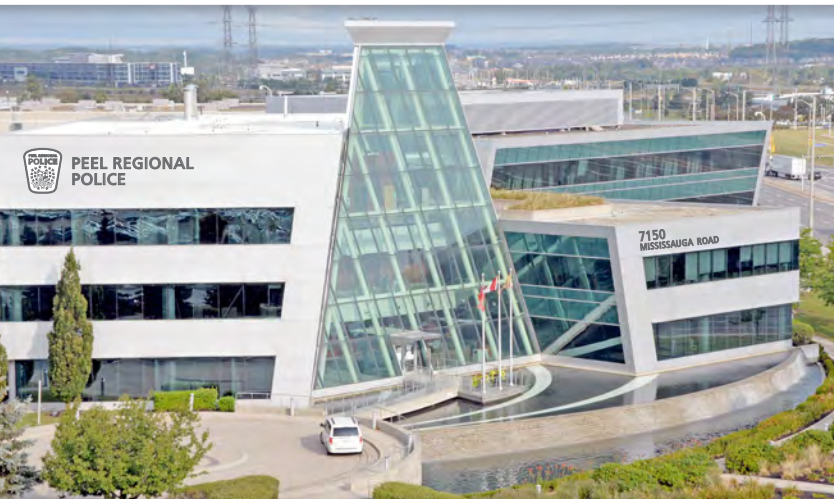


2017 ANNUAL REPORT

A Safer Community Together



VISION

A Safer
Community
Together

CORE VALUES

Trust is the foundation of all we do.

Respect for the dignity and rights of all.

Understanding our community.

Safety through service excellence.

Transparency at all times.

MISSION

To protect the lives,
property and rights of all
through service excellence
and community
engagement.

TABLE OF CONTENTS

02



YEAR IN REVIEW

- 02 Message from the Chair
- 03 Message from the Chief
- 04 Members of Peel Police Services Board and Peel Regional Police Executive Command
- 05 Policing Our Community
- 06 The Year In Numbers
- 07 Communications Centre / 2017 Workload
- 08 Showcasing Our Joint Investigative Successes
- 10 Community Involvement – Giving Back
- 12 Special Olympics Ontario Provincial Summer Games
- 14 Awards and Recipients
- 16 Organizational Structure

18



SUCCESS AND PROGRESS

2017 – 2019 Strategic Plan Overview

AREAS OF FOCUS

- Community Safety Together
- Professional, Diverse and Supportive Workplace
- Quality Service and Fiscal Responsibility

19



COMMUNITY SAFETY TOGETHER

- 20 Strategic Objectives
- 22 Supporting Victims
- 22 Enhancing Public Safety Through Community Support
- 23 Road Safety – A High Priority
- 23 Engaging Our Youth
- 24 Providing an Inclusive and Equitable Police Service
- 24 Supporting Our Community through Crime Prevention Initiatives

25



PROFESSIONAL, DIVERSE AND SUPPORTIVE WORKPLACE

- 26 Strategic Objectives
- 28 Recruiting Initiatives
- 29 Supporting Our Employees
- 30 Staying Connected

31



QUALITY SERVICE AND FISCAL RESPONSIBILITY

- 32 Strategic Objectives
- 34 Committing to Policing Excellence
- 36 Technology Improvements to Enhance Community Awareness
- 36 Technology and Business Process Improvements to Support Operational Excellence

37



BY THE NUMBERS – STATISTICAL DATA

- 38 Criminal Offences
- 39 Traffic Management
- 39 Organizational
- 39 Persons Charged
- 40 Five-Year Summary

MESSAGE FROM THE CHAIR



On behalf of the Police Services Board, I would like to recognize the achievements of Peel Regional Police in 2017. We have one of the best police services in one of the most diverse and fastest growing communities in Canada.

I was humbled and honoured to be elected Chair of the Peel Police Services Board. I want to thank my colleagues on the Board for their confidence and support and for allowing me the opportunity to serve in this important role. Since public safety is my passion, I will devote my time to ensuring the important work of the Board is advanced for the good of the Service and the public.

Over the years, Peel Regional Police's programs and initiatives have been instrumental in keeping Peel one of the safest communities in Canada. The Board will work with Peel Regional Police to build on these successes to ensure that our police service continues to be an example against which all other police services and community support agencies are measured. Part of this commitment includes ensuring employees are provided with the tools, supports and training to best protect and serve the residents of Peel.

The Police Services Board would like to thank Chief Evans and Peel Regional Police employees who continue to serve our community with integrity, professionalism, compassion, dedication and courage. We congratulate you on another successful year policing the community.

SUE McFADDEN
Chair

Regional Municipality of Peel Police Services Board





MESSAGE FROM THE CHIEF

As I reflect on our accomplishments last year, I am very proud of the hard work and dedication of everyone and am pleased to share the Peel Regional Police 2017 Annual Report. This report outlines the many successes, initiatives and achievements we have made over the past year. You will see that we measure our success in achieving the goals we set in our Strategic Plan each year. It is our guiding road map and includes clearly set objectives and measurements to evaluate our success. In our 2017–2019 Strategic Plan the three primary areas of focus are as follows:

1. Community Safety Together
2. Professional, Diverse and Supportive Workplace
3. Quality Service and Fiscal Responsibility

The key to our success has been our commitment to community partnerships and the professionalism and dedication of our employees. In 2017, our Community Mobilization Teams, School Resource Officers, Joint Forces Operations, Crime Prevention Teams and Road Safety initiatives clearly demonstrated the strength of partnerships and how proactive policing can increase our capacity to combat crime. I recognize and praise the hard work of frontline officers, the determination of our civilian employees and the skillset of the investigators within the investigative units. Each day I witnessed examples of our ongoing commitment to community safety as our highest priority. By collaborating with the community, we are also enhancing public trust.

A highlight of 2017 was our partnership with Special Olympics Ontario to host the Ontario Provincial Summer Games. The games engaged 220 Peel Regional Police employees through committees and 200 employees volunteered their time. It was our honor to welcome 800 athletes to our region. Their stories and successes were an inspiration to us all and showcased how police employees and community volunteers can demonstrate their strong support.

I want to thank Peel Regional Police employees for their hard work and enthusiasm and for raising the bar on service excellence in the policing community. I would also like to thank the Police Services Board, Regional Council, our community partners, volunteers and members of the public for ongoing support and commitment to our Vision of "A Safer Community Together". I have no doubt we will continue to exceed expectations in the years to come.

A handwritten signature in black ink that reads "Jennifer Evans".

JENNIFER EVANS
Chief of Police
Region of Peel



PEEL POLICE SERVICES BOARD



SUE McFADDEN
Councillor, Mississauga
PSB Chair



NORMA NICHOLSON
Region of Peel Appointment
PSB Vice-Chair



FRANK DALE
Chair, Region of Peel
PSB Member



LINDA JEFFREY
Mayor, Brampton
PSB Member



LOUISE MITCHELL
Provincial Appointment
PSB Member

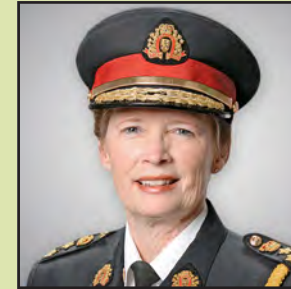


JACK PRAZERES
Provincial Appointment
PSB Member



**AMRIK SINGH
AHLUWALIA**
Provincial Appointment
PSB Member

EXECUTIVE COMMAND



JENNIFER EVANS
Chief of Police

2017



DAVID JARVIS
Deputy Chief



CHRIS McCORD
Deputy Chief



BRIAN ADAMS
Deputy Chief
Retired – December, 2017

Promoted 2018



MARC ANDREWS
Deputy Chief



**INGRID
BERKELEY-BROWN**
Deputy Chief

POLICING OUR COMMUNITY

Peel Regional Police serves over 1.3 million people living in the cities of Brampton and Mississauga and the 47.1 million travellers who pass through Pearson International Airport annually. Peel Regional Police has five divisions and two Community Stations serving the public. The Malton sub-station maintains a police presence in the community.

Headquarters (★) moved to a new building in the fall of 2017. The building houses Executive Administration, Corporate Communications, Corporate Services, Facilities Management, Finance and Planning, Human Resources, Organizational Wellness, Operational Planning and Resources, Professional Standards and Security Management.

The Sir Robert Peel Centre (●) is home to Records Services, Communications, Information Technology Services and Risk Management.

Units located at the Emil V. Kolb Centre for Police Excellence (▲) include Commercial Auto Crime, Crime Prevention Services, Frauds, Homicide and Missing Persons, Special Victims Unit and other specialized units. These centralized units provide investigative support to the frontline.

Fleet Services, Quartermaster Stores and VCOM and Support Services are located at the Materials Management Centre (◆).

21 Division

10 Peel Centre Drive, Brampton
Superintendent Ingrid Berkeley-Brown



22 Division

7750 Hurontario Street, Brampton
Superintendent Stephen Blom



12 Division

4600 Dixie Road, Mississauga
Superintendent Robert Ryan



11 Division

3030 Erin Mills Parkway, Mississauga
Superintendent Deb Pincivero



Airport Division

2951 Convair Drive, Mississauga
Superintendent Angelia Twiss

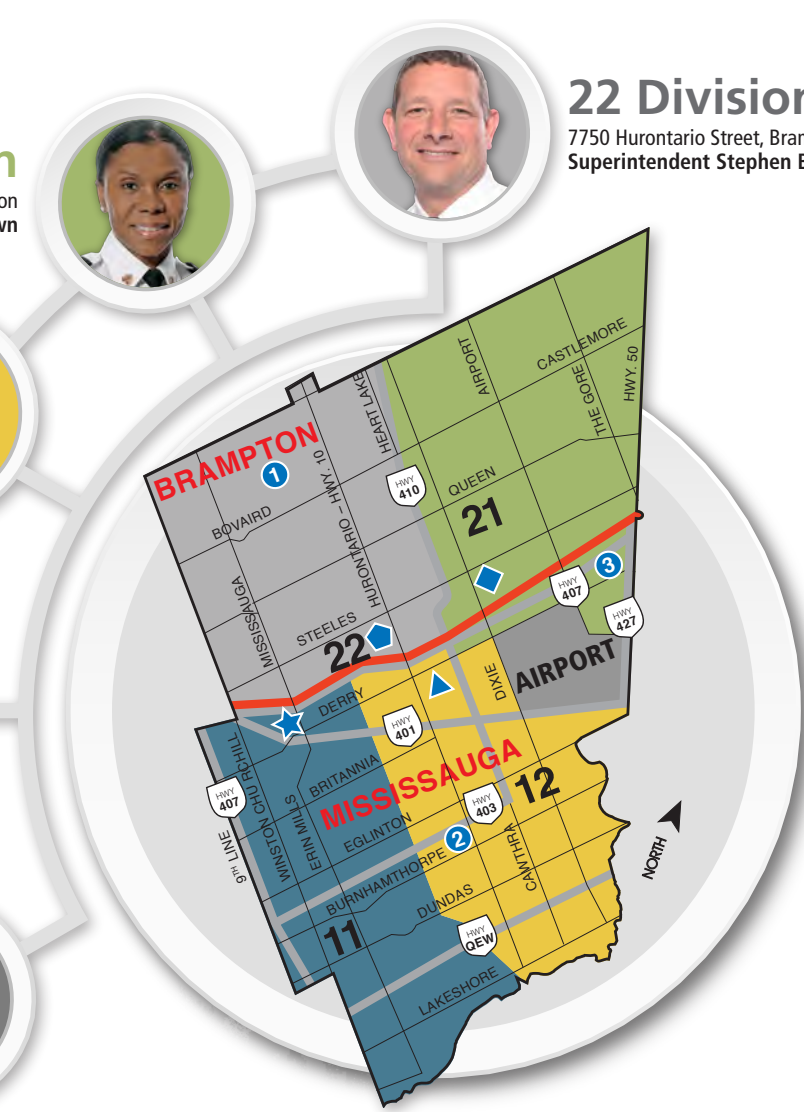


2 Community Stations

- 1 Cassie Campbell
- 2 Square One

1 Sub-Station

- 3 Malton



THE YEAR IN NUMBERS

562 SQUARE KILOMETRES
of Policing Jurisdiction

15.2 MILLION
Kilometres Travelled

OVER

1.3 MILLION
POLICING POPULATION

2,913 EMPLOYEES

Uniform..... **2,036**
Cadet **30**
Civilian..... **847**

103

AUXILIARY VOLUNTEERS
23,281 Hours Volunteered



429
FIREARMS SEIZED

OVER **5,800**
MENTAL HEALTH REQUESTS
FOR ASSISTANCE

15%
Over 2016

47.1 MILLION TRAVELLERS
Passed Through
Pearson International Airport

OVER **40,000**
CRIMINAL OFFENCES **6%**
Over 2016

Per Day

Crimes Against Persons **22**
Crimes Against Property..... **71**
Drug Occurrences..... **7**

**HIGHWAY TRAFFIC ACT
ENFORCEMENT**

242.....CHARGES Per Day
30.....CAUTIONS Per Day

SOCIAL MEDIA

OVER

Website Visits..... **1.5 Million**
Twitter Followers..... **147,000**
YouTube Views **91,000**
Facebook Likes **50,000**
Tweets Sent..... **8,000**

peelpolice.ca



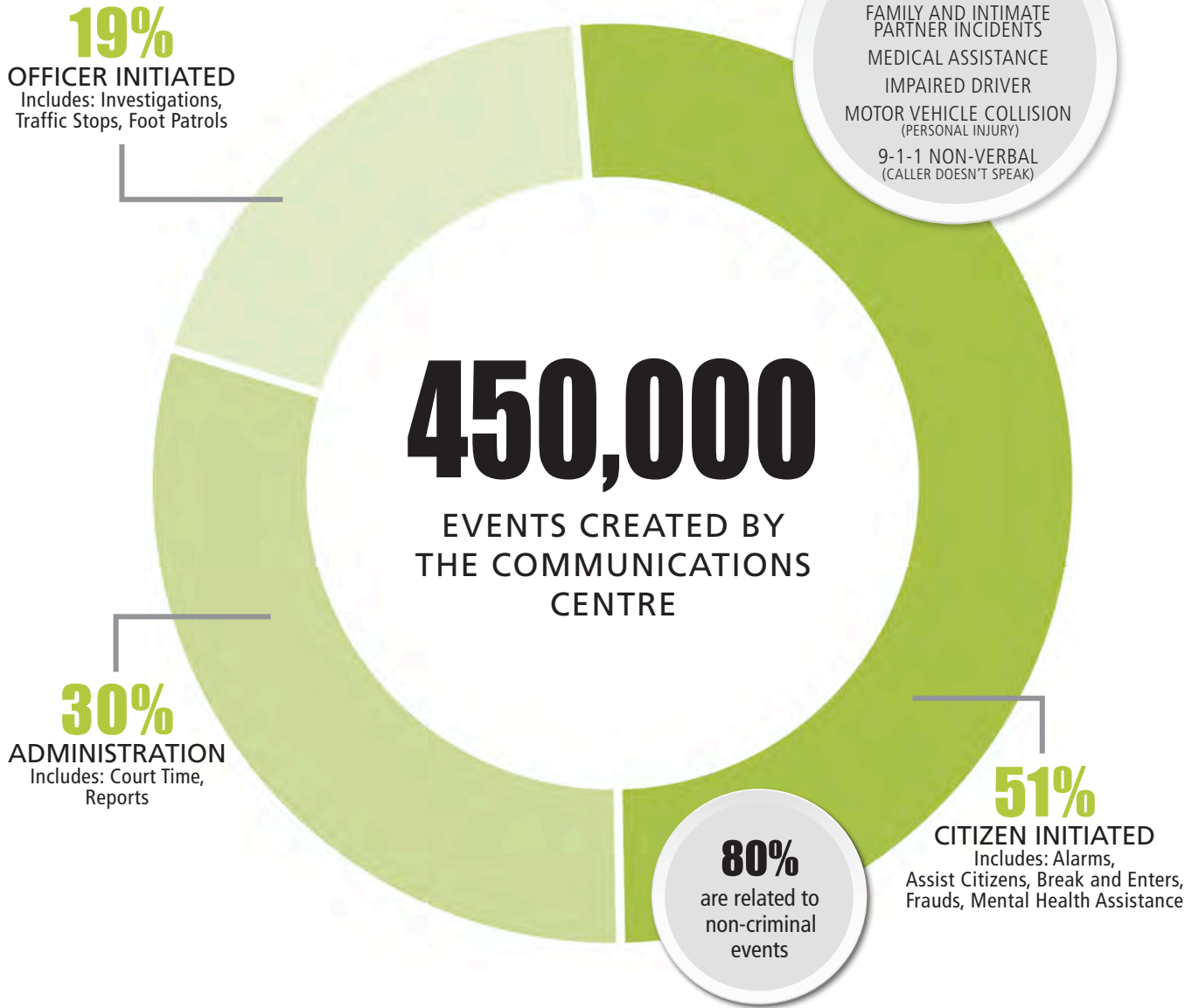
OVER **15,000**
PERSONS CHARGED
12% were youth 12 to 17-years-old
OVER **31,000**
PRISONERS MANAGED

789 VEHICLES IN FLEET

Includes patrol, investigative, multi-use,
speciality, bicycles and marine vessels.

2017 WORKLOAD

Peel Regional Police is responsible for a variety of proactive and reactive activities to ensure public safety. The Communications Centre created almost 450,000 policing events through our Computer-Aided Dispatch (CAD) system which included responding to citizen calls, initiating enforcement activities and carrying out administrative duties.



the top 5

CITIZEN INITIATED IMMEDIATE RESPONSE EVENTS

- FAMILY AND INTIMATE PARTNER INCIDENTS
- MEDICAL ASSISTANCE
- IMPAIRED DRIVER
- MOTOR VEHICLE COLLISION (PERSONAL INJURY)
- 9-1-1 NON-VERBAL (CALLER DOESN'T SPEAK)



COMMUNICATIONS CENTRE

639,000

TOTAL CALLS RECEIVED

1,750
PER DAY

7%

Over 2016

Emergency..... 9-1-1
Non-Emergency 905-453-3311

365,000

9-1-1 CALLS

1,000
PER DAY

36%
MISUSE AND HANG-UP CALLS

67,000

IMMEDIATE RESPONSE

180
PER DAY

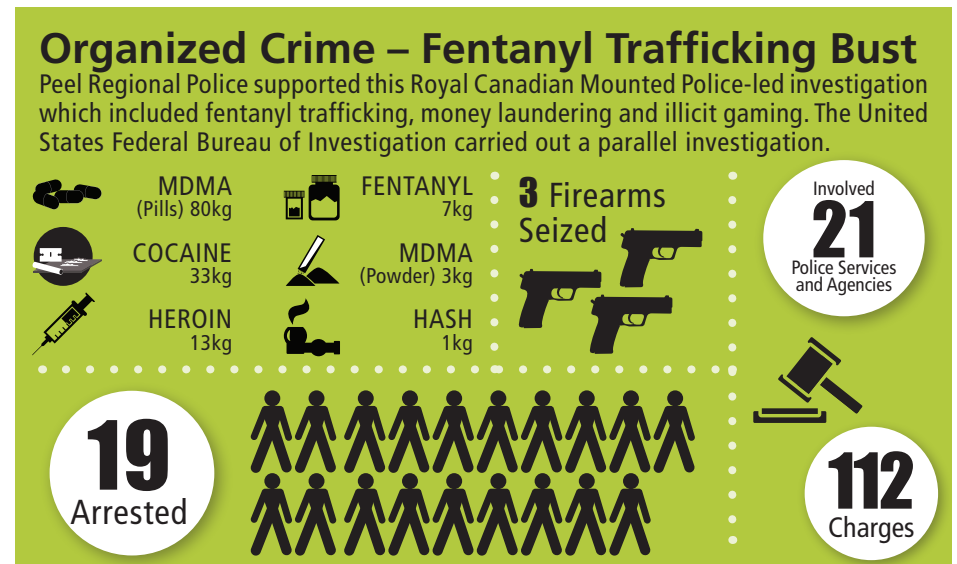
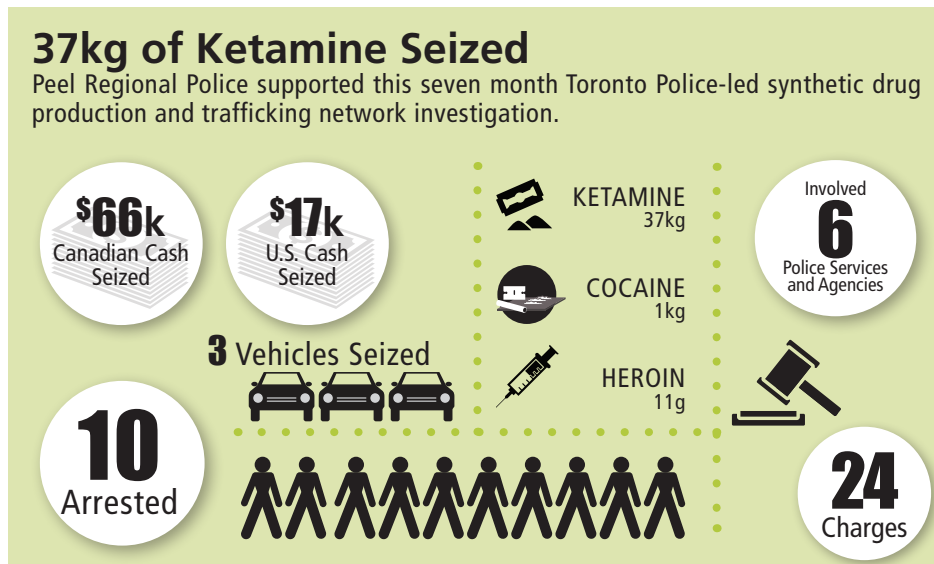
10%

Over 2016

SHOWCASING OUR JOINT INVESTIGATIVE SUCCESSES

Protecting our community through effective investigations and enforcement involves cooperation and teamwork within our organization, with other police services and with our community partners. The success of the projects and investigations highlighted below would not have been possible without our community and the partnerships we have with other agencies resulting in "A Safer Community Together."

ILLEGAL DRUG INVESTIGATIONS



Initiative to End Human Trafficking

Annual national initiative by Canadian law enforcement in an effort to end Human Trafficking. Six people who were involved in the sex trade are now safe, including two under the age of 16.



6
Rescued



Involved
331
Officers, Support Staff and Victim Services



12
Arrested



21
Charges

46

Police Services Including:



Aggressive and Distracted Driving Campaign

As a result of fatal motor vehicle collisions on Highway 50, our Road Safety Services alongside York Regional Police and the Ontario Provincial Police held a Traffic Safety Blitz across three jurisdictions.



2 Day Driving Blitz

3 Police Services



7 Vehicles Seized
3 As a result of Stunt Driving

259
Total Charges Laid

184
Charges Were Laid By Peel Regional Police

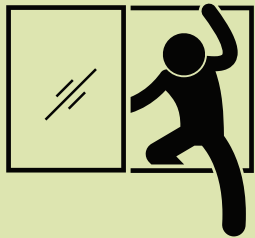
INCLUDING:

- Speeding
- Stunt Driving
- Distracted Driving
- Driving Under Suspension
- Operating a Motor Vehicle Without Insurance



"Slow down – Eyes and hands off your phone and focus on the road."

Staff Sergeant Greg Amoroso
Peel Regional Police



Break and Enter Investigations

Peel Regional Police initiated this project to investigate a series of break and enters to homes in Mississauga, Brampton and the Greater Toronto Area. The accused parties targeted jewelry, cash and other valuables.

3 Police Services



6
Arrested



Aged 16 – 42



34
Charges

COMMUNITY INVOLVEMENT – GIVING BACK

With help from the community, we raised

OVER
\$2.1
MILLION

and donated time, goods and services to support numerous charities.



TOYS FOR TOTS
2017 Kick-Off Event



COPS FOR CANCER
Ponytail Donation



SPECIAL OLYMPICS ONTARIO
Law Enforcement Torch Run



KIDS, COPS AND CANADIAN TIRE FISHING DAY
Engaging Our Youth at Glen Haffy Conservation Area



BELL LET'S TALK DAY
Promoting Mental Health Awareness



DREAMS TAKE FLIGHT
Sends Special Needs Children on Dream Vacation



THREE BLOOD DONOR CLINICS
75 Litres of Blood Collected

COMMUNITY PARTNERS



**BIG BROTHERS
BIG SISTERS
OF PEEL**



**CANADIAN
BLOOD
SERVICES**



**CANADIAN
CANCER
SOCIETY**



Jumpstart



**COPS
FOR
CANCER**



**HEART
AND STROKE
FOUNDATION**



**THE
INSIDE
RIDE**



JDRF



**Kids, Cops
& Canadian Tire
Fishing Days**



McHAPPY DAY



**PEEL CHILDREN'S AID
FOUNDATION**



**THE
SALVATION
ARMY**



**Special
Olympics
Ontario**



**Tim Hortons
CAMP
DAY**



**TOYS FOR
TOTS**



**UNITED WAY
REGION OF PEEL**



**VICTIM SERVICES
OF PEEL**



SPECIAL OLYMPICS ONTARIO PROVINCIAL SUMMER GAMES

Special Olympics Ontario is part of a dynamic worldwide charitable organization dedicated to promoting a more active and better quality of life for people with an intellectual disability. Through sport, the organization is building communities of acceptance and inclusion for all people. For more information, please visit www.specialolympicsontario.com.

Peel Regional Police were proud to host the 2017 Special Olympics Ontario Provincial Summer Games from July 13 to 16, 2017. Approximately 800 athletes along with coaches, staff, spectators and hundreds of community volunteers attended the provincial games which took place in the Region of Peel. Athletes from across the province competed in five sports: Athletics, Bocce, Golf, Soccer and Softball.



Special Olympics – Opening Ceremonies



Special Olympics – Athletics

“Peel Regional Police takes great pride in supporting Special Olympics Ontario in their efforts to enrich the lives of athletes with intellectual disabilities. I’m excited to finally see the athletes do what they do best – Shine.”
Chief Jennifer Evans

Over the course of the competition, over 1,000 medals were handed out to deserving athletes who waited patiently for their name to be called and when it was time, approached the podium full of excitement and confidence. Congratulations to all the athletes who participated in the games. As volunteers and spectators, we all left with bigger hearts and bigger smiles.

The Closing Ceremony was an integral part of the Games where the athletes had the chance to celebrate and be acknowledged for their achievements and to dance the night away. Heartfelt thanks to Mike “Pinball” Clemens and Don Cherry for their encouraging words. The Special Olympics Ontario Flag and Flame of Hope was passed on from Chief Evans to Chief Robert Keetch of the Sault Ste. Marie Police Service who will host the 2019 Special Olympics Winter Games.



Opening Ceremonies July 13, 2017



4,000 people tuned in for the Livestream

Special Olympics Campaign

10 MONTHS



Over \$900,000 – Total Donations



ALL
Athletes Sponsored

78
Official Sponsors



181
Athletes Sponsored
By Schools



77
Athletes
Sponsored By



OVERALL SENTIMENT:

100% POSITIVE



Peel 2017
Special Olympics Ontario
Provincial Summer Games
Athletes | Athletes | Athletes
July 13-16

**GET INVOLVED
VOLUNTEER**
REGISTRATION DEADLINE: MAY 1
#PEEL2017

Meet Special Olympics athlete Taylan Peters. Special Olympics has changed Taylan Peters' life; it makes him feel like he belongs.

Help Taylan and other Special Olympics Athletes as they compete in the 2017 Special Olympics Ontario Provincial Summer Games.

peelgames2017.com



AWARDS AND RECIPIENTS

Each year, there is an extensive list of awards presented to Peel Regional Police employees, recognizing their hard work, dedication and successes. The following list highlights some of those awards and recipients.

MEMBER OF THE ORDER OF MERIT



The Member of the Order of Merit recognizes exceptional service or performance of duty over an extended period, usually at the local or regional/provincial level.



On May 25, 2017, Associate Administrator, Beverly Mullins, Superintendent Dale Mumby and Inspector Magdi Younan were all invested as Members of the Order of Merit of the Police Forces by His Excellency the Right Honourable David Johnston, Governor General of Canada. The recipients were all recognized for their significant contributions to policing in Canada.

- Auxiliary Officer Award**..... Auxiliary Constable Diane Nowicki
- Brampton Board of Trade Award** Constable Joy Brown
- Civilian of the Year Award**Ms. April McKellar
- Communications Award** Ms. Jaime Lee Rezek
- Community Hero Award** Constable Heather Cannon
- Community Policing Award** Constable Tammy Lee
- Constable Dwayne Piukkala Memorial Award**..... Constable Cole Angevine
- Constable Matt Parr:**
 - Academic Award** Constables Megan Ogiltree, Jordan Picken and Michelle Scanlan
 - Impaired Driver Apprehension Award** Constables Ryan Andrews, Lukasz Dowgialo, Valantina Efthymoulou, Taylor Halfyard, Ian Kosher, Dane Pallett and Brandon Statham
- Detective Robert Boyne Memorial Award** Constable Courtney Carver-Smith
- Inspector Frank Fernandes Memorial Award** Constable Kenneth Teetzel
- Knights of Columbus Humanitarian Award** Constable Frouke Antuma
- Officer of the Year Award** Constable Matthew Philips
- Ontario Women in Law Enforcement Awards:**
 - Community Service**..... Constable Sanya Luciani and Ms. Indira Ramcharan
 - Excellence In Performance** Constable Emilie Romita
 - Heritage Award** Chief Jennifer Evans
 - Team Endeavour Award – Community Mobilization Initiative**..... Constables Joy Brown, Holly Faulkner, Christopher French and Ingrid Van Roosmalen
- Paul Schram Memorial Award**..... Ms. Amanda Banks
- Police Merit Award**..... Constable Adrian Wooley
- Police Services Board Commendations**Inspector Donald Ross, Constables Josh Breitenbach, Stephen Daly, Adam Demers, Jake Henderson, Adam Holland, Raymond Jackson, Michael Langdon, Stephen Murphy, Craig Rogrigues, Justin Shoniker, James Yuzefowich and Ms. Bonnie Sliwinski
- Supervisor CARES Award:**
 - Officer of the Year** Sergeant Wayne Unruh
 - Civilian of the Year**Ms. Carolyn Moore
- T.E.A.M. Awards – Investigative:**
 - 2009 Poonam Litt Missing Person Investigation** Detective Sergeant Jean-Pierre Maurice, Sergeant Philip King, Detective Stephen Cole (OPP), Constables Harry Atwal, Baldeep Aujla, Karambir Deol, Arsh Dhami, Gulab Dhillon, Karmjit Grewal, Richard Gut, Amarpreet Sohi, Harinder Sohi and Michael Walker
- T.E.A.M. Awards - Volunteer:**
 - Engaging Youth from Priority Neighbourhoods**..... Constables David Craig, Alisa Daniele, Holly Faulkner, Abbie Frape, Melissa French, Elaine Fowler, Lisa Gray, Christie Hallett, Sarah Jones, Bridget Kyle, Gil Lachapelle, Sara Lewis, Sonya Mackin, Bill Moldrik, Mark Oberhauser, Rich Rerrie, Rob Rezek, Lisa Rumley-Leo, Anita Sikora, Les Smith, Brittne Storning and Jessica Vanderwal

PROMOTIONS

INSPECTOR

- Sean Gormley
- Lisa Hewison
- Hubert Hiltz
- Donovan Howell
- Daniel Johnstone
- Barbara Smith
- Thomas Warfield

STAFF SERGEANT / DETECTIVE SERGEANT

- Kristine Arnold
- Ryan Berrigan
- Chris Burton
- Todd Custance
- Peter Danos
- Mark Dapat
- Joy Edwards
- Val Graham
- Mark Herren
- Greg Janisse
- Patrick McGuire
- Bob Nagra
- Dirk Niles
- Mark Noble
- Al Nulle
- Michael Pulley
- Al Scott
- Dyson Smith

SERGEANT / DETECTIVE

- Steve Ahrens
- Emanuel Barbara
- Christopher Bertrand
- Fabian Canas
- Paolo Carretta
- Joe Ciftci
- Patrick Colagiovanni
- Jason Colavecchia
- Sebastian Cuoco
- Scott Dale
- Stephen DeCordova
- Erick De Leon
- Jeffrey Duffield

PROMOTIONS

SERGEANT / DETECTIVE

Continued

Mustafa Durgun
 Michael Gottschling
 Ian Harloff
 Andrew Harris
 Darren Hurley
 Feras Ismail
 Badal Kaushal
 Christopher Krause
 Sheldon Langlois
 Chadwick Lines
 Michael Lockington
 Eric Malone
 Geraldine McNulty
 Adam Minnion
 Paul Morandin
 Glen Morash
 Thomas Morrow
 Stephen Nickson
 Michelle Pflug
 Manny Pinheiro
 Paul Quashie
 Edward Reeves
 Shawn Rice
 Tonya Richel
 William Richel
 Sean Roberts
 Gregory Shrivell
 Luis Simoes
 Andrew Ullock
 Jason Unsworth
 Andrew Wyatt

CIVILIAN MANAGER/ ASSISTANT MANAGER

Sdravka Damani
 Kathryn St. Denis

CIVILIAN SUPERVISOR

Sheryl Davis
 Amy Donnelly
 Eva Durie
 Vivian Tsung

POLICE SERVICES BOARD AWARDS AND PEEL REGIONAL POLICE EMPLOYEE RECOGNITION AWARDS



June 8, 2017 Ceremony

POLICE EXEMPLARY SERVICE BAR AND MEDALS

30 YEARS

Sgt. John Anderson
 S/Sgt. Mark Armstrong
 Sgt. Donald Back
 Sgt. Jeffrey Banton
 S/Sgt. Braden Baron
 Supt. Ingrid Berkeley-Brown
 Cst. Scott Besco
 Supt. Jeffrey Bond
 Cst. David Connolly
 D/Sgt. David Cryderman
 D/Sgt. Dean Curtis

Cst. Brett Dickson
 Insp. Gary Eng
 S/Sgt. Winston Fullinfaw
 Sgt. Guy Furoy
 Cst. Douglas Holmes
 Insp. Richard Lamarre
 Cst. Scott Lawrie
 Insp. Sean Lawson
 Insp. Brent Magnus
 Cst. David McLennan
 Det. Thomas McNulty
 Insp. Stephen Mendyk

S/Sgt. Paul Neville
 Sgt. Shannon Noel
 Supt. Debra Pincivero
 Cst. Jayme Prevett
 Sgt. Stephen Rowe
 Supt. Robert Ryan
 Cst. Scott Shepperd
 Det. Timothy Van Bokhorst
 Det. David Viozzi
 Det. John Walker
 Insp. David Woodland
 Insp. Ian Woodworth

20 YEARS

Sgt. Paul Brown
 Cst. Mandy Callacott
 Cst. Heather Cannon
 Cst. Jai Desousa
 Sgt. Christopher Dickson
 Insp. Sean Gormley
 Cst. Steven Hachborn
 Cst. Raymond Jackson
 D/Sgt. Gregory Janisse
 S/Sgt. Patrick McGuire
 Cst. Michael Neill

S/Sgt. Alan Nulle
 Det. Jakub Ostaszewski
 Sgt. Norman Pipher
 Sgt. Eric Skinner
 Sgt. Emma Steele
 Det. Michael Viozzi
 D/Sgt. Gordon Wong

CIVILIAN EXEMPLARY SERVICE AWARD

30 YEARS

Ms. Lynda Barrett
 Ms. Judith Brown
 Ms. Cathy Bryk
 Ms. Julie Cooper
 Ms. Morag Donaldson

Ms. Sandra Fonseca
 Mr. Steven Hoban
 Mr. Robert Johnson
 Ms. Lesley Nienaber
 Ms. Helen Vidic

20 YEARS

Mr. John Brown
 Ms. Gwyneth Hutchison
 Ms. Marlene Kirton
 Ms. Ljubisa Kostevski

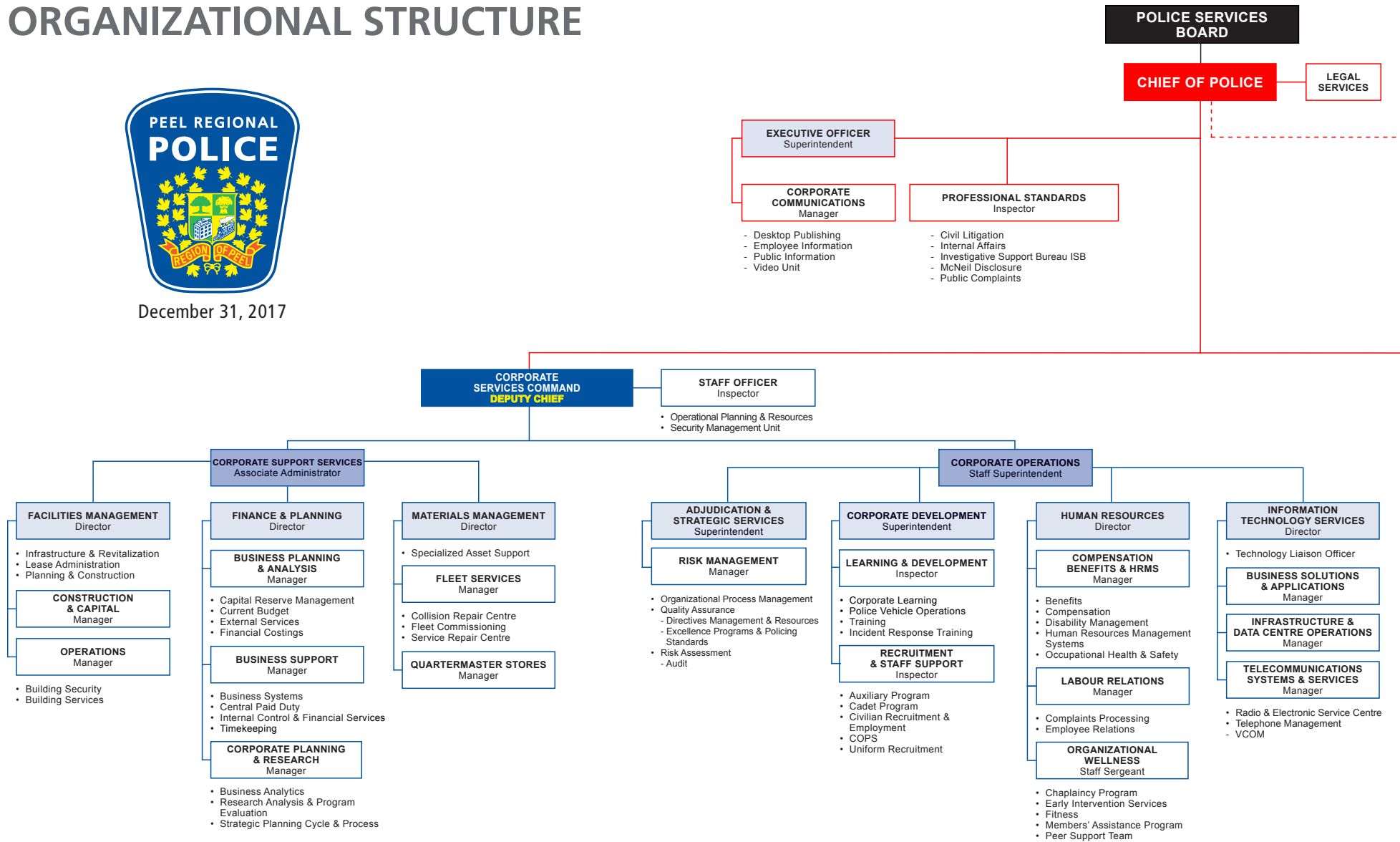
Ms. Elizabeth Marple
 Mr. Terrence Molloy
 Ms. Donna Page
 Mr. Alessandro Stavole
 Ms. Jean Vecchiarelli

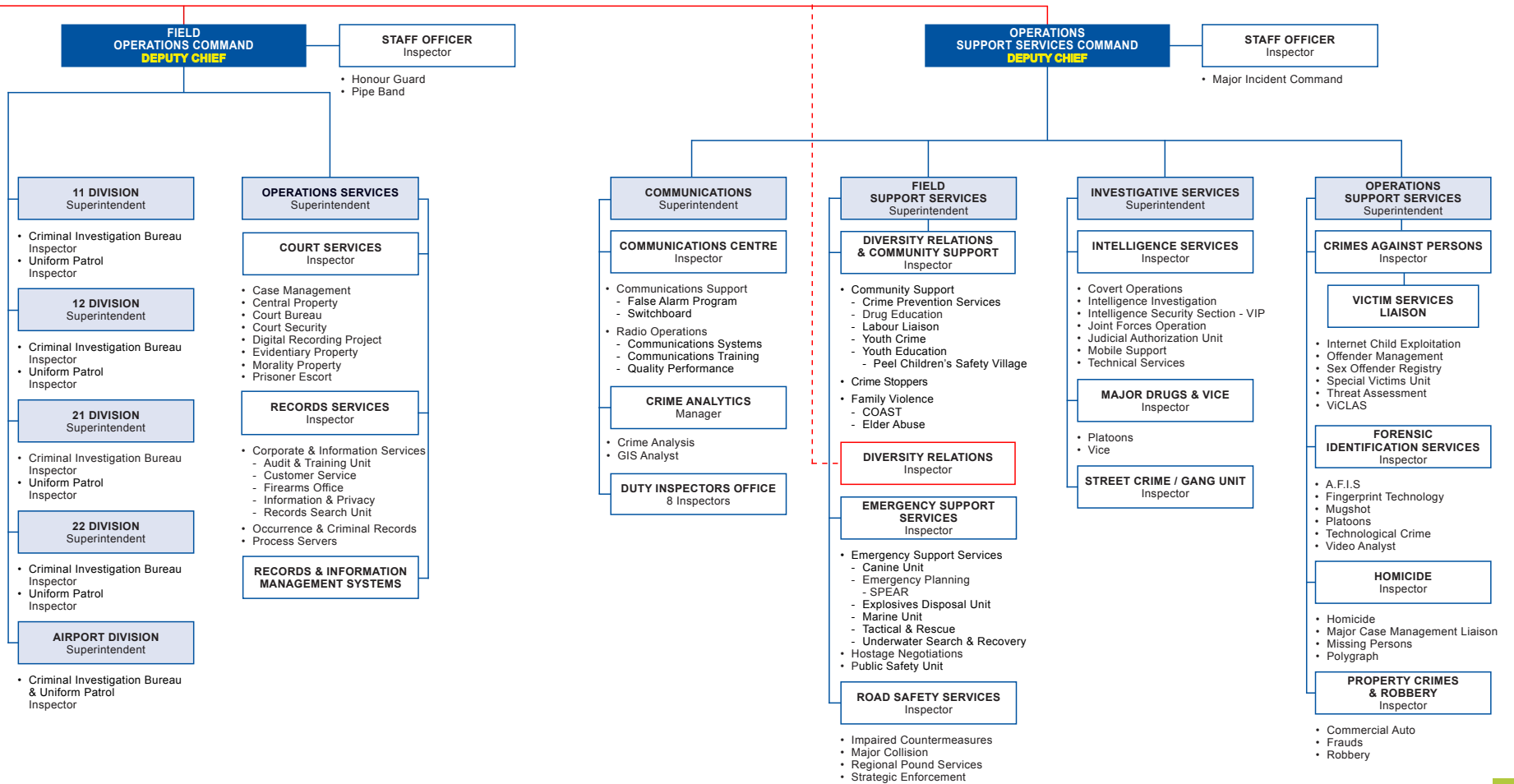
Ms. Jennifer Zahodnik

ORGANIZATIONAL STRUCTURE



December 31, 2017





**SUCCESS AND
PROGRESS**



2017–2019 STRATEGIC PLAN OVERVIEW AREAS OF FOCUS

1

**COMMUNITY SAFETY
TOGETHER**

2

**PROFESSIONAL, DIVERSE
AND SUPPORTIVE
WORKPLACE**

3

**QUALITY SERVICE
AND FISCAL
RESPONSIBILITY**



COMMUNITY SAFETY TOGETHER

STRATEGIC OBJECTIVES

1.1

ADDRESS

crime proactively through effective call response, investigations, enforcement and police visibility

- Solvency rate (74%) for violent crimes was above the provincial (72%) and national (71%) rates.¹
- Solvency rate for property crimes (27%) was above the provincial (23%) and national (21%) rates.¹
- Violent crime rate (520 per 100,000) was below the provincial (790) and national (1,052) rates.¹
- Property crime rate (1,613 per 100,000) was below the provincial (2,287) and national (3,207) rates.¹
- Fifty-four Problem Oriented Policing (POP) projects were initiated and addressed community issues such as drugs, Liquor License Act offences, public lawlessness, traffic/pedestrian safety and distraction thefts.

1.2

STRENGTHEN

community engagement

- Collaborated with our six Chief's Advisory Committees (Chinese, Black, Muslim, Sikh, LGBTQ+ and Youth) to engage community leaders to understand community priorities, strengthen relationships and find creative ways to act upon community needs.
- Corporate Communications received 1.5 million visits to the website peelpolice.ca, an increase of 16% over 2016. Our Twitter followers increased 30% over 2016.²
- Participated in policing and community partnership events including Khalsa Day Parade, Carassauga, Bread and Honey Festival, Canada Day Celebrations, Carabram, MuslimFest, Southside Shuffle, Remembrance Day Parades and Santa Claus Parades.
- The Diversity Relations Unit participated in 140 community events and visited 99 places of worship.
- The Elder Abuse Unit provided 594 community consultations.
- Our Community Mobilization Teams (CMTs) continued to build relationships with the community while collaborating to address issues.

1.3

PROVIDE

an inclusive and equitable police service

- The Canadian Centre for Diversity and Inclusion (CCDI) began an assessment to review our recruiting, hiring and promotional practices.
- CCDI conducted interviews with senior management and undertook an internal survey and employee focus groups to discuss diversity and inclusion within the Service.
- Embedded bias-free training into all Recruit training and Leadership in Police Organizations training.
- Employees have completed Fair and Impartial Policing training.
- Continued to offer a number of services and provide information to the public and our employees in multiple languages and accessible formats.

1.4

PROVIDE

assistance to victims of crime

- Continued our effective partnership with Victim Services of Peel (VSOP) and we developed an information sharing portal to support VSOP as they assist victims of crime.
- Continued our participation on the Peel Human Trafficking Service Providers Committee to address human trafficking and co-ordinate support for survivors.
- Issued media releases to reduce fraud victimization including the Canada Revenue Agency scam, the Emergency (Grandparent) scam and an Instagram scam targeting youth.
- To help reduce incidents of crime, 60 Crime Prevention Through Environmental Design (CPTED) audits of residential and business properties were completed.

¹ Source: Canadian Centre for Justice Statistics, 2016 data. 2017 data not available.

² See page six for key social media metrics.

1.5

IMPROVE

road safety through education, enforcement and proactive strategies

- Implemented targeted road safety initiatives and educational campaigns including RIDE, Pedestrian Safety, Distracted Driving, Back to School Safety, the Last Drink Program, Project 9-1-1 Safety and the Joint Forces Commercial Vehicle Inspections.
- Received 2,873 reports from the community through the RoadWatch reporting system which helps to identify dangerous and aggressive drivers.
- In partnership with the cities of Brampton and Mississauga and the Region of Peel, completed an annual analysis that identified collision prone areas to assist with targeted enforcement to reduce the frequency and severity of collisions.
- Traffic fatality rate per 100,000 decreased 33% from 3 in 2016 to 2 in 2017. There were 40 fatalities in 2016 and 28 in 2017.
- Personal injury accident rate per 100,000 decreased 7% from 168 in 2016 to 156 in 2017.

1.6

ENHANCE

youth programs and partnerships

- Our Youth Education Officers delivered presentations to almost 175,000 students on topics such as Bullying Awareness and Street Proofing. Of these students, over 15,000 attended 459 educational sessions at the Peel Children's Safety Village.
- Delivered drug education presentations to 7,300 young people.
- Hired 20 youths for the summer Youth in Policing Initiative (YIPI) program, which is funded by the Ontario Ministry of Children and Youth Services and one youth coordinator funded by the United Way and Safe City Mississauga.
- Crime rate for Criminal Code violations for youth (1,410 per 100,000) was below the national rate (1,692) and slightly above the provincial rate (1,385).³
- Our Neighbourhood Policing Unit and School Resource Officers delivered 861 school presentations and initiated 54 Problem Oriented Policing (POP) projects.

1.7

CRIME PREVENTION

through community initiatives, awareness and education

- Expanded the Buy and Sell Safe Exchange Zone initiative to include 12 Division, in addition to 22 Division.
- Continued the Clear Zone Robbery Prevention program which aims to reduce robberies of businesses through the implementation of an innovative window decal.
- Created an online Bicycle Registry. There were 473 bicycles added to the registry.
- Crime Prevention Services provided over 300 presentations to approximately 14,500 community members.
- Three Crime Prevention Academies and three Cyber Academies were conducted by Crime Prevention Services. Positive feedback and high levels of satisfaction were reported by participants.
- Five Safety for Seniors Seminars were held.

1.8

STRENGTHEN

emergency management planning and response

- Conducted a review of the Peel Regional Police Emergency Plan.
- Emergency Support Services participated in several table top and full scale exercises with many partners including the cities of Brampton and Mississauga Fire and Emergency Services, Region of Peel Paramedic Services and the Greater Toronto Airports Authority.
- Increased the number of schools included in the School Police Emergency Action Response (SPEAR) program from 444 in 2016 to 462 in 2017.
- Continued to expand the Police Response Emergency Plan (PREP).

³ Source: Statistics Canada, 2016 Data total Criminal Code violations excluding traffic. 2017 data unavailable. Youth aged: 12-17.

COMMUNITY HUB PARTNERS



- 24/7 Crisis Support Peel
- 360 Kids Support Services
- Angela's Place
- Associated Youth Services of Peel
- Aurora House
- Bloom Clinic
- Catholic Family Services
- Canadian Mental Health Association
- Children's Aid Society
- City of Brampton
- City of Mississauga
- Covenant House Toronto
- Dufferin-Peel Catholic District School Board
- Elizabeth Fry Society of Peel-Halton
- Eclipse Youth Resource Centre
- Family Education Centre
- Family Services of Peel
- French Catholic School Board
- Home Community Care
- Hope 24/7
- Interim Place
- John Howard Society of Peel-Halton-Dufferin
- Knights Table
- Living Arts Centre
- Malton Neighbourhood Services

- Mennonite New Life Centre of Toronto
- Ministry of Community Safety and Correctional Services
- Mississauga Probation and Parole
- Mississauga Youth Probation
- Nexus
- One Link
- Our Place Peel
- Peel Addiction Assessment and Referral Centre
- Peel Cares
- Peel Children's Centre
- Peel Crisis Capacity Network
- Peel District School Board
- Peel HIV/Aids Network
- Peel Living
- Peel Youth Substance Abuse Program
- Peel Youth Village
- Poly-culture Immigrant and Community Services
- Rapport Youth & Family Services
- Regeneration Outreach Community
- Region of Peel
- Safe Centre of Peel
- Safe City Mississauga
- Salvation Army Family Life Resource Centre
- Supportive Housing In Peel
- The Journey
- Trillium Health Partners
- Victim Services of Peel
- William Osler Health System Addiction Services/Withdrawal Management
- Young Men's Christian Association (YMCA)

SUPPORTING VICTIMS

Partnering with the Community

Peel Regional Police consistently collaborates with community partners to support initiatives to assist victims. We partnered with victim advocates and members of the Peel Committee Against Woman Abuse (PCAWA) to advance models of best practice to further support victims of crime. A training course was developed in cooperation with these partners to train officers to address victims' concerns.

Peel Regional Police is an active member of the Peel Human Trafficking Service Providers Committee. This Committee has developed a Regional Human Trafficking Protocol. Contained in the protocol is a Care Path, which is a step-by-step guide to resources that are available to victims and survivors of human trafficking. The Care Path includes items that a service provider should consider at the early points of contact and also provides contacts for on-going supports.

Project Guardian is a Victim Services of Peel initiative in partnership with Peel Regional Police. It is designed to provide assistance to persons who are at high risk of life-threatening violence.



ENHANCING PUBLIC SAFETY THROUGH COMMUNITY SUPPORT

Community Mobilization

Our Divisional Community Mobilization Teams (CMTs) continue to patrol and engage with the public by using community-based policing strategies to connect with and support the community. The focus is on increasing community engagement and improving trust through visibility, education, proactive strategies, investigations and enforcement. Partnerships with support service agencies are a key component.

Our Regional Community Mobilization Hub Team focuses on non-enforcement approaches with the goal of connecting high-risk individuals, families and communities with the appropriate resources in an effort to deal with the root causes of crime. In 2017, the Unit partnered with a variety of support agencies such as the Region of Peel, Canadian Mental Health Association and Victim Services of Peel to address 170 situations that were focused on risk categories such as Housing, Mental Health, Substance Abuse Issues and Victimization.

69 Guns Surrendered through our Spring Gun Amnesty Program

To enhance public safety, our Street Crime Gang Unit conducted a month-long Spring Gun Amnesty program in May 2017. An Amnesty Hotline was set up so that residents could make arrangements with us for the safe pick-up of firearms and/or ammunition. Pick-up can also be done anytime during the year. This successful initiative resulted in, 69 firearms, six edged weapons and 75 pounds of ammunition being collected.

ROAD SAFETY – A HIGH PRIORITY

Reduce Impaired Driving Everywhere - RIDE

Driving while impaired by alcohol or drugs is a significant risk to safety on our roads. We have a zero-tolerance policy and this commitment is reflected during our RIDE campaigns and traffic enforcement throughout the year.



Distracted Driving

It is against the law to operate hand-held communication and electronic entertainment devices while you are driving. We strive to educate the community about this law, enforce it throughout the year and undertake targeted campaigns. Road Safety Services conducted a 12-week Distracted Driving Campaign that commenced in August 2017 and resulted in a total of 550 tickets issued. Overall, in 2017 distracted driving tickets issued increased 19% from 3,914 in 2016 to 4,639 in 2017.

“Road Safety is everyone’s responsibility. The deaths, pain and heartache caused by irresponsible driving behaviour can be prevented.”

Inspector Paul Pogue

Data Analytics to Improve Road Safety

The analysis of collision data and current road safety enforcement is being used to identify trends and promote a zero-tolerance approach to the infractions most commonly associated with collisions. A new program is in development to allow for a more robust analysis of these trends by the Road Safety Analyst. The strategic enforcement policies derived from these analyses will form the basis for promoting enhanced road safety through enforcement and education.

ENGAGING OUR YOUTH

Positive Ticketing

Operation Freeze and Operation Heat is a partnership between Peel Regional Police and Mac’s convenience Stores that encourages youth to learn that doing the right thing is cool. This program involves our officers handing out positive tickets to youth who are seen in the act of doing a good deed or exhibiting positive behavior.

The tickets are coupons that can be redeemed for a free beverage at Mac’s. Some police officers use the coupons to recognize youth for wearing bicycle helmets, participating in community activities, deterring crime or following school crossing rules. Officers also use the tickets as icebreakers to engage youth in their patrol areas. Since 2007, in Peel Region, officers have issued over 58,000 positive tickets.

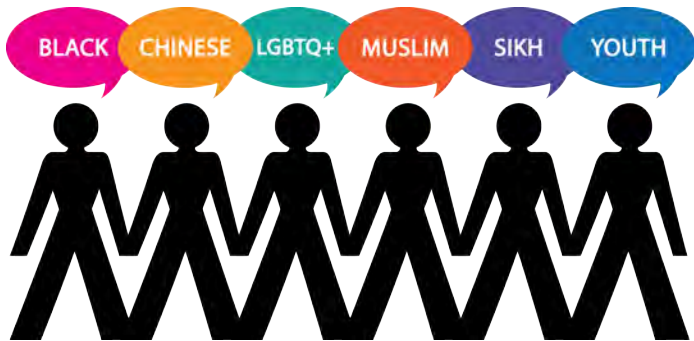
ROAD SAFETY INITIATIVES / CAMPAIGNS

Peel Regional Police is involved in a variety of road safety initiatives including:

- Pedestrian Safety Awareness Week and Pedestrian-Safe Kids Week;
- Project Safe Streets (Driver and Pedestrian Safety in School Zones);
- Spring and Fall Seatbelt Campaigns;
- Motorcycle Safety Awareness Month;
- Canada Road Safety Week;
- Joint Forces Commercial Vehicle Inspections;
- Operation Safe Driver;
- Back to School Safety Blitz;
- National Teen Safe Driver Week;
- Pedestrian Safety Awareness – Fall Back (Daylight Savings Time);
- Project 9-1-1 Safety (For Emergency Vehicles);
- Operation Impact (Improve Safe Driving Practices);
- Last Drink Program;
- Eliminate Racing Activity on Streets Everywhere (ERASE);
- Data Supported Strategic Traffic Enforcement Initiatives at High Risk Locations.

DID YOU KNOW?

From 2015 to 2017, through our Pre-charge Diversion Program, in partnership with community support agencies, over 1,700 youth were given a second chance rather than going through the criminal justice system.



Chief's Advisory Committees

DID YOU KNOW?

There is a kiosk located at each Terminal of Toronto Pearson International Airport to increase accessibility to Peel Regional Police.



PROVIDING AN INCLUSIVE AND EQUITABLE POLICE SERVICE

Chief's Advisory Committees

We continue to collaborate with our six Chief's Advisory Committees to engage leaders within our community in proactive dialogue, strengthen our relationships and create a greater sense of cultural understanding and mutual respect. In 2017, in addition to regular meetings with each Committee, we facilitated one meeting with all Committees with presentations from the Office of the Independent Police Review Director and the Crown Attorney's Office, Ministry of the Attorney General. We also facilitated internal presentations about Family and Intimate Partner Violence and Mental Health De-escalation. These Committees are also helping to advise our Service on matters of policy, communication and training to effectively address safety concerns and develop collaborative responses for crime prevention and emergency response.

Peel Regional Police Welcome Diversity and Inclusion Assessment

The Canadian Centre for Diversity and Inclusion (CCDI) is conducting the assessment to review recruiting, hiring and promotion practices and to help us continue to attract and retain employees who are reflective of the community.

"We are committed to attracting and developing professional and skilled employees that are reflective of our diverse community. This continues to be one of our key areas of focus in our 2017-2019 Strategic Plan. I am proud of the progress we have made over the past five years and welcome any recommendations that may help us further our goal."

Chief Jennifer Evans

Accessibility Initiatives

The Accessibility for Ontarians with Disability Act aims to identify, prevent and ultimately remove any barriers for people with disabilities. We reviewed our Accessibility Plan and undertook many initiatives including installing fire alarm strobes and widening the door entrances at 21 Division and at the Peel Children's Safety Village and enhancing parking lot accessibility at the Emil V. Kolb Centre for Police Excellence (180 Derry Road).

SUPPORTING OUR COMMUNITY THROUGH CRIME PREVENTION INITIATIVES

Buy and Sell Exchange Zone

We provided parking spots the public can use when they meet to buy and sell products. Spots are located at 22 Division (7750 Hurontario Street), 12 Division (4600 Dixie Road) and in 2018 will launch at 11 Division (3030 Erin Mills Parkway).

Bike Registration is Now Online!

We introduced a new online Bike Registry. Each year we send hundreds of recovered bikes to auction when the owners can't be found. The community is encouraged to register with our system as chances of a lost or stolen bike being returned are increased when the owner can be located. Participants can also receive a sticker to advertise on their bike that it is registered which may help prevent thefts. Please visit our website for registration details.



PROFESSIONAL, DIVERSE AND SUPPORTIVE WORKPLACE

PROFESSIONAL, DIVERSE AND SUPPORTIVE WORKPLACE

Racialized People Hired in 2017



48%
Uniform



60%
Civilian

Racialized Person: refers to people who because of their race or colour are considered to be part of a racialized group in Canada.

We Speak
59
Different Languages



We Have
894
Multilingual Employees

Online Uniform Applicants



53%
Over 2016

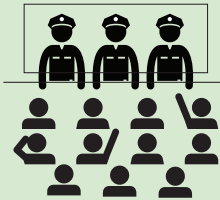


59%
Over 2016



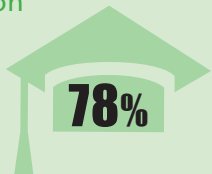
176%
Over 2016

134
Recruiting Initiatives



844 People Attended Recruiting Forums

Employees With Post-Secondary Education



250,417
Employee Training Hours

STRATEGIC OBJECTIVES

2.1

ATTRACT & RETAIN
professional, skilled employees
that reflect the community

- Two hundred and forty-one new hires (78 officers, 149 civilians and 14 cadets) which included: 134 (56%) racialized, 117 (49%) female, 7 (3%) persons with disabilities and 2 (1%) Aboriginal.⁴
- Designated groups were represented in the organization; 34% females, 20% racialized, 1% persons with disabilities and 1% Aboriginal.
- Attrition rates were 3.4% for officers and 4.6% for civilians.
- Seventy-eight percent of employees have post-secondary education.
- Recruiting initiatives included using the peelpolice.ca website, television, radio, print and other media events to attract applicants. There were a total of 134 outreach recruiting initiatives and recruiting forums to boost applications.

2.2

PROMOTE
the health, well-being and
safety of all employees

- The Workplace Mental Health Policy was established to promote programs, practices and resources to support employees and reduce environmental and organizational stressors.
- The Guarding Minds at Work survey was completed by 748 employees. As a result of the feedback, 13 action plans were approved.
- Many Peel Regional Police facilities provide on-site paramedical services including massage therapy, chiropractic care, physiotherapy, dental hygiene, naturopathic and dietician services.
- The Workplace Harassment, Discrimination and Violence Refresher Training course was completed by all employees.
- The Joint Occupational Health and Safety Committee conducted 180 workplace inspections.

⁴ Peel Regional Police's Equal Opportunity Plan can be accessed at: www.peelpolice.ca/en/aboutus/publications.asp

2.3

INCREASE

employee engagement and communication

- Our most recent Employee Survey was completed by 1,234 employees (42%) to measure employee engagement and enablement. Action plans have been developed to respond to employee feedback.
- Forty e-mail messages from the Chief and 267 e-mail bulletins from Corporate Communications were sent to employees to increase awareness about organizational and community initiatives.
- Continued to use a number of channels including an internal intranet portal and television system, e-mail bulletins, an employee newsletter, internal videos and a Chief's Suggestion Box to increase employee engagement and communication.
- Conducted internal surveys to receive feedback, enhance awareness and support best practices for a variety of programs and services.

2.4

PROVIDE

opportunities for professional development and training

- Two hundred and thirty-three employees enrolled in 667 continuing education courses.
- Employees spent 250,417 hours in training.
- Eighty-nine unique internal courses were offered, resulting in 1,034 sessions being completed.
- One hundred and fifteen employees participated in Region of Peel courses and 223 external training opportunities were attended.
- Temporary acting opportunities were provided to 1,294 employees (362,315 hours) and 45 employees participated in an indefinite acting role.
- Posted 369 internal job vacancies.
- Participated on 52 external police agency committees.
- Fourteen internal standing committees.
- Career advancement opportunities included the promotion of 70 officers and 26 civilians.



Khalsa Day Parade (June 7, 2017)



Lunch and Learn Session



“Coffee and Donuts With a Cop”
University of Guelph–Humber Recruiting Forum



Recruit Class 17-03

RECRUITING INITIATIVES

Recruiting the Best

We have a variety of recruitment initiatives including hosting various information sessions, using television, print, mainstream and diverse media events and our website to increase outreach and attract skilled applicants.

Our Outreach Officers develop and conduct recruiting presentations to various community groups, local high schools, community colleges and universities. These presentations appeal to applicants who possess a diverse range of skills and come from a variety of backgrounds ensuring that our organization creates a sustainable future of civilian and uniform leaders.

We held many recruiting events with some specifically designed for women and our diverse communities including Asian, South Asian, Black and Muslim recruitment forums. In addition, there were advertisements with media outlets in South Asian, Asian, Caribbean, Vietnamese, Spanish and Tamil communities and at Mississauga Steelheads and Brampton Beast hockey games.

- 844 people attended recruitment forums.
- Attendee survey results were high, with 97% indicating satisfaction with their recruitment session experience.

“I think the whole presentation was set up perfect. The opportunity for the public to interact with all the police Constables was great. All the questions were answered and I was very entertained throughout the whole recruitment session.”

Recruitment Forum Attendee

Innovative Partnerships

We continue to embark on innovative partnerships for recruitment. To bring career opportunities to Ontario’s elite women athletes, in 2017, we entered into a partnership with the Ontario Soccer Association and League1 Ontario and continued with the Ontario University Athletics Women’s Program. These exclusive partnerships provide additional platforms for our recruiting initiatives by providing access to skilled individuals who strive for excellence in physical fitness, teamwork and leadership.

SUPPORTING OUR EMPLOYEES

Mental Health and Wellness

There are numerous programs and resources made available to all employees to promote wellness, reduce stress, provide support and encourage a healthy work-life balance.

The Post-Traumatic Stress Disorder (PTSD) Prevention Plan

This plan is an essential component of our mental health strategy and includes current and planned initiatives and programs to mitigate the risk of PTSD among employees including:

- Amending the existing Occupational Health and Safety Policy to address PTSD prevention and psychological health and safety;
- Implementation of the National Standard for Psychological Health and Safety in the Workplace.

Peer Support and Critical Incident Response Team

This team is made up of 85 employees who work together to offer support and referrals to professional resources for employees who may be experiencing personal and professional challenges. The service is strictly confidential and it is comprised of volunteer members throughout the organization who received specialized support training.



Peer Support and Specialized Support Training

Safeguarding Program

This program seeks to protect the mental health of employees who are assigned duties that routinely expose them to psychological stressors. A consulting psychologist was hired to assist in the design and roll-out of the program that ensures participants undergo a psychological assessment on an annual basis as well as receive professional guidance to build resilience and enhance coping skills.

Speaker Series and Information Sessions

- Emotional Survival;
- Focus on Suicide Prevention;
- Ultimate 9-1-1 Training;
- PTSD for First Responders.

DID YOU KNOW?

Our Chaplains have been designated as Auxiliary Police Constables. They can participate in ride-alongs and offer informal intervention and counseling to officers. We also expanded our Chaplaincy program to include a Sikh Granthi to provide personal and spiritual support to employees and the community.

EMPLOYEE ENGAGEMENT AND COMMUNICATION



DID YOU KNOW?

Annual Incident Response Training has been expanded to three days. Training incorporates Character Development, Conducted Energy Weapons, Mental Health Awareness/ Crisis Intervention and De-escalation, Fair and Impartial Policing and other vital training.

STAYING CONNECTED

Enhancing Employee Awareness and Engagement

There are various initiatives to help communicate information and gather employee feedback. Our internal newsletter "This Week in Peel", PRP TV, our intranet and external website and our social media accounts are keeping employees connected. Other initiatives to enhance employee engagement and communication include Divisional Enhancement Committees, internal standing committees, Chief's Messages and the Chief's Suggestion Box.

Our employee surveys are providing key feedback to identify areas of best practice and opportunities for improvement. For example, the Shift Schedule Committee used employee feedback to help improve work-life balance by altering start times for the uniform 12-hour shift schedule. Corporate Learning also uses employee feedback to ensure high quality training and to measure learning and retention of material presented in training programs.

Training Partnerships

We recognize that training and collaborating with other agencies is an opportunity to prepare and educate our employees so together we can keep our interconnected communities safe.

- Tactical Training at the Toronto Pearson International Airport

Our Tactical Unit partnered with 60 tactical officers from other police services in a mass hostage crisis simulation at the airport to assess the ability of agency collaboration to provide effective crisis resolution.

- Countering Violent Extremism Initiative (CVEI)

The CVEI presentation focuses on bringing awareness to the behaviours associated with the onset of ideological indoctrination, while emphasizing cultural awareness and empathy as key factors in combating the spread of violent extremism. Developed in-house, this presentation has been delivered to over 5,000 law enforcement personnel nationally and internationally.

"The fact that over 1,000 employees have voluntarily signed up and attended our internal CVEI presentations speaks volumes about our organization's open-mindedness, appetite for knowledge and commitment to keeping our citizens safe. The outstanding community connections and relationships that some of our employees have developed, as a result of what they've learned and the unique perspective that our training has provided, have been extraordinary."

Detective Feras Ismail



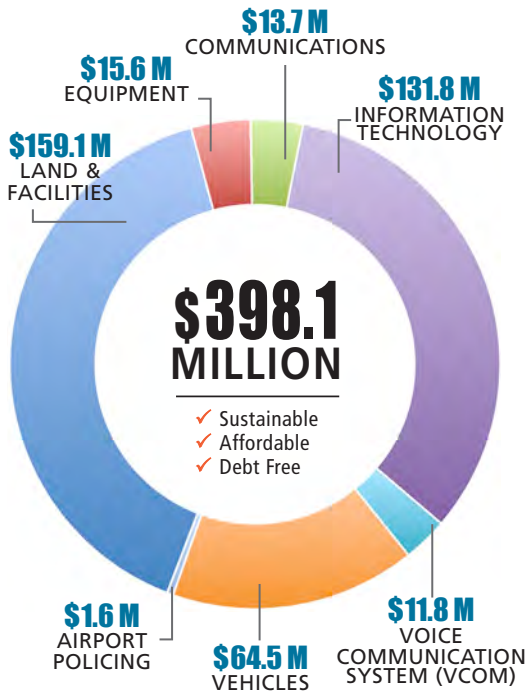
**QUALITY SERVICE
AND FISCAL RESPONSIBILITY**

2018 CURRENT BUDGET APPROVED

\$401.5 MILLION

- ✓ The budget provided funding for 37 additional uniform officers to address growth and 27 additional civilian positions to support police operations.
- ✓ Budget Transparency – the draft budget was presented to the Police Services Board publicly.

2018-2027 10-Year Capital Plan



STRATEGIC OBJECTIVES

3.1

MAINTAIN

public trust, confidence and satisfaction by delivering quality services and ensuring transparency and accountability

- Our most recent Residential and Business Community surveys revealed 93% of residents and 91% of businesses are satisfied with the work of Peel Regional Police.
- The Office of Independent Police Review Director received 104 public complaints about Peel Regional Police and concluded 97. Peel Regional Police submitted quarterly reports on public complaints to the Peel Police Services Board.
- Published nine Police Service Act decisions on our external website.
- Conducted regular reviews of our Directives. As of December 31, 2017, there were 318 Directives to ensure we comply with Ontario Policing Standards and applicable legislation.
- Awarded Platinum Certification in the Excellence, Innovation and Wellness Standard by Excellence Canada.
- The Proud to be Peel campaign continued to enhance professionalism, accountability and increase employee awareness.

3.2

REVIEW

business and risk management processes to address changing demands

- The Peel Police Services Board and Regional Council approved hiring 21 officers in 2017 and 37 officers in 2018.
- Completed an analysis of calls for service by patrol zone to ensure effective service.
- Redirected over 10,000 low-priority, non-emergency calls to the Call Diversion Unit, allowing frontline officers to focus on responding to high-priority calls.
- The 2018 Budget was approved by the Peel Police Services Board and Regional Council.
- Continued participation in the review of the sustainability of policing through the Canadian Association of Chiefs of Police and the Ontario Association of Chiefs of Police.
- Conducted three Area Risk Self-Assessments.
- Completed three Comprehensive Audits and 11 Compliance Audits and reported the results to the Chief's Management Group and the Peel Police Services Board.

3.3

LEVERAGE

shared services and strengthen partnerships

- Participated on over 250 external police agency committees.
- Continued to partner with other agencies to share resources, intelligence and best practices, to keep our community safe. In 2017, 22 Joint Force Operations were completed.
- Renewed long-standing funding partnerships with the provincial and federal governments resulting in Peel Regional Police receiving almost \$17 million in government funding to support community safety, an increase of 9.7% over 2016.

3.4

PROVIDE

facilities, equipment, information and technology to meet present and future needs

- Completed the following:
 - New Headquarters renovation.
 - Derry Road parking lot revitalization and auditorium renewal.
- Completed and reviewed a Space Feasibility Study that provides a long-term plan for organizational facility requirements to 2026.
- Developed the 10-Year Capital Plan totaling \$398.1 million which was approved by the Peel Police Services Board and Regional Council.
- Implemented electronic disclosure (e-Disclosure) which eliminated the paper-based process.
- Other projects included:
 - Implemented electronic warrants;
 - Enhanced end-point security;
 - Updated PRP2GO allowing employees secure access to applications from any device;
 - Reviewed and enhanced the Prisoner Management System;
 - Purchased two Unmanned Aerial Vehicles (UAV).

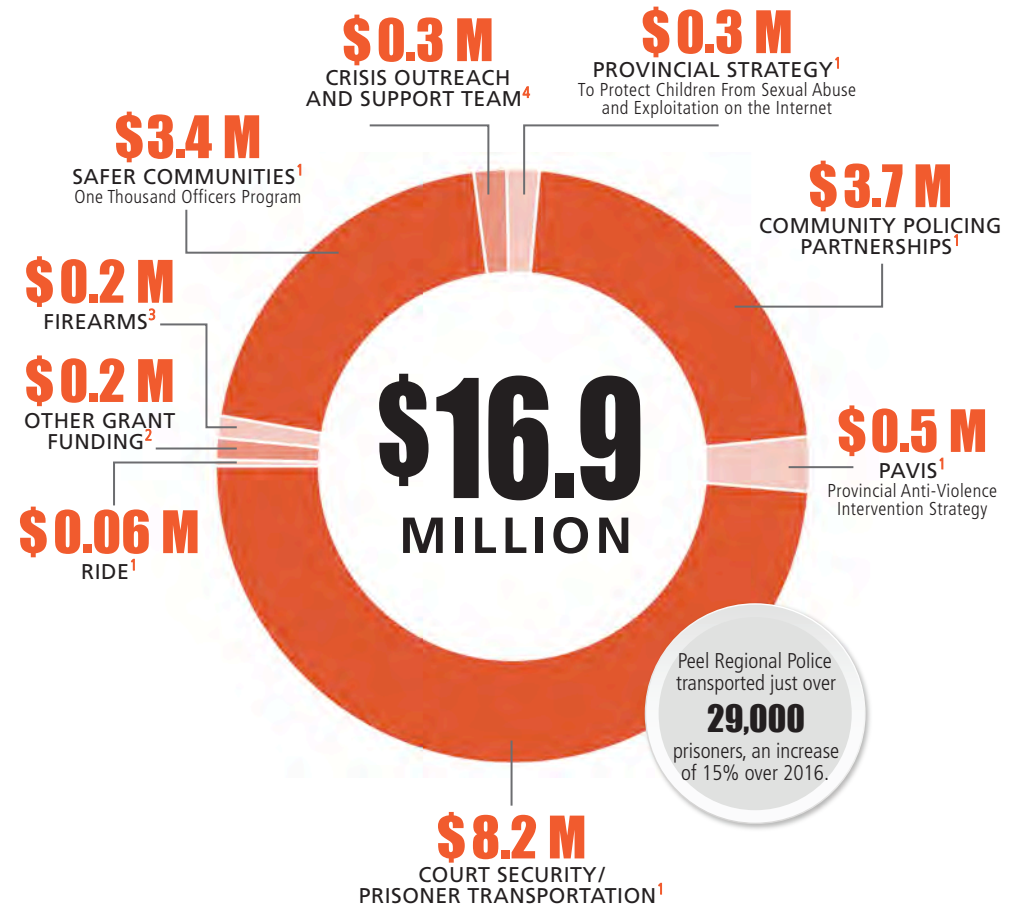
3.5

ENGAGE

in responsible environmental management practices

- Through our environmental initiatives, we continue to focus on reducing our carbon footprint by using responsible environmental management practices.
- Equipped our new Headquarters with green alternatives to reduce water and lighting usage.
- Six hybrid vehicles, six T3 electric motion vehicles and 46 bicycles are included in our fleet.
- Decreased fuel consumption by 41,735 litres (1.4%) from 2016 to 2017.

2017 FUNDING PARTNERSHIPS



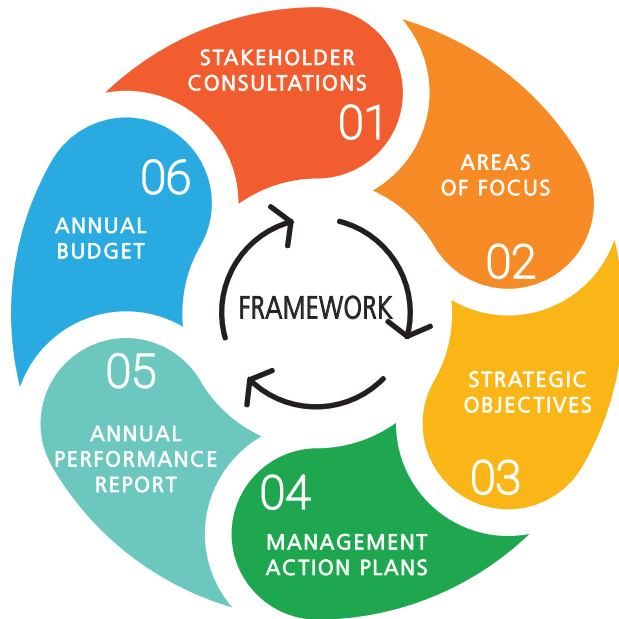
¹ Ontario Ministry of Community Safety and Correctional Services

² Ontario Ministry of Community Safety and Correctional Services – Provincial Proceeds of Crime (POC) - Technical Investigations (\$0.1M), Hate Crimes and Extremism Investigative Team (HCEIT) (\$0.002M); Ontario Ministry of Children and Youth Services – Youth in Policing Initiative (\$0.08M); Department of Justice Canada – Federal Victims Fund Measures to Address Prostitution (\$0.02M); Ontario Ministry of Labour – Improving Occupational Health and Safety Among Police Officers (\$0.02M); and Ontario Attorney General's (CRIA) – Project Safety Swap (MDV) (\$0.01M).

³ Ontario Firearms Office

⁴ Canadian Mental Health Association Peel Branch

STRATEGIC PLANNING PROCESS



COMMITTING TO POLICING EXCELLENCE

2017 – 2019 Strategic Plan

The Strategic Plan was developed in collaboration with our employees and several community stakeholders including the residential and business communities and youth.

The Strategic Plan consists of three Areas of Focus:

- Community Safety Together
- Professional, Diverse and Supportive Workplace
- Quality Service and Fiscal Responsibility

The Strategic Plan guides our employees everyday, re-affirming our ongoing commitment to community safety, partnerships and policing excellence. With the continued support of Regional Council, the Police Services Board, our community partners and our dedicated uniform and civilian employees, we will ensure the success of the Strategic Plan and our Vision of “A Safer Community Together”.

Platinum Excellence Canada Certification Awarded to Peel Regional Police

Peel Regional Police is the first police agency to achieve Platinum Certification through Excellence Canada’s Excellence, Innovation and Wellness Standard. The Standard focuses on governance, employee engagement, citizen satisfaction, risk management, change management and process and project management. Certification was awarded in December 2017 after a lengthy verification process which included site visits, focus group discussions, interviews and documentation reviews. Excellence Canada’s verifiers observed many best practices including:

- Psychological Safeguarding Program
- Road to Mental Readiness Training
- e-Disclosure
- Leadership in Police Organizations (LPO) training
- Focus on people and community
- Prisoner Management Application/System

PATHWAY TO EXCELLENCE



Joined Excellence Canada 2008
Progressive Excellence Program (PEP)

“Congratulations on achieving Platinum Level Certification in the Excellence, Innovation and Wellness Standard! Peel Regional Police continues to be a role model organization for police services in Canada – we are proud to be associated with you!”

Catherine Neville – VP, Quality and Integrated Programs – Excellence Canada

Excellence in Diversity and Inclusion

Following a pilot project, Peel Regional Police committed to a three-year membership with the Canadian Centre for Diversity and Inclusion (CCDI). CCDI focuses on six key areas to help employers and individuals achieve excellence in diversity. These areas include:

Consulting Services • Education Services • Knowledge Services • Legislative Support Services
Member Support • Research and Toolkits

Membership includes access to the CCDI database that provides information and best practices which can be applied to existing training programs and organizational initiatives. The tools available enhance understanding and awareness surrounding diversity and inclusion and strengthen our capacity to meet future community needs.

Carleton University Study Finds Significant Social Return on Investment of Peel's School Resource Officers (SRO) Program

An independent academic study of our SRO program was initiated by Dr. Linda Duxbury and Dr. Craig Bennell from Carleton University. This evidence-based study set out to identify the value of the SRO program in high schools and showed many positive, valuable and measurable results. The program has been in place for over 20 years and its primary goal is to create a safe learning environment while forming positive relationships with students and school staff.

The study found that for every dollar invested in the Peel SRO program, a minimum of \$11 of social and economic value is created. The value was calculated by placing an approximate dollar value on non-financial and often intangible results. Officers who are building relationships with students are more likely to divert them towards rehabilitation outside of the justice system – keeping them in school. Having officers on site allows the SROs to deal with incidents that take place instead of needing frontline officers to attend the schools. Their presence also deters problematic situations from occurring.

Key Findings

- Student mental health improved.
- Students report being less fearful.
- Learning outcomes improved and students missed less school.
- School staff spent less time on discipline and property damage.
- Less pressure on the police frontlines with school administrators making fewer 9-1-1 calls.
- Fewer incidents of crime and bullying; victims of bullying and/or violence felt safer after experiencing the program for five months.



Guru Granth Sahib (September 3, 2017)

KEY QUOTES – SRO Program

"They [students] see us and they get to know us, they call us by first names. We get to know the schools, we get to know the students as well as their parents and extended families and you're not seen as such a negative thing."

School Resource Officer

"I can focus on my studying and long-term goals without worrying... 'cause I know they [SROs] are there."

Grade 9 Student

"The SRO [program] really adds to the sense of safety so that everyone in the school can focus on education."

School Administrator

"Our SROs work hard to build relationships with students, faculty and the wider school community. I'm happy to hear that the research validates the program's positive impact within our community. We are committed to maintaining the strong partnerships we have with both the Peel District School Board and the Dufferin-Peel Catholic District School Board."

Chief Jennifer Evans



Cops For Cancer Event – “The BIG Shave” Goes Livestream



TECHNOLOGY IMPROVEMENTS TO ENHANCE COMMUNITY AWARENESS

Livestream Channel Launches

In an effort to enhance our multi-channel communication efforts, Corporate Communications began live-streaming key events and news conferences. This initiative promotes transparency and accountability by enhancing public awareness about the many programs and services we offer. To view upcoming Livestreams, or to see our video archives, please visit our website.

Peelpolice.ca External Website Refresh

Corporate Communications began working with a vendor on the website refresh project. The initial phase included engaging the community and employees through focus groups, an online survey and by analyzing our website visitor traffic trends. The goal of this project is to keep up with website technology and ensure that our website visitors are able to navigate our website easily and to find what they are looking for. The improvements being made to use the website are based on research, which includes website traffic and analytics, community and employee feedback and industry standards and best practices. After the new site is launched, analytics will help us measure our success.

TECHNOLOGY AND BUSINESS PROCESS IMPROVEMENTS TO SUPPORT OPERATIONAL EXCELLENCE

Enhancing Web and Computer Security

IT Services has implemented cloud-based internet web security technology to protect against advanced cyber threats, such as advanced persistent threats and spear phishing. In an average month, more than six million malicious internet transactions are blocked from the Peel Regional Police network.

Computer security has been improved with the implementation of a new next generation anti-virus technology. This new software has the ability to detect and prevent ransomware attacks (encrypts data in exchange for a ransom payment). It has stopped a number of these attempts since it was implemented.

Adopting Software as a Service (SaaS)

To improve efficiency and effectiveness, IT Services moved from several in-house supported environments to cloud-based environments. Adopting the SaaS model removes the need to continually upgrade software and hardware environments.

Implementing e-Disclosure and Centralizing Court Package Processors (CPP)

The implementation of e-Disclosure (a Provincial Application) transitioned our organization from providing paper-based criminal court packages and disclosure to an electronic process, thereby improving the efficiency of the court process. Efficiencies were also gained by centralizing CPPs and support is now available to officers on a 24/7 basis.



BY THE NUMBERS – STATISTICAL DATA

The following pages contain a condensed version of crime-related data reflecting actual crimes reported to Peel Regional Police. To view our Divisional Crime Data, please visit peelpolice.ca/crimedata

CRIMINAL OFFENCES

Crimes
Against Persons



5.8%

Crimes
Against Property



5.6%

Drugs



-15.6%

SHOOTINGS*

Occurrences

2016 55
2017 76



38.2%

Victims

2016 38
2017 40



5.3%

Estimated
Rounds Fired

2016 272
2017 426



56.6%

* Occurrences where a real firearm was discharged.

STABBINGS

Knife
Occurrences

2016 126
2017 100



-20.6%

Other Sharp
Object Occurrences

2016 57
2017 48



-15.8%

Victims

2016 196
2017 156



-20.4%

CRIMINAL OFFENCES

2016

2017

2016 – 2017
Variance

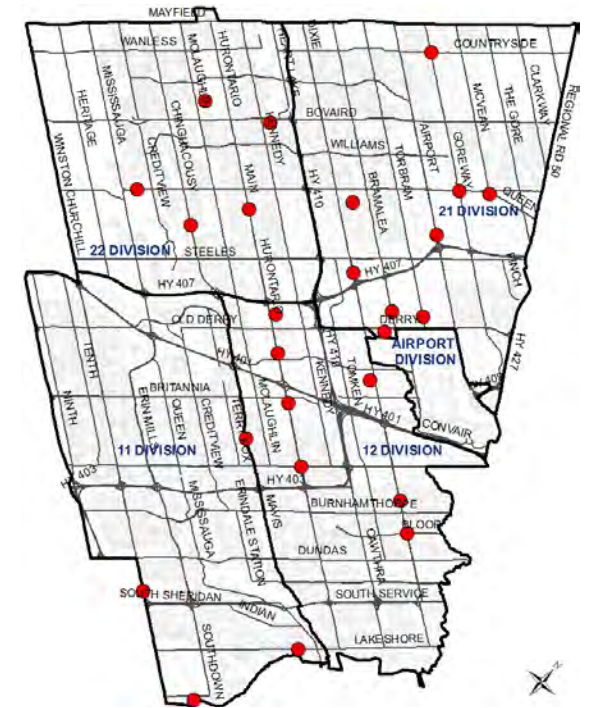
	Number	Percent Solved	Rate Per 100,000	Number	Percent Solved	Rate Per 100,000	Number #	Rates %
Crimes Against Persons	7,591	78.1	569.5	8,113	75.4	602.7	522	5.8
Homicide	11	63.6	0.8	17	76.5	1.3	6	62.5
Attempted Murder	29	79.3	2.2	21	76.2	1.6	-8	-27.3
Assaults (non-sexual)	4,269	87.5	320.3	4,389	83.8	326.1	120	1.8
Sexual Violations	716	68.4	53.7	971	70.2	72.1	255	34.3
Robberies	827	40.4	62.0	903	42.7	67.1	76	8.2
Threatening or harassing phone calls	65	24.6	4.9	55	30.9	4.1	-10	-16.3
Criminal harassment	213	82.6	16.0	215	81.9	16.0	2	0.0
Uttering threats	1,212	80.0	90.9	1,287	76.3	95.6	75	5.2
Other violent violations	139	50.4	10.4	116	44.0	8.6	-23	-17.3
Crimes Against Property	24,374	31.8	1,828.5	25,998	30.2	1,931.5	1,624	5.6
Break and Enter	3,454	15.4	259.1	3,458	23.9	256.9	4	-0.8
Theft Motor Vehicle	2,007	9.1	150.6	2,484	9.4	184.5	477	22.5
Theft Over and Under \$5,000	12,761	33.5	957.3	13,482	29.6	1001.6	721	4.6
From motor vehicle	3,757	5.9	281.8	3,932	4.0	292.1	175	3.7
Shoplifting	4,281	74.8	321.2	4,291	72.4	318.8	10	-0.7
Possession of Property Obtained by Crime	708	102.1	53.1	757	100.9	56.2	49	5.8
Frauds	1,665	43.3	124.9	1,957	42.6	145.4	292	16.4
Mischief	3,718	35.2	278.9	3,800	31.0	282.3	82	1.2
Arson	61	11.5	4.6	60	21.7	4.5	-1	-2.2
Drugs	3,086	99.3	231.5	2,631	99.4	195.5	-455	-15.6
Trafficking/Production/Distribution	449	98.4	33.7	409	99.0	30.4	-40	-9.8
Possession	2,637	99.4	197.8	2,222	99.5	165.1	-415	-16.5
Criminal Driving Offences	5,436		407.8	5,371		399.0	-65	-2.2
Impaired Driving (Alcohol/Drugs)	1,260		94.5	1,228		91.2	-32	-3.5
Fail/Refuse Breath/Blood Sample	129		9.7	140		10.4	11	7.2
Fail to Stop/Remain	3,582		268.7	3,565		264.9	-17	-1.4
Dangerous Operation	328		24.6	305		22.7	-23	-7.7
Other CC Traffic Offences	137		10.3	133		9.9	-4	-3.9

TRAFFIC MANAGEMENT	2016		2017		2016 – 2017 Variance	
	Number	Rate Per 100,000	Number	Rate Per 100,000	Number #	Rates %
Motor Vehicle Collisions – TOTAL*	25,979	1,948.9	26,471	1,966.6	492	0.9
Reportable collisions	15,039	1,128.2	14,581	1,083.3	-458	-4.0
Fatal collisions	34	2.6	25	1.9	-9	-26.9
Personal injury	2,237	167.8	2,095	155.6	-142	-7.2
Property damage	12,768	957.8	12,461	925.8	-307	-3.3
Non-reportable collisions	10,940	820.7	11,890	883.4	950	7.6
Traffic Enforcement (Highway Traffic Act)						
HTA charges – TOTAL	89,675	6,727.3	88,204	6,553.0	-1,471	-2.6
Careless driving	4,110	308.3	3,962	294.4	-148	-4.5
Use electronic device	3,914	293.6	4,639	344.7	725	17.4
Disobey traffic light	3,344	250.9	2,532	188.1	-812	-25.0
Fail to stop at stop sign	6,066	455.1	4,883	362.8	-1,183	-20.3
Invalid permit	15,164	1,137.6	16,294	1,210.5	1,130	6.4
Seatbelt	1,731	129.9	1,661	123.4	-70	-5.0
Other HTA	23,750	1,781.7	23,900	1,775.6	150	-0.3
Speeding	31,596	2,370.3	30,333	2,253.6	-1,263	-4.9
Total HTA cautions	16,552	1,241.7	10,986	816.2	-5,566	-34.3
RIDE Program						
Vehicles checked	43,005	3,226.2	39,349	2,923.4	-3,656	-9.4
WARN range suspensions	220	16.5	281	20.9	61	26.5
Impaired driving charges	49	3.7	47	3.5	-2	-5.0
Excess blood alcohol charges	121	9.1	153	11.4	32	25.2

ORGANIZATIONAL	2016		2017		2016 – 2017 Variance	
	Number		Number		#	%
Public Complaints						
Complaints received	107		104		-3	-2.8
Complaints concluded	86		97		11	12.8
Firearms Seized	490		429		-61	-12.4
Bail Hearings*	14,641		14,053		-588	-4.0

PERSONS CHARGED	2016			2017		
	Adult	Youth	Total	Adult	Youth	Total
Persons Charged - TOTAL	14,063	1,860	15,923	13,340	1,866	15,206
Crimes Against Persons	3,851	792	4,643	3,570	860	4,430
Crimes Against Property	4,231	522	4,753	3,715	524	4,239
Criminal Driving Offences	1,480	25	1,505	1,451	25	1,476
Drugs	1,654	165	1,819	1,290	103	1,393

2017 FATAL MOTOR VEHICLE COLLISIONS



TRAFFIC MANAGEMENT	
Fatal Collisions	↓ -26.9%
Victims of Fatal Collisions	↓ -30.7%
HTA Charges	↓ -2.6%
Speeding Charges	↓ -4.9%
Use of Electronic Device Charges	↑ 17.4%

* 2016 restated

DEMOGRAPHIC GROWTH FIVE-YEAR INCREASE



Registered Vehicles
+ 112,298



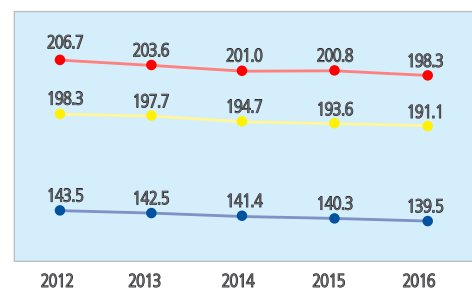
Households
+ 28,000



Policing Population
+ 66,000



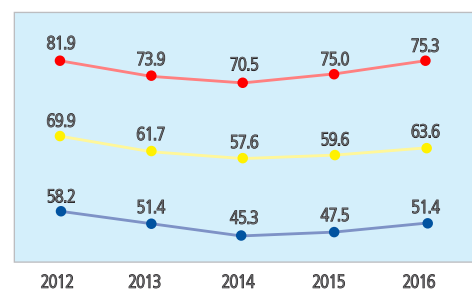
AUTHORIZED OFFICERS PER 100,000 POPULATION



● Peel ● Ontario ● Canada

SOURCE: STATISTICS CANADA, POLICE RESOURCES IN CANADA 2016. CANADIAN CENTRE FOR JUSTICE STATISTICS. 2017 DATA NOT AVAILABLE.

VIOLENT CRIME SEVERITY INDEX



● Peel ● Ontario ● Canada

SOURCE: STATISTICS CANADA, POLICE RESOURCES IN CANADA 2016. CANADIAN CENTRE FOR JUSTICE STATISTICS. 2017 DATA NOT AVAILABLE.

FIVE-YEAR SUMMARY

	2013	2014	2015	2016	2017
Demographics					
Policing population	1,280,000	1,297,000	1,314,000	1,333,000	1,346,000
Young persons (12-17 yrs)	103,988	103,342	102,696	102,050	103,530
Number of households	384,000	392,000	398,000	406,000	412,000
Number of registered vehicles*	984,347	1,009,410	1,038,662	1,067,523	1,096,645
Complement: Authorized					
Police	1,957	1,979	1,996	2,015	2,036
Civilians	818	829	837	840	847
Cadets	30	30	30	30	30
Total	2,805	2,838	2,863	2,885	2,913
Workload					
Calls to 9-1-1	345,674	353,583	325,509	319,387	365,368
Calls to communications	611,646	608,414	579,761	596,468	639,085
Citizen initiated events **	N/A	217,532	221,293	225,076	230,605
Immediate response events	56,772	54,630	55,516	61,053	67,012
Occurrences	99,829	98,566	95,108	95,825	100,225
Fleet					
Police fleet (vehicles, bicycles, trailers)	766	780	788	796	789
Kilometres travelled	16,863,890	16,356,907	16,050,792	15,325,011	15,178,015
Budget					
Net budget	\$338,407,100	\$349,574,530	\$360,913,440	\$372,823,580	\$384,788,000
Total Canadian Criminal Code Offences					
Offences	34,949	35,208	36,797	38,154	40,383
Rate per 100,000 population	2,730.4	2,714.6	2,800.4	2,862.3	3,000.2
Percent (%) solved	56.5	54.8	53.0	51.4	49.2
Crimes Against Person Occurrences					
Total	7,333	6,871	6,860	7,591	8,113
Rate per 100,000 population	572.9	529.8	522.1	569.5	602.7
Percent (%) solved	81.6	79.4	78.5	78.1	75.4
Crimes Against Property Occurrences					
Total	21,631	22,289	23,789	24,374	25,998
Rate per 100,000 population	1,689.9	1,718.5	1,810.4	1,828.5	1,931.5
Percent (%) solved	36.6	35.7	34.3	31.8	30.2
Drug Occurrences					
Total	3,982	3,964	3,491	3,086	2,631
Rate per 100,000 population	311.1	305.6	265.7	231.5	195.5
Percent (%) solved	99.4	99.6	99.6	99.3	99.4

* Source: 2013-2016 Ontario Ministry of Transportation. 2017 is based on Peel Regional Police estimates as MTO data is unavailable.

** Event data is from the computer aided dispatch system. Information prior to 2014 was not recorded in the same format.

2017 crime statistics are based on a download of data from the Records Management System the second week of January 2018. Statistics here are a "snapshot" in time and can change for various reasons (i.e. incidents being reclassified, later reporting of incidents). The system is continuously being updated and as a result, some changes to statistics published in previous statistical reports may occur. It should be noted that statistics provided in this report may differ from those used by Statistics Canada and other police agencies who may only count the most serious violation in a criminal incident. Caution should be taken when making comparison of data.

JOHNNY BOWER

Honourary Chief of Police

PEEL REGIONAL POLICE

November 8, 1924 – December 26, 2017

He was a legend in the Toronto Maple Leafs goal, but in Mississauga, Johnny Bower was known for giving back to the community he called home for many years. In 2003, NHL Hockey Legend Johnny Bower was appointed Honourary Chief of Police.

In his role, Mr. Bower helped our organization strengthen relationships within the community. His name has become synonymous with community leadership and involvement. Crime Stoppers of Peel, the Juvenile Diabetes Research Foundation, Victim Services of Peel, Breakfast for Kids are just some of the charitable organizations in this community to which Mr. Bower contributed his time to help raise both awareness and money.

*Canada lost a hockey legend
and Peel Regional Police lost a good friend.*



أن نبني معاً مجتمعاً أكثر أمناً

共同构筑更加安全的社区

共同構築更加安全的社區

A Safer Community Together

Ensemble pour une collectivité plus sécuritaire

એકબીજાની સાથે મળીને વધુ સુરક્ષિત સમુદાય બનાવવો

साथ मिलकर बनाएं एक सुरक्षित समुदाय

Wspólne działanie – bezpieczniejsza okolica

Uma comunidade mais segura, juntos

ਇਕੱਠੇ ਇੱਕ ਵੱਧ ਸੁਰੱਖਿਅਤ ਭਾਈਚਾਰਾ

Una comunidad más segura y unida

Magkakasama Sa Isang Mas Ligtas na Komunidad

ஒன்றிணைந்த ஒரு பாதுகாப்பான சமூகம்

مل جل کر ایک محفوظ کمیونٹی تشکیل دینا

Translations Include: Arabic, Chinese Simplified, Chinese Traditional, English, French, Gujarati, Hindi, Polish, Portuguese, Punjabi, Spanish, Tagalog, Tamil, and Urdu

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