



FORWARDED TO POLICE SERVICES BOARD	
DATE	26/3/19
CHIEF OF POLICE	<i>CRP/Cont.</i>

RECEIVED BY PEEL POLICE SERVICES BOARD	
DATE	March 27/19
LOG No.	03-35
FILE CLASS	PO1

REPORT
Police Services Board

For Decision

File Class: 1-01-02-03

Cross-Reference File Class: 2-02-01-05

DATE: March 22, 2019

SUBJECT: PEEL REGIONAL POLICE 2018 ANNUAL REPORT

FROM: Randy Patrick, Acting Deputy Chief, Corporate Services Command

RECOMMENDATION

IT IS RECOMMENDED THAT, Police Services Board, approve the 2018 Annual Report;

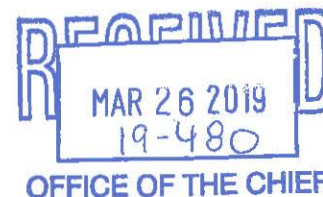
AND FURTHER THAT, upon Police Services Board approval, the report be provided to Regional Councillors in June; distributed internally to employees and made available to the public.

REPORT HIGHLIGHTS

- The 2018 Annual Report provides an update on Peel Regional Police's (PRP) progress to achieve the objectives outlined in the 2017-2019 Strategic Plan.
- Similar to previous Annual Reports, regional crime statistics are provided for key crime categories with year-over-year comparisons. In addition, five-year summary data is provided to highlight longer term trends. Divisional crime statistics will be posted in a separate document on the PRP website.

DISCUSSION

In accordance with Ontario Regulation 3/99 (Adequacy & Effectiveness of Police Services), section 31, PRP prepares an Annual Report that identifies to the public, our employees and policing partners, selected key accomplishments of the organization and key crime trend statistical indicators under the Strategic Plan.



Showcasing Progress to Meet Strategic Plan Objectives

The 2018 Annual Report (Appendix A) provides an update on the results achieved under the 2017-2019 Strategic Plan. The Strategic Plan includes three Areas of Focus:

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

Under each Area of Focus, there are specific objectives for PRP to meet and performance indicators to track our success. PRP has made significant progress in the second year of the 2017-2019 Strategic Plan.


Crime Statistics

Similar to previous Annual Reports, regional crime statistics are included for key crime categories with year-over-year comparisons. Five-year summary data, which includes demographics, PRP's authorized complement, net budget and key crime categories are provided to highlight longer term trends. Divisional crime statistics will be posted in a separate document on the PRP website.

COMMUNICATIONS

Upon PSB approval, the 2018 Annual Report will be presented to Regional Council in June, and then made available to all PRP employees via the PRP intranet, and for the public via the external PRP website. In addition, hardcopies of the Report are provided to various stakeholders, which include the media, Regional Councillors, community partners, government officials and other police agencies.

Approved for Submission:



Randy Patrick, Acting Deputy Chief, Corporate Services Command

For further information regarding this report, please contact Carri-Lynn Holmes, Director, Finance & Planning at extension 4200 or via e-mail at Carri-Lynn.Holmes@peelpolice.ca or Sheila Doyle, Manager, Corporate Planning & Research at extension 4731 or via e-mail at Sheila.Doyle@peelpolice.ca

Authored By: Sheryl Davis, Supervisor, Corporate Planning & Research



2018 ANNUAL REPORT



A SAFER COMMUNITY TOGETHER

Version for PSB - April 12, 2019

OUR VISION

A Safer Community Together

OUR 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.

OUR MISSION

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

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 - Professional, Diverse and Supportive Workplace
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REGIONAL MUNICIPALITY OF PEEL POLICE SERVICES BOARD MESSAGE FROM THE CHAIR

On behalf of the Peel Regional Police Services Board, I would like to congratulate Peel Regional Police on their many accomplishments in 2018, leading to another successful year policing our community.

As a member of Region of Peel Council for over three decades, I recognize the complexity and challenges of policing one of the fastest growing regions in Canada. Building strong, safe and secure communities requires collaboration from many partners, our community and from across all levels of government.

The Annual Report showcases Peel Regional Police's commitment to building strong partnerships and it demonstrates the success that can be achieved when we all work together to improve community safety.

I encourage the community to review the 2018 Annual Report and get to know more about Peel Regional Police and the initiatives they have to promote community engagement, outreach, support for victims, Crime Prevention and Road Safety.

The Regional Municipality of Peel Police Services Board would like to thank Chief McCord and both officer and civilian employees who go the extra mile to keep our Region safe. We are truly proud of your accomplishments and your commitment to delivering exceptional policing services to the residents of the Region of Peel.

Nando Iannicca
Chair, Regional Municipality of Peel Police Services Board



PEEL POLICE SERVICES BOARD MEMBERS

1. Louise Mitchell, PSB Vice Chair (Provincial Appointment) // 2. Patrick Brown, PSB Member (Mayor, Brampton) // 3. Ren Chatha, PSB Member (Provincial Appointment) //
4. Bonnie Crombie, PSB Member (Mayor, Mississauga) // 5. Norma Micholson, PSB Member (Region of Peel Appointment) // Past 2018 Members 6. Amrik Singh Ahluwalia // 7. Frank Dale // 8. Linda Jeffrey // 9. Sue McFadden // 10. Jack Prazeres

PEEL REGIONAL POLICE

MESSAGE FROM THE CHIEF

I am pleased to present the 2018 Annual Report, outlining and measuring our progress towards meeting the objectives set in our 2017-2019 Strategic Plan. Our Organization is proud of many accomplishments in our three key Areas of Focus: 1. Community Safety Together; 2. Professional, Supportive and Diverse Workplace. 3. Quality Service and Fiscal Responsibility.

2018 Annual Report Highlights:

- Commitment to community safety by strategically supplementing additional officers during peak times and altering shift schedules to meet periods of increased demand for services.
- Our solvency rates for violent and property crimes are above Provincial and National averages.
- Violent Crime rates in Peel Region continue to be below Provincial and National averages.
- We seized 459 firearms.
- Road Safety education and strategic traffic enforcement continued to be a priority. Impaired Driving offences declined, while officers laid more than 84,000 Highway Traffic Act Charges.
- Our officers were trained and the public was educated on the new Cannabis Legislation.
- We continue to modernize and achieve efficiencies by reviewing service delivery models and implementing new technology.
- Community outreach increased through our new website and social media channels. We continue to highlight the great work of our employees in delivering a variety of programs and services, including innovative recruiting and crime prevention initiatives.

Our Organization is fortunate to have strong support from the Regional Municipality of Peel Police Services Board, Region of Peel Council, our Community and many partners and volunteers.

Ensuring the Region of Peel remains one of the safest communities in Canada is the result of the dedication and professionalism of our employees. The partnership and trust our Community has with our employees is central to our Vision of a Safer Community Together.

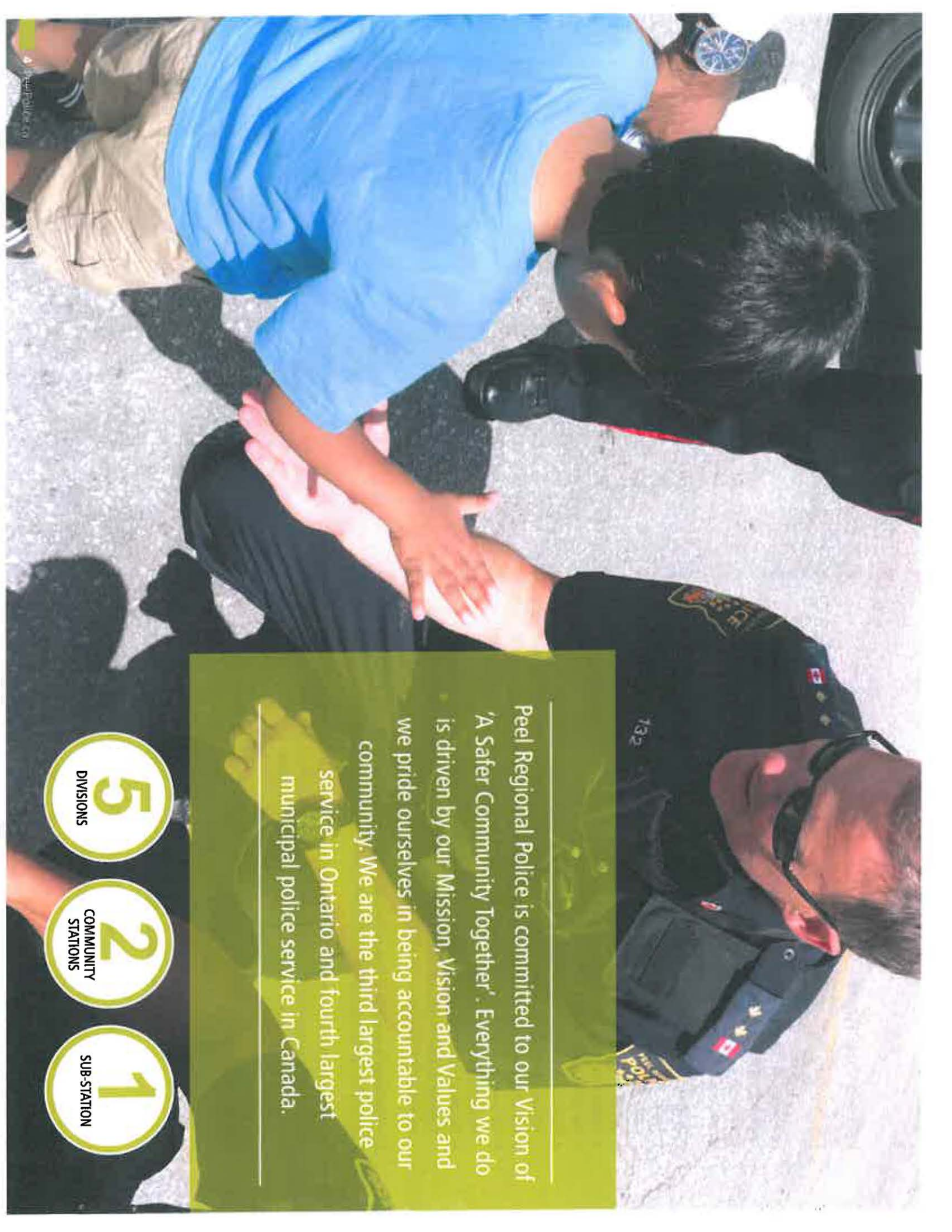
Chris McCord
Chief, Peel Regional Police



PEEL REGIONAL POLICE EXECUTIVE COMMAND MEMBERS

1. Marc Andrews, Deputy Chief // 2. Ingrid Berkeley-Brown, Deputy Chief //
3. David Jarvis, Retired Deputy Chief // 4. Dale Mumby, Acting Deputy Chief //
5. Randy Patrick, Acting Deputy Chief





Peel Regional Police is committed to our Vision of 'A Safer Community Together'. Everything we do is driven by our Mission, Vision and Values and we pride ourselves in being accountable to our community. We are the third largest police service in Ontario and fourth largest municipal police service in Canada.

5
DIVISIONS

2
COMMUNITY
STATIONS

1
SUB-STATION

POLICING OUR COMMUNITY

Our five divisions provide frontline and investigative services to approximately 1.4 million residents of Mississauga and Brampton and the Pearson International Airport which saw 49.5 million people pass through it in 2018.

Our Headquarters houses Executive Administration, Corporate Communications, Corporate Services, Facilities Management, Finance and Planning, Human Resources, Organizational Wellness, Operational Planning and Resources, Legal Services, Professional Standards and Security Management.

The Sir Robert Peel Centre is home to Records Services, Communications, Information Technology Services and Risk Management. The Emil V. Kolb Centre for Police Excellence includes speciality units such as, Commercial Auto Crime, Crime Prevention Services, Frauds, Homicide and Missing Persons, Special Victims Unit and Corporate Development (Training and Recruiting).

Fleet Services, Quartermaster Stores, Telecommunications Systems and Support Services are located at the Materials Management Centre.



Cst. Lee-Ann Turza at our Airport Division

- | | | |
|--------------------|---|--------------------------------------|
| 1 11 Division | 6 Headquarters | 10 Cassie Campbell Community Station |
| 2 12 Division | 7 Sir Robert Peel Centre | 11 Square One Community Station |
| 3 21 Division | 8 Emil V. Kolb Centre for Police Excellence | 12 Malton Sub-Station |
| 4 22 Division | 9 Materials Management Centre | |
| 5 Airport Division | | |



HEADQUARTERS GRAND OPENING

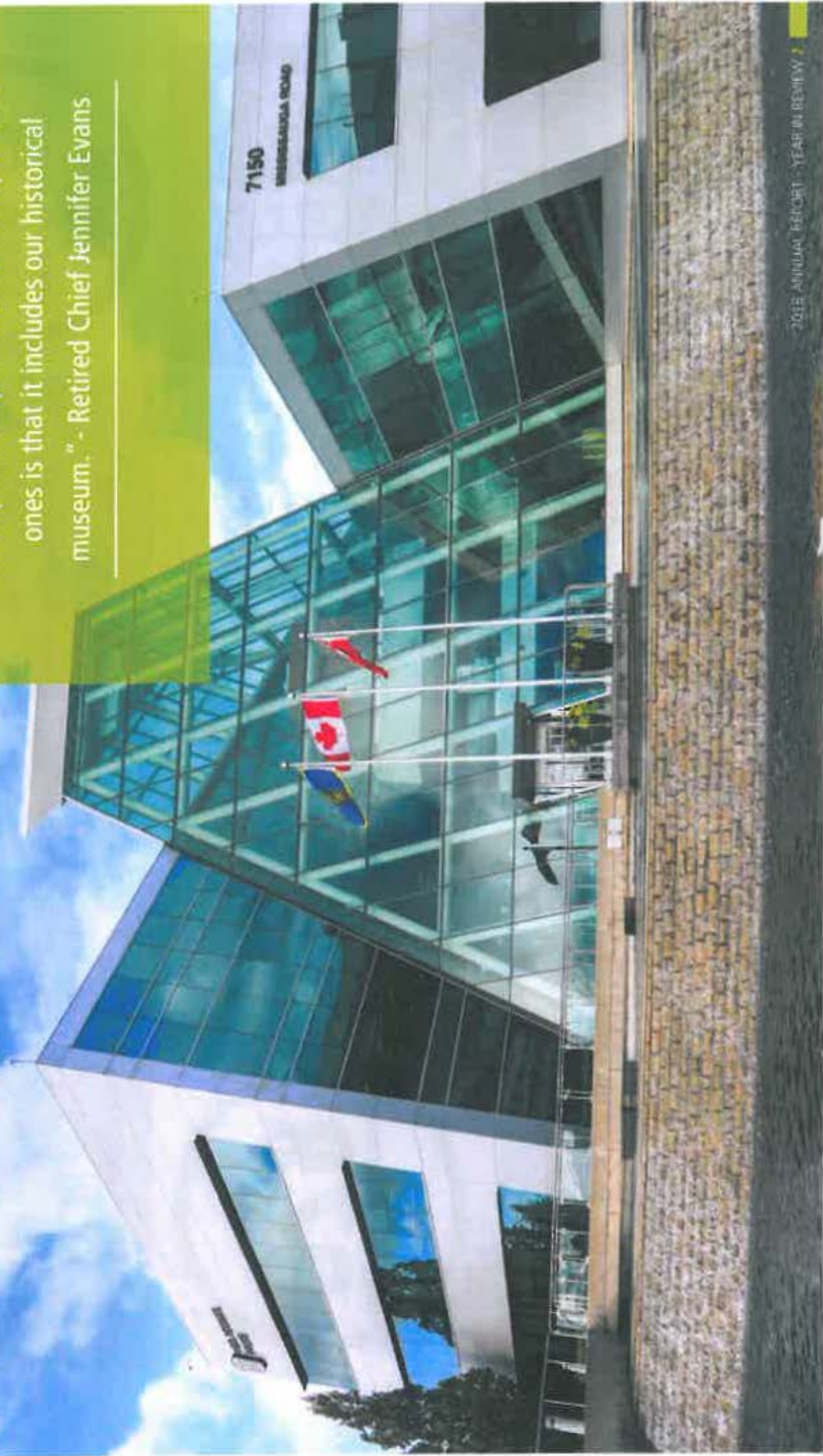
The Region of Peel has experienced significant growth over the last 44 years, and so too has Peel Regional Police.

On October 12, 2018 Chief Jennifer Evans cut the ribbon to the new Peel Regional Police Headquarters and Museum. Joining the Chief at the ribbon cutting ceremony were employees, retired members, community partners and distinguished guests, including the Police Services Board and the Minister of Community Safety and Correctional Services.

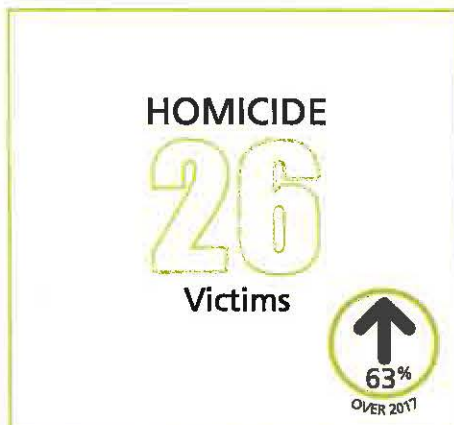
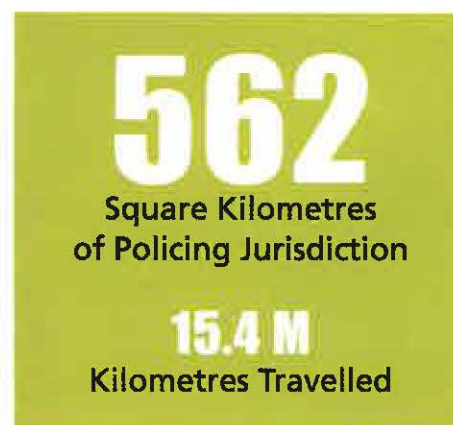
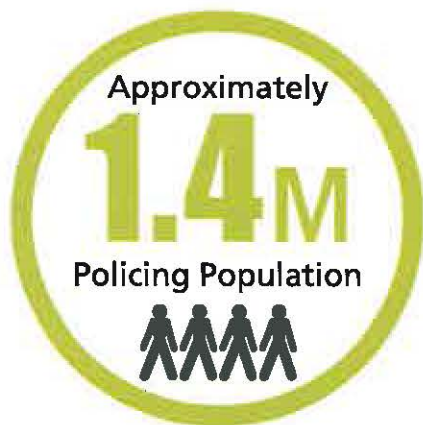
The new headquarters located at 7150 Mississauga Road in Mississauga, is a 92,000 square foot building sitting on approximately 7.59 acres and is home to over 200 employees. This new building houses Executive Administration and Corporate Services.



"This new building is a sign of our progress and our growth as a police service. A distinctive feature that sets this headquarters apart from the two previous ones is that it includes our historical museum." - Retired Chief Jennifer Evans.



THIS YEAR IN NUMBERS



STABBING
242
Victims



SHOOTING
53
Victims



459
Firearms Seized

504
Investigated Rounds
Discharged
(Estimated)



41
MOTOR VEHICLE
FATALITIES



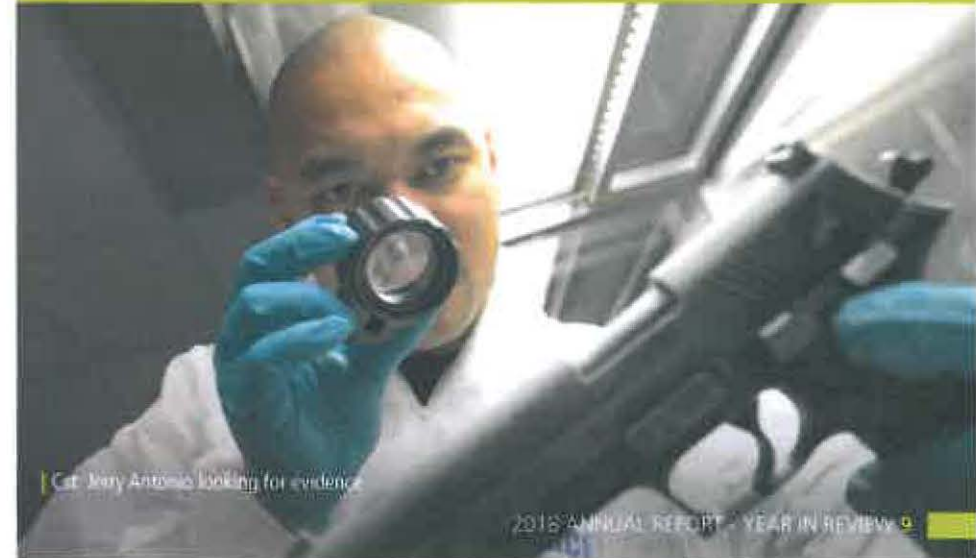
Over
29,000
PRISONERS MANAGED

ADDRESSING GUN VIOLENCE IS A TOP PRIORITY FOR PEEL REGIONAL POLICE

We at Peel Regional Police know that getting to the bottom of gun violence is about more than just making arrests, it's about preventing gun violence in the first place. That means keeping youth from joining gangs, increasing trust with our community to enhance crime reporting, and continuing to strengthen relationships.

All areas of our organization are working together toward a common goal of not only solving, but preventing gun crime in the first place. Everyone here has a role to play but so do you. Our community members need to continue to be our eyes and ears to help us keep our community safe.

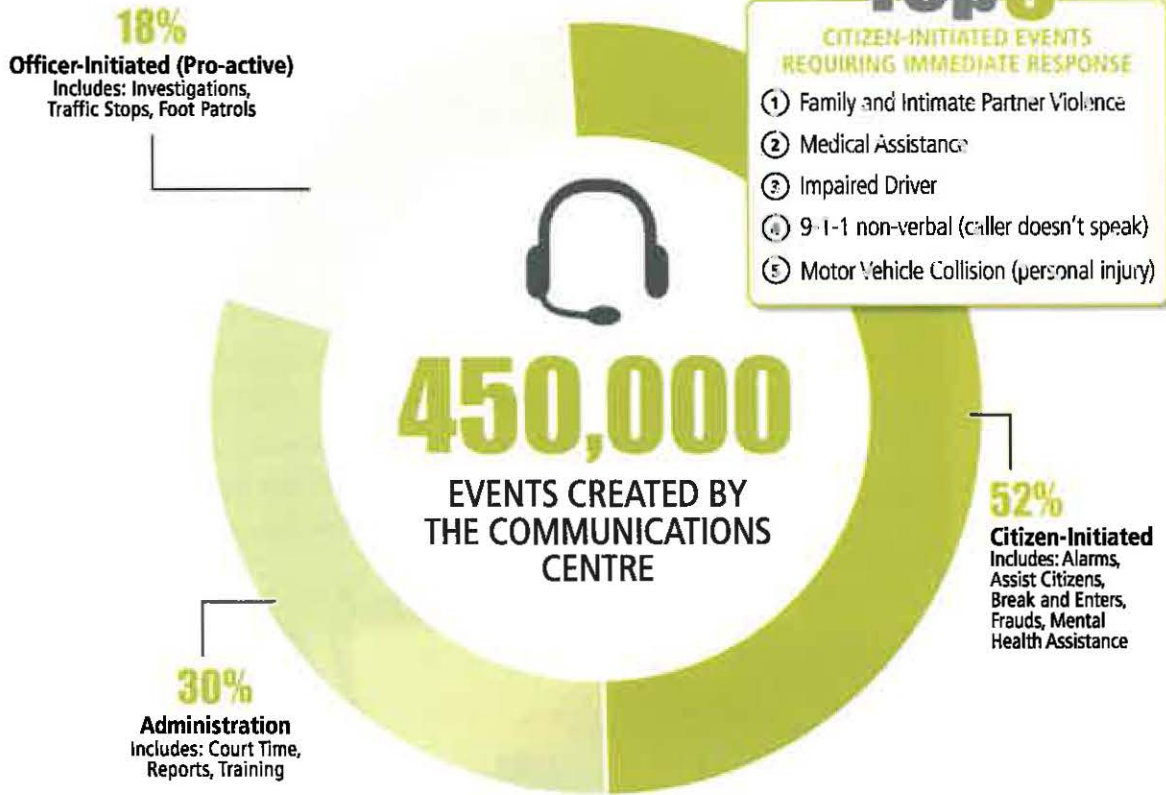
"I am so proud of the hard work our officers and civilian employees are doing to tackle this serious problem. Police officers put their lives at risk each and every day to ensure our community remains a safe place and for that I am grateful" - Retired Chief Jennifer Evans



Cpt. Mary Antonio looking for evidence

2018 WORKLOAD

Peel Regional Police is responsible for a variety of proactive and reactive activities to ensure public safety. The Communications Centre created 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.



CALL RESPONSE EFFICIENCIES

- Campaign to Reduce 9-1-1 Misuse
- False Alarm Program
- Online Reporting
- Accident Response Unit (ARU) Pilot Project
- Shop Theft Release Program
- Crime Prevention Programs

Call Diversion Unit (CDU)

Allows our frontline officers to focus on high-priority calls.



COMMUNICATIONS CENTRE

710,000

Total Calls Received

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



430,000

9-1-1 Calls Received

* 42% were misuse and hang up calls



74,000

Immediate Response Events





57-460 Mookay keeping the media informed



Officers initiated 80,000 events in 2018

2018 Annual Report - Year in Review 11



Community Centric Created 450,000 events

PARTNERING FOR SUCCESS – JOINT FORCES OPERATIONS

Peel Regional Police recognizes that partnerships are key to our success in the community. We are proud of our achievements resulting from our Joint Forces Operations. (JFOs). It is only through collaboration with the community and other law enforcement partners that our organization is able to combat criminal operations within our Region and beyond. The JFOs of 2018 capture the essence of effective and successful collaboration and partnerships.

25 GUNS SEIZED AND \$288,000 IN CANADIAN CASH SEIZED

Peel Regional Police collaborated with other police services and agencies to support this Toronto Police-led investigative probe into a drug trafficking network distributing large quantities of cocaine across the Greater Toronto Area.



80 CHARGES LAID AND 10 ARRESTED

Peel Regional Police led an eight-month Joint Forces Operation investigation into drug trafficking and importation, the trafficking of stolen property and fraud.



"These arrests exemplify the excellent work our officers are doing to take drugs off the street and to put criminals behind bars. I want to thank Peel Regional Police investigators and all the member agencies for their involvement in this project.

Criminal operations today are borderless, and the partnerships we have are vital to our success." - Retired Chief Jennifer Evans

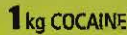
78 FIREARMS SEIZED, MORE THAN 1,000 FIREARM AND DRUG-RELATED CHARGES LAID

Peel Regional Police collaborated with other police services and agencies, including the Ontario Provincial Police and York Regional Police to support this nine-month Toronto Police Guns and Gangs Task Force-led investigation.



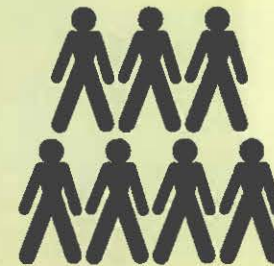
DRUGS AND \$600,000 IN CASH SEIZED

Peel Regional Police in collaboration with the Halton Regional Police Service and the Royal Canadian Mounted Police commenced a three-month joint forces investigation into an organized drug trafficking ring operating in the Greater Toronto Area.



7 HUMAN TRAFFICKING VICTIMS RESCUED

Officers from Peel Regional Police's Vice Unit participated in Operation Northern Spotlight, a multi-jurisdictional effort to liberate victims of Human Trafficking.



*INCLUDING A 16-YEAR-OLD AND 21-YEAR-OLD FEMALE FROM MISSISSAUGA

"The proactive efforts of police and service providers through operations such as Northern Spotlight are essential to identifying and providing resources to victims of Human Trafficking. Unfortunately, the exploitation of women and girls in the sex trade often goes unreported and can be attributed to many reasons including fear, manipulation, and deception on the part of the trafficker. We may not see the immediate impact, however, if the interactions we have encourages someone to seek help in exiting an exploitive situation, then our goal has been met." - Detective Jim Zucchero, Vice Unit

COMMUNITY INVOLVEMENT – GIVING BACK

With help from our community, we raised

OVER \$1.1

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



Phoenix Escort Officers, donated to Toys for Tots



Law Enforcement Torch Run for Special Olympics



Big Brothers Big Sisters, Novakidson - Rockstar



Kids and Cops Fishing Event



Cst. Michelle Vivian supporting the Canadian Blood Services



Building a better community with Habitat for Humanity



Cst. Emily Sami at the Cops for Cancer event

SOME OF OUR COMMUNITY PARTNERS



BIG BROTHERS
BIG SISTERS
OF PEEL



CANADIAN
BLOOD
SERVICES



CANADIAN
CANCER
SOCIETY



VICTIM SERVICES
OF PEEL

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.

Civilian of the Year Award

Mr. Jaz Singh

Officer of the Year Award

Cst. Stephen Sherwin

Civilian Supervisor CARES Award

Ms. Diane Cossitt

Officer Supervisor CARES Award

Det. Geraldine McNulty

TEAM Awards - Volunteer

Police Artists of Peel Fall Show 10th Anniversary

S/Sgt. Shawn McCowell, Ms. Lee Calver-Guy, S/Sgt. Gary Carty, Mr. Jan Fundano, Mr. Chris Gillespie, Ms. Susanna Hellman, Sgt. Greg Jones, Mr. Geoffrey Maxwell, Cst. Roy Nauffts, Ms. Anne Pilniuk, Cst. Charlie Trimble, S/Sgt. Susan Watson

TEAM Awards - Investigative/Project

Project Roadmaster

Cst. Kevin Anderson, Cst. Adam Arifi, Cst. Kristine Bayles, Cst. Todd Chapman, Cst. Warren Chase, Cst. Jerry Chaulk, Cst. Paolo Cincinnato, Det. Jason Colavecchia, Sgt. Darren Doody, Det. Wayne Drew, Cst. Steven Greenwell, Det. Scott (James) Hendry, Cst. Heinrich Herget, Det. Matthew Hutchinson, Cst. Thomas Jenkins, Cst. Steve Kelleis, Ms. Ljubisa Kostevski, Cst. Tomislav Krajac, Cst. Michael Laporte, Cst. Fabio Leo, Cst. James Mackey, Cst. Colin Manson, Cst. Christopher McColl, Sgt. John Mephram, Det. Todd Moore, Cst. Stephen Murphy, Cst. Sheamus Neher, Sgt. Bradley Nelson, Det. John Pitsadiotis, Sgt. Michael Ratych, Cst. Christopher Robinson, Cst. Charles Robitaille, Det. Stephen Rowland, Cst. Kenneth Shadlock, Cst. Kevin Shaidle, Cst. Grant Thomson, Cst. Mark Timar, Det. David Viozzi, Cst. Michael Walker, Cst. Paul Wallbank, Cst. Bancroft Wright, Sgt. Andrew Wyatt

e-Disclosure Steering Group

S/Sgt. Christopher Burton, Ms. Amy Donnelly, Ms. Ronni Gibson, Ms. Judith Ibie, Mr. Banshi Khinchi, Ms. Diane Mazzola, Mr. Steven Paiva, Mr. Luis Perez, Sgt. Stuart Proctor, Sgt. Michael Ratych, Ms. Kathryn St. Denis

Communications Award

Ms. Pam Pereira

Detective Robert Boyne Memorial Award

Cst. Bryan Duykers, Cst. Gavin McIntaggart

Constable Dwayne Piukkala Memorial Award

Cst. Carly Malonowich

Constable Matt Parr Academic Awards

Cst. Colin Ewan, Cst. Rachel Linale, Cst. Joseph Trauzzi

Constable Matt Parr Impaired Driver Apprehension Awards

A/Sgt. Ian Kosher, Cst. Jeff Caplan, Cst. Shaun Feasby, Cst. Taylor Halfyard, Cst. Roman Marchyshyn, Cst. Jaime Orbegoso, Cst. Emilie Romita, Cst. Davide Zara

Paul Schram Memorial Award

Ms. Christine Bedborough

Police Services Board Commendations

Sgt. Glenn Asselin, Sgt. John Rocha, Sgt. Jeffrey Scardamaglia, A/Sgt. Paul Corcoran, A/Det. Kristopher Dawe, A/Det. Matthew McAulay, Cst. Frouke Antuma, Cst. Clayton Asano, Cst. Colin Blaney, Cst. Markus Cissek, Cst. Larry Cota, Cst. Salvatore Demerling, Cst. Kylon Espiritu-George, Cst. Mark Finnie, Cst. Joel Fraser, Cst. Jeffrey Gillespie, Cst. Shane Harron, Cst. Scott King, Cst. Sarah Laszczuk, Cst. Colin Luckhurst, Cst. Michael Malcovich, Cst. Morgan McDougall, Cst. D'Arcy O'Shea, Cst. Matthew Pitula, Cst. Alexander Scott-Krawczyk, Cst. Scott Smith, Cst. Jaime Wallace, Cst. Sean Wegenschimmel, Cst. Daniel Sheikh

Police Services Board Civilian Citations

Mr. Khaled Al-Thallaj, Mr. Jerzy Byczkowski, Ms. Sara Corbett, Mr. Michal Dabrowski, Ms. Christina Fabbruzzo-Cota, Mr. Daniel Ferreira, Ms. Gillian Kajganich, Ms. Joanna Lee, Mr. Sangjae Lee, Mr. Andrew McCaig, Mr. James McCann, Ms. Kathleen Meikle, Mr. Ranshaw Meyers, Ms. Donna Moore, Ms. Irene Mursic, Ms. Tiana Newman-Petryshen, Mr. Jason Nguyen, Ms. Candace Price, Mr. Kalle Pugi, Mr. Scott Riche, Mr. Sheldon Teague, Mr. Harinder Thakur, Mr. Preetkaran Ubhi

Auxiliary Award

Aux/Cst. Amanpreet Chohan

Inspector Frank Fernandes Memorial Award

Cst. Clayton Asano



Member of the Order of Merit

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

Photo Credits: M/Cpl Mathieu Gaudreault, Rideau Hall © USGG, 2019

Bell Hero Award - Safe City Mississauga

Cst. Elaine Fowler

Brampton Board of Trade - Police Service Award

Cst. Manjit Basran

John K. Forbes Memorial Award

Cst. Andrew Cooper, Cst. Amanda Pileggi, Cst. Satinder Singh, Cst. Jordan Tingle, Cst. Joseph Trauzzi, Cst. Michael Trueman

Mississauga Real Estate Board - Police Merit Award

Cst. David Lumi

Ontario Association of Chiefs of Police (OACP) Award of Merit

Chief Jennifer Evans

Public Hero Award

Cst. Joy Brown

Knights of Columbus - Humanitarian Award

Sp/Cst. Kirsty Armit

International Association of Law Enforcement Planners (IALEP) Annual Report Contest

Peel Regional Police



Cst. Manjit Basran received his PSE Award



Det. Scott Hendry received his Award

Officer Exemplary Service Awards

40 Years

Cst. Paul Hanton

35 Years

Chief Jennifer Evans, S/Sgt Gary Carty, Insp. Paul Pogue

30 Years

Det. Randall Ackerman, Insp. David Andrews, Cst. Joseph Berkeley, Det. Michael Bruce, Insp. Stephen Chase, Insp. Sam Checchia, Cst. Cary Chung, Insp. Scott Clair, D/Sgt. Evan Cranna, Cst. Martin Crawford, D/Sgt. Joseph D'Angela, Insp. Michael Donnelly, Det. Wayne Drew, Cst. Roger Ford, Det. Ian Frape, Cst. James Galbraith, S/Sgt. Valerie Graham, Sgt. Darren Hawley, D/Sgt. Donald Jorgensen, Cst. David Love, Sgt. Robert Lyall, S/Sgt. Kerry McCowell, Det. Todd Moore, Cst. Wayne Omardeen, Sgt. Colin Preddie, Insp. Daniel Richardson, Insp. Donald Ross, Insp. Robert Shearer, Supt. Graham Symington, Sgt. Stanley Tranter, D/Sgt. Ruth Williams

25 Years

Insp. Raffaella D'Angela, Sgt. Alison Fraser, Cst. Frederick Kempf

20 Years

Cst. Jonathan Adams, Cst. Trevor Arnold, Cst. James Ban, Det. Christopher Barnett, Cst. Kristine Bayles, Cst. Pierre Bernard, S/Sgt. Ryan Berrigan, Sgt. Fabian Canas, D/Sgt. John (Todd) Christie, Cst. Casey Croghan, S/Sgt. Peter Danos, D/Sgt. Mark Dapat, S/Sgt. David De Angelis, Cst. Sean Devereaux, Det. John Farquharson, A/Sgt. Mark Fischer, Cst. Eugene Gale, Det. Mark Gordon, Sgt. Michael Gottschling, Cst. Blair Herd, Cst. Heinrich Herget, Insp. Lisa Hewison, Cst. Tanya Jardine, Sgt. Jeffrey Jensen, Det. Khushraj Klair, Det. Michael Lambert, S/Sgt. Raymond Linton, Det. Michael MacDougall, Cst. Daniel McAllister, Det. Warren McPherson, Sgt. Matthew Miller, Cst. Edwin Mulder, S/Sgt. Bob Nagra, Det. Adrian Pannocho, Cst. William Peace, Supt. Heather Ramore, Det. Joey Rego, Cst. Paul Robichaud, Cst. Andrea Schulz, Det. Earl Scott, Det. Michael Szabo, S/Sgt. Shelley Thompson, Cst. Grant Thomson, Det. Allan Villers, Cst. Donna Watson, Cst. Tracy Wilkinson, Det. James Wingate, Sgt. Andrew Wyatt

Civilian Service Awards

35 Years

Mr. Gordon Bell, Ms. Susan Hartley

30 Years

Ms. Barbara Ackerman, Ms. Kimberly Bandy-Boilert, Ms. Heidi Bell, Ms. Karyn Carty, Ms. Karen Ede, Ms. Angela Gallagher, Mr. John MacKenzie, Ms. Sandra Mele, Mr. Kevin Pon, Ms. Julie Roberts, Ms. Maura Vendramin, Ms. Sandra Vosburg, Ms. Caroline Wong

25 Years

Ms. Nada Carapina, Ms. Claire Fozard, Mr. David Hamlyn, Mr. Borromeo Macarandang, Ms. Beverley Mahadeo, Mr. Paul McCallion, Ms. Vicki Pawelchuk-Craig, Ms. Tonia Pryce, Ms. Martine Renwick, Ms. Leanne Reynolds

20 Years

Ms. Tracy Conroy, Ms. Paula Morissette, Mr. Michael Quinn, Ms. Eileen Sellors, Ms. Deborah Sharp, Sp/Cst. Carol Armstrong

PROMOTIONS

We are committed to attracting, retaining, developing and promoting professional and skilled employees who are reflective of our community

Deputy Chief

Marc Andrews Ingrid Berkeley-Brown

Superintendent

David Andrews Donald Cousineau Heather Ramore
 Waheed Butt Sean McKenna Radcliffe Rose

Director

Carr-Lynn Holmes

Inspector

Timothy Aumell Raffaella D'Angela David Kennedy
 Sean Brennan Stephen Duvesteyn Todd Leach
 Todd Christie William Ford Dawn Orr
 Andrew Cose Donovan Howell William Stewart

Manager

Susan Payne

Staff Sergeant/ Detective Sergeant

Adrian Adore	George Douglas	James Leadbeater	Wendy Sims
Davis Baxter	Chris Giles	Raymond Linton	Michael Stone
Joshua Colley	Susan Gray	Timothy Nagtegaal	Shelley Thompson
Jodi Dawson	Robert Hackenbrook	Deborah Pendlebury	Bryan Young
David De Angelis	Jeremy Hodgson	Joao Raposo	

Sergeant/Detective

Lynda Adams	Tonya Hackenbrook	Aaron Meisner	Colin Preddie
Charles Ayrvie	Mark Haywood	Aamer Merchant	Stuart Proctor
Michael Baker	John Henry	Lisa Moses	Michael Ratych
Matthew Bertiam	Andrea Herren	Darren Naismith	David Roden
Robert Bryant	James King	Bradley Nelson	Patricia Shearer
Jennifer Bryer	Edward Kulik	Michael Nielsen	Michael Taylor
Jeffrey Chamula	Marc Kyle	Gordon Oakes	James Yuzefowich
Kevin Cranley	David Laing	Stuart O'Reilly	
Darren Doodly	Michael Mavity	Christopher Overbeek	
Leslie Duncan	Daniel McCarthy	Ian Plummer	

Supervisor - Civilian

Sarah Dale James Felton Herman Khaper
 Nicole Elliott Stephen Fuller Sonya King



TWO NEW DEPUTY CHIEFS SWORN IN

On March 27, 2018 Deputy Chief Marc Andrews and Deputy Chief Ingrid Berkeley-Brown were sworn in.



Deputy Chief Marc Andrews

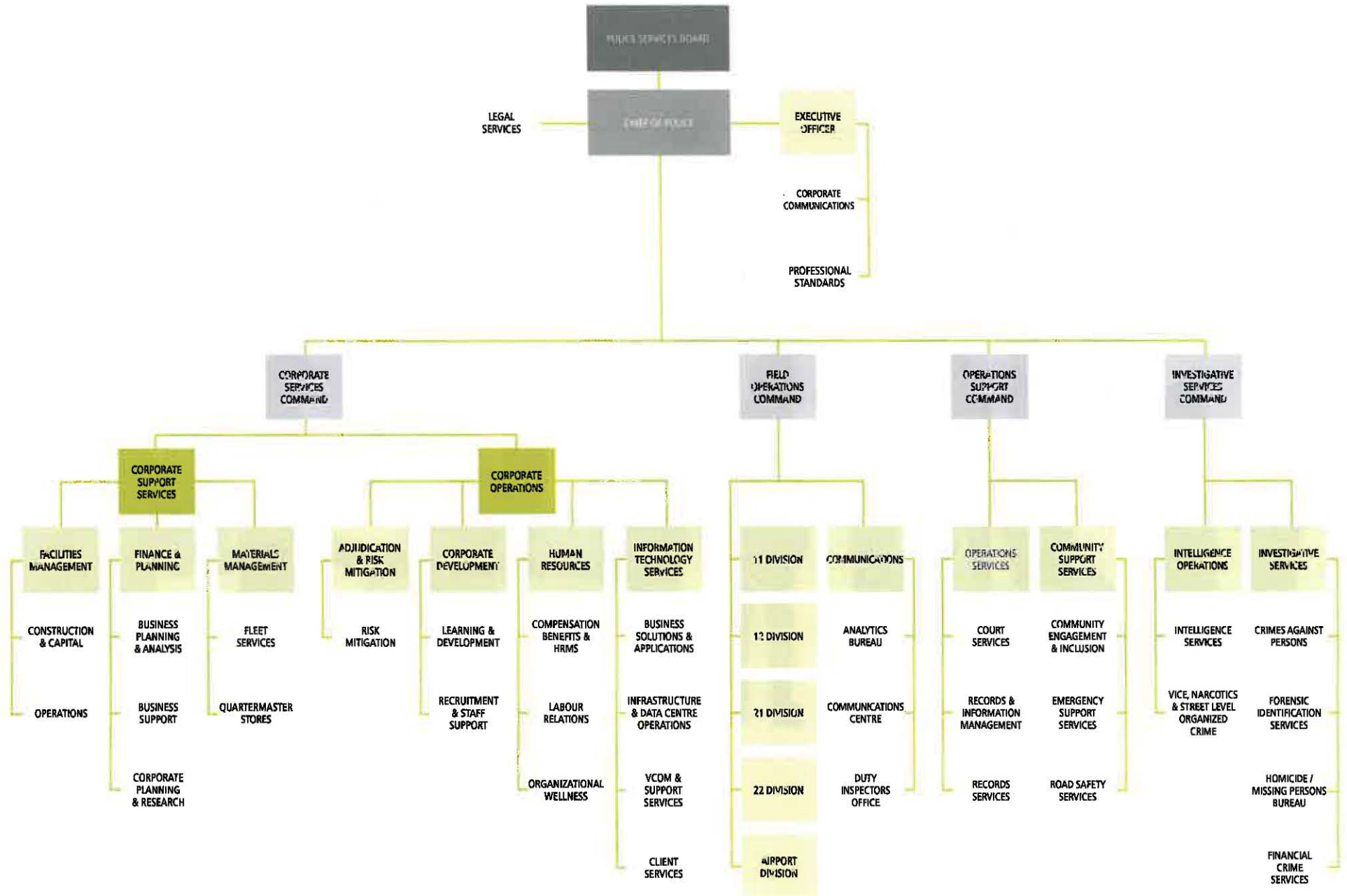


Deputy Chief Ingrid Berkeley-Brown

"Deputy Chiefs Andrews and Berkeley-Brown bring a depth and breadth of expertise and experience in community policing, diversity and inclusion, fiscal responsibility, mentorship and strategic management "

- Sue McFadden, Former Chair Peel Police Services Board

ORGANIZATIONAL STRUCTURE



Success and Progress

2017-2019 STRATEGIC PLAN BY AREA OF FOCUS

1

COMMUNITY SAFETY TOGETHER

2

PROFESSIONAL, DIVERSE
AND SUPPORTIVE WORKPLACE

3

QUALITY SERVICE
AND FISCAL RESPONSIBILITY





AREA OF FOCUS 1:

Community Safety Together



STRATEGIC OBJECTIVES

1.1

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

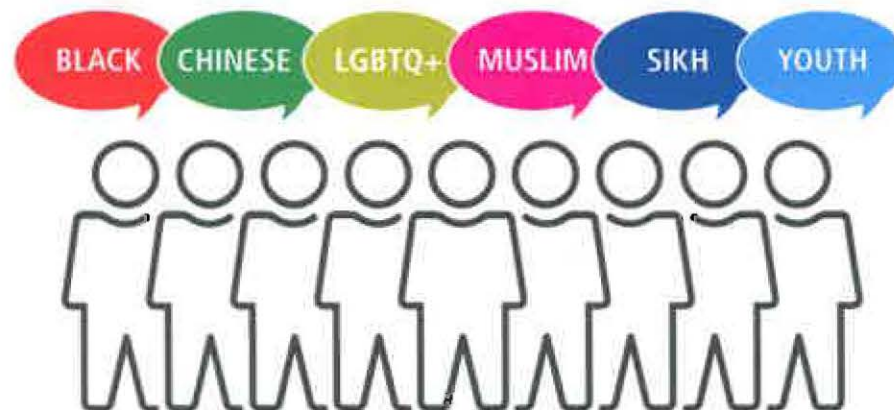
- Solvency rate of 72 per cent for violent crimes was above the provincial 71 per cent and national 70 per cent rates¹
- Solvency rate for property crimes of 26 per cent was above the provincial 23 per cent and national 21 per cent rates¹
- Violent crime rate of 536 per 100,000 was below the provincial 841 and the national 1,098 rates¹
- Property crime rate of 1,736 per 100,000 was below the provincial 2,398 and the national 3,245 rates¹
- Initiated 125 Problem Oriented Policing (POP) projects to help target community concerns
- The Violent Crime Reduction (VCR) project team used targeted enforcement to investigate and address serious offences and threats to the community.

1.2

Strengthen community engagement.

- Collaborated with our six Chief's Advisory Committees (Chinese, Black, Muslim, Sikh, LGBTQ+ and Youth) to better understand community priorities, strengthen community relationships and enhance policing policies.
- Corporate Communications received 1.7 million visits to the website PeelPolice.ca, an increase of 12 per cent over 2017. Our Facebook followers increased 45 per cent over 2017.²
- Participated in numerous policing and community partnership events. Worked with the Region of Peel on the development of the Community Safety and Well-Being Plan.
- The Equity and Inclusion Unit participated in 150 community events and visited 117 places of worship.
- The Elder Abuse Unit provided 196 community consultations.
- Our Community Mobilization Teams (CMTs) continued to focus on increasing community engagement and trust.

CHIEF'S ADVISORY COMMITTEES



COMMUNITY SAFETY AND WELL-BEING PLAN SYSTEM LEADERSHIP GROUP



¹ Source: Canadian Centre for Justice Statistics, 2017 data. 2018 data not available.

² See page 38 for key social media metrics.

1.3

Provide an inclusive and equitable police service.

- The Canadian Centre for Diversity and Inclusion (CCDI) continued their analysis of information gathered to assess recruiting, hiring and promotional practices.
- Fifty-seven per cent of new hires were racialized. See page 30 for details
- Created a Hate-Motivated Crimes Guidebook providing investigative tips and guidelines as a resource tool for officers. Also, a Hate-Motivated Information Fact Card outlining elements of hate-motivated crimes and incidents, along with instructions for reporting to police is available.
- Ensured members furthered their understanding and awareness related to differing beliefs by providing a Religious and Cultural Awareness Guidebook that gives guidance and information related to specific nuances associated with the most prominent cultural and religious communities within our region.
- Embedded bias-free training into all Recruit training and Leadership in Police Organizations training programs
- Employees completed Fair and Impartial Policing training. We continue to provide this training to new employees.
- Continued to provide services and resources to the public and our employees in multiple languages and accessible formats.

1.4

Provide assistance to victims of crime.

- Continued our partnership with Victim Services of Peel (VSO) to ensure persons victimized by crime or in crisis are informed of available services and support.
- Continued our participation on the Peel Human Trafficking Service Providers Committee to address Human Trafficking and co-ordinate support for survivors
- The Family and Intimate Partner Mobilization Initiative was implemented to mitigate the risk of repetitive non-violent family and intimate partner incidents progressing to assaultive incidents
- Issued media releases to reduce fraud victimization.
- Completed 52 Crime Prevention through Environmental Design (CPTED) audits of residential and business properties.



PROPERTY AND VIOLENT CRIME RATES AND SOLVENCY¹



1.5

Improve road safety through education, enforcement and proactive strategies.

- Implemented various targeted road safety initiatives and educational campaigns
- Received 2,925 reports from the community through the Road Watch reporting system which helps to identify dangerous and aggressive drivers
- Implemented traffic enforcement at locations identified using statistical analysis and community complaints
- Traffic fatality rate per 100,000 increased from 2.1 in 2017 to 3.0 in 2018. There were 28 fatalities in 2017 and 41 in 2018.
- Personal injury accident rate per 100,000 decreased four per cent from 156 in 2017 to 148 in 2018, well below the national 320 and provincial 254 rates.

1.6

Enhance youth programs and partnerships.

- Hired 20 youths for the summer Youth in Policing Initiative (YIP) and five youths as part of the Peel Police Youth Initiative (PPYI).³
- Crime rate for Criminal Code violations for youth 1,412 per 100,000 was below the national rate 1,653 and slightly above the provincial rate 1,391.⁴
- Youth Education Officers delivered presentations to over 127,000 students on topics such as Introduction to Social Media and Healthy Relationships. Of these students, close to 15,000 attended 409 educational sessions at the Peel Children's Safety Village.
- Crime Prevention and Youth Education Officers delivered drug education presentations to over 31,000 young people.
- Neighbourhood Policing Unit and School Resource Officers delivered 591 school presentations.

1.7

Crime Prevention through community initiatives, awareness and education.

- Continued the Clear Zone Robbery Prevention program which aims to reduce robberies of businesses through the implementation of an innovative window decal.
- Provided a variety of Crime Prevention Fact Cards at police divisions and community stations and through officers. As well, safety information is available on our website, with an option to translate to other languages.
- Crime Prevention's Twitter account followers increased to 2,904, an increase of 19 per cent from 2017.
- Crime Prevention Services provided almost 300 presentations to approximately 13,800 community members.
- Two Crime Prevention Academies and three Cyber Academies were conducted by Crime Prevention Services.
- Forty-four Safety for Seniors Seminars were held.
- A Hate-Motivated Crimes educational video was made available on YouTube, providing information related to hate-motivated crimes, while encouraging victims to report incidents to police; peelpolice.ca/hate

1.8

Strengthen emergency management planning and response.

- Conducted a review of the Peel Regional Police Emergency Plan.
- Completed the first full-scale mass casualty active shooter exercise at the Square One Shopping Centre.
- Emergency Support Services participated in table top and full-scale exercises with Metrolinx, the Greater Toronto Airports Authority and TransCanada Pipeline.
- Increased the number of schools included in the School Police Emergency Action Response (SPEAR) program from 462 in 2017 to 473 in 2018.
- Continued to expand the Police Response Emergency Plan (PREP).

³ Twenty-five students were funded by the Ontario Ministry of Children and Youth Services, five students were funded by the Peel Police Services Board. One Youth Coordinator was funded by the United Way and Safe City Mississauga.

⁴ Source: Statistics Canada, 2017 Data total Criminal Code violations excluding traffic. 2018 data unavailable. Youth aged: 12-17.

⁵ School Police Action Response Emergency (SPEAR) program



ROAD SAFETY INITIATIVES AND EDUCATIONAL CAMPAIGNS

- Back to School Safety Blitz
- Joint Forces Commercial Vehicle Inspection
- Last Drink Program
- Motorcycle Safety Awareness Month
- National Teen Safe Driver Week
- Pedestrian Safety Awareness Week



STRENGTHENING OUR COMMUNITY ENGAGEMENT

Community Mobilization

Safety. Collaboration. Engagement. Trust. Teamwork. Partnerships. These words represent the core focus of our Divisional Community Mobilization Teams and our Regional Community Mobilization and Well-Being Team. The community is at the heart of everything we do and these teams work hard to create meaningful, long-term partnerships with community groups and agencies. They act as a catalyst to mobilize and empower the community to address areas of concern. Success includes:

- Identifying at-risk individuals, families and communities and connecting them to the appropriate resources and supports.
- Collaborating with area residents, businesses and social service agencies on Problem-Oriented Policing Projects (POPs) to help reduce identified priority risks to community safety and well-being and reduce crime.
- Providing outreach through information sessions on topics such as elder abuse, mental health and human trafficking.
- Increasing community engagement through participation in community meetings and events.
- Enforcing and proactively dealing with criminal activity.
- Providing specially trained officers, teamed with Mental Health professionals, to respond to non-emergency mental health calls received from various sources and referrals.

HIGH LEVEL RISK PRIORITIES IDENTIFIED

High level risk priorities were identified in the 126 situations dealt with by our Regional Community Mobilization and Well-Being Team.



Source: Risk Tracking Database Ontario Ministry of Community Safety and Correctional Services

SUPPORTING VICTIMS AND INCREASING PUBLIC SAFETY

Peel Regional Police is a Safe Place

We are proud to be the first police service in Ontario to establish the Safe Place Program. This voluntary program partners with residents, businesses and other locations, such as schools, to assist victims of hate-motivated crime and incidents in the LGBTQ+ community. Participating partners affix a Safe Place sticker on the front entrance, window or door of a location, which signifies that victims of a hate-motivated incident can enter and get the assistance they need, with compassion, support and dignity. All of our police buildings are part of this program. Since the program was established in July of 2018, 166 community premises have been registered.



“Hate motivated incidents continue to occur and that is an unacceptable reality. It is therefore important that as a community, we work together to send a message of unity and support to all members of the LGBTQ+ community represented in the Region of Peel.” - Retired Chief Jennifer Evans

PROVIDING AN ACCESSIBLE POLICE SERVICE

Accessibility and Inclusiveness

We strive to provide services which are accessible to all people and continue in our efforts to identify, prevent and remove barriers. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be given to qualified applicants with a disability to enable their participation in our hiring process. We continued working towards making our website compliant with the World Wide Web Consortium (W3C) level 2.0 AA standard. Enhancements continue to be made to ensure our policing facilities are AODA compliant.

Our multi-year Accessibility Plan (2013-2018) is available on our website.

ROAD SAFETY – INITIATIVES, AWARENESS AND TIMELY RESPONSE

Vision Zero – Our Road To Safety

Peel Regional Police is committed to Vision Zero, a framework focused on preventing fatalities and injuries due to motor vehicle collisions (MVCs). We believe in the program's goal that no loss of life is acceptable. In 2018, we increased our police resources to support Vision Zero through three initiatives:

1. Assigning more officers to the Eliminate Racing Activities on Streets Everywhere (ERASE) program. Excessive speed has been attributed to many fatal MVCs and in 2018 this campaign resulted in increased enforcement and a decrease of pop-up car meets and rallies.
2. Launching a Safe Roads campaign where more officers were assigned to perform strategic enforcement at top 10 problem intersections and roadways. This increases safety and prevents collisions and injuries.
3. Establishing an Accident Response Unit (ARU) to provide more effective and timely police response to MVCs during peak times, allowing our frontline officers to better respond to emergencies.



Helping us Keep a Watch on the Road

The ROAD WATCH program is a community initiative that provides the option to report dangerous and aggressive drivers to us online through our website. Each year, the community continues to support our efforts of keeping our roads safe.

CELEBRATING OUR YOUTH

50th Anniversary of the Cadet Organization Police School (COPS)

The COPS program was formed in 1968 and is part of the Royal Canadian Army Cadet Corps. Over 18,000 youth have participated in this program where they learn valuable leadership and teamwork skills. We support the program by providing a full-time police Constable to act as the Commanding Officer, part-time Clerical Support, and access to our facilities and other resources.

10th Anniversary of the Peel Youth Charter

Peel Regional Police recommitted to the signing of the Peel Youth Charter to recognize its 10th anniversary. The promise of the Charter is to ensure the safety, health, education and future employment of all youth.

"I am pleased to continue our pledge to the values and principles of the Peel Youth Charter. The Peel Regional Police understand the importance of supporting our youth and have successfully developed and implemented a number of programs that have focused on creating a safe and supportive environment in our schools, workplaces and throughout the community." - Retired Chief Jennifer Evans

Peel Regional Police have many initiatives, programs and partnerships to support the success and well-being of our youth:

- Youth Education Bureau
- Youth in Policing Initiative (YIP)
- Peel Police Youth Initiative (PPYI)
- Peel Children's Safety Village
- Chief's Youth Advisory Committee
- Youth Cyber-Safety Academy
- Pre-Charge Diversion program
- School Resource Officer (SRO) program
- Building Resiliency in Girls program
- Youth programs to address personal safety, pedestrian and bicycle safety, drug use, human trafficking and gang involvement
- School contests and mentorship camps
- Operation Freeze/Heat – Positive Ticketing Program
- Day Camp partnership with the free for All Foundation and Peel District School Board

Please visit our website for more information



CRIME PREVENTION BY DESIGN, AWARENESS AND EDUCATION

Clear Zone Robbery Prevention Program – A Window Within A Window

The Clear Zone Robbery Prevention Program was designed to reduce the incidents of robbery at convenience stores by increasing knowledge on strategies and security. The idea is to strip away the offenders' anonymity through strategic placement – finding a prominent window in the retail outlet that overlooks the cash handling area and create a 'window within a window' by making sure nothing blocks its view. The majority of robberies take place at the sales counter and placing a Clear Zone window decal around the area can assist in deterring these incidents.

This program generates conversations between staff and customers and draws potential witnesses by getting people to pay attention.

Buy & Sell Exchange Zone

11 Division now has a Buy & Sell Exchange Zone along with 12 Division and 22 Division. Use our marked parking spaces to conduct safer buy and sell transactions.

Cargo Theft Prevention Awareness

We developed two cargo theft crime prevention resources in an effort to reduce cargo crimes and educate the community. Both the Cargo Theft Prevention pamphlet and Cargo Theft Assessment form are available in multiple languages. As well, we partnered with CN Police, CN, Crime Stoppers, the Ontario Trucking Association and the Insurance Bureau of Canada for a media and community awareness launch on the issue of Cargo Crime and to offer a collaborative message.

PARTNERING AND STRENGTHENING OUR EMERGENCY RESPONSE

Practice Makes Perfect – Project FireFly

In the early morning hours of May 28, 2018, Peel Regional Police, in collaboration with various partners, conducted Project FireFly, a full-scale emergency situation training exercise at Square One Shopping Centre. Partners included Peel Paramedics, Mississauga Fire, the emergency management offices from the Region of Peel and the cities of Mississauga and Brampton. The exercise was conducted to ensure that Peel Regional Police and other Emergency Services are ready to provide the best possible response to a critical incident in the community.



Cst. Sonya Mackin and Cst. Amy Boudreau in the Clear Zone

Safer transactions at our Buy & Sell Exchange Zones



AREA OF FOCUS 2:

Professional, Diverse and Supportive Workplace



STRATEGIC OBJECTIVES

2.1

Attract and retain professional, skilled employees that reflect the community.

- Two hundred and ninety-seven new hires (97 officers, 178 civilians and 22 cadets) which included: 168 (57 per cent) racialized persons, 150 (51 per cent) female, five (2 per cent) persons with disabilities and one (0.3 per cent) Indigenous⁵
- Designated groups were represented in the organization; 35 per cent females, 23 per cent racialized, one per cent persons with disabilities and one per cent Indigenous
- Attrition rates were 3.6 per cent for officers and 5.1 per cent for civilians.
- Eighty-four per cent of employees have post-secondary education.
- Recruiting initiatives included using the PeelPolice.ca website, LinkedIn, television, radio, print and other media events to attract applicants. There were a total of 138 outreach recruiting initiatives, including targeted recruitment 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.
- Our HealthyMinds Excellence Council implemented six of the 13 action plans as a result of the Guarding Minds @ Work survey. The remaining seven will be completed by 2020.
- Many Peel Regional Police facilities provide on-site paramedical services for employees in need.
- The Joint Occupational Health and Safety Committee conducted 211 workplace inspections.
- Continued our Safeguarding Program supporting members who are routinely exposed to stressors impacting their mental health by providing psychological assessment annually, and professional support to build resilience and coping skills.
- The Fitness and Healthy Lifestyle Unit continued to promote and advocate overall health of members through fitness testing, classes, seminars, and behaviour change programs.

2.3

Increase employee engagement and communication.

- Continued to implement action plans developed to respond to employee feedback from the 2016 Employee Survey.
- Forty-one e-mail messages from the Chief and 255 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 to increase employee engagement and communication including an internal intranet portal and television system, e-mail bulletins, an employee newsletter, internal videos and a Chief's Suggestion Box.
- The newly refreshed Peel Regional Police website is a resource for employees to receive information including live social media feeds, our events calendar, news releases and positive stories about our employees.
- 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 seventy-seven employees enrolled in 942 continuing education courses.
- Employees spent 274,673 hours in training.
- Ninety-five unique internal courses were offered, resulting in 1,308 sessions being completed.
- Thirty-eight employees participated in Region of Peel courses and 212 external training opportunities were attended.
- Temporary acting opportunities were provided to 1,374 employees (378,775 hours) and 48 employees participated in an indefinite acting role.
- Posted 554 internal job opportunities.
- Fifty-eight memberships on external police committees.
- Seventeen internal standing committees.
- Career advancement opportunities included the promotion of 75 officers and 36 civilians.

⁵ Peel Regional Police's Equal Opportunity Plan can be accessed at: www.PeelPolice.ca/en/who-we-are/documents.aspx

About Our Employees



RECRUITING 2018

Racialized People Hired



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

Online Officer/Cadet Applicants



10
Media Promotion Initiatives

138
Outreach Recruiting Initiatives

6,605
People Attended Targeted Recruitment Forums





Youth in Policing Initiative (YIPI) and Peel Police Youth Initiative (PPYI) Students



“The session was delivered flawlessly. It was informative and inspiring. I walked out of the session with the feeling that Peel Regional Police is the ideal team to be a part of” - Recruitment Forum Attendee

RECRUITMENT

We are committed to attracting and hiring professional and skilled employees to ensure that we provide the highest quality of service to our community. Throughout 2018, we participated in a variety of outreach initiatives to attract applicants who possess a diverse array of skills and are reflective of our community. Our recruitment initiatives showcase the wide range of opportunities at Peel Regional Police, and the benefits of policing as a career choice.

Youth in Policing Initiative (YIPI) Recruitment Success

Since 2009, we have partnered with the Ontario Ministry of Children and Youth Services to provide a unique and impactful eight-week summer employment opportunity for young people within the Region of Peel. Participants have expressed the value of their experience and impact on their views of policing as a career.

DID YOU KNOW?

Of the 165 YIPI students that have participated in the program since 2009, we have hired four as Cadets, two as Recruit Constables and two as civilian employees

“The YIPI program is a once in a lifetime opportunity to see what officers do on a daily basis and helped me decide on a career in policing... It is a rewarding program and shows you how heartwarming and caring the officers really are.” - YIPI Student

Innovative Recruitment

In 2018, we held information sessions, recruiting forums and career fairs, some of which were designed specifically to attract women applicants and applicants from our diverse communities. We reached a large segment of the population using advertising services provided through radio, television, print and various sporting events. In 2018, our website attracted over 400,000 visits to our civilian and officer recruiting pages, and we had over 1,000 followers on our Recruiting Bureau’s Twitter account. In addition, we use LinkedIn, Workopolis and specialized employment sites to showcase opportunities.

- 6,605 people attended recruitment forums.
- Attendee survey results were positive, with 96% indicating satisfaction with their recruitment session experience.

SUPPORTING OUR EMPLOYEES

Mental Health and Wellness Initiatives

We have taken a proactive approach to providing a variety of high-quality programs and resources to promote employee wellness, provide support and encourage a healthy work-life balance.

HealthyMinds – A Framework for Achieving a Psychologically Healthy and Safe Workplace

Our HealthyMinds Excellence Council has been hard at work over the course of 2018 to implement six of the 13 action plans to attain the bronze level of Excellence Canada's Mental Health at Work Standard.

1. Mental health awareness questions are included in all levels of promotional exams.
2. Ambassadors have been selected for each area/division to share mental health awareness information.
3. A HealthyMinds logo has been created to market and communicate initiatives.
4. Our employee newsletter, *This Week in Peel* features a weekly article on mental health.
5. Mental health tips appear on our internal television feed.
6. All reviews of internal directives require the consideration of members' psychological safety and mental health impacts.

We are committed to completing the remaining seven action plans by the end of 2020.

#SickNotWeak

As part of the Speaker Series on Mental Health, our Organizational Wellness Bureau invited Michael Landsberg, founder of the charitable organization #SickNotWeak, to co-host an evening of information about Post Traumatic Stress Disorder (PTSD) and ending the stigma around mental illness.

Queen's University Certificate Program – Leading a Mentally Healthy Workplace

This pilot project for management and supervisory staff is a follow-up to our Road to Mental Readiness (R2MR) training program. The program teaches practical, empathetic and solution-focused leadership skills for managing performance, facilitating effective returns to work and promoting good mental health.



Student co-op opportunities for Winter, Summer and Fall semesters

STAYING CONNECTED

Enhancing Employee Awareness and Engagement

We continue to support initiatives to ensure our employees are well informed, and we provide opportunities for employee feedback. Our internal newsletter This Week in Peel, internal television feed - PRP TV, internal website, external website, computer desktop news feed and social media accounts all work to showcase news and events from across the organization to our employees. Employees are encouraged to give feedback to the organization via the Chief's mailbox, surveys and internal focus groups.

Peel Regional Police Live-Streaming Channel

Our Corporate Communications Bureau live-streams key events and news conferences to provide employees and the community with timely and relevant information. The live-stream can be viewed on desktops or mobile devices through the live-stream channel.

Divisional Enhancement Committees

Each Division has a Committee to provide a forum to seek input from employees to improve the working environment and also engage in morale boosting programs and fundraising initiatives.

Patrol Resources Portal

This in-house web-based resource provides officers with a central location to quickly and conveniently reference information on case law, crime mapping, wanted bulletins, officer safety bulletins and training bulletins.

TRAINING - KEEPING UP-TO-DATE

Training Together to be Prepared

We recognize that training collaborations across our organization and with other agencies are an opportunity to better prepare our employees for success in keeping our community safe.

Tactical and Rescue, Explosive Disposal and Aerial Support Units - These units conducted joint training at the Caledon Quarry to obtain Hostage Rescue Certification, the highest level afforded to a Tactical Unit by the Ontario Ministry of Community Safety and Correctional Services.



Tactical and Rescue Unit - Training Exercise

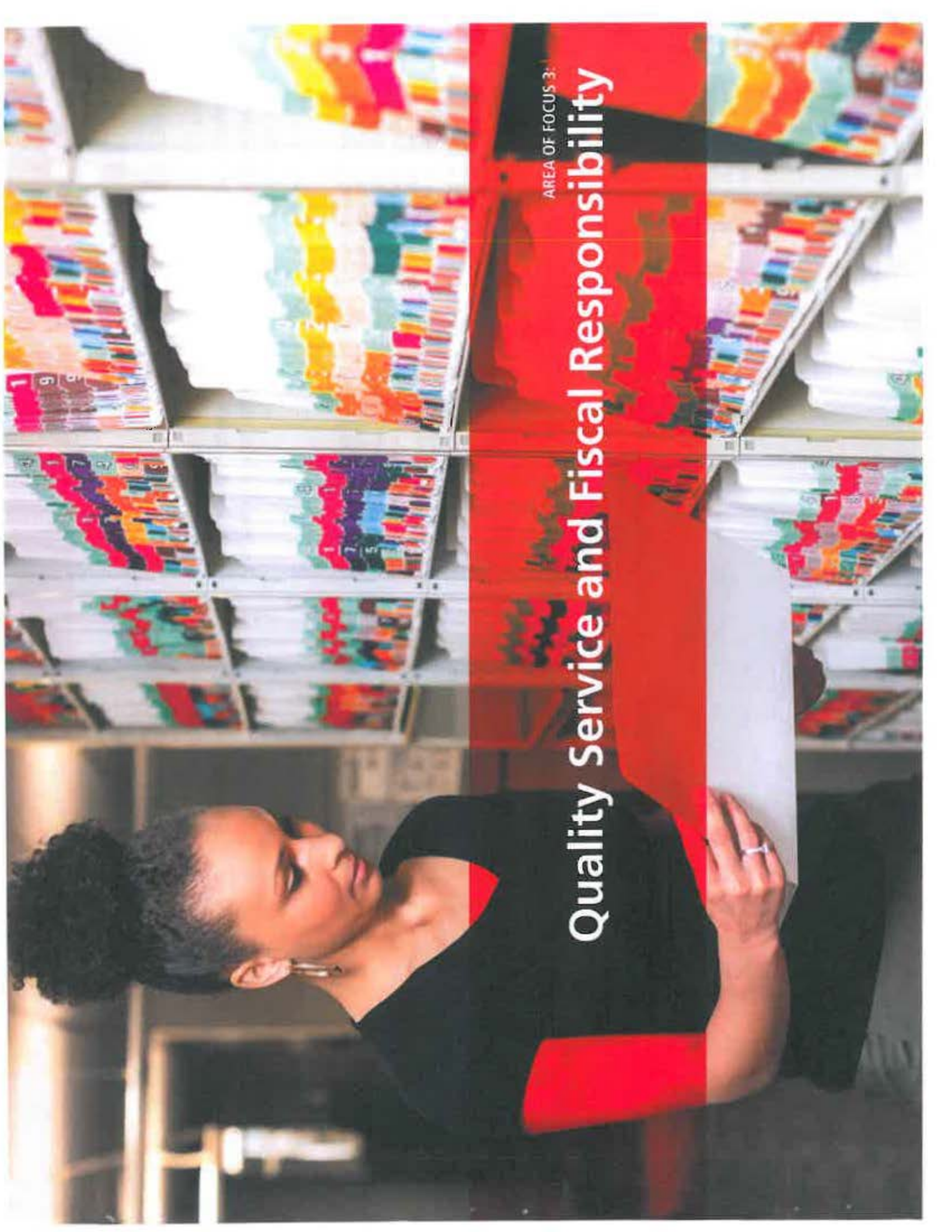
Ice Rescue Training for the Underwater Search and Recovery Unit (USRU) - Members of the USRU conducted ice rescue training in Lake Ontario in preparation for operational deployments and calls for service. Our USRU is trained to search all bodies of water within the region.

Family and Intimate Partner Violence - In order to effectively respond to these types of calls, we held two training courses in 2018, including presentations from victim-support partners.

Cannabis Legislation - We created a Cannabis Legalization Working Group comprised of employees from across the organization to ensure we have the administrative and operational capacity to address the new requirements of the law. Additionally, a stakeholder group was formed with the Region of Peel, local municipalities and Caledon Ontario Provincial Police. We also collaborated with the Ontario Association of Chiefs of Police (OACP) and the Canadian Association of Chiefs of Police (CACCP).

DID YOU KNOW?

Drug Recognition Expert (DRE) certification, to identify drug impaired drivers, takes three weeks and costs approximately \$4,000. We have 13 active DREs, with the goal of increasing to 20 by the end of 2019.



AREA OF FOCUS 3

Quality Service and Fiscal Responsibility

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 per cent of residents and 91 per cent of businesses were satisfied with the work of Peel Regional Police. The next survey is planned for 2019.
- The Office of the Independent Police Review Director received 86 public complaints about Peel Regional Police and concluded 95.
- Published eight Police Service Act decisions on our external website.
- Conducted regular reviews of our Directives. As of December 31, 2018, there were 326 Directives to ensure we comply with the Ontario Policing Standards and applicable legislation.
- Received the Platinum Excellence, Innovation and Wellness Award from Excellence Canada.
- The Proud to be Peel campaign continued to enhance professionalism, accountability and employee awareness.

3.2

Review business and risk management processes to address changing demands.

- The 2019 Budget was approved by the Peel Police Services Board and Regional Council and included approval to hire 55 officers and 22 civilians in 2019.
- Completed an analysis of calls for service by patrol zone to balance officer deployment and effective service.
- Citizens reported almost 6,000 incidents through our online reporting system.
- Organizational restructuring of various areas was completed to address changing demands.
- Participated on committees through the Canadian Association of Chiefs of Police (CACCP) and the Ontario Association of Chiefs of Police (OACP) to remain current on issues, and have input into the future of policing.
- Conducted one Area Risk Self-Assessment.
- Completed 11 compliance audits and 14 operational audits.

3.3

Leverage shared services and strengthen partnerships.

- Participated on over 250 external agency committees.
- Partnered with the Canadian Medic Alert Foundation for a joint public safety program called the MedicAlert Connect Project which provides 24/7 access to information on vulnerable members of the community who are subscribed to the program.
- Completed 11 Joint Forces Operations to help combat criminal operations.
- Renewed long-standing funding partnerships with all levels of government resulting in \$18.5 million to support community safety, an increase of nine per cent over 2017.

2019 APPROVED BUDGET

\$423.1
MILLION



55 OFFICERS



10 COMMUNICATORS



5 PRISONER ESCORT OFFICERS



7 CIVILIAN SUPPORT STAFF

2019 AUTHORIZED COMPLEMENT

Officers 2,128
Civilians 896
Cadets 30

3,054
EMPLOYEES

3.4

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

- Official opening of the new Headquarters which includes a police museum.
- Completed renovations to the Peel Children's Safety Village.
- Completed renovations to 11 Division which included a new Buy & Sell Exchange Zone.
- Commenced the first stages of implementation of our Long Term Facility Accommodation Plan (Space Feasibility Study).
- Developed the 10-Year Capital Plan which was approved by the Peel Police Services Board and Regional Council.
- Ongoing and future projects include:
 - Upgrade of computer infrastructure, interview room recording systems and Computer-Aided Dispatch program,
 - Pilot the use of mobile devices (Officer of the Future project);
 - Development of online records checks to reduce wait times.

3.5

Engage in responsible environmental management practices.

- We continue to focus on reducing our carbon footprint by enhancing our existing recycling programs.
- Partnered with the Toronto and Region Conservation Authority to undertake environmental initiatives in the community.
- Three hybrid vehicles, six T3 electric motion vehicles and 46 bicycles are included in our fleet.
- Upgraded existing lighting to LED and installed more efficient Heating, Ventilation and Air Conditioning (HVAC) systems as part of the 11 Division renovation project.
- Upgraded the Building Automation System (BAS) from analog to digital, which will allow our buildings to operate with higher efficiency.

2018 FUNDING PARTNERSHIPS



¹ Ontario Ministry of Community Safety and Correctional Services

² Canadian Mental Health Association Peel Branch

³ Chief Firearms Office for Ontario

⁴ Other Grant Funding

⁵ Ontario Ministry of Community Safety and Correctional Services – Provincial Proceeds of Crime (POC) – Technical Investigations (\$0.1M), Hate Crimes and Extremism Investigative Team (HCETT) (\$0.008M) and Strategy to Prevent Human Trafficking (\$0.1M)

⁶ Ontario Ministry of Children, Community and Social Services – Youth in Policing Initiative (\$0.1M)

⁷ Government of Canada – Federal Victims Fund Measures to Address Prostitution (\$0.008M)

⁸ Ontario Attorney General's Civil Remedies Grant – Project Safety Swap (MOV) (\$0.008M)

and Rescue (\$0.1M)



DELIVERING QUALITY SERVICE

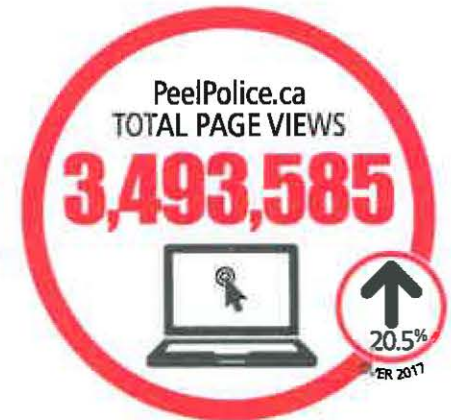
Peel Regional Police’s Award-Winning Website Refresh Project

The Peel Regional Police website provides important information to our community and employees including outlining our programs and initiatives, and our Strategic Plan which serves as a road map for our organization. After consultation with our employees and the community, in June 2018 we launched a new website to provide the highest quality service.

This new site features improved navigation, a centralized Contact Us page, an e-mail subscription based news section allowing us to share our good news stories, in addition to more multi-media components such as videos and photos. Content on the site is written to make it easier to scan and read. The site is also responsive across devices and since the launch of the new site, there has been a 200 per cent increase in visitors using mobile phones compared to the same time frame in 2017.

“Our new, innovative website makes information easier to access while adding exciting new features such as live social media feeds, an events calendar and a news section. I’m proud to report that just four months after launch, PeelPolice.ca was recognized with the prestigious MarCom Platinum award from the Association of Marketing Communications Professionals.

The award speaks to great team work.” - Michelle Dassinger, Manager, Corporate Communications



Canine Team Receives Life Saving Team Award

In the early morning hours of July 19, 2018, a five-year-old boy was reported missing from a Brampton residence. Peel Regional Police officers flooded the area and began their search efforts. Constable Kurtis Vaughan and his Police Service Dog (PSD) partner Timber attended the call and located the boy in a wooded area near a set of train tracks. The child was unconscious and suffering from serious life-threatening injuries. He was transported to a trauma centre where he was treated. The assistance of Constable Vaughan and PSD Timber in quickly locating the child was an essential part of his survival. On October 3, 2018, Constable Vaughan and PSD Timber received a Life Saving Team Award from the National Association of Professional Canine Handlers.

“A call like this, an opportunity to save a life, makes the countless hours of training and a whole career worthwhile. The successful outcome in this case was a team effort. I’m thankful to the quick and decisive actions of all officers and paramedics involved in this call. I also credit our success to the training PSD Timber and I received from the Master Trainer of our unit.” - Constable Kurtis Vaughan



Cst. Vaughan and PSD Timber

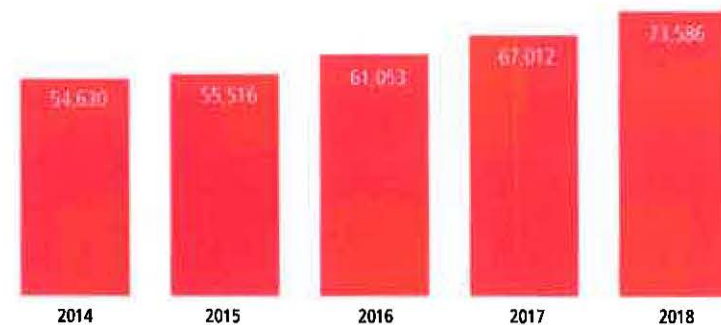
REVIEWING BUSINESS PROCESSES TO IMPROVE SERVICE DELIVERY

Computer-Aided Dispatch (CAD) Data Review Team

The CAD Data Review Team, representing a number of areas across the organization, works together to analyze and review data related to frontline patrol officer workload. This team has generated actionable information that has assisted with:

- Identifying start times for patrol officers to better align patrol strength with service demand and support improved staff deployment.
- In-depth analysis of service demands to improve understanding of and response to community needs.
- Revising Mobile Data Unit (MDU) log-on and log-off procedures for officers across the organization to enhance data quality.
- Using CAD metrics to evaluate projects and initiatives and improve service delivery.

Citizen-Initiated Immediate Response Events Priority 1 Calls



SHARING SERVICES AND STRENGTHENING PARTNERSHIPS

New Public Safety Broadband Network (PSBN)

In support of ongoing innovative efforts to enhance both officer and public safety across the Regions of Halton and Peel, we are joining the Halton Regional Police Service's PSBN. The PSBN is a dedicated, secure, high-speed wireless data communications network for emergency responders and public safety personnel to communicate with each other.

For years, first responders have used radio to transmit messages to public safety partners. Information is relayed through commercial networks designed for public use. This new approach will guarantee resilient and secure access on these networks during public safety incidents or day-to-day operations.

This model will provide first responders with appropriate resources, interoperability, robust and reliable capacity and provide the ability to dynamically scale to changes in any critical situation.

"Peel Regional Police is proud to collaborate with our counterparts in Halton Region. This initiative will allow us to build the infrastructure to better enable us to meet the growing demand for seamless emergency response. Cutting edge broadband data applications along with our reliable Public Safety Broadband Network will truly revolutionize the way we collaborate during public safety incidents resulting in safer outcomes for all." - Retired Deputy Chief David Jarvis



HOW TECHNOLOGY IS IMPROVING POLICE WORK

Our Eyes in the Sky Help Us Serve and Protect

In January of 2018, we introduced our Aerial Support Unit (ASU). The ASU began with 12 operators and has grown to 16 over the course of the year. The Unit operates two Unmanned Aerial Vehicles (UAVs) and is available 24 hours a day. Our UAVs are heavily regulated. There are 85 restrictions that must be followed and a Special Flight Operations Certificate must be obtained by all of our Operators.

We have used the UAVs to support the community in many situations such as:

- Search and rescue.
- Emergency and disaster response.
- Collision reconstruction investigations.
- Tactical Operations and surveillance.
- Hazardous materials management.

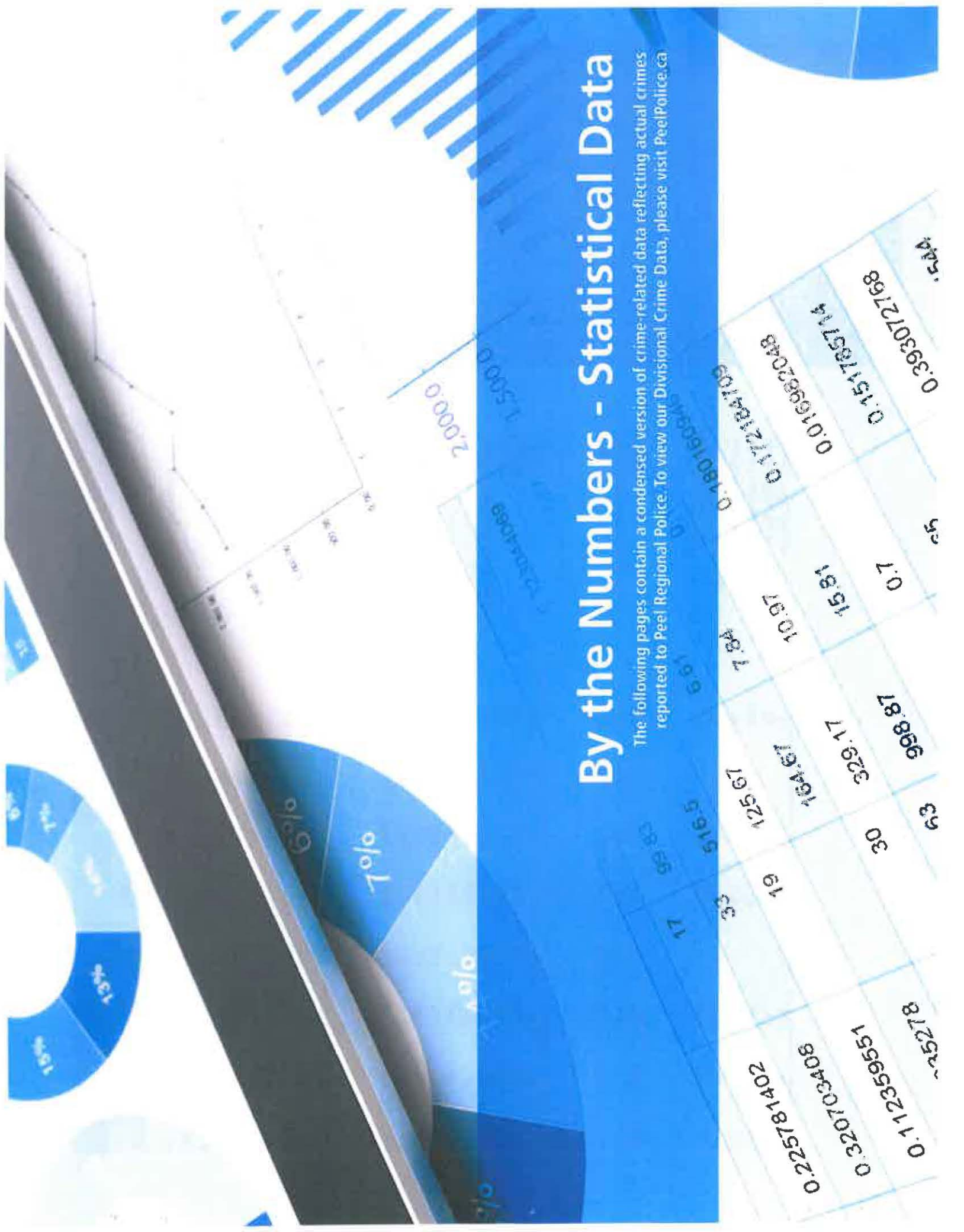
DID YOU KNOW?

In 2018, the Aerial Support Unit (ASU) responded to 150 calls for service. They have also attended numerous public events and open houses to educate the community.



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



CRIMINAL OFFENCES

Crimes Against Persons  **13.9%**

Crimes Against Property  **6.7%**

Drugs  **-21.4%**

ROBBERIES

With Firearm  **28.9%**

With other Offensive Weapon  **18.6%**

Without Weapon  **6.9%**

BREAK AND ENTERS

Total  **-8.8%**

Residence  **-10.6%**

Business  **-4.1%**

Other  **-17.4%**

CRIMINAL OFFENCES

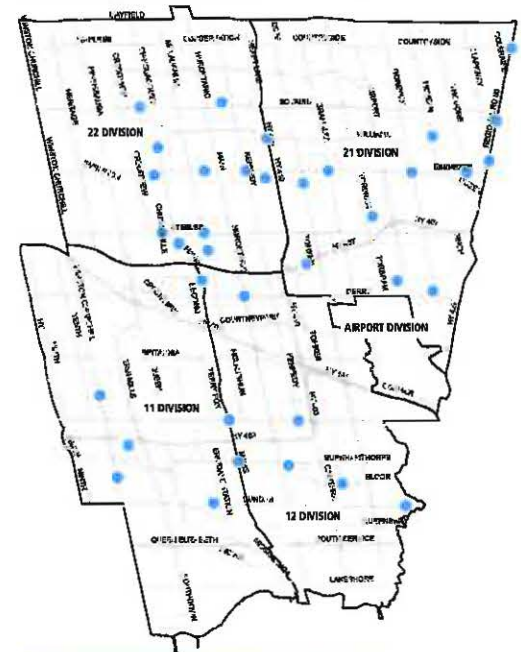
	2017			2018			2017 - 2018 Variance	
	Number	Percent Solved	Rate Per 100,000	Number	Percent Solved	Rate Per 100,000	Number	Rate Per 100,000 (%)
Crimes Against Persons	8,112	75.4	602.7	9,334	76.3	686.3	1,222	13.9
Homicide	16	75.0	1.2	26	76.9	1.9	10	58.3
Attempted Murder	21	76.2	1.6	39	69.2	2.9	18	81.3
Assaults (non-sexual)	4,389	83.8	326.1	4,990	85.8	366.9	601	12.5
Sexual Violations	971	70.2	72.1	1,102	66.4	81.0	131	12.3
Robberies	903	42.7	67.1	1,051	40.0	77.3	148	15.2
Threatening or harassing phone calls	55	30.9	4.1	49	26.5	3.6	-6	-12.2
Criminal harassment	215	81.9	16.0	239	81.2	17.6	24	10.0
Uttering threats	1,287	76.3	95.6	1,542	79.7	113.4	255	18.6
Other violent violations	116	44.0	8.6	145	53.1	10.7	29	24.4
Crimes Against Property	25,998	30.2	1,931.5	28,039	27.7	2,061.7	2,041	6.7
Break and Enter	3,458	23.9	256.9	3,186	24.8	234.3	-272	-8.8
Theft Motor Vehicle	2,484	9.4	184.5	3,094	9.6	227.5	610	23.3
Theft Over and Under \$5,000	13,482	29.6	1,001.6	14,752	25.1	1,084.7	1,270	8.3
From motor vehicle	3,932	4.0	292.1	4,888	3.2	359.4	956	23.0
Shoplifting	4,291	72.4	318.8	4,315	63.5	317.3	24	-0.5
Possession of Property Obtained by Crime	757	100.9	56.2	926	98.5	68.1	169	21.2
Frauds	1,957	42.6	145.4	2,324	35.2	170.9	367	17.5
Mischief	3,800	31.0	282.3	3,699	33.0	272.0	-101	-3.6
Arson	60	21.7	4.5	58	31.0	4.3	-2	-4.4
Drugs	2,631	99.4	195.5	2,098	99.5	154.3	-533	-21.1
Trafficking/Production/Distribution	409	99.0	30.4	410	97.3	30.1	1	-1.0
Possession	2,222	99.5	165.1	1,687	100.0	124.0	-535	-24.9
Criminal Driving Offences	5,371		399.0	5,897		433.6	526	8.7
Impaired Driving (Alcohol/Drugs)	1,228		91.2	1,196		87.9	-32	-3.6
Fail/Refuse Breath/Blood Sample	140		10.4	136		10.0	-4	-3.8
Fail to Stop/Remain	3,565		264.9	3,949		290.4	384	9.6
Dangerous Operation	305		22.7	468		34.4	163	51.5
Other CC Traffic Offences	133		9.9	148		10.9	15	10.1

TRAFFIC MANAGEMENT	2017		2018		2017 - 2018 Variance	
	Number	Rate Per 100,000	Number	Rate Per 100,000	Number	Rate Per 100,000 (%)
Motor Vehicle Collisions – TOTAL	26,471	1,966.6	28,912	2,125.9	2,441	8.1
Reportable collisions	14,581	1,083.3	17,088	1,256.5	2,507	16.0
Fatal collisions	25	1.9	36	2.6	11	36.8
Personal injury	2,095	155.6	2,007	147.6	-88	-5.1
Property damage	12,461	925.8	15,045	1,106.3	2,584	19.5
Non-reportable collisions	11,890	883.4	11,824	869.4	-66	-1.6
Traffic Enforcement (Highway Traffic Act)						
HTA charges – TOTAL	88,204	6,553.0	84,807	6,235.8	-3,397	-4.8
Careless driving	3,962	294.4	2,221	163.3	-1,741	-44.5
Use electronic device	4,639	344.7	2,827	207.9	-1,812	-39.7
Disobey traffic light	2,532	188.1	2,075	152.6	-457	-18.9
Fail to stop at stop sign	4,883	362.8	4,319	317.6	-564	-12.5
Invalid permit	16,294	1,210.5	17,838	1,311.6	1,544	8.4
Seatbelt	1,661	123.4	1,399	102.9	-262	-16.6
Other HTA	23,900	1,775.6	22,883	1,682.6	-1,017	-5.2
Speeding	30,333	2,253.6	31,245	2,297.4	912	1.9
HTA cautions – TOTAL	10,986	816.2	9,504	698.8	-1,482	-14.4
RIDE Program						
Vehicles checked	39,349	2,923.4	41,539	3,054.3	2,190	4.5
WARN range suspensions	281	20.9	242	17.8	-39	-14.8
Impaired driving charges	47	3.5	34	2.5	-13	-28.6
Excess blood alcohol charges	153	11.4	114	8.4	-39	-26.3

ORGANIZATIONAL	2017		2018		2017 - 2018 Variance	
	Number		Number		#	%
Public Complaints						
Complaints received	104		86		-18	-17.3
Complaints concluded	97		95		-2	-2.1
Firearms Seized	429		459		30	7.0
Bail Hearings	14,053		11,705		-2,348	-16.7

PERSONS CHARGED	2017			2018		
	Adult	Youth	Total	Adult	Youth	Total
Persons Charged - TOTAL	13,340	1,868	15,208	13,884	1,788	15,672
Crimes Against Persons	3,570	861	4,431	4,367	998	5,305
Crimes Against Property	3,715	524	4,239	3,975	512	4,487
Criminal Driving Offences	1,451	25	1,476	1,341	21	1,362
Drugs	1,290	103	1,393	1,155	63	1,218

2018 FATAL MOTOR VEHICLE COLLISIONS



TRAFFIC MANAGEMENT



REGULATED INTERACTIONS

Collection of Identifying Information Ontario Regulation 58/16-2018

- One attempted/completed collection.
- Two individuals from whom identifying information was collected.*
- Restricted data was accessed 15 times.

* Two non-localized males over 18 years of age in 12 Division. Detailed information available in a report to the Police Services Board – Spring 2019.

DEMOGRAPHIC GROWTH FIVE-YEAR INCREASE



Registered Vehicles
+ 116,291



Households
+ 26,000



Policing Population
+ 63,000



AUTHORIZED OFFICERS PER 100,000 POPULATION



Peel Ontario Canada

Source: Statistics Canada, Police Services in Canada 2011, Canadian Census for Justice Statistics.

VIOLENT CRIME SEVERITY INDEX



Peel Ontario Canada

Source: Statistics Canada, Police Services in Canada 2017, Canadian Census for Justice Statistics.

FIVE-YEAR SUMMARY

Demographics

	2014	2015	2016	2017	2018
Policing population*	1,297,000	1,314,000	1,333,000	1,346,000	1,360,000
Young persons (12-17 yrs)*	103,342	102,696	102,050	103,530	105,010
Number of households*	392,000	398,000	406,000	412,000	418,000
Number of registered vehicles**	1,009,410	1,038,662	1,067,523	1,096,645	1,117,688

Complement: Authorized

	2014	2015	2016	2017	2018
Police	1,979	1,996	2,015	2,036	2,073
Civilians	829	837	840	847	874
Cadets	30	30	30	30	30
TOTAL	2,838	2,863	2,885	2,913	2,977

Workload

	2014	2015	2016	2017	2018
Calls to 9-1-1	353,583	325,509	319,387	365,368	430,111
Calls to communications	608,414	579,761	596,468	639,085	709,534
Citizen-initiated events***	217,532	221,293	225,076	230,605	236,288
Immediate response events	54,630	55,516	61,053	67,012	73,586
Occurrences	98,566	95,108	95,825	100,225	105,513

Fleet

	2014	2015	2016	2017	2018
Police fleet (vehicles, bicycles, trailers)	780	788	796	789	826
Kilometres travelled	16,356,907	16,050,792	15,325,011	15,178,015	15,362,955

Budget

	2014	2015	2016	2017	2018
Net budget	\$349,574,530	\$360,913,440	\$372,823,580	\$384,788,000	\$401,510,000

Canadian Criminal Code Offences

	2014	2015	2016	2017	2018
TOTAL	35,208	36,797	38,154	40,382	43,379
Rate per 100,000 population	2,714.6	2,800.4	2,862.3	3,000.1	3,189.6
Percent (%) solved	54.8	53.0	51.4	49.2	47.4

Crimes Against Person Violations

	2014	2015	2016	2017	2018
TOTAL	6,871	6,860	7,591	8,112	9,334
Rate per 100,000 population	529.8	522.1	569.5	602.7	686.3
Percent (%) solved	79.4	78.5	78.1	75.4	76.3

Crimes Against Property Violations

	2014	2015	2016	2017	2018
TOTAL	22,289	23,789	24,374	25,998	28,039
Rate per 100,000 population	1,718.5	1,810.4	1,828.5	1,931.5	2,061.7
Percent (%) solved	35.7	34.3	31.8	30.2	27.7

Drug Violations

	2014	2015	2016	2017	2018
TOTAL	3,964	3,491	3,086	2,631	2,098
Rate per 100,000 population	305.6	265.7	231.5	195.5	154.3
Percent (%) solved	99.6	99.6	99.3	99.4	99.5

* Source: Region of Peel

** Source: 2014-2018 Ontario Ministry of Transportation.

*** Event data is from the computer-aided dispatch system.

2018 crime statistics are based on a download of data from the Records Management System the second week of January 2019. 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.

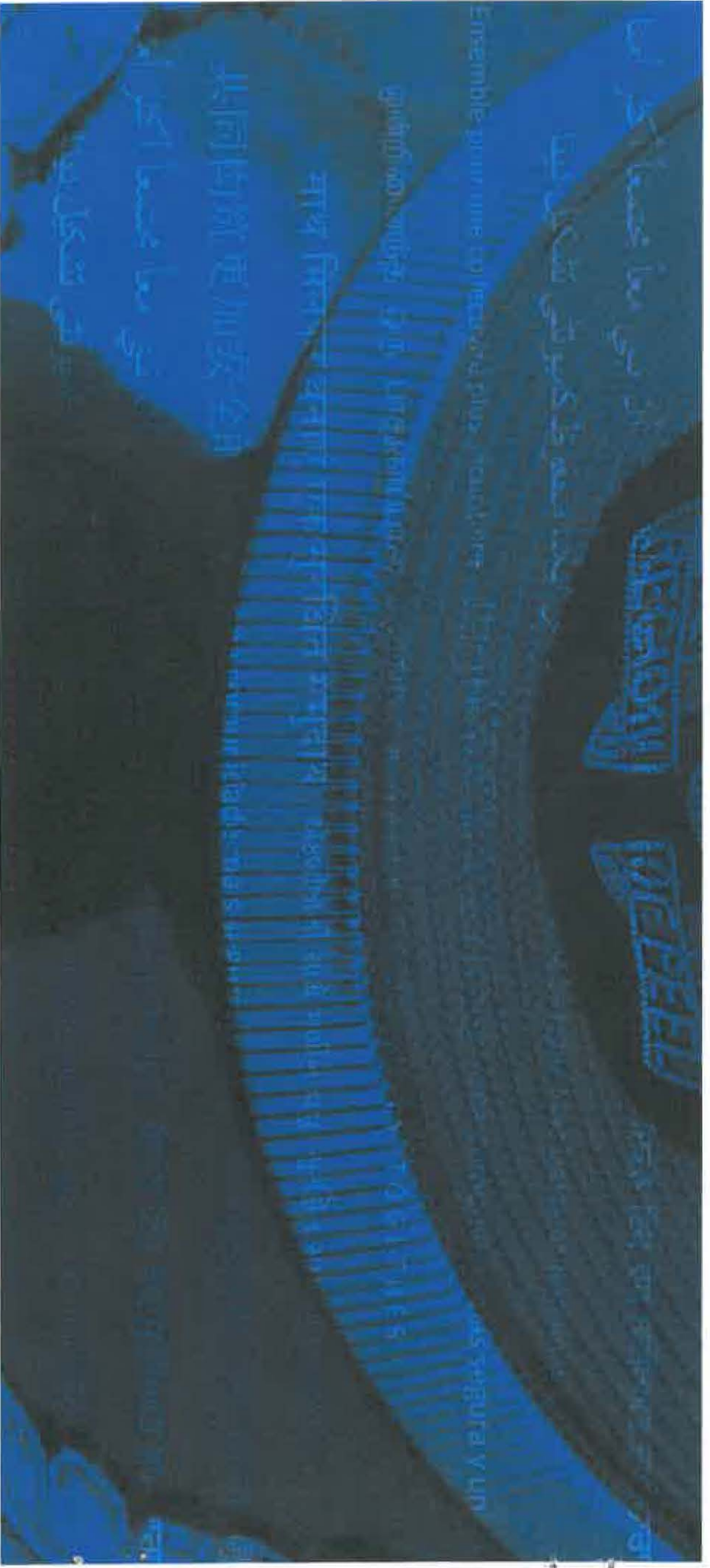


CHIEF JENNIFER EVANS RETIRES AFTER A DISTINGUISHED CAREER

January 10, 2019, hundreds from across Ontario attended the retirement ceremony to celebrate Chief Evans, her distinguished career and to wish her well on her retirement. Chief Evans received numerous awards throughout her career, including the Order of Merit from the Governor General. She created a legacy at Peel Regional Police and her dedication to the community and community partners was a testament to her ability to connect and bring people together. She believed that with these connections we would continue to build 'A Safer Community Together'. From all of the employees at Peel Regional Police, we wish Chief Evans all the best in her retirement and thank her for her leadership.

"For 35 years I have proudly served the residents of Peel Region as a police officer, including six years as your Chief of Police. I continue to be inspired by the hard work and dedication of the men and women of Peel Regional Police and I firmly believe that we are the best police service in the country because of the people who work here." - Retired Chief Jennifer Evans





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