

MINUTES
CHATHAM-KENT POLICE SERVICES BOARD MEETING
(REGULAR)

Boardroom
Chatham-Kent Police Headquarters

April 12, 2016
Time: 10:00 A.M.

PRESENT:

Motion #

Mrs. Diane Daly, Chair
Mr. Pat Weaver, Vice Chair
Mayor Randy Hope
Councillor Bryon Fluker
Mrs. Kathryn Biondi
Chief Gary Conn
Deputy Chief Littlewood
Mr. Uly Bondy Board Advisor

Guest: Tom Gervais-Ministry of Community Safety and Correctional Services-Police Services Advisor

1. Call to Order

Welcome to Tom Gervais- Ministry Representative of Ministry of Community Safety and Correctional Services

2. a) Declaration of Conflict of Interest

None declared

b) Approval of Agenda

Addition to Consent Agenda –Moved from In-Camera to Regular:

Items:

- 7.1 Copy of Correspondence from Ministry of Community Correctional Services dated March 8, 2016, RE: Final Instalment of \$49,850.00 for Project Fast Intervention Risk Specific Teams (FIRST) Strategy
- 7.2 Receipt of Cheque #0048092 in the amount of \$40,000.00, RE: 2015/16 Annual CKPS Mobile Help Team (Chatham-Health

AND

The Chief has an additional Reclassification and ask that it be included in the Agenda under Item # 4.1

Moved by Councillor Fluker and seconded by Pat Weaver
“MOTION TO APPROVE THE AMENDED AGENDA”

#2270

Carried

c) Approval of Minutes of March 8, 2016

Correction to amend Call to Order by Vice-Chair- should reflected as Chair.
“MOTION TO APPROVE THE MINUTES OF March 8, 2016”

#2271

Carried

3. **Business Arising from Previous Minutes:** None

4. **Reports from Chief of Police:**

The chief requested that René Cowell give a brief overview of Organ Donors:

Renee Cowell gave a heartfelt presentation in the honor of her daughter Bailey-on what would have been her 15th birthday. Bailey was the recipient of a heart transplant in 2001, and even though the transplant didn't save her life, the Cowells were thankful that some family was thoughtful enough to give their infant daughter a chance at life with the donation.

April is Organ Donor Awareness Month and members of the public are being asked to consider registering as an organ and tissue donor. There are more than 1,600 Ontarians on the waiting list. That while more people are becoming aware and are getting registered as potential donors, much remains to be done.

Chatham-Kent is 63rd on a list of 179 Ontario communities in terms of the percentage of the population that is registered. In C-K about 41 per cent of people are registered donors, compared to the provincial average of 29 per cent. One organ donor can save up to eight lives. The stats are from the Trillium Gift of Life Network.

Publicity events during April include the Uniforms Unite program, in which uniformed personnel such as police officers, firefighters, and paramedics are encouraged to donate blood during the 5 local available clinics. Please take the moment to have a conversation with your family and let them know your consent is registered as a potential donor and if you have not yet registered as an organ donor, please take the time to.

To learn more about organ and tissue donation, visit ckpolice.com and click on the "be a donor like me" link.

You can also visit www.beadonor.ca/ckha.

If you visit www.ckha.on.ca/newsletter/beadonor/beadonor.htm you can read the stories of eight Chatham-Kent recipients and one Chatham-Kent donor as shown on the interactive Poster-Brady Bunch Theme which was a joint adventure with CKHA.

The Chair, Diane Daly asked about well used organs- Renee said age is not an issue there is always something that can used re: Cornea, tissues- register your Consent and let your family know.

A BIG THANK YOU by the Chief to Renee for taking the lead for the last 14 years and donating all her time to Organ Donor Awareness. **Wear your Green Ribbon and please donate!!**

4.1 New Hire, Reclassifications, Retirements

The Chief presented the report for New Hires, Reclassifications and Retirements

New Hire:

RYAN GARDINER BE HIRED AS A CADET, LEVEL 4,

ANDREW CRAVEN BE HIRED AS A CADET, LEVEL 4
BOTH, EFFECTIVE DECEMBER 15, 2015

Reclassification:

CONSTABLE DAN CARROLL-TO THIRD CLASS CONSTABLE-EFFECTIVE APRIL 7, 2016

Retirements:

CONSTABLE GEORGE SANDERSON EFFECTIVE JULY 31, 2016

LOIS VANDENBERG EFFECTIVE DECEMBER 31, 2016

Moved by Councillor Fluker and seconded by Pat Weaver

**"MOTION TO ACCEPT THE RECOMMENDATIONS ON NEW HIRES, RECLASSIFICATION AND
RETIREMENTS"**

#2272

Carried

The Chief presented the report on the Elevation

Elevation

**EMERGENCY COMMUNICATIONS OPERATOR CHELSA DONAHUE BE ELEVATED TO LEVEL 2
EFFECTIVE NOVEMBER 23, 2015"**

Moved by Pat Weaver and seconded by Katherine Biondi

"MOTION TO ACCEPT THE ELEVATION"

#2273

Carried

4.2 Auction Account 1st Quarter Report

The Chief presented the Reconciliation Report of the Board Auction Account for the period of January 1 to March 31, 2016, prepared by Executive Assistant Denise Sadler.

The Revenue on the Misc. line was cleaning up the Dillon Office-scrap copper and netted \$751.66 and beer bottle return.

The Deductions were Fundraisers for Brother Big Sisters \$400.00-Bowling for Big Brother and Junior Achievement \$500.00 for a total of \$900.00 for charity donations.

Auction Balance as of March 31, 2016 \$4,955.76

Moved by Katherine Biondi and seconded by Pat Weaver

"MOTION TO RECEIVE THE REPORT FOR INFORMATION"

#2274

Carried

4.3 Vulnerable Person Registry

The Chief presented the report on Vulnerable Person Registry (VPR) which is a new service which ties in nicely with Community Policing but also our Health Team and our Help Mobile Team. The VPR will be associated with COP Logic System. The VPR is a database that can be used as an investigative tool to assist in gathering important information when an emergency arises. The information captured in the Registry shall not be used for judicial purposes. The purpose of this Registry is to assist police in locating vulnerable persons and the subsequent interaction with them.

Definition:

Vulnerable Person: Means a person who has a cognitive, physical, intellectual/development disability or other condition which may place them at an increased risk of misadventure leading to injury or death and who may require assistance from emergency services. The behaviours may include but not limited to:

- (i) A tendency to wander;
- (ii) The inability to communicate;
- (iii) Fascinations or attractions (water, construction sites etc.); and,
- (iv) Social responses (fear of police, aggression etc.).

Vulnerable Person Caregiver/Legal Guardian: Means a person legally responsible for the care of a Vulnerable Person Registry participant.

The caregiver or guardian would be the reporting person to submit the information for the registry. The information contained in the VPR is valid for but not limited to a period of 2 years after the date of submission to the Service. It is the responsibility of the reporting person to renew the information prior to the end of the retention period or request the information be deleted from the system

The Chatham-Kent Police Service has created a VPR to allow Reporting Persons to submit information regarding vulnerable persons under their care. This information may assist the police during an interaction with the vulnerable person or should they be reported missing. The program is totally voluntary information supplied by the caregiver/guardian.

Mayor Hope asked-how do we execute the program and get the information out the senior fairs to get the message out, a video or Cogeco? The Chief suggested the leads on the project Constable Brent Milne and Sergeant Jim Lynds will be delivering the message. The Chief will speak with Jim and suggest in doing a video clip and supplying it for message purposes.

Renee Cowell agreed to speak with Brent and Jim to help develop a video clip and get the material out to special events, senior centers, schools and public events.

This is a great tool to assist the vulnerable person within our community.

Katheryn Biondi also suggested they contact Health Services to give a flyer containing the information to be provided in their package out to Chatham-Kent Community Health Centre and Family Health Teams.

Moved by Councillor Fluker and seconded by Katheryn Biondi

“MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES AND TO APPROVE THE RECOMMENDATION THAT THE VULNERABLE PERSON REGISTRY BE INCORPORATED INTO THE COP LOGIC SYSTEM WITH NO ADDITIONAL COST IMPLICATIONS”

#2275

Carried

5. **Reports from Deputy Chief:**

5.1 Ministry of Community Safety and Correctional Services Public Safety Division-2015 Inspection

The Deputy Chief presented the Report and the Resolution together with the Policy Ministry Audit was conducted and Tom Gervais agreed we would be in compliance once the Board Policy is signed regarding additional procedural content.
The Policy was submitted for signature by the Chair Diane Daly.

“MOTION TO RECEIVE THE POLICY”

Moved by Randy Hope and seconded by Councillor Fluker

#2276

Carried

“MOTION TO RECEIVE THE REPORT FOR COMPLIANCE PURPOSES”

Moved by Councillor Fluker and seconded by Pat Weaver

#2277

Carried

5.2 Major Crime Annual Report

Sergeant Kloostra presented the Report on behalf of Staff Sergeant Keith Myers being away.

Inspector Ed Reed was the Operational Support Branch Commander (OSB) in 2015 and was responsible for the administration of the Major Crime Section.

Staff Sergeant Keith Myers manages the Major Crime Section which is now comprised of nine full-time plainclothes investigators. These members investigate all serious criminal offences where the investigative expertise required is beyond the normal training and experience of most officers in Community Patrol. Officers selected to work in the Major Crime Section receive specialized training in the following fields:

- Death Investigation
- Interviewing and Interrogation
- Sexual Assault Investigations
- Homicide Investigations
- Major Case Management

These officers work closely with the following agencies:

- Crown Attorney's Office
- Office of the Chief Coroner
- Centre of Forensic Sciences

The CKPS Major Crime Section is responsible for the investigation of complicated and time consuming occurrences including:

- Homicides and Attempted Homicides
- Robberies
- Kidnapping and Abductions
- Child Abuse and Child Exploitation
- Major Frauds, Thefts and Break and Enters
- Sudden Deaths and Suicides
- Arsons
- Missing Persons

- Sexual Offences

The Chatham-Kent Police Service, Major Crime Comparison for 2014-2015 illustrates that for the most part, property crimes have decreased over the past year, and persons crimes have increased. Aggravated assaults were up from 7 to 12, which although is a 70% increase, is only a change of 5 reported incidents.

Reported abductions went from 18 to 8 reported incidents, which is a 56% decrease. It should be noted, that forcible confinement falls under the abduction category on the UCR Major Crime Report.

See Chart below:

Chatham-Kent Police Service			
Major Crime Comparison			
2014-2015			
Criminal Code	Yearly Total		+/-%'
	14	15	2015
Persons Crimes			
Murder	0	0	0%
Attempt Murder	1	1	0%
Aggravated Assault	7	12	71%
Sexual Assault	59	72	22%
Criminal Harassment	52	69	33%
Abduction	18	8	-56%
Robbery	19	13	-32%
Assault	374	338	-10%
Missing Persons	269	194	-28%
Disturbance	90	98	9%
Weapons	24	17	-29%
Drugs	213	205	-4%
Property Crimes			
B&E - Residence	540	518	-4%
B&E - Business	227	163	-28%
B&E - Other	16	14	-13%
Theft-Vehicle	132	200	52%
Theft-Bicycle	219	246	12%
Theft - Over	15	22	47%
Theft - Under	1335	1479	11%
Poss Stl Property	64	47	-27%
Mischief	540	430	-20%
Fraud	174	155	-11%
Counterfeit Money	22	6	-73%
Arson/Fire	16	17	6%

The Chief added that 8 abductions were purely related to domestic cases. Although we have seen an increase in person crimes and we have seen a decline in Break & Enters on property crimes in Residential and Business. This is a result of the great work our officers are doing out on the streets.

Clarification of the Headings: in the Criminal Code is defined as OVER & UNDER- a theft over is \$5,000 and a theft under \$5,000 which would be for an example shop lifting or bicycle theft.

The Mayor commented it is nice to see numbers detailed on the Chart- Is there a way for the general public to identify their property, we need to get the word/message out in how they can mark/identify their property and remind them similar to the Christmas Campaign- Lock or Lose it.

Renee Cowell agreed to post a note on Social Media to encourage them to secure them. A good portion comes back on the Owner LOCK OR LOOSE IT or the TRACE Program, however the Citizens need to be engaged in the programs.

The Board would like to see the statics of thefts by Young Offenders for youth crimes.

The Chair requested that Deputy Chief Littlewood speak with Inspector Reed to provide the information in the next report.

Moved by Mayor Hope and seconded Katheryn Biondi

"MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES"

#2278

Carried

5.3 Emergency Communications Centre (ECC) Year End Report

Sheri Oliphant, Manager of ECC presented a well prepared Report.

Sheri detailed the 911 calls and the time management of all response calls within 35 seconds and maintained that timing within the year. When someone calls 911 for assistance, every second counts — and at the Emergency Communications Centre at Chatham-Kent police headquarters, 911 calls receive an answer within nine seconds on average.

Emergency dispatchers handled a total of 170,075 telephone calls of all types in 2015, down 5.5 per cent from the 179,491 handled in 2014. Some of the reduction in volume could be attributed to police use of BlackBerry devices, making patrol officers more self-reliant for their communication needs. The overall decrease in telephone volume came despite an eight per cent increase in fire service-related calls.

Being a communications centre worker is a busy job, as, on average, employees were in direct communication with a citizen, police officer or firefighter for 63 per cent of their working hours. When operators are not busy with their primary duties, they're required to assist the records division with linking files such as persons, property and addresses. They also work to purge the system of duplicate addresses by merging files and keep up with intranet training as required.

Overall, the number of events for police decreased by 1.45 per cent in 2015, with 38,417 events recorded in 2015, compared to 38,973 in 2014. The number of events tends to be higher during the warmer months of the year and lowest from December to February.

The Emergency Communications Centre generated 6,689 events for the Chatham-Kent Fire Emergency Services in 2015, which was an increase of 20 per cent. The average time for a fire call is just over 35 seconds, which includes the time it takes to answer the call until the time the fire station service response is initiated. Fire Stats are difficult to track but yet the Fire Department is pleased with the present stats coming out of our communications.

It is National Communications Week- the operators have enjoyed a homemade breakfast compliments of the Police Board...Thank you!

Moved by Pat Weaver and seconded by Mayor Hope

“MOTION TO RECEIVE AND ACCEPTANCE OF THE REPORT”

#2279

Carried

The Chair thanked Sherri for great report.

5.4 Administrative Support Annual Report

Staff Sergeant Mike Domony presented the detailed report together with the assistance of Staff Sergeant Thompson and Constable Renee Cowell.

A copy of the Report is attached to the Minutes for reference of Summary and Charts contained within the Report

Staff Sergeant Mike Domony highlighted:

- The Office of the Independent Police Review Director
- Detailed the OIPRD Complaint Summary detailed in the Report
- Summarized the Chief’s Complaint Summary detailed in the Report
- Letters of Recognition and Commendations
- Recruiting-one new Constable being fully Trained
- Educations Reimbursement Program
- Risk Management
- Planning and Procedure
- Use of Force- total 59 –Breakdown detailed in the Report
- Discharge of arms (Destroy an animal) includes 1 Raccoon and 12 deer.

Councillor Fluker said it is a great report, Thank you Staff Sergeant Mike Domony

Sergeant Mike Thompson highlighted:

- The Training and Professional Development Unit
- Local Training Initiatives
- Training Facilities-partnership with St. Clair College
- Summary of Training Time detailed in the Report
- E-Learning-beneficial financially and scheduling training for Constables
- Fitness Challenge-15 dates a year-encourages officers to participate
- Leadership training and management phases....first time course was offered in Canada and it was success.
- Hosted-Great Lakes Police Motorcycle Training Seminar- showcased the Police Services and the Community of Chatham-Kent

Chair Diane Daly- Thank you Sergeant Mike Thompson

Constable Renee Cowell-The Public Information Officer highlighted:

- Media relations, corporate communications and the management of all CKPS social media platforms
- New CKPS Website- big push to stay modern and current
- Most viewed pages are the News Feed Page and the Most Wanted List
- Ontario Media relations Officer Network (OMRON)
- CKPS Cop Camp for Kids
- Safe Treating in the Village-safe trick o' treating at the Chatham-Kent Children's Safety Village
- Shop with a Cop- making Christmas brighter for 50 deserving youth from across the community
- Social Media continues to be an important tool for Criminal Investigations.
- Hosted 2 Press Conferences. Dog Fighting Ring and Chief Conn addressed media in Wallaceburg on Vehicle Thefts

Mayor Hope thanked Constable Renee Cowell on her professionalism, He commented that you make us extremely proud with the information you provide together with your confidence and knowledge.

A Big Thank you to the Press Media that we have a good working relationship with the media.

Moved by Pat Weaver and seconded by Kathryn Biondi

"MOTION TO RECEIVE AND ACCEPTANCE OF THE REPORT"

#2279

Carried

6. **Acknowledgement Letters:**

6.1 Correspondence from Pioneer, Blenheim re: Cst. Paul Myers

Moved by Mayor Hope and seconded by Pat Weaver

"MOTION TO RECEIVE THE ACKNOWLEDGEMENT LETTER"

#2280

Carried

7. **Consent Agenda:** MOVED FROM IN-CAMERA

7.1 Copy of Correspondence from Ministry of Community Correctional Services dated March 8, 2016, RE: Final Instalment of \$49,850.00 for Project Fast Intervention Risk Specific Teams (FIRST) Strategy

7.2 Receipt of Cheque #0048092 in the amount of \$40,000.00, RE: 2015/16 Annual CKPS Mobile Help Team (Chatham-Health

Moved by Mayor Hope and seconded Pat Weaver

"MOTION TO RECEIVE THE PAYMENTS AS NOTED UNDER THE CONSENT AGENDA AS ITEMS 7.1 AND 7.2"

#2281

Carried

8. **Non-agenda items:** None

9. **Date and time of next meeting (tentatively scheduled for May 10, 2016**

The date and time of the next regular meeting is scheduled for May 10, 2016 at 10:30 A.M.

Board Resolution re: Next Closed Session Meeting-MOTION

THE BOARD WILL CONVENE IN CLOSED SESSION TO DISCUSS MATTERS THAT IT IS OF THE OPINION FALLS UNDER SECTION 35 (A) OR (B) OF THE POLICE SERVICES ACT.

Moved by Mayor Hope and seconded by Pat Weaver

"MOTION THAT THE NEXT CLOSED SESSION MEETING WILL BE HELD TUESDAY, MAY 10, 2016.

#2282

Carried

10. **Adjournment**

Moved by Pat Weaver

"MOTION TO ADJOURN"

Carried

Time: 11:39 a.m.

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 5.4 (Regular)
Date of Report: March 21, 2016
Date of Board Meeting: April 12, 2016

Reference: 2015 Administrative Support Branch Year End Report

Public Complaints and Internal Affairs

The responsibilities and objectives of Public Complaints and Internal Affairs are to improve the professionalism of our members, correct misconduct, and maintain the trust of the public in the integrity and professionalism of the Police Service. Public Complaints are complaint investigations as required by Part V of the Ontario Police Services Act (PSA) and Chief's Complaints involve internally generated investigations of personnel and discipline issues relating to both sworn and civilian members.

The Inspector of the Administrative Support Branch (ASB) is designated by the Chief of Police and pursuant to the PSA to render decisions relative to both Public Complaints and Chief's complaints investigations.

The Office of the Independent Police Review Director (OIPRD) was created on October 19th, 2009 (Bill 103). It is the responsibility of the OIPRD for overseeing complaints by members of the public about the police where the complaints relate to events occurring on or after October 19th, 2009. This new process has been operational for almost seven years and the consensus is positive.

There were 20 Public Complaint (OIPRD) investigations and 73 Chief's Complaint investigations commenced in 2015. These investigations were resolved through formal/informal resolutions, internal discipline, policy changes, re-training, and findings that allegations were unsubstantiated, unfounded or frivolous.

Sergeants of Community Patrol were regularly called upon to assist with conducting the less serious compliant investigations. Detectives of the Criminal Investigative Divisions, and a supervisor on accommodated duties were the primary investigators for the more serious complaint investigations.

The following provides a summary of 2015 OIPRD Public Complaints compared to the three previous years.

OIPRD Complaint Summary	2012	2013	2014	2015
Total Officers (Actual Sworn Complement)	170	167	167	165
Complaints	17	15	23	20
of Conduct	15	14	18	16
of Service	2	0	2	4
of Policy	0	0	0	0
Carried Over	0	1	3	0
Results				
Inquiry Only	1	1	1	0
Inquiry - Processed into Chief's Complaint	0	0	0	0
Withdrawn – At request of Complainant	0	0	0	6
Continuing	3	3	3	2
Unsubstantiated	3	1	1	0
OIPRD Refused Complaint	7	7	12	10
Informal Resolution	1	1	4	2
Other	2	2	2	0

Of the 20 complaints, six were withdrawn by the complainant themselves. These withdrawals often occur when the investigating supervisor attends to speak to the complainant and has the chance to explain the situation in greater detail.

Half of the complaints written in to the OIPRD, ten, were refused at that time by the OIPRD. This means that the OIPRD, at the initial vetting opportunity chose not to continue with the complaint.

Two complaints were resolved informally, and two are continuing into 2016.

The following is a summary of the 2015 Chief's Complaint investigations, with statistical information from previous three years provided for comparison.

Chief's Complaint Summary	2012	2013	2014	2015
Total Officers (actual sworn complement)	170	167	167	165
Total Investigations	82	38	73	73
Allegations/Investigations Type				
SIU Parallel S. 11 O.R. 673/98	5	4	1	2
Neglect of Duty	6	3	3	4
Discreditable Conduct	23	11	13	9
Excessive Force	3	0	3	3
Policy Breach	6	1	1	7
Court Complaints - Fail to attend, Subpoena Service, etc.	2	0	0	0
Departmental Motor Vehicle Collision	17	16	35	19
Other	20	20	3	29
	2012	2013	2014	2015
Resolutions				
Criminal Charges	1	1	6	3
Highway Traffic Charges	1	1	0	0
Police Service Act Hearing	2	1	2	0
Police Service Act Discipline Section 66 (14)	7	3	4	7
Counseled, Admonished	26	4	12	9
Unsubstantiated	13	4	9	15
Resignation	0	0	0	0
Termination	0	0	0	0
Other (training, policy changes, no action)	30	20	33	31
Investigation continuing	1	5	7	6
Assist Other Police Service	-	-	-	2

The "other" category includes many items like, damaged or lost equipment, damage to vehicles not covered by collision, damaged property (doors) of places we have had to enter for police or life-saving (ambulance) purposes. These are created for tracking purposes.

Commendations and Letters of Recognition

Through the recommendation of the Chief's Office and/or the Police Services Board, we are proud to acknowledge in this report the numerous officers and civilian members that were recognized in 2015 with four Police Services Board Citations, thirty-one Chief's Commendations, and sixty-one Deputy Chief Letters of Recognition awarded.

Recruiting

The CKPS Recruit Selection process is designed to achieve our goal to hire the best possible candidates. In 2015 we hired one Constable. This person has now completed the Ontario Police College's Basic Constable Training Program. They are currently assigned to the Community Patrol Branch.

Educational Reimbursement Program

This program provides financial support to members who pursue professional development by taking University or College courses on their own time. The Service reimburses officers for tuition only at a rate of 80%. Ten members took advantage of the program in 2015, at a cost of approximately \$8,683.26.

Risk Management

Risk management activities include review of WSIB reports, departmental motor vehicle collisions (MVCs), workplace inspections and other Health and Safety activities, as well as periodic review of Service procedures. One prime objective in the Training and Development Unit includes risk mitigation through training. This year's sessions included: Judgmental and Rapid Deployment scenarios, Special Constable and Auxiliary Training, and courses on: Coach Officer, Incident Commander, and Peer Support.

Planning and Procedure

We are active members of the Ontario Association of Law Enforcement Planners (OALEP), Quality Assurance Committee (QAC), Ontario Association of Chief of Police (OACP) Committees on Community Policing and Human Resources Management, and the Ontario Association of Police Educators (OAPE). Revisions to our procedures are ongoing. We benefit tremendously from our representatives on these various committees to ensure our procedure development is thorough, relevant and up to date.

Training and Professional Development Unit 2015 Year End Report

Learning Today . . . Leading Tomorrow

The Training and Professional Development Unit continued to build on traditional systems of police learning and implemented several new initiatives based on improving efficiencies and effectiveness. Reporting to the Professional Standards Section Staff Sergeant, Sergeant Mike Thompson was responsible for managing the Training and Professional Development Unit.

As part of the Unit's objectives, wherever possible, local and regional training providers were used to contain costs of travel and accommodation. These local training opportunities also in-turn helped support other local Community agencies and our local economy.

The 2015 budgeted training costs were \$143 301.00 or 0.485 % of the overall police budget, while the actual training costs were \$196 715.00 or .665 % of the overall police budget.

Police Colleges

The Ontario Police College continued to be the foundation of our training. In 2015 our members attended 25 courses or training events held at the Ontario Police College. We also supplemented this training by attending other police agencies and non-police sponsored venues for training, including the Canadian Police College, thus allowing our members to attend a total of 71 courses, seminars, conferences and/or symposiums.

CKPS In-Service Training

Three internal, In-Service, training days were held in 2015. Day one was designated an academic learning day and the two remaining days were used for practical training.

In Service training featured the following topics:

Alcohol & Gaming Commission of Ontario (AGCO) – Last Drink Program. Discussed the partnership between AGCO and the Chatham-Kent Police Service. Information provided to help police identify issues within licenced establishments involving Impaired Drivers.

Chatham-Kent Housing and Homeless Assistance program. Discussed partnerships between local Service Providers that support individuals who are homeless or at risk in Chatham-Kent.

Provincial Anti-Terrorism Section (PATS). Discussed trends in Domestic Terrorism and what it means to front-line police officers.

Our sworn members also participated in Firearms practical training, high risk vehicle stops, judgmental scenario training and Defensive tactics training.

Our Service also continues with our Platoon Training initiatives. Six Community Patrol officers were utilized as part of time trainers. Constables Michael Stokes, Dwayne June, Mike Hakr, Nicole Kadour, Mike VanKesteren and Bill Bergsma provide our members with on-going professional development. This training included Defensive Tactics, Conducted Energy Weapon (CEW), pistol and patrol rifle training.

Local Training Initiatives

In April, the Chatham-Kent Police Service hosted a two day "Green Belt" training program in Lean Six Sigma business practices. This course was delivered to four of our members. Five members from out of town police agencies also participated in this training.

In August, the Chatham-Kent Police Service hosted the Great Lakes Police Motorcycle Training Seminar. This training event was a premier event, not only for the police community but for the entire community of Chatham-Kent. Approximately 100 police officers from all across North America converged on our community to attend this four day event that took place at the Bradley Centre. Through this event, we were able to donate \$2000.00 to Chatham-Kent Big Brothers/Sisters, \$2000.00 to Ontario Special Olympics and \$10000.00 to the Ontario Police Memorial.

In November, the Chatham-Kent Police Service hosted a five-day leadership course, delivered through the FBI-LEEDA leadership institute. This course was first of its kind in Canada with students from the local police Service as well as several other police agencies including Orangeville, London, Strathroy-Caradoc, Coburg and the Ontario Provincial Police. CKPS was able to train nine of its officers from the rank of Sergeant to Staff Sergeant at a substantial cost savings by hosting the course locally.

Also in November, the Chatham-Kent Police Service developed and facilitated a 3-day mental health (HELP Team) training course in cooperation with our community partners at: Chatham-Kent Health Alliance Mental Health and Addictions Clinic, Canadian Mental Health Association (C.M.H.A.), Hotel Dieu Assertive Community Treatment (ACT) Team, Mental Health Network Hope House and Chatham-Kent Health Alliance Chief of Psychiatry, Dr. Chandrasena. This training was delivered to 25 members of the Chatham-Kent Police Service and 1 member of the Lambton Ontario Provincial Police focusing on mental

health illnesses, community supports, addiction issues and de-escalation techniques.

Training Facilities

In April 2015, the Chatham-Kent Police Service entered into a partnership with the St. Clair College, Thames Campus. This saw the Training Unit occupying an office (Training Sgt.) at the Health-Plex building. This provided the Chatham-Kent Police Service access to a state of the art facility that included an academic classroom as well as all fitness equipment and facilities. This enhanced our ability to deliver not only academic training but also all of our required fitness activities.

Training Time

Training Time (represented in hours)	2012	2013	2014	2015
OPC Courses	3,848	4,136	3,704	2,128
CPC Courses	0	40	80	208
Out-of-Town Sessions, Seminars & Conferences	4,017	2,125	3,158	1,846
Local Training Seminars, Conferences & Courses	1,691	3,004	568	1,628
In-Service Training	2,648	1,890	2,656	4,008
Totals	12,204	11,195	10,166	9,818

E – Learning

In efforts to control costs and provide efficient delivery of training, employee orientation or certification requirements, e-learning continued to be used in combination or as an alternative to traditional methods of learning. E-Learning was provided by the Canadian Police Knowledge Network (CPKN), CK Learning and the Ontario Police Video Training Alliance (OPVTA).

The Fitness Challenge

The CKPS Fitness Challenge continued with 49 members achieving their 2015 Ontario Police Fitness Pins and of those, 13 obtained a score of 100 % or better.

Use of Force Reports

In 2015, the incidents requiring a Use of Force report decreased slightly. The following are helpful general definitions:

Physical Control: any physical techniques used to control the subject that does not involve the use of a weapon. There are two levels of physical control:

- Soft techniques are control oriented and have a lower probability of causing injury. They may include restraining techniques, joint locks and non-resistant handcuffing.
- Hard techniques are intended to stop a subject's behavior or to allow application of control techniques and have a higher probability of causing injury. They may include empty hand strikes such as punches and kicks.

Intermediate Weapons: This use of force option involves the use of less-lethal weapons. Less-lethal weapons are those whose use is not intended to cause serious injury or death. Impact weapons and aerosols fall under this heading.

Lethal Force: This use of force option involves the use of any weapons or techniques that are intended to, or are reasonably likely to cause grievous bodily harm or death.

The following provides the incidents of Use of Force in 2015 and provides a comparison to the previous three years.

Use of Force Type:	2012	2013	2014	2015
Total Reports	103	44	67	59
Firearm				
Firearm (Discharge to protect self)	0	0	0	0
Firearm (Drawn to effect arrest)	38	22	25	28
Firearm (Drawn to destroy an animal)	27	13	29	13
	Raccoon (1) Deer (12) Skunks (4) Dogs (6) Fox (2) Cat (1) Cow (1)	Raccoon (2) Deer (10) Fox (1)	Raccoon (10) Deer (15), Cat (1), Cow (1), Possum (2)	Raccoon (1), Deer (12)
Intermediate Weapons				
Oleoresin Capsicum Spray	7	8	9	8
Taser	11	0	3	6
Bean Bag	0	0	2	0
Arwen	0	0	0	0
Impact Weapons				
Impact Weapon – Hard	6	0	3	1
Impact Weapon – Soft	1	0	1	0
Empty Hand Techniques				
Empty Hand Techniques – Hard	1	1	1	5
Empty Hand Techniques – Soft	1	0	4	9
PDS Apprehensions	1	0	2	1

Retrospective and Looking Forward

Much has been accomplished in recent years in the Training and PD Unit, including re-qualifications of Defensive Tactics and Firearms during normal hours of work, e-learning, joint training ventures with community and justice partners particularly as it relates to Community and Officer Safety. The Unit will continue to look for internal and community partnerships and resources beyond the traditional service delivery models to offer efficient and effective delivery of training to our police employees and also serve the relevant needs of our community.

Public Information Officer

The Public Information Officer (PIO), Constable Renee Cowell, is responsible for developing, implementing, promoting, and maintaining a positive CKPS image as well as strengthening our partnership with the Community by providing timely and relevant information about police and crime. The PIO duties include media relations, corporate communications, and the management of all CKPS social media platforms.

CKPS Website	2015	2014	2013	2012	2011	2010
Total Visits	143,393*	176,945	175,777	238,989	204,820	202,057
Monthly Averages	11,947*	14,745	14,650	19,916	17,068	16,838

CKPS Twitter	2015	2014	2013	2012	2011	2010
Total Followers	7,443	6,244	4,953	2,900	1,073	372
Tweets Sent	11K	8,132	6,378	3,993	918	622

CKPS You Tube	2015	2014	2013	2012	2011	2010
Total Channel Views	12,799	10,592	7,461	4,014	4,054	1,886

CKPS Facebook	2015	2014	2013	2012	2011	2010
Total Followers	5,524	4,114	3,209	2,167	1,431	801
FB Followers by Gender	Followers by Age		Followers by Country			
Female 70%	13-17 4%		Canada 5,233			
Male 29%	18-24 12%		United States 93			
Unknown 1%	25-34 24%		United Kingdom 76			
	35-44 23%		India 8			
	45+ 20%		Australia 6			
	55+ 17%		Brazil 5			

These numbers are based on November and December only as all the analytics for the old website were lost during the transition to the new website

New CKPS Website

On November 2, 2015 the Chatham-Kent Police Service introduced their new website to the community. In an effort to stay modern and current, the website has a fresh new look with many additional features. Citizens are now able to share pages directly to a social media platform, changes in font are available for those with a visual impairment and google translate is an option for anyone who would like to read a page in another language.

Public Information Officer Constable Renee Cowell states, "In an effort to ensure that we connect with all members of our community in a timely and relevant manner, the new website was a much needed tool in our communication strategy. I welcome everyone to visit us now at: <http://ckpolice.com/>.



Ontario Media Relations Officers Network (OMRON)

In 2015, Const. Cowell attended an OMRON conference in Peterborough. OMRON is a working group of media relations officers from law enforcement agencies across Ontario. The group meets throughout the year to discuss best practices and legal issues as it pertains to the release of information. This network is fundamental in maintaining a strong presence in the Ontario policing media landscape and is an invaluable resource for Public Information Officers.

CKPS Cop Camp *for kids*

For a sixth year, the CKPS held a four-day 'Cop Camp for Kids' for those 12-13 years of age at the Chatham-Kent Children's Safety Village in July.

Twelve Chatham-Kent youths participated in the camp and were exposed to life as a police officer for a week. Participants were each sworn in as honorary police constables by Justice Kowalyszyn and provided camp T-shirt. Throughout this week, the youths took part in presentations about: Traffic & Bicycle Safety, Critical Incident Response Team (CIRT), ECC Centre, Forensic Identification, and the Intelligence Unit. The camp was geared towards learning the value of teamwork and many activities were created to foster this objective including touring Police Headquarters and the Chatham-Kent Court House.

One afternoon was dedicated to entomology where the students learned the value of insect evidence from Forensic Entomologist Dr. Sherah VanLearhoven of the University of Windsor. The students were also excited about getting some hands-on experience with maggots as they created their own 'bug art'. The students also participated in a water safety session at the Gable Rees Rotary Pool in Blenheim and received Basic First Aid Training from Medavie EMS Ontario Chatham-Kent.

To complete their experience, on the final day, students had a graduation ceremony and barbeque lunch. With their family and friends in attendance, the ceremony included a slide show and certificates were presented by Deputy Chief Gary Conn. Feedback from the students and parents indicated a high level of satisfaction with the content, activities, and knowledge that this opportunity provided.





'Safe Treating' in the Village

For the third year, officers participated in the Chatham-Kent Children's Safety Village 'Safe Treating' event. Approximately 800 people from across the community attended in costume for fun and safe trick o' treating in the Village.



'Shop with a Cop'

On December 19, 2015, officers from Chatham-Kent Police Service and Chatham-Kent OPP joined forces to make Christmas brighter for 50 deserving youth from across the community. The youth were treated to a morning of shopping, accompanied by a police officer as their 'personal shopper.' After shopping, the youth were given a full police escort to Countryview Golf Course where they were treated to a full buffet breakfast. Elves wrapped their presents while the kids enjoyed a magic show, face painting, balloon animals along with a CIRT demonstration. No Christmas event would be complete without a visit from Santa, who spent time with each child and their officer before sending them home with a bag full of treats.



More photos from this event can be viewed at <http://on.fb.me/1MXApwt>

On-Line Annual Reporting

The Chatham-Kent Police Services believes in transparency. For this reason, on-line versions of the Business Plan, Annual Reports and Budget continue to be uploaded to the CKPS website (www.ckpsannual.com). Creating an online version of these reports makes it accessible worldwide for anyone with an internet connection. Those without an internet connection can access it at public libraries or anywhere an open Wi-Fi source can be found.

In Retrospect

The office of the Public Information Officer continues to be the hub of media relations and corporate relations. Along with these duties, Constable Renee Cowell remains active in the community by attending numerous events on behalf of the Police Service.

Through social media, especially Facebook and Twitter, Constable Cowell remains committed to providing the community with a voice and opportunity to carry out a two-way communication with an officer they've grown to know over the past few years. Not only are citizens able to ask general questions, but crime prevention safety tips along with information about police-related incidents throughout Chatham-Kent are posted on a daily basis.

Social Media continues to prove it has a valid role to play in policing, especially during criminal investigations. Earlier this year, a trio entered Best Buy in Chatham and stole electronics valued at approximately \$1440. Video surveillance photos were quickly disseminated and the trio were identified within 24 hours as being Sarnia residents.

This year, the Chatham-Kent Police Service also hosted two press conferences. Certain investigations warrant that a member of the Police Service address the media and community in a face-to-face format. In October, Constable Renee Cowell spoke to a room full of reporters about the Dog Fighting Operation on Morris Line. In December, Chief Gary Conn addressed the community regarding the rash of truck thefts in Wallaceburg.

Looking Forward

Constable Renee Cowell and platoon media officers continue to make every effort to ensure that information is shared within a timely and relevant manner. Open communication, transparency, communication, respect, community partnerships and professionalism are the core values of this Office.



Final Comments:

The ASB is comprised of teams of diverse, dedicated, and specialized sworn, civilian police members, and seconded officers from other sections of the Police Service. Many of our supervisors have expanded job enrichment roles beyond their primary duties and responsibilities, including mentoring and assisting newer supervisors and members to the Branch. We take this opportunity to thank our Senior Staff, particularly Inspector Reed, Chief Conn, Deputy Chief Littlewood, and the Police Services Board for your continued support of these specific work units and the personnel within the Administrative Support Branch.

Recommendation:

Acceptance of the report.

Prepared by:

Staff Sergeant Mike Domony

Submitted by:

Deputy Chief Jeff Littlewood

Approved by:

Chief Gary Conn