



Guelph Police Services Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1
Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Open Meeting Agenda

Thursday, March 16, 2023; 2:30 p.m.

Location: Electronic Meeting

[Click here to access meeting via YouTube](#)

Closed Session: 1:00 p.m.

Open Session: 2:30 p.m.

- | | | |
|-----------------------------|---|-------------|
| 1.0 | Welcome and Introductions | |
| 2.0 | Meeting Called to Order, Territorial Acknowledgment | |
| 3.0 | Declarations of Conflict or Pecuniary Interest under the Municipal Conflict of Interest Act | Information |
| 4.0 | Closed Session Resolutions (if any) | Decision |
| 5.0 | Presentations/Delegations – None | |
| 6.0 | Approval of Minutes of the Open Meeting, February 16, 2023 | Decision |
| 7.0 | Approval of Agenda | Decision |
|
<u>PART 1 - CONSENT</u> | | |
| | <i>Items on the Consent Agenda can be approved in one motion. Prior to the motion being voted on, a member of the Board may request that an item be moved to the Discussion Agenda.</i> | Decision |
| 7.1 | Board Correspondence Report | Information |
| 7.2 | 2022 Access to Information Report | Information |
| 7.3 | 2022 Major Case Management Annual Report | Information |
| 7.4 | 2022 Missing Persons Annual Report | Information |
| 7.5 | Public Sector Salary Disclosure for 2022 | Information |
| 7.6 | Member Appointments | Decision |

PART 2 – DISCUSSION

- | | | |
|------|--|-------------|
| 7.7 | Chief's Monthly Report (verbal) | Information |
| 7.8 | Meeting Format Moving Forward (verbal) | Decision |
| 7.9 | Bail Reform | Decision |
| 7.10 | Establishment of a Board Nominating Committee (verbal) | Decision |
| 7.11 | New Business | |
| 8.0 | Information Items | |
| | <ul style="list-style-type: none">• Next Open Meeting: Thursday, April 20, 2023, 2:30 p.m., via Teams meeting, Livestreamed on YouTube | |
| 9.0 | Adjournment | Decision |



Guelph Police Services Board

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Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Open Meeting

Minutes – February 16, 2023

An Open meeting of the Guelph Police Services Board was held by teleconference call on February 16, 2023, pursuant to sections 11.4 and 20.7 of Guelph Police Services Board By-Law 136 (2009), commencing at 2:30 p.m.

Present: P. McSherry, Chair
J. Armstrong, Vice-Chair
C. Guthrie, Member
P. Allt, Member
L. LaCelle, Executive Assistant
G. Cobey, Chief of Police
D. Goetz, Deputy Chief of Police
J. Sidlofsky Stoffman, Legal Counsel
J. Allsop, Executive Assistant
S. Purton, Financial Services Manager

Guests: D. Sprague, SOLGEN, Insp. S. Gill

1.0 Welcome and Introductions

2.0 Meeting Called to Order and Territorial Acknowledgment

Chair McSherry called the meeting to order at 2:32 p.m. by teleconference call between the attendees and gave Territorial Acknowledgement.

3.0 Declaration of Conflict or Pecuniary Interest – **None**

4.0 Closed Session Resolutions

Moved by C. Guthrie

Seconded by J. Armstrong

THAT the Guelph Police Services Board approve the reinstatement of the collection of the \$35.00 user fee payable by the individual or agency for volunteer vulnerable sector record checks effective Monday, February 20, 2023, as outlined in the user fee by-law;

- CARRIED -

Moved by J. Armstrong

Seconded by C. Guthrie

THAT the Guelph Police Services Board approve the updated user fee by-law (Appendix A) effective immediately to reflect the change to the Police Record Checks Reform Act where fees can no longer be charged for Police Criminal Record Checks and Police Information Checks.

- CARRIED -

5.0 Presentations/Delegations

5.1 Community Response Break Enter Auto Theft Team Update – Insp. Steve Gill

- Chief Cobey introduced Inspector Steve Gill and asked that he provide an update to the Board with respect to the Break Enter Auto Theft team.
- Inspector Gill told the Board that the Break Enter Auto Theft team has been a great success and is a valuable resource, not only to the Service, but also to the community. It has been successful in addressing property crimes and auto thefts, holding offenders accountable in deterring further offences, removing illegal substances and firearms off of the streets, and improving the overall feeling of safety within the community.
- Oftentimes, property crime overlaps with the drug subculture, so drug-related charges are also laid by the unit.
- The unit has recovered vehicles, a boat, a trailer, numerous e-bikes, generators, tools, and more.
- In addition, the team, which consists of a Sergeant and four Detective Constables, also seized over \$122,000.00 in drugs, as well as firearms. Two of the firearms were loaded when they were recovered.
- Over 600 charges have been laid, 28 search warrants executed, 90 arrests have been made, and over \$500,000.00 in stolen property has been recovered.
- Of the 90 arrests made 14 were repeat arrests by the team. Of the 14, two had been arrested at least three times. In addition, one individual has been released up to eight times for vehicle thefts.

Chief Cobey thanked Insp. Gill and his team and reiterated how much the Service understands the impacts of property crime on the community. The Chief also reminded everyone that if anyone is a victim of these crimes, it is crucial to let the Service know.

Board members thanked Insp. Gill for his presentation. Chair McSherry also thanked Insp. Gill for making the Board aware and making the Board aware of steps being taken to ensure the safety of the citizens of Guelph.

S. Gill left the meeting at 2:56 p.m.

6.0 Approval of Minutes of the Open Meeting, January 19, 2023

Moved by **P. Allt**

Seconded by **C. Guthrie**

THAT the Guelph Police Services Board approve the Open Meeting minutes of January 19, 2023.

- CARRIED –

7.0 Approval of Agenda

Moved by **J. Armstrong**

Seconded by **C. Guthrie**

THAT the Guelph Police Services Board approve the Open Meeting agenda.

- CARRIED -

Part 1 – Consent Agenda

Moved by **C. Guthrie**

Seconded by **J. Armstrong**

THAT the Consent Agenda items be approved.

- CARRIED –

7.1 Board Correspondence Report

THAT the report titled "Board Correspondence Report – Open Meeting," and dated February 16, 2023, be received for information.

7.2 Canadian Association of Police Governance Membership Renewal for 2023

THAT the Guelph Police Services Board renew its membership for 2023 in the Canadian Association of Police Governance at a cost of \$2,080.00, to be paid from the tax supported budget.

7.3 Towing and Storage Contract Award

THAT the reported titled "Towing and Storage Contract Award," and dated February 16, 2023, be received for information.

7.4 Community Account Annual Report

THAT the report titled "Community Account Annual Report," and dated February 16, 2023, be received for information.

Part 2 – Discussion Agenda

7.5 Chief's Monthly Report

- Chief Cobey indicated that monthly report is on the Strategic Plan and moved into the update.

7.6 Strategic Plan update

- Chief Cobey provided the Board with a comprehensive overview report of things achieved and focused on priorities. Highlights of the report include:
 - Community Policing:
 - In 2022, the Community Police Committee created its Mission Statement: "The Guelph Police Service aims to build and foster true collaborative partnerships through engagement that supports a strong relationship of trust between the Guelph Police Service and the community. This will be achieved through innovative, proactive, and responsive community policing for the purpose of having a safe and vibrant city."
 - In 2022, the Citizen's Police Academy was launched and delivered to members of the Canadian Arab Women's Association and members of the Arab Women's Society of Guelph. The program consists of an eight week session in which participants learn about Members and the Service via presentations from different GPS units. This program has been very well received and has allowed Members to learn about important perspectives from community members.
 - The 2024-2027 Strategic Plan is currently in development, and an important component of the plan will be the inclusion of a strategic plan that focuses specifically on the development of new Equity, Diversity, and Inclusion goals and objectives.

- 2022 saw the deployment of Body-Worn camera technology to Members. This was achieved after the completion of a pilot project in 2021, and services to further demonstrate the Service's commitment to community trust and original goals of the program.
- A new Duty to Report procedure was introduced to ensure the Service's commitment to the most professional and transparent conduct is enshrined in procedures and daily practices.
- Post Ontario Police College training continues to be offered to new recruits, and includes training from Immigrant Services Guelph-Wellington, the African Canadian Initiative, and the Guelph Multicultural Festival Chair.
- The transition to hybrid-technology for all marked front-line police vehicles as completed in 2022. This transition demonstrates the Service's commitment to the environment and is aligned with the City of Guelph's goal to reach net zero carbon emissions by 2050.
- Working with Members and citizens, the Community Policing Committee developed several new initiatives in 2022, including a newly created webpage dedicated to providing easily accessible and comprehensive information in relation to Community Policing initiatives.
- The Service's commitment to Community engagement was reflected in the organization, facilitation, or participation in numerous community events and proactive engagements with citizens, including: Youth In Policing Initiative; Youth Engagement Program; and School safety Program.
- Organizational Health and Service Effectiveness:
 - Expansion of supports available to Members continued in 2022, including work to document and support Members involved in critical incidents and work to enhance the GPS website to afford members' families more fulsome access to benefits, resources, and tools. Work on a new Health and Safety Incident Reporting Application was also introduced.

- The Wellness Coordinator has been certified in Road to Mental Health Readiness Training, and is now able to provide in-house Member training.
- Before Operational Stress Training is now available to all Members through the auspices of a grant.
- The Service's first full time Health and Safety Advisor was on boarded in July 2022, and immediately initiated a number of support sessions for Members.
- The Safeguarding program (regular psychological assessments for certain positions) was expanded in 2022 and this will continue in the coming calendar year. Wellness orientation was also implemented for all new recruits.
- In 2022, the Service introduced the first Internal Support Network (ISN). The Women's Internal Support Network is a voluntary, Member-led self-support network designed to help Members who identify as women share information and experiences while providing mentoring and guidance in an effort to ensure all Members develop personally and professionally.
- One of the key priorities for 2022 was to review the existing patrol zone boundaries to ensure optimal deployment of resources and responsiveness to community needs. The previous patrol zone structure had not been evaluated in over 20 years. In addition to realigning the patrol zones, a new zone was created to better respond to both call volumes and community growth. 2023 will see an expansion of this work as the call management strategy is reviewed and new technologies and analytics are examined in order to continue to modernize service delivery and fully leverage service and community resources.
- Community Wellness:
 - In keeping with the goal of developing measures to capture the support being provided to those experiencing mental health/wellness related calls for service, the Mobile HealthIM application was updated to include increased management information

capabilities for documenting previous interactions with individuals to better support those in need and assist medical professionals with follow up supports.

- In 2022, prevention and response measures for community wellness issues continued to be developed. This included the Downtown Liaison Officer's direct involvement with various community partner agencies.
- Over the past year, advocacy for 24/7 coverage of the Integrated Mobile Police and Crisis Team (IMPACT) continued. The present IMPACT team is comprised of 7.5 Members working at both the GPS headquarters and CMHA Waterloo Wellington.
- Road Safety:
 - In May 2022, the Service launched the COPLOGIC Online Reporting tool to receive traffic complaints from citizens. By the end of the year, 137 reports had been received and processed via this platform.
 - Commercial Motor Vehicle (CMV) inspections were carried out in conjunction with Waterloo Regional Police, Ontario Provincial Police, Halton Regional Police, and the Ministry of Transportation on five occasions in 2022. The June 2022 inspection in Guelph saw the inspection of 11 trucks, 73% of which were found with defects that required immediate corrective actions.
 - In 2022, Impaired Operation (alcohol) related arrests totalled 135, and Stunt Driving rose to 95.
- Drugs and Property Crime:
 - Drugs:
 - Harm reduction through direct involvement with community partners, including the Wellington Guelph Drug Strategy, continued to be a priority in 2022. The Service worked to share vital overdose information with the Public Health Unit in order for Public Health to make informed decisions regarding community alerts

for more potent strains of fentanyl that may be circulating in the community.

- 2022 saw a significant increase in drug seizures over the previous year. The total value of drugs seized in 2022 increased by over 50% to \$1,129,700.00. Canadian currency in the sum of \$269,857.75 was seized in conjunction with these drug seizures. A total of 329 CDSA charges and 17 Cannabis Act Charges were laid in 2022.
- Property Crime:
 - After two years of pilot programs, the Break Enter and Auto Theft team became a permanent unit within the Service in January 2022.
 - 2022 saw several strings of overnight commercial break and enters. In July, five businesses in the north end of the city were targeted by the same individual. In September and October, seven businesses in the south end were entered by one individual. In December, another four businesses in the south end were broken into. In all 16 instances, the crimes were committed by individuals who were not from Guelph and had no previous involvement with the Service.
 - In 2022, the Break Enter and Auto Theft team executed 28 search warrants; arrested and charged 90 individuals; laid 600 charges; and recovered over \$500,000.00 in stolen property.
- Downtown:
 - 2022 saw the continued focus on the Downtown and the refinement of the Downtown Resource Officer Unit. The pilot program was launched in 2020, and after achieving positive results, with the support of the community, became a permanent unit in 2021 and continued to evolve in 2022. The Downtown Resource Officers have worked with

community partners to support residents, businesses, and visitors to the Downtown.

- In 2022, the close working relationship with the Welcoming Streets program and the Guelph Community Health Centre continued. Members of the Guelph Community Health Centre provided training to front line officers as part of the Critical Incident training sessions. Members of the Welcoming Streets program presented to front line members to ensure they had a comprehensive understanding of the work Welcoming Streets does and the supports available to Downtown community members.
- Working with community partners, bi-weekly meetings were established with the Welcoming Streets team, the Guelph Community Health Centre, the Downtown Resource Officer, and others to ensure that everyone is working together to assist vulnerable persons in the Downtown with a focus on connection to community resources and supports.
- 2022 also saw a very significant increase in the amount of time front line Patrol and Tactical Unit officers were able to attend and conduct proactive foot patrols to increase a visible presence in the Downtown.
- C. Guthrie commented that the work was fantastic and that it's great that this information is out in the open for the Board and the community to digest. The Chief, Deputy Chief, Senior Leadership Team, and those behind the scenes staff and front line officers cannot be thanked enough. It is difficult some times but the good work is not going unnoticed and needs to be acknowledged more often.
- The Chief thanked C. Guthrie for the thank you and indicated that the thanks will be passed along to everyone.
- Chair McSherry thanked the Chief for update. The Board looks forward to hearing about continued improvements in 2023.

7.7 New Business – None

8.0 Information Items

- Next Open Meeting: Thursday, March 16, 2023, 2:30 p.m., via Teams meeting, livestreamed on YouTube.

9.0 Adjournment

Moved by P. Allt

Seconded by J. Armstrong

THAT the Open meeting of the Guelph Police Services Board rise and recess at 3:13 p.m.

- CARRIED -

P. McSherry, Vice-Chair

L. LaCelle, Executive Assistant



Guelph Police Services Board

Open Meeting – March 16, 2023

Board Correspondence Report

Incoming Correspondence

None to report.

Outgoing Correspondence

None to report.



GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Services Board

DATE: March 7, 2023

SUBJECT: 2022 Access to Information Report

PREPARED BY: Tricia Agocs, FOI Analyst/Legal Assistant

APPROVED BY: Judith Sidlofsky Stoffman, Legal Counsel

RECOMMENDATION: For information only.

SUMMARY:

The Legal Services Unit provides an annual report to the Guelph Police Services Board to outline the types of requests for information received and responded to. Many requests are received through the Freedom of Information (FOI) process and responded to in accordance with the *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA). FOI requests come from citizens, organizations, law firms, insurance companies, and the Office of the Children's Lawyer (OCL).

The Legal Services Unit also prepares responses and material for matters outside of MFIPPA including: Court Orders, Mandatory Blood Act Applications, Statements of Claim, Landlord Tenant Board Applications, and Ministry of Community Safety and Correctional Services queries. Responses can involve reports, notebook entries, statistical data, photographs, and audio/visual recordings.

This report summarizes the volume and types of requests that the Legal Services Unit received through 2022 and compares these data to past years.

At a Glance:

MFIPPA Requests	2022	2021	5 yr Avg
# Received by GPS	460	439	440
# Responded to by GPS	465	430	443
Average Response Time (days)	17	17	17

Other Requests	2022	2021	5 yr Avg
# Received	64	68	78

Methods of Requests and Responses:

	2022	2021	2020	2019
E-received*	82%	82%	55%	<10%
E-released*	96%	95%	68%	<10%
In Person (G.O) Release	2%	2%	19%	54%
Other Release (Mail, Fax)	2%	3%	13%	≈25%

*Implemented electronic process in 2019 with full roll out in 2020

2022 Notes and Highlights:

- In 2022, General Office and Customer Service reopened to near pre-pandemic hours, yet only 2% of responses were received and released over the front counter. 96% of responses were released electronically. The shift to electronic processing of requests has reduced traffic in General Office and improved the overall FOI experience.
- We received fewer requests for information/Court Orders from Family and Children's Services, and this may be due to the implementation of the Non-Emergent Child Protection form which helps automate the sharing of information with FCSGW.
- Funds received through FOI in 2022 totaled \$ 12,000. The funds collected exceeded the budget as there were three Collision Reconstruction Reports purchased (\$2500 each). Some years, there are no orders for Reconstruction Reports This is not a guarantee of budget performance in future years.
- 96% of FOI responses were sent within 30 days. There were no complaints or concerns received from requestors regarding timelines.
- The Information and Privacy Commissioner received 1 appeal and 1 inquiry from GPS requestors. Neither resulted in an issued Order or Correction.

CORPORATE BUSINESS PLAN: N/A

FINANCIAL IMPLICATIONS: N/A

ATTACHMENTS: N/A



GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Services Board

DATE: March 9th, 2023

SUBJECT: **ViCLAS / MAJOR CASE MANAGEMENT – 2022 Annual Reporting**

PREPARED BY: Steve Gill - Inspector Investigative Services

APPROVED BY: Daryl Goetz - Deputy Chief

RECOMMENDATION:

Information only.

SUMMARY:

To provide the Board with an update on the ViCLAS / Major Case Management investigations conducted by the Guelph Police Service in 2022.

REPORT:

Pursuant to the Ontario Police Services Act, ViCLAS Regulation (O.Reg 550/96) and Major Case Management Regulation (O. Reg 354/04) s. 2(1), every Chief of Police shall prepare and submit to the Ministry an annual report setting out the number of ViCLAS submissions and the number of major cases investigated in the previous year.

In the month of February, 2023, Detective Constable Brendan Campbell of the Major Case Unit, reviewed all major cases for 2022 and reported the Guelph Police Service results to the Ministry of Community Safety and Correctional Services. These results were reviewed by Inspector Steve Gill – Investigative Services.

CORPORATE BUSINESS PLAN:

Guelph Police Service Mission: Through partnerships, we are dedicated to enhancing the quality of life and ensuring the safety of all those who live, work and play in our safe and diverse community.

Compliance with legislation:

1. *Ontario Police Services Act, ViCLAS Regulation (O. Reg 550/96) and Major Case Management Regulation (O.Reg 354/04).*

FINANCIAL IMPLICATIONS:

As with past years the associated costs were outside Investigative Services' operating budget but were recovered in other areas contained within the Guelph Police Service 2022 operating budget. This was primarily due to major case investigations that are difficult to predict and utilize substantial resources.

ATTACHMENTS:

Appendix "A" the 2022 ViCLAS / Major Case Management Annual Report

Appendix "B" Comparison of 2016 – 2022

Ministry of the Solicitor General
(SOLGEN)

ViCLAS Annual Report

In accordance with the *Police Services Act*, ViCLAS Regulation (*Ontario Regulation 550/96*), every Chief of Police shall prepare and submit to the Ministry an annual report setting out the number of ViCLAS reports and any other information as requested.

Identify the number of cases in the appropriate categories and submit to the undersigned on or before February 28, 2023.

Police Service:	Report for the Year:	Number of ViCLAS Submissions Total:
	2022	
Homicides or attempts, solved or unsolved		
Sexual assaults, solved or unsolved		
Non-parental abductions and attempts		
Missing person occurrences where circumstances indicate a strong possibility of foul play and the person remains missing		
Found human remains/unidentified body that are known or suspected to be homicide		
Luring of a child or attempted luring of a child, solved or unsolved		
All non-criteria ViCLAS submissions		
Submitted by:		
Name:	Rank:	Date:
Email Address:		

EMAIL SUBMISSIONS TO:

OPP.GHQ.VICLAS@OPP.CA

If you have any questions with regard to completing this report, please contact the Provincial ViCLAS Centre at (705) 329-6588

MCM Annual Report

In accordance with the *Police Services Act*, Major Case Management Regulation (*Ontario Regulation 354/04*), every Chief of Police shall prepare and submit to the Ministry an annual report.

Identify the number of cases in the appropriate categories and submit to the undersigned on or before February 28, 2023.

Police Service:	Report for the Year:	Number of MCM Investigations Total:
	2022	
Homicides or attempts, solved or unsolved		
All sexual assaults and attempts, solved or unsolved, including sexual interference, sexual exploitation and invitation to sexual touching		
Trafficking in persons cases as defined in section 279.01, 279.011 or 279.04 Criminal Code, and attempts		
Non-familial abductions and attempts		
Missing person occurrences where circumstances indicate a strong possibility of foul play		
Missing person occurrences where the person has been missing and unaccounted for more than 30 days		
Found human remains/unidentified body that are known or suspected to be homicide		
Criminal harassment where the harasser is not known to the victim		
Any other cases designated a major case pursuant to the Ontario Major Case Management manual (including discretionary offences and cases where permission to use the software was obtained)		
Multi-Jurisdictional Major Cases (Yes or No)		
If yes, please specify the name(s) of police service(s) involved and project name(s)/incident or occurrence number(s):		
Submitted by:		
Name:	Rank:	Date:
Email Address:		

EMAIL SUBMISSIONS TO:

SPCIC@ONTARIO.CA

If you have any questions with regard to completing this report, please contact the Serial Predator Crime Investigation Coordinator (705) 896-3728

APPENDIX B
ViCLAS / Major Case Management Annual Report
Comparisons

Note: Not all incidents where a ViCLAS is submitted meet the MCM requirements for PowerCase data entry and not all MCM incidents meet the requirements for a ViCLAS submission.

MCM Code	CRITERIA and NON-CRITERIA OFFENCES	Totals						
		2016	2017	2018	2019	2020	2021	2022
01	Homicides - Solved or Unsolved	1	1	1	0	3	0	2
02	Attempted Homicides - Solved or Unsolved	0	0	2	1	2	0	2
03	Non-familial / Non-domestic Sexual assaults, solved or unsolved including sexual interference and attempted sexual assaults, sexual exploitation and invitation to sexual touching	88	96	97	104	74	88	113
04	Familial / Domestic Sexual assaults, solved or unsolved including sexual interference and attempted sexual assaults, sexual exploitation and invitation to sexual touching	Reported in ViCLAS Non-Criteria	Reported in ViCLAS Non-Criteria	35	41	52	52	58
05	Trafficking in persons cases and attempts	N/A	1	1	4	3	4	3
06	Non-familial abductions and attempts	0	1	2	0	3	0	0
07	Missing person occurrences where circumstances indicate a strong possibility of foul play	0	0	0	0	0	0	0
08	Missing person occurrences where the person has been missing and unaccounted for more than 30 days	0	0	0	0	0	1	2
09	Found human remains/unidentified body that are known or suspected to be homicide	0	0	0	0	0	0	0
10	Criminal harassment where the harasser is not known to the victim	2	0	1	2	7	8	5
11	Luring of a child or attempted luring of a child, solved or unsolved	3	2	17	8	24	14	14
12	Any other cases designated a major case pursuant to the Ontario Major Case Management manual <i>(Discretionary offences not included in other catagories - Trespass by Night, Child Pornography, Indecent Exposure, Indecent Acts, Voyeurism)</i> and "Non Traditional" major cases where permission to use the software was obtained	13	9	42	37	40	47	17
13	Any additional ViCLAS submission for non-criteria cases <i>(Not included in other catagories)</i>	26	18	0	2	0	3	1
	Multi-Jurisdictional Major Cases	0	0	0	0	0	0	0

Totals

217



GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Services Board

DATE: March 7th, 2023

SUBJECT: Missing Persons Act, 2018 – Annual Report (2022)

PREPARED BY: Steve Gill, Inspector

APPROVED BY: Judith Sidlofsky Stoffman, Legal Counsel

RECOMMENDATION:

For information only.

SUMMARY:

In accordance with O.Reg.182/19 under the *Missing Persons Act*, 2018, an Annual Report which reflects the number and types of Urgent Demands for records for missing persons investigations requested in the preceding year must be prepared and submitted by every police service in the province by April 1st annually. The information contained in the report must be publicly available by June 1st annually.

The requisite report has now been completed and is ready to be sent to the Ministry and be posted on the Service's website as required by the legislation.

CORPORATE BUSINESS PLAN: N/A

FINANCIAL IMPLICATIONS: N/A

ATTACHMENTS: Annual Report under the *Missing Persons Act*, 2018 for the year 2022.

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

Data Collection				
Period of data collection				
Start Date (yyyy/mm/dd)		End Date (yyyy/mm/dd)		
2022/01/01		2022/12/31		
Name of Police Force				
Guelph Police Service				
Detachment Location (if applicable)				
Unit Number	Street Number	Street Name		PO Box
	15	Wyndham Street South		
City/Town		Province		Postal Code
Guelph		Ontario		N1H 4C6
Total Number of Urgent Demands made		Number of Missing Persons Investigations in which a demand was made		
2		1		
Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands				
Records	Description			Total number of times demanded
Records containing contact information or other identifying information	N/A			0
Photos, videos, or other records containing visual representation	N/A			0
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	Cell phone records			2
Records of employment information	N/A			0
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	N/A			0
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>	N/A			0
Records that related to a student of an educational institution	N/A			0
Records containing travel and accommodation information	N/A			0

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Records	Description	Total number of times demanded
Records of financial information	N/A	0
Other records	N/A	0



GUELPH POLICE SERVICES BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Services Board

DATE: Thursday, March 16, 2023

SUBJECT: Public Sector Salary Disclosure for 2022

PREPARED BY: Kelley McKeown, HR and Occupational Health, Safety & Wellness Manager
Jaclyn Millson, HR Advisor

APPROVED BY: Daryl Goetz, Deputy Chief

RECOMMENDATION:

For information only.

SUMMARY:

The Public Sector Salary Disclosure Act, 1996 makes Ontario's public sector more open and accountable to taxpayers. The act requires organizations that receive public funding from the Province of Ontario to make public, by March 31 each year, the names, positions, salaries and total taxable benefits of employees paid \$100,000 or more in the previous calendar year.

Each organization must make the list available without charge between March 31 and December 31 of the year it is disclosed. A compendium of the lists of all organizations disclosing salaries, as well as organizations stating they have no employee salaries at \$100,000 or more, is also available on Ontario.ca. The complete report, or sections thereof, can be easily printed from the website. The Guelph Police Service list will be available at the Guelph Police Service, General Office at 15 Wyndham Street effective March 31st.

The \$100,000 figure means salary before taxes and does not include taxable benefits. However, for those who are paid \$100,000 or more, the total value of these taxable benefits must also be disclosed. The definition of salary also includes per diems and/or retainers paid to employees, in addition to amounts reported as employment income on the Canada Revenue Agency T4 statement. The Act does not authorize employers to disclose what is specifically included in the salary paid

or the specifics of the taxable benefits, so we do not comment on any of the information that is reported on this form.

TRENDING ANALYSIS:

The 2022 report includes 188 members or 54.5% of our members who have been paid \$100,000 or more. A summary for the past 10 years is included for your information:

Year	Total Members
2022	188
2021	170
2020	190
2019	179
2018	166
2017	160
2016	174
2015	99
2014	107
2013	55

There is a 10.6% increase in the number of members who were paid \$100,000 or more in 2022 compared to the previous year.

Upon analysis, the percentage of total members who were paid \$100,000 or more in 2022 is attributed to the following reasons:

- The negotiated rate of pay for the position of First Class Police Constable exceeds \$100,000;
- Workplace leaves and COVID-19 related absenteeism resulted in increased overtime and call out premium;
- The collective agreements include an option to request an overtime bank payout;
- The collective agreements include a provision for payout of sick leave upon termination or promotion (also upon retirement, but the Act does not require disclosure of a retiring allowance);
- Special Duties undertaken to provide policing services to individuals or agencies within the City of Guelph (special duty earnings are 100% recovered from the client or the provincial RIDE grant).

Finally, the \$100,000 threshold has remained the same since the Public Sector Salary Disclosure list was introduced in 1996. If the threshold was adjusted for inflation since that time, the real benchmark salary would now be around \$165,000 according to the Bank of Canada's inflation calculator. On this basis, ten (10) members in 2022 would be on the disclosed list.

CORPORATE BUSINESS PLAN:

Strategy 2, Organizational Health and Service Effectiveness.

FINANCIAL IMPLICATIONS:

The cost for compensation and benefits is included in the Board approved 2022 budget. Specifics related to compensation practices are outlined in the relevant Collective Agreements.

ATTACHMENTS:

Nil



GUELPH POLICE SERVICES BOARD
Pride • Service • Trust •

OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Services Board

DATE: Thursday, March 16, 2023

SUBJECT: Member Appointments

PREPARED BY: Jaclyn Millson, Human Resources Advisor
Kelley McKeown, HR and Occupational Health, Safety & Wellness Manager

APPROVED BY: Daryl Goetz, Deputy Chief

RECOMMENDATION:

THAT the Guelph Police Services Board review and approve member appointments as reported.

SUMMARY:

A proposal for staff appointments is presented to the Guelph Police Services Board for review and approval.

REPORT:

A board motion is required to appoint Bradley Daw as a Custodian with our Service effective February 21, 2023.

Brad has been employed by YMCA of Three Rivers for over 30 years as the Manager of Facility Services and Development and recently retired from that position.

MOVED THAT:

- Bradley Daw be appointed as a part-time member of this Service effective February 21, 2023.

CORPORATE BUSINESS PLAN:

Guelph Police Service is committed to attracting, recruiting, developing and retaining members in a manner that will support a workplace that is reflective of our community. By doing so, the Service will achieve excellence in our service delivery and provide quality and innovative services that are valued by our stakeholders.

FINANCIAL IMPLICATIONS:

The compensation and benefit costs for this position will be contained within the overall budget.

ATTACHMENTS:

N/A.

Correspondence from Zone 5 dated March 9, 2023

From: Jo-Anne Fields

Sent: Thursday, March 9, 2023 10:24 AM

To: Subject: OAPSB Zone 5 - Request for support - Bail Reform

Good Morning Everyone:

Hope you are doing well.

As requested, attached is the resolution that the OAPSB Zone 5 membership supported at the regular meeting of Tuesday, March 07, 2023 regarding Waterloo Regional Police Service correspondence/presentation surrounding Bail Reform.

Karen Redman, Chair of the Waterloo Police Service will share the contact information for the Provincial and Federal Government to enable all correspondence to be shared to the same office.

For more information, please feel free to reach out to Karen or myself at. I have copied Karen on this email as well.

Thank you for your support and your commitment to policing in your community and beyond.

Have a great day.

Smiles,

Jo

Jo-Anne Fields

OAPSB Zone 5 Secretary/Treasurer

Draft Motion on Bail Reform by the Waterloo Regional Police Services Board:

Whereas the recent tragic police fatalities in Ontario, including that of OPP Constable Grzegorz Pierzchala, have once again underscored the need for meaningful legislative reform to Canada's bail system.

Whereas the Canadian Charter of Rights and Freedoms provides for the right to reasonable bail and the fundamental importance of reasonable bail to the presumption of innocence.

Whereas the right for the public and sworn officers to be protected from the criminal behaviours of violent and repeat offenders, particularly those charged with firearm-related crimes, should be given greater weight when bail and sentencing matters are considered.

Whereas persons with firearms convictions who are charged with further firearms offences, should not be granted pre-trial release.

Whereas persons charged with crimes of violence, including firearms offences, should not be considered for house arrest and/or GPS monitoring.

Whereas persons who at trial or through a guilty plea are found guilty of a violent offence that will result in a custodial sentence should not be released on house arrest and/or GPS monitoring while awaiting sentencing.

Whereas persons who have consistently demonstrated their inability, or their lack of intent, to comply with Court orders should not continue to be released on additional Court orders.

Whereas reverse onus places the onus on a chronic violent offender who is facing a bail refusal application to show cause why they should be given judicial interim release.

Whereas a reverse onus bail provision preserves an accused's right to reasonable bail in appropriate circumstances and recognizes the importance of the necessity of detention where there are concerns for public safety.

Whereas the Federal Government is primarily responsible for legislation governing the criminal justice system and the Provincial Government is primarily responsible for policies, directives, and guidelines for the prosecution of criminal offences.

Whereas we recognize that bail reform does not replace the critical need for crime prevention and addressing the root causes of crime.

Therefore, be it resolved, that the Waterloo Regional Police Services Board calls on the Provincial and Federal governments to collaborate to enact sector wide reform to Canada's bail system, including broadening the application of the reverse onus protocol and ensuring that provincial bail policies and directives integrate these new proposed legislative changes.

11.2 Karen Redman, Waterloo Regional Police Services Board

- Bail Reform DRAFT Motion
- Lengthy discussion with the membership took place discussing various options to endorse the draft motion prepared by Waterloo Regional Police Services Board

Motion

- Ian McSweeney/Lynn Silverton

"That following a presentation on bail reform during the first part of the meeting (Chiefs and Boards), and discussion of a request for support from the Waterloo Regional Police Services Board of its motion (the "Motion") calling on the Provincial and Federal governments to collaborate to enact sector-wide reform to Canada's bail system (including broadening the application of the reverse onus protocol and ensuring that provincial bail policies and directives integrate these new proposed legislative changes), it is recommended that Zone 5 boards which support the Motion:

- adopt the Motion;
- write a letter to the Federal and Provincial governments (addressed the same as Waterloo's letter) in support of the Motion copying their local MPs and MPPs;
- write a letter to the OAPSB encouraging OAPSB support of the Motion;
- encourage their Municipal Councils to adopt the Motion and communicate their support to the Federal and Provincial governments, as well as local MPs and MPPs; and confirm in writing to the Zone 5 executive, authorization to contact the Federal and Provincial governments in writing to express Zone 5 support for the Motion."

Disposition

- Carried