



STAFF REPORT INFORMATION ONLY

Response to the City of Toronto Request for Information on the Hiring, Deployment and Multi-Cultural Diversity of the 250 New Police Officers

Date:	January 30, 2008
To:	Executive Committee, City of Toronto
From:	Alok Mukherjee, Chair, Toronto Police Services Board

SUMMARY

The purpose of this report is to provide the Executive Committee the response to the City of Toronto's request for information on the hiring, deployment and multi-cultural diversity of the 250 new police officers.

Financial Impact

There are no financial implications with regard to the receipt of this report.

ISSUE BACKGROUND

At its meeting held on December 19, 2007, the Toronto Police Services Board was in receipt of a report, dated October 01, 2007, from Chief of Police William Blair regarding the response to the City of Toronto's request for information on the hiring, deployment and multi-cultural diversity of the 250 new police officers.

COMMENTS

The Board received the Chief's report and agreed to forward a copy to the City of Toronto – Executive Committee for information.

A copy of Board Minute No. P398/07, in the form attached as Appendix "A", regarding this matter is provided for information.

CONTACT

Chief of Police William Blair
Toronto Police Service
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SIGNATURE

Alok Mukherjee
Chair, Toronto Police Services Board

ATTACHMENT

Appendix A – Board Minute No. P398/07

A: city report diversity.doc

APPENDIX A

THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON DECEMBER 19, 2007

#P398. RESPONSE TO THE CITY OF TORONTO REQUEST FOR INFORMATION ON THE HIRING, DEPLOYMENT AND MULTICULTURAL DIVERSITY OF THE 250 NEW POLICE OFFICERS

The Board was in receipt of the following report October 01, 2007 from William Blair, Chief of Police:

Subject: RESPONSE TO THE TORONTO CITY COUNCIL REQUEST FOR INFORMATION - HIRING DEPLOYMENT AND MULTICULTURAL DIVERSITY OF THE 250 NEW POLICE OFFICERS.

Recommendations:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City's Policy and Finance Committee for information.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report.

Background/Purpose:

City Council, at its meeting held on July 16, 17, 18 and 19, 2007, considered the renewal of the Community Policing Partnership (CPP) Grant Program. In consideration of this item, Council adopted the following motions, requiring the Toronto Police Service to report back.

Motion #2 – City Council Decision Document, Item EX10.18

“City Council reaffirm its decision of December 5, 6 and 7, 2005 (Policy and Finance Committee Report 9, Clause 43), which requested the Toronto Police Services Board to report on:

- a. the number of Police Officers specifically trained by the Police Training College in community policing, the maximum number of trainees in community policing that the Police Training College can accommodate per year, and a breakdown of the multicultural component of each trainee; and*

b. where the 250 Police Officers, as they relate to the City of Toronto, will be deployed, the ratio between the number of Police Officers allocated per Police Division in the City, and the actual crime rates related to those Divisions.

Motion #3 – City Council Decision Document, Item EX10.18

The Chair of the Toronto Police Services Board be requested to report to the Executive Committee on how the new uniform hires under the Community Policing Partnership funded programs are re-deployed within Toronto Police Service stations across the City, including the diversity breakdown of the Officers.

Discussion:

The following provides specific responses to the above-noted Council motions.

Response to Motion #2 – City Council Decision Document, Item EX10.18

While the above motions were made in the context of the renewal of the CPP Grant, the motions actually relate to the Safer Communities – 1,000 Officers Partnership Program Grant.

The Board at its meeting of February 15, 2006 received a report from the Chief of Police entitled, “Response to City Council Request for Information – Hiring, Deployment and Multicultural Diversity of the 250 New Police Officers.” Motions 2a and 2b in City Council Decision Document, Item EX10-18 were responded to in Motions #7 and # 3 respectively in this report. A copy of this report was forwarded to the P & F Committee by Chair Mukherjee and for the convenience of the Board members the following extract is provided below:

Motion 7

For recruits, specific training for community policing is included in both the Ontario Police College and C.O. Bick College curriculum. More importantly, the concepts and application of community policing are woven into the overall syllabus of the entire 5 months of training. Recruits are instructed on the general models and philosophy of community policing and a broad range of skills which are applicable to community policing (e.g. problem solving, partnership development, cultural diversity, communications and presentations, accommodation, hate crime recognition and impact, etc). Assignments specific to community policing and community participation are required. As many as 420 recruits (3 classes of 140 recruits) can be trained annually.

The C.O. Bick College also provides existing members with a number of community policing related courses - Crime Prevention Level 1, Crime Prevention Level 2, Crime Prevention through Environmental Design (CPTED), Diversity (mandatory for all Service members); and a Community policing seminar - to existing members (Min. No. P49/06 refers).

The following chart provides a breakdown of the multicultural diversity of recruit classes for the years 2003 to 2006. It is important to note that inclusion as visible minority or aboriginal is based on recruit's self report.

	2003	2004	2005	2006
Visible Minority Female	3	4	8	7
Visible Minority Male	46	64	72	143
Aboriginal Female	0	1	0	0
Aboriginal Male	4	4	4	10
Non- Minority Female	41	53	55	60
Non-Minority Male	93	117	229	230

Motion 3

“ That the Toronto Police Service be requested to submit a report to City Council for its meeting on January 31, 2006, through the Policy and Financi Committee, on where the 1,000 officers, as it relates to the City of Toronto, will be deployed, the ratio between the number of police officers allocated per Police Division in the City and the actual crime rates related to those divisions” (Min. No. P49/06 refers).

The City of Toronto is not receiving an allotment of 1,000 officers as indicated in the motion. The 1,000 officers is for the entire Province and Toronto's share is 250 officers. The motion is responded to based on 250 officers.

Changes in the divisional uniform staffing levels early in 2006 reflected a number of changes - the application of a new staffing model, a command direction to redeploy 200 officers to front-line uniform duties early in 2006, and the deployment of 175 additional officers under the Safer Communities - 1,000 Officer Partnership Program. As noted above, 75 of the 250 new officers are assigned to youth crime, organized crime, guns and gangs, and protecting children from internet luring and child pornography.

The deployment of officers to divisions is based on the Demand Factor Model. This model uses a range of credible data including calls for service, street disorder index, service priorities, demographics, major crime indicators, and performance indicators, to determine the demands facing each front-line division. The staffing level of each division is then made commensurate with those demands. This model ensures that the workload faced by each of the divisions is equalised on a per officer basis, and that service delivery to the public is equitable across the city.

In November 2005, the appropriate divisional staffing levels were determined using the Demand Factor Model. This benchmark staffing allocation was achieved with the redeployment of officers beginning on January 16, 2006 (until approximately May 2006), and the allocation of an additional 175 constables (received under the Safer Communities Partnership Program) dedicated to community policing.

The chart below reflects the allocation of the 175 new officers dedicated to Service’s divisions:

Division	Additional officers from Safer Communities Program
11 Division	8
12 Division	8
13 Division	7
14 Division	13
22 Division	10
23 Division	10
31 Division	12
32 Division	10
33 Division	7
41 Division	11
42 Division	10
43 Division	20
51 Division	13
52 Division	10
53 Division	8
54 Division	9
55 Division	9
Total	175

Response to Motion #3 – City Council Decision Document, Item EX10.18

The motion was raised in the context of the CPP Grant. There are no new positions for this grant. CPP has been an ongoing grant since 1998. The Service currently receives ongoing financial support from the Provincial Government for city policing costs with respect to the CPP grant, in the amount of \$7.5M annually, and with respect to the Safer Communities - 1,000 Officers Partnership Program, in the amount of \$8.8M annualized. As identified above, if the intent of the motion is to provide information regarding the Safer Communities Grant, then the information regarding how the officers are deployed and the diversity breakdown is contained in responses 2a and 2b (Min. No. P49/06 refers).

Conclusion:

This report provides the Board with a response to the concerns raised by City Council in Decision Document, Item EX10-18 in relation to the CPP Grant agreement.

Deputy Chief Keith Forde, Human Resources Command, will be in attendance to answer any questions the Board may have regarding this report.

The Board received the foregoing and agreed to forward a copy to the City’s Executive Committee for information.