

# ANNUAL REPORT 2020





## Vision

We ensure community safety and well-being (CSWB) through collaborative partnerships, innovation and community engagement.

## Mission

Ensuring a culture of trust through professional service while empowering our community to enhance safety.

## Values

Proudly we pursue our vision while living our “RICH” values:

- Respect
- Inclusivity
- Courage
- Honesty

## Our Strategic Priorities

### Our Members & Our Inclusive Workplace

*The health, safety & well-being of our members will be the first consideration in all that we do.*

### Public Trust & Accountability

*We commit to transparency & continued engagement across the diverse communities we serve - we are **your** police.*

### Collaborative CSWB for Greater Sudbury

*Together with our partners we will advance data-driven solutions to build strengths, meet needs & reduce vulnerabilities.*

### Policing with Excellence & Professionalism

*We will pursue & apply the best practices in the planning & execution of all core policing functions.*





# MESSAGE FROM OUR BOARD CHAIR

"On behalf of the Police Services Board, I am very pleased to present you with the Greater Sudbury Police Service's 2020 Annual Report.

The Board is pleased with the Service's many accomplishments over the past year. As well, the Board is very impressed with the proactive approach the Service took in response to the significant challenges presented in 2020's. As always, the Service continued to embody our RICH values (Respect, Inclusivity, Courage, Honesty) in all aspects of its business. The Board has full confidence in our Service members to continue providing excellent and responsive service to the citizens of Greater Sudbury.

The Service takes proactive and reactive approach in developing strategies to address crime trends and community issues. The Service also works hand-in-hand with many community partners to ensure that they are best serving the community of Greater Sudbury. These initiatives and partnerships were key in 2020, as the Service had to maintain operations while reacting to the impact of the world-wide COVID-19 pandemic. Collaboration with service providers and all levels of government proved key as the Service pivoted to ensure it continued to provide world-class policing, and safeguard the health and safety of all community and Service members.

In 2020, the Board worked diligently to fulfill their obligations under the Police Services Act, and continued to look towards the future. This includes planning for the new Comprehensive Ontario Police Services Act, 2019, and onboarding a new dedicated staff member, Board Administrator Matthew Gatien. The Board bid farewell to members Councillor René Lapierre and Dr. Rayudu Koka, and welcomed Richard Bois and Lise Poratto-Mason as Provincial appointees, along with Councillor Al Sizer as a City Council appointee. These individuals joined long-time Board members Frances Caldarelli and Councillor Michael Vagnini to make up the 2020 Police Services Board.

On behalf of the Board, I extend sincere thanks to Greater Sudbury Police Service for their continued commitment and many achievements in 2020. The following report highlights the many successes of the past year."



Michael Vagnini,  
Board Chair





# MESSAGE FROM OUR CHIEF OF POLICE

"2020 was a year of uncertainty and constant change as everyone across the globe was learning how to navigate the COVID-19 pandemic. As an essential public service organization the Health and Well-being of our Members was and continues to be a top priority. The COVID-19 pandemic brought with it many changes to our work place including changes to our work environment and our workloads.

Throughout these unprecedented times, our Members have demonstrated resiliency, professionalism and dedication while being faced with a lot of uncertainty. This has been a challenging time for all of our personnel who have handled a rapidly changing environment with grace ensuring that there was no interruption in our essential services. Members from across the organization have stepped up into new roles that have evolved throughout this pandemic in order to fill gaps that were created by additional demands on our front-line.

Together our organization has overcome every obstacle that we have encountered. So much has changed, yet so much has stayed the same. We are still responding to people in crisis, motor vehicle collisions, break and enters and assaults, but we have also turned our attention to education and prevention in order to stop the spread of COVID-19. The pandemic presented us with opportunities; opportunities to create efficiencies through virtual platforms and online systems ensuring that we were able to stay connected to our Members working from home and our community members through community engagement initiatives. Although we were not able to gather and host our usual community events, we were able to build positive and meaningful relationships with our community members through virtual events, videos and social media. These platforms have allowed us to continue our Education and Awareness campaigns focused on Online Reporting, Crime Prevention, Safety Messaging, community partnerships and the ever changing COVID-19 regulations.

The COVID-19 pandemic has had a dramatic impact on the mental health, physical health, emotional health and financial status of our community members with many of our vulnerable population being displaced into the downtown core. We recognize that the increased visibility of homelessness and those living with addictions and mental health illnesses impacts the perception of safety and the visibility of crime, however we know that enforcement is not a suitable or sustainable way to address these concerns. Addressing social issues upstream by providing vulnerable community members with wraparound social services has proven to be effective where enforcement alone has proven to be ineffective, not only because of Bill C-75, but because it criminalizes already marginalized individuals and does nothing to deter crime. We will continue to work collaboratively with community partners to address the root causes of social disorder including homelessness, addictions and mental health in order to ensure the appropriate response prior to police intervention. Our focus continues to be on providing wrap around support services to victims and survivors, as well as, those living with addictions and/or mental health issues while at the same time addressing community safety.

2020 was also a time of reflection for the Policing professional in its entirety after significant criticism around systemic racism, gender equity and the response to those in crisis. As a learning and progressive organization, we know that we can always improve our approach by reviewing responses to calls for service, consulting with experts outside our profession and looking to best practices. Our organization takes pride in its hard-working, dedicated, kind and enthusiastic Members who come to work each and every day to make a difference in this community setting an example of what professional and exemplary service truly means.

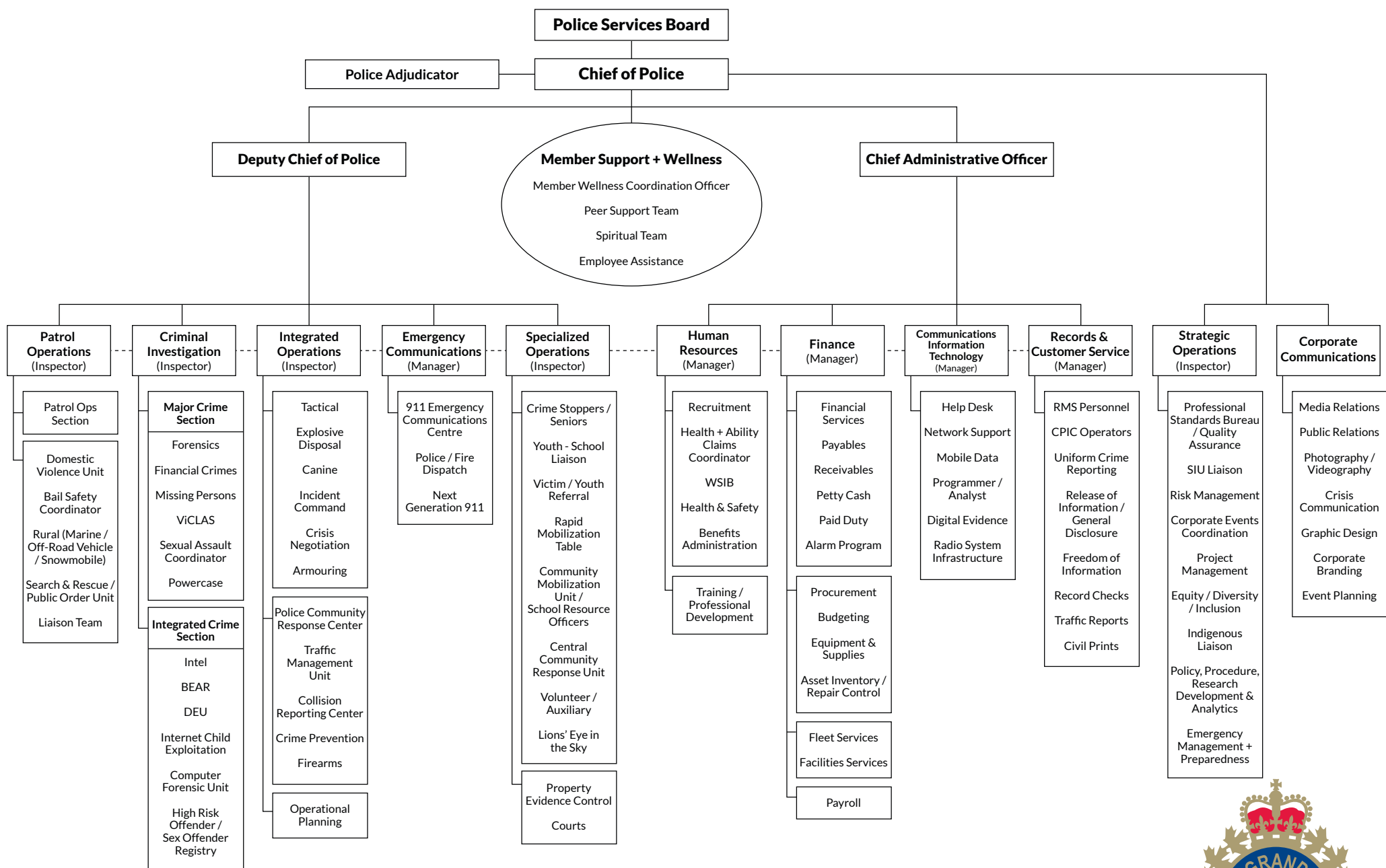
As part of our commitment to effecting positive change through full engagement of our people aligned with our Strategic Priorities, we created and launched four new working groups that focused on current issues facing our profession; Anti-BIPOC racism, Community Response to Mental Health, Authentic Inclusion; Gender Equity and Harassment-free Workplace and Member Wellness Supports. We saw this as an opportunity to lead police reform and to learn about and look at some of the hard truths to genuinely make a difference in our future. As Chief of Police I would like to extend my sincere gratitude to all of our Members and to our community for pulling together and for ensuring the safety, security and wellness of Greater Sudbury."



Paul Pedersen,  
Chief of Police











Peer Support Team



Wellness Coordinator



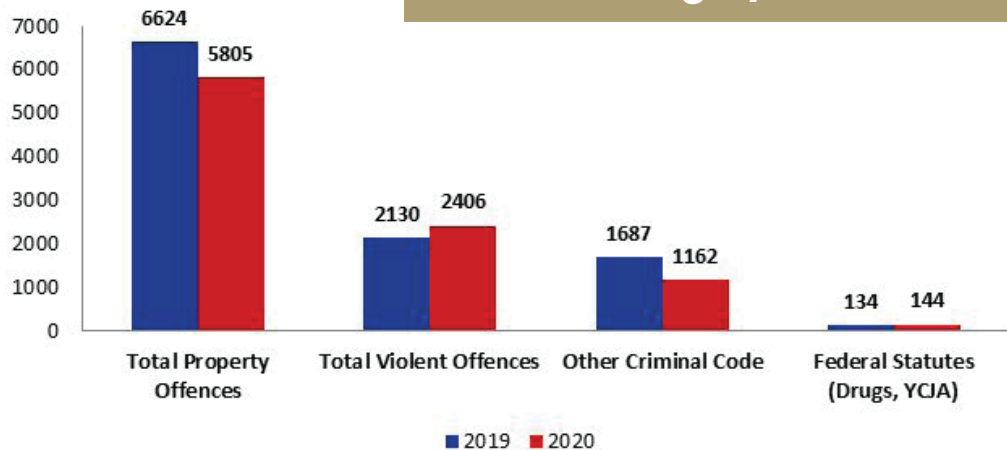
10-78 Talks



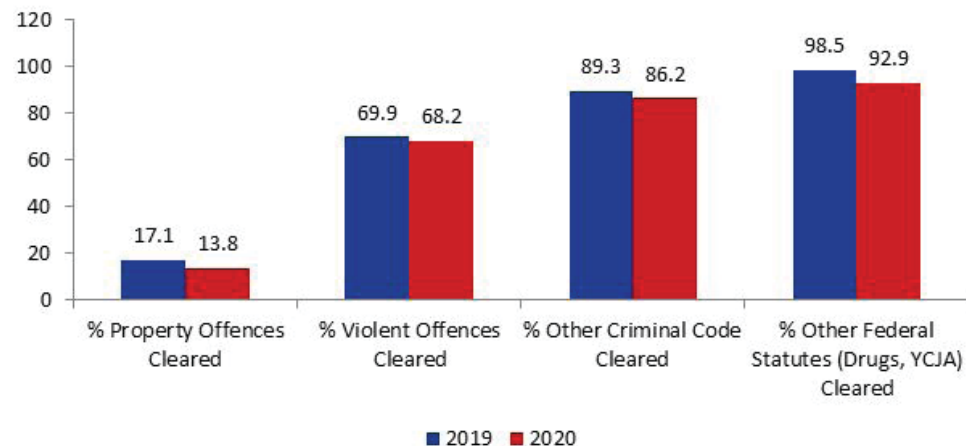
Warrior's Coffee



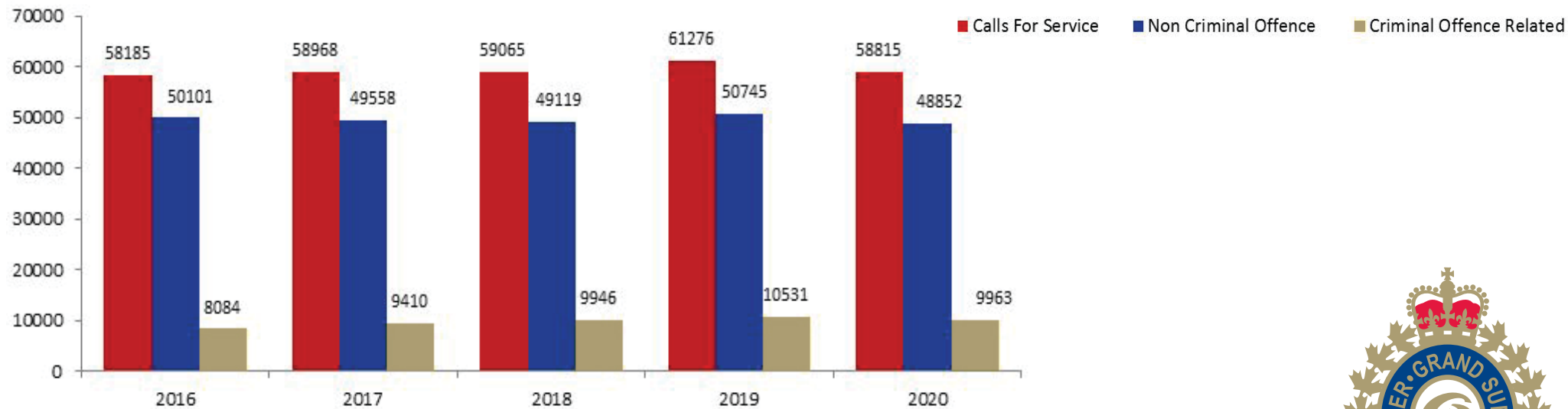
## Crime Category Offences



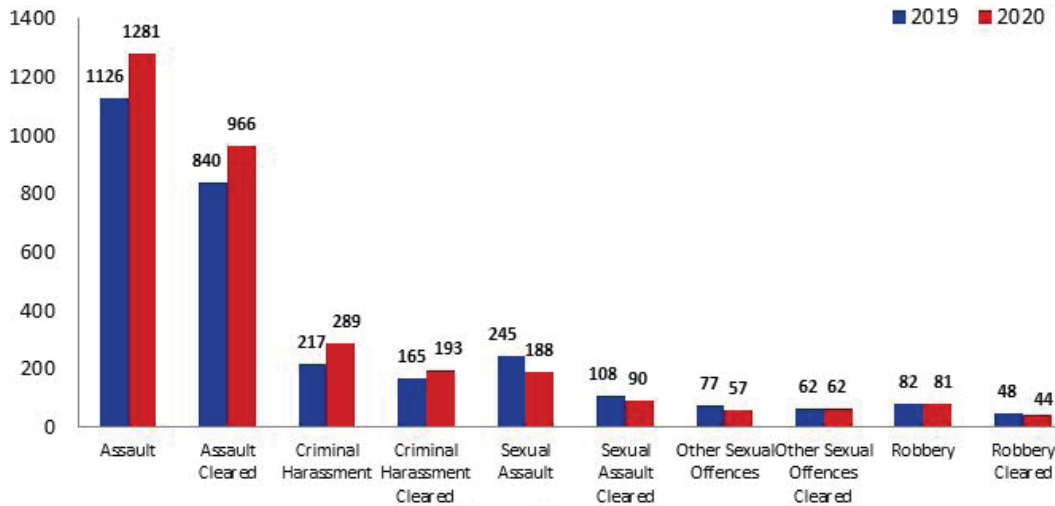
## Crime Category Clearances



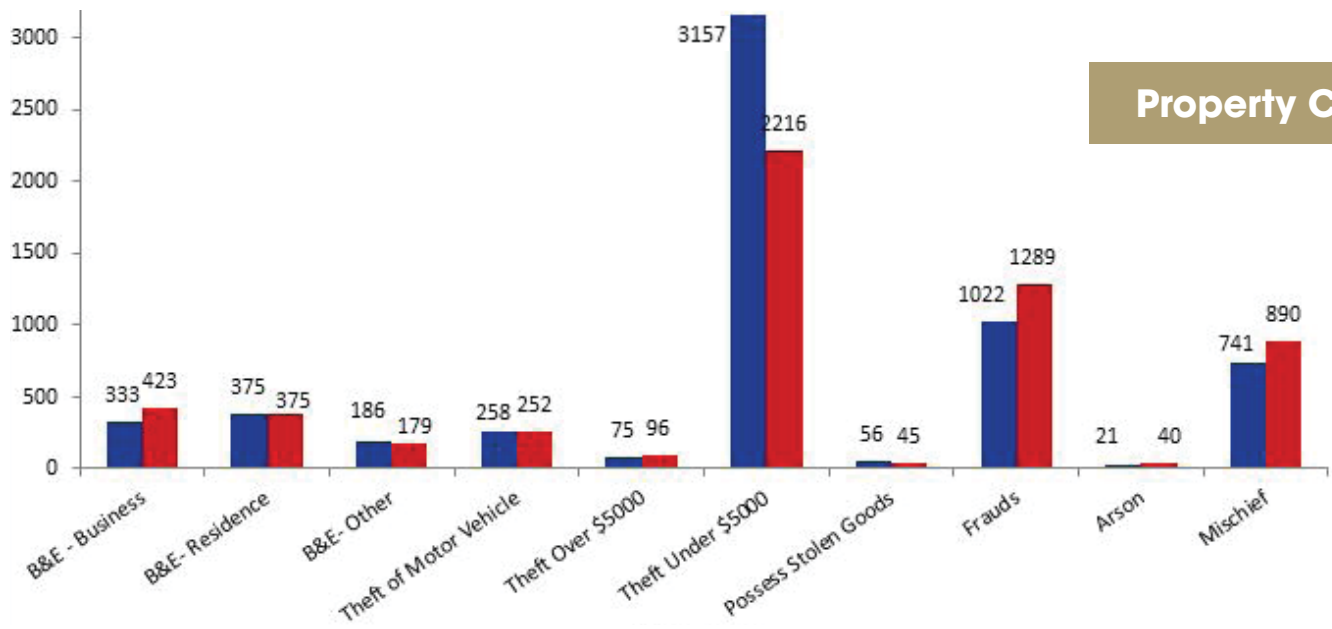
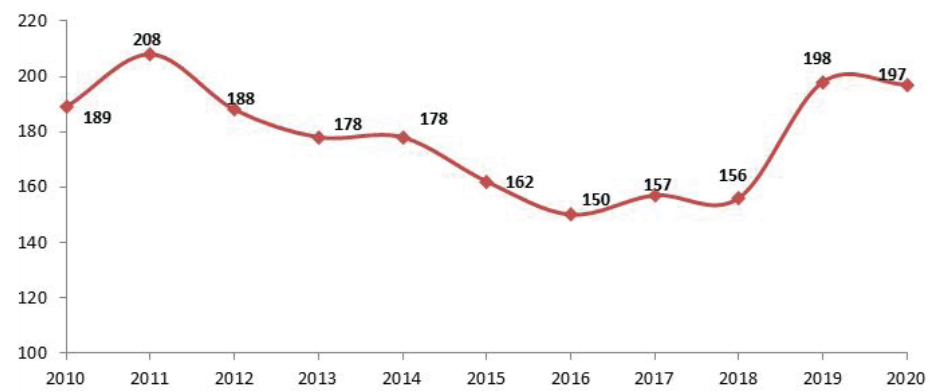
## Criminal vs Non-Criminal Offences



## Violent Crime Offences



## Impaired Driving Offences



## Property Crime Offences





As for most businesses, COVID-19 played a significant role in Police Operations in 2020 from a spending and operations perspective. Many changes were made to the service delivery through out the pandemic which included remote work arrangements, mandatory personal protective equipment, cleaning and sanitizing vehicles and facilities and extensive use of virtual communications. At the end of 2020, the Province provided the Safe Restart Municipal Stream funding. This provided financial support to municipalities and offset the impact of COVID-19. The service also received funding from this source which offset a year end loss of \$570,000. This was made as an adjustment after all year-end results were reported and covered through the City's centralized corporate account. As such the year end position shows this deficit.

An analysis of 2020 expenditures and revenues is summarized by way of the table and associated notes below with a comparison between the annual budget and actual year-end results.

Financial Overview Year ended December 31, 2020

Category Description	Annual Budget	Year End Actual	\$ Variance	% Change
Salaries & Benefits	\$ 56,916,686	\$ 56,866,997	\$ 49,689	-0.1%
Operating Costs	\$ 5,866,941	\$ 6,647,608	-\$ 780,666	13.3%
Contr to Reserves/Capital	\$ 3,246,878	\$ 3,246,075	\$ 803	0.0%
Contr from Reserves/Capital	-\$ 469,567	-\$ 540,854	\$ 71,288	15.2%
Internal Recoveries	\$ 2,311,066	\$ 2,377,204	-\$ 66,138	2.9%
Revenues	-\$ 5,171,248	-\$ 5,325,049	\$ 153,800	3.0%
<b>Net Total</b>	<b>\$ 62,700,756</b>	<b>\$ 63,271,980</b>	<b>-\$ 571,224</b>	<b>0.9%</b>

1. Salary and Benefits were slightly under the budgeted allocation due to part-time staff savings.

2. Operating Costs show a variance in certain areas due to higher than expected spending most notably for higher legal costs, COVID costs for Personal Protective Equipment, cleaning and sanitizing police vehicles and facilities and equipment in support of remote work solutions. These COVID costs were offset post year end through the Safe Restart Municipal Stream funding. Other expenses associated with funded programs were offset by grant funding.

3. Provisions to Reserves and Capital, no specific deviations in this area. The slight variance was in relation to final adjusting year-end entries related to the Board Trust Fund and variance in Sick Leave Benefits account.

4. Provisions from Reserves and Capital show a variance that is related to final year-end adjusting entries in salaries and the Donations Reserve Fund.

5. Internal Recoveries reflect funds transferred to the City to cover costs associated with facilities, accounting, budgets, human resources, mail room and payroll support. This area also captures funds received from the City specifically around recoveries for fire. As well, as transit radio equipment maintenance.

6. Overall revenues at year-end were slightly higher than budgeted as a result of grant funding received. However revenues generated through paid duty, police clearance letters, crown disclosure, paid duty revenues and police clearance letters were down.







Anti-Police Wellness Support Reform Group



Anti-Racism Reform Group



Community Response to Mental Health Reform Group



Authentic Inclusion, Gender Equity & Harassment-Free Workplace Reform Group







## 10 JFO HT Investigations with other agencies

## 15 JFO with OPP (DEU & OPP investigations)







**127** Patrol Officers



**3,558** Arrests



**4,315** Charges Laid



**899** Intimate Partner Violence Incidents with charges laid







**66** ATV Patrols  
**1,125** Community Contacts



**43** Snowmobile Patrols  
**1,124** Community Contacts



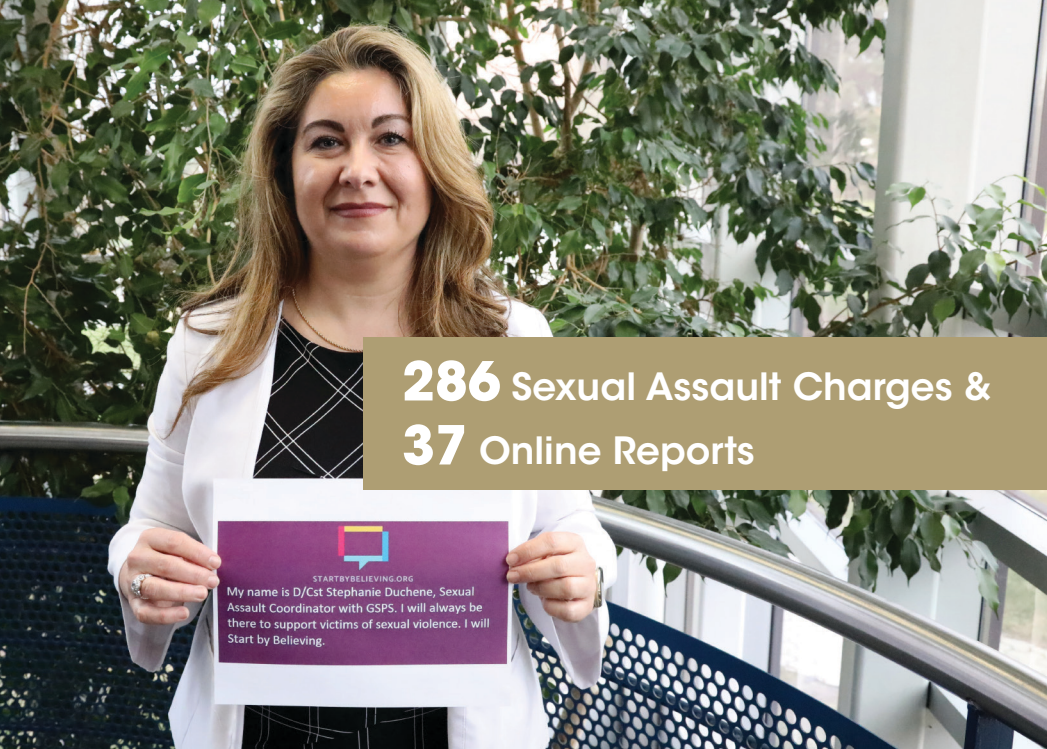
**48** Marine Patrols  
**1,815** Community Contacts




**32** Search & Rescue  
Deployments







**286** Sexual Assault Charges &  
**37** Online Reports

  
START BY BELIEVING.ORG  
My name is D/Cst Stephanie Duchene, Sexual Assault Coordinator with GSPS. I will always be there to support victims of sexual violence. I will Start by Believing.



**1,059** Missing Persons Located



**5** Homicides Solved  
**100%** Solve Rate



**92** Offenders Identified through  
Fingerprints & DNA





**\$243,465** Property Recovered



**61** New Human Trafficking Investigations



**\$11,712,821** Drugs Seized  
& Street Level Doses Seized



**\$115,059** In Cash &  
**21** Illegal Firearms Seized







**6** Incidents  
**38** Explosive Devices  
Recovered & Disposed of



**23** High Risk Situations  
Resolved Peacefully



**76** K9 Deployments



**44** Search Warrants





**1,315** Tow Incidents Managed



**3,164** Online Reports



**4,288** Calls for Service



**4,872** Collisions Reported to CRC







**4,521** PON's



**302** Criminal Charges Laid



**181** Stunt Driving Charges Laid



**204** Distracted Driving Charges Laid







**'What 3 Words' Training**



**49,509** Police Incidents Dispatched



**62,551** Calls for Service



**4,063** Fire Incidents Dispatched







**312** Community Meetings/Partner Collaborations

**53** Virtual Presentations



**36** VTRA and **166** RMT



**708** Downtown Patrols



**SPECIALIZED OPERATIONS - CENTRAL COMMUNITY RESPONSE UNIT & COMMUNITY MOBILIZATION UNIT**





**6,520** Property Exhibitions



**3,075** Crown Briefs Prepared



**19** Out of Town Escorts



**310** Property Items Returned







**33** Job Postings &  
**27** Expressions of Interest



**12** Sworn Hires



Launch of Virtual Recruitment Sessions



**20** Civilian Hires







**150** Members -  
*Anti-Racism Training*



**251** Sworn Members -  
*De-escalation Training*



Launch of Mental  
Health First Aid First  
Nations Training



**265** Members -  
*Trauma, Self-Care,  
Mental Health  
Resources Training*





Ministry of Solicitor General - Funding	Sum of 2020 Funding
Civil Remedies Grant Program - Project Innovate	\$ (20,722)
Civil Remedies Grant Program - Project 3DI	\$ (89,010)
Community Safety and Policing Grant (Local Stream) - Community Engagement Response Team	\$ (437,845)
Community Safety and Policing Grant (Local Stream) - Police Community Response Centre	\$ (411,415)
Community Safety and Policing Grant (Local Stream) - Sexual Violence Response Team	\$ (244,115)
Community Safety and Policing Grant (Provincial Stream) - Integrated Crime Team	\$ (364,457)
Court Security Prisoner Transportation	\$ (1,875,021)
Criminal Intelligence Service Ontario - Membership Support Grant	\$ (8000)
Ministry of Community Safety and Correctional Services - Chief Firearms Office Secondment	\$ (145,956)
Ontario Provincial Police - Ontario's Strategy to End Human Trafficking	\$ (17,400)
Ontario Provincial Police/Minister of Public Safety and Emergency Preparedness Canada - Contribution Agreement	\$ (36,333)
Proceeds of Crime - Project Champion 2018-2020	\$ (14,735)
Proceeds of Crime - Project Champion 2020-2023	\$ (32,234)
Proceeds of Crime - Project Empower	\$ (15,230)
Proceeds of Crime - Project Homestead	\$ (30,083)
Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet	\$ (357,350)
Reduce Impaired Driving Everywhere (R.I.D.E.) Grant	\$ (37,207)
Northern Ontario Heritage Fund	\$ (27,541)
<b>Grand Total</b>	<b>\$ (4,421,624)</b>

Funding by Agency	Sum of 2020 Funding
Canada Department of Justice	\$ (143,421)
March of Dimes	\$ (2,856)
Ministry of the Attorney General	\$ (110,694)
Ministry of the Solicitor General	\$ (4,137,113)
Northern Ontario Heritage Fund	\$ (27,541)
<b>Grand Total</b>	<b>\$ (4,421,624)</b>







**3,717** Helpdesk Tickets



**Seamless Network Infrastructure Replacement**



**149** Remote Workstations Deployed



**4** Virtual Meeting Platforms Made Available





CUSTOMER SERVICE BRANCH / SERVICE À LA CLIENTÈLE



**6,733** Online Record Checks  
**8,915** Total Record Checks



**1,323** Release of Information Requests



**25,187** Calls Through  
Switchboard



**92,899** Hours  
Transcribing



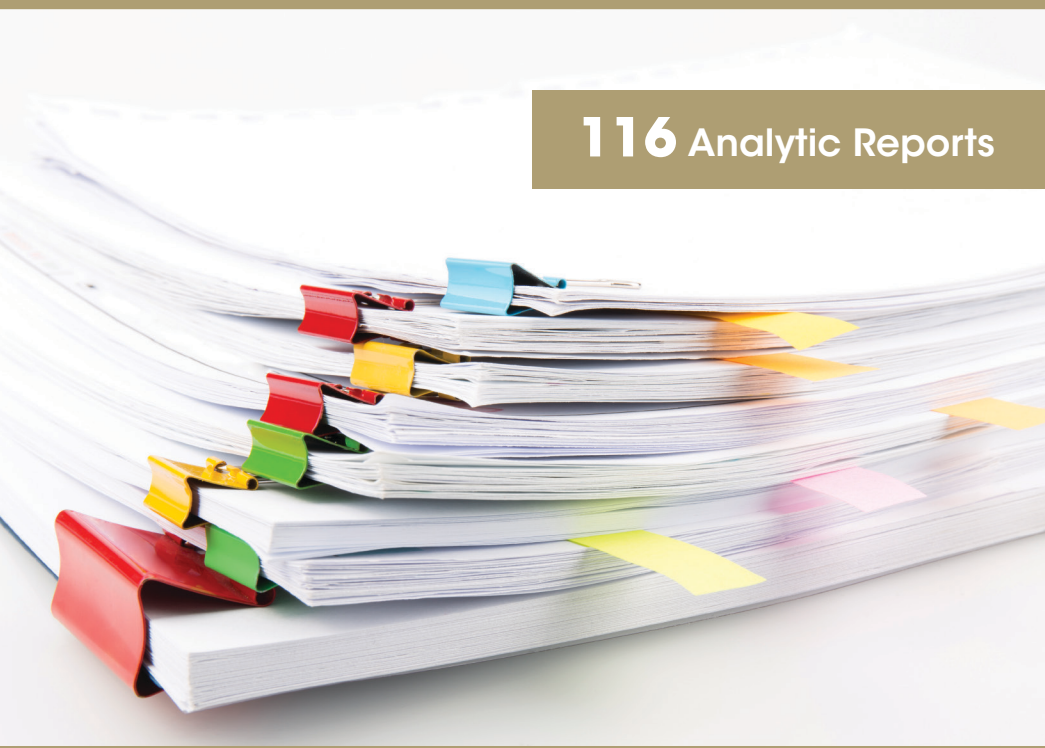




**86** Indigenous Initiatives & Events



Creation of *Equity, Diversity, & Inclusion Unit*



**116** Analytic Reports



GREATER / GRAND SUDBURY POLICE SERVICE

Partnership with ULU





**49,295** Social Media Followers



**223** Media Releases



    
**2,200** Social Media Posts



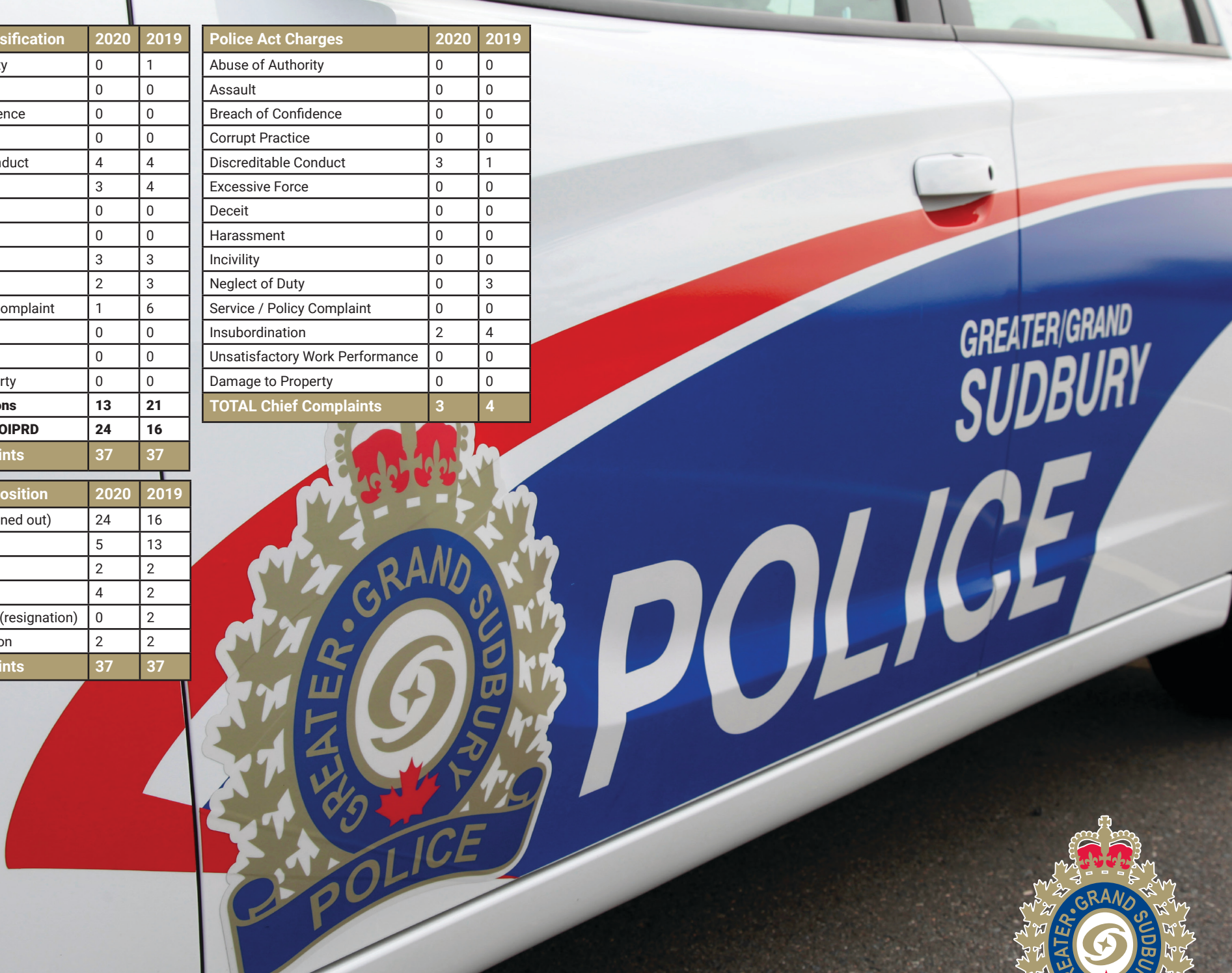
**54** Videos Created



Complaint Classification	2020	2019
Abuse of Authority	0	1
Assault	0	0
Breach of Confidence	0	0
Corrupt Practice	0	0
Discreditable Conduct	4	4
Excessive Force	3	4
False Arrest	0	0
Harassment	0	0
Incivility	3	3
Neglect of Duty	2	3
Service / Policy Complaint	1	6
Sex Assault	0	0
Threatening	0	0
Damage to Property	0	0
<b>Total Investigations</b>	<b>13</b>	<b>21</b>
<b>Screened out by OIPRD</b>	<b>24</b>	<b>16</b>
<b>TOTAL Complaints</b>	<b>37</b>	<b>37</b>

Police Act Charges	2020	2019
Abuse of Authority	0	0
Assault	0	0
Breach of Confidence	0	0
Corrupt Practice	0	0
Discreditable Conduct	3	1
Excessive Force	0	0
Deceit	0	0
Harassment	0	0
Incivility	0	0
Neglect of Duty	0	3
Service / Policy Complaint	0	0
Insubordination	2	4
Unsatisfactory Work Performance	0	0
Damage to Property	0	0
<b>TOTAL Chief Complaints</b>	<b>3</b>	<b>4</b>

Complaint Disposition	2020	2019
Section 60 (screened out)	24	16
Withdrawn	5	13
Unsubstantiated	2	2
Resolved	4	2
Lost Jurisdiction (resignation)	0	2
Under Investigation	2	2
<b>TOTAL Complaints</b>	<b>37</b>	<b>37</b>







**OUR COMMUNITY  
OUR COMMITMENT**

**NOTRE COMMUNAUTÉ  
NOTRE ENGAGEMENT**