



**PEEL POLICE SERVICES BOARD  
PUBLIC AGENDA  
FRIDAY AUGUST 27, 2021 AT 10:00 A.M.  
VIRTUAL MEETING**

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**ROLL CALL**

**INDIGENOUS LAND ACKNOWLEDGEMENT**

**DECLARATIONS OF CONFLICT/PECUNIARY INTEREST**

**CHIEF'S UPDATE**

**BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS**

**APPROVAL OF MINUTES**

1. Minutes of the Board Meeting held Friday, June 25, 2021.

**Recommendation:**

***That the Minutes of the Board Meeting held Friday, June 25, 2021 be adopted as read.***

**DEPUTATIONS**

- 2.1 **Ms. Anu Radha Verma** – Deputation request received on Tuesday, August 24, 2021 from Ms. A.R. Verma regarding item #10 PSB Anti-Black Advisory Panel Report.

**Recommendation:**

***That the deputation be received.***

- 2.2 **Mr. David Bosveld** – Written submission received Tuesday, August 24, 2021 from Mr. D. Bosveld regarding item #10 PSB Anti-Black Advisory Panel Report.

**Recommendation:**

***That the deputation be received.***

**PRESENTATIONS**

3. None

## NEW BUSINESS

### CONSENT MOTION

Items #4 to #6 are considered to be routine and will be **approved by one motion**. There will be no separate discussion of these items unless a Member requests it in which case the item(s) will be removed from the consent motion and considered in its normal sequence on the agenda under Other New Business.

### CONSENT AGENDA

4. **2021 Current, Capital & Reserve Financial Report - First Triannual -** Report dated August 10, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with the status on the 2021 budget. ***Note: The Police Services Board's Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.***

**Recommendation:**

***That the information be received.***

5. **2020 Peel Police Services Board Community Support and Recognition Fund –** Report dated June 17, 2021 from R. Serpe, Executive Director, Peel Police Services Board, providing the Board with the draft Audit Report and 2020 Peel Police Services Board Community Support and Recognition Fund financial statements. ***Note: The Police Services Board's Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.***

**Recommendation:**

***That the draft Audit Report and 2020 Peel Police Services Board Community Support and Recognition Fund Financial Statements prepared by Calvin G. Vickery, Chartered Accountant, Professional Corporation be received;***

***And further that, the Executive Director of the Peel Police Services Board sign the attached Statement of Financial Position and Auditor Communication and return to Business Support for further processing.***

***And further that, Business Support staff obtain three quotes from audit firms to provide 2021 and two consecutive years audited year-end financial statements including audit opinion, and provide to the Board for their review and approval at a later date.***

6. **2020 Development Charges by By-Law** – Report dated August 10, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with status update report on the Region of Peel’s Development Charge By-Law. ***Note: The Police Services Board’s Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.***

**Recommendation:**

***That the information be received.***

## OTHER NEW BUSINESS

7. **2020 Corporate Risk Management Annual Public Report** – Report dated July 21, 2021 from Chief N. Duraiappah providing the Board with the annual risk management report on Civil Actions Initiated Against the Police, Investigative Support Bureau, Police Services Act Discipline Offenses, Public Complaints, Suspect Apprehensions (Police Pursuits) and Use of Force.

**Recommendation:**

***That the information be received.***

8. **Request for Direct Negotiation with AXON Public Safety** – Report dated August 6, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with the request for direct negotiation with AXON Public Safety Canada for the supply of Conducted Energy Weapons, duty cartridges, and training equipment for Peel Regional Police.

**Recommendation:**

***It is recommended that the Police Services Board approve the award of a contract for the supply of Conducted Energy Weapons, duty cartridges, and training equipment for Peel Regional Police be awarded to AXON Public Safety – Canada in the estimated amount of \$5,849,905 (exclusive of applicable taxes) for a contract period of 5 years from the date of contract execution.***

***And further, that subject to budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity.***

***And further, that this report is forwarded to the Regional Municipality of Peel Police Services Board for approval in accordance with Region of Peel purchasing bylaws for approval.***

9. **Request for Direct Negotiation with Heather Clayton Consulting for Leadership Development & Training** – Report dated August 6, 2021 from A/DC R. Shearer, Corporate Services Command, providing the Board with the request for direct negotiation with Heather Clayton Consulting for Leadership Development & Training for Peel Regional Police.

**Recommendation:**

***It is recommended that the Police Services Board approve the award of a contract for Leadership Development and Training for Peel Regional Police be awarded to Heather Clayton Consulting in the amount of \$250,000.00.***

***And further, that subject to budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity.***

***And further, that this report is forwarded to the Regional Municipality of Peel Police Services Board for approval in accordance with Region of Peel purchasing bylaws for approval.***

10. **PSB Anti-Black Advisory Panel Report** – Report dated August 27, 2021 from R. Serpe, Executive Director, Peel Police Services Board, providing the Board with requested information on determining whether the formation of an anti-Black racism advisory committee would help address concerns of discrimination.

**Recommendation:**

***That the information be received.***

- 10.1 **Body Worn Camera Status Report** – Report dated August 12, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the status report for body worn cameras for the period of August 1, 2021 – August 31, 2021.

**Recommendation:**

***That the information be received.***

**ADJOURNMENT OF PUBLIC MEETING**



**01-08-21**

**PEEL POLICE SERVICES BOARD  
PUBLIC MINUTES  
FRIDAY JUNE 25, 2021 AT 10:00 A.M.  
VIRTUAL MEETING**

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The Public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:01 a.m. via ZOOM CONFERENCING.

**ROLL CALL**

Members Present: A. Attia, Chair  
R. Chatha, Vice Chair  
N. Iannicca  
B. Crombie  
A. Boughton  
L. Howell  
M. Medeiros

Absent: None

Others Present: N. Duraipapp, Chief, Peel Regional Police  
M. Andrews, Deputy Chief, Community Policing Operations  
N. Milinovich, Deputy Chief, Investigative and Emergency Services  
A. Odoardi, Deputy Chief, Innovation and Technology  
B. Mullins, Acting Commander, Corporate Services  
S. McKenna, Staff Superintendent  
M. Ottaway, Superintendent, Executive Officer  
T. Saliba, A/Superintendent, Executive Services  
S. Wilmot, Legal Counsel to the Chief  
C.L. Holmes, Director, Finance  
T. Wilson, Director, Human Resources  
B. Ford, Inspector, OIC, Professional Standards  
R. Serpe, Executive Director to the Board  
L. Perkins, Board Manager  
A. Suri, Executive Assistant

**DECLARATIONS OF CONFLICT/PECUNIARY INTEREST - NIL**

## **INDIGENOUS LAND ACKNOWLEDGEMENT**

Chair A. Attia read an Indigenous Land Acknowledgement and stated that the Board is grateful to have the opportunity to work on this land, and by doing so, give their respect to its first inhabitants.

## **CHIEF'S UPDATE**

Chief N. Duraiappah highlighted the homicide of Miss Sangeeta Sharma from August 2020. He stated that a previous arrest had been made in the case and now a second successful arrest has been made in Alberta due to the relentless work of the Homicide Bureau. DC N. Milinovich reported that this most recent arrest makes this the sixth person arrested for homicide in the past month.

Chief N. Duraiappah acknowledged that although there has been a reduction in the number of shootings in Peel Region since November 2020, there continues to be an increase in the number of rounds discharged at each of the incidents. He also announced the conclusion of the investigation by the Special Enforcement Bureau combined with 21 Division in taking down a group of rival drug trafficking gangs. Multiple firearms were seized, and several homegrown offenders were arrested. He stated there would be another media release for a subsequent investigation where multiple search warrants were issued in Peel and Toronto. Chief N. Duraiappah stated that regardless of the overall broader statistics on trends, people's perception of public safety is what drives their feeling of safety.

DC M. Andrews provided an update on the Divisional Mobilization Unit (DMU), a 48-person non-enforcement, non-investigative, nontraditional unit which has been active for three months. This is a proactive, pro-social public health support unit with a mandate that is aligned with the community safety and well-being framework. The DMU officers are deployed directly from their divisions and connect with members of the community and engage in interactions for police matters that negatively impact our social determinants of health. This includes interactions with people experiencing homelessness, food and employment insecurity and newcomers to the country. These interactions and engagement are driven by data and are community focused. Members of the DMU are also deployed in cases of post-incident trauma such as shootings. DC M. Andrews stated that once they have had a chance to accurately assess the data and impact of the DMU, a report will be presented to the Board.

## **BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS - NIL**

## APPROVAL OF MINUTES

1. Minutes of the Board Meeting held Friday, May 28, 2021.

**Resolution:**

***That the Minutes of the Board Meeting held Friday, May 28, 2021 be adopted as read.***

Moved by: A. Boughton

Seconded by: R. Chatha

CARRIED 01-06-21

## DEPUTATIONS

2. **Stop Police Profiling** – The Board considered a written submission dated May 18, 2021 from the Stop Police Profiling Group.

**Resolution:**

***That the deputation be received as information.***

Moved by: A. Attia

Seconded by: M. Medeiros

CARRIED 02-06-21

## PRESENTATIONS

- 2.1 **Recruitment Update** - A/Inspector T. Doherty presented the Board with a recruitment update from Peel Regional Police.

Vice-Chair R. Chatha inquired whether it would be more beneficial to conduct the background checks earlier in the application process. A/Inspector T. Doherty stated that he just completed a review of the process and there is a series of preliminary checks that are completed before the in-depth interview stage. Vice-Chair R. Chatha asked who conducted the psychological interviews. A/Inspector T. Doherty stated that two separate psychological providers were selected after a request for tender was completed two years ago. The assessment itself entails a series of four battery tests, they test for psychological disorders, resiliency, and response to stressful situations. He stated that the goal is to find candidates that would make good police officers.

Vice-Chair R. Chatha asked about the composition of the hiring board and asked about the average application process timeline from inception to conclusion. A/Inspector T. Doherty stated that the hiring board for uniform hires consists of the inspector for recruitment staff support, the staff sergeant for recruitment staff support and an additional sergeant. The interviews take approximately 30 minutes to complete. The entire hiring process from beginning to end takes on average from three to six months.

L. Howell inquired about the gender differential applied to candidates during the fitness test and any other standardization for different criteria for candidates. A/Inspector T. Doherty stated that the criteria for all candidates is standardized and the same for all individuals. The prep fitness test is a two-part test consisting of an obstacle course and a shuttle run. The obstacle course must be completed within two minutes and 37 seconds and for the shuttle run which measures cardiovascular ability, they must meet a minimum level of seven. For people who show potential, there are opportunities to train and be re-tested. You must pass both components of the test to move on in the hiring process.

B. Crombie asked about the hiring targets for 2020. Inspector T. Saliba stated that 162 recruits were hired last year and each year the target is set based on budget, authorized complement, and anticipated need in terms of attrition through retirements. Superintendent D. Niles stated the first two classes in 2021 had 40 recruits each, the upcoming two classes will have 20 recruits each for a total of 120 recruits for the year.

**Resolution:**

***That the presentation be received as information.***

Moved by: R. Chatha  
 Seconded by: M. Medeiros

CARRIED 2.1-06-21

**2.2 Organizational Leadership Strategy** – Superintendent D. Niles and Ms. H. Clayton, Heather Clayton Consulting, provided the Board with a presentation on the organizational leadership strategy for Peel Regional Police.

Chief N. Duraiappah introduced the presenters and highlighted the shift towards an environment where the organization develops capacity and leadership skills to increase efficiency and to progress internally and externally. He reiterated his commitment to the Board to develop leaders from the time they are onboarded or sworn in and make an investment in their grown on soft skills that have hard impact.



Chair A. Attia inquired if the leadership strategy included one-on-one coaching with leadership and if the organizational strategy was limited to the CMG group and senior leadership. Chief N. Duraiappah stated that the multi-year plan is intended to saturate the principles of equipping people in leadership training throughout the entire organization. He stated that some of the coaching and mentoring is one-on-one but some of the strategy includes providing leadership opportunities in a larger group setting.

Chair A. Attia asked whether civilian and uniform members of PRP participate in the annual planning of their professional goals. Superintendent D. Niles stated that along with T. Wilson he is also responsible for the performance review mandates; the plan is to embed the leadership strategy, leadership opportunities and measurements through lateral and promotional processes into the annual performance reviews. The goal is to roll out this process throughout the organization in 2022. Uniform and civilian officers will have the opportunity for goal setting by participating in the leadership development program.

Chair A. Attia stated that on behalf of the Board, they recognize that there is a strong CMG and senior leadership team. He asked if there was a role for the Board in this exercise to further support the leadership team in the process of leadership development. Chief N. Duraiappah stated that the Board's overall mandate will be to ensure that PRP is adequately and effectively meeting the needs of this growing and diverse community.

**Resolution:**

***That the presentation be received as information.***

Moved by: B. Crombie  
Seconded by: N. Iannicca

CARRIED 2.2-06-21

**NEW BUSINESS**

3. **2021 VCOM Group Annual Report** – The Board considered a report dated May 14, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, regarding the 2021 VCOM group annual report.

**Resolution:**

***That the information be received.***

Moved by: A. Boughton  
Seconded by: L. Howell

CARRIED 03-06-21

4. **2020 Persons at Risk Annual Report** – The Board considered a report dated June 3, 2021 from Deputy Chief N. Milinovich, Investigative & Emergency Services Command, regarding a consolidated annual overview of Child Abuse and Neglect, Elder and Vulnerable Abuse, Family and Intimate Partner Violence, Youth Crime and Internet Child Exploitation in Peel Region.

Chair A. Attia highlighted that as a part of the strategic planning process of the governance committee of the Board, each report now has a subsection that details how the report aligns with the strategic plan.

B. Crombie asked about some possible reasons why there has been decrease in reported domestic violence and child abuse statistics during the pandemic. DC N. Milinovich stated that some communities have an inherent distrust of the police and some individuals ability to report has been hindered due to being forced to isolate with their abusers.

**Resolution:**

***That the information be received.***

Moved by: B. Crombie

Seconded by: R. Chatha

CARRIED 04-06-21

5. **2020 Equal Opportunity Report** – The Board considered a report dated June 1, 2021 from Deputy Chief R. Patrick, Corporate Services Command, regarding the 2020 equal opportunity plan results.

***That the information be received.***

Moved by: A. Boughton

Seconded by: B. Crombie

CARRIED 05-06-21

6. **Body Worn Camera Status Report** - The Board considered a report from Deputy Chief A. Odoardi, Innovation & Technology Command, regarding the status report for Body Worn Cameras for the period of June 1, 2021 – June 30, 2021.

**Resolution:**

***That the information be received.***

Moved by: N. Iannicca  
 Seconded by: R. Chatha

CARRIED 06-06-21

- 6.1. Globe & Mail Opinion Editorial** – The Board considered an article dated June 14, 2021 by Mr. J. Sukhera, Chair, London Police Services Board and Mr. A. Attia, Chair, Peel Police Services Board, providing the Board with an opinion editorial about hate-motivated crimes and the Canadian justice system. This article was written in response to the London, Ontario incident where a family of five Muslim pedestrians was deliberately struck by a driver resulting in the death of four of the family members.

Chair A. Attia highlighted that extremist perspectives of bias and hate are shared, promoted, and amplified on online forums. He also discussed the need for the justice system to adequately prosecute hate motivated crimes, so it dissuades individuals in participating in hate-filled rhetoric and actions. He stated the need for eliminating concurrent sentences for domestic terrorist attacks and referenced the 2017 case in which a man murdered six individuals in a mosque in Quebec and is only serving time for one murder. Chair A. Attia stated the need for the removal of barriers to reporting hate crimes and referenced the Statistics Canada general society survey which shows that up to two thirds of all victims do not come forward to report these crimes and incidents.

After discussion by the Board and the CMG, Chair A. Attia put forth the following motion: That the Peel Police Services Board and Peel Regional Police work with partner agencies to advocate on behalf of victims to the various levels of government.

The motion was passed unanimously.

**Resolution:**

***That the information be received.***

Moved by: A. Attia  
 Seconded by: A. Boughton

CARRIED 6.1-06-21

**ADJOURNMENT OF PUBLIC MEETING**

The Board public portion of the meeting adjourned at 12:36 p.m.

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A. Attia, Chair

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R. Serpe, Executive Director

**DEPUTATIONS**

**2.1-08-21**

**Ms. Anu Radha Verma** – Deputation request received on Tuesday, August 24, 2021 from Ms. A.R. Verma regarding item #10 PSB Anti-Black Advisory Panel Report.

# 2.2-08-21

**Date:** August 24, 2021

**Deputation:** PSB Anti-Black Racism Advisory Panel

**From:** David Bosveld, Brampton Resident 416-948-0539 dbanner@gmail.com

## **Background**

At the Police Services Board meeting of April 23, 2021 I submitted a written deputation requesting the establishment of an Anti Black Racism Advisory Panel for the Peel Police Services Board.

During the discussion that followed the deputation the Board request a report back to determine the appropriate role the PSB can play and to identify how other municipalities and police service boards are addressing concerns of discrimination, particularly with respect to the formation of anti-Black racism advisory committees.

## **Response:**

I am disappointed in the Executive Director's report and recommendation not to go ahead and form an advisory committee to provide a lens informed by the lived experience of African, Black and Caribbean community members to the decisions and oversight provided by the board. I find the report misses the point entirely and justifies the status quo. We know that Peel Region is a diverse area and we know that residents of Peel experience Peel Police differently based on their racial identity. It is a fact that African, Black and Caribbean residents are more likely to have interactions, negative interactions with PRP. This is a disparity that PRP and the Board have failed to address effectively over a long period of time.

We are also in the position of having a Board that does not reflect the racial makeup of the region. At this time there is no member of the Board that identifies as African, Black or Caribbean. This is inadequate and needs to be changed but the board can't change itself or the racial identities of its members. What the Board can do is acknowledge that the lived experience and lens of African, Black and Caribbean community members needs to be a part of the decision making and oversight the Board is tasked with. At least until such time as the Board is representative of all of the diverse communities of the region.

Executive Director Rob Serpe has written a report that would mislead the Board members into thinking that PRP and the Board are doing enough to combat the tragic and persistent effects of police culture, anti-Black racism and community safety, and that a panel set to advise the Board on issues of policing as related to Black community members is an unnecessary redundancy. I beg to differ.

1. At the Region of Peel and advocacy group has been established called the Anti-Black Racism & Systemic Discrimination Collective-they have meetings with the Chief and the OHRC. Mr. Serpe suggesting that this is a community initiative is disrespectful. There was not an open process to serve on that panel or and very little transparency around the whole MOU between the OHRC, PRP and PSB. In fact the 3 parties launched that agreement without community input and were criticized by myself and other Black community members for engaging in this work without community. As a community member I have asked for an explanation of how that panel was selected, asked for the names of the individuals on the panel, and asked for minutes from the meetings Mr. Serpa referenced. I have not received anything back. I raised this specifically in a

- meeting with OHRC Chief Commissioner Chadha. Her response was to ask if myself and another community member would like to join that panel. This was in April. Nothing came of the offer.
2. Please don't reference the work of the City of Mississauga under Mayor Crombie as a fait accompli. That work is certainly valuable in its own context but irrelevant to what the community is asking for with respect to the Police Services Board. It offends me to read that the work on anti-Black racism undertaken by the City of Mississauga is being used to justify your recommendation that the PSB not do the work in its own spheres of operation. 2a refers to a council resolution that again is irrelevant to my request that the African, Black and Caribbean community have a voice to advise and inform this Board.
  3. As I stated above what Brampton is doing to combat anti Black racism proves that every institution should be looking inside itself and setting up units and advisory panels to ensure that voices that aren't represented or are under represented are reflected. What Brampton and Mississauga are doing demonstrates that this work is necessary. It is shocking that Mr. Serpe arrived at the opposite conclusion.
  4. We have been waiting since October 2020 for any community input and consultation regarding the MOU and the MOU should never be used as an excuse not to do more regarding anti-Black racism. Community Safety and Well Being Strategy is in development and I am happy to learn that Anti Racism is a foundational component within the strategy. Anti racism needs to be in every unit, every division and every area of policing in Peel. As for the MH & A strategy that is referenced it makes me think there is confusion about what was being requested in the original deputation. We are asking for an Anti-Racism Advisory Panel specific to the Police Services Board. Referencing areas of the operation where some efforts are being made to root out racism and discrimination is not a basis for any argument that what is being requested is unnecessary. In fact it makes the opposite point. The various efforts within PRP to address racism do not undermine the need for African, Black and Caribbean community members to have a voice at the Board level. Those efforts further illustrate the necessity of this request.

I sat as a member of the Youth Engagement Committee and that work was wrapped up amidst chaos, and a racist incident in the virtual space. The advisory panel I am requesting for our community at the Board level is entirely unrelated to a poorly received, traumatic experience for the 60 plus community members that gave their time to that project. It is very disingenuous to include this in a list of projects designed to give the impression that the board is doing enough around anti-racism because of a consultation around the very specific issue of youth engagement and School Resource Officers.

The final piece that I find troubling is the comparison of Police Services Boards. Mr. Serpe's report indicates that Niagara, Waterloo, Hamilton, Durham, Windsor, Halton, Ottawa, Sudbury and York or 9 out of the 11 service boards included in the research don't have something like this in place currently. The report doesn't indicate which (if any) are considering it. It also leaves out the fact that Peel Region, perhaps the most diverse area of the country has different demographics and therefore different needs.

Toronto has a committee and that would be the one comparison that would make sense. London has one as well. Does it make sense for Peel to say others don't do this so we shouldn't either? Or would it make more sense to be at the cutting edge of combatting anti-Black racism? For a service and a Board and a Chief to so proudly tout the "historic, one of a kind MOU" and use rhetoric like "first in the country to enter something like this" at best it's inconsistent to make an argument about something the community is pushing for that says "not many are doing this so why should we?"

I urge this Board to vote against the recommendation of Executive Director Rob Serpe and vote with the community to establish a voice for African, Black and Caribbean communities on the Peel Police Services Board. Please don't fall for the argument that all of these specialized projects referenced are enough. Please don't allow the fact that other services are not pursuing something like this presently to deter you from standing up for African, Black and Caribbean communities who have been disproportionately impacted by policing, historically and currently. Please understand that without representation and without a body to inform and share perspective and lived experience the agreements and consultations and work that is being done will likely not have the impact necessary to end anti-Black racism within PRP.



**Presentations**

**03-08-21**

No presentations received at time of agenda production.

04-08-21



FORWARDED TO  
POLICE SERVICES BOARD  
DATE AUGUST 11, 2021  
*[Signature]*  
CHIEF OF POLICE

REPORT  
Police Services Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: 2-03-03-02

PSB REC: AUG 11, 2021  
LOG # 41-21  
FILE CLASS: F06

DATE: August 10, 2021  
SUBJECT: **2021 CURRENT, CAPITAL & RESERVE FINANCIAL REPORT – FIRST TRIANNUAL**  
FROM: Rob Shearer, Acting Deputy Chief, Corporate Services Command

**RECOMMENDATION**

IT IS RECOMMENDED THAT, this report be received.

**REPORT HIGHLIGHTS**

- As at April 30, 2021, it is estimated that Peel Regional Police will be on budget at year-end, primarily due an anticipated recovery from the Provincial Safe Restart funding, which will offset unbudgeted COVID-19 expenditures.
- Capital spending as at April 30, 2021, totalled \$10,655,820.
- Uncommitted reserve balances as at April 30, 2021, totalled \$81,333,459.
- As PRP comments were not available in time to meet the Region’s mid-May cut-off date, the Region reported that PRP’s forecast is assumed to be on budget in their report to Council.
- The Police Services Board’s Finance, Audit and Risk Committee met on August 9, 2021, and reviewed and received this report and recommended that the report be forwarded to the Police Services Board.

**DISCUSSION**

**1. Current Budget**

Based on known factors as at April 30, 2021, Peel Regional Police (PRP) (excluding externally funded services) is estimated to be on budget at year-end. This is primarily due to an anticipated recovery from the Provincial Safe Restart funding, which will offset unbudgeted COVID-19 expenditures.

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OFFICE OF THE CHIEF

PRP has incurred unbudgeted expenditures for items such as health and safety supplies (sanitizer, HVAC filters, cleaning products, temperature scanner, etc), additional cleaning services (facilities and vehicles), officer time, leave banks, and personal protective equipment. In addition loss of revenue primarily resulting from decreased demand for criminal records checks and paid duties is anticipated.

## 2. Capital Budget and Reserve Balances

As at April 30, 2021, there were 161 active capital projects. Capital year-to-date spending totalled \$10,655,820, which includes purchases of Information Technology and Equipment assets (\$5.5M), renovation and maintenance of Facilities (\$4.3M) and the purchase of Vehicles (\$0.9M). Of the total 2021 capital spending \$9,074,856 was funded from PRP reserves and \$1,580,964 was funded from external sources (Greater Toronto Airports Authority, VCOM agencies, and the sale of assets).

Project managers have closed 23 capital projects thus far in 2021. As a result of these closures, \$299,616 of funding was returned to reserves and is included in the uncommitted reserve balance totalling \$81,333,459 as at April 30, 2021 (Appendix I).

As at April 30, 2021, project managers have redeployed \$8,837,900 in funding between capital projects and \$53,000 between reserve funds (as approved by Regional Council on May 13, 2021).

## 3. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

Priority: 3.4 Public trust and confidence through accountability and transparency

## CONCLUSION

The Police Services Board's Finance, Audit and Risk Committee met on August 9, 2021, and reviewed and received this report and recommended that the report be forwarded to the Police Services Board.

A Region of Peel (ROP) consolidated 2021 Triannual Financial Report was tabled before Regional Council General Committee on July 8, 2021. As PRP comments were not available in time to meet the Region's mid-May cut-off date, the Region reported that PRP's forecast is assumed to be on budget in their report to Council.

### Approved for Submission:

 #1327  
 Rob Shearer, Acting Deputy Chief, Corporate Services Command

*For further information regarding this report, please contact Karen Doobay at extension 4211 or via email at [karen.doobay@peelpoice.ca](mailto:karen.doobay@peelpoice.ca)*

Authored By: Constance Zboch, Supervisor, Business Planning & Analysis

**Appendix I**  
**Peel Regional Police**  
**Continuity Schedule of Reserves and Reserve Funds**  
**As at April 30, 2021**

	Stabilization	Infrastructure Replacement	VCOM Reserve Fund	Development Charges Reserve	Total
<b>Balance as at January 1</b>	<b>36,767,955</b>	<b>165,694,977</b>	<b>1,258,998</b>	<b>5,383,434</b>	<b>209,105,365</b>
Contribution	-	11,591,562	-	-	11,591,562
Interest	394,560	1,803,586	13,553	62,216	2,273,914
Transfers & Other Revenue	(0)		41,831 <sup>1</sup>	505,581	547,412
Expenditures	-	(8,937,475)	(12,461)	(124,920)	(9,074,856)
<b>Balance as of April 30</b>	<b>37,162,514</b>	<b>170,152,651</b>	<b>1,301,921</b>	<b>5,826,311</b>	<b>214,443,397</b>
Balances Committed (Net)	-	(129,028,378)	(48,171)	(4,033,388)	(133,109,937)
<b>Available Balance as of April 30</b>	<b>37,162,514</b>	<b>41,124,273</b>	<b>1,253,749</b>	<b>1,792,923</b>	<b>81,333,459</b>

**Note:**

1. The VCOM 2020 year end surplus of \$41.8k was contributed to the VCOM reserve (Transfers & Other Revenue).

# 05-08-21



## REPORT PSB Finance, Audit and Risk Committee

For Information

File Class: 1-01-02-01

Cross-Reference File Class: 2-03-04-09

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DATE: June 17, 2021

SUBJECT: **2020 PEEL POLICE SERVICES BOARD COMMUNITY SUPPORT AND RECOGNITION FUND**

FROM: Robert Serpe, Executive Director

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### RECOMMENDATION

**IT IS RECOMMENDED THAT, the draft Audit Report and 2020 Peel Police Services Board Community Support and Recognition Fund Financial Statements prepared by Calvin G. Vickery, Chartered Accountant, Professional Corporation be received.**

**AND FURTHER THAT, the Executive Director of the Peel Police Services Board sign the attached Statement of Financial Position and Auditor Communication and return to Business Support for further processing.**

**AND FURTHER THAT, Business Support staff obtain three quotes from audit firms to provide 2021 and two consecutive years audited year-end financial statements including audit opinion, and provide to the Board for their review and approval at a later date.**

### REPORT HIGHLIGHTS

- The Community Support and Recognition Fund (CSRF) balance as of December 31, 2020, was \$1,417,219.
- In 2020, total revenue was \$66,056 and total expenses were \$113,361, resulting in a deficit of \$47,305.

### DISCUSSION

#### 1. Background

At their meeting on November 23, 2018, the Peel Police Services Board (Board) retained the services of Calvin Vickery, Chartered Accountant, for the 2018, 2019 and 2020 year-end audits of the Board's Community Support and Recognition Fund (CSRF), including the provision of an audit opinion. The 2020 audit was conducted at the quoted fee of \$4,000 (plus \$520.00 HST).

## 2. Findings

The audit of the CSRF financial activity commenced on March 3, 2021. As reflected in the attached audited financial statements, the fund balance as at December 31, 2020, was \$1,417,219. This total includes \$801,871 in restricted funds to provide for potential future claims made against seized funds. In 2020, the CSRF had total revenue of \$66,056 and incurred expenses of \$113,361, resulting in a net deficit of \$47,305. The following are highlights from the financial statements, noting that once the COVID-19 pandemic commenced in March 2020, most financial activity slowed considerably:

- Found and Seized Property revenue totalled \$4,957, a decrease of \$173,769 or 97.2% compared to 2019.
- Overall expenses decreased by \$47,548 or 29.5% compared to 2019 and is primarily driven by:
  - A decrease in Special Event Sponsorships of \$25,110 resulting from the cancellation of many events such as Safe City of Mississauga Crime Prevention Conference and Trillium Health Partners Diwali Gala.
  - No return of Found and Seized money resulted in a decrease of \$14,344.
  - There was a \$6,560 decrease in Grants and Donations.
  - Finally, there was a decrease in spending on Chief's Community events of \$6,050 due to the cancellations of many events after March.
- In 2020, auction proceeds from found and seized property were \$47,849, an increase of \$34,336 or 254.1% compared to 2019. As live auctions were shut down, all auctions shifted on-line, which resulted in no overtime being incurred. All future auctions will remain on-line.

## 3. Proposed Direction

Included is a draft copy of the Independent Auditor's report and statements. The auditor will provide the finalized audited report after receiving the Board's signed approval on the 'Statement of Financial Position'. The finalized audited financial statements will then be filed with the Board as soon as they are available.

## 4. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

Priority: 3.4 Public trust and confidence through accountability and transparency

## CONCLUSION

The auditor, Calvin Vickery, reports on a draft basis that the financial statements present fairly, in all material respects, the financial position of the CSRF as at December 31, 2020, in accordance with Canadian accounting standards for government not-for-profit organizations.

### Approved for Submission:

---

Robert Serpe, Executive Director

*For further information regarding this report, please contact Mario Ferrante at extension 4245 or via email at [Mario.Ferrante@peelpolice.ca](mailto:Mario.Ferrante@peelpolice.ca).*

Authored By: Brad Rains, Supervisor, Internal Control & Financial Services

#### Attachments:

- Auditor Communication to the Board for Executive Director's signature
- Draft Independent Auditor's Report and 2020 Draft Audited Financial Statements
- Statement of Financial Position for Executive Director's signature





# CALVIN G VICKERY CPA

PROFESSIONAL CORPORATION

May 28, 2021

Regional Municipality of Peel Police Services Board  
Community Support and Resource Fund  
7750 Hurontario Street  
Brampton, ON L5V 3W6

## Re: Audit of 2020 Financial Statements

To the Regional Municipality of Peel Police Services Board:

I am required to communicate at least annually with you regarding significant matters arising from my audit.

The objective of my audit was to obtain reasonable assurance that the financial statements were free of material misstatement. My audit was not designed for the purpose of identifying matters to communicate. Accordingly, my audit would not usually identify all such matters that may be of interest to the Board and it is inappropriate to conclude that no such matters exist.

Significant audit findings identified during the course of my audit for the year ended December 31, 2020 are outlined below:

- Misstatements, other than trivial errors recorded by management:
  - None.
- Misstatements, other than trivial errors not recorded by management:
  - None.
- Misstatements that may cause future financial statements to be materially misstated:
  - None.
- Significant unusual transactions:
  - None.
- Significant matters affecting the preparation of the financial statements and financial statement disclosures.
  - I did not identify any material change in the preparation process for management estimates.
- Fraud or illegal or possibly illegal acts, other than ones considered inconsequential.  
I did not identify:
  - Matters raising questions regarding the honesty and integrity of management.
  - Fraud or suspected fraud involving management, employees or others.
  - Illegal or possibly illegal acts.
- Material weaknesses in internal control:  
I did not identify any material weaknesses in the design or implementation of internal control over financial reporting.

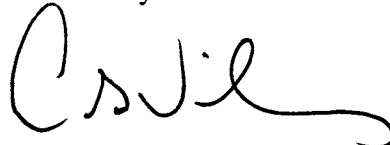
- Related party transactions:  
None identified
  
- Accounting policies:  
Significant accounting policies are described in note 1 to the financial statements and have not changed.
  
- Dealings with management:
  - I received full cooperation from management and employees.
  - There were no serious difficulties encountered while performing the audit.
  - I had no disagreements with management. All auditing, accounting and presentation issues were resolved to our satisfaction.
  - I am not aware of any consultations by management with other accountants regarding accounting or auditing matters.
  - I did not discuss with management any major issues in connection with my appointment as auditor.

This communication is prepared solely for your information and is not intended for any other purpose.

I accept no responsibility to a third party who uses this communication.

To ensure there is a clear understanding and record of the matters discussed, I ask for an acknowledgement in the space provided below. Should any member of the Board wish to discuss or review any matter addressed in this letter or any other matters related to financial reporting, please do not hesitate to contact me at any time.

Yours truly



Calvin G Vickery CPA  
Professional Corporation

/mav

**Acknowledgement:**

We have read and reviewed the above disclosures and understand and agree with the comments therein:

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**REGIONAL MUNICIPALITY OF  
PEEL POLICE SERVICES BOARD  
COMMUNITY SUPPORT AND RESOURCE FUND**

**FINANCIAL STATEMENTS**

**DECEMBER 31, 2020**

**DRAFT**

## INDEPENDENT AUDITOR'S REPORT

### To the Regional Municipality of Peel Police Services Board

#### Opinion

I have audited the financial statements of Regional Municipality of Peel Police Services Board Community Support and Resource Fund ("the fund"), which comprise the statement of financial position as at December 31, 2020, and the statements of operations and fund balances, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion the financial statements present fairly, in all material respects, the financial position of the fund as at December 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for government not-for-profit organizations.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing these financial statements, management is responsible for assessing the fund's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative to do so.

Those charged with governance are responsible for overseeing the fund's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could

reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the fund's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD  
COMMUNITY SUPPORT AND RESOURCE FUND  
STATEMENT OF FINANCIAL POSITION  
AS AT DECEMBER 31, 2020**

	2020	2019
	\$	\$
<b>ASSETS</b>		
Cash	1,421,801	1,469,294
Accounts receivable	1,438	2,618
	<u>1,423,239</u>	<u>1,471,912</u>
	<u>1,423,239</u>	<u>1,471,912</u>
 <b>LIABILITIES</b>		
Accrued liabilities	4,000	4,001
Due to Region of Peel Police Services Board - Note 6	2,020	3,387
	<u>6,020</u>	<u>7,388</u>
 <b>FUND BALANCE - Note 3</b>	<u>1,417,219</u>	<u>1,464,524</u>
	<u>1,423,239</u>	<u>1,471,912</u>

Approved on behalf of the Board:

\_\_\_\_\_

\_\_\_\_\_ Date

See accompanying notes to the financial statements.

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD  
COMMUNITY SUPPORT AND RESOURCE FUND  
STATEMENT OF OPERATIONS AND FUND BALANCES  
FOR THE YEAR ENDED DECEMBER 31, 2020**

	<b>2020</b>	<b>2019</b>
	\$	\$
<b>REVENUE</b>		
Auction proceeds from found and seized property - Note 6	47,849	13,513
Found and seized property - Note 6	4,957	178,726
Interest - current account	13,250	30,383
	<u>66,056</u>	<u>222,622</u>
<b>DISBURSEMENTS</b>		
Accounting support - Note 6	2,020	2,387
Auction expenses - Note 6	9,570	3,703
Audit fees	4,000	4,000
Bank charges	68	52
Chief's Community Ledger - Note 2	3,943	9,993
Found and seized property returned	-	14,344
Grants and donations - Note 4	39,500	46,060
Retiree gifts	-	1,000
Special event sponsorships - Note 5	54,260	79,370
	<u>113,361</u>	<u>160,909</u>
<b>EXCESS OF (DISBURSEMENTS OVER REVENUE )</b>	(47,305)	61,713
<b>FUND BALANCE, beginning of the year</b>	<u>1,464,524</u>	<u>1,402,811</u>
<b>FUND BALANCE, end of the year - Note 3</b>	<u><u>1,417,219</u></u>	<u><u>1,464,524</u></u>

See accompanying notes to the financial statements.

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD  
COMMUNITY SUPPORT AND RESOURCE FUND  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED DECEMBER 31, 2020**

	<b>2020</b>	<b>2019</b>
	\$	\$
<b>CASH FROM OPERATING ACTIVITIES</b>		
Excess of (Disbursements over Revenues)	(47,305)	61,713
Net change in non-cash working capital	(188)	11,493
<b>NET INCREASE (DECREASE) IN CASH</b>	<u>(47,493)</u>	<u>73,206</u>
<b>CASH BALANCE, beginning of year</b>	<u>1,469,294</u>	<u>1,396,088</u>
<b>CASH BALANCE, end of year</b>	<u><u>1,421,801</u></u>	<u><u>1,469,294</u></u>
<b>Represented by:</b>		
Cash	<u><u>1,421,801</u></u>	<u><u>1,469,294</u></u>

DRAFT

See accompanying notes to the financial statements.

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD**  
**COMMUNITY SUPPORT AND RESOURCE FUND**  
**NOTES TO THE FINANCIAL STATEMENT**  
**DECEMBER 31, 2020**

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**ORGANIZATION**

The Community Support and Resource Fund operates under the authority of the Regional Municipality of Peel Police Services Board Policy PSB-FN-002 effective date May 26, 2000. The policy pertains to the retention and use of proceeds of stolen and abandoned property which includes periodic transfers of funds made for special purposes as approved by the Police Services Board.

Effective September 29, 2017, the name of the fund changed from Regional Municipality of Peel Police Services Board Community, Resource and Recognition Fund to Regional Municipality of Peel Police Services Board Community Support and Resource Fund.

**NOTE 1: SIGNIFICANT ACCOUNTING POLICIES**

**BASIS OF PRESENTATION**

This financial statement is prepared in accordance with Canadian generally accepted accounting principles as applicable to government not-for-profit organizations.

**REVENUE RECOGNITION**

The fund recognizes revenue from auction proceeds on the date of the auction. Revenue from found and seized property is recognized on the date that the amount is measurable and the transfer to the fund is authorized by the Police Services Board. Interest and other revenue is recognized on the date it is earned.

**FINANCIAL INSTRUMENTS**

Cash, accounts receivable, accrued liabilities and due to Region of Peel Police Services Board are measured at their carrying amount since it is comparable to their fair value due to the approaching maturity of these financial instruments.

**CASH AND CASH EQUIVALENTS**

Cash and cash equivalents consist of cash in a bank account.



**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD**  
**COMMUNITY SUPPORT AND RESOURCE FUND**  
**NOTES TO THE FINANCIAL STATEMENT**  
**DECEMBER 31, 2020**

**NOTE 2: CHIEF'S COMMUNITY LEDGER**

The board has allocated funds to allow the Chief to purchase tickets to attend events where representation may advance the priorities of the Board and Police Services. These funds were spent as follows:

	<b>2020</b>	<b>2019</b>
	\$	\$
Brampton Board of Trade - State of City Luncheon	473	428
International Women Achievers Awards	720	-
Jamaica College Old Boys Association of Canada Gala	340	-
Mississauga Board of Chinese Professionals & Businesses Banquet	750	750
Rays of Hope Gala - Interim Place	600	1,250
The Police Association of Ontario Charity Golf Tournament	700	-
United Achievers Club - Men Who Cook	360	360
Association of Black Law Enforcers - Scholarship Awards Ball	-	1,300
Black Business & Professional Association - Harry Jerome Awards Gala	-	800
Community Living Mississauga Foundation - Annual Tribute Dinner	-	1,500
Congress of Black Women - Annual Scholarship Brunch	-	920
H. Franklyn Parker Scholarship Awards Dinner	-	270
Lorne Scots 153rd Officers' Mess Dinner	-	85
Malton Black Development Association - Scholarship Award Dinner	-	340
Sickle Cell Awareness Group of Ontario - Hope Gala	-	800
South Asian - Internal Support Network Gala	-	550
Special Olympics Ontario Brampton - Charity Golf Tournament	-	640
	<u>3,943</u>	<u>9,993</u>

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD**  
**COMMUNITY SUPPORT AND RESOURCE FUND**  
**NOTES TO THE FINANCIAL STATEMENT**  
**DECEMBER 31, 2020**

**NOTE 3: RESTRICTED FUNDS AND FUND BALANCES**

The fund has internally restricted funds in order to provide for future claims against the fund.

	Restricted for future claims \$	Unrestricted \$	Total \$
Balance, beginning of year	802,126	662,398	1,464,524
Transfers to/from restricted funds	(255)	255	-
Excess of (Disbursements over Revenues)	-	(47,305)	(47,305)
Balance, end of year	<u>801,871</u>	<u>615,348</u>	<u>1,417,219</u>

**NOTE 4: GRANTS AND DONATIONS**

The following donations were made:

	2020 \$	2019 \$
Cpl Matthew Dinning Bursary Award	500	500
Muslim Association of Canada Interfaith Food Share Campaign	8,000	-
Muslim Association of Canada Olive Grove School Athletic Facility	5,000	-
Malton Community Sponsorship	3,000	-
Peel Beyond the Blue	10,000	10,000
Peel Crime Stoppers	10,000	-
Safe City Mississauga	3,000	-
Deputy Sandeep Dhaliwal funeral attendance	-	2,860
Halton-Peel Woodlands and Wildlife Stewardship - Silver Level Sponsor	-	2,000
Heart House Gala Sponsorship	-	500
Peel Police Youth Initiative - Student Employment	-	24,000
Seva Spark Gala - Food Bank Donation	-	1,200
The Dam - Coldest Night of the Year	-	500
The Muslim Association & Awakening	-	4,500
	<u>39,500</u>	<u>46,060</u>

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD**  
**COMMUNITY SUPPORT AND RESOURCE FUND**  
**NOTES TO THE FINANCIAL STATEMENT**  
**DECEMBER 31, 2020**

**NOTE 5: SPECIAL EVENTS SPONSORSHIPS**

	<b>2020</b>	<b>2019</b>
Big Brothers & Big Sisters of Peel - Gala	3,500	3,500
Caledon Community Services - Home for the Holidays Gala	5,000	5,000
Carassauga Festival	2,500	2,500
Community Living Mississauga Foundation - Annual Tribute Dinner	1,500	2,000
Free for All Foundation - Annual Scholarship & Recognition Awards	500	500
Get Active Mississauga Muslim Families - Family Fun Skate	3,000	-
Heart House Hospice - Dove Sponsorship	500	-
Interim Place - Rays of Hope Gala	1,500	1,500
Malton Business Improvement Area - Art Project	3,000	-
Malton Business Improvement Area - Tree Lighting	2,000	-
Mississauga Board of Trade - Mayor Crombie's Luncheon	1,760	-
Ontario Association of Police Service Boards - Labour Seminar	1,500	1,500
Ontario Association of Police Service Boards - Spring Conference	2,500	2,500
The Dam - Coldest Night of the Year	500	-
Trillium Health Partners - Laugh out Loud Gala	13,000	6,000
Wellspring Chinguacousy - Muskoka Nights Gala	3,500	-
William Osler Health System Foundation - Golf Tournament	5,000	3,500
William Osler Health System Foundation - Holi Gala	3,500	3,500
Canada Day Together Festival	-	2,500
Canadian Association of Police Governance Annual Meeting	-	2,500
Canadian Tamils' Chamber of Commerce - Annual Golf Classic	-	1,500
Community Living Mississauga Foundation - Golf Classic	-	1,400
Congress of Black Women of Canada, Mississauga - Annual Brunch	-	1,000
Dreams Take Flight Golf Tournament	-	775
Easter Seals - Brampton Celebrity Hockey Classic	-	6,000
Festive Currents - Muslim Fest	-	6,000
Juvenile Diabetes Research Foundation - Dinner and Silent Auction	-	8,100
Knight's Table Gala	-	1,200
LUSO Canadian Charitable Society - Gala	-	5,000
Mississauga Arts Council - Ball	-	1,250
Mississauga Italfest	-	2,500
Peel Children's Centre - Evening of Hope	-	1,200
Safe City Mississauga - Annual Justice Luncheon	-	885
Safe City Mississauga Crime Prevention Conference	-	2,000
Trillium Health Partners Foundation - Diwali Gala	-	3,000
United Achievers Club - Awards Dinner	-	560
	<u>54,260</u>	<u>79,370</u>

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD**  
**COMMUNITY SUPPORT AND RESOURCE FUND**  
 NOTES TO THE FINANCIAL STATEMENT  
 DECEMBER 31, 2020

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**NOTE 6: RELATED PARTY TRANSACTIONS**

The Region of Peel Police Services Board (PPSB) is a related party of the Community Support and Resource Fund as it is a fund of the PPSB. PPSB also provides all staffing and administrative support for the fund

The following table summarizes the fund's related party transactions for the year:

	2020	2019
	\$	\$
Revenue		
Auction proceeds from found and seized property	47,849	13,513
Found and seized property	4,957	178,726
Expenses		
Accounting support	2,020	2,387
Auction support	0	1,000

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

All items auctioned are provided by the PPSB and are measured at the auctioned price on the date of the auction.

As at December 31 the amount due to PPSB is as follows

Due to PPSB	2,020	3,387
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This year-end balance does not have any fixed terms of repayment and does not bear interest.

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD**  
**COMMUNITY SUPPORT AND RESOURCE FUND**  
**NOTES TO THE FINANCIAL STATEMENT**  
**DECEMBER 31, 2020**

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**NOTE 7: FINANCIAL RISK MANAGEMENT**

The fund is exposed to various risks through its financial instruments. The following analysis provides a measure of the fund's risk exposure and concentrations at the balance sheet date:

(a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The company's main credit risk relates to its accounts receivable. The fund manages credit risk by monitoring delinquent accounts.

(b) Market and interest rate risk

The fund earns interest on cash in its bank account.

The fund is exposed to interest rate risk arising from fluctuations in interest rates. To manage interest rate exposure management monitors interest rates for various investment options to determine optimal returns within reasonable risk tolerances.

(c) Liquidity risk

Liquidity risk is the risk that the fund will not be able to meet its financial obligations as they fall due. The fund's approach to managing liquidity risk is to ensure that it always has sufficient liquidity to meet its liabilities when they become due.

**REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD  
COMMUNITY SUPPORT AND RESOURCE FUND  
STATEMENT OF FINANCIAL POSITION  
AS AT DECEMBER 31, 2020**

	2020	2019
	\$	\$
<b>ASSETS</b>		
Cash	1,421,801	1,469,294
Accounts receivable	1,438	2,618
	<u>1,423,239</u>	<u>1,471,912</u>
	<u>1,423,239</u>	<u>1,471,912</u>
 <b>LIABILITIES</b>		
Accrued liabilities	4,000	4,001
Due to Region of Peel Police Services Board - Note 6	2,020	3,387
	<u>6,020</u>	<u>7,388</u>
 <b>FUND BALANCE - Note 3</b>	<u>1,417,219</u>	<u>1,464,524</u>
	<u>1,423,239</u>	<u>1,471,912</u>

Approved on behalf of the Board:

\_\_\_\_\_


\_\_\_\_\_ Date

See accompanying notes to the financial statements.



FORWARDED TO  
POLICE SERVICES BOARD

DATE AUGUST 11, 2021



CHIEF OF POLICE

**06-08-21**

**REPORT**  
Police Services Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: 2-03-03-02

**PSB REC: AUG 11, 2021**  
**LOG # 40-21**  
**FILE CLASS: P00**

DATE: August 10, 2021

SUBJECT: **2020 DEVELOPMENT CHARGES BY-LAW**

FROM: Robert Shearer, Acting Deputy Chief, Corporate Services Command

**RECOMMENDATION**

IT IS RECOMMENDED THAT, this report be received.

**REPORT HIGHLIGHTS**

- The Region of Peel's (Region) current Development Charge (DC) By-Law 46-2015 was replaced prior to its expiry on January 24, 2021.
- Regional Council approved the new DC By-Law 77-2020 effective January 22, 2021.
- Police DC Rates will be indexed semi-annually starting August 1, 2021 and will continue to be indexed for the life of the DC By-Law with the base index value being that in effect on August 1, 2020.
- Development Charges (DC) By-Law #77-2020 will expire January 22, 2025.
- Police DC revenue collections are estimated to be \$55 million from 2020 – 2029.
- The Police Services Board's Finance, Audit and Risk Committee met on August 9, 2021, and reviewed and received this report and recommended that the report be forwarded to the Police Services Board.

**DISCUSSION**

**1. Background**

The Development Charges Act, 1997 ("DC Act"), ~~as~~ amended, sets out the legislative framework governing the establishment of development charges. Development charge collections are a source of funding for growth driven expenditures related to infrastructure and services.

**RECEIVED**  
AUG 11 2021  
21-494  
**OFFICE OF THE CHIEF**

DC By-Law 46-2015, approved by Regional Council on September 10, 2015, allowed for the collection of development charges on new dwellings (residential and non-residential) to fund Police related growth expenditures including buildings, land, vehicles, radios, and equipment. From 2015 to 2020, Peel Regional Police collected \$11.2 million in DC revenues. The cash balance in PRP's DC reserve including encumbrances and commitments as at December 31, 2020 totals \$4.9 million.

DC By-law 46-2015 expired on January 24, 2021. The Region commenced a process in 2019 to update the DC By-Law prior to this date.

## 2. Findings

The Region's 2020 DC Background Study, completed by Watson & Associates Economists Ltd. (Watson), and the proposed DC By-Law were released to the public on September 18, 2020.

The service standards provided to the community related to policing include buildings, land, vehicles, and small equipment and gear used by officers (voice and data devices, weapons, uniforms, radios, radars, breathalyzer units, etc.).

Business Planning and Analysis staff, in concert with Region of Peel staff, compiled the Peel Police Development Charge Service Standards in accordance with the Development Charges Act:

Component	Unit of Measure	2019	2015	Change	% Change
<b>Building</b>	Square Metres per Capita	0.0557	0.0509	0.0048	9%
<b>Land</b>	Hectares per 1,000 Capita	0.0200	0.0173	0.0027	16%
<b>Vehicles</b>	Vehicles per Capita	0.0006	0.0005	0.0001	20%
<b>Small Equipment &amp; Gear</b>	\$ per Capita	\$48.85	\$40.16	\$8.69	22%

The service standards are calculated by taking the annual units of measure for each component and dividing them by the annual population. The previous ten-year average annual units per capita then becomes the new service standard. The new service standard, along with projected growth-related expenditures included in the 2021 ten-year capital plan, will be used to calculate the 2021 development charge rates.

On December 10, 2020, Regional Council approved the new DC By-Law 77-2020. The DC By-Law allows for the collection of development charges for Police related growth expenditures including facilities, land, vehicles, field equipment (radios), and officer equipment (pistols, body armour, etc.). Rates for both residential and non-residential units are effective January 22, 2021, and are subject to semi-annual indexing starting on August 1, 2021, and will continue to be indexed for the life of the DC By-Law. The 2020 DC By-Law includes a planning horizon up to the year 2029. DC By-Law 77-2020 will expire on January 22, 2025.



Peel Regional Police DC Rates effective January 22, 2021 are:

Residential (per unit)	DC By-Law 77-2020
Single & Semi Detached	\$762.21
Other Residential	\$603.67
Apartment	\$552.88
Small Unit	\$292.40

Non-Residential (per m2)	DC By-Law 77-2020
Industrial	\$3.19
Non-Industrial	\$3.19

These rates will be reviewed and indexed on August 1, 2021.

It is estimated that the new rates related to policing will generate revenue collections of approximately \$55 million from 2020 – 2029. However, based on recent trends over the past couple years of slower than anticipated development, influenced by the changing nature of employment and the impact of the COVID-19 pandemic, there is a risk that infrastructure and capacity needs will shift and Police DC revenue may be reduced.

Regional Council was advised on May 13, 2021, that although Peel remains on-track to meet the Council endorsed residential growth forecast from 2016-2026, they are at risk of not meeting the non-residential growth forecast for the same period. Region of Peel staff will monitor DC expenditures, revenues and reserve balances to plan for potential debt requirements while examining alternative financing strategies and potential capital project deferrals.

Lastly, the new legislation requires that a DC background study must include an Asset Management Plan. This plan must deal with all assets that are proposed to be funded, in whole or in part, by DCs. The asset management plan must show that the assets are financially sustainable over their full lifecycle. PRP staff are working with the Region to integrate our assets into the asset management project by the revised July 1, 2024, deadline outlined in the Municipal Asset Management Planning Regulation (o. Reg 588/17).

### 3. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence

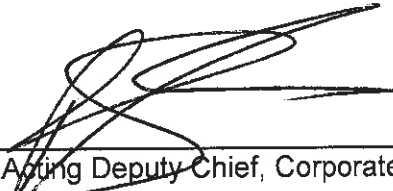
Priority: 3.4 Public trust and confidence through accountability and transparency

## CONCLUSION

The 2020 DC Background Study and the proposed DC By-Law were released to the public on September 18, 2020. Regional Council approved the new DC By-Law effective January 22, 2021. Police DC Rates will be indexed semi-annually starting August 1, 2021 and will continue to be indexed for the life of the DC By-law. DC By-Law #77-2020 will expire on January 22, 2025.

The Police Services Board's Finance, Audit and Risk Committee met on August 9, 2021, and reviewed and received the report and recommended that this report be forwarded to the Police Services Board.

### Approved for Submission:

 #1327  
\_\_\_\_\_  
Robert Shearer, Acting Deputy Chief, Corporate Services Command

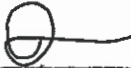
*For further information regarding this report, please contact Karen Doobay at extension 4211 or via email at Karen.Doobay@peelpolice.ca.*

Authored By: Nicole Elliott, Supervisor, Budgets and Financial Planning

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07-08-21



FORWARDED TO  
POLICE SERVICES BOARD  
DATE AUG 11, 2021  
  
CHIEF OF POLICE

REPORT  
Police Services Board

For Information

PSB REC: AUG 11, 2021  
LOG # 37-21  
FILE CLASS: P01

File Class: 1-01-02-01

Cross-Reference File Class: \_\_\_\_\_

DATE: July 21, 2021  
SUBJECT: 2020 Corporate Risk Management Annual Public Report  
FROM: Chief of Police, Nishan Duraiappah

**RECOMMENDATION**

It is recommended that this document be received as the 2020 Corporate Risk Management Annual Public Report.

- REPORT HIGHLIGHTS**
- Civil Actions Initiated Against the Police;
  - Investigative Support Bureau;
  - Police Service Act Discipline Offenses;
  - Public Complaints;
  - Suspect Apprehension (Police Pursuits);
  - Use of Force Reports.

The purpose of this report not only provides transparency for the public, as well as satisfies annual legislated reporting to the Police Services Board. This report contains data as it relates to risk management within the Professional Standards Bureau, Suspect Apprehension Pursuits and Use of Force.

**CIVIL ACTIONS INITIATED AGAINST THE POLICE**

**Administrative Processing Of Civil Actions**

Statements of Claim are managed by the Civil Litigation Bureau working under the umbrella of Legal Services. When a civil action is served upon the Peel Regional Police, it is forwarded to General Counsel in Legal Services who assigns it to the Civil Litigation Bureau. The Civil Litigation Bureau sends a copy of the action immediately to the Region of Peel, Corporate Finance Division, Loss Management section.

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OFFICE OF THE CHIEF

The Civil Litigation Bureau opens and maintains a case file specific to each civil action and these claims are divided into two categories for statistical purposes: Civil Claims and Fleet Claims. The pertinent information is gathered and forwarded to the assigned counsel as the circumstances dictate. The Civil Litigation Bureau assists both the Claims Analyst at the Region of Peel and legal counsel in managing the claim throughout the duration of the case, which can include conducting follow-up investigation as well as ensuring officers are available for consultation with legal counsel and to testify in civil court when necessary.

### Civil Claims – Statistics

The number of *Statements of Claim received* over the past 5 years has remained steady with an average of 22.8 claims per year. In 2020, the number of *Statement of Claims received* increased significantly compared to the previous year, and the number of *outstanding claims* at year-end increased compared to the previous year.

<b>Civil Claims</b>					
	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
Civil Actions Received	28	16	29	15	24
Outstanding Civil Actions Year-end	83	71	77	80	85
Total Value Outstanding Claims Year End	\$2,285,455,781.16	\$632,665,279.16	\$590,288,628.16	\$404,677,568.16	\$443,172,255.16
Resolved Cases	16	22	32	20	20
Total Damages Paid	\$1,702,500.00	\$151,429.30	\$233,500.00	\$167,700.00	\$5,000.00

(Table 1)

There were 28 new civil actions initiated against the Peel Regional Police in 2020.

As of December 31<sup>st</sup>, 2020, there were 83 civil actions outstanding from the years 2006 through 2020. The total face value of these outstanding actions (as claimed by the plaintiffs) is \$2,285,455,781.16.

In 2020, the number of civil matters "*resolved*" decreased significantly from the previous four years. The "*total damages paid*" were significantly higher than the previous four years. This was the result of a significant increase in the negotiated settlement in one civil file with a large amount of damages paid.

There were 16 civil actions resolved in 2020 with "*Total Damages Paid*" by Peel Regional Police in the amount of \$1,702,500.00. Three of these claims were settled by damages paid out. One claim in particular was settled for a significant amount of damages and accounted for the majority of the total damages paid. Notably, there were six files from the same plaintiff over a number of years. Legal counsel was able to have this person declared a "vexatious litigant" and subsequently the other five files were "stayed". All other claims were abandoned, discontinued, dismissed and dismissed for delay.

### Fleet Claims - 2020

The number of Fleet claims received in 2020 increased slightly from last year however has decreased over the five-year period. The amount of "total damages paid" increased slightly from last year however is significantly higher over the five-year period.

<b>Fleet Claims</b>					
	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
Fleet Claims Received	3	2	7	6	5
Outstanding Fleet Actions Year-end	15	19	23	24	24
Total Value Outstanding Claims Year End	\$24,115,000.00	\$34,315,000.00	\$37,280,000.00	\$39,230,000.00	\$44,480,000.00
Resolved Cases	7	6	8	6	3
Total Damages Paid	\$735,500.00	\$696,566.66	\$281,000.00	\$113,000.00	\$267,000.00

(Table 2)

There were three new fleet claims initiated against the Peel Regional Police in 2020. As of December 31<sup>st</sup>, 2020 there were 15 fleet claims outstanding from the years 2013 through 2020. The total face value of these outstanding actions (the total value as claimed by the plaintiffs) is \$24,115,000.00 (*Refer to Table 2*).

In 2020, seven fleet claims were resolved with "*Total Damages Paid*" by Peel Regional Police in the amount of \$735,500.00. This is a significant increase to the amount paid compared to the previous five years with the exception of last year. This is primarily due to four matters which were settled for moderate to large amounts. In two of the large settlements, there were also settlement amounts paid by another party in the claim.

### Notice of Intent (Non Claims) – 2020

There was one Notice of Intent file in 2020 which was reported settled by the Claim Analyst at the Region of Peel. This was a pro-active approach to settling the Notice of Intent prior to the claim being issued and counsel being assigned, which resulted in a decrease of costs.

### Costs of Defending Claims

The costs of defending the Statements of Claim against Peel Regional Police in 2020, as reported by the Region of Peel, Corporate Finance Division, Loss Management section are as follows:

<b>Costs of Defence</b>					
<b>Type</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
Civil Litigation Files	\$425,783.46	\$494,686.52	\$573,134.09	\$715,258.19	\$478,785.00
Fleet Files	\$165,429.24	\$182,967.23	\$202,026.32	\$277,283.82	\$152,055.08

<b>TOTAL</b>	<b>\$591,212.70</b>	<b>\$677,653.75</b>	<b>\$775,160.41</b>	<b>\$992,542.01</b>	<b>\$630,840.08</b>
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(Table 3)

*The data in Table 3 is exclusive of any negotiated settlement payments or payments made by Order of the Court. Region of Peel Corporate Finance Division, Loss Management section only began reporting on the Costs of Defence in 2010.*

### **Conclusion**

In 2020, there were a total of 31 new Statement of Claims filed against Peel Regional Police. At year end, 98 files were outstanding. The “total amount claimed” outstanding at the end of the year, for all files, was \$2,309,570,781.16. The “total damages paid” by Peel Regional Police, for the combined claims in 2020, was \$2,438,000.00.

The “total cost of defending” both Civil and Fleet claims for 2020 was \$591,212.70.

### **INVESTIGATIVE SUPPORT BUREAU**

The Special Investigations Unit is a civilian law enforcement agency that investigates incidents involving police officers where there has been death, serious injury or allegations of sexual assault. The Unit’s jurisdiction covers more than 50 municipal, regional and provincial police services across Ontario.

Under the *Police Services Act*, the Director of the SIU must determine based on the evidence gathered in an investigation whether an officer has committed a criminal offence in connection with the incident under investigation. If, after an investigation, there are reasonable grounds to believe that an offence was committed, the Director has the authority to lay a criminal charge against the officer. Alternatively, in all cases where no reasonable grounds exist, the Director does not lay criminal charges but files a report with the Attorney General communicating the results of an investigation.

The Investigative Support Bureau shall:

- (a) be designated as the policy centre for S.I.U. matters in order to maximize efficiency and consistency of operation;
- (b) conduct the administrative investigation for the purpose of reviewing procedures, processes and practices of P.R.P. in relation to all incidents under investigation by the S.I.U.; and,
- (c) direct the investigation into the criminal conduct of any person injured in the Occurrence, who forms the basis of the S.I.U. investigation.

The following statistics relate to incidents involving members of Peel Regional Police in which the Special Investigations Unit became involved. These statistics are shown in comparison with those captured at year end in 2018 and 2019.

<b>Investigations</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
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S.I.U. Investigations	28	36	25
Subject Officers Designations	32	34	15
Witness Officers Designations	119	71	26
<b>Total Legal Expenses</b>	<b>201,225.50</b>	<b>\$100,331.55</b>	<b>\$100,390.35</b>
<b>Disposition of Cases</b>			
Case closed: No further action	20	17	32
Cases involving other police services	1	0	0
Investigations terminated	4	11	17
Cases where charges laid	2	2	1
Investigations ongoing	22	19	14

### **Conclusion**

The Special Investigations Unit became involved in a total of 28 Peel Regional Police incidents in 2020. The S.I.U. closed 20 investigations indicating that there would be "No Further Action" as the officers were cleared of any criminal liability. They terminated four investigations based on evidence showing that the injuries were not as serious as first believed, or that the Peel Regional Police member was not directly involved.

Currently there are 22 ongoing investigations. There was one incident where a member of the Peel Regional Police was designated as a witness official for an incident involving an officer employed by another Police Service.

A total of 151 officers were designated in 2020: 32 as subject officials and 119 as witness officials. Legal representation was requested by and provided for the designated officials.

The total legal expenses incurred in 2020 were \$201,225.50, twice as much as 2019.

### **POLICE SERVICE ACT DISCIPLINE OFFENCES**

The *Police Services Act of Ontario* governs all police services across the province. Section 80 of the Act defines police misconduct. Misconduct includes any violation of the code of conduct described in Ontario Regulation 268/10. The code of conduct categorizes misconduct as discreditable conduct, insubordination, neglect of duty, deceit, breach of confidence, corrupt practices, unlawful or unnecessary exercise of authority, damage to clothing or equipment and consuming drugs or alcohol in a manner prejudicial to duty.

A total of ten *Police Services Act* hearings were initiated during the course of 2020. Three of these matters were not completed however because of loss of jurisdiction due to resignation or retirement.

The following is the disposition of these matters:

#### **1. Summary of Offence:**

Officer was found guilty of the criminal offence of Operate Motor Vehicle with Excess Blood Alcohol. Officer was then found guilty of Discreditable Conduct under the PSA.

**Disposition:**

A reduction in rank from 1st Class Constable to 2<sup>nd</sup> Class Constable for a period of eight months to be served upon the officers return to service with the PRP as a sworn officer, from his current secondment.

**2. Summary of Offence:**

Count 1 – Officer found guilty of Discreditable Conduct following a PSA hearing regarding the solicitation of a prostitute while on duty.

Count 2 - Officer found guilty of Neglect of Duty following a PSA hearing regarding the solicitation of a prostitute while on duty.

**Disposition:** Loss of jurisdiction as the officer retired February 28, 2020.

**3. Summary of Offence:**

Count 1 – Officer found guilty of Discreditable Conduct. Officer was operating a motor vehicle while ability impaired by alcohol.

Count 2 – Officer was found guilty of insubordination for carrying Use of Force equipment while off duty.

**Disposition:**

Count 1 – Reduction of rank from Sergeant to 1<sup>st</sup> Class Constable for a period of nine months, following which the officer will be returned to the rank of Sergeant on the basis of satisfactory work performance to be determined by the officer's Divisional Commander.

Count 2 – Forfeiture of six days (48 hours) to be served at the discretion of the Divisional Commander.

**4. Summary of Offence:**

Count 1 – Officer found guilty Unlawful of Unnecessary Exercise of Authority for using excessive force without justification.

Count 2 – Officer found guilty of Discreditable Conduct for uncivil comments made to Affected Person.

**Disposition:** Memorandum of Agreement for the forfeiture of three, eight hour days pay.

**5. Summary of Offence:**

Count 1 – Officer was charged under the PSA with Unlawful of Unnecessary Exercise of Authority due to allegations of improper conduct and investigation.



Counts 2-4 - Officer was charged under the PSA with Discreditable Conduct due to allegations of improper conduct and investigation.

Count 5 - Officer was charged under the PSA with Neglect of Duty due to allegations of improper conduct and investigation.

**Disposition:** Dismissed.

**6. Summary of Offence:**

Count 1 – Officer charged with Discreditable Conduct under the PSA following an arrest for assault by OPP while off duty.

Count 2 - Officer charged with Discreditable Conduct under the PSA due to improper conduct during a traffic stop while off duty.

Count 3 - Officer charged with Discreditable Conduct under the PSA as a result of improper conduct during a traffic stop where an ASD registered 'warn'.

Count 4 - Officer charged with Discreditable Conduct under the PSA as a result of improper conduct during a traffic stop, officer received PON for "operate motor vehicle, no current validated permit", cautioned for four other offences.

Count 5 – Officer charged with Discreditable Conduct under the PSA due to unauthorized CPIC queries.

Count 6 – Officer charged with Deceit under the PSA for failing to surrender PRP Photo ID card.

**Disposition:** The officer resigned July 27, 2020.

**7. Summary of Offence:**

Count 1 – Officer was charged under the PSA with Neglect of duty due to allegations of improper conduct.

**Disposition:** Not Guilty.

**8. Summary of Offence:**

Count 1 – Officer charged with Discreditable Conduct under the PSA for unwanted sexual / inappropriate communications.

Count 2 – Officer charged with Discreditable Conduct under the PSA for unauthorized queries.

Count 3 – Officer charged with Discreditable Conduct under the PSA for unauthorized queries.

Count 4 – Officer charged with Discreditable Conduct under the PSA for unauthorized queries.

Count 5 – Officer charged with Discreditable Conduct under the PSA for unwanted sexual / inappropriate communications.

Count 6 – Officer charged with Discreditable Conduct under the PSA for unwanted sexual / inappropriate communications.

Count 7 – Officer charged with Discreditable Conduct under the PSA for unwanted sexual / inappropriate conduct while on duty.

Count 8 – Officer charged with Discreditable Conduct under the PSA for unwanted sexual / inappropriate communications.

Count 9 – Officer charged with Discreditable Conduct under the PSA for unauthorized queries.

Count 10 – Officer charged with Discreditable Conduct under the PSA for unauthorized queries.

Count 11 – Officer charged with Discreditable Conduct under the PSA for unauthorized queries.

Count 12 – Officer charged with Discreditable Conduct under the PSA for unauthorized queries.

Count 13 – Officer charged with Neglect of Duty for improper notes.

**Disposition:** The officer retired in October 2020.

#### 9. Summary of Offence:

Count 1 – Officer was found guilty of Neglect of Duty because the Officer attended Wilkinson Shelter without advising dispatcher. Separated parties involved in an assault and advised victim to call 911 then left the premise.

**Disposition:**

Forfeiture of five, eight hour days to be served at the discretion of the Unit Commander.

#### 10. Summary of Offence:

Count 1 – Officer was charged under the PSA with Neglect of Duty due to allegations of improper investigation.

**Disposition:** Not Guilty

### Findings

The following Police Service Act investigation statistics provides an annual comparison.

2020	2019	2018	2017	2016
7	5	8	10	14
Year over year average is 9.				

## PUBLIC COMPLAINTS

### Discussion

The public complaint process in 2020 was governed under Part V of the *Police Services Act of Ontario* as enacted through Section 10 of Bill 103 in the fall of 2009. The administration of this process is governed by rules established by the Office of Independent Police Review Director (OIPRD). This makes 2020 the eleventh full year for statistics in which the public complaint

process has been governed by the OIPRD. Statistics for this year's complaints are categorized as follows:

- Conduct of officers;
- Policies of the police service or;
- Services provided by the police service.

### **Analysis**

The Public Complaints Investigation Bureau received 111 conduct complaints from the Office of the Independent Police Review Director (OIPRD) in 2020. This represents a 16.8% increase from the 95 complaints received in 2019. Compared to a five-year average of 101 per calendar year, 2020 marked an increase of 9.8% over the previous five-year average.

The OIPRD retained one complaint for investigation in 2020, compared to 11 in 2019. This calculated to a 91% decrease from the previous year. The OIPRD assigned one investigation to an external police service to investigate compared to zero in 2019.

There were two conduct complaint investigations that resulted in discipline in 2020, compared to zero in 2019.

There were three service complaints in 2020, compared to three in 2019. There were zero policy complaints in 2020, compared to one in 2019.

There was 158 Administrative Files sent to Peel Regional Police from the OIPRD in 2020, compared to 102 in 2019. These are complaint files sent to the Peel Regional Police by the OIPRD that have been deemed by them as being; frivolous, vexatious, made in bad faith; more appropriately dealt with by another Act or law; past the legislative time limit to be investigated; not in the public interest to proceed.

There were 13 Local Resolutions in 2020, compared to eight in 2019. A Local Resolution is when a citizen chooses to go directly to the police service with a complaint and has come to an agreement about how to resolve the complaint informally.

In 2013, Peel Regional Police was selected by the OIPRD to participate in a new mediation pilot project, Customer Service Resolution (CSR). The CSR program provides an opportunity for complainants and respondent officers to voluntarily resolve complaints before they are formally screened under the *Police Service Act*. In 2020, there were eight CSR agreements assigned compared to 21 in 2019.

In 2017, the OIPRD introduced another new pilot project called the Enhanced Mediation Program (EMP). This program identifies complaints that can be screened in for investigation however prior to the investigative process, the OIPRD deems them suitable for participation in informal resolution via mediation. If all parties agree, a third party mediation service facilitates the informal resolution process. However, should one of the parties not agree to informally resolve the complaint, the complaint is re-screened and assigned for investigation.

There were zero EMP complaints assigned for informal resolution in 2020 compared to four in 2019.

The Ontario Civilian Police Commission (formally OCCPS) did not forward any complaints for investigation in 2020.

Finally, as of December 31, 2020, the Public Complaints Investigation Bureau had 34 open/ongoing investigations, and there were five open/ongoing investigations that were previously retained by the Office of the Independent Police Review Director.

Active/Open Investigations	2020	2019	2018	2017	2016
	34	37	38	38	23

### **Dispositions of Completed Investigations – 5 Year Trend**

94% of 2020 Public Complaints were; Informal Resolutions, Unsubstantiated, or Withdrawn. The “Other” category includes; Frivolous, Abandoned, Loss of Jurisdiction, and Past Time Limit.

Disposition	2020	2019	2018	2017	2016
Informal Resolutions	39	46	38	45	44
Unsubstantiated	39	23	30	14	16
Withdrawn	33	24	24	31	22
Other	5	4	3	2	2
Substantiated	2	0	0	5	2
<b>Total</b>	<b>118</b>	<b>97</b>	<b>95</b>	<b>97</b>	<b>86</b>

## **SUSPECT APPREHENSION PURSUITS (SAP)**

### **Background**

The purpose of this report is to provide the board with a summary of information related to SAP incidents that have occurred within the Region of Peel in 2020. This report also provides a five year statistical analysis of these incidents related to compliance, training and service policies/legislation. Suspect Apprehension Pursuits are regulated and audited under Provincial legislation. PRP’s policy and practices meet current legislated requirements.

### **Findings**

The following pursuit statistics provide an annual comparison of SAP incidents:

2020	2019	2018	2017	2016
30	29	40	15	24
Five year average = 28				

The following pursuit statistics provide an overview of 2020 compliance with legislation and service policy.

STATUS	2020	DEBRIEFING	REMEDIAL TRAINING
COMPLIANT	23	23	0
NON-COMPLIANT	7	7	7

### **Risk Management**

Every police pursuit incident initiates a risk mitigation process that provides specific details of the incident to a series of evaluators that can initiate improvement towards training practices and service policies with the goal of reducing the number of SAP incidents.

Following each SAP, an investigation is commenced by a Supervisor not involved in the incident. That investigative report is reviewed by a Divisional Command Team and then forwarded to the Driver Training Bureau where the reports are maintained for training purposes.

The Driver Training Bureau conducts debriefings of all Primary Officers who have been involved in SAP incidents. This process provides an opportunity to both reinforce existing SAP training, while providing valuable feedback and verification on training effectiveness and opportunities for the enhancement of training practices.

The Driver Training Bureau forwards the investigative reports to the SAP Review Committee that is comprised of members from:

- Community Policing Operations Command
- Communications Services
- Police Vehicle Operations

The committee reviews each investigative report and the comments of the Divisional Command Team regarding compliance with legislation and service policy.

If the committee determines the Officer to be non-compliant then they will forward notification that the Officer will undergo remedial SAP training.

On a quarterly basis the Suspect Apprehension Committee will forward a detailed report regarding SAP incidents to the Chiefs Management Group (CMG) through the Deputy Chief Corporate Services Command.

### **Initiatives**

The COVID pandemic severely limited the roll out of any new initiatives in 2020.

Having said that the initiatives put in place in 2019 have had a positive effect. The number of pursuits initiated for property offences decreased while the number of pursuits terminated at the discretion of the pursuing officer increased.

### **Observable Trends**

In addition to training recommendations the Suspect Apprehension Committee is also tasked with reviewing investigative reports in order to determine causal trends for SAP incidents.

2020 statistical data showed an increase of one SAP incident from the previous year. Observable trends reported in the 2020 investigative reports included the following:

- a) 19 of the pursuits (63%) began as a result of either a criminal driving offence or a Highway Traffic Act offence. Seven of the pursuits (23%) were for impaired driving.
- b) Two of the pursuits (7%) were for property offences; 10 pursuits (33%) were for violent offences including firearm offences and two (7%) were for abductions.
- c) Nine pursuits (30%) were terminated by a Supervisor; 12 pursuits (40%) were terminated by the pursuing officer; two pursuits (7%) were terminated by "pursuit intervention techniques" and three pursuits (10%) concluded as a result of the culprit vehicle becoming involved in a collision.
- d) In 18 of the pursuits (60%) the culprits were either arrested at the scene or later identified and an arrest warrant issued. In 12 of the pursuits (40%) the culprits have not been identified.

### **Conclusion**

SAP incidents are a priority within the PRP risk mitigation process and initiatives to enhance Officers' training and reduce the number of SAP incidents are continuously reviewed for implementation by the SAP Review Committee.

## **USE OF FORCE**

### **Background**

Police officers may be required to use force to protect the public and themselves, and as such, are granted authority by the Criminal Code to use reasonable force when necessary to carry out their duties. Regulations issued by the Ontario Ministry of the Solicitor General specifically address the reporting requirements of these events. Reported information is focused on identifying and evaluating training needs in general terms and/or specific to individual officers. This annual report provides a summary of all Use of Force incidents during 2020 involving members of Peel Regional Police (PRP).

### **Reporting Requirements**

Peel Regional Police Directive I-B-102(F) specifies when an officer shall submit a Use of Force Report as required by the *Ontario Police Services Act, Regulation 926* Section 14.5(1).

PRP Directive I-B-102 (F), section T (1) states:

**T. Provincial Use of Force Reports**

1. *Any force applied to a subject that results in injury, a complaint, or the anticipation of a complaint shall be reported to an immediate Supervisor on the P.R.P. #296 (as set out in the Equipment and Use of Force Regulation 926) within three days of the incident. If the member is incapacitated, the Provincial Use of Force Report shall be completed by the member's immediate Supervisor **within three days of the incident**. Regardless of injury or complaint, a Provincial Use of Force Report shall be submitted if a member uses any weapon, including:*

- (a) *A handgun - drawn in the presence of a member of the public, excluding a member of P.R.P. who is on duty;*
- (b) *A firearm – points a firearm at a person, or discharges a firearm and includes all negligent discharges regardless of circumstance;*
- (c) *A weapon, other than a firearm, including a weapon of opportunity;*
- (d) *Physical force on another person that results in an injury requiring medical attention;*  
  
*Note: The leader of a specialist team (Tactical Unit or Public Safety Unit only) may submit a team report.*
- (e) *A baton – whenever a person is authorized to use force uses the baton against a person, regardless of whether any injury is sustained, or a complaint is received;*
- (f) *A Conducted Energy Weapon (C.E.W.) – in cartridge/probe mode, three point contact, and drive/push stun mode, regardless of whether there is an injury sustained or a complaint received; or as demonstrated force presence; or,*
- (g) *An Oleoresin Capsicum (O.C.) Spray – when used independently, or with any other use of force method, regardless of whether any injury is sustained or a complaint is received.*

**Training Requirements**

*Ontario Policing Standards (OPS) AI-012 Use of Force Guidelines and the Equipment and Use of Force Regulation (Ontario Regulation 926/90), outlines standards regarding training, equipment, qualifications and re-qualifications.*

This regulation prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course. Use of force re-qualification is mandatory for every member who uses, or may be required to use force or carry a weapon. The use of force training courses taught by PRP meet the requirements set by the Ontario Ministry of the Solicitor General and in some instances exceed the standards. Each member is required to pass the requalification course every twelve months.

### **Annual Use of Force Training**

The design and delivery of Use of Force training is subject to an internal review on an annual basis. In identifying trends, the objective is to provide officers with the knowledge, skills and abilities to appropriately deal with situations they may encounter during the course of their duties. The Learning and Development Bureau conducts annual environmental scans related to police reviews and use of force encounters, including those involving armed individuals in crisis. Based on these activities, specific training scenarios are designed to assist officers encountering emotionally disturbed persons (EDP) who are in crisis.

In June 2017, the Chief's Management Group (CMG) approved the name change of the Use of Force Training Unit to the Incident Response Training Unit (IRTU), which more accurately reflects the nature of training provided to officers. Included in this rebranding was the addition of two days to the provincially mandated annual use of force training.

### **Statistical Data and Analysis**

The data used to prepare this report is compiled from PRP Use of Force Reports from 2018 to 2020.

As of January 1, 2020, the current PRP Use of Force Report was replaced with the **NEW** Ministry of the Solicitor General Use of Force Report.

The new report captures statistics in the following areas:

- Perceived race of subject by the officer;
- Total number of use of force incidents;
- Breakdown of types of calls for service;
- Injuries to subjects and officers;
- Number of incidents and types of weapons carried / used by the subject;
- Officer assignments at time of incident;
- Number of Police present at time of incident; and
- Number of subjects involved per incident.

It should be noted that some categories in the Use of Force report allows for more than one option within a particular classification, for example "Types of Calls for Service" and "Use of Force Options Utilized." For this reason, the total of all category entries may exceed the number of actual Use of Force reports.

### **Total Number of Use of Force Incidents**



For this section, "incidents" refers to the total number of service calls combined with total number of officer initiated traffic stops. The number of use of force incidents reflects the number of incidents where a level of force was used, requiring a report to be submitted.

<b>Use of Force Reports compared to Total Number of Incidents</b>			
<b>Year</b>	<b>Calls for Service</b>	<b>Number of Use of Force Reports</b>	<b>Percentage of Service Calls where U of F Report Completed</b>
2018	282,496	808	0.29%
2019	298,930	838	0.28%
2020	266,051	853	0.32%
<b>3 Year Average</b>	<b>282,492</b>	<b>833</b>	<b>0.30%</b>

While the total number of calls for service decreased in 2020, the total number of use of force reports increased by 0.04% or 15 reports. The increase can be attributed to the CEW expansion and reporting requirements. The reporting requirements for the CEW include when the CEW is drawn, displayed, armed only or used on a subject.

### 2020 CALLS FOR SERVICE VS USE OF FORCE REPORTS



### Call for Service Types

When an officer completes a Use of Force Report, they have the option of selecting more than one use of force type. Therefore, the total number of Use of Force types may exceed the total number of incident or reports.

In 2020, officers responded to 226,333 calls for service and 39,718 traffic stops. Weapons Calls made up the most frequent reason for use of force application at 163, followed by domestic disturbances at 105. Incidents coded as involving a "Person in Crisis" (PIC) accounted for 5,525 of these incidents. Of these encounters, only 53 Use of Force reports were generated which accounts for less than one percent of all incidents involving a "Person in Crisis".

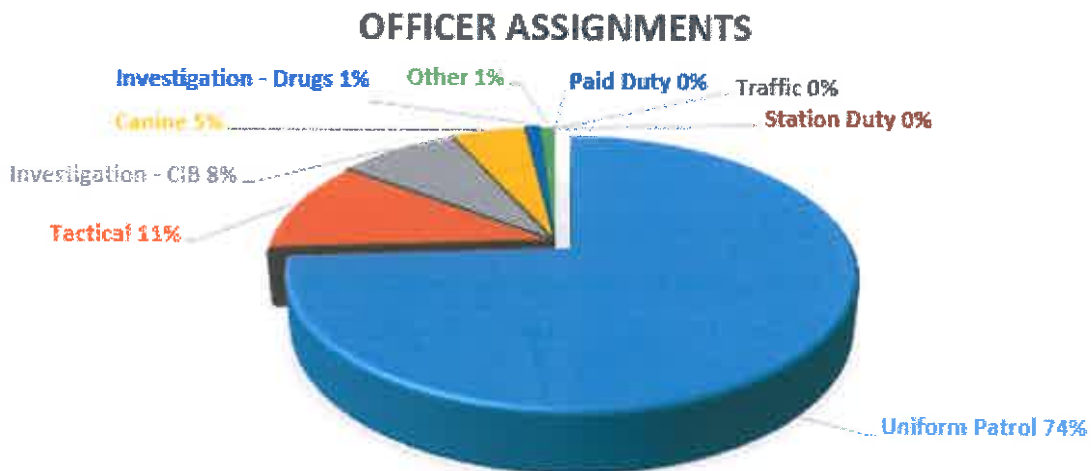
Reported Use of Force incidents involving a "Person in Crisis" decreased by 39 incidents from 2019 (92 incidents).

**Officer Assignments**

In 2020, there were 770 Use of Force incidents resulting in 1092 applications of force. These are captured in the 853 use of force reports that were submitted.

Officers assigned to uniform patrol accounted for 73.8% of all use of force incidents in 2020.

Officer Assignment	2018	2019	2020
Uniform Patrol	492	576	569
Tactical	182	152	86
Canine	49	54	37
Investigation - CIB	59	54	61
Other	19	13	6
Courts	6	6	3
Investigation - Drugs	22	7	5
Paid Duty	17	14	0
Traffic	12	9	2
Station Duty	6	4	1
Off Duty	0	1	0
<b>Total</b>	<b>864</b>	<b>890</b>	<b>770</b>



### Police Presence at Time of Incident

In 2020, more than one officer was dispatched to a call for service 80% of the time. More than one officer was present during 90% of the Use of Force incidents. This represents an increase of 6% from 2019.

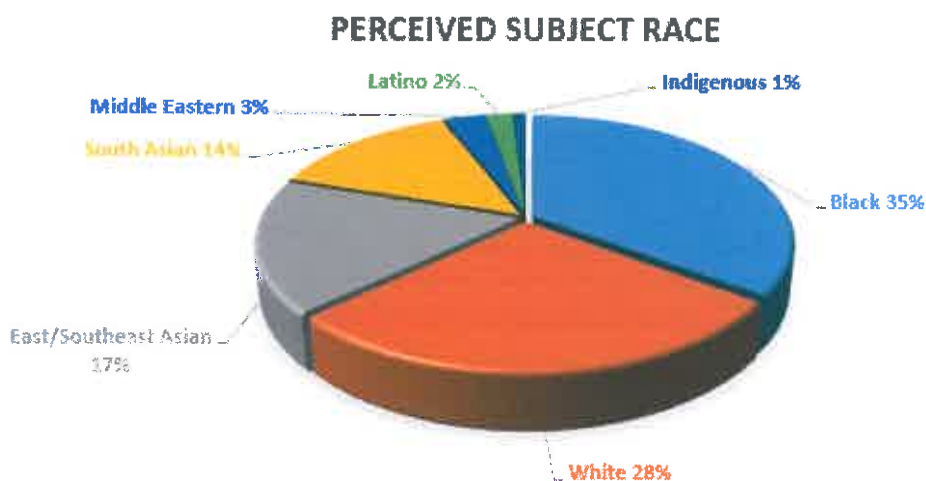
### Number of Subjects Involved per Incident

Incidents involving a single subject occurred 79%, of the time, which was similar to 2019. Incidents involving two subjects occurred 13.6% of the time, which is an increase of 1.6%, compared to 2019; and three or more subjects were involved 7% of the time, which is an increase of 2% when compared to 2019.

### Perceived Race of the Subject by the Officer

Race based statistics were collected for the first time in 2020 as per the new Ministry of the Solicitor General Use of Force Reporting requirements.

Perceived Subject Race	2020
Black	345
East/Southeast Asian	165
Indigenous	4
Latino	19
Middle Eastern	31
South Asian	136
White	275



In 2020, 35% of total Use of Force reports listed "black" as the "Perceived Subject Race" by officers. Realizing this disparity, our Training Bureau has collaborated with Professor Akwasi

Owusu-Bempah to study, understand and evaluate the cause of the differential. This will include the collection of multiple categories of additional data outside of the Ministry required reporting. This data is currently being collected and analyzed, to determine what strategies, policies and training Peel Regional Police can implement to eliminate this disparity.

In 2020, our partnership with the Ontario Human Rights Commission and Professor Owusu-Bempah has also resulted in new Human Rights focused training that combines theoretical and practical components with the intention of eliminating systemic racism in Peel Regional Police. This mandatory training now includes content on procedural justice, enhanced crisis-de-escalation, anti-black racism, racial profiling, bias based policing and taking a trauma-informed approach to all interactions with members of the community. Training in these areas has shown a significant reduction in use of force towards racialized people.

In addition, to the above Human Rights focused training, Peel Regional Police have also deployed Body Worn Cameras to all frontline officers. Studies indicate that this enhanced training coupled with body-worn cameras increases accountability and results in a dramatic decline in use of force against all people.

### Injuries to Subjects & Officers

Officers are required to record injuries sustained by any party in a use of force incident and whether medical attention was required.

For the purpose of Use of Force reporting, only injuries requiring medical attention are recorded. Provincial reporting guidelines direct that if Police have a Use of Force encounter, injuries requiring medical attention sustained by a citizen prior to the arrival or involvement of police are not be noted on the report. These injuries could include either self-inflicted wounds or injuries caused by a third party. Statistical analysis of the data must be mindful of the effect of this reporting obligation. Reportable injuries resulting directly or indirectly from CEW use or deployment accounted for 84 of the total 247 injuries acquired during use of force encounters. The majority of injuries resulted from subjects resisting in a physical confrontation and were relatively minor.

<b>USE OF FORCE INJURIES</b>			
<b>Subject Injuries</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total Use of Force Reports	808	838	853
Number of Reported Injuries	169	223	247
<b>Officer Injuries</b>			
Total Use of Force Reports	808	838	853
Number of Reported Injuries	44	46	55

### Number of Incidents and Type of Weapons Carried/Used by Subject

Officers are trained to complete a Use of Force Report identifying the weapons they observed at the time force was used. Police officers may identify a subject carrying more than one weapon in a single incident.

In 2020, officers were exposed to **209** incidents involving subjects carrying or using a weapon, which is a decrease when compared to **257** incidents in 2019. The following is a breakdown of the number and types of weapons carried by subjects who interacted with officers in 2020:

- Firearms – **39** Handguns, **3** Long Guns, **12** Replicas
- Edged Weapon – **100**
- Bat / Club-like Weapon – **11**
- Motor Vehicle – **10**
- Other Weapons – **34**

### Use of Force Options

The most frequent use of force option reported was *Firearm-Pointed at Person*. The option that ranked second in force used was the *Conducted Energy Weapon – Drive Stun and/or Probe Deployment*. This is likely due to the expansion of the CEW program and more officers having access to a CEW. Officers are choosing the CEW as a safer alternative over physical force or other force options.

TYPE OF FORCE USED	2018	2019	2020
<b>Conducted Energy Weapon (CEW)</b>			
Drawn/Displayed Not Deployed	331	382	225
Drive Stun and/or Probes Deployed	286	330	188
<b>Total</b>	<b>617</b>	<b>712</b>	<b>413</b>
<b>Physical Control</b>			
Physical Control Soft Only	282	296	159
Physical Control Hard Only	277	293	107
<b>Total</b>	<b>559</b>	<b>589</b>	<b>266</b>
<b>Firearm</b>			
Firearm Pointed at Person	664	590	248
Handgun - Drawn Only	114	104	118
Firearm Discharge – Intentional	35	30	4
<b>Total</b>	<b>813</b>	<b>724</b>	<b>370</b>
<b>Other Types of Force</b>			
Oleoresin Capsicum Spray	29	33	18
Impact Weapons	8	9	9

Arwen	8	0	2
Police Service Dog	12	27	12
Other Types of Force	4	5	2
<b>Total</b>	<b>61</b>	<b>74</b>	<b>43</b>

### **Conducted Energy Weapon (CEW) as a Use of Force Option**

The CEW was utilized in 413 incidents, a decrease from 2019 in which there were 712 incidents. In April 2016, the Police Services Board approved a strategic expansion of the CEW program to take place over a five-year period, 2016 through to 2020 inclusive. As of 2020, all front line officers have been issued a CEW, and received training.

### **Firearms as a Use of Force Option**

*Firearm – Pointed at Person* was the single most frequently reported use of force option utilized by officers in 2020.

During the 2020 reporting period, there were 8 incidents where 9 officers discharged their firearm (*Firearm Discharge – Intentional*). This represents a 70% decrease compared to 2019 when there were 29 incidents involving 30 officers. The marked decrease in 2020 is the result of a change in reporting practice, namely; applications of force on an animal are no longer included.

The breakdown of the incidents of firearm discharges in 2020 is as follows:

- Five incidents of injured/suffering animals;
- Two incidents involving armed persons; and
- One incident where two officers discharged their firearms involving a suspect vehicle.

*Note: that SIU invoked incidents may not be part of this report as Use of Force Reports are not generally submitted until the SIU investigation is complete.*

### **Physical Control as a Use of Force Option**

There was a notable decrease in officers submitting reports, relating to:

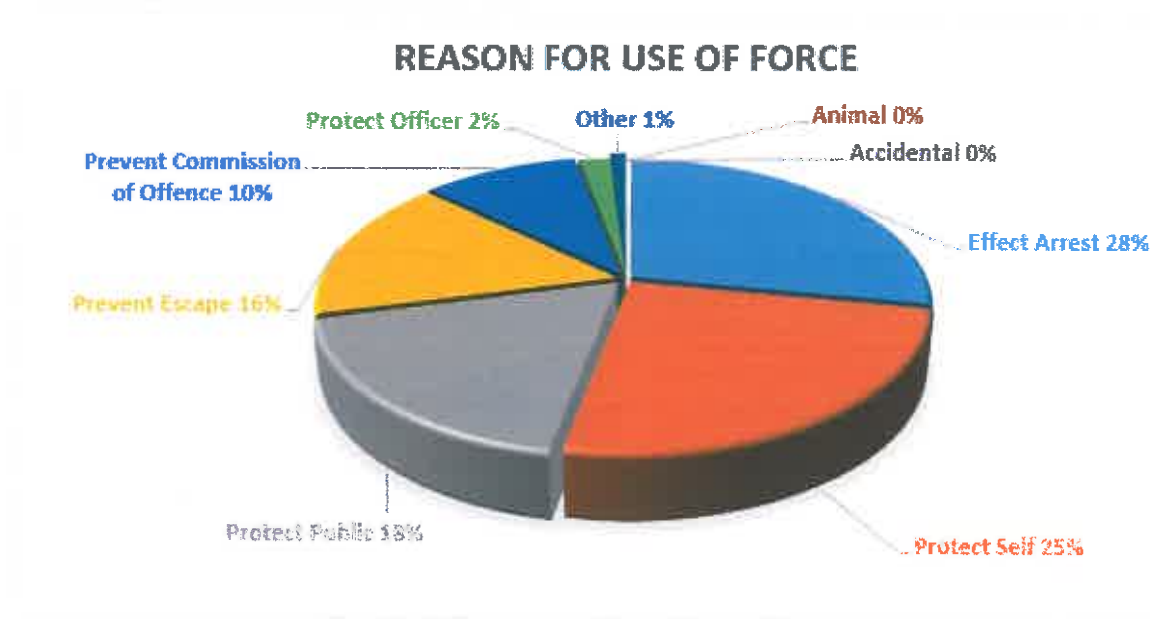
- Use of “Physical Control - Soft Only” 159 in 2020 compared to 296 in 2019 and;
- Use of “Physical Control - Hard Only” 107 in 2020 compared to 293 in 2019.

*\*Calculation based on 1092 use of force applications\**

### **Reason Force was used**

In 2020, the reasons for using force are as follows:

Reason for Use of Force	Number of Reports
Accidental	2
Animal	5
Effect Arrest	644
Prevent Commission of Offence	219
Prevent Escape	353
Protect Self	575
Protect Public	412
Protect other Officer	46
Other	24



**Note:** Members may have several reasons for the use of force during a single incident. As such, the total number of reasons exceeds the total number of use of force reports in a year. The above chart reflects the varied reasons as to why a member used force.

### Conclusion

Peel Regional Police has procedures in place that ensure the regular review of Use of Force Reports by supervisors and trainers. Additionally, the PRP Incident Response Review Committee will continue to review all Use of Force Reports and assess the circumstances and outcomes in order to identify trends and patterns. This intelligence will be integrated into various training scenarios to ensure members are properly prepared to respond to emergent situations.

Priority is given to educating and training officers in de-escalating situations that involve individuals in crisis. These efforts have included activities such as; training specific scenarios designed around officers encountering an individual in crisis and living with a possible mental

health illness; implicit bias training delivered through Fair and Impartial Policing; our Mental Health Awareness training program; and strategies designed to increase an officer's stress resiliency.

Peel Regional Police provides its officers with training that meets or exceeds legislative standards as set out by the Ministry of the Solicitor General. By continuing to identify and evaluate our training needs, we are committed to evolving and delivering training programs that ensure our officers are prepared to meet the needs and concerns of the community with professionalism.

Peel Regional Police complies with the Ontario Policing Standards Manual, the Ontario Police Services Act and PRP Directive 1-B-102 (F) Incident Response.

**Approved for Submission:**



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Chief of Police  
Nishan Duraiappah

*For further information regarding this report, please contact Superintendent Marty Ottaway at extension 4004 or via e-mail at 1872@peelpolice.ca.*

Authored By: **Inspector Bill Ford #1677.**



08-08-21

FORWARDED TO  
POLICE SERVICES BOARD  
DATE AUGUST 11, 2021  
  
CHIEF OF POLICE



REPORT  
Police Services Board

For Decision

File Class: 1-01-02-01

PSB REC: AUG 11, 2021

LOG # 38-21

FILE CLASS: F11

Cross-Reference File Class: \_\_\_\_\_

DATE: August 6, 2021  
SUBJECT: REQUEST FOR DIRECT NEGOTIATION WITH AXON PUBLIC SAFETY - CANADA  
FROM: Robert Shearer, A/Deputy Chief, Corporate Services Command

**RECOMMENDATION**

It is recommended that the Police Services Board approve the award of a contract for the supply of Conducted Energy Weapons, duty cartridges, and training equipment for Peel Regional Police be awarded to AXON Public Safety - Canada in the estimated amount of \$5,849,905 (exclusive of applicable taxes) for a contract period of 5 years from the date of contract execution.

And further, that subject to budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity.

And further, that this report is forwarded to the Regional Municipality of Peel Police Services Board for approval in accordance with Region of Peel purchasing bylaws for approval.

**REPORT HIGHLIGHTS**

- Several improvements and advancements in Taser technology have resulted in the development of the AXON T7 CEW.
- AXON Canada is the sole CEW vendor in the North American weapons market and has provided two previous iterations of the CEW to Peel Regional Police.
- AXON Canada has extensive experience meeting the CBSA and RCMP governance mandates for importing and registering the CEWs for police services.
- Recommendation pursuant to the Purchasing Policy PRP-FN-001, section 5.2.1, which states the required goods and services are reasonably available from only one source by the existence of exclusive rights held by the vendor or the need for compatibility with goods and services previously acquired and there are no reasonable alternatives or substitutes.
- A direct negotiation with AXON Canada will result in a significant cost saving for the Peel Regional Police.

**RECEIVED**  
AUG 06 2021  
21-481  
**OFFICE OF THE CHIEF**

## DISCUSSION

### Background

Conducted energy weapons (CEWs) are commonly referred to as a Taser. The CEW fires two dart-like electrodes which produce electrical impulses that cause involuntary muscle contractions causing neuromuscular incapacitation. CEWs have been issued to Peel Regional Police officers for approximately 17 years. Since 2013, the Ministry authorized the expanded use of CEWs.

In April 2016, the Police Services Board approved a strategic expansion of the CEW program and user group to take place over a five year period. The user group was expanded to include all sworn members. All frontline officers received a CEW as part of their personal issue while in that function, and CEW equipment pools remained as established for other bureaux and units.

The current device used by our members is the X2 CEW from AXON Canada. The X2 is becoming outdated and not aligned with newer technology. AXON Canada has improved the technology of the device in the latest model, the T7. Advancements and improvements to the device have been made by AXON.

The current X2 CEW was purchased from AXON Canada through MD Charleton. MD Charleton has been the distributor for AXON in Canada for the previous X2 CEW products.

The T7 is an upgrade and in 2021 a 10 year capital budget was approved providing funding for this project

### 1. Findings

Peel Regional Police Incident Response Training Unit has completed research of the T7 model. The T7 is an updated model. It is more effective and aligned to with new technologies such as the body worn cameras. Body worn cameras have recently been purchased from AXON and deployed to members of Peel Regional Police. The T7 has improved/advanced features such as; shortening of ideal deployment distance, differentiating dual lasers, improved training, rechargeable battery, interoperability with the Body Worn Camera, and, automated download of evidence accessible through Evidence.com./.. The improvements and changes address identified challenges/limitations our trainers and members have experienced with the X2 CEW.

AXON is the sole manufacturer of this product and, as such, there were no other options to evaluate. The purchase of the Conducted Energy Weapon (CEW) upgrade would obligate Peel to Axon in the future for maintenance, supplies, upgrades, continuity, and warranty of which are included in the original quote.

The CEW is a Ministry approved use of force option utilized by police agencies internationally. It is considered an effective less lethal option during police interactions where use of force is required. AXON's T7 CEW meets Ministry guidelines.

## 2. Proposed Direction

The T7 CEWs are a required upgrade and are reasonably available from only one source by the existence of exclusive rights held by AXON and the need for compatibility with goods (body worn cameras) previously acquired and there are no reasonable alternatives or substitutes.

The 2021 capital budget made available in the amount of \$7,907,000 (open capital project 218416 Conducted Energy Weapons) was based upon a distribution costing through MD Charleton.

Peel Regional Police and Axon have established an excellent relationship with the recent collaboration relating to Digital Evidence Management System (DEMS) and the Body Worn Camera initiative. As a result, Peel Regional Police requested AXON to review their original pricing model for T7 CEW. AXON has reviewed and is subsequently offering Peel Regional Police a significant discount in pricing through direct negotiation based on this existing working relationship.

Therefore, it is recommended that Peel Regional Police enter into a 5-year contract for the supply of T7 CEWs through direct purchase from AXON Public Safety, Canada – T7 Certification Plan. The Certification Plan is an all-inclusive plan based on a cost of \$70 per device, per member. Included is a Trade-In program for the X2 device. Based on current X2 inventory, this will result in a credit of \$534,094.55 for Peel Regional Police.

**The certification subscription plan through AXON would offer a considerable cost savings of \$2,057,094.55.**

## 3. Strategic Plan Alignment

Goal: 3. Accountability, Equity and Service Excellence  
Priority: 3.3 Fiscal responsibility and sustainability

The proposed T7 CEW upgrade through a direct negotiation with AXON provides an opportunity to *"ensure fiscal responsibility and sustainability for effective service delivery"*.

## ORGANIZATIONAL IMPACTS

### Financial

The funding for the goods and services is available in an open capital budget. Open capital project 218416 Conducted Energy Weapon.

### *Estimated Equipment Costs and Proposed Implementation Schedule*

Equipment	# of Units	Cost – All inclusive
Taser T7 CEW/Holsters (\$70 per device / member)	1520	6,384,000
Taser 7 Bundle (Docks/Warranties/T7 Licence)	1520	
Docking station	16	
Rechargeable Batteries + 20%	1824	
Training Cartridges	28 / user	

T7 Duty Cartridges	Unlimited	
Spare T7 Batteries	Included	
Training suit	4	
Target w/stand	10	
Instructor Training	included	
Trade – In Credit		-534,094.55
<b>TOTAL - Cost Over 5 years</b>		<b>5,849,905.45 CAD</b>

**Facilities**

None.

**Technology**

The award of this contract would help support and drive the body worn camera technology currently deployed to Front Line members.

**Approved for Submission:**

 #1327  
 Robert Shearer, AV Deputy Chief, Corporate Services Command

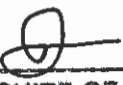
*For further information regarding this report, please contact Inspector David De Angelis at extension 3800 or via email at david.deangelis@peelpolice.ca*

Authored By: Staff Sergeant Darlene Smith, Incident Response Training Unit.



FORWARDED TO  
POLICE SERVICES BOARD

DATE AUGUST 11, 2021

  
CHIEF OF POLICE

**09-08-21**

**REPORT**  
Police Services Board

For Decision

File Class: 1-01-02-01

**PSB REC: AUG 11, 2021**  
**LOG # 39-21**  
**FILE CLASS: F11**

Cross-Reference File Class: \_\_\_\_\_

DATE: August 6, 2021

SUBJECT: **REQUEST FOR DIRECT NEGOTIATION WITH HEATHER CLAYTON CONSULTING FOR LEADERSHIP DEVELOPMENT AND TRAINING**

FROM: Robert Shearer, A/Deputy Chief, Corporate Services Command

**RECOMMENDATION**

It is recommended that the Police Services Board approve the award of a contract for Leadership Development and Training for Peel Regional Police be awarded to Heather Clayton Consulting in the amount of \$250,000.00.

And further, that subject to budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity.

And further, that this report is forwarded to the Regional Municipality of Peel Police Services Board for approval in accordance with Region of Peel purchasing bylaws for approval.

**REPORT HIGHLIGHTS**

- Leadership development has been identified as a key initiative for organizational change and culture change within Peel Regional Police.
- Heather Clayton Consulting has provided leadership development and training consultation for Senior Leadership and all levels of Peel Regional Police.
- Heather Clayton Consulting is an expert in Leadership Consulting and has specialized knowledge, skill, expertise, and/or experience.
- Recommendation to direct negotiate pursuant to the Procurement By-Law PRP-FN-001 section 5.2.5 where the required services are to be supplied by a particular vendor having special knowledge, skills, expertise or experience.
- Chief Duraiappah has approved this process in principle on behalf of the Peel Regional Police

**RECEIVED**  
AUG 11 2021  
21-492  
**OFFICE OF THE CHIEF**

## **DISCUSSION**

### **Background**

After an extensive service delivery review conducted by Pricewaterhouse Coopers, 16 key initiatives were identified including the need for transformative change at all levels. Fulfilling this ambitious goal involves people, process, facilities, and technology.

Peel Regional Police have embarked on an organizational restructure. With a new Leadership Team responsible for transitioning Peel Regional Police to the Community Safety and Well Being Model the organization requires a strong Senior Leadership Team.

Peel Regional Police is the fourth largest municipal police service in Canada. Undertaking these 16 initiatives involves a cultural shift for the entire organization and its 3000 plus members. Leadership development and training at every level of the organization is necessary to drive these changes in a long term and sustainable way.

Furthermore, professional leadership enhances and supports the fundamental knowledge, skills and abilities required to successfully shift the culture of the organization and enhance leadership development for all members of the Peel Regional Police.

Heather Clayton Consulting has provided leadership consultation for Peel Regional over the past year, which has contributed to the creation of the Leadership Development Program. Continued work with Heather Clayton Consulting is critical to completing the implementation of the Program.

On June 25, 2021, the presentation "Organizational Leadership Strategy: Leadership Development Program" was delivered to the Police Services Board and was widely supported.

To date, \$250,000.00 has been spent for Heather Clayton Consulting services. An additional \$250,000.00 is required to continue and complete the necessary and transformative leadership development program, which will be rolled out by end of 2022.

### **1. Findings**

Heather Clayton specializes in Leadership Consulting. Her credentials include a Masters in Leadership and international accreditation in Professional Coaching. She has over 20 years of personal leadership, team, and organizational change experience.

Heather has worked in several sectors including finance, education and policing. She is the creator and facilitator of the "Innovating Leadership – Building a Coach-like Culture" intensive leadership program.

Her unique expertise in this field has provided her with the requisite skills to enhance and empower the effectiveness and abilities of the Peel Regional Police Senior Leadership Team. In 2020 and 2021, Heather Clayton Consulting provided research and expert consultation, the creation of a Leadership Development Advisory Team, ongoing focus groups, and expert collaboration in relation to the Leadership Development Program.

In 2022, the Peel Regional Police will be moving forward with implementing the Leadership Development Program that includes succession planning, communication, engagement,

feedback, and organizational roll out. In 2023-2025, there will be an organizational integration of the Leadership Development Program and a drive toward a coaching culture with evidence based evaluations.

A strong Leadership Development Program is key to driving the changes necessary to transform culture and drive organizational change into a Communitary Safety and Wellbeing centered organization.

## 2. Strategic Plan Alignment

Goal: 2. Inclusive, Engaged and Progressive Workplace

Priority: 2.3 Invest in our people

This Leadership Development Program will provide *“resources and development opportunities for continued growth of staff by delivering training and education to support the development of essential skills and leadership”*.

## 3. Proposed Direction

Given Heather Clayton Consulting has the special knowledge, skills, expertise/experience in this field, and previously provided services, it is recommended that Peel Regional Police enter into a Direct Negotiation contract, thus ensuring a timely, comprehensive and actionable leadership and training program be implemented for Peel Regional Police. This would ensure Peel Regional Police's commitment and transformation to a modern, responsive, efficient police service.

## FINANCIAL IMPLICATIONS


To date, \$250,000.00 has been paid to Heather Clayton Consulting. An additional \$250,000.00 of funding is required for the period of September 2021 to December 31<sup>st</sup>, 2022, which is based on projections to date. The cost for this includes the following services:

- Multiple sessions involving high value team creation (TC360), feedback process, goals, and other leadership themes and skills for Chief's Management Group.
- Multiple sessions of continuing research and finalizing the organizational strategy for the development of the Leadership Development Program
- Leadership Development Advisory Team (LDAT) and includes: learning, feedback, psychological safety, and building trust in teams including leadership coaching circles for implementation into the organizational plan
- Senior Leadership Team training including full sessions, materials and updating type coaches.
- Multiple sessions with 20 leaders at different levels. Including multiple coaching circles for research and implementation.
- Women in Leadership Training and empowerment work shops
- Multiple sessions of 1 on 1 coaching, dyad coaching and coaching circles for CMG and the Senior Leadership Team
- Support from Dr. Carr and other researchers for evaluative and KPI development for the Leadership Development Program

Once procurement authority is secured, the vendor will provide a formal scope of work.

Financially, it is possible that additional services might be required and subject to budget availability, approval would be requested for the Director of Procurement to increase the contract value if actuals exceed the estimated cost or quantity to the approved budget available.

**Approved for Submission:**

A handwritten signature in black ink, appearing to be 'R. Shearer', with a horizontal line underneath it. To the right of the signature is the handwritten number '#1327'.

Robert Shearer / Deputy Chief, Corporate Services Command

*For further information regarding this report, please contact Superintendent Dirk Niles at extension 3855 or via email at [dirk.niles@peelpolice.ca](mailto:dirk.niles@peelpolice.ca)*

Authored By: Inspector David De Angelis, Learning and Development



# 10-08-21

## BOARD REPORT



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DATE: August 27, 2021

SUBJECT: **PSB Anti-Black Racism Advisory Panel**

FROM: Rob Serpe, Executive Director

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### **Background**

At the Police Services Board meeting of April 23, 2021, a written deputation was received from a Peel resident requesting the establishment of an Anti-Black Racism Advisory Panel for the Peel Police Services Board.

During the discussion that followed the deputation, the Board requested a report back to determine the appropriate role the Police Services Board can play and to identify how other municipalities and police service boards are addressing concerns of discrimination, particularly with respect to the formation of anti-Black racism advisory committees.

### **Environmental Scan**

As part of the process used to determine whether the PSB should establish a standalone anti-black or anti-racism advisory panel, the Board office scanned the current environment in Peel, including Peel Regional Police and the two levels of government, and across other police services boards regarding similar advisory and community groups.

Below is a brief overview of initiatives at the Region of Peel, the City of Brampton and the City of Mississauga:

1. At the Region of Peel, Regional staff are involved with the community table that is part of the Community Safety and Wellbeing Plan. In addition, an advocacy group has been established called the Anti-Black Racism & Systemic Discrimination Collective – they have had meetings with the Chief and the Ontario Human Rights Commission.
2. The City of Mississauga has formed a Black Leadership Caucus, that works on Black Community Engagement. From May – June 2021, Mayor Crombie conducted a series of 6 sessions with Black communities to generate insights into lived experience, challenges and opportunities to create a more inclusive and accessible City and Region.
  - a. Mississauga's efforts are a result of Council Resolution 207 passed in June 2020 in an effort to address anti-Black and anti-Indigenous racism, which have been identified as historic, pervasive, institutional and systemic issues in Mississauga that must be addressed.
3. In June 2020, City of Brampton Council approved a motion to create the Social, Cultural & Economic Empowerment & Anti-Black Racism Unit. The Unit aims to develop an action plan to eradicate systemic anti-Black racism in Brampton and with guidance from local community stakeholders, uplift the social, cultural and economic position of Brampton's Black community.
4. In October 2020, the Peel Regional Police (PRP), Peel Regional Police Services Board (PRPSB) and the Ontario Human Rights Commission (OHRC) undertook a first in Ontario / Canada initiative that aims to develop and implement legally binding recommendations to identify and eliminate systemic racism in delivering policing services. This Human Rights Project aims to promote transparency and accountability and enhance Black and other racialized communities' trust in policing throughout Peel Region. The parties have also committed to robust engagement with Black, other racialized and Indigenous communities in the Peel Region to learn from their experiences before finalizing a legally binding agreement. Once the OHRC and PRP are in agreement on the scope and content of the recommendations, the parties will file a consent order with the Human Rights Tribunal of Ontario (HRTO). An initial Anti-Racism Advisory Committee (ARAC) comprised of community members who will provide input on aspects of the project has been formed. The Chair position for the ARAC will be community delegated and terms of reference and additional calls for members will be forthcoming as the project evolves.

### **Community Safety and Well-being Strategy**

The CSWB strategy is being developed and the framework will be embedded across the entire organization. A standing committee has been created and the areas of focus in the strategy include priority populations. Anti-racism is a foundational component within the strategy. The strategy will be launched in the fall of 2021.

### **Mental Health and Addiction (MH & A) Strategy**

The MH & A Strategy is being developed as a framework for the entire organization. A working group comprised of internal members and approximately twenty external human services partners are participating in the creation of the strategy. Anti-racism advocates are participating in the creation of the strategy.

### **Youth Engagement Committee**

In July of 2020, PRP embarked on the direction to re-imagine what youth engagement in school settings should look like. A Youth Engagement Committee was created that was comprised of internal members along with several school board anti-racism appointees, student / youth leaders and other anti-racism community advocates. An external team of facilitators was contracted to support the discussion. A final report with recommendations from the committee members was submitted in the spring of 2021 and work towards implementing the recommendations is underway.

### **Ontario Central Region Mental Health and Addiction Advisory Table**

Ontario Central Region created a police services branch that would participate on this table. PRP has assigned a Superintendent from CSWB Services to co-lead the Police Services branch of this committee. This advisory table is comprised of numerous human services agencies and beyond mental health and addiction; the social determinants of health are a significant focus of this table. This includes the application of an equity and anti-racism lens in all of the work.

### **Regional Situation Table**

The Regional Situation Table was launched in January 2021. This table is comprised on nearly fifty human services partners. The table assesses referrals that pose an imminent and “acutely elevated risk” to individuals, families and communities. This collaborative then identifies the best course of action to address the risk and identifies the agencies best suited to take the lead role. An anti-racism and equity lens is applied throughout the referral and assessment process.

## **Community Safety and Well-being Services** **Regional Community Mobilization Unit**

Beyond the programs that support upstream intervention and prevention, RCM continues to support and implement engagement initiatives to support priority populations. Anti-racism focus and strengthening relationships between marginalized communities and the police through education and sport are a foundation of the programs.

### **Police Services Boards**

With respect to work being done across other Police Services Boards, the Board Office scanned the informal Big 12 group of Boards (consisting of the largest 12 Police Services Board by population).

The following chart demonstrates the current actions of the Big 12 Boards:

<b>POLICE SERVICE BOARD</b>	<b>COMMUNITY ADVISORY BOARD/COMMITTEE</b>
<b>London PSB</b>	<b>1. Anti-Racism Advisory Panel</b> <b>2. Mental Health &amp; Addictions Advisory Panel</b>
<b>Waterloo PSB</b>	<b>Currently does not have any community advisory panel/committee</b>  While the Waterloo PSB does not have an anti-racism advisory panel, the Region of Waterloo, in late 2020, initiated an Anti-Racism Advisory Working Group.
<b>Toronto PSB</b>	<b>1. Anti-Racism Advisory Panel</b> <b>2. Mental Health &amp; Addictions Advisory Panel</b>
<b>Niagara PSB</b>	<b>Currently does not have a community advisory panel/committee</b>  However, the Board and Service have developed a Diversity, Equity and Inclusion Strategic Plan for 2020-2022.  As part of the Plan, there is a Chief's Community Inclusion Council, which engages a number of equity seeking groups within our community, including representatives from the Black, Indigenous and LGTBQ+ communities, as well as multiple faith groups. There are 22 representatives from external organizations who each represent diverse communities of focus within the Niagara Region. The Chief's Community Inclusion Council meets quarterly, providing an opportunity to hear directly from community leaders on any issues or concerns, including any insights on how these matters can be addressed, and this is reported and discussed regularly with the Board.
<b>Hamilton PSB</b>	<b>Currently does not have any community advisory panel/committee</b>

<b>Durham PSB</b>	<p><b>Currently does not have any community advisory panel/committee</b></p> <p>The Board itself does not have an advisory body, but it meets from time to time with the Durham Region Police Service Diversity Advisory Committee. Discussions and issues addressed by that Committee are also reported to the Board.</p>
<b>Windsor PSB</b>	<p><b>Currently does not have any community advisory panel/committee</b></p> <p>The Windsor Police Services Board does not have any Community Advisory Boards, but recently approved the Windsor Police Service to create “Windsor Police Service Community Policing Advisory Committee.”</p>
<b>Halton PSB</b>	<p><b>Currently does not have any community advisory panel/committee</b></p>
<b>Ottawa PSB</b>	<p><b>Currently does not have any community advisory panel/committee</b></p> <p>The Ottawa Police Service established an Equity, Diversity, and Inclusion (EDI) Action Plan 2020-2022 as a major deliverable of the Ottawa Police Services Board’s Strategic Plan in the priority area to: “Make meaningful progress on Equity, Diversity and Inclusion.”</p>
<b>Sudbury PSB</b>	<p><b>No dedicated advisory committees</b> however, Sudbury has the following Advisory Committees through the Sudbury Police Service:</p> <p>Chief’s Youth Advisory Council  Diversity Advisory Committee  Aboriginal Police Advisory Committee</p> <p>The Sudbury Police Service also has a number of Transitional Reform Working Groups underway focusing on authentic inclusion, anti-racism, mental health call response and mental health member supports. The Board is kept updated on the work of all of these groups.</p>
<b>York PSB</b>	<p><b>N/A.</b></p> <p>The York Region Police Services launched an Inclusion Strategy, which will serve as a roadmap to build a workplace and a region where everyone feels that they belong.</p>

## **Recommendation**

Based on existing anti-black and anti-racism work currently underway throughout the Peel, including at Peel Regional Police, the Region of Peel, the City of Mississauga and the City of Brampton, there does not appear to be a gap that would be filled by establishing a standalone Peel Police Services Board anti-black or anti-racism advisory panel. In addition, the scan of Police Services Boards across the province demonstrate the partnerships between PSBs and their respective police service and municipalities.


As such, the Board Office does not currently recommend the establishment of a Peel Police Services Board advisory panel. Instead, the Board may want to consider the establishment of a Diversity and Inclusion Committee of the Board.

If approved, the Executive Director would establish a mandate and terms of reference for the committee to ensure the views of the community, as well as any emerging or ongoing issues, are brought to the Board's attention at a governance level. The committee would leverage the work being done at all levels of government throughout Peel, as well as maintaining regular contact with other Police Boards, other Police Services and other local and provincial agencies and community groups. This approach would provide the Board a more comprehensive view of Peel's dynamic and diverse community to confidently ensure adequate and effective policing in Peel.



FORWARDED TO  
POLICE SERVICES BOARD

DATE AUGUST 17, 2021

  
CHIEF OF POLICE

10.1-08-21

PEEL REGIONAL POLICE  
SERVICE BOARD

Project – BWC and DEMS

PSB REC: AUG 17, 2021  
LOG # 42-21  
FILE CLASS: P00

Date: August 12, 2021  
Status Report Period:  
August 01, 2021 – August 31, 2021

Project Status Report

Status Definitions				
Green	On-Track: No corrective action required			
Yellow	Warning: Some issues have been encountered; however are being managed			
Red	Urgent: Project is in jeopardy and escalation is required			
Project Indicators				
	Scope	Schedule	Budget	Resources
Previous Status	On Track	On Track	On Track	On Track
Current Status	On Track	On Track	On Track	On Track
Reason	Scope baselining is going as planned	At the moment there are no major risks to the schedule baseline	Funds secured – At this point surplus position is expected.	Key project resources have been identified and engaged as required
Mitigation Approach	N/A	N/A	N/A	N/A

Project Summary Highlights

- **Community Education** –Community education has commenced through various platforms including social media, external media partners, print media and our external PRP [website](#).
- **Live streaming** – RTOC continues to test the ‘use-cases’ for Livestreaming Technology. The RTOC will utilize the technology to focus on officer safety incidents. CSWB continues to collaborate with mental health partners to frame Livestreaming when responding to mental health calls.
- **PRP (INTERNAL)** – 850 officers trained to date. 505 BWCs have been deployed and are now ‘live’ throughout our divisions.
- **Non-Frontline officers** – 433 non-frontline officers (Investigative Support) have completed Evidence.com© training. (Approx. 50%).
- **Automation and Auto-Tagging** – Ongoing – on track
- **Support Team** – Redaction unit is up and running. A total of 8 civilian members are now redacting BWC evidence for disclosure.

RECEIVED  
 AUG 17 2021  
 21-504  
 OFFICE OF THE CHIEF



# PEEL REGIONAL POLICE SERVICE BOARD

**Project – BWC and DEMS**

Date: August 12, 2021

Status Report Period:

August 01, 2021 – August 31, 2021

## Project Status Report

Project Progress %	Project Completion Date (YYYYMMDD)	Project Budget	Project Spend
83%	20211231	\$10,553,000.00	\$2,055,851.96
Project Milestones			
Milestone	Date (YYYYMMDD)	Status	Comment
Deployment – Operational Divisions	2021/01/25	Ongoing	505 BWCs have been deployed and are 'live' throughout the Region.
Training	Current	On Schedule	<ul style="list-style-type: none"> <li>850 officers to date.</li> <li>Mass training sessions have concluded and there are approximately 80 frontline officers who are left to be trained.</li> <li>Training concluded for Redaction unit and civilian members are now redacting BWC evidence for disclosure.</li> </ul>
Organizational Rollout	2021/03/01	On Schedule	<ul style="list-style-type: none"> <li>Commence after Community Engagement – May 2021, anticipated completion - Fall 2021.</li> </ul>
Community Engagement	2020/06/30	Ongoing:  Completed since last update	<ul style="list-style-type: none"> <li>Community Town Hall – (17,000 participants / 79% support), (June 30, 2020)</li> <li>Chief's Advisory Committees Virtual Meeting (November 4, 2020).</li> <li>Interfaith Committee of Peel – March 9, 2021.</li> <li>Engagement with Anti-Black Racism and Systemic Discrimination Chief's Council – March 15.</li> <li>Collaboration session with Dufferin-Peel CMHA Senior Leaders-March 31.</li> <li>Engagement session with OHRC Anti-Racism &amp; Human Rights Advisory Committee-April 6.</li> </ul>





## PEEL REGIONAL POLICE SERVICE BOARD

**Project – BWC and DEMS**

Date: August 12, 2021

Status Report Period:

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### Project Status Report

			<ul style="list-style-type: none"> <li>Engagement session with Chief’s Advisory Committees-April 6.</li> <li>Engagement session with OHRC Anti-Racism &amp; Human Rights Advisory Committee – May 13. This feedback loop and enhancement session is one of the final engagement sessions prior to go – live.</li> <li>71 independent feedback points from community and OHRC (policy, operations, and privacy).</li> </ul>
Community Education	2020/06/30	Ongoing	<ul style="list-style-type: none"> <li>Community education has commenced through various platforms including social media, external media partners, print media and our external PRP <a href="#">website</a>.</li> </ul>
Privacy Impact Assessment	2020/09/22	Ongoing	<ul style="list-style-type: none"> <li>IPC– supporting to date our work and process / progress. Ongoing.</li> </ul>
Policy – Board	2020/12/22	Completed	<ul style="list-style-type: none"> <li>Board Policy completed.</li> </ul>
Policy - PRP	2020/10/01	On Schedule	<ul style="list-style-type: none"> <li>PRP Policy Version 1.6 is complete and ready to be published. Once authorized, the policy will be posted on our external website for public access. The policy will be posted on our <a href="#">BWC FAQ site</a>.</li> </ul>
Livestream / CSWB & RTOC	2021/12/01	Ongoing	<ul style="list-style-type: none"> <li>RTOC continues to test the ‘use-cases’ for Livestreaming Technology. The RTOC will utilize the technology to focus on officer safety incidents. CSWB continues to collaborate with mental health partners to frame Livestreaming when responding to mental health calls.</li> </ul>
<b>Next Status Update:</b> August PSB Meeting			