. While a final resolution is pending, this has created pressure on enforcement operations due to increased interaction between PEOs and the public which detracts from available patrol time. This operational pressure may be alleviated when a resolution is achieved.

Members of the Unit were responsible for towing 22,999 vehicles, including 368 that were without properly registered plates and 1,967 that were relocated to assist with snow removal operations, the clearing of parade routes and special events management. PEOs also recovered 638 stolen vehicles, in support of TPS crime management initiatives.

The Unit responded to 142,018 calls for service from members of the public. This number continues to increase on a year-over-year basis which suggests that effective and timely response to parking problems and concerns is important to the community. The attendance to these calls

by civilian Parking Enforcement Officers alleviates pressure on the TPS as a whole and allows Police Officers to focus on core policing duties.

The Unit retained 799 Accessible Parking Permits for investigation of possible misuse and laid 332 *Highway Traffic Act* charges in this regard. This is in support of maintaining integrity in the Accessible Parking Program and ensuring parking spaces are available for use by members of the public that have valid Accessible Parking Permits.

From a training perspective, the Unit provided training and certification to 428 new MLEOs for private property enforcement to which all of the fine revenue derived from the issuance of these parking tickets goes directly to the City of Toronto.

Conclusion:

The Parking Enforcement Unit continues to contribute positively to the achievement of the goals and priorities of the Toronto Police Service by:

- ensuring the safe and orderly flow of traffic;
- ensuring enforcement is fair and equitable to all;
- providing a visible uniform presence on the streets;
- ensuring positive outreach to the community through public awareness campaigns and education programs; and
- ensuring interoperability with other TPS Units and City of Toronto departments.

The final total for Parking Ticket issuance in 2013 is estimated to be 2,612,810 tickets which is in line with projections. The City of Toronto will report the final parking ticket issuance numbers in their 2013 Annual Parking Ticket Activity Report once all data is captured and reconciled.

Deputy Chief Michael Federico, Operational Support Command, will be in attendance to answer any questions the Board may have concerning this report.

**The Board approved the foregoing report.**

**Moved by: M. Moliner**

Appendix “A”

| **Parking Enforcement Unit** | **2011** | **2012** | **2013** |
|---|---|---|---|
| Parking Ticket Issuance – PEOs | 2,557,562 | 2,505,064 | 2,412,702 |
| Parking Ticket Issuance – PEOs, MLEOs, PCs | 2,836,587 | 2,758,565 | 2,612,810* |
| Processable Ticket Rate PEOs | 99.8% | 99.8% | 99.8% |
| Absenteeism (Short-term sick) | 2.5% | 3.4% | 3.8% |
| Calls for service received | 131,844 | 137,315 | 142,018 |
| Stolen Vehicles Recovered | 1,023 | 776 | 638 |
| Stolen Autos Recovered - Street Sweeper | 721 | 550 | 483 |
| Stolen Autos Recovered - PEOs | 302 | 226 | 155 |
| Hours Spent on Stolen Vehicles Recovered | 975 | 780 | 671 |
| Stolen Plates Recovered | 70 | 42 | 30 |
| Hours Spent on Stolen Plates Recovered | 46 | 35 | 38 |
| Vehicles Scanned by Street Sweeper | 2,497,216 | 3,133,478 | 3,363,198 |
| Vehicles Towed | 23,808 | 23,426 | 22,999 |
| **Assistance to TPS Units** | | | |
| Unplated Vehicles Towed | 425 | 314 | 368 |
| Directed Patrol Requests from Other Police Units | 109 | 96 | 49 |
| Arrest Assists | 18 | 20 | 13 |
| Assaults | 32 | 19 | 21 |
| Language Interpretations | 72 | 97 | 52 |
| Hours Spent on Language Interpretations | 133 | 248 | 137 |
| Disabled Permits Retained | 845 | 848 | 799 |
| Disabled Permits Cautioned | 92 | 118 | 140 |
| H.T.A Charges (Disabled Permits) | 561 | 414 | 332 |
| Special Events | 81 | 89 | 103 |
| Hours Spent On Special Events | 2,226 | 1,969 | 1,521 |
| Vehicle Relocations | 1,288 | 1,934 | 1,967 |

* Estimates: PC’s and MLEO’s issue manual tickets and all issued tickets have not yet been processed at the time of this report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P43. UPDATE REPORT: CLEARING BACKLOG OF BACKGROUND CHECK REQUESTS – POLICE REFERENCE CHECK PROGRAM

The Board was in receipt of the following report February 27, 2014 from William Blair, Chief of Police:

Subject: UPDATE REPORT: CLEARING BACKLOG OF BACKGROUND CHECK REQUESTS SUBMITTED TO THE POLICE REFERENCE CHECK PROGRAM

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting on January 16, 2014, the Board passed the following motion:

*THAT an update report be provided for the February 2014 meeting on how the TPS will clear the current backlog of background checks that have been requested (Min. No. P14/14 refers).*

The Board has requested that the Chief provide the Board with an update report on how the Toronto Police Service (Service) will clear the current backlog of background checks that have been requested through the Records Management Services (RMS) – Police Reference Check Program (PRCP).

The following information is provided in response to that request.

Discussion:

Currently, the two main services provided by the PRCP are the provision of "Clearance Letters", and vulnerable sector screenings (VSS) through the "Vulnerable Sector Screening Program". The PRCP is partnered (by way of Memorandum of Understanding) with approximately 3150 agencies and additionally provides information upon request to other police services, agencies, and the public.

The following chart indicates the Clearance Letter and VSS applications, as well other requests processed by the PRCP in 2013:

| Type | Total |
|---|---|
| Clearance Letters | 40,482 |
| Vulnerable Sector Screenings | 68,057 |
| Other Information Requests | 12,450 |

In addition to the above totals, there were approximately 10,000 VSS applications in carry-over from 2012.

It is important to note that these totals do not fully capture the scope of the services provided by PRCP staff, including; time spent interacting with the public by phone, online, and in-person.

Current Backlog of VSS Applications

As of January 1, 2014, the carry-over of 2013 VSS applications totalled 16,947. There was no carry-over for Clearance Letter requests.

The backlog was not unusual given the PRCP has operated on an annual carry-over of VSS applications for several years.

The following chart indicates the past 3 years of annual carry-over for VSS applications:

| Years | Total | |
|---|---|---|
| 2010 to 2011 | 8,900 | |
| 2011 to 2012 | 8,000 | Adding to the backlog is an average of 200 |
| 2012 to 2013 | 10,000 | new applications the PRCP receives every business day. |

PRCP Staffing

Currently, the PRCP has a staffing level of 21 permanent civilian members including:

1 - Class 7
19 - Class 5
1 - Class 2

Though Clearance Letters and VSS applications are the main focus, other PRCP functions and tasks overlap these areas in order to complete different portions of the process. All permanent PRCP members have been designated to specific PRCP job functions; however, they are cross-trained and utilized through reassignment pending PRCP requirements.

It is important to note that in compliance with the Board Policy amended in 2009 (Min. No. P111/09 refers), the PRCP includes a process to ensure that applicants may discuss the results of any police reference check completed regarding themselves with a member of RMS to ensure that they understand the information disclosed. This is an opportunity to raise any concerns they may have regarding the appropriateness of specific disclosure relating to any contact with the Service under the *Mental Health Act.* The request to include disclosure of any *Mental Health Act* information comes from the requesting agency on the application form.

The PRCP also provides for the consideration, internally, of any concerns raised by an applicant, relating to the suppression of any contact with the Service under the *Mental Health Act*. Applicants may submit a request in writing to the Manager of RMS. This process is described in detail in the PRCP section on the Service's internet website.

Clearing VSS Backlog

RMS management has been proactive in assessing and dealing with the VSS application backlog.

In the fall of 2013, the PRCP enhanced their staffing level (on an interim basis) to 5 members, solely dedicated to VSS processing. This is a result of the reassignment of 3 temporary members (Class 4) from other areas within the Service to RMS to work with the 2 existing members who were providing this service.

RMS management also reviewed both the Operations and Information Access Sections (IAS) for additional personnel to assist the VSS section. It was recognized that due to the current 22 vacancies (in established RMS staffing levels); reducing personnel anywhere in the Operations area of the unit was not feasible. Likewise compliance pressures within the IAS sub-sections of Access and Privacy Section and Criminal Records would induce negative consequences, and the overall risk to the Service had to be assessed. Filling the 22 staffing positions that are currently vacant would dramatically improve efficiency in the PRCP and in RMS generally.

Recently, RMS management identified 6 – permanent members (Class 5) from the Records Release section of IAS to assist the PRCP with the VSS application backlog. This is the only area identified in RMS that would not have a direct impact on the safety and security of the public or Service members.

This temporarily increases the overall staffing of the PRCP to 11 members solely dedicated to VSS processing throughout the week.

Additionally, another 2 to 3 PRCP staff members (pending exigencies of the unit), are assigned to VSS application processing on the Tuesday, Wednesday, and Thursday of each week.

Unfortunately, this utilization of staffing comes at a cost to other areas of the program, including the ability of the PRCP to respond to VSS requests from other police services that require information from the Service to complete their VSS process.

RMS management has determined through experience that an average of 50 applications can be processed by a member per day, provided there are no interruptions and no overt complexities to the application. .

As a result of the temporary redeployment of staff and utilization of overtime (premium pay), the 2013 carry-over of VSS applications (as of February 27, 2014) has been substantially reduced:

2013 VSS applications (Carry-over): 4750

However, the intake of new requests and applications continue to affect the over-all backlog.

2014 VSS applications (New) 7206

2014 Clearance Letter requests (New) 1200

Impact of Redeployment

The interim solution involving the redeployment of 6 members from the IAS area will affect customer service in other areas of RMS. The redeployment will result in the following:

Temporary stoppage in reporting of collision data to the Ministry of Transportation

- Police are mandated to report all personal injury; fatal collision reports the Ministry of Transportation within 7 days. This information is used to compile statistical information, identify trends, improve road safety, assist in calculating auto insurance premiums, and driver's abstract information.

Temporary stoppage in reporting collision data to the City of Toronto Traffic Data Centre

- The Service has a MOU that requires timely transfer of collision data and supporting images to allow the City of Toronto to evaluate trends, high collision locations, installation of red light cameras, timing sequence of lights at intersections, etc.

Temporary stoppage in supplying collision reports/notes/occurrence information to insurance companies, lawyers and involved parties

- The information contained in these reports/notes provides interested parties with the necessary information required to settle insurance claims, repair property damage etc. Clients in this group include the City of Toronto (which insure TPS vehicles and staff, fire trucks, ambulances)

Management will continue to reassess the redeployment of 6 members from the IAS area to the VSS function, in order to identify other possible options that would minimize the effects to any one section within the RMS and explore other solutions not previously available such as hiring temporary or more permanent staff.

Future Challenges

The Service has been informed of two large scale events and some future legislative requirements that will have a definite impact, and further exhaust, the PRCP's limited resources:

- 2015 – World Junior Hockey Championship (Toronto) – potential for 300-400 volunteers requiring VSS checks
- 2015 – Pan American / Parapan American Games (Toronto) – potential for 20,000 volunteers requiring VSS checks
- future legislation requiring all Ontario driving instructors to undergo VSS checks – potential for 3500 driving instructors requiring VSS checks
- future RCMP policy requiring that all VSS applications be supported by fingerprints and submitted in-person (may potentially have severe impact on PRCP business processes)

Conclusion:

This report is provided in response to the Board's motion requesting how the Service will clear the current backlog of background checks.

The Service is cognizant of the impact the delays in processing applications have on the public. However, the processes utilized are in keeping with PRCP and RCMP standards for processing VSS applications. These processes meet the requirements of the *Criminal Records Act* when it comes to a vulnerable person and upholds the *Police Service Act* as it pertains to the declaration of principles for policing in the Province.

Processing times must be weighed against the importance of providing a complete, accurate, and up-to-date final product for delivery, and to adequately satisfy and protect the interests of the requesting agencies, organizations, and public who are our clients. The processing times are justified by the legal and financial ramifications of providing inaccurate or incomplete results.

The PRCP has incorporated an interim solution of redeploying additional staff to the VSS section in order to eliminate the current backlog. This solution has significantly reduced the 2013 carry-over, but consequently, had effects on other areas of service delivered by RMS. The average daily in-take of 200 new applications and requests also continues to affect the current backlog.

At its January 2014 meeting, the Board requested that the Service report on how the program might be adjusted to reduce the average response time for VSS applications. As a result, a review of the business processes in PRCP has been commenced and will seek to identify strategies and implement efficiencies wherever possible. An interim report will be provided to the Board at its meeting in April 2014.

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

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

- **Chris Khan, Student, George Brown College ***
- **John Sewell, Toronto Police Accountability Coalition**

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

**Following the deputations, Acting Chief Mark Saunders responded to questions by the Board.**

**Mr. Don Bevers, Manager, and Ms. Cathy Blair, Acting Assistant Manager, Records Management Services, were in attendance and responded to questions by the Board.**

**The Board approved the following Motions:**

1. **THAT the Board receive the deputations by Mr. Khan and Mr. Sewell;**

2. **THAT the Board receive the Chief's report;**

3. **THAT the Board request the Chief to provide a report on the feasibility of increasing the fee for conducting a background check for applicants who may be willing to pay a higher fee in order to ensure that the background check is completed during a shorter or specific period of time;**

4. **THAT, effective June 1, 2014, the City of Toronto be charged for all applications that are completed for the City and that those funds be used to bolster the timeliness of conducting the background checks; and**

5. **THAT the Board request the Chief to provide a report containing a comprehensive analysis of the details of all aspects of these checks.**

**Moved by: F. Nunziata**

**The Board referred to the following Motion which was approved at its January 16, 2014 meeting (Min. No. P14/14 refers):**

> **THAT the Chief provide a report for the March 2014 meeting on options to improve the efficiency of responding to requests for background checks and, in order to ensure that the public is well served, the strategies that will be implemented by the TPS to ensure that a background check is completed within two weeks or a timeline that is possible; and**

**The Board noted that the report had not been submitted for the March 2014 meeting as requested and indicated that it is required for the April 2014 meeting.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P44. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE ACCOUNTS RECEIVABLE BALANCES: JULY TO DECEMBER 2013**

The Board was in receipt of the following report February 18, 2014 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT 2013: WRITE-OFF OF UNCOLLECTIBLE ACCOUNTS RECEIVABLE BALANCES - JULY TO DECEMBER 2013

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications as a result of the accounts receivable balances written off. The write-off amount of $37,567 in the second half of 2013 reduced the allowance for uncollectible accounts to $243,997. The adequacy of this amount is analyzed annually as part of the year end accounting process. Any adjustment required to this balance will be included in operating expenses in the year the adjustment is made.

Write-offs for the second half of 2013 represent 0.18% of the year end Accounts Receivable balance and 0.19% of invoiced revenue for the year, excluding grants.

Background/Purpose:

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

The purpose of this report is to provide the Board with information on the amounts written off during the period of July 1 to December 31, 2013.

Discussion:

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

*Accounts Receivable Collection Process:*

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

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

*New collection agencies:*

In order to maximize efficiencies and potential cost savings, the City of Toronto (City) and Service continue to partner on procurement opportunities. One such collaboration, between City Accounting Services, Toronto Fire Services and TPS, is a 2013 Request for Proposal (RFP) for a corporate collection agency. Representatives from each of these areas evaluated all submissions with the goal of selecting two agencies that will provide collection services as required. A recommendation was recently finalized and will be communicated to the Board once new contracts have been finalized with the successful proponents.

*Amounts written off during the July 1 to December 31, 2013 period:*

During the six month period of July 1 to December 31, 2013, eighteen (18) accounts totalling $37,567 were written off, in accordance with By-law 147. The write-offs relate to paid duty administrative fees, employee receivables, false alarms and marihuana grow operation fees. Additional information on the accounts written off is provided in the sections that follow.

*False Alarms ($10,192)*

At its confidential meeting of December 14, 2012 (Min No. C360/12 refers), the Board delegated authority to the Chief of Police to initiate legal action against a false alarm provider for an outstanding amount related to false alarm administrative fees. The action taken and the result of the settlement with regard to recovering the outstanding false alarm fees were reported to the Board at its January 23, 2013 meeting (Min. No. P4/13 refers). The organization was facing financial difficulty and was in the process of selling the company. During 2013, Accounting Services worked with legal counsel retained by our collection agency, to reach a settlement for the outstanding balance. Significant effort was placed on recovering the entire amount.

However, a reduced settlement acceptable to the Service was ultimately achieved. As a result, the write-off equals the difference between the outstanding balance and the ultimate account settlement.

*Marihuana Grow Operation invoices ($21,705):*

The amount written off consists of fourteen (14) items, representing the original cost recovery amount and associated interest. In eleven (11) cases, responsibility for the grow operation was determined to lie with the tenant of the establishment in which the grow operation was located. As a result, given the latitude allowed by the by-law, the tenant was invoiced the cost recovery amount. Unfortunately, the balance could not be collected by the City of Toronto through property taxes as the residence was not owned by the individual who was invoiced. In one of the cases, the Service collection agency was able to settle with the debtor for an amount less than the total outstanding value, resulting in a write-off of the difference. Finally, several small interest amounts were written off as they represented timing differences between when payment was issued by the debtor and when the Service deposited the funds. These amounts were considered too small to warrant further action.

With the exception of small interest amounts, all accounts were forwarded to the Service's collection agency, who spent several months attempting to collect the funds. The collection agency followed their standard collection process which includes finding the principal where required, sending payment demand letters and investigating the individual's ability to pay. However, despite these efforts collection proved difficult in some instances as the individual could not be located or was unresponsive to the request for payment. The collection agency advised that the amounts were not significant enough to warrant the involvement of legal personnel, determined that payment was unlikely and recommended write-off.

*Employee Receivables ($2,399):*

Two employee receivables were written off during the second half of 2013. The larger of the two receivables ($2,208) was the result of an incorrect entry in the human resources system related to an injury on duty. A portion of the funds were recovered from the final pay-out made to the individual when he retired from the organization in late 2011. Although considerable efforts to collect the remaining funds were made by the Service's Accounting Services unit and collection agency, the difference remained outstanding. The amount is not large enough to warrant taking legal action, as the costs of such action would outweigh the funds collected, even if the individual exhibited an ability to pay.

The second receivable related to incorrect timekeeping system entries that were corrected after the individual ceased working for the Service. The individual's ability to pay is impaired and given the amount ($191.08) is not significant, further collection efforts are not warranted.

Payroll and Benefits Administration continue to work towards processes and controls that will mitigate the risk of overpaying employees, which can be evidenced by the significant reduction in write-offs in this category.

Conclusion:

In accordance with Section 29 – Authorization for Write-offs of By-law 147, this report provides information to the Board on the amounts written off by the Service during the period July 1 to December 31, 2013.

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

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

**The Board received the foregoing report.**

**Moved by: A. Pringle**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P45. SEMI-ANNUAL REPORT: LABOUR RELATIONS COUNSEL AND LEGAL INDEMNIFICATION: JULY TO DECEMBER 2013**

The Board was in receipt of the following report February 25, 2014 from William Blair, Chief of Police:

Subject: LABOUR RELATIONS COUNSEL AND LEGAL INDEMNIFICATION: SEMI-ANNUAL REPORT JULY 1 – DECEMBER 31, 2013 AND CUMULATIVE LEGAL COSTS FROM JANUARY 1 - DECEMBER 31, 2013

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

Labour relations counsel, legal indemnification, arbitration and inquest costs are funded from the Service's Legal Reserve.

Background/Purpose:

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

This report will provide a semi-annual update for the period of July 1 to December 31, 2013, and cumulative legal costs from January 1 to December 31, 2013.

Discussion:

*Semi-Annual Summary: July 1 – December 31, 2013*

During the period of July 1 to December 31, 2013, 36 accounts from Hicks, Morley, Hamilton, Stewart and Storie LLP (Hicks Morley) for labour relations counsel totalling $173,790.26 were received and approved for payment by the Manager of Labour Relations.

During the same period, 70 accounts from external counsel relating to legal indemnification were paid totalling $250,944.11. One legal indemnification account relating to an inquest was paid in the amount of $186,602.27. No legal indemnification accounts submitted for payment were denied. In addition, no accounts were paid in relation to a civil action.

*Cumulative Summary for 2013*

For the period January 1 to December 31, 2013, legal costs incurred by Labour Relations and legal indemnification totalled $1,330,284.35 as follows:

| Number | Type of Account Paid | | Costs Incurred in 2013 |
|---|---|---|---|
| 52 | Payments to Hicks Morley: | | $532,930.84 |
| | 44 payments for labour relations counsel | $466,976.58 | |
| | 8 payments for bargaining (SOO) | $65,954.26 | |
| 14 | Arbitration Costs related to Grievances and Bargaining: | | $36,964.14 |
| | 12 payments for grievance activity | $31,814.14 | |
| | 2 payments for bargaining (SOO) | $5,150.00 | |
| 106 | Legal Indemnifications | | $351,323.40 |
| 3 | Inquests | | $409,065.97 |
| 0 | Civil Actions | | $0 |
| | **Total Costs for 2013** | | **$ 1,330,284.35** |

Conclusion:

In summary, this report provides the Board with a semi-annual update for the period July 1 to December 31, 2013 of all labour relations counsel, legal indemnification claims, and claims relating to inquests and the total cumulative legal costs from January 1 to December 31, 2013.

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

**The Board received the foregoing report.**

**Moved by: A. Pringle**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13. 2014**

**#P46. ANNUAL REPORT: 2013 HATE/BIAS CRIME STATISTICS**

The Board was in receipt of the following report February 10, 2014 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2013 HATE/BIAS CRIME STATISTICS

Recommendations:

It is recommended that:

(1) the Board receive this report for information; and
(2) the Board forward a copy of this report to the City of Toronto Executive Committee for information.

Financial Implications:

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

Background/Purpose:

The Toronto Police Service Intelligence Services - Hate Crime Unit has collected statistics and has been responsible for ensuring full and thorough investigation of hate/bias crime offences since 1993. Attached is the 2013 Annual Hate/Bias Crime Statistical Report.

Discussion:

The year 2013 was characterized by strengthened relationships with our community partners, education and a commitment to encouraging greater public reporting of hate crimes.

In 2013, Toronto Police Service (Service) members completed the *Hindu Religion - Items of Religious Significance* training module. The module was a mandatory on-line course that was created by the Toronto Police College and offered on-line through the Canadian Police Knowledge Network. The module was developed to enhance officer awareness about the Hindu religion and the items and customs associated with the faith. In addition, the module reviewed the Service procedures when handling items of religious significance and interacting with persons of the faith. In 2013, the *Hindu Religion - Items of Religious Significance* training module was completed by 5001 Service members.

The Hate Crime Unit has been an active member of the provincial Hate Crime Extremism Investigative Team (HCEIT) since 2005. The HCEIT consists of members from fifteen Ontario Police Services that receive provincial funding for their joint collection and sharing of information, enforcement and education on hate/bias crimes. In 2013, HCEIT formed partnerships with the Niagara Regional Police Service and the Ontario Provincial Police.

In 2012, the Ontario Police College in partnership with the HCEIT created an Advanced Hate Crime Investigators Course for police officers across Ontario. The course focuses on enhanced understanding of investigating hate/bias crimes and the application of federal legislation to hate propaganda. The course was attended by members from Ontario and Alberta Police Services, the Hate Crime Unit and several Service divisional investigators. The course was held at the Ontario Provincial Police Academy in March 2013 and at the Ontario Police College in November 2013. This course will continue to be offered in 2014.

In 2013, the Hate Crime Unit attended provincial hate crime and extremism training relating to hate/bias crime laws and trends, investigative strategies and prosecution of hate crimes with police services, community agencies and partners from across North America. Conferences were attended by the Hate Crime Unit in Toronto and Niagara Falls.

The Hate Crime Unit continued its partnership with the Divisional Policing Support Unit and the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Liaison Unit to provide local and international education on LGBTQ awareness including support of the Report Homophobic Violence Period Program.

Conclusion:

In summary, this report provides the Board with a comprehensive overview of the hate/bias crimes reported and investigated in the City of Toronto in 2013.

Deputy Chief Mark Saunders, Specialized Operations Command, will be in attendance to answer any questions that the Board may have.

**The Board approved the foregoing report.**

**Moved by: A. Pringle**

**A copy of the Executive Summary to the 2013 Annual Report on Hate/Bias Statistics is appended to this Minute for information. A copy of the full report is on file in the Board office.**

## Executive Summary

The Toronto Police Service Hate/Bias Crime Statistical Report is an annual report that provides statistical data about criminal offences which are committed against persons or property and are motivated by the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or other similar factor within the City of Toronto.

This report explains the mandate of the Toronto Police Service Intelligence Services - Hate Crime Unit and the methodology that is used by the Hate Crime Unit to collect the statistical data. The results of the data are based on hate/bias crimes that were reported to the Toronto Police Service between January 1st, 2013 and December 31st, 2013.

This report also provides an overview of the training and education that was provided to officers with respect to hate/bias crimes in 2013, as well as the various community outreach initiatives that were undertaken by the Hate Crime Unit and other units within the Toronto Police Service.

In 2013, there was a decrease in the number of total hate/bias crime occurrences reported to the Toronto Police Service. In comparison to 2012, the number of reported occurrences decreased from 142 to 131 representing a difference of approximately 8%. Over the past ten years, between 2004 and 2013, the average number of reported hate/bias crimes is 144 per annum.

The number of arrests in 2013 increased from 15 persons arrested in 2012 to 17 persons arrested in 2013. As in previous years, the number of arrests for hate/bias motivated offences was attributed to allegations of mischief to property (i.e. graffiti) in circumstances where there was little or no suspect description available. These occurrences frequently transpired without the victim or any witnesses present. These factors add significantly to the challenges in investigating hate/bias motivated offences and arresting suspects.

The three most targeted groups since 2006 have been the Jewish community, the Black community and the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) community. In 2013, the Jewish community, followed by the LGBTQ community and the Black community were the most victimized groups.

The three most reported criminal offences motivated by hate/bias in 2013 were mischief to property, assault and criminal harassment. The Jewish community and the Black community were the most victimized group for mischief to property occurrences, while the LGBTQ community was the most victimized group for assault and criminal harassment occurrences.

When more than one identifiable group (i.e. Catholic and Ukrainian) were targeted in an occurrence the occurrence was categorized as multi-bias. In 2013, 10 of the 131 hate/bias occurrences were categorized as multi-bias. In 2012, 21 of the 142 hate/bias occurrences were categorized as multi-bias. In comparison to 2012, the number of occurrences categorized as multi-bias decreased by approximately 54% in 2013.

**cont…d**

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P47. ANNUAL REPORT: 2013 USE OF CONDUCTED ENERGY WEAPONS

The Board was in receipt of the following report January 27, 2014 from William Blair, Chief of Police:

Subject: ANNUAL REPORT - 2013: USE OF CONDUCTED ENERGY WEAPONS

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

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

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

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

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

There have been no changes to TPS Procedure 15–09, "Conducted Energy Weapon", since the 2009 update.

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

This report provides a review of CEW use by Service officers for the period of January 1, 2013 to December 31, 2013, formatted into the applicable categories. It consists of two components: an explanation of terminology and information regarding the classification of data, and charts containing the aggregate data. A comprehensive breakdown of CEW use for 2013 is appended to this report as Appendix "A".

Discussion:

As of December 31, 2013, a total of 509 TASER X-26s were issued to members of the Emergency Task Force (ETF), uniform frontline supervisors and supervisors of high-risk units such as Public Safety and Emergency Management, the Intelligence Division, Organized Crime Enforcement (including Hold-Up and Toronto Drug Squad) and the Provincial Repeat Offender and Parole Enforcement (ROPE) and Fugitive Squad.

In accordance with Ministry of Community Safety and Correctional Services (Ministry) standards and Service procedure, the CEW is only used in full deployment or drive stun mode (direct application) when the subject is assaultive as defined by the *Criminal Code*, which includes threatening behaviour if the officer believes the subject intends and has the ability to carry out the threat, or where the subject presents an imminent threat of serious bodily harm or death, which includes suicide threats or attempts. Therefore, direct application of the device is only utilized to gain control of a subject who is at risk of causing harm, not to secure compliance of a subject who is merely resistant. In 2013, Toronto Police officers used demonstrated force presence (indirect application) in 55.7% of the incidents.

*Incident*

The incident refers to a specific event where one or more CEWs are used. In 2013, the weapon was used 202 times during 192 incidents involving as many as 189 subjects. The data includes

one incident where demonstrated force presence was used against a group of three subjects (see page 9).

*Division*

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

| DIVISION / MUNICIPALITY | | |
|---|---|---|
| **Division** | **#** | **%** |
| 11 | 11 | 5.7 |
| 12 | 7 | 3.6 |
| 13 | 15 | 7.8 |
| 14 | 8 | 4.2 |
| 22 | 10 | 5.2 |
| 23 | 11 | 5.7 |
| 31 | 12 | 6.3 |
| 32 | 10 | 5.2 |
| 33 | 12 | 6.3 |
| 41 | 12 | 6.3 |
| 42 | 12 | 6.3 |
| 43 | 7 | 3.6 |
| 51 | 19 | 9.9 |
| 52 | 15 | 7.8 |
| 53 | 5 | 2.6 |
| 54 | 14 | 7.3 |
| 55 | 8 | 4.2 |
| KITCHENER | 2 | 1.0 |
| PEEL | 1 | 0.5 |
| WATERLOO | 1 | 0.5 |
| **TOTAL** | **192** | **100.0** |

*CEW Users*

Of the total number of TPS officers issued CEWs in 2013, frontline supervisors accounted for approximately 80.7% of CEW use.

| CEW USER | | |
|---|---|---|
| | **#** | **%** |
| Front Line Supervisor | 163 | 80.7 |
| Emergency Task Force | 37 | 18.3 |
| High-Risk Units | 2 | 1.0 |
| Public Safety & Emergency Management | 0 | 0.0 |
| **Total # of CEWs Used** | **202** | **100.0** |

*CEW Incident Description*

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

| INCIDENT TYPES | | |
|---|---|---|
| | # | % |
| Assault Related | 15 | 7.8 |
| Break and Enter | 2 | 1.0 |
| Disturbance - Other | 18 | 9.4 |
| Domestic Disturbance | 12 | 6.3 |
| Drug Related | 10 | 5.2 |
| Emotionally Disturbed Person | 57 | 29.7 |
| Homicide | 1 | 0.5 |
| Prisoner Related | 9 | 4.7 |
| Robbery | 8 | 4.2 |
| Theft | 1 | 0.5 |
| Traffic | 4 | 2.1 |
| Unintentional Discharge | 3 | 1.6 |
| Unknown Trouble | 2 | 1.0 |
| Wanted Person | 8 | 4.2 |
| Warrant Related | 15 | 7.8 |
| Weapons Call | 27 | 14.1 |
| **TOTAL INCIDENT #** | 192 | 100.0 |

*Subject Condition at Time of CEW Use*

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

- Emotionally Disturbed Person

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

- Alcohol

  A subject believed to be under the influence of alcohol.

- Drugs

  A subject believed to be under the influence of drugs.

| SUBJECT CONDITION | | |
|---|---|---|
| | # | % |
| Alcohol Only | 31 | 16.1 |
| Drugs Only | 14 | 7.3 |
| Drugs + Alcohol | 8 | 4.2 |
| Emotionally Disturbed Persons (EDP) | 51 | 26.6 |
| EDP + Alcohol | 13 | 6.8 |
| EDP + Drugs | 6 | 3.1 |
| EDP + Drugs + Alcohol | 9 | 4.7 |
| Not Applicable* | 60 | 31.3 |
| Total | 192 | 100.0 |

** refers to situations where an officer did not believe that there were any external factors affecting the subject's behaviour and includes 3 unintentional discharges, 2 incidents involving dogs and 1 group incident*

Of the 192 incidents of CEW use, 26.6% involved subjects whom officers believed were emotionally disturbed. The figure increases to 41.2%, when incidents involving persons who are perceived to be suffering from the combined effects of emotional disturbance/mental disorder and alcohol and or drugs are included. Out of 192 incidents, 79 involved subjects described as emotionally disturbed or emotionally disturbed and under the influence of drugs and or alcohol.

However, to conclude that CEWs are used primarily on persons with a mental disorder would be incorrect because less than 31% of incidents involved subjects who were deemed suitable for apprehension under the *Mental Health Act (MHA)*.

*Mental Health Act Apprehension*

This indicates that the subject was apprehended under the *MHA* and transported to a psychiatric facility for assessment. Out of 192 incidents, 59 or 30.7% resulted in apprehensions under the *MHA*.

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

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

| SUBJECT APPREHENDED UNDER THE MHA | | |
|---|---|---|
| | # | % |
| YES | 59 | 30.7 |
| NO | 127 | 66.1 |
| Not Applicable* | 6 | 3.1 |
| **TOTAL** | **192** | **100.0** |

** refers to 3 unintentional discharges, 1 group incident, and 2 incidents involving dogs*

*Subject's Behaviour/Threat Level*

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

- Passive Resistant

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

- Active Resistant

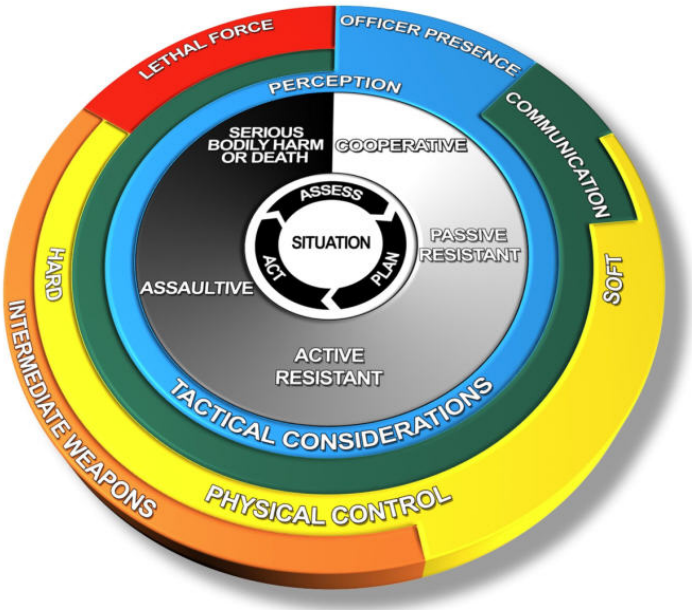
  The subject uses non-assaultive physical action to resist an officer's lawful direction. Examples would include pulling away to prevent or escape control, or overt movements such as walking or running away from an officer.

- Assaultive

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

- Serious Bodily Harm or Death

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




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

| SUBJECT BEHAVIOUR | | |
|---|---|---|
| | # | % |
| Passive Resistant | 26 | 13.5 |
| Active Resistant | 29 | 15.1 |
| Assaultive | 85 | 44.3 |
| Serious Bodily Harm/Death | 49 | 25.5 |
| Not Applicable* | 3 | 1.6 |
| **TOTAL INCIDENT #** | 192 | 100.0 |

** refers to unintentional discharges*

In 44.3% of incidents, officers perceived the subject's behaviour as assaultive and in 25.5% of the incidents officers believed the behaviour was likely to cause serious bodily harm or death. Upon further review, some of the incidents were life-saving events such as suicide attempts and others that invariably prevented subject and officer injury.

In one case, an emotionally disturbed male at a medical facility had already cut himself and continued to hold a razor to his neck threatening to kill himself. The male was bleeding from his neck and when he attempted to cut himself again, a full deployment of the CEW prevented further injury.

In another case, officers attended the Ministry of Community Safety and Correctional Services "open custody" facility. A young person was threatening to hold employees of the facility hostage and was considered to be armed, violent, and mentally unstable. When officers arrived, the subject was in an enraged state and challenged the police to shoot him. The supervisor activated the laser sighting system of the CEW and pointed it at the subject. The Demonstrated Force Presence (DFP) was effective and the subject was restrained without injury to himself, other residents, staff or officers.

*Subject Believed Armed*

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

| SUBJECT BELIEVED ARMED | | |
|---|---|---|
| | # | % |
| Yes | 112 | 58.3 |
| No | 77 | 40.1 |
| Not Applicable* | 3 | 1.6 |
| **TOTAL INCIDENT #** | **192** | **100.0** |

** refers to unintentional discharges*

*Subject Confirmed Armed*

In 30.2% of the incidents, officers confirmed the presence of a weapon.

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

| SUBJECT CONFIRMED ARMED | | |
|---|---|---|
| | # | % |
| Yes | 58 | 30.2 |
| No | 131 | 68.2 |
| Not Applicable* | 3 | 1.6 |
| **TOTAL INCIDENT #** | **192** | **100.0** |

** refers to unintentional discharges*

*Subject Description*

This chart categorizes subjects by their gender – 89.1% of subjects were male. Also recorded is CEW use on animals and use on multiple subjects. There was one incident where ETF officers, executing a search warrant, were threatened by the suspect's dog. A CEW was used in full deployment and the dog was secured without injury to officers. The data also includes one incident where demonstrated force presence was used against multiple subjects. This incident involved front line personnel attempting to arrest a resistant male who was in the company of two other males. Two frontline supervisors equipped with CEWs used DFP on all three males to affect a peaceful arrest.

| SUBJECT DESCRIPTION | | |
|---|---|---|
| | # | % |
| Male | 171 | 89.1 |
| Female | 15 | 7.8 |
| Animal | 2 | 1.0 |
| Multiple | 1 | 0.5 |
| Not Applicable* | 3 | 1.6 |
| **TOTAL INCIDENT #** | 192 | 100.0 |

**refers to unintentional discharges*

*Age of Subject*

The CEW has been used on a variety of age groups. Categories have been broken down into segments. The highest percentage of subjects was between 16 and 30 years of age (combined 47.4%).

| AGE OF SUBJECT | | |
|---|---|---|
| | # | % |
| <10 | 0 | 0.0 |
| 10 to 15 | 2 | 1.0 |
| 16 to 20 | 31 | 16.1 |
| 21 to 25 | 38 | 19.8 |
| 26 to 30 | 22 | 11.5 |
| 31 to 35 | 27 | 14.1 |
| 36 to 40 | 18 | 9.4 |
| 41 to 45 | 16 | 8.3 |
| 46 to 50 | 16 | 8.3 |
| 51 to 55 | 10 | 5.2 |
| 56 to 60 | 4 | 2.1 |
| >60 | 2 | 1.0 |
| Not Applicable* | 6 | 3.1 |
| **TOTAL INCIDENT #** | 192 | 100.0 |

**2 incidents involving dogs, 1 with multiple subjects, and 3 unintentional discharges*

Violent crime perpetrated by youths continues to be a significant societal concern. In five separate incidents, CEWs were used to control potentially harmful situations involving youths who were 15 and 16 years of age. In the first three incidents, the CEW was used as a demonstrated force presence and the involved youths were arrested for Robbery While Armed with a Firearm, Assault with a Weapon, and Attempt Break and Enter with Intent. Two incidents involved full deployments which did not result in injury. Both of these incidents were in relation to street robberies where youths were either armed with weapons or displayed assaultive behaviour. The situations are summarized below:

| 16 YEARS AND UNDER SUMMARY | | |
|---|---|---|
| **AGE** | **CEW USE** | **DESCRIPTION** |
| 16 | Demonstrated Force Presence | Robbery with a pistol |
| 16 | Demonstrated Force Presence | Radio call for a threatening – armed with scissors |
| 15 | Demonstrated Force Presence | Radio call for Break & Enter with bolt cutters –armed with box cutters |
| 15 | Full Deployment | Radio call for a robbery – armed with a weapon |
| 16 | Full Deployment | Radio call for a robbery – assaultive behaviour |

*Types of Use*

There are three ways to use the CEW:

(1) Demonstrated Force Presence

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

(2) Drive Stun Mode

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

(3) Full Deployment

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

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

secured. Under these circumstances, CEWs are often more effective than other intermediate force options.

| TYPES OF USE | | |
|---|---|---|
| | # | % |
| Demonstrated Force Presence | 107 | 55.7 |
| Drive Stun Mode | 20 | 10.4 |
| Full Deployment* | 65 | 33.9 |
| **Total # of CEW Incidents** | **192** | **100.0** |

** includes 3 unintentional discharges*

Demonstrated force presence was used 55.7% of the time. Full deployment was the next highest method used. CEWs are most effective when used in full deployment because this promotes neuromuscular incapacitation and gives officers the opportunity to secure the subject with handcuffs. However, since the conducting wires are fragile, contact during full deployment can be broken, allowing the subject to break free. As a result, officers may have to resort to drive stun mode to maintain control of the subject. In cases where full deployment and drive stun were used in combination, the number was recorded as a full deployment.

*Unintentional Discharge*

Unintentional discharges occur when the probes are fired from the CEW cartridge due to officer error or device malfunction. In 2013, there were three unintentional discharges. In all instances, frontline supervisors inadvertently discharged the probes while spark testing the CEW at a proving station. Spark testing is required at the start of their tour of duty for the following reasons:

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

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

*Number of Cycles*

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

| CYCLES | | |
|---|---|---|
| | # | % |
| Single Cycle | 56 | 27.7 |
| Multiple Cycle | 31 | 15.3 |
| Demonstrated Force Presence Only | 115 | 56.9 |
| **TOTAL CEW USAGE** | **202** | **100** |

*Number of CEWs Used per Incident*

Officers, if it has been determined to be reasonably necessary, may use more than one CEW at an event if the first one is ineffective. Of the nine events where more than one CEW was used, six involved team responses by the ETF. Two involved front line supervisors and one involve a frontline supervisor and the ETF. Three of the 9 incidents of multiple CEW use involved situations where subjects were threatening serious bodily harm or death to themselves or others. Four incidents involved assaultive behaviour and two involved a subject who was displaying passive resistance.

| NUMBER OF CEWS USED PER INCIDENT | | |
|---|---|---|
| | # | % |
| One CEW | 183 | 95.3 |
| Two CEWs | 8 | 4.2 |
| Three CEWs | 1 | 0.5 |
| Four CEWs | 0 | 0.0 |
| **TOTAL INCIDENT #** | **192** | **100** |

*CEW Effectiveness*

Effectiveness is measured by the ability of officers to gain control of a subject. For TPS officers issued with a CEW, its use has been shown to be 90.1% effective in 2013. Ineffectiveness has been associated with shot placement, poor conduction (e.g. the subject was wearing heavy clothing), or situations where the subject failed to respond to the demonstrated force presence of the CEW.

| CEW EFFECTIVENESS | | |
|---|---|---|
| | # | % |
| Effective | 173 | 90.1 |
| Not Effective | 16 | 8.3 |
| Not Applicable* | 3 | 1.6 |
| **TOTAL** | **192** | **100** |

** refers to unintentional discharges*

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

CEWs are one of several force options that a police officer can employ. Officer presence and tactical communications, while not strictly considered force options, are typically used at CEW incidents. Other force options used prior to CEW deployment are listed in the following table and include impact weapon, physical control, OC spray, CS (tear) gas and a firearm used as a display of lethal force.

It is important to note that force options are not necessarily used or intended to be used incrementally or sequentially. Events that officers are trained to deal with can unfold rapidly and are often very dynamic. Officers are trained to use a variety of strategies to successfully de-escalate volatile situations; however, there is no single communication method, tool, device, or weapon that will resolve every scenario. The CEW is issued to TPS supervisors who are often called to the scene by primary response officers who have already made attempts to resolve a situation without success. For this reason, responding supervisors often use the CEW instead of resorting to other force options, but this is the result of careful deliberation by the officers involved. The data show that the CEW is not the first use of force option chosen in 17.2% of encounters and supports the fact that officers are using a cautious approach in choosing the appropriate force option to gain control of situations.

| OTHER FORCE OPTION USED PRIOR TO CEW USE | | |
|---|---|---|
| | # | % |
| Firearm | 9 | 4.7 |
| Firearm and Physical Control | 1 | 0.5 |
| Impact Weapon | 1 | 0.5 |
| Physical Control | 21 | 10.9 |
| Physical Control and CS Gas | 0 | 0.0 |
| OC Spray | 1 | 0.5 |
| None | 159 | 82.8 |
| **TOTAL** | **192** | **100.0** |

*Injury*

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

In 2013, there was only one minor injury directly related to CEW use. This injury consisted of a bloody nose and redness to one eye from a fall after being subjected to a full deployment of the CEW. The subject received medical attention for his injuries.

*Deaths*

There were no deaths directly associated with CEW use in 2013.

*Civil Action*

There were two civil actions initiated in 2013 against the TPS as a result of CEW use. Both of these actions were from incidents that occurred in 2011.

*Training*

All CEW training is conducted by a Ministry-certified use of force instructor on the specific weapon used and approved by the Service. For initial training, authorized TPS officers receive a minimum of eight hours of training, which includes theory, practical scenarios, as well as a practical and written examination. All training is conducted in accordance with the guidelines established by the Ministry. Recertification training takes place at least once every 12 months, in accordance with Ministry guidelines and *Ontario Regulation 926* in the *Police Services Act.* There were no significant training issues in 2013.

Conclusion:

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

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

**The Board was also in receipt of correspondence dated March 11, 2014 from John Sewell, Toronto Police Accountability Coalition. A copy of Mr. Sewell's correspondence is on file in the Board office.**

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

- **Neal St. Jacques ***
- **Peter Rosenthal**

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

**In response to a inquiry by the Board as to whether he could provide a written copy of his deputation, Mr. Rosenthal said that, while he did not produce a written copy of his deputation, he could summarize his deputation by reiterating, in his view, the importance of reviewing the circumstances regarding the use of CEWs in the following specific cases: incident nos. 88, 117, 128 and 142.**

**The Board approved the following Motions:**

1. **THAT the Board request the City's Auditor General to conduct a review of the data from the past three to five annual reports on the use of CEWs and to provide a report containing a full explanation on the circumstances under which the CEWs were deployed, the extent to which the use complied with the standard of assaultive behaviour and what alternative responses, including de-escalation, were used or applied prior to the deployment of CEWs; and**

2. **That the Board receive the Chief's report, the deputations and the written submission from Mr. Sewell.**

**Moved by: M. Moliner**

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW USER | SUBJECT BEHAVIOUR | CEW USAGE |
|---|---|---|
| **FLS** - Front Line Supervisor<br>**ETF** - Emergency Task Force<br>**PSU** - Public Safety Unit | **PR -** Passive Resistant<br>**AR -** Active Resistant<br>**AS -** Assaultive<br>**SBHD** - Serious Bodily Harm / Death | **DFP** - Demonstrated Force Presence<br>**DSM -** Drive Stun Mode<br>**FD** - Full Deployment |

| OTHER FORCE OPTIONS USED PRIOR TO CEW USE | SUBJECT CONDITION | SUBJECT DESCRIPITON | MISCELLANEOUS |
|---|---|---|---|
| **F** – Firearm<br>**B** - Baton / Impact weapon<br>**PC** - Physical Control<br>**CS** - CS Gas<br>**OC** - OC Spray | **AL –** Alcohol<br>**D – D**rugs<br>**EDP -** Emotionally Disturbed Person | **M** - Male<br>**F** – Female<br>**ANI -** Animal<br>**GRP** - Group | **S** - Single Cycle<br>**M** - Multiple Cycle<br>**Y** - Yes<br>**N** - No<br>**NA** - Not Applicable |

| CEW INCIDENT | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | SUBJECT BELIEVED ARMED | SUBJECT CONFIRMED ARMED | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 32 | ETF | Weapons Call | NA | N | AS | Y | Y | M | 36 | FD | M | 1 | N | Y | N | FA |
| 2 | 42 | FLS | Weapons Call | EDP | Y | SBHD | Y | Y | M | 53 | FD | M | 1 | Y | N | N | None |
| 3 | 42 | FLS | Unintentional | NA | NA | NA | NA | NA | NA | NA | FD | S | 1 | NA | NA | N | None |
| 4 | 51 | FLS | Assault Related | EDP | N | AS | N | N | M | 19 | DSM | M | 1 | Y | N | N | None |
| 5 | 41 | FLS | Weapons Call | EDP | N | SBHD | Y | Y | M | 44 | DFP | NA | 1 | Y | N | N | None |
| 6 | 42 | FLS | Suspicious Incident | D | N | AS | N | N | M | 45 | DSM | M | 1 | Y | Y | N | PC |
| 7 | 41 | ETF | EDP | EDP | Y | AS | Y | Y | M | 44 | FD | S | 1 | N | Y | N | None |
| 8 | 42 | FLS | Disturbance | NA | N | AS | N | N | M | 24 | DFP | NA | 1 | Y | N | N | None |
| 9 | 43 | FLS | Search Warrant | NA | N | AS | N | N | M | 32 | DSM | S | 1 | Y | N | N | None |
| 10 | 12 | ETF | Robbery | D | N | SBHD | Y | Y | M | 16 | DFP | NA | 1 | Y | N | N | FA |
| 11 | 54 | FLS | Weapons Call | EDP | Y | SBHD | Y | Y | F | 17 | DFP | NA | 1 | N | N | N | None |
| 12 | 51 | FLS | Attempt Suicide | AL + EDP | Y | SBHD | Y | Y | M | 25 | FD | S | 1 | Y | Y | N | None |
| 13 | 12 | FLS | Attempt Suicide | AL + EDP | Y | SBHD | Y | Y | F | 44 | FD | S | 1 | Y | Y | N | None |
| 14 | 52 | FLS | EDP | EDP | Y | SBHD | Y | Y | F | 27 | FD | M | 1 | Y | N | N | None |
| 15 | 42 | FLS | EDP | EDP | Y | PR | N | N | M | 27 | DFP | NA | 1 | Y | N | N | None |
| 16 | 51 | FLS | EDP | EDP | Y | SBHD | Y | Y | M | 40 | DFP | NA | 1 | Y | N | N | None |
| 17 | 41 | HRU | Drug Related | NA | N | AS | Y | N | M | 23 | FD | M | 1 | Y | Y | N | None |
| 18 | 51 | FLS | EDP | EDP | Y | SBHD | Y | N | M | 44 | DFP | NA | 1 | Y | N | N | None |
| 19 | 11 | FLS | Robbery | NA | N | AS | N | N | M | 17 | FD | S | 1 | Y | N | N | None |
| 20 | 43 | FLS | Disturbance | AL | N | AS | Y | N | M | 23 | FD | S | 1 | Y | Y | N | PC |

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW INCIDENT | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | SUBJECT BELIEVED ARMED | SUBJECT CONFIRMED ARMED | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 21 | 42 | FLS | EDP | EDP | Y | SBHD | Y | Y | F | 24 | FD | S | 1 | Y | Y | N | FA |
| 22 | 43 | FLS | Disturbance | AL | N | AS | N | N | M | 36 | DSM | M | 1 | Y | N | N | PC |
| 23 | 12 | FLS | Stolen Auto | NA | N | PR | Y | N | F | 33 | DFP | NA | 1 | Y | N | N | None |
| 24 | 52 | FLS | Prisoner Related | AL | N | AS | N | N | M | 22 | DSM | M | 1 | Y | N | N | None |
| 25 | 13 | FLS | EDP | EDP | Y | SBHD | Y | Y | M | 18 | DFP | NA | 1 | Y | Y | N | None |
| 26 | 23 | FLS | EDP | EDP | Y | SBHD | Y | Y | M | 23 | FD | S | 1 | Y | Y | N | None |
| 27 | 54 | FLS | Weapons Call | AL | N | AR | Y | Y | M | 33 | DFP | NA | 1 | Y | N | N | None |
| 28 | 23 | FLS | Search Warrant | D | N | PR | N | N | M | 38 | DFP | NA | 1 | Y | N | N | None |
| 29 | 51 | FLS | Assault Related | AL + EDP | N | AS | N | N | M | 25 | FD | S | 1 | Y | Y | N | PC |
| 30 | 52 | FLS | Disturbance | EDP | N | AR | Y | N | M | 17 | DFP | NA | 1 | Y | N | N | None |
| 31 | 12 | ETF | Wanted Person | NA | N | AS | N | N | M | 25 | DFP | NA | 1 | Y | N | N | FA |
| 32 | 42 | FLS | Disturbance | AL | N | AS | N | N | M | 25 | DFP | NA | 1 | Y | N | N | None |
| 33 | 33 | FLS | EDP | EDP | Y | AR | N | N | M | 42 | DFP | NA | 1 | Y | N | N | None |
| 34 | 54 | FLS | EDP | EDP | Y | AS | Y | N | M | 38 | FD + DSM | M | 1 | Y | Y | N | None |
| 35 | 51 | FLS | EDP | EDP | Y | PR | N | N | M | 51 | DFP | NA | 1 | Y | N | N | None |
| 36 | 14 | FLS | Theft | NA | N | AR | N | N | M | 39 | DFP | NA | 1 | Y | N | N | None |
| 37 | 11 | FLS | EDP | D + EDP | Y | AS | N | N | M | 37 | DFP | NA | 1 | Y | N | N | None |
| 38 | 22 | FLS | Domestic Disturbance | NA | N | AR | Y | N | M | 47 | DFP | NA | 1 | Y | N | N | None |
| 39 | 11 | ETF | Search Warrant | NA | NA | SBHD | N | N | NA | NA | FD | S | 1 | Y | NA | N | None |
| 40 | 55 | FLS | Attempt Suicide | EDP | N | AS | Y | Y | M | 18 | FD | S | 1 | Y | N | N | None |
| 41 | 13 | FLS | Medical Threatening | AL + D | N | AS | N | N | M | 33 | DFP | NA | 1 | Y | N | N | None |
| 42 | 13 | FLS | Medical Threatening | AL + D | N | AS | N | N | M | 33 | DFP | NA | 1 | Y | N | N | None |
| 43 | 13 | FLS | Medical Threatening | AL + D | N | AS | N | N | M | 33 | DFP | NA | 1 | Y | N | N | None |
| 44 | 54 | FLS | EDP | AL + EDP | Y | SBHD | Y | Y | M | 55 | FD | S | 1 | Y | Y | N | None |

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW INCIDENT | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | SUBJECT BELIEVED ARMED | SUBJECT CONFIRMED ARMED | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 45 | 33 | FLS | Domestic Disturbance | NA | N | PR | N | N | M | 48 | DFP | NA | 1 | Y | N | N | None |
| 46 | 14 | FLS | Weapons Call | AL | N | AS | Y | Y | M | 44 | FD | S | 1 | Y | Y | N | None |
| 47 | 55 | FLS | Prisoner Related | AL + D | N | AS | N | N | M | 47 | DFP | NA | 1 | Y | N | N | None |
| 48 | 55 | FLS | Domestic Disturbance | AL | N | AS | Y | Y | M | 48 | FD | M | 1 | Y | Y | N | None |
| 49 | 53 | FLS | Search Warrant | AL | N | AS | N | N | M | 37 | DSM | S | 1 | Y | N | N | None |
| 50 | 53 | FLS | Search Warrant | D | N | SBHD | Y | N | M | 49 | FD | M | 1 | Y | Y | N | None |
| 51 | 31 | FLS | Domestic Disturbance | NA | N | PR | Y | N | M | 25 | DFP | NA | 1 | Y | N | N | None |
| 52 | 42 | FLS | Weapons Call | NA | N | AR | Y | Y | F | 16 | DFP | NA | 1 | Y | N | N | None |
| 53 | 14 | FLS | Domestic Disturbance | EDP | N | AS | N | N | M | 25 | DFP | NA | 1 | Y | N | N | None |
| 54 | 43 | FLS | Robbery | NA | N | AS | N | N | M | 20 | DSM | S | 1 | Y | N | N | PC |
| 55 | 55 | FLS | Robbery | D | N | SBHD | Y | N | M | 15 | FD | M | 1 | Y | Y | N | None |
| 56 | 51 | HRU | Drug Related | NA | N | AS | Y | N | M | 33 | FD | S | 1 | Y | Y | N | None |
| 57 | 11 | FLS | Weapons call | NA | N | AS | Y | Y | M | 32 | DFP | NA | 1 | Y | N | N | None |
| 58 | 41 | FLS | Unintentional | NA | NA | NA | NA | NA | NA | NA | FD | S | 1 | NA | NA | N | None |
| 59 | 51 | FLS | Prisoner Related | D + EDP | N | AR | Y | Y | M | 35 | DFP | NA | 1 | Y | N | N | None |
| 60 | 41 | FLS | Domestic Disturbance | AL | N | AS | N | N | M | 29 | DSM | S | 1 | Y | N | N | None |
| 61 | 41 | FLS | Search Warrant | NA | N | SBHD | Y | Y | M | 42 | FD + DSM | M | 1 | Y | Y | N | PC |
| 62 | 54 | FLS | Break and Enter | D | N | AR | Y | N | M | 26 | DFP | NA | 1 | Y | N | N | None |
| 63 | 33 | FLS | EDP | EDP | N | PR | Y | N | M | 29 | DFP | NA | 1 | Y | N | N | None |
| 64 | 11 | FLS | Wanted Person | NA | N | AR | N | N | M | 45 | DFP | NA | 1 | Y | N | N | None |
| 65 | 41 | ETF | Search Warrant | NA | N | AS | Y | Y | M | 23 | FD | S | 3 | N | Y | N | None |
| 66 | 23 | FLS | Assault Related | NA | N | AS | N | N | M | 20 | DSM | M | 1 | Y | N | N | PC |
| 67 | 12 | FLS | Traffic | AL | N | AS | N | N | M | 52 | FD | M | 1 | Y | N | N | None |
| 68 | 43 | FLS | Domestic Disturbance | NA | N | AS | N | N | M | 26 | DFP | NA | 1 | Y | N | N | None |
| 69 | 11 | ETF | Prisoner Related | EDP | N | PR | N | N | M | 17 | DFP | NA | 2 | N | N | N | None |

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW INCIDENT | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | SUBJECT BELIEVED ARMED | SUBJECT CONFIRMED ARMED | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 70 | 41 | FLS | Weapons call | AL + D | N | SBHD | Y | Y | M | 23 | FD | S | 1 | Y | N | N | None |
| 71 | 53 | FLS | Search Warrant | NA | N | AS | N | N | M | 22 | FD | S | 1 | Y | Y | N | pc |
| 72 | 22 | FLS | Traffic | NA | N | AR | N | N | M | 30 | DFP | NA | 1 | Y | N | N | None |
| 73 | 23 | FLS | EDP | EDP | Y | SBHD | Y | Y | F | 55 | FD | S | 1 | Y | Y | N | None |
| 74 | 32 | FLS | Assault Related | AL + D + EDP | N | AS | N | N | M | 43 | DFP | NA | 1 | Y | N | N | None |
| 75 | 13 | FLS | Disturbance | AL + D + EDP | N | AS | N | N | M | 34 | DFP | NA | 1 | Y | N | N | None |
| 76 | 13 | FLS | Disturbance | AL + D + EDP | N | AS | N | N | M | 34 | DFP | NA | 1 | Y | N | N | None |
| 77 | 31 | FLS | Assault Related | NA | N | PR | Y | N | M | 32 | DFP | NA | 1 | Y | N | N | None |
| 78 | 23 | ETF | EDP | AL + EDP | Y | PR | Y | N | M | 50 | DFP | NA | 1 | Y | N | N | None |
| 79 | 14 | ETF | EDP | AL + EDP | Y | AS | Y | N | M | 69 | DFP | NA | 1 | N | N | N | FA |
| 80 | 54 | FLS | Assault Related | AL + EDP | Y | AS | Y | N | M | 20 | DFP | NA | 1 | Y | N | N | None |
| 81 | 43 | FLS | Suspicious Person | NA | N | AR | N | N | M | 20 | DFP | NA | 1 | Y | N | N | None |
| 82 | 52 | FLS | Assault Related | AL | N | AS | N | N | M | 30 | DFP | NA | 1 | Y | N | N | None |
| 83 | 52 | FLS | Assault Related | AL | N | AS | N | N | M | 39 | DFP | NA | 1 | Y | N | N | None |
| 84 | Peel | ETF | Search Warrant | NA | N | SBHD | Y | N | M | 25 | DFP | NA | 1 | Y | N | N | FA |
| 85 | 33 | FLS | Weapons Call | NA | N | SBHD | Y | N | M | 51 | DFP | NA | 1 | Y | N | N | None |
| 86 | 42 | FLS | EDP | EDP | Y | PR | N | N | M | 24 | DFP | NA | 1 | Y | N | N | None |
| 87 | 14 | ETF | EDP | D + EDP | Y | SBHD | Y | Y | M | 29 | DFP | NA | 1 | Y | N | N | FA |
| 88 | 33 | FLS | EDP | EDP | Y | AR | N | N | M | 17 | DSM | S | 1 | Y | N | N | None |
| 89 | 14 | FLS | Drug Related | NA | N | AS | Y | N | M | 21 | DFP | NA | 2 | Y | N | N | PC |
| 90 | 55 | FLS | Assault Related | EDP | Y | AS | N | N | M | 25 | DFP | NA | 1 | Y | N | N | None |
| 91 | 54 | FLS | EDP | AL + D + EDP | Y | SBHD | N | N | M | 42 | FD | S | 1 | Y | y | N | None |
| 92 | 23 | FLS | Weapons call | EDP | Y | SBHD | Y | N | M | 20 | DFP | NA | 1 | Y | N | N | None |
| 93 | 51 | FLS | Domestic Disturbance | D | N | PR | Y | N | M | 48 | DFP | NA | 1 | Y | N | N | None |
| 94 | 54 | FLS | Robbery | NA | N | PR | Y | N | M | 20 | DFP | NA | 1 | Y | N | N | None |
| 95 | 13 | ETF | EDP | D + EDP | Y | AS | Y | N | M | 26 | FD | S | 1 | N | N | N | None |
| 96 | 23 | FLS | Robbery | D | N | AS | N | N | M | 16 | FD | M | 1 | Y | N | N | None |
| 97 | 52 | FLS | Disturbance | AL + D | N | AS | N | N | M | 36 | DFP + DSM | S | 1 | Y | N | N | None |

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW INCIDENT | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | SUBJECT BELIEVED ARMED | SUBJECT CONFIRMED ARMED | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 98 | 52 | FLS | Disturbance | AL + D + EDP | N | AS | Y | Y | F | 18 | DFP | NA | 1 | N | N | N | None |
| 99 | 23 | FLS | Weapons call | EDP | Y | PR | Y | N | M | 21 | DFP | NA | 1 | Y | N | N | None |
| 100 | 22 | ETF | EDP | EDP | Y | AS | N | N | M | 31 | FD + DSM | M | 1 | Y | Y | N | None |
| 101 | 33 | ETF | EDP | AL + D | N | AS | Y | Y | M | 48 | FD | M | 1 | Y | Y | N | None |
| 102 | 23 | FLS | EDP | EDP | Y | SBHD | Y | Y | M | 21 | DFP | NA | 1 | Y | N | N | None |
| 103 | 32 | FLS | Weapons Call | EDP | N | AR | Y | N | M | 56 | DFP | NA | 1 | Y | N | N | None |
| 104 | 32 | FLS | Domestic Disturbance | AL + EDP | N | AS | Y | N | F | 34 | FD | S | 1 | Y | Y | N | None |
| 105 | 31 | FLS | Wanted Person | NA | N | AR | N | N | M | 31 | DFP | NA | 1 | Y | N | N | PC |
| 106 | 42 | FLS | Drug Related | NA | N | AS | N | N | M | 25 | DFP | NA | 1 | Y | N | N | None |
| 107 | 13 | ETF | Cell Extraction | NA | N | AR | N | N | M | 29 | DFP | NA | 1 | Y | N | N | None |
| 108 | 13 | ETF | EDP | AL + D + EDP | Y | AS | Y | N | M | 50 | FD | S | 2 | Y | N | N | None |
| 109 | 51 | FLS | Weapons Call | NA | N | AS | Y | Y | M | 19 | DFP | NA | 1 | Y | N | N | None |
| 110 | 22 | FLS | Homicide | NA | N | SBHD | Y | Y | M | 22 | FD | S | 1 | N | N | N | None |
| 111 | 13 | FLS | Weapons Call | NA | n | SBHD | y | n | M | 34 | DFP | NA | 1 | y | n | N | None |
| 112 | 33 | FLS | Prisoner Related | AL | N | AS | N | N | F | 42 | DFP | NA | 1 | Y | N | N | None |
| 113 | 52 | FLS | Disturbance | D | N | SBHD | N | N | M | 19 | FD | S | 1 | Y | Y | N | None |
| 114 | 41 | FLS | Break and Enter | NA | N | AR | Y | Y | M | 15 | DFP | NA | 1 | Y | N | N | None |
| 115 | 51 | ETF | Wanted Person | AL | N | AS | Y | N | M | 34 | FD + DSM | M | 1 | Y | Y | N | None |
| 116 | 13 | FLS | Attempt Suicide | AL + EDP | Y | AS | Y | N | M | 39 | FD | S | 1 | Y | Y | N | PC |
| 117 | 14 | FLS | Weapons Call | NA | N | SBHD | Y | Y | M | 18 | FD | S | 1 | Y | N | N | PC |
| 118 | 11 | FLS | Unknown Trouble | AL | N | AR | N | N | M | 28 | DFP | NA | 1 | Y | N | N | None |
| 119 | 33 | FLS | Weapons Call | AL + EDP | N | PR | Y | N | M | 34 | DFP | NA | 1 | Y | N | N | None |
| 120 | 52 | FLS | EDP | AL + EDP | Y | PR | Y | N | M | 47 | DFP | NA | 1 | Y | N | N | None |
| 121 | 14 | FLS | Drug Related | AL + D + EDP | N | AS | N | N | M | 27 | DSM | S | 1 | N | N | N | PC |
| 122 | 42 | FLS | Disturbance | AL | N | AS | Y | Y | M | 33 | DFP | NA | 1 | Y | N | N | None |

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW Incident | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | Subject Believed Armed | Subject Confirmed Armed | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 123 | Waterloo | FLS | Wanted Person | D | N | AS | N | N | M | 28 | DSM | M | 1 | Y | N | N | B / PC |
| 124 | 22 | FLS | EDP | EDP | Y | PR | Y | N | M | 40 | DFP | NA | 1 | Y | N | N | None |
| 125 | 51 | FLS | Wanted Person | NA | N | AR | Y | N | M | 43 | DFP | NA | 1 | Y | N | N | None |
| 126 | 54 | FLS | Traffic | AL | N | AR | N | N | M | 21 | DFP | NA | 1 | Y | N | N | None |
| 127 | Kitchener | FLS | Wanted Person | NA | N | AR | Y | N | M | 20 | FD | S | 1 | Y | N | N | None |
| 128 | Kitchener | FLS | Wanted Person | NA | N | AR | N | N | M | 20 | DSM | S | 1 | Y | N | N | None |
| 129 | 31 | ETF | Search Warrant | NA | N | AS | Y | N | M | 56 | FD | M | 1 | N | Y | N | None |
| 130 | 31 | ETF | Search Warrant | NA | N | AS | Y | Y | M | 51 | FD | S | 1 | N | Y | N | FA + PC + OC |
| 131 | 41 | ETF | Prisoner Related | NA | N | PR | N | N | M | 22 | DFP | NA | 2 | Y | N | N | None |
| 132 | 32 | FLS | EDP | D + EDP | Y | SBHD | Y | Y | M | 26 | FD + DSM + DFP | M | 1 | Y | Y | N | PC |
| 133 | 11 | FLS | Assault Related | NA | N | AS | N | N | M | 31 | DFP | NA | 1 | Y | N | N | None |
| 134 | 22 | FLS | EDP | EDP | Y | AS | Y | Y | M | 26 | FD | M | 1 | Y | N | N | None |
| 135 | 33 | ETF | EDP | EDP | Y | SBHD | Y | Y | F | 48 | FD | S | 1 | Y | Y | N | None |
| 136 | 13 | FLS | Suspicious Person | EDP | Y | AR | N | N | M | 25 | DFP | NA | 1 | N | N | N | None |
| 137 | 22 | FLS | Domestic Disturbance | NA | N | PR | Y | N | M | 30 | DFP | NA | 1 | Y | N | N | None |
| 138 | 51 | FLS | Weapons call | AL | N | PR | Y | Y | M | 29 | DFP | NA | 1 | Y | N | N | None |
| 139 | 12 | FLS | Drug Related | NA | N | SBHD | Y | N | M | 19 | FD | S | 1 | Y | N | N | None |
| 140 | 33 | FLS | Disturbance | AL | N | AS | N | N | M | 48 | DFP | NA | 1 | Y | N | N | PC |
| 141 | 52 | ETF | Robbery | NA | N | PR | Y | N | M | 18 | DFP | NA | 1 | Y | N | N | FA + PC |
| 142 | 31 | FLS | Weapons Call | NA | N | AR | Y | N | M | 39 | FD | S | 1 | Y | Y | N | None |
| 143 | 13 | ETF | Search Warrant | NA | NA | SBHD | N | N | NA | NA | FD | S | 1 | Y | NA | N | None |
| 144 | 22 | FLS | Disturbance | AL | N | AS | N | N | M | 55 | DSM | M | 1 | Y | Y | N | None |

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW INCIDENT | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | SUBJECT BELIEVED ARMED | SUBJECT CONFIRMED ARMED | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 145 | 31 | FLS | EDP | EDP | Y | AS | Y | N | M | 38 | DFP | NA | 1 | Y | N | N | None |
| 146 | 55 | FLS | Drug related | NA | N | PR | N | N | M | 21 | DFP | NA | 1 | Y | N | N | None |
| 147 | 11 | FLS | Assault Related | NA | N | AS | N | N | M | 17 | DFP | NA | 1 | Y | N | N | None |
| 148 | 52 | FLS | EDP | AL + D + EDP | Y | AS | N | N | F | 23 | DSM | S | 1 | Y | N | N | PC |
| 149 | 11 | ETF | Weapons Call | NA | N | SBHD | Y | N | M | 47 | FD | S | 1 | Y | Y | N | None |
| 150 | 23 | FLS | Assault Related | AL | N | AS | Y | N | M | 20 | FD | S | 1 | N | N | N | None |
| 151 | 54 | FLS | Assault Related | NA | N | PR | Y | Y | M | 28 | DFP | NA | 1 | Y | N | N | None |
| 152 | 13 | FLS | EDP | EDP | Y | AS | Y | Y | M | 21 | FD | M | 1 | Y | N | N | None |
| 153 | 54 | FLS | Drug Related | NA | N | AR | Y | N | M | 21 | DFP | NA | 1 | Y | N | N | None |
| 154 | 53 | ETF | EDP | EDP | Y | AR | Y | N | M | 32 | DFP | NA | 1 | Y | N | N | None |
| 155 | 51 | ETF | EDP | EDP | Y | AS | Y | Y | M | 34 | DFP | NA | 2 | Y | N | N | None |
| 156 | 55 | FLS | EDP | EDP | Y | SBHD | Y | Y | M | 85 | DFP | NA | 1 | Y | N | N | None |
| 157 | 42 | ETF | Robbery | NA | N | SBHD | Y | Y | M | 19 | FD | S | 2 | Y | N | N | FA |
| 158 | 51 | FLS | Attempt Suicide | EDP | Y | SBHD | Y | Y | M | 53 | FD | S | 1 | Y | Y | N | None |
| 159 | 31 | FLS | EDP | EDP | Y | AS | Y | N | M | 25 | DFP | NA | 1 | Y | N | N | None |
| 160 | 51 | FLS | Attempt Suicide | D | Y | SBHD | Y | Y | M | 47 | FD | M | 1 | Y | Y | N | None |
| 161 | 31 | FLS | Weapons Call | D + EDP | N | SBHD | Y | Y | M | 31 | DFP | NA | 1 | Y | N | N | None |
| 162 | 51 | FLS | Drug Related | D | N | SBHD | N | N | M | 34 | DSM | S | 1 | Y | N | N | PC |
| 163 | 53 | FLS | Drug Related | D | Y | AS | Y | N | M | 23 | DSM | NA | 1 | Y | N | N | PC |
| 164 | 51 | FLS | Weapons Call | AL | N | AS | Y | N | M | 36 | DFP | NA | 1 | Y | N | N | None |
| 165 | 31 | FLS | EDP | EDP | Y | SBHD | Y | Y | M | 21 | FD + DSM | M | 1 | Y | N | N | None |
| 166 | 54 | FLS | EDP | AL + EDP | N | AR | N | N | M | 44 | DFP | NA | 1 | Y | N | N | None |
| 167 | 54 | FLS | Disturbance | AL | N | AS | N | N | M | 22 | DFP | NA | 1 | Y | N | N | None |
| 168 | 32 | FLS | Unintentional | NA | NA | NA | NA | NA | NA | NA | FD | S | 1 | NA | NA | N | None |
| 169 | 43 | FLS | Weapons Call | AL | N | SBHD | Y | Y | M | 27 | DFP | NA | 1 | Y | N | N | None |

# APPENDIX A
# 2013 CONDUCTED ENERGY WEAPON INCIDENTS

| CEW INCIDENT | DIVISION OF INCIDENT | CEW USERS | INCIDENT DESCRIPTION | SUBJECT CONDITION | MHA APPREHENSION | SUBJECT BEHAVIOUR | SUBJECT BELIEVED ARMED | SUBJECT CONFIRMED ARMED | SUBJECT DESCRIPTION | AGE | USAGE | CYCLES (single/multiple) | NUMBER OF CEWs USED | CEW EFFECTIVE | INJURIES PER 105 | TRAINING ISSUE | OTHER FORCE OPTIONS USED PRIOR TO CEW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 170 | 51 | ETF | Search Warrant | NA | N | SBHD | Y | N | M | 18 | DFP | NA | 2 | Y | N | N | FA |
| 171 | 33 | FLS | EDP | EDP | Y | AS | N | N | M | 58 | DFP | NA | 1 | Y | N | N | None |
| 172 | 54 | FLS | EDP | EDP | Y | AS | Y | Y | F | 44 | DSM | S | 1 | Y | N | N | None |
| 173 | 13 | FLS | Attempt Suicide | EDP | Y | SBHD | Y | Y | M | 56 | DFP | NA | 1 | Y | N | N | None |
| 174 | 32 | FLS | Disturbance | D | Y | AS | N | N | M | 23 | DFP | NA | 1 | Y | N | N | None |
| 175 | 52 | FLS | Level 3 Search | AL | N | AR | N | N | M | 23 | DFP | NA | 1 | Y | N | N | None |
| 176 | 41 | ETF | Cell Extraction | EDP | N | SBHD | N | N | F | 17 | FD | S | 1 | Y | Y | N | None |
| 177 | 32 | FLS | Weapons Call | EDP | Y | SBHD | Y | Y | M | 50 | FD | S | 1 | Y | Y | N | None |
| 178 | 31 | FLS | Domestic Disturbance | AL | N | AS | N | N | M | 38 | FD + DSM | M | 1 | Y | N | N | PC |
| 179 | 52 | FLS | Assault Related | AL | N | AS | N | N | M | 23 | DSM | S | 1 | N | N | N | PC |
| 180 | 41 | FLS | EDP | EDP | Y | PR | Y | Y | M | 26 | DFP | NA | 1 | N | N | N | None |
| 181 | 52 | FLS | Assault Related | AL | N | SBHD | N | N | M | 24 | FD | M | 1 | Y | Y | N | PC |
| 182 | 31 | FLS | Disturbance | AL + D | N | PR | Y | N | F | 40 | DFP | NA | 1 | Y | N | N | None |
| 183 | 32 | FLS | EDP | AL + EDP | N | AS | Y | N | M | 17 | DFP | NA | 1 | Y | N | N | None |
| 184 | 11 | FLS | Weapons Call | EDP | N | SBHD | Y | Y | M | 50 | FD | M | 1 | Y | N | N | None |
| 185 | 12 | FLS | Weapons Call | NA | N | SBHD | Y | Y | M | 55 | DFP | NA | 2 | Y | N | N | None |
| 186 | 55 | ETF | EDP | AL + D + EDP | N | AS | Y | N | M | 43 | FD | S | 1 | Y | Y | N | None |
| 187 | 33 | FLS | Weapons Call | AL | N | AR | Y | Y | M | 32 | DFP | NA | 1 | Y | N | N | None |
| 188 | 22 | FLS | EDP | EDP | Y | AS | N | N | M | 29 | FD | S | 1 | Y | Y | N | None |
| 189 | 22 | FLS | Unknown Trouble | AL | N | PR | Y | Y | M | 32 | DFP | NA | 1 | Y | N | N | None |
| 190 | 23 | FLS | EDP | EDP | Y | AS | Y | Y | M | 25 | DFP | NA | 1 | Y | N | N | None |
| 191 | 52 | FLS | EDP | EDP | Y | AR | N | N | M | 36 | DFP | NA | 1 | Y | N | N | None |
| 192 | 32 | FLS | Domestic Disturbance | AL | N | AS | Y | N | M | 32 | DFP | NA | 1 | Y | N | N | None |

**APPENDIX "B"**
**2009 to 2013 CEW Trends**

The following is a comparison between similar categories of CEW incidents from 2009 to 2013.

## CEW INCIDENTS BY DIVISON

| | CEW INCIDENTS BY DIVISION / MUNICIPALITY | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **YEAR** | **2009** | | **2010** | | **2011** | | **2012** | | **2013** | |
| **DIVISION** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| 11 | 13 | 4.8 | 6 | 2.9 | 11 | 5.0 | 12 | 4.7 | 11 | 5.7 |
| 12 | 12 | 4.4 | 5 | 2.4 | 15 | 6.8 | 17 | 6.7 | 7 | 3.6 |
| 13 | 23 | 8.4 | 14 | 6.7 | 21 | 9.5 | 19 | 7.5 | 15 | 7.8 |
| 14 | 31 | 11.4 | 13 | 6.2 | 11 | 5.0 | 24 | 9.4 | 8 | 4.2 |
| 22 | 22 | 8.1 | 9 | 4.3 | 4 | 1.8 | 2 | 0.8 | 10 | 5.2 |
| 23 | 18 | 6.6 | 9 | 4.3 | 13 | 5.9 | 10 | 3.9 | 11 | 5.7 |
| 31 | 23 | 8.4 | 26 | 12.4 | 21 | 9.5 | 8 | 3.1 | 12 | 6.3 |
| 32 | 10 | 3.7 | 4 | 1.9 | 12 | 5.4 | 11 | 4.3 | 10 | 5.2 |
| 33 | 14 | 5.1 | 12 | 5.7 | 6 | 2.7 | 11 | 4.3 | 12 | 6.3 |
| 41 | 17 | 6.2 | 24 | 11.4 | 16 | 7.2 | 16 | 6.3 | 12 | 6.3 |
| 42 | 11 | 4 | 13 | 6.2 | 8 | 3.6 | 14 | 5.5 | 12 | 6.3 |
| 43 | 23 | 8.4 | 23 | 11 | 13 | 5.9 | 19 | 7.5 | 7 | 3.6 |
| 51 | 6 | 2.2 | 15 | 7.1 | 22 | 10.0 | 17 | 6.7 | 19 | 9.9 |
| 52 | 15 | 5.5 | 8 | 3.8 | 19 | 8.6 | 20 | 7.8 | 15 | 7.8 |
| 53 | 2 | 0.7 | 5 | 2.4 | 5 | 2.3 | 8 | 3.1 | 5 | 2.6 |
| 54 | 12 | 4.4 | 13 | 6.2 | 9 | 4.1 | 22 | 8.6 | 14 | 7.3 |
| 55 | 17 | 6.2 | 9 | 4.3 | 15 | 6.8 | 22 | 8.6 | 8 | 4.2 |
| Durham | 1 | 0.4 | N/A | N/A | N/A | N/A | 1 | 0.4 | N/A | N/A |
| Peel | 2 | 0.7 | N/A | N/A | N/A | N/A | 1 | 0.4 | 1 | 0.5 |
| York | 1 | 0.4 | 2 | 1 | 1 | 0.5 | 0 | 0 | N/A | N/A |
| Simcoe | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 0.4 | N/A | N/A |
| Kitchener | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2 | 1.0 |
| Waterloo | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 0.5 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

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

## CEW USERS

| CEW USERS | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **USER** | **2009** | | **2010** | | **2011** | | **2012** | | **2013** | |
| | # | % | # | % | # | % | # | % | # | % |
| Frontline Supervisor | 201 | 73.6 | 146 | 69.5 | 162 | 73.0 | 198 | 77.6 | 160 | 80.7 |
| ETF | 71 | 26 | 63 | 30 | 60 | 27.0 | 56 | 22.0 | 30 | 18.3 |
| Front Line Supervisor and ETF | 1 | 0.4 | 1 | 0.5 | 0 | 0 | 0 | 0 | 2 | 1 |
| Public Safety & EM | 0 | 0.0 | 0 | 0.0 | 0 | 0 | 1 | 0.4 | 0 | 0 |
| **Total # of Incidents** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

During each of the past five years, frontline supervisors (FLS) have accounted for 70 to 81% of CEW use, followed by ETF officers at approximately 18 to 30%. This is anticipated since FLSs attend most scenes prior to the ETF. After consultation with constables and after assessing a situation, FLSs would only request the ETF if required. The number of FLSs in the above noted chart also includes supervisors from units as such as Intelligence, Organized Crime Enforcement, Hold-Up, Drug Squad, and Provincial ROPE and Fugitive Squad.

## SUBJECT BEHAVIOUR

| SUBJECT BEHAVIOUR | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **BEHAVIOUR TYPE** | **2009** | | **2010** | | **2011** | | **2012** | | **2013** | |
| | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Passive Resistant | 9 | 3.3 | 15 | 7.1 | 29 | 13.1 | 29 | 11.4 | 26 | 13.5 |
| Active Resistant | 13 | 4.8 | 18 | 8.6 | 32 | 14.4 | 39 | 15.3 | 29 | 15.1 |
| Assaultive | 153 | 56 | 107 | 51 | 97 | 43.7 | 136 | 53.3 | 85 | 44.3 |
| Serious Bodily Harm/Death | 78 | 28.6 | 63 | 30 | 57 | 25.7 | 44 | 17.3 | 49 | 22.5 |
| Not Applicable | 20 | 7.3 | 7 | 3.3 | 7 | 3.1 | 7 | 2.7 | 3 | 1.6 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

Assaultive behaviour continues to be the predominant subject threat facing officers, followed by serious bodily harm or death. While the percentage of 2013 incidents involving subjects who displayed passive or active resistance have collectively increased, in each case the CEW was effective in gaining control before the subjects escalated their behaviour to more harmful levels.

## SUBJECT DESCRIPTION

| SUBJECT DESCRIPTION | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **SUBJECT** | **2009** | | **2010** | | **2011** | | **2012** | | **2013** | |
| | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Animal | 9 | 3.3 | 4 | 1.9 | 1 | 0.4 | 6 | 2.4 | 2 | 1.0 |
| Female | 16 | 5.9 | 18 | 8.6 | 19 | 8.6 | 17 | 6.7 | 15 | 7.8 |
| Male | 221 | 81 | 179 | 85.2 | 193 | 86.9 | 221 | 86.7 | 171 | 89.1 |
| Multiple | 9 | 3.3 | 3 | 1.4 | 2 | 0.9 | 4 | 1.6 | 1 | 0.5 |
| Not Applicable | 18 | 6.6 | 6 | 2.9 | 7 | 3.2 | 7 | 2.7 | 3 | 1.6 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

For the past five years, between 81 and 90% of CEW incidents involved male subjects. On average, only 1.54% of use is on multiple subjects.

## SUBJECT CONDITION

| SUBJECT CONDITION | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **2009** | | **2010** | | **2011** | | **2012** | | **2013** | |
| **CONDITION** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Alcohol Only | 49 | 17.9 | 31 | 14.8 | 37 | 16.7 | 40 | 15.7 | 31 | 16.1 |
| Drugs Only | 10 | 3.7 | 17 | 8.1 | 7 | 3.2 | 10 | 3.9 | 14 | 7.3 |
| Drugs + Alcohol | 12 | 4.4 | 7 | 3.3 | 11 | 5.0 | 11 | 4.3 | 8 | 4.2 |
| Emotionally Disturbed Persons (EDP) | 80 | 29.3 | 61 | 29.0 | 64 | 28.8 | 82 | 32.2 | 51 | 26.6 |
| EDP + Alcohol | 10 | 3.7 | 14 | 6.7 | 12 | 5.4 | 18 | 7.1 | 13 | 6.8 |
| EDP + Drugs | 12 | 4.4 | 11 | 5.2 | 9 | 4.1 | 3 | 1.2 | 6 | 3.1 |
| EDP + Drugs + Alcohol | 8 | 2.9 | 6 | 2.9 | 8 | 3.6 | 8 | 3.1 | 9 | 4.7 |
| Not Applicable | 92 | 33.7 | 63 | 30.0 | 74 | 33.3 | 83 | 32.5 | 60 | 31.3 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

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

## AGE OF SUBJECT

| AGE OF SUBJECT | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **AGE** | **2009** | | **2010** | | **2011** | | **2012** | | **2013** | |
| | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| <10 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0 |
| 10 - 15 | 2 | 0.7 | 4 | 1.9 | 2 | 0.9 | 3 | 1.2 | 2 | 1.0 |
| 16-20 | 36 | 13.2 | 26 | 12.4 | 25 | 11.3 | 24 | 9.4 | 31 | 16.1 |
| 21-25 | 55 | 20.1 | 40 | 19 | 33 | 14.9 | 53 | 20.8 | 38 | 19.8 |
| 26-30 | 31 | 11.4 | 30 | 14.3 | 34 | 15.3 | 34 | 13.3 | 22 | 11.5 |
| 31-35 | 29 | 10.6 | 25 | 11.9 | 26 | 11.7 | 34 | 13.3 | 27 | 14.1 |
| 36-40 | 26 | 9.5 | 13 | 6.2 | 27 | 12.2 | 20 | 7.8 | 18 | 9.4 |
| 41-45 | 25 | 9.2 | 22 | 10.5 | 25 | 11.3 | 17 | 6.7 | 16 | 8.3 |
| 46-50 | 15 | 5.5 | 16 | 7.6 | 22 | 9.9 | 23 | 9.0 | 16 | 8.3 |
| 51-55 | 8 | 2.9 | 9 | 4.3 | 6 | 2.7 | 17 | 6.7 | 10 | 5.2 |
| 56-60 | 7 | 2.6 | 8 | 3.8 | 7 | 3.1 | 10 | 3.9 | 4 | 2.1 |
| >60 | 3 | 1.1 | 4 | 1.9 | 3 | 1.3 | 2 | 0.8 | 2 | 1.0 |
| N/A | 36 | 13.2 | 13 | 6.2 | 12 | 5.4 | 18 | 7.1 | 6 | 3.1 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

Persons between 16 and 35 years of age represent the highest category in CEW incidents. During the last five years, there have been a total of 13 incidents of CEW use reported on subjects between 10 and 15 years of age. Many of these cases involved youths who were believed to be armed with offensive weapons and/or threatening suicide.

## INCIDENTS OF CEW USE

| INCIDENTS OF CEW USE | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **TYPE OF USE** | **2009** | | **2010** | | **2011** | | **2012** | | **2013** | |
| | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Demonstrated Force Presence | 124 | 45.4 | 95 | 45.2 | 127 | 57.2 | 131 | 51.4 | 107 | 55.7 |
| Drive Stun Mode | 37 | 13.6 | 28 | 13.3 | 21 | 9.5 | 32 | 12.5 | 20 | 10.4 |
| Full Deployment | 112 | 41 | 87 | 41.4 | 74 | 33.3 | 92 | 36.1 | 65 | 33.9 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

The percentage of CEW use as a DEMONSTRATED FORCE PRESENCE remained relatively consistent between 2009 and 2011 at approximately 49%. In 2012 and 2013, this percentage rose to above 53%, indicating that officers are using only as much force as necessary to gain control of subjects.

## CEW EFFECTIVENESS

| CEW EFFECTIVENESS | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 2009 | | 2010 | | 2011 | | 2012 | | 2013 | |
| | # | % | # | % | # | % | # | % | # | % |
| Effective | 234 | 85.7 | 177 | 84.3 | 198 | 89.2 | 213 | 83.5 | 173 | 90.1 |
| Not Effective | 21 | 7.7 | 26 | 12.4 | 17 | 7.7 | 35 | 13.7 | 16 | 8.3 |
| Unintentional Discharges | 18 | 6.6 | 7* | 3.3 | 7 | 3.1 | 7 | 2.7 | 3 | 1.6 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

**2010 unintentional discharges includes one unlawful use*

The average effectiveness of the CEW over the last five years has been 86.6%.

## NUMBER OF CEWS USED PER INCIDENT

| NUMBER OF CEWS USED PER INCIDENT | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **# of CEWs** | 2009 | | 2010 | | 2011 | | 2012 | | 2013 | |
| | # | % | # | % | # | % | # | % | # | % |
| One CEW | 254 | 93 | 194 | 91.9 | 201 | 90.5 | 241 | 94.5 | 183 | 95.3 |
| Two CEWs | 12 | 4.4 | 13 | 6.7 | 18 | 8.1 | 11 | 4.3 | 8 | 4.2 |
| Three CEWs | 4 | 1.5 | 2 | 1 | 1 | 0.5 | 2 | 0.8 | 1 | 0.5 |
| > Three CEWs | 3 | 1.1 | 1 | 0.5 | 2 | 0.9 | 1 | 0.4 | 0 | 0 |
| **Total** | **273** | **100** | **210** | **100** | **222** | **100** | **255** | **100** | **192** | **100** |

In the last five years, the overwhelming majority of CEW incidents continue to involve the use of one CEW. The incidents where more than one CEW was used remain relatively stable. In 2013, three of the incidents involving the use of two CEWs can be attributed to frontline supervisors, one incident was by a frontline supervisor and an ETF officer, and the remaining four incidents were uses by the ETF.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P48. ANNUAL REPORT: 2013 SECONDARY ACTIVITIES

The Board was in receipt of the following report February 19, 2014 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2013 SECONDARY ACTIVITIES

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

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

Service Procedure 14-25 (R.O. 2008.09.23-0998) was reviewed and revised by the Secondary Activity Committee, and was published on July 6, 2011. A copy of Service Procedure 14-25 is attached as Appendix "A". Members are required to submit an Application for Secondary Activity on Form TPS 778 for approval by the Chief of Police if the member believes the activity may place them in a conflict with Section 49(1) of the *Police Services Act* (*P.S.A.)*. Service Procedure 14-25 no longer outlines a non-exhaustive list of activities that may be considered to contravene Section 49(1) of the *P.S.A.* Approval to engage in a secondary activity is granted, provided the secondary activity does not contravene the restrictions set out in Section 49(1) of the *P.S.A.*

Section 49(1) states:

49(1) A member of a police force shall not engage in any activity:

(a) that interferes with or influences adversely the performance of his or her duties as a member of the police service, or is likely to do so;
(b) that places him or her in a position of conflict of interest, or is likely to do so;
(c) that would otherwise constitute full-time employment for another person; or
(d) in which he or she has an advantage derived from employment as a member of a police force.

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

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

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

A "member", as defined in the *P.S.A.*, means a police officer, and in the case of a municipal police force includes an employee who is not a police officer. Therefore, both uniform and civilian employees are considered members covered under Section 49(1) of the *P.S.A.*

Auxiliary police officers are not covered under Section 49(1) of the *P.S.A.* or Service Procedure 14-25. Auxiliary police officers are volunteers, not employees of the Service.

Discussion:

During 2013, there were 21 new applications received from members requesting approval to engage in secondary activities. Of these 21 applications, none were considered to be in conflict with Section 49(1) of the *P.S.A.*

In 2012, one application was deferred pending further review and was subsequently approved in March 2013.

The 2013 Annual Report on New Applications for Secondary Activity details the type of secondary activities requested, broken down by the number of applications received from uniform and civilian members.

**2013 ANNUAL REPORT**
**NEW APPLICATIONS FOR**
**SECONDARY ACTIVITY**

| TYPE OF ACTIVITY | NUMBER OF UNIFORM APPLICATIONS | NUMBER OF CIVILIAN APPLICATIONS |
|---|---|---|
| Arts/Media | 4 | |
| Business/Consulting Services | 4 | 2 |
| Physical Therapy | 1 | |
| Residential Services | 1 | |
| Retail | 1 | |
| Security | | 4 |
| Social Services | 1 | |
| Sports Instructor | 1 | 1 |
| Teacher/Lecturer | 1 | |
| **TOTAL** | **14** | **7** |

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

For the period covering January, 1996 to December, 2013, our records reflect that there were a total of 1,180 uniform and civilian members of the Service who were granted approval to engage in secondary activities. The chart below outlines the number of approved applications for uniform and civilian members during this time frame:

**Approved Secondary Activity Applications**
1996 - 2013

| Year | Uniform | Civilian | Total | Year | Uniform | Civilian | Total |
|---|---|---|---|---|---|---|---|
| 1996 | 91 | 23 | 114 | 2005 | 18 | 4 | 22 |
| 1997 | 46 | 36 | 82 | 2006 | 13 | 11 | 24 |
| 1998 | 44 | 32 | 76 | 2007 | 44 | 8 | 52 |
| 1999 | 69 | 67 | 136 | 2008 | 31 | 7 | 38 |
| 2000 | 37 | 43 | 80 | 2009 | 30 | 8 | 38 |
| 2001 | 43 | 96 | 139 | 2010 | 10 | 19 | 29 |
| 2002 | 36 | 83 | 119 | 2011 | 13 | 20 | 33 |
| 2003 | 56 | 22 | 78 | 2012 | 11 | 18 | 29 |
| 2004 | 54 | 16 | 70 | 2013 | 14 | 7 | 21 |
| **TOTAL** | | | | | | | **1180** |

Conclusion:

This report provides the Board with an annual summary of secondary activities received and approved for 2013.

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

**The Board received the foregoing report.**

**Moved by: D. Noria**

**Appendix "A"**

**PERSONNEL**

# 14 – 25 Secondary Activities

**New** ☐ **Amended** ☒ **Reviewed – No Amendments** ☐

**Issued:** R.O. 2011.07.06–0752

**Replaces:** R.O. 2008.09.23–0998

## Rationale

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

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

## Governing Authorities

**Provincial** Police Services Act

## Associated Service Governance

| Number | Name |
|---|---|
| Chapter 13 | Conduct |
| 20–01 | Paid Duties |

## Forms

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

## Definitions

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

## Procedure

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

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

Members shall submit a TPS 778 in the following circumstances

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

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

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

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

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

**Member**

1. When applying for approval to engage in a secondary activity that **may** contravene s. 49 of the *PSA* shall complete a TPS 778 and submit it to the unit commander.

2. When commencing a paid secondary activity while suspended from duty with pay shall report all monetary benefits earned from the paid secondary activity during the period of suspension via a TPS 649 to the Unit Commander – Labour Relations.

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

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

**Unit Commander**

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

**Unit Commander – Labour Relations**

5. Upon receipt of a TPS 778 shall

- review the request in consultation with Professional Standards - Risk Management Unit, as required
- forward the original TPS 778 to the Office of the Chief, with recommendations.

6. Upon receipt of a signed TPS 778 from the Office of the Chief, shall forward it to the member.

7. Upon receipt of a TPS 649 pertaining to the monetary benefits earned from a paid secondary activity shall forward it to the Unit Commander – Financial Management who will process as per unit specific policy.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P49. ANNUAL REPORT: 2013 CONSULTING EXPENDITURES – TORONTO POLICE SERVICES BOARD**

The Board was in receipt of the following report February 26, 2014 from Alok Mukherjee, Chair:

Subject: ANNUAL REPORT: TORONTO POLICE SERVICES BOARD'S 2013 CONSULTING EXPENDITURES

Recommendation:

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

Financial Implications:

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

Background/Purpose:

The Board, at its meeting of February 20, 2003 (Board Minute P45/03 refers), approved a motion requiring the reporting of all consulting expenditures on an annual basis. City Finance also requires annual reporting of consulting expenditures as per their prescribed format. As a result, consulting expenditures are provided to the Board and this information is also forwarded to the City's Deputy City Manager and Chief Financial Officer. Attachment A reflects the 2013 consulting expenditures for the Police Services Board.

Discussion:

City Finance requires the attached 2013 consulting expenditures for the Police Services Board on or before February 28, 2014 and in order to comply with this, the attached has been forwarded to the City's Deputy City Manager and Chief Financial Officer.

Conclusion:

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

**The Board received the foregoing report.**

**Moved by: A. Pringle**

**Appendix A**

# Toronto Police Services Board

## 2013 Consulting Expenses - Operating

#1.

| Expense Category | Agency/Board | Contract Date (mm-dd-yr) | P.O. No. | Consultant's Name | Description of the Work | Contract /PO Balance Remaining 2013.12.31 | 2013 Budget | 2013 Expenditure | 2012 Expenditure |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | | $ | $ | $ | $ |
| **Management/R &D** | **Toronto Police Services Board** | 07/17/2013 | 6037487 | 348151 Ontario Limited | Advice on Board governance and policy development - COMPLETED | - | | $5,088.00 | |
| **Sub-Total** | | | | | | | $5,100.00 | $5,088.00 | $4,946.00 |

| Expense Category | Agency/Board | Contract Date (mm-dd-yr) | P.O. No. | Consultant's Name | Description of the Work | Contract /PO Balance Remaining 2013.12.31 | 2013 Budget | 2013 Expenditure | 2012 Expenditure |
|---|---|---|---|---|---|---|---|---|---|
| **External Lawyers & Planners** | **Toronto Police Services Board** | 12/31/2013 | 6038540 | Addario Law Group | Independent legal advisor retained by the Board to provide advice with respect to policy options for "street checks" - ON GOING | | | $7,607.00 | |
| | | | 8667481<br>8732622 | Hicks Morley Hamilton Stewart | Provides expert advice/opinion on general employment and labour relations issues (BM#P265/2012 - October 15th 2012 Board meeting) ONGOING | | | $102,307.00 | |
| | | 01/21/2013 | 3490489 | Kuretzky Vassos LLP, In Trust | Provides professional services related to a personnel matter (BM#C348/2012 - November 14, 2012 Board meeting) - COMPLETED | | | $2,015.00 | |
| **Sub-Total** | | | | | | | $135,600.00 | $111,929.00 | $568,508.00 |
| **GRAND TOTAL** | | | | | | | $140,700.00 | $117,017.00 | $573,454.00 |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P50. ANNUAL REPORT: 2013 CONSULTING EXPENDITURES – TORONTO POLICE SERVICE

The Board was in receipt of the following report February 27, 2014 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2013 TORONTO POLICE SERVICE'S CONSULTING EXPENDITURES

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

This report provides details of the 2013 consulting expenditures for the Service's operating and capital budgets, in the City's prescribed format and based on the definition of consulting services provided by the City. The City's definition of consulting services is any firm or individual providing expert advice/opinion on a non-recurring basis to support/assist management decision making in the areas of technical, information technology, management/research and development (R&D), external lawyers and planners, and creative communications. The information has already been forwarded to the City, as the completion of the Service's year-end accounting process and the timing of the Board meetings did not allow this report to be forwarded to the Board in advance of the City's February 28, 2014 deadline.

Discussion:

Details of the 2013 consulting expenditures for the Service's operating and capital budgets are provided in Attachments A and B respectively.

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

The 2013 operating consulting actual expenditures (as reflected in Attachment A) totalled $0.52M net of the applicable HST rebate. The Service is attempting to rely less on consultants and do more work in-house. The operating budget for consulting services is developed using zero-based budgeting. As such, the 2014 budget request for consulting services is based on the 2014 requirements.

The 2013 capital consulting actual expenditures (as reflected in Attachment B) were $1.1M net of rebate. This amount represents expenditures for the Integrated Records and Information System (IRIS) project. Capital projects generally involve multi-year cash flow requirements, and the 2013 expenditure may therefore represent only a portion of the contract value.

Conclusion:

The 2013 consulting expenditures for the Service's operating and capital budgets are reported annually to the Board and the City. The Service ensures that consulting services are used only where necessary and beneficial to the Service. The 2013 consulting actual expenditures totalled $1.62M net of rebate ($0.52M for operating and $1.1M for capital).

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

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

**The Board received the foregoing report.**

**Moved by: M. Del Grande**

# 2013 Consulting Expenses - Operating

**Attachment A**

| Expense Category | Agency/Board | Program | Contract Date (mm-dd-yr) | Contract #/ PO #/DPO # | Consultant's Name | Description of the Work | Contract/PO Balance Remaining 2013.12.31 | 2013 Budget | 2013 Expenditure | 2012 Expenditure |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | $ | $ | $ | $ |
| **Management/R&D** | | Compensation & HR Info Services | 08/01/2013 | 8776767 | Buck Consultants Limited | To provide advice and information with respect to the formulation of employee benefits, strategies, and creation of costing scenarios for benefit changes during collective bargaining and/or in connection with policy changes, collation of benchmarking information and similar issues. | | - | 8,344.32 | |
| | | Chief's Internal Review | 11/16/2012 | 6036190 | Accenture Inc | To perform an organizational structure review and provide the Toronto Police Service the 'required deliverables' as set out in the Service Agreement. | | | 44,265.60 | |
| | | Information requested by Board | 04/10/2013 | 6036986 | Accenture Inc | To perform consulting services and strategic analysis to recommend the number of police officers required in Toronto Police Service and provide breakdown of those police officers for each of the Command area /Units. | | - | 447,896.64 | |
| **Sub-Total** | | | | | | | | **$ 505,900.00** | **$ 500,506.56** | **$ 363,861.00** |
| **External Lawyers & Planners** | | | | | | | | | | |
| | | Legal Services | 12/17/2013 | 3505711<br>6038647<br>3505712 | Johnstone & Cowling LLP | Ontario Civilian Police Commission (OCPC) Appeal, Criminal application | | | 6,283.68 | |
| | | | 12/24/2013 | 3505701<br>6038646 | Lenczner Slaght Royce Smith | Inquest, Ontario Civilian Police Commission (OCPC) Appeal | | | 10,971.76 | |
| | | | 12/18/2013 | 3505471 | Mcleod Group, The | Police and Community Engagement Review | | | 1,831.68 | |
| | | | 12/31/2013 | 6038648 | Murray D Segal Professional Co | Criminal application | | | 3,693.89 | |
| **Sub-Total** | | | | | | | | $ 131,800.00 | $ 22,781.01 | |
| **GRAND TOTAL** | | | | | | | | $ 637,700.00 | $ 523,287.57 | $ 363,861.00 |

# 2013 Consulting Expenses - Capital

**Attachment B**

| Expense Category | Agency/Board | Program | Contract Date (mm-dd-yr) | Contract #/ PO #/DPO # | Consultant's Name | Description of the Work | Recoveries By Source | Contract/PO Balance Remaining 2013.12.31 | 2013 Expenditure | 2012 Expenditure |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | $ | $ | $ |
| **Information Technology** | | TPS-project (IRIS) | 12/14/2010 | 6032052 | Provision Resources Ltd. | Leads the cross functional project team in the day to day planning, management and control of the Integrated Records and Information System (IRIS) project; recommendations on scheduling, implementation and configuration phases, and sequencing business functionality technical requirements and implementation impacts . Board Minute P145 dated May 20, 2010. Ongoing. | | 1,043.75 | 362,221.08 | |
| | | TPS-project (IRIS) | 01/20/2012 | 6034495 | Modis Canada Inc | Assist and support the Business Analysis team in the development of the business requirements documentation, in preparation for the implementation of the commercial off-the-shelf integrated, electronic records management system for the Integrated Records & Information System (IRIS) project. Ongoing. | | 2,360.00 | 262,174.46 | |
| | | TPS-project (IRIS) | 10/15/2012 | 6035894 | Modis Canada Inc | Assess and analyse current state of Toronto Police Service's data environment to determine appropriate architecture and technology; assist in securing the necessary software and hardware required to enable the archiving and reporting solutions. Support development, testing and evaluation. Ongoing. | | 108,115.00 | 210,271.78 | |
| | | TPS-project (IRIS) | 10/15/2012 | 6035895 | Procom Consultants Group Ltd. | Assess archiving requirements for Toronto Police Service's various legacy systems by undertaking the elicitation process for each component of the business intelligence system; plan and develop the development of a reporting tool; and develop a proposed "to be" state. Ongoing. | | 131,000.00 | 276,024.00 | |
| **GRAND TOTAL** | | | | | | | | 242,518.75 | 1,110,691.32 | 618,441.00 |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P51. ANNUAL REPORT: 2013 PROOF OF CLAIM DOCUMENTS FILED ON BEHALF OF THE TORONTO POLICE SERVICES BOARD

The Board was in receipt of the following report February 17, 2014 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2013 PROOF OF CLAIM DOCUMENTS FILED ON BEHALF OF THE TORONTO POLICE SERVICES BOARD

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

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

Discussion:

For the year 2013, no Proof of Claim documents were signed by the Chief's designate, Ms. Sandra Califaretti, Director, Finance and Administration.

Conclusion:

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

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

**The Board received the foregoing report.**
**Moved by: M. Moliner**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P52. ANNUAL REPORT: 2013 PUBLIC SECTOR SALARY DISCLOSURE**

The Board was in receipt of the following report February 27, 2014 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2013 PUBLIC SECTOR SALARY DISCLOSURE

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

The *Public Sector Salary Disclosure Act, 1996* (*PSSDA*) and the *Public Sector Salary Disclosure Amendment Act, 2004* were passed to make Ontario's public sector more open and accountable to taxpayers. Therefore, in accordance with the *PSSDA*, the Toronto Police Service (TPS) is required to disclose the names, positions, salaries and taxable benefits of employees who were paid $100,000 or more in a year. The report includes active, retired and terminated members. This information, which includes Toronto Police Service and Toronto Police Services Board employees, is also submitted to the City of Toronto Pension, Payroll and Employee Benefits Division for inclusion in a corporate report filed, by the City, with the Ministry of Municipal Affairs and Housing.

Beginning in 2009, the Ministry of Finance requires that organizations with members seconded to other ministries file the listing of those members with the appropriate ministry. For the 2013 reporting year, TPS had 24 members seconded to the Ministry of Community Safety and Correctional Services. A separate listing of the members appearing on the Public Sector Salary Disclosure listing has been provided to that agency.

Discussion:

The *Public Sector Salary Disclosure Act, 1996* defines "Salary Paid" as "the amount paid by the employer to the employee in a given year, as reported on the T4 slip (Box 14 minus Taxable Benefits total)." If this amount is equal to or above $100,000, it must be reported.

The salary paid amount for TPS members includes regular salary, retention pay, acting pay, premium pay (including court time, call backs and overtime) and any retroactive adjustments paid in 2013.

Taxable benefits are reported as a separate line item for those employees who earned $100,000 or more. Taxable benefits for TPS members, as defined by the Canada Revenue Agency (CRA), include the value of life insurance premiums for coverage provided by the employer, employer-provided parking and employer-provided vehicles. Taxable benefits for employer-provided vehicles are calculated for the non-business related travel for those members assigned a vehicle.

*Number of Employees on the 2013 Disclosure Listing (Appendix A – Alphabetic order and Appendix B – Descending order by salary paid):*

In 2013, 2,983 employees earned more than $100,000. This total includes 860 employees whose base salary is normally under $100,000. The earnings for these employees were the result of their combined base salary, premium pay and other payouts such as final vacation pay upon termination of employment.

Uniform base salaries have increased over the years due to contract settlements and arbitration awards. Members at the Detective Sergeant/Staff Sergeant (253) and the Detective/Sergeant (912) rank all have base salaries that are above $100,000.

In 2013, salary increases occurred on January 1st and December 1st. The table below shows: the salary ranges for uniform positions with a salary base below $100,000 during 2013; the number of employees in each category at December 31, 2013; and the corresponding number of members appearing on the 2013 PSSD report.

| Category | Salary range at January 1, 2013 | Salary range at December 1, 2013 | Employees per HR system at December 31, 2013 | Numbers per category on PSSD* |
|---|---|---|---|---|
| Plainclothes/Training Constable | $93,862 to 101,775 | $94,847 to 102,844 | 1,112 | 780 |
| Police Constables | $87,922 to 95,839 | $88,844 to 96,846 | 3,048 | 825 |

*PSSD numbers include active and terminated members.

As the table above shows, base salaries for Police Constables are edging towards the $100,000 threshold, which has been in place since 1996. As at January 1, 2014, the upper end of the salary range for Police Constables increased to $98,783 (including retention pay), as a result of the 2011 to 2014 collective agreement increases.

Premium pay is the result of court attendance, overtime earned when members work beyond their regular shift, and call-backs when members are requested to return to work for various operational reasons or special projects. While the TPS has reduced premium pay costs over the

last few years, some premium pay (e.g. court time) is unavoidable and increases members earnings. With Police Constables' base salary approaching the $100,000 range, only a small amount of premium pay would need to be earned to put the member over the $100,000 threshold.

*Paid Duty Earnings:*

Currently, paid duty earnings are exempt from reporting on the PSSD report even though they are reported on a T4.

In the past, the Ministry of Finance has confirmed that since the officers are being paid by the client, the earnings are not considered "salary paid" under the PSSDA. Therefore, members' paid duty earnings have no impact on and are not taken into account in the preparation of the TPS' public sector salary disclosure listing.

Conclusion:

In accordance with the *PSSDA*, this report provides the names, positions, salaries and taxable benefits of TPS and Board employees who were paid more than $100,000 in 2013. The information is provided in alphabetical order as required by the Ministry, and in salary paid descending order as requested previously by the Board.

The report is provided to the Board for information, and has been forwarded to the City for inclusion in a corporate report filed with the Ministry of Municipal Affairs and Housing.

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

**Mr. Tony Veneziano, Chief Administrative Officer, and Ms. Sandra Califaretti, Director, Finance & Administration, were in attendance and responded to questions about this report.**

**The Board received the foregoing report.**

**Moved by: F. Nunziata**

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| ABATE | GLEN MICHAEL | Police Constable | $100,981.02 | $764.04 |
| ABBOTT | DEBORAH LYNN | Staff Sergeant | $122,128.39 | $843.29 |
| ABDEL-MALIK | MAHER | Detective | $129,321.94 | $788.45 |
| ABDULLA | AL RAHIM | Senior Technical Analyst | $115,792.83 | $366.76 |
| ABRAHAM | STANLEY SAMUEL | Police Constable | $112,671.63 | $735.67 |
| ABRAMOVITZ | MATHEW CHRISTOPHER | Plainclothes Police Constable | $105,830.31 | $756.96 |
| ACCIAROLI | SHERI DARLENE | Detective | $118,718.68 | $791.88 |
| ACORN | CHRISTOPHER ALLAN | Police Constable | $125,230.23 | $744.54 |
| ADACH | EDWARD HIERONIM | Detective | $109,131.59 | $806.31 |
| ADAM | BARBARA ANNE | Detective | $111,648.09 | $797.32 |
| ADAM | MICHAEL JASON | Sergeant | $106,988.14 | $788.45 |
| ADAMS | CLAYTON EDWARD | Detective | $117,271.95 | $789.15 |
| ADAMS | KHARY AZANDE | Plainclothes Police Constable | $101,495.52 | $765.60 |
| ADAMS | TODD ROBERT | Police Constable | $101,548.72 | $739.10 |
| ADAMSON | JAMES GRAHAM | Sergeant | $120,383.32 | $806.31 |
| ADDERLEY | DIANA LOUISE | Sergeant | $108,561.19 | $797.32 |
| AGIUS | ROBERT | Communications Operator | $106,329.61 | $701.92 |
| AGNEW | LUCAS OWEN | Police Constable | $102,151.20 | $735.67 |
| AGNEW | ROBERT | Senior Technical Analyst | $103,849.00 | $366.76 |
| AGUIAR | STEVEN CABRAL | Police Constable | $122,455.88 | $744.54 |
| AHLUWALIA | MANDEEP SINGH | Police Constable | $100,465.77 | $735.67 |
| AIELLO | ANTONIO | Plainclothes Police Constable | $142,702.67 | $765.60 |
| AIKMAN | SCOTT DOUGLAS | Police Constable | $122,980.66 | $768.73 |
| AKESON | AARON JOSEPH | Plainclothes Police Constable | $108,975.89 | $765.60 |
| AL-NASS | WALID | Police Constable | $113,830.71 | $744.54 |
| ALAGURAS | VIJEYAKUMAR | Parking Enforcement Officer | $110,753.03 | $647.33 |
| ALAMAG | ADELIO PERADA | Police Constable | $105,131.50 | $753.15 |
| ALBANESE | JASON JOHN | Sergeant | $105,829.63 | $788.45 |
| ALBERGA | PASQUALE | Plainclothes Police Constable | $110,203.97 | $765.60 |
| ALBRECHT | IRVIN JOHN | Plainclothes Police Constable | $125,179.50 | $774.44 |
| ALDERDICE | JEFFERY PAUL | Sergeant | $114,725.18 | $797.32 |
| ALEKSANDROWICZ | LUKASZ | Police Constable | $104,383.13 | $735.67 |
| ALEXA | BRENDAN JAMES | Plainclothes Police Constable | $104,799.58 | $744.77 |
| ALEXAKIS | CHRISTOS | Police Constable | $120,463.46 | $735.67 |
| ALEXANDER | CHARLES BOLTON | Detective | $113,190.37 | $806.31 |
| ALEXIOU | DEMITRIOS | Plainclothes Police Constable | $106,635.04 | $785.30 |
| ALI | ASIF IFTIKHAR | Sergeant | $104,432.03 | $788.45 |
| ALLAN | SCOTT DOUGLAS | Police Constable | $107,076.61 | $753.15 |
| ALLDRIT | DARREN LEE | Detective | $127,333.36 | $806.31 |
| ALLEN | MICHAEL DAVID | Detective | $113,825.19 | $788.45 |
| ALLEY | NICHOLAS DAVID | Plainclothes Police Constable | $107,417.35 | $763.29 |
| ALLINGTON | JEFFREY SCOTT | Sergeant | $126,857.20 | $791.88 |
| ALLISON | ELAINE HUNTER | Sergeant | $107,989.17 | $806.31 |
| ALMEIDA | ANTONIO JOSE | Police Constable | $101,248.24 | $735.67 |
| ALPHONSO | MARK ANDREW | Staff Sergeant | $120,185.01 | $843.29 |
| ALPHONSO | WADE LEONARD | Staff Sergeant | $119,601.55 | $843.29 |
| ALTOBELLO | DOMENIC JOESPH | Plainclothes Police Constable | $112,316.39 | $757.89 |
| ALVAREZ | JORGE DAVID | Police Constable | $100,299.15 | $744.54 |
| AMLIN | SCOTT CHRISTOPHER | Police Constable | $116,685.79 | $759.93 |
| AMOS | SEAN DAVID | Police Constable | $106,332.51 | $753.15 |
| ANAND | ANIL | Inspector | $144,717.35 | $902.85 |
| ANDERSEN | CARL HENRIK | Plainclothes Police Constable | $116,225.77 | $785.30 |
| ANDERSON | ROBERT | Plainclothes Police Constable | $105,496.72 | $756.96 |
| ANDREJISHYN | JAMES JOSEPH | Plainclothes Police Constable | $104,684.13 | $765.60 |
| ANDREW | WILLIAM JASON | Training Constable | $104,584.19 | $765.60 |
| ANDREWS | JOHN PAUL | Police Constable | $107,096.49 | $764.04 |
| ANDREWS | SARAH LYNN | Sergeant | $116,933.03 | $788.45 |
| ANDRICI | IULIAN | Police Constable | $122,094.25 | $744.54 |
| ANDRUS | ALEXANDRU | Plainclothes Police Constable | $114,367.90 | $756.96 |
| ANGUS | DARREN RONALD | Police Constable | $109,065.58 | $735.67 |
| ANGUS | JOHN DOUGLAS | Plainclothes Police Constable | $127,246.54 | $765.60 |
| ANGUS | RYAN ALAN | Plainclothes Police Constable | $100,119.12 | $756.96 |
| ANNETTS | AMANDA ELIZABETH | Plainclothes Police Constable | $116,164.05 | $765.60 |
| ANSARI | ALI AKBAR | Detective | $105,718.55 | $372.22 |
| ANSTEY | JASON CHRISTOPHER | Plainclothes Police Constable | $120,947.45 | $765.60 |
| ANTOINE | KEVIN FRANCIS | Plainclothes Police Constable | $103,611.50 | $760.74 |
| ANTONELLI | GIANPIERO | Police Constable | $110,988.24 | $761.82 |
| APOSTOLIDIS | JOHN | Detective | $121,315.13 | $789.15 |
| APOSTOLOPOULOS | DIMITRIOS | Plainclothes Police Constable | $107,785.81 | $760.08 |
| AQUILINA | MARCEL | Police Constable | $108,511.26 | $744.54 |
| ARDILES | BENJAMIN GONZALO | Police Constable | $100,162.05 | $744.54 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| ARMANI | PEDRAM | Police Constable | $103,820.94 | $744.54 |
| ARMSTRONG | FREDERICK SHANE | Plainclothes Police Constable | $104,487.38 | $765.60 |
| ARMSTRONG | MARK RICHARD | Sergeant | $120,990.29 | $806.31 |
| ARMSTRONG | RICHARD DAVID | Staff Sergeant | $115,710.76 | $409.84 |
| ARMSTRONG | ROBERT KENNETH | Police Constable | $118,785.60 | $759.93 |
| ARMSTRONG | ROBERT PAUL | Plainclothes Police Constable | $117,187.79 | $766.28 |
| ARNOTT | ROBERT WILLIAM | Plainclothes Police Constable | $114,746.25 | $785.30 |
| ARODA | SANJEE | Detective | $136,743.23 | $789.15 |
| ARP | JAMES ANDREW | Plainclothes Police Constable | $113,823.18 | $765.60 |
| ARSENAULT | RICHARD PAUL | Sergeant | $103,926.49 | $788.45 |
| ARSHAD | SHERAZ | Police Constable | $103,215.72 | $735.67 |
| ARTINIAN | PEGLAR | Plainclothes Police Constable | $101,087.35 | $765.60 |
| ARULANANDAM | GERRARD NIMALAN | Training Constable | $105,504.71 | $765.60 |
| ARZAGA | MICHAEL WAYNE | Plainclothes Police Constable | $108,440.50 | $756.96 |
| ASHLEY | MARK NICHOLAS | Detective | $118,484.33 | $806.31 |
| ASKIN | PAUL ALEXANDER | Plainclothes Police Constable | $112,054.60 | $765.60 |
| ASNER | ROBERT EDWARD | Police Constable | $103,544.79 | $744.54 |
| ASSELIN | GLENN ANDRE | Sergeant | $120,154.11 | $806.31 |
| ASSELSTINE | SHAUN DAVID | Police Constable | $125,248.19 | $742.16 |
| ASTAPKOVICH | ANDREI | Police Constable | $101,088.74 | $744.54 |
| ATKINS | CHERRY MAXINE | Police Constable | $102,106.28 | $744.54 |
| ATKINSON | GRAHAM STEPHEN | Plainclothes Police Constable | $101,473.86 | $766.28 |
| ATKINSON | JAMES JONATHAN | Police Constable | $108,859.05 | $764.04 |
| ATTENBOROUGH | JEFFREY BRUCE | Detective Sergeant | $120,612.90 | $843.29 |
| AUCLAIR | JANE MARILYN | Sergeant | $108,651.34 | $381.21 |
| AUDETTE | DAVID FRANCIS | Police Constable | $129,244.40 | $764.04 |
| AUSTIN | MICHAEL JOHN | Police Constable | $114,292.15 | $744.54 |
| AWAD | ASHRAF SAMIR | Detective | $109,980.89 | $788.45 |
| AZARRAGA | JOSE MATIAS | Detective | $126,209.61 | $797.32 |
| AZZOPARDI | DENIS ANDRE | Police Constable | $110,058.16 | $740.80 |
| BABIAR | JOHN JAMES | Detective Sergeant | $139,189.41 | $843.29 |
| BABINEAU | JARED MICHAEL | Sergeant | $130,931.53 | $792.56 |
| BABUJI | SUSAN ZACHARIAH | Group Leader | $107,498.27 | $246.90 |
| BACHLY | CHRISTOPHER DAVID | Detective | $103,276.20 | $788.45 |
| BACKER | MARK FRANCIS | Police Constable | $100,967.14 | $735.67 |
| BACKUS | LESLIE DOUGLAS | Detective | $120,236.71 | $806.31 |
| BACON | ANDREW MARTIN | Training Constable | $101,908.01 | $765.60 |
| BAGNALL | KENRICK PATRICE | Police Constable | $100,915.84 | $751.25 |
| BAGSHAW | ROBERT BRUCE | Plainclothes Police Constable | $102,358.70 | $785.30 |
| BAHULA | JAMES SIMON | Police Constable | $113,348.40 | $735.67 |
| BAI | DON XIN | Plainclothes Police Constable | $109,483.57 | $750.21 |
| BAINARD | PAUL CRAIG | Sergeant | $115,848.96 | $806.31 |
| BAIRD | KAREN ANN | Police Constable | $101,711.72 | $764.04 |
| BAIRD | MARK ANDREW | Police Constable | $111,195.45 | $735.67 |
| BAJ | STANISLAW | Sergeant | $118,437.07 | $806.31 |
| BAJWA | RAJWANT SINGH | Plainclothes Police Constable | $108,609.65 | $774.44 |
| BAKER | RICHARD JAMES | Detective | $114,542.44 | $788.45 |
| BAKER | RICHARD TIMOTHY | Training Constable | $104,705.22 | $779.84 |
| BAKSH | FAIZAL ANTHONY | Police Constable | $103,008.19 | $735.67 |
| BALACHOREK | DANIEL ALAN | Police Constable | $105,385.98 | $744.54 |
| BALAGA | ARTUR | Plainclothes Police Constable | $120,262.73 | $765.60 |
| BALASUBRAMANIAM | KOWSIHAN | Plainclothes Police Constable | $108,059.17 | $760.32 |
| BALET | ANDREW SEBASTIAN | Police Constable | $110,930.99 | $742.16 |
| BALICE | VICTORIA NATALIE | Plainclothes Police Constable | $104,143.27 | $760.32 |
| BALINT | MICHAEL ANDREW | Detective | $138,598.09 | $797.32 |
| BANGILD | JEFFREY | Detective | $106,018.22 | $364.05 |
| BANKS | DONNA | Detective | $107,272.17 | $377.47 |
| BANKS | WAYNE MICHAEL | Detective Sergeant | $123,058.00 | $843.29 |
| BANTON | ROBIN HORATIO | Sergeant | $108,132.71 | $797.32 |
| BANYAEM | SANTI | Police Constable | $107,903.99 | $744.54 |
| BAPTIST | CHARLENE | Staff Sergeant | $118,707.72 | $843.29 |
| BAPTIST | ROBERT SCOTT | Inspector | $144,717.35 | $1,087.32 |
| BARATTO | MICHELLE TERESA | Detective | $127,263.53 | $806.31 |
| BARBERO | TRISHA | Police Constable | $112,666.40 | $735.67 |
| BARDGETT | JAMES FRANCIS | Police Constable | $111,990.23 | $764.04 |
| BARENTHIN | GLENN KARL | Detective Sergeant | $122,978.16 | $2,378.95 |
| BARKLEY | MARK EDWIN | Inspector | $144,717.35 | $902.85 |
| BARNES | KIRK-NEIL ANTHONY | Police Constable | $102,058.52 | $744.54 |
| BARNES | MURRAY WINSTANLEY | Detective | $122,854.66 | $789.15 |
| BARNHARDT | TIMOTHY MICHAEL | Police Constable | $106,669.65 | $735.67 |
| BARREDO | FRANCISCO JAVIER | Staff Sergeant | $136,718.00 | $843.29 |
| BARREIRA | NELSON | Plainclothes Police Constable | $109,008.79 | $765.60 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| BARRETTO | BERTRAND STANLEY | Police Constable | $104,754.60 | $759.93 |
| BARSKY | MICHAEL STEVEN | Staff Sergeant | $124,049.83 | $843.29 |
| BARTLETT | ALAN ANDREW | Plainclothes Police Constable | $107,103.90 | $760.74 |
| BARTZ | HANNAH FAY | Plainclothes Police Constable | $105,909.73 | $765.60 |
| BARWELL | DAVID ERIC | Detective | $138,415.48 | $381.21 |
| BASS | LORNE WILLIAM | Police Constable | $114,972.43 | $764.04 |
| BASSINGTHWAITE | STEVEN JEFFREY | Sergeant | $115,526.19 | $788.45 |
| BATES | BARRY MICHAEL | Police Constable | $134,742.20 | $338.94 |
| BATES | KIMBERLEY MICHELE | Detective | $130,394.67 | $806.31 |
| BATES | SANDY | Detective Sergeant | $118,542.74 | $418.19 |
| BATES | TIMOTHY BRIAN | Detective | $108,553.38 | $806.31 |
| BATES | WAYNE EDWARD | Detective | $130,164.29 | $806.31 |
| BATOR | ANDREW ISTVAN | Sergeant | $108,148.53 | $806.31 |
| BAUS | JACQUELINE SANDRA | Sergeant | $103,854.24 | $364.05 |
| BAYES | JOHN ARTHUR | Police Constable | $109,095.35 | $744.54 |
| BAZILSKY | KENNETH PETER | Training Constable | $108,133.05 | $756.69 |
| BEADMAN | BRIAN GEORGE | Sergeant | $107,037.28 | $800.53 |
| BEARD | BENJAMIN JAMES | Plainclothes Police Constable | $114,632.26 | $765.60 |
| BEATTIE | CHRISTOPHER DENNIS | Sergeant | $107,406.01 | $788.45 |
| BEAULAC | JOSEPH ANDRE | Police Constable | $101,226.55 | $744.54 |
| BEAULAC | SACHA LUCY | Plainclothes Police Constable | $113,155.27 | $756.96 |
| BEAUPARLANT | PAUL JOSEPH | Sergeant | $118,681.75 | $806.31 |
| BEAUSOLEIL | MARC | Plainclothes Police Constable | $112,129.08 | $785.30 |
| BEAVEN-DESJARDINS | JOANNA RUTH | Inspector | $144,717.35 | $1,087.32 |
| BECHERVAISE | CORY FRANCIS | Police Constable | $108,985.73 | $753.15 |
| BECKWITH | CHRISTOPHER | Police Constable | $101,447.02 | $744.54 |
| BEERS | CLAY ALBERT | Manager of Radio and Electronics | $152,982.78 | $941.46 |
| BEGIN | MARCEL ARMAND | Plainclothes Police Constable | $101,471.46 | $785.30 |
| BELANGER | DANIEL JOSEPH | Sergeant | $120,046.05 | $805.97 |
| BELANGER | DONALD RENE | Staff Sergeant | $114,460.36 | $829.34 |
| BELL | DANIEL | Detective Sergeant | $120,472.94 | $418.19 |
| BELL | DARYL EDWARD | Plainclothes Police Constable | $117,942.15 | $769.00 |
| BELLEC | FRANCOIS MARIE | Police Constable | $117,275.04 | $759.93 |
| BELLEFEUILLE | NEIL DOUGLAS | Plainclothes Police Constable | $101,471.46 | $360.20 |
| BELLION | LAURENT HUGUES | Police Constable | $123,781.13 | $744.54 |
| BELLON | CORINNE | Staff Sergeant | $118,491.77 | $598.04 |
| BENALLICK | DIANNA | Police Constable | $104,622.21 | $753.15 |
| BENALLICK | MARK DANIEL | Detective | $111,481.58 | $802.57 |
| BENEVIDES | RICHARD FERREIRA | Plainclothes Police Constable | $114,238.34 | $763.29 |
| BENGE | PAUL | Plainclothes Police Constable | $107,599.17 | $785.30 |
| BENINCASA | MARIANO JOSEPH | Training Constable | $100,523.97 | $765.60 |
| BENNETT | BRIAN ROBERT | Sergeant | $112,384.05 | $788.45 |
| BENNETT | JOANNE | Detective | $107,659.05 | $805.97 |
| BENNETT | TREVOR | Sergeant | $108,171.58 | $381.21 |
| BENNETT | WINSTON ANTHONY | Staff Sergeant | $123,706.60 | $843.29 |
| BENNEY | PETER | Plainclothes Police Constable | $110,876.62 | $785.30 |
| BENNOCH | CHRISTOPHER JOHN | Plainclothes Police Constable | $106,844.32 | $760.74 |
| BENOIT | HORST ALBERT | Police Constable | $103,162.86 | $753.15 |
| BENOIT | JASON REGIS | Plainclothes Police Constable | $110,776.82 | $766.28 |
| BENOIT | LISABET JANE | Detective Sergeant | $119,983.47 | $843.29 |
| BENSON | IAN CHRISTOPHER | Plainclothes Police Constable | $104,610.43 | $758.37 |
| BENSON | RODNEY WELLON | Plainclothes Police Constable | $108,237.82 | $765.60 |
| BENTLEY | CHRISTOPHER JOHN | Plainclothes Police Constable | $111,307.73 | $765.60 |
| BERCHARD | RENNIE | Sergeant | $108,344.16 | $691.86 |
| BEREZOWSKI | JOHN | Detective | $115,201.50 | $806.31 |
| BERG | MICHAEL ANDREW | Detective | $118,187.68 | $788.45 |
| BERGEN | FRANCIS | Superintendent | $166,937.14 | $13,976.33 |
| BERNARD | CYNTHIA LEE | Plainclothes Police Constable | $130,001.89 | $765.60 |
| BERNARD | DAVID ANTHONY | Police Constable | $101,531.22 | $758.43 |
| BERNARDO | ISRAEL FARIA | Sergeant | $126,157.72 | $797.32 |
| BERNOBIC | KEVIN | Police Constable | $102,458.72 | $739.10 |
| BERRY | JOSHUA MICHAEL | Police Constable | $102,730.53 | $317.06 |
| BERRY | STEPHEN ROGER | Detective | $106,125.34 | $788.45 |
| BERTUCCA | KIMBERLY | Plainclothes Police Constable | $100,754.26 | $779.84 |
| BESON | MARK WILLIAM | Sergeant | $106,936.39 | $788.45 |
| BEVAN | GORDON | Training Constable | $103,536.99 | $785.30 |
| BEVAN | WILLIAM | Detective | $117,958.49 | $806.31 |
| BEVERIDGE | KATHRYN ANNE | Detective | $132,068.16 | $806.31 |
| BEVERIDGE | LYNN | Plainclothes Police Constable | $109,494.18 | $785.30 |
| BEVERS | DONALD | Manager of Corporate Planning | $165,091.59 | $1,200.55 |
| BEVILACQUA | FILIPPO | Detective | $131,486.82 | $791.88 |
| BHARDWAJ | ELLA ELIZABETH | Plainclothes Police Constable | $111,456.59 | $759.93 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| BHATHAL | HARJEET SINGH | Plainclothes Police Constable | $109,719.93 | $743.84 |
| BHOGAL | RAJAN-SINGH | Plainclothes Police Constable | $112,624.36 | $743.02 |
| BIANCHI | DANIELA | Plainclothes Police Constable | $102,514.95 | $774.44 |
| BIBEAU | CHRISTOPHER ROLAND | Police Constable | $105,718.86 | $744.54 |
| BIGGS | HENRY LEE | Police Constable | $105,111.95 | $722.14 |
| BINNS | MICHAEL DOUGLAS | Plainclothes Police Constable | $100,941.10 | $774.44 |
| BIRING | SACHBINDER SINGH | Sergeant | $117,578.99 | $363.35 |
| BIRRELL | JOHN THOMAS | Police Constable | $113,681.84 | $763.62 |
| BISHOP | ALLAN SCOTT | Plainclothes Police Constable | $109,388.96 | $765.60 |
| BISHOP | ANNE-MARIE | Staff Sergeant | $119,701.71 | $841.05 |
| BISHOP | DAVID | Detective Sergeant | $132,956.45 | $843.29 |
| BISHOP | LEONA | Sergeant | $109,981.45 | $806.31 |
| BISHOP | STEPHEN | Detective | $122,011.99 | $806.31 |
| BISLA | KIRAN | Plainclothes Police Constable | $101,511.97 | $765.60 |
| BISSONNETTE | PAUL MARCEL | Sergeant | $111,440.86 | $778.26 |
| BLACKADAR | JANELLE RUTH | Plainclothes Police Constable | $109,326.43 | $774.44 |
| BLACKER | FREDERICK | Detective | $108,022.24 | $806.31 |
| BLACKMAN | ARLINGTON | Staff Sergeant | $121,481.43 | $418.19 |
| BLAIR | CATHERINE ANNE | Records Release Coordinator | $101,810.15 | $336.86 |
| BLAIR | JEFFREY KELVIN | Police Constable | $126,735.94 | $744.54 |
| BLAIR | WILLIAM STERLING | Chief of Police | $334,291.41 | $3,360.47 |
| BLAKE | COURTNEY ANTHONY | Plainclothes Police Constable | $106,253.58 | $765.60 |
| BLAKE | KIRK DOUGLAS | Plainclothes Police Constable | $107,388.47 | $765.60 |
| BLAKELEY | JANICE | Sergeant | $117,335.29 | $806.31 |
| BLANCHARD | RICHARD | Staff Sergeant | $123,121.30 | $843.29 |
| BLOWER | STUART WILLIAM | Detective | $109,202.95 | $788.45 |
| BOBBIS | RICHARD ROBERT | Sergeant | $159,734.36 | $789.15 |
| BOCKUS | CORY | Inspector | $157,117.76 | $902.85 |
| BODDAERT | WARREN PETER | Training Constable | $102,275.96 | $769.00 |
| BODDY | CHRISTOPHER EDWARD | Staff Sergeant | $123,080.87 | $409.84 |
| BOGLES | LOUIE MARK | Plainclothes Police Constable | $112,659.58 | $756.96 |
| BOIS | PAUL ROBERT | Sergeant | $113,196.49 | $788.45 |
| BOKALO | NIKOLAJ | Plainclothes Police Constable | $107,680.87 | $785.30 |
| BOLCSO | MARTHA ANN | Senior Analyst | $106,936.03 | $366.76 |
| BOLDUC | KEVIN VICTOR | Plainclothes Police Constable | $105,540.22 | $765.60 |
| BOLLAND | CHRISTOPHER GREGORY | Police Constable | $103,085.66 | $735.67 |
| BONCARDO | PETER JOHN | Plainclothes Police Constable | $100,261.89 | $764.79 |
| BOND | MARLIN | Detective | $125,464.52 | $381.21 |
| BONIFACE | BARKLEY GEORGE | Sergeant | $104,153.94 | $788.45 |
| BOOTH | KENNETH COURTLAND | Detective | $124,428.87 | $4,961.95 |
| BOPARA | GURMOKH | Sergeant | $112,470.88 | $788.45 |
| BOPARA | GURWINDER | Detective | $128,725.44 | $803.93 |
| BORG | BRIAN | Detective Sergeant | $141,009.59 | $418.19 |
| BORG | SUSANNE JOSEPHENE | Plainclothes Police Constable | $105,779.56 | $774.44 |
| BORISSOV | BORIS ILIEV | Plainclothes Police Constable | $102,669.52 | $752.39 |
| BORNEMAN | MARK ROBERT | Plainclothes Police Constable | $101,471.46 | $785.30 |
| BORSBOOM | MARCELINUS HENDRIKUS | Police Constable | $112,582.50 | $759.93 |
| BOSSERT | DENNIS | Police Constable | $114,800.87 | $753.15 |
| BOSWARD | WILLIAM | Detective Sergeant | $118,369.97 | $843.29 |
| BOTT | BRYAN | Inspector | $144,717.35 | $902.85 |
| BOUCHER | ROBERT DANIEL | Detective | $134,339.82 | $802.57 |
| BOULET | SCOTT | Detective | $113,699.35 | $806.31 |
| BOURGEOIS | JEAN PHILIP | Plainclothes Police Constable | $104,313.49 | $765.60 |
| BOURQUE | DOUGLAS | Sergeant | $124,847.42 | $681.78 |
| BOWER | MARC ALAN | Police Constable | $101,920.26 | $739.10 |
| BOWMAN | BRIAN | Staff Sergeant | $125,758.63 | $843.29 |
| BOWMASTER | MICHAEL GLEN | Plainclothes Police Constable | $103,077.92 | $765.60 |
| BOYCE | ANDREW RYAN | Police Constable | $104,332.78 | $736.02 |
| BOYCE | RONALD | Staff Sergeant | $123,136.36 | $843.29 |
| BOYD | ANDREW | Police Constable | $104,211.61 | $744.54 |
| BOYD | EDWARD | Inspector | $144,717.35 | $1,087.32 |
| BOYER | DENIS | Plainclothes Police Constable | $109,254.97 | $785.30 |
| BOYLE | KENNETH | Staff Sergeant | $126,960.82 | $843.29 |
| BRADBURY | SCOTT GORDON | Detective | $109,919.88 | $789.15 |
| BRADSHAW | KEITH | Detective | $116,030.04 | $381.21 |
| BRAGG | LORNE GORDON | Detective | $105,176.01 | $791.88 |
| BRAKE | MICHAEL JOSEPH | Sergeant | $108,322.92 | $806.31 |
| BRAMMALL | MICHAEL | Sergeant | $140,169.35 | $806.31 |
| BRANKER | DARRYL DERMOT | Plainclothes Police Constable | $100,327.21 | $756.96 |
| BRANTON | SHANE | Staff Sergeant | $117,174.20 | $414.67 |
| BRAR | GURSHARNJIT SINGH | Police Constable | $119,557.18 | $744.54 |
| BRAR | SHANE GURSHARAN | Sergeant | $115,401.35 | $800.53 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| BRAUTIGAM | JAZEN LORNE | Sergeant | $109,945.02 | $788.45 |
| BRAYMAN | GEOFFREY ROBERT | Police Constable | $107,973.95 | $750.21 |
| BREAULT | AMY RUTH | Sergeant | $103,171.66 | $789.15 |
| BREEDON | WARREN SPENCER | Plainclothes Police Constable | $117,390.50 | $765.60 |
| BRESSAN | LORENZO | Sergeant | $117,204.01 | $806.31 |
| BRESSE | JEAN | Police Constable | $101,557.84 | $433.89 |
| BRETT | BRYAN DONALD | Police Constable | $117,244.50 | $742.16 |
| BRETT | TYLER PATRICK | Police Constable | $100,713.41 | $735.67 |
| BRIDEAU | RENE ALYRE | Plainclothes Police Constable | $104,625.81 | $765.60 |
| BRIND'AMOUR | MICHEL PHILIPPE | Plainclothes Police Constable | $110,580.78 | $765.60 |
| BRINN | NORMAN | Staff Sergeant | $118,628.42 | $843.29 |
| BRITO | SERGIO AGOSTINHO | Police Constable | $109,730.61 | $736.02 |
| BROADFOOT | ALEXANDER | Sergeant | $109,380.10 | $806.31 |
| BRONS | JAMES | Detective | $129,970.00 | $806.31 |
| BROOKES | LEVERNE MCCOURCEY | Police Constable | $113,439.37 | $764.04 |
| BROOKES | RALPH | Staff Sergeant | $120,210.41 | $843.29 |
| BROSNAN | SEAN | Detective Sergeant | $119,843.39 | $843.29 |
| BROWN | JACQUELINE | Plainclothes Police Constable | $115,008.39 | $774.44 |
| BROWN | JAMES | Staff Sergeant | $143,034.43 | $418.19 |
| BROWN | ROBERT ARTHUR | Plainclothes Police Constable | $102,961.37 | $755.07 |
| BROWN | ROBERT | Staff Sergeant | $119,780.46 | $843.29 |
| BROWN | SCOTT DEREK | Plainclothes Police Constable | $109,774.13 | $765.60 |
| BROWNE | JIMMY | Sergeant | $115,083.40 | $806.31 |
| BROWNE | TERRENCE | Detective Sergeant | $148,071.54 | $843.29 |
| BRUCE | PAMELA | Training Constable | $101,575.06 | $785.30 |
| BRUNATO | RICCARDO | Police Constable | $104,436.23 | $779.62 |
| BRUNELLE | GLEN WINSTON | Police Constable | $100,936.21 | $744.54 |
| BRUSHETT | KEVIN MICHAEL | Plainclothes Police Constable | $100,326.80 | $756.96 |
| BRUZZESE | DOMENICO | Sergeant | $109,319.32 | $806.31 |
| BRYANT | ALAN MICHAEL | Training Constable | $101,870.76 | $785.30 |
| BRYCE | ROBERT FRANCIS | Sergeant | $113,275.58 | $806.31 |
| BRYL | BOGUMIL | Police Constable | $109,260.48 | $764.04 |
| BUCHANAN | GREGORY MICHAEL | Plainclothes Police Constable | $101,430.26 | $765.60 |
| BUCKLEY | DONALD | Sergeant | $114,843.51 | $806.31 |
| BUI | TAM THACH | Detective | $127,866.02 | $788.45 |
| BULLOCK | NEIL | Staff Sergeant | $119,510.47 | $843.29 |
| BULMER | WARREN JAMES | Training Constable | $101,266.71 | $784.46 |
| BURGESS | TROY | Sergeant | $119,838.24 | $806.31 |
| BURGIN | MICHAEL BRIAN | Police Constable | $101,781.47 | $735.67 |
| BURKE | CHRISTOPHER JOHN | Detective | $107,666.48 | $379.51 |
| BURKE | GARY EDWIN | Detective | $109,252.76 | $791.88 |
| BURKE | MICHAEL DAVID | Police Constable | $123,482.87 | $764.04 |
| BURKE | SUSAN JOYCE | Detective | $108,930.85 | $806.31 |
| BURKHOLDER | HERBERT | Sergeant | $111,510.77 | $806.31 |
| BURKS | CHARLES DEAN | Detective Sergeant | $145,737.61 | $843.29 |
| BURLEY | DAVID JOSEPH | Plainclothes Police Constable | $109,832.33 | $765.60 |
| BURNETT | ANSON RICHARD | Police Constable | $113,791.80 | $744.54 |
| BURNINGHAM | GRANT NEIL | Staff Sergeant | $118,339.97 | $418.19 |
| BURNS | ROY BRIAN | Police Constable | $103,764.08 | $735.67 |
| BURNS | STEPHEN GEORGE | Sergeant | $116,371.46 | $803.93 |
| BURNSIDE | SEAN KELLY | Police Constable | $112,219.24 | $742.16 |
| BURRITT | STEPHANIE | Sergeant | $115,440.63 | $797.32 |
| BURROWS | TIMOTHY SCOTT | Sergeant | $108,596.68 | $804.61 |
| BURRY | SHAWN CECIL | Detective | $105,324.79 | $789.15 |
| BUSTOS | HARRY SANTIAGO | Police Constable | $117,105.98 | $735.67 |
| BUTT | CELESTE BARBARA | Sergeant | $121,297.02 | $788.45 |
| BUTT | FASIEH UZ | Police Constable | $100,570.51 | $735.67 |
| BUTT | MICHAEL CLAYTON | Sergeant | $103,722.89 | $788.45 |
| BUTT | STEPHEN MILLER | Police Constable | $101,295.94 | $744.54 |
| BUTTON | BERNADETTE | Inspector | $144,717.35 | $902.85 |
| BYERS | DEREK JONATHAN | Sergeant | $118,304.45 | $788.45 |
| BYRNES | ELIZABETH | Superintendent | $166,345.25 | $9,801.29 |
| CACCAVALE | ERASMO | Plainclothes Police Constable | $111,668.49 | $784.46 |
| CACCIA | DAVID MICHAEL | Plainclothes Police Constable | $105,316.03 | $756.96 |
| CAIN | JAMES MICHAEL | Police Constable | $106,695.74 | $744.54 |
| CAISSIE | PAUL | Sergeant | $112,734.05 | $806.31 |
| CALIFARETTI | SANDRA ANGELA | Director of Finance and Administration | $157,170.33 | $1,586.56 |
| CALLAGHAN | PETER EDWARD | Staff Sergeant | $132,774.34 | $843.29 |
| CALLANAN | BRIAN MICHAEL | Detective | $142,877.72 | $791.88 |
| CAMACHO | JOSE | Sergeant | $117,047.62 | $806.31 |
| CAMERON | ALAN | Police Constable | $100,695.57 | $768.96 |
| CAMERON | NEIL ROBERT | Police Constable | $102,301.43 | $735.67 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| CAMPANILE | EMANUELE | Detective | $108,349.50 | $806.31 |
| CAMPBELL | ANDREW JAMES | Plainclothes Police Constable | $116,764.56 | $760.32 |
| CAMPBELL | BRYAN EDWARD | Detective | $121,982.46 | $788.80 |
| CAMPBELL | CLAYTON DOUGLAS | Detective | $104,115.82 | $788.45 |
| CAMPBELL | DEBORAH ANNE | Senior Operations Supervisor | $122,986.40 | $817.00 |
| CAMPBELL | DONALD ALEXANDER | Superintendent | $165,099.17 | $18,359.23 |
| CAMPBELL | DOUGLAS | Sergeant | $110,848.77 | $806.31 |
| CAMPBELL | JOANNE ELIZABETH | Executive Director | $168,244.74 | $984.75 |
| CAMPBELL | MARCIA | Sergeant | $114,338.47 | $797.32 |
| CAMPBELL | MICHELLE DIANE | Sergeant | $116,502.53 | $788.45 |
| CAMPBELL | MURRAY SMEATON | Sergeant | $109,218.99 | $797.32 |
| CAMPBELL | NICOLE | Plainclothes Police Constable | $104,736.84 | $785.30 |
| CAMPBELL | PHILLIP SCOTT | Plainclothes Police Constable | $110,772.29 | $765.60 |
| CAMPBELL | STEVEN | Training Constable | $101,477.46 | $785.30 |
| CAMPBELL | STEVEN JAMES | Plainclothes Police Constable | $100,085.77 | $756.96 |
| CAMPOLI | STEVEN ROBERT | Plainclothes Police Constable | $130,202.83 | $765.60 |
| CANEPA | ANTONIO | Plainclothes Police Constable | $140,727.01 | $785.30 |
| CANNATA | DAVID | Plainclothes Police Constable | $111,031.77 | $785.30 |
| CANNELLA | ANGELO GIUSEPPE | Police Constable | $111,780.53 | $744.54 |
| CANNING | MARK | Training Constable | $111,552.01 | $785.30 |
| CANNON | MARLENE | Plainclothes Police Constable | $103,586.77 | $785.30 |
| CANNON | MICHAEL | Staff Sergeant | $118,660.82 | $843.29 |
| CANTELON | GREGORY | Staff Sergeant | $121,322.33 | $843.29 |
| CAPIZZO | GIUSEPPE DINO | Detective | $115,444.95 | $802.57 |
| CAPONE | DAVID JOSEPH | Police Constable | $126,121.12 | $764.04 |
| CAPUTO | JOSEPH | Detective | $122,569.89 | $806.31 |
| CARACCIOLO | ROGER DOMINIC | Detective | $110,877.01 | $788.45 |
| CARBONE | MIKE | Detective | $160,361.21 | $806.31 |
| CAREFOOT | TODD | Plainclothes Police Constable | $122,597.11 | $785.30 |
| CARGILL | PAUL SCOTT | Sergeant | $116,704.10 | $803.93 |
| CARL | GEORGE WILLIAM | Training Constable | $113,915.05 | $785.30 |
| CARLETON | STEPHEN JAMES | Plainclothes Police Constable | $102,593.88 | $765.60 |
| CARMICHAEL | STEPHEN FRANCIS | Sergeant | $106,588.57 | $791.88 |
| CARTER | DALE | Sergeant | $109,601.37 | $806.31 |
| CARTER | MARVA MARIE | Project Leader | $117,887.62 | $395.31 |
| CARTER | MAXWELL | Staff Sergeant | $127,128.80 | $843.29 |
| CARTER | RANDOLPH | Inspector | $144,717.35 | $902.85 |
| CARUSO | SALVATORE | Plainclothes Police Constable | $101,872.38 | $760.32 |
| CARVALHO | AVELINO MOTA | Sergeant | $116,448.47 | $797.32 |
| CASCADDEN | KELLY | Sergeant | $108,137.81 | $381.21 |
| CASEY | JAMES AUSTIN | Police Constable | $104,584.86 | $751.25 |
| CASH | JENNIFER ANNE | Plainclothes Police Constable | $113,190.13 | $765.60 |
| CASHMAN | GERALD | Inspector | $149,107.88 | $662.22 |
| CASSIDY | MICHAEL | Police Constable | $114,815.17 | $752.05 |
| CASSIDY | SEAN ANDREW | Plainclothes Police Constable | $101,643.44 | $765.60 |
| CASTELL | TIFFANY ALICIA | Plainclothes Police Constable | $109,454.58 | $756.96 |
| CASTELLUCCI | ANTHONY | Sergeant | $111,214.69 | $806.31 |
| CATENACCIO | MARIO | Plainclothes Police Constable | $152,632.72 | $756.96 |
| CATES | STEVEN RICHARD | Police Constable | $103,572.46 | $747.78 |
| CAVANAGH | DAVID JEFFREY | Training Constable | $101,089.39 | $765.60 |
| CAWTHORNE | AUDRY PETRA | Police Constable | $104,230.99 | $741.48 |
| CAWTHORNE | JASON PAUL | Training Constable | $100,182.83 | $765.60 |
| CECILE | GLEN | Detective | $124,078.13 | $806.31 |
| CENSONI | LORENZINO MICHAEL | Plainclothes Police Constable | $110,559.11 | $741.38 |
| CERESOLI | MAURIZIO | Plainclothes Police Constable | $114,839.38 | $765.60 |
| CERNOWSKI | ANDREW JOHN | Financial Planner | $125,404.42 | $1,009.06 |
| CHAMBERS | COURTNEY | Staff Sergeant | $122,098.79 | $843.29 |
| CHAN | CHUN KWONG | Plainclothes Police Constable | $107,664.44 | $774.44 |
| CHAN | KEITH KAR-SHING | Police Constable | $101,175.74 | $735.67 |
| CHANG | CHU THAO | Detective | $122,692.84 | $788.45 |
| CHANNER | NEVILLE | Sergeant | $112,205.83 | $801.89 |
| CHANT | JAMES ELLIOT | Plainclothes Police Constable | $122,164.47 | $765.60 |
| CHAPMAN | KAREN | Detective | $106,663.50 | $464.88 |
| CHAPMAN | MARK | Detective | $110,087.51 | $797.32 |
| CHARBONNEAU | JEFFREY PATRICK | Police Constable | $100,585.30 | $744.54 |
| CHARLES | ANTHONY | Staff Sergeant | $124,413.52 | $843.29 |
| CHARLES | SIMBERT | Plainclothes Police Constable | $105,019.55 | $759.25 |
| CHARRON | STEPHANE REJEAN | Plainclothes Police Constable | $101,894.43 | $765.60 |
| CHARUK | MARK | Detective | $111,741.61 | $806.31 |
| CHASE | WILLIAM OLIVER | Plainclothes Police Constable | $112,299.41 | $765.60 |
| CHAUDHARY | NICHOLAS | Plainclothes Police Constable | $108,910.18 | $756.96 |
| CHAUDHRY | MAGHFOOR AHMAD | Planner | $110,689.26 | $725.24 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| CHEN | JINN-HUEI JIMMY | Plainclothes Police Constable | $107,935.37 | $760.32 |
| CHEN | WEI PIN | Plainclothes Police Constable | $114,709.46 | $763.29 |
| CHERRY | DARYL STEVEN | Police Constable | $116,431.59 | $735.67 |
| CHEUNG | CHING TIN | Sergeant | $112,406.07 | $788.45 |
| CHEUNG | GADMAN DANIEL | Plainclothes Police Constable | $108,164.20 | $765.60 |
| CHEUNG | NICKY TIN-FU | Plainclothes Police Constable | $102,708.84 | $754.58 |
| CHHABRA | AJAY | Plainclothes Police Constable | $134,656.81 | $756.96 |
| CHHINZER | RANDEEP | Plainclothes Police Constable | $101,034.86 | $752.04 |
| CHIASSON | MARCEL ANDRE | Sergeant | $114,798.44 | $805.97 |
| CHIASSON | YVETTE MARIE | Police Constable | $107,140.89 | $744.54 |
| CHILDS | CYNTHIA | Detective Sergeant | $129,158.65 | $843.29 |
| CHILVERS | AMANDA DANIELLE | Plainclothes Police Constable | $104,450.42 | $765.60 |
| CHILVERS | CHRISTOPHER CLIFFORD | Sergeant | $125,846.64 | $789.15 |
| CHIN | ADRIAN CAREY | Plainclothes Police Constable | $103,407.39 | $765.60 |
| CHIU | SIN-YI | Sergeant | $109,827.30 | $806.31 |
| CHO | HYUNG EUN | Police Constable | $124,190.04 | $735.67 |
| CHOE | ROBERT | Detective | $121,246.94 | $788.45 |
| CHOO-WING | DEXTER MICHAEL | Plainclothes Police Constable | $111,179.54 | $765.60 |
| CHOURYGUINE | DMITRY | Plainclothes Police Constable | $105,338.03 | $756.96 |
| CHOW | HAROLD | Sergeant | $116,289.07 | $806.31 |
| CHOW | LAWRENCE CHI | Detective | $105,985.36 | $372.22 |
| CHRISTIAN | DAVID NIGEL | Police Constable | $100,107.70 | $735.67 |
| CHRISTIE | PETER | Detective | $107,836.59 | $381.21 |
| CHRISTODOULOU | YIORGO RICHARD | Police Constable | $102,365.25 | $735.67 |
| CHU | SHEILA XIAOTANG | Project Leader | $106,070.72 | $368.30 |
| CHUDOBA | MYRON | Detective | $117,636.47 | $806.31 |
| CHUNG | PHILIP | Detective | $115,808.64 | $381.21 |
| CHUNG | RODCLIFF RODGER | Sergeant | $102,853.74 | $788.45 |
| CHUNG | RYAN ANTHONY | Sergeant | $112,865.66 | $788.45 |
| CHUNG | YONG SUL | Plainclothes Police Constable | $104,750.61 | $747.94 |
| CHURKOO | DOODNATH DEODATH | Sergeant | $136,745.55 | $796.64 |
| CIBULIS | CLINTON FRANK | Police Constable | $123,864.94 | $735.67 |
| CID | CLAUDIA IRENE | Plainclothes Police Constable | $108,476.94 | $765.60 |
| CIESLIK | SUSAN HELENA | Plainclothes Police Constable | $110,497.54 | $785.30 |
| CILIA | JOHN ROBERT | Plainclothes Police Constable | $101,786.45 | $753.76 |
| CIOFFI | MARC ANGELO | Detective | $111,325.89 | $788.45 |
| CIOFFI | MICHAEL ANTHONY | Police Constable | $105,734.61 | $751.25 |
| CIPRO | MICHELLE PAULINE | Detective | $102,562.93 | $788.45 |
| CLAPP | CATHERINE ANN | Police Constable | $102,883.22 | $735.67 |
| CLARK | CORINNE | Detective | $108,964.73 | $806.31 |
| CLARK | DANA JOHN | Plainclothes Police Constable | $116,649.52 | $765.60 |
| CLARK | DAVID JAMES | Police Constable | $110,366.67 | $759.93 |
| CLARK | JAMIE ANDERSON | Detective | $109,684.20 | $791.88 |
| CLARK | KARAH DAWN | Police Constable | $101,416.53 | $319.44 |
| CLARK | NANCY PATRICIA | Communications Operator | $125,482.16 | $701.92 |
| CLARK | PRESTON MICHAEL | Plainclothes Police Constable | $124,551.96 | $765.60 |
| CLARK | RUSSELL | Sergeant | $110,884.90 | $806.31 |
| CLARK | TRAVIS DAYMOND | Detective | $109,131.53 | $789.15 |
| CLARKE | DOUGLAS | Plainclothes Police Constable | $118,909.78 | $785.30 |
| CLARKE | JEFFERY HOWARD | Police Constable | $107,111.76 | $744.54 |
| CLARKE | JOHN | Detective | $114,716.56 | $806.31 |
| CLARKE | MATTHEW FRANCIS | Plainclothes Police Constable | $143,393.41 | $765.60 |
| CLARKE | STACYANN MARIA | Detective | $113,603.39 | $788.45 |
| CLARKE | STEVEN | Detective Sergeant | $118,850.21 | $418.19 |
| CLAUDIO | DONALD | Police Constable | $103,668.69 | $735.67 |
| CLAYTON | RICARDO | Police Constable | $102,192.61 | $753.15 |
| CLEMENS | JEFFREY | Sergeant | $108,448.38 | $610.11 |
| CLEMENTS | HOWARD | Police Constable | $106,890.90 | $764.04 |
| CLENDINNING | MARK WILLIAM | Detective | $120,756.18 | $2,879.07 |
| CLIFFORD | HUGH ANTHONY | Police Constable | $109,294.13 | $739.10 |
| CLUCAS | KRISTY ELIZABETH | Police Constable | $107,334.23 | $735.67 |
| CODE | PETER | Staff Sergeant | $135,620.50 | $418.19 |
| COFFIN | PHILIP | Police Constable | $101,377.98 | $764.04 |
| COGHLIN | JAMES GARFIELD | Staff Sergeant | $119,463.90 | $417.87 |
| COHEN | ALAN LAWRENCE | Plainclothes Police Constable | $123,134.40 | $765.60 |
| COHEN | MELISSA KELLY | Plainclothes Police Constable | $101,061.16 | $756.96 |
| COLE | DONALD | Staff Sergeant | $118,856.37 | $843.29 |
| COLE | GREGORY | Inspector | $147,668.37 | $1,087.32 |
| COLE | JASON ARTHUR | Detective | $118,791.97 | $806.31 |
| COLEMAN | KEITH SAMUEL | Police Constable | $105,206.42 | $745.22 |
| COLLIN | JONATHAN DAVID | Plainclothes Police Constable | $101,762.95 | $765.60 |
| COLLYER | ADAM STEPHEN | Police Constable | $104,986.71 | $744.54 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| COLLYMORE | BRIAN MATTHEW | Police Constable | $103,528.86 | $735.67 |
| COMEAU | JOSEPH THOMAS | Police Constable | $102,891.02 | $739.10 |
| CONLAN | DARREN PATRICK | Police Constable | $102,955.95 | $735.67 |
| CONLEY | TIMOTHY KENNETH | Plainclothes Police Constable | $101,059.25 | $756.96 |
| CONNELL | DALE | Sergeant | $108,136.55 | $806.31 |
| CONNOLLY | JOHN PAUL | Police Constable | $117,483.14 | $753.15 |
| CONNOR | BRUCE ALEXANDER | Plainclothes Police Constable | $116,074.86 | $765.60 |
| CONSACK | KRISTIAN | Police Constable | $115,449.49 | $735.67 |
| CONTANT | JASON ARTHUR | Training Constable | $104,837.45 | $765.60 |
| CONVERY | ANTHONY | Police Constable | $100,987.31 | $764.04 |
| COOK | ANTHONY DOUGLAS | Training Constable | $102,722.41 | $765.60 |
| COOK | THOMAS WILLIAM | Plainclothes Police Constable | $122,708.49 | $757.31 |
| COOKE | LEE SCOTT | Police Constable | $138,785.53 | $744.54 |
| COOMBS | ALBERT GEORGE | Plainclothes Police Constable | $113,918.78 | $967.86 |
| COOPER | ROBERT | Detective | $107,880.04 | $806.31 |
| COPAT | LUIGI | Plainclothes Police Constable | $112,074.88 | $785.30 |
| CORBIE | WESLEY MARCUS | Plainclothes Police Constable | $113,140.75 | $765.60 |
| CORDEIRO | ELIZABETT MARIA | Sergeant | $105,318.13 | $372.22 |
| CORMACK | BRIAN JAMES | Detective | $109,086.15 | $788.45 |
| CORNETT | THOMAS BIAGIO | Police Constable | $108,667.03 | $735.67 |
| CORNFORD | CHRISTOPHER | Police Constable | $100,821.66 | $338.94 |
| COROGHLY | KHALID MOHAMMED | Plainclothes Police Constable | $109,054.86 | $756.96 |
| CORRA | DALE | Sergeant | $108,889.32 | $806.31 |
| CORREA | DAVID RODRIGUEZ | Detective | $115,890.93 | $789.15 |
| CORREA | IRWIN | Police Constable | $119,372.05 | $764.04 |
| CORREIA | BRYAN MEDEIROS | Police Constable | $100,068.30 | $763.17 |
| CORREIA | JEFFERY | Plainclothes Police Constable | $123,500.79 | $756.96 |
| CORRIGAN | NEIL DAVID | Superintendent | $164,524.67 | $19,023.97 |
| COSCARELLA | ANTHONY | Staff Sergeant | $119,926.09 | $834.94 |
| COSENTINO | SALVATORE | Detective Sergeant | $148,423.99 | $418.19 |
| COSTA | ANGELO | Sergeant | $118,500.97 | $806.31 |
| COSTA CORREIA | ZENON PIO | Detective | $150,556.09 | $797.32 |
| COSTABILE | GINO | Police Constable | $106,525.37 | $764.04 |
| COSTELLO | PATRICK WILLIAM | Plainclothes Police Constable | $112,652.36 | $755.40 |
| COTE | KEVIN JAMES | Police Constable | $104,966.22 | $744.54 |
| COULSON | WILLIAM | Staff Sergeant | $118,754.47 | $843.29 |
| COULTER | JOHN ALAN | Detective Sergeant | $122,349.98 | $843.29 |
| COULTER | SHANE DUSTIN | Sergeant | $107,240.02 | $797.32 |
| COULTHARD | JASON MILES | Detective | $116,606.17 | $789.15 |
| COURT | ANDREW JAMES | Plainclothes Police Constable | $103,849.56 | $741.38 |
| COX | DARREN ANDREW | Sergeant | $121,173.59 | $806.31 |
| COXON | SHAWNA MICHELLE | Staff Sergeant | $113,208.55 | $826.46 |
| COYLE | ROBERT | Police Constable | $103,070.98 | $764.04 |
| COYNE | PATRICK KEVIN | Plainclothes Police Constable | $113,286.37 | $756.96 |
| CRACK | RICKEY | Police Constable | $102,184.88 | $646.14 |
| CRADDOCK | STEPHEN | Sergeant | $110,330.14 | $806.31 |
| CRAGHILL | DAVID | Sergeant | $104,113.88 | $681.78 |
| CRAIG | SCOTT | Sergeant | $110,204.37 | $806.31 |
| CRAMPTON | DAVID ALAN | Police Constable | $107,711.70 | $744.54 |
| CRANE | ROBERT JASON | Police Constable | $116,142.09 | $744.54 |
| CRAWFORD | JASON RICHARD | Police Constable | $110,255.10 | $735.67 |
| CREWS | ALEXANDER | Police Constable | $107,118.36 | $764.04 |
| CREWS | WILLIAM | Detective Sergeant | $120,416.43 | $843.29 |
| CRICHTON | NORMAN | Sergeant | $112,983.26 | $806.31 |
| CRILLY | JOHN JAMES | Detective | $104,820.54 | $791.88 |
| CRISTIANO | GUIDO | Police Constable | $162,239.47 | $764.04 |
| CRONE | SUSAN | Detective Sergeant | $119,986.20 | $843.29 |
| CRONE | TIMOTHY | Staff Sergeant | $135,551.71 | $418.19 |
| CROOKER | LISA CATHERINE | Detective | $121,971.55 | $791.88 |
| CROSBY | DANIEL PATRICK | Staff Sergeant | $120,252.45 | $843.29 |
| CROWLEY | JANINE | Detective | $107,820.84 | $806.31 |
| CRUZ | ANTONIO RAMON | Plainclothes Police Constable | $119,108.65 | $760.32 |
| CULLETON | OWEN | Police Constable | $102,203.81 | $764.04 |
| CURTIN | HELEN MARGARET | Manager of IT Governance | $152,982.78 | $941.46 |
| CUSHING | IRKA KATHERINE | Senior Analyst | $105,963.52 | $366.76 |
| D'ABREO | OLIVER | Police Constable | $101,997.78 | $735.67 |
| D'ALIMONTE | STEVEN | Plainclothes Police Constable | $107,712.33 | $765.60 |
| D'ANGELO | GIUSEPPE | Plainclothes Police Constable | $104,692.23 | $784.88 |
| D'ANTONIO | REMO | Detective | $111,180.31 | $788.45 |
| D'ONOFRIO | ANTONIO | Plainclothes Police Constable | $116,689.57 | $756.96 |
| D'SILVA | ALLISTER | Plainclothes Police Constable | $111,636.51 | $765.60 |
| D'SOUZA | PHILIP | Police Constable | $102,881.19 | $753.15 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| DA COSTA | ANTONIO NORBERTO | Police Constable | $102,687.06 | $753.15 |
| DA SILVA | BRIAN | Police Constable | $100,042.01 | $735.67 |
| DA SILVA | JOSE | Police Constable | $106,047.82 | $764.04 |
| DA SILVA CRISTOPULO | JIMMY BERNARDO | Police Constable | $101,507.42 | $735.67 |
| DAFOE | DALE | Detective | $109,966.99 | $806.31 |
| DALE | DONALD | Sergeant | $113,660.43 | $806.31 |
| DALEY | KEVIN | Police Constable | $118,552.56 | $764.04 |
| DALEY | TIMOTHY WILLIAM | Police Constable | $100,644.12 | $766.27 |
| DAMANI | ZAHIR | Project Leader | $116,535.63 | $395.31 |
| DAMASO | RODNEY | Detective | $117,218.72 | $788.45 |
| DANCE | RYAN WILLIAM | Police Constable | $100,186.69 | $759.93 |
| DANIELS | JEFFERY CLARENCE | Police Constable | $107,464.62 | $749.96 |
| DANIELS | MARK CHARLES | Detective | $120,030.51 | $805.97 |
| DANSON | AKIRA NATHANIEL | Police Constable | $110,018.32 | $735.67 |
| DAOUST | MICHAEL-LEE DENIS-PAUL | Plainclothes Police Constable | $103,062.49 | $765.60 |
| DARBYSHIRE | JAMES EDWARD | Staff Sergeant | $121,610.80 | $843.29 |
| DARNBROUGH | DANIEL ROBERT | Detective | $137,136.44 | $806.31 |
| DARNLEY | STEVEN WILLIAM | Plainclothes Police Constable | $104,107.01 | $765.60 |
| DARWISH | WALID | Plainclothes Police Constable | $100,740.24 | $765.60 |
| DARYARAM | FARSHAD | Police Constable | $102,317.42 | $735.67 |
| DAS GUPTA | ONIL | Training Constable | $103,957.29 | $774.44 |
| DAVEY | AMY LEE | Plainclothes Police Constable | $100,933.69 | $340.50 |
| DAVEY | DEREK JAMES | Plainclothes Police Constable | $101,766.45 | $756.96 |
| DAVEY | THOMAS | Sergeant | $109,995.73 | $806.31 |
| DAVEY | TIMOTHY | Detective Sergeant | $121,733.74 | $418.19 |
| DAVIES | ROBERT EARLE | Detective | $134,214.25 | $788.45 |
| DAVIS | JASON BRIAN | Plainclothes Police Constable | $113,058.88 | $756.96 |
| DAVIS | SHARON | Staff Sergeant | $118,541.61 | $843.29 |
| DAVIS | STACEY DEE | Sergeant | $104,112.73 | $788.45 |
| DAVYDOVA | OLGA | Police Constable | $110,777.95 | $735.67 |
| DAWN | BRIAN GORDON | Police Constable | $100,308.39 | $750.32 |
| DAWODU | CHRISTOPHER OLUFEMI | Plainclothes Police Constable | $103,412.29 | $765.60 |
| DAWOOD | AMAAN | Police Constable | $101,294.93 | $735.67 |
| DAWSON | GEORGE JOSEPH | Staff Sergeant | $121,267.07 | $843.29 |
| DAWSON | KEITH | Sergeant | $110,756.65 | $806.31 |
| DAWSON | SHANNON INEZ | Detective | $120,937.11 | $797.32 |
| DAWSON | VICKI | Sergeant | $108,838.57 | $806.31 |
| DAYLER | NATHAN DAVID | Training Constable | $100,755.97 | $765.60 |
| DE CAIRE | JEFFREY PAUL | Police Constable | $103,114.27 | $735.67 |
| DE GUZMAN | NOEL ENRIQUEZ | Plainclothes Police Constable | $107,873.40 | $340.50 |
| DE LIMA | DAVID NOEL | Plainclothes Police Constable | $102,361.11 | $738.92 |
| DE LIO | FRANK PAUL | Sergeant | $117,743.59 | $799.85 |
| DE LUGT | MARK | Police Constable | $104,805.33 | $764.04 |
| DE OLIVEIRA | CATHERINE | Police Constable | $107,019.52 | $735.67 |
| DE SOUSA | JOHN PAUL | Plainclothes Police Constable | $120,376.95 | $765.60 |
| DE ZILVA | MICHAEL BRIAN | Police Constable | $104,895.24 | $750.21 |
| DESILVA | JULIUS THEODORE | Senior Analyst | $122,142.08 | $366.76 |
| DEAN | BERTRAND | Police Constable | $115,152.66 | $735.67 |
| DEAN | JESSE RUSSELL | Plainclothes Police Constable | $115,959.09 | $757.31 |
| DEARBORN | ROBERT FREDERICK | Police Constable | $119,643.53 | $764.04 |
| DECOURCY | JOHN | Detective Sergeant | $123,160.52 | $843.29 |
| DELPORT | MICHAEL | Plainclothes Police Constable | $101,471.46 | $785.30 |
| DEMIAN | HIBA JOSEPH | Parking Enforcement Officer | $109,960.74 | $222.23 |
| DEMIRDEN | AHMET | Police Constable | $117,706.92 | $752.07 |
| DEMKIW | MYRON ANDREY | Inspector | $144,717.35 | $1,087.32 |
| DENNIS | AARON | Sergeant | $113,262.81 | $788.45 |
| DENTON | MARK | Plainclothes Police Constable | $103,655.85 | $785.30 |
| DESJARDINS | JOSEPH FRANCOIS | Plainclothes Police Constable | $126,499.69 | $757.31 |
| DESMARAIS | JOHN PAUL | Police Constable | $100,784.48 | $744.54 |
| DESROCHERS | JEROME JEREMY | Plainclothes Police Constable | $100,149.21 | $750.21 |
| DESROCHERS | ROGER HENRI | Detective | $113,171.91 | $788.45 |
| DEVEREUX | CHRISTOPHER LEE | Plainclothes Police Constable | $107,077.91 | $769.00 |
| DEWLING | NORMAN | Staff Sergeant | $119,527.49 | $843.29 |
| DEWSNAP | JAMIE DUNCAN | Plainclothes Police Constable | $102,332.03 | $765.60 |
| DEY | ROBIN HUGH | Sergeant | $113,638.24 | $806.31 |
| DHALIWAL | SURINDERJIT | Senior Technical Analyst | $118,550.37 | $366.76 |
| DHATT | RUBINDER | Sergeant | $114,546.02 | $674.00 |
| DHILLON | RANBIR SINGH | Plainclothes Police Constable | $105,942.92 | $757.31 |
| DHOUM | MUNISH | Plainclothes Police Constable | $114,370.23 | $757.31 |
| DI GIACOMO | ROBERTO | Detective | $122,309.25 | $788.45 |
| DI PASSA | DOMENICO | Detective | $128,631.44 | $806.31 |
| DI PASSA | JULIE | Detective | $114,164.52 | $381.21 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| DI POCE | EMILIO | Detective | $115,140.46 | $806.31 |
| DI TOLLO | MONICA FRANCA | Operations Supervisor | $106,220.69 | $742.75 |
| DI TOMMASO | MARIO | Superintendent | $165,099.17 | $13,351.12 |
| DIDANIELI | ROBERTO | Detective Sergeant | $128,834.10 | $843.29 |
| DIAZ | ANGELA MARIA | Police Constable | $108,020.55 | $744.54 |
| DIAZ | PEDRO EDUARDO | Detective | $119,637.32 | $797.32 |
| DICK | MICHAEL DAVID | Plainclothes Police Constable | $105,774.97 | $760.32 |
| DICKIE | CRAIG WILLIAM | Plainclothes Police Constable | $128,812.64 | $761.55 |
| DICKINSON | DAVID THORPE | Detective | $131,767.43 | $788.45 |
| DICKSON | BRETT GORDON | Plainclothes Police Constable | $106,883.96 | $765.60 |
| DICOSOLA | MICHELE | Detective | $125,839.02 | $804.61 |
| DIGIOVANNI | GIUSEPPE | Sergeant | $120,382.64 | $806.31 |
| DIODATI | RICHARD | Police Constable | $101,611.78 | $764.04 |
| DION | DANIEL | Sergeant | $111,966.60 | $806.31 |
| DIONNE | CHRISTOPHER | Detective | $107,823.99 | $381.21 |
| DIRENZO | RAYMOND MARTIN | Sergeant | $109,397.09 | $806.31 |
| DISALVO | SHARON | Sergeant | $109,688.89 | $806.31 |
| DIVIESTI | TONY | Detective | $116,434.84 | $806.31 |
| DIZON | JOSE BENEDICTO | Detective | $122,026.17 | $788.45 |
| DLUGOPOLSKI | STANISLAW | Plainclothes Police Constable | $104,724.58 | $748.29 |
| DOBRO | ANDREW | Police Constable | $102,569.87 | $764.04 |
| DODDS | LESLIE GRAHAM | Plainclothes Police Constable | $114,844.50 | $765.60 |
| DODSON | RANDIE | Training Constable | $103,502.37 | $774.44 |
| DOHERTY | BRADEN SPENCER | Police Constable | $109,945.38 | $759.93 |
| DOKURNO | RICHARD MICHAEL | Detective Sergeant | $119,801.35 | $843.29 |
| DOLGHII | IVAN | Police Constable | $102,146.22 | $735.67 |
| DOMENCHUK | ANDREA MARIE | Police Constable | $100,090.03 | $735.67 |
| DOMINELLI | VITTORIO SALVATORE | Police Constable | $113,355.29 | $742.16 |
| DOMINEY | PAUL LAURIE | Detective | $135,358.93 | $791.88 |
| DONAIS | BRADLEY JAMES | Detective | $110,545.85 | $788.45 |
| DONISON | KIM | Police Constable | $116,077.50 | $764.04 |
| DORAZIO | NICKOLAS CHARLES | Police Constable | $106,192.05 | $750.58 |
| DOREY | JOSEPH THOMAS | Project Leader | $114,068.21 | $395.31 |
| DORRINGTON | FRANCIS JUSTIN | Plainclothes Police Constable | $104,275.67 | $749.58 |
| DOUGLAS | BARBARA ANN | Detective | $107,861.62 | $797.32 |
| DOUGLAS | JEFFREY | Sergeant | $109,330.05 | $806.31 |
| DOUGLAS | STEPHEN MICHAEL | Plainclothes Police Constable | $106,135.59 | $765.60 |
| DOUGLIN | CHARLES VANCE | Plainclothes Police Constable | $105,814.26 | $765.60 |
| DOUR | EYAD AHMAD | Manager of Project Management and Governance | $124,886.79 | $571.86 |
| DOUVIS | ANTONIOS | Plainclothes Police Constable | $102,921.98 | $338.19 |
| DOYLE | CHRISTOPHER PATRICK | Plainclothes Police Constable | $120,255.95 | $760.32 |
| DOYLE | JAMES EDWARD | Police Constable | $102,746.90 | $735.67 |
| DRAHEIM | RODNEY ALFRED-WERNER | Police Constable | $101,953.54 | $751.83 |
| DRAKE | KEVIN CHRISTOPHER | Police Constable | $140,571.77 | $744.54 |
| DRAKE | WILLIAM | Sergeant | $119,451.20 | $806.31 |
| DRAPACK | RYAN JOSEPH | Detective | $110,666.31 | $788.45 |
| DRAPER | KIRSTAN GILES | Police Constable | $103,903.18 | $744.54 |
| DRENNAN | CRAIG | Detective | $123,564.10 | $806.31 |
| DREWS | JASON | Police Constable | $104,633.94 | $749.40 |
| DRURY | PAUL | Detective | $112,252.43 | $381.21 |
| DUARTE | JOAO RODRIGO | Plainclothes Police Constable | $117,041.35 | $765.60 |
| DUBE | DAVID | Sergeant | $108,607.88 | $806.31 |
| DUBREUIL | JEAN | Sergeant | $120,042.49 | $806.31 |
| DUCIE | CURTIS WAYNE | Sergeant | $104,977.91 | $788.45 |
| DUCKWORTH | SCOTT | Sergeant | $109,408.17 | $806.31 |
| DUDAREV | VADIM | Police Constable | $108,562.24 | $742.16 |
| DUERDEN | PATRICK PETER | Plainclothes Police Constable | $113,494.49 | $760.32 |
| DUFFUS | RICHARD HUGH | Detective | $126,665.95 | $800.53 |
| DUFFY | MARJORIE ARLEEN | Sergeant | $113,874.51 | $797.32 |
| DUGAN | ERIC | Sergeant | $116,379.14 | $806.31 |
| DUGGAN | JENNIFER JOAN | Plainclothes Police Constable | $116,464.89 | $751.22 |
| DUKE | BRIAN DOUGLAS | Sergeant | $107,942.11 | $806.31 |
| DUNCAN | JEANINE | Detective | $108,370.77 | $806.31 |
| DUNCAN | MELISSA JOY | Plainclothes Police Constable | $111,096.10 | $765.60 |
| DUNCAN | PETER | Detective | $107,788.88 | $805.97 |
| DUNCAN | PHILLIP ZVI | Plainclothes Police Constable | $115,001.83 | $766.28 |
| DUNKER | NIGEL PETER | Training Constable | $104,478.77 | $765.60 |
| DUNKLEY | LESLIE | Detective | $131,455.48 | $806.31 |
| DUNLOP | JAMES MICHAEL | Plainclothes Police Constable | $121,318.31 | $765.60 |
| DUNLOP | JOHN PAUL | Detective | $121,594.48 | $806.31 |
| DUNN | BEVERLY | Police Constable | $122,506.35 | $764.04 |
| DURAN | ADRIAN ROGELIO | Plainclothes Police Constable | $110,045.43 | $749.58 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| DURHAM | CAMERON EDWARD | Staff Sergeant | $123,617.29 | $843.29 |
| DUROCHER | DAVID LEONARD | Police Constable | $106,857.54 | $744.54 |
| DURRAN | NED | Police Constable | $107,136.90 | $744.54 |
| DURST | CHRISTOPHER DAVID | Police Constable | $100,129.12 | $735.67 |
| DURST | PETER | Plainclothes Police Constable | $105,297.79 | $360.20 |
| DURY | BENJAMIN MICHAEL | Detective | $115,354.71 | $797.32 |
| DUTHIE | ROBERT | Sergeant | $116,472.13 | $806.31 |
| DVERNECHUK | MARK WILLIAM | Police Constable | $100,518.64 | $707.38 |
| DWYER | ANTHONY | Plainclothes Police Constable | $101,481.86 | $785.30 |
| DYCK | HENRY JACOB | Plainclothes Police Constable | $114,929.89 | $332.21 |
| DZIEMIANKO | STAISLAW | Police Constable | $118,710.24 | $764.04 |
| DZINGALA | EDWARD | Staff Sergeant | $118,671.88 | $843.29 |
| DZINGALA | RICHARD GEORGE | Police Constable | $127,047.66 | $764.04 |
| EAGLESON | DAWN MICHELLE | Detective | $110,511.36 | $791.88 |
| EAGLESON | LISA CHRISTINE | Detective | $105,649.33 | $797.32 |
| EARL | MICHAEL | Staff Inspector | $152,941.67 | $17,915.03 |
| EASTER | PETER | Police Constable | $103,786.75 | $764.04 |
| EATON | DOUGLAS BRIAN | Police Constable | $120,704.47 | $752.07 |
| EBRAHIMI | POOYA | Plainclothes Police Constable | $109,685.26 | $741.38 |
| ECKLUND | ANDREW DOUGLAS | Sergeant | $136,158.19 | $788.45 |
| ECKLUND | DAVID GRENVILLE | Detective Sergeant | $136,090.68 | $829.34 |
| EDGAR | LESLIE ADAM | Plainclothes Police Constable | $107,466.03 | $765.60 |
| EDWARD | GLENN RAYMOND | Sergeant | $102,779.85 | $788.45 |
| EDWICKER | ALEXIS GRACE | Detective | $117,357.04 | $788.45 |
| EICHENBERG | JAMES MICHAEL | Training Constable | $104,195.17 | $774.44 |
| ELASCHUK | MELISSA LEE | Plainclothes Police Constable | $107,110.02 | $644.61 |
| ELDRIDGE | REGINALD | Sergeant | $110,696.46 | $806.31 |
| ELEY | STUART | Inspector | $144,717.35 | $902.85 |
| ELGAR | KAREN ELIZABETH | Plainclothes Police Constable | $101,690.80 | $785.30 |
| ELLIOT | BENJAMIN GEORGE | Plainclothes Police Constable | $112,965.42 | $753.92 |
| ELLIOTT | CHRISTOPHER PAUL | Detective | $111,078.85 | $789.15 |
| ELLIOTT | PAUL | Detective | $114,311.85 | $806.31 |
| ELLIOTT | SHAWN WILLIAM | Sergeant | $108,100.42 | $805.97 |
| ELLIS | GEOFFREY WILLIAM | Plainclothes Police Constable | $102,137.99 | $765.60 |
| ELLIS | MICHAEL DAVID | Manager of Facilities Management | $146,349.58 | $1,087.97 |
| ELZINGA | SIU-MIA | Plainclothes Police Constable | $103,918.24 | $765.60 |
| EMIGH | DAVID | Sergeant | $113,641.50 | $806.31 |
| EMMS | JEFFREY BRIAN | Plainclothes Police Constable | $105,237.73 | $765.60 |
| EMOND | CHRISTIAN RENE | Police Constable | $101,897.15 | $737.40 |
| EMPTAGE | MATTHEW JAMES | Plainclothes Police Constable | $101,657.30 | $756.96 |
| ENGEL | MARTEN BROUWER | Police Constable | $106,999.23 | $744.54 |
| ENTWISTLE | WARREN CLAYTON | Plainclothes Police Constable | $109,554.76 | $340.50 |
| ERMACORA | ROBERT GALDINO | Sergeant | $106,544.56 | $797.32 |
| ERVICK | DALE | Staff Sergeant | $139,824.75 | $843.29 |
| ESCUDERO WHU | TSUI-CHEE | Project Leader | $115,265.16 | $395.31 |
| ESDON | JONATHAN AARON | Senior Intelligence Analyst | $106,827.01 | $767.62 |
| ESKEN | INDREK | Detective | $111,049.70 | $806.31 |
| ESTEVES | RUI MANUEL | Police Constable | $101,046.20 | $739.10 |
| ESTWICK | EULIALIA | Detective | $107,660.10 | $413.57 |
| ETHIER | CHRISTOPHER MICHAEL | Plainclothes Police Constable | $103,900.19 | $745.48 |
| EUSTACE | DAVID | Sergeant | $111,121.46 | $806.31 |
| EUTENEIER | SIMON QUINCEY | Police Constable | $112,473.83 | $735.67 |
| EVANS | BART | Sergeant | $108,839.38 | $806.31 |
| EVANS | BRYCE | Staff Inspector | $152,941.67 | $13,711.80 |
| EVANS | JACQUELINE | Sergeant | $107,891.12 | $380.64 |
| EVANS | JULIE MARIE | Police Constable | $105,006.36 | $352.14 |
| EVELYN | DION | Manager of Communications Services | $145,095.96 | $1,102.25 |
| EVELYN | JOEL JAMSON | Police Constable | $102,697.16 | $744.54 |
| EVEREST | JOHN ALFRED | Sergeant | $111,681.90 | $806.31 |
| FACOETTI | MICHAEL PAUL | Sergeant | $129,382.73 | $797.32 |
| FADEL | MOHAMAD | Police Constable | $106,196.63 | $735.67 |
| FALCONER | GREGORY | Detective | $122,164.76 | $806.31 |
| FALKINSON | FRANK | Sergeant | $133,342.63 | $806.31 |
| FALLIS | ROBERT | Plainclothes Police Constable | $108,266.11 | $785.30 |
| FARAHBAKHSH | JEANETTE ISABEL | Manager of Labour Relations | $157,527.52 | $957.45 |
| FAREWELL | DANIEL HAROLD | Plainclothes Police Constable | $104,187.67 | $765.60 |
| FARRELL | CHRISTINE MARIE | Detective | $129,075.55 | $799.85 |
| FARRELL | DOUGLAS JAMES | Training Constable | $105,379.14 | $765.60 |
| FARRELL | GEORGE | Staff Sergeant | $136,573.94 | $843.29 |
| FARRUGIA | MARIE | Sergeant | $113,855.85 | $806.31 |
| FASSBENDER | SUSAN ELISABETH | Police Constable | $100,481.22 | $745.22 |
| FAZELI | ALAN ALIREZA | Plainclothes Police Constable | $100,422.66 | $340.50 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| FEAGAN | GREGORY DAVID | Police Constable | $112,997.61 | $759.93 |
| FEBBO | OLIVER | Sergeant | $115,847.07 | $806.31 |
| FEDERICO | MATTHEW MICHAEL | Senior Technical Analyst | $118,139.46 | $791.86 |
| FEDERICO | MICHAEL | Deputy Chief | $215,581.60 | $15,645.41 |
| FEGAN | PAUL | Training Constable | $103,178.24 | $777.92 |
| FENECH | JEFFREY | Plainclothes Police Constable | $102,661.25 | $751.22 |
| FENTON | DAVID | Superintendent | $165,099.17 | $15,752.46 |
| FENTON | JASON ROBERT | Police Constable | $107,863.50 | $744.54 |
| FERADAY | MARK DANIEL | Sergeant | $107,820.84 | $806.31 |
| FERGUSON | HUGH | Superintendent | $165,099.17 | $14,346.31 |
| FERGUSON | JAY MARIE | Sergeant | $113,403.79 | $806.31 |
| FERGUSON | SCOTT CAVANAGH | Detective | $117,312.44 | $6,471.64 |
| FERGUSON | STEPHEN | Detective | $111,270.54 | $806.31 |
| FERKO | CHRISTOPHER ROBIN | Police Constable | $110,940.18 | $747.87 |
| FERNANDES | CHRISTOPHER | Inspector | $148,190.20 | $1,087.32 |
| FERNANDES | DWAYNE ANTHONY | Plainclothes Police Constable | $106,266.95 | $769.00 |
| FERNANDES | KERI ANN | Detective | $111,190.90 | $788.45 |
| FERNANDES | MICHAEL | Plainclothes Police Constable | $103,304.40 | $347.08 |
| FERNANDES | MICHAEL FREITAS | Police Constable | $124,427.98 | $735.67 |
| FERNANDES | ROSS SAVIO | Plainclothes Police Constable | $109,525.82 | $765.60 |
| FERNANDES | SELWYN JOHN | Superintendent | $165,099.17 | $10,755.31 |
| FERREIRA | MARK | Plainclothes Police Constable | $123,016.64 | $785.30 |
| FERRIS | KEVIN | Sergeant | $108,334.95 | $806.31 |
| FERRIS | LISA | Sergeant | $114,012.94 | $806.31 |
| FERRIS | MANIE THERESE | Police Constable | $111,518.37 | $746.97 |
| FERRY | JASON WAYNE | Sergeant | $109,282.29 | $791.88 |
| FERRY | MICHAEL BERNARD | Sergeant | $148,457.40 | $806.31 |
| FIDLER | ANDREW CLARENCE | Police Constable | $120,283.29 | $735.67 |
| FIELD | CAMERON DOUGLAS | Detective Sergeant | $119,806.97 | $418.19 |
| FIELDING | SHAWN MICHAEL | Police Constable | $141,655.06 | $739.10 |
| FIGLARZ | RADOSLAW | Police Constable | $105,290.54 | $737.74 |
| FILIPPIN | GIANNI ALAN | Plainclothes Police Constable | $102,394.28 | $765.60 |
| FINLAY | ALLAN | Sergeant | $119,777.58 | $806.31 |
| FIRTH | ZACHARY JONATHON | Police Constable | $104,920.94 | $735.67 |
| FISHER | BRADLEY | Sergeant | $116,521.59 | $806.31 |
| FISHER | SUSAN | Police Constable | $110,266.60 | $764.04 |
| FISTER | MIRAN | Plainclothes Police Constable | $116,925.28 | $785.30 |
| FITKIN | GRISEL | Plainclothes Police Constable | $106,323.91 | $765.60 |
| FITKIN | ROBERT WILLIAM | Police Constable | $105,277.37 | $735.67 |
| FITZGERALD | THOMAS | Superintendent | $166,413.38 | $11,020.73 |
| FLANDERS | TODD MATTHEW | Sergeant | $104,762.26 | $788.45 |
| FLEMING | CHRISTOPHER PAUL | Police Constable | $109,468.07 | $735.67 |
| FLETT | JAMES | Plainclothes Police Constable | $105,020.33 | $360.20 |
| FLIS | ALBERT | Detective | $126,699.51 | $806.31 |
| FLIS | CANDICE LYNN | Detective | $110,417.81 | $800.53 |
| FLOREZ | LUIS GUILLERMO | Police Constable | $103,081.51 | $735.67 |
| FOGG | BRETT GORDON | Police Constable | $110,674.78 | $761.10 |
| FOLEY | RENEE CYNTHIA | Detective | $105,099.51 | $791.88 |
| FONG | NELSON | Police Constable | $102,415.61 | $722.14 |
| FORBES | DAVID WILLIAM | Plainclothes Police Constable | $107,249.15 | $765.60 |
| FORCHIONE | ANTONIO | Staff Sergeant | $122,795.76 | $745.19 |
| FORCILLO | JAMES BERNARD | Police Constable | $103,967.01 | $735.67 |
| FORD | ANDREW RION | Plainclothes Police Constable | $105,999.23 | $741.38 |
| FORD | CHRISTIAN WILLIAM | Police Constable | $115,809.36 | $735.67 |
| FORDE | ROGER ANTHONY | Sergeant | $110,399.04 | $788.45 |
| FORDE | RYAN | Detective | $117,263.03 | $788.45 |
| FORESTALL | GREGORY | Detective | $117,546.00 | $806.31 |
| FORESTELL | MICHAEL | Sergeant | $111,842.20 | $806.31 |
| FORSYTHE | ROSS | Plainclothes Police Constable | $105,684.63 | $785.30 |
| FORTIN | LOUIS-MARIE RAYMOND | Detective Sergeant | $128,741.40 | $843.29 |
| FOSTER | ANTHONY JOSEPH | Police Constable | $102,955.51 | $744.54 |
| FOTOPOULOS | GEORGE | Sergeant | $121,643.76 | $806.31 |
| FOUGERE | CORY TRENTON | Plainclothes Police Constable | $102,786.87 | $750.21 |
| FOURNIER | MARIE-JOSEE | Plainclothes Police Constable | $100,903.46 | $761.97 |
| FOWLDS | GORDON BRUCE | Police Constable | $107,828.09 | $764.04 |
| FOWLDS | SCOTT MACKENZIE | Sergeant | $120,478.26 | $805.97 |
| FOWLER | WAYNE LEONARD | Detective | $114,830.54 | $806.31 |
| FOX | JAMES | Detective | $111,605.62 | $806.31 |
| FRANCIS | JENNIFER SUZANNE | Police Constable | $106,702.31 | $707.38 |
| FRANCO | CHRISTOPHER ROBERT | Police Constable | $108,576.88 | $735.67 |
| FRANKLIN | RICHARD | Plainclothes Police Constable | $110,498.95 | $785.30 |
| FRANKS | RANDY | Staff Inspector | $152,941.67 | $14,889.56 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| FRASER | SPENCER ROBERT | Plainclothes Police Constable | $118,451.87 | $765.60 |
| FRASER | TRACEY | Sergeant | $109,440.99 | $805.97 |
| FREEMAN | ERIC MICHAEL | Plainclothes Police Constable | $100,796.48 | $765.60 |
| FREEMAN | JEFFREY BRYANT | Police Constable | $101,326.68 | $744.54 |
| FRENCH | CHRISTOPHER JAMES | Police Constable | $101,838.28 | $744.54 |
| FRENCH | JOHN | Staff Sergeant | $122,304.34 | $843.29 |
| FRENCH | KEITH | Police Constable | $101,442.66 | $764.04 |
| FRIGON | ROBERT | Plainclothes Police Constable | $117,121.90 | $785.30 |
| FRIMETH | KEVIN DAVID | Sergeant | $134,675.62 | $806.31 |
| FRITZ | GORDON | Plainclothes Police Constable | $112,172.86 | $785.30 |
| FRITZ | THEODOR | Detective | $120,839.22 | $806.31 |
| FROSCH | JAY JACKSON | Detective Sergeant | $122,237.84 | $418.19 |
| FRY | RONALD | Sergeant | $135,917.18 | $681.78 |
| FUNCHION | DANIEL SCOTT | Plainclothes Police Constable | $101,974.59 | $756.96 |
| FURANNA | RYAN ANDREW | Plainclothes Police Constable | $102,817.25 | $765.60 |
| FURNESS | HOWARD WAYNE | Assistant Manager of Payroll Services | $120,201.24 | $545.78 |
| FURYK | ROBERT PAUL | Police Constable | $108,620.01 | $736.02 |
| FYDENCHUK | KAY | Police Constable | $100,014.56 | $764.04 |
| FYFE | JOHN | Plainclothes Police Constable | $109,434.01 | $784.46 |
| FYNES | BRONAGH MARIA | Detective | $112,005.15 | $788.45 |
| GABRIEL | MATTHEW THOMAS | Police Constable | $108,918.27 | $744.54 |
| GAGLIARDI | DEANNA LYNN | Police Constable | $105,165.24 | $637.38 |
| GAGLIARDI | VITO | Detective | $133,129.46 | $788.45 |
| GAJRAJ | SYED SEAN | Plainclothes Police Constable | $107,674.91 | $765.60 |
| GALAMIYEVA | YEKATERINA | Police Constable | $105,536.73 | $735.67 |
| GALDIKS | ROLAND GERHARD | Police Constable | $104,292.80 | $744.54 |
| GALIOTOS | KONSTANTINOS | Plainclothes Police Constable | $102,613.30 | $765.60 |
| GALL | ALEXANDRU | Plainclothes Police Constable | $100,238.93 | $765.60 |
| GALLAGHER | IAN JAMES | Police Constable | $100,638.48 | $735.67 |
| GALLAGHER | JOHN ASHLEY | Plainclothes Police Constable | $104,447.40 | $750.21 |
| GALLANT | CAROLINE | Plainclothes Police Constable | $113,701.53 | $785.30 |
| GALLANT | DENISE | Sergeant | $107,982.54 | $381.21 |
| GALLANT | KELLY-ANN | Detective Sergeant | $118,339.97 | $598.04 |
| GALLANT | ROBERT | Detective | $116,309.38 | $806.31 |
| GALLANT | STACY | Detective Sergeant | $125,419.11 | $843.29 |
| GALLANT | TIMOTHY | Sergeant | $130,345.71 | $803.93 |
| GALLO | DANIEL | Plainclothes Police Constable | $104,249.85 | $765.60 |
| GANJ | ARRAN | Plainclothes Police Constable | $113,207.02 | $752.12 |
| GARBUTT | TODD | Training Constable | $105,589.06 | $778.16 |
| GARDA | DARIUS | Plainclothes Police Constable | $117,802.46 | $725.92 |
| GARDINER | ROBERT SCOTT | Police Constable | $102,243.21 | $744.54 |
| GARDNER | RONALD FRANKLIN | Sergeant | $109,505.50 | $788.45 |
| GARLAND | MARINA EDUARDOVNA | Police Constable | $102,428.99 | $762.36 |
| GARRISON | HEIDI ELSIE | Detective Sergeant | $118,178.30 | $417.87 |
| GARROW | PATRICK JOHN | Plainclothes Police Constable | $102,976.14 | $774.44 |
| GARVEY | ANDREW FREDERICK | Police Constable | $101,737.87 | $751.02 |
| GAUDET | DAVID RICHARD | Police Constable | $100,787.91 | $744.54 |
| GAUDET | DERRICK | Sergeant | $113,805.63 | $806.31 |
| GAUTHIER | LEO | Detective | $116,187.74 | $806.31 |
| GAUTHIER | PAUL RICHARD | Sergeant | $104,852.67 | $788.45 |
| GAVALLER | ILANA CHANA | Police Constable | $105,463.23 | $735.67 |
| GAZEY | DARYL | Plainclothes Police Constable | $128,022.16 | $780.38 |
| GEANA | SORIN | Police Constable | $100,659.32 | $736.02 |
| GEE | WILLIAM EDWARD | Police Constable | $123,875.22 | $744.54 |
| GELLEL | JENNIFER | Police Constable | $103,138.60 | $722.14 |
| GENOVY | SHAUN | Detective | $114,948.25 | $806.31 |
| GEORGE | GLEN | Sergeant | $122,841.57 | $806.31 |
| GEORGOPOULOS | KEVIN | Plainclothes Police Constable | $107,889.78 | $765.60 |
| GERRITS | JOHN | Police Constable | $126,767.36 | $764.04 |
| GERRY | DONALD | Staff Sergeant | $118,642.37 | $843.29 |
| GETTY | SHAWN | Detective Sergeant | $121,593.83 | $843.29 |
| GHAZARIAN | HAMAYAK | Police Constable | $103,583.32 | $735.67 |
| GHEYSAR | MAKDA | Financial Planner | $125,404.42 | $1,009.06 |
| GIANNOTTA | CELESTINO | Director of Information Technology | $178,550.96 | $1,800.28 |
| GIBB | LOUIS | Sergeant | $110,133.02 | $806.31 |
| GIBILLINI | RICHARD | Sergeant | $115,392.60 | $806.31 |
| GIBSON | GRAHAM | Detective Sergeant | $129,981.46 | $843.29 |
| GIBSON | JAMES | Staff Sergeant | $118,743.07 | $843.29 |
| GIBSON | NATHAN EDWARD | Plainclothes Police Constable | $114,320.06 | $756.96 |
| GIBSON | ROGER | Sergeant | $130,249.43 | $806.31 |
| GICZI | JIM FRANK | Detective | $119,362.16 | $805.97 |
| GIEDROYC | KAROL ZYGMUNT | Detective Sergeant | $121,618.31 | $417.87 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| GIESCHE | CHAD ALLEN | Plainclothes Police Constable | $102,252.47 | $765.60 |
| GILBERT | DONNA ELLEN | Information Security Officer | $117,760.30 | $820.41 |
| GILBERT | SCOTT | Inspector | $145,487.17 | $1,087.32 |
| GILBERT | SHAWN WILLIAM | Sergeant | $103,908.88 | $788.45 |
| GILFOY | LEAH DAWN | Detective Sergeant | $117,114.23 | $834.94 |
| GILL | AMANPREET SINGH | Police Constable | $117,360.37 | $744.54 |
| GILL | JASON GOWAN | Police Constable | $101,516.67 | $759.93 |
| GILLAN | JEFFREY JOHN | Plainclothes Police Constable | $121,917.02 | $765.60 |
| GILLESPIE | ANDREA | Police Constable | $100,030.82 | $777.16 |
| GILLESPIE | MICHAEL PATRICK | Plainclothes Police Constable | $105,015.42 | $756.96 |
| GILLIS | DAVID WILLIAM | Staff Sergeant | $118,811.70 | $843.29 |
| GINI | GUILLERMO STEVE | Plainclothes Police Constable | $113,195.63 | $757.31 |
| GIRARD | MARTIN REMI | Police Constable | $103,800.20 | $735.67 |
| GIRARDI | NANCY LYNNE | Plainclothes Police Constable | $107,886.38 | $765.60 |
| GIROUX | GARY | Detective Sergeant | $160,994.16 | $418.19 |
| GITTUS | RYAN CHRISTOPHER | Plainclothes Police Constable | $108,444.45 | $756.96 |
| GLANCY | DAVID | Police Constable | $132,011.27 | $758.58 |
| GLASGOW | JUSTIN JOSEPH | Plainclothes Police Constable | $109,480.44 | $765.60 |
| GLAVIN | LYDIA STEPHANY | Detective Sergeant | $118,822.14 | $834.94 |
| GLAVIN | PHILLIP | Sergeant | $138,588.67 | $806.31 |
| GLEN | CAROLINE | Detective | $108,317.56 | $806.31 |
| GLENDINNING | GREGORY DAVID | Detective | $128,886.40 | $806.31 |
| GODDARD | GLENN PATRICK | Police Constable | $107,448.13 | $747.87 |
| GOEBELL | NAD | Police Constable | $102,488.83 | $764.04 |
| GOH | ANDRE PIERRE | Manager of Diversity Management | $141,799.51 | $503.10 |
| GOKEDA | GOPALA KRISHNA | Project Leader | $126,515.69 | $815.61 |
| GOLDLIOUST | ANATOL | Plainclothes Police Constable | $105,473.02 | $741.38 |
| GOLDSMITH | ERIC CHARLES | Detective | $110,472.91 | $797.32 |
| GOMES | JUSTIN DAVID | Plainclothes Police Constable | $103,658.03 | $765.60 |
| GOMES | SUSAN ELIZABETH | Detective | $142,641.06 | $801.89 |
| GONZALES | ANGELO ENRIQUEZ | Police Constable | $102,123.75 | $744.54 |
| GOOBIE | DERRICK | Training Constable | $103,622.15 | $785.30 |
| GOODING | JOANNE MICHELE | Senior Administrator of Civilian Recruitment | $109,165.24 | $910.13 |
| GOODWIN | ELLA RILEY | Police Constable | $107,747.88 | $738.13 |
| GOODWIN | RALPH | Sergeant | $107,820.84 | $381.21 |
| GORDON | CHRISTOPHER | Sergeant | $115,740.25 | $372.22 |
| GORSKI | WOJCIECH | Police Constable | $113,294.75 | $722.14 |
| GOSS | JASON JAMES | Police Constable | $103,563.05 | $745.22 |
| GOTELL | JAMES ELWOOD | Detective Sergeant | $126,456.48 | $842.97 |
| GOTTSCHALK | BRIAN | Staff Sergeant | $118,711.77 | $843.29 |
| GOTTSCHALK | MICHAEL | Staff Sergeant | $118,339.97 | $418.19 |
| GOTTSCHLING | RONALD EDMUND | Police Constable | $101,524.71 | $744.54 |
| GOUDIE | ROBERT RANDALL | Sergeant | $106,957.74 | $797.32 |
| GOUGH | JEFFREY MICHAEL | Plainclothes Police Constable | $106,712.88 | $326.12 |
| GOULAH | ANTHONY LEO | Plainclothes Police Constable | $114,334.92 | $765.60 |
| GOUTHRO | CRAIG JOSEPH | Sergeant | $108,937.18 | $797.32 |
| GOUVEIA | DERECK FRANCIS | Plainclothes Police Constable | $100,753.51 | $782.36 |
| GOWAN | TODD JOHN | Sergeant | $103,534.42 | $788.45 |
| GOWANLOCK | CAROL LYNN | Administrator of Document Services | $111,700.54 | $317.65 |
| GRACE | TIMOTHY | Plainclothes Police Constable | $116,957.64 | $785.30 |
| GRAFFMANN | GORDON | Detective Sergeant | $118,339.97 | $843.29 |
| GRAHAM | JEFFREY RAE | Plainclothes Police Constable | $108,609.69 | $751.57 |
| GRAHAM | LEE MICHAEL | Sergeant | $109,039.94 | $806.31 |
| GRAMMATIKOS | MICHAEL GEORGE | Police Constable | $104,158.01 | $744.54 |
| GRANATA | SALVATORE FRANCESCO | Sergeant | $110,318.30 | $806.31 |
| GRANBERG | DINO | Detective | $107,444.09 | $801.89 |
| GRANDE | PIETRO | Police Constable | $113,159.10 | $768.73 |
| GRANT | CINDYLOU CHRISTINA | Project and Policy Coordinator | $125,404.42 | $1,009.06 |
| GRANT | KEVIN | Plainclothes Police Constable | $104,788.80 | $785.30 |
| GRANT | PATRICIA ANN | Detective | $108,635.51 | $788.45 |
| GRAY | GLENN | Staff Sergeant | $127,792.11 | $843.29 |
| GRAY | MEAGHAN CAROLINE | Corporate Communications Section Head | $110,926.13 | $366.76 |
| GRAY | PAULINE | Detective Sergeant | $148,895.46 | $843.29 |
| GRAY | ROBERT | Sergeant | $108,516.02 | $381.21 |
| GREAVES | BRANDON LLOYD | Plainclothes Police Constable | $108,522.10 | $756.96 |
| GREAVETTE | JAMES | Plainclothes Police Constable | $109,574.12 | $785.30 |
| GREEN | JOHN | Detective | $114,288.88 | $806.31 |
| GREENAWAY | COLIN | Detective Sergeant | $118,339.97 | $843.29 |
| GREENE | MICHAELA SARA | Police Constable | $100,647.56 | $735.67 |
| GREENER | KIMBERLEY ANNE | Police Constable | $100,302.87 | $744.54 |
| GREER | MARIE | Detective Sergeant | $118,342.77 | $843.29 |
| GREER | THOMAS ROBERT | Detective | $117,432.31 | $803.93 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| GREGORIS | DEREK ANTHONY | Plainclothes Police Constable | $100,389.89 | $765.60 |
| GREGORY | ROBERT R. | Detective | $109,470.18 | $806.31 |
| GREGORY | ROBERT K. | Staff Sergeant | $118,905.68 | $843.29 |
| GREGORY | SANDRA | Sergeant | $109,852.06 | $806.31 |
| GREGORY | TREVOR PIXLEY | Police Constable | $108,142.56 | $739.10 |
| GREKOS | MICHAEL | Detective | $118,326.34 | $797.32 |
| GREWAL | AMANPREET SINGH | Plainclothes Police Constable | $104,086.60 | $756.96 |
| GREWAL | DHARMENDRA SINGH | Plainclothes Police Constable | $100,870.72 | $750.21 |
| GREWAL | NARINDERPAL SINGH | Police Constable | $103,845.91 | $735.67 |
| GRIALDI | THIERRY | Detective | $121,695.14 | $802.57 |
| GRIERSON | MICHAEL | Sergeant | $110,269.21 | $806.31 |
| GRIEVE | TREVOR SCOTT | Plainclothes Police Constable | $114,399.11 | $757.55 |
| GRIEVES | GARY | Plainclothes Police Constable | $105,565.87 | $360.20 |
| GRIFFIN | SHAIN MICHAEL | Sergeant | $107,355.40 | $788.45 |
| GRIFFITHS | DAVID | Detective | $119,570.04 | $806.31 |
| GRIFFITHS | SEAN RONALD | Sergeant | $117,576.16 | $806.31 |
| GRIS | ROBERT MICHAEL | Sergeant | $105,375.44 | $788.45 |
| GRISOLIA | LISA | Sergeant | $109,227.78 | $806.31 |
| GRONDIN | SCOTT WILLIAM | Plainclothes Police Constable | $109,810.95 | $765.60 |
| GROSS | KIMBERLY | Detective Sergeant | $124,674.62 | $843.29 |
| GROSS | PAVEL | Manager of Information Systems | $152,982.78 | $1,141.79 |
| GROVER | TODD | Sergeant | $109,338.54 | $806.31 |
| GROVES | GREGORY | Detective Sergeant | $161,760.46 | $843.29 |
| GUAY | SYLVIE | Police Constable | $102,087.17 | $764.04 |
| GUERRA | JORSHENELLE LALLAINE | Police Constable | $101,274.62 | $744.54 |
| GUERREIRO | JOSEPH ANDREW | Police Constable | $104,007.29 | $759.93 |
| GUEST | DALE | Sergeant | $107,820.84 | $381.21 |
| GURR | JACK JACOB | Sergeant | $107,822.46 | $396.05 |
| GUTHRIE | JANICE | Plainclothes Police Constable | $104,682.86 | $349.34 |
| HABIBULLAH | JAMSHID | Police Constable | $104,935.68 | $735.67 |
| HADDEN | ELIZABETH ANNE | Police Constable | $112,081.34 | $753.15 |
| HAFFEJEE | FAZAL MOHAMMED | Plainclothes Police Constable | $116,788.04 | $765.60 |
| HAFIZ | AMIN | Sergeant | $121,245.39 | $806.31 |
| HAGERMAN | DAVID | Police Constable | $100,590.53 | $764.04 |
| HAGGETT | LORI LYNN | Detective | $106,499.51 | $376.79 |
| HAGHSHENAS | EHSAN | Plainclothes Police Constable | $119,786.02 | $741.38 |
| HAGOPIAN | GREGORY KRIKOR | Detective | $105,961.65 | $794.60 |
| HAIN | DAVID JOSEPH | Police Constable | $115,591.32 | $744.54 |
| HAINES | DAVID PAUL | Sergeant | $110,586.90 | $789.15 |
| HAINES | KEITH | Staff Sergeant | $153,966.57 | $843.29 |
| HAINES | RICHARD PAUL | Plainclothes Police Constable | $121,108.46 | $765.60 |
| HAITZER | GARY | Sergeant | $107,820.84 | $381.21 |
| HAJI | MOHAMMAD ABID | Police Constable | $105,530.20 | $744.54 |
| HALAGIAN | ADAM RYAN | Plainclothes Police Constable | $110,278.25 | $765.60 |
| HALES | KEITH JOHN | Police Constable | $102,381.83 | $744.54 |
| HALEY | RHONDA GAYLE | Plainclothes Police Constable | $104,218.25 | $765.60 |
| HALJASTE | MARK HARIVALD | Plainclothes Police Constable | $113,349.30 | $752.86 |
| HALL | ALVIN DALTON | Sergeant | $111,055.62 | $799.85 |
| HALL | JOHN | Police Constable | $108,827.55 | $764.04 |
| HALL | NEIL HARCOURT | Police Constable | $112,715.53 | $759.93 |
| HALL | WILLIAM MICHAEL | Plainclothes Police Constable | $124,804.27 | $765.60 |
| HALMAN | DARREN | Staff Sergeant | $119,619.88 | $843.29 |
| HAMILTON | KEVIN STEWART | Plainclothes Police Constable | $103,287.51 | $759.93 |
| HAMILTON | MICHAEL | Police Constable | $100,396.76 | $764.04 |
| HAMILTON-GREENER | MICHAEL | Staff Sergeant | $127,407.39 | $843.29 |
| HAMLET | ROWAN ALLEN | Police Constable | $106,223.52 | $744.54 |
| HAMMOND | ANDREW WILLIAM | Police Constable | $114,365.45 | $637.57 |
| HAMPSON | SCOTT ANDREW | Police Constable | $136,036.10 | $744.54 |
| HANCOCK | JANINE RHONA | Sergeant | $107,648.35 | $798.83 |
| HANCOCK | KIMBERLY | Detective | $119,303.87 | $806.31 |
| HANDSOR | AMY CHRISTINE | Plainclothes Police Constable | $110,265.78 | $765.60 |
| HANDSOR | PHILIP ALLEN | Sergeant | $110,122.54 | $788.45 |
| HANDY | CHRISTINE | Plainclothes Police Constable | $100,039.40 | $779.00 |
| HANKS | STEPHEN ROBERT | Police Constable | $101,430.75 | $735.67 |
| HANLON | ERIN VALENTINE | Police Constable | $113,434.30 | $762.36 |
| HANS | DALJIT | Sergeant | $107,820.84 | $806.31 |
| HANSEN | KATHLEEN ANN | Police Constable | $110,170.24 | $764.04 |
| HANSEN | PETER | Police Constable | $106,568.90 | $747.87 |
| HANTON | JEFFREY | Plainclothes Police Constable | $101,680.11 | $360.20 |
| HARFMAN | BRADLEY JOHN | Police Constable | $101,668.05 | $735.67 |
| HARGAN | ROBERT | Sergeant | $150,068.67 | $806.31 |
| HARGREAVES | CHRISTOPHER | Police Constable | $106,180.29 | $735.67 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| HARKER | ADAM MICHAEL | Plainclothes Police Constable | $104,647.44 | $765.60 |
| HARLEY | ALEXANDER PETRIE | Training Constable | $108,296.33 | $756.96 |
| HARNETT | ELIZABETH ANN | Plainclothes Police Constable | $100,234.57 | $744.77 |
| HARNETT | ROBERT | Detective | $135,611.14 | $806.31 |
| HARNISH | MICHAEL STEVENS | Police Constable | $103,180.26 | $744.54 |
| HAROON | USMAN | Police Constable | $112,015.01 | $735.67 |
| HARRAS | JOHN | Detective | $116,616.39 | $806.31 |
| HARRIS | CRAIG EDWARD | Police Constable | $101,150.85 | $764.04 |
| HARRIS | DAVID | Detective | $132,006.82 | $806.31 |
| HARRIS | DAVID ANTHONY | Senior Analyst | $103,480.00 | $366.76 |
| HARRIS | DEBBIE | Detective | $142,006.77 | $806.31 |
| HARRIS | KIMBERLEY ANN | Plainclothes Police Constable | $120,958.04 | $340.50 |
| HARRIS | RICHARD VICTOR | Detective | $130,094.56 | $788.45 |
| HARRIS | STEPHEN ARTHUR | Staff Inspector | $152,941.67 | $14,717.81 |
| HART | DOUGLAS | Sergeant | $131,434.02 | $806.31 |
| HARTFORD | DEBORAH | Sergeant | $112,463.83 | $806.31 |
| HARTFORD | THOMAS JOSEPH | Detective | $112,473.02 | $381.21 |
| HARVEY | MARK | Detective | $123,034.61 | $806.31 |
| HASIUK | MELISSA ANNE | Police Constable | $101,616.67 | $735.67 |
| HASSALL | ANDREW | Plainclothes Police Constable | $102,061.28 | $785.30 |
| HAWCO | BERNARD THOMAS | Sergeant | $111,383.73 | $806.31 |
| HAWKEN | MICHAEL BROWNLEE | Police Constable | $102,852.72 | $751.83 |
| HAWKINS | HILARY LAURENE | Plainclothes Police Constable | $104,952.50 | $340.50 |
| HAWKINS | ROBERT GEOFFREY | Police Constable | $104,353.79 | $759.93 |
| HAWORTH | ANDREW MICHAEL | Police Constable | $103,455.09 | $735.67 |
| HAYES | JEREMY MATTHEW | Detective | $124,235.01 | $788.45 |
| HAYES | ROY EDWARD | Plainclothes Police Constable | $106,811.50 | $360.20 |
| HAYLES | MICHAEL BANCROFT | Sergeant | $109,150.03 | $797.32 |
| HAYNES | CHRISTOPHER SEAN | Plainclothes Police Constable | $106,990.73 | $784.88 |
| HAYRE | HARMAN SINGH | Police Constable | $101,701.25 | $744.54 |
| HAYWARD | DARRELL MAURICE | Police Constable | $114,030.97 | $744.54 |
| HAYWARD | MARK | Sergeant | $163,237.82 | $806.31 |
| HAZELL | SANDRA DAWN | Police Constable | $101,741.54 | $744.54 |
| HEAD | STEVEN ROSS | Plainclothes Police Constable | $104,788.66 | $765.60 |
| HEADLEY | CHRISTINE | Senior Operations Supervisor | $112,947.30 | $817.00 |
| HEANEY | GERALD | Staff Sergeant | $119,389.02 | $834.94 |
| HEARD | CHRISTOPHER SHAYNE | Sergeant | $124,154.87 | $800.53 |
| HEARD | JASON MARK | Plainclothes Police Constable | $111,782.73 | $769.00 |
| HEDGEMAN | CORY MICHAEL | Plainclothes Police Constable | $115,218.04 | $765.60 |
| HEGARTY | NATALIE MONIQUE | Detective | $108,423.80 | $381.21 |
| HEGEDUS | RICHARD | Inspector | $144,717.35 | $1,062.10 |
| HEITZNER | ROBERT MATTHEW | Detective | $129,509.07 | $797.32 |
| HENDERSON | GEOFFREY PAUL | Plainclothes Police Constable | $110,003.61 | $760.74 |
| HENDERSON | NORMAN GEORGE | Manager of Fleet and Materials Management | $165,091.59 | $1,200.55 |
| HENDERSON | VINCENT | Police Constable | $104,295.47 | $764.04 |
| HENDRICKS | KEITH | Detective | $109,996.15 | $806.31 |
| HENKEL | HEINZ | Sergeant | $114,105.12 | $642.81 |
| HENRY | ANN-MARIE PATRICIA | Manager of Benefits and Employment | $149,621.62 | $1,126.55 |
| HENRY | PETER | Staff Sergeant | $119,935.39 | $843.29 |
| HENSCHELL | CHRISTOPHER KEITH | Police Constable | $111,394.59 | $744.54 |
| HEUGHAN | DEBORAH | Police Constable | $111,506.19 | $764.04 |
| HEUGHAN | DONALD | Plainclothes Police Constable | $105,609.44 | $785.30 |
| HEWITT | STEPHEN MARK | Police Constable | $122,654.60 | $744.54 |
| HEWNER | ELIZABETH JANINE | Manager of Budgeting and Control | $157,461.90 | $1,163.89 |
| HEWSON | BROOKE LESLIE | Plainclothes Police Constable | $116,232.66 | $765.60 |
| HEWSON | KENT | Sergeant | $111,559.84 | $806.31 |
| HIBBELN | PHILIP JOSEPH | Detective | $121,331.93 | $381.21 |
| HICKMOTT | MARCIE LYNN | Detective | $102,565.38 | $788.45 |
| HICKS | JOEY REUBEN | Plainclothes Police Constable | $100,721.05 | $751.22 |
| HICKS | STEPHEN | Sergeant | $113,955.64 | $806.31 |
| HIGGINS | ANDREW CRAIG | Detective | $105,660.70 | $788.45 |
| HIGGINS | PAUL | Police Constable | $101,525.61 | $764.04 |
| HIGGITT | ELISA | Sergeant | $103,695.29 | $788.45 |
| HIGO | TODD ELLIOT | Plainclothes Police Constable | $107,275.41 | $774.44 |
| HILBORN | LYNDA DAWN | Sergeant | $107,864.06 | $806.31 |
| HILDEBRAND | SHAUN CHRISTOPHER | Plainclothes Police Constable | $109,616.19 | $765.60 |
| HILDRED | LESLEY | Staff Sergeant | $120,394.92 | $843.29 |
| HILL | ELIOT LEWIS | Police Constable | $100,824.69 | $744.54 |
| HILL | IRA NORMAN | Detective | $111,028.21 | $806.31 |
| HILL | KEVIN BRIAN | Police Constable | $108,307.99 | $735.67 |
| HILL | SHANE | Detective | $129,811.59 | $805.63 |
| HILLHOUSE | TODD GARRY | Sergeant | $113,286.81 | $797.32 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| HILLIER | JASON SABINO | Plainclothes Police Constable | $109,144.46 | $765.27 |
| HILTON | TYRONE CHRISTOPHER | Sergeant | $106,652.96 | $788.45 |
| HINCHCLIFFE | DAVID JOHN | Police Constable | $100,486.39 | $747.87 |
| HINCKS | WENDY MARIE | Police Constable | $105,833.28 | $830.82 |
| HIND | D'ARCY LIAM | Plainclothes Police Constable | $103,119.24 | $765.60 |
| HINES | GORDON IAN | Police Constable | $101,771.54 | $744.54 |
| HISCOX | PATRICK JAMES | Police Constable | $103,365.00 | $749.40 |
| HO | ALEC KAI-KWUN | Parking Enforcement Officer | $101,544.95 | $647.33 |
| HO | JOSEPH CHOA | Plainclothes Police Constable | $105,655.55 | $774.44 |
| HO | KENNY KONG-LEUNG | Detective Sergeant | $113,359.77 | $825.60 |
| HO | OLIVER NICHOLAS | Plainclothes Police Constable | $111,965.29 | $765.60 |
| HOBBINS | ALAN GARY | Sergeant | $105,476.59 | $791.20 |
| HOCKADAY | ADAM ROY | Plainclothes Police Constable | $117,273.32 | $756.96 |
| HODGERT | DOUGLAS | Police Constable | $107,780.64 | $764.04 |
| HODGINS | MARK GREGORY | Police Constable | $115,702.78 | $744.54 |
| HODGSON | FREDERICK ALVIN | Police Constable | $105,953.92 | $744.54 |
| HODKIN | JASON JOSEPH | Plainclothes Police Constable | $110,700.66 | $765.60 |
| HOELLER | CHRISTOPHER ALEXANDER | Plainclothes Police Constable | $117,320.87 | $763.29 |
| HOFFMAN | GREGORY RODNEY | Police Constable | $120,903.30 | $760.74 |
| HOFFMEYER | RUSSELL DANIEL | Detective | $103,856.25 | $791.88 |
| HOFLAND | MATTHEW ROBERT | Sergeant | $106,802.68 | $791.88 |
| HOGAN | JAMES | Staff Sergeant | $126,824.69 | $409.84 |
| HOLDER | ADKIN | Detective | $105,568.50 | $372.22 |
| HOLDER | PAUL | Plainclothes Police Constable | $112,471.48 | $824.16 |
| HOLLAND | MARK LEWIS | Plainclothes Police Constable | $101,955.43 | $765.60 |
| HOLLINGSHEAD | RICHARD WARREN | Police Constable | $103,348.95 | $780.44 |
| HOLLYWOOD | NEIL | Plainclothes Police Constable | $100,681.12 | $774.44 |
| HOLMES | JOHN | Sergeant | $113,184.59 | $806.31 |
| HOLT | GLENN | Inspector | $147,085.57 | $1,087.32 |
| HONG | ANDREW | Police Constable | $112,260.33 | $744.54 |
| HOOD | JACQUELINE SUSANNE | Plainclothes Police Constable | $104,686.10 | $765.60 |
| HOOPER | KEVIN JOSEPH | Sergeant | $102,585.33 | $788.45 |
| HOOVER | BRADLEY | Detective | $108,506.30 | $381.21 |
| HOPKINS | JEFFREY DAVID | Detective | $102,560.13 | $788.45 |
| HORNBY | GREGORY ALLEN | Police Constable | $109,412.33 | $756.06 |
| HORNER | GAVIN | Detective | $136,890.99 | $806.31 |
| HORTON | BRIAN | Police Constable | $114,665.29 | $764.04 |
| HORTON | CHRISTOPHER NEIL | Plainclothes Police Constable | $106,059.42 | $765.60 |
| HORWOOD | RYAN KNIGHT | Plainclothes Police Constable | $113,183.16 | $765.60 |
| HOUSTON | DEBRA | Staff Sergeant | $118,553.16 | $843.29 |
| HOUSTON | JEANETTE MARIE | Compensation and Benefits Analyst | $112,057.63 | $931.45 |
| HOUSTON | JOEL MICHAEL | Police Constable | $100,676.65 | $744.54 |
| HOVEY | GWENYTH | Detective | $107,876.14 | $806.31 |
| HOWARD | ELDON | Police Constable | $128,669.38 | $764.04 |
| HOWARD | SHAWN | Police Constable | $115,662.72 | $753.15 |
| HOWELL | JEFFREY | Staff Sergeant | $121,740.50 | $843.29 |
| HOWES | CHRISTOPHER PAUL | Training Constable | $101,319.18 | $765.60 |
| HOWLETT | WAYNE | Plainclothes Police Constable | $104,327.90 | $785.30 |
| HREPIC | MARIO | Sergeant | $115,314.71 | $801.89 |
| HRYHORSKY | MICHAEL THOMAS | Police Constable | $105,315.67 | $750.21 |
| HU | YI | Police Constable | $105,936.99 | $735.67 |
| HUBBARD | SIMON | Plainclothes Police Constable | $123,547.70 | $779.84 |
| HUBER | ERWIN WERNER | Plainclothes Police Constable | $102,571.73 | $765.60 |
| HUDSON | NOEL MCNAIR | Police Constable | $108,076.47 | $735.67 |
| HUGHES | GUY | Police Constable | $117,153.14 | $764.04 |
| HUGHES | LYNN | Detective | $108,173.58 | $799.85 |
| HUGHES | TRUDY | Detective | $114,868.78 | $381.21 |
| HUGHSON | REGINALD GUY | Plainclothes Police Constable | $106,593.07 | $784.88 |
| HUMENIUK | JUSTYN DAVID | Plainclothes Police Constable | $104,237.90 | $765.60 |
| HUNG | JAMES | Staff Sergeant | $133,213.09 | $728.84 |
| HUNG | JEFFREY | Plainclothes Police Constable | $106,521.31 | $765.60 |
| HUNT | CHRISTOPHER DAVID | Plainclothes Police Constable | $107,145.51 | $763.29 |
| HUNT | GLEN STEPHEN | Police Constable | $102,971.43 | $764.04 |
| HUNT | ROBERT | Detective | $113,156.75 | $806.31 |
| HUNTE | KAREN | Sergeant | $108,964.85 | $799.85 |
| HUNTER | JASON COLIN | Plainclothes Police Constable | $115,747.50 | $765.60 |
| HURLEY | JASON LESLIE | Police Constable | $119,200.77 | $742.16 |
| HURLEY | WILLIAM ANTHONY | Staff Sergeant | $120,493.94 | $843.29 |
| HUSAIN | MOHAMMED SALEEM | Detective | $121,895.76 | $797.32 |
| HUSSEIN | RIYAZ | Inspector | $144,717.35 | $902.85 |
| HUTCHINGS | DANIEL WILLIAM | Sergeant | $108,957.51 | $788.45 |
| HUTCHINGS | TRACEY LYNN | Plainclothes Police Constable | $105,184.55 | $760.74 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| HWANG | THOMAS YUNG-YIH | Police Constable | $107,639.05 | $679.14 |
| HYDE | EATON PAUL | Locational Administrator | $105,251.72 | $317.65 |
| HYNEK | JEFFREY CHARLES | Plainclothes Police Constable | $109,591.19 | $757.55 |
| IANCU | VLADIM ADRIAN | Police Constable | $120,366.15 | $735.67 |
| IDSINGA | HANK | Detective Sergeant | $146,520.30 | $418.19 |
| ILSON | DANIEL JAMES | Police Constable | $106,171.64 | $749.55 |
| IMRIE | THOMAS ALLEN | Detective | $110,461.83 | $791.88 |
| INAL | BURAK | Plainclothes Police Constable | $100,814.53 | $765.60 |
| INDIRAN | PRASHANAN | Police Constable | $104,102.39 | $735.67 |
| INGLEY | PAUL LEO | Plainclothes Police Constable | $105,708.02 | $763.29 |
| INGLIS | CRAIG NORMAN | Police Constable | $111,870.20 | $744.54 |
| ION | DEAN FRANCIS | Sergeant | $110,318.67 | $806.31 |
| IONTA | ALESSANDRO | Detective | $115,585.20 | $788.45 |
| IRELAND | MORGAN HARRIS | Police Constable | $109,215.14 | $744.54 |
| IRISH | DAVID | Detective | $109,293.28 | $806.31 |
| IRISH | PETER | Plainclothes Police Constable | $101,605.16 | $785.30 |
| IRISH | TIMOTHY GARNET | Detective | $116,381.47 | $800.53 |
| IRVINE | BRENT MARVEN | Police Constable | $101,018.07 | $735.67 |
| IRVINE | ZACHARY JAMES | Plainclothes Police Constable | $101,675.65 | $765.60 |
| IRWIN | KRISTOPHER BRAHMS | Police Constable | $104,076.90 | $744.54 |
| IRWIN | STEPHEN | Inspector | $144,717.35 | $1,087.32 |
| ISABELLO | DAVID ANTHONY | Plainclothes Police Constable | $123,714.43 | $765.60 |
| ISIP | WILLIADOR | Police Constable | $100,158.72 | $763.98 |
| ITO | CHRISTOPHER | Police Constable | $103,607.28 | $735.67 |
| JACKSON | LAURIE | Staff Sergeant | $118,809.97 | $843.29 |
| JACKSON | PAUL EDWARD | Police Constable | $105,083.14 | $764.04 |
| JACKSON | ROBERT MICHAEL | Police Constable | $110,074.19 | $744.54 |
| JACOB | TIMOTHY ALFRED | Detective | $131,972.60 | $805.97 |
| JAMES | BRIAN ROBERT | Sergeant | $111,180.68 | $797.32 |
| JAMES | BRIAN STEVEN | Police Constable | $115,881.09 | $745.22 |
| JAMES | GARY | Plainclothes Police Constable | $110,862.52 | $785.30 |
| JAMES | RITA ANNE | Plainclothes Police Constable | $103,669.24 | $760.74 |
| JAMISON | JAMES WILLIAM | Police Constable | $115,050.58 | $320.12 |
| JAMSHIDI | JOSHUA PAYAM | Detective Sergeant | $117,774.41 | $825.60 |
| JANECZKO | DANIEL MARCIN | Police Constable | $105,991.88 | $735.67 |
| JANES | GARY AMBROSE | Plainclothes Police Constable | $113,660.47 | $774.44 |
| JANSZ | ANGELO TYRELL | Sergeant | $103,399.09 | $788.45 |
| JANSZ | GAWAIN MARIO | Sergeant | $119,654.90 | $788.45 |
| JAROSZ | RUSSELL | Detective Sergeant | $123,257.14 | $843.29 |
| JARVIS | ELAN | Plainclothes Police Constable | $101,474.61 | $360.20 |
| JASWAL | MONISH SINGH | Police Constable | $102,944.61 | $735.67 |
| JATTAN | CLINT | Police Constable | $115,889.68 | $764.04 |
| JENKINS | ALLEN | Sergeant | $119,928.99 | $381.21 |
| JENKINS | CLINTON RICHARD | Training Constable | $105,843.07 | $765.60 |
| JHAJJ | CHARANJIT | Police Constable | $117,514.31 | $756.06 |
| JIMENEZ | FRANCISCO RAUL | Police Constable | $103,394.02 | $739.10 |
| JIRI | GEORGE | Plainclothes Police Constable | $119,602.59 | $765.60 |
| JITTA | ROBERT LYNDON | Plainclothes Police Constable | $119,571.42 | $774.44 |
| JOCKO | TODD JOESEPH | Detective | $111,962.61 | $788.45 |
| JODOIN | CHRISTOPHER GUNSTEIN | Plainclothes Police Constable | $112,684.36 | $765.60 |
| JOHN | JEANILLE MARIA | Detective | $106,012.77 | $797.32 |
| JOHNS | MARK DOUGLAS | Plainclothes Police Constable | $101,169.71 | $765.60 |
| JOHNSON | DAVID EDWARD | Detective | $111,016.12 | $801.89 |
| JOHNSON | JENNIFER ANNE | Detective Sergeant | $113,850.93 | $826.46 |
| JOHNSON | LEON | Police Constable | $102,999.57 | $764.04 |
| JOHNSON | MARTIN NATHANIEL | Police Constable | $107,718.00 | $736.02 |
| JOHNSON | ROBERT | Inspector | $144,717.35 | $1,087.32 |
| JOHNSTON | ANDREW MICHAEL | Police Constable | $103,113.15 | $735.67 |
| JOHNSTON | BRENT ANDREW | Plainclothes Police Constable | $112,813.86 | $765.60 |
| JOHNSTON | BRIAN HUGH | Detective | $128,927.77 | $806.31 |
| JOHNSTON | CHARLES | Sergeant | $112,504.12 | $797.32 |
| JOHNSTON | JEFFREY | Plainclothes Police Constable | $137,745.37 | $785.30 |
| JOHNSTON | JOHN DAVID | Plainclothes Police Constable | $135,204.27 | $765.60 |
| JOHNSTON | TRICIA MARLENE | Detective | $122,279.57 | $797.32 |
| JOHNSTON | WENDY ELIZABETH | Sergeant | $103,748.42 | $788.45 |
| JOHNSTONE | ADRIANNE | Staff Sergeant | $121,218.88 | $825.60 |
| JOHNSTONE | ANDREW PAUL | Staff Sergeant | $116,544.50 | $834.94 |
| JOKAKELIAN | RAZMIKE AVEDIKE | Police Constable | $108,069.99 | $744.54 |
| JONES | COREY LEE | Detective | $116,218.21 | $788.45 |
| JONES | DOUGLAS ALBERT | Plainclothes Police Constable | $102,473.49 | $785.30 |
| JONES | GARY LLOYD | Police Constable | $101,765.95 | $735.67 |
| JONES | GORDON | Inspector | $163,481.52 | $1,087.32 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| JONES | JASON NEIL | Police Constable | $100,471.05 | $319.44 |
| JONES | LEANNE | Sergeant | $111,442.52 | $806.31 |
| JONES | PAUL CHRISTOPHER | Sergeant | $103,701.27 | $791.88 |
| JONES | SANDRA MAUREEN | Sergeant | $107,463.02 | $378.83 |
| JONES | THOMAS | Plainclothes Police Constable | $107,406.27 | $360.20 |
| JONGDONG | LHAWANG TOPGYAL | Detective | $128,179.44 | $788.45 |
| JOSEPH | RONALD RAJESH | Police Constable | $102,948.95 | $735.67 |
| JOSEPH | TREVOR JOHN | Plainclothes Police Constable | $115,256.29 | $750.21 |
| JOSEPHS | ADAM KIRK | Police Constable | $106,406.83 | $758.58 |
| JOSIFOVIC | MLADEN | Sergeant | $120,163.07 | $806.31 |
| JOST | MARTIKA SYBIL | Parking Enforcement Officer | $105,083.09 | $647.33 |
| JOSTIAK | JOSEPH | Staff Sergeant | $122,051.40 | $843.29 |
| JUDD | RICHARD ANDREW | Plainclothes Police Constable | $107,048.74 | $765.60 |
| JUGPALL | HERMAIL SINGH | Plainclothes Police Constable | $104,074.32 | $752.04 |
| JUHASZ | ALEXANDER GYOZO | Police Constable | $114,753.08 | $757.62 |
| JUHASZ | JAMIE CHRISTINE | Police Constable | $101,186.88 | $735.67 |
| JUPP | BRUCE | Police Constable | $122,137.30 | $764.04 |
| KACHUR | DAMIEN JOHN | Police Constable | $101,432.57 | $744.54 |
| KAHLON | AMARJIT SINGH | Police Constable | $100,942.25 | $343.27 |
| KAHNT | ANGELA CHRISTINE | Plainclothes Police Constable | $102,747.23 | $765.60 |
| KAINZ | CHRISTOPHER JOHN | Police Constable | $101,405.39 | $338.52 |
| KALDIS | GEORGE | Sergeant | $109,571.71 | $806.31 |
| KAN | FIEVEL YEE | Police Constable | $106,703.98 | $735.67 |
| KANG | GURJOT SINGH | Police Constable | $109,645.19 | $735.67 |
| KAPLIOUK | IVAN ALEKSANDROVICH | Police Constable | $106,877.35 | $736.02 |
| KARAGAN | PANAYIOTIS NICKOLAS | Sergeant | $115,610.18 | $788.45 |
| KARAKOCHUK | GERALD GEORGE | Police Constable | $106,609.05 | $735.67 |
| KARAVADI | HANUMANTHA | Senior Analyst | $103,927.12 | $366.76 |
| KARGES | BRADLEY JOSEPH | Police Constable | $107,282.12 | $744.54 |
| KARJALAINEN | TREVOR VINCENT | Plainclothes Police Constable | $107,558.36 | $785.30 |
| KARKOULAS | TREVOR DANIEL | Plainclothes Police Constable | $106,969.53 | $765.60 |
| KARPIK | JAMES | Police Constable | $109,940.43 | $764.04 |
| KARPINSKI | KRZYSZTOF | Police Constable | $100,820.50 | $735.67 |
| KARR | JOCELYN | Detective | $112,036.68 | $806.31 |
| KARRAS | STELLA STAUROULA | Detective | $111,547.38 | $788.45 |
| KARSTOFF | BRANDON CHRISTOPHER | Plainclothes Police Constable | $100,572.77 | $765.60 |
| KASZYCA | JOSEPH LUDWIK | Police Constable | $106,322.33 | $744.54 |
| KATHIRAVELU | KAJAMUGANATHAN | Plainclothes Police Constable | $109,678.72 | $765.60 |
| KATOCH | AMAR SINGH | Police Constable | $111,245.57 | $761.10 |
| KAY | BRIAN | Detective | $124,840.96 | $806.31 |
| KAY | COLIN | Detective Sergeant | $126,969.69 | $843.29 |
| KAY | WILLIAM DONALD | Police Constable | $128,263.21 | $744.54 |
| KEALEY | DEVIN | Detective Sergeant | $119,604.92 | $418.19 |
| KEANE | PATRICK | Staff Sergeant | $119,071.29 | $794.24 |
| KEEFER | JASON YVON | Police Constable | $106,894.27 | $759.93 |
| KEHLER | JASON WADE | Police Constable | $101,694.29 | $750.21 |
| KELL | JEFFREY STEWART | Police Constable | $118,686.19 | $744.54 |
| KELLMAN | KAREN LOUISE | Manager of Purchasing Support Services | $132,038.18 | $571.05 |
| KELLOWAY | TREVOR PAUL | Police Constable | $102,943.04 | $735.67 |
| KELLY | BRIAN WAYNE | Detective Sergeant | $126,022.57 | $841.05 |
| KELLY | DENISE EUGENIA | Police Constable | $102,521.38 | $735.67 |
| KELLY | RYAN ANDREW | Plainclothes Police Constable | $104,561.31 | $765.60 |
| KELLY | TERENCE PETER | Sergeant | $117,070.42 | $797.32 |
| KEMP | WILLIAM | Staff Sergeant | $125,423.76 | $843.29 |
| KEMPSTER | DARRYL MARTIN | Plainclothes Police Constable | $106,171.65 | $340.50 |
| KENNEDY | CHRISTOPHER | Police Constable | $109,946.19 | $753.15 |
| KENNEDY | GEOFFREY | Sergeant | $109,039.77 | $806.31 |
| KENNEDY | IAN DANIEL | Detective | $102,575.08 | $788.45 |
| KENNEDY | LEE EDWARD | Police Constable | $111,865.96 | $735.67 |
| KENNY | BRIAN | Staff Sergeant | $119,503.33 | $843.29 |
| KENT | SHARON AUDREY | Plainclothes Police Constable | $105,530.85 | $757.31 |
| KERR | GEOFFREY | Police Constable | $110,004.06 | $764.04 |
| KERR | KYLE | Detective | $112,357.89 | $806.31 |
| KERR | MICHAEL WILLIAM | Plainclothes Police Constable | $100,411.95 | $765.60 |
| KERR | ROBERT | Police Constable | $112,122.41 | $764.04 |
| KERR | SAMUEL WILLIAM | Police Constable | $115,956.14 | $764.04 |
| KERR | STEVEN HAROLD | Plainclothes Police Constable | $105,293.19 | $765.60 |
| KEVEZA | RYAN MATHEW | Plainclothes Police Constable | $105,034.11 | $760.32 |
| KHAN | AHMAR ALI | Police Constable | $119,774.59 | $735.67 |
| KHAN | MOHAMMAD ASAD ULLAH | Police Constable | $100,449.63 | $735.67 |
| KHAN | OMAR ASHRAF | Detective | $136,853.12 | $789.15 |
| KHAN | RONALD ARLINGTON | Staff Sergeant | $135,648.17 | $843.29 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| KHAN | TARIQ IJAZ | Police Constable | $104,085.56 | $735.67 |
| KHERA | MILPREET SINGH | Plainclothes Police Constable | $111,149.17 | $765.60 |
| KHIMANI | ZULFIQAR ALI | Parking Enforcement Officer | $109,891.66 | $647.33 |
| KHOSHBOOI | ALI NADER | Plainclothes Police Constable | $118,631.61 | $756.96 |
| KHOW | SIEWING | Counsel | $141,799.51 | $477.75 |
| KHURSHID | SHEIKH AHMAD | Police Constable | $102,424.25 | $735.67 |
| KICKSEE | CHERYL NOREEN | Human Resources Application Specialist | $103,286.81 | $774.02 |
| KIDD | JAMES JEFFREY | Plainclothes Police Constable | $102,841.89 | $765.60 |
| KIENS | ASTRID M | Training Constable | $102,257.35 | $785.30 |
| KIJEWSKI | KATHLEEN LAUREN | Plainclothes Police Constable | $102,830.04 | $749.40 |
| KIJEWSKI | KRISTINE JEAN | Director of Corporate Services | $178,246.82 | $2,531.23 |
| KIM | CHARLES WON-JIN | Sergeant | $105,073.78 | $789.15 |
| KIM | DANIEL | Police Constable | $102,432.93 | $735.67 |
| KIM | HYOK KYUN | Police Constable | $116,107.04 | $735.67 |
| KIM | MIN CHUL | Police Constable | $124,169.51 | $744.54 |
| KIM | SANG HYUP | Police Constable | $108,829.86 | $735.67 |
| KIM | SANG-RAE SAM | Manager of Enterprise Architecture | $165,091.59 | $1,200.55 |
| KIM | SIN-JOONG SIN | Plainclothes Police Constable | $117,164.18 | $765.60 |
| KIMMERER | DAVID RUSSELL | Police Constable | $102,816.31 | $747.87 |
| KING | CHERYL | Staff Sergeant | $122,924.52 | $839.13 |
| KING | DWAYNE EDWARD | Plainclothes Police Constable | $105,188.92 | $785.30 |
| KING | STUART MACPHERSON | Sergeant | $121,324.77 | $806.31 |
| KINGDON | SCOTT ANTHONY | Sergeant | $109,055.63 | $788.45 |
| KINNEAR | KATHRYN | Sergeant | $118,527.88 | $806.31 |
| KIRINDE | RANJAN WICKRAMASINGHE | Police Constable | $134,598.40 | $764.04 |
| KIRKPATRICK | CHRISTOPHER JOHN | Detective Sergeant | $114,682.24 | $826.46 |
| KIS | ANDREW | Sergeant | $113,837.40 | $806.31 |
| KITCHENER | ANDREW JAMES | Detective | $120,279.17 | $806.31 |
| KLAAS | PETER | Police Constable | $106,357.42 | $759.93 |
| KLACZA | CAROL | Sergeant | $108,525.63 | $725.07 |
| KLIMTSCHUCK | JOSEPH CHRISTIAN | Plainclothes Police Constable | $107,524.05 | $765.60 |
| KLINE | STEPHEN ROBERT | Police Constable | $111,049.77 | $735.67 |
| KLODT | SHAWN EDWARD | Police Constable | $107,835.46 | $758.89 |
| KLUCZEWSKI | KAMIL | Police Constable | $100,659.95 | $735.67 |
| KLUNDER | GERARD WILLIAM | Sergeant | $107,007.53 | $789.15 |
| KLUTZ | CHRISTOPHER JOSEPH | Police Constable | $105,254.28 | $744.54 |
| KMIECIAK | JOHN | Sergeant | $148,111.27 | $805.97 |
| KNAPPER | ROBBERT NICOLAAS | Staff Sergeant | $131,508.90 | $843.29 |
| KNIGHT | JULIE | Plainclothes Police Constable | $104,598.39 | $785.30 |
| KNIGHTON | JASON RICHARD | Police Constable | $102,840.98 | $735.67 |
| KNILL | GRAHAM KENNETH | Plainclothes Police Constable | $125,253.21 | $765.60 |
| KNOBLAUCH | KEITH PERCY | Police Constable | $104,722.78 | $761.10 |
| KNOTT | SIMON | Police Constable | $105,435.97 | $764.04 |
| KNOWLES | DAVID | Detective | $130,135.58 | $806.31 |
| KOH | DAVID SUKJIN | Police Constable | $100,947.57 | $310.57 |
| KOHL | BARBARA LOUISE | Detective | $111,644.58 | $799.85 |
| KOLAR | ANDREW | Plainclothes Police Constable | $115,122.16 | $785.30 |
| KOMARNISKY | SANDRA | Plainclothes Police Constable | $105,856.75 | $774.44 |
| KONDO | JASON | Detective | $117,883.25 | $806.31 |
| KONKEL | KAZIMIERZ | Staff Sergeant | $125,092.08 | $843.29 |
| KORAC | PAUL LOUIS | Plainclothes Police Constable | $107,028.97 | $765.60 |
| KOSTIUK | MICHAEL | Police Constable | $107,432.62 | $764.04 |
| KOTAS | ARTUR JACEK | Sergeant | $108,269.29 | $788.45 |
| KOTES | JULIA MARIE | Police Constable | $100,660.01 | $735.67 |
| KOVACIC | JOSEPH MARK | Police Constable | $114,449.10 | $744.54 |
| KOZAR | FREDERICK JOSEPH | Sergeant | $104,832.08 | $791.88 |
| KRAFT | JASON | Sergeant | $108,474.70 | $788.45 |
| KRAMER | RUDY JAMES | Police Constable | $112,388.97 | $735.67 |
| KRANENBURG | LORI PATRICIA | Detective | $107,352.73 | $788.45 |
| KRANJAC | JOSEPH ANTHONY | Detective | $107,240.37 | $788.45 |
| KRAWCZYK | PAUL THOMAS | Detective | $109,062.50 | $366.78 |
| KRAWCZYK | RICHARD | Police Constable | $138,804.22 | $764.04 |
| KRUCZEK | PIOTR PAWEL | Plainclothes Police Constable | $120,538.10 | $765.60 |
| KUCK | HEINZ | Staff Inspector | $152,941.67 | $1,141.79 |
| KUHN | RENE MICHAEL | Training Constable | $106,329.13 | $765.60 |
| KULINA | MARIO MARIUSZ | Police Constable | $105,107.63 | $732.00 |
| KULMATYCKI | JOEL PATRICK | Detective Sergeant | $140,683.42 | $839.77 |
| KUMMER | TANIA CHARLENE | Plainclothes Police Constable | $111,814.91 | $765.60 |
| KUNG | TOMMY WING | Police Constable | $124,363.20 | $744.54 |
| KURTS | LISA CRYSTAL | Sergeant | $103,697.99 | $789.15 |
| KUZNETSOV | SERGIY ANATOLYOVICH | Police Constable | $112,481.46 | $744.54 |
| KYRIACOU | SAVAS | Detective Sergeant | $123,792.40 | $843.29 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| LA FOSSE | JEFFERY GUY | Police Constable | $119,168.61 | $744.54 |
| LAVALLEE | DAVID VIKTOR | Plainclothes Police Constable | $119,781.55 | $765.60 |
| LADURANTAYE | BROCK YVES | Training Constable | $100,986.12 | $765.60 |
| LAHEY | MARY REGINA | Sergeant | $119,551.18 | $799.85 |
| LAI | VICTOR TZE-KAU | Police Constable | $133,793.50 | $744.54 |
| LAING | ANDREA LYNN | Plainclothes Police Constable | $100,860.55 | $765.60 |
| LAING | DARREN | Sergeant | $116,621.65 | $806.31 |
| LAKEY | WAYNE | Sergeant | $111,296.65 | $806.31 |
| LALL | LALLMAN | Parking Enforcement Officer | $119,832.03 | $647.33 |
| LALLA | LESTER ROYSON | Plainclothes Police Constable | $109,541.42 | $765.60 |
| LAM | IAN WAYNE | Police Constable | $119,754.02 | $744.54 |
| LAMANNA | ANTHONY | Police Constable | $101,166.61 | $764.04 |
| LAMBE | JAMES | Police Constable | $101,996.26 | $764.04 |
| LAMBIE | DARRYL BRADLEY | Police Constable | $106,675.87 | $735.67 |
| LAMOND | IAN DAVID | Staff Sergeant | $118,063.16 | $834.94 |
| LANDRY | DARRYL JAMES | Plainclothes Police Constable | $104,183.80 | $765.60 |
| LANDRY | JOEL CHRISTIAN | Plainclothes Police Constable | $108,313.36 | $765.60 |
| LANE | ARTHUR | Plainclothes Police Constable | $134,292.75 | $785.30 |
| LANGFORD | CHRISTAIN TREVOR | Police Constable | $103,417.77 | $744.54 |
| LANGFORD | JAMES DOUGLAS | Police Constable | $107,054.35 | $744.54 |
| LANGILLE | LYNN | Plainclothes Police Constable | $108,627.44 | $779.84 |
| LANGLOIS | MARK | Sergeant | $107,760.61 | $797.32 |
| LANIGAN | ROBIN | Police Constable | $107,359.90 | $782.08 |
| LAPENSEE | SYLVAIN AURELE | Plainclothes Police Constable | $117,856.67 | $765.60 |
| LARAMY | STEPHEN WILLIAM | Detective | $124,789.11 | $789.15 |
| LAROCHE | WINSTON | Sergeant | $108,001.84 | $381.21 |
| LATINCIC | DANIEL | Police Constable | $107,092.17 | $735.67 |
| LATTER | JORDAN CHRISTOPHER | Staff Sergeant | $134,276.33 | $834.94 |
| LAUFER | PETER | Sergeant | $118,380.28 | $806.31 |
| LAUSH | CHRISTOPHER ALLEN | Sergeant | $111,553.35 | $800.19 |
| LAVERS | MANFRED JAMES | Police Constable | $103,348.39 | $735.67 |
| LAW | CHUN-WING WILLIAM | Plainclothes Police Constable | $102,690.72 | $751.22 |
| LAWR | GREGORY EDWARD | Detective | $118,427.27 | $614.94 |
| LAWRENCE | NEVILLE DONAVON | Plainclothes Police Constable | $104,822.57 | $765.60 |
| LAWRENCE | SHAWN | Sergeant | $118,512.10 | $799.85 |
| LAWSON | ANDREW AVERY | Detective | $111,058.99 | $797.32 |
| LAWSON | ANTHONY | Sergeant | $114,964.78 | $799.85 |
| LAWSON | JAMES THOMAS | Sergeant | $143,935.93 | $806.31 |
| LAZARUS | TERRENCE ANTHONY | Police Constable | $111,551.58 | $763.98 |
| LAZZARO | FRANK ANTHONY | Police Constable | $102,881.02 | $744.54 |
| LEFORT | KENTON WILLIAM | Training Constable | $103,099.92 | $765.60 |
| LEAHY | KEVIN JOHN | Detective | $111,078.19 | $797.32 |
| LEAL | JASON DAVID | Plainclothes Police Constable | $112,693.07 | $765.60 |
| LEARY | DEREK WILLIAM | Police Constable | $103,803.96 | $744.54 |
| LEBLANC | DYLAN RAYMOND | Plainclothes Police Constable | $118,883.55 | $765.60 |
| LEBLANC | NORMAN | Detective Sergeant | $119,036.34 | $843.29 |
| LECK | DAVID | Sergeant | $111,390.57 | $806.31 |
| LECKI | PAWEL LUKASZ | Police Constable | $101,197.29 | $735.67 |
| LEDGERWOOD | KIM | Detective | $105,644.29 | $797.32 |
| LEE | DANIEL | Police Constable | $101,649.65 | $736.02 |
| LEE | DEREK RICHARD | Police Constable | $112,169.50 | $753.15 |
| LEE | JAE-WOOK | Sergeant | $103,751.73 | $788.45 |
| LEE | JAMES STANTON | Plainclothes Police Constable | $111,493.70 | $765.60 |
| LEE | JASON MICHAEL | Police Constable | $101,078.53 | $735.67 |
| LEE | JOHN | Plainclothes Police Constable | $111,877.67 | $779.84 |
| LEE | JUSTIN TAEGUN | Police Constable | $105,835.91 | $735.67 |
| LEE | KAREN | Plainclothes Police Constable | $112,427.02 | $646.29 |
| LEE | KENNY | Detective | $132,836.57 | $791.88 |
| LEE | KWANG JAE | Plainclothes Police Constable | $100,203.62 | $741.38 |
| LEE | KYUNG SOO | Police Constable | $103,797.94 | $735.67 |
| LEE | NICOLE DENISE | Staff Sergeant | $120,107.64 | $843.29 |
| LEE | NOEL THOMAS | Staff Sergeant | $119,438.05 | $843.29 |
| LEE | PHILIP BRIAN | Detective | $113,633.45 | $797.32 |
| LEE | RANDALL JAMES | Sergeant | $111,501.44 | $788.45 |
| LEE | STEVEN MINTEK | Police Constable | $100,458.74 | $735.67 |
| LEERMAKERS | WILLIAM ANTHONY | Police Constable | $106,497.32 | $744.54 |
| LEITCH | JASON | Detective | $118,265.76 | $797.32 |
| LEMAITRE | ROBERT JAMES | Detective | $142,052.23 | $789.15 |
| LEMBKE | KRISTIN NICOLE | Police Constable | $101,026.71 | $735.67 |
| LENFESTY | SEAN | Detective Sergeant | $113,079.28 | $825.60 |
| LENGYEL | SCOTT TIMOTHY | Police Constable | $107,761.97 | $746.97 |
| LENNON | KIRK DEMETRICE | Police Constable | $105,872.92 | $735.67 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| LENNOX | PETER | Superintendent | $165,099.17 | $13,119.88 |
| LENTSCH | PAUL TONY | Detective | $115,223.71 | $788.45 |
| LEONARD | ANNE | Sergeant | $108,078.23 | $381.21 |
| LEONARD | DOUGLAS CLINT | Police Constable | $101,436.20 | $735.67 |
| LEONE | MICHIELE MARIO | Detective Sergeant | $120,686.34 | $834.94 |
| LESLIE | HAMIL THEODORE | Sergeant | $108,108.48 | $788.45 |
| LETSCHE | DOUGLAS REYNOLDS | Training Constable | $104,283.19 | $765.60 |
| LEUNG | SHEUNG | Detective | $112,770.04 | $801.89 |
| LEVERT | BRYCE STERLING | Police Constable | $112,171.29 | $744.54 |
| LEVESQUE | MARTIN | Sergeant | $104,806.64 | $788.45 |
| LEVY | GARTH | Police Constable | $105,887.71 | $735.67 |
| LEYVA | SHARON MARISOL | Police Constable | $103,055.04 | $744.54 |
| LI | BOYD | Detective | $118,194.31 | $788.45 |
| LI | ROBERT CHAK | Police Constable | $110,080.28 | $744.54 |
| LICOP | ROBERT JOSEPH | Police Constable | $104,279.19 | $753.15 |
| LILLIE | SHAWN GERALD | Plainclothes Police Constable | $102,861.88 | $751.22 |
| LIM | DONG HYEOK DAVE | Plainclothes Police Constable | $104,134.97 | $765.60 |
| LIMA | RODNEY JAMES | Police Constable | $100,932.15 | $749.40 |
| LINDALE | MICHAEL | Police Constable | $106,135.65 | $764.04 |
| LINDELL | KURTIS LAWRENCE | Police Constable | $102,973.96 | $740.46 |
| LINDSAY | HOWARD ROSS | Sergeant | $117,910.30 | $806.31 |
| LING | JONATHAN | Detective | $109,295.20 | $806.31 |
| LINLEY | CAROLINA MAGDALENA | Plainclothes Police Constable | $101,058.97 | $765.60 |
| LINNEY | JOHN THOMAS | Plainclothes Police Constable | $103,419.87 | $765.60 |
| LINQUIST | DARRYL ANDREW | Detective | $113,334.88 | $789.15 |
| LIONTI | CALOGERO | Police Constable | $120,133.85 | $750.21 |
| LIOUMANIS | METODIOS | Detective | $125,920.30 | $788.45 |
| LIPKUS | ANDREW BRADLEY | Plainclothes Police Constable | $107,692.83 | $765.60 |
| LIPSEY | WILLIAM NORMAN | Police Constable | $108,404.65 | $744.54 |
| LISCOUMB | ROBERT EDWARD | Police Constable | $108,847.85 | $735.67 |
| LISKA | DAVID VICTOR | Police Constable | $111,418.37 | $745.22 |
| LISKA | IRENE | Detective | $127,773.52 | $806.31 |
| LISOWSKI | KEVIN FRANCIS | Training Constable | $102,025.42 | $765.60 |
| LITTLE | ARTHUR | Inspector | $144,717.35 | $662.22 |
| LITTLE | DARRIN | Detective | $112,423.99 | $381.21 |
| LITTLE | DAVID | Police Constable | $115,132.47 | $1,312.43 |
| LITTLE | MICHELLE LYNNE | Detective | $139,897.74 | $797.32 |
| LITTLE | TERENCE ANTHONY | Detective | $125,555.72 | $791.88 |
| LIU | BRUCE ZHIYONG | Plainclothes Police Constable | $100,567.46 | $740.56 |
| LIU | JUN | Senior Telecom Engineer | $125,404.42 | $845.65 |
| LIU | SHUXIN TONY | Senior Programmer | $108,614.39 | $336.86 |
| LJUBOMIROVIC | PEDJA | Webmaster | $126,556.89 | $294.41 |
| LLOYD | BRADFORD | Detective | $127,870.63 | $799.85 |
| LOCKE | DONOVAN | Sergeant | $111,410.37 | $788.45 |
| LOCKEN | ALAN | Sergeant | $115,295.54 | $806.31 |
| LOGAN | BEVERLEY | Sergeant | $115,789.11 | $806.31 |
| LOKENATH | RAMDIAL TIWARIE | Police Constable | $109,053.22 | $735.67 |
| LOMBARDI | LORENZO | Detective | $117,456.18 | $806.31 |
| LONG | CHRISTINE | Detective | $120,374.24 | $381.21 |
| LONG | GARRY | Detective | $122,617.08 | $806.31 |
| LONG | JOHN MICHAEL | Police Constable | $117,006.54 | $764.04 |
| LOPES | JUDE ALEXANDER | Detective | $114,060.89 | $788.45 |
| LOPEZ | ROWAN CARL | Plainclothes Police Constable | $105,353.58 | $763.29 |
| LORIMER | TROY WILLIAM | Police Constable | $105,913.41 | $757.50 |
| LORRIMAN | STEVEN CYRIL | Detective | $104,827.32 | $791.88 |
| LORTIE | MARC LEONEL | Plainclothes Police Constable | $114,502.72 | $784.88 |
| LOUHIKARI | RENATA | Sergeant | $123,783.07 | $806.31 |
| LOURENCO | ADAM COLIN | Plainclothes Police Constable | $118,160.44 | $723.75 |
| LOVE | ALLEN ROBERT | Sergeant | $107,611.63 | $789.15 |
| LOWE | SCOTT MARTIN | Sergeant | $108,751.02 | $806.31 |
| LOWREY | ALAN | Staff Sergeant | $118,728.61 | $843.29 |
| LUCAS | PATRICK | Detective | $112,192.76 | $806.31 |
| LUCHETTA | MARK | Police Constable | $117,686.43 | $735.67 |
| LUCHIAN | EDUARD | Police Constable | $103,751.79 | $740.59 |
| LUCZYK | RICHARD ALEXANDER | Plainclothes Police Constable | $100,762.26 | $765.60 |
| LUFF | DANIEL | Detective | $123,161.18 | $806.31 |
| LUM | SOON | Plainclothes Police Constable | $116,963.99 | $785.30 |
| LUPSON | CHRISTOPHER BRYDON | Police Constable | $120,426.92 | $744.54 |
| LUSBY | GORDON | Training Constable | $103,650.38 | $785.30 |
| LUSSOW | CHRISTOPHER | Training Constable | $111,864.77 | $785.30 |
| LYN | LEONARD PATRICK | Senior Customer Service Representative | $100,860.51 | $336.86 |
| LYNCH | ERINN ANDREA | Police Constable | $100,825.74 | $744.54 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| LYON | ROBERT KIRK | Detective | $119,869.27 | $805.97 |
| MA | DARREN TAI-YUNG | Training Constable | $106,881.59 | $750.21 |
| MA | DEREK | Police Constable | $100,718.56 | $735.67 |
| MA | YU PAU | Plainclothes Police Constable | $114,551.51 | $757.31 |
| MAADANIAN | NAZARET | Detective | $115,533.17 | $789.15 |
| MAC | OVID RUBEN | Police Constable | $110,221.19 | $744.54 |
| MACCHEYNE | RICHARD DOUGLAS | Detective Sergeant | $114,678.83 | $829.34 |
| MACDONALD | AARON ROYCE | Detective | $118,456.64 | $806.31 |
| MACDONALD | ANNE | Detective Sergeant | $118,398.67 | $843.29 |
| MACDONALD | BERNARD | Sergeant | $108,069.70 | $799.85 |
| MACDONALD | GREGORY | Staff Sergeant | $118,347.57 | $843.29 |
| MACDONALD | HECTOR MURDO | Police Constable | $101,533.59 | $744.54 |
| MACDONALD | IAN KENNETH | Detective | $126,354.81 | $797.32 |
| MACDONALD | JANICE | Detective | $106,234.83 | $797.32 |
| MACDONALD | JOHN | Staff Sergeant | $119,131.61 | $843.29 |
| MACDONALD | LEO | Detective | $123,953.52 | $806.31 |
| MACDONALD | LORI-ANN | Detective | $105,189.53 | $372.22 |
| MACDONALD | SCOTT JOHN | Plainclothes Police Constable | $111,583.57 | $765.60 |
| MACDONELL | SUSAN | Sergeant | $110,192.14 | $806.31 |
| MACDONNELL | BRIAN | Detective Sergeant | $135,209.25 | $843.29 |
| MACDUFF | JEFFERY JOHN | Sergeant | $108,327.32 | $788.45 |
| MACGILLIVRAY | CRAIG ANTHONY | Police Constable | $105,134.10 | $744.54 |
| MACGREGOR | GARY WILLIAM | Operations Supervisor | $102,240.10 | $742.75 |
| MACGREGOR | GRANT | Police Constable | $100,407.78 | $764.04 |
| MACGREGOR | JASON JAMES | Sergeant | $121,572.50 | $791.88 |
| MACINNIS | JULIE SO-JUNG | Plainclothes Police Constable | $101,793.97 | $750.40 |
| MACINNIS | ROBERT FRANCIS | Detective | $111,644.47 | $797.32 |
| MACINTYRE | BRIAN PAUL | Staff Sergeant | $136,845.51 | $843.29 |
| MACKAY | SHARI PATRICIA | Sergeant | $102,781.52 | $788.45 |
| MACKENZIE | ROBERT DEAN | Plainclothes Police Constable | $100,999.04 | $760.32 |
| MACKENZIE | THOMAS BLAIR | Training Constable | $108,738.60 | $765.60 |
| MACKINNON | RICHARD JAMES | Plainclothes Police Constable | $111,682.34 | $765.60 |
| MACKRELL | JAMES | Inspector | $144,717.35 | $1,087.32 |
| MACKRELL | PAUL | Detective | $108,060.21 | $381.21 |
| MACLEAN | RODERICK | Sergeant | $113,787.35 | $806.31 |
| MACNEIL | STEVEN JAMES | Plainclothes Police Constable | $111,965.00 | $765.60 |
| MACNEISH | SCOTT ARISS | Police Constable | $102,157.23 | $735.67 |
| MACPHERSON | DONALD WADE | Police Constable | $113,985.70 | $744.54 |
| MACARAEG | JUANITA | Senior Advisor of Quality Assurance | $125,404.42 | $1,009.06 |
| MACIAS | ANTONIO DELGADO | Sergeant | $118,600.90 | $806.31 |
| MACIEK | JOHN | Plainclothes Police Constable | $138,909.99 | $780.38 |
| MACKEY | CRAIG TRAVIS | Police Constable | $102,607.14 | $744.54 |
| MACKRELL | JAMES MURRAY | Police Constable | $104,813.80 | $735.67 |
| MADILL | ALLAN NEIL | Sergeant | $123,328.50 | $799.85 |
| MADRAMOOTOO | MARC ANDREY | Plainclothes Police Constable | $110,349.41 | $765.60 |
| MAGEE | BRYAN GERALD | Plainclothes Police Constable | $118,040.57 | $765.60 |
| MAHARAJ | BRYAN SANJEEV | Plainclothes Police Constable | $106,726.03 | $765.60 |
| MAHARAJ | ZALINA | Supervisor | $112,502.72 | $395.31 |
| MAHONEY | JULIE | Police Constable | $109,188.20 | $779.62 |
| MAHONEY | SHAWN | Detective | $136,232.38 | $806.31 |
| MAILER | STEVEN | Plainclothes Police Constable | $110,492.01 | $766.28 |
| MAISONNEUVE | DANIEL | Detective | $134,147.59 | $806.31 |
| MAK | MA YING | Senior Corporate Planning Analyst | $105,058.26 | $336.86 |
| MALE | DAVID JOSEPH | Detective | $111,616.34 | $788.45 |
| MALENFANT | ANDREW DEREK | Police Constable | $108,888.82 | $759.93 |
| MALHI | ASEEM SINGH | Police Constable | $107,077.52 | $735.67 |
| MANCUSO | ANITA MARIA | Plainclothes Police Constable | $102,972.81 | $785.30 |
| MANCUSO | FRANCESCO | Detective | $116,501.15 | $788.45 |
| MANHERZ | JOEL NICHOLAS | Plainclothes Police Constable | $103,960.34 | $765.60 |
| MANIQUIS | ALVIN KEITH | Plainclothes Police Constable | $102,148.67 | $765.60 |
| MANN | AMARJIT SINGH | Plainclothes Police Constable | $105,214.12 | $765.60 |
| MANN | MANDEEP SINGH | Sergeant | $104,460.99 | $788.45 |
| MANN | UPKAR SINGH | Police Constable | $100,216.90 | $735.67 |
| MANNING | JOHN | Police Constable | $102,871.07 | $764.04 |
| MANOHARAN | RAVI | Plainclothes Police Constable | $101,631.36 | $756.96 |
| MANOTA | RAMAN ROMI | Police Constable | $118,060.44 | $744.54 |
| MANSERRA | DAVID JAMES | Plainclothes Police Constable | $106,787.95 | $735.67 |
| MANSON | SANDRA | Sergeant | $114,009.10 | $806.31 |
| MANTLE | BRYAN LARRY | Plainclothes Police Constable | $111,325.03 | $765.60 |
| MANZKE | MIKE | Police Constable | $105,474.33 | $745.51 |
| MARCH | JOHN | Detective | $110,597.12 | $9,317.27 |
| MARCHACK | ROGER | Sergeant | $128,141.86 | $797.32 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MARCHEN | MICHAEL | Plainclothes Police Constable | $110,300.33 | $785.30 |
| MARCHESE | FRANK | Police Constable | $104,509.69 | $764.04 |
| MARCHIS | SERENA JANE | Police Constable | $107,169.66 | $735.67 |
| MARGETSON | JOHN | Detective | $147,658.80 | $801.89 |
| MARJI | MARTHA BUTROS | Plainclothes Police Constable | $100,880.24 | $740.56 |
| MARKS | DAVID | Staff Inspector | $152,941.67 | $13,418.24 |
| MARKS | STACEY MICHELLE | Police Constable | $107,610.85 | $735.67 |
| MARO | KJELL KRISTOFFER | Police Constable | $100,790.86 | $744.54 |
| MARSH | STEPHEN MARTIN | Police Constable | $106,183.78 | $736.02 |
| MARSHALL | KIRWIN | Sergeant | $107,302.73 | $799.85 |
| MARSHALL | SHAWN TOBIN | Sergeant | $103,930.44 | $788.45 |
| MARSMAN | HENRI | Detective | $118,884.50 | $797.32 |
| MARTELL | BRIAN | Detective | $117,137.37 | $806.31 |
| MARTELL | DEBORAH LYNN | Police Constable | $100,607.89 | $749.40 |
| MARTELLUZZI | CLAUDIO | Sergeant | $117,393.01 | $797.32 |
| MARTIN | ANTHONY | Plainclothes Police Constable | $109,237.68 | $785.30 |
| MARTIN | DANIEL ALEXANDER | Sergeant | $104,116.76 | $789.15 |
| MARTIN | HENRY ARNE | Police Constable | $101,496.40 | $744.54 |
| MARTIN | JOSEPH JEAN | Sergeant | $110,398.44 | $806.31 |
| MARTIN | KATHRYN | Superintendent | $165,099.17 | $11,085.24 |
| MARTIN | PAUL GEORGE | Plainclothes Police Constable | $106,934.63 | $765.60 |
| MARTIN | RUDOLF | Detective | $109,071.57 | $381.21 |
| MARTIN-DOTO | CATHERINE ANN | Corporate Psychologist | $178,246.82 | $1,264.25 |
| MARTSENYUK | VADYM | Police Constable | $106,763.23 | $735.67 |
| MARXER | MATTHEW ALOIS | Plainclothes Police Constable | $114,275.26 | $765.60 |
| MASLOWSKI | BRIAN WERNER | Detective | $127,828.96 | $788.45 |
| MASON | DONALD EDWARD | Plainclothes Police Constable | $102,196.18 | $755.88 |
| MASON | ROBERT HAROLD | Plainclothes Police Constable | $128,374.89 | $785.30 |
| MASTERS | MICHELLE | Detective | $124,001.45 | $806.31 |
| MASTRACCI | PAOLA | Plainclothes Police Constable | $106,327.78 | $765.60 |
| MASTROKOSTAS | MAGDALENE MAGGIE | Detective | $108,274.49 | $372.22 |
| MATHESON | DAVID | Plainclothes Police Constable | $101,486.76 | $785.30 |
| MATHEWS | BRANT | Plainclothes Police Constable | $104,407.04 | $765.60 |
| MATIC | MICHAEL | Staff Sergeant | $125,808.18 | $843.29 |
| MATTHEWS | JOSEPH BLAKE | Sergeant | $117,388.50 | $797.32 |
| MATTHEWS | SCOTT ANDREW | Police Constable | $111,729.64 | $735.67 |
| MATTHEWS | STEPHEN MICHAEL | Detective | $128,062.80 | $788.45 |
| MATTLESS | WAYNE | Detective | $129,543.79 | $806.31 |
| MATTOS | MOUNTY JOSEPH | Police Constable | $100,084.25 | $735.67 |
| MATYS | JOSEPH PAUL | Detective | $124,367.95 | $788.45 |
| MAVROU | DANNY | Police Constable | $112,054.36 | $752.07 |
| MAXWELL | GEORGE BYRON | Plainclothes Police Constable | $104,434.71 | $765.60 |
| MAYWOOD | SCOTT | Sergeant | $111,622.78 | $381.21 |
| MC CONNELL | SHAWN LAWRENCE | Police Constable | $119,055.25 | $735.67 |
| MC KENZIE | JOSHUA BRANDON | Plainclothes Police Constable | $120,270.11 | $765.60 |
| MC KEOWN | SEAN-BRENDAN | Plainclothes Police Constable | $100,071.38 | $740.56 |
| MC SWEENEY | JOSH MATTHEW | Plainclothes Police Constable | $102,265.42 | $756.96 |
| MCARTHUR | PAUL IAN | Detective Sergeant | $118,912.64 | $843.29 |
| MCASKILL | MELINDA JEAN | Detective | $112,620.53 | $788.45 |
| MCBRATNEY | GARY | Staff Sergeant | $124,067.86 | $843.29 |
| MCBRIDE | KEITH ROBERT | Police Constable | $119,634.10 | $744.54 |
| MCBRIDE | RAYMOND DOUGLAS | Plainclothes Police Constable | $118,216.49 | $765.60 |
| MCBRYDE | GLEN WILLIAM | Detective | $107,289.76 | $797.32 |
| MCCABE | ANASTASIA PAULINE | Plainclothes Police Constable | $126,259.06 | $763.29 |
| MCCALL | ANDREW JOHN | Detective | $137,202.10 | $806.31 |
| MCCALL | JAYANT JOHN | Sergeant | $102,560.13 | $788.45 |
| MCCANN | KEITH | Training Constable | $102,061.97 | $785.30 |
| MCCARTHY | CHEOLIVER DAX | Police Constable | $102,715.46 | $744.54 |
| MCCARTHY | KRISTOPHER RYAN | Sergeant | $106,202.49 | $789.15 |
| MCCAUSLAND | YOSHIO MICHAEL | Detective | $117,840.13 | $788.45 |
| MCCAW | DOUGLAS GORDON | Police Constable | $100,286.07 | $319.44 |
| MCCLELLAND | ROBERT | Sergeant | $115,941.41 | $806.31 |
| MCCLOREY | SEAN MICHAEL | Police Constable | $103,375.69 | $764.04 |
| MCCONACHIE | STEVEN LEONARD | Plainclothes Police Constable | $104,344.05 | $750.21 |
| MCCONKEY | RONALD FRANK | Police Constable | $106,615.83 | $764.04 |
| MCCONNACH | ROBERT BRUCE | Plainclothes Police Constable | $110,392.93 | $392.90 |
| MCCONNELL | DARREN | Plainclothes Police Constable | $103,726.00 | $374.04 |
| MCCORMACK | DAVID | Superintendent | $165,971.41 | $19,120.13 |
| MCCORMACK | JAMES | Detective | $108,096.31 | $806.31 |
| MCCORMICK | JOEY | Police Constable | $100,608.73 | $739.10 |
| MCCOURT | KEVIN | Plainclothes Police Constable | $107,303.92 | $785.30 |
| MCCREADY | WILLIAM | Detective Sergeant | $122,554.98 | $843.29 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MCCUE | TODD DOUGLAS | Police Constable | $101,063.54 | $744.54 |
| MCCULLOCH | MICHAEL | Detective | $111,025.82 | $797.32 |
| MCCULLOUGH | ALAN | Police Constable | $102,187.24 | $744.54 |
| MCCULLOUGH | DAVID | Police Constable | $137,895.58 | $764.04 |
| MCCULLOUGH | KRISTAL KASHMIR | Police Constable | $107,906.84 | $759.93 |
| MCCUTCHEON | DOUGLAS | Detective | $114,108.47 | $381.21 |
| MCCUTCHEON | SEAN CAMERON | Sergeant | $105,702.76 | $788.45 |
| MCDERMOTT | DANIEL | Sergeant | $118,722.94 | $806.31 |
| MCDONALD | JAMES WILLIAM | Plainclothes Police Constable | $133,791.72 | $765.60 |
| MCDONALD | MATTHEW PETER | Plainclothes Police Constable | $102,141.63 | $765.60 |
| MCDONALD | SPENCER MATTHEW | Detective | $104,948.16 | $788.45 |
| MCDOUGALL | ROBERT GORDON | Detective | $140,343.91 | $788.45 |
| MCEVOY | CLINTON WAYNE | Plainclothes Police Constable | $111,606.02 | $765.60 |
| MCFADYEN | BRIAN DENNIS | Police Constable | $101,898.59 | $744.54 |
| MCFADYEN | DANIEL GORDON | Detective | $127,617.68 | $791.88 |
| MCFARQUHAR | BRETT HARRY | Sergeant | $103,590.94 | $788.45 |
| MCFATRIDGE | LAURA LYNN | Plainclothes Police Constable | $106,208.79 | $765.60 |
| MCGAHERN | JOHN ANTHONY | Police Constable | $107,431.51 | $764.04 |
| MCGARRY | WILLIAM MICHAEL | Detective | $111,513.99 | $797.32 |
| MCGEE | JESSE PATRICK | Plainclothes Police Constable | $101,142.78 | $747.12 |
| MCGHEE | MICHAEL | Sergeant | $114,751.13 | $802.57 |
| MCGINN | MICHAEL JOSEPH | Plainclothes Police Constable | $111,350.05 | $765.60 |
| MCGIVERN | MICHAEL GEORGE | Sergeant | $122,684.30 | $806.31 |
| MCGOVERN | MICHAEL PATRICK | Senior Analyst | $104,449.00 | $366.76 |
| MCGOWAN | MONICA | Plainclothes Police Constable | $100,169.56 | $774.44 |
| MCGRADE | KATHRYN | Sergeant | $107,920.03 | $381.21 |
| MCGRADE | PATRICK | Detective | $109,616.92 | $806.31 |
| MCILWAIN | STEVEN GEORGE | Detective | $118,702.83 | $806.31 |
| MCINERNEY | PATRICK HARRY | Police Constable | $100,062.43 | $744.54 |
| MCINNIS | JESSICA MICHELLE | Sergeant | $102,560.13 | $788.45 |
| MCINTOSH | DANIEL | Detective | $120,779.46 | $803.25 |
| MCKAY | CARYN | Sergeant | $108,879.49 | $691.86 |
| MCKAY | EDWARD | Sergeant | $112,904.08 | $642.81 |
| MCKAY | SCOTT | Detective | $105,939.56 | $797.32 |
| MCKENZIE | PETER SHELDON | Plainclothes Police Constable | $107,649.00 | $599.97 |
| MCKENZIE | ROBERT SEAN | Sergeant | $104,516.29 | $788.45 |
| MCKENZIE | SHAWN SCOTT | Plainclothes Police Constable | $112,342.59 | $769.00 |
| MCKINNIE | AMANDA | Sergeant | $108,013.32 | $806.31 |
| MCKINNON | DARRYL LLOYD | Police Constable | $100,157.25 | $735.67 |
| MCLANE | GREGORY | Staff Inspector | $152,941.67 | $13,273.31 |
| MCLANE | JAMES RUSSELL | Detective | $119,835.30 | $806.31 |
| MCLAUGHLIN | IAN | Sergeant | $152,215.43 | $806.31 |
| MCLAUGHLIN | JUNIOR SYLVESTER | Police Constable | $100,691.98 | $753.15 |
| MCLEAN | BARBARA | Staff Sergeant | $145,613.52 | $416.91 |
| MCLEAN | NANCY MARY | Sergeant | $112,861.77 | $797.32 |
| MCLEISH | PATRICIA LOUISE | Senior Technical Analyst | $113,171.77 | $366.76 |
| MCLEOD | MATTHEW ALEXANDER | Police Constable | $108,822.27 | $750.21 |
| MCLEOD | PATRICK | Training Constable | $103,670.14 | $785.30 |
| MCLEOD | VERNETT | Superintendent | $165,099.17 | $19,025.26 |
| MCMAHON | JOSEPH | Police Constable | $102,477.33 | $764.04 |
| MCMAHON | KATHY LYNN | Police Constable | $113,900.93 | $755.46 |
| MCNABB | ANDREW GORDON | Police Constable | $102,675.51 | $364.05 |
| MCNABB | EDWARD LYNN | Police Constable | $104,138.31 | $759.93 |
| MCNEIL | RONALD | Detective | $113,401.27 | $806.31 |
| MCNEILLY | JOSEPH GORDON | Detective | $136,611.60 | $806.31 |
| MCPARLAND | SHANNON MARIE | Plainclothes Police Constable | $109,899.69 | $765.60 |
| MCQUEEN | SHERRY LYNN | Police Constable | $116,759.98 | $744.54 |
| MCINTYRE | RYAN DOUGLAS | Plainclothes Police Constable | $122,015.19 | $765.60 |
| MEANEY | SHAWN | Detective | $117,481.84 | $806.31 |
| MEDEIROS | ANDY | Plainclothes Police Constable | $114,697.95 | $765.60 |
| MEECH | RAYMOND JOHN | Sergeant | $107,898.53 | $381.21 |
| MEEHAN | PATRICK | Sergeant | $122,127.89 | $806.31 |
| MEIK | VIVIAN | Sergeant | $122,089.11 | $806.31 |
| MEISSNER | CAROL | Detective | $107,820.84 | $806.31 |
| MEISSNER | GERHARD | Inspector | $144,717.35 | $1,087.32 |
| MELANSON | JAMES ALLEN | Senior Operations Supervisor | $103,552.54 | $735.25 |
| MELOCHE | SHAWN RONALD | Staff Sergeant | $124,431.34 | $843.29 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MENARD | JOHN PHILLIP | Detective | $105,307.59 | $788.45 |
| MENDOZA | ERWIN GONZALES | Plainclothes Police Constable | $105,026.37 | $751.22 |
| MENDOZA | PHILIP MANILAY | Sergeant | $119,955.61 | $797.32 |
| MEREDITH | CRAIG ANDREW | Police Constable | $118,257.99 | $744.54 |
| MERRITT | CHAD JOSEPH | Plainclothes Police Constable | $108,044.24 | $757.31 |
| MERSEREAU | MICHAEL | Sergeant | $120,327.68 | $806.31 |
| MERZA | TREVOR JAMES | Plainclothes Police Constable | $106,515.61 | $760.32 |
| METCALFE | MARY | Staff Inspector | $153,138.38 | $12,152.99 |
| MEULEMAN | CHRISTOPHER BRYAN | Police Constable | $101,149.49 | $735.67 |
| MI | YAOMING | Senior Technical Analyst | $115,308.28 | $366.76 |
| MIESZKALSKI | PETER | Plainclothes Police Constable | $105,035.64 | $785.30 |
| MIGNARDI | STEVEN ANTHONY | Police Constable | $100,230.63 | $735.67 |
| MIKALACHKI | LARRY | Police Constable | $103,921.06 | $764.04 |
| MILDENBERGER | KAINE JOHANN | Plainclothes Police Constable | $114,861.60 | $765.60 |
| MILES | JEREMY OLIVER | Plainclothes Police Constable | $112,348.73 | $765.60 |
| MILIC | DANY | Police Constable | $119,862.27 | $764.04 |
| MILLAR | JASON ANDREW | Plainclothes Police Constable | $109,055.87 | $756.96 |
| MILLER | BRIAN JAMES | Police Constable | $118,113.19 | $735.67 |
| MILLER | DUNCAN | Sergeant | $118,699.93 | $806.31 |
| MILLER | HELEN DIANE | Superintendent | $165,099.17 | $5,624.28 |
| MILLER | IAN MARK | Police Constable | $104,723.13 | $750.21 |
| MILLER | MATTHEW HAMILTON | Police Constable | $101,345.90 | $742.16 |
| MILLER | PAUL | Staff Sergeant | $118,962.94 | $418.19 |
| MILLER | RYAN KENETH | Detective | $103,964.67 | $788.45 |
| MILLS | PAUL TERRANCE | Plainclothes Police Constable | $118,256.08 | $769.00 |
| MILLWOOD | KARLENE ANN | Senior Analyst | $103,699.00 | $366.76 |
| MILNE | MARK | Police Constable | $102,717.04 | $761.10 |
| MINEYKO | KRZYSZTOF EUSTACHY | Senior Analyst | $104,326.00 | $366.76 |
| MINOR | DOUGLAS ALLAN | Sergeant | $113,483.04 | $797.32 |
| MIRANDA | CRISTIAN ANDRES | Police Constable | $100,239.90 | $727.95 |
| MIRANDA | EDUARDO CANDIDO | Plainclothes Police Constable | $114,568.91 | $765.60 |
| MIRON | BRUNO JOSEPH | Detective | $124,616.28 | $797.32 |
| MIRZA | SHAHRUKH | Police Constable | $111,927.50 | $735.67 |
| MISTEROWICZ | RICHARD JOHN | Sergeant | $111,923.88 | $788.45 |
| MITAKIDIS | HARALS STEVE | Plainclothes Police Constable | $102,494.17 | $756.96 |
| MITCHELL | CHARLES | Sergeant | $108,035.14 | $806.31 |
| MIU | WAI-SANG | Detective | $110,177.54 | $806.31 |
| MOED | JEREMY CLARK | Police Constable | $112,428.10 | $747.87 |
| MOFFAT | ANTHONY | Police Constable | $112,934.94 | $735.67 |
| MOHAMMED | RIAD JINNAH | Police Constable | $103,376.26 | $735.67 |
| MOI | NATALIE BOBO | Police Constable | $104,030.39 | $744.54 |
| MOISSEEV | IOURI | Senior Technical Analyst | $103,849.00 | $366.76 |
| MOLE | DEREK JAMES | Police Constable | $118,131.70 | $744.54 |
| MOLINARO | ANTONIO | Shift/Area Supervisor | $150,779.62 | $698.98 |
| MOLONEY | PATRICK MICHAEL | Police Constable | $102,455.78 | $744.54 |
| MOLYNEAUX | CURTIS MICHAEL | Training Constable | $101,586.99 | $765.60 |
| MOLYNEAUX | STEVEN | Staff Sergeant | $119,318.56 | $843.29 |
| MOMENI | ORANG | Sergeant | $152,194.29 | $797.32 |
| MONAGHAN | PATRICK JAMES | Detective Sergeant | $127,962.83 | $843.29 |
| MONAGHAN | THERESA | Sergeant | $107,833.79 | $806.31 |
| MONAHAR | DION RAJESH | Police Constable | $108,761.00 | $759.12 |
| MONIZ | BRIAN MELO | Operations Supervisor | $125,371.44 | $790.28 |
| MONK | CHRISTOPHER DWAINE | Plainclothes Police Constable | $108,930.27 | $758.31 |
| MONTEIRO | ROBERT | Training Constable | $105,985.07 | $765.60 |
| MONTGOMERY | ELIZABETH HELEN | Sergeant | $108,470.02 | $799.17 |
| MONTRAIT | DAVID WILLIAM | Police Constable | $104,645.16 | $735.67 |
| MOORCROFT | CHRISTOPHER ROBERT | Plainclothes Police Constable | $106,207.76 | $742.76 |
| MOORCROFT | MICHAEL BRIAN | Plainclothes Police Constable | $112,874.80 | $765.60 |
| MOORE | ADAM BENJAMIN | Training Constable | $105,988.36 | $765.60 |
| MOORE | BRETT CALVIN | Sergeant | $120,397.80 | $788.45 |
| MOORE | DARCY | Sergeant | $109,478.22 | $806.31 |
| MOORE | DAVID CHRISTOPHER | Police Constable | $107,151.79 | $744.54 |
| MOORE | KEVIN ROBERT | Plainclothes Police Constable | $106,466.50 | $749.40 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MOORE | SCOTT WILLIAM | Detective | $108,103.37 | $788.45 |
| MOORE | STEVEN | Sergeant | $113,278.71 | $806.31 |
| MOOSVI | SYED | Police Constable | $114,224.67 | $338.94 |
| MORAES | TIMOTHY | Plainclothes Police Constable | $108,337.25 | $777.32 |
| MORAN | RUTH MARIAN | Detective | $102,560.13 | $363.35 |
| MORASH | DEBORAH | Plainclothes Police Constable | $101,309.67 | $784.88 |
| MORDEN | TODD DOUGLAS | Plainclothes Police Constable | $103,626.78 | $766.28 |
| MOREAU | PAUL ROBERT | Plainclothes Police Constable | $113,472.26 | $766.28 |
| MOREHOUSE | RITA | Sergeant | $108,562.15 | $381.21 |
| MOREIRA | JOHN | Detective | $109,944.36 | $806.31 |
| MOREIRA | PETER MICHAEL | Staff Sergeant | $116,950.86 | $834.94 |
| MORELL | ADAM | Police Constable | $110,259.92 | $764.04 |
| MORETON | BARTON | Plainclothes Police Constable | $101,471.46 | $785.30 |
| MORETTI | MARK | Police Constable | $113,751.94 | $764.04 |
| MORGAN | DANIEL PHILIP | Plainclothes Police Constable | $117,643.15 | $760.32 |
| MORI | DEBORAH ANN | Staff Sergeant | $120,904.91 | $843.29 |
| MORRIS | HAROLD | Detective | $129,624.98 | $806.31 |
| MORRIS | LESLIE | Detective | $140,183.10 | $797.32 |
| MORRIS | MANDY DAWN | Sergeant | $110,229.09 | $797.32 |
| MORRIS | MARK LAVAROUS | Detective | $106,235.39 | $797.32 |
| MORRIS | NICKOLAS JOSEPH | Police Constable | $146,909.58 | $764.04 |
| MORRIS | PETER NEIL | Training Constable | $105,186.62 | $774.44 |
| MORRISON | BRUCE | Staff Sergeant | $118,710.97 | $843.29 |
| MORRISON | MICHAEL ROBERT | Detective | $110,222.84 | $797.32 |
| MORRISON | MICHELLE YVETTE | Plainclothes Police Constable | $108,417.95 | $785.30 |
| MORRISON | STEVEN CHRISTOPHER | Police Constable | $103,783.40 | $744.54 |
| MORSE | STEPHEN | Detective Sergeant | $110,977.60 | $632.14 |
| MORSE | VICTORIA JANE | Plainclothes Police Constable | $131,893.22 | $765.60 |
| MOSHER | KRYSTAL ANNE | Plainclothes Police Constable | $104,799.41 | $756.96 |
| MOSQUITE | RUEL | Plainclothes Police Constable | $105,300.76 | $774.44 |
| MOSS | DONAVAN | Police Constable | $116,406.88 | $764.04 |
| MOSTOWSKI | MAREK | Police Constable | $105,813.45 | $750.21 |
| MOTA | DANNY LABAO | Police Constable | $112,026.49 | $744.54 |
| MOULTON | RONALD | Plainclothes Police Constable | $101,471.46 | $360.20 |
| MOXAM | DARREN KENNETH | Sergeant | $112,760.58 | $788.45 |
| MOYER | IAN | Staff Sergeant | $118,719.26 | $843.29 |
| MOYER | JEFFREY | Sergeant | $109,818.38 | $806.31 |
| MOYER | MATTHEW IGNATIUS | Staff Sergeant | $132,345.03 | $842.97 |
| MOYNAGH | ROBERT | Police Constable | $108,042.65 | $764.04 |
| MUELLER | STEFAN | Police Constable | $101,499.58 | $764.04 |
| MUIR | MICHAEL ADAM | Police Constable | $104,343.39 | $735.67 |
| MULLEN | MICHAEL JEFFERY | Detective | $135,138.60 | $789.15 |
| MULLIN | GEORGE | Staff Sergeant | $118,375.43 | $843.29 |
| MUNGAL | MATTHEW | Detective | $114,859.46 | $805.63 |
| MUNRO | ASHLEY | Police Constable | $101,731.33 | $764.04 |
| MUNROE | KELLY BRUCE | Police Constable | $130,762.36 | $764.04 |
| MUNROE | NEIL GERARD | Detective | $106,759.76 | $788.45 |
| MURPHY | JAMES | Plainclothes Police Constable | $117,351.77 | $356.84 |
| MURPHY | JOHN | Sergeant | $113,205.98 | $806.31 |
| MURPHY | LIAM | Sergeant | $109,767.03 | $806.31 |
| MURPHY | MICHAEL PATRICK | Plainclothes Police Constable | $110,135.61 | $763.29 |
| MURRAY | ALICIA MARIE | Plainclothes Police Constable | $106,489.02 | $765.60 |
| MURRAY | DAVID | Staff Sergeant | $119,846.53 | $843.29 |
| MURRAY | DAVID GERARD | Plainclothes Police Constable | $101,023.85 | $765.60 |
| MURRAY | SANDY | Senior Advisor of Policy and Communication | $125,708.92 | $421.20 |
| MURRAY | SCOTT ROBERT | Plainclothes Police Constable | $102,322.49 | $759.09 |
| MURRAY | WILLIAM | Plainclothes Police Constable | $110,723.69 | $785.30 |
| MURRAY-BATES | KERRY-ANNE | Senior Operations Supervisor | $122,812.00 | $817.00 |
| MURRELL | KEVIN EARL | Staff Sergeant | $119,950.89 | $843.29 |
| MUSAH | ISHMAIL | Sergeant | $121,408.81 | $788.45 |
| MUSCLOW | CLAUDE | Sergeant | $113,169.10 | $806.31 |
| MUSIAL | BARTOSZ PAWEL | Police Constable | $100,487.01 | $735.67 |
| MUSSO DUARTE | SUSANA | Police Constable | $123,280.08 | $753.15 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MUTIS | DAWN | Plainclothes Police Constable | $101,833.18 | $785.30 |
| MYERS | GREGORY | Sergeant | $107,925.32 | $806.31 |
| MYERS | MILTON | Sergeant | $112,137.40 | $381.21 |
| MYERS | SHARON ELIZABETH | Sergeant | $103,447.51 | $789.15 |
| NACCARATO | DOMENICO ANTONIO | Senior Technician of Radio and Electronics | $103,128.14 | $293.15 |
| NACCARATO | JOSE | Project Leader | $133,835.26 | $820.41 |
| NAFIS | RASHID | Police Constable | $100,077.97 | $739.10 |
| NAIDOO | GRAEME CLAYTON | Detective | $106,115.87 | $788.45 |
| NAIR | SAJEEV | Plainclothes Police Constable | $108,412.00 | $765.60 |
| NAMAYANDEH | ARASH | Police Constable | $102,480.17 | $744.54 |
| NANTON | ANDREW ANTONIO | Police Constable | $102,623.09 | $735.67 |
| NANTON | JASON STANLEY | Plainclothes Police Constable | $120,181.44 | $752.04 |
| NARINE | SHAUN | Staff Sergeant | $143,464.25 | $839.13 |
| NASIM | FAISAL | Police Constable | $100,169.17 | $735.67 |
| NASNER | STEFAN | Plainclothes Police Constable | $122,704.65 | $785.30 |
| NASSER | AMAN | Plainclothes Police Constable | $124,489.30 | $757.31 |
| NEADLES | WILLIAM | Staff Inspector | $152,941.67 | $12,800.54 |
| NEAL | PETER | Detective | $110,701.43 | $381.21 |
| NEAL | WESLEY JOHN | Detective | $130,479.24 | $806.31 |
| NEEDHAM | ROSS ELLIOTT | Sergeant | $111,776.59 | $381.21 |
| NEI | NICHOLAS SHANG-LIN | Detective | $116,722.46 | $788.45 |
| NEVILL | STEPHEN | Detective | $108,830.52 | $806.31 |
| NEVIN | DAVID | Plainclothes Police Constable | $118,412.99 | $785.30 |
| NEWHOOK | MATTHEW ALBERT | Sergeant | $108,337.42 | $799.85 |
| NEWMAN | BRUCE | Staff Sergeant | $122,675.94 | $843.29 |
| NEWTON | DEEDEE | Detective | $111,997.51 | $806.31 |
| NG | CHI WAI | Plainclothes Police Constable | $103,699.09 | $782.36 |
| NG | WILLIAM | Police Constable | $103,823.52 | $735.67 |
| NG | YUEN | Sergeant | $107,424.44 | $797.32 |
| NGAN | EDWARD SHING-KEUNG | Senior Advisor of Quality Assurance | $125,404.42 | $1,009.06 |
| NGUYEN | QUOC HOA-KHANH | Training Constable | $102,592.19 | $765.60 |
| NICHOL | IAN FRASER | Detective | $112,406.98 | $381.21 |
| NICHOLS | HEATHER LAURY | Detective | $104,594.26 | $363.35 |
| NICKERSON | BRANDON RANDAL | Police Constable | $100,910.30 | $735.67 |
| NICOL | BRETT DONALD | Detective Sergeant | $118,076.45 | $834.94 |
| NICOL | ROBERT | Plainclothes Police Constable | $106,301.14 | $1,331.79 |
| NICOLLE | CHAD EDWARD | Sergeant | $115,910.98 | $797.32 |
| NIELSEN | CHRISTIAN HINGE | Manager of Shop Operations | $141,799.51 | $928.20 |
| NIEZEN | MARK | Sergeant | $112,114.05 | $806.31 |
| NIJJAR | HARJIT SINGH | Sergeant | $105,521.64 | $789.15 |
| NIMMO | RICHARD JAMES | Detective | $109,973.98 | $788.45 |
| NIZIOL | WILLIAM JAMES | Police Constable | $118,144.98 | $735.67 |
| NOLAN | CHRISTOPHER | Staff Sergeant | $120,061.48 | $843.29 |
| NOLL | CARL | Detective Sergeant | $126,308.60 | $5,551.39 |
| NOONAN | TIMOTHY JOHN | Plainclothes Police Constable | $112,823.50 | $785.30 |
| NORMAN | DARRYL JAMES | Police Constable | $105,709.98 | $735.67 |
| NORMAN | WILLIAM MICHAEL | Police Constable | $103,974.66 | $744.54 |
| NORRIE | ANDREW | Staff Sergeant | $139,792.23 | $843.29 |
| NORSKI | PRZEMYSLAW | Plainclothes Police Constable | $119,255.57 | $763.29 |
| NORTH | ROBERT LLOYD | Detective | $124,599.03 | $789.15 |
| NORTHMORE | COLLEEN | Detective | $126,919.81 | $806.31 |
| NORTHRUP | JEFFREY JOHN | Police Constable | $116,862.85 | $779.62 |
| NORTON | DAVID JOHN | Detective | $117,277.40 | $795.96 |
| NOTAY | JAGMOHAN SINGH | Parking Enforcement Officer | $131,096.48 | $647.33 |
| NOTO | DIANA | Plainclothes Police Constable | $101,327.07 | $765.60 |
| NOTT | JASON MICHAEL | Plainclothes Police Constable | $105,410.94 | $756.96 |
| NOVINC | BRANKO | Sergeant | $110,669.13 | $806.31 |
| NUNES | MARIA | Police Constable | $105,831.47 | $771.64 |
| NUNNO | MELISSA | Plainclothes Police Constable | $103,212.36 | $765.60 |
| NURI | ABDULLAH | Plainclothes Police Constable | $113,065.07 | $765.60 |
| NUSSBAUM-VOINA | VIORICA IOAN | Senior Analyst | $104,565.08 | $366.76 |
| O'BRIEN | DAVID | Training Constable | $108,172.40 | $785.30 |
| O'BRIEN | KENNETH | Police Constable | $127,004.78 | $764.04 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| O'BRIEN | SEAN | Sergeant | $113,639.76 | $806.31 |
| O'CONNOR | BRIAN | Inspector | $145,705.11 | $902.85 |
| O'CONNOR | MIKE STEPHEN | Plainclothes Police Constable | $120,504.31 | $765.60 |
| O'DOHERTY | FRANK | Sergeant | $109,977.00 | $381.21 |
| O'DONNELL | JOSEPH PATRICK | Police Constable | $101,160.69 | $735.67 |
| O'DONOVAN | STEPHEN | Sergeant | $115,753.47 | $806.31 |
| O'DRISCOLL | DENNIS | Plainclothes Police Constable | $110,578.61 | $785.30 |
| O'HALLORAN | KEVIN MATTHEW | Police Constable | $103,280.19 | $736.02 |
| O'KANE | GERAID DAVID | Detective | $115,411.96 | $789.15 |
| O'KEEFE | DAVID MICHAEL | Plainclothes Police Constable | $102,523.59 | $763.29 |
| O'NEILL | BARRY JOHN | Plainclothes Police Constable | $113,126.84 | $765.60 |
| O'NEILL | BRIAN DONALD | Plainclothes Police Constable | $103,652.20 | $765.60 |
| O'RIORDAN | WAYNE JAMES | Sergeant | $108,853.90 | $788.45 |
| O'TOOLE | KIMBERLEY ANNE | Staff Sergeant | $122,087.24 | $834.94 |
| OAKES | JAMES | Plainclothes Police Constable | $118,068.16 | $785.30 |
| OATLEY-WILLIS | MARK | Police Constable | $106,577.98 | $764.04 |
| OBERFRANK | TIMOTHY | Detective | $133,017.93 | $806.31 |
| ODISHO | ASHUR | Police Constable | $107,272.26 | $735.67 |
| OGG | SHEILA ELIZABETH | Detective | $133,642.12 | $806.31 |
| OH | DAVID JIN | Plainclothes Police Constable | $118,997.78 | $756.96 |
| OLIVER | MATTHEW TYLER | Plainclothes Police Constable | $117,019.91 | $765.60 |
| OLIVER | PAUL | Detective | $114,305.94 | $806.31 |
| OLIVER | STEVEN RONALD | Police Constable | $110,353.82 | $742.16 |
| OLIVEROS | RAMON | Detective | $103,443.92 | $788.45 |
| OLLOS | SANDOR ERNEST | Police Constable | $101,397.22 | $744.54 |
| OLSEN | FRANK | Detective | $117,621.52 | $806.31 |
| OLSEN | SHAUN | Sergeant | $109,522.71 | $802.57 |
| OLSON | GARY ALDRED | Sergeant | $108,277.77 | $806.31 |
| OLVER | ROBERT BOND | Plainclothes Police Constable | $101,929.60 | $784.88 |
| ONG | RHOEL VILLEGAS | Police Constable | $135,067.75 | $744.54 |
| ONYSZKIEWICZ | ANDREW | Detective Sergeant | $129,747.19 | $843.29 |
| OROZ | SLAVKO | Police Constable | $101,940.50 | $735.67 |
| OSAGIE | BASSEY | Sergeant | $112,879.30 | $788.45 |
| OSBORN | ROBERT DANIEL | Police Constable | $100,060.48 | $739.10 |
| OSBORNE | KEITH THOMAS | Plainclothes Police Constable | $112,042.26 | $756.96 |
| OSMAN | WALID AHMED | Plainclothes Police Constable | $109,358.39 | $737.29 |
| OSMANAJ | ARDIT | Police Constable | $108,220.09 | $735.67 |
| OUELLET | ANDREW | Police Constable | $101,312.41 | $744.54 |
| OUELLETTE | DAVID MARK | Plainclothes Police Constable | $111,286.13 | $765.60 |
| OUELLETTE | ROBERT BRUCE | Police Constable | $112,160.56 | $753.15 |
| OZKAN | NEDIM | Senior Analyst | $124,742.22 | $366.76 |
| OZOLS | JOHN | Police Constable | $121,413.48 | $764.04 |
| PABLA | SUKHVINDERPAL SINGH | Sergeant | $107,041.06 | $788.45 |
| PAGE | HOWARD | Inspector | $147,118.05 | $1,087.32 |
| PAGNIELLO | MICHELE | Police Constable | $144,698.60 | $744.54 |
| PAIS | GLENN EDWIN | Police Constable | $101,469.62 | $744.54 |
| PAK | ANDREW JIN-HO | Police Constable | $107,175.53 | $759.93 |
| PALA | RASIH SAN | Plainclothes Police Constable | $114,574.23 | $765.60 |
| PALERMO | CARMINE | Sergeant | $108,899.96 | $806.31 |
| PALERMO | LOREDANA | Plainclothes Police Constable | $109,584.99 | $765.60 |
| PALERMO | MICHAEL ANGELO | Detective | $160,224.88 | $788.45 |
| PANAYOTOV | LUBOMIR IVANOV | Police Constable | $101,288.14 | $735.67 |
| PANDOLFI | ALESSANDRO ANTHONY | Plainclothes Police Constable | $104,918.41 | $766.28 |
| PAOLETTA | ANTHONY | Sergeant | $106,221.97 | $797.32 |
| PAPADOPOULOS | KYRIAKOS | Police Constable | $137,056.80 | $744.54 |
| PAPE | DEREK ANTHONY | Plainclothes Police Constable | $105,702.76 | $765.60 |
| PAPIZEWSKI | LEEANN | Detective Sergeant | $122,525.09 | $843.29 |
| PAREJA | CARLOS ADRIAN | Police Constable | $110,406.54 | $735.67 |
| PARK | JOSEF | Police Constable | $104,837.06 | $744.54 |
| PARK | SUNG JIN | Police Constable | $108,980.64 | $750.21 |
| PARKER | IAN CHRISTOPHER | Plainclothes Police Constable | $103,074.61 | $755.40 |
| PARKIN | ANDREW WILFRED | Police Constable | $129,371.38 | $744.54 |
| PARLIAMENT | JAMES RALPH | Training Constable | $102,901.76 | $774.44 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| PARMAR | MANDEEP SINGH | Plainclothes Police Constable | $122,203.44 | $765.60 |
| PAROUSSOUDI | LEMONIA ALEXANDRA | Police Constable | $110,075.95 | $735.67 |
| PARRISH | SCOTT | Plainclothes Police Constable | $101,481.06 | $785.30 |
| PARROTT | MICHAEL ERIC | Detective | $125,891.50 | $788.45 |
| PARSONS | STUART MAGRUDER | Plainclothes Police Constable | $120,952.29 | $785.30 |
| PARSRAM | RAMESH BRIAN | Sergeant | $112,341.63 | $803.93 |
| PARTRIDGE | DAVID WILLIAM | Police Constable | $101,779.98 | $735.67 |
| PARTRIDGE | FRANK | Staff Sergeant | $123,876.65 | $843.29 |
| PASINI | RUDY | Detective Sergeant | $118,936.85 | $843.29 |
| PASSERINO | CURTIS PAUL | Police Constable | $101,535.53 | $744.54 |
| PATCHING | ANDREA | Plainclothes Police Constable | $101,867.11 | $785.30 |
| PATEL | RAJESHKUMAR | Detective | $105,631.81 | $788.45 |
| PATERSON | KYLE SCOTT | Plainclothes Police Constable | $100,118.19 | $756.96 |
| PATHAK | DAVINDER KUMAR | Police Constable | $105,129.85 | $742.16 |
| PATHAK | SAMIP | Plainclothes Police Constable | $118,570.79 | $756.96 |
| PATTERSON | JAMES | Sergeant | $109,768.69 | $381.21 |
| PATTERSON | MICHAEL JAMES | Detective | $115,741.73 | $789.15 |
| PATTERSON | ROBERT | Detective | $116,873.24 | $805.97 |
| PATTERSON | SHONA-LYNN DEBRA | Plainclothes Police Constable | $111,584.08 | $753.68 |
| PATTERSON | STEPHEN BRENT | Plainclothes Police Constable | $109,081.71 | $760.32 |
| PATTISON | STEVEN | Staff Sergeant | $118,339.97 | $418.19 |
| PAUL | MOHIT | Plainclothes Police Constable | $115,960.99 | $765.60 |
| PAVLIDIS | THEODORA | Plainclothes Police Constable | $117,710.44 | $785.30 |
| PAYNE | BRADLEY JAMES | Police Constable | $103,238.53 | $735.67 |
| PAYNE | GREGORY JAMES | Detective Sergeant | $124,360.56 | $843.29 |
| PAYNE | KARL SCOTT | Sergeant | $107,364.18 | $797.32 |
| PAYNE | THEODORE ALGERNON | Detective | $121,784.80 | $806.31 |
| PAYTON | HOWARD LEWIS | Sergeant | $111,378.54 | $806.31 |
| PEARSON | JEFFREY | Detective Sergeant | $119,050.55 | $843.29 |
| PELLETIER | CHRISTIAN JOSEPH | Police Constable | $106,762.23 | $744.54 |
| PENNER | ADAM CHRISTOPHER | Police Constable | $111,653.33 | $735.67 |
| PENNY | LISA RITA | Police Constable | $103,487.82 | $735.67 |
| PENTON | SHANE STEPHEN | Sergeant | $109,262.31 | $788.45 |
| PERA | ENRICO | Senior Project Coordinator | $125,404.42 | $1,009.06 |
| PERCIVAL | KIMBERLY JANE | Plainclothes Police Constable | $105,544.88 | $765.60 |
| PEREIRA | NELIA MARIA | Group Leader | $122,725.35 | $246.90 |
| PEREM | ERIK ARTUR | Police Constable | $100,230.80 | $736.02 |
| PERINO | KENNETH VINCENT | Police Constable | $120,502.96 | $735.67 |
| PERREAULT | SEAN MICHAEL | Staff Sergeant | $128,939.36 | $837.21 |
| PERSAUD | RAJENDRA | Police Constable | $106,043.00 | $744.54 |
| PERSAUD | RAMACE | Police Constable | $102,261.88 | $735.67 |
| PERSHIN | ANDREI VALERI | Plainclothes Police Constable | $118,175.79 | $740.56 |
| PERSICHETTI | DONATO | Plainclothes Police Constable | $124,278.32 | $765.60 |
| PETERS | CORNELIUS | Police Constable | $112,909.59 | $744.54 |
| PETERSEN | KRISTAN MATHEW | Plainclothes Police Constable | $110,775.98 | $765.60 |
| PETERSON | CLIFFORD WILLIAM | Police Constable | $111,285.83 | $739.10 |
| PETRAKIS | KYRIAKOS | Police Constable | $108,320.66 | $735.67 |
| PETRAKIS | STAVROS | Plainclothes Police Constable | $102,540.59 | $765.60 |
| PETRIE | KYLE JOHNATHON | Sergeant | $103,890.31 | $788.45 |
| PETRIE | RICHARD | Detective | $131,850.19 | $797.32 |
| PHAIR | MARK GORDON | Sergeant | $109,061.18 | $797.32 |
| PHELPS | JOHN | Detective | $109,596.55 | $806.31 |
| PHILIPSON | GRAEME | Detective | $115,868.27 | $802.57 |
| PHOON | NEWTON CHUN | System Administrator | $110,587.91 | $791.86 |
| PICKERING | STEPHEN | Plainclothes Police Constable | $101,471.46 | $785.30 |
| PICKRELL | NEIL | Police Constable | $120,673.24 | $764.04 |
| PIEPER | DONNA | Police Constable | $101,688.37 | $387.57 |
| PIGNATELLI | TONY | Police Constable | $113,056.42 | $759.00 |
| PIKE | JAMES WAYNE | Sergeant | $107,820.84 | $806.31 |
| PIKULA | KAMIL STANISLAW | Police Constable | $107,229.44 | $735.67 |
| PILEGGI | ADRIANO DOMENICO | Police Constable | $100,016.72 | $735.67 |
| PILLACH | ADRIAN JOZEF | Police Constable | $101,954.63 | $744.54 |
| PINCHAK | WASYL | Project Leader | $102,867.12 | $336.54 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| PINCHIN | BRIAN | Plainclothes Police Constable | $101,577.22 | $785.30 |
| PINFOLD | MATTHEW GEORGE | Plainclothes Police Constable | $125,226.99 | $765.60 |
| PINIZZOTTO | MARC ANTHONY | Plainclothes Police Constable | $102,857.19 | $741.38 |
| PINTO | JUIN EUTROPIO | Police Constable | $103,087.43 | $726.70 |
| PINTO | SUZANNE MARIE | Sergeant | $111,355.16 | $800.53 |
| PIPE | STEPHEN | Staff Sergeant | $133,566.37 | $843.29 |
| PIRAISOODY | BALAKUMARAN | Police Constable | $104,252.57 | $735.67 |
| PISANI | PAUL LEE | Training Constable | $100,778.18 | $765.60 |
| PISCHEDDA | MARK STEPHEN | Plainclothes Police Constable | $127,266.80 | $765.60 |
| PLUNKETT | PATRICK JOHN | Plainclothes Police Constable | $126,745.04 | $765.60 |
| POCZAK | LISA | Detective | $109,342.10 | $800.53 |
| POGUE | LAUREN | Detective Sergeant | $122,487.86 | $843.29 |
| POLAK | BRANDON VICTOR | Plainclothes Police Constable | $107,397.94 | $765.60 |
| POLIAK | MARK JOHN | Plainclothes Police Constable | $100,438.94 | $765.60 |
| POLLARD | JAMES EVAN | Police Constable | $101,356.06 | $744.54 |
| POLLARD | KRISTINE RIAN | Plainclothes Police Constable | $100,315.02 | $756.96 |
| POLLOCK | TIGE SAMUEL | Sergeant | $114,458.24 | $788.45 |
| POLYCHRONIS | GEORGE | Police Constable | $100,859.26 | $735.67 |
| POP | IAN | Plainclothes Police Constable | $108,772.84 | $785.30 |
| PORTER | DAINIAN ALLOY | Police Constable | $100,138.56 | $744.54 |
| POSLUSZNY | ANDREW ZBIGNIEW | Police Constable | $100,066.13 | $735.67 |
| POTTS | MARK JONATHAN | Training Constable | $100,839.70 | $765.60 |
| POULIMENOS | WILLIAM DEMETRE | Police Constable | $114,298.86 | $751.25 |
| POULIN | MARTIN FABIAN | Detective | $112,385.05 | $788.45 |
| POWELL | CATHY VERONICA | Sergeant | $104,618.21 | $791.88 |
| POWELL | DANIEL JAMES | Detective | $107,828.19 | $806.31 |
| POWELL | MICHELLE ELIZABETH | Plainclothes Police Constable | $106,319.35 | $774.44 |
| POYNTER | CHRISTOPHER REX | Plainclothes Police Constable | $106,649.76 | $744.54 |
| PRAVICA | DUSAN DAN | Sergeant | $136,914.34 | $791.88 |
| PRENTICE | STEFAN PATRICK | Detective | $119,074.50 | $789.15 |
| PRESS | MICHAEL ALLEN | Senior Firearms Officer | $119,638.54 | $800.54 |
| PRESTON | BRIAN | Inspector | $144,717.35 | $1,087.32 |
| PRESTON | DEBRA | Superintendent | $176,924.17 | $12,019.59 |
| PREVOST | JAYME THOMAS | Police Constable | $103,876.82 | $310.57 |
| PRICE | BRANDON LEE | Detective | $122,428.45 | $788.45 |
| PRICE | DAVID RAYMOND | Plainclothes Police Constable | $108,841.02 | $763.29 |
| PRICE | MARY | Staff Sergeant | $118,646.48 | $843.29 |
| PRICE | ROBERT ARTHUR | Police Constable | $107,384.19 | $735.67 |
| PRICE | TIMOTHY JOHN | Police Constable | $103,445.02 | $744.54 |
| PRITCHARD | BRIAN JAMES | Sergeant | $103,484.75 | $366.78 |
| PRITCHARD | DENIS BLAIR | Plainclothes Police Constable | $101,694.96 | $765.60 |
| PROCTOR | NORMAN EDWARD | Staff Sergeant | $119,474.83 | $843.29 |
| PROCTOR | RICHARD | Detective | $119,921.28 | $797.32 |
| PRODANOS | ALEXI | Plainclothes Police Constable | $100,973.27 | $750.21 |
| PROGER | SERGEY ILYICH | Training Constable | $103,636.21 | $764.79 |
| PROSAVICH | PAULA ANNE | Sergeant | $103,371.17 | $788.45 |
| PROSPER | MARK ANTHONY | Police Constable | $114,018.23 | $735.67 |
| PROULX | KEVIN EDWARD | Police Constable | $118,120.95 | $744.54 |
| PUGASH | MARK | Director of Corporate Communications | $178,246.82 | $10,664.64 |
| PULLA | JEREMY JAMES | Police Constable | $106,753.74 | $735.67 |
| PULUMBARIT | RYAN CARIJUTAN | Police Constable | $103,579.18 | $735.67 |
| PURCHAS | CHRISTOPHER DALE | Plainclothes Police Constable | $102,291.35 | $769.00 |
| PURCHES | SCOTT ROBERT | Detective | $125,800.39 | $789.15 |
| PURVES | ANDREW JAMES | Police Constable | $106,912.42 | $735.67 |
| PUTERBAUGH | MICHAEL FRANCIS | Detective | $106,540.93 | $372.22 |
| PUTMAN | AARON MATTHEW | Plainclothes Police Constable | $100,838.67 | $756.96 |
| PUTNAM | KIMBERLEY JOAN | Senior Advisor of Quality Assurance | $125,404.42 | $583.96 |
| QUAIATTINI | SUSAN | Staff Sergeant | $119,440.54 | $418.19 |
| QUALTROUGH | JAMES | Staff Sergeant | $121,040.98 | $843.29 |
| QUAN | DOUGLAS | Inspector | $161,588.22 | $15,895.98 |
| QUEEN | GRAHAM | Staff Sergeant | $140,871.28 | $843.29 |
| QUIGG | MARTIN | Staff Sergeant | $119,187.85 | $843.29 |
| QUIJADA-MANCIA | JUAN CARLOS | Sergeant | $114,822.34 | $788.45 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| QUINN | ANA DANIELA BENTO | Police Constable | $106,690.82 | $744.54 |
| QUINN | CONAL GEORGE | Training Constable | $102,740.90 | $765.60 |
| QUINN | MICHAEL MARC | Sergeant | $126,046.94 | $789.15 |
| QUINN | SEAN LEE | Plainclothes Police Constable | $101,973.00 | $765.60 |
| QURESHI | AJWAID NIAZ | Detective | $123,522.96 | $788.45 |
| RABBITO | CORRADO | Plainclothes Police Constable | $110,724.05 | $769.00 |
| RACETTE | ALLAN ROGER | Plainclothes Police Constable | $122,864.59 | $763.29 |
| RADFORD | BARRY | Detective | $109,470.64 | $806.31 |
| RADIX | BRENDA REBECCA | Manager of Property and Evidence | $144,294.38 | $1,094.39 |
| RAGELL | THOMAS MICHAEL | Police Constable | $103,809.03 | $753.15 |
| RAHIM | KAMAL SEAN | Plainclothes Police Constable | $106,614.55 | $765.60 |
| RALLIS | PETER | Sergeant | $103,119.37 | $789.84 |
| RALPH | TIMOTHY | Staff Sergeant | $126,552.03 | $843.29 |
| RAMBHARACK | NEIL | Sergeant | $102,631.33 | $363.35 |
| RAMER | DONALD | Staff Superintendent | $172,513.30 | $12,830.33 |
| RAMESAR | VICTOR | Sergeant | $110,169.12 | $806.31 |
| RAMIREZ | MARION GENEVIEVE | Senior Analyst | $104,149.00 | $366.76 |
| RAMJATTAN | RAMNARINE | Detective | $122,539.20 | $800.53 |
| RAMJI | ALY RAZA | Detective | $121,961.95 | $806.31 |
| RAMOS | LERMY | Assistant Manager of Accounting | $120,497.90 | $972.58 |
| RAMPERSAD | STEVEN | Police Constable | $101,183.87 | $744.54 |
| RAMPERSAUD | DAVID | Senior Analyst | $104,299.00 | $366.76 |
| RAMPRASHAD | DWARKH | Police Constable | $143,434.03 | $756.06 |
| RAMSAY | JASON ANDREW | Police Constable | $100,286.70 | $744.54 |
| RAMSBOTTOM | CHRISTOPHER WILLIAM | Police Constable | $126,278.26 | $744.54 |
| RAND | RICHARD THEODORE | Police Constable | $118,118.00 | $761.55 |
| RANDHAWA | MANDEEP SINGH | Police Constable | $103,772.92 | $691.18 |
| RANDLE | MARK RICHARD | Sergeant | $120,273.78 | $806.31 |
| RANEY | ANDREW | Sergeant | $108,063.38 | $806.31 |
| RASMUSSEN | KEVIN WILLIAM | Plainclothes Police Constable | $102,916.88 | $741.38 |
| RATHBONE | MELANIE LYNN | Police Constable | $102,414.32 | $744.54 |
| RAWLUK | ROY | Plainclothes Police Constable | $107,565.21 | $785.30 |
| REBELLATO | LARRY | Detective | $126,519.80 | $797.32 |
| REBELLO | MARK ANDREW | Plainclothes Police Constable | $120,530.97 | $765.60 |
| RECTOR | JASON ANTHONY | Plainclothes Police Constable | $108,417.71 | $765.60 |
| REDDEN | JEFFREY | Sergeant | $140,635.29 | $806.31 |
| REDDIN | KIRBY ALBERT | Sergeant | $125,213.18 | $788.45 |
| REDICK | AMANDA BROOKE | Plainclothes Police Constable | $113,955.87 | $765.60 |
| REDIGONDA | RICHARD | Detective | $107,826.09 | $806.31 |
| REDMAN | SUZANNE | Staff Sergeant | $123,245.53 | $843.29 |
| REED | RONALD COLIN | Staff Sergeant | $130,904.71 | $843.29 |
| REED-PYEFINCH | JENNIFER CHRISTINE | Plainclothes Police Constable | $108,035.23 | $759.93 |
| REEVES | LAWRENCE | Staff Sergeant | $127,421.13 | $843.29 |
| REGAN | DOUGLAS FREDRICK | Detective Sergeant | $118,408.64 | $843.29 |
| REGAN | GAIL | Detective | $110,249.52 | $381.21 |
| REGAN | PAUL FRANCIS | Police Constable | $110,232.04 | $735.67 |
| REID | CHAD SCOTT | Plainclothes Police Constable | $112,495.99 | $765.60 |
| REID | GREGOR JOHN | Plainclothes Police Constable | $113,706.36 | $760.32 |
| REID | JOHN | Training Constable | $105,567.88 | $785.30 |
| REID | JONATHAN PATRICK | Plainclothes Police Constable | $104,900.91 | $756.96 |
| REID | KYLE THOMAS | Police Constable | $106,916.39 | $750.21 |
| REID | WAVERLEY ELAINE | Detective | $107,823.64 | $806.31 |
| REIMER | ERIC RICHARD | Training Constable | $104,527.60 | $769.00 |
| REIMER | KENNETH BRIAN | Detective Sergeant | $132,037.65 | $843.29 |
| REIMER | THOMAS ARTHUR | Plainclothes Police Constable | $109,048.44 | $746.65 |
| REINARTAS | MICHAEL ARTHUR | Police Constable | $112,540.38 | $740.12 |
| REKHI | JASDEEP | Plainclothes Police Constable | $106,064.60 | $765.60 |
| RELPH | BRADLEY GEORGE | Detective | $108,671.12 | $797.32 |
| REMY | SMEDLEY ANTHONY | Sergeant | $110,111.70 | $805.97 |
| RENDON | BRIAN | Police Constable | $105,682.29 | $735.67 |
| RENNIE | ALEXANDER | Detective | $116,963.86 | $3,411.37 |
| RENNIE | BRIAN ANTHONEY | Training Constable | $106,205.62 | $766.28 |
| RENNIE | JASON DOUGLAS | Plainclothes Police Constable | $104,640.20 | $757.31 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| REPA | MARK ANTHONY | Plainclothes Police Constable | $100,432.07 | $765.60 |
| REYNOLDS | JASON DAVID | Police Constable | $100,866.85 | $744.54 |
| REYNOLDS | STEPHEN THOMAS | Staff Sergeant | $125,692.41 | $843.29 |
| REZVANI | SEYED ALI | Police Constable | $103,597.78 | $735.67 |
| RHEAULT | DEAN GEORGE | Police Constable | $100,918.84 | $735.67 |
| RHONE | RICHARD STACEY | Plainclothes Police Constable | $110,660.22 | $765.60 |
| RIBEIRO | REUBEN FRANCIS | Police Constable | $103,375.10 | $741.41 |
| RICCI | CHARLES MICHAEL | Detective | $124,169.20 | $789.15 |
| RICCIARDI | MARCO | Police Constable | $108,926.81 | $744.54 |
| RICHARDS | CLIVE | Detective Sergeant | $124,192.89 | $843.29 |
| RICHARDS | SARAH ANN | Police Constable | $104,433.69 | $735.67 |
| RICHARDSON | ANDREW | Sergeant | $116,399.60 | $797.32 |
| RICHARDSON | SANDRA | Inspector | $137,421.38 | $797.88 |
| RICHARDSON | SHEILA ANN | Sergeant | $109,068.39 | $381.21 |
| RICHE | SCOTT LESLIE | Plainclothes Police Constable | $121,240.44 | $765.60 |
| RICHMOND | MICHAEL KENNETH | Detective Sergeant | $118,345.57 | $843.29 |
| RIDDELL | ALAN | Detective Sergeant | $118,339.97 | $418.19 |
| RIDDELL | LINDSAY DIANA | Police Constable | $111,695.30 | $742.16 |
| RIETKOETTER | SETH ANDREW | Police Constable | $112,382.84 | $735.67 |
| RIGGS | BRIAN CHRISTOPHER | Plainclothes Police Constable | $104,499.60 | $767.30 |
| RIM | CHRIS | Plainclothes Police Constable | $103,288.73 | $761.31 |
| RINKOFF | LEE ADAM | Police Constable | $109,091.67 | $749.52 |
| RINKOFF | PAUL BARRY | Detective | $151,702.30 | $788.45 |
| RIOLO | SALVATORE TONY | Police Constable | $103,619.91 | $744.54 |
| RIPCO | MARK | Detective | $129,712.22 | $322.08 |
| RITZA | PETER | Police Constable | $105,364.01 | $764.04 |
| RIVIERE | ANTHONY FRANCIS | Staff Inspector | $152,941.67 | $10,792.71 |
| ROBB | PAUL GEORGE | Plainclothes Police Constable | $112,520.81 | $765.60 |
| ROBBINS | KEVIN SHAUN | Police Constable | $111,886.63 | $759.93 |
| ROBERTS | ANGELA PATRICIA | Plainclothes Police Constable | $106,534.01 | $756.96 |
| ROBERTS | DAVID | Detective | $112,789.16 | $806.31 |
| ROBERTS | DEIGHTON ARTHUR | Plainclothes Police Constable | $102,827.45 | $750.21 |
| ROBERTSON | RODGER KENT | Police Constable | $103,189.76 | $761.10 |
| ROBINSON | BRANDON MICHAEL | Police Constable | $108,661.37 | $763.98 |
| ROBINSON | DANIEL | Sergeant | $120,978.11 | $806.31 |
| ROBINSON | MORGAN | Detective Sergeant | $121,182.27 | $418.19 |
| ROBINSON | NEIL BERESFORD | Police Constable | $104,061.47 | $735.67 |
| ROBITAILLE | PATRICK ANTOINE | Detective | $114,506.27 | $788.45 |
| ROCCA | DAVID MICHAEL | Police Constable | $102,616.80 | $703.72 |
| ROCHE | CHARLENE LYNN | Plainclothes Police Constable | $111,776.71 | $765.60 |
| ROCK | CAROL | Sergeant | $110,178.40 | $803.93 |
| RODNEY | DEAN LLOYD | Sergeant | $107,440.60 | $788.45 |
| RODRIGUES | JULIUS ANTHONY | Police Constable | $102,238.52 | $744.54 |
| RODRIGUEZ | ROBERT DAVID | Police Constable | $101,814.92 | $764.04 |
| ROGERS | RICHARD | Sergeant | $106,468.36 | $376.79 |
| ROHDE | DANNY WILLIAM | Police Constable | $109,096.55 | $745.22 |
| ROMAIN | JEAN-BERNARD | Sergeant | $115,595.56 | $806.31 |
| ROMANO | ROBERT NICHOLAS | Plainclothes Police Constable | $116,389.15 | $757.31 |
| ROMERAL | MATT IAN | Police Constable | $102,264.26 | $735.67 |
| ROMITO | MARINO | Police Constable | $109,038.59 | $744.54 |
| ROONEY | TREVOR MICHAEL | Sergeant | $105,921.98 | $791.88 |
| ROSE | DAWN | Sergeant | $108,227.69 | $806.31 |
| ROSE | DOUGLAS GRANT | Sergeant | $120,297.24 | $806.31 |
| ROSE | JONATHAN DAVID | Police Constable | $100,940.30 | $753.15 |
| ROSENBERG | HOWARD | Police Constable | $137,142.24 | $567.84 |
| ROSETE | LESTER EDWARD | Detective | $128,927.34 | $788.45 |
| ROSETO | EGIDIO | Inspector | $144,717.35 | $1,087.32 |
| ROSINA | MICHAEL DREW | Sergeant | $107,102.89 | $378.83 |
| ROSS | CAMERON STEPHEN | Police Constable | $101,051.20 | $735.67 |
| ROSS | DARLENE | Sergeant | $107,855.68 | $806.31 |
| ROSS | JEFFREY ALAN | Detective | $107,378.82 | $788.45 |
| ROSS | KEITH | Plainclothes Police Constable | $119,404.61 | $785.30 |
| ROSS | MATTHEW DOUGLAS | Plainclothes Police Constable | $108,879.76 | $756.96 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| ROSS | SCOTT JEREMY | Plainclothes Police Constable | $119,161.93 | $774.44 |
| ROSS | WILLIAM | Police Constable | $104,222.77 | $764.04 |
| ROSSANO | JOHN BENITO | Sergeant | $119,193.18 | $806.31 |
| ROSSEL | RICHARD ALBERT | Plainclothes Police Constable | $101,602.46 | $785.30 |
| ROSSI | KIMBERLY DAWN | Manager of Parking Enforcement | $152,079.56 | $1,135.79 |
| ROSSI | MARCELO OSVALDO | Plainclothes Police Constable | $106,604.94 | $763.29 |
| ROUETTE | JOSEPH MICHEL | Sergeant | $121,590.69 | $806.31 |
| ROUTH | MATTHEW AARON | Detective | $119,538.86 | $788.45 |
| ROWETT | JOHN | Detective | $107,820.84 | $381.21 |
| ROWSOME | RICHARD DAVID | Sergeant | $105,347.58 | $788.45 |
| ROZARIO | CONRAD GEORGE | Plainclothes Police Constable | $110,075.27 | $949.23 |
| ROZICH | SAMANTHA MILDRED | Sergeant | $103,502.15 | $797.32 |
| RUBBINI | DAVID | Police Constable | $110,266.75 | $764.04 |
| RUDNICK | JOANNE LINDA | Staff Sergeant | $118,644.57 | $843.29 |
| RUHL | CHRISTOPHER KEITH | Plainclothes Police Constable | $108,103.23 | $504.00 |
| RUMNEY | TRACI GWENDOLYN | Plainclothes Police Constable | $104,220.29 | $765.60 |
| RUPNARINE | LEONARD SASE | Police Constable | $100,787.61 | $744.54 |
| RUSSELL | DAVID MICHAEL | Police Constable | $100,735.21 | $744.20 |
| RUSSELL | JAMES JOSEPH | Plainclothes Police Constable | $103,916.29 | $340.50 |
| RUSSELL | ROBERT GLENN | Detective | $105,366.54 | $791.88 |
| RUSSELL | THOMAS | Staff Superintendent | $173,254.87 | $13,302.51 |
| RUTLEDGE | MONICA JANET | Police Constable | $104,497.23 | $744.54 |
| RUTTIMANN | PAUL EUGEN | Police Constable | $104,241.11 | $735.67 |
| RUTTNER | ALEXANDER | Police Constable | $141,301.86 | $753.15 |
| RYAN | BARBARA | Detective | $107,666.25 | $805.97 |
| RYAN | CLINTON DEREK | Plainclothes Police Constable | $100,366.39 | $741.38 |
| RYAN | DESMOND PAUL | Sergeant | $129,613.28 | $381.21 |
| RYAN | JENNIFER | Detective | $114,995.51 | $797.32 |
| RYAN | KATHLEEN ERIN | Plainclothes Police Constable | $100,280.06 | $763.29 |
| RYAN | RICHARD | Detective | $128,539.96 | $806.31 |
| RYAN | STEPHEN CHARLES | Detective Sergeant | $118,342.77 | $843.29 |
| RYCZKO | LESLIE | Plainclothes Police Constable | $101,471.46 | $785.30 |
| RYDZIK | DAVID BRIAN | Staff Sergeant | $118,359.37 | $843.29 |
| RYZEK | WENDY | Manager of Occupational Health and Safety | $138,732.97 | $1,064.55 |
| SISK | REBECCA NICOLE | Plainclothes Police Constable | $107,319.40 | $765.60 |
| SABADICS | DANIEL | Detective Sergeant | $120,390.43 | $843.29 |
| SABADICS | KIMBERLY JOAN | Police Constable | $107,425.21 | $764.04 |
| SABADIN | MICHAEL ALEXANDER | Police Constable | $107,737.79 | $751.02 |
| SADLER | STEPHEN | Sergeant | $111,675.93 | $806.31 |
| SADRZADEH | MIR SIAMAK | Police Constable | $106,163.77 | $735.67 |
| SAFARI | MUSTAFA | Police Constable | $105,574.02 | $735.67 |
| SAGER | LAWRENCE | Sergeant | $117,177.75 | $806.31 |
| SAGGI | SHARNJIT SINGH | Police Constable | $115,912.19 | $735.67 |
| SAIB | RACHID | Police Constable | $100,525.92 | $735.67 |
| SALEEM | FAWAD | Police Constable | $103,108.67 | $735.67 |
| SALERMO PANEQUE | JAVIER | Police Constable | $103,445.62 | $739.10 |
| SALIBA | RACHEL CATHERINE | Plainclothes Police Constable | $103,014.56 | $756.96 |
| SALOWSKI | GAYLE WINNIFRED | Labour Relations Analyst | $106,605.82 | $918.58 |
| SAMARAS | NICK | Police Constable | $100,285.44 | $744.54 |
| SAMM | SAMUEL JUNIOR | Sergeant | $115,395.76 | $797.32 |
| SAMMUT | DAVID | Sergeant | $125,175.88 | $797.32 |
| SAMSON | JEREMY CALVIN | Police Constable | $105,833.18 | $749.40 |
| SAMUELS | ROBERT | Sergeant | $111,177.37 | $806.31 |
| SAN PEDRO | MANUEL | Plainclothes Police Constable | $102,652.00 | $360.20 |
| SANDEMAN | JOHN MICHAEL | Manager of Video Services | $143,874.16 | $1,097.47 |
| SANDERS | NEIL GREGORY | Police Constable | $150,793.59 | $747.87 |
| SANDFORD | JUDY MARY | Manager of Records Management | $124,252.26 | $492.93 |
| SANDFORD | ROBERT | Sergeant | $118,157.56 | $806.31 |
| SANGHA | HARJIT SINGH | Police Constable | $100,535.45 | $347.72 |
| SANGUINETTI | MICHAEL JOSEPH | Police Constable | $100,449.17 | $735.67 |
| SANSON | CHERYL-ANNE | Sergeant | $111,645.27 | $806.31 |
| SANTIZO ORANTES | NELSON ALFREDO | Police Constable | $112,484.19 | $759.93 |
| SANTOS | ELIANA | Plainclothes Police Constable | $110,717.79 | $765.60 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| SANTOS VICENTINO | RICHARD | Police Constable | $100,682.09 | $764.04 |
| SARDELLA | GLENN DONATO | Detective | $117,249.09 | $789.84 |
| SARGENT | CHRISTOPHER SEAN | Sergeant | $113,796.79 | $797.32 |
| SARUDI | VIKTOR | Plainclothes Police Constable | $102,816.56 | $750.21 |
| SARVANANDAN | BAHEERATHAN | Police Constable | $109,070.62 | $756.69 |
| SATTZ | STEVEN | Sergeant | $109,277.56 | $806.31 |
| SAUNDERS | DAVID | Inspector | $144,717.35 | $1,087.32 |
| SAUNDERS | MARK | Deputy Chief | $208,824.97 | $11,639.55 |
| SAVILLE | JASON LESLIE | Police Constable | $122,527.56 | $744.54 |
| SAVINO | LEONARDO | Police Constable | $108,784.07 | $744.54 |
| SAVOIA | GIOVANNI | Plainclothes Police Constable | $105,931.45 | $785.30 |
| SAWYER | ANDREW LESLIE | Sergeant | $114,304.56 | $806.31 |
| SAWYER | DAVID ALLAN | Plainclothes Police Constable | $106,441.13 | $750.21 |
| SCANLAN | KIMBERLY LYN | Staff Sergeant | $120,233.32 | $843.29 |
| SCAVONE | GABRIELE | Police Constable | $101,336.76 | $764.04 |
| SCEARCE | MARTIN KENDAL | Police Constable | $109,115.65 | $742.16 |
| SCHAFHAUSER | HANS PETER | Police Constable | $105,167.23 | $744.54 |
| SCHERBEY | RONNIE MIKEAL | Plainclothes Police Constable | $104,160.55 | $766.28 |
| SCHERK | CHRISTOPHER | Detective | $110,663.16 | $797.32 |
| SCHERTZER | JOYCE | Detective | $155,290.29 | $806.31 |
| SCHETTINI | ANTHONY | Detective | $110,047.93 | $806.31 |
| SCHNEIDER | ANDREW | Staff Sergeant | $122,854.50 | $843.29 |
| SCHNEIDER | BENJAMIN JOSEPH | Plainclothes Police Constable | $111,790.62 | $756.96 |
| SCHOCH | RICHARD AUGUSTIN | Detective | $110,333.66 | $789.15 |
| SCHOFIELD | GLENN | Detective | $112,152.05 | $797.32 |
| SCHOFIELD | GREGORY JOHN | Drafting Technician | $105,392.27 | $761.96 |
| SCHUEDER | MARK | Detective | $111,849.64 | $806.31 |
| SCHULTE | KATHRYN RUTH | Plainclothes Police Constable | $100,171.88 | $765.60 |
| SCHULZE | FRANK THOMAS | Police Constable | $116,643.63 | $764.04 |
| SCHULZE | SCOTT CURTIS | Police Constable | $111,379.02 | $735.67 |
| SCOTT | DWAYNE | Plainclothes Police Constable | $104,005.26 | $785.30 |
| SCOTT | GORDON | Detective | $122,151.72 | $806.31 |
| SCOTT | MICHAEL ANDREW | Police Constable | $103,392.10 | $753.45 |
| SCRIVEN | PATRICK | Sergeant | $110,522.40 | $806.31 |
| SCUDDS | PAUL | Staff Sergeant | $119,419.34 | $843.29 |
| SEABAN | MICHAEL GEORGE | Police Constable | $100,863.64 | $735.67 |
| SEARLES | TREVOR | Sergeant | $118,253.92 | $376.79 |
| SEDORE | KEVIN ARTHUR | Sergeant | $116,101.68 | $789.15 |
| SEHDEV | NITIN | Plainclothes Police Constable | $101,491.54 | $747.12 |
| SELDON | WILLIAM | Detective Sergeant | $106,129.59 | $583.38 |
| SELVER | TERRY WILLIAM | Police Constable | $100,439.55 | $759.93 |
| SEN | TAPAN KUMAR | Project Leader | $112,714.22 | $395.31 |
| SENYK | JANNA LOUISE | Plainclothes Police Constable | $106,617.92 | $757.31 |
| SERBAN | ION VERONEL | Project Leader | $113,352.82 | $394.22 |
| SEREMETKOVSKI | KATHLIN | Sergeant | $106,092.64 | $788.45 |
| SERRANO | MATTHEW ANTONIO | Plainclothes Police Constable | $119,134.57 | $756.96 |
| SERROUL | GORDON DAVID | Sergeant | $110,573.13 | $381.21 |
| SEYMOUR | GEOFFREY FRANKLIN | Training Constable | $100,590.38 | $766.28 |
| SGROI | STEVEN RICHARD | Police Constable | $107,155.97 | $735.67 |
| SHANAHAN | MICHAEL | Detective | $107,820.84 | $381.21 |
| SHAND | JOSEPH EDWARD | Police Constable | $108,118.85 | $735.67 |
| SHANK | RICHARD | Detective Sergeant | $141,959.97 | $834.94 |
| SHANKARAN | JASON RAJESH | Detective | $157,568.32 | $788.45 |
| SHANTZ | STEVEN PATRICK | Police Constable | $106,655.37 | $722.14 |
| SHARMA | ATUL | Police Constable | $110,249.78 | $735.67 |
| SHAW | ANDREW DOUGLAS | Sergeant | $147,533.85 | $797.32 |
| SHAW | CARL | Plainclothes Police Constable | $101,527.46 | $785.30 |
| SHAW | DAVID JOHN | Detective | $114,782.94 | $797.32 |
| SHAW | KATHLEEN | Detective Sergeant | $120,397.78 | $843.29 |
| SHAW | RICHARD JAMES | Police Constable | $111,280.27 | $751.25 |
| SHAW | WILLIAM | Plainclothes Police Constable | $109,658.07 | $785.30 |
| SHETTY | VIJAY RAMESH | Sergeant | $103,180.38 | $788.45 |
| SHI | LEI | Police Constable | $106,693.48 | $735.67 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| SHIELDS | GAIL PATRICIA | Police Constable | $103,709.72 | $764.04 |
| SHREERAM | AMAR | Plainclothes Police Constable | $103,938.76 | $765.60 |
| SHUFMAN | AVIV | Police Constable | $101,370.01 | $735.67 |
| SHUTT | SCOTT DAVID | Plainclothes Police Constable | $119,077.67 | $765.60 |
| SHYMCHONAK | ANDREI | Police Constable | $130,341.17 | $744.54 |
| SIDDIQUI | HAROON AHMED | Police Constable | $101,106.63 | $742.16 |
| SIDHU | AJAY SINGH | Plainclothes Police Constable | $101,887.76 | $765.60 |
| SIDHU | ARVIND PRAKASH | Police Constable | $116,558.18 | $744.54 |
| SIDHU | GORPAL SINGH | Sergeant | $105,889.45 | $799.85 |
| SIDHU | SUKHVINDER SINGH | Plainclothes Police Constable | $102,347.56 | $438.60 |
| SIDORA | TERRY | Sergeant | $120,726.33 | $806.31 |
| SIEVERS | JOHN | Sergeant | $108,184.38 | $806.31 |
| SILLIKER | GARRY | Staff Sergeant | $121,301.22 | $843.29 |
| SILVA | ELOI BRUM | Police Constable | $112,833.64 | $742.16 |
| SIMAS | SERGIO | Plainclothes Police Constable | $110,784.05 | $763.29 |
| SIMON | DUANE | Police Constable | $104,907.30 | $764.04 |
| SIMPKINS | DAVID | Staff Sergeant | $120,563.27 | $843.29 |
| SIMPSON | OLIVER STAFFORD | Police Constable | $108,463.51 | $735.67 |
| SIMS | ANDREW MICHAEL | Police Constable | $108,837.32 | $744.54 |
| SINCLAIR | DOUGLAS CARL | Police Constable | $109,754.83 | $752.07 |
| SINCLAIR | IAN THOMAS | Plainclothes Police Constable | $100,549.12 | $774.44 |
| SINGH | AMARJIT PURBA | Detective | $118,975.16 | $803.93 |
| SINGH | AMRITPAL | Senior Technical Analyst | $123,665.60 | $464.86 |
| SINGH | ANGADVIR | Detective | $115,153.85 | $788.45 |
| SINGH | NARI ROHANISH | Police Constable | $100,387.72 | $753.15 |
| SINGH | RAMINDARJIT SINGH | Plainclothes Police Constable | $114,366.59 | $751.22 |
| SINOPOLI | DOMENIC | Detective Sergeant | $133,106.36 | $843.29 |
| SIRBU | PETRICA CRISTIAN | Police Constable | $103,885.74 | $735.67 |
| SISK | DARREN | Sergeant | $112,127.99 | $806.31 |
| SIVADASAN | SURENDRAN | Police Constable | $100,462.71 | $735.67 |
| SKEETE | JUNIOR | Sergeant | $108,784.67 | $381.21 |
| SKINNER | ROBERT | Staff Sergeant | $124,111.59 | $843.29 |
| SKLAR | NICKOLAS | Plainclothes Police Constable | $101,471.46 | $785.30 |
| SKREPNEK | ERIC | Police Constable | $114,355.25 | $735.67 |
| SKUBIC | FRANK | Detective Sergeant | $133,039.45 | $843.29 |
| SKVORTSOV | MYKOLA | Plainclothes Police Constable | $113,863.12 | $756.96 |
| SLATER | ALLYSON MARY | Training Constable | $101,471.46 | $785.30 |
| SLATER | RICHARD SCOTT | Plainclothes Police Constable | $105,577.21 | $765.60 |
| SLOAN | CHRISTOPHER STUART | Sergeant | $109,195.07 | $788.45 |
| SLOLY | PETER JOHN | Deputy Chief | $240,873.65 | $3,426.56 |
| SMALL | BRYAN GEORGE | Plainclothes Police Constable | $118,713.56 | $757.31 |
| SMALL | CHRISTOPHER DOUGLAS | Police Constable | $123,456.83 | $735.67 |
| SMALL | GREGORY DAVID | Police Constable | $102,362.73 | $750.21 |
| SMISSEN | JOHN MICHAEL | Plainclothes Police Constable | $128,596.08 | $769.00 |
| SMIT | BRIAN JOHN | Sergeant | $126,945.50 | $806.31 |
| SMITH | AARON ANDREW | Plainclothes Police Constable | $113,121.49 | $761.97 |
| SMITH | BRIAN | Detective | $107,820.84 | $806.31 |
| SMITH | BRYAN MICHAEL | Plainclothes Police Constable | $106,855.24 | $759.93 |
| SMITH | DEAN LARENY | Plainclothes Police Constable | $109,252.53 | $774.44 |
| SMITH | HUNTER WELLINGTON | Detective | $113,611.47 | $789.15 |
| SMITH | JASON SEAN | Plainclothes Police Constable | $118,121.93 | $750.21 |
| SMITH | KEITH | Staff Sergeant | $118,761.07 | $843.29 |
| SMITH | KRISTY JANE | Police Constable | $104,147.17 | $759.93 |
| SMITH | LAWRENCE OLIVER | Staff Sergeant | $116,676.90 | $837.21 |
| SMITH | MICHAEL WAYNE | Manager of Equipment and Supply | $141,799.51 | $1,087.97 |
| SMITH | RANDOLPH | Inspector | $107,472.63 | $605.04 |
| SMITH | RAYMOND ERNEST | Project Leader | $109,308.66 | $395.31 |
| SMITH | ROHAN ALEXANDER | Police Constable | $122,455.61 | $744.54 |
| SMITH | STEPHEN PATRICK | Detective | $124,954.80 | $791.88 |
| SMITH | STEPHEN AARON | Training Constable | $100,076.71 | $765.60 |
| SMITH | STEVEN | Detective | $107,868.09 | $806.31 |
| SMYTH | CRAIG CHARLES | Supervisor of Video Services | $128,288.35 | $418.19 |
| SMYTH | TRACEY CAROLE | Plainclothes Police Constable | $103,006.86 | $785.30 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| SMYTHE | KAREN GRACE | Staff Sergeant | $118,339.97 | $418.19 |
| SMYTHE | KENT | Sergeant | $116,445.32 | $803.25 |
| SNEDDON | GORDON | Inspector | $144,717.35 | $1,087.32 |
| SNEEP | TODD JAMES | Plainclothes Police Constable | $101,318.92 | $756.96 |
| SNIDER | KIRK EDWARD | Police Constable | $101,429.20 | $722.14 |
| SO | CHRISTOPHER STUART | Plainclothes Police Constable | $101,129.86 | $766.28 |
| SO | YING HO | Plainclothes Police Constable | $105,541.94 | $765.60 |
| SOBOTKA | KARL | Detective Sergeant | $121,805.33 | $843.29 |
| SOKOLOWSKA | EWA ANNA | Police Constable | $100,854.19 | $735.67 |
| SOMERS | CRAIG ALLAN | Sergeant | $111,865.53 | $791.88 |
| SOMMER | THOMAS ANTON | Police Constable | $100,764.19 | $736.02 |
| SONDERGAARD | NIELS | Staff Sergeant | $118,705.32 | $843.29 |
| SONDHI | SANJAY | Police Constable | $103,417.94 | $744.54 |
| SONE | GLEN | Operations Supervisor | $102,104.74 | $742.75 |
| SORGO | ROY | Detective | $109,193.35 | $806.31 |
| SOUCY | PAUL | Plainclothes Police Constable | $109,672.42 | $765.60 |
| SOUKATCHEV | KONSTANTIN | Training Constable | $106,423.63 | $765.60 |
| SOUSA | PAUL ALEXANDRE | Police Constable | $106,540.05 | $735.67 |
| SOUSA-GUTHRIE | JONI | Sergeant | $118,335.65 | $381.21 |
| SOUVANDY | CHANTHIMA | Plainclothes Police Constable | $105,216.09 | $756.96 |
| SOVA | DANIEL | Sergeant | $111,673.40 | $806.31 |
| SOVA | DEBORAH | Detective Sergeant | $118,339.97 | $450.89 |
| SPACKMAN | JOANNE | Plainclothes Police Constable | $100,753.51 | $782.36 |
| SPADE | BRIAN DAVID | Police Constable | $103,896.56 | $759.12 |
| SPANTON | JOHN | Staff Sergeant | $120,655.75 | $843.29 |
| SPELMAN | BRENDAN JAMES | Plainclothes Police Constable | $112,994.19 | $785.30 |
| SPENCE | MICHAEL JOHN | Police Constable | $111,073.97 | $735.67 |
| SPENCER | DAVID JOHN | Plainclothes Police Constable | $102,057.41 | $765.60 |
| SPENCER | ENNIS STEWART | Sergeant | $143,847.27 | $788.45 |
| SPENCER | JASON ALLAN | Police Constable | $103,155.48 | $744.54 |
| SPENCER | LAURA ELIZABETH | Police Constable | $106,535.22 | $744.54 |
| SPITZIG | GERARD | Plainclothes Police Constable | $109,117.38 | $785.30 |
| SPIVAK | SHARI | Plainclothes Police Constable | $102,824.07 | $784.88 |
| SPRATT | ALAN | Detective | $112,675.04 | $381.21 |
| SPRATT | SCOTT EDWARD | Detective Sergeant | $127,405.22 | $843.29 |
| SPRIGGS | BRETT HAROLD | Plainclothes Police Constable | $126,594.68 | $774.44 |
| SPURLING | PETER | Sergeant | $108,144.96 | $381.21 |
| ST CLAIR | KAREY ALOYSIUS | Police Constable | $102,718.29 | $735.67 |
| ST GEORGE | STEPHANE MARC | Police Constable | $102,408.31 | $750.21 |
| ST JEAN | DUANE MARVIN | Police Constable | $104,701.67 | $744.54 |
| STACEY | BRIAN | Plainclothes Police Constable | $117,011.23 | $785.30 |
| STALK | JOJI KAWAKAMI | Police Constable | $105,931.30 | $735.67 |
| STAM | SUSAN EVA | Plainclothes Police Constable | $102,309.41 | $765.60 |
| STANLEY | WILLIAM | Detective Sergeant | $118,339.97 | $843.29 |
| STAPLETON | BRADLEY THOMAS | Detective | $109,101.73 | $788.45 |
| STASIAK | LESZEK EDWARD | Detective Sergeant | $121,185.27 | $843.29 |
| STASSEN | STEPHEN MARK | Police Constable | $104,251.43 | $735.67 |
| STAVRAKIS | JIMMY | Training Constable | $103,904.86 | $770.70 |
| STE-CROIX | BRADLEY | Plainclothes Police Constable | $116,199.41 | $780.68 |
| STEEL | TYLER FRANKLIN | Plainclothes Police Constable | $106,727.39 | $743.84 |
| STEEVES | THOMAS WARREN | Detective | $120,666.87 | $788.45 |
| STEFFLER | RODNEY MORRIS | Police Constable | $106,933.00 | $744.54 |
| STEHLIK | MICHAEL JOSEF | Police Constable | $105,119.45 | $759.12 |
| STEIN | WARREN MARK | Sergeant | $109,061.40 | $788.45 |
| STEINWALL | ANDREW TREVOR | Detective | $128,236.04 | $788.45 |
| STEPANENKO | ELENA | Police Constable | $112,715.46 | $759.93 |
| STEPHENSON | KATHERINE LYNN | Detective | $112,342.58 | $788.45 |
| STERN | CHARLES ANDREW | Detective | $120,969.80 | $806.31 |
| STEVENS | JOHN | Sergeant | $109,552.85 | $806.31 |
| STEVENSON | BRENDAN LEIGH | Plainclothes Police Constable | $112,024.92 | $765.60 |
| STEVENSON | KEVIN GLENN | Police Constable | $111,542.18 | $735.67 |
| STEVENSON | SHANE | Sergeant | $112,017.27 | $797.32 |
| STEWART | COLIN ALEXANDER | Detective | $115,455.26 | $789.15 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| STEWART | KERRY MARIE | Plainclothes Police Constable | $115,141.65 | $756.96 |
| STEWART | PATRICK ALEXANDER | Police Constable | $109,749.35 | $741.41 |
| STEWART | ROBERT | Detective Sergeant | $118,515.42 | $843.29 |
| STEWART | TINA MARIE | Detective | $108,465.76 | $806.31 |
| STIBBE | ROBERT LEE | Plainclothes Police Constable | $127,446.76 | $765.60 |
| STINSON | ANDREW GORDON | Detective | $144,839.16 | $797.32 |
| STIRLING | ROBERT | Staff Sergeant | $120,834.39 | $843.29 |
| STOCKFISH | JOHN RICHARDSON | Sergeant | $111,209.94 | $791.88 |
| STOCKWELL | SEAN PAUL | Plainclothes Police Constable | $121,901.10 | $765.60 |
| STOICA | TIBERIU NICULII | Police Constable | $111,367.95 | $735.67 |
| STOJIC | NENAD | Police Constable | $124,262.50 | $744.54 |
| STOLF | ROBERT GUIDO | Detective | $119,370.87 | $788.45 |
| STONE | CHRISTOPHER GEORGE | Police Constable | $104,730.11 | $751.25 |
| STONE | CHRISTOPHER | Police Constable | $103,709.16 | $761.10 |
| STONE | TERENCE | Training Constable | $101,471.46 | $785.30 |
| STOREY | TODD MELVYN | Plainclothes Police Constable | $133,061.93 | $769.00 |
| STOYKO | SANDRA LOUISE | Police Constable | $100,949.02 | $736.02 |
| STRADZA | KRYSTIAN | Police Constable | $104,107.59 | $737.74 |
| STRAIN | GARVAN AUGUSTINE | Plainclothes Police Constable | $104,424.62 | $765.60 |
| STRAIN | ROBERT JAMES | Detective | $117,530.36 | $806.31 |
| STRANGWAYS | PAUL ROBERT | Sergeant | $126,566.02 | $805.97 |
| STRATFORD | IAN | Inspector | $144,717.35 | $902.85 |
| STRAVER | LAWRENCE | Sergeant | $116,116.83 | $806.31 |
| STREIT | JEFFREY JAMES | Police Constable | $105,533.05 | $744.54 |
| STRENG | MICHAEL ANTHONY | Sergeant | $105,717.38 | $788.45 |
| STRILEC | KIRK WAYNE | Plainclothes Police Constable | $110,440.65 | $752.04 |
| STRILEC | SHAWN RYAN | Plainclothes Police Constable | $108,150.51 | $757.31 |
| STROBLE | REUBEN | Inspector | $144,717.35 | $1,087.32 |
| STUART | MATTHEW JAMES | Training Constable | $104,279.03 | $765.60 |
| STUBBINGS | RICHARD | Staff Superintendent | $178,245.00 | $10,558.90 |
| STYRA | DANA TERESE | Manager of Quality Assurance | $152,982.78 | $1,141.79 |
| SUDDES | KEVIN | Staff Sergeant | $150,556.45 | $843.29 |
| SUDDES | MARLENE | Sergeant | $107,823.29 | $806.31 |
| SUKHDEO | CHRISTOPHER HARRY | Police Constable | $101,720.63 | $735.67 |
| SUKUMARAN | RAJEEV | Detective | $131,824.81 | $797.32 |
| SUMAISAR | TOM NILAN | Police Constable | $102,273.38 | $753.15 |
| SUN | SAM SHUO | Police Constable | $104,321.64 | $735.67 |
| SUNGHING | DANIEL RICHARD | Police Constable | $101,284.70 | $759.93 |
| SUONGAS | CHRIS | Sergeant | $109,174.36 | $806.31 |
| SURCON | SCOTT ANDREW | Plainclothes Police Constable | $102,658.70 | $759.93 |
| SURPHLIS | DOUGLAS | Sergeant | $111,844.20 | $806.31 |
| SURRIDGE | SCOTT WOODROW | Police Constable | $102,331.35 | $735.67 |
| SUTCLIFFE | COLIN DAVID | Police Constable | $101,619.54 | $735.67 |
| SUTCLIFFE | DARRIN HERBERT | Sergeant | $111,852.99 | $806.31 |
| SUTTON | SEAN MATTHEW | Plainclothes Police Constable | $117,668.50 | $765.60 |
| SVITAK | PETER | Training Constable | $103,312.51 | $785.30 |
| SVITLYCHNYI | VOLODYMYR VOLOD | Police Constable | $109,009.94 | $702.97 |
| SWACKHAMER | BRENT | Staff Sergeant | $118,730.45 | $843.29 |
| SWAIN | TREVOR JAMES | Plainclothes Police Constable | $100,081.74 | $756.96 |
| SWAINE | AARON DOUGLAS | Police Constable | $101,060.21 | $735.67 |
| SWART | ROGER JOHN | Plainclothes Police Constable | $102,973.69 | $765.60 |
| SWEENIE | CAROLYN | Sergeant | $107,820.84 | $806.31 |
| SWEENIE | PAUL MARTIN | Sergeant | $118,624.61 | $791.88 |
| SYBYDLO | BOHDAN | Plainclothes Police Constable | $108,121.94 | $785.30 |
| SYLVA | JOSELITO | Police Constable | $102,139.23 | $735.67 |
| SYMSS | SHANE ROBERT | Police Constable | $102,770.97 | $328.05 |
| SYRMBOS | TOM ANASTASIOS | Plainclothes Police Constable | $104,489.85 | $750.21 |
| SZKOTAK | MARIUSZ | Police Constable | $102,419.81 | $744.54 |
| SZULC | SEBASTIAN | Police Constable | $103,701.17 | $744.54 |
| TABOROWSKI | ROBERT JOSEPH | Police Constable | $114,413.32 | $735.67 |
| TAHIRAJ | ALI SHUKRI | Plainclothes Police Constable | $110,562.24 | $765.60 |
| TAIT | ADRIAN WILLIAM | Police Constable | $118,855.35 | $744.54 |
| TAIT | JUDITH MAUREEN | Sergeant | $103,774.52 | $788.45 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| TAIT | KEITH HAMILTON | Police Constable | $125,880.12 | $764.04 |
| TAIT | PAUL LEONARD | Police Constable | $113,371.76 | $317.06 |
| TAIT | RONALD EUGENE | Plainclothes Police Constable | $101,427.19 | $773.76 |
| TAIT | SCOTT JOHN | Plainclothes Police Constable | $123,048.77 | $765.60 |
| TAJTI | ROBERT MARK | Plainclothes Police Constable | $103,390.13 | $784.88 |
| TAKEDA | ROBERT | Detective | $118,308.81 | $806.31 |
| TALBOT | DARRYL THOMAS | Sergeant | $110,026.18 | $805.97 |
| TAM | WING | Police Constable | $133,556.99 | $753.15 |
| TAN | MARK ANTHONY | Plainclothes Police Constable | $120,128.97 | $765.60 |
| TANABE | SHINGO OLIVER | Plainclothes Police Constable | $153,090.75 | $765.60 |
| TANEL | CHRISTOPHER MATHEW | Plainclothes Police Constable | $103,782.86 | $752.86 |
| TANNAHILL | DARLA | Sergeant | $115,228.76 | $803.93 |
| TANNER | JOHN ALEXANDER | Plainclothes Police Constable | $106,385.20 | $763.29 |
| TANOUYE | JASON THOMAS | Plainclothes Police Constable | $126,939.72 | $765.60 |
| TANOUYE | JOHNNY | Superintendent | $165,099.17 | $11,830.45 |
| TAPLEY | RONALD | Staff Sergeant | $120,109.69 | $843.29 |
| TAPP | DEAN | Detective | $114,936.56 | $800.53 |
| TATTERSALL | MICHAEL EASTWOD | Plainclothes Police Constable | $116,517.79 | $765.60 |
| TAURO | KEITH GERARD | Police Constable | $101,004.57 | $735.67 |
| TAVARES | JEFFERY DA | Detective | $124,206.65 | $788.45 |
| TAVERNER | RONALD EDWARD | Superintendent | $165,099.17 | $17,635.69 |
| TAYARA | MULHAM | Plainclothes Police Constable | $100,546.96 | $536.70 |
| TAYLOR | ANDREW JAMES | Detective | $111,100.97 | $788.45 |
| TAYLOR | ANDREW BRIAN | Police Constable | $100,555.31 | $744.54 |
| TAYLOR | JASON PETER | Plainclothes Police Constable | $121,663.96 | $765.60 |
| TAYLOR | JEFFREY | Staff Sergeant | $118,739.54 | $843.29 |
| TAYLOR | KENNETH | Inspector | $144,160.91 | $1,459.29 |
| TAYLOR | KEVIN DWIGHT | Police Constable | $104,393.57 | $759.93 |
| TAYLOR | MICHAEL KENNETH | Plainclothes Police Constable | $110,946.52 | $756.96 |
| TAYLOR | MICHAEL BRYAN | Plainclothes Police Constable | $102,413.07 | $765.60 |
| TAYLOR | ROBERT EDWARD | Police Constable | $102,108.20 | $735.67 |
| TAYLOR | SCOTT DAVID | Plainclothes Police Constable | $117,118.02 | $769.00 |
| TAYLOR | WAVENEY PATSY | Police Constable | $103,335.44 | $744.54 |
| TEATERO | FREDERICK LESLIE | Police Constable | $126,134.82 | $744.54 |
| TEDFORD | STEVEN THOMAS | Sergeant | $106,987.02 | $797.32 |
| TEIXEIRA | ANDREW PEREIRA | Plainclothes Police Constable | $116,403.18 | $765.60 |
| TEIXEIRA | MARIO JORGE | Staff Sergeant | $116,150.01 | $834.94 |
| THAI | THANH | Plainclothes Police Constable | $103,038.97 | $780.26 |
| THAYALAN | SARATH | Plainclothes Police Constable | $102,493.21 | $757.31 |
| THERIAULT | ANGELA | Sergeant | $110,946.00 | $806.31 |
| THERIAULT | DONALD | Detective | $119,240.53 | $806.31 |
| THERIAULT | JOHN | Detective | $122,725.90 | $806.31 |
| THERRIEN | ALLAN | Police Constable | $105,670.01 | $764.04 |
| THIBODEAU | JOHN ROBERT | Detective | $116,013.76 | $803.93 |
| THOMAS | CLAUDINE ANNE-MARIE | Detective Sergeant | $122,063.38 | $843.29 |
| THOMAS | LEROY | Police Constable | $102,745.54 | $764.04 |
| THOMAS | RHONDA LEE | Detective | $114,139.11 | $788.45 |
| THOMAS | ROBERT | Detective | $118,495.58 | $806.31 |
| THOMAS | SONIA | Staff Sergeant | $133,259.80 | $843.29 |
| THOMAS | SYDNEY | Staff Sergeant | $121,297.10 | $843.29 |
| THOMPSON | ELSIE TINA | Supervisor | $112,599.87 | $395.31 |
| THOMPSON | JAMES DUNCAN | Plainclothes Police Constable | $100,171.48 | $755.07 |
| THOMPSON | MARLAND FINLAY | Police Constable | $105,103.59 | $746.16 |
| THOMPSON | MICHAEL ALLISTER | Plainclothes Police Constable | $114,272.33 | $756.96 |
| THOMPSON | MICHAEL | Police Constable | $160,866.03 | $764.04 |
| THOMPSON | PAUL ANTHONY | Police Constable | $110,844.73 | $753.15 |
| THOMS | HEATHER BERNADETTE | Assistant Manager of Computer Operations | $125,404.42 | $1,009.06 |
| THOMSON | ALLAN JOHN | Detective | $116,293.80 | $805.97 |
| THORNING | SHIRLEY | Staff Sergeant | $117,436.76 | $839.13 |
| THORNTON | AMANDA DORIS | Detective | $112,135.09 | $788.45 |
| THORPE | GREGORY JOSEPH | Staff Sergeant | $138,540.32 | $843.29 |
| TILLSLEY | JOHN | Sergeant | $111,300.24 | $806.31 |
| TINDALL | DEREK JAMES | Plainclothes Police Constable | $111,628.25 | $765.60 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| TINNEY | HARLEN | Sergeant | $110,124.98 | $797.32 |
| TINT | JULIE CHRISTINE | Sergeant | $105,922.20 | $797.32 |
| TOBIN | JACQUELINE MADELINE | Police Constable | $106,756.99 | $744.54 |
| TOBIN | ROBERT | Staff Sergeant | $120,641.94 | $843.29 |
| TOHM | DARIK GORDON | Police Constable | $111,359.72 | $764.04 |
| TOMLINSON | JASON ALLAN | Plainclothes Police Constable | $109,267.12 | $1,046.61 |
| TOMPRAS | THEODORE | Training Constable | $102,570.33 | $765.60 |
| TONNA | PAUL ANTHONY | Police Constable | $107,194.86 | $735.67 |
| TOURANGEAU | CRAIG RONALD | Police Constable | $100,828.99 | $745.22 |
| TOUT | JEFFREY SHAWN | Police Constable | $101,856.57 | $744.54 |
| TOWNLEY | DARREN | Sergeant | $108,541.52 | $797.32 |
| TOWNLEY | PHILIP ALEXANDER | Sergeant | $111,320.23 | $788.45 |
| TOYNE | SIMON ANDREW | Police Constable | $108,258.08 | $742.16 |
| TRACEY | CHRISTOPHER JAMES-ALBERT | Sergeant | $105,531.16 | $788.45 |
| TRACEY | MARK ROBERT | Detective | $107,383.75 | $803.93 |
| TRACY | STEVEN | Staff Sergeant | $123,821.62 | $843.29 |
| TRAMONTOZZI | NUNZIATO | Detective | $128,844.36 | $806.31 |
| TRENOUTH | BRADLEY ROBERT | Police Constable | $107,545.19 | $735.67 |
| TRENTON | REBECCA | Patrol Supervisor | $107,646.87 | $674.05 |
| TRETTER | MADELAINE | Detective Sergeant | $120,841.99 | $843.29 |
| TREUSCH | JEFFREY EDWARD | Sergeant | $113,190.25 | $797.32 |
| TRIMBLE | PETER JOHN | Detective Sergeant | $128,328.92 | $834.94 |
| TRITES | CHRISTOPHER | Detective | $108,725.77 | $806.31 |
| TROINA | BENEDETTO | Sergeant | $108,120.62 | $381.21 |
| TROTMAN | DREW ALEXANDER | Police Constable | $100,054.28 | $735.67 |
| TROTMAN | KENNETH | Sergeant | $108,974.07 | $806.31 |
| TROTTER | CHRISTINE JANE | Plainclothes Police Constable | $104,908.97 | $765.60 |
| TROTTER | TIMOTHY WALLACE | Police Constable | $101,436.79 | $744.54 |
| TROUP | PETER | Staff Sergeant | $120,720.64 | $843.29 |
| TROVATO | LUIGI MOSE | Plainclothes Police Constable | $103,644.17 | $774.44 |
| TRUBECKI | ROBERT | Detective | $121,427.21 | $806.31 |
| TRUEMAN | MAUREEN ANN | Sergeant | $109,835.17 | $806.31 |
| TSATURYAN | VLADYSLAV RAFIKOVYCH | Police Constable | $104,167.49 | $704.94 |
| TSERING | TENZIN CHODON | Plainclothes Police Constable | $103,996.47 | $340.50 |
| TSIANOS | DIMITRIOS | Detective | $130,262.86 | $788.45 |
| TSO | WING-IP | Sergeant | $118,189.27 | $806.31 |
| TUCKER | ADRIANA PATRICIA | Plainclothes Police Constable | $123,468.54 | $765.60 |
| TUCKER | BRIAN DOUGLAS | Senior Technical Analyst | $113,303.76 | $366.76 |
| TUGHAN | MICHAEL PATRICK | Plainclothes Police Constable | $108,733.22 | $765.60 |
| TULIPANO | ROSARIO | Staff Sergeant | $122,025.14 | $843.29 |
| TULLI | KEVIN WILLIAM | Plainclothes Police Constable | $101,008.22 | $748.59 |
| TUMANSKIY | MYKOLA | Police Constable | $107,293.99 | $735.67 |
| TUPLING | ANN-MARIE | Detective | $119,682.84 | $801.89 |
| TURKOT | MARIUSZ MACIEJ | Police Constable | $108,315.30 | $722.14 |
| TURNBULL | JAMES NICHOLAS | Plainclothes Police Constable | $100,479.66 | $765.60 |
| TURNBULL | MICHAEL | Sergeant | $112,179.06 | $806.31 |
| TURNBULL | RONALD JAMES | Systems Integration Specialist | $112,202.72 | $395.31 |
| TURNER | KIMBERLY | Police Constable | $101,527.98 | $338.94 |
| TURZA | JANICE | Sergeant | $109,817.52 | $806.31 |
| TYNKALUK | DEAN ALLAN | Sergeant | $109,387.69 | $805.97 |
| UHRICH | ALLAN JOSEPH | Sergeant | $117,481.80 | $806.31 |
| ULFAT | AHSAN ULLAH | Plainclothes Police Constable | $102,232.52 | $752.04 |
| UPPAL | VISHAL | Police Constable | $107,396.46 | $744.54 |
| URBAN | JON | Training Constable | $101,474.96 | $785.30 |
| URBANIAK | THOMAS | Sergeant | $111,746.96 | $806.31 |
| URE | JAMES ANDREW | Police Constable | $105,458.09 | $753.15 |
| URKOSKY | BRIAN WILLIAM | Sergeant | $107,417.56 | $788.45 |
| VALERIO | JOHN | Detective | $112,318.80 | $806.31 |
| VALLEDOR | ALVIN | Training Constable | $102,610.30 | $765.60 |
| VALLES | SHEHARA | Detective | $113,647.56 | $381.21 |
| VAN ANDEL | PHILLIP GEORGE | Staff Sergeant | $121,917.27 | $843.29 |
| VAN DER KRABBEN | STEVEN JOHN | Plainclothes Police Constable | $103,741.19 | $759.93 |
| VAN HOOGENHUIZE | MICHAEL DANIEL | Police Constable | $107,156.86 | $751.60 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| VAN SCHUBERT | KEVIN JOHN | Sergeant | $106,484.91 | $797.32 |
| VAN SETERS | PAUL | Police Constable | $139,628.35 | $764.04 |
| VAN VEGHEL | NANCY | Detective | $167,140.69 | $381.21 |
| VANWART | DANIEL ROBINSON | Plainclothes Police Constable | $102,604.84 | $766.28 |
| VANDALL | MARTIN PHILIP | Sergeant | $111,380.30 | $806.31 |
| VANDEKERCKHOVE | GREGORY PAUL | Police Constable | $104,841.27 | $735.67 |
| VANDENBERG | CAROLYN | Sergeant | $107,861.26 | $806.31 |
| VANDENBRINK | HENDRIK | Sergeant | $108,981.34 | $806.31 |
| VANDER HEYDEN | JUSTIN WILLIAM | Detective Sergeant | $146,322.53 | $834.94 |
| VANDERBURGH | ANDREW NORMAN | Police Constable | $117,744.19 | $735.67 |
| VANDERHART | GREGORY | Police Constable | $108,819.50 | $764.04 |
| VANSPALL | GREGORY PATRICK | Police Constable | $103,286.81 | $735.67 |
| VAYANI | SHAFIQ ABDUL | Plainclothes Police Constable | $124,337.46 | $756.96 |
| VEGA CEDENO | TED ANGEL | Parking Enforcement Officer | $101,953.68 | $647.33 |
| VEIT | OSWALD | Sergeant | $121,597.78 | $806.31 |
| VELAUTHAM | KARTHIGESAN | Sergeant | $116,452.34 | $797.32 |
| VELLEND TAYLOR | KATHARINE | Sergeant | $111,547.74 | $806.31 |
| VENDRAMINI | LUIGI | Sergeant | $110,125.40 | $806.31 |
| VENEZIANO | TONY | Chief Administrative Officer | $240,879.81 | $14,385.00 |
| VENN | JOANNE MICHELE | Sergeant | $114,276.66 | $806.31 |
| VERSPEETEN | BRADLEY DENNIS | Police Constable | $110,227.75 | $751.60 |
| VERWEY | ALBERT | Detective | $109,130.95 | $446.61 |
| VICKERS | DAVID | Inspector | $144,717.35 | $1,087.32 |
| VIEIRA | ABILIO | Staff Sergeant | $109,906.95 | $648.20 |
| VIEIRA | LARRY GIL | Plainclothes Police Constable | $104,078.28 | $765.60 |
| VIGNA | RITA ELSA | Assistant Manager of Records Management | $119,783.38 | $972.58 |
| VILLEMAIRE | DOUGLAS STEPHEN | Police Constable | $113,136.13 | $764.04 |
| VILLENEUVE | DIANE MARY | Plainclothes Police Constable | $101,309.67 | $784.88 |
| VILLERS | SCOTT CHARLES | Police Constable | $109,456.21 | $744.54 |
| VILVANATHAN | PIRATHEEPAN | Plainclothes Police Constable | $103,454.53 | $741.38 |
| VINCENT | MATTHEW EDWARD | Project Leader | $112,707.88 | $395.31 |
| VIOLOT | ANDREW | Plainclothes Police Constable | $103,341.27 | $785.30 |
| VIPARI | CAROL MARIE | Corporate Psychologist | $178,246.82 | $1,264.25 |
| VIRANI | ABDULHAMEED | Police Constable | $141,562.15 | $756.06 |
| VIRJI | ALY KHAN | Sergeant | $119,868.91 | $788.45 |
| VIRK | MAHEEP KAUR | Police Constable | $102,692.76 | $735.67 |
| VLACH | ERIC | Training Constable | $102,405.27 | $785.30 |
| VO | THAO BA | Police Constable | $122,350.37 | $746.97 |
| VRUNA | MARIA | Detective | $119,399.33 | $797.32 |
| WADDELL | MARK GRANT | Police Constable | $101,593.76 | $762.36 |
| WALKER | DAVID | Plainclothes Police Constable | $109,594.70 | $785.30 |
| WALKER | FRANCIS | Police Constable | $101,908.17 | $764.04 |
| WALKER | JAMES | Staff Sergeant | $125,623.05 | $843.29 |
| WALKER | JEROME | Manager of Systems Operations | $152,982.78 | $941.46 |
| WALKER | JOHN | Sergeant | $111,463.77 | $806.31 |
| WALKER | KELLY LYNN | Senior Operations Supervisor | $121,847.36 | $817.00 |
| WALKER | MARK DOYLE | Police Constable | $101,976.75 | $744.54 |
| WALKER | SCOTT JAMES | Police Constable | $121,341.10 | $736.02 |
| WALKER | STEVEN | Plainclothes Police Constable | $107,712.67 | $785.30 |
| WALKER-KNAPPER | SUSAN COLETTE | Manager of Court Support Services | $141,799.51 | $662.87 |
| WALLACE | ALEXANDER MATTHEW | Plainclothes Police Constable | $100,040.03 | $757.31 |
| WALLACE | JAMES | Police Constable | $172,690.81 | $338.94 |
| WALLACE | JOHN DAVID | Plainclothes Police Constable | $112,246.56 | $765.60 |
| WALLACE | PETER | Sergeant | $113,526.78 | $788.45 |
| WALLACE | ROBERT BOYD | Plainclothes Police Constable | $114,519.96 | $765.60 |
| WALLS | CHRISTOPHER GEORGE | Police Constable | $105,124.95 | $745.22 |
| WALSH | DEREK ANDREW | Plainclothes Police Constable | $111,893.81 | $765.60 |
| WALSH | SUZANNE MARIE | Staff Sergeant | $132,823.45 | $843.29 |
| WALTERS | GREGORY | Detective | $133,022.07 | $801.89 |
| WALTHER | TIMOTHY JOHN | Sergeant | $107,637.86 | $788.45 |
| WANG | BENYU | Senior Technician of Radio and Electronics | $106,746.33 | $293.15 |
| WANG | CHUAN | Police Constable | $103,791.30 | $735.67 |
| WANG | GUANBAO | Police Constable | $106,903.08 | $735.67 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| WANNAMAKER | JEFFREY MICHAEL | Plainclothes Police Constable | $106,419.92 | $765.60 |
| WARD | KEVIN WALTER | Police Constable | $104,171.05 | $735.67 |
| WARD | PAUL | Detective | $145,365.84 | $806.31 |
| WARD | PETER | Plainclothes Police Constable | $108,216.40 | $360.20 |
| WARD | VANESSA | Detective | $124,559.75 | $806.31 |
| WARDLE | ROLAND | Sergeant | $108,087.29 | $381.21 |
| WARDLE | WILLIAM | Staff Inspector | $152,941.67 | $11,876.33 |
| WARNER | CHRISTINE | Plainclothes Police Constable | $102,397.57 | $785.30 |
| WARNER | RUTH | Detective | $108,865.35 | $799.85 |
| WARR | RICHARD JOHN | Plainclothes Police Constable | $105,410.39 | $766.96 |
| WARRENER | ROBERT JOSEPH | Plainclothes Police Constable | $108,710.35 | $774.44 |
| WASHINGTON | KATHARINE ANN | Detective | $115,462.85 | $800.53 |
| WATERS | JASON ROY | Detective | $110,969.92 | $791.88 |
| WATKINS | KERRY | Detective | $107,832.04 | $806.31 |
| WATSON | ERROL JOHN | Training Constable | $102,535.88 | $765.60 |
| WATSON | IAN ANDREW | Police Constable | $109,107.12 | $744.54 |
| WATT | BRIAN | Police Constable | $101,593.78 | $764.04 |
| WATT | JERMAINE ANTONIO | Plainclothes Police Constable | $106,816.74 | $756.96 |
| WATTS | GREGORY MILES | Sergeant | $113,149.56 | $788.45 |
| WATTS | STEVEN MARK | Detective | $126,604.82 | $806.31 |
| WAUCHOPE | LIAM | Plainclothes Police Constable | $128,924.16 | $765.60 |
| WEBB | KELLI DENISE | Police Constable | $101,050.28 | $735.67 |
| WEBB | KERRY WILLIAM | Police Constable | $108,852.51 | $735.67 |
| WEBSTER | DAVID GREGORY | Sergeant | $116,185.00 | $806.31 |
| WEEKS | ALLEN ANCEL | Police Constable | $108,409.00 | $735.67 |
| WEHBY | PETER MICHAEL | Detective | $117,336.11 | $788.45 |
| WEIDMARK | ARTHUR | Staff Inspector | $154,439.68 | $13,474.73 |
| WEIR | IAN JASON | Plainclothes Police Constable | $101,406.20 | $751.22 |
| WELLER | RICHARD ANTHONY | Plainclothes Police Constable | $107,531.85 | $782.36 |
| WELLS | DAVID ARCHER | Police Constable | $102,044.28 | $744.54 |
| WELSH | JONATHAN CLAYTON | Plainclothes Police Constable | $116,117.61 | $765.60 |
| WENZEL | DEREK MICHAEL | Police Constable | $103,788.22 | $735.67 |
| WEST | JACK | Sergeant | $109,740.15 | $806.31 |
| WEST | LEE ANN | Police Constable | $102,786.33 | $744.54 |
| WEST | MICHAEL ADAM | Police Constable | $110,221.32 | $760.74 |
| WESTER | BENJAMIN JOHN | Plainclothes Police Constable | $111,102.02 | $751.57 |
| WESTERVELT | VICKI ANN | Detective | $120,478.00 | $788.45 |
| WHALEN | CHRISTOPHER ANDREW | Plainclothes Police Constable | $125,812.03 | $765.60 |
| WHALEN | ROBERT | Detective | $126,847.26 | $806.31 |
| WHEALY | GORDON | Detective Sergeant | $144,915.04 | $843.29 |
| WHEELER | CHRISTOPHER | Police Constable | $120,061.96 | $764.04 |
| WHITE | BARRY | Sergeant | $111,104.57 | $806.31 |
| WHITE | CATHERINE MARLENE | Sergeant | $110,459.30 | $806.31 |
| WHITE | CHRISTOPHER | Superintendent | $165,099.17 | $19,553.80 |
| WHITE | DEIDRA DENISE | Manager of Customer Service | $152,982.78 | $1,141.79 |
| WHITE | DONALD GERALD | Sergeant | $104,731.67 | $788.45 |
| WHITE | JOHN | Staff Sergeant | $126,409.67 | $843.29 |
| WHITE | KEVIN | Sergeant | $109,969.57 | $806.31 |
| WHITE | KEVIN JOSEPH | Sergeant | $109,912.91 | $788.45 |
| WHITE | MARILYN EDNA | Detective | $113,658.76 | $806.31 |
| WHITE | RYAN AUSTIN | Plainclothes Police Constable | $105,344.43 | $754.50 |
| WHITE | WILLIAM | Sergeant | $119,697.39 | $806.31 |
| WHITFIELD | LOUIS FRANCIS | Police Constable | $103,534.66 | $742.16 |
| WHITLA | RONALD | Detective | $117,071.23 | $806.31 |
| WHITLEY | PAUL WILLIAM | Plainclothes Police Constable | $103,897.71 | $763.29 |
| WHITTALL | SHAWN MICHAEL | Police Constable | $100,791.95 | $735.67 |
| WHITTEMORE | SCOTT | Detective | $135,853.20 | $806.31 |
| WHITWORTH | ERNEST | Detective Sergeant | $118,445.57 | $843.29 |
| WHITWORTH | MICHAEL BRUCE | Training Constable | $100,675.75 | $778.16 |
| WHYNOT | CARROL ANNE | Senior Corporate Planner | $144,720.25 | $477.75 |
| WHYTE | ADAM TERRANCE | Police Constable | $104,021.73 | $709.60 |
| WIDEMAN | JANINE BRITTANY | Police Constable | $104,374.25 | $735.67 |
| WIGHTON | MATTHEW STEWART | Police Constable | $132,909.06 | $753.15 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| WILCOX | JANE | Staff Superintendent | $178,245.00 | $10,039.56 |
| WILKINS | DUSTIN DANIEL | Police Constable | $101,059.58 | $722.14 |
| WILLAN | SUMMER LEE | Detective | $103,599.09 | $790.86 |
| WILLETT | ANDREW JOHN | Plainclothes Police Constable | $101,081.42 | $749.45 |
| WILLIAMS | ANTHONY | Detective | $120,559.08 | $797.32 |
| WILLIAMS | CAROL | Sergeant | $108,118.64 | $806.31 |
| WILLIAMS | CLAYTON | Sergeant | $108,025.65 | $802.57 |
| WILLIAMS | DEIRDRE ELIZABETH | Board Administrator | $109,465.12 | $364.91 |
| WILLIAMS | GHERARDT | Detective | $120,151.45 | $806.31 |
| WILLIAMS | IAN | Senior Intelligence Analyst | $108,774.69 | $342.52 |
| WILLIAMS | KEVIN CHRISTOPHER | Police Constable | $104,857.35 | $750.21 |
| WILLIAMS | KYLE | Detective | $124,604.01 | $806.31 |
| WILLIAMS | MARK | Plainclothes Police Constable | $101,541.91 | $785.30 |
| WILLIAMS | MICHAEL JAMES | Detective | $114,762.87 | $788.45 |
| WILLIAMS | STEVEN THOMAS | Plainclothes Police Constable | $116,794.84 | $765.60 |
| WILLIAMSON | CHARLES | Training Constable | $107,169.10 | $360.20 |
| WILSON | CHRISTOPHER DAVID | Plainclothes Police Constable | $114,949.52 | $756.96 |
| WILSON | DAVID | Sergeant | $110,231.40 | $806.31 |
| WILSON | DEREK SCOTT | Detective | $107,123.54 | $375.43 |
| WILSON | JULIE THERESE | Sergeant | $104,129.34 | $788.45 |
| WILSON | MATTHEW EDMUND | Police Constable | $105,920.65 | $722.14 |
| WILSON | TIMOTHY | Detective | $106,319.81 | $797.32 |
| WILSON | WARREN | Detective Sergeant | $126,808.04 | $843.29 |
| WINCHESTER | JOHN | Police Constable | $114,025.20 | $764.04 |
| WINDLE | TRACY GEORGINA | Police Constable | $109,612.30 | $736.02 |
| WINDMOLLER | THEODORE JOHN | Sergeant | $110,967.20 | $806.31 |
| WINDSOR | DAVID LEE | Plainclothes Police Constable | $101,833.56 | $765.60 |
| WINFIELD | RICHARD | Plainclothes Police Constable | $101,477.06 | $360.20 |
| WINTER | JEFFREY MATTHEW | Plainclothes Police Constable | $106,179.57 | $765.60 |
| WINTER | JOHN | Sergeant | $113,515.64 | $806.31 |
| WISEMAN | MICHAEL DOUGLAS | Police Constable | $100,152.63 | $735.67 |
| WITHROW | JENNIFER AUTUMN | Plainclothes Police Constable | $100,486.29 | $765.60 |
| WOJDYLO | HENRYK | Sergeant | $110,834.90 | $806.31 |
| WOJTKIEWICZ | VICTOR BRUNISLAW | Plainclothes Police Constable | $104,450.62 | $765.60 |
| WOLF | RAYMOND | Detective | $117,780.35 | $1,272.55 |
| WONG | CHUNG MAN | Sergeant | $129,055.10 | $797.32 |
| WONG | CONRAD EMERY | Plainclothes Police Constable | $127,420.95 | $756.96 |
| WONG | GORDON CHUNG-HOI | Police Constable | $100,445.50 | $744.54 |
| WONG | PHILIP JIN-YU | Police Constable | $100,496.01 | $735.67 |
| WONG | VINCENT ALEXANDER | Police Constable | $102,777.39 | $744.54 |
| WONG | WAN-HOI | Plainclothes Police Constable | $106,836.31 | $780.38 |
| WOO | CHI SHING | Senior Programmer | $110,520.77 | $336.86 |
| WOOD | JOHN ALAN | Police Constable | $119,999.40 | $759.93 |
| WOOD | KIMBERLY ANN | Senior Supervisor of Support Services | $119,857.02 | $791.86 |
| WOODHOUSE | STEPHEN | Sergeant | $115,587.38 | $806.31 |
| WOODS | DOUGLAS STEPHEN | Police Constable | $103,731.16 | $744.54 |
| WOODS | GARY | Sergeant | $108,105.57 | $788.45 |
| WOOKEY | CHARLES | Detective | $128,172.94 | $797.32 |
| WOOLFENDEN | DIANE EMILY | Police Constable | $109,836.78 | $744.54 |
| WOOLLEY | RAYMOND | Police Constable | $105,492.92 | $764.04 |
| WOOTTON | RYAN PETER | Police Constable | $113,274.38 | $741.41 |
| WORDEN | PAUL HAMILTON | Detective | $122,646.14 | $805.97 |
| WORRELL | PHILIP | Sergeant | $106,303.03 | $797.32 |
| WORSDALE | SHAYNE WILLIAM | Police Constable | $104,724.29 | $744.54 |
| WORTH | DARREN | Detective | $122,935.78 | $788.45 |
| WORTH | KANE WILSON | Sergeant | $149,082.90 | $805.29 |
| WRAY | TERRENCE | Detective | $110,949.62 | $806.31 |
| WRIGHT | ARTHUR | Police Constable | $101,371.62 | $764.04 |
| WRIGHT | GARY | Plainclothes Police Constable | $100,470.72 | $781.20 |
| WRIGHT | JAMES | Plainclothes Police Constable | $110,774.15 | $664.18 |
| WRIGHT | MARIANNE MILLICENT | Lead Counsel of Legal Services | $166,194.54 | $1,712.92 |
| WRONG | JASON CHRISTOPHER | Police Constable | $102,360.05 | $764.04 |
| WULF | CRAIG DAVID | Police Constable | $101,990.91 | $735.67 |

**Appendix A**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS –BY LAST NAME**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| WULFF | EDUARDO IGNACIO | Sergeant | $111,780.50 | $584.77 |
| WYARD | LESLIE ANN | Plainclothes Police Constable | $102,570.98 | $757.31 |
| WYNIA | RANDALL | Sergeant | $123,486.30 | $806.31 |
| WYNNE | TRAVERS | Sergeant | $116,856.81 | $806.31 |
| YANG | QIANLIANG | Police Constable | $113,921.06 | $735.67 |
| YANG | YANJIAO | Enterprise Data Architect | $125,404.42 | $583.96 |
| YAP | MEIYIN | Plainclothes Police Constable | $100,282.09 | $774.44 |
| YARDE | RYAN ANTON | Police Constable | $106,474.83 | $755.07 |
| YARMOLUK | DAVID GEORGE | Detective | $110,487.85 | $797.32 |
| YEANDLE | KIMBERLEY | Staff Inspector | $152,941.67 | $14,908.43 |
| YEANDLE | MARK | Sergeant | $108,286.26 | $806.31 |
| YEE | IAN | Plainclothes Police Constable | $104,304.68 | $765.60 |
| YELLE | JUSTIN JOSEPH | Plainclothes Police Constable | $110,958.53 | $751.22 |
| YEO | DARREN ROY | Detective | $141,570.38 | $788.45 |
| YOUNG | BLAIN | Sergeant | $133,162.31 | $806.31 |
| YOUNG | CRAIG | Staff Sergeant | $123,436.11 | $843.29 |
| YOUNG | DEREK | Detective | $110,719.61 | $806.31 |
| YOUNG | PAUL ELIOT | Plainclothes Police Constable | $106,801.73 | $765.60 |
| YOUNG | RONALD | Detective Sergeant | $118,239.68 | $695.51 |
| YOUNG | WARREN H. | Sergeant | $127,229.50 | $803.93 |
| YOUNG | WARREN G. | Training Constable | $102,685.53 | $785.30 |
| YOUNGER | CHAD ANDREW | Plainclothes Police Constable | $109,988.46 | $765.60 |
| YOURKIN | COURTNEY ANNE | Plainclothes Police Constable | $104,444.75 | $765.60 |
| YOUSUFI | ABDULLAH | Drafting Technician | $106,231.07 | $761.96 |
| YU | KA WAI ERIC | Police Constable | $127,290.96 | $735.67 |
| YUEN | PETER | Staff Inspector | $152,411.65 | $13,728.73 |
| YULE | ROBERT CHRISTOPHER | Training Constable | $118,383.87 | $778.16 |
| YUNG | FRANCIS YUAN-TUNG | Police Constable | $101,212.52 | $324.30 |
| YUNG | STEPHEN KIENMUN | Plainclothes Police Constable | $105,996.10 | $756.96 |
| YURKIW | ADAM LORNE | Police Constable | $100,004.07 | $735.67 |
| ZAHEED | IKRAM | Police Constable | $102,373.86 | $735.67 |
| ZAJAC | DAVID | Detective | $112,113.64 | $806.31 |
| ZAJAC | JULIE | Sergeant | $111,038.35 | $372.22 |
| ZAMBRI | CARMELO | Sergeant | $120,722.82 | $803.93 |
| ZAMMIT | JEFFREY | Sergeant | $147,077.40 | $806.31 |
| ZAMPARO | DANIEL VALENTINO | Plainclothes Police Constable | $129,155.68 | $765.60 |
| ZANDKARIMI | ALI | Police Constable | $100,923.50 | $735.67 |
| ZANK | GARY CHARLES | Plainclothes Police Constable | $103,082.78 | $785.30 |
| ZARB | RAYMOND | Staff Sergeant | $148,283.51 | $418.19 |
| ZEBESKI | DAVID MICHAEL | Sergeant | $104,012.12 | $788.45 |
| ZEKERES | CHARLES | Police Constable | $105,014.35 | $744.54 |
| ZELENY | JOHN DARYN | Detective | $117,657.38 | $806.31 |
| ZEPPIERI | JUSTIN PETER | Police Constable | $100,680.51 | $735.67 |
| ZERUCELLI | CHRISTIAN GEORGE | Plainclothes Police Constable | $110,562.53 | $760.74 |
| ZETTLER | STEVEN CARL | Plainclothes Police Constable | $106,614.17 | $785.30 |
| ZHANG | JIAN | Police Constable | $111,003.36 | $735.67 |
| ZHOU | YE | Senior Technical Analyst | $102,624.72 | $362.38 |
| ZIELENIEWSKI | STANLEY | Police Constable | $111,282.64 | $764.04 |
| ZIMMERMAN | LAWRENCE | Sergeant | $109,439.16 | $806.31 |
| ZIVCIC | JOHN | Police Constable | $142,489.89 | $695.20 |
| ZLOBICKI | ALEKSANDRA | Plainclothes Police Constable | $113,805.35 | $756.96 |
| ZOLD | JOHN | Police Constable | $129,282.49 | $780.44 |
| ZUBAIR | MOHAMMAD | Police Constable | $100,990.58 | $744.54 |
| ZUBEK | JOSEPH | Staff Sergeant | $118,339.97 | $418.19 |
| ZYCH | STEFAN | Police Constable | $106,759.48 | $764.04 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| BLAIR | WILLIAM STERLING | Chief of Police | $334,291.41 | $3,360.47 |
| VENEZIANO | TONY | Chief Administrative Officer | $240,879.81 | $14,385.00 |
| SLOLY | PETER JOHN | Deputy Chief | $240,873.65 | $3,426.56 |
| FEDERICO | MICHAEL | Deputy Chief | $215,581.60 | $15,645.41 |
| SAUNDERS | MARK | Deputy Chief | $208,824.97 | $11,639.55 |
| GIANNOTTA | CELESTINO | Director of Information Technology | $178,550.96 | $1,800.28 |
| KIJEWSKI | KRISTINE JEAN | Director of Corporate Services | $178,246.82 | $2,531.23 |
| MARTIN-DOTO | CATHERINE ANN | Corporate Psychologist | $178,246.82 | $1,264.25 |
| PUGASH | MARK | Director of Corporate Communications | $178,246.82 | $10,664.64 |
| VIPARI | CAROL MARIE | Corporate Psychologist | $178,246.82 | $1,264.25 |
| STUBBINGS | RICHARD | Staff Superintendent | $178,245.00 | $10,558.90 |
| WILCOX | JANE | Staff Superintendent | $178,245.00 | $10,039.56 |
| PRESTON | DEBRA | Superintendent | $176,924.17 | $12,019.59 |
| RUSSELL | THOMAS | Staff Superintendent | $173,254.87 | $13,302.51 |
| WALLACE | JAMES | Police Constable | $172,690.81 | $338.94 |
| RAMER | DONALD | Staff Superintendent | $172,513.30 | $12,830.33 |
| CAMPBELL | JOANNE ELIZABETH | Executive Director | $168,244.74 | $984.75 |
| VAN VEGHEL | NANCY | Detective | $167,140.69 | $381.21 |
| BERGEN | FRANCIS | Superintendent | $166,937.14 | $13,976.33 |
| FITZGERALD | THOMAS | Superintendent | $166,413.38 | $11,020.73 |
| BYRNES | ELIZABETH | Superintendent | $166,345.25 | $9,801.29 |
| WRIGHT | MARIANNE MILLICENT | Lead Counsel of Legal Services | $166,194.54 | $1,712.92 |
| MCCORMACK | DAVID | Superintendent | $165,971.41 | $19,120.13 |
| CAMPBELL | DONALD ALEXANDER | Superintendent | $165,099.17 | $18,359.23 |
| DI TOMMASO | MARIO | Superintendent | $165,099.17 | $13,351.12 |
| FENTON | DAVID | Superintendent | $165,099.17 | $15,752.46 |
| FERGUSON | HUGH | Superintendent | $165,099.17 | $14,346.31 |
| FERNANDES | SELWYN JOHN | Superintendent | $165,099.17 | $10,755.31 |
| LENNOX | PETER | Superintendent | $165,099.17 | $13,119.88 |
| MARTIN | KATHRYN | Superintendent | $165,099.17 | $11,085.24 |
| MCLEOD | VERNETT | Superintendent | $165,099.17 | $19,025.26 |
| MILLER | HELEN DIANE | Superintendent | $165,099.17 | $5,624.28 |
| TANOUYE | JOHNNY | Superintendent | $165,099.17 | $11,830.45 |
| TAVERNER | RONALD EDWARD | Superintendent | $165,099.17 | $17,635.69 |
| WHITE | CHRISTOPHER | Superintendent | $165,099.17 | $19,553.80 |
| BEVERS | DONALD | Manager of Corporate Planning | $165,091.59 | $1,200.55 |
| HENDERSON | NORMAN GEORGE | Manager of Fleet and Materials Management | $165,091.59 | $1,200.55 |
| KIM | SANG-RAE SAM | Manager of Enterprise Architecture | $165,091.59 | $1,200.55 |
| CORRIGAN | NEIL DAVID | Superintendent | $164,524.67 | $19,023.97 |
| JONES | GORDON | Inspector | $163,481.52 | $1,087.32 |
| HAYWARD | MARK | Sergeant | $163,237.82 | $806.31 |
| CRISTIANO | GUIDO | Police Constable | $162,239.47 | $764.04 |
| GROVES | GREGORY | Detective Sergeant | $161,760.46 | $843.29 |
| QUAN | DOUGLAS | Inspector | $161,588.22 | $15,895.98 |
| GIROUX | GARY | Detective Sergeant | $160,994.16 | $418.19 |
| THOMPSON | MICHAEL | Police Constable | $160,866.03 | $764.04 |
| CARBONE | MIKE | Detective | $160,361.21 | $806.31 |
| PALERMO | MICHAEL ANGELO | Detective | $160,224.88 | $788.45 |
| BOBBIS | RICHARD ROBERT | Sergeant | $159,734.36 | $789.15 |
| SHANKARAN | JASON RAJESH | Detective | $157,568.32 | $788.45 |
| FARAHBAKHSH | JEANETTE ISABEL | Manager of Labour Relations | $157,527.52 | $957.45 |
| HEWNER | ELIZABETH JANINE | Manager of Budgeting and Control | $157,461.90 | $1,163.89 |
| CALIFARETTI | SANDRA ANGELA | Director of Finance and Administration | $157,170.33 | $1,586.56 |
| BOCKUS | CORY | Inspector | $157,117.76 | $902.85 |
| SCHERTZER | JOYCE | Detective | $155,290.29 | $806.31 |
| WEIDMARK | ARTHUR | Staff Inspector | $154,439.68 | $13,474.73 |
| HAINES | KEITH | Staff Sergeant | $153,966.57 | $843.29 |
| METCALFE | MARY | Staff Inspector | $153,138.38 | $12,152.99 |
| TANABE | SHINGO OLIVER | Plainclothes Police Constable | $153,090.75 | $765.60 |
| BEERS | CLAY ALBERT | Manager of Radio and Electronics | $152,982.78 | $941.46 |
| CURTIN | HELEN MARGARET | Manager of IT Governance | $152,982.78 | $941.46 |
| GROSS | PAVEL | Manager of Information Systems | $152,982.78 | $1,141.79 |
| STYRA | DANA TERESE | Manager of Quality Assurance | $152,982.78 | $1,141.79 |
| WALKER | JEROME | Manager of Systems Operations | $152,982.78 | $941.46 |
| WHITE | DEIDRA DENISE | Manager of Customer Service | $152,982.78 | $1,141.79 |
| EARL | MICHAEL | Staff Inspector | $152,941.67 | $17,915.03 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| EVANS | BRYCE | Staff Inspector | $152,941.67 | $13,711.80 |
| FRANKS | RANDY | Staff Inspector | $152,941.67 | $14,889.56 |
| HARRIS | STEPHEN ARTHUR | Staff Inspector | $152,941.67 | $14,717.81 |
| KUCK | HEINZ | Staff Inspector | $152,941.67 | $1,141.79 |
| MARKS | DAVID | Staff Inspector | $152,941.67 | $13,418.24 |
| MCLANE | GREGORY | Staff Inspector | $152,941.67 | $13,273.31 |
| NEADLES | WILLIAM | Staff Inspector | $152,941.67 | $12,800.54 |
| RIVIERE | ANTHONY FRANCIS | Staff Inspector | $152,941.67 | $10,792.71 |
| WARDLE | WILLIAM | Staff Inspector | $152,941.67 | $11,876.33 |
| YEANDLE | KIMBERLEY | Staff Inspector | $152,941.67 | $14,908.43 |
| CATENACCIO | MARIO | Plainclothes Police Constable | $152,632.72 | $756.96 |
| YUEN | PETER | Staff Inspector | $152,411.65 | $13,728.73 |
| MCLAUGHLIN | IAN | Sergeant | $152,215.43 | $806.31 |
| MOMENI | ORANG | Sergeant | $152,194.29 | $797.32 |
| ROSSI | KIMBERLY DAWN | Manager of Parking Enforcement | $152,079.56 | $1,135.79 |
| RINKOFF | PAUL BARRY | Detective | $151,702.30 | $788.45 |
| SANDERS | NEIL GREGORY | Police Constable | $150,793.59 | $747.87 |
| MOLINARO | ANTONIO | Shift/Area Supervisor | $150,779.62 | $698.98 |
| SUDDES | KEVIN | Staff Sergeant | $150,556.45 | $843.29 |
| COSTA CORREIA | ZENON PIO | Detective | $150,556.09 | $797.32 |
| HARGAN | ROBERT | Sergeant | $150,068.67 | $806.31 |
| HENRY | ANN-MARIE PATRICIA | Manager of Benefits and Employment | $149,621.62 | $1,126.55 |
| CASHMAN | GERALD | Inspector | $149,107.88 | $662.22 |
| WORTH | KANE WILSON | Sergeant | $149,082.90 | $805.29 |
| GRAY | PAULINE | Detective Sergeant | $148,895.46 | $843.29 |
| FERRY | MICHAEL BERNARD | Sergeant | $148,457.40 | $806.31 |
| COSENTINO | SALVATORE | Detective Sergeant | $148,423.99 | $418.19 |
| ZARB | RAYMOND | Staff Sergeant | $148,283.51 | $418.19 |
| FERNANDES | CHRISTOPHER | Inspector | $148,190.20 | $1,087.32 |
| KMIECIAK | JOHN | Sergeant | $148,111.27 | $805.97 |
| BROWNE | TERRENCE | Detective Sergeant | $148,071.54 | $843.29 |
| COLE | GREGORY | Inspector | $147,668.37 | $1,087.32 |
| MARGETSON | JOHN | Detective | $147,658.80 | $801.89 |
| SHAW | ANDREW DOUGLAS | Sergeant | $147,533.85 | $797.32 |
| PAGE | HOWARD | Inspector | $147,118.05 | $1,087.32 |
| HOLT | GLENN | Inspector | $147,085.57 | $1,087.32 |
| ZAMMIT | JEFFREY | Sergeant | $147,077.40 | $806.31 |
| MORRIS | NICKOLAS JOSEPH | Police Constable | $146,909.58 | $764.04 |
| IDSINGA | HANK | Detective Sergeant | $146,520.30 | $418.19 |
| ELLIS | MICHAEL DAVID | Manager of Facilities Management | $146,349.58 | $1,087.97 |
| VANDER HEYDEN | JUSTIN WILLIAM | Detective Sergeant | $146,322.53 | $834.94 |
| BURKS | CHARLES DEAN | Detective Sergeant | $145,737.61 | $843.29 |
| O'CONNOR | BRIAN | Inspector | $145,705.11 | $902.85 |
| MCLEAN | BARBARA | Staff Sergeant | $145,613.52 | $416.91 |
| GILBERT | SCOTT | Inspector | $145,487.17 | $1,087.32 |
| WARD | PAUL | Detective | $145,365.84 | $806.31 |
| EVELYN | DION | Manager of Communications Services | $145,095.96 | $1,102.25 |
| WHEALY | GORDON | Detective Sergeant | $144,915.04 | $843.29 |
| STINSON | ANDREW GORDON | Detective | $144,839.16 | $797.32 |
| WHYNOT | CARROL ANNE | Senior Corporate Planner | $144,720.25 | $477.75 |
| ANAND | ANIL | Inspector | $144,717.35 | $902.85 |
| BAPTIST | ROBERT SCOTT | Inspector | $144,717.35 | $1,087.32 |
| BARKLEY | MARK EDWIN | Inspector | $144,717.35 | $902.85 |
| BEAVEN-DESJARDINS | JOANNA RUTH | Inspector | $144,717.35 | $1,087.32 |
| BOTT | BRYAN | Inspector | $144,717.35 | $902.85 |
| BOYD | EDWARD | Inspector | $144,717.35 | $1,087.32 |
| BUTTON | BERNADETTE | Inspector | $144,717.35 | $902.85 |
| CARTER | RANDOLPH | Inspector | $144,717.35 | $902.85 |
| DEMKIW | MYRON ANDREY | Inspector | $144,717.35 | $1,087.32 |
| ELEY | STUART | Inspector | $144,717.35 | $902.85 |
| HEGEDUS | RICHARD | Inspector | $144,717.35 | $1,062.10 |
| HUSSEIN | RIYAZ | Inspector | $144,717.35 | $902.85 |
| IRWIN | STEPHEN | Inspector | $144,717.35 | $1,087.32 |
| JOHNSON | ROBERT | Inspector | $144,717.35 | $1,087.32 |
| LITTLE | ARTHUR | Inspector | $144,717.35 | $662.22 |
| MACKRELL | JAMES | Inspector | $144,717.35 | $1,087.32 |
| MEISSNER | GERHARD | Inspector | $144,717.35 | $1,087.32 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| PRESTON | BRIAN | Inspector | $144,717.35 | $1,087.32 |
| ROSETO | EGIDIO | Inspector | $144,717.35 | $1,087.32 |
| SAUNDERS | DAVID | Inspector | $144,717.35 | $1,087.32 |
| SNEDDON | GORDON | Inspector | $144,717.35 | $1,087.32 |
| STRATFORD | IAN | Inspector | $144,717.35 | $902.85 |
| STROBLE | REUBEN | Inspector | $144,717.35 | $1,087.32 |
| VICKERS | DAVID | Inspector | $144,717.35 | $1,087.32 |
| PAGNIELLO | MICHELE | Police Constable | $144,698.60 | $744.54 |
| RADIX | BRENDA REBECCA | Manager of Property and Evidence | $144,294.38 | $1,094.39 |
| TAYLOR | KENNETH | Inspector | $144,160.91 | $1,459.29 |
| LAWSON | JAMES THOMAS | Sergeant | $143,935.93 | $806.31 |
| SANDEMAN | JOHN MICHAEL | Manager of Video Services | $143,874.16 | $1,097.47 |
| SPENCER | ENNIS STEWART | Sergeant | $143,847.27 | $788.45 |
| NARINE | SHAUN | Staff Sergeant | $143,464.25 | $839.13 |
| RAMPRASHAD | DWARKH | Police Constable | $143,434.03 | $756.06 |
| CLARKE | MATTHEW FRANCIS | Plainclothes Police Constable | $143,393.41 | $765.60 |
| BROWN | JAMES | Staff Sergeant | $143,034.43 | $418.19 |
| CALLANAN | BRIAN MICHAEL | Detective | $142,877.72 | $791.88 |
| AIELLO | ANTONIO | Plainclothes Police Constable | $142,702.67 | $765.60 |
| GOMES | SUSAN ELIZABETH | Detective | $142,641.06 | $801.89 |
| ZIVCIC | JOHN | Police Constable | $142,489.89 | $695.20 |
| LEMAITRE | ROBERT JAMES | Detective | $142,052.23 | $789.15 |
| HARRIS | DEBBIE | Detective | $142,006.77 | $806.31 |
| SHANK | RICHARD | Detective Sergeant | $141,959.97 | $834.94 |
| GOH | ANDRE PIERRE | Manager of Diversity Management | $141,799.51 | $503.10 |
| KHOW | SIEWING | Counsel | $141,799.51 | $477.75 |
| NIELSEN | CHRISTIAN HINGE | Manager of Shop Operations | $141,799.51 | $928.20 |
| SMITH | MICHAEL WAYNE | Manager of Equipment and Supply | $141,799.51 | $1,087.97 |
| WALKER-KNAPPER | SUSAN COLETTE | Manager of Court Support Services | $141,799.51 | $662.87 |
| FIELDING | SHAWN MICHAEL | Police Constable | $141,655.06 | $739.10 |
| YEO | DARREN ROY | Detective | $141,570.38 | $788.45 |
| VIRANI | ABDULHAMEED | Police Constable | $141,562.15 | $756.06 |
| RUTTNER | ALEXANDER | Police Constable | $141,301.86 | $753.15 |
| BORG | BRIAN | Detective Sergeant | $141,009.59 | $418.19 |
| QUEEN | GRAHAM | Staff Sergeant | $140,871.28 | $843.29 |
| CANEPA | ANTONIO | Plainclothes Police Constable | $140,727.01 | $785.30 |
| KULMATYCKI | JOEL PATRICK | Detective Sergeant | $140,683.42 | $839.77 |
| REDDEN | JEFFREY | Sergeant | $140,635.29 | $806.31 |
| DRAKE | KEVIN CHRISTOPHER | Police Constable | $140,571.77 | $744.54 |
| MCDOUGALL | ROBERT GORDON | Detective | $140,343.91 | $788.45 |
| MORRIS | LESLIE | Detective | $140,183.10 | $797.32 |
| BRAMMALL | MICHAEL | Sergeant | $140,169.35 | $806.31 |
| LITTLE | MICHELLE LYNNE | Detective | $139,897.74 | $797.32 |
| ERVICK | DALE | Staff Sergeant | $139,824.75 | $843.29 |
| NORRIE | ANDREW | Staff Sergeant | $139,792.23 | $843.29 |
| VAN SETERS | PAUL | Police Constable | $139,628.35 | $764.04 |
| BABIAR | JOHN JAMES | Detective Sergeant | $139,189.41 | $843.29 |
| MACIEK | JOHN | Plainclothes Police Constable | $138,909.99 | $780.38 |
| KRAWCZYK | RICHARD | Police Constable | $138,804.22 | $764.04 |
| COOKE | LEE SCOTT | Police Constable | $138,785.53 | $744.54 |
| RYZEK | WENDY | Manager of Occupational Health and Safety | $138,732.97 | $1,064.55 |
| BALINT | MICHAEL ANDREW | Detective | $138,598.09 | $797.32 |
| GLAVIN | PHILLIP | Sergeant | $138,588.67 | $806.31 |
| THORPE | GREGORY JOSEPH | Staff Sergeant | $138,540.32 | $843.29 |
| BARWELL | DAVID ERIC | Detective | $138,415.48 | $381.21 |
| MCCULLOUGH | DAVID | Police Constable | $137,895.58 | $764.04 |
| JOHNSTON | JEFFREY | Plainclothes Police Constable | $137,745.37 | $785.30 |
| RICHARDSON | SANDRA | Inspector | $137,421.38 | $797.88 |
| MCCALL | ANDREW JOHN | Detective | $137,202.10 | $806.31 |
| ROSENBERG | HOWARD | Police Constable | $137,142.24 | $567.84 |
| DARNBROUGH | DANIEL ROBERT | Detective | $137,136.44 | $806.31 |
| PAPADOPOULOS | KYRIAKOS | Police Constable | $137,056.80 | $744.54 |
| PRAVICA | DUSAN DAN | Sergeant | $136,914.34 | $791.88 |
| HORNER | GAVIN | Detective | $136,890.99 | $806.31 |
| KHAN | OMAR ASHRAF | Detective | $136,853.12 | $789.15 |
| MACINTYRE | BRIAN PAUL | Staff Sergeant | $136,845.51 | $843.29 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| CHURKOO | DOODNATH DEODATH | Sergeant | $136,745.55 | $796.64 |
| ARODA | SANJEE | Detective | $136,743.23 | $789.15 |
| BARREDO | FRANCISCO JAVIER | Staff Sergeant | $136,718.00 | $843.29 |
| MCNEILLY | JOSEPH GORDON | Detective | $136,611.60 | $806.31 |
| FARRELL | GEORGE | Staff Sergeant | $136,573.94 | $843.29 |
| MAHONEY | SHAWN | Detective | $136,232.38 | $806.31 |
| ECKLUND | ANDREW DOUGLAS | Sergeant | $136,158.19 | $788.45 |
| ECKLUND | DAVID GRENVILLE | Detective Sergeant | $136,090.68 | $829.34 |
| HAMPSON | SCOTT ANDREW | Police Constable | $136,036.10 | $744.54 |
| FRY | RONALD | Sergeant | $135,917.18 | $681.78 |
| WHITTEMORE | SCOTT | Detective | $135,853.20 | $806.31 |
| KHAN | RONALD ARLINGTON | Staff Sergeant | $135,648.17 | $843.29 |
| CODE | PETER | Staff Sergeant | $135,620.50 | $418.19 |
| HARNETT | ROBERT | Detective | $135,611.14 | $806.31 |
| CRONE | TIMOTHY | Staff Sergeant | $135,551.71 | $418.19 |
| DOMINEY | PAUL LAURIE | Detective | $135,358.93 | $791.88 |
| MACDONNELL | BRIAN | Detective Sergeant | $135,209.25 | $843.29 |
| JOHNSTON | JOHN DAVID | Plainclothes Police Constable | $135,204.27 | $765.60 |
| MULLEN | MICHAEL JEFFERY | Detective | $135,138.60 | $789.15 |
| ONG | RHOEL VILLEGAS | Police Constable | $135,067.75 | $744.54 |
| BATES | BARRY MICHAEL | Police Constable | $134,742.20 | $338.94 |
| FRIMETH | KEVIN DAVID | Sergeant | $134,675.62 | $806.31 |
| CHHABRA | AJAY | Plainclothes Police Constable | $134,656.81 | $756.96 |
| KIRINDE | RANJAN WICKRAMASINGHE | Police Constable | $134,598.40 | $764.04 |
| BOUCHER | ROBERT DANIEL | Detective | $134,339.82 | $802.57 |
| LANE | ARTHUR | Plainclothes Police Constable | $134,292.75 | $785.30 |
| LATTER | JORDAN CHRISTOPHER | Staff Sergeant | $134,276.33 | $834.94 |
| DAVIES | ROBERT EARLE | Detective | $134,214.25 | $788.45 |
| MAISONNEUVE | DANIEL | Detective | $134,147.59 | $806.31 |
| NACCARATO | JOSE | Project Leader | $133,835.26 | $820.41 |
| LAI | VICTOR TZE-KAU | Police Constable | $133,793.50 | $744.54 |
| MCDONALD | JAMES WILLIAM | Plainclothes Police Constable | $133,791.72 | $765.60 |
| OGG | SHEILA ELIZABETH | Detective | $133,642.12 | $806.31 |
| PIPE | STEPHEN | Staff Sergeant | $133,566.37 | $843.29 |
| TAM | WING | Police Constable | $133,556.99 | $753.15 |
| FALKINSON | FRANK | Sergeant | $133,342.63 | $806.31 |
| THOMAS | SONIA | Staff Sergeant | $133,259.80 | $843.29 |
| HUNG | JAMES | Staff Sergeant | $133,213.09 | $728.84 |
| YOUNG | BLAIN | Sergeant | $133,162.31 | $806.31 |
| GAGLIARDI | VITO | Detective | $133,129.46 | $788.45 |
| SINOPOLI | DOMENIC | Detective Sergeant | $133,106.36 | $843.29 |
| STOREY | TODD MELVYN | Plainclothes Police Constable | $133,061.93 | $769.00 |
| SKUBIC | FRANK | Detective Sergeant | $133,039.45 | $843.29 |
| WALTERS | GREGORY | Detective | $133,022.07 | $801.89 |
| OBERFRANK | TIMOTHY | Detective | $133,017.93 | $806.31 |
| BISHOP | DAVID | Detective Sergeant | $132,956.45 | $843.29 |
| WIGHTON | MATTHEW STEWART | Police Constable | $132,909.06 | $753.15 |
| LEE | KENNY | Detective | $132,836.57 | $791.88 |
| WALSH | SUZANNE MARIE | Staff Sergeant | $132,823.45 | $843.29 |
| CALLAGHAN | PETER EDWARD | Staff Sergeant | $132,774.34 | $843.29 |
| MOYER | MATTHEW IGNATIUS | Staff Sergeant | $132,345.03 | $842.97 |
| BEVERIDGE | KATHRYN ANNE | Detective | $132,068.16 | $806.31 |
| KELLMAN | KAREN LOUISE | Manager of Purchasing Support Services | $132,038.18 | $571.05 |
| REIMER | KENNETH BRIAN | Detective Sergeant | $132,037.65 | $843.29 |
| GLANCY | DAVID | Police Constable | $132,011.27 | $758.58 |
| HARRIS | DAVID | Detective | $132,006.82 | $806.31 |
| JACOB | TIMOTHY ALFRED | Detective | $131,972.60 | $805.97 |
| MORSE | VICTORIA JANE | Plainclothes Police Constable | $131,893.22 | $765.60 |
| PETRIE | RICHARD | Detective | $131,850.19 | $797.32 |
| SUKUMARAN | RAJEEV | Detective | $131,824.81 | $797.32 |
| DICKINSON | DAVID THORPE | Detective | $131,767.43 | $788.45 |
| KNAPPER | ROBBERT NICOLAAS | Staff Sergeant | $131,508.90 | $843.29 |
| BEVILACQUA | FILIPPO | Detective | $131,486.82 | $791.88 |
| DUNKLEY | LESLIE | Detective | $131,455.48 | $806.31 |
| HART | DOUGLAS | Sergeant | $131,434.02 | $806.31 |
| NOTAY | JAGMOHAN SINGH | Parking Enforcement Officer | $131,096.48 | $647.33 |
| BABINEAU | JARED MICHAEL | Sergeant | $130,931.53 | $792.56 |
| REED | RONALD COLIN | Staff Sergeant | $130,904.71 | $843.29 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MUNROE | KELLY BRUCE | Police Constable | $130,762.36 | $764.04 |
| NEAL | WESLEY JOHN | Detective | $130,479.24 | $806.31 |
| BATES | KIMBERLEY MICHELE | Detective | $130,394.67 | $806.31 |
| GALLANT | TIMOTHY | Sergeant | $130,345.71 | $803.93 |
| SHYMCHONAK | ANDREI | Police Constable | $130,341.17 | $744.54 |
| TSIANOS | DIMITRIOS | Detective | $130,262.86 | $788.45 |
| GIBSON | ROGER | Sergeant | $130,249.43 | $806.31 |
| CAMPOLI | STEVEN ROBERT | Plainclothes Police Constable | $130,202.83 | $765.60 |
| BATES | WAYNE EDWARD | Detective | $130,164.29 | $806.31 |
| KNOWLES | DAVID | Detective | $130,135.58 | $806.31 |
| HARRIS | RICHARD VICTOR | Detective | $130,094.56 | $788.45 |
| BERNARD | CYNTHIA LEE | Plainclothes Police Constable | $130,001.89 | $765.60 |
| GIBSON | GRAHAM | Detective Sergeant | $129,981.46 | $843.29 |
| BRONS | JAMES | Detective | $129,970.00 | $806.31 |
| HILL | SHANE | Detective | $129,811.59 | $805.63 |
| ONYSZKIEWICZ | ANDREW | Detective Sergeant | $129,747.19 | $843.29 |
| RIPCO | MARK | Detective | $129,712.22 | $322.08 |
| MORRIS | HAROLD | Detective | $129,624.98 | $806.31 |
| RYAN | DESMOND PAUL | Sergeant | $129,613.28 | $381.21 |
| MATTLESS | WAYNE | Detective | $129,543.79 | $806.31 |
| HEITZNER | ROBERT MATTHEW | Detective | $129,509.07 | $797.32 |
| FACOETTI | MICHAEL PAUL | Sergeant | $129,382.73 | $797.32 |
| PARKIN | ANDREW WILFRED | Police Constable | $129,371.38 | $744.54 |
| ABDEL-MALIK | MAHER | Detective | $129,321.94 | $788.45 |
| ZOLD | JOHN | Police Constable | $129,282.49 | $780.44 |
| AUDETTE | DAVID FRANCIS | Police Constable | $129,244.40 | $764.04 |
| CHILDS | CYNTHIA | Detective Sergeant | $129,158.65 | $843.29 |
| ZAMPARO | DANIEL VALENTINO | Plainclothes Police Constable | $129,155.68 | $765.60 |
| FARRELL | CHRISTINE MARIE | Detective | $129,075.55 | $799.85 |
| WONG | CHUNG MAN | Sergeant | $129,055.10 | $797.32 |
| PERREAULT | SEAN MICHAEL | Staff Sergeant | $128,939.36 | $837.21 |
| JOHNSTON | BRIAN HUGH | Detective | $128,927.77 | $806.31 |
| ROSETE | LESTER EDWARD | Detective | $128,927.34 | $788.45 |
| WAUCHOPE | LIAM | Plainclothes Police Constable | $128,924.16 | $765.60 |
| GLENDINNING | GREGORY DAVID | Detective | $128,886.40 | $806.31 |
| TRAMONTOZZI | NUNZIATO | Detective | $128,844.36 | $806.31 |
| DIDANIELI | ROBERTO | Detective Sergeant | $128,834.10 | $843.29 |
| DICKIE | CRAIG WILLIAM | Plainclothes Police Constable | $128,812.64 | $761.55 |
| FORTIN | LOUIS-MARIE RAYMOND | Detective Sergeant | $128,741.40 | $843.29 |
| BOPARA | GURWINDER | Detective | $128,725.44 | $803.93 |
| HOWARD | ELDON | Police Constable | $128,669.38 | $764.04 |
| DI PASSA | DOMENICO | Detective | $128,631.44 | $806.31 |
| SMISSEN | JOHN MICHAEL | Plainclothes Police Constable | $128,596.08 | $769.00 |
| RYAN | RICHARD | Detective | $128,539.96 | $806.31 |
| MASON | ROBERT HAROLD | Plainclothes Police Constable | $128,374.89 | $785.30 |
| TRIMBLE | PETER JOHN | Detective Sergeant | $128,328.92 | $834.94 |
| SMYTH | CRAIG CHARLES | Supervisor of Video Services | $128,288.35 | $418.19 |
| KAY | WILLIAM DONALD | Police Constable | $128,263.21 | $744.54 |
| STEINWALL | ANDREW TREVOR | Detective | $128,236.04 | $788.45 |
| JONGDONG | LHAWANG TOPGYAL | Detective | $128,179.44 | $788.45 |
| WOOKEY | CHARLES | Detective | $128,172.94 | $797.32 |
| MARCHACK | ROGER | Sergeant | $128,141.86 | $797.32 |
| MATTHEWS | STEPHEN MICHAEL | Detective | $128,062.80 | $788.45 |
| GAZEY | DARYL | Plainclothes Police Constable | $128,022.16 | $780.38 |
| MONAGHAN | PATRICK JAMES | Detective Sergeant | $127,962.83 | $843.29 |
| LLOYD | BRADFORD | Detective | $127,870.63 | $799.85 |
| BUI | TAM THACH | Detective | $127,866.02 | $788.45 |
| MASLOWSKI | BRIAN WERNER | Detective | $127,828.96 | $788.45 |
| GRAY | GLENN | Staff Sergeant | $127,792.11 | $843.29 |
| LISKA | IRENE | Detective | $127,773.52 | $806.31 |
| MCFADYEN | DANIEL GORDON | Detective | $127,617.68 | $791.88 |
| STIBBE | ROBERT LEE | Plainclothes Police Constable | $127,446.76 | $765.60 |
| REEVES | LAWRENCE | Staff Sergeant | $127,421.13 | $843.29 |
| WONG | CONRAD EMERY | Plainclothes Police Constable | $127,420.95 | $756.96 |
| HAMILTON-GREENER | MICHAEL | Staff Sergeant | $127,407.39 | $843.29 |
| SPRATT | SCOTT EDWARD | Detective Sergeant | $127,405.22 | $843.29 |
| ALLDRIT | DARREN LEE | Detective | $127,333.36 | $806.31 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| YU | KA WAI ERIC | Police Constable | $127,290.96 | $735.67 |
| PISCHEDDA | MARK STEPHEN | Plainclothes Police Constable | $127,266.80 | $765.60 |
| BARATTO | MICHELLE TERESA | Detective | $127,263.53 | $806.31 |
| ANGUS | JOHN DOUGLAS | Plainclothes Police Constable | $127,246.54 | $765.60 |
| YOUNG | WARREN H. | Sergeant | $127,229.50 | $803.93 |
| CARTER | MAXWELL | Staff Sergeant | $127,128.80 | $843.29 |
| DZINGALA | RICHARD GEORGE | Police Constable | $127,047.66 | $764.04 |
| O'BRIEN | KENNETH | Police Constable | $127,004.78 | $764.04 |
| KAY | COLIN | Detective Sergeant | $126,969.69 | $843.29 |
| BOYLE | KENNETH | Staff Sergeant | $126,960.82 | $843.29 |
| SMIT | BRIAN JOHN | Sergeant | $126,945.50 | $806.31 |
| TANOUYE | JASON THOMAS | Plainclothes Police Constable | $126,939.72 | $765.60 |
| NORTHMORE | COLLEEN | Detective | $126,919.81 | $806.31 |
| ALLINGTON | JEFFREY SCOTT | Sergeant | $126,857.20 | $791.88 |
| WHALEN | ROBERT | Detective | $126,847.26 | $806.31 |
| HOGAN | JAMES | Staff Sergeant | $126,824.69 | $409.84 |
| WILSON | WARREN | Detective Sergeant | $126,808.04 | $843.29 |
| GERRITS | JOHN | Police Constable | $126,767.36 | $764.04 |
| PLUNKETT | PATRICK JOHN | Plainclothes Police Constable | $126,745.04 | $765.60 |
| BLAIR | JEFFREY KELVIN | Police Constable | $126,735.94 | $744.54 |
| FLIS | ALBERT | Detective | $126,699.51 | $806.31 |
| DUFFUS | RICHARD HUGH | Detective | $126,665.95 | $800.53 |
| WATTS | STEVEN MARK | Detective | $126,604.82 | $806.31 |
| SPRIGGS | BRETT HAROLD | Plainclothes Police Constable | $126,594.68 | $774.44 |
| STRANGWAYS | PAUL ROBERT | Sergeant | $126,566.02 | $805.97 |
| LJUBOMIROVIC | PEDJA | Webmaster | $126,556.89 | $294.41 |
| RALPH | TIMOTHY | Staff Sergeant | $126,552.03 | $843.29 |
| REBELLATO | LARRY | Detective | $126,519.80 | $797.32 |
| GOKEDA | GOPALA KRISHNA | Project Leader | $126,515.69 | $815.61 |
| DESJARDINS | JOSEPH FRANCOIS | Plainclothes Police Constable | $126,499.69 | $757.31 |
| GOTELL | JAMES ELWOOD | Detective Sergeant | $126,456.48 | $842.97 |
| WHITE | JOHN | Staff Sergeant | $126,409.67 | $843.29 |
| MACDONALD | IAN KENNETH | Detective | $126,354.81 | $797.32 |
| NOLL | CARL | Detective Sergeant | $126,308.60 | $5,551.39 |
| RAMSBOTTOM | CHRISTOPHER WILLIAM | Police Constable | $126,278.26 | $744.54 |
| MCCABE | ANASTASIA PAULINE | Plainclothes Police Constable | $126,259.06 | $763.29 |
| AZARRAGA | JOSE MATIAS | Detective | $126,209.61 | $797.32 |
| BERNARDO | ISRAEL FARIA | Sergeant | $126,157.72 | $797.32 |
| TEATERO | FREDERICK LESLIE | Police Constable | $126,134.82 | $744.54 |
| CAPONE | DAVID JOSEPH | Police Constable | $126,121.12 | $764.04 |
| QUINN | MICHAEL MARC | Sergeant | $126,046.94 | $789.15 |
| KELLY | BRIAN WAYNE | Detective Sergeant | $126,022.57 | $841.05 |
| LIOUMANIS | METODIOS | Detective | $125,920.30 | $788.45 |
| PARROTT | MICHAEL ERIC | Detective | $125,891.50 | $788.45 |
| TAIT | KEITH HAMILTON | Police Constable | $125,880.12 | $764.04 |
| CHILVERS | CHRISTOPHER CLIFFORD | Sergeant | $125,846.64 | $789.15 |
| DICOSOLA | MICHELE | Detective | $125,839.02 | $804.61 |
| WHALEN | CHRISTOPHER ANDREW | Plainclothes Police Constable | $125,812.03 | $765.60 |
| MATIC | MICHAEL | Staff Sergeant | $125,808.18 | $843.29 |
| PURCHES | SCOTT ROBERT | Detective | $125,800.39 | $789.15 |
| BOWMAN | BRIAN | Staff Sergeant | $125,758.63 | $843.29 |
| MURRAY | SANDY | Senior Advisor of Policy and Communication | $125,708.92 | $421.20 |
| REYNOLDS | STEPHEN THOMAS | Staff Sergeant | $125,692.41 | $843.29 |
| WALKER | JAMES | Staff Sergeant | $125,623.05 | $843.29 |
| LITTLE | TERENCE ANTHONY | Detective | $125,555.72 | $791.88 |
| CLARK | NANCY PATRICIA | Communications Operator | $125,482.16 | $701.92 |
| BOND | MARLIN | Detective | $125,464.52 | $381.21 |
| KEMP | WILLIAM | Staff Sergeant | $125,423.76 | $843.29 |
| GALLANT | STACY | Detective Sergeant | $125,419.11 | $843.29 |
| CERNOWSKI | ANDREW JOHN | Financial Planner | $125,404.42 | $1,009.06 |
| GHEYSAR | MAKDA | Financial Planner | $125,404.42 | $1,009.06 |
| GRANT | CINDYLOU CHRISTINA | Project and Policy Coordinator | $125,404.42 | $1,009.06 |
| LIU | JUN | Senior Telecom Engineer | $125,404.42 | $845.65 |
| MACARAEG | JUANITA | Senior Advisor of Quality Assurance | $125,404.42 | $1,009.06 |
| NGAN | EDWARD SHING-KEUNG | Senior Advisor of Quality Assurance | $125,404.42 | $1,009.06 |
| PERA | ENRICO | Senior Project Coordinator | $125,404.42 | $1,009.06 |
| PUTNAM | KIMBERLEY JOAN | Senior Advisor of Quality Assurance | $125,404.42 | $583.96 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| THOMS | HEATHER BERNADETTE | Assistant Manager of Computer Operations | $125,404.42 | $1,009.06 |
| YANG | YANJIAO | Enterprise Data Architect | $125,404.42 | $583.96 |
| MONIZ | BRIAN MELO | Operations Supervisor | $125,371.44 | $790.28 |
| KNILL | GRAHAM KENNETH | Plainclothes Police Constable | $125,253.21 | $765.60 |
| ASSELSTINE | SHAUN DAVID | Police Constable | $125,248.19 | $742.16 |
| ACORN | CHRISTOPHER ALLAN | Police Constable | $125,230.23 | $744.54 |
| PINFOLD | MATTHEW GEORGE | Plainclothes Police Constable | $125,226.99 | $765.60 |
| REDDIN | KIRBY ALBERT | Sergeant | $125,213.18 | $788.45 |
| ALBRECHT | IRVIN JOHN | Plainclothes Police Constable | $125,179.50 | $774.44 |
| SAMMUT | DAVID | Sergeant | $125,175.88 | $797.32 |
| KONKEL | KAZIMIERZ | Staff Sergeant | $125,092.08 | $843.29 |
| SMITH | STEPHEN PATRICK | Detective | $124,954.80 | $791.88 |
| DOUR | EYAD AHMAD | Manager of Project Management and Governance | $124,886.79 | $571.86 |
| BOURQUE | DOUGLAS | Sergeant | $124,847.42 | $681.78 |
| KAY | BRIAN | Detective | $124,840.96 | $806.31 |
| HALL | WILLIAM MICHAEL | Plainclothes Police Constable | $124,804.27 | $765.60 |
| LARAMY | STEPHEN WILLIAM | Detective | $124,789.11 | $789.15 |
| OZKAN | NEDIM | Senior Analyst | $124,742.22 | $366.76 |
| GROSS | KIMBERLY | Detective Sergeant | $124,674.62 | $843.29 |
| MIRON | BRUNO JOSEPH | Detective | $124,616.28 | $797.32 |
| WILLIAMS | KYLE | Detective | $124,604.01 | $806.31 |
| NORTH | ROBERT LLOYD | Detective | $124,599.03 | $789.15 |
| WARD | VANESSA | Detective | $124,559.75 | $806.31 |
| CLARK | PRESTON MICHAEL | Plainclothes Police Constable | $124,551.96 | $765.60 |
| NASSER | AMAN | Plainclothes Police Constable | $124,489.30 | $757.31 |
| MELOCHE | SHAWN RONALD | Staff Sergeant | $124,431.34 | $843.29 |
| BOOTH | KENNETH COURTLAND | Detective | $124,428.87 | $4,961.95 |
| FERNANDES | MICHAEL FREITAS | Police Constable | $124,427.98 | $735.67 |
| CHARLES | ANTHONY | Staff Sergeant | $124,413.52 | $843.29 |
| MATYS | JOSEPH PAUL | Detective | $124,367.95 | $788.45 |
| KUNG | TOMMY WING | Police Constable | $124,363.20 | $744.54 |
| PAYNE | GREGORY JAMES | Detective Sergeant | $124,360.56 | $843.29 |
| VAYANI | SHAFIQ ABDUL | Plainclothes Police Constable | $124,337.46 | $756.96 |
| PERSICHETTI | DONATO | Plainclothes Police Constable | $124,278.32 | $765.60 |
| STOJIC | NENAD | Police Constable | $124,262.50 | $744.54 |
| SANDFORD | JUDY MARY | Manager of Records Management | $124,252.26 | $492.93 |
| HAYES | JEREMY MATTHEW | Detective | $124,235.01 | $788.45 |
| TAVARES | JEFFERY DA | Detective | $124,206.65 | $788.45 |
| RICHARDS | CLIVE | Detective Sergeant | $124,192.89 | $843.29 |
| CHO | HYUNG EUN | Police Constable | $124,190.04 | $735.67 |
| KIM | MIN CHUL | Police Constable | $124,169.51 | $744.54 |
| RICCI | CHARLES MICHAEL | Detective | $124,169.20 | $789.15 |
| HEARD | CHRISTOPHER SHAYNE | Sergeant | $124,154.87 | $800.53 |
| SKINNER | ROBERT | Staff Sergeant | $124,111.59 | $843.29 |
| CECILE | GLEN | Detective | $124,078.13 | $806.31 |
| MCBRATNEY | GARY | Staff Sergeant | $124,067.86 | $843.29 |
| BARSKY | MICHAEL STEVEN | Staff Sergeant | $124,049.83 | $843.29 |
| MASTERS | MICHELLE | Detective | $124,001.45 | $806.31 |
| MACDONALD | LEO | Detective | $123,953.52 | $806.31 |
| PARTRIDGE | FRANK | Staff Sergeant | $123,876.65 | $843.29 |
| GEE | WILLIAM EDWARD | Police Constable | $123,875.22 | $744.54 |
| CIBULIS | CLINTON FRANK | Police Constable | $123,864.94 | $735.67 |
| TRACY | STEVEN | Staff Sergeant | $123,821.62 | $843.29 |
| KYRIACOU | SAVAS | Detective Sergeant | $123,792.40 | $843.29 |
| LOUHIKARI | RENATA | Sergeant | $123,783.07 | $806.31 |
| BELLION | LAURENT HUGUES | Police Constable | $123,781.13 | $744.54 |
| ISABELLO | DAVID ANTHONY | Plainclothes Police Constable | $123,714.43 | $765.60 |
| BENNETT | WINSTON ANTHONY | Staff Sergeant | $123,706.60 | $843.29 |
| SINGH | AMRITPAL | Senior Technical Analyst | $123,665.60 | $464.86 |
| DURHAM | CAMERON EDWARD | Staff Sergeant | $123,617.29 | $843.29 |
| DRENNAN | CRAIG | Detective | $123,564.10 | $806.31 |
| HUBBARD | SIMON | Plainclothes Police Constable | $123,547.70 | $779.84 |
| QURESHI | AJWAID NIAZ | Detective | $123,522.96 | $788.45 |
| CORREIA | JEFFERY | Plainclothes Police Constable | $123,500.79 | $756.96 |
| WYNIA | RANDALL | Sergeant | $123,486.30 | $806.31 |
| BURKE | MICHAEL DAVID | Police Constable | $123,482.87 | $764.04 |
| TUCKER | ADRIANA PATRICIA | Plainclothes Police Constable | $123,468.54 | $765.60 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| SMALL | CHRISTOPHER DOUGLAS | Police Constable | $123,456.83 | $735.67 |
| YOUNG | CRAIG | Staff Sergeant | $123,436.11 | $843.29 |
| MADILL | ALLAN NEIL | Sergeant | $123,328.50 | $799.85 |
| MUSSO DUARTE | SUSANA | Police Constable | $123,280.08 | $753.15 |
| JAROSZ | RUSSELL | Detective Sergeant | $123,257.14 | $843.29 |
| REDMAN | SUZANNE | Staff Sergeant | $123,245.53 | $843.29 |
| LUFF | DANIEL | Detective | $123,161.18 | $806.31 |
| DECOURCY | JOHN | Detective Sergeant | $123,160.52 | $843.29 |
| BOYCE | RONALD | Staff Sergeant | $123,136.36 | $843.29 |
| COHEN | ALAN LAWRENCE | Plainclothes Police Constable | $123,134.40 | $765.60 |
| BLANCHARD | RICHARD | Staff Sergeant | $123,121.30 | $843.29 |
| BODDY | CHRISTOPHER EDWARD | Staff Sergeant | $123,080.87 | $409.84 |
| BANKS | WAYNE MICHAEL | Detective Sergeant | $123,058.00 | $843.29 |
| TAIT | SCOTT JOHN | Plainclothes Police Constable | $123,048.77 | $765.60 |
| HARVEY | MARK | Detective | $123,034.61 | $806.31 |
| FERREIRA | MARK | Plainclothes Police Constable | $123,016.64 | $785.30 |
| CAMPBELL | DEBORAH ANNE | Senior Operations Supervisor | $122,986.40 | $817.00 |
| AIKMAN | SCOTT DOUGLAS | Police Constable | $122,980.66 | $768.73 |
| BARENTHIN | GLENN KARL | Detective Sergeant | $122,978.16 | $2,378.95 |
| WORTH | DARREN | Detective | $122,935.78 | $788.45 |
| KING | CHERYL | Staff Sergeant | $122,924.52 | $839.13 |
| RACETTE | ALLAN ROGER | Plainclothes Police Constable | $122,864.59 | $763.29 |
| BARNES | MURRAY WINSTANLEY | Detective | $122,854.66 | $789.15 |
| SCHNEIDER | ANDREW | Staff Sergeant | $122,854.50 | $843.29 |
| GEORGE | GLEN | Sergeant | $122,841.57 | $806.31 |
| MURRAY-BATES | KERRY-ANNE | Senior Operations Supervisor | $122,812.00 | $817.00 |
| FORCHIONE | ANTONIO | Staff Sergeant | $122,795.76 | $745.19 |
| THERIAULT | JOHN | Detective | $122,725.90 | $806.31 |
| PEREIRA | NELIA MARIA | Group Leader | $122,725.35 | $246.90 |
| COOK | THOMAS WILLIAM | Plainclothes Police Constable | $122,708.49 | $757.31 |
| NASNER | STEFAN | Plainclothes Police Constable | $122,704.65 | $785.30 |
| CHANG | CHU THAO | Detective | $122,692.84 | $788.45 |
| MCGIVERN | MICHAEL GEORGE | Sergeant | $122,684.30 | $806.31 |
| NEWMAN | BRUCE | Staff Sergeant | $122,675.94 | $843.29 |
| HEWITT | STEPHEN MARK | Police Constable | $122,654.60 | $744.54 |
| WORDEN | PAUL HAMILTON | Detective | $122,646.14 | $805.97 |
| LONG | GARRY | Detective | $122,617.08 | $806.31 |
| CAREFOOT | TODD | Plainclothes Police Constable | $122,597.11 | $785.30 |
| CAPUTO | JOSEPH | Detective | $122,569.89 | $806.31 |
| MCCREADY | WILLIAM | Detective Sergeant | $122,554.98 | $843.29 |
| RAMJATTAN | RAMNARINE | Detective | $122,539.20 | $800.53 |
| SAVILLE | JASON LESLIE | Police Constable | $122,527.56 | $744.54 |
| PAPIZEWSKI | LEEANN | Detective Sergeant | $122,525.09 | $843.29 |
| DUNN | BEVERLY | Police Constable | $122,506.35 | $764.04 |
| POGUE | LAUREN | Detective Sergeant | $122,487.86 | $843.29 |
| AGUIAR | STEVEN CABRAL | Police Constable | $122,455.88 | $744.54 |
| SMITH | ROHAN ALEXANDER | Police Constable | $122,455.61 | $744.54 |
| PRICE | BRANDON LEE | Detective | $122,428.45 | $788.45 |
| VO | THAO BA | Police Constable | $122,350.37 | $746.97 |
| COULTER | JOHN ALAN | Detective Sergeant | $122,349.98 | $843.29 |
| DI GIACOMO | ROBERTO | Detective | $122,309.25 | $788.45 |
| FRENCH | JOHN | Staff Sergeant | $122,304.34 | $843.29 |
| JOHNSTON | TRICIA MARLENE | Detective | $122,279.57 | $797.32 |
| FROSCH | JAY JACKSON | Detective Sergeant | $122,237.84 | $418.19 |
| PARMAR | MANDEEP SINGH | Plainclothes Police Constable | $122,203.44 | $765.60 |
| FALCONER | GREGORY | Detective | $122,164.76 | $806.31 |
| CHANT | JAMES ELLIOT | Plainclothes Police Constable | $122,164.47 | $765.60 |
| SCOTT | GORDON | Detective | $122,151.72 | $806.31 |
| DESILVA | JULIUS THEODORE | Senior Analyst | $122,142.08 | $366.76 |
| JUPP | BRUCE | Police Constable | $122,137.30 | $764.04 |
| ABBOTT | DEBORAH LYNN | Staff Sergeant | $122,128.39 | $843.29 |
| MEEHAN | PATRICK | Sergeant | $122,127.89 | $806.31 |
| CHAMBERS | COURTNEY | Staff Sergeant | $122,098.79 | $843.29 |
| ANDRICI | IULIAN | Police Constable | $122,094.25 | $744.54 |
| MEIK | VIVIAN | Sergeant | $122,089.11 | $806.31 |
| O'TOOLE | KIMBERLEY ANNE | Staff Sergeant | $122,087.24 | $834.94 |
| THOMAS | CLAUDINE ANNE-MARIE | Detective Sergeant | $122,063.38 | $843.29 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| JOSTIAK | JOSEPH | Staff Sergeant | $122,051.40 | $843.29 |
| DIZON | JOSE BENEDICTO | Detective | $122,026.17 | $788.45 |
| TULIPANO | ROSARIO | Staff Sergeant | $122,025.14 | $843.29 |
| MCINTYRE | RYAN DOUGLAS | Plainclothes Police Constable | $122,015.19 | $765.60 |
| BISHOP | STEPHEN | Detective | $122,011.99 | $806.31 |
| CAMPBELL | BRYAN EDWARD | Detective | $121,982.46 | $788.80 |
| CROOKER | LISA CATHERINE | Detective | $121,971.55 | $791.88 |
| RAMJI | ALY RAZA | Detective | $121,961.95 | $806.31 |
| VAN ANDEL | PHILLIP GEORGE | Staff Sergeant | $121,917.27 | $843.29 |
| GILLAN | JEFFREY JOHN | Plainclothes Police Constable | $121,917.02 | $765.60 |
| STOCKWELL | SEAN PAUL | Plainclothes Police Constable | $121,901.10 | $765.60 |
| HUSAIN | MOHAMMED SALEEM | Detective | $121,895.76 | $797.32 |
| WALKER | KELLY LYNN | Senior Operations Supervisor | $121,847.36 | $817.00 |
| SOBOTKA | KARL | Detective Sergeant | $121,805.33 | $843.29 |
| PAYNE | THEODORE ALGERNON | Detective | $121,784.80 | $806.31 |
| HOWELL | JEFFREY | Staff Sergeant | $121,740.50 | $843.29 |
| DAVEY | TIMOTHY | Detective Sergeant | $121,733.74 | $418.19 |
| GRIALDI | THIERRY | Detective | $121,695.14 | $802.57 |
| TAYLOR | JASON PETER | Plainclothes Police Constable | $121,663.96 | $765.60 |
| FOTOPOULOS | GEORGE | Sergeant | $121,643.76 | $806.31 |
| GIEDROYC | KAROL ZYGMUNT | Detective Sergeant | $121,618.31 | $417.87 |
| DARBYSHIRE | JAMES EDWARD | Staff Sergeant | $121,610.80 | $843.29 |
| VEIT | OSWALD | Sergeant | $121,597.78 | $806.31 |
| DUNLOP | JOHN PAUL | Detective | $121,594.48 | $806.31 |
| GETTY | SHAWN | Detective Sergeant | $121,593.83 | $843.29 |
| ROUETTE | JOSEPH MICHEL | Sergeant | $121,590.69 | $806.31 |
| MACGREGOR | JASON JAMES | Sergeant | $121,572.50 | $791.88 |
| BLACKMAN | ARLINGTON | Staff Sergeant | $121,481.43 | $418.19 |
| TRUBECKI | ROBERT | Detective | $121,427.21 | $806.31 |
| OZOLS | JOHN | Police Constable | $121,413.48 | $764.04 |
| MUSAH | ISHMAIL | Sergeant | $121,408.81 | $788.45 |
| WALKER | SCOTT JAMES | Police Constable | $121,341.10 | $736.02 |
| HIBBELN | PHILIP JOSEPH | Detective | $121,331.93 | $381.21 |
| KING | STUART MACPHERSON | Sergeant | $121,324.77 | $806.31 |
| CANTELON | GREGORY | Staff Sergeant | $121,322.33 | $843.29 |
| DUNLOP | JAMES MICHAEL | Plainclothes Police Constable | $121,318.31 | $765.60 |
| APOSTOLIDIS | JOHN | Detective | $121,315.13 | $789.15 |
| SILLIKER | GARRY | Staff Sergeant | $121,301.22 | $843.29 |
| THOMAS | SYDNEY | Staff Sergeant | $121,297.10 | $843.29 |
| BUTT | CELESTE BARBARA | Sergeant | $121,297.02 | $788.45 |
| DAWSON | GEORGE JOSEPH | Staff Sergeant | $121,267.07 | $843.29 |
| CHOE | ROBERT | Detective | $121,246.94 | $788.45 |
| HAFIZ | AMIN | Sergeant | $121,245.39 | $806.31 |
| RICHE | SCOTT LESLIE | Plainclothes Police Constable | $121,240.44 | $765.60 |
| JOHNSTONE | ADRIANNE | Staff Sergeant | $121,218.88 | $825.60 |
| STASIAK | LESZEK EDWARD | Detective Sergeant | $121,185.27 | $843.29 |
| ROBINSON | MORGAN | Detective Sergeant | $121,182.27 | $418.19 |
| COX | DARREN ANDREW | Sergeant | $121,173.59 | $806.31 |
| HAINES | RICHARD PAUL | Plainclothes Police Constable | $121,108.46 | $765.60 |
| QUALTROUGH | JAMES | Staff Sergeant | $121,040.98 | $843.29 |
| ARMSTRONG | MARK RICHARD | Sergeant | $120,990.29 | $806.31 |
| ROBINSON | DANIEL | Sergeant | $120,978.11 | $806.31 |
| STERN | CHARLES ANDREW | Detective | $120,969.80 | $806.31 |
| HARRIS | KIMBERLEY ANN | Plainclothes Police Constable | $120,958.04 | $340.50 |
| PARSONS | STUART MAGRUDER | Plainclothes Police Constable | $120,952.29 | $785.30 |
| ANSTEY | JASON CHRISTOPHER | Plainclothes Police Constable | $120,947.45 | $765.60 |
| DAWSON | SHANNON INEZ | Detective | $120,937.11 | $797.32 |
| MORI | DEBORAH ANN | Staff Sergeant | $120,904.91 | $843.29 |
| HOFFMAN | GREGORY RODNEY | Police Constable | $120,903.30 | $760.74 |
| TRETTER | MADELAINE | Detective Sergeant | $120,841.99 | $843.29 |
| FRITZ | THEODOR | Detective | $120,839.22 | $806.31 |
| STIRLING | ROBERT | Staff Sergeant | $120,834.39 | $843.29 |
| MCINTOSH | DANIEL | Detective | $120,779.46 | $803.25 |
| CLENDINNING | MARK WILLIAM | Detective | $120,756.18 | $2,879.07 |
| SIDORA | TERRY | Sergeant | $120,726.33 | $806.31 |
| ZAMBRI | CARMELO | Sergeant | $120,722.82 | $803.93 |
| TROUP | PETER | Staff Sergeant | $120,720.64 | $843.29 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| EATON | DOUGLAS BRIAN | Police Constable | $120,704.47 | $752.07 |
| LEONE | MICHIELE MARIO | Detective Sergeant | $120,686.34 | $834.94 |
| PICKRELL | NEIL | Police Constable | $120,673.24 | $764.04 |
| STEEVES | THOMAS WARREN | Detective | $120,666.87 | $788.45 |
| SPANTON | JOHN | Staff Sergeant | $120,655.75 | $843.29 |
| TOBIN | ROBERT | Staff Sergeant | $120,641.94 | $843.29 |
| ATTENBOROUGH | JEFFREY BRUCE | Detective Sergeant | $120,612.90 | $843.29 |
| SIMPKINS | DAVID | Staff Sergeant | $120,563.27 | $843.29 |
| WILLIAMS | ANTHONY | Detective | $120,559.08 | $797.32 |
| KRUCZEK | PIOTR PAWEL | Plainclothes Police Constable | $120,538.10 | $765.60 |
| REBELLO | MARK ANDREW | Plainclothes Police Constable | $120,530.97 | $765.60 |
| O'CONNOR | MIKE STEPHEN | Plainclothes Police Constable | $120,504.31 | $765.60 |
| PERINO | KENNETH VINCENT | Police Constable | $120,502.96 | $735.67 |
| RAMOS | LERMY | Assistant Manager of Accounting | $120,497.90 | $972.58 |
| HURLEY | WILLIAM ANTHONY | Staff Sergeant | $120,493.94 | $843.29 |
| FOWLDS | SCOTT MACKENZIE | Sergeant | $120,478.26 | $805.97 |
| WESTERVELT | VICKI ANN | Detective | $120,478.00 | $788.45 |
| BELL | DANIEL | Detective Sergeant | $120,472.94 | $418.19 |
| ALEXAKIS | CHRISTOS | Police Constable | $120,463.46 | $735.67 |
| LUPSON | CHRISTOPHER BRYDON | Police Constable | $120,426.92 | $744.54 |
| CREWS | WILLIAM | Detective Sergeant | $120,416.43 | $843.29 |
| MOORE | BRETT CALVIN | Sergeant | $120,397.80 | $788.45 |
| SHAW | KATHLEEN | Detective Sergeant | $120,397.78 | $843.29 |
| HILDRED | LESLEY | Staff Sergeant | $120,394.92 | $843.29 |
| SABADICS | DANIEL | Detective Sergeant | $120,390.43 | $843.29 |
| ADAMSON | JAMES GRAHAM | Sergeant | $120,383.32 | $806.31 |
| DIGIOVANNI | GIUSEPPE | Sergeant | $120,382.64 | $806.31 |
| DE SOUSA | JOHN PAUL | Plainclothes Police Constable | $120,376.95 | $765.60 |
| LONG | CHRISTINE | Detective | $120,374.24 | $381.21 |
| IANCU | VLADIM ADRIAN | Police Constable | $120,366.15 | $735.67 |
| MERSEREAU | MICHAEL | Sergeant | $120,327.68 | $806.31 |
| ROSE | DOUGLAS GRANT | Sergeant | $120,297.24 | $806.31 |
| FIDLER | ANDREW CLARENCE | Police Constable | $120,283.29 | $735.67 |
| KITCHENER | ANDREW JAMES | Detective | $120,279.17 | $806.31 |
| RANDLE | MARK RICHARD | Sergeant | $120,273.78 | $806.31 |
| MC KENZIE | JOSHUA BRANDON | Plainclothes Police Constable | $120,270.11 | $765.60 |
| BALAGA | ARTUR | Plainclothes Police Constable | $120,262.73 | $765.60 |
| DOYLE | CHRISTOPHER PATRICK | Plainclothes Police Constable | $120,255.95 | $760.32 |
| CROSBY | DANIEL PATRICK | Staff Sergeant | $120,252.45 | $843.29 |
| BACKUS | LESLIE DOUGLAS | Detective | $120,236.71 | $806.31 |
| SCANLAN | KIMBERLY LYN | Staff Sergeant | $120,233.32 | $843.29 |
| BROOKES | RALPH | Staff Sergeant | $120,210.41 | $843.29 |
| FURNESS | HOWARD WAYNE | Assistant Manager of Payroll Services | $120,201.24 | $545.78 |
| ALPHONSO | MARK ANDREW | Staff Sergeant | $120,185.01 | $843.29 |
| NANTON | JASON STANLEY | Plainclothes Police Constable | $120,181.44 | $752.04 |
| JOSIFOVIC | MLADEN | Sergeant | $120,163.07 | $806.31 |
| ASSELIN | GLENN ANDRE | Sergeant | $120,154.11 | $806.31 |
| WILLIAMS | GHERARDT | Detective | $120,151.45 | $806.31 |
| LIONTI | CALOGERO | Police Constable | $120,133.85 | $750.21 |
| TAN | MARK ANTHONY | Plainclothes Police Constable | $120,128.97 | $765.60 |
| TAPLEY | RONALD | Staff Sergeant | $120,109.69 | $843.29 |
| LEE | NICOLE DENISE | Staff Sergeant | $120,107.64 | $843.29 |
| WHEELER | CHRISTOPHER | Police Constable | $120,061.96 | $764.04 |
| NOLAN | CHRISTOPHER | Staff Sergeant | $120,061.48 | $843.29 |
| BELANGER | DANIEL JOSEPH | Sergeant | $120,046.05 | $805.97 |
| DUBREUIL | JEAN | Sergeant | $120,042.49 | $806.31 |
| DANIELS | MARK CHARLES | Detective | $120,030.51 | $805.97 |
| WOOD | JOHN ALAN | Police Constable | $119,999.40 | $759.93 |
| CRONE | SUSAN | Detective Sergeant | $119,986.20 | $843.29 |
| BENOIT | LISABET JANE | Detective Sergeant | $119,983.47 | $843.29 |
| MENDOZA | PHILIP MANILAY | Sergeant | $119,955.61 | $797.32 |
| MURRELL | KEVIN EARL | Staff Sergeant | $119,950.89 | $843.29 |
| HENRY | PETER | Staff Sergeant | $119,935.39 | $843.29 |
| JENKINS | ALLEN | Sergeant | $119,928.99 | $381.21 |
| COSCARELLA | ANTHONY | Staff Sergeant | $119,926.09 | $834.94 |
| PROCTOR | RICHARD | Detective | $119,921.28 | $797.32 |
| LYON | ROBERT KIRK | Detective | $119,869.27 | $805.97 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| VIRJI | ALY KHAN | Sergeant | $119,868.91 | $788.45 |
| MILIC | DANY | Police Constable | $119,862.27 | $764.04 |
| WOOD | KIMBERLY ANN | Senior Supervisor of Support Services | $119,857.02 | $791.86 |
| MURRAY | DAVID | Staff Sergeant | $119,846.53 | $843.29 |
| BROSNAN | SEAN | Detective Sergeant | $119,843.39 | $843.29 |
| BURGESS | TROY | Sergeant | $119,838.24 | $806.31 |
| MCLANE | JAMES RUSSELL | Detective | $119,835.30 | $806.31 |
| LALL | LALLMAN | Parking Enforcement Officer | $119,832.03 | $647.33 |
| FIELD | CAMERON DOUGLAS | Detective Sergeant | $119,806.97 | $418.19 |
| DOKURNO | RICHARD MICHAEL | Detective Sergeant | $119,801.35 | $843.29 |
| HAGHSHENAS | EHSAN | Plainclothes Police Constable | $119,786.02 | $741.38 |
| VIGNA | RITA ELSA | Assistant Manager of Records Management | $119,783.38 | $972.58 |
| LAVALLEE | DAVID VIKTOR | Plainclothes Police Constable | $119,781.55 | $765.60 |
| BROWN | ROBERT | Staff Sergeant | $119,780.46 | $843.29 |
| FINLAY | ALLAN | Sergeant | $119,777.58 | $806.31 |
| KHAN | AHMAR ALI | Police Constable | $119,774.59 | $735.67 |
| LAM | IAN WAYNE | Police Constable | $119,754.02 | $744.54 |
| BISHOP | ANNE-MARIE | Staff Sergeant | $119,701.71 | $841.05 |
| WHITE | WILLIAM | Sergeant | $119,697.39 | $806.31 |
| TUPLING | ANN-MARIE | Detective | $119,682.84 | $801.89 |
| JANSZ | GAWAIN MARIO | Sergeant | $119,654.90 | $788.45 |
| DEARBORN | ROBERT FREDERICK | Police Constable | $119,643.53 | $764.04 |
| PRESS | MICHAEL ALLEN | Senior Firearms Officer | $119,638.54 | $800.54 |
| DIAZ | PEDRO EDUARDO | Detective | $119,637.32 | $797.32 |
| MCBRIDE | KEITH ROBERT | Police Constable | $119,634.10 | $744.54 |
| HALMAN | DARREN | Staff Sergeant | $119,619.88 | $843.29 |
| KEALEY | DEVIN | Detective Sergeant | $119,604.92 | $418.19 |
| JIRI | GEORGE | Plainclothes Police Constable | $119,602.59 | $765.60 |
| ALPHONSO | WADE LEONARD | Staff Sergeant | $119,601.55 | $843.29 |
| JITTA | ROBERT LYNDON | Plainclothes Police Constable | $119,571.42 | $774.44 |
| GRIFFITHS | DAVID | Detective | $119,570.04 | $806.31 |
| BRAR | GURSHARNJIT SINGH | Police Constable | $119,557.18 | $744.54 |
| LAHEY | MARY REGINA | Sergeant | $119,551.18 | $799.85 |
| ROUTH | MATTHEW AARON | Detective | $119,538.86 | $788.45 |
| DEWLING | NORMAN | Staff Sergeant | $119,527.49 | $843.29 |
| BULLOCK | NEIL | Staff Sergeant | $119,510.47 | $843.29 |
| KENNY | BRIAN | Staff Sergeant | $119,503.33 | $843.29 |
| PROCTOR | NORMAN EDWARD | Staff Sergeant | $119,474.83 | $843.29 |
| COGHLIN | JAMES GARFIELD | Staff Sergeant | $119,463.90 | $417.87 |
| DRAKE | WILLIAM | Sergeant | $119,451.20 | $806.31 |
| QUAIATTINI | SUSAN | Staff Sergeant | $119,440.54 | $418.19 |
| LEE | NOEL THOMAS | Staff Sergeant | $119,438.05 | $843.29 |
| SCUDDS | PAUL | Staff Sergeant | $119,419.34 | $843.29 |
| ROSS | KEITH | Plainclothes Police Constable | $119,404.61 | $785.30 |
| VRUNA | MARIA | Detective | $119,399.33 | $797.32 |
| HEANEY | GERALD | Staff Sergeant | $119,389.02 | $834.94 |
| CORREA | IRWIN | Police Constable | $119,372.05 | $764.04 |
| STOLF | ROBERT GUIDO | Detective | $119,370.87 | $788.45 |
| GICZI | JIM FRANK | Detective | $119,362.16 | $805.97 |
| MOLYNEAUX | STEVEN | Staff Sergeant | $119,318.56 | $843.29 |
| HANCOCK | KIMBERLY | Detective | $119,303.87 | $806.31 |
| NORSKI | PRZEMYSLAW | Plainclothes Police Constable | $119,255.57 | $763.29 |
| THERIAULT | DONALD | Detective | $119,240.53 | $806.31 |
| HURLEY | JASON LESLIE | Police Constable | $119,200.77 | $742.16 |
| ROSSANO | JOHN BENITO | Sergeant | $119,193.18 | $806.31 |
| QUIGG | MARTIN | Staff Sergeant | $119,187.85 | $843.29 |
| LA FOSSE | JEFFERY GUY | Police Constable | $119,168.61 | $744.54 |
| ROSS | SCOTT JEREMY | Plainclothes Police Constable | $119,161.93 | $774.44 |
| SERRANO | MATTHEW ANTONIO | Plainclothes Police Constable | $119,134.57 | $756.96 |
| MACDONALD | JOHN | Staff Sergeant | $119,131.61 | $843.29 |
| CRUZ | ANTONIO RAMON | Plainclothes Police Constable | $119,108.65 | $760.32 |
| SHUTT | SCOTT DAVID | Plainclothes Police Constable | $119,077.67 | $765.60 |
| PRENTICE | STEFAN PATRICK | Detective | $119,074.50 | $789.15 |
| KEANE | PATRICK | Staff Sergeant | $119,071.29 | $794.24 |
| MC CONNELL | SHAWN LAWRENCE | Police Constable | $119,055.25 | $735.67 |
| PEARSON | JEFFREY | Detective Sergeant | $119,050.55 | $843.29 |
| LEBLANC | NORMAN | Detective Sergeant | $119,036.34 | $843.29 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| OH | DAVID JIN | Plainclothes Police Constable | $118,997.78 | $756.96 |
| SINGH | AMARJIT PURBA | Detective | $118,975.16 | $803.93 |
| MILLER | PAUL | Staff Sergeant | $118,962.94 | $418.19 |
| PASINI | RUDY | Detective Sergeant | $118,936.85 | $843.29 |
| MCARTHUR | PAUL IAN | Detective Sergeant | $118,912.64 | $843.29 |
| CLARKE | DOUGLAS | Plainclothes Police Constable | $118,909.78 | $785.30 |
| GREGORY | ROBERT K. | Staff Sergeant | $118,905.68 | $843.29 |
| MARSMAN | HENRI | Detective | $118,884.50 | $797.32 |
| LEBLANC | DYLAN RAYMOND | Plainclothes Police Constable | $118,883.55 | $765.60 |
| COLE | DONALD | Staff Sergeant | $118,856.37 | $843.29 |
| TAIT | ADRIAN WILLIAM | Police Constable | $118,855.35 | $744.54 |
| CLARKE | STEVEN | Detective Sergeant | $118,850.21 | $418.19 |
| GLAVIN | LYDIA STEPHANY | Detective Sergeant | $118,822.14 | $834.94 |
| GILLIS | DAVID WILLIAM | Staff Sergeant | $118,811.70 | $843.29 |
| JACKSON | LAURIE | Staff Sergeant | $118,809.97 | $843.29 |
| COLE | JASON ARTHUR | Detective | $118,791.97 | $806.31 |
| ARMSTRONG | ROBERT KENNETH | Police Constable | $118,785.60 | $759.93 |
| SMITH | KEITH | Staff Sergeant | $118,761.07 | $843.29 |
| COULSON | WILLIAM | Staff Sergeant | $118,754.47 | $843.29 |
| GIBSON | JAMES | Staff Sergeant | $118,743.07 | $843.29 |
| TAYLOR | JEFFREY | Staff Sergeant | $118,739.54 | $843.29 |
| SWACKHAMER | BRENT | Staff Sergeant | $118,730.45 | $843.29 |
| LOWREY | ALAN | Staff Sergeant | $118,728.61 | $843.29 |
| MCDERMOTT | DANIEL | Sergeant | $118,722.94 | $806.31 |
| MOYER | IAN | Staff Sergeant | $118,719.26 | $843.29 |
| ACCIAROLI | SHERI DARLENE | Detective | $118,718.68 | $791.88 |
| SMALL | BRYAN GEORGE | Plainclothes Police Constable | $118,713.56 | $757.31 |
| GOTTSCHALK | BRIAN | Staff Sergeant | $118,711.77 | $843.29 |
| MORRISON | BRUCE | Staff Sergeant | $118,710.97 | $843.29 |
| DZIEMIANKO | STAISLAW | Police Constable | $118,710.24 | $764.04 |
| BAPTIST | CHARLENE | Staff Sergeant | $118,707.72 | $843.29 |
| SONDERGAARD | NIELS | Staff Sergeant | $118,705.32 | $843.29 |
| MCILWAIN | STEVEN GEORGE | Detective | $118,702.83 | $806.31 |
| MILLER | DUNCAN | Sergeant | $118,699.93 | $806.31 |
| KELL | JEFFREY STEWART | Police Constable | $118,686.19 | $744.54 |
| BEAUPARLANT | PAUL JOSEPH | Sergeant | $118,681.75 | $806.31 |
| DZINGALA | EDWARD | Staff Sergeant | $118,671.88 | $843.29 |
| CANNON | MICHAEL | Staff Sergeant | $118,660.82 | $843.29 |
| PRICE | MARY | Staff Sergeant | $118,646.48 | $843.29 |
| RUDNICK | JOANNE LINDA | Staff Sergeant | $118,644.57 | $843.29 |
| GERRY | DONALD | Staff Sergeant | $118,642.37 | $843.29 |
| KHOSHBOOI | ALI NADER | Plainclothes Police Constable | $118,631.61 | $756.96 |
| BRINN | NORMAN | Staff Sergeant | $118,628.42 | $843.29 |
| SWEENIE | PAUL MARTIN | Sergeant | $118,624.61 | $791.88 |
| MACIAS | ANTONIO DELGADO | Sergeant | $118,600.90 | $806.31 |
| PATHAK | SAMIP | Plainclothes Police Constable | $118,570.79 | $756.96 |
| HOUSTON | DEBRA | Staff Sergeant | $118,553.16 | $843.29 |
| DALEY | KEVIN | Police Constable | $118,552.56 | $764.04 |
| DHALIWAL | SURINDERJIT | Senior Technical Analyst | $118,550.37 | $366.76 |
| BATES | SANDY | Detective Sergeant | $118,542.74 | $418.19 |
| DAVIS | SHARON | Staff Sergeant | $118,541.61 | $843.29 |
| KINNEAR | KATHRYN | Sergeant | $118,527.88 | $806.31 |
| STEWART | ROBERT | Detective Sergeant | $118,515.42 | $843.29 |
| LAWRENCE | SHAWN | Sergeant | $118,512.10 | $799.85 |
| COSTA | ANGELO | Sergeant | $118,500.97 | $806.31 |
| THOMAS | ROBERT | Detective | $118,495.58 | $806.31 |
| BELLON | CORINNE | Staff Sergeant | $118,491.77 | $598.04 |
| ASHLEY | MARK NICHOLAS | Detective | $118,484.33 | $806.31 |
| MACDONALD | AARON ROYCE | Detective | $118,456.64 | $806.31 |
| FRASER | SPENCER ROBERT | Plainclothes Police Constable | $118,451.87 | $765.60 |
| WHITWORTH | ERNEST | Detective Sergeant | $118,445.57 | $843.29 |
| BAJ | STANISLAW | Sergeant | $118,437.07 | $806.31 |
| LAWR | GREGORY EDWARD | Detective | $118,427.27 | $614.94 |
| NEVIN | DAVID | Plainclothes Police Constable | $118,412.99 | $785.30 |
| REGAN | DOUGLAS FREDRICK | Detective Sergeant | $118,408.64 | $843.29 |
| MACDONALD | ANNE | Detective Sergeant | $118,398.67 | $843.29 |
| YULE | ROBERT CHRISTOPHER | Training Constable | $118,383.87 | $778.16 |
| LAUFER | PETER | Sergeant | $118,380.28 | $806.31 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MULLIN | GEORGE | Staff Sergeant | $118,375.43 | $843.29 |
| BOSWARD | WILLIAM | Detective Sergeant | $118,369.97 | $843.29 |
| RYDZIK | DAVID BRIAN | Staff Sergeant | $118,359.37 | $843.29 |
| MACDONALD | GREGORY | Staff Sergeant | $118,347.57 | $843.29 |
| RICHMOND | MICHAEL KENNETH | Detective Sergeant | $118,345.57 | $843.29 |
| GREER | MARIE | Detective Sergeant | $118,342.77 | $843.29 |
| RYAN | STEPHEN CHARLES | Detective Sergeant | $118,342.77 | $843.29 |
| BURNINGHAM | GRANT NEIL | Staff Sergeant | $118,339.97 | $418.19 |
| GALLANT | KELLY-ANN | Detective Sergeant | $118,339.97 | $598.04 |
| GOTTSCHALK | MICHAEL | Staff Sergeant | $118,339.97 | $418.19 |
| GRAFFMANN | GORDON | Detective Sergeant | $118,339.97 | $843.29 |
| GREENAWAY | COLIN | Detective Sergeant | $118,339.97 | $843.29 |
| PATTISON | STEVEN | Staff Sergeant | $118,339.97 | $418.19 |
| RIDDELL | ALAN | Detective Sergeant | $118,339.97 | $418.19 |
| SMYTHE | KAREN GRACE | Staff Sergeant | $118,339.97 | $418.19 |
| SOVA | DEBORAH | Detective Sergeant | $118,339.97 | $450.89 |
| STANLEY | WILLIAM | Detective Sergeant | $118,339.97 | $843.29 |
| ZUBEK | JOSEPH | Staff Sergeant | $118,339.97 | $418.19 |
| SOUSA-GUTHRIE | JONI | Sergeant | $118,335.65 | $381.21 |
| GREKOS | MICHAEL | Detective | $118,326.34 | $797.32 |
| TAKEDA | ROBERT | Detective | $118,308.81 | $806.31 |
| BYERS | DEREK JONATHAN | Sergeant | $118,304.45 | $788.45 |
| LEITCH | JASON | Detective | $118,265.76 | $797.32 |
| MEREDITH | CRAIG ANDREW | Police Constable | $118,257.99 | $744.54 |
| MILLS | PAUL TERRANCE | Plainclothes Police Constable | $118,256.08 | $769.00 |
| SEARLES | TREVOR | Sergeant | $118,253.92 | $376.79 |
| YOUNG | RONALD | Detective Sergeant | $118,239.68 | $695.51 |
| MCBRIDE | RAYMOND DOUGLAS | Plainclothes Police Constable | $118,216.49 | $765.60 |
| LI | BOYD | Detective | $118,194.31 | $788.45 |
| TSO | WING-IP | Sergeant | $118,189.27 | $806.31 |
| BERG | MICHAEL ANDREW | Detective | $118,187.68 | $788.45 |
| GARRISON | HEIDI ELSIE | Detective Sergeant | $118,178.30 | $417.87 |
| PERSHIN | ANDREI VALERI | Plainclothes Police Constable | $118,175.79 | $740.56 |
| LOURENCO | ADAM COLIN | Plainclothes Police Constable | $118,160.44 | $723.75 |
| SANDFORD | ROBERT | Sergeant | $118,157.56 | $806.31 |
| NIZIOL | WILLIAM JAMES | Police Constable | $118,144.98 | $735.67 |
| FEDERICO | MATTHEW MICHAEL | Senior Technical Analyst | $118,139.46 | $791.86 |
| MOLE | DEREK JAMES | Police Constable | $118,131.70 | $744.54 |
| SMITH | JASON SEAN | Plainclothes Police Constable | $118,121.93 | $750.21 |
| PROULX | KEVIN EDWARD | Police Constable | $118,120.95 | $744.54 |
| RAND | RICHARD THEODORE | Police Constable | $118,118.00 | $761.55 |
| MILLER | BRIAN JAMES | Police Constable | $118,113.19 | $735.67 |
| NICOL | BRETT DONALD | Detective Sergeant | $118,076.45 | $834.94 |
| OAKES | JAMES | Plainclothes Police Constable | $118,068.16 | $785.30 |
| LAMOND | IAN DAVID | Staff Sergeant | $118,063.16 | $834.94 |
| MANOTA | RAMAN ROMI | Police Constable | $118,060.44 | $744.54 |
| MAGEE | BRYAN GERALD | Plainclothes Police Constable | $118,040.57 | $765.60 |
| BEVAN | WILLIAM | Detective | $117,958.49 | $806.31 |
| BELL | DARYL EDWARD | Plainclothes Police Constable | $117,942.15 | $769.00 |
| LINDSAY | HOWARD ROSS | Sergeant | $117,910.30 | $806.31 |
| CARTER | MARVA MARIE | Project Leader | $117,887.62 | $395.31 |
| KONDO | JASON | Detective | $117,883.25 | $806.31 |
| LAPENSEE | SYLVAIN AURELE | Plainclothes Police Constable | $117,856.67 | $765.60 |
| MCCAUSLAND | YOSHIO MICHAEL | Detective | $117,840.13 | $788.45 |
| GARDA | DARIUS | Plainclothes Police Constable | $117,802.46 | $725.92 |
| WOLF | RAYMOND | Detective | $117,780.35 | $1,272.55 |
| JAMSHIDI | JOSHUA PAYAM | Detective Sergeant | $117,774.41 | $825.60 |
| GILBERT | DONNA ELLEN | Information Security Officer | $117,760.30 | $820.41 |
| VANDERBURGH | ANDREW NORMAN | Police Constable | $117,744.19 | $735.67 |
| DE LIO | FRANK PAUL | Sergeant | $117,743.59 | $799.85 |
| PAVLIDIS | THEODORA | Plainclothes Police Constable | $117,710.44 | $785.30 |
| DEMIRDEN | AHMET | Police Constable | $117,706.92 | $752.07 |
| LUCHETTA | MARK | Police Constable | $117,686.43 | $735.67 |
| SUTTON | SEAN MATTHEW | Plainclothes Police Constable | $117,668.50 | $765.60 |
| ZELENY | JOHN DARYN | Detective | $117,657.38 | $806.31 |
| MORGAN | DANIEL PHILIP | Plainclothes Police Constable | $117,643.15 | $760.32 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| CHUDOBA | MYRON | Detective | $117,636.47 | $806.31 |
| OLSEN | FRANK | Detective | $117,621.52 | $806.31 |
| BIRING | SACHBINDER SINGH | Sergeant | $117,578.99 | $363.35 |
| GRIFFITHS | SEAN RONALD | Sergeant | $117,576.16 | $806.31 |
| FORESTALL | GREGORY | Detective | $117,546.00 | $806.31 |
| STRAIN | ROBERT JAMES | Detective | $117,530.36 | $806.31 |
| JHAJJ | CHARANJIT | Police Constable | $117,514.31 | $756.06 |
| CONNOLLY | JOHN PAUL | Police Constable | $117,483.14 | $753.15 |
| MEANEY | SHAWN | Detective | $117,481.84 | $806.31 |
| UHRICH | ALLAN JOSEPH | Sergeant | $117,481.80 | $806.31 |
| LOMBARDI | LORENZO | Detective | $117,456.18 | $806.31 |
| THORNING | SHIRLEY | Staff Sergeant | $117,436.76 | $839.13 |
| GREER | THOMAS ROBERT | Detective | $117,432.31 | $803.93 |
| MARTELLUZZI | CLAUDIO | Sergeant | $117,393.01 | $797.32 |
| BREEDON | WARREN SPENCER | Plainclothes Police Constable | $117,390.50 | $765.60 |
| MATTHEWS | JOSEPH BLAKE | Sergeant | $117,388.50 | $797.32 |
| GILL | AMANPREET SINGH | Police Constable | $117,360.37 | $744.54 |
| EDWICKER | ALEXIS GRACE | Detective | $117,357.04 | $788.45 |
| MURPHY | JAMES | Plainclothes Police Constable | $117,351.77 | $356.84 |
| WEHBY | PETER MICHAEL | Detective | $117,336.11 | $788.45 |
| BLAKELEY | JANICE | Sergeant | $117,335.29 | $806.31 |
| HOELLER | CHRISTOPHER ALEXANDER | Plainclothes Police Constable | $117,320.87 | $763.29 |
| FERGUSON | SCOTT CAVANAGH | Detective | $117,312.44 | $6,471.64 |
| NORTON | DAVID JOHN | Detective | $117,277.40 | $795.96 |
| BELLEC | FRANCOIS MARIE | Police Constable | $117,275.04 | $759.93 |
| HOCKADAY | ADAM ROY | Plainclothes Police Constable | $117,273.32 | $756.96 |
| ADAMS | CLAYTON EDWARD | Detective | $117,271.95 | $789.15 |
| FORDE | RYAN | Detective | $117,263.03 | $788.45 |
| SARDELLA | GLENN DONATO | Detective | $117,249.09 | $789.84 |
| BRETT | BRYAN DONALD | Police Constable | $117,244.50 | $742.16 |
| DAMASO | RODNEY | Detective | $117,218.72 | $788.45 |
| BRESSAN | LORENZO | Sergeant | $117,204.01 | $806.31 |
| ARMSTRONG | ROBERT PAUL | Plainclothes Police Constable | $117,187.79 | $766.28 |
| SAGER | LAWRENCE | Sergeant | $117,177.75 | $806.31 |
| BRANTON | SHANE | Staff Sergeant | $117,174.20 | $414.67 |
| KIM | SIN-JOONG SIN | Plainclothes Police Constable | $117,164.18 | $765.60 |
| HUGHES | GUY | Police Constable | $117,153.14 | $764.04 |
| MARTELL | BRIAN | Detective | $117,137.37 | $806.31 |
| FRIGON | ROBERT | Plainclothes Police Constable | $117,121.90 | $785.30 |
| TAYLOR | SCOTT DAVID | Plainclothes Police Constable | $117,118.02 | $769.00 |
| GILFOY | LEAH DAWN | Detective Sergeant | $117,114.23 | $834.94 |
| BUSTOS | HARRY SANTIAGO | Police Constable | $117,105.98 | $735.67 |
| WHITLA | RONALD | Detective | $117,071.23 | $806.31 |
| KELLY | TERENCE PETER | Sergeant | $117,070.42 | $797.32 |
| CAMACHO | JOSE | Sergeant | $117,047.62 | $806.31 |
| DUARTE | JOAO RODRIGO | Plainclothes Police Constable | $117,041.35 | $765.60 |
| OLIVER | MATTHEW TYLER | Plainclothes Police Constable | $117,019.91 | $765.60 |
| STACEY | BRIAN | Plainclothes Police Constable | $117,011.23 | $785.30 |
| LONG | JOHN MICHAEL | Police Constable | $117,006.54 | $764.04 |
| LUM | SOON | Plainclothes Police Constable | $116,963.99 | $785.30 |
| RENNIE | ALEXANDER | Detective | $116,963.86 | $3,411.37 |
| GRACE | TIMOTHY | Plainclothes Police Constable | $116,957.64 | $785.30 |
| MOREIRA | PETER MICHAEL | Staff Sergeant | $116,950.86 | $834.94 |
| ANDREWS | SARAH LYNN | Sergeant | $116,933.03 | $788.45 |
| FISTER | MIRAN | Plainclothes Police Constable | $116,925.28 | $785.30 |
| PATTERSON | ROBERT | Detective | $116,873.24 | $805.97 |
| NORTHRUP | JEFFREY JOHN | Police Constable | $116,862.85 | $779.62 |
| WYNNE | TRAVERS | Sergeant | $116,856.81 | $806.31 |
| WILLIAMS | STEVEN THOMAS | Plainclothes Police Constable | $116,794.84 | $765.60 |
| HAFFEJEE | FAZAL MOHAMMED | Plainclothes Police Constable | $116,788.04 | $765.60 |
| CAMPBELL | ANDREW JAMES | Plainclothes Police Constable | $116,764.56 | $760.32 |
| MCQUEEN | SHERRY LYNN | Police Constable | $116,759.98 | $744.54 |
| NEI | NICHOLAS SHANG-LIN | Detective | $116,722.46 | $788.45 |
| CARGILL | PAUL SCOTT | Sergeant | $116,704.10 | $803.93 |
| D'ONOFRIO | ANTONIO | Plainclothes Police Constable | $116,689.57 | $756.96 |
| AMLIN | SCOTT CHRISTOPHER | Police Constable | $116,685.79 | $759.93 |
| SMITH | LAWRENCE OLIVER | Staff Sergeant | $116,676.90 | $837.21 |
| CLARK | DANA JOHN | Plainclothes Police Constable | $116,649.52 | $765.60 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| SCHULZE | FRANK THOMAS | Police Constable | $116,643.63 | $764.04 |
| LAING | DARREN | Sergeant | $116,621.65 | $806.31 |
| HARRAS | JOHN | Detective | $116,616.39 | $806.31 |
| COULTHARD | JASON MILES | Detective | $116,606.17 | $789.15 |
| SIDHU | ARVIND PRAKASH | Police Constable | $116,558.18 | $744.54 |
| JOHNSTONE | ANDREW PAUL | Staff Sergeant | $116,544.50 | $834.94 |
| DAMANI | ZAHIR | Project Leader | $116,535.63 | $395.31 |
| FISHER | BRADLEY | Sergeant | $116,521.59 | $806.31 |
| TATTERSALL | MICHAEL EASTWOD | Plainclothes Police Constable | $116,517.79 | $765.60 |
| CAMPBELL | MICHELLE DIANE | Sergeant | $116,502.53 | $788.45 |
| MANCUSO | FRANCESCO | Detective | $116,501.15 | $788.45 |
| DUTHIE | ROBERT | Sergeant | $116,472.13 | $806.31 |
| DUGGAN | JENNIFER JOAN | Plainclothes Police Constable | $116,464.89 | $751.22 |
| VELAUTHAM | KARTHIGESAN | Sergeant | $116,452.34 | $797.32 |
| CARVALHO | AVELINO MOTA | Sergeant | $116,448.47 | $797.32 |
| SMYTHE | KENT | Sergeant | $116,445.32 | $803.25 |
| DIVIESTI | TONY | Detective | $116,434.84 | $806.31 |
| CHERRY | DARYL STEVEN | Police Constable | $116,431.59 | $735.67 |
| MOSS | DONAVAN | Police Constable | $116,406.88 | $764.04 |
| TEIXEIRA | ANDREW PEREIRA | Plainclothes Police Constable | $116,403.18 | $765.60 |
| RICHARDSON | ANDREW | Sergeant | $116,399.60 | $797.32 |
| ROMANO | ROBERT NICHOLAS | Plainclothes Police Constable | $116,389.15 | $757.31 |
| IRISH | TIMOTHY GARNET | Detective | $116,381.47 | $800.53 |
| DUGAN | ERIC | Sergeant | $116,379.14 | $806.31 |
| BURNS | STEPHEN GEORGE | Sergeant | $116,371.46 | $803.93 |
| GALLANT | ROBERT | Detective | $116,309.38 | $806.31 |
| THOMSON | ALLAN JOHN | Detective | $116,293.80 | $805.97 |
| CHOW | HAROLD | Sergeant | $116,289.07 | $806.31 |
| HEWSON | BROOKE LESLIE | Plainclothes Police Constable | $116,232.66 | $765.60 |
| ANDERSEN | CARL HENRIK | Plainclothes Police Constable | $116,225.77 | $785.30 |
| JONES | COREY LEE | Detective | $116,218.21 | $788.45 |
| STE-CROIX | BRADLEY | Plainclothes Police Constable | $116,199.41 | $780.68 |
| GAUTHIER | LEO | Detective | $116,187.74 | $806.31 |
| WEBSTER | DAVID GREGORY | Sergeant | $116,185.00 | $806.31 |
| ANNETTS | AMANDA ELIZABETH | Plainclothes Police Constable | $116,164.05 | $765.60 |
| TEIXEIRA | MARIO JORGE | Staff Sergeant | $116,150.01 | $834.94 |
| CRANE | ROBERT JASON | Police Constable | $116,142.09 | $744.54 |
| WELSH | JONATHAN CLAYTON | Plainclothes Police Constable | $116,117.61 | $765.60 |
| STRAVER | LAWRENCE | Sergeant | $116,116.83 | $806.31 |
| KIM | HYOK KYUN | Police Constable | $116,107.04 | $735.67 |
| SEDORE | KEVIN ARTHUR | Sergeant | $116,101.68 | $789.15 |
| DONISON | KIM | Police Constable | $116,077.50 | $764.04 |
| CONNOR | BRUCE ALEXANDER | Plainclothes Police Constable | $116,074.86 | $765.60 |
| BRADSHAW | KEITH | Detective | $116,030.04 | $381.21 |
| THIBODEAU | JOHN ROBERT | Detective | $116,013.76 | $803.93 |
| PAUL | MOHIT | Plainclothes Police Constable | $115,960.99 | $765.60 |
| DEAN | JESSE RUSSELL | Plainclothes Police Constable | $115,959.09 | $757.31 |
| KERR | SAMUEL WILLIAM | Police Constable | $115,956.14 | $764.04 |
| MCCLELLAND | ROBERT | Sergeant | $115,941.41 | $806.31 |
| SAGGI | SHARNJIT SINGH | Police Constable | $115,912.19 | $735.67 |
| NICOLLE | CHAD EDWARD | Sergeant | $115,910.98 | $797.32 |
| CORREA | DAVID RODRIGUEZ | Detective | $115,890.93 | $789.15 |
| JATTAN | CLINT | Police Constable | $115,889.68 | $764.04 |
| JAMES | BRIAN STEVEN | Police Constable | $115,881.09 | $745.22 |
| PHILIPSON | GRAEME | Detective | $115,868.27 | $802.57 |
| BAINARD | PAUL CRAIG | Sergeant | $115,848.96 | $806.31 |
| FEBBO | OLIVER | Sergeant | $115,847.07 | $806.31 |
| FORD | CHRISTIAN WILLIAM | Police Constable | $115,809.36 | $735.67 |
| CHUNG | PHILIP | Detective | $115,808.64 | $381.21 |
| ABDULLA | AL RAHIM | Senior Technical Analyst | $115,792.83 | $366.76 |
| LOGAN | BEVERLEY | Sergeant | $115,789.11 | $806.31 |
| O'DONOVAN | STEPHEN | Sergeant | $115,753.47 | $806.31 |
| HUNTER | JASON COLIN | Plainclothes Police Constable | $115,747.50 | $765.60 |
| PATTERSON | MICHAEL JAMES | Detective | $115,741.73 | $789.15 |
| GORDON | CHRISTOPHER | Sergeant | $115,740.25 | $372.22 |
| ARMSTRONG | RICHARD DAVID | Staff Sergeant | $115,710.76 | $409.84 |
| HODGINS | MARK GREGORY | Police Constable | $115,702.78 | $744.54 |
| HOWARD | SHAWN | Police Constable | $115,662.72 | $753.15 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| KARAGAN | PANAYIOTIS NICKOLAS | Sergeant | $115,610.18 | $788.45 |
| ROMAIN | JEAN-BERNARD | Sergeant | $115,595.56 | $806.31 |
| HAIN | DAVID JOSEPH | Police Constable | $115,591.32 | $744.54 |
| WOODHOUSE | STEPHEN | Sergeant | $115,587.38 | $806.31 |
| IONTA | ALESSANDRO | Detective | $115,585.20 | $788.45 |
| MAADANIAN | NAZARET | Detective | $115,533.17 | $789.15 |
| BASSINGTHWAITE | STEVEN JEFFREY | Sergeant | $115,526.19 | $788.45 |
| WASHINGTON | KATHARINE ANN | Detective | $115,462.85 | $800.53 |
| STEWART | COLIN ALEXANDER | Detective | $115,455.26 | $789.15 |
| CONSACK | KRISTIAN | Police Constable | $115,449.49 | $735.67 |
| CAPIZZO | GIUSEPPE DINO | Detective | $115,444.95 | $802.57 |
| BURRITT | STEPHANIE | Sergeant | $115,440.63 | $797.32 |
| O'KANE | GERAID DAVID | Detective | $115,411.96 | $789.15 |
| BRAR | SHANE GURSHARAN | Sergeant | $115,401.35 | $800.53 |
| SAMM | SAMUEL JUNIOR | Sergeant | $115,395.76 | $797.32 |
| GIBILLINI | RICHARD | Sergeant | $115,392.60 | $806.31 |
| DURY | BENJAMIN MICHAEL | Detective | $115,354.71 | $797.32 |
| HREPIC | MARIO | Sergeant | $115,314.71 | $801.89 |
| MI | YAOMING | Senior Technical Analyst | $115,308.28 | $366.76 |
| LOCKEN | ALAN | Sergeant | $115,295.54 | $806.31 |
| ESCUDERO WHU | TSUI-CHEE | Project Leader | $115,265.16 | $395.31 |
| JOSEPH | TREVOR JOHN | Plainclothes Police Constable | $115,256.29 | $750.21 |
| TANNAHILL | DARLA | Sergeant | $115,228.76 | $803.93 |
| LENTSCH | PAUL TONY | Detective | $115,223.71 | $788.45 |
| HEDGEMAN | CORY MICHAEL | Plainclothes Police Constable | $115,218.04 | $765.60 |
| BEREZOWSKI | JOHN | Detective | $115,201.50 | $806.31 |
| SINGH | ANGADVIR | Detective | $115,153.85 | $788.45 |
| DEAN | BERTRAND | Police Constable | $115,152.66 | $735.67 |
| STEWART | KERRY MARIE | Plainclothes Police Constable | $115,141.65 | $756.96 |
| DI POCE | EMILIO | Detective | $115,140.46 | $806.31 |
| LITTLE | DAVID | Police Constable | $115,132.47 | $1,312.43 |
| KOLAR | ANDREW | Plainclothes Police Constable | $115,122.16 | $785.30 |
| BROWNE | JIMMY | Sergeant | $115,083.40 | $806.31 |
| JAMISON | JAMES WILLIAM | Police Constable | $115,050.58 | $320.12 |
| BROWN | JACQUELINE | Plainclothes Police Constable | $115,008.39 | $774.44 |
| DUNCAN | PHILLIP ZVI | Plainclothes Police Constable | $115,001.83 | $766.28 |
| RYAN | JENNIFER | Detective | $114,995.51 | $797.32 |
| BASS | LORNE WILLIAM | Police Constable | $114,972.43 | $764.04 |
| LAWSON | ANTHONY | Sergeant | $114,964.78 | $799.85 |
| WILSON | CHRISTOPHER DAVID | Plainclothes Police Constable | $114,949.52 | $756.96 |
| GENOVY | SHAUN | Detective | $114,948.25 | $806.31 |
| TAPP | DEAN | Detective | $114,936.56 | $800.53 |
| DYCK | HENRY JACOB | Plainclothes Police Constable | $114,929.89 | $332.21 |
| HUGHES | TRUDY | Detective | $114,868.78 | $381.21 |
| MILDENBERGER | KAINE JOHANN | Plainclothes Police Constable | $114,861.60 | $765.60 |
| MUNGAL | MATTHEW | Detective | $114,859.46 | $805.63 |
| DODDS | LESLIE GRAHAM | Plainclothes Police Constable | $114,844.50 | $765.60 |
| BUCKLEY | DONALD | Sergeant | $114,843.51 | $806.31 |
| CERESOLI | MAURIZIO | Plainclothes Police Constable | $114,839.38 | $765.60 |
| FOWLER | WAYNE LEONARD | Detective | $114,830.54 | $806.31 |
| QUIJADA-MANCIA | JUAN CARLOS | Sergeant | $114,822.34 | $788.45 |
| CASSIDY | MICHAEL | Police Constable | $114,815.17 | $752.05 |
| BOSSERT | DENNIS | Police Constable | $114,800.87 | $753.15 |
| CHIASSON | MARCEL ANDRE | Sergeant | $114,798.44 | $805.97 |
| SHAW | DAVID JOHN | Detective | $114,782.94 | $797.32 |
| WILLIAMS | MICHAEL JAMES | Detective | $114,762.87 | $788.45 |
| JUHASZ | ALEXANDER GYOZO | Police Constable | $114,753.08 | $757.62 |
| MCGHEE | MICHAEL | Sergeant | $114,751.13 | $802.57 |
| ARNOTT | ROBERT WILLIAM | Plainclothes Police Constable | $114,746.25 | $785.30 |
| ALDERDICE | JEFFERY PAUL | Sergeant | $114,725.18 | $797.32 |
| CLARKE | JOHN | Detective | $114,716.56 | $806.31 |
| CHEN | WEI PIN | Plainclothes Police Constable | $114,709.46 | $763.29 |
| MEDEIROS | ANDY | Plainclothes Police Constable | $114,697.95 | $765.60 |
| KIRKPATRICK | CHRISTOPHER JOHN | Detective Sergeant | $114,682.24 | $826.46 |
| MACCHEYNE | RICHARD DOUGLAS | Detective Sergeant | $114,678.83 | $829.34 |
| HORTON | BRIAN | Police Constable | $114,665.29 | $764.04 |
| BEARD | BENJAMIN JAMES | Plainclothes Police Constable | $114,632.26 | $765.60 |
| PALA | RASIH SAN | Plainclothes Police Constable | $114,574.23 | $765.60 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MIRANDA | EDUARDO CANDIDO | Plainclothes Police Constable | $114,568.91 | $765.60 |
| MA | YU PAU | Plainclothes Police Constable | $114,551.51 | $757.31 |
| DHATT | RUBINDER | Sergeant | $114,546.02 | $674.00 |
| BAKER | RICHARD JAMES | Detective | $114,542.44 | $788.45 |
| WALLACE | ROBERT BOYD | Plainclothes Police Constable | $114,519.96 | $765.60 |
| ROBITAILLE | PATRICK ANTOINE | Detective | $114,506.27 | $788.45 |
| LORTIE | MARC LEONEL | Plainclothes Police Constable | $114,502.72 | $784.88 |
| BELANGER | DONALD RENE | Staff Sergeant | $114,460.36 | $829.34 |
| POLLOCK | TIGE SAMUEL | Sergeant | $114,458.24 | $788.45 |
| KOVACIC | JOSEPH MARK | Police Constable | $114,449.10 | $744.54 |
| TABOROWSKI | ROBERT JOSEPH | Police Constable | $114,413.32 | $735.67 |
| GRIEVE | TREVOR SCOTT | Plainclothes Police Constable | $114,399.11 | $757.55 |
| DHOUM | MUNISH | Plainclothes Police Constable | $114,370.23 | $757.31 |
| ANDRUS | ALEXANDRU | Plainclothes Police Constable | $114,367.90 | $756.96 |
| SINGH | RAMINDARJIT SINGH | Plainclothes Police Constable | $114,366.59 | $751.22 |
| HAMMOND | ANDREW WILLIAM | Police Constable | $114,365.45 | $637.57 |
| SKREPNEK | ERIC | Police Constable | $114,355.25 | $735.67 |
| CAMPBELL | MARCIA | Sergeant | $114,338.47 | $797.32 |
| GOULAH | ANTHONY LEO | Plainclothes Police Constable | $114,334.92 | $765.60 |
| GIBSON | NATHAN EDWARD | Plainclothes Police Constable | $114,320.06 | $756.96 |
| ELLIOTT | PAUL | Detective | $114,311.85 | $806.31 |
| OLIVER | PAUL | Detective | $114,305.94 | $806.31 |
| SAWYER | ANDREW LESLIE | Sergeant | $114,304.56 | $806.31 |
| POULIMENOS | WILLIAM DEMETRE | Police Constable | $114,298.86 | $751.25 |
| AUSTIN | MICHAEL JOHN | Police Constable | $114,292.15 | $744.54 |
| GREEN | JOHN | Detective | $114,288.88 | $806.31 |
| VENN | JOANNE MICHELE | Sergeant | $114,276.66 | $806.31 |
| MARXER | MATTHEW ALOIS | Plainclothes Police Constable | $114,275.26 | $765.60 |
| THOMPSON | MICHAEL ALLISTER | Plainclothes Police Constable | $114,272.33 | $756.96 |
| BENEVIDES | RICHARD FERREIRA | Plainclothes Police Constable | $114,238.34 | $763.29 |
| MOOSVI | SYED | Police Constable | $114,224.67 | $338.94 |
| DI PASSA | JULIE | Detective | $114,164.52 | $381.21 |
| THOMAS | RHONDA LEE | Detective | $114,139.11 | $788.45 |
| MCCUTCHEON | DOUGLAS | Detective | $114,108.47 | $381.21 |
| HENKEL | HEINZ | Sergeant | $114,105.12 | $642.81 |
| DOREY | JOSEPH THOMAS | Project Leader | $114,068.21 | $395.31 |
| LOPES | JUDE ALEXANDER | Detective | $114,060.89 | $788.45 |
| HAYWARD | DARRELL MAURICE | Police Constable | $114,030.97 | $744.54 |
| WINCHESTER | JOHN | Police Constable | $114,025.20 | $764.04 |
| PROSPER | MARK ANTHONY | Police Constable | $114,018.23 | $735.67 |
| FERRIS | LISA | Sergeant | $114,012.94 | $806.31 |
| MANSON | SANDRA | Sergeant | $114,009.10 | $806.31 |
| MACPHERSON | DONALD WADE | Police Constable | $113,985.70 | $744.54 |
| REDICK | AMANDA BROOKE | Plainclothes Police Constable | $113,955.87 | $765.60 |
| HICKS | STEPHEN | Sergeant | $113,955.64 | $806.31 |
| YANG | QIANLIANG | Police Constable | $113,921.06 | $735.67 |
| COOMBS | ALBERT GEORGE | Plainclothes Police Constable | $113,918.78 | $967.86 |
| CARL | GEORGE WILLIAM | Training Constable | $113,915.05 | $785.30 |
| MCMAHON | KATHY LYNN | Police Constable | $113,900.93 | $755.46 |
| DUFFY | MARJORIE ARLEEN | Sergeant | $113,874.51 | $797.32 |
| SKVORTSOV | MYKOLA | Plainclothes Police Constable | $113,863.12 | $756.96 |
| FARRUGIA | MARIE | Sergeant | $113,855.85 | $806.31 |
| JOHNSON | JENNIFER ANNE | Detective Sergeant | $113,850.93 | $826.46 |
| KIS | ANDREW | Sergeant | $113,837.40 | $806.31 |
| AL-NASS | WALID | Police Constable | $113,830.71 | $744.54 |
| ALLEN | MICHAEL DAVID | Detective | $113,825.19 | $788.45 |
| ARP | JAMES ANDREW | Plainclothes Police Constable | $113,823.18 | $765.60 |
| GAUDET | DERRICK | Sergeant | $113,805.63 | $806.31 |
| ZLOBICKI | ALEKSANDRA | Plainclothes Police Constable | $113,805.35 | $756.96 |
| SARGENT | CHRISTOPHER SEAN | Sergeant | $113,796.79 | $797.32 |
| BURNETT | ANSON RICHARD | Police Constable | $113,791.80 | $744.54 |
| MACLEAN | RODERICK | Sergeant | $113,787.35 | $806.31 |
| MORETTI | MARK | Police Constable | $113,751.94 | $764.04 |
| REID | GREGOR JOHN | Plainclothes Police Constable | $113,706.36 | $760.32 |
| GALLANT | CAROLINE | Plainclothes Police Constable | $113,701.53 | $785.30 |
| BOULET | SCOTT | Detective | $113,699.35 | $806.31 |
| BIRRELL | JOHN THOMAS | Police Constable | $113,681.84 | $763.62 |
| JANES | GARY AMBROSE | Plainclothes Police Constable | $113,660.47 | $774.44 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| DALE | DONALD | Sergeant | $113,660.43 | $806.31 |
| WHITE | MARILYN EDNA | Detective | $113,658.76 | $806.31 |
| VALLES | SHEHARA | Detective | $113,647.56 | $381.21 |
| EMIGH | DAVID | Sergeant | $113,641.50 | $806.31 |
| O'BRIEN | SEAN | Sergeant | $113,639.76 | $806.31 |
| DEY | ROBIN HUGH | Sergeant | $113,638.24 | $806.31 |
| LEE | PHILIP BRIAN | Detective | $113,633.45 | $797.32 |
| SMITH | HUNTER WELLINGTON | Detective | $113,611.47 | $789.15 |
| CLARKE | STACYANN MARIA | Detective | $113,603.39 | $788.45 |
| WALLACE | PETER | Sergeant | $113,526.78 | $788.45 |
| WINTER | JOHN | Sergeant | $113,515.64 | $806.31 |
| DUERDEN | PATRICK PETER | Plainclothes Police Constable | $113,494.49 | $760.32 |
| MINOR | DOUGLAS ALLAN | Sergeant | $113,483.04 | $797.32 |
| MOREAU | PAUL ROBERT | Plainclothes Police Constable | $113,472.26 | $766.28 |
| BROOKES | LEVERNE MCCOURCEY | Police Constable | $113,439.37 | $764.04 |
| HANLON | ERIN VALENTINE | Police Constable | $113,434.30 | $762.36 |
| FERGUSON | JAY MARIE | Sergeant | $113,403.79 | $806.31 |
| MCNEIL | RONALD | Detective | $113,401.27 | $806.31 |
| TAIT | PAUL LEONARD | Police Constable | $113,371.76 | $317.06 |
| HO | KENNY KONG-LEUNG | Detective Sergeant | $113,359.77 | $825.60 |
| DOMINELLI | VITTORIO SALVATORE | Police Constable | $113,355.29 | $742.16 |
| SERBAN | ION VERONEL | Project Leader | $113,352.82 | $394.22 |
| HALJASTE | MARK HARIVALD | Plainclothes Police Constable | $113,349.30 | $752.86 |
| BAHULA | JAMES SIMON | Police Constable | $113,348.40 | $735.67 |
| LINQUIST | DARRYL ANDREW | Detective | $113,334.88 | $789.15 |
| TUCKER | BRIAN DOUGLAS | Senior Technical Analyst | $113,303.76 | $366.76 |
| GORSKI | WOJCIECH | Police Constable | $113,294.75 | $722.14 |
| HILLHOUSE | TODD GARRY | Sergeant | $113,286.81 | $797.32 |
| COYNE | PATRICK KEVIN | Plainclothes Police Constable | $113,286.37 | $756.96 |
| MOORE | STEVEN | Sergeant | $113,278.71 | $806.31 |
| BRYCE | ROBERT FRANCIS | Sergeant | $113,275.58 | $806.31 |
| WOOTTON | RYAN PETER | Police Constable | $113,274.38 | $741.41 |
| DENNIS | AARON | Sergeant | $113,262.81 | $788.45 |
| COXON | SHAWNA MICHELLE | Staff Sergeant | $113,208.55 | $826.46 |
| GANJ | ARRAN | Plainclothes Police Constable | $113,207.02 | $752.12 |
| MURPHY | JOHN | Sergeant | $113,205.98 | $806.31 |
| BOIS | PAUL ROBERT | Sergeant | $113,196.49 | $788.45 |
| GINI | GUILLERMO STEVE | Plainclothes Police Constable | $113,195.63 | $757.31 |
| ALEXANDER | CHARLES BOLTON | Detective | $113,190.37 | $806.31 |
| TREUSCH | JEFFREY EDWARD | Sergeant | $113,190.25 | $797.32 |
| CASH | JENNIFER ANNE | Plainclothes Police Constable | $113,190.13 | $765.60 |
| HOLMES | JOHN | Sergeant | $113,184.59 | $806.31 |
| HORWOOD | RYAN KNIGHT | Plainclothes Police Constable | $113,183.16 | $765.60 |
| DESROCHERS | ROGER HENRI | Detective | $113,171.91 | $788.45 |
| MCLEISH | PATRICIA LOUISE | Senior Technical Analyst | $113,171.77 | $366.76 |
| MUSCLOW | CLAUDE | Sergeant | $113,169.10 | $806.31 |
| GRANDE | PIETRO | Police Constable | $113,159.10 | $768.73 |
| HUNT | ROBERT | Detective | $113,156.75 | $806.31 |
| BEAULAC | SACHA LUCY | Plainclothes Police Constable | $113,155.27 | $756.96 |
| WATTS | GREGORY MILES | Sergeant | $113,149.56 | $788.45 |
| CORBIE | WESLEY MARCUS | Plainclothes Police Constable | $113,140.75 | $765.60 |
| VILLEMAIRE | DOUGLAS STEPHEN | Police Constable | $113,136.13 | $764.04 |
| O'NEILL | BARRY JOHN | Plainclothes Police Constable | $113,126.84 | $765.60 |
| SMITH | AARON ANDREW | Plainclothes Police Constable | $113,121.49 | $761.97 |
| LENFESTY | SEAN | Detective Sergeant | $113,079.28 | $825.60 |
| NURI | ABDULLAH | Plainclothes Police Constable | $113,065.07 | $765.60 |
| DAVIS | JASON BRIAN | Plainclothes Police Constable | $113,058.88 | $756.96 |
| PIGNATELLI | TONY | Police Constable | $113,056.42 | $759.00 |
| FEAGAN | GREGORY DAVID | Police Constable | $112,997.61 | $759.93 |
| SPELMAN | BRENDAN JAMES | Plainclothes Police Constable | $112,994.19 | $785.30 |
| CRICHTON | NORMAN | Sergeant | $112,983.26 | $806.31 |
| ELLIOT | BENJAMIN GEORGE | Plainclothes Police Constable | $112,965.42 | $753.92 |
| HEADLEY | CHRISTINE | Senior Operations Supervisor | $112,947.30 | $817.00 |
| MOFFAT | ANTHONY | Police Constable | $112,934.94 | $735.67 |
| PETERS | CORNELIUS | Police Constable | $112,909.59 | $744.54 |
| MCKAY | EDWARD | Sergeant | $112,904.08 | $642.81 |
| OSAGIE | BASSEY | Sergeant | $112,879.30 | $788.45 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MOORCROFT | MICHAEL BRIAN | Plainclothes Police Constable | $112,874.80 | $765.60 |
| CHUNG | RYAN ANTHONY | Sergeant | $112,865.66 | $788.45 |
| MCLEAN | NANCY MARY | Sergeant | $112,861.77 | $797.32 |
| SILVA | ELOI BRUM | Police Constable | $112,833.64 | $742.16 |
| NOONAN | TIMOTHY JOHN | Plainclothes Police Constable | $112,823.50 | $785.30 |
| JOHNSTON | BRENT ANDREW | Plainclothes Police Constable | $112,813.86 | $765.60 |
| ROBERTS | DAVID | Detective | $112,789.16 | $806.31 |
| LEUNG | SHEUNG | Detective | $112,770.04 | $801.89 |
| MOXAM | DARREN KENNETH | Sergeant | $112,760.58 | $788.45 |
| CAISSIE | PAUL | Sergeant | $112,734.05 | $806.31 |
| HALL | NEIL HARCOURT | Police Constable | $112,715.53 | $759.93 |
| STEPANENKO | ELENA | Police Constable | $112,715.46 | $759.93 |
| SEN | TAPAN KUMAR | Project Leader | $112,714.22 | $395.31 |
| VINCENT | MATTHEW EDWARD | Project Leader | $112,707.88 | $395.31 |
| LEAL | JASON DAVID | Plainclothes Police Constable | $112,693.07 | $765.60 |
| JODOIN | CHRISTOPHER GUNSTEIN | Plainclothes Police Constable | $112,684.36 | $765.60 |
| SPRATT | ALAN | Detective | $112,675.04 | $381.21 |
| ABRAHAM | STANLEY SAMUEL | Police Constable | $112,671.63 | $735.67 |
| BARBERO | TRISHA | Police Constable | $112,666.40 | $735.67 |
| BOGLES | LOUIE MARK | Plainclothes Police Constable | $112,659.58 | $756.96 |
| COSTELLO | PATRICK WILLIAM | Plainclothes Police Constable | $112,652.36 | $755.40 |
| BHOGAL | RAJAN-SINGH | Plainclothes Police Constable | $112,624.36 | $743.02 |
| MCASKILL | MELINDA JEAN | Detective | $112,620.53 | $788.45 |
| THOMPSON | ELSIE TINA | Supervisor | $112,599.87 | $395.31 |
| BORSBOOM | MARCELINUS HENDRIKUS | Police Constable | $112,582.50 | $759.93 |
| REINARTAS | MICHAEL ARTHUR | Police Constable | $112,540.38 | $740.12 |
| ROBB | PAUL GEORGE | Plainclothes Police Constable | $112,520.81 | $765.60 |
| JOHNSTON | CHARLES | Sergeant | $112,504.12 | $797.32 |
| MAHARAJ | ZALINA | Supervisor | $112,502.72 | $395.31 |
| REID | CHAD SCOTT | Plainclothes Police Constable | $112,495.99 | $765.60 |
| SANTIZO ORANTES | NELSON ALFREDO | Police Constable | $112,484.19 | $759.93 |
| KUZNETSOV | SERGIY ANATOLYOVICH | Police Constable | $112,481.46 | $744.54 |
| EUTENEIER | SIMON QUINCEY | Police Constable | $112,473.83 | $735.67 |
| HARTFORD | THOMAS JOSEPH | Detective | $112,473.02 | $381.21 |
| HOLDER | PAUL | Plainclothes Police Constable | $112,471.48 | $824.16 |
| BOPARA | GURMOKH | Sergeant | $112,470.88 | $788.45 |
| HARTFORD | DEBORAH | Sergeant | $112,463.83 | $806.31 |
| MOED | JEREMY CLARK | Police Constable | $112,428.10 | $747.87 |
| LEE | KAREN | Plainclothes Police Constable | $112,427.02 | $646.29 |
| LITTLE | DARRIN | Detective | $112,423.99 | $381.21 |
| NICHOL | IAN FRASER | Detective | $112,406.98 | $381.21 |
| CHEUNG | CHING TIN | Sergeant | $112,406.07 | $788.45 |
| KRAMER | RUDY JAMES | Police Constable | $112,388.97 | $735.67 |
| POULIN | MARTIN FABIAN | Detective | $112,385.05 | $788.45 |
| BENNETT | BRIAN ROBERT | Sergeant | $112,384.05 | $788.45 |
| RIETKOETTER | SETH ANDREW | Police Constable | $112,382.84 | $735.67 |
| KERR | KYLE | Detective | $112,357.89 | $806.31 |
| MILES | JEREMY OLIVER | Plainclothes Police Constable | $112,348.73 | $765.60 |
| MCKENZIE | SHAWN SCOTT | Plainclothes Police Constable | $112,342.59 | $769.00 |
| STEPHENSON | KATHERINE LYNN | Detective | $112,342.58 | $788.45 |
| PARSRAM | RAMESH BRIAN | Sergeant | $112,341.63 | $803.93 |
| VALERIO | JOHN | Detective | $112,318.80 | $806.31 |
| ALTOBELLO | DOMENIC JOESPH | Plainclothes Police Constable | $112,316.39 | $757.89 |
| CHASE | WILLIAM OLIVER | Plainclothes Police Constable | $112,299.41 | $765.60 |
| HONG | ANDREW | Police Constable | $112,260.33 | $744.54 |
| DRURY | PAUL | Detective | $112,252.43 | $381.21 |
| WALLACE | JOHN DAVID | Plainclothes Police Constable | $112,246.56 | $765.60 |
| BURNSIDE | SEAN KELLY | Police Constable | $112,219.24 | $742.16 |
| CHANNER | NEVILLE | Sergeant | $112,205.83 | $801.89 |
| TURNBULL | RONALD JAMES | Systems Integration Specialist | $112,202.72 | $395.31 |
| LUCAS | PATRICK | Detective | $112,192.76 | $806.31 |
| TURNBULL | MICHAEL | Sergeant | $112,179.06 | $806.31 |
| FRITZ | GORDON | Plainclothes Police Constable | $112,172.86 | $785.30 |
| LEVERT | BRYCE STERLING | Police Constable | $112,171.29 | $744.54 |
| LEE | DEREK RICHARD | Police Constable | $112,169.50 | $753.15 |
| OUELLETTE | ROBERT BRUCE | Police Constable | $112,160.56 | $753.15 |
| SCHOFIELD | GLENN | Detective | $112,152.05 | $797.32 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MYERS | MILTON | Sergeant | $112,137.40 | $381.21 |
| THORNTON | AMANDA DORIS | Detective | $112,135.09 | $788.45 |
| BEAUSOLEIL | MARC | Plainclothes Police Constable | $112,129.08 | $785.30 |
| SISK | DARREN | Sergeant | $112,127.99 | $806.31 |
| KERR | ROBERT | Police Constable | $112,122.41 | $764.04 |
| NIEZEN | MARK | Sergeant | $112,114.05 | $806.31 |
| ZAJAC | DAVID | Detective | $112,113.64 | $806.31 |
| HADDEN | ELIZABETH ANNE | Police Constable | $112,081.34 | $753.15 |
| COPAT | LUIGI | Plainclothes Police Constable | $112,074.88 | $785.30 |
| HOUSTON | JEANETTE MARIE | Compensation and Benefits Analyst | $112,057.63 | $931.45 |
| ASKIN | PAUL ALEXANDER | Plainclothes Police Constable | $112,054.60 | $765.60 |
| MAVROU | DANNY | Police Constable | $112,054.36 | $752.07 |
| OSBORNE | KEITH THOMAS | Plainclothes Police Constable | $112,042.26 | $756.96 |
| KARR | JOCELYN | Detective | $112,036.68 | $806.31 |
| MOTA | DANNY LABAO | Police Constable | $112,026.49 | $744.54 |
| STEVENSON | BRENDAN LEIGH | Plainclothes Police Constable | $112,024.92 | $765.60 |
| STEVENSON | SHANE | Sergeant | $112,017.27 | $797.32 |
| HAROON | USMAN | Police Constable | $112,015.01 | $735.67 |
| FYNES | BRONAGH MARIA | Detective | $112,005.15 | $788.45 |
| NEWTON | DEEDEE | Detective | $111,997.51 | $806.31 |
| BARDGETT | JAMES FRANCIS | Police Constable | $111,990.23 | $764.04 |
| DION | DANIEL | Sergeant | $111,966.60 | $806.31 |
| HO | OLIVER NICHOLAS | Plainclothes Police Constable | $111,965.29 | $765.60 |
| MACNEIL | STEVEN JAMES | Plainclothes Police Constable | $111,965.00 | $765.60 |
| JOCKO | TODD JOESEPH | Detective | $111,962.61 | $788.45 |
| MIRZA | SHAHRUKH | Police Constable | $111,927.50 | $735.67 |
| MISTEROWICZ | RICHARD JOHN | Sergeant | $111,923.88 | $788.45 |
| WALSH | DEREK ANDREW | Plainclothes Police Constable | $111,893.81 | $765.60 |
| ROBBINS | KEVIN SHAUN | Police Constable | $111,886.63 | $759.93 |
| LEE | JOHN | Plainclothes Police Constable | $111,877.67 | $779.84 |
| INGLIS | CRAIG NORMAN | Police Constable | $111,870.20 | $744.54 |
| KENNEDY | LEE EDWARD | Police Constable | $111,865.96 | $735.67 |
| SOMERS | CRAIG ALLAN | Sergeant | $111,865.53 | $791.88 |
| LUSSOW | CHRISTOPHER | Training Constable | $111,864.77 | $785.30 |
| SUTCLIFFE | DARRIN HERBERT | Sergeant | $111,852.99 | $806.31 |
| SCHUEDER | MARK | Detective | $111,849.64 | $806.31 |
| SURPHLIS | DOUGLAS | Sergeant | $111,844.20 | $806.31 |
| FORESTELL | MICHAEL | Sergeant | $111,842.20 | $806.31 |
| KUMMER | TANIA CHARLENE | Plainclothes Police Constable | $111,814.91 | $765.60 |
| SCHNEIDER | BENJAMIN JOSEPH | Plainclothes Police Constable | $111,790.62 | $756.96 |
| HEARD | JASON MARK | Plainclothes Police Constable | $111,782.73 | $769.00 |
| CANNELLA | ANGELO GIUSEPPE | Police Constable | $111,780.53 | $744.54 |
| WULFF | EDUARDO IGNACIO | Sergeant | $111,780.50 | $584.77 |
| ROCHE | CHARLENE LYNN | Plainclothes Police Constable | $111,776.71 | $765.60 |
| NEEDHAM | ROSS ELLIOTT | Sergeant | $111,776.59 | $381.21 |
| URBANIAK | THOMAS | Sergeant | $111,746.96 | $806.31 |
| CHARUK | MARK | Detective | $111,741.61 | $806.31 |
| MATTHEWS | SCOTT ANDREW | Police Constable | $111,729.64 | $735.67 |
| GOWANLOCK | CAROL LYNN | Administrator of Document Services | $111,700.54 | $317.65 |
| RIDDELL | LINDSAY DIANA | Police Constable | $111,695.30 | $742.16 |
| MACKINNON | RICHARD JAMES | Plainclothes Police Constable | $111,682.34 | $765.60 |
| EVEREST | JOHN ALFRED | Sergeant | $111,681.90 | $806.31 |
| SADLER | STEPHEN | Sergeant | $111,675.93 | $806.31 |
| SOVA | DANIEL | Sergeant | $111,673.40 | $806.31 |
| CACCAVALE | ERASMO | Plainclothes Police Constable | $111,668.49 | $784.46 |
| PENNER | ADAM CHRISTOPHER | Police Constable | $111,653.33 | $735.67 |
| ADAM | BARBARA ANNE | Detective | $111,648.09 | $797.32 |
| SANSON | CHERYL-ANNE | Sergeant | $111,645.27 | $806.31 |
| KOHL | BARBARA LOUISE | Detective | $111,644.58 | $799.85 |
| MACINNIS | ROBERT FRANCIS | Detective | $111,644.47 | $797.32 |
| D'SILVA | ALLISTER | Plainclothes Police Constable | $111,636.51 | $765.60 |
| TINDALL | DEREK JAMES | Plainclothes Police Constable | $111,628.25 | $765.60 |
| MAYWOOD | SCOTT | Sergeant | $111,622.78 | $381.21 |
| MALE | DAVID JOSEPH | Detective | $111,616.34 | $788.45 |
| MCEVOY | CLINTON WAYNE | Plainclothes Police Constable | $111,606.02 | $765.60 |
| FOX | JAMES | Detective | $111,605.62 | $806.31 |
| PATTERSON | SHONA-LYNN DEBRA | Plainclothes Police Constable | $111,584.08 | $753.68 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MACDONALD | SCOTT JOHN | Plainclothes Police Constable | $111,583.57 | $765.60 |
| HEWSON | KENT | Sergeant | $111,559.84 | $806.31 |
| LAUSH | CHRISTOPHER ALLEN | Sergeant | $111,553.35 | $800.19 |
| CANNING | MARK | Training Constable | $111,552.01 | $785.30 |
| LAZARUS | TERRENCE ANTHONY | Police Constable | $111,551.58 | $763.98 |
| VELLEND TAYLOR | KATHARINE | Sergeant | $111,547.74 | $806.31 |
| KARRAS | STELLA STAUROULA | Detective | $111,547.38 | $788.45 |
| STEVENSON | KEVIN GLENN | Police Constable | $111,542.18 | $735.67 |
| FERRIS | MANIE THERESE | Police Constable | $111,518.37 | $746.97 |
| MCGARRY | WILLIAM MICHAEL | Detective | $111,513.99 | $797.32 |
| BURKHOLDER | HERBERT | Sergeant | $111,510.77 | $806.31 |
| HEUGHAN | DEBORAH | Police Constable | $111,506.19 | $764.04 |
| LEE | RANDALL JAMES | Sergeant | $111,501.44 | $788.45 |
| LEE | JAMES STANTON | Plainclothes Police Constable | $111,493.70 | $765.60 |
| BENALLICK | MARK DANIEL | Detective | $111,481.58 | $802.57 |
| WALKER | JOHN | Sergeant | $111,463.77 | $806.31 |
| BHARDWAJ | ELLA ELIZABETH | Plainclothes Police Constable | $111,456.59 | $759.93 |
| JONES | LEANNE | Sergeant | $111,442.52 | $806.31 |
| BISSONNETTE | PAUL MARCEL | Sergeant | $111,440.86 | $778.26 |
| LISKA | DAVID VICTOR | Police Constable | $111,418.37 | $745.22 |
| LOCKE | DONOVAN | Sergeant | $111,410.37 | $788.45 |
| HENSCHELL | CHRISTOPHER KEITH | Police Constable | $111,394.59 | $744.54 |
| LECK | DAVID | Sergeant | $111,390.57 | $806.31 |
| HAWCO | BERNARD THOMAS | Sergeant | $111,383.73 | $806.31 |
| VANDALL | MARTIN PHILIP | Sergeant | $111,380.30 | $806.31 |
| SCHULZE | SCOTT CURTIS | Police Constable | $111,379.02 | $735.67 |
| PAYTON | HOWARD LEWIS | Sergeant | $111,378.54 | $806.31 |
| STOICA | TIBERIU NICULII | Police Constable | $111,367.95 | $735.67 |
| TOHM | DARIK GORDON | Police Constable | $111,359.72 | $764.04 |
| PINTO | SUZANNE MARIE | Sergeant | $111,355.16 | $800.53 |
| MCGINN | MICHAEL JOSEPH | Plainclothes Police Constable | $111,350.05 | $765.60 |
| CIOFFI | MARC ANGELO | Detective | $111,325.89 | $788.45 |
| MANTLE | BRYAN LARRY | Plainclothes Police Constable | $111,325.03 | $765.60 |
| TOWNLEY | PHILIP ALEXANDER | Sergeant | $111,320.23 | $788.45 |
| BENTLEY | CHRISTOPHER JOHN | Plainclothes Police Constable | $111,307.73 | $765.60 |
| TILLSLEY | JOHN | Sergeant | $111,300.24 | $806.31 |
| LAKEY | WAYNE | Sergeant | $111,296.65 | $806.31 |
| OUELLETTE | DAVID MARK | Plainclothes Police Constable | $111,286.13 | $765.60 |
| PETERSON | CLIFFORD WILLIAM | Police Constable | $111,285.83 | $739.10 |
| ZIELENIEWSKI | STANLEY | Police Constable | $111,282.64 | $764.04 |
| SHAW | RICHARD JAMES | Police Constable | $111,280.27 | $751.25 |
| FERGUSON | STEPHEN | Detective | $111,270.54 | $806.31 |
| KATOCH | AMAR SINGH | Police Constable | $111,245.57 | $761.10 |
| CASTELLUCCI | ANTHONY | Sergeant | $111,214.69 | $806.31 |
| STOCKFISH | JOHN RICHARDSON | Sergeant | $111,209.94 | $791.88 |
| BAIRD | MARK ANDREW | Police Constable | $111,195.45 | $735.67 |
| FERNANDES | KERI ANN | Detective | $111,190.90 | $788.45 |
| JAMES | BRIAN ROBERT | Sergeant | $111,180.68 | $797.32 |
| D'ANTONIO | REMO | Detective | $111,180.31 | $788.45 |
| CHOO-WING | DEXTER MICHAEL | Plainclothes Police Constable | $111,179.54 | $765.60 |
| SAMUELS | ROBERT | Sergeant | $111,177.37 | $806.31 |
| KHERA | MILPREET SINGH | Plainclothes Police Constable | $111,149.17 | $765.60 |
| EUSTACE | DAVID | Sergeant | $111,121.46 | $806.31 |
| WHITE | BARRY | Sergeant | $111,104.57 | $806.31 |
| WESTER | BENJAMIN JOHN | Plainclothes Police Constable | $111,102.02 | $751.57 |
| TAYLOR | ANDREW JAMES | Detective | $111,100.97 | $788.45 |
| DUNCAN | MELISSA JOY | Plainclothes Police Constable | $111,096.10 | $765.60 |
| ELLIOTT | CHRISTOPHER PAUL | Detective | $111,078.85 | $789.15 |
| LEAHY | KEVIN JOHN | Detective | $111,078.19 | $797.32 |
| SPENCE | MICHAEL JOHN | Police Constable | $111,073.97 | $735.67 |
| LAWSON | ANDREW AVERY | Detective | $111,058.99 | $797.32 |
| HALL | ALVIN DALTON | Sergeant | $111,055.62 | $799.85 |
| KLINE | STEPHEN ROBERT | Police Constable | $111,049.77 | $735.67 |
| ESKEN | INDREK | Detective | $111,049.70 | $806.31 |
| ZAJAC | JULIE | Sergeant | $111,038.35 | $372.22 |
| CANNATA | DAVID | Plainclothes Police Constable | $111,031.77 | $785.30 |
| HILL | IRA NORMAN | Detective | $111,028.21 | $806.31 |
| MCCULLOCH | MICHAEL | Detective | $111,025.82 | $797.32 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| JOHNSON | DAVID EDWARD | Detective | $111,016.12 | $801.89 |
| ZHANG | JIAN | Police Constable | $111,003.36 | $735.67 |
| ANTONELLI | GIANPIERO | Police Constable | $110,988.24 | $761.82 |
| MORSE | STEPHEN | Detective Sergeant | $110,977.60 | $632.14 |
| WATERS | JASON ROY | Detective | $110,969.92 | $791.88 |
| WINDMOLLER | THEODORE JOHN | Sergeant | $110,967.20 | $806.31 |
| YELLE | JUSTIN JOSEPH | Plainclothes Police Constable | $110,958.53 | $751.22 |
| WRAY | TERRENCE | Detective | $110,949.62 | $806.31 |
| TAYLOR | MICHAEL KENNETH | Plainclothes Police Constable | $110,946.52 | $756.96 |
| THERIAULT | ANGELA | Sergeant | $110,946.00 | $806.31 |
| FERKO | CHRISTOPHER ROBIN | Police Constable | $110,940.18 | $747.87 |
| BALET | ANDREW SEBASTIAN | Police Constable | $110,930.99 | $742.16 |
| GRAY | MEAGHAN CAROLINE | Corporate Communications Section Head | $110,926.13 | $366.76 |
| CLARK | RUSSELL | Sergeant | $110,884.90 | $806.31 |
| CARACCIOLO | ROGER DOMINIC | Detective | $110,877.01 | $788.45 |
| BENNEY | PETER | Plainclothes Police Constable | $110,876.62 | $785.30 |
| JAMES | GARY | Plainclothes Police Constable | $110,862.52 | $785.30 |
| CAMPBELL | DOUGLAS | Sergeant | $110,848.77 | $806.31 |
| THOMPSON | PAUL ANTHONY | Police Constable | $110,844.73 | $753.15 |
| WOJDYLO | HENRYK | Sergeant | $110,834.90 | $806.31 |
| SIMAS | SERGIO | Plainclothes Police Constable | $110,784.05 | $763.29 |
| DAVYDOVA | OLGA | Police Constable | $110,777.95 | $735.67 |
| BENOIT | JASON REGIS | Plainclothes Police Constable | $110,776.82 | $766.28 |
| PETERSEN | KRISTAN MATHEW | Plainclothes Police Constable | $110,775.98 | $765.60 |
| WRIGHT | JAMES | Plainclothes Police Constable | $110,774.15 | $664.18 |
| CAMPBELL | PHILLIP SCOTT | Plainclothes Police Constable | $110,772.29 | $765.60 |
| DAWSON | KEITH | Sergeant | $110,756.65 | $806.31 |
| ALAGURAS | VIJEYAKUMAR | Parking Enforcement Officer | $110,753.03 | $647.33 |
| RABBITO | CORRADO | Plainclothes Police Constable | $110,724.05 | $769.00 |
| MURRAY | WILLIAM | Plainclothes Police Constable | $110,723.69 | $785.30 |
| YOUNG | DEREK | Detective | $110,719.61 | $806.31 |
| SANTOS | ELIANA | Plainclothes Police Constable | $110,717.79 | $765.60 |
| NEAL | PETER | Detective | $110,701.43 | $381.21 |
| HODKIN | JASON JOSEPH | Plainclothes Police Constable | $110,700.66 | $765.60 |
| ELDRIDGE | REGINALD | Sergeant | $110,696.46 | $806.31 |
| CHAUDHRY | MAGHFOOR AHMAD | Planner | $110,689.26 | $725.24 |
| FOGG | BRETT GORDON | Police Constable | $110,674.78 | $761.10 |
| NOVINC | BRANKO | Sergeant | $110,669.13 | $806.31 |
| DRAPACK | RYAN JOSEPH | Detective | $110,666.31 | $788.45 |
| SCHERK | CHRISTOPHER | Detective | $110,663.16 | $797.32 |
| RHONE | RICHARD STACEY | Plainclothes Police Constable | $110,660.22 | $765.60 |
| MARCH | JOHN | Detective | $110,597.12 | $9,317.27 |
| PHOON | NEWTON CHUN | System Administrator | $110,587.91 | $791.86 |
| HAINES | DAVID PAUL | Sergeant | $110,586.90 | $789.15 |
| BRIND'AMOUR | MICHEL PHILIPPE | Plainclothes Police Constable | $110,580.78 | $765.60 |
| O'DRISCOLL | DENNIS | Plainclothes Police Constable | $110,578.61 | $785.30 |
| SERROUL | GORDON DAVID | Sergeant | $110,573.13 | $381.21 |
| ZERUCELLI | CHRISTIAN GEORGE | Plainclothes Police Constable | $110,562.53 | $760.74 |
| TAHIRAJ | ALI SHUKRI | Plainclothes Police Constable | $110,562.24 | $765.60 |
| CENSONI | LORENZINO MICHAEL | Plainclothes Police Constable | $110,559.11 | $741.38 |
| DONAIS | BRADLEY JAMES | Detective | $110,545.85 | $788.45 |
| SCRIVEN | PATRICK | Sergeant | $110,522.40 | $806.31 |
| WOO | CHI SHING | Senior Programmer | $110,520.77 | $336.86 |
| EAGLESON | DAWN MICHELLE | Detective | $110,511.36 | $791.88 |
| FRANKLIN | RICHARD | Plainclothes Police Constable | $110,498.95 | $785.30 |
| CIESLIK | SUSAN HELENA | Plainclothes Police Constable | $110,497.54 | $785.30 |
| MAILER | STEVEN | Plainclothes Police Constable | $110,492.01 | $766.28 |
| YARMOLUK | DAVID GEORGE | Detective | $110,487.85 | $797.32 |
| GOLDSMITH | ERIC CHARLES | Detective | $110,472.91 | $797.32 |
| IMRIE | THOMAS ALLEN | Detective | $110,461.83 | $791.88 |
| WHITE | CATHERINE MARLENE | Sergeant | $110,459.30 | $806.31 |
| STRILEC | KIRK WAYNE | Plainclothes Police Constable | $110,440.65 | $752.04 |
| FLIS | CANDICE LYNN | Detective | $110,417.81 | $800.53 |
| PAREJA | CARLOS ADRIAN | Police Constable | $110,406.54 | $735.67 |
| FORDE | ROGER ANTHONY | Sergeant | $110,399.04 | $788.45 |
| MARTIN | JOSEPH JEAN | Sergeant | $110,398.44 | $806.31 |
| MCCONNACH | ROBERT BRUCE | Plainclothes Police Constable | $110,392.93 | $392.90 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| CLARK | DAVID JAMES | Police Constable | $110,366.67 | $759.93 |
| OLIVER | STEVEN RONALD | Police Constable | $110,353.82 | $742.16 |
| MADRAMOOTOO | MARC ANDREY | Plainclothes Police Constable | $110,349.41 | $765.60 |
| SCHOCH | RICHARD AUGUSTIN | Detective | $110,333.66 | $789.15 |
| CRADDOCK | STEPHEN | Sergeant | $110,330.14 | $806.31 |
| ION | DEAN FRANCIS | Sergeant | $110,318.67 | $806.31 |
| GRANATA | SALVATORE FRANCESCO | Sergeant | $110,318.30 | $806.31 |
| MARCHEN | MICHAEL | Plainclothes Police Constable | $110,300.33 | $785.30 |
| HALAGIAN | ADAM RYAN | Plainclothes Police Constable | $110,278.25 | $765.60 |
| GRIERSON | MICHAEL | Sergeant | $110,269.21 | $806.31 |
| RUBBINI | DAVID | Police Constable | $110,266.75 | $764.04 |
| FISHER | SUSAN | Police Constable | $110,266.60 | $764.04 |
| HANDSOR | AMY CHRISTINE | Plainclothes Police Constable | $110,265.78 | $765.60 |
| MORELL | ADAM | Police Constable | $110,259.92 | $764.04 |
| CRAWFORD | JASON RICHARD | Police Constable | $110,255.10 | $735.67 |
| SHARMA | ATUL | Police Constable | $110,249.78 | $735.67 |
| REGAN | GAIL | Detective | $110,249.52 | $381.21 |
| REGAN | PAUL FRANCIS | Police Constable | $110,232.04 | $735.67 |
| WILSON | DAVID | Sergeant | $110,231.40 | $806.31 |
| MORRIS | MANDY DAWN | Sergeant | $110,229.09 | $797.32 |
| VERSPEETEN | BRADLEY DENNIS | Police Constable | $110,227.75 | $751.60 |
| MORRISON | MICHAEL ROBERT | Detective | $110,222.84 | $797.32 |
| WEST | MICHAEL ADAM | Police Constable | $110,221.32 | $760.74 |
| MAC | OVID RUBEN | Police Constable | $110,221.19 | $744.54 |
| CRAIG | SCOTT | Sergeant | $110,204.37 | $806.31 |
| ALBERGA | PASQUALE | Plainclothes Police Constable | $110,203.97 | $765.60 |
| MACDONELL | SUSAN | Sergeant | $110,192.14 | $806.31 |
| ROCK | CAROL | Sergeant | $110,178.40 | $803.93 |
| MIU | WAI-SANG | Detective | $110,177.54 | $806.31 |
| HANSEN | KATHLEEN ANN | Police Constable | $110,170.24 | $764.04 |
| RAMESAR | VICTOR | Sergeant | $110,169.12 | $806.31 |
| MURPHY | MICHAEL PATRICK | Plainclothes Police Constable | $110,135.61 | $763.29 |
| GIBB | LOUIS | Sergeant | $110,133.02 | $806.31 |
| VENDRAMINI | LUIGI | Sergeant | $110,125.40 | $806.31 |
| TINNEY | HARLEN | Sergeant | $110,124.98 | $797.32 |
| HANDSOR | PHILIP ALLEN | Sergeant | $110,122.54 | $788.45 |
| REMY | SMEDLEY ANTHONY | Sergeant | $110,111.70 | $805.97 |
| CHAPMAN | MARK | Detective | $110,087.51 | $797.32 |
| LI | ROBERT CHAK | Police Constable | $110,080.28 | $744.54 |
| PAROUSSOUDI | LEMONIA ALEXANDRA | Police Constable | $110,075.95 | $735.67 |
| ROZARIO | CONRAD GEORGE | Plainclothes Police Constable | $110,075.27 | $949.23 |
| JACKSON | ROBERT MICHAEL | Police Constable | $110,074.19 | $744.54 |
| AZZOPARDI | DENIS ANDRE | Police Constable | $110,058.16 | $740.80 |
| SCHETTINI | ANTHONY | Detective | $110,047.93 | $806.31 |
| DURAN | ADRIAN ROGELIO | Plainclothes Police Constable | $110,045.43 | $749.58 |
| TALBOT | DARRYL THOMAS | Sergeant | $110,026.18 | $805.97 |
| DANSON | AKIRA NATHANIEL | Police Constable | $110,018.32 | $735.67 |
| KERR | GEOFFREY | Police Constable | $110,004.06 | $764.04 |
| HENDERSON | GEOFFREY PAUL | Plainclothes Police Constable | $110,003.61 | $760.74 |
| HENDRICKS | KEITH | Detective | $109,996.15 | $806.31 |
| DAVEY | THOMAS | Sergeant | $109,995.73 | $806.31 |
| YOUNGER | CHAD ANDREW | Plainclothes Police Constable | $109,988.46 | $765.60 |
| BISHOP | LEONA | Sergeant | $109,981.45 | $806.31 |
| AWAD | ASHRAF SAMIR | Detective | $109,980.89 | $788.45 |
| O'DOHERTY | FRANK | Sergeant | $109,977.00 | $381.21 |
| NIMMO | RICHARD JAMES | Detective | $109,973.98 | $788.45 |
| WHITE | KEVIN | Sergeant | $109,969.57 | $806.31 |
| DAFOE | DALE | Detective | $109,966.99 | $806.31 |
| DEMIAN | HIBA JOSEPH | Parking Enforcement Officer | $109,960.74 | $222.23 |
| KENNEDY | CHRISTOPHER | Police Constable | $109,946.19 | $753.15 |
| DOHERTY | BRADEN SPENCER | Police Constable | $109,945.38 | $759.93 |
| BRAUTIGAM | JAZEN LORNE | Sergeant | $109,945.02 | $788.45 |
| MOREIRA | JOHN | Detective | $109,944.36 | $806.31 |
| KARPIK | JAMES | Police Constable | $109,940.43 | $764.04 |
| BRADBURY | SCOTT GORDON | Detective | $109,919.88 | $789.15 |
| WHITE | KEVIN JOSEPH | Sergeant | $109,912.91 | $788.45 |
| VIEIRA | ABILIO | Staff Sergeant | $109,906.95 | $648.20 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MCPARLAND | SHANNON MARIE | Plainclothes Police Constable | $109,899.69 | $765.60 |
| KHIMANI | ZULFIQAR ALI | Parking Enforcement Officer | $109,891.66 | $647.33 |
| GREGORY | SANDRA | Sergeant | $109,852.06 | $806.31 |
| WOOLFENDEN | DIANE EMILY | Police Constable | $109,836.78 | $744.54 |
| TRUEMAN | MAUREEN ANN | Sergeant | $109,835.17 | $806.31 |
| BURLEY | DAVID JOSEPH | Plainclothes Police Constable | $109,832.33 | $765.60 |
| CHIU | SIN-YI | Sergeant | $109,827.30 | $806.31 |
| MOYER | JEFFREY | Sergeant | $109,818.38 | $806.31 |
| TURZA | JANICE | Sergeant | $109,817.52 | $806.31 |
| GRONDIN | SCOTT WILLIAM | Plainclothes Police Constable | $109,810.95 | $765.60 |
| BROWN | SCOTT DEREK | Plainclothes Police Constable | $109,774.13 | $765.60 |
| PATTERSON | JAMES | Sergeant | $109,768.69 | $381.21 |
| MURPHY | LIAM | Sergeant | $109,767.03 | $806.31 |
| SINCLAIR | DOUGLAS CARL | Police Constable | $109,754.83 | $752.07 |
| STEWART | PATRICK ALEXANDER | Police Constable | $109,749.35 | $741.41 |
| WEST | JACK | Sergeant | $109,740.15 | $806.31 |
| BRITO | SERGIO AGOSTINHO | Police Constable | $109,730.61 | $736.02 |
| BHATHAL | HARJEET SINGH | Plainclothes Police Constable | $109,719.93 | $743.84 |
| DISALVO | SHARON | Sergeant | $109,688.89 | $806.31 |
| EBRAHIMI | POOYA | Plainclothes Police Constable | $109,685.26 | $741.38 |
| CLARK | JAMIE ANDERSON | Detective | $109,684.20 | $791.88 |
| KATHIRAVELU | KAJAMUGANATHAN | Plainclothes Police Constable | $109,678.72 | $765.60 |
| SOUCY | PAUL | Plainclothes Police Constable | $109,672.42 | $765.60 |
| SHAW | WILLIAM | Plainclothes Police Constable | $109,658.07 | $785.30 |
| KANG | GURJOT SINGH | Police Constable | $109,645.19 | $735.67 |
| MCGRADE | PATRICK | Detective | $109,616.92 | $806.31 |
| HILDEBRAND | SHAUN CHRISTOPHER | Plainclothes Police Constable | $109,616.19 | $765.60 |
| WINDLE | TRACY GEORGINA | Police Constable | $109,612.30 | $736.02 |
| CARTER | DALE | Sergeant | $109,601.37 | $806.31 |
| PHELPS | JOHN | Detective | $109,596.55 | $806.31 |
| WALKER | DAVID | Plainclothes Police Constable | $109,594.70 | $785.30 |
| HYNEK | JEFFREY CHARLES | Plainclothes Police Constable | $109,591.19 | $757.55 |
| PALERMO | LOREDANA | Plainclothes Police Constable | $109,584.99 | $765.60 |
| GREAVETTE | JAMES | Plainclothes Police Constable | $109,574.12 | $785.30 |
| KALDIS | GEORGE | Sergeant | $109,571.71 | $806.31 |
| ENTWISTLE | WARREN CLAYTON | Plainclothes Police Constable | $109,554.76 | $340.50 |
| STEVENS | JOHN | Sergeant | $109,552.85 | $806.31 |
| LALLA | LESTER ROYSON | Plainclothes Police Constable | $109,541.42 | $765.60 |
| FERNANDES | ROSS SAVIO | Plainclothes Police Constable | $109,525.82 | $765.60 |
| OLSEN | SHAUN | Sergeant | $109,522.71 | $802.57 |
| GARDNER | RONALD FRANKLIN | Sergeant | $109,505.50 | $788.45 |
| BEVERIDGE | LYNN | Plainclothes Police Constable | $109,494.18 | $785.30 |
| BAI | DON XIN | Plainclothes Police Constable | $109,483.57 | $750.21 |
| GLASGOW | JUSTIN JOSEPH | Plainclothes Police Constable | $109,480.44 | $765.60 |
| MOORE | DARCY | Sergeant | $109,478.22 | $806.31 |
| RADFORD | BARRY | Detective | $109,470.64 | $806.31 |
| GREGORY | ROBERT R. | Detective | $109,470.18 | $806.31 |
| FLEMING | CHRISTOPHER PAUL | Police Constable | $109,468.07 | $735.67 |
| WILLIAMS | DEIRDRE ELIZABETH | Board Administrator | $109,465.12 | $364.91 |
| VILLERS | SCOTT CHARLES | Police Constable | $109,456.21 | $744.54 |
| CASTELL | TIFFANY ALICIA | Plainclothes Police Constable | $109,454.58 | $756.96 |
| FRASER | TRACEY | Sergeant | $109,440.99 | $805.97 |
| ZIMMERMAN | LAWRENCE | Sergeant | $109,439.16 | $806.31 |
| FYFE | JOHN | Plainclothes Police Constable | $109,434.01 | $784.46 |
| HORNBY | GREGORY ALLEN | Police Constable | $109,412.33 | $756.06 |
| DUCKWORTH | SCOTT | Sergeant | $109,408.17 | $806.31 |
| DIRENZO | RAYMOND MARTIN | Sergeant | $109,397.09 | $806.31 |
| BISHOP | ALLAN SCOTT | Plainclothes Police Constable | $109,388.96 | $765.60 |
| TYNKALUK | DEAN ALLAN | Sergeant | $109,387.69 | $805.97 |
| BROADFOOT | ALEXANDER | Sergeant | $109,380.10 | $806.31 |
| OSMAN | WALID AHMED | Plainclothes Police Constable | $109,358.39 | $737.29 |
| POCZAK | LISA | Detective | $109,342.10 | $800.53 |
| GROVER | TODD | Sergeant | $109,338.54 | $806.31 |
| DOUGLAS | JEFFREY | Sergeant | $109,330.05 | $806.31 |
| BLACKADAR | JANELLE RUTH | Plainclothes Police Constable | $109,326.43 | $774.44 |
| BRUZZESE | DOMENICO | Sergeant | $109,319.32 | $806.31 |
| SMITH | RAYMOND ERNEST | Project Leader | $109,308.66 | $395.31 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| LING | JONATHAN | Detective | $109,295.20 | $806.31 |
| CLIFFORD | HUGH ANTHONY | Police Constable | $109,294.13 | $739.10 |
| IRISH | DAVID | Detective | $109,293.28 | $806.31 |
| FERRY | JASON WAYNE | Sergeant | $109,282.29 | $791.88 |
| SATTZ | STEVEN | Sergeant | $109,277.56 | $806.31 |
| TOMLINSON | JASON ALLAN | Plainclothes Police Constable | $109,267.12 | $1,046.61 |
| PENTON | SHANE STEPHEN | Sergeant | $109,262.31 | $788.45 |
| BRYL | BOGUMIL | Police Constable | $109,260.48 | $764.04 |
| BOYER | DENIS | Plainclothes Police Constable | $109,254.97 | $785.30 |
| BURKE | GARY EDWIN | Detective | $109,252.76 | $791.88 |
| SMITH | DEAN LARENY | Plainclothes Police Constable | $109,252.53 | $774.44 |
| MARTIN | ANTHONY | Plainclothes Police Constable | $109,237.68 | $785.30 |
| GRISOLIA | LISA | Sergeant | $109,227.78 | $806.31 |
| CAMPBELL | MURRAY SMEATON | Sergeant | $109,218.99 | $797.32 |
| IRELAND | MORGAN HARRIS | Police Constable | $109,215.14 | $744.54 |
| BLOWER | STUART WILLIAM | Detective | $109,202.95 | $788.45 |
| SLOAN | CHRISTOPHER STUART | Sergeant | $109,195.07 | $788.45 |
| SORGO | ROY | Detective | $109,193.35 | $806.31 |
| MAHONEY | JULIE | Police Constable | $109,188.20 | $779.62 |
| SUONGAS | CHRIS | Sergeant | $109,174.36 | $806.31 |
| GOODING | JOANNE MICHELE | Senior Administrator of Civilian Recruitment | $109,165.24 | $910.13 |
| HAYLES | MICHAEL BANCROFT | Sergeant | $109,150.03 | $797.32 |
| HILLIER | JASON SABINO | Plainclothes Police Constable | $109,144.46 | $765.27 |
| ADACH | EDWARD HIERONIM | Detective | $109,131.59 | $806.31 |
| CLARK | TRAVIS DAYMOND | Detective | $109,131.53 | $789.15 |
| VERWEY | ALBERT | Detective | $109,130.95 | $446.61 |
| SPITZIG | GERARD | Plainclothes Police Constable | $109,117.38 | $785.30 |
| SCEARCE | MARTIN KENDAL | Police Constable | $109,115.65 | $742.16 |
| WATSON | IAN ANDREW | Police Constable | $109,107.12 | $744.54 |
| STAPLETON | BRADLEY THOMAS | Detective | $109,101.73 | $788.45 |
| ROHDE | DANNY WILLIAM | Police Constable | $109,096.55 | $745.22 |
| BAYES | JOHN ARTHUR | Police Constable | $109,095.35 | $744.54 |
| RINKOFF | LEE ADAM | Police Constable | $109,091.67 | $749.52 |
| CORMACK | BRIAN JAMES | Detective | $109,086.15 | $788.45 |
| PATTERSON | STEPHEN BRENT | Plainclothes Police Constable | $109,081.71 | $760.32 |
| MARTIN | RUDOLF | Detective | $109,071.57 | $381.21 |
| SARVANANDAN | BAHEERATHAN | Police Constable | $109,070.62 | $756.69 |
| RICHARDSON | SHEILA ANN | Sergeant | $109,068.39 | $381.21 |
| ANGUS | DARREN RONALD | Police Constable | $109,065.58 | $735.67 |
| KRAWCZYK | PAUL THOMAS | Detective | $109,062.50 | $366.78 |
| STEIN | WARREN MARK | Sergeant | $109,061.40 | $788.45 |
| PHAIR | MARK GORDON | Sergeant | $109,061.18 | $797.32 |
| MILLAR | JASON ANDREW | Plainclothes Police Constable | $109,055.87 | $756.96 |
| KINGDON | SCOTT ANTHONY | Sergeant | $109,055.63 | $788.45 |
| COROGHLY | KHALID MOHAMMED | Plainclothes Police Constable | $109,054.86 | $756.96 |
| LOKENATH | RAMDIAL TIWARIE | Police Constable | $109,053.22 | $735.67 |
| REIMER | THOMAS ARTHUR | Plainclothes Police Constable | $109,048.44 | $746.65 |
| GRAHAM | LEE MICHAEL | Sergeant | $109,039.94 | $806.31 |
| KENNEDY | GEOFFREY | Sergeant | $109,039.77 | $806.31 |
| ROMITO | MARINO | Police Constable | $109,038.59 | $744.54 |
| SVITLYCHNYI | VOLODYMYR VOLOD | Police Constable | $109,009.94 | $702.97 |
| BARREIRA | NELSON | Plainclothes Police Constable | $109,008.79 | $765.60 |
| BECHERVAISE | CORY FRANCIS | Police Constable | $108,985.73 | $753.15 |
| VANDENBRINK | HENDRIK | Sergeant | $108,981.34 | $806.31 |
| PARK | SUNG JIN | Police Constable | $108,980.64 | $750.21 |
| AKESON | AARON JOSEPH | Plainclothes Police Constable | $108,975.89 | $765.60 |
| TROTMAN | KENNETH | Sergeant | $108,974.07 | $806.31 |
| HUNTE | KAREN | Sergeant | $108,964.85 | $799.85 |
| CLARK | CORINNE | Detective | $108,964.73 | $806.31 |
| HUTCHINGS | DANIEL WILLIAM | Sergeant | $108,957.51 | $788.45 |
| GOUTHRO | CRAIG JOSEPH | Sergeant | $108,937.18 | $797.32 |
| BURKE | SUSAN JOYCE | Detective | $108,930.85 | $806.31 |
| MONK | CHRISTOPHER DWAINE | Plainclothes Police Constable | $108,930.27 | $758.31 |
| RICCIARDI | MARCO | Police Constable | $108,926.81 | $744.54 |
| GABRIEL | MATTHEW THOMAS | Police Constable | $108,918.27 | $744.54 |
| CHAUDHARY | NICHOLAS | Plainclothes Police Constable | $108,910.18 | $756.96 |
| PALERMO | CARMINE | Sergeant | $108,899.96 | $806.31 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| CORRA | DALE | Sergeant | $108,889.32 | $806.31 |
| MALENFANT | ANDREW DEREK | Police Constable | $108,888.82 | $759.93 |
| ROSS | MATTHEW DOUGLAS | Plainclothes Police Constable | $108,879.76 | $756.96 |
| MCKAY | CARYN | Sergeant | $108,879.49 | $691.86 |
| WARNER | RUTH | Detective | $108,865.35 | $799.85 |
| ATKINSON | JAMES JONATHAN | Police Constable | $108,859.05 | $764.04 |
| O'RIORDAN | WAYNE JAMES | Sergeant | $108,853.90 | $788.45 |
| WEBB | KERRY WILLIAM | Police Constable | $108,852.51 | $735.67 |
| LISCOUMB | ROBERT EDWARD | Police Constable | $108,847.85 | $735.67 |
| PRICE | DAVID RAYMOND | Plainclothes Police Constable | $108,841.02 | $763.29 |
| EVANS | BART | Sergeant | $108,839.38 | $806.31 |
| DAWSON | VICKI | Sergeant | $108,838.57 | $806.31 |
| SIMS | ANDREW MICHAEL | Police Constable | $108,837.32 | $744.54 |
| NEVILL | STEPHEN | Detective | $108,830.52 | $806.31 |
| KIM | SANG HYUP | Police Constable | $108,829.86 | $735.67 |
| HALL | JOHN | Police Constable | $108,827.55 | $764.04 |
| MCLEOD | MATTHEW ALEXANDER | Police Constable | $108,822.27 | $750.21 |
| VANDERHART | GREGORY | Police Constable | $108,819.50 | $764.04 |
| SKEETE | JUNIOR | Sergeant | $108,784.67 | $381.21 |
| SAVINO | LEONARDO | Police Constable | $108,784.07 | $744.54 |
| WILLIAMS | IAN | Senior Intelligence Analyst | $108,774.69 | $342.52 |
| POP | IAN | Plainclothes Police Constable | $108,772.84 | $785.30 |
| MONAHAR | DION RAJESH | Police Constable | $108,761.00 | $759.12 |
| LOWE | SCOTT MARTIN | Sergeant | $108,751.02 | $806.31 |
| MACKENZIE | THOMAS BLAIR | Training Constable | $108,738.60 | $765.60 |
| TUGHAN | MICHAEL PATRICK | Plainclothes Police Constable | $108,733.22 | $765.60 |
| TRITES | CHRISTOPHER | Detective | $108,725.77 | $806.31 |
| WARRENER | ROBERT JOSEPH | Plainclothes Police Constable | $108,710.35 | $774.44 |
| RELPH | BRADLEY GEORGE | Detective | $108,671.12 | $797.32 |
| CORNETT | THOMAS BIAGIO | Police Constable | $108,667.03 | $735.67 |
| ROBINSON | BRANDON MICHAEL | Police Constable | $108,661.37 | $763.98 |
| AUCLAIR | JANE MARILYN | Sergeant | $108,651.34 | $381.21 |
| GRANT | PATRICIA ANN | Detective | $108,635.51 | $788.45 |
| LANGILLE | LYNN | Plainclothes Police Constable | $108,627.44 | $779.84 |
| FURYK | ROBERT PAUL | Police Constable | $108,620.01 | $736.02 |
| LIU | SHUXIN TONY | Senior Programmer | $108,614.39 | $336.86 |
| GRAHAM | JEFFREY RAE | Plainclothes Police Constable | $108,609.69 | $751.57 |
| BAJWA | RAJWANT SINGH | Plainclothes Police Constable | $108,609.65 | $774.44 |
| DUBE | DAVID | Sergeant | $108,607.88 | $806.31 |
| BURROWS | TIMOTHY SCOTT | Sergeant | $108,596.68 | $804.61 |
| FRANCO | CHRISTOPHER ROBERT | Police Constable | $108,576.88 | $735.67 |
| DUDAREV | VADIM | Police Constable | $108,562.24 | $742.16 |
| MOREHOUSE | RITA | Sergeant | $108,562.15 | $381.21 |
| ADDERLEY | DIANA LOUISE | Sergeant | $108,561.19 | $797.32 |
| BATES | TIMOTHY BRIAN | Detective | $108,553.38 | $806.31 |
| TOWNLEY | DARREN | Sergeant | $108,541.52 | $797.32 |
| KLACZA | CAROL | Sergeant | $108,525.63 | $725.07 |
| GREAVES | BRANDON LLOYD | Plainclothes Police Constable | $108,522.10 | $756.96 |
| GRAY | ROBERT | Sergeant | $108,516.02 | $381.21 |
| AQUILINA | MARCEL | Police Constable | $108,511.26 | $744.54 |
| HOOVER | BRADLEY | Detective | $108,506.30 | $381.21 |
| CID | CLAUDIA IRENE | Plainclothes Police Constable | $108,476.94 | $765.60 |
| KRAFT | JASON | Sergeant | $108,474.70 | $788.45 |
| MONTGOMERY | ELIZABETH HELEN | Sergeant | $108,470.02 | $799.17 |
| STEWART | TINA MARIE | Detective | $108,465.76 | $806.31 |
| SIMPSON | OLIVER STAFFORD | Police Constable | $108,463.51 | $735.67 |
| CLEMENS | JEFFREY | Sergeant | $108,448.38 | $610.11 |
| GITTUS | RYAN CHRISTOPHER | Plainclothes Police Constable | $108,444.45 | $756.96 |
| ARZAGA | MICHAEL WAYNE | Plainclothes Police Constable | $108,440.50 | $756.96 |
| HEGARTY | NATALIE MONIQUE | Detective | $108,423.80 | $381.21 |
| MORRISON | MICHELLE YVETTE | Plainclothes Police Constable | $108,417.95 | $785.30 |
| RECTOR | JASON ANTHONY | Plainclothes Police Constable | $108,417.71 | $765.60 |
| NAIR | SAJEEV | Plainclothes Police Constable | $108,412.00 | $765.60 |
| WEEKS | ALLEN ANCEL | Police Constable | $108,409.00 | $735.67 |
| LIPSEY | WILLIAM NORMAN | Police Constable | $108,404.65 | $744.54 |
| DUNCAN | JEANINE | Detective | $108,370.77 | $806.31 |
| CAMPANILE | EMANUELE | Detective | $108,349.50 | $806.31 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| BERCHARD | RENNIE | Sergeant | $108,344.16 | $691.86 |
| NEWHOOK | MATTHEW ALBERT | Sergeant | $108,337.42 | $799.85 |
| MORAES | TIMOTHY | Plainclothes Police Constable | $108,337.25 | $777.32 |
| FERRIS | KEVIN | Sergeant | $108,334.95 | $806.31 |
| MACDUFF | JEFFERY JOHN | Sergeant | $108,327.32 | $788.45 |
| BRAKE | MICHAEL JOSEPH | Sergeant | $108,322.92 | $806.31 |
| PETRAKIS | KYRIAKOS | Police Constable | $108,320.66 | $735.67 |
| GLEN | CAROLINE | Detective | $108,317.56 | $806.31 |
| TURKOT | MARIUSZ MACIEJ | Police Constable | $108,315.30 | $722.14 |
| LANDRY | JOEL CHRISTIAN | Plainclothes Police Constable | $108,313.36 | $765.60 |
| HILL | KEVIN BRIAN | Police Constable | $108,307.99 | $735.67 |
| HARLEY | ALEXANDER PETRIE | Training Constable | $108,296.33 | $756.96 |
| YEANDLE | MARK | Sergeant | $108,286.26 | $806.31 |
| OLSON | GARY ALDRED | Sergeant | $108,277.77 | $806.31 |
| MASTROKOSTAS | MAGDALENE MAGGIE | Detective | $108,274.49 | $372.22 |
| KOTAS | ARTUR JACEK | Sergeant | $108,269.29 | $788.45 |
| FALLIS | ROBERT | Plainclothes Police Constable | $108,266.11 | $785.30 |
| TOYNE | SIMON ANDREW | Police Constable | $108,258.08 | $742.16 |
| BENSON | RODNEY WELLON | Plainclothes Police Constable | $108,237.82 | $765.60 |
| ROSE | DAWN | Sergeant | $108,227.69 | $806.31 |
| OSMANAJ | ARDIT | Police Constable | $108,220.09 | $735.67 |
| WARD | PETER | Plainclothes Police Constable | $108,216.40 | $360.20 |
| SIEVERS | JOHN | Sergeant | $108,184.38 | $806.31 |
| HUGHES | LYNN | Detective | $108,173.58 | $799.85 |
| O'BRIEN | DAVID | Training Constable | $108,172.40 | $785.30 |
| BENNETT | TREVOR | Sergeant | $108,171.58 | $381.21 |
| CHEUNG | GADMAN DANIEL | Plainclothes Police Constable | $108,164.20 | $765.60 |
| STRILEC | SHAWN RYAN | Plainclothes Police Constable | $108,150.51 | $757.31 |
| BATOR | ANDREW ISTVAN | Sergeant | $108,148.53 | $806.31 |
| SPURLING | PETER | Sergeant | $108,144.96 | $381.21 |
| GREGORY | TREVOR PIXLEY | Police Constable | $108,142.56 | $739.10 |
| CASCADDEN | KELLY | Sergeant | $108,137.81 | $381.21 |
| CONNELL | DALE | Sergeant | $108,136.55 | $806.31 |
| BAZILSKY | KENNETH PETER | Training Constable | $108,133.05 | $756.69 |
| BANTON | ROBIN HORATIO | Sergeant | $108,132.71 | $797.32 |
| SYBYDLO | BOHDAN | Plainclothes Police Constable | $108,121.94 | $785.30 |
| TROINA | BENEDETTO | Sergeant | $108,120.62 | $381.21 |
| SHAND | JOSEPH EDWARD | Police Constable | $108,118.85 | $735.67 |
| WILLIAMS | CAROL | Sergeant | $108,118.64 | $806.31 |
| LESLIE | HAMIL THEODORE | Sergeant | $108,108.48 | $788.45 |
| WOODS | GARY | Sergeant | $108,105.57 | $788.45 |
| MOORE | SCOTT WILLIAM | Detective | $108,103.37 | $788.45 |
| RUHL | CHRISTOPHER KEITH | Plainclothes Police Constable | $108,103.23 | $504.00 |
| ELLIOTT | SHAWN WILLIAM | Sergeant | $108,100.42 | $805.97 |
| MCCORMACK | JAMES | Detective | $108,096.31 | $806.31 |
| WARDLE | ROLAND | Sergeant | $108,087.29 | $381.21 |
| LEONARD | ANNE | Sergeant | $108,078.23 | $381.21 |
| HUDSON | NOEL MCNAIR | Police Constable | $108,076.47 | $735.67 |
| JOKAKELIAN | RAZMIKE AVEDIKE | Police Constable | $108,069.99 | $744.54 |
| MACDONALD | BERNARD | Sergeant | $108,069.70 | $799.85 |
| RANEY | ANDREW | Sergeant | $108,063.38 | $806.31 |
| MACKRELL | PAUL | Detective | $108,060.21 | $381.21 |
| BALASUBRAMANIAM | KOWSIHAN | Plainclothes Police Constable | $108,059.17 | $760.32 |
| MERRITT | CHAD JOSEPH | Plainclothes Police Constable | $108,044.24 | $757.31 |
| MOYNAGH | ROBERT | Police Constable | $108,042.65 | $764.04 |
| REED-PYEFINCH | JENNIFER CHRISTINE | Plainclothes Police Constable | $108,035.23 | $759.93 |
| MITCHELL | CHARLES | Sergeant | $108,035.14 | $806.31 |
| WILLIAMS | CLAYTON | Sergeant | $108,025.65 | $802.57 |
| BLACKER | FREDERICK | Detective | $108,022.24 | $806.31 |
| DIAZ | ANGELA MARIA | Police Constable | $108,020.55 | $744.54 |
| MCKINNIE | AMANDA | Sergeant | $108,013.32 | $806.31 |
| LAROCHE | WINSTON | Sergeant | $108,001.84 | $381.21 |
| ALLISON | ELAINE HUNTER | Sergeant | $107,989.17 | $806.31 |
| GALLANT | DENISE | Sergeant | $107,982.54 | $381.21 |
| BRAYMAN | GEOFFREY ROBERT | Police Constable | $107,973.95 | $750.21 |
| DUKE | BRIAN DOUGLAS | Sergeant | $107,942.11 | $806.31 |
| CHEN | JINN-HUEI JIMMY | Plainclothes Police Constable | $107,935.37 | $760.32 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MYERS | GREGORY | Sergeant | $107,925.32 | $806.31 |
| MCGRADE | KATHRYN | Sergeant | $107,920.03 | $381.21 |
| MCCULLOUGH | KRISTAL KASHMIR | Police Constable | $107,906.84 | $759.93 |
| BANYAEM | SANTI | Police Constable | $107,903.99 | $744.54 |
| MEECH | RAYMOND JOHN | Sergeant | $107,898.53 | $381.21 |
| EVANS | JACQUELINE | Sergeant | $107,891.12 | $380.64 |
| GEORGOPOULOS | KEVIN | Plainclothes Police Constable | $107,889.78 | $765.60 |
| GIRARDI | NANCY LYNNE | Plainclothes Police Constable | $107,886.38 | $765.60 |
| COOPER | ROBERT | Detective | $107,880.04 | $806.31 |
| HOVEY | GWENYTH | Detective | $107,876.14 | $806.31 |
| DE GUZMAN | NOEL ENRIQUEZ | Plainclothes Police Constable | $107,873.40 | $340.50 |
| SMITH | STEVEN | Detective | $107,868.09 | $806.31 |
| HILBORN | LYNDA DAWN | Sergeant | $107,864.06 | $806.31 |
| FENTON | JASON ROBERT | Police Constable | $107,863.50 | $744.54 |
| DOUGLAS | BARBARA ANN | Detective | $107,861.62 | $797.32 |
| VANDENBERG | CAROLYN | Sergeant | $107,861.26 | $806.31 |
| ROSS | DARLENE | Sergeant | $107,855.68 | $806.31 |
| CHRISTIE | PETER | Detective | $107,836.59 | $381.21 |
| KLODT | SHAWN EDWARD | Police Constable | $107,835.46 | $758.89 |
| MONAGHAN | THERESA | Sergeant | $107,833.79 | $806.31 |
| WATKINS | KERRY | Detective | $107,832.04 | $806.31 |
| POWELL | DANIEL JAMES | Detective | $107,828.19 | $806.31 |
| FOWLDS | GORDON BRUCE | Police Constable | $107,828.09 | $764.04 |
| REDIGONDA | RICHARD | Detective | $107,826.09 | $806.31 |
| DIONNE | CHRISTOPHER | Detective | $107,823.99 | $381.21 |
| REID | WAVERLEY ELAINE | Detective | $107,823.64 | $806.31 |
| SUDDES | MARLENE | Sergeant | $107,823.29 | $806.31 |
| GURR | JACK JACOB | Sergeant | $107,822.46 | $396.05 |
| CROWLEY | JANINE | Detective | $107,820.84 | $806.31 |
| FERADAY | MARK DANIEL | Sergeant | $107,820.84 | $806.31 |
| GOODWIN | RALPH | Sergeant | $107,820.84 | $381.21 |
| GUEST | DALE | Sergeant | $107,820.84 | $381.21 |
| HAITZER | GARY | Sergeant | $107,820.84 | $381.21 |
| HANS | DALJIT | Sergeant | $107,820.84 | $806.31 |
| MEISSNER | CAROL | Detective | $107,820.84 | $806.31 |
| PIKE | JAMES WAYNE | Sergeant | $107,820.84 | $806.31 |
| ROWETT | JOHN | Detective | $107,820.84 | $381.21 |
| SHANAHAN | MICHAEL | Detective | $107,820.84 | $381.21 |
| SMITH | BRIAN | Detective | $107,820.84 | $806.31 |
| SWEENIE | CAROLYN | Sergeant | $107,820.84 | $806.31 |
| DUNCAN | PETER | Detective | $107,788.88 | $805.97 |
| APOSTOLOPOULOS | DIMITRIOS | Plainclothes Police Constable | $107,785.81 | $760.08 |
| HODGERT | DOUGLAS | Police Constable | $107,780.64 | $764.04 |
| LENGYEL | SCOTT TIMOTHY | Police Constable | $107,761.97 | $746.97 |
| LANGLOIS | MARK | Sergeant | $107,760.61 | $797.32 |
| GOODWIN | ELLA RILEY | Police Constable | $107,747.88 | $738.13 |
| SABADIN | MICHAEL ALEXANDER | Police Constable | $107,737.79 | $751.02 |
| JOHNSON | MARTIN NATHANIEL | Police Constable | $107,718.00 | $736.02 |
| WALKER | STEVEN | Plainclothes Police Constable | $107,712.67 | $785.30 |
| D'ALIMONTE | STEVEN | Plainclothes Police Constable | $107,712.33 | $765.60 |
| CRAMPTON | DAVID ALAN | Police Constable | $107,711.70 | $744.54 |
| LIPKUS | ANDREW BRADLEY | Plainclothes Police Constable | $107,692.83 | $765.60 |
| BOKALO | NIKOLAJ | Plainclothes Police Constable | $107,680.87 | $785.30 |
| GAJRAJ | SYED SEAN | Plainclothes Police Constable | $107,674.91 | $765.60 |
| BURKE | CHRISTOPHER JOHN | Detective | $107,666.48 | $379.51 |
| RYAN | BARBARA | Detective | $107,666.25 | $805.97 |
| CHAN | CHUN KWONG | Plainclothes Police Constable | $107,664.44 | $774.44 |
| ESTWICK | EULIALIA | Detective | $107,660.10 | $413.57 |
| BENNETT | JOANNE | Detective | $107,659.05 | $805.97 |
| MCKENZIE | PETER SHELDON | Plainclothes Police Constable | $107,649.00 | $599.97 |
| HANCOCK | JANINE RHONA | Sergeant | $107,648.35 | $798.83 |
| TRENTON | REBECCA | Patrol Supervisor | $107,646.87 | $674.05 |
| HWANG | THOMAS YUNG-YIH | Police Constable | $107,639.05 | $679.14 |
| WALTHER | TIMOTHY JOHN | Sergeant | $107,637.86 | $788.45 |
| LOVE | ALLEN ROBERT | Sergeant | $107,611.63 | $789.15 |
| MARKS | STACEY MICHELLE | Police Constable | $107,610.85 | $735.67 |
| BENGE | PAUL | Plainclothes Police Constable | $107,599.17 | $785.30 |
| RAWLUK | ROY | Plainclothes Police Constable | $107,565.21 | $785.30 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| KARJALAINEN | TREVOR VINCENT | Plainclothes Police Constable | $107,558.36 | $785.30 |
| TRENOUTH | BRADLEY ROBERT | Police Constable | $107,545.19 | $735.67 |
| WELLER | RICHARD ANTHONY | Plainclothes Police Constable | $107,531.85 | $782.36 |
| KLIMTSCHUCK | JOSEPH CHRISTIAN | Plainclothes Police Constable | $107,524.05 | $765.60 |
| BABUJI | SUSAN ZACHARIAH | Group Leader | $107,498.27 | $246.90 |
| SMITH | RANDOLPH | Inspector | $107,472.63 | $605.04 |
| EDGAR | LESLIE ADAM | Plainclothes Police Constable | $107,466.03 | $765.60 |
| DANIELS | JEFFERY CLARENCE | Police Constable | $107,464.62 | $749.96 |
| JONES | SANDRA MAUREEN | Sergeant | $107,463.02 | $378.83 |
| GODDARD | GLENN PATRICK | Police Constable | $107,448.13 | $747.87 |
| GRANBERG | DINO | Detective | $107,444.09 | $801.89 |
| RODNEY | DEAN LLOYD | Sergeant | $107,440.60 | $788.45 |
| KOSTIUK | MICHAEL | Police Constable | $107,432.62 | $764.04 |
| MCGAHERN | JOHN ANTHONY | Police Constable | $107,431.51 | $764.04 |
| SABADICS | KIMBERLY JOAN | Police Constable | $107,425.21 | $764.04 |
| NG | YUEN | Sergeant | $107,424.44 | $797.32 |
| URKOSKY | BRIAN WILLIAM | Sergeant | $107,417.56 | $788.45 |
| ALLEY | NICHOLAS DAVID | Plainclothes Police Constable | $107,417.35 | $763.29 |
| JONES | THOMAS | Plainclothes Police Constable | $107,406.27 | $360.20 |
| BEATTIE | CHRISTOPHER DENNIS | Sergeant | $107,406.01 | $788.45 |
| POLAK | BRANDON VICTOR | Plainclothes Police Constable | $107,397.94 | $765.60 |
| UPPAL | VISHAL | Police Constable | $107,396.46 | $744.54 |
| BLAKE | KIRK DOUGLAS | Plainclothes Police Constable | $107,388.47 | $765.60 |
| PRICE | ROBERT ARTHUR | Police Constable | $107,384.19 | $735.67 |
| TRACEY | MARK ROBERT | Detective | $107,383.75 | $803.93 |
| ROSS | JEFFREY ALAN | Detective | $107,378.82 | $788.45 |
| PAYNE | KARL SCOTT | Sergeant | $107,364.18 | $797.32 |
| LANIGAN | ROBIN | Police Constable | $107,359.90 | $782.08 |
| GRIFFIN | SHAIN MICHAEL | Sergeant | $107,355.40 | $788.45 |
| KRANENBURG | LORI PATRICIA | Detective | $107,352.73 | $788.45 |
| CLUCAS | KRISTY ELIZABETH | Police Constable | $107,334.23 | $735.67 |
| SISK | REBECCA NICOLE | Plainclothes Police Constable | $107,319.40 | $765.60 |
| MCCOURT | KEVIN | Plainclothes Police Constable | $107,303.92 | $785.30 |
| MARSHALL | KIRWIN | Sergeant | $107,302.73 | $799.85 |
| TUMANSKIY | MYKOLA | Police Constable | $107,293.99 | $735.67 |
| MCBRYDE | GLEN WILLIAM | Detective | $107,289.76 | $797.32 |
| KARGES | BRADLEY JOSEPH | Police Constable | $107,282.12 | $744.54 |
| HIGO | TODD ELLIOT | Plainclothes Police Constable | $107,275.41 | $774.44 |
| ODISHO | ASHUR | Police Constable | $107,272.26 | $735.67 |
| BANKS | DONNA | Detective | $107,272.17 | $377.47 |
| FORBES | DAVID WILLIAM | Plainclothes Police Constable | $107,249.15 | $765.60 |
| KRANJAC | JOSEPH ANTHONY | Detective | $107,240.37 | $788.45 |
| COULTER | SHANE DUSTIN | Sergeant | $107,240.02 | $797.32 |
| PIKULA | KAMIL STANISLAW | Police Constable | $107,229.44 | $735.67 |
| TONNA | PAUL ANTHONY | Police Constable | $107,194.86 | $735.67 |
| PAK | ANDREW JIN-HO | Police Constable | $107,175.53 | $759.93 |
| MARCHIS | SERENA JANE | Police Constable | $107,169.66 | $735.67 |
| WILLIAMSON | CHARLES | Training Constable | $107,169.10 | $360.20 |
| VAN HOOGENHUIZE | MICHAEL DANIEL | Police Constable | $107,156.86 | $751.60 |
| SGROI | STEVEN RICHARD | Police Constable | $107,155.97 | $735.67 |
| MOORE | DAVID CHRISTOPHER | Police Constable | $107,151.79 | $744.54 |
| HUNT | CHRISTOPHER DAVID | Plainclothes Police Constable | $107,145.51 | $763.29 |
| CHIASSON | YVETTE MARIE | Police Constable | $107,140.89 | $744.54 |
| DURRAN | NED | Police Constable | $107,136.90 | $744.54 |
| WILSON | DEREK SCOTT | Detective | $107,123.54 | $375.43 |
| CREWS | ALEXANDER | Police Constable | $107,118.36 | $764.04 |
| CLARKE | JEFFERY HOWARD | Police Constable | $107,111.76 | $744.54 |
| ELASCHUK | MELISSA LEE | Plainclothes Police Constable | $107,110.02 | $644.61 |
| BARTLETT | ALAN ANDREW | Plainclothes Police Constable | $107,103.90 | $760.74 |
| ROSINA | MICHAEL DREW | Sergeant | $107,102.89 | $378.83 |
| ANDREWS | JOHN PAUL | Police Constable | $107,096.49 | $764.04 |
| LATINCIC | DANIEL | Police Constable | $107,092.17 | $735.67 |
| DEVEREUX | CHRISTOPHER LEE | Plainclothes Police Constable | $107,077.91 | $769.00 |
| MALHI | ASEEM SINGH | Police Constable | $107,077.52 | $735.67 |
| ALLAN | SCOTT DOUGLAS | Police Constable | $107,076.61 | $753.15 |
| LANGFORD | JAMES DOUGLAS | Police Constable | $107,054.35 | $744.54 |
| JUDD | RICHARD ANDREW | Plainclothes Police Constable | $107,048.74 | $765.60 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| PABLA | SUKHVINDERPAL SINGH | Sergeant | $107,041.06 | $788.45 |
| BEADMAN | BRIAN GEORGE | Sergeant | $107,037.28 | $800.53 |
| KORAC | PAUL LOUIS | Plainclothes Police Constable | $107,028.97 | $765.60 |
| DE OLIVEIRA | CATHERINE | Police Constable | $107,019.52 | $735.67 |
| KLUNDER | GERARD WILLIAM | Sergeant | $107,007.53 | $789.15 |
| ENGEL | MARTEN BROUWER | Police Constable | $106,999.23 | $744.54 |
| HAYNES | CHRISTOPHER SEAN | Plainclothes Police Constable | $106,990.73 | $784.88 |
| ADAM | MICHAEL JASON | Sergeant | $106,988.14 | $788.45 |
| TEDFORD | STEVEN THOMAS | Sergeant | $106,987.02 | $797.32 |
| KARKOULAS | TREVOR DANIEL | Plainclothes Police Constable | $106,969.53 | $765.60 |
| GOUDIE | ROBERT RANDALL | Sergeant | $106,957.74 | $797.32 |
| BESON | MARK WILLIAM | Sergeant | $106,936.39 | $788.45 |
| BOLCSO | MARTHA ANN | Senior Analyst | $106,936.03 | $366.76 |
| MARTIN | PAUL GEORGE | Plainclothes Police Constable | $106,934.63 | $765.60 |
| STEFFLER | RODNEY MORRIS | Police Constable | $106,933.00 | $744.54 |
| REID | KYLE THOMAS | Police Constable | $106,916.39 | $750.21 |
| PURVES | ANDREW JAMES | Police Constable | $106,912.42 | $735.67 |
| WANG | GUANBAO | Police Constable | $106,903.08 | $735.67 |
| KEEFER | JASON YVON | Police Constable | $106,894.27 | $759.93 |
| CLEMENTS | HOWARD | Police Constable | $106,890.90 | $764.04 |
| DICKSON | BRETT GORDON | Plainclothes Police Constable | $106,883.96 | $765.60 |
| MA | DARREN TAI-YUNG | Training Constable | $106,881.59 | $750.21 |
| KAPLIOUK | IVAN ALEKSANDROVICH | Police Constable | $106,877.35 | $736.02 |
| DUROCHER | DAVID LEONARD | Police Constable | $106,857.54 | $744.54 |
| SMITH | BRYAN MICHAEL | Plainclothes Police Constable | $106,855.24 | $759.93 |
| BENNOCH | CHRISTOPHER JOHN | Plainclothes Police Constable | $106,844.32 | $760.74 |
| WONG | WAN-HOI | Plainclothes Police Constable | $106,836.31 | $780.38 |
| ESDON | JONATHAN AARON | Senior Intelligence Analyst | $106,827.01 | $767.62 |
| WATT | JERMAINE ANTONIO | Plainclothes Police Constable | $106,816.74 | $756.96 |
| HAYES | ROY EDWARD | Plainclothes Police Constable | $106,811.50 | $360.20 |
| HOFLAND | MATTHEW ROBERT | Sergeant | $106,802.68 | $791.88 |
| YOUNG | PAUL ELIOT | Plainclothes Police Constable | $106,801.73 | $765.60 |
| MANSERRA | DAVID JAMES | Plainclothes Police Constable | $106,787.95 | $735.67 |
| MARTSENYUK | VADYM | Police Constable | $106,763.23 | $735.67 |
| PELLETIER | CHRISTIAN JOSEPH | Police Constable | $106,762.23 | $744.54 |
| MUNROE | NEIL GERARD | Detective | $106,759.76 | $788.45 |
| ZYCH | STEFAN | Police Constable | $106,759.48 | $764.04 |
| TOBIN | JACQUELINE MADELINE | Police Constable | $106,756.99 | $744.54 |
| PULLA | JEREMY JAMES | Police Constable | $106,753.74 | $735.67 |
| WANG | BENYU | Senior Technician of Radio and Electronics | $106,746.33 | $293.15 |
| STEEL | TYLER FRANKLIN | Plainclothes Police Constable | $106,727.39 | $743.84 |
| MAHARAJ | BRYAN SANJEEV | Plainclothes Police Constable | $106,726.03 | $765.60 |
| GOUGH | JEFFREY MICHAEL | Plainclothes Police Constable | $106,712.88 | $326.12 |
| KAN | FIEVEL YEE | Police Constable | $106,703.98 | $735.67 |
| FRANCIS | JENNIFER SUZANNE | Police Constable | $106,702.31 | $707.38 |
| CAIN | JAMES MICHAEL | Police Constable | $106,695.74 | $744.54 |
| SHI | LEI | Police Constable | $106,693.48 | $735.67 |
| QUINN | ANA DANIELA BENTO | Police Constable | $106,690.82 | $744.54 |
| LAMBIE | DARRYL BRADLEY | Police Constable | $106,675.87 | $735.67 |
| BARNHARDT | TIMOTHY MICHAEL | Police Constable | $106,669.65 | $735.67 |
| CHAPMAN | KAREN | Detective | $106,663.50 | $464.88 |
| SHANTZ | STEVEN PATRICK | Police Constable | $106,655.37 | $722.14 |
| HILTON | TYRONE CHRISTOPHER | Sergeant | $106,652.96 | $788.45 |
| POYNTER | CHRISTOPHER REX | Plainclothes Police Constable | $106,649.76 | $744.54 |
| ALEXIOU | DEMITRIOS | Plainclothes Police Constable | $106,635.04 | $785.30 |
| SENYK | JANNA LOUISE | Plainclothes Police Constable | $106,617.92 | $757.31 |
| MCCONKEY | RONALD FRANK | Police Constable | $106,615.83 | $764.04 |
| RAHIM | KAMAL SEAN | Plainclothes Police Constable | $106,614.55 | $765.60 |
| ZETTLER | STEVEN CARL | Plainclothes Police Constable | $106,614.17 | $785.30 |
| KARAKOCHUK | GERALD GEORGE | Police Constable | $106,609.05 | $735.67 |
| SALOWSKI | GAYLE WINNIFRED | Labour Relations Analyst | $106,605.82 | $918.58 |
| ROSSI | MARCELO OSVALDO | Plainclothes Police Constable | $106,604.94 | $763.29 |
| HUGHSON | REGINALD GUY | Plainclothes Police Constable | $106,593.07 | $784.88 |
| CARMICHAEL | STEPHEN FRANCIS | Sergeant | $106,588.57 | $791.88 |
| OATLEY-WILLIS | MARK | Police Constable | $106,577.98 | $764.04 |
| HANSEN | PETER | Police Constable | $106,568.90 | $747.87 |
| ERMACORA | ROBERT GALDINO | Sergeant | $106,544.56 | $797.32 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| PUTERBAUGH | MICHAEL FRANCIS | Detective | $106,540.93 | $372.22 |
| SOUSA | PAUL ALEXANDRE | Police Constable | $106,540.05 | $735.67 |
| SPENCER | LAURA ELIZABETH | Police Constable | $106,535.22 | $744.54 |
| ROBERTS | ANGELA PATRICIA | Plainclothes Police Constable | $106,534.01 | $756.96 |
| COSTABILE | GINO | Police Constable | $106,525.37 | $764.04 |
| HUNG | JEFFREY | Plainclothes Police Constable | $106,521.31 | $765.60 |
| MERZA | TREVOR JAMES | Plainclothes Police Constable | $106,515.61 | $760.32 |
| HAGGETT | LORI LYNN | Detective | $106,499.51 | $376.79 |
| LEERMAKERS | WILLIAM ANTHONY | Police Constable | $106,497.32 | $744.54 |
| MURRAY | ALICIA MARIE | Plainclothes Police Constable | $106,489.02 | $765.60 |
| VAN SCHUBERT | KEVIN JOHN | Sergeant | $106,484.91 | $797.32 |
| YARDE | RYAN ANTON | Police Constable | $106,474.83 | $755.07 |
| ROGERS | RICHARD | Sergeant | $106,468.36 | $376.79 |
| MOORE | KEVIN ROBERT | Plainclothes Police Constable | $106,466.50 | $749.40 |
| SAWYER | DAVID ALLAN | Plainclothes Police Constable | $106,441.13 | $750.21 |
| SOUKATCHEV | KONSTANTIN | Training Constable | $106,423.63 | $765.60 |
| WANNAMAKER | JEFFREY MICHAEL | Plainclothes Police Constable | $106,419.92 | $765.60 |
| JOSEPHS | ADAM KIRK | Police Constable | $106,406.83 | $758.58 |
| TANNER | JOHN ALEXANDER | Plainclothes Police Constable | $106,385.20 | $763.29 |
| KLAAS | PETER | Police Constable | $106,357.42 | $759.93 |
| AMOS | SEAN DAVID | Police Constable | $106,332.51 | $753.15 |
| AGIUS | ROBERT | Communications Operator | $106,329.61 | $701.92 |
| KUHN | RENE MICHAEL | Training Constable | $106,329.13 | $765.60 |
| MASTRACCI | PAOLA | Plainclothes Police Constable | $106,327.78 | $765.60 |
| FITKIN | GRISEL | Plainclothes Police Constable | $106,323.91 | $765.60 |
| KASZYCA | JOSEPH LUDWIK | Police Constable | $106,322.33 | $744.54 |
| WILSON | TIMOTHY | Detective | $106,319.81 | $797.32 |
| POWELL | MICHELLE ELIZABETH | Plainclothes Police Constable | $106,319.35 | $774.44 |
| WORRELL | PHILIP | Sergeant | $106,303.03 | $797.32 |
| NICOL | ROBERT | Plainclothes Police Constable | $106,301.14 | $1,331.79 |
| FERNANDES | DWAYNE ANTHONY | Plainclothes Police Constable | $106,266.95 | $769.00 |
| BLAKE | COURTNEY ANTHONY | Plainclothes Police Constable | $106,253.58 | $765.60 |
| MORRIS | MARK LAVAROUS | Detective | $106,235.39 | $797.32 |
| MACDONALD | JANICE | Detective | $106,234.83 | $797.32 |
| YOUSUFI | ABDULLAH | Drafting Technician | $106,231.07 | $761.96 |
| HAMLET | ROWAN ALLEN | Police Constable | $106,223.52 | $744.54 |
| PAOLETTA | ANTHONY | Sergeant | $106,221.97 | $797.32 |
| DI TOLLO | MONICA FRANCA | Operations Supervisor | $106,220.69 | $742.75 |
| MCFATRIDGE | LAURA LYNN | Plainclothes Police Constable | $106,208.79 | $765.60 |
| MOORCROFT | CHRISTOPHER ROBERT | Plainclothes Police Constable | $106,207.76 | $742.76 |
| RENNIE | BRIAN ANTHONEY | Training Constable | $106,205.62 | $766.28 |
| MCCARTHY | KRISTOPHER RYAN | Sergeant | $106,202.49 | $789.15 |
| FADEL | MOHAMAD | Police Constable | $106,196.63 | $735.67 |
| DORAZIO | NICKOLAS CHARLES | Police Constable | $106,192.05 | $750.58 |
| MARSH | STEPHEN MARTIN | Police Constable | $106,183.78 | $736.02 |
| HARGREAVES | CHRISTOPHER | Police Constable | $106,180.29 | $735.67 |
| WINTER | JEFFREY MATTHEW | Plainclothes Police Constable | $106,179.57 | $765.60 |
| KEMPSTER | DARRYL MARTIN | Plainclothes Police Constable | $106,171.65 | $340.50 |
| ILSON | DANIEL JAMES | Police Constable | $106,171.64 | $749.55 |
| SADRZADEH | MIR SIAMAK | Police Constable | $106,163.77 | $735.67 |
| LINDALE | MICHAEL | Police Constable | $106,135.65 | $764.04 |
| DOUGLAS | STEPHEN MICHAEL | Plainclothes Police Constable | $106,135.59 | $765.60 |
| SELDON | WILLIAM | Detective Sergeant | $106,129.59 | $583.38 |
| BERRY | STEPHEN ROGER | Detective | $106,125.34 | $788.45 |
| NAIDOO | GRAEME CLAYTON | Detective | $106,115.87 | $788.45 |
| SEREMETKOVSKI | KATHLIN | Sergeant | $106,092.64 | $788.45 |
| CHU | SHEILA XIAOTANG | Project Leader | $106,070.72 | $368.30 |
| REKHI | JASDEEP | Plainclothes Police Constable | $106,064.60 | $765.60 |
| HORTON | CHRISTOPHER NEIL | Plainclothes Police Constable | $106,059.42 | $765.60 |
| DA SILVA | JOSE | Police Constable | $106,047.82 | $764.04 |
| PERSAUD | RAJENDRA | Police Constable | $106,043.00 | $744.54 |
| BANGILD | JEFFREY | Detective | $106,018.22 | $364.05 |
| JOHN | JEANILLE MARIA | Detective | $106,012.77 | $797.32 |
| FORD | ANDREW RION | Plainclothes Police Constable | $105,999.23 | $741.38 |
| YUNG | STEPHEN KIENMUN | Plainclothes Police Constable | $105,996.10 | $756.96 |
| JANECZKO | DANIEL MARCIN | Police Constable | $105,991.88 | $735.67 |
| MOORE | ADAM BENJAMIN | Training Constable | $105,988.36 | $765.60 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| CHOW | LAWRENCE CHI | Detective | $105,985.36 | $372.22 |
| MONTEIRO | ROBERT | Training Constable | $105,985.07 | $765.60 |
| CUSHING | IRKA KATHERINE | Senior Analyst | $105,963.52 | $366.76 |
| HAGOPIAN | GREGORY KRIKOR | Detective | $105,961.65 | $794.60 |
| HODGSON | FREDERICK ALVIN | Police Constable | $105,953.92 | $744.54 |
| DHILLON | RANBIR SINGH | Plainclothes Police Constable | $105,942.92 | $757.31 |
| MCKAY | SCOTT | Detective | $105,939.56 | $797.32 |
| HU | YI | Police Constable | $105,936.99 | $735.67 |
| SAVOIA | GIOVANNI | Plainclothes Police Constable | $105,931.45 | $785.30 |
| STALK | JOJI KAWAKAMI | Police Constable | $105,931.30 | $735.67 |
| TINT | JULIE CHRISTINE | Sergeant | $105,922.20 | $797.32 |
| ROONEY | TREVOR MICHAEL | Sergeant | $105,921.98 | $791.88 |
| WILSON | MATTHEW EDMUND | Police Constable | $105,920.65 | $722.14 |
| LORIMER | TROY WILLIAM | Police Constable | $105,913.41 | $757.50 |
| BARTZ | HANNAH FAY | Plainclothes Police Constable | $105,909.73 | $765.60 |
| SIDHU | GORPAL SINGH | Sergeant | $105,889.45 | $799.85 |
| LEVY | GARTH | Police Constable | $105,887.71 | $735.67 |
| LENNON | KIRK DEMETRICE | Police Constable | $105,872.92 | $735.67 |
| KOMARNISKY | SANDRA | Plainclothes Police Constable | $105,856.75 | $774.44 |
| JENKINS | CLINTON RICHARD | Training Constable | $105,843.07 | $765.60 |
| LEE | JUSTIN TAEGUN | Police Constable | $105,835.91 | $735.67 |
| HINCKS | WENDY MARIE | Police Constable | $105,833.28 | $830.82 |
| SAMSON | JEREMY CALVIN | Police Constable | $105,833.18 | $749.40 |
| NUNES | MARIA | Police Constable | $105,831.47 | $771.64 |
| ABRAMOVITZ | MATHEW CHRISTOPHER | Plainclothes Police Constable | $105,830.31 | $756.96 |
| ALBANESE | JASON JOHN | Sergeant | $105,829.63 | $788.45 |
| DOUGLIN | CHARLES VANCE | Plainclothes Police Constable | $105,814.26 | $765.60 |
| MOSTOWSKI | MAREK | Police Constable | $105,813.45 | $750.21 |
| BORG | SUSANNE JOSEPHENE | Plainclothes Police Constable | $105,779.56 | $774.44 |
| DICK | MICHAEL DAVID | Plainclothes Police Constable | $105,774.97 | $760.32 |
| CIOFFI | MICHAEL ANTHONY | Police Constable | $105,734.61 | $751.25 |
| BIBEAU | CHRISTOPHER ROLAND | Police Constable | $105,718.86 | $744.54 |
| ANSARI | ALI AKBAR | Detective | $105,718.55 | $372.22 |
| STRENG | MICHAEL ANTHONY | Sergeant | $105,717.38 | $788.45 |
| NORMAN | DARRYL JAMES | Police Constable | $105,709.98 | $735.67 |
| INGLEY | PAUL LEO | Plainclothes Police Constable | $105,708.02 | $763.29 |
| MCCUTCHEON | SEAN CAMERON | Sergeant | $105,702.76 | $788.45 |
| PAPE | DEREK ANTHONY | Plainclothes Police Constable | $105,702.76 | $765.60 |
| FORSYTHE | ROSS | Plainclothes Police Constable | $105,684.63 | $785.30 |
| RENDON | BRIAN | Police Constable | $105,682.29 | $735.67 |
| THERRIEN | ALLAN | Police Constable | $105,670.01 | $764.04 |
| HIGGINS | ANDREW CRAIG | Detective | $105,660.70 | $788.45 |
| HO | JOSEPH CHOA | Plainclothes Police Constable | $105,655.55 | $774.44 |
| EAGLESON | LISA CHRISTINE | Detective | $105,649.33 | $797.32 |
| LEDGERWOOD | KIM | Detective | $105,644.29 | $797.32 |
| PATEL | RAJESHKUMAR | Detective | $105,631.81 | $788.45 |
| HEUGHAN | DONALD | Plainclothes Police Constable | $105,609.44 | $785.30 |
| GARBUTT | TODD | Training Constable | $105,589.06 | $778.16 |
| SLATER | RICHARD SCOTT | Plainclothes Police Constable | $105,577.21 | $765.60 |
| SAFARI | MUSTAFA | Police Constable | $105,574.02 | $735.67 |
| HOLDER | ADKIN | Detective | $105,568.50 | $372.22 |
| REID | JOHN | Training Constable | $105,567.88 | $785.30 |
| GRIEVES | GARY | Plainclothes Police Constable | $105,565.87 | $360.20 |
| PERCIVAL | KIMBERLY JANE | Plainclothes Police Constable | $105,544.88 | $765.60 |
| SO | YING HO | Plainclothes Police Constable | $105,541.94 | $765.60 |
| BOLDUC | KEVIN VICTOR | Plainclothes Police Constable | $105,540.22 | $765.60 |
| GALAMIYEVA | YEKATERINA | Police Constable | $105,536.73 | $735.67 |
| STREIT | JEFFREY JAMES | Police Constable | $105,533.05 | $744.54 |
| TRACEY | CHRISTOPHER JAMES-ALBERT | Sergeant | $105,531.16 | $788.45 |
| KENT | SHARON AUDREY | Plainclothes Police Constable | $105,530.85 | $757.31 |
| HAJI | MOHAMMAD ABID | Police Constable | $105,530.20 | $744.54 |
| NIJJAR | HARJIT SINGH | Sergeant | $105,521.64 | $789.15 |
| ARULANANDAM | GERRARD NIMALAN | Training Constable | $105,504.71 | $765.60 |
| ANDERSON | ROBERT | Plainclothes Police Constable | $105,496.72 | $756.96 |
| WOOLLEY | RAYMOND | Police Constable | $105,492.92 | $764.04 |
| HOBBINS | ALAN GARY | Sergeant | $105,476.59 | $791.20 |
| MANZKE | MIKE | Police Constable | $105,474.33 | $745.51 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| GOLDLIOUST | ANATOL | Plainclothes Police Constable | $105,473.02 | $741.38 |
| GAVALLER | ILANA CHANA | Police Constable | $105,463.23 | $735.67 |
| URE | JAMES ANDREW | Police Constable | $105,458.09 | $753.15 |
| KNOTT | SIMON | Police Constable | $105,435.97 | $764.04 |
| NOTT | JASON MICHAEL | Plainclothes Police Constable | $105,410.94 | $756.96 |
| WARR | RICHARD JOHN | Plainclothes Police Constable | $105,410.39 | $766.96 |
| SCHOFIELD | GREGORY JOHN | Drafting Technician | $105,392.27 | $761.96 |
| BALACHOREK | DANIEL ALAN | Police Constable | $105,385.98 | $744.54 |
| FARRELL | DOUGLAS JAMES | Training Constable | $105,379.14 | $765.60 |
| GRIS | ROBERT MICHAEL | Sergeant | $105,375.44 | $788.45 |
| RUSSELL | ROBERT GLENN | Detective | $105,366.54 | $791.88 |
| RITZA | PETER | Police Constable | $105,364.01 | $764.04 |
| LOPEZ | ROWAN CARL | Plainclothes Police Constable | $105,353.58 | $763.29 |
| ROWSOME | RICHARD DAVID | Sergeant | $105,347.58 | $788.45 |
| WHITE | RYAN AUSTIN | Plainclothes Police Constable | $105,344.43 | $754.50 |
| CHOURYGUINE | DMITRY | Plainclothes Police Constable | $105,338.03 | $756.96 |
| BURRY | SHAWN CECIL | Detective | $105,324.79 | $789.15 |
| CORDEIRO | ELIZABETT MARIA | Sergeant | $105,318.13 | $372.22 |
| CACCIA | DAVID MICHAEL | Plainclothes Police Constable | $105,316.03 | $756.96 |
| HRYHORSKY | MICHAEL THOMAS | Police Constable | $105,315.67 | $750.21 |
| MENARD | JOHN PHILLIP | Detective | $105,307.59 | $788.45 |
| MOSQUITE | RUEL | Plainclothes Police Constable | $105,300.76 | $774.44 |
| DURST | PETER | Plainclothes Police Constable | $105,297.79 | $360.20 |
| KERR | STEVEN HAROLD | Plainclothes Police Constable | $105,293.19 | $765.60 |
| FIGLARZ | RADOSLAW | Police Constable | $105,290.54 | $737.74 |
| FITKIN | ROBERT WILLIAM | Police Constable | $105,277.37 | $735.67 |
| KLUTZ | CHRISTOPHER JOSEPH | Police Constable | $105,254.28 | $744.54 |
| HYDE | EATON PAUL | Locational Administrator | $105,251.72 | $317.65 |
| EMMS | JEFFREY BRIAN | Plainclothes Police Constable | $105,237.73 | $765.60 |
| SOUVANDY | CHANTHIMA | Plainclothes Police Constable | $105,216.09 | $756.96 |
| MANN | AMARJIT SINGH | Plainclothes Police Constable | $105,214.12 | $765.60 |
| COLEMAN | KEITH SAMUEL | Police Constable | $105,206.42 | $745.22 |
| MACDONALD | LORI-ANN | Detective | $105,189.53 | $372.22 |
| KING | DWAYNE EDWARD | Plainclothes Police Constable | $105,188.92 | $785.30 |
| MORRIS | PETER NEIL | Training Constable | $105,186.62 | $774.44 |
| HUTCHINGS | TRACEY LYNN | Plainclothes Police Constable | $105,184.55 | $760.74 |
| BRAGG | LORNE GORDON | Detective | $105,176.01 | $791.88 |
| SCHAFHAUSER | HANS PETER | Police Constable | $105,167.23 | $744.54 |
| GAGLIARDI | DEANNA LYNN | Police Constable | $105,165.24 | $637.38 |
| MACGILLIVRAY | CRAIG ANTHONY | Police Constable | $105,134.10 | $744.54 |
| ALAMAG | ADELIO PERADA | Police Constable | $105,131.50 | $753.15 |
| PATHAK | DAVINDER KUMAR | Police Constable | $105,129.85 | $742.16 |
| WALLS | CHRISTOPHER GEORGE | Police Constable | $105,124.95 | $745.22 |
| STEHLIK | MICHAEL JOSEF | Police Constable | $105,119.45 | $759.12 |
| BIGGS | HENRY LEE | Police Constable | $105,111.95 | $722.14 |
| KULINA | MARIO MARIUSZ | Police Constable | $105,107.63 | $732.00 |
| THOMPSON | MARLAND FINLAY | Police Constable | $105,103.59 | $746.16 |
| FOLEY | RENEE CYNTHIA | Detective | $105,099.51 | $791.88 |
| JACKSON | PAUL EDWARD | Police Constable | $105,083.14 | $764.04 |
| JOST | MARTIKA SYBIL | Parking Enforcement Officer | $105,083.09 | $647.33 |
| KIM | CHARLES WON-JIN | Sergeant | $105,073.78 | $789.15 |
| MAK | MA YING | Senior Corporate Planning Analyst | $105,058.26 | $336.86 |
| MIESZKALSKI | PETER | Plainclothes Police Constable | $105,035.64 | $785.30 |
| KEVEZA | RYAN MATHEW | Plainclothes Police Constable | $105,034.11 | $760.32 |
| MENDOZA | ERWIN GONZALES | Plainclothes Police Constable | $105,026.37 | $751.22 |
| FLETT | JAMES | Plainclothes Police Constable | $105,020.33 | $360.20 |
| CHARLES | SIMBERT | Plainclothes Police Constable | $105,019.55 | $759.25 |
| GILLESPIE | MICHAEL PATRICK | Plainclothes Police Constable | $105,015.42 | $756.96 |
| ZEKERES | CHARLES | Police Constable | $105,014.35 | $744.54 |
| EVANS | JULIE MARIE | Police Constable | $105,006.36 | $352.14 |
| COLLYER | ADAM STEPHEN | Police Constable | $104,986.71 | $744.54 |
| DUCIE | CURTIS WAYNE | Sergeant | $104,977.91 | $788.45 |
| COTE | KEVIN JAMES | Police Constable | $104,966.22 | $744.54 |
| HAWKINS | HILARY LAURENE | Plainclothes Police Constable | $104,952.50 | $340.50 |
| MCDONALD | SPENCER MATTHEW | Detective | $104,948.16 | $788.45 |
| HABIBULLAH | JAMSHID | Police Constable | $104,935.68 | $735.67 |
| FIRTH | ZACHARY JONATHON | Police Constable | $104,920.94 | $735.67 |
| PANDOLFI | ALESSANDRO ANTHONY | Plainclothes Police Constable | $104,918.41 | $766.28 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| TROTTER | CHRISTINE JANE | Plainclothes Police Constable | $104,908.97 | $765.60 |
| SIMON | DUANE | Police Constable | $104,907.30 | $764.04 |
| REID | JONATHAN PATRICK | Plainclothes Police Constable | $104,900.91 | $756.96 |
| DE ZILVA | MICHAEL BRIAN | Police Constable | $104,895.24 | $750.21 |
| WILLIAMS | KEVIN CHRISTOPHER | Police Constable | $104,857.35 | $750.21 |
| GAUTHIER | PAUL RICHARD | Sergeant | $104,852.67 | $788.45 |
| VANDEKERCKHOVE | GREGORY PAUL | Police Constable | $104,841.27 | $735.67 |
| CONTANT | JASON ARTHUR | Training Constable | $104,837.45 | $765.60 |
| PARK | JOSEF | Police Constable | $104,837.06 | $744.54 |
| KOZAR | FREDERICK JOSEPH | Sergeant | $104,832.08 | $791.88 |
| LORRIMAN | STEVEN CYRIL | Detective | $104,827.32 | $791.88 |
| LAWRENCE | NEVILLE DONAVON | Plainclothes Police Constable | $104,822.57 | $765.60 |
| CRILLY | JOHN JAMES | Detective | $104,820.54 | $791.88 |
| MACKRELL | JAMES MURRAY | Police Constable | $104,813.80 | $735.67 |
| LEVESQUE | MARTIN | Sergeant | $104,806.64 | $788.45 |
| DE LUGT | MARK | Police Constable | $104,805.33 | $764.04 |
| ALEXA | BRENDAN JAMES | Plainclothes Police Constable | $104,799.58 | $744.77 |
| MOSHER | KRYSTAL ANNE | Plainclothes Police Constable | $104,799.41 | $756.96 |
| GRANT | KEVIN | Plainclothes Police Constable | $104,788.80 | $785.30 |
| HEAD | STEVEN ROSS | Plainclothes Police Constable | $104,788.66 | $765.60 |
| FLANDERS | TODD MATTHEW | Sergeant | $104,762.26 | $788.45 |
| BARRETTO | BERTRAND STANLEY | Police Constable | $104,754.60 | $759.93 |
| CHUNG | YONG SUL | Plainclothes Police Constable | $104,750.61 | $747.94 |
| CAMPBELL | NICOLE | Plainclothes Police Constable | $104,736.84 | $785.30 |
| WHITE | DONALD GERALD | Sergeant | $104,731.67 | $788.45 |
| STONE | CHRISTOPHER GEORGE | Police Constable | $104,730.11 | $751.25 |
| DLUGOPOLSKI | STANISLAW | Plainclothes Police Constable | $104,724.58 | $748.29 |
| WORSDALE | SHAYNE WILLIAM | Police Constable | $104,724.29 | $744.54 |
| MILLER | IAN MARK | Police Constable | $104,723.13 | $750.21 |
| KNOBLAUCH | KEITH PERCY | Police Constable | $104,722.78 | $761.10 |
| BAKER | RICHARD TIMOTHY | Training Constable | $104,705.22 | $779.84 |
| ST JEAN | DUANE MARVIN | Police Constable | $104,701.67 | $744.54 |
| D'ANGELO | GIUSEPPE | Plainclothes Police Constable | $104,692.23 | $784.88 |
| HOOD | JACQUELINE SUSANNE | Plainclothes Police Constable | $104,686.10 | $765.60 |
| ANDREJISHYN | JAMES JOSEPH | Plainclothes Police Constable | $104,684.13 | $765.60 |
| GUTHRIE | JANICE | Plainclothes Police Constable | $104,682.86 | $349.34 |
| HARKER | ADAM MICHAEL | Plainclothes Police Constable | $104,647.44 | $765.60 |
| MONTRAIT | DAVID WILLIAM | Police Constable | $104,645.16 | $735.67 |
| RENNIE | JASON DOUGLAS | Plainclothes Police Constable | $104,640.20 | $757.31 |
| DREWS | JASON | Police Constable | $104,633.94 | $749.40 |
| BRIDEAU | RENE ALYRE | Plainclothes Police Constable | $104,625.81 | $765.60 |
| BENALLICK | DIANNA | Police Constable | $104,622.21 | $753.15 |
| POWELL | CATHY VERONICA | Sergeant | $104,618.21 | $791.88 |
| BENSON | IAN CHRISTOPHER | Plainclothes Police Constable | $104,610.43 | $758.37 |
| KNIGHT | JULIE | Plainclothes Police Constable | $104,598.39 | $785.30 |
| NICHOLS | HEATHER LAURY | Detective | $104,594.26 | $363.35 |
| CASEY | JAMES AUSTIN | Police Constable | $104,584.86 | $751.25 |
| ANDREW | WILLIAM JASON | Training Constable | $104,584.19 | $765.60 |
| NUSSBAUM-VOINA | VIORICA IOAN | Senior Analyst | $104,565.08 | $366.76 |
| KELLY | RYAN ANDREW | Plainclothes Police Constable | $104,561.31 | $765.60 |
| REIMER | ERIC RICHARD | Training Constable | $104,527.60 | $769.00 |
| MCKENZIE | ROBERT SEAN | Sergeant | $104,516.29 | $788.45 |
| MARCHESE | FRANK | Police Constable | $104,509.69 | $764.04 |
| RIGGS | BRIAN CHRISTOPHER | Plainclothes Police Constable | $104,499.60 | $767.30 |
| RUTLEDGE | MONICA JANET | Police Constable | $104,497.23 | $744.54 |
| SYRMBOS | TOM ANASTASIOS | Plainclothes Police Constable | $104,489.85 | $750.21 |
| ARMSTRONG | FREDERICK SHANE | Plainclothes Police Constable | $104,487.38 | $765.60 |
| DUNKER | NIGEL PETER | Training Constable | $104,478.77 | $765.60 |
| MANN | MANDEEP SINGH | Sergeant | $104,460.99 | $788.45 |
| WOJTKIEWICZ | VICTOR BRUNISLAW | Plainclothes Police Constable | $104,450.62 | $765.60 |
| CHILVERS | AMANDA DANIELLE | Plainclothes Police Constable | $104,450.42 | $765.60 |
| MCGOVERN | MICHAEL PATRICK | Senior Analyst | $104,449.00 | $366.76 |
| GALLAGHER | JOHN ASHLEY | Plainclothes Police Constable | $104,447.40 | $750.21 |
| YOURKIN | COURTNEY ANNE | Plainclothes Police Constable | $104,444.75 | $765.60 |
| BRUNATO | RICCARDO | Police Constable | $104,436.23 | $779.62 |
| MAXWELL | GEORGE BYRON | Plainclothes Police Constable | $104,434.71 | $765.60 |
| RICHARDS | SARAH ANN | Police Constable | $104,433.69 | $735.67 |
| ALI | ASIF IFTIKHAR | Sergeant | $104,432.03 | $788.45 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| STRAIN | GARVAN AUGUSTINE | Plainclothes Police Constable | $104,424.62 | $765.60 |
| MATHEWS | BRANT | Plainclothes Police Constable | $104,407.04 | $765.60 |
| TAYLOR | KEVIN DWIGHT | Police Constable | $104,393.57 | $759.93 |
| ALEKSANDROWICZ | LUKASZ | Police Constable | $104,383.13 | $735.67 |
| WIDEMAN | JANINE BRITTANY | Police Constable | $104,374.25 | $735.67 |
| HAWKINS | ROBERT GEOFFREY | Police Constable | $104,353.79 | $759.93 |
| MCCONACHIE | STEVEN LEONARD | Plainclothes Police Constable | $104,344.05 | $750.21 |
| MUIR | MICHAEL ADAM | Police Constable | $104,343.39 | $735.67 |
| BOYCE | ANDREW RYAN | Police Constable | $104,332.78 | $736.02 |
| HOWLETT | WAYNE | Plainclothes Police Constable | $104,327.90 | $785.30 |
| MINEYKO | KRZYSZTOF EUSTACHY | Senior Analyst | $104,326.00 | $366.76 |
| SUN | SAM SHUO | Police Constable | $104,321.64 | $735.67 |
| BOURGEOIS | JEAN PHILIP | Plainclothes Police Constable | $104,313.49 | $765.60 |
| YEE | IAN | Plainclothes Police Constable | $104,304.68 | $765.60 |
| RAMPERSAUD | DAVID | Senior Analyst | $104,299.00 | $366.76 |
| HENDERSON | VINCENT | Police Constable | $104,295.47 | $764.04 |
| GALDIKS | ROLAND GERHARD | Police Constable | $104,292.80 | $744.54 |
| LETSCHE | DOUGLAS REYNOLDS | Training Constable | $104,283.19 | $765.60 |
| LICOP | ROBERT JOSEPH | Police Constable | $104,279.19 | $753.15 |
| STUART | MATTHEW JAMES | Training Constable | $104,279.03 | $765.60 |
| DORRINGTON | FRANCIS JUSTIN | Plainclothes Police Constable | $104,275.67 | $749.58 |
| PIRAISOODY | BALAKUMARAN | Police Constable | $104,252.57 | $735.67 |
| STASSEN | STEPHEN MARK | Police Constable | $104,251.43 | $735.67 |
| GALLO | DANIEL | Plainclothes Police Constable | $104,249.85 | $765.60 |
| RUTTIMANN | PAUL EUGEN | Police Constable | $104,241.11 | $735.67 |
| HUMENIUK | JUSTYN DAVID | Plainclothes Police Constable | $104,237.90 | $765.60 |
| CAWTHORNE | AUDRY PETRA | Police Constable | $104,230.99 | $741.48 |
| ROSS | WILLIAM | Police Constable | $104,222.77 | $764.04 |
| RUMNEY | TRACI GWENDOLYN | Plainclothes Police Constable | $104,220.29 | $765.60 |
| HALEY | RHONDA GAYLE | Plainclothes Police Constable | $104,218.25 | $765.60 |
| BOYD | ANDREW | Police Constable | $104,211.61 | $744.54 |
| EICHENBERG | JAMES MICHAEL | Training Constable | $104,195.17 | $774.44 |
| FAREWELL | DANIEL HAROLD | Plainclothes Police Constable | $104,187.67 | $765.60 |
| LANDRY | DARRYL JAMES | Plainclothes Police Constable | $104,183.80 | $765.60 |
| WARD | KEVIN WALTER | Police Constable | $104,171.05 | $735.67 |
| TSATURYAN | VLADYSLAV RAFIKOVYCH | Police Constable | $104,167.49 | $704.94 |
| SCHERBEY | RONNIE MIKEAL | Plainclothes Police Constable | $104,160.55 | $766.28 |
| GRAMMATIKOS | MICHAEL GEORGE | Police Constable | $104,158.01 | $744.54 |
| BONIFACE | BARKLEY GEORGE | Sergeant | $104,153.94 | $788.45 |
| RAMIREZ | MARION GENEVIEVE | Senior Analyst | $104,149.00 | $366.76 |
| SMITH | KRISTY JANE | Police Constable | $104,147.17 | $759.93 |
| BALICE | VICTORIA NATALIE | Plainclothes Police Constable | $104,143.27 | $760.32 |
| MCNABB | EDWARD LYNN | Police Constable | $104,138.31 | $759.93 |
| LIM | DONG HYEOK DAVE | Plainclothes Police Constable | $104,134.97 | $765.60 |
| WILSON | JULIE THERESE | Sergeant | $104,129.34 | $788.45 |
| MARTIN | DANIEL ALEXANDER | Sergeant | $104,116.76 | $789.15 |
| CAMPBELL | CLAYTON DOUGLAS | Detective | $104,115.82 | $788.45 |
| CRAGHILL | DAVID | Sergeant | $104,113.88 | $681.78 |
| DAVIS | STACEY DEE | Sergeant | $104,112.73 | $788.45 |
| STRADZA | KRYSTIAN | Police Constable | $104,107.59 | $737.74 |
| DARNLEY | STEVEN WILLIAM | Plainclothes Police Constable | $104,107.01 | $765.60 |
| INDIRAN | PRASHANAN | Police Constable | $104,102.39 | $735.67 |
| GREWAL | AMANPREET SINGH | Plainclothes Police Constable | $104,086.60 | $756.96 |
| KHAN | TARIQ IJAZ | Police Constable | $104,085.56 | $735.67 |
| VIEIRA | LARRY GIL | Plainclothes Police Constable | $104,078.28 | $765.60 |
| IRWIN | KRISTOPHER BRAHMS | Police Constable | $104,076.90 | $744.54 |
| JUGPALL | HERMAIL SINGH | Plainclothes Police Constable | $104,074.32 | $752.04 |
| ROBINSON | NEIL BERESFORD | Police Constable | $104,061.47 | $735.67 |
| MOI | NATALIE BOBO | Police Constable | $104,030.39 | $744.54 |
| WHYTE | ADAM TERRANCE | Police Constable | $104,021.73 | $709.60 |
| ZEBESKI | DAVID MICHAEL | Sergeant | $104,012.12 | $788.45 |
| GUERREIRO | JOSEPH ANDREW | Police Constable | $104,007.29 | $759.93 |
| SCOTT | DWAYNE | Plainclothes Police Constable | $104,005.26 | $785.30 |
| TSERING | TENZIN CHODON | Plainclothes Police Constable | $103,996.47 | $340.50 |
| NORMAN | WILLIAM MICHAEL | Police Constable | $103,974.66 | $744.54 |
| FORCILLO | JAMES BERNARD | Police Constable | $103,967.01 | $735.67 |
| MILLER | RYAN KENETH | Detective | $103,964.67 | $788.45 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| MANHERZ | JOEL NICHOLAS | Plainclothes Police Constable | $103,960.34 | $765.60 |
| DAS GUPTA | ONIL | Training Constable | $103,957.29 | $774.44 |
| SHREERAM | AMAR | Plainclothes Police Constable | $103,938.76 | $765.60 |
| MARSHALL | SHAWN TOBIN | Sergeant | $103,930.44 | $788.45 |
| KARAVADI | HANUMANTHA | Senior Analyst | $103,927.12 | $366.76 |
| ARSENAULT | RICHARD PAUL | Sergeant | $103,926.49 | $788.45 |
| MIKALACHKI | LARRY | Police Constable | $103,921.06 | $764.04 |
| ELZINGA | SIU-MIA | Plainclothes Police Constable | $103,918.24 | $765.60 |
| RUSSELL | JAMES JOSEPH | Plainclothes Police Constable | $103,916.29 | $340.50 |
| GILBERT | SHAWN WILLIAM | Sergeant | $103,908.88 | $788.45 |
| STAVRAKIS | JIMMY | Training Constable | $103,904.86 | $770.70 |
| DRAPER | KIRSTAN GILES | Police Constable | $103,903.18 | $744.54 |
| ETHIER | CHRISTOPHER MICHAEL | Plainclothes Police Constable | $103,900.19 | $745.48 |
| WHITLEY | PAUL WILLIAM | Plainclothes Police Constable | $103,897.71 | $763.29 |
| SPADE | BRIAN DAVID | Police Constable | $103,896.56 | $759.12 |
| PETRIE | KYLE JOHNATHON | Sergeant | $103,890.31 | $788.45 |
| SIRBU | PETRICA CRISTIAN | Police Constable | $103,885.74 | $735.67 |
| PREVOST | JAYME THOMAS | Police Constable | $103,876.82 | $310.57 |
| HOFFMEYER | RUSSELL DANIEL | Detective | $103,856.25 | $791.88 |
| BAUS | JACQUELINE SANDRA | Sergeant | $103,854.24 | $364.05 |
| COURT | ANDREW JAMES | Plainclothes Police Constable | $103,849.56 | $741.38 |
| AGNEW | ROBERT | Senior Technical Analyst | $103,849.00 | $366.76 |
| MOISSEEV | IOURI | Senior Technical Analyst | $103,849.00 | $366.76 |
| GREWAL | NARINDERPAL SINGH | Police Constable | $103,845.91 | $735.67 |
| NG | WILLIAM | Police Constable | $103,823.52 | $735.67 |
| ARMANI | PEDRAM | Police Constable | $103,820.94 | $744.54 |
| RAGELL | THOMAS MICHAEL | Police Constable | $103,809.03 | $753.15 |
| LEARY | DEREK WILLIAM | Police Constable | $103,803.96 | $744.54 |
| GIRARD | MARTIN REMI | Police Constable | $103,800.20 | $735.67 |
| LEE | KYUNG SOO | Police Constable | $103,797.94 | $735.67 |
| WANG | CHUAN | Police Constable | $103,791.30 | $735.67 |
| WENZEL | DEREK MICHAEL | Police Constable | $103,788.22 | $735.67 |
| EASTER | PETER | Police Constable | $103,786.75 | $764.04 |
| MORRISON | STEVEN CHRISTOPHER | Police Constable | $103,783.40 | $744.54 |
| TANEL | CHRISTOPHER MATHEW | Plainclothes Police Constable | $103,782.86 | $752.86 |
| TAIT | JUDITH MAUREEN | Sergeant | $103,774.52 | $788.45 |
| RANDHAWA | MANDEEP SINGH | Police Constable | $103,772.92 | $691.18 |
| BURNS | ROY BRIAN | Police Constable | $103,764.08 | $735.67 |
| LUCHIAN | EDUARD | Police Constable | $103,751.79 | $740.59 |
| LEE | JAE-WOOK | Sergeant | $103,751.73 | $788.45 |
| JOHNSTON | WENDY ELIZABETH | Sergeant | $103,748.42 | $788.45 |
| VAN DER KRABBEN | STEVEN JOHN | Plainclothes Police Constable | $103,741.19 | $759.93 |
| WOODS | DOUGLAS STEPHEN | Police Constable | $103,731.16 | $744.54 |
| MCCONNELL | DARREN | Plainclothes Police Constable | $103,726.00 | $374.04 |
| BUTT | MICHAEL CLAYTON | Sergeant | $103,722.89 | $788.45 |
| SHIELDS | GAIL PATRICIA | Police Constable | $103,709.72 | $764.04 |
| STONE | CHRISTOPHER | Police Constable | $103,709.16 | $761.10 |
| JONES | PAUL CHRISTOPHER | Sergeant | $103,701.27 | $791.88 |
| SZULC | SEBASTIAN | Police Constable | $103,701.17 | $744.54 |
| NG | CHI WAI | Plainclothes Police Constable | $103,699.09 | $782.36 |
| MILLWOOD | KARLENE ANN | Senior Analyst | $103,699.00 | $366.76 |
| KURTS | LISA CRYSTAL | Sergeant | $103,697.99 | $789.15 |
| HIGGITT | ELISA | Sergeant | $103,695.29 | $788.45 |
| MCLEOD | PATRICK | Training Constable | $103,670.14 | $785.30 |
| JAMES | RITA ANNE | Plainclothes Police Constable | $103,669.24 | $760.74 |
| CLAUDIO | DONALD | Police Constable | $103,668.69 | $735.67 |
| GOMES | JUSTIN DAVID | Plainclothes Police Constable | $103,658.03 | $765.60 |
| DENTON | MARK | Plainclothes Police Constable | $103,655.85 | $785.30 |
| O'NEILL | BRIAN DONALD | Plainclothes Police Constable | $103,652.20 | $765.60 |
| LUSBY | GORDON | Training Constable | $103,650.38 | $785.30 |
| TROVATO | LUIGI MOSE | Plainclothes Police Constable | $103,644.17 | $774.44 |
| PROGER | SERGEY ILYICH | Training Constable | $103,636.21 | $764.79 |
| MORDEN | TODD DOUGLAS | Plainclothes Police Constable | $103,626.78 | $766.28 |
| GOOBIE | DERRICK | Training Constable | $103,622.15 | $785.30 |
| RIOLO | SALVATORE TONY | Police Constable | $103,619.91 | $744.54 |
| ANTOINE | KEVIN FRANCIS | Plainclothes Police Constable | $103,611.50 | $760.74 |
| ITO | CHRISTOPHER | Police Constable | $103,607.28 | $735.67 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| WILLAN | SUMMER LEE | Detective | $103,599.09 | $790.86 |
| REZVANI | SEYED ALI | Police Constable | $103,597.78 | $735.67 |
| MCFARQUHAR | BRETT HARRY | Sergeant | $103,590.94 | $788.45 |
| CANNON | MARLENE | Plainclothes Police Constable | $103,586.77 | $785.30 |
| GHAZARIAN | HAMAYAK | Police Constable | $103,583.32 | $735.67 |
| PULUMBARIT | RYAN CARIJUTAN | Police Constable | $103,579.18 | $735.67 |
| CATES | STEVEN RICHARD | Police Constable | $103,572.46 | $747.78 |
| GOSS | JASON JAMES | Police Constable | $103,563.05 | $745.22 |
| MELANSON | JAMES ALLEN | Senior Operations Supervisor | $103,552.54 | $735.25 |
| ASNER | ROBERT EDWARD | Police Constable | $103,544.79 | $744.54 |
| BEVAN | GORDON | Training Constable | $103,536.99 | $785.30 |
| WHITFIELD | LOUIS FRANCIS | Police Constable | $103,534.66 | $742.16 |
| GOWAN | TODD JOHN | Sergeant | $103,534.42 | $788.45 |
| COLLYMORE | BRIAN MATTHEW | Police Constable | $103,528.86 | $735.67 |
| DODSON | RANDIE | Training Constable | $103,502.37 | $774.44 |
| ROZICH | SAMANTHA MILDRED | Sergeant | $103,502.15 | $797.32 |
| PENNY | LISA RITA | Police Constable | $103,487.82 | $735.67 |
| PRITCHARD | BRIAN JAMES | Sergeant | $103,484.75 | $366.78 |
| HARRIS | DAVID ANTHONY | Senior Analyst | $103,480.00 | $366.76 |
| HAWORTH | ANDREW MICHAEL | Police Constable | $103,455.09 | $735.67 |
| VILVANATHAN | PIRATHEEPAN | Plainclothes Police Constable | $103,454.53 | $741.38 |
| MYERS | SHARON ELIZABETH | Sergeant | $103,447.51 | $789.15 |
| SALERMO PANEQUE | JAVIER | Police Constable | $103,445.62 | $739.10 |
| PRICE | TIMOTHY JOHN | Police Constable | $103,445.02 | $744.54 |
| OLIVEROS | RAMON | Detective | $103,443.92 | $788.45 |
| LINNEY | JOHN THOMAS | Plainclothes Police Constable | $103,419.87 | $765.60 |
| SONDHI | SANJAY | Police Constable | $103,417.94 | $744.54 |
| LANGFORD | CHRISTAIN TREVOR | Police Constable | $103,417.77 | $744.54 |
| DAWODU | CHRISTOPHER OLUFEMI | Plainclothes Police Constable | $103,412.29 | $765.60 |
| CHIN | ADRIAN CAREY | Plainclothes Police Constable | $103,407.39 | $765.60 |
| JANSZ | ANGELO TYRELL | Sergeant | $103,399.09 | $788.45 |
| JIMENEZ | FRANCISCO RAUL | Police Constable | $103,394.02 | $739.10 |
| SCOTT | MICHAEL ANDREW | Police Constable | $103,392.10 | $753.45 |
| TAJTI | ROBERT MARK | Plainclothes Police Constable | $103,390.13 | $784.88 |
| MOHAMMED | RIAD JINNAH | Police Constable | $103,376.26 | $735.67 |
| MCCLOREY | SEAN MICHAEL | Police Constable | $103,375.69 | $764.04 |
| RIBEIRO | REUBEN FRANCIS | Police Constable | $103,375.10 | $741.41 |
| PROSAVICH | PAULA ANNE | Sergeant | $103,371.17 | $788.45 |
| HISCOX | PATRICK JAMES | Police Constable | $103,365.00 | $749.40 |
| HOLLINGSHEAD | RICHARD WARREN | Police Constable | $103,348.95 | $780.44 |
| LAVERS | MANFRED JAMES | Police Constable | $103,348.39 | $735.67 |
| VIOLOT | ANDREW | Plainclothes Police Constable | $103,341.27 | $785.30 |
| TAYLOR | WAVENEY PATSY | Police Constable | $103,335.44 | $744.54 |
| SVITAK | PETER | Training Constable | $103,312.51 | $785.30 |
| FERNANDES | MICHAEL | Plainclothes Police Constable | $103,304.40 | $347.08 |
| RIM | CHRIS | Plainclothes Police Constable | $103,288.73 | $761.31 |
| HAMILTON | KEVIN STEWART | Plainclothes Police Constable | $103,287.51 | $759.93 |
| KICKSEE | CHERYL NOREEN | Human Resources Application Specialist | $103,286.81 | $774.02 |
| VANSPALL | GREGORY PATRICK | Police Constable | $103,286.81 | $735.67 |
| O'HALLORAN | KEVIN MATTHEW | Police Constable | $103,280.19 | $736.02 |
| BACHLY | CHRISTOPHER DAVID | Detective | $103,276.20 | $788.45 |
| PAYNE | BRADLEY JAMES | Police Constable | $103,238.53 | $735.67 |
| ARSHAD | SHERAZ | Police Constable | $103,215.72 | $735.67 |
| NUNNO | MELISSA | Plainclothes Police Constable | $103,212.36 | $765.60 |
| ROBERTSON | RODGER KENT | Police Constable | $103,189.76 | $761.10 |
| SHETTY | VIJAY RAMESH | Sergeant | $103,180.38 | $788.45 |
| HARNISH | MICHAEL STEVENS | Police Constable | $103,180.26 | $744.54 |
| FEGAN | PAUL | Training Constable | $103,178.24 | $777.92 |
| BREAULT | AMY RUTH | Sergeant | $103,171.66 | $789.15 |
| BENOIT | HORST ALBERT | Police Constable | $103,162.86 | $753.15 |
| SPENCER | JASON ALLAN | Police Constable | $103,155.48 | $744.54 |
| GELLEL | JENNIFER | Police Constable | $103,138.60 | $722.14 |
| NACCARATO | DOMENICO ANTONIO | Senior Technician of Radio and Electronics | $103,128.14 | $293.15 |
| RALLIS | PETER | Sergeant | $103,119.37 | $789.84 |
| HIND | D'ARCY LIAM | Plainclothes Police Constable | $103,119.24 | $765.60 |
| DE CAIRE | JEFFREY PAUL | Police Constable | $103,114.27 | $735.67 |
| JOHNSTON | ANDREW MICHAEL | Police Constable | $103,113.15 | $735.67 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| SALEEM | FAWAD | Police Constable | $103,108.67 | $735.67 |
| LEFORT | KENTON WILLIAM | Training Constable | $103,099.92 | $765.60 |
| PINTO | JUIN EUTROPIO | Police Constable | $103,087.43 | $726.70 |
| BOLLAND | CHRISTOPHER GREGORY | Police Constable | $103,085.66 | $735.67 |
| ZANK | GARY CHARLES | Plainclothes Police Constable | $103,082.78 | $785.30 |
| FLOREZ | LUIS GUILLERMO | Police Constable | $103,081.51 | $735.67 |
| BOWMASTER | MICHAEL GLEN | Plainclothes Police Constable | $103,077.92 | $765.60 |
| PARKER | IAN CHRISTOPHER | Plainclothes Police Constable | $103,074.61 | $755.40 |
| COYLE | ROBERT | Police Constable | $103,070.98 | $764.04 |
| DAOUST | MICHAEL-LEE DENIS-PAUL | Plainclothes Police Constable | $103,062.49 | $765.60 |
| LEYVA | SHARON MARISOL | Police Constable | $103,055.04 | $744.54 |
| THAI | THANH | Plainclothes Police Constable | $103,038.97 | $780.26 |
| SALIBA | RACHEL CATHERINE | Plainclothes Police Constable | $103,014.56 | $756.96 |
| BAKSH | FAIZAL ANTHONY | Police Constable | $103,008.19 | $735.67 |
| SMYTH | TRACEY CAROLE | Plainclothes Police Constable | $103,006.86 | $785.30 |
| JOHNSON | LEON | Police Constable | $102,999.57 | $764.04 |
| GARROW | PATRICK JOHN | Plainclothes Police Constable | $102,976.14 | $774.44 |
| LINDELL | KURTIS LAWRENCE | Police Constable | $102,973.96 | $740.46 |
| SWART | ROGER JOHN | Plainclothes Police Constable | $102,973.69 | $765.60 |
| MANCUSO | ANITA MARIA | Plainclothes Police Constable | $102,972.81 | $785.30 |
| HUNT | GLEN STEPHEN | Police Constable | $102,971.43 | $764.04 |
| BROWN | ROBERT ARTHUR | Plainclothes Police Constable | $102,961.37 | $755.07 |
| CONLAN | DARREN PATRICK | Police Constable | $102,955.95 | $735.67 |
| FOSTER | ANTHONY JOSEPH | Police Constable | $102,955.51 | $744.54 |
| JOSEPH | RONALD RAJESH | Police Constable | $102,948.95 | $735.67 |
| JASWAL | MONISH SINGH | Police Constable | $102,944.61 | $735.67 |
| KELLOWAY | TREVOR PAUL | Police Constable | $102,943.04 | $735.67 |
| DOUVIS | ANTONIOS | Plainclothes Police Constable | $102,921.98 | $338.19 |
| RASMUSSEN | KEVIN WILLIAM | Plainclothes Police Constable | $102,916.88 | $741.38 |
| PARLIAMENT | JAMES RALPH | Training Constable | $102,901.76 | $774.44 |
| COMEAU | JOSEPH THOMAS | Police Constable | $102,891.02 | $739.10 |
| CLAPP | CATHERINE ANN | Police Constable | $102,883.22 | $735.67 |
| D'SOUZA | PHILIP | Police Constable | $102,881.19 | $753.15 |
| LAZZARO | FRANK ANTHONY | Police Constable | $102,881.02 | $744.54 |
| MANNING | JOHN | Police Constable | $102,871.07 | $764.04 |
| PINCHAK | WASYL | Project Leader | $102,867.12 | $336.54 |
| LILLIE | SHAWN GERALD | Plainclothes Police Constable | $102,861.88 | $751.22 |
| PINIZZOTTO | MARC ANTHONY | Plainclothes Police Constable | $102,857.19 | $741.38 |
| CHUNG | RODCLIFF RODGER | Sergeant | $102,853.74 | $788.45 |
| HAWKEN | MICHAEL BROWNLEE | Police Constable | $102,852.72 | $751.83 |
| KIDD | JAMES JEFFREY | Plainclothes Police Constable | $102,841.89 | $765.60 |
| KNIGHTON | JASON RICHARD | Police Constable | $102,840.98 | $735.67 |
| KIJEWSKI | KATHLEEN LAUREN | Plainclothes Police Constable | $102,830.04 | $749.40 |
| ROBERTS | DEIGHTON ARTHUR | Plainclothes Police Constable | $102,827.45 | $750.21 |
| SPIVAK | SHARI | Plainclothes Police Constable | $102,824.07 | $784.88 |
| FURANNA | RYAN ANDREW | Plainclothes Police Constable | $102,817.25 | $765.60 |
| SARUDI | VIKTOR | Plainclothes Police Constable | $102,816.56 | $750.21 |
| KIMMERER | DAVID RUSSELL | Police Constable | $102,816.31 | $747.87 |
| FOUGERE | CORY TRENTON | Plainclothes Police Constable | $102,786.87 | $750.21 |
| WEST | LEE ANN | Police Constable | $102,786.33 | $744.54 |
| MACKAY | SHARI PATRICIA | Sergeant | $102,781.52 | $788.45 |
| EDWARD | GLENN RAYMOND | Sergeant | $102,779.85 | $788.45 |
| WONG | VINCENT ALEXANDER | Police Constable | $102,777.39 | $744.54 |
| SYMSS | SHANE ROBERT | Police Constable | $102,770.97 | $328.05 |
| KAHNT | ANGELA CHRISTINE | Plainclothes Police Constable | $102,747.23 | $765.60 |
| DOYLE | JAMES EDWARD | Police Constable | $102,746.90 | $735.67 |
| THOMAS | LEROY | Police Constable | $102,745.54 | $764.04 |
| QUINN | CONAL GEORGE | Training Constable | $102,740.90 | $765.60 |
| BERRY | JOSHUA MICHAEL | Police Constable | $102,730.53 | $317.06 |
| COOK | ANTHONY DOUGLAS | Training Constable | $102,722.41 | $765.60 |
| ST CLAIR | KAREY ALOYSIUS | Police Constable | $102,718.29 | $735.67 |
| MILNE | MARK | Police Constable | $102,717.04 | $761.10 |
| MCCARTHY | CHEOLIVER DAX | Police Constable | $102,715.46 | $744.54 |
| CHEUNG | NICKY TIN-FU | Plainclothes Police Constable | $102,708.84 | $754.58 |
| EVELYN | JOEL JAMSON | Police Constable | $102,697.16 | $744.54 |
| VIRK | MAHEEP KAUR | Police Constable | $102,692.76 | $735.67 |
| LAW | CHUN-WING WILLIAM | Plainclothes Police Constable | $102,690.72 | $751.22 |
| DA COSTA | ANTONIO NORBERTO | Police Constable | $102,687.06 | $753.15 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| YOUNG | WARREN G. | Training Constable | $102,685.53 | $785.30 |
| MCNABB | ANDREW GORDON | Police Constable | $102,675.51 | $364.05 |
| BORISSOV | BORIS ILIEV | Plainclothes Police Constable | $102,669.52 | $752.39 |
| FENECH | JEFFREY | Plainclothes Police Constable | $102,661.25 | $751.22 |
| SURCON | SCOTT ANDREW | Plainclothes Police Constable | $102,658.70 | $759.93 |
| SAN PEDRO | MANUEL | Plainclothes Police Constable | $102,652.00 | $360.20 |
| RAMBHARACK | NEIL | Sergeant | $102,631.33 | $363.35 |
| ZHOU | YE | Senior Technical Analyst | $102,624.72 | $362.38 |
| NANTON | ANDREW ANTONIO | Police Constable | $102,623.09 | $735.67 |
| ROCCA | DAVID MICHAEL | Police Constable | $102,616.80 | $703.72 |
| GALIOTOS | KONSTANTINOS | Plainclothes Police Constable | $102,613.30 | $765.60 |
| VALLEDOR | ALVIN | Training Constable | $102,610.30 | $765.60 |
| MACKEY | CRAIG TRAVIS | Police Constable | $102,607.14 | $744.54 |
| VANWART | DANIEL ROBINSON | Plainclothes Police Constable | $102,604.84 | $766.28 |
| CARLETON | STEPHEN JAMES | Plainclothes Police Constable | $102,593.88 | $765.60 |
| NGUYEN | QUOC HOA-KHANH | Training Constable | $102,592.19 | $765.60 |
| HOOPER | KEVIN JOSEPH | Sergeant | $102,585.33 | $788.45 |
| KENNEDY | IAN DANIEL | Detective | $102,575.08 | $788.45 |
| HUBER | ERWIN WERNER | Plainclothes Police Constable | $102,571.73 | $765.60 |
| WYARD | LESLIE ANN | Plainclothes Police Constable | $102,570.98 | $757.31 |
| TOMPRAS | THEODORE | Training Constable | $102,570.33 | $765.60 |
| DOBRO | ANDREW | Police Constable | $102,569.87 | $764.04 |
| HICKMOTT | MARCIE LYNN | Detective | $102,565.38 | $788.45 |
| CIPRO | MICHELLE PAULINE | Detective | $102,562.93 | $788.45 |
| HOPKINS | JEFFREY DAVID | Detective | $102,560.13 | $788.45 |
| MCCALL | JAYANT JOHN | Sergeant | $102,560.13 | $788.45 |
| MCINNIS | JESSICA MICHELLE | Sergeant | $102,560.13 | $788.45 |
| MORAN | RUTH MARIAN | Detective | $102,560.13 | $363.35 |
| PETRAKIS | STAVROS | Plainclothes Police Constable | $102,540.59 | $765.60 |
| WATSON | ERROL JOHN | Training Constable | $102,535.88 | $765.60 |
| O'KEEFE | DAVID MICHAEL | Plainclothes Police Constable | $102,523.59 | $763.29 |
| KELLY | DENISE EUGENIA | Police Constable | $102,521.38 | $735.67 |
| BIANCHI | DANIELA | Plainclothes Police Constable | $102,514.95 | $774.44 |
| MITAKIDIS | HARALS STEVE | Plainclothes Police Constable | $102,494.17 | $756.96 |
| THAYALAN | SARATH | Plainclothes Police Constable | $102,493.21 | $757.31 |
| GOEBELL | NAD | Police Constable | $102,488.83 | $764.04 |
| NAMAYANDEH | ARASH | Police Constable | $102,480.17 | $744.54 |
| MCMAHON | JOSEPH | Police Constable | $102,477.33 | $764.04 |
| JONES | DOUGLAS ALBERT | Plainclothes Police Constable | $102,473.49 | $785.30 |
| BERNOBIC | KEVIN | Police Constable | $102,458.72 | $739.10 |
| MOLONEY | PATRICK MICHAEL | Police Constable | $102,455.78 | $744.54 |
| KIM | DANIEL | Police Constable | $102,432.93 | $735.67 |
| GARLAND | MARINA EDUARDOVNA | Police Constable | $102,428.99 | $762.36 |
| KHURSHID | SHEIKH AHMAD | Police Constable | $102,424.25 | $735.67 |
| SZKOTAK | MARIUSZ | Police Constable | $102,419.81 | $744.54 |
| FONG | NELSON | Police Constable | $102,415.61 | $722.14 |
| RATHBONE | MELANIE LYNN | Police Constable | $102,414.32 | $744.54 |
| TAYLOR | MICHAEL BRYAN | Plainclothes Police Constable | $102,413.07 | $765.60 |
| ST GEORGE | STEPHANE MARC | Police Constable | $102,408.31 | $750.21 |
| VLACH | ERIC | Training Constable | $102,405.27 | $785.30 |
| WARNER | CHRISTINE | Plainclothes Police Constable | $102,397.57 | $785.30 |
| FILIPPIN | GIANNI ALAN | Plainclothes Police Constable | $102,394.28 | $765.60 |
| HALES | KEITH JOHN | Police Constable | $102,381.83 | $744.54 |
| ZAHEED | IKRAM | Police Constable | $102,373.86 | $735.67 |
| CHRISTODOULOU | YIORGO RICHARD | Police Constable | $102,365.25 | $735.67 |
| SMALL | GREGORY DAVID | Police Constable | $102,362.73 | $750.21 |
| DE LIMA | DAVID NOEL | Plainclothes Police Constable | $102,361.11 | $738.92 |
| WRONG | JASON CHRISTOPHER | Police Constable | $102,360.05 | $764.04 |
| BAGSHAW | ROBERT BRUCE | Plainclothes Police Constable | $102,358.70 | $785.30 |
| SIDHU | SUKHVINDER SINGH | Plainclothes Police Constable | $102,347.56 | $438.60 |
| DEWSNAP | JAMIE DUNCAN | Plainclothes Police Constable | $102,332.03 | $765.60 |
| SURRIDGE | SCOTT WOODROW | Police Constable | $102,331.35 | $735.67 |
| MURRAY | SCOTT ROBERT | Plainclothes Police Constable | $102,322.49 | $759.09 |
| DARYARAM | FARSHAD | Police Constable | $102,317.42 | $735.67 |
| STAM | SUSAN EVA | Plainclothes Police Constable | $102,309.41 | $765.60 |
| CAMERON | NEIL ROBERT | Police Constable | $102,301.43 | $735.67 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| PURCHAS | CHRISTOPHER DALE | Plainclothes Police Constable | $102,291.35 | $769.00 |
| BODDAERT | WARREN PETER | Training Constable | $102,275.96 | $769.00 |
| SUMAISAR | TOM NILAN | Police Constable | $102,273.38 | $753.15 |
| MC SWEENEY | JOSH MATTHEW | Plainclothes Police Constable | $102,265.42 | $756.96 |
| ROMERAL | MATT IAN | Police Constable | $102,264.26 | $735.67 |
| PERSAUD | RAMACE | Police Constable | $102,261.88 | $735.67 |
| KIENS | ASTRID M | Training Constable | $102,257.35 | $785.30 |
| GIESCHE | CHAD ALLEN | Plainclothes Police Constable | $102,252.47 | $765.60 |
| GARDINER | ROBERT SCOTT | Police Constable | $102,243.21 | $744.54 |
| MACGREGOR | GARY WILLIAM | Operations Supervisor | $102,240.10 | $742.75 |
| RODRIGUES | JULIUS ANTHONY | Police Constable | $102,238.52 | $744.54 |
| ULFAT | AHSAN ULLAH | Plainclothes Police Constable | $102,232.52 | $752.04 |
| CULLETON | OWEN | Police Constable | $102,203.81 | $764.04 |
| MASON | DONALD EDWARD | Plainclothes Police Constable | $102,196.18 | $755.88 |
| CLAYTON | RICARDO | Police Constable | $102,192.61 | $753.15 |
| MCCULLOUGH | ALAN | Police Constable | $102,187.24 | $744.54 |
| CRACK | RICKEY | Police Constable | $102,184.88 | $646.14 |
| MACNEISH | SCOTT ARISS | Police Constable | $102,157.23 | $735.67 |
| AGNEW | LUCAS OWEN | Police Constable | $102,151.20 | $735.67 |
| MANIQUIS | ALVIN KEITH | Plainclothes Police Constable | $102,148.67 | $765.60 |
| DOLGHII | IVAN | Police Constable | $102,146.22 | $735.67 |
| MCDONALD | MATTHEW PETER | Plainclothes Police Constable | $102,141.63 | $765.60 |
| SYLVA | JOSELITO | Police Constable | $102,139.23 | $735.67 |
| ELLIS | GEOFFREY WILLIAM | Plainclothes Police Constable | $102,137.99 | $765.60 |
| GONZALES | ANGELO ENRIQUEZ | Police Constable | $102,123.75 | $744.54 |
| TAYLOR | ROBERT EDWARD | Police Constable | $102,108.20 | $735.67 |
| ATKINS | CHERRY MAXINE | Police Constable | $102,106.28 | $744.54 |
| SONE | GLEN | Operations Supervisor | $102,104.74 | $742.75 |
| GUAY | SYLVIE | Police Constable | $102,087.17 | $764.04 |
| MCCANN | KEITH | Training Constable | $102,061.97 | $785.30 |
| HASSALL | ANDREW | Plainclothes Police Constable | $102,061.28 | $785.30 |
| BARNES | KIRK-NEIL ANTHONY | Police Constable | $102,058.52 | $744.54 |
| SPENCER | DAVID JOHN | Plainclothes Police Constable | $102,057.41 | $765.60 |
| WELLS | DAVID ARCHER | Police Constable | $102,044.28 | $744.54 |
| LISOWSKI | KEVIN FRANCIS | Training Constable | $102,025.42 | $765.60 |
| D'ABREO | OLIVER | Police Constable | $101,997.78 | $735.67 |
| LAMBE | JAMES | Police Constable | $101,996.26 | $764.04 |
| WULF | CRAIG DAVID | Police Constable | $101,990.91 | $735.67 |
| WALKER | MARK DOYLE | Police Constable | $101,976.75 | $744.54 |
| FUNCHION | DANIEL SCOTT | Plainclothes Police Constable | $101,974.59 | $756.96 |
| QUINN | SEAN LEE | Plainclothes Police Constable | $101,973.00 | $765.60 |
| HOLLAND | MARK LEWIS | Plainclothes Police Constable | $101,955.43 | $765.60 |
| PILLACH | ADRIAN JOZEF | Police Constable | $101,954.63 | $744.54 |
| VEGA CEDENO | TED ANGEL | Parking Enforcement Officer | $101,953.68 | $647.33 |
| DRAHEIM | RODNEY ALFRED-WERNER | Police Constable | $101,953.54 | $751.83 |
| OROZ | SLAVKO | Police Constable | $101,940.50 | $735.67 |
| OLVER | ROBERT BOND | Plainclothes Police Constable | $101,929.60 | $784.88 |
| BOWER | MARC ALAN | Police Constable | $101,920.26 | $739.10 |
| WALKER | FRANCIS | Police Constable | $101,908.17 | $764.04 |
| BACON | ANDREW MARTIN | Training Constable | $101,908.01 | $765.60 |
| MCFADYEN | BRIAN DENNIS | Police Constable | $101,898.59 | $744.54 |
| EMOND | CHRISTIAN RENE | Police Constable | $101,897.15 | $737.40 |
| CHARRON | STEPHANE REJEAN | Plainclothes Police Constable | $101,894.43 | $765.60 |
| SIDHU | AJAY SINGH | Plainclothes Police Constable | $101,887.76 | $765.60 |
| CARUSO | SALVATORE | Plainclothes Police Constable | $101,872.38 | $760.32 |
| BRYANT | ALAN MICHAEL | Training Constable | $101,870.76 | $785.30 |
| PATCHING | ANDREA | Plainclothes Police Constable | $101,867.11 | $785.30 |
| TOUT | JEFFREY SHAWN | Police Constable | $101,856.57 | $744.54 |
| FRENCH | CHRISTOPHER JAMES | Police Constable | $101,838.28 | $744.54 |
| WINDSOR | DAVID LEE | Plainclothes Police Constable | $101,833.56 | $765.60 |
| MUTIS | DAWN | Plainclothes Police Constable | $101,833.18 | $785.30 |
| RODRIGUEZ | ROBERT DAVID | Police Constable | $101,814.92 | $764.04 |
| BLAIR | CATHERINE ANNE | Records Release Coordinator | $101,810.15 | $336.86 |
| MACINNIS | JULIE SO-JUNG | Plainclothes Police Constable | $101,793.97 | $750.40 |
| CILIA | JOHN ROBERT | Plainclothes Police Constable | $101,786.45 | $753.76 |
| BURGIN | MICHAEL BRIAN | Police Constable | $101,781.47 | $735.67 |
| PARTRIDGE | DAVID WILLIAM | Police Constable | $101,779.98 | $735.67 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| HINES | GORDON IAN | Police Constable | $101,771.54 | $744.54 |
| DAVEY | DEREK JAMES | Plainclothes Police Constable | $101,766.45 | $756.96 |
| JONES | GARY LLOYD | Police Constable | $101,765.95 | $735.67 |
| COLLIN | JONATHAN DAVID | Plainclothes Police Constable | $101,762.95 | $765.60 |
| HAZELL | SANDRA DAWN | Police Constable | $101,741.54 | $744.54 |
| GARVEY | ANDREW FREDERICK | Police Constable | $101,737.87 | $751.02 |
| MUNRO | ASHLEY | Police Constable | $101,731.33 | $764.04 |
| SUKHDEO | CHRISTOPHER HARRY | Police Constable | $101,720.63 | $735.67 |
| BAIRD | KAREN ANN | Police Constable | $101,711.72 | $764.04 |
| HAYRE | HARMAN SINGH | Police Constable | $101,701.25 | $744.54 |
| PRITCHARD | DENIS BLAIR | Plainclothes Police Constable | $101,694.96 | $765.60 |
| KEHLER | JASON WADE | Police Constable | $101,694.29 | $750.21 |
| ELGAR | KAREN ELIZABETH | Plainclothes Police Constable | $101,690.80 | $785.30 |
| PIEPER | DONNA | Police Constable | $101,688.37 | $387.57 |
| HANTON | JEFFREY | Plainclothes Police Constable | $101,680.11 | $360.20 |
| IRVINE | ZACHARY JAMES | Plainclothes Police Constable | $101,675.65 | $765.60 |
| HARFMAN | BRADLEY JOHN | Police Constable | $101,668.05 | $735.67 |
| EMPTAGE | MATTHEW JAMES | Plainclothes Police Constable | $101,657.30 | $756.96 |
| LEE | DANIEL | Police Constable | $101,649.65 | $736.02 |
| CASSIDY | SEAN ANDREW | Plainclothes Police Constable | $101,643.44 | $765.60 |
| MANOHARAN | RAVI | Plainclothes Police Constable | $101,631.36 | $756.96 |
| SUTCLIFFE | COLIN DAVID | Police Constable | $101,619.54 | $735.67 |
| HASIUK | MELISSA ANNE | Police Constable | $101,616.67 | $735.67 |
| DIODATI | RICHARD | Police Constable | $101,611.78 | $764.04 |
| IRISH | PETER | Plainclothes Police Constable | $101,605.16 | $785.30 |
| ROSSEL | RICHARD ALBERT | Plainclothes Police Constable | $101,602.46 | $785.30 |
| WATT | BRIAN | Police Constable | $101,593.78 | $764.04 |
| WADDELL | MARK GRANT | Police Constable | $101,593.76 | $762.36 |
| MOLYNEAUX | CURTIS MICHAEL | Training Constable | $101,586.99 | $765.60 |
| PINCHIN | BRIAN | Plainclothes Police Constable | $101,577.22 | $785.30 |
| BRUCE | PAMELA | Training Constable | $101,575.06 | $785.30 |
| BRESSE | JEAN | Police Constable | $101,557.84 | $433.89 |
| ADAMS | TODD ROBERT | Police Constable | $101,548.72 | $739.10 |
| HO | ALEC KAI-KWUN | Parking Enforcement Officer | $101,544.95 | $647.33 |
| WILLIAMS | MARK | Plainclothes Police Constable | $101,541.91 | $785.30 |
| PASSERINO | CURTIS PAUL | Police Constable | $101,535.53 | $744.54 |
| MACDONALD | HECTOR MURDO | Police Constable | $101,533.59 | $744.54 |
| BERNARD | DAVID ANTHONY | Police Constable | $101,531.22 | $758.43 |
| TURNER | KIMBERLY | Police Constable | $101,527.98 | $338.94 |
| SHAW | CARL | Plainclothes Police Constable | $101,527.46 | $785.30 |
| HIGGINS | PAUL | Police Constable | $101,525.61 | $764.04 |
| GOTTSCHLING | RONALD EDMUND | Police Constable | $101,524.71 | $744.54 |
| GILL | JASON GOWAN | Police Constable | $101,516.67 | $759.93 |
| BISLA | KIRAN | Plainclothes Police Constable | $101,511.97 | $765.60 |
| DA SILVA CRISTOPULO | JIMMY BERNARDO | Police Constable | $101,507.42 | $735.67 |
| MUELLER | STEFAN | Police Constable | $101,499.58 | $764.04 |
| MARTIN | HENRY ARNE | Police Constable | $101,496.40 | $744.54 |
| ADAMS | KHARY AZANDE | Plainclothes Police Constable | $101,495.52 | $765.60 |
| SEHDEV | NITIN | Plainclothes Police Constable | $101,491.54 | $747.12 |
| MATHESON | DAVID | Plainclothes Police Constable | $101,486.76 | $785.30 |
| DWYER | ANTHONY | Plainclothes Police Constable | $101,481.86 | $785.30 |
| PARRISH | SCOTT | Plainclothes Police Constable | $101,481.06 | $785.30 |
| CAMPBELL | STEVEN | Training Constable | $101,477.46 | $785.30 |
| WINFIELD | RICHARD | Plainclothes Police Constable | $101,477.06 | $360.20 |
| URBAN | JON | Training Constable | $101,474.96 | $785.30 |
| JARVIS | ELAN | Plainclothes Police Constable | $101,474.61 | $360.20 |
| ATKINSON | GRAHAM STEPHEN | Plainclothes Police Constable | $101,473.86 | $766.28 |
| BEGIN | MARCEL ARMAND | Plainclothes Police Constable | $101,471.46 | $785.30 |
| BELLEFEUILLE | NEIL DOUGLAS | Plainclothes Police Constable | $101,471.46 | $360.20 |
| BORNEMAN | MARK ROBERT | Plainclothes Police Constable | $101,471.46 | $785.30 |
| DELPORT | MICHAEL | Plainclothes Police Constable | $101,471.46 | $785.30 |
| MORETON | BARTON | Plainclothes Police Constable | $101,471.46 | $785.30 |
| MOULTON | RONALD | Plainclothes Police Constable | $101,471.46 | $360.20 |
| PICKERING | STEPHEN | Plainclothes Police Constable | $101,471.46 | $785.30 |
| RYCZKO | LESLIE | Plainclothes Police Constable | $101,471.46 | $785.30 |
| SKLAR | NICKOLAS | Plainclothes Police Constable | $101,471.46 | $785.30 |
| SLATER | ALLYSON MARY | Training Constable | $101,471.46 | $785.30 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| STONE | TERENCE | Training Constable | $101,471.46 | $785.30 |
| PAIS | GLENN EDWIN | Police Constable | $101,469.62 | $744.54 |
| BECKWITH | CHRISTOPHER | Police Constable | $101,447.02 | $744.54 |
| FRENCH | KEITH | Police Constable | $101,442.66 | $764.04 |
| TROTTER | TIMOTHY WALLACE | Police Constable | $101,436.79 | $744.54 |
| LEONARD | DOUGLAS CLINT | Police Constable | $101,436.20 | $735.67 |
| KACHUR | DAMIEN JOHN | Police Constable | $101,432.57 | $744.54 |
| HANKS | STEPHEN ROBERT | Police Constable | $101,430.75 | $735.67 |
| BUCHANAN | GREGORY MICHAEL | Plainclothes Police Constable | $101,430.26 | $765.60 |
| SNIDER | KIRK EDWARD | Police Constable | $101,429.20 | $722.14 |
| TAIT | RONALD EUGENE | Plainclothes Police Constable | $101,427.19 | $773.76 |
| CLARK | KARAH DAWN | Police Constable | $101,416.53 | $319.44 |
| WEIR | IAN JASON | Plainclothes Police Constable | $101,406.20 | $751.22 |
| KAINZ | CHRISTOPHER JOHN | Police Constable | $101,405.39 | $338.52 |
| OLLOS | SANDOR ERNEST | Police Constable | $101,397.22 | $744.54 |
| COFFIN | PHILIP | Police Constable | $101,377.98 | $764.04 |
| WRIGHT | ARTHUR | Police Constable | $101,371.62 | $764.04 |
| SHUFMAN | AVIV | Police Constable | $101,370.01 | $735.67 |
| POLLARD | JAMES EVAN | Police Constable | $101,356.06 | $744.54 |
| MILLER | MATTHEW HAMILTON | Police Constable | $101,345.90 | $742.16 |
| SCAVONE | GABRIELE | Police Constable | $101,336.76 | $764.04 |
| NOTO | DIANA | Plainclothes Police Constable | $101,327.07 | $765.60 |
| FREEMAN | JEFFREY BRYANT | Police Constable | $101,326.68 | $744.54 |
| HOWES | CHRISTOPHER PAUL | Training Constable | $101,319.18 | $765.60 |
| SNEEP | TODD JAMES | Plainclothes Police Constable | $101,318.92 | $756.96 |
| OUELLET | ANDREW | Police Constable | $101,312.41 | $744.54 |
| MORASH | DEBORAH | Plainclothes Police Constable | $101,309.67 | $784.88 |
| VILLENEUVE | DIANE MARY | Plainclothes Police Constable | $101,309.67 | $784.88 |
| BUTT | STEPHEN MILLER | Police Constable | $101,295.94 | $744.54 |
| DAWOOD | AMAAN | Police Constable | $101,294.93 | $735.67 |
| PANAYOTOV | LUBOMIR IVANOV | Police Constable | $101,288.14 | $735.67 |
| SUNGHING | DANIEL RICHARD | Police Constable | $101,284.70 | $759.93 |
| GUERRA | JORSHENELLE LALLAINE | Police Constable | $101,274.62 | $744.54 |
| BULMER | WARREN JAMES | Training Constable | $101,266.71 | $784.46 |
| ALMEIDA | ANTONIO JOSE | Police Constable | $101,248.24 | $735.67 |
| BEAULAC | JOSEPH ANDRE | Police Constable | $101,226.55 | $744.54 |
| YUNG | FRANCIS YUAN-TUNG | Police Constable | $101,212.52 | $324.30 |
| LECKI | PAWEL LUKASZ | Police Constable | $101,197.29 | $735.67 |
| JUHASZ | JAMIE CHRISTINE | Police Constable | $101,186.88 | $735.67 |
| RAMPERSAD | STEVEN | Police Constable | $101,183.87 | $744.54 |
| CHAN | KEITH KAR-SHING | Police Constable | $101,175.74 | $735.67 |
| JOHNS | MARK DOUGLAS | Plainclothes Police Constable | $101,169.71 | $765.60 |
| LAMANNA | ANTHONY | Police Constable | $101,166.61 | $764.04 |
| O'DONNELL | JOSEPH PATRICK | Police Constable | $101,160.69 | $735.67 |
| HARRIS | CRAIG EDWARD | Police Constable | $101,150.85 | $764.04 |
| MEULEMAN | CHRISTOPHER BRYAN | Police Constable | $101,149.49 | $735.67 |
| MCGEE | JESSE PATRICK | Plainclothes Police Constable | $101,142.78 | $747.12 |
| SO | CHRISTOPHER STUART | Plainclothes Police Constable | $101,129.86 | $766.28 |
| SIDDIQUI | HAROON AHMED | Police Constable | $101,106.63 | $742.16 |
| CAVANAGH | DAVID JEFFREY | Training Constable | $101,089.39 | $765.60 |
| ASTAPKOVICH | ANDREI | Police Constable | $101,088.74 | $744.54 |
| ARTINIAN | PEGLAR | Plainclothes Police Constable | $101,087.35 | $765.60 |
| WILLETT | ANDREW JOHN | Plainclothes Police Constable | $101,081.42 | $749.45 |
| LEE | JASON MICHAEL | Police Constable | $101,078.53 | $735.67 |
| MCCUE | TODD DOUGLAS | Police Constable | $101,063.54 | $744.54 |
| COHEN | MELISSA KELLY | Plainclothes Police Constable | $101,061.16 | $756.96 |
| SWAINE | AARON DOUGLAS | Police Constable | $101,060.21 | $735.67 |
| WILKINS | DUSTIN DANIEL | Police Constable | $101,059.58 | $722.14 |
| CONLEY | TIMOTHY KENNETH | Plainclothes Police Constable | $101,059.25 | $756.96 |
| LINLEY | CAROLINA MAGDALENA | Plainclothes Police Constable | $101,058.97 | $765.60 |
| ROSS | CAMERON STEPHEN | Police Constable | $101,051.20 | $735.67 |
| WEBB | KELLI DENISE | Police Constable | $101,050.28 | $735.67 |
| ESTEVES | RUI MANUEL | Police Constable | $101,046.20 | $739.10 |
| CHHINZER | RANDEEP | Plainclothes Police Constable | $101,034.86 | $752.04 |
| LEMBKE | KRISTIN NICOLE | Police Constable | $101,026.71 | $735.67 |
| MURRAY | DAVID GERARD | Plainclothes Police Constable | $101,023.85 | $765.60 |
| IRVINE | BRENT MARVEN | Police Constable | $101,018.07 | $735.67 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| TULLI | KEVIN WILLIAM | Plainclothes Police Constable | $101,008.22 | $748.59 |
| TAURO | KEITH GERARD | Police Constable | $101,004.57 | $735.67 |
| MACKENZIE | ROBERT DEAN | Plainclothes Police Constable | $100,999.04 | $760.32 |
| ZUBAIR | MOHAMMAD | Police Constable | $100,990.58 | $744.54 |
| CONVERY | ANTHONY | Police Constable | $100,987.31 | $764.04 |
| LADURANTAYE | BROCK YVES | Training Constable | $100,986.12 | $765.60 |
| ABATE | GLEN MICHAEL | Police Constable | $100,981.02 | $764.04 |
| PRODANOS | ALEXI | Plainclothes Police Constable | $100,973.27 | $750.21 |
| BACKER | MARK FRANCIS | Police Constable | $100,967.14 | $735.67 |
| STOYKO | SANDRA LOUISE | Police Constable | $100,949.02 | $736.02 |
| KOH | DAVID SUKJIN | Police Constable | $100,947.57 | $310.57 |
| KAHLON | AMARJIT SINGH | Police Constable | $100,942.25 | $343.27 |
| BINNS | MICHAEL DOUGLAS | Plainclothes Police Constable | $100,941.10 | $774.44 |
| ROSE | JONATHAN DAVID | Police Constable | $100,940.30 | $753.15 |
| BRUNELLE | GLEN WINSTON | Police Constable | $100,936.21 | $744.54 |
| DAVEY | AMY LEE | Plainclothes Police Constable | $100,933.69 | $340.50 |
| LIMA | RODNEY JAMES | Police Constable | $100,932.15 | $749.40 |
| ZANDKARIMI | ALI | Police Constable | $100,923.50 | $735.67 |
| RHEAULT | DEAN GEORGE | Police Constable | $100,918.84 | $735.67 |
| BAGNALL | KENRICK PATRICE | Police Constable | $100,915.84 | $751.25 |
| NICKERSON | BRANDON RANDAL | Police Constable | $100,910.30 | $735.67 |
| FOURNIER | MARIE-JOSEE | Plainclothes Police Constable | $100,903.46 | $761.97 |
| MARJI | MARTHA BUTROS | Plainclothes Police Constable | $100,880.24 | $740.56 |
| GREWAL | DHARMENDRA SINGH | Plainclothes Police Constable | $100,870.72 | $750.21 |
| REYNOLDS | JASON DAVID | Police Constable | $100,866.85 | $744.54 |
| SEABAN | MICHAEL GEORGE | Police Constable | $100,863.64 | $735.67 |
| LAING | ANDREA LYNN | Plainclothes Police Constable | $100,860.55 | $765.60 |
| LYN | LEONARD PATRICK | Senior Customer Service Representative | $100,860.51 | $336.86 |
| POLYCHRONIS | GEORGE | Police Constable | $100,859.26 | $735.67 |
| SOKOLOWSKA | EWA ANNA | Police Constable | $100,854.19 | $735.67 |
| POTTS | MARK JONATHAN | Training Constable | $100,839.70 | $765.60 |
| PUTMAN | AARON MATTHEW | Plainclothes Police Constable | $100,838.67 | $756.96 |
| TOURANGEAU | CRAIG RONALD | Police Constable | $100,828.99 | $745.22 |
| LYNCH | ERINN ANDREA | Police Constable | $100,825.74 | $744.54 |
| HILL | ELIOT LEWIS | Police Constable | $100,824.69 | $744.54 |
| CORNFORD | CHRISTOPHER | Police Constable | $100,821.66 | $338.94 |
| KARPINSKI | KRZYSZTOF | Police Constable | $100,820.50 | $735.67 |
| INAL | BURAK | Plainclothes Police Constable | $100,814.53 | $765.60 |
| FREEMAN | ERIC MICHAEL | Plainclothes Police Constable | $100,796.48 | $765.60 |
| WHITTALL | SHAWN MICHAEL | Police Constable | $100,791.95 | $735.67 |
| MARO | KJELL KRISTOFFER | Police Constable | $100,790.86 | $744.54 |
| GAUDET | DAVID RICHARD | Police Constable | $100,787.91 | $744.54 |
| RUPNARINE | LEONARD SASE | Police Constable | $100,787.61 | $744.54 |
| DESMARAIS | JOHN PAUL | Police Constable | $100,784.48 | $744.54 |
| PISANI | PAUL LEE | Training Constable | $100,778.18 | $765.60 |
| SOMMER | THOMAS ANTON | Police Constable | $100,764.19 | $736.02 |
| LUCZYK | RICHARD ALEXANDER | Plainclothes Police Constable | $100,762.26 | $765.60 |
| DAYLER | NATHAN DAVID | Training Constable | $100,755.97 | $765.60 |
| BERTUCCA | KIMBERLY | Plainclothes Police Constable | $100,754.26 | $779.84 |
| GOUVEIA | DERECK FRANCIS | Plainclothes Police Constable | $100,753.51 | $782.36 |
| SPACKMAN | JOANNE | Plainclothes Police Constable | $100,753.51 | $782.36 |
| DARWISH | WALID | Plainclothes Police Constable | $100,740.24 | $765.60 |
| RUSSELL | DAVID MICHAEL | Police Constable | $100,735.21 | $744.20 |
| HICKS | JOEY REUBEN | Plainclothes Police Constable | $100,721.05 | $751.22 |
| MA | DEREK | Police Constable | $100,718.56 | $735.67 |
| BRETT | TYLER PATRICK | Police Constable | $100,713.41 | $735.67 |
| CAMERON | ALAN | Police Constable | $100,695.57 | $768.96 |
| MCLAUGHLIN | JUNIOR SYLVESTER | Police Constable | $100,691.98 | $753.15 |
| SANTOS VICENTINO | RICHARD | Police Constable | $100,682.09 | $764.04 |
| HOLLYWOOD | NEIL | Plainclothes Police Constable | $100,681.12 | $774.44 |
| ZEPPIERI | JUSTIN PETER | Police Constable | $100,680.51 | $735.67 |
| HOUSTON | JOEL MICHAEL | Police Constable | $100,676.65 | $744.54 |
| WHITWORTH | MICHAEL BRUCE | Training Constable | $100,675.75 | $778.16 |
| KOTES | JULIA MARIE | Police Constable | $100,660.01 | $735.67 |
| KLUCZEWSKI | KAMIL | Police Constable | $100,659.95 | $735.67 |
| GEANA | SORIN | Police Constable | $100,659.32 | $736.02 |
| GREENE | MICHAELA SARA | Police Constable | $100,647.56 | $735.67 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| DALEY | TIMOTHY WILLIAM | Police Constable | $100,644.12 | $766.27 |
| GALLAGHER | IAN JAMES | Police Constable | $100,638.48 | $735.67 |
| MCCORMICK | JOEY | Police Constable | $100,608.73 | $739.10 |
| MARTELL | DEBORAH LYNN | Police Constable | $100,607.89 | $749.40 |
| HAGERMAN | DAVID | Police Constable | $100,590.53 | $764.04 |
| SEYMOUR | GEOFFREY FRANKLIN | Training Constable | $100,590.38 | $766.28 |
| CHARBONNEAU | JEFFREY PATRICK | Police Constable | $100,585.30 | $744.54 |
| KARSTOFF | BRANDON CHRISTOPHER | Plainclothes Police Constable | $100,572.77 | $765.60 |
| BUTT | FASIEH UZ | Police Constable | $100,570.51 | $735.67 |
| LIU | BRUCE ZHIYONG | Plainclothes Police Constable | $100,567.46 | $740.56 |
| TAYLOR | ANDREW BRIAN | Police Constable | $100,555.31 | $744.54 |
| SINCLAIR | IAN THOMAS | Plainclothes Police Constable | $100,549.12 | $774.44 |
| TAYARA | MULHAM | Plainclothes Police Constable | $100,546.96 | $536.70 |
| SANGHA | HARJIT SINGH | Police Constable | $100,535.45 | $347.72 |
| SAIB | RACHID | Police Constable | $100,525.92 | $735.67 |
| BENINCASA | MARIANO JOSEPH | Training Constable | $100,523.97 | $765.60 |
| DVERNECHUK | MARK WILLIAM | Police Constable | $100,518.64 | $707.38 |
| WONG | PHILIP JIN-YU | Police Constable | $100,496.01 | $735.67 |
| MUSIAL | BARTOSZ PAWEL | Police Constable | $100,487.01 | $735.67 |
| HINCHCLIFFE | DAVID JOHN | Police Constable | $100,486.39 | $747.87 |
| WITHROW | JENNIFER AUTUMN | Plainclothes Police Constable | $100,486.29 | $765.60 |
| FASSBENDER | SUSAN ELISABETH | Police Constable | $100,481.22 | $745.22 |
| TURNBULL | JAMES NICHOLAS | Plainclothes Police Constable | $100,479.66 | $765.60 |
| JONES | JASON NEIL | Police Constable | $100,471.05 | $319.44 |
| WRIGHT | GARY | Plainclothes Police Constable | $100,470.72 | $781.20 |
| AHLUWALIA | MANDEEP SINGH | Police Constable | $100,465.77 | $735.67 |
| SIVADASAN | SURENDRAN | Police Constable | $100,462.71 | $735.67 |
| LEE | STEVEN MINTEK | Police Constable | $100,458.74 | $735.67 |
| KHAN | MOHAMMAD ASAD ULLAH | Police Constable | $100,449.63 | $735.67 |
| SANGUINETTI | MICHAEL JOSEPH | Police Constable | $100,449.17 | $735.67 |
| WONG | GORDON CHUNG-HOI | Police Constable | $100,445.50 | $744.54 |
| SELVER | TERRY WILLIAM | Police Constable | $100,439.55 | $759.93 |
| POLIAK | MARK JOHN | Plainclothes Police Constable | $100,438.94 | $765.60 |
| REPA | MARK ANTHONY | Plainclothes Police Constable | $100,432.07 | $765.60 |
| FAZELI | ALAN ALIREZA | Plainclothes Police Constable | $100,422.66 | $340.50 |
| KERR | MICHAEL WILLIAM | Plainclothes Police Constable | $100,411.95 | $765.60 |
| MACGREGOR | GRANT | Police Constable | $100,407.78 | $764.04 |
| HAMILTON | MICHAEL | Police Constable | $100,396.76 | $764.04 |
| GREGORIS | DEREK ANTHONY | Plainclothes Police Constable | $100,389.89 | $765.60 |
| SINGH | NARI ROHANISH | Police Constable | $100,387.72 | $753.15 |
| RYAN | CLINTON DEREK | Plainclothes Police Constable | $100,366.39 | $741.38 |
| BRANKER | DARRYL DERMOT | Plainclothes Police Constable | $100,327.21 | $756.96 |
| BRUSHETT | KEVIN MICHAEL | Plainclothes Police Constable | $100,326.80 | $756.96 |
| POLLARD | KRISTINE RIAN | Plainclothes Police Constable | $100,315.02 | $756.96 |
| DAWN | BRIAN GORDON | Police Constable | $100,308.39 | $750.32 |
| GREENER | KIMBERLEY ANNE | Police Constable | $100,302.87 | $744.54 |
| ALVAREZ | JORGE DAVID | Police Constable | $100,299.15 | $744.54 |
| RAMSAY | JASON ANDREW | Police Constable | $100,286.70 | $744.54 |
| MCCAW | DOUGLAS GORDON | Police Constable | $100,286.07 | $319.44 |
| SAMARAS | NICK | Police Constable | $100,285.44 | $744.54 |
| YAP | MEIYIN | Plainclothes Police Constable | $100,282.09 | $774.44 |
| RYAN | KATHLEEN ERIN | Plainclothes Police Constable | $100,280.06 | $763.29 |
| BONCARDO | PETER JOHN | Plainclothes Police Constable | $100,261.89 | $764.79 |
| MIRANDA | CRISTIAN ANDRES | Police Constable | $100,239.90 | $727.95 |
| GALL | ALEXANDRU | Plainclothes Police Constable | $100,238.93 | $765.60 |
| HARNETT | ELIZABETH ANN | Plainclothes Police Constable | $100,234.57 | $744.77 |
| PEREM | ERIK ARTUR | Police Constable | $100,230.80 | $736.02 |
| MIGNARDI | STEVEN ANTHONY | Police Constable | $100,230.63 | $735.67 |
| MANN | UPKAR SINGH | Police Constable | $100,216.90 | $735.67 |
| LEE | KWANG JAE | Plainclothes Police Constable | $100,203.62 | $741.38 |
| DANCE | RYAN WILLIAM | Police Constable | $100,186.69 | $759.93 |
| CAWTHORNE | JASON PAUL | Training Constable | $100,182.83 | $765.60 |
| SCHULTE | KATHRYN RUTH | Plainclothes Police Constable | $100,171.88 | $765.60 |
| THOMPSON | JAMES DUNCAN | Plainclothes Police Constable | $100,171.48 | $755.07 |
| MCGOWAN | MONICA | Plainclothes Police Constable | $100,169.56 | $774.44 |
| NASIM | FAISAL | Police Constable | $100,169.17 | $735.67 |
| ARDILES | BENJAMIN GONZALO | Police Constable | $100,162.05 | $744.54 |

**Appendix B**

**RECORD OF EMPLOYEES' 2013 SALARIES AND BENEFITS – BY SALARY PAID**

| Surname | Given Name | Position | Salary Paid | Benefits |
|---|---|---|---|---|
| ISIP | WILLIADOR | Police Constable | $100,158.72 | $763.98 |
| MCKINNON | DARRYL LLOYD | Police Constable | $100,157.25 | $735.67 |
| WISEMAN | MICHAEL DOUGLAS | Police Constable | $100,152.63 | $735.67 |
| DESROCHERS | JEROME JEREMY | Plainclothes Police Constable | $100,149.21 | $750.21 |
| PORTER | DAINIAN ALLOY | Police Constable | $100,138.56 | $744.54 |
| DURST | CHRISTOPHER DAVID | Police Constable | $100,129.12 | $735.67 |
| ANGUS | RYAN ALAN | Plainclothes Police Constable | $100,119.12 | $756.96 |
| PATERSON | KYLE SCOTT | Plainclothes Police Constable | $100,118.19 | $756.96 |
| CHRISTIAN | DAVID NIGEL | Police Constable | $100,107.70 | $735.67 |
| DOMENCHUK | ANDREA MARIE | Police Constable | $100,090.03 | $735.67 |
| CAMPBELL | STEVEN JAMES | Plainclothes Police Constable | $100,085.77 | $756.96 |
| MATTOS | MOUNTY JOSEPH | Police Constable | $100,084.25 | $735.67 |
| SWAIN | TREVOR JAMES | Plainclothes Police Constable | $100,081.74 | $756.96 |
| NAFIS | RASHID | Police Constable | $100,077.97 | $739.10 |
| SMITH | STEPHEN AARON | Training Constable | $100,076.71 | $765.60 |
| MC KEOWN | SEAN-BRENDAN | Plainclothes Police Constable | $100,071.38 | $740.56 |
| CORREIA | BRYAN MEDEIROS | Police Constable | $100,068.30 | $763.17 |
| POSLUSZNY | ANDREW ZBIGNIEW | Police Constable | $100,066.13 | $735.67 |
| MCINERNEY | PATRICK HARRY | Police Constable | $100,062.43 | $744.54 |
| OSBORN | ROBERT DANIEL | Police Constable | $100,060.48 | $739.10 |
| TROTMAN | DREW ALEXANDER | Police Constable | $100,054.28 | $735.67 |
| DA SILVA | BRIAN | Police Constable | $100,042.01 | $735.67 |
| WALLACE | ALEXANDER MATTHEW | Plainclothes Police Constable | $100,040.03 | $757.31 |
| HANDY | CHRISTINE | Plainclothes Police Constable | $100,039.40 | $779.00 |
| GILLESPIE | ANDREA | Police Constable | $100,030.82 | $777.16 |
| PILEGGI | ADRIANO DOMENICO | Police Constable | $100,016.72 | $735.67 |
| FYDENCHUK | KAY | Police Constable | $100,014.56 | $764.04 |
| YURKIW | ADAM LORNE | Police Constable | $100,004.07 | $735.67 |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P53. APPROVAL OF ADEQUACY STANDARDS REGULATION POLICIES**

The Board was in receipt of the following report February 12, 2014 from Alok Mukherjee, Chair:

Subject: APPROVAL OF ADEQUACY STANDARDS REGULATION POLICIES

Recommendations:

It is recommended that:

(1) the Board approve the following Adequacy Standards Regulation Policies: AI-003 Equal Opportunity, Discrimination and Workplace Harassment Prevention (amended), AI-016 Workplace Violence Prevention (new), AI-017 Acoustic Hailing Devices (new), LE-036 Child Pornography – Internet Child Exploitation Investigations (amended), LE-045 Suspect Apprehension Pursuits (amended) and VA-001 Victims' Assistance (amended).

(2) the Chief of Police ensure that Service Procedures are put in place, as appropriate, to operationalize the aforementioned policies.

Financial Implications:

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

Background/Purpose:

The *Police Adequacy and Effectiveness Standards Regulation*, O. Reg 3/99, (*Adequacy Regulation)*, came into effect on January 1, 2001. The *Adequacy Regulation* requires that the Police Services Boards develop and approve policies in the following six core policing areas:

- Administration and Infrastructure (AI)
- Victims' Assistance (VA)
- Public Order Maintenance (PO)
- Emergency Response (ER)
- Crime Prevention (CP)
- Law Enforcement (LE)

The Ministry of Community Safety and Correctional Services (MCSCS), has amended several adequacy guidelines, as well as created two new guidelines, which has resulted in changes to existing Board policies, as well as the creation of two new policies. In order to comply with the *Adequacy Regulation*, six policies, as identified in recommendation no. 1, are being submitted to the Board for consideration and approval. The policies have been amended and new policies created, as follows:

AI-003 Equal Opportunity, Discrimination and Workplace Harassment Prevention

Ministry amendments to guideline AI-003, was issued on October 15, 2012. This Ministry guideline is captured in the Board's Policy AI-003 of the same name. The revised guideline AI-003 was developed in response to amendments to the *Occupational Health and Safety Act* (OHSA), which addresses workplace harassment. The Board's corresponding adequacy policy is being amended to reflect the updated guideline as follows:

- title changed, word "prevention" added
- requirement of a program to implement the workplace harassment policy added
- requirement that employee appraisal system includes commitments related to diversity and human rights

AI-016 Workplace Violence Prevention - New Policy

New Ministry guideline AI-016 was issued on October 15, 2012. The guideline was developed in response to amendments to the OHSA, which enhance protections against workplace violence in all police workplaces, including those beyond police facilities.

AI-017 Acoustic Hailing Devices – New Policy

New Ministry guideline AI-017 was issued on January 2013. The guideline was developed in response to amendments to the *Equipment and Use of Force Regulation*, which sets out the requirements in relation to the use of acoustic hailing devices, including the need for independent testing, training and the development of standard operating procedures.

Child Pornography – Internet Child Exploitation Investigations

Amendments to Ministry guideline LE-036 was issued November 2012. The Board's corresponding adequacy policy is being amended to reflect the updated guideline as follows:

- substantial changes have been made which has made the policy more descriptive
- title has been amended
- item 1a) amendment begins with "and internet child exploitation…"
- items 1b) and 1c) are new.

LE-045 Suspect Apprehension Pursuits

Amendments to Ministry guideline LE-045 was issued on February 2013. The Board's corresponding adequacy policy is being amended to reflect the updated guideline as follows:

- responsibility for training accreditation changed from MCSCS to Solicitor General
- recording forms changed from MCSCS approved to Solicitor General approved

VA-001 Victims' Assistance

Amendments to Ministry guideline VA-001 was issued on April 2012. The Board's corresponding adequacy policy is being amended to reflect the updated guideline as follows:

- substantial changes to the policy includes more descriptive policy with respect to roles and responsibilities that should be undertaken to provide assistance to victims
- items b and c have been added

In addition to the amendments made to reflect the updated guidelines, a preamble has been added to all the policies.

Board and Service staff have established an informal policy review working group and have reviewed the preceding policies.

Copies of the policies are attached for your review. For ease of reference, the word (AMENDED) at the top of a policy indicates an existing policy that has been amended and the amended contents are gray-shaded. As well, the current policies that are in effect are attached to its amended draft. The word (NEW) at the top of a policy indicates a new policy and is watermarked with the word DRAFT.

Conclusion:

Therefore it is recommended that:

(1) the Board approve the following Adequacy Standards Regulation Policies: AI-003 Equal Opportunity, Discrimination and Workplace Harassment Prevention (amended), AI-016 Workplace Violence Prevention (new), AI-017 Acoustic Hailing Devices (new), LE-036 Child Pornography – Internet Child Exploitation Investigations (amended), LE-045 Suspect Apprehension Pursuits (amended) and VA-001 Victim Assistance (amended).

(2) the Chief of Police ensure that Service Procedures are put in place, as appropriate, to operationalize the aforementioned policies.

**The Board approved the foregoing report.**

**Moved by: A. Pringle**

**(AMENDED)**
**TORONTO POLICE SERVICES BOARD**

# EQUAL OPPORTUNITY, DISCRIMINATION AND WORKPLACE HARASSMENT PREVENTION

| | | |
|---|---|---|
| **DATE APPROVED** | July 20, 2001 | Minute No: P198/01 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | Chief to report to Board annually.<br>Toronto Police Service - Human Resources Strategy Annual Reports. | |
| **LEGISLATION** | *Police Services Act*, R.S.O. 1990, c.P.15, s 31(1)(c), 47(1)(2).<br>Ontario *Human Rights Code*, R.S.O. 1990, c.H.19, *s 24(2), 5(1), 5(2) 7(2)* and *7(3)(a)* | |
| **DERIVATION** | Adequacy Standards Regulation - AI-003 | |

The Toronto Police Services Board is committed to the principle that every person has a right to receive police services without discrimination or harassment, as provided by law, including the Ontario *Human Rights Code* (the *Code*).

Further, the Toronto Police Services Board is committed to the principle that all members of the Toronto Police Service (the Service) have a right to work in an environment without discrimination or harassment, as provided by law, including the *Code.*

This policy is intended to ensure that all allegations of discrimination and harassment are treated in an effective and timely manner, with corrective and preventive measures as appropriate, that all individuals – whether recipients of service or employees – have equal opportunities in receipt of services or employment opportunities, and that those in positions of supervision are held accountable for their actions in relation to these matters.

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

1. The Chief of Police will develop procedures that address:
   a. equal opportunities that are consistent with the principles of the *Police Services Act* and the Ontario *Human Rights Code*, including recruitment, selection, career development and promotion as well as receipt of services;
   b. workplace harassment and develop and maintain a program to implement the policy, in accordance with the *Occupational Health and Safety Act*;

c. responding to and preventing discrimination and harassment in the workplace, including stereotyping; and
d. employment accommodation in accordance with the *Ontario Human Rights Code* and section 47 of the *Police Services Act.*

2. The Chief of Police will ensure that no sexist, racist or other derogatory material is displayed in the workplace;

3. The Chief of Police will implement an employee appraisal system that includes key commitments related to diversity and human rights; and

4. The Chief of Police will ensure that all officers receive training on race relations, diversity and human rights.

*CURRENT POLICY*

**TORONTO POLICE SERVICES BOARD**

# EQUAL OPPORTUNITY, DISCRIMINATION AND WORKPLACE HARASSMENT

| | | |
|---|---|---|
| **DATE APPROVED** | July 20, 2001 | Minute No: P198/01 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | Chief to report to Board annually.<br>Toronto Police Service - Human Resources Strategy Annual Reports. | |
| **LEGISLATION** | *Police Services Act*, R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 47.<br>Ontario *Human Rights Code.* | |
| **DERIVATION** | Adequacy Standards Regulation - AI-003 | |

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

1. The Chief of Police will establish procedures on equal opportunity that are consistent with the principles of the *Police Services Act* and the Ontario *Human Rights Code*, including recruitment, selection, career development and promotion;

2. The Chief of Police will establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;

3. The Chief of Police will ensure that no sexist, racist or other derogatory material is displayed in the workplace;

4. The Chief of Police will establish procedures on employment accommodation in accordance with the *Ontario Human Rights Code* and Section 47 of the *Police Services Act;*

5. The Chief of Police will implement an employee appraisal system; and

6. The Chief of Police will ensure that all officers receive training on race relations, diversity and human rights.

**NEW POLICY**

**TORONTO POLICE SERVICES BOARD**

# WORKPLACE VIOLENCE PREVENTION

| | | |
|---|---|---|
| **DATE APPROVED** | **mm/dd/yy** | Minute No: PXXX/00 |
| **DATE(S) AMENDED** | | |
| **DATE REVIEWED** | | |
| **REPORTING REQUIREMENT** | | |
| **LEGISLATION** | *Police Services Act*, R.S.O. 1990, c.P.15, s 31(1)(c)<br>*Occupational Health and Safety Act*, R.S.O. 1990, c.O.1, s 32.0.1-32.0.7, 43(1), 43(2)(a) | |
| **DERIVATION** | Adequacy Standards Regulation - AI-016 | |

The Toronto Police Services Board is committed to providing a safe and healthy work environment for its members and is committed to the prevention of workplace violence. Workplace violence is serious conduct that may constitute a violation of Canada's *Criminal Code*, the *Ontario Human Rights Code* and/or the *Occupational Health and Safety Act.*

The objective of workplace violence prevention is to ensure that employees have and feel they have a safe working environment, both physically and psychologically. Where workplace violence occurs, or the threat of violence exists, it must be effectively investigated and appropriately addressed.

It is the policy of the Toronto Police Services Board that with respect to workplace violence prevention, the Chief of Police will:

1. Develop procedures and a program to implement the policy, in accordance with the *Occupational Health and Safety Act*;

2. Establish procedures on responding to and preventing violence in the workplace; and

3. Ensure that all Service members are provided with appropriate information and training on the workplace violence prevention policy and program.

**NEW POLICY**

**TORONTO POLICE SERVICES BOARD**

# ACOUSTIC HAILING DEVICES

| | | |
|---|---|---|
| **DATE APPROVED** | **mm/dd/yy** | Minute No: PXXX/00 |
| **DATE(S) AMENDED** | | |
| **DATE REVIEWED** | | |
| **REPORTING REQUIREMENT** | | |
| **LEGISLATION** | *Police Services Act,* R.S.O. 1990 c.P.15, as amended, s. 31(1)(c)<br>*Equipment and Use of Force, R.R.O. 1990/926 s. 16 (1)-16 (5)* | |
| **DERIVATION** | Adequacy Standards Regulation - AI-017 | |

The Toronto Police Services Board is responsible for the provision of adequate and effective police services. To accomplish these goals, the following policy is intended to assist the Chief in establishing appropriate procedures that ensure that long-range acoustic hailing devices are used only for the purpose of communicating and, further, that they are used in a way that minimizes risk to the public and that is in compliance with Ontario's occupational health and safety legislation.

It is the policy of the Toronto Police Services Board that with respect to long-range acoustic hailing devices the Chief of Police will:

1. Establish procedures regarding the use of long-range acoustic hailing devices based on recommendations about the devices per section 16(1)(c) of the *Equipment and Use of Force Regulation*; and

2. Ensure that long-range acoustic hailing devices will only be used in accordance with procedures that set out the training, supervisory, operating and reporting requirements for their deployment.

**(AMENDED)**
**TORONTO POLICE SERVICES BOARD**

# CHILD PORNOGRAPHY - INTERNET CHILD EXPLOITATION INVESTIGATIONS

| | | |
|---|---|---|
| **DATE APPROVED** | October 26, 2000 | Minute No: P439/00 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | | |
| **LEGISLATION** | *Police Services Act*, R.S.O. 1990, c.P.15, s 31(1)(c). *Adequacy & Effectiveness of Police Services*, O. Reg. 3/99, s 12(1)(b) & 29 | |
| **DERIVATION** | Adequacy Standards Regulation - LE-036 | |

The Toronto Police Services Board is responsible for the provision of adequate and effective police services. The Board shares the serious societal concern with the crime of child pornography and internet sexual exploitation and the consequent victimization of minors. It is the intent of this policy to ensure that such victimization is addressed effectively and promptly, and that the psychological well-being of Service members dealing with these crimes is looked after.

It is the policy of the Toronto Police Services Board that the Chief of Police will ensure that Service procedures include clear provisions to:

a) develop and maintain processes for undertaking and managing investigations regarding child pornography and internet child exploitation in accordance with the Service's criminal investigation management plan;

b) notify the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet (Provincial Strategy) of every arrest of suspected child pornography and internet child exploitation); and

c) ensure support is provided to manage the psychological well-being of members to acknowledge risks associated with long-term effects from exposure to child pornography and internet child exploitation investigation-related activities.

*CURRENT POLICY*

**TORONTO POLICE SERVICES BOARD**

# CHILD PORNOGRAPHY INVESTIGATIONS

| | | |
|---|---|---|
| **DATE APPROVED** | October 26, 2000 | Minute No: P439/00 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | | |
| **LEGISLATION** | *Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c).<br>*Adequacy & Effectiveness of Police Services,* O. Reg. 3/99, s. 12(1)(b). | |
| **DERIVATION** | Adequacy Standards Regulation - LE-036 | |

It is the policy of the Toronto Police Services Board that the Chief of Police will develop and maintain processes for undertaking and managing investigations regarding child pornography.

**(AMENDED)**
**TORONTO POLICE SERVICES BOARD**

# SUSPECT APPREHENSION PURSUITS

| | | |
|---|---|---|
| **DATE APPROVED** | March 27, 2003 | Minute No: P80/03 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | Chief to report to Board semi-annually<br>Toronto Police Service - Professional Standards Report | |
| **LEGISLATION** | *Police Services Act,* R.S.O. 1990, c.P.15, s 31(1)(c)<br>*Suspect Apprehension Pursuits,* O. Reg. 266/10, s 5 & 6 | |
| **DERIVATION** | Adequacy Standards Regulation - LE-045 | |

The Toronto Police Services Board is responsible for the provision of adequate and effective police services. Suspect apprehension pursuits are an essential component of policing. This policy is intended to ensure that police pursuits are safely undertaken, managed, terminated, and, where appropriate, prevented.

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

1. The Chief of Police will establish procedures consistent with the requirements of the *Suspect Apprehension Pursuits Regulation;*

2. The Chief of Police will ensure that police officers, dispatchers, communications supervisors and road supervisors receive training accredited by the Solicitor General on suspect apprehension pursuits;

3. The Chief of Police will ensure that police officers receive training about the intentional contact between vehicles consistent with the requirements of the *Suspect Apprehension Pursuits Regulation;*

4. The Chief of Police will address the use of tire deflation devices and officer training;

5. The Chief of Police will ensure that the particulars of each suspect apprehension pursuit are recorded on a form and in the manner approved by the Solicitor General; and

6. The Chief of Police will enter into agreements with neighboring police services to determine under what circumstances decision making responsibility for a pursuit will be, and will not be, transferred from one jurisdiction to another.

*CURRENT POLICY*

**TORONTO POLICE SERVICES BOARD**

# SUSPECT APPREHENSION PURSUITS

| | | |
|---|---|---|
| **DATE APPROVED** | March 27, 2003 | Minute No: P80/03 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | Chief to report to Board semi-annually<br>Toronto Police Service - Professional Standards Report | |
| **LEGISLATION** | *Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c).<br>*Adequacy & Effectiveness of Police Services,* O. Reg. 3/99, ss. 6, 7(2). | |
| **DERIVATION** | Adequacy Standards Regulation - LE-045 | |

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

1. The Chief of Police will establish procedures consistent with the requirements of the *Suspect Apprehension Pursuits Regulation;*

2. The Chief of Police will ensure that police officers, dispatchers, communications supervisors and road supervisors receive training accredited by the Ministry of Community Safety and Correctional Services on suspect apprehension pursuits;

3. The Chief of Police will ensure that police officers receive training about the intentional contact between vehicles consistent with the requirements of the *Suspect Apprehension Pursuits Regulation;*

4. The Chief of Police will address the use of tire deflation devices and officer training;

5. The Chief of Police will ensure that the particulars of each suspect apprehension pursuit are recorded on a form and in the manner provided by the Ministry of Community Safety and Correctional Services; and

6. The Chief of Police will enter into agreements with neighboring police services to determine under what circumstances decision making responsibility for a pursuit will be, and will not be, transferred from one jurisdiction to another.

**(AMENDED)**
**TORONTO POLICE SERVICES BOARD**

# VICTIMS' ASSISTANCE

| | | |
|---|---|---|
| **DATE APPROVED** | November 23, 2000 | Minute No: P487/00 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | Chief to report to Board annually | |
| **LEGISLATION** | *Police Services Act*, R.S.O. 1990, c.P.15, s 31(1)(c) and 42(1)(c).<br>*Adequacy & Effectiveness of Police Services*, O. Reg 3/99, s 17, and 29.<br>*Victims' Bill of Rights*, 1995, S.0. 1995, c.6. | |
| **DERIVATION** | Adequacy Standards Regulation - VA-001 | |

The Board believes that victims of crime, who have suffered harm and whose rights and security have been violated by crime, should be treated with compassion and fairness. The intent of this policy is to support the principle that all victims should have access to the assistance and services to which they are entitled.

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

1. Establish procedures on providing assistance to victims that reflect the principles of the *Victim's Bill of Rights, 1995*, and set out the roles and responsibilities of Service members providing victims' assistance, including:

   a. working in partnership with the Ministry of the Attorney General's Victim/Witness Assistance Program (V/WAP), Victim Services Program of Toronto Inc., community and social agencies and other local organizations, to promote the development of an integrated service delivery framework for providing assistance to victims, including safety planning;

   b. ensuring that members of the police service are aware of victim service providers or a victim referral service available in their local communities; and

   c. ensuring that in each instance where there is police service contact with one or more victims of crime involving physical and/or psychological injury, such victims are referred to Victim Services Program of Toronto Inc. and/or the appropriate community service available in their local communities in a timely manner.

*CURRENT POLICY*

**TORONTO POLICE SERVICES BOARD**

# VICTIM ASSISTANCE

| | | |
|---|---|---|
| **DATE APPROVED** | November 23, 2000 | Minute No: P487/00 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | Chief to report to Board annually | |
| **LEGISLATION** | *Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c).<br>*Adequacy & Effectiveness of Police Services,* Ontario Regulation 3/99, s. 17(a)(b).<br>*Victims Bill of Rights,* 1995, S.0. 1995, c.6. | |
| **DERIVATION** | Adequacy Standards Regulation - VA-001 | |

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

1. The Chief of Police will establish procedures on providing assistance to victims that:

    a. reflect the principles of *the Victim's Bill of Rights, 1995*;
    b. set out the roles and responsibilities of Service members providing victims' assistance.

2. The Chief of Police will, in working in partnership with the Victim/Witness Assistance Programme (VWAP), Victim Crisis and Referral Service (VCARS), municipalities, community and social agencies and other local organizations, promote the development of an integrated service delivery framework for providing assistance to victims, including safety planning.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P54. FILMING AND/OR PHOTOGRAPHING POLICE OFFICERS IN THE COURSE OF THEIR DUTIES

The Board was in receipt of the following report February 24, 2014 from Marie Moliner, Member:

Subject: FILMING AND/OR PHOTOGRAPHING POLICE OFFICERS IN THE COURSE OF THEIR DUTIES

Recommendation:

It is recommended that the Board consult with the Chief of Police as it proceeds to develop a Board policy on the subject of video recordings and photographs of police officers by members of the public.

Financial Implications:

There are no financial implications arising from the consideration of this report.

Background/Purpose:

The capture, by members of the public, of police interactions on camera is increasing in frequency and the value of such information has been amply demonstrated by events in Toronto and elsewhere in Canada. I have spoken to the Chief about developing a Board policy on the subject of video recordings and photographs of police conduct by members of the public. In my view, such a policy is timely.

Discussion:

The Board should demonstrate a proactive governance role and encourage accountability by developing a policy on the subject of video recordings and photographs of police officers by members of the public.

The purpose of the policy is to ensure that police officers do not unnecessarily impede the video recording or photography of police officers in the course of their duties. The policy should be at the core of training programs, breaches of the policy should be a matter for discipline and supervisors should be accountable for reporting on such discipline. Subject to further discussion, the policy should:

- encourage the recording of policing interactions by members of the public,

- address those rare circumstances when police interference in the recording may be required (for example, when recording interferes with objectively necessary police activity)
- and articulate that officers must interfere to the least extent necessary

Conclusion:

I recommend that the Board consult with the Chief on the status of any existing procedures and training as part of the development of a policy on the subject of video recordings and photographs of police officers by members of the public and that the Board explore questions such as:

- What are the current Service procedures or practices that provide governance or direction to Service members on the issue of members of the public videotaping or photographing police conduct?
- How are officers currently being trained with respect to this issue?
- Does the Chief see any gaps or room for improvement with respect to this issue, that could be addressed in Board policy or Service procedure, practice or training?

**The Board was also in receipt of a written submission dated March 11, 2014 from John Sewell, Toronto Police Accountability Coalition. A copy of Mr. Sewell's correspondence is on file in the Board office.**

**The Board approved the following Motion:**

**THAT the Board approve foregoing report and receive Mr. Sewell's correspondence.**

**Moved by: A. Pringle**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P55. TORONTO 2015 PAN AMERICAN/PARAPAN AMERICAN GAMES STATUS REPORTS

The Board was in receipt of the following report February 27, 2014 from Alok Mukherjee, Chair:

Subject: TORONTO 2015 PAN AMERICAN/PARA PAN AMERICAN GAMES STATUS REPORTS

Recommendation:

It is recommended that future status reports from the Chief to the Board with respect the 2015 Pan American/Para Pan American Games ("Pan Am Games") address the items requested in this report.

Financial Implications:

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

Background/Purpose:

The Board, at its meeting on July 19, 2012 "accepted" all 38 recommendations contained in the Independent Civilian Review into Matters Relating to the G20 Summit ("the ICR") "for implementation." Many of the report's recommendations pertain to the role of the Board during the time leading up to major events. While the Board has implemented many recommendations, the Board has not yet adopted a policy governing its responsibilities with respect to the planning for major events. (Min. P166/12 refers). A draft policy has been prepared and is currently at the legal review of the policy development process. Following legal review, consultation will take place, with the Service and a proposed policy will be forwarded to the Board for consideration. This report sets out those items in the ICR report which ought to be addressed by the Chief and the Board during preparation for the policing of the Pan Am Games.

Discussion:

At its meeting on December 14, 2012 the Board was advised of the following timetable (2014 and 2015 portions listed below) for submission of reports from the Chief respecting the preparations for the Pan Am Games (Board Minute P275/12 refers):

2014 Quarterly
2015 Bi-monthly or as required

The Board was also advised that four Memorandums of Understanding will be required:

1. Between the Toronto Police Services Board (TPSB) and Toronto2015 (funding in the planning phase until funding from the province is secured);
2. Between the TPSB and the Province of Ontario (funding for the three Games phases);
3. Between the TPSB and Toronto2015 (funding for CCTV, fencing, vehicle screening equipment, etc.);
4. Between the TPSB and the OPP addressing the funding policy and procedures, combined procurement, roles and responsibilities.

At its meeting on February 13, 2014, the Board received the first of the 2014 quarterly reports from the Chief of Police with respect to preparations for the Pan Am Games. At that time the Board requested a briefing note which would identify those items set out in the ICR which ought to be reported to the Board in advance of a major event, in this case the Pan Am Games.

After consulting with Board Members, it is my recommendation that the Board approve the following as elements to be included in the next 2014 quarterly report and future reports with respect to the status of the planning for the Pan Am Games and request the Chief to ensure that the items listed below are addressed in such reports in sufficient detail. This level of detail will enable the Board to ensure that adequate and complete policy direction is in place, to determine if its existing policies are adequate, to engage in an informed consultation with the Chief and to ensure compliance with relevant legislation and policy requirements. The pertinent recommendation from the ICR report is noted in brackets.

a) provide the Board with complete and detailed information concerning the proposed decision-making structure and process related to the policing of the event; (ICR 11)

b) to the extent that the Service is involved in a joint operation related to the policing of the Pan Am Games, the Chief will provide the Board with detailed information and briefings concerning the planning structure, including information regarding the Service's role in that structure and whether planning decisions by the Service are subject to the approval of any other entity; (ICR 13)

c) to the extent that the Service is involved in a multi-jurisdictional policing operation with respect to the Pan Am Games, the Chief will provide the Board with information concerning the command and control structure for the event so that the Board can ensure that the command and control structure will enable the Service to adequately and effectively provide police services for the event and for the City of Toronto generally; (ICR 14)

d) provide the Board with information related to the training of Service officers and other external officers seconded to assist the Service with policing the Pan Am Games so that the Board can determine whether the training accords with the Board's existing policies and identify any gaps in its policies that may need to be addressed prior to the Major Event; (ICR 21)

e) provide the Board with information related to the training being developed for officers participating in the Pan Am. Games. This information should include: the topics to be covered, an overview of the general content, the methods of training delivery and any potential issues or concerns raised regarding the sufficiency of the training materials. The Board will examine the information provided with a view to ensuring that the materials properly reflect existing Board policies; (ICR 26)

f) to the extent that the Pan Am Games may impact upon the Service's ability to deploy officers to fulfil regular policing duties in Toronto, the Chief and the Board will engage in consultation concerning how continuity of service can be achieved and the Chief will provide the Board with any plans developed by the Service to aid in the consultation; (ICR 22)

g) where the Service has created an operational plan for the Pan Am Games, the Chief of Police will demonstrate to the Board that the operational plan constitutes a complete document that addresses all applicable policies and procedures. Further, where different units within the Service have different procedures that relate to the same matter, the Chief of Police will demonstrate to the Board that the Service has reconciled these different procedures consistent with Board policies; (ICR 32);

h) an operational plan which includes operational information, for unique operational requirements, like a mass Prisoner Processing Center (PCC) for example, which addresses the design and processes for the facility, including procedures concerning prisoner care and management. (ICR 33 and 34); and,

i) with respect to the funding of the policing of the Pan Am Games it is expected that the framework funding agreement will set out the funding and reimbursement conditions with respect to the Service's expenses associated with planning and policing the event (ICR 7).

Conclusion:

I recommend that that future status reports from the Chief to the Board with respect the 2015 Pan American/Para Pan American Games ("Pan Am Games") address the items requested in this report.

**The Board approved the foregoing report.**

**Moved by: M. Thompson**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P56. TORONTO 2015 PAN AMERICAN/PARAPAN AMERICAN GAMES - AGREEMENTS

The Board was in receipt of the following report February 26, 2014 from William Blair, Chief of Police:

Subject: TORONTO 2015 PAN AMERICAN AND PARAPAN AMERICAN GAMES - AGREEMENTS

Recommendation:

It is recommended that the Board authorize the Chair to execute two Agreements between the Board and the Toronto Organizing Committee for the 2015 Pan American and Parapan American Games, covering the period of April 1, 2012 to March 31, 2013, and the period of April 1, 2013 to March 31, 2014.

Financial Implications:

At its November 2012 meeting, the Board was informed that the Toronto Police Service (Service) anticipated a full cost recovery from the Toronto Organizing Committee for the 2015 Pan American and Parapan American Games (Toronto 2015), and subsequently the Province of Ontario, for expenses incurred by the Service in relation to the Toronto 2015 Pan American/Parapan American Games (the Games) (Min. No. P275/12 refers). Such reimbursement will encompass salary and non-salary incremental expenditures, resulting in no net cost to the Service.

Toronto 2015 is the non-profit corporation tasked with planning, organizing, and delivering the Games to be held in July and August, 2015.

As an interim arrangement until the funding agreement between the Board and the Province of Ontario is finalized, Toronto 2015 agreed to financially compensate the Service on a monthly basis for expenses directly associated with the planning of the Games. The Service's Pan Am Planning Team have documented expenses associated with planning the Games, and monthly invoices have been submitted to Toronto 2015 for reimbursement of salary and non-salary incremental expenditures, as per comparable procedures with other police agencies.

The Service's Pan Am Planning Team provided Toronto 2015 with an overall Games budget projection, which was accepted and approved by Toronto 2015. Toronto 2015 will continue to provide reimbursement to the Service on a monthly basis in accordance with the terms of the interim arrangement.

Prior to the development and approval of the Agreements by the City Solicitor, Toronto 2015 reimbursed the Service in the amount of $234,828 for costs incurred during the period of January 1, 2011 to March 31, 2012. Such reimbursement was based on a promissory letter from Toronto 2015 to the Service dated November 25, 2011.

The Service was also compensated in the amount of $478,529 for costs incurred during the period of April 1, 2012 to March 31, 2013. The commitments relating to this Agreement have been fulfilled. Toronto 2015 will continue to reimburse the Service on a monthly basis for costs incurred from April 1, 2013 to March 31, 2014, inclusive. To date, invoicing to Toronto 2015 for this period has totalled $923,377 and payments in the amount of $412,429 have been received. The outstanding balance will be paid by Toronto 2015 once the Board approves execution of the agreements by the Chair.

The Ministry of Community Safety and Correctional Services (MCSCS) is the Ministry that will negotiate and manage the Integrated Security Unit (ISU) cost contribution framework and the cost recovery agreement for agencies participating in planning for the Games and the delivery of security and policing services. City Legal is involved with the Service in the development of the cost recovery agreement, which is intended to be in place by April 1, 2014.

Background/Purpose:

Both the Pan Am and Parapan Am Games are held every four years in the year preceding the Olympic and Paralympic Summer Games with participating athletes from the 41 Pan American Sports Organization (PASO) member nations throughout the Americas and the Caribbean.

In November 2009, the City of Toronto (City) was awarded host city for the 2015 Pan American and Parapan American Games, and since 2011, the Service has been participating in the planning of the Games. The majority of the sporting events for the Games and the Pan Am Athletes Village housing 10,000 visiting athletes, coaches, and team officials, will be situated in the City.

The Province has designated the Ontario Provincial Police as the lead for security, planning, and coordination of the Games with an established Integrated Security Unit comprised of representation from numerous municipal police services in the Greater Toronto Area (Min. No. P275/12 refers).

The Service is responsible for all security planning, organizing, and demobilization at all venues located within the City of Toronto and is a partner in the traffic management plan, which is a significant planning priority (Min. No. P275/12 refers).

The staff complement assigned to the Games will increase proportionate to workload as the Games approach and throughout the closeout and demobilization phases following the Games, for the period August 22 to December 31, 2015.

Discussion:

Planning is well underway for the successful coordination, security plan, and traffic movement in anticipation of athletes arriving for the Games, during the Games, and continuing through to the departure of the athletes and the demobilization phase. This is a major event with a vast venue that necessitates multi-agency participation and precise logistics. It is essential that funding agreements be in place as the demands for the Service staffing complement expand.

The Agreements have been reviewed and approved as to form by the City Solicitor. The Agreements have necessitated extensive input, consultation, and review by representatives from City Legal, TPS Finance Unit, Toronto 2015 Legal, and the Pan Am Planning Team to ensure that all operational and financial obligations have been addressed and incorporated into the Agreements.

Conclusion:

All reimbursed expenses followed pre-established parameters and approval processes ensuring appropriateness and relevancy.

In order to formalize these Agreements, it is recommended that the Board authorize the Chair to execute the Agreements between the Board and the Toronto Organizing Committee for the 2015 Pan American and Parapan American Games for compensatory purposes during the planning phase of the Games.

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

**Chair Mukherjee indicated that he would prefer not to be designated as the sole authority to execute agreements with regard to the Pan American/Parapan American Games given that the agreements referenced in the foregoing report had not been viewed by the Board. Chair Mukherjee recommended that the agreements be provided to the Board for consideration.**

**Mr. Veneziano said that the two agreements referenced in the foregoing report are considered to be interim agreements that pertain specifically to arrangements that have been made with Toronto 2015 to reimburse the TPS for costs that it has incurred to date. Mr. Veneziano assured the Board that future agreements would be submitted to the Board.**

**The Board approved the foregoing report.**

**Moved by: A. Mukherjee**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P57. AGREEMENT WITH TORONTO HYDRO ELECTRIC SYSTEMS LIMITED FOR ANNUAL POLE RENTAL AND INSTALLATION FEES RELATED TO CLOSED CIRCUIT TELEVISION CAMERAS

The Board was in receipt of the following report February 20, 2014 from William Blair, Chief of Police:

Subject: AGREEMENT WITH TORONTO HYDRO ELECTRIC SYSTEMS LIMITED FOR ANNUAL POLE RENTAL AND INSTALLATION FEES RELATED TO CLOSED CIRCUIT TELEVISION CAMERAS

Recommendations:

It is recommended that:

a) the Board approve entering into an agreement with Toronto Hydro Electric Systems Limited (THESL) for annual pole rental and installation fees associated with existing and future installations of public space Closed Circuit Television Cameras (CCTV) cameras on hydro poles; and
b) the Board delegate authority to the Chair to sign the agreement on behalf of the Board.

Financial Implications:

The cumulative installation and pole rental fees to the end of 2013 are $32,773. There are no financial implications to the 2014 operating budget as a liability has been established in the 2013 book of accounts.

For the remaining period of the agreement, to December 31, 2015, the estimated annual pole rental fees for current attachments are $14,320 for 2014 and $14,740 for 2015. Funding for the 2014 amount has been included in the Service's 2014 operating budget.

The agreement also outlines individual attachment costs, which are incurred only if the Service determines that further installations are required.

Background/Purpose:

Although Toronto Hydro Electric Systems Limited (THESL) has allowed installation of Toronto Police Service (Service) CCTV on hydro utility poles since 2006, there is a need to formalize the permit and engineering process associated with both current and future attachments. To this end, the Service is requesting that the Board enter into a "Pole Attachment Agreement" with THESL which is based on a utility agreement standard to the industry.

Discussion:

The agreement extends from January 1, 2012 to December 31, 2015 and covers only hard wired pole attachments. The contract represents a standard utility agreement provided to all organizations requesting attachments to hydro-owned poles and contains terms and conditions, including associated fees, with the engineering and permit process required before any attachment can be deployed.

This report corresponds with additional information provided on the confidential agenda.

The total value* of existing attachments for the contract period (2012 to 2015):

| | |
|---|---|
| To 2013: | $32,773 |
| 2014: | $14,320 |
| 2015: | $14,740 |
| Total: | $61,833 |

*Costs are based on permit fees, pole attachments and cameras, equipment and junction boxes currently installed. The annual cost increase follows the industry standard of 3%.

Conclusion:

The Board has been provided with details of the negotiations and agreement required between TPS and THESL for continued use of hydro poles for CCTV network attachments. It is therefore recommended that the Board approve entering into the agreement with THESL and that authority be delegated to the Chair to sign the agreement on behalf of the Board.

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

**The Board approved the following Motion:**

**THAT the Board approve the foregoing report subject to the agreements being reviewed and approved as to form by the City Solicitor.**

**Moved by: F. Nunziata**

**Additional information regarding this matter was considered during the *in camera* meeting (Min. No. C40/14 refers).**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P58. APPROVAL OF TRANSPORTATION EXPENSES - CHAIR

The Board was in receipt of the following report February 27, 2014 from Alok Mukherjee, Chair:

Subject: APPROVAL OF TRANSPORTATION EXPENSES - CHAIR

Recommendation:

It is recommended that in accordance with section 17 of the Board Members Expense and Travel Reimbursement policy, the Board authorize reimbursement of my transportation expenses to and from meetings and events related to my role as Board Chair.

Financial Implications:

As a result of the Board's decision to discontinue the use of a leased vehicle, funds in the amount of approximately $6900 are available in the Board's 2014 operating budget transportation expenses.

Background/Purpose:

As a result of the Board's decision to eliminate the position of Chauffeur and discontinue the use of a leased vehicle, I am required to request approval for the reimbursement of my transportation expenses under section 17 of the Board Members Expense and Travel Reimbursement policy (attached). This section of the policy states:

17. Upon request by a Board Member, travel costs to and from Board authorized meetings and events may be reimbursed by the Board. The travel mode selected should be the most economical conveniently available means of travel. Receipts must be provided, except for public transit fares;

Discussion:

I am required and called upon to attend offsite engagements for a number of reasons:

- meetings at various locations within the city but outside the Board's offices with other officials or community representatives to deal with matters pertaining to the Board, e.g. government representatives, police association representatives, labour board, OCPC, community representatives

- represent the Board in committees, conferences, community events, graduations, TPS events funded or hosted by the Board, organizations such as OAPSB, CAPG, AMO etc.

- respond to invitations as a speaker, a guest, a public official, member of a community advisory board or committee etc.

All of these are to be deemed business reasons for travelling. They involve travel within the City, throughout the GTA and to cities outside the GTA.

I am committed to using the most cost effective modes of travel feasible. This involves use of public transit wherever possible, taxis when public transit is either not feasible or available due to time and/or distance, and bus/rail/air if no other alternatives exist. Travel for appointments scheduled within the Board office's regular business hours of 8:00 AM to 4:30 PM will be from my normal place of work - the Board office. Travel for events scheduled outside of the Board office's regular business hours may be to, and from, my place of residence.

Conclusion:

I will act in accordance with all aspects of the current Board policy, such as obtaining and submitting receipts and obtaining the authorization of the Vice Chair for all claims for reimbursement. In addition, these expenses will continue to be reported on the Board's public agendas on a semi-annual basis in accordance with the Board's Publication of Expense Details policy (attached).

**The Board approved the foregoing report.**

**Moved by: M. Thompson**

# TORONTO POLICE SERVICES BOARD

# BOARD MEMBER EXPENSE AND TRAVEL REIMBURSEMENT

| | | |
|---|---|---|
| **DATE APPROVED** | November 28, 2006 | Minute No: P361/06 |
| **DATE(S) AMENDED** | November 15, 2010 | Minute No: P292/10 |
| **DATE REVIEWED** | November 15, 2010 | Minute No: P292/10 |
| **REPORTING REQUIREMENT** | Chair to report to Board quarterly | |
| **LEGISLATION** | *Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). | |
| **DERIVATION** | Toronto City Council – Expense and Travel Reimbursement Policy<br><br>Toronto Police Service Procedure 18-13 | |

It is the policy of the Toronto Police Services Board with respect to Board Members' expenses and travel reimbursement that all reasonable expenses incurred while tending to business authorized by the Board will be reimbursed.

Business Travel

1. Travel must be approved in advance by the Board in order for Board Members to claim reimbursement. On occasions where the need for travel arises unexpectedly and there is not sufficient time to seek Board approval, the Chair and Vice Chair may approve travel requests when the estimated cost of the travel is less than $3,000 and funds are available in the approved operating budget;

2. Normally, travel arrangements will be made on behalf of Board Members by Board staff; however, on occasions when Board Members make their own arrangements reimbursement will be provided in accordance with this policy;

3. When combining personal travel with Board authorized business travel, Board Members will be reimbursed only for the portion of the travel costs that relate to the business travel;

4. When a Board Member uses a personal vehicle for business authorized by the Board, not including travel to and from Board meetings, the Board Member will be reimbursed mileage in accordance with the existing Toronto Police Service Senior Officers' Organization Collective Agreement. When choosing to travel by ground transportation, Board Members will be reimbursed for the lesser of the actual travel expense incurred or the estimated economy airfare cost, unless specific rationale and authorization has been given for reimbursement at a higher rate. Travel mode should be the most economical conveniently available;

5. Board Members on business authorized by the Board who rent a vehicle, travel by train, bus or airplane, will be reimbursed for such travel expenses. Economy fares will be booked, if available. Vehicle rental must be approved by the Board or its designate at the time of booking travel. Receipts must be provided;

6. Board Members required to stay overnight at a destination outside the Greater Toronto Area ("GTA") while tending to business authorized by the Board, will be reimbursed for their accommodation costs. Receipts must be provided;

7. A per diem to cover the costs of meals and miscellaneous personal expenses will be provided for each day of travel including the day of departure and return. Reimbursement is equal to the per diem allowance provided for the Chief of Police and Command Officers. Currently, the allowance for reimbursement is $75.00 Canadian funds or Canadian funds equivalent to $75.00 U.S. (if the travel is outside Canada). Per diem allowances are only provided if Board Members travel outside the GTA and stay overnight outside the GTA. Receipts are not required for the reimbursement of per diem allowances; and

8. The cost of ground transportation, taxis, public transit, parking, costs to or from a terminal, and roadway tolls will be reimbursed. Receipts must be provided.

Conferences

In addition to the preceding items outlined in the business travel section of this policy the following will also apply to conference expenses.

9. Accommodation while attending conferences will be a standard room in the convention or conference hotel at the conference rate, if available, or standard accommodation in another hotel at an equivalent or lower cost;

10. Incidental expenses on hotel bills such as movie rentals and dry cleaning are the responsibility of Board Members and will not be reimbursed;

11. Board Members are responsible for making their own arrangements for companion programs at conferences;

12. Board Members must pay their own expenses for costs related to social events which are not included in an event's registration fee;

13. Where travel is extended for reasons not associated with business authorized by the Board, reimbursement will not be provided for the extended period;

General Expenses

14. Board Members who are tending to business authorized by the Board that spans normal meal times may be reimbursed for all reasonable meal expenses, if meals are not provided. Receipts must be provided and the Chair, or the Vice Chair, as appropriate, must authorize the expense;

15. Charges for the purchase of alcoholic beverages will not be reimbursed;

16. Incidental childcare expenses incurred as a result of attending Board meetings or other authorized Board business may be reimbursed where the Board deems financial hardship would otherwise result. Receipts must be provided;

17. Upon request by a Board Member, travel costs to and from Board authorized meetings and events may by reimbursed by the Board. The travel mode selected should be the most economical conveniently available means of travel. Receipts must be provided, except for public transit fares;

18. All receipts with respect to travel must be submitted to Board staff within 10 business days of the completion of travel;

19. On occasions when Board Members are issued with a corporate charge card, expenses charged to a personal charge or credit card will not be reimbursed except in situations where a merchant declines to accept the corporate card; and

20. Claim forms must be signed, both by the Board Member making the claim and the Chair of the Board who is authorizing the claim, before submitting them for processing. In the case of the Chair, the Vice Chair must authorize claims.

# TORONTO POLICE SERVICES BOARD

## PUBLICATION OF EXPENSE DETAILS

| | | |
|---|---|---|
| **DATE APPROVED** | February 16, 2012 | Minute No: P18/12 |
| **DATE(S) AMENDED** | November 14, 2012 | Minute No: P283/12 |
| **DATE REVIEWED** | November 14, 2012 | |
| **REPORTING REQUIREMENT** | Semi-Annual (July & December) | |
| **LEGISLATION** | *Police Services Act*, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). | |
| **DERIVATION** | 11-GM9.4, City of Toronto | |

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

1. The expenses of the following individuals will be reported to the Board and posted on the websites of both the Toronto Police Service and the Toronto Police Services Board on a semi-annual basis:

    - Board Members
    - Chief
    - Deputy Chiefs and Chief Administrative Officer (CAO)
    - All excluded members in the rank of X40 and above
    - All uniform members in the rank of Staff Superintendent and civilian members in the rank of Director.

2. The following expenses will be reported as part of the publication process:

    - Business Travel (including kilometrage reimbursement);
    - Conferences and Training (including accommodation, registration and per diem allowance); and
    - Hospitality or protocol expenses (hosting Service/Board events for members and non-employees at eating establishments or other, appropriate locations).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P59. SPECIAL CONSTABLES – TORONTO COMMUNITY HOUSING CORPORATION – RE-APPOINTMENTS**

The Board was in receipt of the following report January 14, 2014 from William Blair, Chief of Police:

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

Recommendation:

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

Financial Implications:

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

Background/Purpose

Under Section 53 of the *Police Services Act of Ontario* (the PSA), the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services (the Minister). Pursuant to this authority, the Board entered into an agreement with the Toronto Community Housing Corporation (TCHC) for the administration of special constables (Min. No. P414/99 refers).

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

The Service received separate requests from the TCHC, to appoint the following individuals as special constables on the dates indicated:

| Name | Date Requested |
|---|---|
| Christopher Cochrane | October 22, 2013 |
| Jay Davidson | October 22, 2013 |
| Winston Kenley | October 22, 2013 |
| Richard Zhivko | October 22, 2013 |
| Fitzroy Hayle | October 22, 2013 |
| Nikos Perivolaris | October 22, 2013 |
| Mike Roy | October 25, 2013 |

| | |
|---|---|
| Kevin Pender | October 25, 2013 |
| Lauriston Shand | October 25, 2013 |
| Carl Andrews | October 25, 2013 |
| Rick Ismond | October 25, 2013 |
| Stalin Johnson | October 25, 2013 |
| Robert Tomczszyn | October 25, 2013 |
| Duncan Stratton | October 25, 2013 |
| Premendra Baleshar | October 25, 2013 |
| Fazil Bacchus | October 31, 2013 |
| Learie Brown | October 31, 2013 |
| Bradley Harper | October 31, 2013 |
| George Malcolm | October 31, 2013 |
| William Neal | October 31, 2013 |
| Mark O'Connell | October 31, 2013 |
| Martin Smith | October 31, 2013 |
| Jason Deangelis | October 31, 2013 |
| Bhan Baboolal | November 6, 2013 |
| Bryan Flynn | November 6, 2013 |
| Jason Kirkwood | November 20, 2013 |
| Roderick Dryden | November 20, 2013 |
| David Roy | November 20, 2013 |
| Stephen Newberry | November 20, 2013 |

Discussion:

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

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

The TCHC has advised that the individuals satisfy all of the appointment criteria as set out in the agreement between the Board and the TCHC for special constable appointment. The TCHC's approved strength of special constables is 83; the current complement is 80.

Conclusion:

The Toronto Police Service and the TCHC 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 TCHC property. The individuals currently before the Board for consideration have satisfied the criteria contained in the agreement between the Board and the Toronto Community Housing Corporation.

Deputy Chief of Police, Mark Saunders, Specialized Operations Command, will be in attendance to answer any questions that the Board may have.

**Chair Mukherjee advised the Board that the Chief's Office had advised him that the individuals noted in the foregoing report are currently special constables and that the report should have recommended that they be *re-appointed* as opposed to *appointed*. Chair Mukherjee also said that the Chief's Office advised him that Duncan Stratton, one of the special constables identified in the foregoing report, is no longer being recommended for re-appointment.**

**The Board approved the following Motion:**

> **THAT the Board approve the re-appointment of the special constables noted in the foregoing report on the dates indicated with the exception of Mr. Stratton who is not being recommended for re-appointment at this time.**

**Moved by: D. Noria**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

## #P60. NEW JOB DESCRIPTION: CRIME SCENE SUPPORT TECHNICIAN, FORENSIC IDENTIFICATION SERVICES

The Board was in receipt of the following report February 12, 2014 from William Blair, Chief of Police:

From: William Blair
Chief of Police

Subject: NEW JOB DESCRIPTION – CRIME SCENE SUPPORT TECHNICIAN, FORENSIC IDENTIFICATION SERVICES, SPECIALIZED CRIMINAL INVESTIGATIONS

Recommendation:

It is recommended that the Board approve the attached new civilian job description and classification for the position of Crime Scene Support Technician, Forensic Identification Services, Specialized Criminal Investigations (A07092).

Financial Implications:

The 2014 operating budget included the impact of phase one of this initiative, with the civilianization of 10 Scenes of Crime Officer (SOCO) positions. The SOCO positions have been determined to be Class 7 (40 hour week) with an annual salary of $69,791.40 to $77,907.46 (effective January 1, 2014). An equivalent reduction of 10 uniform positions to the Service's approved establishment was also included in the 2014 operating budget. The officers in the field currently doing the SOCO job, normally have attained a first class ranking, and in most cases qualify for the 6-9% retention pay categories. Therefore the cost of the civilian position is about $20,000 lower than a uniform position doing this job.

Background/Purpose:

In the spring of 2012, Chief William Blair introduced the Chief's Internal Organizational Review (CIOR). All members of the Service were asked to share their ideas on how to deliver policing in the most efficient, effective and economical manner. Member's ideas were then reviewed by the CIOR Coordinating Team and submitted to the Steering Committee for approval. If approved, the suggestion was explored through an assigned Review Team.

The suggestion of a review to civilianize the Scenes of Crime Officer (SOCO) position was approved by the CIOR Steering Committee.

The primary objective of the review was to determine the most efficient and effective operating model for a centralized and civilianized, scenes of crimes civilian position (crime scenes support technician). Other benefits would include the redeployment of sworn officers to other areas of the Service and a new civilian career stream whereby civilian forensic technicians are educated, hired and deployed in such a way as to create a dedicated professional category.

Prior to the SOCO review, a review to examine other civilianization opportunities at Forensic Identification Services was completed and submitted to the Chief's Internal Organizational Review (CIOR) Steering Committee. The review resulted in three key recommendations for civilianization at FIS.

These recommendations included:

- civilianization of laboratory constable positions,
- civilianization of the property constable position, and
- civilianization of the AFIS Detective Sergeant position.

Discussion:

The review recommended the civilianization of the SOCO positions in two phases.

In phase one, the Toronto Police Service (TPS) will maintain SOCO officers attached to platoons to complete calls for service that may require police powers such as search warrants, search incident to arrest, coroner investigations, high risk calls and at-scene investigations. For low risk, minor crime, TPS will hire civilian employees in the newly created position of Crime Scene Support Technician (CSST) A07 (40 hour) to examine the scenes. This title provides a clear indication of the employee's responsibility and clearly distinguishes them from SOCOs and Forensic Identification Officers.

During phase one, it is recommended that TPS hire an initial group of ten civilian employees with a one year qualifying period for the CSST A07 (40 hour) position. The incumbents in the CSST A07 (40 hour) position will be trained and deployed from FIS. They will be responsible for any crime scenes or victim photography that can be performed in a secured location. This will include stolen vehicles, victim photography (at police stations, hospitals or guarded scenes), and processing of seized evidence from other similar scenes. These low risk calls account for approximately 32% of the calls for service for SOCO officers. Uniform SOCO officers will continue to answer calls for service for crime scenes where security cannot be assured and police powers may be required.

The incumbents in the CSST A07 (40 hour) position will be assigned to the CWW platoons at FIS (two per shift) reporting to the platoon supervisors. The central SOCO coordinator at FIS will be responsible for training and tracking the progress of the new program. This includes monitoring the decreased demand for uniform SOCOs as well as the utilization of the incumbents in CSST A07 (40 hour) positions. At the end of phase one, the central SOCO coordinator will provide a comprehensive report of the results of phase one to the team conducting this review.

The new job description for the Crime Scene Support Technician, Forensic Identification Services, Specialized Criminal Investigations is attached. The position has been evaluated using the Service's job evaluation plan and has been determined to be a Class A07 (40 hour) position within the Unit "A" Collective Agreement. The current salary range for this position is $69,791.40 to $77,907.46 per annum effective January 1, 2014.

Civilianization of this position is also an opportunity for the Service to achieve a more efficient and effective delivery model for crime scenes investigations. We will be hiring dedicated civilians with the training, qualifications and commitment for this as a career, while mitigating the inefficiency of a high rate of officer attrition through the SOCO positions.

Conclusion:

It is hereby recommended that the Board approve the job description and classification for the position of Crime Scene Support Technician, Forensic Identification Services, Specialized Criminal Investigations (A07092). Subject to Board approval, the Toronto Police Association will be notified accordingly, as required by the collective agreement and this position will be staffed in accordance with established procedure.

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

**Mr. Tony Veneziano, Chief Administrative Officer, responded to questions about the initial investment costs that will be incurred by the TPS in order to achieve future savings and efficiencies as a result of the civilianization of the SOCO positions.**

**The Board approved the foregoing report.**

**Moved by: A. Pringle**

# TORONTO POLICE SERVICE

# JOB DESCRIPTION

**Date Approved:**

**Board Minute No.:**

**Total Points:** 398.5

**Pay Class:** A7

**JOB TITLE:** Crime Scene Support Technician

**JOB NO.:** A07092

**BRANCH:** Specialized Operations Command – Detective Operations

**SUPERSEDES:** NEW

**UNIT:** Specialized Criminal Investigations

**HOURS OF WORK:** 40 **SHIFTS:** 3

**SECTION:** Forensic Identification Services - Field Operations

**NO. OF INCUMBENTS IN THIS JOB:** 10

**REPORTS TO:** Sergeant

**DATE PREPARED**: 2013.12.16

## SUMMARY OF FUNCTION:

Documents and collects evidence at secure scenes. May be required to testify in court.

## DIRECTION EXERCISED:

None.

## MACHINES AND EQUIPMENT USED:

TPS workstation with associated software , including Microsoft Word, Proprietary Photo Imaging Network and TPS Records Management Systems.

Fingerprint examination equipment (e.g. brushes, powders), personal protective equipment (e.g. P100 Respirators, chemical suits, gloves etc.) and photographic equipment.

## DUTIES AND RESPONSIBILITIES:

1. Attends secured locations throughout Toronto for the purpose of examining stolen vehicles for forensic evidence.
2. Takes victim injury photographs at secure crime/incident scenes (e.g. police station, hospital, scene if police are still present) as required or directed.
3. Conducts fingerprint examinations and takes measurements of stolen vehicles as required.
4. Collects, preserves and processes evidence from stolen vehicles. Documents and preserves continuity of evidence.
5. Acquires, examines, records, stores or transports controlled drugs and substances.
6. Searches vehicles for physical evidence as directed.
7. Maintains notebook containing an accurate account of up-to-date- activities. Prepares and submits reports as required.
8. Attends court and testifies, as required.
9. Performs all other duties, functions and assignments inherent to the position.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P61. REQUEST FOR FUNDS: TORONTO POLICE SERVICE 2014 LESBIAN GAY BISEXUAL AND TRANSGENDER LAW ENFORCEMENT & CRIMINAL JUSTICE CONFERENCE**

The Board was in receipt of the following report February 24, 2014 from William Blair, Chief of Police:

Subject: REQUEST FOR FUNDING FOR THE TORONTO POLICE SERVICE 2014 LESBIAN GAY BISEXUAL AND TRANSGENDER (LGBT) LAW ENFORCEMENT & CRIMINAL JUSTICE CONFERENCE

Recommendation:

It is recommended that the Board approve an expenditure not to exceed $110,000 from the Board's Special Fund, as seed money, to support the hosting of the 2014 LGBT Law Enforcement and Criminal Justice Conference.

Financial Implications:

Funding to cover the costs of hosting this event would be drawn from the Board's Special Fund and would not exceed $110,000. Registration fees and pending sponsorship will be applied to offset the total costs of the conference.

Background/Purpose:

The Toronto Police Service provides policing services to one of the most diverse and multi-cultural cities in the world. The Service is the largest municipal law enforcement agency in its jurisdiction and is home to the one of the largest LGBT communities in North America.

In 2009, the City of Toronto won the bid to host World Pride 2014. It is the first time that World Pride will take place in North America and only the fourth one of its kind. The LGBT Law Enforcement and Criminal Justice Conference will take place in conjunction with World Pride over a three day period from June 25 to June 27, 2014.

The LGBT Law Enforcement and Criminal Justice Conference will be the first of its kind to be hosted by the Service and will be held at the Sheraton Centre, Toronto. The focus of the conference will concentrate on criminal justice and law enforcement issues, as they relate to the LGBT community. The conference will provide an opportunity for LGBT police and law enforcement personnel from around the world to communicate more effectively with each other through various workshops, panel discussions and lectures to facilitate the sharing of new ideas, strategies and best practices on all subjects related to LGBT police personnel.

The conference will help to establish best practice techniques and training necessary for the purpose of decreasing homophobia while increasing cultural diversity awareness in the workplace.

The purpose of this conference is to educate law enforcement personnel, organizations, human resource professionals and individual employees through various programs and services that in turn result in policies, opportunities, practices and benefits in the workplace regardless of sexual orientation, gender identity and / or gender expression. A preliminary draft agenda is attached (see Appendix A).

Discussion:

The Service has taken numerous steps to improve the relationship with members of the LGBT community. These steps have included more inclusive hiring practices for LGBT personnel, the creation of the LGBT Liaison Officer position, as well as the creation of the LGBT Community Consultative Committee (CCC). Furthermore, the Service has developed policies and procedures to better address the on-going realities for LGBT members, not only externally, but internally as well, the most recent of these being the LGBT Internal Support Network (ISN).

The LGBT Law Enforcement and Criminal Justice Conference will offer an unprecedented opportunity for networking with other agencies and of showcasing the Service's recent efforts and successes in LGBT community, including participation in the annual Toronto Police Services Board and Chief's Pride Reception. Please note that this funding request is strictly for the costs of the conference and does not include the costs associated to the Board and Chief's Pride Reception (P286/2013 refers).

Police Constable Danielle Bottineau, the Service's LGBT Liasion Officer, and Court Officer Joshua Wilson are leading the planning committee, which also comprises of members from the LGBT CCC and LGBT-ISN.

The anticipated attendance for the conference will be approximately 200 participants. Those attending will be required to pay a registration fee of $450.00 prior to May 1, 2014, and $525.00 after that date. Revenue generated from registration fees will be used to offset the costs of the conference, with the monies received from the Special Fund to cover the remaining expenditure.

Sponsorship proposals have been distributed to multiple agencies, such as Pepsi Canada, Via Rail and Royal Bank, seeking their support and confirmation is still pending (see Appendix B).

This request seeks seed money for initial outlay, as no budget currently exists in relation to the conference. The following table outlines the estimated costs for the 2014 LGBT Law Enforcement and Criminal Justice Conference.

| ITEM | ESTIMATED COSTS |
|---|---|
| Keynote Speakers: Travel, Accommodation, etc. (approximately 9) | $20,000 |
| Participant: Portfolios, Stationary, Pens, Bags, etc (items yet to be costed) | $10,000 |
| Venue & Food: Breakfast / Lunch / Coffee for 3 Days of Conference and Closing Reception, and Break-out Rooms for duration of conference | $60,000 |
| Audio Visual Equipment Rental and Set up | $10,000 |
| Miscellaneous: Administrative costs, Advertising, Entertainment | $10,000 |
| **Total:** | **$110,000** |
| *Projected Potential Revenue from Registration* | *$90,000* |
| *Projected Potential Sponsorship* | *$5,000* |

**Total revenue generated from registration fees and sponsorships will be applied to offset the above costs. Any funds not utilized will be returned to the Board.*

The request for the funding of the 2014 LGBT Law Enforcement and Criminal Justice Conference from the Board's Special Fund has been reviewed and meets the criteria as set out in the Board's amended Special Fund policy dealing with Community Outreach (Min. No. P73/2013 refers).

Conclusion:

Hosting the first ever LGBT Law Enforcement and Criminal Justice Conference provides the Service an opportunity to showcase our relationship with the LGBT community and the on-going work that is being done to further develop and maintain the relationship.

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

**The Board approved the foregoing report.**

**Moved jointly by: D. Noria**
**M. Thompson**

Appendix A

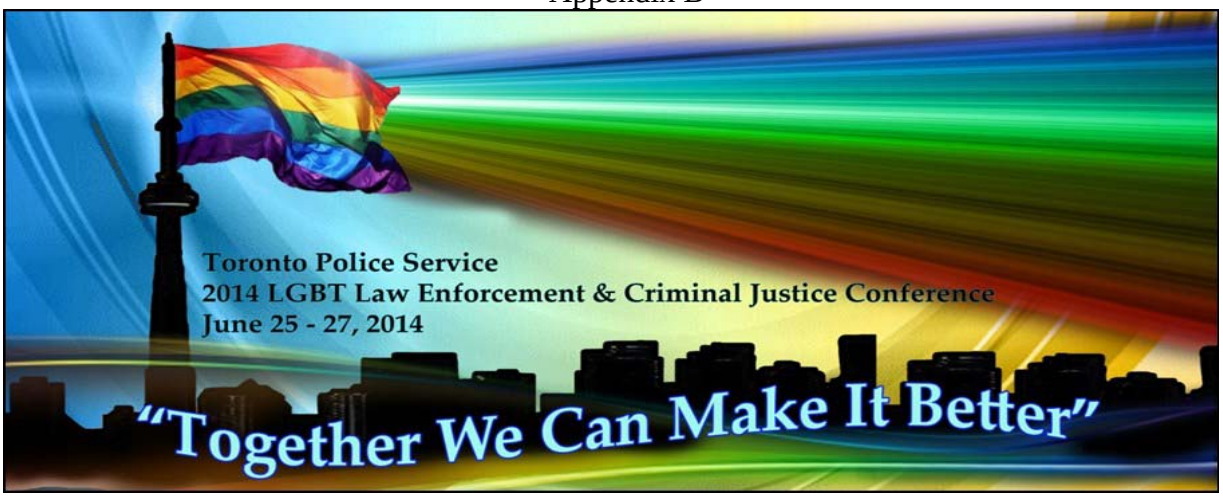

Toronto Police Service
LGBTQ Law Enforcement & Criminal Justice Conference

**"TOGETHER WE CAN MAKE IT BETTER"**

| **Time** | **Tuesday June 24th, 2014** | **Wednesday June 25th, 2014** | **Thursday June 26th, 2104** | **Friday June 27th, 2014** |
|---|---|---|---|---|
| 0800 hrs – 0900 hrs | | Registration | Breakfast | Breakfast |
| 0900 hrs – 1030 hrs | | Welcome Breakfast<br><br>Chief Blair Aboriginal Component | 1 Amsterdam "Roze in Blauw"<br><br>#2<br><br>#3 | #1 TPS LGBTQ Internal Support Network<br><br>#2 Ministry of Corrections "Pride Network"<br><br>#3 |
| 1020 hrs – 1040 hrs | | **Coffee Break** | **Coffee Break** | **Coffee Break** |
| 1040 hrs – 1200 hrs | | RHVP<br><br>#2 TPS Diversity Management Unit<br><br>#3 | Greg Miraglia<br><br>"Coming Out From Behind the Badge" | Jovan Kojicic Advisor to the Prime Minister of Montenegro<br><br>"Montenegro & the LGBT Community" |

| | | | | |
|---|---|---|---|---|
| 1200 hrs – 1300 hrs | **Lunch** | **Lunch** | **Lunch** | **Lunch** |
| 1300 hrs – 1440hrs | | #1 Safer & Accepting Schools Egale Canada<br><br>#2 – Teaching Cultural Diversity through an Immersive Experience | OACP Panel "Best Practices…" | #1 TPS Ally Campaign<br><br>#2 TPS Hate Crime Unit Kiran Bisla<br><br>#3 |
| 1440 hrs – 1500 hrs | **Coffee Break** | **END OF DAY ONE** | **Coffee Break** | **Coffee Break** |
| 1500 hrs –16:30 hrs | **CONFERENCE REGISTRATION WILL BEGIN ON TUESDAY EVENING 1700 HRS – 2000 HRS** | **Board & Chief's Pride Reception At HQ** | #1 Andrea Rousel – Transitioning in the Workplace<br><br>TPS & Social Media<br><br>#3 | |
| **END OF DAY** | | **CHIEF'S PRIDE RECEPTION** | **DINNER & ENTERTAINMENT** | **LGBTQ ISN BOAT CRUISE** |

Appendix B




In June 2014, Toronto will host World Pride; a celebration of the Lesbian, Gay, Bisexual, Transgendered community. As an important community partner, the Toronto Police Service is an active participant in World Pride activities and celebrations. Significantly, the Toronto Police Service is organizing an LGBT Law Enforcement Conference to be held on June 25-27, 2014, during World Pride festivities.

This conference will be the first of its kind in Canada. The conference, "Together We Can Make It Better", will focus on criminal justice and law enforcement issues as they relate to the LGBT community. The conference will provide an opportunity for LGBT police and law enforcement personnel from around the world to communicate more effectively with each other through various workshops, panel discussion and lectures, for the sharing of new ideas, strategies and best practices on all subjects related to LGBT police personnel.

The conference will help to establish best practice techniques and training necessary for the purpose of decreasing homo-phobia while increasing cultural diversity awareness in the workplace.

Facilitating this conference is a tremendous undertaking. We are hoping you will consider supporting this very worthwhile event. There are many sponsorship opportunities available to you.

**PLATINUM SPONSOR - $10,000 and above**
Complimentary admission for 4 to the conference
Free information/display table at the conference
Prominent recognition on website
Acknowledgement within official conference program, banners, and sign
Exclusive sponsor for the reception

**GOLD SPONSOR - $5,000 or above**
Complimentary admission for 2 to the conference
Prominent recognition on website
Acknowledgement within official conference program, banners, and signs
Exclusive sponsor of one of six breakfast or lunch events

**SILVER SPONSOR - $2,500**
Prominent recognition on website
Acknowledgement within official conference program, banners and signs
Joint sponsor of one of five networking breaks

**BRONZE SPONSOR - Product in kind**
Prominent recognition on website
Acknowledgement within official conference program, banners, and signs

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P62. IN-CAMERA MEETING – MARCH 13, 2014**

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

The following members attended the in-camera meeting:

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 13, 2014**

**#P63. ADJOURNMENT**

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Alok Mukherjee
Chair