



ANNUAL REPORT

2015

أن نبني معاً مجتمعاً أكثر أماناً

Wspólne działanie – bezpieczniejsza okolica

共同构筑更加安全的社区

Uma comunidade mais segura, juntos

共同構築更加安全的社區

ਇੱਠੇ ਇੱਕ ਵੱਧ ਸੁਰੱਖਿਅਤ ਭਾਈਚਾਰਾ

A Safer Community Together

Una comunidad más segura y unida

Ensemble pour une collectivité plus sécuritaire

Magkakasama Sa Isang Mas Ligtas na Komunidad

એકબીજાની સાથે મળીને વધુ સુરક્ષિત સમુદાય બનાવવો

ஒன்றிணைந்த ஒரு பாதுகாப்பான சமூகம்

साथ मिलकर बनाएं एक सुरक्षित समुदाय

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 • URDU

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RECRUIT CLASS 14-03

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# MESSAGE FROM THE CHAIR

It is with great pleasure that I take this opportunity to congratulate Peel Regional Police on a successful year of policing. We have one of the finest police services in Canada with a Chief recognized as a leader in the policing community.

2015 was marked by many successes, including achieving performance targets as established in the 2014-2016 Strategic Plan. A cornerstone of our success can be attributed to the many community partnerships that have been formed. The 2015 Annual Report showcases the overall commitment to excellence in the vision of "A Safer Community Together".

My goals for 2016 are to build on what we have achieved so far through two over-arching themes:

- Service to all the people in the Region of Peel
- Service to the members of Peel Regional Police

These goals will be accomplished by listening, collaborating and building strong, constructive relationships.

The Board will be forward-looking. We will put increased energy on Strategic thinking and conversations on emerging issues. At the same time, the Board will also do its share to provide the technology, training and expertise to our staff to be the best that they can be today.

Human wellness of our employees is an area that will be getting my personal attention. I believe that we can and should do more in our understanding and prevention of mental health issues like Post Traumatic Stress Disorder in our employees. I am committed to ensuring that we bring to bear state of the art knowledge on the medicine and psychology of PTSD to provide the best possible service to our officers and civilians.

Finally, the Board's objective is captured so succinctly in Sir Robert Peel's 5th Principle of Law Enforcement. The police will serve "...all members of society without regard to their race or social standing, by ready exercise of courtesy ..." These words of the great man resonate as strongly today as they did when he stated them in 1829.

**AMRIK SINGH AHLUWALIA**

Chair

Regional Municipality of Peel Police Services Board





# MESSAGE FROM THE CHIEF

I am pleased to present the 2015 Annual Report which highlights the success the Peel Regional Police and the community have achieved together over the past year to meet the goals within our Strategic Plan. Our commitment to strong partnerships and community engagement are the pillars of our policing success.

Over the years I've had the privilege to attend many community events and to hear from members of the community about the progress we are making to provide the best police service for Peel Region.

We have made remarkable progress together with the community, and the 2015 Annual Report highlights some of the high calibre progressive policing programs and services we have all worked so hard to achieve. We continue to refine and increase our opportunities to work and engage with the youth in our community and provide educational opportunities through our crime prevention and cyber academies. Road Safety is still one of the most important areas for us as we focus on community safety.

Internally, we are making progress in improving our wellness strategies with a focus on employee health and it is our aim to ensure our employees have the very best working environment to succeed.

In the year ahead, we will be developing the 2017-2019 Strategic Plan. I would like to invite the community and employees to get involved so that we can work together to ensure that Peel Region is the safest community in which to live, work and visit. Together we will continue to provide the excellent service that our community has come to expect.

I want to thank Peel Regional Police employees for their continued dedication and professionalism. Together with the Peel Regional Police Services Board, Regional Council, our community as well as our many policing partners we will continue to provide excellent police service for our community.

**JENNIFER EVANS**  
Chief of Police  
Region of Peel







## Peel Police Services Board (PSB)



**AMRIK SINGH AHLUWALIA**  
Provincial Appointment  
**CHAIR**



**JOHN ROGERS**  
Provincial Appointment  
**VICE-CHAIR**



**BONNIE CROMBIE**  
Mayor, Mississauga



**FRANK DALE**  
Chair, Region of Peel



**LINDA JEFFREY**  
Mayor, Brampton



**NORMA NICHOLSON**  
Citizen Representative



**LAURIE WILLIAMSON**  
Provincial Appointment  
**(PAST CHAIR)**



## Chief's Management Group (CMG)



**JENNIFER EVANS**  
**CHIEF**



**BRIAN ADAMS**  
**DEPUTY CHIEF**



**DAVID JARVIS**  
**DEPUTY CHIEF**

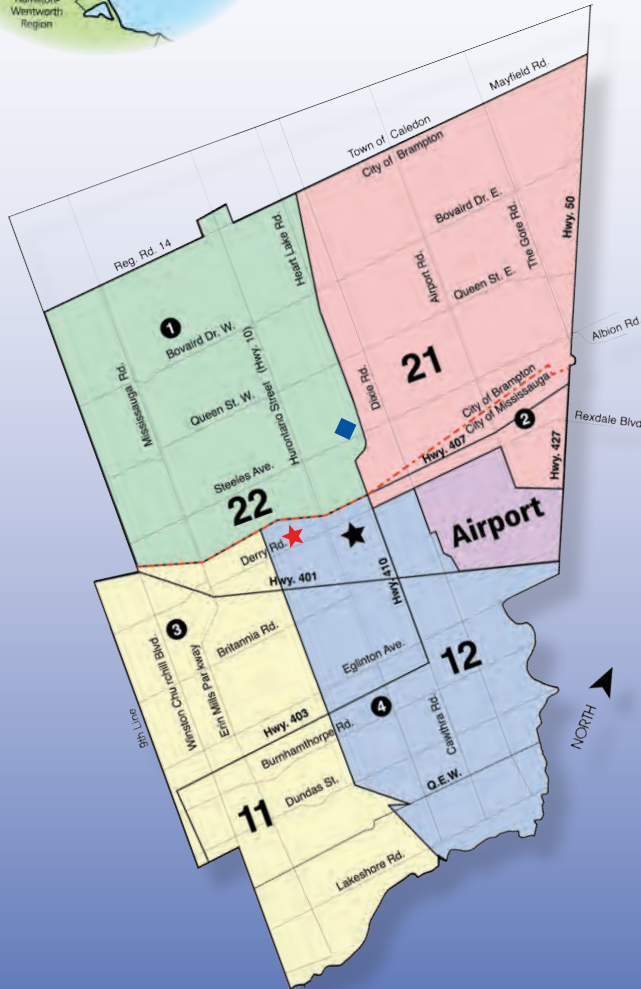


**CHRIS McCORD**  
**DEPUTY CHIEF**



# POLICING OUR COMMUNITY

Peel Regional Police serves the over 1.3 million people residing in the cities of Mississauga and Brampton, as well as the 41 million travellers who pass through Pearson International Airport annually. In addition to 5 divisions, Peel Regional Police has 4 community stations serving the public. The Emil V. Kolb Centre for Police Excellence houses many specialized units, including Commercial Auto Crime, Crime Prevention Services, Frauds, Homicide & Missing Persons, Special Victims Unit and many others. Fleet Services, Quartermaster Stores and Telecommunications Systems & Services (TSS) are located in the Materials Management Centre.



**1,314,000**  
TOTAL POLICING  
POPULATION

**2,863**  
AUTHORIZED  
COMPLEMENT  
POLICE..... 1,996  
CADET ..... 30  
CIVILIAN..... 837

**DIVISIONAL BUILDINGS:** 11 DIVISION • 12 DIVISION • 21 DIVISION • 22 DIVISION & HQ • AIRPORT DIVISION  
**FACILITIES:** ★ EMIL V. KOLB CENTRE FOR POLICE EXCELLENCE ◆ MATERIALS MANAGEMENT CENTRE  
**COMMUNITY STATIONS:** 1 CASSIE CAMPBELL • 2 MALTON • 3 MEADOWVALE • 4 SQUARE ONE



# WE'RE JUST AROUND THE CORNER ...

Peel Regional Police operates 5 full service divisions comprised of officers and civilians, dedicated to patrol, criminal investigation, community liaison, and neighbourhood policing. Policing operations are supported by services provided at facilities throughout the Region.



## 11 DIVISION

3030 Erin Mills Parkway • Mississauga

Serving the communities between: Hwy 407 to the north, Winston Churchill Boulevard/Ninth Line Hwy 407 to the west, Lake Ontario to the south and on the east by Mavis Road.



## 12 DIVISION

4600 Dixie Road • Mississauga

Serving the communities between: Mavis Road to the west, Lake Ontario to the south, the Etobicoke Creek to the east and the north boundary is Hwy 407 between Mavis Road and Hwy 410, and Derry Road from Hwy 410 to the Etobicoke Creek.



## 21 DIVISION

10 Peel Centre Drive • Brampton

Serving the communities between: Hwy 410 to the west, Derry Road to the south, Mayfield Road to the north and Hwy 427/50 to the East.



## 22 DIVISION & HEADQUARTERS

7750 Hurontario Street • Brampton

Serving the communities between: Mayfield Road to the north, Winston Churchill Boulevard to the west, Hwy 407 to the south and Hwy 410 (Heart Lake Road) to the east.

**Criminal Record Checks are available at this location.**



## AIRPORT DIVISION

2951 Convair Drive • Mississauga

Provides full police response and enforcement at Toronto Pearson International Airport and is an integral part of the Airport Security Network.



## PEEL REGIONAL POLICE MARINE UNIT

135 Lakefront Promenade • Mississauga

Patrols 170 square kilometre section of Lake Ontario, the area is bordered by Marie Curtis Park (Etobicoke Creek) to the east (extending 26km south) and Joshua Creek on the west (extending 16km south).

# DIVISIONS AND OTHER POLICE FACILITIES



**MEADOWVALE • COMMUNITY STATION**  
6677 Meadowvale Town Centre Circle • Mississauga

Located within the Meadowvale Town Centre, on the east end of the mall, near the Mississauga Transit bus loop, between Aquitaine Avenue and Battleford Road, and Winston Churchill Boulevard and Glen Erin Drive.



**SQUARE ONE • COMMUNITY STATION**  
100 City Centre Drive • Mississauga

Located on the outside of Square One – on the northwest side, across from the bus terminal, between Hwy 403 and Burnhamthorpe Road, and Hwy 10 and Confederation Parkway.  
[Criminal Record Checks are available at this location.](#)



**EMIL V. KOLB CENTRE FOR POLICE EXCELLENCE**  
180 Derry Road East • Mississauga

Houses many of Peel Regional Police's specialized units, including: Commercial Auto Crime, Crime Prevention Services, Frauds, Homicide & Missing Persons, Special Victims Unit, and many others.



**MALTON • COMMUNITY STATION**  
7205 Goreway Drive • Mississauga

Located within the Westwood Mall – between Morning Star Drive and Derry Road East and, Goreway Drive and Hwy 427.



**CASSIE CAMPBELL • COMMUNITY STATION**  
1050 Sandalwood Parkway West • Brampton

Located on the northwest corner of Sandalwood Parkway and Chinguacousy Road, between Mavis Road and Hwy 410, and Derry Road from Hwy 410 to the Etobicoke Creek.



**MATERIALS MANAGEMENT CENTRE**  
25 Wilkinson Road • Brampton

Houses Fleet Services, Quartermaster Stores, and Telecommunications Systems & Services (TSS) mobile repair and installation.

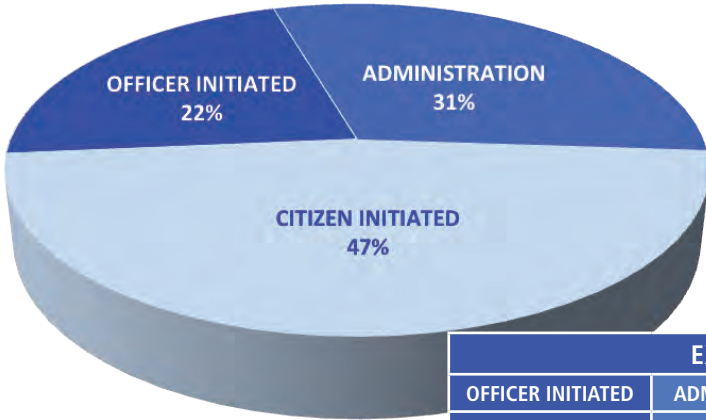




# WORKLOAD

## OVER 460,000 Events Recorded By Communications

The implementation of a new Computer Aided Dispatch (CAD) system provides Peel Regional Police with the ability to report more detailed information about front-line police activity. In 2015, Communicators recorded over 460,000 events to allow monitoring of police activity ensuring safety of officers and the community.



EXAMPLES		
OFFICER INITIATED	ADMINISTRATION	CITIZEN INITIATED
Foot Patrol Investigation Radar / RIDE Traffic Stops	Court Reports Station Detail	Alarms Break & Enter Disturbance Domestic Violence Mental Health Issues Motor Vehicle Collisions

*In general, police officers are responsible for enforcing the law, preventing and reducing crime, assisting victims, maintaining order and responding to emergencies. In order to do so, police engage in a variety of tasks including responding to calls for service, initiating enforcement activities, and carrying out administrative duties. Calls for service do not necessarily pertain to violations of the Criminal Code. For example, citizens may contact police regarding by-law complaints, false alarms, reports of suspicious persons. In addition to these reactive activities, police officers initiate enforcement activities, such as drug investigations, neighbourhood patrols, stake-outs, stopping suspicious persons, and crowd or traffic control to ensure community safety. Finally, administrative duties include activities such as writing reports and attending and providing security in court.<sup>1</sup>*

**(BURCZYCKA 2013, BURCZYCKA 2011)**

<sup>1</sup> BURCZYCKA, MARTA. 2013. POLICE RESOURCES IN CANADA, 2012. STATISTICS CANADA CATALOGUE NO. 85-225-X.





**TORONTO 2015**  
Pan Am/ParaPan Am

# PAN AM / PARAPAN AM TORONTO 2015

Peel Regional Police was a member of the Integrated Security Unit (ISU), a joint-services infrastructure security unit created to secure major events in Canada. In the summer of 2015, the Pan American and Parapan American Games were held in the Greater

Toronto Area. Seven sporting events took place at the Mississauga Sports Centre, located in 12 Division, such as karate, wrestling, and wheelchair rugby. More than two years of intelligence-led security went into the planning for the summer games, including transportation planning, road closures, and volunteer opportunities. On-site, officers performed duties such as vehicle screening, traffic checkpoints, and maintaining athlete safety.

Additionally, Peel Regional Police Chaplain Imran Ally was chosen by the Toronto Pan American Organizing Committee and served as an Imam during the games.







Member of the Order of Merit



Deputy Chief Chris McCord  
MEMBER OF THE ORDER OF MERIT



**POLICE SERVICE BOARD AWARDS**

- Detective Kris Arnold
- Constable Lillian Fitzpatrick
- Constable Tenzin Gatong
- Constable Michael Klarenbeek
- Constable Aryn Lakha
- Constable Mike Leppard
- Constable Sean Picavet
- Constable Stuart Proctor
- Constable Robert Schembri
- Constable JP Valade
- Constable Wayne Wright

# 2015 AWARDS AND RECIPIENTS

- Auxiliary Officer Award ..... Auxiliary Constable Robert Cairns
- Brampton Board of Trade Award ..... Constable Chris French
- Civilian of the Year Award ..... Ms. Christiana Hallett
- Communications Award ..... Ms. Alana Vandervelde
- Community Policing Award ..... Constable Tom McKay
- Community Service Award ..... Constable Lovejeet Bains
- Constable Dwayne Piukkala Memorial Award ..... Constable Tim Farrell
- Constable Matt Parr Academic Award ..... Constables Siobhan Best, Joshua Scott & Jaime Wallace
- Constable Matt Parr Impaired Driver Apprehension Award ..... Constables Nevil Desai, Ben French, Ian Kosher, John Lee, Ted Misev, Dane Pallett, Dan Simmonds
- Detective Robert Boyne Memorial Award ..... Constable Tom McKay
- Governor General's Certificate of Commendation ..... Constable Michael Bryant
- IAWP Community Service Award, Knights of Columbus Humanitarian Award & OWLE Community Service Award ..... Constable Heather O'Connor
- Inspector Frank Fernandes Memorial Award ..... Detective Wendy Sims
- Law Enforcement & Security Practitioners Award .... Sgt. Chris Fiore, Det. Wayne Unruh, Constables Jonathan Adams, Feras Ismail, Jeffrey Mason, Mr. Marc Langdon
- Mississauga Real Estate Board Award ..... Constables Kathryn Coutts & Matt Page
- Member of the Order of Merit (MOM) ..... Deputy Chief Chris McCord
- Officer of the Year Award ..... Detective Robert Hofstetter
- Paul Schram Memorial Award ..... Ms. Amy MacNeill

**PROMOTIONAL LIST**

**SUPERINTENDENT**

- Ingrid Berkley-Brown
- Debra Pincivero
- Graham Symington

**INSPECTOR**

- Dermot Coughlan
- Michael Donnelly
- Gary Eng
- Glenn Margison
- Heather Ramore

**STAFF SERGEANT / DETECTIVE SERGEANT**

- Mark Armstrong
- Andy Babensee
- Buddy Brown
- Lauren Cloutier
- Joseph D'Angela
- Dennis Edwards
- Sean Gormley
- Lisa Hewison
- Hubert Hiltz
- Donovan Howell
- Daniel Johnstone
- David Kennedy
- Paul Neville
- Dawn Orr
- Vince Pucci
- Robert Rowland
- Olga Skok
- Barbara Smith

**PROMOTIONAL LIST**

**SERGEANT / DETECTIVE**

- Greg Armstrong
- Christopher Barnett
- David Blashuk
- Jodi Dawson
- John Doran
- Dimitrios Drivakos
- Chris Fiore
- Wayne Fleming
- David Giles
- Mark Gordon
- Jason Hobson
- Rob Hofstetter
- Blair Horner
- Matthew Hutchinson
- Mike Lambert
- David Matheson
- Derek Meeker
- Karen Meeker
- Paul Noonan
- Scott Redstone
- Leanne Rivers
- Mick Sachdeva
- Nigel Smedmor
- Bradley Stafford
- Will Vander Wier

**SUPERVISOR C.A.R.E.S. AWARDS**  
 CARES • ASSISTS • RECOGNIZES • EMPOWERS • SEEKS



Staff Sergeant Glenn Margison  
**SUPERVISOR – OFFICER**



Ms. Sharon Appleby  
**SUPERVISOR – CIVILIAN**

**POLICE EXEMPLARY SERVICE BAR & MEDALS**

**40 Years**

Sgt. Dennis Falcioni

Cst. Kenneth Yule

**30 Years**

Sgt. Rick Allpress  
 Cst. John Barclay  
 D/Sgt. James Davis  
 Insp. Kenneth Delaney  
 Cst. Craig Dodd  
 Det. James Dolan  
 Det. Kenneth Drover  
 Det. Scott Einmann  
 Cst. James Elie  
 Insp. Norman English  
 D/Sgt. Stephen Gormley  
 D/Sgt. Douglas Grozier  
 Cst. Richard Gut  
 Det. John Hall  
 Sgt. David Kennedy  
 D/Sgt. James Kettles  
 Det. Stephen Lamourie

Sgt. Darren Longpre  
 Sgt. Fortunato Manvati  
 Sgt. Francis McMonagle  
 Sgt. Jeffrey Mitchell  
 Sgt. Thomas Murray  
 Insp. Steven Pegrum (RET.)  
 S/Sgt. Ian Porter  
 Sgt. Vernon Reynolds  
 Supt. Manuel Rodrigues  
 Insp. Scott Sharman  
 Det. Darren Sheridan  
 D/Sgt. Olga Skok  
 Sgt. Mark Stafford  
 Cst. Mark Tonkin  
 Insp. Magdi Younan

**20 Years**

S/Sgt. Donovan Howell

Cst. Marlene Murphy

**CIVILIAN EXEMPLARY SERVICE AWARD**

**30 Years**

Ms. Lucy Astles  
 Ms. Lynda (Gayle) Ginger  
 Ms. Diane Jaegge  
 Ms. Patricia Kelly

Ms. Patricia McMichael  
 Ms. Judith Moffat  
 Ms. Christine Orgill

**20 Years**

Ms. Carrie Bousfield  
 Ms. Shona Desbiens  
 Mr. Audley Dunkley  
 Ms. Eve Foley

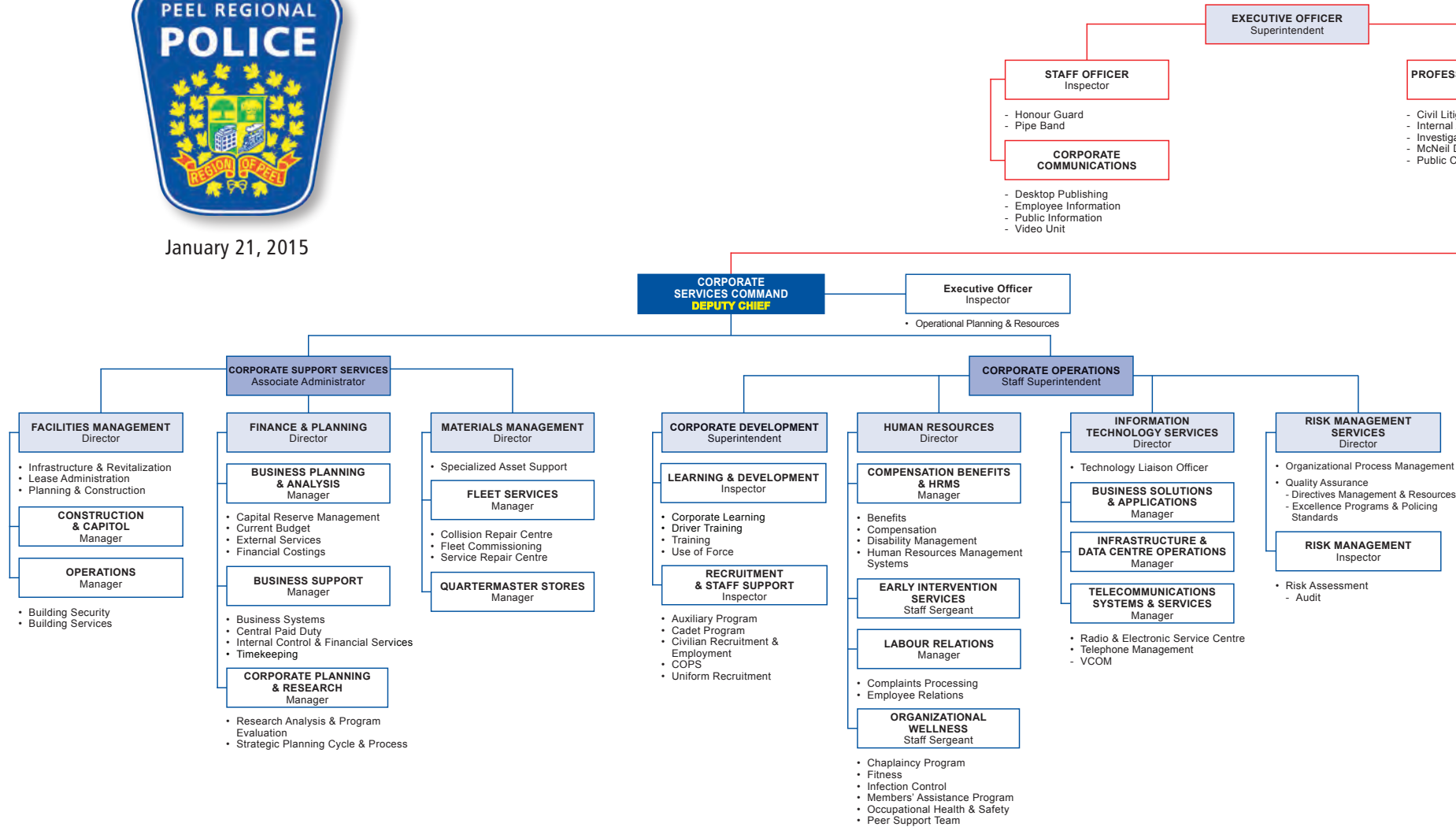
Ms. Melanee Martin  
 Ms. Kimberley Mortillaro  
 Mr. John Seabourne

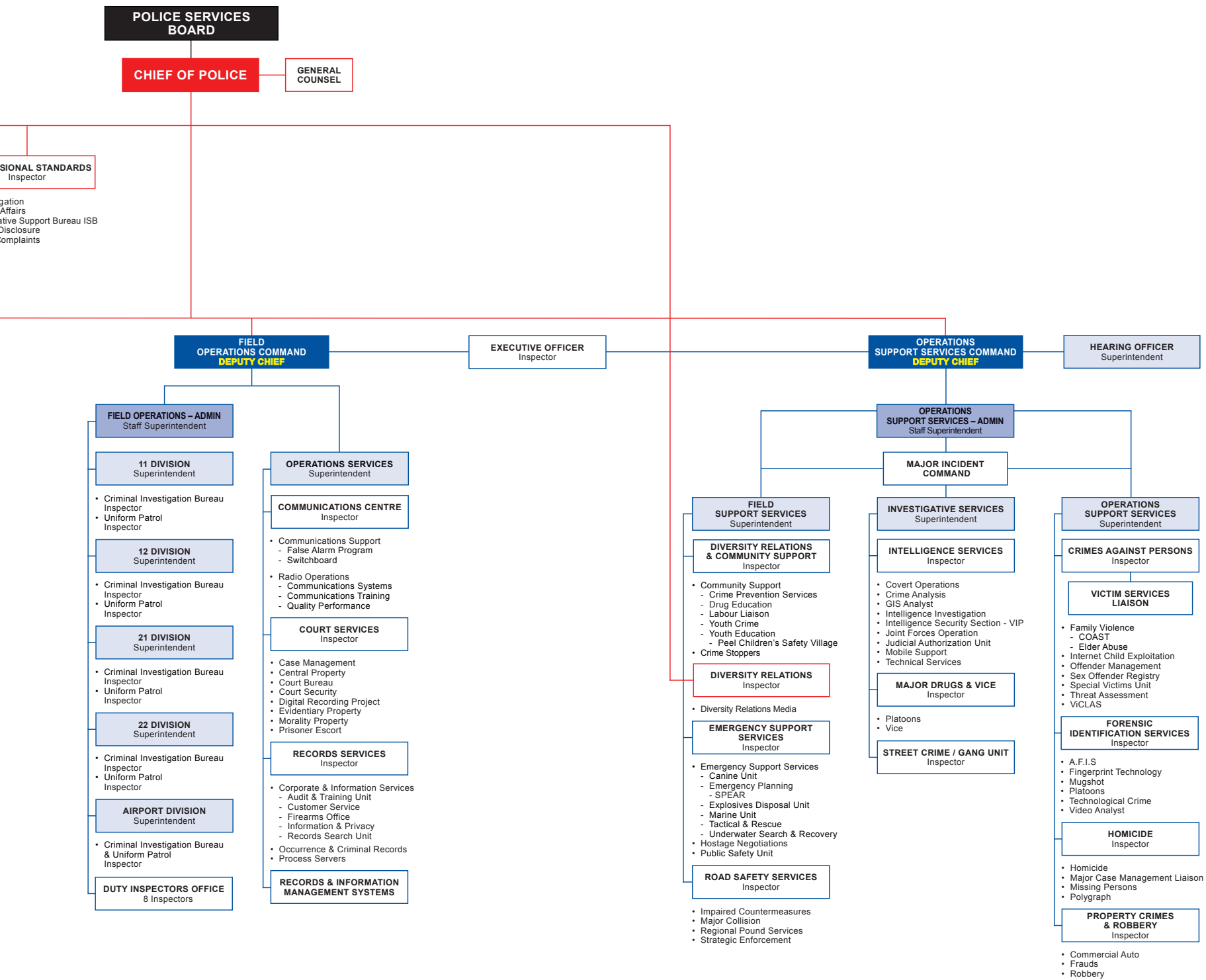


# ORGANIZATIONAL STRUCTURE



January 21, 2015









# FUNDING OPPORTUNITIES SECURED

## Partnering for “A Safer Community Together”

Peel Regional Police recognizes the value of partnerships to:

- improve community safety;
- more effectively address community priorities; and,
- manage our police service in a fiscally responsible manner.

In 2015, more than \$14 million was received in funding. Examples of collaborations in 2015 with our government partners include:

### **Provincial Court Security And Prisoner Transportation Funding** **\$5,426,219**

A portion of Court Security costs, including prisoner transportation is funded by the Ontario Ministry of Community Safety and Correctional Services. Since 2012, we have received \$13,529,323. In 2015, we transported over 24,000 prisoners.

### **Provincial Community Policing Partnerships (CPP)** **\$3,720,000**

To enhance community safety and increase police visibility in Peel, the Ontario Ministry of Community Safety and Correctional Services has partnered with Peel Regional Police to offset the cost of 124 front-line officers annually. Since 2005, we have received funding totaling \$40,920,000.

### **Provincial Safer Communities 1,000 Officers (SCOOP)** **\$3,395,000**

To assist with front-line patrol, guns and gangs, organized crime, domestic violence, and youth crime in Peel, the Ontario Ministry of Community Safety and Correctional Services continued to offset the costs of 97 Peel officers. Since 2005, we have received \$33,942,953.

### **Provincial Anti-Violence Intervention Strategy (PAVIS)** **\$758,008**

To target gun and gang violence in 2015, Peel Regional Police received \$758,008 in provincial funding from the Ontario Ministry of Community Safety and Correctional Services. Since 2007, we have received a total of \$6,656,453 in funding, allowing us to establish Strategic Tactical Enforcement Policing (STEP), a specialized gang enforcement unit. During 2015, STEP deployments resulted in the investigation of 3,853 persons and 2,286 vehicles, the seizure of 13 firearms/weapons, the laying of 197 Criminal Code charges and 202 drug charges.

### **Crisis Outreach And Support Team (COAST)** **\$310,000**

A partnership between the Canadian Mental Health Association and Peel Regional Police, this program pairs an officer with a mental health professional to answer calls involving individuals who may be suffering a mental health crisis. Providing service to over 900 recipients, the team diverts calls or decreases the time needed for front line uniform officers by conducting mental health assessments on scene. As well, the team serves as a resource to front line officers and the community, conducting information sessions and presentations to raise awareness of the program. Since 2008, we have received \$2.2 million.



**Provincial  
Strategy to Protect Children from Sexual Abuse  
and Exploitation on the Internet (ICE Unit)  
\$469,406**

To help rescue children and combat abuse and child exploitation on the internet, the Ontario Ministry of Community Safety and Correctional Services continues to provide funding for this program. Since 2007, we have received \$1,812,364.

**Federal  
Firearms Office  
\$200,147**

To help Peel Regional Police administer and enforce the Firearms Act, the Federal Chief Firearms Office provided funding for an officer and partial funding for an administrative position. Since 2005, funding received has totalled \$1,860,619.

**Provincial  
Proceeds of Crime (POC)  
\$155,359**

Since 2010, Peel Regional Police have received \$1,110,126 in Proceeds of Crime grant funding from the Ontario Ministry of Community Safety and Correctional Services to fund various initiatives which include internet crime prevention, maintaining the cyber bullying program, community safety and the purchase of equipment used in investigations.



**Provincial  
Youth in Policing Initiative (YIPI)  
\$58,560**

To provide a mentoring environment and insight into policing as a career, high school students are hired under this summer program which is funded by the Ontario Ministry of Children and Youth Services. Since 2009, we have received \$383,120 and hired 100 students, including 15 in 2015.

**Provincial  
Reduce Impaired Driving Everywhere (RIDE)  
\$56,305**

To enhance the RIDE program, the Ontario Ministry of Community Safety and Correctional Services provides a grant which provides additional enforcement. Since 2005, we have received \$540,488.

**Federal Victims Fund –  
Measures to Address Prostitution Initiative  
\$1,260**

Beginning in 2015, the Government of Canada announced new funding for social programming over the next five years to complement recently passed criminal law reforms. The funding priority is to support Peel Regional Police in providing new or enhanced support or outreach activities to assist sellers of sexual services wishing to leave prostitution including victims of human trafficking for sexual exploitation.



**Hate Crime  
And Extremism Investigative Team (HCEIT)  
\$15,998**

Peel Regional Police is a member of the HCEIT and is involved with monitoring and investigating extremist and hate crime related activity. As well, the team communicates with other partners to identify trends throughout Ontario and Canada that may have an impact on Peel Region. The Ontario Ministry of Community Safety and Correctional Services provided \$15,998 in 2015 for training and equipment.





# COMMUNITY INVOLVEMENT GIVING BACK TO THE COMMUNITY

In 2015,  
over  
**\$1.3**  
**million**  
was raised  
for various  
charities  
through  
the  
ongoing  
efforts  
of Peel  
Regional  
Police and  
community  
members.

In 2015, Peel Regional Police staff provided numerous volunteer hours and fundraising support to assist those in our community who are in need. While raising funding for local charities and programs, these initiatives also help to strengthen the relationship between Peel Regional Police and members of the community. Since 2006, Peel Regional Police has raised \$12.8 million for local charities and programs.



RACE AGAINST RACISM



COPS FOR CANCER



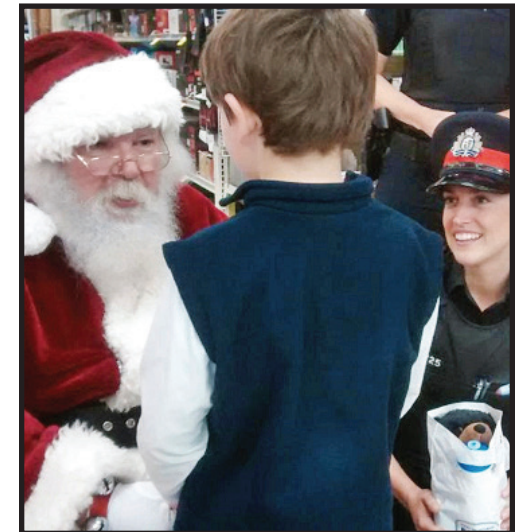
UNITED WAY KICK-OFF



HEART AND STROKE



JUVENILE DIABETES RESEARCH FOUNDATION



TOYS FOR TOTS





# COMMUNITY SAFETY

CRIME PREVENTION ACADEMY  
REGISTER HERE  
Accessing Police Community Resources  
Child Identification Kit  
Computer Safety Internet Safety  
Home Security Challenge  
Identify Threats  
Safety For Seniors  
Streetproofing  
Threats To Police & Zashchita Spetsyevykh  
Mark Your Property

CRIME PREVENTION SERVICES  
905-453-XXXX  
Visit www.peel.ca  
DON'T BE  
ANTICIPATE THE PREVENTION  
PEEL REGIONAL POLICE  
CRIME PREVENTION SERVICE  
CrimePrev



# STRATEGIC ISSUE AND GOAL

## COMMUNITY SAFETY:

## Enhance And Promote Together With The

### PROTECT

our community by addressing crime and victims' concerns through: effective investigations and enforcement; proactive strategies; educational initiatives; and increased police visibility

- Solvency rate for property crimes (33%) was above provincial (25%) and national (23%) rates.<sup>2</sup>
- Solvency rate (76%) for violent crimes was above the provincial (72%) and national (72%) rates.<sup>2</sup>
- Property crime rate (1,565 per 100,000) was below the provincial (2,293) and national (3,096) rates.<sup>2</sup>
- Violent crime rate (486 per 100,000) was below the provincial (787) and national (1,039) rates.<sup>2</sup>
- 114 Problem Oriented Policing (POP) projects were initiated and addressed community issues such as drugs, Liquor License Act offences, public lawlessness and traffic/pedestrian safety, and distraction thefts.

### INCREASE

the awareness feedback and engagement of our community and policing partners through collaboration

- Stakeholder feedback from the Break and Enter Survey prompted crime prevention initiatives to assist victims of break and enters.
- Conducted town hall meetings to discuss community concerns.
- There were 1.3 million visits to the Peel Regional Police website with over 70,000 from mobile devices. Over 200,000 views of 30 videos on the YouTube account, almost 10,000 likes on our Facebook page, and almost 10,000 tweets were sent by the Twitter account.
- Participated in a number of community events including Race Against Racism, Cops for Cancer, United Way, Heart & Stroke, Juvenile Diabetes Research, and Toys for Tots.
- As part of our Community Safety Model:
  - Continued partnership with Regeneration Outreach, an organization that cares for at-risk individuals.
  - Engaged high priority youth in the "Reel Youth" – Youth and Mentors Film Program.
  - A Situation Table is operational, bringing community partners together to better deal with at-risk individuals and families.

### PROVIDE

assistance to victims of crime

- A partnership between Peel Regional Police and Victim Services of Peel (VSOP) is maintained with a Senior Officer assigned as a liaison.
- Peel Regional Police continues to work in partnership to promote an integrated service delivery framework for providing assistance to victims.
- Partnering with Peel Children's Aid Society, launched Child Abuse Prevention Month and the #IBreakTheSilence campaign.
- Significant community outreach through education and advertising of crime prevention programs continued.
- Performed 55 Crime Prevention Through Environmental Design (CPTED) audits of residential and business properties to help reduce the incidence of crime.
- Endorsed the Trace Pen initiative, an officially supported crime prevention tool by the Ontario Association of Chiefs of Police (OACP).

<sup>2</sup> SOURCE: CANADIAN CENTRE FOR JUSTICE STATISTICS, 2014 DATA (2015 DATA UNAVAILABLE)

# Community Safety As Our Highest Priority Community

## FOCUS

on road safety through education and enforcement strategies

- Continued to improve road and pedestrian safety through major traffic campaigns: RIDE, ERASE (Eliminate Racing Activities on Streets Everywhere), Distracted Driving Initiative, and Project Hands Free.
- Conducted an internal Safe Driving Survey to measure the organization's progress for mitigating risks and creating a culture of safety.
- Received 1,478 reports from the community through the RoadWatch Reporting system.
- Divisional Traffic Units conducted speeding and seatbelt, awareness and enforcement campaigns in school zones and the downtown Brampton core in response to speed and traffic trends monitored by officers.
- The newly developed Enforcement Request Protocol is a collaborative approach to traffic management with the City of Mississauga, which efficiently directs community complaints reported to Councillor offices, to the City's Traffic Operations department for traffic studies, which allows Peel Regional Police to conduct targeted enforcement based upon data collection. This new protocol ensures community concerns are effectively acted upon.
- Rate per 100,000 of personal injury collisions was 159, well below the national (343)<sup>3</sup> and provincial (314)<sup>4</sup> rates.

## ENHANCE

crime prevention initiatives and awareness

- In 2015, Crime Prevention Services conducted a total of 10 Academies/Seminars, including sessions on; The Pedophile, the Predator, and the Bully; Cyber Academy; and Safety for Seniors seminars. Provided over 170 crime prevention presentations/lectures on a wide range of topics to over 12,300 community members.
- Several satisfaction surveys were conducted, including the Youth Education Community Feedback Survey, and the Peel Children's Safety Village Survey, with high satisfaction of information received.
- Crime Prevention Services produced documents for distribution to the public:
  - In collaboration with the Central Robbery Bureau, a "Fact Card" containing safety information specific to real estate agents.
  - As a result of the Residential Break and Enter Survey, a "B&E Bookmark" for uniform personnel to disseminate to victims of break ins.
- Developed the highly successful "Zombie Pedestrian" campaign addressing pedestrian awareness, which was delivered to the public through ads on both Mississauga and Brampton transit.

## STRENGTHEN

emergency management planning and response (internally and externally)

- The Emergency Management Plan has been reviewed and outlines how we will provide timely and effective police services to the community during an emergency situation.
- Development began on the new Police Response Emergency Plan (PREP) website, including critical data for responding officers and specialized bureaux.

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*Peel Regional Police is committed to making our roads safe. We will continue to educate our community and enforce impaired driving related offences year round.*

**INSPECTOR PAUL POGUE**  
Road Safety Services

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<sup>3</sup> CANADA SOURCE: [HTTP://WWW.TC.GC.CA/MEDIA/DOCUMENTS/ROAD SAFETY/TRAFFICCOLLISIONSTATISTICS\\_2013.PDF](http://www.tc.gc.ca/media/documents/road_safety/trafficcollisionstatistics_2013.pdf)

<sup>4</sup> ONTARIO SOURCE: [HTTP://WWW.MTO.GOV.ON.CA/ENGLISH/SAFETY ORSAR/ORSAR11/ONTARIO-ROAD-SAFETY-ANNUAL-REPORT-2013.PDF](http://www.mto.gov.on.ca/english/safety/orsar/orsar11/ontario-road-safety-annual-report-2013.pdf)





## SQUARE ONE Community Station Grand Re-Opening

In February 2015, members from the Chief’s Management Group, Peel Police Services Board, and the Regional Chair attended the grand re-opening of the Square One Community Station. The space was specifically designed to meet the needs of the community. The station now provides Criminal Records checks, a service that previously was only available at Peel Regional Police Headquarters. This will redistribute some of the workload from Records Services at Headquarters and also provide a convenient location for Peel community members. The Community Station is open to the public 7 days a week.

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*Police services need to reach their communities in innovative ways. Getting our crime prevention messages out requires creativity and commitment. Peel Regional Police use of digital media to connect with today’s information consumers and promote crime prevention is an excellent example of leveraging technology in a fun yet effective way.*

**KATHLEEN GRIFFIN**  
Chair – OACP Ontario Media Relations Officers Network

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## CRIME PREVENTION APP Interactive Trivia Game

The Peel Regional Police Crime Prevention Services app is a free, interactive trivia game created to prepare the community to proactively prevent crime. The interactive experience covers 5 areas: home security, personal safety, fraud, social media, and internet safety. The app is designed for both iPhones and iPads. In June 2015, members from Peel Regional Police Crime Prevention Services attended the 2015 Ontario Association of Chiefs of Police Luncheon to receive the OACP/OMROM Crime Prevention Media Award for their dedication to promoting crime prevention through the filter of the media. Since its launch, the app has been downloaded nearly 700 times.



## “REEL” YOUTH Film Program

The 2015 Youth and Mentors Film Program is a filmmaking workshop that brings together youth and the people they look up to in their community. They collaborate to produce powerful short films, and are featured in a short documentary. The program, as part of the Community Safety Model, is made possible with the combined efforts of Peel Regional Police, The Journey Neighbourhood Centre, and the Ontario Ministry of Community Safety and Correctional Services.

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*These kinds of projects and working with the community bring you right back to the start of why you wanted to become a police officer: to work with people, to help people.*

**CONSTABLE CHRIS FRENCH**  
Community Safety Model

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*Seeing the smiles on the kids’ faces, seeing them feel good about themselves, hearing them say they want to be more involved in the community ... is priceless.*

**SHEENA MOYA CHEN**  
Safe City Mississauga

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## OPERATION IMPACT

Officers from Road Safety Services participated in Operation Impact, a national campaign to make Canada's roads the safest in the world. The initiative is designed to remind people that an essential part of the enforcement job is to save lives and reduce injuries on our roadways and focuses on behaviour that put drivers, passengers, and other road users most at risk: impaired driving, seat belt use, and all aspects related to aggressive and distracted driving.

As a result of the campaign, 30 impaired charges were laid, 273 aggressive driving, 29 distracted driving and eight seatbelt tickets were issued.

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*The deaths, pain and broken hearts that result from carelessness behind the wheel can be prevented. Police agencies across the country are collaborating on this project because they have seen more than enough of that, and because they know that the involvement of the driving public is essential to achieve safer streets and highways.*

**INSPECTOR MIKE DONNELLY**  
Peel Regional Police

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## MAKING OUR ROADS SAFER

Peel Regional Police continues to be dedicated to making our roads safer. The Road Safety Services Unit and Divisional Traffic Units conducted enforcement and education projects throughout the year.

Project "Hands Free" targets distracted driving, a main contributing factor in many motor vehicle collisions. Officers located instances of distracted driving, educated the community, and enforced the Highway Traffic Act. After a successful campaign, officers continue to proactively enforce cell phone and distracted driving legislation.

To kick off students going back to school, Divisional Traffic Units initiated a school zone, seatbelt and speeding campaign. Efforts of the officers resulted in better public awareness of seatbelt use while in a motor vehicle, specifically related to passengers under the age of 16 years. The campaign also resulted in a decrease in speed in targeted school zones.

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*Road safety is a shared responsibility. This means everyone using our roadways – drivers, cyclists and pedestrians alike – need to be smart about what they're doing.*

**CONSTABLE LILLIAN FITZPATRICK**  
Peel Regional Police

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## PEDESTRIANS & CYCLING SAFETY CAMPAIGNS

In 2015, Peel Regional Police conducted various campaigns aimed at reducing fatal and serious injury collisions to cyclists and pedestrians.

During the summer months, Road Safety Services increased patrols at crosswalks and intersections where there was an increased demand placed upon road users as a result of pedestrian traffic. Officers monitored motorists, cyclists and pedestrians that engaged in behaviour that could jeopardize their safety or the safety of others.

In September 2015, Road Safety Services partnered with Crime Prevention Services to promote pedestrian safety during the busy back to school season. This initiative expanded on the Crime Prevention Services "Zombie Pedestrian" campaign, and included new bus shelter posters and reflective arm bands being released. Focus on school areas continued in the fall, with members of the Neighbourhood Policing Unit assigned to Peel schools enforcing changes to the Highway Traffic Act in school zones and on school bus routes. Changes include tougher penalties for distracted driving, new rules to protect cyclists, and measures to ensure the safety of tow truck drivers and children riding school buses.

Officers also participated in International Walk To School Day, an annual global event of the Active & Safe Routes to School program. The themes presented during the event are increasing daily physical activity, improving safety, enhancing the environment, reducing levels of crime, developing community cohesion, promoting social interaction, and reducing traffic congestion, pollution and speed near schools.





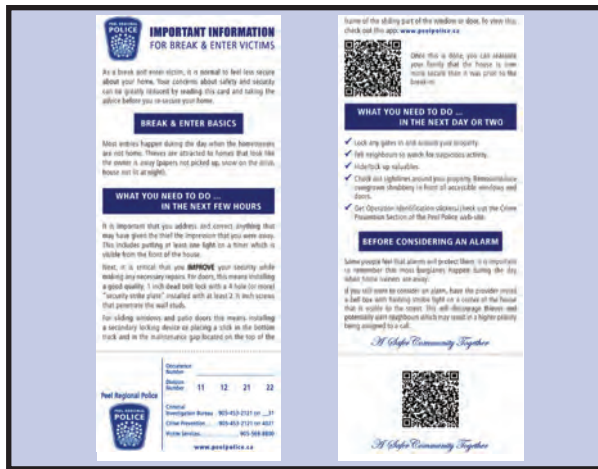
## GUN AMNESTY

Peel Regional Police’s Gun Amnesty program was an effective tool to allow law abiding citizens of Brampton and Mississauga a safe and stress free opportunity to surrender unwanted firearms or ammunition for destruction. Citizens were encouraged to turn in any unwanted weapon, ammunition, replica firearm or pellet gun that could potentially be used in a criminal offence.

In 2015, 200 homes were visited during the program, resulting in a total of 310 firearms and 460 pounds of ammunition turned in by Brampton and Mississauga residents. Prior to destruction, all firearms were thoroughly investigated and tested to ensure they had not been used in a criminal offence or previously reported as stolen.

*Peel Regional Police are extremely happy with the results of the 2015 Gun Amnesty and with the cooperation of Peel’s citizens. A significant number of firearms, and a large amount of ammunition, has been turned in and will be safely disposed of. It is through initiatives such as this that we can work, live and play in a ‘Safer Community Together’.*

**CHIEF JENNIFER EVANS**  
Peel Regional Police



## BREAK & ENTER Bookmark

The 2013 Break and Enter Victim Feedback Survey identified a number of areas for improvements in service when responding to residential break and enters. As a result, Crime Prevention Services developed an educational bookmark that has a detachable business card to provide victims with timely, need to know information. The bookmark provides occurrence and officer contact information as well as reassurance, immediate support, and tips for the days following a break and enter. Offering the bookmark to victims is now a mandatory and welcome requirement to every break and enter occurrence attended to by Peel Regional Police.



## SCHOOL BASED PROGRAMS

In 2015, Peel Regional Police Officers were involved in various school based programs which helped to address relevant issues and to build bridges between police and the community. Notable campaigns, some of which are mentioned below included students and community services to have schools take a proactive role in education and prevention of crime.

As part of Bully Prevention Week across the province, Peel Regional Police Crime Prevention Services partnered with the Peel District School Board and Dufferin-Peel Catholic District School Board to launch the Anti-Cyberbullying Poster/Video competition entitled “What if Everyone Did Something” in all secondary schools in the Region. The quality of submissions made by students was exemplary, and a German publishing company has received approval to use the winning poster (pictured above) in a teachers facilitation manual with respect to cyberbullying. The winning videos are highlighted on the Peel Regional Police website at: <http://www.peelpolice.ca/en/crimeprevention/youthproject.asp>

The **#IBreakTheSilence** campaign partnering with Peel Children’s Aid Society at John Fraser Secondary School raised awareness of child abuse.





**MEMBER FOCUSED  
WORKPLACE**





# STRATEGIC ISSUE AND GOAL

## **MEMBER FOCUSED WORKPLACE:** To Be

**ENSURE**  
the health, well-being  
and safety of all employees

**INCREASE**  
the awareness, feedback and  
involvement of our employees

- Building on the success of the previous plan, a new Member Support and Development Plan was released, providing members with comprehensive information and listings including health and wellness support.
- Almost 70% (1,944) of members received Road to Mental Readiness (R2MR) training.
- Target Life, a comprehensive health-focused program to encourage employee adoption of healthy lifestyle behaviours, was approved and scheduled for roll-out in 2016.
- A new Occupational Health and Safety Policy was introduced which outlines our commitment to fostering a Safety Culture.
- The Joint Operational Health and Safety Committee issued corporate communications to raise member awareness on health and safety issues and conducted 19 workplace inspections.

- An Employee Satisfaction Survey was conducted in 2014 by an independent research company, with 1,174 members providing feedback, for a response rate of 40%. Overall, employee satisfaction was 69%, an increase of 3% from 2013. The next survey will be conducted in 2016.
- Thirty-two personal messages from the Chief and 222 messages from Corporate Communications were issued to increase member awareness about organizational initiatives.
- Fifty-five suggestions were made to the Chief's Suggestion Box.
- Our member newsletter, "This Week in Peel" was enhanced to showcase initiatives across bureaux and more prominently recognize members' contributions.
- Member surveys were conducted to receive feedback and enhance awareness regarding: safe driving and seatbelt use, paramedical services, environmental initiatives and various training programs.
- The Patrol Resources Portal was introduced to serve as a quick reference for officers in the field.

# An Employer Of Choice

## PROVIDE

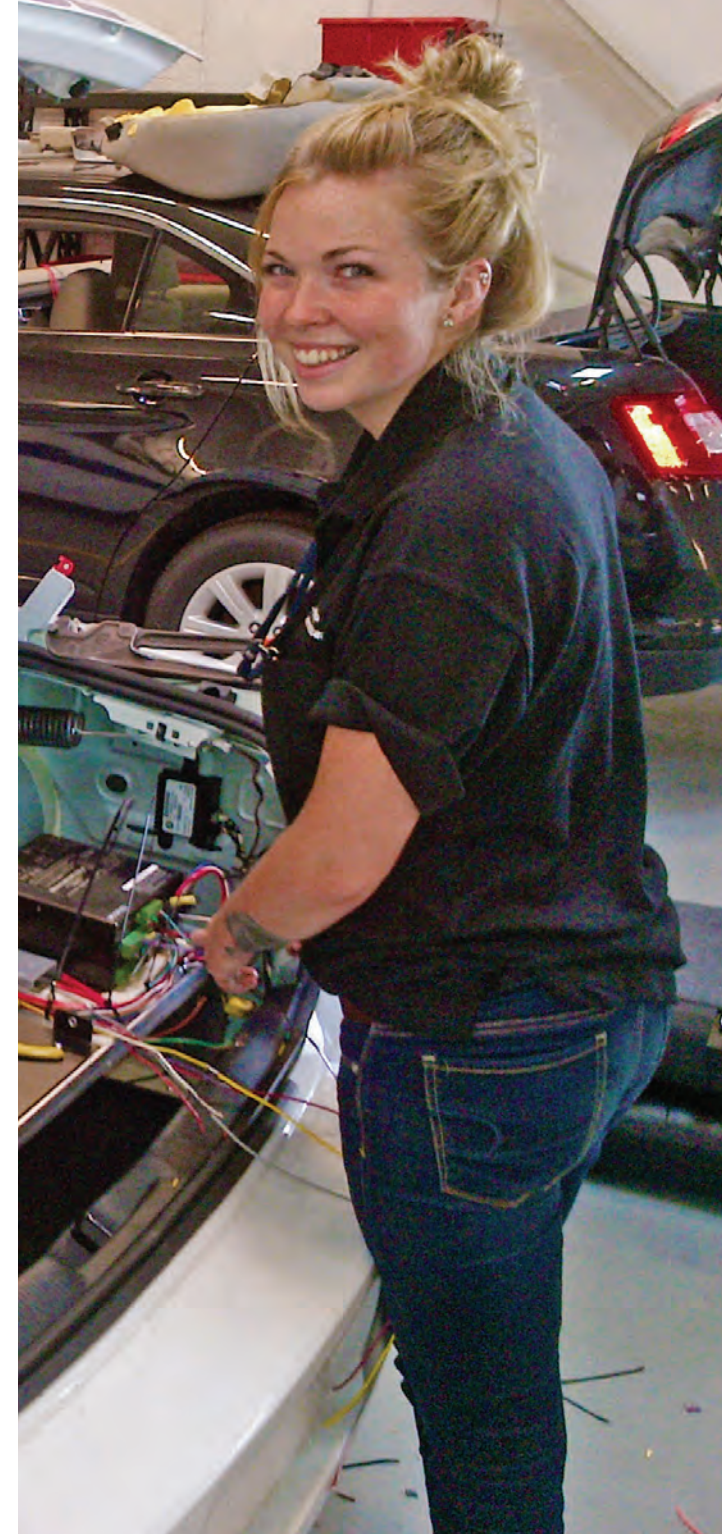
opportunities for professional development to meet present and future needs

- There were 224 uniform members and 77 civilian members enrolled in 749 continuing education courses.
- There were approximately 147,530 training hours.
- There were 97 members who attended Region of Peel courses. There were 239 external courses and conferences attended.
- Over 40% of members were provided professional development opportunities within Peel Regional Police:
  - 1,177 members were involved in temporary acting opportunities, totaling approximately 317,279 hours.
  - 33 members completed an indefinite acting role and 32 members were on indefinite acting assignment.
- Participation on external policing inter-agency committees increased 80%, from 30 to 54 memberships in 2015.

## PROVIDE

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

- Completed the following:
  - The purchase of a new Peel Regional Police Facility (7150 Mississauga Road).
  - Davis Court House renovations.
  - Funding approval for the renovation and expansion of 11 Division was received from Regional Council.
  - Expansion of services and grand re-opening of the Square One Community Station.
- The 10-year Capital Plan totaling \$282,000,000 was developed and approved by the Peel Police Services Board and approved by Regional Council.
- Computer Aided Dispatch (CAD) Business Intelligence Tools were implemented to provide more robust performance metrics on calls for service, units dispatched etc.
- A new Prisoner Management Application was introduced to automate the booking, monitoring and management of prisoners at divisions and within court facilities.
- Installed software-based phones on the mobile computers in every uniform patrol vehicle.







## ENHANCING TEAMWORK & COLLABORATION

**Interactive Senior Officers and Managers' Session** – The Chief hosted an interactive session with Senior Officers and Civilian Managers from across the organization to discuss and develop strategies to continue to make Peel Regional Police one of the best places to work.

**Regular Divisional Collaborative Meetings with the Chief** – The Chief visited Divisions on a monthly rotational basis having open Q & A sessions to further enhance communications and create a more open environment to share ideas, in addition to seeking advice from members to better inform corporate strategies.

**Unit/Bureau Showcase** – As an organization that undertakes a wide range of initiatives to keep the community safe and is comprised of members who are experts dedicated to policing excellence, Peel Regional Police recognize that sharing ideas and resources across departments spurs innovation and further contributes to our success. Each week our member newsletter "This Week in Peel" has been putting the spotlight on departments across the organization including outlining their service responsibilities, key initiatives and facts, their successes and partnerships. This initiative provides valuable departmental information to all members but also assists in identifying more collaborative opportunities between departments.

**Cross Functional Standing Committees** – In addition to the Chief's Suggestion Box, and regularly surveying members, a number of Committees are currently in place enabling members to share their ideas and strategies for our success. Many of our Committees are cross-functional teams, with representatives from different areas engaged in collaborative problem-solving where diverse views and ideas are heard and integrated to help establish policy. Some Committees have dedicated intranet sites to keep members informed on progress. Highlights in 2015 include, the establishment of the Tenure Policy Development Committee and members voting in favour of a new 12-Hour shift schedule - the result of successful collaboration by members of the Joint Shift Schedule Committee, in addition to a comprehensive internal consultation process.

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*This night is a special event where we are able to take a moment and reflect on all of the outstanding work that has been done in the past year, not only by the officers, but also by the members of our community. It is important to provide recognition for a job well done, and tonight is an opportunity to recognize performance that went above and beyond.*

**CHIEF JENNIFER EVANS**  
at the Peel Police Services Board and Peel Regional Police Employee Recognition Awards Ceremony

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## RECOGNIZING OUR MEMBERS

**Recognition Committee** – We recognize that our members are our greatest asset contributing their expertise day in and day out to keeping Peel Region one of the safest communities in Canada. Our Recognition Committee is committed to continuing identification and promotion of initiatives that recognize our members, such as Peer-to-Peer Recognition, Civilian and Officer of the Year Awards, and the Civilian Supervisor and Officer Supervisor C.A.R.E.S. Awards. In addition to internal awards, our members are recipients of many prestigious community awards. See page 10 of this report for a listing of 2015 Awards and Recipients and the promotional list.

**Creation of a New "TEAM" Award** – Many of our successes are the result of collaborative teamwork. The Recognition Committee created this award to recognize members who, while involved in a team endeavour, displayed exemplary team collaboration, service excellence, team dynamics and leadership. The team endeavour can include large scale investigations, organizational projects, team volunteer efforts, etc. and is judged against how well teams successfully incorporate Peel Regional Police strategic goals.

**Chief's Management Group (CMG) Recognition** – On a weekly basis, at CMG meetings, selected members are recognized personally by members of CMG when the performance of their duties has been commended and attained a level of distinction.



**Case Profiles & Divisional Recognition** – “This Week in Peel” profiles various incidents and cases in which staff have been involved with and displayed exceptional work. Profiles include the members involved in the incident, a description of the incident and the exceptional work performed by the members. In addition, articles are also published on officers who have been recognized as “Officer of the Month” within their respective Divisions.

## PROMOTIONAL PROCESS & SYSTEM

**Promotional & Uniform Lateral Transfer Processes** – We continue to be committed to fair and transparent promotional and lateral transfer processes that recognize the skills and experience of candidates while seeking to afford developmental opportunities for members to demonstrate their capabilities. After an extensive review, a revised promotional process was developed, tested and is now established as an annual process. In 2015, 156 uniform and 30 civilian members were promoted. The lateral transfer process, both civilian and sworn, is currently being reviewed and standardized to establish a more accessible and accountable electronic process.

**My Career Path** – An online job application system was launched for job postings and the uniform promotional and lateral transfer processes. The system is designed to make the application process quicker and easier

for members. ‘My Career Path’ transitioned the paper-based job posting and promotional process for uniform members to an online process.

## FOCUSING ON MEMBER WELLNESS

**Early Intervention** – We are continuing to be more proactive as an organization in identifying emerging patterns of behaviour and supporting members in addressing these issues before they negatively impact performance. The Performance Intervention Management System, a new in-house built software system was introduced to track prospective risk indicators and flag opportunities for early intervention and support to members.

**International Performance Resilience & Efficiency Program (iPREP) Resiliency Training** – In 2015, Peel Regional Police was participating in a research project in collaboration with the University of Toronto, that focuses on measuring an officer’s ability to function under stress and the effect on performance improvement by the introduction of stress management techniques. The program also seeks to reduce levels of cumulative stress and possible incidence of post-traumatic stress disorder.

**Road To Mental Readiness (R2MR) Program** – The program provides tools to members with respect to coping strategies, resources and support services to



assist in managing stress, as well as enhance and sustain their mental health, well-being and resiliency. The R2MR program acknowledges that recovery from physical and mental hardships is required, long term and throughout one’s career. The program was provided to almost 2,000 members in 2015.

**Safeguarding Program** – The program was approved to be expanded to ensure access to psychological services for more officers within the organization that are assigned to high-risk areas, such as the Homicide and Major Collision Bureaux and the Special Victims Unit.

**Expansion of On-Site Paramedical Services** – Easily accessible paramedical services include massage therapy, chiropractic care, physiotherapy, dental hygiene and dietician services. As a result of member feedback we are enhancing the accessibility to these services for our members.

## Did You Know?

Our Peer Support Team, which provides education, training, program referral and Critical Incident Stress Response debriefings had over 3,000 contacts by our members in 2015.



## SUPPORTING CAREER DEVELOPMENT

**Proactive Training Opportunities** – Our members are committed to the safety, success and vitality of Peel Region. To bring out the best in our people, in addition to mandatory training, we continue to provide a variety of high-quality proactive training opportunities to enhance their professional development. Examples include:

- **Learning & Development – Training Bureau Speaker Series** – Presentations are designed to enhance member's skills and knowledge of emerging policing issues, in addition to sparking interest in other policing areas. Examples include: Crime Prevention Through Environmental Design Level II; Opioid Deaths in Mississauga; Road Safety - Project E.R.A.S.E; and the Countering Violent Extremism Initiative.
- **In Service Programs & Initiatives** – Our Learning and Development Bureau continues to deliver many innovative in-service programs and initiatives to facilitate member success, and is comprised of Corporate Learning, Training, Driver Training and the Use of Force Bureaux.

- Facilitating certification of six members as **Leadership in Police Organizations** instructors, making us the first police service in Ontario to develop our own instructional cadre for this program. The focus of the program is the concept of "Every Officer A Leader."
- Commencing the development of the **Career Long Professional Development Model**.
- Providing **Career Counselling, Interview & Document Preparation Sessions and Promotional Process Debriefing**.
- Hosting the first **Administrative Professional Training Day**.

- **Acting Opportunities** – Opportunities for development of leadership candidates include acting positions for the purpose of gaining experience and career development. In 2015, there were 1,177 members involved in temporary acting opportunities. In addition to acting assignments, a diverse range of opportunities are available to members, including support for continued education, approved courses/ training, secondments, and lateral transfers.



- **Senior Staff Participation at CMG & PSB Meetings** – To further enhance professional development and promote leadership continuity, senior staff members are selected to attend and participate at CMG and PSB meetings on a rotational 6 month tenure.
- **Mentorship, Development & Coaching Programs** – We continue to promote mentorship opportunities such as the Criminal Intelligence Analyst and Cadet Mentorship Programs, and development programs such as the Graduated Development Program for Investigators. In addition, various Bureaux facilitate their own unique coaching and mentoring opportunities.

## CANADA'S TOP EMPLOYERS FOR YOUNG PEOPLE & GREATER TORONTO'S TOP EMPLOYERS

As we continue to build on our efforts of a more member-focused workplace, we can also be proud of the external recognition we've received over the years, including reaching a significant milestone, where for the last four consecutive years, we have been awarded by Mediacorp Canada as one of:

**Canada's Top Employers for Young People** –The designation focuses on the availability of employer programs for young workers such as co-op work/study programs, mentorship, training and career management. Highlights for recognition included the Cadet and Mentoring Programs, the Cadet Organization Police School (COPS), the Youth in Policing Initiative, and Peel Regional Police Co-op Student Placement Program.



**Greater Toronto's Top Employers** –This award has been given in recognition of the progressive and forward-thinking programs and human resource practices we offer our members, including our work environment and atmosphere, financial and family benefits, member communications, performance management, training and skills development and community involvement. This award demonstrates Peel Regional Police to be one of the best employers in the GTA, not only in terms of the services we provide, but because of how well we take care of our members.

## SUPPORTING INVESTMENTS IN TECHNOLOGY

**New Secondary Data Centre** – Peel Regional Police partnered with the Region of Peel to build a secondary data centre. The new Data Centre will provide efficiencies in technology and disaster recovery capabilities for critical applications and services. In addition, it will provide more opportunities for our Information and Technology Services to provide innovative technical solutions to members.

**Installation of Software-based Phones on Mobile Computers** –The installation in every uniform patrol vehicle by our Telecommunications Systems & Services Bureau was completed to better assist officers on the road. This initiative aligns with member feedback for new and innovative technology.





**QUALITY SERVICE  
& FISCAL  
RESPONSIBILITY**





### Did You Know?

Constable Heather O'Connor received local, national, and international recognition for her work with local women involved in the sex trade industry.

## STRATEGIC ISSUE AND GOAL

# QUALITY SERVICE AND FISCAL RESPONSIBILITY: Deliver

### MAINTAIN

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

### ENSURE

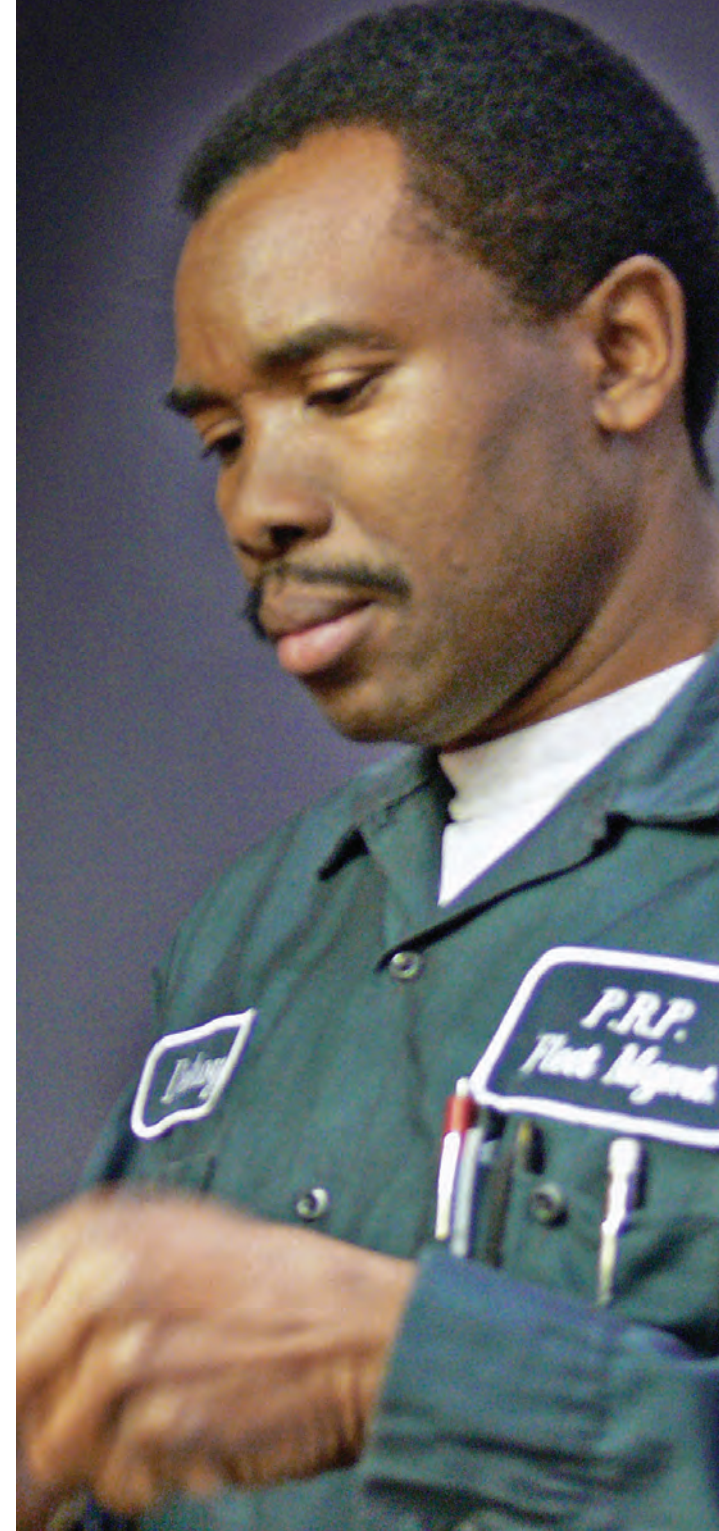
quality services address changing demands by: reviewing service delivery models; implementing effective, efficient business, and risk management processes; and leveraging shared services and partnerships

- The Community and Business surveys conducted in 2013 revealed 91% of business owners and 87% of residents are satisfied with the work of Peel Regional Police. Preparations for the 2016 surveys to be conducted have begun, to coincide with the new strategic planning cycle.
- The Public Complaints Bureau received 68 complaints, a decrease of 24% from 2014.
- Peel Regional Police complies with Ontario Policing Standards and applicable legislation. As of December 31, 2015, there were 307 directives.
- Following 2014 certification by Excellence Canada in the Quality and Healthy Workplace program, Peel Regional Police began the process to upgrade to the new Excellence, Innovation and Wellness program. A Mental Health at Work initiative was also launched to create a healthier, more productive workforce.
- Proud to be Peel videos to the membership were created to raise awareness of the many contributions of various units.
- The Area Risk Self-Assessments identify areas of concern that can be addressed prior to a comprehensive audit. It has been fully implemented and will remain an integral stage of all comprehensive audits moving forward.
- One Comprehensive Audit was completed and reported to CMG. In addition, 11 compliance audits were conducted.
- The Police Services Board and Regional Council approved hiring 20 officers to meet increased demand in accordance with the staffing formula.
- Service delivery reviews improved service in various areas:
  - Services at Square One Community Station were expanded to provide the public with additional access to obtain record checks.
  - Reduction in hospital wait times, from 3.44 hours in January 2014 to 2.22 hours in August 2015, following a mental health apprehension.
  - 7,722 non-emergency calls redirected to the Call Diversion Unit, allowing front line officers to focus their efforts on high-priority emergency calls.

## Quality Services Ensuring Accountability And Fiscal Responsibility

**DEMONSTRATE**  
leadership in responsible  
environmental management  
practices and energy  
use

- Analysis of calls for service by patrol zone was completed to ensure effective service.
- The 2016 Budget which was approved by the Police Services Board and Regional Council represents a 3.3% budget increase over 2015, meeting the Region of Peel's budget target.
- Interactive crime analysis dashboards have been developed enabling improved access to real time operational data.
- The Records Search Unit implemented a comprehensive service delivery model to conduct electronic fingerprinting and criminal records check more efficiently.
- The Customer Service Unit implemented the provincial e-Collision reporting system. This process resulted in financial savings, due to decreased personnel hours.
- Long-standing funding partnerships were renewed with the provincial and federal governments to improve community safety in a variety of areas.
- More than \$14 million in government funding was received (refer to page 14 of this report for full details), an 11% increase from 2014.
- Continual analysis by Fleet Services ensures that new vehicle choices are the best value for overall cost per kilometre.
- Eight hybrid vehicles, 6 T3 electric motion vehicles and 50 bicycles are included in our fleet. Since 2011, fuel consumption has decreased by 286,779 litres (9%) despite an increase in fleet size.
- As part of 11 Division renovations, improvements include the installation of high efficiency boilers, building automation, LED lighting, light harvesting solution, VFD (Variable Frequency Drive) fan and controls, and high efficiency humidification.
- The Environmental Initiatives Committee conducted a survey to gauge interest in a car pool program, demonstrating leadership in responsible environmental management practice.







## INFORMATION TECHNOLOGY (IT) SUPPORT

Within Information Technology (IT), the **Infrastructure Group** works behind the scenes, making sure networks and systems are available and responding to employees requirements. All systems are available 24/7, 365 days of the year. With subject matter experts in a number of specific fields this unit supports every system used throughout the organization. Staff members remain up-to-date on the technology deployed across the organization.

- There are over 200 servers managed, both physical and virtual.
- Our servers hold approximately 1.5 Petabytes of information, which equates to roughly 75 million trees turned into paper and printed or 1.5 million CD's.
- On a monthly basis our telephone systems carry over:
  - 27,000 calls to the 911 Call Center.
  - 316,964 incoming phone calls.
  - 113,343 outgoing phone calls.
  - 372,424 internal calls (ext. to ext.)

Peel Regional Police partnered with the Region of Peel to build a secondary data centre. The new data centre is approximately 1,985 square feet and will provide efficiencies in technology and disaster recover capabilities for critical applications and services.



## COMMUNICATION SUPPORT

**Telecommunications Systems & Services (TSS)** – Is responsible for installing and servicing portable and mobile radios, Mobile Computers, lighting and siren equipment into police and prisoner escort transport vehicles, ensuring that officers have access to equipment that assists them in keeping the community safe. TSS also maintains cable and satellite television systems, digital recording equipment in the interview rooms, mobile video systems, panic strip alarms, in-building paging systems and miscellaneous security systems.

- TSS maintains 1,324 portable radios, 776 mobile radios and 648 siren amplifiers.
- There are more than 325 Panasonic CF19 mobile data units in service.
- TSS has grown from 2 technicians in 1988 to 11 in 2015.
- TSS manages over 2,700 items in their parts inventory, ranging from microscopic surface mount components to full size UPS batteries.

### Did You Know?

TSS serves their community through their partnership with the Parkholme School for Learning Disabled Adults through a work and life skills program. High school and college student co-op placements are also hosted by TSS.



**Computer Aided Dispatch (CAD) Support Team** – Is responsible for maintaining and updating all aspects of the current CAD system. This team helped develop and implement new technologies relating to CAD, the radio system, Mobile Public Safety (MPS) and the 911 system, some of which has included "Text with 911" and "In Call Location Update" for 911 cell users. This work continues to maintain public trust, confidence and satisfaction for the residents of Peel.

- Over 70% of 911 calls made today are from wireless devices. A decommissioned cell phone with a battery can still connect to 911.
- 911 calls from Apple watches are being received in the Communications Bureau.
- Texting with 911 is available to the hearing or speech impaired community.
- Callers to 911 can communicate in the language of their choice through a conference call to a Language Line interpreter.

*I was so impressed with how professional they were, how well groomed and courteous. I couldn't have been prouder and was blessed with the opportunity to talk briefly with some of them.*

### PEEL CITIZEN ABOUT OUR OFFICERS



**Project Lifesaver Program** – Is a radio frequency locating system designed to locate wandering persons. Available to the residents of Peel since 2006, this program demonstrates our commitment to delivering quality services. All divisions are equipped with the electronic locating equipment. Officers are specially trained and certified through Project Lifesaver International to operate the equipment to locate vulnerable persons who have a mental disability that could cause them to wander and get lost, including but not limited to Autism and Alzheimer's. Participants are equipped with a wrist transmitter that sends a radio signal that can be tracked. Participants are registered through the program and their information and picture are kept and updated through the designated website. Thirteen searches were conducted in 2015.

Peel Regional Police in cooperation with the Region of Peel plan on expanding the Project Lifesaver program in the near future. Additional locators will soon be available for all divisions. 189 officers have been certified as Electronic Search Operators.

**False Alarm Cost Recovery Program** – In mid-2014, Peel Regional Police implemented a False Alarm Cost Recovery Program to more effectively respond to alarms. It aims to reduce false alarm dispatches and enhance efficiency when responding to valid alarms. In 2015, Peel Regional Police received over 19,000 alarm requests, of which 4.2% were valid alarm calls. There was a 12% decrease in false alarms attended. The decrease in false alarms assists with ensuring officer and community safety by decreasing the number of times rapid response measures are followed.



## INTERNAL QUALITY SERVICE IMPROVEMENTS

- Business Intelligence Tools (BI Tools) was implemented for more effective reporting of Events and Dispatch information.
- A Project Implementation Plan was developed to automate internal recruitment through Human Resources Management System (HRMS) with an enhanced user experience and relevant statistical management reports for uniform and civilian personnel.
- Implemented a new Prisoner Management System to be used at all Divisions to log prisoners and to ensure their safety and security. This system will also track and log all movements of prisoners attending Davis Court. Effective prisoner management reduces the risk to prisoners while in custody.

**Court Services** – Is continuing a comprehensive review of the Security Plan for Davis Court and Provincial Offence Courts.

- Completed mock evacuation scenarios, and environmental scans for all Court Houses.
- Conducted drills to ensure the best use of personnel during emergent situations.

**Business Support** – Works to ensure efficient and effective tools and processes are available to Peel Regional Police. Business Support also liaises with Region of Peel Purchasing to ensure effective procurement services are delivered. The strengths of our business systems are shown by:

- Sharing our Management Action Plan System (MAPS) with four Ontario police agencies.
- Sharing our Central Paid Duty System with Toronto Police Service.
- Being one of the first organizations in North America to implement the Time & Labour module in PeopleSoft HRMS.
- Scheduling over 5,000 paid duties totalling almost 60,000 hours.
- Processing over 1 million timesheet entries over 26 pay-periods.

**Quartermaster Stores** – Manages inventory and resources for the service.

- An average of 2,500 orders are processed monthly.
- 88% of orders have a turnaround time of two days or less.
- Inventory control mechanisms are in place to ensure effective, timely resource management.





## FACILITIES IMPROVEMENTS

**NEW Peel Regional Police Facility** – Our long term Facilities Plan identified the need to secure a new facility in order to address ongoing shortfalls within the existing Headquarters complex and to accommodate current and future needs of our organization. In May, Regional Council approved the purchase of a facility located at 7150 Mississauga Road, Mississauga. The following Bureaux will be relocated to the new building:

- Executive Administration
- Corporate Communications
- Facilities Management
- Finance & Corporate Planning
- Human Resources
- Operational Planning
- Professional Standards
- COPS (Cadet Organization Police School) Program



## COMMUNITY SAFETY MODEL

The Community Safety Model (CSM) Team works with community partners finding collaborative solutions to crime, victimization, community safety and wellness by collectively mobilizing resources. There were 50 cases identified in 2015, coming from Peel Regional Police, the City of Mississauga, Victims Services of Peel, Supportive Housing in Peel, YMCA and Youth Justice Services.

A number of initiatives in the community were:

- Mentorship event with Big Brothers/Big Sisters of Peel Regional Police.
- 3rd "Reel Youth" Mentoring Video project.
- 3rd Community Safety Anti-Violence Basketball camp.
- Human Trafficking Conference.

Peel Regional Police received funding from the Proceeds of Crime Grant (Ontario Ministry of Community Safety and Correctional Services) and the Victims Fund to offset the cost of the initiatives. The CSM Team will continue to connect with local women involved in the sex trade industry, an internationally recognized project (see page 30) and are committed to expanding the situation table to include more community partners.



## APPRECIATION AWARD

Presented to

**Peel Regional Police  
Criminal Intelligence – ISS**

*In recognition of your outstanding  
achievements in Law Enforcement*

OCTOBER 22<sup>nd</sup>, 2015

## COUNTERING VIOLENT EXTREMISM INITIATIVE GAINING NATIONAL ATTENTION

Our Intelligence Security Section (ISS) developed the Countering Violent Extremism Initiative (CVEI) in response to the terrorist related incidents that occurred in Ottawa and Quebec in 2014. The initiative and presentation continues to receive positive feedback and has achieved national recognition by receiving the Law Enforcement & Security Practitioners Award. Using a community engagement strategy, it involved the Diversity Relations Unit to create outreach based committees to combat extremism. Peel Regional Police officers are receiving training and given a baseline understanding of terrorism and extremism, highlighting some behavioural indicators. CVEI is working alongside the Peel District and Dufferin Peel Catholic District School Boards to educate our communities. Due to the positive feedback through National Security and Intelligence communities, the CVEI presentation has been delivered to officers representing the Department of Homeland Security, New York Police, Canadian Security Intelligence Service, Canadian Border Services Agency, Criminal Intelligence Services Ontario, Royal Canadian Mounted Police, Ontario Provincial Police, and many of the major police services in the Greater Toronto Area. Since November 2014, the presentation has been provided to over 1,110 officers from these services.



# GROWTH & CHANGING DEMOGRAPHICS







## STRATEGIC ISSUE AND GOAL

# GROWTH AND CHANGING DEMOGRAPHICS:

## Manage Service Delivery

### ATTRACT

and retain a professional, skilled workplace that is reflective of our diverse community and addresses community growth.

- In 2015 there were 243 new hires (73 uniform, 152 civilian and 18 cadets) which included: 124 (51%) racialized, 118 (49%) female and 4 (2%) persons with disabilities.<sup>5</sup>
- Designated groups were represented in the organization as follows: 1% aboriginal, 17% racialized persons, 1% persons with disabilities, and 34% females.
- Peel Regional Police has 154 authorized officers per 100,000 population which is lower than the Canadian and Ontario rates, respectively 207 and 201.<sup>6</sup>
- Attrition rates were 3.6% for uniform staff and 3.1% for civilian staff. During 2015, 71 uniform staff and 25 civilian staff left the service primarily due to retirements.<sup>7</sup>
- There were numerous diverse recruiting initiatives utilizing television, radio, print, and other media events.
- Peel Regional Police hosted 25 information sessions within Peel Region and 15 outside of the region.
- Peel Regional Police held 37 Local Focus groups testing over 800 applicants.
- There were 18 recruiting initiatives at local high schools and 20 at post-secondary schools.
- There were 1,040 online applicants for uniform positions.

<sup>5</sup> PEEL REGIONAL POLICE EQUAL OPPORTUNITY PLAN CAN BE ACCESSED AT: [HTTP://WWW.PEELPOLICE.ON.CA/NEWS/PUBLICATIONS.ASPX](http://www.peelpolice.on.ca/news/publications.aspx)

<sup>6</sup> SOURCE: STATISTICS CANADA, CANSIM, TABLES 254-002 AND 254-006

<sup>7</sup> INCLUDES: RESIGNATIONS, RETIREMENTS, AND OTHER SEPARATIONS OF FULL-TIME MEMBERS • EXCLUDES: PART-TIME/TEMPORARY MEMBERS

## To Respond To Growth And Changing Demographics

### ENSURE

programs and partnerships meet the needs of youth and our diverse community.

- The Neighbourhood Policing Unit (NPU) creates a safe learning environment by creating positive relationships with students and administration. NPU officers deliver presentations and implement Problem Oriented Policing (POP) projects to identify and resolve issues within schools and the community. In 2015, NPU officers provided 649 presentations and worked on 35 POP Projects.
- Over 122,000 students attended presentations from Youth Education officers regarding topics such as Internet Safety, Bullying Awareness, Drug and Gang Prevention, Youth and the Law, etc.
- In 2015, 28 students from educational institutions were placed in various bureaux for their summer internship and 38 were offered co-op placements.
- Hired 15 students as part of the Youth in Policing Initiative (YIPI), a summer employment program funded by the Ontario Ministry of Children and Youth Services (MCYS).
- The Diversity Relations Unit participated in 87 community events, and provided training to 152 recruits. The Unit focuses on training both internally and externally, and completed 49 presentations regarding topics such as Hate Crime, Religions, Emergency Services Information for Newcomers and Racial Profiling. Peel Regional Police continues to support our diverse community and work with them to enhance communication and feedback.
- The Diversity Relations Unit completed 34 media interviews to continue raising our profile through outreach with diverse community groups.
- Over 10,500 students attended sessions delivered at Peel Children's Safety Village, focusing on topics such as Personal Safety, Pedestrian and Bike Safety, Community Helpers, Bus Patrol, etc.





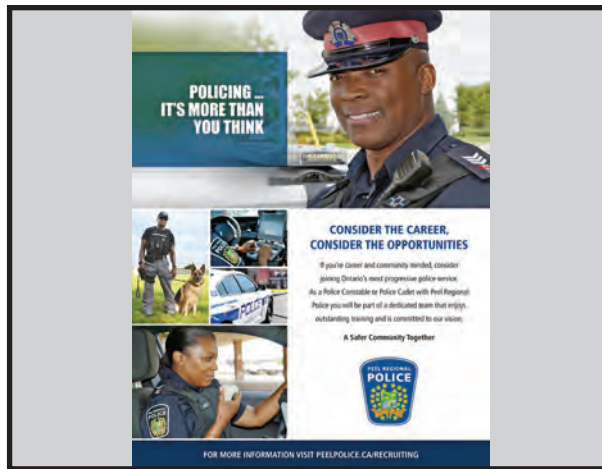


## INCLUSIVITY & DIVERSITY FOCUSED

Embracing the diversity of our community, recognizing the strengths of individuals and ensuring inclusivity for all, allows Peel Regional Police to successfully plan and provide quality service to the community.

**Diversity Relations Unit** – In 2015 the Diversity Relations Unit provided training to 271 members of the Peel Regional Police. These members included civilians, auxiliaries, students, officers and new recruits. The training covers – Hate Crime, Racial Profiling and Knowing Our Diversity Community. Of these 271 individuals, 152 were new recruits.

The Diversity Relations Unit also provided external training to the community. Thirty-six ESINC (Emergency Services Introduction for New Canadians) presentations were conducted to 1,794 individuals in the community. Constable Mandip Bhambher received a Public Heroes Award from the Intercultural Dialogue Institute for his community service. As well, Constable Micheline Murphy-Labossiere was presented the Community Service Award on behalf of the National Association of Indo-Canadians for her work with the Indo-Canadian community and making Canada a better and safer place to live.



**15th Annual Race Against Racism** – The Race Against Racism offers a positive environment for members of diverse cultures, religions, and ethnic backgrounds to gather for a day to promote body health and encourages the positive values of inclusiveness. This 5 km event provides an opportunity for competitive runners and walkers to strengthen their skills, as well as providing an event for people of all ages to enjoy a family oriented setting. Four hundred runners/walkers completed the course, with another 350 community members enjoying the event. The race is followed with multicultural entertainment, prize distribution, children’s activities and sampling of various ethnic foods.

## RECRUITING FOR THE FUTURE

We support a fair and inclusive workplace. Peel Regional Police recognizes that while attracting, hiring, developing, and retaining a professional workforce reflective of the community we serve, it is essential that we maintain transparency and integrity in the process. The development and continued refinement of initiatives and positive measures directed at improving success in recruitment and employee retention remains an ongoing process.



**Advertising** – We continually evaluate our advertising campaigns to ensure they meet our needs in attracting applicants that reflect the diverse population of Peel. Every effort is made to include diverse officers and civilians from within the organization in promotional materials. Our website is updated regularly to ensure it is user-friendly and comprehensive.

**Auxiliary Bureau** – The Auxiliary Police Program consists of 97 active volunteers. These unpaid volunteers obtain training and experience in policing and in turn, provide invaluable service to the community. In addition to participating in many fundraising events, the Auxiliary Bureau supports regular police service in areas that include patrol and marine escorts, R.I.D.E. programs, crime prevention programs, special events, parades, searches for missing persons and emergency calls for service. In 2015, two Auxiliary officers were successful in obtaining recruit constable positions. In addition, two Auxiliary officers were promoted to Staff Sergeants. With over 25,000 volunteer hours annually, the Auxiliary officers are valued members of our Service and community.

**Cadet Organization Police School (COPS)** – The COPS Program, federally funded by the Royal Canadian Army Cadet Corps and sponsored by Peel Regional Police, provides structured activities through a variety of challenging and rewarding experiences. Since 2012, three COPS have become recruits.



**Outreach Initiatives** – Recruiting a pool of competitive applicants representative of our local community remains a concentrated, yet challenging priority. Aggressive recruitment drives have been expanded to include target-specific communities and are supported by advertising campaign initiatives geared to attracting the very best candidates from all backgrounds to join our Service. Some of these initiatives were open forums of discussion whereby members of Peel Regional Police shared their knowledge, insight, challenges and experiences within the profession. The forums are intended to be an interactive, engaging and informative day of networking for the community. Some of the outreach initiatives that took place in 2015 were:

- Asian Community Recruitment Forum
- Black Community Recruitment Forum
- Women in Policing Symposium
- Career Fairs & Information Sessions
- Community Festivals/Functions
- Sporting Events

## A STRONGER COMMUNITY, A BETTER REGION

With demands of a rapidly growing population, collaboration in service delivery and growth management are integral to building a stronger community. Some of the initiatives showcasing our commitment towards building a stronger and safer community together are:

- **International Walk to School Day** – This is a global event that involves communities from more than 40 countries in celebration of the many benefits of walking. The goal of the walk is to rally for safer and improved roads, promote healthier habits and to conserve the environment. The hope is to create Peel Region as a community that is safe to walk.
- **Linguistic** – The Region of Peel is a linguistically diverse community. The top three languages spoken at home, beyond English, are Punjabi, Urdu and Polish. Peel Regional Police members are conversant in 53 languages.
- **Crime Prevention Through Environmental Design (CPTED)** – It is based on the concept that the proper design and effective use of the physical environment can help reduce the incidence and fear of crime.

## REMOVING BARRIERS & IMPROVING ACCESSIBILITY

Peel Regional Police is committed to treating all employees with dignity, respect and fairness, which entails that our organization becomes more inclusive and accessible for persons with disabilities. We have a permanent co-operative placement program in which the candidate with special needs is assigned meaningful work, matching their skills, abilities and limitations.

- **Parkholme School Mentoring Program** – In its 25th year, Peel Regional Police continues to provide adults with learning disabilities from Parkholme School, placement within our organization. The individual participates in a work experience program accompanied by a job coach providing constant supervision.

*As part of our ongoing initiative to provide opportunities to Persons with Disabilities, Peel Regional Police in partnership with Community Living Mississauga, offer employment opportunities to two individuals with intellectual disabilities. These Special Needs individuals perform various tasks while gaining hands-on practical work experience.*

## COMMUNITY LIVING MISSISSAUGA

### Did You Know?

Attracting the right people requires advertising. Working with the highly skilled members of our Video Unit, we have developed a short promotional movie and two commercials which have been played on City TV, Global Television, and at local Cineplex theatres. The message that our organization delivers is, “**Policing ... it’s more than you think**”, which entices people to consider the many employment opportunities that we provide.





## EMPOWERING OUR YOUTH & SENIORS

**Internship & Co-operative Placement Programs** – Peel Regional Police, working together with educational institutions offer students work experience within the organization, providing them the opportunity to apply the skills acquired in school. In 2015 we offered 66 placements to students in Peel Region.

**Expansion of Youth Education Programs** – The Youth Education Bureau provides 11 different programs to elementary and middle school students throughout the Region. The programs are continually reviewed and updated to ensure students are receiving relevant and useful information. Two new programs were introduced in 2015. Get Ready is a two part program for grade 6 and 8 students, identifying risk factors, and through a series of activities, provides facts about drugs and alcohol that are age appropriate. Power to Choose is presented to grade 7 students, and is designed to build protective factors and inner character strengths in children. Character Education includes a process of self-awareness, self-assessment and asset building to empower and support youth to make positive change in their lives that relates to a wide spectrum of social issues. This program contributes to building healthy and safe kids through participation and dialogue focusing on positives rather than problems.



**4th Annual Student Career Day** – Seventy-three Grade 11 and 12 students from both Peel school boards participated in lessons, activities and demonstrations offered to provide these students some insight into the world of policing. It is one of Peel Regional Police long-term initiatives to promote and better develop future applicants.

**Youth Cyber Safety Academy** – Peel Regional Police in partnership with Peel Children’s Safety Village, Peel District School Board, Dufferin-Peel Catholic District School Board and Sheridan College launched a new program focused on Internet Safety for students, using grant money from the Ontario Ministry of Community Safety and Correctional Services, Provincial Proceeds of Crime fund. Students learn the importance of keeping personal information private, positive/negative aspects of the Internet as well as the many tricks online predators may use to lure children. They are also taught Cyber Citizenship and how their online actions can affect others and themselves, now and in the future, in life and not just online.

*Teaching, training, and engaging youth is a community responsibility. We have long-standing relationships with the Dufferin-Peel Catholic District School Board and the Peel District School Board; we worked together with them engaging youth in important issues.*

**SERGEANT NATALIE HILTZ**



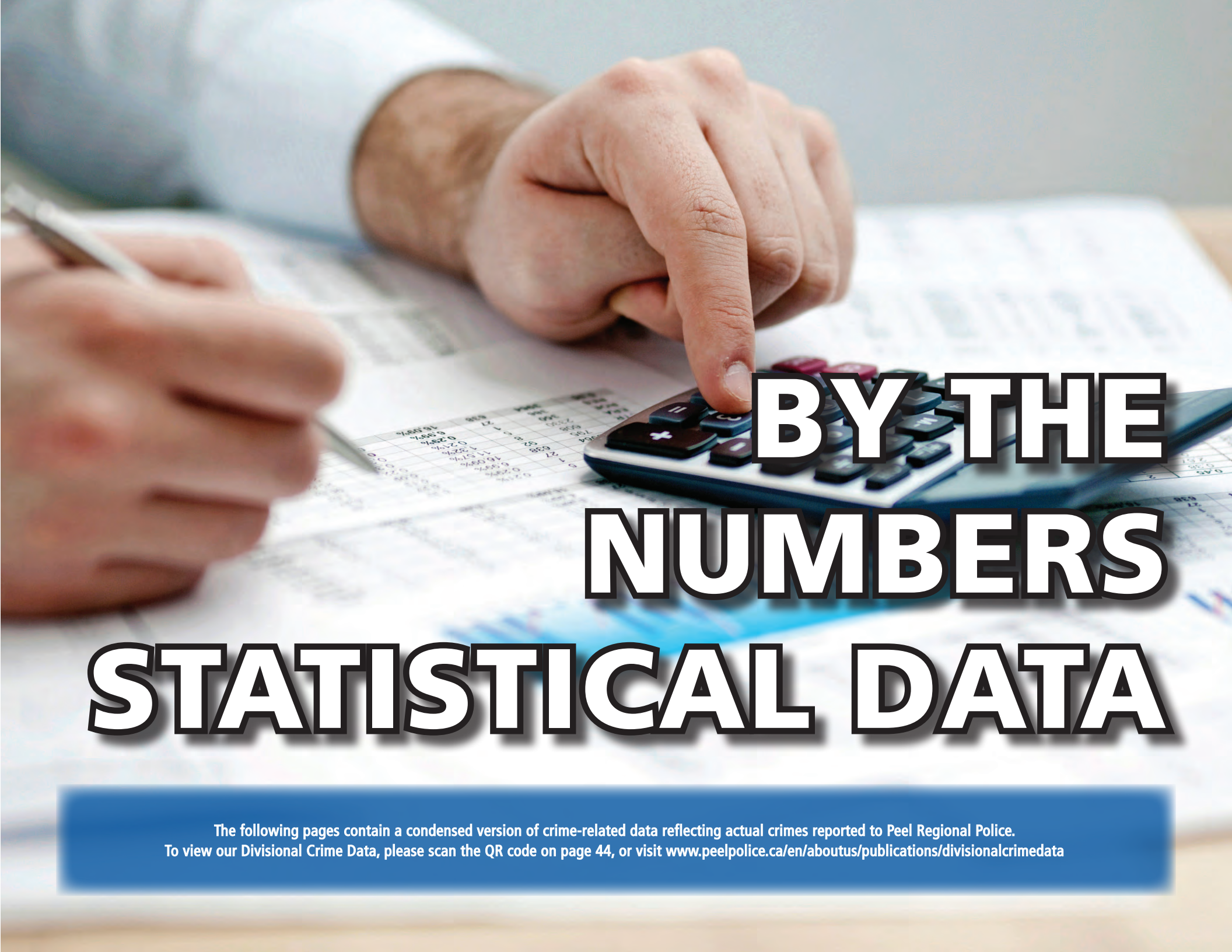
**Safety for Seniors** – The session is available to seniors wishing to protect themselves, their loved ones and the community around them. Topics in the Safety for Seniors seminar include the following:

- Personal Safety & Property Protection
- Distraction Theft
- Frauds & Current Scams
- Cyber Safety

**3rd Annual Santa to Senior** – This program is aimed at bringing a smile to the faces of seniors and ensures they all receive a bit of holiday cheer. This year Peel Regional Police staff from our Records Unit generously provided 200 gifts for seniors in the Brampton area. Seniors play an important role in our community and it’s important that they continue to remain engaged and motivated.

*The Region of Peel is incredibly diverse and it is this cultural diversity that makes our region a wonderful place to work, live and visit. Peel Regional Police are committed to promoting the value of diversity in our community and police service, and providing a safe community for everyone to enjoy.*

**PEEL REGIONAL POLICE**

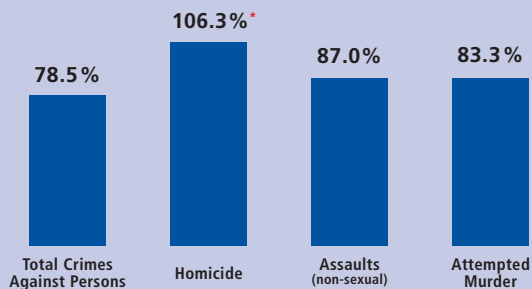


# BY THE NUMBERS STATISTICAL DATA

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 scan the QR code on page 44, or visit [www.peel.police.ca/en/aboutus/publications/divisionalcrimedata](http://www.peel.police.ca/en/aboutus/publications/divisionalcrimedata)



## SOLVENCY RATES Selected Crime Types



\*Rate is above 100%, as it includes a homicide from a previous year that was solved.



SHOOTINGS & KNIFE STABBINGS	2014		2015		2014 – 2015 Variance	
	Number	Number	Number	Number	Number	%
<b>Shootings *</b>						
Occurrences	34	43	9		26.5	
Known victim hit	17	21	4		23.8	
Unknown victim hit **	17	22	5		29.4	
<b>Knife Stabbings ***</b>						
Occurrences	103	102	-1		-1.0	
Victims	111	108	-3		-2.7	

\* Occurrences where a real firearm was discharged

\*\* Includes evidence of shooting

\*\*\* Occurrences where a knife was used to cause injury to a person

## CRIMINAL OFFENCES

	2014			2015			2014 – 2015 Variance	
	Number	Percent Solved	Rate Per 100,000	Number	Percent Solved	Rate Per 100,000	Number #	Rates %
<b>Crimes Against Persons</b>	6,871	79.4	529.8	6,860	78.5	522.1	-11	-1.5
Homicide	9	111.1	0.7	16	106.3	1.2	7	71.4
Attempted Murder	11	90.9	0.8	18	83.3	1.4	7	75.0
Assaults (non-sexual)	3,872	87.8	298.5	3,869	87.0	294.4	-3	-1.4
Sexual Violations	562	70.3	43.3	583	67.6	44.4	21	2.5
Robberies	709	39.1	54.7	678	39.2	51.6	-31	-5.7
Threatening or harassing phone calls	60	35.0	4.6	59	42.4	4.5	-1	-2.2
Criminal harassment	257	87.2	19.8	224	83.0	17.0	-33	-14.1
Uttering threats	1,189	81.7	91.7	1,197	79.6	91.1	8	-0.7
Other violent violations	103	65.0	7.9	111	53.2	8.4	8	6.3
<b>Crimes Against Property</b>	22,289	35.7	1,718.5	23,789	34.3	1,810.4	1,500	5.3
Break and Enter	3,449	19.8	265.9	3,630	16.6	276.3	181	3.9
Theft Motor Vehicle	1,502	24.3	115.8	1,861	14.5	141.6	359	22.3
Theft Over and Under \$5,000	11,512	37.4	887.6	12,329	38.0	938.3	817	5.7
From motor vehicle	2,946	8.0	227.1	3,554	11.7	270.5	608	19.1
Shoplifting	3,960	84.4	305.3	4,374	83.0	332.9	414	9.0
Possession of Property Obtained by Crime	610	99.0	47.0	660	98.9	50.2	50	6.8
Frauds	1,751	49.9	135.0	1,719	48.4	130.8	-32	-3.1
Mischief	3,405	32.8	262.5	3,534	31.1	268.9	129	2.4
Arson	60	28.3	4.6	56	16.1	4.3	-4	-6.5
<b>Drugs</b>	3,964	99.6	305.6	3,491	99.6	265.7	-473	-13.1
Trafficking/Production/Distribution	572	99.3	44.1	529	98.9	40.3	-43	-8.6
Possession	3,391	99.7	261.4	2,962	99.8	225.4	-429	-13.8
<b>Criminal Driving Offences</b>	5,254		405.1	5,241		398.9	-13	-1.5
Impaired Driving (Alcohol/Drugs)	1,461		112.6	1,386		105.5	-75	-6.3
Fail/Refuse Breath/Blood Sample	147		11.3	165		12.6	18	11.5
Fail to Stop/Remain	3,249		250.5	3,315		252.3	66	0.7
Dangerous Operation	228		17.6	235		17.9	7	1.7
Other CC Traffic Offences	169		13.0	140		10.7	-29	-17.7

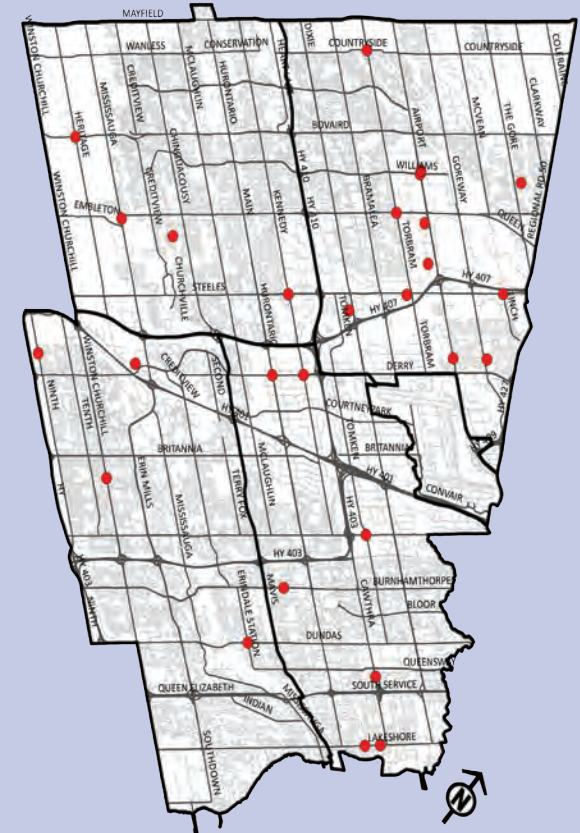
TRAFFIC MANAGEMENT	2014		2015		2014 – 2015 Variance	
	Number	Rate Per 100,000	Number	Rate Per 100,000	Number #	Rates %
<b>Motor Vehicle Collisions - TOTAL</b>	27,216	2,098.4	27,319	2,079.1	103	-0.9
Reportable collisions	17,673	1,362.6	16,285	1,239.1	-1,388	-9.0
Fatal collisions	28	2.2	27	2.1	-1	-4.5
Personal injury	2,072	159.8	2,086	158.8	14	-0.6
Property damage	15,573	1,200.7	14,172	1,078.5	-1,401	-10.2
Non-reportable collisions	9,543	735.7	11,034	839.7	1,491	14.1
<b>Traffic Enforcement (Highway Traffic Act)</b>						
<b>HTA charges- TOTAL</b>	98,063	7,560.8	84,748	6,449.6	-13,315	-14.7
Careless driving	4,281	330.1	4,572	347.9	291	5.4
Use electronic device	6,349	489.5	4,952	376.9	-1,397	-23.0
Disobey traffic light	3,975	306.5	3,206	244.0	-769	-20.4
Fail to stop at stop sign	6,679	515.0	5,970	454.3	-709	-11.8
Invalid permit	17,783	1,371.1	15,604	1,187.5	-2,179	-13.4
Seatbelt	2,013	155.2	1,616	123.0	-397	-20.7
Other HTA	25,711	1,982.3	23,412	1,781.7	-2,299	-10.1
Speeding	31,272	2,411.1	25,416	1,934.2	-5,856	-19.8
Total HTA cautions	18,991	1,464.2	17,612	1,340.3	-1,379	-8.5
<b>R.I.D.E. Program</b>						
Vehicles checked	43,697	3,369.1	61,969	4,716.1	18,272	40.0
WARN range suspensions	390	30.1	358	27.2	-32	-9.6
Impaired driving charges	43	3.3	34	2.6	-9	-21.2
Excess blood alcohol charges *	200	15.4	152	11.6	-48	-24.7

ORGANIZATIONAL	2014		2015		2014 – 2015 Variance	
	Number		Number		#	%
<b>Public Complaints</b>						
Complaints received	89		68		-21	-23.6
Complaints concluded *	83		70		-13	-15.7
<b>Firearms Seized</b>	620		680		60	9.7
<b>Bail Hearings</b>	14,456		13,710		-746	-5.2

PERSONS CHARGED	2014			2015		
	Adult	Youth	Total	Adult	Youth	Total
Persons Charged - TOTAL	14,455	1,944	16,399	14,846	1,748	16,594
Crimes Against Persons	3,527	701	4,228	3,636	632	4,268
Crimes Against Property	4,407	650	5,057	4,816	552	5,368
Criminal Driving Offences	1,591	16	1,607	1,555	24	1,579
Drugs	2,127	230	2,357	1,992	172	2,164

\* 2014 Data Revised

## 2015 FATAL MOTOR VEHICLE COLLISIONS



Data Source: Niche & MCB Records

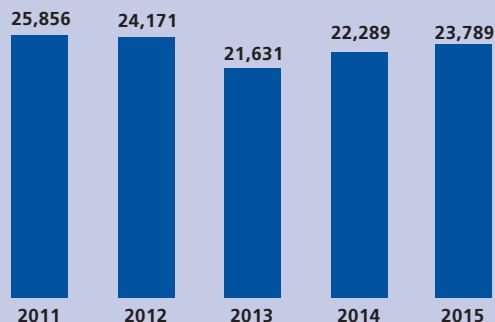




## CRIMES AGAINST PERSONS



## CRIMES AGAINST PROPERTY



FULL 2015 STATISTICAL DATA AVAILABLE

[www.peelpolice.ca/publications](http://www.peelpolice.ca/publications)

## 5 YEAR SUMMARY

	2011	2012	2013	2014	2015
<b>Demographics</b>					
Policing population	1,250,000	1,264,000	1,280,000	1,297,000	1,314,000
Young persons (12-17 yrs)	105,280	104,634	103,988	103,342	102,696
Number of households	373,000	378,000	384,000	392,000	398,000
Number of registered vehicles	959,478	969,496	984,347	1,009,410	1,038,662
<b>Complement: Authorized</b>					
Police	1,922	1,937	1,957	1,979	1,996
Civilians	798	810	818	829	837
Cadets	30	30	30	30	30
Total	2,750	2,777	2,805	2,838	2,863
<b>Workload</b>					
Calls to 9-1-1	405,576	381,670	345,674	353,583	325,509
Calls to communications	689,824	652,944	611,646	608,414	579,761
Citizen initiated events *	N/A	N/A	N/A	217,532	221,293
Officer initiated events *	N/A	N/A	N/A	115,426	101,497
Immediate response events	55,320	53,584	56,772	54,630	55,516
Occurrences	103,932	101,775	99,829	98,566	95,108
<b>Fleet</b>					
Police fleet (vehicles, bicycles, trailers)	719	745	766	660	788
Kilometres travelled	17,696,297	17,215,873	16,863,890	16,356,907	16,050,792
<b>Budget</b>					
Net budget	\$312,641,000	\$325,653,680	\$338,407,100	\$349,574,530	\$360,913,440
<b>Total Canadian Criminal Code Offences</b>					
Offences	39,410	37,660	34,949	35,208	36,797
Rate per 100,000 population	3,152.8	2,979.4	2,730.4	2,714.6	2,800.4
Percent (%) solved	52.4	55.3	56.5	54.8	53.0
<b>Crimes Against Person Occurrences</b>					
Total	7,809	7,775	7,333	6,871	6,860
Rate per 100,000 population	624.7	615.1	572.9	529.8	522.1
Percent (%) solved	77.4	79.2	81.6	79.4	78.5
<b>Crimes Against Property Occurrences</b>					
Total	25,856	24,171	21,631	22,289	23,789
Rate per 100,000 population	2,068.5	1,912.3	1,689.9	1,718.5	1,810.4
Percent (%) solved	34.7	37.7	36.6	35.7	34.3
<b>Drug Occurrences</b>					
Total	4,244	4,191	3,982	3,964	3,491
Rate per 100,000 population	339.5	331.6	311.1	305.6	265.7
Percent (%) solved	99.3	99.1	99.4	99.6	99.6

\* Event information from computer aided dispatch system. Information prior to 2013 was not recorded in the same format.

2015 data is based on a download of data from the Records Management System on January 6, 2016. 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. As well, various other statistics are included in this section and are taken from systems maintained by individual bureau/units. It should be noted that statistics provided in this report may differ from those used by Statistics Canada and other police agencies. Caution should be taken when making comparisons of data.



# Mission

Working in partnership with our community, our mission is to provide innovative and effective policing to ensure a safe environment to live, work and visit.

## T . R . U . S . T .

### **T** RUST

Trust is something which must be earned and cannot be taken for granted. It reflects both the trust we hope to instill in the people we serve as well as the trust we must have in each other to perform effectively.

### **R** ESPECT

Respect for the dignity and rights of all others.

**U** NDERSTANDING Understanding of the law as well as the different challenges faced by individuals in their day-to-day lives.

### **S** AFEETY

Safety of the people in our community, their property, ourselves and our fellow officers.

**T** RANSPARENCY Transparency in all our practices, beliefs and actions.

# Vision

A SAFER COMMUNITY TOGETHER

Values



# A SAFER COMMUNITY TOGETHER

PEEL REGIONAL POLICE | Corporate Planning & Research

7750 Hurontario Street, Brampton, ON L6V 3W6

905-453-3311 | [www.peelpolice.ca](http://www.peelpolice.ca)

