

ONTARIO POLICE ARBITRATION & ADJUDICATION COMMISSION

IN THE MATTER OF proceedings under section 202 of the *Community Safety and Policing Act* and *Ontario Regulation 404/23* made under the *Community Safety and Policing Act*

BETWEEN:

TORONTO POLICE SERVICE

Applicant

AND

CONSTABLE SPENCER SLUGG, #11628

Respondent

MEMORANDUM OF AGREEMENT

ADMISSIONS

1. With the assistance of legal counsel, Constable Spencer Slugg, badge #11628 (the “**Officer**”) reviewed and understands the Notice of Hearing, the Draft Consent Order, and this Memorandum of Agreement (“**this MOA**”).
2. The Officer voluntarily admits the truth of the facts as recounted in this MOA and the authenticity of the documents to which it refers.
3. The parties agree that because of the admissions in this MOA, neither the Toronto Police Service (“**TPS**”) nor the Officer need prove the facts recounted in the Agreed Statement of Facts (“**ASF**”) through a full hearing with witnesses’ testimony or other evidence.

4. The Parties consent to resolving this matter by way of agreement under section 202(8) of the *Community Safety and Policing Act* (“**CSPA**” or the “**Act**”) and consent to the Adjudicator executing the Draft Consent Order.

5. The Officer voluntarily admits that the facts recounted in this MOA constitute misconduct as particularized in Schedule A, Charge 1 to the Form 3 – Request for the Appointment of An Adjudicator which reads:

CHARGE NO. ONE (1)

PC SLUGG IS ALLEGED TO HAVE COMMITTED MISCONDUCT IN THAT HE DID ACT IN A MANNER THAT UNDERMINES, OR IS LIKELY TO UNDERMINE PUBLIC TRUST IN POLICING, CONTRARY TO SECTION 10(1) OF THE CODE OF CONDUCT FOR POLICE OFFICERS O Reg 407/23 AND THEREFORE, CONTRARY TO SECTION 195(a) OF THE COMMUNITY SAFETY AND POLICING ACT, SO 2019 C1, Sch 1.

6. The Officer understands that by signing this MOA, the Adjudicator will sign the Consent Order, and a finding of guilt will be made in relation to Charge 1 of Schedule A – Form 3, and the agreed penalty as outlined in the Consent Order will be implemented and enforced by TPS.

7. The Parties consent to this MOA and the Consent Order being public.

AGREED FACTS

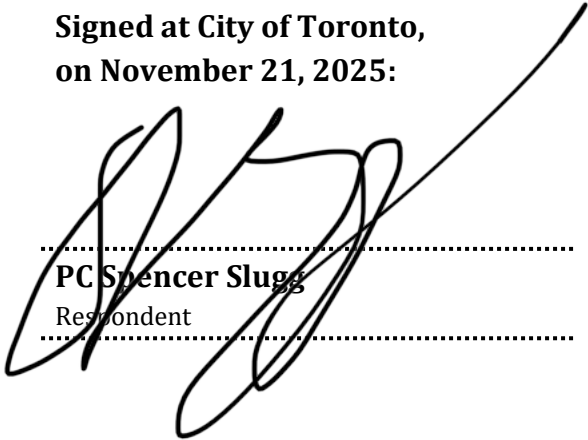
8. On May 4, 2025, PC Slugg attended a comedy show at Casino Rama (the “Casino”). While at the Casino, PC Slugg consumed some beer. Later in the evening, PC Slugg left the Casino, entered his vehicle, and exited the Casino’s parking lot.

9. PC Slugg was subsequently stopped by members of the Rama Police Service (“Rama Police”) who had begun to set up a stationary RIDE stop. Rama Police Officers did not observe any impairment related issues with PC Slugg’s driving.

10. A Rama Police Officer subsequently made an ASD breath demand of PC Slugg. PC Slugg complied with the demand and provided a sample of his breath. PC Slugg was advised that he produced an “Alert” (“Warn”) result.

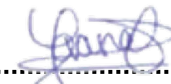
11. PC Slugg was subsequently issued a three-day driving suspension under section 48 of the *Highway Traffic Act*.

**Signed at City of Toronto,
on November 21, 2025:**



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PC Spencer Slugg
Respondent
.....

Signed at [Toronto],
Municipality.....
on [2025-11-21]:
Date (YYYY-MM-DD)



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Jovana Orabovic
Counsel
.....

Toronto Police Service
and
Applicant

PC Spencer Slugg
Respondent

**ONTARIO POLICE
ARBITRATION AND
ADJUDICATION
COMMISSION**

Proceeding commenced at
Toronto

**MEMORANDUM OF
AGREEMENT**

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