



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on March 17, 2016 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on February 24, 2016, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on March 17, 2016.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **MARCH 17, 2016** at 1:00 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Shelley Carroll, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Mr. John Tory, Mayor & Member

ALSO PRESENT:

Mr. Mark Saunders, 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 MARCH 17, 2016**

**#P46. SPECIAL FUND: THE POLICING AND RIGHTS EDUCATION VIDEO
PROJECT – FINAL REPORT: *TOWARD A NEW CHAPTER IN OUR
HISTORY: HOW THE NEW ONTARIO REGULATION PROVIDES AN
OPPORTUNITY TO REVIEW POLICE-COMMUNITY RELATIONS***

The Board was in receipt of the following report March 01, 2016 from Chin Lee, Acting Chair:

Subject: SPECIAL FUND: THE POLICING AND RIGHTS EDUCATION VIDEO
PROJECT – FINAL REPORT “TOWARD A NEW CHAPTER IN OUR
HISTORY: HOW THE NEW ONTARIO REGULATION PROVIDES AN
OPPORTUNITY TO RENEW POLICE-COMMUNITY RELATIONS”

Recommendation:

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

Financial Implications:

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

Background/Purpose:

On August 20, 2015, the Board approved \$71,500.00 from the Special Fund to cover the cost of the Policing and Rights Education Video Project (the Video Project). The Video Project proposal was submitted by Mr. Jamil Jivani of the Policing Literacy Initiative (PLI). The details of the Video Project included that PLI, in partnership with Osgoode Hall Law School students, based on research and community consultations in various Toronto neighbourhoods, as well as with relevant community partners including the Toronto Police Service, draft a script, which would be used to produce an animation video. The video would be used as an educational tool to inform Torontonians about street checks, constitutional rights and investigative powers (Min. No. P227/15 refers). Subsequently, at its December 17, 2015 meeting, at the request of Mr. Jivani, due to changing circumstances since the release of the draft provincial Regulation on Carding and Street Checks, the Board approved an amended scope of project. The amended scope of project removed the video production component and included drafting a final report based on community research and consultations, hosting the final report on the internet to make it accessible to community groups and hosting a community event to release the report (Min. No. P323/15 refers).

Discussion:

The final report produced by the Citizen Empowerment Project and entitled “Toward A New Chapter In Our History: How the New Ontario Regulation Provides an Opportunity to Renew Police-Community Relations,” is being submitted to the Board for information. The report is based on a series of PLI community consultations from the Greater Toronto Area. The report provide feedback and recommendations for how police services, police services boards, community groups and activists can move forward in 2016 to strengthen police-community relations. Five areas considered in the draft regulation and identified in the report are; 1) The Right To Walk Away, 2) The Provision of Receipts, 3) Exceptions to the Regulation, 4) The Collection, Retention and Use of Data, and 5) Perceived and Experienced Bias in Policing. The report makes several recommendations that address public education, policy requirements, training and communication. A copy of the report is attached.

Mr. Jivani and his colleagues will be attendance to respond to any questions the Board may have.

Conclusion:

It is recommended that the Board receive the foregoing report.

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

- **Michael Thorburn**
- **Sujoy Chatterjee**
- **Patrick Byam**

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

The Board approved the following Motions:

- 1. THAT the Board receive the foregoing report and presentation; and**
- 2. THAT the Board forward a copy of the report: *Toward a New Chapter in Our History* to the PACER Advisory Committee with a recommendation that it be considered as part of an educational strategy that may be developed with regard to police-community relations.**

Moved by: S. Carroll

A copy of the report “*Toward a New Chapter in Our History*” can be accessed here:
<http://www.citizenempowerment.ca/carding>

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

#P47. ANNUAL REPORT – 2015 USE OF CONDUCTED ENERGY WEAPONS

The Board was in receipt of the following report February 16, 2016 from Mark Saunders, Chief of Police:

Subject: ANNUAL REPORT - 2015: USE OF CONDUCTED ENERGY WEAPONS

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

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

- Incidents of CEW Use
- Division of CEW Use
- CEW Users
- CEW Incident Description
- Subject's Condition at Time of CEW Use
- Subject's Behaviour/Threat Level
- Subject Description
- Subject's Age
- Cycles

- Number of CEWs Used
- CEW Effectiveness
- Other Force Option Used Prior to CEW Use
- Injuries/Deaths
- Civil Action
- Officer Training

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

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

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

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

In 2015, Corporate Risk Management began tracking and reporting on the effectiveness of CEW use on emotionally disturbed persons. A chart has been added to include this information for the 2015 reporting period.

This report provides a review of CEW use by TPS officers for the period of January 1, 2015 to December 31, 2015, formatted into the applicable categories. It consists of two components: an explanation of terminology and information regarding the classification of data, and charts containing the aggregate data. A comprehensive breakdown of CEW use for 2015 is appended to this report as Appendix “A”.

Discussion:

As of December 31, 2015, a total of 545 TASER X-26s were issued to members of the Emergency Task Force (ETF), uniform frontline supervisors and supervisors of high-risk units such as Emergency Management and Public Order, the Intelligence Division, Organized Crime Enforcement (including Hold-Up and Toronto Drug Squad) and the Provincial Repeat Offender and Parole Enforcement (ROPE) and Fugitive Squad.

In accordance with Ministry of Community Safety and Correctional Services (Ministry) standards and TPS procedure, the CEW is only used in full deployment or drive stun mode (direct application) when the subject is assaultive as defined by the *Criminal Code*, which includes threatening behaviour if the officer believes the subject intends and has the ability to

carry out the threat, or where the subject presents an imminent threat of serious bodily harm or death which includes suicide threats or attempts. Therefore, direct application of the device is only utilized to gain control of a subject who is at risk of causing harm, not to secure compliance of a subject who is merely resistant. In 2015, TPS officers used demonstrated force presence (indirect application) in 53.6% of the incidents.

Incident

The incident refers to a specific event where one or more CEWs are used. In 2015, the weapon was used 303 times during 265 incidents involving as many as 375 subjects. The data includes several incidents where demonstrated force presence was used against groups of as many as 50 subjects (see page 9).

Division

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

DIVISION / MUNICIPALITY		
Division	#	%
11	16	6.0
12	14	5.3
13	10	3.8
14	21	7.9
22	9	3.4
23	12	4.5
31	17	6.4
32	7	2.6
33	12	4.5
41	17	6.4
42	17	6.4
43	16	6.0
51	27	10.2
52	31	11.7
53	5	1.9
54	18	6.8
55	15	5.7
Hamilton	1	0.4
TOTAL	265	100

CEW Users

Of the total number of TPS officers issued CEWs in 2015, frontline supervisors accounted for approximately 68.3% of CEW use.

CEW USER		
	#	%
Frontline Supervisor	207	68.3
Emergency Task Force	88	29.0
High-Risk Units	8	2.7
Emergency Management and Public Order	0	0
Total # of CEWs Used	303	100

CEW Incident Description

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

INCIDENT TYPES		
	#	%
Assault Related	16	6.0
Break and Enter	5	1.9
Disturbance - Other	34	12.8
Domestic Disturbance	14	5.3
Drug Related	6	2.3
Emotionally Disturbed Person	66	24.9
Homicide	0	0.0
Prisoner Related	22	8.3
Robbery	4	1.5
Theft	1	0.4
Traffic	3	1.1
Unintentional Discharge	5	1.9
Unknown Trouble	8	3.0
Wanted Person	7	2.6
Warrant Related	20	7.5
Weapons Call	54	20.4
TOTAL INCIDENT #	265	100

Subject Condition at Time of CEW Use

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

- Emotionally Disturbed Person

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

- Alcohol

A subject believed to be under the influence of alcohol.

- Drugs

A subject believed to be under the influence of drugs.

SUBJECT CONDITION		
	#	%
Alcohol Only	44	16.6
Drugs Only	11	4.2
Drugs + Alcohol	9	3.4
Emotionally Disturbed Persons (EDP)	81	30.6
EDP + Alcohol	11	4.2
EDP + Drugs	20	7.5
EDP + Drugs + Alcohol	9	3.4
No Apparent Influences*	80	30.2
Total	265	100

** refers to situations where an officer did not believe that there were any external factors affecting the subject's behaviour and includes 5 unintentional discharges and 1 group incident*

The no apparent influences category includes only one of the six group incidents. In the other five groups, officers believed that subject behaviour was consistent with alcohol or drug use. Of the 265 incidents of CEW use, 30.6% involved subjects whom officers believed were emotionally disturbed. The figure increases to 45.7%, when incidents involving persons who are perceived to be suffering from the combined effects of emotional disturbance/mental disorder and alcohol and or drugs are included. Out of 265 incidents, 121 involved subjects described as emotionally disturbed or emotionally disturbed and under the influence of drugs and or alcohol.

Toronto Police Service training emphasizes that before a CEW is used against any subject, officers should consider de-escalation as a first priority whenever feasible. Other operational considerations include disengagement, distance, time, cover, concealment and the use of other force options when appropriate.

Mental Health Act Apprehension

This indicates that the subject was apprehended under the *MHA* and transported to a psychiatric facility for assessment. Out of 265 incidents, 68 or 25.7% resulted in apprehensions under the *MHA*.

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

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

SUBJECT APPREHENDED UNDER THE MHA		
	#	%
Yes	68	25.7
No	186	70.2
Not Applicable*	11	4.2
TOTAL	265	100

** refers to 5 unintentional discharges and 6 group incidents*

Subject's Behaviour/Threat Level

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

- **Passive Resistant**

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

- **Active Resistant**

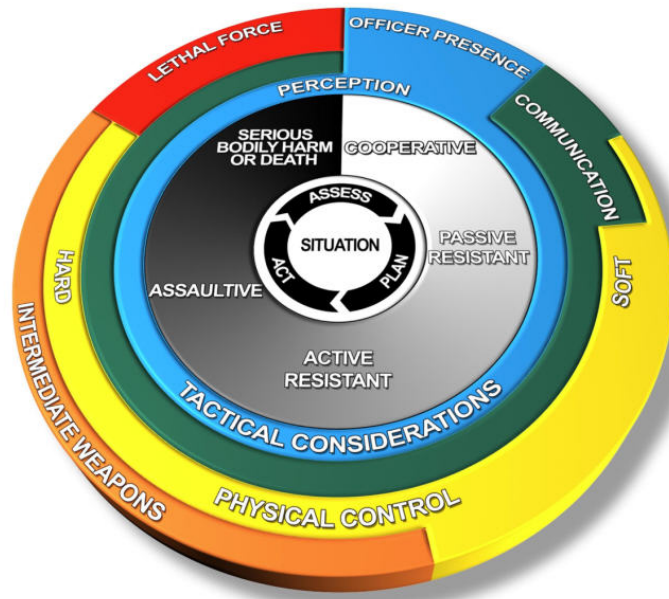
The subject uses non-assaultive physical action to resist an officer's lawful direction. Examples would include pulling away to prevent or escape control, or overt movements such as walking or running away from an officer.

- **Assaultive**

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

- Serious Bodily Harm or Death

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



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

SUBJECT BEHAVIOUR		
	#	%
Passive Resistant	23	8.7
Active Resistant	25	9.4
Assaultive	125	47.2
Serious Bodily Harm/Death	87	32.8
Not Applicable*	5	1.9
TOTAL INCIDENT #	265	100

* refers to unintentional discharges

In situations where a subject is displaying passive or active resistance, TPS procedure prohibits officers from using a CEW in any manner other than a demonstrated force presence. In 47.2% of incidents, officers perceived the subject's behaviour as assaultive and in 32.8% of the incidents officers believed the behaviour was likely to cause serious bodily harm or death. Upon further review, some of the incidents were life-saving events such as suicide attempts and others that invariably prevented subject and officer injury.

In one case, a barricaded emotionally disturbed person was threatening 'suicide by cop' while he was with his two year old son in the basement of his home. When officers attended the basement, the male approached them with a large knife over his head, screaming for officers to kill him. A sergeant fully deployed her CEW and after multiple cycles and the use of other force options, the knife was forcefully removed from the subject's hand and he was taken into custody.

In another case, divisional officers attended a radio call regarding an emotionally disturbed person who was armed with a knife and threatening suicide. On arrival, a woman was holding a large knife to her wrist and threatened to cut herself if officers approached. Officers attempted to calm the woman by initiating a two-way dialogue. After a lengthy interchange, she attempted to plunge the knife into the side of her neck. A CEW-equipped supervisor fully deployed his CEW causing brief incapacitation, thus giving officers the opportunity to secure the knife and affect a safe apprehension.

Subject Believed Armed

In over 60% of the incidents, officers believed that the subject was armed. An officer may believe that a subject is armed based on a number of factors, including: visual confirmation; subjects' verbal cues/behaviour; information from witnesses or dispatchers; or other indirect sources.

SUBJECT BELIEVED ARMED		
	#	%
Yes	164	61.9
No	96	36.2
Not Applicable*	5	1.9
TOTAL INCIDENT #	265	100

** refers to unintentional discharges*

Subject Confirmed Armed

In 35.1% of the incidents, officers confirmed the presence of a weapon.

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

SUBJECT CONFIRMED ARMED		
	#	%
Yes	93	35.1
No	167	63.0
Not Applicable*	5	1.9
TOTAL INCIDENT #	265	100

** refers to unintentional discharges*

Subject Description

This chart categorizes subjects by their gender – 87.2% of subjects were male. Also recorded is CEW use on animals and use on multiple subjects. In 2015, there were six group incidents and no incidents involving animals. The data includes two incidents where demonstrated force presence was used against large groups of 30 and 50 subjects. These incidents involved frontline personnel attempting to effect arrests in the presence of unruly crowds. In each situation, a supervisor used the CEW as a demonstrated force presence and the CEW was successful in controlling the crowd.

SUBJECT DESCRIPTION		
	#	%
Male	231	87.2
Female	23	8.7
Animal	0	0.0
Multiple Subjects	6	2.3
Not Applicable*	5	1.9
TOTAL INCIDENT #	265	100

**refers to unintentional discharges*

Age of Subject

The CEW has been used on a variety of age groups. Categories have been broken down into segments. The highest percentage of subjects was between 21 and 35 years of age (combined 50.2%).

AGE OF SUBJECT		
	#	%
<10	0	0.0
10 to 15	1	0.4
16 to 20	27	10.2
21 to 25	53	20.0
26 to 30	49	18.5
31 to 35	31	11.7
36 to 40	28	10.6
41 to 45	21	7.9
46 to 50	18	6.8
51 to 55	17	6.4
56 to 60	5	1.9
>60	5	1.9
Not Applicable*	10	3.8
TOTAL INCIDENT #	265	100

** refers to 5 unintentional discharges and 5 group incidents*

There were three incidents in 2015 where CEWs were used to control potentially harmful situations involving young people who were 15 and 16 years of age. In all three situations the CEW was effectively used as a demonstrated force presence.

16 YEARS AND UNDER SUMMARY		
AGE	CEW USE	DESCRIPTION
15	Demonstrated Force Presence	B & E call. Youth armed with a crow bar.
16	Demonstrated Force Presence	Robbery call. Youth arrested in a vehicle with three other males.
16	Demonstrated Force Presence	EDP call. Male threatening suicide was armed with a knife.

16 YEARS AND UNDER 5 YEAR SUMMARY					
SUBJECT AGE	2011	2012	2013	2014	2015
10	0	0	0	0	0
11	0	0	0	0	0
12	0	0	0	0	0
13	1	0	0	0	0
14	1	1	0	1	0
15	0	2	2	2	1
16	1	4	3	0	2

The five year summary chart above includes incidents where CEWs were used on young people who were 16 years of age or younger. Of the 21 incidents that are included, 17 or 81 percent involved situations where the CEW was used as a demonstrated force presence only.

Types of Use

There are three ways to use the CEW:

(1) Demonstrated Force Presence

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

(2) Drive Stun Mode

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

(3) Full Deployment

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

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

TYPES OF USE		
	#	%
Demonstrated Force Presence	142	53.6
Drive Stun Mode	26	9.8
Full Deployment*	97	36.6
Total # of CEW Incidents	265	100

** includes 5 unintentional discharges*

Demonstrated force presence was used 53.6% of the time. Full deployment was the next highest method used. CEWs are most effective when used in full deployment because this promotes neuromuscular incapacitation and gives officers the opportunity to secure the subject with handcuffs. However, since the conducting wires are fragile, contact during full deployment can be broken allowing the subject to break free so officers might have to resort to drive stun mode

to maintain control of the subject. In cases where full deployment and drive stun were used in combination, the number was recorded as a full deployment.

Unintentional Discharge

Unintentional discharges occur when the probes are fired from the CEW cartridge due to officer error or device malfunction. In 2015, there were 5 unintentional discharges. In all instances, frontline supervisors inadvertently discharged the probes while spark testing the CEW. Four of these instances occurred at a proving station and one occurred in the sergeant's office. In one of the five incidents, a Police Service or Conduct Report was initiated by the officer's Unit Commander resulting in a unit-level resolution. Spark testing is required at the start of their tour of duty for the following reasons:

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

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

Number of Cycles

During training and recertification, officers are instructed to apply the current only as long as it takes to gain control of the subject. Control is achieved when the subject is placed in restraints, such as handcuffs, and is no longer considered a threat. After the initial application of a single cycle, an officer is asked to re-assess the subject's behaviour before continued or renewed application of the current is used. The following chart reports whether single or multiple cycles were used. A complete cycle is five seconds in duration. A partial cycle of less than five seconds can occur when the CEW is manually disengaged or the power is shut off. For the purpose of this report, partial cycles are recorded as a single cycle.

CYCLES		
	#	%
Single Cycle	78	25.7
Multiple Cycle	74	24.4
Demonstrated Force Presence Only	151	49.8
TOTAL CEW USAGE	303	100

Number of CEWs Used per Incident

If it has been determined to be reasonably necessary, officers may use more than one CEW at an event if the first one is ineffective. Of the 25 events where more than one CEW was used, 21 involved team responses by the ETF. Three involved frontline supervisors and one involved a frontline supervisor and the ETF. Sixteen of the 25 incidents of multiple CEW use involved situations where subjects were threatening serious bodily harm or death to themselves or others

and eight incidents involved assaultive behaviour. One multiple use involved demonstrated force presence due to passive resistance.

NUMBER OF CEWS USED PER INCIDENT		
	#	%
One CEW	240	90.5
Two CEWs	15	5.7
Three CEWs	8	3.0
Four CEWs*	1	0.4
Five CEWs*	1	0.4
TOTAL INCIDENT #	265	100

**ETF responses where several CEWs were ineffective due to subject's thick clothing*

CEW Effectiveness

Effectiveness is measured by the ability of officers to gain control of a subject while utilizing a CEW in compliance with Ministry and TPS standards and training. For TPS officers issued with a CEW, its use has been shown to be 87.5% effective for 2015. Ineffectiveness has been associated with shot placement, poor conduction (e.g. the subject was wearing heavy clothing), or situations where the subject failed to respond to the demonstrated force presence of the CEW.

CEW EFFECTIVENESS		
	#	%
Effective	232	87.5
Not Effective	28	10.6
Not Applicable*	5	1.9
TOTAL	265	100

** refers to unintentional discharges*

CEW Effectiveness on Emotionally Disturbed Persons

In 2015, Corporate Risk Management began tracking and reporting on the effectiveness of CEW use on EDPs. The below chart includes the 121 incidents where the involved subjects were described as emotionally disturbed or emotionally disturbed and under the influence of drugs and or alcohol. It should be noted that almost half (58) of the 121 incidents involved the use of CEWs as a demonstrated force presence only.

CEW EFFECTIVENESS ON EDPs		
	#	%
Effective	105	86.8
Not Effective	16	13.2
TOTAL	121	100

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

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

It is important to note that force options are not necessarily used or intended to be used incrementally or sequentially. Events that officers are trained to deal with can unfold rapidly and are often very dynamic. Officers are trained to use a variety of strategies to successfully de-escalate volatile situations; however, there is no single communication method, tool, device, or weapon that will resolve every scenario. The CEW is issued to TPS supervisors who are often called to the scene by primary response officers who have already made attempts to resolve a situation without success. For this reason, responding supervisors often use the CEW instead of resorting to other force options, but this is the result of careful deliberation by the officers involved. The data show that CEW users chose other force options first in 8.3% of encounters. While this percentage is lower than previous years, it may be due to the increased use of CEWs in demonstrated force presence mode and supports the fact that officers are using a cautious approach in choosing the appropriate force option to gain control of situations.

OTHER FORCE OPTION USED PRIOR TO CEW USE		
	#	%
Firearm	1	0.4
Impact Weapon	1	0.4
Physical Control	19	7.1
ARWEN	1	0.4
None	243	91.7
TOTAL	265	100

Injury

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

In 2015, there were seven minor injuries directly related to CEW use. Several of these injuries consisted of cuts to the head, knees and arms. In one instance, a man required staples after a full deployment as the back of his head hit a wall. In another instance, a man suffered a seizure a short time after a full deployment but it is unknown if the seizure was caused by his heavy drug use or exposure to the CEW. All subjects received medical attention for their injuries.

INJURIES CAUSED BY CEW USE		
	#	%
Injuries	7	2.6
No Injuries	258	97.4
TOTAL	265	100

In the last five years, the TPS has averaged 2.6 injuries per year that were directly attributed to CEW use. The negligible number of injuries each year indicates that officers are taking environmental factors and dart placement into consideration prior to use.

Deaths

There were no deaths directly associated with CEW use by officers of the TPS in 2015.

Civil Action

There were four civil actions initiated in 2015 against the TPS as a result of CEW use. In the last five years, the TPS has had an average of 2.6 CEW-related law suits initiated per year.

Training

All CEW training is conducted by a Ministry-certified use of force instructor on the specific weapon used and approved by the TPS. For initial training, authorized TPS officers received 12 hours of training which is four hours more than the provincial standard. This training includes theory, practical scenarios, as well as a practical and written examination. The additional four hours focuses on judgement training, decision making and de-escalation which is conducted in accordance with the guidelines established by the Ministry. Recertification training takes place at least once every 12 months, in accordance with Ministry guidelines and *Ontario Regulation 926 in the Police Services Act*. While there were no significant training issues in 2015, four officers were given refresher training by Armament Section staff. Two instances were in relation to the most effective use of CEWs, one incident was regarding inadequate articulation of use of the device and the fourth incident involved a review of the operating system of the CEW.

Conclusion:

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

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

The Board was also in receipt of correspondence dated March 15, 2016 from John Sewell, Toronto Police Accountability Coalition. A copy of the correspondence is on file in the Board office.

Mr. Kris Langenfeld was in attendance and delivered a deputation with regard to this report.

Chief Saunders responded to questions by the Board about the use of CEWs in 2015.

The Board received the foregoing report, deputation and correspondence.

Moved by: S. Carroll

Note: subsequent to the Board meeting, the Board office was advised that the table *CEW Users* contained on page two of Appendix B contained an error in the row *Total # of Incidents*. The total number of incidents that occurred in 2015 was reported in the table as being 303. The correct number is 265. The error was identified as a result of the comments raised by Mr. Sewell in his March 15, 2016 correspondence.

The table *CEW Users*, with the correct data, is reprinted below:

CEW USERS										
USER	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Frontline Supervisor	162	73.0	198	77.6	160	80.7	161	78.5	207	68.3
ETF	60	27.0	56	22.0	30	18.3	42	20.5	88	29.0
Frontline Supervisor and ETF	0	0	0	0	2	1	2	1.0	8	2.7
EM & Public Order	0	0	1	0.4	0	0	0	0	0	0
Total # of Incidents	222	100	255	100	192	100	205	100	265	100

The table on page two of Appendix B in this Minute has been revised to reflect the correct number of incidents that occurred in 2015, i.e. 265, as opposed to 303, which was the number which was originally reported.

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

CEW USER	SUBJECT BEHAVIOUR	CEW USAGE	
F - Frontline Supervisor E - Emergency Task Force H - High Risk Unit	PR - Passive Resistant AR - Active Resistant AS - Assaultive SBHD - Serious Bodily Harm / Death	DFP - Demonstrated Force Presence DSM - Drive Stun Mode FD - Full Deployment	
OTHER FORCE OPTIONS USED PRIOR TO CEW USE	SUBJECT CONDITION	SUBJECT DESCRIPITON	MISCELLANEOUS
F – Firearm B - Baton / Impact weapon PC - Physical Control CS - CS Gas OC - OC Spray AR - ARWEN	AL – Alcohol D – Drugs EDP - Emotionally Disturbed Person NA – Not Applicable	M - Male F – Female ANI - Animal G - Group	S - Single Cycle M - Multiple Cycle Y - Yes N - No NA - Not Applicable UK - Unknown

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW	De-escalation Techniques
1	31	F	EDP	EDP	Y	AS	Y	Y	F	38	FD	M	1	Y	N	N	None	Y
2	33	F	Assault	NA	N	AS	N	N	M	31	DFP	NA	1	Y	N	N	None	Y
3	51	F	EDP	EDP	N	AR	Y	N	M	27	DFP	NA	1	Y	N	N	PC	Y
4	42	F	Domestic	AL + EDP	N	AS	N	Y	M	20	FD + DSM	M	1	N	N	N	None	N
5	52	F	Assist PC	AL	N	AS	Y	N	M	35	DSM	M	1	N	Y	N	None	N
6	12	F	Domestic	AL + EDP	N	AS	Y	Y	M	22	FD	M	1	Y	N	N	None	UK
7	13	F	Weapons Call	AL	N	PR	Y	N	M	33	DFP	NA	1	Y	N	N	None	N
8	32	F	Weapons Call	D + EDP	N	SBHD	Y	Y	M	18	FD	M	1	N	N	N	None	Y
9	52	F	EDP	EDP	Y	AS	Y	Y	M	24	DFP	NA	1	Y	N	N	None	Y
10	54	F	Break and Enter	NA	N	PR	Y	N	M	49	DFP	NA	1	Y	N	N	None	N
11	52	F	Assist PC	NA	N	AS	Y	N	M	34	DSM	M	1	Y	N	N	None	N
12	51	F	Assist PC	NA	N	AS	N	N	M	34	DSM	M	1	Y	N	N	None	Y
13	55	F	Weapons Call	EDP	N	AS	Y	N	M	46	DFP	NA	1	N	N	N	None	Y
14	54	F	Other Disturbance	AL	N	AS	N	N	M	42	DFP	NA	1	Y	N	N	None	Y
15	55	F	Prisoner Related	AL	N	AS	N	N	M	26	DFP	NA	1	Y	N	N	None	Y
16	55	F	Break and Enter	NA	N	AS	Y	N	M	15	DFP	NA	1	Y	N	N	None	Y
17	31	E	Search Warrant	NA	N	PR	Y	N	M	27	DFP	NA	1	Y	N	N	None	Y
18	55	F	Other Disturbance	EDP	N	AS	N	N	M	43	FD + DSM	M	1	Y	Y	N	None	Y
19	43	F	Weapons Call	D	N	AR	Y	N	M	36	DFP	NA	1	Y	N	N	None	Y
20	52	F	Prisoner Related	AL	N	AS	N	N	F	29	FD	S	1	Y	Y	N	None	N
21	41	F	Other Disturbance	AL	N	AR	N	N	M	25	DFP	NA	1	Y	N	N	None	Y
22	52	F	Alarm	AL	N	AS	N	N	M	26	FD	S	1	N	N	N	None	UK
23	22	F	Weapons Call	AL	N	PR	Y	N	M	46	DFP	NA	1	Y	N	N	None	Y

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW	De-escalation Techniques
24	22	E	EDP	D + EDP	Y	SBHD	Y	Y	M	40	DFP	NA	2	N	N	N	None	Y
25	54	E	Weapons Call	NA	N	PR	Y	N	M	39	DFP	NA	1	Y	N	N	None	Y
26	11	F	Prisoner Related	AL + D + EDP	N	AS	N	N	M	32	DFP	NA	1	Y	N	N	None	Y
27	43	F	EDP	EDP	Y	AS	N	N	M	58	FD + DSM	M	1	Y	Y	N	None	Y
28	42	F	Domestic	NA	N	SBHD	Y	N	M	39	DFP	NA	1	Y	N	N	None	Y
29	52	F	Serious Injury	EDP	N	AS	N	N	M	37	DFP	NA	1	Y	N	N	None	Y
30	14	F	Other Disturbance	EDP	N	AS	N	N	M	41	DFP	NA	1	N	N	N	None	Y
31	53	F	Impaired investigation	AL	N	AR	N	N	M	22	DFP	NA	1	Y	N	N	None	Y
32	13	F	Serious Injury	EDP	N	AS	N	N	M	52	FD + DSM	M	1	Y	N	N	None	UK
33	41	F	Other Disturbance	AL	N	AR	N	N	M	50	DFP	NA	1	Y	N	N	None	Y
34	51	E	EDP	EDP	Y	SBHD	Y	Y	F	51	FD	S	2	Y	Y	N	None	Y
35	31	E	Search Warrant	NA	N	PR	Y	N	M	18	DFP	NA	1	Y	N	N	None	Y
36	43	F	Weapons Call	EDP	N	AS	Y	Y	M	51	FD	S	1	Y	Y	N	None	UK
37	41	F	Prisoner Related	AL	N	AS	N	N	M	24	DSM	S	1	Y	N	N	None	Y
38	53	F	EDP	EDP	Y	SBHD	Y	Y	F	46	DFP	NA	1	N	N	N	None	Y
39	14	F	Assault	AL	N	AS	N	N	M	21	DFP	NA	1	Y	N	N	None	Y
40	12	F	Other Disturbance	AL + EDP	Y	SBHD	N	Y	M	38	FD	S	1	N	N	N	None	Y
41	33	F	EDP	AL + D	N	AS	Y	N	M	22	DFP	NA	1	N	N	N	PC	Y
42	22	F	Drug Related	AL + D + EDP	Y	AS	N	N	M	22	DSM	M	1	N	N	Y	PC	Y
43	52	F	Other Disturbance	D	Y	AS	Y	Y	F	28	DFP	NA	1	Y	N	N	None	Y
44	42	F	Robbery	NA	N	AS	N	N	M	16	DFP	NA	1	Y	N	N	None	Y
45	42	H	Drug Related	NA	N	AS	N	N	M	40	DSM	S	1	Y	N	N	None	N
46	51	E	Weapons Call	NA	N	SBHD	Y	Y	M	29	FD + DSM	M	1	N	N	N	None	Y
47	51	F	Prisoner Related	EDP	N	AS	N	N	M	22	DFP	NA	1	Y	N	N	None	Y
48	51	F	Domestic	NA	N	AS	N	N	M	21	DFP	NA	1	Y	N	N	None	Y
49	52	F	Suspicious Person	EDP	N	AS	N	N	M	24	DFP	NA	1	Y	N	N	None	Y
50	52	F	Prisoner Related	EDP	N	AS	N	N	M	24	FD + DSM	M	1	Y	Y	N	None	Y
51	52	F	Accidental	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
52	22	F	EDP	EDP	Y	PR	N	N	M	28	DFP	NA	1	Y	N	N	None	Y
53	22	F	Prisoner Related	AL + D	N	AR	N	N	M	54	DFP	NA	1	Y	N	N	None	Y
54	43	F	Prisoner Related	AL	N	AS	N	N	M	30	DSM	S	1	Y	N	N	None	Y
55	52	F	Damage	EDP	N	AS	N	N	M	38	DFP	NA	1	Y	N	N	None	Y
56	52	F	Prisoner Related	AL	N	AS	N	N	M	24	FD	S	1	Y	Y	N	None	N
57	12	F	See Ambulance	NA	N	AS	Y	Y	M	25	FD + DSM	M	1	Y	Y	N	None	UK
58	12	F	Weapons Call	EDP	N	SBHD	Y	Y	M	28	FD	S	1	Y	Y	N	None	UK

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW	De-escalation Techniques
59	13	F	Weapons Call	NA	N	AS	Y	Y	M	50	DFP	NA	1	Y	N	N	None	Y
60	42	F	EDP - Suicide	AL + D + EDP	Y	AS	Y	N	M	51	FD + DSM	M	1	Y	N	N	None	UK
61	31	E	Weapons Call	EDP	N	SBHD	Y	Y	M	41	FD + DSM	S	4	Y	N	N	AR	Y
62	32	F	Person Berserk	AL	N	SBHD	Y	Y	M	21	DFP	NA	1	Y	N	N	None	Y
63	11	F	Assist PC	NA	N	AS	Y	N	F	17	DFP	NA	1	Y	N	N	None	Y
64	52	F	Suspicious Person	NA	N	AS	N	N	M	17	DFP	NA	1	Y	N	N	None	Y
65	52	F	EDP	AL + EDP	Y	SBHD	Y	N	M	50	FD	M	1	Y	N	N	None	UK
66	43	F	Assault related	AL	N	AS	N	N	M	19	FD + DSM	M	1	Y	Y	Y	PC	Y
67	23	F	Search Warrant	NA	N	AS	Y	N	M	23	FD	M	1	Y	Y	N	PC	UK
68	53	F	Weapons Call	D + EDP	N	PR	Y	N	M	24	DFP	NA	1	Y	N	N	None	Y
69	52	F	Unknown Trouble	D + EDP	N	AS	Y	Y	M	31	FD	M	1	Y	Y	N	None	Y
70	12	F	Unknown Trouble	D + EDP	N	AS	Y	Y	M	40	FD	M	1	Y	Y	N	None	UK
71	41	E	EDP	EDP	Y	AS	N	N	M	48	FD	S	1	Y	N	N	None	Y
72	43	H	Drug Related	NA	N	AR	N	N	M	25	DFP	NA	1	Y	N	N	None	Y
73	55	F	Accidental	NA	NA	NA	NA	NA	NA	N A	FD	S	1	N A	NA	N	NA	NA
74	54	F	Assault	AL	N	AS	N	N	M	23	DFP	NA	1	Y	N	N	None	Y
75	31	E	Weapons Call	AL + D + EDP	Y	SBHD	Y	Y	M	33	FD	M	3	Y	N	N	None	Y
76	14	F	Assault	EDP	N	SBHD	N	Y	M	38	DFP	NA	1	Y	N	N	None	Y
77	31	E	EDP	EDP	Y	SBHD	Y	N	M	41	DFP	NA	1	Y	N	N	None	Y
78	14	F	Prisoner Related	EDP	N	AS	N	N	M	28	DSM	M	1	Y	Y	N	None	UK
79	33	F	EDP	EDP	Y	AS	N	N	M	46	FD	S	1	Y	Y	N	None	Y
80	41	F	Assault	AL	N	AS	N	N	M	41	DFP	NA	1	Y	N	N	None	Y
81	51	F	Wanted Person	NA	N	AS	N	N	M	22	DFP	NA	1	Y	N	N	None	Y
82	42	E	EDP	D + EDP	Y	SBHD	Y	Y	M	33	DFP	NA	2	Y	N	N	None	Y
83	12	F	Weapons Call	NA	N	SBHD	Y	Y	M	67	DFP	NA	1	Y	N	N	None	Y
84	55	F	Weapons Call	NA	N	PR	Y	Y	M	26	DFP	NA	1	Y	N	N	None	Y
85	11	F	Unknown Trouble	NA	N	PR	Y	N	M	27	DFP	NA	1	Y	N	N	None	Y
86	12	F	Weapons Call	AL + EDP	N	SBHD	Y	N	M	43	DFP	NA	1	Y	N	N	None	Y
87	23	F	Weapons Call	AL + D	N	AS	N	N	F	25	DFP	NA	1	Y	N	N	None	Y
88	51	F	Weapons Call	NA	N	AS	Y	Y	M	53	DFP	NA	1	Y	N	N	None	Y
89	33	E	Search Warrant	NA	N	AS	Y	N	M	34	FD	M	2	Y	N	N	None	UK
90	42	F	Search Warrant	NA	N	AS	Y	N	M	19	FD	M	1	Y	N	N	None	UK
91	42	E	Search Warrant	NA	N	PR	Y	N	M	22	DFP	NA	1	Y	N	N	None	Y
92	22	F	EDP	EDP	N	AS	Y	N	M	45	DFP	NA	1	Y	N	N	None	Y
93	11	F	Weapons Call	NA	N	SBHD	Y	Y	M	28	DFP	NA	1	Y	N	N	None	Y

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW	De-escalation Techniques
94	14	F	Weapons Call	EDP	Y	SBHD	Y	N	M	20	DFP	NA	1	Y	N	N	None	Y
95	43	F	EDP	D + EDP	Y	AS	Y	Y	M	20	DFP	NA	1	Y	N	N	None	Y
96	54	F	Weapons Call	AL	N	AS	Y	N	M	55	DFP	NA	1	Y	N	N	None	Y
97	52	F	Stolen Vehicle	D	N	SBHD	Y	N	M	22	FD	S	1	Y	Y	N	None	Y
98	52	F	EDP	AL + D + EDP	N	AR	N	N	F	38	DFP	NA	1	Y	N	N	None	N
99	23	F	EDP	EDP	Y	SBHD	N	Y	F	37	DFP	NA	1	Y	N	N	None	Y
100	14	F	EDP	D + EDP	Y	PR	Y	N	M	39	DFP	NA	1	Y	N	N	None	Y
101	41	F	Search Warrant	NA	N	SBHD	Y	Y	M	44	FD	M	1	Y	N	N	None	Y
102	43	F	EDP	AL + EDP	N	AS	N	N	M	51	DFP	NA	1	Y	N	N	None	Y
103	52	E	Weapons Call	NA	N	SBHD	Y	Y	M	25	FD	S	1	N	N	N	None	N
104	11	E	EDP	EDP	Y	SBHD	Y	Y	M	50	FD	S	1	Y	N	N	None	UK
105	14	F	Weapons Call	EDP	Y	SBHD	Y	Y	M	48	FD	M	1	Y	Y	N	None	UK
106	41	F	Weapons Call	AL + D + EDP	N	SBHD	Y	Y	M	25	FD	M	1	Y	N	N	None	Y
107	HAMILTON	E	Search Warrant	NA	N	AS	Y	N	M	31	FD	S	1	N	N	N	None	UK
108	13	F	Attempt Suicide	EDP	Y	SBHD	Y	Y	M	26	FD	M	1	Y	Y	N	None	UK
109	32	E	EDP	EDP	Y	AS	N	N	M	52	DFP	NA	1	N	N	N	None	Y
110	53	E	EDP	EDP	Y	SBHD	Y	Y	M	16	DFP	NA	1	N	N	N	None	Y
111	32	F	Domestic	AL	N	PR	Y	N	M	37	DFP	NA	1	Y	N	N	None	Y
112	31	E	Search Warrant	NA	N	SBHD	Y	N	F	32	DFP	NA	1	Y	N	N	None	Y
113	55	F	Break and Enter	NA	N	AS	Y	N	M	45	DFP	NA	1	Y	N	N	None	Y
114	14	F	EDP	EDP	Y	PR	Y	N	M	22	DFP	NA	1	Y	N	N	None	Y
115	12	F	EDP	D + EDP	Y	SBHD	Y	Y	F	46	FD	M	1	Y	Y	N	None	Y
116	11	F	EDP	EDP	Y	SBHD	Y	Y	M	34	DFP	NA	1	Y	N	N	None	Y
117	51	E	EDP	EDP	Y	AS	Y	N	M	26	DFP	NA	1	Y	N	N	None	Y
118	23	F	Unknown Trouble	AL	NA	AR	Y	N	G	UK	DFP	NA	1	Y	N	N	None	Y
119	55	F	Weapons Call	AL + EDP	Y	SBHD	Y	Y	M	63	FD	S	1	Y	Y	N	None	UK
120	54	F	Weapons Call	NA	N	PR	Y	N	M	37	DFP	NA	1	Y	N	N	FA	Y
121	51	F	Other Disturbance	D	NA	AR	N	N	G	UK	DFP	NA	1	Y	N	N	None	Y
122	32	F	EDP - Suicide	AL + EDP	Y	SBHD	Y	Y	M	33	FD	M	1	Y	Y	N	None	Y
123	41	F	Weapons Call	NA	N	AS	Y	Y	M	21	FD	S	1	N	N	N	None	UK
124	33	F	Wanted Person	NA	N	AS	N	N	M	27	DSM	M	1	Y	Y	N	B	Y
125	13	F	Other Disturbance	NA	N	PR	Y	Y	M	18	DFP	NA	1	Y	N	N	None	Y
126	52	F	Other Disturbance	D	N	SBHD	Y	Y	M	26	FD	M	1	Y	Y	N	None	UK
127	13	F	Domestic	AL	N	SBHD	Y	Y	F	21	DFP	NA	1	Y	N	N	None	Y
128	41	F	Other Disturbance	AL	N	AS	N	N	M	58	DFP	NA	1	Y	N	N	None	Y

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW	De-escalation Techniques
129	54	E	EDP	EDP	N	PR	Y	N	M	52	DFP	NA	2	Y	N	N	None	Y
130	54	E	EDP	EDP	Y	AS	N	N	M	43	DFP	NA	1	Y	N	N	None	Y
131	55	E	Prisoner Related	NA	N	PR	N	N	M	57	DFP	NA	1	Y	N	N	None	Y
132	13	E	Weapons Call	NA	N	SBHD	Y	N	M	19	FD + DSM	S	1	N	N	N	None	UK
133	54	E	EDP	EDP	Y	SBHD	Y	Y	M	31	FD	M	3	Y	N	N	None	UK
134	14	F	Domestic	NA	N	AS	Y	N	M	41	DSM	S	1	Y	N	N	None	Y
135	23	F	Other Disturbance	AL	N	AS	N	N	M	51	DFP	NA	1	Y	N	N	None	Y
136	55	E	Prisoner Related	D	N	PR	N	N	M	30	DFP	NA	1	Y	N	N	None	Y
137	52	F	Prisoner Related	NA	N	AS	N	N	M	37	DSM	S	1	Y	N	n	None	UK
138	22	F	Other Disturbance	D	Y	AS	Y	Y	F	28	FD	M	1	Y	Y	N	None	Y
139	33	H	Drug Related	NA	N	SBHD	Y	Y	M	30	FD	S	1	Y	Y	N	None	N
140	52	F	EDP	EDP	N	SBHD	Y	Y	M	24	DFP	NA	2	Y	N	N	None	Y
141	55	F	EDP	AL	N	AS	Y	N	M	40	FD + DSM	M	1	Y	Y	N	None	UK
142	23	F	EDP	AL	N	AS	N	N	M	38	FD	M	1	Y	Y	N	None	Y
143	41	F	Other Disturbance	AL	N	AS	N	N	M	40	DFP	NA	1	N	N	N	None	Y
144	52	E	Domestic	NA	N	AR	Y	N	M	34	DFP	NA	1	Y	N	N	None	Y
145	41	E	EDP	EDP	Y	AS	N	N	M	42	FD	M	2	Y	N	N	None	Y
146	51	F	Other Disturbance	D + EDP	N	AS	N	Y	M	26	FD	S	1	N	N	N	None	Y
147	51	F	Wanted Person	AL	N	AS	N	N	M	29	DSM	S	1	Y	Y	N	None	UK
148	11	F	Weapons Call	EDP	Y	SBHD	Y	Y	M	41	FD	S	1	Y	Y	N	None	Y
149	54	F	Other Disturbance	EDP	N	SBHD	Y	Y	M	25	DFP	NA	1	Y	N	N	None	Y
150	55	F	Other Disturbance	AL	N	AS	N	N	M	20	DFP	NA	1	Y	N	N	None	Y
151	11	E	Search Warrant	NA	N	SBHD	Y	Y	M	20	FD	S	1	Y	Y	N	None	UK
152	51	F	Other Disturbance	AL + D	N	AS	N	N	M	24	DSM	S	1	Y	N	N	None	UK
153	23	F	Assault	NA	N	AS	Y	N	M	34	FD	S	1	Y	Y	N	None	Y
154	54	F	Weapons Call	AL + D	N	SBHD	Y	N	M	33	FD	S	1	Y	Y	N	None	Y
155	51	F	Other Disturbance	NA	N	AS	N	N	M	26	FD + DSM	M	1	Y	Y	N	None	UK
156	51	F	Other Disturbance	EDP	Y	AR	N	N	M	34	DFP	NA	1	Y	N	N	None	Y
157	55	E	EDP	EDP	Y	SBHD	Y	Y	M	20	DFP	NA	1	Y	N	N	None	Y
158	52	E	Prisoner Related	EDP	N	AS	N	N	M	35	DFP	NA	1	Y	N	N	None	Y
159	31	E	Weapons Call	NA	N	SBHD	Y	N	M	20	DFP	NA	1	Y	N	N	None	Y
160	13	F	Other Disturbance	AL	N	AS	N	N	M	29	FD	S	1	Y	Y	N	PC	UK
161	32	F	Assault	AL	NA	AS	Y	N	G	25	DFP	NA	1	Y	N	N	None	Y
162	52	F	EDP	EDP	Y	AS	Y	N	M	34	DFP	NA	1	Y	N	N	None	Y
163	43	E	EDP	EDP	Y	AS	Y	N	M	27	FD	S	3	Y	N	N	None	Y
164	14	F	Other Disturbance	D + EDP	Y	AS	Y	N	M	23	DSM	M	1	Y	N	N	PC	Y

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW	De-escalation Techniques
165	31	H	Drug Related	NA	N	SBHD	Y	N	M	35	DFP	NA	1	Y	N	N	None	Y
166	52	F	Weapons Call	AL + D + EDP	Y	AS	Y	Y	M	30	FD	S	1	N	Y	N	None	Y
167	42	F	Search Warrant	NA	N	AS	Y	N	M	18	DSM	S	1	Y	Y	N	PC	UK
168	52	F	EDP	EDP	Y	AS	N	N	M	30	FD + DSM	M	1	Y	Y	N	None	Y
169	54	F	EDP	AL	N	AS	N	N	M	64	DFP	NA	1	Y	N	N	None	Y
170	11	F	EDP	EDP	Y	SBHD	Y	Y	M	65	FD	M	3	Y	N	N	None	Y
171	22	F	Weapons Call	EDP	N	SBHD	Y	Y	M	51	FD	M	1	Y	Y	N	None	Y
172	43	E	Weapons Call	NA	N	SBHD	Y	Y	F	24	DFP	NA	2	Y	N	N	None	Y
173	42	F	Domestic	AL + D	N	AS	Y	N	M	25	FD	S	1	Y	Y	N	PC	UK
174	23	F	Weapons Call	EDP	N	SBHD	Y	Y	M	31	DFP	NA	1	Y	N	N	None	Y
175	31	E	Weapons Call	NA	N	SBHD	Y	N	M	18	FD	S	1	Y	N	N	None	UK
176	42	F	Accidental	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
177	51	H	Assault related	AL	N	AS	N	N	M	23	FD	M	1	Y	Y	N	None	UK
178	42	F	EDP	EDP	Y	SBHD	Y	Y	M	41	FD + DSM	M	1	Y	Y	N	None	Y
179	43	F	Accidental	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	N	NA	NA
180	11	F	Assault related	AL	N	AS	N	N	M	24	FD + DSM	S	1	Y	Y	N	None	UK
181	52	F	Weapons Call	EDP	N	AS	Y	Y	M	28	DFP	NA	1	Y	N	N	None	Y
182	54	F	Weapons Call	AL	N	AR	Y	Y	M	30	DFP	NA	1	Y	N	N	None	Y
183	12	F	Weapons Call	EDP	Y	SBHD	Y	Y	F	22	FD	S	1	Y	Y	N	None	Y
184	23	E	EDP	EDP	Y	SBHD	Y	N	M	28	DFP	NA	1	Y	N	N	None	Y
185	42	F	Theft	AL + D	N	AR	Y	N	M	51	DFP	NA	1	Y	N	N	None	Y
186	54	F	Accidental	NA	NA	NA	NA	NA	NA	NA	FD	S	1	NA	NA	Y	NA	NA
187	11	E	Weapons Call	EDP	Y	SBHD	Y	Y	F	36	FD	S	2	Y	Y	N	None	Y
188	31	F	Domestic	AL + D	N	AS	N	N	M	39	DSM	S	1	Y	Y	N	PC	UK
189	43	F	Other Disturbance	AL	N	AS	N	N	M	46	DFP	NA	1	Y	N	N	None	Y
190	23	F	Other Disturbance	NA	N	AS	N	N	M	21	DFP	NA	1	Y	N	N	PC	Y
191	41	F	EDP	EDP	Y	AR	N	N	F	17	DFP	NA	1	Y	N	N	None	Y
192	41	F	Wanted Person	EDP	N	AS	N	N	M	31	DSM	M	1	Y	Y	N	PC	Y
193	12	F	Weapons Call	EDP	N	SBHD	Y	Y	M	28	FD	S	1	Y	N	N	None	Y
194	41	F	Serious Injury	AL	N	AS	N	N	M	47	DFP	NA	1	Y	N	N	None	Y
195	14	F	Weapons Call	D	N	AS	Y	N	M	28	DFP	NA	1	Y	N	N	None	Y
196	41	F	Suspicious Person	D	N	SBHD	Y	N	M	32	DSM	M	1	Y	Y	Y	PC	UK
197	52	F	Weapons Call	D + EDP	N	AS	Y	N	M	20	DFP	NA	1	Y	N	N	None	Y
198	51	F	Search Warrant	D	N	AS	N	N	M	39	DSM	S	1	Y	Y	N	None	Y
199	42	F	Assault related	AL	NA	AS	N	N	G	UK	DFP	NA	1	Y	N	N	PC	Y
200	42	F	Other Disturbance	AL	NA	AR	N	N	G	UK	DFP	NA	1	Y	N	N	None	Y

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

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201	14	F	EDP	AL + D + EDP	Y	AS	N	N	M	39	DSM	S	1	Y	N	N	None	Y
202	14	F	Domestic	NA	N	SBHD	Y	Y	M	19	DFP	NA	1	Y	N	N	None	Y
203	14	F	EDP	D + EDP	Y	SBHD	Y	Y	M	26	FD + DSM	M	1	N	N	N	None	Y
204	31	E	EDP	EDP	N	SBHD	Y	Y	M	29	DFP	NA	1	Y	N	N	None	Y
205	51	F	Robbery	NA	N	AR	Y	Y	M	30	DFP	NA	1	Y	N	N	None	Y
206	51	F	EDP	EDP	Y	AS	N	N	M	36	DFP	NA	1	Y	N	N	None	Y
207	51	F	Search Warrant	D + EDP	N	AS	N	N	M	56	DSM	S	2	Y	N	N	PC	UK
208	33	F	Prisoner Related	D + EDP	N	AS	N	N	M	34	DFP	NA	3	Y	N	N	None	Y
209	33	H	Drug Related	NA	N	SBHD	Y	N	M	32	FD + DSM	M	1	Y	N	N	None	Y
210	51	F	Weapons Call	EDP	N	AR	Y	Y	M	29	DFP	NA	1	Y	N	N	None	Y
211	52	F	Unknown Trouble	AL	N	AS	N	N	M	24	DSM	S	1	Y	N	N	None	Y
212	31	F	EDP	EDP	Y	PR	N	N	M	27	DFP	NA	1	Y	N	N	None	Y
213	43	F	Domestic	NA	N	SBHD	Y	Y	M	44	FD	M	1	Y	Y	N	None	y
214	52	E	EDP	D + EDP	Y	AS	Y	Y	M	29	FD	S	3	Y	N	N	None	Y
215	11	F	EDP	EDP	Y	SBHD	N	N	M	44	DSM	M	1	N	N	N	None	UK
216	33	F	Unknown Trouble	EDP	N	PR	Y	Y	M	57	DFP	NA	1	Y	N	N	None	Y
217	13	E	EDP	AL + EDP	Y	SBHD	Y	Y	F	22	FD	S	2	Y	N	N	None	Y
218	23	F	Weapons Call	D + EDP	Y	SBHD	Y	N	M	18	DFP	NA	1	Y	N	N	None	Y
219	54	F	Weapons Call	EDP	Y	SBHD	Y	Y	M	48	DFP	NA	1	Y	N	N	None	Y
220	14	F	Prisoner Related	NA	N	AR	N	N	M	42	DFP	NA	1	Y	N	N	None	Y
221	51	F	Domestic	NA	N	AS	Y	N	M	20	DFP	NA	1	Y	N	N	None	Y
222	52	F	Prisoner Related	EDP	N	AS	N	N	M	25	FD + DSM	M	1	N	N	N	None	UK
223	43	E	Warrant	NA	N	SBHD	Y	N	M	64	FD	S	2	Y	N	N	None	Y
224	54	F	EDP	EDP	Y	AS	Y	Y	M	21	FD + DSM	S	3	Y	N	N	None	Y
225	51	F	Break and Enter	AL	N	AR	Y	N	M	51	DFP	NA	1	Y	N	N	None	Y
226	55	F	Weapons Call	AL	N	SBHD	Y	N	M	54	DFP	NA	1	Y	N	N	None	Y
227	41	E	Prisoner Related	NA	N	AS	N	N	M	28	FD	S	2	Y	N	N	None	Y
228	41	F	EDP	EDP	Y	AS	N	N	M	25	DFP	NA	1	Y	N	N	None	Y
229	53	E	EDP	EDP	N	SBHD	Y	N	M	54	DFP	NA	2	Y	N	N	None	Y
230	11	H	Search Warrant	NA	N	AS	Y	N	M	24	FD	S	1	N	N	N	PC	UK
231	11	F	EDP	D + EDP	Y	AS	Y	Y	M	43	FD + DSM	NA	3	Y	N	N	None	UK
232	32	F	EDP	EDP	N	AS	Y	Y	F	29	DFP	NA	1	Y	N	N	None	Y
233	12	F	EDP	D + EDP	N	AR	N	N	M	26	DFP	NA	1	Y	N	N	None	Y
234	13	F	Weapons Call	EDP	N	SBHD	Y	Y	M	24	FD	S	1	Y	Y	N	None	Y
235	33	F	Unknown Trouble	AL	N	AR	N	N	F	22	DFP	NA	1	Y	N	N	None	Y
236	54	F	Unknown Trouble	EDP	Y	SBHD	Y	Y	M	43	FD	S	1	Y	Y	N	None	Y

APPENDIX A

2015 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW	De-escalation Techniques
237	51	F	Weapons Call	EDP	Y	AR	Y	Y	M	43	DFP	NA	1	Y	N	N	None	Y
238	51	H	Warrant	EDP	N	SBHD	Y	Y	M	27	FD	S	1	Y	N	N	None	Y
239	43	E	Search Warrant	NA	N	SBHD	Y	N	F	28	DFP	NA	1	Y	N	N	None	Y
240	11	F	Assault related	NA	N	SBHD	Y	Y	M	25	DFP	NA	1	Y	N	N	None	Y
241	43	F	Domestic	D	N	SBHD	Y	Y	M	48	DFP	NA	1	Y	N	N	None	Y
242	42	F	Check Address	NA	N	SBHD	Y	N	M	47	FD	S	1	Y	Y	N	PC	UK
243	14	F	Search Warrant	NA	NA	AR	N	N	G	UK	DFP	NA	1	Y	N	N	None	Y
244	14	F	Wanted Person	NA	N	SBHD	Y	N	M	24	DFP	NA	1	Y	N	N	None	Y
245	23	E	Weapons Call	EDP	N	SBHD	Y	N	M	40	FD	S	5	Y	Y	N	None	Y
246	14	F	Wanted Person	NA	N	SBHD	Y	Y	M	27	DFP	NA	1	Y	N	N	None	Y
247	33	E	Break and Enter	NA	N	PR	Y	N	M	25	DFP	NA	1	Y	N	N	None	Y
248	33	F	Assault/Mischief	AL	N	PR	N	N	M	27	DFP	NA	1	Y	N	N	None	Y
249	31	F	EDP	EDP	N	SBHD	Y	Y	M	25	FD + DSM	M	1	Y	Y	N	PC	Y
250	14	F	Address check	AL + EDP	N	AS	Y	N	M	37	DFP	NA	1	Y	N	N	None	Y
251	55	F	Weapons Call	EDP	N	AS	Y	Y	M	39	DSM	M	1	Y	N	N	PC	UK
252	14	E	Robbery	NA	N	SBHD	Y	Y	M	19	DFP	NA	1	Y	N	N	None	Y
253	31	F	Weapons Call	AL + D + EDP	Y	SBHD	Y	Y	M	31	FD	S	1	Y	N	N	None	UK
254	11	F	Weapons Call	NA	N	SBHD	Y	Y	M	26	DFP	NA	1	Y	N	N	None	Y
255	54	E	Search Warrant	NA	N	SBHD	Y	Y	M	20	DFP	NA	1	N	N	N	None	Y
256	51	F	EDP	EDP	Y	AS	Y	N	F	35	DFP	NA	1	Y	N	N	None	Y
257	31	E	EDP	EDP	Y	SBHD	Y	Y	M	27	FD	M	2	Y	N	N	None	UK
258	12	F	Search Warrant	NA	N	SBHD	Y	N	F	54	FD	M	1	Y	Y	N	None	Y
259	42	F	EDP	D + EDP	N	AS	Y	N	M	34	DSM	S	1	Y	N	N	None	UK
260	31	F	Wanted Person	AL + EDP	N	AS	N	N	M	24	FD	M	1	Y	N	N	None	UK
261	14	F	Weapons Call	NA	N	AS	Y	Y	M	23	DSM	S	1	Y	N	N	None	UK
262	51	F	Traffic Stop	NA	N	AS	N	Y	M	50	DFP	NA	1	N	N	N	None	Y
263	12	F	Robbery	NA	N	SBHD	Y	Y	M	30	FD + DSM	M	1	N	N	N	None	Y
264	12	F	Other Disturbance	AL + D	N	AS	Y	N	M	18	FD + DSM	M	1	Y	Y	N	None	UK
265	22	F	Threaten Suicide	EDP	Y	AR	N	N	M	34	DFP	NA	1	Y	N	N	None	Y

APPENDIX “B”
2011 to 2015 CEW Trends

The following is a comparison between similar categories of CEW incidents from 2011 to 2015.

CEW INCIDENTS BY DIVISON

	CEW INCIDENTS BY DIVISION / MUNICIPALITY									
YEAR	2011		2012		2013		2014		2015	
DIVISION	#	%	#	%	#	%	#	%	#	%
11	11	5.0	12	4.7	11	5.7	9	4.4	16	6.0
12	15	6.8	17	6.7	7	3.6	19	9.3	14	5.3
13	21	9.5	19	7.5	15	7.8	10	4.9	10	3.8
14	11	5.0	24	9.4	8	4.2	21	10.2	21	7.9
22	4	1.8	2	0.8	10	5.2	6	2.9	9	3.4
23	13	5.9	10	3.9	11	5.7	17	8.3	12	4.5
31	21	9.5	8	3.1	12	6.3	12	5.9	17	6.4
32	12	5.4	11	4.3	10	5.2	10	4.9	7	2.6
33	6	2.7	11	4.3	12	6.3	12	5.9	12	4.5
41	16	7.2	16	6.3	12	6.3	13	6.3	17	6.4
42	8	3.6	14	5.5	12	6.3	11	5.4	17	6.4
43	13	5.9	19	7.5	7	3.6	13	6.3	16	6.0
51	22	10.0	17	6.7	19	9.9	14	6.8	27	10.2
52	19	8.6	20	7.8	15	7.8	11	5.4	31	11.7
53	5	2.3	8	3.1	5	2.6	0	0	5	1.9
54	9	4.1	22	8.6	14	7.3	11	5.4	18	6.8
55	15	6.8	22	8.6	8	4.2	16	7.8	15	5.7
Durham	N/A	N/A	1	0.4	N/A	N/A	N/A	N/A	N/A	N/A
Peel	N/A	N/A	1	0.4	1	0.5	N/A	N/A	N/A	N/A
York	1	0.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Simcoe	N/A	N/A	1	0.4	N/A	N/A	N/A	N/A	N/A	N/A
Kitchener	N/A	N/A	N/A	N/A	2	1.0	N/A	N/A	N/A	N/A
Waterloo	N/A	N/A	N/A	N/A	1	0.5	N/A	N/A	N/A	N/A
Hamilton	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	0.4
Total	222	100	255	100	192	100	205	100	265	100

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

CEW USERS

CEW USERS										
USER	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Frontline Supervisor	162	73.0	198	77.6	160	80.7	161	78.5	207	68.3
ETF	60	27.0	56	22.0	30	18.3	42	20.5	88	29.0
Frontline Supervisor and ETF	0	0	0	0	2	1	2	1.0	8	2.7
EM & Public Order	0	0	1	0.4	0	0	0	0	0	0
Total # of Incidents	222	100	255	100	192	100	205	100	265	100

During each of the past five years, frontline supervisors (FLS) have accounted for 68 to 81% of CEW use followed by ETF officers at approximately 18 to 30%. This is anticipated since FLSs attend most scenes prior to the ETF. After consultation with constables and after assessing a situation, FLSs would only request the ETF if required. The number of FLSs in the above noted chart also includes supervisors from units as such as Intelligence, Organized Crime Enforcement, Hold-Up, Drug Squad, and Provincial ROPE and Fugitive Squad.

SUBJECT BEHAVIOUR

SUBJECT BEHAVIOUR										
BEHAVIOUR TYPE	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Passive Resistant	29	13.1	29	11.4	26	13.5	16	7.8	23	8.7
Active Resistant	32	14.4	39	15.3	29	15.1	23	11.2	25	9.4
Assaultive	97	43.7	136	53.3	85	44.3	86	42.0	125	47.2
Serious Bodily Harm/Death	57	25.7	44	17.3	49	22.5	70	34.1	87	32.8
Not Applicable	7	3.1	7	2.7	3	1.6	10	4.9	5	1.9
Total	222	100	255	100	192	100	205	100	265	100

Assaultive behaviour continues to be the predominant subject threat facing officers followed by serious bodily harm or death. Assaultive behaviour increased from 42.0% to 47.2% in 2015. The percentage of incidents involving subjects who displayed passive or active resistance have steadily decreased during the last three reportable periods from 28.6% in 2013, to a five-year low of 18.1% in 2015. In all cases of passive and active resistance, pursuant to procedures, only demonstrated force presence was used.

SUBJECT DESCRIPTION

SUBJECT DESCRIPTION										
SUBJECT	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Animal	1	0.4	6	2.4	2	1.0	4	2.0	0	0.0
Female	19	8.6	17	6.7	15	7.8	16	7.8	23	8.7
Male	193	86.9	221	86.7	171	89.1	170	82.9	231	87.2
Multiple	2	0.9	4	1.6	1	0.5	5	2.4	6	2.3
Not Applicable	7	3.2	7	2.7	3	1.6	10	4.9	5	1.9
Total	222	100	255	100	192	100	205	100	265	100

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

SUBJECT CONDITION

SUBJECT CONDITION										
CONDITION	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Alcohol Only	37	16.7	40	15.7	31	16.1	18	8.8	44	16.6
Drugs Only	7	3.2	10	3.9	14	7.3	8	3.9	11	4.2
Drugs + Alcohol	11	5.0	11	4.3	8	4.2	8	3.9	9	3.4
Emotionally Disturbed Persons (EDP)	64	28.8	82	32.2	51	26.6	79	38.5	81	30.6
EDP + Alcohol	12	5.4	18	7.1	13	6.8	14	6.8	11	4.2
EDP + Drugs	9	4.1	3	1.2	6	3.1	11	5.4	20	7.5
EDP + Drugs + Alcohol	8	3.6	8	3.1	9	4.7	4	2.0	9	3.4
Not Applicable	74	33.3	83	32.5	60	31.3	63	30.7	80	30.2
Total	222	100	255	100	192	100	205	100	265	100

Incidents where the officer believed the subject was suffering from an emotional disturbance or mental health disorder or in combination with drugs or alcohol increased from 108 in 2014 to 121 in 2015. As a percentage however, use of CEWs on emotionally disturbed persons as a demonstrated force presence remained relatively stable.

AGE OF SUBJECT

AGE OF SUBJECT										
AGE	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
<10	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
10 - 15	2	0.9	3	1.2	2	1.0	3	1.5	1	0.4
16-20	25	11.3	24	9.4	31	16.1	24	11.7	27	10.2
21-25	33	14.9	53	20.8	38	19.8	43	21.0	53	20.0
26-30	34	15.3	34	13.3	22	11.5	35	17.1	49	18.5
31-35	26	11.7	34	13.3	27	14.1	27	13.2	31	11.7
36-40	27	12.2	20	7.8	18	9.4	12	5.9	28	10.6
41-45	25	11.3	17	6.7	16	8.3	17	8.3	21	7.9
46-50	22	9.9	23	9.0	16	8.3	13	6.3	18	6.8
51-55	6	2.7	17	6.7	10	5.2	5	2.4	17	6.4
56-60	7	3.1	10	3.9	4	2.1	5	2.4	5	1.9
>60	3	1.3	2	0.8	2	1.0	2	1.0	5	1.9
N/A	12	5.4	18	7.1	6	3.1	19	9.3	10	3.8
Total	222	100	255	100	192	100	205	100	265	100

Persons between 21 and 35 years of age represent the highest category in CEW incidents. During the last five years, there have been a total of 11 incidents of CEW use reported on subjects between 10 and 15 years of age. Many of these cases involved youths who were believed to be armed with offensive weapons and or threatening suicide.

INCIDENTS OF CEW USE

INCIDENTS OF CEW USE										
TYPE OF USE	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Demonstrated Force Presence	127	57.2	131	51.4	107	55.7	118	57.6	142	53.6
Drive Stun Mode	21	9.5	32	12.5	20	10.4	19	9.3	26	9.8
Full Deployment	74	33.3	92	36.1	65	33.9	68	33.2	97	36.6
Total	222	100	255	100	192	100	205	100	265	100

The percentage of CEW use as a demonstrated force presence has remained above 50% for the last five years and in 2015 it was 53.6%. This indicates that officers are using only as much force as necessary to gain control of subjects.

CEW EFFECTIVENESS

CEW EFFECTIVENESS										
	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
Effective	198	89.2	213	83.5	173	90.1	177	86.3	232	87.5
Not Effective	17	7.7	35	13.7	16	8.3	18	8.8	28	10.6
Unintentional Discharges	7	3.1	7	2.7	3	1.6	10	4.9	5	1.9
Total	222	100	255	100	192	100	205	100	265	100

The average effectiveness of the CEW over the last five years has been 87.3%.

NUMBER OF CEWS USED PER INCIDENT

NUMBER OF CEWS USED PER INCIDENT										
# of CEWs	2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%
One CEW	201	90.5	241	94.5	183	95.3	191	93.2	240	90.5
Two CEWs	18	8.1	11	4.3	8	4.2	8	3.9	15	5.7
Three CEWs	1	0.5	2	0.8	1	0.5	5	2.4	8	3.0
> Three CEWs	2	0.9	1	0.4	0	0	1	0.5	2	0.8
Total	222	100	255	100	192	100	205	100	265	100

In the last five years, the overwhelming majority of CEW incidents continue to involve the use of one CEW. The incidents where more than one CEW was used remain relatively stable. In 2015, two of the incidents involving the use of two CEWs can be attributed to frontline supervisors, while one of the incidents involving the use of three CEWs was by frontline supervisors. One incident involving the use of three CEWs was a prolonged event where a frontline supervisor and ETF officers were involved. All remaining incidents were uses by the ETF.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P48. ANNUAL REPORT – 2015 LABOUR RELATIONS COUNSEL AND
LEGAL INDEMNIFICATION COSTS**

The Board was in receipt of the following report February 23, 2016 from Mark Saunders, Chief of Police:

Subject: LABOUR RELATIONS COUNSEL AND LEGAL INDEMNIFICATION:
CUMULATIVE LEGAL COSTS FROM JANUARY 1 - DECEMBER 31, 2015

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

Background/Purpose:

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

At its meeting on April 16, 2015, the Board approved a motion to amend the Legal Indemnification policy to indicate that future reports will be submitted annually, to coincide with the reporting of labour relations matters, as opposed to semi-annually (Min. No. P102/15 refers).

Discussion:

During the period of January 1 to December 31, 2015, 201 invoices for external labour relations counsel services totalling \$206,126.14 were received and approved for payment by the Manager of Labour Relations. Nine invoices totalling \$24,467.65 were received and approved for payment to arbitrators presiding over grievances.

During the same period, 239 accounts from external counsel relating to legal indemnification were paid totalling \$3,938,736.10. Thirteen accounts from external counsel in relation to inquests were paid in the amount of \$1,784,726.45, and no accounts were submitted for payment of a civil action suit.

Cumulative Summary for 2015

For the period January 1 to December 31, 2015, legal costs incurred by Labour Relations and legal indemnification totalled \$5,954,056.34 as follows:

Number	Type of Account Paid	2015 Costs Incurred
201	Payments for Labour Relations Counsel: 128 payments for labour relations counsel \$159,234.75 9 payments for bargaining (TPA & SOO) \$17,590.00 64 payments for WSIB case management \$29,301.39	\$206,126.14
9	Arbitration Costs related to Grievances: 9 payments for grievance activity \$24,467.65	\$24,467.65
239	Legal Indemnifications	\$3,938,736.10
13	Inquests	\$1,784,726.45
0	Civil Actions	\$0
	Total Costs for 2015	\$5,954,056.34

Conclusion:

In summary, this report provides the Board with an annual update for the period January 1 to December 31, 2015 of the total cumulative legal costs for labour relations counsel, legal indemnification claims, and claims relating to inquests.

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

The Board received the foregoing report.

Moved by: C. Lee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

#P49. ANNUAL REPORT – 2015 SECONDARY ACTIVITIES

The Board was in receipt of the following report February 25, 2016 from Mark Saunders, Chief of Police:

Subject: ANNUAL REPORT: 2015 SECONDARY ACTIVITIES

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

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

Service Procedure 14-25 – Secondary Activities:

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

Police Services Act Provisions – Secondary Activity:

Section 49(1) states:

- 49(1) A member of a police force shall not engage in any activity:
- (a) that interferes with or influences adversely the performance of his or her duties as a member of the police service, or is likely to do so;
 - (b) that places him or her in a position of conflict of interest, or is likely to do so;
 - (c) that would otherwise constitute full-time employment for another person; or
 - (d) in which he or she has an advantage derived from employment as a member of a police force.

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

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

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

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

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

The purpose of this report is to provide the number of members who have been approved for secondary activities in 2015.

Discussion:

During 2015, there were 48 new applications received from members requesting approval to engage in secondary activities. Of these 48 applications, 35 were approved and considered to not be in conflict with Section 49(1) of the *PSA*. Of the remaining 13 applications that were received in 2015, 6 were withdrawn and 7 are still being processed.

The 2015 Annual Report on New Applications for Secondary Activity details the type of secondary activities requested, broken down by the number of applications received from uniform and civilian members.

**2015 Annual Report
New Applications for Secondary Activity**

Type of Activity	Number of Uniform Applications	Number of Civilian Applications
Arts/Media	3	
Business Services	8	5
Emergency Services		
Food and Beverage	1	2
Health & Wellness	1	10
Political	1	1
Residential Services		
Retail		5
Security		3
Social Services		2
Sports Instructor	1	2
Teacher/Lecturer	3	
TOTAL:	18	30

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

Conclusion:

Members are required to request the approval of the Chief of Police to engage in secondary activities, if the member believes the activity may place them in a conflict with Section 49(1) of the *PSA*.

The chart below outlines the number of approved applications for uniform and civilian members to engage in secondary activities for the last ten years. These members may or may not still be engaging in these activities.

Approved Secondary Activity Applications 2006 to 2015			
Year	Uniform	Civilian	Total
2006	13	11	24
2007	44	8	52
2008	31	7	38
2009	30	8	38

2010	10	19	29
2011	13	20	33
2012	11	18	29
2013	14	7	21
2014	11	16	27
2015	16	19	35

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

The Board received the foregoing report.

Moved by: J. Tory

PERSONNEL**14 – 25 Secondary Activities**

New ☐ Amended ☒ Reviewed – No Amendments ☐

Issued: R.O. 2011.07.06–0752

Replaces: R.O. 2008.09.23–0998

Rationale

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

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

Governing Authorities

Provincial Police Services Act

Associated Service Governance

Number	Name
Chapter 13	Conduct
20–01	Paid Duties

Forms

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

Definitions

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

Procedure

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

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

Members shall submit a TPS 778 in the following circumstances

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

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

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

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

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

Member

1. When applying for approval to engage in a secondary activity that **may** contravene s. 49 of the PSA shall complete a TPS 778 and submit it to the unit commander.
2. When commencing a paid secondary activity while suspended from duty with pay shall report all monetary benefits earned from the paid secondary activity during the period of suspension via a TPS 649 to the Unit Commander – Labour Relations.

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

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

Unit Commander

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

Unit Commander – Labour Relations

5. Upon receipt of a TPS 778 shall

- review the request in consultation with Professional Standards - Risk Management Unit, as required
 - forward the original TPS 778 to the Office of the Chief, with recommendations.
6. Upon receipt of a signed TPS 778 from the Office of the Chief, shall forward it to the member.
 7. Upon receipt of a TPS 649 pertaining to the monetary benefits earned from a paid secondary activity shall forward it to the Unit Commander – Financial Management who will process as per unit specific policy.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P50. ANNUAL REPORT – 2015 PROOF OF CLAIM DOCUMENTS FILED ON
BEHALF OF THE BOARD**

The Board was in receipt of the following report February 18, 2016 from Mark Saunders, Chief of Police:

Subject: ANNUAL REPORT: 2015 PROOF OF CLAIM DOCUMENTS FILED ON
BEHALF OF THE TORONTO POLICE SERVICES BOARD

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

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

Discussion:

In 2015, the Chief's designate, Ms. Sandra Califaretti, Director, Finance and Business Management, submitted a Proof of Claim in relation to the bankruptcy of Parktoria Technologies Ltd (Parktoria).

On October 21, 2011, the Board entered into an agreement with Aparc Systems (Aparc) to provide software support for the Wireless Parking Ticket Issuance System (System) for a five-year term, commencing on August 30, 2011 and ending on August 29, 2016, at an annual cost of \$155,400 inclusive of taxes (Min. No. P188/2011 refers). In January 2015, Aparc advised the Service that it assigned its System software and related business services to Parktoria.

On April 17, 2015, The Bowra Group Inc filed a Notice of Bankruptcy (Notice) on behalf of Parktoria. The Notice outlined the organization's financial position; assets totalled \$139,200 and liabilities totalled \$588,524 for a net deficit of \$449,324. The Service was one of 90 unsecured creditors. As such, the Service filed a Proof of Claim against Parktoria for \$114,120 representing the loss on software service and maintenance support that was paid to Aparc in August 2014.

The Board was advised of Parktoria bankruptcy at its meeting of September 17, 2015 (Min. No. P244/15 refers).

The Proof of Claim was filed and acknowledged by the Trustee. The Trustee is in the process of reviewing and prioritizing all claims. Given the unsecured position of the Service, the possibility of collecting this amount is minimal.

Conclusion:

During 2015, one Proof of Claim document was submitted by the Service on behalf of the Board in relation to a bankruptcy notice.

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

The Board received the foregoing report.

Moved by: K. Jeffers

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P51. ANNUAL REPORT – 2016 FILING OF TORONTO POLICE SERVICE
PROCEDURES**

The Board was in receipt of the following report February 03, 2016 from Mark Saunders, Chief of Police:

Subject: ANNUAL REPORT: 2016 FILING OF TORONTO POLICE SERVICE
PROCEDURES

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of January 16, 2014, the Board approved a new Board policy entitled “Filing of Toronto Police Service Procedures” (Min. No. P5/14 refers). This policy directs, in part, that:

- (1) *The Chief of Police will file with the Board, for information, any procedure developed or amended as a result of Board policy;*
- (2) *Such filing will take place as part of a report submitted to the Board and included on a regular in camera meeting agenda;*
- (5) *On an annual basis, the Chief of Police will file with the Board for its information, the complete index of Service procedures, noting those procedures which arise from Board policies; and*
- (6) *Such filing will take place as part of a report submitted to the Board and included on a regular public meeting agenda.*

Discussion:

Professional Standards Support – Governance has completed an annual review of all Service procedures. The attached Appendix A contains a complete index of Service procedures, current as of February 2, 2016. Those procedures which ensure compliance with Board policies have been identified. When a Service procedure is governed by Board policy, the policy is referenced in the Associated Service Governance section of the procedure. A list of procedures that are governed by Board policies was published on Routine Order 2016.02.08–0158.

Conclusion:

The attached Appendix A contains a complete index of Service procedures, identifying those which arose from Board policies.

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

The Board received the foregoing report.

Moved by: S. Carroll

Appendix A – Index of Service Procedures

Procedure			Governed by Board Policy	
No.	Name		Yes	No
01-01	Arrest		X	
01-02	Search of Persons		X	
	Appendix B	Risk Assessment – Level of Search	X	
	Appendix C	Transgender/Transsexual Persons	X	
	Appendix D	Handling Items of Religious Significance		X
01-03	Persons in Custody		X	
	Appendix A	Medical Advisory Notes	X	
	Appendix B	Cell and Prisoner Condition Checks	X	
	Appendix C	Designated Lock-ups	X	
	Appendix D	Booking Hall/Detention Area Monitoring	X	
	Appendix E	Lodging of Transgender/Transsexual Persons	X	
	Appendix F	Privacy Shields	X	
01-05	Escape from Police Custody		X	
01-07	Identification of Criminals		X	
01-08	Criminal Code Release			X
	Appendix A	Appearance Notice (Form 9)		X
	Appendix B	Promise to Appear (Form 10)		X
	Appendix C	Recognizance Entered into Before an Officer in Charge (Form 11)		X
	Appendix D	Undertaking Given to an Officer in Charge (Form 11.1)		X
01-09	Criminal Summons			X
01-10	Provincial Offences Act Releases			X
01-15	Bail Hearings and Detention Orders		X	
	Appendix A	Show Cause Brief		X
	Appendix B	Guidelines for Bail Conditions		X
	Appendix C	Guidelines for the Commencement of Revocation of Bail Process		X
01-17	Detention Order (<i>Provincial Offences Act</i>)			X
02-01	Arrest Warrants		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
	Appendix A	List of Arrest Warrant Forms		X
02-01	Appendix B	Arrest Warrant Forms		X
	Appendix C	Forms to Obtain Bodily Substances, Prints or Impressions		X
02-02	Warrants of Committal			X
02-10	National Parole Warrants		X	
02-11	Provincial Parole Warrants		X	
02-12	Ontario Review Board Warrants and Dispositions		X	
02-13	Child Apprehension Warrants		X	
02-14	Civil Warrants			X
	Appendix A	Civil Warrant – Response		X
02-15	Returning Prisoners on Warrants Held by Toronto Police Service			X
	Appendix A	Approval to Return Person in Canada on Criminal Code Warrants Held by Toronto Police Service		X
	Appendix B	Approval to Return Person on Warrants Held by Toronto Police Service		X
02-17	Obtaining a Search Warrant		X	
02-18	Executing a Search Warrant		X	
02-19	Report to a Justice/Orders for Continued Detention			X
	Appendix A	Report to a Justice (Form 5.2) – Distribution Chart		X
03-03	Toronto Jail and Detention Centres			X
	Appendix A	Admitting and Visiting Hours for Prisoners at Toronto Jail and Detention Centres		X
	Appendix B	Pre-Trial Detention of Young Offenders		X
03-04	Outstanding Charges/Warrants of Committal for Incarcerated Persons			X
03-05	Withdrawal Management Centres			X
03-06	Guarding Persons in Hospital		X	
03-07	Meal Provision for Persons in Custody		X	
03-08	Community Correctional Centres & Community Residential Facilities			X
03-09	Bail Reporting			X
04-01	Investigations at Hospitals			X
04-02	Death Investigations		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
04-03	Use of Photo Line-Ups for Eyewitness Identification			X
04-05	Missing Persons		X	
	Appendix A	Guidelines: Door-to-Door Canvas – Missing Persons and Abduction Cases		X
04-06	Building Checks and Searches		X	
04-07	Alarm Response			X
04-09	American Sign Language and Language Interpreters		X	
04-10	Passports			X
04-11	Persons Seeking Asylum			X
04-12	Diplomatic and Consular Immunity			X
	Appendix A	Identity Cards		X
	Appendix B	Summary of Law Enforcement Measures		X
04-13	Foreign Nationals			X
04-14	Field Information Report		X	
04-15	Obtaining Video/Electronic Recordings from the Toronto Transit Commission		X	
04-16	Death in Police Custody		X	
04-17	Rewards			X
04-18	Crime and Disorder Management		X	
	Appendix A	Guidelines for Divisional Crime Management	X	
	Appendix B	Guidelines: Problem Solving	X	
	Appendix C	Community Partnerships	X	
	Appendix D	Divisional Deployment	X	
	Appendix E	Crime Analysis	X	
	Appendix F	Strategy Management – Business Intelligence & Analytics	X	
	Appendix G	Duties of a Police Officer – Subsection 42(1) <i>Police Services Act</i>		X
04-19	Surveillance		X	
04-20	Electronic Surveillance		X	
04-21	Gathering/Preserving Evidence		X	
04-22	Polygraph Examinations			X
04-23	Marine Response		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
04-24	Victim Impact Statements		X	
04-25	Foreign Inquiries/Investigations/Extradition Requests		X	
04-26	Security Offences Act		X	
04-27	Use of Police Dog Services		X	
04-28	Crime Stoppers			X
04-29	Parolees		X	
04-30	Scenes of Crime Officer (SOCO)		X	
04-31	Victim Services Toronto		X	
04-32	Electronically Recorded Statements		X	
04-34	Attendance at Social Agencies			X
04-35	Source Management – Confidential Source		X	
	Appendix A	Source Management – Payment Requests		X
	Appendix B	Source Management – Crown Letters	X	
04-36	Agents		X	
	Appendix A	Agents – Crown Letters	X	
04-37	Witness Assistance & Relocation Program (WARP)		X	
04-38	Intelligence Services		X	
04-39	Joint Forces Operations		X	
04-40	Major Incident Rapid Response Team			X
04-41	Youth Crime Investigations		X	
	Appendix A	Class of Offences and Recommended Dispositions		X
	Appendix B	STOP – Serious Teen Offender Program		X
	Appendix C	Under 12 – Centralized Services Protocol		X
04-42	Non-Emergency Primary Report Intake			X
04-43	Burial Permits			X
04-44	Undercover Operations		X	
04-45	Internet Facilitated Investigations			X
Chapter 05	Appendix A	Excerpt from Guideline LE-029 – Preventing or Responding to Occurrences Involving Firearms		X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
05-01	Preliminary Homicide Investigation		X	
	Appendix A	Investigation Questionnaire: Pediatric Injury		X
	Appendix B	Investigation Questionnaire for Sudden Unexpected Deaths in Infants (Less than One Year of Age)		X
05-02	Robberies/Hold-ups		X	
05-03	Break and Enter		X	
05-04	Domestic Violence		X	
05-05	Sexual Assault		X	
	Appendix A	Third Party Records	X	
05-06	Child Abuse		X	
	Appendix A	Subsections 72(1)(2)(3) of the <i>Child and Family Services Act</i>		X
05-07	Fire Investigations			X
05-08	Criminal Writings		X	
05-09	Tampering or Sabotage of Food, Drugs, Cosmetics or Medical Devices			X
05-10	Threatening/Harassing Telephone Calls		X	
05-11	Fail to Comply/Fail to Appear			X
05-12	Counterfeit Money			X
05-13	Breach of Conditional Sentence			X
05-14	Immigration Violations			X
05-15	Asset Forfeiture Investigations		X	
05-16	Hate/Bias Crime		X	
05-17	Gambling Investigations		X	
05-18	Fraudulent Payment Cards		X	
05-19	Violent Crime Linkage Analysis System		X	
05-21	Firearms		X	
05-22	Abuse of Older or Vulnerable Persons		X	
	Appendix A	Older and Vulnerable Abuse Investigations – Contact Information	X	
05-23	Financial Crime Investigations		X	
05-24	Child Exploitation		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
05-25	Pawnbrokers and Second Hand Dealers		X	
05-26	Child Abductions		X	
	Appendix A	Guidelines: Door-to-Door Canvas – Missing Persons and Abduction Cases		X
05-27	Criminal Harassment		X	
	Appendix A	Specialized Criminal Investigations – Sex Crimes – Behavioural Assessment Section		X
	Appendix B	Excerpt from LE-028 of the <i>Adequacy and Effectiveness of Police Services Regulation</i>		X
05-28	Gang Related Investigations			X
05-29	Sex Offender Registry		X	
05-30	Major Drug Investigations		X	
05-31	Human Trafficking		X	
05-32	Kidnapping		X	
06-01	Commencing POA Proceedings		X	
06-02	Withdrawal of a Provincial Offences Act Charge			X
06-03	Prosecuting Business Establishments			X
06-04	Emotionally Disturbed Persons		X	
	Appendix A	Quick Reference Guide for Police Officers – Emotionally Disturbed Persons		X
	Appendix B	Designated Psychiatric Facilities		X
06-05	Elopees/Community Treatment Orders		X	
06-06	Apprehension Orders		X	
06-07	Restraining Orders		X	
06-08	Orders for Exclusive Possession of a Matrimonial Home			X
06-09	Animal Control			X
06-10	Landlord and Tenant Disputes			X
06-11	Licensed Premises		X	
06-12	Toronto Licensing Commission			X
07-01	Transportation Collisions		X	
07-02	Fail to Remain Collisions		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
07-03	Life Threatening Injury/Fatal Collisions		X	
07-04	Railway Collisions		X	
	Appendix A	Rail Accident Protocol		X
	Appendix B	Canadian Rail Incident Investigation Guideline		X
07-05	Service Vehicles Collisions		X	
07-06	Ability Impaired/Over 80 – Investigation		X	
	Appendix A	Ability Impaired/Over 80 Summary Chart		X
	Appendix B	Administrative Suspensions & Impoundments under the <i>HTA</i>		X
07-07	Ability Impaired/Over 80 – Hospital Investigation		X	
07-08	Approved Screening Device		X	
	Appendix A	Approved Screening Device Summary Chart – First Breath Analysis		X
	Appendix B	Second Breath Analysis Instructions		X
07-09	Breath Interview			X
07-10	Speed Enforcement		X	
07-11	Impounding/Relocating Vehicles		X	
	Appendix A	Divisional Chart for Forensic Exam Vehicle Impound		X
07-12	Theft of Vehicles		X	
	Appendix A	Letter of Direction		X
07-13	Unsafe Vehicles		X	
07-14	Parking Infraction Notice			X
07-15	Drug Recognition Expert Evaluations and Standardized Field Sobriety Testing		X	
07-18	RIDE Program		X	
07-19	Suspended/Disqualified Driving			X
	Appendix A	Administrative Suspensions & Impoundments Under the HTA		X
07-20	Licence Plates/Accessible Parking Permits			X
08-01	Employee and Family Assistance Program (EFAP)		X	
08-02	Sickness Reporting			X
08-03	Injured on Duty Reporting			X
08-04	Members Involved in a Critical Incident			X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
	Appendix A	Critical Incident Stress Handout		X
	Appendix B	Guidelines for the Support and Assistance of Affected Members		X
	Appendix C	Critical Incident Response Team/Peer Support Volunteers Flow Chart		X
08-05	Substance Abuse			X
08-06	Hazardous Materials, Decontamination and De-infestation		X	
08-07	Communicable Diseases		X	
08-08	Central Sick Leave Bank			X
08-09	Workplace Safety		X	
08-10	External Threats Against Service Members			X
08-11	Workplace Violence		X	
08-12	Workplace Harassment		X	
08-13	Workplace Accommodation – Medical		X	
09-01	Property – General		X	
09-02	Property – Vehicles		X	
09-03	Property – Firearms		X	
09-04	Narcotics and Drugs		X	
09-05	Property – Liquor		X	
09-06	Property of Persons in Custody		X	
Chapter 10	Appendix A	Incident Management System Organizational Chart	X	
Chapter 10	Appendix B	Containment & Perimeter Control	X	
10-01	Emergency Incident Response		X	
10-02	Incidents Involving Hazardous Materials			X
10-03	Bomb Threats and Explosions		X	
	Appendix A	Explosive Device Safe Standoff Distance Chart		X
10-04	Nuclear Emergencies			X
	Appendix A	Notification Protocols		X
	Appendix B	Nuclear Safety Status Zones		X
10-05	Incidents Requiring the Emergency Task Force		X	
10-06	Medical Emergencies			X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
10-07	Industrial Accidents			X
10-08	Chemical / Biological / Radiological / Nuclear Agents Events		X	
10-09	Evacuations			X
10-10	Emergencies and Pursuits on TTC Property		X	
10-11	Clandestine Laboratories and Marihuana Grow Operations			X
10-12	Counter-Terrorism		X	
10-13	Threats to School Safety			X
10-14	Public Health Emergencies/Pandemic Response		X	
11-01	Emergency Management & Public Order Response		X	
11-03	Police Response at Labour Disputes		X	
11-04	Protests and Demonstrations		X	
11-05	Major Disturbances at Detention Centres			X
11-06	Labour Disputes at Detention Centres		X	
11-07	Special Events		X	
11-08	Use of Mounted Section			X
12-01	Confidential Crown Envelope			X
12-02	Court Attendance			X
12-03	Use of Affidavits			X
12-04	Unserved Criminal Summons			X
12-05	Request to Withdraw Criminal Charge			X
12-06	Coroner's Inquest			X
12-08	Disclosure, Duplication and Transcription			X
12-09	Request for Adjournment			X
12-10	Re-laying Charges and Appeal Notices			X
12-11	High Risk Security Court Appearances		X	
Chapter 13	Appendix A	Unit Level Criteria / Conduct Penalties	X	
Chapter 13	Appendix B	Chief's Advisory Committee		X
Chapter 13	Appendix C	Progressive Discipline		X
Chapter 13	Appendix F	Notification for Legal Indemnification Time Limit	X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
Chapter 13	Appendix G	Expunge <i>Police Services Act</i> Conviction	X	
13-01	Awards		X	
13-02	Uniform External Complaint Intake/Management		X	
13-03	Uniform Internal Complaint Intake/Management			X
13-04	Uniform Unit Level Discipline		X	
13-05	<i>Police Services Act</i> Hearing		X	
13-06	Uniform Complaint Withdrawal			X
13-07	Policy/Services Provided Complaints		X	
13-08	Uniform Suspension from Duty			X
13-09	Civilian Complaint and Discipline Process		X	
13-10	Civilian Suspension from Duty			X
13-11	Unsatisfactory Work Performance			X
13-12	Legal Indemnification		X	
13-13	Civil Documents		X	
13-14	Human Rights		X	
13-16	Special Investigations Unit			X
13-17	Memorandum Books and Reports		X	
13-18	Anonymous Reporting of Discreditable Conduct		X	
13-19	Breath Test for Service Members			X
13-20	Accommodation for Persons with Disabilities		X	
14-01	Staff Development and Learning Plan – Uniform		X	
14-02	Evaluations, Reclassifications and Appraisals – Uniform		X	
	Appendix A	Appraisal Process – Uniform	X	
14-03	Probationary Constable/Field Training		X	
14-04	Acting Assignments			X
14-06	School Crossing Guards			X
14-07	Changes to Uniform and Civilian Establishment		X	
14-08	Request to Fill Established Positions and Hire Part-Time or Temporary Staff			X
14-09	Civilian Transfer, Reclassification and Promotion		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
14-10	Uniform Promotion Process – up to & Including the Rank of Inspector		X	
14-11	Uniform Promotion Process to Staff Inspector, Superintendent and Staff Superintendent		X	
14-12	Voluntary Lieu Time Donations			X
14-13	Contract Persons and Consultants		X	
14-14	Termination of Employment			X
14-15	Secondments		X	
14-17	Detective Classification and Plainclothes Assignment			X
14-18	Internal Support Networks (ISN)		X	
14-19	Workplace Accommodation – Non Medical		X	
14-20	Auxiliary Members		X	
14-21	WPPD – Senior Officers			X
14-22	Conflict of Interest Involving Related Members			X
14-23	Attendance at Special Activities			X
14-24	Police Officers Reclassified to Civilian Management Positions			X
14-25	Secondary Activities		X	
14-26	Leaves of Absence		X	
14-27	Bereavement Leave & Funeral Entitlements			X
14-28	Attendance at Competitions or Events		X	
14-29	Change in Personal Information			X
14-30	Re-Employment of Former Members and Lateral Entries		X	
	Appendix A	Criteria: Hiring Levels and Training Requirements	X	
14-31	Members Serving on Boards/Committees		X	
14-32	Crime Prevention		X	
14-33	Social Functions & Community Events		X	
14-34	Transfer – Police Officer			X
14-35	Special Constables			X
14-36	Participation in a Learning Opportunity			X
15-01	Use of Force		X	
	Appendix A	Provincial Use of Force Model		X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
	Appendix B	Provincial Use of Force Model Background Information		X
15-02	Injury/Illness Reporting		X	
15-04	Service Firearms		X	
15-05	Long Guns		X	
15-07	Use of Authorized Range			X
15-08	Soft Body Armour			X
15-09	Conducted Energy Weapon		X	
15-10	Suspect Apprehension Pursuits		X	
15-11	Use of Service Vehicles		X	
15-12	Inspection of Police Vehicles and Equipment		X	
15-13	Requests for Loan Vehicles			X
15-14	Fuel and Oil		X	
15-15	Shared Equipment		X	
15-16	Uniform, Equipment and Appearance Standards		X	
	Appendix A	Uniformed Command Officers & Senior Officers		X
	Appendix B	Police Constable to Staff Sergeant		X
	Appendix C	Uniformed Civilian Members		X
	Appendix D	Auxiliary Members and Volunteers	X	
	Appendix E	Officers – Specialized Functions		X
	Appendix F	Appearance Standards– Officers and Civilian Uniformed Members		X
	Appendix G	Wearing of Decorations and Medals		X
	Appendix H	Wearing of Name Badges	X	
15-17	In-Car Camera System			X
15-18	Secure Laptop			X
16-01	Service and Legislative Governance and Legal Agreements		X	
	Appendix A	Routine Order Approval and Publication Process		X
16-03	Forms Management			X
16-04	Correspondence and File Management		X	
	Appendix A	Unit Commander File Index		X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
16-06	Audit and Quality Assurance Process		X	
	Appendix A	Process for Ministry of Community Safety and Correctional Services Inspections of the Toronto Police Service	X	
	Appendix B	City of Toronto Auditor General Report and Follow-up Recommendation Process	X	
	Appendix C	City of Toronto Internal Audit Division Report and Follow-up Recommendation Process	X	
16-07	Collection and/or Use and/or Reporting of Statistics Related to Prohibited Grounds		X	
17-01	News Media		X	
	Appendix A	Sample News Release		X
17-03	The Municipal Freedom of Information and Protection of Privacy Act			X
17-04	Community/Public Safety Notifications		X	
	Appendix A	Disclosure of Personal Information	X	
	Appendix B	Occurrences where Public Warning/Notification and Consultation with BAS be Considered	X	
	Appendix C	Protocol for Public Notification	X	
17-06	CPIC Purge List		X	
17-07	BOLOs and FYIs		X	
17-08	Use of Special Address System		X	
17-09	Use of the Service Crest and Name		X	
17-10	Internet			X
17-11	Toronto Police Service Intranet (TPSnet)			X
17-12	Service Communication Systems		X	
17-13	Social Media			X
18-01	Covert Credit Cards			X
18-02	Transfer of Funds			X
18-03	Requests for Goods and/or Services			X
18-04	Third Party Claims for Damage to or Loss of Private Property			X
18-05	Reimbursement for Damaged or Soiled Personal Items and Clothing			X
18-06	Flashroll			X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
18-07	329 Fund		X	
18-08	Donations		X	
18-09	Service Seminars			X
18-10	Collection of Overpayments			X
18-11	Lieu Time – Negative Balance			X
18-12	Membership in Professional and Occupational Associations			X
18-13	Authorization and Expense Reimbursement for Service Business Travel			X
	Appendix A	Authorization Limits and Required Signatures		X
	Appendix B	Expense Allowances		X
18-14	Authorization and Expense Reimbursement for Service Training			X
	Appendix A	Authorization Limits and Required Signatures		X
	Appendix B	Expense Allowances		X
18-15	Shared Resources			X
18-16	Use of Revenue			X
18-17	Corporate Credit Cards			X
	Appendix A	Expenditures Authorized for Payment with a Corporate Credit Card		X
18-18	Business Expenses			X
	Appendix A	Examples of Appropriate Business Expenses		X
18-19	Paid Duties			X
19-01	Fire Safety Plans			X
19-02	Service Facilities		X	
	Appendix A	Notice		X
	Appendix B	Parking Access – Personal Vehicles		X
19-03	Police Headquarters			X
	Appendix A	Parking Access – Private Vehicles of Members		X
19-09	Off Site Police Facilities			X
19-10	Unit Operational Continuity Plan		X	
20-02	Commercial Film Industry			X

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P52. NOMINATION OF TORONTO POLICE SERVICES BOARD
REPRESENTATIVE TO THE ONTARIO ASSOCIATION OF POLICE
SERVICES BOARD (OAPSB) – BOARD OF DIRECTORS**

The Board was in receipt of the following report February 23, 2016 from Chin Lee, Acting Chair:

Subject: Nomination of Toronto Police Services Board Representative to the Ontario Association of Police Services Boards (OAPSB) – Board of Directors

Recommendations:

It is recommended:

1. THAT the Board nominate one of its members to represent the Toronto Police Services Board, for a one-year term, on the OAPSB Board of Directors; and,
2. THAT the Board advise the OAPSB of its nominee.

Financial Implications:

The OAPSB will pay most reasonable and necessary costs incurred by members of its Board of Directors.

Background/Purpose:

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

- helping local police service boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge; and
- advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

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

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

- the OAPSB Board of Directors meets 4-5 times per year, usually on weekday evenings for 4-5 hours at locations near the Toronto Pearson Airport;

- attendance at OASPB-hosted events is expected, including: 2016 Spring Conference and AGM (3.5 days, location: Niagara Falls) and 2016 Fall Seminar (1.5 days, location: near Pearson Airport);
- attendance at Zone/Big 12 meetings: 2-3 per year, each is typically a ½ day; and
- the OAPSB currently has 3 internal (voluntary) committees (that hold short meetings by phone) and participates on 18 provincial committees (usually the President and/or Executive Director is the representative).

Discussion:

The by-laws of the OAPSB provide that one seat on its Board of Directors is reserved for a member of the Toronto Police Services Board. Chair Andy Pringle currently is the TPSB's representative on the OAPSB Board. Chair Pringle would like another member of the Board to fulfil this responsibility and represent the Board at the OAPSB for one year commencing after the AGM scheduled for May 13, 2016.

The OAPSB bylaws state:

4.04 Nomination of Directors

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

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

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

4.05 Term of Office

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

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

4.02 Qualification of Directors

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

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

A copy of the *Qualifications and Declaration of Nomination to OAPSB Board of Directors* and a list of the current Board of Directors are attached as Appendix A to this report.

Conclusion:

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

Vice-Chair Chin Lee nominated Ken Jeffers. Mr. Jeffers agreed to the nomination.

Based on the nomination of Mr. Jeffers as the Board's representative on the OAPSB Board of Directors, the Board approved the foregoing report.

Moved by: C. Lee

Appendix "A"

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QUALIFICATIONS AND DECLARATION OF NOMINATION TO OAPSB BOARD OF DIRECTORS

Annually the Big 12 Police Services Boards are entitled to nominate four (4) of its members to represent them on the OAPSB Board of Directors. The nominated members will serve for a one (1) year period commencing after the Annual General Meeting scheduled for Friday, May 13th, 2016.

Members seeking nomination must meet the eligibility criteria contained in OAPSB By-law No. 1. A nominee must:

- be at least 18 years of age
- be a member of a Board and shall at the time of his/her election or within ten (10) days thereafter and throughout the term of office, be a member in good standing of the Association,
- Must meet any other eligibility requirements contained in the OAPSB By-laws. (see attached)

Name of Nominee:

Name of Board:

With the submission of this document, it is confirmed that the nominee has agreed to allow their name to stand for consideration.

Name of Board Chair or designate

Date

Please attach to this nomination form, a short biography of the individual being nominated including reasons why they wish to serve on the OAPSB Board of Directors.

Please return to: Dorothy McDonald, Executive Director
Halton Regional Police Services Board
Email: Dorothy.mcdonald@haltonpolice.ca or
Fax: (905) 825-9417

no later than 4:30 p.m. on **Tuesday, March 22, 2016.**

**ONTARIO ASSOCIATION OF POLICE SERVICES BOARD
EXCERPT FROM BY-LAWS**

4.02 Qualification of Directors

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

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

4.04 Nomination of Directors

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

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

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

4.05 Term of Office

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

BOARD OF DIRECTORS AS OF FEBRUARY 16TH, 2016

Position	Name	Board	Representing	Section
President	Russell Bain	Thames Centre	Section 10 South West	10
Vice-President	Eli El-Chantiry	Ottawa	Big 12	31
Vice-President	Kevin Eccles	West Grey	Zone 5	31
Secretary-Treasurer	Vaughn Stewart	Niagara	Zone 4	31
Director	Andy Pringle	Toronto	Toronto	31
Director	Lloyd Ferguson	Hamilton	Big 12	31
Director	Fran Caldarelli	Greater Sudbury	Big 12	31
Director	Vacant		Big 12	31
Director	George Davis	Terrace Bay	Zone 1	31
Director	Doug Jelly	Temiskaming Shores	Zone 1A	10
Director	Tom Ariss	Smiths Falls	Zone 2	31
Director	Sal Politi	Kawartha Lakes	Zone 3	31
Director	Pat Weaver	Chatham-Kent	Zone 6	31
Director	Don Smith	Thunder Bay & Shuniah	Section 10 North	10
Director	Rick Fraracci	Orillia	Section 10 South East	10

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P53. MOBILE WORKSTATION MOUNTING HARDWARE AND POWER
SUPPLY SYSTEMS**

The Board was in receipt of the following report February 15, 2016 from Mark Saunders, Chief of Police:

Subject: MOBILE WORKSTATION MOUNTING HARDWARE AND POWER
SUPPLY SYSTEMS

Recommendations:

It is recommended that:

- (1) the Board approve D&R Electronics as the vendor of record for the supply and delivery of mobile workstation mounting hardware and power supply systems for the period commencing March 1, 2016, and ending January 31, 2019; and
- (2) the Board authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The Toronto Police Service (Service) annually replaces approximately 85 front line scout vehicles outfitted with mobile workstation (MWS), in-car-camera (ICC), automatic vehicle location (AVL) and radio systems. The number of mounting hardware and power supply systems required is dependent on the number of vehicles being replaced during each year and varies from year to year.

All costs for annual vehicle lifecycle replacement, including all mounting hardware and power supply systems is funded from the Service's Vehicle and Equipment Reserve, as provided for in the Service's 2016-2025 Capital Program (Min. No. P275/15 refers). Funding in the amount of \$300,000 is included within the 2016 capital budget (Reserves) for this purpose. This amount will vary year-to-year depending upon the number of vehicles being replaced and any additional requirements.

Due to the change in vehicle model, all new vehicles with a MWS now require additional MWS mounting hardware and power supply systems. Any change to the number of MWS equipped vehicles deployed and dependent on mounting hardware and associated power supply systems, are budgeted and approved on a project-by-project basis.

Background/Purpose:

The Service operates approximately 550 front line vehicles equipped with MWS, ICC, AVL and radio systems to enable its policing operations. During the MWS lifecycle project in 2013, every front line vehicle was outfitted with an enclosure box, mounting hardware and power supply systems for MWS, ICC, AVL and radio devices.

At its meeting on March 19, 2015 (Min No. P70/15 refers), the Board approved Softchoice LP as the vendor of record for the supply and delivery of standard and mobile workstations, laptops, monitors, printers and other desktop related peripherals, and the software, maintenance and related professional services for such equipment, for a three year period, May 25, 2015 to May 24, 2018, plus one additional two-year options at the discretion of the Board (Min. No. P70/15 refers).

All MWS and associated mounting hardware and associated power supply systems have been procured through the MWS vendor of record. Although the mounting hardware and power supply components of the systems were purchased through Softchoice, these materials are proprietary to D&R Electronics.

With the discontinuance of the Ford Crown Victoria vehicle, in 2014, new model police front line vehicles (Ford Taurus and Ford Explorer) were introduced within the Service. These different model vehicles have created the need for changes and additions to mounting hardware and power supply systems. Relocation of several components of the vehicle's interior is necessary to facilitate the installation of the current MWS, ICC, AVL and radio systems into the new vehicles.

The additional mounting hardware and power supply systems for the new vehicles are proprietary to D&R Electronics, and were procured directly from D&R Electronics in 2015, as a sole source procurement at a cost of \$269,000.

To protect the investment in Service assets, as well as ensure a consistent, cost effective and responsive source for all the necessary mounting hardware and power supply necessary to operate the MWS, ICC, AVL and radio systems in our vehicles, the approval of a vendor is needed to provide the equipment on an ongoing basis.

Consequently, the purpose of this report is to establish a vendor for the supply of the necessary mounting hardware and power supply systems for the various component systems in the Service's vehicle fleet.

Discussion:

The mounting hardware and power supply systems are custom manufactured by D&R Electronics to meet the Services' ergonomic and air bag safety requirements in the Ford Crown Victoria. All mounting hardware and power supply systems have been re-used during any vehicle replacements performed annually.

Due to a change in the type of vehicles after the initial mounting hardware and associated power supply systems, additional mounting hardware and power supply systems are required to adapt the systems to the new model vehicles.

The original mounting hardware and power supply systems were procured as a component of the MWS system. To minimize the operational and financial impacts, the current MWS mounting systems have been adapted by D&R Electronics. A competitive process was considered to meet this requirement. However, this would negate the value the Service has invested in developing and acquiring its current mounting hardware and power supply solution, which has become standardized in the Ford Taurus and Ford Explorer vehicles.

Funding for MWS lifecycle replacement has been included within the Service's 2016-2025 capital budget request and the replacement will commence in 2018. However, it is anticipated that the next generation MWS will be radically different than the current configuration. During this project, a replacement mounting hardware and power supply system will be required. This replacement equipment will be procured as part of the MWS lifecycle project. Until that time, the continued use of the mounting hardware and power supply systems will be required.

Conclusion:

Effective and reliable MWS, ICC, AVL and radio systems are critical to meet the public safety, risk management, and accountability objectives of the Service, and to ensure the investment in this technology is maintained and kept in a state of good repair.

The existing mounting hardware and power supply systems require additional components to be utilized in the new model vehicles being procured. D&R Electronics is the manufacturer for these proprietary designs of mounting hardware and associated power supply systems. It is therefore recommended that D&R Electronics be approved as vendor of record for the supply and delivery of mobile workstation mounting hardware and power supply systems related to the installation materials required for the current MWS, ICC, AVL and radio systems.

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

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 MARCH 17, 2016**

**#P54. REQUEST FOR FUNDS: TORONTO CRIME STOPPERS HOSTS
STUDENT SYMPOSIUM**

The Board was in receipt of the following report February 08, 2016 from Mark Saunders, Chief of Police:

Subject: REQUEST FOR FUNDS: TORONTO CRIME STOPPERS HOSTS STUDENT SYMPOSIUM

Recommendations:

It is recommended that the Board approve an expenditure not to exceed \$25,000 from the Board's Special Fund, to support the Toronto Crime Stoppers Student Symposium "Be the Change You Want to See".

It is also recommended that the Board approve the use of the Toronto Police Service and Toronto Police Services Board logos on promotional material for the Toronto Crime Stoppers Student Symposium.

Financial Implications:

Funding to cover the costs of speakers, a venue, refreshments, and promotional materials would be drawn from the Board's Special Fund and would not exceed \$25,000. Other sponsorship opportunities will be sought by the Toronto Crime Stoppers Board to offset the total costs of the event.

Background/Purpose:

The Toronto Police Service identified Safe Communities & Neighbourhoods as a 2014-2016 Service Priority. This priority was determined through extensive consultation, with both members of the Service and members of the community, as well as from a comprehensive analysis of ongoing trends and anticipated challenges to the delivery of police services within the coming years.

An important component of this priority is for the Service to "contribute to and foster neighbourhood-initiated efforts to strengthen a sense of community...and engage more proactively with community members"ⁱ. This priority is being proven every day through the ongoing relationship the Service has with the Toronto Crime Stoppers program.

For many years the Toronto Crime Stoppers Program has delivered a School Crime Stoppers Program, the focus of this is in line with the Service's priority of Safety Communities & Neighbourhoods. In fact, over the past few years the overwhelming message delivered through the Student Crime Stoppers Program is about engaging young people in a proactive way so they can develop and exercise a sense of moral responsibility when it comes to safety in their schools and communities.

Last year alone, the Student Crime Stoppers program delivered this message to more than 5,000 students across the city. In an effort to expand this influence, based on a very successful program out of York Region, the program has developed the Crime Stoppers Student Symposium, scheduled for May 16, 2016.

Given the Service has recognized that successful crime prevention and/or public safety initiatives are borne out of community partnerships between grassroots organizations and the police service, the Toronto Police Service supports Toronto Crime Stoppers in this initiative.

Discussion:

The anticipated attendance for the Symposium will be approximately 1,200 participants, representing secondary schools across the city. There will be no registration fee for the schools attending. Students will be provided with a full day of motivational speakers and entertainment focused on delivering the Symposium's theme of "Be the Change You Want to See".

This request seeks funds to support the organization of the symposium. Other financial support will be sought from various corporate sponsors that have been known to support Crime-Stoppers-related events in the past.

The following table outlines the estimated costs for the 2016 Crime Stoppers Student Symposium.

Item	Estimated Cost
Keynote Speakers x 4	\$8,630
- Travel, fees, etc.	
Entertainment	\$1,000
- Dance Competition	
Participant Takeaways	\$3,000
- Bag, pen, stationary	
Venue	\$5,000
- Rental, audio-visual equipment, signage	
Food	\$12,000
- Lunch, snacks	
Total Expenditures:	\$29,630

***Any funds not used by Toronto Crime Stoppers for the Symposium will be returned to the Toronto Police Services Board.**

The request for the funding of the 2016 Toronto Crime Stoppers Student Symposium from the Board's Special Fund has been reviewed and meets the criteria as set out in the Board's amended Special Fund policy dealing with Community Outreach (Min. No. P73/2013 refers).

In addition, Toronto Crime Stoppers is requesting the use of the Toronto Police Service and Toronto Police Services Board logos. These logos would be included on signage at the event to recognize those who have supported the Student Symposium. While that signage has not yet been created, it would look similar to the design that has been attached to the Report as Appendix A. The logos would also be used in developing any media materials for the Symposium, such as news releases.

The request to use the logos meets the criteria as outlined in Service Procedure 17-09: the crest is being used to promote community engagement; the crest will not be altered in any way; the crest is not being used to endorse a product or service; and use of the crest will not incur any cost for the Service.

Conclusion:

Supporting the Toronto Crime Stoppers Student Symposium provides the Service an opportunity to deliver on one of its Service Priorities in a meaningful way. By helping to deliver a one-day program that will motivate young people towards becoming positive, morally-focused members of society can only mean a greater sense of community and a greater responsibility towards safe schools and neighbourhoods.

Chief Mark Saunders will be in attendance to respond to any questions that the Board may have regarding this report.

The Board approved the foregoing report.

Moved by: D. Noria

2016 TORONTO

crime STOPPERS

SCHOOL SYMPOSIUM

Be the change you want to see



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P55. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES: JULY – DECEMBER 2015**

The Board was in receipt of the following report February 24, 2016 from Mark Saunders, Chief of Police:

Subject: SEMI-ANNUAL REPORT 2015: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES - JULY TO DECEMBER 2015

Recommendations:

It is recommended that:

- (1) the Board approve the write-off of an employee receivable in the amount of \$114,804 resulting from the execution of Minutes of Settlement; and
- (2) the Board receive this report.

Financial Implications:

Total write-offs in the second half of 2015 resulted from uncollectible employee receivables in the amount of \$116,607. The amount written off (\$1,803) had been allowed for in the Service's allowance for uncollectible accounts. As a result, there is no direct impact on the Service's budget in 2015.

The amount requiring Board approval (\$114,804) was allowed for in 2015 as part of the fiscal year-end adjustments to the allowance. However, given that the amount to be written off can be net against a balance owing to the individual, the net cost to the organization of this write-off is \$67,626.

The adequacy of the allowance for uncollectible accounts is analyzed annually as part of the year end accounting process. Any adjustment required to this balance will be included in operating expenses in the year the adjustment is made.

Background/Purpose:

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

The purpose of this report is to provide the Board with information on the amounts written off (during the period of July 1 to December 31, 2015) and to request approval to write-off an employee receivable in the amount of \$114,804.

Discussion:

External customers receiving goods and/or services from Toronto Police Service (Service) units are invoiced for the value of those goods or services. The Service's Accounting Services unit works closely with divisions, units and customers to ensure that some form of written authority is in place with the receiving party prior to work commencing and an invoice being sent, and that accurate and complete invoices are sent to the proper location, on a timely basis. The work performed by the Accounting Services unit is intended to ensure that invoiced amounts are recorded in the Service's financial accounts and will ultimately be collected.

Accounts Receivable Collection Process - Paid Duty Customers

In March 2014, the terms of payment for paid duty customers were changed as a result of the implementation of the Paid Duty Management System (PDMS). Most customers are required to secure a deposit or pre-pay in advance of the paid duty event for the entire cost of paid duty. Deposits are recorded in the Service's financial records, monitored and drawn down as services are provided. Deposits are replenished by customers as needed, based on future dated requests for paid duty services.

Long standing customers that have good credit history with the Service are invoiced and not required to pre-pay in advance. These customers, which represent less than 20% of the paid duty receivables portfolio, include the City of Toronto's ABCD's, other government partners, and several large private sector organizations with a solid credit history.

Accounts Receivable Collection Process - Non-Paid Duty Customers

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

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

Employee receivables fall into this category.

Amounts written off during the July 1 to December 31, 2015 period (\$1,803):

During the six month period of July 1 to December 31, 2015, one account totalling \$1,803 was written off, in accordance with By-law 147. This write-off was the result of binding Minutes of Settlement following the termination of an employee.

Request to approve Employee Receivable write-off (\$114,804):

The original overpayment represented an amount owing from a retired member that arose as a result of a leave of absence. The amount was established as a receivable in 2014, yet allowed for as possibly uncollectible in the Service's records, given grievance proceedings. As a result of binding Minutes of Settlement, which rendered all matters as resolved fully and finally, the Board is being requested to write the amount off.

It should be noted that final payments owing to the member from bank balance entitlements amounting to \$47,148, have offset the amount recorded in the Service's records as receivable, resulting in a net amount owing of \$67,626.

Conclusion:

In accordance with By-law 147, Section 29 – Authorization for Write-offs, this report provides information to the Board on an amount written off by the Service during the period from July 1 to December 31, 2015.

In addition, due to binding Minutes of Settlement related to a retired member, the Board is also requested to approve the write-off of an employee receivable of \$114,804.

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

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

The Board approved the foregoing report.

Moved by: S. Carroll

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

#P56. ANNUAL REPORT – 2015 HATE/BIAS CRIME STATISTICS

The Board was in receipt of the following report February 16, 2016 from Mark Saunders, Chief of Police:

Subject: 2015 ANNUAL HATE/BIAS CRIME STATISTICAL REPORT

Recommendations:

It is recommended that:

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

Financial Implications:

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

Background/Purpose:

The Toronto Police Service Intelligence Services – Hate Crime Unit (HCU) has collected statistical data and has been responsible for ensuring the thorough investigation of hate/bias crime offences since 1993.

The Toronto Police Service (the Service) Hate/Bias Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against persons or property and are motivated by the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or other similar factor within the City of Toronto. The report also provides an overview of the training and education that was provided to the Service's police officers with respect to hate/bias crimes in 2015, as well as the various community outreach initiatives that were undertaken by the HCU and other units within the Service.

Discussion:

The year 2015 was characterized by strengthened relationships with community partners, education and a commitment to encouraging public reporting of hate/bias crime.

In 2015, there was an 8.2% decrease in the number of reported hate/bias crimes compared to 2014. There are a number of factors that can affect fluctuation in the number of hate/bias crimes and the community groups that were victimized. These factors include international events,

community educational programs, hate/bias crime training and increased reporting. The most prevalent hate/bias occurrences were for the offences of mischief to property, assault and criminal harassment. Assault and criminal harassment occurrences were all occurrences that were unprovoked by the victims. As in past years, these kinds of offences occurred in a variety of different locations including private dwellings, public park/streets, schools, and on public transportation.

In 2015, the HCU continued to be an active partner of the provincial Hate Crime Extremism Investigative Team (HCEIT). The HCEIT consists of members from fifteen Ontario police services that receive provincial funding for the joint collection and sharing of information, enforcement and education on hate/bias crimes.

Throughout the year, the HCU consulted with community organizations and representatives for the purposes of education, negotiation, mediation for public order and safety, and to address community concerns specific to hate/bias crimes. Moreover, the HCU collaborated with the Service's Divisional Policing Support Unit (DPSU), Muslim and LGBTQ Liaison Officers with regard to outreach in the respective communities. The partnership between the HCU and DPSU provides local and international education on the subject of hate/bias crimes and discrimination to local government and social agencies, community leaders, and police officers.

Conclusion:

This report provides the Board with a comprehensive statistical overview of the hate/bias crimes reported and investigated in the City of Toronto throughout 2015.

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

The Board approved the foregoing report.

Moved by: K. Jeffers

A copy of the Executive Summary is appended to this Minute for information. A copy of the full report can be accessed here:

<http://www.torontopolice.on.ca/publications/files/reports/2015hatecrimereport.pdf>

Executive Summary

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

The report explains the mandate of the Toronto Police Service Hate Crime Unit (HCU) and the methodology that is used by the HCU to collect the statistical data. The data is based on hate/bias crimes that were reported to the Toronto Police Service, hereafter referred to as "the Service" between January 1, 2015 and December 31, 2015.

The report also provides an overview of the training and education that was provided to the Service's police officers with respect to hate/bias crimes in 2015, as well as the various community outreach initiatives that were undertaken by the HCU and other units within the Service.

In 2015, there was a decrease in the total number of hate/bias crimes occurrences reported to the Service. In comparison to 2014, the number of reported occurrences decreased from 146 to 134 representing a difference of approximately 8%. Over the past ten years, between 2006 and 2015, the average number of reported hate/bias crimes is approximately 143 per annum.

The number of arrests related to hate/bias crimes in 2015 decreased from 22 persons arrested in 2014 to 19 persons arrested in 2015. As in previous years, the number of arrests for hate/bias motivated offences was attributed to allegations of mischief to property (i.e. graffiti) in circumstances where there was little or no suspect description available. These occurrences frequently transpired without the victim or any witnesses present. These factors significantly added to the challenges in investigating hate/bias motivated offences and arresting suspects.

The three most targeted groups since 2006 have been the Jewish community, the Black community and the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) community. In 2015, the Jewish community, followed by the LGBTQ community and the Muslim community were the most victimized groups. The three most reported criminal offences motivated by hate/bias in 2015 were mischief to property, assault and criminal harassment. The Jewish community was the most victimized group for mischief to property occurrences, while the LGBTQ community was the most victimized group for assault occurrences. The Muslim community was the most victimized group for criminal harassment occurrences.

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

The regional instability in the Middle East has resulted in the displacement of nearly four million Syrian refugees. In response, the Canadian government committed to resettle 25,000 Syrian refugees by January 1, 2016. In 2015, the Service has noted an increase in hate/bias crime targeting the Muslim community, specifically during the month of November. This trend may be attributed to negative backlash following the attacks in Paris, France and the government's refugee resettlement plan.

When more than one identifiable group (i.e. Catholic and Ukrainian) was targeted in an incident the occurrence was categorized as multi-bias. In 2014, 14 of the 146 hate/bias occurrences were categorized as multi-bias. In 2015, 10 of the 134 hate/bias occurrences were categorized as multi-bias. In comparison to 2014, the number of occurrences categorized as multi-bias decreased by approximately 28% in 2015.

In 2014, the Canadian Center for Justice Statistics (CCJS) published the Hate Crime Consultations and Recommendation Report. One of the recommendations made in this report was for police services to report hate/bias crimes targeting members of the Transgender community under either the sex and/or gender category for the purpose of comparability across jurisdictions. For the purpose of uniform crime reporting across Canada, the Service adopted the CCJS recommendation. Hate/bias crimes targeting members of the Transgender community have been categorized under the sex category since the 2014 report. Prior to 2014, the Toronto Police Service Annual Hate/Bias Crime Statistical Report categorized hate/bias crimes against members of the Transgender community under the sexual orientation category.

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P57. BODY-WORN CAMERA PILOT PROJECT – MONTHLY REPORT –
MARCH 2016**

The Board was in receipt of the following report March 01, 2016 from Mark Saunders, Chief of Police:

Subject: BODY WORN CAMERA PILOT PROJECT: MARCH 2016

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 of July 16, 2015, approved the following motion:

(1) The Chief be requested to provide a monthly public report to the Board, starting with the August 2015 meeting of the Board, on the implementation of the Body-Worn Camera Pilot Project, including any issues, emerging patterns, member feedback and community response (Min. No. P183/2015 refers).

Discussion:

On May 18, 2015, the Service implemented a 12-month pilot project to explore the benefits, challenges, and issues surrounding the use of Body Worn Cameras (BWC) in Toronto.

Using both quantitative and qualitative data, the pilot project will be evaluated to assess how the project was implemented and what results it achieved. If appropriate, it will offer recommendations on possible adjustments to assist in achieving the project's stated goals and assist with wider implementation, if such expansion is shown to be desirable and feasible.

The Service's evaluation is being assisted by an external Evaluation Advisory Committee, comprised of evaluation and data specialists. This independent panel of experts is providing advice on, and is monitoring the quality of the evaluation.

The following information is submitted in response to the Board's request for a monthly update on any issues, emerging patterns, member feedback and community response on the BWC pilot project.

Issues:

There have been no new issues arising since the last report. The pilot project is continuing with the assistance of the two remaining vendors, Panasonic Canada and Reveal Media (Integritys).

Emerging Patterns:

As of February 26, 2016, the total number of videos recorded was 26,183, using 8.5TB of storage. This is a total of 3,216 hours recorded.

Community Response:

The Service's BWC website contains a link to two online surveys for ongoing community input during the pilot. One survey is for general members of the public and one survey is specifically for members of the public who have had contact with a BWC equipped officer.

The link can be accessed at: <http://www.torontopolice.on.ca/bodyworncameras>.

The surveys will remain available until March 17, 2016.

Information Sharing with Police Agencies:

A research team from the Service de Police la Ville de Montreal (SPVM) met with members of the Service's BWC pilot project implementation on January 27 - 29, 2016. The SPVM are in the process of developing their own BWC pilot project, and were provided with an overview of our pilot's operational plan, governance, technology and the training that each officer receives to prepare them for taking part in the pilot.

Conclusion:

The BWC pilot project implementation team will continue to report to the Board on a monthly basis with regard to any issues, emerging patterns, member feedback and community response.

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

Staff Superintendent Tom Russell, Area Field, was in attendance and responded to questions by the Board.

The Board received the foregoing report.

Moved by: J. Tory

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P58. DURHAM REGIONAL POLICE SERVICES BOARD - PROPOSED
LEGISLATIVE AMENDMENTS TO THE *POLICE SERVICES ACT***

The Board was in receipt of a copy of correspondence dated February 24, 2016 from Roger Anderson, Chair, Durham Regional Police Services Board, to the Minister of Community Safety & Correctional Services containing proposed amendments to the *Police Services Act*. A copy of Chair Anderson's correspondence is appended to this Minute for information.

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

- Derek Moran
- Kris Langenfeld

Mr. Langenfeld provided a written copy of his deputation; copy on file in the Board office.

The Board received Chair Anderson's correspondence and the deputations.

Moved by: J. Tory



DURHAM REGIONAL POLICE SERVICES BOARD

R. Anderson, Chair * R. Wilson, Vice-Chair
B. Drew, Member * A. Furlong, Member
S. Lal, Member * B. McLean, Member * R. Rockbrune, Member

February 24, 2016

The Honourable Minister Yasir Naqvi
Minister of Community Safety and Correctional Services
25 Grosvenor Street -18th Floor
Toronto ON M7A 1Y6

Dear Minister Naqvi:

On behalf of the Durham Regional Police Services Board, I am writing to offer our views on the proposed legislative amendments to the *Police Services Act*. We are aware of the Province's intentions to consult broadly on its legislative proposals as part of its Strategy for a Safer Ontario, and we sincerely appreciate the opportunity to participate in this process. Our input is offered in the spirit of constructive dialogue and partnership. We believe that this is a tremendous opportunity to ensure that our collective investments are effective, and that the appropriate legislative and regulatory tools are in place to support high quality service delivery. Given the considerable impact that such changes will generate at the local level, we are pleased at your commitment to consider the perspectives of Boards and municipalities as changes are proposed and considered.

At the outset, I would like to advise you that our viewpoints are informed by one Board member in particular. Mr. Stindar Lal, Q.C., was appointed by Regional Council to the Durham Regional Police Services Board for a term of four years in February 2015. As you may know, Mr. Lal had a distinguished career in the Ontario Public Service, serving as a deputy minister in six different ministries. Most notably, he was the Deputy Solicitor General at the time the current *Police Services Act* was enacted. He led the process which resulted in a consensus of the draft Bill among all segments of the police community. His knowledge and experience have been invaluable to our Board in many respects and in this exercise in particular, and we believe his contribution enhances the credibility of our submissions to you.

605 Rossland Road East, Box 911, Whitby, ON L1N 0B8
Phone: 905-579-1520, Ext. 4307 * Fax: 905-721-4249
Email: alongo@drps.ca

I would like to begin by stating that the Durham Regional Police Services Board values the safety of our communities as a foundation for social wellbeing and economic prosperity. We owe a large debt of gratitude to the professional police officers and civilians across Ontario whom we entrust to prevent crime, enforce the law, ensure public order, assist victims and respond to emergencies. Like many other Boards across the Province, however, we recognize that police services must be modernized to ensure that they remain accountable, relevant and sustainable to our citizens. Indeed this sentiment was reflected in the Premier's mandate letter to you dated September 25, 2014, in which she identified the development of a new strategic vision for community safety and policing and control over the rising cost of policing as priorities for your Ministry.

As you are aware, the costs of policing have risen dramatically over the last decade. As reported by the MacDonald Laurier Institute in its report "The Blue Line or the Bottom Line of Police Services in Canada?", police budgets have increased at a rate double that of GDP in the last ten years. In Ontario, the Province and municipalities now spend more than \$4 billion annually on policing, and taxpayers are saddled with the highest per capita policing costs in Canada. While a myriad of factors have contributed to police cost increases, the significance of our collective financial investment is indisputable.

While cost is an important factor in the development of a new policing model for the Province, we submit that there are many others that have precipitated the need for reform: decreases in crime, increasing complexity factors to public safety challenges, technological advancements, and higher expectations among the public for accountability. It is a well-documented reality that very significant and rapid changes are occurring in the makeup of Ontario society which will have a profound impact on how Police Services are delivered in the Province. The current *Police Services Act* identified the coming changes in its opening Statement of Principles when it referred to the 'need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario Society and the need to ensure that Police Forces are representative of the communities they serve.' It is a credit to the leadership of the policing community that most police services have some representation from the racialized community. However, with the rapid demographic changes occurring in Ontario today and in the very near future, concerted efforts need to be undertaken by the Police leadership to ensure that police services of tomorrow reflect the demographics of the society they serve.

The other reality in the Ontario Society of tomorrow is the significant increase in the ageing population of Ontario. This vulnerable segment of Ontario Society will require special skills and understanding from the Police community to meet their needs. Other service providers in Ontario have undertaken detailed studies to prepare themselves for tailoring their services to the unique challenges of an ageing society.

In addition to the ageing population, Ontario society is becoming increasingly aware of the devastating impact of mental illness. Recent events in Ontario have highlighted the need for the policing community to understand and handle situations arising from the impact of mental illness. Unfortunately it is a reality that requires all service providers and society generally to show compassion and understanding in dealing with these situations.

The practice of 'carding' and the use of force by the police have been issues at the forefront of our public discourse. We would encourage you to create a legislative imperative to address these and other critical realities which will have a significant impact on how police services are delivered in Ontario. It is equally important that the training programs undertaken by the Police College in Ontario are significantly enhanced to equip Police officers with the understanding of these critical issues and the ability to deal with them with compassion.

With this context in mind, we would suggest that amendments to the *Police Services Act* be guided by three overarching, mutually-reinforcing objectives:

1. Enhancing public trust and police legitimacy
2. Improving the quality of police service delivery
3. Providing opportunities for greater efficiency

I would like to expand on possible amendments to the *Act* and its associated Regulations that would support the achievement of these objectives.

1. Enhancing public trust and police legitimacy

It is well understood that in order for the police to be effective, they must earn the confidence and trust of the people they serve. Public trust is the foundation for effective policing, and in its absence, it is impossible for the police to attain their goals. Many citizens would assert that over the past several years, we have witnessed, to a certain degree, an erosion in the trust and esteem in which our police are held. This trend was noted in the recent publication by the Council of Canadian Academies, "Policing Canada in the 21st Century: New Policing for New Challenges". While the police do maintain strong public approval ratings overall, any diminution in trust and subsequent legitimacy cannot be left unchecked. At its core, amendments must seek to restore and maintain

high levels of public trust in our police. We would offer the following suggestions in order to foster this objective.

a) Strengthen civilian governance

An effective system of governance that places the citizen at the forefront is essential for the public to preserve trust in its police service. We believe that the legislative framework should clearly reflect this principle, so that the values and expectations of citizens are integrated more comprehensively into police service delivery. While the Adequacy and Effectiveness of Police Services Regulation (the Adequacy Regulation) prescribes the consultations that the Board must undertake as part of its Business Plan, engaging with the public and community groups on an ongoing basis should become a more entrenched feature of police governance. For example, consultative committees composed of citizens may generate greater public engagement and help to cultivate trust and build police legitimacy. While the current *Act* does not preclude such mechanisms, we believe that there is a need for the new *Act* to take innovative approaches to instill a greater degree of public representation into governance processes.

As you know, following Justice Morden's Independent Civilian Review Into Matters Relating to the G20 Summit Report in 2012, the role of the Police Board came under intense scrutiny. As part of the public dialogue on this issue, a central question arose about the appropriate level of direction a Board may give to its Chief of Police. While it is apparent that there is a lack of clarity in this area, we believe this is promulgated by a promotion of an inaccurate interpretation of the *Act*, rather than a lack of clarity in the *Act* itself. As Justice Morden astutely expressed in his report:

"It is sometimes said, in simple and general terms, that policies are for the Board and operations are for the chief of police and that the two must always be kept separate. Apart from being impossible to apply in its own terms, this statement does not represent what the statute provides" (page 54).

And further:

"The 1990 legislation... was intended to strengthen the role of the police services board and give a more precise definition of its role and responsibilities. The responsibilities of the Board under the *Police Services Act* with respect to determining "after consultation with the chief of police", objectives and priorities respecting police services in the municipality (section 31 (1)(b)), and establishing policies for the effective management of the police force (section 31 (1)(c)) dovetailed with the Chief's duty under section 41 (1)(a) to administer "the police force and oversee its operation in accordance with the objectives, priorities, and

policies established by the Board under subsection 31 (1)", are clearly inconsistent with any right on the part of the Chief not to discuss fully with the Board both contemplated and completed police operations." (page 55).

We agree with Justice Morden that the assumption that Boards may not be involved in operational matters represents an inaccurate reading of the law. The *Act* states the Board shall not direct the Chief with respect to "specific operational matters" or with respect to "the day-to-day operations of the Police Service." We believe that this interpretation is paramount, and that the Board's existence is premised on an informed understanding of the operations of the Police Service. Indeed, the policies of the Board are intended to affect the manner in which the police operate in the municipality, and it is the Board that determines priorities and objectives for policing in the community, after consultation with the Chief of Police. It is not reasonable that the Board assume this function in the absence of an operational context. We would therefore emphasize that the fact that the *Act* is not consistently interpreted by those who work within its parameters requires attention in the upcoming legislative review. We believe that Boards should retain the authority that is currently invested in them as representatives of the public, and we are pleased that the Province intends to offer greater precision and clarity that will communicate the appropriate roles of Boards and Chiefs and therefore foster greater accountability.

Given the significant role played by the Board, we would also advocate for mandatory education for new Board members, provided by the Province. A standard curriculum would enable Board members to understand their roles, the context in which they assume them, and the rules by which they must abide. We would also propose that the majority of members of the Board continue to be appointed by the local municipality, as we communicated to you in a letter from the Big 12 dated May 22, 2015, given it is the local taxpayer who pays for policing. It would be extremely difficult for us to accept a departure from this practice. Further, all appointees to a Board should be assessed according to a set of competencies and be subject to a background check. We believe that these measures would provide a strong foundation in which Boards can operate and contribute to greater public confidence in our police services.

b) Address shortcomings in the complaints and disciplinary system

Part V of the *Police Services Act* establishes the processes that must be followed for complaints and disciplinary hearings. As you know, this part of the *Act* was subject to a major overhaul in 2009 to create the Office of the Independent Police Review Director (OIPRD). It is our position that additional changes are needed to this area of the *Act* to improve the accountability framework for policing. Most egregious within the current system is the prohibition to suspend a police officer without pay. This has been a source of frustration

for Police Chiefs and Boards for many years, and in many communities has caused significant consternation among the public. We would add that Ontario remains the lone Province that prevents a Chief from having this authority. We believe strongly that the *Act* should be amended to enable officers to be suspended without pay and that this step would enable us to preserve the public trust to a higher degree. Furthermore, we would ask for consideration of a review of the OIPRD investigation of complaints to ensure the process is as efficient and responsive as possible.

In Durham we have had cases that languish through a litigious and costly disciplinary process that undermine public trust. When an officer is able to earn his full salary over eight years, despite a criminal conviction, there is something clearly wrong. We would suggest to you that the entire process for resolving conduct matters is overly rigid, and that a lack of accountability weakens the perception of the police as guardians of fairness and justice. Penalties for misconduct are based upon case law, and in the mind of the public, may not reflect the seriousness of the misconduct. The process to dismiss an officer is far too lengthy, and too often police officers are treated differently than they would if they were employed in an alternate field. This practice serves to reinforce the perception that police officers are subject to a different set of rules, to the detriment of public trust in their profession. As former OPP Commissioner Chris Lewis noted in a recent on line article, "If an applicant with a conviction for most criminal offences isn't going to be considered for employment in policing to begin with, that shouldn't change once hired". Offences for which conduct will result in dismissal should be articulated clearly in the law. We believe that this would set clear expectations and demonstrate to the public that uniform members who are entrusted to serve them will be held to a high standard of behavior, both on and off-duty.

2. Improving the quality of police service delivery

a) Clearly define what police roles are (and what they are not)

As noted earlier, the public expectations of the police, and the society in which they wield their powers, has changed considerably over the past quarter century when the *Police Services Act* was conceived. Quite simply, it is no longer practical for a fully armed and trained police officer to assume many of the roles that we now ask of them. Many roles could be undertaken by other agencies, or by civilians within a police agency. The recent study by the Council of Canadian Academies articulated the emergence of a security web, including many service providers, as its central theme.

"Both the demands on police and the context in which they work have changed considerably since police were initially institutionalized to provide public security in Canada. Foremost among these changes has been the growth of the safety and

security web. The web comprises an increasing number of non-police organizations — including private security, local health professionals, community and municipal groups, and other government organizations — that now interact with one another and with police in the provision of safety and security. The safety and security web presents both the central challenge and the central opportunity for Canada's police in the 21st century" (page xi).

When the Future of Policing Advisory Committee was struck in 2012, its primary goal was to determine core and non-core police services in support of effective, efficient and sustainable police service delivery. We believe that the imperative of this task remains and that this exercise is crucial to our reform efforts. While we appreciate that the Strategy for Safer Ontario envisages a much broader framework, the importance of clearly articulated police duties, activities and functions should not be overlooked. You will recall that the Commission on the Reform of Ontario's Public Services Report in 2012 (the Drummond Report) also recommended a review of the core responsibilities of police to eliminate their use for non-core duties, and an examination of alternative models of police service delivery. We believe that there remains significant opportunity to pursue alternative ways to provide community safety, and we expect that this will be a key feature of the legislative modernization that you are embarking on.

b) Increase the professionalization of policing

Our current method of hiring a police officer and then sending him or her to training to qualify as a police officer is not entirely rational. We believe that the accreditation of police officers would strengthen the quality of recruits and the delivery of the services that they provide. Successful completion of an accredited program prior to being hired would go a long way toward creating a more professional model of policing, and augment the level of knowledge, skill and ability a police employee will bring to their career. Indeed, such a system is already in place for the vast majority of professions, from engineers to nurses, to teachers and accountants. There is no compelling argument for why policing should be different. A higher level of professional sophistication, education and experience is required of police officers to meet the complex challenges that they will face during their careers. The Quebec model for police training may be an example that the Province could look towards as it explores this possibility.

Our position is that a departure from the generalist model of police organization to greater specialization would also strengthen police practices and improve service delivery. Threats such as cybercrime require unique skill sets, ones that vary significantly from those required for other forms of police work, such as specialized

investigation or general patrol. The Association of Municipalities of Ontario (AMO) 2015 report on Policing Modernization expands upon this theme in greater detail, and concludes that greater civilianization would benefit policing by offering cost savings and by enabling greater specialization of labour. It is noted that in Mesa, Arizona, civilian investigators are responsible for home and car burglaries that are no longer in progress. We believe that changes to how labour is organized in the police setting will support better decision making and service delivery, and we ask that sufficient flexibility be built into the new legislative regime.

c) Support evidence-based decision making

An enhanced approach to performance measurement is necessary for the police sector to make more evidence-based decisions. This need has been well articulated in various studies, including the AMO report, the study by the Council of Canadian Academies, and the MacDonald Laurier Institute report. The adoption of uniform measures will support innovation and apply a more "business savvy" lens to evaluating the effectiveness of police programs and services. We recognize the challenge associated with measuring the impact of police work; assessing the value of human service is fundamentally different than quantifying the value of a private company, whose motivation is profit. Nonetheless, we believe that this area has been neglected for too long and that a standardized measurement framework would be a valuable tool that would assist police services across the Province in providing safer communities. We hope that your Ministry places priority upon the current performance measurement deficit as it renews the current legislation.

3. Providing opportunities for greater efficiency

a) Enable greater local autonomy

While we appreciate the Province's interests in ensuring appropriate levels of police service across Ontario communities, we believe that there are areas of the *Act*, and in particular, in the Adequacy Regulation, which are overly prescriptive and affect our ability to manage local policing. For example, the Adequacy Regulation requires that a Board develop a Business Plan at least once every three years. In other sectors, such as education and health care, five year plans (or longer) are generally the norm. The ability to decide upon our own timeframe, according to our own local needs, in matters such as this would be beneficial. This Regulation also stipulates a lengthy number of requirements for processes and procedures, and we would question their utility as we advance towards more outcome focused objectives that are supported by rigorous performance measurements.

Other areas of the *Act* that infringe upon local independence include the requirement that the Ontario Civilian Police Commission to approve a layoff of a police member should a decision be made to reduce the size of the Service. While we are certainly not contemplating this option at this point in time, we would hold that this obligation is unnecessarily constraining and does affect our ability to operate efficiently.

b) Facilitate alternative Means of Service Delivery

There are sections of the *Act* that dictate that a Board is responsible for the provision of service when alternatives would be far more viable. For example, the Board is required to provide court security under the *Act*. While we appreciate that the Province has uploaded a portion of the cost of these services, the current system is far less efficient than if a centralized model existed across the Province. The emergence of public safety officers, who are not fully trained and armed police officers, is another area we would like to see explored more fully. Such officers have been deployed in communities such as Winnipeg and Vancouver, and more recently in Sudbury. While we understand that the *Act* may not prohibit such positions, an expression within the statute of what their duties may be and the accountability regime governing the conduct of such officers may generate a greater willingness to implement these positions locally.

c) Modify the labour relations scheme set out in the *Act*

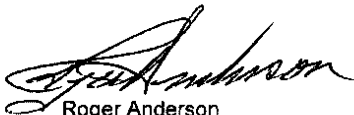
We have previously expressed our dissatisfaction with the arbitration system, and the need for reform to arrest the pattern of leapfrogging that pervades collective bargaining in our sector. Quite simply, arbitrators are not held accountable for how they apply the criteria in the *Act*. Because of the replication factor, an imbalance at the bargaining table has occurred and police members have enjoyed salary increases that far outpace those received by other municipal employees, at significant cost to the taxpayer. Legislative amendments that would provide municipal police services greater flexibility in managing human resources would also enable us to operate more efficiently. More specifically, the exclusion of certain police members, beyond the chief and deputy chiefs, from membership in a bargaining unit to minimize the effects of conflict of interest situations would be an important consideration. As it currently stands, the Board is obligated to negotiate a collective agreement with a Senior Officers' Association that includes its own Director of Human Resources and the Director of Finance, the very people who control the information the Board relies upon to conduct collective bargaining effectively. We question the reasonableness of the requirement to conduct collective bargaining with our senior managers, and hope that an alternative can be conceived. We would also suggest that there would be value to examining changes to the *Act* that would expand the ability of Boards to rely upon the expertise and knowledge

of civilian staff, for example, at the level of deputy chief. Boards should also be able to delegate the bargaining function to municipal staff, should they so desire.

In closing, while the current *Police Services Act* has served its purpose well for the last quarter century, the evolution of our society, combined with changes to the types of public safety challenges that confront us, require the development of new approaches. We are enthusiastic about the future of policing and we are keen to work with all stakeholders to ensure we build a new model that places greatest value upon trust, fairness and sustainability.

We intend to work with our Big 12 colleagues and the Ontario Association of Police Services Boards in the coming months to advance these and other proposals further. We would welcome the opportunity to meet with you or your representatives to discuss these ideas. Once again, thank you for your commitment to consultation on this very important initiative.

Sincerely,



Roger Anderson
Chair

c.c.: Chief Martin
President Bain, Ontario Association of Police Services Boards
Big 12 Chairs
Local MPPs

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

#P59. USE OF C8 CARBINE ASSAULT RIFLES

The Board was in receipt of the following report March 10, 2016 from Mark Saunders, Chief of Police:

Subject: USE OF C8 CARBINE ASSAULT RIFLES

Recommendation:

It is recommended that the Board receive the following report and the presentation.

Financial Implications:

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

Background/Purpose:

At its meeting on February 24, 2016, the Board requested that the Chief provide a report and presentation for the Board's March 2016 meeting which identify the benefits of the C8 carbine assault rifles as compared to the shotguns as well as details of the training for the use of the C8 assault rifles; the quantity that will be purchased and how they will be assigned throughout the Toronto Police Service (Min. No. P18 refers).

The purpose of this report is to provide a PowerPoint presentation by Staff Sergeant David Gillis (650) of the Toronto Police College at the public Board meeting.

Conclusion:

It is recommended that the Board receive this report on an initiative that will help to ensure that sworn police officers of the Service continue to be equipped with the most appropriate force options, and that they are utilizing the most efficient force options available.

Acting Deputy Chief Peter Lennox, Operational Support Command, will be in attendance to respond to any questions from the board.

S/Sgt. David Gillis, Toronto Police College, was in attendance and delivered a presentation on the C8 Carbine Assault rifles. A copy of the presentation slides is on file in the Board office.

Mr. Kris Langenfeld was in attendance and delivered a deputation to the Board.

Following the presentation and deputation, S/Sgt. Gillis and A/Deputy Chief Peter Lennox responded to questions by the Board.

The Board approved the following Motions:

- 1. THAT, in view of the apparent misunderstanding between the rifle versus the shotgun, the Board request the Chief to review all communications to correct misunderstandings in the interest of the public and that he provide the results of the review to the Board for its May 2016 meeting; and**
- 2. THAT the Board request the Chief to deliver today's presentation at the May 2016 meeting.**

Moved by: K. Jeffers

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P60. REQUEST FOR FUNDS: STRUCTURED CLOSURE OF THE ONE
DISTRICT STREET REFERRAL PILOT PROJECT**

The Board was in receipt of the following report March 08, 2016 from Mark Saunders, Chief of Police:

Subject: REQUEST FOR FUNDING FOR THE STRUCTURED CLOSURE OF THE
ONE DISTRICT STREET REFERRAL PILOT PROJECT

Recommendation:

It is recommended that the Board approve expenditure not to exceed \$7,000.00 from the Board's Special Fund to support a structured closure of the One District Street Referral Pilot Project upon the expiry of the project on March 31, 2016, in order to transition existing vulnerable clients through the disengagement/closure phase.

Financial Implications:

Funding for this initiative would be drawn from the Board's Special Fund and would not exceed \$7,000.00.

Background/Purpose:

This report will provide an overview of the Toronto Police Street Referral Pilot Project and the necessity for short term funding to facilitate a structured closure of the project in order to appropriately address client welfare issues at the conclusion of the pilot on March 31, 2016. Financial support is being requested to support this pilot project for two additional months to transition our more vulnerable existing participants through the "ending phase" of their relationships with the street referral team members.

The Street Referral Pilot Program is a partnership between the Toronto Police Service, the John Howard Society, Toronto Public Health, and the broader community providing immediate assistance and community service referrals for vulnerable people in our community who are dealing with issues relating to poverty, homelessness, substance abuse, and mental illness. The One District Street Referral Pilot Project has been funded by a grant from the Ministry of Community Safety and Correctional Services and commenced on October 1, 2015. The project is scheduled to conclude on March 31, 2016.

Many of the people assisted through this program are previously known to police for criminal, mental health, or street-level disorder-related issues. This project focuses on providing assistance to these people in order to divert them from making the choices that lead them into conflict with their neighbours and the criminal justice system.

Toronto Police officers identify people in need of help that would benefit from this program through their observations on patrol and police calls for service. Officers pass this information on to street referral workers from the John Howard Society and Toronto Public Health. Street referral workers approach these individuals and open a dialogue with them discussing how they might be assisted through care and treatment referrals. The team members then facilitate the referrals to appropriate agencies. All interactions with those served are entirely voluntary.

The street referral workers draw on dozens of social agencies each with their own unique approach to offering care. The referral list includes agencies that assist people with finding housing, counselling for addiction, employment, and mental health, released prisoner rehabilitation services, legal support services, assistance with pension applications, financial assistance, dental services, medical services, food banks, language and learning skills, services for at risk youth, warm clothing (mittens/socks/gloves/hats), and services for people with autism.

Thus far, the One District Street Referral Pilot Project has observed many successes. Some of the referrals made, we believe, have reduced the potential for ongoing police involvement and reduced the level of conflict between the individual served and the community around them. The Street Referral Pilot Project has proven to be a vital lifeline for people who are dealing with addiction issues, poverty, homelessness and mental illness.

Discussion:

So far our street referral teams have made contact with 450 people in our pilot area and continue to provide ongoing follow up. Approximately 100 people assisted through this program have contact with our street referral team on a continuous basis for support. Many of these individuals have expressed distress associated with the pilot project coming to an end.

At the expiry of the pilot project on March 31, 2016, the street referral teams will not have the capacity to maintain the ongoing follow up support they have been providing to existing clients helped by this project. This was not considered during the project's development and has been learned from our partner agencies and through community feedback. A "closure phase" with the served client group is an important aspect of overall effective service delivery. While sustainable long term funding is actively being sought from alternative sources, funding is being requested to support this pilot project for two additional months to facilitate the process of transitioning our more vulnerable existing participants through the "ending phase" of their relationships with the street referral team members.

Transitioning clients through the "ending phase" of this project is crucial due to their history of troubled relationships, broken trust, vulnerability, mental health issues and emotional trauma accompanied by attachment issues or disorders. Further, many of the more isolated residents that have been working with the street referral teams have seldom felt connected to other human beings in such a positive way. Months have been spent building trust and positive connections

with the individuals served. Street referral team members need to disengage with them in a productive, supportive, and structured way to ensure not only their wellbeing but also to ensure that the trust that has been established will not be broken.

The ending phase interactions will be comprised of discussions about resources, referrals and safety plans for clients who are potentially at risk of self-harm in the future. This will include being able to talk about what strengths or supports the person can potentially draw upon within themselves, the community, family members, friendships, front-line workers or other people they engage with through drop-in programs or community health centres in the area.

The anticipated costs are itemized below:

Item	Estimated Cost
Street Outreach Counsellor	\$3,500.00 x 2 months
Total:	\$7,000.00

*Any funds not utilized will be returned to the Board.

Conclusion:

The One District Street Referral Pilot Project has proven to be an effective police response in addressing situations where people who are dealing with issues relating to poverty, homelessness, substance abuse, and mental illness come into conflict with their neighbours and inevitably the criminal justice system. This program has built trust between local police, partner agencies, and marginalized people in our community. Ending these relationships effective March 31, 2016, without structured support and closure may prove detrimental to both client wellbeing and community trust. The funding requested will provide the capacity to establish a structured closure phase for this pilot project.

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

The Board approved the foregoing report.

Moved by: C. Lee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

**#P61. REQUEST FOR FUNDS IN SUPPORT OF THE TRANSFORMATIONAL
TASK FORCE**

The Board was in receipt of the following report March 16, 2016 from Mark Saunders, Chief of Police:

Subject: REQUEST FOR FUNDS FROM THE BOARD'S SPECIAL FUND IN
SUPPORT OF THE TRANSFORMATIONAL TASK FORCE

Recommendations:

It is recommended that the Board approve an expenditure not to exceed \$500,000.00 from the Board's Special Fund to obtain professional services to conduct data analysis according to the terms of a Request for Proposal (RFP) and to conduct an Information Technology maturity assessment according to the terms of a separate Request for Proposal (RFP) in support of the Transformational Task Force as an exception to the Special Fund's criteria.

Financial Implications:

The Board's Special Fund would be depleted by a maximum total of \$500,000.00.

Background/Purpose:

The Toronto Police Service (TPS) is undertaking an exercise to transform the structural and operational functions of the Service. In support of this exercise, a Task Force has been formed involving members of the community and the Service who are collaboratively working toward changing the model of delivering policing services to the citizens of Toronto. All aspects of policing are being examined during this initiative – from the organizational structure to police facilities to civilianization and beyond. The emphasis of the Task Force is to make thoughtful recommendations based on research supported facts in order to fundamentally change how TPS delivers service now and well into the future.

The work of the Task Force has identified opportunities to provide detailed research into two particular areas of interest: Information Technology and high level data analysis. To accomplish this, the Task Force is requesting funding to engage external professional services to conduct this research

Discussion:

Data Analysis

The TPS Strategic Management (STM), Business Intelligence & Analytics (BIA) section has been an integral support in the work that the Transformational Task Force is undertaking. As the scope and timelines for the Task Force have developed, the demand for analytical support from the Business Intelligence & Analytics team has increased significantly. Further, the ground-breaking work which the Task Force is undertaking would be further enhanced by independent and specialized resources. These specialized resources would methodically develop client demographic profiles, police service demand models, police division market area models, workload assessments and forecasting. The data analysis and modelling necessary for the strategic allocation of personnel and facilities under a new model of policing will be exhaustive and subject to intense scrutiny. While the Business Intelligence & Analytics section has the capability to perform the required analysis, they do not have the capacity by their current construct to deliver on the Task Force request.

This external work, analysis support, will be heavily relied upon for project decisions, implementation, and evaluation. The analysis and models used through this project will also need to withstand public and Service scrutiny. As such, the sound development of analysis and modelling by an independent analytics services company is critical to the success of the Toronto Police Services' transformation efforts.

The STM - Business Intelligence & Analytics section requires the services of an external partner to comprehensively support the development and implementation of the modelling on which the Toronto Police Service will rely for strategic resource alignment and sustainable cost savings.

The specialized services of an external professional data analysis organization will support the Business Intelligence & Analytics section in the evaluation and modelling of small area demographic profiles, workload, location analysis, visualization and customer insights.

The BIA considered having STM - BIA conduct all modelling and analytical work for the Task Force. This alternative will require the complete dedication of the Business Intelligence & Analytics Team, to the absolute exclusion of any other TPS demand, for the duration of the Task Force. Further, there may be the appearance of analytical bias to support a command decision.

The work conducted by this team is required for many projects throughout the Service and it would be detrimental to business continuity to assign all Task Force analysis to the group.

The empirical decision support used to inform any changes proposed by the Task Force are of utmost importance. The analysis, modelling and data must be of the highest quality and reliability in order to make informed decisions possible and withstand all scrutiny. Without this support, there will be important analytical work which cannot be completed within the project timelines.

Working in conjunction with the Business Intelligence & Analytics section of STM, the external professional data analysis service would greatly assist in completing the extensive and time sensitive requirements of the Task Force project efficiently, reliably and on schedule.

The Service is engaged in the monumental task of transforming current policing practises into a new model of policing by exploring innovative approaches to service delivery, strategic reallocation and distribution of personnel and facilities. All efforts will be focused on ensuring that the Toronto Police Service remains a world leader in policing. The data and research must be done right, the first time, to the absolute highest standard, using the best available technology and practices. An external professional data analysis service is the only viable method to meet this immediate demand to partner with STM – BIA and drive this transformation to the success it can and must be.

Information Technology Maturity Assessment

TPS is also looking to select a qualified external professional service firm to provide expert assistance and advice to assess TPS' information technology organization, business processes, the capability and capacity to provide effective, efficient and economic IT services as well as adapt to and support the technologies and processes to support the new model of policing services.

The TPS wishes to engage a Consultant having the expertise and breadth of experience in information technology organization assessments to conduct an independent review of ITS services at TPS.

The key objectives for this project are to:

- Assess the alignment of the information strategies, business plans and processes with TPS' priorities and business needs;
- Conduct the assessment based on the security standards, protocols and requirements to deliver information technology services in a policing organization in Canada;
- Recommend a ten (10) year roadmap with short, medium, long term goals for improvement to form the next IT strategic and business plans;
- Identify gaps or surpluses in the demand and client and technical requirements for IT services and service delivery vs the capacity and capability;
- Identify any gaps in training and education between current members and the requirements of their job functions;
- Review and recommend areas for improvement in standards, processes, service delivery, management, organizational structure and security resilience;
- Identify options and opportunities for alternate service delivery;
- Assess and report on the organizations capabilities to acquire, implement and support changing technology aligned with policing model changes;
- Research and identify opportunities and options where TPS may leverage technology to enhance public safety over the next ten (10) years.

- Recommendations will deliver effective, efficient and economic IT services; and, includes impacts, estimated costs and benefits.

The areas of information technology included in the assessment are:

- Alignment of ITS strategies, plans, portfolio of projects with TPS priorities
- IT Strategic Objectives and business plans
- IT and ITS Strategies (Human Resource, Enterprise Architecture, Security and Information Management, etc.)
- Governance of IT at TPS, ITS and organization structure:
 - Information Technology Steering Committee
 - Relationship with Command and TPS senior management
 - Relationship with key stakeholders and those with special technology requirements
 - Workforce – positions, job descriptions, numbers, skills and skills development, performance, working agreement obligations and management
 - Decision making framework of processes and roles
- ITS business processes:
 - architecture and development methodologies and practices
 - policies, procedures and processes
 - project and work management
 - IT service management, delivery and performance
 - Alternative service delivery options
- Technologies:
 - Mobile computing services and devices
 - IT Infrastructure – network, servers, end point computing devices, enterprise
 - Platforms and enterprise software
 - Data and information management

Telecommunications Services – telephony, radio, smartphones, PDA's

This wide ranging assessment will provide the Service with a road map for optimising the IT component in TPS over the next 10 years. The requirement for this assessment was identified in Project Reboot in 2013 (Recommendation 3).

It is estimated that this review will cost in the range of \$500,000 and estimated to be completed by September 2016.

Conclusion:

The Transformational Task Force's goal of developing a new model for policing in Toronto now and into the future will be greatly enhanced by obtaining professional services to conduct detailed data analysis and a comprehensive Information Technology maturity assessment. Funding for these initiatives is not currently available in the TPS operating budget. The request for funding these projects from the Board's Special Fund is acknowledged to be outside the scope of the Board's Fund criteria, but within the criteria in Section 132(2) of the *Police Services Act*.

The final cost of each of these studies will depend on some variables and so the full amount of money requested may not be required: one or both of the projects could come in under budget. Any surplus will be returned to the Board. In addition, as these projects and the work of the Transformational Task Force progresses, other opportunities for funding may become available in the Service's operating or capital budgets. It is the intention of the Service to take advantage of whatever opportunities come up to reduce the burden on the Special Fund.

I will be in attendance with members of the Transformational Task Force to answer any questions the Board may have.

Chair Pringle explained the importance of receiving independent data analysis.

The Board approved the foregoing report.

Moved by: J. Tory

Amendment:

At its meeting on June 17, 2016, the Board agreed to re-open this matter and amend the foregoing Minute by indicating that the March 16, 2016 recommendation should have read: It is recommended that, in support of the work of the Transformational Task Force, the Board approve an expenditure not to exceed \$500,000.00 to obtain professional services to conduct an Information Technology maturity assessment according to the terms of two separate Requests for Proposal (RFP) and that these funds be drawn from the Board's Special Fund as an exception to the Special Fund policy.

This amendment is made pursuant to the attached Min. No. P154/16.

-Attachment-

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 17, 2016**

**#P154. AMENDMENT: SPECIAL FUND REQUEST – FUNDS IN SUPPORT OF
THE TRANSFORMATIONAL TASK FORCE**

The Board was in receipt of the following report June 08, 2016 from Andy Pringle, Chair:

**Subject: Amendment: Special Fund Request – Funds in Support of
the Transformational Task Force**

Recommendation(s):

It is recommended:

- (1) THAT the Board re-open Minute No. P61/16 from the meeting that was held on March 17, 2016 in order to clarify the recommendation that was approved by the Board with respect to the funds that are required to support the Transformational Task Force; and
- (2) THAT the Board amend Minute No. P61/16 by indicating that the recommendation should have read: It is recommended that, in support of the work of the Transformational Task Force, the Board approve an expenditure not to exceed \$500,000.00 to obtain professional services to conduct an Information Technology maturity assessment according to the terms of two separate Requests for Proposal (RFP) and that these funds be drawn from the Board's Special Fund as an exception to the Special Fund policy.

Financial Implications:

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

Background / Purpose:

At the Board meeting that was held on March 17, 2016, the Board approved the following recommendation:

THAT the Board approve an expenditure not to exceed \$500,000.00 from the Board's Special Fund to obtain professional services to conduct data analysis according to the terms of a Request for Proposal (RFP) and to conduct an Information Technology

maturity assessment according to the terms of a separate Request for Proposal (RFP) in support of the Transformational Task Force as an exception to the Special Fund's criteria.

(Min. No. P61/16 refers; copy attached as Appendix "A")

Discussion:

Subsequent to the decision made by the Board on March 17, 2016, it has been determined that there is a need to amend the recommendation in order to provide greater clarity in our procurement processes.

Conclusion:

Therefore, I am recommending that the recommendation contained in Min. No. P61/16 be amended to read as follows:

That, in support of the work of the Transformational Task Force, the Board approve an expenditure not to exceed \$500,000.00 to obtain professional services to conduct an Information Technology maturity assessment according to the terms of two separate Requests for Proposal (RFP) and that these funds be drawn from the Board's Special Fund as an exception to the Special Fund policy.

The Board approved the foregoing report and agreed to amend Min. No. P61/16 accordingly.

Moved by:	C. Lee
Seconded:	K. Jeffers

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

#P62. *IN CAMERA* MEETING – MARCH 17, 2016

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:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Shelley Carroll, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Mr. John Tory, Mayor & Member

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 17, 2016**

#P63. ADJOURNMENT

Andy Pringle
Chair
