



The Regional Municipality of York Police Services Board

To Make a Difference in Our Community

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REVISED AGENDA PUBLIC SESSION

Wednesday, February 15, 2017, 9:00 a.m.

COMMITTEE ROOM "A"

YORK REGION ADMINISTRATIVE CENTRE

17250 YONGE STREET

NEWMARKET, ONTARIO

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| 6.1 | Execution of Documents By-Law and Purchasing By-Law | 96 |
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RECOMMENDATION

1. That the Board receive this report pursuant to the Execution of Documents By-Law No. 08-15 and Purchasing By-Law 06-14 quarterly reporting requirements.

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| 6.2 | Annual Solicitations and Donations | 104 |
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RECOMMENDATION

1. That the Board receive this report pursuant to Public Donations Board Policy No. 01/15; and
2. That the Board approve 2016 donations greater than \$10,000 from the attached Appendix A totalling \$65,556.

- | | | |
|-----|---|-----|
| 6.3 | Annual Report on the Disposal of Assets | 108 |
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RECOMMENDATION

1. That the Board receive this report pursuant to the Board's Purchasing By-law No. 06-14.

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| 6.4 | Annual Report on Public Complaints | 114 |
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RECOMMENDATION

1. That the Board receive this report pursuant to Section 31(1)(j) of the *Police Services Act*, Board By-Law No. 01-11 respecting the Administration of the Complaints Systems under Part V of the *Police Services Act*.

7. REPORT OF THE EXECUTIVE DIRECTOR

7.1 Public Relations Reserve Fund

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RECOMMENDATION

1. That the Board receive this report in accordance with its Public Relations Reserve Fund Policy No. 08/08.

8. ADDENDUM ITEMS

- 8.1 *Memorandum from Mr. Stephen Beckett, Ministry of Community Safety and Correctional Services, February 15, 2017, regarding the Ministry Response to the Ombudsman's Report on De-Escalating conflict situations.***

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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

- a) Human Resources (Recommendation 1)
- b) Sergeant or Detective Promotions (Recommendation 1)

13. CONFIRMATORY BYLAW

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14. ADJOURNMENT

MINUTES OF THE PUBLIC MEETING

of

THE REGIONAL MUNICIPALITY OF YORK POLICE SERVICES BOARD

January 25, 2017

The Board commenced its meeting of January 25, 2017 in Committee Room A, York Region Administrative Centre, 17250 Yonge Street, Newmarket, Ontario on the above-noted date at 9:05 a.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

Board Staff: 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
D. Conley, Executive Officer to the Chief of Police
J. Channell, Manager, Financial Services
J. Fraser, Manager, Legal Services

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

1 **ELECTION OF BOARD CHAIR FOR 2017**

In accordance with Section 28(1) of the *Police Services Act* and Section 3.1 of the Board's Procedure By law, the Executive Director called for nominations for the position of Chair of the Board for 2017.

It was moved by Chairman Emmerson, seconded by Mr. Usman that Mayor Frank Scarpitti be nominated as Chair of the Board for the period of January 25, 2017 until the commencement of the first regular meeting of the Board in 2018.

The Executive Director called for further nominations.

It was moved by Chairman Emmerson, seconded by Mr. Molyneaux that nominations be closed.

CARRIED

It was moved by Mr. Rogers, seconded by Mr. Usman that Mayor Frank Scarpitti be appointed Chair.

CARRIED

As no further nominations were received, the Executive Director declared Mayor Frank Scarpitti as Chair of The Regional Municipality of York Police Services Board for the period of January 25, 2017 until the commencement of the first regular meeting of the Board in 2018.

2 ELECTION OF VICE CHAIR FOR 2017

In accordance with Section 28(2) of the *Police Services Act* and Section 3.2 of the Board's Procedure By Law, the Board proceeded with the election of Vice Chair for the period of January 25, 2017 until the commencement of the first regular meeting of the Board in 2018.

The Chair called for nominations for the position of Vice Chair of the Board for 2017.

It was moved by Mr. Molyneaux, seconded by Mr. Usman that Mayor Virginia Hackson be nominated as Vice Chair of the Board for the period of January 25, 2017 until the commencement of the first regular meeting of the Board in 2018.

The Chair called for further nominations.

It was moved by Chairman Emmerson, seconded by Ms Jiang that nominations be closed.

CARRIED

It was moved by Mr. Molyneaux, seconded by Mr. Rogers that Mayor Virginia Hackson be appointed Vice Chair.

CARRIED

As no further nominations were received, Chair Frank Scarpitti declared Mayor Virginia Hackson as Vice Chair of The Regional Municipality of York Police Services Board for the period of January 25, 2017 until the commencement of the first regular meeting of the Board in 2018.

3 INTRODUCTION OF ADDENDUM ITEMS AND OTHER BUSINESS

Nil.

4 DISCLOSURE OF INTEREST

Nil.

5 CONFIRMATION OF PUBLIC MINUTES OF NOVEMBER 23, 2016 BOARD MEETING

It was moved by Ms Jiang, seconded by Mr. Rogers that the Board confirm the minutes for the public session of the meeting held on November 23, 2016 in the form supplied to the members.

CARRIED

PRESENTATIONS

6 Presentation on Our People – Sharing is Caring

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

CARRIED

7 Presentation on 20-Year Facilities Plan

It was moved by Vice Chair Hackson, seconded by Mr. Molyneaux that the presentation be received and that the Chief provide the Board with a follow-up report.

CARRIED

Action: Chief of Police

COMMUNICATIONS

8 Mr. Kevin Flynn, Minister of Community Safety and Correctional Services, January 11, 2017, regarding the reappointment of John Molyneaux.

It was moved by Vice Chair Hackson, seconded by Mr. Rogers that the letter from Mr. Kevin Flynn, Minister of Community Safety and Correctional Services, January 11, 2017 be received.

CARRIED

9 Mr. Denis Kelly, Regional Clerk, York Region, December 20, 2016, regarding the 2017-2018 Regional Budget of the York Regional Police.

It was moved by Mr. Rogers, seconded by Mr. Usman that the letter from Mr. Denis Kelly, Regional Clerk, York Region, December 20, 2016, be received.

CARRIED

10 Mr. Stephen Beckett, Assistant Deputy Minister, Public Safety Division, January 5, 2017, regarding Policing Effectiveness and Modernization Grant.

Chair Linda Jeffrey, MARCO, Chair Ken Seiling, LUMCO, January 6, 2017, regarding provincial changes to police grants.

Mr. Roger Anderson, Chair, Durham Regional Police Services Board, January 19, 2017, regarding policing grant funding.

It was moved by Chairman Emmerson, seconded by Mr. Molyneaux that the above letters regarding grants be received and that the Board provide a follow-up letter to the Premier of Ontario with respect to concerns about the Policing Effectiveness and Modernization Grant.

CARRIED

Action: Executive Director

- 11 Mr. Stephen Beckett, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, December 15, 2016, regarding supporting Ontario's First Responders Act, 2016.

It was moved by Chairman Emmerson, seconded by Mr. Molyneaux that the letter from Mr. Stephen Beckett, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, December 15, 2016, be received and referred to the Chief for follow-up.

CARRIED

Action: Chief of Police

- 12 Ms Lisa Lyons, Town Clerk, Town of Aurora, December 19, 2016, regarding the Town of Aurora Council Resolution on Buy and Sell in Designated Areas.

It was moved by Chairman Emmerson, seconded by Mr. Molyneaux that the communication from Ms Lisa Lyons, Town Clerk, Town of Aurora, December 19, 2016, be received and that the Executive Director provide a response to the Town of Aurora and further that the Chief of Police provide a follow-up report to the Board on this matter.

CARRIED

Action: Executive Director, Chief of Police

- 13 Mr. Derek Sifton, Co-Chair and Mr. Eric Tappenden, Co-Chair, Police Appreciation Night Committee, January 14, 2017, requesting sponsorship for the 25th Anniversary of the Annual Police Appreciation Night taking place May 17, 2017 in Woodbridge, ON.

It was moved by Mr. Usman, seconded by Mr. Molyneaux that the communication from Mr. Derek Sifton, Co-Chair and Mr. Eric Tappenden, Co-Chair, Police Appreciation Night Committee, January 14, 2017, be received and that the Board provide sponsorship in the amount of \$10,000 for the purchase of one gold sponsor and one corporate table.

CARRIED

Action: Executive Director

- 14 Ms Karen Addison, Executive Director, Character Community, January 11, 2017, requesting sponsorship for the 11th Annual Character Community Awards Celebration taking place April 26, 2017 in Richmond Hill, ON.

It was moved by Vice Chair Hackson, seconded by Ms Jiang that the communication from Ms Karen Addison, Executive Director, Character Community, January 11, 2017, be received and that the Board provide sponsorship in the amount of \$5,000.

CARRIED

Action: Executive Director

- 15 Ms Rachel Sedman, Senior Development Officer, Yellow Brick House, November 24, 2016, requesting sponsorship for the 2017 Yellow Brick House Gala taking place March 3, 2017 in Thornhill, ON.

It was moved by Mr. Usman, seconded by Mr. Rogers that the communication from Ms Rachel Sedman, Senior Development Officer, Yellow Brick House, November 24, 2016, be received and that the Board provide sponsorship in the amount of \$5,000.

CARRIED

Action: Executive Director

- 16 Mr. Stephen Beckett, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, January 23, 2017, regarding O. Reg. 58/16 Collection of Identifying Information in Certain Circumstances - Public Education Campaign.

It was moved by Mr. Molyneaux, seconded by Ms Jiang that the communication from Mr. Stephen Beckett, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, January 23, 2017 be received and that a follow-up letter be sent to the Ministry with the Board's concern regarding content in the Public Education Campaign.

CARRIED

Action: Chief of Police, Executive Director

- 17 Mr. Stephen Beckett, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, January 23, 2017, regarding Inspection on the Investigation and Reporting of Firearms Discharges causing Death or Injury.

It was moved by Ms Jiang, seconded by Mr. Usman that the communication from Mr. Stephen Beckett, Assistant Deputy Minister, Public Safety Division and Public Safety Training Division, January 23, 2017, be received and that the Board comply with the Ministry's Inspection on the Investigation and Reporting of Firearms Discharges causing Death or Injury.

CARRIED

Action: Executive Director

REPORTS OF THE CHIEF OF POLICE

- 18 **2014-2016 Business Plan: Three Year Overview**

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

1. That the Board receive this report.

CARRIED

- 19 **Quality Service Standards - 2016**

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

1. That the Board receive this report pursuant to the Police Services Board Accessible Customer Service Policy No. 04/09.

CARRIED

20 **Quality Assurance Process**

1. That the Board receive this report pursuant to the Quality Assurance Process, Board Policy No. 01/08.

CARRIED

21 **Accessibility for Ontarians with Disabilities Act, 2005 Public Feedback on Accessible Customer Service**

1. That the Board receive this report pursuant to Police Services Board Accessible Customer Service Policy No. 04/09.

CARRIED

22 **Annual Report on Diversity Policy**

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 receive this report pursuant to Board's Diversity Policy No. 04/11.

CARRIED

23 **Annual Report on Auxiliaries and Volunteers**

It was moved by Mr. Rogers, seconded by Mr. Usman 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 the Police Services Board Auxiliary and Volunteer Program Board Policy No. 03/02.

CARRIED

24 **Annual Report on Hate Crime Policy**

It was moved by Ms Jiang, 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 Policy No. 04/03.

CARRIED

25 **Annual Report on Freedom of Information Access Requests**

It was moved by Chairman Emmerson, 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 its By-law No.09-15, a By-Law to Establish Administration Policies for *Municipal Freedom of Information and Protection of Privacy Act* Access Requests.

CARRIED

26 **Secondary Activities**

It was moved by Ms Jiang seconded by Mr. Usman 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 Section 31(1)(g) of the *Police Services Act*.

CARRIED

REPORTS OF THE EXECUTIVE DIRECTOR

27 **Amended Accessible Customer Service Policy**

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

1. That the Board approve the amended Accessible Customer Service policy as it relates to Ontario Regulation 191/11 Integrated Accessibility Standards under the *Accessibility for Ontarians with Disabilities Act, 2005*.

CARRIED

28 **Reporting and Monitoring Requirements**

It was moved by Vice Chair Hackson, seconded by Mr. Rogers that the Board adopt the following recommendation contained in the Report of the Executive Director:

1. That the Board receive, for its information, the Monitoring Requirements Status Report attached as Appendix A.

CARRIED

29 **Freedom of Information Access Requests - 2016**

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

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.

CARRIED

ADDENDUM ITEM

30 Nil

PRIVATE SESSION

- 31 *It was moved by Mr. Usman, seconded by Ms Jiang 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 12:25 p.m. and reconvened in public at 2:00 p.m.

It was moved by Chairman Emmerson, seconded by Ms Jiang that the Board rise and report from Private Session.

CONSIDERATION OF PRIVATE ITEMS

32 **Human Resources**

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

1. That the Board reclassify 30 officers pursuant to the 2016 – 2019 Uniform Working Agreement; and
2. That the Board appoint two civilians pursuant to Section 31(1)(a) of the *Police Services Act*.

CARRIED

33 **Appointment of Student Cadets**

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 appoint three new individuals as Student Cadets, effective January 10, 2017 pursuant to Section 51(1) of the *Police Services Act*.

CARRIED

34 **Re-Appointment of 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 Constable for a five year period, effective January 25, 2017 pursuant to Section 53(1) of the *Police Services Act*.

CARRIED

35 **CONFIRMATORY BYLAW**

The Board had before it Bylaw No. 01-17. The Bylaw is necessary to confirm the proceedings of the Board at this meeting.

It was moved by Mr. Rogers, seconded by Mr. Usman, that Bylaw No. 01-17, being “a

Bylaw confirming the proceedings of the Board at this meeting," be read and enacted.
Bylaw No. 01-17 was read and enacted as follows:

"To confirm the proceedings of the Board at this meeting".

CARRIED

36 **ADJOURNMENT**

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

CARRIED

The meeting adjourned at 2:02 p.m.

Mafalda Avellino
Executive Director

Mayor Frank Scarpitti
Chair

Minutes to be confirmed and adopted at the meeting of the Board held on February 15, 2017.

Accessible formats or communication supports are available upon request.



Ontario

**Order in Council
Décret**

On the recommendation of the undersigned,
the Lieutenant Governor of Ontario, by and
with the advice and concurrence of the
Executive Council of Ontario, orders that:

Sur la recommandation de la personne
soussignée, la lieutenant-gouverneure de
l'Ontario, sur l'avis et avec le consentement du
Conseil exécutif de l'Ontario, décrète ce qui
suit:

WHEREAS by Order in Council numbered O.C. 1672/2013, dated the 20th day of November 2013,
John Arnold Molyneaux was reappointed as a member of the Regional Municipality of York Police
Services Board for a period of three years, effective November 3, 2013;

AND WHEREAS John Arnold Molyneaux has agreed to be further reappointed as a member of the
Regional Municipality of York Police Services Board;

THEREFORE pursuant to section 27 of the *Police Services Act*, as amended,
John Arnold Molyneaux is hereby reappointed as a member of the Regional Municipality of York
Police Services Board for a further period of one year, effective from the date of this Order in Council.

ATTENDU QUE, par le décret numéro O.C. 1672/2013, daté du 20 novembre 2013,
John Arnold Molyneaux a été nommé de nouveau membre de la Commission de services policiers de
la municipalité régionale de York pour une période de trois ans ayant commencé le 3 novembre
2013;

ATTENDU QUE John Arnold Molyneaux a accepté d'être nommé de nouveau membre de la
Commission de services policiers de la municipalité régionale de York;

PAR CONSÉQUENT, en vertu de l'article 27 de la *Loi sur les services policiers*, dans sa version modifiée, John Arnold Molyneaux est par les présentes de nouveau nommé membre de la Commission de services policiers de la municipalité régionale de York pour une période supplémentaire d'un an commençant à la date du présent décret.



Recommended: Minister of Community Safety and Correctional Services

Recommandé par: Ministre de la Sécurité communautaire et des Services correctionnels

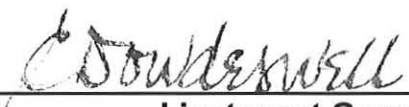


Concurred: Chair of Cabinet

Appuyé par: Le président/la présidente du Conseil des ministres,

Approved and Ordered:
Approuvé et décrété le:

FEB 02 2017



Lieutenant Governor
La lieutenante-gouverneure



The Regional Municipality of York Police Services Board

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November 29, 2016

The Honourable Michael H. Tulloch
Independent Civilian Police Review
MacDonald Block, Box 160
77 Wellesley St. W.
Toronto, Ontario M7A 1N3

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 Molyneux
Provincial Appointee

Bang-Gu Jiang
Provincial Appointee

Brad Rogers
Provincial Appointee

Khalid Usman
Regional Council
Appointee

Executive Director
Mafalda Avellino

Dear Justice Tulloch:

Further to the questions that you posed to Police Service Boards in Ontario on September 29, 2016, I am pleased to provide you with the responses of the Regional Municipality of York Police Services Board in relation to the Independent Civilian Police Oversight review.

Our Board is committed to fulfilling the mandate provided to it pursuant to section 35 of the *Police Services Act* and, in doing so, to preserve and enhance public trust and confidence in policing in York Region.

Of particular interest to us, as your review proceeds, is the potential for strengthening and clarifying the roles and responsibilities of the various police oversight bodies, particularly where those roles and responsibilities may not comfortably intersect. As well, while we enthusiastically support the concept of accountability, including our own—"oversight for the oversight bodies" as we have referred to it in our responses—we are respectfully cautious of how that might ultimately play out. Accordingly, the Board would like to take an opportunity to highlight the Province's decision in 2014 to exclude police services boards from the scope of the Ombudsman's expanded jurisdiction under the passage of Bill 8, the *Public Sector and MPP Accountability and Transparency Act*, which our Board supported. We suggest that police services boards are already scrutinized by a number of provincial bodies, and we respectfully submit that the addition of the Ombudsman's authority to the list would only serve to render the process more confusing and more difficult to navigate. Our Board, and many other stakeholders, also recommended in its submission to the Province on the *Police Services Act* reform greater support for and stronger emphasis on police governance in Ontario which we expect the Province to address in its Strategy for a Safer Ontario.

We thank you for undertaking this important review and for seeking feedback from police service boards. On behalf of the Board, I look forward to our meeting on December 2, 2016 to provide further information or elaboration. We look forward to your insight, guidance and recommendations.

Administrative Assistant
Jaclyn Kogan

Yours sincerely,

Frank Scarpitti, Chair
Mayor of the City of Markham

Attach. (1): Responses to Questions by Justice Tulloch on Police Oversight Review

York Regional Police Services Board
Independent Police Oversight Review – Questions for Police Services Boards

1. What role does your organization play in relation to police oversight?

The Police Services Board (the “Board”) is the civilian body that oversees York Regional Police. The Board ensures the effective management of the police service and establishes objectives and priorities for the police service in consultation with the Chief of Police (the “Chief”). The Board directs the Chief through policy and the Chief implements or operationalizes the Board’s direction. The Board monitors compliance with legislation and with board objectives through reporting requirements for the Chief.

The following are examples of provisions in the *Police Services Act* (the “Act”) that engage Boards directly in civilian oversight:

- The Board is required to establish guidelines for dealing with public complaints under Part V of the *Act* and to monitor the Chief’s administration of the public complaints system.
- The Board is also required under the *Act* to review complaints against the Chief or Deputy Chiefs when such complaints are referred by the OIPRD and to make determinations based on its review. If there is a finding of misconduct and the Board views the complaint as serious, it must hold a hearing into the matter or refer it to the Ontario Civilian Police Commission (“OCPC”) for a hearing.
- The Board is also responsible for review of the Chief’s disposition of a police policy complaint or service complaint if a complainant requests.
- Under Section 83 of the *Act*, disciplinary proceedings must be commenced within six months unless, upon referral by the Chief, the Board is of the opinion that the delay beyond this period was reasonable.
- The Board is required to develop a Business Plan for York Regional Police (“YRP”) every three years.
- The Board is responsible for approving the operating and capital budgets for YRP.

2. Ideally, what role should your organization have in relation to police oversight?

The Board’s role, as the body that exercises civilian governance over the police service that it oversees is, and properly should be, limited to the specific areas mandated for Boards pursuant to section 31 of the *Act*. As noted, those areas include:

- recruiting, appointing, directing and monitoring the Chief and Deputies
- determining the objectives and priorities of the police service
- establishing policies for the effective management of the police service
- dealing with complaints pursuant to Part V of the *Act*.

In its submission to the province on the *Police Services Act* reform our Board made the following recommendation: Given the significant role that police services boards play in ensuring police accountability and public confidence in the police, our Board

recommends that the quality of police governance and oversight in Ontario needs to be strengthened and more vigorously supported by the Province.¹

While the Board submits that the current model of oversight by three separate bodies could be streamlined, the Board believes that the model of third party oversight supports and promotes public confidence in police services.

With respect to the Board's review and oversight role, the Board is of the view that it would be appropriate to remove the Board's role under s. 83(17) of the Act as it relates to public complaints. The role of the Board under s. 83(17) as it relates to Chief's complaints is appropriately within its purview.

3. What interaction does your Board have with the three police oversight bodies: the Special Investigations Unit, the Office of the Independent Police Review Director, and the Office of the Civilian Police Commission?

The Board does not deal with the SIU directly but receives mandated reports from the Chief pursuant to Section 11 of Ontario Regulation 267/10. These Section 11 reports highlight any issues or concerns found in the internal investigation.

The Board's interaction with OIPRD is related to the public complaints process. All public complaints received by the Board must be forwarded to OIPRD for screening. The interaction with OIPRD is limited to public complaints against the Chief or Deputy Chiefs and with respect to the review of service or policy complaints. In 2015, the OIPRD consulted with police services boards in relation to the new OIPRD Rules and Procedures, and our Board made submissions directly to OIPRD. Our Board's recommendations were not included in the final version of the OIPRD Rules as enacted in July 2016.

As noted in the response to Question #1, Section 83 of the *Act* sets out procedures governing disciplinary hearings involving misconduct by police officers. Section 83(17) of the *Act* provides:

If six months have elapsed since [the chief of police or the board received the complaint referred by the OIPRD] no notice of hearing shall be served unless the board, in the case of a municipal officer...is of the opinion that it was reasonable, under the circumstances, to delay serving the notice of hearing.

In accordance with Board procedure, in matters that have been retained and investigated by the OIPRD, the Chief will request submissions from OIPRD explaining the delay and include those submissions as part of the Delay Application. The Board will consider the OIPRD's submission.

The Board has not had any interaction with OCPC in recent years and is accordingly not in a position to comment on this issue.

¹ The Regional Municipality of York Police Services Board's Submission to Minister Yasir Naqvi, April 29, 2016, with respect to Strategy for a Safer Ontario.

4. What is the role of these oversight bodies in relation to the oversight provided by the boards? What should it be?

Our Board believes that the separation between police services boards and other oversight bodies be clearly maintained. The overall oversight role of police boards relates to the performance of the police service, relates to police service delivery to the public and to fulfilling its role under Section 31 of the Police Services Act. Boards are not legislated to oversee or investigate police wrongdoing unless it is referred by OIPRD for a complaint against a Chief or a Deputy Chief or by way of an internal investigation against the Chief or Deputy Chief.

The oversight of public complaints about police misconduct is the responsibility of OIPRD. However, our Board office has received queries and concerns from the public about police misconduct including why an oversight body i.e., the police services board, does not get actively involved in police wrongdoing. Complainants on a few occasions have questioned whether boards care about police misconduct and wrongdoing. To address the public's concerns, the public should be made fully aware of the role of OIPRD and the OCPC in order to promote and enhance public trust and confidence in the transparency and accountability of police services boards. Police oversight bodies need to engage the public further in relation to their respective roles and increase the public's awareness of their mandates through outreach and better communication.

5. Are the police oversight bodies transparent and accountable? Do they preserve fundamental rights?

In its defined oversight role pursuant to the provisions of the *Police Services Act*, the decisions and processes of the Board are public, pursuant to the limited exceptions described in section 35 of the *Act*. Accordingly, transparency and accountability are legislatively mandated.

In generally promoting transparency and accountability, the role of the respective oversight bodies should not infringe or overlap on the authority provided to police services boards, to the extent possible. Rather, the roles should be clearly defined and areas of redundancy and overlap should be avoided and, if they exist, they should be addressed. In particular, with respect to the most recent amendments to the OIPRD *Rules and Procedures*, there are concerns that the Director may be exceeding the jurisdiction conferred upon him by the *Act*, and there is at least the perception that there is little, if any, public accountability with respect to the changes which were unilaterally imposed.

With respect to accountability concerns relating to the OIPRD, as noted above, the Board identified concerns with the new OIPRD *Rules* which came into effect in July, 2016. Again, as noted, the Board was invited to comment on the proposed changes to the *Rules* in 2015 specifically as they relate directly to the functions and roles of Police Services Boards, and had particular concerns with Rules 12, 13 and 15. In each case, the Board was of the opinion that the Director imposed obligations or prohibitions upon Boards which exceeded his legislative mandate or which ran counter to the provisions of the *Act*.

Rule 12, which deals with extensions of time to serve notices of hearing pursuant to section 83(17) of the *Act* where complaints have been made against individual officers, Chiefs or Deputy Chiefs, now requires that the Director, who is not a party, be notified and allowed to make submissions on the issue of whether the delay was reasonable. This determination is, pursuant to the provisions of the *Act*, entirely within the purview of the Board and, as such, the Board should be entitled to determine substantive issues relating to the exercise of its discretion in coming to the requisite opinion, notwithstanding section 56(1)(b) of the *Act* which allows the Director to establish procedural rules for the handling of complaints by chiefs of police and boards.

Rule 13 deals with the Director's review of complaint investigations. In particular, Rule 13.6 directs a Chief not to apply to a Board pursuant to section 83(17) of the *Act*, despite the fact that the language in section 83(17) is mandatory in that no notice of hearing shall be served unless the Board is of the opinion that the delay in serving the notice of hearing was reasonable. By prohibiting the Chief from applying to the Board, the Director has improperly circumscribed a power specifically delegated to Boards pursuant to the *Act*.

Similarly, Rule 15.4 prohibits the Board from inviting or receiving submissions from any party other than the complainant during its review of a complaint about a Chief or Deputy Chief. In doing so, the Director has improperly curtailed the Board's discretion to review and deal with complaints as mandated by the *Act*.

With respect to the SIU, there have been concerns about the length of time for the completion of investigations. In 2015, the Board supported a resolution with respect to the adequate resourcing of the SIU. It is in the interest of all involved parties, including the public, for the SIU to complete its investigations in a thorough and timely fashion. The Chief of Police is unable to commence his/her own investigation, under section 11 of Ontario Regulation 267/10, until the Director reports the findings of the SIU investigations to the Attorney General. This delay compromises the Chief's ability to manage risks and undertake measures with respect to discipline or training, which impacts accountability. The Board supports more expeditious completion of investigations to minimize the impact on all involved parties, including interested members of the public.

6. Following a Section 11 review by a Chief of Police where SIU mandate has been triggered, should the identity of subject officers or any part of the Chief's report be released?

There is significant public interest in matters where the SIU mandate has been invoked therefore transparency and accountability are very important considerations to be weighed against privacy, confidentiality and legal interests that also arise with respect to subject officers and witness officers. This is an area where legislative amendments to, among other statutes, the *Police Services Act*, Ontario Regulation 267/10 (SIU) the *Freedom of Information and Protection of Privacy Act* and the *Municipal Freedom of Information and Protection of Privacy Act* could potentially clarify and balance these competing interests.

While the Board supports and promotes more transparency in policing matters in particular with respect to use of force, it does not support the release of the identity of

subject officers following a section 11 review by the Chief. A section 11 report is triggered where the SIU investigation has concluded that criminal charges will not be laid and the officer has been “cleared” of any wrongdoing; if, on the other hand, criminal charges are laid by the SIU, or a formal internal discipline hearing is engaged, the public interest and confidence in policing will be properly promoted through scrutiny of the subsequent prosecution.

The Board supports the current language in Section 11 which leaves the decision up to police services boards – the civilian governing body that represents the public and the public’s interests; however, if the release of section 11 reports is legislatively mandated, the Board is of the opinion that the public reports should be redacted to remove identifying personal information of subject and witness officers.

7. Are the mandates of the police oversight bodies effective and clear?

The Board has previously supported the proposition that the mandate of the civilian oversight body, i.e. police service boards, could be made clearer. This could also apply to OCPC and OIPRD. The OCPC’s mandate as it is described on its website is very similar to the mandate of police services boards:

The Ontario Civilian Police Commission (OCPC) is an independent oversight agency tasked with ensuring that adequate and effective policing services are provided in a fair and accountable manner under the Ontario Police Services Act.

The role of the OCPC seems more of a catch-all versus a role with a distinct and clear purpose. It also needs to be clearly differentiated from the OIPRD. One example is section 25(1) of the *Police Services Act* which states:

“the Commission, may, on its own motion or at the request of the Solicitor General, the Independent Police Review Director, a municipal council or a board, inquire into and report on (a) the conduct or the performance of duties of a police officer, a municipal chief of police, an auxiliary member....or a member of a board.”

The distinction between the oversight role of OIPRD and the OCPC when it comes to police conduct becomes less clear.

The Board also recommends more clarity and perhaps more outreach with respect to the role of the OIPRD, OCPC and SIU. As indicated, police boards receive numerous calls with respect to police misconduct and complainants are often confused about the process and question the role of the board as the overseer in relation to police wrongdoing. Members of the public should be made more aware of where they can go should they have a concern or complaint.

8. Are there areas of overlap and inefficiency between the police oversight bodies?

As detailed above, there are currently areas where the respective mandates of the oversight agencies, particularly that of Boards and the OIPRD, overlap and may come into conflict. Aside from being inherently inefficient, such overlap does not enhance public trust and confidence in the successful delivery of police oversight. Clarification of roles, responsibilities and authority should be addressed, particularly where overlap leads to uncertainty and inefficiency.

As well, where there are overlaps, this leads to the issue of whose responsibility it is to resolve any differences between the various oversight agencies, and to whom the respective agencies are accountable. For example, while the SIU is subject to Ombudsman review, there does not appear to be any clear accountability process for oversight bodies like OIPRD and OCPC. This begs the question, what recourse does a member of the public have if they are not satisfied with services or the conduct of an oversight body? As noted in the response to Question # 4 of this submission, if the IPRD exceeds his jurisdiction, as expressed, is there any recourse or does the Board have to challenge the application of the *Rules* in court? While the IPRD operates under a Memorandum of Understanding with the Ministry of Attorney General, there is no clear oversight function of the substantive actions of the IPRD.

The Board respectfully submits, for consideration by Justice Tulloch, the concept of potentially amalgamating the SIU, OCPC and OIPRD. The Board suggests that a careful review of the respective responsibilities and functions of each body could strip away areas of overlap, inefficiency or potential conflict and reconstitute what remains into a single civilian agency or tribunal.

The concept of professional policing—i.e. that police be considered to be “professionals”, in much the same way that, for example, physicians, teachers, lawyers, or dentists are—supports the notion of having a single, statutorily mandated and circumscribed regulating body responsible for receiving, investigating, and adjudicating complaints and subsequently disciplining members of the professional body, where warranted. Potentially, in cases that engage criminal investigation, the SIU would still have an important role, either as a separate or appropriately independent body, to insure that police are not investigating police.

There are numerous models in existence throughout the Province already including the Law Society of Upper Canada, the College of Physicians and Surgeons, the Royal College of Dental Surgeons or the Ontario College of Teachers are examples of self-regulated governing bodies whose general complaint handling, investigative, and adjudicative functions could be comfortably grafted onto an appropriately independent amalgamated civilian oversight body dedicated to responding to and dealing with public policing complaints.

Under a merged model, there would be inherent or built-in oversight mechanisms through self-regulatory practices and regulations. To further public accountability, the regulatory body can report to a Board made up of members of the public who are both representative of the communities and who allow the rights of all stakeholders to be considered.



The Regional Municipality of York Police Services Board

To Make a Difference in Our Community

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January 30, 2017

Chair
Frank Scarpitti
Mayor
City of Markham

Vice Chair
Virginia Jackson
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

Hon. Kathleen Wynne, Premier
Legislative Building
Queen's Park
Toronto ON M7A 1A1

Dear Premier Wynne,

I am writing to share my concerns of the December 28, 2016 announcement of the Policing Effectiveness and Modernization (PEM) grant for implementation on April 1, 2017. In our view, several aspects of the PEM grant are problematic including risk to the existing funding included in 2017 budget estimates, the single year term and related uncertainty for outlook year funding.

From the December 28, 2016 letter, the provincial government's existing \$6,249,046 of grant funding will be repurposed for the new PEM grant. The existing grants provided funding for community policing initiatives, youth crime, guns and gangs prevention and enforcement initiatives, organized crime, dangerous offenders, domestic violence, protecting children from internet luring and child pornography and for court efficiencies. The prior funding has been relied upon to sustain modernization initiatives already implemented.

As you are aware, we received a letter from the previous Minister on September 14, 2016 outlining a consultation process on the development of a new funding model. The subsequent correspondence dated December 28, 2016 to introduce the PEM grant contradicts the consultation expected from the prior communication.

An integral component of delivering modern policing services is appropriate timeliness for planning initiatives.

Our concern for future funding is initially the short-term risk from an April 1, 2017 PEM grant implementation and potential impacts to services if funding is reduced from current levels. Ideally, the PEM grant would provide a long-term perspective, to provide multi-year grant commitments with anticipated benefits to: tighten the links between budgeting and modernization/strategic priorities; improve fiscal discipline; set expectations about future tax levies; provide a longer-term outlook for program and service planning purposes; and, match funding with realistic implementation



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Administrative Assistant
Jaclyn Kogan

timelines for modernization/strategic initiatives. As feedback, grant allocation decisions and timelines would inform the annual budget process with deliberations typically in the fall.

The PEM grant funding uncertainty runs parallel with anticipated legislative changes to the *Police Services Act* along with other related Provincial Offences Acts such as the *Mental Health Act* and the *Highway Traffic Act*.

The PEM grant funding is integral to the development of the annual budget process, and we ask that the provincial government commit to a consultation and a focus on long-term sustainable funding for 2018 and beyond.

Sincerely,

Frank Scarpitti, Chair
Mayor, City of Markham

Copy: Minister Marie-France Lalonde, Ministry of Community Safety and
Correctional Services
Chief Eric Jolliffe, York Regional Police
Chair Eli El-Chantiry, President, Ontario Association of Police Services Board
Big 12 Boards

**Ministry of Community Safety
and Correctional Services**

Office of the Minister

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**Ministère de la Sécurité communautaire
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MC-2017-361

February 6, 2017

Mr. Frank Scarpitti
Chair, York Regional Police Services Board
17250 Yonge Street
Newmarket ON L3Y 4W5



Dear Mr. Scarpitti:

As the new Minister of Community Safety and Correctional Services, I am committed to working with you, our valued partners, on the Strategy for a Safer Ontario (the Strategy) and other initiatives that will enhance the safety and well-being of our communities.

As we develop the Strategy, the Ministry has been undertaking a review of its grant programs. Our aim is to ensure that grant funding supports modern, effective and efficient policing and helps communities develop solutions for local safety and well-being priorities.

The Ministry recently notified current recipients under the Toronto Anti-Violence Intervention Strategy, Provincial Anti-Violence Intervention Strategy, Community Policing Partnerships and Safer Communities - 1,000 Officers Partnership programs that their funding will be repurposed to create a new, transitional Policing Effectiveness and Modernization (PEM) Grant.

In response to feedback from our municipal and policing stakeholders, the Ministry is now delaying the full transition to the PEM Grant for one year from 2017/18 to 2018/19. This time will allow the Ministry to consult further with policing stakeholders, the Association of Municipalities of Ontario (AMO) and communities, which will inform changes to the grant program in 2018/19. However, in recognition of those who are interested in the PEM Grant, current recipients will have the option to apply for funding under the PEM Grant in 2017/18. Police services may choose to apply for PEM or decide to continue with the traditional grants, and budgets will not be impacted under either option in 2017/18.

The Ministry will be further extending the deadline for PEM Grant applications from March 1, 2017, to March 31, 2017. For police services/boards that continue under the traditional policing grants in 2017/18, TAVIS/PAVIS proposals will also be due to the Ministry on March 31, 2017.

Additionally, the Ministry will continue its consultations on the Strategy and grants transformation and will consider changes based on the outcome of these consultations.

.../2

Mr. Frank Scarpitti
Page 2

A Memorandum will be sent to All Chiefs of Police and Police Services Boards shortly with more information on the above noted changes.

Sincerely,

A handwritten signature in cursive script, appearing to read "M. Lalonde".

Marie-France Lalonde
Minister

c: Regional Chairman Wayne Emmerson
The Regional Municipality of York

**Ministry of Community Safety
and Correctional Services**

Public Safety Division

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12th Floor
Toronto ON M7A 2H3

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**Ministère de la Sécurité communautaire
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Division de la sécurité publique

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MEMORANDUM TO: All Chiefs of Police and
Commissioner J.V.N. (Vince) Hawkes
Chairs, Police Services Boards

FROM: Stephen Beckett
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **2017/18 Grant Repurposing Update**

DATE OF ISSUE:	February 7, 2017
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	17-0009
PRIORITY:	Normal

On December 28, 2016, the Ministry of Community Safety and Correctional Services (Ministry) began notifying current recipients under the Toronto Anti-Violence Intervention Strategy (TAVIS), Provincial Anti-Violence Intervention Strategy (PAVIS), Community Policing Partnerships (CPP) and Safer Communities -1,000 Officers Partnership (1,000 Officers) programs that their funding will be repurposed effective April 1, 2017, to create a new Policing Effectiveness and Modernization (PEM) Grant. The PEM Grant is a transitional program available to current TAVIS, PAVIS, CPP and 1,000 Officers recipients as the Ministry moves towards a future outcomes-based grant program that aligns with the Strategy for a Safer Ontario.

In response to recent concerns regarding timing, the Ministry is now delaying the full transition to the PEM Grant for one year from 2017/18 to 2018/19. This time will allow the Ministry to consult further with policing stakeholders, AMO and communities, which will inform the structure of the grant program in 2018/19. However, in recognition of police services and boards that are interested in the PEM Grant and/or have already begun working on their applications, current TAVIS, PAVIS, CPP and 1,000 Officers recipients will have the discretion to apply for funding under the PEM Grant, as currently designed, in 2017/18. Specifically, they may choose to apply for funding under the PEM Grant based on local need or receive funding under the previous policing grants with traditional requirements (e.g., eligibility, reporting). Police services and boards that choose to apply under the currently designed PEM Grant would do so for 2017/18 only,

and would be encouraged to engage in the consultation of the PEM Grant, which will inform how the PEM Grant is structured after 2017/18.

All current funding recipients will be eligible to receive up to the full amount of funding they were allocated in 2016/17.

The Ministry will be further extending the deadline for PEM Grant applications from March 1, 2017, to March 31, 2017. For police services/boards that continue under the traditional policing grants in 2017/18, TAVIS/PAVIS proposals will also be due to the Ministry on March 31, 2017.

The Ministry will offer a workshop and webinars to provide information to police services/boards on their options for grant funding. Further information on these sessions will be available at a later date. The Ministry will also continue to provide support on completing PEM Grant applications.

Attached are Q&A's on the PEM Grant and grant repurposing as well as a revised application package.

The Ministry will continue its consultations on grants transformation, including the PEM grant, and will consider changes based on the outcome of these consultations. Further information will be communicated to stakeholders as soon as possible.

If you have any questions, please contact Silvana.Burke@Ontario.ca or James.Y.Lee@Ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Beckett', with a stylized flourish at the end.

Stephen Beckett
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Enclosures

Grant Repurposing – Revised Approach Q&As

In response to municipal and policing stakeholder concerns regarding timing, the Ministry of Community Safety and Correctional Services (Ministry) is delaying the full transition to the Policing Effectiveness and Modernization (PEM) Grant for one year from 2017/18 to 2018/19.

However, in recognition of police services/boards that are interested in the PEM Grant and/or have already begun working on their applications, current Toronto Anti-Violence Intervention Strategy (TAVIS), Provincial Anti-Violence Intervention Strategy (PAVIS), Community Policing Partnerships (CPP) and Safer Communities - 1,000 Officers Partnership (1,000 Officers) funding recipients will have the discretion to apply for funding under the PEM Grant, as currently designed, in 2017/18. Specifically, they may choose to apply for funding under the PEM Grant based on local need or receive funding under the previous policing grants with traditional requirements (e.g., eligibility, reporting).

Below are some questions that will assist police services/boards with their decision.

Q: Why is the Ministry delaying the PEM Grant and providing police services/boards with the option to receive funding under the PEM Grant or through TAVIS, PAVIS, CPP and 1,000 Officers?

A: The Ministry has listened to policing and municipal concerns regarding the timing and roll-out of the new grant. To ease the transition from the traditional policing grants, the Ministry is delaying the full transition to the PEM Grant for one year from 2017/18 to 2018/19. However, in recognition of police services/boards that are interested in the PEM Grant and/or have already begun working on their applications, the Ministry is providing police services/boards the flexibility to choose their funding stream.

Q: Will my police service/board or municipality be consulted on the design of the grants transformation, including the PEM grant?

A: The Ministry will continue its consultations on the grants transformation, including the PEM grant, and will consider changes based on the outcome of those consultations. The ministry will consult policing stakeholders, AMO and communities. Further information will be communicated to stakeholders as soon as possible.

Q: Why is the Ministry offering the PEM Grant in 2017/18 if it will be consulting on the structure of the PEM Grant for 2018/19? What is the benefit of consultation?

A: The Ministry is offering the PEM Grant to police services/boards in 2017/18 in recognition of those who are interested in the PEM Grant and/or have already begun working on their applications. In addition, offering the PEM Grant for one year will allow the Ministry to assess the program and determine any improvements that can be made in future years.

Consultation will ensure that police services/boards input is considered in any changes to the PEM Grant in 2018/19.

Q: What are the benefits of applying for the PEM Grant versus continuing to receive funds under TAVIS, PAVIS, CPP and 1,000 Officers?

A: The following are some benefits of applying for the PEM Grant to police services/boards:

- Greater flexibility on how funds may be used and an opportunity to receive funding for a wide variety of initiatives that meet the current needs of your community.
- Opportunity to receive the full amount of funding your police services board was *allocated* under TAVIS, PAVIS, CPP and 1,000 Officers in 2016/17, rather than the amount *received* under these programs in 2016/17.
- The ability to receive funding for salaries, including benefits (rather than the limit of \$30K per officer under CPP and \$35K per officer under 1,000 Officers).
- The ability to receive funding for CPP and 1,000 Officer salaries as well as TAVIS and PAVIS activities, permitting they align with PEM Grant requirements.
- PEM Grant initiatives do not have to be totally new; the PEM Grant may support current modernization initiatives.

Q: If I choose to continue receiving funding under TAVIS, PAVIS, CPP and/or 1,000 Officers, do I have to submit a proposal to the Ministry for 2017/2018?

A: Yes, as done in previous years, all TAVIS and PAVIS recipients that choose to continue receiving funding under these grants will be required to submit their TAVIS/PAVIS proposals to the Ministry for 2017/18 activities. They will also be required to enter into contractual agreements with the Ministry and fulfill previously determined reporting requirements.

CPP and 1,000 Officers recipients will not be required to submit a formal application to continue to receive funding in 2017/18. However, as in previous years, police services/boards will be required to enter into contractual agreements with the Ministry and submit all financial reports. This includes demonstrating that the Ministry is paying for additional officers under these programs (i.e., providing your police services' sworn officer complement).

Q: Can I apply for funding under the PEM Grant *and* the traditional policing grants (i.e., TAVIS, PAVIS, CPP and 1,000 Officers)?

A: No, police services/boards will not be able to receive funding under the PEM Grant and the traditional policing grants. You must choose to apply for PEM Grant funding **or** continue receiving funding under the traditional policing grants. Therefore, you will not be eligible for the PEM Grant if you choose to continue receiving funds under your current programs.

Note: under the PEM Grant, police service/boards may request funding for a variety of different initiatives, including but not limited to equipment and/or officer salaries. Additionally, under the PEM Grant, police services/boards will be eligible to receive up to the amount of funding

they were *allocated* in 2016/17 under the traditional policing grants, rather than the amount of funding they *received*. Therefore, the PEM Grant allows for greater flexibility and may also allow police services/boards to receive funding they are not currently eligible for under the existing programs.

Police services/boards have two options under the revised grant repurposing approach:

1. Continue to receive funding under TAVIS, PAVIS, CPP and/or 1,000 Officers.
 - All previous program requirements under the traditional policing grants will apply (e.g., eligibility, reporting).
 - Similar to previous years, TAVIS and PAVIS recipients will be required to submit a proposal to the Ministry, as well as fulfil previously determined reporting requirements. TAVIS/PAVIS proposals are due to the Ministry on March 31, 2017.
 - CPP and 1,000 Officers recipients are not required to submit an application but will be required to provide previously determined financial reports.
 - Contractual agreements under CPP and 1,000 Officers will be extended to March 31, 2018; agreements under TAVIS and PAVIS will be extended to December 31, 2017.
 - Note: this option makes you ineligible for the PEM Grant.
2. Apply for PEM Grant funding.
 - Eligible to receive up to the full amount of funding your police service/board was allocated in 2016/17.
 - Complete a PEM Grant application using the PEM Grant Application Instructions and Guidelines. Submit your application by March 31, 2017. The Ministry will work with police services/boards to ensure they are successful in meeting PEM objectives.
 - Note: this option makes you ineligible to receive TAVIS, PAVIS, CPP and/or 1,000 Officers funding.

Q: Should I notify the Ministry of which funding stream my police service/board will be choosing?

A: Yes, police services/boards should notify the Ministry by email as soon as possible if they will be continuing to receive funding under TAVIS/PAVIS, CPP and/or 1,000 Officers, or if they will be applying under the PEM Grant. Please send your selection to Silvana.Burke@ontario.ca and James.Y.Lee@ontario.ca.

Q: If I choose to apply for the PEM Grant, when is my application due?

A: PEM Grant applications are due to the Ministry on March 31, 2017, at 4:00pm EST to James Lee, Community Safety Analyst, at James.Y.Lee@ontario.ca and Silvana Burke, Community Safety Analyst, at Silvana.Burke@ontario.ca.

Q: I currently receive funding under TAVIS/PAVIS. If I choose to continue receiving funding under the traditional policing grants, when is my proposal for TAVIS/PAVIS due?

A: TAVIS/PAVIS proposals are due to the Ministry on March 31, 2017, at 4:00pm EST to Ram Thanabalasingam, Community Safety Analyst, at Ramanan.Thanabalasingam@ontario.ca.

Note: only current TAVIS/PAVIS recipients may receive funding under these programs.

Q: If I am choosing to continue under CPP and 1,000 Officers, do I have to submit an application to the Ministry?

A: No, CPP and 1,000 Officers recipients will not be required to submit a formal application to continue to receive funding in 2017/18. However, as in previous years, police services/boards will be required to enter into contractual agreements with the Ministry and submit all financial reports. This includes demonstrating that the Ministry is paying for additional officers under these programs (i.e., providing your police services' sworn officer complement).

Q: How can I expect to receive Ministry assistance if I choose to apply for the PEM Grant?

A: The Ministry is available to answer your questions by e-mail or telephone.

Additionally, the Ministry will offer a workshop and webinar to provide information to police services/boards on their options for grant funding, as well as support on completing PEM Grant applications. Further information on these sessions will be available at a later date.

The Ministry will work with police services/boards to ensure they are successful in meeting PEM objectives.

Q: How are First Nations police services affected by grant repurposing?

A: Programs for First Nations police services currently participating under PAVIS, CPP, and 1,000 Officers will not change and they will continue to receive the full amount of funding they were allocated under these grants in 2016/17. This will help to ensure the policing needs of these communities are met on an ongoing basis.

A Ministry representative will be contacting First Nations police services in the coming weeks regarding your 2017/18 contractual agreements.



Ministry of Community Safety and Correctional Services

**Policing Effectiveness and
Modernization
“PEM” Grant
(2017/18)**

Application Instructions and Guidelines

(Revised as of February 7, 2017)

INTRODUCTION

The Ministry of Community Safety and Correctional Services (MCSCS) is pleased to present the Policing Effectiveness and Modernization (PEM) Grant. The PEM Grant is a transitional program for police services currently receiving funding under the Toronto Anti-Violence Intervention Strategy (TAVIS), Provincial Anti-Violence Intervention Strategy (PAVIS) and the Community Policing Partnerships (CPP) and Safer Communities – 1,000 Officers Partnership (1,000 Officers) programs.

In the short-term, the PEM Grant will support police services currently receiving funding under TAVIS, PAVIS, CPP and 1,000 Officers as they implement local initiatives that modernize the delivery of policing services. These guidelines outline the grant process, eligibility criteria and examples of activities that may be implemented as part of initiatives under the PEM Grant.

CONTEXT

Expectations that communities have of their police services have changed and therefore change is required in the way the police interact with their communities and how community safety services are delivered. These new expectations have created additional pressures on the police to ensure they establish effective community partnerships, demonstrate accountability and inclusiveness, and are transparent in their delivery of information and decision-making.

To prepare for the future of community safety services, police services need to identify best practices for service delivery, including new technologies that advance and support their public safety functions. This may require a review of how existing public safety personnel are utilized to ensure the most appropriate personnel are responding to the needs of the community.

COLLABORATION AND PARTNERSHIPS

MCSCS has affirmed that ensuring the safety and well-being of our communities cannot be achieved by one agency or sector alone. Community safety and well-being should be a shared responsibility, including but not limited to community members, traditional and political leaders, the police and other justice partners, community organizations, healthcare providers, social services, victim services, education, housing, cultural groups and private enterprise.

In recognition of the work already underway in many Ontario communities to move towards collaborative approaches to community safety and well-being, applicants are encouraged to work with their community partners in the development and implementation of their modernization initiatives. Applicants should demonstrate how their initiatives use collaboration and partnerships with other multi-sector agencies to implement activities and achieve common goals.

ACTIVITIES

Police services must provide a comprehensive outline of the activities that will be implemented as part of their initiative(s) in their application. Some examples of initiatives to modernize policing services may include:

- ❖ services that utilize the continuum of public safety personnel to ensure the most appropriate personnel are responding to the needs of the community (e.g., mobile crisis response teams with special constables and mental health service providers responding to emergency situations);
- ❖ research and evaluations to support modernization efforts (e.g., specialized technologies, consolidation of service delivery); and
- ❖ tools for de-escalation.

ELIGIBILITY CRITERIA

Who is eligible?

- ❖ Municipal police services and Ontario Provincial Police (OPP) municipal contract locations currently receiving funding under TAVIS, PAVIS, CPP and/or 1,000 Officers.

What is eligible?

- ❖ New initiatives that modernize and improve the efficiency and effectiveness of community safety and policing services.
- ❖ Existing initiatives that meet the PEM Grant requirements (e.g., achieving the noted provincial outcomes as well as local outcomes). Police services/boards are encouraged to enhance existing programs to further improve efficiency and effectiveness.
- ❖ Officer salaries previously supported under TAVIS, PAVIS, CPP and 1,000 Officers. These officers must be dedicated to activities that align with the PEM Grant theme and achieve the broad PEM Grant provincial outcomes (i.e., enhanced effectiveness and efficiency of policing services).

Eligible budget items:

- ❖ **Public safety personnel:** officer salary, benefits, overtime and/or contractual work/secondments.
- ❖ **Mobilization and engagement:** education and training for police services and their partners.
- ❖ **Research and analysis:** costs associated with research into new/innovative policing techniques, including evaluations of policing practices, tools and resources.
- ❖ **Equipment (up to a maximum of 20%):** costs associated with purchasing equipment to modernize community safety service delivery.
- ❖ **Other:** additional costs associated with the implementation of initiative(s) and the development of new/improved services.

What is not eligible - the PEM Grant will not cover expenses related to:

- ❖ non-police related initiatives; and/or
- ❖ body-worn cameras.

FUNDING & APPLICATION REVIEW

Municipal and OPP municipal police services boards (PSB) currently receiving funding under TAVIS, PAVIS, CPP and/or 1,000 Officers will be eligible for up to the amount of funding they were allocated in 2016/17, permitting all other criteria outlined in these guidelines are met. Funding will be provided based on demonstrated need.

Applications that qualify under the eligibility criteria will be reviewed by a PEM Grant Review Committee. The Review Committee's primary mandate will be to evaluate applications based on eligibility and assessment criteria and make recommendations for funding to the Minister of Community Safety and Correctional Services.

Ministry staff will work with police services/boards to ensure that they are successful in meeting PEM Grant requirements and objectives.

OUTCOMES & PERFORMANCE INDICATORS

As part of the Strategy for a Safer Ontario, MCSCS is moving towards funding initiatives that are outcomes-based in order to demonstrate results for Ontario communities.

To demonstrate that initiative(s) funded under the PEM Grant are improving policing effectiveness and modernization, successful PEM Grant recipients will be required to report to MCSCS on local and provincial outcomes. In order to consistently demonstrate provincial outcomes, MCSCS may also require funding recipients to report back on provincially-identified performance indicators, once all applications have been submitted. Applicants will be required to identify local outcomes related to their initiative(s) in their application, and all successful PEM Grant recipients will be required to report on the following two provincial outcomes:

Outcome #1:

- ❖ Enhanced effectiveness of policing services.

Below are some examples of performance indicators that police services/boards may use in order to demonstrate the required provincial outcome above has been achieved. Police services/boards may create their own if these do not apply to their initiative(s).

- ❖ Percent increase in the number of individuals (e.g., community partners) who reported that the police are more effective in delivering services as a result of the initiative(s).
- ❖ Percent increase in the number of police officers who reported having access to appropriate resources (e.g., tools, training) to do their job more effectively as a result of the initiative(s).

- ❖ Percent increase in the number of initiatives that effectively utilize the continuum of public safety personnel.
- ❖ Percent increase in the number of partnerships established that result in effectiveness and modernization of policing service delivery.

Outcome #2:

- ❖ Enhanced efficiency of policing services.

Below are some examples of performance indicators that police services/boards may use in order to demonstrate the required provincial outcome above has been achieved. Police services/boards may create their own if these do not apply to their initiative(s).

- ❖ Percent decrease in policing costs through effective allocation of resources and/or consolidation of service delivery as a result of the initiative(s).
- ❖ Percent decrease in policing resources (e.g., personnel, time) dedicated to specific tasks as a result of the initiative(s) that may include new/specialized technologies.

ASSESSMENT CRITERIA

Please review the following Assessment Criteria carefully. It includes important information that must be addressed in your application. Ensure you answer each component of every question in as much detail that is required.

Do not leave any questions blank on the application form. Where not applicable, please insert N/A.

1) Demonstrated Need: Indicate the need for your initiative(s) and Ministry funding.

- ✓ Provide brief statistical data that demonstrates the need for your initiative(s) and how your initiative(s) will address this need.
- ✓ Identify factors limiting your police service's ability to implement the initiative. Explain why funding is beyond current local capability.

2) Activities: Provide a comprehensive outline of the activities that will be implemented as part of the initiative(s).

- ✓ Demonstrate that your initiative(s) is a best/promising practice and/or describe how it is new and/or innovative to your service.
- ✓ Describe in detail all of the activities that you will implement during the initiative(s) and how they will improve policing effectiveness and modernization.
- ✓ Identify who will benefit from each activity (e.g., the community, police service).
- ✓ Clearly indicate when each activity will be implemented.

3) Partnerships: If applicable, provide an overview of the different partnerships that will be utilized during your initiative.

- ✓ Identify who you will be partnering with (e.g., mental health service provider, local government).

- ✓ Describe each partner's role and how they will contribute to the success of your initiative.

4) Evaluation Strategy: Indicate the expected outcomes that will result from your initiative(s), the performance indicators that will be measured to assess achievement of outcomes against expected targets, and the baseline data for those indicators. Where applicable, ensure that outcomes and performance indicators reflect input from all partners.

- ✓ Outline your locally-identified outcomes for your initiative.
- ✓ Outline your locally-identified performance indicators – qualitative and/or quantitative – to demonstrate that local and provincial outcomes have been achieved.
- ✓ Indicate the targets you will use to assess achievement of outcomes.
- ✓ Indicate the baseline data from which you will be able to assess change.
- ✓ Identify which partner will collect each indicator and how often.

Note: If you are requesting funding for an existing program, the baseline data for each performance indicator would be when data started to be consistently collected, as long as the indicators align with the Ministry outcomes.

If you are requesting funding for a new program, the baseline would be when the project is implemented and data begins being collected.

If baseline data is not available when completing the application form, please indicate this by writing N/A on your application. However, police services/boards will be required to identify baseline data at the time of the Interim Report.



TIP: Expected Outcomes are the positive impacts or changes your activities are expected to make in your community.

- A performance **indicator** is an observable, measurable piece of information (i.e., numeric result) about a particular outcome, which shows to what extent the outcome has been achieved.
- **Quantitative** indicators are numeric or statistical measures that are often expressed in terms of unit of analysis (e.g., frequency of, percentage of, ratio of, variance with).
- **Qualitative** information is non-measurable information that describes attributes, characteristics, properties, etc. It can include descriptive judgments or perceptions (e.g., program participants' verbal or written feedback) measured through an open-ended questionnaire or an interview.
- **Target** is the planned result to be achieved within a particular time frame. Along with the baseline, this provides an anchor against which current performance results can be compared. Reasonable targets are challenging but achievable.
- **Baseline** data is information captured initially to establish the starting point against which to measure the achievement of outcomes.

5) Equipment: If applicable, advise what equipment you will be purchasing and how it will help to enhance the effectiveness and modernization of your service. Please provide details.

- ✓ Indicate if your service currently has the equipment for which you are requesting funding. If yes, indicate why additional equipment is required.
- ✓ Advise how the equipment will help enhance the effectiveness and modernization of your service.
- ✓ Include details on academic research that supports the beneficial use of this equipment.
- ✓ Note: only 20% of the funding requested from MCSCS may be used to pay for equipment.

6) Budget: Using the Budget Sheet provided, clearly itemize all expenditures associated with the initiative and answer the questions below.

- ✓ Clearly describe the need/use for the items that are being requested as part of the initiative(s) Budget as indicated under the Demonstrated Need section.
- ✓ Budget items without an associated explanation may not be funded.
- ✓ Note: only 10% of the funding requested from MCSCS may be used to pay external consultants.

CONTRACTUAL AGREEMENT

As part of the terms of funding, MCSCS will enter into a contractual agreement with PSBs approved for PEM Grant funding. Agreements will be for one year – from April 1, 2017, to March 31, 2018. Funds will be released to the PSB after all of the applicable documentation has been submitted and the contractual agreement has been signed by all parties. The funds must be used for the purposes described in the application and according to the terms of the contractual agreement. As part of the contractual agreement, recipients will be required to complete and submit interim and final reports to MCSCS.

Standard government procedures regarding grants will be followed. The contract will outline:

- purposes for which the grant funding will be used;
- commitments to be undertaken or specific activities to support the application;
- interim and final reporting dates, including performance indicators; and
- funding disbursement schedule.

LENGTH OF APPLICATION FORM & MULTIPLE APPLICATIONS

Completed application forms (excluding the budget sheet) **must not exceed 10 pages**.

Please do not include any attachments or website addresses as part of your responses. They will **not** be reviewed.

Police services/boards may submit multiple applications for complex, major initiatives. This will assist police services to organize their applications and if needed link different initiatives to their outcomes. All applications combined must not exceed the total police service/board allocation amount.

APPLICATION SUBMISSION

An electronic version of the completed application form and budget sheet must be submitted to MCSCS in their **original format (NOT scanned versions)**. Please submit these files by email to Silvana.Burke@Ontario.ca and James.Y.Lee@Ontario.ca.

In addition to the above, please scan a signed copy of the completed application form and budget sheets and all required documentation for your application and submit them by email to Silvana.Burke@Ontario.ca and James.Y.Lee@Ontario.ca.

APPLICATION DEADLINE

Completed application forms and budget sheets must be received by **4:00 p.m. (Eastern Standard Time) on Friday, March 31, 2017**.

GENERAL AND TECHNICAL ASSISTANCE

For questions about the grant or application process, please contact Silvana Burke, Community Safety Analyst, at Silvana.Burke@Ontario.ca or (416) 314-8245. For technical assistance on using the application form or budget sheet, please contact James Lee, Community Safety Analyst, at James.Y.Lee@Ontario.ca or (416) 325-6039.

2017/18 Policing Effectiveness and Modernization (PEM) Grant – Q&As

The Ministry of Community Safety and Correctional Services (Ministry) has received a number of questions from police services/boards regarding the new PEM Grant and application process. Included below are the Ministry's responses to some of the frequent questions asked.

Q: If I apply under the PEM Grant, what will happen to officers funded under the four traditional policing grants?

A: Under the PEM Grant, police services/boards may request funding for officers that were previously funded under TAVIS, PAVIS, CPP and 1,000 Officers as long as they meet the requirements outlined in the PEM Grant Application Instructions and Guidelines. This includes demonstrating that these officers are dedicated to activities that align with the PEM Grant theme and achieving the broad PEM Grant provincial outcomes (i.e., enhanced effectiveness and efficiency of policing services).

Q: Are existing modernization initiatives eligible under the PEM Grant?

A: Police services/boards may request funding for existing programs as long as they meet the requirements outlined in the PEM Application Instructions and Guidelines, including achieving the noted provincial outcomes (in addition to local outcomes). However, police services/boards are encouraged to enhance existing programs to further improve efficiency and effectiveness.

Q: Is the Ministry requiring PEM Grant initiatives to be new?

A: PEM Grant initiatives do not have to be totally new - police services/boards can use this funding to support current modernization initiatives as long as they align with the PEM Grant Application Instructions and Guidelines. However, police services/boards are encouraged to enhance existing programs to further improve efficiency and effectiveness.

Q: Can PEM Grant applications exceed the 10 page limit? Can more than one application be submitted?

A: The length of one application may not exceed 10 pages.

However, the Ministry will allow multiple applications to be submitted for complex, major initiatives. This will assist police services to organize their applications and if needed link different initiatives to their outcomes. All applications combined must not exceed the total police service/board allocation amount.

Q: Does salary include benefits?

A: Police services/boards may apply for salaries and benefits as long as the officer/civilian activities align with PEM.

Q: Is overtime eligible?

A: Overtime is eligible under the PEM Grant if the initiative is in addition to regular duties and aligns with PEM.

Q: What baseline indicators should be used?

A: If you are requesting funding for an existing program, the baseline data for each performance indicator would be when data started to be consistently collected, as long as the indicators align with the Ministry outcomes.

If you are requesting funding for a new program, the baseline would be when the project is implemented and data begins being collected.

If baseline data is not available when completing the application form, please indicate this by writing N/A on your application. However, police services/boards will be required to identify baseline data at the time of the Interim Report.

Note: performance indicators identified in the PEM Application Instructions and Guidelines are only examples. Police services/boards may determine indicators that fit their own needs for their projects.

Q: How will PEM Grant applications be reviewed and approved? Can my application be turned down?

A: All PEM Grant applications will be reviewed by a review committee to ensure that they align with the PEM Grant Application Instructions and Guidelines.

Ministry staff will work with police services/boards to ensure that they are successful in meeting PEM Grant requirements and objectives.

INSTRUCTIONS:

- 1) Please review the 2017/18 PEM Grant Application Instructions & Guidelines and Budget Sheet prior to completing the application.
- 2) The completed application form and budget sheet must be submitted to the Ministry of Community Safety and Correctional Services by e-mail to Silvana.Burke@Ontario.ca and James.Y.Lee@Ontario.ca no later than 4:00pm EST. on Friday March 31, 2017.

APPLICANT CONTACT INFORMATION

Police Service Name

Grantee Information (Police Services Board, Chair Contact Information):

Name of Police Services Board (Grantee):

Salutation:	First Name:	Last Name:	Title:
Telephone No.:	Tel. Ext.:	Fax No.:	E-Mail:
Address:	City:	Province:	Postal Code:
		ON	

Police Service Lead Contact Information:

Salutation:	First Name:	Last Name:	Title:
Telephone No.:	Tel. Ext.:	Fax No.:	E-Mail:
Address:	City:	Province:	Postal Code:
		ON	

Please select which program(s) your police service participated in:

<input type="checkbox"/>	Toronto Anti-Violence Intervention Strategy (TAVIS) / Provincial Anti-Violence Intervention Strategy (PAVIS)
<input type="checkbox"/>	Community Policing Partnerships (CPP) Program
<input type="checkbox"/>	Safer Communities - 1,000 Officers Partnerships (1,000 Officers) Program

INITIATIVE INFORMATION & SUMMARY

Initiative Name:

Initiative Summary:

ASSESSMENT CRITERIA

1) Demonstrated Need: Indicate the need for your initiative(s) and Ministry funding.

2) Activities: Provide a comprehensive outline of the activities that will be implemented as part of the initiative(s).

3) Partnerships: If applicable, provide an overview of the different partnerships that will be utilized during your initiative.

4) Evaluation Strategy: Please complete both tables below. Specifically, indicate the locally-identified expected outcomes that will result from your initiative(s), the performance indicators you will use to measure the achievement of local and provincial outcomes against expected targets, and the baseline data for those indicators. Where applicable, ensure that outcomes and performance indicators reflect input from all partners.

Provincial Outcomes:

Expected Outcomes	Performance Indicators	Baseline	Target (expected future performance)	Responsibility (who will collect the data)	Frequency (how often data will be collected)	Comments
Enhanced efficiency of policing services						
Enhance effectiveness of policing services						

Locally-identified Outcomes:						
<i>Expected Outcomes</i>	<i>Performance Indicators</i>	<i>Baseline</i>	<i>Target (expected future performance)</i>	<i>Responsibility (who will collect the data)</i>	<i>Frequency (how often data will be collected)</i>	<i>Comments</i>

5) Equipment: if applicable, advise what equipment you will be purchasing and how it will help to enhance the effectiveness and modernization of your service. Please provide details.

6) Budget: Clearly indicate the need/use for each budget item.

Using the Budget Sheet provided, clearly itemize all expenditures associated with the initiative(s).

ACKNOWLEDGEMENT

I certify that the information provided to the Ministry of Community Safety and Correctional Services is true and accurate. I understand that the grant funding is dependent upon the Ministry receiving Treasury Board approval from the Ontario Legislature and is subject to funding availability.

Name: _____ Position/Title: _____

Signature: _____ Date: _____

Name of Police Services Board:					
Instructions: 1. Please complete the budget sheet below. Do not create your own budget sheet in another format - it will not be accepted. 2. Please refer to the 2017/18 PEM Grant Application Instructions and Guidelines for allowable budget items. 3. Under Question #6 on the PEM Grant Application Form, clearly indicate the need/use for each budget item. 4. You may request up to the full amount your Police Services Board was allocated in 2016/17 under the policing grants identified in the PEM Grant Application Instructions and Guidelines. Funding must be spent between April 1, 2017, and March 31, 2018. 5. Once your budget sheet has been approved, all changes must be approved by the Ministry of Community Safety and Correctional Services.					
#	Budget Item	Contribution from other sources		Ministry \$ Requested	Total
		Other Government Funding	In-Kind Donation		
PUBLIC SAFETY PERSONNEL (e.g., contractual work and secondments)					
1		\$0.00	\$0.00	\$0.00	\$0.00
2		\$0.00	\$0.00	\$0.00	\$0.00
3		\$0.00	\$0.00	\$0.00	\$0.00
4		\$0.00	\$0.00	\$0.00	\$0.00
5		\$0.00	\$0.00	\$0.00	\$0.00
6		\$0.00	\$0.00	\$0.00	\$0.00
7		\$0.00	\$0.00	\$0.00	\$0.00
8		\$0.00	\$0.00	\$0.00	\$0.00
9		\$0.00	\$0.00	\$0.00	\$0.00
10		\$0.00	\$0.00	\$0.00	\$0.00
Public Safety Personnel Sub-Total		\$0.00	\$0.00	\$0.00	\$0.00
MOBILIZATION AND ENGAGEMENT (e.g., education and training)					

1		\$0.00	\$0.00	\$0.00	\$0.00
2		\$0.00	\$0.00	\$0.00	\$0.00
3		\$0.00	\$0.00	\$0.00	\$0.00
4		\$0.00	\$0.00	\$0.00	\$0.00
5		\$0.00	\$0.00	\$0.00	\$0.00
6		\$0.00	\$0.00	\$0.00	\$0.00
7		\$0.00	\$0.00	\$0.00	\$0.00
8		\$0.00	\$0.00	\$0.00	\$0.00
9		\$0.00	\$0.00	\$0.00	\$0.00
10		\$0.00	\$0.00	\$0.00	\$0.00
Mobilization and Engagement Sub-Total		\$0.00	\$0.00	\$0.00	\$0.00
RESEARCH AND ANALYSIS (e.g., demonstrating outcomes, research into new policing techniques, evaluations, tools and resources)					
1		\$0.00	\$0.00	\$0.00	\$0.00
2		\$0.00	\$0.00	\$0.00	\$0.00
3		\$0.00	\$0.00	\$0.00	\$0.00
4		\$0.00	\$0.00	\$0.00	\$0.00
5		\$0.00	\$0.00	\$0.00	\$0.00
6		\$0.00	\$0.00	\$0.00	\$0.00
7		\$0.00	\$0.00	\$0.00	\$0.00
8		\$0.00	\$0.00	\$0.00	\$0.00
9		\$0.00	\$0.00	\$0.00	\$0.00
10		\$0.00	\$0.00	\$0.00	\$0.00
Research and Analysis Sub-Total		\$0.00	\$0.00	\$0.00	\$0.00

EQUIPMENT (e.g., to modernize community safety service delivery)					
1		\$0.00	\$0.00	\$0.00	\$0.00
2		\$0.00	\$0.00	\$0.00	\$0.00
3		\$0.00	\$0.00	\$0.00	\$0.00
4		\$0.00	\$0.00	\$0.00	\$0.00
5		\$0.00	\$0.00	\$0.00	\$0.00
6		\$0.00	\$0.00	\$0.00	\$0.00
7		\$0.00	\$0.00	\$0.00	\$0.00
8		\$0.00	\$0.00	\$0.00	\$0.00
9		\$0.00	\$0.00	\$0.00	\$0.00
10		\$0.00	\$0.00	\$0.00	\$0.00
Equipment Sub-Total		\$0.00	\$0.00	\$0.00	\$0.00
OTHER (e.g., costs associated with implementing the initiative(s) and development of new/improved services/programs)					
1		\$0.00	\$0.00	\$0.00	\$0.00
2		\$0.00	\$0.00	\$0.00	\$0.00
3		\$0.00	\$0.00	\$0.00	\$0.00
4		\$0.00	\$0.00	\$0.00	\$0.00
5		\$0.00	\$0.00	\$0.00	\$0.00
6		\$0.00	\$0.00	\$0.00	\$0.00
7		\$0.00	\$0.00	\$0.00	\$0.00
8		\$0.00	\$0.00	\$0.00	\$0.00
9		\$0.00	\$0.00	\$0.00	\$0.00

10		\$0.00	\$0.00	\$0.00	\$0.00
Other Sub-Total		\$0.00	\$0.00	\$0.00	\$0.00
Total		\$0.00	\$0.00	\$0.00	\$0.00

Strengthening Police Governance, Modernizing Labour Relations Top Priorities for Legislative Action

NEWS

6 February 2017

(Toronto)—A [survey](#) of over 100 police governance agencies across Ontario shows that strengthening police board governance and modernizing labour relations practices require urgent legislative action.

The top five priorities identified in the survey were:

- Strengthening police board governance
- Modernizing police labour relations practises
- Facilitating alternate service delivery of some police service responsibilities
- Mandating interagency cooperation between police and other agencies such as health and social services
- Improving police oversight by third parties, i.e., the Special Investigations Unit (SIU), the Office of Independent Police Review Director (OIPRD), and the Ontario Civilian Police Commission (OCPC)

The [Ontario Association of Police Services Boards](#) (OAPSB) surveyed its membership in anticipation of the Ontario government's updates to the *Police Services Act* (PSA), the legislative framework for community safety in Ontario. This is the first update to the PSA in over 25 years.

QUOTES

"The Ontario government's commitment to modernize the *Police Services Act* will help ensure that police governance works, and that police efforts reflect the needs, values, and expectations of the communities they protect. The OAPSB looks forward to working with the government to strengthen governance and keep communities safe."

—Eli El-Chantiry, Chair & President OAPSB

"For years, the OAPSB has argued that police chiefs should be able to suspend officers charged with egregious offences without pay. The survey shows that 100 percent of respondents agree."

—Kevin Eccles, Vice-President OAPSB

QUICK FACTS

- The [current PSA](#) became law in 1990, and has not been extensively revised since then
- The government is updating the PSA to modernize policing and police governance.
- Revising the legislative framework for community safety has been the OAPSB's top priority
- The survey measured the degree of support for 56 specific reform ideas

Read the Backgrounder: www.oapsb.ca/news/

Read the Full Survey Report: www.oapsb.ca/advocacy



News Release *Communiqué*

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Police Governance Survey Results Overview

6 February 2017

The Survey

The Ontario Association of Police Services Board (OAPSB) [surveyed](#) its members on their priorities for the upcoming update to Ontario's *Police Services Act* (PSA). The PSA is the law that provides the legislative framework for community safety in Ontario.

The survey identified the degree of support for 56 specific reform ideas proposed in members' previous submissions.

Survey Participants

Of 138 governing agency members, 107 participated in the survey — an 80% response rate. Participants included:

- 45 municipal police boards (PSA Section 31), including two hybrid boards
- 58 OPP-contract police services boards (PSA Section 10)
- Two First Nations police services boards
- Two community policing advisory committees (CPACs)

Priorities Identified

Respondents ranked the following as top priorities for the new PSA. While all were considered important, they are ranked by members' number one choices.

1. Strengthening police board governance (44 per cent)
2. Modernizing police labour relations practices (21 per cent)
3. Facilitating alternate service delivery of some police service responsibilities (13 per cent)
4. Mandating interagency cooperation between police and other agencies such as health and social services (9.5 per cent)
5. Improving police oversight by third parties, i.e., the Special Investigations Unit (SIU), the Office of Independent Police Review Director (OIPRD), and the Ontario Civilian Police Commission (OCPC) (9.5 per cent)

Other Survey Results

An overwhelming number of respondents felt that safety of our communities should be legislatively recognized as a foundation for social well-being and economic prosperity in Ontario.

The survey indicated that OAPSB membership feels strongly that:

- Police board governance needs to be legislatively designed to ensure that police efforts in their community reflect the needs, values and expectations of residents, and that the police board has the information and expert assistance to articulate those expectations as well as ensure those expectations are being met;

- Police board training needs to be mandatory, meaningful, proficiently developed and delivered by OAPSB, on behalf of, and funded by the Government of Ontario; and
- Police labour reform must more closely resemble general labour practises in virtually every aspect, including arbitration.

Consistent with what OAPSB has advocated for years, 100 per cent of respondents agreed that police chiefs should be able to suspend, without pay, officers charged with egregious offenses or misconduct.

Read the full survey report: www.oapsb.ca/advocacy/

The *Police Services Act* (PSA)

The [current PSA](#) became law in 1990, and has not been extensively revised since. The Ontario government has committed to a [Strategy for a Safer Ontario](#) and to updating the PSA to modernize policing and police governance. Revising the legislative framework for community safety has been OAPSB's number one priority.

The OAPSB

The [Ontario Association of Police Services Boards](#) (OAPSB) is the leading voice of police governance in Ontario. It serves members and stakeholders, as well as the general public by:

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

CONTACTS:

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MEMBER SURVEY RESULTS – POLICE SERVICES ACT REWRITE

EXECUTIVE SUMMARY

The purpose of this survey is to confirm the needs and expectations of members of the Ontario Association of Police Services Boards (OAPSB) regarding the upcoming rewrite of the Police Services Act (PSA). This legislative update is a once-in-a-generation opportunity to positively influence the legislative framework for community safety, and is OAPSB's Number One priority.

The OAPSB Member survey identifies the degree of support for 56 specific reform ideas based on members' previous PSA submissions. Of 138 police governing agencies within OAPSB, 107 participated in the survey (an 80% response rate).

Overall, respondents ranked "Strengthening Police Board Governance" as the number one need of the new PSA, followed by "Modernizing Police Labour Relations".

An overwhelming number of respondents felt that safety of our communities should be legislatively recognized as a foundation for social well-being and economic prosperity in Ontario.

Regarding Police Board Accountabilities and Authority, respondents felt strongly that:

- The PSA must provide greater precision and clarity regarding the roles of Police Boards and Police Chiefs, before prescribing board composition, member competencies, training, etc.
- Police boards need to directly engage their communities on an ongoing basis, in order to determine the strategic outcomes and limitations for policing in their community
- In order to make evidence-based decisions, police boards need the timely provision of relevant information, and direct access to independent expert assistance and advice
- Police boards should have the flexibility and authority to select a composite of service providers - police and non-police – for the fulfillment of some responsibilities
- Human resource management should be delegated to the Chief/Detachment Commander

- Police boards need to evaluate how well the overall police service performs, not just the Chief
- Police budgeting needs to reflect programs, not 'lines'
- There should be performance standards for boards

Regarding Police Board Training, respondents felt strongly that:

- Police boards need mandatory individual and team training on responsibilities, the code of conduct, critical thinking, analysis and decision-making skills and public safety issues – in order to provide strategic direction for police service in their community
- The provincial government should accredit and fund board training developed and delivered by OAPSB on the government's behalf

Regarding OPP Governance, respondents felt strongly that:

- Geography should be a key factor in determining whether or not to amalgamate Section 10 (OPP) police boards, especially in Northern Ontario
- OPP cost estimates/budgets, and bills, should be approved by Section 10 boards who then submit them to the municipal government

Some respondents suggested there should be a provincial-level police board for the OPP.

Regarding Police Board Composition, Selection and Remuneration, respondents felt strongly that:

- The majority of police board members should continue to be appointed by the local municipality, and all appointments to police boards should be subject to a background check
- Police board member remuneration should reflect the importance and gravity of their roles and responsibilities

Regarding Police Labour Reform, respondents felt strongly that:

- Police chiefs should be able to suspend, without pay, officers charged with egregious offenses/misconduct. Processes and penalties for police officer misconduct need to be simplified and more reflective of general labour practises in Ontario
- Police boards should have the authority to lay-off employees including police
- All uniformed and civilian police management should be excluded from bargaining-unit (Association) membership, especially Human Resources, Finance and Legal

advisors should be excluded from bargaining-unit (Association) membership (who are advisors to the board in collective bargaining)

- Boards should be allowed to delegate the bargaining process to professionals not on the board. Police boards should approve bargaining mandates and ratify collective agreements; collective bargaining itself should be conducted by police management (like every other sector in Canadian society)
- “Coordinated” bargaining amongst police employers should continue
- Arbitrators should be compelled to consider non-police comparators, and to explain how and to what extent mandatory factors were considered in rendering their decisions

Regarding Special Constables, respondents felt strongly that:

- Police boards should be the appointing authority for special constables
- A provincially-standardized MOU between a special constable employer police board is required
- Oversight of special constables should be similar to oversight of police officers

Clearly OAPSB membership feels strongly that:

- Police board governance needs to be legislatively designed to ensure that police efforts in their community reflect the needs, values and expectations of that community, and that the police board has the information and expert assistance to articulate those expectations as well as ensure those expectations are indeed being met
- Police board training needs to be mandatory, meaningful, proficiently developed and delivered by OAPSB, on behalf of, and funded by, the Government of Ontario
- Police labour reform must more closely resemble general labour practises in virtually every aspect, including arbitration

These survey results are the foundation of OAPSB’s advocacy efforts in this final stretch of the 4½-year PSA re-write process, and validates the positions taken in our previous participation in the Future of Policing process, submissions to Government, and media releases.

INTRODUCTION

Since the Province's Future of Policing Summit almost five years ago, the Ontario Association of Police Services Boards (OAPSB) has been participating in Future of Policing forums. Leading to the last election, OAPSB advocated for:

- Seeing the ongoing Future of Policing project through to its conclusion and implementation
- Adopting a whole-of-the-government approach to public safety, implementing policies and legislation that integrates public safety activities, realigns who-does-what among public safety agencies, and leverages effective, cost-efficient alternative service delivery options
- Strengthening citizen governance of local policing by making it universal across the province, relevant to community needs, and effective in fulfilling a robust governance mandate

In July, 2016, the OAPSB Board of Directors recognized the need to confirm its understanding of OAPSB members' needs and expectations for the new PSA. Accordingly, a survey was prepared and launched.

BACKGROUND

The current *Police Services Act* (PSA) was passed into law in 1990. Since then 14 associated regulations have also been enacted, and a further 9 have been repealed or spent. The Government of Ontario is committed to its "Strategy for a Safer Ontario". It is also committed to opening up the PSA, for the purpose of modernizing policing and police governance.

This is the first time in over 25 years that the PSA has been opened up in its entirety. As such, this is a once-in-a-generation opportunity to positively influence the legislative framework for community safety, and **OAPSB's Number One priority**.

SURVEY DESIGN AND PROCESS

Survey Design

The on-line survey was designed to:

- identify respondents by board type (municipal, OPP or First Nations) for analysis purposes, and to avoid potential skewing from a single source
- rank in priority five general PSA rewrite themes

- identify the degree of support for 56 specific reform ideas based on previous submissions from Durham Region PSB, London PSB, Peel PSB, York PSB, Toronto PSB, Temiskaming Shores PSB, and OAPSB. Respondents could answer questions in agreement, disagreement or not applicable. One duplicate question was added for control purposes.

The survey opened on 6 September 2016, and closed on 10 October 2016.

Participation

Of 138 police governing agencies within OAPSB, 107 participated in the survey (**an 80% response rate**), comprising:

- 45 municipal police boards (Section 31), including 2 hybrid boards
- 58 OPP-contract police services boards (Section 10)
- 2 First Nations police services boards
- 2 community policing advisory committees (CPAC)

A list of respondents is provided at Appendix 1.

Analysis

The OAPSB Board of Directors choose the following analytical techniques:

- Only OPP board and CPAC responses would comprise the OPP local governance results, as they comprise the OPP local governors
- Only Section 31 municipal and First Nations police board responses would comprise the police employers' responses, as they comprise the municipal police employers
- Only Section 31 municipal police board responses would comprise the special constable responses, as they comprise the special constable appointment recommenders
- Results would be based on weighted averages (i.e. 'not applicable' responses would be factored out of 'agree/disagree' percentages)

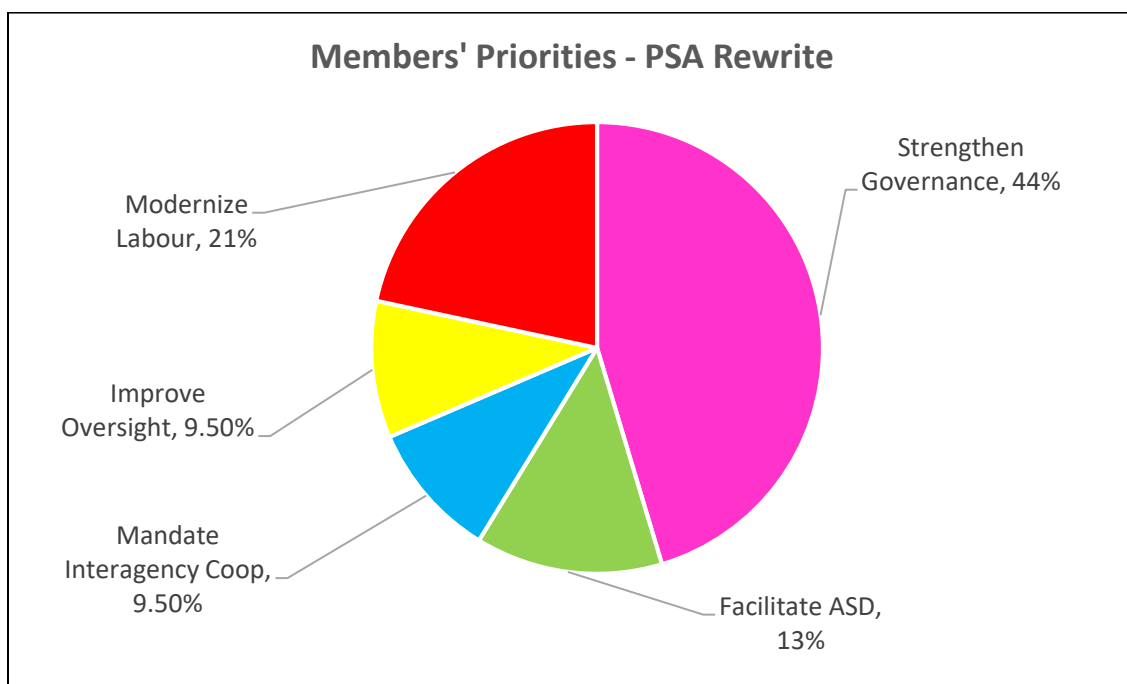
SURVEY RESULTS – MEMBERS' PRIORITIES

Members ranked the following priorities for the Provincial Government's PSA rewrite:

1. Strengthening Police Board Governance
2. Modernizing Police Labour Relations practises

3. Facilitating Alternate Service Delivery of some police service responsibilities
4. Mandating Interagency Cooperation between police and other agencies such as health and social services
5. Improving Police Oversight by third parties, i.e. the Special Investigations Unit (SIU), the Office of Independent Police Review Director (OIPRD) and the Ontario Civilian Police Commission (OCPC)

Members also indicated that all five areas were important.



SURVEY RESULTS – COMMUNITY SAFETY

An overwhelming number of respondents felt that safety of our communities should be legislatively recognized as a foundation for social well-being and economic prosperity in Ontario.

SURVEY RESULTS – POLICE GOVERNANCE REFORM

34 questions related to Police Governance Reform covered the following four areas:

- Police Board Accountabilities and Authority
- Police Board Training
- OPP Local Governance
- Police Board Composition, Selection and Remuneration

Police Board Accountabilities and Authority

Regarding how the PSA should be revised to legislatively instill better Police Board Accountabilities and Authority, respondents **felt strongly** that:

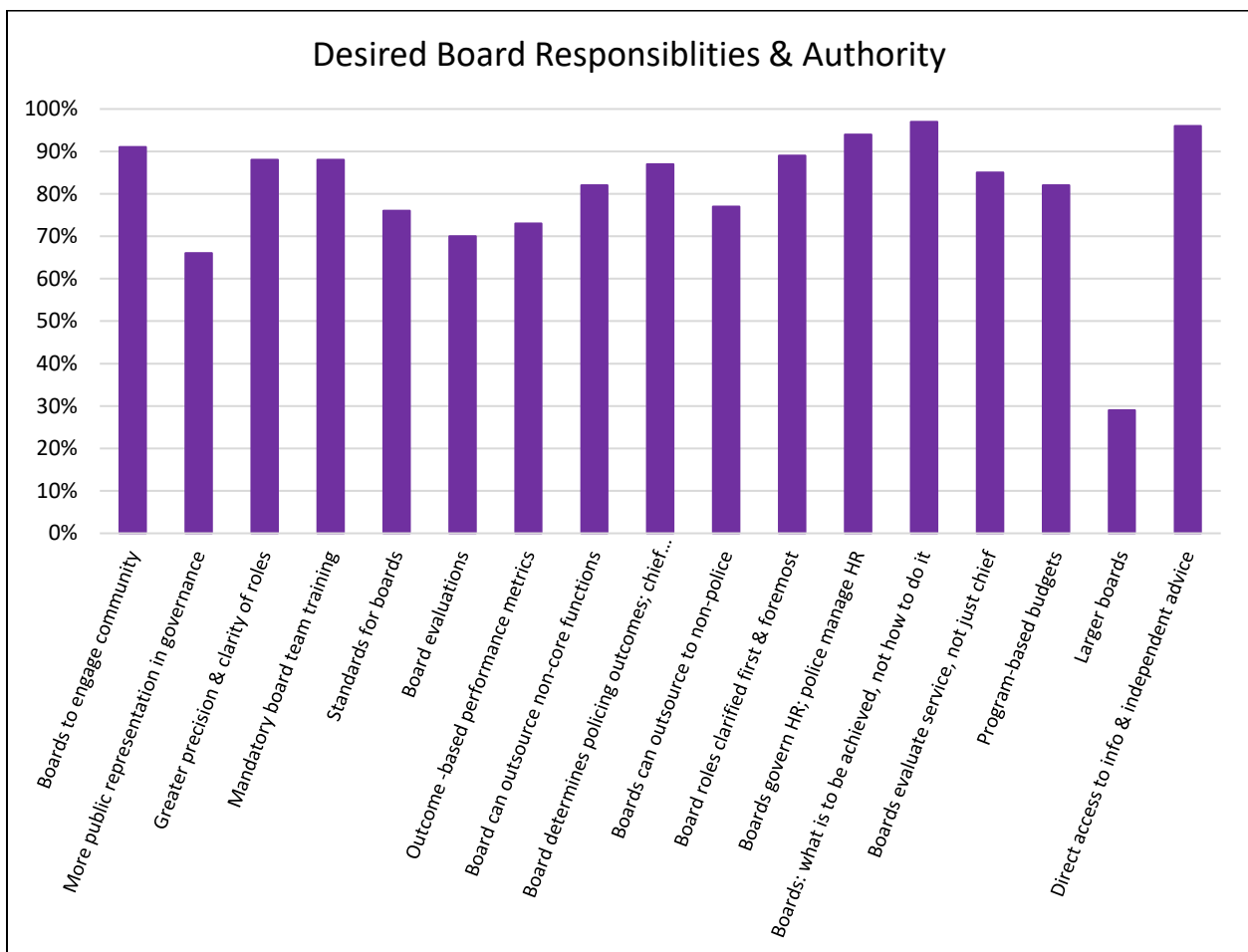
- The PSA must provide greater precision and clarity regarding the roles of Police Boards and Police Chiefs, before prescribing board composition, member competencies, training, etc.
- Board policies need to specify what the police service/detachment is to achieve, not how it functions
- Police boards need to directly engage their communities on an ongoing basis, in order to determine the strategic outcomes and limitations for policing in their community; police chiefs should be developing the action plans to achieve those outcomes within those limits
- Evidence-based decision-making requires the timely provision of relevant decision-information. Accordingly, police boards need direct access to information plus independent expert assistance and advice.
- The Provincial Government must specify what police functions must be performed by a police officer, and allow police boards the flexibility and authority to select a composite of service providers - police and non-police – for the fulfillment of other police board community responsibilities.
- Human resource management should be delegated to the Chief/Detachment Commander
- Police boards need to evaluate how well the overall police service performs, not just the Chief

- Police budgeting needs to reflect programs, not 'lines', in order to be able to show the value to the community
- There should be performance standards for police boards

Respondents also indicated:

- There should be more public representation in police governance
- Outcome-based performance metrics for police need to replace today's process/resource/activity-based Adequacy Standards
- Police boards should be evaluated against governance performance standards

Survey responses regarding Police Board Accountabilities and Authority are shown in the chart below. Specific responses are contained in Appendix 2.

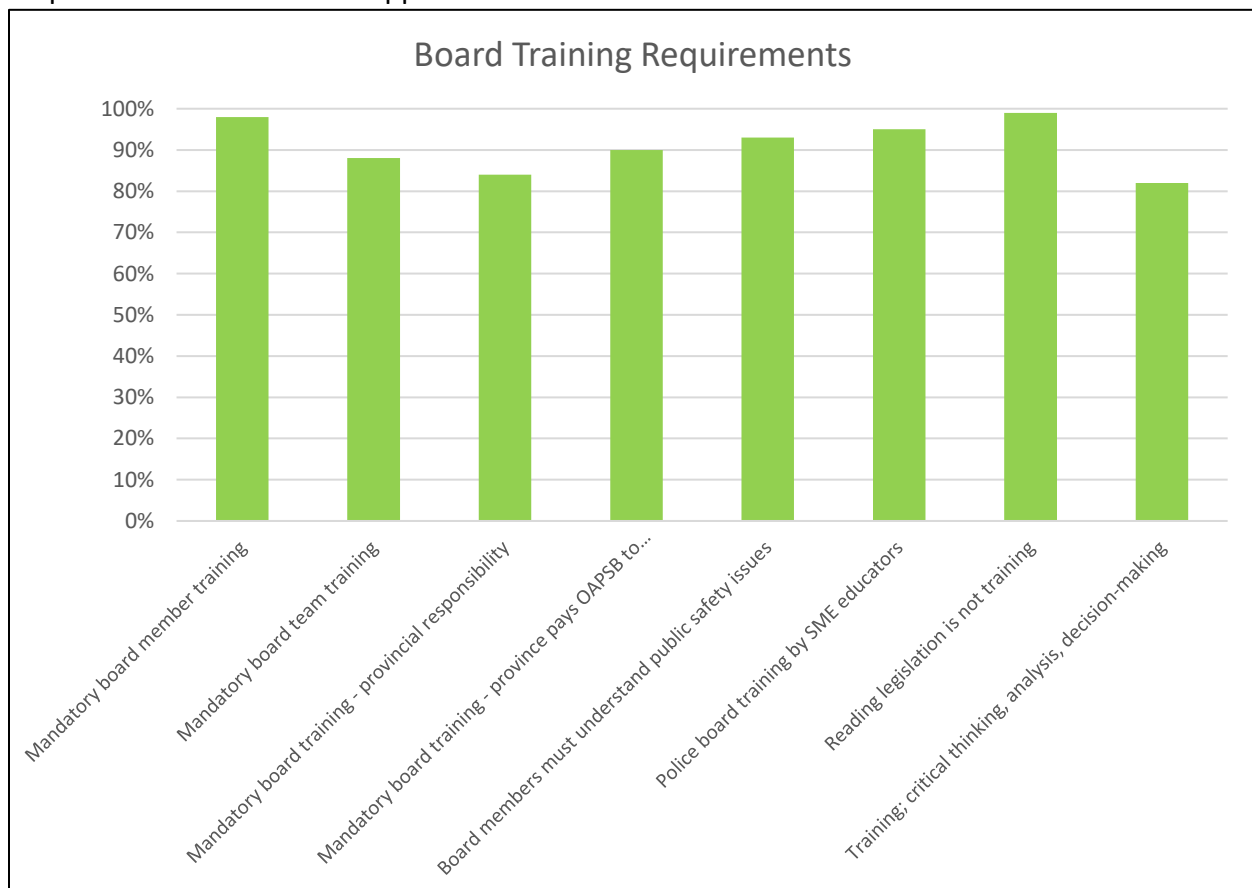


Police Board Training

Regarding how the PSA should be revised to legislatively address Police Board Training, respondents **felt strongly** that:

- New police board members must receive training on what is expected of them and what constitutes misconduct, and police boards must receive training on how to govern as a team
- Board members must have sufficient understanding of public safety issues to collectively make decisions regarding strategic direction for the police service
- Board training needs to develop critical thinking, analysis and decision-making skills
- Police board training needs to be developed and delivered by people that understand police governance, and can teach
- The provincial government should accredit and fund board training developed and delivered by OAPSB on the government's behalf

Survey responses regarding Police Board Training are shown in the chart below. Specific responses are contained in Appendix 2.

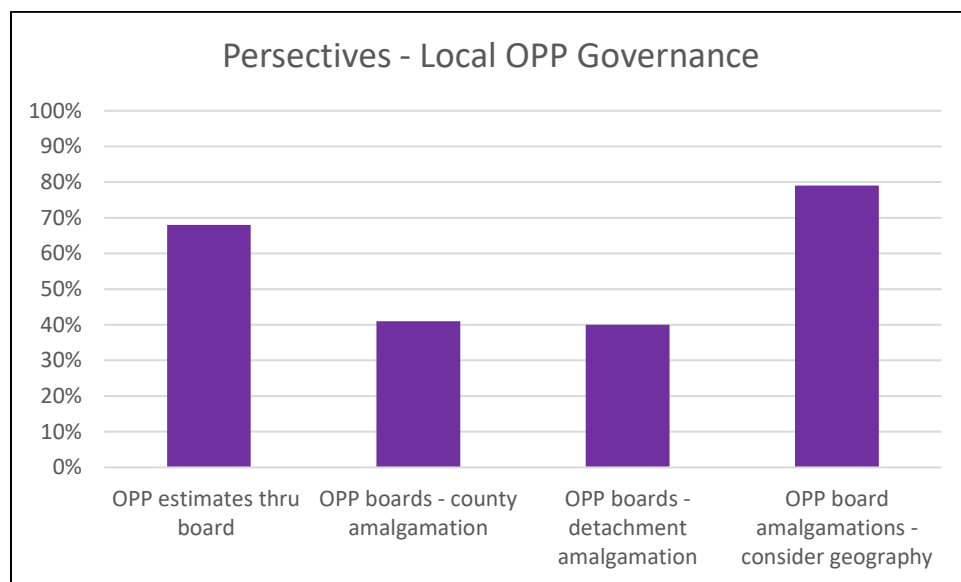


OPP Local Governance

Respondents felt strongly that geography should be a key factor in determining whether or not to amalgamate Section 10 (OPP) boards, especially in Northern Ontario. Less than half of Section 10 and Section 5.1 CPAC respondents were in favour of board amalgamations on the County/District or Detachment basis.

Respondents also felt that OPP cost estimates/budgets, and bills, should be approved by Section 10 police boards who then submit them to the municipal government.

Survey responses regarding Local OPP Governance are shown in the chart below. Specific responses are contained in Appendix 2.



Police Board Composition, Selection & Remuneration

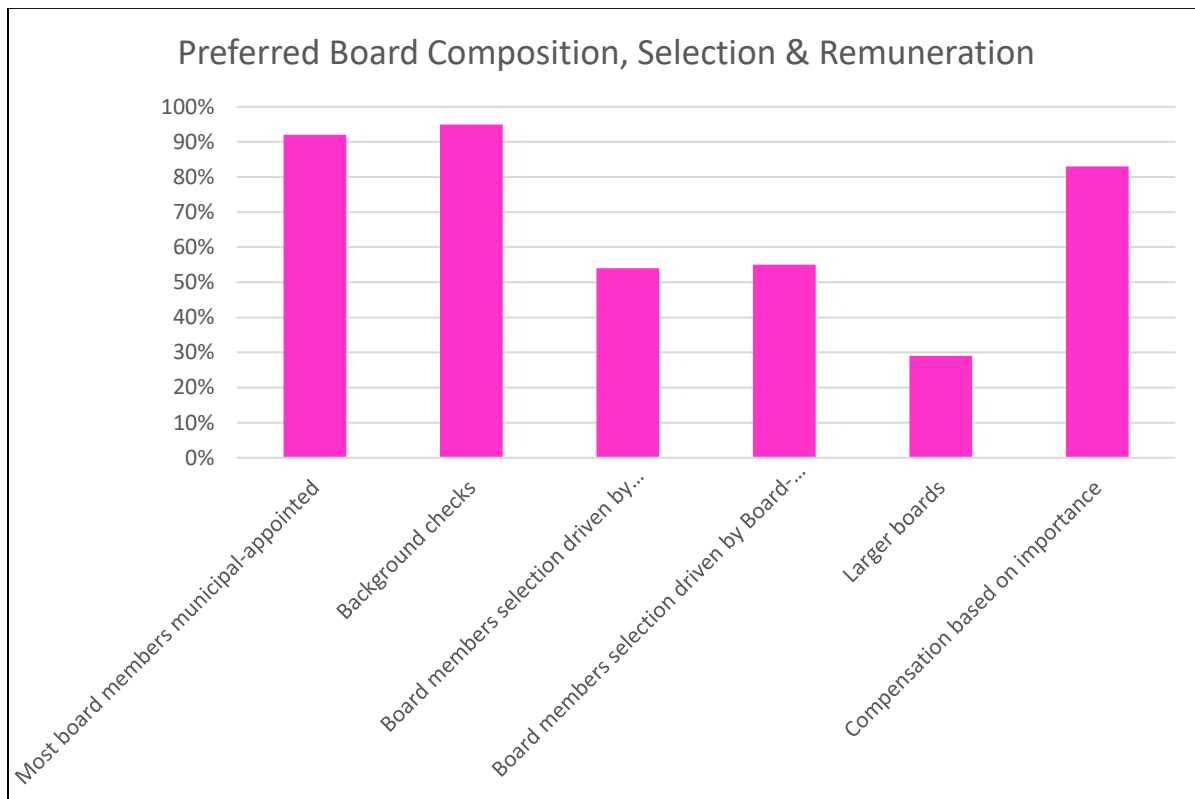
Regarding how the PSA should be revised to legislatively address Police Board Composition, Selection and Remuneration, respondents **felt strongly** that:

- The majority of police board members should continue to be appointed by the local municipality
- All appointments to police boards should be subject to a background check
- Police board member remuneration should reflect the importance and gravity of their roles and responsibilities

Respondents were divided on the question of whether selection to police boards should be based on competencies, or not, regardless of the appointing authority.

Respondents were generally not in favour of larger boards.

Survey responses regarding Police Board Composition, Selection & Remuneration are shown in the chart below. Specific responses are contained in Appendix 2.



SURVEY RESULTS – POLICE LABOUR REFORM

21 questions related to Police Labour Reform covered the following four areas:

- Police Qualifications
- Police Employers' Labour Issues
- OPP Local Board input to Collective Bargaining
- Special Constables

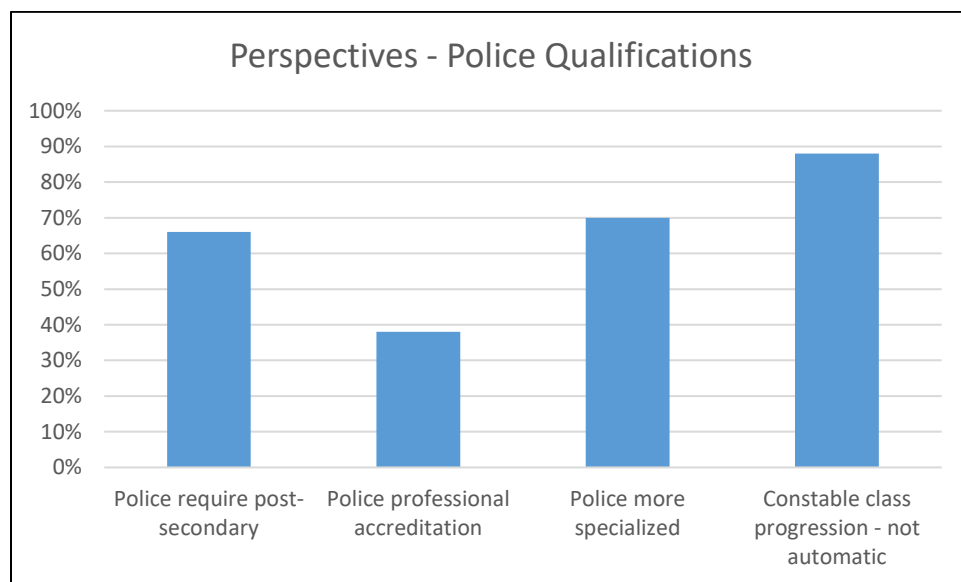
Police Qualifications

Regarding how the PSA should be revised to legislatively address Police Qualifications, respondents **felt strongly** that progression through the constable classes (4th, 3rd, 2nd, 1st) should be slowed down and based on more than ‘time served’.

Most respondents also felt that post-secondary education should be a prerequisite to becoming a police officer, and that police need to become more specialized, in order to address new and emerging threats such as cybercrimes.

Respondents did not feel that police officers should be professionally accredited.

Survey responses regarding Police Qualifications are shown in the chart below. Specific responses are contained in Appendix 2.



Police Employers' Labour Issues

Regarding how the PSA should be revised to legislatively address Police Qualifications, respondents **felt strongly** that:

- Police chiefs should be able to suspend, without pay, officers charged with egregious offenses/misconduct
- Processes and penalties for police officer misconduct need to be simplified and more reflective of general labour practises in Ontario
- Police boards should have the authority to lay-off employees including police

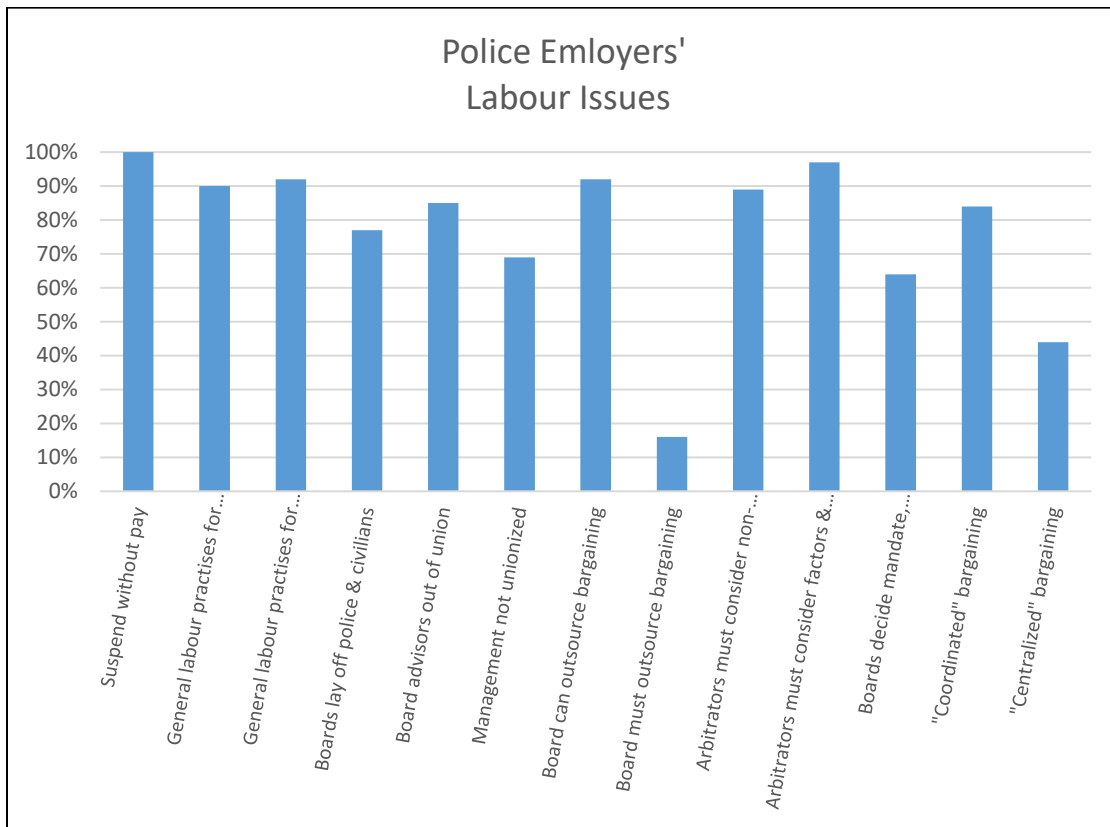
- Police Human Resources, Finance and Legal advisors should be excluded from bargaining-unit (Association) membership (they are advisors to the board in collective bargaining)
- Boards should be allowed to delegate the bargaining process to professionals not on the board, but should not be compelled to do so
- “Coordinated” bargaining amongst police employers should continue
- Arbitrators should be compelled to consider non-police comparators, such as a municipal non-police employee groups, in their determinations. They should also be compelled to explain how and to what extent mandatory factors were considered in rendering their decisions

Respondents also indicated:

- All Uniformed and Civilian police management should be excluded from bargaining-unit (Association) membership
- Police boards should approve bargaining mandates and ratify collective agreements; collective bargaining itself should be conducted by police management (like every other sector in Canadian society)

Less than half of respondents were in favour of “centralized” police bargaining.

Survey responses regarding Police Employers’ Labour Issues are shown in the chart below. Specific responses are contained in Appendix 2.



OPP Local Board input to Collective Bargaining

Respondents **felt strongly** that OPP boards should have a say in the Provincial Government's mandate for OPP collective bargaining.

Special Constables

Regarding how the PSA should be revised to legislatively address Special Constables, respondents **felt strongly** that:

- Police boards should be the appointing authority for special constables
- A provincially-standardized memorandum of understanding (MOU) between a special constable employer and police board is required
- Oversight of special constables should be similar to oversight of police officers

RESULTS – ADDITIONAL RESPONDENT COMMENTS

The majority of comments expanded on the issues captured in the survey questions. New concepts that were raised were:

- There should be a provincial-level police board for the OPP (several respondents mentioned this)
- The cost of local police conduct hearings directed by the Province's OIPRD should be borne by the Province, especially when the outcome is no misconduct
- The Province should assume all responsibility for court security and prisoner transport
- There has to be a larger compensation package for Board members
- Police should not be responsible for bears; bears should be the sole responsibility of the Ministry of Natural Resources
- There needs to be more than one candidate in the Detachment Commander selection process

The OAPSB membership has not been surveyed regarding these concepts presented by respondents.

CONCLUSION

Clearly OAPSB membership feels strongly that:

- Police board governance needs to be legislatively designed to ensure that police efforts in their community reflect the needs, values and expectations of that community, and that the police board has the information and expert assistance to articulate those expectations as well as ensure those expectations are indeed being met
- Police board training needs to be mandatory, meaningful, proficiently developed and delivered by OAPSB, on behalf of, and funded by, the Government of Ontario
- Police labour reform must more closely resemble general labour practises in virtually every aspect, including arbitration



These survey results are the foundation of OAPSB's advocacy efforts in this final stretch of the 4½-year PSA re-write process, and validates the positions taken in our previous participation in the Future of Policing process, submissions to Government, and media releases.

APPENDICES

Appendix 1 – Participants

Appendix 2 – Specific Survey Question Results

Prepared by: Fred Kaustinen, Executive Director OAPSB

APPENDIX 1 – SURVEY PARTICIPATION

Participants - Section 31:

Amherstburg
Aylmer
Barrie
Belleville
Bradford West Gwillimbury /Innisfil
Brantford
Brockville
Chatham-Kent
Cobourg
Cornwall
Deep River
Dryden
Durham Region
Espanola
Gananoque
Greater Sudbury
Guelph
Halton Regional
Hamilton
Hanover
Kawartha Lakes
Kingston
LaSalle
London
Niagara Region
North Bay
North Huron
Ottawa
Owen Sound
Peel Region
Peterborough
Port Hope
Sarnia
Saugeen Shores
Shelburne
Smith Falls

Stirling-Rawdon
Stratford
Timmins
Toronto
Waterloo Region
West Grey
West Nipissing
Woodstock
York Region

Respondents - First Nations:

Rama
UCCM Anishnaabe

Respondents - Section 10 (OPP):

Alnwick Haldimand Township
Atikokan Township
Augusta Township
Blandford-Blenheim Township
Bonfield Township
Brant County
Brighton
Carleton Place
Central Huron
East Ferris Township
East Zorra-Tavistock Township
Elgin Group
Essex
Fort Frances
Georgian Bluffs Township
Grey Highlands
Haldimand County
Hamilton Township
Hawkesbury
Ignace Township
Kapuskasing
Kenora

Kirkland Lake
Lakeshore
Lambton Group
Lanark Highlands Township
Marathon
Merrickville-Wolford
Municipality of Brockton
Nation Municipality
Norfolk County
North Grenville
Nottawasaga
Orillia
Pembroke
Perth
Petawawa
Prescott
Prince Edward
Red Lake
Shuniah
Smith Ennismore
Smooth Rock Falls
South Bruce Peninsula
Southgate
Spanish
Tay Valley Township
Tecumseh
Temiskaming Shores
Thames Centre
Tillsonburg
Trent Lakes
West Nipissing

Respondents - Section 5.1 – Community Police Advisory Committees (CPAC):

Blue Mountain (OPP) - Section 5.1
Mississippi Mills - Section 5.1

APPENDIX 2 – SPECIFIC SURVEY QUESTION RESPONSES

Community Safety

- Q1 - The safety of our communities should be legislatively recognized as a foundation for social wellbeing and economic prosperity (96%)

Police Board Accountabilities and Authority

- Q2 - Engaging the public and community groups on an ongoing basis should become a more entrenched feature of police governance (91%)
- Q3 - The Police Services Act needs to instill a greater degree of public representation into governance processes (66%)
- Q4 - The Police Services Act must provide greater precision and clarity regarding the roles of Boards and Police Chiefs (88%)
- Q7 - There should be performance standards for boards (76%)
- Q8 - Boards should be evaluated against governance performance standards (rather than today's Adequacy Standards for boards) (70%)
- Q18 - Police board decision-making needs to evidence-based, and boards must be ensured the timely provision of relevant decision-information (95%)
- Q19 - Outcome-based performance metrics for police need to replace today's process/resource/activity-based Adequacy Standards (73%)
- Q21 - The government must specify what police functions must be performed by a police officer, and only a police officer. Police boards must be legislatively authorized to determine who will fulfill non-core functions in their community (82%)
- Q29 - Police boards, through community engagement and surveys, should be determining the strategic outcomes and limitations for policing in the community; police chiefs should be developing the action plans to achieve those outcomes within those limits (87%)
- Q38 - Boards should have the flexibility and authority to select a composite of service providers from a variety of suppliers - police and non-police, public and private sector-based (77%)

- Q41 - Board roles must be clarified before prescribing board composition, member competencies, training, etc. (89%)
- Q42 - Boards exist to govern resources, not manage them; human resource management should be delegated to the Chief/Detachment Commander (94%)
- Q43 - Board policies need to specify what the police service/detachment is to achieve, not how it functions (97%)
- Q44 - Boards need to evaluate how well the overall police service performs, not just the Chief (85%)
- Q45 - Police budgeting needs to reflect programs, not 'lines', in order to be able to show the value to the community (82%)
- Q48 - Boards must have direct access to the information and the independent expert assistance/advice they need to fulfill their roles and responsibilities (96%)

Police Board Training

- Q5 - There should be mandatory training for new board members on what is expected of them, and what constitutes misconduct (98%)
- Q6 - There should be mandatory training for boards on how to govern as a team (88%)
- Q33 - Mandatory board training should be the responsibility of the provincial government (84%)
- Q34 - The provincial government should accredit and fund board training developed and delivered by OAPSB on the government's behalf (90%)
- Q35 - Board members must have sufficient understanding of public safety issues to collectively make decisions regarding strategic direction for the police service (93%)
- Q47 - Board training needs to be developed and delivered by people that understand police governance, and can teach (95%)
- Q49 - Reading legislation to new board members is not adequate training (99%)
- Q50 - Board training needs to develop critical thinking, analysis and decision-making skills (82%)

OPP Local Governance

- Q9 - OPP cost estimates/budgets, and bills, should be approved by Section 10 boards who then submit them to the municipal government (67%)
- Q54 - Section 10 (OPP) boards should be amalgamated at the county/district level, and larger, for greater influence, to best serve the community (37%)
- Q55 - Section 10 (OPP) boards should not be amalgamated at the Detachment-level, to simplify oversight for the Detachment Commander (60%)
- Q56 - Geography should be a key factor in determining whether or not to amalgamate Section 10 (OPP) boards, especially in Northern Ontario (78%)

Police Board Composition, Selection & Remuneration

- Q10 - The majority of board members should continue to be appointed by the local municipality (rather than the Provincial Government) (92%)
- Q11 - All appointments to police boards should be subject to a background check that provides evidence of suitability (standards of which must be established province-wide) (95%)
- Q30 - Police board member selection should be based on fulfillment of required governance competencies as determined by the Ministry (54%)
- Q31 - Police board member selection should be based on fulfillment of required governance competencies as determined by each police board (55%)
- Q46 - Boards need to be larger, in order to perform all their governance duties, and better reflect community diversity (29%)
- Q57 - Board members need to be compensated in accordance with the importance and gravity of their roles and responsibilities (83%)

Police Qualifications

- Q15, 32 - Post-secondary education (i.e. college and/or university) should be a prerequisite to becoming a police officer (66%)
- Q16 - Police officers should be professionally accredited, like lawyers, accountants, engineers, etc. (38%)

- Q17 - Today's generalist model of police organization (general patrol, general investigation) needs to become more specialized, in order to address new and emerging threats such as cybercrimes (70%)
- Q36 - Progression through the constable classes (4th, 3rd, 2nd, 1st) needs to be slowed down, and not just based on 'time served' (88%)

Police Employers' Labour Issues

- Q12 - The police chief should be able to suspend, without pay, officers charged with egregious offenses/misconduct (100%)
- Q13 - Processes regarding police officer misconduct need to be simplified and more reflective of general labour practises in Ontario (90%)
- Q14 - Penalties for officer misconduct, up to and including dismissal, need to be simplified and more reflective of general labour practises in Ontario (92%)
- Q20 - Police boards should have the authority to lay-off police and civilian employees, not OCPC (77%)
- Q22 - Human Resources, Finance and Legal advisors should be excluded from bargaining-unit (Association) membership, like Chiefs and Deputy Chiefs (85%)
- Q23 - All Uniformed and Civilian police management should be excluded from bargaining-unit (Association) membership, like Chiefs and Deputy Chiefs (69%)
- Q24 - Boards should be allowed to delegate the bargaining process to professionals not on the board (92%)
- Q25 - Boards should be expected to delegate the bargaining process to professionals not on the board (16%)
- Q26 - Arbitrators should be compelled to consider non-police comparators, such as a municipalities non-police employee groups, in their determinations (89%)
- Q27 - Arbitrators should be compelled to explain how and to what extent mandatory factors were considered in rendering their decisions, and mandated to duly consider all legislated decision factors (97%)
- Q28 - Police boards should approve bargaining mandates and ratify collective agreements; collective bargaining itself should be conducted by (police) management, with external assistance as required (like every other sector in Canadian society) (64%)

- Q52 - “Coordinated” bargaining amongst police employers should continue (84%)
- Q53 - Bargaining police collective agreements should be “centralized” in Ontario (44%)

Special Constables

- Q37 - Boards should appoint special constables within their jurisdiction, rather than just 'recommend' for Provincial Government approval (97%)
- Q39 - There should be a standardized MOU between a special constable employer (e.g. college, transit system, etc.) and the police board that appoints them (94%)
- Q40 - Oversight of special constables should be similar to oversight of police officers, as both may use force against other people in certain circumstances (100%)

OPP Local Board input to Collective Bargaining

- Q51 - OPP boards should have a say in the Provincial Government’s mandate for OPP collective bargaining (87%)

January 27, 2017

Ms. Lisa Lyons
Town Clerk
Town of Aurora
100 John West Way, Box 1000
Aurora, ON L4G 6J1



Dear Ms. Lyons:

Re: York Regional Police Buy and Sell Designated Areas

Regional Council, at its meeting held on January 26, 2017, adopted the recommendation of Committee of the Whole that your communication dated December 19, 2016 regarding "York Regional Police Buy and Sell Designated Areas" be received.

Sincerely,

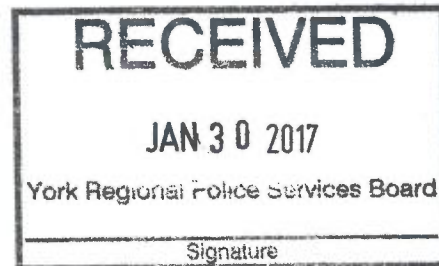


Christopher Raynor
Regional Clerk

CR/lmb

January 27, 2017

Ms. Mafalda Avellino, Executive Director
York Regional Police Services Board
The Regional Municipality of York
17250 Yonge Street
Newmarket, ON L3Y 6Z1



Dear Ms. Avellino:

Re: York Region Draft Diversity and Inclusion Charter

Regional Council, at its meeting held on January 26, 2017, adopted the following recommendation of Committee of the Whole regarding "York Region Draft Diversity and Inclusion Charter":

1. The Regional Clerk circulate this report, for information, to local municipalities, the York Region Accessibility Advisory Committee, the York Regional Police Services Board, Community Partnership Council, local Chambers of Commerce and Board of Trade and the Municipal Diversity and Inclusion Group.

A copy of Clause 10 of Committee of the Whole Report No. 1 is enclosed for your information.

Please contact Lisa Gonsalves, Director, Strategies and Partnerships at 1-877-464-9675 ext. 72090 if you have any questions with respect to this matter.

Sincerely,



Christopher Raynor
Regional Clerk

/C. Martin
Attachments

Clause 10 in Report No. 1 of Committee of the Whole was adopted, without amendment, by the Council of The Regional Municipality of York at its meeting held on January 26, 2017.

10

York Region Draft Diversity and Inclusion Charter

Committee of the Whole recommends adoption of the following recommendation contained in the report dated December 9, 2016 from the Commissioner of Community and Health Services:

1. The Regional Clerk circulate this report, for information, to local municipalities, the York Region Accessibility Advisory Committee, the York Regional Police Services Board, Community Partnership Council, local Chambers of Commerce and Board of Trade and the Municipal Diversity and Inclusion Group.
-

Report dated December 9, 2016 from the Commissioner of Community and Health Services now follows:

1. Recommendation

It is recommended that:

1. The Regional Clerk circulate this report, for information, to local municipalities, the York Region Accessibility Advisory Committee, the York Regional Police Services Board, Community Partnership Council, local Chambers of Commerce and Board of Trade and the Municipal Diversity and Inclusion Group.

2. Purpose

This report provides an update on the York Region Draft Diversity and Inclusion Charter initiative.

3. Background

York Region has one of the most diverse populations in Ontario

York Region continues to be one of the most affluent regions in Ontario, with a demographic composition that is quickly changing. As of 2014, 1.15 million people called York Region home, with that number expected to grow to 1.79 million by 2041, including people from all cultures, races, ethnicity, languages, religions, abilities, ages and sexual orientations.

As York Region's population continues to grow, so will its diversity. York Region is well equipped to meet the needs of a growing and diverse population, while continuing to demonstrate ongoing commitment to diversity and inclusion.

Regional Council has demonstrated a commitment to making our diverse communities more welcoming and inclusive

The 2015 to 2019 Strategic Plan's vision promotes an inclusive community that is welcoming of the full range of the diversity of all people. Diversity is the mix of unique dimensions, qualities, and characteristics that each individual possesses. An individual's ethnicity, gender, sexual orientation, ability, background and experiences shape their perspectives. Inclusion is getting the mix to work well together, to ensure everyone feels valued, respected and supported.

Endorsement of a Diversity and Inclusion Charter offers a model for building on the strengths of earlier initiatives by expressing a common vision for, and commitment to, promoting an inclusive community that is welcoming and inclusive of all people. A York Region Diversity and Inclusion Charter that is endorsed by local organizations would encourage participating organizations to become increasingly inclusive for employees and customers alike.

Creating a purposely inclusive organization benefits both the organization and the community

Creating an intentionally inclusive organization offers many benefits including high employee engagement, greater opportunity to access and retain talent, innovative thinking, greater customer satisfaction as well as the potential for the organization to lift business performance.

Creating an inclusive organization also benefits the community it serves. With an inclusive organization, the diverse population can enjoy programs and services that are responsive to their needs. An inclusive organization can also attract from the full talent available in the community. By extension, if these employees bring the full spectrum of diversity to their jobs, organizations can rely on internal resources to best respond to community needs.

Embracing diversity and inclusion values is a best practice

Organizations and agencies across all sectors are embracing diversity and inclusion values and strategies as a best practice to enhance business performance, social inclusion and respond positively to demographic shifts. Some jurisdictions, including the Region of Peel, City of Toronto and Town of Ajax, have adopted the diversity and inclusion charter model to help member organizations work together towards building inclusive communities. The values are also expressed through agencies such as the United Way of Toronto and York Region whose work is grounded in the belief that our greatest strength is the ability to bring people together, from all walks of life, to build a better region, welcoming, celebrating and valuing the contributions of all.

The Community Partnership Council identified the Charter model as an effective way to build York Region's capacity to be a welcoming community

Plans to develop a York Region charter emerged from the work of the Community Partnership Council in 2012. Under the leadership of City of Markham Mayor Frank Scarpitti and Stephen Lam, Catholic Community Services of York Region, the Council developed the York Region Immigration Settlement Strategy to build York Region's capacity to be a welcoming community with a focus on multi-cultural diversity. The community partners of the Council's Municipal Multicultural Reference Group identified the Charter model as an effective way to help achieve this goal and started work to develop one.

The first round of community consultations focused on York Region as a community that receives newcomers

Development of the Draft Diversity and Inclusion Charter began with stakeholder consultations. In 2015, the Community Partnership Council led the first series of Let's Talk Inclusion community and staff dialogues with a focus on cultural and religious diversity. This round of dialogues involved 550 in-person and 12,000 online stakeholders. Key feedback received from the community indicated that diversity is broader than multi-cultural diversity and that the Charter should embrace all dimensions of diversity. The Charter mandate was broadened, at that time, to reflect this.

In the second round of consultations the conversation broadened to include other dimensions of diversity

Based on the findings from the first Let's Talk Inclusion dialogues, a second round of dialogues took place in May and June 2016 to include this broader mandate. This series engaged stakeholders to discuss other dimensions of diversity in the Human Rights Code such as age, gender, race, ethnicity, physical

York Region Draft Diversity and Inclusion Charter

and intellectual ability, religion, sexual orientation, educational background and expertise. Over 200 people participated in these sessions. Feedback from both rounds of dialogues was used to inform the draft Charter.

Member organizations of the Municipal Diversity and Inclusion Group will be encouraged to endorse a common Charter

The York Region Municipal Diversity and Inclusion Group was formed in 2016 to continue the development of the Charter going forward. Co-chaired by York Region and York Regional Police, this group includes local municipalities, hospitals, school boards, non-profit agencies, conservation authorities and the United Way of Toronto and York Region (see Attachment 1). Members agree that the development and endorsement of a common York Region Diversity and Inclusion Charter would help promote an inclusive community that is welcoming of the full range of the diversity of all people.

4. Analysis and Implications

The York Region Draft Diversity and Inclusion Charter embraces all dimensions of diversity

The York Region Draft Diversity and Inclusion Charter embraces all dimensions of diversity including age, gender, race, ethnicity, ability, religion, sexual orientation and educational background (see Attachment 2). It is based on the Eurocities Integrating Cities Charter which is a widely used framework. In all cases the Eurocities Charter focuses on the newcomer population. York Region's Draft Diversity and Inclusion Charter, however, progressively stretches beyond newcomers and includes all dimensions of diversity, such as age, gender, race, ethnicity, ability, religion, sexual orientation and educational background.

The Draft Charter is also responsive to the community. It has been developed in partnership with the Municipal Diversity and Inclusion Group member organizations to ensure that what is created is comprehensive and reflective of the community at large. Member organizations, including York Region, will be asked to endorse the Charter when it is finalized.

Commitment to inclusion is affirmed through four key areas of organizational responsibility

Member organizations that endorse the final Charter will affirm their commitment to inclusion and removal of barriers under the four key areas of organizational responsibility that are presented in Table 1.

Table 1
Key Areas of Organizational Responsibility

Key Areas of Organizational Responsibility	Organizations Will Strive To
As a Policy-Maker	<ul style="list-style-type: none"> • Apply principles of equality* for all residents • Promote equal access and non-discrimination across all policies • Strive to engage diverse communities in the policy-making process and encourage participation with the aim of finding a balance that best meets the needs of residents
As an Employer	<ul style="list-style-type: none"> • Actively promote understanding and respect for diversity and inclusion with our employees • Promote the fair and equitable treatment of employees by their managers and colleagues • Attract a diverse and talented workforce that reflects, understands and meets the needs of a changing community
As a Service Provider	<ul style="list-style-type: none"> • Provide services that are accessible, inclusive and responsive to the diverse needs of the community
As a Purchaser of Goods and Services	<ul style="list-style-type: none"> • Encourage equal opportunity in procurement

* Principles of equality reflect the consensus among human rights and equality experts that all people are equal and should be treated equally under the law.

A robust engagement strategy will ensure the four key areas of responsibility form a successful framework for inclusion

An important next step will be to consult further with the community and member organizations on the specific areas of organizational responsibility included in the Draft Charter. This third round of Diversity Dialogues will be conducted in spring 2017 and will use a variety of creative engagement tactics. It may include consultative techniques such as design charrettes, workshops, roundtables and online strategies designed to reach different groups and perspectives, in different ways, particularly those who are harder to reach and engage with.

York Region Draft Diversity and Inclusion Charter

The goal of this consultative round is to make sure that the Draft Charter's four key areas of organizational responsibility incorporate previous findings and successfully form a framework that member organizations can use to address barriers to inclusion in their own organizations and, collectively, in the community. This round of Dialogues will push the conversation from identifying barriers to developing creative, long-term solutions.

The final Charter will return to Council and member organizations of the Municipal Diversity and Inclusivity Group for endorsement

Following the consultations with member organizations, stakeholders and the community at large, the Charter will be refined and brought back to Council in 2017 for final review and endorsement. Following York Region's endorsement of the Charter, the Charter will be reviewed for endorsement by each member organization. Organizations will then work together to bring the vision of the Charter to life collectively, in the community, and, individually, in our organizations.

By embracing all dimensions of diversity, the final Charter will promote an inclusive community that is welcoming of the full diversity of everyone

The Charter allows member organizations to express a common vision for, and commitment to, promoting an inclusive community that is welcoming of the full diversity of everyone. Developing a Charter also supports the Region's commitment to creating more welcoming and inclusive communities as outlined in multiple strategic plans including the Corporate Strategic Plan, Vision 2051 and Regional Official Plan, and commitment to meet the accessibility needs of all people under the *Accessibility for Ontarians with Disabilities Act, 2005*.

5. Financial Considerations

The development of the Draft Charter is being completed within the Regional staff complement and approved business plans and budgets.

6. Local Municipal Impact

Striving to promote welcoming and inclusive communities represents common ground for York Region and the municipalities, organizations and agencies of the Municipal Diversity and Inclusion Group. This collaborative partnership is intended to benefit all those who live, work and play in York Region.

York Region Draft Diversity and Inclusion Charter

In partnership with the Municipal Diversity and Inclusion Group, the Region will continue to engage with the community to ensure that the final Diversity and Inclusion Charter reflects the diversity and needs of all people across all municipalities in York Region. As members of the Municipal Diversity and Inclusion Group, local municipalities will also be asked to endorse the Charter, thereby collectively expressing an ongoing commitment to diversity and inclusion across all local jurisdictions.

7. Conclusion

York Region is taking a leadership role in the development of the Diversity and Inclusion Charter in collaboration with the Municipal Diversity and Inclusion Group. Together, member organizations and the community recognize that a Diversity and Inclusion Charter offers an effective model for implementing positive change for our increasingly diverse populations across all municipalities.

Greater community impacts can be achieved together. A York Region-made Diversity and Inclusion Charter will provide the collaborative framework for York Region and the municipalities, organizations and agencies of the Municipal Diversity and Inclusion Group to express a common vision for, and commitment to, promoting an inclusive community that is welcoming of the full range of the diversity of everyone.

For more information on this report, please contact Lisa Gonsalves, Director, Strategies and Partnerships, at 1-877-464-9675 ext. 72090.

The Senior Management Group has reviewed this report.

December 9, 2016

Attachments (2)

#7236093

Accessible formats or communication supports are available upon request

Attachment 1

York Region Municipal Diversity and Inclusion Group

The **Municipal Diversity and Inclusion Group (MDIG)** provides a forum for local municipalities and key mainstream organizations to engage in collaborative planning, discuss common needs, and identify possible tools and best practices related to accessibility, diversity and inclusion. One key action of the Municipal Diversity and Inclusion Group is the development of a common Diversity and Inclusion Charter that all member organizations will be encouraged to endorse.

Representatives include:

Municipalities
The Regional Municipality of York (York Region)(Co-chair)
Town of Aurora
Town of East Gwillimbury
Town of Georgina
Township of King
City of Markham
Town of Newmarket
Town of Richmond Hill
City of Vaughan
Town of Whitchurch-Stouffville
Police Services
York Regional Police (Co-chair)
School Boards
York Region District School Board
York Catholic District School Board
Hospitals
Markham Stouffville Hospital
Southlake Regional Health Centre
Mackenzie Health
Agencies
United Way of Toronto and York Region
Authorities
Lake Simcoe Region Conservation Authority
Toronto and Region Conservation Authority
Not-for-profit
York Region Children's Aid Society

December 2016

#7147474



DRAFT

York Region Diversity and Inclusion Charter

Our commitment to creating a welcoming and inclusive community

We, the undersigned organizations, value how York Region's diversity contributes to the richness, resourcefulness and innovation that make communities flourish. Promoting welcoming and inclusive organizations and communities increases opportunities to engage with and learn about each other, contributing to the wealth, health and well-being of the community.

Endorsement of this Charter reflects our ongoing commitment to take purposeful steps to promote an environment that values diversity and inclusion. We share the vision of York Region as a welcoming and inclusive community allowing everyone to develop to their full potential, live free of discrimination and where diversity such as age, sex, race, ethnicity, abilities, religion, sexual orientation, educational background and expertise is celebrated.

By endorsing this Charter we, the undersigned organizations, affirm our organization's commitment to inclusion and removal of barriers under the following four key areas of organizational responsibility:

As a policy-maker we will strive to:

- Apply principles of equality for all residents
- Promote equal access and non-discrimination across all policies
- Engage diverse communities in the policy-making process and encourage participation with the aim of finding a balance that best meets the needs of the community

As an employer we will strive to:

- Actively promote understanding and respect for diversity and inclusion with our employees
- Promote the fair and equal treatment of employees by their managers and colleagues
- Attract a diverse and talented workforce that reflects, understands and meets the needs of a changing community

As a service provider we will strive to:

- Provide services that are accessible, inclusive and responsive to the diverse needs of the community

As a purchaser of goods and services we will strive to:

- Encourage equal opportunity in procurement

Signed,

Organizations of the Municipal Diversity and Inclusion Group



Email: president@owle.org
OWLE
HAWTHORNE
P.O. Box 30004, Milton, Ontario,
L9T0L8

February 2nd, 2017

York Regional Police Services Board
Attention: Mayor Frank Scarpitti - Chair
17250 Yonge St. – 3rd Floor
Newmarket, Ont. L3Y6Z1



Mayor Scarpitti,

Re: Ontario Women in Law Enforcement 20th Anniversary Annual Awards Banquet

On Friday, April 28th, 2017 the Ontario Women in Law Enforcement (OWLE) will host their 20th Anniversary Annual Awards Banquet at the Mississauga Grand Banquet Hall, 35 Brunel Road, Mississauga.

Along with the presentation of Service Awards 25, 30, 35 & 40 years (to both civilian and sworn members), this event recognizes the significant contribution of women in law enforcement across Ontario. Awards are presented in the following categories:

Leadership, Mentoring, Excellence in Performance, Valor, Community service, Civilian Service, Heritage, Presidential Awards, Team Endeavours (includes male and female officers / civilians), and Law Enforcement Professional of the Year.

The names of the OWLE award recipients are submitted to the International Association of Women Police (IAWP) where they compete in their respective categories for international recognition. In 2016, three of our award recipients received international recognition in Barcelona Spain during the IAWP annual training conference.

The Ontario Women In Law Enforcement is grateful for your continued support and we hopeful you will consider maintaining that support in 2017. The success of our annual awards banquet is attributed to the continued support of our annual sponsors. We would like to add York Regional Police Services Board to our list of sponsors.

Platinum Sponsorship of \$2000: Includes 3 x complementary banquet tickets; recognition in the awards program; advertisement in OWLE's on-line biannual magazine, organizations link on our website.

Gold Sponsorship of \$1000: Includes 2 x complementary banquet tickets; recognition in the awards program; advertisement in OWLE's on-line biannual magazine, organizations link on our website.

Silver Sponsorship of \$500: Includes 1 x complementary banquet ticket; recognition in the awards program; advertisement in OWLE's on-line biannual magazine, organizations link on our website.

Proud members of the International Association of Women Police and Ontario Association of Chiefs of Police



Email: president@owle.org
OWLE
HAWTHORNE
P.O. Box 30004, Milton, Ontario,
L9T0L8

I hope either yourself or another representative will be available to attend and assist in the presentation of an award this year.

Please contact me if you are interested in sponsoring our event or if you have any questions or concerns. I can be reached anytime at president@owle.org

If the Board is not in a position to sponsor our event please consider attending the event and/or purchase of a corporate table. The link for general registration and corporate tables can be found on our website www.owle.org. Come celebrate OWLE's 20th Anniversary and celebrate the amazing accomplishments of women in the Law Enforcement profession!

Thank you in advance for your anticipated continued support!

Sincerely,

Lisa Hewison
President – Ontario Women in Law Enforcement

PUBLIC

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

FEBRUARY 15, 2017

Execution of Documents By-law and Purchasing By-Law

RECOMMENDATION

1. That the Board receive this report pursuant to the Execution of Documents By-Law No. 08-15 and Purchasing By-Law 06-14 quarterly reporting requirements.

SYNOPSIS

In accordance with the Police Services Board's Execution of Documents By-Law No. 08-15 and Purchasing By-Law 06-14, this report contains a summary of documents, agreements and purchasing matters that were executed in the fourth quarter of 2016.

FINANCIAL IMPLICATIONS

The funds necessary to satisfy the terms of each contract identified in this report were included in the 2016 Operating or Capital Budgets.

BACKGROUND

In accordance with the Execution of Documents By-Law No. 08-15, additional authority has been granted to permit the Deputy Chiefs to execute documents related to the programs and projects under their portfolio of responsibility.

The By-law further states that:

- In all cases where documents are executed under delegated authority, a quarterly report must be submitted to the Board; and
- Each signing officer shall obtain the approval of the Regional Solicitor or his or her designate as to form and content prior to executing any document pursuant to this By-law.

In accordance with the Purchasing By-Law No. 06-14, a quarterly report is required to advise the Board of the following matters:

- The award of any contract as a result of a request for tenders; and
- The award of any contract as a result of a request proposal and awarded by the Deputy Chief or Chief of Police; and
- Any expenditures made as a change in scope/additional deliverables.

In accordance with the Execution of Documents By-Law No. 08-15, the agreements and other undertakings that have been executed within the fourth quarter of 2016 are identified in Appendix 1. Appendix 2 outlines the agreements and undertakings in accordance with the Purchasing By-Law No. 06-14. All amounts listed exclude taxes. It is therefore recommended that the execution of documents and purchasing fourth quarter report be received.

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

EJ:ac

Accessible formats or communication supports are available upon request

In accordance with the Execution of Documents By-Law No. 08-15, the agreements and other undertakings that have been executed within the fourth quarter of 2016 are outlined below in Appendix 1.

Appendix 1 - Execution of Documents By-Law No. 08-15

Contracts and Agreements		
Parties	Expiry Date	Amount
International Criminal Police Organization – Ottawa, Royal Canadian Mounted Police and The Regional Municipality of York Police Services Board MOU to facilitate access to the Interpol Child Sexual Exploitation (ICSE) database containing information regarding victims and offenders of child sexual exploitation	Three (3) years from signing	N/A
LifeRaft - Social Navigator Inc. and The Regional Municipality of York Police Services Board - Master Services Agreement for Navigator Law Enforcement Social Media Monitoring	March 14, 2017	\$14,620
The Regional Municipality of York Police Services Board and Morneau Shepell Ltd. - Absence Management Solutions Agreement	October 31, 2017	Fees vary per service as set out in Schedule "A" of Agreement
The Regional Municipality of York Police Services Board and Legal Aid Ontario - Various Agencies re The York Region Centre (YRCCS) for Community Safety Leases and Sub Leases at 16775 Yonge Street, Newmarket	June 30, 2018	Operating cost of \$50 per day of use by Legal Aid Ontario plus \$100 allocated to training and meeting expenses
The Regional Municipality of York Police Services Board and Her Majesty the Queen in Right of Ontario as represented by the Attorney General Victim Witness Assistance Program (VWAP) - Various Agencies re The York Region Centre (YRCCS) for Community Safety Leases and Sub Leases at 16775 Yonge Street, Newmarket	June 30, 2018	Operating cost of \$50 per day of use by Victim Witness Assistance Program (VWAP) plus \$100 allocated to training and meeting expenses
Mackenzie Health - Richmond Hill Hospital and The Regional Municipality of York Police Services Board MOU re sharing of Domestic Abuse and Sexual Assault Care Centre (DASACC) Victim Statement and Monitor Rooms	October 31, 2019	All costs associated with maintenance and good repair of the Rooms, any equipment necessary to support the Services and any overtime costs incurred by YRP to ensure the renovation and upgrading of the Rooms, as needed

The Regional Municipality of York Police Services Board and The Regional Municipality of York - Master Service Agreement providing subscriber access to York Regional Police P25 Digital Trunked Radio System	June 30, 2023	\$470,125
Oxford Properties Group and The Regional Municipality of York Police Services Board - License Agreement providing YRP with a specified area within Upper Canada Mall, Newmarket for the purpose of collecting toy donations through the Holiday Heroes Toy Drive for the Holiday Heroes program	December 3, 2016	N/A
Canadian Police Knowledge Network Inc. and York Regional Police - Suicide Awareness and Prevention Course	May 2, 2019	10% of Sales
The Salvation Army Ontario Camping Ministries and The Regional Municipality of York Police Services Board - Contract Agreement to lease property intermittently for Use of Force training	March 29, 2017	\$11,526
Total Expenditures		\$496,271

*Amounts in \$US have utilized a foreign exchange assumption of \$1.25 and reported in \$CA.

For comparison purposes, the delegation of authority for contracts and agreements in the fourth quarter 2015 was \$23,250 excluding HST.

In accordance with the Purchasing By-Law 6-14, the agreements and other undertakings that have been executed within the fourth quarter of 2016 are outlined below in Appendix 2.

Appendix 2 - Purchasing By-Law No. 06-14

Tender Approvals, Request for Proposals and Scope/Additional Deliverables			
Description	No. of Bids	Award Date	Value
Request for Tender Award (T-16-16): Waste, Recyclable and Organics Haulage Services at Various York Regional Police Facilities Vendor: Miller Waste Systems Inc. Term of Contract: Three years plus two optional one year terms	7	October 11, 2016	\$104,274
Request for Tender Award (T-16-18): Supply and Delivery of Dell Equallogic Storage Arrays PS6210S Vendor: Island Corporation Term of Contract: One Time	2	October 13, 2016	\$143,338
Request for Proposal Award (P-16-08): Elevator Preventative Maintenance and Repair Service Vendor: Otis Canada, Inc. Term of Contract: Three years plus two optional one year terms	4	December 2, 2016	\$33,491

Tender Approvals, Request for Proposals and Scope/Additional Deliverables			
Description	No. of Bids	Award Date	Value
Request for Proposal Award (P-16-27) Employee & Family Assistance Program (EFAP) - for Region of York and York Regional Police Vendor: Morneau Shepell Term of Contract: Three (3) Years plus two optional one year terms	4	November 8, 2016	\$324,720
Contract Action Request (PO#84949): Police Vehicle Repairs - #2 District, Richmond Hill Vendor: Street Brothers Auto Repair Reason: To extend the contract for the one year option (year 3)		October 3, 2016	\$49,983 Contract Total to date: \$149,949
Contract Action Request (PO#85289): Police Vehicle Repairs - #5 District, Markham Vendor: 2306521 Ontario Inc. o/a Pronto Automotive Markham Reason: To extend the contract for the one year option (year 3)		October 11, 2016	\$100,000 Contract Total to date: \$279,412
Contract Action Request (PO#87390): Year Round Grounds Maintenance Services at York Regional Police #2 District, Richmond Hill, and #5 District, Markham Vendor: Sunrise Landscaping and Flagstone Specialists Ltd. Reason: To extend the contract for the first one year option		October 11, 2016	\$47,382 Contract Total to date: \$95,882
Contract Action Request (PO#83992): Year Round Grounds Maintenance Service at #3 District, Sutton Vendor: Stilescape Inc. Reason: To extend the Contract for the fourth and final option year (year 5) and add \$34,000.00 for the Year Round Grounds Maintenance at #3 District including funds for the possible removal of snow off-site.		October 17, 2016	\$34,000 Contract Total to date: \$137,013
Contract Action Request (PO#83974): Changeover and Repair Service of Police Vehicle Equipment Vendor: D & R Electronics Co. Ltd. Reason: To extend the contract for the third and final option year (year 5)		October 19, 2016	\$200,000 Contract Total to date: \$1,598,720

Tender Approvals, Request for Proposals and Scope/Additional Deliverables			
Description	No. of Bids	Award Date	Value
Contract Action Request (PO#84008): Police Vehicle Decaling Services Vendor: Thunder Graphics Inc. Reason: To extend the contract for the fourth and final option year (year 5)		October 20, 2016	\$80,000 Contract Total to date: \$385,800
Contract Action Request (PO#85376): Supply and Delivery of Police Vehicle Emergency Equipment Vendor: D & R Electronics Co. Ltd. Reason: To extend the contract for the second option year (year 3)		October 24, 2016	\$375,000 Contract Total to date: \$1,167,181
Contract Action Request (PO#85375): Supply and Delivery of Police Vehicle Emergency Equipment Vendor: Mega-Technical Holdings Ltd. Reason: To extend the contract for the second option year (year 3)		October 24, 2016	\$95,000 Contract Total to date: \$293,450
Contract Action Request (PO#83718): Supply, Delivery, Installation and Maintenance of a P25 Voice Radio Communication System Vendor: Motorola Canada Ltd. Reason: To increase the P.O. for the Software Upgrade of P25 Radio System and extend the expiry date to December 31, 2017 which coincides with the occupancy of the expanded TTC Subway system into York Region.		November 18, 2016	\$87,575 Contract Total to date: \$23,911,258
Contract Action Request (PO# 87115): Supply, Delivery and Installation of Greenguard® Certified Furniture for York Regional Police Vendor: Staples Advantage Canada Reason: increased furniture requirements due to the addition of Professional Development and Recruiting for the new training facility		December 14, 2016	\$138,905 Contract Total to date: \$535,779
Total Expenditures			\$1,813,668

For comparison purposes, the delegation of authority for Purchasing By-law No. 06-14 items in the fourth quarter 2015 was \$4,185,942, excluding HST.

CO-OPERATIVE PURCHASING

In the fourth quarter of 2016, the following co-operative purchase orders were initiated under section 13 of Purchasing By-law No. 06-14:

Co-Operative Purchasing Agreements

Description	Co-ordinating Agency	Contract End	Vendor(s)	Value
Provision of Immediate Telephone Interpretation Services	Region of York	September 30, 2018	Language Line	\$44,000 (excluding HST)
Total				\$44,000

For comparison purposes, the delegation of authority for co-operative purchasing items in the fourth quarter of 2015 was \$151,732 excluding HST.

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

FEBRUARY 15, 2017

Annual Solicitations and Donations

RECOMMENDATIONS

1. That the Board receive this report pursuant to Public Donations Board Policy No. 01/15; and
2. That the Board approve 2016 donations greater than \$10,000 from the attached Appendix A totalling \$65,556.

SYNOPSIS

This report shows Solicitations and Donations received by York Regional Police in 2016 totalled \$564,364, comprised of \$371,918 in cash donations and \$192,446 in non-cash donations. In accordance with the Board's Public Donations Policy No. 01/15, all donations of \$10,000 or more require the Board's approval.

FINANCIAL IMPLICATIONS

In 2016, York Regional Police received \$371,918 in cash donations. The criteria for inclusion as a York Regional Police donation is any fundraising where Financial Services staff have prepared financial reporting for the initiative. The cash donations were deposited into the appropriate Operating Budget or Balance Sheet account. Any funds remaining from these donations are held in a balance sheet account and remain available for the intended fundraising purpose.

BACKGROUND

The Regional Municipality of York Police Services Board Policy No. 01/15 in relation to Public Donations requires the submission of an annual report outlining donations received by York Regional Police.

The York Regional Police Solicitations and Donations Procedure requires all proposals for donations to York Regional Police be documented on a Solicitation & Donation Information Form (YRP 360). The policy also specifies York Regional Police shall not receive public donations less than \$10,000 without prior approval from the Chief of Police or designate and donations over \$10,000 require Board approval. Two separate in-year approvals were reported to the Board as reported in Appendix B. Prior approval was received from the Chief for all donations less than \$10,000.

The following chart summarizes the donations received by York Regional Police in 2016.

2016 Solicitations and Donations

Name/Partnership	No. of Donors	Cash	Non-Cash	Total
Holiday Heroes	Not Applicable	\$27,580	\$172,446	\$200,026
Police Appreciation Night	128	\$117,450		\$117,450
Community Safety Village Golf	48	\$108,455		\$108,455
Clubs 4 Cancer Golf	22	\$67,790		\$67,790
Corporation of the City of Vaughan	1	\$20,000		\$20,000
GO Transit	1		\$20,000	\$20,000
Cops for Cancer	various	\$17,615		\$17,615
Community Safety Village	1	\$5,556		\$5,556
Male Chorus	14	\$3,630		\$3,630
Pride Internal Support Network	various	\$1,622		\$1,622
Adopt-A-Mission Jamaica	1	\$1,500		\$1,500
Less than \$500	2	\$720		\$720
TOTALS	215	\$371,918	\$192,446	\$564,364

Since the launch of Holiday Heroes in 2008, York Regional Police has raised more than \$1 million in monetary donations, new toys, new children's clothing and food for underprivileged families in York Region and has delivered a message of hope and encouragement. Collaborative efforts with corporate partners provide for the thousands of families who have registered for assistance through local Salvation Army programs and Victim Services of York Region. Year-over-year, there has been an increase of 49 per cent in total donations collected under the Holiday Heroes campaign.

In 2016, the Police Appreciation Night Committee hosted its 24th annual dinner to encourage public support of the service and to raise money to fund police programs and equipment. Forty-five years of policing excellence was the theme for the sold out event held on May 18, 2016 with over 1,000 attendees, fundraising over \$117,000. As a result, the Police Appreciation Night Committee funded \$121,290 in programs and purchases in 2016.

The Community Safety Village golf tournament is an annual fundraiser supporting the provision of safety lessons to over 400,000 students from Kindergarten to Grade 5 in York Region. The grounds contain a miniature village featuring more than 30 scaled-down buildings, roadways,

operational traffic lights, signs and a railway crossing. Children have the opportunity to demonstrate their knowledge of the rules of the road through the use of bicycles, battery-operated mini-cars and a walking tour of the village.

It is therefore recommended that the Board approve this report pursuant with the reporting requirements within the Board's Public Donations Policy No. 01/15 for donations.

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

EJ:se

Accessible formats or communication supports are available upon request

Appendix A: 2016 Cash and Non-Cash Donations Greater than \$5,000

Source	Amount	In-Kind	Purpose
Scotiabank	\$30,000		Police Appreciation Night
The Uplands Foundation	\$15,000		Police Appreciation Night
CGI	\$10,000		Community Safety Village
David Merkel	\$5,556		Community Safety Village
Honourable Henry 'Hal' Jackman	\$5,000		Police Appreciation Night
TOTALS	\$65,556	\$0	

Appendix B: 2016 In-Year Approvals

Source	Amount	Meeting Date	Purpose
Corporation of the City of Vaughan	\$20,000	November 23, 2016	Peer Support House
GO Transit	\$20,000	June 22, 2016	Fleet replacement
TOTALS	\$40,000		

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

FEBRUARY 15, 2017

Annual Report on the Disposal of Assets

RECOMMENDATION

1. That the Board receive this report pursuant to the Board's Purchasing By-law No. 06-14.

SYNOPSIS

This report is to advise the Board of the disposal of surplus vehicles in 2016 totalling \$486,226 in accordance with the annual reporting requirement of the Purchasing By-law No. 06-14 section 18.8.

FINANCIAL IMPLICATIONS

Funds totalling \$374,100 were included in the 2016 Operating Budget for auction proceed revenues from the sale of vehicles and parts. The disposals in 2016 included 120 vehicles and totalled \$486,226, a 9.5% decrease in comparison to 141 vehicles and \$537,279 in 2015. The 2016 surplus residual of \$112,126 was used to offset the tax-levy requirements from 2016 Operating spending.

BACKGROUND

The Purchasing By-law No. 06-14 section 18 provides a process for the transfer, sale, disposal, trade or donation of surplus assets. The 2016 disposals met all of the criteria within Section 18, including an offer to transfer the assets to other Regional departments, followed by a disposal at

a public auction or advertised for public tender. Section 18.8 requires a report on the sale or disposition of assets on an annual basis.

Under Section 18.4, the Bylaw provides a process for the Deputy Chief to approve donations to a not-for-profit, charitable or benevolent purpose, and this was exercised for the disposal of computer equipment to the Maple Lions Club E-Waste Program.

Donation of Computer Equipment

Description	Number of Units
Monitors	196
Desktops	95
Laptops	16
Totals	307

In 2016, York Regional Police received \$486,226 for the sale of assets, comprised exclusively of auction proceeds from vehicle sales, as follows:

Vehicle and Parts Disposal Summary

Vehicle Type	Number of Disposals	Amount
Sedan	70	\$242,525
Utility	14	\$108,198
Van	8	\$52,196
Truck	4	\$39,671
Motorcycle	2	\$12,609
Other	7	\$26,352
Generator	3	\$2,016
Parts	12	\$2,660
Totals	120	\$486,226

A detailed list of the sale and disposal of assets is attached in Appendix A to this report.

It is therefore recommended that the Board approve this report pursuant with the annual reporting requirement for sale and disposition of assets within the Board's Purchasing By-law No. 06-14.

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

EJ:jf

Accessible formats or communication supports are available upon request

Appendix A Disposal of Assets Detail

Description	Kilometers	Auctioneer	Original Purchase Price	Proceeds
2013 Jeep Grand Cherokee 4x4	161,340	NTA	\$32,187.77	\$16,384.50
2012 Dodge Ram 1500	154,234	NTA	\$22,566.34	\$15,925.50
2012 Ford Edge	147,270	NTA	\$40,924.90	\$15,136.50
2012 Toyota Camry	150,913	NTA	\$22,057.51	\$10,624.50
2014 Toyota Sienna	31,039	NTA	\$26,305.01	\$10,528.50
2008 Chevrolet Silverado 1500	78,897	NTA	\$20,131.00	\$10,240.50
2008 Chevrolet Express	98,294	NTA	\$31,334.20	\$9,280.50
2009 Ford F150	161,990	NTA	\$26,380.08	\$9,088.50
2013 Kia Sorento	145,594	NTA	\$27,336.86	\$8,704.50
2010 Toyota Rav4	172,755	NTA	\$19,334.44	\$8,704.50
2013 Chevrolet Equinox	150,201	NTA	\$24,046.96	\$8,416.50
2009 Toyota Rav4	148,452	NTA	\$20,504.68	\$8,320.50
2010 Nissan Altima	142,236	NTA	\$17,807.85	\$8,224.50
2013 Ford Explorer Ppv	199,447	NTA	\$34,016.40	\$8,032.50
2002 Ford Econoline	14,591	NTA	\$35,509.40	\$7,776.00
2013 Ford Explorer Ppv	199,921	NTA	\$34,016.40	\$7,680.00
2010 Chevrolet Tahoe	220,832	NTA	\$42,688.08	\$7,168.50
2010 Chevrolet Express Cargo	208,664	NTA	\$31,623.48	\$7,072.50
2007 Suzuki Grand Vitara	79,611	NTA	\$25,438.05	\$6,976.50
2013 Kia Sportage	150,375	NTA	\$25,450.23	\$6,816.00
2010 Ford Taurus	156,782	NTA	\$25,430.76	\$6,720.00
2011 Kawasaki Mule	n/a	NTA	n/a	\$6,720.00
2010 Ford Taurus	145,208	NTA	\$25,430.76	\$6,688.50
2013 Kia Optima	153,667	NTA	\$20,208.56	\$6,688.50
2003 Harley Davidson Flhtp1	48,105	NTA	\$23,340.96	\$6,304.50
2003 Harley Davidson Flhtp1	46,125	NTA	\$23,340.96	\$6,304.50
2005 Chevrolet Suburban	100,384	NTA	\$46,414.24	\$6,208.50
2010 Dodge Gr Caravan	111,957	NTA	\$22,536.83	\$6,016.50
2010 Chrysler 300c	180,677	NTA	\$31,382.64	\$5,664.00
2009 Chevrolet Malibu	75,663	NTA	\$23,872.32	\$5,536.50
2010 Kawasaki Mule	n/a	NTA	\$11,109.27	\$5,472.00
2009 All-Terrain Vehicle	n/a	NTA	\$20,266.00	\$5,472.00
2010 Dodge Gr Caravan	122,670	NTA	\$24,166.08	\$5,440.50
2011 Nissan Altima	149,763	NTA	\$24,046.14	\$5,344.50
2011 Chevrolet Malibu	129,999	NTA	\$18,843.68	\$5,344.50
2009 Canam Max 650xt Atv	n/a	NTA	n/a	\$5,184.00
2016 Chevrolet Impala	9,587	NTA	\$23,130.34	\$5,184.00

Description	Kilometers	Auctioneer	Original Purchase Price	Proceeds
2010 Ford Fusion Se	124,854	NTA	\$19,109.52	\$5,088.00
2009 Chevrolet Malibu	74,384	NTA	\$23,872.32	\$4,960.50
2008 Chevrolet Tahoe	212,151	NTA	\$39,128.40	\$4,480.50
2009 Chevrolet Malibu	95,635	NTA	\$21,210.12	\$4,480.50
2009 Ford Fusion	82,448	NTA	\$17,945.28	\$4,416.00
2008 Ford F150	131,048	NTA	\$22,953.24	\$4,416.00
2011 Chevrolet Impala 9c1	81,280	NTA	\$22,797.17	\$4,405.50
2008 Ford Fusion	93,408	NTA	\$22,547.16	\$4,320.00
2008 Chevrolet Impala	156,775	NTA	\$25,257.04	\$4,309.50
2009 Ford Fusion	90,450	NTA	\$18,335.16	\$4,224.00
2006 Suzuki Grand Vitara	97,200	NTA	\$23,639.87	\$4,192.50
2007 Ford Fusion	110,416	NTA	\$22,847.40	\$4,096.50
2009 Ford Focus	39,604	NTA	\$15,856.56	\$4,096.50
2008 Chevrolet Impala	115,209	NTA	\$25,170.54	\$4,000.50
2009 Chevrolet Malibu	135,012	NTA	\$21,210.12	\$3,925.50
2009 Chevrolet Malibu	126,264	NTA	\$21,210.12	\$3,838.50
2009 Ford Focus	61,186	NTA	\$15,856.56	\$3,733.50
2008 Ford Fusion	102,511	NTA	\$19,333.00	\$3,712.50
2008 Ford Fusion	66,617	NTA	\$19,334.00	\$3,712.50
2011 Chevrolet Impala 9c1	75,418	NTA	\$22,797.17	\$3,616.50
2009 Ford Focus	47,947	NTA	\$15,856.56	\$3,541.50
2008 Ford Fusion	104,669	NTA	\$19,334.00	\$3,520.50
2009 Ford Focus	76,880	NTA	\$15,856.56	\$3,445.50
2007 Dodge Grand Caravan	81,935	NTA	\$23,789.16	\$3,424.50
2008 Ford Escape	96,255	NTA	\$8,659.62	\$3,424.50
2010 Chevrolet Tahoe	192,802	NTA	\$42,688.08	\$3,264.00
2009 Ford Fusion	131,200	NTA	\$17,945.28	\$3,136.50
2016 Ford Explorer Interceptor	n/a	NTA	\$35,663.90	\$3,072.00
2015 Nissan Altima	24,000	NTA	\$21,743.30	\$2,848.50
2009 Ford Focus	131,413	NTA	\$15,728.04	\$2,848.50
2008 Chrysler Sebring	124,270	NTA	\$18,349.20	\$2,752.50
2013 Ford Transit Connect	100,484	NTA	\$24,237.25	\$2,656.50
2007 Chevrolet Impala 9c1	50,592	NTA	\$23,884.00	\$2,656.50
2007 Chevrolet Impala	76,906	NTA	\$25,250.56	\$2,656.50
2014 Ford Taurus Interceptor	152,370	NTA	\$24,652.43	\$2,560.50
2010 Ford Crown Victoria	90,229	NTA	\$31,382.64	\$2,496.00
2008 Chevrolet Impala	78,259	NTA	\$25,170.54	\$2,496.00
2011 Ford Crown Victoria	130,557	NTA	\$24,196.54	\$2,389.50
2011 Ford Crown Vic	137,405	NTA	\$27,175.74	\$2,368.50

Description	Kilometers	Auctioneer	Original Purchase Price	Proceeds
2011 Ford Crown Victoria	141,096	NTA	\$24,196.54	\$2,368.50
2011 Ford Crown Victoria	130,295	NTA	\$24,196.54	\$2,368.50
2016 Ford Explorer Interceptor	n/a	NTA	\$35,663.90	\$2,304.00
2011 Ford Crown Victoria	125,791	NTA	\$24,196.54	\$2,293.50
2009 Ford Fusion	104,566	NTA	\$18,335.16	\$2,293.50
2011 Ford Crown Victoria	125,869	NTA	\$24,196.54	\$2,293.50
2011 Ford Crown Victoria	129,156	NTA	\$24,196.54	\$2,293.50
2011 Ford Crown Victoria	126,352	NTA	\$24,196.54	\$2,293.50
2009 Ford Crown Victoria	107,843	NTA	\$30,723.84	\$2,272.50
2007 Chevrolet Impala	67,359	NTA	\$25,250.56	\$2,272.50
2011 Ford Crown Victoria	133,708	NTA	\$24,196.54	\$2,208.00
2011 Ford Crown Victoria	128,050	NTA	\$24,196.54	\$2,101.50
2007 Ford Crown Victoria	105,407	NTA	\$30,006.06	\$1,909.50
2000 Ezgo 1200 Lx Golf Cart	n/a	NTA	\$3,500.00	\$1,824.00
2007 Ford Crown Victoria	69,429	NTA	\$30,006.06	\$1,824.00
2008 Chevrolet Impala	100,690	NTA	\$25,170.54	\$1,728.00
2011 Ford Crown Victoria	142,111	NTA	\$24,196.54	\$1,717.50
2011 Ford Crown Vic	123,960	NTA	\$26,869.14	\$1,696.50
2008 Chevrolet Impala	106,692	NTA	\$25,170.54	\$1,621.50
Winco W15000ke/A Generator	n/a	NTA	n/a	\$1,584.00
2011 Ford Crown Victoria	103,383	NTA	\$24,196.54	\$1,536.00
2007 Northtrail Atv Trailer	n/a	NTA	\$2,860.84	\$1,440.00
2011 Ford Crown Victoria	115,025	NTA	\$24,196.54	\$1,440.00
2011 Ford Crown Victoria	126,028	NTA	\$24,196.54	\$1,440.00
2008 Chevrolet Impala	88,674	NTA	\$25,170.54	\$1,429.50
2010 Ford Crown Victoria	137,080	NTA	\$30,296.16	\$1,120.50
2014 Ford Taurus Interceptor	136,213	NTA	\$24,652.43	\$832.50
2009 Ford Crown Victoria	114,417	NTA	\$30,723.84	\$832.50
2011 Ford Crown Victoria	137,107	NTA	\$24,196.54	\$576.00
Chev 225/45r18 Tire/Rim	n/a	NTA	n/a	\$480.00
Michel 226/65r17 Tour Hp Tires	n/a	NTA	n/a	\$432.00
Goodyear 245/55r18 Rim/Tire	n/a	NTA	n/a	\$384.00
Setina X4 Push Bumpers	n/a	NTA	n/a	\$335.00
Hankoo 215/60r16 All Season Tires	n/a	NTA	n/a	\$288.00
Firest P205/65r16 Touring Tires	n/a	NTA	n/a	\$288.00
Honda Em5000 Generator	n/a	NTA	n/a	\$288.00
Ghibli Ft160 Pressure Washer	n/a	NTA	n/a	\$240.00
Firest P205/65r16 Touring Tires	n/a	NTA	n/a	\$192.00

Description	Kilometers	Auctioneer	Original Purchase Price	Proceeds
Onan Generator	n/a	NTA	n/a	\$144.00
Setina X4 Cargo Dividers	n/a	NTA	n/a	\$90.20
Setina X6 Prisoner Divide	n/a	NTA	n/a	\$80.60
Dodge Ram Steel Wheels	n/a	NTA	n/a	\$48.00
Setina Cargo Divider X5	n/a	NTA	n/a	\$23.00
Action Truck Cap	n/a	NTA	n/a	\$19.20
Total Proceeds				\$486,225.50

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD
REPORT OF THE CHIEF OF POLICE
FEBRUARY 15, 2017

Annual Report on Public Complaints

RECOMMENDATION

1. That the Board receive this report pursuant to Section 31(1)(j) of the *Police Services Act*, Board By-Law No. 01-11 respecting the Administration of the Complaints System under Part V of the *Police Services Act*.

SYNOPSIS

Section 31(1)(j) of the *Police Services Act* requires the Board to review the Chief's administration of the complaints system under Part V and receive regular reports from the Chief on the administration of the complaints system.

In accordance with Board Policy and York Regional Police procedures, the Chief is required to provide semi-annual reports to the Board that include cumulative and detailed information and comparative data from the preceding calendar year. The first report each year shall summarize the yearly complaints, including an analysis of frequency, nature and substance of policy and conduct complaints and whether the analysis indicates the need for training or additional resources. In accordance with Section 31(b) of the Adequacy and Effectiveness of Police Services Regulation, the information contained in the attached report will also be included in the 2015 Annual Report.

FINANCIAL IMPLICATIONS

Not applicable.

BACKGROUND

On October 19, 2009, amendments to Part V of the *Police Services Act* came into effect in Ontario, which brought significant change to the manner in which public complaint investigations are administered. The Office of the Independent Police Review Director (OIPRD) was established as an arm's length agency of the Ministry of the Attorney General. Complaints against police are no longer filed with the police service of origin, but instead are filed directly with OIPRD. The Director is responsible for accepting and classifying complaints, and may decide to send the complaint to the originating service or another police service for investigation. In some cases, the Director may opt to have OIPRD investigate the complaint.

The basic guidelines for filing a complaint have remained the same; that a member of the public may complain about the conduct of an officer or officers, or about the policies of or services provided by a police force. The complainant in a public complaint must have been the person who was directly affected by the conduct, policy or service. The complaint must be made within six months of the incident which prompted it, and complaints must not be frivolous, vexatious, or made in bad faith.

Certain exemptions to the above listed stipulations are now in effect. Parties who are indirectly affected by the conduct, but who can demonstrate a personal relationship with the complainant may now make a complaint if they can show that they suffered distress or loss as a result of the conduct. On a case by case basis, the Director may opt to accept complaints that are made outside of the six month time limit.

A complaint must still be made in writing and be signed by the complainant, and complaints may now be e-filed with OIPRD.

The Ontario Civilian Police Commission (OCPC) will maintain carriage of any complaint appeals and reviews that existed prior to October 19, 2009. Moving forward, OCPC will function solely as an appeal body for Hearings conducted under the *Police Services Act*.

The Chief of Police is still responsible for reviewing every complaint that is made about the policies of or services provided by a police force and shall take appropriate action in response to the complaint.

Policy/Service Complaints

The *Police Services Act* requires the Chief of Police to submit a written report to the Board respecting complaints about the policies of or services provided by the police force and the disposition of same. In 2016 there was 8 service complaints assigned by the OIPRD to York Regional Police for review in accordance with section 61(1) of the *Police Services Act*. 1 service complaint was not accepted by the OIPRD as it was deemed not in the public interest, 1 was not dealt with as it was deemed outside of the OIPRD mandate, 5 service complaints were withdrawn and 1 matter proceeded to a report. It is described below.

Service Complaints

On April 28, 2016, at 12:39 pm, a citizen called the YRP 911/Communications Centre to report that he saw an unknown female walk up his neighbours' driveway in the City of Vaughan. Since the female did not immediately re-appear and knowing that his neighbours were away at work, the caller attended the residence and saw the female in the backyard, lying on the ground, kicking at the rear patio door. The caller reported to the YRP Call Taker what he saw and that he found the behavior strange and very suspicious; he requested that police attend. The Call Taker told him that she had entered a call and that an officer would be dispatched soon.

The call for service was entered as a suspicious person call, it was placed in the dispatch queue and it was upgraded from a priority 3 to priority 2 response.

Nine minutes later, the caller contacted the 911/Communications Centre a second time to report the female had left and had walked towards the Yonge Street area to a different Call Taker and he reiterated what he had seen and that he thought the female was trying to break into the house. He was advised that a call had been entered and officers would attend. The call was then upgraded from a suspicious person to an attempted break in, but not to a break and enter in progress.

The Dispatcher saw the call in the dispatch queue as a priority 2 call and chose not to voice the call as required by YRP procedure. He held the call in the queue despite several units being available to attend the call.

At 12:56 pm, PC Ahmed Payanda #2257 was on a traffic stop when he observed the call in the queue and advised the Dispatcher he would attend. At 1:06 pm, PC Payanda arrived in the area around 8 Cavalier Crescent, but was unable to locate the female. PC Payanda met with the caller and the homeowner (who had arrived home at the call of his neighbor) and found all points of entry to the residence secure. PC Payanda cleared the call submitting a report of an attempt break and enter to the residence.

At 5:42 pm, the Complainant arrived home and discovered that a quantity of jewelry had been taken from her bedroom. She called #2 District to report that a break and enter had actually occurred and the officer returned to the residence and updated the report accordingly. It was found that the entry was through the rear sliding door, which had then been re-secured by the suspect.

A Discipline Review Committee was held on July 21, 2016 to review the findings of the investigation. It was determined that there were issues with the initial and supplemental call takers involved as well as the dispatcher assigned on the day in question. These identified issues precluded a proper police response to the call for service.

As a result of the findings, the call takers and dispatcher involved received formal counselling and further training in regards to suspicious persons / break and enter in progress calls and the requirements of YRP Communications procedure LE 002.

This service complaint was reported to the Board on September 21, 2016.

Conduct Complaints

In regard to complaints made about the conduct of a police officer, the Chief may resolve the matter informally if the conduct is not of a serious nature. If at the conclusion of the investigation and on review of the written report, the conduct of the officer constitutes serious misconduct pursuant to the *Police Services Act*, the Chief shall hold a hearing into the matter. The majority of public complaints received in 2016, have been classified as police procedure, followed by complaints of verbal incivility, misuse of authority and physical assault.

During 2016, York Regional Police received 137 public complaints compared to 150 in 2015, 115 in 2014 and 122 in 2013. This represents a 9 percent decrease in public complaints from 2015. The percentage of complaints being screened in by the OIPRD is consistent with previous years. In 2016, 44 percent of complaints were screened in while in 2015, 54 percent were accepted. The average of accepted complaints for the last 5 years ranges between 44-54 percent.

As the attached chart indicates, 61 public complaints were investigated with none resulting in discipline towards the officer, 11 were informally resolved, 27 withdrawn and 3 determined to be unsubstantiated as well as 1 service complaint. There was 1 complaint in which the OIPRD was unable to proceed as it did not involve a police officer. 18 complaints were still under investigation as of December 31, 2016. 76 complaints were not accepted by the OIPRD because, in accordance with Section 60 of the *Police Services Act*, they were determined to be either frivolous; vexatious or made in bad faith; could be more appropriately dealt with under another Act or law; were not in the public interest or were over six months old.

The OIPRD did not retain any complaints for investigation in 2016 despite their usual efforts to retain a sampling of complaints from the larger police services.

During 2016, following the notification to the complainants of the disposition of their public complaint, 1 request was made by complainants to the OIPRD to review the decision made by the Chief of Police. The OIPRD reviewed the matter and overturned the Chief's decision of *less serious* misconduct and deemed the misconduct to be *serious* and ordered it to go to a Hearing. The matter is still before the tribunal.

The actual strength of the service at the end of 2016, was 1579 sworn officers. The ratio of conduct complaints per officer for the year is .09 and this remains one of the lowest ratios in comparison to other large police services in Ontario. The low average of complaints per officer ratio and the low number of substantiated complaints can be attributed in part to all members upholding the Values and Code of Ethics of York Regional Police.

The Professional Standards Bureau has maintained an excellent working relationship with the OIPRD in 2016. They continue to participate in an ongoing programs with the OIPRD for Customer Service Resolutions (CSR) and as well a newer program involving mediation for public complaints. Both of these programs aim to assist in the resolution of complaints at an earlier stage to promote understanding between the complainants and the police service as opposed to a more formal investigation for minor complaint issues.

Professional Standards Bureau members continued to deliver presentations to Recruit classes and supervisor classes in 2016. The intention is to familiarize members with the complaint investigation process, as well as to discuss the common themes of complaints in an effort to reduce or eliminate public complaints. York Regional Police is committed to our Values and Code of Professional Ethics both internally and externally.

André Crawford
Acting Chief of Police

EJ:sr
Attachment

Accessible formats or communication supports are available upon request



PROFESSIONAL STANDARDS BUREAU

2016 ANNUAL SUMMARY

PUBLIC COMPLAINT INVESTIGATIONS NATURE OF COMPLAINTS

Year	Police Procedure	Physical Assault	Verbal Abuse	Misuse of Authority	Policy Service	Totals	Staffing
2011	62	13	35	20	7	137	1461
2012	47	13	35	17	8	120	1495
2013	61	11	25	24	1	122	1513
2014	51	11	30	18	5	115	1529
2015	66	16	34	17	17	150	1562
2016	85	8	31	5	8	137	1579

NATURE OF COMPLAINTS

Year	Police Procedure	Physical Assault	Verbal Abuse	Misuse of Authority	Policy Service	Totals
2016	85	8	31	5	8	137
2015	66	16	34	17	17	150
% CHANGE 2015-2016	+29%	-50%	-9%	-29%	-47%	-9%

ANNUAL PERCENTAGE COMPARISON

Year	Police Procedure	Physical Assault	Verbal Abuse	Misuse of Authority	Policy Service
2011	45%	9%	26%	15%	5%
2012	39%	11%	28%	14%	8%
2013	50%	9%	20%	20%	1%
2014	44%	10%	26%	16%	4%
2015	44%	11%	23%	11%	11%
2016	62%	6%	22%	4%	6%

POLICE SERVICES COMPARISON

Police Service	Durham	Halton	Hamilton	Niagara	Ottawa	Peel	Waterloo	York
2016 Uniform Officers	853	697	836	714	1372	2026	789	1579
2016 Public Complaints	91	67	101	100	n/a	182	97	137
Complaints per officer	.11	.10	.12	.14	n/a	.09	.12	.09

NATURE OF COMPLAINTS DETAILED

POLICE PROCEDURE

Fail to Identify	0
Neglect of Duty	41
Improper Detention (includes stopping car)	2
Improper Search – person	1
Improper Arrest	10
Improper Charge	21
Improper Entry	2
Improper Use of Discretion	1
Other (parking, provincial offence, keep the peace)	7
Service & Policy	8
TOTAL	93

PHYSICAL ASSAULT

Assault	2
Assault with Injury	0
Sexual Assault	0
Assault while restrained	0
Other Assault	0
Excessive Force	5
Excessive Force with Injury	1
TOTAL	8

VERBAL ABUSE

Verbal Abuse / Incivility	23
Harassment / Threat	5
Implied Harassment /Threat	3
Sexual Harassment	0
Other	0
TOTAL	31

MISUSE OF AUTHORITY

Corruption	0
Theft	0
Fraud9	0
Lying Under Oath	1
Deceit	0
Disclose Confidential Information	0
Intoxication	0
Improper Driving	2
Improper Use of Position	2
Misuse of Authority Other –	0
TOTAL	5

TOTAL NUMBER OF COMPLAINTS 2016

137



PUBLIC COMPLAINT DISPOSITIONS

Complaints Investigated by York Regional Police				
	2013	2014	2015	2016
Section 64(7) Formal Discipline	0	0 (1 from 2012 2 from 2013)	0 (2 from 2013)	0 (1 from 2013) (1 from 2015)
Section 66(4) Informal Discipline	1 (+1 from 2012)	1 (+2 from 2013)	1 (1 from 2014)	0 (2 from 2015)
Section 93(1) Informal Resolution	13	14	18	11
Section 66(2) Unsubstantiated	12	6	4	3
Section 74(1) Withdrawn	8	11	20	27
Section 61(2) / Policy / Service	0	1	1	1
Section 59(1) OIPRD cannot Proceed				1
Outstanding Files at Year End	19	13	24	18
TOTAL COMPLAINTS INVESTIGATED BY YORK REGIONAL POLICE	53	46	68	61

Complaints Dealt with by OIPRD (screened out and retained)				
	2013	2014	2015	2016
Section 60(2) Over 6 Months	8	8	5	1
Section 60(4) Not in public interest, other law etc.	48	54	51	72
Section 60(6) Not Directly Affected	0	1	13	3
Section 72(1) Retained by OIPRD	13	6	13	0
TOTAL COMPLAINTS DEALT WITH BY OIPRD	69	69	82	76

Classification of Complaints				
	2013	2014	2015	2016
Conduct Complaints	121	110	133	129
Policy/Service Complaints	1	5	17	8
Total Number of Complaints	122	115	150	137
Number of Involved Officers	170	179	189	149
Officers Disciplined	1 (+1 from 2012)	1 (+1 from 2012 +4 from 2013)	1 (2 from 2013 1 from 2014)	0
Number of Civilians Involved				4
Reviews Requested	6	6	4	1
Directed Hearings Ordered by OIPRD	1	2	1	1



Report of the Executive Director
Meeting Date: February 15, 2017
Public Relations Reserve Fund

RECOMMENDATION

1. That the Board receive this report in accordance with its Public Relations Reserve Fund Policy No. 08/08.

BACKGROUND

Sections 132(2) and 133(3) of the *Police Services Act* give Police Services Boards the authority to use the proceeds from the sale of unclaimed personal property and money found and seized by the police service for any purpose that it considers in the public interest. Pursuant to its statutory authority, the Police Services Board established the Public Relations Reserve Fund.

Section 8 of the Board's Policy, which governs fund administration, requires that the Executive Director, in consultation with the Manager of Financial Services, York Regional Police, monitor expenditures and report semi-annually all activity in the Public Relations Reserve Fund, including revenue, disbursements and balance.

STATUS OF PUBLIC RELATIONS FUND

The Board's 2016 budget includes a total of \$100,000 for public relations. The Board's Public Relations Reserve Fund on January 1, 2016 was **\$259,734** and the fund balance as of December 31, 2016 was **\$248,610**.

Disbursements

From January 1, 2016 to December 31, 2016, the Board approved the following disbursements from its Public Relations Reserve Fund:

ORGANIZATION	Amount
Association of Black Law Enforcers - Gala	\$2,500
Canadian Association of Police Governance	\$1,000
Canadian Association of Police Educators Conference	\$1,000
Cedar Centre (formerly York Region Abuse Program)	\$3,000
Character Community Foundation of York Region	\$5,000
Community and Home Assistance to Seniors (CHATS)	\$2,800
Clubs for Cancer	\$2,000
Community Safety Village Golf Tournament	\$10,000

ORGANIZATION	Amount
Crime Stoppers of York Regional 21 st Annual Wayne Snooks Golf	\$1,500
Herbert Carnegie Future Aces Foundation Golf Tournament	\$500
I Run & Rock-United by Trauma	\$3,000
MADD York Region	\$5,000
Ontario Association of Police Services Boards	\$5,000
Ontario Women in Law Enforcement Banquet	\$1,000
St. John's Ambulance	\$2,000
Victim Services of York Region	\$1,000
Women's Centre of York Region	\$200
Yellow Brick House Gala	\$4,000
York Region CISM Team	\$1,000
York Regional Police Appreciation Night	\$5,000
TOTAL DISBURSEMENTS	\$56,500

Revenues

From January 1, 2016 to December 31, 2016, deposits credited to the Public Relations Reserve Fund include:

Monies Forfeited to the Board	\$61,023
Property Auction (net of Auction fees)	\$33,162
Interest	\$10,819
TOTAL DEPOSITS	\$105,004

Net Change

Total Revenue	\$105,004
Total Disbursements	\$56,500
Net Change (Revenue less Disbursement)	\$48,504

CONCLUSION

This report is submitted in compliance with Section 8 of the Board's Public Relations Reserve Fund Policy and indicates a fund balance on December 31, 2016 of **\$248,610**.

Mafalda Avellino
Executive Director

/jk

Attach. (1)

Summary of Public Relations
As of December 31, 2016

Organization	2016 YTD	2015	2014	2013	2012	2011	2016-2010 Total
Opening Balance	\$248,610	\$259,734	\$279,866	\$278,297	\$247,099	\$216,855	
Expenditures - Disbursements							
360kids Support Services			\$ 10,000				\$10,000
ABLE - Association of Black Law Enforcers	\$ 2,500	\$ 2,500	\$ 2,500	\$1,250	\$1,300	\$1,300	\$11,350
Beth Chabad Israeli Ctr-Spirit of Community Dinner		\$ 7,200	\$ 3,500	\$3,500	\$3,500		\$17,700
Bill Fisch Retirement			\$ 2,500				\$2,500
Canadian Association of Police Governance	\$ 1,000	\$ 25,000	\$ 5,000				\$31,000
Cape Conference	\$ 1,000						\$1,000
Cedar Centre	\$ 3,000						\$3,000
Character Community Foundation of York Region	\$ 5,000	\$ 5,000	\$ 5,000	\$5,000	\$5,000		\$25,000
CHATS	\$ 2,800						\$2,800
Clubs for Cancer	\$ 2,000	\$ 2,000	\$ 500	\$500	\$1,000		\$6,000
Community Living Newmarket & Aurora Dist.			\$ 5,000				\$5,000
Community Safety Village Golf Tournament (CSV)	\$ 10,000	\$ 10,000	\$ 10,000	\$10,000	\$10,000	\$10,000	\$60,000
Crime Stoppers of York Region	\$ 1,500	\$ 1,500	\$ 1,500	\$2,100	\$2,100	\$2,100	\$10,800
Herbert Carnegie Future Aces-Dinner			\$ 1,250	\$1,500	\$4,000	\$1,500	\$8,250
Herbert Carnegie Future Aces-Golf Tournament	\$ 500	\$ 500	\$ 500	\$500	\$400	\$400	\$2,800
I Run & Rock - United by Trama	\$ 3,000	\$ 3,000	\$ 1,500				\$7,500
Kinark Child And Family Services		\$ 5,000	\$ 5,000		\$5,000		\$15,000
MADD - York Region Chapter	\$ 5,000	\$ 5,000	\$ 7,500				\$17,500
Moving Forward 2015 Foundation		\$ 2,500					\$2,500
OAPSB - Ontario Association of Police Services Boards	\$ 5,000	\$ 5,088	\$ 7,088	\$2,000		\$2,000	\$21,176
OWLE Banquet	\$ 1,000	\$ 1,000	\$ 1,000	\$1,000	\$1,000	\$1,000	\$6,000
St. John's Ambulance	\$ 2,000	\$ 2,000	\$ 2,000	\$2,000	\$2,000	\$2,000	\$12,000
Victim Services of York Region (KRG Ins)	\$ 1,000	\$ 2,000					\$3,000
Women's Centre of York Region	\$ 200	\$ 200	\$ 210	\$210	\$210		\$1,030
Yellow Brick House	\$ 4,000	\$ 4,000	\$ 4,000	\$4,500	\$3,000	\$3,000	\$22,500
York Region Abuse Program		\$ 3,000	\$ 2,500	\$2,000	\$2,000		\$9,500
York Region CISM Team	\$ 1,000						\$1,000
York Regional Police Appreciation Dinner	\$ 5,000	\$ 5,000	\$ 5,000	\$2,500	\$2,500	\$2,800	\$22,800
York Regional Police Senior Officers Association		\$5,000					\$5,000
Total Expenditures- Disbursements	\$56,500	\$96,488	\$83,048	\$67,960	\$76,040	\$53,837	\$433,873
Revenues							
Monies Forfeited to the Board	#REF!	\$40,923	\$47,547	\$49,409	\$30,284	\$33,564	#REF!
Property Auctions (Net of Auction Fees)	#REF!	\$30,077	\$1,578	\$12,586	\$67,562	\$40,188	#REF!
Interest Earned	#REF!	\$14,364	\$13,792	\$7,534	\$9,392	\$10,330	#REF!
Total Revenues	#REF!	\$85,364	\$62,916	\$69,529	\$107,238	\$84,082	#REF!
Net Change (Revenues less Expenditures)	#REF!	(\$11,124)	(\$20,132)	\$1,569	\$31,198	\$30,245	#REF!
Closing Balance (89595)	#REF!	\$248,610	\$259,734	\$279,866	\$278,297	\$247,099	

C:\Program Files\eSCRIBE\TEMP\15202948670\15202948670,,,12 2016-Account 89595-Board Sized Money and Public Relations PSB- December 2016.xls]Summary Sheet

**Ministry of Community Safety
and Correctional Services**

Public Safety Division

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

Division de la sécurité publique

25, rue Grosvenor
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MEMORANDUM TO: All Chiefs of Police and
Commissioner J.V.N. (Vince) Hawkes
Chairs, Police Services Boards

FROM: Stephen Beckett
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Ministry Response to the Ombudsman's Report on De-
Escalating Conflict Situations**

DATE OF ISSUE:	February 13, 2017
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	17-0010
PRIORITY:	High

In June of last year, the Ombudsman of Ontario released his report: "A Matter of Life and Death: Investigation into the direction provided by the Ministry of Community Safety and Correctional Services to Ontario's police services for de-escalation of conflict situations".

The ministry is actively working to respond to the Ombudsman's 22 recommendations. A tiered, stakeholder-centred project structure has been implemented to support this work. The structure is led by an Executive Advisory Committee who will provide strategic advice and recommendations to the ministry. Membership includes representatives that bring a variety of perspectives including policing, mental health, psychology, civil liberties, and justice.

The Executive Advisory Committee will receive input and review proposals from subject matter experts through an Expert Technical Table. In addition to police training experts, the membership includes representatives with a community-based mental health perspective.

In addition, the ministry has issued a grant to the University of Toronto for research led by Dr. Judith Andersen and her team, to assist with ensuring an arm's-length, scientific review and evidence-based approach to this work.

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As part of the information-gathering phase of this project, Dr. Andersen and her team will be reaching out to police services. They may request interviews, conduct surveys, organize focus groups, observe use of force or de-escalation training, or ask for reference documentation relevant to this study. Your assistance in providing any relevant information and supporting this research will be very much appreciated. Please be assured all data collected as part of this study will be kept confidential and will be used solely for the purpose of informing the Ministry's response to the Ombudsman's report. Participant information will be limited to the role the individual performs and their work location.

Attached is a letter from Dr. Andersen that further explains the research process. Additional contacts will be made directly through Dr. Andersen or members of her team.

As a starting point, it would be appreciated if you could please forward your 2015 annual use of force study to Dr. Andersen.

Finally, as part of this work, we are hoping to collect provincial data on the number of police interactions involving persons in crisis/persons who may be experiencing mental health issues, in the context of total calls for service. If your police service maintains data on such interactions, please forward that information, as well as the total number of calls for service, for 2015.

The annual report and above data should be forwarded to Dr. Andersen at judith.andersen@utoronto.ca. Thank you for your assistance in this matter.

Sincerely,



Stephen Beckett
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

cc: Judith Andersen
University of Toronto Mississauga
Faculty of Medicine, University of Toronto



February, 2017

RE: Ministry Response to the Ombudsman's Report on De-Escalating Conflict Situations

The University of Toronto team, led by Dr. Judith Andersen, is pleased to enter into a collaboration with the Ministry of Community Safety and Correctional Services to address the 2016 Ombudsman report. Our research team will contribute research expertise in the following ways. First, to provide the MCSCS with a representative summary of current practices regarding de-escalation and the Use of Force Model, as currently practiced by police agencies in Ontario. Second, to provide a synthesis of existing scientific research regarding evidence based de-escalation strategies, training tools, and model interpretation.

All data collected by the University of Toronto team is for the sole purpose of informing MCSCS in their effort to answer the 2016 Ombudsman's report. Data will be gathered in aggregate form, meaning no individual will be identified personally. Data will be kept confidential and protected at the University of Toronto and shared only with MCSCS. All research procedures have been reviewed by the Research Ethics Review Board of the University of Toronto and comply with all federal ethical standards for data collection and protection.

In order to facilitate the research goals for the MCSCS report, Dr. Andersen or members of her research team may request interviews, conduct surveys, organize focus groups, conduct site visits to observe Use of Force or de-escalation training, or ask for reference documentation relevant to this study (e.g., a list of training programs that contain de-escalation information as part of police training at your agency). Your assistance in providing any relevant information supporting this research is appreciated.

Sincerely,

Judith Andersen, Ph.D.

Assistant Professor, Department of Psychology
University of Toronto Mississauga
Affiliated Faculty of Medicine | University of Toronto
E: judith.andersen@utoronto.ca
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**THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD**

BY LAW NO. 02-17

**A By Law to Confirm
the Proceedings of the Board at its Meeting
held on February 15, 2017**

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 15th day of February, 2017

Mafalda Avellino, Executive Director

Mayor Frank Scarpitti, Chair