



Toronto Police Service
2008 Annual Report

Cover: Constable David Alexander at his graduation ceremony held at Nathan Phillips Square



A Marine Unit boat participates in a training exercise with a Canadian Forces helicopter

Toronto Police Service 2008 Annual Report

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Message from Toronto Police Services Board Chair Alok Mukherjee

On behalf of the Toronto Police Services Board, I am pleased to report on the Board's major achievements over the past year.

In August, our Board was the proud host of the 2008 Canadian Association of Police Boards (CAPB) Conference. The theme of this year's conference was: "Civilian Governance and Social Responsibility: Safety, Community and Sustainability." The wide-ranging conference addressed topics related to both environmental responsibility and social responsibility in police governance and included speakers in areas such as mental health issues, the use of Tasers, and ways to "green" our police services.

In 2008, the Board continued its commitment to valuing diversity as well as working to deal with discrimination. Our Human Rights Charter Project, a joint initiative of the Board, the Service and the Ontario Human Rights Commission, has continued its critical and groundbreaking work in a collec-

tive effort to eliminate racism and all other forms of discrimination. In addition, in July, I had the privilege of representing the Canadian Coalition of Cities against Racism and Discrimination at UNESCO's 3rd World Forum on Human Rights held at Nantes, France. I provided both a briefing on civilian governance of police in Canada and background on the measures that we have developed to combat racism in Toronto.

Last year, the Board, in consultation with the Chief, prepared the Business Plan for 2009-2011. The Business Plan, which the Board has a legislated responsibility to develop every three years, sets out the objectives and priorities for the Service and provides strategic focus and direction. Working with the community, we developed a strong and comprehensive Business Plan that covers a wide range of areas with an emphasis on priorities that matter most to our communities.

The Board is extremely proud of

the members of the Toronto Police Service who, on a daily basis, work for and with our community to make Toronto a safer and healthier place to live. We see evidence of partnerships between police and the community all around us, from programs engaging our young people like the Youth in Policing Initiative (YIPI) to targeted enforcement and mobilization activities like the Toronto Anti-Violence Intervention Strategy (TAVIS).

I am proud of our commitment to community safety and I am confident that we – the Board, the Service and the community – will continue to work together in the year to come so that our city remains safe and maintains a quality of life that is the envy of the world.

Lastly, I would like to thank my colleagues and the staff of the Board for their dedication and hard work. I look forward to a new year of challenges and successes in 2009.



Vice-Chair, City Councillor
Pam McConnell



Chair Alok Mukherjee



Judi Cohen
Provincial Appointee



City Councillor
Frank DiGiorgio



Hamlin Grange
Provincial Appointee



Hugh Locke
Provincial Appointee



Mayor
David Miller

Message from Toronto Police Service Chief William Blair

As we look back at 2008, I am enormously proud of the accomplishments of the men and women of the Toronto Police Service. Their dedication, effort and professionalism have, once again, resulted in a significant reduction in crime, making Toronto one of the safest big cities in North America.

As law enforcers, mentors, community partners and role models, the uniform and civilian members of the Service demonstrate, on a daily basis, their dedication to keeping Toronto a successful and liveable city.

Policing has, to many, been about locking up criminals and seizing weapons and drugs. But, in Toronto, we have long realized that enforcement, on its own, is not enough.

To succeed, more and more citizens of this city are realizing they have to join us, have to work alongside us, to provide solutions to the

issues we all face.

Families, teachers, religious officials, community leaders and activists; they all have a vital role in reaching out to young people, offering moral guidance, and providing alternatives to the deceptively easy temptations of gangster life.

I am encouraged by the willingness of people, in communities all across this city, to work with us, providing energy and creativity, to make their communities safer. We are reaching out to all parts of the city, in ways we never have before. The dividends are impressive but we have only just begun.

Crime was down, again, in 2008, across all major categories. There were thousands fewer victims in 2008. We are having great success, but there is still much to do.

We made further, significant inroads to reaching young people with our School Resource Officers in 2008. A total of 29 high schools

were given a dedicated police officer, whose job is to build relationships with young people, provide a mentoring presence, and deter those who may consider breaking the law. The reaction from school superintendents, principals, teachers and students was incredibly positive. The program will expand.

We continue to make excellent progress in ensuring that the TPS is more and more reflective of the city we serve and protect. We had three recruit graduations in 2008, all of which exemplified the incredible cultural and linguistic diversity of Toronto. The percentage of women and visible minorities rises each year, their presence at all levels of the Service is now apparent.

We achieved much in 2008. Much remains to be achieved but, as more and more Torontonians join us, our collective ability to continue to make this city safer will get stronger and stronger.



Chief of Police William Blair



Deputy Chief Kim Derry
Divisional Policing
Command



Deputy Chief Jane Dick
Executive
Command



Deputy Chief Keith Forde
Human Resources
Command



Deputy Chief Tony Warr
Specialized Operations
Command



CAO Tony Veneziano
Administrative
Command

Mission statement

We are dedicated to delivering police services in partnership with our communities to keep Toronto the best and safest place to be.

Core values

Honesty

We are truthful and open in our interactions with each other and with members of our communities.

Integrity

We are honourable, trustworthy, and strive to do what is right.

Fairness

We treat everyone in an impartial, equitable, sensitive, and ethical manner.

Positive Attitude

We strive to bring positive and constructive influences to our dealings with each other and our communities.

Respect

We value ourselves, each other, and all members of our communities, showing understanding and appreciation for our similarities and differences.

Reliability

We are conscientious, professional, responsible, and dependable in our dealings with each other and our communities.

Team Work

We work together within the Service and with members of our communities to achieve our goals, making use of diverse skills, abilities, roles, and views.

Community Policing Partnerships

Effective, accountable policing is the result of a partnership between the police and the community. Community issues cannot be dealt with solely by police, and community members often have a better understanding of the problems and concerns in their neighbourhoods. The Service is committed to transforming the organization through a strategy of community mobilization, that is, actively engaging the community and social agencies in developing and implementing sustainable solutions to local problems. Effective police-community partnerships, oriented to the needs of the community, should not only reduce crime, but also decrease fear of crime and enhance the quality of life in the community.

Safety of Vulnerable Groups

The Service will continue to address the dangers to, and concerns of, those most vulnerable to victimization in our society, particularly women and children. While addressing the needs of women and children who are victimized is a multi-faceted task that the police must carry out together with community partners, improving the police response in particular should provide these victims with reassurance that the Service is committed to their safety, and assist them in accessing the help they require to prevent further victimization.

Community Safety and Security

Members of the community should be able to move about and conduct their personal and business lives without fear of intimidation, harassment, or attack. Even a small number of crimes, especially violent crimes, can negatively affect perception of safety and quality of life. Effective police response and a relationship with the community that encourages input, co-operation, and participation are vital to the prevention and investigation of these crimes.

2006-2008 **Priorities**

Traffic Safety

The traffic on Toronto's roadways affects almost everyone within the city. The safe and efficient flow of traffic, and the safety of our drivers, passengers, cyclists, and pedestrians are, therefore, of significant concern to the Toronto Police Service. Building partnerships and mobilizing local communities to respond to local traffic problems will assist in sustaining successful efforts and improve neighbourhood roadway safety. On a wider scale, by focusing efforts on increased enforcement of traffic offences and safety education for those most at risk, the Service also seeks to improve conditions on city roadways for everyone.

Delivery of Service

The manner in which police provide service to the community can be a major determinant of the success of a Police Service. The Toronto Police Service recognizes and values the diversity of the city, and does not tolerate any discrimination in the delivery of service. With the aim of fostering a mutually respectful and beneficial relationship, we are committed to providing service that is accountable, professional, non-biased, and oriented to community needs. And, in delivering service, it is often important that police be a visible part of the community. Visibility can be an effective form of crime prevention, can offer the opportunity for police and public to build relationships, and can generally make communities feel safer.

Human Resources

Members, both uniform and civilian, are central to our organization. Although the Toronto Police Service generally enjoys the good opinion of the communities we serve, we must always strive to preserve and improve this positive regard and our relationships with our communities. The Service must ensure that members have the skills and abilities they need to provide effective, professional, non-biased services to address the needs of our diverse communities. We must also ensure that we continue to strive to be representative of the communities we serve.

Community



Mobilization



Youth speaking to next generation

Young people gained a medium to get crime prevention messages to the world.

The Community Mobilization Unit once again partnered with college students to create marketing campaigns to end abuse and violence against vulnerable groups.

Seneca College graphic design students lent their talents for the third year in a row to design a campaign to combat child abuse.

The Go Purple For Prevention campaign was adopted by BOOST, a community agency that combats child abuse through prevention and intervention programs.

Purple is the colour of child-abuse awareness.

BOOST unveiled its campaign posters designed by Seneca College students as part of the partnership between the Service and the community college. The posters will be distributed to community partners and schools.

The campaign focuses on the natural inclination for animals to rear their offspring with the messages: *It's Natural to Teach, It's Natural to Guide, It's Natural to Protect.*

Seneca graphic design graduate Derek Konciewicz said a lot of research went into the four-month project, as part of their Design for Social Change class.

"We tried to deliver a positive message for people to follow," he said. "We hope our campaign will remind people of what they need to do and that it's not only the parents who have the responsibility to keep kids safe, but everyone's."

He said it was rewarding to work on a campaign designed to help people.

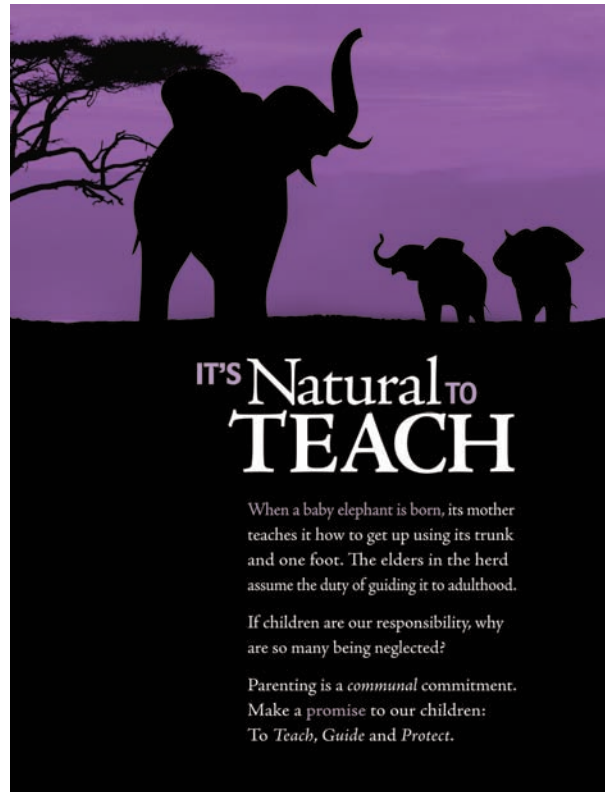
"We're glad to help in something that actually matters," Konciewicz said, of his group's project.

Students from George Brown College also had the opportunity to bring a passionate plea to the public, during Pride Week celebrations, to report homophobic violence.

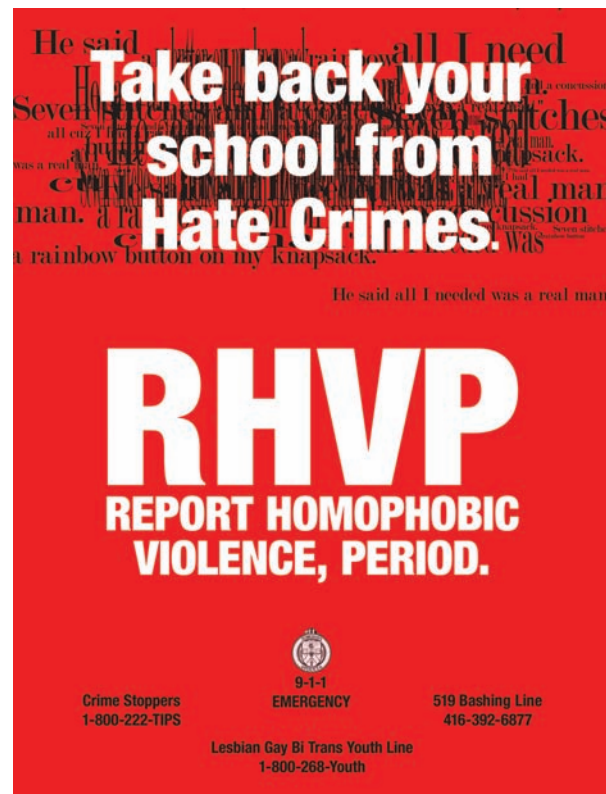
The "Report Homophobic Violence, Period." campaign is aimed at educating youth that homophobic harassment and violence is a crime and the police will respond when it is reported.

"No one in this room deserves to be tolerated," Chief Bill Blair, told the crowd assembled for the launch, including many members of the LGBT community. "You all deserve to be respected and admired as friends."

The campaign, designed by George Brown students, saw input from representatives from the 519 Community Centre, Supporting Our Youth, Pride Toronto, Aids Committee of Toronto and the Transition Support Group, among many others.



Child Abuse campaign poster



Report homophobic violence campaign poster

TAVIS officers local heroes

Toronto Anti-Violence Intervention Strategy

The Canadian Urban Institute recognized the Service for confronting gun violence head on, with a new approach inspired by traditional policing.

“My officers have worked hard to instill safety and security in many neighbourhoods,” Chief Bill Blair said, as he accepted the Local Heroes award for TAVIS (Toronto Anti-Violence Intervention Strategy) at a Fairmont Royal York Hotel awards ceremony.

“But that work can’t happen without community partners coming forward to cooperate and work with us to restore safety to their communities.”

TAVIS, given a \$5 million funding boost in 2008 by the province, is a comprehensive strategy to reduce crime and disorder and make neighbourhoods safer, better places to live.

Neighbourhood officers pinpoint problems and are supported by the four TAVIS Rapid Response Teams, the Toronto Drug Squad, the Gun and Gang Task Force and Intelligence Services, to carry out plans to reduce crime.

The Rapid Response Teams are highly visible in the neighbourhoods they patrol, to deter crime and support law-abiding citizens.

The final piece of TAVIS is to mobilize community members, including residents, businesses, community organizations and government services, to resolve problems that lead to crime and disorder.



The Rapid Response Teams were first set up two years ago as a part of TAVIS.

“The TAVIS program is not a program of 72, and now 98, additional police officers,” Blair said. “It’s a commitment of the entire police service. Every man and woman in this organization - regardless of their position or rank, uniform or civilian- is committed to reducing violence in our city.”

For Sgt. Jennifer Johnson, the strategy’s impact can be seen in a west-end park near St. Clair Avenue W., once a hotspot for drug-dealing where neighbourhood kids followed the lead of the dealers’ disdain for officers. With the dealers swept away, officers have since received a much-warmer welcome.

On a recent visit, a handful of children were more than eager to help Johnson deal with an emotionally disturbed man in the park.

“You did the right thing telling the police,” an area resident told the kids. “These guys are the good guys.”

“It’s things like this that make our job worthwhile,” Johnson said.

Over 3,000 officers participated in the TAVIS initiative that sees additional officers added on the front lines to deal with community-driven and intelligence-led crime issues

**168 firearms
seized**

2,640 arrests

**109,796
community
contacts**

**125 search
warrants**

Focused Neighbourhood TAVIS Deployment

being assisted in developing both crime-prevention methods and utilizing crime-reduction techniques.

Const. Gavin Jansz saw such a difference the summer had made, as a TAVIS officer, he stayed in 31 Division as a School Resource Officer.

The former Gun and Gang Task Force (GGTF) officer said he saw the way the officers made a community feel safe.

He recognized one little girl he had last seen as a GGTF plainclothes officer.

He was doing plainclothes observations on an address his nearby colleagues were waiting to take down.



Constable Gavin Jansz and resident Felice Blackwood at a 31 Division community garden

High-profile enforcement

Residents across Toronto tipped their hats to a 10-week initiative that saw TAVIS (Toronto Anti-Violence Intervention Strategy) officers flood Regent Park and the Jane-Finch community, to prevent the crime and violence traditionally linked with the summer months. The program, dubbed Focused Neighbourhood TAVIS Deployment, reduced calls for service and violence considerably in the Jane-Finch corridor, as well as across 51 Division, where Regent Park is located.

In 51 Division, crime was down 18%

from the year before. Staff Superintendent Glenn De Caire said both Divisions had crafted maintenance programs to keep the areas safer.

“But the successful component of this deployment was the outreach and partnerships formed in the neighbourhood with residents and city agencies,” said De Caire, of working with residents and agencies like Toronto Community Housing (TCH) to curb crime.

Officers were assigned to specific beats, buildings and boulevards, where community members were

But the same six-year-old child remembered him, this time in uniform as a TAVIS officer, walking the beat in the Jane-Finch corridor.

“I remembered her, too, and the look of fear on her face as I walked by that day,” said Jansz, who had been trying to look the part of local thug on the day of the warrant. “But, now in uniform, she’s smiling at me because she sees me interacting with people in her neighbourhood in a positive way.”

The TAVIS officers had driven out the dealers who took over the neighbourhood to peddle crack and marijuana, which led to violence spawned by the business.

“We haven’t given them a chance to deal drugs,” Jansz said. “And drugs and guns go hand-in-hand.”



Participants in Community Justice Forum training

Police officers continued to meet with community members in 2008 to communicate Service initiatives and crime prevention information as well as partner to deliver programs

2,676
community
meetings

**231 Community
Police Liaison
Committee
meetings**

**96 Community Police
Consultative
Committee meetings**

3,501
community
presentations

Community circle of justice

Community circles have worked as an alternative form of justice in neighbourhoods and workplaces across 12 Division.

More than 20 people were trained in delivering Community Justice Forums (CJF) – an initiative designed to keep people out of the legal system – to resolve issues such as harassment and bullying as well as criminal charges involving young people.

A justice forum, or circle, involves facilitators, offender, victim and supporters from each side to talk about why the offence was committed and how to fix the damage.

“It’s quicker than waiting to get before the courts, and it deals with the impact of the act as soon as possible, creating the largest impact with the offender and victim,” said Community Police Liaison Committee (CPLC) chair Barb Spyropoulos. “The offenders speak for themselves instead of having others give excuses for them in court, whether it is a parent or a lawyer.”

Everyone involved in the case volunteers to take the process out of court and find a solution within the group.

The Youth Criminal Justice Act allows for justice forums, to find resolutions for criminal acts. Spyropoulos said the victim also gets to explain how they were affected and what they should expect in the future.

The will also get closure instead of resentment.

“Emotions are front and centre in a justice circle whereas they are suppressed, for good reason, in the court process,” she said. But facilitators have the job of reining in the emotional process and ensuring that no one – offender or victim – feels ambushed. Spyropoulos said facilitators will work about 20 hours on each case, mostly preparing the participants and scripting the event.

“Everyone knows exactly how it’s going to play out, so they know the others in the group won’t jump all over them,” she said.

The three-day course was led by Raj Sud, an expert who works in crime prevention with the Ontario Provincial Police. The participants ranged from teachers and guidance counsellors to CPLC members.

Police resource in schools

Constable Andrew Rosbrook at Marc Garneau C.I.



School Resource Officers on the job

Aside from being visible in uniform in schools, SROs:

- support school administrators or officers conducting investigations, facilitate diversion and restorative justice programs
- improve communication with school and social services
- provide information on programs such as ESP and PEACE
- participate in, and lead, staff development and information sessions
- work with school officials on emergency planning and site security
- participate in school council and community associations, help coordinate and promote school lectures and education programs on crime prevention
- work with neighbourhood partners around schools

Officers took their working relationship with city high schools to the next level – they moved in.

A total of 29 constables took to the hallways in both public and Catholic secondary schools in 2008, as School Resource Officers (SRO) – an addition to the Community Response Unit at every division.

The SROs are based out of one school, where they will likely spend most of their time.

“SROs are there to engage the youth and give them an opportunity to develop positive relationships with the police,” said S/Sgt Sharon Davis, the SRO program coordinator. “But they’re also expected to be a deterrent to misconduct on school property,” Davis said. “As the students get to know the SRO, they see the person, not the uniform,” she said.

School Resource Officer (SRO) Const. Andrew Rosbrook recalled his first day at Marc Garneau Collegiate Institute, noting there was more curiosity than concern among students.

“Some would drop in to chat while others would ignore me as if I wasn’t even here,” the 54 Division officer said.

He said the students seem to be a lot more comfortable having him around now.

“I’m royally impressed by him,” Marc Garneau vice-principal Alexandra Noack said of Rosbrook.

“He’s always visible and he greets students and staff. He’s not seen as the one to be feared.”

Since the implementation of SROs in September, officers have been working hard at strengthening relationships in schools to make them the secure place every student deserves.

The schools in Toronto were chosen, not because they had problems of violence, but because the principals and trustees were committed to making the program work.

S/Sgt Davis said this is another example of the idea behind the SRO program and hopes that, in the long run, students are able to see that the police are there to help and not just to arrest.



Youth In Policing Initiative (YIPI) student Shevon Graham jumps up during the Caribana parade. Over the course of the summer, 100 YIPI students from priority neighbourhoods worked alongside officers and civilians throughout the Service



Celebrating community

Officers and civilians participated in hundreds of community events last year celebrating diversity

523 cultural events planned or attended including: St. Patrick's Day Parade, National Aboriginal Day, PRIDE parade, Khalsa Day, Caribana Parade, BAPS Mandir appreciation night,

With dance, music and history, Service members celebrated Toronto's multi-cultural makeup with the various diverse communities they serve.

Once again, College St. headquarters was a hotbed of cultural celebrations in 2008, hosting Asian Heritage, Black History Month, Aboriginal Day ceremonies, Women's Day and a Caribana kickoff party among many others.

Officers and civilian members were also on the streets, marching in the St. Patrick's Day parade, jumping up alongside the Toronto Police Service Caribana float and escorting Santa Claus through throngs of starry-eyed kids.

In September, 150 Service members were treated to an appreciation night

by the Hindu community, who shared an architectural wonder, traditional music and food, as a show of appreciation for their partnership in creating a safer city.

Officers were taken through the BAPS Shri Swaminarayan Mandir – the country's first traditional hand-carved stone and marble Hindu temple. BAPS is a civic and religious organization that promotes education and spirituality.

Chief Bill Blair said the structure was inspiring and that the community within it is a partner to police.

"I believe our organizations share similar values. The concept of Seva – selfless service – is embodied within the very foundation of our respective organizations," said the Chief, who was among the honoured guests

along with Toronto Police Services Board chair Alok Mukherjee.

"We are driven by mutually revered core values and principles such as honesty, integrity, fairness, positive attitude, respect, reliability and teamwork."

He said that, by sharing time and knowledge of their culture and traditions, they have strengthened the bond between police and the Hindu community.

Pujya Gnyanpriya Swami, the head swami at the temple, said through translation that he was overjoyed that police officers could join them because they work to serve the public.

"Your duties and our duties are the same – to protect society," he said. "You protect from social ills while we protect people against inner evils."

Guns taken out of line of fire

Torontonians eagerly laid down their arms to shoot pictures, not bullets.

The *Pixels for Pistols* campaign, a partnership between the police, Henry's Camera and Nikon Canada, ensured 1,897 firearms would never fall into the wrong hands.

New Nikon digital cameras and Henry's camera lessons were given to people who turned in the handguns, long rifles and automatic weapons between Oct. 22 and Dec. 1.

Henry's Max Payne said the idea arose after thinking about ways to celebrate the store's 100th anniversary.

"It shows private-public partnerships can have an affect on community safety."

In addition, 58,217 rounds of ammunitions and 1,486 boxes of assorted ammunition were turned in, as well as 304 non-firearms, including replicas.

"By getting these guns out of your homes, you're making a contribution to community safety," said Chief Bill Blair, who pointed to police statistics estimating 30% of all Toronto crime guns are stolen from legal gun owners.

"People realized that they could get rid of their firearms safely and get something of value in return," he said, of the *Pixels* program.

The Chief pointed to a December break-in, where a Toronto homeowner had a gun stolen because it wasn't properly secured.

The campaign won the praise of Mayor David Miller, who commended city, police and business leaders for coming together to take guns out of circulation.

Toronto Police Services Board chair Alok Mukherjee said the novel approach gave people great incentive to turn in their weapons.

"Now, these guns can never be used to cause injury or death to anyone in our city."



Some of the rifles and handguns seized in the *Pixels* program

The success of the *Pixels for Pistols* campaign was just part of the number of guns seized last year.

4,587 firearms

**357,064 rounds
of ammunition**



On Patrol on the airwaves

It was lights, camera, action in 2008. Cameras were on patrol, alongside officers, so that citizens could get a frontline look at policing from their couch.

“It’s a day-in-the-life kind of show,” said Rogers TV *On Patrol with Toronto Police* producer Roland Borchert. “We want to show our audience the things police do that result in a safer community.”

He said an important element of the program is showcasing the community mobilization efforts of

police officers on bicycles or parking officers on foot.

Borchert said the goal of *On Patrol* is also to meet extraordinary officers and put a human face on policing.

“People have misconceptions about police officers,” said Borchert. He noted one show is devoted to showing women in policing, from detective to superintendent.

Community Mobilization Unit Sgt. Chris Boddy said *On Patrol* shows a side of the Service and



Rogers TV producer Roland Borchert and Sergeant Chris Boddy

the Service to engage residents to help solve problems in their neighbourhoods. But the program does not ignore the grittier side of policing.

“We want to show the arrests, too.”

The shows have dealt with officers working in partnership with Toronto Community Housing constables, the community, but also with street policing such as john sweeps and drug busts.

The show spans the entire city, from Rexdale to Rosedale and Malvern to Mimico, whether it’s

officers that many people never get to see.

“We want to show police officers are real people,” said Boddy. “We also want to show the good work those officers are doing and the challenges they face on the job.”

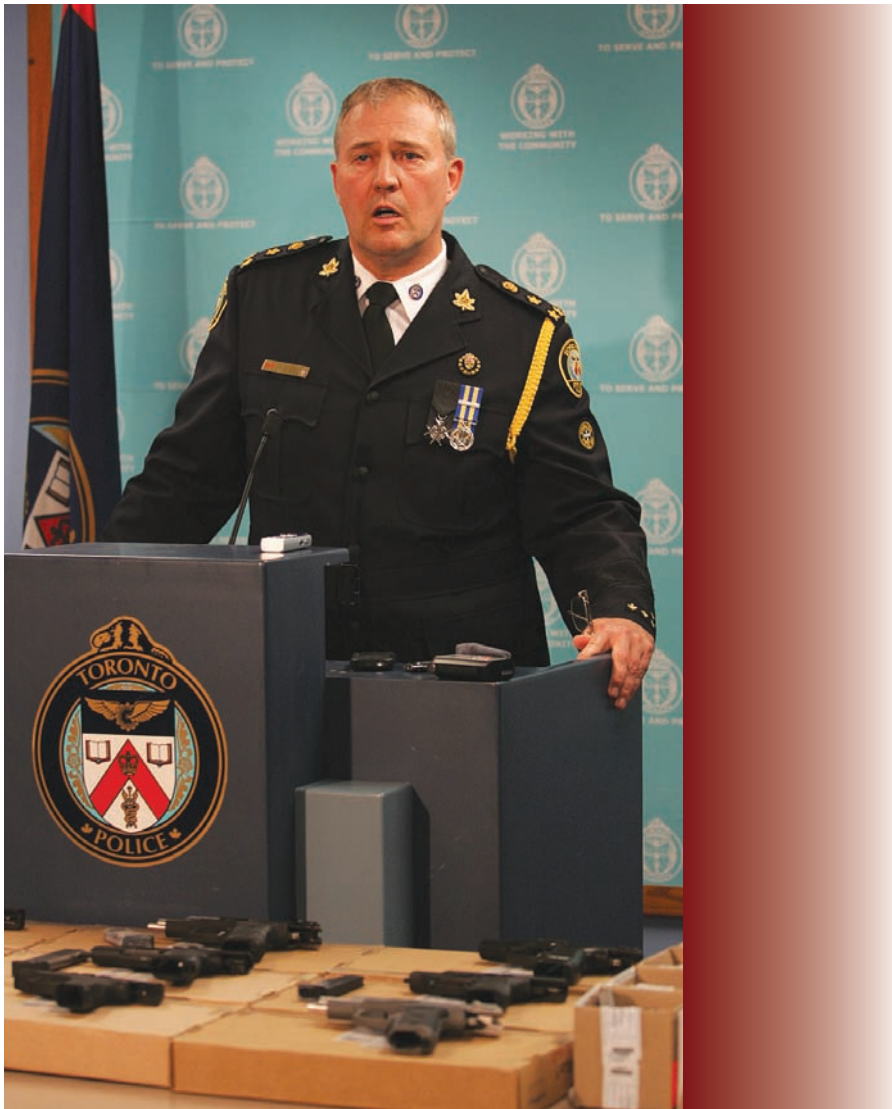
He hopes the show will also inspire Torontonians to get involved in making their communities safer, by attending Community Police Liaison Committee meetings at their local Division or volunteering in their community.

“Residents of this city can share in making our community safer.”

Enforcement



Police Dog Services Constable Sean Thrush with police dog Sirk



Chief Bill Blair with some of the seized weapons

An unscrupulous suburban Chicago gun dealer, a shipment of smuggled guns and the seizure of a Baby Eagle 9 mm pistol.

And so Project Blackhawk began in earnest, an international joint forces project aimed at dismantling a guns-for-drugs ring unlike anything the country has ever seen.

The massive probe, which began in 2006, was dubbed by Canadian authorities as a nod to the Windy City's hockey team.

What began as an investigation into the smuggling of guns across the U.S. border, spawned a methamphetamine bust worth \$160 million on the street – the largest ever in Canada.

Over the two years, investigators arrested 36 people, laid 444 charges, recovered 86 firearms, also seizing vehicles and homes in the wake of 38 search warrants.

Twenty-seven of those arrested were corralled on June 19, following simultaneous police raids by

Toronto, OPP, Durham, Peel, York-South Simcoe, Waterloo and Timmins.

A total of 47 firearms was also recovered.

"They were very pragmatic, businesslike and successful in what they did," said Organized Crime Enforcement S/Sgt Matt Crone, noting the many high-end cars and addresses that became part of the investigation.

"These weren't typical members of a street gang who went around shooting at each other – it was about business and keeping a low profile."

Chief Bill Blair echoed Crone in recognizing the level at which the criminal organization operated.

"This is not a street gang," Blair said, at a late-June press conference. "This is a highly organized, highly successful criminal enterprise."

Crone said these criminals accepted guns because of the nature of their business, but weren't trigger-

Blackhawk swoops down on meth dealers

happy gangsters that based allegiances on neighbourhood turfs or ethnicity.

"A typical street-gang member sees a gun as a status symbol," Crone said.

"These guys saw it as a tool of the trade and were very reluctant to use them."

It was those tools of the trade that were smuggled into Canada that led police to the large drug network.

Blackhawk began when the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) notified Canadian authorities of a shipment of 237 firearms smuggled over the Windsor border, and traced back to Chicago. An arrest in Toronto, in which a Baby Eagle 9 mm pistol was seized, backed up that claim.

In November 2006, Waterloo arrested a man who had pointed a Vulcan V-10 pistol at another man, tracing the gun, once again, south of the border, leading authorities to set their sights on a suburban Chicago gun dealer.

The Service's Firearms Enforcement Unit pooled resources with the OPP and used four officers from the OPP and three Waterloo Regional Police officers on the project.

The turning point came when police raided a Mississauga commercial unit, allegedly uncovering a massive meth-manufacturing operation, including 4,000 kilos of ecstasy and methamphetamine as well as 400,000 pills.

During the investigation, police also seized 59 kilos of meth, three kilos of cocaine, 60 kilos of marijuana and 50,000 Viagra pills.



Reporters film some of the \$800,000 in cash seized during a counterfeit investigation

Big fish on hook

Despite being deemed one of Canada's largest seizures of knock-offs, shoppers still find counterfeit goods.

That's the wild world of counterfeiting, which nets billions of dollars annually and enriches a shadowy underworld of smugglers – all supported by shoppers looking to save a buck.

Police said the results of a seizure from a North York home were dramatic: over \$5 million in alleged counterfeit goods, \$800,000 in cash, including several \$1,000 bills – made from selling 51,357 fakes like Louis Vuitton bracelets, Play-

boy bunny tongue rings, Tiffany earrings and Chanel purses.

On March 3, investigators at 33 Division displayed some of the counterfeit merchandise seized following a raid on a home in the Finch Avenue East and Don Mills Road area.

Gucci, Disney, Juicy Couture, Baby Phat, Nike and Harley Davidson were some of the ripped-off brands allegedly seized in the home's basement, which had been turned into a showroom.

"We believe we got one of the big fish in the pond," 33 Division D/Sgt Ed Dzingala said, of the man ar-

rested in connection with the alleged home-shopping setup.

The investigation began earlier in the year, with 33 Division's Major Crime Unit working alongside the Kestenberg Siegel Lipkus law firm.

"I can tell you that this seizure is the largest seizure of counterfeit jewellery in Canadian history, to my knowledge," said lawyer Lorne Lipkus.

A 65-year-old man faces numerous charges, including multiple counts of possessing property obtained by crime over \$5,000, passing off wares and possession of proceeds of crime over \$5,000.

Bike seizures shock city

It was a case that garnered local and international headlines.

On a summer's day in mid-July, a used-bike shop owner made history, accused of being Toronto's most prolific bicycle bandit, in a bizarre case that got weirder with each passing day.

A street-level investigation led 14 Division officers to the largest cache of alleged stolen bicycles in the city's history – a 2,850-strong armada of steel, rubber and aluminum.

On July 16, investigators arrested Igor Kenk, owner of Kenk's Bicycle Clinic, after he allegedly directed another man to cut bicycle locks while Community Response Unit officers

looked on, as part of a sting directed at thieves. In the wake of the arrests of Kenk and Jean Lavoie on theft-related offences, officers conducted search warrants at 12 locations including Kenk's home, his used-bike shop and many storage spaces and rented garages, finding thousands of bicycles.

They ranged from thousand-dollar models to one still sporting its 1945 Toronto bicycle plate.

In the weeks that followed, those who had their bikes stolen were invited to view a display of seized bikes at two warehouses. Major Crime Unit Det. Izzy Bernardo said he heard many sentimental stories in the af-

termath of the Service attempting to return the bicycles to their rightful owners.

"I had one person come in looking for their bike, saying he had travelled Europe with his wife on that bike," he said. "It's not only the people looking for high-value bikes coming in – it's the ones looking for the beat-up bicycles with sentimental value."

He said police are taking the crime seriously.

"It's comparable to auto theft in the number of bicycles and value of them stolen each day," Bernardo said. "Except the recovery rate in auto theft is much higher."

Police said more than 450 people



To register your bike, visit torontopolice.on.ca

were reunited with their bicycles.

The huge media coverage of the case had an incredible effect on people registering their bikes, too.

"The bike registry is the best tool we have to return property to its rightful owner," said Insp. Bryce Evans. "We've recovered bikes with very expensive locks intact."

Toronto owners can register their bicycles by visiting torontopolice.on.ca and clicking on the Bicycle Registration button. Since the massive seizure, the public responded to the call to register their bicycles, with 3,930 in July compared to 436 in June and 532 in May.

Between July 16 and Dec. 31, more than 8,913 owners registered their bikes online.

Public Information Const. Tony Vella said police recover many stolen bikes that could be returned easily if they were only registered.

He said bike registration only takes a few minutes.

"It's going to be a lot easier for us because now we know which bike belongs to which individual, and it's simply a matter of taking the serial number of that bike and giving them a call and saying, 'Hey, we have your bike, come pick it up,'" Vella said.

2,850 bikes recovered

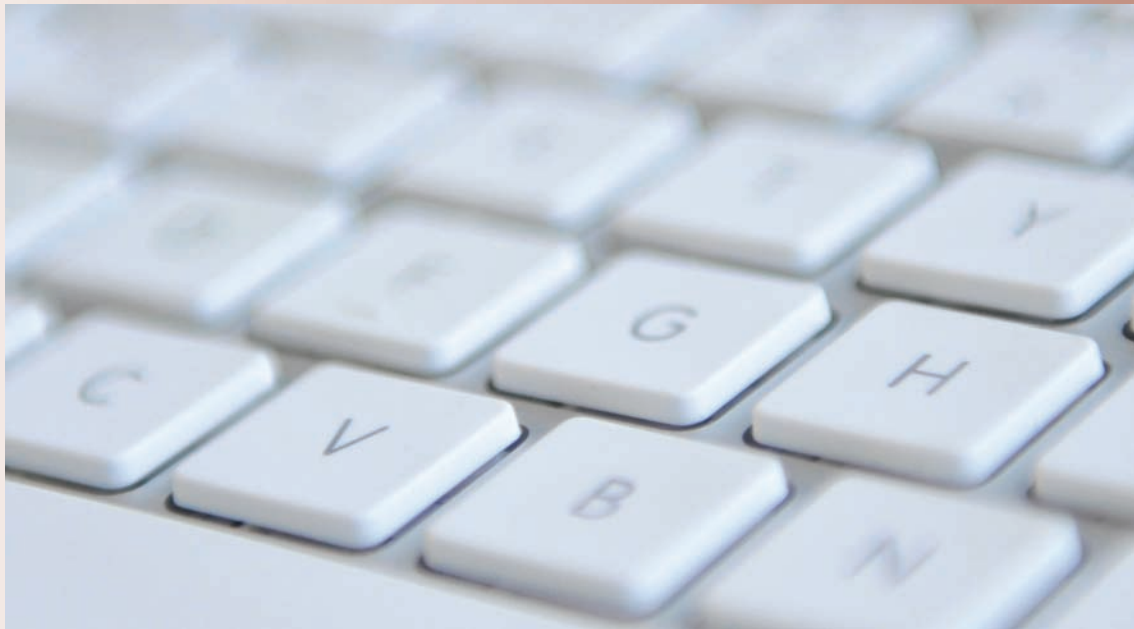
8,913 bikes registered online after thefts made public

Oldest bike found with licence plate circa 1945

A police warehouse was filled with thousands of alleged stolen bikes



Most child rescues ever



TPS child-exploitation investigators rescued a dozen children from abuse in 2008, more than in any other year.

“That’s what it’s really all about – preventing a child from facing one more day of abuse,” says D/Sgt Kim Scanlan, who leads the team of investigators, charged with weeding out child exploitation online and rescuing victims of the heinous crime.

“The rescues come in a variety of ways,” she said, noting front-line officers, online investigations and victims coming forward all led to the arrests.

She said that, in one case, a uniform officer following up on a man’s parole conditions found child exploitation images on his computer and reported it to her section, ultimately leading to a victim.

She says her investigators also delve deeply into the past of all the alleged offenders they arrest, to ensure that all victims have been identified.

“We interview all children whom the offender may have had

access to,” said Scanlan, noting that there is often more than one victim. In five other cases, her investigators gave leads to police services in Ontario, the U.S. and Germany to help locate the victim.

Det. Warren Bulmer, an expert on identifying the location of victims in photos, said Toronto investigators see through all investigations, whether they lead to somewhere in the city or not.

“You have to assume you’re the only one with the picture who can do something about it,” said Bulmer. “We come to work with the same goal: to rescue children.” Scanlan said they are always trying to piece together sequences of abuse online to rescue children wherever they might be.

“When we put all of the photos together, it means more to investigators in other countries and makes more sense to them,” Scanlan said.

Information has also been strengthened at an international level and at home.

**Child abuse
down 15%**

**Sexual
assault
down 0.9%**

Silent victims get voice over predators

Fascinating jobs. Glamorous clothes. Plenty of cash.

All longing for a better life. All of them betrayed by dreams.

Investigators who busted an alleged human-trafficking ring that lured Eastern European women to the city said most of the victims unknowingly arrived to work in the sex trade.

It was soon after one woman, who believed she would be working as a model, bravely fled, arriving at a downtown Division with information about an alleged human-trafficking ring.

Vice Squad detectives made six arrests in the case and found another victim. The men were charged with trafficking in persons, living off the avails of prostitution, exploitation, forcible confinement and threaten bodily harm. The ring allegedly used a website to communicate with johns.

Investigators believed more women were entangled in the international prostitution ring and urged anyone facing similar circumstances to come forward to police for help.

“We believe there may be further victims,” 52 Division D/Sgt Mike Ervick said, at the time.

“The women are confined, isolated from the general population and each other, their documents are taken and they are very vulnerable because they are in a country that is not their native land.”

Ervick said the women – mostly from Eastern European countries – were allegedly threatened and coerced into prostitution under threat of being deported.

“They are brought to this country and held at a safe house where they can be threatened until they comply,” he said, noting the captors often make women believe they are owed payment for bringing them to the country.

He alleged that the women held captive as prostitutes generate anywhere between \$4,000 and \$10,000 a week and are given a meagre allowance in return.

“It’s a hidden industry, it’s underground,” said Ervick, who noted that police need the victims to come forward to build a case.

Reduce Impaired Driving Everywhere

Don't drink and drive.

It's really not a complicated message, but it never seems to get through to some people.

In 2008, charges piled up against those who continued to drink and drive, as more officers were stationed at RIDE (Reduce Impaired Driving Everywhere) spot-checks.

Compared to 2007, the 2008 Holiday RIDE program resulted in 23 more drinking-and-driving charges.

Traffic Services Sgt. Tim Burrows said increased enforcement – by way of the doubling of provincial RIDE grants – accounted for the spike in charges.

In 2008, a total of 1,616 officers dedicated 5,023 hours to the Holiday RIDE program in Toronto.

"We have more officers working the line at spot-checks and more opportunity to talk to more drivers," said Burrows. He said, in the past, when multiple officers had to conduct roadside breath tests, other drivers would be let through without being spoken to.

Burrows said Traffic Services was able to piggyback onto RIDE spot-checks at local Divisions. He said the only way to ensure drivers don't get charged is to cut out alcohol completely before getting behind the wheel.

"There is no safe consumption of alcohol when driving a vehicle," he said.

Drivers face a 12-hour suspension if their blood alcohol is between .05 and up to legal limit on roadside test. Those charged with impaired driving over .08 blood alcohol get an immediate 90-day suspension and face over \$13,000 in costs upon conviction.

Legal costs, fines, the addition of an interlock-ignition system to a vehicle and a substantial rise in insurance premiums, all play a part in the cost.

"We will continue to work hard to get the message to let the public know that drinking and driving is unacceptable behaviour," said Traffic Services RIDE coordinator Const. Lee Bishop.

"Some people are still not paying attention and making alternative choices for transportation."

She said the increased enforcement over the holiday season was important. "We try to prevent a family losing a loved one over the holiday season," said Bishop. "It's a time to celebrate and be around family and the ones you love."

2,162 spot-checks

409,249 vehicles stopped

8,566 tests

380 drinking & driving arrests

1,347 12-hour suspensions

6,363 vehicles impounded

12,633 Mischief charges

down 17%

Bullies banished

Few people in the Junction neighbourhood were brave enough to stand up to them.

They were a brash father-and-son duo, who allegedly unleashed a campaign of vandalism and mischief against neighbours.

For years, residents – long living in the shadows of the neighbourhood bullies – complained about the two, both well-known to Divisional officers and the neighbourhoods near their home.

But, after a rash of broken windows and slashed tires, those living along the top half of Quebec Ave., above Dundas St. W., had had enough.

They banded together, calling on Major Crime Unit (MCU) detectives in 11 Division to launch a comprehensive investigation to help them reclaim their street.

Calls came in to the station about multiple cases of vandalism targeted at specific cars, homes and stores that had caused residents, to park cars away from their homes or set up surveillance cameras to monitor on-street parking.

Det. Dan McFadden said it's unusual for MCU detectives to wade into a case involving low-level property crimes but it was a community crying for help. After digging into the case, they soon found that the problem was not only vandalism but also intimidation, allegedly carried out by Felice Scala, 61, and his son, Ralph, 36.

"These were real, bona fide victims who had their lives changed – we had to do something because people put their faith in us," McFadden said. "They needed our resources," said McFadden, who led Project Calzone with D/Consts Todd Hall and Dan MacNab.

"The guys here did a great job for the community," said McFadden. "All the units came together, big time. I had guys stopping in all the time asking if they could help out."

"It was more than just a job, it was a personal thing," McFadden

vandalized.

A neighbourhood party was organized, complete with an oversized card for officers, signed by dozens of neighbours.

One entry read, 'thanks for freedom and restoring peace to a ter-



Resident Karen Hoffman with son Nathaniel and 11 Division officers

said. "You felt sorry for what they had to endure."

When police arrested the two alleged bullies at the corner of Quebec and Dundas Sts., dozens of residents surrounded officers, many of them cheering and clapping.

During the summer, everything changed.

"We were painting and not having to look out the window every few minutes to see if the car was

rized community.' "I saw people I haven't seen in years. There was a great sense of community and great sense of relief."

Community Response Unit Sgt. Blain Young said the block party following the arrest really defined how much neighbours were affected.

"They were thanking officers for giving them their neighbourhood back so they could socialize with their neighbours," Young said.

Service numbers

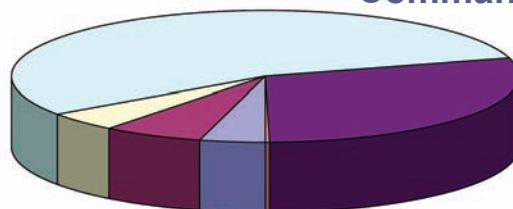


New Constable Jeffrey Chahal has been given the first uniform five-digit Badge number, 10000

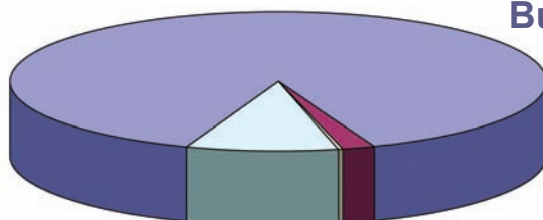
Budget

\$881,825,300

Command budget breakdown



Budget breakdown

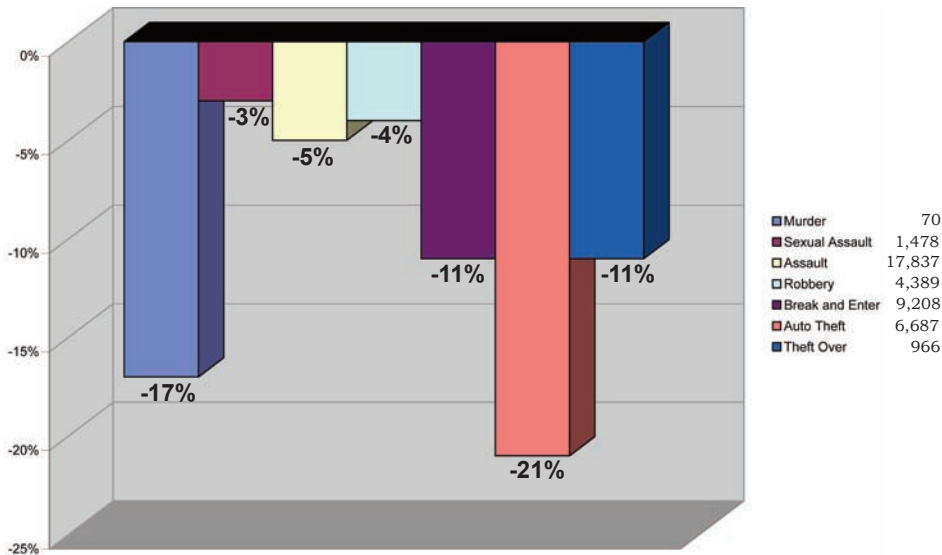




Toronto Police Service lifeguard Ryan Ferguson won several medals in the Ontario Waterfront Lifesaving Championships

Personnel: 5,457 uniform 2,593 civilian

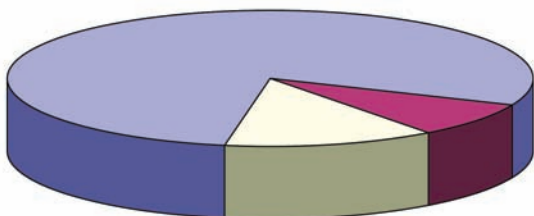
Major Crime Indicators



■ Murder	70
■ Sexual Assault	1,478
□ Assault	17,837
□ Robbery	4,389
■ Break and Enter	9,208
■ Auto Theft	6,687
■ Theft Over	966

Due to different counting methods and/or different data sources, numbers in this chart may differ from those in other Toronto Police Service publications.

Calls for service



■ Uniform Officers Dispatched	689,829
■ Central Alternate Response Unit	71,415
□ Parking Officers Dispatched	115,425

Arrests
57,175

**Provincial
Offences Act
tickets**
558,877

Example: Highway Traffic Act or
Liquor Licence Act violations

**Contact
Cards**
371,505

Contact cards are filled out when
officers come into contact with
members of the public

**Parking
tags**
2,608,083

Traffic safety

Total collisions **55,661** Down 0.7%

Fatal collisions **51** Up 6%

Personal injury **10,896** Down 6%

Traffic Safety Campaigns

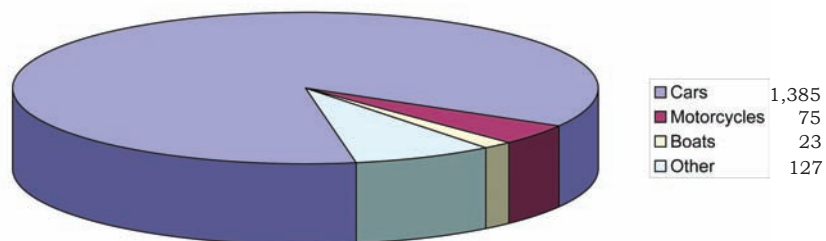
The Traffic Services Unit led 10 traffic enforcement and awareness campaigns across the city in 2008: Operation Safe Commute (January/February), Smart Ped - Kids Beware (March), Spring Provincial Seat Belt Campaign (April), Canada Road Safety Week (May), Safe Cycling - Sharing the Responsibility (June), TTC Take Time to Check (July), Back To School Campaign (September), Fall - Provincial Seat Belt Campaign (October), Operation Impact (October), Operation "Be Seen" (November)

89,926 Highway Traffic Act charges



Constables Gloria Koslowski and Jim Arp pull over a motorist

Police Vehicles



Innovation



The Marine Unit has a new Remote Operated Vehicle (ROV) that can plunge to a depth of 500 feet, well beyond normal human dives, to search using a camera and robotic arm. The ROV is used to complement the dive team in the search for evidence lurking below the surface of Lake Ontario



Service psychologists Dr. Catherine Martin-Doto and Dr. Carol Vipari

Healthy from head to toes

Workplaces that continue to invest in employees reap rewards for employer and employees alike.

So, too, did the Service, recognized as a provincial leader in creating a psychologically healthy workplace.

In September, the Ontario Psychological Association presented their inaugural *Ontario Psychologically Healthy Workplace* award to the Toronto Police Services Board.

Service psychologist Dr. Carol Vipari said there is a widespread commitment to design programs to create a healthy workplace “to enhance the psychological coping and resilience of employees.”

“As a psychologist, I am well aware of the human costs associated with mental illness and psychological suffering. I am very proud to say that I work for an employer who recognizes

and takes seriously the psychological needs of its employees,” said Vipari, whose responsibilities include the pre-employment psychological screening of new constable candidates and the psychological health promotion programs for members whose daily work places them at increased psychological risk.

Doug Saunders, chair of the award program, lauded the Service’s efforts for creating a healthy workplace.

“The award is based on an extensive and detailed submission review process as well as on-site interviews and discussions with staff from all levels of the organization, focusing on five key areas: Employee Involvement, Employee Growth and Development, Work-Life Balance, Health and Safety, and Employee Recognition,” Saunders said.

Vipari said the Service has stepped

up to the plate with programs and policies designed to address the challenges of the workplace.

These programs include:

- an in-house Employee and Family Assistance Program that triages referrals to community care providers
- a critical-incident stress team that responds during times of crisis
- a large cadre of peer referral agents trained to provide basic counselling and support substance abuse support groups
- a multi-faith Chaplaincy Service
- an Occupational Health and Safety team that works with members to facilitate an early return to work after illness or injury
- psychological health monitoring and promotion programs for members whose work places them at increased risk

Fit for Service

The Service cleared its first hurdle in staying healthy, receiving an award from a national wellness organization for its commitment to staying fit.

The National Quality Institute (NQI), a not-for-profit agency that recognizes healthy workplaces, gave the Service its level 1 certification for achieving an organizational commitment to health and wellness – a first for a policing agency in Canada.

Four levels must be completed be-

fore the Service receives the Award of Excellence from NQI.

“The health and well-being of our members has become a priority for the Toronto Police Service,” said Deputy Chief Keith Forde, who accepted the award at a wellness fair at police headquarters. “We are honoured to have been recognized for the strides we have taken. We will continue to promote health and wellness initiatives.”

Forde said the Service provided

nutrition and fitness programs this year, building on past initiatives.

“The better we take care of ourselves, the better we can take care of our communities,” he said.

As part of keeping fit, Service nutrition consultant Lisa Tsakos challenged TPS members to lose the extra pounds and win prizes. The 2008 Fitness Challenge created a thinner blue line, as members shed inches from their waist circumference, along with body fat.

**Superintendent Cyril Fernandes with
Palestinian police officers**



Forensics knowledge shared abroad



Sergeant Ed Adach

Two forensics officers travelled across the world in 2008 to ensure justice prevails in rebuilding countries.

Supt. Cyril Fernandes advised Palestinian authorities on their forensics facilities and investigations, while Sgt. Ed Adach travelled to Afghanistan to teach defence lawyers how to mount vigorous defences for their clients.

Adach was introduced to the war-torn country's uncompromising system of justice, under the Taliban, after reading *The Kite Runner*. The book is a fictional account of two friends living along a rigid ethnic divide, amid the chaos of the Soviet invasion.

That heartrending plot line was seared in Adach's mind as he set out to help arm Afghan defence

lawyers with the proper forensic skills to defend the accused under Afghan law.

Under Taliban times, Adach said those accused of anything from adultery to murder had virtually no legal defence. Many of those charged were convicted with only "hearsay gossip" as evidence.

But with the Taliban gone, Adach paired up with Const. Jonathan Sheldon – a Victoria, British Columbia officer – running a week-long course for the lawyers, teaching them forensics skills like fingerprint and footprint analysis to help them find, analyze and use physical evidence in court.

The Service will be also be ingrained in the DNA of the new Palestinian justice system. As part

of a Canadian International Development Agency (CIDA) mission, Fernandes travelled to the West Bank to counsel police on how to redevelop their forensic work, after it was interrupted by war. When fighting broke out in Palestine after the disintegration of the Oslo Accords, much of the region was scarred by war, ultimately destroying the police forensic facility.

The CIDA mission was aimed at designing more courthouses and the development of forensic sciences and crime-lab capacity. "We want to bring credibility back to policing and the justice system in the region," said Fernandes. "It's staggering to realize the work is not being done because forensic work is such a mainstay of a criminal investigation."

New positions in

Intelligence flows from front lines

Intelligence is being mined at the Divisional level, thanks to a new position that provides a conduit between centralized knowledge and neighbourhood know-how.

A Field Intelligence Officer (FIO) has been added to all 17 Divisions and several other units, to boost the flow of information between frontline units and officers at the Intelligence Division.

“We recognized the need for the facilitation of information flow between the Division and the Intelligence Division,” said D/Sgt Dave Brownell, of the position created following a review of intelligence practices. He said Intelligence has been too often perceived as a closed-doors section of policing and better communication is needed to make sure information is turned into intelligence quickly.

The job itself is nothing new.

“It’s a military practice to embed an officer on the front lines to get timely information – going right back to ancient Greek armies,” said Brownell, who adds that the NYPD, Montreal police and Scotland Yard

(England) all use similar practices. Montreal has an intelligence officer attached to each platoon in their 40-plus stations, who reports to the central intelligence unit and conducts conference calls with members of their district.

“You can’t know who the enemy is without someone doing reconnaissance on the ground.”

He said the FIOs will help the Service tap into the 5,000-plus officers doing their own daily recon.

“That FIO ensures there is no disconnect between us and the Division,” Brownell said. He said they are responsible for feeding the Intelligence Division and their unit commanders with frequent updates on emergent issues and bi-weekly written reports on the players and problems in their Division.

“The reason we do intelligence work is to predict and prevent crime,” Brownell said, of the FIO and intelligence officers’ job of identifying trends and criminals for enforcement, using verifiable information. “By only reacting to crime, you’ll never get at the root causes.”

FIO Responsibilities:

- facilitate flow of information between unit and Intelligence
- serve as access point for intelligence products/resources
- report monthly to unit commander on strategic use of Resources
- report regularly to Intelligence Division
- promote/train on information-sharing and Intelligence Division resources among frontline officers
- debriefing prisoners to gather intelligence
- disseminate information on parolees released into Divisions
- attend bi-weekly training/briefing with all FIOs
- review arrest records, occurrence reports, contact cards for intelligence value

FIOs: all 17 Divisions, the Integrated Gun and Gang Task Force, Fraud Squad, Marine Unit, Drug Squad, Traffic Services, Central and Area Courts

the field

New positions at Divisions

Ingenuity and efficiency prevailed as four new positions were created at the Divisional level, after a year-long pilot project explored better ways of getting police business done.

The Divisional Review Team (DRT) tested out a wide variety of investigative changes during 2008, after soliciting ideas from Service members and studying 55 Division in 2006.

“It was an ambitious project,” said S/Supt Jeff McGuire.

“The intent was to increase the coverage of detectives to support frontline officers, find efficiencies in investigations and create training positions.”

Five new positions have been created at 22 and 55 Divisions:

- **Quality Control/Risk Management officer:** Detective reviews occurrences to ensure compliance with all procedures

- **Crime Management Coordinator:** Detective analyzes crime trends and aids in assigning investigations to primary response and investigative officers

- **Disclosure/Case Preparation Clerk:** performs CIB administration to free up detectives

- **Neighbourhood Resource Officer:** coordinates multi-agency, citizen’s response to combat neighbourhood issues such as problem addresses Major Crime Units will also be led by two detectives to increase supervision and mentoring for young officers.

McGuire said the review showed officers were committed to doing their job better and willing to try new initiatives.

“This is an initiative built from the ground up. We want to encourage officers with new, innovative ideas to keep coming forward so we can try them out.”

3D speaks for dead

Their computer-generated work will likely never land them an Academy Award for Best Visual Effects, but their achievements have raised digital imagery to new policing heights.

In 2008, a university professor partnered with the Service to give a voice to a man still anonymous, five years after his remains were found in a west-end park.

University of Toronto biomedical communications professor Marc Dryer created a three-dimensional reconstruction of a man's face using measurements of a laser scan of the man's skull. Dryer used Maya 3D modeling software, a now-affordable computer program used in such films as *Jurassic Park* and *Terminator 2: Judgement Day*.

He said it's uncommon to use the software for forensic reconstruction, but the digital process is a much more powerful and sensible solution than creating a clay model.

The 3D image is groundbreaking for police forensics.

The decomposed body was found in June 2003, in a heavily treed area near Jane St. and Eglinton Ave. W.

"There was no foul play," said 12 Division Det. Paul Drury, of the man believed to have been dead for at least a year when his skeleton was found. An anonymous tip led police to the remains. His



Composite drawings of the unidentified man

cause of death is not known.

Police forensic artist Jo Orsatti created variations on the man's look, including hairstyles and slight facial modifications.

"We're not 100% sure of the tip of his nose," said Orsatti, of the varying images of the man's nostrils she designed. He may have had a cleft chin as well.

Orsatti said the use of a laser scan adds remarkable accuracy –

never seen before in forensics.

"Based on a laser scan and actual measurements of the skull, we get to see subtleties in the skull," Orsatti said. "It's an exact measurement, not my interpretation."

Dryer said it's exciting to ponder how this work might be able to solve the years-old case and potentially many others. "I'm hopeful it will work."

World learns in T.O.

Visiting police services and academics:

Cambridgeshire Constabulary (United Kingdom), Landeskriminalamt Baden-Württemberg (Germany), National Police Directorate (Norway), Oslo Police District (Norway), Rotterdam Police (Holland), Municipal law enforcement delegation South Carolina (USA), Academic delegation from Berlin (Germany), Hong Kong Police Force (China), Jamaican Constabulary Force (Jamaica), Regional Police Department of Amsterdam (Holland), Royal Dutch Marechaussee Military Police (Holland), Irish Minister of State with special responsibility for Integration Policy (Ireland), Municipal/law enforcement delegation from Jiangbei (China), De Montfort University, Leicester (United Kingdom), Taipei City Police (Taiwan)

Royal Bahamas Senior Assistant Commissioner Marvin Dames

The Toronto Police Service has many good stories to tell.

It's an organization so steeped in pride, tradition and policing excellence that police services, from not only Canada but from many other countries, have tried to duplicate its success.

In 2008, police, academics and government bureaucrats flocked to Toronto to study the Service's commitment to policing such a diverse community, and many other strategies, including traffic enforcement, community mobilization and domestic violence initiatives.

Delegations from North America, Asia and Europe looked to Toronto to learn more, sometimes staying months at a time to embed themselves in programs.

After nearly a year of studying the Service from the inside, Royal Bahamas Police Service Senior Assistant Commissioner Marvin Dames left with a kinship for the Service, as

well as a host of new ideas for his own police agency.

"You ought to be proud to be a part of this police service," said Dames. "You have a world-class police agency."

Dames spent nights in patrol cars, days learning the practices of Human Resources, Training & Education, Employment and Intelligence, to name a few, but is sure he left no stone unturned.

"We have a lot in common as far as the crimes being committed – they are just on a larger scale here," Dames said.

Community policing was also a large focus of his secondment to the Service, as community mobilization is shared between Toronto and the Bahamas.

"Wouldn't it be better to get the community to take on a great deal of policing responsibility?" said Dames. "It's a better answer to deal with crime."



He said his police service is trying to design different strategies, for each of its jurisdictions, to stamp out violent crime, especially among youth.

"What you see in Toronto is a microcosm of what's going on all over the world," he said.

He said youth violence, international and internet crime should all drive police agencies to work together and share solutions. "That's policing today and that's why we do these secondments. We're not policing in a vacuum anymore and are interconnected in every way."

At
the
ready



Toronto Police HUSAR (Heavy Urban Search And Rescue) officers are shown about to board the C17 as part of Project Trillium. The officers worked alongside HUSAR members such as paramedics, firefighters and engineers, among others, to dig out mannequins from a simulated building collapse. They used carpentry skills and hydraulics to secure and cut through chunks of concrete that weighed over a ton, during the three-day exercise that brought out counterparts from across Canada.

Prepared for the worst

In 2008, officers studied and practiced their short- and long-term emergency response plans to ensure the city is ready for any worst-case scenario.

The Service focused on reviewing emergency planning and conducting emergency response exercises so that command and frontline officers, as well as city partners, are ready to respond to a natural or man-made disaster or terrorist attack.

The Service struck an Emergency Preparedness Committee that meets monthly to ensure emergency policy, planning and response were intact. It also participated in several internal and external exercises and hosted a one-day conference designed to bring together fire, emer-

gency medical services and other city agencies such as Shelter and Housing, to ensure they are ready to work together during a crisis.

“We wanted to make the committee the centre of excellence for planning, exercises and debriefing,” said Deputy Chief Tony Warr, who founded the committee. “After an incident, an after-action report is presented to the committee where the commanding officer can make observations and recommendations on how it was handled.”

The committee hears from intelligence officers on potential threats and creates procedures on how major incidents are to be handled, whether it is a terrorist attack or natural disaster.

“Emergency situations are low-frequency, but have a high potential for things going wrong,” Warr said. “You have to get it right.”

Beyond the immediate emergency, officers have a role to play, too.

“There is no crisis the Service can handle on its own,” said S/Supt Peter Sloy, noting the coordination between emergency services, but also residents. Getting normalcy back is a fundamental part of responding to crisis, Sloy said. “You want to get the community and businesses up and running,” he said.

“Terrorism is aimed at disrupting our normal way of life – it’s important to get that normalcy back right away.”

Human rights partnership



OHRC senior policy analyst Shaheen Azmi

A ground-breaking initiative designed to put the Service on the cutting edge of human rights practices and policies, moved forward in 2008, in the interest of public safety and individual rights and freedoms.

Service members, Toronto Police Services Board (TPSB) members and staff from the Ontario Human Rights Commission (OHRC) teamed up to examine human rights policies and procedures within the Service.

The commitment was forged earlier in the year, when Chief Bill Blair, TPSB Chair Alok Mukherjee and OHRC Chief Commissioner Barbara Hall signed a charter to work together to examine human rights issues.

TPSB member Hamlin Grange said it's a historic step to combine three organizations some-

times at odds.

"These are three distinct groups, with three distinct mandates but with one common purpose," said Grange. The OHRC is devoted to preventing discrimination and protecting human rights.

"All three organizations have the same goals of making a safer community and protecting a person's individual rights and freedoms," said S/Supt Tony Corrie, of Professional Standards, who is working closely on the three-year project.

The committee is tackling four major categories of interest:

- Recruitment selection, promotion
- Public education
- Training
- Accountability

It's a first for the commission, which has never partnered with a police service in such a way, says OHRC senior policy analyst Shaheen Azmi.

"We haven't partnered with a major public institution," said Azmi, noting it is especially groundbreaking because it is a police agency. "It's a unique situation."

Azmi said it's rare to get an inside look at the organization. That gives them better knowledge of Service practices.

"We understand the feelings of police – it's a difficult job with multiple issues being dealt at the same time," he said. "We now understand better the demands on police services doing their work and how human rights can factor into that work."

Grange agrees that, if all three organizations take a closer look at each other, they'll gain a greater appreciation for the nature of their jobs. He also believes that there will be a realization that they're not that far apart on the issues at hand.

TPS top employer

The Service has responded to the changing face of Toronto's population by modernizing its recruitment practices.

So it's no surprise that they've reaped the benefits of fostering a diverse workplace, being chosen among the best diversity employers in the country and the best overall in the Greater Toronto Area.

The TPS shone in the two categories of Canada's Top 100 Employers annual competition that has been choosing companies and organizations that make great places to work for the past 10 years.

The Service was among 25 other public organizations and private companies, including Air Canada and the University of British Columbia, to receive the coveted status of Canada's Best Diversity Employers, which salutes companies and non-profit organizations for being the country's most progressive leaders in promoting diversity within their ranks.

The finalists were selected from an original list of 1,600 companies from every region of the country.

Chief Administrative Officer Tony Veneziano said the Service has worked hard to become more diverse.

"It's an indication of all the ongoing work as an organization to further reflect the city we serve," Veneziano said. "It's a really proud moment for the Service."

The award represents a long-time commitment to community policing by the Service, said Employment S/Insp Peter Lennox.

"We've recognized the best way to serve the community is to reflect the community," said Lennox, "not only by having diverse demograph-

ics within our ranks, but by becoming more culturally competent."

The Service also joined top employers in Canada's economic engine being named one of the GTA's Top 75 Employers.

"I think we're always striving to be the best and also striving to recruit the best of the best," said Lennox.

Lennox said policing, in general, is a career many people seek in search of an opportunity to serve the public in an exciting way.

"In Toronto, specifically, there is huge diversity of functions, whether it is uniform or civilian, not only over the course of a career, but on a day-to-day basis," said Lennox, of the many unique jobs within the Service.

For more information on how to become a member of the Service, go to torontopolice.on.ca/careers or call 416-808-JOIN.



Greater Toronto's Top 75 Employers

The Employment Unit is aiming to hire the best and brightest to serve as police officers in Toronto, as well as, recruit from diverse cultural and educational backgrounds. Of the 2008 hires:

**34% are
visible minorities**

**60% speak a
2nd language**

**18% are
women**

**64% are post-
secondary grads**

Inside the Service



Service war veteran Gerald Sullivan salutes at a headquarters Remembrance Day ceremony

Officers of year brave icy waters



Constables Mark Tan, Jennifer Anderson, Trevor Morrison and Frederick Hillier

The tragic death of two youngsters not only devastated their families, but also the incredibly brave and resourceful officers who fought so hard to save the two boys when they vanished beneath the ice.

“Your concern is for the child,” said Const. Jennifer Anderson, one of four officers who braved the icy waters to try to save the boys.

Once the pair fell through the ice and into the bone-chilling waters of a large reservoir on Dec. 10 2006, there were only minutes left between life and death.

“None of us was concerned with our safety,” said Anderson, who was named one of the Police Officers of the Year,

alongside three of her 42 Division colleagues.

Anderson said the decision to react was instantaneous, as Consts. Mark Tan, Frederick Hillier and Trevor Morrison also rushed to the scene, where they saw a passer-by trying to rescue a boy with an extension cord.

Tan and Anderson were the first in the water, wading out with the Good Samaritan, unaware of an abrupt drop-off in the reservoir as they broke the ice away with their arms. Once submerged, Tan said the three went under the water to look for the boys but were exhausted in their attempts.

“I was sure I was at the exact spot where I saw the child go

under the water, but I couldn’t see my hand in front of me,” said Tan. “It was like chocolate milk; it was very murky.”

After several attempts, the officers knew they had to get out of the water. Tan credits Hillier and Anderson with saving their lives.

Their valiant efforts were tragically not enough to save the kids’ lives.

“They did all they could, literally dragging us out of the water,” said Tan.

A fire and police marine boat was later launched, pulling the boys from the water. One died at the scene. The other died in hospital. All four said the award was bittersweet, given that two boys did not survive.

African odyssey instills hope in officers

It was an experience rich in humanity, despite crushing poverty. Two officers spent over a month on two different humanitarian trips to aid the people of Kenya and Malawi.

Sgt. Jessica McInnis knew she had made the right decision to come to the Maasai Mara region of Kenya, moments after her arrival at the village where she was to help rebuild a school.

Hundreds of residents of Emorijoi welcomed their visitors, singing the national anthem when they arrived.

“About a hundred of them surrounded me,” McInnis said, bemused by her new celebrity.

McInnis was the only police officer to join the 2008 trip, organized by the Free the Children charity, which has built over 500 schools and involved over a million youth in its programs.

They were there to continue the work of fellow Canadians, building new school rooms to replace dilapidated structures. “Your heart feels very heavy because you can tell some of the kids are very sick,” McInnis said, of the region, where three or four out of ten children are infected with HIV.

For nearly a month, Det. Brian Clarke’s family spent long days feeding and caring for the orphaned children of Malawi.

From simply holding a child’s hand to helping with the nation’s infrastructure, the Clarkes left an indelible mark on the country but, more importantly, Malawi holds a place in their hearts.

“I took away two things: how huge the need is and how much we

can do for these people with the skills we have,” said Clarke, who travelled to the villages surrounding the capital city of Lilongwe with his wife, Ardena, and children, Derek, 18, and Jenna, 15.

Clarke travelled to Malawi to



Sergeant Jessica McInnis with Kenyan students Maya, Faith and Beth

work with Visionledd, a Christian organization that works with churches, community agencies and government to help those in need in Africa.

“What they do is so important because they give children an education so they can be the future leaders of Malawi and bring a positive influence to the country.”

Kingston joins stable

A horse is a horse, of course. That is, of course, unless the horse is Kingston.

The prized three-year-old Percheron Cross was added to Toronto Police stables in 2008, thanks to the high-stakes equestrian skills of officers.

Kingston was given a place in the police stables after Sgt. Peter Spurling took the prized horse home, after galloping past the competition at the North American Police Equestrian Championships held in historic Fort Henry in Kingston.

“We all went to the competition to win it,” said Sgt. Peter Spurling, of the 10 Toronto officers who competed in a field of 75 from across North America. “It really felt good to represent the unit and the Service, and especially nice to bring home a horse.”

He credited his police mount, Charger, with pushing him ahead of the competition by a nose.

“I think he’s the best horse in the barn,” said Spurling, noting they share the same fiercely competitive spirit. “He’s a very talented horse, a natural athlete.”

Spurling also won the Brigadier Memorial Trophy for the best combined score in both the equitation and obstacle competition and topped the pairs obstacle course with Pennsylvania state trooper Colleen Shelley.

The unit finished well in almost every major category, including equitation skills and their ability to run the gamut of obstacles.

“If he maintains the same temperament, he’ll be a good police horse,” said Spurling. He said the horse has been calm and personable, something that officers want to instill in their horses during training.

The unit has just retired 20-year-old police mount Duke, who will be going to live with former rider Const. Greg Vanderhart on his farm.

“Duke has always been a very good horse, in crowds, in traffic and has been good with people approaching – all attributes needed in a police horse,” said S/Insp Bill Wardle.

He said the horse will probably miss the job.

Chief Bill Blair said that the horses of the Mounted Unit are working animals that have provided a great contribution to the city.

“These are truly representatives of our Service and contribute to the safety of Toronto when we use them in crowds and in places like the Entertainment District,” said Chief Blair, noting they also forge positive relationships with citizens. “They help us connect with the people of the city.”

Sergeant Peter Spurling with new Service mount Kingston



Service women build up city



Toronto Police Service
Women Build logo



Habitat For Humanity supporters

Habitat for Humanity recognized the women of the Service in 2008 for reinforcing their all-out fundraising effort.

The Women of the Toronto Police Service was named the Habitat for Humanity Toronto Employee Group Partner of the Year, at Habitat for Humanity Toronto's 20th anniversary celebration.

The Service group has raised over \$210,000 to build two townhomes near Lawrence Ave. E. and Manse Ave. The group had initially committed to raising \$100,000 for one home.

"Their contribution has been absolutely unique," said Habitat Toronto CEO Neil Heatherington. "This is a wonderful thing that they've done for families in need."

Habitat Toronto has never had a donor fundraiser for two homes after initially committing to build one.

Heatherington said Service members understand that building stronger communities leads to safer cities and less crime.

"Our goal is to work the Toronto Police Service out of a job."

Toni Rossi, chair of the Habitat Women Build, said having police women, taking on fundraising and building challenges, shows

another side to them.

"It's been a fantastic partnership. They've embodied the spirit of the community," Rossi said.

"Officers have a good understanding of the need in our city," Rossi said. "Police officers recognize the importance of safety and security begins at home."

Service Women Build committee member Detective-Sergeant Sandra Richardson, who accepted the award on behalf of the 300 women involved, said the fundraising efforts have blown away expectations.

"I am sure this build will be a true legacy for not only all participants but especially for the members of the committee who continue to push our members beyond all expectations," said Richardson, of the civilian and uniform volunteers, fundraisers and supporters, including many men from the Service.

Construction on the site will begin in the winter of 2009 and volunteers should be on site to lend a hand in the spring.

Habitat gives homes to families willing to work 500 hours towards building their home, plus a zero-down, no-interest, 25-year loan.

Cool nerves honoured

A trip to the bank turned into a hellish nightmare for patrons when a would-be robber threatened to detonate a bomb if his demands were not met.

The harrowing call tested the skills of Communications Centre operator Glenn Howell, who was given with Service's Communicator of the Year award for his steady hand at the dispatch desk, coordinating the emergency response to the March 25 bank robbery.

Howell dispatched officers to the bank, after a caller phoned to report a man demanding a large quantity of cash. The robber allegedly threatened to detonate a bomb if his demands were not met.

Officers arrived to find employees filling bags with money as others were being evacuated from the building.

Officers surrounded the building and eventually shot the suspect, who was confronted by police as he tried to flee.

Howell had to dispatch officers, respond to radio traffic in the Division and organize road closures during the volatile standoff.

"The environment we work in can be very hectic and crazy, but everyone pulls together," said Howell, who credits many supervisors and staff for helping deal with his outstanding calls as he dealt with the bank robbery.

"You lose all your units in a situation like that," he said, of officers attending the call and making an emergency run to hospital for the suspect. An entire Division will be consumed by such a high-level call, and dispatchers have to use resources from adjoining Divisions.

"When something big happens, everyone jumps in," said Howell.

Veteran operator Darlene Clark, who retired in 2008, nominated How-

ell for operator of the year after working with him that night – 25 years after initially training Howell on the job. "He did a phenomenal job," said Clark.

"He's very calm; you wouldn't even know anything was going on if you were walking by his desk."



**Communications operator
Glenn Howell**

Traffic trailblazer missed

A trailblazer in traffic safety passed away in 2008, after a courageous battle with cancer.

Traffic Services Supt. Stephen Grant passed away peacefully on Nov. 8, at the age of 52, leaving his wife, Cathy, four children and three grandchildren.

The former unit commander of Traffic Services made many contributions to the Service since joining in 1974, commanding such units as Staff Planning and Development, the Employment Unit, and 41 and 42 Divisions. But he was best known for his passionate work as head of Traffic Services.

“He was an extraordinary person and an extraordinary police officer,” said Deputy Chief Jane Dick. “He epitomized commitment and dedication to public safety through his devotion to traffic safety initiatives,” she said. “His name is synonymous with traffic safety.”

S/Sgt Andy Norrie said his former unit commander was a proud and passionate leader. “He was well-known throughout Canada as a leader in traffic policing,” he said.

But his most recent contributions

were to traffic safety initiatives, where he chaired the OACP Traffic Committee and heightened awareness of traffic safety issues within the policing community, to the public and to the government in creating legislative reforms.

Ontario Provincial Police Chief Supt. Bill Grodzinski said Grant was a quiet leader who sought the help of others in his work keeping Ontario’s roads safer. “He had a vision for our roadways but he didn’t try and do it alone,” said Grodzinski. “He sought partnerships built on trust and respect.”

Throughout his career, Grant was instrumental in coordinating progressive organizational change through his leadership in major initiatives, including the implementation of Toronto’s collision reporting centre program, the corporate restructuring of traffic policing processes as well as the creation of revised human resources processes on the hiring, promotion, and retention of Service members. He was also ordained a Roman Catholic Deacon through St. Augustine’s Seminary in Toronto.

“Supt. Stephen Grant played an integral role in keeping Toronto’s streets safe,” said Toronto Police Services Board Chair Alok Mukherjee. “He was a person of great fortitude, integrity, commitment, humility, spirituality, and warmth,” Mukherjee said. “He will be missed dearly.”



Superintendent Stephen Grant

Fallen officer not forgotten

A Toronto officer who died in the line of duty, over 70 years ago, had his name etched alongside those who paid the ultimate sacrifice at the Ontario Police Memorial.

Const. Edward McMaster, 31, died April 24, 1935, shortly after 6 p.m., after the motorcycle he was riding was hit by a truck that ran a red light at King and Peter Sts. He was the 17th person to die on Toronto roads that year. McMaster’s omission from the Ontario Police Memorial’s

Wall of Honour was discovered by Traffic Services S/Sgt Andrew Norrie, who had come across newspaper articles on the officer’s death while doing research into the history of motorcycles at the Service.

“It’s important to me, as an officer, to recognize his death officially,” Norrie said. “I do feel some sort of connection to McMaster because he was a motorcycle officer.”

The Ontario Police Memorial paid tribute to McMaster by etching his name into the memorial’s granite walls. “Today, we remember police officers for their bravery, and their enormous community spirit,” said Ontario Premier Dalton McGuinty, joined by 700 people at the annual remembrance ceremony on May 4.

“Their memory inspires us to be more courageous, more giving, and more charitable in our own lives,” said McGuinty, who was joined by Lieutenant Governor David Onley, families and members of police services and associations across the province.

The Wall of Honour, in a small park adjacent to the Ontario Legislature at Queen’s Park Cres. and Grosvenor St., contains the names of officers from 56 different police services. The OPP have 86 officers on the Wall of Honour, while the Toronto Police Service has 35. A lit-

tle more than half of those killed on the job died in traffic accidents, while shootings account for almost one-third.

Norrie said those who ride bikes in the Service have a kinship because of their love for motorcycles and the danger inherent in riding them.

Shortly after his death, the Toronto Police Force gave McMaster an honourable send-off with the police band, mounted officers and firefighters accompanying the funeral cortege to the city limits, where a provincial motorcade took him to rest near his birthplace. His father had died only two weeks earlier.

Described as an experienced rider, with four years on motorcycles, McMaster, a seven-year veteran of the force, was reported to have swerved to miss the truck that crossed straight through the intersection. The driver was charged with manslaughter.

Memory conserved in green space

A serene and beautiful place was officially carved out of the city in 2008 – a fitting tribute to a young officer taken from her family and the Service much too early.

The Laura Ellis Natural Area was officially opened to honour the memory of the 31-year-old officer, who died on Feb. 18, 2002. Ellis, a passenger in a scout car en route to a break-and-enter call, was killed after the police car collided with another vehicle.

The three-year veteran was the first female officer to die in the line of duty. Her father, Tom Sharpe; her seven-year-old daughter, Paige; along with Chief Bill Blair, unveiled a plaque and added mulch around the tree that is the central focus of the natural area

on Laura Ellis Court – a cul-de-sac near Port Union and Lawson Rds. in 43 Division.

“I feel sadness and pride,” said Sharpe, of his reaction to the ceremony.

His son, Ian, said his sister was “at home” in nature and enjoyed spending time in conservation areas. A marine biologist before joining the Service, Ellis took long walks in nature and advocated for conservation, he said.

“It’s great to see the police and her friends coming together for her. Everyone has been so supportive and helped us out over the last six years.”

Const. Doug English, a friend and colleague of Ellis, who was having a

coffee with her before she left for the call she would never make it to, said he has been amazed by the outpouring of affection from people who never knew Ellis. He said many people in the community have sought to keep her memory alive. “I think the community should be honoured to have Laura’s name on this place,” English said.

Chief Bill Blair said Ellis typified the service so many officers perform on a daily basis.

“We ask them to put themselves at great risk,” he said.

“She made the choice to serve her community and made the ultimate sacrifice as she rushed to assist a member of our community.”

Paige Ellis at the park dedicated to her mother, Laura



Medal mystery solved in 23 Division

A long-lost symbol of policing service has been restored to a place of prominence with the family of its original recipient. A police long-service medal belonging to Metropolitan Toronto Police Force Insp. Charles Walter Turner, badge no. 31, was returned to his family at 23 Division in November, after its discovery at a trade show by Sgt. Jeff Alderdice.

"He's been gone a long time but he's never been forgotten," said Turner's daughter, Joan Turner Dowling, on hand at the Division with her daughter, Caralynn Dowling Hassen, and granddaughter Corinne. Turner's widow, Gladys, now 99, was unable to make the journey but was pleased to be reunited with the medal.

"We're just so amazed the police would do this for us."

Supt. Ron Taverner said it was important to honour the history of the Service as well as connect with a family with such a strong policing tradition. "This is our history," said Taverner. "We have to remember where we've come from and the people who got us here."

Dowling said her family may have lost the medal after her brother, William, died in 1994. She said it will be placed in her mother's living room.

Charles Walter Turner died Feb. 2, 1962, following a career that spanned over 30 years. He met his wife, Gladys, when they worked together at Kodak, before he became a police officer. The two married in 1929 and had two children, Joan and William. Turner went on to serve 46 years in policing, beginning in York Township, before it was amalgamated in 1957 to a Toronto-wide police service. Turner moved to Stayner, Ontario, to live near his grandkids Rod Jr., Joanne and Caralynn.

Alderdice found the medal at a trade show in Ottawa, on the same weekend as the Canadian Peace Officers' Memorial.

"It's not unlike the current version but it's not exactly the same," said Alderdice, noting the colours were distinctive to the present version. But, as a unique find for the collector of Toronto police memorabilia, he picked it up. "I really want to preserve the history of the department," Alderdice said. "It's a connection to the past."



Charles Walter Turner on a Service motorcycle



Turner's great-granddaughter Corinne Hassen

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Inside the TPS
RMS get their green on



Donning sparkly green hair and clover-shaped sunglasses, staff at Records Management Services (RMS) was wishing in the name of all things green, that

their St. Patrick's Day food drive would be successful.

[Read more...](#)



Message from Chief William Blair



The newspaper of the Toronto Police Service
February/March 2009



Toronto Police Service 2007 Annual Report



REWARDS
Up to \$25,000 in serious cases



TPS soon
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Inside the TPS
Kids carve up ice to celebrate Crime Stoppers



Kids took to the ice, some for the first time, thanks to a volunteer effort by the Toronto Crime Stoppers program.

[Read more...](#)

Inside the TPS
Scarborough straps on skates for community



A skating day, which made great strides in bringing police and

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