



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on October 09, 2014 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on September 11, 2014, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on October 09, 2014.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **OCTOBER 09, 2014** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

Dr. Alok Mukherjee, Chair
Mr. Michael Del Grande, Councillor & Member
Dr. Dhun Noria, Member
Ms. Marie Moliner, Member
Mr. Andrew Pringle, Member

ABSENT:

Ms. Frances Nunziata, Councillor & Member
Mr. Michael Thompson, Councillor & Vice-Chair

ALSO PRESENT:

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

#P216. INTRODUCTION

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

Promoted to the Position of Manager, Accounting Services:

Ms. Lermey RAMOS

Promoted to the Position of Manager, Payroll & Benefits Administration:

Mr. Howard FURNESS

Promoted to the Rank of Staff Sergeant:

Bryan CAMPBELL
Lisa CROOKER
Brian MASLOWSKI
Heather NICHOLS

Promoted to the Rank of Sergeant:

Steven CAMPBELL
Steven CAMPOLI
Nelson CHEECHOO
Alpha CHAN
Patrick COYNE
Jason HILLER
Todd HIGO
Steven KERR
Craig McFARQUHAR
Ian NICHOL
Ryan VAN NEST

Tenzin TSERING
Rodney STEFFLER
Anthony RUTHERFORD
Jonathan ROSE
Patrick YEUNG
Christopher WATSON
Robin JITTA
Richard MacKINNON
Michael McGINN
David OUELLETTE

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TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

#P217. STATUS UPDATE ON COMMUNITY CONTACTS

Mr. Chris Williams, Researcher, LogicalOutcomes, provided the Board with an update on the Community Contacts Policy – Community Satisfaction Survey and Artist(s) in Residence Initiative.

Mr. Kris Langenfeld was in attendance and delivered a deputation to the Board with respect to the community satisfaction survey. A written copy of Mr. Langenfeld's deputation is on file in the Board office.

The Board asked Chief Blair about the progress of the new TPS procedure that will implement the Board's policy on community contacts. Chief Blair said that a lengthy consultative meeting was held with stakeholders on September 30, 2014 and that while there is still work to be accomplished, the TPS is attempting to implement the Board's policy.

Chair Mukherjee referred to clause no. 4 in the policy and noted that it states that *until* the Chief prepares a policy-complaint definition of public safety purpose, the TPS will continue to apply the current public safety purpose when initiating or recording contacts as described in clause no. 4. Chair Mukherjee reiterated that the Board and the TPS are actively working on the implementation of the Board's policy.

The Board received Mr. Williams' update and Mr. Langenfeld's deputation and written submission.

Moved by: M. Moliner

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TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P218. UPDATE ON 60-WEEK PILOT SHIFT SCHEDULE FOR
COMMUNICATIONS SERVICES PERSONNEL**

The Board was in receipt of the following report September 19, 2014 from Alok Mukherjee, Chair:

Subject: UPDATE ON 60-WEEK PILOT SHIFT SCHEDULE FOR
COMMUNICATIONS SERVICES PERSONNEL

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. Daily and monthly monitoring is ongoing to ascertain the effect on premium pay costs.

Background/Purpose:

Through contract negotiations in 2011, the Toronto Police Services Board and the Toronto Police Association agreed to form a committee to review the current shift schedules in an effort to improve work life balance for the members of Communications Services. As a result, the Communications Shift Study Steering Committee (Steering Committee) was formed, and the following guiding principles were developed:

- Match staffing to needs or workforce to workload;
- Create opportunities to improve employee wellness by identifying the negative impact of shift work and implement a shift pattern to reduce those impacts;
- Improve the capacity to accommodate members in need of short and long-term accommodation;
- Maintain the capacity to meet the National Emergency Number Association (NENA) standards of answering 9-1-1 calls within 10 seconds, 90% of the time and non-emergency calls within 20 seconds, 80% of the time;
- Work inclusively with the employees of Communications Services to develop a shift pattern and be open to the review of shift patterns presented by employees and management of Communications Services; and
- Develop timelines and objectives for the Joint Committee and keep Communication Services members apprised of the Shift Study process.

Membership of the Steering Committee includes:

- Chair Dr. Alok Mukherjee, Toronto Police Services Board
- Legal Counsel Roger Aveling, Toronto Police Association
- Director Kristine Kijewski, Toronto Police Service
- Manager Dion Evelyn, Toronto Police Service
- Inspector Bernadette Button, Toronto Police Service
- Director Tom Froude, Toronto Police Association
- Director Edward Costa, Toronto Police Association
- Senior Support Supervisor Kimberly Wood, Toronto Police Service
- Senior Operations Supervisor Kerry Murray-Bates, Toronto Police Service
- Chief Steward Tania Tiller, Toronto Police Association

Discussion:

On February 11, 2014, the memorandum authorizing the new pilot shift schedule at Communications Services was finalized and the Collective Agreement accords were signed by Dr. Mukherjee.

The majority of the work was completed by the Shift Study Working Group (SSWG) at Communications Services. The working group was comprised of a cross section of operators, supervisors and management. The most unique feature of the new pilot is that, for the first time in the history of the Toronto Police Service, two different shift patterns were being tested by the same group of members simultaneously. Approximately half of the personnel follow a 5-platoon 5-week rotation, the rest follow a 12-hour 4-platoon four-week rotation. Both rotations have been staffed on a voluntary basis.

The services of world-renown shift pattern consulting firm Circadian Technologies, Inc. were retained to review the pilot schedules, provide input and recommendations, and conduct a wellness and workforce-to-workload analysis. Through the review, Circadian validated the process by which the patterns were developed and confirmed that the schedules strongly support the intended goals as defined in the guiding principles. A joint communique from the Police Services Board and the Toronto Police Association was disseminated to the members on February 13, 2014 announcing the commencement of the shift pilot.

The transition to the 60-week pilot schedules commenced the evening of February 17, 2014. The intended completion date is April 12, 2015.

A Shift Study Pilot Status Report that outlines the health, accomplishments, issues, change requests and success indicators for a given period was developed by the Working Group. This report has been provided monthly to the Steering Committee which oversees this initiative.

In accordance with the project's guiding principles, the following pilot schedule success indicators are included as part of the status report:

- service delivery levels, demonstrating the schedule's ability to better match workforce to workload;
- employee wellness, as demonstrated through sickness and injured on duty reports;
- the ability for members to take time off from work in accordance with the *Employment Standards Act*;
- effective supervision as it relates to the scheduling challenges and workplace accommodations for members following multiple shift patterns, all while remaining efficient and ensuring a consistently high delivery of excellent customer service; and
- employee satisfaction determined through the use of surveys, open discussion forums, internal "blogs".

The first of four employee surveys was sent to the membership April 01-15, 2014. 181 of 201 responses were returned. The first seven of ten questions gauged the overall pilot satisfaction, impact on work-life balance and challenges experienced during the first two months. 82% of respondents indicated they were happy with the pilot schedules they selected. 69% of the respondents found there to be a positive impact on their work-life balance. 67% of the respondents who volunteered to try the 12-hour shift pattern indicated they found the biggest benefits from increased wellness, time off from work, transition between shifts, lower stress levels, and increased positive attitude.

Three of the ten questions were asked specifically to supervisors to gauge the challenges faced at their level. The majority of the concerns were administrative, for tasks such as ensuring consistency amongst the platoons for time off request, adaptation to shift patterns and multiple start times, and completing quality assurance monitoring and annual evaluations.

One of the more difficult daily supervisor challenges pre-dates the pilot schedule. The time commitment required for the completion of the daily duty/assignment sheets has increased exponentially as a result of two different shift patterns, which now requires dedicated and uninterrupted work space to complete. Options to best reduce this time commitment are constantly being explored. These options include the use of standardized daily assignment templates, the development of daily duty sheet experts, and potentially utilizing an automated scheduling system.

Governance in the form of a supervisor's "Daily Business Document" has been developed in order to ensure consistency in such tasks as fulfilling time off requests and dispatch desk assignments. This living document has proven to be an integral part of the process.

Conclusion:

The Joint Committee will continue to meet quarterly to discuss the ongoing progress of the pilot project. The Working Group will continue to meet monthly. All aspects of the pilot project will be closely monitored and issues addressed at the appropriate level.

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 OCTOBER 09, 2014**

#P219. AUDIT POLICY

The Board was in receipt of the following report September 25, 2014 from Alok Mukherjee, Chair:

Subject: AUDIT POLICY

Recommendations:

It is recommended that:

1. the Board receive the attached draft Audit Policy as a basis for continued discussions with the Chief; and
2. Board Members provide feedback to the Chair regarding the draft policy, no later than November 13, 2014.

Financial Implications:

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

Background/Purpose:

The *Adequacy and Effectiveness of Police Services*, O. Reg. 3/99, stipulates that the Board and Chief of Police are responsible for implementing a quality assurance process relating to the delivery of adequate and effective police services and compliance with the *Police Services Act* (PSA) and its regulations.

In 2006, the Board identified the lack of a structured audit process to assist the Board with assessing the adequacy and effectiveness of Toronto Police Service (the Service) procedures and compliance with the PSA and expressed concerns that it had no independent audit resource available to address audit concerns it may identify. At that time the Board approved a number of motions regarding audit issues, including the following:

“THAT the Board request the City of Toronto Auditor General to provide a report on the feasibility of dedicating an auditor from the Auditor General’s office to provide permanent and independent audit services directly to the Board,” (Min. No. P247/06 and P278/06 refers).

The City's Auditor General's (AG) review of the Board's request identified a number of significant concerns, including the issue of the AG's independence, as well as a lack of staff resources. The AG's reviewed determined that it was not feasible for the AG's office to provide permanent independent audit services to the Board. However, the AG made several suggestions for the Board's consideration which included i) "the Board may, once the Auditor General's by-law was amended, request the City's Auditor General to include in his annual work plan any specific audits identified by the Board;" and ii) "the Board may request a private sector external audit group to conduct audit work at its request," (Min. No. P34/07 refers).

Discussion:

At its meeting held on September 12, 2013, the Board approved a recommendation that the Chair draft an audit policy reflecting a new collaborative relationship with the City of Toronto Internal Audit Division and also reflecting the Board's existing relationship with the AG. The Board also approved that should the Board approve a policy which would contemplate the engagement of the services of the City's Internal Audit Division, such services would be charged back to the Board through an inter-departmental chargeback (Min. No. P222/13) refers. Funds are available in the Board's 2014 operating budget to cover the costs of audit services.

In February 2014 to May 2014, the Chair, in consultation with the Service, the City's Audit Division, the AG and City Legal, developed an audit policy that sets out the Board's audit processes. The purpose of the policy is to assist the Board in assessing the adequacy and effectiveness of police services and compliance with the PSA. This would be achieved through establishing a structured program for the review of Board policies, and resulting Service procedures, processes, practices and programs.

The draft policy distinguishes between audits that could be conducted by the AG versus the City's Internal Audit Division. The Board will request that the AG conduct audits that typically address systemic organizational issues or issues of an emergent nature that are of significant public interest. Whereas, through a service-level agreement, the Board will engage the City's Internal Audit Division to conduct audits of specific Board policies, to measure risk-management and compliance with policy and any relevant legislation. As well, the reviews included in the Board's audit workplan, will assist the Board in determining whether the Service is in compliance with related statutory requirements, Board policies and directions. Further, these reviews may assist in determining whether risk management activity, financial controls and Service and Board governance efforts are adequate and effective, and functioning in a manner that complies with legislation, case law, inquest findings, inquiry findings, and Ministry of Community Safety and Correctional Services' guidelines.

The Service wishes to have further discussions with me about the extent to which an "external auditor" on behalf of the Board (in this case, the City's Audit Services Division) would be auditing, independently of the Chief of Police, the implementation of, and adherence to, Service procedures flowing from Board policies. However, I have brought the policy forward as the basis for continued discussion with the Chief. Also, I am requesting that Board members' provide feedback regarding the draft policy, no later than November 15, 2014, so that their

comments can be considered in the final draft. A final draft policy will be provided to the Board for approval at the December 18, 2014 Board meeting.

Conclusion:

Therefore, it is recommended that:

1. the Board receive the attached draft Audit Policy as a basis for continued discussions with the Chief; and
2. Board Members provide feedback to the Chair regarding the draft policy, no later than November 13, 2014.

The Board was also in receipt of a written submission from Kris Langenfeld with regard to the proposed policy. A copy of Mr. Langenfeld's submission is on file in the Board office.

The Board received the foregoing report and Mr. Langenfeld's written submission.

Moved by: A. Pringle



TORONTO POLICE SERVICES BOARD

DRAFT

AUDIT POLICY

DATE APPROVED	mm/dd/yy (spelled out)	Minute No: PXXX/00
DATE(S) AMENDED		
DATE REVIEWED		
REPORTING REQUIREMENT	Toronto Police Service audit work plan – annually Toronto Police Services Board audit work plan - annually	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Adequacy and Effectiveness of Police Services</i> , O. Reg. 3/99, s. 35	
DERIVATION	Rule X.X.X – Name of Rule Adequacy Standards Regulation - LE-020	

The *Adequacy and Effectiveness of Police Services*, O. Reg. 3/99, stipulates that the Board and Chief of Police are responsible for implementing a quality assurance process relating to the delivery of adequate and effective police services and compliance with the *Police Services Act* and its regulations.

The Board adopts a multifaceted approach to fulfill its responsibility relating to quality assurance. It includes:

- regular reports from the Chief of Police on compliance with Board policies and directions;
- annual financial audits conducted by the City of Toronto's external auditors;
- audits requested of, and conducted by, the City of Toronto's Internal Audit Division;
- audits requested of, and conducted by, the City of Toronto's Auditor General; and
- inspections conducted by the Ontario Ministry of Community Safety and Correctional Services; or
- other audits as determined by the Board.

The purpose of this policy is to assist the Board in assessing the adequacy and effectiveness of police services and compliance with the *Police Services Act*. This would be achieved through establishing a structured program for the review of Board policies, and resulting Toronto Police Service ("Service") procedures, processes, practices and programs.

The reviews, included in the Board's audit workplan, will assist the Board in determining whether the Service is in compliance with related statutory requirements, Board policies and directions. Further, these reviews may assist in determining whether risk management activity, financial controls and Service and Board governance efforts are adequate and effective, and functioning in a manner that complies with legislation, case law, inquest findings, inquiry findings, and Ministry of Community Safety and Correctional Services' guidelines.

Therefore, it is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service's financial statements are verified by an annual audit conducted by the City of Toronto's external Auditor as identified in section 139 of the *City of Toronto Act, 2006*;
2. The Chief of Police will establish an internal quality assurance process to ensure that operational, management, training and financial controls are established and maintained to ensure compliance with Service procedures and with Board policies and to ensure that they remain consistent with case law, inquest findings, inquiry findings, legislation and Ministry of Community Safety and Correctional Services' guidelines;
3. The Chief of Police will prepare, using appropriate risk-based methodology, an annual quality assurance work plan which will identify and prioritize audits to be conducted. The plan will identify inherent risks, resource requirements and the overall objectives for each audit and the work plan will be reported to the Board at a public meeting;
4. The Chief of Police will ensure that members of the Service engaged in audit processes have the knowledge, skills, abilities and accreditations, as may be required, to perform their duties;
5. The Chief of Police will report to the Board the results of all audits and will highlight any issues that in accordance with this policy will assist the Board in determining whether the Service is in compliance with related statutory requirements, and issues that have potential risk or liability to the Board and/or to the Service.

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

6. In addition to the annual quality assurance workplan prepared by the Chief, the Board may, in consultation with the City of Toronto Internal Audit Division or the Auditor General, as may be appropriate, and in consultation with the Chief of Police, request external audits to be conducted on matters of concern to the Board;
7. The Board may request that the City of Toronto Auditor General conduct audits that typically address systemic organizational issues or issues of an emergent nature that are of significant public interest. In addition, the Auditor General may independently recommend to the Board, audits to be conducted by the Auditor General. As well, through a service-level agreement, the Board may engage the City of Toronto Internal Audit Division to conduct audits respecting adherence by the Board and Service to specific Board policies and relevant

legislation. The Board may include, in its annual operating budget request, sufficient funds to procure external auditing services;

8. The Board will provide a public report containing its annual audit work plan; and
9. Upon the conclusion of each of its audits, the Board will provide a report which will address the following:
 - assessment of the adequacy and effectiveness of the Service's or Board's processes in the areas stated in the audit plan;
 - identification of significant issues related to the processes of the Service or the Board, including recommended improvements to those processes; and
 - updates where necessary on the status and results of the audit plan and the sufficiency of the Board's audit resources.
10. Reports with respect to audits conducted on behalf of the Board, will consider, but not be limited to, whether:
 - Operational and financial risks are appropriately identified and managed;
 - The appropriate levels of internal control exist within the Service;
 - Financial, management, and operational information provided to the Board is accurate, reliable, and timely;
 - Staff and management actions are in compliance with policies, procedures, contracts, laws, and regulations;
 - Resources are acquired economically, used efficiently, and adequately protected;
 - Programs and their objectives are achieved;
 - Quality and continuous improvement are encouraged in the Service's control processes; and
 - Significant legislative or regulatory issues affecting the Service are recognized and addressed appropriately.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P220. CHIEF OF POLICE SELECTION PROCESS – SELECTION OF
EXECUTIVE SEARCH FIRM AND SELECTION OF COMMUNITY
CONSULTATION FACILITATOR**

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

Subject: CHIEF OF POLICE SELECTION PROCESS - SELECTION OF EXECUTIVE
SEARCH FIRM AND SELECTION OF COMMUNITY CONSULTATION
FACILITATOR

Recommendation:

It is recommended that this report be received for information.

Financial Implications:

Funds in the amount of \$150,000 are available in the Toronto Police Services Board's 2014 operating budget for this project.

Background/Purpose:

At its *in camera* meetings on August 11 and August 19, 2014 (Min. C143/14 refers), the Board authorized an evaluation committee comprised of the Chair and one or two Board Members to issue and evaluate the results of a Request for Proposals for an executive search firm and a separate Request for Quotations for a facilitator for community consultations to be held in advance of issuing a request for applications for the position of Chief of Police.

Discussion:

An evaluation committee comprised of Chair Alok Mukherjee, Vice Chair Michael Thompson, Dr. Dhun Noria and Joanne Campbell, Executive Director convened to review Proposals (RFP) submitted by executive search firms and quotations (RFQ) for the facilitation of community consultations.

The RFP for the executive search firm was issued on Monday August 18, 2014 and closed on September 10, 2014. Eight submissions were received and were evaluated by the committee based on the criteria set out in the RFP. The Manager of Purchasing Services facilitated the evaluation. The contract was awarded to Odgers Berndtson at a price of \$90,000.

The result of the RFQ for the facilitator for community consultations was reviewed by the evaluation committee and was awarded to Diversity Trainers Plus at a price of \$44,013.

Conclusion:

I will be convening project kick-off meetings with both consultants during the week of September 29, 2014 and will report further to the Board with respect to the initiation of the community consultation process and the next steps in the search process.

The Board received the foregoing report.

Moved by: D. Noria

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TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P221. SEMI-ANNUAL REPORT: PUBLICATION OF EXPENSES:
JANUARY TO JUNE 2014**

The Board was in receipt of the following report September 22, 2014 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT: PUBLICATION OF EXPENSES – JANUARY TO
JUNE 2014

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

The purpose of this report is to advise the Board of the expenses incurred by Board and Service members during the period January 1 to June 30, 2014.

Discussion:

Since 2007, the Service has published the expenses of the Chief, Deputy Chiefs and CAO on the Service's internet site. The Board's motion expanded the range of members whose expenses were to be published. Attached to this report as Appendix "A" are the expenses, for the first half of 2014, for the Service and Board Members included in the Board's motion. The publication of this information will be available on the Board's and Service's internet sites.

Conclusion:

Appendix A of this report contains details for the three categories of expenses incurred by Board and Service members.

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

The Board was also in receipt of a written submission from Kris Langenfeld with regard to the publication of expenses for the period between January and June 2014. A copy of Mr. Langenfeld's submission is on file in the Board office.

The Board received the foregoing report and Mr. Langenfeld's written submission.

Moved by: A. Pringle

Appendix A

Toronto Police Service and Toronto Police Services Board

Expense Publication Summary

Period: January to June 2014

Member	Expenses reported
Blair, William	\$6,256.80
Califaretti, Sandra	\$4,030.60
Campbell, Joanne	\$0.00
Delgrande, Mike	\$0.00
Di Tommaso, Mario	\$0.00
Farahbakhsh (May), Jeanette	\$1,839.28
Federico, Michael	\$20,786.77
Giannotta, Celestino	\$2,551.18
Kijewski, Kristine	\$20.25
Moliner, Marie	\$53.12
Mukherjee, Alok	\$3,774.65
Noria, Dhun	\$0.00
Nunziata, Frances	\$0.00
Pringle, Andrew	\$0.00
Pugash, Mark	\$80.39
Ramer, James	\$5,424.85
Russell, Thomas	\$89.41
Saunders, Mark	\$11,769.25
Sloly, Peter	\$15,838.48
Stubbings, Richard	\$5,370.21
Thompson, Michael	\$0.00
Veneziano, Tony	\$2,305.11
Wilcox, Jane	\$937.22
Total expenditures reported	<u><u>\$81,127.57</u></u>



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 6	Guest Speaker at the Rideau Club in Ottawa, Ontario.	\$324.87
March 12 - 13	Mentor for Major Cities Chiefs Association (MCCA) Police Executive Leadership Development Program in Washington, DC. Airfare and hotel accommodation paid by MCCA.	\$204.50
April 28 - 30	Ontario Association of Chiefs of Police (OACP) Board of Directors Meeting in North Bay, Ontario. Hotel accommodation paid by OACP.	\$292.67
May 27 - 31	MCCA, Police Executive Research Forum (PERF) /FBI National Executive Institute Associates (NEIA) Summer Meeting in San Francisco, California.	\$2,377.89
		\$3,199.93

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 14 -18	Pearls in Policing Conference in San Francisco, California. Hotel accommodation and transportation to/from the airport paid by Pearls.	\$1,755.78
June 21 - 24	OACP Annual Conference in Ottawa, Ontario. Registration paid by OACP.	\$1,201.09
		\$2,956.87

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 9	Retirement Dinner for OPP Commissioner attended by Deputy as the Chief's designate in Alliston, Ontario	\$100.00
		\$100.00

Member Total	\$6,256.80
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Finance & Business Management
Member:	Califaretti, Sandra
Job Title/Rank:	Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 24	PanAm meeting with PanAm team in Brampton, Ontario.	\$29.18
February 11	Ontario Association of Chiefs of Police (OACP) Budget and Finance Committee Meeting at York Regional Police in Aurora, Ontario.	\$37.87
		\$67.05

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
April 7 -11	Public Procurement Law and Practice Seminar in Toronto, Ontario.	\$3,963.55
		\$3,963.55

Hospitality & Protocol

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

Member Total	\$4,030.60
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

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

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Toronto Police Service Board
Member:	Delgrande, Mike
Job Title/Rank:	Toronto Police Service Board Member

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

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

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Central Field
Member:	Di Tommaso, Mario
Job Title/Rank:	Staff Superintendent

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

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

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Human Resources
Member:	Farahbakhsh (May), Jeanette
Job Title/Rank:	Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 15	City Legal Meeting for Human Rights Tribunal of Ontario (HRTO) case in Toronto, Ontario	\$15.30
April 6	Sergeant Exam in Toronto, Ontario	\$12.61
April 15	Arbitration Hearing in Toronto, Ontario	\$22.75
April 16	Crossing Guard Award Recognition in Toronto, Ontario	\$5.39
April 28 - 30	Canadian Association of Chiefs of Police (CACP) Meeting in Calgary, Alberta	\$1,065.20
May 1	Bargaining Meeting in Toronto, Ontario	\$15.30
May 7	Bargaining Meeting in Toronto, Ontario	\$13.50
May 8	Bargaining Meeting in Toronto, Ontario	\$13.50
May 13	Bargaining Meeting in Toronto, Ontario	\$15.32
May 13	Negotiation Prep Meeting in Toronto, Ontario	\$14.41
Jun 14	Mediation Meeting in Toronto, Ontario	\$10.00
		\$1,203.28

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
February 19	Human Resources Professionals Association (HRPA) LegalEase Seminar in Toronto, Ontario	\$30.53
March 3 - 4	Police Association of Ontario's Labour Relations Conference in Mississauga, Ontario	\$605.47
		\$636.00

Hospitality & Protocol

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

Member Total	\$1,839.28
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 3	City of Toronto Meeting in Toronto, Ontario	\$4.50
April 14	Toronto Central Local Health Integration Network (LHIN) Strategic Advisory Council Meeting in Toronto, Ontario	\$4.05
May 8	Police & Mental Health Forum Pathways to Care in Toronto, Ontario	\$10.81
May 16	City of Toronto Meeting in Toronto, Ontario	\$6.75
May 21 - 23	National Joint Council (NJC) meeting in Montreal, Quebec. Hotel accommodation and transportation paid by Public Safety Canada.	\$197.33
June 2	City of Toronto Meeting in Toronto, Ontario	\$4.50
June 21	Sunrise Ceremony in Toronto, Ontario	\$4.50
		\$232.44

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 6 - 16	International Action Learning Group Conference in The Hague, Netherlands	\$12,604.79
March 25 - 26	Balancing Individual Safety, Community Safety and Quality of Life Seminar in Toronto, Ontario	\$605.48
June 7 - 16	Pearls in Policing Conference in San Francisco, California	\$5,048.72
June 22 - 25	Ontario Association of Chiefs of Police (OACP) Conference in Ottawa, Ontario	\$2,081.53
		\$20,340.52

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
February 19	Police Partner Working Group Meeting in Toronto, Ontario	\$133.42
June 4	47th Police Officer of the Year Awards in Toronto, Ontario	\$80.39
		\$213.81

Member Total	\$20,786.77
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

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

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
February 21 - 27	Canadian Association of Chiefs of Police Information & Communications Technology (CACP-ICT) Workshop in Vancouver, British Columbia	\$2,551.18
		\$2,551.18

Hospitality & Protocol

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

Member Total	\$2,551.18
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit: Operational Support Services
Member: Kijewski, Kristine
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
April 15	Meeting at City Hall in Toronto, Ontario	\$11.25
May 6	Meeting at City Hall in Toronto, Ontario	\$9.00
		\$20.25

Conferences & Training

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

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00
Member Total		\$20.25



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 16	Management Meeting in Toronto, Ontario	\$9.90
February 13	Heritage Canada Meeting in Toronto, Ontario	\$9.90
April 8	Special Board Meeting in Toronto, Ontario	\$22.51
May 5	Heritage Canada Meeting in Toronto, Ontario	\$10.81
		\$0.00
		\$53.12

Conferences & Training

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

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00
Member Total		\$53.12



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January - March	Meetings various locations in Toronto, Ontario	\$666.40
April - May	Meetings various locations in Toronto, Ontario	\$857.30
May - June	Meetings various locations in Toronto, Ontario	\$422.24
		\$1,945.94

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 4 - 7	Economics of Policing, National Policing Research Conference in Vancouver, BC	\$1,721.84
May 21 - 24	Ontario Association of Police Service Boards (OAPSB) Conference in Toronto, Ontario.	\$43.23
		\$1,765.07

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
April 29	Meeting with Vice Chair in Toronto, Ontario	\$63.64
		\$63.64
Member Total		\$3,774.65



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

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

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

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

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Toronto Police Service Board
Member:	Pringle, Andrew
Job Title/Rank:	Toronto Police Service Board Member

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

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

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit: Corporate Communications
Member: Pugash, Mark
Job Title/Rank: Director

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 30	47th Police Officer of the Year Awards in Toronto, Ontario	\$80.39
		\$80.39
Member Total		\$80.39



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Detective Operations
Member:	Ramer, James
Job Title/Rank:	Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 22 - 24	Homeland Security US State Department Meeting in Arlington, Va. Flight and hotel accommodation paid by US State Department.	\$259.59
April 23 - 24	National Coordinating Committee on Organized Crime Meeting in Ottawa, Ontario	\$761.89
April 29 -May 1	RCMP Meeting in Ottawa, Ontario	\$645.68
May 7 - 9	Law Amendments Committee Meeting in Levesque, Quebec	\$1,164.83
June 22 - 23	RCMP Meeting in Ottawa, Ontario	\$267.08
		\$3,099.07

Conferences & Training

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

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 8	Business Luncheon with Co-Chair of Black Community Police Consultative Committee (BCPCC) in Toronto, Ontario	\$38.54
January 13	Meeting with RCMP in Toronto, Ontario	\$38.93
February 11	Business Luncheon with Co-Chair of BCPCC in Toronto, Ontario	\$60.09
March 20	RCMP meeting in Toronto, Ontario	\$138.09
March 26	Business Luncheon with Immigration and Customs Enforcement (ICE) in Toronto, Ontario	\$56.33
April 8	Project Resolution Meeting in Toronto, Ontario	\$54.03
April 22	Ontario Women In Law Enforcement Banquet in Toronto, Ontario	\$67.54
May 2	Canadian Institute for the Administration of Justice (CIAJ) Meeting in Toronto, Ontario	\$1,007.42
May 30	BCPCC Meeting in Toronto, Ontario	\$72.90
June 12	William Bishop Awards in Toronto, Ontario	\$671.91
June 12	BCPCC Meeting in Toronto, Ontario	\$120.00
		\$2,325.78

Member Total	\$5,424.85
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Area Field
Member:	Russell, Thomas
Job Title/Rank:	Staff Superintendent

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
June 4	47th Police Officer of the Year Awards in Toronto, Ontario	\$89.41
		\$89.41
Member Total		\$89.41



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit: Specialized Operations Command
Member: Saunders, Mark
Job Title/Rank: Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 16	Canadian Security Intelligence Service (CSIS) Meeting in Toronto, Ontario	\$17.11
January 22 - 24	Homeland Security Meeting at IPR Centre in Arlington, Virginia. All expenses paid by Canadian Association of Chiefs of Police (CACP). Minimal cost due to exchange difference.	\$16.15
January 26	18th Annual Black History Month Kick-Off Brunch in Toronto, Ontario	\$9.91
January 31	Meeting by Joint Operations Committee in Toronto, Ontario	\$13.22
February 4	RBC Black History Month Student Essay Awards in Toronto, Ontario	\$9.00
February 17 - 21	Canadian Integrated Response to Organized Crime (CIROC/CACP) Meeting in Surrey, British Columbia	\$1,852.16
April 16	School Crossing Guard Awards in Toronto, Ontario	\$5.39
April 7	CACP Counter Terrorism and National Security Committee (CACP-CTNS) Committee Meeting in Toronto, Ontario	\$17.10
June 7	2014 Recipient of Public Service Awards by Diversity Advancement Network at Exhibition Place in Toronto, Ontario	\$12.59
June 9 - 13	CIROC/CACP Meeting in Dartmouth, Nova Scotia	\$563.73
June 15 - 18	Central Ontario Police Partners Meeting in Montreal, Quebec	\$303.96
		\$2,820.32

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 24 - 27	Leadership in Counter Terrorism (LinCT) Program 2014 Regional Workshop in Ottawa, Ontario. Hotel accommodation provided by RCMP.	\$803.66
April 21 - 25	LinCT 2014 Conference in Los Angeles, California	\$2,719.06
May 3 - 16	LinCT Program in Scotland & Ireland. Hotel accommodation was provided by the hosting agency, except for the two nights.	\$5,133.18
		\$8,655.90

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 29	Redemption Reintegration Service Brunch in Toronto, Ontario	\$60.00
April 9	Retirement Dinner in Toronto, Ontario	\$60.00
June 3	Retirement Dinner in Kitchener, Ontario	\$50.00
June 4	Retirement Dinner in Toronto, Ontario	\$63.03
June 5	Retirement Dinner in Toronto, Ontario	\$60.00
		\$293.03

Member Total	\$11,769.25
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Community Safety Command
Member:	Sloly, Peter
Job Title/Rank:	Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 17 - 18	Red Cross Board of Directors Meeting in Ottawa, Ontario. Accommodation paid by Red Cross.	\$650.96
February 2 - 5	Major Cities Chiefs Association (MCCA) Winter Meeting in Houston Texas	\$3,261.78
April 4 - 5	Red Cross Board of Directors Meeting in Ottawa, Ontario. Accommodation paid by Red Cross.	\$872.13
January 7	Emerging Leaders Network (ELN) Executive Appreciation Breakfast in Toronto, Ontario	\$19.80
January 7	Business Meeting in Toronto, Ontario	\$5.39
January 7	Business Meeting in Toronto, Ontario	\$1.81
January 26	OBHS 18th Annual Black History Kick-Off Brunch in Toronto, Ontario	\$9.90
January 18	Lincoln Alexander Day Tribute & Community Meeting in Toronto, Ontario	\$7.65
February 7	First Fridays Community Presentations in Toronto, Ontario	\$5.39
February 12	Toronto Region Vision 2014 Meeting in Toronto, Ontario	\$19.80
February 20	Civic Action Leadership Roundtable Meeting in Toronto, Ontario	\$25.21
February 28	West Park Foundation Board Meeting in Toronto, Ontario	\$27.03
March 6	Civic Action Youth Task Force Meeting in Toronto, Ontario	\$27.02
March 7	Meeting with CEO of TD Bank re Cyber Security/Terrorism in Toronto, Ontario	\$36.01
March 10	Interview with Justice Iacobucci & Review Team in Toronto, Ontario	\$27.02
March 21	Funeral for dignitary in Toronto, Ontario	\$10.14
March 26	Civic Action Board Meeting in Toronto, Ontario	\$25.22
March 27	BOLD Certificate & Celebration Event in Toronto, Ontario	\$27.02
March 29	University of West Indies Toronto Benefit Gala in Toronto, Ontario	\$13.51
April 2	Panel discussion Lecture in Toronto, Ontario	\$4.50
April 12	32nd Anniversary Black Business Professional Association (BBPA) Harry Jerome Awards Gala in Toronto, Ontario	\$20.71
May 7	30th Anniversary of the Toronto Crime Stoppers program at the Chief of Police Dinner in Toronto, Ontario	\$9.90
May 12	Microsoft/Canadian Association of Chiefs of Police Information & Communications Technology (CACP-ICT) Meeting in Toronto, Ontario	\$2.45
May 13	Microsoft/CACP ICT Meeting in Toronto, Ontario	\$7.18
June 4	2014 Police Officer of Year & Police Business Excellence Awards in Toronto, Ontario	\$6.31
June 17	Civic Action Leadership Round table Meeting in Toronto, Ontario	\$27.02
June 19- 21	Red Cross Board of Directors Meeting in Ottawa, Ontario. Accommodation and airfare paid by Red Cross.	\$308.64
		\$5,459.50



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Community Safety Command - Continued
Member:	Sloly, Peter
Job Title/Rank:	Deputy Chief

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 13 - 15	Police Executive Leadership Development Program in Philadelphia, PA.	\$2,137.97
February 11 - 12	Diversity in National Security Policy Making Conference in Ottawa, Ontario. Flight and accommodation paid by Public Safety Canada.	\$57.67
February 22 - 26	CACP ICT Workshop in Vancouver, British Columbia	\$2,481.19
March 11 - 14	Police Executive Leadership Development Program in Washington, DC. Accommodation and meals paid by MCCA.	\$1,061.54
June 22 -25	OACP Annual Conference in Ottawa, Ontario.	\$2,112.75
		\$7,851.12

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 21	Lincoln Alexander Day Tribute & Community Meeting in Toronto, Ontario	\$24.40
January 24	Community Safety Command Meeting in Toronto, Ontario	\$876.48
February 19	Integrated Records and Information System (IRIS) & eDisclosure Meeting in Toronto, Ontario	\$25.94
March 4	Greater Toronto East Prayer Breakfast in Toronto, Ontario	\$150.00
March 31	IRIS Project Status Meeting in Toronto, Ontario	\$22.96
April 5	DAREarts Foundation Trust 15 Event in Toronto, Ontario	\$1,250.00
May 16	Community Safety Command Meeting in Toronto, Ontario	\$178.08
		\$2,527.86
Member Total		\$15,838.48



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Corporate Risk Management
Member:	Stubbings, Richard
Job Title/Rank:	Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 14	Greeting returning members from Afghanistan in Mississauga, Ontario	\$9.01
April 9 - 11	Canadian Association of Chiefs of Police (CACF) Professional Standards Committee Meeting in Regina, Saskatchewan	\$1,118.06
April 28 - 29	Ontario Association of Chiefs of Police (OACP) Board Meeting in North Bay, Ontario. Accommodation provided by OACP.	\$175.24
		\$1,302.31

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 30 - 31	Integrity Risk Management in the Public Sector Conference in Toronto, Ontario	\$2,009.76
June 21 - 26	OACP Annual Conference in Ottawa, Ontario	\$1,859.21
		\$3,868.97

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
January 27, 28 & 29	Refreshment for Interview Panel Members	\$85.26
February 27	Ministry of Attorney General meeting in Toronto, Ontario	\$18.28
April 23	Public Heroes GTA 2014 Awards Ceremony in Toronto, Ontario	\$15.00
June 4	47th Police Officer of the Year Awards in Toronto, Ontario	\$80.39
		\$198.93

Member Total	\$5,370.21
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

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

Business Travel

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

Conferences & Training

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

Hospitality & Protocol

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

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit: Corporate Services Command
Member: Veneziano, Tony
Job Title/Rank: Chief Administrative Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
February 10	Public Sector Executive Seminar in Toronto, Ontario	\$16.21
April 11	Speaking Engagement at Municipal Internal Auditors Association in Toronto, Ontario	\$18.01
April 16	Meeting with City Appointed Lawyer Human Rights matter in Toronto, Ontario	\$13.51
		\$47.73

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
May 18 - 21	Government Finance Officers Association Conference in Minneapolis, Minnesota	\$2,257.38
		\$2,257.38

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00
Member Total		\$2,305.11



**Toronto Police Service
Senior Staff Expenses
For the period of January to June 30, 2014**

Unit:	Public Safety Operations
Member:	Wilcox, Jane
Job Title/Rank:	Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
March 12	Iacobucci Team Interview in Toronto, Ontario	\$28.00
June 22	Ontario Association of Chiefs of Police (OACP) Meeting in Ottawa, Ontario	\$491.34
		\$519.34

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
April 15 - 16	Stress Awareness in the Workplace Conference in Stratford, Ontario	\$417.88
		\$417.88

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00
Member Total		\$937.22

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

#P222. MENTAL HEALTH IN THE WORKPLACE

The Board was in receipt of the following report September 5, 2014 from Alok Mukherjee, Chair:

Subject: Mental Health in the Workplace

Recommendation:

It is recommended that:

- (1) The Board adopt the National Standard for Psychological Health and Safety (PH&S) in the Workplace (the Standard) developed by the Canadian Standards Association (CSA) as the standard for ensuring that the Toronto Police Service is a psychologically healthy and safe workplace for all its members;
- (2) The Board establish a standing Joint Sub-Committee on Mental Health in the Workplace comprised of representatives of the Board, the Service, the Senior Officers Organization (SOO) and the Toronto Police Association (TPA) to steer the implementation of the Standard within the organization as a shared responsibility;
- (3) The Joint Sub-Committee provide regular progress reports to the Board and to Service members on its work; and,
- (4) The Board authorize the Chair to take the steps necessary to implement recommendations 1, 2 and 3 in cooperation with the other named stakeholders.

Financial Implications:

The financial implications, if any, arising from the Board's consideration of this report, are not known at this time.

Background/Purpose:

The Board and the Service have made available a significant level of resources to address issues related to the mental health of Service members. I believe it would be appropriate at this time for the Board to adopt the National Standard for Psychological Health & Safety in the Workplace (the Standard) and to create a systematic mechanism to implement that standard within the Service as a clear expression of its commitment to the wellbeing of members of the Service. The realization of this objective is or should be a joint responsibility of the Board, the Service and the two employee groups representing the interests of the members, namely, SOO and TPA.

Discussion:

There is widespread recognition in police governance circles that mental health is an area of significant concern not only in terms of the delivery of policing services to the community but also in terms of employee health and wellbeing. It is estimated that mental health issues affect over 20% of the population, and may be as high as 30%. We may expect the prevalence of these issues in the workplace to reflect the magnitude in the general population.

Our Board and the Service have taken several important steps in the past few years to ensure that our members and their families have access to a variety of professional and confidential support that they can avail themselves of as and when necessary. We have also made an effort to provide appropriate accommodation for individual needs. These supports include an external provider of professional employee and family assistance, two highly competent Psychologists who are on staff full time and a fully staffed Medical Advisory Service. In addition, there are requirements and protocols that make supervisors and managers responsible for monitoring the health of those deemed at risk as well as for providing information about available services to those in need. Finally, in the Service, there is a Wellness Committee that pays continuous attention to measures to enhance employee health and wellbeing.

Over the years, I have met surviving members of families of our employees who took their lives due to mental illness. They have shared with me accounts of receiving inadequate and insensitive treatment in their time of grief and need. I can say with considerable confidence that the support systems and processes we have in place now constitute a significant advance from the way things were.

Nevertheless, there is a continuing need to identify what issues exist in terms of workplace attitudes towards people with mental illness, examine the effectiveness of programs that are in place, and consider what further measures we should take. This, I suggest, is a shared responsibility of the Board, the Service and the associations representing the interests of Service members. Such a comprehensive response is required both, out of our commitment to employee wellbeing and our concern for organizational productivity, risk management, employee retention and public reputation.

I note, as well, that Justice Iacobucci, in his recently issued independent review of police use of force with people experiencing mental illness, paid significant attention to the issue of mental health in the workplace. In particular, consideration must be given to his reference to the need for culture change in the organization with respect to the ideas about and response to mental illness. This need for culture change applies as much to the arena of police-public interaction as to interactions in the workplace between or among members.

A first step to this end would be the Board's adoption of the National Standard mentioned above. Developed by the Canadian Standards Association (CSA), and championed by the Mental Health Commission of Canada, it was launched in January 2013. The Standard provides a number of strategies, resources and tools that can be very helpful in creating a workplace environment that is hospitable to and supportive of people suffering from mental illness. In the short time since its

launch, the Standard has attracted much attention and has been adopted by employers committed to psychological health and safety in their workplaces.

Second, I recommend that the Board approve the establishment of a standing Joint Sub-Committee on Mental Health in the Workplace to champion and steer the implementation of the Standard. The Standard includes a number of key systemic steps that require appropriate and ongoing oversight. Two first steps are leadership commitment and the establishment of an oversight mechanism. By adopting the Standard as recommended, the Board will have made an initial statement of its commitment to improved attention to mental health in the workplace. And by approving the creation of the proposed committee, it will have communicated the seriousness of its intent with respect to the full implementation of the Standard.

The joint sub-committee, it is proposed, include representatives of the Board, the Service, the SOO and the TPA. This composition will convey the shared nature of our responsibility in this area and allow for the inclusion of the perspectives of all key stakeholders. It will be up to the sub-committee to identify and involve any additional resources as it deems appropriate.

However, it is important that the work of the sub-committee be transparent and its results communicated within the workplace and the community on a regular basis. Therefore, it is recommended further that the sub-committee provide regular progress reports to the Board and the Service members.

Conclusion:

I urge the Board to approve the recommendations contained in this report.

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

**Mrs. Heidi Rogers*; and
Ms. Lorianne Rogers.**

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

Following their deputations, Mrs. Rogers and Ms. Rogers responded to questions by the Board. Mrs. Rogers also referred to the recommendations contained in her deputation (copy attached for information).

The Board approved the following Motions:

- 1. THAT the Board receive the deputations and accept the recommendations made by Mrs. Rogers;**

2. THAT the Board approve the following with regard to the recommendations contained in the foregoing report:

- **recommendation no. 1 be received;**
- **recommendation no. 2 be approved with amendments as reprinted below:**

THAT the Board establish a standing Joint Sub-Committee on Mental Health in the Workplace comprised of representatives of the Board, the Service, the Senior Officers' Organization, the Toronto Police Association, Center for Addiction and Mental Health (CAMH) and, subject to consultation with the Chief of Police, one former member of the Toronto Police Service and up to two relatives of Service members who have been impacted by mental health issues;

- **recommendation no. 3 be approved with amendments as reprinted below:**

THAT the Joint Sub-Committee develop timelines that are practical and provide regular progress reports to the Board;

- **recommendation no. 4 be approved; and**

3. THAT the Joint Sub-Committee review the National Standard for Psychological Health and Safety (PH&S) in the Workplace (the Standard) developed by the Canadian Standards Association (CSA) as the standard for ensuring that the Toronto Police Service is a psychologically healthy and safe workplace for all its members, as well as the 13 recommendations in Justice Iacobucci's Report: *Police Encounters with People in Crisis* respecting the mental health of police personnel and any other existing policies, procedure and programs regarding mental health in the workplace.

Mr. Andy Pringle, Board Member, expressed an interest in participating in the Joint Sub-Committee on Mental Health.

Moved by: D. Noria

Recommendations (dated October 9, 2014) Submitted by Mrs. Heidi Rogers:

Specific recommendations for the Board:

- (1) The composition of the proposed standing Joint Sub-Committee on Mental Health in the Workplace be amended to include independent third party representatives of the mental health profession who have no employment interest in the TPS, as well as include myself, Heidi Rogers;
- (2) The mandate of the Joint Sub-Committee to “implement the Standard” be amended to specifically include a requirement to review the efficacy of existing programs and policies before simply incorporating them into the implementation of the Standard, and should also explicitly require the consideration of the well-reasoned and evidence-based recommendations of the Iaccobucci report in the area of Mental Health of Police Personnel;
- (3) The mandate of the Joint Sub-Committee to “implement the Standard” should also be amended to specifically include a requirement to address the negative aspects of police culture within the TPS by developing and implementing steps to correct it; and
- (4) The recommendation that the Joint-Sub Committee provide regular progress reports to the Board and to Service members on its work be amended to specifically require the establishment of the joint sub-committee within the next 3 months, with a public report back to the Board on its establishment, followed by another public report back to the Board and Service Members within 6 months with a draft proposal on how the committee proposes to go about steering the implementation of the Standard. Regular progress reports should then be required every 3 months thereafter on the progress of the committee’s implementation of the Standard.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P223. APPROVAL OF EXPENSES: ONTARIO ASSOCIATION OF POLICE
SERVICES BOARD (OAPSB) 2014 LABOUR SEMINAR**

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

Subject: APPROVAL OF EXPENSES: ONTARIO ASSOCIATION OF POLICE
SERVICES BOARDS (OAPSB) 2014 LABOUR SEMINAR

Recommendation:

It is recommended that the Board approve the attendance and the estimated expenditures described in the following report, for me, interested Board Members and one Board staff member to attend the Ontario Association of Police Services Board's (OAPSB) 2014 OAPSB Labour Seminar.

Financial Implications:

This report recommends that the Board approve an expenditure from the 2014 operating budget to cover costs associated with attendance at the 2014 OAPSB Labour Seminar.

Background/Purpose:

The OAPSB will be hosting a Labour Seminar on November 20th & 21st, 2014 and is intended for, among others, Section 31 police services board members and staff.

The Labour Seminar is an excellent opportunity for professional development for Board Members and networking with fellow police board members.

Discussion:

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

A preliminary conference program and registration form received from the OAPSB are attached for your information.

The early bird registration deadline is October 15th and the cost for each person attending the full seminar is \$621.50

Conclusion:

It is, therefore, recommended that the Board approve the attendance and the estimated expenditures described in this report, for me, interested Board Members and one Board staff member to attend the Ontario Association of Police Services Board's (OAPSB) 2014 OAPSB Labour Seminar.

The Board approved the foregoing report.

Moved by: M. Moliner

Board General Mailbox

From: 2014 OAPSB Labour Seminar <events@effreg.com>
Sent: Friday September 19, 2014 10:13
To: Board General Mailbox
Subject: You're Invited: 2014 OAPSB Labour Seminar
Attachments: Map_and_Directions_to_Hotel.doc; 2014
_Labour_Seminar_Preliminary_Program_Revised.pdf

Can't view this email? [Click here](#) for the web version.

2014 OAPSB Labour Seminar

Dear Members,

It is my pleasure to invite you to attend the 2014 OAPSB Labour Seminar being held on November 20th and 21st, 2014 at the International Plaza Hotel, Toronto Airport.

The Labour Seminar is designed for:

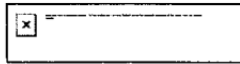
- Police employers - police services board members and staff, and MGS/MCSCS OPP employer staff
- Police service leaders and HR & labour relations staff
- HR & labour relations service providers

This year's program features several topical sessions including:

- Updates on OMERS, arbitration, suspension without pay, and legal rulings
- Discussions on arbitration strategies, and the police discipline system
- Participating in collective agreement updates
- Participating in Coordinated Bargaining strategic planning

Please find attached the Preliminary Seminar Program for your information as well as information on transportation and directions to the International Plaza Hotel.

Registration and Payment can be made on-line by clicking [here](#):



Or Decline

REGISTRATIONS AND PAYMENT ARE DUE BY NOVEMBER 6, 2014

If you prefer to register by mail or fax, please visit the OAPSB website at www.oapsb.ca to download the registration forms.

(Note: session details and speakers may be subject to change. Please check the OAPSB website regularly for up to date information).

Accommodations:

A special group rate of \$125.00/night is available for OAPSB delegates. One parking spot is included for overnight guests. Hotel reservations can be made at the International Plaza Hotel, online or by phone. Please make your room reservations as soon as possible to ensure availability.

All guests shall make reservations directly with the International Plaza Hotel on an individual basis, identifying themselves as a member of the **2014 OAPSB Labour Seminar**.

Please note: hotel rooms must be booked by NOVEMBER 6, 2014 to receive the special OAPSB group rate.

Reservation information:

Visit the **OAPSB website** at www.oapsb.ca, and click on "Upcoming Events" to access the hotel online reservation link.

By phone, email or fax:

Please identify yourself as a member of the OAPSB Labour Seminar. The group code is "OPB".

Phone: 416-244-1711 or 1-800-668-3656

Email: jthadickal@internationalplazahotel.com

Fax: 416-244-7281

Cancellation policy:

Should you cancel your reservation, the deposit is refundable if notice is received at least twenty-four (24) hours prior to arrival and a cancellation number is obtained.

The parking rate at the International Plaza Hotel, is \$14.00/day for those not staying at the hotel.

We're looking forward to seeing you in November!

Sincerely,

Kevin Eccles
Labour Seminar Chair



2014 OAPSB Labour Seminar – Preliminary Program Thursday, November 20th, 2014

This Program is restricted to Police Employers & their Labour Relations Staff

7:30 am – 5:00 pm	Registration Desk Open
7:30 – 8:45 am International C	Hot Buffet Breakfast
8:45 – 9:00 am International B	Opening Comments Kevin Eccles, Labour Seminar Chair Fred Kaustinen, Executive Director
9:00 – 10:00 am International C	OMERS Update Fred Biro, OAPSB Rep – OMERS Sponsors Corporation Monty Baker, OAPSB Rep – OMERS Administration Corporation
10:00 – 10:30 am International C	Update on Arbitration Reform Joy Hulton Regional Solicitor, The Regional Municipality of York
10:30 – 11:00 am International Foyer	Refreshment and Networking Break
11:00 am – 12:00 pm International B	Succeeding at Arbitration Seann McAleese, Lawyer, Hicks-Morley
12:00 – 1:00 pm International C	BUFFET LUNCH Guest Speaker: Minister Yasir Naqvi, Ministry of Community Safety & Correctional Services
1:00 – 2:00 pm International B	Legal Updates: What you Need to Know! Ian Johnstone, Partner, Lawyer, Johnstone & Cowling LLP
2:00 – 3:00 pm International B	Suspension Without Pay Update Ron Bain, Executive Director, OACP
3:00 – 3:20 pm International C	Refreshment and Networking Break
3:20 – 4:20 pm International B	Police Disciplinary System – Issues & Options Ian Johnstone, Partner, Lawyer, Johnstone & Cowling LLP and Ron Bain, Executive Director, OACP
5:30 – 6:00 pm International Foyer	Reception and Cash Bar – International Foyer
6:00 – 8:00 pm International C	DINNER



2014 OAPSB Labour Seminar

Friday, November 21st, 2014

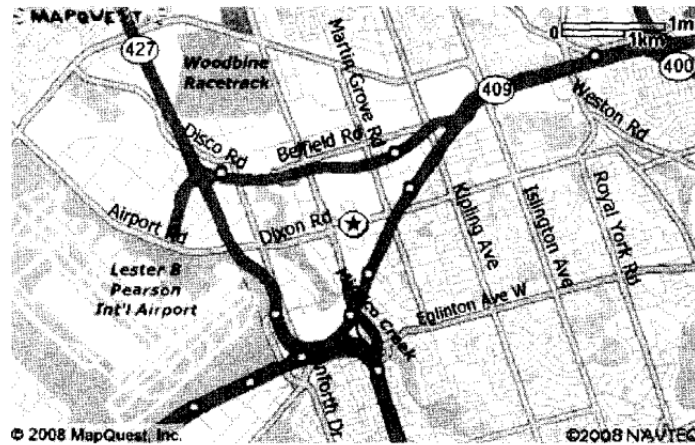
This Program is restricted to Police Employers & their Labour Relations Staff

7:30 am – 11:30 am	Registration Desk Open
7:30 – 8:30 am International B	Hot Buffet Breakfast
8:30 – 10:00 am International B	Coordinated Bargaining Roundtable Facilitator: Rick Baldwin, Partner, Labour Relations Lawyer, Mathews Dinsdale
10:00 – 11:30 am International B	Coordinated Bargaining Strategic Planning Facilitator: Rick Baldwin, Partner, Labour Relations Lawyer, Mathews Dinsdale

Ontario Association of Police Services Boards

10 Peel Centre Drive, Suite A, 1st Floor, Brampton, Ontario, L6T 4B9 Website: www.oapsb.ca
Tel. 905-458-1488 1-800-831-7727 Fax 905-458-2260 E-Mail: admin@oapsb.ca

**Map and Directions to the International Plaza Hotel
(formerly the Doubletree by Hilton)
Toronto Airport, 655 Dixon Rd. Etobicoke**



Driving Directions:

From South (QEW/Queen Elizabeth Way):

- HWY 427 north or HWY 27 north
- exit Dixon Rd east (hotel is on right hand side)

From West (Hwy 401)

- take Dixon Road exit, turn left at the lights (west onto Dixon Rd.)
- hotel is on left hand side (at Kelfield Rd.& Dixon Rd.)

From North (400)

- 400 south to 401 west
- take Dixon Rd/Martingrove exit
- exit on Dixon Rd (only one way to exit), hotel is on left hand side

From East (401)

- 401 west, take Dixon Rd/Martingrove exit
- exit on Dixon Rd (only one way to exit)
- hotel is on left hand side, at first set of lights

From Lester B. Pearson International Airport

- **Distance from hotel:** 3 km. • **Drive time:** 5 min.

Driving directions: Exit Dixon Road East. Follow for 2 Km. The hotel is on the right hand side.

Hotel Shuttle:

- pick up at Terminal 1- Post S5 or at Terminal 3 - Post C22
- (available from 3:30 a.m. – 1:30 a.m.)

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P224. SPECIAL CONSTABLES: TORONTO TRANSIT COMMISSION:
APPOINTMENTS**

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

Subject: APPOINTMENT OF SPECIAL CONSTABLES FOR THE TORONTO
TRANSIT COMMISSION

Recommendation:

It is recommended that the Board approve the appointments of the individuals listed in this report as special constables for the Toronto Transit Commission, 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 Transit Commission (TTC) for the administration of special constables (Min. No. P154/14 refers).

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

The Service received a request from the TTC to appoint the following individuals as special constables:

**Yvette Natalizio
James Samuel Bingham**

Discussion:

The TTC 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 TTC property within the City of Toronto.

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

Conclusion:

The Toronto Police Service and the TTC 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 TTC property. The individuals currently before the Board for consideration have satisfied the criteria contained in the agreement between the Board and the Toronto Transit.

Deputy Chief of Police, 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: D. Noria

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P225. SPECIAL CONSTABLES: TORONTO COMMUNITY HOUSING
CORPORATION: APPOINTMENT**

The Board was in receipt of the following report September 22, 2014 from William Blair, Chief of Police:

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

Recommendation:

It is recommended that the Board approve the appointment of the individual listed in this report as a special constable 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 a request from the TCHC to appoint the following individual as a special constable:

William Henry

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 this individual and there is nothing on file to preclude him from being appointed as a special constable for a five year term.

The TCHC has advised that the individual satisfies 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 73.

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 individual currently before the Board for consideration has 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.

The Board approved the foregoing report.

Moved by: D. Noria

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

#P226. PROFESSIONAL SERVICES – ESRI CANADA LTD. (ESRI)

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

Subject: PROFESSIONAL SERVICES - ESRI CANADA LTD. (ESRI)

Recommendations:

It is recommended that:

- (i) the Board approve the use of ESRI Canada Ltd. as the vendor of record to provide the Toronto Police Service (TPS) with professional services to ensure the ESRI Geographic Information System is delivering the highest level of performance possible through system tuning and adherence to best practices; and
- (ii) the Board authorize the Chair, on behalf of the Board, to execute an agreement for such services, in a form approved by the City Solicitor.

Financial Implications:

Over the term of the existing three year agreement with ESRI Canada Ltd., there may be the requirement to utilize professional services in order to optimize and verify TPS implementation of ESRI product offerings. Any ESRI professional services requested by TPS will be subject to the availability of funds and are estimated at approximately \$50,000 over the term of the agreement.

Background:

In November 2013, TPS entered into a three year Enterprise Licence Agreement with ESRI Canada Ltd. for the use of ESRI Geographic Information Systems (GIS) suite of tools, including desktop mapping, server applications, and extensions for geographical analysis. ESRI Canada is the only Canadian provider of licenses for this suite of products. The three year cost of this agreement was \$483,075, with an end date of November 30, 2016.

Discussion:

Since entering into this agreement with ESRI Canada Ltd., the TPS has identified opportunities to engage ESRI Canada Ltd. for professional services, including health checks. Health checks are technical reviews which ensure the enterprise Geographic Information System is delivering the highest level of performance possible and involves verification of components through system tuning and adherence to best practices. Health checks provide professional configuration of GIS servers and databases, as well as the verification and review of the TPS implementation of these ESRI products.

Conclusion:

The use of ESRI Canada Ltd. for professional services will give TPS the ability to continuously utilize these products in the most effective manner. The estimated additional cost for these services over the term of the agreement could push the value of the agreement with ESRI beyond the \$500,000 commitment authority delegated to the Chief. The Service is therefore requesting Board approval to also use ESRI for professional services that may be required during the term of the agreement, provided that funds are available for that purpose.

Chief Administrative Officer Tony Veneziano, Corporate Services Command, and Deputy Chief Peter Sloly, Community Safety Command, will be in attendance to answer any questions from the Board.

The Board approved the foregoing report.

Moved by: M. Del Grande

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

#P227. WHISTLEBLOWER POLICY – “PROTECTED DISCLOSURE”

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

Subject: WHISTLEBLOWER POLICY

Recommendation:

It is recommended that the Board approve the attached policy entitled “Protected Disclosure.”

Financial Implications:

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

Background/Purpose:

In February of 2012, I received a memo from Mr. Joe Pennachetti, City Manager, City of Toronto, advising the Board that Toronto City Council had approved the City's Whistle Blower Protection Policy, which provides protection from reprisal for all City of Toronto employees, excluding accountability officers and elected officials.

At its meeting held on July 19, 2012, the Board considered a report from me on the issue of the development of a Board policy to provide protection to whistleblowers (Min. No. P169/12 refers). This report outlined the current Service procedure and Standards of Conduct governing this area. I noted that I believe that the Board should entrench in policy the value it places on organizational integrity and ethical practices at all levels of the organization.

Discussion:

Since that time, there has been a great deal of work done with respect to the development of this important policy. The development of this policy has been a complex and difficult endeavour, due to the unique legislative framework, the roles of different oversight bodies, and the fact that the Board is made up of City Councillors (who are subject to a specific governance structure) as well as those who are not. As part of our policy development, we consulted with the City of Toronto, the Ontario Civilian Police Commission (OCPC) and the Office of the Independent Police Director (OIPRD, among others, to obtain details as to how a whistleblower process is administered on a practical level, including aspects of reporting, investigation and measures in place to ensure protection against reprisal.

Staff at City Legal have also spent considerable time drafting this policy to ensure that it is robust, comprehensive, and consistent with existing legislation and processes. In addition, a great deal of consultation with the Toronto Police Service has been required as we wanted to ensure that the policy could be operationalized effectively.

There are a number of elements that I felt were important in developing this policy. First, the policy must capture the notion that issues of honesty and integrity apply to everyone equally. I believe it is important that the policy apply to all individuals working at the Board and the Service, including Board Members, the Chief and Command officers and Board staff.

As the introduction to the policy states:

The Toronto Police Services Board recognizes that it is in the public interest to foster and maintain confidence in the honesty and integrity of the Board, the Service and its Members. The Board places a very high value on organizational integrity and ethical practice at all levels of the organization and believes that every Member has a role to play in this regard. Through Service procedures, as well as a robust system of governance and accountability, Members should feel assured that they will be protected if they come forward with information that helps to maintain these values.

The dedicated anonymous telephone line is a cornerstone of the policy and the policy explicitly includes a provision to ensure that both the reporting process and the telephone line are consistently publicized, as part of an ongoing communications plan. As stated in the introduction to the policy:

It is in the interest of both the public and of Members that there be a comprehensive process in place that encourages and provides ready access to Members to report alleged acts of wrongdoing. Further, the Board recognizes that proactive measures along with responsible oversight of existing reporting processes are necessary to ensure effective policing. The Board also recognizes that there may be circumstances in which Members may be reluctant to identify themselves when reporting alleged wrongdoing and, therefore, any process must provide the opportunity for protected and anonymous reporting.

Accountability and public reporting are also critical components of this policy. As such, the policy includes a provision that the Chief, “as part of the continuous improvement and oversight of the Reporting Process, publicly report to the Board, on an annual basis in respect of the number and types of allegations of wrongdoing reported anonymously or in a protected manner by Members and any other information relating to the nature of the allegation of wrongdoing that is deemed necessary by the Board.”

I believe that this policy represents a concrete demonstration of the Board’s commitment to issues of integrity and ethical conduct at all levels of our organization.

Conclusion:

Therefore, it is recommended that the Board approve the attached policy entitled “Protected Disclosure.”

The Board was also in receipt of a written submission from Kris Langenfeld with regard to the proposed policy. A copy of Mr. Langenfeld’s submission is on file in the Board office.

The Board approved the foregoing report and received Mr. Langenfeld’s written submission.

Moved by: D. Noria



TORONTO POLICE SERVICES BOARD

PROTECTED DISCLOSURE

DATE APPROVED		
DATE(S) AMENDED		
DATE REVIEWED		
REPORTING REQUIREMENT		
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended.</i> <i>Members of Police Services Boards – Code of Conduct, O. Reg. 421/97.</i>	
DERIVATION	Ferguson report.	

For the purposes of this policy, "Member" means Service members, Auxiliary members and other persons associated with the Service, such as volunteers, interns and summer students, the Chief of Police, Deputy Chiefs of Police, the Chief Administrative Officer, Board members and Board employees.

The Toronto Police Services Board recognizes that it is in the public interest to foster and maintain confidence in the honesty and integrity of the Board, the Service and its Members. The Board places a very high value on organizational integrity and ethical practice at all levels of the organization and believes that every Member has a role to play in this regard. Through Service procedures, as well as a robust system of governance and accountability, Members should feel assured that they will be protected if they come forward with information that helps to maintain these values.

Any allegations of wrongdoing must be reported and thoroughly investigated. Wrongdoing includes, but is not limited to, fraud, inappropriate use of resources, corruption, discreditable conduct that is criminal in nature, discreditable conduct that lies entirely within the realm of employee misconduct, misconduct in respect of the policies of or services provided by the Service, and the misconduct of a police officer.

It is in the interest of both the public and of Members that there be a comprehensive process in place that encourages and provides ready access to Members to report alleged acts of wrongdoing. Further, the Board recognizes that proactive measures along with responsible oversight of existing reporting processes are necessary to ensure effective policing. The Board also recognizes that there may be circumstances in which Members may be reluctant to identify themselves when reporting alleged wrongdoing and, therefore, any process must provide the opportunity for protected and anonymous reporting.

It is critical that any reporting process clearly and expressly prohibits any acts of reprisal or retaliation against any individual who makes a good faith report of possible wrongdoing.

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

1. Develop and maintain a comprehensive process (the "Reporting Process") that enables Members to report alleged wrongdoing of Members and ensure that any Member who knows, or has reason to believe, that wrongdoing has occurred, is encouraged to report it and can easily do so;
2. As part of the Reporting Process, establish and operate an independent, dedicated telephone line(s), available to Members to report alleged wrongdoing, including on an anonymous basis;
3. Ensure that the availability of the Reporting Process and the dedicated anonymous telephone line are consistently publicized to all Members, as part of an ongoing communications plan;
4. Ensure that the Reporting Process protects the identity and confidentiality of any Member that uses it to report any instance of wrongdoing;
5. As part of the continuous improvement and oversight of the Reporting Process, publicly report to the Board, on an annual basis in respect of the number and types of allegations of wrongdoing reported anonymously or in a protected manner by Members and any other information relating to the nature of the allegation of wrongdoing that is deemed necessary by the Board.

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

6. With the exception of the Members identified in section 9, investigate allegations of wrongdoing by Members and, when it appears that such wrongdoing has occurred, take disciplinary or corrective action through established processes; and
7. Ensure that, where wrongdoing has been found and corrective action has been taken, a further review is also conducted to ensure that steps are taken to address the underlying causes and to take the appropriate actions to mitigate the risk of future occurrences.
8. In order to ensure that steps are taken to address the underlying causes and to mitigate the risk of future occurrences, report to the Board, on an annual basis, the results of any and all investigations undertaken in respect to allegations reported anonymously or in a protected manner by Members and any steps taken as part of a review to address the underlying causes and actions undertaken to mitigate the risk of future occurrence. Such reporting shall include details on the substance of the allegation of wrongdoing and any actions taken in response to it.

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

9. In respect of allegations relating to the Chief of Police, a Deputy Chief of Police, the Chief Administrative Officer, a Board member or a Board employee, **notify the following persons of any and all such allegations:**
 - a. Where the allegation of wrongdoing is in respect of the Chief of Police, a Deputy Chief of Police or the Chief Administrative Officer, **notify the Chair of the Board;**
 - b. Where the allegation of wrongdoing is in respect of a Board member who is not the Chair, or a Board employee, **notify the Chair of the Board;**
 - c. Where the allegation of wrongdoing is in respect of the Chair of the Board, **notify the Vice-chair of the Board.**

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

10. In respect of any allegations of wrongdoing **of which the Board is notified** under section 9, review such allegation and, when it appears that wrongdoing has occurred, request an investigation, or take disciplinary or corrective action through established processes.
11. Ensure that, where wrongdoing has been found and corrective action has been taken, a further review is also conducted to ensure that steps are taken to address the underlying causes and to take the appropriate actions to mitigate the risk of future occurrences.

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

12. For the purposes of this policy, reprisal includes any harassment, intimidation or threat of negative consequences against a Member as a direct result of the Member, in good faith, reporting a perceived wrongdoing;
13. No Member shall take any action in reprisal against a Member for making, or being suspected of making, a good faith allegation of wrongdoing;
14. Where an allegation of reprisal is received, an investigation shall be carried out in accordance with this policy and established processes.
15. Where an investigation conducted under section 14 determines that a Member, other than the types of Members identified in section 16, is responsible for reprisal, that Member shall be subject to discipline in accordance with the established processes
16. Where an investigation conducted under section 14 determines that the Chief of Police, a Deputy Chief of Police, the Chief Administrative Officer, a Board member or a Board employee is responsible for reprisal, that Member shall be subject to discipline in accordance with established processes

17. Any Member who knowingly makes a false allegation of wrongdoing in bad faith or who knowingly makes a false or misleading statement that is intended to mislead an investigation of an allegation of wrongdoing, may be subject to disciplinary or other applicable action.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P228. RESPONSE TO THE JURY RECOMMENDATIONS ARISING FROM
THE INQUEST INTO THE DEATH OF PETER FLORES-LUMANGLAS**

The Board was in receipt of the following report August 28, 2014 from William Blair, Chief of Police:

Subject: RESPONSE TO THE JURY RECOMMENDATIONS FROM THE CORONER'S
INQUEST INTO THE DEATH OF PETER FLORES-LUMANGLAS

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 Chief Coroner for the Province of Ontario

Financial Implications:

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

Background/Purpose:

A Coroner's Inquest into the death of Peter Flores-Lumanglas was conducted in the City of Toronto during the period of May 13, 2014 to May 20, 2014. As a result of the inquest, the jury directed three recommendations to the Toronto Police Service (Service).

The following is a summary of the circumstances of the death of Peter Flores-Lumanglas and issues addressed at the inquest, as delivered by Dr. Bonnie Burke, Presiding Coroner.

Summary of the Circumstances of the Death

On the evening of April 15, 2012 Constable Jeffrey Blair was alone in a marked Toronto Police Service cruiser conducting speed enforcement on northbound Allen Road just south of Highway 401 in Toronto. A Dodge Caravan was observed travelling northbound at a high rate of speed and Officer Blair began to pursue the vehicle as it exited to the eastbound Highway 401. The Caravan made an abrupt exit across the lanes of the 401 to exit at Avenue Road and turned north proceeded into a residential area. Constable Blair remained in the neighbourhood looking for the vehicle and driver. A male, later identified as Peter Flores-Lumanglas, was observed walking on Northmount Avenue. Constable Blair turned his vehicle onto Northmount Avenue and stopped in front of the male and began to question him. Feeling the responses to his questions were suspicious, Constable arrested Mr. Flores-Lumanglas for dangerous driving. He was not placed in handcuffs.

Mr. Flores-Lumanglas was searched by Constable Blair and a folding buck knife was located and placed on the trunk of the police vehicle. Illegal drugs were also found. When Constable Blair indicated to Mr. Flores-Lumanglas that he would also be arrested for a drug offence, Mr. Flores-Lumanglas then lunged forward and grabbed the knife off the trunk of the car. He then stabbed the officer twice in his left arm and once in the left side of his neck.

Constable Blair backed away, issued the standard police challenge and shot Mr. Flores-Lumanglas as he approached the officer again with the knife raised. Both men fell to the ground and the officer then fired again believing Mr. Flores-Lumanglas was attempting to rise and once again come towards him.

Several 911 calls were placed by residents of the neighbourhood who also came to the officer's aid. Emergency Medical Services transported both the officer and Mr. Flores-Lumanglas to Sunnybrook Health Sciences Centre. After several days in hospital, Mr. Flores-Lumanglas died of his injuries on April 20, 2012.

Mr. Flores-Lumanglas underwent post mortem examination where the cause of death was determined to be complications of gunshot wounds.

The jury heard from eighteen witnesses and was presented twenty-five exhibits over the course of 5 days of evidence.

The jury deliberated for three hours to arrive at their verdict and three recommendations were made.

Discussion:

Professional Standards Support – Governance was tasked with preparing responses for the jury recommendations directed to the Service from the Coroner's Inquest into the death of Peter Flores-Lumanglas.

Service subject matter experts from the Toronto Police College, Labour Relations, Financial Management, Traffic Services and Fleet and Materials Management contributed to the responses contained in this report.

Response to the Jury Recommendations:

Recommendation #1

TPS officers shall always be partnered on active patrol.

Response:

Currently, within the Service, two-officer patrol cars exist as outlined in Article 22.01 of the Uniform Collective Agreement:

22.01 All uniform patrol cars, except those assigned to traffic duties, shall be manned by two fully trained and armed police officers while on patrol between the hours of 4:00 p.m. one day and 4:00 a.m. the following day or during such other continuous period of twelve hours per day as shall be designated by the Board to coincide with the period of peak patrol activity.

Article 22 of the collective agreement has its origins in a 1974 arbitration award, in which the arbitrator ruled in favour of two-officer patrol cars between the hours of 8:00 p.m. one day until 8:00 a.m. the following day. Subsequently, in 1976 a further interest arbitration award made certain changes to the provision resulting in the current language in clause 22.01. Based on a combination of factors, including statistical information that indicated a distinct peak period of criminal activity, the arbitrator adjusted the hours for two-officer patrol to be between the hours of 4:00 p.m. one day and 4:00 a.m. the following day.

This provision was amended by the Memorandum of Understanding dated February 24, 1983 entitled Accord on the Compressed Work Week, paragraph 8:

Article 22.01 is inapplicable.

8(a) All uniform patrol cars, except those assigned to traffic duties, shall be manned by two fully trained and armed police officers while on patrol between the hours of 7:00 p.m. one day and 3:00 a.m. the following day or during such other continuous period of eight hours per days as shall be designated by the Board to coincide with the period of peak patrol activity.

8(b) It is, however, the intent of the parties that in a 24 hour period that number of uniform two officer patrol cars except those assigned to traffic duties shall average approximately 50% of all the scheduled uniform patrol cars. Therefore between 3:00 a.m. and 7:00 p.m., 20% of all of the scheduled uniform patrol cars shall be manned by two uniform patrol officer(s) unless the officer(s) normally assigned to two officer patrol car(s) duty is (are) not available because of other requirements of the Service or because of the granting of leave or lieu time.

Respectfully, the recommendation if adopted would have significant implications Service-wide and further research would need to be conducted. Furthermore, any changes to the collective agreement would have to be addressed through collective bargaining with the Toronto Police Association and approved by the Board.

Recommendation #2

Examine, develop and implement a tool/device for all TPS officers to secure item(s) gathered upon search of civilian and/or person under arrest.

Response:

The Service concurs with the spirit of this recommendation and is of the position that it is captured and addressed with current equipment, training, and Service Governance.

The Toronto Police College (TPC) was consulted with respect to this recommendation and continually analyses, evaluates and sources the latest equipment enhancements that are most effective and practical to assist front-line officers. In 2013, a pilot project for an additional pouch attachment with a Load Bearing Vest was launched to front-line officers; the trial process has been completed and a decision from the Clothing and Equipment Committee has been made to acquire and distribute the Modular Lightweight Load-Carrying Equipment (MOLLE) vests. Funding is available in the current operational budget.

Also, in 2006 a decision was made to purchase and distribute uniform pants with tactical pockets located on the sides above the knee level. These uniform pants provide a practical and accessible location for quick, simple and temporary securing of items recovered during the course of an arrest. Once the situation is controlled, officers can then place the seized item in a tamper-proof property bag.

Furthermore, the TPC reviewed and confirmed that Service Procedure 01-02 entitled “Search of Persons” reflects current training practice which addresses the importance of securing potential weapons or items away from the proximity of individuals being arrested.

Recommendation #3

The MCSCS, TPS and the TPSB approve appropriate funding for the examination, development and implementation of a tool/device to secure item(s) gathered upon search of a civilian and/or person under arrest.

Response:

At this time the Service is satisfied that the MOLLE vest and current issued cargo pants serve the purpose of recommendation #3, therefore funding is not required.

Conclusion:

As a result of the Coroner’s Inquest into the death of Peter Flores-Lumanglas, and the subsequent jury recommendations, the Service has conducted a review of Service Governance, training and current practices.

In summary, the Service has reviewed Recommendation #1 and at this time there will be no change to its current operating practice; any such change would require that further in-depth research be conducted and for the issue to be raised during collective bargaining. The Service agrees in spirit with Recommendation #2 and continually identifies, evaluates and analyses the latest equipment and enhancements to ensure the most effective and practical solutions are offered to front-line officers. Currently, the equipment available is sufficient and therefore Recommendation #3 would not be applicable.

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

The Board approved the following Motions:

- 1. THAT the Board refer Recommendation 1 to the Bargaining Team;**
- 2. THAT the Board receive the Chief's response to Recommendations 2 and 3 and adopt them as the Board's response; and**
- 3. THAT the Board forward a copy of this report to the Chief Coroner for information.**

Moved by: A. Pringle

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P229. TORONTO POLICE SERVICES BOARD - OPERATING BUDGET
VARIANCE REPORT FOR THE PERIOD ENDING JULY 2014**

The Board was in receipt of the following report September 25, 2014 from Alok Mukherjee, Chair:

Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE
SERVICES BOARD – PERIOD ENDING JULY 31, 2014

Recommendation:

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

Financial Implications:

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

Background/Purpose:

The Board, at its November 7, 2013 meeting, approved the Toronto Police Services Board's 2013 operating budget at a net amount of \$2,358,200 (Min. No. P254/13 refers). Subsequently, Toronto City Council, at its January 30, 2014 meeting, approved the Board's 2014 operating budget at the same amount.

The purpose of this report is to provide information on the Board's 2014 projected year-end variance.

Discussion:

The following chart summarizes the variance by category of expenditure.

Expenditure Category	2014 Budget (\$000s)	Actual to Jul 31/14 (\$000s)	Year-End Actual Expend (\$Ms)	Fav / (Unfav) (\$000s)
Salaries & Benefits (incl. prem.pay)	\$1,022.1	\$538.9	\$954.2	\$67.9
Non-Salary Expenditures	<u>\$1,336.1</u>	<u>\$955.8</u>	<u>\$1,336.1</u>	<u>\$0.0</u>
Total	<u>\$2,358.2</u>	<u>\$1,494.7</u>	<u>\$2,290.3</u>	<u>\$67.9</u>

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

As at July 31, 2014, a favourable variance of \$67,900 is anticipated. Details are discussed below.

Salaries & Benefits (including Premium Pay)

A favourable variance of \$67,900 is projected. This favourable variance is a result of the elimination of the Chauffeur position at the start of the year.

Non-salary Budget

The majority of the costs in this category are for arbitrations / grievances and City charge backs for legal services.

The Toronto Police Services Board cannot predict or control the number of grievances filed or referred to arbitration as filings are at the discretion of bargaining units. In order to deal with this uncertainty, the 2014 budget includes a \$610,600 contribution to a Reserve for costs of independent legal advice. Fluctuations in legal spending will be dealt with by increasing or decreasing the budgeted reserve contribution in future years' operating budgets.

In-Year Adjustments

The Board requires \$300,000 additional funding for a Board-led organizational review of the Toronto Police Service. At its meeting of April 10, 2014, the Board approved a recommendation to contribute \$300,000 of the Toronto Police Service's 2013 operating budget surplus to the City's Tax Stabilization Reserve as the source of this funding. This request requires approval from City Council for a technical adjustment. The Board will only draw on the reserve to the extent needed to fund the review, currently projected to be \$249,000.

The Board has authorized me to commence the process to search for a consultant who will be retained to assist the Board with the recruitment and selection of a new Chief of Police. At my request, the City of Toronto has set aside \$150,000 in its 2014 non-program accounts for this purpose, and those funds will be available to the Board through its operating budget.

No other variance is anticipated at this time.

Conclusion:

A favourable variance of \$67,900 is projected to year end.

The Board approved 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 OCTOBER 09, 2014**

**#P230. 2015 OPERATING BUDGET TARGET AND MODIFIED OPERATING
AND CAPITAL BUDGETS REVIEW PROCESS – TORONTO POLICE
SERVICE, TORONTO POLICE SERVICES BOARD, AND PARKING
ENFORCEMENT UNIT**

The Board was in receipt of the following report September 25, 2014 from Alok Mukherjee, Chair:

Subject: 2015 OPERATING BUDGET TARGET AND MODIFIED OPERATING &
CAPITAL BUDGETS REVIEW PROCESS – TORONTO POLICE SERVICE,
TORONTO POLICE SERVICES BOARD, PARKING ENFORCEMENT UNIT

Recommendation:

It is recommended that:

1. The Board approve an operating budget target of a 0% increase over the 2014 approved net operating budget for the Toronto Police Service, Toronto Police Services Board and the Parking Enforcement Unit;
2. The Chair be authorized to review the operating budget requests in consultation with the Chief of Police; and,
3. The Chair invite all Board Members to participate in any discussions and consultations that he may convene with respect to the budget.

Financial Implications:

There are no financial implications arising from the approval of the review process outlined in this report; however, approval of the target of a 0% increase will establish a benchmark for the discussions that the Chair intends to have during the budget review process.

Background/Purpose:

Timelines and processes for budget review are impacted by the municipal election; consequently, City Committee and Council will not begin their review of proposed budgets until January 2015. The Police Services Board must plan on approving its budget estimates no later than the December 18, 2014 public Board meeting.

Discussion:

I am recommending that the Board authorize me to meet with the Chief of Police and TPS staff, as may be required, to review the proposed budgets. I will undertake to notify all Board members of these consultations and welcome Board Members' participation. I hope to commence this review very shortly after the October 9, 2014 Board meeting. This approach to the budget review is consistent with discussions that the Board had during its September 11, 2014 *in camera* meeting (Min. C188/14 refers).

The City Manager, in correspondence dated May 20, 2014 recommended that the 2015 net operating budget target for all City agencies and programs will be the equivalent of the 2014 approved net operating budget, in other words a 0% increase over 2014.

I propose that the Board approve this target and that the budgets be reviewed in consideration of the target.

Conclusion:

It is my recommendation that the Board approve this modified budget review process in order to most effectively meet the timelines required for submission of the estimates and most effectively manage the impact of the Municipal election on the Board's budget review process.

The Board approved 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 OCTOBER 09, 2014**

**#P231. MINISTER'S RESPONSE – RECOMMENDATION TO AMEND THE
POLICE SERVICES ACT - SUSPENSION WITHOUT PAY**

The Board was in receipt of correspondence dated September 02, 2014 from Yasir Naqvi, Minister of Community Safety and Correctional Services, containing a response to the Board's endorsement of the Hamilton Police Services Board's recommendation to amend the *Police Services Act* with regard to a chief's authority to suspend an officer without pay. A copy of the Minister's correspondence is appended to this Minute for information.

The Board received the Minister's correspondence.

Moved by: M. Del Grande

**Ministry of Community Safety
and Correctional Services**

Office of the Minister

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18th Floor
Toronto ON M7A 1Y6
Tel: 416-325-0408
Fax: 416-325-6067

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

Bureau du ministre

25, rue Grosvenor
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MC-2014-3434

SEP 02 2014

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

Dear Dr. Mukherjee:

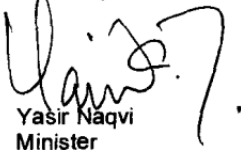
Thank you for your letter of July 18, 2014, regarding the issue of suspension without pay. I am pleased to respond.

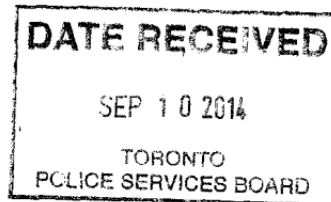
As you know, the measures for suspending officers raise complex issues, and are part of a comprehensive framework to ensure that police officers are held accountable for their actions.

Through your participation on the Future of Policing Advisory Committee, the ministry is working with its policing partners to review suspension without pay and many other important issues that impact the delivery of policing and community safety in Ontario. I appreciate the expertise that the Toronto Police Services Board and the Ontario Association of Police Services Boards have brought to this collaborative process.

Thank you again for writing to share your concerns on this issue.

Sincerely,


Yasir Naqvi
Minister



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

**#P232. PREMIER'S 2014 MANDATE LETTER TO THE MINISTER OF
COMMUNITY SAFETY AND CORRECTIONAL SERVICES AND BODY
WORN CAMERAS**

The Board was in receipt of a copy of the 2014 Mandate Letter dated September 25, 2014 that Premier Kathleen Wynne sent to the Minister of Community Safety and Correctional Services. A copy of the Mandate Letter is appended to this Minute for information.

The Mandate Letter identifies several specific priorities for the Minister to review during the next term of government which includes, among others, a focus on policing and public safety. The Premier has requested that the Minister's review include the use of body worn cameras.

The following persons were in attendance and made deputations to the Board about the use of body worn cameras by police officers:

John Sewell, Toronto Police Accountability Coalition *

Steve Mann, Professor, and Ryan Janzen, Researcher, University of Toronto *

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

Following the deputations, Chair Mukherjee referred to a memorandum that he had sent to Chief Blair containing a request for a walk-on report for today's meeting with full details, including costs and justifications for the TPS's body worn camera initiative. Chief Blair said that the report is currently being prepared and that he will provide it to the Board prior to commencing a pilot project involving the use of body worn cameras. A copy of Chair Mukherjee's memorandum is appended to this Minute for information.

The Board received the Premier's Mandate Letter, the deputations, the written submissions and the memorandum.

Moved by: D. Noria



ontario.ca/bxr2

2014 Mandate letter: Community Safety and Correctional Services

Premier's instructions to the Minister on priorities for the year 2014

September 25, 2014

The Honourable Yasir Naqvi
Minister of Community Safety and Correctional Services
Ministry of Community Safety and Correctional Services
18th Floor, George Drew Building
25 Grosvenor Street
Toronto, Ontario
M7A 1Y6



Dear Minister Naqvi:

I am honoured to welcome you back to your role as Minister of Community Safety and Correctional Services. We have a strong Cabinet in place, and I am confident that together we will build Ontario up, create new opportunities and champion a secure future for people across our province. The people of Ontario have entrusted their government to be a force for good, and we will reward that trust by working every day in the best interests of every person in this province.

As we implement a balanced and comprehensive plan for Ontario, we will lead from the activist centre. We will place emphasis on partnerships with businesses, communities and people to help foster continued economic growth and make a positive impact on the lives of every Ontarian. This collaborative approach will shape all the work we do. It will ensure we engage people on the issues that matter the most to them, and that we implement meaningful solutions to our shared challenges.

Our government's most recent Speech from the Throne outlined a number of key priorities that will guide your work as minister. Growing the economy and helping to create good jobs are fundamental to building more opportunity and security, now and in the future. That critical priority is supported by strategic investments in the talent and skills of our people, from childhood to retirement. It is supported through the building of modern infrastructure, transit and a seamless transportation network. It is supported by a dynamic business climate that thrives on innovation, creativity and partnerships to foster greater prosperity. And it is reflected across all of our government, in every area, and will extensively inform our programs and policies.

As we move forward with our plan to grow the economy and create jobs, we will do so through the lens of fiscal prudence. Our 2014 Budget reinforces our commitment to balancing the budget by 2017-18; it is essential that every area adheres to the program-spending objectives established in it. We will choose to invest wisely in initiatives that strengthen Ontario's competitive advantage, create jobs and provide vital public services to our families. The President of the Treasury Board, collaborating with the Minister of Finance, will work closely with you and your fellow Cabinet members to ensure that our government meets its fiscal targets. The President of the Treasury Board will also lead the government's efforts on accountability, openness and modernization as we implement new accountability measures across government.

As Minister of Community Safety and Correctional Services, you will ensure that all of Ontario's diverse communities are supported and protected by law enforcement — and that public safety and correctional systems are safe, secure, effective, efficient and accountable.

Your ministry's specific priorities include:

Focusing on Policing and Public Safety

- Leading the implementation of a new, fairer, more transparent Ontario Provincial Police billing model. You will work with municipalities to support the implementation of the new model and monitor its impact on small, rural and northern municipalities with challenging fiscal circumstances.
- Continuing to develop a new strategic vision and plan for community safety and policing by working with municipalities, ministers and the Future of Policing Advisory Committee (FPAC). You will continue to consult with stakeholders and work with FPAC to accelerate the development of a package of reforms to policing service delivery.
- Working with stakeholders, municipalities and other ministers to control the rising cost of policing.
- Working with the federal government and First Nation communities to address the sustainability of First Nation policing.
- Maintaining a strategic focus on community safety through a made-in-Ontario Community Safety and Well-Being Planning Strategy that builds on the Crime Prevention in Ontario - Framework for Action and complements other key government initiatives — such as the Youth Action Plan and Mental Health Strategy.
- Continuing to develop measures to keep guns out of Ontario and handguns off our streets. This issue requires engagement at all levels of government.
- Engaging with stakeholders and ministry partners to review issues that intersect between policing and civil liberties to bring forward change. You will consider issues that include undertaking a review of police record checks, the current bail and remand system, officer suspension without pay and the use of body-worn police cameras.
- Working with ministry partners and stakeholders to undertake a comprehensive review of the province's emergency management systems. This will build on lessons learned from recent experiences, such as the 2013 ice storm. Your goals are ongoing improvement, protecting public safety and adapting to the growing impacts of climate change. You will also work with the Minister of Municipal Affairs and Housing to ensure alignment between this review and the Ontario Disaster Relief Assistance Program review.

Transforming Correctional Services

- Moving forward with plans for longer-term transformation of the correctional system. This will include: developing and implementing an intermittent offender strategy to help relieve capacity pressures, improving release planning efforts, addressing programmatic and service requirements for female inmates, enhancing inmate training and education programs — and expanding educational offerings in provincial institutions to further enhance rehabilitation and correctional services for clients.
- Continuing to transform correctional services by working to improve strategies for the assessment, care and community reintegration of offenders. These efforts will include collaborating with other ministers to enhance skills training — and techniques for probation and parole staff to better address client risk factors and reduce recidivism. You will look for opportunities to pilot these transformation efforts prior to full implementation.

Moving Ahead on a Mental Health Strategy

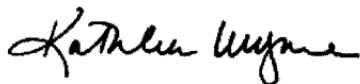
- Engaging in a co-ordinated approach and working with community partners, stakeholders and other ministers, consider mental health and substance abuse issues when delivering frontline services — such as emergency response, police services and correctional services. When considering mental health strategies, you will draw upon the recommendations of the Iacobucci report, *Police Encounters with People in Crisis*.
- Considering the mental health of first responders and correctional services staff by continuing to address systemic challenges related to issues such as post traumatic stress disorder.

We have an ambitious agenda for the next four years. I know that, by working together in partnership, we can be successful. The above list of priority initiatives is not meant to be exhaustive, as there are many other responsibilities that you and your ministry will need to carry out. To that end, this mandate letter is to be used by your ministry to develop more detailed plans for implementation of the initiatives above, in addition to other initiatives not highlighted in this letter.

I ask that you continue to build on the strong relationships we have with the Ontario Public Service, the broader public sector, other levels of government, and the private, non-profit and voluntary sectors. We want to be the most open and transparent government in the country. We want to be a government that works for the people of this province — and with them. It is of the utmost importance that we lead responsibly, act with integrity, manage spending wisely and are accountable for every action we take.

I look forward to working together with you in building opportunity today, and securing the future for all Ontarians.

Sincerely,



Kathleen Wynne
Premier



INTERNAL CORRESPONDENCE

MTP 649/91

TO: Chief Bill Blair FROM: Alok Mukherjee
Chair
DATE: 14-09-24
YY/MM/DD

RE: Body Worn Cameras

I have learned, from news reports, that D/C Sloly announced that a pilot project for body worn cameras will begin in the Fall, in accordance with recommendations in both the PACER and Iacobucci reports.

This morning Ann Cavoukian was on the CBC pointing to certain valid privacy issues while acknowledging the potential benefits of the devices. There is a parallel with the CCTVs here, and as with the CCTVs, there is need, in my mind, for a properly laid out Board policy for the pilot. I am concerned that the Board has not been informed about the status of this project yet the Service has gone ahead with an announcement. There may also be capital and other expenditure implications, both immediately with the pilot and in the long run, if a full scale implementation goes forward.

I would like to request a "walk on" report for the October public agenda with full details, including costs and justifications for the body worn camera initiative.

A handwritten signature in black ink, appearing to read "Alok Mukherjee".

Alok Mukherjee
Chair

cc. Members, Police Services Board

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

#P233. *IN CAMERA* MEETING – OCTOBER 09, 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 Del Grande, Councillor & Member
Dr. Dhun Noria, Member
Mr. Andrew Pringle, Member
Ms. Marie Moliner, Member

Absent: Mr. Michael Thompson, Councillor & Vice-Chair
 Ms. Frances Nunziata, Councillor & Member

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON OCTOBER 09, 2014**

#P234. ADJOURNMENT

Alok Mukherjee
Chair