



**PUBLIC MEETING AGENDA**  
**Thursday, April 10, 2025 at 9:00AM**  
**Livestreaming at**

<https://youtube.com/live/OSB2hg-ocl8?feature=share>

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Call to Order

Indigenous Land Acknowledgement

Declaration of Interests under the Code of Conduct for Members of a Police Service Board Regulation and the *Municipal Conflict of Interest Act*.

Chief's Monthly Verbal Update

1. Confirmation of the Minutes from the regular public meeting held on March 4, 2025.

Items for Consideration

2. February 28, 2025 from Myron Demkiw, Chief of Police  
**Re: Senior Officer Uniform Promotions and Rank Title Change**
3. February 25, 2025 from Dubi Kanengisser, Executive Director  
**Re: Request for Special Funds – Toronto Crime Stoppers 27th Annual Chief of Police Dinner**
4. February 20, 2025 from Myron Demkiw, Chief of Police  
**Re: Request for Funds: Youth in Policing Luncheon and Awards**

5. April 10, 2025 from Myron Demkiw, Chief of Police  
**Re: Request for Funds – Annual Community Events 2025**
  
6. February 21, 2025 from Myron Demkiw, Chief of Police  
**Re: Contract Awards for Vehicle Towing and Storage Services**
  
7. **Budget Variance Reports**
  - 7.1 March 10, 2025 from Myron Demkiw, Chief of Police  
**Re: 2024 Operating Budget Variance for the Toronto Police Service, Period Ending December 31, 2024**
  
  - 7.2 March 1, 2025 from Myron Demkiw, Chief of Police  
**Re: Capital Budget Variance Report for the Toronto Police Service, Period Ending December 31, 2024**
  
  - 7.3 February 28, 2025 from Myron Demkiw, Chief of Police  
**Re: 2024 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending December 31, 2024**
  
  - 7.4 February 28, 2025 from Dubi Kanengisser, Executive Director  
**Re: 2024 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending December 31, 2024**
  
8. March 4, 2025 from Dubi Kanengisser, Executive Director  
**Re: Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: July to December 2024**
  
9. April 10, 2025 from Myron Demkiw, Chief of Police  
**Re: Annual Report: 2024 Parking Enforcement Unit – Parking Violation Notices Issuance**
  
10. February 20, 2025 from Myron Demkiw, Chief of Police  
**Re: Annual Report: Write-off of Uncollectible Accounts Receivable Balances January 1, 2024 to December 31, 2024**

**11. Consulting Expenditures**

- 11.1 February 20, 2025 from Myron Demkiw, Chief of Police  
**Re: Annual Report: 2024 Toronto Police Service's Consulting Expenditures**
- 11.2 February 4, 2025 from Dubi Kanengisser, Executive Director  
**Re: Annual Report: Toronto Police Service Board's 2024 Consulting Expenditures**

**12. Use of Images**

- 12.1 March 10, 2025 from Myron Demkiw, Chief of Police  
**Re: Annual Report – 2024 Use of the Toronto Police Service Image**
- 12.2 January 22, 2025 from Dubi Kanengisser, Executive Director  
**Re: Annual Report – 2024 Use of the Toronto Police Service Board's Image**

13. March 21, 2025 from Dubi Kanengisser, Executive Director  
**Re: Amendment to Board By-law No. 162 (Committees By-law) – Appointments Committee**

14. March 17, 2025 from Myron Demkiw, Chief of Police  
**Re: Annual Report: 2024 Activities and Expenditures of Community Consultative Groups**

15. February 17, 2025 from Myron Demkiw, Chief of Police  
**Re: Annual Report: Suspended Police Officers – January 1, 2024 to December 31, 2024**

**16. Chief's Administrative Investigation Reports**

- 16.1 February 6, 2025 from Myron Demkiw, Chief of Police  
**Re: Chief's Administrative Investigation into the Alleged Sexual Assault to Complainant 2024.41**

- 16.2 February 6, 2025 from Myron Demkiw, Chief of Police  
**Re: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.43**
- 16.3 February 6, 2025 from Myron Demkiw, Chief of Police  
**Re: Chief Administrative Investigation of the Custody Injury of Complainant 2024.44**
- 16.4 February 6, 2025 from Myron Demkiw, Chief of Police  
**Re: Chief Administrative Investigation of the Vehicle Injury of Complainant 2024.52**
- 16.5 February 6, 2025 from Myron Demkiw, Chief of Police  
**Re: Chief Administrative Investigation of the Custody Injury of Complainant 2024.53**
- 16.6 February 6, 2025 from Myron Demkiw, Chief of Police  
**Re: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.58**
  
- 17. March 17, 2025 from Shelley Carroll, Chair  
**Re: Memorandum of Settlement with the Senior Officer Organization**
  
- 18. March 24, 2025 from Myron Demkiw, Chief of Police  
**Re: Special Constable Appointments and Re-Appointments – April 2025**

Please note that the Board will move in camera shortly after commencing the meeting for consideration of confidential items, which will now take place prior to attending to the held public agenda items. **It is estimated that the regular public meeting will resume at approximately 1:00PM.**

The Police Service Board will move *in-camera* for consideration of confidential matters pursuant to Section 44 (1) of the *Community Safety and Policing Act* (CSPA).

## **MOTION**

**That the Toronto Police Service Board move In Camera before attending to any held public items, to discuss the following subject matters in accordance with Section 44(2) of the *Community Safety and Policing Act, 2019*:**

- 1. Investigative Matters**
- 2. Operational Needs**
- 3. Labour Relations Matters**

Adjournment

Next Meeting

### **Regular Board Meeting**

Wednesday, May 14, 2025

Hybrid Board Meeting – at Police Headquarters, 40 College Street or virtually via WebEx

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## **Members of the Toronto Police Service Board**

Shelley Carroll, Chair  
Amber Morley, Member & Deputy Mayor  
Lily Cheng, Member & Councillor  
Nick Migliore, Member

Chris Brillinger, Vice-Chair  
Lisa Kostakis, Member  
Ann Morgan, Member



1. Confirmation of the Minutes from the regular public meeting held on March 4, 2025.



## PUBLIC MEETING MINUTES

Tuesday, March 4, at 9:00AM

Livestreamed at: <https://youtube.com/live/Ww2QcsOkriE?feature=share>

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The following *draft* Minutes of the hybrid public meeting of the Toronto Police Service Board that was held on March 4, 2025 are subject to approval at its next regularly scheduled meeting.

### Attendance:

The following Members were present:

Shelley Carroll, Chair and Councillor  
Chris Brillinger, Vice-Chair  
Ann Morgan, Member  
Nick Migliore, Member  
Amber Morley, Deputy Mayor and Councillor - virtual

The following individuals were also present:

Myron Demkiw, Chief of Police, Toronto Police Service  
Dubi Kanengisser, Executive Director, Toronto Police Service Board  
Diana Achim, Board Administrator, Toronto Police Service Board  
Jane Burton, Solicitor, City of Toronto – Legal Services Division

### Declarations:

There were no declarations of interest under the Code of Conduct for Members of a Police Service Board Regulation and the *Municipal Conflict of Interest Act*.

**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-0.1. Chief's Monthly Verbal Update**

Chief Myron Demkiw, Deputy Chief Pogue, Deputy Chief Johnson, Chief Administrative Officer Dhaliwal and Chief Information Officer Stairs provided updates to the Board.

For a more detailed account of the Chief's update, see the YouTube recording starting at minute 4:35:35 here:

<https://www.youtube.com/live/Ww2QcsOkriE?si=w8SpHtauPJDtg482&t=16533>

**The Board received the update.**

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-1.0. Board Minutes**

Confirmation of the Minutes from the regular public meeting held on January 14, 2025.

**The Board approved the Minutes.**

Moved by: A. Morgan  
Seconded by: C. Brillinger

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-2.0. Excellence Canada Award Presentation**

Chief Myron Demkiw, Chief Administrative Officer Dhaliwal and Scott Slater, President, Excellence Canada provided a presentation. Mr. Slater delivered the award to Chief Demkiw and team.

For a more detailed account of the presentation of the award, see the YouTube recording starting at minute 4:20:15 here:

<https://www.youtube.com/live/Ww2QcsOkriE?si=EraTV0Mbc6134xU9&t=15612>

**The Board received the presentation.**

Moved by: N. Migliore  
Seconded by: A. Morgan



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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-3.0. 2024 Update from Toronto Police Service Board's Mental Health and Addictions Advisory Panel**

The Board was in receipt of a report dated January 24, 2025 from Ann Morgan, Co-Chair and Kevin Haynes, Co-Chair.

Recommendation:

It is recommended that the Board receive M.H.A.A.P.'s 2024 report for information.

Deputation: Nicole Corrado (virtual) (written submission included)

Co-Chair Ann Morgan provided remarks and an update.

Board Members discussed this report. For a detailed account of the verbal update and of the discussion, see the YouTube recording starting at minute 4:59:21 here: <https://www.youtube.com/live/Ww2QcsOkriE?si=boB3VBhq0ZMizG36&t=17958>

**The Board received the deputation and the foregoing update and report.**

Moved by: A. Morgan  
Seconded by: C. Brillinger

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-4.0. Mobile Crisis Intervention Team Program Memorandum of Understanding between the Toronto Police Service Board and Partner Hospitals: Humber River Health and Toronto East Health Network c.o.b. as Michael Garron Hospital**

The Board was in receipt of a report dated March 4, 2025 from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (the Board), authorize the Chair to execute two Memoranda of Understanding (M.O.U.) between the Board and each of the following partner hospitals: Humber River Health (H.R.H.) and Toronto East Health Network c.o.b. as Michael Garron Hospital (M.G.H.), in relation to the Mobile Crisis Intervention Team (M.C.I.T.) Program, subject to approval by the City Solicitor as to form.

Deputation: Nicole Corrado (virtual) (written submission included)

Board Members discussed this item. For a detailed account of the Board's discussion, see the YouTube recording starting at minute 5:10:35 here:

<https://www.youtube.com/live/Ww2QcsOkriE?si=NVTYIfIwvrLgxUL&t=18632>

**The Board approved the foregoing report and received the deputation.**

Moved by: A. Morgan

Seconded by: N. Migliore

**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-5.0 Amendment to the Board's Recruitment, Appointments and Promotions Policy**

The Board was in receipt of a report dated January 20, 2024 from Dubi Kanengisser, Executive Director.

This report recommends that the Board amend the Recruitment, Appointments and Promotions Policy as indicated in the draft revised Policy attached as Appendix A.

Deputation: Nicole Corrado (virtual) (written submission included)

**Board received the deputation and approved the foregoing report.**

Moved by: C. Brillinger

Seconded by: A. Morgan

**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-6.0 Toronto Police Service Audit & Quality Assurance Annual Report**

The Board was in receipt of a report dated January 9, 2025 from Myron Demkiw, Chief of Police.

Recommendation:

That the Board receive this report for information.

Board Members discussed this item. For a detailed account of the Board's discussion, see the YouTube recording starting at minute 5:22:42 here:

[https://www.youtube.com/live/Ww2QcsOkriE?si=boK9nFT\\_AssLQTbU&t=19359](https://www.youtube.com/live/Ww2QcsOkriE?si=boK9nFT_AssLQTbU&t=19359)

Vice-Chair Brillinger moved the following Motion which was seconded by Deputy Mayor Morley:

In light of:

- Concerns raised by Audit & Quality Assurance about the feasibility of carrying out an audit of the Service's use of Body-Worn Cameras in accordance with the Board's Policy; and
- The Services current work to review and revise the Service procedure on the use of Body-Worn Cameras, and The Board Office's current work to review the Policy towards bringing the proposed revisions before the Board on this and other matters;

**The Board direct that, for the purposes of the 2025 audit of Body-Worn Cameras, the following changes in scope will apply from the Board's Body Worn Cameras Policy, which will enable Audit & Quality Assurance to begin work on the audit in a timely manner:**

- 1. The scope of review for incidents for which a complaint under the *Police Services Act* (now the *Community Safety and Policing Act*) was filed during the reporting period, as required by s.38.(a)(i) the Policy, will be limited to a sample of incidents, rather than all incidents;**
- 2. The scope of review for incidents for which an investigation was initiated by the Special Investigations Unit or the Office of the Independent Police Review Director (now known as the Law Enforcement Complaints Agency), as required by s.38.(a)(ii) of the Policy, will be limited to a sample of incidents rather than all incidents;**
- 3. The review of incidents wherein a body-worn camera was disabled for the purpose of protecting law enforcement techniques, as required by s.38.(a)(vi) of the Policy, is excluded from the scope of review, as no reasonable approach exists to determine the population of these incidents;**
- 4. The required review to ensure all access to recordings was justified and necessary, as required by s.38(b)(v) of the Policy, is excluded from the scope of review, as the current Service procedure on the use of Body-Worn Cameras is under review, including for the purpose of clearly defining these criteria;**

5. **The required review to ensure all requests for recordings from the Special Investigations Unit or the Office of the Independent Police Review Director (now the Law Enforcement Complaints Agency) were fulfilled in full and in a timely manner, as required by s.38(b)(vi) of the Policy is excluded from the scope of review, while a clear definition is developed for this criteria; and**
6. **The review of a sample of the meta-data for incidents whose retention period has expired during the reporting period, as required by s.38(a)vii of the Policy, is excluded from the scope of review, as the current procedure is under review, including for the purpose of determining the appropriate retention schedule;**
7. **The required review of compliance with required retention and destruction practices, as required by s.38(b)(vii) of the Policy, is excluded from the scope of review, as the current procedure is under review, including for the purpose of determining the appropriate retention schedule.**

**The Board approved the Motion and received the foregoing report.**

Moved by: C. Brillinger  
Seconded by: S. Carroll

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-7.0 Facial Recognition System Audit - 2023**

The Board was in receipt of a report dated January 22, 2025 from Dubi Kanengisser, Executive Director.

Recommendations:

This report recommends that the Toronto Police Service Board (Board) receive this report.

Deputation: Derek Moran (in person) (written submission included)

Board Members discussed this item. For a detailed account of the Board's discussion, see the YouTube recording starting at minute 5:39:41 here:

[https://www.youtube.com/live/Ww2QcsOkriE?si=TnKC4\\_nhxE1AzZs6&t=20378](https://www.youtube.com/live/Ww2QcsOkriE?si=TnKC4_nhxE1AzZs6&t=20378)

Vice-Chair Brillinger moved the following Motion which was seconded by Member Morgan:

**As a result of the findings in this audit in which there were instances where occurrences involving an arrest did not have corroborating evidence documented to support the potential candidate match made using the Facial Recognition System (F.R.S.), and in light of commitment by Management to rectify this issue,**

**That the Board direct the Chief of Police to ensure that:**

- **an audit is carried out with regards to the inclusion of documented corroborating evidence to support the potential candidate match made using the F.R.S., prior to arrest, and that the audit begin as soon as a sufficient sample of occurrences are available to adequately carry out such an audit; and**
- **report back to the Board no later than November 2025 with findings from this audit.**

**The Board approved the Motion and received the deputation and the foregoing report.**

Moved by: S. Carroll  
Seconded by: N. Migliore

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-8.0 City Traffic Agent Program**

**P2025-0304-8.1. Agreement with City of Toronto Regarding Special Constables**

The Board was in receipt of a report dated February 18, 2025 from Wendy Walberg, City Solicitor.

Recommendations:

It is recommended that the Board:

1. Approve the agreement between the Board and the City of Toronto regarding the appointment and governance of special constables, attached as Appendix "A" to this report;

2. Forward the draft agreement to the Solicitor General for their information;
3. Authorize the Chair to execute the agreement on behalf of the Board, on terms and conditions satisfactory to the Chair and in a form satisfactory to the City Solicitor.

**P2025-0304-8.2. Analysis of Costs and Operational Impacts of the Use of Call-back Police Constables and Special Constables to Support the City's Transportation Services' Traffic Agent Program**

The Board was in receipt of a report dated January 24, 2025 from Myron Demkiw, Chief of Police.

Recommendations:

It is recommended that the Board:

1. Receive this report; and
2. Forward a copy of this report to the General Manager, Transportation Services, of the City of Toronto (City

Deputation: Nicole Corrado (written submission only)

Board Members discussed the report. For a detailed account of the discussion, see the YouTube recording starting at minute 5:59:45 here:

<https://www.youtube.com/live/Ww2QcsOkriE?si=wHm3y4kidw-1yQPQ&t=21582>

**The Board received the written submission and foregoing report.**

Moved by: A. Morgan  
 Seconded by: N. Migliore

**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-9.0 Contract Award to Vipond Inc. for the Supply, Design, Installation and Maintenance of Security Equipment and Access Control Systems**

The Board was in receipt of a report dated January 9, 2025 from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board):

1. Approve a contract award to Vipond Inc. (Vipond) for the supply, delivery, maintenance and warranty of security and access control systems for a two year period commencing April 1, 2025, to March 31, 2027, plus three one year optional extension periods at a total estimated cost of \$10.1 Million (Mover the five-year term; and
2. 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; and
3. Authorize the Chief to exercise the options to extend the contract subject to ongoing business need, continued funding, and satisfactory vendor performance.

**The Board approved the foregoing report.**

Moved by: A. Morgan  
 Seconded by: C. Brillinger

**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-10.0 Contract Awards to Rogers Communications Canada Inc. and Bell Mobility Inc. for Mobile Devices and Services**

The Board was in receipt of a report dated January 6, 2025 from Myron Demkiw, Chief of Police.

Recommendations:

It is recommended that the Board:

1. Approve a contract award to Rogers Communications Canada Inc. (Rogers) for mobile devices and services for a one-year period at a total estimated cost of \$5.5 million (M);
2. Approve continued annual renewal with Rogers for mobile devices and services on an ongoing basis up to July 30, 2034;
3. Approve a contract award to Bell Mobility Inc. (Bell) for mobile devices and services for a one-year period at a total estimated cost of \$2.7M;
4. Approve continued annual renewal with Bell for mobile devices and services on an ongoing basis up to July 30, 2034;
5. 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; and
6. Authorize the Chief to exercise the options to extend the contract subject to

ongoing business needs, continued funding, and satisfactory vendor performance.

**The Board approved the foregoing report.**

Moved by: C. Brillinger  
Seconded by: A. Morgan

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-11.0 Annual Report: 2024 Summary of Grievances and Employment-Related Applications to the Human Rights Tribunal of Ontario**

The Board was in receipt of a report dated January 15, 2025 from Myron Demkiw, Chief of Police.

Recommendations:

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

**The Board received the foregoing report.**

Moved by: A. Morgan  
Seconded by: N. Migliore

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-12.0 Annual Report: 2024 Statistical Report Municipal Freedom of Information and Protection of Privacy Act**

The Board was in receipt of a report dated February 3, 2025 from Myron Demkiw, Chief of Police.

Recommendations:

It is recommended that the Board:

1. Receive the 2024 Municipal Year-End Statistical Report, Information and Privacy Commissioner of Ontario; and
2. Approve the electronic submission of the 2024 Municipal Year-End Statistical Report to the Information and Privacy Commissioner of Ontario, on behalf of the Board.



Deputation: Derek Moran (in person) (written submission included)

Board Members discussed the report. For a detailed account of the discussion, see the YouTube recording starting at minute 6:19:37 here:

<https://www.youtube.com/live/Ww2QcsOkriE?si=SwKHr4BOTyZPtqtt&t=22775>

**The Board received the deputation and approved the foregoing report.**

Moved by: S. Carroll

Seconded by: A. Morley

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-13.0. Chief's Administrative Investigation Reports**

**P2025-0304-13.1. Chief's Administrative Investigation into the Vehicle Injuries of Complainant 2024.20**

The Board was in receipt of a report dated December 31, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Service Board (Board) receive the following report.

**P2025-0304-13.2. Chief's Administrative Investigation into the Custody Injury of Complainant 2024.35**

The Board was in receipt of a report dated December 31, 2024 from Myron Demkiw, Chief of Police.

Recommendation:

It is recommended that the Toronto Police Service Board (Board) receive the following report.

**P2025-0304-13.3. Chief Administrative Investigation of the Custody Injury of Complainant 2024.36**

The Board was in receipt of a report dated December 31, 2024 from Myron Demkiw, Chief of Police.

**Recommendation:**

It is recommended that the Toronto Police Service Board (Board) receive the following report.

**P2025-0304-13.4. Chief Administrative Investigation of the Custody Injury of Complainant 2024.40**

The Board was in receipt of a report dated December 31, 2024 from Myron Demkiw, Chief of Police.

**Recommendation:**

It is recommended that the Toronto Police Service Board (Board) receive the following report.

**P2025-0304-13.5. Chief Administrative Investigation of the Custody Injury of Complainant 2024.46**

The Board was in receipt of a report dated December 31, 2024 from Myron Demkiw, Chief of Police.

**Recommendation:**

It is recommended that the Toronto Police Service Board (Board) receive the following report.

**P2025-0304-13.6. Chief Administrative Investigation of the Custody Injury of Complainant 2024.47**

The Board was in receipt of a report dated December 31, 2024 from Myron Demkiw, Chief of Police.

**Recommendation:**

It is recommended that the Toronto Police Service Board (Board) receive the following report.

**P2025-0304-13.7. Chief Administrative Investigation of the Custody Injury of Complainant 2024.51**

The Board was in receipt of a report dated December 31, 2024 from Myron Demkiw, Chief of Police.

**Recommendation:**

It is recommended that the Toronto Police Service Board (Board) receive the

following report.

Deputation: Nicole Corrado (virtual) (written submission included)

**The Board received the deputation and the foregoing reports.**

Moved by: C. Brillinger

Seconded by: A. Morgan

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-14.0 Rising matter from in-camera meeting**

Chair Carroll moved a motion to add the following item arising from the Board's in-camera meeting earlier this morning: **National Forum on Combatting Antisemitism**

The following Motion was moved by Chair Carroll and seconded by Member Morgan:

- 1) The Board confirm that Chief Demkiw's appearance and speaking at the National Forum on Combatting Antisemitism in Ottawa, including speaking on gaps in current legislation and possible changes to legislation that will address them, will not constitute a breach of the duties of the Chief as established in the Board's Policy on Process for Seeking Legislative Change; and
- 2) The Board direct the Executive Director, in consultation with the Chief and the Board's Legal Counsel, to review the Board's Policy on Process for Seeking Legislative Change and provide recommendations to the Board on revisions that will keep the Policy aligned with Morden's Recommendation 29 while ensuring the Chief is able to carry out his duty to inform the public on matters pertaining to law enforcement in an effective manner, including identifying potential gaps in legislation.

**The Board approved the Motion.**

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**This is an Extract from the Minutes of the Public Meeting of the Toronto Police Service Board that was held on March 4, 2025**

**P2025-0304-15.0 Confidential**

At the beginning of the meeting, Vice-Chair Brillinger moved the following Motion, which was seconded by Member Migliore.

**MOTION**

**THAT the Toronto Police Service Board adjourn the public portion of its meeting to move *in camera* to discuss the following subject matters in accordance with Section 44(1) and (2) of the *Community Safety and Policing Act, 2019*:**

1. **Investigative Matters**
2. **Operational Needs**
3. **Labour Relations Matters**
4. **Training for Board Members**

The Board adjourned the public portion of the meeting and reconvened *in camera* meeting for consideration of confidential matters pursuant to Section 44(1) of the *Community Safety and Policing Act, 2019* (C.S.P.A) until 1PM, when it returned to continue the public portion of the meeting.

The following Members attended the confidential meeting:

Shelley Carroll, Chair and Councillor  
Chris Brillinger, Vice-Chair  
Ann Morgan, Member  
Nick Migliore, Member  
Amber Morley, Deputy Mayor and Councillor - virtual

### **Next Board Meeting**

#### **Regular Public Meeting**

**Date: Thursday, April 10, 2025**

**Location: 40 College Street, Auditorium**

Minutes Approved by:

*-original signed-*

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Shelley Carroll  
Chair

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**Members of the Toronto Police Service Board**

Shelley Carroll, Chair  
Amber Morley, Deputy Mayor & Member  
Lily Cheng, Member & Councillor  
Nick Migliore, Member

Chris Brillinger, Vice-Chair  
Lisa Kostakis, Member  
Ann Morgan, Member



## 2. Senior Officer Uniform Promotions and Rank Title Change



## PUBLIC REPORT

**February 28, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Senior Officer Uniform Promotions and Rank Title Change**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendations:**

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It is recommended that the Toronto Police Service Board (Board):

- 1) Approve the eligibility list of four (4) Staff Superintendents as set out under Appendix 'A'; three (3) to be appointed effective April 10, 2025 and one (1) to be placed on a list for future promotion.
- 2) Approve a change in rank title from Staff Superintendent to Chief Superintendent, effective April 10, 2025.

### **Financial Implications:**

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The Staff Superintendent positions cited in this report are approved positions within the Toronto Police Service's (Service) uniform establishment. Funds for filling these vacant positions are included in the Service's approved 2025 operating budget and are reflected in the Service's 2025 organizational structure.

## Summary:

The purpose of this report is to recommend the promotion of four (4) officers to the rank of Staff Superintendent as listed in Appendix 'A'; three (3) of which are effective April 10, 2025, and one (1) of which is to be placed on a list for future promotion. The intention in creating the list for future promotion is to ensure organizational flexibility over the next 12 – 18 months as the Service continues to modernize and evolve its organizational structure to support effective span of control and succession planning.

The Service further recommends that the Board approve a change in rank title from Staff Superintendent to Chief Superintendent, as provided for in the Community Safety and Policing Act (C.S.P.A.) O. Reg. 399/23, Part IV (2). The Board Policy on Rank Structure specifies that Board approval is required for any alterations in the approved rank structure.

## Discussion:

### ***Staff Superintendent Promotional Process***

As part of the ongoing commitment to review the Service's human resource and people management practices to increase trust, transparency and professionalism, last year's 2024 Staff Superintendent promotional process contained new elements that have been duplicated for the 2025 process. The promotional process steps are outlined below:

- Expression of interest through the submission of a professional resume and cover letter;
- Commitment to completing socio demographic information;
- Participation in a leadership assessment conducted by a third-party corporate psychological organization;
- Commitment to complete Intercultural Development Inventory (I.D.I.) Assessment as part of 2025 Development Plan if not previously completed;
- Participation in a Command-level interview;
- Inclusion of a community leader in the Command-level interview; and
- Updated background check by the Professional Standards Unit.

A total of seven (7) candidates submitted a resume outlining their qualifications. The qualifications included Service and community relationships, leadership, strategic thinking, planning, operations and administration. Candidates were also asked to demonstrate an exemplary commitment to the Core Values, goals and objectives of the Service, particularly in relation to improving trust in and within the Service, accelerating police reform and professionalization, and supporting safer communities.

All seven (7) candidates met the qualifications. Of these, three (3) participated in the leadership assessment conducted by Stefan Fraser and Associates and four (4) had their leadership assessment results carried over from the 2024 process. All seven (7) candidates were invited for an interview scheduled on February 18, 2025. The interview panel was comprised of Chief Myron Demkiw, Deputy Chief Robert Johnson, Deputy



Chief Lauren Pogue, Chief Administrative Officer Svina Dhaliwal, Chief Transformation Officer Colin Stairs and community leader Pauline Larsen. The Command Team considered each candidate's career history, interview, input from Ms. Larsen, and a summary of each candidate's leadership assessment. Organizational considerations such as operational needs, succession planning and skills development was also considered.

Following the completion of this process, four (4) candidates were identified and placed on a Staff Superintendent eligibility List.

### ***Staff Superintendent Rank Title Change***

O.Reg. 399/23, Part IV of the C.S.P.A lists all approved police ranks. Currently, the Service uses the Staff Superintendent rank title for the rank under Deputy Chief. An alternative option of Chief Superintendent is provided for under the C.S.P.A. The Ontario Provincial Police and Royal Canadian Mounted Police currently use the title of Chief Superintendent.

The recommendation for the Service to adopt the rank title of Chief Superintendent is in recognition of the level of responsibility and professionalism required of members who hold these high-ranking positions. This change is public recognition of the strategic leadership that this rank provides to policing for the City of Toronto.

Effective April 10, 2025, this change will apply to all members who currently hold the rank of Staff Superintendent as well as the newly appointed members listed in this report.

### ***Conclusion:***

The Board is therefore being requested to approve the eligibility list of four (4) Staff Superintendents as set out under Appendix A. Appendix B contains a brief biography for each of the candidates on the promotional list. Appendix C contains the Routine Order that was published announcing this promotional process and Appendix D contains a brief biography of the community leader that was selected to participate in the interview.

The Board is further requested to approve a change in rank title from Staff Superintendent to Chief Superintendent as provided for in the C.S.P.A.

Chief Administrative Officer Svina Dhaliwal, will be in attendance to respond to any questions that the Board may have in regards to this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

Attachments:

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- Appendix A: Promotions to the Rank of Chief Superintendent
- Appendix B: Promoted member career biographies
- Appendix C: Routine Order
- Appendix D: Pauline Larsen Executive Director and Chief Operating Officer  
Downtown Yonge B.I.A.

**Appendix A**

<b>Promotions to the Rank of Chief Superintendent</b>		
<b>Name</b>	<b>Badge</b>	<b>Date of Board Appointment</b>
MANN, Mandeep	5375	April 10, 2025
BAUS, Jacqueline	7526	April 10, 2025
STEPHENSON, Katherine	7947	April 10, 2025
SINGH, Angadvir (Andy)	8091	Future date

## Appendix B

### RECOMMENDATION

#### Promotion to Chief Superintendent Board Meeting – April 10, 2025

**Name, Rank and Badge No.:** Mandeep Mann, Superintendent (5375)  
**Unit:** 31 Division  
**Date Promoted to current rank:** December 19, 2022  
**Length of Service:** 26 years

#### Career History:

Unit
31 Division
Office of the Chief
Organized Crime Enforcement – Drug Squad
14 Division
Toronto Police Operations Centre
Specialized Operations Command
Training & Education
13 Division
Divisional Policing Support Unit
Emergency Task Force
Intelligence Services

#### Management and Supervisory Training:

Course
Discipline Hearing Officer Course
Public Order Commander
E.T.F. Tactical Commander
Provincial Use of Force Instructor
Incident Management System 300
C.I.S.O. – Lawful Justification, Senior Officer Designate
Advanced Leadership Development
Police Executive Research Forum, Senior Management Institute for Police
F.B.I. L.E.E.D.A., Supervisory, Executive and Command Level
Equity & Inclusion Presentation
Enhancing the Delivery of Effective and Bias Free Policing – Senior Officer
Incident Command 100
Incident Response 200
Incident Management System 200
Leadership Training – Paul Butler
Road to Mental Readiness (R.2.M.R.)
Collection of Identifying Information in Certain Circumstances (C.I.I.C.C. )
Influential Police Leadership – Ontario Police College

Supervisory Leadership
Ethics in Leadership – University of Guelph
Personal Skills Self-Assessment – University of Guelph
Role of Leaders in Decision making – University of Guelph
Theories of Leadership – University of Guelph
Foundations of Leadership – University of Guelph
Ethics and the Justice System – University of Guelph
Public Policy Challenges – University of Guelph
Unit Commander Workshop
Psychology & the Law – University of Guelph

**Post Secondary Certificates & Degrees:**

<b>Certificate / Degree</b>	<b>Date</b>
Masters Degree, Master of Laws – University of Toronto	2020
Masters Degree, Leadership & Justice Studies – University of Guelph	2011
Bachelor of Arts – University of Guelph	2007
Advanced Leadership Development Certificate – York University	2021
Policing Leadership Academy Certificate – University of Chicago	2024

**Awards:**

<b>Award</b>	<b>Date</b>
Ontario Fitness Award	2016
Unit Commander Commendation	2014
Unit Commander Award	2013
Unit Commander Award	2010
Unit Commander Award	2010
Unit Commander Award	2006
Teamwork Commendation Award	2006
Ontario Fitness Award	1999

**RECOMMENDATION**

**Promotion to Chief Superintendent  
Board Meeting – April 10, 2025**

**Name, Rank and Badge No:** Jacqueline Baus, Superintendent #7526  
**Unit:** Strategy & Transformation  
**Date Promoted to current rank:** January 31, 2023  
**Length of Service:** 28 Years

**Career History:**

Unit
Strategy Management
Project Resolute
Traffic Services
Toronto Police College
Office of the Chief
Staff Planning
Public Safety Operations
22 Division
13 Division

**Management and Supervisory Training:**

Course
C.A.C.P. Police Executive Mentorship Program
Enhancing the Delivery of Effective and Bias Free Policing in City of Toronto
CARVER – Target Analysis and Vulnerability Assessment Methodology
Incident Command – O.P.C.
Bernardi Sexual Harassment Training
Professional Police Practice: Managing Service Excellence – O.P.C.
Senior Police Administrators Course - Canadian Police College
Community Engagement - Ryerson
Incident Management System 300
F.B.I. – L.E.E.D.A. (Command Leadership Institute)
Influential Police Leadership – O.P.C.
Advanced Leadership
Project Management
Incident Management System 200
Conduct Investigations into Human Rights

Course
Occupational Health and Safety for Supervisors
Front Line Supervisor Course

**Post Secondary Certificates & Degrees:**

Certificate / Degree	Date
Project Leadership Program – Queen’s University (Smith)	2024
Executive Management Program – McMaster University (DeGroot)	2023
Police Leadership – Rotman	2022
Advanced Leadership Development Program – York University (Schulich)	2021
Ambulance and Emergency Care – Humber College	1995
Bachelor of Applied Arts – Western University	1994

**Awards:**

Award	Date
Unit Commander Commendation	2018
Unit Commander Award	2018
Police Exemplary Service Medal - 20 Year Bar	2017
Unit Commander Award	2017
Unit Commander Commendation	2014
Unit Commander Commendation	2013
Black History Month Commendation	2005
Service Award Commendation	2004
Lifesaving Award – St John’s Ambulance	2001

**RECOMMENDATION**

**Promotion to Chief Superintendent  
Board Meeting – April 10, 2025**

**Name, Rank and Badge No.:** Katherine Stephenson, Superintendent #7947  
**Unit:** Intelligence  
**Date Promoted to current rank:** June 20, 2023  
**Length of Service:** 24 Years

**Career History:**

Unit
Intelligence
Toronto Police Operations Centre
Homicide Squad
55 Division
Organized Crime Enforcement - Drug Squad
41 Division

**Management and Supervisory Training:**

Course
O.A.C.P. Hearing Officer Course
Advanced Leadership – T.P.S. Internal
Supervisor Leadership – T.P.S. Internal
Incident Management System 100
Road to Mental Readiness (R.2.M.R.)

**Post Secondary Certificates & Degrees:**

Certificate / Degree	Date
Police Executive Research Forum – Executive Strategic Management	2023
Police Leadership Program - University of Toronto, Rotman School of Management	2022
Advanced Leadership Development - York University Schulich Executive Education	2022
Honour Degree – Biochemistry Laurentian University	1999



**Awards:**

<b>Award</b>	<b>Date</b>
Ontario Women in Law Enforcement (O.W.L.E.) – Officer of the Year	2024
Service Award Commendation	2022
O.W.L.E. Certificate of Recognition	2022
O.W.L.E. Certificate of Recognition	2021
Unit Commander Award	2019
Unit Commander Award	2016
Teamwork Commendation Award	2015
Unit Commander Award	2015
Unit Commander Award	2014
Unit Commander Commendation	2007
Unit Commander Award	2007
Unit Commander Award	2006
Unit Commander Award	2004

**RECOMMENDATION**

**Promotion to Chief Superintendent  
Board Meeting – April 10, 2025**

**Name, Rank and Badge No.:** Angadvir (Andy) SINGH (8091)  
**Unit:** Professional Standards  
**Date Promoted to current rank:** August 2, 2022  
**Length of Service:** 24 years

**Career History:**

<b>Unit</b>
Professional Standards Unit
31 Division
51 Division
Toronto Police Operations Centre
Specialized Criminal Investigations - Homicide Squad
22 Division
Organized Crime Enforcement – Drug Squad
23 Division

**Management and Supervisory Training:**

<b>Course</b>
Pearls in Policing – Global Police Leadership training
Advanced Leadership Development
Workplace Harassment - Symposium
Advanced Leadership
Multi-Jurisdictional Case Management
Supervisory Health and Safety
Police and Community Interactions
Major Case Manager
Racially Biased Policing
Supervisory Leadership Course
Occupational Health and Safety for Supervisors
Crisis Resolution

**Post-Secondary Certificates/Degree**

Rotman School of Management Executive Programs – Police Leadership Program certificate	2022
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**Award/Honors/Letter of Recognition**

King Charles III Coronation Recognition Pin	2024
Minister of Parliament – Community Service Award	2023
Letter of Recognition: Mohammed Shamji homicide investigation – Crown Attorney	2019
Teamwork Commendation Award	2019
Teamwork Commendation Award	2018
Teamwork Commendation Award	2014
Unit Commander Award	2014
Police Officer of the Month	2013
Unit Commander Award	2013
Service Award Commendation	2013
Police Officer of the Month	2012
Queen’s Diamond Jubilee Medal and Award – Community Service	2012
Unit Commander Commendation	2009
Unit Commander Commendation	2007
St. John’s Life Saving Award	2007
Service Award Commendation	2007
Unit Commander Award	2006
Unit Commander Award	2006
Unit Commander Award	2005
Teamwork Commendation Award	2003

## **Appendix C**

### **2025.01.13-0026 - 2025 PROMOTIONAL PROCESS TO THE RANK OF STAFF SUPERINTENDENT**

The Service is pleased to announce the upcoming promotional process to the rank of Staff Superintendent. Members applying must hold the rank of Superintendent by the date of application to qualify.

Communication regarding the 2025 Staff Superintendent promotional process and its components will occur via Routine Orders. In the event of process-related questions or issues, the directives outlined in this Routine Order will take precedence. It is the responsibility of interested members to keep themselves apprised at all times of critical timelines and all other information communicated regarding this process via Routine Orders.

The ideal candidate(s) will have a proven record in leadership roles within the organization and will be able to articulate their management skills and experience in relation to Service and community relationships, leadership, strategic thinking, planning, operations and administration.

Further, ideal candidate(s) will demonstrate an exemplary commitment to the Core Values, goals and objectives of the Service, particularly in relation to:

- Improving Trust In and Within the Service
- Accelerating Police Reform and Professionalization
- Supporting Safer Communities

#### **Qualification Requirements**

- Must have at least two years with a clear discipline record from the date of any finding of serious misconduct made as a result of the professional discipline process prescribed by the Community Safety and Policing Act (CSPA) or previous Police Services Act (PSA);
- Are not the subject of an appeal against a penalty or finding of guilt imposed by a hearing tribunal with respect to misconduct under the CSPA or the previous PSA
- Have conformed, presently conform and continue to conform to the Service's Core Values
- Have completed all mandatory training

#### **Process Requirements**

1. Submission of resume and cover letter. You are also strongly encouraged to complete the 'This is Us' survey on Member Gateway.
2. Participation in leadership assessment conducted by Stefan, Fraser & Associates Inc. If a previous assessment has already occurred, additional participation is not required.
3. All candidates receiving an interview will be subject to a background check conducted by Professional Standards. All applicants in good standing will be provided an opportunity for a Command-level interview, tentatively scheduled for February 18, 2025.
4. Candidates also need to have completed an IDI (Intercultural Development Inventory) assessment and feedback session. If this has not been done, you will be provided an opportunity to complete this as part of your development activities for 2025.
5. Command selection will require Board approval.

Qualified candidates are invited to apply for promotion to the rank of Staff Superintendent as follows:

### **Step 1: Apply**

- Complete and save a Consent to Disclose Personal Information (TPS 828)
- Prepare a personal, professional resume (not HRMS Internal Resume) **and** a cover letter/letter of expression of interest

Submit all documents via email to Nancy Casselman, Director of People and Culture at [nancy.casselmann@torontopolice.on.ca](mailto:nancy.casselmann@torontopolice.on.ca), as well as to your Command Officer by no later than **February 3, 2025**.

- Candidates will receive an e-mail confirmation within 24 hours of submission;

**As part of the application process, candidates are strongly encouraged to also access the tile in Member Gateway entitled “This is Us” and take the time to complete the questions.**

### **Step 2: Leadership Assessment**

As part of the promotional process, you will be asked to participate in a job-related assessment and background interview with a workplace psychologist. The **Leadership Assessment** will be completed by an external firm, Stefan, Fraser & Associates Inc. An FAQ is appended to this Routine Order that provides more detail regarding the firm and the type of assessment that will be conducted. A similar assessment was carried out for Command-level selection processes and the 2024 Staff Superintendent process.

The purpose of the assessment is to understand how your abilities and personal characteristics align with those required for strong performance as a Staff Superintendent. The assessment results support organization and leader development objectives and will not be used as a sole basis for selection decisions. You are invited to obtain feedback on your assessment results from the psychologist once the process has concluded. The information will be provided to support your development as a police leader regardless of

the outcome. Command will receive a high level summary and verbal update of your results. Individual results of this assessment will not be retained within TPS.

### **Step 3: Interview**

This promotional process will consist of one (1) interview.

The interviews are tentatively scheduled to be held on February 18, 2025 and will require candidates to appear before a panel consisting of the Chief of Police, Chief Administrative Officer, Chief Information Officer, Deputy Chiefs of Police and one community representative.

This interview will last approximately 60 minutes and will consist of a series of questions, which may include hypothetical, situational, behavioural, performance and/or questions about current issues.

The order of dress for the interview will be dress uniform with no medals (ribbons will be permitted) and no white gloves.

Candidates will be given 30 minutes to review the questions before their designated interview time.

Candidates will be notified via email of their interview date, time and location, with any additional logistical details as required.

Please note that interview dates are subject to change and will be announced by way of Routine Orders, should that be the case. Any questions about this promotional process should be directed electronically to Director Nancy Casselman (85213), People and Culture at [nancy.casselman@torontopolice.on.ca](mailto:nancy.casselman@torontopolice.on.ca) or by telephone at local 8-7877.

### **Step 4: Intercultural Development Inventory**

The **Intercultural Development Inventory® (IDI)** is an effective psychometric assessment and developmental tool that helps individuals and teams assess and reflect on their stages of cultural and racial awareness and competence. This tool looks at how leaders and staff in the organization are engaging with and creating understanding of cultural differences. The instrument is widely used by businesses, non-profit organizations, post-secondary institutions, cultural institutions, and government agencies across Canada. The strength of the IDI is that it is an evidence-based tool that is statistically reliable and cross-culturally valid. It has been widely used by educators as an effective component of any training program in equity, anti-oppression, anti-racism and unconscious bias.

Candidates need to have completed an IDI (Intercultural Development Inventory) assessment and feedback session. If this has not been done, you will be provided an opportunity to complete one as part of your development activities in 2025. This is intended for development purposes and not part of the selection process.

IDI individual results are provided in an Individual Profile Report that is shared in a confidential, one-on-one Debrief with a licensed Qualified Administrator. Engagement in

this guided conversation can provide powerful insights to one's strengths and developmental opportunities for more effective engagement across difference.

The IDI has been widely deployed at the TPS, including for the: 2022/2023 cadet classes, Command-level selection processes, 2024 Staff Superintendent process and the 2020/2021 Inspector process.

### **Step 5: Board Approval**

Final decisions require Board approval. The timing of this process will result in an approval date of March 4, 2025.

Per: People and Culture

## **Appendix D**

### **Pauline Larsen Executive Director & Chief Operating Officer Downtown Yonge B.I.A.**

Building on a background in economic analysis and journalism, along with a passion for building communities and neighbourhoods, Pauline has spent the past 25 years working in the field of urban economics, based first in Johannesburg, South Africa, and then in Toronto, Canada.

She has extensive experience as an urban economist, in both the private and public sectors, and takes a particular interest in cycles of urban revitalization and urban blight, as well as the cycle of decentralization seen in many global cities. She holds both a BSocSc (Hons) degree in Economics from the University of Kwazulu-Natal and an MA (cum laude) in Geography from the University of Pretoria.

In Toronto, she has focused her practice on the intersection of safety, inclusion and economic development. She aims to build effective partnerships to address those needs in the Downtown Yonge community of Toronto, with multiple award-winning programs that collaborate between a diverse range of different stakeholders: from neighbourhood police officers; to Elders and peer workers in the Indigenous community; to rapid-response crisis intervention teams for street-front businesses; and piloting partnered outreach in large, private commercial properties.

Her commitment to community safety and wellbeing was expanded when Downtown Yonge joined forces with SafeTO, the City of Toronto's community safety and well-being plan, through several joint projects in 2023.

In 2023, she was awarded an Award of Excellence in Community Safety, Wellness & Crime Prevention by the Ontario Association of Chiefs of Police, as well as a Community Member Award from the Toronto Police Service.

She was appointed Executive Director & Chief Operating Officer of the Downtown Yonge BIA in November 2023.

Pauline has always spent time in the classroom, lecturing at the University of the Witwatersrand in Johannesburg, South Africa for five years as well as guest lecturing at the University of Pretoria. In 2017, she developed and taught the first university course in pop-up retail as a tool for economic and community revitalization at Toronto Metropolitan University's School of Retail Management and in 2022, she taught the capstone course for TMU's graduate certificate in Local Economic Development.

Her current volunteer activities include serving on the Board of Governors at Humber College.





### 3. Request for Special Funds – Toronto Crime Stoppers 27th Annual Chief of Police Dinner



## PUBLIC REPORT

**February 25, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Dubi Kanengisser  
Executive Director

**Subject: Request for Special Funds – Toronto Crime Stoppers 27<sup>th</sup> Annual Chief of Police Dinner**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation(s):**

It is recommended that, as an exception to its Special Fund Policy, the Toronto Police Service Board (Board) approve funding in the amount of \$6,500 to sponsor the Toronto Crime Stoppers 27<sup>th</sup> Annual Chief of Police Dinner

**Financial Implications:**

If the Board approves the recommendation contained within this report, the Board's Special Fund will be reduced by \$6,500. The approximate balance of the Special Fund is \$539,258.

**Summary:**

On May 15, 2025, Toronto Crime Stoppers will host its annual Chief of Police Dinner which celebrates the Toronto Crime Stoppers program (program), a vital piece of our community safety framework, and honours Chief of Police Myron Demkiw.

## **Discussion:**

### ***Background***

#### *Toronto Crime Stoppers*

Founded in 1984, Toronto Crime Stoppers is a partnership between the police, the media and the community that enables concerned members of the public to anonymously provide information on the identity of a criminal or incidents of criminal activity.

The program is one of the largest of its kind, and an extraordinary example of a hugely successful partnership between the police and the community. Through this program, the public plays an integral role in keeping our neighbourhoods safe, by providing our police service with an enormous volume of beneficial tips. The funds raised through the program are used to support crime prevention through community engagement, or important initiatives that aim to enhance community safety in Toronto.

The Toronto Crime Stoppers program is also a dynamic and ever-evolving program. Over the years, the program has worked to leverage technology to provide modernized methods of securely submitting tips. In addition, its programming continuously changes to meet the evolving needs of our communities, recently focusing on gun crime, retail theft, tracking down high-profile fugitives, addressing vehicle thefts and human trafficking, among many other important and emerging areas of concern. The program maintains a powerful emphasis on working with young people, an approach that includes the promotion of Crime Stoppers within school communities.

#### ***27<sup>th</sup> Annual Chief of Police Dinner***

The Chief of Police Dinner is a high-profile event that has over 500 guests in attendance, including, among others, police chiefs and senior police leaders from across the province, members from all levels of government and members from the business community.

Toronto Crime Stoppers does not receive government funding and is solely dependent on fundraising initiatives, like the Chief of Police Dinner. This signature fundraiser not only sustains its capacity to offer community rewards but also allows them to deliver important public awareness campaigns.

## **Conclusion:**

Given the Board's ongoing commitment to providing support to the Toronto Crime Stoppers Program and the safety of our city, I am recommending that, as an exception to its Special Fund Policy, the Board approve funding in the amount of \$6,500 to sponsor 27<sup>th</sup> Annual Chief of Police Dinner.

Respectfully submitted,

Dubi Kanengisser  
Executive Director

*Contact*

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Sheri Chapman  
Executive Assistant  
Email: [sheri.chapman@tpsb.ca](mailto:sheri.chapman@tpsb.ca)



## 4. Request for Funds: Youth in Policing Luncheon and Awards



## PUBLIC REPORT

**February 20, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject: Request for Funds: Youth in Policing Luncheon and Awards**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation:**

This report recommends that the Toronto Police Service Board (Board) approve an expenditure in the amount of \$6 thousand (K) from the Board's Special Fund, less the return of any funds not used, to support the Annual Youth In Policing Initiative (Y.I.P.I.) graduation luncheons.

### **Financial Implications:**

The Board's Special Fund will be reduced by \$6K, which is the total cost of expenditures related to the annual events listed in this report.

### **Summary:**

The Board, at its meeting on July 22, 2010, granted standing authority to the Chair and the Vice Chair to approve expenditures from the Board's Special Fund for a total amount not to exceed \$10K, for internal events hosted annually in whole, or in part by the Board and the Toronto Police Service (Service). The Standing Authority would only apply to events that are to be identified in a list, which is provided to the Board for information at the beginning of each calendar year (Min. No. P208/10 refers).

## Discussion:

### **Background**

The Y.I.P.I. Program is a partnership which was established in 2006 between the Ministry of Children, Community and Social Services, the Board and the Service. Each year the Service hosts a graduation ceremony and luncheon upon completion of each YIPI class.

The following chart shows the approved funding in the past for the Y.I.P.I. luncheons from 2019 to 2024.

<b>STRATEGY MANAGEMENT UNIT Y.I.P.I. LUNCHEON AND AWARDS</b>						
	2019	2020	2021	2022	2023	2024
Youth in Policing Initiative Luncheon	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
<b>Total</b>	<b>\$6,000</b>	<b>\$6,000</b>	<b>\$6,000</b>	<b>\$6,000</b>	<b>\$6,000</b>	<b>\$6,000</b>

### *Relevant Board Policies and Compliance*

This report is in compliance with the reporting requirements of the Board’s Special Fund.

The request for funding is consistent with the following priorities of the Service:

- Improving trust in and within the Toronto Police Service
- Accelerating police reform and professionalization
- Supporting safer communities

### **Summary of Events and Allocated Funding**

Below is the breakdown of the dates, anticipated attendance, and associated costs for each of the graduation events.

<b>Winter/Spring Graduation</b>	<b>Summer Graduation</b>	<b>Fall Graduation</b>
Saturday, June 7, 2025	Friday, August 22, 2025	Saturday, December 6, 2025
Approximately 160 attendees (students, community and family members).	155 Summer students	Approximately 160 attendees (students, community and family members).
<b>\$2,000.00</b>	<b>\$2,000.00</b>	<b>\$2,000.00</b>

The annual funding for the Y.I.P.I. luncheons has been ongoing for several years. In 2025, the graduation luncheons will be enhanced to include awards and recognition for

students who have made significant contributions to the program in the following categories:

- **Rising Star** – a student who takes the initiative to ask questions and participate in workday meetings, is eager to learn, and demonstrates leadership potential.
- **Creativity** - a student who demonstrates a high level of creativity in the arts and provides innovative contributions to group projects and assignments.
- **Community Involvement Award** – a student who demonstrates a long-term commitment to their community by dedicating time and effort to create positive and meaningful change.
- **Most Improved** – a student who has developed their skills and made significant progress throughout the program.
- **Leadership** - a student who demonstrates exceptional leadership skills, motivating and inspiring the involvement of others.
- **Team Player** – a student who demonstrates a willingness to work with their fellow students and ensures that peers are included and feel valued.
- **Knowledge** - a student who has participated in training days and has contributed to the learning environment through insightful questions and discussion.
- **Initiative** - a student who demonstrates excellent work ethic and has exceeded expectations in the execution of their work.
- **M.V.P.** – a student who has been recognized by their supervisors for their hard-work, dedication and positive impact on their peers, Service members and the community.
- **Hidden Gem** – a student who has had a quiet impact through consistent displays of excellent work ethic and a positive attitude.
- **Perseverance** - a student who has maintained a positive attitude throughout the program and persevered through extraordinary circumstances and/or challenges.

***Conclusion:***

The Service is one of the largest municipal police services in North America and serves a culturally diverse city. This program enhances the Service's reputation by strengthening police/community relationships with youth from Neighbourhood Improvement Areas.



The Y.I.P.I. program gives students the opportunity to work with sworn and civilian members and includes a curriculum with presentations from police officers and community partners, training, and a focus on teamwork and developing life skills. The program also promotes the Service as a future employer of choice. Since its inception with the Service, there have been over 3800 graduates of the Y.I.P.I. Program and many have been employed full-time within the Service in various roles.

Ms. Svina Dhaliwal, Chief Administrative Officer and Acting Staff Superintendent Jacqueline Baus, Strategy Management, will be in attendance to respond to any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 5. Request for Funds – Annual Community Events 2025



## PUBLIC REPORT

**April 10, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** Request for Funds – Annual Community Events 2025

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation:**

This report recommends that the Toronto Police Service Board (the Board) approve an expenditure in the amount of \$48,000 from the Board's Special Fund, less the return of any funds not used, to support the annual community events and initiatives listed within this report.

### **Financial Implications:**

The Board's Special Fund will be reduced by a total of \$48,000. This is the total cost of expenditures related to the annual events listed in this report.

### **Summary:**

This report recommends approving an expenditure of \$48,000 from the Board's Special Fund to support annual community initiatives co-hosted by the Board and the Toronto Police Service (T.P.S.).

In accordance with the Board's Special Fund Policy, the purpose of this report is to provide the Board with a list of the annual community events and initiatives scheduled to take place in 2025.

**Discussion:*****Background***

Section 258(2) of the Community Safety and Policing Act (C.S.P.A.) establishes that police boards have the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The C.S.P.A. stipulates that “the Chief of Police may cause property to be sold, and the Board may use the proceeds for any purpose that it considers in the public interest.” In the case of the Board, the proceeds from such sales are placed into a fund known as the ‘Special Fund’. The Board, at its meeting on July 22<sup>nd</sup>, 2010, granted standing authority to the Chair and the Vice Chair to approve expenditures from the Board’s Special Fund for a total amount not to exceed \$10,000 per individual event hosted annually in whole or in part by the Board and the T.P.S. (Min. No P208/10 refers).

Each year, the T.P.S. brings forward a list of annual events for funding approval by the Board, to be funded from the Board’s Special Fund.

The Board’s policy on the Special Fund outlines the guiding principles of the fund and is clear on the delegated authority to the Chair and Vice-Chair to assess and approve funding that falls into certain categories. One of these categories is the “Annual Community Initiatives”.

During COVID-19, where possible, scheduled annual events and community engagement opportunities were cancelled and pivoted to virtual platforms. As a result, funding for annual community events was reduced from \$115,500 in 2020 to \$87,000 in 2021.

In 2022, when pandemic restrictions were lifted, annual community events reverted to in-person events. The capital supply to the special fund during the pandemic was not replenished sufficiently and therefore the funding request for 2022 was reduced to \$78,500. A modest request of \$48,000 had been made by the T.P.S. for 2023 and 2024 and approval was granted by the Board. The 2025 request for funding remains the same at \$48,000.

***Relevant Board Policies and Compliance***

This report complies with the requirements of the Board’s Special Fund Policy.

***Annual Community Events and Initiatives***

The T.P.S. organizes and participates in numerous annual community events and initiatives throughout the year. These events are aimed at fostering safer communities, which includes building collaborative relationships with community members and organizations. Community events help create strong and inclusive communities and improve police-community relations.

Many of these annual events and initiatives are co-hosted by the Board, with the Board

providing partial or full funding. The T.P.S., community partners and community members also absorb some costs associated with community and cultural events.

The costs that are considered when creating a budget for a community or cultural event include: venue, food, refreshments, posters, frames, printing, displays, exhibits, entertainment, honorariums, transportation and incidentals.

**2025 Scheduled List of Annual Community Events and Initiatives**

The following chart provides a list of the events and initiatives scheduled to take place in 2025, as well as a breakdown of funding received for 2024:

<b>Annual Community Events and Initiatives</b>	<b>2024</b>	<b>2025 Request</b>
Asian Heritage Month	2,800	2,800
Auxiliary Graduation Ceremonies	3,200	3,200
Black History Month	3,000	3,000
Board and Chief’s Pride Reception	2,600	2,600
Canadian Jewish Heritage Month and Hanukkah	2,800	2,800
Community Police Consultative Conference	6,000	6,000
International Day of Pink	400	400
International Francophonie Day	2,000	2,000
Islamic Heritage Month	2,800	2,800
Junior Carnival, Caribbean Carnival Kick-off Event	5,000	5,000
National Aboriginal Celebrations	4,600	4,600
National Victims of Crime Awareness/Crime Prevention Week	1,000	1,000
Pride Month Celebrations	2,300	2,300
2.S.L.G.B.T.Q.I.+ Youth Justice Bursary Award	2,000	2,000
Torch Run/Special Olympics	2,500	2,500
United Way Campaign	5,000	5,000
<b>Funding Totals</b>	<b>\$48,000</b>	<b>\$48,000</b>

***Equity Analysis***

The funding of the listed community events and initiatives for 2025 will have a positive equity impact for members of the City of Toronto's many diverse communities, which include racialized individuals, people with lived experiences, Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex + (2.S.L.G.B.T.Q.I.+), persons with disabilities, vulnerable persons, youth and seniors.

Events and initiatives focusing on community engagement raise awareness and educational opportunities to embrace differences, cultural traditions, historical events, diverse cultures and challenges for vulnerable, marginalized and racialized communities.

***Conclusion:***

It is recommended that the Board receive the attached report for consideration and approve the requested expenditure of \$48,000 from the Board's Special Fund, less the return of any funds not used, to support the annual events and initiatives listed in this report.

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

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

Attachments:

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Appendix A – Request for Annual Community Event Funding – Event Description, Expenditures and 2025 Funding Rationale

**Appendix A  
Request for Annual Community Event Funding  
Event Description, Expenditures and 2025 Funding Rationale**

<b>2024 Event - Asian Heritage Month</b>	
<p>Asian Heritage Month acknowledges the long and rich history of Asian Canadians and their contributions to Canada. It also provides an opportunity for Canadians across the country to reflect on and celebrate the vital role that Canadians of Asian heritage have played in the growth and prosperity of Canada. Canada’s cultural diversity strengthens the country socially, politically, and economically in innumerable ways. Asian Heritage Month is an ideal occasion for all to celebrate the beauty and wisdom of various Asian cultures.</p> <p>The T.P.S. Asia Pacific, Chinese, and South and West Asian Community Consultative Committees (C.C.C.s) of the Community Partnerships &amp; Engagement Unit (C.P.E.U.) partnered with the Chinese Cultural Centre of Greater Toronto to host an Asian Heritage Month celebration. The event was held on May 25, 2024 at Mel Lastman Square, 5100 Yonge Street from 12:00 p.m. - 9:00 p.m. Honoured guests in attendance included T.P.S.B. member, Councillor Lily Cheng, Immigration Judge Albert Wong, members of the three respective C.C.C.’s, Co-chairs and T.P.S. Senior Officers.</p> <p>This joint celebration provided an opportunity to embrace and celebrate the contributions of Asians in Canada. It was also an excellent platform for interaction between members of the various Asian communities and T.P.S. officers.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$2,800.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Chinese Cultural Centre of Greater Toronto	
Ethnic performances	1,000.00
Food booths	400.00
Community booths	700.00
Production	900.00
<b>Total Expenditures</b>	<b>\$3,000.00</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

**2025 Funding Rationale**

In previous years, Asian Heritage Month was hosted on a rotational basis by three C.C.C. s – Asia Pacific, Chinese, and South and West Asian. This rotational schedule

allowed each community to host Asian Heritage Month and focus on their respective community. This practice only afforded each community the opportunity to celebrate Asian Heritage Month every three years.

The T.P.S. consulted with the communities and the three C.C.C.s, and it was determined that an inclusive celebration encompassing all Asian origins would be a more fitting way to honour their diverse contributions to Canada during Asian Heritage Month.

In 2020, the Board approved the allocation of \$8,000 to cover the higher costs associated with additional cultural performances and catering services required to accommodate a much larger group.

In 2023, the funding request had been reduced to \$2,300 in response to the Board's request to comply with By-laws related to the minimum balance of the Special Fund.

For 2024, the funding request increased by \$500 in response to the rising costs associated with hosting an event.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,800.**

<b>2024 Event – Auxiliary Graduation Ceremonies</b>
<p>Two Auxiliary graduation ceremonies were held in 2024.</p> <p>On May 8, 2024, the T.P.S. held a graduation ceremony for 29 new Auxiliary members. The ceremony was held at the Toronto Police College, with approximately 200 attendees. Deputy Chief Lauren Pogue, Staff Superintendent Kelly Skinner, Inspector Paul Rinkoff, and several other uniform members were in attendance.</p> <p>On December 10, 2024, the T.P.S. held a graduation ceremony for the newest 19 Auxiliary members. The ceremony was held at the Toronto Police College, with approximately 150 people in attendance. Deputy Chief Lauren Pogue, Deputy Chief Robert Johnson, Chief Information Officer Colin Stairs, Acting Staff Superintendent Don Belanger, Acting Superintendent Anthony Paoletta and several other uniform members were in attendance.</p> <p>Refreshments and light snacks were served at both events.</p> <p>During each ceremony, an Auxiliary officer is recognized with the Julian Fantino Award, for outstanding performance. At the ceremony on December 10, 2024, Auxiliary Inspector Don Rusk was recognized and awarded for his 42 years of Auxiliary service.</p>



<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING</b> <b>(\$3,200.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Mission Works catering - May 8 Graduation	1,474.65
Mission Works catering - December 10 Graduation	1,127.74
Plaque and engraving	54.24
<b>Total Expenditures</b>	<b>\$2,656.63</b>
<b>Amount to be returned</b>	<b>\$543.37</b>

**2025 Funding Rationale**

Auxiliary officers act as a visible uniformed presence, working in collaboration with police officers and divisions to support crime prevention initiatives and community outreach efforts. They play an integral role at both large and small community events, providing a consistent and reliable presence.

Auxiliary members receive specialized Neighbourhood Officer training to assist Neighbourhood Community Officers in their community work. Each year, Auxiliary officer volunteers contribute approximately 60,000 hours of volunteer work to the city.

In 2024, the funding requested had been increased to host graduation ceremonies for the larger classes of 60 new members and their families.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$3,200.**

<b>2024 Event - Black History Month Celebrations</b>
<p>C.P.E.U. hosted a series of events for the Toronto Police Service’s Black History Month celebrations. The first event was held at T.P.S. headquarters on February 1, 2024 and consisted of the first annual flag raising ceremony, followed by an awards celebration. An award was created for Terry James, a retired T.P.S. Sergeant, with the first recipient being Mrs. Rosemary Sadlier, one of the two individuals recognized for bringing Black History Month to Canada.</p> <p>The second event was held in the community and co-hosted by Tropicana Community Centre at 1385 Huntingwood Drive, Scarborough on February 25, 2024, recognizing the Honourable Jean Augustine, the first black woman to be elected to the House of Commons, who was instrumental in lobbying for the recognition of a</p>

Black History Month in Canada. This event included the showing of Mrs. Augustine's documentary, Steadfast, followed by a reception for those in attendance.

The event was in collaboration with the T.P.S.'s Equity, Inclusion and Human Rights (E.I.H.R.) unit.

<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING</b>	
<b>(\$3,000.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Awards	345.05
Banners	508.50
Honorariums	600.00
Food	1,078.00
Refreshments	15.96
Staple supplies	29.37
Flag	16.00
<b>Total Expenditures</b>	<b>\$2,592.88</b>
<b>Amount to be returned</b>	<b>\$407.12</b>

### ***2025 Funding Rationale***

The T.P.S. has proudly hosted Black History Month celebrations every February since 1994. The initiative was driven by the efforts of retired Sergeant Terry James, whose advocacy and dedication played a pivotal role in establishing this important observance. Terry James is also recognized as the first Black female officer to be assigned duties typically reserved for male officers. This trailblazer was one of the original members of the Association of Black Law Enforcers (A.B.L.E.) and had a distinguished career with the T.P.S. that spanned from 1980 to 2010.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$3,000.**

<b>2024 Event - Board and Chief’s Pride Reception</b>	
<p>The Board and Chief’s Pride Reception took place on June 20, 2024 at the Metropolitan Community Church of Toronto.</p> <p>This event was planned in partnership with the 2.S.L.G.B.T.Q.I.+ C.C.C. and highlighted the positive initiatives the T.P.S. is involved in to foster stronger relationships with the 2.S.L.G.B.T.Q.I.+ community. Approximately 70 people attended the event, which was well received by the community.</p> <p>The reception included catering and featured a performance by the Youth Drag Masterclass winners from the workshop sponsored by the 2.S.L.G.B.T.Q.I.+ C.C.C. last year. Additionally, Indigenous singer Brown Eagle delivered a performance.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$2,600.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Kiss The Cook Catering	1,499.51
Rental fee for Metropolitan Community Church	200.00
Beverages	45.17
Entertainment - Drag Masterclass Performers	700.00
Entertainment - Brown Eagle	50.00
Paper Plates and Napkins	88.93
<b>Total Expenditures</b>	<b>\$2,583.61</b>
<b>Amount to be returned</b>	<b>\$16.39</b>

**2025 Funding Rationale**

This funding will continue to support our engagement and outreach to the 2.S.L.G.B.T.Q.I.+ community by hosting this annual event.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,600.**

<b>2024 Event - Community Police Consultative (C.P.C.) Conference</b>	
<p>On October 26<sup>th</sup>, 2024, C.P.E.U. held their 28th annual Community Police Consultative (C.P.C.) Conference, with participants from the Toronto Police Service Board, Community Consultative Committees (C.C.C.), Community Police Liaison Committees (C.P.L.C.), the Chief’s Youth Advisory Committee (C.Y.A.C.), Auxiliary officers and community partners. The event was hosted at the Toronto Police College from 9:00 a.m. until 3:30 p.m., with morning refreshments and lunch provided to the participants.</p> <p>This year’s theme was <i>Strategy and Long-Term Planning - Scenarios and Action Methods</i>. The conference has always served as a platform to highlight some of the topics affecting the city, offering a collaborative space for participants to work towards the shared goal of enhancing community safety and well-being. This was also an occasion to further strengthen the powerful ways our C.C.C.s and C.P.L.C.s connect, collaborate, drive change and develop solutions for the communities and neighbourhoods. Additionally, it allowed attendees to meet new members, exchange best practices and share valuable resources.</p> <p>This year’s topics included Intimate Partner Violence Awareness, the Chief’s Wellbeing Program, Reducing Social Isolation, Utilizing Social Media, and Enhancing E.I.H.R. training.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$6,000.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Miscellaneous items	347.61
Promotional items – Prestige Promotions	1,123.23
Catering – Pickle Barrel	4,310.29
Water	60.00
Tablecloths	165.99
<b>Total Expenditures</b>	<b>\$6,007.12</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

**2025 Funding Rationale**

This conference has been a platform to highlight issues and concerns relating to topics

affecting the city. This event has proven to be an excellent opportunity for volunteers, including all levels of consultation (C.C.C., C.P.L.C., and C.Y.A.C.), to work collaboratively towards the common goal of enhancing the safety and well-being of the communities.

In 2024, Auxiliary officers were invited to participate in the conference, giving them the opportunity to collaborate with the consultative members.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$6,000.**

<b>2024 Event - International Day of Pink</b>	
<p>The 2.S.L.G.B.T.Q.I.+ C.C.C. and T.P.S. officers continue to work closely and remain committed to supporting the 2.S.L.G.B.T.Q.I.+ community. International Day of Pink fosters an inclusive environment, both externally and internally, and is recognized worldwide as a day to combat homophobia and transphobia.</p> <p>This year, two members of "The Brunswick Four" were invited as guests of honour. Historically, "The Brunswick Four" were a catalyst towards change, after being treated unfairly by Toronto Police officers 50 years ago. This event provided an opportunity for officers to meet and speak with these members to help repair relations between police and the 2.S.L.G.B.T.Q.I.+ community.</p> <p>This year, refreshments were provided, and T.P.S. embossed anti-bullying silicone bracelets were distributed to community attendees.</p> <p>The event was televised on April 10, 2024, from the Toronto District School Board headquarters located at 5050 Yonge Street, Toronto.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$400.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total(\$)</b>
T.P.S. Embossed pink anti-bullying silicone bracelets	305.00
9 - 12 packs of pop	69.05
Day of Pink hat with T.P.S. Logo	22.59
<b>Total Expenditures</b>	<b>\$396.64</b>
<b>Amount to be returned</b>	<b>\$3.36</b>

**2025 Funding Rationale**

Funding for this event was first approved by the Board in 2017. The Service continues to support the school boards as the lead for this initiative.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$400.**

<b>2024 Event - International Francophonie Day</b>	
C.P.E.U. partnered with Alexandre Dumas Academy, a French elementary school, to host a Francophonie Day event.	
The event took place on March 20, 2024, at the school located at 255 Coronation Drive, Scarborough. There are approximately 200 students who attend the school.	
International Francophonie Day honours French language and Francophone culture. Officers engaged with students, highlighting the importance of multilingualism and cultural diversity. Snacks and refreshments were provided to the students.	
The event was in collaboration with the French Community Consultative Committee.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING</b>	
<b>(\$2,000.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Food and refreshments	304.75
<b>Total Expenditures</b>	<b>\$304.75</b>
<b>Amount to be returned</b>	<b>\$1,695.25</b>

**2025 Funding Rationale**

With the absence of a French Liaison Officer and limited membership on the French C.C.C., C.P.E.U. coordinated with community members and the local division to host and celebrate International Francophonie Day.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,000.**

<b>2024 Initiative – 2.S.L.G.B.T.Q.I.+ Youth Justice Bursary Award</b>	
<p>This year, two youth recipients were awarded a \$1000.00 bursary award to support their post-secondary studies.</p> <p>Both individuals expressed excitement about continuing their studies and demonstrated a strong commitment to advocating for the rights of the 2.S.L.G.B.T.Q.I.+ community within their chosen careers.</p> <p>The bursaries were presented by Chief Demkiw at the Board and Chief’s Pride Reception, held on June 20, 2024, at the Metropolitan Community Church.</p> <p>Numerous members of the T.P.S. and the public were in attendance.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$2,000.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total(\$)</b>
Tara Fulad - bursary recipient	1,000.00
Leo Mohammed Alkarkhi - bursary recipient	1,000.00
<b>Total Expenditures</b>	<b>\$2,000.00</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

**2025 Funding Rationale**

This program is an excellent opportunity to recognize youth from the 2.S.L.G.B.T.Q.I.+ community and their individual contributions.

It is recommended to continue this program to provide opportunities and support the well-being of youth in this community.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,000.**

<b>2024 Event - National Aboriginal Celebrations</b>	
<p>On June 13, 1996, Governor General Romeo LeBlanc proclaimed June 21<sup>st</sup> as National Aboriginal Day. This celebration has grown with each passing year. The T.P.S. has been hosting this event in partnership with the Aboriginal Consultative Committee (A.C.C.) since 1999.</p> <p>The Aboriginal Peacekeeping Unit (A.P.U.) along with the C.P.E.U. hosted the annual celebration of National Aboriginal Month on June 17, 2024, at the Native Canadian Centre of Toronto at 16 Spadina Road.</p> <p>This year’s celebration, “Honouring our Elders,” included a community barbecue, performances by the All Nations Drummers, the Wandering Spirit School Dancers and a youth guest speaker from the Native Learning Centre of Toronto.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING</b>	
<b>(\$4,600.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Wandering Spirits Drummers	1,350.00
Native Canadian Centre of Toronto (venue)	687.00
Native Women’s Resources Centre (All Nations Drummers)	2,000.00
Gifts/medicines	631.10
<b>Total Expenditures</b>	<b>\$4,668.10</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

**2025 Funding Rationale**

As per the Board’s Statement of Commitment and Guiding Principles, the Board is committed to respecting and recognizing the unique position that First Nations, Inuit and Métis peoples (the Indigenous community) hold in Toronto, as the original peoples of this land. This commitment includes ensuring that the T.P.S. works continuously to build sustainable relationships with Indigenous community members at both the corporate and divisional levels.

The T.P.S. continues to support these guiding principles and hosts events to honour Indigenous peoples, including National Indigenous Peoples Day, Indigenous Peoples Month, and the National Day for Truth and Reconciliation, which coincides with Orange Shirt Day.

These cultural events have provided invaluable opportunities to engage with the Indigenous community, fostering cooperative opportunities to reflect and learn.



For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$4,600.**

<b>2024 Event - National Victims of Crime Awareness/Crime Prevention Week</b>	
<p>The theme for Crime Prevention Week (November 3 - November 9, 2024) was “Awareness in Action: Keeping Ontario Safe Together” and it was launched at the Jane Finch Mall. This theme served as a call to action, emphasizing the importance of working collaboratively with the community. The goal was to empower individuals to prevent, recognize, and report crime.</p> <p>The collective objectives for this year’s campaign focused on addressing specific crimes, including Break and Enter, Auto Theft, Intimate Partner Violence (I.P.V.), and raising awareness of the Retail Safety and Security Guide.</p> <p>This year, to enhance visibility, crime prevention roll-up banners were purchased for the events. Additionally, to increase awareness of Intimate Partner Violence, posters of various sizes were created and distributed across all T.P.S. divisions and community partners. These posters provided awareness and featured Quick Response (Q.R.) codes that linked to resources for victims of crime.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Crime Prevention Week banner	341.99
Intimate Partner Violence Awareness posters	723.37
<b>Total Expenditures</b>	<b>\$1,065.36</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

**2025 Funding Rationale**

Crime Prevention remains a primary focus of the T.P.S. with initiatives and activities aimed at reducing crime, strengthening community relationships and increasing resiliency and capacity to support safer communities together.

The areas considered when creating a budget for crime prevention week and initiatives include venue(s), food and refreshments, posters, frames, printing, displays, exhibits, marketing expenses, public education campaigns, social media promotional costs, and other incidentals.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$1,000.**

<b>2024 Event - Pride Month Celebrations</b>	
<p>Every year in June, the T.P.S. participates in the celebration of Pride Month. During this month, and especially during Pride weekend, numerous officers distribute pride bracelets embossed with the T.P.S. website information.</p> <p>This initiative fosters positive relationships not only with the 2.S.L.G.B.T.Q.I.+ community, but also with the general public, as this celebration attracts both members of the 2.S.L.G.B.T.Q.I.+ communities and their allies. Branding the bracelets with T.P.S. contact information provides the public with a direct way to contact the Service, while demonstrating the T.P.S.'s support for the 2.S.L.G.B.T.Q.I.+ community.</p> <p>Additionally, shelving was purchased to store the items for future events and protect them from water damage.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING</b>	
<b>(\$2,300.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Promotional silicone Pride and Trans coloured bracelets	\$2,013.00
Shelving for storage	169.49
<b>Total Expenditures</b>	<b>\$2,182.49</b>
<b>Amount to be returned</b>	<b>\$117.51</b>

**2025 Funding Rationale**

Pride Month brings both residents and visitors to Toronto together to celebrate the history, courage and diversity of Toronto’s Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, + communities.

The T.P.S. is committed to addressing the unique challenges facing 2.S.L.G.B.T.Q.I.+ communities to build a more inclusive and equitable city.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,300.**

<b>2024 Event - Islamic Heritage Month</b>	
The T.P.S. Islamic Heritage month event was held on October 18, 2024 at the Toronto Police College.	
This event was organized in collaboration with the T.P.S. Muslim C.C.C. This year, Canadian Muslim women were celebrated for their achievements within the Muslim communities. The main speakers at the event included Police Constable Aysha Khawar, the first hijab wearing officer from the T.P.S., and Dr. Sheliza Ibrahim, an academic and scholar researching numeracy.	
Over 250 community members attended the event, including Toronto Mayor Olivia Chow.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$2,800.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Catering buffet style	1,525.50
Variety of snacks/water	398.68
Samosas	150.00
Paper plates, napkins, utensils, tablecloths, food trays	253.69
Raffle ticket roll	16.94
Plaques	252.01
	<b>Total Expenditures</b> \$2,596.82
	<b>Amount to be returned</b> \$203.18

**2025 Funding Rationale**

In 2023, the T.P.S. allocated an annual funding budget of \$2,300 from the Special Fund to support Islamic Heritage Month. This allocation aligns with the funding provided for other annual events highlighted in this report, including Pride Month Celebrations, Canadian Jewish Heritage Month, Asian Heritage Month and Black History Month.

Given the large turnout of community members at the event, the funding for 2024 was increased by \$500 to accommodate the increased costs associated with hosting the event.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,800.**

<b>2024 Event - Canadian Jewish Heritage Month and Hanukkah Celebrations</b>	
Jewish Heritage Month recognizes the contributions, history and culture of the Jewish community. It promotes understanding, unity and appreciation for the diversity that enriches our society. This event allows our members to foster a sense of inclusivity and shared heritage.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$2,800.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Eisenberg's Catering	414.93
Chabad Lubavitch Catering	448.00
Starbucks Coffee	79.80
<b>Total Expenditures</b>	<b>\$942.73</b>
<b>Amount to be returned</b>	<b>\$1,857.27</b>

**2025 Funding Rationale**

In 2023, the T.P.S. allocated an annual funding budget of \$2,300 from the Special Fund, to support Canadian Jewish Heritage Month and Hanukkah Celebrations. This allocation aligns with the funding provided for other annual events highlighted in this report, including Pride Month, Asian Heritage Month, Islamic Heritage Month, and Black History Month.

In 2024, the funding had been increased by \$500 in response to the increased costs associated to host an event.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,800.**

<b>2024 Event - Junior Carnival, Caribbean Carnival Kick-Off Event and Float</b>	
<p>This year, C.P.E.U. hosted the 33<sup>rd</sup> annual Caribbean Carnival Launch at Eastview Community Centre on July 25, 2024, in collaboration with respected community partners and dignitaries. This event was traditionally held at police headquarters.</p> <p>The theme of the event, “It Takes a Village,” was embodied by the active participation of community volunteers and members of the University of Toronto varsity football team. The event’s Master of Ceremonies was Akil Augustine, host of Raptor TV and Maple Leaf Sports and Entertainment (M.L.S.E.)</p> <p>The T.P.S. supported event, including the barbeque and activities, was greatly appreciated by the local community.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$5,000.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Scotchie’s Restaurant Catering	1,017.00
Bounce 123 - bouncy castles	948.07
Costco - drinks/coleslaw/plates/bowls	205.05
Canadian Tire - propane tanks	67.78
Koffi Morris - African prayer ceremony	200.00
Love Sound - steel pan entertainment	500.00
Dancers - entertainment	550.00
Akil Augustine - host	600.00
DJ Slamz - entertainment	900.00
	<b>Expenditures</b> \$4,987.90
	<b>Amount to be returned</b> \$12.10

**2025 Funding Rationale**

The ability to host successful events relating to Carnival in 2024 was largely due to community relationships and partnerships where the costs for the events were supplemented and provided by the community. This event provides an opportunity to engage with our community to showcase cultural excellence.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$5,000.**

<b>2024 Event - Torch Run and Special Olympics</b>	
<p>The Law Enforcement Torch Run (L.E.T.R.) program first began in Wichita, Kansas in 1981. In June 1987, retired T.P.S. Chief Jack Marks and Police Constable Lorne White successfully organized the first Torch Run on Canadian soil in Toronto. More than 1,100 L.E.T.R. officers from 36 agencies participated in the event, covering more than 900 kilometres before arriving at Varsity Arena in Toronto, where they lit the flame to signal the opening of the International Special Olympics Floor Hockey Tournament.</p> <p>Today, the L.E.T.R. continues to be the largest public awareness and grassroots fundraising organization for Special Olympics globally. This year’s 37<sup>th</sup> annual Toronto Torch Run took place on May 30, 2024.</p> <p>The funds raised from the event were used to host a large gathering afterward, featuring a DJ and other entertainment. The proceeds from the event were donated to the Ontario Association of Chiefs of Police (O.A.C.P.) charity of choice; Special Olympics.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$2,500.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Venue rental and refreshments	2,500.00
<b>Total Expenditures</b>	<b>\$2,500.00</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

**2025 Funding Rationale**

The T.P.S. remains committed to supporting persons with disabilities. Special Olympics strives to create a better world by fostering the acceptance and inclusion of all people, providing opportunities for community members with physical and intellectual disabilities.

Through the power of sports, individuals with intellectual and physical disabilities discover new strengths, abilities, skills and success. Athletes find joy, confidence and fulfillment – both on the playing field and in life. They also inspire others in their communities and beyond to open their hearts to a broader world of human potential and talent. The Law Enforcement Torch Run and Polar Plunge are significant fundraisers in support of Special Olympics.

The funding allocated by the T.P.S. helps to host events in support of these fundraising

efforts, contributing to costs for areas such as venue rental, food and refreshments, posters, frames, printing, displays, exhibits, entertainment, transportation and incidents.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$2,500.**

<b>2024 Event - United Way Campaign</b>	
<p>For over three decades, the T.P.S. has partnered with the United Way of Greater Toronto to run an annual month-long employee campaign. This campaign is dedicated to raising essential funds that benefit over 300 community agencies that rely on United Way funding. United Way agencies provide individuals and families with basic needs, and address critical issues such as homelessness, food insecurity, and ensuring access to mental health resources for vulnerable populations. The United Way supports initiatives like FOCUS Toronto and 2-1-1, both of which are instrumental in the policing community. The United Way is an asset to the City of Toronto and the T.P.S. campaign continues to be a proud supporter and an important financial contributor. Through donations made via payroll deductions and fundraising events throughout the Service in 2024, T.P.S. donated a total of \$273,093, all of which goes directly into the community where it is most needed.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$5,000.00)</b>	
<b>Item(s) - List all items related to event(s)/initiative(s)</b>	
<b>Description</b>	<b>Total (\$)</b>
Leadership Program	568.99
Donor appreciation	334.58
Events and marketing	2,041.72
Ambassador program	897.04
Collector coins	571.10
Campaign support materials	479.09
<b>Total Expenditures</b>	<b>\$4,892.52</b>
<b>Amount to be returned</b>	<b>\$107.48</b>

**2025 Funding Rationale**

The funding provided by the Board has been instrumental in supporting the committee's efforts, enabling the hosting of numerous fundraising events throughout the campaign month, which encourage and engage members to participate. This funding allows for

donor appreciation and incentives, and the continuation of the vital ambassador program. Currently, approximately 75 T.P.S. employees are ambassadors within their units, assisting the campaign committee with various fundraising tasks to ensure the success of the campaign. These individuals are responsible for sharing their knowledge of giving with their colleagues and making fundraising enjoyable.

This continued collaboration not only fosters a strong sense of community and teamwork, but also ensures that the campaign reaches its full potential in making a meaningful impact. With the ongoing support of both the T.P.S., the Board, and its dedicated employees, the campaign will continue to inspire and engage donors, contributing to a brighter future for those in need within the community.

For 2025, the funding request will remain unchanged.

**Amount requested for 2025 is \$5,000**





## 6. Contract Awards for Vehicle Towing and Storage Services



## PUBLIC REPORT

**February 21, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Contract Awards for Vehicle Towing and Storage Services**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendations:**

This report recommends that the Toronto Police Service Board (Board):

- 1) approve the following contract awards for Vehicle Towing & Storage Services for a three-year term commencing June 1, 2025 to May 31 2028, plus two, one-year option periods:
  - Downtown Zone - J.P. Towing Service & Storage Ltd. (J.P. Towing);
  - West Zone - 1105729 Ontario Inc. O/A Classic Towing (Classic Towing);
  - Central Zone - 1512081 Ontario Ltd. O/A Abrams Towing (Abrams Towing); and
  - East Zone - Williams Towing Service Ltd. (Williams Towing);
- 2) 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;
- 3) authorize the Chief of Police to exercise the additional two, one-year options on each contract subject to satisfactory performance by the respective service providers and continuing business need;
- 4) authorize the Chief to make any arrangements necessary to ensure the adequate provision of ongoing vehicle towing and storages services in all zones in the event a service provider is unable or unprepared to perform or continue performing their contract; and

- 5) authorize the Chief to execute any agreements, extensions, amendments or other documents necessary to give effect to recommendations 3) and 4).

**Financial Implications:**

There is no expenditure associated with these contracts on the part of the Service. There are fees that will be incurred that are associated with administering the contracts. These costs will be recovered through a reimbursement fee charged to the towing service provider. The reimbursement fees will be paid by the towing service providers to the Toronto Police Service (Service) on a quarterly basis.

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**Summary:**

The purpose of this report is to request the Board's approval for contract awards for vehicle towing and storage services.

**Discussion:*****Background***

The Service requires prompt and efficient towing and storage services 24 hours/day, seven days/week. These services are required to assist with the recovery of stolen vehicles, impounded vehicles for by-law infractions or impounded vehicles following the arrest of the driver.

The Service also has an obligation to ensure that the towing and storage services provided to the public through the Service are fair, equitable and in adherence to the terms and conditions of the contracts between the Service and towing service providers.

In April 2021, the Board approved contract awards for towing and storage services (Min. P2021-0422-4.0 refers) for an initial contract term of three years effective June 1, 2021, with options to extend each contract for up to an additional two one-year periods.

In January 2024, the Government of Ontario passed the Towing and Storage Safety and Enforcement Act (T.S.S.E.A.). This act significantly changed the way towing providers must interact with their customers and identified allowable towing rates. As a result, the Service temporarily revised its existing agreements with its towing providers to cover some inconsistencies with the T.S.S.E.A. The new agreement is fully compliant with the T.S.S.E.A.

A new R.F.P. was issued to address the updated legislative requirements, ensure that the towing rates remained competitive and to make performance and capacity adjustments.

### *Procurement Process*

The Service's Procurement Services Unit published Request for Proposal (R.F.P.) # 1698623-24 for the provision of Vehicle Towing and Storage Services on MERX on December 6, 2024, which closed on January 20, 2025. Sixteen (16) suppliers downloaded the R.F.P. from MERX and five proposals were received by the closing date of the R.F.P.

The R.F.P. stated that towing and storage services were required for each of the following zones:

- Downtown;
- West;
- Central; and
- East.

The R.F.P. included the following clauses with respect to bidding on zones:

- *"Each Proponent may submit a response in respect to any or all of the towing zones; however, the TPS (Toronto Police Service) will not award an Agreement for more than one (1) zone to the same Proponent. In the event that a Proponent is the highest rated compliant Proponent in more than one (1) zone, they will be awarded the zone they ranked as their preferred zone in accordance with the process set out below:*
- *Proponents submitting a proposal for more than one (1) zone Must identify their preferred zone by ranking each zone with a number one (1) through four (4), as applicable, with one (1) being the first choice, two (2) being the second choice, etc.. Proponent's rankings will be identified in Appendix A. Where the highest rated compliant Proponent does not get awarded a zone because they were awarded another zone, the zone will be awarded to the second highest rated compliant Proponent for that zone. In the event the second highest rated compliant Proponent for a zone is not awarded the zone because they were the successful Proponent for a different zone, the third highest rated compliant Proponent will be awarded the zone. This process will continue until each zone has been awarded to a Proponent."*

Proponents were required to indicate a single flat rate charge for each standard, medium and heavy-duty tow, as well as storage and recovery rates for each type of tow for the respective zone being bid on. The rate for each type of tow, storage and recovery services was to incorporate all costs, including reimbursement and administrative costs related to the towing, storage, disposal or release of an impounded vehicle. No additional rates of any kind were permitted.

The R.F.P. outlined maximum allowable rates as follows:

<b>Maximum Rates</b>			
	<b>Towing Rate (per tow)</b>	<b>Storage Rate (per 24 hours)</b>	<b>Recovery Rate (per hour)</b>
<b>Standard Tow</b>	\$400	\$100	\$150
<b>Medium Tow</b>	\$500	\$150	\$200
<b>Heavy Tow</b>	\$1,000	\$200	\$500

The maximum rates were determined by using the rates applied during the previous towing and pound service procurement in 2020 and applying an increase taking into consideration the following: rise in the Statistics Canada Consumer Price Index Ontario over the last four years, price increase allowed in 2024 due to increases in business expenses (such as gasoline and diesel costs, as well as increases in interest rates and the overall cost of living) and the industry wide increase as a result of the introduction of the T.S.S.E.A.. The agreements set a maximum rate lower than the T.S.S.E.A. maximums, in order to ensure the Service receives quality and efficient service while protecting vehicle owners from being overcharged.

The Service did not consider any proposals where the rates exceeded the maximum allowable rates set out in the R.F.P.. However, proponents were not precluded from submitting rates where the total rate was lower than the maximum rates set out in the R.F.P..

There were three stages to the R.F.P. evaluation process, as follows:

1. Mandatory Requirements;
2. Rated Criteria;
3. Pricing.

Four proponents passed the first two stages of the evaluation process and moved onto the pricing evaluation, covering three zones: Central, West and Downtown. No compliant proposals were received for the East zone.

Based upon the evaluation of the proposals, the following were the highest ranked proponents per zone, and their rates:

<b>Supplier</b>	<b>Abrams Towing</b>	<b>Classic Towing</b>	<b>J.P. Towing</b>
<b>Zone</b>	<b>Central</b>	<b>West</b>	<b>Downtown</b>
Towing Rate - Standard Duty	\$325	\$300	\$400
Storage Rate - Length up to 6.5m	\$75	\$80	\$100
Recovery Rate per hour	\$100	\$50	\$150
Towing Rate - Medium Duty	\$90	\$20	\$500

Supplier	Abrams Towing	Classic Towing	J.P. Towing
Storage Rate - Length from 6.51m to 12.5m	\$5	\$5	\$150
Recovery Rate per hour	\$90	\$5	\$200
Towing Rate - Heavy Duty	\$90	\$300	\$1,000
Storage Rate - Length more than 12.5m	\$5	\$5	\$200
Recovery Rate per hour	\$90	\$50	\$500

*Non-Competitive Procurement for East Zone:*

During the R.F.P. competitive procurement process the Service did not receive any compliant proposals for the East zone. Williams Towing was the only proponent that submitted a proposal for the East zone, but it was deemed non-compliant and not evaluated any further. The Service requires coverage for all zones and has negotiated on a non-competitive basis with Williams Towing, as allowed under the Purchasing Bylaw, in order to receive services in the East zone.

Supplier	Williams Towing
Zone	East Zone
Towing Rate - Standard Duty	\$250
Storage Rate - Length up to 6.5m	\$80
Recovery Rate per hour	\$100
Towing Rate - Medium Duty	\$350
Storage Rate - Length from 6.51m to 12.5m	\$100
Recovery Rate per hour	\$150
Towing Rate - Heavy Duty	\$500
Storage Rate - Length more than 12.5m	\$125
Recovery Rate per hour	\$300

*Relevant Board Policies and Compliance*

The Board’s Purchasing Bylaw No.163 includes the following allowable non-competitive procurement exception:

*“15.1 A non-competitive procurement may be undertaken where both the proposed non-competitive procurement and the particular vendor can be justified in good faith, based on one or more of the following considerations:*

...

*(h) An attempt to procure the required Goods or Services by soliciting competitive submissions has been made in good faith but has failed to identify a compliant submission or qualified supplier, or where the submissions received have been collusive;”.*

### **Potential Changes During the Contract Term**

In order to ensure adequate provision of towing and storage services across the City during the term of the contracts, the Service is requesting that the Board authorize the Chief to make any necessary arrangements and execute any required amendments or other documents to ensure the adequate provision of ongoing vehicle towing and storage services in all zones in the event a towing service provider is unable or unprepared to perform or continue performing their contracts. This request is being made based on past experience where interruptions in towing services necessitated that the Service reassign and/or realign geographic areas of responsibility.

### **Conclusion:**

For the reasons outlined above, it is recommended that the Board approve the following contract awards for vehicle towing and storage services for a three-year term commencing June 1, 2025 to May 31, 2028, plus two, one-year option periods:

- Downtown Zone - J.P. Towing;
- West Zone - Classic Towing;
- Central Zone - Abrams Towing; and
- East Zone - Williams Towing.

Ms. Svina Dhaliwal, Chief Administrative Officer, will be in attendance to answer any questions the Board may have concerning this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 7. Budget Variance Reports





## 7.1. 2024 Operating Budget Variance for the Toronto Police Service, Period Ending December 31, 2024



## PUBLIC REPORT

**March 10, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **2024 Operating Budget Variance for the Toronto Police Service, Period Ending December 31, 2024**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendations:**

This report recommends that the Toronto Police Service Board (Board):

- 1) approve the following 2024 in-year budget adjustments with revised net and gross amounts:
  - an in-year budget increase of \$61.4 Million (M) gross and net fully funded through a transfer from City of Toronto's (City) Non-Program Budget, to reflect the financial impact of the 2024 collective agreement;
  - an in-year budget increase of \$2.0M gross and \$0.0 net, fully funded through the City's Major Special Event Reserve Fund, to provide necessary additional funds for International Federation of Association Football (F.I.F.A.) related expenditures; and
  - the revised 2024 net budget of \$1,235.3M, and gross budget of \$1,424.9M.
- 2) forward a copy of this report to the City Chief Financial Officer and Treasurer for information and inclusion in the variance reporting to the City's Budget Committee.

### **Financial Implications:**

The Toronto Police Service's (Service) approved 2024 operating budget is \$1,173.9M net and \$1,361.5M gross, excluding 2024 collective agreement impacts as these were not known at the time of budget approval. In December 2024, a binding arbitration ruling awarded Toronto Police Association (T.P.A.) members a 5% wage increase for 2024, establishing a one-year contract term. It is assumed that this impact will cascade to the Senior Officer Organization (S.O.O.) agreement that will be negotiated in 2025. The budget presented in this report has been revised by \$61.4M to reflect this impact. The

City had established a provision in its corporate accounts, which will be processed through their 4<sup>th</sup> quarter variance process.

In addition, 2024 actual expenditures for F.I.F.A. is \$2.6M whereas the approved budget was \$0.6M. As a result, in-year budget increase of \$2.0M gross is required.

As at December 31, 2024, the Service's total net expenditures amounted to \$1,256.5M, resulting in a 2024 year-end unfavourable variance of \$21.2M against the revised operating budget which includes the impact of the 2024 collective agreement and F.I.F.A. requirement.

### Summary:

The purpose of this report is to provide the Board with the Service's 2024 final year-end operating budget variance. The Service's quarterly variance reporting identified that the Service was facing a potential shortfall of \$22.4M due to reported financial pressures. However, through various mitigation efforts, this pressure was reduced by \$1.2M by year-end. Mitigation efforts have been taken to minimize the overall budget shortfall; however, the total net expenditures amounted to \$1,256.5M, resulting in a year-end unfavourable variance of \$21.2M.

Table 1 provides a high-level summary of variances and explanations by feature category. Additional details regarding these categories are discussed in the section that follows.

**Table 1: 2024 Variance by Feature Category (\$Ms)**

Category	Approved Budget (A)	2024 Collective Agreement (B)	F.I.F.A. (C)	Revised Budget (D)=(A)+(B)+(C)	Year-End Actual (E)	Variance Fav / (Unfav) (F)=(D)-(E)
A. Salaries	\$901.5	\$44.7	\$0.0	\$946.2	\$973.7	(\$27.5)
B. Premium Pay	\$59.0	\$4.7	\$0.0	\$63.7	\$103.0	(\$39.3)
C. Benefits	\$277.4	\$12.0	\$0.0	\$289.4	\$281.1	\$8.3
D. Non-Salary	\$109.8	\$0.0	\$2.0	\$111.8	\$97.5	\$14.3
E. Reserve Contribution	\$13.7	\$0.0	\$0.0	\$13.7	\$13.7	\$0.0
F. Revenue	(\$187.6)	\$0.0	(\$2.0)	(\$189.6)	(\$212.5)	\$22.9
<b>Total</b>	<b>\$1,173.9</b>	<b>\$61.4</b>	<b>\$0.0</b>	<b>\$1,235.3</b>	<b>\$1,256.5</b>	<b>(\$21.2)</b>

Note: Numbers may not add up precisely due to rounding.

**Discussion:**

***Background***

At its December 19, 2023, meeting, the Board approved the Service’s budget request at \$1,186.5M Net and \$1,361.5M Gross (Min. No. P2023-1219-2.2 refers). Subsequently, City Council, at its February 14, 2024, meeting, approved the Service’s 2024 operating budget at \$1,173.9M net, a reduction of \$12.6M from the Board approved budget. The net budget reduction was then reallocated back to the Service by a Council approved motion by allocating the funding from the Budget Bridging & Balancing Reserve. This resulted in the same available gross funding as the Board approved budget.

Based on the financial impact of 2024 new collective agreements and F.I.F.A. adjustments, the revised 2024 net budget is \$1,235.3M, and gross budget is \$1,424.9M.

***Relevant Board Policies and Compliance***

This report is in compliance with the Board’s Budget Transparency Policy, approved on July 29, 2021 (Min. No. P2021-0729-3.0. refers).

***Budget Variances***

Details regarding variances shown in Table 1 are discussed below.

***A. Salaries***

As Table 2 shows the revised salary budget is \$946.2M with final spending of \$973.7M, resulting in an unfavourable variance of \$27.5M in this category. This unfavourable variance is primarily driven by Paid Duty salary costs that are fully offset by revenue.

**Table 2: Uniform & Civilian Police Professionals Salaries Budget and Variance**

**Table 2: Salaries (\$Ms)**

Category	Revised Budget	Actual	Variance Fav / (Unfav)
Uniform Officers	\$674.5	\$674.1	\$0.4
Uniform Officers – Paid Duty	\$24.7	\$48.7	(\$24.0)
Total Uniform	\$ 699.2	\$ 722.8	(\$23.6)
Civilian Police Professionals	\$247.0	\$250.9	(\$3.9)
<b>Total Salaries</b>	<b>\$946.2</b>	<b>\$973.7</b>	<b>(\$27.5)</b>

Table 3 represents the 2024 approved staffing budget compared to the year-end actuals and reflects a less than a 1% vacancy rate.

**Table 3: Uniform & Civilian Police Professionals Complement Summary Variance**

Category	Budgeted Complement	Year-End Actual	Over / (Under)
Uniform Officers	5,433	5,396	(37)
Civilian Police Professionals	2,665	2,641	(24)
<b>Total Staffing</b>	<b>8,098</b>	<b>8,037</b>	<b>(61)</b>

**Uniform Officers**

Variances in salary expenditures are primarily influenced by the annual hiring of cadets and experienced officers, as well as the rate and timing of retirements or resignations.

- The 2024 approved budget allotted for 160 uniform officer separations during the year. Final separations reached 191 which is 31 more than anticipated.
- The 2024 approved budget included funding for 388 uniform hires. By the end of the year, the Service hired 391 uniform officers, consisting of 361 cadets, and 30 experienced lateral officers (includes returning Toronto Police Service members and Military members). By the end of 2024, the Service’s uniform strength was 5,396 officers, 37 fewer than the budgeted 5,433 officers, resulting in a 0.7% vacancy rate.
- Salaries associated with paid duties exceeded the budget by \$24.0M. However, this unfavourable variance is offset by a favourable variance in the revenue section, as the Service recovers the cost incurred.
- There was a higher accumulation of banked hours (lieu time) compared to the previous year, resulting in increased time off for staff. This translated into a \$2.5M pressure on operating expenses. The increase was primarily due to higher premium pay requirements for unexpected special events. Officers had to defer their time off and annual leave, leading to a higher accumulation of banked hours.

The impact of the above variances resulted in a net unfavourable variance of \$23.6M.

**Civilian Police Professionals**

- In accordance with T.P.A. arbitration awarded job evaluations, several positions have been reclassified, resulting in a \$4.0M pressure on operating expenses.

The impact of the above variances resulted in a net unfavourable variance of \$3.9M.

*B. Premium Pay*

There is a base level of uniform premium pay inherent to policing. Premium pay is

incurred for:

- extended tours of duty (e.g., when officers are involved in an arrest at the time their shift ends).
- court attendance scheduled for when the officer is off duty.
- call-backs (e.g., when an officer is required to work additional shifts to ensure appropriate staffing levels are maintained or for specific initiatives).

The premium pay budget has historically been underfunded. In 2023, premium pay expenditures totalled \$89.3M resulting in an unfavourable variance of \$30.3M. Despite this, the 2024 premium pay budget remained flatlined at \$59.0M to balance the Service’s overall budget increase, with affordability considerations. Due to the impact of the 2024 collective agreement, the budget has been increased by \$4.7M, bringing the revised total to \$63.7M.

For the 2024 budget, the City allocated a one-time funding of \$10.0M from the Major Special Event Reserve to cover the premium pay costs related to planned special events. Additionally, \$3.4M in recoveries were obtained from other partners.

Total premium pay expenditures were \$103.0M, resulting in an unfavourable variance of \$39.3M in this category.

Premium pay reliance has experienced a modest reduction, especially with court-related costs. There will be continued focus on reducing reliance on premium pay as permanent staffing levels increase, and through greater oversight and review of premium pay practices.

Table 4 presents the 2023 and 2024 actuals for premium pay, providing a comparative view of year-over-year trends

**Table 4: Premium Pay Trends (\$Ms)**

Category	2023 Actual	2024 Revised Budget	2024 Actual	Fav / (Unfav)
Uniform Officers	\$75.0	\$57.5	\$86.6	(\$29.1)
Civilian Police Professionals	\$14.3	\$6.3	\$16.4	(\$10.2)
<b>Total Premium Pay</b>	<b>\$89.3</b>	<b>\$63.7</b>	<b>\$103.0</b>	<b>(\$39.3)</b>
Recoveries Offset (Revenues)	(\$3.2)	-	(\$13.4)	\$13.4
<b>Net Premium Pay</b>	<b>\$86.1</b>	<b>\$63.7</b>	<b>\$89.6</b>	<b>(\$25.9)</b>

**Uniform Premium Pay**

There are three primary factors that lead to the incurrence of uniform premium pay:

- 1) Planned and or unplanned events including Project Resolute

- 2) Staffing levels versus demand for service levels
- 3) High workload within investigative units including off duty court requirements

The redeployment of officers from the Community Response Units and the Priority Response Group in 2022 has reduced the capacity for the Service to respond to unplanned events with on duty resources. This redeployment was operationally necessary to support priority response call volume and to support the Neighbourhood Community Officer Program. Moreover, revised divisional shift schedules have improved alignment between staffing levels and demand. However, this shift to a four-platoon model (instead of five platoons) eliminated the availability of a built-in surge capacity previously available.

As a result, the Service has had to rely on off-duty resources through call-backs to provide the necessary surge capacity for major unplanned events, such as unexpected demonstrations, emergency situations, and homicide or missing person investigations. Maintaining public order is integral to core service delivery and adheres to provincial standards of adequate and effective policing. In 2024, the Service responded to over 2,000 unplanned events.

More than half of the unplanned events were associated with Project Resolute, which encompassed proactive engagement with Jewish and Muslim communities, as well as the management of public order for related demonstrations. As of December 31, 2024, the costs related to Project Resolute totalled \$19.5M, including \$8.0M in direct premium pay costs. Furthermore, the Service had dedicated substantial on-duty resources to this project, resulting in premium pay expenses in units experiencing cascading impacts due to staffing shortages from this reallocation. Another significant event contributing to premium pay was the Taylor Swift Eras Tour, which resulted in \$1.9M in premium pay spending after cost recovery.

Investigative units were also under strain due to staffing levels and workload pressures from open cases. Consequently, officers often needed to work extended hours to maintain investigation quality, public safety, and timely case resolutions.

Moreover, the rising number of court cases increased the demand for police officers to attend court proceedings, which supported justice outcomes but added strain to policing resources. Attending court during shifts exacerbated this strain, while off-duty court time increased premium pay costs. The burden of disclosure requirements also contributed to premium pay pressures.

As a result, the final net premium pay is overspent by \$25.9M, when including \$13.4M of cost recovery from outside agencies and the one-time funding from the City's Major Special Events Reserve.

Hiring additional officers could reduce some reliance on overtime costs. A working group is in place to continue to review premium pay practices and procedures as the Service strives to better balance the use of on-duty and off-duty resources.

### **Civilian Policing Professional Premium Pay**

Civilian overtime and call-backs were authorized as required, to ensure deadlines were met, key service levels were maintained, tasks were completed to mitigate risks, and to

address critical workload issues. In addition, the Service spent premium pay to staff Booker and Station Duty Operator positions, to avoid taking police officers off the road when short-term vacancies occurred.

Reductions in civilian premium pay expenditures have been anticipated as vacancies in civilian staffing decrease. However, many of the civilian positions, such as communication operators and special constables, require extensive training periods lasting weeks or months before staff can operate at full capacity. For example, to sustain frontline services, communications operators incurred \$2.6 million in call-backs this year.

The civilian premium pay experienced an unfavourable variance of \$10.2M. Significant factors contributing to this variance include \$3.4M in premium pay for 9-1-1 communications operators, as the Service continues to face challenges with staffing and retention. Additionally, Court Services encountered an unfavourable variance of \$4.1M in premium pay due to prisoner management and transportation demands surpassing current staffing levels. The remaining \$2.7M pertains to operational requirements and needs across Public Safety Unit, Information Technology, Information Management, Corporate Services Command units as well as District Special Constables located within Divisions.

### *C. Benefits*

The revised Benefits budget is \$289.4M. Year-end spending totalled \$281.1M, resulting in an \$8.3M favourable variance.

Table 5 outlines the major categories of benefit expenditures, and each category is discussed below.

**Table 5: Benefits Expenditures (\$Ms)**

Category	Revised Budget	Actual	Fav / (Unfav)
Medical / Dental	\$57.3	\$57.6	(\$0.3)
O.M.E.R.S. / C.P.P. / E.I. / E.H.T.	\$172.1	\$174.1	(\$2.0)
Sick Pay Gratuity / C.S.B. / L.T.D.	\$24.8	\$16.8	\$8.0
Other (e.g., W.S.I.B., life insurance)	\$35.2	\$32.6	\$2.6
<b>Total Benefits</b>	<b>\$289.4</b>	<b>\$281.1</b>	<b>\$8.3</b>

Ontario Municipal Employees' Retirement System (O.M.E.R.S.)

Canada Pension Plan (C.P.P.) / Employment Insurance (E.I.)

Employer Health Tax (E.H.T.) / Central Sick Bank (C.S.B.)

Long Term Disability (L.T.D.) / Workplace Safety and Insurance Board (W.S.I.B.)

### **Medical/Dental**

Group benefit entitlements, as per the collective agreements, are captured in this category. The costs in this category are continuously increasing due to a combination of



higher costs for prescription drugs, dental care, and paramedical expenses. The net impact of these increases was an unfavourable variance of \$0.3M.

**O.M.E.R.S. / C.P.P. / E.I. / E.H.T.**

There was an unfavourable variance of \$2.0M primarily driven by higher salary expenditures.

**Sick Pay Gratuity / C.S.B. / L.T.D.**

There was a favourable variance of \$8.0M mainly due to \$7.8M favourable variance in Sick Pay Gratuity. Most costs in this category are funded through reserve revenue, ensuring that any expenditure differentials result in a net-zero impact on the overall budget.

**Other**

There was a favourable variance of \$2.6M in this category, primarily attributable to:

- A \$1.3M favourable variance in W.S.I.B., resulting from the attributable reallocation of W.S.I.B. funds to the Parking Enforcement Unit (P.E.U.).
- A \$1.3M variance in the other category is due to retiree benefits, including a reduction in retiree paid-up life insurance and lower premium rates for retiree medical and dental benefits.

*D. Non-Salary*

The total non-Salary budget is \$111.8M with year-end spending \$97.5M, resulting in a \$14.3M favourable variance. Table 6 summarizes the major categories, and each is discussed below.

**Table 6: Non-Salary Expenditures (\$Ms)**

Category	Revised Budget	Actual	Fav / (Unfav)
Vehicles (e.g. gas, parts)	\$17.4	\$17.4	\$0.0
Information Technology	\$43.0	\$44.4	(\$1.4)
Contracted Services	\$10.6	\$5.6	\$5.0
Other	\$40.8	\$30.1	\$10.7
<b>Total Non-Salary</b>	<b>\$111.8</b>	<b>\$97.5</b>	<b>\$14.3</b>

**Information Technology (I.T.)**

This category funds the maintenance and support of the Service’s computer infrastructure. The unfavourable variance of \$1.4M is primarily due to the following:

- The unfavourable variance of \$2.4M for grant purchases was fully offset by corresponding grant revenues resulting in a net zero impact on the total budget.
- A favourable variance of \$1.3M is for re-evaluation of liabilities and bringing into income in accordance with Generally Accepted Accounting Principles (G.A.A.P.)

### **Contracted Services**

This category shows a favourable variance of \$5.0M. A significant portion of this budget is funded from reserves (e.g., the Legal and Modernization reserves) and these types of expenditures can fluctuate from year to year; however, these expenditures are offset by equal draws from reserves resulting in a net-zero impact.

### **Other**

This category shows a favourable variance of \$10.7M. This category is mainly comprised of the following items:

- A \$2.2M favorable variance from uniform and outfitting due to delays in finalizing uniform contract awards.
- A favourable variance of \$2.0M from Legal Indemnification with revenue offsets with zero net impact.
- A favourable variance of \$5.0M from the City's one-time funding and hiring related expenditures where actual expenditures are showing in the relevant accounts.
- A favourable variance of \$0.6M from cost savings in office supplies.
- An unfavourable variance of \$0.7M from investigative expenses.

### *E. Reserve Contribution*

Reserve contributions are approved as part of the annual operating budget process. Reserves were established to provide funding for anticipated but varying expenditures incurred by the Service, to avoid large swings in costs from year to year.

All reserves are established by the City. The City manages the Sick Pay Gratuity Reserve, while the Service manages the Vehicle & Equipment, Legal, Central Sick Bank, Health Care Spending, and Modernization reserves.

The budgeted contribution to Reserves was \$13.7M, and the actual contribution was the same resulting in zero variance for 2024.

Reserve contributions are assessed and planned based on anticipated future activities within each reserve, with consideration for long-term financial sustainability and overall reserve status.

### F. Revenue

The Revenue budget for 2024 is \$189.6M with a year-end amount of \$212.5M, resulting in a favourable variance of \$22.9M.

The major revenue categories are summarized in Table 7 below.

**Table 7: Revenues (\$Ms)**

Category	Revised Budget	Actual	Fav / (Unfav)
Provincial Uploading for Court Security	(\$41.4)	(\$38.0)	(\$3.4)
Paid Duty Salaries Recovery	(\$24.7)	(\$49.0)	\$24.3
Fees	(\$14.4)	(\$18.9)	\$4.5
Provincial Recoveries	(\$31.0)	(\$40.4)	\$9.5
Other Recoveries	(\$14.5)	(\$17.2)	\$2.7
Reserve Draws	(\$61.6)	(\$47.0)	(\$14.6)
F.I.F.A. In-Year Adjustment	(\$2.0)	(\$2.0)	\$0.0
<b>Total Revenues</b>	<b>(\$189.6)</b>	<b>(\$212.5)</b>	<b>\$22.9</b>

#### Provincial Uploading for Court Security and Transportation

The budget for Court Security and Prisoner Transportation has historically been underfunded by the Province. The 2024 final unfavourable balance is \$3.4M less than budgeted due to lower than anticipated recoverable costs.

#### Paid Duty Salaries Recovery

The favourable variance of \$24.3M has an overall net zero impact, as the paid duty recovery is directly offset by the corresponding salary expenditures incurred for paid duty officers, as described in the salaries section above.

#### Fees

The Service experienced a \$4.5M favourable variance in fees attributed to criminal record checks, clearance letters, alarms, equipment rental, paid duty administration and accident reports.

#### Provincial Recoveries

The favourable variance of \$9.5M resulted mainly from the Joint Provincial activities for the Public Safety Response Team, along with salary and benefits cost recoveries from various grant driven initiatives including Reduce Impaired Driving Everywhere (R.I.D.E.) and Next Generation 911(N.G.9-1-1). This also includes \$3.4M of recoveries for

premium pay, which results in a net zero impact as it offsets premium pay costs incurred as well as recoveries from other Police Services.

### **Other Recoveries**

The favourable variance of \$2.7M was driven from Joint Forces' Operations and various inter-department recoveries from the City.

### **Reserve Draws**

The unfavourable variances in reserve draws are attributed to decreased non-salary expenditures (described above), including \$7.8M for Sick Pay Gratuity, \$2.3M for Legal Indemnification, and \$3.8M for Modernization. These reductions correspond to lower reserve draws, resulting in a net zero variance.

### **Grants Impact on Overall Budget**

Some of the variances described in various feature categories are attributed to grant opportunities that are confirmed (become available) in-year. Grant funding generally results in a net zero variance, as funds are provided for expenditures to achieve specific purposes. The Service is usually aware of grant opportunities prior to budget approval; however, revenue and expenditure budgets cannot be set up if the grant contracts are not approved. In addition, as the provincial fiscal year ends on March 31<sup>st</sup>, versus December 31<sup>st</sup> for the Service, unspent provincial grant funding from 2023 is carried forward into 2024. The amounts being carried forward are not finalized until well after year-end. As a result, the base budgets for grants are often zero and the grants are reflected as in-year funding.

### **Conclusion**

The Service has a long-standing history of fiscal responsibility, consistently managing its budget to ensure efficient and effective policing services for the city. However, the 2024 year-end results reflect a \$21.2 million deficit, primarily driven by ongoing operational pressures that were staffed through premium pay. While the Service achieved savings in non-salary accounts, these were not sufficient to fully offset the increased costs associated with staffing demands.

Despite these challenges the Service remains committed to prudent financial management while maintaining public safety as its top priority.

Ms. Svina Dhaliwal, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 7.2. Capital Budget Variance Report for the Toronto Police Service, Period Ending December 31, 2024



## PUBLIC REPORT

**March 1, 2025**

To: Chair and Members  
Toronto Police Service Board

From: Myron Demkiw  
Chief of Police

**Subject: Capital Budget Variance Report for the Toronto Police Service, Period Ending December 31, 2024**

**Purpose:**     Information Purposes Only     Seeking Decision

### Recommendations:

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It is recommended that the Toronto Police Service Board (Board):

- 1) approve a 2024 cash flow adjustment of \$71 Thousand (K) to the State of Good Repair (S.O.G.R.) project in 2024:
  - Transfer \$17K from the Mobile Command Centre project; and
  - Transfer \$54K from the Analytics Centre of Excellence (A.N.C.O.E.) program; Enterprise Business Intelligence (E.B.I.) and Global Search project.
- 2) forward a copy of this report to the City of Toronto's (City) Chief Financial Officer and Treasurer, for inclusion in the City's overall capital variance report to the City's Budget Committee.

### Financial Implications:

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At its December 19, 2023 meeting, the Board approved the Toronto Police Service's (Service) 2024-2033 capital program, totalling \$88.0 Million (M) gross and \$33.2M net (debt-funded) for 2024, excluding carry forwards from 2023. Over the 10-year period from 2024-2033, the capital program amounts to \$827.7M gross and \$269.6M net (P2023-1219-2.3 refers). This was subsequently approved by City Council at its February 14, 2024 meeting.

At its June 24, 2024, September 12, 2024 and December 12, 2024 meetings, the Board approved amendments to the 2024-2033 capital program to reflect necessary in-year budget adjustments to the available funding between projects based on more up-to-date information regarding spending requirements (Min. No. P2024-0624-14.2, P2024-0912-13.2 and P2024-1212-9.2 refer). The revised 2024-2033 capital program is \$94.2M gross, with net debt funding of \$37.1M for 2024 (excluding carry forwards from 2022 and 2023). Over the 10-year period the program amounts to \$830M gross and debt \$269.6M net. Attachment A provides the original 2024-2033 capital program along with the approved amendment.

As capital projects progress, timing and funding requirements may change. The increased demand for maintenance of the Service's facilities implies an increase in the 2025 funding requirement for the S.O.G.R. project. The recommended repurposing of unspent funds from the Mobile Command Centre project, completed in December 2024, and the A.N.C.O.E. (E.B.I. and Global Search) projects, completed in February 2025, to the S.O.G.R. project in 2024 as outlined in this report, will not impact the overall capital program. This strategic reallocation ensures that emerging challenges and escalating costs are promptly addressed. Detailed information on the recommended funding changes and the status of projects are provided in this report.

Table 1 provides a summary of the 2024 budget and expenditures. Of the gross funding of \$114.3M in 2024, \$103.2M was utilized (a spending rate of 90.3%). This represents a significant improvement from the 2023 spending rate of 75.1% due to the implementation and construction phases of many projects being well underway. The total under-expenditure of \$11.1M will be carried forward to 2025.

Table 1 – Summary of 2024 Budget and Expenditures (\$Ms)

Category	2024 Gross (M)	2024 Debt (M)
Adjusted 2024 capital program	\$94.2	\$37.1
Adjusted cashflows carried forward from previous years	\$20.1	\$9.1
<b>Total 2024 adjusted available funding</b>	<b>\$114.3</b>	<b>\$46.2</b>
2024 expenditure	\$103.2	\$41.4
<i>Variance to available funding</i>	<i>\$11.1</i>	<i>\$4.8</i>
<i>Spending rate</i>	<i>90.3%</i>	<i>89.6%</i>
<i>Carry forward to 2025</i>	<i>\$11.1</i>	<i>\$4.8</i>
<i>Returned funding</i>	<i>\$0.0</i>	<i>\$0.0</i>

Note: Due to rounding, numbers presented may not add up precisely.



## **Summary:**

The purpose of this report is to provide the Board with the status of the Service's capital projects as at December 31, 2024. Attachment A provides the detailed 2024-2033 capital program along with the approved adjustments. Attachment B provides the Service's capital variance report as at December 31, 2024, taking into consideration the recommendations in this report. Attachment B also includes spending rates and project health status. The body of this report includes project updates for major/key on-going projects and high-level project descriptions and updates for projects within the 2024-2033 program.

## **Discussion:**

### ***Background***

The 2024 capital program is designed to align with the Service's objectives and optimize project performance despite changing circumstances. The Service's primary goal is to ensure capital projects are completed on budget and on schedule. This includes the need to ensure any required changes are identified as quickly and transparently as possible.

As part of its project management framework, the Service tracks project risks and issues to determine the status and health (i.e., Green, Yellow, and Red) of capital projects. The overall health of each capital project is based on budget, schedule and scope considerations. The colour codes are defined as follows:

- Green – on target to meet project goals (scope/functionality), on budget and on schedule and no corrective action is required; spending rate of 70% or more of the budget.
- Yellow – at risk of not meeting certain goals, some scope, budget and/or schedule issues, and minimal corrective action is required; spending rate is 50% to 70% of budget.
- Red – high risk of not meeting goals, significant scope, budget and/or schedule issues, and extensive corrective action is required; spending rate is less than 50% of budget.

Capital projects fall under the following four main categories:

- Facility projects;
- Information Technology modernization projects;
- Replacement, maintenance, and equipment projects; and
- Lifecycle projects.

Each year as part of the budgeting process, capital projects are re-baselined with updated project planning and cost assumptions, based on changes in scope, schedule, resources or other factors, to ensure cash flows are aligned with requirements.

*Relevant Board Policies and Compliance*

This report is in compliance with the Board's Budget Transparency Policy, approved on July 29, 2021 (Min. No. P2021-0729-3.0. refers).

**Capital Program Variances**

Table 2 provides a high-level summary of 2024 spending and overall project health for each capital project. The remainder of this report discusses each key capital project in detail.

For additional information on these projects please refer to Attachment B – 2024 Capital Budget Variance Report as at December 31, 2024. Table 2 and Attachment B reflect changes as recommended in this report.

Table 2 – 2024 Capital Budget Variance Report as at December 31, 2024 (\$000s)

Project Name	2024 Cash Flow		Variance (Over)/ Under	Return to City/Reserve	Carry Forward to 2025	Project Health		Overall Project Health	Comments
	Adjusted Available Funding	Actuals to year-end				On Budget	On Time		
<b>Facility Projects:</b>									
Long Term Facility Plan - 54 Division; New Station	214.1	154.9	59.2	0.0	59.2	Red	Red	Red	Please refer to the body of the report.
Long Term Facility Plan - 41 Division; New Build	28,200.0	27,442.4	757.6	0.0	757.6	Green	Green	Green	Please refer to the body of the report.
Relocation of Wellness Services	1,589.8	1,514.4	75.4	0.0	75.4	Green	Yellow	Green	Please refer to the body of the report.
Long Term Facility Plan - Consulting	314.7	0.0	314.7	0.0	314.7	Red	Red	Red	Please refer to the body of the report.
Long Term Facility Plan - Facility and Process Improvement	0.0	0.0	0.0	0.0	0.0	Green	Green	Green	Project was completed in 2024 Q1 under budget. Board approval was received to transfer remaining unspent funding to the Information Technology Storage Growth Project.
Communication Center 9th Floor Furniture Replacement	0.0	0.0	0.0	0.0	0.0	Green	Red	Yellow	On budget. Project is delayed to 2025 due to procurement issues.
<b>Information Technology Modernization Projects:</b>									
Transforming Corporate Support (HRMS, TRMS)	109.1	0.0	109.1	0.0	109.1	Red	Red	Red	Project is delayed due to procurement issues.
ANCOE (Global Search)	101.1	62.8	38.3	0.0	38.3	Yellow	Yellow	Yellow	Please refer to the body of the report.
Body Worn Camera - Phase II	475.8	203.4	272.3	0.0	272.3	Red	Yellow	Yellow	Project is delayed due to procurement issues.
Next Generation (N.G.) 9-1-1	2,795.0	2,949.4	(154.4)	0.0	(154.4)	Green	Red	Yellow	Please refer to the body of the report.
<b>Replacements/ Maintenance/ Equipment Projects:</b>									
State-of-Good-Repair - Police	7,512.9	6,844.1	668.7	0.0	668.7	Green	Green	Green	Please refer to the body of the report.
Radio Replacement	100.0	0.0	100.0	0.0	100.0	Red	Green	Yellow	Please refer to the body of the report.
Automated Fingerprint Identification System (A.F.I.S.) Replacement	869.6	316.2	553.5	0.0	553.5	Red	Yellow	Yellow	Please refer to the body of the report.
Mobile Command Centre	709.7	709.7	0.0	0.0	0.0	Green	Yellow	Green	Please refer to the body of the report.
Information Technology Storage Growth	2,005.8	2,002.8	3.1	0.0	3.1	Green	Green	Green	On time and on budget
New Records Management System (RMS)	6,000.0	4,305.6	1,694.4	0.0	1,694.4	Green	Green	Green	Please refer to the body of the report.
Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement	798.4	771.7	26.7	0.0	26.7	Green	Green	Green	On time and on budget
Property & Evidence Warehouse Racking	50.0	0.0	50.0	0.0	50.0	Red	Green	Yellow	Underspending due to the hiring of consultant delayed to 2025 Q1.
Vehicle and Equipment for Additional Capacity	4,900.0	4,500.9	399.1	0.0	399.1	Green	Green	Green	On time and on budget
FIFA Requirement - Motorcycles	600.0	544.8	55.2	0.0	55.2	Green	Yellow	Green	On budget. Upfitting of the motorcycles is expected to be completed in 2025 Q1.
<b>Lifecycle Projects:</b>									
Vehicle Replacement	12,197.3	10,867.3	1,330.0	0.0	1,330.0				On time and on budget
IT- Related Replacements	34,722.4	32,141.2	2,581.2	0.0	2,581.2				On time and on budget
Other Equipment	10,016.1	7,887.2	2,128.8	0.0	2,128.8				\$1.8M positive variance due to delay in the procurement of wireless parking system
<b>Total Capital Expenditures</b>	<b>114,281.8</b>	<b>103,218.8</b>	<b>11,063.0</b>	<b>0.0</b>	<b>11,063.0</b>				
Funding from Developmental Charges	(14,588.0)	(14,378.8)	(209.2)	0.0	(209.2)				
Vehicle & Equipment Reserve	(51,641.9)	(45,601.7)	(6,040.1)	0.0	(6,040.1)				
Other (Provincial and Federal Funding)	(1,860.0)	(1,860.0)	0.0	0.0	0.0				
<b>Debt</b>	<b>46,191.9</b>	<b>41,378.3</b>	<b>4,813.7</b>	<b>0.0</b>	<b>4,813.7</b>				

Note: Due to rounding, numbers presented may not add up precisely.

### **Facility Projects:**

The Service is committed to including 'green' components to new builds and to maintaining existing facilities where possible. The Service has installed Light Emitting Diode (L.E.D.) lighting in various facilities which has resulted in electricity cost savings. The Service is also committed to Toronto's Net Zero Emission Objectives by 2040 initiative, and the new 41 Division building design reflects this objective. The goal is for all future new builds to meet Toronto's Green Standards related to climate change mitigation or adaptation, energy or water efficiency, renewable or alternative energy, air quality, green infrastructure, or other efforts related to environment, climate, and energy planning.

#### *Long Term Facility Plan – 54 Division; New Station (Red)*

In 1994, 54 and 55 Divisions were identified as priorities for replacement as the Service, and the growth of Toronto, demanded increased and more efficient operational floor space.

- This project originally initiated to amalgamate 54 and 55 Divisions into one consolidated facility and the former Toronto Transit Commission's Danforth Garage site located at 1627 Danforth Avenue was identified as the recommended site. This option was put on hold due to the increased costs of construction and the challenges of constructing an underground parking structure that would accommodate the projected number of personnel and required parking spaces. Since the time that 1627 Danforth Avenue was identified as a potential site, the available space for a Service division has changed, resulting in this site no longer being operationally viable.
- The Service explored alternative options for the two divisions, taking into consideration the operational requirements of the Service and the cost of renovating existing facilities versus building new facilities. No suitable location for an amalgamated site that meets operational and timeline requirements has been identified.
- In reviewing requirements and forecasting growth, the Service has since identified that maintaining two geographically separate divisions as the best strategy to meet operational needs, enhance service delivery and accommodate future growth. A two-site model (i.e., the de-amalgamation of 54 and 55 Divisions) involves the redevelopment of the existing 54 Division (41 Cranfield Road) and 55 Division (101 Coxwell Avenue) sites using a phased construction approach.
- During the construction period, Service members will be temporarily relocated to either nearby stations, or a viable alternative site that has been identified under

the collaboration between the Service and Create T.O. This will allow the operations of both divisions to remain unaffected during the construction period.

- The 2025 capital program has been revised to reflect the de-amalgamation of 54 and 55 Divisions and updated funding requirements (P2024-1212-4.3 refers). Any further changes to funding requirements will be addressed in future capital program submissions.
- The overall health status of this project is Red. The project timeline will be re-baselined in 2025 following the de-amalgamation of 54 and 55 Division. Of the available to spend of \$214K for 2024, \$155K was utilized in 2024. The remaining \$59K will be carried forward to 2025.

#### *Long Term Facility Plan – 41 Division; New Build (Green)*

The current 41 Division facility is approximately 60 years old. An assessment of the building indicated several building deficiencies and hence a new building is required.

The phased construction and demolition approach for a new building on the existing 41 Division site will provide the Service with a new facility at the corner of Birchmount and Eglinton Avenues. This is an optimal, easily accessible site with ample area for future expansion. The new division will provide a modern, efficient workspace for the Service, serving the community for decades to come. The new 41 Division will be the first Net Zero Emission building in the Service's asset base and the first of its kind in Ontario. During construction, personnel continue to occupy a portion of the existing building as well as neighbouring Divisions, as required, to allow for uninterrupted business operations.

- Phase 1 (South Building) occupancy is targeted for the 1<sup>st</sup> quarter of 2025. The Service's Facilities Management staff are working with divisional personnel to coordinate the move phases of people, equipment and furniture.
- Phase 2 (North Building) occupancy is expected by the 4<sup>th</sup> quarter of 2026.
- The overall health status of this project is Green. Of the available to spend of \$28.2M, \$27.4M was utilized in 2024. The remaining \$758K will be carried forward to 2025.

#### *Relocation of Wellness Services (Green)*

This project involved renovations required to relocate portions of the Service's Wellness Unit from Toronto Police Headquarters to two additional, more accessible locations: the Toronto Police College in the west end and a 2,709 square foot leased space at 2075 Kennedy Road in the east end. This decentralized delivery model enables members to

access wellness services and support from central, east, and west locations. Below are the project milestones for various locations:

- East location: Became operational on August 29, 2023.
- West location: Renovation was completed and office furniture was installed in December 2024. The location officially opened on January 22, 2025 to provide valuable support to the workflow and efficiency of the Wellness Unit. Minor deficiencies will be addressed in the 1<sup>st</sup> quarter of 2025.
- The overall health status of this project is Green. Of the available to spend of \$1.6M in 2024, \$1.5M was utilized in 2024. The remaining \$75K will be carried forward to 2025.

#### *Long-Term Facility Plan – Consulting Services (Red)*

The Service is the largest municipal police service in Canada and has a portfolio of over 52 buildings throughout Toronto. Some of these buildings range between 35 and 50 years old and need replacement or major renovation to meet current and projected staffing and operational needs. External expertise has been retained to develop a long-term Strategic Building Program based on the assessment of current space utilization, short and long-term requirements of the Service, and the condition of the existing buildings.

- The Service hired Stantec Architecture Limited through a competitive Request for Proposal process to provide architectural consulting services to develop a Strategic Building Program. The review will assess the condition of existing buildings, locations, cost to renovate versus building new, and/or cost to relocate in order to meet current and future operational requirements of the Service. As well, it will explore best practices with respect to the current building portfolio, office space standards, staffing needs, and the ability to provide services in a growing city.
- Assessment objectives are to enhance operational flexibility, improve aging facility infrastructure and optimize resources.
- The consultant has submitted all Building Condition Assessment reports in draft format and completed all strategic interviews of staff at each building.
- There were delays from the original schedule to allow for additional analytical work by the consultant. The final report is expected by the 2<sup>nd</sup> quarter of 2025.
- The overall health status of this project is Red. The entire available to spend of \$315K was unspent in 2024 and will be carried forward to 2025.

### **Information Technology Modernization Projects:**

The Service is seeing an increased pace in investments in Information Technology and Information Management. New technology aims to eliminate costly and manual processes, increase accessibility, accountability, and transparency, as well as improve information and data management. These systems also expand opportunities for enhanced community engagement, modernize data storage to manage costs through cost avoidance and create value-added capabilities to our data storage infrastructure, and create greater operational capacity and flexibility to accommodate growth and emerging priorities.

#### *Analytics Centre of Excellence (A.N.C.O.E.) program; Enterprise Business Intelligence (E.B.I.) and Global Search (Yellow)*

A.N.C.O.E. is a business-led analytics and innovation program, which oversees and drives analytics and information management activities for the Service. This program includes key projects such as E.B.I. and Global Search. The program goals are the enhancement of the Service's analytical reporting environments through the integration of advanced Power B.I. as well as geospatial and reporting technologies. The program aims to deliver streamlined service processes, enhance data accessibility and enrich the delivery of analytics products to front-line members, management, and the public.

- E.B.I. - Completed in 2021, this initiative included the implementation of the Service's Geographic Information System (G.I.S.) and Power B.I. platforms for monitoring and reporting on operational and strategic initiatives. These technologies enhance the Service's ability to share information through maps, applications, and interactive dashboards, both internally and with external stakeholders, including the public and other agencies.
- Global Search - Completed in 2024, this project successfully migrated to a modern, cost-effective platform while integrating additional databases. Global Search empowers investigators, frontline officers, and staff to efficiently search multiple databases through a unified platform. The final invoices were settled in February 2025, marking the project officially completed.
- The overall health status of this project is Yellow as the project experienced some delays. Of the available to spend of \$101K (after the cash flow adjustment of \$54K to the S.O.G.R. project), \$63K was utilized in 2024. The remaining \$38K will be carried forward to 2025.

#### *Next Generation (N.G.) 9-1-1 (Yellow)*

Current 9-1-1 systems are voice-centric and were originally designed for landlines. Per the Canadian Radio-television and Telecommunications (C.R.T.C.) mandate, Canadian telecommunications service providers are required to upgrade their infrastructure for N.G. 9-1-1 by March 31, 2025 to an Internet Protocol (I.P.) - based platform technology

capable of carrying voice, text and other data components. The system is designed to improve the way people request emergency services and how emergency responders communicate with each other. The system will also provide more accurate location information which will help emergency responders reach people more quickly and efficiently.

- The first phase of this project, which included the implementation of the new technology provided by Solacom and the renovation of the training room, was completed in July 2024.
- The second phase of the project is now underway, focusing on transitioning to the I.P. protocol and enhancing 9-1-1 capabilities. This phase aims to improve public access to 9-1-1 services and optimize communication among emergency responders. The technological architecture of the solution (ESInet) has been designed and all necessary hardware has been installed. Testing is in progress. This phase is expected to be completed by the 1<sup>st</sup> quarter of 2025 to comply with the C.R.T.C. deadline of meeting the N.G. 9-1-1 standards. Particularly, the transition to ESInet includes the implementation of an auto callback feature which will enhance response times for abandoned calls.
- A guidance report was created, with the consultation of external experts, on privacy considerations for future phases of N.G. 9-1-1 in the 4<sup>th</sup> quarter of 2024. No additional privacy mitigations were identified as part of the ESInet migration in the second phase. The report will provide guidance for the Service to update the Privacy Impact Assessments for future introduction of new N.G. 9-1-1 capabilities.
- Collaboration meetings with the secondary Public Safety Answering Point (Toronto Paramedic Services and Toronto Fire) on the N.G. 9-1-1 platform are ongoing. Additionally, collaboration meetings with other Primary Safety Answering Points have been initiated and established on a regular schedule.
- The timing of core capability deployments will be determined externally by the C.R.T.C., however, major activities are not anticipated until 2026.
- Interior renovations are planned for the existing offices on the partial floors of the Communications Centre in 2025 and 2026, following the completion of the second phase of the project. These renovations will support the implementation of the N.G. 9-1-1 system, which includes new technologies such as real-time texting.
- The building permit has been received and the consultant engaged by Facilities Management is finalizing the tender package. Contract award and construction are anticipated to begin by the 2<sup>nd</sup> quarter of 2025.



- The overall health status of this project is Yellow due to the deferral of renovation to 2025 and 2026. The spending rate was 106% in 2024 as some work for the second phase was completed ahead of schedule.

### **Replacements/ Maintenance/ Equipment Projects:**

Projects in this category are for the replacement and maintenance of equipment, and maintenance of facilities.

#### *S.O.G.R. (Green)*

S.O.G.R. funds are used to maintain the general condition, overall safety and requirements of existing Service buildings.

- The ongoing demand for upkeep at many of the Service's facilities continue at a high volume, particularly in those facilities that have been in the Service's portfolio for several years and require small and large-scale renovations. Some examples of work are hardware replacement (locking mechanisms), repairs or replacement of overhead door and gate equipment, flooring replacement, painting, and replacement of security equipment. The up keeping demand is expected to further increase in 2025 and could create additional budget pressure to the S.O.G.R. project.
- This project also includes technology upgrades to optimize service delivery and increase efficiencies (e.g., wireless internet).
- The overall health status of this project is Green. Of the \$7.5M available to spend (after the cash flow adjustment of \$17K from the Mobile Command Centre and \$54K from the A.N.C.O.E. (E.B.I. and Global Search) projects), \$6.8M was spent by year-end. The remaining amount of \$669K will be carried forward to 2025.

#### *Radio Lifecycle Replacement (Yellow)*

The Service's Telecommunications Services Unit maintains mobile, portable and desktop radio units. The replacement lifecycle is ten years.

- A consultant has been engaged to review and identify areas for improvement, efficiencies, technology and savings that can be incorporated into the next lifecycle plan in 2027. The review is in progress and will be continued in 2025.
- The overall health status of this project is Yellow as the above review was not completed and will continue in 2025. The entire available to spend of \$100K was unspent and will be carried forward to 2025.

*Automated Fingerprint Identification System Replacement (A.F.I.S.) (Yellow)*

A.F.I.S. is based on a biometric identification methodology that uses digital imaging technology to obtain, store and analyze fingerprint data. A.F.I.S. allows for compatibility with external systems in other agencies such as the Royal Canadian Mounted Police, communicating electronically for real-time identification, fingerprint submissions, searches and criminal record updates. This system is also integrated with other Service systems to, for example, provide real-time confirmation of prisoner identity for Booking Officers and to process requests for background clearance, police reference checks and clearance letter services. The current A.F.I.S. is a 2011 model that was first deployed in January 2013, and reached end of life as at December 31, 2020. The system is currently undergoing a lifecycle upgrade scheduled from 2021 to 2025.

- The contract award and negotiation with IDEMIA was completed in 2020. The planning and design phases were completed in the 3<sup>rd</sup> quarter of 2021, and 4<sup>th</sup> quarter of 2023 respectively.
- Factory acceptance was completed in the 4<sup>th</sup> quarter of 2024, and system acceptance testing was commenced on site. Due to the vendor's resource issues, the testing was delayed and the vendor is resolving the issues to resume testing in the 1<sup>st</sup> quarter of 2025. The project schedule and resources are continuously reviewed and aligned to reflect shifts in the schedule.
- The residual equipment is being reviewed for delivery and expected to be completed by the 1<sup>st</sup> quarter of 2025. The final two milestones, Acceptance and Implementation-to-Operational, are expected to be completed by the 2<sup>nd</sup> quarter of 2025.
- Efforts continue with the vendor to balance resources and manage risk for both the support of the current A.F.I.S. system and the implementation of the new solution.
- The overall health status of this project is Yellow primarily due to delays in the project progression. Of the \$870K available to spend, \$316K was spent by year-end. The remaining amount of \$554K will be carried forward to 2025.

*Mobile Command Centre (Green) – Project Completed in 2024*

The Mobile Command Centre is a critical asset designed to enhance public safety services in a dynamic urban environment. This vehicle is essential for providing rapid and flexible support to operations and incidents within the city. Its adaptable design ensures effective deployment for both emergency and non-emergency situations, including extreme event responses, major sporting events, searches, and investigative operations.

- The vehicle is equipped with the necessary capabilities to seamlessly integrate with other emergency services and municipal, provincial, and federal agencies. Additionally, its design remains future-proof, allowing for the incorporation of emerging technologies to maintain its effectiveness within the Command, Control, and Communications framework. It will support the unique challenges of providing public safety services in a large urban city and play an essential role in fulfilling the need to readily support operations and occurrences within Toronto.
- The Service has officially taken possession of the new command vehicle in 2024. The project has now transitioned into its operational preparation phase.
- Training for operators is ongoing, and the vehicle was recently showcased during the introduction of the new Joint Air Support Unit media presentation.
- The overall health status of this project is Green. After the cash flow adjustment of \$54K to the S.O.G.R. project, there are no unspent funds remaining upon its official completion in 2024.

#### *New Records Management System (R.M.S.) (Green)*

This project is for the replacement of the existing R.M.S.; a core business operating system of the Service. A review of the Service's existing system has highlighted technological weaknesses, as usability and functional gaps continue to create operational challenges and hinder the progression to a digital environment. The new system is expected to improve the ability to make connections between related pieces of information and increase the interaction and openness to the public of the Service's information and processes.

- The contract award was approved at the April 28, 2023 Board meeting (Min. No. P2023-0428-7.0 refers).
- The project team officially kicked off the project in February 2024, and completed 5 weeks of training on Niche R.M.S. to prepare for the system design and build phase in March and April 2024.
- A project website has been launched for the Service's internal audience, providing information and demonstration videos about the system.
- The project team developed two build iterations and is expecting to complete 45% of system configuration and 25% of process configuration by the 1<sup>st</sup> quarter of 2025.
- The system development is in progress using an incremental build approach. It is expected to be complete by the 4<sup>th</sup> quarter of 2025, followed by training and rollout activities.

- The biggest project risk is the retention of resources critical to executing the project, and the reliance on internal S.M.E.s, particularly uniform members that are often redeployed based on operational Service requirements. Lack of consistency and reliance on internal S.M.E.s has the potential to expand the timeline and costs of the project. The go-live approach and schedule is also being reviewed as the timeline may overlap with the Federation Internationale de Football Association (F.I.F.A.) events.
- The overall health status of this project is Green. Of the \$6M available to spend, \$4.3M was spent by year-end. The remaining amount of \$1.7M was unspent mainly due to some purchases being delayed to early 2025 and will be carried forward to 2025.

**Lifecycle Projects:**

Projects listed in this category are primarily funded from the Vehicle and Equipment Reserve (Reserve). The Reserve is funded through annual contributions from the Service and Parking Enforcement Unit’s operating budgets. As table 3 shows, Lifecycle Projects include the regular replacement of vehicles, information technology equipment and other equipment.

Table 3 – Summary of Vehicle and Equipment Lifecycle Projects (\$000s)

Project Name	Carry Forward from previous years	2024 Budget	Available to Spend	Actuals to YE	YE Variance (Over)/ Under	Carry Forward to 2025	Return to Reserve
Vehicle Replacement	637.3	11,560.0	12,197.3	10,867.3	1,330.0	1,330.0	0.0
IT- Related Replacements	6,185.4	28,537.0	34,722.4	32,141.2	2,581.2	2,581.2	0.0
Other Equipment	3,218.1	6,798.0	10,016.1	7,887.2	2,128.8	2,128.8	0.0
<b>Total Lifecycle Projects</b>	<b>10,040.8</b>	<b>46,895.0</b>	<b>56,935.8</b>	<b>50,895.7</b>	<b>6,040.1</b>	<b>6,040.1</b>	<b>0.0</b>

Note: Due to rounding, numbers presented may not add up precisely.

It is important to note that as the Service modernizes, new systems have been implemented over the years (e.g., analytics initiatives) resulting in an increased requirement for on-premise storage (e.g., to accommodate video). While the Service has taken steps to create efficiencies, the amount of equipment that must be replaced continues to increase because of these new systems and storage requirements. These increased requirements place significant pressure on the Reserve, which in turn puts pressure on the operating budget, as increased annual contributions are required to ensure the Reserve can adequately meet the Service’s vehicle and equipment requirements. The Service continues to review planned expenditures for all projects to address future pressures, including additional Reserve contributions that may be required. The Service is also exploring other options (e.g., utilization of the cloud) for more efficient and potentially less costly data storage.

Of the available funding of \$56.9M, \$50.9M was spent by year-end. The remaining \$6M in unspent funds will be carried forward to 2025. The key variances contributing to this underexpenditure include:

- \$1.8M – Wireless Parking System Replacement – Procurement was on hold in 2024 while the Service was developing an overall plan on modernizing and digitizing the Parking Enforcement Unit's services, with considerations given to the compatibility of the Wireless Parking System with the unit's other upcoming technology projects under the 2025-2034 approved capital program, such as the Vehicle Impound Program lifecycle replacement and the Automated License Plate Recognition Technology projects. The Service is on track to complete the planning and proceed with its procurement in 2025.
- \$1.7M – Infrastructure Replacement – The project had a spending rate of 94% in 2024 and the underspending was mainly due to some purchases being delayed to 2025.
- \$1M – Vehicle Replacement – The project had a spending rate of 92% in 2024 with underspending primarily due to vehicles received late in 2024 which will be upfitted with equipment in early 2025.

***Conclusion:***

The Service's 2024 gross spending rate was 90.3%. The entire under-expenditure of \$11.1M will be carried forward to 2025.

The Board will continue to be kept apprised of project progress through the quarterly variance report, including any major issues as projects progress, and any proposed capital program changes occur.

Ms. Svina Dhaliwal, Chief Administrative Officer, will attend to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

***Attachments:***

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Attachment A – 2024-2033 Capital Program with the approved adjustments  
Attachment B – 2024 Capital Budget Variance Report as at December 31, 2024

2024-2033 Capital Program with the approved adjustments															Attachment A	
Project Name	Category	Budget to end of 2023	Council approved 2024 budget	Approved in-year 2024 budget adjustmet	Adjusted 2024	Adjusted 2025	2026	2027	2028	2029	2030	2031	2032	2033	Total 2024-2033	Total Project Cost
<b>Projects in Progress</b>																
State-of-Good-Repair - Police	Facility Projects		4,400		4,400	4,400	4,400	4,400	4,400	4,400	4,400	4,400	4,400	4,400	44,000	44,000
Long Term Facility Plan - 54 Division; New Station	Facility Projects	1,838	0	0	0	2,247	1,847	14,898	20,339	43,644	15,187	0	0	0	98,162	100,000
Long Term Facility Plan - 41 Division; New Build	Facility Projects	31,265	18,159	9,324	27,483	6,438	20,819	0	0	0	0	0	0	0	54,740	86,005
Radio Replacement	Life cycle Replacement Projects	38,051	100	0	100	0	0	15,328	5,030	6,429	4,867	6,116	0	0	37,870	75,921
Automated Fingerprint Identification System (A.F.I.S.) Replacement	Life cycle Replacement Projects	4,285	0	0	0	0	0	0	1,285	2,304	0	0	0	0	3,589	7,874
Next Generation (N.G.) 9-1-1	Information Technology Projects	8,191	4,309	(2,149)	2,160	5,900	0	0	0	0	0	0	0	0	8,060	16,251
Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement	Life cycle Replacement Projects	850	752	0	752	848	800	800	450	800	800	0	0	450	5,700	6,550
Information Technology Storage Growth	Information Technology Projects	2,006	461	0	461	539	500	500	500	500	500	500	500	500	5,000	7,006
New Records Management System (RMS)	Information Technology Projects	10,000	9,000	(3,000)	6,000	14,598	0	0	0	0	0	0	0	0	20,598	30,598
Relocation of Wellness Services	Facility Projects	1,440	400	0	400	0	0	0	0	0	0	0	0	0	400	1,840
Transforming Corporate Support (HRMS, TRMS)	Information Technology Projects	8,215	0	0	0	220	0	0	0	0	0	0	0	0	220	8,435
ANCOE (Global Search)	Information Technology Projects	12,528	0	0	0	0	0	0	0	0	0	0	0	0	0	12,528
Body Worn Camera - Phase II	Information Technology Projects	5,887	0	0	0	0	0	0	0	0	0	0	0	0	0	5,887
Long Term Facility Plan - Consulting	Facility Projects	878	0	0	0	0	0	0	0	0	0	0	0	0	0	878
<b>Total, Projects In Progress</b>		<b>125,434</b>	<b>37,581</b>	<b>4,175</b>	<b>41,756</b>	<b>35,190</b>	<b>28,366</b>	<b>35,926</b>	<b>32,004</b>	<b>58,077</b>	<b>25,754</b>	<b>11,016</b>	<b>4,900</b>	<b>5,350</b>	<b>278,339</b>	<b>403,773</b>
<b>Upcoming Projects</b>																
Long Term Facility Plan - 13 Division	Facility Projects	0	0	0	0	0	0	0	0	300	8,661	23,303	24,553	0	56,817	56,817
Long Term Facility Plan - 51 Division; Major Expansion	Facility Projects	0	0	0	0	0	0	8,761	9,120	7,729	0	0	0	0	25,610	25,610
Property & Evidence Warehouse Racking	Facility Projects	30	50	0	50	950	0	0	0	0	0	0	0	0	1,000	1,030
Communication Center 9th Floor Furniture Replacement	Facility Projects	0	300	(300)	0	300	0	0	0	0	0	0	0	0	300	300
Forensic Identification Services (FIS) Facility Replacement - Feasibility Study	Facility Projects	0	0	0	0	400	0	0	0	0	0	0	0	0	400	400
Vehicle and Equipment for Additional Capacity	Equipment	6,621	4,900	0	4,900	2,465	0	0	0	0	0	0	0	0	7,365	13,986
FIFA Requirement - Motorcycles	Equipment	0	600	0	600	0	0	0	0	0	0	0	0	0	600	600
<b>Total, Upcoming Projects:</b>		<b>6,651</b>	<b>5,850</b>	<b>(300)</b>	<b>5,550</b>	<b>4,115</b>	<b>0</b>	<b>8,761</b>	<b>9,120</b>	<b>8,029</b>	<b>8,661</b>	<b>23,303</b>	<b>24,553</b>	<b>0</b>	<b>92,092</b>	<b>98,743</b>
<b>Completed Projects</b>																
Mobile Command Centre	Equipment	1,565	0	0	0	0	0	0	0	0	0	0	0	0	0	1,565
Long Term Facility Plan - Facility and Process Improvement	Facility Projects	3,002	0	0	0	0	0	0	0	0	0	0	0	0	0	3,002
<b>Total, Upcoming Projects:</b>		<b>4,567</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,567</b>
<b>Total, Vehicle and Equipment Lifecycle Replacement Projects</b>		<b>363,673</b>	<b>44,595</b>	<b>2,300</b>	<b>46,895</b>	<b>53,626</b>	<b>42,419</b>	<b>43,133</b>	<b>41,366</b>	<b>35,431</b>	<b>58,726</b>	<b>49,682</b>	<b>44,402</b>	<b>43,896</b>	<b>459,576</b>	<b>823,249</b>
<b>Total Capital Request</b>		<b>500,325</b>	<b>88,026</b>	<b>6,175</b>	<b>94,201</b>	<b>92,931</b>	<b>70,785</b>	<b>87,820</b>	<b>82,490</b>	<b>101,537</b>	<b>93,141</b>	<b>84,001</b>	<b>73,855</b>	<b>49,246</b>	<b>830,007</b>	<b>1,330,332</b>
<b>Funding Sources:</b>																
Vehicle and Equipment Reserve		(359,578)	(28,408)	(13,520)	(41,928)	(53,226)	(42,227)	(43,133)	(41,366)	(35,431)	(58,726)	(49,682)	(44,402)	(43,896)	(454,017)	(811,295)
Recoverable Debt - Net Zero Emission		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Source of Funding (Federal and Provincial Grants)		0	(1,860)	0	(1,860)	0	0	0	0	0	0	0	0	0	(1,860)	(1,860)
Development Charges Funding		(10,626)	(13,308)	0	(13,308)	(3,736)	(2,539)	(29,933)	(30,463)	(8,369)	(5,808)	(6,972)	(3,394)	0	(104,522)	(111,237)
<b>Net Debt-Funded Projects</b>		<b>130,121</b>	<b>44,450</b>	<b>(7,345)</b>	<b>37,105</b>	<b>35,969</b>	<b>26,019</b>	<b>14,754</b>	<b>10,661</b>	<b>57,737</b>	<b>28,607</b>	<b>27,347</b>	<b>26,059</b>	<b>5,350</b>	<b>269,608</b>	<b>405,940</b>

Note: Due to rounding, numbers presented may not add up precisely.

2024 Capital Budget Variance Report as at December 31, 2024 (\$000s)															Attachment B
Project Name	2024 Cashflow				Variance (Over)/ Under	Spending Rate	Return to City/Re serve	Carry Forward to 2025	Start Date	End Date		Project Health		Overall Project Health	Comments
	Adjusted carry forward from 2022 & 2023	Adjusted 2024 Budget	Total Available Funding	Actuals to year-end						Planned	Revised	On Budget	On Time		
<b>Facility Projects:</b>															
Long Term Facility Plan - 54 Division; New Station	214.1	0.0	214.1	154.9	59.2	72.4%	0.0	59.2	Jan-17	Dec-28	TBD	Red	Red	Red	Please refer to the body of the report
Long Term Facility Plan - 41 Division; New	717.1	27,483.0	28,200.0	27,442.4	757.6	97.3%	0.0	757.6	Jan-18	Dec-26	Dec-26	Green	Green	Green	Please refer to the body of the report
Relocation of Wellness Services	1,189.8	400.0	1,589.8	1,514.4	75.4	95.3%	0.0	75.4	Jan-23	Jan-25	Mar-25	Green	Yellow	Green	Please refer to the body of the report
Long Term Facility Plan - Consulting	314.7	0.0	314.7	0.0	314.7	0.0%	0.0	314.7	Jan-21	Dec-23	Jun-25	Red	Red	Red	Please refer to the body of the report
Long Term Facility Plan - Facility and Process Improvement	0.0	0.0	0.0	0.0	0.0		0.0	0.0	Jan-18	Mar-24	Mar-24	Green	Green	Green	
Communication Center 9th Floor Furniture Replacement	0.0	0.0	0.0	0.0	0.0		0.0	0.0	Jan-24	Dec-24	Dec-25	Green	Red	Yellow	
<b>Information Technology Modernization Projects:</b>															
Transforming Corporate Support (HRMS, TRMS)	109.1	0.0	109.1	0.0	109.1	0.0%	0.0	109.1	Jan-14	Dec-25	Dec-26	Red	Red	Red	
ANCOE (Global Search)	101.1	0.0	101.1	62.8	38.3	62.1%	0.0	38.3	Jan-15	Dec-24	Feb-25	Yellow	Yellow	Yellow	Please refer to the body of the report
Body Worn Camera - Phase II	475.8	0.0	475.8	203.4	272.3	42.8%	0.0	272.3	Jan-17	Jan-25	Jun-25	Red	Yellow	Yellow	
Next Generation (N.G.) 9-1-1	635.0	2,160.0	2,795.0	2,949.4	(154.4)	105.5%	0.0	(154.4)	Jan-19	Dec-25	Sep-26	Green	Red	Yellow	Please refer to the body of the report
<b>Replacements/ Maintenance/ Equipment Projects:</b>															
State-of-Good-Repair - Police	3,112.9	4,400.0	7,512.9	6,844.1	668.7	91.1%	0.0	668.7	on-going	on-going	on-going	Green	Green	Green	Please refer to the body of the report
Radio Replacement	0.0	100.0	100.0	0.0	100.0	0.0%	0.0	100.0	Jan-16	on-going	on-going	Red	Green	Yellow	Please refer to the body of the report
Automated Fingerprint Identification System (A.F.I.S.) Replacement	869.6	0.0	869.6	316.2	553.5	36.4%	0.0	553.5	Jan-19	Dec-24	Jun-25	Red	Yellow	Yellow	Please refer to the body of the report
Mobile Command Centre	709.7	0.0	709.7	709.7	0.0	100.0%	0.0	0.0	Feb-21	Jun-24	Dec-24	Green	Yellow	Green	Please refer to the body of the report
Information Technology Storage Growth	1,544.8	461.0	2,005.8	2,002.8	3.1	99.8%	0.0	3.1	Jan-23	on-going	on-going	Green	Green	Green	
New Records Management System (RMS)	0.0	6,000.0	6,000.0	4,305.6	1,694.4	71.8%	0.0	1,694.4	Jan-23	Dec-27	Dec-27	Green	Green	Green	Please refer to the body of the report
Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement	46.4	752.0	798.4	771.7	26.7	96.7%	0.0	26.7	Feb-21	ongoing	ongoing	Green	Green	Green	
Property & Evidence Warehouse Racking	0.0	50.0	50.0	0.0	50.0	0.0%	0.0	50.0	Apr-24	Dec-25	Dec-25	Red	Green	Yellow	
Vehicle and Equipment for Additional Capacity	0.0	4,900.0	4,900.0	4,500.9	399.1	91.9%	0.0	399.1	Jan-24	Dec-25	Dec-25	Green	Green	Green	
FIFA Requirement - Motorcycles	0.0	600.0	600.0	544.8	55.2	90.8%	0.0	55.2	Jan-24	Jan-25	Mar-25	Green	Yellow	Green	
<b>Lifecycle Projects:</b>															
Vehicle Replacement	637.3	11,560.0	12,197.3	10,867.3	1,330.0	89.1%	0.0	1,330.0							
IT- Related Replacements	6,185.4	28,537.0	34,722.4	32,141.2	2,581.2	92.6%	0.0	2,581.2							
Other Equipment	3,218.1	6,798.0	10,016.1	7,887.2	2,128.8	78.7%	0.0	2,128.8							
<b>Total Capital Expenditures</b>	<b>20,080.8</b>	<b>94,201.0</b>	<b>114,281.8</b>	<b>103,218.8</b>	<b>11,063.0</b>	<b>90.3%</b>	<b>0.0</b>	<b>11,063.0</b>							
Funding from Developmental Charges	(1,280.0)	(13,308.0)	(14,588.0)	(14,378.8)	(209.2)	98.6%	0.0	(209.2)							
Funding from Vehicle and Equipment Reserve	(9,713.9)	(41,928.0)	(51,641.9)	(45,601.7)	(6,040.1)	88.3%	0.0	(6,040.1)							
Other (Provincial and Federal Funding)	0.0	(1,860.0)	(1,860.0)	(1,860.0)	0.0	100.0%	0.0	0.0							
<b>Debt</b>	<b>9,087.0</b>	<b>37,105.0</b>	<b>46,191.9</b>	<b>41,378.3</b>	<b>4,813.7</b>	<b>89.6%</b>	<b>0.00</b>	<b>4,813.7</b>							

Note: Due to rounding, numbers presented may not add up precisely.



## 7.3. 2024 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending December 31, 2024





## PUBLIC REPORT

**February 28, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **2024 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending December 31, 2024**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendations:**

---

This report recommends that the Toronto Police Service Board (Board):

- 1) Approve an in-year budget increase of \$2.1 Million (M) gross and net fully funded through a transfer from the City of Toronto's (City) Non-Program Budget to reflect the financial impact of the 2024 collective agreement for a revised net budget of \$53.4M and gross budget of \$54.9M: and
- 2) Forward a copy of this report to the City of Toronto (City) Chief Financial Officer and Treasurer for information and inclusion in the variance reporting to the City's Budget Committee.

**Financial Implications:**

The Toronto Police Service Parking Enforcement Unit's (P.E.U.) 2024 approved net operating budget is \$51.3M. At the time of approval, the impact from the collective agreement negotiations between the Toronto Police Association (T.P.A.) and the Board was not known and, therefore, not included in the 2024 budget request. In December 2024, a binding arbitration ruling awarded T.P.A. members a 5% wage increase for 2024, establishing a one-year contract term. The budget presented in this report has been revised by \$2.1M to include this impact. The City has established a provision in its corporate accounts, which will be processed through their 4<sup>th</sup> quarter Variance process.

As at December 31, 2024, the P.E.U.'s total net expenditures were \$53M, resulting in a 2024 favourable year-end variance of \$0.4M on the revised operating budget of \$53.4M, including the 2024 collective agreement impact.

**Summary:**

The purpose of this report is to provide the Board with information on the P.E.U.'s 2024 final year-end variance. The P.E.U. achieved a final year-end favourable variance of \$0.4M in 2024 (see appendix 1).

Table 1 provides a high-level summary of variances by feature category. Additional details regarding these categories are discussed in the section that follows.

<b>Table 1 – 2024 Variance by Feature Category (\$Ms)</b>				
<b>Category</b>	<b>Revised Budget Net of Collective Agreement Impact</b>	<b>Year-End Actual</b>	<b>Variance Fav / (Unfav)</b>	<b>Explanation</b>
<b>Salaries</b>	\$35.0	\$33.2	\$1.8	<ul style="list-style-type: none"> <li>The complement of Parking Enforcement Officers (P.E.O.s) remained below the budgeted complement for a significant portion of the year. In November 2024, a class of 34 P.E.O.s were hired, bringing the overall complement to 354 compared to 357 budgeted at year-end.</li> </ul>
<b>Premium Pay</b>	\$2.0	\$2.4	(\$0.4)	<ul style="list-style-type: none"> <li>Nearly all premium pay in the P.E.U. is related to special events or directed enforcement activities. The volume of these events have increased in 2024.</li> <li>Some of this cost is offset by recoveries included as revenue.</li> </ul>
<b>Benefits</b>	\$9.7	\$11.2	(\$1.5)	<ul style="list-style-type: none"> <li>The P.E.U.'s benefits mirror those of the Service, with costs being applied at year-end as a percentage of the Service's costs.</li> <li>5% of the Service's Workplace Safety Insurance Board (W.S.I.B.) related costs are attributed to P.E.U. and were allocated at year-end.</li> </ul>

**Table 1 – 2024 Variance by Feature Category (\$Ms)**

<b>Category</b>	<b>Revised Budget Net of Collective Agreement Impact</b>	<b>Year-End Actual</b>	<b>Variance Fav / (Unfav)</b>	<b>Explanation</b>
<b>Category</b>	<b>Revised Budget Net of Collective Agreement Impact</b>	<b>Year-End Actual</b>	<b>Variance Fav / (Unfav)</b>	<b>Explanation</b>
<b>Materials &amp; Equipment</b> (includes parking tags, uniforms, gasoline, vehicle parts and batteries for handheld parking devices).	\$2.0	\$1.8	\$0.2	<ul style="list-style-type: none"> <li>Savings are attributable to average gas prices being lower than budgeted (\$1.28/litre compared to \$1.35/litre), as well as delivery of parking tag procurements being delayed to 2025.</li> </ul>
<b>Services</b> (includes interdepartmental chargebacks, contributions to reserves, rental of property and maintenance, and support costs for the handheld parking devices).	\$6.2	\$5.9	\$0.3	<ul style="list-style-type: none"> <li>Favourable variance is mostly attributed to less than budgeted computer maintenance costs.</li> </ul>
<b>Revenue</b> (Includes towing recoveries, draws from reserves, and recoveries from partners such as Toronto Transit Commission (T.T.C.).	(\$1.5)	(\$1.4)	(\$0.1)	<ul style="list-style-type: none"> <li>Revenues from towing recoveries and T.T.C. totalled \$1.2M, approximately \$0.5M favourable compared to budget.</li> <li>Additional, unbudgeted revenue of \$0.2M was received for support of the City's Traffic Direction Pilot Program.</li> </ul>

<b>Table 1 – 2024 Variance by Feature Category (\$Ms)</b>				
<b>Category</b>	<b>Revised Budget Net of Collective Agreement Impact</b>	<b>Year-End Actual</b>	<b>Variance Fav / (Unfav)</b>	<b>Explanation</b>
				<ul style="list-style-type: none"> <li>Budgeted draws from reserves of \$0.9M were not made in order to maintain the health of reserve balances.</li> </ul>
<b>Total Net</b>	<b>\$53.4</b>	<b>\$53.1</b>	<b>\$0.4</b>	

Note: Numbers may not add up precisely due to rounding.

**Discussion:**

***Background***

At its December 19, 2023 meeting, the Board approved the Toronto Police Service’s (Service) Parking Enforcement Unit (P.E.U.) operating budget request at \$51.3 Million (M) (Min. No. P2023-1219-2.4 refers), a 0% increase over the 2023 approved budget. Subsequently, City Council, at its February 14, 2024 meeting, approved the P.E.U.’s 2024 operating budget at the same amount.

The collective agreement with the Toronto Police Association (T.P.A.) and the Senior Officers’ Organization (S.O.O.) expired on December 31, 2023. Following the arbitration process, a new agreement for 2024 was established with the T.P.A. and it is assumed that the S.O.O. agreement will align with the T.P.A. The estimated financial impact of the 2024 collective agreement on the P.E.U. is \$2.1 million.

The P.E.U. is managed by the Service; however, the P.E.U.’s operating budget is separate from the Service budget and is maintained in the City’s Non-Program Budget. In addition, revenues from the collection of parking tags issued accrue to the City, not the Service.

***Relevant Board Policies and Compliance***

This report is in compliance with the Board’s Budget Transparency Policy, approved on July 29, 2021 (Min. No. P2021-0729-3.0. refers).

**Budget Variances**

While a favourable variance of \$0.4M is reported, the P.E.U. faced budget pressures stemming from benefits and premium pay. Details regarding significant variances shown in Table 1 are discussed below:

**Salaries:**

The total approved staffing complement of the P.E.U. is 394, of which 357 are for P.E.O. positions. The favourable variance in this category is \$1.8M. Staffing levels at the P.E.U. are impacted by P.E.O.s transitioning to Special Constable and Cadet roles. While predicting these transitions is difficult, the Service continues to monitor actual separations throughout the year and adjusts the P.E.O. hiring plan accordingly. Since new P.E.O.s start at the lowest salary step, this results in cost savings.

The complement of P.E.O.s remained below the budgeted complement for a significant portion of the year. The total number of separations throughout the year was 71 P.E.O.s, including 30 who became Special Constables as of the August 2024 training class. In November 2024, a class of 34 P.E.O.s were hired, bringing the overall complement to 366 compared to 357 budgeted at year-end.

**Premium Pay:**

The unfavourable variance in this category is \$0.4M. Nearly all premium pay in the P.E.U. is related to special events or directed enforcement activities, with a portion of costs recovered from the T.T.C. and the City's Traffic Direction Program. In 2024, the volume of these events increased, coinciding with a reduced P.E.O. complement for a significant portion of the year. This resulted in a greater reliance on premium pay.

It should be noted that while premium pay had an unfavourable variance of \$0.4M at year end, the revenue generated through increased enforcement is estimated to be 600% of the cost to deploy each call-back.

**Benefits:**

The unfavourable variance in this category is \$1.5M. The P.E.U.'s benefits are determined as a percentage of the Service's costs, with these costs being applied at year end. Historically, W.S.I.B. costs have been charged to the Service's operating budget, with approximately 5% of those costs attributed to the P.E.U. In 2024, \$1.3M of the W.S.I.B. costs were allocated to the P.E.U. which were not included in the 2024 budget. Starting in 2025, this cost allocation has been planned for in the P.E.U.'s operating budget.

**Conclusion:**

The P.E.U. is reporting a year-end surplus of \$0.4M.

Ms. Svina Dhaliwal, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

Attachment:

Appendix 1: 2024 Year-end Variance

**Appendix 1 – 2024 Year-end Variance**

Category	Approved Budget (A)	2024 Collective Agreement (B)	Revised Budget (C)=(A)+(B)	Year-End Actual (D)	Variance Fav / (Unfav) (E)=(C)-(D)
A. Salaries	\$33.3	\$1.7	\$35.0	\$33.2	\$1.8
B. Premium Pay	\$1.9	\$0.1	\$2.0	\$2.4	(\$0.4)
C. Benefits	\$9.4	\$0.3	\$9.7	\$11.2	(\$1.5)
D. Materials & Equipment	\$2.0	\$0.0	\$2.0	\$1.8	\$0.2
E. Services	\$6.2	\$0.0	\$6.2	\$5.9	\$0.3
F. Revenue	(\$1.5)	\$0.0	(\$1.5)	(\$1.4)	(\$0.1)
<b>Total</b>	<b>\$51.3</b>	<b>\$2.1</b>	<b>\$53.4</b>	<b>\$53.1</b>	<b>\$0.4</b>

Note: Numbers may not add up precisely due to rounding.



## 7.4. 2024 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending December 31, 2024





## PUBLIC REPORT

**February 28, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Dubi Kanengisser  
Executive Director

**Subject:** **2024 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending December 31, 2024**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation(s):**

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It is recommended that the Toronto Police Service Board (Board):

- 1) Approve an in-year budget adjustment in 2024 as follows:  
an in-year budget increase of \$88.7 Thousand (K) gross and net, fully funded by a transfer from City of Toronto's Non-Program, to reflect the financial impact of the 2024 collective agreement; and
- 2) Forward a copy to the City of Toronto (City) Chief Financial Officer and Treasurer for information and inclusion in the variance reporting to the City's Budget Committee.

### **Financial Implications:**

---

The Board's 2024 net operating budget is \$2,335,300. At the time of approval, the financial impact from the collective agreement negotiations between the Toronto Police Association (T.P.A.) and the Board was not known, and, therefore, not included in the 2024 budget request. In December 2024, a binding arbitration ruling awarded T.P.A. members a 5% wage increase for 2024, establishing a one-year contract term. It is assumed that the Senior Officers' Organization (S.O.O.) will align with the T.P.A. agreement, and the same increase will subsequently also be applied to the Excluded Members which comprise the Board's staff.

The budget presented in this report has been revised by \$88.7K to include this impact. The City has established a provision in its corporate accounts to address this impact, which will be processed through their 4th quarter Variance process.

As a result of this in-year adjustment, the revised 2024 net budget is \$2,444,000, and the Board’s year-end variance is \$0.

**Summary:**

The purpose of this report is to provide information on the Board’s 2024 year-end variance. The Board does not have any year-end variance on its 2024 Operating Budget. Anticipated cost savings have been offset by lower than projected draws from reserves.

**Discussion:**

***Background***

At its December 19, 2023, meeting, the Board approved the Toronto Police Service Board’s 2024 Operating Budget at a net amount of \$2,335,300 (Min. No. P2023-1219-2.5 refers), a \$178,500 increase over the 2023 approved budget. Subsequently, City Council, at its February 14, 2024, meeting, approved the Board’s 2024 Operating Budget at the same net amount.

The Board’s staff’s salary rates are typically aligned with the S.O.O. collective agreement, which expired on December 31, 2023. Following the arbitration process, a new agreement for 2024 has been established with the T.P.A. and it is assumed the S.O.O. agreement will align with the T.P.A. agreement, and subsequently, the Board’s staff salaries will be adjusted accordingly.

The estimated financial impact of the 2024 collective agreement on the Board is \$88.7K for 2024. A provision has been established in the City’s corporate accounts to address this impact and the City will process it through their 4<sup>th</sup> quarter variance process.

***Relevant Board Policies and Compliance***

This report is in compliance with the Board’s Budget Transparency Policy, approved on July 29, 2021, under Board Minute P2021-0729-3.0.

***Overall Variance***

The final year-end variance is \$0. The following chart summarizes the Board’s variance by expenditure category. Details regarding these categories are discussed in the sections that follow.

<b>Expenditure Category</b>	<b>2024 Budget (\$000s)</b>	<b>Year-End Actual (\$000s)</b>	<b>Fav/(Unfav) (\$000s)</b>
Salaries & Benefits	\$1,749.2	\$1,564.4	\$184.8
Non-Salary Expenditures	\$1,671.8	\$1,637.0	\$34.8
Draws from Reserves	(\$1,065.7)	(\$846.1)	(\$219.6)
<b>Total Preliminary Net</b>	<b>\$2,355.3</b>	<b>\$2,355.3</b>	<b>\$0.0</b>

Collective Agreement (C.O.L.A.)	\$88.7	\$88.7	\$0.0
<b>Total Net</b>	<b>\$2,444.0</b>	<b>\$2,444.0</b>	<b>\$0.0</b>

### ***Salaries & Benefits***

Year-end expenditures for Salaries and Benefits are lower than budgeted, as not all Board staff are at the highest 'step' of their respective salary band, and there were three vacant positions which were filled in July and September of this year. This resulted in a favourable variance of \$184,800.

### ***Non-Salary Expenditures***

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

The Toronto Police Service Board cannot predict or control the number of grievances filed or referred to arbitration, as filings are at the discretion of bargaining units. In order to address this uncertainty and ensure adequate financial resources are available to respond to these matters when they arise, the 2024 Operating Budget included a \$424,800 contribution to a Reserve for costs associated with the provision of legal advice and representation. Fluctuations in legal spending will be dealt with by increasing or decreasing the budgeted reserve contribution in future years' operating budgets so that the Board ultimately has funds available in the Reserve, upon which to draw, to fund these variable expenditures.

### ***Draws from Reserves***

The Board experienced an unfavourable variance of \$219,600 for revenues due to lower than budgeted draws from Reserves. Reserve draws are based on the level of legal advice and representation acquired by the Board, and as such can fluctuate above or below budget. These legal costs were less than budgeted in 2024, and thus a lesser amount was drawn to preserve the reserves' balances.

### ***Conclusion:***

The 2024 year-end variance for the Board is zero. Favourable variances in salaries & benefits were offset by reducing draws from reserves, which will help maintain reserve balances.

Respectfully submitted,

Dubi Kanengisser  
Executive Director



# 8. Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: July to December 2024



## PUBLIC REPORT

**March 4, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Dubi Kanengisser  
Executive Director **Subject:**

**Subject: Semi-Annual Report: Toronto Police Service Board  
Special Fund Unaudited Statement: July to December  
2024**

**Purpose:**  Information Purposes Only  Seeking Decision

### Summary:

The Toronto Police Service Board (Board) remains committed to promoting transparency and accountability in finance. As required by the Board's Special Fund Policy (Board Minute #P2022-0502-8.0), expenditures for the Special Fund shall be reported to the Board on a semi-annual basis. This semi-annual report is provided in accordance with such directive.

As of December 31, 2024, the balance of the Special Fund was \$539,258, representing a net increase of \$79,196 against the December 31, 2023, fund balance of \$460,062.

### Discussion:

Enclosed is the un-audited statement of receipts and disbursements with respect to the Board's Special Fund for the period July 01 to December 31, 2024.

As of December 31, 2024, the balance of the Special Fund was \$539,258. During the second half of the year, the Special Fund recorded receipts of \$178,611 and disbursements of \$179,882. There has been a net decrease of \$1,272 against the June 30, 2024, balance of \$540,530.

Auction proceeds have been estimated for the months of October, November, and December 2024, as the actual deposits have not yet been made.

For the second half of 2024, the Board approved and disbursed the following sponsorships:

<b>Sponsorship</b>	<b>Total Amount</b>
Association of Black Law Enforcers, Awards Event and Scholarship Donation	\$8,500
Victim Services Toronto	\$5,000
Toronto Police Cricket Club	\$5,000
Occupational Health and Safety Awareness	\$4,000
South Asian International Support Network	\$ 560

The following unused funds were returned:

<b>Unused Funds</b>	<b>Total Amount</b>
Community Consultative Groups	\$8,604
Canadian Jewish Heritage Month and Hanukkah Celebrations	\$1,978
International Francophone Day	\$1,707
Islamic Heritage Month	\$1,199
Toronto Caribbean Carnival	\$906
Community Police Consultative Conference	\$898
Auxiliary Appreciation Event	\$808
Black History Month	\$546
Pride Month Celebrations	\$487
United Way Campaign	\$280
Board & Chief's Pride Reception	\$150
Day of Pink	\$126
National Victims Crime Awareness Month	\$41

In addition, the Board approved and disbursed the following:

<b>Disbursed Funds</b>	<b>Total Amount</b>
Recognition of Service Members	\$117,207
Toronto Police Amateur Athletic Association	\$21,800
Toronto Police Service Board (T.P.S.B.) and Toronto Police Association (T.P.A.) Retirement Dinner	\$20,000
Recognition of Community Members	\$1,643
Donations / Flowers in Memoriam	\$1,011

### ***Supplementary information – Funding provided for specific initiatives for the year 2024***

A breakdown of the amounts expended in corresponding categories specified in the Special Fund Policy are provided below.

1. Corporate Awards and Recognition Programs

Expenditures related to the recognition of the work of Board Members, Toronto Police Service Members, Auxiliary Members, Volunteers and Community members for 2024.

<b>Disbursed Funds</b>	<b>Total Amount</b>
Recognition of Toronto Police Service Members	\$121,158
Recognition of Community Members	\$2,344
Recognition of Board Members	\$Nil

2. Ontario Association of Police Services Boards (OAPSB) and Canadian Association of Police Governance (CAPG)

Contributions towards CAPG and OAPSB Annual Conference to support networking, education, and training in the police governance sector with other municipal police board or commission in their city. The total funding provided by the Board and incurred in 2024 was \$ 10,000.

3. Toronto Police Amateur Athletic Association

Funding to offset the expenses of members participating in Toronto Police Amateur Athletic Association (T.P.A.A.A.) sponsored events and competitions to a maximum of \$200 per member, per event. The total funding provided by the Board and incurred in 2024 was \$25,000.

**Conclusion:**

It is, therefore, recommended that the Board receive the report on the Toronto Police Service Board's Special Fund unaudited statement for the period of July to December 2024.

**Recommendation(s):**

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It is recommended that the Board receive the report on the Toronto Police Service Board's Special Fund un-audited statement for the period of July to December 2024.

**Financial Implications:**

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

Respectfully submitted,

Dubi Kanengisser  
Executive Director





# 9. Annual Report: 2024 Parking Enforcement Unit – Parking Violation Notices Issuance



## PUBLIC REPORT

**April 10, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Annual Report: 2024 Parking Enforcement Unit – Parking Violation Notices Issuance**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendations:**

This report recommends that the Toronto Police Service Board (Board):

- 1) Receive the following report; and
- 2) Forward a copy of this report to the City of Toronto (City) General Government Committee, for its meeting in June 2025, to be considered in conjunction with the City of Toronto Administrative Penalty System – 2024 Activity Report.

### **Financial Implications:**

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

### **Summary:**

This report provides information on the Parking Enforcement Unit (Parking) achievements, activities and annual parking violation issuance during the year 2024 (Appendix A refers).

**Discussion:**

**Background**

Parking reports annually on Parking Violation Notices (P.V.N.s) issuance by Parking Enforcement Officers (P.E.O.s), Municipal Law Enforcement Officers (M.L.E.O.s) and police officers. The City requests this information for use during the annual budget process.

In 2024, Parking has delivered on key accomplishments through the provision of operational support to the Service (see Appendix A) and interoperability with City initiatives.

**Annual Parking Violation Notices Issuance:**

Preliminary data indicates that a total of 2,148,988 P.V.N.s were issued in 2024, surpassing the City's agreed projected estimate of 2.02 million by 128,676 notices. However, compared to 2023, the number of issued P.V.N.s has decreased by 4.8% (107,437 notices). This decline is less than anticipated, given factors such as increased compliance resulting from higher fines for several violations effective August 2024 and staffing shortages caused by the lateral hiring of P.E.O.'s as Special Constables. The total number of P.V.N.s. issuance includes notices issued by P.E.O.s, M.L.E.O.s, and police officers. The final P.V.N.s. issuance numbers will be presented by the City in its *Administrative Penalty System – 2024 Activity Report* once all data is captured and reconciled.

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

Table 1: Parking Tag Issuance Summary 2024

<b>Group</b>	<b>Parking Violations Issued</b>
Parking Enforcement Unit	1,864,578
Municipal Law Enforcement Officers	282,310
Police Officers	2,100
Total Parking Tag Issuance	2,148,988*

*\*Preliminary numbers – final numbers will be reported by the City after complete data capture and reconciliation.*

**Calls for Service:**

Parking responded to 229,061 calls for parking-related services from members of the public, representing a 13.4% increase compared to the previous year. Calls for parking services have risen by 44% since 2018. The attendance of P.E.O.s at these calls alleviates pressure on frontline policing, allowing police officers to focus on core policing duties. Additionally, Parking's M.L.E.O. program services a significant amount of customized enforcement on private property, which would otherwise detract P.E.O.s from focusing on street level enforcement activities.

***Rush Hour Offences and Bicycle Lanes:***

A total of 72,306 rush hour offence violations were issued, representing a 2.7% decrease compared to the previous year. Additionally, 13,131 vehicles were towed from rush hour routes. P.E.O.s issued 11,171 bike lane violations, reflecting a 29.5% increase from the previous year. This effort supports safe cycling, promotes public compliance, and improves road safety.

***Habitual Offender Towing:***

The City defines a habitual offender as a vehicle with three or more outstanding parking violations, with no action taken, that have been overdue for more than 120 days. P.E.O.s towed 287 vehicles under this initiative. In previous years, the City reports that this enforcement initiative positively impacts the collection of parking violation fines.

***Towing, Vehicle Relocations and Stolen Vehicle Recovery:***

Members of Parking were responsible for towing 20,976 vehicles including 249 with unregistered license plates. This is a decrease of 1.7% when compared to 2023. A total of 2,646 vehicles were relocated to assist with Toronto Transit Commission subway closures, snow removal, forestry operations, and special events management. P.E.O.s also recovered 975 stolen vehicles in support of the Service's crime management initiatives

***Accessible Parking:***

Parking retained 708 Accessible Parking Permits for investigation to determine potential misuse, resulting in the issuance of 488 charges under the Highway Traffic Act. These efforts support the integrity of the Accessible Parking Program and ensure parking spaces are available for use by members of the public who use Accessible Parking Permits in a lawful manner.

***Training of M.L.E.O.s:***

M.L.E.O.s work for agencies that provide parking enforcement services on private property. All revenue generated from the issuance of these parking violations is directed to the City. The training and oversight of M.L.E.O.s have enabled P.E.O.s to concentrate their efforts on enforcement on public streets, reducing the need to respond to private property calls for service. Parking trained and certified 515 M.L.E.O.s in accordance with the Toronto Municipal Code.

***Staffing Levels:***

Historically, Parking has adopted a strategy, in consultation with the Service's Budgeting and Financial Analysis, to operate with approximately 25 P.E.O.s over strength at the start of each year. This strategy helps mitigate the impact of staff attrition and separations on enforcement and service delivery. In 2024, Parking continued this approach due to recent T.P.S. hiring initiatives, which have contributed to P.E.O. separations. Parking remains a key recruiting source for other areas of the Service, including Constable, Special Constable, Communications, and civilian support roles. In 2024, Parking hired two classes, totalling 60 P.E.O.s, and plans to hire at least

one additional class to maintain adequate staffing levels. A new P.E.O. recruit requires approximately eight weeks of in-class and practical training before assuming full enforcement duties.

**Conclusion:**

Parking continues to contribute positively to the achievement of the goals and priorities of the Service by:

- Ensuring the safe and orderly flow of traffic;
- Delivering fair and equitable enforcement to all;
- Providing a visible uniformed presence on the streets;
- Ensuring positive outreach to the community through public awareness campaigns and education programs; and
- Ensuring interoperability with other units within the Service and City departments.

Preliminary information indicates that the total number of P.V.N.s issued in 2024 was estimated at 2,148,988, an increase of 128,676 from the projected estimate of 2.02 million for the same year. The City will report the final parking violation issuance numbers in its *Administrative Penalty System – 2024 Activity Report* once all data is captured and reconciled.

Parking continues to collaborate with City staff and other units within the Service to ensure the success of the overall parking program, which includes the efficient and effective service delivery to Toronto's communities and neighbourhoods. Parking remains focused on the enforcement and education of parking regulations in support of safe traffic flow related City initiatives.

Deputy Chief Lauren Pogue, of Community Safety Command will be in attendance to answer any questions the Board may have concerning this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

### Appendix "A"

<b>Parking Enforcement Unit</b>	<b><u>2022</u></b>	<b><u>2023</u></b>	<b><u>2024</u></b>
Parking Violation Issuance – P.E.O.s	1,553,313	1,935,517	1,864,578
Parking Violation Issuance – P.E.O.s, M.L.E.O.s, P.C.s	1,821,388	2,256,425	2,148,988*
Calls for Service Received	166,594	199,876	229,061
Stolen Vehicles Recovered	1,219	1,199	975
Stolen Autos Recovered - Street Sweeper	456	559	437
Stolen Autos Recovered – P.E.O.'s	763	640	538
Hours Spent on Stolen Vehicles Recovered	1,748	2,585	1,828
Stolen Plates Recovered	136	92	76
Hours Spent on Stolen Plates Recovered	210	169	137
Vehicles Scanned by Street Sweeper	2,297,526	3,051,714	2,693,440
Vehicles Towed	14,283	21,334	20,976
Habitual Offenders Towed	537	263	287
Assaults Against P.E.O.'s	15	42	36
<b>Assistance to T.P.S. Units</b>			
Unplated Vehicles Towed	55	47	249
Directed Patrol Requests from Other Police Units, Including additional Directed Patrols Due to Pandemic.	94	140	83
Arrest Assists	15	16	13
Language Interpretations	46	27	38
Hours Spent on Language Interpretations	97	44	37
Disabled Permits Retained	509	541	708
Disabled Permits Cautioned	59	68	96
H.T.A Charges (Disabled Permits)	438	533	488
Special Events	154	246	209
Hours Spent on Special Events	9,339	4,138	4,159
Vehicle Relocations	2,038	2,174	2,646

*\*Preliminary numbers – final numbers to be reported by City of Toronto after complete data capture and reconciliation.*



10. Annual Report: Write-off of  
Uncollectible Accounts Receivable  
Balances January 1, 2024 to December  
31, 2024



## PUBLIC REPORT

**February 20, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Annual Report: Write-off of Uncollectible Accounts  
Receivable Balances January 1, 2024 to December 31,  
2024**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation:**

This report recommends that Toronto Police Service Board (Board) receive this report of the 2024 Write-off of Uncollectible Accounts in the amount of \$47,536.83.

### **Financial Implications:**

The write-off amount of \$47,536.83 reduces the allowance for uncollectible accounts to \$113,615.00. The adequacy of this amount is analysed annually as part of the year-end accounting process. In 2024, the write-off amount is specific to Employee Receivables in the amount of \$47,536.83.

The total write-offs for 2024 represent 2.4% of the year-end Accounts Receivable balance and 0.05% of revenues for the year, excluding grants. Public sector organizations do not generate revenue activities therefore comparators are limited. By utilizing private sector industry standards, write-offs of 0.20% of total revenues is considered low.

Toronto Police Service (Service) makes all reasonable efforts to minimize the amounts recommended for write-off using internal and external tools and resources. Over the last 5 year period, there has



been one additional write-off for \$4,302.57 which demonstrates sound internal controls and strong financial stewardship.

## **Summary:**

The purpose of this report is to provide the Board with information on the amounts written off during the period of January 1 to December 31, 2024.

## **Discussion:**

### ***Background***

#### *Relevant Board Policies and Compliance*

At its meeting of May 29, 2019, the Board approved Financial Management and Control By-law. Part V1, Section 16 – Authority for Write-offs, which delegates the authority to write-off uncollectible accounts of \$50,000 or less to the Chief of Police and requires that an annual report be provided to the Board on amounts written off.

### ***Discussion***

Receivables can be created from invoicing activities involving the public (external) or from employees (internal). External customers receiving goods and/or services from the Service units are invoiced for the value of such goods or services (for example – Paid Duties). The Service's Accounting Services unit (Accounting) 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. Accounting also ensures that accurate and complete invoices are sent to the proper location on a timely basis.

Employee receivables can be generated in cases such as timesheet errors, taking unearned time off, and reversals in decisions related to sick leave. This type of receivable is rare and often resolved within the system over one-or two pay periods.

A receivable write-off is only considered under the following circumstances:

- The debtor is insolvent, through bankruptcy or receivership notice.
- The collection agency has exhausted all collection efforts.
- It is uneconomical to pursue further collection efforts.
- Where settlement has resulted in a payment arrangement for partial payment. Under this scenario, the amount not paid becomes a write-off and requires the approval of the appropriate level of management.

Additionally, a write-off adjustment removes the receivable from the financial record, but the collection agency maintains the account in collection, in an effort to collect the amount in the future.

**Employee receivables 2024:**

In 2024, the following two employee accounts were written off for a total of \$47,536.83:

- The first account occurred due to timekeeping errors. The adjustments were made at the unit-level, after the member had resigned and a final pay-out was processed. Despite multiple attempts to collect the outstanding amounts from the member, the Service was not able to recover the funds. The total of this account is \$595.35. The account was sent to a third party Collection agency March 5, 2021, and they have also been unsuccessful to date.
- The second account of \$46,941.48 was an overpayment due to a complex Workplace Safety and Insurance Board (W.S.I.B.) claim. The details of this write-off involve personal confidential information. This account was sent to a third-party collection agency on January 27, 2021.

When a member leaves the Service and has outstanding overpayments, Employee Services will work with the former member to develop a payment plan.

For all outstanding receivables, when payments remain outstanding and payment arrangements are not successful, the customer or member is placed on the dunning notice cycle, a communication process of reminders, up to a 90-day notice period, in an attempt to collect the funds.

Should the account remain delinquent, the next step is referring the account to third-party collections. The collections agency is specialized in collecting activities on delinquent accounts. In the instances recommended for write-off above, the collection agency has not been able to locate the former members and therefore the amount is being written off as uncollectible.

The Employee Services Unit is continuously working to refine processes to prevent future employee overpayments and improve internal controls.

To minimize timekeeping entry errors that could result in overpayments, regular audits are being conducted, both at the unit level and Payroll before pay is processed. To minimize W.S.I.B. overpayments resulting from claim denials, processes are in place to proactively manage sick banks and identify situations where member sick banks are depleted prior to W.S.I.B. adjudication.

The efforts taken so far have resulted in reduced instances of overpayments and an overall lower accounts receivable balance.

**Conclusion:**

In accordance with Part VI, Section 16 – Authority for Write-offs, of the Financial Management and Control By-law, this report provides information to the Board on the

\$47,586.43 of Accounts Receivable written off by the Service for the period January 1 to December 31, 2024.

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

Ms. Svina Dhaliwal, Chief Administrative Officer will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 11. Consulting Expenditures



## 11.1. Annual Report: 2024 Toronto Police Service's Consulting Expenditures



## PUBLIC REPORT

**February 20, 2025**

To: Chair and Members  
Toronto Police Service Board

From: Myron Demkiw  
Chief of Police

**Subject: Annual Report: 2024 Toronto Police Service's Consulting Expenditures**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation:**

It is recommended that the Toronto Police Service Board (Board) receive this report.

### **Financial Implications:**

The 2024 actual consulting expenditures totalled \$0.61Million (\$0.60M for operating and \$0.01M for capital).

Funding for the expenditures detailed in this report were paid for out of the 2024 Toronto Police Service (Service) operating budget or capital budget. The expenditures referenced in this report are net of the harmonized sales tax (H.S.T.) rebate.

### **Summary:**

This report provides information about the 2024 expenditures for consulting services.

### **Discussion:**

The operating budget for consulting services is developed using zero-based budgeting. As such, 2024 expenditures for consulting services are mainly based on requirements identified during the 2024 budget process.

Consulting costs are defined as a type of service by a firm or individual providing advice to the Service. In alignment with the City of Toronto, the following are key words/criteria that are typically associated with consulting contracts:

- Analysis, assessment, study, or review, to provide advice and/or recommendations
- Occurs on a non-recurring basis
- Support or assistance to management decisions

Additionally, the Service has taken steps to manage the use of consultants and only incur costs for these services when:

- The skills/expertise are not available in-house or cannot be procured through an individual contractor;
- There is not a permanent requirement for the expertise/skill set; or
- There is a need to obtain independent/third party advice on an issue or initiative.

The Service procures other professional services that are not included in this report, as they do not meet the definition of consulting. For example, excluded from this report are services that are normally provided by independent contractors, or temporary help to assist with executing specific tasks or components of a project (i.e. implementation resources). These also include such services as Information Technology (I.T.) professionals who perform business or technical analysis, programming, technical configuration, and engineering services.

All expenditures related to consulting and contracted services are reviewed annually to ensure they are appropriately categorized.

The consulting expenditures funded from the 2024 operating budget totalled \$0.60M, net of H.S.T. rebate. This represents a 70% decrease in consulting expenditures from 2023 (\$2.04M).

The 2024 Information Technology consulting expenditures were lower than the previous year as consulting work related to Community Policing and Engagement technology solutions and automation concluded in 2023 and many projects are in implementation phases.

The following table summarizes the nature of the expenditures with the 2024 details reflected in Attachment A.

<b>Nature of Expense / Initiative</b>	<b>2024 Amount</b>	<b>2023 Amount</b>
Technical	\$0	\$0
Information Technology	\$107,435	\$955,984
Management/Research & Development	\$182,034	\$727,344
Legal Services	\$311,571	\$222,291
Creative Communications	\$0	\$139,189
Total	\$601,040	\$2,044,808

The actual consulting expenditures funded from the 2024 capital budget totalled \$0.01M net of H.S.T. rebate. This amount represents technical advice required for the following project, with additional details included in Attachment B:

- Site assessments to assess state of infrastructure
- Next Generation 9-1-1 (N.G.9-1-1)

## ***Background***

### *Relevant Board Policies and Compliance*

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

This report provides details of the 2024 consulting expenditures for the Service's operating and capital budgets, in the City's prescribed format and based on the definition of consulting services provided by the City, defined as follows:

*“any firm or individual providing expert advice/opinion on a non-recurring basis to support/assist management decision-making in the areas of technical, information technology, management/research and development (R.&D.), external lawyers and planners, and creative communications.”*



The information contained in this report will be forwarded to the City as a requirement of the City's year-end accounting process by February 24, 2025.

***Conclusion:***

Consulting expenditures are funded from the Service's operating and capital budgets and are reported annually to the Board and the City. The Service ensures that consulting services are used only where necessary and beneficial.

Details of the 2024 consulting expenditures for the Service's operating and capital budgets are provided in Attachments A and B, respectively.

Ms. Svina Dhaliwal, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

***Attachments:***

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Attachment A: 2024 Consulting Services Expenditure – Operating  
Attachment B: 2023 Consulting Services Expenditure - Capital

2024 Consulting Services Expenditure - Operating  
Attachment A

Expense Category	Consultant Name	Description of Work	2024 Expenditure	2023 Expenditure
			\$	\$
Technical				
<b>Sub-total</b>			-	-
Information Technology	Slalom Consulting U.L.C.	To provide expertise and advisory services to help guide Toronto Police Service (T.P.S.) in defining the future state of Reference Architecture and identify technology solutions required in support of Community Policing and Engagement unit eMemobook solution, call diversion and forms automation. <b>COMPLETE</b>	-	896,506
Information Technology	OnX Enterprise Solution Ltd.	To provide pre-sale advisement on hardware, software, cloud, and services selection, determining cost-effective buying strategy for the T.P.S., and identifying Information Technology(I.T.)/Information Services (I.S.) solution options to meet specifics needs.	79,237	49,149
Information Technology	TEKsystems Canada Corp.	To conduct Customer Relationship Management (C.R.M.) software evaluation, selection and implementation services. <b>COMPLETE</b>	28,198	10,329
<b>Sub-total</b>			<b>107,435</b>	<b>955,984</b>
Management / Research & Development	Mercer (Canada) Limited	To conduct review of Survivor Income Benefits (S.I.B.), grievances, premium renewal/waiver of premium support with Green Shield Canada (G.S.C.) and Manulife.	-	83,748
Management / Research & Development	PriceWaterhouseCoopers L.L.P.	To provide advisory services to facilitate an integrated data ecosystem, including standards, policies and guidelines to support, and creation of an enablement kit/toolkit for data governance, data classification, data quality, data architecture, modelling and master data management.	-	282,907

Expense Category	Consultant Name	Description of Work	2024 Expenditure	2023 Expenditure
			\$	\$
Management / Research & Development	Mental Health Innovation	To conduct a program audit and gap analysis, notably against the national standards of practice for peer support. Services included a review and analysis of policies, procedures, accountability framework, scope of practice and program evaluation, and provision of a report focused on recommendations and next steps to inform the future of the T.P.S. peer support and Critical Incident Response Team (C.I.R.T.) programs.	-	29,642
Management / Research & Development	Public Services Health & Safety Association	To produce detailed reports outlining a comprehensive assessment and summary of the essential physical demands analysis and cognitive demands analysis for particular positions, to provide recommendations to help identify suitable alternate work or modified work/tasks. <b>COMPLETE</b>	-	23,659
Management / Research & Development	Public Services Health & Safety Association	To research, recommend and design a comprehensive, multi-stream work reintegration program that will serve to improve and standardize the available resources and processes by which T.P.S. members are returned to work following extended absence leaves. <b>COMPLETE</b>	-	17,655
Management / Research & Development	Dr. Ashley David Bender	To review and assist with the development, evaluation and implementation of a procedure for the application and assessment of requests for the inclusion of names on the Memorial Wall.	-	8,904
Management / Research & Development	White & Gale Consulting	To assist the T.P.S. in modernization of job evaluation plans, and to provide recommendations on job titles and placement of roles.	15,295	19,904
Management / Research & Development	Facilitating Change	Evaluation frame work for the Gender Diversity and Trans Inclusion Project.	10,456	8,243
Management / Research & Development	Upsurgence Inc.	To consult for Confronting Anti-Black Racism priority of the T.P.S. Equity Strategy. <b>COMPLETE</b>	-	8,955

Expense Category	Consultant Name	Description of Work	2024 Expenditure	2023 Expenditure
			\$	\$
Management / Research & Development	Humber College	To evaluate the Toronto Police Neighborhood Community Officer Program (N.C.O.P.) including applicable research, community consultation, neighborhood selection, infographics, analysis and reporting on N.C.O.P. findings and recommendations for improvement.	25,000	75,000
Management / Research & Development	Mokwateh L.P.	To provide indigenous expertise on interpretation of findings of race and identity-based data analysis, and give recommendations on concrete action plan and strategic priority.	-	143,736
Management / Research & Development	Hulton Workplace Resolutions	To review the uniform promotion process to ensure best practices and to provide recommendations on how to improve T.P.S. evaluation processes to ensure that the process is fair, unbiased and transparent.	29,524	24,991
Management / Research & Development	Deloitte L.L.P.	To conduct Privacy Impact Assessments (P.I.A.) for Next Generation 9-1-1 (N.G.9.1.1.) project to implement recommendations made by the Auditor General in 2011 and to keep up with privacy and data protection trends, improving T.P.S. internal knowledge as part of the Privacy program.	101,760	-
<b>Sub-total</b>			<b>182,034</b>	<b>727,344</b>
Legal (External Lawyers & Planners)	Henein, Hutchison L.L.P.	To provide consultation and legal advice on various issues surrounding Ontario Human Rights Commission (O.H.R.C.) inquiry.	10,308	35,770
Legal (External Lawyers & Planners)	Henein, Hutchison L.L.P.	To provide consultation and legal advice regarding prosecution services.	175,774	54,598
Legal (External Lawyers & Planners)	Henein, Hutchison L.L.P.	Legal services provided regarding O'Connor application process seeking statistics in relation to enforcement activities.	-	12,397
Legal (External Lawyers & Planners)	Henein, Hutchison L.L.P.	Legal services provided regarding O'Connor application in relation to privileged information. <b>COMPLETE</b>	2,692	20,785

Expense Category	Consultant Name	Description of Work	2024 Expenditure	2023 Expenditure
			\$	\$
Legal (External Lawyers & Planners)	Ceyssens & Bauchman	Legal services training session provided to senior member in relation to Tribunal cases (as Part 5 Hearing Officer). <b>COMPLETE</b>	-	2,035
Legal (External Lawyers & Planners)	Henein, Hutchison L.L.P.	To provide consultation and legal advice regarding prosecution services. <b>COMPLETE</b>	23,928	6,993
Legal (External Lawyers & Planners)	Lerners L.L.P.	To provide legal services in relation to a Charter of Rights application. <b>COMPLETE</b>	-	992
Legal (External Lawyers & Planners)	Lerners L.L.P.	To provide consultation and legal advice regarding prosecution services.	-	37,841
Legal (External Lawyers & Planners)	Macklin, Audrey	External consultant retained to provide an independent legal opinion in relation to recommendations from the "Missing and Missed" report. <b>COMPLETE</b>	-	50,880
Legal (External Lawyers & Planners)	Borden Ladner Gervais L.L.P.	To provide legal services in relation to an application in the Ontario Superior Court of Justice in alleged claims of Charter violations due to Municipal COVID measures. <b>COMPLETE</b>	868	-
Legal (External Lawyers & Planners)	Borden Ladner Gervais L.L.P.	To provide legal services and advice in response to ongoing demonstrations impacting Avenue Road overpass. <b>COMPLETE</b>	2,517	-
Legal (External Lawyers & Planners)	Henein, Hutchison L.L.P.	To provide consultation and legal advice regarding prosecution services. <b>COMPLETE</b>	14,551	-
Legal (External Lawyers & Planners)	Henein, Hutchison L.L.P.	To provide legal services in relation to the matter of Khorsand versus Toronto Police Service Board (T.P.S.B.)	14,962	-
Legal (External Lawyers & Planners)	Deeth Williams Wall L.L.P.	To provide legal services related to amendment of Axon agreement.	60,186	-
Legal (External Lawyers & Planners)	Reeve, David	To provide consultation and legal advice regarding prosecution services. <b>COMPLETE</b>	5,788	-
<b>Sub-total</b>			<b>311,571</b>	<b>222,291</b>
Creative Communications	Navigator Limited	To provide strategic advice in relation to various communication initiatives. <b>COMPLETE</b>	-	139,189
<b>Sub-total</b>			<b>-</b>	<b>139,189</b>
			<b>601,040</b>	<b>2,044,808</b>

2024 Consulting Services Expenditure - Capital  
Attachment B

Expense Category	Consultant Name	Description of Work	2024 Expenditure	2023 Expenditure
			\$	\$
Technical	J&B Engineering Inc.	Mechanical site assessment to determine state of infrastructure.	7,551	6,889
Technical	Aecom Canada Ltd.	To conduct a feasibility study for Next Generation 9-1-1 (N.G.9.1.1.) on the relocation to a new location or building.	6,665	-
<b>Sub-total</b>			<b>14,216</b>	<b>6,889</b>
Information Technology	OnX Enterprise Solutions	To conduct assessment on security systems, policies and processes under the Information Privacy & Security unit's purview and to develop report of areas for improvements for T.P.S. security & identity management systems and request tracking system.	-	27,582
<b>Sub-total</b>			<b>-</b>	<b>27,582</b>
Management / Research & Development	Deloitte L.L.P.	To conduct Privacy Impact Assessments (P.I.A.) for Next Generation 9-1-1 (N.G.9.1.1.) project to implement recommendations made by the Auditor General in 2011 and to keep up with privacy and data protection trends, improving T.P.S. internal knowledge as part of the Privacy program.	-	96,163
<b>Sub-total</b>			<b>-</b>	<b>96,163</b>
Legal (External Lawyers & Planners)			-	-
<b>Sub-total</b>			<b>-</b>	<b>-</b>
Creative Communications			-	-
<b>Sub-total</b>			<b>-</b>	<b>-</b>
			<b>14,216</b>	<b>130,634</b>



## 11.2. Annual Report: Toronto Police Service Board's 2024 Consulting Expenditures



## PUBLIC REPORT

**February 4, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Dubi Kanengisser  
Executive Director

**Subject: Annual Report: Toronto Police Service Board's 2024 Consulting Expenditures**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Summary:**

This report provides details of the 2024 consulting expenditures for the Toronto Police Service Board (Board).

### **Discussion:**

#### ***Background:***

At its meeting on February 20, 2003, the Board approved a motion requiring the reporting of all consulting expenditures on an annual basis (Min. No. P45/03 refers).

This report provides the details of the 2024 consulting expenditures for the Toronto Police Service Board, in the City of Toronto's (the "City") prescribed format and based on the definition of consulting services provided by the City. See attached, Appendix A.

The City's definition of consulting services is as follows:

- **any firm or individual providing expert advice/opinion on a nonrecurring basis to support/assist management decision making in the areas of technical, information technology, management/research and development (R&D), external lawyers and planners, and creative communications.**



### *Timing of the Report*

The information contained in this report has already been forwarded to the City, as the completion of the Toronto Police Service's year-end accounting process and the timing of the Board meetings did not allow this report to be forwarded to the Board in advance of the City's February 28, 2025, deadline.

### **Recommendation:**

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

### **Financial Implications:**

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

### **Conclusion:**

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

Respectfully submitted,

Dubi Kanengisser  
Executive Director

### *Contact*

---

Sheri Chapman  
Executive Assistant to the Chair  
Email: [Sheri.Chapman@tpsb.ca](mailto:Sheri.Chapman@tpsb.ca)

**Attachments:**

**2024 Consulting Services Expenditure - Operating Divisions, Agencies, and Corporations**

Service Group / Agency / Corp.	Division / Agency / Corp.	Expense Category	Contract / PO / DPO Date (mm/dd/yyyy)	Contract / PO / DPO Number	Consultant Name	Description of Work	2024 Expenditure	2023 Expenditure
Agencies and Corporations	Toronto Police Services Board	Technical - CE 4078						
		<b>Sub-total</b>					-	-
Agencies and Corporations	Toronto Police Services Board	Information Technology - CE 4079						
		<b>Sub-total</b>					-	-
Agencies and Corporations	Toronto Police Services Board	Management / Research & Development - CE 4089	12/11/2024	3641644	Advanis	Provide survey collection and analysis services to inform and support the development of the Board's Strategic Plan	9,158	508
		<b>Sub-total</b>					<b>9,158</b>	<b>508</b>
Agencies and Corporations	Toronto Police Services Board	Legal (External Lawyers & Planners) - CE 4091	03/06/2024 06/01/2023	9613006 9550371	Hicks Morley Hamilton Stewart	Provide expert advice/legal opinion on general employment and labour relations issues	38,971	36,572
Agencies and Corporations	Toronto Police Services Board	Legal (External Lawyers & Planners) - CE 4091						
Agencies and Corporations	Toronto Police Services Board	Legal (External Lawyers & Planners) - CE 4091						
		<b>Sub-total</b>					<b>38,971</b>	<b>36,572</b>
Agencies and Corporations	Toronto Police Services Board	Creative Communications - CE 4093						
		<b>Sub-total</b>					-	-
		<b>Total - Division / Agency / Corporation</b>					<b>48,130</b>	<b>37,080</b>



## 12. Use of Images



## 12.1. Annual Report – 2024 Use of the Toronto Police Service Image



## PUBLIC REPORT

**March 10, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Annual Report – 2024 Use of the Toronto Police Service Image**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Summary:**

The Toronto Police Service (Service) is required to seek authorization from the Toronto Police Service Board (Board) each time that an entity requests the use of the Service's image. The Board has delegated the authority to approve such requests to the Chair and as such, requests are made directly to the Chair from the Chief of Police.

The purpose of this report is to inform the Board that during the period of January 1<sup>st</sup>, 2024 to December 31<sup>st</sup>, 2024, two requests to use the Service image were made to the Chair by the Chief and both requests were approved.

### **Discussion:**

#### ***Background***

The Board's policy entitled Delegation Use of Crest, delegates the Chair the authority to approve request for the use of the Service image (i.e. the Service crest), and requires that an annual report be submitted to the Board by the Chief listing all requests for the use of the Service's image.

This report is being submitted for information purposes.

In 2024, two requests were made to the Board and approved by the Chair. Table A lists each request for the use of the Service's image, the purpose and the details of the decision made.

External/Internal Requester	Purpose	Decision & Date
Specialized Operations Command (Service)	To use the Service image on Global Shield products.	In accordance with the Board’s Policy, the Chair approved the use of the Service image for this purpose on February 21, 2024.
Ford Canada	To use a photograph of a marked Service vehicle in the 2025 Ford Police Calendar.	In accordance with the Board’s Policy, the Chair approved the use of the Service image for this purpose on October 8, 2024.

*Relevant Board Policies and Compliance*

At its meeting on May 16, 1996, the Board approved a report from the Chief of Police regarding a policy pertaining to requests for the use of the Service/Board Crest. (Min. No. 173/96 refers).The Board approved the following Motion: That the Board designate authority to the Chair of the Police Services Board to approve requests for the use of the Service/Board image, with an annual report submitted to the Board by the Chief of Police, listing all request for the use of the Service/Board image.

**Conclusion:**

This report provides the Board with a summary of all requests for the use of the Service image in 2024.

**Recommendation:**

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This report recommends that the Board receive this report for information purposes only.

**Financial Implications:**

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

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 12.2. Annual Report – 2024 Use of the Toronto Police Service Board’s Image



## PUBLIC REPORT

**January 22, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Shelley Carroll  
Chair

**Subject:** **Annual Report – 2024 Use of the Toronto Police Service Board’s Image**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Summary:**

The Toronto Police Service Board (Board) delegated to the Chair the authority to approve use of the Board’s crest. The purpose of this report is to inform the Board that during the period of January 1, 2024 to December 31, 2024, two requests were received and approved by the Chair.

### **Discussion:**

#### ***Background***

The Board’s policy entitled Delegation Use of Crest, delegates to the Chair the authority to approve requests for the use of the Board image (i.e., the Board’s crest), and requires that an annual report be submitted to the Board by the Chair listing all requests for the use of the Board’s image. This report is being submitted to the Board for information purposes.

In 2024, two requests were received and approved. Table A lists each request for the use of the Board’s image, the purpose and the decision made.



<b>External/Internal Requester</b>	<b>Purpose</b>	<b>Decision &amp; Date</b>
The Gatehouse <b>External</b>	Use of the Board’s image to recognize funding contribution and for the promotion of the “Healing the Voice Within 6 <sup>th</sup> Annual Fundraiser” hosted by The Gatehouse.	Approved by the Board on September 12, 2024 (P2024-0912-8.0. refers).
The Association of Black Law Enforcers (A.B.L.E.) <b>External</b>	Use of the Board’s image to recognize funding contribution used at A.B.L.E.’s 32nd Annual Scholarship and Awards Gala. Image included in the event program.	Approved by the Board on September 12, 2024 (P2024-0912-9.0. refers).

**Conclusion:**

This report provide the Board with a summary of all requests for the use of the Board image in 2024.

**Recommendation:**

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This report recommends that the Board receive this report for information.

**Financial Implications:**

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

Respectfully submitted,

Shelley Carroll  
Chair



# 13. Amendment to Board By-law No. 162 (Committees By-law) – Appointments Committee



## PUBLIC REPORT

**March 21, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Dubi Kanengisser  
Executive Director

**Subject:** **Amendment to Board By-law No. 162 (Committees By-law) – Appointments Committee**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation:**

This report recommends that the Toronto Police Service Board (the Board) amend By-law No. 162 (Committees By-law) by replacing section 2.1 with the following section:

- “2.1 The Board establish a committee named Appointments Committee, and delegates to this Committee:
- (a) The power to appoint Members of the Service as police officers, special constables and auxiliary officers, except for appointments to the rank of Inspector and above, which shall be approved by the Board; and
  - (b) The power to suspend the appointment of special constables, whether Service Members or employed by an external authorized special constable employer or end such a suspension.”

### **Financial Implications:**

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

## **Summary:**

The Appointments Committee was delegated the authority to appoint Members of the Service as police officers, special constables and auxiliary officers, as a measure for improving efficiency in carrying out the Board's business and in deploying newly trained Service Members. This report recommends expanding the delegated authority to include the suspension of appointment of all special constables, whether employed by the Service or by external authorized special constable employers.

## **Discussion:**

### ***Background***

The *Community Safety and Policing Act, 2019* (the Act), requires that boards appoint all special constables employed by their respective services or by external special constable employers (external employers) within their area of jurisdiction. The Act also establishes that a police service board that appointed a special constable also has the power to suspend or terminate the appointment. The Act further establishes that a board may delegate any of its powers only to a committee composed of a minimum of two board members.

On April 30, 2024, the Board approved By-law No. 162 (Committees By-law), establishing the Appointments Committee, which was delegated the power to appoint members of the Service as police officers (Min. No. P2024-0430-3.0). The Committee is composed of the Chair and Vice-Chair of the Board.

On November 12, 2024, the Board amended the Committees By-law to expand the delegation of authority to the Appointments Committee to include the appointment of Service Members as special constables and auxiliary officers (Min. No. P2024-1112-5.0.).

### ***Delegation of Power***

As the Board Office and the Office of the Chief continue to study the Act and its regulations, new opportunities for streamlining processes and enhancing efficiency continue to be identified.

Suspension of a special constable may arise as a result of serious misconduct, requiring swift action. Currently, where a need arises to suspend a special constable, whether employed by the Toronto Police Service (the Service) or by an external employer (e.g., the Toronto Transit Commission [T.T.C.]), the decision will either have to wait until the next scheduled Board meeting, or require that the Chair convene a special meeting of the Board.

Delegating the power to suspend the appointment of a special constable, or to end such a suspension, to the Appointments Committee will facilitate a more streamlined process wherein the Committee may meet as soon as the need arises, confirm that the suspension is justified or that a previous suspension is no longer necessary, and suspend the appointment or end the suspension as appropriate.

Notably, this delegation of power does not include the power to terminate an appointment, which will still have to be considered by the Board as a whole. Moreover, while the expanded delegation applies also to special constables employed by external employers, the *appointment* of special constables employed by external employers will remain with the Board as a whole, and will continue to be reported publicly, as was done under the Police Services Act.

***Conclusion:***

To ensure a quick response in cases of serious misconduct by special constables, while ensuring effective oversight of the Service, it is recommended that the Board delegate the power to suspend the appointment of special constables and to end such suspensions to its Appointments Committee.

Respectfully submitted,

Dubi Kanengisser  
Executive Director

***Attachments:***

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Draft revised By-law No. 162

TORONTO POLICE SERVICE BOARD  
BY-LAW NUMBER 162

A By-Law to Establish Committees of the Toronto Police Service Board

1. PREAMBLE

- 1.1 Subsections 42(1)(a), (3)(a) and (4) of the *Community Safety and Policing Act (Act)* provides that the Board may, by by-law, establish a committee and delegate any of the Board's powers under the *Act* to the committee composed of at least two Members of the Board, except where a committee's only power is to bargain under Part XIII of the *Act*, in which case only one Member is required to sit on the committee.
- 1.2 Subsection 42(2) of the *Act* provides that the by-law made under subsection (1) may govern the name, powers, duties and quorums of the committee, as well as the composition of the committee, subject to the requirements of the *Act*.
- 1.3 The Toronto Police Service Board wants to establish committees to facilitate the meaningful and efficient consideration of certain matters under the Board's authority.

NOW THEREFORE, the Toronto Police Service Board hereby enacts as follows:

2. APPOINTMENTS COMMITTEE

- 2.1 The Board establish a committee named Appointments Committee, and delegates to this Committee:
  - (a) The power to appoint Members of the Service as police officers, special constables and auxiliary officers, except for appointments to the rank of Inspector and above, which shall be approved by the Board; and
  - (b) The power to suspend the appointment of special constables, or end such a suspension, whether Service Members or employed by an external authorized special constable employer.
- 2.2 The *Appointments Committee* shall be composed of the Chair and Vice-Chair of the Board, as elected in accordance with the *Act*.
- 2.3 The *Appointments Committee* shall report all its decisions to the Board at the next regular Board Meeting.

2.4 The *Appointments Committee* shall meet from time to time as necessary.

2.5 The quorum for a meeting of the *Appointments Committee* is two committee members.

### 3. BARGAINING COMMITTEE

3.1 The Board establishes a committee named *Bargaining Committee*, and delegates to this committee the power to bargain under Part XIII of the *Act*.

3.2 The *Bargaining Committee* shall be composed of the Chair, as elected in accordance with the *Act*, plus one additional member.

### 3A. BUDGET COMMITTEE

3A.1 The Board establishes a committee named Budget Committee, for the purpose of reviewing the Toronto Police Service's capital, operating, and the Parking Enforcement Unit's budget requests as well as the Board's operating budget request, and make recommendations to the Board;

3A.2 The Budget Committee shall be composed of at least three Board Members, to be appointed by resolution for a term of one year.

3A.3 The quorum for a meeting of the Budget Committee is two committee members.

### 3B. HUMAN RESOURCES COMMITTEE;

3B.1 The Board establishes a committee to be called the Human Resources Committee, for the purpose of reviewing all human resource matters for which the Board is responsible, ensuring that the Board's oversight responsibilities in human resource matters are fulfilled with the utmost diligence and ethical standards;

3B.2 The Human Resources Committee shall be composed of at least two Board Members, including the Chair or their delegate, who will each have a term that coincides with the term of the Board Members' tenure with the Board. Additional Board Members may be appointed at the Board's discretion by resolution; and

3B.3 A majority (50% +1) of the members of the Human Resources Committee constitutes a quorum of the Committee.

### 4. ADMINISTRATION

4.1 This by-law may be cited as the *Committees By-law*.

4.2 This By-law will come into force upon the date immediately following the Board meeting at which it is enacted.

5. **EFFECTIVE DATE**

This by-law is hereby enacted by the Toronto Police Service Board on this \_\_\_\_\_ day of \_\_\_\_\_.

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Executive Director

DRAFT





## 14. Annual Report: 2024 Activities and Expenditures of Community Consultative Groups



## PUBLIC REPORT

**April 10, 2025**

To: Chair and Members  
Toronto Police Service Board

From: Myron Demkiw  
Chief of Police

**Subject: Annual Report: 2024 Activities and Expenditures of  
Community Consultative Groups**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation:**

It is recommended that the Toronto Police Service Board (the Board) approve expenditures in the amount of \$29,000 from the Board's Special Fund, less the return of any funds not used, to support the 2025 community consultative groups listed within this report.

### **Financial Implications:**

A total of \$29,000 was allocated to community consultative groups from the Board's Special Fund during 2024 (as outlined in Table 1). Unspent funds totalling \$7,784.93, as outlined in the attachment, "Appendix A: 2024 Summary of Activities and Expenditures Community Groups", have been returned to the Board's Special Fund.

Upon approval of the Annual Report: 2024 Activities and Expenditures of Community Consultative Groups, each committee will receive \$1,000 in 2025, except for the Chief's Youth Advisory Committee (C.Y.A.C.), which will receive \$2,000. This will result in the Board's Special Fund being reduced by a total of \$29,000.

## **Summary:**

The Toronto Police Service (T.P.S.) and the Board believe a key component of community policing is the community consultative process and therefore support community consultative groups. The community consultative process provides an opportunity for the community and the police to exchange information and identify issues specific to their communities and neighbourhoods. Members of the public take leadership roles in addressing community concerns by developing strategies in partnership with police that maintain and enhance community safety.

As per the guiding principles of the Board's Special Fund Policy, community engagement is the basis for enhancing community safety and well-being, which builds healthy, strong, and inclusive communities. The Board is committed to allocating funds from the Special Fund for matters of public interest that support community engagement initiatives aimed at fostering safer communities, which include collaborative relationships with community members and organizations.

The purpose of this report is to request the Board approve the renewal of annual funding to support the community engagement activities of community consultative groups that will be carried out in 2025; and to provide the Board with an annual review of the activities and accounting of community consultative groups during the period of January 1, 2024, to December 31, 2024.

## **Discussion:**

### ***Background***

#### *Relevant Board Policies and Compliance*

The request for expenditures in this report, are in accordance with the Board's Special Fund Policy, which directs that the annual funding to each of the Community Police Liaison Committees (C.P.L.C.) and the Community Consultative Committees (C.C.C.) shall not exceed \$1,000; and the annual contribution to the C.Y.A.C. shall not exceed \$2,000. Further conditions include:

- i. the funds provided only be used to support engagement and outreach initiatives by the receiving Community Consultative Groups or C.P.L.C.s; and
- ii. provide an account and description for the previous year's expenditures.

The Board's Community Consultative Groups Policy also requires that each consultative group receive \$1,000 in annual funding from the Board's Special Fund, following the receipt of an annual report from each consultative group detailing the activities and expenditures from the previous year.

All community consultative groups have submitted a 2024 annual report detailing their activities and expenditures to support community engagement and outreach, crime prevention initiatives, community events and administrative meetings.

**Consultative Committees:**

The mission statement of the T.P.S. consultative committee process is, “To create meaningful partnerships through trust, understanding, shared knowledge and effect community mobilization to maintain safety and security in our communities.”

Community consultative groups include the following:

- Community Police Liaison Committees (C.P.L.C.),
- Community Consultative Committees (C.C.C.),
- Chief’s Youth Advisory Committee (C.Y.A.C.).

The community consultative process affords opportunities for enhanced community safety involving community-based activities and leadership, the mutual exchange of information and the development of joint problem-solving initiatives.

Community consultative groups are governed by the T.P.S.’s Community Consultation and Volunteer Manual, which sets out expectations and standardized activities including:

- Meet at least four times per year
- Set goals and objectives consistent with T.P.S. priorities at the beginning of each calendar year
- Hold one town hall forum jointly with police annually
- Develop one value-added community-police project per year consistent with T.P.S. priorities
- Participate in the annual Community Police Consultative Conference
- Keep minutes of all meetings
- Prepare a financial statement for the committee executive when requested; and
- Complete a year-end “Activity and Annual Performance Evaluation Report.”

**Community Police Liaison Committees (C.P.L.C.):**

A C.P.L.C. is mandated and established in each of the sixteen policing divisions.

The purpose of the C.P.L.C. is to provide advice and assistance to the Unit Commanders on matters of concern to the local community, including crime and quality of life issues.

The C.P.L.C. is also consulted as part of the divisional crime management process established by T.P.S. Procedure 04-18 entitled “Crime and Disorder Management,” a process which includes assisting the local Unit Commander in establishing annual priorities.

The composition of each C.P.L.C. differs across the city, as each Unit Commander is required to establish a committee that reflects the unique and diverse population served by each policing division. C.P.L.C. participants shall include representation from various racial, cultural, or linguistic communities, social agencies, businesses, schools, places of worship, local youth and senior groups, marginalized or disadvantaged communities and other interested entities within the local community. Each C.P.L.C. is co-chaired by a T.P.S. Senior Officer and a community member.

***Community Consultative Committees (C.C.C.):***

The C.C.C.s serve and represent specific communities throughout the City of Toronto. The membership draws from community leaders and stakeholders within each of these communities and serves as a voice on wider policing issues such as cultural awareness, recruiting, training, community engagement, crime prevention initiatives and strategies, promoting harmony, dialogue and understanding between the T.P.S. and the communities.

The T.P.S. currently maintains a C.C.C. for the following communities:

- 2.S.L.G.B.T.Q.I.+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, +)
- Aboriginal
- Asia Pacific
- Black
- Chinese
- Disabilities
- French
- Jewish
- Muslim
- Seniors
- South and West Asian

***Chief's Youth Advisory Committee (C.Y.A.C.):***

The T.P.S. operates a community consultation process at the Chief of Police level. The C.Y.A.C. provides a voice for youth from diverse communities on a wide variety of issues.

***Reporting:***

Each community consultative group is required to include a year-end report and accounting for expenditures made from the Board's Special Fund received during the year. The funds are used for crime prevention initiatives, community outreach, community events, value-added community projects and administrative meetings. Expenditures have been recorded and verified within the Systems Application Products in Data Processing (S.A.P.) accounting software used by the T.P.S., with checks at the unit level and at Finance and Administration.

***2024 Funding Allocation:***

A total of \$29,000 was allocated to community consultative groups from the Board's Special Fund during 2024, as outlined in Table 1 below.

**Table 1. 2024 Funding Allocation – Community Consultation Groups**

<b>Committee</b>	<b>Amount</b>
11 Division Community Policing Liaison Committee (11D C.P.L.C.)	\$1,000.00
12 Division Community Policing Liaison Committee (12D C.P.L.C.)	\$1,000.00
13 Division Community Policing Liaison Committee (13D C.P.L.C.)	\$1,000.00
14 Division Community Policing Liaison Committee (14D C.P.L.C.)	\$1,000.00
22 Division Community Policing Liaison Committee (22D C.P.L.C.)	\$1,000.00
23 Division Community Policing Liaison Committee (23D C.P.L.C.)	\$1,000.00
31 Division Community Policing Liaison Committee (31D C.P.L.C.)	\$1,000.00
32 Division Community Policing Liaison Committee (32D C.P.L.C.)	\$1,000.00
33 Division Community Policing Liaison Committee (33D C.P.L.C.)	\$1,000.00
41 Division Community Policing Liaison Committee (41D C.P.L.C.)	\$1,000.00
42 Division Community Policing Liaison Committee (42D C.P.L.C.)	\$1,000.00
43 Division Community Policing Liaison Committee (43D C.P.L.C.)	\$1,000.00
51 Division Community Policing Liaison Committee (51D C.P.L.C.)	\$1,000.00
52 Division Community Policing Liaison Committee (52D C.P.L.C.)	\$1,000.00
53 Division Community Policing Liaison Committee (53D CP.L.C.)	\$1,000.00
55 Division Community Policing Liaison Committee (55D C.P.L.C.)	\$1,000.00
2.S.L.G.B.T.Q.I.+ Community Consultative Committee	\$1,000.00
Aboriginal Community Consultative Committee (A.C.C.C.)	\$1,000.00
Asia Pacific Community Consultative Committee (A.P.C.C.C.)	\$1,000.00
Black Community Consultative Committee (B.C.C.C.)	\$1,000.00
Chief's Youth Advisory Committee (C.Y.A.C.)	\$2,000.00
Chinese Community Consultative Committee (C.C.C.C.)	\$1,000.00
Disabilities Community Consultative Committee (D.C.C.C.)	\$1,000.00
French Community Consultative Committee (F.C.C.C.)	\$1,000.00
Jewish Community Consultative Committee (J.C.C.C.)	\$1,000.00
Muslim Community Consultative Committee (M.C.C.C.)	\$1,000.00
Seniors Community Consultative Committee (S.C.C.C.)	\$1,000.00
South and West Asian Community Consultative Committee (S.W.A.C.C.C.)	\$1,000.00
<b>Grand Total:</b>	<b>\$29,000.00</b>

***Equity Analysis***

The funding provided to each consultative committee for community engagement and outreach will have a positive equity impact for members of the City of Toronto's many diverse communities, which includes racialized individuals, people with lived experiences, 2.S.L.G.B.T.Q.I. +. community members, persons with disabilities, vulnerable persons, youth, and seniors.

Events and initiatives focusing on community engagement raise awareness and educational opportunities to embrace differences, cultural traditions, historical events, diverse cultures, and challenges for our vulnerable, marginalized, and racialized communities.

Constructive partnerships and positive outcomes that occur because of community-police interaction remains the cornerstone of a successful police service and contributes to safer communities.

***Conclusion:***

It is recommended that the Board receive the attached report for consideration and approve the requested expenditure of \$29,000 from the Board's Special Fund, less the return of any funds not used, to support the 2025 community consultative groups listed in this report.

The T.P.S. remains committed to an effective and constructive community consultative process with community stakeholders that is based on mutual trust, respect and understanding. The community consultative process that is sustained financially through the Board's Special Fund, is one method utilized by the T.P.S. to help empower our communities.

Deputy Chief Lauren Pogue, Community Services Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

***Attachments:***

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Appendix "A" 2024 Summary of Activities and Expenditures Community Consultative Groups

### Appendix “A” 2024 Summary of Activities and Expenditures of Community Consultative Groups

Committees that have exceeded the allotted budget are responsible for covering any surplus.

COMMITTEE NAME	
<b>11 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Acting Superintendent Peter Wehby, Acting Inspector Elise Higgitt Civilian Co-Chair: Deborah Wilson (Resigned 2024.03.30)
<b>ENGAGEMENT AND OUTREACH INITIATIVES</b>	
2024.11.17 - Community Police Consultative (C.P.C.) Conference at Toronto Police College	
2024.12.29 - Pelham Park Neighbourhood Community Officers (N.C.O.) Youth Initiative Community Event	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Website platform annual fee - Without Code Inc.	281.49
Walmart - Pelham Park N.C.O. - various items for youth	380.25
Canadian Tire - Pelham Park N.C.O. - various items for youth	321.09
<b>Total Expenditure</b>	<b>\$982.83</b>
<b>Amount to be returned</b>	<b>\$17.17</b>



COMMITTEE NAME	
<b>12 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Acting Superintendent Keri Fernandes Civilian Co-Chair: Barbara Spyropoulos
<b>ENGAGEMENT AND OUTREACH INITIATIVES</b>	
<ul style="list-style-type: none"> <li>- Numerous food and toy drives throughout the year</li> <li>- Community Day</li> <li>- Volunteer appreciation and networking night</li> <li>- Stone Soup Cooking Club</li> <li>- Information sharing with community partners</li> <li>- Collaboration with 12 Division Neighbourhood Officers and Engage 416 Officers</li> <li>- Interaction with local high schools</li> <li>- Participation in crime prevention organizations Central Ontario Crime Prevention Association (C.O.C.P.A), International Society of Crime Prevention Practitioners (I.S.C.P.P.), and Crime Prevention Through Environmental Design (C.P.T.E.D.)</li> <li>- Interaction with local First Nations organization Eshkiniigjik Naadwechigegamig, Aablish Gaa Binjibaaying (E.N.A.G.B.)</li> <li>- C.P.T.E.D. audits</li> <li>- Support of events led by C.P.L.C. members in their own communities</li> <li>- Restorative Justice circles and education</li> </ul>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Community Day expenses	176.01
Volunteer Appreciation night	562.78
Recognition plaques for outstanding volunteers	44.00
Christmas gift cards for families identified by N.C.O.s	200.00
<b>Total Expenditure</b>	<b>\$982.79</b>
<b>Amount to be returned</b>	<b>\$17.21</b>

COMMITTEE NAME	
<b>13 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Greg Cole, Inspector Michelle Olszewski Civilian Co-Chairs: Andrew Kirsch
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.01.20 - Project Winter Survival	
2024.04.20 - Fairbank Business Improvement Area (B.I.A.) Community Pickup	
2024.04.26 - Virtual Townhall meeting	
2024.05.01 - 53 Division Pickle Ball Social	
2024.05.02 - Tim Horton's Smile Cookie campaign	
2024.06.01 - 13 Division Open House	
2024.06.19 - Project Water	
2024.06.17 - Regal Heights B.I.A. Community Mixer	
2024.06.21 - Fairbank B.I.A. Summerfest	
2024.06.22 - Latin Fest Weekend event	
2024.07.17 - Tim Horton's Camp Day	
2024.08.27 - Children's Breakfast Club Backpack giveaway	
2024.09.17 - Harm Reduction Townhall meeting	
2024.09.17 - Lotherton Community Resource fair	
2024.10.12 - Children's Breakfast Club Hamper giveaway	
2024.10.16 - Fairbank B.I.A. Annual general meeting (Townhall)	
2024.10.25 - Fairbank B.I.A. Pumpkin giveaway	
2024.10.31 - Halloween In Corso	
2024.11.13 - World Kindness Day	
2024.12.01 - Various Cram-a-Cruiser events throughout the year (6 total)	
2024.12.01 - Various Coffee with a Cop events throughout the year	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Youth scholarship	500.00
C.P.L.C. meeting refreshments	106.65
Prayer Walk refreshments	106.65
D13 Teddy Bears	250.01
<b>Total Expenditure</b>	<b>\$963.31</b>
<b>Amount to be returned</b>	<b>\$36.69</b>

COMMITTEE NAME	
<b>14 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Domenic Sinopoli, Inspector Robert Choe Civilian Co-Chair: Miranda Kamal
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.04.11 - C.P.L.C. and T.P.S. members attended the Prayer Walk	
2024.04.16 - Guest speakers from Two-Spirit Crisis Team and The Gerstein Centre attended monthly C.P.L.C. meeting to discuss alternate approaches to responding to someone in crisis.	
2024.04.27 - C.P.L.C. members assisted N.C.O.s with a Cram-a-Cruiser event at Loblaws, Dupont Street	
2024. June - \$4,000.00 C.P.L.C. scholarship awarded to Sean Chen	
2024.06.08 - C.P.L.C. and T.P.S. members assisted with the Mentoring Juniors Kids Organization (M.J.K.O.) Boxing Open House	
2024.06.18 - Daria Hudzovska from the Cyclists and Pedestrian Collision Reporting Centre attended the C.P.L.C. meeting to educate members on the new centre at 14 Division	
2024.09.14 - 14 Division C.P.L.C. Open House	
2024.10.15 - C.P.L.C. Social/meeting event at Society Clubhouse	
2024.10.24 - C.P.L.C. and T.P.S. members attended the Prayer Walk	
2024.11.19 - Town Hall at Waterfront Neighbourhood Centre	
2024.12.07 - Final meeting - Potluck holiday gathering	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
C.P.L.C. whistles	859.87
Coffee for March 2024 C.P.L.C. meeting	24.15
Coffee for April 2024 C.P.L.C. meeting	30.35
Food/snacks for December 2024 C.P.L.C. meeting (Metro)	86.24
<b>Total Expenditure</b>	<b>\$1,000.61</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

COMMITTEE NAME	
<b>22 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Acting Superintendent Jeff Bangild, Acting Inspector Dusan Pravica Civilian Co-Chairs: Michael Georgopoulos
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.02.03 - Black History Month opening ceremony	
2024.02.27 - Community Safety Town hall	
2024.05.11 - C.P.L.C. Seniors event	
2024.05.18 - 22 Division Open House	
2024.06.15 - Community Spring Fair	
2024.08.10 - C.P.L.C. Summer Festival	
2024.09.07 - Taste of the Kingsway	
2024.09.14 - C.P.L.C. Gala	
2024.09.22 - Long Branch Tree Fest	
2024-10.26 - Community Police Consultative (C.P.C.) conference	
2024.11.23 - Horner Avenue Craft Sale (Senior's residence)	
2024.12.07 - Stuff the Bus	
2024.12.15 - C.P.L.C. Markland Wood Christmas Caravan event	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Black History Month Opening Ceremony - liability insurance	156.82
Community Summer Festival event - colour flyers (Save the date)	55.00
Community Summer Festival event - colour flyers T.P.S. & C.P.L.C. 101	44.00
Community Summer Festival event - inflatables	534.80
Gala Fundraising event - tear away tickets	23.62
Gala Fundraising event - event advertising cards	46.33
Email basic twenty-five email accounts	27.12
Website fee	98.31
Extra email storage (\$3/10 GB)	13.56
<b>Total Expenditure</b>	<b>\$999.56</b>
<b>Amount to be returned</b>	<b>\$.44</b>

COMMITTEE NAME	
<b>23 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Ron Taverner, Inspector Kristy Smith Civilian Co-Chair: Richardo Harvey
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.03.23 - Giant Tiger Cram-A-Cruiser food drive	
2024.03.30 - Fortinos Cram-A-Cruiser food drive	
2024.04.24 - Etobicoke Strategy Prayer Walk	
2024.05.11 - Costco Cram-A-Cruiser Food Drive	
2024.05.31 - Urban Promise Mural unveiling and barbeque	
2024.06.14 - Foodie Fest at Albion Library	
2024.08.13 - C.P.L.C. movie night & barbeque	
2024.08.28 - Mount Olive Community Healing barbeque	
2024.09.29 - Metro Cram-A-Cruiser food drive	
2024.10.05 - No Frills Cram-A-Cruiser food drive	
2024.10.12 - Fortinos Cram-A-Cruiser food drive	
2024.10.24 - Etobicoke Strategy Prayer Walk	
2024.11.23 - Walmart Cram-A-Cruiser holiday toy drive	
2024.11.24 - Giant Tiger Cram-A-Cruiser holiday toy drive	
2024.11.25 - CPLC Community Town Hall	
2024.12.07 - Fortinos Cram-A-Cruiser	
2024.12.08 - Metro Cram-A-Cruiser	
2024.12.14 - No Frills Cram-A-Cruiser	
2024.12.14 - Santa Paws is Coming to Etobicoke community event	
2024.12.21 - Walmart Cram-A-Cruiser holiday toy drive	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Retractable banner (with C.P.L.C. logo)	228.11
Canadian flag (for local Legion)	73.44
CA domain renewal (for C.P.L.C. website)	74.55
Without Code subscription (for C.P.L.C. website)	120.00
No Frills gift cards (holiday Cram-A-Cruiser)	500.00
<b>Total Expenditure</b>	<b>\$996.10</b>

	<b>Amount to be returned</b>	<b>\$3.90</b>
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COMMITTEE NAME	
<b>31 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Mandeep Mann, Superintendent Andy Singh Civilian Co-Chair: Mark Tenaglia
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>Ongoing engagement with public officials, including city councillors, Members of Provincial Parliament, and Members of Parliament with discussions centred on addressing community issues such as housing, youth employment, and community safety.</p> <p>Multiple executive-level meetings with the leadership and officers of 31 Division, which were instrumental in shaping communication and outreach strategies. These meetings facilitated the planning and execution of several impactful community events:</p> <p>Annual 31 Division Open House Barbeque: A flagship event that strengthens community-police relations by bringing together residents, officers, and local stakeholders for a day of engagement and camaraderie.</p> <p>Make Your Future Initiative: Focused on providing youth with access to career exploration and mentorship opportunities, this program offers critical resources to help young people transition successfully into the workforce.</p> <p>Student Leadership Bursary Awards: This initiative celebrates academic achievement and leadership among youth, with nine students receiving bursaries to support their educational aspirations.</p> <p>Community Meeting (Town Hall): Collaborated and hosted community meeting with 31 Division to discuss current gun violence strategies and N.C.O. programs in the communities.</p> <p>Collaboration with 31 Division and Jamaican Canadian Centre: C.P.L.C. provided a scholarship of \$1000 to a student from the Jane-Finch Community to pursue post-secondary studies in law enforcement.</p> <p>Make Your Future: This career fair attracted a significant number of youth and showcased a diverse range of industries. Through hands-on workshops, informational sessions, and networking opportunities, attendees gained valuable insights into career paths and employment opportunities.</p> <p>31 Division Open House BBQ and Bursary Awards: This highly anticipated annual event brought together hundreds of community members, fostering a sense of unity and celebration. The awarding of nine bursaries to deserving students exemplified our dedication to promoting education and leadership development.</p> <p>Safe Play Days Program: Partnering with Neighbourhood Community Officers (N.C.O.'s), this initiative was supported by providing funding, resources, and</p>	

active participation. These events created safe and engaging recreational spaces for children, reinforcing our commitment to youth welfare.

Annual Charity Golf Tournament: This major fundraiser successfully generated substantial funds for the Student Leadership Bursary Awards program. It also served as an opportunity to strengthen ties with community partners and promote charitable giving.

**Digital Engagement Metrics**

Website Visits: Over 22,000 visits, reflecting strong community interest in divisional programs and resources.

Page Views: More than 29,000, showcasing the relevance and value of content.

Mailing List Growth: A subscriber base of 1,795 individuals, demonstrating increasing community engagement and interest in receiving regular updates.

**EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING  
(\$1,000.00)**

Items(s) - List all items related to event(s) initiatives	
Description	Total (\$)
Website hosting, domain hosting, .ca domain registry	442.90
Refreshments for Town hall meeting January 18, 2024	226.33
Refreshments for Town hall meeting March 27, 2024	134.00
Refreshments for Town hall meeting May 2, 2024	121.02
Refreshments for Town hall meeting November 14, 2024	82.90
Propane for 31 Division/C.P.L.C. Open House	40.80
<b>Total Expenditure</b>	<b>\$1,047.95</b>
<b>Amount to be returned</b>	<b>\$0.00</b>



COMMITTEE NAME	
<b>32 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Don Belanger (first half of the year), Inspector Catherine Jackson Civilian Co-Chair: Steve Baklarian
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.05.18 - Police Week/Community barbeque	
2024.11.16 - N.C.O. Holiday toy drive, support by C.P.L.C.	
2024.09.09 - Closed Circuit Television (C.C.T.V.) Pilot project Town hall. Deputy Mayor Mike Colle also in attendance. Automatic Licence Plate Reader (A.L.P.R.), auto theft and home invasion statistics, crime prevention information and tips were discussed	
2024.10.17 - Newtonbrook East Town Hall. Councillor Lily Cheng in attendance. Crime prevention strategies for auto thefts, break and enters, robberies, and hate crimes were discussed	
2024.11.04 - West-Lansing Town Hall. Councillor Lily Cheng in attendance. Crime prevention strategies for auto thefts, break and enters, robberies, and Intimate Partner Violence (I.P.V.) were discussed. Victim Services, Ask for Angela, the “Angie” app and other information and resources were also shared relating to I.P.V.	
2024.11.24 - Upper Madison Town Hall. Deputy Mayor Mike Colle in attendance. Crime prevention strategies for auto thefts, break and enters, robberies, and Intimate Partner Violence were discussed. Victim services, Ask for Angela, the “Angie” app and other information and resources were also shared relating to I.P.V.	
2024.12.16 - St. Andrew Town Hall. Crime prevention strategies for auto thefts, break and enters, robberies, and Intimate Partner Violence were discussed. Victim services, Ask for Angela, the “Angie” app and other information and resources were also shared relating to I.P.V.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Police Week – food, condiments, water, and ice	662.56
North York Harvest Food Bank - monetary donation	338.00
<b>Total Expenditure</b>	<b>\$1,000.56</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

COMMITTEE NAME	
<b>33 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Donovan Locke, Inspector Chris McCann Civilian Co-Chair: Christine Crosby
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
Assisted with Crime Prevention awareness by hosting reoccurring pamphlet displays and purse patrols.	
Assisted the Crime Prevention Officer during Crime Prevention week distributing crime prevention toolkits.	
Hosted multiple Cram-A-Cruiser events (food drives) throughout 2024 to combat food insecurities in the division. All donations of food were donated to the Community Share food bank in 33 Division.	
Awarded six residents of the COSTI shelter who were entering post-secondary education with \$500 bursaries.	
Co-hosted annual Open House, 1,000 in attendance.	
Hosted one Town hall at Fairview Mall Library.	
Attended annual event - Singing with Seniors (holiday carols at a local retirement home).	
Attended child fingerprinting training at 33 Division hosted by T.P.S. Forensic Identification Services (F.I.S.) to assist volunteers with child fingerprinting events.	
Assisted with creating 120 Halloween loot bags for 33 Division Halloween safety talks to the students at Forest Manor Public School.	
Assisted with the 33 Division Toy Drive where all donations were delivered to the Paediatric unit of the North York General Hospital during the second week of December.	
C.P.L.C./N.C.O. worked together with Cadillac Fairview on "Be a Santa to a Child" initiative.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Shadow/memory box for former C.P.L.C. member living with dementia	\$45.18
Dollarama (various items for Town Hall)	\$41.80
Costco (various items for Town Hall)	\$88.10
Walmart (various items for Halloween safety talk loot bags)	\$20.10
C.P.L.C. membership golf shirts	\$804.82
<b>Total Expenditure</b>	<b>\$1,000.00</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

COMMITTEE NAME	
<b>41 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Warren Wilson, Inspector Maher Abdel-Malik Civilian Co-Chair: Holly de Jong
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.01.20 - Food drive at Feed Scarborough	
2024.03.23 - Senior Wellness fair	
2024.04 to 2024.07 - Project Arrowhead Youth Program	
2024.04.11 - Prayer Walk	
2024.05.08 - McHappy Day	
2024.06.02 - Community market at Feed Scarborough	
2024.06.27 - Female kickboxing program ceremony	
2024.07.04 - C.P.L.C. Scholarship program award ceremony	
2024.07.05 to 2024.07.07 - Taste of Lawrence	
2024.07.14 - Police barbeque at Ellesmere Community Centre	
2024.07.20 - Salma Zahid barbeque at Thomson Memorial Park	
2024.07.23 - Black Indigenous workshop	
2024.08.01 - Scarborough Town Centre Walk	
2024.08.24 - M.P.P. David Smith barbeque day at Jack Goodlad Park	
2024.08.16 - Movie in Oakridge Park	
2024.08.17 - Wheels on the Danforth	
2024.10.24 - Prayer Walk	
2024.10.26 - Community Police Consultative (C.P.C.) conference at Toronto Police College	
2024.11.01 - Pumpkin patch parade in the Oakridge neighbourhood	
2024.11.13 - World Kindness Day	
2024.12.07 - Cram-A-Cruiser	
2024.12 - Christmas toy drive	
2024.01 to 2024.12 - Numerous Coffee with a Cop events throughout the year	
2024.01 to 2024.12 - C.P.L.C. Scholarship program	
2024.01 to 2024.12 - Race and Identity-Based Data Collection (R.B.D.C.)	

2024.01 to 2024.12 - Participated at Toronto Lakefront Community (T.L.C.) for Bluffers Park issues	
2024.01 to 2024.12 - Attended various school fun fairs	
2024.12 to 2025 - Project Arrowhead Youth Program	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING</b>	
<b>(\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Expenses for scholarship award ceremony	186.82
Two banners	225.89
Table throw	282.89
Pens with C.P.L.C. logo	271.86
<b>Total Expenditure</b>	<b>\$967.46</b>
<b>Amount to be returned</b>	<b>\$32.54</b>

COMMITTEE NAME	
<b>42 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent LeeAnn Papizewski Civilian Co-Chair: Simon Ip
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>In 2024, the 42 Division C.P.L.C. successfully organized and launched the C.P.L.C. Student Leadership Bursary Award, which was granted to graduating students residing in or attending school within 42 Division. Three bursaries were granted to students who have since pursued post-secondary education.</p> <p>In support of Victim Services Toronto (V.S.T.), the 42 Division C.P.L.C. organized a donation drive for “Cell Phones for Victims”. New and gently used cellular phones were collected and donated to V.S.T. to assist in their efforts to ensure that victims and survivors have a means of communication.</p> <p>On September 24, 2024, the C.P.L.C. successfully hosted its 24<sup>th</sup> Annual Community Picnic held at Burrows Hall Community Centre, fostering community engagement and support.</p> <p>In response to the ongoing issue of auto-thefts in 42 Division the C.P.L.C. purchased and distributed “Faraday Pouches” to community members during various events.</p> <p>Recognizing that pedestrian safety is also a concern in 42 Division neighbourhoods, the C.P.L.C. purchased reflective zipper pull tags that community members could attach to their jackets for higher visibility.</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Faraday pouches with C.P.L.C. logo	651.22
Reflective zipper pull tags with C.P.L.C. logo	578.16
<b>Total Expenditure</b>	<b>\$1,229.38</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

COMMITTEE NAME	
<b>43 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Ryan Forde Acting Inspector Ryan Miller Civilian Co-Chair: Priya Hawkins
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.02.05 - Coffee with a Cop Event with C.P.L.C. members on site to support N.C.O.s, hosted at Tim Horton's, 2874 Eglinton Avenue East	
2024.04.03 - Coffee with a Cop Event with C.P.L.C. members on site to support N.C.O.s, hosted at Tim Horton's, 3270 Eglinton Avenue East	
2024.05.14 - Coffee with a Cop Event with C.P.L.C. members on site to support N.C.O.s, hosted at Tim Horton's, 91 Guildwood Parkway	
2024.05.10 - Mother's Day basket presentation at Rosalie Hall Women's Residence, 3020 Lawrence Avenue East	
2024.06.01 - 43 Division C.P.L.C. Open House and picnic, over 3500 community members in attendance	
2024.07.17 - Coffee with a Cop Event with C.P.L.C. members on site to support N.C.O.s, hosted at Tim Hortons Camp Day, 91 Guildwood Parkway	
2024.09.28 - Deputy Mayor McKelvie's Harvest Fest, 5500 Lawrence Avenue East	
2024.12.12 - Coffee with a Cop Event with C.P.L.C. members on site to support N.C.O.s, hosted at Tim Horton's, 91 Guildwood Parkway	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Hart Entertainment (jumping castles) at Open House	\$819.25
Cotton candy/snow cone machine supplies at Open House	\$203.40
<b>Total Expenditure</b>	<b>\$1,022.65</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

COMMITTEE NAME	
<b>51 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Ishmail Musah Civilian Co-Chair: Karen Marren
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<ul style="list-style-type: none"> <li>- Neighbourhood quarterly meetings throughout the year and booking venues for the meetings</li> <li>- Numerous Coffee with a Cop events throughout the year</li> <li>- May: Moss Park Neighbourhood Safety Walk</li> <li>- June: Planned, organized, and hosted C.P.L.C. Open House, community barbeque at division</li> <li>- August: Back to School campaign, donations, and knapsack gifts</li> <li>- August: Moss Park Neighbourhood community clean up, painting and barbeque</li> <li>- October: Guest Speaker Staff Sergeant Dave Ouelette from the Community Outreach Response Unit (C.O.R.E.) attended C.P.L.C. meeting to share information about the newly implemented unit</li> <li>- Community Police Consultative (C.P.C.) conference</li> <li>- December: Project Hope, holiday toy drive donations</li> </ul>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Imprint - Police car stress reliever (to be given out at events)	713.54
Retractable banner	273.73
<b>Total Expenditure</b>	<b>\$987.27</b>
<b>Amount to be returned</b>	<b>\$12.73</b>

COMMITTEE NAME	
<b>52 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Ronald Khan, Inspector Timothy Crone Civilian Co-Chair: Dorsa Alizadeh-Shabani
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.04.11 - 52 Division Spring Community Prayer Walk	
2024.05.05 - Francis Bates memorial of life	
2024.06.12 - 52 Division community summer event/barbeque	
2024.09. 23 to 2024.09.26 - Violent Threat Risk Assessment (V.T.R.A.) Level 1 and 2 training sessions	
2024.10.24 - 52 Division Fall Community Prayer Walk	
2024.11.18 - Bay Cloverhill Community Townhall	
2024.01 to 2024.12 - Numerous Coffee with a Cop events throughout the year	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
C.P.L.C. promotional items - personal safety alarms/key chain lights	690.92
Town hall refreshments	163.14
Appreciation gift for guest speakers	145.25
<b>Total Expenditure</b>	<b>\$999.31</b>
<b>Amount to be returned</b>	<b>\$.69</b>



COMMITTEE NAME	
<b>53 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Greg Cole, Inspector Heather Nichols Civilian Co-Chair: Deidre Cameron
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
June 2024 - Open House	
November 2024 - Web hosting fees for C.P.L.C. website	
December 2024 - Supplies for holiday fundraiser	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Open House - forensics display	92.76
Cotton candy for Open House event	259.90
Web hosting fees for C.P.L.C. website	279.44
Supplies for holiday fundraiser	389.96
<b>Total Expenditure</b>	<b>\$1,022.06</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

COMMITTEE NAME	
<b>55 DIVISION COMMUNITY POLICE LIASON COMMITTEE (C.P.L.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Kim O’Toole, Inspector Michael Hayles Civilian Co-Chair: Peter Themeliopoulos
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>55 Division C.P.L.C. had a year of impactful events which strengthened community ties. Through close collaboration with local organizations, and community members, significant milestones were achieved, and a spirit of unity and engagement was fostered.</p> <p>2024.02.18 - Lunar New Year Celebration hosted by the East Chinatown Business Improvement Area (B.I.A.), fostering stronger ties with the community through cultural festivities and partnership building.</p> <p>2024.03.31 - Annual Beach Easter Parade, further cementing connections with community members.</p> <p>2024.04.06 - In partnership with the Greektown B.I.A. and the Greek Community of Toronto, participated in the annual Greek Community Parade, showcasing commitment to cultural diversity and inclusivity. C.P.L.C. members who identify as part of this community were actively involved in the parade, demonstrating the value of representation and collaboration.</p> <p>2024.05.13 - Community barbecue at Jimmie Simpson Park to kick off Police Week. This event brought together residents of the priority neighbourhoods, police partners and local organizations. Funds were raised in support of the Valerie Mah memorial Bursary Program.</p> <p>2024.05.13 - Community Barbeque where Staff Sergeant Murray Barnes led the “Don Valley Shake” cycling fundraiser event, raising over \$20,000 in pledges for the bursary program.</p> <p>2024.06.01 - Joined Neighbourhood Officers, who led a graffiti clean-up initiative in East Chinatown. This collaborative effort involved local businesses, volunteers and B.I.A. partners, aiming to revitalize the neighbourhood and enhance community pride.</p> <p>2024.06.12 - In partnership with Cosburn Middle School and the Toronto District School Board (T.D.S.B.), a Police Officer for a Day event was hosted. Grade six students submitted essays on the theme “What Makes a Community Leader,” aligning with the T.D.S.B. school curriculum. Two winners were selected and had the unique opportunity to meet Chief Demkiw and tour police facilities.</p> <p>2024.08.29 - The Annual C.P.L.C. Valerie Mah Memorial bursary ceremony awarded \$500 bursaries to nine school students. While the ceremony was held in August, the program operates year-round in</p>	

<p>partnership with local high schools, emphasizing academic and community achievements.</p> <p>2024.09.14 - Hosted a fundraising barbeque, Pape Village B.I.A. Block Party, including a community information booth with the help of Staff Sergeant Murray Barnes and the N.C.O.s. The event strengthened partnerships and raised additional funds for the bursary program.</p> <p>2024.10.5 - Members represented the committee at the Toronto Fire Department Open House, fostering cross-agency collaboration and community engagement.</p> <p>2024.11.11 - Members attended Remembrance Day ceremonies at East York Civic Centre and Kew Gardens, supporting senior members of 55 Division and honouring veterans.</p> <p>2024.11.17 - Participated in the Community Centre 55's Beaches Santa Claus Parade, handing out candies donated by Mondelez Canada along the parade route and engaging with the community alongside police partners.</p> <p>Valerie Mah Memorial Bursary Program: One of our greatest accomplishments this year was entering into a partnership with the East York Foundation, a charitable organization which now supports the Valerie Mah Memorial Bursary Program. This collaboration ensures the program's longevity and impact in the community.</p> <p>Our success this year would not have been possible without the generosity of our corporate partners:</p> <ul style="list-style-type: none"> <li>- Cardinal Meats: Donated burgers for our fundraising barbecues and coordinated logistics with other partners.</li> <li>- Mondelez Canada: Provided candies for distribution at community events.</li> </ul> <p>Looking ahead, we remain committed to building on these activities in the coming year. With the continued support of our corporate partners, police partners and community members, the 55 Division C.P.L.C. looks forward to expanding our initiatives and strengthening connections within the community.</p>	
<p><b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING</b> <b>(\$1,000.00)</b></p>	
<p>Items(s) - List all items related to event(s) initiatives</p>	
<p><b>Description</b></p>	<p><b>Total (\$)</b></p>
<p>May 2024 - Cost of park permit for Police Week barbeque</p>	<p>493.13</p>
<p>July 2024 - C.P.L.C. bursary fundraising barbeque - propane</p>	<p>62.13</p>
<p>July 2024 - C.P.L.C. bursary fundraising barbeque - buns &amp; condiments</p>	<p>123.12</p>
<p>Renewal cost for (1 yr) C.P.L.C. website &amp; .ca domain (2 yrs)</p>	<p>235.11</p>
<p><b>Total Expenditure</b></p>	<p><b>\$913.49</b></p>
<p><b>Amount to be returned</b></p>	<p><b>\$86.51</b></p>

COMMITTEE NAME	
<b>2.S.L.G.B.T.Q.I.+ COMMUNITY CONSULTATIVE COMMITTEE</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Lisa Crooker, Inspector Suzanne Redman Civilian Co-Chair: Terrence Rodriguez
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.01.21 - Metropolitan Community Church Toronto, welcoming new head pastor Deana Dudley, 155 Simpson Avenue	
2024.02.21 - Community drop-in warm-up event, 560 Church Street	
2024.04.08 - Barbara Hall Park solar eclipse activation, 519 Church Street	
2024.06.15 - 51 Division Open House, 51 Parliament Street	
2024.06.20 – The Board and Chief’s Pride reception, Metropolitan Community Church, 155 Simpson Ave	
2024.09.21 - 13 Division Community Resource event, Lotherton Pathway	
2024.09.23 - Hate Crime conference, Toronto Police College	
2024.12.10 - REX Pride holiday celebration dinner, 222 Dixon Road	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Food for REX Pride holiday celebration	1,000.00
<b>Total Expenditure</b>	<b>\$1,000.00</b>
<b>Amount to be returned</b>	<b>\$0.00</b>

COMMITTEE NAME	
<b>ABORIGINAL COMMUNITY CONSULTATIVE COMMITTEE (A.P.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Deputy Chief Lauren Pogue, Inspector Kathlin Seremetkovski Civilian Co-Chair: Frances Sanderson
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>2024.02.14 - Strawberry Ceremony: Hosted by the Native Women’s Resource Centre, began with breakfast followed by a march from 191 Gerrard Street to T.P.S. Headquarters at 40 College Street. This ceremony, open to all, provided a space for survivors and families to share their stories and experiences. The event included the sharing of medicines, water, and strawberries to promote healing. Members of the T.P.S. attended to listen to the speakers.</p> <p>2024.06.15 - Native Men’s Residence Powwow: Members of the T.P.S. Aboriginal Peacekeeping Unit (A.P.U.) and Talent Acquisition Unit attended and staffed a booth offering information on recruiting and the A.P.U.</p> <p>2024.06.17 - National Indigenous People’s Day: Hosted by the T.P.S. at the Native Canadian Centre of Toronto located at 16 Spadina Road. The celebration featured performances by adult and youth drummers, singers, dancers, and speakers. The event was attended by T.P.S.B. Chair Morgan and concluded with a luncheon.</p> <p>2024.09.27 to 2024.09.30 - Indigenous Legacy Gathering: Hosted by Toronto Council Fire at Nathan Phillips Square. A four-day commemoration recognizing the survivors of the Indian Residential School System, culminating on September 30, National Day for Truth and Reconciliation. T.P.S. members from the A.P.U. and Talent Acquisition were provided a booth at the event to promote their initiatives supporting First Nations, Inuit, and Metis communities in Toronto. On September 30, 2024, all T.P.S. divisions raised “Every Child Matters” flags. A ceremony was held on the Chief’s balcony at T.P.S. Headquarters, prior to attending the Legacy Gathering where the new Spirit Garden was unveiled.</p> <p>2024.10.04 - Sisters in Spirit Vigil: Hosted by the Native Women’s Resource Centre of Toronto (N.W.R.C.T.) and held at Allen Gardens to honour the lives of the victims and their families of Missing and Murdered Indigenous Women, Girls and Two Spirit + (M.M.I.W.G.2. S.+). Members of the T.P.S. attended to pay their respect and listen to those who shared their stories and experiences. During the event, a new Jingle Dress honouring M.M.I.W.G.2. S.+ was unveiled and donated to the N.W.R.C.T.</p>	

<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
2024.06.17 - National Indigenous People's Day - Native Canadian Centre of Toronto (Food)	1,000.00
<b>Total Expenditure</b>	\$1,000.00
<b>Amount to be returned</b>	\$0.00

COMMITTEE NAME	
<b>ASIA PACIFIC COMMUNITY CONSULTATIVE COMMITTEE (A.P.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Katherine Stephenson, Inspector Maher Abdul-Malik Civilian Co-Chair: Will Cho
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
The liaison officer position was vacant for 2024 so there were no engagement initiatives.	
The Asia Pacific Community Consultative Committee (A.P.C.C.C.) partnered with the Chinese and South and West Asian C.C.C.s to support the Asian Heritage Month event that was hosted by the Chinese Cultural Centre of Greater Toronto at Mel Lastman Square.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
<b>Total Expenditure</b>	<b>\$0.00</b>
<b>Amount to be returned</b>	<b>\$1,000.00</b>

COMMITTEE NAME	
<b>BLACK COMMUNITY CONSULTATIVE COMMITTEE (B.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Ronald Khan, Inspector Michael Hayles, Inspector Don Theriault Civilian Co-Chair: Sara Ali
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>February: Black History Month Initiatives</p> <ul style="list-style-type: none"> <li>- Annual Black History Month Launch (Etobicoke Civic Centre)</li> </ul> <p>March–April: Educational and Community Programs</p> <ul style="list-style-type: none"> <li>- Breakfast Program Expansion at Chester Le and Danzig Schools</li> <li>- 3rd Annual Raptors Youth Summit (Toronto Community Centre)</li> <li>- Launch of the Scarborough Business Association (SBA)</li> <li>- Launch of the AIA (Above it All) Podcast with Freddy King</li> <li>- March Against Guns (Mothers for Peace &amp; Luis March)</li> </ul> <p>May: Agricultural and Food Security Initiatives</p> <ul style="list-style-type: none"> <li>- 10th Annual Harvest Celebration (Toronto Black Farmers &amp; Collective Group)</li> <li>- Mayor Olivia Chow's Food Insecurity Campaign Launch</li> </ul> <p>August: Back-to-School Programs</p> <ul style="list-style-type: none"> <li>- Malvern Back-to-School Event (TPS 42 Division &amp; City of Toronto)</li> <li>- Keele &amp; Eglinton Back-to-School Program (Keele Residents Association &amp; Little Jamaica Coalition)</li> </ul> <p>August: Heritage and Commemorative Gatherings</p> <ul style="list-style-type: none"> <li>- African Diaspora Congress Gathering (Toronto City Hall)</li> <li>- Igbo Celebration &amp; Emancipation Day Commemoration (Toronto City Hall)</li> </ul> <p>October: Community Healing and Wellness Initiatives</p> <ul style="list-style-type: none"> <li>- Healing Retreat (Dixon &amp; Rexdale Communities)</li> </ul> <p>November: Employment and Cultural Empowerment</p> <ul style="list-style-type: none"> <li>- Youth Employment Fair (Lawrence Heights)</li> <li>- Cultural Bazaar (Regent Park)</li> </ul>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
In 2024, the BCCC opted not to utilize its designated \$1,000 allowance. Discussions will continue with the Co-Chairs and the	



committee to determine how these funds can best be utilized in 2025.	
<b>Total Expenditure</b>	\$0.00
<b>Amount to be returned</b>	\$1,000.00

COMMITTEE NAME	
<b>CHIEF’S YOUTH ADVISORY COMMITTEE (C.Y.A.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	TPS Co-Chair(s): Superintendent Andy Singh, Inspector Robert Choe Civilian Co-Chair: Mostafa Eiwazkhan
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
Town Hall meeting with 31 Division on Community Safety and Labour Trafficking for the Spanish Community. Members of the Chief’s Youth Advisory Committee (C.Y.A.C.) spoke about their role in the community and their outreach.	
Hosted a Hate Crime presentation for the Hindu community in partnership with the Coalition of Hindus of America and T.P.S. Hate Crime Unit.	
Members of the C.Y.A.C. attended the South Asian Gala to promote the C.Y.A.C. and to network with T.P.S. officers and community members.	
Hosted a Christmas Celebration for elementary students attending the Boys and Girls after school program in partnership with 31 Division N.C.O.s.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$2,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
T-shirts for C.Y.A.C. members	445.00
Supplies/food for Christmas celebration and Hate Crime presentation	427.01
South Asian Gala tickets	560.00
<b>Total Expenditure</b>	<b>\$1,432.01</b>
<b>Amount to be returned</b>	<b>\$567.99</b>

COMMITTEE NAME	
<b>CHINESE COMMUNITY CONSULTATIVE COMMITTEE (C.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Warren Wilson, Inspector Ryan Forde Civilian Co-Chair: Alex Yuan
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>2024.02.07 - The T.P.S. East Asian Internal Support Network (E.A.-I.S.N.) Lunar New Year Kick-off at T.P.S. Headquarters</p> <p>2024.02.17 - Year of the Dragon Festival Banquet at Chinese Cultural Centre of Toronto</p> <p>2024.05.25 - Asian Heritage Month at Mel Lastman Square</p> <p>2024.06.22 - Taiwan Festival at Mel Lastman Square</p> <p>2024.07.25 - Hate Crime dashboard launch</p> <p>2024.08.31 - Toronto Dragon festival at Nathan Phillips Square</p> <p>2024.09.13 - York Regional Police Mid-Autumn Lunar festival in Community Safety Village</p> <p>2024.09.16 - E.A.-I.S.N. Charity golf tournament</p> <p>2024.09.27 - N.O.I.C. Academy opening ceremony</p> <p>2024.10.04 - Taiwan National Day reception at Fairmont Hotel</p> <p>2024.10.10 - Taiwan National Day celebration in Markham</p> <p>2024.10.26 - Community Police Consultative (C.P.C.) conference at the Toronto Police College</p> <p>2024.11.19 - C.C.C.C. safety video launch</p> <p>2024.12.14 - Hong Fook holiday hamper donations</p> <p>Members dedicated their efforts to addressing two major crime prevention initiatives: Fraud Prevention and Car Theft Prevention. They also contributed to raising community awareness by distributing crime prevention materials in high-crime areas. As part of their outreach, members translated T.P.S. crime prevention resources to better serve the Chinese-speaking community. These translated materials were distributed in several downtown neighbourhoods.</p> <p>Launched a series of fifteen crime prevention videos in three languages, aimed at providing newcomers to Canada with crucial safety information.</p> <p>Connected with York Regional Police (Y.R.P.) Staff Sergeant Stephen Yan, who spoke about the Y.R.P.'s contributions to the community of Asian Heritage. T.P.S. Police Constable Melinda Mantle discussed the benefits of the Furthering Our Communities by Uniting Services (F.O.C.U.S.) program for residents.</p> <p>Members raised over \$2,200 and donated essential items to Hong Fook Mental Health Association's holiday hamper donation program, to show support for the community.</p> <p>The C.C.C.C. Civilian co-chair participated in the T.P.S.'s Sergeant promotional process grading team, further strengthening the C.C.C.C.'s involvement in law enforcement and community initiatives.</p>	

<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
T.P.S. C.C.C.C. banner	271.20
T & T gift cards for Hong Fook hamper donation	1,200.00
<b>Total Expenditure</b>	\$1,471.20
<b>Amount to be returned</b>	\$0.00

COMMITTEE NAME	
<b>DISABILITIES COMMUNITY CONSULTATIVE (D.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Justin Vander Heyden, Inspector Dave Correa Civilian Co-Chair: Vacant
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>January - Hosted a virtual Town Hall meeting. Topics included: Toronto Police Service training, Vulnerable Persons Registry, The Blind Persons Rights Act and Guide Dog refusals in ride-share vehicles.</p> <p>November - Committee member “Unstoppable Tracy” Schmitt was the keynote speaker at the Annual Community Police Consultative (C.P.C.) conference. Tracy delivered a motivational and inspiring presentation to the attendees. The feedback from Tracy’s presentation was extremely positive with requests for Tracy to speak again at next year’s event.</p> <p>Throughout the year:</p> <ul style="list-style-type: none"> <li>• Committee worked on a “term of reference” to provide guidelines and assist in setting goals and future projects</li> <li>• Committee members also worked on a video with the Canadian National Institute for the Blind (C.N.I.B.) to assist in educating officers and members of the public about the rights of those with guide dogs</li> </ul>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Honorarium for Joanne Smith - moderator for Town Hall	200.00
<b>Total Expenditure</b>	<b>\$200.00</b>
<b>Amount to be returned</b>	<b>\$800.00</b>

COMMITTEE NAME	
<b>FRENCH COMMUNITY CONSULTATIVE COMMITTEE (F.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Staff Superintendent Shannon Dawson, Inspector Roger Desrochers Civilian Co-Chair: Christine Page
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b> There has not been any significant activity within the F.C.C.C. The F.C.C.C.'s goals were to increase membership through Francophone service providers and community partners, collaborate and support the C.C.C.s and C.P.L.C.s on crime prevention initiatives and link Francophone entrepreneurs. The F.C.C.C. has not facilitated meetings or initiatives.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
<b>Total Expenditure</b>	<b>\$0</b>
<b>Amount to be returned</b>	<b>\$1,000.00</b>

COMMITTEE NAME	
<b>JEWISH COMMUNITY CONSULTATIVE COMMITTEE (J.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	TPS Co-Chair(s): Acting Superintendent Paul Rinkoff Civilian Co-Chair: Michael Levitt
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
<p>The J.C.C.C. has been active since December 2021 and continues to grow its membership with new members joining this past year. Members are comprised of a diverse set of leaders and members from Toronto’s Jewish community, that focus on community safety and security issues, which affect Toronto’s diverse Jewish Community. They actively support the Chief, Command, and Unit Commanders, by providing timely information to assist with decisions that touch on the safety and security of the Jewish community and their institutions.</p> <p>The committee continues to bring attention to the harmful effects of Hate Crime and Anti-Semitism in communities. The committee is engaged in developing education, awareness, and training programs, which encourage the recognition and reporting of hate crimes and Anti-Semitism in the community and provides key messages to the Jewish community relating to Service initiatives and responses to issues affecting safety and security. This includes messages promoting high visibility policing during religious holidays and police response to local, national, and international incidents and events, which have a high impact on the perception of safety.</p> <p>2024.05.23 - Committee members attended a Jewish Heritage Month event at the Prosserman Jewish Community Centre</p> <p>2024.06.09 - Committee members attended the Walk with Israel event in North York</p> <p>2024.10.07 - Committee members attended an October 7 memorial vigil at the Prosserman Jewish Community Centre</p> <p>2024.12.17 - Committee members organized and attended the third annual Hanukkah Candle Lighting ceremony at T.P.S. Headquarters with attendance of the Deputy Chiefs and Solicitor General of Ontario</p> <p>2024.12.17 - Committee members attended a pre-Hanukkah reception at City Hall hosted by Councillor James Pasternak</p>	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
Hanukkah Menorah Lighting - food and refreshments cost	710.71
Nutcracker Sweet Gift Baskets	80.23
<b>Total Expenditure</b>	<b>\$790.94</b>
<b>Amount to be returned</b>	<b>\$209.06</b>

COMMITTEE NAME	
<b>MUSLIM COMMUNITY CONSULTATIVE COMMITTEE (M.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Greg Cole, Superintendent Mandeep Mann Civilian Co-Chair: Omar Farouk
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.02.11 - Mi'raajun Nabi event at International Muslim Organization hosted by Omar Farouk	
2024.02.18 - Family Day Program at Masjid Al Jannah, hosted by Shiraz Mohideen	
2024.03.22 - Organized and hosted an Iftar dinner at the Toronto Police College for Palestinian community members to help provide resources and build healthy relationships with those who are experiencing trauma, loss, and vulnerability.	
2024.03.23 - Sehri event with the Canadian Pakistani Narrative, facilitated a toy drive to be distributed during Eid to Muslim communities	
2024.03.29 - Community Iftar Dinner at the International Muslim Organization hosted by Omar Farouk	
2024.05.18 - Eid Dinner at International Muslim Organization hosted by Omar Farouk	
2024.05.26 - Al Huda Community Picnic at Thomson Memorial Park hosted by Adnan Nourredine	
2024.06.02 - Masjid Al Jannah hot meals for those in need event hosted by Shiraz Mohideen	
2024.06.10 - Organized and delivered a presentation with Police Constable Mark McCabe to seniors at Imdadul Mosque on fraud prevention	
2024.06.21 - Vice President of Guyana's jummah prayers event at the International Muslims Organization	
2024.08.25 - Back to School drive by Osman Khan at Imdadul Islamic Centre	
2024.09.08 - Mawlid Al Nabi event at Imdadul Islamic Centre hosted by Osman Khan and Sayem Khan	
2024.09.15 - Annual community Carnival at Masjid Al Jannah by Shiraz Mohideen	
2024.09.15 - Meeladu Nabi Celebration at International Muslim Organization	
2024.10.18 - Islamic Heritage Month celebration at the Toronto Police College celebrating Muslim women and their accomplishments	
2024.12.05 - Safety and security event preparing for threats and protecting the community hosted by Younus Imam	



2024.12.14 - Fundraising dinner hosted by Omar Farouk at International Muslim Organization and attended by Mayor Olivia Chow	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
<b>Total Expenditure</b>	<b>\$0.00</b>
<b>Amount to be returned</b>	<b>\$1,000.00</b>

COMMITTEE NAME	
<b>SENIORS COMMUNITY CONSULTATIVE COMMITTEE (S.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Paul MacIntyre, Inspector Kristy Smith Civilian Co-Chair(s): Kim Whaley & Andrea McEwan
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
June (Seniors Month) - Multiple "Senior Safety" presentations were conducted for various organizations throughout the month.	
2024.06.15 - "World Elder Abuse Awareness Day": Presentation and various resources were shared on the T.P.S. internet and through various social media channels.	
2024.09.19 - Some members of the committee, who are subject matter experts in their respective fields, attended the Toronto Police College and presented at a Vulnerable Seniors Symposium. Over 180 officers from police services across the Greater Toronto Area (G.T.A.) attended the event. Committee member, Doctor Carol A. Cohen delivered a talk on interviewing techniques when working with seniors, particularly those with cognitive disorders. Other members of the committee also offered various senior's resources for the attendees.	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
<b>Total Expenditure</b>	\$0.00
<b>Amount to be returned</b>	\$1,000.00

COMMITTEE NAME	
<b>SOUTH AND WEST ASIAN COMMUNITY CONSULTATIVE COMMITTEE (S.W.A.C.C.C.)</b>	
<b>EXECUTIVE MEMBERSHIP</b>	Uniform Co-Chair(s): Superintendent Shane Branton, Inspector Tricia Johnston Civilian Co-Chair: Sanjanth Mohanakanthan
<b><u>ENGAGEMENT AND OUTREACH INITIATIVES</u></b>	
2024.01.14 - Mental Health Awareness and Youth Community Engagement Workshop	
2024.02.23 - Flag raising ceremony for Guyana	
2024.03.23 - Sehri event with the Canadian Pakistani Narrative, and facilitated a toy drive to distribute to children in need	
2024.04.09 - Eid Lunch Open House hosted by Haroon Khan	
2024.04.29 - Khalsa Day parade by Ontario Sikh and Gurdwara Council	
2024.04.29 - National Council of Canadian Tamils Grand gala	
2024.05.25 - Asian Heritage Month celebration at Mel Lastman square	
2024.05.28 - Chai with a Cop with Cedarbrook Community Centre seniors' program	
2024.06.16 - Eid Open House dinner organized by Haroon Khan	
2024.06.20 - Townhall over ongoing issue within the Tamil Community hosted by S.W.A.C.C.C. and Tamil Congress	
2024.07.06 - S.W.A.C.C.C. participation and attendance at Taste of Lawrence	
2024.08.22 - Divya 77 <sup>th</sup> Independence Day Celebration by Sanjanth Mohanakanthan	
2024.08.24 - Tamil Festival on Markham Road	
2024.09.21 - Recruitment Drive with over 22 Canadian agencies organized by Haroon Khan	
2024.10.12 - Meeting with Lieutenant Governor of Ontario, Edith Dumont to discuss ongoing issues within the South Asian community	
2024.11.07 - Mayor Olivia Chow interfaith Breakfast organized by Zul Kassamali	
<b>EXPENDITURES FROM TORONTO POLICE SERVICE BOARD FUNDING (\$1,000.00)</b>	
Items(s) - List all items related to event(s) initiatives	
<b>Description</b>	<b>Total (\$)</b>
<b>Total Expenditure</b>	\$0.00
<b>Amount to be returned</b>	\$1,000.00



# 15. Annual Report: Suspended Police Officers – January 1, 2024 to December 31, 2024



## PUBLIC REPORT

**February 17, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Annual Report: Suspended Police Officers – January 1, 2024 to December 31, 2024**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

**Financial Implications:**

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

### **Summary:**

This report, covering the period of January 1, 2024, to December 31, 2024, identifies the police officers who are currently suspended from duty with and without pay, those previously suspended and reinstated, and those suspended officers who resigned, retired or were terminated within this time period.

#### *Relevant Board Policies and Compliance*

- Toronto Police Service Board policy
- *Police Services Act (P.S.A.)*
- *Community Safety and Policing Act (C.S.P.A)*

## Discussion:

Confidential lists covering the period from January 1, 2024, to December 31, 2024, are attached. These lists identify the police officers who are currently suspended, those previously suspended and reinstated within the same period, as well as those suspended officers who have resigned, retired or have been terminated.

These lists identify eleven (11) officers who are currently suspended from duty with pay, three (3) officers suspended without pay, and seventeen (17) officers who were suspended and reinstated within this period. Two (2) suspended officers resigned during January 1, 2024, to December 31, 2024.

Information regarding the civilian members of the Toronto Police Service who were, or are currently, suspended is provided to the Board in a separate report.

The table below compares the period of January 1 to December 31, for the years 2022 through 2024.

<b>Suspension Totals for 2022-2024</b>			
<b>Suspension Type</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Suspended With Pay	14	22	11
Suspended Without Pay	1	1	3
Suspended and Reinstated	6	9	17
<b>TOTALS</b>	<b>21</b>	<b>32</b>	<b>31</b>

## Conclusion:

This report covers the period of January 1, 2024, to December 31, 2024, and identifies the police officers who are currently suspended from duty with and without pay, those previously suspended and reinstated within this time period, and those suspended officers who have resigned.

This report also compares the same period from the previous three (3) years (2022 through 2024).

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions the Board may have regarding this report.

## **Reason for Confidential Information**

Part V *Police Services Act* (P.S.A.) Section 95

“Every person engaged in the administration of this Part shall preserve secrecy with respect to all information obtained in the course of his or her duties under this Part and shall not communicate such information to any other person.”

Section 44(2)(b) and 44(2)(d) of the *Community Safety and Policing Act* (C.S.P.A.)

“This report contains confidential information relating to personal matters identifiable about an individual, including members of the police service, and labour relations.”

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

### *Attachments:*

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Confidential Appendix – Lists of police officers who were suspended from duty with and without pay, those suspended and reinstated, and those suspended officers who resigned for the period of January 1, 2024, to December 31, 2024.



## 16. Chief's Administrative Investigation Reports





## 16.1. Chief's Administrative Investigation into the Alleged Sexual Assault to Complainant 2024.41



## PUBLIC REPORT

**February 6, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Chief Administrative Investigation of the Alleged Sexual Assault to Complainant 2024.41**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

**Financial Implications:**

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

### Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

### Discussion:

#### *Background*

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person, or the allegation of a sexual

assault, provincial legislation requires the chief of police of the relevant police service to conduct an administrative investigation. This is the Chief's report in respect of this incident.

### *Relevant Board Policies and Compliance*

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- Toronto Police Service (T.P.S.) procedures

### **S.I.U. Investigative Conclusion:**

In a letter to the Chief of Police dated October 11, 2024, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges in this case."*

The S.I.U. has not made the Director's Report public stating in part, *"pursuant to section 34(6) of the Special Investigations Unit Act, 2019, the S.I.U. Director may exercise a discretion, subject to prior consultation with the complainant, to not publish the report if the Director is of the opinion that the complainant's privacy interest in not having the report published clearly outweighs the public interest in having the report published."*

### **S.I.U. Terminology:**

**Complainant** – Refers to the Affected Person

**B.W.C.** – Body-Worn Camera

### **Incident Narrative**

On June 17, 2024, the S.I.U. Intake Supervisor was directly contacted by Complainant 2024.41 (2024.41) alleging a sexual assault by a member of the T.P.S.

2024.41 alleged that on September 19, 2023, two T.P.S. male officers had attended their residence and attempted to coerce 2024.41 into signing a document. When 2024.41 refused, one officer removed his penis from his pants and stuck it into 2024.41's face, knocking them off a chair.

As a result of the allegation, the S.I.U. invoked its mandate.

It was confirmed that on September 19, 2023, T.P.S. Communications Services (Communications) received a call for a Criminal Harassment. The caller advised of several ongoing incidents of harassment involving 2024.41. Several T.P.S. officers were dispatched, attended and investigated the incident. All of the attending officers

were equipped with Body-Worn Cameras (B.W.C.) that captured the entire duration of their interaction with 2024.41. At no point did any of the attending officers act inappropriately or unprofessional.

On September 25, 2023, 2024.41 surrendered themselves to investigators from 14 Division where they were subsequently arrested and released on several allegations of Criminal Harassment. These allegations are still awaiting trial in the Ontario Court of Justice.

No member of the T.P.S. was designated in relation to this allegation.

### ***Summary of the Toronto Police Service's Investigation***

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation was reviewed by Detective Sergeant Anne-Marie Bishop (4915) of the Specialized Criminal Investigations – Sex Crimes Unit in accordance with T.P.S. Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of the alleged sexual assault in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 04-24 (Victim Impact Statements);
- Procedure 05-10 (Threatening/Harassing Telephone Calls);
- Procedure 13-17 (Notes and Reports); and
- Procedure 15-20 (Body-Worn Camera).

The P.R.S – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.) 2019;

### ***Conclusion:***

The P.R.S – S.I.U. Liaison investigation determined that the T.P.S. policies and procedures associated with this alleged sexual assault were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S – S.I.U. Liaison investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of

Conduct and applicable T.P.S. procedures. The following additional comments are provided.

There was no evidence uncovered by the S.I.U.'s criminal investigation or this Administrative Investigation that found any of the officers had comported themselves other than lawfully in their dealings with the complainant during this investigation or arrest.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 16.2. Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.43



## PUBLIC REPORT

**February 6, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.43**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

**Financial Implications:**

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

### Summary:

The Professional Standards S.I.U. Liaison (P.R.S. – S.I.U. Liaison) and Traffic Services (T.S.V.) investigation determined the conduct of the designated official was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

### Discussion:

#### **Background**

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

### *Relevant Board Policies and Compliance*

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) procedures

### **S.I.U. Terminology**

**Complainants** – Refers to the Affected Persons

**SO** – Subject Official

**WO** – Witness Official(s)

**CW** – Civilian Witness(es)

**B.W.C.** – Body-Worn Camera

**I.C.C.S.** – In-Car Camera System

### **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated October 11, 2024, Director Joseph Martino of the S.I.U. advised, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TVI-258, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TVI-258](#)

### **S.I.U. Incident Narrative**

*“The evidence collected by the SIU, including interviews with police and non-police witnesses, and video footage that captured the incident in parts, give rise to the following scenario. As was his legal right, the SO did not agree an interview with the SIU or the release of his notes.*

*In the morning of June 17, 2024, CW #1 was operating a vehicle southbound on Jane Street. His driver's licence was under suspension and his vehicle did not have a licence plate affixed to the front. With him as passengers were CW #2 and the Complainant.*



*CW #1 was stopped at a red light at the John Street intersection when he saw a police cruiser stopped facing north at the same lights.*

*The officer was the SO. He noticed the absence of a front licence plate on CW #1's vehicle and decided to stop it for a traffic infraction. When the light turned green, the SO executed a U-turn and began to travel south after CW #1.*

*CW #1 accelerated south. As he came upon southbound vehicular traffic stopped in the passing lane for a red light at Lawrence Avenue West, CW #1 braked but was unable to avoid a collision. He slammed into the rear of a SUV, after which his vehicle travelled a short distance southwest before coming to a stop in the curb lane, north of Lawrence Avenue West. The SUV was pushed into the vehicle ahead of it – a van – and came to rest over the concrete centre median. The van was propelled forward a short distance and came to rest in the passing lane.*

*The first officer on scene was WO #1. WO #1 was operating a cruiser south on Jane Street at the Lawrence Avenue West intersection when he heard the collision behind him. The officer doubled-back to the scene, stopped his cruiser in the northbound lanes of Jane Street north of Lawrence Avenue West, and exited to render assistance. He approached and spoke with CW #1 and his two passengers at the southwest corner of the intersection.*

*The SO arrived at the scene of the collision and stopped his cruiser a distance behind CW #1's vehicle.*

*The Complainant was taken to hospital and diagnosed with a broken left arm."*

### **S.I.U. Analysis and Director's Decision**

*"The Complainant was seriously injured in a motor vehicle collision in Toronto on June 17, 2024. As a police officer had tried to stop the vehicle in which she was a passenger moments before the collision, the SIU was notified of the incident and initiated an investigation. The SO was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the collision.*

*The offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. As an offence of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offence is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which the SO operated his vehicle, sufficiently egregious to attract criminal sanction that caused or contributed to the collision. In my view, there was not.*

*The SO was within his rights when he executed a U-turn to go after CW #1 for a traffic infraction. Having observed CW #1's vehicle without a licence plate affixed to the front, he was entitled to stop him for a Highway Traffic Act (H.T.A.) infraction: see R.R.O. 1990, Reg. 628, s. 9(3).*

*I am also satisfied that the SO comported himself with due care and regard for public safety throughout his brief engagement with CW #1's vehicle. The officer appears to have executed a U-turn without undue risk to the public before heading south at moderate speeds. He was not near CW #1 when the collision occurred and, in fact, had lost sight of the vehicle before the crash. On this record, it is apparent that the SO did not transgress the limits of care prescribed by the criminal law.*

*For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed."*

### **Summary of the Toronto Police Service's Investigation**

The P.R.S. – S.I.U. Liaison and T.S.V. conducted an administrative investigation as is required by provincial legislation. This investigation was reviewed by T.S.V. as is required by Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of the vehicle injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison and T.S.V. investigation reviewed the following T.P.S. procedures.

- Procedure 07-Appendix A (Traffic Direction and Traffic Enforcement);
- Procedure 07-03 (Life Threatening Injury/Fatal Collisions);
- Procedure 07-19 (Suspended/Disqualified Driving);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-11 (Use of Service Vehicles);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019;

**Conclusion:**

The P.R.S. – S.I.U. Liaison in consultation with investigators from T.S.V. determined that the T.P.S. policies and procedures associated with this vehicle injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison in consultation with investigators from T.S.V. determined that the conduct of the designated subject official was in compliance with T.P.S. Procedures, Standards of Conduct and the officer's training.

The existence of the B.W.C. footage of the interaction was an essential piece of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 16.3. Chief Administrative Investigation of the Custody Injury of Complainant 2024.44



## PUBLIC REPORT

**February 6, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Chief's Administrative Investigation into the Custody Injury of Complainant 2024.44**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

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This report recommends that the Toronto Police Service Board (Board) receive this report for information.

**Financial Implications:**

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

### Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was not in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

### Discussion:

#### **Background**

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

#### *Relevant Board Policies and Compliance*

- *Community Safety and Policing Act (C.S.P.A.) 2019*
- *Special Investigations Unit Act (S.I.U.A.) 2019*
- Toronto Police Service (T.P.S.) procedures

#### **S.I.U. Terminology**

**Complainant** – Refers to the Affected Person

**SO** – Subject Official(s)

**WO** – Witness Official(s)

**CW** – Civilian Witness(es)

**BWC** – Body-Worn Camera

**TTC Footage** – Toronto Transit Commission Streetcar Video Footage

#### **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated October 11, 2024, Director Joseph Martino of the S.I.U. advised, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject officials.”*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-260, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TCI-260](#)

#### **S.I.U. Incident Narrative**

*“The evidence collected by the SIU, including interviews with the Complainant and police and non-police witnesses, and video footage that largely captured the incident, gives rise to the following scenario. As was his legal right, the SO did not agree an interview with the SIU or the release of his notes.*

*In the afternoon of June 17, 2024, the Complainant, while operating a Lexus southbound on Bay Street, came to the attention of the SO. At the King Street West intersection, the Complainant had signaled an intention to turn right. Vehicles were*

*prohibited from turning right at that location. Also, in violation of traffic laws, the Complainant was seen on his mobile phone as the officer approached to speak to him.*

*The SO directed the Complainant to turn right and come to a stop by the north curb of King Street West just west of Bay Street. The Complainant did so. The SO asked for the Complainant's papers, and the Complainant was slow in providing them. The tenor of their conversation deteriorated, each feeling disrespected by the other. The Complainant called the SO a racist. The officer took umbrage at the comment and threatened to write the Complainant additional tickets because of his attitude. When the SO had finished giving the Complainant his tickets, he directed him to make a U-turn on King Street West.*

*An irate Complainant accelerated into his U-turn, coming perilously close to running the SO over. The officer shouted at the Complainant to stop. The Complainant brought his vehicle to a stop by the south curb of the eastbound lanes of King Street West, just west of Bay Street. The SO approached the driver's door, told the Complainant he was under arrest, and ordered him out of the vehicle. The Complainant refused to exit and asked what he had done.*

*There followed a struggle at the door in which the SO, joined by WO #1 arriving on scene on his bicycle, tried to physically remove the Complainant, and the Complainant resisted. The officers were eventually able to open the driver's door and the Complainant exited the vehicle after the SO threatened to use his pepper spray. Once outside, the Complainant was taken to the rear of the vehicle. He struggled as the officers attempted to handcuff him behind the back. CW #2 intervened to assist the officers. The SO punched the Complainant twice to the right ribs, after which the handcuffs were applied.*

*The Complainant was taken to the station and then to hospital, where he was diagnosed with three fractured right-sided ribs."*

### **S.I.U. Analysis and Director's Decision**

*"The Complainant was seriously injured in the course of his arrest by TPS officers on June 17, 2024. The SIU was notified of the incident and initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injuries.*

*Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.*

*I am satisfied that the SO was within his rights in seeking to arrest the Complainant following the U-turn he had executed on King Street West. Whether or not the Complainant intended to run the officer down, that is how it appeared to the SO. That is*

*also how it was interpreted by two civilian eyewitnesses. In the circumstances, the Complainant was subject to arrest for assault with a weapon and dangerous driving.*

*I am also satisfied that the force used by the SO in aid of the Complainant's arrest was legally justified. The Complainant struggled against the SO's and WO #1's efforts to remove him from the vehicle, even after the SO had delivered a single punch to the abdomen. It was only after the SO's threatened the use of pepper spray did the Complainant exit the vehicle. Once outside, however, he continued to physically resist the officers' attempts to handcuff him behind the back. The Complainant had proven a formidable challenge to that point, and the officers were entitled to escalate their force to bring his resistance to an end, particularly as they were engaged on a live roadway with the risk of passing traffic. Two punches to the torso would not appear a disproportionate use of force on this record.*

*For the foregoing reasons, while I acknowledge that the Complainant's injuries are attributable to the SO's punches, there are no basis for proceeding with criminal charges in this case."*

### **Summary of the Toronto Police Service's Investigation**

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 06-01 (Commencing POA Proceedings);
- Procedure 07-Appendix A (Traffic Direction and Traffic Enforcement);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation)); and
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car camera System), and;
- Procedure 15-20 (Body-Worn Camera)

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act (S.I.U.A.), 2019*



**Conclusion:**

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined that the conduct of the designated subject official was not in compliance with T.P.S. Procedures and the officer's training, specifically, Procedure 15-01, (Incident Response). Consequently, an internal conduct investigation has been initiated regarding the official's uncivil communication during the incident.

The existence of the B.W.C. footage of the interaction was an essential piece of evidence that assisted both the S.I.U. investigation and this administrative investigation.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 16.4. Chief Administrative Investigation of the Vehicle Injury of Complainant 2024.52



## PUBLIC REPORT

**February 6, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.52**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

**Financial Implications:**

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

### Summary:

The Professional Standards – Special investigations Unit Liaison (P.R.S. – S.I.U. Liaison) and Traffic Services (T.S.V.) investigation determined the conduct of the designated official was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

### Discussion:

#### **Background**

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

### *Relevant Board Policies and Compliance*

- *Community Safety and Policing Act (C.S.P.A.) 2019*
- *Special Investigations Unit Act (S.I.U.A.) 2019*
- Toronto Police Service (T.P.S.) procedures

### **S.I.U. Terminology**

**Complainants** – Refers to the Affected Persons

**SO** – Subject Official

**WO** – Witness Official

### **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated November 14, 2024, Director Joseph Martino of the S.I.U. advised, *“The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.”*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TVI-311, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TVI-311](#)

### **S.I.U. Incident Narrative**

*“The evidence collected by the SIU, including interviews with police and non-police witnesses, and video footage that captured the incident in parts, give rise to the following scenario. As was her legal right, the SO chose not to interview with the SIU or authorize the release of her notes.*

*In the evening of July 20, 2024, the Complainant was operating a motorcycle with a passenger, Witness #1, west on Sheppard Avenue East and then north on Doris Avenue. Just south of Greenfield Avenue, the Complainant came to a stop behind another vehicle on Doris Avenue, allowing Witness #1 to dismount, before he accelerated north through a red light. A police cruiser, its emergency lights and siren on, was behind the motorcycle at the time.*

*The SO was driving the cruiser. Her coach officer, the WO, was sitting in the front passenger seat. While southbound on Leslie Street approaching Sheppard Avenue East, they had spotted the motorcycle travelling west through the intersection and decided to try and stop it. The officers were on the lookout for a motorcycle, which had reportedly travelled the wrong way on Highway 401, that had exited the highway in their area.*

*The officers did not pursue the motorcycle when it accelerated away on Doris Avenue. By that time, they had obtained the vehicle's licence plate. Rather, they stopped to question Witness #1. Several minutes later, while still engaged with Witness #1, they learned via radio broadcast of a motorcycle collision on Doris Avenue north of their location.*

*In the area of Doris Avenue's intersection with Church Avenue, the Complainant had tried and failed to pass a vehicle, travelling in the curb lane, on its passenger side. The Complainant struck the vehicle, lost control of the motorcycle and crashed.*

*The Complainant was arrested and transported to hospital where he was reportedly diagnosed with a broken left arm."*

### ***S.I.U. Analysis and Director's Decision***

*"The Complainant was seriously injured when the motorcycle he was operating crashed on July 20, 2024. As police had tried to stop the motorcycle shortly before the collision, the SIU was notified of the incident and initiated an investigation. The SO was identified as the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the collision.*

*The offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. As an offence of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offence is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which the SO operated his vehicle, sufficiently egregious to attract criminal sanction that caused or contributed to the collision. In my view, there was not.*

*The SO was within her rights in following the motorcycle and trying to stop it for investigation of a traffic infraction. The motorcycle was located in the area where the suspect vehicle had been seen exiting the highway, and there was some prospect that they were one and the same.*

*Once engaged, there is nothing in the evidence to suggest that the SO drove dangerously as she followed the motorcycle west on Sheppard Avenue East and then north a short distance on Doris Avenue. Moreover, the SO did not pursue the*

*Complainant on Doris Avenue after his passenger dismounted and he accelerated away through a red light. In fact, she and the WO were still with Witness #1 when they learned of the collision upwards of a kilometre north of their location.*

*For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed.”*

### **Summary of the Toronto Police Service’s Investigation**

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation. This investigation was reviewed by the T.S.V. as is required by Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of this event in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures.

- Procedure 01-01 (Arrest);
- Procedure 07-03 (Life Threatening Injury/Fatal Collisions);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-10 (Suspect Apprehension Pursuits);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act (S.I.U.A.), 2019;*

### **Conclusion:**

The P.R.S. – S.I.U. Liaison in consultation with investigators from T.S.V. determined that the T.P.S. policies and procedures associated with this vehicle injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison in consultation with investigators from T.S.V. found that the conduct of the subject official was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedures.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 16.5. Chief Administrative Investigation of the Custody Injury of Complainant 2024.53





## PUBLIC REPORT

**February 6, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject:** **Chief's Administrative Investigation into the Custody Injury of Complainant 2024.53**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

**Financial Implications:**

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

**Summary:**

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

**Discussion:**

**Background**

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

#### *Relevant Board Policies and Compliance*

- *Community Safety and Policing Act (C.S.P.A.) 2019*
- *Special Investigations Unit Act (S.I.U.A.) 2019*
- Toronto Police Service (T.P.S.) procedures

#### **S.I.U. Terminology**

**Complainant** – Refers to the Affected Person

**SO** – Subject Official(s)

**WO** – Witness Official

**CW** – Civilian Witness

#### **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated November 15, 2024, Director Joseph Martino of the S.I.U. advised, "*The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject officials.*"

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-313, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TCI-313](#)

#### **S.I.U. Incident Narrative**

*"The events in question are clear on the evidence collected by the SIU and may briefly be summarized.*

*In the morning of July 21, 2024, the SO and his partner, the WO, were dispatched to a home in the area of St. Clair Avenue West and Jane Street, Toronto. In violation of a condition of his release, CW #1 had called police to report the Complainant's presence at the address. She also indicated that the Complainant and CW #2 had been involved in an altercation.*

*The officers arrived at the address to find that the Complainant had departed. They spoke to CW #1 and CW #2, came to believe that the Complainant had committed an assault on CW #2, and left to look for him.*

*An about 9:15 a.m., the officers located the Complainant outside the front door of the Tim Hortons at 2571 St. Clair Avenue West. Despite the Complainant's denials, the officers confirmed he was the person they were looking for and moved in to place him under arrest. The WO took hold of the Complainant's left arm and the SO, his right. As the Complainant's arms were maneuvered behind his back and handcuffed, he gestured in pain on several occasions.*

*The Complainant was transported to hospital after his arrest and diagnosed with a fractured right wrist."*

### **S.I.U. Analysis and Director's Decision**

*"The Complainant was diagnosed with a serious injury following his arrest by TPS officers on July 21, 2024. The SIU was notified of the incident and initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's injury.*

*Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.*

*Having interviewed CW #1 and CW #2 regarding his presence at their address and the fight the Complainant had had with CW #2, the SO was within his rights in deciding to take the Complainant into custody for assault and a violation of a term of a release order.*

*It is also apparent that neither the SO nor the WO used excessive force in the course of arresting the Complainant. In fact, as the video footage of the event makes clear, no force was used other than what was necessary to take hold of his arms and bring them around the back. By all outward appearances, the handcuffing was without incident. Any suggestion that the injury was the result of too much force having been brought to bear when he was handcuffed is belied by the video footage coupled with evidence indicating the Complainant was actually injured in the altercation with CW #2.*

*For the foregoing reasons, there is no basis for proceeding with criminal charges in this case."*

### ***Summary of the Toronto Police Service's Investigation***

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation)); and
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System), and;
- Procedure 15-20 (Body-Worn Camera)

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act (S.I.U.A.), 2019*

### ***Conclusion:***

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of involved officers and specifically the SO was in compliance with the applicable provincial legislation regarding the Standards of Conduct, the applicable T.P.S. procedures and the officer's training.

The existence of the B.W.C. footage of this arrest was an important piece of evidence that assisted both the S.I.U. investigation and this administrative investigation.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 16.6. Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.58



## PUBLIC REPORT

**February 6, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject: Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.58**

**Purpose:**  Information Purposes Only  Seeking Decision

**Recommendation:**

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This report recommends that the Toronto Police Service Board (Board) receive this report for information.

**Financial Implications:**

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

### Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) and Traffic Services (T.S.V.) investigation determined the conduct of the designated official was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

### Discussion:

#### **Background**

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

#### *Relevant Board Policies and Compliance*

- *Community Safety and Policing Act (C.S.P.A.) 2019*
- *Special Investigations Unit Act (S.I.U.A.) 2019*
- Toronto Police Service (T.P.S.) procedures

#### **S.I.U. Terminology**

**Complainants** – Refers to the Affected Persons

**CW** – Civilian Witness

#### **S.I.U. Investigative Conclusion**

In a letter to the Chief of Police dated November 27, 2024, Director Joseph Martino of the S.I.U. advised, "*The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official.*"

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TVI-329, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TVI-329](#)

#### **S.I.U. Incident Narrative**

*"The evidence collected by the SIU, including interviews with the Complainant and a civilian witness, and video footage that captured the incident, gives rise to the following scenario.*

*In the morning of July 30, 2024, Officer #1 and Officer #2, on patrol in a marked police cruiser, came across a stolen vehicle. The vehicle was parked facing east along the south curb of Dunlop Avenue, at the western edge of Dunlop Parkette. The officers called for assistance and were soon joined by Officer #3 and Officer #4 in another cruiser. They planned to position their vehicles in front and behind the stolen vehicle, after which they would approach it to arrest the driver.*

*The driver was the Complainant. In the backseat was his girlfriend, the CW. They were both asleep and awoke to the emergency lights of the cruisers. The Complainant*



*ignored repeated direction from the officers to step outside. Instead, he placed the vehicle in gear and drove over the south curb, onto a grass boulevard and sidewalk, before returning to the roadway, striking a parked vehicle in the process. The Complainant accelerated eastbound on Dunlop a distance of about 100 metres before he struck another parked vehicle and came to a stop.*

*The Complainant exited the stolen vehicle. He fled but was arrested later that morning when he checked himself into hospital. He had sustained a fractured left wrist in the collision.*

*The officers drove to the site of the collision and arrested the CW. She had not suffered any serious injuries.”*

### **S.I.U. Analysis and Director’s Decision**

*“The Complainant was seriously injured in a motor vehicle collision on July 30, 2024. As he was fleeing from arrest at the time, the SIU was notified of the incident and initiated an investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any TPS officer committed a criminal offence in connection with the collision.*

*The officers were within their rights in seeking to arrest the Complainant for being in possession of a stolen vehicle. Aside from positioning their vehicles in front and behind the stolen vehicle, and directing that the Complainant put his hands up and step outside, there was little else to the officers’ brief involvement in this matter. On this record, while his pending arrest was the impetus for his flight from police, the Complainant is alone responsible for the collision and the injury he incurred in it.*

*For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed.”*

### **Summary of the Toronto Police Service’s Investigation**

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation. This investigation was reviewed by the T.S.V. as is required by Procedure 13-16 (Special Investigations Unit).

This investigation examined the circumstances of this event in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures.

- Procedure 01-01 (Arrest);
- Procedure 07-03 (Life Threatening Injury/Fatal Collisions);

- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- *Special Investigations Unit Act (S.I.U.A.), 2019;*

**Conclusion:**

The P.R.S. – S.I.U. Liaison in consultation with investigators from T.S.V. determined that the T.P.S. policies and procedures associated with this vehicle injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison in consultation with investigators from T.S.V. found that the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedures and the officers' training.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police



## 17. Memorandum of Settlement with the Senior Officer Organization



## PUBLIC REPORT

**March 17, 2025**

**To:** Members  
Toronto Police Service Board

**From:** Councillor Shelley Carroll  
Chair

**Subject:** **Recommendation for Board Ratification of Collective Bargaining Settlement with the Toronto Police Senior Officers' Organization dated March 7, 2025**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation(s):**

This report recommends that the Toronto Police Service Board (Board):

1. Ratify the Collective Bargaining Memorandum of Settlement reached between the Board and the Toronto Police Senior Officers' Organization (S.O.O.) on March 7, 2025;
2. Apply the same monetary settlement, inclusive of wage and benefit enhancements, negotiated with the S.O.O., to Excluded staff; and
3. Apply the same wage increase negotiated with the S.O.O. to the salary rates for the Chief and members of Command.

### **Financial Implications:**

The financial implications relating to the recommendations contained within this report will have a budget impact of \$2.2M, inclusive of all wage, benefit, other compensation increases, and offsets for a one-year term.

Collective bargaining impacts were estimated for TPA, SOO, Excluded and Command members and were held centrally in 2024. As part of the year-end process, the estimated bargaining impact was transferred to

the Service as a budget adjustment and the associated costs were also recorded, for a net zero impact.

## **Summary:**

The Uniform and Civilian Senior Officers' Collective Agreements in force between the Board and the S.O.O. expired on December 31, 2023. The S.O.O. provided notice to the Board of its desire to bargain new collective agreements on November 30, 2023. The parties agreed to defer bargaining until the completion of the most recent round of bargaining with the Toronto Police Association (T.P.A.), which concluded after Arbitrator Mark Wright issued a one-year interest arbitration award for renewal collective agreements between the Board and the T.P.A. from January 1, 2024 to December 31, 2024.

The Board and the S.O.O. sought a one-year term matching the duration of the T.P.A.'s agreements for 2024 as awarded by Arbitrator Wright.

The Board and the S.O.O. met to begin collective bargaining for renewed collective agreements and exchanged proposals on January 31, 2025. The parties subsequently met on several dates in February and March, 2025, and ultimately reached a tentative agreement on March 7, 2025. The tentative agreement is subject to ratification by both parties. The S.O.O. is expected to complete its ratification process on April 2, 2025.

## **Discussion:**

The S.O.O. is a police association which represents approximately 180 Uniform and Civilian Senior Officers of the Toronto Police Service as defined by Part XIII of the *Community Safety and Policing Act, 2019*.

If ratified by the Board, the bargaining settlement will resolve both the Uniform and Civilian Senior Officers' Collective Agreements in force between the Board and the S.O.O. for a one-year term, from January 1, 2024 to December 31, 2024.

The bargaining settlement replicates the outcome of bargaining with the T.P.A. for 2024, including:

- One-year term from January 1, 2024, to December 31, 2024.
- A retroactive 5% wage increase for 2024 for all S.O.O. members.
- Benefits items:
  - An increase to psychological benefits up to a \$10,000 annual cap for both members and dependents.
  - The addition of prescription sunglasses to the scope of coverage for glasses/contact lenses.

- The removal of the six-month waiting period for benefits for both members and dependents.
- W.S.I.B. Top-Up improvements and Joint Committee on Sick Leave and Disability Plans.
- S.O.O. specific items:
  - Improved Regular Days Off (R.D.O.) credit scheme for members required to work on days off. Moved from rolling six and twelve month expiry window to calendar year-based expiry with carryover similar to vacation entitlement.
  - Temporary wage compression premium for Civilian Senior Officer position in Communications Services as a result of 3% Front Line Allowance for Communications Services staff awarded to T.P.A.
  - The Professional Development Reimbursement Program will continue consistent with the 2025 Program Guide.

Consistent with the terms and conditions of employment for the small group of Excluded staff and for the Chief and Command members, it is also recommended that the same monetary settlement be applied to Excluded staff and that the same wage increase be applied to the salary rates for the Chief and Command members.

This negotiated settlement will allow the Board and the S.O.O. to continue to work together to address opportunities and challenges as the Board and the Service continue to accelerate police reform and modernization. A negotiated settlement is always an achievement between an employer and an association, signifying a good working relationship between the parties. Labour relations stability between the Board and the Service's senior uniform and civilian leadership is important as the Board's Bargaining Committee enters into the 2025 round of bargaining with both the T.P.A. and the S.O.O.

### **Conclusion:**

It is recommended that the Board ratify the Collective Bargaining Memorandum of Settlement between the Board and the S.O.O. dated March 7, 2025, apply the same monetary settlement to Excluded staff, and the same salary increase to the salary rates of the Chief and members of Command.

Peter Mowat, Manager of Labour Relations, will be in attendance to answer any questions that Board members may have regarding this report.

### **Reason for Confidential Information**

This report includes a confidential attachment containing a confidential Memorandum of Settlement and related subject matter pertaining to labour relations and employee negotiations.

Respectfully submitted,

Councillor Shelley Carroll  
Chair



## 18. Special Constable Appointments and Re-Appointments – April 2025





## PUBLIC REPORT

**March 24, 2025**

**To:** Chair and Members  
Toronto Police Service Board

**From:** Myron Demkiw  
Chief of Police

**Subject: Special Constable Appointments and Re-Appointments – April 2025**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendations:**

This report recommends that the Toronto Police Service Board (Board) approve the agency-initiated appointment and re-appointment requests for the individuals listed in this report as special constables for the Toronto Transit Commission (T.T.C.).

### **Financial Implications:**

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

### **Summary:**

The purpose of this report is to seek the Board's approval for the agency requested appointments and re-appointments of special constables for the T.T.C.

### **Discussion:**

#### ***Background***

### *Relevant Board Policies and Compliance*

Under Section 92 of the *Community Safety and Policing Act (C.S.P.A.)*, the Board is authorized to appoint special constables. Pursuant to this authority, the Board has an agreement with the T.T.C. governing the administration of special constables (Min. No.P2024-1112-11.0 refers).

On March 20, 2025, the T.T.C. was approved as a Special Constable employer under the C.S.P.A. This authorization to employ special constables was issued by the Ministry of the Solicitor General.

The Service received a request from the T.T.C. to appoint the following individuals as special constables (Appendix 'A' refers):

**Table 1. Name of Agency and Special Constable Applicant**

<b>Agency</b>	<b>Name</b>	<b>Status Requested</b>
T.T.C.	Rossanna ABUEL	Appointment
T.T.C.	Jason AU	Appointment
T.T.C.	Marco BALDASSARRA	Appointment
T.T.C.	Anthony BARTLEY	Appointment
T.T.C.	Anmol BHARDWAJ	Appointment
T.T.C.	Junior CHIN	Appointment
T.T.C.	Maninder DEOL	Appointment
T.T.C.	Damian DZIADOSZ	Appointment
T.T.C.	Nahom EYOB	Appointment
T.T.C.	Alysha FERGUSON-MILLER	Appointment
T.T.C.	Dennis FORSTER	Appointment
T.T.C.	Ruslan GADJIEV	Appointment
T.T.C.	Carlington HARVEY	Appointment
T.T.C.	Jeffery HSIUNG	Appointment

<b>Agency</b>	<b>Name</b>	<b>Status Requested</b>
T.T.C.	Michael HUGHES	Appointment
T.T.C.	Dakota JAMIESON	Appointment
T.T.C.	Baljot KAILA	Appointment
T.T.C.	Llimdar KILIC	Appointment
T.T.C.	Tenzin LHODUP	Appointment
T.T.C.	Aaron LIU	Appointment
T.T.C.	Mohammed MALEK	Appointment
T.T.C.	Adnan MIR	Appointment
T.T.C.	Alexander NUMMELIN- CARNEGIE	Appointment
T.T.C.	Karim OUAZZANI-TOUHAMI	Appointment
T.T.C.	Paul PHAN	Appointment
T.T.C.	Taurus SHARPE	Appointment
T.T.C.	Mackenzie SINCLAIR	Appointment
T.T.C.	Allen SOMERA	Appointment
T.T.C.	Natasha TRAIKOS	Appointment
T.T.C.	Adam VOZZA	Appointment
T.T.C.	Kate WOOD	Appointment
T.T.C.	Eric SMITH	Appointment
T.T.C.	Zola MENDES	Appointment
T.T.C.	Benjamin GREGORY	Re-Appointment
T.T.C.	Joseph LARIVIERE	Re-Appointment

<b>Agency</b>	<b>Name</b>	<b>Status Requested</b>
T.T.C.	David NORTH	Re-Appointment
T.T.C.	Stephen RICHARDS	Re-Appointment
T.T.C.	Phillip ROBERTS	Re-Appointment
T.T.C.	James BENNETT	Re-Appointment
T.T.C.	Nenad STEFANOV	Re-Appointment
T.T.C.	Trevor TIMBRELL	Re-Appointment
T.T.C.	Tom TSOMIS	Re-Appointment
T.T.C.	Cammy YU	Re-Appointment
T.T.C.	Nicole EHLERS	Re-Appointment
T.T.C.	James BINGHAM	Re-Appointment
T.T.C.	Catharine OSBORNE	Re-Appointment

Special constables are appointed to enforce the *Criminal Code* and certain sections of the *Controlled Drugs and Substances Act*, *Trespass to Property Act*, *Liquor Licence & Control Act* and *Mental Health Act* on their respective properties within the City of Toronto.

The agreement between the Board and the T.T.C. requires that background investigations be conducted on all individuals who are being recommended for appointment and re-appointment as special constables. The Toronto Police Service's (Service's) Talent Acquisition Unit completed background investigations on these individuals, of which the agencies are satisfied with the results. Re-appointments have been employed by their agency for at least one 5-year term, and as such, they are satisfied that the members have satisfactorily carried out their duties and, from their perspective, there is nothing that precludes re-appointment.

The T.T.C. has advised the Service that the above individuals satisfy all of the appointment criteria as set out in the C.S.P.A., all applicable Ontario Regulations and in their agreement with the Board. For all appointments, the applicants have completed the training prescribed by the Minister and the provincially mandated training titled "Thematic Training".

The T.T.C.'s approved and current complements are indicated below:

**Table 2. Name of Agency, Approved Complement and Current Complement of Special Constables**

Agency	Approved Complement	Current Complement
T.T.C.	170	110

**Conclusion:**

The Service continues to work together in partnership with the T.T.C. to identify individuals to be appointed and re-appointed as special constables who will contribute positively to the safety and well-being of persons engaged in activities on their respective properties within the City of Toronto.

Deputy Chief Robert Johnson, Specialized Operations Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

Myron Demkiw, M.O.M.  
Chief of Police

**Attachment:**

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1. T.T.C. Appointment & Re-Appointment Request Letter



Toronto Transit Commission  
 1900 Yonge Street, Toronto, ON M4S 1Z2  
 416-393-4000

March 27th, 2025  
 Sergeant Q. Yang  
 Public Safety Operations Special Constable Liaison Office  
 40 College Street, Toronto, Ontario, MSG 2J3

Sergeant Yang,

On March 20<sup>th</sup>, 2025, the Toronto Transit Commission was approved as a Special Constable employer under the Community Safety and Policing Act, 2019. This approval was issued by Solicitor General Michael Kerzner.

In accordance with the terms and conditions set out in the Memorandum of Understanding between the Toronto Police Services Board and the Toronto Transit Commission, it is requested that the Board approve this submission and appoint the following individuals as Toronto Transit Commission Special Constables for a five-year term.

The following individuals are fully trained, meeting all Ministry requirements, they have shown they possess the required skills and abilities to perform at the level required to be a Special Constable.

New appointments and re-appointments have undergone a background check, conducted by the Toronto Police Service, and we are satisfied with the results of those checks. Re-appointments have been employed by the Toronto Transit Commission for at least one, five-year term, and as such, we are satisfied that the members have carried out their duties and, from our perspective, there is nothing that precludes re-appointment.

NAME	TYPE
Rossanna ABUEL	New Appointment
Jason AU	New Appointment
Marco BALDASSARRA	New Appointment
Anthony BARTLEY	New Appointment
James BENNETT	Re-Appointment
Nicole EHLERS	Re-Appointment
Anmol BHARDWAJ	New Appointment
James BINGHAM	Re-Appointment
Junior CHIN	New Appointment
Maninder DEOL	New Appointment
Damian DZIADOSZ	New Appointment
Nahom EYOB	New Appointment
Alysha FERGUSON-MILLER	New Appointment

Jamaal Myers, Chair  
 Joanne De Laurentis, Vice-Chair  
 Greg Percy, Chief Executive Officer  
 Paul Ainslie, Commissioner

Alejandra Bravo, Commissioner  
 Fenton Jagdeo, Commissioner  
 Liane Kim, Commissioner

Ausma Malik, Commissioner  
 Josh Matlow, Commissioner  
 Julie Osborne, Commissioner  
 Dianne Saxe, Commissioner



Dennis FORSTER	New Appointment
Ruslan GADJIEV	New Appointment
Benjamin GREGORY	Re-Appointment
Carlington HARVEY	New Appointment
Jeffery HSIUNG	New Appointment
Michael HUGHES	New Appointment
Dakota JAMIESON	New Appointment
Baljol KAILA	New Appointment
<del>Ullidar</del> KILIC	New Appointment
Joseph LARIVIERE	Re-Appointment
Tenzin LHODUP	New Appointment
Aaron LIU	New Appointment
Mohammed MALEK	New Appointment
Adnan MIR	New Appointment
David NORTH	Re-Appointment
Alexander NUMMELIN-CARNEGIE	New Appointment
Karim OUAZZANI-TOUHAMI	New Appointment
Paul PHAN	New Appointment
Stephen RICHARDS	Re-Appointment
Phillip ROBERTS	Re-Appointment
Taurus SHARPE	New Appointment
Mackenzie SINCLAIR	New Appointment
Eric SMITH	New Appointment
Allen SOMERA	New Appointment
Nenad STEFANOV	Re-Appointment
Trevor TIMBRELL	Re-Appointment
Natasha TRAIKOS	New Appointment
Tom TSOMIS	Re-Appointment
Adam VOZZA	New Appointment
Kate WOOD	New Appointment
Cammy YU	Re-Appointment
Catharine OSBORNE	Re-Appointment
Zola MENDES	New Appointment



Regards,

**James Bingham**  
**Staff Sergeant 30069, Assistant Manager**  
**Special Constable Service, Recruiting, Logistics and Community Engagement**  
**Strategy and Customer Experience Group**