# PUBLIC MEETING MINUTES

**Monday, April 13, 2026 at 9:00AM**
**Livestreamed at: https://youtube.com/live/MalfKtjlfBM?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 April 13, 2026, 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
Lisa Kostakis, Member
Nick Migliore, Member
Amber Morley, Member and Deputy Mayor – virtual
Lily Cheng, Member and Councillor
Ann Morgan, Member – virtual

The following individuals were also present:

Myron Demkiw, Chief of Police, Toronto Police Service
Louis Tsilivis, Executive Director, Toronto Police Service Board
Diana Achim, Board Administrator, Toronto Police Service Board
Allyson Amster, City 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 April 13, 2026**

**P2026-0413-0.1. Board Minutes**

Confirmation of the Minutes from the regular public meeting held on March 4, 2026.

**The Board approved the Minutes.**

Moved by: L. Kostakis
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 April 13, 2026**

**P2026-0413-0.2. Remarks**

**Vice Chair Brillinger made the following remarks:**

*Let's start this meeting in a good way by acknowledging that the City of Toronto exists on the traditional and treaty lands of the Mississaugas of the Credit First Nation, as affirmed through Treaty Number 13 of 1805 - commonly known as the Toronto Purchase – and the Anishnabeg of the Williams Treaty of 1923.*

*These treaties cover much of what is now the Greater Toronto Area, which covers the same lands where the Toronto Police Service and the Toronto Police Service Board operate today.*

*In addition to the Mississaugas of the Credit First Nation, this land has also been the traditional and ancestral lands of the Anishnabeg (such as the Chippewas), the Haudenosaunee, and the Wendat peoples. Today, this land is home to many First Nations, Inuit, and Métis community members - people who live, grow, and raise future generations here, continuing deep connections to the land that stretch back thousands of years.*

*As a Board and Service operating on treaty land, we must act within the spirit and intent of these agreements, ensuring that our work reflects the values of respect, reciprocity, and reconciliation that they represent.*

*Red Dress Day*

*I would like to take a moment to acknowledge the National Day for Awareness of Missing and Murdered Indigenous Women and Girls and Two-Spirit People, which will be observed on May 5th.*

*Also known Red Dress Day, for the red dresses displayed as a symbol of the loved ones who never came home, and a reminder of the justice that is still being sought.*

*For many in our city, this isn't just a national issue, it's local and deeply personal. The*

*Indigenous women, girls, and gender-diverse people who go missing — or are found dead — are not statistics. They are individuals with their own stories, their own spirits, and communities who love and care for them. Families and communities here in Toronto continue to carry the weight of this crisis.*

*So, as a Board and Service responsible for the safety of our residents and those who visit our city, we have to ask ourselves:*

- *Are we building real trust with Indigenous women and gender-diverse people?*
- *Are we supporting culturally safe, trauma-informed approaches to public safety?*
- *And are we showing up—not just on days of recognition—but every* day, in our decisions, our policies, and how we engage with community?

**Chair Carroll made the following remarks**

*Before we begin, I would like to take a moment, on behalf of the Board, to recognize important observances and commemorations being marked by members of the community and our Service.*

*Earlier this month, those of the Jewish faith observed Passover, a time of reflection, resilience, and the enduring pursuit of freedom. We also recognize both Western and Eastern Easter, which were marked in recent weeks - times when Christian communities come together to reflect on hope, renewal, and new beginnings.*
*At sundown this evening, members of the Jewish community will begin observing Yom Ha' Shoah, Holocaust Remembrance Day, a solemn occasion to honour the memory of the six million Jews and the many others who were victims of the Holocaust, and to reaffirm our shared responsibility to stand against hatred, antisemitism, and all forms of discrimination.*

*In a city as diverse as ours - and within the Toronto Police Service itself, these observances and commemorations remind us of the many traditions, histories, and perspectives that shape and strengthen us.*

*As a Board, we remain committed to supporting both our Members and the communities we serve with respect, understanding, and care.*
*On behalf of my colleagues, I extend our sincere regards to all those observing and commemorating these important occasions.*

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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 April 13, 2026**

**P2026-0413-0.3. Chief's Monthly Verbal Update**

Chief Demkiw and Command Members provided updates to the Board.

For a more detailed account of the Chief's update, see the YouTube recording starting at minute 4:50:37 here:
https://www.youtube.com/live/MalfKtjlfBM?si=BSCvyz_ZT4fwNLfL&t=17437

**The Board received the update.**

Moved By: L. Kostakis
Seconded by: N. Migliore

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**P2026-0413-1.0. Race and Identity-Based Data Collection Strategy Update**

**P2026-0413-1.1. Presentation**

**P2026-0413-1.2. Race and Identity-Based Data Collection Strategy Update**

The Board was in receipt of a report dated March 4, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

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

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 5:20:26 here:
https://www.youtube.com/live/MalfKtjlfBM?si=TwKEErosCPHw-J1E&t=19247

**The Board received the deputation, presentation and foregoing report.**

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-2.0. Toronto Police Service Audit & Quality Assurance Annual Report**

The Board was in receipt of a report dated February 4, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

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

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

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-3.0. Annual Report: 2025 Parking Enforcement Unit – Parking Violation Notices Issuance**

The Board was in receipt of a report dated April 13, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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 2026, to be considered in conjunction with the City of Toronto Administrative Penalty System – 2025 Activity Report.

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 5:45:23 here: https://www.youtube.com/live/MalfKtjlfBM?si=LSb5eD6TZU626VZa&t=20721

Councillor Cheng moved the following Motion which was seconded by Chair Carroll:

**The Board request the Chief of Police to report on the geographic distribution**

**of enforcement regarding parking violations, either as part of the next annual report on parking enforcement or at an earlier opportunity, with a particular focus on reporting on whether there is geographic equity in responding to parking violations.**

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

Moved by: L. Cheng
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 April 13, 2026**

**P2026-0413-4.0. Annual Report: Police Towing Contract - January 2025 to December 2025**

The Board was in receipt of a report dated April 13, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

**The Board received the foregoing report.**

Moved by: S. Caroll
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-5.0. 2025 Audit of Body-Worn Camera Compliance**

The Board was in receipt of a report dated April 13, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

Deputation: Nicole Corrado (written submission only)

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 5:53:31 here: https://www.youtube.com/live/MalfKtjlfBM?si=IcGnnXevF-hvul2X&t=21209

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

**The Board request that the Chief of Police report, as part of its next body worn camera annual report, on any update or work to update to the Toronto Police Service's Procedure 15-20 Body Worn Camera and the expected impacts to the outstanding aspects of the 2025 Audit of Body Worn Camera Compliance**

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

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-6.0. Consulting Expenditures**

**P2026-0413-6.1. Consulting Expenditures**

The Board was in receipt of a report dated March 5, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

**P2026-0413-6.2. Consulting Expenditures**

The Board was in receipt of a report dated February 17, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

Deputation: Nicole Corrado (written submission only)

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

Moved by: N. Migliore
Seconded by: L. Kostakis

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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 April 13, 2026**

## P2026-0413-7.0 Budget Variance Reports

## P2026-0413-7.1 Operating Budget Variance for the Toronto Police Service, Period Ending December 31, 2025

The Board was in receipt of a report dated March 13, 2026, from Myron Demkiw, Chief of Police

Recommendations:

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

1) Approve the following 2025 in-year budget adjustments:

- an increase of $4.5M gross and $0.0 net, to recognize in-year Provincial grant funding for grant-related expenditures;
- an increase of $1.5M in additional revenues offset by additional expenditures; and
- the unchanged net budget of $1,339.0M and a revised gross budget of $1,544.7M.

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.

## P2026-0413-7.2 Capital Budget Variance Report for the Toronto Police Service, Period Ending December 31, 2025

The Board was in receipt of a report dated March 09, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

## P2026-0413-7.3 2025 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending December 31, 2025

The Board was in receipt of a report dated March 08, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

**P2026-0413-7.4 2025 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending December 31, 2025**

The Board was in receipt of a report dated February 27, 2026 from Louis Tsivilis, Executive Director.

Recommendation:

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

Deputation: Nicole Corrado (written submission only)

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 6:00:46 here: https://www.youtube.com/live/MalfKtjlfBM?si=25sPGPf9dWqSb2Sg&t=21646

**The Board approved the foregoing reports and the written deputation.**

Moved by: C. Brillinger
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 April 13, 2026**

**P2026-0413-8.0 Annual Report: Write-off of Uncollectible Accounts Receivable Balances January 1, 2025 to December 31, 2025**

The Board was in receipt of a report dated March 5, 2026, from Myron Demkiw, Chief of Police

Recommendations:

This report requests the Toronto Police Service Board (Board) approve this report of the 2025 Write-off of Uncollectible Accounts in the amount of $79,335.40.

**The Board approved the foregoing report.**

Moved by: L. Kostakis
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 April 13, 2026**

**P2026-0413-9.0 Toronto Police Service Board Nominees to Governance Associations**

The Board was in receipt of a report dated March 2, 2026, from Louis Tsilivis, Executive Director

Recommendations:

It is recommended that the Board:

1) Nominate Chair, Councillor Shelley Carroll to represent the Toronto Police Service Board (the Board) on the Canadian Association of Police Governance (C.A.P.G.) Board of Directors for a two-year term;

2) Nominate Board Member, Lisa Kostakis, to represent the Board on the Ontario Association of Police Services Board's (O.A.P.S.B.) Board of Directors for a three-year term; and,

3) The Office of the Board advise C.A.P.G. & O.A.P.S.B. of the Board's nominations.

**The Board approved the foregoing report.**

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-10.0 Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: July to December 2025**

The Board was in receipt of a report dated March 10, 2026, from Louis Tsilivis, Executive Director

Recommendations:

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 2025.

Deputation: Nicole Corrado (written submission only)

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 6:08:06 here: https://www.youtube.com/live/MalfKtjlfBM?si=Xy83zTjQ0vki7gAq&t=22083

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

Moved by: S. Carroll
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-11.0 Correspondence from City Council – February 2026**

The Board was in receipt of a report dated February 27, 2026, from Louis Tsilivis, Executive Director

Recommendation:

This report recommends that the Board receive the following report for information.

Deputations: Derek Moran (in person) (written submission included)
Nicole Corrado (written submission only)

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 6:20:41 here: https://www.youtube.com/live/MalfKtjlfBM?si=bXuLW4Tt-M-c0kPg&t=22839

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

**The Board refer the report to the Chief of Police for consideration in advance of the 2027 budget process.**

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

Moved by: S. Carroll
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 April 13, 2026**

**P2026-0413-12.0 Special Constable Appointments and Re-Appointments – April 2026**

The Board was in receipt of a report dated February 9, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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 Community Housing Corporation (T.C.H.C.) and the Toronto Transit Commission (T.T.C.).

**The Board approved the foregoing report.**

Moved by: C. Brillinger
Seconded by: L. Cheng

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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 April 13, 2026**

**P2026-0413-13.0 Pre-Qualification of Vendors for Architectural Services for Interior Renovation, Construction Fit-Up, and New Building Projects**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

1) Approve the pre-qualification of the six vendors listed below for architectural services related to interior renovation, construction fit-up and new building projects, for a period of three years commencing on April 15, 2026, and ending on April 14, 2029:

1. AECOM Canada Ltd.
2. Gow Hastings Architects
3. Kasian Architecture Interior Design & Planning Ltd.
4. NORR Architects & Engineering Ltd.
5. RDH Architects Inc.
6. Stantec Architecture Ltd.

2) Authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City of Toronto (City) Solicitor as to form.

**The Board approved the foregoing report.**

Moved by: L. Cheng
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 April 13, 2026**

**P2026-0413-14.0 Pre-Qualification of General Contractors for Interior Renovation and Construction Projects**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police

Recommendation:

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

1) Approve the pre-qualification of the ten vendors listed below for the provision of interior renovation and construction projects, for a three-year period commencing on April 15, 2026, and ending on April 14, 2029:

1. Compass Construction Resources Limited
2. Frontier Group of Companies Incorporated
3. H. N. Construction Limited
4. M.J. Dixon Construction Limited
5. Matheson Constructors Limited
6. Mavcor Incorporated
7. Renokrew
8. Ritestart Limited
9. Rutherford Contracting Limited
10. ZGEMI Incorporated

2) Authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City of Toronto (City) Solicitor as to form.

**The Board approved the foregoing report.**

Moved by: L. Kostakis
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 April 13, 2026**

**P2026-0413-15.0 Contract Award to The Uniform Group Inc. for Trousers, Tunics, Breeches, Ceremonial, Outerwear and Dress Shirts Uniform Clothing**

The Board was in receipt of a report dated March 5, 2026, from Myron Demkiw, Chief of Police

Recommendations:

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

1) Approve a contract award to The Uniform Group Inc. for the supply and delivery of trousers, tunics, breeches, ceremonial uniforms, outerwear and dress shirts for a three-year period from June 1, 2026, to May 31, 2029, plus two one-year optional extension periods, at a total estimated cost of $ 2.8 Million (M) over the five-year term;

2) Authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form;

3) Authorize the Chief to exercise the option periods to extend the contract subject to ongoing business needs, continued funding, and satisfactory vendor performance.

**The Board approved the foregoing report.**

Moved by: A. Morley
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 April 13, 2026**

**P2026-0413-16.0 Contract Award to Ventin Group Ltd. for Architectural Consulting Services for the 54 Division Temporary and New Facility**

The Board was in receipt of a report dated March 18, 2026, from Myron Demkiw, Chief of Police

Recommendations:

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

1) Approve a contract award to Ventin Group Ltd. (Ventin Group) for the provision of architectural consulting services for the 54 Division temporary and new facility for a three-year period from April 13, 2026, to April 12, 2029, plus two one-year optional extension periods at a total estimated cost of $3.4 Million (M) over 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: L. Cheng
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-17.0. Request for Review of a Service Complaint Investigations**

**P2026-0413-17.1 Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-104012 Inspectorate of Policing (I.O.P.) Complaint Number: 25-54/INV-25-102**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

1) Determine whether to concur with the decision that action be taken with respect to this complaint; and

2) Advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

**P2026-0413-17.2. Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103970 Inspectorate of Policing (I.O.P.) Complaint Number: 25-352/INV-25-176**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

1) Determine whether to concur with the decision that action be taken with respect to this complaint; and

2) Advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

**P2026-0413-17.3 Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-102650 Inspectorate of Policing (I.O.P.) Complaint Number: 25-6/INV-25-78**

The Board was in receipt of a report dated January 28, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

1) Determine whether to concur with the decision that action be taken with respect to this complaint; and

2) Advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 6:22:44 here: https://www.youtube.com/live/MalfKtjlfBM?si=xOodbRucDN80zHUX&t=22961

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

The Board:

1. Concur with the recommendations;

2. Forward the Board's decision to the Inspectorate of Policing (I.G.), Solicitor General and Complainants; and,

3. Request that the Chief of Police consider reporting to the Board, either as part of the next annual report to the Board on the Collision Report Centre or at an earlier time, on the changes made to the Collision Reporting Centre from a customer service lens.

**The Board approved the foregoing reports and Motion.**

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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 April 13, 2026**

**P2026-0413-18.0. Chief's Administrative Investigation Reports**

**P2026-0413-18.1. Chief's Administrative Investigation into the Custody Death of Complainant 2025.36**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**P2026-0413-18.2. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.40**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**P2026-0413-18.3. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.44**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**P2026-0413-18.4. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.45**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**P2026-0413-18.5. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.52**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

following report.

**P2026-0413-18.6. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.52**

The Board was in receipt of a report dated February 13, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

Deputation: Nicole Corrado (written submission included)

**The Board received the deputation, written submission and the foregoing reports.**

Moved by: L. Kostakis
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 April 13, 2026**

**P2026-0413-19.0 Update: FIFA 2026 World Cup**

Board was in receipt of a presentation and a report dated April 13, 2026 from Myron Demkiw, Chief of Police.

Recommendation:

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

Deputations: Kris Langenfeld (virtual)
Nicole Corrado (written submission only)

**The Board received the presentation and the foregoing report.**

Moved by: L. Kostakis
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 April 13, 2026**

**P2026-0413-20.0 Correspondence from City Council – March 2026**

The Board was in receipt of a report dated April 10, 2026, from Louis Tsilivis, Executive Director

Recommendation:

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

Board was in receipt of a presentation provided by Inspector Kristy Smith regarding home invasions; presentation by Superintendent Craig Young and Detective Sergeant Kiran Bisla regarding Bathurst and Sheppard protests and a presentation provided by Analyst Reuben Straatsma, Inspector Roger Coracciolo, Chief Superintedent Manny Man and Chief Superintendent Brett Nicol regarding Toronto Transit Commission. A copy of the presentation is attached to this Minute.

Board Members asked questions and discussed this matter. For a detailed account of the discussion, see the YouTube recording starting at minute 6:47:54 here: https://www.youtube.com/live/MalfKtjlfBM?si=QJd1rTtSqcfdk5eM&t=24472

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

THAT the Board:

(1) Receive the correspondence from Toronto City Council and operational briefings provided by the Toronto Police Service regarding:
(i) home invasions;
(ii) public transit safety; and
(iii) demonstrations at Bathurst and Sheppard.

(2) Direct the Chief of Police to develop and report back on a comprehensive plan to enhance safety across the Toronto Transit Commission (TTC) system, including the deployment of police officers to TTC stations, in advance of the 2027 budget process, and:
(i) Request that this plan be developed in consultation with the City Manager of the City of Toronto and the Chief Executive Officer of the Toronto Transit Commission;

(ii) Direct that the plan take a holistic, system-wide approach to transit safety, including coordination with existing City- and TTC-led responses, including the Toronto Community Crisis Service, TTC Special Constables, Provincial Offences Officers, and other relevant community-based and social support interventions;

(iii) Direct that the report include:
- A proposed service model for the deployment of police officers within TTC stations and across the broader transit network;
- Staffing requirements, including hiring, training, and deployment considerations;
- Detailed costing and funding options, including operating and capital impacts;

- Integration with current Toronto Police Service operations and any required organizational changes to support sustained transit-focused policing;
- Consideration of data, trends, and operational needs related to transit safety, including response times and incident types; and

(iv) Request that the Chief identify implementation timelines and any required inter-agency coordination to support a phased and sustainable approach to improving safety across the TTC system.

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

Moved by: S. Carroll
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 April 13, 2026**

**P2026-0413-21.0. Confidential**

The Board adjourned the public portion of the meeting and reconvened the *in camera* meeting for consideration of confidential matters pursuant to Section 44(2) of the *Community Safety and Policing Act, 2019* (C.S.P.A) until 2PM, when it returned to continue the public portion of the meeting.

The following Members attended the in-camera meeting:

Shelley Carroll, Chair and Councillor
Chris Brillinger, Vice-Chair
Lisa Kostakis, Member
Nick Migliore, Member
Amber Morley, Member and Deputy Mayor
Lily Cheng, Member and City Councillor – virtual
Ann Morgan, Member – virtual

**Next Board Meeting**

**Regular Public Meeting**
**Date: May 14, 2026**
**Location: 40 College Street, Auditorium**

Minutes Approved by:

*-original signed-*

_____
Councillor Shelley Carroll
Chair

**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

**PUBLIC MEETING AGENDA**
**Monday, April 13, 2026, at 9:00AM**
**Livestreaming at**
**https://youtube.com/live/MalfKtjlfBM?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

Confirmation of the Minutes from the regular public meeting held on March 4, 2026.

Items for Consideration

1. **Race and Identity-Based Data Collection Strategy Update**

    1.1 Presentation

    1.2 March 4, 2026, from Myron Demkiw, Chief of Police
    **Re: Race and Identity-Based Data Collection Strategy Update**

2. February 4, 2026, from Myron Demkiw, Chief of Police
    **Re: Toronto Police Service Audit & Quality Assurance Annual Report**

3. April 13, 2026, from Myron Demkiw, Chief of Police
   **Re: Annual Report: 2025 Parking Enforcement Unit – Parking Violation Notices Issuance**

4. April 13, 2026, from Myron Demkiw, Chief of Police
   **Re: Annual Report: Police Towing Contract - January 2025 to December 2025**

5. February 24, 2026, from Louis Tsilivis, Executive Director
   **Re: 2025 Audit of Body-Worn Camera Compliance**

6. **Consulting Expenditures**

   6.1 March 5, 2026, from Myron Demkiw, Chief of Police
   **Re: Annual Report: 2025 Toronto Police Service Consulting Expenditures**

   6.2 February 17, 2026, from Louis Tsilivis, Executive Director
   **Re: Annual Report: Toronto Police Service Board's 2025 Consulting Expenditures**

7. **Budget Variance Reports**

   7.1 March 13, 2026, from Myron Demkiw, Chief of Police
   **Re: 2025 Operating Budget Variance for the Toronto Police Service, Period Ending December 31, 2025**

   7.2 March 9, 2026, from Myron Demkiw, Chief of Police
   **Re: Capital Budget Variance Report for the Toronto Police Service, Period Ending December 31, 2025**

   7.3 March 8, 2026, from Myron Demkiw, Chief of Police
   **Re: 2025 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending December 31, 2025**

   7.4 February 27, 2026, from Louis Tsilivis, Executive Director
   **Re: 2025 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending December 31, 2025**

8. March 5, 2026, from Myron Demkiw, Chief of Police
   **Re: Annual Report: Write-off of Uncollectible Accounts Receivable Balances January 1, 2025 to December 31, 2025**

9. March 2, 2026, from Louis Tsilivis, Executive Director
   **Re: Toronto Police Service Board Nominees to Governance Associations**

10. March 10, 2026, from Louis Tsilivis, Executive Director
    **Re: Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: July to December 2025**

11. February 27, 2026, from Louis Tsilivis, Executive Director
    **Re: Correspondence from City Council – February 2026**

12. February 9, 2026, from Myron Demkiw, Chief of Police
    **Re: Special Constable Appointments and Re-Appointments – April 2026**

13. February 13, 2026, from Myron Demkiw, Chief of Police
    **Re: Pre-Qualification of Vendors for Architectural Services for Interior Renovation, Construction Fit-Up, and New Building Projects**

14. February 13, 2026, from Myron Demkiw, Chief of Police
    **Re: Pre-Qualification of General Contractors for Interior Renovation and Construction Projects**

15. March 5, 2026, from Myron Demkiw, Chief of Police
    **Re: Contract Award to The Uniform Group Inc. for Trousers, Tunics, Breeches, Ceremonial, Outerwear and Dress Shirts Uniform Clothing**

16. March 18, 2026, from Myron Demkiw, Chief of Police
    **Re: Contract Award to Ventin Group Ltd. for Architectural Consulting Services for the 54 Division Temporary and New Facility**

17. **Request for Review of a Service Complaint Investigations**

    17.1 February 13, 2026, from Myron Demkiw, Chief of Police
    **Re: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-104012 Inspectorate of Policing (I.O.P.) Complaint Number: 25-54/INV-25-102**

17.2 February 13, 2026, from Myron Demkiw, Chief of Police
**Re: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103970 Inspectorate of Policing (I.O.P.) Complaint Number: 25-352/INV-25-176**

17.3 January 28, 2026, from Myron Demkiw, Chief of Police
**Re: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-102650 Inspectorate of Policing (I.O.P.) Complaint Number: 25-6/INV-25-78**

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

18.1 February 13, 2026, from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Death of Complainant 2025.36**

18.2 February 13, 2026, from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2025.40**

18.3 February 13, 2026, from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2025.44**

18.4 February 13, 2026, from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2025.45**

18.5 February 13, 2026, from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of Complainant 2025.52**

18.6 February 13, 2026, from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Alleged Sexual Assault of Complainant 2025.53**

19. **Update re: FIFA 2026 World Cup**

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 Board will move *in-camera* for consideration of confidential matters pursuant to Section 44 (1) of the *Community Safety and Policing Act, 2019* (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 Matters**
3. **Labour Relations Matters**
4. **Human Resources Matters**

Adjournment

Next Meeting

**Regular Board Meeting**
May 14, 2026
Hybrid Board Meeting – at Police Headquarters, 40 College Street or virtually via Webex

**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

# Minutes

# PUBLIC MEETING MINUTES

**Wednesday, March 4, at 9:00AM**
**Livestreamed at: YouTube.com**

The following *draft* Minutes of the hybrid public meeting of the Toronto Police Service Board that was held on March 4, 2026, 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
Lisa Kostakis, Member
Nick Migliore, Member
Amber Morley, Member and Deputy Mayor
Lily Cheng, Member and Councillor – virtual
Ann Morgan, Member – virtual

The following individuals were also present:

Myron Demkiw, Chief of Police, Toronto Police Service
Louis Tsilivis, Executive Director, Toronto Police Service Board
Sheri Chapman, Executive Assistant, Toronto Police Service Board
Allyson Amster, City 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, 2026**

**P2026-0304-0.1. Board Minutes**

Confirmation of the Minutes from the regular public meeting held on January 13, 2026, and the special meeting held on February 4, 2026.

**The Board approved the Minutes.**

Moved by: L. Kostakis
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, 2026**

**P2026-0304-0.2. Remarks**

**Vice Chair Brillinger made the following remarks:**

As we mark the sacred seasons of Lent and Ramadan, I want to acknowledge their deep significance for many members of our community and within the Toronto Police Service itself. Both are times of reflection, sacrifice, prayer, and renewed commitment to faith, compassion, and service to others. For our Service, recognizing Lent and Ramadan is a reminder that policing is not only about public safety, but about understanding, inclusion, and respect for the diverse beliefs that shape the lives of those we serve. By honouring these observances, we affirm our shared responsibility to support one another, strengthen community trust, and uphold the values of dignity and belonging that define Toronto.

**Passing of Justice Morden**

I also want to acknowledge the recent passing of The Honourable John W. Morden, who died on January 21, 2026, at the age of 91.

Justice Morden's distinguished career was marked by an unwavering commitment to the public interest, civil rights, and the proper administration of justice. A respected jurist and former member of the Ontario Court of Appeal, his leadership of the Independent Civilian Review into the policing of the 2010 G20 Summit - known as the Morden Report - became a defining moment for civilian oversight. His work clarified the respective roles of police boards and chiefs, strengthened accountability, and reinforced the importance of informed, engaged governance.

Justice Morden's influence continues to guide the Board's work in safeguarding civil liberties and upholding public trust. He will be remembered not only for his legal excellence, but for his integrity and service. We extend our sincere condolences to his family and loved ones.

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**Welcome new Deputy Chief Frank Barredo**

I am very pleased to recognize the recent appointment of Deputy Chief Frank Barredo.

He brings nearly four decades of dedicated service to the people of Toronto. Over the course of his career, he has demonstrated steady operational leadership, a deep respect for accountability and governance, and a clear commitment to community safety and wellbeing. Those qualities matter now more than ever.

As a Board, we were clear about what this moment requires: experienced command leadership, the ability to guide an organization through change, and a genuine understanding that public trust must be earned each and every day.
Deputy Chief Barredo embodies those expectations.

This appointment strengthens the Service's leadership structure and reflects our commitment to developing strong leaders from within, leaders who understand both the complexities of modern policing and the communities they serve.

Congratulations, Deputy Chief Barredo. As a Board, we look forward to working with you as we continue building a professional, accountable, and community-focused police service for Toronto.

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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, 2026**

**P2026-0304-0.3. Chief's Monthly Verbal Update**

Chief Demkiw and Command Members provided updates to the Board.

The Chief acknowledged the passing of Eaton Hyde, Manager, Court Services and offered condolences on behalf of the Service.

For a more detailed account of the Chief's update, see the YouTube recording starting at minute 5:03.44 here: https://youtu.be/A_4j7eNoXE0?t=18224

**The Board received the update.**

Moved By: A. Morley
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, 2026**

**P2026-0304-1.0. Update on "Project South" and the Toronto Police Service's Organizational Response**

The Chair made the following remarks:

Before we turn to the rest of today's agenda, I want to speak directly to Project

South.

This is our first public meeting since these matters came to light. Many members of the public are watching. They should be. Many in our city are concerned and asking hard questions. They deserve clear answers.

Trust in policing is foundational. It underpins public safety, community cooperation, and the legitimacy of lawful authority. That trust is built over decades and can be weakened quickly. When concerns arise that call integrity into question, the response must be clear, structured, and sustained. Conduct that undermines public trust cannot be tolerated.

The Toronto Police Service Board exists to provide civilian governance and oversight. Under the Community Safety and Policing Act, we are responsible for ensuring that policing in this city is effective, accountable, and carried out in the public interest.

The Chief has provided the Board with a detailed update on actions implemented and underway. A joint request was made by the Chief and myself to Ontario's Inspectorate of Policing for a thematic inspection focused on supervision and span of control, screening and vetting, access to police databases, evidence and property management, and fitness for duty. You will hear shortly from the Chief and Service about their work underway to expand the capacity of Professional Standards and the anti-corruption and internal reform initiatives that have been launched.

These operational measures are significant, and more work will follow.

Today, the Board is taking the following governance steps.

We are formally affirming our full support for the province-wide inspection by the Inspectorate of Policing and are requesting this inspection be accelerated to meet the moment of public trust. Independent inspection strengthens public confidence and reinforces the integrity of the policing framework across Ontario.

I also want to be clear about why the Inspectorate of Policing is the right body to conduct this review at this time.

It may be a relatively new oversight agency, but in this case it is exactly the tool the Province has put in place for moments like this. The Inspectorate has the expertise to examine policing practices across the sector, not just within one service. It has the authority to issue binding directions to ensure corrective action is taken. That is a significant distinction from a judicial inquiry, which can only make recommendations.

Just as importantly, the Inspectorate does not need to wait for the conclusion of any criminal proceedings before beginning its work. That means the review can start sooner, move in parallel where appropriate, and deliver findings and direction more quickly.

Our responsibility as a Board is to ensure timely, effective oversight that strengthens public trust. The Inspectorate provides the clearest path to doing exactly that.

At the same time, the specific conduct of individual officers connected to Project South is being investigated by the Law Enforcement Complaints Agency. That is the independent body responsible for handling complaints about police officers in Ontario. It is important that those investigations proceed independently and without interference. Together, these processes ensure both individual accountability and broader systemic review.

And so we are also requesting that the Province ensure that both the Inspectorate and the Law Enforcement Complaints Agency are adequately resourced to conduct timely and thorough review.

The motion before us directs the Chief to provide regular, structured updates to the Board regarding any actions taken, controls strengthened, and any further measures required to support accountability and public confidence. Oversight depends on disciplined reporting and clear lines of information.

We are also directing our Executive Director to report back on the establishment of an Audit and Risk Management Committee of the Board. For a police service of Toronto's size and complexity, oversight of enterprise risk and internal audit functions must be systematic and continuous. The Board requires direct, reliable, and unfiltered insight in order to fulfill its statutory mandate.

Finally, I would note that the City of Toronto's Auditor General is finalizing her audit of IT governance within the Toronto Police Service. That work is directly relevant. Strong privacy controls and clear data governance are essential safeguards, particularly when questions have been raised about how information is accessed, managed, and overseen.

We will ask the Auditor General to highlight any findings or recommendations related to privacy and data governance that may inform the Board's oversight in light of Project South. Where improvements are required, we will expect clear direction and timely implementation.

The Board supports the AG's work. Oversight only works when reporting, systems, and accountability structures are aligned.

Rebuilding and reinforcing trust will require sustained collaboration. The Board will continue working closely with the Chief, with Command, with the Toronto Police Association, and with the Senior Officers' Organization to ensure that the reforms underway take root and that standards are consistently upheld across the Service.

It is important to recognize that more than 8,000 uniform and civilian members of the Toronto Police Service come to work every day and serve this city with integrity and professionalism. Strengthening systems, reinforcing accountability, and addressing misconduct protects the integrity of those members and the communities they serve.

Project South has raised serious concerns. The response will be measured, structured, and sustained. The Board remains focused on ensuring that the governance framework surrounding policing in Toronto is strong, transparent, and worthy of public trust.

Public trust is earned through action.

This Board is committed to that work.

**The Board was in receipt of a report dated March 3, 2026, from Myron Demkiw, Chief of Police.**

Recommendation:

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

Chair Carroll moved the following Motion which was seconded by Board Member Kostakis:

THAT:

1. The Board affirms its full support for the Inspector General of Policing's province-wide inspection to examine police integrity and anti-corruption practices, and commits to fully cooperating with any inspection, review, or directions arising from that process.

2. The Board requests that the Inspector General of Policing proceed expeditiously with the appointment of an external lead inspector to lead the aforementioned inspection, recognizing the importance of timely, independent review to maintain public confidence in the policing system.

3. The Board requests that the Inspector General of Policing conduct and conclude the aforementioned inspection, including the release of a Findings Report, as expeditiously as reasonably possible, having regard to the seriousness of the issues involved and the need for clarity and accountability to be provided to both the public and the policing system in a timely manner.

4. The Board requests that the Province of Ontario ensure the Inspectorate of Policing and the Law Enforcement Complaints Agency are provided with adequate resources to carry out any inspections, reviews, or other oversight arising from matters related to Project South.

5. The Board directs the Chief of Police to provide regular updates to the Board regarding matters arising from Project South, including actions taken, controls strengthened, and any further measures required to enhance accountability and restore public confidence.

6. The Board directs the Executive Director to report back on the establishment of an Audit & Risk Management Committee, including a proposed mandate

and structure, to strengthen Board oversight of internal audit and enterprise risk management, and to ensure regular, direct, and unfiltered reporting necessary to fulfill the Board's responsibilities under the *Community Safety and Policing Act*.

7. The Board requests that the Auditor General, as part of the forthcoming report regarding the audit of IT governance, highlight any observations or recommendations concerning privacy and data governance.

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

Moved by: S. Carroll
Seconded by: L. Kostakis

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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, 2026**

**P2026-0304-2.0. Annual Report: 2025 Statistical Report Municipal Freedom of Information and Protection of Privacy Act**

The Board was in receipt of a report dated January 23, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

Deputations: Nicole Corrado (written submission only)
Derek Moran

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

Moved by: A. Morley
Seconded by: L. Kostakis

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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, 2026**

**P2026-0304-3.0. Annual Report: 2025 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, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

Deputation: Nicole Corrado (written submission only)

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

Moved by: L. Kostakis
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, 2026**

**P2026-0304-4.0. Contract Extensions and Increase with Esri Canada Ltd. for Geographic Information Systems Technology and Related Professional Services**

The Board was in receipt of a report dated January 27, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

1. approve an extension to the contract with Esri Canada Ltd. (Esri), and the related Enterprise License Agreement (E.L.A.), for Geographic Information Systems (G.I.S.) technology, from April 1, 2026, to March 31, 2029, and an increase of $1.609 million (M) (excluding taxes) from $3.113M to $4.722M;

2. approve an extension to the contract with Esri, and the related Master Services Agreement (M.S.A.), for professional services, from April 1, 2026, to March 31, 2029, with no increase to the original value of $1.129M; and

3. 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.

**The Board approved the foregoing report.**

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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, 2026**

**P2026-0304-5.0. Contract Extension and Increase with Ivanti Inc. for the Enterprise IT Service Management Neurons Platform Management System**

The Board was in receipt of a report dated January 27, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

1. Approve an extension to the contract with Ivanti Inc. (Ivanti), for the Enterprise IT Service Management (ITSM) Neurons Platform Management System from March 29, 2026, to December 31, 2029.

2. Approve an increase to the contract of $3.6 million (M) (excluding taxes).

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.

**The Board approved the foregoing report.**

Moved by: L. Kostakis
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, 2026**

**P2026-0304-6.0. Contract Award to Softchoice Canada Inc. for Microsoft Software and Services**

The Board was in receipt of a report January 27, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

1) Approve a contract award to Softchoice Canada Inc. (Softchoice) for Microsoft software and services for a three-year period commencing on April 1, 2026, to March 31, 2029, at a total estimated cost of $23.51 Million (M) (excluding taxes).

2) Approve extensions with Microsoft Corporation (Microsoft) for their Enterprise Agreement (EA) and Service Cloud Enrolment (SCE) agreements for a three-year period commencing on April 1, 2026, to March 31, 2029.

3) 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.

**The Board approved the foregoing report.**

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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, 2026**

**P2026-0304-7.0. 2025 Audit of Search Warrant Execution Compliance**

The Board was in receipt of a report dated February 10, 2026, from Louis Tsilivis, Executive Director.

Recommendation:

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

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

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

THAT the Board defer consideration of this item until the report on the establishment of the Audit & Risk Management Committee is before the Board.

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

Moved by: A. Morley
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, 2026**

**P2026-0304-8.0. Request for Review of a Service Complaint Investigations**

**P2026-0304-8.1 Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103980 Inspectorate of Policing (I.O.P.) Complaint Number: 25-206/INV-25-138**

The Board was in receipt of a report dated January 28, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

Deputations: Nicole Corrado (virtual) (written submission included)
Derek Moran (in person)

Miguel Avila-Velarde (written submission only)

Ali Islam (written submission only)

**P2026-0304-8.2. Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103989 Inspectorate of Policing (I.O.P.) Complaint Number: 25-156/INV-25-129**

The Board was in receipt of a report dated January 28, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**The Board received the deputations; written submission concurred with the Inspector General's recommendations.**

Moved by: C. Brillinger
Seconded by: L. Kostakis

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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, 2026**

**P2026-0304-9.0. Special Fund Requests**

**P2026-0304-9.1. Request for Special Funds – Toronto Crime Stoppers 28th Annual Chief of Police Dinner**

The Board was in receipt of a report January 21, 2026, from Louis Tsilivis, Executive Director.

Recommendation:

It is recommended that, as an exception to its Special Fund Policy, the Toronto Police Service Board (Board) approves funding in the amount of $6,500 to sponsor the Toronto Crime Stoppers 28th Annual Chief of Police Dinner

**P2026-0304-9.2. Special Fund Request: 20th Anniversary Youth in Policing Alumni Gala**

The Board was in receipt of a report dated January 30, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that the Toronto Police Service Board (Board) approve an expenditure in the amount of $25 thousand (K) from the Board's Special Fund to support the Youth in Policing Initiative (Y.I.P.I.) Alumni Gala, commemorating the program's 20-year anniversary.

**P2026-0304-9.3. Special Fund Request: ProAction Cops & Kids 35th Anniversary Gala**

The Board was in receipt of a report dated January 30, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

This report recommends that, as an exception to its Special Fund Policy, the Toronto Police Service Board (Board) approves an expenditure in the amount of $5 thousand (K), less the return of any funds not used, to support the ProAction Cops & Kids (ProAction) 35th Anniversary Gala listed within this report.

**The Board approved the foregoing reports.**

Moved by: L. Kostakis
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, 2026**

**P2026-0304-10.0. Chief's Administrative Investigation Reports**

**P2026-0304-10.1. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.30**

Deputation: Nicole Corrado (written submission included)

The Board was in receipt of a report dated January 9, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**P2026-0304-10.2. Chief Administrative Investigation of the Alleged Sexual Assault of Complainant 2025.31**

The Board was in receipt of a report dated January 9, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**P2026-0304-10.3. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.34**

The Board was in receipt of a report dated January 9, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**P2026-0304-10.4. Chief's Administrative Investigation into the Custody Injury of Complainant 2024.77**

The Board was in receipt of a report dated January 9, 2026, from Myron Demkiw, Chief of Police.

Recommendation:

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

**The Board received the deputation, written submission and the foregoing reports.**

Moved by: L. Kostakis
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, 2026**

**P2026-0304-11.0. Confidential**

The Board adjourned the public portion of the meeting and reconvened the *in camera* meeting for consideration of confidential matters pursuant to Section 44(2) of the *Community Safety and Policing Act, 2019* (C.S.P.A) until 2PM, when it returned to continue the public portion of the meeting.

The following Members attended the in-camera meeting:

Shelley Carroll, Chair and Councillor
Chris Brillinger, Vice-Chair
Lisa Kostakis, Member
Nick Migliore, Member
Amber Morley, Member and Deputy Mayor
Lily Cheng, Member and City Councillor – virtual
Ann Morgan, Member – virtual

**Next Board Meeting**

**Regular Public Meeting**
**Date: April 13, 2026**
**Location: 40 College Street, Auditorium**

Minutes Approved by:

*-original signed-*

_____
Councillor Shelley Carroll
Chair

**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

# 1. Race and Identity-Based Data Collection Strategy Update

# 1.1. Presentation

# Race & Identity Based Data Collection Strategy

Phase 2 Update: Equity in Mental Health Crisis Responses

*April 2026*

# Table of Contents


- RBDC Strategic Approach
  - Phased & Iterative Approach
  - Engagement Journey at a Glance
- Whole-of-System Approach: Co-Design Process to Solutions
  - Co-Design Process at a Glance
  - Solutions in Alignment with Community Safety & Wellbeing (CSWB)
- Leadership & Expert Advice to Support Race-Based Data Efforts in Policing Sector
- Where We Are Going
- Thank You

# Phased & Iterative Approach

- RBDC Strategy unfolds in phases:
    - Phase 1: **Use of Force & Strip Searches**
    - Phase 2: **Arrests, Arrest Outcomes and Mental Health Crises**
- Work closely with the Community Advisory Panel (CAP)
- Shift to a fully transparent approach in Phase 2 by publicly sharing data findings throughout the process of data analysis

# Engagement Journey at a Glance

## Before starting data collection

**Dec 2019 – Dec 2020**

- 8 Town Halls - over 150 attendees
- 69 Focus Groups - over 600 attendees
- 9 Chief's CCCs Meetings - over 130 attendees

## Phase 1 data analysis & dissemination

**Jan 2021 – Jan 2024**

- Community Advisory Panel CAP 1.0

**Oct 2022 – Apr 2023**

- *'What We Heard'* & *Facilitator's Report*
- 6 Town Halls - over 300 attendees online & 1,180 in person

**Dec 2023**

- Indigenous Engagement

**Sep 2024**

- Latin American & Hispanic Engagement

## Phase 2 data analysis & dissemination

**Mar 2023 Onward**

- 4 Stakeholder Groups - over 80 representatives

**Apr 2023 – Apr 2026**

- CAP 2.0

**May 2025 – Apr 2026**

- Equity in Mental Health Working Group

**Jan – Feb 2026**

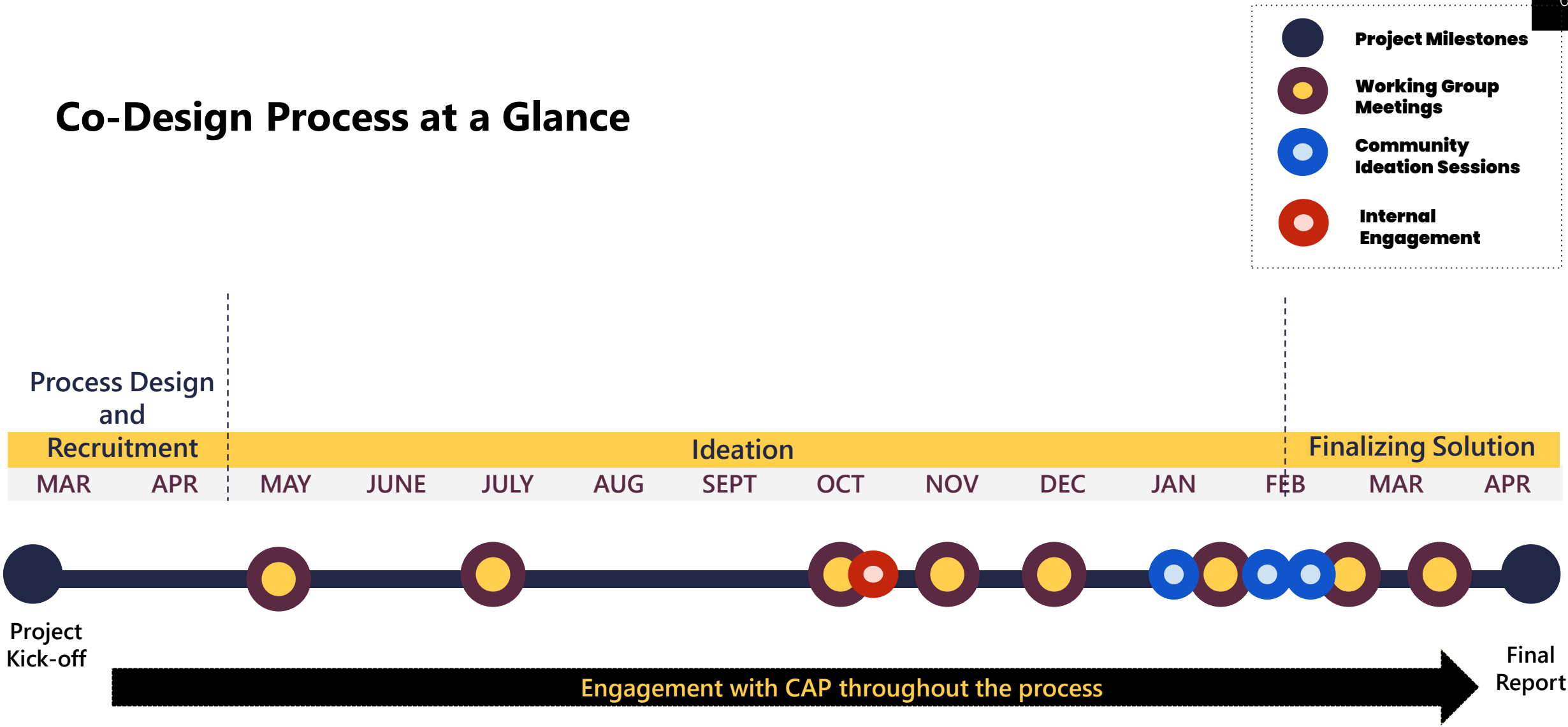
- 3 Community Sessions – over 50 attendees

# Whole-of-System Approach: Co-Design Process to Solutions

## Problem frame:

**How do we reduce race- and identity-based disparities in outcomes for individuals in mental health crises, particularly those at the highest risk of coming into conflict with the law?**

# Co-Design Process at a Glance



# Solutions in Alignment with CSWB

### Solution 1: Improve Partnerships
TPS establishes an Engagement and Partnership Strategy that will guide relationship building and collaboration with agencies working with people experiencing mental health crises to build trust and engage long-term.

### Solution 2: Support Youth in Crisis
Enhance the capacity of all TPS frontline officers to support and engage with youth (ages 12-17) who are experiencing mental health crises and are at risk of coming into conflict with the law. This would be achieved by expanding and elevating existing best practices and areas of expertise within TPS, with a focus on standardizing approaches and expanding community partnerships.

### Solution 3: Support Officers & Promote Public Campaigns to Increase Uptake of Alternative Services
Leverage existing officer training and divisional programs to increase officers' knowledge about alternative response services, support their ability to connect people in crises with appropriate services for a higher uptake of these services within racialized communities and help promote existing public campaigns about alternative services.

### Solution 4: Increase Transparency, Effectiveness and Public Trust Around Officer Training
Increase transparency and engagement with racialized communities around the content of officer training, particularly components that seek to advance equity and cultural competency. Further, create more opportunities for racialized communities to support training development and delivery.

### Solution 5: Improve Tracking & Accountability Around Diversion & Referral
Consider ways to encourage and support officers to choose diversion and referral outcomes more often. This includes internally tracking these outcomes, having supervisors review all cases involving mental health where a diversion outcome did not happen, reviewing the diversion procedure for first-time and minor offenders.

### Solution 6: Partner to Enable Whole-of-System Tracking of Diversion Journeys
Explore collaborations and partnerships with other system players to enable tracking of diversion journeys across systems, so there can be a full picture of what happens to individuals as they move through different systems.

### Solution 7: Leverage Mental Health Support at Central Lockup
Leverage the support from Divisional Crisis Support Officers (DCSOs) to assess individuals in custody who are experiencing mental health crises and help them connect with relevant supports where appropriate (including possible referrals to community-based programs or the Mental Health court).

### Solution 8: Rotate Officers Across Divisions
Pilot and gradually expand an officer rotation framework that enables officers to temporarily work in alternate police divisions to diversify exposures to different communities, operational contexts and service approaches.

### Solution 9: Support Well-Being of Our Frontline Staff
Continue to deliver and enhance wellness supports for Service members, while systematically evaluating their effectiveness to promote well-being and job satisfaction.

# Leadership & Expert Advice to Support Race-based Data Efforts in the Policing Sector

## Consultations with Other Police Services

- Ongoing participation in the OACP Working Group on Race-based Data
- RCMP
- Hamilton Police Service
- Waterloo Regional Police

## Conferences & Events

- Presentation at the request of the Canadian Association of Police Governance, December 2025
- Presentation at the Evidence-Based Policing Conference, October 2025
- TPS' RBDC Data Analysis Framework referenced by the joint initiative between Statistics Canada and the Canadian Association of Chiefs of Police to expand Statistics Canada's Uniform Crime Reporting Survey

# Where We Are Going

**RBDC Next Steps:**

- Report from Monumental to document the co-design process
- Report back to community members
- Internal engagements to develop implementation plans
- Ongoing delivery of RBDC training module

**Where We Are Going:**

- Equity Advisory Committee to enable Service-wide equity work
- Instill a co-design approach across the Service
- Merge ‘Mental Health is Health’ with RBDC Strategy
- Build equity into service lines through RBDC

# THANK YOU!

## External Partners:

- **Community Advisory Panel (CAP)**
- **Equity in Mental Health Crisis Responses Working Group**
- **Findhelp/211**
- **Monumental**
- **Toronto Community Crisis Service (TCCS)**
- **Toronto Council Fire (TCF)**
- **Community Members and Organizations participating in community sessions**

## Internal Partners:

- **Aboriginal Peacekeeping Unit (APU)**
- **Community Engagement & Partnerships Unit (CPEU)**
- **Toronto Police College (TPC)**
- **Wellness Unit**

- **RBDC Team:**
  - CTO Colin Stairs (Executive Sponsor)
  - Mihaela Dinca-Panaitescu (Lead)
  - Sgt. Lance Waddell
  - Reuben Straatsma
  - Rose-Ann Bailey
  - Rupen Brahmbhatt
  - Selena Canaris

# 1.2. Race and Identity-Based Data Collection Strategy Update

**PUBLIC REPORT**

March 4, 2026

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Race and Identity-Based Data Collection Strategy Update

**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 provides an update to the Board on the progress in implementing Phase 2 of the Race and Identity-Based Data Collection (RBDC) Strategy, including the overall arc of work and status on key components, with a particular focus on racial disparities in mental health crises and community-informed solutions to address these disparities.

## Discussion:

### *Background*

The RBDC Strategy (Strategy) represents the Toronto Police Service's (Service) roadmap to implement the Board's Race-Based Data Collection, Analysis and Public Reporting Policy (Policy) approved on September 19, 2019 (Min. No. P178/19 refers). Collecting, analysing, and reporting on race and identity-based data is critical to achieving the Service's goal of promoting fair and unbiased policing services in Toronto.

The Strategy is being implemented in phases to properly address the complexity of the work and help the organization gain greater understanding and the ability to incorporate acquired knowledge into the next phases.

Phase 1 began in January 2020, with the collection of Service members' perception of the race of an individual in use-of-force interactions, as required by the *Anti-Racism Act*, 2017. The Service increased the provincial mandate requiring reporting on only use-of-force, by including strip searches. The first public report, based on analysis of data collected in 2020 for use-of-force and strip search interactions, was released in June 2022.

Phase 2 significantly expands the scope by including several interactions that the Community Advisory Panel (CAP) prioritized: arrests and arrest outcomes, and mental health crises.

Findings on arrests and arrest outcomes were reported to the Board on April 30, 2024 (Min. No. P2024-0430-2.0, 2.1, 2.2)

This report focuses on mental health crises, providing an in-depth look into an approach to co-designing solutions with cross-sectoral partners and diverse communities, in order to address racial disparities in these interactions.

### *Relevant Board Policies and Compliance*

In addition to the Board's Policy, Race-Based Data Collection, Analysis and Public Reporting, other relevant legislation/compliance includes:

- Data Standards for the Identification and Monitoring of Systemic Racism (also known as Ontario's Anti-Racism Data Standards)
- *Anti-Racism Act*, 2017 and 2018 Regulations
- Board's 81 Directions for Police Reform

### *Phase 2 progress update*

Through lessons learned in Phase 1, the Service refined its reporting and engagement processes, shifting to a fully transparent approach in Phase 2. By publicly sharing data findings throughout the process of data analysis, the public may now follow the progress throughout the entire journey of data exploration.

In addition to arrests and arrest outcomes, the Service looked at mental health crises, becoming the first Canadian police service to analyse these interactions from a racial equity lens. This work aligns with the Service's commitment to 'mental health is health' and its broader work to re-envision its Mental Health & Addictions Strategy.

From an RBDC perspective, the work includes identifying racial disparities in outcomes for individuals in mental health crises, focussing on developing community-informed solutions to address these disparities, particularly for those at highest risk of police service interactions.

Key areas of work since the last public reporting to the Board include analyses on mental health crises, co-designing solutions, increased engagement, and training.

### *Mental Health Crises Work*

The analytical work around mental health crises began by looking at occurrences of mental health apprehensions (MHA). This provided the opportunity to better understand the prevalence of these incidents, and if any racialized groups experienced disproportionalities in this outcome.

However, focussing solely on apprehensions provided an incomplete picture of how the Service engages with persons experiencing mental health crises. An MHA represents only one of multiple outcomes that a person in crisis (PIC) may experience when interacting with a police officer. A more complex reality emerges once potential pathways are identified.

Outlining the various pathways a PIC may follow when they engage with a call dispatcher, police officer, or other agency, required the development of a journey map to identify these trajectories and decision points. A journey map assists with identifying critical points where racial disproportionalities may exist, and where there may be alternatives for redirection to appropriate supports. This whole-of-system picture also shows how different system resources, including Service members, may intersect and influence the individual trajectory of a PIC.

This work provided a comprehensive picture of potential individual trajectories influenced by decisions made by different service providers, policing being only one. It also provided analytical insights by identifying at which points data is collected, what key data is missing within our own system, and what understanding is required before and after an individual leaves the policing system, that would impact individual experience while in contact with police.

Lastly, the information and subsequent analyses garnered from the map provides the opportunity to develop a unique approach to co-designing potential solutions by bringing together communities and other stakeholders across key systems to help address the potential root causes driving disparities.

Solutions described later in this report have been designed to advance desired outcomes associated with specific stages of this map. High-level descriptions of each stage are included in **Appendix 1.**

### *Key data findings along the journey map*

The volume of PIC calls attended by the Service has remained steady between 2020 (33,143) and 2024 (32,644); however, the proportion resulting in an enforcement action response increased moderately each year from 34% in 2020 (11,398 events) to 42% in 2024 (13,769 events).

Further, nearly 26% (10,353) of all unique individuals involved in PIC calls that resulted in an enforcement action during the five-year period were repeat individuals. These persons were associated with 63% of these enforcement actions.

Within this broader context, the prevalence of each potential outcome was assessed in addition to racial disparities along the 'officer intervention' stage of the journey map (where the Service collects data):

- ***Mental health apprehension:*** The majority of PIC calls (over 60%) ended in MHAs between 2020 and 2024.
    - White (at 1.3x) and East/Southeast Asian people (at 1.3x) were over-represented in MHAs following a PIC call for service.
    - Black (at 0.8x) and Latino (at 0.4x) people were under-represented.

- ***Arrest:*** Following PIC calls, arrests were rare events, representing about 2% of total volume of these calls between 2020 and 2024. There was no discretion on the officer's side for most of these arrests as they were either due to an outstanding warrant, compliance-related issue, or a major crime.
    - Indigenous (at 1.7x) and White people (at 1.5x) were over-represented in arrests following a PIC call.
    - Black (at 0.8x), Latino (at 0.4x) and South Asian people (at 0.7x) were under-represented.

- ***Use of force:*** When attending a PIC call for service, the use of force was exceedingly rare, representing less than 0.5% of these calls.
    - Black people (at 1.6x) were over-represented in use of force following a PIC call.
    - White people (at 0.8x) under-represented.
    - Racial disparities were not reliable for other race groups due to small sample sizes.

### *Co-design approach to develop solutions to mental health crises: purpose & process*

As mental health crises sit at the intersection of multiple systems, designing relevant solutions requires a whole-of-system approach that brings together cross-sectoral experts and communities experiencing the greatest disparities. Critical conversations are needed with partners and communities on what can be done both in policing and system wide.

### *Purpose - problem framing, intended impact, and outcomes enabled through potential solutions*

The Service has engaged the support of Monumental, a social purpose and community-focused consulting agency, to facilitate a community-based and solutions-focused process that builds on the work of the CAP and brings together cross-sectoral and diverse community perspectives to co-design solutions that respond to the following problem statement:

"How do we reduce racial disparities in outcomes for individuals in mental health crises, particularly those at the highest risk of coming into conflict with the law?"

Guided by this frame, the desired impact, and the intermediate and ultimate outcomes that address specific phases of the journey map are articulated. Mapping out outcomes to these phases will lead to greater clarity to the types of solutions that might be most effective, and the specific behaviours that need to change to achieve these outcomes. The elements of this theory of change are described below:

- ***Desired impact of this work:*** Decreased criminalization (or decriminalization) of racialized people experiencing mental health crises.

- ***The ultimate outcome we want to achieve:*** Equitable responses for racialized people experiencing mental health crises.

- ***Which we will achieve through intermediate outcomes (associated with various phases of the journey map):***

    - Outcome 1 – Prevention Phase - ensure police and community resources are deployed in an evidence-informed way where there is the most need (Prevention Phase).
    - Outcome 2 - Increase in diversions to alternative response services (Toronto Community Crisis Service) following:
        a. person in crisis calls (Call Diversion Phase) or
        b. police interactions with persons in crisis (Officer Intervention Phase).
    - Outcome 3 - Reduction in racial disparities in use of force, arrests and mental health apprehensions following a police interaction with a person in crisis (Officer Intervention Phase).
    - Outcome 4 - Reduction in repeat occurrences, e.g. repeat criminal offences across race and identity-based groups, and an increase in access to supports after a police encounter (Post-Intervention Supports Phase).

***Process***

Building on the work of the CAP, a multiple-stream co-design process facilitated by Monumental created the space for cross-sectoral partners and diverse communities to come together and engage in in-depth conversations and hands-on work to co-design potential solutions:

**Equity in Mental Health Crisis Responses Working Group** comprised of 15 representatives from:

- community organizations that provide social services to Indigenous, Black, and other racialized communities,
- mental health and social service organizations that provide direct supports such as crisis response, housing, and case management,
- major institutions such as hospitals and larger agencies, and

- Service representatives and co-chairs of the CAP.

Through a series of eight sessions from May 2025 to the end of March 2026, the Working Group is focussing on several areas – refining already developed solutions and proposing new ones, identifying those solutions best suited for deeper community engagement, advising on the practicality of proposed solutions, and developing a final set of solutions to propose to the Service. To build upon existing work and lessons learned from past programs, internal and external subject matter experts are invited to these sessions to provide information and insights.

- **Three interactive community sessions** to tap into the community insights of those with lived experiences, specifically Black, Indigenous, and other racialized communities and frontline workers beyond the Working Group. Community members and agency staff came together to assist the Service to further expand two of the solutions initially developed by the Working Group. These sessions were designed to facilitate in-depth conversations and hands-on work in small groups rather than cross-sectional representation of the city. To raise awareness and assist communities to build their ideas for solutions, these sessions opened with presentations by the Community Partnership & Engagement Unit, Toronto Community Crisis Service and Findhelp/211. The community sessions culminated by mid-February 2026, and feedback from these larger community engagements informs the Working Group as it builds out the final set of proposed solutions.

**Appendix 2** provides the list of solutions that emerged from this process.

The Working Group is also in the process of expanding each proposed solution with potential activities and partners, including key roles for Service members and identified partners.

At the conclusion of this process in April 2026, Monumental will develop a report that will incorporate feedback from the community sessions together with fleshed-out versions for the solutions produced through the co-design process. The CAP will also review the report. This information, in addition to in-depth internal engagements, will inform the Service's work to implement the final recommendations.

### *Leadership and guidance to policing partners & internal engagements and training*

Recognized as leading the way in race and identity-based data work in law enforcement, the Service is often approached by other police services and stakeholders in the public sector to provide input and guidance. A selection of events where the work under the Strategy has been profiled is provided below:

- Presentation at the request of the Canadian Association of Police Governance "Race-Based Data Collection: Lessons Learnt from TPS' Five-Year Journey That Boards/Commissions Should Know," December 2025.
- Presentation at the Evidence-Based Policing Conference, October 2025.

- The Service's RBDC Data Analysis Framework referenced by the joint initiative between Statistics Canada and the Canadian Association of Chiefs of Police to expand Statistics Canada's Uniform Crime Reporting Survey.
- Several lesson-sharing sessions with the Royal Canadian Mounted Police, Hamilton Police Service, and Waterloo Regional Police.
- Ongoing participation in the next iteration of the Ontario Association of Chiefs of Police (OACP) Working Group on Race-Based Data.

***Internal engagements and training:*** RBDC work is regularly presented to internal members as a module integrated into a broader training program – 'Fair and Unbiased Policing':

- Over 800 new police constables, special constables, communications operators, and parking enforcement officers were trained since last reporting.
- Regular engagements with Liaison officers and NCOs.

**Next Steps**

- Report from Monumental to document the co-design process and the outcomes of this process.
- Report back to community members and partners participating in the community sessions.
- In-depth internal engagements with different units across the Service to develop implementation plans by bringing together the outcomes of the solutions co-design process with considerations related to operational feasibility.
- Ongoing internal engagements with RBDC liaison officers and NCOs.
- Ongoing delivery of RBDC module at the Toronto Police College for new recruits, communication operators, and police constables.

**Phase 1 recommendations status**

While the focus of this update is the work undertaken on Equity in Mental Health Crisis Responses, it should be noted that implementation of the 38 recommendations from Phase 1 has continued. **Appendix 3** provides the Board with a status update.

***Conclusion:***

The Service continues to deliver on the RBDC Strategy through a concerted effort to be as transparent and community engaged as possible. The co-design approach to address racial disparities in mental health crises enabled the development of solutions

that are both grounded in data and informed by the expertise and lived experiences of diverse communities and cross-sectoral partners.

The section on the public website, Follow Our Progress, provides regular updates on the work unfolding under the Strategy at https://www.tps.ca/race-identity-based-data-collection/follow-our-progress/.

Information about the Strategy, including all data findings releases are posted on the RBDC public site at https://www.tps.ca/race-identity-based-data-collection/.

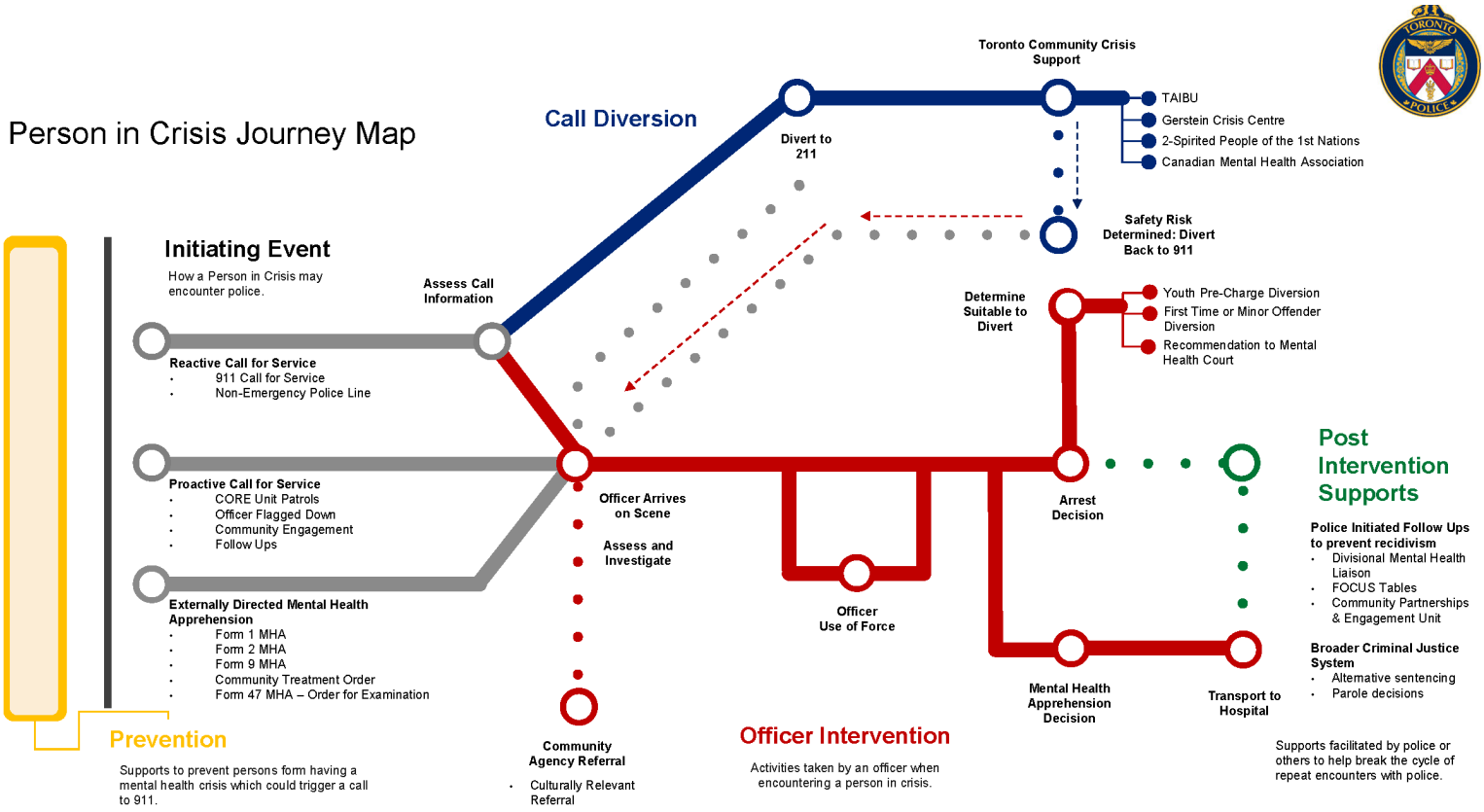
Chief Transformation Officer Colin Stairs will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

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

Attachments:
Appendix 1: Persons in Crisis Journey Map
Appendix 2: Proposed Solutions
Appendix 3: Phase 1 Recommendations Status

## Appendix 1 Person in Crisis Journey Map




Legend:

| | |
|---|---|
| | Initiating Events |
| | Call Diversion |
| | Officer Intervention |
| | Post-Intervention Supports |

A high-level description of each stage of the journey map is provided below:

- **Initiating Events:** A PIC may encounter police through various points of entry that generally fall into three categories: **reactive 911 calls** for service or non-emergency requests, **proactive calls** such as officer-initiated contacts or 'on-view' incidents where officers are flagged down by the public, and **external directives** from non-policing entities, such as physicians or Justices of the Peace who issue orders for apprehension under the *Mental Health Act*.

Following an initiating event there are several off-ramps of the PIC journey map:

- **Call Diversion**: Occurs when determined that there are insufficient grounds to deem an individual a risk to themselves or others, making them better suited for community-based support. This critical decision point can occur at two distinct stages:

    - When a 911 call is received and the call dispatcher assesses the situation as low risk (using a standardized screening process), the call may be diverted to an alternative response service, such as the TCCS. Note: these calls are monitored and an event can be "pushed back" to police in case of escalation.
    - When an officer is dispatched to scene and they determine that neither a mental health apprehension nor a criminal arrest is necessary, they can facilitate a transfer to TCCS services or a direct referral to a community agency.

- **Officer intervention:** When diversion is not an option due to safety risks or criminal acts, an officer must make certain high-stake decisions with the following potential outcomes:

    - **Mental health apprehension** - a non-criminal outcome where the subject is involuntarily transported to a hospital for emergency psychiatric assessment based on safety concerns.
    - **Criminal arrest** - legal outcome where the subject is taken into custody for an offense under the Criminal Code and processed through the court system.
    - **Use of force** may occur prior to either an arrest or apprehension in case of escalation – a tactical occurrence during an encounter where an officer must utilize a firearm, CEW, or physical force resulting in injury to gain control of a volatile situation.

- **Post-intervention supports:** Supports facilitated by police or others after a police encounter, to help break the cycle of repeat encounters and transition individuals from police contact to community-led care. For example, divisional mental health liaisons conduct post-event reviews to facilitate continuity of care or Furthering Our Community by Uniting Services (FOCUS) tables can coordinate social, health, and housing services for high-need individuals.

**Appendix 2: Equity in Mental Health Crisis Responses - proposed Solutions**

| | **Potential Solutions** |
|---|---|
| 1 | **Improve Partnerships**<br>TPS establishes an Engagement and Partnership Strategy that will guide relationship building and collaboration with agencies working with people experiencing mental health crises to build trust and engage long-term. |
| 2 | **Support Youth in Crisis**<br>Enhance the capacity of all TPS frontline officers to support and engage with youth (ages 12-17) who are experiencing mental health crises and are at risk of coming into conflict with the law. This would be achieved by expanding and elevating existing best practices and areas of expertise within TPS, with a focus on standardizing approaches and expanding community partnerships. |
| 3 | **Support Officers & Promote Public Campaigns to Increase Uptake of Alternative Services**<br>Leverage existing officer training and divisional programs to increase officers' knowledge about alternative response services and support their ability to connect people in crises from racialized communities with appropriate services. In addition, prioritize opportunities to help promote existing public campaigns around alternative services. |
| 4 | **Increase Transparency, Effectiveness and Public Trust around Officer Training**<br>Increase transparency and engagement with racialized communities around the content of officer training, particularly components that seek to advance equity and cultural competency. Further, create more opportunities for racialized communities to support training development and delivery. |
| 5 | **Improve Tracking & Accountability Around Diversion & Referral**<br>Consider ways to encourage and support officers to choose diversion and referral outcomes more often. This includes internally tracking these outcomes, having supervisors review all cases involving mental health where a diversion outcome did not happen, reviewing the diversion procedure for first-time and minor offenders. |
| 6 | **Partner to Enable Whole-of-System Tracking of Diversion Journeys**<br>Explore collaborations and partnerships with other system players to enable tracking of diversion journeys across systems, so we can have a full picture of what happens to individuals as they move through different systems. |
| 7 | **Leverage Mental Health Support at Central Lockup**<br>Leverage the support from Divisional Crisis Support Officers (DCSOs) to assess individuals in custody who are experiencing mental health crises and help them connect with relevant supports where appropriate (including possible referrals to community-based programs or the Mental Health court). |
| 8 | **Rotate Officers Across Divisions**<br>Pilot and gradually expand an officer rotation framework that enables officers to temporarily work in alternate police divisions to diversify exposures to different communities, operational contexts and service approaches. |
| 9 | **Support Well-being of Our Frontline Staff**<br>Continue to deliver and enhance wellness supports to Service members, while systematically evaluating their effectiveness to promote well-being and job satisfaction. |

**Appendix 3 - Implementation status on the Phase One 38 action items**

The following table lists the 2020 recommendations that have been validated as completed. It should be noted that while these recommendations can be considered completed, they represent a foundation for ongoing evaluation and continuous improvement.

| Action Item | Description | Status | Theme |
|---|---|---|---|
| **Work with Ministry of Solicitor General and other police agencies to improve reporting requirements in use of force** | Develop a Working Group with other police services and the Ministry of Solicitor General to discuss race-based data collection, analysis, and approaches, including reporting challenges. | Complete | Governance, Procedures & Workflow |
| **Improve auditing practices at the senior management level for items found during strip searches** | This data field contained all items found during a search, and not necessarily what was located during a strip search (i.e. shoelaces and belts, that may be found during lower levels of search). Improved auditing on this specific data point allows for proper categorization of items found as a result of strip searches. | Complete | Governance, procedures & workflow |
| **Revise existing strip search procedure and improve reporting requirements** | Review Search of Persons procedure and reporting/booking template to document the search within the Records Management System that allows for data analysis and extraction, including the reason for search, time of search, and items found during a search. | Complete | Governance, Procedures & Workflow |
| **Hire specialized equity and inclusion instructors to develop and lead training, including enhancement for new recruit program** | Create an Equity & Inclusion section within the Toronto Police College to develop and lead training for members. In line with the 81 Recommendations for Police Reform and ARAP. | Complete | Training |
| **Improve training on strip searches** | Develop and implement training for all police officers and special constables on Search of Person, including reasons for a strip search, relevant case law, and how to properly complete the Search of Persons template. | Complete | Training |

| | | | |
|---|---|---|---|
| **Implement mandatory debriefs with a supervisor for all use of force reports within an officer's probationary period** | All officers involved in a use of force report shall debrief with a supervisory officer within their probation period. | Complete | Governance, Procedures & Workflow |
| **Implement mandatory reviews of body worn camera and in car camera system for all use of force incidents** | The Body Worn Cameras and In Car Camera System for all officers involved in a use of force incident will be reviewed by supervisor(s). | Complete | Governance, Procedures & Workflow |
| **Conduct an academic and community review and audit of existing training curriculum** | Ongoing review the current training curriculum by academic partners and members of the community through a Community Advisory Panel. In line with the 81 Recommendations for Police Reform, PACER, ARAP, and CABR. | Complete | Training |
| **Development of a service-wide equity strategy** | To commit the Service to do the work needed and create accountability for driving systemic change that results in fair and unbiased policing. | Complete & ongoing | Governance, Procedures & Workflow |
| **Develop and implement anti-bias workshops for senior leaders within the service** | In line with recommendations from the 81 Recommendations for Police Reform and PACER, training for all Senior Officers, uniform and civilian, on how to address bias in policing and rebuild trust with communities, through the exploration of policies and procedures of bias free policing adopted by police departments across North America and potential best practices for the Toronto Police Service. | Complete & ongoing | Training |

| | | | |
|---|---|---|---|
| **Develop and implement mandatory member training on anti-Black racism and the Indigenous Experience** | Develop and implement training for all Members on Anti-Black Racism and the Indigenous Experience that includes third-party bias training, in partnership with subject matter experts and members of the community. In line with the 81 Recommendations for Police Reform, PACER, ARAP, and CABR. | Complete & Ongoing | Training |
| **Include open analytics and data on strip searches on the public safety data portal** | To increase transparency, public accountability, and understanding of data, open data will be published on strip searches on the Public Safety Data Portal. In line with the 81 Recommendations for Police Reform. | Complete & Ongoing | Monitoring |
| **Include open analytics for use of force data** | To increase transparency, public accountability, and understanding of data, open analytics for Use of Force will be published on the Public Safety Data Portal. In line with the 81 Recommendations for Police Reform. | Complete & Ongoing | Monitoring |
| **Hold town halls and engagement sessions to develop meaningful actions and a path forward** | Following public data release, hold town halls in partnership with community leaders and agencies to discuss the outcomes of analysis and a path forward. | Complete & Ongoing | Monitoring |
| **Develop and implement new fair and impartial policing course** | This training will include a focus on confirmation bias and be mandatory for all uniform and civilian members. In line with the 81 Recommendations for Police Reform. | Complete & Ongoing | Training |
| **Measure other points of police contact** | Identify areas where police interact with members of communities and add these interactions to the Race & Identity Based Data Strategy. This will help us learn where opportunities for improvement could lie. | Complete & Ongoing | Monitoring |
| **Provide adverse childhood experience training to officers** | Expand Adverse Childhood Experience Training to all uniform members. Currently this training is provided to Neighbourhood Community Officers | Complete & Ongoing | Training |
| **Develop scenario-based training based on use of force trends** | Incorporate anti-racism and unconscious bias elements into scenario-based and dynamic training to simulate real-world conditions where officers must make split-second decisions; emphases and prioritizes de-escalation. In line with the 81 Recommendations for Police Reform, ARAP, and MHAAP. | Complete & Ongoing | Training |

| | | | |
|---|---|---|---|
| **Collect internal diversity and demographic data** | Collect workforce diversity data internally. | Complete & Ongoing *voluntary diversity and demographic data from new hires and 'this is us' survey | Monitoring |
| **Create and deliver an active bystandership course for all members** | The Toronto Police College will develop training for all members on active bystandership in partnership with the Equity, Inclusion and Human Rights Unit. | Complete & Ongoing | Training |
| **Revise the probationary constable program to ensure every probationary constable has a divisional specific community experience** | Revise the probationary constable program to ensure every probationary constable has a divisional specific community experience (40 hrs.) and 3 cycles (12 weeks) assigned to a Neighbourhood Community Officer to build an enhanced foundation to community-centric policing and exposure to the community with a proactive lens. | Complete & Ongoing | Training |
| **Develop and conduct mandatory specialized training for crime and investigative analysts on equity and implicit bias** | The creation of specialized anti-bias and equity training for all crime and investigative analysts. This training will include the impact of over-policing and under-policing on communities, as well as how to develop equity impact statements for operational planning. | Complete & Ongoing | Training |
| **Implement mandatory specialized training for Communications Operators on equity and implicit bias** | The creation of specialized anti-bias and equity training for all Communications Operators. This training will include the impact of over-policing and under-policing on communities, with a focus on third party bias. | Complete & Ongoing | Training |
| **Review of non-emergency interactions suitable for call diversion** | Identify non-core policing services that can be delivered by alternative service providers. In line with 81 Recommendations for Police Reform and MHAAP. | Complete & Ongoing | Governance, Procedures & Workflow |
| **Revise coach officer training course** | Enhance the Coach Officer Training Course to ensure our coach officers have an understanding of community-centric service delivery, embracing collaboration, and an understanding and sensitivity to the unique needs/perspectives of people of diverse communities. | Complete | Training |

| | | | |
|---|---|---|---|
| **Collect data and analyze other outcomes for arrested persons including diversions, booking, protective, and frisk searches** | Incorporate arrests, charges, releases, bookings, diversions, and other search of person outcomes into the Race & Identity Based Data Collection strategy to better understand outcomes by race. | Complete & Ongoing | Monitoring |
| **Conduct intercultural development training for recruits and new supervisors** | Ensure that all new recruits and supervisors complete Intercultural Development Training to develop intercultural competence and cultural sensitivity. This tool will assist Members in assessing their level of intercultural competence and will allow the Service to adapt training to meet the level of intercultural competence shown in aggregate results. | Complete & Ongoing | Training |
| **Develop an indigenous-specific report on the outcomes of use of force & strip searches** | Indigenous perspectives are important given the unique experiences and challenges communities face. In order to understand the findings, and seek input from Indigenous Communities, a separate Indigenous Engagement Strategy and report will be developed to engage stakeholders and community agencies around the data to help shape the analyses. | Modified *analyzing results but separate engagement strategy pending | Monitoring |
| **Implement strip search review committee with service-wide representation , including equity, inclusion & human rights** | The mandate of this committee is to review strip searches to assess the effectiveness of the Service's training, practices and associated Service Governance and report its findings to the Senior Management Team (SMT). This committee will include a member of the Equity, Inclusion & Human Rights Unit. | Complete & Ongoing | Governance, Procedures & Workflow |
| **Re-affirm the role of the incident review committee and include representation from equity, inclusion & human rights on the committee** | The mandate of this committee is to review incidents where force was used by members of the Service; assess the effectiveness of the Service's training, practices and associated Service Governance; and report its findings to the Senior Management Team (SMT). This committee will now include a member of the Equity, Inclusion & Human Rights Unit. | **Complete** | Governance, Procedures & Workflow |

## Action Items in Progress

| | | | |
|---|---|---|---|
| **Improve use of force reporting and data entry** | Ensure that the proper general occurrence is referenced within the Use of Force report to allow for contextual information to be collected during the Race & Identity Based Data Collection Strategy; improve data systems to allow for order of force used to be analysed. | In Progress | Governance, Procedures & Workflow |
| **Develop post-police interaction survey with communities** | Post-interaction surveys are a part of the Service's investment in Information Management. The information collected in these surveys will allow for communities to provide information on their interaction with officers. | In Progress | Monitoring |
| **Review and revise use of force procedure (15-01)** | An organizational review of the Toronto Police Service's Use of Force Procedure in line with the development of the revised TPSB Policy on Use of Force. | In Progress *awaiting TPSB draft policy review | Training |
| **Conduct multi-year regression analysis on use of force & strip search data to assess actions and changes that we are making** | Use sophisticated data modelling techniques to more precisely identify the relative contribution of different factors to outcomes and track our progress over time. | In Progress | Monitoring |
| **Enhance risk management through the introduction of an audit and quality control supervisor in every division** | Effective risk management requires an integrated and coordinated approach. Early indication of risk or non-compliance, assessment of root causes, and implementation of recommendations to resolve causative factors is required to reduce risk and maintain public and internal member trust and confidence. This includes review of all appropriate reviews of information sets, occurrences, and other operational records, and recordings to ensure compliance with Service governance including Use of force and Strip Search incidents. Identifying compliance issues, risks and mitigation recommendations including training or internal complaint as appropriate. | In Progress *partial implementation. Full implementation scheduled for completion 2026 | Monitoring |
| **Revise officer performance reports** | To include additional metrics pertaining to community focus, including referrals to agencies and diversion. | On hold for implementation of RMS | Monitoring |

## Status Validation in Progress

The table below identifies recommendations that require status validation that has not been completed as of the time of this report. Once this has occurred, the recommendation will be migrated to the appropriate table.

| | | | |
|---|---|---|---|
| **Assess equity impact for crime management plans** | An Equity Assessment for operational plans will help determine how projects and deployments will impact Equity-Deserving Groups, specifically on Black, Indigenous and Racialized communities, within the City, a Division, or a neighbourhood. Criteria applied to each Operational Plan should include the Equity-Deserving Group(s) impacted (if applicable), the level of impact, and actions taken to reduce negative impacts or increase positive impacts. The full criteria will be developed in partnership with the Equity, Inclusion & Human Rights Unit and be in line with best practices and the Equity Strategy. This will ensure that each Service operational plan is viewed with an equity lens, rather than solely a crime reduction focus. | Awaiting Validation | Monitoring |
| **Review existing corporate risk management report and use of force public reporting** | Better alignment between the Corporate Risk Management Report and public reporting to include non-race contextual information of Use of Force reports, including order of force and unit/assignment. | Awaiting Validation | Monitoring |

# 2. Toronto Police Service Audit & Quality Assurance Annual Report

**PUBLIC REPORT**

**February 4, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Toronto Police Service Audit & Quality Assurance Annual Report

**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:

In accordance with the Board's Adequacy Standards Compliance Policy, this report provides the Board with the Toronto Police Service (Service) 2026 Audit Work Plan, 2025 Ongoing/Not-Yet Started Projects and 2025 Year-End Summary of Ongoing Recommendations and Issues.

## Discussion:

### *Background*

*Relevant Board Policies and Compliance*

The Board's Standards Compliance Framework, part of the Adequacy Standards Compliance Policy, directs the Chief of Police to "provide a report to the Board on an annual basis, including:

a. The annual quality assurance work plan, and
b. Audits included in the previous annual quality assurance work plan but not completed during the reporting period, and an estimated time for their completion or an indication that they will no longer be pursued with supporting rationale."

In addition to the above, the Board requested that Audit & Quality Assurance (A.&Q.A.) provide a year-end summary of ongoing recommendations and issues.

### *Development of the Annual Audit Work Plan*

A.&Q.A. begins its annual audit work plan development process by researching and examining regulatory, environmental, technological and community issues and concerns that have the potential to affect the operations of the Service. The unit also examines other organizations' audit reports for trends, emerging issues and topics, as well as reports or advisories issued by Ontario's, Inspectorate of Policing. A.&Q.A. then consults with Command, senior management and selected unit commanders to identify risks, opportunities, strengths and weaknesses, which may impact the ability of the Service to achieve its priorities, goals and strategies.

Based on the results of this research and consultation, A.&Q.A. creates a listing of potential projects and conducts a risk assessment using established risk and opportunity factors to determine the relevant ranking of these projects.

In formulating the audit work plan, the unit also considers legislative and Service requirements. The main legislative requirement is found in the Community Safety and Policing Act, under Ontario Regulation 392/23: Adequate and Effective Policing (General). Service requirements also include audits mandated by Service procedures, coverage of high-risk operations in various Command areas, identification of opportunities for improvement and fiscal accountability.

A.&Q.A. cannot audit every unit, process, policy, procedure or program in the Service. It is therefore important that in developing the annual audit work plan, careful consideration is given to prioritizing projects to ensure A.&Q.A's limited resources can be used efficiently, effectively and add the greatest overall value to the Service. Following consultation with senior management, Command and the Board, the annual audit work plan is created and included in this report.

The City of Toronto Auditor General (A.G.) presented the Auditor General's Office 2026 Work Plan and Budget Highlights to the City's Audit Committee on November 5, 2025. This work plan contained two planned audits of the Service for 2026, which are the

Follow-up of Prior Recommendations (9-1-1 Operations and Responses to Calls for Service) and I.T. Governance/Infrastructure audits. In addition, there is one audit listed in the A.G.'s audit horizon planned for late 2026 or 2027, which will be determined based on the A.G.'s 2026 risk assessment. In order to ensure that there is no duplication of efforts, A.&Q.A. has reviewed the A.G.'s work plan.

### *2026 Audit Work Plan*

A.&Q.A.'s 2026 Audit Work Plan (see Appendix A) was approved by the Executive Assurance Committee (E.A.C.) on January 21, 2026. The audit work plan is a working document and is designed to accommodate changes due to challenges that arise from project findings or the need to divert resources to deal with emerging issues.

### *2025 Ongoing/Not-Yet Started Projects*

Appendix B outlines projects ongoing at year-end and 2025 projects not-yet started. Also included is the estimated time to complete each project and an estimate of when E.A.C. approved audit reports may be provided to the Board Office. The Board Office is responsible for scheduling the presentation of audit reports to the Board.

### *2025 Year-End Summary of Ongoing Recommendations and Issues*

Once projects are completed and the reports and recommendations approved by the E.A.C., the recommendations and non-compliance issues are tracked by A.&Q.A. using a tracking database. A.&Q.A. monitors the implementation status of recommendations and issues assigned to management to ensure that appropriate corrective action is taken on a timely basis. Reports on the status of recommendations and issues are presented to the E.A.C. on a quarterly basis and to the Board annually. See Appendix C for a 2025 Year-End Summary of Ongoing Recommendations and Issues.

### *Conclusion:*

This report provides the Board with the Service's 2026 Audit Work Plan, 2025 Ongoing/Not-Yet Started Projects and 2025 Year-End Summary of Ongoing Recommendations and Issues.

Chief Superintendent Shannon Dawson 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:*

Appendix A – 2026 Audit Work Plan
Appendix B – 2025 Ongoing/Not-Yet Started Projects
Appendix C – 2025 Year-End Summary of Ongoing Recommendations and Issues

## Appendix A – 2026 Audit Work Plan

| Project | Synopsis | Estimated Project Hours |
|---|---|---|
| Risk Assessment and Audit Work Plan Development | Institute of Internal Auditors' (I.I.A.) Standards require A.&Q.A. to conduct a yearly risk assessment in the preparation of its audit work plan to ensure adequate resources are deployed to audit high risk areas. Research and consultation is undertaken to identify projects, which are then assessed using risk and opportunity factors to determine the relevant ranking of these projects. The audit work plan is then prepared giving careful consideration to prioritizing the projects to ensure A.&Q.A. resources can be used efficiently, effectively, and add the greatest overall value to the Service. | 200 |
| Quality Assurance and Improvement Program - Continuous Improvement | As part of A.&Q.A.'s commitment to a continuous improvement process, the unit will perform peer reviews on projects, prepare project and work plan status reports, track outstanding recommendations and review the unit's conformance with I.I.A.'s Standards and Topical Requirements on an ongoing basis. A yearly report on these activities will be prepared and presented to the E.A.C. and the Board. | 350 |
| Property & Evidence Management Unit – Firearms Processing Section | The Property & Evidence Management unit audit is a provincially mandated audit that is conducted on a rotational cycle. This rotation is comprised of general property, drugs, firearms and video evidence, to ensure adequate coverage of all areas. Each area is subject to a comprehensive audit every four years. The 2026 audit will assess the continuity of firearm submissions from intake to destruction, as well as access to firearms and the property management system. | 850 |
| Ministry of Transportation - Inquiry Services System Compliance Audit | In 2017, the Ministry of Transportation (M.T.O.) developed an Oversight Framework for Police Services accessing its Inquiry Service System (I.S.S.). Each year, the M.T.O. provides A.&Q.A. with a random sample of I.S.S. transactions conducted by Service members. A.&Q.A. must review these transactions to ensure they were conducted for a lawful purpose. The audit procedures performed by A.&Q.A. are specified by the M.T.O. Audit results must be reported to the M.T.O. | 300 |

| Project | Synopsis | Estimated Project Hours |
|---|---|---|
| Ministry of Transportation - Automatic License Plate Reader Audit | Awaiting specific audit procedures from the Ministry of Transportation. | 800 |
| 329 Fund | An audit of compliance with Service Procedure 18-07, 329 Fund. This audit must be performed every three years as per the procedure. | 350 |
| Flashroll | An audit of compliance with Service Procedure 18-06, Flashroll. This audit must be performed every three years as per the procedure. | 150 |
| Major Case Management | An audit of compliance with the requirements of Ontario Regulation 394/23: Major Case Management and Approved Software Requirements and the Ontario Major Case Management Manual (2024). The audit will assess whether major cases have been properly identified and managed as prescribed. This audit has been included in the audit work plan in response to recommendations 13.8 and 13.9 of the Missing and Missed report issued by Justice Epstein. The start of this audit is dependent on the publishing of a new Service procedure with respect to major case management. | 200 |
| Serial Predator Coordinator Notification Process | A review of the process in place to notify the provincial Serial Predator Crime Investigations Coordinator and assess the Service's compliance with notification criteria as per the Ontario Major Case Management Manual (2024). This audit has been included in the work plan in response to recommendations 28 and 29 of the Missing and Missed report issued by Justice Epstein. The timing of the start of this audit is dependent on the publishing of a new Service procedure with respect to major case management. | 200 |
| Special Projects | Assistance provided at the request of the Chief of Police/Executive Assurance Committee. | 500 |
| Compliance with Intimate Partner Violence Governance | An audit of compliance with Ontario Regulation 395/23: Investigations and Service Procedure 05-04, Intimate Partner Violence. | 900 |

| Project | Synopsis | Estimated Project Hours |
|---|---|---|
| Compliance with Vehicle Pursuits Governance | An audit of compliance with Ontario Regulation 397/23: Vehicle Pursuits and Service Procedure 15-10, Vehicle Pursuits. | 600 |
| Cybersecurity: Non-Standard Software | An audit identifying software that falls outside of Service-approved, standardized applications and evaluating it for compliance, security, and potential risks to the Service. | 750 |
| Software Acquisition and License Management | An audit to assess how the Service acquires and manages software licenses and subscriptions and ensures unused software is identified in a timely manner. | 750 |
| Payroll Administration | An audit of payroll processes and controls, including areas such as pay adjustments and supporting calculations to assess completeness, accuracy, and compliance with Service procedures and payroll requirements. | 1200 |
| Corporate Credit Card Purchases | An audit of compliance with Service procedures for corporate credit card purchases and program administration. Audit sampling will be determined based on purchase transaction anomalies identified through data analytics for further review. | 900 |
| Workplace Accommodation | An audit of compliance with Service Procedure 08-13, Workplace Accommodation and related processes. This project is not scheduled to begin until quarter three 2026, which has been reflected in the estimated hours assigned to this project. | 250 |
| Division/Unit Compliance Inspections | Inspections conducted at select units and divisions by a two-member team to assess compliance with various requirements of Service procedures based on a risk-based audit program. | 2200 |

## Appendix B – 2025 Ongoing/Not-Yet Started Projects

| Project | Synopsis | Estimated Project Hours Remaining at December 31, 2025 | Anticipated Date to Board Office |
|---|---|---|---|
| Property and Evidence Management Unit - Drug Processing Section | This audit is in the fieldwork stage. | 150 | Quarter 2 2026 |
| Ministry of Transportation – Automatic License Plate Reader | This audit was not conducted in 2025 as A.&Q.A. is still awaiting specific audit procedures from the Ministry of Transportation. | 0 | Not applicable |
| Cybersecurity: Assessment of Select Internet Facing Applications | This audit is in the planning stage. | 750 | Quarter 3 2026 |
| Prohibited Information Related to Search Warrants | This audit is being carried forward to 2026. | 200 | Quarter 4 2026 |
| Violent Crime Linkage Analysis System Compliance Follow-up | This audit is in the reporting stage. | 100 | Quarter 1 2026 |
| Cybersecurity Audit | Due to limited resources and unit workload, this audit was not completed in 2025. A cybersecurity audit is included in the 2026 audit work plan. | 0 | Not applicable |
| Information Technology Disaster Recovery | This audit is in the reporting stage. | 25 | Quarter 2 2026 |

| Definitions of Audit Stages | |
|---|---|
| Planning Stage | This stage includes gathering background information, communicating with auditee management, preparing process documentation, conducting project, information technology and fraud risk assessments, reviewing internal controls, developing objectives and scope, planning tests, and preparing the terms of reference. |
| Fieldwork Stage | This stage includes gathering information for analyses and evaluation, executing work programs, analyzing and evaluating findings, and drafting recommendations and compliance issues. |
| Reporting Stage | This stage includes meeting with auditee management on findings and recommendations, preparing the final report and presenting to senior management. |

## Appendix C – 2025 Year-End Summary of Ongoing Recommendations and Issues

| Ongoing Recommendations[1] as at December 31, 2025 | | | | | | |
|---|---|---|---|---|---|---|
| **Command** | **Pillar** | **Units** | **Five years or less** | **Between 5-10 years** | **More than 10 years** | **Total by Command** |
| Chief of Police | | | | | | 10 |
| | Corporate Communications | | 5 | | | |
| | General Counsel/Counsel to the Chief | | | | | |
| | | Legal Services | 1 | | | |
| | Professionalism & Accountability | | | | | |
| | | Respectful Workplace | 1 | 2 | | |
| | | Audit & Quality Assurance | 1 | | | |
| Corporate Services Command | | | | | | 7 |
| | Finance & Business Management | | | | 1 | |
| | | Accounting Services | | 1 | | |
| | | Procurement Services | 5 | | | |
| Community Safety Command | | | 1 | | | 1 |
| Technology & Transformation Command | | | | 2 | | 44 |
| | | Change Management | 2 | 1 | | |
| | | Chief Information Security Officer | 3 | | | |
| | Strategy & Transformation | | 2 | | | |
| | | Strategic Planning & Governance | 19 | 5 | 1 | |
| | Information Technology Services | | | | | |
| | | I.T. Risk Management | | 1 | | |
| | | Policing Applications | 3 | | | |
| | | Records Management System Implementation Team | 1 | | | |
| | Information Management | | 2 | | | |
| | | Analytics & Innovation | 1 | | | |
| | | Information Protection & Access | 1 | | | |

[1] Recommendations and issues can be assigned to a specific unit, pillar or command for implementation.

| Ongoing Recommendations[1] as at December 31, 2025 | | | | | | |
|---|---|---|---|---|---|---|
| **Command** | **Pillar** | **Units** | **Five years or less** | **Between 5-10 years** | **More than 10 years** | **Total by Command** |
| Specialized Operations Command | | | | | | 27 |
| | Investigative Support | | 7 | | | |
| | | Property & Evidence Management | 1 | 1 | | |
| | | Intelligence Services | 10 | | | |
| | | Forensic Identification Services | 2 | | | |
| | Detective Operations | | 1 | | | |
| | | Homicide & Missing Persons | 1 | | | |
| | | Drug Squad | | 1 | | |
| | | Organized Crime Enforcement | 3 | | | |
| **Total Ongoing Recommendations:** | | | **73** | **14** | **2** | **89** |

| Ongoing Issues as at December 31, 2025 | | | | | | |
|---|---|---|---|---|---|---|
| **Command** | **Pillar** | **Units** | **Five years or less** | **Between 5-10 years** | **More than 10 years** | **Total by Command** |
| Corporate Services Command | | | | | | 1 |
| | Finance & Business Management | | | | | |
| | | Accounting Services | | 1 | | |
| Community Safety Command | | | 1 | | | 4 |
| | Field Services | | | | | |
| | | Communications Services | 2 | | | |
| | East Field Command & West Field Command | | 1 | | | |
| Technology & Transformation Command | | | | | | 1 |
| | Information Management | | | | | |
| | | Records Management Services | 1 | | | |
| Specialized Operations Command | | | | | | 15 |
| | Investigative Support | | 9 | | | |
| | | Intelligence Services | 6 | | | |
| **Ongoing issues assigned to two or more pillars for implementation:** | | | | | | |

| | | | | |
|---|---|---|---|---|
| East Field Command, West Field Command, Detective Operations and Professionalism & Accountability | 1 | | | 1 |
| East Field Command, West Field Command and Detective Operations | 1 | | | 1 |
| **Total Ongoing Issues:** | **22** | **1** | **0** | **23** |

# 3. Annual Report: 2025 Parking Enforcement Unit – Parking Violation Notices Issuance

**PUBLIC REPORT**

**April 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Annual Report: 2025 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 2026, to be considered in conjunction with the City of Toronto Administrative Penalty System – 2025 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 2025 (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 2025, Parking has delivered on key accomplishments through the provision of operational support to the Toronto Police Service (Service) (see Appendix A) and interoperability with City initiatives.

### *Annual Parking Violation Notices Issuance:*

Preliminary data indicates that a total of 2,052,180 P.V.N.s were issued in 2025, meeting the projected estimate of 2.05 million P.V.N.s. However, compared to 2024, the number of issued P.V.N.s has decreased by 4.5% (96,808 notices). This decline is in line with anticipated numbers, given factors such as a snow emergency in February 2025, an increased compliance resulting from higher fines for several violations that became effective in August 2024 and staffing attrition caused by the lateral hiring of P.E.O.'s to other areas of the Service. The total number of P.V.N. issuance includes notices issued by P.E.O.s, M.L.E.O.s, and police officers. The final P.V.N. issuance numbers will be presented by the City in its Administrative Penalty System – 2025 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 2025

| **Group** | **Parking Violations Issued** |
|---|---|
| Parking Enforcement Unit | 1,757,856 |
| Municipal Law Enforcement Officers | 291,350 |
| Police Officers | 2,974 |
| Total Parking Tag Issuance | 2,052,180* |

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

### *Calls for Service:*

Parking responded to 260,156 calls for parking-related services from members of the public, representing a 13.6% increase compared to the previous year. Calls for parking services have risen by 63% 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 84,409 rush hour offence violations were issued, representing a 16.7% increase compared to the previous year. Additionally, 10,980 vehicles were towed from rush hour routes. P.E.O.s. issued 17,220 bike lane violations, reflecting a 54.1% 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 419 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 19,772 vehicles including 661 with unregistered license plates. This is a decrease of 5.7% when compared to 2024. A total of 2,337 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 462 stolen vehicles in support of the Service's crime management initiatives.

### *Accessible Parking:*

Parking retained 298 Accessible Parking Permits for investigation to determine potential misuse, resulting in the issuance of 188 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 818 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 Financial Planning and Analysis unit, 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 2025, Parking continued this approach due to recent Service hiring initiatives, which have contributed to P.E.O. separations. Parking remains a key recruiting source for other areas of the Service, including Police Constable, Special Constable, Communications, and civilian support

roles. In 2025, Parking hired three classes, totalling 91 P.E.O.s 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 2025 was estimated at 2,052,180, meeting the projected estimate of 2.05 million P.V.N.s for the same year. The City will report the final parking violation issuance numbers in its Administrative Penalty System – 2025 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"**

| **Parking Enforcement Unit** | **2023** | **2024** | **2025** |
|---|---|---|---|
| Parking Violation Issuance – P.E.O.'s | 1,935,517 | 1,864,578 | 1,757,856 |
| Parking Violation Issuance – P.E.O.'s, M.L.E.O.s, P.C.s | 2,256,425 | 2,148,988 | 2,052,180* |
| Calls for service received | 199,876 | 229,061 | 260,156 |
| Stolen Vehicles Recovered | 1,199 | 975 | 462 |
| Stolen Autos Recovered - Street Sweeper | 559 | 437 | 100 |
| Stolen Autos Recovered – P.E.O.'s | 640 | 538 | 362 |
| Hours Spent on Stolen Vehicles Recovered | 2,585 | 1,828 | 752 |
| Stolen Plates Recovered | 92 | 76 | 42 |
| Hours Spent on Stolen Plates Recovered | 169 | 137 | 38 |
| Vehicles Scanned by Street Sweeper | 3,051,714 | 2,693,440 | 821,922 |
| Vehicles Towed | 21,334 | 20,976 | 19,772 |
| Habitual Offenders Towed | 263 | 287 | 419 |
| **Assistance to T.P.S. Units** | | | |
| Unplated Vehicles Towed | 47 | 249 | 661 |
| Directed Patrol Requests from Other Police Units, Including additional Directed Patrols Due to Pandemic. | 140 | 83 | 10 |
| Arrest Assists | 16 | 13 | 8 |
| Assaults | 42 | 36 | 38 |
| Language Interpretations | 27 | 38 | 11 |
| Hours Spent on Language Interpretations | 44 | 37 | 9 |
| Accessible Permits Retained | 541 | 708 | 298 |
| Accessible Permits Cautioned | 68 | 96 | 211 |
| H.T.A Charges (Accessible Permits) | 533 | 488 | 188 |
| Special Events | 246 | 209 | 122 |
| Hours Spent On Special Events | 4,138 | 4,159 | 4,199 |
| Vehicle Relocations | 2,174 | 2,646 | 2,337 |

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

# 4. Annual Report: Police Towing Contract - January 2025 to December 2025

**PUBLIC REPORT**

**April 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Annual Report: Police Towing Contract - January 2025 to December 2025**

**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:

At its meeting on February 16, 2012, the Board received and approved the following Motion (Min. No. P46/12 refers)

"THAT the following reports, which are currently submitted by the Chief on a semi-annual basis, be submitted annually in the future:

• Towing – compliance with terms of the contracts"

In accordance with the direction provided by the Board, the following annual report is being submitted.

## Discussion:

### *Background*

The Toronto Police Service (Service) requires prompt and efficient towing and impound services on a 24-hours a day, 7-days a week basis. The need for this service arises from police involvement with vehicles such as those recovered after having been reported stolen, impounded for by-law infractions, or impounded following the arrest of the driver. The Service has an obligation to ensure that the towing and pound services provided to the public through the police are fair, equitable and adhere to the terms and conditions of the contract between the Service and the contract towing companies.

The contracts with the three towing service providers, which began on June 1, 2021, expired on May 31, 2025, following a one-year extension. The Service initiated a new competitive procurement process to establish new contracts for towing services based on competitive market rates. This process established four tow zones, as opposed to the previous three, to improve service delivery and response. Three providers were selected through a competitive process; the fourth provider was authorized through a non-competitive process as no compliant bids were submitted for the respective zone.

To ensure continued and ongoing compliance, all contract towing service providers are subject to inspections undertaken by Traffic Services personnel. In this process, a random selection of invoices is reviewed to ensure conformity with the billing requirements of the agreement. With the addition of new legislation governing towing, storage and invoicing that is updated regularly, it was expected that invoices may be missing some required information. Furthermore, every receipt in this random sampling period is checked for consistency between the 'In/Out' time stamps and the accurate calculation of tow fees and storage costs. The 'In/Out' time stamps are manually stamped on the invoice at the time the vehicle enters the impound facility and the time that it is released. Fees are calculated based on the type of towing and the total duration the vehicle is stored at the facility. Any irregularities are documented. During the new contracted period, an expanded sampling pool was used to capture all vehicles towed within that period. Management at each contract tow service provider is counselled by the auditing officers on contract requirements, and arrangements are made for immediate customer reimbursement, where applicable.

The video system recordings used for security of each pound is also sampled by examining recordings for three random dates in the preceding ninety days to ensure compliance with the contract.

Receipts used for the audits were drawn from the following dates:

**Previous agreement**

- December 23 to December 29, 2024
- February 10 to February 16, 2025

**Current agreement**

- June 20 to June 27, 2025
- September 21 to September 28, 2025

The results are as follows:

**Downtown Towing Zone**

**JP Towing Service & Storage Limited**

| **Audit Results** | |
|---|---|
| **January 2025 to May 2025** | |
| Total number of receipts inspected | 33 |
| Number of receipts contract/legislation compliant | 33 |
| Number of receipts contract overcharged | 0 |

| **Audit Results** | |
|---|---|
| **June 2025 to December 2025** | |
| Total number of receipts inspected | 504 |
| Number of receipts contract/legislation compliant | 496 |
| Number of receipts contract overcharged | 0 |

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.
- Not all tow trucks were available for inspection during the time of the audit. A provincial certificate validity check was conducted at the time of entering into the new agreement and during the audit. A complete and updated list of trucks and drivers was reviewed, and deficiencies corrected.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- The majority of receipts that were not compliant were related to recent changes in provincial legislation and required company information to be included.
- There was a total of 5,450 police ordered tows completed by JP Towing during the previous contract sample, accounting for 47.7% of all tows. There was a total of 7,832 police ordered tows completed by JP Towing during the current contract sample, accounting for 42.3% of all tows.
- Police personnel can submit feedback to tow providers with regards to delays in service and other factors. In 2025, JP Towing received 20 complaints, which represents a significant decrease in complaints received, over the previous year. The complaints covered a variety of issues such as response time, equipment problems, and availability.

**West Towing Zone**

**1105729 Ontario Limited – o/a Classic Towing**

| **Audit Results** | |
|---|---|
| **January 2025 to May 2025** | |
| Total number of receipts inspected | 9 |
| Number of receipts contract/legislation compliant | 9 |
| Number of receipts contract overcharged | 0 |

| **Audit Results** | |
|---|---|
| **June 2025 to December 2025** | |
| Total number of receipts inspected | 227 |
| Number of receipts contract/legislation compliant | 186 |
| Number of receipts contract overcharged | 0 |

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.
- Not all tow trucks were available for inspection during the time of the audit. A provincial certificate validity check was conducted at the time of entering into the new agreement and during the audit. A complete and updated list of trucks and drivers was reviewed and 3 vehicle deficiencies corrected.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- The majority of receipts that were not compliant were related to recent changes in provincial legislation and required company information to be included.
- There was a total of 3,508 police ordered tows completed by Classic Towing during the previous contract sample, accounting for 30.7% of all tows. There was a total of 4,196 police ordered tows completed by Classic Towing during the current contract sample, accounting for 22.7% of all tows.
- Police personnel can submit feedback to tow providers with regards to delays in service and other factors. In 2025, Classic Towing received 29 complaints, which represents a decrease in the complaints received, over the previous year. The complaints covered a variety of issues, mainly response time and equipment availability.

**East Towing Zone (previous contract) and Central Towing Zone (current)**

**1512081 Ontario Limited - o/a Abrams Towing Service Limited**

| **Audit Results** | |
|---|---|
| **January 2025 to May 2025** | |
| Total number of receipts inspected | 55 |
| Number of receipts contract/legislation compliant | 55 |
| Number of receipts contract overcharged | 0 |

| **Audit Results** | |
|---|---|
| **June 2025 to December 2025** | |
| Total number of receipts inspected | 196 |
| Number of receipts contract/legislation compliant | 186 |
| Number of receipts contract overcharged | 0 |

Comments:

- All inspected equipment, facilities and licences were inspected. A fencing deficiency was found and corrected.
- Not all tow trucks were available for inspection during the time of the audit. A provincial certificate validity check was conducted at the time of entering into the new agreement and during the audit. A complete and updated list of trucks and drivers was reviewed and 1 driver deficiency corrected.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- The majority of receipts that were not compliant were related to recent changes in provincial legislation and required company information to be included.
- There was a total of 2,475 police ordered tows completed by Abrams Towing during the previous contract sample, accounting for 21.6% of all tows. There was a total of 3,529 police ordered tows completed by Abrams Towing during the current contract sample, accounting for 19.0% of all tows.
- Police personnel can submit feedback to tow providers with regards to delays in service and other factors. In 2025, Abrams Towing received 20 complaints, which represents a decrease in the complaints received, over the previous year. The complaints covered a variety of issues such as response time, equipment problems, and availability.

**East Towing Zone (current contract only)**

**Williams Towing Ltd.**

| **Audit Results** | |
|---|---|
| **June 2025 to December 2025** | |
| Total number of receipts inspected | 167 |
| Number of receipts contract/legislation compliant | 153 |
| Number of receipts contract overcharged | 0 |

Comments:

- All inspected equipment, facilities and licences were inspected. The impound lot did not meet cleanliness requirements, but the issue was promptly corrected.
- Not all tow trucks were available for inspection during the time of the audit. A provincial certificate validity check was conducted at the time of entering into the new agreement and during the audit. A complete and updated list of trucks and drivers was reviewed, and two truck deficiencies identified and corrected.
- No unresolved letters of complaint or compliment during the inspection periods.
- The majority of receipts that were not compliant were related to recent changes in provincial legislation and required company information to be included.
- There was a total of 2,958 police ordered tows completed by Williams Towing during the current contract sample, accounting for 16.0% of all tows within the new contract period.
- Police personnel can submit feedback to tow providers with regards to delays in service and other factors. In 2025, Williams Towing received 14 complaints, during the limited period of the new contract. This has been attributed to them being a new towing provider, inexperienced staff, and unfamiliarity of requirements in the agreement. The complaints covered a variety of issues, including disputes with tow truck drivers, improper data entry, improper paperwork handling and availability. Continued support and feedback are being offered to Williams Towing to improve their ability to provide service.

***Conclusion:***

In 2025, the Service towed a total of 29,948 vehicles, representing a 5.35% decrease from 2024. The pound audit process revealed a paperwork compliance rate below 100%, however, all invoices have been corrected. All other outstanding matters have been resolved to the satisfaction of the Service. The total number of constructive feedback complaints received for all tow providers in 2024 was 149. In 2025, 83 complaints were received. This represents a decrease of 44.2% this year, following a 58.7% decrease the year previous. These decreases can be attributed to their commitment to maintaining adequate staffing levels and the addition of a fourth tow provider with smaller areas of responsibility.

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

# 5. 2025 Audit of Body-Worn Camera Compliance

**PUBLIC REPORT**

**February 24, 2026**

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

## Subject: 2025 Audit of Body-Worn Camera Compliance

## Purpose: ☒ Information Purposes Only ☐ Seeking Decision

## Summary:

The purpose of this report is to provide the Toronto Police Service Board (Board) with the *2025 Audit of Body-Worn Camera Compliance*, prepared by the Toronto Police Service's Audit & Quality Assurance unit.

## Discussion:

In accordance with the Board's *Adequacy Standard Compliance Policy*, the attached report is being submitted to the Board for information purposes only.

### *Conclusion:*

It is recommended that the Board receive this report. Ms. Angela Schieda, Manager, Audit & Quality Assurance will be in attendance to answer any questions that the Board may have regarding this report.

### Recommendation:

This report recommends that the Board receive this report for information.

### Financial Implications:

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

Respectfully submitted,

Louis Tsilivis
Executive Director

*Attachment:*

Audit of Body-Worn Camera Compliance - 2025

# Toronto Police Service

## Audit of Body-Worn Camera Compliance - 2025

### Audit & Quality Assurance

**Approved by the Executive Assurance Committee on December 4, 2025**

This report and the information contained herein is not to be further disseminated without the approval of the Chief of Police

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# Audit of Body-Worn Camera Compliance - 2025

## Background

The Toronto Police Service (Service) adopted body-worn cameras (B.W.C.s) in late 2020 and completed a Service-wide roll out in May 2022. An annual audit of B.W.C. compliance is required under Section 38 of the Toronto Police Service Board's (Board) Body-Worn Cameras Policy (B.W.C. Policy), which outlines the criteria by which B.W.C. compliance is measured.

An initial audit of B.W.C. compliance was completed in August 2021, followed by a second audit in June 2023. This mandatory audit was included in the 2025 Audit Work Plan, which was approved by the Executive Assurance Committee on January 8, 2025 and received by the Board in a public meeting held on March 4, 2025.

As of March 2025, Service Procedure (S.P.) 15-20, B.W.C. was being revised. As a result, the Board passed a motion (Board Motion) at the March 4, 2025 public meeting (see P2025-0304-6.0) to modify and/or exclude certain audit criteria within the B.W.C. Policy for the purpose of this audit.

## Objectives

In accordance with sections 38(b)(ii) and 38(b)(iv) of the B.W.C. Policy, the objectives of this audit were to determine if:

- the subject of the recording is informed at the earliest opportunity in the interaction that the interaction is being recorded for video and audio; and
- the recording ends after conditions for an exception in accordance with section 7 of the B.W.C. Policy have been established, or after the interaction has ended.

## Scope

The scope of this audit applied to B.W.C. recordings captured in the 2024[1] calendar year and included, but was not limited to:

[1] Total B.W.C. recordings captured in 2024 totalled 1,383,841 recordings.

- compliance testing of a random sample of B.W.C. recordings from the following categories: 70 calls for service[2] (C.F.S.), 70 non-calls for service[3] (N.C.F.S.) and 30 use of force[4] (U.o.F.) incidents;
- compliance testing of a random sample[5] of 15 B.W.C. recordings sent to the Law Enforcement Complaints Agency[6] (L.E.C.A.),14 B.W.C. recordings sent to the Special Investigations Unit[7] (S.I.U.) and seven B.W.C. recordings associated with internal complaints investigated by the Service;
- review of data obtained from I.A.Pro software[8] and discussions with members of Professionalism & Accountability;
- consultation with members of Legal Services and the Policing Applications Unit;
- review of event details within the Intergraph Computer Aided Dispatch system;
- review of occurrence information within Versadex, such as event details and attached memorandum book notes;
- review of the Axon Performance Guide;
- review of the B.W.C. User Course Training Standard;
- review of the Police Services Act, R.S.O. 1900, c. P.15;
- review of the Community Safety and Policing Act, S.O. 2019, c. 1, Sched.1;
- review of the Youth Criminal Justice Act, S.C. 2002, c.1;
- review of the B.W.C. Policy and the Board Motion;
- review of S.P. 13-02, Police Officer External Complaint Process, S.P.13-03, Police Officer Internal Complaint Process, S.P. 13-16, S.I.U., S.P.15-01, Incident Response (Use of Force/De-Escalation) and S.P. 15-20, B.W.C.;
- review of applicable routine orders;
- review of Form T.P.S. 584, Conducted Energy Weapon Use Report, Ministry of the Solicitor General U.o.F. Report and the Professional Standards I.A.Pro Intake Form (Intake Form); and

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[2] Calls for service refers to a group of event types in which police are dispatched to investigate, resolve, or assist in response to a request for service usually made by but not limited to the public. Communication Services classifies events within this group based on a list of 180 event types including abductions, arsons, assaults, homicides, persons with a gun, persons in crisis, etc.

[3] Non-calls for service refers to a group of event types that are categorized by Communication Services as "Administrative Activities" and are generated by police officers or the dispatcher. Communication Services classifies events within this group based on a list of 100 event types including bail compliance check, court, directed patrols, station details, lunch, meetings, patrol, prisoner details, subject stops, vehicle stops, etc.

[4] Use of force is defined as incidents occurring when members, in the performance of their duty, use physical force on another person that results in an injury requiring medical attention.

[5] Section 38(a)(i) and 38(a)(ii) of the B.W.C. Policy requires review of **all** incidents for the Police Services Act, S.I.U. and L.E.C.A., for which B.W.C. recordings were submitted, which is not feasible. The Board Motion allows for a sample of these recordings to be reviewed instead.

[6] L.E.C.A. is an independent civilian agency responsible for receiving, managing and overseeing all public complaints about the police in Ontario in accordance with the Community Safety and Policing Act. Prior to the Community Safety and Policing Act, this agency was called the Office of the Independent Review Director.

[7] S.I.U.is a civilian law enforcement agency in Ontario. The S.I.U. Director may cause a criminal investigation to be conducted into any incident in which any of the following occurs: if the incident may have resulted from the criminal conduct of a Service official: death of a person, the serious injury of a person, discharge of a firearm at a person (regardless of causing injury or death, and including less lethal weapons); and/or the sexual assault of a person, as reported by the person.

[8] I.A.Pro is a web-based software designed to streamline investigations by providing a secure space for case management and file storage.

- review of previous B.W.C. compliance audits completed by Audit & Quality Assurance (A.&Q.A.).

As per the Board Motion, s.38(a)(vi), s.38(a)vii, s.38(b)(v), s.38(b)(vi), s.38(b)(vii) of the B.W.C. Policy were **excluded** from the scope of this audit, as these sections require criteria from S.P. 15-20, B.W.C. to determine compliance. S.P. 15-20, B.W.C. is currently being revised to provide further clarity on B.W.C. operational requirements and to better align to the B.W.C. Policy. As a result, S.P. 15-20, B.W.C. cannot be relied upon for audit purposes until it is finalized.

In subsequent consultation with the Board, s.38(b)(i) and s.38(b)(iii) of the B.W.C. Policy were also **excluded** from the scope of this audit, as these sections also require criteria within S.P. 15-20, B.W.C. to determine compliance.

In consultation with Legal Services, review of B.W.C. recordings involving youths are **excluded** from the scope of this audit to avoid accessing recordings that are restricted under the Youth Criminal Justice Act.

In accordance with *International Professional Practices Framework* of the Institute of Internal Auditors, the scope also includes:

- considering the probability of significant errors, fraudulent entries, non-compliance and the related risk management through effective internal controls; and;
- identifying key information technology risks.

## Conclusion

Overall, the findings in this report represent a medium risk to the Service. This report includes one non-compliance issue.

The area of non-compliance relates to informing the subject of the recording, at the earliest opportunity in the interaction, that the interaction is being recorded for video and audio.

The reader is cautioned on reliance on this conclusion due to limiting factors, such as, the economical use of a representative sample, professional judgement, and the evidence being persuasive rather than conclusive.

December 4, 2025

Angela Schieda, C.P.A., C.A., C.I.A.
Manager, Audit & Quality Assurance

Date

# Objective 1

To determine whether the subject of the recording is informed at the earliest opportunity in the interaction that the interaction is being recorded for video and audio.

## Compliance Issue

### Issue #1 – Informing Subjects

S.38(b)(ii) of the B.W.C. Policy requires the subject of the recording to be informed at the earliest opportunity in the interaction that the interaction is being recorded for video and audio.

A.&Q.A. recognized that certain circumstances would justify not informing the public of the recording, including:

- instances where the subject was informed by another officer on scene and this was verified; and
- officers being involved in dangerous and/or stressful high-risk situations at the onset of, or throughout the interaction (e.g. gunpoint arrests, medical emergencies, conducted energy weapon deployments, high-risk vehicle stops or physical altercations).

In 88/206 (43%) recordings reviewed, not all subjects were informed they were being recorded.

The following is a breakdown of the findings by category:

- C.F.S.: In 41/70 (59%) recordings reviewed, not all subjects were informed they were being recorded.
- N.C.F.S.: In 16/70 (23%) recordings reviewed, not all subjects were informed they were being recorded.
- U.o.F.: In 19/30 (63%) recordings reviewed, not all subjects were informed they were being recorded.
- S.I.U.: In 5/14 (36%) recordings reviewed, not all subjects were informed they were being recorded.
- L.E.C.A.: In 6/15 (40%) recordings reviewed, not all subjects were informed they were being recorded.
- Internal Complaints: In 1/7 (14%) recordings reviewed, not all subjects were informed they were being recorded.

For some non-compliant interactions, two or more subjects were on scene and interacting with the officer. A.&Q.A. noted that often some, but not all subjects interacting with the officer, were notified they were being recorded.

Of the 88 non-compliant recordings:

- 42/88 (48%) recordings involved officer interaction with two or more subjects; and

- at least one subject was notified they were being recorded in each of these 42 recordings.

In addition to an officer indicating that the B.W.C. is recording, there is a red light that turns on when the B.W.C. is activated, as well as two beeps that sound every two minutes while recording is in progress. The red light and audible prompts further support notification to the subject that the interaction is being recorded.

Joint Management Response from the Chief Superintendents, Community Safety Command:

The B.W.C. Policy and procedure is currently under review and compliance was determined based on current procedure.

The management team at East West Field Command will ask for the issue of an officer's requirement to notify multiple persons to be re-examined as part of the body-worn camera policy and procedure review that is currently underway.

To address this issue with existing frontline officers, In-Service Training sessions will be updated to reinforce the importance of notifying all subjects during B.W.C. interactions, ensuring officers are reminded annually of this compliance requirement.

To address this issue with management, Community Safety Command (C.S.C.) will include discussions of this issue at the C.S.C. bi-weekly meetings with divisional unit commanders, who will be expected to cascade reminders and updates to their respective teams, helping to maintain awareness and accountability.

To reduce further non-compliance, increased training will be integrated into recruit training to ensure all incoming officers understand the notification protocol from the outset.

With the reintroduction of weekly divisional training days across all divisions, this topic will be emphasized to support targeted discussions, scenario-based learning, and the exchange of best practices aimed at strengthening compliance.

## Objective 2

To determine whether the recording ends after conditions for an exception in accordance with section 7 of the B.W.C. Policy have been established, or after the interaction has ended.

### Positive Finding – Recording Ends After Interaction

S.38(b)(iv) of the B.W.C. Policy requires that the recording ends:

1. After conditions for an exception in accordance with section 7[9] of the B.W.C. Policy have been established; or
2. After the interaction has ended.

In 204/206 (99%) recordings reviewed, the recordings ended prior to the completion of the interaction with the subject(s).

The following is a breakdown of the findings by category:

- N.C.F.S.: In 2/70 (2.8%) recordings reviewed, the recording ended prior to the completion of the interaction with the subject(s).
- For all other categories, the recordings ended at the completion of the interaction with the subject(s) as required, representing 100% compliance.

## Other Finding – External Complaints, Internal Complaints and S.I.U. Investigations Tracking

A review of the data in I.A.Pro for 2024 internal complaints, external complaints and S.I.U. investigations identified incomplete information. Information such as the general occurrence number, incident date and the badge number of the officer(s) involved is not tracked for all complaints/investigations, as this information may not be provided in full by the complainant.

For example, complaints may be reported where the officer(s) involved may not be known at the time of the report. Some complaints may be reported at a much later date than when the incident occurred and not have a specific incident date reported, while other complaints may not be associated with a general occurrence number.

In addition, the asset numbers of individual B.W.C. recordings associated with internal complaints, external complaints and S.I.U. investigations are not captured on the Intake Form and therefore are not tracked within I.A.Pro.

As a result of the nature of complaint/investigation reporting and the exclusion of B.W.C. asset numbers in I.A.Pro for both complaints and S.I.U. investigations, A.&Q.A. could not confirm the total population size of 2024 B.W.C. recordings for each of these three categories.

To better capture complaint and S.I.U. related information within I.A.Pro, the Risk Mitigation & Recognition Unit (R.M.&R.), in collaboration with Strategic Planning & Governance, has developed a Professional Standards I.A.Pro Closing Form (Closing Form) to capture additional information upon the closing of each complaint/investigation.

In discussion with A.&Q.A., R.M.&R. will ensure that the Closing Form is modified to capture the general occurrence number, B.W.C. asset number(s), and incident date as mandatory fields, where available or known by the investigator, upon completion of the

[9] Section 7 of the B.W.C. Policy reads: Establish that Service Members may not deactivate the body-worn camera until all direct interaction with the public has ended, except for specific circumstances which are clearly defined in this Policy and the Service's Procedure, and are as limited as possible, and where such exceptions serve to protect the dignity of members of the public, in which cases the Service Member must record the specific reason for deactivation;

investigation. The Closing Form is scheduled for completion and implementation in Quarter One 2026.

Including these mandatory fields upon investigation completion will enhance the completeness of information for complaint and S.I.U. investigations tracked within I.A.Pro and identify individual B.W.C. recordings associated to complaints and S.I.U. investigations.

# 6. Consulting Expenditures

# 6.1. Annual Report: 2025 Toronto Police Service Consulting Expenditures

**PUBLIC REPORT**

**March 5, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Annual Report: 2025 Toronto Police Service 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 2025 actual consulting expenditures totalled $1.64Million (M) ($1.57M for operating and $0.06M for capital).

Funding for the expenditures detailed in this report were paid for out of the 2025 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 2025 expenditures for consulting services.

## Discussion:

The operating budget for consulting services is developed using zero-based budgeting. As such, 2025 expenditures for consulting services are mainly based on requirements identified during the 2025 budget process.

The Service has taken steps to manage the use of consultants and only contracts for these services when:

- The skills/expertise are not available in-house;
- 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 actual consulting expenditures funded from the 2025 Operating Budget totalled $1.57M, net of H.S.T. rebate. This represents a 162% increase in consulting expenditures from 2024 ($0.60M).

The 2025 Research & Development consulting expenditures were higher than the previous year on work related to modernization and the development of various programs including human resources, benefits, disability management, and data governance technology solutions. The increase was also driven by greater requirements for external legal services.

The following table summarizes the nature of the expenditures with the 2025 details reflected in Attachment A.

| **Nature of Expense / Initiative** | **2025 Amount** | **2024 Amount** |
|---|---|---|
| Technical | $0 | $0 |
| Information Technology | $167,904 | $107,435 |
| Management/Research & Development | $647,086 | $182,034 |
| Legal Services | $756,784 | $311,571 |
| Creative Communications | $0 | $0 |
| Total | $1,571,774 | $601,040 |

The actual consulting expenditures funded from the 2025 capital budget totalled $0.06M 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, 2023 (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 2025 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 23, 2026.

## *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 2025 consulting expenditures for the Service's operating and capital budgets are provided in Attachments A and B, respectively.

Mr. Colin Stairs, Interim 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:*

Attachment A: 2025 Consulting Services Expenditure - Operating
Attachment B: 2025 Consulting Services Expenditure - Capital

2025 Consulting Services Expenditure - Operating
Attachment A

| Expense Category | Consultant Name | Description of Work | 2025 Expenditure | 2024 Expenditure |
|---|---|---|---|---|
| | | | $ | $ |
| Technical | | | | |
| | | **Sub-total** | **-** | **-** |
| Information Technology | OnX Enterprise Solutions | To provide pre-sale advisement on hardware, software, cloud, and services selection, determining cost-effective buying strategy for the Toronto Police Service (T.P.S.), and identifying information Technology (I.T.) / Information Services (I.S.) solution options to meet specifics needs. **COMPLETE** | - | 79,237 |
| Information Technology | TEKsystems Canada Corp. | To conduct Customer Relationship Management (C.R.M.) software evaluation, selection and implementation services. **COMPLETE** | - | 28,198 |
| Information Technology | Deloitte Inc. | To conduct I.T. Cyber Security Assessment for T.P.S. | 167,904 | - |
| | | **Sub-total** | **167,904** | **107,435** |
| 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. | 11,991 | 15,295 |
| Management / Research & Development | Facilitating Change | Evaluation frame work for the Gender Diversity and Trans Inclusion Project. | 12,822 | 10,456 |
| 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. | 50,000 | 25,000 |
| 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. | 29,307 | 29,524 |
| 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 | 101,760 |
| 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 the creation of an enablement kit/toolkit for data governance, and data management. | 99,725 | - |
| Management / Research & Development | ESRI Canada Ltd. | To assist T.P.S. in the development of a Geospatial Strategy on a Page including a roadmap for expanding and maturing geospatial (G.I.S.) capabilities. | 15,264 | - |
| Management / Research & Development | Monumental Projects Inc. | To develop solutions and recommendations for mental health apprehensions as part of T.P.S.' Race and Identity-Based Collection (R.B.D.C.) Strategy. | 152,640 | - |
| Management / Research & Development | Advanis | Provide survey collection and analysis services to inform and support the development of the Board's Strategic Plan. | 9,972 | - |
| Management / Research & Development | Paradigm Change Solutions | To gather information and make recommendations to inform T.P.S.'s Human Resource Strategy. | 9,693 | - |
| Management / Research & Development | Hub International Ontario Ltd. | To conduct review and analytics of Survivor Income Benefits (S.I.B.). Program. | 55,230 | - |
| Management / Research & Development | Disabilitycoach.Ca | To assist with ongoing transformation and modernization for Disability Management Harmonization Project. | 98,682 | - |
| | | **Sub-total** | **647,086** | **182,034** |

| Expense Category | Consultant Name | Description of Work | 2025 Expenditure | 2024 Expenditure |
|---|---|---|---|---|
| | | | $ | $ |
| 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. | 1,832 | 10,308 |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide consultation and legal advice regarding prosecution services. | 30,762 | 175,774 |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | Legal services provided regarding O'Connor application in relation to privileged information. **COMPLETE** | - | 2,692 |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide legal services and advice in relation to a prosecution services. **COMPLETE** | - | 23,928 |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide legal services and advice in relation to a prosecution services. | 226,171 | - |
| 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. **COMPLETE** | - | 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**. COMPLETE** | - | 2,517 |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide legal services and advice in relation to a prosecution of one member. | 57,155 | 14,551 |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide legal services in relation to the matter of Khorsand v. Toronto Police Service Board (T.P.S.B). | 214 | 14,962 |
| Legal (External Lawyers & Planners) | Deeth Williams Wall L.L.P. | To provide legal services related to ammendment of Axon agreement. | 10,120 | 60,186 |
| Legal (External Lawyers & Planners) | Reeve, David | To provide consultation and legal advice regarding prosecution services. **COMPLETE** | - | 5,788 |
| Legal (External Lawyers & Planners) | G D Walton Inc. | To provide Hearing Officer Services in relation to an in-camera Police Service Act Hearing. | 46,291 | - |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide T.P.S. legal services/advice in relation to a legal proceeding. | 19,930 | - |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide T.P.S. legal services/advice in relation to a legal proceeding. | 17,846 | - |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide T.P.S. legal services/advice in relation to a legal proceeding. | 23,195 | - |
| Legal (External Lawyers & Planners) | Henein, Hutchison L.L.P. | To provide T.P.S. legal services/advice in relation to a legal proceeding. | 20,416 | - |
| Legal (External Lawyers & Planners) | Miller Thomson L.L.P. | To provide professional Services in relation to the establishment of a Toronto Police Foundation. | 21,652 | - |
| Legal (External Lawyers & Planners) | Fasken Martineau Dumoulin L.L.P. | To provide opinion in relation to T.P.S. Audit (Governance) Framework and Community Safety and Policing Act (C.S.P.A.) | 25,789 | - |
| Legal (External Lawyers & Planners) | Fenton Law Barristers | To provide legal opinion in relation to City of Toronto Bubble Zone By-Law. | 5,053 | - |
| Legal (External Lawyers & Planners) | Lerners L.L.P. | To provide legal services in relation to Opinion Letter. | 9,691 | - |
| Legal (External Lawyers & Planners) | Borden Ladner Gervais L.L.P. | To provide legal services in relation to Media Release. | 4,767 | - |
| Legal (External Lawyers & Planners) | Borden Ladner Gervais L.L.P. | To provide legal services in relation to licensing agreement. | 6,439 | - |
| Legal (External Lawyers & Planners) | Taylor, Lisa | To provide Hearing Officer services in relation to an in-camera Police Service Act Hearing. | 46,902 | - |
| Legal (External Lawyers & Planners) | Addario Law Group L.L.P. | To provide T.P.S. legal services/advice in relation to a legal proceeding. | 182,559 | - |
| | | **Sub-total** | **756,784** | **311,571** |
| Creative Communications | | | | |
| | | **Sub-total** | **-** | **-** |
| | | | **1,571,774** | **601,040** |

2025 Consulting Services Expenditure - Capital
Attachment B

| Expense Category | Consultant Name | Description of Work | 2025 Expenditure | 2024 Expenditure |
|---|---|---|---|---|
| | | | $ | $ |
| Technical | J&B Engineering Inc | Mechanical site assessment to determine state of infrastructure. | - | 7,551 |
| 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. | 47,670 | 6,665 |
| | | **Sub-total** | **47,670** | **14,216** |
| Information Technology | | | - | - |
| | | **Sub-total** | **-** | **-** |
| Management / Research & Development | The Econo-Rack Group (2015) Inc. | To conduct assessment of Toronto Police Service (T.P.S.) Racking System needs. | 18,317 | - |
| | | **Sub-total** | **18,317** | **-** |
| Legal (External Lawyers & Planners) | | | - | - |
| | | **Sub-total** | **-** | **-** |
| Creative Communications | | | - | - |
| | | **Sub-total** | **-** | **-** |
| | | | **65,987** | **14,216** |

# 6.2. Annual Report: Toronto Police Service Board's 2025 Consulting Expenditures

**PUBLIC REPORT**

**February 17, 2026**

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

## Subject: Annual Report: Toronto Police Service Board's 2025 Consulting Expenditures

**Purpose:** ☒ **Information Purposes Only** ☐ **Seeking Decision**

## Summary:

This report provides details of the 2025 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 2025 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, 2026, deadline.

**Recommendation:**

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

**Financial Implications:**

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,

Louis Tsilivis
Executive Director

*Contact*

Sheri Chapman
Executive Assistant to the Chair
Email: Sheri.Chapman@tpsb.ca

*Attachments:*

Appendix A

**2025 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 | 2025 Expenditure | 2024 Expenditure |
|---|---|---|---|---|---|---|---|---|
| Agencies and Corporations | Toronto Police Service Board | Technical - CE 4078, 5020005 | | | | | - | - |
| | | **Sub-total** | | | | | - | - |
| Agencies and Corporations | Toronto Police Service Board | Information Technology - CE 4079, 5020003 | | | | | - | - |
| | | **Sub-total** | | | | | - | - |
| Agencies and Corporations | Toronto Police Service Board | Management / Research & Development - CE 4089, 5020004 | 0 | 0 | Advanis | Provide survey collection and analysis services to inform and support the development of the | - | 9,158 |
| | | **Sub-total** | | | | | - | **9,158** |
| Agencies and Corporations | Toronto Police Service Board | Legal (External Lawyers & Planners) - CE 4091, 5020002 | 2025.03.25 | 9703208 | Hicks Morley Hamilton Stewart | Provide expert advice/legal opinion on general employment and labour relations | 40,433 | 38,971 |
| | | **Sub-total** | | | | | **40,433** | **38,971** |
| Agencies and Corporations | Toronto Police Service Board | Creative Communications - CE 4093, 5020001 | | | | | | |
| | | **Sub-total** | | | | | - | - |
| | | **Total - Division / Agency / Corporation** | | | | | **40,433** | **48,129** |

# 7. Budget Variance Reports

# 7.1. 2025 Operating Budget Variance for the Toronto Police Service, Period Ending December 31, 2025

**PUBLIC REPORT**

**March 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Operating Budget Variance for the Toronto Police Service, Period Ending December 31, 2025**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendations:

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

1) approve the following 2025 in-year budget adjustments:
   - an increase of $4.5M gross and $0.0 net, to recognize in-year Provincial grant funding for grant-related expenditures;
   - an increase of $1.5M in additional revenues offset by additional expenditures; and
   - the unchanged net budget of $1,339.0M and a revised gross budget of $1,544.7M.

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's (Service) approved 2025 operating budget is $1,339.0M net and $1,538.7M gross inclusive of collective bargaining agreement (C.B.A.) and Fédération Internationale de Football Association (F.I.F.A.) impacts.

Following approval of the above recommendation, the net budget will remain unchanged, while the gross budget will be revised to $1,544.7M.

As at December 31, 2025, the Service's total net expenditures amounted to $1,339.6M, resulting in a 2025 year-end unfavourable variance of $0.5M against the revised operating budget.

# Summary

Table 1 provides an executive summary of net variances; additional details are broken down and discussed by feature categories in the section that follows. Through a combination of mitigation measures and the reversal of certain 2024 accruals, forecasted 2025 pressure was reduced by $11.8M resulting in a final operating deficit of $0.5M.

Table 1: Executive Summary of Variances ($Ms)

| Category | 2025 Y/E Variance Fav / (Unfav) | Comments |
|---|---|---|
| Uniform Salaries | ($0.8) | Lower-than-anticipated separations resulted in year-end complement of 34 officers above budget, partially mitigated by salary-related savings from an increase in unpaid leaves and senior officer vacancies. |
| Civilian Salaries | $5.4 | Staffing vacancies of 1.6% and lower than budgeted 2025 job reclassification adjustments. |
| Premium Pay | ($19.9) | Reflects expected costs, structurally underfunded, from unplanned events (e.g. protests and demonstrations) as well as ongoing reliance on premium pay due to civilian staffing vacancies. This is significantly reduced (by $13.3M) from 2024 through improved use of on-duty capacity (regular time) and improved controls of overtime and call-backs. |
| Benefits | $1.0 | Savings in medical and dental benefits and lower retiree premium rates, partially offset by higher Employee Health Tax costs from above-budget premium pay expenditures. |
| Non-Salary | $9.0 | Savings were realized across multiple areas, including gasoline from the removal of the carbon tax, contracted services due to delayed hiring and project start dates, and Information Technology infrastructure and maintenance where some expenditures were offset by grant funding. |
| Revenues (Including Reserves) | ($3.0) | Lower than planned draw from reserves, partially offset by additional salary recoveries through Provincial grant funding. |
| 2024 Retroactive Impact | $7.8 | One-time pickup from retroactive collective bargaining payments lower than 2024 accruals. |
| **Total** | **($0.5)** | |

# Discussion

## *Background*

At its meeting of December 12, 2024, the Board approved the Service's budget request of $1,220.1M net and $1,418.2M gross (Min. No. P2024-1212-4.2 refers).

Subsequently, the ratification of the Collective Bargaining Settlements with the Toronto Police Association (T.P.A.) and the Senior Officers' Organization (S.O.O.), together with the reallocation of $1.6M in funding from the City's FIFA Secretariat from 2024 and

2026 into 2025 to support operational readiness objectives, increased the Service's budget to $1,339.0M net and $1,538.7M gross.

During the year, the Service recognized an additional $4.5M in grant funding and $1.5M in additional revenues from other sources.

As a result of these changes, the net budget remains unchanged at $1,339.0M while the gross budget, after approval of these in-year changes would be revised to $1,544.7M.

In 2025, there were no financial implications arising from tariff policy, as law enforcement agencies were granted remissions.

## *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*

As indicated in previous quarterly reports, the Service tracked variance analyses against the revised ("In-Year") budget, which incorporates adjustments made throughout the fiscal year in consultation with the City in response to emerging needs, updated information, C.B.A. impacts, legislative changes, emergency events, grant revenues, and other unforeseen pressures. This approach ensures assessment of actual results and the variances presented are meaningful and relevant.

The purpose of this report is to provide the Board with the Service's 2025 final (unaudited) year-end operating budget variance. As reported in the third quarter variance report, the Service was projecting a potential operating shortfall of $12.3M. Through a combination of mitigation measures and the reversal of certain 2024 accruals, this pressure was reduced $11.8M by year-end, resulting in a final operating deficit of $0.5M.

Details regarding variances by feature categories are shown in Table 2 and discussed below.

Table 2: 2025 Variance by Feature Category ($Ms)

| Category | In-Year Budget * | Year-End Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| A. Salaries | $1,027.7 | $1,038.7 | ($11.0) |
| B. Premium Pay | $69.8 | $89.7 | ($19.9) |

| | | | |
|---|---|---|---|
| C. Benefits | $310.9 | $296.2 | $14.7 |
| D. Non-Salary | $122.6 | $110.1 | $12.5 |
| E. Contributions to / (Draws from) Reserves | ($37.7) | ($16.4) | ($21.2) |
| F. Revenue | ($154.3) | ($178.7) | $24.4 |
| **Total** | **$1,339.0** | **$1,339.6** | **($0.5)** |

**Note:** Numbers may not add due to rounding.

* Budget changes reflect the financial impacts of the 2024 and 2025 C.B.A.s, In-Year Budget transfers due to grant adjustments, and other essential operational updates (i.e. F.I.F.A.).

## *A. Salaries*

As Table 3 shows, the revised salary budget is $1,027.7M with final spending of $1,038.7M, resulting in an unfavourable variance of $11.0M.

The net unfavourable variance of $18.1M for paid duty has an offset by corresponding revenue, resulting in a net zero impact. Excluding paid duty, the favourable variance in the salary category is $7.0M.

Table 3: Uniform & Civilian Salaries Expenditures ($Ms)

| Category | In-Year Budget | Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| Uniform Officers | $726.1 | $725.1 | $1.0 |
| Uniform Officers – Paid Duty | $39.0 | $57.1 | ($18.1) |
| Total Uniform | $765.1 | $ 782.2 | ($17.1) |
| Civilian Police Professionals | $262.5 | $256.5 | $6.0 |
| **Total Salaries** | **$1,027.7** | **$1,038.7** | **($11.0)** |

Table 4 represents the 2025 approved staffing complement compared to the year-end actuals, with Uniform Officers exceeding complement due to fewer separations than budgeted, and Civilian Police Professionals reflecting a 1.6% vacancy rate.

Table 4: Uniform & Civilian Complement Summary Variance

| Category | Budgeted Complement | Year-End Actual | Variance Over / (Under) |
|---|---|---|---|

| | | | |
|---|---|---|---|
| Uniform Officers | 5,542 | 5,576 | 34 |
| Civilian Police Professionals | 2,665 | 2,623 | (42) |
| **Total Staffing** | **8,207** | **8,199** | **(8)** |

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 and resignations. The favourable $1.0M variance in uniform officer salary expenditures is primarily driven by the following:

- The 2025 budget included funding for 360 uniform hires. By the end of the year, the service hired 372 uniform officers, consisting of 346 cadets, and 26 experienced lateral officers (including returning Toronto Police Service members and Military members). The year-end staffing level of 5,576 exceeded the budgeted complement by 34 officers. This overage was partially offset by greater than anticipated unpaid leaves (15 more than budgeted) resulting in a net pressure of $2.7M.
- The 2025 approved budget assumed 210 uniform officer separations; however, the rate of retirements slowed, likely due to the post-retirement benefits introduced in the 2025 C.B.A. effective in 2028. The Service experienced 24 fewer separations and there were 2 officers that became Civilians increasing uniform separations by 2. The impact of these were included above.
- An additional savings of $2.3M was realized due to lower than estimated payouts compared to the 2024 C.B.A. accrual, which was established based on information available at the time, as well as other various salary savings.
- An additional net savings of $1.4M from timing of Uniform Senior officer vacancies and impact of rank differentials, partially offset with increased acting pay expenses.

Uniform Officers – Paid Duty

Salaries associated with paid duties exceed the $39.0M budget by $18.1M. This overage is offset by corresponding revenues as the Service recovers the cost incurred. The increase is driven by two key factors: a substantial rise in paid duty requests and an improved fill rate by the Service that is projected to continue.

Civilian Police Professionals

A favourable variance of $6M in salary expenditures is attributed to the following factors:

- Net savings of $5.4M arising from staffing vacancies, partially offset by acting pay, alternate rates, and shift bonuses as well as lower reclassification costs than estimated.
- Savings of $0.6M arising from the reversal of the 2024 C.B.A. accrual compared to actual payouts amounts.

## *B. Premium Pay*

Premium pay is incurred under the following circumstances:

- Overtime from extended tours of duty – when officers are involved in activities such as arrests that extend beyond their scheduled shift.
- Court attendance – when officers are required to attend court during off-duty hours.
- Call-backs – when officers are called in to work additional shifts to maintain appropriate staffing levels or to support specific operational initiatives.

These activities are essential to maintaining public safety and operational continuity, but they contribute significantly to budget pressures.

Budget and Spending

Premium pay has been historically underfunded with an unfavorable variance of $30.6M in 2023, and $39.3M in 2024. Despite this structural underfunding, the 2025 budget was flatlined to balance the Service's overall budget increase against affordability considerations, while reflecting improvements in overall resource capacity from the Service's multi-year hiring plan.

- The 2025 in-year premium pay budget is $69.8M, with year-end expenditures of $89.7M, resulting in an unfavourable variance of $19.9M. After accounting for $2.3M in recoveries, the net unfavourable variance for premium pay is $17.6M.
- Early results from the multi-year hiring plan combined with enhanced premium pay oversight show positive impacts on premium pay, especially for special events and court-related costs.
- For 2025, the City's one-time allocation of $10.0M in 2024 from the Major Special Event Reserve was removed. Premium pay expenditures were partially offset by $2.3M in recoveries from external partners, which reduced the net impact of the premium pay unfavourable variance.

Table 5 presents the 2024 and 2025 actuals for premium pay, providing a comparative view of year-over-year trends.

Table 5: Premium Pay Trends ($Ms)

| Category | 2024 Actual | 2025 In-Year Budget | 2025 Actual | Variance 2025 Budget vs Actual Fav / (Unfav) |
|---|---|---|---|---|
| Uniform Officers | $86.6 | $63.3 | $74.5 | ($11.2) |
| Civilian Police Professionals | $16.4 | $6.5 | $15.2 | ($8.7) |

| | | | | |
|---|---|---|---|---|
| **Total Premium Pay** | **$103.0** | **$69.8** | **$89.7** | **($19.9)** |
| Recoveries Offset (Revenues) | ($13.4) | - | ($2.3) | $2.3 |
| **Net Premium Pay** | **$89.6** | **$69.8** | **$87.4** | **($17.6)** |

Table 6 presents the 2024 and 2025 actuals for premium pay allocation, providing a comparative view of year-over-year trends. The 2025 cost reflects a significant improvement over 2024 actuals. This has been achieved through the improved use of on-duty capacity (regular time) and efficient controls of overtime and call-backs.

Table 6: 2024 Compared to 2025 Actuals - Premium Pay by Categories ($Ms)

| Category | 2024 Actual | 2025 In-Year Budget | 2025 Actual | Variance 2024 to 2025 Actuals Fav / (Unfav) |
|---|---|---|---|---|
| Court | $24.9 | $16.9 | $20.5 | $4.4 |
| Overtime | $28.2 | $20.2 | $26.5 | $1.7 |
| Callback | $49.9 | $32.7 | $42.7 | $7.2 |
| **Total Premium Pay** | **$103.0** | **$69.8** | **$89.7** | **$13.3** |

Uniform Premium Pay

As Table 5 shows, uniform premium pay exceeded the budget by $11.2M, driven by three key factors:

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 Service relies on off-duty resources through call-backs to provide necessary surge capacity for 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 2025, the Service responded to approximately 2,000 unplanned events.

In 2025, the majority of unplanned events were associated with Project Resolute, which is the management of public order for events, protests, and demonstrations related to international conflicts, as well as proactive engagement with impacted communities. From January 1, 2025 to December 31, 2025 the costs related to Project Resolute totalled $15.0M, including $5.4M 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.

To mitigate these pressures, the Service has revised divisional shift schedules and increased officer hiring, resulting in improved front-line coverage and response times. However, the transition from a five-platoon to a four-platoon model has reduced surge capacity, limiting flexibility during periods of peak demand.

Investigative units continue to rely on premium pay to manage complex caseloads, particularly in areas such as homicides, missing persons, and public safety. Primary Response Units and Traffic Services also contribute to overspending due to ongoing reliance on call-backs to meet operational needs.

Court-related premium pay has been curtailed through improved scheduling and oversight. Additionally, the Service has reallocated on-duty resources to support special events, helping to offset premium pay costs.

Civilian Policing Professional Premium Pay

As Table 5 shows, civilian premium pay exceeded the budget by $8.7M, primarily due to staffing and workload pressures in key operational areas. Overtime and call-backs were authorized to meet critical deadlines, maintain service levels, and address short-term vacancies particularly in Booker and Station Duty Operator roles, which helped keep uniform officers available for frontline duties.

Significant contributors to the variance include ongoing staffing and retention challenges in 9-1-1 communications and Court Services and operational demands across divisions, including District Special Constables.

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 months-long training before staff can operate at full capacity. For example, in 2025, to sustain frontline services, 9-1-1 communications operators incurred $2.7M in call-backs.

Despite these pressures, the civilian premium pay is $1.2M lower than the previous year. This improvement reflects more effective resource allocation, targeted hiring, and operational efficiencies. Enhanced collaboration with the Ministry of the Attorney General and the use of remote bail hearing technology has enabled faster processing of persons in custody, reduced in-custody prisoner counts and reduced associated costs.

## *C. Benefits*

The revised benefits budget is $310.9M with final spending of $296.2M, resulting in a favourable variance of $14.7M.

Table 7 outlines the major categories of benefit expenditures, and each category is discussed in detail below.

Table 7: Benefits Expenditures ($Ms)

| Category | In-Year Budget | Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| Medical / Dental | $65.5 | $62.7 | $2.8 |
| O.M.E.R.S. / C.P.P. / E.I. / E.H.T. | $180.4 | $183.4 | ($3.0) |
| Sick Pay Gratuity / C.S.B. / Post Retirement Health Care | $28.8 | $19.2 | $9.6 |
| Other (e.g., W.S.I.B., life insurance) | $36.2 | $30.8 | $5.4 |
| **Total Benefits** | **$310.9** | **$296.2** | **$14.7** |

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.)
Workplace Safety and Insurance Board (W.S.I.B.)

Medical/Dental

Group benefit entitlements, as per the C.B.A.s, are captured in this category. The favourable variance of $2.8M is primarily driven by the following:

- The 2024 C.B.A. accrual of $1.7M, was established to reflect pressures arising from the changes to the C.B.A. However, no expenditures were incurred in 2024, as the arbitration award for the 2024 C.B.A. was issued on December 16, 2024, limiting the timing of usage.
- Despite continued year over year growth in medical costs, actual expenditures were $1.0M below budget.

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

Salary-related benefits were over budget by $3.0M due to several factors including higher-than-anticipated hiring and separations in the second half of the year, the impact of retroactive pay, acting pay, shift bonus and taxable benefits. In addition, E.H.T. increased as it applies to higher paid duty and premium pay expenditures that exceed budget.

Sick Pay Gratuity / C.S.B. / Post Retirement Health Care

These expenditures are funded through reserve revenue, ensuring that any expenditure differentials result in a net-zero impact on the overall budget. Favourable variances of $9.6M are due to the lower actuals that also result in lower draws from the reserves.

Other

There was a favourable variance of $5.4M in this category, primarily attributable to the following factors:

- A favourable variance $3.7M in W.S.I.B. is due to the reversal of accruals established to address the anticipated pressures from 2024 arbitration. However, no expenditures were incurred in 2024, as the arbitration award for the 2024 C.B.A. was issued on December 16, 2024, limiting the timing of usage.

- Additional $1.7M favorable 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 revised non-Salary budget is $122.6M with year-end spending of $110.1M, resulting in a $12.5M favourable variance. Table 8 summarizes the major categories, and each is discussed below.

Table 8: Non-Salary Expenditures ($Ms)

| Category | In-Year Budget | Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| Vehicles (e.g. gas, parts) | $18.5 | $16.8 | $1.7 |
| Information Technology (Infrastructure & Maintenance) | $51.8 | $50.1 | $1.8 |
| Contracted Services | $9.1 | $5.3 | $3.8 |
| Other | $43.2 | $38.0 | $5.2 |
| **Total Non-Salary Expenditures** | **$122.6** | **$110.1** | **$12.5** |

Vehicles (e.g. gas, parts)

This category funds the gasoline and maintenance of the Service's vehicles. The favourable variance of $1.7M is primarily due to lower than budgeted average fuel prices following the removal of the consumer Carbon Tax.

Information Technology (I.T.)

This category funds the maintenance and support of the Service's computer infrastructure. The favourable variance of $1.8M is primarily due to the following:

- A favourable variance of $1.3M due to savings from computer maintenance costs where some expenditures were offset by grant funding as well as timing of implementation of various I.T. software updates and equipment replacement.
- The remaining variances of $0.5M are related to equipment purchases for modernization reserve underspending, with net zero impact.

Contracted Services

This category shows a favourable variance of $3.8M primarily due to:

- Modernization reserve underspending of $2.3M, with net zero impact.
- The remaining difference of $1.5M is due to contract award delays in various I.T. and centralized contracted services.

Other

This category shows a favourable variance of $5.2M comprised of the following:

- $1.8M primarily related to savings from lower than budgeted hiring-related expenditures such as equipment purchases.
- $1.1M primarily due to delays in equipment and office supplies procurement.
- $0.6M for uniforms and outfitting due to delays in the contract award process.
- $0.6M for training due to under-utilization of course funding relative to budget.
- $0.6M from Legal Indemnification. Such expenditures can fluctuate from year to year but are offset by equal reserve draws with net zero impact.
- $0.5M for investigative support expenditures.

## *E. Contribution to / Reserve Draws*

There was an unfavourable variance of $21.2M with regards to Reserves. Table 9 outlines the detailed breakdown of these reserves.

Table 9: 2025 Contribution and Draws from Reserves ($Ms)

| Reserves Category | In-Year Budget | Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| **Contribution to Reserves:** | | | |
| C.B.A. Mandated<br>Central Sick Bank, Sick Pay Gratuity, & Post-Retirement Health Care Spending | $2.0 | $2.0 | $0.0 |
| Legal | $0.9 | $0.9 | $0.0 |
| Vehicle & Equipment | $10.8 | $10.8 | $0.0 |
| **Total Contribution** | **$13.7** | **$13.7** | **$0.0** |
| **Draws from Reserves:** | | | |
| C.B.A. Mandated<br>Central Sick Bank, Sick Pay Gratuity, & Post-Retirement Health Care Spending | ($27.8) | ($10.8) | ($16.9) |
| Ontario News Deal and City's Corporate Reserve (for C.S.P.A.) | ($16.6) | ($16.6) | $0.0 |
| Modernization | ($3.7) | ($0.0) | ($3.7) |

| Reserves Category | In-Year Budget | Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| Legal | ($3.3) | ($2.8) | ($0.6) |
| **Total Draws** | **($51.4)** | **($30.2)** | **($21.2)** |
| **Contributions to / (Draws from) Reserves** | **($37.7)** | **($16.4)** | **($21.2)** |

Reserve Contribution

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.

Reserve contributions are assessed and planned based on forecasted future activities within each reserve, with due consideration given to long-term financial sustainability and the overall health of the reserve balances. Contributions are reviewed and approved annually through the operating budget process.

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

Reserve Draws

The unfavourable variance of $21.2M is primarily attributable to lower-than-anticipated draws from reserves, as expenditures were below budget in most cases. As expenditures continue to grow, while annual contributions remain unchanged, certain reserve balances will be depleted. For this reason, some reserve draws including Central Sick Bank, the Post-Retirement Health Care Spending, and the Modernization reserves, were reduced with the goal of maintaining the health of these reserves.

F. Revenue

The Revenue budget for 2025 is $154.3M with a year-end actual of $178.7M, resulting in a favourable variance of $24.4M.

The major revenue categories are summarized in Table 10 below.

Table 10: Revenues ($Ms)

| Category* | In-Year Budget | Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| Provincial Uploading for Court Security | ($38.0) | ($37.8) | ($0.2) |
| Paid Duty Salaries Recovery | ($39.0) | ($56.8) | $17.8 |
| Fees | ($18.7) | ($19.4) | $0.7 |
| Provincial Recoveries | ($30.7) | ($36.6) | $5.9 |
| Other Recoveries | ($21.3) | ($21.6) | $0.3 |
| F.I.F.A. | ($6.7) | ($6.6) | ($0.1) |
| **Total Revenues** | **($154.3)** | **($178.7)** | **$24.4** |

* Excluding Reserve Draws discussed in Part E

Provincial Uploading for Court Security and Prisoner Transportation (C.S.P.T.)

The budget for Court Security and Prisoner Transportation has historically been underfunded by the Province. The recovery from the Province is $37.8M which was $0.2M less than budgeted, resulting in an unfavourable variance. The Province uses an expenditure-based funding model to determine annual allocations for each municipality based on its share of the total provincial court security and prisoner transportation costs. The Service's C.S.P.T. expenditures represent approximately 33% of the total costs across the Province. The Service's C.S.P.T. funding decreased from $41.4M in 2024 to $37.8M in 2025 reflecting the Province's updated assessment of expenditures.

Paid Duty Salaries Recovery

The favourable variance of $17.8M 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 $0.7M favourable variance in fees mainly attributed to paid duty administration fees and equipment rental fees as well as criminal record checks revenues.

Provincial Recoveries

The favourable variance of $5.9M resulted primarily from higher than projected salary recoveries related to the Community Safety and Policing Grant. As grant recoveries are reconciled to actual expenses, any additional recovery is generally offset by corresponding expenses at year-end. While these amounts balance over the life of the

grant, a larger share of both expenses and related revenue was recorded in 2025 than anticipated. This timing difference occurs because of the Province's April to March fiscal year, as opposed to the Service's January to December fiscal year, making it difficult to accurately forecast how costs and recoveries will be split between years.

Other Recoveries

The favourable variance of $0.3M was driven from several factors:

- $1.0M in reduced City recoveries for gasoline and shared radio program cost from Toronto Fire Services corresponding to lower actual expenditures.
- Increased miscellaneous revenues, including a $1.0M for E.H.T. reimbursement related to the settlement of previous years' tax payments from the federal government.
- $0.3M increase in various other revenues and recoveries including the City's Traffic Direction Program being transferred from the P.E.U. to the Service in October 2025.

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 typically do not include salary expenses outside of permanent roles and are not set up if the grant contracts are not approved. In addition, as the provincial fiscal year ends on March 31st, versus December 31st for the Service, unspent provincial grant funding from 2025 is carried forward into 2026. 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 demonstrated fiscal responsibility, consistently managing its budget to efficiently deliver adequate and effective policing within the city. For the fiscal year ending 2025, results indicate a $0.5M deficit, primarily attributable to ongoing operational pressures staffed through premium pay arrangements. Savings were realized in many areas including salaries, benefits and non-salary accounts which reduced the previously reported deficit significantly. The Service remains dedicated to financial responsibility and public safety.

Interim Chief Administrative Officer, Colin Stairs and Mr. David McCaig 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, 2025

**PUBLIC REPORT**

**March 9, 2026**

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, 2025**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

## Recommendation:

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

At its December 12, 2024 meeting, the Board approved the Toronto Police Service's (Service) 2025-2034 capital program at $104.6 million (M) gross and $81.4M net (debt-funded) for 2025 (excluding carry forwards from previous years), and $1,097.3M gross and $867.5M net for the 10-year period of 2025-2034 (Min. No. P2024-1212-4.3 refers). Subsequently, City Council, at its February 11, 2025 meeting, approved the Service's 2025-2034 capital program at the same level as the Board-approved amount.

At its meetings on June 12, 2025 and December 10, 2025, the Board approved amendments to the 2025-2034 capital program to reflect necessary in-year budget transfers. These adjustments reallocated available funding among projects based on more up-to-date information regarding spending requirements (Min. No. P2025-0612-6.2 and Min. No. P2025-1210-7.2 refer).

These changes had no financial impact on the overall capital program. Attachment A provides the revised 2025-2034 capital program reflecting the Board-approved adjustments.

In 2025, there were no financial implications arising from tariff policy, as law enforcement agencies were granted remissions.

Table 1 provides a summary of the 2025 budget and expenditures. Of the gross funding of $126.8M in 2025, $91.4M was utilized (a spending rate of 72.1%). On a net basis, the spending rate is at 74.8%.

It should be noted that the City has issued revised instructions related to the limit of carryforwards to 2026, setting it at 25% of the 2024-2025 Average Spending. Any amounts exceeding this threshold should either be deferred to 2027 or later, or subject to additional justification and approval to be carried forward to 2026.

Based on the Service's 2024-2025 average spending of $97.3M, allowable carryforwards to 2026 are capped at $24.3M. In consideration of this revised guideline, the Service undertook a thorough review of its capital program and prioritized carryforwards that are necessary, particularly those with high projected spend rates in 2026, while minimizing impacts to the overall progress of the Service's capital plan.

Of the total gross under-expenditure of $35.4M, $23.3M will be carried forward to 2026, $10M will be carried forward to 2027, and $2M will be returned to the Vehicle and Equipment Reserve and Development Charges Reserve Fund.

**Table 1 – Summary of 2025 Budget and Expenditures ($Ms)**

| Category | 2025 Gross Expenditures | 2025 Debt-Funded Expenditures |
|---|---|---|
| 2025 capital program | $104.6 | $81.4 |
| Cashflows carried forward from previous years | $22.1 | $15.0 |
| **Total 2025 available funding** | **$126.8** | **$96.4** |
| 2025 expenditures | $91.4 | $72.1 |
| **Variance Fav / (Unfav)** | **$35.4** | **$24.3** |
| Spending rate | 72.1% | 74.8% |
| Carry forward to 2026 | $23.3 | $18.0 |
| Carry forward to 2027 | $10.0 | $6.4 |
| Returned funding | $2.0 | $0.0 |

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, 2025. The body of this report includes high-level project descriptions and updates for key projects within the 2025-2034 program. Attachment A provides the detailed 10-year capital program along with approved adjustments. Attachment B provides the Service's capital variance report as at December 31, 2025 and includes the spending rates and project health status.

## Discussion:

### *Background*

The 2025 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, budget and/or schedule issues, and minimal corrective action is required; spending rate is 50% to 69% 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 below 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 available funding, actual spending and overall project health for each capital project.

### Table 2 – 2025 Capital Budget Variance Report as at December 31, 2025 ($000s)

| Project Name | 2025 Cash Flow | | Variance (Over)/ Under | Spending Rate | Project Health | | Overall Project Health | Comments |
|---|---|---|---|---|---|---|---|---|
| | Total Available Funding | Actuals to Year-end | | | On Budget | On Time | | |
| **Facility Projects:** | | | | | | | | |
| Long Term Facility Plan - 54 Division; New Station | $977.1 | $0.0 | $977.1 | 0.0% | Red | Red | **Red** | Please refer to the body of the report. |
| Long Term Facility Plan - 41 Division; New Build | $15,337.5 | $11,707.9 | $3,629.5 | 76.3% | Green | Red | **Yellow** | Please refer to the body of the report. |
| Gun Range Remediation Upgrades | $1,700.0 | $544.9 | $1,155.1 | 32.1% | Red | Green | **Yellow** | Please refer to the body of the report. |
| Communications Center 9th Floor Renovation | $1,023.9 | $13.3 | $1,010.5 | 1.3% | Red | Red | **Red** | Please refer to the body of the report. |
| Relocation of Wellness Services | $26.5 | $26.5 | $0.0 | 100.0% | Green | Green | **Green** | Project was completed in Q3 2025. |
| Long Term Facility Plan - Consulting | $314.7 | $175.9 | $138.8 | 55.9% | Yellow | Red | **Yellow** | Please refer to the body of the report. |
| Forensic Identification Services (F.I.S.) building HVAC lifecycle | $427.4 | $58.3 | $369.1 | 13.6% | Red | Green | **Yellow** | Equipment delivery and installation have been delayed to 2026. |
| Forensic Identification Services (F.I.S.) Facility Replacement - Feasibility Study | $400.0 | $0.0 | $400.0 | 0.0% | Red | Red | **Red** | Delays in the tendering and contract award processes in 2025. The study is scheduled to commence in Q1 2026. |
| **Information Technology Modernization Projects:** | | | | | | | | |
| Next Generation (N.G.) 9-1-1 | $3,777.6 | $1,646.0 | $2,131.6 | 43.6% | Red | Red | **Red** | Please refer to the body of the report. |
| Digital Program (Platform & Transformation) | $1,500.0 | $862.3 | $637.7 | 57.5% | Yellow | Red | **Yellow** | Please refer to the body of the report. |
| Real Time Operating Centre | $5,200.0 | $1,279.0 | $3,921.0 | 24.6% | Red | Green | **Yellow** | Please refer to the body of the report. |
| Transforming Corporate Support (H.R.M.S., T.R.M.S.) | $1,235.7 | $0.0 | $1,235.7 | 0.0% | Red | Red | **Red** | Please refer to the body of the report. |
| A.N.C.O.E. (Global Search) | $38.3 | $38.3 | $0.0 | 100.0% | Green | Green | **Green** | Project was completed in Q1 2025. |
| Body Worn Camera - Phase II | $272.3 | $153.1 | $119.2 | 56.2% | Yellow | Red | **Yellow** | Contracted services related to BWC automations to continue to July 2026. |
| **Replacements/ Maintenance/ Equipment Projects:** | | | | | | | | |
| State-of-Good-Repair - Police | $6,367.6 | $5,369.1 | $998.6 | 84.3% | Green | Green | **Green** | Please refer to the body of the report. |
| Automated Fingerprint Identification System (A.F.I.S.) Replacement | $553.5 | $316.2 | $237.3 | 57.1% | Yellow | Green | **Green** | Please refer to the body of the report. |
| New Records Management System (R.M.S.) | $12,701.9 | $7,513.7 | $5,188.2 | 59.2% | Yellow | Green | **Green** | Please refer to the body of the report. |
| Vehicle and Equipment | $12,768.4 | $16,104.4 | ($3,336.0) | 126.1% | Green | Green | **Green** | Please refer to the body of the report. |
| Mobile Workstations | $9,520.0 | $7,149.3 | $2,370.7 | 75.1% | Green | Green | **Green** | Please refer to the body of the report. |
| Infrastructure Lifecycle | $13,100.0 | $11,927.1 | $1,172.9 | 91.0% | Green | Green | **Green** | Please refer to the body of the report. |
| Radio Replacement | $100.0 | $99.8 | $0.2 | 99.8% | Green | Green | **Green** | On time and on budget. |

| Project Name | 2025 Cash Flow | | Variance (Over)/ Under | Spending Rate | Project Health | | Overall Project Health | Comments |
|---|---|---|---|---|---|---|---|---|
| | Total Available Funding | Actuals to Year-end | | | On Budget | On Time | | |
| Furniture Lifecycle Replacement | $2,930.0 | $1,897.8 | $1,032.2 | 64.8% | Yellow | Green | **Green** | On time and on budget. |
| Workstation, Laptop, Printer- Lifecycle plan | $3,779.0 | $2,908.1 | $870.9 | 77.0% | Green | Green | **Green** | On time and on budget. |
| Vehicle and Operational Equipment - Net New | $7,414.1 | $6,682.4 | $731.7 | 90.1% | Green | Green | **Green** | On time and on budget. |
| Information Technology Storage Growth | $753.1 | $722.7 | $30.3 | 96.0% | Green | Green | **Green** | On time and on budget. |
| Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement | $976.7 | $737.0 | $239.8 | 75.5% | Green | Green | **Green** | On time and on budget. |
| Property & Evidence Warehouse Racking | $1,000.0 | $18.3 | $981.7 | 1.8% | Red | Red | **Red** | Please refer to the body of the report. |
| Small Equipment Replacement - Telephone handsets | $1,734.0 | $1,679.7 | $54.3 | 96.9% | Green | Green | **Green** | On time and on budget. |
| F.I.F.A. Requirement - Motorcycles | $55.2 | $39.9 | $15.3 | 72.3% | Green | Yellow | **Green** | On time and on budget. |
| **Lifecycle Projects:** | | | | | | | | |
| Vehicle Replacement | $1,330.0 | $1,187.3 | $142.8 | 89.3% | | | | On time and on budget. |
| I.T.-related Replacements | $5,749.2 | $4,645.3 | $1,104.0 | 80.8% | | | | On time and on budget. |
| Other Equipment | $13,707.9 | $5,855.2 | $7,852.7 | 42.7% | | | | Underspending due to delays in procurements of various projects (e.g., Wireless Parking System). |
| **Total Capital Expenditures** | **$126,771.6** | **$91,358.9** | **$35,412.7** | **72.1%** | | | | |
| Funding from Developmental Charges | ($8,817.1) | ($6,830.9) | ($1,986.2) | 77.5% | | | | |
| Vehicle & Equipment Reserve | ($20,597.2) | ($11,497.7) | ($9,099.5) | 55.8% | | | | |
| Other (Provincial and Federal Funding) | ($935.4) | ($935.4) | $0.0 | 100.0% | | | | |
| **Debt** | **$96,421.9** | **$72,094.9** | **$24,327.0** | **74.8%** | | | | |

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 existing facilities where possible. The Service has installed Light Emitting Diode (L.E.D.) lighting in various facilities to reduce electricity usage. It is also committed to Toronto's Net Zero by 2040 Initiative. The new 41 Division building and all future new stations will meet Toronto's Green Standards and incorporate Toronto's Net Zero plans including climate change mitigation or adaptation, energy or water efficiency, renewable or alternative energy, air quality and green infrastructure.

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

In 1994, 54 and 55 Divisions (built in 1951 and 1972, respectively) were identified as priorities for replacement due to the need for more efficient space to accommodate the City's growth and improved service operations. This project was originally initiated to amalgamate 54 and 55 Divisions into one consolidated facility. Due to difficulties in locating a suitable location for the new facility and after reviewing its operational

requirements, the Service subsequently determined in 2025 that maintaining two geographically separate divisions is the best strategy to meet operational needs.

- The existing 54 Division at 41 Cranfield Road will be developed using a phased construction approach. To maintain uninterrupted operations, Service members currently stationed at 54 Division will be temporarily relocated during the construction. Recent efforts with the City to secure a nearby location that meets operational needs were unsuccessful. As a result, members will be relocated to other Service locations within a 5-20km radius during the construction, and the Service will actively monitor the relocation impact to maintain operational continuity.

- The Request for Proposal for architectural consulting services was completed in November 2025. A report requesting Board approval for contract award will be submitted to the Board in early 2026.

- The overall health status of this project is Red. No spending occurred in 2025 because progress was delayed while the City worked to secure a suitable temporary relocation site. As a result, the full $977 thousand (K) available funding in 2025 will be carried forward to 2027.

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

The Service began the planning and design of the new 41 Division facility in 2018, and the construction began in August 2022. The phased construction and demolition approach will provide the Service with a new facility on the existing 41 Division site at 2222 Eglinton Avenue East. The new facility will provide a modern, efficient workspace designed to serve the Service and the surrounding 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. For Phase 1 (South Building), the move in was completed in the 1st quarter of 2025.

- For Phase 2 (North Building) of the project, demolition of the existing structures and excavation for the new facility has been successfully completed. Construction of the superstructure is now 40% complete with a target completion of June 2026. Interior building construction is expected to begin in July 2026, with the occupancy target date revised to September 2027 (originally mid-2027). Further updates will be provided in future capital variance reports.

- The overall health status of this project is Yellow due to delays in the construction timeline. Of the $15.3M available funding, $11.7M was spent in 2025. Of the remaining $3.6M, $1.9M will be carried forward to 2026 and $1.8M will be carried forward to 2027.

*Gun Range Remediation Upgrades (Yellow)*

Due to pandemic-related certification delays and increased C8 rifle testing requirements under the Community Safety and Policing Act (C.S.P.A.), the two rifle ranges at 70 Birmingham Street have experienced significant wear. This project is focused on restoring both ranges to improve training safety and increase capacity for firearms training and testing. Removal of lead from the clogged auger system was completed in the 2nd quarter of 2025.

- In June 2025, the Board approved the contract award to Action Target for repairs and preventative maintenance of firing range equipment and systems (Min. No. P2025-0612-13 refers). Action Target has completed the enhancements to the auger system, replacement of shooting plates, and upgrades to shooting targets, lighting, and software systems to date. However, to minimize operational impacts to firearms qualification and requalification activities, the remaining remediation work was deferred to early 2026. In addition, the preventative maintenance is deferred to commence in the 1st quarter of 2026 due to extended manufacturing lead times for specialized range equipment and components.

- Following the repairs completed by Action Target, extensive cleaning and environmental remediation were undertaken by Pinchin. This work focused on significantly reducing lead levels, improving safety for personnel, and restoring the facility to a high standard of cleanliness. Testing completed by Pinchin confirms that both ranges are in a safe and optimal condition for continued use. Remaining work is ongoing and is expected to be completed by the end of the 1st quarter of 2026.

- The overall health status of this project is Yellow. Of the $1.7M available funding, $545K was spent in 2025. The remaining $1.2M will be carried forward to 2026. Lower-than-anticipated spending in 2025 is due to the timing of remediation activities to align with operational requirements, as well as vendor-related delays.

*Communications Centre 9th Floor Renovation (Red)*

This project involves the design and renovation of the Communications Centre's 9th floor workspace including the installation of ergonomic furniture and equipment. The renovation ensures the health, safety and operational efficiency of dispatchers and call takers who frequently work long and high-stress shifts. Particularly, the installation of modern and adjustable workstations capable of supporting multiple monitors and advanced communication tools will enhance user's situational awareness and streamline operations. The upgrades will also expand capacity to support the anticipated demands of Next Generation (N.G.) 9-1-1.

- A consultant has been engaged to design the floor layout and conduct the furniture feasibility study, which is nearing completion. The uninterrupted power supply (U.P.S.) feasibility study will follow in 2026. Based on the study results, the projection will be updated in future capital variance reports. The estimated project completion is in 2028.

- The overall health status of this project is Red. Of the $1.02M available funding, $13K was spent in 2025. The underspending is due to delays in the study progress. Of the remaining $1M, $100K will be carried forward to 2026 and $911K will be carried forward to 2027.

*Long-Term Facility Plan – Consulting Services (Yellow)*

Some of the Service's buildings range between 35 and 50 years old and need replacement or major renovation to meet current and projected staffing and operational needs.

- Phase 1: External expertise, i.e., Stantec Architecture Limited, was hired to assess the condition and location of existing buildings, and the cost of renovation versus new constructions and/or relocation. The consultant submitted draft Building Condition Assessment reports and completed strategic interviews of staff at each building.
- Phase 2: Based on Phase 1's finding, the Service has identified the need for developing a comprehensive long-term facility plan starting in 2026 with the objective of enhancing operational flexibility, addressing aging facility infrastructure, and optimizing resource use. Findings and recommendations will be brought to the Board in future board reports. Factors to be considered for Phase 2 will include:
    - State of Good Repair assessments;
    - Joint Health and Safety considerations;
    - Strategic locations and/or co-location of units and services;
    - Expected growth in the Service's complement and volumes of activity; and
    - Expected City of Toronto population growth, including areas of significant development.
- The overall health status of this project is Yellow, reflecting the extended project timeline as a result of conducting the Phase 2 study. Of the $315K available funding, $176K was spent in 2025. The remaining $139K will be carried forward to 2026.

***Information Technology Modernization Projects:***

In the last decade, the Service has embraced many important developments with respect to information technology in public safety. New technology aims to improve efficiencies that eliminate costly and manual processes, increase accessibility, improve transparency, enhance analysis, augment existing capabilities and add new capabilities. These systems also improve overall information management and expand opportunities for enhanced community engagement, modernize data storage to manage costs (through cost avoidance) and create value-added capabilities to the Service's data storage infrastructure.

*Next Generation 9-1-1 (Red)*

The Canadian Radio-television and Telecommunications Commission (C.R.T.C.) has instructed Canadian telecommunications service providers to upgrade their infrastructure for N.G. 9-1-1 to an Internet Protocol (I.P.) based platform technology by March 31, 2027. The new technology can carry voice, text and other data components. It improves how people request emergency services and the communications between emergency responders, as well as provides more accurate location information to help emergency responders reach people 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 was completed on May 22, 2025 with the successful installation of the Emergency Services I.P. Network (E.S.I.net) system to ensure the N.G. 9-1-1 standards have been met. Particularly, the system is commissioned with an auto text back feature which will enhance the response times for abandoned calls.

- An external consultant is in the process of developing the Business Continuity and Disaster Recovery Plan, targeting a 2026 completion. In addition, to improve system supportability, critical spare hardware has been procured for delivery in 2026.

- Construction for the renovation of the 7th and 8th floors of the Communications Centre began in November 2025.

    - Renovation of the 7th floor is nearing completion, with its occupancy targeted for the 1st quarter of 2026. Renovation of the 8th floor will follow, with occupancy anticipated by the 2nd quarter of 2026.

    - Following the renovations, the U.P.S. feasibility study will be conducted under the Communications Centre 9th Floor Renovation project. Based on the study outcomes, the procurement and installation of the U.P.S. required to support N.G. 9-1-1 operations will be funded and delivered under the Next Generation 9-1-1 project. The overall project is expected to be completed in 2028.

- The overall health status of this project is Red due to schedule delays. Of the $3.8M available funding in 2025, $1.6M was utilized. The remaining $2.1M will be carried forward to 2026.

*Digital Program (Yellow)*

The Digital Program initially started as smaller projects and pilots, funded through the Service's Modernization Reserve. Given the project's current pace and maturity, it transitioned into a capital program starting in 2025.

The program is designed to build the skills, technology, and organizational capabilities needed for rapid development of digital solutions. By integrating platform technologies and agile methodology, the program removes barriers like outdated technology and

procurement cycles. This shift enhances the flexibility, reliability and customer focus of the Service's Information Technology and Information Management components, enabling better adaptation and continuous improvement and allowing more dependable end products. Additionally, the program aims to use technology to address challenges to community participation, which include policing service access and crime reporting.

- In 2025, this program focused on call diversion and community engagement with the former as the most significant and immediate way to alleviate operational pressures:
    - The Video Response pilot project was launched in 13 Division in the 1st quarter of 2025 and in 31 Division in the 2nd quarter of 2025 to enhance the Service's call diversion initiatives. Planning is underway to further expand the pilot to other divisions by the end of the 1st quarter of 2026, allowing for further assessment and incorporation of lessons learned from the initial two divisions. Although a specific timeline has not yet been established, the Service is planning to centralize this capability to support alternate police response across Toronto.
    - For Online Reporting, iterative enhancements have been made across parking and theft reporting in the 3rd quarter of 2025. Mischief, damage, graffiti was released in the 3rd quarter of 2025 with fraud online reporting released in the 4th quarter of 2025. Work is underway for driving and traffic complaints in the 1st quarter of 2026 and supplemental and additional community complaint reporting iteratively throughout 2026.
- Toronto Shield, an information-sharing partnership between executive-level public and private professionals and the Service, promotes awareness for emerging and evolving situations in Toronto related to emergency preparedness and security. In the 3rd quarter of 2025, the program transitioned to a new platform to enhance its capabilities and user experience.
- The biggest project risk is the retention of resources critical to executing the project, and the reliance on internal Subject Matter Experts (S.M.E.s), that are often redeployed based on the Service's operational requirements. The project team is actively managing the project timeline and onboarding new project hires into the first half of 2026.
- The overall health status of this project is Yellow due to retention of resource issues impacting project timeline. Of the $1.5M available funding, $862K was spent in 2025. Of the $638K remaining funding, $338K will be carried forward to 2026 and $300K will be carried forward to 2027.

*Real Time Operations Centre (R.T.O.C.) (Yellow)*

The R.T.O.C. is a centralized, 24/7 facility designed to deliver near real-time, actionable intelligence to front-line officers and investigators, enabling immediate and coordinated community safety and wellbeing interventions. It integrates advanced technologies such as video surveillance, social media and transportation systems to provide

comprehensive real-time situational awareness and decision-making support. It represents a transformative step forward in enhancing public safety and operational efficiency for police and emergency response agencies, through the enablement of proactive monitoring of incidents, real-time analysis of trends, and rapid response coordination. The project has two streams:

- R.T.O.C. Pilot: Building on the existing Intelligence Operations Centre structure and expanding the mandate of the Toronto Police Operations Centre, the upcoming pilot will strengthen frontline situational awareness across Toronto.
    - The project team is designing the pilot's operational requirement, timeline and organization structure, aiming to complete the required share space construction and team setup for a 2026 launch.
- Multi-Agency Intelligence Command Centre (M.I.C.C.) Build: In 2025, the Service has identified immediate needs to set up its M.I.C.C. to strengthen secure command and coordination capabilities in support of various public events.
    - Construction of the required share space is underway with a target completion by the first half of 2026.
- The overall health status of this project is Yellow. Of the $5.2M available funding, $1.3M was utilized in 2025, reflecting the project's planning, design and initial construction activities, with the remaining $3.9M to be carried forward to 2026 to support subsequent project phases.

*Transforming Corporate Support (Human Resource Management System and Time Resource Management System) (Red)*

The project aims to develop more cost-effective, modern and automated processes to administer and report on the Service's people and human resources-related activities.

- The Human Resources Management System (H.R.M.S.) application upgrade and Time Resource Management System (T.R.M.S.) database migration have been completed.
- Progress on other operational enhancements was delayed in 2025 due to limited internal capacity, as the project team was dedicated to critical in-year priorities such as implementing newly ratified collective agreements and processing retroactive pay obligations. With the anticipated stabilization of workload in 2026, the project team will solicit external expertise to conduct review on the Service's employee record management, payroll, benefits administration, and time and labour recording in 2026 and 2027.
- The overall health status of this project is Red. The entire 2025 available funding of $1.2M was unspent, of which, $438K will be carried forward to 2026 and the remaining $800K will be carried forward to 2027.

***Replacements, Maintenance and Equipment Projects:***

Projects in this category are mainly the replacement and maintenance of equipment, and maintenance of facilities. Some projects in this category were historically funded through the Vehicle and Equipment Reserve but are now financed through debt, following an agreement with City staff to address funding shortfalls and alleviate growing pressures on the Vehicle and Equipment Reserve.

*State of Good Repair (Green)*

State of Good Repair (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 flooring replacements, Marine Unit dock replacement, and replacement of overhead doors and gates.
- This project also includes technology upgrades to optimize service delivery and increase efficiencies (e.g., wireless internet, upgrade to the existing S.A.P. system).
- In 2025, some projects were deferred due to competing operational priorities and resource capacity constraints. Efforts were redirected to other higher-priority Service initiatives, which limited available resources to advance S.O.G.R. work as planned. In addition, several projects experienced delays related to procurement timelines, consultant availability and material lead times. The Service will continue to monitor the S.O.G.R. progress in 2026 and provide updates in future Board variance reports.
- The overall health status of this project is Green. Of the $6.4M available funding in 2025, $5.4M was utilized. The remaining $999K will be carried forward to 2026.

*Automated Fingerprint Identification System Replacement (Green)*

Automated Fingerprint Identification System (A.F.I.S.) is based on a biometric identification methodology that uses digital imaging technology to obtain, store and analyse 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 provide real-time confirmation of prisoner identity for Booking Officers, and process requests for background clearance, police reference checks and clearance letter services. The decommissioned A.F.I.S. was a 2011 model that was first deployed in January 2013 and reached its end of life in December 2020. The system is currently undergoing a lifecycle upgrade from 2021 to 2026.

- The contract award and negotiations with IDEMIA were completed in 2020. The planning, design and factory acceptance phases were completed in 2021, 2023, and 2024, respectively.
- System acceptance testing of critical requirements was completed to support going live with the new system in the 2nd quarter of 2025. The Shipment phase was completed in the 3rd quarter of 2025.
- The final project phases, i.e., Acceptance and Implementation-to-Operational, were delayed in 2025 due to outstanding issues. The project team is monitoring the system stabilization and expects to complete the Final Acceptance by the 2nd quarter of 2026.
- The overall health status of this project is Green. Of the $554K available funding in 2025, $316K was utilized and the remaining $237K will be carried forward to 2026.

*New Records Management System (Green)*

This project is for the replacement of the existing Records Management System (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 in April 2023. The project team officially kicked off the project in February 2024.
- A project website has been launched for the Service's internal audience, providing information and demonstration videos about the system. The project team has engaged with over 1,900 members as of the 4th quarter of 2025 for their input on the incremental configuration and build of the new system.
- The project team has developed build iterations for approximately 80% of process configuration. System development is in progress using an incremental build approach. The readiness assessment scheduled for the 1st quarter of 2026 will allow the project team to assess the remaining path to complete the process work. The testing phase is planned to begin in the first half of 2026.
- The training model for the implementation has been developed and is expected to be finalized in the 1st quarter of 2026. Onboarding of training curriculum designers has been delayed and the project team is actively monitoring the progress. Training and rollout activities are expected to begin in the 4th quarter of 2026.
- The primary project risk is the retention of key resources, particularly internal uniform S.M.E.s that are often redeployed based on the Service's operational

requirements. Inconsistent S.M.E. involvement is impacting project progress and costs, and the project team is actively managing the project timeline.

- The overall health status of the project is Green. Of the $12.7M available funding in 2025, $7.5M was utilized. The remaining $5.2M reflects delays in project timeline due to resource retention issues and delayed receipt of contracted services. Of the remaining funds, $3.6M will be carried forward to 2026 and $1.6M will be carried forward to 2027.

*Vehicle and Equipment Lifecycle Replacement (Green)*

This project is for the lifecycle replacement of the Service's vehicles and the associated equipment for the police vehicles. This includes marked and unmarked cars, support vehicles, bicycles, motorcycles, as well as telecommunication equipment to outfit the vehicles. The Service also prioritizes the procurement of hybrid vehicles for better operational efficiency, fuel savings, and carbon reduction.

- In 2025, the Service life cycled a total of 217 vehicles, as well as 50 bicycles and 5 motorcycles. All 2025 vehicle orders were received and fully upfitted within the year. Moreover, 60 police vehicles originally scheduled for 2026 were delivered ahead of schedule in the 4th quarter of 2025 to allow the Service to upfit and deploy the vehicles in early 2026 to prepare for various public events. The Service is working with City Finance to accelerate funding from 2026 into 2025.

- The overall health status of this project is Green with a spending rate of 126% due to the accelerated delivery from vendors for 2026 orders.

*Please note the 2025 carry forward balance is allocated under the Vehicle and Equipment Reserve for this project.

*Mobile Workstations Lifecycle Replacement (Green)*

This project is for the lifecycle replacement of the Mobile Workstation (M.W.S.) platform including the M.W.S., the wireless modem and associated peripherals such as docking stations, keyboards and thermal portable printers. The M.W.S. platform is deployed to all the Service's police cars and motorcycles, enabling the officers to connect to the Service's systems through radio signals and use the mobile applications in the field.

- The physical devices of the modems and workstations were deployed in the 4th quarter of 2025. However, there are delays in system modifications required to address changes in modem models, and such work is expected to be completed in 2027.

- The overall health status of this project is Green. Of the $9.5M debt funding in 2025, $7.1M was spent. The remaining $2.4M, resulting from the delayed system modifications, will be carried forward to 2026.

*Please note the 2025 carry forward balance is allocated under the Vehicle and Equipment Reserve for this project.

*Infrastructure Lifecycle Replacement (Green)*

This project is for the lifecycle replacement of the Service's servers, network, and storage which are replaced every six years. In 2024, the project team conducted a year-long analysis to re-baseline and ensure comprehensive asset coverage across multiple physical sites and access points.

- The 2025 replacement was conducted in two phases, both of which were completed by the 3rd quarter of 2025. However, there has been a delay in the data centre commissioning which deferred some contracted services expenses to 2026.
- The overall health status of this project is Green. Of the $13.1M debt funding in 2025, $11.9M was utilized. The remaining $1.2M will be carried forward to 2026.

*Please note the 2025 carry forward balance is allocated under the Vehicle and Equipment Reserve for this project.

*Property & Evidence Warehouse Racking (Red)*

This project provides for high density and pushback racking to enable sufficient longer-term storage capacity in the Service's property and evidence facility.

- The assessment of the project scope identified missing requirements such as engineering, fire suppression and lighting, significantly raising the estimated cost and creating scheduling complexities due to competing operational priorities. As a result, the Service decided to put the project on hold in 2025.
- The project team currently has no timeline for conducting a reassessment of racking needs which is essential for proceeding with this project. As such, it is recommended to close the current project. The Service will submit new funding requests in the future based on updated project requirements.
- The overall health status of this project is Red. Of the $1M available funding in 2025, $18K was utilized for needs assessment consultant. Upon project closure, the remaining $982K will be returned to the Development Charges Reserve Fund.

***Lifecycle Projects Under Vehicle and Equipment Reserve:***

Projects listed in this category include the regular replacement of selected information technology equipment, vehicles and other equipment. They are primarily funded from the Vehicle and Equipment Reserve which is in turn funded through annual contributions from the Service and Parking Enforcement Unit's (P.E.U.) operating budgets.

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

| Project Name | Carry Forward from previous years | 2025 Budget | Available to Spend | Year End Actuals | YE Variance (Over)/ Under | Carry Forward to 2026 | Carry Forward to 2027 | Return to Reserve |
|---|---|---|---|---|---|---|---|---|
| Vehicle Replacement | $1,330.0 | $0.0 | $1,330.0 | $1,187.3 | $142.8 | $0.0 | $0.0 | $142.8 |
| I.T.-Related Replacements | $2,581.2 | $3,168.0 | $5,749.2 | $4,645.3 | $1,104.0 | $204.6 | $0.0 | $899.4 |
| Other Equipment | $2,199.9 | $11,508.0 | $13,707.9 | $5,855.2 | $7,852.7 | $4,159.0 | $3,684.1 | $9.6 |
| **Total Lifecycle Projects** | **$6,111.2** | **$14,676.0** | **$20,787.2** | **$11,687.7** | **$9,099.5** | **$4,363.6** | **$3,684.1** | **$1,051.8** |

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

As the Service modernizes its systems for data, analytics initiatives and video evidence, it has increasing needs for on-premises storage. While the Service has taken steps to create efficiencies, the amount of equipment that must be replaced continues to increase, putting pressure on the Service's operating budget for contribution to the Vehicle and Equipment Reserve. The following measures are implemented to ease part of the pressure:

- In the 2025-2034 Capital Program, six lifecycle replacement projects (including Vehicle and Equipment, Mobile Workstations, Workstation, Laptop and Printer, Infrastructure, Furniture and Small Equipment – Telephone Handsets) were transitioned to be funded primarily through debts from 2025 onward.
- Rationalization efforts are also underway to minimize long-term cost increases through adopting technology innovations (e.g. utilizing cloud technology to store data more efficiently).

In 2025, several lifecycle replacement projects experienced delays which resulted in underspending:

- P.E.U. projects - Wireless Parking System, Automated License Plate Recognition Technology and Vehicle Impound Program ($4.5M underspending): The Service is finalizing the overall plan of modernizing and digitizing the P.E.U.'s services and will re-issue the Request for Proposal at a later stage.
- Facial Recognition System Replacement ($1.5M underspending): Delays due to ongoing contract negotiations with the vendor.
- Small Equipment – Audio and Visual Equipment ($1.5M underspending): Due to delays in finalizing equipment requirements.
- Connected Officer ($899K underspending): Due to unbudgeted residual value of decommissioned smartphones.

Of the $20.8M available funding in 2025, $11.7M was spent by year-end. Of the unspent funding of $9.1M, $4.4M will be carried forward to 2026 and $3.7M will be carried forward to 2027. The remaining $1.1M was related to lower than anticipated lifecycle replacement costs of several projects ($899K for Connected Officer, $143K for

Remote Operated Vehicle and $10K for Hydrogen Fuel Cells) and will be returned to the Vehicle and Equipment Reserve.

***Conclusion:***

The Service's gross spending rate for 2025 was 72.1%. From the under-expenditure of $35.4M, $23.3M will be carried forward to 2026, $10M will be carried forward to 2027, and $2M will be returned to the Vehicle and Equipment Reserve and Development Charges Reserve Fund.

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.

Interim Chief Administrative Officer, Colin Stairs and Mr. David McCaig 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:*

Attachment A – 2025-2034 Capital Program with the approved adjustments
Attachment B – 2025 Capital Budget Variance Report as at December 31, 2025

# Attachment A – 2025-2034 Capital Program With The Approved Adjustments

| Project Name | Category | Budget to end of 2024 | Carryforward to 2025 | 2025 | 2026 | 2027 | 2028 | 2029 | 2025-2029 Request | 2030 | 2031 | 2032 | 2033 | 2034 | Total 2030-2034 | Total 2025-2034 | Total Project Cost |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Projects in Progress** | | | | | | | | | | | | | | | | | |
| State-of-Good-Repair - Police | Facility Projects | | $718 | $5,650 | $4,400 | $4,400 | $4,400 | $4,400 | $23,250 | $4,400 | $4,400 | $4,400 | $4,400 | $4,400 | $22,000 | $45,250 | $45,250 |
| Long Term Facility Plan - 54 Division; New Station | Facility Projects | $1,838 | $844 | $133 | $4,084 | $19,239 | $37,374 | $40,254 | $101,084 | $0 | $0 | $0 | $0 | $0 | $0 | $101,084 | $102,922 |
| Long Term Facility Plan - 41 Division; New Build | Facility Projects | $58,748 | $758 | $14,580 | $12,247 | $0 | $0 | $0 | $26,827 | $0 | $0 | $0 | $0 | $0 | $0 | $26,827 | $85,575 |
| Radio Replacement | Life cycle Replacement Projects | $38,151 | $100 | $0 | $0 | $16,000 | $5,730 | $7,380 | $29,110 | $5,440 | $6,174 | $0 | $0 | $0 | $11,614 | $40,724 | $78,875 |
| Automated Fingerprint Identification System (A.F.I.S.) Replacement | Life cycle Replacement Projects | $4,285 | $553 | $0 | $0 | $0 | $0 | $1,285 | $1,285 | $2,304 | $0 | $0 | $0 | $0 | $2,304 | $3,589 | $7,874 |
| Next Generation (N.G.) 9-1-1 | I.T. Projects | $10,351 | ($154) | $3,932 | $2,300 | $0 | $0 | $0 | $6,232 | $0 | $0 | $0 | $0 | $0 | $0 | $6,232 | $16,583 |
| Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement | Life cycle Replacement Projects | $1,602 | $27 | $950 | $1,200 | $1,200 | $1,200 | $1,200 | $5,750 | $1,400 | $1,200 | $0 | $1,600 | $1,100 | $5,300 | $11,050 | $12,652 |
| Information Technology Storage Growth | I.T. Projects | $2,467 | $3 | $750 | $750 | $750 | $750 | $750 | $3,750 | $750 | $750 | $750 | $750 | $750 | $3,750 | $7,500 | $9,967 |
| New Records Management System (R.M.S.) | I.T. Projects | $16,000 | $11,002 | $1,700 | $7,800 | $3,798 | $0 | $0 | $13,298 | $0 | $0 | $0 | $0 | $0 | $0 | $13,298 | $29,298 |
| Transforming Corporate Support (H.R.M.S., T.R.M.S.) | I.T. Projects | $8,215 | $1,016 | $220 | $0 | $0 | $0 | $0 | $220 | $0 | $0 | $0 | $0 | $0 | $0 | $220 | $8,435 |
| Long Term Facility Plan - Consulting | Facility Projects | $878 | $315 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $878 |
| Property & Evidence Warehouse Racking | I.T. Projects | $80 | $50 | $950 | $0 | $0 | $0 | $0 | $950 | $0 | $0 | $0 | $0 | $0 | $0 | $950 | $1,030 |
| Body Worn Camera - Phase II | I.T. Projects | $5,887 | $272 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $5,887 |
| Vehicle and Equipment | Life cycle Replacement Projects | $0 | $0 | $12,768 | $13,213 | $13,042 | $13,055 | $13,100 | $65,178 | $13,534 | $16,433 | $16,772 | $15,678 | $15,794 | $78,211 | $143,389 | $143,389 |
| Workstation, Laptop, Printer-Lifecycle plan | Life cycle Replacement Projects | $0 | $0 | $3,779 | $6,735 | $5,194 | $2,044 | $2,337 | $20,089 | $5,193 | $5,571 | $4,165 | $6,191 | $2,555 | $23,675 | $43,764 | $43,764 |
| Infrastructure Lifecycle | Life cycle Replacement Projects | $0 | $0 | $13,100 | $16,200 | $8,200 | $14,500 | $20,600 | $72,600 | $26,400 | $15,000 | $7,700 | $13,100 | $19,100 | $81,300 | $153,900 | $153,900 |
| Mobile Workstations | Life cycle Replacement Projects | $0 | $0 | $9,520 | $50 | $146 | $180 | $486 | $10,382 | $9,000 | $6,500 | $0 | $55 | $105 | $15,660 | $26,042 | $26,042 |
| Furniture Lifecycle Replacement | Life cycle Replacement Projects | $0 | $0 | $2,930 | $2,050 | $1,950 | $1,900 | $2,000 | $10,830 | $1,950 | $1,750 | $1,850 | $1,700 | $2,000 | $9,250 | $20,080 | $20,080 |
| Small Equipment Replacement - Telephone handsets | Life cycle Replacement Projects | $0 | $0 | $1,734 | $1,709 | $854 | $586 | $1,715 | $6,598 | $1,483 | $1,483 | $725 | $612 | $1,641 | $5,944 | $12,542 | $12,542 |
| F.I.F.A. Requirement - Motorcycles | Equipment | $600 | $55 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $600 |
| Relocation of Wellness Services | Facility Projects | $1,840 | $27 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $1,840 |

| Project Name | Category | Budget to end of 2024 | Carryforward to 2025 | 2025 | 2026 | 2027 | 2028 | 2029 | 2025-2029 Request | 2030 | 2031 | 2032 | 2033 | 2034 | Total 2030-2034 | Total 2025-2034 | Total Project Cost |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| A.N.C.O.E. (Global Search) | I.T. Projects | $12,473 | $38 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $12,473 |
| Vehicle and operational equipment - net new | Equipment | $11,521 | $399 | $7,015 | $3,026 | $3,255 | $3,441 | $2,984 | $19,721 | $0 | $0 | $0 | $0 | $0 | $0 | $19,721 | $31,242 |
| **Total, Projects In Progress** | | **$174,937** | **$16,022** | **$79,712** | **$75,764** | **$78,028** | **$85,160** | **$98,491** | **$417,154** | **$71,854** | **$59,261** | **$36,362** | **$44,086** | **$47,445** | **$259,008** | **$676,162** | **$851,099** |
| **Upcoming Projects** | | | | | | | | | | | | | | | | | |
| Long Term Facility Plan - 13 Division | Facility Projects | $0 | $0 | $0 | $0 | $0 | $1,285 | $5,432 | $6,717 | $22,478 | $44,048 | $47,550 | $0 | $0 | $114,077 | $120,794 | $120,794 |
| Long Term Facility Plan - 55 Division; New Station | Facility Projects | $0 | $0 | $0 | $0 | $0 | $1,128 | $4,800 | $5,928 | $22,715 | $44,153 | $47,436 | $0 | $0 | $114,304 | $120,231 | $120,231 |
| Real Time Operating Centre | I.T. Projects | $0 | $0 | $5,200 | $1,800 | $1,700 | $2,000 | $1,700 | $12,400 | $0 | $0 | $0 | $0 | $0 | $0 | $12,400 | $12,400 |
| Gun Range Remediation Upgrades | Facility Projects | $0 | $0 | $1,700 | $0 | $0 | $0 | $0 | $1,700 | $0 | $0 | $0 | $0 | $0 | $0 | $1,700 | $1,700 |
| Forensic Identification Services (F.I.S.) building H.V.A.C. lifecycle | Facility Projects | $0 | $0 | $427 | $2,563 | $2,563 | $0 | $0 | $5,553 | $0 | $0 | $0 | $0 | $0 | $0 | $5,553 | $5,553 |
| Digital Program | I.T. Projects | $0 | $0 | $1,500 | $2,900 | $2,900 | $0 | $0 | $7,300 | $0 | $0 | $0 | $0 | $0 | $0 | $7,300 | $7,300 |
| Communications Center 9th Floor Renovation | Facility Projects | $0 | $0 | $1,024 | $5,901 | $5,687 | $0 | $0 | $12,612 | $0 | $0 | $0 | $0 | $0 | $0 | $12,612 | $12,612 |
| Forensic Identification Services (F.I.S.) Facility Replacement - Feasibility Study | Facility Projects | $0 | $0 | $400 | $0 | $0 | $0 | $0 | $400 | $0 | $0 | $0 | $0 | $0 | $0 | $400 | $400 |
| A.L.P.R. Technology for Parking Enforcement | Equipment | $0 | $0 | $1,000 | $4,000 | $0 | $0 | $0 | $5,000 | $0 | $0 | $0 | $0 | $0 | $0 | $5,000 | $5,000 |
| **Total, Upcoming Projects:** | | **$0** | **$0** | **$11,251** | **$17,164** | **$12,849** | **$4,413** | **$11,932** | **$57,610** | **$45,193** | **$88,201** | **$94,986** | **$0** | **$0** | **$228,381** | **$285,991** | **$285,991** |
| **Total Gross Debt Funded Capital Projects:** | | **$174,937** | **$16,022** | **$90,963** | **$92,928** | **$90,877** | **$89,573** | **$110,423** | **$474,764** | **$117,047** | **$147,462** | **$131,348** | **$44,086** | **$47,445** | **$487,389** | **$962,153** | **$1,137,090** |
| **Total, Vehicle and Equipment Lifecycle Replacement Projects** | | **$405,608** | **$6,111** | **$13,676** | **$12,773** | **$12,282** | **$11,902** | **$11,117** | **$61,750** | **$19,958** | **$17,710** | **$10,372** | **$15,660** | **$9,722** | **$73,423** | **$135,173** | **$540,781** |
| **Total Capital Request** | | **$580,544** | **$22,133** | **$104,639** | **$105,701** | **$103,159** | **$101,475** | **$121,539** | **$536,514** | **$137,005** | **$165,172** | **$141,721** | **$59,746** | **$57,168** | **$560,812** | **$1,097,326** | **$1,677,870** |
| **Funding Sources:** | | | | | | | | | | | | | | | | | |
| Vehicle and Equipment Reserve | | ($397,146) | ($6,111) | ($14,486) | ($12,573) | ($9,322) | ($11,702) | ($11,027) | ($59,110) | ($19,958) | ($17,710) | ($10,372) | ($15,660) | ($9,722) | ($73,423) | ($132,533) | ($529,679) |
| Other Source of Funding (Federal and Provincial Grants) | | ($1,860) | $0 | ($935) | $0 | $0 | $0 | $0 | ($935) | $0 | $0 | $0 | $0 | $0 | $0 | ($935) | ($2,795) |
| Development Charges Funding | | ($22,905) | ($994) | ($7,823) | ($7,484) | ($14,790) | ($12,995) | ($34,256) | ($77,348) | ($4,672) | ($4,140) | ($3,400) | ($3,400) | ($3,400) | ($19,012) | ($96,360) | ($119,265) |
| **Net Debt-Funded Projects** | | **$158,634** | **$15,028** | **$81,394** | **$85,644** | **$79,047** | **$76,778** | **$76,257** | **$399,120** | **$112,375** | **$143,322** | **$127,948** | **$40,686** | **$44,045** | **$468,377** | **$867,497** | **$1,026,131** |

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

# Attachment B – 2025 Capital Budget Variance Report as at December 31, 2025

| Project Name | 2025 Cashflow | | | | Variance (Over)/ Under | Spending Rate | Return to City/ Reserve | Carry Forward to 2026 | Carry Forward to 2027 | Start Date | End Date | | Project Health | | Overall Project Health | Comments |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Carry Forward from Previous Years | Revised 2025 Budget | Total Available Funding | Actuals as of Dec 31, 2025 | | | | | | | Planned | Revised | On Budget | On Time | | |
| **Facility Projects:** | | | | | | | | | | | | | | | | |
| Long Term Facility Plan - 54 Division; New Station | $843.7 | $133.3 | $977.1 | $0.0 | $977.1 | 0.0% | $0.0 | $0.0 | $977.1 | Jan-17 | Dec-30 | Dec-30 | Red | Red | **Green** | Please refer to the body of the report. |
| Long Term Facility Plan - 41 Division; New Build | $757.6 | $14,579.9 | $15,337.5 | $11,707.9 | $3,629.5 | 76.3% | $0.0 | $1,859.5 | $1,770.0 | Jan-18 | Dec-26 | Dec-28 | Green | Red | **Green** | Please refer to the body of the report. |
| Gun Range Remediation Upgrades | $0.0 | $1,700.0 | $1,700.0 | $544.9 | $1,155.1 | 32.1% | $0.0 | $1,155.1 | $0.0 | Feb-25 | ongoing | ongoing | Red | Green | **Green** | Please refer to the body of the report. |
| Communications Center 9th Floor Renovation | $0.0 | $1,023.9 | $1,023.9 | $13.3 | $1,010.5 | 1.3% | $0.0 | $100.0 | $910.5 | Feb-25 | Dec-27 | Dec-28 | Red | Red | **Green** | Please refer to the body of the report. |
| Relocation of Wellness Services | $26.5 | $0.0 | $26.5 | $26.5 | ($0.0) | 100.0% | $0.0 | ($0.0) | $0.0 | Jan-23 | Jun-25 | Jul-25 | Green | Green | **Green** | Please refer to the body of the report. |
| Long Term Facility Plan - Consulting | $314.7 | $0.0 | $314.7 | $175.9 | $138.8 | 55.9% | $0.0 | $138.8 | $0.0 | Jan-21 | Jun-25 | Dec-26 | Yellow | Red | **Green** | Please refer to the body of the report. |
| Forensic Identification Services (F.I.S.) building HVAC lifecycle | $0.0 | $427.4 | $427.4 | $58.3 | $369.1 | 13.6% | $0.0 | $369.1 | $0.0 | Apr-25 | Dec-28 | Dec-28 | Red | Green | **Green** | Equipment delivery and installation have been delayed to 2026. |
| Forensic Identification Services (F.I.S.) Facility Replacement - Feasibility Study | $0.0 | $400.0 | $400.0 | $0.0 | $400.0 | 0.0% | $0.0 | $400.0 | $0.0 | Feb-25 | Dec-25 | Dec-26 | Red | Red | **Green** | Delays in the tendering and contract award processes in 2025. The study is scheduled to commence in Q1 2026. |
| **Information Technology Modernization Projects:** | | | | | | | | | | | | | | | | |
| Next Generation (N.G.) 9-1-1 | ($154.4) | $3,932.0 | $3,777.6 | $1,646.0 | $2,131.6 | 43.6% | $0.0 | $2,131.6 | $0.0 | Jan-19 | Sep-26 | Dec-28 | Red | Red | **Green** | Please refer to the body of the report. |
| Digital Program (Platform & Transformation) | $0.0 | $1,500.0 | $1,500.0 | $862.3 | $637.7 | 57.5% | $0.0 | $337.7 | $300.0 | Feb-25 | Dec-27 | Dec-28 | Yellow | Red | **Green** | Please refer to the body of the report. |
| Real Time Operating Centre | $0.0 | $5,200.0 | $5,200.0 | $1,279.0 | $3,921.0 | 24.6% | $0.0 | $3,921.0 | $0.0 | Feb-25 | Dec-29 | Dec-29 | Red | Green | **Green** | Please refer to the body of the report. |
| Transforming Corporate Support (H.R.M.S., T.R.M.S.) | $1,015.7 | $220.0 | $1,235.7 | $0.0 | $1,235.7 | 0.0% | $0.0 | $435.7 | $800.0 | Jan-14 | Jul-26 | Dec-27 | Red | Red | **Green** | Please refer to the body of the report. |
| A.N.C.O.E. (Global Search) | $38.3 | $0.0 | $38.3 | $38.3 | $0.0 | 100.0% | $0.0 | $0.0 | $0.0 | Jan-15 | Feb-25 | Feb-25 | Green | Green | **Green** | Project was completed in Q1 2025. |
| Body Worn Camera - Phase II | $272.3 | $0.0 | $272.3 | $153.1 | $119.2 | 56.2% | $0.0 | $119.2 | $0.0 | Jan-17 | Dec-25 | Jul-26 | Yellow | Red | **Green** | Contracted services to continue to July 2026 to support automations related to BWC. |
| **Replacements/ Maintenance/ Equipment Projects:** | | | | | | | | | | | | | | | | |
| State-of-Good-Repair - Police | $717.6 | $5,650.0 | $6,367.6 | $5,369.1 | $998.6 | 84.3% | $0.0 | $998.6 | $0.0 | ongoing | ongoing | ongoing | Green | Green | **Green** | Please refer to the body of the report. |
| Automated Fingerprint Identification System (A.F.I.S.) Replacement | $553.5 | $0.0 | $553.5 | $316.2 | $237.3 | 57.1% | $0.0 | $237.3 | $0.0 | Jan-19 | ongoing | ongoing | Yellow | Green | **Green** | Please refer to the body of the report. |
| New Records Management System (R.M.S.) | $11,001.9 | $1,700.0 | $12,701.9 | $7,513.7 | $5,188.2 | 59.2% | $0.0 | $3,588.2 | $1,600.0 | Jan-23 | Dec-27 | Dec-28 | Yellow | Green | **Green** | Please refer to the body of the report. |
| Vehicle and Equipment | $0.0 | $12,768.4 | $12,768.4 | $16,104.4 | ($3,336.0) | 126.1% | $0.0 | ($3,336.0) | $0.0 | ongoing | ongoing | ongoing | Green | Green | **Green** | Please refer to the body of the report. |
| Mobile Workstations | $0.0 | $9,520.0 | $9,520.0 | $7,149.3 | $2,370.7 | 75.1% | $0.0 | $2,370.7 | $0.0 | ongoing | ongoing | ongoing | Green | Green | **Green** | Please refer to the body of the report. |
| Infrastructure Lifecycle | $0.0 | $13,100.0 | $13,100.0 | $11,927.1 | $1,172.9 | 91.0% | $0.0 | $1,172.9 | $0.0 | ongoing | ongoing | ongoing | Green | Green | **Green** | Please refer to the body of the report. |
| Radio Replacement | $100.0 | $0.0 | $100.0 | $99.8 | $0.2 | 99.8% | $0.0 | $0.2 | $0.0 | Jan-16 | ongoing | ongoing | Green | Green | **Green** | |
| Furniture Lifecycle Replacement | $0.0 | $2,930.0 | $2,930.0 | $1,897.8 | $1,032.2 | 64.8% | $0.0 | $1,032.2 | $0.0 | ongoing | ongoing | ongoing | Yellow | Green | **Green** | |
| Workstation, Laptop, Printer- Lifecycle plan | $0.0 | $3,779.0 | $3,779.0 | $2,908.1 | $870.9 | 77.0% | $0.0 | $870.9 | $0.0 | ongoing | ongoing | ongoing | Green | Green | **Green** | |

| Project Name | 2025 Cashflow | | | | Variance (Over)/ Under | Spending Rate | Return to City/ Reserve | Carry Forward to 2026 | Carry Forward to 2027 | Start Date | End Date | | Project Health | | Overall Project Health | Comments |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Carry Forward from Previous Years | Revised 2025 Budget | Total Available Funding | Actuals as of Dec 31, 2025 | | | | | | | Planned | Revised | On Budget | On Time | | |
| Vehicle and Operational Equipment - Net New | $399.1 | $7,015.0 | $7,414.1 | $6,682.4 | $731.7 | 90.1% | $0.0 | $731.7 | $0.0 | Jan-24 | Dec-29 | Dec-29 | Green | Green | **Green** | |
| Information Technology Storage Growth | $3.1 | $750.0 | $753.1 | $722.7 | $30.3 | 96.0% | $0.0 | $30.3 | $0.0 | Jan-23 | ongoing | ongoing | Green | Green | **Green** | |
| Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement | $26.7 | $950.0 | $976.7 | $737.0 | $239.8 | 75.5% | $0.0 | $239.8 | $0.0 | Feb-21 | ongoing | ongoing | Green | Green | **Green** | |
| Property & Evidence Warehouse Racking | $50.0 | $950.0 | $1,000.0 | $18.3 | $981.7 | 1.8% | $981.7 | $0.0 | $0.0 | Apr-24 | Jan-26 | Dec-25 | Red | Red | **Green** | Please refer to the body of the report. |
| Small Equipment Replacement - Telephone handsets | $0.0 | $1,734.0 | $1,734.0 | $1,679.7 | $54.3 | 96.9% | $0.0 | $54.3 | $0.0 | ongoing | ongoing | ongoing | Green | Green | **Green** | |
| F.I.F.A. Requirement - Motorcycles | $55.2 | $0.0 | $55.2 | $39.9 | $15.3 | 72.3% | $0.0 | $15.3 | $0.0 | Jan-24 | Dec-25 | Jan-26 | Green | Yellow | **Green** | |
| **Lifecycle Projects:** | | | | | | | | | | | | | | | | |
| Vehicle Replacement | $1,330.0 | $0.0 | $1,330.0 | $1,187.3 | $142.8 | 89.3% | $142.8 | $0.0 | $0.0 | | | | | | | |
| I.T.-Related Replacements | $2,581.2 | $3,168.0 | $5,749.2 | $4,645.3 | $1,104.0 | 80.8% | $899.4 | $204.6 | $0.0 | | | | | | | |
| Other Equipment | $2,199.9 | $11,508.0 | $13,707.9 | $5,855.2 | $7,852.7 | 42.7% | $9.6 | $4,159.0 | $3,684.1 | | | | | | | |
| **Total Capital Expenditures** | **$22,132.8** | **$104,638.8** | **$126,771.6** | **$91,358.9** | **$35,412.7** | **72.1%** | **$2,033.5** | **$23,337.6** | **$10,041.7** | | | | | | | |
| Funding from Developmental Charges | ($993.7) | ($7,823.3) | ($8,817.1) | ($6,830.9) | ($1,986.2) | 77.5% | ($981.7) | ($1,004.5) | $0.0 | | | | | | | |
| Funding from Vehicle and Equipment Reserve | ($6,111.2) | ($14,486.0) | ($20,597.2) | ($11,497.7) | ($9,099.5) | 55.8% | ($1,051.8) | ($4,363.6) | $0.0 | | | | | | | |
| Other (Provincial and Federal Funding) | $0.0 | ($935.4) | ($935.4) | ($935.4) | $0.0 | 100.0% | $0.0 | $0.0 | $0.0 | | | | | | | |
| **Debt** | **$15,027.8** | **$81,394.1** | **$96,421.9** | **$72,094.9** | **$24,327.0** | **74.8%** | **($0.0)** | **$17,969.4** | **$10,041.7** | | | | | | | |

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

# 7.3. 2025 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending December 31, 2025

**PUBLIC REPORT**

**March 8, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: 2025 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending December 31, 2025**

**Purpose:** ☒ **Information Purposes Only** ☐ **Seeking Decision**

## Recommendation:

This report recommends that the Toronto Police Service Board (Board) 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.) 2025 approved net operating budget is $59.4 Million (M). As at December 31, 2025, the P.E.U.'s total net expenditures were $55.8M, resulting in a 2025 favourable year-end variance of $3.6M.

## Summary

The purpose of this report is to provide the Board with information on the P.E.U.'s 2025 final year-end variance. The P.E.U. achieved a year-end favourable variance of $3.6M.

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

**Table 1: 2025 Variance by Feature Category ($Ms)**

| Category | Revised Budget | Year-End Actual | Variance Fav / (Unfav) |
|---|---|---|---|
| A. Salaries | $37.0 | $35.6 | $1.4 |
| B. Premium Pay | $2.1 | $2.4 | (0.3) |
| C. Benefits | $12.8 | $11.3 | $1.5 |
| D. Non-Salary | $5.4 | $4.7 | $0.7 |
| E. Reserve Contribution | $4.2 | $4.2 | $0.0 |
| F. Revenue | (2.1) | (2.4) | $0.3 |
| **Total** | **$59.4** | **$55.8** | **$3.6** |

# Discussion

## *Background*

At its meeting on December 12, 2024, the Board approved the Toronto Police Service's Parking Enforcement Unit (P.E.U.) 2025 net operating budget at $55.4 Million (M), a 7.8% increase over the 2024 approved budget (Min. No. P2024-1212-4.4 refers). Subsequently, at a Special Public Meeting held on April 25, 2025, the Board ratified the Collective Bargaining Settlement. With the inclusion of Collective Bargaining impacts, (Min. No. P2025-0425-1.0 refers), the total 2025 operating budget was increased by $4.0M over the approved budget, bringing the total 2025 operating budget to $59.4M net.

The P.E.U. is managed by the Toronto Police Service (Service); however, the P.E.U.'s operating budget is separated from the Service's budget and is maintained in the City's non-program budget. In addition, revenues from the collection of parking tags issued were accrued to the City (instead of the Service).

In 2025, there were no financial implications arising from tariff policy, as law enforcement agencies were granted remissions.

## *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 $3.6M is reported, the P.E.U. experienced budget pressures stemming from premium pay. Details regarding significant variances shown in Table 1 are discussed below:

### A. *Salaries*

The favourable variance of $1.4M in this category, of which $1M is primarily driven by the timing of new hires and in-year staff separations.

In 2025, there were 57 Parking Enforcement Officers (P.E.O.) separations, with 27 members transitioning to Special Constable roles, contributing to internal movement and attrition. As P.E.O. separations continue due to retirements or promotions to other positions, new P.E.O.s are hired at the lowest step of the salary band, resulting in cost savings.

The P.E.U. budget is based on maintaining a total budgeted complement of 394 positions, reflecting an average annual P.E.O. strength of 357. Initially, 60 new hires were approved for 2025 with 40 scheduled for March and 20 for September. However, higher-than-expected separations, necessitated adjustments to the hiring plan.

- The March intake was deferred to July, while the September class was rescheduled to October and expanded to 36 recruits to address the staffing gap.
- An additional third class of 15 recruits was hired in December to increase the year-end strength to 390 to offset anticipated attritions and support workforce stabilization.

**Table 2: Uniform & Civilian Complement Summary Variance**

| Category | Budgeted Complement | Year-End Actual | Variance Over / (Under) |
|---|---|---|---|
| Uniform Officers | 8 | 2 | (6) |
| Civilian Police Professionals – Administrative/ Managerial | 29 | 26 | (3) |
| Parking Enforcement Officers (including Supervisors) | 357 | 390 | 33 |
| **Total Staffing** | **394** | **418** | **24** |

While these additional hires increase the year-end strength, the P.E.U. anticipates maintaining an average annual P.E.O. strength of 357 in 2026.

Moreover, there are $0.4M savings from the reversal of the 2024 collective agreement accruals, reflecting actual payouts below accrued amounts.

## *B. Premium Pay*

The unfavourable variance in this category is $0.3M is primarily related to special events or directed enforcement activities. In 2025, 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.

All premium pay expenditures require supervisory approval and are carefully monitored to ensure accountability.

## *C. Benefits*

The P.E.U.'s benefit costs are aligned with those of the Service and are allocated at year-end based on a percentage of total Service benefit costs. The favourable variance in this category is $1.5M which is primarily due to:

- The reduced staffing levels throughout the year, resulted in lower-than-budget salary-related benefit costs and a $0.5M favourable variance.
- The Service incurred lower benefit costs for W.S.I.B. and retiree benefits, which led to a lower allocation to the P.E.U and hence a $0.5M favourable variance.
- The Service incurred a $0.4M favourable variance for Sick Pay Gratuity and Post Retirement benefits costs. As they are funded by reserves, the cost allocation is fully offset by a corresponding reduction in reserve funding revenue, resulting in no net variance impact.
- Favourable variance of $0.1M in various other benefit accounts.

## *D. Non-Salary*

The favourable variance in this category of $0.7M is primarily attributable to:

- Lower than budgeted average fuel prices following the removal of the consumer Carbon Tax, resulting in savings of $0.2M;
- Reduced computer system maintenance costs due to delays, contributing to savings of $0.2M;
- Delayed delivery of uniforms to 2026 and underspending in office supplies resulting in $0.2M savings; and
- Other miscellaneous savings of $0.1M.

## *E. Reserve Contribution*

The P.E.U. contributes to several reserves through provisions in its operating budget. All reserves are established by the City. The City manages the Sick Pay Gratuity reserve, while the Service manages the Vehicle and Equipment (V.&E.) reserve fund, the Central Sick Bank reserve, and the Post Retirement reserve.

There is no variance in this category as the P.E.U.'s contributions to reserves were made as budgeted, consistent with approved affordability measures and long-term financial planning objectives to ensure sustainability.

### *F. Revenue*

Revenue is derived from reserve draws and towing/pound administrative recoveries. The favourable variance in this category is $0.3M which is attributable to:

- Towing recoveries and Toronto Transit Commission (T.T.C.) enforcement totalled $1.4M, resulting in a $0.8M favourable variance compared to budget;
- A $0.4M unfavourable variance in reserve draws from Sick Pay Gratuity reserve, the Central Sick Bank reserve, and the Post Retirement reserve. As discussed above under Part C – Benefits, the lower benefit expenditures result in lower reserve draws; and
- A $0.1M unfavourable variance due to the City's Traffic Direction Program being transferred from the P.E.U. to the Service in October 2025.

## Conclusion

The P.E.U. is reporting a year-end surplus of $3.6M primarily due to savings in salaries and benefits expenditures driven by the timing of new hires and staff separations.

Interim Chief Administrative Officer, Colin Stairs and Mr. David McCaig 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

# 7.4. 2025 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending December 31, 2025

**PUBLIC REPORT**

**February 27, 2026**

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

Subject: **2025 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending December 31, 2025**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendation(s):

It is recommended that the Toronto Police Service Board (Board) receive this report and 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 2025 approved net operating budget is $2,543.4 thousand (K). As at December 31, 2025, the Board's total net expenditures amounted to $2,631.2K, resulting in a 2025 year-end unfavourable variance of $87.8K.

**Summary:**

This report provides an update on the Board's year-end variance as of December 31, 2025, which resulted in a deficit of $87.8K.

Table 1 provides a high-level summary of variances and explanations by feature category, with additional details discussed in the sections that follow.

The methodology for variance reporting changed in 2025. The Service now tracks and records variance analysis against the Revised (In-Year) budget, which incorporates adjustments made throughout the fiscal year in response to emerging needs, updated information, collective agreement impacts, legislative changes, emergency events, grant revenues, and other unforeseen pressures. This approach is used to ensure assessment of actual results and the variances presented are meaningful and relevant.

**Table 1: Variance by Feature Category ($000s)**

| Category | In-Year Budget | 2025 Actuals | Fav / (Unfav) |
|---|---|---|---|
| Salaries & Benefits | $1,916.6 | $1,883.6 | $33.0 |
| Non-Salary Expenditures | $1,692.5 | $1,540.4 | $152.1 |
| Draws from Reserves | ($1,065.7) | ($792.8) | ($272.9) |
| **Total** | **$2,543.4** | **$2,631.2** | **($87.8)** |

Please note that figures in the tables presented in this report may not sum precisely due to rounding.

## Discussion

### 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

#### *Salaries & Benefits*

Year-end expenditures for Salaries and Benefits resulted in a $33K favourable variance. Salary savings from vacant positions were largely offset by compensation costs associated with retirement incentives.

#### *Non-Salary Expenditures*

Year-end non-salary expenditures resulted in a $152.1K favourable variance. The majority of the costs in this category relate to arbitrations and grievances, as well as City chargebacks for legal services.

The Board cannot predict or control the number of grievances filed or referred to arbitration, as such actions are initiated at the discretion of bargaining units. To address this uncertainty and ensure adequate financial resources are available to respond to these matters when they arise, the 2025 Operating Budget includes a $424.8K contribution to the Legal Reserve (Reserve) for costs associated with the provision of legal advice and representation. Fluctuations in legal spending will be managed by increasing or decreasing the budgeted reserve contribution in future operating budgets ensuring that the Board maintains sufficient funds in the Reserve to support these variable expenditures as they arise.

- In-year budget pressures were identified as a result of executive searches costs. To support the recruitment of these positions, the Board engaged an external executive search firm, resulting in $136.5K of expenditures in 2025.

- At year-end, legal costs resulted in a favourable variance of $272.9K largely due to lower than anticipated City charges.

***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. Due to lower expenditures in legal costs in 2025, a corresponding lower draw was required, resulting in $272.9K less revenue than budgeted.

**Conclusion:**

The Board experienced modest budget pressures largely driven by one time and uncontrollable factors which contributed to a deficit of $87.8K. Salary and benefit costs were lower than budget and lower than expected legal charges reduced the need to draw on reserves and helped preserve reserve balances. Overall, the financial results reflect prudent reserve management while addressing necessary operational priorities.

Respectfully submitted,

Louis Tsilivis
Executive Director

# 8. Annual Report: Write-off of Uncollectible Accounts Receivable Balances January 1, 2025 to December 31, 2025

**PUBLIC REPORT**

**March 5, 2026**

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, 2025 to December 31, 2025**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendation:

This report requests the Toronto Police Service Board (Board) approve this report of the 2025 Write-off of Uncollectible Accounts in the amount of $79,335.40.

## Financial Implications:

The write-off amount of $79,335.40 reduces the allowance for uncollectible accounts to $23,646.00. The adequacy of this amount is analysed annually as part of the year-end accounting process. In 2025, the write-off amount is specific to Employee Receivables in the amount of $79,335.40.

The total write-offs for 2025 represent .001% of the year-end Accounts Receivable balance and 0.08% of revenues for the year, excluding grants. Industry standards suggest that write-offs of 0.20% of total revenues is considered low.

The last write-off reported to the Board was April 10, 2025 P2025-0410-10.0 for $47,536.83.

## Summary:

The purpose of this report is to provide the Board with information on the amounts written off during the period of January 1, 2025, to December 31, 2025.

## 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, 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*

External customers receiving goods and/or services from Toronto Police Service (Service) units are invoiced for the value of such goods or services. 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 in a timely basis.

### *Amount written off in 2025:*

During the year, seven accounts totalling $79,335.40 were written off, in accordance with the By-law. The write-off relates to employee receivables.

### *Employee receivables 2025:*

Seven employee accounts were written off for a total of $79,335.40.

There are five employee accounts where overpayments occurred due to timekeeping errors. The timekeeping errors were discovered after the final payout was processed. The members resigned or were terminated, and the Service could not recover the remaining funds after the final pay.

The accounts were sent to a third-party Collection agency between the period of April 2022 to May 2023. The total amount of the five accounts is $27,756.95.

An employee account with an overpayment of $44,052.33 occurred due to a combined depleted sick time bank and WSIB application denial.

This account was sent to a third party Collection agency on January 27, 2021.

The final employee account with an overpayment of $7,526.12 was due to a member on leave of absence and depleting sick banks. The Service learned the member collected CPP Disability benefits during the same time and the Service contacted the member to make payment arrangements to recover monies. The member was not responsive.

The member was terminated on September 14, 2022. The account was sent to third party collections January 24, 2024.

When a member leaves the Service and has outstanding overpayments, the People Services & Workforce Insights team will work with the former member to develop a payment plan. When People Services & Workforce Insights is unsuccessful, the member is placed in the dunning notice cycle up to a 90-day notice period, to collect the funds.

Should the account remain delinquent, the next step is Collections.

The Collections agency is specialized in collecting activities on delinquent accounts.

In all instances, the collections agency has not been able to locate the former members.

To mitigate risk, the People Services & Workforce Insights unit has implemented internal controls and continues to work with Service units to refine processes to prevent future employee overpayments.

***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 $79,335.40 of accounts receivable written off by the Service for the period January 1, 2025, to December 31, 2025.

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.

Mr. Colin Stairs, Interim 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

# 9. Toronto Police Service Board Nominees to Governance Associations

**PUBLIC REPORT**

**March 2, 2026**

To: Chair and Members
Toronto Police Services Board

From: Louis Tsilivis
Executive Director

## Subject: Toronto Police Service Board Nominees to Governance Associations

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

### Recommendations:

It is recommended that the Board:

1) nominate Chair, Councillor Shelley Carroll to represent the Toronto Police Service Board (the Board) on the Canadian Association of Police Governance (C.A.P.G.) Board of Directors for a two-year term;

2) nominate Board Member, Lisa Kostakis, to represent the Board on the Ontario Association of Police Services Board's (O.A.P.S.B.) Board of Directors for a three-year term; and,

3) the Office of the Board advise C.A.P.G. & O.A.P.S.B. of the Board's nominations.

### Financial Implications:

Funds are available within the Board's operating budget to support Board Members' participation and associated costs. Additionally, C.A.P.G. and O.A.P.S.B. covers reasonable and necessary expenses incurred by its Board of Directors, which will help offset some of these expenses.

## Summary:

The Board is a member of both the C.A.P.G. and O.A.P.S.B. This report recommends the nomination of Chair Carroll to the C.A.P.G. Board of Directors for a two-year term and Board Member Kostakis to the O.A.P.S.B. Board of Directors for a three-year term to ensure continued representation and engagement at the national and provincial levels.

## Discussion:

*Canadian Association of Police Governance (C.A.P.G.)*

The C.A.P.G. is the only national organization dedicated to advancing excellence in civilian police governance in Canada. Established in 1989, C.A.P.G. represents approximately 80% of municipal police oversight bodies across the country.

C.A.P.G. plays a key role in:

- promoting effective civilian oversight of policing;
- supporting collaboration and knowledge-sharing among member boards; and
- providing national leadership on emerging governance and public safety issues.

C.A.P.G.'s by-laws set out requirements related to board composition, eligibility, and terms of office. Directors are elected by members for terms of up to two years and may serve a maximum of three consecutive terms, subject to eligibility requirements. Currently, the Board does not have representation on the C.A.P.G. Board of Directors.

*Nomination of Chair Carroll*

Chair Carroll has expressed her willingness to serve on the C.A.P.G. Board of Directors. She brings extensive experience in public service, strong governance expertise, and demonstrated commitment to community engagement.

Her appointment would ensure that Toronto has a voice in national discussions on police governance and would strengthen the Board's contribution to C.A.P.G.'s work.

*Ontario Association of Police Services Boards (O.A.P.S.B.)*

The O.A.P.S.B. is the leading voice for police governance in Ontario. The Board actively participates in and contributes to O.A.P.S.B. initiatives and advocacy efforts. O.A.P.S.B. supports its members by:

- providing training, education, and networking opportunities;
- facilitating knowledge exchange; and
- advocating for improvements to public safety legislation, policy, and funding.

Under O.A.P.S.B. by-laws, one seat on the Board of Directors is reserved for a member of the Toronto Police Service Board.

Directors serve three-year terms and may be re-elected, subject to term limits set out in the by-laws.

*Nomination of Board Member Kostakis*

Board Member Kostakis has served as the Board's representative on the O.A.P.S.B. Board of Directors since 2023. She has contributed effectively to the organization's work and governance.

It is recommended that she be nominated to continue in this role for the 2026–2028 term.

## ***Conclusion***

Continued participation in C.A.P.G. and O.A.P.S.B. is essential to ensuring that the Board remains engaged in advancing effective police governance at both the national and provincial levels.

By nominating Chair Carroll and Board Member Kostakis, the Board will maintain strong representation and continue to contribute meaningfully to the work of these key governance organizations.

Respectfully submitted,

Louis Tsilivis
Executive Director

*Contact*

Sheri Chapman
Executive Assistant to Chair
Email: Sheri.Chapman@tpsb.ca

# 10. Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: July to December 2025

**PUBLIC REPORT**

**March 10, 2026**

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

## Subject: Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: July to December 2025

**Purpose:** ☒ **Information Purposes Only** ☐ **Seeking Decision**

## Summary:

The Toronto Police Service Board (the 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, 2025, the balance of the Special Fund was $624,309, representing a net increase of $85,051 against the December 31, 2024, fund balance of $539,258.

## 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, 2025.

As of December 31, 2025, the balance of the Special Fund was $624,309. During the second half of the year, the Special Fund recorded receipts of $207,948 and net disbursements of $111,310, including the unspent sponsorship fund returned as outlined below. There has been a net increase of $96,637 against the June 30, 2025, balance of $527,672.

Auction proceeds have been estimated for the months of October, November, and December 2025, as the actual deposits have not yet been made.

For the second half of 2025, the Board approved and disbursed the following sponsorships:

| **Sponsorship** | **Amount** |
|---|---|
| Association of Black Law Enforcers | $25,000 |
| Canada Beyond the Blue | $5,000 |
| Toronto Police Service, Wellness Day | $4,000 |
| Victim Services Toronto, Chief's Gala | $10,000 |

The following unused funds were returned:

| **Unused Funds** | **Amount** |
|---|---|
| Auxiliary Graduation Ceremonies | $1,136 |
| Black History Month | $90 |
| Board & Chief's Pride Reception | $126 |
| Canadian Jewish Heritage Month and Hanukkah Celebrations | $279 |
| Community Consultative Groups | $7,747 |
| Community Police Consultative Conference | $49 |
| Junior Carnival, Caribbean Carnival Kick-off Event | $180 |
| Day of Pink | $357 |
| International Francophone Day | $428 |
| Islamic Heritage Month | $2,800 |
| National Indigenous Peoples Day | $117 |
| National Victims of Crime Awareness/Crime Prevention Week | $800 |
| Pride Month Celebrations | $230 |
| United Way Campaign | $204 |

In addition, the Board approved and disbursed the following:

| **Disbursed Funds** | **Amount** |
|---|---|
| Recognition of Community Members | $3,745 |
| Recognition of Service Members | $32,796 |
| Toronto Police Amateur Athletic Association | $21,800 |
| Toronto Police Service Board and Toronto Police Association Retirement Dinner (Accrued) | $10,000 |

***Supplementary information – Funding provided for specific initiatives for the year 2025***

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 2025.

| Disbursed Funds | Total Amount |
|---|---|
| Recognition of Toronto Police Service Members | $119,701 |
| Recognition of Community Members | $5,943 |
| Recognition of Board Members | $Nil |

2. Ontario Association of Police Service Boards (O.A.P.S.B.) and Canadian Association of Police Governance (C.A.P.G.)

   Contributions towards C.A.P.G. and O.A.P.S.B. 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 2025 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 2025 was $27,000.

***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 2025.

**Recommendation:**

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 2025.

**Financial Implications:**

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

Respectfully submitted,

Louis Tsilivis
Executive Director

*Attachment:*

*2H Special Fund Results with Initial Projection*

# Appendix A

**The Toronto Police Services Board Special Fund**

**2025 Second Half Year Result with Initial Projections**

| Particulars | Initial Projection | Jan 01 to Jun 30, 2025 | Jul 01 to Dec 31, 2025 | **January 01 to December 31, 2025** | January 01 to December 31, 2024 | Comments Relating to Current Reporting Period |
|---|---|---|---|---|---|---|
| **Balance Forward** | 539,258 | 539,258 | 527,672 | **539,258** | 460,062 | |
| **Revenue** | | | | | | |
| Proceeds from Auctions | 246,000 | 82,530 | 196,432 | **278,962** | 404,967 | |
| Less Overhead Cost | (123,000) | (42,089) | (85,812) | **(127,901)** | (194,404) | |
| Unclaimed Money | 181,000 | 178,845 | 104,401 | **283,246** | 180,797 | |
| Less Return of Unclaimed Money | (14,480) | (140) | (16,224) | **(16,364)** | (718) | |
| Interest | 24,000 | 10,088 | 9,075 | **19,163** | 29,859 | |
| Others | 890 | | 77 | **77** | 893 | |
| **Total Revenue** | **314,410** | **229,235** | **207,948** | **437,182** | **421,393** | |
| **Balance Forward Before Expenses** | 853,668 | 768,493 | 735,620 | 976,441 | 881,455 | |
| **Disbursements** | | | | | | |
| **Police Community Sponsorships – Toronto Police Services** | | | | | | |
| Community Partnerships and Engagement Unit Events | 48,000 | 48,000 | | **48,000** | 50,000 | |
| Community Consultative Groups | 29,000 | 29,000 | | **29,000** | 29,000 | |
| Volunteer Appreciation Events | 9,000 | 5,955 | | **5,955** | 8,936 | |
| Youth in Policing Initiative (Y.I.P.I.) | 6,000 | 6,000 | | **6,000** | 6,000 | |
| Canada Beyond the Blue Gala | 5,000 | - | 5,000 | **5,000** | 5,000 | Held on September 04, 2025 |
| Wellness Day | 4,000 | - | 4,000 | **4,000** | 4,000 | Held on October 30, 2025 |
| **Police Community Sponsorships – Community** | | | | | | |
| Victim Services Toronto | 25,000 | 25,000 | | **25,000** | 30,000 | |
| Chief of Police Fundraising Gala / Victim Services Toronto | 7,000 | - | 10,000 | **10,000** | | Held on November 14, 2025 |
| Police Officer Excellence Awards | 15,000 | 15,000 | | **15,000** | 15,000 | |
| Association of Black Law Enforcers (ABLE) | 8,500 | - | 25,000 | **25,000** | 8,500 | Held on November 01, 2025 |
| Toronto Crime Stoppers | 6,500 | 6,500 | | **6,500** | 5,000 | |
| Toronto Police Cricket Club | 5,000 | - | | - | 5,000 | |
| South Asian International Support Network | 600 | - | | - | 560 | |
| **Funds Returned on Sponsorships** | | | | | | |
| Auxiliary Graduation Ceremonies | - | | (1,136) | **(1,136)** | (808) | |
| Black History Month | - | | (90) | **(90)** | (546) | |
| Board & Chief's Pride Reception | - | | (126) | **(126)** | (150) | |
| Canadian Jewish Heritage Month and Hanukkah Celebrations | - | | (279) | **(279)** | (1,978) | |
| Community Consultative Groups | - | | (7,747) | **(7,747)** | (8,604) | |
| Community Police Consultative Conference | - | | (49) | **(49)** | (898) | |
| Day of Pink | - | | (357) | **(357)** | (126) | |
| Islamic Heritage Month | - | | (2,800) | **(2,800)** | (1,199) | |
| International Francophone Day | - | | (428) | **(428)** | (1,707) | |
| National Victims of Crime Awareness/Crime Prevention Week | - | | (800) | **(800)** | (41) | |
| National Indigenous Peoples Day | - | | (117) | **(117)** | - | |
| Pride Month Celebrations | - | | (230) | **(230)** | (487) | |
| Junior Carnival, Caribbean Carnival Kick-off Event | - | | (180) | **(180)** | (906) | |
| United Way | - | | (204) | **(204)** | (280) | |

## The Toronto Police Services Board Special Fund

## 2025 Second Half Year Result with Initial Projections

| Particulars | Initial Projection | Jan 01 to Jun 30, 2025 | Jul 01 to Dec 31, 2025 | **January 01 to December 31, 2025** | January 01 to December 31, 2024 | Comments Relating to Current Reporting Period |
|---|---|---|---|---|---|---|
| **Toronto Police Amateur Athletic Association Assistance** | 32,000 | 5,200 | 21,800 | **27,000** | 25,000 | |
| | | | | | | |
| **Recognition of Service Members** | | | | | | |
| Awards | 110,000 | 86,905 | 2,920 | **89,826** | 91,799 | |
| Catering | 40,000 | - | 29,876 | **29,876** | 29,359 | |
| **Recognition of Community Members** | | | | | | |
| Awards | 6,000 | 2,198 | 3,745 | **5,943** | 1,857 | |
| Catering | 1,000 | | | - | 487 | |
| **Recognition of Board Members and Staff** | | | | | | |
| Awards | 1,000 | - | | - | - | |
| Catering | 2,000 | - | | - | - | |
| | | | | | | |
| **Conferences** | | | | | | |
| Canadian Association of Police Governance (C.A.P.G) | 5,000 | 5,000 | | **5,000** | 5,000 | |
| Ontario Association of Police Services Board (O.A.P.S.B.) | 5,000 | 5,000 | | **5,000** | 5,000 | |
| | | | | | | |
| **Toronto Police Services Board (T.P.S.B.) and Toronto Police Association (T.P.A.) Retirement** | 10,000 | | 10,000 | **10,000** | 20,000 | Accrued |
| | | | | | | |
| **Donations/Flowers in Memoriam** | 1,000 | 387 | | **387** | 1,011 | |
| | | | | | | |
| **Report on Specified Auditing Procedures** | 13,000 | - | 13,000 | **13,000** | 12,212 | |
| | | | | | | |
| **Other Expenses** | | | | | | |
| Bank Service Charges | 1,200 | 676 | 512 | **1,188** | 1,206 | |
| | | | | | | |
| **Total Disbursements** | **395,800** | **240,821** | **111,310** | **352,131** | **342,197** | |
| **Special Fund Balance** | 457,868 | 527,672 | 624,309 | 624,309 | 539,258 | |

# 11. Correspondence from City Council – February 2026

**PUBLIC REPORT**

February 27, 2026

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

**Subject: Correspondence from City Council – February 2026**

**Purpose: ☒ Information Purposes Only ☐ Seeking Decision**

***Background:***

The Board is in receipt of correspondence from the Toronto City Clerk dated February 25, 2026, notifying the Toronto Police Service Board (the "Board") that, at its meeting held on February 10, 2026, Toronto City Council adopted item CC38.1 - *Budget Implementation Including Property Tax Rates, User Fees and Related Matters* and, in so doing, has requested the Toronto Police Service Board, in consultation with the General Manager, Transportation Services, the Executive Director, Municipal Licensing and Standards, and the Executive Director, Social Development, to provide, as part of its annual budget submission, starting with the 2027 budget, an accounting of budget impacts, including efficiencies and cost savings, from the following areas:

a. the approximately 40,000 crisis calls responded to by the Toronto Community Crisis Service since launching in 2022, which contributed to a 4.5 per cent decrease in overall mental health-related 911 calls;

b. the transfer to the City of the crossing guard program through Transportation Services;

c. redirecting the response to some noise complaints from Toronto Police Service to Municipal Licensing and Standards; and

d. increased traffic control done by the City through the traffic agents program.

Conclusion:

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

**Recommendation(s):**

This report recommends that the Board receive the following report for information.

**Financial Implications:**

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

Respectfully submitted,

Louis Tsilivis
Executive Director

# 12. Special Constable Appointments and Re-Appointments – April 2026

**PUBLIC REPORT**

**February 9, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Special Constable Appointments and Re-Appointments – April 2026

## Purpose: ☐ Information Purposes Only ☒ Seeking Decision

### Recommendation:

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 Community Housing Corporation (T.C.H.C.) and the Toronto Transit Commission (T.T.C.).

### Financial Implications:

There are no financial implications arising from the recommendation 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.C.H.C. and the T.T.C.

## Discussion:

***Background***

*Relevant Board Policies and Compliance*

Under Section 92 of the *Community Safety and Policing Act 2019 (C.S.P.A.)*, the Board is authorized to appoint special constables. Pursuant to this authority, the Board has agreements with the T.C.H.C. and the T.T.C. governing the administration of special constables (Min. Nos.P2025-0114-10.0 and P2024-1112-11.0 refer).

All agencies have been issued an authorization to employ special constables by the Ministry of the Solicitor General.

**The Toronto Police Service (Service) received requests from the T.C.H.C. and the T.T.C. (see attachments) to appoint the following individuals as special constables:**

**Table 1. Name of Agency and Special Constable Applicant**

| Agency | Name | Status Requested |
|---|---|---|
| T.T.C. | Pawandeep Kaur AUJLA | Re-Appointment |
| T.T.C. | Kulvinder Singh DHILLON | Re-Appointment |
| T.T.C. | Tomasz GERECH | Re-Appointment |
| T.T.C. | Terry Norman GRIMARD | Re-Appointment |
| T.T.C. | Kyle Charles Wilson HEYWORTH | Re-Appointment |
| T.T.C. | Sung Min KANG | Re-Appointment |
| T.T.C. | Ian David KOSHER | Re-Appointment |
| T.T.C. | Jordan Nicole KOSLOWSKI | Re-Appointment |
| T.T.C. | Gagandeep Singh LIDDAR | Re-Appointment |
| T.T.C. | Omar Marvin MALCOLM | Re-Appointment |
| T.T.C. | Marvin PEAK | Re-Appointment |
| T.T.C. | Rickie RAMDEHAL | Re-Appointment |
| T.T.C. | HARSHARAN SINGH | Re-Appointment |
| T.T.C. | Gerard Joseph TUMAMPOS | Re-Appointment |
| T.T.C. | Onorio Joseph VITTI | Re-Appointment |

| Agency | Name | Status Requested |
|---|---|---|
| T.T.C. | Adrian ZEMKO | Re-Appointment |
| T.C.H.C. | Winston Darryl BUTTERY | New Appointment |
| T.C.H.C. | Gurminderpreet Singh DHALIWAL | New Appointment |
| T.C.H.C. | Simran DHILLON | New Appointment |
| T.C.H.C. | Zakrya FAJALWALA | Re-Appointment |
| T.C.H.C. | Nevethanan GANESHANATHAN | Re-Appointment |
| T.C.H.C. | Nishandiran JEYASINGHAM | Re-Appointment |
| T.C.H.C. | Theodoros TSIRPAS | Re-Appointment |

Special constables are appointed to enforce the *Criminal Code* and certain sections of the *Controlled Drugs and Substances Act, the Cannabis Act, the Trespass to Property Act, the Liquor Licence & Control Act, the Highway Traffic Act* and *the Mental Health Act* on their respective properties within the City of Toronto.

The agreements between the Board and each agency require that background investigations be conducted on all individuals who are being recommended for appointment and re-appointment as special constables. The 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 agencies have advised the Service that the above individuals satisfy all the appointment criteria as set out in the *C.S.P.A.*, all applicable Ontario Regulations and in their agreements with the Board. For all appointments and re-appointments, the applicants have completed the training prescribed by the Minister and the provincially mandated training titled "Thematic Training".

The term of appointment is for five years as of April 13, 2026.

The T.C.H.C. and the T.T.C.'s respective 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.C.H.C. | 300 | 169 |
| T.T.C. | 170 | 133 |

***Conclusion:***

The Service continues to work together in partnership with the T.C.H.C. and 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

*Attachments:*

1. T.T.C. Re-Appointment Request Letter
2. T.C.H.C. New and Re-Appointment Request Letter

Toronto Transit Commission
1900 Yonge Street, Toronto, ON M4S 1Z2
416-393-4000

Thursday, January 29th, 2026
Sergeant Q. Yang
Public Safety Operations Special Constable Liaison
Office 40 College Street, Toronto, Ontario, MSG 2J3

Sergeant Yang,

On March 20th, 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 Service 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.

The Re-appointments have undergone a background check, conducted by the Toronto Police Service, and we are satisfied with the results of those checks. Furthermore, the 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.

| Agency | Name | Status Requested |
|---|---|---|
| TTC | Pawandeep Kaur AUJLA | Re-appointment |
| TTC | Kulvinder Singh DHILLON | Re-appointment |
| TTC | Tomasz GERECH | Re-appointment |
| TTC | Terry Norman GRIMARD | Re-appointment |
| TTC | Kyle Charles Wilson HEYWORTH | Re-appointment |
| TTC | Sung Min KANG | Re-appointment |
| TTC | Ian David KOSHER | Re-appointment |
| TTC | Jordan Nicole KOSLOWSKI | Re-appointment |
| TTC | Gagandeep Singh LIDDAR | Re-appointment |
| TTC | Omar Marvin MALCOLM | Re-appointment |
| TTC | Marvin PEAK | Re-appointment |
| TTC | Rickie RAMDEHAL | Re-appointment |
| TTC | HARSHARAN SINGH | Re-appointment |
| TTC | Gerard Joseph TUMAMPOS | Re-appointment |
| TTC | Onorio Joseph VITTI | Re-appointment |

Jamaal Myers, Chair
Joe Mihevc, Vice-Chair
Mandeep S. Lali, 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

Regards,

James Bingham
Staff Sergeant 30069, Assistant Manager
Special Constable Service, Recruiting, Logistics and Community Engagement
Strategy and Customer Experience

Toronto Community
Housing Corporation
931 Yonge Street
Toronto, ON
M4W 2H2

Toronto Community Housing

February 2, 2026

Toronto Police Service
Special Constable Liaison Office
40 College Street
Toronto, Ontario
M5G 2J3

**DELIVERED VIA ELECTRONIC MAIL**

**Re: Request for Toronto Police Service Board Approval for Appointment and Re-Appointment of Special Constables (April Board Meeting)**

In accordance with the terms and conditions set out in the Memorandum of Understanding between the Toronto Police Service Board and Toronto Community Housing Corporation, the Board is authorized to appoint and re-appoint special constables.

The following individuals are fully trained; they have completed all provincially mandated and thematic training and have shown they possess the required skills and ability to perform at the level required to be a special constable. These 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. These members have been employed by Toronto Community Housing Corporation for at least a 5-year term and have satisfactorily carried out their duties. From our perspective, there is nothing that precludes their appointment.

| Agency | Name | Status Requested |
|---|---|---|
| TCHC | Winston Darryl BUTTERY | New Appointment |
| TCHC | Gurminderpreet Singh DHALIWAL | New Appointment |
| TCHC | Simran DHILLON | New Appointment |
| TCHC | Zakrya FAJALWALA | Re-Appointment |
| TCHC | Nevethanan GANESHANATHAN | Re-Appointment |
| TCHC | Nishandiran JEYASINGHAM | Re-Appointment |
| TCHC | Theodoros TSIRPAS | Re-Appointment |

It is requested that the Board approve this submission.

Should you require any further information, please contact Jacqueline Doo, Specialist-Compliance, Training & Investigations at 437-925-1584.

Respectfully,

**Vidal CHAVANNES**
Senior Director
Community Safety Unit

**Toronto Community Housing**
931 Yonge St, Toronto, ON M4W 2H2
T: 416 981-4116
Vidal.chavannes@torontohousing.ca

# 13. Pre-Qualification of Vendors for Architectural Services for Interior Renovation, Construction Fit-Up, and New Building Projects

**PUBLIC REPORT**

**February 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Pre-Qualification of Vendors for Architectural Services for Interior Renovation, Construction Fit-Up, and New Building Projects

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

**Recommendations:**

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

1) approve the pre-qualification of the six vendors listed below for architectural services related to interior renovation, construction fit-up and new building projects, for a period of three years commencing on April 15, 2026, and ending on April 14, 2029:

    1. AECOM Canada Ltd.
    2. Gow Hastings Architects
    3. Kasian Architecture Interior Design & Planning Ltd.
    4. NORR Architects & Engineering Ltd.
    5. RDH Architects Inc.
    6. Stantec Architecture Ltd.

2) authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City of Toronto (City) Solicitor as to form.

**Financial Implications:**

Architectural services required by the Toronto Police Service (Service) are funded from approved renovation and state of good repair projects in the Service's capital budget, and subject to the availability of funds.
There are no immediate financial implications associated with the pre-qualification of these vendors. However, over the course of the three-year term, it is anticipated that subsequent second stage procurements may generate expenditures of up to $7.5 million (M) as a cumulative ceiling/upset limit.

## Summary:

The purpose of this report is to request the Board's approval to establish a roster of architectural firms that will be eligible to participate in competitive second stage procurements for architectural services related to interior renovation, construction fit-up and new building projects.

The Board's approval of the recommended pre-qualified vendor list will assist the Service's Facilities Management unit in shortening the turnaround time for future projects requiring architectural expertise by streamlining the process for the engagement of architectural services, and in turn complete work more expeditiously, while maintaining a level of competition in the process.

## Discussion:

### *Background*

The Service's Facilities Management unit requires architectural consulting services to support design and project management for interior renovation, construction fit-ups, and new build construction projects within the Service. Architectural firms will provide architectural consulting services (including any mechanical, electrical, and/or structural consulting services provided by their engineering sub-consultants) for the planning, design, and construction contract administration for interior renovation projects at existing Service facilities, or new-build construction projects.

*Procurement Process Summary*

On October 27, 2025, the Service's Procurement Services unit issued a Request for Pre-Qualification (R.F.P.Q.) #1765908-25 to establish a roster of pre-qualified architectural firms for the provision of architectural services related to interior renovation, construction fit-ups, and new building projects. The R.F.P.Q. was posted on MERX, an electronic tendering service that allows interested suppliers to download procurement solicitations and submit responses electronically. The R.F.P.Q. closed on December 1, 2025, with 182 suppliers downloading the documents, and 16 proposals submitted.

The R.F.P.Q. indicated that the top six scoring firms meeting the mandatory criteria and minimum scoring threshold would be permitted to bid on future projects.

*Evaluation Process*

The vendor responses were evaluated by Facilities Management staff in two stages. In Stage 1, proponents were evaluated to ensure that the mandatory requirements were met. 11 proponents met the mandatory criteria and advanced to Stage 2 of the evaluation process.

These proponents were evaluated using pre-established weighted criteria that were included in the R.F.P.Q., and considered the following:

- Company Qualifications;
- Professional Lead Architect Experience;
- Project Architect/Manager Experience; and
- Proposed Methodologies, Solutions, etc.

Within each of these weighted criteria, points were assigned by the evaluators based on a pre-established rating system.

*Relevant Board Policies and Compliance*

The following sections of the Board's Purchasing Bylaw (Bylaw No. 163) outline the requirements for pre-qualification of vendors:

*'11 Pre-Qualification for Selective Solicitations*

*A R.F.P.Q. may be used to establish a list of pre-qualified vendors for a particular term. The prequalified list of vendors must be approved by the Board. The Purchasing Manager may then administer relevant R.F.Q. and R.F.S. without a requirement for Board approval for subsequent Solicitations and Awards.*

*…*

*20.4 An Award may be made under this Part, provided that:*

(a) *The other provisions of this bylaw and purchasing Procedures have been followed;*

(b) *The Award is being made to the vendor with the Lowest Cost Bid or the Highest Scoring Submission;*

(c) *There have been no disputes associated with the Solicitation; and*

(d) *At least one of the following is true:*

(i) *Funds for the purpose of the Award are available in the interim operating budget or budget in the year in which the Award and expenditure are being made and the expenditure in that year does not exceed the amount of the available funds; or*

(ii) *The Capital Project and its funding have been approved and funds are available for the purpose of the Award.'*

***Conclusion:***

For the reasons outlined above, it is recommended that the Board approve the pre-qualification of the six vendors listed below for architectural services related to interior renovation, construction fit-up and new building projects, for a period of three years commencing on April 15, 2026, and ending on April 14, 2029:

1. AECOM Canada Ltd.
2. Gow Hastings Architects
3. Kasian Architecture Interior Design & Planning Ltd.
4. NORR Architects & Engineering Ltd.
5. RDH Architects Inc.
6. Stantec Architecture Ltd.

Mr. Colin Stairs, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have in relation to this report.

Respectfully submitted,

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

# 14. Pre-Qualification of General Contractors for Interior Renovation and Construction Projects

**PUBLIC REPORT**

**February 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Pre-Qualification of General Contractors for Interior Renovation and Construction Projects

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

**Recommendations:**

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

1) approve the pre-qualification of the ten vendors listed below for the provision of interior renovation and construction projects, for a three-year period commencing on April 15, 2026, and ending on April 14, 2029:

    1. Compass Construction Resources Limited
    2. Frontier Group of Companies Incorporated
    3. H. N. Construction Limited
    4. M.J. Dixon Construction Limited
    5. Matheson Constructors Limited
    6. Mavcor Incorporated
    7. Renokrew
    8. Ritestart Limited
    9. Rutherford Contracting Limited
    10. ZGEMI Incorporated

2) authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City of Toronto (City) Solicitor as to form.

**Financial Implications:**

General contracting services for various interior renovation and construction projects required by the Toronto Police Service (Service) are funded from approved renovation and state of good repair projects in the Service's capital budget, and subject to the availability of funds.

There are no immediate financial implications associated with the pre-qualification of these vendors. However, over the course of the three-year term, it is anticipated that subsequent second stage procurements may generate expenditures of up to $41 million (M) as a cumulative ceiling/upset limit, and the range of individual procurements will be from $300 thousand (K) to $10M.

## Summary:

The purpose of this report is to request the Board's approval to establish a roster of pre-qualified general contracting firms that will be eligible to participate in competitive second stage procurements for interior renovation and construction projects with a value of $300K to $10M.

The Board's approval of the recommended pre-qualified vendor list will assist the Service's Facilities Management unit in shortening the turnaround time to select and engage a general contractor for construction projects, and in turn get work completed more expeditiously, while maintaining a level of competition in the process.

## Discussion:

### *Background*

The Service's Facilities Management unit manages several small and large-scale projects on a continuous basis to maintain the Service's facilities in a state of good repair and modify facilities as the Service's needs evolve.

*Procurement Process Summary*

On November 5, 2025, the Service's Procurement Services unit issued a Request for Pre-Qualification (R.F.P.Q). #1831516-25 to establish a roster of pre-qualified general contractors to oversee interior commercial renovation projects at various Service facilities. The R.F.P.Q. was posted on MERX, an electronic tendering service that allows interested suppliers to download procurement solicitations and submit responses electronically. The R.F.P.Q. closed on December 11, 2025, with 258 suppliers downloading the documents, and 44 proposals being submitted.

The R.F.P.Q. indicated that the top 10 scoring contractors, meeting the mandatory criteria and minimum scoring threshold, would be permitted to bid on future renovation and construction projects valued between $300K and $10M.

*Evaluation Process*

The vendor responses were evaluated by Facilities Management staff in two stages. In Stage 1, proponents were evaluated to ensure that the mandatory requirements were met. Forty proponents met the mandatory criteria and advanced to Stage 2 of the evaluation process.

These proponents were evaluated using pre-established weighted criteria that were included in the R.F.P.Q., and considered the following:

- Company Qualifications;
- Project Manager Experience & Qualifications;
- Back-up Project Manager Experience & Qualifications;
- Site Supervisor Experience & Qualifications;
- Back-up Site Supervisor Experience & Qualifications; and
- Proposed Delivery, Philosophy and Methodology.

Within each of these weighted criteria, points were assigned by the evaluators based on a pre-established rating system.

*Relevant Board Policies and Compliance*

The following sections of the Board's Purchasing Bylaw (Bylaw No. 163) outline the requirements for pre-qualification of vendors:

*'11 Pre-Qualification for Selective Solicitations*

*A R.F.P.Q. may be used to establish a list of pre-qualified vendors for a particular term. The prequalified list of vendors must be approved by the Board. The Purchasing Manager may then administer relevant R.F.Q. and R.F.S. without a requirement for Board approval for subsequent Solicitations and Awards. …*

*20.4 An Award may be made under this Part, provided that:*

(a) *The other provisions of this bylaw and purchasing Procedures have been followed;*

(b) *The Award is being made to the vendor with the Lowest Cost Bid or the Highest Scoring Submission;*

(c) *There have been no disputes associated with the Solicitation; and*

(d) *At least one of the following is true:*

(i) *Funds for the purpose of the Award are available in the interim operating budget or budget in the year in which the Award and expenditure are being made and the expenditure in that year does not exceed the amount of the available funds; or*

(ii) *The Capital Project and its funding have been approved and funds are available for the purpose of the Award.'*

***Conclusion:***

For the reasons outlined above, it is recommended that the Board approve the pre-qualification of the ten vendors listed below for the provision of interior renovation and construction projects, for a three-year period commencing on April 15, 2026, and ending on April 14, 2029:

1. Compass Construction Resources Limited
2. Frontier Group of Companies Incorporated
3. H. N. Construction Limited
4. M.J. Dixon Construction Limited
5. Matheson Constructors Limited
6. Mavcor Incorporated
7. Renokrew
8. Ritestart Limited
9. Rutherford Contracting Limited
10. ZGEMI Incorporated

Mr. Colin Stairs, Interim Chief Administrative Officer, will be in attendance to answer any questions the Board may have in relation to this report.

Respectfully submitted,

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

# 15. Contract Award to The Uniform Group Inc. for Trousers, Tunics, Breeches, Ceremonial, Outerwear and Dress Shirts Uniform Clothing

**PUBLIC REPORT**

**March 5, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Contract Award to The Uniform Group Inc. for Trousers, Tunics, Breeches, Ceremonial, Outerwear and Dress Shirts Uniform Clothing**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendations:

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

1) approve a contract award to The Uniform Group Inc. for the supply and delivery of trousers, tunics, breeches, ceremonial uniforms, outerwear and dress shirts for a three-year period from June 1, 2026, to May 31, 2029, plus two one-year optional extension periods, at a total estimated cost of $ 2.8 Million (M) over the five-year term;

2) authorize the Chair to execute any required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form;

3) authorize the Chief to exercise the option periods to extend the contract subject to ongoing business needs, continued funding, and satisfactory vendor performance.

## Financial Implications:

The contract with The Uniform Group Inc. is valued at an estimated $2.8M over five years, inclusive of the two one-year optional extension periods. The initial three-year term will commence from June 1, 2026, to May 31, 2029. Please refer to Table 1 for the annual costs breakdown.

Table 1- Cost Breakdown

| **Years** | **Amount (000's)** |
|---|---|
| 2026-2027 | $542 |
| 2027-2028 | $542 |
| 2028-2029 | $542 |
| 2029-2030 (first optional year) | $559 |
| 2030-2031 (second optional year) | $575 |
| **Total** | **$2,760** |

Funding is included in the Toronto Police Service's (Service) 2026 operating budget for that year's requirements, which is estimated to be $275K for the remaining period of 2026. Future year costs will be included in the respective operating budget requests.

## Summary:

The purpose of this report is to request the Board's approval for a contract award to The Uniform Group Inc. for uniform clothing including trousers, tunics, breeches, ceremonial uniforms, outerwear and dress shirts.

## Discussion:

### *Background*

The Service is currently utilizing two separate contracts for uniform clothing, both of which expire on May 31, 2026.

*Procurement Process Summary*

The Service's Procurement Services unit established a working team with the Police Cooperative Purchasing Group (P.C.P.G.) and participating member agencies of the City's Cooperative Purchasing Group (C.P.G.), including Peel Regional Police, York Regional Police, London Police Service, Hamilton Police Service, Toronto Fire Services, and Toronto Paramedic Services, to issue a joint Request for Quotation (R.F.Q.) led by the Service.

The evaluation committee for this R.F.Q. included representatives from Toronto Police Service, Toronto Fire Services, Toronto Paramedic Services, York Regional Police and Peel Regional Police.

The Service's Procurement Services unit published R.F.Q. No.1848863-25 for the supply and delivery of uniform clothing on MERX on October 1, 2025, which closed on November 4, 2025. The R.F.Q. consisted of two parts.

- Part A - Trousers, Tunics, Breeches, Ceremonial Uniform, Outerwear, Dress Shirts;
- Part B - Maternity Clothing, Business Suits.

48 suppliers downloaded the R.F.Q documents from MERX, and two bid submissions were received, each of which included bids for both Part A and Part B.

The Service's Procurement Services unit contacted the 44 suppliers that had downloaded the R.F.Q in whole or in part but had not submitted a bid to ask why they had not submitted a bid. 17 suppliers responded and provided the following reasons for not submitting a bid:

- Not able to manufacture/supply this commodity (7)
- Not able to comply with the required specifications (5)
- Not able to quote competitively (3)
- Not able to handle the volume due to current workload (2)

One bid submission was found compliant with the document requirements; however, it did not meet the product sample requirements and was therefore deemed non-compliant. As a result, the bid was disqualified from both Part A and B of the R.F.Q.

The remaining bid submission was received from the incumbent vendor, The Uniform Group Inc., and was determined to be fully compliant with all the R.F.Q. requirements, and therefore The Uniform Group Inc. is being recommended for award of Part A.

The contract award for Part B - Maternity Clothing and Business Suits only had one compliant bid and was also awarded to The Uniform Group Inc., but the contract value was under $1M, and therefore Board approval is not required.

*Relevant Board Policies and Compliance*

Section 20 of the Board's Purchasing Bylaw (Bylaw No. 163) outlines the Award and Contract Authorities:

*'20.3 The following persons, and those persons acting in their place from time to time, have the authority identified below, provided the conditions set out in section 20.1 and 20.4 have been met:*

*a) The Chief may make an Award for an amount not exceeding $1,000,000 in any one instance and execute a Contract in relation to that Award;*

*…*

*20.4 An Award may be made under this Part, provided that:*

*a) The other provisions of this bylaw and purchasing Procedures have been followed;*
*b) The Award is being made to the vendor with the Lowest Cost Bid or the Highest Scoring Submission;*
*c) There have been no disputes associated with the Solicitation; and*

(a) *At least one of the following is true:*

(i) *Funds for the purpose of the Award are available in the interim operating budget or budget in the year in which the Award and*

*expenditure are being made and the expenditure in that year does not exceed the amount of the available funds; or*

(ii) *The Capital Project and its funding have been approved and funds are available for the purpose of the Award.'*

***Conclusion:***

For the reasons outlined above, it is recommended that the Board approve a contract award to The Uniform Group Inc. for the supply and delivery of uniform clothing including trousers, tunics, breeches, ceremonial uniforms, outerwear and dress shirts for a three-year period from June 1, 2026, to May 31, 2029, plus two one-year optional extension periods, at a total estimated cost of $ 2.8M over the five-year term.

Interim Chief Administrative Officer, Mr. Colin Stairs 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

# 16. Contract Award to Ventin Group Ltd. for Architectural Consulting Services for the 54 Division Temporary and New Facility

**PUBLIC REPORT**

**March 18, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Contract Award to Ventin Group Ltd. for Architectural Consulting Services for the 54 Division Temporary and New Facility**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendations:

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

1) approve a contract award to Ventin Group Ltd. (Ventin Group) for the provision of architectural consulting services for the 54 Division temporary and new facility for a three-year period from April 13, 2026, to April 12, 2029, plus two one-year optional extension periods at a total estimated cost of $3.4 Million (M) over 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.

## Financial Implications:

The contract with Ventin Group is valued at an estimated $3.4M over five years, inclusive of the two one-year optional extension periods. The estimated annual costs are as follows:

| Contract Year | Period | Total Cost ($000s) |
|---|---|---|
| Year 1 | 2026 - 2027 | $1,520.0 |
| Year 2 | 2027 - 2028 | $844.4 |
| Year 3 | 2028 - 2029 | $506.7 |
| Option Year 1 | 2029 - 2030 | $337.8 |
| Option Year 2 | 2030 - 2031 | $168.9 |
| Total | | $3,377.8 |

The estimated capital costs associated with this contract have been included in the Toronto Police Service's (Service) approved 2026-2035 Capital Program (Min. No. P2025-1210-10.2 refers). Any changes to the funding requirements will be addressed in future capital budget submissions.

## Summary:

The purpose of this report is to request the Board's approval for a contract award to Ventin Group for the provision of architectural consulting services for 54 Division's temporary and new facility. The project will be executed in two phases with multiple parallel deliverables:

1) Consultant team for architectural administration services related to the design and construction of a temporary facility for the current occupants of 54 Division while construction of the new facility is underway; and

2) Consultant team for architectural administration services related to the demolition of the existing building, and design, construction, and location of the new 54 Division.

## Discussion:

### *Background*

The Service's existing 54 Division is a single storey building with a footprint of approximately 25,000 square feet. The proposed two-storey building will be an estimated 69,000 square feet that will accommodate 60 occupants per shift. It is expected that the current 54 Division building will be demolished and the new facility constructed on the same site.

The proposed 54 Division facility will include operational office space, locker rooms, cells, firearm storage, interview rooms for victims and suspects, administration space, community meeting areas, surface and underground garage parking for 300 vehicles, and will be designated as a central lockup facility.

*Procurement Process Summary*

The Service's Procurement Services unit published an invitational Request for Quotation (R.F.Q.) #1838982-25 for the provision of architectural consulting services for the 54 Division temporary and new facility on MERX on September 29, 2025, to the seven prequalified architectural consulting firms that are eligible to bid on interior renovation, fit up, and construction projects at Service facilities. The R.F.Q. closed on November 3, 2025. Five suppliers downloaded the documents from MERX, and four bids were received by the closing date and time.

All four bids were reviewed and the bid satisfying all mandatory submission requirements, and the lowest pricing requirements for architectural consulting services for the 54 Division temporary and new facility is Ventin Group, and is therefore being recommended for award.

*Relevant Board Policies and Compliance*

Section 20 of the Board's Purchasing Bylaw (Bylaw No. 163) outlines the Award and Contract Authorities:

> *'20.1 No Award shall be made except with Board approval or in accordance with the provisions of this bylaw and in compliance with any other legal requirements*
>
> *….*
>
> *20.3 The following persons, and those persons acting in their place from time to time, have the authority identified below, provided the conditions set out in section 20.1 and 20.4 have been met:*
>
> *(a) The Chief may make an Award for an amount not exceeding $1,000,000 in any one instance and execute a Contract in relation to that Award.*
>
> *20.4 An Award may be made under this Part, provided that:*
>
> *(a) The other provisions of this bylaw and purchasing Procedures have been followed;*
>
> *(b) The Award is being made to the vendor with the Lowest Cost Bid or the Highest Scoring Submission;*
>
> *(c) There have been no disputes associated with the Solicitation; and*
>
> *(d) At least one of the following is true:*
>
> *(i) Funds for the purpose of the Award are available in the interim operating budget or budget in the year in which the Award and expenditure are being made and the expenditure in that year does not exceed the amount of the available funds; or*

*(ii) The Capital Project and its funding have been approved and funds are available for the purpose of the Award.'*

***Conclusion:***

For the reasons outlined above, it is recommended that the Board approve a contract award to Ventin Group Ltd. for the provision of architectural consulting services for the 54 Division temporary and new facility for a three-year period from April 13, 2026 to April 12, 2029, plus two one-year optional extension periods at a total estimated cost of $3.4M over the five-year term.

Interim Chief Administrative Officer, Colin Stairs and Mr. David McCaig 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

# 17. Request for Review of a Service Complaint Investigations

# 17.1. Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-104012 Inspectorate of Policing (I.O.P.) Complaint Number: 25-54/INV-25-102

**PUBLIC REPORT**

**February 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-104012 Inspectorate of Policing (I.O.P.) Complaint Number: 25-54/INV-25-102**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendations:

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

1) determine whether to concur with the decision that action be taken with respect to this complaint; and

2) advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

## Financial Implications:

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

## Discussion:

### *Background*

The Board has received direction from the I.G. to report on a complaint regarding the policies of a police service board pursuant to s.107(1)(c) of the Community Safety and

Policing Act, 2019 (C.S.P.A.), and the procedures established by the Chief of Police, Toronto Police Service (T.P.S.) pursuant to s.107(1)(d) of the C.S.P.A.

*Relevant Board Policies and Compliance*

- Community Safety and Policing Act 2019, (C.S.P.A.)

***Board Review:***

Pursuant to Section 107(7) of the C.S.P.A. directs that the Board shall:

a) review the complaint as it relates to its policies and/or procedures;

b) report back to the I.G. within the time specified by the I.G. if any, about any steps taken in response to the complaint; and

c) report to the Solicitor General about any steps taken in response to this complaint.

***Summary of the Complaint and Investigation***

Complaint Number: PRS-104012
Complaint Type: Service
Disposition: Actions Taken

On January 29, 2025, the I.G. received a complaint via the Law Enforcement Complaints Agency (L.E.C.A.).

The Complainant stated that he attended the East Collision Reporting Centre (E.C.R.C.) on October 10, 2024, and from that date he never received any notification or call regarding the status of his report, so he called the E.C.R.C. on or around November 31, 2024. The complainant stated that the officer on the phone notified him that since the damage is under the threshold (amount) that his report was cancelled and no further investigation is needed.

The complainant is asking why he never received any notification regardless of the outcome and he is asking if part of the Collision Centre's policy is that if a report is cancelled that there is no need to notify the person making the report.

The I.O.P. classified this complaint as a complaint about the policies or procedures provided by the T.P.S. and on October 31, 2025, referred it to the Board for review.

On October 31, 2025, Shift Supervisor Suzanne Scaffidi (99452), of Traffic Services (T.S.V.) was assigned the file for investigation.

The following steps were taken to investigate this complaint:

- Reviewed Provincial Legislation – Ontario Regulation 392/23 Adequate and Effective Policing (General); Applicable standards, s.2 Law Enforcement, Procedures s.6(1).

- Reviewed T.P.S. Procedures
    - Chapter 7: Vehicle Investigations and Traffic Enforcement;
    - Appendix "A" Traffic Direction and Traffic Enforcement;
    - 07-01 Transportation Collisions;
    - 07-02 Fail to Remain Collisions.

- Reviewed Board Adequacy Policy.

- Reviewed Toronto Police T.S.V. Website: Mission Statement.

***Analysis:***

The investigation was assigned to a Police Officer at the E.C.R.C. on October 10, 2024, and the report was reviewed in accordance with established procedures. A notification letter from the North Collison Reporting Centre (N.C.R.C.) was sent to the registered owner of the non-reporting vehicle involved in the fail-to-remain, advising them of their requirement to attend a Collision Reporting Centre (C.R.C.) to report the incident within 30 days.

The Investigator inquired with the E.C.R.C. to confirm the steps taken once notification letters are issued to registered vehicle owners involved in hit and run incidents, and to clarify subsequent procedures following the 30-day response period. The Investigator was advised that, due to the high volume of reports processed daily, no further action is taken to investigate the fail to remain incident, beyond this period.

The E.C.R.C. further advised the Investigator that the complainant's assertion that they were informed their report was "cancelled" is inaccurate. Rather, the complainant would have been advised that "No further action would be taken", which is standard terminology used to denote that a file has been closed.

This information was immediately brought to the attention of the Unit Commander of T.S.V., as it represents a potential liability to the T.P.S. and is inconsistent with the organization's commitment to due diligence, accountability, and maintaining public trust.

***Conclusion – Action Taken:***

Traffic management, traffic law enforcement and road safety have been a priority of the T.P.S. for decades, as reflected in the Board's policy predating the Community Safety and Policing Act.

A review of the process and procedures found no evidence of wrongdoing or deviation from established policies. The complainant was properly directed to the C.R.C. in accordance with the H.T.A.

Under T.P.S. Procedures 07-01: Transportation Collisions, when a collision does not meet the at-scene investigation criteria, the involved parties are to be referred to a C.R.C.

Further review confirmed that more serious collision reports are assigned to the T.P.S. T.S.V. – Criminal Investigative Bureau. These include occurrences involving pedestrians or cyclists (regardless of injury), fail-to-remain collisions involving personal injury or Criminal Code offences, and vehicles previously flagged through police records. Occurrences that do not meet these criteria may still be assigned for further investigation following supervisory review. Less serious collisions are defined as those involving only vehicles that sustain property damage and that do not meet the established criteria for investigative assignment to the investigative office.

In such cases, a preliminary investigation is conducted and includes database queries, record checks, and attempts to contact the registered owner of the vehicle that failed to remain at the scene or exchange information with the other involved party.

When contact information is identified, follow-up efforts continue until reasonable investigative measures are exhausted. If those efforts are unsuccessful, additional attempts to contact the registered owner are made through a notification letter sent via traditional mail, advising the owner of their requirement to report the collision.

Based on data collected in 2024 and 2025, an average 12,783 fail-to-remain occurrences were reported annually at the C.R.C.; of these occurrences, approximately 25% are closed pending further information due to a lack of response to mailed notification letters.

This investigation identified a concern related to the process for fail-to-remain motor vehicle collision investigations, specifically, the practice of mailing notification letters to the non-reporting registered owner believed to be involved in the fail-to-remain motor vehicle collision.

At present, when notification letters mailed to registered owners go unanswered or unaddressed after 30 days, the occurrence is closed and marked as “no further investigative action”.

While the current process reflects appropriate consideration of available resources and investigative capacity, the investigation identified opportunities to improve overall effectiveness.

Communication with the reporting motorists appeared to be inconsistent or insufficient at the time of the initial report to police. Communication regarding investigative actions

taken, legislative authorities, and reasonable expectations of further police action, require improvement; measures that can be improved through training concentrated to these issues.

Additional corrective measures include the assignment of two additional officers dedicated to customer service responses for drivers reporting fail-to-remain collisions.

In instances where notification letters are not acted upon by the registered owner, officers will contact the reporting party to provide an update, inquire about any new information or investigative leads, and document the outcome within the occurrence report.

This approach is intended to improve communication with reporting drivers and clearly establish reasonable expectations regarding the likelihood of further police action in the absence of new information.

The investigation also identified limitations within the H.T.A. related to owner liability for fail-to-remain offences. As a result, investigative efforts are constrained by the requirement to identify the driver to pursue prosecution.

Future consideration of this issue will include recommendations to the Ontario Association of Chiefs of Police (O.A.C.P.) to review owner-liability provisions under the H.T.A.

The investigation and further review determined that while the current approach to managing fail-to-remain collision occurrences reflects appropriate resource allocation and established investigative thresholds, it also presents identifiable limitations in effectiveness and public communication.

The proposed enhancements, including additional training, dedicated officer assignments and improved follow-up communication with reporting parties, are expected to strengthen transparency, service delivery, and public confidence.

Broader consideration of legislative reform through the O.A.C.P. may also support long-term improvements to investigative outcomes and accountability under the H.T.A.

The T.P.S. reaffirms its commitment to the safety and wellbeing of Toronto’s residents and to upholding the public trust as its highest priority.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

**Reason for Confidential Information**

This report includes a confidential attachment containing a letter from the I.O.P., directing the Board to review and respond to a complaint relating to a policy or procedure issue, pursuant to s.107(6) of the C.S.P.A. and a letter from L.E.C.A. to the I.O.P. pursuant to s. 108(1) of the C.S.P.A. It also contains details of an Investigative Report.

Respectfully submitted,

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

*Attachments:*

A letter from the Inspectorate of Policing – I.O.P. Complaint Number: 25-54/INV-25-102, Letter from Law Enforcement Complaints Agency: L.E.C.A. Complaint Number: E-202501231654238462 and, Report of Investigation – File Number: PRS-104012/2025.OTA-0094

# 17.2. Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103970 Inspectorate of Policing (I.O.P.) Complaint Number: 25-352/INV-25-176

**PUBLIC REPORT**

**February 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-103970 Inspectorate of Policing (I.O.P.) Complaint Number: 25-352/INV-25-176**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendations:

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

1) determine whether to concur with the decision that action be taken with respect to this complaint; and

2) advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

## Financial Implications:

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

## Discussion:

### *Background*

The Board has received direction from the I.G. to report on a complaint regarding the policies of a police service board pursuant to s.107(1)(c) of the Community Safety and

Policing Act, 2019 (C.S.P.A.), and the procedures established by the Chief of Police, Toronto Police Service (T.P.S.) pursuant to s.107(1)(d) of the C.S.P.A.

*Relevant Board Policies and Compliance*

- Community Safety and Policing Act 2019, (C.S.P.A.)

***Board Review:***

Pursuant to Section 107(7) of the C.S.P.A. directs that the Board shall:

a) review the complaint as it relates to its policies and/or procedures;

b) report back to the I.G. within the time specified by the I.G. if any, about any steps taken in response to the complaint; and

c) report to the Solicitor General about any steps taken in response to this complaint.

***Summary of the Complaint and Investigation***

Complaint Number: PRS-103970
Complaint Type: Service
Disposition: Actions Taken

On May 11, 2025, the I.G. received a complaint via the Law Enforcement Complaints Agency (L.E.C.A.).

The Complainant stated that no follow-up investigation was conducted, or charges laid against a driver that hit him and left the scene after he provided information at the Collision Reporting Centre.

The I.O.P. classified this complaint as a complaint about the policies or procedures provided by the T.P.S. and on October 27, 2025, referred it to the Board for review.

On November 4, 2025, Shift Supervisor Suzanne Scaffidi (99452), of Traffic Services (T.S.V.) was assigned to investigate.

The following steps were taken to investigate this complaint:

- Reviewed Provincial Legislation.

- Reviewed T.P.S. Procedures
    - Chapter 7: Vehicle Investigations and Traffic Enforcement;
    - Appendix “A” Traffic Direction and Traffic Enforcement;
    - 07-02: Fail to Remain Collisions.

- Reviewed Board Adequacy Policy.
- Reviewed C.R.C. Collision Statistics for 2024 and 2025.
- Reviewed Toronto Police T.S.V. Website Mission Statement.

***Analysis:***

The Investigator reviewed the complaint and the T.P.S. Procedures. It was confirmed that the Complainant filed a Hit and Run Report at the North Collision Reporting Centre (N.C.R.C.) on April 14, 2024.

Assigned the complaint in November 2025, the Investigator spoke to the Complainant. He indicated that he was advised by the N.C.R.C., that a notification letter was sent to the registered owner of the other involved vehicle, providing them direction on their responsibilities to report the accident within 30-days. In addition, he indicated that he was in disbelief, when he was advised by the N.C.R.C., that there is no additional follow-up or investigation undertaken, after the issuance of the notification letter to the registered owner of the other involved vehicle.

The Investigator inquired with the East Collision Reporting Center (E.C.R.C.) to confirm the steps taken once notification letters are issued to the registered vehicle owners involved in hit and run incidents, and to clarify subsequent practice following the 30-day response period. The Investigator was advised that, due to the high volume of reports processed daily, no further action is taken to investigate the fail-to-remain accident, beyond this time frame.

This information was immediately brought to the attention of the Unit Commander of T.S.V., as it represents a potential liability for the T.P.S. and is inconsistent with the organization's commitment toward due diligence, accountability, and maintaining public trust.

***Conclusion – Action Taken:***

With respect to the issue identified by the Investigator concerning the notification letters issued, where no further action occurs after 30 days of the initial correspondence, T.S.V. has implemented enhanced measures to ensure appropriate and timely follow-up on such letters.

The T.P.S. is actively reviewing and refining its current practice and procedures to ensure appropriate follow-up investigations are conducted when no response is received from the non-reporting registered owner.

Based on data collected in 2024 and 2025, an average of 12,783 fail-to-remain occurrences were reported annually at the Collision Reporting Centres. Of these

occurrences, approximately 25% are closed pending further information due to a lack of response to the mailed notification letters.

While the current process reflects appropriate consideration of available resources and investigative capacity, the investigation identified opportunities to improve overall effectiveness.

Communication with the reporting motorists appeared to be inconsistent or insufficient at the time of the initial report to police. Information regarding investigative actions taken, legislative authorities, and reasonable expectations of further police action require improvement; measures that can be improved through training.

Additional corrective measures include the assignment of two additional officers dedicated to customer service responses for the initial drivers reporting fail-to-remain collisions.

In instances where notification letters are not acted upon by the registered owner, officers will contact the reporting party to provide an update, inquire about any new information or investigative leads, and document the outcome within the occurrence report.

This approach is intended to improve communication with reporting drivers and clearly establish reasonable expectations regarding the likelihood of further police action in the absence of new information.

The investigation also identified limitations within the Highway Traffic Act (H.T.A.) related to owner liability for fail-to-remain offences. As a result, investigative efforts are constrained by the requirement to identify the driver to pursue prosecution.

Future consideration of this issue will include recommendations to the Ontario Association of Chiefs of Police (O.A.C.P.) to review owner-liability provisions under the H.T.A.

In conclusion, the investigation and further review determined that while the current approach to managing fail-to-remain collision occurrences reflects available resource allocation and established investigative thresholds, it also presents identifiable limitations in effectiveness public communication.

The proposed enhancements, including additional training, dedicated officer assignments and improved follow-up communication with reporting parties, are expected to strengthen transparency, service delivery, and public confidence.

Broader consideration of legislative reform through the O.A.C.P. may also support long-term improvements to investigative outcomes and accountability under the H.T.A.

The T.P.S. reaffirms its commitment to the safety and well-being of Toronto’s residents and to upholding the public trust as its highest priority.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

**Reason for Confidential Information**

This report includes a confidential attachment containing a letter from the I.O.P., directing the Board to review and respond to a complaint relating to a policy or procedure issue, pursuant to s.107(6) of the C.S.P.A. and a letter from L.E.C.A. to the I.O.P. pursuant to s. 108(1) of the C.S.P.A. It also contains details of an Investigative Report.

Respectfully submitted,

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

*Attachments:*

A letter from the Inspectorate of Policing – I.O.P. Complaint Number: 25-352/INV-25-176, Letter from Law Enforcement Complaints Agency: L.E.C.A. Complaint Number: E-202504171106349283 and, Report of Investigation – File Number: PRS-103970/2025.OTA-0091

# 17.3. Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-102650 Inspectorate of Policing (I.O.P.) Complaint Number: 25-6/INV-25-78

**PUBLIC REPORT**

**January 28, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-102650 Inspectorate of Policing (I.O.P.) Complaint Number: 25-6/INV-25-78**

**Purpose:** ☐ **Information Purposes Only** ☒ **Seeking Decision**

## Recommendations:

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

1) determine whether to concur with the decision that action be taken with respect to this complaint; and

2) advise the complainant, the Inspector General (I.G.), and the Solicitor General of any steps taken in response to this complaint.

## Financial Implications:

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

## Discussion:

### *Background*

The Board has received direction from the I.G. to report on a complaint regarding the policies of a police service board pursuant to s.107(1)(c) of the Community Safety and Policing Act, 2019 (C.S.P.A.), and the procedures established by the Chief of Police, Toronto Police Service (T.P.S.) pursuant to s.107(1)(d) of the C.S.P.A.

*Relevant Board Policies and Compliance*

- Community Safety and Policing Act 2019, (C.S.P.A.)

***Board Review:***

Pursuant to Section 107(7) of the C.S.P.A. directs that the Board shall:

a) review the complaint as it relates to its policies and/or procedures;

b) report back to the I.G. within the time specified by the I.G. if any, about any steps taken in response to the complaint; and

c) report to the Solicitor General about any steps taken in response to this complaint.

***Summary of the Complaint and Investigation***

Complaint Number: PRS-102650
Complaint Type: Service
Disposition: Actions Taken

On January 6, 2025, the I.G. received a complaint via the Law Enforcement Complaints Agency (L.E.C.A.).

The Complainant stated that no follow-up investigation was conducted, or charges laid against a driver that hit him and left the scene after he provided information at the Collision Reporting Centre.

The I.O.P. classified this complaint as a complaint about the policies or procedures provided by the T.P.S. and on July 4, 2025, referred it to the Board for review.

On July 18, 2025, Traffic Services (T.S.V.) was assigned the file for investigation, and on October 7, 2025, Shift Supervisor Suzanne Scaffidi (99452), of T.S.V. was assigned to investigate.

The following steps were taken to investigate this complaint:

- Reviewed Provincial Legislation.

- Reviewed T.P.S. Procedures
    - Chapter 7: Vehicle Investigations and Traffic Enforcement;
    - Appendix "A" Traffic Direction and Traffic Enforcement;
    - 07-01 Transportation Collisions;
    - 07-02 Fail to Remain Collisions.

- Reviewed Board Adequacy Policy.

- Reviewed Toronto Police T.S.V. Website Mission Statement.

***Analysis:***

The complainant attended the North Collison Reporting Center (N.C.R.C.) on May 2, 2024, and submitted a Fail to Remain Collison Report Form. The section titled "Describe injury to Pedestrian" was left blank, indicating that no injuries were reported.

Upon review, by having the Complainant report to a Collision Reporting Center; there is no evidence to substantiate any wrongdoing or deviation from established T.P.S. policies and procedures, specifically:

T.P.S. Procedures 07-01: Transportation Collisions, when a collision does not meet the at-scene investigation criteria, the parties involved are to be referred to a Collision Reporting Centre (C.R.C.).

The matter was assigned to a police officer at the N.C.R.C. on May 7, 2024, and was reviewed in accordance with established procedures. As the incident occurred on private property, with no damage or injuries, a follow-up call was made to the pedestrian, which resulted in no additional information.

Subsequently, a notification letter from the N.C.R.C. was sent to the registered owner of the vehicle involved in the fail-to remain hit and run incident, advising them of their requirement to attend a C.R.C. to report the incident within 30 days.

The Investigator inquired with the East Collision Reporting Center to confirm the steps taken once notification letters are issued to registered vehicle owners involved in hit and run incidents, and to clarify subsequent procedures following the 30-day response period. The Investigator was advised that, due to the high volume of reports processed daily, no further action is taken to investigate the fail-to-remain incident, beyond this time frame.

This information was immediately brought to the attention of the Unit Commander of T.S.V., as it represents a potential liability for the T.P.S. and is inconsistent with the organization's commitment toward due diligence, accountability, and maintaining public trust.

***Conclusion – Action Taken:***

With respect to the issue identified by the Investigator concerning the notification letters issued, where no further action occurs after 30 days of the initial correspondence, T.S.V. has implemented enhanced measures to ensure appropriate and timely follow-up on such letters.

The T.P.S. is actively reviewing and refining its current practice and procedures to ensure appropriate follow-up investigations are conducted when no response is received from the registered owner.

Based on data collected in 2024 and 2025, an average of 12,783 fail-to-remain occurrences were reported annually at the C.R.C.s. Of these occurrences, approximately 25% are closed pending further information, due to a lack of response to mailed notification letters.

While the current process reflects appropriate consideration of available resources and investigative capacity, the investigation identified opportunities to improve overall effectiveness.

Communication with the reporting motorists appeared to be inconsistent or insufficient at the time of the initial report to police. Information regarding investigative actions taken, legislative authorities, and reasonable expectations of further police action require improvement; measures that can improve through training.

Additional corrective measures include the assignment of two additional officers dedicated to customer service responses for drivers reporting fail-to-remain collisions.

In instances where notification letters are not acted upon by the registered owner, officers will contact the reporting party to provide an update, inquire about any new information or investigative leads, and document the outcome within the occurrence report.

This approach is intended to improve communication with reporting drivers and clearly establish reasonable expectations regarding the likelihood of further police action in the absence of new information.

The investigation also identified limitations within the Highway Traffic Act (H.T.A.) related to owner liability for fail-to-remain offences. As a result, investigative efforts are constrained by the requirement to identify the driver to pursue prosecution.

Future consideration of this issue will include recommendations to the Ontario Association of Chiefs of Police (O.A.C.P.) to review owner-liability provisions under the H.T.A.

In conclusion, the investigation and further review determined that while the current approach to managing fail-to-remain collision occurrences reflects appropriate resource allocation and established investigative thresholds, it also presents identifiable limitations in effectiveness and public communication.

The proposed enhancements, including additional training, dedicated officer assignments and improved follow-up communication with reporting parties, are expected to strengthen transparency, service delivery, and public confidence.

Broader consideration of legislative reform through the O.A.C.P. may also support long-term improvements to investigative outcomes and accountability under the H.T.A.

The T.P.S. reaffirms its commitment to the safety and well-being of Toronto's residents and to upholding the public trust as its highest priority.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

**Reason for Confidential Information**

This report includes a confidential attachment containing a letter from the I.O.P., directing the Board to review and respond to a complaint relating to a policy or procedure issue, pursuant to s.107(6) of the C.S.P.A. and a letter from L.E.C.A. to the I.O.P. pursuant to s. 108(1) of the C.S.P.A. It also contains details of an Investigative Report.

Respectfully submitted,

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

*Attachments:*

A letter from the Inspectorate of Policing – I.O.P. Complaint Number: 25-6/INV-25-78, Letter from Law Enforcement Complaints Agency: L.E.C.A. Complaint Number: E-202411111718028440 and, Report of Investigation – File Number: PRS-102650/2025.OTA-0063

# 18. Chief’s Administrative Investigation Reports

# 18.1. Chief’s Administrative Investigation into the Custody Death of Complainant 2025.36

**PUBLIC REPORT**

**February 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Chief's Administrative Investigation into the Custody Death of Complainant 2025.36

**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
- 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)

***S.I.U. Investigative Conclusion***

In a letter to the Chief of Police dated October 14, 2025, 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 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 SIU 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."*

***Conclusion:***

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S. policies and procedures associated with this custody death 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 officers involved was in compliance with applicable provincial legislation regarding the Standards of Conduct and the 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 that any of the officers had comported themselves other than lawfully in their dealings with the Complainant during this apprehension/arrest.

The details of this incident have been reported to the Board in the confidential meeting.

Chief 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

# 18.2. Chief’s Administrative Investigation into the Custody Injury of Complainant 2025.40

**PUBLIC REPORT**

**February 13, 2026**

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 2025.40

**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 involved officers 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
- T.P.S. Procedures

***S.I.U. Terminology***

**Complainant** – Refers to the Affected Person
**SO** – Subject Official(s)
**WO** – Witness Official

***S.I.U. Investigative Conclusion***

In a letter to the Chief of Police dated November 13, 2025, 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 25-TCI-278, which can be found via the following link:

Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-278

***S.I.U. Incident Narrative***

*"The evidence collected by the SIU, including interviews with the Complainant and police witnesses, and video footage that largely captured the incident, gives rise to the following scenario. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.*

*In the early morning of July 16, 2025, TPS officers, including the SO, quickly made their way to an address on Danforth Avenue. The service had received a Crime Stoppers tip about a male in the area, together with three to four other males, with a gun tucked in his waistband.*

*At about the same time, the Complainant, the owner of a local business, had closed the establishment and was leaving for the night. The Complainant was in front of his establishment loading some things in his vehicle when he was confronted by several officers. He and a group of five passersby in the vicinity were ordered to the ground by the officers at gunpoint. The Complainant did not readily lower himself despite repeated directions, and was forced to the ground by an officer.*

*The officer was the SO. He grabbed a hold of the Complainant's shirt by the right shoulder and pulled him to the ground in a prone position. The Complainant was handcuffed behind the back and searched. When no firearms were found on his person, the handcuffs were removed. The same was true of the passersby, each of whom had complied with the orders to get down. The Complainant was transported to hospital from the scene and diagnosed with a broken nose."*

### *S.I.U. Analysis and Director's Decision*

*"The Complainant was seriously injured in the course of his detention by TPS officers on July 16, 2025. 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.*

*There were clearly no grounds to arrest the Complainant based on the tip about a male with a gun. He did not fit the description of the male suspect and was located some distance from the address reported by the tipster. The question, however, is whether there were grounds to temporarily detain the Complainant for investigative purposes, a power authorized in law as long as the detaining officer has reasonable grounds to suspect the detainee is involved in criminal activity,[3] a lower standard than that required for an arrest, namely, reasonable grounds to believe an offence has been committed. On the one hand, the Complainant was, in fact, an innocent bystander just going about his business when he was detained. And, to reiterate, he neither matched the description of the male suspect, nor was located where the suspect had last been seen. On the other hand, the Complainant was in proximity to a group of persons not too far away from the reported scene, and about where they might be expected had they walked from the scene during the time it took the officers to respond – about 200 metres away. Moreover, that group of persons included an individual who did fit the description of the male suspect. These circumstances could have given rise to a reasonable suspicion that the Complainant was associated with that individual and implicated in a possible firearm offence. On this record, I am unable to reasonably conclude with any confidence that the SO was not vested with the necessary grounds to detain the Complainant for investigation.*

*With respect to the force brought to bear by the SO against the Complainant, the evidence falls short of reasonably establishing it was unlawful. With cause to suspect that a firearm was present in the group of persons they were detaining, it was reasonable for the officers to want to place the individuals in a position of disadvantage, at least until such time as they could be searched for weapons. A takedown made sense in the circumstances, especially when the Complainant did not promptly lower himself to the ground. The tactic itself would not appear to have been executed with undue force, albeit it did result in the Complainant landing awkwardly and forcefully on his face.*

*In the result, while I accept that the Complainant's broken nose was incurred in the takedown performed by the SO, there are no reasonable grounds to believe that the injury was the result of unlawful conduct on the part of the officer. As such, there is no basis for proceeding with criminal charges in this case. The file is closed."*

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[3] *R v Mann, [2004] 3 SCR 59*

*."*

### *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));
- 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 the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. Procedures.

All the officers involved in the response to the event and the investigative detentions were equipped with Body-Worn Cameras. Furthermore, the responding police vehicles were equipped with In-Car Camera Systems, and they were activated by the officers. These devices recorded the entirety of the events, and the footage was disclosed to the S.I.U.

Chief 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

# 18.3. Chief’s Administrative Investigation into the Custody Injury of Complainant 2025.44

**PUBLIC REPORT**

**February 13, 2026**

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 2025.44

**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 involved officers 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
- T.P.S. Procedures

***S.I.U. Terminology***

**Complainant** – Refers to the Affected Person
**SO** – Subject Official(s)
**WO** – Witness Official(s)

***S.I.U. Investigative Conclusion***

In a letter to the Chief of Police dated November 19, 2025, 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 25-TCI-296, which can be found via the following link:

Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-296

***S.I.U. Incident Narrative***

*"The evidence collected by the SIU, including interviews with the Complainant and the SO, and an additional police and non-police eyewitness, gives rise to the following scenario.*

*At around midnight of July 31, 2025, WO #1, an off-duty police officer, was driving home northbound on Highway 400 when he was involved in a collision just south of Rutherford Road. The Complainant had caused the accident when his northbound van rear-ended another vehicle. The officer pulled over and brought his vehicle to a stop. The Complainant moved from the driver side of the van to the passenger side, exited and began to make his way to a fence past the Rutherford Road off-ramp that bordered the*

*parking lot of Tuscany Place, a retail district just north of Vaughan Mills mall. WO #1 followed the Complainant intending to arrest him for impaired driving.*

*The Complainant was inebriated at the time. He struggled to climb the fence but eventually made it over, falling from the top of the fence onto the parking lot side. The Complainant picked himself up and had travelled about 40 metres east of the fence line into the parking lot when he was forced to the ground by WO #1.*

*WO #1 had pursued the Complainant over the fence and into the parking lot, directing him to stop. The Complainant attempted to get to his feet as the officer placed weight on his back to keep him down. The SO, whom WO #1 had called for assistance after the accident, knowing that he too was off duty and travelling home on the same route, arrived in the parking lot and joined in the struggle. After a period, the SO used a civilian's phone to speak to YRP, advising that they needed police with respect to an impaired driver.*

*YRP officers attended the scene and took custody of the Complainant. He was transported to hospital and diagnosed with a broken nose."*

***S.I.U. Analysis and Director's Decision***

*"The Complainant was seriously injured around the time of his arrest by TPS officers on July 31, 2025. 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 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.*

*The Complainant was unsteady on his feet, smelled of alcohol and had left the scene of an accident. In the circumstances, he was subject to arrest for drunk driving contrary to section 320.14(1)(a) of the Criminal Code.*

*With respect to the force used in the Complainant's arrest, the evidence falls short of reasonably establishing it was unlawful. The takedown performed by WO #1 was a reasonable tactic. The Complainant had fled from the crash site and pulled away from the officer when WO #1 caught up to him. Taking him to the ground would assist in establishing control of the Complainant by better positioning WO #1 to deal with any continuing resistance. There is evidence in which it is alleged the Complainant was punched in the face three to four times by an officer before he was taken to the ground. The weight of the evidence, however, suggests that he was not struck until after he was on the ground, and that it was the SO who delivered the blows. According to the officer, he kicked the Complainant once in the torso and punched him three to five times in the head. He did so, he says, to counteract the Complainant's resistance as he attempted*

*to lift himself up and refused to surrender his arms from underneath his body. Once his arms were controlled behind the back, no further strikes were administered. On this record, the force used by the SO would not appear to be a disproportionate response to the Complainant's combativeness.*

*It remains unclear when precisely the Complainant broke his nose. It could have happened during the motor vehicle collision, the Complainant's fall from the fence, WO #1's takedown or the punches struck by the SO. Be that as it may, there are no reasonable grounds to believe the injury is attributable to any unlawful conduct on the part of the TPS officers. 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 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));
- Procedure 15-02(Injury/Illness Reporting);

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 the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. Procedures.

Neither off duty T.P.S. officer was equipped with Body-Worn Camera.

Chief 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

# 18.4. Chief’s Administrative Investigation into the Custody Injury of Complainant 2025.45

**PUBLIC REPORT**

**February 13, 2026**

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 2025.45

**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 involved officers 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
- T.P.S. Procedures

***S.I.U. Terminology***

**Complainant** – Refers to the Affected Person
**SO** – Subject Official(s)
**WO** – Witness Official(s)

***S.I.U. Investigative Conclusion***

In a letter to the Chief of Police dated December 11, 2025, 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 25-TCI-298, which can be found via the following link:

Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-298

***S.I.U. Incident Narrative***

*"The evidence collected by the SIU, including interviews with the Complainant, and a police and non-police eyewitness, and video footage that captured the incident in part, 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 July 31, 2025, the SO and another member of the TPS Fugitive Squad, WO #1, were operating unmarked police vehicles in the area of Bathurst Street and St. Clair Avenue West, Toronto. They were seeking to execute an extradition warrant on the Complainant, whom they had reason to believe resided at a house in the area. The Complainant was wanted in the United States in a multi-million-dollar cryptocurrency fraud investigation.*

*The Complainant stepped out of the house at about 2:50 p.m. to meet an acquaintance – the CW. The CW was in a Lexus parked facing west across the street from the Complainant's residence. The CW exited the Lexus, and he and the Complainant spoke by the driver side of the vehicle. The conversation was short-lived. Within moments, the Complainant was confronted by a plainclothes officer – the SO.*

*The SO pulled up to the scene in his vehicle, stopped it nose-to-nose with the Lexus and exited. The officer walked quickly to the Complainant, grabbed hold of his left arm, and tried to turn him to face the Lexus. The Complainant resisted the SO's efforts and was taken to the ground behind the rear of the Lexus, the officer kicking his left leg out from under him. At about the same time, WO #1 drove up to the scene and exited his vehicle. He approached the site of the struggle, showed the Complainant his badge on a couple of occasions, and intervened to assist the SO. The officers wrestled control of the Complainant's arms following a struggle and handcuffed him behind the back.*

*Paramedics arrived on scene and transported the Complainant to hospital. He was diagnosed with several facial fractures."*

***S.I.U. Analysis and Director's Decision***

*"The Complainant was seriously injured in the course of his arrest by TPS officers on July 31, 2025. 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.*

*The Complainant's arrest was authorized by a warrant issued under the Extradition Act. As such, I am satisfied that the SO and WO #1 were within their rights in attempting to take him into custody.*

*I am also satisfied that the evidence falls short of reasonably establishing that the force used by the officers in the Complainant's arrest was unnecessary. The takedown was a reasonable tactic. The Complainant had resisted the SO's efforts to move him towards the Lexus where, presumably, the officer would have stood him against the vehicle to apply handcuffs. Forcing him to the roadway would better position the officers to deal with any continuing resistance on the part of the Complainant. Thereafter, the weight of the evidence indicates that there was an exchange of strikes to the upper body by the Complainant and the SO as the parties wrestled on the ground. Here, too, the evidence does not point to excessive force by the SO, particularly as the Complainant continued to struggle following the strikes. Of concern in the evidence is an assertion that the second officer on scene – WO #1 – choked the Complainant with a forearm around his*

*neck for approximately a minute, causing him to black out. There are problems, however, with this claim. It is contested by third-party evidence that describes an officer's arm around the Complainant's neck but says nothing of the Complainant losing consciousness. Moreover, while the video footage of the incident depicts WO #1's right arm across the Complainant's upper chest and neck area for about five seconds, it is difficult to discern whether the officer was deliberately choking the Complainant or simply attempting to control him in a kind of headlock. What is clear is that the Complainant continued to struggle throughout this process. On this record, I am unable to reasonably conclude that WO #1 was choking the Complainant, or that the force he applied was more than was needed to overcome the Complainant's resistance.*

*In the result, while I accept that the Complainant's injuries were incurred in the altercation that marked his arrest, there are no reasonable grounds to believe they are attributable to unlawful conduct on the part of the arresting officers. As such, 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 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 02-01 (Arrest Warrants);
- Procedure 04-19 (Surveillance);
- Procedure 04-20 (Electronic Surveillance);
- Procedure 04-25 (Foreign Inquiries/Investigations/Extradition Requests);
- 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));
- 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 the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. Procedures.

The uniformed officers that assisted in the transportation after the arrest were equipped with Body-Worn Camera. They utilized these devices to record their involvement as well as the In-Car Camera System. This footage was disclosed to the S.I.U.

Chief 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

# 18.5. Chief’s Administrative Investigation into the Custody Injury of Complainant 2025.52

**PUBLIC REPORT**

**February 13, 2026**

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 2025.52**

**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) 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
- 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)

***S.I.U. Investigative Conclusion***

In a letter to the Chief of Police dated January 9, 2026, 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 25-TCI-364, which can be found via the following link:

Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-364

***S.I.U. Incident Narrative***

*"The evidence collected by the SIU, including interviews with the Complainant and police witnesses, and video footage that captured the incident in part, 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 evening of September 14, 2025, the SO and his partner, WO #1, attended at a residence in the area of Dundas Street East and Parliament Street. A resident of the address – the CW – had contacted police to report that the Complainant, for whom he was a surety, had breached the terms of a release order by violating a curfew.*

*Arriving on scene at about 10:40 p.m., the officers were greeted by the Complainant outside the residence. Told why they were there, the Complainant argued that it was all a misunderstanding. He said that he had been at the residence in time for his 9:00 p.m. curfew. The Complainant was wearing an ankle monitor, a term of his release. The officers explained they would check with the ankle monitoring company to confirm his location at 9:00 p.m. before deciding whether to arrest him for breach of a release order. The parties separated awaiting word from the monitoring company.*

*After a few minutes elapsed and it was confirmed via the monitoring company that the Complainant was not at the address in time for his curfew, the officers moved towards the residence to effect an arrest. The Complainant, who had been waiting in a storage space underneath the front staircase to the residence, climbed the stairs and entered the home as the officers approached. He again stated that he had not breached his curfew before he closed and locked the front door behind him. Shortly after, the CW opened the door for the officers and noted that the Complainant was heading for the balcony.*

*The SO rushed into the home, climbed a flight of stairs and made his way through a living room to the balcony at the rear of the residence. The officer said "stop" a couple of times, entered onto the balcony and physically engaged the Complainant. The Complainant broke free of the officer and jumped from the balcony to the ground below – a distance of about five metres.*

*The Complainant was momentarily knocked unconscious by the fall. He regained consciousness and was transported to hospital. He had sustained multiple rib fractures and a collapsed lung."*

***S.I.U. Analysis and Director's Decision***

*"The Complainant was seriously injured in the course of his arrest by TPS officers on September 14, 2025. 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 there were lawful grounds to arrest the Complainant for breach of a release order under section 145(5)(a) of the Criminal Code. Having heard back from the ankle monitoring company, the SO was possessed of reliable information that the Complainant had breached a term of his release, namely, a curfew.*

*As far as can be discerned from the BWC footage, it appears that there was some sort of a physical engagement between the SO and the Complainant just before the latter*

*fell. The interaction was very brief and there is no suggestion in the evidence that the nature and extent of that contact was responsible for the Complainant's fall from the balcony. Given the Complainant's flight from police, I accept that some force would have been necessary to take him into custody. There is no evidence to indicate that that force involved strikes of any kind or was otherwise excessive. On this record, whether the SO was principally moving to arrest the Complainant when he fell from the balcony, or whether he was attempting to prevent him hurting himself by jumping, I am satisfied that the officer used only reasonable force in pursuit of his aims.*

*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 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 15-20 (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 the subject official was in compliance with applicable provincial legislation regarding the Standards of Conduct, the applicable T.P.S. Procedure and the officers' training.

The officers involved in this incident activated their Body-Worn Cameras in compliance with Procedure 15-20. The footage documented the interaction between the Complainant and the officers, which assisted the S.I.U. in its investigation.

Chief 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

# 18.6. Chief Administrative Investigation of the Alleged Sexual Assault of Complainant 2025.53

**PUBLIC REPORT**

**February 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Chief Administrative Investigation of the Alleged Sexual Assault of Complainant 2025.53

**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) and Specialized Criminal Investigations – Sex Crimes Unit (S.C.U.) 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
- T.P.S. Procedures

### *S.I.U. Investigative Conclusion:*

In a letter to the Chief of Police dated January 8, 2026, 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 SIU 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."*

### *Conclusion:*

The P.R.S – S.I.U. Liaison and S.C.U. investigation determined that the T.P.S.'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 and S.C.U. investigation determined the conduct of the subject official was in compliance with applicable provincial legislation regarding the Standards of Conduct, applicable T.P.S. Procedures and the officers' training as it relates to searches.

The officers involved activated the In-Car Camera System and their Body-Worn Cameras in compliance with Procedure 15-17 and 15-20. This video footage showed

the search conducted on the Sexual Assault Complainant 2025.53 and was integral for the S.I.U. investigation.

The details of this incident have been reported to the Board in the confidential meeting.

Chief 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

# 19. Update re: FIFA 2026 World Cup

**PUBLIC REPORT**

**April 13, 2026**

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

## Subject: Toronto FIFA World Cup 2026

**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 this report.

## Information:

An accompanying PowerPoint presentation is provided for information only. The presentation outlines This presentation provides an operational overview of the Toronto Police Service's planning and readiness for the FIFA World Cup 2026. It highlights key venues and activities, alongside anticipated impacts such as significant international attendance, large crowd movements, and concurrent city events.

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

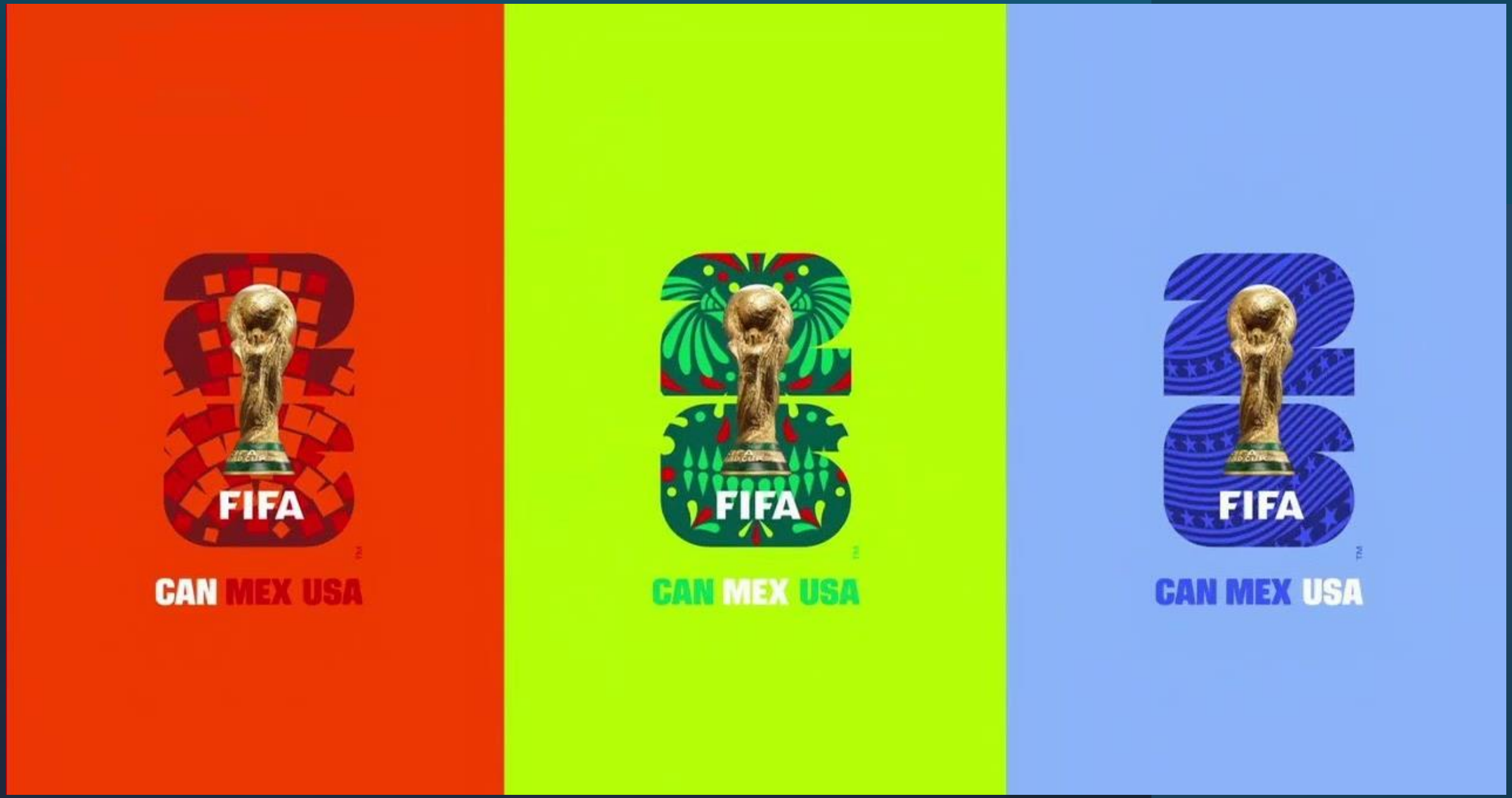
Respectfully submitted,

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

*Attachment:*

Transit Safety: Key Insights, Current State, and Future Direction.pptx

FIFA
TORONTO
FIFA World Cup 2026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FIFA TORONTO

# GROUP STAGE

CANADA v BOSNIA AND HERZEGOVINA

JUNE 12 · 3:00 PM ET

GHANA v PANAMA

JUNE 17 · 7:00 PM ET

GERMANY v CÔTE D'IVOIRE

JUNE 20 · 4:00 PM ET

PANAMA v CROATIA

JUNE 23 · 7:00 PM ET

SENEGAL v IRAQ

JUNE 26 · 3:00 PM ET

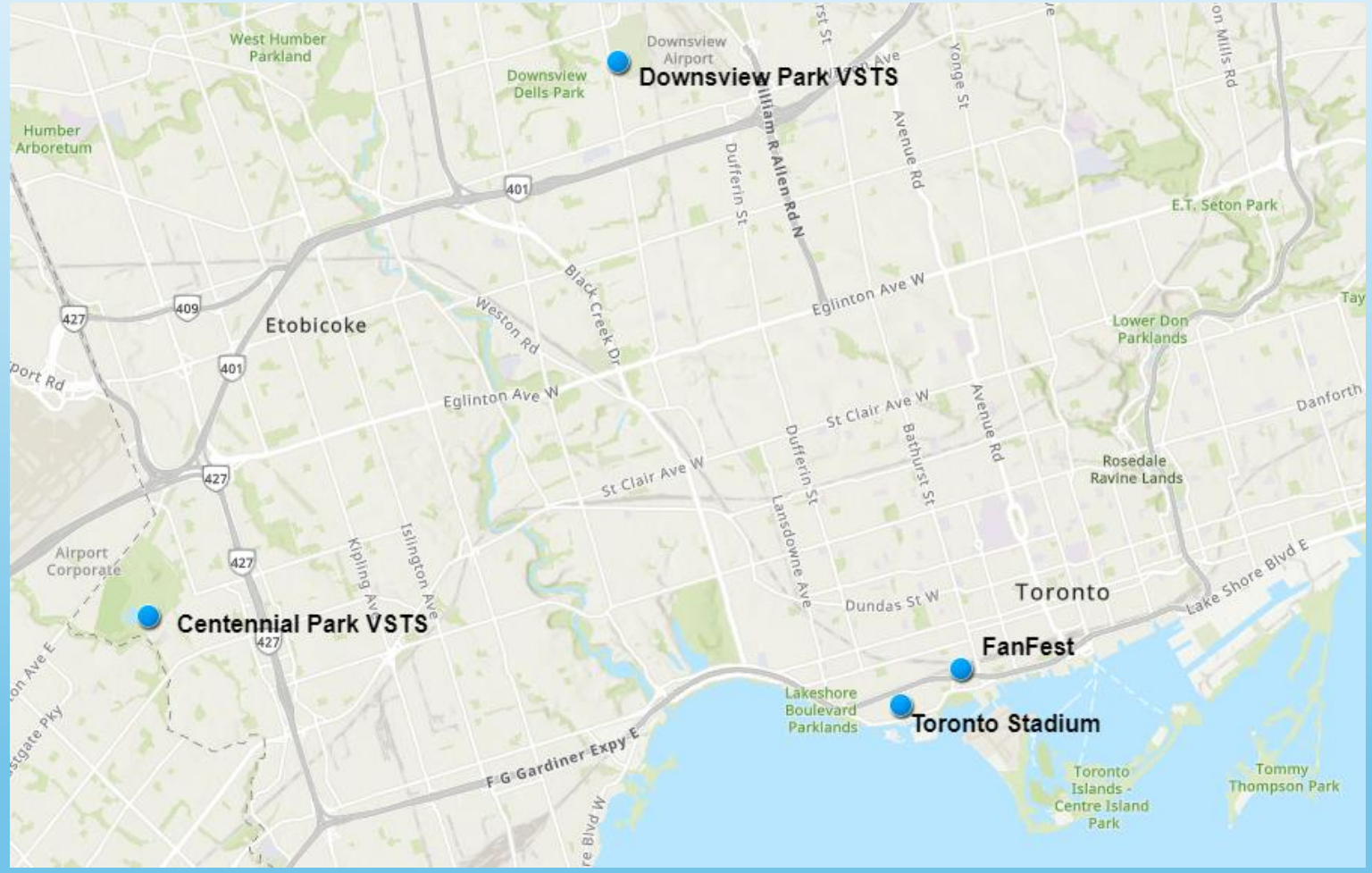
FIFA TORONTO

# ROUND OF 32

2K v 2L

JULY 2 · 7:00 PM ET

# FIFA TORONTO SITES



# TORONTO STADIUM

BMO Field

45,736 capacity during FIFA WC2026
Increasing seating from 27,980

Hosting Canadian Opening Ceremonies with Team Canada

70% of ticketholders will be international travelers

# TORONTO FIFA FANFESTIVAL

Fort York Historic National Site

20,000 capacity

Will be open approximately 22 days+ 1 FIFA official production featuring: live match broadcasting, entertainment, food, family activities, FIFA Museum

This is the only FIFA sanctioned viewing party in Toronto

Event organizers interested in hosting viewing parties will have to apply to FIFA for a broadcast permit

IMAGE: Russia WC201

# LAST MILE

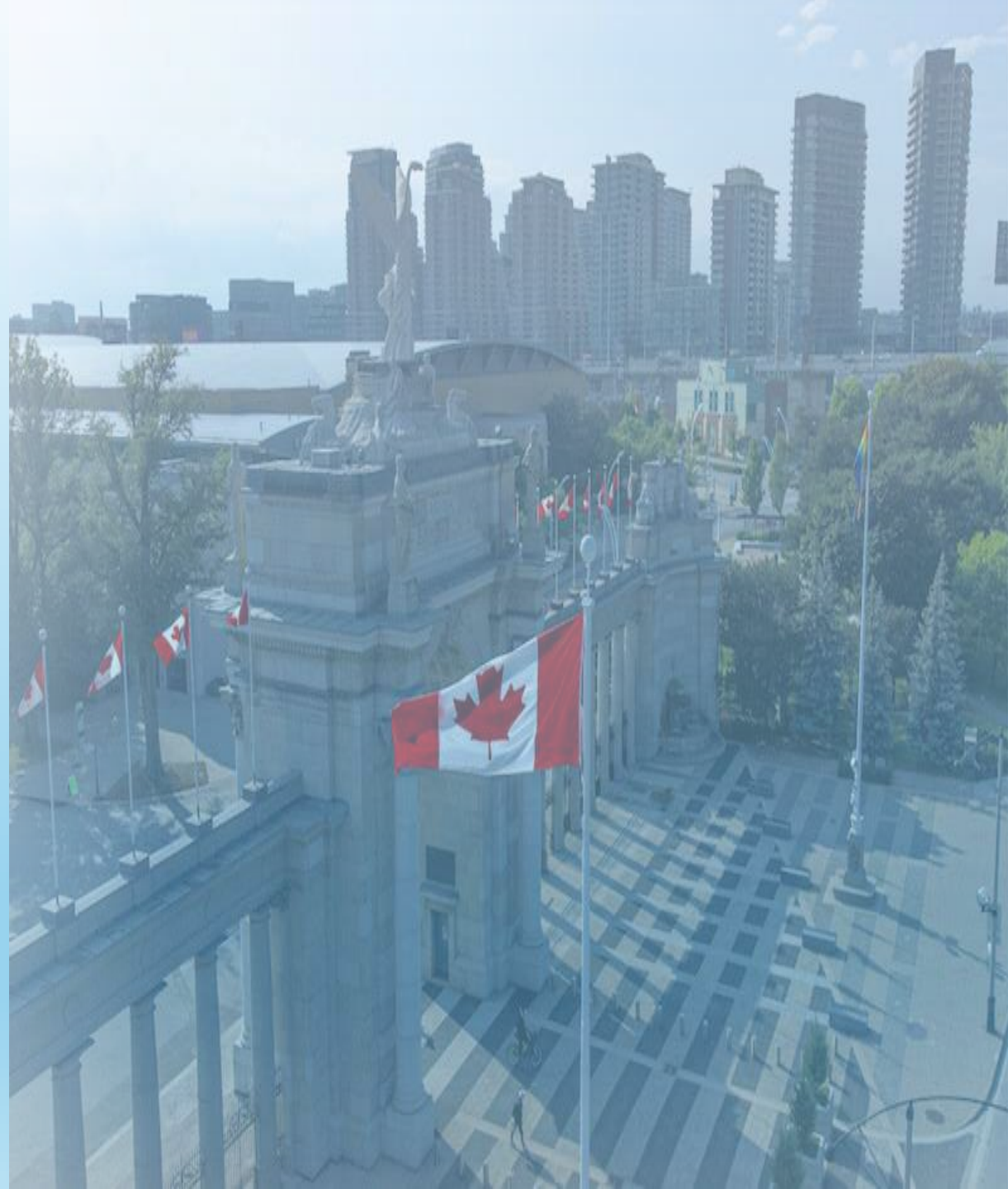
Pedestrian pathways leading from public transport hubs (TTC, GO Train) and parking/ride share locations to Toronto Stadium’s outer perimeter

Toronto has identified the Last Mile as:
Dufferin St to Bay St, and
King St W to Lake Shore Blvd W

Liberty Village will become a gathering place for ticket holders and non-ticket holders before and after the match

Road closures may be put in place to ensure safety of large crowds

Metrolinx may restrict usage of the Exhibition GO Station bridge/tunnel for safety reasons



# TRANSPORTATION AND ESCORTS

Extensive road closures around Toronto Stadium and FIFA FanFestival on match days:

WEST: Colbourne Lodge Dr
EAST: Bathurst St
NORTH: King St W
SOUTH: Lake Shore Blvd W

Escorts will be provided for: teams, match officials and Internationally Protected Persons to and from: airports, hotels, training sites, stadium, press conferences and any other FIFA sanctioned event

Enhanced TTC and Metrolinx operations for fan access and egress

There will <u>not</u> be a "Games Route Network" like there was during PanAm

# VENUE SPECIFIC TRAINING SITE (VSTS)

VSTS1: Centennial Park, Etobicoke
VSTS2: Downsview Park, Toronto

VSTS1: Teams will train Match Day –1 (MD-1)
Training pitch open to teams and media only.

VSTS2: Only operational June 7 -11 for Team Canada prior to their first match
Remainder of the parks remains open to the public

Practice times could be changed up until 5:00pm the day before

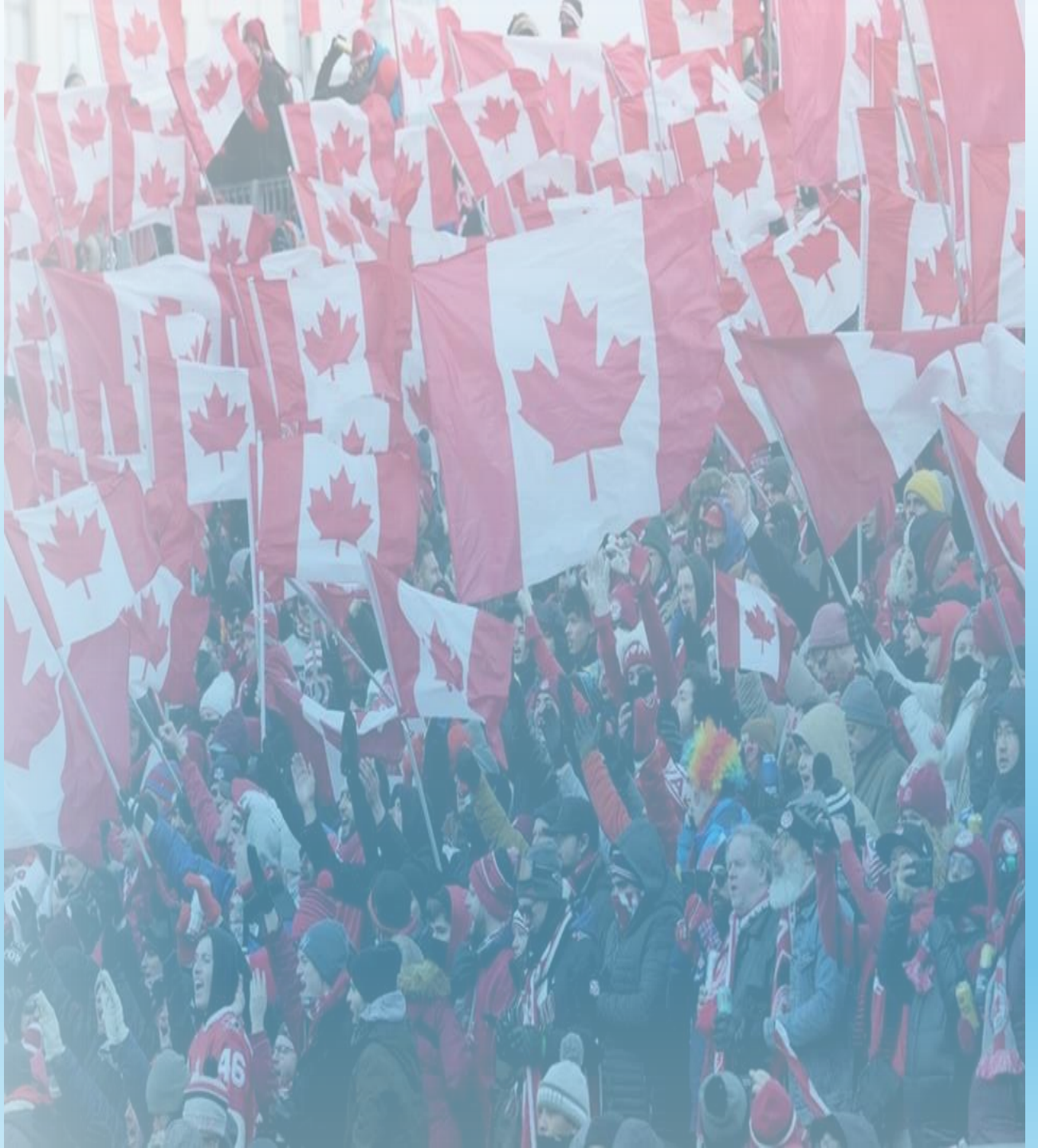
# PUBLIC REALM

Community events taking place in Toronto outside of official FIFA venues, including neighbourhood watch parties and fan marches

Public Realm callback officers will be strategically deployed to support community events, reducing the impact on TPS business continuity

Toronto's opening match, which is Team Canada's first game, will take place on June 12th - the same weekend as The Taste of Little Italy and the Toronto Blue Jays/New York Yankees series

Public Realm resources will <u>not</u> be used to support protests/demonstrations



# TRAINING

Site Specific Training:

- Stadium
- FanFestival – Fort York
- Venue Specific Training Sites:
  Centennial Park and Downsview Park
- Hotels

- Venue Sweeps
- Vehicle Screening Areas
- Drone Operator and Counter-Drone Training
- Specialized Operations Training
- Cross Cultural Training
- Accessibility for Ontarians with Disabilities Act Requirements

# EXERCISE DESIGN

TPS Tabletop Exercises

Tabletop Exercises with External Stakeholders

Exercise from FIFA

Full Scale Test Exercise

# INVESTIGATIVE

- Human Trafficking
  - Statistically increases in cities hosting international sporting events
- Frauds
  - Ticketing
  - Brand Protection (private law firm hired to address counterfeit goods)
  - Accommodations
  - Transportation
- Hooliganism / Breach of Peace
- Arrests from protests/demonstrations

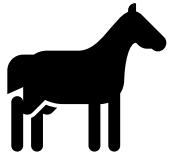
# SPECIALIZED OPERATIONS

**POLICE DOG SERVICES**

- Toronto Stadium sweep prior to exclusive use period, and before every match
- Dedicated resources staged with Public Order Unit (POU) on Match Days and FanFestival only days

**PUBLIC ORDER UNIT**

- Stadium sweep prior to exclusive use period
- Dedicated resources staged on Match Days and FanFestival only days



**MOUNTED UNIT**

- Dedicated resources staged with POU on Match Days and FanFestival only days

# SPECIALIZED OPERATIONS

### EMERGENCY TASK FORCE

- Dedicated Overwatch and Rapid Response Teams at Toronto Stadium on Match Days, and at FanFestival everyday it is operational

### EXPLOSIVE DISPOSAL UNIT

- Dedicated X-Ray Technicians at Remote Search Park
- Dedicated Explosive Technicians staged with POU
- Dedicated Explosive Technicians

### MARINE UNIT

- Increased patrols over 39 days

# EXTERNAL PARTNERS

## DAILY DEPLOYMENT

- TPS will provide operational support for FIFA activities for 54 days, starting with the exclusive use period at Toronto Stadium and continuing through to the airing of the final match at FanFestival
- On Match Days, TPS will deploy  a combination of uniform and civilian members
- Uniform officers from external police services will support TPS operations on a Match Day

## POLICE PARTNERS

- TPS will require assistance from external partners for:
  - Motor Squad escorts
  - Public Order Unit
  - Drone mitigation
  - "Soft Hat" details

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# New Business Agenda

**PUBLIC MEETING**
**NEW BUSINESS**
**April 13, 2026, at 9:00AM**
**Livestreaming at**
**https://youtube.com/live/MalfKtjlfBM?feature=share**

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20. April 10, 2026,from Louis Tsilivis, Executive Director
**Re: Correspondence from City Council – March 2026**

Next Meeting

**Regular Board Meeting**
May 14, 2026
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

# 20. Correspondence from City Council - March 2026

**PUBLIC REPORT**

**April 10, 2026**

To: Chair and Members
Toronto Police Service Board

From: Louis Tsilivis
Executive Director

**Subject: Correspondence from City Council – March 2026**

**Purpose: ☒ Information Purposes Only ☐ Seeking Decision**

***Background:***

The Board is in receipt of correspondence from Toronto City Clerk dated April 2, 2026, notifying the Toronto Police Service Board (the Board) that at its meetings held on March 25 and 26, 2026, Toronto City Council adopted the following items:

- MM39.11 - Urgent Action on Violent Residential Break-Ins and Organized Crime Auto Thefts
- MM39.50 – Safer Subways: Making Public Safety a Priority and Restoring Confidence to Toronto Transit Commission Riders Across Toronto
- MM39.60 – No ICE in Toronto
- MM39.82 **-** Building a Made-in-Toronto Community Safety Plan Protecting Residents at Bathurst Street and Sheppard Avenue and Across Toronto
- IE27.9 - Updates on Vision Zero Road Safety Initiatives: Follow-Up from June and October 2025 City Council Directives, Missing Sidewalk Installations, and Road Safety Improvement Projects

***MM39.11 - Urgent Action on Violent Residential Break-Ins and Organized Crime Auto Thefts***

The Clerk has notified the Board that City Council adopted Item MM39.11 and, in so doing, City Council request the Toronto Police Service Board to request the Chief of Police to report to the Toronto Police Service Board as soon as practicable on the incidence of home invasions in Toronto communities and all actions being taken or that should be taken to deter, investigate, solve and report outcomes on these deeply disturbing crimes.

**MM39.50 – *Safer Subways: Making Public Safety a Priority and Restoring Confidence to Toronto Transit Commission Riders Across Toronto***

The Clerk has notified the Board that City Council, on March 25 and 26, 2026, adopted Item MM39.50 and, in so doing:

1. Requested the Toronto Police Service Board, in consultation with the City Manager and the Toronto Transit Commission board, and having regard for the Memorandum of Understanding with the Toronto Transit Commission, including how responsibilities are shared with Special Constables and crisis services, to develop a plan to deploy uniformed police officers across all subway stations, including cost estimates and staffing considerations, as part of the 2027 budget process.

2. Requested the Toronto Police Service board to include the report on the creation of a Safe Toronto Transit Commission Strategy requested in Item 2025.CC33.1 in the report requested above.

**MM39.60 – *No ICE in Toronto***

The Clerk has notified the Board that City Council, on March 25 and 26, 2026, adopted Item MM39.60 and, in so doing agreed to forward a copy of its decision to the Toronto Police Service Board.

***MM39.82*** - ***Building a Made-in-Toronto Community Safety Plan Protecting Residents at Bathurst Street and Sheppard Avenue and Across Toronto - by Councillor James Pasternak, seconded by Councillor Michael Thompson***

The Clerk has notified the Board that City Council, on March 25 and 26, 2026, adopted Item MM39.82 and, in so doing has requested the Toronto Police Service Board to request an operational briefing from the Chief of Police on actions taken in response to hate speech in the public domain and hate crimes, and provide an interim report on the actions taken in response to Toronto Police Service Board Item P2026 – 0113 - 6.0.

**IE27.9** - ***Updates on Vision Zero Road Safety Initiatives: Follow-Up from June and October 2025 City Council Directives, Missing Sidewalk Installations, and Road Safety Improvement Projects***

The Clerk has notified the Board that City Council, on March 25 and 26, 2026, adopted Item IE27.9 and, in so doing has requested the Toronto Police Service Board to provide an update to City Council through the Infrastructure and Environment Committee on what plans the Toronto Police Service has to deploy additional police resources near schools to enforce Speed limits in school zones now that the Province has prohibited the use of Automated Speed Enforcement cameras.

**Conclusion:**

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

**Recommendation(s):**

This report recommends that the Board receive the following report for information.

**Financial Implications:**

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

Respectfully submitted,

Louis Tsilivis
Executive Director

# Home Invasions

HOLD UP SQUAD

# HOME INVASIONS

The Hold Up Squad (HUS) has undertaken a proactive approach to not only prevent and deter home invasions, but also to detect and interrupt the groups committing these offences. A collaborative multi-agency approach has been ongoing to decrease these offences.

In 2024, the city of Toronto saw a significant increase in home invasions with a portion attributed to the increase in violent auto-related offences. Organized groups orchestrated the commission of home invasions for the purpose of obtaining vehicles for financial gain. As a result, a whole-of -service approach, coordinated with our GTA and Provincial counterparts, was initiated to combat this increase.

The Provincial Car Jacking Task Force (PCJTF) a joint forces operation between the OPP and Greater Toronto Area (GTA) police services, was assembled to combat the increase in violent auto related offences including home invasion style robberies. Since that time, the Hold Up Squad (HUS) mandate expanded to include break and enter occurrences where the modus operandi (MO) was to acquire vehicles. The HUS continues to manage these cases and prosecute offenders identified during this project.

# TOTAL HOME INVASIONS - YTD

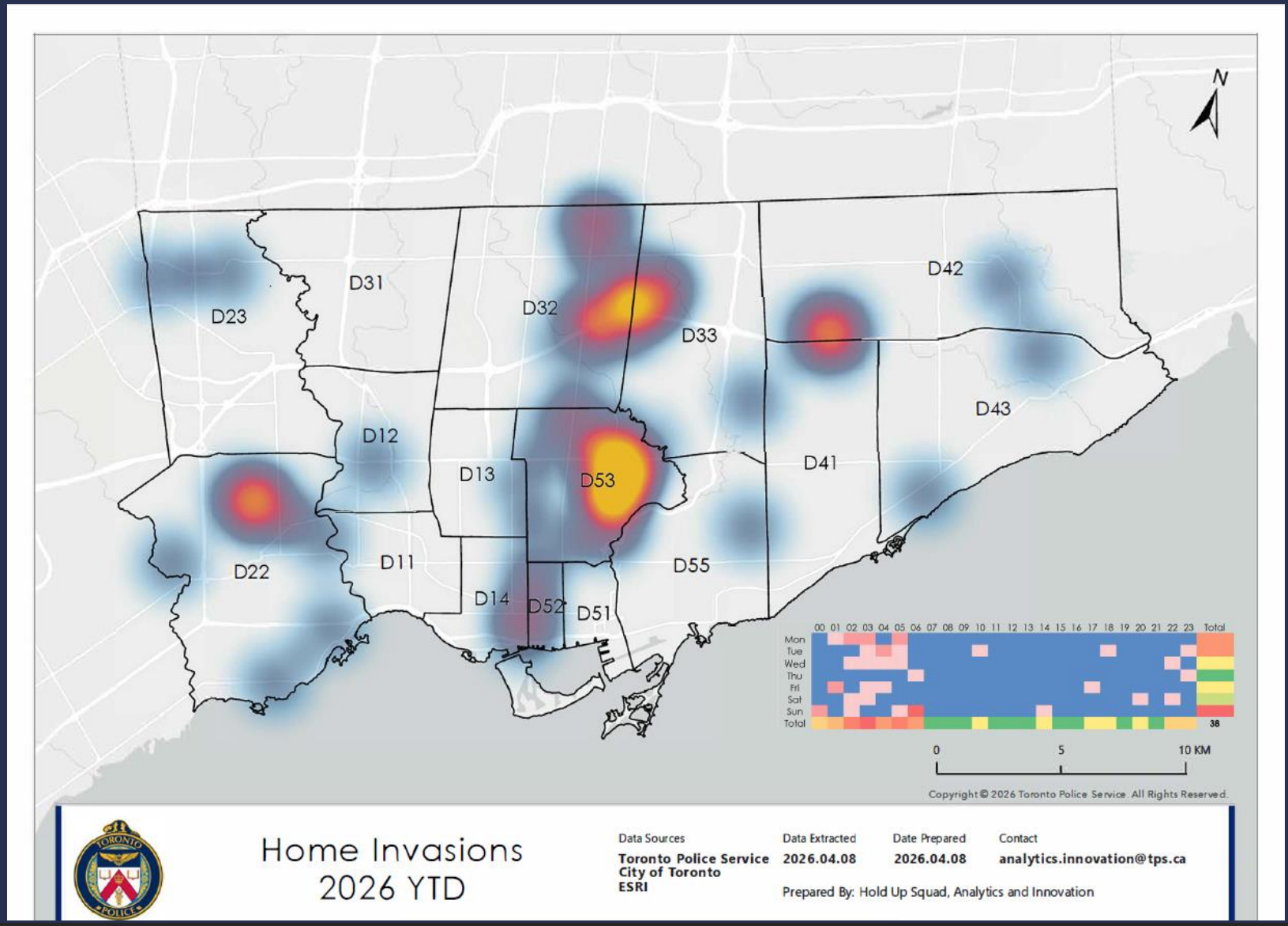
| Total Home Invasions | | | | | | | |
|---|---|---|---|---|---|---|---|
| Division | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 (YTD) | Total |
| 11 | 1 | 2 | | 3 | 4 | | 10 |
| 12 | 3 | | 1 | 5 | 1 | | 10 |
| 13 | 2 | 2 | 1 | 3 | | 1 | 9 |
| 14 | 2 | 5 | | 1 | 2 | 1 | 11 |
| 22 | 3 | 2 | 7 | 19 | 9 | 6 | 46 |
| 23 | 4 | 2 | 1 | 10 | 11 | 2 | 30 |
| 31 | 2 | 2 | 5 | 3 | 3 | | 15 |
| 32 | 2 | 1 | 12 | 45 | 11 | 6 | 77 |
| 33 | | 5 | 3 | 12 | 13 | 3 | 36 |
| 41 | 4 | 3 | 4 | 4 | 2 | 1 | 18 |
| 42 | 2 | 3 | 4 | 6 | 14 | 3 | 32 |
| 43 | 4 | 7 | 3 | 6 | 3 | 2 | 25 |
| 51 | 2 | 4 | 3 | | 4 | | 13 |
| 52 | 3 | | 3 | 2 | 1 | | 9 |
| 53 | 1 | 2 | 3 | 20 | 9 | 8 | 43 |
| 55 | 5 | 5 | 3 | 10 | 6 | 1 | 30 |
| Total | 40 | 45 | 53 | 149 | 93 | 34 | 414 |

| Total B&E Targeting Vehicles | | | | |
|---|---|---|---|---|
| Division | 2024 | 2025 | 2026 (YTD) | Total |
| 11 | 3 | | | 3 |
| 13 | 3 | | | 3 |
| 14 | | 1 | | 1 |
| 22 | 6 | 2 | 1 | 9 |
| 23 | 1 | | | 1 |
| 31 | 1 | 1 | | 2 |
| 32 | 13 | 2 | 7 | 22 |
| 33 | 8 | 2 | | 10 |
| 41 | 4 | | | 4 |
| 42 | 2 | | | 2 |
| 43 | 2 | | | 2 |
| 51 | | 1 | | 1 |
| 53 | 4 | 2 | 4 | 10 |
| 55 | 1 | | | 1 |
| Total | 48 | 11 | 12 | 71 |

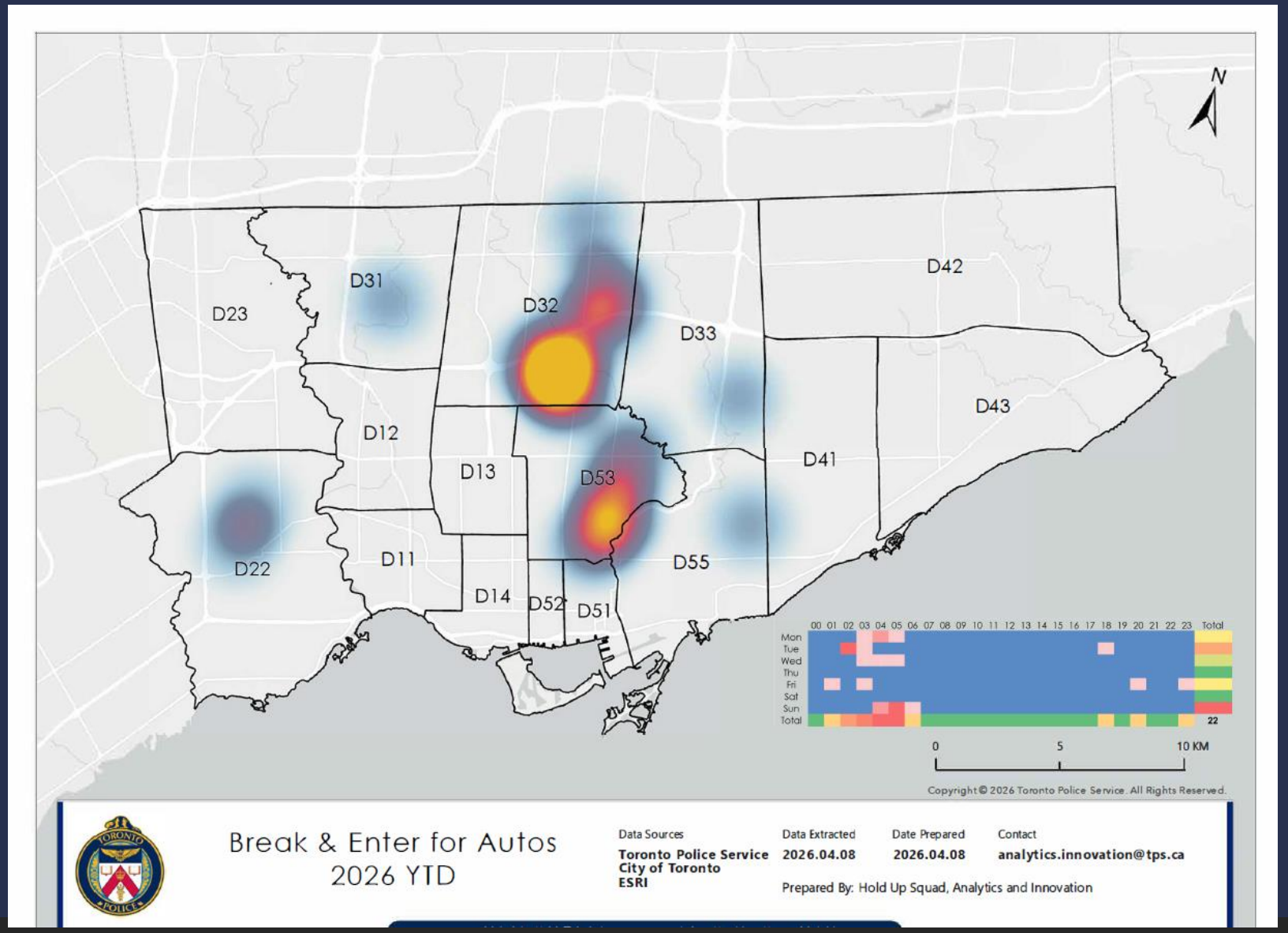
| HUS Arrests for Home Invasions/B&E | | | | | | |
|---|---|---|---|---|---|---|
| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 (YTD) |
| Total | 37 | 23 | 21 | 51 | 41 | 10 |
| Young Person | 6 | 0 | 0 | 14 | 12 | 7 |
| Adult | 31 | 23 | 21 | 37 | 29 | 3 |

Of the 10 arrests in 2026, five (5) are in relation to three (3) home invasions in the 32 Division area.

# HOME INVASIONS – YTD

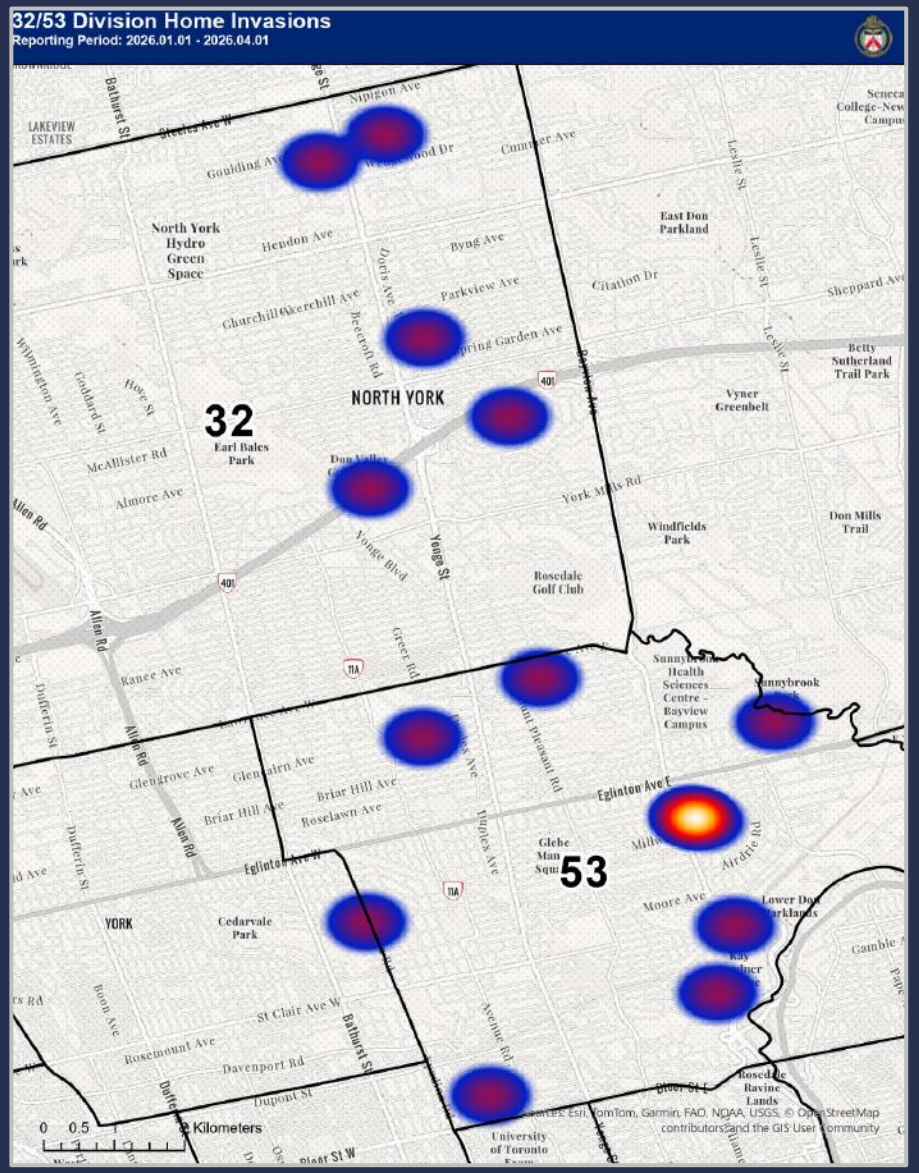


# BREAK & ENTER (Autos) – YTD



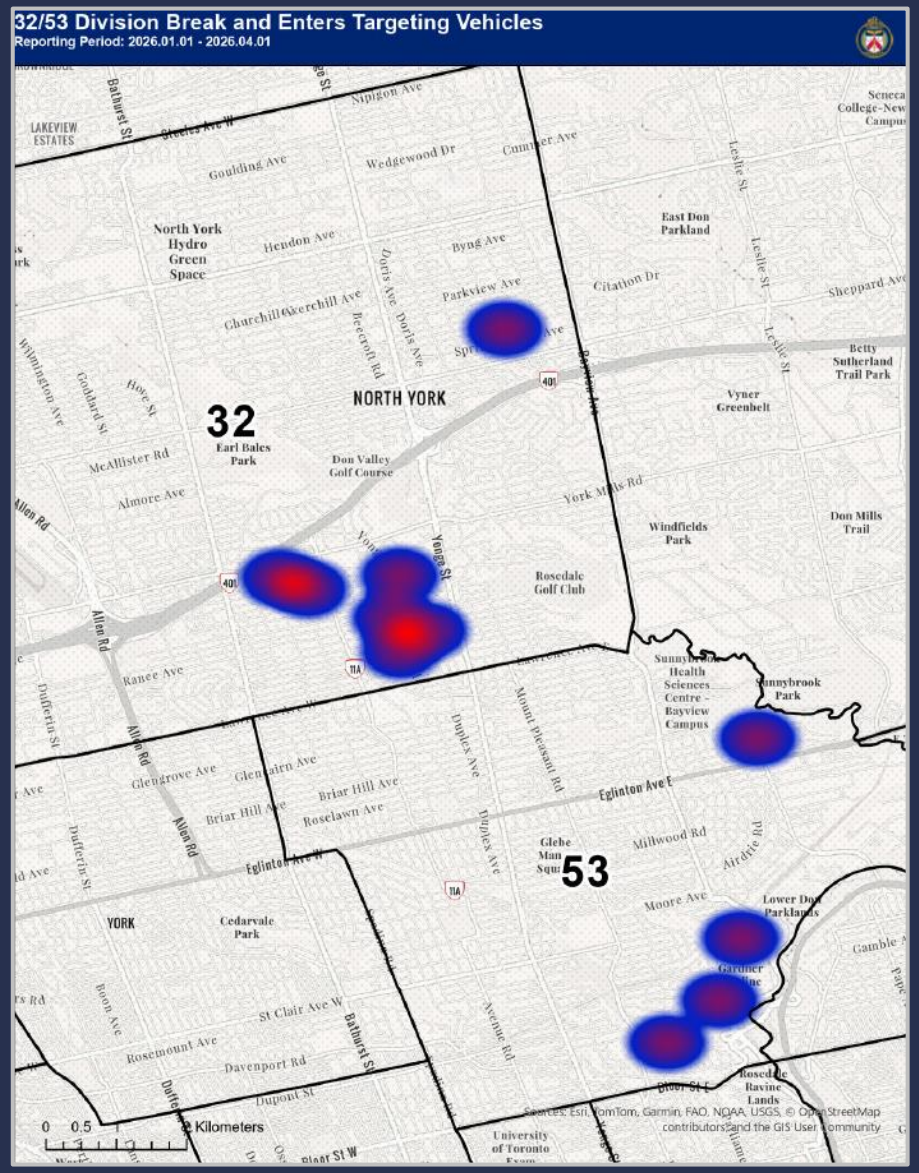
## TOTAL HOME INVASIONS – YTD

## 32 / 53 DIVISION




## TOTAL BREAK AND ENTERS – YTD

## 32 / 53 DIVISION



# Investigative Resourcing

Historically, HUS investigators focused on the most serious home invasion robberies involving weapons. In response to the increase in violent home invasions and vehicle-related break and enters, the HUS mandate was expanded to include a broader range of these offences.

Investigators are now deployed in real time using a whole-of-Service, intelligence-informed approach, allowing for faster response and more coordinated investigations where incidents are occurring.

Recognizing that these offences often occur overnight, coverage has been adjusted based on data and observed trends to provide 24/7 investigative support, including both overt and covert strategies to respond effectively and disrupt those responsible.

This approach helps to strengthen investigative outcomes while also supporting victims through coordinated follow-up, communication, and safety planning to help reduce the risk of repeat victimization.

# Project AEGIS

In February 2026, Project AEGIS was launched in response to a rise in home invasions and auto-related break and enters in parts of the city.

Led by the HUS, this initiative brings together officers from across Toronto to focus on prevention, visibility, and focused enforcement in affected neighbourhoods. This includes increased patrols, coordinated investigations, and ongoing engagement with community members.

Using daily intelligence and information reported by the public, officers identify patterns, vehicles, and individuals linked to these crimes. This allows police to deploy resources more effectively and disrupt organized groups responsible for these offences.

Officers are also responding in real time to community reports of activity consistent  with patters associated to these offence types. Each situation is carefully assessed based on the circumstances to distinguish between potential criminal activity and lawful presence.

Overall, Project AEGIS is focused on deterring these crime, supporting the related investigations, and improving community safety in the areas most impacted.

# Investigative Resourcing

## MULTI AGENCY COLLABORATION

The Toronto Police Service (TPS) works closely with municipal, regional, and federal partners, including the Canada Border Services Agency, to share intelligence and coordinate responses to home invasions and auto-related break and enters.

These partnerships help identify and map broader networks involved in these offences, many of which operate across multiple jurisdictions. By combining information and investigative efforts, police are better able to understand how these groups are organized, how they move, and how stolen vehicles are trafficked.

This coordinated approach supports joint investigations and enforcement actions, including arrests, prosecutions, and the recovery of stolen vehicles, including those destined for export.

While the TPS leads investigations within the City, it also works closely with partner agencies when offenders operate beyond municipal boundaries. This ensures investigations are not limited by jurisdiction and that those responsible are addressed comprehensively.

# Stakeholder Engagement

**CAIO** – Central Auto Intake Office, a sub-unit of HUS comprised of dedicated officers who make the initial call to the complainant, gather data on stolen vehicles, coordinate with divisions and assist in the uploading of evidence. This early centralized intake enhances real-time intelligence and supports faster identification of patterns and linked offences.

**CPTED Audits** – Divisional personnel conduct Crime Prevention Through Environmental Design (CPTED) Audits of residential homes to support residents with practical measures that can help improve safety and reduce opportunities for crime.

**TOWN HALLS** – Coordinated meetings held with local council, members of Parliament, police and stakeholders to provide up-to-date information on local crime, initiatives and allow for Q&A from residents.

**VEHICLE MANUFACTURERS** – HUS members regularly meet with auto manufacturers to discuss trends in how vehicles are being stolen. When stolen cars are recovered, the vehicle manufacturer is given an opportunity to preview the vehicle before being returned to the owner/insurance company with a research and development lens to safeguard their products from theft through advances in technology.

**THEFT DETERRENT SYSTEMS** – Aftermarket companies assisting law enforcement in the recovery of vehicles, including collaborating on trends and public education.

**REPATRIATION OF STOLEN VEHICLES** – Through relationships with CBSA and Equite, stolen vehicles that are targeted for overseas are recovered at ports abroad and sent back to Canada.

# Legislative Reform:

## LAWFUL ACCESS, BILL C-16 & BAIL REFORM

Legislative changes are an important part of addressing the evolving nature of crime, including home invasions, carjackings, and auto-related break and enters. The TPS continues advocacy efforts in this regard

**Lawful Access –**The proposed advancements in lawful access would provide investigators with the ability to obtain critical information and evidence, where authorized by law, including through judicial authorization. These tools support timely investigations to identify and hold those responsible accountable for crimes such as home invasions, carjackings and break and enters among others.

**Bill C-16** –The proposed amendments to the Criminal Code would create new offences related to the exploitation of young persons by criminal organizations, along with enhanced sentencing provisions. These measures aim to address the increasing involvement of youth in serious and organized crime.

**Bail Reform** -Strengthening the bail system remains a priority to better protect public safety. Proposed bail reforms are intended to reduce the likelihood of repeat offending by individuals charged with serious offences, while maintaining the integrity of the judicial process.

# Questions?

## Hold Up Squad

HOME INVASIONS

# Toronto Police Service
# Bathurst and Sheppard Demonstrations

**Presentation made to the Toronto Police Service Board by:**

**Superintendent Craig Young**
**Public Safety Operations**

**Detective Sergeant Kiran Bisla**
**Hate Crimes Unit**

# Background

Since October of 2023, the Toronto Police Service has responded to over 900+ protests, directly related to the Middle-East conflict.

The intersection of Bathurst Street and Sheppard Avenue West has been the site of ongoing weekly demonstrations, since shortly after October 7th, 2023.

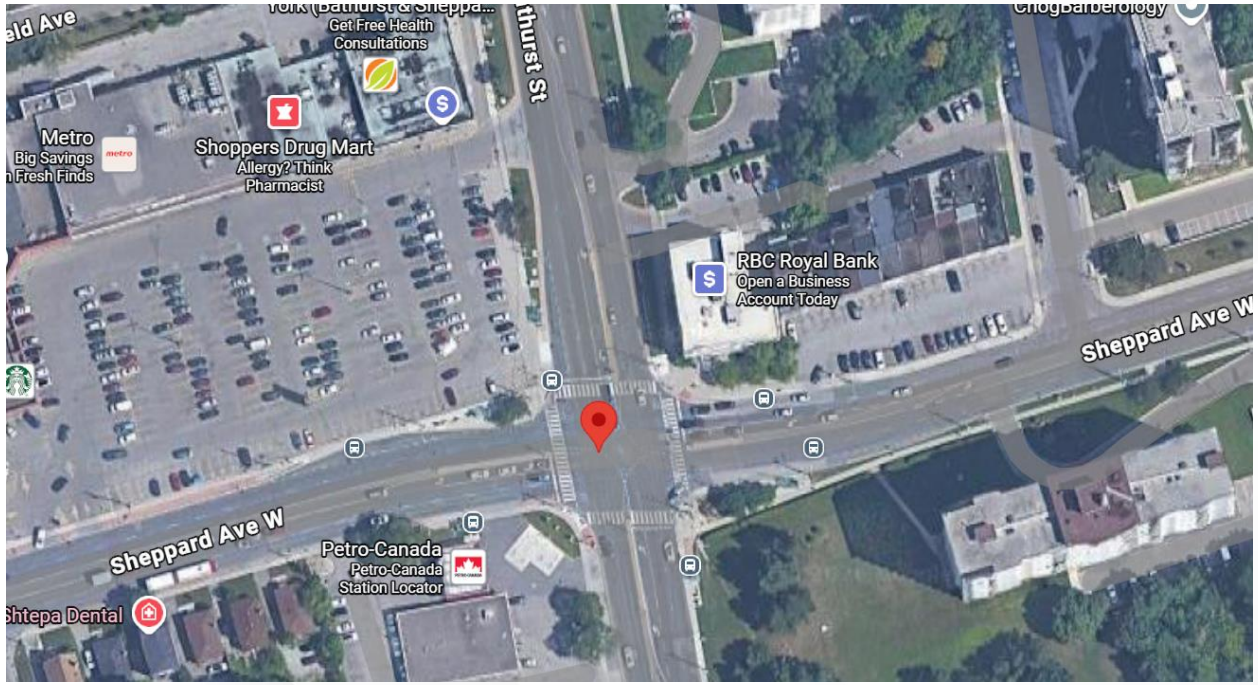
**From the beginning, the Toronto Police Service deployed a significant number of resources, to Bathurst & Sheppard, to ensure:**

- **The protection of Charter Rights to peaceful & lawful assembly**
- **The safety & security of the community**
- **An appropriate and proportional police response**

# Escalation of Tensions

Following the attendance of opposing groups at Bathurst and Sheppard, several changes in the protest dynamics were observed:

- Verbal Confrontations
- Use of Amplification
- Traffic Disruptions
- Increased Safety Risks



# Initial Police Response

In response to the growing tensions at Bathurst and Sheppard, the police presence shifted from:

- Conflict Resolution and De-escalation
- Negotiations
- Crowd Monitoring

To active crowd management, which included:

- The physical separation of the groups
- Traffic & By-Law Enforcement (consistent and continuous)

# Initial Community Impact

Jewish community members raised repeated concerns, regarding protests in the Bathurst and Sheppard area, including concerns about safety, community impact, about whether the protest were lawful, and calling for additional police action.

Several incidents were reported and investigated by the Toronto Police Hate Crime Unit.

# Changing Dynamics and the Emergence of Marches

Following the absence of the Israeli group at the intersection of Bathurst and Sheppard, the pro-Palestinian group began conducting marches, while carrying Palestinian flags, into surrounding residential neighbourhoods.

This development represented a further escalation and became a primary source of community concern. Residents reported:

- Demonstrations occurring near their homes
- Repeated exposure to messaging perceived as hostile
- Disruption to neighbourhood peace and daily life

# Community Impact and Public Confidence

The sustained, weekly nature of the demonstrations over an extended period contributed to:

- Increasing volume and intensity of concerns and complaints
- A heightened sense of fear and stress; accumulated community fatigue
- A growing perception among some residents that the police response was not adequately addressing their concerns.
- Recent firearm discharge incidents increased the community's fear

**The display of antisemitic images and behaviour by multiple individuals in March 2026 signified an escalation in protest tactics, representing a significant and immediate threat to community safety and well-being.**

# Enhanced Police Operational Response

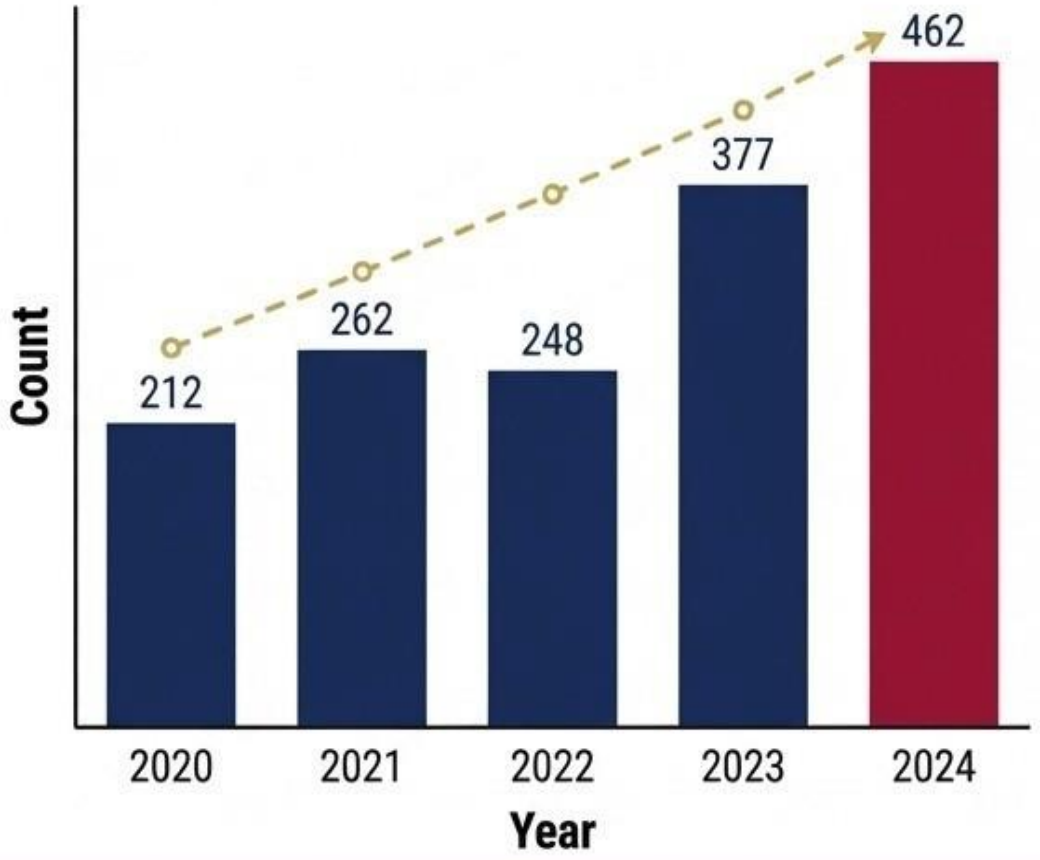
As a result, the Toronto Police Service implemented a restriction preventing protests from entering residential streets in the Bathurst and Sheppard area.

**Rationale for the police response includes:**

- **Reasonable Limits on Rights:** The geographic restriction represents a reasonable and justified limitation in the circumstances.
- **Proportionality:** The measure does not suppress the message of demonstrators; rather, it limits location while permitting continued, visible demonstrations on major arterial roadways.
- **Necessity and Public Safety:** The restriction is necessary to prevent breaches of the peace, reduce intimidation within residential communities, and mitigate escalating risks to public safety, consistent with common law authority and Charter principles.

# City-Wide Trajectory and the Legal Parameters of Hate Bias

## Hate Crime Occurrences from 2020 to 2024




## Hate Crime

Criminal offence committed against a person or property motivated in whole or in part by bias, prejudice, or hate against an identifiable group.

## Hate Incident

**Non-criminal** action or behavior that is motivated by hate against an identifiable group.

## Hate Propaganda Legislation (Criminal Code)

| Section 318 | Section 319(1) | Section 319(2) | Section 319(2.1) |
|---|---|---|---|
| Advocating Genocide | Public Incitement of Hatred* | Wilful Promotion of Hatred | Wilful Promotion of Antisemitism |

# Localized Investigative Strategy for Bathurst & Sheppard

## Operational Process Flowchart

# Demonstration Arrests and Criminal Charges

## Project Resolute Data (Since Oct 7, 2023)

**900+**
Protests/Demonstrations

**150**
Criminal Cases

**167**
Accused Persons

**312**
Charges Laid

### Hate-Motivated Cases

**11** Cases | **12** Accused | **19** Charges

*7 of these cases (involving 8 accused) are for Public Incitement of Hatred.*

## Bathurst & Sheppard Data

**19** Criminal Cases | **20** Accused | **22** Charges

### 3 Hate Crime Occurrences

- Mischief <$5000 (anti-Israeli)
- Uttering threats – death (anti-Palestinian)
- Public incitement of hatred (anti-Israeli)

**Case Study**
**April 2, 2026 News Release:** Individual arrested for antisemitic signage and derogatory slurs marching towards pro-Israeli protestors. Investigation ongoing; HCU liaising with MAG.

### 1 Suspected Hate Crime

- Uttering threats and storing ammunition carelessly (anti-Palestinian)

### 15 Geopolitical Cases

# Moving Forward

**The Toronto Police Service is committed to supporting communities through:**

- On-going consultations with the Ministry of the Attorney General
- Conducting regular evaluations of the current posture at Bathurst and Sheppard and ensuring that the police response remains reasonable, proportionate and necessary
- Debunking misinformation and detractors

# Bathurst and Sheppard Demonstrations

The Toronto Police Service posture ensures that Charter rights are upheld while necessary, measured, and proportionate steps are taken to protect communities from harm.

This approach reflects a deliberate balance between facilitating lawful expression and safeguarding residents from intimidation, ensuring public safety while maintaining the trust and confidence of the communities we serve.

# Transit Safety:

## Key Insights, Current State, and Future Direction

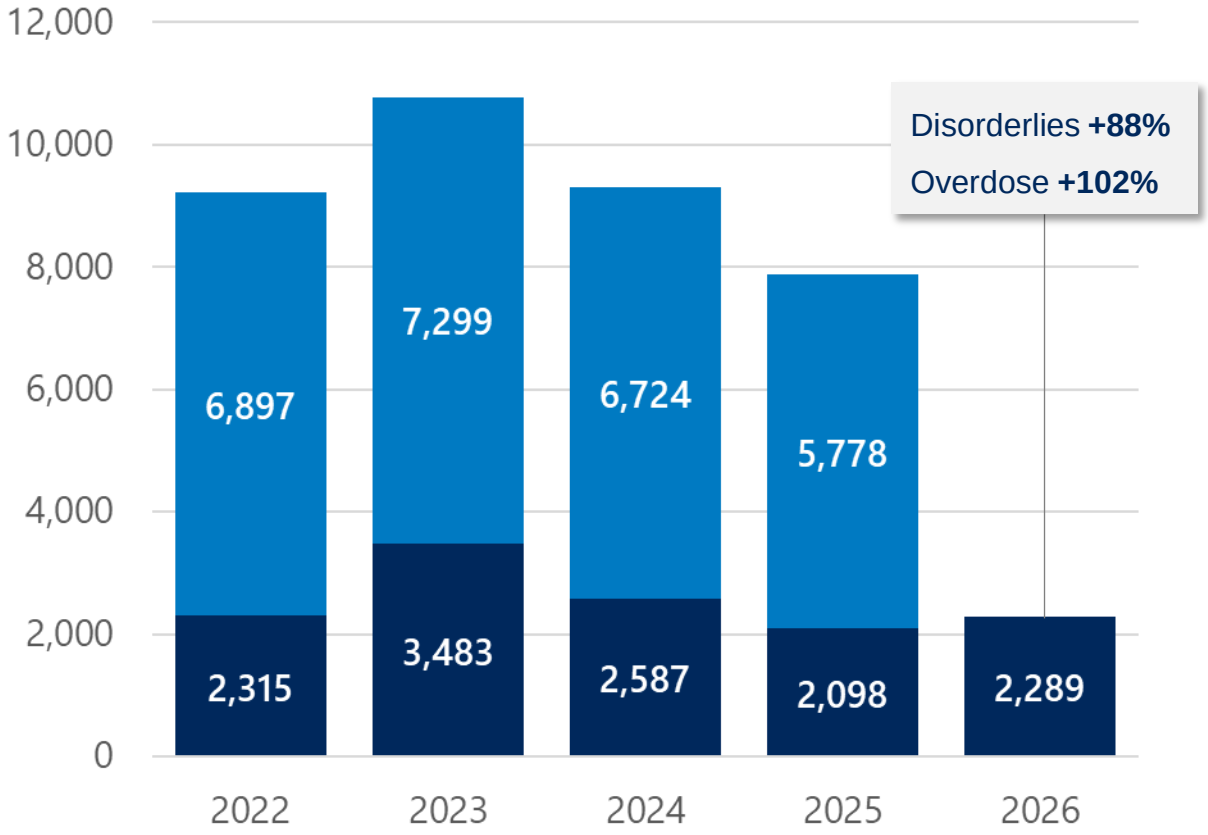
# TTC Calls for Service and Major Community Safety Indicators

YTD Increase **+9%**

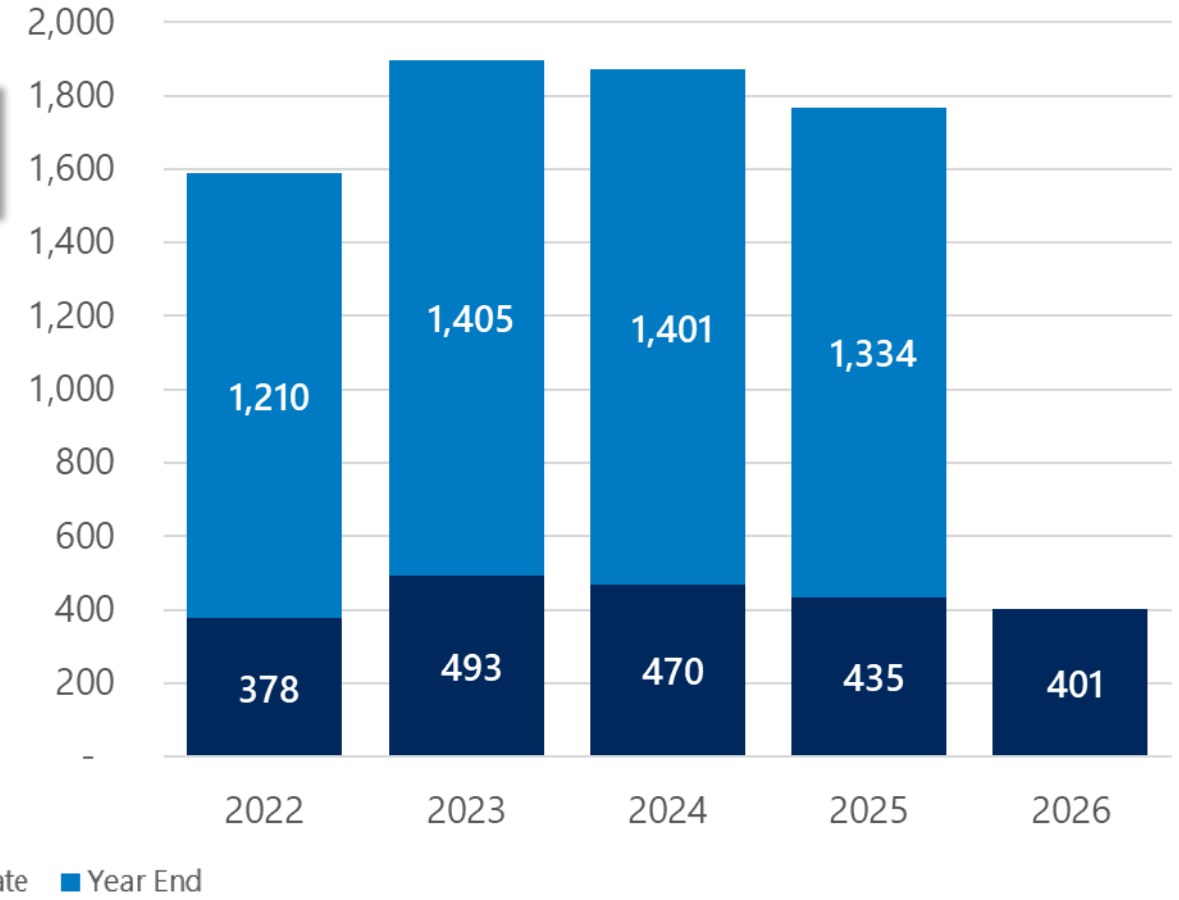
**232** Proactive Calls (YTD 2026)

YTD Decline **-8%**

## Calls for Service Attended (CFSA)




## Major Community Safety Indicators




*YTD March 31st, 2026*

# Top TTC Locations 2025-2026 YTD

TTC Wide **2,289 (+9%)**

- **Notable CFSA** refers to calls related to:
  - Assault
  - Weapons
  - Hate crimes
  - Robbery
  - Sexual assault
  - Theft
  - Shootings
  - Stabbings

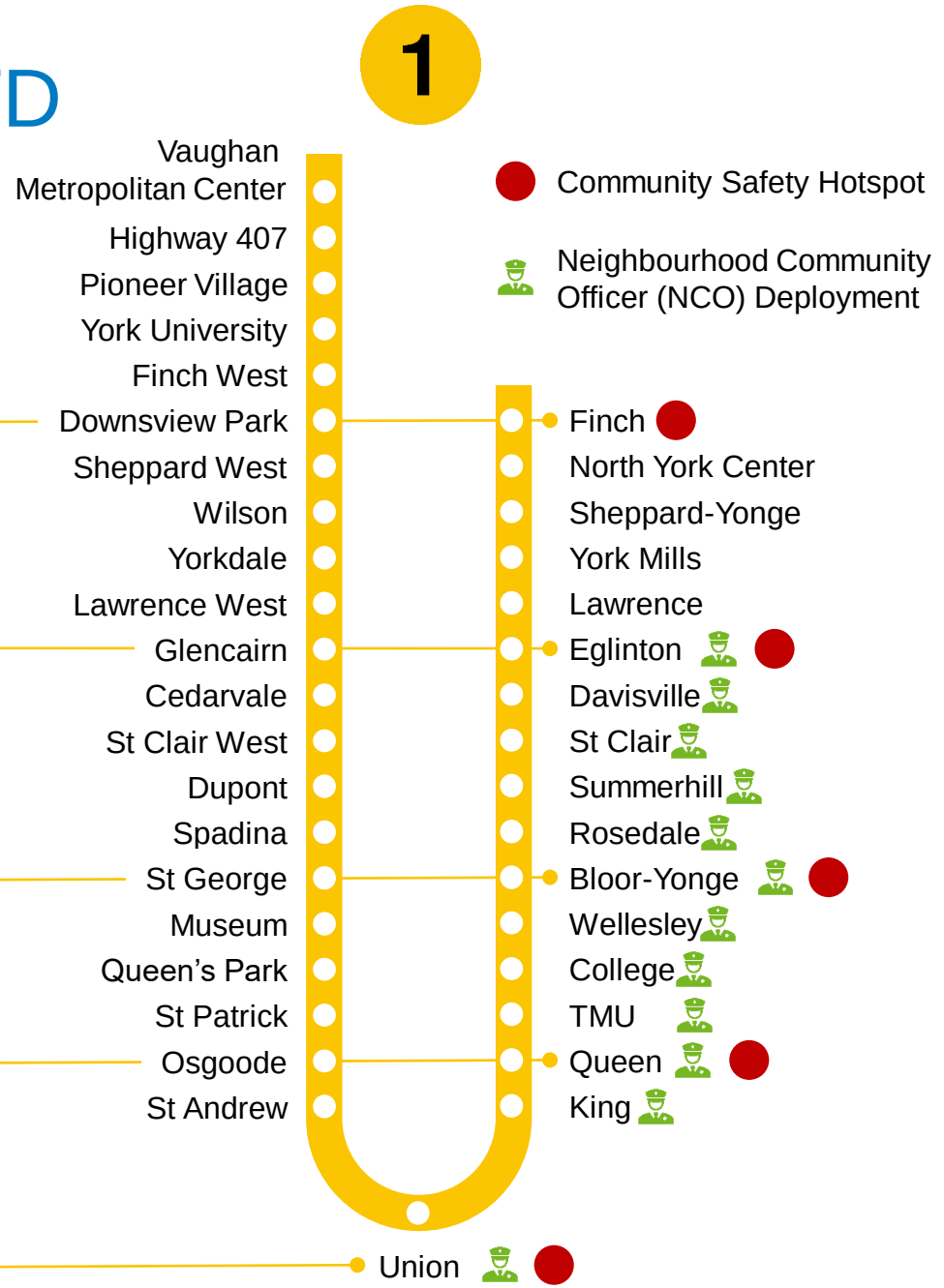
| **Finch Station** | | |
|---|---|---|
| CFSA: **144 (21%)** | Notable: **13 (-7%)** | Proactive: **3 (2%)** |

| **Eglinton Station** | | |
|---|---|---|
| CFSA: **78 (59%)** | Notable: **5 (25%)** | Proactive: **7 (700%)** |

| **Bloor-Yonge Station** | | |
|---|---|---|
| CFSA: **97 (-5%)** | Notable: **17 (21%)** | Proactive: **10 (9%)** |

| **Queen Station** | | |
|---|---|---|
| CFSA: **83 (77%)** | Notable: **4 (33%)** | Proactive: **42 (121%)** |

| **Union Station** | | |
|---|---|---|
| CFSA: **135 (125%)** | Notable: **13 (30%)** | Proactive: **34 (384%)** |

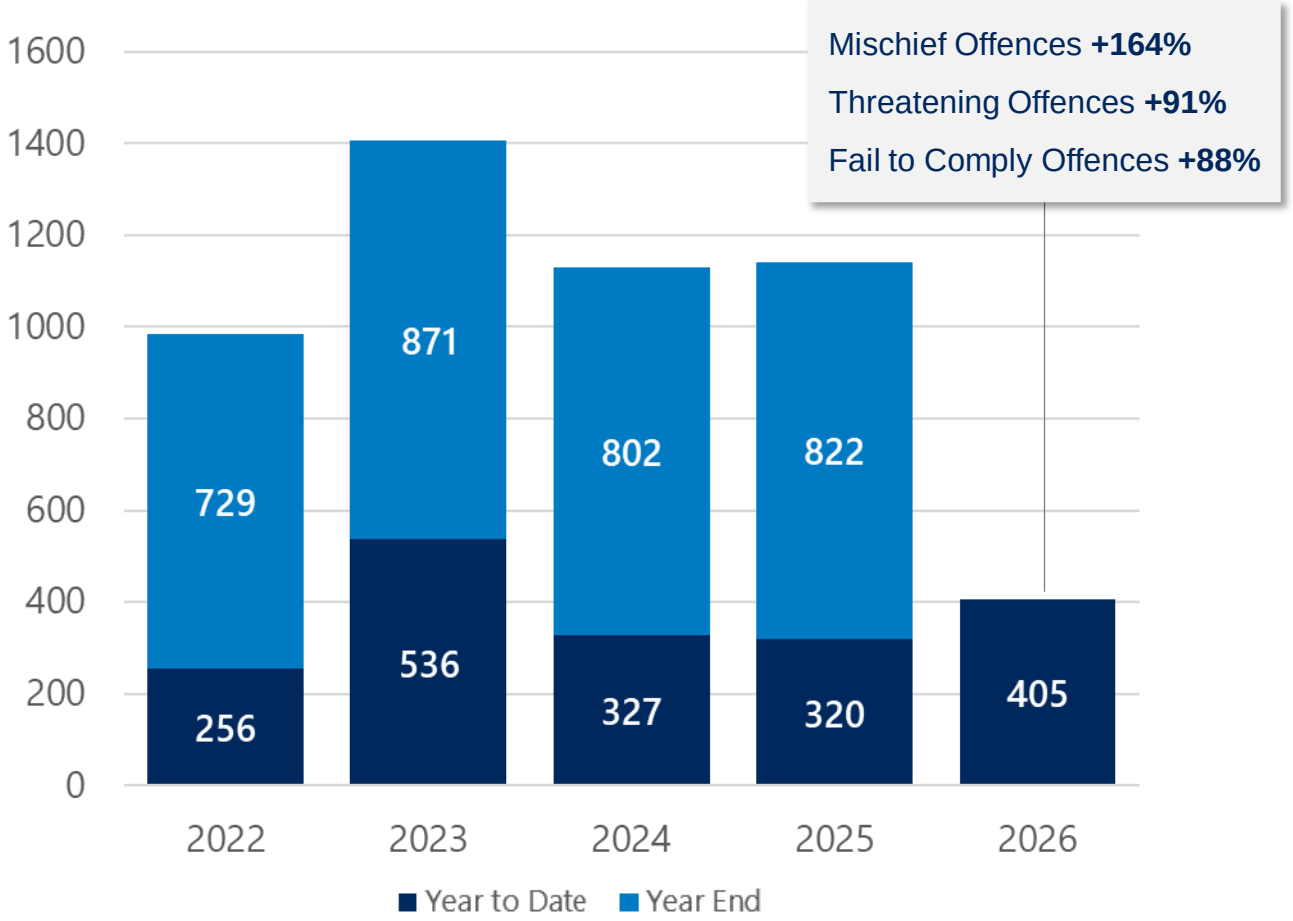



*YTD March 31st, 2026*

# TTC Enforcement & Crime Prevention

YTD Increase **+27%**

Arrests: All Occurrences




## Community Policing Initiatives (CPI):

- 29 active community policing initiatives performing high visibility patrols and other proactive policing measures.
- 12,140 combined hours logged since 2023.

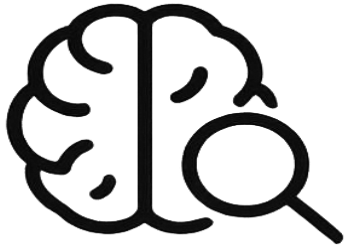
*YTD March 31st, 2026*

# East / West Field Command – TTC Engagement

## Collaboration with TTC Partners

- Regular liaison with TTC Personnel, including TTC Special Constables
- Joint patrols and shared intelligence - Union Station (D52) and Eglinton Station (D53)
- Joint TTC/Transit NCO/Community Response Unit orientation training
- Joint TTC Special Constables/By-Law/Transit NCO foot patrols
- TTC safety presentations delivered to schools.

## Intelligence-led, Demand-driven Deployment Model



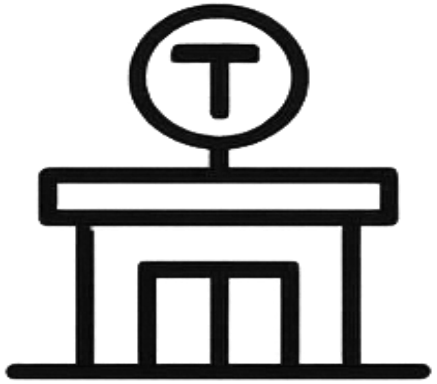
- Flexible, intelligence-led strategies such as adjusting patrols and resources based on trends, ridership patterns, and risk indicators
- Engaged in 29 active CPI’s

## Union Station Callbacks

- Metrolinx, City of Toronto
- Develop deployment model for continuous patrols

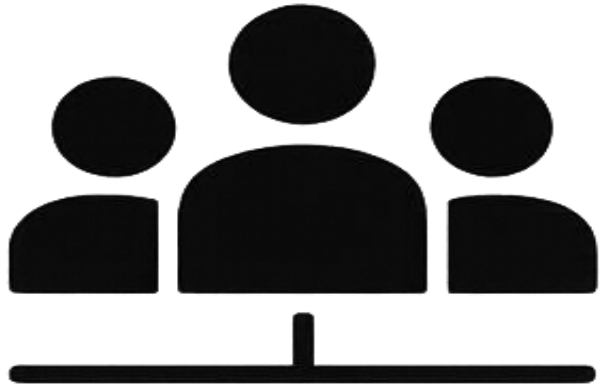
# East / West Field Command – TTC Engagement

## Targeted Focus on High-Activity Transit Hubs



- Engaged in a drug enforcement project targeting the area of Union Station, specific to narcotics activity

## Consistent TTC Engagement Across Divisions



- Enforcement, high-visibility presence, environmental safety and community outreach

# Partnership Framework: Joint Partnerships

- **TTC Interdivisional Table (Bi-weekly)**
  - **Integrated, strategic response to emerging issues**
  - **Strengthened collaboration across enforcement, health, and social service partners**
- **Youth Unrest Working Group (Bi-weekly)**
  - **Improved accountability and awareness among students**
  - **Reinforced safety messaging to youth and families**
- **TPS/TTC Data Sharing Table (Monthly)**
  - **Informs evidence-based crime prevention strategies**
  - **Supports coordinated planning across agencies**
- **Peer Ambassador Program**
  - **Strengthened relationships with youth in hotspot communities**
  - **Increased awareness of safety, fare compliance, and respectful transit use**
- **Safety Audits & Strategic Partnerships**
  - **Continuous identification of system vulnerabilities and improvement opportunities**

# Partnership Framework: Operational Coordination

- **TTC Morning Report (Daily)**
  - Supports timely, informed decision-making at divisional and command levels
- **TTC Touchpoint Meetings (Weekly)**
  - Real-time coordination on incidents and emerging risks
- **Data Sharing & Reporting (Quarterly)**
  - Identification of trends, hotspots, and system risks
  - Enables strategic deployment and long-term planning
  - Enhances situational awareness across all divisions
- **Occurrence Reporting Modernization**
  - Single intake system
  - Streamlined report submission and tracking
  - Improved turnaround times for investigations
  - Enhanced accountability and performance measurement

# Partnership Framework: TPS Led Initiatives

- **Project Next Stop**
  - **Collaborative initiative - Toronto Police Service and TTC Special Constables**
  - **Focus on high-visibility engagement, crime prevention education, and rider safety awareness guided by data-driven analysis**
  - **Intimate Partner Violence awareness**
  - **TPS / TTC / City Support Services**

- **Neighbourhood Community Officers within the Transit System – Designated Neighbourhoods**
  - **D52 – Wellesley, College, TMU, Queen, King, Union**
  - **D53 – Eglinton, Davisville, St. Clair, Summerville, Rosedale**
  - **Waterfront NCO's in Union Station**
  - **Ongoing deployment within the TTC subway system**
  - **Coordinated joint patrols, targeted initiatives, and project-based enforcement**
  - **Active referral pathways to social and community support services**

- **Additional Engagements Initiatives**
  - **Hate Crime Awareness Initiative**
  - **CORE Unit deployments**

# THANK YOU

# Deputations List April 13

**Toronto Police Service Board**
**Public Meeting**
**April 13, 2026**

---

**** Speakers' List ****

**1. Race and Identity-Based Data Collection Strategy Update**

Deputations: Beau Duquesnay (virtual)
Nicole Corrado (virtual) (written submission included)
Ali Moosvi (virtual)

**2. Toronto Police Service Audit & Quality Assurance Annual Report**

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

**5. 2025 Audit of Body-Worn Camera Compliance**

Deputations: Beau Duquesnay (virtual)
Nicole Corrado (written submission only)

**6. Consulting Expenditures**

Deputation: Nicole Corrado (written submission only)

**7. Budget Variance Reports**

Deputation: Nicole Corrado (written submission only)

**10. Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: July to December 2025**

Deputation: Nicole Corrado (written submission only)

**11. Correspondence from City Council – February 2026**

Deputations: Derek Moran (in person) (written submission included)
Nicole Corrado (virtual) (written submission included)

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

Deputation: Nicole Corrado (written submission only)

**19. Update re: FIFA 2026 World Cup**

Deputations: Kris Langefeld (virtual)
Nicole Corrado (written submission only)

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 1. Race and Identity-Based Data Collection Strategy Update

**Format**: virtual

**Plain text**:

Dear Toronto Police Services Board,

Thank you for working on changing the response regarding People in Crisis who are also persons of colour. I find it difficult enough as an autistic white woman when members of the public misunderstand my behaviour and call police. I can only imagine how terrifying and dangerous it must be for a person of colour. I have not suffered any serious injuries because of my whiteness, and I acknowledge that unfair privilege. The 211 Toronto Community Crisis Service is one of the best solutions that saves lives and money. A non police response is a lot calmer than a police one that makes you feel guilty and anxious.

I am wondering, how many of the People In Crisis who are of colour are also neurodivergent or autistic? How many with other disabilities? How many cases included animal interactions with police, and what outcomes for the animal? Please add this data, if it is available.

Thank you for creating a working group to implement changes. However, I am concerned that neurodivergent people of colour were only represented in the community hall nights. It doesn't appear like any neurodivergent people are in the working group, only agency representatives from organizations who may be neurotypical and not have the same insight. Nothing about us without us means that members of the community must be on the board.

I have carbon copied the Youth Alliance for Intersectional Justice and Autistics For Autistics, two Ontario based self advocacy groups who may be interested in joining.

Once again, I thank Toronto Police Services for moving forward and striving to become a more progressive and inclusive service that will better protect all Torontonians.

Sincerely,

Nicole Corrado

Barron's Dictionary of Accounting Terms, in the definition for AUDIT it says: "Compliance Audit – ascertainment of the firm's compliance with specified rules and regulations, such as the Sarbanes-Oxley Act."
Or – for this example, section 82(3) of the Community Safety and Policing Act:
"A police officer has the powers and duties ascribed to a constable at common law."
https://www.ontario.ca/laws/statute/19c01#BK102

RECOMMENDATION: the Toronto Police Service has been involved in a lot of conflict with those known as 'cop-auditors' and/or independent media. This often revolves around the state-of-the-law and what is considered to be public property. It is recommended that the Professional Standards Unit conduct an audit, to gauge the level of understanding a Toronto Police officer has in this area of the law.

Montréal (City) v. 2952-1366 Québec Inc., 2005 SCC 62 (CanLII), [2005] 3 SCR 141
Supreme Court of Canada — Canada (Federal)
2005-11-03 | 83 pages | cited by 762 documents

Constitution | Municipalities | Rights and freedoms

AI-generated

*Municipal law — By-laws — Validity — Nuisance — Charter of the city of Montreal, 1960, S.Q. 1959-60, c. 102, arts. 516, 517(l), 520(72)*

[...] of Canada v. Canada , 1991 CanLII 119 (SCC) , [1991] 1 S.C.R. 139, per Lamer C.J. **Property may be private or public. Public property is government-owned**. In this case, although the loudspeaker was located on the respondent's private property, the sound issued onto the street, **a public space owned by the government**. [...] **One aspect of free expression is the right to express oneself in certain public spaces**. Thus, **the public square and the speakers' corner have by tradition become places of protected expression**. [...]

The Redeemed Christian Church of God v New Westminster (City), 2021 BCSC 1401 (CanLII)
Supreme Court of British Columbia — British Columbia
2021-07-19 | 60 pages | cited by 6 documents
*Municipal law — Administrative law — Judicial review — Charter of Rights — Freedom of expression — Section 2*

Administrative remedies | Judicial review | Municipalities | Rights and freedoms

[...] However, the **distinction between private, publicly-owned property and public property was rejected by the Supreme Court of Canada in GVTA** . [...]

Gerus v. Harty, 2022 NSSM 32 (CanLII)
Small Claims Court — Nova Scotia
2022-06-01 | 4 pages
*Assault — Self-represented litigant*

[...] **11] Contrary to what some people may believe, it is not illegal to film someone without their consent. It may be experienced as a breach of privacy, and felt as highly impolite, but illegality only arises if the footage is used for some improper purpose, such as commercially**. [...]

R. c. Epstein, 2023 QCCQ 630 (CanLII)
Court of Quebec — Quebec
2023-02-24 | 34 pages | cited by 1 documen

A teacher accused of criminal harassment an
Court condemned the complainants for exag
animosities are not crimes under Canadian la

*filming — video evidence — kids — street — hous*

[...] **It is not illegal to film in a public place.**

Kosicki v. Toronto (City), 2023 ONCA 450 (CanLII)
Court of Appeal for Ontario — Ontario
2023-06-23 | 75 pages | cited by 1 document
*Expropriation — Adverse possession — Property law — Public parks — Real Property Limitations Act — R.S.O. 1990, c. L.15, s. 22(1), Rules of Civil Procedure — R.S.O. 1990, c. L.15, s. 8 — Limitation Act, s. 23(1),(2)*
Municipalities | Property and trusts

[...] [133] The application judge, at para. 11 of her reasons, quoted with approval a passage from the 2013 decision of the Superior Court of Justice in Oro-Medonte (Township) v. Warkentin , **that described land owned and used by a municipality for public purposes as** "held in trust for the benefit of the public **and cannot be lost** [...]

**Committee for the** Commonwealth **of** Canada **v.** Canada, [1991] 1 SCR 139, 1991 CanLII 119 (SCC)
Supreme Court of Canada — Canada (Federal)
1991-01-25 | 134 pages | cited by 289 documents
*freedom of expression — government — public — airport — property*

[...] **The jurisprudence supports the view that the state's property interest in a forum does not give it the absolute right to control expression on that forum.** [...] In **the ringing terms of Hague v. Committee for Industrial Organization**, 307 U.S. 496 (1939), at pp. 515-16: [...] **Wherever the title of streets and parks may rest, they have immemorially been held in trust for the use of the public and, time out of mind, have been used for purposes of assembly, communicating thoughts between citizens, and discussing public questions**. [...]

Figueiras v. Toronto (Police Services Board), 2015 ONCA 208 (CanLII) — 2015-03-30
Court of Appeal for Ontario — Ontario
*police — demonstrators — liberty — officers — freedom of expression*

[...] [80] In fact, **Dedman's emphasis on the civil liberty to move unimpeded on public highways is part of a long common law tradition.** [...] The **right to move freely on public highways (often called the right to "pass and repass" in older cases) has been upheld many times by appellate courts, including the Supreme Court, Britain's House of Lords, and this court.** [...] [81] When Mr. Figueiras **was stopped by the police, he was walking peacefully along a public highway, since at common law, a "highway" includes the sidewalk of any public street.** [...]

R. v. Zarafonitis, 2013 ONCJ 570 (CanLII)
Ontario Court of Justice — Ontario
2013-10-21 | 18 pages | cited by 5 documents
[...] **telling people not to record these interactions, whether they be a bystander or the person the police are dealing with, is not a lawful exercise of police power. An officer who conducts himself reasonably has nothing to fear from an audio, video or photographic record of his interaction with the public. The public has a** [...]
**right to use means at their disposal to record their interactions with the police, something that many police services themselves do through in-car cameras and similar technology**. [...] **The officer's powers exist to allow him to protect the public and himself and to enforce the law; they do not extend to controlling the public record of what happened**. [...] **The maintenance of that public record plays a significant role in the maintenance of the rule of law**. The existence of this form of objective "oversight" has great potential to minimize abuses of authority and to maintain peaceable interaction between police and the citizenry, all of which is very much in the public [...]
**interest. Interference by a police officer in the public's exercise of that right is a significant abuse of authority**.
**ordering him to stop photographing was not a lawful command on Mr. Zarafonitis's part**. 25. This is not a trivial matter. [...] **a direction to stop photographing, which on the facts before me had no lawful basis. That latter direction, therefore, was another occasion that night when Mr. Zarafonitis overstepped his powers**. [...]

So in this report it says - "A.&Q.A. cannot audit every unit, process, policy, procedure or program in the Service. It is therefore important that in developing the annual audit work plan, careful consideration is given to prioritizing projects to ensure A.&Q.A's limited resources can be used efficiently, effectively and add the greatest overall value to the Service." "Respectfully submitted, Myron Demkiw, M.O.M. Chief of Police"

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 5. 2025 Audit of Body-Worn Camera Compliance

**Format**: written

**Plain text**:

How many of your cases of Use Of Force incidents are against animals? A Use Of Force incident is classified as violence against a person. Legally, animals are property, but ethically, they are persons and the law needs to change regarding the legal status of animals. But even before the legal changes, TPS needs to start reporting on animal interactions, listing species, what happened, and animal outcome data. Real change needs to be made.

While not listed in the data, how many incidents of police interactions with animals were captured on police cameras? I understand Use Of Force refers to interactions with people, and while animals have property status legally, ethically animals are people. Please release data on animals based on species, and animal outcomes.

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 6. Consulting Expenditures

**Format**: written

**Plain text**:

Was the Management Research and Development hiring of disabilitycoach.ca to help with police officers, interactions with the public, or both?

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 7. Budget Variance Reports7. Budget Variance Reports

**Format**: written

**Plain text**:

A lot of money is wasted on gun ranges, horses, and armed police for crowd and traffic control that could be dine by civilian volunteers. Please detask police and free the horses to a sanctuary.

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 10. Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited

**Format**: written

**Plain text**:

Please redesign the Persons With Disabilities Community Consultative Committee to actually have people with disabilities, Deaf people, and Neurodivergent people on it. Nothing about us without us.

So in this report it says - "…Toronto City Council…has requested the Toronto Police Service Board, in consultation with the General Manager, Transportation Services, the Executive Director, Municipal Licensing and Standards, and the Executive Director, Social Development, to provide, as part of its annual budget submission, starting with the 2027 budget, an accounting of budget impacts, including efficiencies and cost savings, from the following areas:
c. redirecting the response to some noise complaints from Toronto Police Service to Municipal Licensing and Standards;"

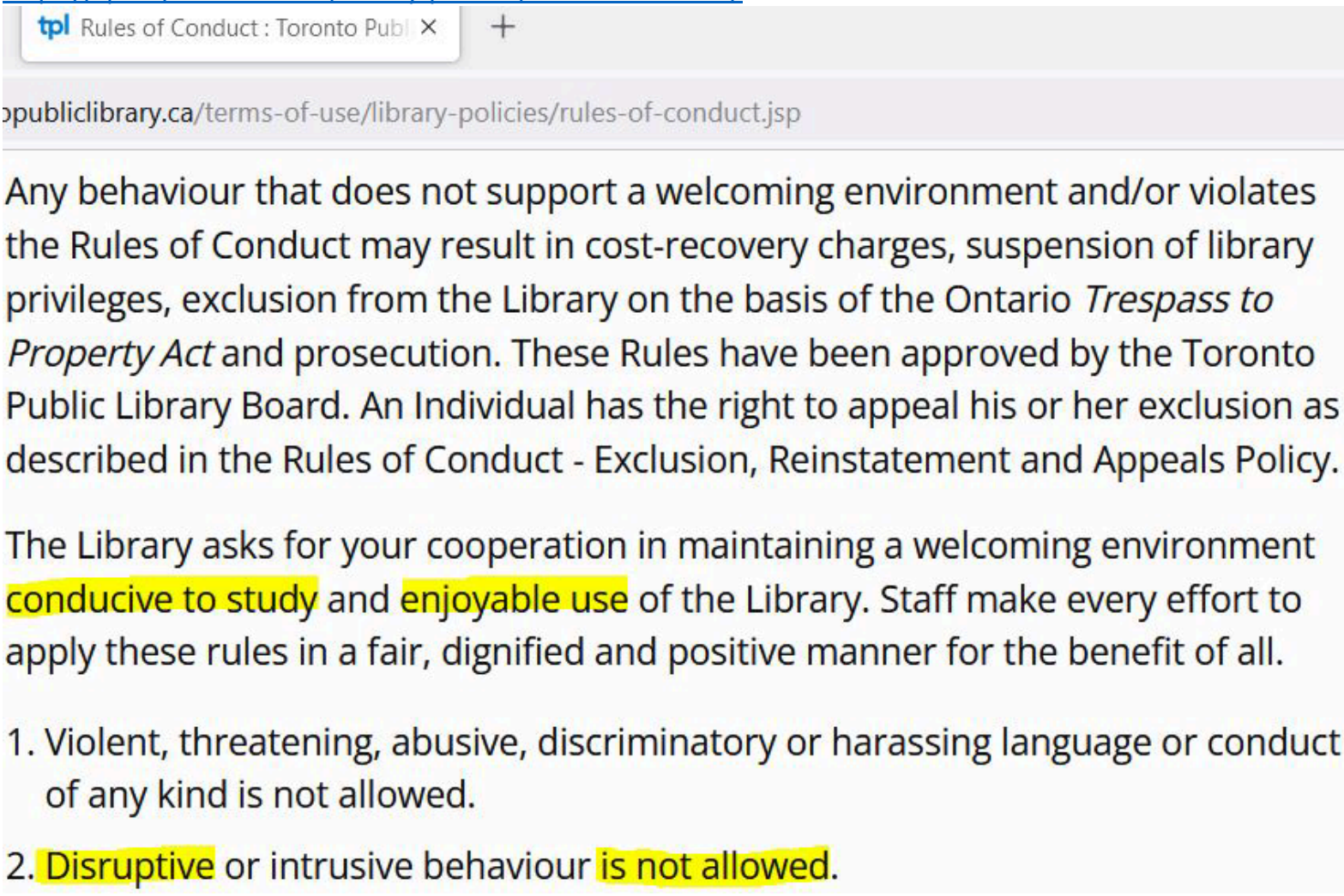
Service Excellence Committee:
https://www.toronto.ca/legdocs/mmis/2026/se/bgrd/backgroundfile-285039.pdf

| | |
|---|---|
| **Unreasonable and Persistent Noise** | Report noise or sound-induced vibration that disturbs the peace, comfort, or convenience of a reasonable person. Persistent noise is defined as sound or vibration heard or felt continuously for 10 minutes or more, or intermittently for a total of 10 minutes within one hour. |

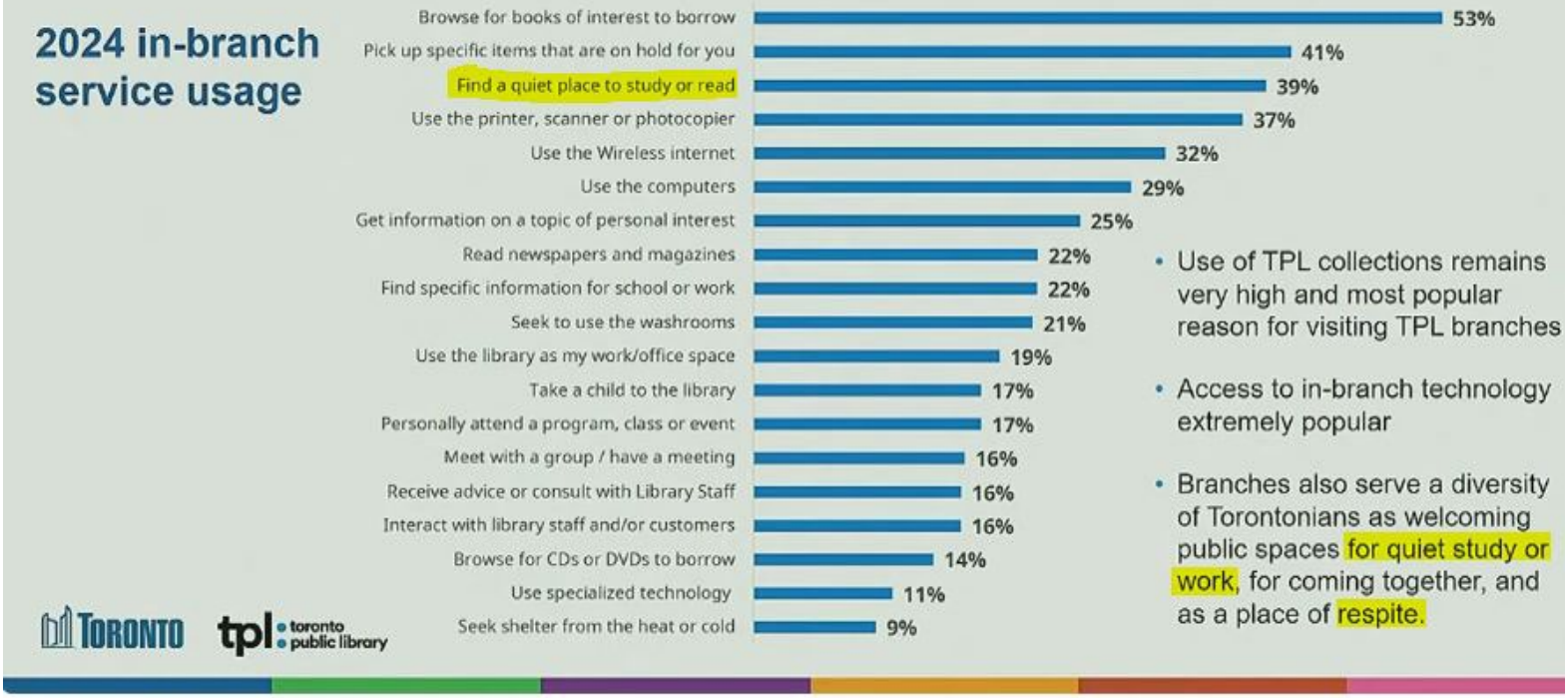
# Noise Complaints

| Service | Overview of Service |
|---|---|
| **Amplified Sound or Instrument Noise** | Report noise generated by electronic devices, loudspeakers, or musical instruments, including amplified music, voices or other sounds from sources such as nightclubs, bars, restaurant patios, or concerts. Noise levels are assessed by Bylaw Enforcement Officers at the point of reception (where the sound is heard). |

https://tpl.ca/terms-of-use/library-policies/rules-of-conduct/



# 2025 Priority Actions – Open Hours Plan




Budget Committee - January 16, 2025

Toronto City Council Subscribe

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**Paul Ainslie Ward 24** @Ainslie_Ward24 · Jan 22

Came to Malvern Public Library to read my City Council agenda in a quiet place....and @johntory @torontosmayor here to announce two new Yourh Hubs in the @torontolibrary budget!! 😎😎😎... instagram.com/p/Bs8UX-8hNCm/...

MacDonald v. Cornwall Public Library, 2011 HRTO 1323 (CanLII) — 2011-07-12

Human Rights Tribunal of Ontario — Ontario

*accommodation — computer station — daughter — library staff — person one computer rule*

[...] [23] **Both Coleen Payette, Information Services Clerk, and Dawn Kiddell, Chief Librarian, testified as to the purpose of the "one person – one computer" rule.** [...] They **stated that one purpose of a library is to allow users to read and research in conditions conducive to concentration and reflection.** [...] **The basic rule in libraries is that no one should make noise which disturbs other users.** [...]

https://tpl.ca/terms-of-use/library-policies/rules-of-conduct/

tpl.ca/terms-of-use/library-policies/rules-of-conduct/

Hours &

Search the Catalogue by Keyword

eResources & Research Programs Using the Library Teens Kids

# The page you requested no longer exists

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 11. Correspondence from City Council – February 2026

**Format**: virtual

**Plain text**:

Police should not be the first responders for Persons In Crisis calls, or calls regarding animals (noise complaints are often animal related). As a person on the autism spectrum I believe that Toronto Community Crisis Service is the correct response for Persons In Crisis. Toronto Animal Services needs to be 24/7 and a first responder for animal related calls.

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 18. Chief's Administrative Investigation Reports

**Format**: written

**Plain text**:

In 18.1, a person died in custody, yet the police claim no misconduct and closed the file. No details, and it begs the question. Was the person who died a person with a disability? And if so, why is this not disclosed?
In 18.2, a random innocent passerby was pinned down and arrested after a robbery complaint. Their nose was broken but the SIU said "Oh well, honest mistake". This was most likely a racist incident.
In 18.3, are you sure the person was an impaired driver? You pinned them and roughed them up, but they could have been a driver in medical distress. Oh well, act first ask questions later.
In 18.4, police don't even warn someone they are police, and the suspect is injured.
In 18.6, someone felt their body was violated.
Please do better.

**Name**: Nicole Corrado

**Organization**:

**Agenda item**: 19. Update re: FIFA 2026 World Cup

**Format**: written

**Plain text**:

Please, as much as possible, have civil volunteers at FIFA instead of police.