



The Regional Municipality of York Police Services Board

To Make a Difference in Our Community

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AGENDA PUBLIC SESSION

Wednesday, April 27, 2016, 9:00 a.m.

COMMITTEE ROOM "A"

ADMINISTRATIVE CENTRE

17250 YONGE STREET

NEWMARKET, ONTARIO

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6. REPORTS OF THE CHIEF OF POLICE

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RECOMMENDATION

1. That the content of this report be received by the Board for its information.

6.2	Direct Purchase of a Software Master License Agreement	38
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RECOMMENDATION

1. That the Board authorize the direct purchase of software maintenance and support for the Data Governance and Retention Management System from Gimmel LLC starting in 2017 at an annual cost of \$81,563, plus applicable taxes; and
2. That the software maintenance and support as set out in a Software Master License Agreement with Gimmel LLC be awarded for a period of one year starting in 2017, with an option to renew for three (3) additional one (1) year periods in 2018 to 2020, for a total cost, if all options were exercised, totalling \$326,252, plus applicable taxes; and
3. That the Chief of Police be authorized to execute the Software Master License Agreement with Gimmel LLC and exercise any options to renew between 2018 and 2020, subject to the approval of the Region's Legal Services as to form and content.

RECOMMENDATION

1. That the Board receive this report pursuant to Use of Force Board Policy No. 01/10; and
2. That the Board write to the Ministry of Natural Resources and Forestry and the nine local municipalities in The Regional Municipality of York to advise that York Regional Police will no longer be responding to animal complaints related to sick or injured animals that do not pose a risk to public safety unless the animal is related to a motor vehicle collision and that the Ministry and local municipalities should ensure that they have the capacity to respond to complaints related to sick or injured animals within their respective jurisdictions.

7. REPORT OF THE EXECUTIVE DIRECTOR

7.1 Strategy for Safer Ontario – Written Submission

50

RECOMMENDATION

1. That the Board forward its written submission to Minister Yasir Naqvi, Ministry of Community Safety and Correctional Services.

8. ADDENDUM ITEMS

8.1 Letter from Ms Jeanette Eberhard, Chair, London Police Services Board, April 22, 2016, regarding Police Services Act and Strategy for a Safer Ontario - Ministry request for feedback.

52

8.2 Communication from Crime Stoppers, April 25, 2016, regarding sponsorship for the 25th Annual Wayne Snooks Golf Classic taking place June 14, 2016 in King, ON.

57

8.3 Letter from Mr. Denis Kelly, Regional Clerk, York Region, April 26, 2016, regarding the Police Services Act Review and Consultation on the Strategy for a Safer Ontario.

59

8.4 Report of the Executive Director – Freedom of Information Access Requests for 2015.

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9. OTHER BUSINESS**10. CONSIDERATION OF MOTION TO MOVE INTO PRIVATE SESSION****11. CONSIDERATION OF MOTION TO MOVE INTO PUBLIC SESSION****12. CONSIDERATION OF PRIVATE ITEMS**

13. CONFIRMATORY BYLAW

Bylaw 04-16

14. ADJOURNMENT

MINUTES

of

THE REGIONAL MUNICIPALITY OF YORK POLICE SERVICES BOARD

March 23, 2016

The Board commenced its meeting of March 23, 2016 in Committee Room A, York Region Administrative Centre, 17250 Yonge Street, Newmarket, Ontario on the above-noted date at 1:06 p.m. in public session.

Board Members Present: F. Scarpitti, Chair, Mayor of the City of Markham
V. Hackson, Vice Chair, Mayor of the Town of East Gwillimbury
W. Emmerson, Chairman & C.E.O., York Region
J. Molyneaux, Member
B. Jiang, Member
B. Rogers, Member
K. Usman, Member

M. Avellino, Executive Director
J. Kogan, Administrative Assistant

YRP Present: E. Jolliffe, Chief of Police
T. Carrique, Deputy Chief of Police
A. Crawford, Deputy Chief of Police
T. Cusimano, Executive Officer to the Chief of Police
J. Channell, Manager, Financial Services
J. Fraser, Manager, Legal Services
K. Griffin, Manager, Corporate Communications

YR Legal & Court Services: J. Hulton, Regional Solicitor

108 **INTRODUCTION OF ADDENDUM ITEMS AND OTHER BUSINESS**

It was moved by Mr. Molyneaux, seconded by Mr. Rogers that the following items be added to the agenda of the public session of this meeting:

Addendum Items

- (a) Letter from Ms Nicole Taylor, Co-Founder of United by Trauma, March 22, 2016, regarding the I Run and Rock event. (Addendum Item No. 7.1)
- (b) Letter from Mr. Russ Bain, President, OAPSB, March 22, 2016, regarding Notice of the 2016 Annual General Meeting. (Addendum Item No 7.2)
- (c) Letter from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board, March 22, 2016, regarding the *Police Services Act* Reform. (Addendum Item No. 7.3)

- (d) Letter from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board, March 22, 2016 regarding Proposed changes to the Highway Traffic Act – Colour Coating Obscure Interior Driver Window. (Addendum Item No. 7.4)

109 **DISCLOSURE OF INTEREST**

Chairman Wayne Emmerson declared a conflict of interest with agenda item No. 5.1, request for sponsorship for Chairman's Inaugural Charity Golf Tournament. Chairman Emmerson resolved to remove himself to consider the request for sponsorship for the Chairman's Inaugural Charity Golf Tournament; and he did not participate in any consideration or discussion of, or vote on any part of this item.

110 **CONFIRMATION OF PUBLIC MINUTES OF FEBRUARY 17, 2016 BOARD MEETING**

It was moved by Vice Chair Hackson, seconded by Ms Jiang that the Board confirm the minutes for the public session of the meeting held on February 17, 2016 in the form supplied to the members.

CARRIED

PRESENTATION

111 **Presentation of the Draft design of the Board's new website**

It was moved by Mr. Rogers, seconded by Mr. Usman that the presentation be received.

CARRIED

COMMUNICATIONS

- 112 Request from Mr. Wayne Emmerson, York Region Chairman and CEO, March 15, 2016, requesting sponsorship of the Chairman's Inaugural Charity Golf Tournament taking place June 10, 2016 in Aurora, ON.

It was moved by Mr. Rogers, seconded by Mr. Molyneaux that the request from Mr. Wayne Emmerson, York Region Chairman and CEO, March 15, 2016, be received, and that the Board purchase one foursome for \$2,800.

CARRIED

Action: Executive Director

- 113 Letter from Inspector Keith Merith, Immediate Past President, Association of Black Law Enforcers (ABLE), March 3, 2016, requesting sponsorship of the 24th Annual Scholarship Awards Gala taking place May 7, 2016 in Toronto, ON.

It was moved by Mr. Usman, seconded by Vice Chair Hackson that the letter from Inspector Keith Merith, Immediate Past President, Association of Black Law Enforcers (ABLE), March 3, 2016, be received and that the Board purchase one corporate table for \$2,500.

CARRIED

Action: Executive Director

- 114 Letter from Mr. Roger Anderson, Chair, Durham Regional Police Services Board, February 25, 2016, regarding the proposed legislation amendments to the *Police Services Act*.

Letter from Mayor Rob Burton, Chair, Halton Regional Police Services Board, March 3, 2016, regarding supporting the letter sent by Durham Regional Police Services Board and the Board's views regarding the proposed legislative amendments to the *Police Services Act*.

It was moved by Ms Jiang, seconded by Mr. Usman that the letters from Mr. Roger Anderson and Mayor Rob Burton be received.

CARRIED

- 115 Letter from Mr. Russ Bain, President, OAPSB, March 14, 2016, regarding Proposed Legislative Language – Police Board Responsibilities.

It was moved by Mr. Rogers, seconded by Mr. Usman that the letter from Mr. Russ Bain, President, OAPSB, March 14, 2016, be received.

CARRIED

- 116 Memorandum from Ms Mafalda Avellino, Executive Director, York Regional Police Services Board, March 16, 2016, regarding a special request for Board member enrollment in a training program.

It was moved by Chairman Emmerson, seconded by Vice Chair Hackson that the letter from Ms Mafalda Avellino, Executive Director, York Regional Police Services Board, March 16, 2016, be received and that the Board authorize Board members, Mr. Rogers and Mr. Usman to attend this training session.

CARRIED

The Board made a further motion.

It was moved by Mr. Molyneaux, seconded by Ms Jiang that the Board Training and Orientation Policy No. 03/01 be amended to reflect provisions regarding budget limits and attendance allowances; which will be determined at the Board's Workshop in May.

CARRIED

Action: Executive Director

REPORTS OF THE CHIEF OF POLICE

- 117 **Financial Statements (un-audited) for the Period ending December 31, 2015**

It was moved by Vice Chair Hackson, seconded by Chairman Emmerson that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board receive the Financial Statements for the twelve month period ending December 31, 2015, pursuant to Financial Accountability Board Policy No. 01/05.

CARRIED

- 118 **Direct Purchase for the Helicopter Engine Overhaul, Downlink and High Definition Video Monitor Equipment**

It was moved by Mr. Molyneaux, seconded by Mr. Rogers that the Board adopt the following recommendations contained in the Report of the Chief of Police:

1. That the Board authorize the direct purchase for a helicopter engine overhaul,

downlink and video monitoring equipment to Canadian Helicopters Limited not to exceed \$689,000, plus applicable taxes.

2. That the Chief of Police be authorized to execute the purchase agreement, subject to the approval of the Region's Legal Services as to form and content.

CARRIED

119 2015 Communication Tower Agreements

It was moved by Mr. Usman, seconded by Mr. Molyneaux that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board receive this report in accordance with the annual reporting requirement on the status of communication tower agreements in the Board's Installations on Radio Communication Towers Policy No. 02/09.

CARRIED

120 Donation of Musical Instruments

It was moved by Mr. Molyneaux, seconded by Chairman Emmerson that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board approve the donation of 101 trumpets, 25 clarinets and one digital baby grand piano to be divided between the York District School Board and York District Catholic School Board.

CARRIED

121 Status of Rewards

It was moved by Chairman Emmerson, seconded by Ms Jiang that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board renew the award in the amount of \$50,000 to assist in successfully gaining information that could lead to the arrest and conviction of the person(s) responsible for the murder of Yvonne Leroux on November 30, 1972, in the Township of King.

CARRIED

122 2015 Annual Statistics

It was moved by Mr. Usman, seconded by Vice Chair Hackson that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board receive this report pursuant to Police Services Board Crime, Call and Public Disorder Analysis Policy No. 02/00-5.

CARRIED

ADDENDUM ITEMS

123 Letter from Ms Nicole Taylor, Co-Founder of United by Trauma, March 22, 2016, regarding the I Run and Rock event.

It was moved by Mr. Molyneaux, seconded by Mr. Rogers that the Board receive the letter

from Ms Nicole Taylor, Co-Founder of United by Trauma, March 22, 2016, and provide sponsorship in the amount of \$3,000.

CARRIED

Action: Executive Director

- 124 **Letter from Russ Bain, President, OAPSB, March 22, 2016, regarding Notice of the 2016 Annual General Meeting.**

It was moved by Vice Chair Hackson, seconded by Mr. Rogers that the letter from Mr. Russ Bain, President, OAPSB, March 22, 2016, be received.

CARRIED

- 125 **Letter from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board, March 22, 2016, regarding the Police Services Act Reform.**

It was moved by Chairman Emmerson, seconded by Mr. Rogers that the letter from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board, March 22, 2016, be received.

CARRIED

- 126 **Letter from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board, March 22, 2016 regarding proposed changes to the Highway Traffic Act – Colour Coating Obscure Interior Driver Window.**

It was moved by Mr. Usman, seconded by Mr. Rogers that the Board receive the letter from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board, March 22, 2016; and that the Chief report back at the Board's meeting in April with more information.

CARRIED

Action: Chief of Police

CONSIDERATION OF MOTION TO MOVE INTO PRIVATE SESSION

- 127 *It was moved by Chairman Emmerson, seconded by Mr. Molyneaux that the Board convene in Private Session for the purpose of considering confidential items pertaining to legal and personnel matters in accordance with Section 35(4) (b) of the Police Services Act.*

The Board met in Private Session at 2:22 p.m. and reconvened in public at 5:30 p.m.

CONSIDERATION OF MOTION TO MOVE INTO PUBLIC SESSION

- 128 *It was moved by Vice Chair Hackson, seconded by Mr. Usman that the Board rise and report from Private Session.*

CONSIDERATION OF PRIVATE ITEMS

- 129 **Human Resources**

It was moved by Mr. Usman, seconded by Mr. Molyneaux that the Board adopt the following recommendations contained in the Report of the Chief of Police:

1. That the Board reclassify reclassify 24 officers pursuant to the 2013 – 2015 Uniform Working Agreement; and

2. That the Board appoint five civilians, pursuant to Section 31(1)(a) of the *Police Services Act*.

CARRIED

130 **Appointment of New Police Officers**

It was moved by Mr. Molyneaux, seconded by Mr. Rogers that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board appoint 15 new individuals as Cadets-in-Training, effective April 4, 2016 pursuant to Section 51(1) of the *Police Services Act*.

CARRIED

131 **Appointment of Experienced Police Officers**

It was moved by Ms Jiang, seconded by Mr. Molyneux that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board appoint four experienced officers, effective March 30, 2016, pursuant to Section 31(1)(a) of the *Police Services Act*.

CARRIED

132 **Appointment of Special Constables**

It was moved by Mr. Rogers, seconded by Ms Jiang that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board authorize the appointment of three full-time permanent Special Constables for a five-year period and two full-time temporary Special Constables for a one-year period within York Region, effective April 4, 2016, pursuant to Section 53(1) of the *Police Services Act*.

CARRIED

133 **Re-Appointment of York Region Transit Special Constables**

It was moved by Chairman Emmerson, seconded by Mr. Rogers that the Board adopt the following recommendation contained in the Report of the Chief of Police:

1. That the Board authorize the re-appointment of four York Region Transit Special Constables for a five year period, effective March 23, 2016 pursuant to Section 53(1) of the *Police Services Act*.

CARRIED

134 **CONFIRMATORY BYLAW**

The Board had before it Bylaw No. 03-16. The Bylaw is necessary to confirm the proceedings of the Board at this meeting.

It was moved by Chairman Emmerson, seconded by Ms Jiang that Bylaw No. 03-16, being "a Bylaw confirming the proceedings of the Board at this meeting," be read and enacted.

Bylaw No. 03-16 was read and enacted as follows:

“To confirm the proceedings of the Board at this meeting”.

CARRIED

135 **ADJOURNMENT**

It was moved by Chairman Emmerson, seconded by Mr. Usman that the meeting be adjourned.

CARRIED

The meeting adjourned at 5:35 p.m.

Mafalda Avellino
Executive Director

Mayor Frank Scarpitti
Chair

Minutes to be confirmed and adopted at the meeting of the Board held on April 27, 2016.

Accessible formats or communication supports are available upon request.



**TORONTO
CRIME
STOPPERS**
CHIEF OF
POLICE
DINNER

**IN HONOUR
OF CHIEF**

Mark
Saunders

CHAIR OF THE BOARD

Gary Grant

VICE CHAIR

Sean Sportun

SECRETARY

Michael Kimber

**TREASURER
AND DINNER CHAIR**

Michael Bagg

**HONOURARY
DINNER CHAIR**

David Mirvish

HONOURARY BOARD

Lena Demarco
Lenny Lombardi
Rob Mattacott
Cal Millar
David Mirvish
David Orley

**CRIME STOPPERS
DIRECTORS**

Mark Cousins
Frank Fernandes
Raeann Harkes
Randy Martyn
Nick Migliore
Nino Pasquariello
Sam Suave
George Tory
Justin VanDette

COORDINATOR

Detective Chris Scherk



March 14, 2016

FROM TORONTO CHIEF OF POLICE MARK SAUNDERS

Dear Community Partner,

I am writing to personally invite you to the 20th Annual Chief of Police Dinner in association with Toronto Crime Stoppers on Wednesday, May 11th, 2016, 5:30 pm, at the prestigious Liberty Grand in downtown Toronto.

For over three decades, Toronto Crime Stoppers has been instrumental in helping to change the face of criminal activity and build a safer Toronto. Funds raised during the dinner are used to pay anonymous tips leading to the arrest in a crime and the recovery of stolen property. To ensure the continued success of this not-for-profit community service, the Toronto Police Service and Toronto Crime Stoppers need your help.

As Toronto Crime Stoppers largest fundraising initiative, your support will ensure the ongoing development of innovative programs that Crime Stoppers is known for around the world. This year's milestone event will feature a cabaret style performance by stage and screen artist Genna Giampaolo, as well as an auction extravaganza of must have merchandise and unique experience packages.

On behalf of the Toronto Police Service and Toronto Crime Stoppers, I look forward to seeing you for dinner on the 11th and thank you in advance for your show of solidarity in the ongoing pursuit of crime prevention. For more event information or to purchase dinner tickets, please visit www.torontocrimestoppersdinner.ca, e-mail daniela.lippa@torontopolice.on.ca or call 416-808-7261.

Sincerely,

Mark Saunders
Chief of Police





SPONSORSHIP PACKAGES

TORONTO CRIME STOPPERS IS A FEDERALLY-REGISTERED CHARITY. CHARITABLE # 89172
6798 RR0001

DIAMOND “CHIEF” PACKAGE • \$35,000

- Sponsor receives “Title Sponsor” status on all collateral material at the event; inclusion in press materials; and, status on all promotional materials
- Logo recognition on the Toronto Crime Stoppers Dinner website with year-round recognition and hyperlink to sponsor’s corporate website
- Logo recognition on the Step & Repeat
- Exclusive logo recognition on the main podium
- Social media recognition
- Promotion via Toronto Crime Stoppers Dinner official Twitter and FB accounts
- Opportunity for spokesperson to address attendees for up to three minutes
- Two reserved tables of 10
- 2 Executive Seats at the Head Table
- 1 day at the ETF
- Option to purchase a pro-rated foursome to the Crime Stoppers Annual Golf Tournament

MC Sponsorship Package • \$7,500

- Sponsor receives “MC Sponsor” status with opportunity to join the event MC on stage for sponsorship recognition
- Logo recognition on the Toronto Crime Stoppers Dinner website with year-round recognition and hyperlink to sponsor’s corporate website
- MC table visit and introduction with photo-op
- Promotion via Toronto Crime Stoppers Dinner official Twitter and FB accounts
- Social media recognition
- One reserved table of 10
- Logo recognition through event digital presentation
- Option to purchase a pro-rated foursome to the Crime Stoppers Annual Golf Tournament

RECEPTION SPONSORSHIP PACKAGE – \$5,000

- Sponsor receives “Reception Sponsor” status with logo recognition on registration table
- Promotion via Toronto Crime Stoppers Dinner official Twitter and FB accounts
- Social media recognition
- One reserved table of 10
- Logo recognition through event digital presentation
- Option to purchase a pro-rated foursome to the Crime Stoppers Annual Golf Tournament

PLATINUM SPONSORSHIP PACKAGE • \$25,000

- Sponsor receives “Platinum Sponsor” status on all collateral material at the event; inclusion in press materials; and, status on all promotional materials
- Logo recognition on the Toronto Crime Stoppers Dinner website with year-round recognition and hyperlink to sponsor’s corporate website
- Corporate recognition at the dinner venue
- Promotion via Toronto Crime Stoppers Dinner official Twitter and FB accounts
- Social media recognition
- Logo recognition through event digital presentation
- Two reserved tables of 10
- 1 Executive seat at the Head Table
- Option to purchase a pro-rated foursome to the Crime Stoppers Annual Golf Tournament

SILENT AUCTION SPONSORSHIP PACKAGE • \$6,000

- Sponsor receives “Silent Auction Sponsor” status in the Silent Auction area with logo recognition on registration on auction bidding sheets
- Logo recognition on electronic bidding devices per table
- Promotion via Toronto Crime Stoppers Dinner official Twitter and FB accounts
- Social media recognition
- One reserved table of 10
- Logo recognition through event digital presentation
- Option to purchase a pro-rated foursome to the Crime Stoppers Annual Golf Tournament

ENTERTAINMENT SPONSORSHIP PACKAGE • \$5,000

- Sponsor receives “Entertainment Sponsor” status with opportunity to introduce the evenings entertainment
- Promotion via Toronto Crime Stoppers Dinner official Twitter and FB accounts
- Social media recognition
- One reserved table of 10
- Logo recognition through event digital presentation
- Option to purchase a pro-rated foursome to the Crime Stoppers Annual Golf Tournament

VOLUNTEER SPONSORSHIP PACKAGE • \$5,000

- Sponsor receives “Volunteer Sponsor” status through logo representation on event volunteer t-shirts
- Promotion via Toronto Crime Stoppers Dinner official Twitter and FB accounts
- Social media recognition
- One reserved table of 10
- Logo recognition through event digital presentation
- Option to purchase a pro-rated foursome to the Crime Stoppers Annual Golf Tournament

ONE TABLE • \$3,000

April 6, 2016

Regional Municipality of York Police Services Board
17250 Yonge Street
4th Floor
Newmarket Ontario L3Y 6Z1

Dear Mr. Scarpitti,

RE: Support for the 27th Annual Conference of the Canadian Association of Police Governance

I am writing to request your support for the 27th Annual Conference of the Canadian Association of Police Governance (CAPG). The conference, hosted by the Ottawa Police Services Board (OPSB), will take place in Ottawa, Ontario, on August 12 – 14, 2016. This year the conference explores the theme of Ethics in Policing and the Role of Governance.

As the national voice for civilian oversight of municipal police in Canada, the CAPG's Annual Conference provides a forum for discussion and exchange of best practices, emerging trends, and the future of policing and police governance in Canada. For over a quarter of a century, the CAPG has delivered a sector-leading conference that is affordable, provides rich dialogue and education, and give delegates a chance to experience the host city.

The Organizing Committee been working hard to deliver a value-driven conference program for our delegates. With each session topic anchored to its relevance to police oversight authorities, we have invited academics, field experts, and thought-leaders to present different perspectives on ethics in policing and the role of governance. Some of our sessions include:

- Ottawa Police Service Ethics Program
- Body Worn Cameras – What Boards Should Know
- Race-Based Data Collection Project
- Reforming Policing in Ontario
- Ethics in Policing: Policy Discussion
- Body Worn Cameras: Policy Discussion
- Top 5 Reasons Officers Get in Trouble
- Reasons Board Members Get in Trouble

On Sunday, August 14, the CAPG and the Canadian Association of Chiefs of Police (CACP) will hold a Joint Plenary Session. This will be the first time that the CAPG and CACP hold a session of its kind, and provides a unique opportunity for the various stakeholders from the policing sector to discuss the issues that policing and police governance face.

Support from our Members has been instrumental in maintaining and improving the quality of the Annual Conference. As an unfunded Association, we look to our membership to assist us in delivering our premier conference through financial support. Members have shown their generosity and commitment to the program by sponsoring coffee breaks, hospitality suites, lunches or simply contributing whatever their budget can manage. This support helps the CAPG in

covering the costs of putting together a first rate conference program and, more importantly, keeps the registration fees for our delegates to a level that even the smallest of police boards are able to afford.

I hope that you will consider supporting the CAPG's 27th Annual Conference. Your support demonstrates that you value the contributions police boards make in our own communities and across the country, and for the work the CAPG does in presenting a united voice on national issues.

I hope to see you and your colleagues in Ottawa this August!



Rob Stephanson, FCPA, FCGA, President

27th ANNUAL CAPG CONFERENCE

hosted by the

Ottawa Police Services Board

2016 CONFERENCE SPONSORSHIP



CAPG
OTTAWA
AUGUST 12-14

Canadian Association of Police Governance
157 Gilmour Street, Suite 302
Ottawa, Ontario K2P 0N8

Phone: 613-235-2272

Fax: 613-235-2275

Email: communications@capg.ca

Website: www.capgconference.ca



ABOUT THE CAPG

WHO WE ARE

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Since 1989, the CAPG has worked diligently to achieve the highest standards as the national voice of civilian oversight of municipal police. Our Association has grown to represent 75% of municipal police services throughout Canada.

OUR MISSION

The Canadian Association of Police Governance works collaboratively and proactively with members and partners to enhance civilian governance of policing in Canada.

COLLABORATION

INNOVATION

INCLUSION

PROACTIVITY

ABOUT THE CONFERENCE

27 YEARS OF COMMITMENT

Now entering it's 27th year, the Annual CAPG Conference is held over a three day period during which delegates are encouraged to network, discuss, engage, and discover the rich community we continue to foster.

The conference offers a variety of learning and networking activities, including:

- *Inspiring speakers and networking reception. This year we are proud to have **Mr. Jack Hoban** as our keynote speaker*
- *Engaging and interactive plenary and small group discussions with thought leaders and field experts.*
- *Skill building workshops to help delegates develop concrete skills*





What people are saying...

“Excellent information from across the Country on many aspects of issues facing police today.”

“The topics are always interesting and important for the overall policing function in Canada.”

“I can say that your conference was very well organized and presented. I have been to a LOT of conferences, and this struck me as top notch.”

“I’m a new kid on the block and I wasn’t sure what to expect. But I thoroughly enjoyed it and brought back with me considerably more insight.”

“I was quite impressed with the variety and scope of the speakers and panelists.”

SPONSORSHIP BENEFITS

We strive to make the conference a valuable experience for all of our sponsors. We offer four unique levels of sponsorship to meet a variety of budgets and objectives. However, we recognize that you may have unique sponsorship needs and we’d be happy to work with you to find the best value for your sponsorship.

BRAND EXPOSURE

Sponsors will receive recognition and thanks on all conference materials and on the CAPG’s public website, social media sites, and newsletter. Sponsors will also have the opportunity to include branded giveaways in the delegates’ packages, and leave a lasting impression with delegates by being a front-and-centre presence at the Conference.

CONNECT WITH A NATIONAL AUDIENCE

Engage with a national audience, with hundreds of delegates attending from across North America. Become part of our community!

NETWORK

By sending company delegates, your organization will have the opportunity to connect with leading voices in police governance and will have access to the latest research, discussions and interests within the community.



STANDARD SPONSORSHIP STREAMS

PLATINUM SPONSOR

\$10,000

Prioritized listing as a Platinum Sponsor on all printed and on-line media, including the conference website, program and/or schedule-at-a-glance, eblasts, and post-conference report. Also includes:

1. Five (5) minute speaking opportunity to introduce one keynote speaker.
2. Two (2) complimentary conference registrations including evening activities.
3. One (1) insert in delegate and companion welcome bags.
4. Company logo featured on splash page of conference app.
5. Logo on banner in plenary room.
6. Logo on poster at registration desk.
7. Logo and recognition at one (1) evening activity.
8. Recognition in the fall edition of Board Connection, the CAPG quarterly newsletter.
9. Prioritized Recognition on social media.

GOLD SPONSOR

\$5,000

Prioritized listing as a Gold Sponsor on all printed and on-line media, including the conference website, program and/or schedule-at-a-glance, eblasts, and post-conference report. Also includes:

1. Listing on the conference app.
2. One (1) complimentary conference registration, including evening activities.
3. Logo on banner in plenary room.
4. Recognition in the fall edition of Board Connection, the CAPG quarterly newsletter.
5. Recognition on CAPG's social media profiles.



SILVER SPONSOR

\$2,500

Listing as a Silver Sponsor on all printed and on-line media, including the conference website, program and/or schedule-at-a-glance, eblasts, and post-conference report. Also includes:

1. Recognition in the fall edition of Board Connection, the CAPG quarterly newsletter.
2. Recognition on CAPG's social media profiles.

BRONZE SPONSOR

\$1,000

Listing as a Bronze Sponsor on all printed and on-line media, including the conference website, program and/or schedule-at-a-glance, eblasts, and post-conference report.

PEWTER SPONSOR

\$500

1. Listing on the CAPG website.
2. Listing in conference program.
3. Listing in post-conference report.



BRANDING OPPORTUNITIES

Delegate Bags – \$4,000

Have your company logo appear on the bags that will be in the hands of each attendee.

Name Badge Holders – \$2,000

Have your company logo appear on the name badge holders that will be with each delegate.

Lanyards - \$2,000

Have your company logo appear on the lanyards that will be with each delegate.

Hotel Key Cards - \$2,500

Have your company logo appear on the hotel key cards that will be in the hands of each attendee.

Staff & Volunteer Shirts - \$2,500

Have your company logo located on the conference staff and volunteer shirts.

ADDITIONAL OPPORTUNITIES

Digital signage - \$1,000

Branded charging stations - \$1,000

Floral Arrangement (gala banquet, registration desk & main plenary) - \$700

Official Sponsor of the Conference App - \$2,000

Trade Show - Display booth space:- \$1,000/Space

10 ' x 5 ' 8'. Table and Chair Supplied

Hospitality Suite (3 nights available) - \$2,000

Advertising plans outlined above are available as packaged or may be customized. All packages based on asset inventory, availability, and plans sold. First-come, first-served.



CREATE YOUR OWN SPONSORSHIP!

Have you thought of a sponsorship opportunity that we haven't thought of? Contact us to discuss the possibilities or if you have any questions or need additional information.

CONTACT THE CAPG

Jennifer Malloy
Executive Director

Email: jmalloy@capg.ca
Phone: 613-235-2272
Fax: 613-235-2275

Canadian Association of Police Governance
157 Gilmour Street, Suite 302
Ottawa, Ontario K2P 0N8

CHECK US OUT



www.capg.ca





CAPG Conference 2016 Sponsorship Form

Contact Information					
Contact Name		Title			
Organization					
Address					
City		Province	Postal Code		
Phone		Fax			
Email Address					
Web Site					
Select your Sponsorship Opportunities					
STANDARD SPONSORSHIP STREAMS					
<input type="checkbox"/>	Platinum Sponsorship	\$10,000.00			
<input type="checkbox"/>	Gold Sponsorship	\$5,000.00			
<input type="checkbox"/>	Silver Sponsorship	\$2,500.00			
<input type="checkbox"/>	Bronze Sponsorship	\$1,000.00			
<input type="checkbox"/>	Pewter Sponsorship	\$500.00			
BRANDING OPPORTUNITIES		ADDITIONAL OPPORTUNITIES			
<input type="checkbox"/>	Delegate Bags	\$4,000.00	<input type="checkbox"/>	Digital Signage	\$1,000.00
<input type="checkbox"/>	Name Badge Holders	\$2,000.00	<input type="checkbox"/>	Branded charging stations	\$1,000.00
<input type="checkbox"/>	Lanyards	\$2,000.00	<input type="checkbox"/>	Floral Arrangement	\$700.00
<input type="checkbox"/>	Hotel Key Cards	\$2,500.00	<input type="checkbox"/>	Conference App	\$2,000.00
<input type="checkbox"/>	Staff & Volunteer Shirts	\$2,500.00	<input type="checkbox"/>	Trade Show Display Booth	\$1,000.00
			<input type="checkbox"/>	Hospitality Suite	\$2,000.00

Please make cheques out to **Canadian Association of Police Governance**. Payments should be sent to:

Canadian Association of Police Governance
 157 Gilmour Street, Suite 302
 Ottawa, Ontario K2P 0N8

Please return this form to conference@capg.ca or fax to 613-235-2275



Greetings Fellow Members!

Our annual Spring Conference is fast approaching, and the program looks very exciting!

Several members have asked how they can become more involved and further support the conference. Accordingly, we've put together an array of more focussed sponsorship opportunities, available to all members. Please see the attached list of sponsorship opportunities.

When we last held our conference at Niagara Falls, just 5 years ago, members contributed **over \$43,000** in sponsorships. Let's do our best to match that again this year!

See you at the conference!

Russ
President



2016 SPRING CONFERENCE & ANNUAL GENERAL MEETING

MEMBER SPONSORSHIP OPPORTUNITIES

<u>LEVELS</u>	<u>SPONSORSHIP RANGE</u>	<u>RECOGNITION/BENEFITS</u>
Diamond	\$10,000 +	Keynote Speaker sponsor & introducer Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Platinum	\$5,000 to \$9,999	President's Banquet sponsor Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Gold	\$2,000 to \$4,999	Breakfast/Lunch sponsor Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Silver	\$1,000 to \$1,999	Coffee Break sponsor Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Bronze	Up to \$999	Recognition in the conference program Recognition on OAPSB website Letter of appreciation

To become a sponsor of the OAPSB Spring conference and AGM, please contact admin@oapsb.ca



The Ontario Women in Law Enforcement

*PO BOX 30004
Hawthorne
Milton ON L9T 0L8
905 869-3107*

Chief of Police Eric Jolliffe
York Regional Police
47 Don Hillock Drive
Aurora, ON L4G 0S7

10 April 2016

Chief Jolliffe

On Friday 6 May 2016 the Ontario Women in Law Enforcement will be hosting the 18th Annual Awards Banquet at the Mississauga Grande Banquet Centre located at 35 Brunel Road, Mississauga. On behalf of the Board of Directors I would like to extend an invitation to you and your Board Chair, Mayor Scarpitti.

Similar to past years, we expect a sold out event with over 200 women receiving their service award for reaching the milestone of 25, 30, 35, 40, and 45 years of service. Not to mention over 50 nominees for the major awards. This is an excellent opportunity to share in their success.

Cocktails start at 6 PM and dinner will follow at 7PM. Registration can be found on our website www.owle.org.

Dr. Jo-Ann Savoie, DBA
President
OWLE
president@owle.org
905 869-3107

2016 Ontario Women in Law Enforcement 18th Annual Awards Banquet

May 6st, 2016
Mississauga Grand Banquet & Convention Centre

2016 Ontario Women in Law Enforcement 18th Annual Awards Banquet

Thank you for your interest in the **2016 Ontario Women in Law Enforcement 18th Annual Awards Banquet** event. However at this time, reservations for this event have closed. president@owle.org

Registration Fees

All costs are in Canadian dollars.

OWLE/IAWP member \$65.00

Non-Member \$75.00

Corporate Table (8 Seats) \$1,000.00

For more information

If you have any additional questions please contact
vicepresident@owle.org or
Lisa.Hewison@peelpolice.ca

Location

Mississauga Grand Banquet & Convention
Centre 35 Brunel Road,
Mississauga ON
L4Z 3E8
Tel: (905) 501-0043

ERS On-Line Event Registration System
SnapUp Tickets

[Customer Support](#) | [Privacy Policy](#)

please wait ... loading



Deeds Speak

Thomas Carrique
Deputy Chief of Police

Eric Jolliffe
Chief of Police

André Crawford
Deputy Chief of Police

April 15, 2016

Mafalda Avellino
Executive Director, Police Services Board
17250 Yonge Street
Newmarket, ON L3Y 4W5

Dear Mafalda:

Friday June 24, 2016 is the date for our 11th Annual Community Safety Village Golf Tournament. Previously, the York Regional Police Services Board has generously supported us as our Presenting Sponsor at a commitment level of \$10,000 and we hope the Board will be able to support us again this year. As our presenting sponsor, you also receive a complimentary foursome. This year's tournament is being held at the prestigious Copper Creek Golf Club in Kleinburg. The shotgun tee off will start at 7:30 a.m.

Since May 2005, the Community Safety Village of York Region has been providing safety lessons to over 400,000 students from Kindergarten through to Grade 5. Each year, our innovative programming continues to grow to include lessons of Internet safety, gang prevention and safety lessons for students with special needs. The interactive, hands on education is experienced through a variety of specialized equipment and cutting edge technology. By supporting the CSV Golf Tournament, you are contributing directly to the educational programs offered at the Safety Village.

For the second year in a row we are also supporting Victim Services of York Region. VSY is a non-profit, charitable agency that works in partnership with York Regional Police to provide 24-hour emotional support and practical assistance to persons victimized by crime or tragic circumstances.

For further information and to register your team, please contact Karen Richards, Supervisor Special Events at 5475@yrp.ca or 905-830-0303 ext. 7774.

Your support today helps ensure that we continue working towards a safe future for tomorrow.

Sincerely,

Superintendent Carolyn Bishop
Co-Chair
CSV Golf Tournament Committee

Gene Kosmyna
Co-Chair
CSV Golf Tournament Committee

Vision-inspired

Mission-focused

Values-driven

You are cordially invited to the
**11th Annual Community Safety
 Village Golf Tournament**

Registration includes:

- Shotgun start at 7:30 a.m.
- Continental breakfast
- Green fees
- Shared carts
- Free use of driving range
- Buffet lunch
- Prizes
- Silent auction

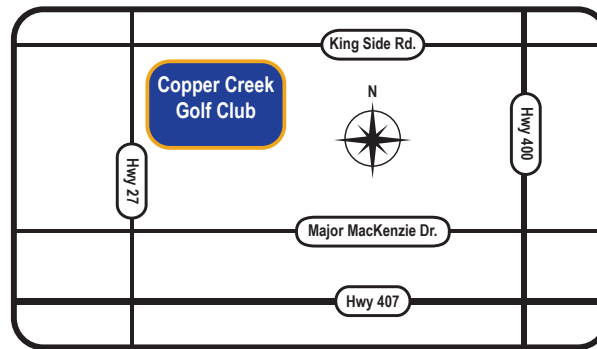
Event will conclude in the early afternoon.

Last year's tournament sold out quickly, so register today by completing the registration form and sending it in by email or fax.

Proceeds will be shared between the Community Safety Village and Victim Services of York Region.



Copper Creek Golf Club
 11191 Highway 27, Kleinburg
 905-893-3370



Keeping York Region Safe Together



**11th Annual
 Golf Tournament**

Copper Creek Golf Club
 Friday, June 24, 2016
 Shotgun start at 7:30 a.m.



CORPORATE SPONSORSHIP OPPORTUNITIES

Presenting Sponsor \$10,000
(includes foursome)

Participant Gift Sponsor \$5,000

Lunch Sponsor \$5,000

Breakfast Sponsor \$3,000

On-Course Prize Sponsor \$3,000

Beverage Cart Sponsor \$2,500

Golf Cart Sponsor \$1,500

Hole Sponsor \$500



Since May 2005, the Community Safety Village of York Region has provided safety lessons to more than 400,000 York Region students from Kindergarten to Grade 5. Each year, our innovative programming continues to grow to include lessons on Internet safety, gang prevention and specialized programs for students with special needs.

Victim Services of York Region is a non-profit, charitable agency that works in partnership with York Regional Police to provide 24-hour emotional support and practical assistance to persons victimized by crime or tragic circumstance.

By supporting this tournament, you will be contributing directly to these two outstanding programs.

REGISTRATION FORM

Payment **MUST** be received
by **Friday, June 10, 2016**
Please register me for the following:

Foursome @ \$1,750 per team

Individual @ \$450 each

I am unable to attend but
would like to make a donation

For information, please contact:
Special Events Supervisor
Karen Richards
47 Don Hillock Drive
Aurora, ON L4G 0S7
Email: 5475@yrp.ca
Tel: 1-866-876-5423 ext. 7774
Fax: 905-927-1215

Name/Contact: _____

Address: _____

Fax: _____

Email: _____

My foursome includes:

1. _____
2. _____
3. _____
4. _____

Cheque Visa Master Card Amex

Card #: _____

Exp. Date: _____

Please make all cheques payable to
York Regional Police.

Signature: _____



The Regional Municipality of York Police Services Board

To Make a Difference in Our Community

17250 Yonge Street, Newmarket,
Ontario, Canada L3Y 6Z1

Tel: 905.830.4444 or 1.877.464.9675 ext. 77906

Fax: 905.895.5249

E-mail: psb@yrp.ca • Web: yrpsb.ca

April 18, 2016

Chair
Frank Scarpitti
Mayor
City of Markham

Vice Chair
Virginia Hackson
Mayor
Town of East Gwillimbury

Members
Wayne Emmerson
Regional Chairman
And C.E.O

John Molyneaux
Provincial Appointee

Bang-Gu Jiang
Provincial Appointee

Brad Rogers
Provincial Appointee

Khalid Usman
Regional Council
Appointee

Executive Director
Mafalda Avellino

Administrative Assistant
Jaclyn Kogan

Deputy Minister Matthew A. Torigian
Via email: matt.torigian@ontario.ca
Ministry of Community Safety and Correctional Services
25 Grosvenor Street, 11th Floor
Toronto, Ontario M7A 1Y6

Dear Deputy Minister Torigian:

Re: Ontario Regulation 58/16

I am writing to you on behalf of my colleagues with the Big 12 Police Services Boards. We have reviewed the Ministry's recent regulation under the *Police Services Act* - Ontario Regulation 58/16 Collection of Identifying Information in Certain Circumstances – Prohibition and Duties and, as a group, consulted with a legal advisor on the interpretation of the new regulation.

We determined that it would be helpful to police services boards and their staff to obtain a sample board policy from the Ministry – similar to the sample policies issued under the Adequacy Standards or a reference document which can assist in creating consistencies among boards in key areas of the regulation.

We appreciate any attention given to this request and look forward to your response.

Yours truly,

Mafalda Avellino
Executive Director

Copy: Big 12 Boards Executive Directors
Fred Kaustinen, OAPSB



Deeds Speak

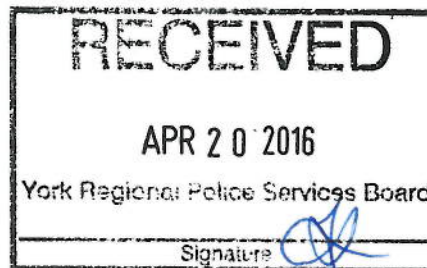
Thomas Carrique
Deputy Chief of Police

Eric Jolliffe
Chief of Police

André Crawford
Deputy Chief of Police

April 13, 2016

Chair Frank Scarpitti
York Regional Police Services Board
17250 Yonge Street
Newmarket, Ontario
L3Y 6Z1



Dear Chair Scarpitti:

On March 22, 2016, correspondence was received at the York Regional Police Services Board from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board. The letter was addressed to Minister Del Duca regarding proposed changes to the *Highway Traffic Act* – Colour Coating Obscure Interior Driver Window (Addendum item 7.4). Upon reading in the correspondence, I was asked for my position on this subject and offer it herein.

York Regional Police supports the resolution of OCAP # 2001-01, June 20, 2001, to “urge the Provincial Government of Ontario to amend the *Highway Traffic Act* by prohibiting aftermarket window tint on windshields, front driver and passenger side windows in the continuing effort to increase traffic safety for both police officers and the public.”

It is my belief that dark tinting may impact the ability of officers to consider the activities of occupants in an automobile and assess their behaviours while operating the vehicle. For example, windows that are darkly tinted would prevent officers from determining if the driver of the vehicle is using a seatbelt, or more troubling, if he or she is operating the vehicle while using a handheld device. As you are aware, legislation passed on April 23, 2009, prohibits the use of handheld devices while operating a motor vehicle.

Further, and as noted in the correspondence sent by Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board, *windows that have too much tint can obstruct the view of drivers and can make it difficult for pedestrians to make eye contact with drivers prior to stepping off the sidewalk to cross the road safely.*

Our research has revealed that across Canada, the laws surrounding window tinting vary significantly. We have summarized the variances in legislation in the table below.

Vision-inspired

Mission-focused

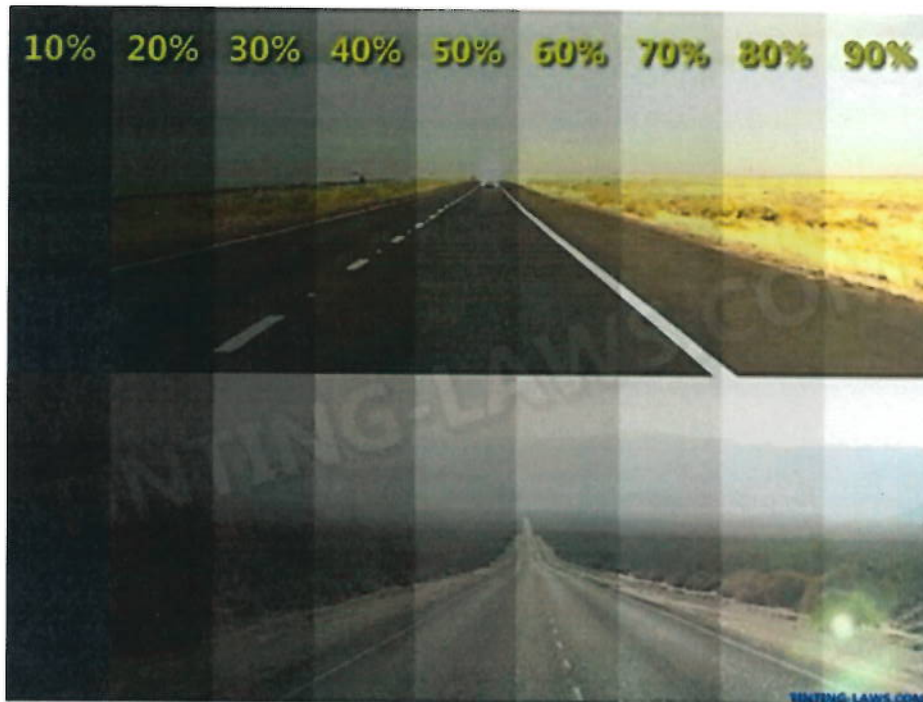
Values-driven



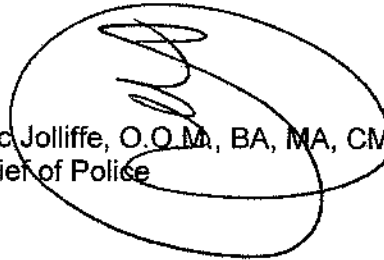
Province	Windshield Amount of tinting allowed at the top of the window	Front Side Windows Regulations on window on both sides of driver	Rear Side Windows Regulations on window on both sides of passenger	Back Window Regulations on rear of Vehicle
Alberta	15CM	No	Any	Any
British Columbia	7.5CM	No	Any	Any
Manitoba	15CM	45%*	30%	35%
New Brunswick	No	No	Any	Any
Newfoundland	15CM	Vague	Any	Any
Nova Scotia	15CM	No	No	No
Ontario	15CM	Vague	Any	Any
Prince Edward Island	15CM	No	Any	Any
Quebec	15CM	70%	Any	Any
Saskatchewan	15CM	No	Any	Any
* 45% represents the amount of visible light transmitted (VLT) through the window.				

For your reference, I have included a chart that provides a visualization of tinting available on the aftermarket.

We have prepared a simple example image for you to figure out how much light passes through different percentages of tint.



I support the request from Councillor Eli El-Chantiry that Section 73 of the Highway Traffic Act be amended.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, is enclosed within a hand-drawn oval border.

Eric Jolliffe, O.O.M., BA, MA, CMM III
Chief of Police

EJ:tc
Attachment



Resolution 2001-01

AFTER MARKET WINDOW TINTING

Approved at the 50th Annual General meeting held June 20, 2001

WHEREAS Transport Canada sets new vehicle standards including minimum light transmittance of 70 percent for all windows of passenger vehicles and further have researched the issues of ultraviolet transmission, light transmittance and visibility with regard to safety issues including: diminished visual performance (especially for the elderly), visual cues for pedestrians and other drivers are blocked by dark windows and inability for police to see occupants from outside of the vehicle;

WHEREAS the Canadian provinces of Newfoundland, Prince Edward Island, Nova Scotia, Saskatchewan, Alberta and British Columbia along with the Northwest Territories do not permit glazing material application on the windshield and frontside windows;

WHEREAS the National Institute of Optics (INO) reports in their study that a light transmittance below the 70 percent level increases accident risks in poor light conditions since it reduces the visibility of low contrast objects at a distance, increases the time needed to react, and hinders communication between road users;

WHEREAS several other agencies and community groups interested in traffic safety support the "no after market tint position" including, the Ontario Traffic Conference, Canadian Automobile Association, North York Committee on Community, Race and Ethnic Relations;

WHEREAS the 1999 inquest into the death of Faraz Suleman in York Region recommended that, 'A review take place of the tinting and coating of vehicle windows under the Highway Traffic Act';

WHEREAS the International Window Film Association contends that a total light transmittance of 35 percent is acceptable and is actively lobbying on behalf of the window tinting industry to improve their position and encourage increased use of window tint and glazing materials; and

WHEREAS the current legislation is non-specific and difficult to enforce.

THEREFORE BE IT RESOLVED that the Ontario Association of Chiefs of Police urge the Provincial Government of Ontario to amend the Highway Traffic Act prohibiting after market window tint on windshields and front driver and passenger side windows in the continuing effort to increase traffic safety for both police officers and the public.

OTTAWA POLICE SERVICES BOARD
110 Laurier Avenue West
Ottawa, Ontario, K1P 1J1
Tel: (613) 560-1270, Fax: (613) 580-2728
Ottawapoliceboard.ca

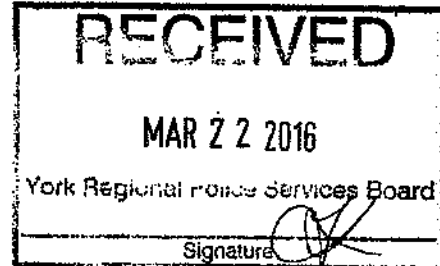


COMMISSION DE SERVICES POLICIERS
D'OTTAWA
110, avenue Laurier ouest
Ottawa (Ontario) K1P 1J1
Tél: (613) 560-1270, Télécopieur: 580-2728
Ottawapoliceboard.ca

22 March 2016

File: 03-15-0010

The Honourable Minister Steven Del Duca
Minister of Transportation
Queen's Park
77 Wellesley Street West
Ferguson Block, 3rd Floor
Toronto, ON M7A 1Z8



Dear Minister Del Duca:

RE: Proposed Changes to the Highway Traffic Act – Colour Coating Obscure Interior Driver Window

I am writing on behalf of the Ottawa Police Services Board in regard to the above-noted matter.

At its meeting on March 21, 2016, the Board approved a resolution directing me to write to you to request amendments to the Highway Traffic Act (HTA) to allow for the use of Photometric Meters by police, and that drivers who record a tint reading of 70 percent or less of light being translated through the vehicle window be subject to a fine under the HTA, with an exemption for emergency service and police vehicles. The Board also directed that the resolution be forwarded to the Ontario Association of Police Services Boards for consideration at its Annual General Meeting.

The tint on the vehicle windows of motorized vehicles is an important safety issue that police see every day. Manufacturers are authorized to put in place window tint at 30% (allowing 70% of light to enter the driver's compartment) but anything added by the vehicle owner further obstructs the view of the interior. Windows that have too much tint can obstruct the view of drivers and can make it difficult for pedestrians to make eye contact with drivers prior to stepping off the sidewalk to cross the road safely. Other drivers are also unable to make eye contact.

Overly tinted windows also prevent police from viewing activity in vehicles. They can conceal cell phone use while driving, and can represent a safety risk to officers approaching a blacked out driver's compartment.

The legislation in Ontario governing this issue has not been revised to keep up with tinting technology since 1990. The current legislation governing the tinting of windows is very vague and problematic to enforce. Officers are required to describe whether the tinting of windows allows them to adequately view the occupant of the front seat.

The present wording is very open for interpretation and is based on the subjectivity of an officers' observations. This can lead to difficulties in getting convictions in Court.

Ottawa Police Service (OPS) Traffic Section Sgt. Mark Gatien has been working on this issue for the OPS to clarify the legislation and has raised it at a number of venues.

We would ask that the Ontario government make changes to the Highway Traffic Act that reflect the Province of Quebec's legislation, which is very clear. In Quebec, any reading under 70% light transmission of light entering the driver's compartment would be subject to a fine thereby removing any question or subjectivity as to the level of tint a window may have.

We respectfully request that Section 73 of the Highway Traffic Act be amended to allow for the use of standardized Photometric Meters by police services for enforcement efforts. They are already in use in Quebec and several US states.

For operational reasons, we believe that emergency service and police vehicles should be exempted from this amendment while in the execution of duties.

Thank you for your consideration. Feel free to contact me if you require further information.

Sincerely,

(Original signed by)

Councillor Eli El-Chantiry
Chair, Ottawa Police Services Board

Attach. (1) – *by email only*

cc: Mr. R. Bain, President, OAPSB
Mr. F. Kaustinen, Executive Director, OAPSB
Chairs, Big 12 Police Services Boards
Chief C. Bordeleau, Ottawa Police Service
Sgt. M. Gatien, Ottawa Police Service

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

APRIL 27, 2016

Volunteer of the Year Award

RECOMMENDATION

1. That the contents of this report be received by the Board for its information.

SYNOPSIS

This report identifies the recipient of the 2016 Volunteer of the Year Award.

FINANCIAL IMPLICATIONS

There are no financial implications.

BACKGROUND

The week of April 10, 2016 has been declared National Volunteer Week by the Government of Canada. National Volunteer Week was first proclaimed in 1943. This is a special time set aside in April of each year to honour and recognize Canadians who donate time and energy to their fellow citizens. National Volunteer Week also raises awareness of the vital contributions volunteers make to our communities and our country.

York Regional Police is fortunate to have a cadre of dedicated volunteers who donate their time to a variety of groups including the Auxiliary Unit, Pipes and Drums, Male Chorus, Venturer

Scouts, Rover Scouts, Project Lifesaver, Special Events and the Youth Band. Our volunteers dedicate themselves to helping their fellow citizens and act as our ambassadors in the community.

In 2015, the dedicated volunteers of these groups contributed over 62,000 hours of community service. As a token of appreciation, York Regional Police recognizes our volunteers with an annual appreciation celebration event each year, as well as other informal means throughout the year. Volunteers have been recognized with event-specific thank you letters, and being featured in our Volunteer Newsletter.

In recognition of the contribution that volunteers make to our service and our community, a Volunteer of the Year award was introduced in 2005. This prestigious award is presented during the public session of the April Police Services Board meeting in or around National Volunteer Appreciation Week. Although York Regional Police recognizes the many people in our Region who donate their time and effort, one person in particular is honoured as Volunteer of the Year. This very special award is presented to a volunteer who has made a significant contribution to York Regional Police and the York Region community.

During the Private Session of the March 23, 2106 Board meeting, the Board approved the choice of York Regional Auxiliary Superintendent Lynn Symons as the beneficiary of the 2016 Volunteer of the Year Award.

LYNN SYMONS

York Regional Police established an Auxiliary Unit in 1980. Auxiliary members are volunteers who are appointed by the Police Services Board and are governed by the *Police Services Act*. Lynn Symons was a graduate of the very first Auxiliary class in May 1981. She was among 24 other members and is one of two that is still with the unit today. Lynn will be celebrating her 35th year with the unit this year. During this time, Lynn has exemplified the shared values of York Regional Police even before they were officially identified. Lynn has demonstrated her commitment to community through her 35 years of volunteer service, surpassing the minimum commitment of 144 hours, year after year.

Lynn has also demonstrated leadership and teamwork as she has risen through the ranks of the unit, from Constable to Sergeant, Staff Sergeant, Inspector, and ultimately the highest rank in the unit; Superintendent. Lynn assists York Regional Police with the daily administrative duties of running the 116 member Auxiliary Unit, and she also continues to lead by example in the many events that she supports. Lynn often plays a key role in supervising the Auxiliary members in some of York Regional Police's largest events such as Halloween in the Village and Holidays in the Village. One of Lynn's passions is the York Regional Police Historical Car unit and she is one of a handful of members, paid or volunteer, that is qualified to drive the historical cars. As such, she is often seen driving in one of the region's many parades. Lynn is also an accomplished public speaker which is demonstrated as she opens the Auxiliary General Meetings each month and performs Master of Ceremonies for Auxiliary Recruit Graduation Ceremonies and social events.

Over the years, Lynn has received numerous commendations for her support of Santa Claus Parades, Car shows and Special Olympics Ontario. In 2015, Lynn received a Town of Newmarket Volunteer Service award recognizing her many years of dedication to the town where she resides.

Today, Lynn continues in her role as Superintendent in the York Regional Police Auxiliary, providing guidance and leadership to a new generation of Auxiliary members. Lynn works full-time as a Physician's Assistant and Practice Manager at a busy clinic with two family doctors. When she's not busy with work and volunteering, she enjoys spending time with her family and travelling.

Lynn's dedication and commitment to the York Regional Police Auxiliary has made our community a better place. The 2016 recipient of the Volunteer of the Year Award, Lynn Symons, truly brings to life our motto, "Deeds Speak".

EJ:sb

Eric Jolliffe, O.O.M., BA, MA, CMM III
Chief of Police

Accessible formats or communication supports are available upon request

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

APRIL 27, 2016

Direct Purchase of a Software Master License Agreement

RECOMMENDATIONS

1. That the Board authorize the direct purchase of software maintenance and support for the Data Governance and Retention Management System from Gimmel LLC starting in 2017 at an annual cost of \$81,563, plus applicable taxes; and
2. That the software maintenance and support as set out in a Software Master License Agreement with Gimmel LLC be awarded for a period of one year starting in 2017, with an option to renew for three (3) additional one (1) year periods in 2018 to 2020, for a total cost, if all options were exercised, totalling \$326,252, plus applicable taxes; and
3. That the Chief of Police be authorized to execute the Software Master License Agreement with Gimmel LLC and exercise any options to renew between 2018 and 2020, subject to the approval of the Region's Legal Services as to form and content.

SYNOPSIS

This report requests approval to enter into a direct purchase for software maintenance and support from Gimmel LLC as set out in Software Master License Agreement for up to four years from 2017 to 2020 at a total cost of \$326,252. The Data Governance and Retention Management System provides record keeping technology for electronic document and records management. The licensor of the software, Gimmel LLC, requires that all licensees of the software enter into a Software Master License Agreement to govern the use of the software. The Agreement also includes terms on the provision of maintenance and support services for the software, including securing pricing. The software maintenance and support for the year

2016 was included within the purchase of the system from the Vendor, StoneShare Inc. as part of the Request for Proposal P-15-17, whereas, the proposed direct purchase of software maintenance and support covers a period of four additional years, starting in 2017 (year two) with additional options to renew on an annual basis up to 2020, (year five).

The Purchasing By-law 06-14 section 9.1(a) and 9.2 permits direct purchases where the compatibility of the purchase with existing equipment or services is the paramount consideration and subject to the Board's approval if greater than \$100,000.

FINANCIAL IMPLICATIONS

Funds have been included in the 2017 Operating Outlook for additional software maintenance as a result of the completion of the Data Governance and Retention Management System capital project. The treatment to capitalize the initial one year term of software maintenance within the Data Governance and Retention Management System project is consistent with the development cycle of information technology projects. Whereas, software maintenance beyond the initial year is typically captured in the Operating budget, to reflect the ongoing software maintenance and support costs. The funding for 2017 and to renew each outlook year of the direct purchase will be included in the annual Operating Budget proposal and subject to the annual approval of the Board and Regional Council.

BACKGROUND

A Request for Proposal was issued for a Data Governance and Retention Management System and was awarded on December 31, 2015 to StoneShare Inc. in the amount of \$969,168 plus applicable taxes. The contract award was in accordance with the Purchasing By-law No. 06-14 section 6.15, for contracts up to \$1 million. The award was subsequently reported to the Board at its February 17, 2016 meeting in the Execution of Documents By-law and Purchasing By-law report, reference P-15-17. The award intertwined the purchase of perpetual software licenses along with software maintenance and support for these licenses from the Vendor for a one-year period ending December 31, 2016.

Typically, the Purchasing By-law 06-14 section 12 Change in Scope / Additional Deliverables would permit changes in scope or additional deliverables inclusive of the proposed ongoing annual software maintenance and support agreement costs. However, the vendor arrangement differs for this purchase, where the initial term was procured from StoneShare Inc. and the ongoing software maintenance and support from Gimmel LLP.

It is therefore recommended that the Board approve the direct purchase of the software maintenance and support as set out in the Software Master License Agreement to Gimmal LLP. The total direct purchase amount, if all options to renew were exercised, totals \$326,252 plus applicable taxes, and requires the Board's approval in accordance with the Purchasing By-law 06-14 section 9.2 for direct purchases that exceed \$100,000.

A handwritten signature in black ink, consisting of a large, stylized 'E' followed by a cursive 'J' and 'L', all enclosed within an oval shape.

Eric Jolliffe, O.O.M., BA, MA, CMM III
Chief of Police

EJ:jm

Accessible formats or communication supports are available upon request

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

APRIL 27, 2016

2015 Use of Force Statistics

RECOMMENDATIONS

1. That the Board receive this report pursuant to Use of Force Board Policy No. 01/10; and
2. That the Board write to the Ministry of Natural Resources and Forestry and the nine local municipalities in The Regional Municipality of York to advise that York Regional Police will no longer be responding to animal complaints related to sick or injured animals that do not pose a risk to public safety unless the animal is related to a motor vehicle collision and that the Ministry and local municipalities should ensure that they have the capacity to respond to complaints related to sick or injured animals within their respective jurisdictions.

SYNOPSIS

As per the Board's Use of Force Policy No. 01/10, a summary of the statistical information collected along with identified trends and issues related to Use of Force during 2015 are contained in this report.

FINANCIAL IMPLICATIONS

Not applicable.

BACKGROUND

Police officers are authorized to use a range of use of force options in response to an event or incident in order to protect life, preserve the peace, prevent crimes, maintain order and apprehend suspects. When an incident occurs and an officer uses any of these force options, a Use of Force Report must be completed. Depending upon the number of officers involved, there may be several Use of Force Reports submitted for each incident. The Use of Force Report provides a province-wide standardized method for the collection of local data by individual police services from use of force incidents that occur as a result of the day-to-day operations of a police service.

The authority and direction to collect use of force information are found in the Policing Standards Manual (AI-012), the *Police Services Act* (O. Reg. 926 s. 14.5) and York Regional Police Use of Force Procedure (AI-012/ AI-014). In accordance with the Policing Standards Manual and the *Police Services Act*, York Regional Police Use of Force Procedure (AI-012/ AI-014) states, in part, the following:

A member shall submit a Use of Force Report when:

- a) a member draws a handgun in the presence of a member of the public, excluding a member of the police force who is on duty, points a firearm at a person or discharges a firearm. A member of the public includes a suspect or arrested person;*
- b) a member uses a weapon other than a firearm on another person;*
- c) a Conductive Energy Weapon is unholstered and displayed in the demonstrated force presence mode; or*
- d) a member uses physical force on another person, not in relation to training conducted by the Training and Education Bureau, that results in an injury requiring medical attention.*

After a Use of Force Report is submitted by an officer, the member's immediate supervisor reviews it. The report is then forwarded to the Training and Education Bureau and then to the Use of Force Review Committee. The Use of Force Review Committee is comprised of the Officer-in-Charge of the Training and Education Bureau, a Staff Sergeant in the Training and Education Bureau, a Sergeant in the Use of Force Unit, the Use of Force Training Analyst, a Duty Inspector and a Patrol Sergeant.

York Regional Police Use of Force Procedure (AI-012/ AI-14) sets out the duties of the Use of Force Review Committee as follows:

The Use of Force Review Committee shall:

- a) meet quarterly and review a Use of Force summary;*
- b) evaluate procedures relating to:*
 - (i) drawing, exhibiting and discharging of a firearm; and*
 - (ii) use of force.*
- c) evaluate training methods;*
- d) annually produce a Use of Force Study that provides critical use of force data and trends which does not contain information that identifies reporting police officers;*
- e) direct the findings of the Use of Force Study to:*
 - (i) the Chief of Police;*

- (ii) *the Deputy Chief of Operations; and*
- (iii) *the Deputy Chief of Administration.*

The Training and Education Bureau compiles the data collected from the Use of Force Reports and this information is used to establish trends and identify problems that may be corrected through training or other administrative procedures.

Summary of the 2015 Use of Force Study

The review of the 2015 Use of Force Study revealed a number of significant increases when compared to prior years. A high level explanation attributes the increases to the humane dispatch of animals; a change in Conducted Energy Weapon reporting requirements; and the increase in weapon and edged weapon encounters. The following is a detailed summary of the 2015 Use of Force Study:

- In 2015, York Regional Police members attended a total of 239,017 calls for service. These calls included traffic stops, citizen generated calls for service and officer initiated contacts. Of these calls for service, 293 resulted in the submission of Use of Force Reports. Consequently, only 0.12 percent of police interactions with the public resulted in a Use of Force Report being submitted. In comparison, 165 incidents were submitted in 2014. There was a 56.3 percent increase of the number of incidents requiring Use of Force Reports from 2014 to 2015.
- There were 429 Use of Force Reports filed in 2015, involving a total of 457 officers. In 2014, there were 254 Use of Force Reports submitted, involving a total of 277 officers. This change reflects a 59.2 percent increase in the number of reports filed and a 60.6 percent increase in the number of involved officers.
- There was an increase in the humane dispatch of injured animals (81 incidents in 2015 compared to 29 incidents in 2014), displaying firearms (129 incidents in 2015 compared to 88 incidents in 2014) and displaying a Conducted Energy Weapon (CEW) (32 incidents in 2015). It is important to note that in 2014 there was no mandatory requirement to report the displaying of a CEW in the presence of the public. This accounts for 32 of the CEW incidents being reported that would not have been reported in 2014. The displaying of CEW effectively worked to de-escalate incidents and minimize the potential for violence to the community and officers.
- In 2015, there were 140.7 incidents requiring Use of Force Reports for every 100,000 demands for service. In 2014, there were 74.8 incidents requiring Use of Force Reports for every 100,000 demands for service. This increase of 65.9 incidents per 100,000 demands can be attributed to changes in CEW reporting and an 88.1 percent increase in the humane dispatching of injured animals. The increase can also be attributed to a higher number of citizen generated calls for service related to assault, break and enter, domestic disputes, other disturbances and emotionally disturbed persons.
- The types of calls for service resulting in use of force were varied in 2015 as it was in 2014. The percentage of calls that officers responded to that resulted in the submission of a Use of Force Report is as follows in Chart 1:

Chart 1

Types of Citizen Generated Calls for Service			
	2014	2015	Variance (%)
			1 Year
Animal	29	81	179.3
Assault	1	6	500.0
Break and Enter	5	10	100.0
Domestic Dispute	10	28	180.0
Emotionally Disturbed Person	19	42	121.1
Homicide	0	0	0.0
Other Disturbances	7	13	85.7
Robbery	7	4	-42.9
Search Warrant	3	5	66.70
Suspicious Persons	5	7	40.0
Traffic Stop	7	11	57.1
Weapons	40	51	27.5
Other*	32	35	9.4
Total Incidents	165	293	77.57

*Other includes: Theft of Vehicle, Wanted Person, Intoxicated Person, Drugs and various other arrests.

- In 2015, 79.1 percent of all use of force incidents involved more than one officer. In 2014, 81.6 percent of all use of force incidents involved more than one officer; this represents a 2.5 percent decrease over last year.
- Members draw their firearms when they believe on reasonable grounds that it is necessary to protect against loss of life or serious bodily harm, or to destroy an animal. In 2015, firearms were drawn and pointed at a person 162 times, compared to 125 times in 2014. This represents a 29.6 percent increase. The types of incidents reported include; weapons calls, silent 911 calls, robbery calls, break and enter calls, armed and suspicious person calls, high risk search warrants and high risk vehicle stops.
- In 2015, 81 incidents resulted in 163 firearm rounds being discharged. In all but one of the incidents firearms were discharged to humanely dispatch injured animals. In one incident, a bear was dispatched due to the risk to public safety. In 2014, 31 incidents resulted in 53 firearm rounds being discharged. In 2014, two of these incidents where firearms were discharged were done so to protect officers and the public and 29 incidents were to humanely dispatch injured animals.
- In 2015, 72 use of force incidents involved a suspect armed with a weapon, compared to 56 use of force incidents in 2014. This represents a 77.7 percent increase in the number of use of force incidents involving suspects armed with weapons.
- In 2015, officers encountered suspects armed with a weapon in 72 of 293 use of force incidents which represents 24.6 percent. The most common weapons encountered were edged weapons at 52.8 percent and firearms at 23.6 percent. Comparatively, in 2014 officers encountered suspects armed with a weapon in 56 of 165 use of force incidents

which represents 33.9 percent. The most common weapons encountered were edged weapons at 32.1 percent and firearms at 25.0 percent.

- In 2014, the Ministry of Community Safety and Correctional Services changed legislation allowing all trained members the authority to carry CEWs. This change also required that in 2015 the display of a CEW required a Use of Force Report. As a result, in 2015 there was a significant increase in the number of CEWs deployed on a regular basis on the front line (from 15 to 30 CEWs per District). The increased use of the CEW can also be attributed to an increased presence as a use of force de-escalation tool for front line officers. The number of incidents where officers encountered weapons, which includes edged weapons and responded to calls where the subject was reported as an assaultive emotionally disturbed person, have increased. In 2015, officers were confronted with edged weapons a total of 38 times versus 18 times in 2014 representing a 111.11 percent increase.
- In 2015, CEWs were used (displayed and discharged) a total of 65 times by front line officers and members of the Emergency Response Unit (ERU) compared to 21 times in 2014. This represents an increase of 209.5 percent. It should be noted that prior to 2014 only trained members from the Emergency Response Unit, front line Supervisors and front line members acting in a supervisory role were authorized to carry CEWs.
- In 2015, there was 293 Use of Force reports filed of which 42 (14.3 percent) related to interactions with assaultive emotionally disturbed persons. In 15 incidents (5.1 percent) the CEW was discharged and 13 incidents (4.3 percent) the CEW was displayed. In 2014, there was 165 Use of Force reports filed of which 19 (11.5 percent) related to interactions with assaultive emotionally disturbed persons. In 6 incidents (3.6 percent) the CEW was discharged and 2 incidents (1.2 percent) the CEW was displayed.
- In the absence of a CEW, there would have been an increased risk to officer safety, and the likelihood that lethal force would have been the only option suitable to officers being confronted / attacked by a subject with an edged weapon would have been greater. During interactions with emotionally disturbed persons the CEW has also shown to be an effective de-escalation tool allowing officers to resolve incidents without having to escalate to another level of force.

The chart below illustrates the variety of use of force options that were employed by officers during the past two years:

Chart 2

Type of Force Used			
Use of Force Option	2014	2015	Variance (%)
			1 Year
Firearm Discharged	36	81	125.0
Firearm Pointed at Person	125	162	29.6
Handgun Drawn	88	129	46.6
Aerosol Weapon	6	6	0.0
Impact Weapon – Hard	6	8	33.3
Impact Weapon – Soft	0	2	200.0
Empty Hand – Hard	30	39	30.0
Empty Hand – Soft	33	78	136.4
Conducted Energy Weapon	21	65	209.5
Canine	8	5	-37.5
Other*	15	9	-40.0
Total	368	602	63.6

*Other includes: Items of opportunity that were accessible to the officer in an emergent situation that were not issued or listed equipment. Examples include; tables, chairs and Muzzle Blast (a Less Lethal Powder Dispersion deployed by the ERU).

- In 2015, there were four officers injured in use of force incidents, compared to two officers in 2014. This represents a 100 percent increase. In each of these instances, the officer’s injuries were minor in nature.
- In 2015, 64 subjects were injured in use of force incidents, compared to 28 subjects in 2014. This represents a 128.6 percent increase in injuries to subjects. This increase in the number of reported injuries to subjects in 2015 were minor in nature as a result of probe removals from CEW deployments.
- In 2015, 90.7 percent of the use of force incidents involved uniform personnel and 9.3 percent of officers assigned to plain clothes duties. In 2014, 93.7 percent of the use of force incidents involved uniform personnel and 6.3 percent of officers assigned to plain clothes duties.
- In 2015, the largest percentage (33.1 percent) of use of force incidents took place on a roadway.
- In 2015, 47.1 percent of all use of force incidents took place between 6:00 pm and 3:00 am.

Trending and Solutions

The summary above shows significant increases in some use of force categories in 2015. These trends were provided to the Training and Education Bureau by the Use of Force Review Committee in order to adapt practical skills training where required. This is often conducted through firearms skills, defensive tactics and scenario-based training exercises, that emphasize de-escalation and communication. This skills-based training is delivered on the Annual Uniform Requalification Training Program. Through data gathered from the Use of Force Reports, the

Training and Education Bureau is able to provide officers with the knowledge and skills based training required to protect the public and themselves. Training has been adjusted in 2016.

The following areas were noted as trends in Use of Force categories for 2015 and solutions have already been implemented by the Training and Education Bureau.

Empty Hand – Soft – There was a 136.4 percent increase in Empty Hand – Soft (physical control) from 2014 to 2015.

- The increase can be attributed to officers using physical control as a de-escalation method, as opposed to using a higher level of force option. De-escalation techniques continue to be a focus of practical skills training.
- Solution - a continued focus on the use of Empty Hand – Soft techniques as an effective tactical option along with other various de-escalation techniques which include; tactical repositioning and communication.

Conducted Energy Weapon – There was a 209.5 percent increase in the reported use of the Conducted Energy Weapon from 2014 to 2015. This increase is attributed to the following trends:

- The change in reporting requirements from 2014 to 2015. (In 2015, a report was required when a CEW was displayed in the presence of the public).
- The change in legislation in 2014 to include all trained front line members to use a CEW. That has allowed an increased number of CEW units available to front line officers.
- The increase in weapon and edged weapon encounters and the number of emotionally disturbed persons responded to, where a CEW was either displayed or discharged.
- Solution - training related to the appropriate deployment and use of the CEW as a less-lethal use of force option and as a de-escalation tool.

Handgun Drawn – There was a 46.6 percent increase in handguns drawn from 2014 to 2015.

- The increase can be attributed to the higher percentage of edged weapons (52.8 percent) and firearms (23.6 percent) encountered in 2015 over 2014 where officers chose to access their firearm as a use of force response.
- Solution - continued and expanded de-escalation training and CEW training to ensure officers have various options available to them when responding to a subject armed with an edged weapon.

Firearms Discharged – There was a 125 percent increase in firearms discharged from 2014 to 2015.

- The increase can be attributed to the outbreak of canine distemper in the wildlife population and officers having to humanely dispatch an animal as a result of a call for service.

- Solution - continued and expanded training related to the appropriate methods to humanely dispatch an injured animal that poses a risk to public safety.

The Use of Force Review Committee will continue to review all Use of Force Reports and assess the circumstances and outcomes for trends and patterns. This information will be integrated into various training opportunities as required to ensure members are properly prepared to deal with situations that arise requiring the appropriate tactical considerations.

The 2015 Use of Force Study clearly shows that there are significant increases due to the dramatic increase in the number of incidents where police have been called upon to dispatch injured animals for humane reasons. Although use of force regulations under the *Police Services Act* permit the use of police firearms to do so, police firearms are not meant to be used as primary tools for wildlife management. In addition to being an inefficient use of police resources, the routine use of armed police officers to dispatch sick or injured animals may give rise to officer and public safety concerns.

In a majority of the calls to service regarding a sick or injured animal, York Regional Police has contacted the local municipality or the Ministry of Natural Resources and Forestry for assistance. This has proven to be a futile endeavor as the common response is nonattendance. This is because the responsibility for the control of animals has been abdicated and the public is told to call the police. This is an irresponsible practice that should be addressed. It is incumbent on these agencies to provide the required expertise and services in a timely fashion that are necessary to deal with sick and injured animals that do not pose a risk to public safety.

Recommendation

As such it is recommended that the Board write to the Ministry of Natural Resources and Forestry and the nine local municipalities in The Regional Municipality of York to advise that York Regional Police will no longer be responding to animal complaints related to sick or injured animals that do not pose a risk to public safety unless the animal is related to a motor vehicle collision and that the Ministry and local municipalities should ensure that they have the capacity to respond to complaints related to sick or injured animals within their respective jurisdictions. A sample letter is attached as Appendix A.

In conclusion, the review of the processes and methods that York Regional Police employ in reporting and dealing with use of force incidents are in compliance with the Policing Standards Manual, the *Police Services Act* and York Regional Police Use of Force Procedure (AI-012).



Eric Jolliffe, O.O.M., BA, MA, CMM III
Chief of Police

EJ:jm

Accessible formats or communication supports are available upon request

APPENDIX A

April 27, 2016

Dear:

At its meeting on April 27, 2016, the Regional Municipality of York Police Services Board was advised by the Chief of Police of the dramatic increase in the number of incidents where police have been called in relation to sick or injured animals. This has resulted in a corresponding increase in our police officers' use of firearms to humanely dispatch a number of these animals to end their suffering.

The use of force regulations under the *Police Services Act* permit police officers to discharge a firearm to destroy an animal that is potentially dangerous or so badly injured that its suffering must be humanely ended. However, this provision is meant to be used in exceptional circumstances. Otherwise, the law limits the use of police firearms to situations where officers must protect against loss of life or serious bodily harm.

Police firearms are not meant to be used as primary tools for wildlife management. In addition to being an inefficient use of police resources, the routine use of armed police officers to dispatch sick or injured animals may give rise to officer and public safety concerns.

Please be advised that, effective immediately, York Regional Police will no longer respond to animal complaints related to sick or injured animals that do not pose a risk to public safety unless the animal is related to a motor vehicle collision. We trust that you will ensure your [ministry / municipality] has the capacity to respond to complaints related to sick or injured animals within your jurisdiction.

Please feel free to contact XXX should you have any questions or concerns.

Sincerely,

THE REGIONAL MUNICIPALITY OF YORK POLICE SERVICES BOARD

Report of the Executive Director – April 27, 2016

Strategy for a Safer Ontario – Written Submission

RECOMMENDATION

1. That the Board forward its written submission to Minister Yasir Naqvi, Ministry of Community Safety and Correctional Services.

BACKGROUND

On February 12, 2016 the Ministry of Community Safety and Correctional Services released a discussion paper outlining its framework to developing a Strategy for Safer a Ontario (the “Strategy”) which includes an extensive review of the *Police Services Act* (the “Act”). The Strategy is the province’s blueprint for an effective, sustainable, and community based model of policing. The goal of the Strategy is to ensure that Ontario’s approach to policing aligns with 21st century community needs. It is intended to:

- Promote a collaborative approach to community safety and well-being and improve interactions between police and vulnerable Ontarians
- Modernize core police responsibilities and explore options for alternate service delivery
- Enhance civilian police governance, accountability and oversight
- Explore the expanded use of technology to support community safety
- Update education and training requirements for police officers.

CONSULTATION SESSIONS

Public consultation sessions were held across Ontario between February 18th and April 2nd, 2016. The Ministry also conducted several regional consultation sessions including a session in York Region on April 11th with invited participants. At that meeting, Minister Naqvi indicated that legislation will be tabled by the end of the year. There is also an online survey which can be completed. The deadline for submissions is April 29, 2016.

BOARD’S SUBMISSION

The *Police Services Act* has not undergone a significant review since 1990. This review is an important opportunity to modernize the legislative and regulatory framework and to ensure efficiencies in the delivery of police services in this province.

Our Board outlined its position on the legislative changes to the *Act*. The Ministry’s Strategy sets out four themes including community safety and well-being, modernizing what police do, education and training and governance and accountability. The Board has used the Ministry’s consultation framework in setting out its position. The Board’s submission also includes recommendations that were not included in the Ministry’s consultation framework. These

additional recommendations include long-standing advocacy issues and concerns around labour matters that have been significant drivers in the escalation of the costs of policing.

CONCLUSION

The Strategy for a Safer Ontario is the blueprint for new policing services mandate which will include sweeping changes to the *Police Services Act* and its regulations. The Ministry of Community Safety and Correctional Services has reached out to the many communities and stakeholders including our Police Services Board to provide its feedback. The Board's submission will include long-standing advocacy issues and will include extensive recommendations on the Strategy's pillars.

Mafalda Avellino
Executive Director



April 4, 2016

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

Dear Minister Naqvi:

Re: Police Services Act and Strategy for a Safer Ontario - Ministry Request for Feedback

Thank you for the opportunity to provide input to the anticipated amendments to the Ontario Police Services Act (PSA) and the Ministry's Strategy for a Safer Ontario. The following comments are informed by discussions within our board and attendance at one of the regional consultation sessions.

Comments with Respect to Amendments to the Police Services Act

Our comments with respect to the PSA are guided by the belief in a governance model in which the board hires the chief executive officer – the police chief – and confers upon the chief the powers to execute but also be accountable to the board for operational matters. Beyond this, we highlight three roles we believe are crucial for the board governing any organization, namely: (1) ensuring the organization has sufficient resources to achieve its goals, (2) providing advice and input into long-range planning and goal setting, and (3) monitoring operations to measure progress toward these goals. We comment on PSA sections related to the general matter of governance versus operations. We then address each of the three governance issues of interest.

Governance versus Operations and PSA Section 31

We ground our recommendations around the boundaries between governance and operational matters on the assumption that a police chief and those under her / his command possess the most relevant knowledge about the operations of the police service, what resources are required to meet the designated goals of the operation, and how and

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where those resources can and should be deployed on a daily basis. The role of boards should be to provide input to and approve plans prepared by the chief of police to meet the needs and expectations of the community. In that regard, our comments with respect to Section 31(1) are the following.

A board is responsible for the provision of adequate and effective police services in the municipality and shall:

- (a) Replace with: provide overall governance of the municipal police service and appoint members as recommended by the chief;
- (b) Replace with: approve the objectives, operating priorities and policies of the police services in the municipality;
- (c) Retain original wording: establish policies for the effective management of the police force;
- (d) Replace with: recruit and appoint the chief of police and approve any deputy chief, superintendent or inspector; and annually approve their remuneration and working conditions as so required;
- (e) Replace with: provide overall direction and guidance to chief of police and evaluate the overall performance of the police service
- (f) Delete, covered in (b)
- (g) Keep if necessary
- (h) Keep if necessary
- (i) Keep if necessary
- (j) Keep if necessary
- (k) Add: approve the operating and capital estimates provided to the board by the chief and submit these estimates to council per section 39(1)
- (l) Add: provide a comprehensive training program to new board members on the roles, responsibilities and requirements of the municipal police service;
- (m) Add: approve contracts as required;
- (n) Add: directly engage the public regarding community needs.

With respect to Section 31(3) we suggest replacing "the board may give orders and direction to the chief of police...." with "the board shall provide overall direction to the chief of police..."

With respect to Section 31(5) we suggest replacing "...undergo any training..." with "the board shall ensure that its members undergo all training that the board and/or Solicitor General may require within one year of assuming their seat on the board. We ask that the Ministry itself provide these training programs to ensure their consistency across the province, and in a format that allows all board members to complete them on-line and / or via web cast, to ensure the timely training of board members regardless of their location in the province or the timing of their appointment.

Adequate Resources and PSA Section 39

We would emphasize that the role of all police service board members is to act in the best interests of the community by approving budgets they believe are required to provide adequate services to the community and then submitting this budget request to the appropriate municipal council. In this regard, Section 39 (3) states:

Upon reviewing the estimates, the council shall establish an overall budget for the board for the purposes described in clauses (1) (a) and (b) and in doing so, the council is not bound to adopt the estimates submitted by the board.

We do not have issue with the above section, however, based on the assumption these budgets are prepared by police services in good faith, with considerable justification, and in the detail required by council, we request that council offer the same consideration to the police service should the amount awarded be other than the amount requested. To this end we suggest the following addition to Section 39.

If council chooses to adopt an amount that it is different from the board's estimates, then council must provide to the board in writing the reasons why it has adopted a different amount.

Long-Range Planning, Monitoring Operations and PSA Section 41

Roles for the board and police chief with respect to the development, approval and monitoring of annual goals and objectives can be covered under Section 41(1) and the duties of the chief of police. We suggest the following additions.

The duties of a chief of police include,

Add (e) establishing and submitting to the board an annual business plan that should include:

- a review of past success and areas of improvement, including appropriate outcome measures;
- a summary of emerging trends in public safety, in general and at the local level;
- a summary of emerging threats/risks to the public, in general and at the local level;
- a list of objectives, strategies and tactics;
- all personnel and equipment requirements;
- all operating and capital estimates for submission to council;
- all expected outcomes;

and implementing such plan upon its approval by the board.

(With respect to the above addition, we note the responsibility of the local police board to determine the length of a longer term business plan of which the annual planning document becomes a part.)

Add (f) recruiting and retaining the roles of deputy chiefs, superintendents and inspectors and recommend the appointment of all members to the board.

Add (g) conducting contract negotiations on behalf of the board and recommending their approval.

As an additional comment, we see two levels at which the police service should be accountable with respect to outcomes achieved. The first, as captured in the above suggestions for Section 41 (1), is the need to measure outcomes related to the goals established in local business plans. These goals and outcomes may be different from the goals established for other police services. Second, is the need for all services to identify and engage in best practice. This can only be achieved by measuring their effectiveness and efficiency in the context of and in comparison to peer police services. We believe future measures should be established at the provincial (if not the federal) level to allow for such benchmarking and sharing of best practice. In this regard, we would encourage the Ministry to support research to identify the most appropriate measures and to then coordinate or fund the sharing of data among police services.

Comments with Respect to Strategies for a Safer Ontario

Many topics were covered at these consultations and we provided our input at that time. We comment here on two areas where we believe the Ministry needs to reframe the questions being asked.

Policing and Vulnerable Persons

The complex nature of issues faced by police services related to vulnerable persons, such as the escalating number and complexity of mental health calls for service, deserves two comments. First, questions at the consultations seemed to infer these issues are policing issues. They are not. Police should be partners in finding solutions. These issues must be addressed by cross-jurisdictional collaboration at the level of the province and the local community. In keeping with the belief that police should not own these issues, our local police administration has worked tirelessly with the local LHIN and other agencies to find solutions that triage calls for service to the most appropriate health care provider. Second, on this and similar issues, we echo the calls by those who attended the regional consultation for the Ministry of CSCS to work with other provincial ministries on such complex issues.

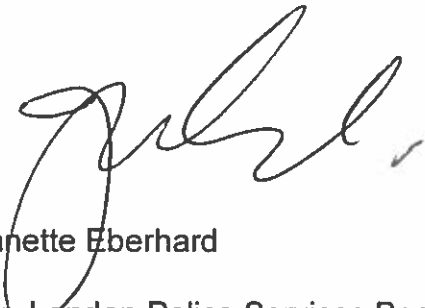
Civilianization of Police Duties

With respect to civilianization of tasks and the topic of special constables we have the following comments. We would ask the Ministry to consider the purpose for considering alternatives to fully trained, uniformed officers. If it is just for cost saving, the pay equity issues might arise. It should be for reasons of providing better service or having someone with more appropriate training in the job. We give the example of more appropriately skilled civilian crime analysts as one fitting the criteria of the best training for the job.

We continue this logic by suggesting the need to consider the other criteria that should be used to identify positions where we do not need a uniformed officer. We suggest the need to consider risk of harm, the need for use of force training and access to the full range of methods it implies, and the potential need and ability of the attending personnel to invoke the full authorities of a sworn police officer. Further, we need to consider who gets to make this assessment and whether this should be left to the province (through the PSA) or the local police service. On this latter point, and if we turn the above question around, we might ask what - if anything - in the PSA restricts the local police service from considering this issue around risk and making these choices. If nothing, let them make local decisions. If they are inappropriately restricted but capable of making these choices, then make the appropriate amendments.

Again, we thank you for the opportunity to submit these comments and look forward to participating in the ongoing discussion on these matters.

Regards,



Jeannette Eberhard

Chair, London Police Services Board
lpsb@police.london.ca
601 Dundas Street, P.O. Box #3415
London, Ontario N6A 4K9
Telephone: (519) 661-5646

Cc: John Pare, Chief, London Police Service

TOURNAMENT HIGHLIGHTS

Hole in One "WIN A CAR" contest

Beat the Pro

Longest Drive

Prize Chest Key Contest

On Course Prizes

Win a Hummer Golf Cart for the Day

Crime Stoppers of York Region Inc.
12-16715 Yonge Street, Ste. 286
Newmarket, Ontario
L3X 1X4



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(signage at Tee Deck)

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12-16715 Yonge St. Suite 286, Newmarket, ON L3X 1X4

e-mail: info@1800222tips.com fax: (905)895-3839

For info please contact (905)830-0303 extension 7167



April 22, 2016

Ms. Mafalda Avellino
Executive Director
Regional Municipality of York Police Services Board
17250 Yonge Street
Newmarket, ON L3Y 4W5



Dear Ms. Avellino:

Re: Police Services Act Review and Consultation on the Strategy for a Safer Ontario

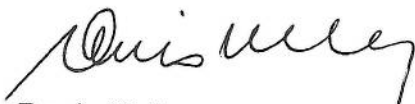
Regional Council, at its meeting held on April 21, 2016, received the letter from Matthew Wilson, Senior Advisor, Association of Municipalities of Ontario dated April 13, 2016 and also adopted the following recommendations of Report No. 1 of the Regional Solicitor regarding "Police Services Act Review and Consultation on the Strategy for a Safer Ontario":

1. Council respond to the *Police Services Act* review and consultation on the Strategy for a Safer Ontario in the form set out in the attached letter.
2. The Regional Clerk circulate the letter and this report to the Ministry of Labour, the Association of Municipalities of Ontario, the Ontario Association of Police Services Boards and local municipalities.

Please find enclosed a copy of the letter from Mr. Wilson and Report No. 1 of the Regional Solicitor.

Please contact Joy Hulton, Regional Solicitor at 905-830-4444 ext. 71417 if you have any questions with respect to this matter.

Sincerely,



Denis Kelly
Regional Clerk

DK/lmb
Attachment

From: Matthew Wilson [<mailto:MWilson@amo.on.ca>]
Sent: Wednesday, April 13, 2016 3:07 PM
To: kevin.fowke@greatersudbury.ca; harry.schlange@niagararegion.ca;
azuidema@london.ca; garry.cubitt@durham.ca; David.Szwarc@peelregion.ca;
Rick.OConnor@ottawa.ca; Macgregor, Bruce; jane.maccaskill@halton.ca;
mmurray@regionofwaterloo.ca; kent.kirkpatrick@ottawa.ca; ocolucci@citywindsor.ca;
chris.murray@hamilton.ca
Cc: Monika Turner; Pat Vanini; Amber Crawford

Subject: Police Services Act Modernization

Dear Municipal CAOs of the Big 12 Police Services,

As you know, for the first time in over twenty five years, the Minister of Community Safety and Correctional Services is reviewing the *Police Services Act*. This review presents a significant opportunity to modernize the legislative framework and deliver significant cost efficiencies for municipal governments.

The Minister has given a deadline of April 29th to submit feedback from stakeholders. AMO believes it will be critical for the Minister to hear from your municipality and the type of changes which would meet your municipality's needs. I write to encourage you, your head of council, or your council, to add your voice to the Ministry's review.

One change in particular is worth mentioning. Allowing Police Service Boards to pursue civilianization should be key feature of public safety in the future. Civilianization, whether that means special constables, civilians, or private security, has the very high potential to delivery significant cost savings for the delivery of public safety. Specific public safety functions which could be transferred to civilians include: court security and prisoner transportation, data entry, accident reporting, burglary investigations (provided the burglary in no longer in progress), forensics, and some types of existing "paid duty" functions.

Below are two additional resources available if your municipality would like to endorse other policing positions AMO has taken. [Here is the link to the Guide](#) we distributed to municipalities on the Police Services Act review at the end of February. Here is a link to [AMO's Policing Modernization Paper](#).

I know Durham's Chair has already written a letter. If others have already written, if you could share a copy with us that would be most appreciated. Below is an email address for your input and the address of the Minister.

MCSCSinput@ontario.ca

Hon. Yasir Naqvi

Minister of Community Safety and Correctional Services

Re: Strategy for Safer Ontario

George Drew Building

18th Floor

25 Grosvenor St

Toronto ON M7A 1Y6

Many thanks for your support. If you have any questions, please be in touch.

Kind Regards,

Matthew Wilson

Senior Advisor

Association of Municipalities of Ontario

200 University Avenue, Suite 801

Toronto, Ontario

M5H 3C6

416-971-9856 ex. 323

1-877-426-6527

Report No. 1 of the Regional Solicitor was adopted, without amendment, by the Council of The Regional Municipality of York at its meeting held on April 21, 2016.

***Police Services Act Review and Consultation
on the Strategy for a Safer Ontario***

Regional Council recommends adoption of the following recommendations contained in the report dated April 15, 2016 from the Regional Solicitor:

1. Council respond to the *Police Services Act* review and consultation on the Strategy for a Safer Ontario in the form set out in the attached letter.
 2. The Regional Clerk circulate the letter and this report to the Ministry of Labour, the Association of Municipalities of Ontario, the Ontario Association of Police Services Boards and local municipalities.
-

Report dated April 15, 2016 from the Regional Solicitor now follows:

1. Recommendations

It is recommended that:

1. Council respond to the *Police Services Act* review and consultation on the Strategy for a Safer Ontario in the form set out in the attached letter.
2. The Regional Clerk circulate the letter and this report to the Ministry of Labour, the Association of Municipalities of Ontario, the Ontario Association of Police Services Boards and local municipalities.

2. Purpose

This report recommends that Council submit a response to the Ministry of Community Safety and Correctional Services' consultation on the *Police Services Act* and the development of the Strategy for a Safer Ontario.

***Police Services Act Review and Consultation
on the Strategy for a Safer Ontario***

3. Background

Province is undertaking consultation on Ontario's Police Services

On February 12, 2016 the Minister of Community Safety and Correctional Services launched consultations for the Strategy for a Safer Ontario, the province's blueprint for an effective, sustainable, and community based model of policing (the "Strategy"). The goal of the Strategy is to ensure that Ontario's approach to policing aligns with 21st century community needs.

The Strategy is intended to:

- Promote a collaborative approach to community safety and well-being and improve interactions between police and vulnerable Ontarians
- Modernize core police responsibilities and explore options for alternate service delivery
- Enhance civilian police governance, accountability and oversight
- Explore the expanded use of technology to support community safety
- Update education and training requirements for police officers

The Strategy will guide the province's decision making around changes to the way community safety services are delivered, and as such it encompasses services beyond policing.

**Police Services Act Review and Consultation
on the Strategy for a Safer Ontario**

Consultations took place between February 18 and April 11, 2016

Public consultation sessions were held across Ontario between February 18th and April 2nd, 2016. The Ministry also conducted several regional consultation sessions on an invitation-only basis, including a session in York Region on April 11th. The Ministry is seeking feedback on the strategy's key pillars: promoting a collaborative approach to community safety and well-being and improving interactions between police and vulnerable persons; modernizing core policing duties and exploring alternate service delivery; training, governance, accountability and oversight; use of technology and sustainable First Nations policing. The focus of this consultation process has been on public engagement. The Ministry intends to table legislation in fall 2016.

4. Analysis and Options

The Province's consultation follows three years of study and review

The Ministry's consultation follows a three-year review on policing in Ontario. The Future of Policing Advisory Committee (FPAC) is led by the Ministry and consists of Ministry officials, police chiefs, police associations and the Association of Municipalities of Ontario. While FPAC identified many areas for improvement, it has not produced tangible results. To advance meaningful reforms in policing, AMO established a task force of mayors and police services boards representatives from across the province to explore key issues in policing. The task force released a study paper in April 2015. The "Building a New Public Safety Model in Ontario – AMO's Policing Modernization Report" contains recommendations for both short and long-term action items, including substantial legislative reform. The AMO task force also prepared a consultation guide to assist municipalities in providing feedback on the Ministry's consultation.

Review of the *Police Services Act* should include more substantive measures addressing the costs and efficiency of police services

The *Police Services Act* has not undergone any significant review in 25 years. Although the Ministry's consultation does not identify any specific areas of legislative reform, the review presents an opportunity to modernize the legislative and regulatory framework of policing. Improving efficiency and effectiveness of policing should be a key goal of this review, so it is surprising that it does not

***Police Services Act* Review and Consultation on the Strategy for a Safer Ontario**

specifically address the issue of policing costs, nor opportunities to improve efficiency.

To meet the stated goals of the Strategy, there must be some consideration of measures designed to address the sustainability of effective, affordable municipal police services. Such measures should include not only a review of the core functions of police services, but also legislative amendments to permit alternative service delivery, and changes to labour relations framework to allow for greater flexibility and accountability within policing.

Municipalities provide most of the funding for policing in Ontario

The current policing model in Ontario does not follow the principle of “say for pay”. Ontario municipalities are responsible for 90% of policing costs and delivery of two-thirds of all police services in the Province yet they have little say over how police services are delivered. Adequacy Standards enacted under the *Police Services Act* require police services to provide resources necessary to “create a level of consistency across police services” but the Province does not fund the capital expenditures, human resources or training required to meet those standards.

Staff recommend a response to the consultation that highlights the need for collaboration among service delivery agencies including provincial ministries, and more autonomy for municipalities to determine how best to deliver police services

The Regional Municipality of York Police Services Board will be submitting comments in response to the consultation covering all seven themes. Staff recommends that as a municipality, York Region provide comments in response to five key areas of the consultation paper: Community Safety and Well-being; Serving Vulnerable People; Modernizing What Police Do; Use of Technology; and Governance. In addition, staff recommends that the Region's submission should address key areas not covered in the Ministry's consultation paper.

a) Community Safety and Well-Being

The Ministry seeks to improve collaborative partnerships between police, the public and other sectors such as education, health care and social services to strengthen relationships between the police and the people they serve. The Strategy would include development of community safety plans.

To be successful, the Strategy must include municipal and regional governments, health providers and the community. The new Strategy should also engage people from diverse backgrounds, orientations, languages and cultures.

Police Services Act Review and Consultation on the Strategy for a Safer Ontario

b) Serving Vulnerable People

The province's goal is to ensure that persons who are in crisis are connected with the appropriate resources and services as soon as possible. The province must enhance the crisis and mental health supports available. Protocols for responding to mental health and addiction crisis calls and information sharing could be improved by using a collaborative approach including police, paramedic services and social service agencies.

c) Modernizing What Police Do

Police are increasingly called upon to perform non-core functions such as responding to animal welfare complaints, removal of debris, security for public events, and social services assistance. To address the increased strain on police services as well as the increased costs of policing, the province is considering how community safety needs could be delivered by a continuum of personnel such as bylaw officers and special constable.

The Ministry should review core and non-core police functions in support of effective, sustainable police services. Alternate service delivery models including the use of private security, special constables and community safety personnel should be supported in legislation.

d) Use of Technology

The Ministry is reviewing how legislation might facilitate better use of high-tech tools to enhance public safety and help police do their jobs more efficiently.

Council has long supported calls for the expanded use of enforcement technology (i.e. photo radar). Municipalities could be given the power to use such technology as they deem appropriate as part of traffic safety and enforcement. The use of enforcement technology must be accompanied by improvements within the administration of justice, most notably the Provincial Offences courts.

e) Governance

The Ministry is reviewing the model of police oversight and governance, as well as the training, qualifications and support required for police services boards. The province favours more civilian oversight as well as a consistent model of police oversight for all Ontario communities.

Municipalities that are responsible for police services should have the ability to appoint members to the board and have greater input into appointments made by the province. This would follow the principle of "say for pay" and allow municipalities to ensure appropriate community representation on their board.

Police Services Act Review and Consultation on the Strategy for a Safer Ontario

The Regional Municipality of York Police Services Board has supported the recommendations in the AMO Policing Modernization Report and the submissions of the Big 12 Boards, as set out in a letter from the Chair May 22, 2015, calling for improvements in the selection, training and support for board members. The Board also supports AMO's request that the Ministry establish a panel on police governance to study appropriate models and recommend a model after any changes to the delivery of police services have been determined. Staff recommends that Council endorse these submissions.

f) Recommendations Not Addressed in the Consultation Paper

Almost 90 per cent of a police budget is comprised of labour costs. Wage and benefit increases for emergency workers are growing faster than increases for other public sector employees in Ontario and faster than Canada's rate of inflation. The ever-increasing costs of policing adversely impacts the ability of some municipalities to deliver effective and efficient police services as well as other essential municipal services and programs. Ontario communities are concerned about the affordability of emergency services and the proportion of tax levy required to sustain these services in the face of reduced funding support from other levels of government.

Staff recommend that Council endorse the submissions of MARCO and LUMCO, prepared by the Emergency Services Steering Committee, calling for reform with respect to long-standing labour issues such as interest arbitration, reclassification and suspension without pay. If these fundamental labour issues are not addressed, police employers cannot truly address operational and cost pressures.

5. Financial Implications

York Regional Police is one of the largest police services in Ontario. Its policing jurisdiction consists of 1,756 square kilometres of land and 350 square kilometres of Lake Simcoe. The 2016 annual operating budget of York Regional Police is \$295.1 million which represents 30% of the Regional tax levy. York Regional Police has one of the lowest costs per capita and the second highest population to police ratio in Ontario.

6. Conclusion

The Strategy for a Safer Ontario presents a valuable opportunity for comprehensive review and update of the *Police Services Act*. The scope of review must be broad enough to bring about meaningful reform to enable the

***Police Services Act Review and Consultation
on the Strategy for a Safer Ontario***

modernization and increased efficiency of police services. Every community in Ontario must have access to emergency services that are safe, effective, affordable and sustainable. Staff recommends that the Chair provide comments on the consultation on the Region's behalf, and request the opportunity to work with the Ministry, the Association of Municipalities of Ontario, police services boards and Chiefs of Police to explore opportunities for meaningful reform.

For more information on this report, please contact Joy Hulton, Regional Solicitor at ext. 71417.

April 15, 2016

Attachments (1)

6708864

Accessible formats or communication supports are available upon request

Attachment 1

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

Re: Strategy for a Safer Ontario

I am writing on behalf of The Regional Municipality of York to provide comments on the Ministry's consultation to develop the Strategy for a Safer Ontario. In particular, we would like to provide our comments on proposed amendments to the *Police Services Act* and related regulations.

York Region is the fastest-growing region in Ontario and third-fastest in Canada. It currently accounts for more than 17 per cent of the Greater Toronto Area's total population. York Region is expected to grow by an additional 41 per cent to 1.6 million residents. York Regional Police is one of the largest police services in Ontario. Its policing jurisdiction consists of 1,756 square kilometres of land and 350 square kilometres of Lake Simcoe. The 2016 annual operating budget of York Regional Police is \$295.1 million which represents 30% of the Regional tax levy. York Regional Police has one of the lowest costs per capita and the second highest population to police ratio in Ontario.

Ministry of Community Safety and Correctional Services Consultation – Strategy for a Safer Ontario

The goal of the Ministry of Community Safety and Correctional Services consultation on the Strategy for a Safer Ontario is to "build a proactive, sustainable and effective model of policing, focused on community safety and well-being, for all police services including the Ontario Provincial Police, municipal police services and in First Nations Communities." The *Police Services Act* has not undergone any significant review or amendment in 25 years. This review therefore presents a significant opportunity to modernize the legislative and regulatory framework of policing. Improving the efficiency and effectiveness of policing should be a key goal of this review. The consultation paper sets out seven themes, including community safety and well-being, use of technology, and governance but does not specifically address the issue of the costs of police services, nor opportunities for increasing efficiency. This is surprising given that the rising cost of policing has been the theme of significant review and consultation over the past few years.

Municipal governments are responsible for emergency services, including police, fire and paramedic services. Across Ontario, emergency service costs have increased about 30 per cent

between 2006 and 2011. Police services represent a significant portion of municipal budgets and property tax is the main revenue source for policing in Ontario. Almost 90 per cent of a police budget is comprised of labour costs. Wage and benefit increases for emergency workers are growing faster than increases for other public sector employees in Ontario and faster than Canada's rate of inflation. The ever-increasing costs of policing adversely impacts the ability of some municipalities to deliver effective and efficient police services as well as other essential municipal services and programs. Ontario communities are concerned about the affordability of emergency services and the proportion of tax levy required to sustain these services in the face of reduced funding support from other levels of government

In order to meet the stated goals of the Safer Ontario Strategy, York Region believes there must be some consideration of measures designed to address the sustainability of effective, affordable municipal police services. Such measures would include a review of the core functions of police services, legislative amendments to permit alternative service delivery, and changes to labour relations framework to allow for greater flexibility and accountability within policing.

The current policing model in Ontario does not follow the principle of "say for pay". Ontario municipalities are responsible for 90% of policing costs and delivery two-thirds of all police services in the province yet they have little say over how police services are delivered. Adequacy Standards enacted under the *Police Services Act* require police services to provide resources necessary to "create a level of consistency across police services" but the Province does not fund the capital expenditures, human resources or training required to meet those standards.

The Regional Municipality of York Police Services Board has provided a submission in response to all seven themes in the consultation. York Region supports the submissions of its police services board. As a municipality, we are most concerned with five key areas of the consultation paper: Community Safety and Well-being; Serving Vulnerable People; Modernizing What Police Do; Use of Technology; and Governance. This submission also addresses key areas not covered in the Ministry's consultation paper.

(a) Community Safety and Well-being

To be successful, the Strategy for a Safer Ontario must include municipal and regional governments, health sectors and members of the community. The new Strategy should also engage people from diverse backgrounds, orientations, languages and cultures.

York Regional Police have made excellent strides in furthering a true community approach to policing. Our communities are changing and we support them in seeking education and training on systemic barriers facing vulnerable people, community engagement, psycho-educational training and youth engagement. We encourage the desire to improve their understanding and empathy towards community members.

We also encourage a collaborative approach to the community safety and well-being plans to meet the needs of our distinct communities. The province should provide guidelines to outline plan conditions and requirements and facilitate the development of these plans.

Our collaboration with our police partners has grown as shown by the Rapid Response Table (RRT). The goal of the RRT is to improve collaborative partnerships between police, community stakeholders, education, health care and social services. It is a focused, pro-active discussion where participants jointly identify situations that place community members in high risk. Once a situation is identified, all necessary partners participate in a coordinated response to ensure residents at risk are connected to timely and effective supports. We believe this approach in addition to being safer for all parties; will also see emergency department visits and 911 calls decrease over time.

In order to make this happen, there needs to be continued cooperation across provincial ministries to ensure funding, policies and programs foster a collaborative approach to community safety and improve interactions between police and vulnerable residents.

(b) Serving Vulnerable People

A Strategy for a Safer Ontario needs to ensure that police officers have the resources and training to identify and intervene appropriately when people experience a mental health crisis. Police officers need to be sensitive to language barriers and cultural differences, work closely with social workers, psychologists and mental health providers and have a presence at community tables to build stronger links within the community. These preventative approaches garner better results when addressing our Youth and reoccurring offenders.

Every effort should be made to provide officers mental health education and training for client focused intervention, de-escalation, decreased use of force, decreased stigma and links to the mental health system. This will lead to positive interactions between police and persons with mental illness.

To reduce crisis in mental health, we urge the province to enhance crisis and other mental health supports in York Region. Protocols for responding to mental health and addiction crisis calls and information sharing could be improved by using a collaborative model, such as Mobile Crisis Intervention Teams and including Police, Paramedic Services and Social Service agencies. For a successful Mobile Crisis Intervention Team York Region will need funding and training for Paramedics.

(c) Use of Technology

York Region has long called for the expanded use of enforcement technology, including red light cameras and photo radar. York Region implemented red light cameras in high collision intersections in 2013 and has seen a decline in collisions in those intersections as a direct result, so we know that the expanded use of such technology may assist in enforcing public safety initiatives. We note however that when enforcement technology is used in areas where police are also expected to conduct enforcement, there is no reduction in policing costs.

Municipalities should be given the power to use enforcement technology such as photo radar and to determine when and where to use it as part of traffic safety and enforcement programs, but the expanded use of enforcement technology alone cannot improve overall efficiency of traffic enforcement. Any consideration of the expanded use of enforcement technology must be accompanied by improvements in the use of technology within the administration of justice, most notably the Provincial Offences courts. POA court processes are mandated by the Ministry of the Attorney General. They have not kept pace with advances in technology and POA court operations are experiencing significant backlog as a result. Any expansion of the use of enforcement technology must be accompanied by advances in the automation of court processes to prevent backlog within the system.

(d) Modernizing What Police Do

Police are increasingly called upon to perform non-core functions such as responding to animal welfare complaints, removal of debris, security for public events, and social services assistance. To address the increased strain on police services as well as the increased costs of policing, the province should review how community safety needs could be delivered by a continuum of personnel such as by-law officers and special constable.

York Region recommends that the Ministry review core and non-core police functions in support of effective, sustainable police services. Alternate service delivery models including the use of private security, special constables and community safety personnel should be supported in legislation. The mandates of other community safety agencies should also be reviewed.

(e) Governance

York Region supports the recommendations of the AMO Policing Modernization Report and the submission of the Big 12 Boards set out in a letter from Board Chair Scarpitti dated May 22, 2105 (Attachment 1) with respect to the need for improvements in the selection, training and support for board members.

The Safer Ontario consultation highlights consistency in the model of police governance as a key issue in this review. While governance is unquestionably a critical consideration, it has not been the subject of in-depth study or consultation with stakeholders. The Ministry's focus on consistency in police governance, including communities policed by the OPP, as well as calls for increased municipal responsibility for community safety seem at odds with the suggestions that municipal officials should have limited or no role in civilian oversight. We are disappointed that the potential elimination of elected municipal officials from police services boards continues to be given serious consideration.

Municipal police services are the responsibility of upper and single-tier municipal councils, whose elected officials are accountable to their community for the delivery of those services, including levels of service and the associated costs. Any model of police governance and oversight must include elected officials to ensure that accountability aligns with responsibility. The governance model should also give the municipality the ability to appoint members to the governing body to ensure that the community is properly represented.

York Region supports AMO's recommendation that a governance model cannot be determined until the policing model has been confirmed. We therefore support AMO's request that the Ministry establish a panel on police governance to study and report on the governance issues raised in the consultation paper. Such a panel must include police employers, including Chiefs, as well as provincial, municipal and civilian governance representatives.

Other Relevant Recommendations Not Addressed in the Consultation Paper

In most police services, 90 per cent of the budget is wages and benefits. Wage and benefit increases for emergency workers including police are growing faster than increases for other public sector employees in Ontario and faster than Canada's rate of inflation. Police employers along with municipalities responsible for police services have long called for legislative reforms to assist in addressing the rising costs of emergency services.

The ever-increasing costs policing adversely impacts the ability of municipalities to deliver effective and efficient police services as well as other essential municipal services and programs. York Region endorses the recommendations submitted by the Emergency Services Steering Committee (ESSC) set out in Attachment 2. The ESSC's recommendations address long-standing labour issues which impede the ability of police employers to modernize their labour structure, improve accountability and contain increases in labour costs.

Conclusion

The Strategy for a Safer Ontario presents a valuable opportunity for comprehensive review and update of the *Police Services Act*. The scope of review must be broad enough to bring about meaningful reform to enable the modernization and increased efficiency of police services. Every community in Ontario must have access to emergency services that are safe, effective, affordable and sustainable. York Region looks forward to the opportunity to work with the Ministry, the Association of Municipalities of Ontario, police services boards and Chiefs of Police to explore opportunities for meaningful reform.

Sincerely,

Wayne Emmerson
Chair

Attachments (2)



Regional Municipality of York Police Services Board

17250 Yonge Street, Newmarket, Ontario, Canada L3Y 4W5
(905) 830-4444 or 1-877-464-9675 ext. 7906
Fax: (905) 895-5249 e-mail: psb@yrp.ca www.yrpsb.ca

To Make a Difference in Our Community

May 22, 2015

Chair
Frank Scarpitti
Mayor
City of Markham

The Honourable Yasir Naqvi
Minister of Community Safety and Correctional Services
25 Grosvenor Street
Toronto, ON
M7A 1Y6

Vice Chair
Barbara Bartlett
Regional Council
Appointee

Dear Minister Naqvi:

Members
Wayne Emmerson
Regional Chairman
And C.E.O

I am writing on behalf of the Chairs of the Big 12 Police Services Board, which represent the governing bodies for the 12 largest municipal police services in Ontario.

Mayor Virginia Hackson
Regional Council
Appointee

The Big 12 Chairs held their most recent meeting on April 14, 2015. As the York Regional Police Services Board was the host agency, I chaired the meeting and have been asked to communicate on the various action items considered by me and my colleagues. A significant part of our discussion was dedicated to the issue of civilian governance of municipal police services.

Sam Herzog
Provincial Appointee

We are aware that your Ministry is undergoing a review of the civilian governance of police services in Ontario. We had before us the report dated November 4, 2014 prepared by Mr. Ken East, President, and Mr. Fred Kaustinen, Executive Director, Ontario Association of Police Services Boards. Many of us also attended a session on April 7, 2015 hosted by the Canadian Association of Police governance at which Deputy Minister Matt Torigian spoke about the Ministry's review stating:

John Holynaux
Provincial Appointee

The Ministry of Community Safety and Correctional Services is leading efforts to examine how to effectively calibrate civilian police governance to provide a foundation for service delivery that reflects and serves the needs of communities in Ontario.

Bang-Gu Jiang
Provincial Appointee

Executive Director
Mafalda Avallino

As the Big 12 Chairs, we believe that we have significant insight into the civilian governance of police services as well as having a unique perspective on the issues being examined. For this reason we have opted to provide our input at this early stage so our collective view can inform and contribute to the Ministry's work as it moves forward.

Administrative Assistant
Jaclyn Kagan

For convenience, we have grouped our comments into the 'five buckets' referenced by Deputy Minister Torigian as well as Ministry staff in various forums. We have identified actions that can be taken now as well as the potential for legislative reform.

Board Governance Environment

As the Big 12 Chairs, we assumed that this speaks to the potential changes to the mandate of police boards, a recommendation from the recent 'Goudge' report (*Policing*

Canada in the 21st Century: New Policing for New Challenges), among others. This would be a major shift in responsibilities for municipal police services boards (PSBs) as currently set out in the *Police Services Act*. If the Ministry does intend to move in that direction, we believe it will require significant dialogue with all stakeholders and we would certainly welcome the opportunity to participate.

Board Member Roles & Responsibilities

We believe considerable improvement can be made in clarifying Board member roles and responsibilities. We recommend the following:

Recommendation One

- The Ministry provide clarification on PSB responsibilities and its relationship with the duties of a Chief of Police;
- That the clarification take into account recent reviews, OCPC decisions and judicial decisions;
- That the Ministry provide a '*standard or consistent*' view on this important relationship to ensure all PSBs and Chiefs of Police have the same approach and understanding.

Recommendation Two

- That should the Ministry open the *Act* the clarification sought above be enshrined in the new *Act* to provide as much guidance as possible.

Board Members – Skills & Competencies

We are aware of the different perspectives on which bodies should have the authority to appoint to PSBs. The Big 12 Chairs' view on this is clear and emphatic. At our meeting, the following motion was adopted:

'That the Big 12 Chairs advise the OAPSB that we support the current representation from Municipal Councils on Boards.'

We are also cognizant of positions taken on the skills and competencies for Board members. In the Association of Municipalities of Ontario '*Police Modernization Report*' dated April 27, 2015, it states under the title of 'Partnership':

"The quality of the governance and civilian oversight system need to be improved. This includes ensuring governance board members are qualified against a set of competencies and mandatory training is provided"

The previously mentioned Goudge report states: '*Appropriate governance is central to generating policing according to societal values.*'

Other reports have made similar comments. We agree. However, rather than focus on '*which agency*' appoints, our position focuses more on '*who gets appointed*'. Similar to the experience in the private sector, we believe skills, competencies and experience, unique to each jurisdiction, should be considered.

On a related point, we are aware that provincial appointees are required to undergo a background check. This is understandable given the fact we are appointed to govern police organizations. Municipal appointees do not have such a requirement. We are aware that this anomaly was recently addressed by the Alberta government and that each prospective police board member must complete the same background check. We believe the same requirement should be instituted and exist in Ontario.

The question of exclusions should also be considered. As an example, while serving police officers are prohibited from being appointed to a PSB, we are advised no such prohibition exists for other current police service members including Special Constables, civilian members, auxiliary members and volunteers. An update on excluded individuals should form part of any review of the *Act*. We also suggest that consideration be given to excluding former or retired police officers, particularly those who served on the same police service within the last 10 years.

Recommendation Three

- Prior to making an appointment to the PSB, every appointing body should consult with the Board as to its requirement for the required competencies and experience, so as to round out the '*composite skills*' of the entire Board.

Recommendation Four

- That should the *Act* be opened it should:
 - a) be amended to provide for background checks for all prospective PSB members;
 - b) review the existing list of exclusions to ensure this list is current and complete.

Board Members: Professional Development & Learning

The *Act*, Section 31(5) states:

'The board shall ensure that its members undergo any training that the Solicitor General may provide or require.'

This section is reiterated in Section 3 of the Code of Conduct for members of PSBs.

Despite this wording, as a group we are unaware of any current and sustained training that has been developed, delivered or mandated uniformly across the province. As a consequence, there is an inconsistency in how some Board members discharge their responsibilities.

We fully endorse local orientation when a new Board member is appointed. An informal questioning among ourselves indicated each of the Big 12 Boards provide this to some degree.

What is lacking is standardized, mandated '*Professional Development and Learning*' created and/or mandated by the Ministry despite the language in the *Act*.

The OAPSB in its report concluded:
'Board member training should be relevant, robust, empowering, and mandated province-wide. This will help ensure consistency in independent citizen governance among communities across the province.'

We agree with OAPSB's comment.

Recommendation Five

- That the Ministry provide standardized, mandated professional development and learning for all new Board members; and further that this should occur within a specified time period after appointment.

A list of possible topics for new Board members is attached as Appendix A.

At the April 7, 2015 session attended by Deputy Minister Torigian a suggestion came forward that just as new Board members would benefit from this type of professional development and learning, so too would newly promoted Chiefs and Deputy Chiefs of Police. Deputy Minister Torigian indicated he thought it was an idea worth considering. We concur.

Recommendation Six

- That the Ministry explore the concept of having Chiefs and Deputy Chiefs of Police attend elements of the professional development and learning provided new Board members in areas of common interest.

Finally, those of us that have served on PSBs for a number of years realize that the learning and education never ceases, hence our next recommendation.

Recommendation Seven

- That the Ministry provide opportunities for ongoing learning, preferably through the development and deployment of e-learning tools.

Board Resources

In his comments made on April 7, 2015, Deputy Minister Torigian stated:

'Police Services Boards (should) have access to appropriate and effective resources to fulfill their obligations and make the right decisions to ensure accountability.'

The Big 12 is fortunate in governing sufficiently large police services that we can avail ourselves of necessary resources, either through the retention of qualified Board staff, access to municipal officials, the contracting of professional services or a combination of all three.

The concern is with smaller police services where the dedication of such resources would be difficult to articulate or defend when contrasted to direct police needs. This is a quandary which we believe is being addressed by the OAPSB and also invite insight from the Ministry on this important issue.

Evaluation and Measurement of Police Service Performance

This is the '*fifth bucket*' spoken to by Deputy Minister Torigian.

As a group, we fully appreciate and respect the importance of this topic. However, as Big 12 Chairs we also understand that this is a subject that has been considered and debated in numerous forums for many, many years. It is also the focus of ongoing reviews at the national and provincial level. Given its complexity, we do not have a specific recommendation to make at this time. Rather, we look forward to the Ministry's direction and again would welcome the opportunity to participate in further dialogue with the Ministry.

On behalf of the Big 12 Chairs, we appreciate your consideration of our input on this extremely important subject. As the '*front line*' in civilian police governance, we are committed to continual improvement in our own activities on behalf of the communities we serve.

Sincerely,



Frank Scarpitti, Chair
York Regional Police Services Board
Mayor, City of Markham

Copy to: Chair Roger Anderson, Chair, Durham Regional Police Services Board
Mayor Rob Burton, Chair, Halton Regional Police Services Board
Dr. Alok Mukherjee, Chair, Toronto Police Services Board
Gerry Loughheed, Chair, Sudbury Police Board
Eli El-Chantiry, Chair, Ottawa Police Services Board
Laurie Williamson, Chair, Peel Regional Police Services Board
Lloyd Ferguson, Chair, Hamilton Police Services Board
Bob Gale, Chair, Niagara Regional Police Services Board
Jeannette Eberhard, Chair, London Police Services Board
Mayor Drew Dilkens, Chair, Windsor Police Services Board
Tom Galloway, Chair, Waterloo Regional Police Services Board
Ken East, President, OAPSB

Possible Topics for PSB Development and Learning

- Board and Chief Relationship -- performance review
- Labour Relations/collective bargaining
- Mandatory occupational health and safety
- AODA
- Business planning process
- Budgets
- Complaints procedures
- Discipline processes
- Code of Conduct
- Confidentiality -- Conflicts of interest
- Procedural policy
- Stakeholders and their role in the delivery of Service
- Board member role vs. role of the Board
- Media Relations
- Delegation of authority
- Use of Force (nature of the business)
- Policy (Governance vs. Management)
- Police Service Performance review



LUMCO

Ontario's Big City Mayors

April 4, 2016

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

Dear Minister Naqvi,

We are writing to you on behalf of the Mayors and Regional Chairs of Ontario of Single-Tier Cities and Regions (MARCO) and the Large Urban Mayor's Caucus of Ontario (LUMCO) to provide input to the "Strategy for a Safer Ontario – Consultation on the Police Services Act.

The attached submission from the Emergency Services Steering Committee (ESSC) is consistent with resolutions approved by both LUMCO and MARCO in the past and, it has been endorsed by our members as our joint submission to the Police Services Act Consultation. The legislative changes we propose would resolve many long-standing issues which have been hampering Ontario police service employers in their efforts to update their labour structure, contain costs and provide for better accountability.

In particular we would like to direct your attention to recommendation 3 which would improve accountability of policing and help contain escalating labour costs by introducing some long overdue reforms to Ontario's interest arbitration system including:

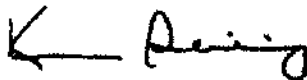
- The introduction of a requirement that arbitrators consider a municipality's capacity to pay which would include consideration of freely negotiated bargaining settlements in the same municipality
- The introduction of clear, measurable criteria that include the evaluation of the economic health of the municipality, to be considered on the basis of the labour market characteristics, property tax and socio-economic factors, and
- Enabling either party to request written reasons for an arbitrator's award, such reasons to demonstrate that the arbitrator gave due and proper consideration to the criteria.

For many years, the disproportionate increases in policing labour costs have added to the eroding ability of municipalities to fund key projects and essential programs. Interest arbitration is the only legal way to settle contract negotiation disputes with

police who are not allowed to strike. Unfortunately, this has led to replication of agreements from one community to another being given priority over consideration of local fiscal conditions and agreements negotiated with other employees. In addition, the process can be lengthy, sometimes taking years before a decision is made.

The work done by police is highly valued and respected by municipalities. They often must work in dangerous conditions and police service employers recognize that their remuneration should reflect the complexity and risk inherent in this challenging work. What MARCO and LUMCO are proposing is a better balance between fair remuneration for police officers, local economic conditions and the ability of municipalities to pay, as well as improving the accountability and transparency of arbitration awards.

Best regards,



Ken Seiling
Chair, MARCO
Regional Chair
Region of Waterloo



Jeff Lehman
Chair, LUMCO
Mayor
City of Barrie

cc: The Honourable Kathleen Wynne, Premier of Ontario
The Big 12 Police Services Boards c/o Joy Hulton, Regional Solicitor, York Region
Pat Vanini, Executive Director, AMO
Matthew Wilson, Senior Advisor, AMO
Art Zuidema, Chair ESSC, City Manager, London



Emergency Services
Steering Committee

*Emergency Services Steering Committee
LUMCO/MARCO/OAPSB
Port Severn, ON L0K 1S0
info@es-sc.ca*

STRATEGY FOR A SAFER ONTARIO – CONSULTATION ON THE *POLICE SERVICES ACT*

Submissions of the Emergency Services Steering Committee

Background

The Emergency Services Steering Committee

The **Emergency Services Steering Committee (ESSC)** is a joint steering committee established by the municipalities represented by MARCO (Mayors and Regional Chairs of Ontario), and LUMCO (Large Urban Mayors Caucus of Ontario), and a number of other Ontario municipalities responsible for the delivery of emergency services. The ESSC currently represents 47 Ontario municipalities as well as other municipal and emergency services agencies.

The ESSC was established to coordinate activities related to cost containment in the emergency services (police, fire and EMS). The ESSC provides a forum and resource for collaboration and strategic discussion and research on all issues relating to emergency services labour costs. Through research and data collection the ESSC provides municipal decision-makers and other stakeholders with accurate information on emergency service costs in an effort to form a coordinated, strategic approach to collective bargaining. In collaboration with the Association of Municipalities of Ontario and the Ontario Association of Police Services Boards, the ESSC has been actively engaged in advocacy for reform of legislation in the emergency services sectors since 2008, and actively leads initiatives to reduce or contain emergency services costs through more effective collective bargaining and labour relations.

The Rising Costs of Policing

Across Ontario, emergency service costs have increased about 30 per cent between 2006 and 2011. Three quarters of these costs are for wages and benefits. In fact, wage and benefit increases for emergency workers are growing faster than increases for other public sector employees in Ontario and faster than Canada's rate of inflation. Police services represent a significant portion of municipal budgets, and almost 90 per cent of a police budget is comprised of labour costs. Police employers along with municipalities responsible for fire services have long called for reforms to address the rising costs of emergency services.

The ever-increasing costs policing adversely impacts the ability of municipalities to deliver effective and efficient police services as well as other essential municipal services and programs. The recommendations contained in this submission address long-standing labour issues which impede the ability of police employers to modernize their labour structure, improve accountability and contain increases in labour costs. Communities large and small are concerned about the affordability of emergency services and the proportion of municipal spending that they are capturing. All communities in Ontario need to have access to emergency services that are safe, effective and affordable.

Board Effectiveness – Modernizing Police Labour Relations

1. Exclusions from the Bargaining Unit

Amend Part VII – section 118 to create additional exclusions from the bargaining unit for those personnel who are engaged in labour relations or whose jobs require them to provide labour relations advice to the Chief and/or Board in support of collective bargaining, grievance and arbitration and disciplinary matters. Currently all personnel with the exception of the Chief and Deputy are included in the bargaining unit(s).

Management staff, including those responsible for human resources, labour relations, senior finance personnel, and legal advisors should be excluded from the bargaining unit in a manner similar to that provided for in the *Ontario Labour Relations Act*.

2. Bargaining Committee

Amend Part VII – delete sections 120(1) and (2) to enable police services boards and/or the municipality responsible for police services to determine how it will conduct its collective bargaining.

The Ontario *Police Services Act* is the only statute in Canada to dictate the composition of the bargaining committee. This provision restricts the ability of the employer to determine how to resource its bargaining committee. There is no rationale for this provision and it should be deleted to give both parties the right to determine the composition of their own bargaining committees. Police services boards should have the same right as the associations and employers in other sectors to draw up expertise and resources they deem appropriate.

Increase Accountability of Policing

3. Interest Arbitration

Amend section 122(1)- (6) to reform the interest arbitration provisions to restore balance in the arbitration system, and increase accountability and transparency of awards.

The interest arbitration system in Ontario's emergency services, including police, needs to be reformed to ensure that it is balanced, transparent and accountable, expeditious

and accurately reflects what the parties would have negotiated had they been able to freely negotiate an agreement. Employers have long called for reform of the interest arbitration system because it no longer meets any of these criteria. Arbitrated salary awards in the emergency services have consistently exceeded the rate of inflation, cost of living and wage increases negotiated with other unionized staff in the same municipality. Ontario's interest arbitration system no longer reflects what free collective bargaining would otherwise have produced as an outcome; even when employers in the emergency services "freely" negotiate settlements they are constrained by the outcomes that would be awarded if they referred the agreement to arbitration. Labour cost increases in policing cannot continue without jeopardizing other components of the police service as well as other essential services and infrastructure needs of the municipality.

The interest arbitration provisions of the Act must be amended to:

- Improve accountability and transparency of arbitration awards by requiring arbitrators to consider a municipality's capacity to pay based on a comparison of the freely negotiated bargaining settlements in the same municipality, including those of bargaining units with the right to strike. The criteria for comparison of wage settlements should not be limited to only police in other municipalities.
- Establish clear, measurable criteria that include the evaluation of the economic health of the municipality, to be considered on the basis of the labour market characteristics, property tax and socio-economic factors.
- Enable either party to request written reasons for an arbitrator's award, and ensure such reasons demonstrate that the arbitrator gave due and proper consideration to the criteria.

In addition, procedural changes are required to ensure that the arbitration system is timely and fair to both parties.

4. Disciplinary Proceedings

Amend Part V – review and amend provisions relating to disciplinary proceedings. Sworn policers are not currently subject to discipline in a manner similar to civilian employees. The statutory regime for discipline of sworn officers significant restricts the employer's ability to impose appropriate discipline in response to misconduct. This creates inequity within the police service as between sworn and civilian employees, and affords sworn officers with essentially "jobs for life," a privilege not afforded to any other employees in Ontario. The rights of sworn officers to due

process can be sufficiently protected without a disciplinary regime that fails to hold them to an equitable level of accountability for their conduct.

5. Suspensions with Pay

Amend Part V – section 89 to allow Chiefs of Police the discretion to suspend a police officer without pay when charged with serious *Police Services Act* violations.

Ontario is the only jurisdiction in Canada in which Chiefs of Police do not have the discretion to suspend police officers without pay when the officer is charged with an offence, or even convicted of an offence if the conviction is under appeal. There have been several examples of officers charged with serious offences who continue to receive full compensation while the charges proceed through the courts or disciplinary hearings, including appeals. These proceedings often continue for years; the police service has little control over the pace at which the court proceedings occur and officers have no incentive to move proceedings forward. Approximately 50 officers are suspended with pay in Ontario each year. The cumulative financial impact can be significant – as much as \$5 million/year in compensation.

The prohibition on suspension without pay applies regardless of whether charges arise from on duty or off duty conduct. Increased public awareness of cases involving serious charges has eroded public trust and confidence in the police, and the financial impact can create significant pressure on constrained police budgets. The Association of Municipalities of Ontario has reported that between 2005-2009, Ontario's "Big 12" police services boards paid \$16.9 million in salary to suspended officers. The Act should be amended to give Chiefs discretion to suspend officers without pay.

Education and Training Requirements of Police Officers

6. Probation

Amend section 44(1) to extend the length of the probationary period of constables and require that an officer serve the full probationary period while on active duty.

The Act currently provides for a 12 month period of probation with no provision to extend the probation in the event of interruptions in training, such as a leave of

absence. Officers should be required to serve the full probationary period on active duty to enable the employer to fully assess the officer's skill and competence.

Consideration should also be given to extending the probationary period until an officer has reached First-Class.

The Ministry's consultation guide suggests that the Ontario Basic Constable Training program should be enhanced. If this results in a longer period of training, the probation period should be extended accordingly.

7. Advancement Through the Ranks

Amend O.Reg 268/10 8(3) to extend the period of time for progression from fourth to first class constable. Currently a sworn officer progresses through the ranks from Fourth-Class to First-Class in 5 years with no requirement for additional training, skills or education as an officer progresses through the ranks. This is not consistent with career progress in other professions which require additional training and education to advance. The overall period of advancement should be increased from 5 to 8 years, and additional education and skill requirements should be imposed in order to reach the rank of First-Class.

THE REGIONAL MUNICIPALITY OF YORK POLICE SERVICES BOARD

Report of the Executive Director – April 27, 2016

Freedom of Information Access Requests for 2015

RECOMMENDATION

1. That the Board receive this report in accordance with its Bylaw No. 09-15 a bylaw to establish administration policies for *Municipal Freedom of information and Protection of Privacy Act* Access Requests.

PURPOSE

The Board recognizes the purpose of the *Municipal Freedom of Information and Protection of Privacy Act* (the "Act") to be the right of access to information under the control of the institutions in accordance with certain principles and the protection of privacy of individuals with respect to personal information held by institutions. The Board is committed to compliance with the Act and access to information and personal privacy issues be dealt with in accordance with the provisions in the Act and as set out in the Board's By-Law No. 09-15 which was adopted on October 21, 2015.

Section 5.2 of the Board's Bylaw states that the Executive Director shall report to the Board annually on access requests for Board information, and it shall include the following information as it compares with previous years.

1. Total number of access requests
2. Total number of appeals
3. Outcome of the appeals.

There were no access requests to the Board in 2014.

2015 ACCESS REQUESTS AND OUTCOMES

Access Request

The Board received a request for information related to a Board member's expenses. The information was provided to the requester, with personal information redacted in accordance with Section 14 of the Act.

Access Request

The Board received a request for information under the Act for the employment agreements of the Chief and Deputy Chiefs. The decision of the Board was to fully disclose the information. There was no appeal of the Board's decision from the third parties. The information was fully disclosed to the requester.

An additional request under this item number relates to salary invoices of the York Regional Police Association President. The decision of the Board was to fully disclose the information with partial redaction in accordance with Section 14 of the Act. The Board's decision was appealed and is currently before the Information and Privacy Commissioner (IPC).

Access Request

The Board received a request for the Pan Am Games Cost-Sharing Agreement. The information was provided to the requester.

CONCLUSION

In 2015, the Board received multiple requests under the *Municipal Freedom of information and Protection of Privacy Act*. There is currently one third-party appeal before the IPC.

This report is submitted in compliance with Section 5 of the Board's Bylaw No. 09-15.



Mafalda Avellino
Executive Director

/jk

**THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD**

BY LAW NO. 04-16

**A By Law to Confirm
the Proceedings of the Board at its Meeting
held on April 27, 2016**

The Regional Municipality of York Police Services Board HEREBY ENACTS as follows:

1. The action of the Board in respect of each motion, resolution and other action passed and taken by the Board at its meeting is hereby adopted, ratified and confirmed.
2. The Chairman of the Board, the Chief of Police and Deputy Chiefs of Police are hereby authorized and directed to do all things necessary to give effect to the said action or to obtain approvals where required, and, except where otherwise provided, the Chairman and Executive Director are hereby directed to execute all documents necessary in that behalf.

ENACTED AND PASSED this 27th day of April, 2016

Mafalda Avellino, Executive Director

Mayor Frank Scarpitti, Chair