

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

Board Report Number: 5.6 (Regular)

Date of Report: April 10, 2017

Date of Board Meeting: April 18, 2017

Reference: 2016 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 Operational Support Branch (OSB) 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 over seven years and the consensus is positive.

There were 17 Public Complaint (OIPRD) investigations and 72 Chief's Complaint investigations commenced in 2016. 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 2016 OIPRD Public Complaints compared to the three previous years.

OIPRD Complaint Summary	2014	2015	2016
Total Officers (Actual Sworn Complement)	167	165	165
Complaints	23	20	17
of Conduct	18	16	13
of Service	2	4	2
of Policy	0	0	1
Carried Over	3	0	1
Results			
Inquiry Only	1	0	0
Inquiry - Processed into Chief's Complaint	0	0	0
Withdrawn – At request of Complainant	0	6	6
Continuing	3	2	1
Unsubstantiated	1	0	5
OIPRD Refused Complaint	12	10	4
Informal Resolution	4	2	1
Other	2	0	0

Of the 17 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.

Four of the complaints submitted 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. Five of the matters investigated were found to be unsubstantiated, and the cases closed

Two complaints were resolved informally, and one is continuing into 2017.

The following is a summary of the 2016 Chief's Complaint investigations, with statistical information from previous three years provided for comparison.

Chief's Complaint Summary	2014	2015	2016
Total Officers (actual sworn complement)	167	165	165
Total Investigations	73	73	72
Allegations/Investigations Type			
SIU Parallel S. 11 O.R. 673/98	1	2	7
Neglect of Duty	3	4	11
Discreditable Conduct	13	9	10
Excessive Force	3	3	2
Policy Breach	1	7	2
Court Complaints - Fail to attend, Subpoena Service, etc.	0	0	0
Departmental Motor Vehicle Collision	35	19	19
Other	3	29	21
	2014	2015	2016
Resolutions			
Criminal Charges	6	3	2
Highway Traffic Charges	0	0	1
Police Service Act Hearing	2	0	4
Police Service Act Discipline Section 76(10) Informal	4	7	5
Counseled, Admonished	12	9	18
Unsubstantiated	9	15	7
Resignation	0	0	0
Termination	0	0	0
Other (training, policy changes, no action)	33	31	34
Investigation continuing	7	6	1
Assist Other Police Service	0	2	0

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 2016 with Two Police Services Board Citations, Six Chief's Commendations, and Thirty-five 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 2016 we hired two Constables. These officers have completed the Ontario Police College's Basic Constable Training Program. They are currently assigned to the Community Patrol Branch and are working on their own

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 2016, at a cost of approximately \$32,328.37.

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.

Use of Force Reports

In 2016, 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 2016 and provides a comparison to the previous three years.

Use of Force Type:	2014	2015	2016
Total Reports	67	59	60
Firearm			
Firearm (Discharge to protect self)	0	0	1 (dog)
Firearm (Drawn to effect arrest)	25	28	27
Firearm (Drawn to destroy an animal)	29	13	14
	Raccoon (10) Deer (15), Cat (1), Cow (1), Possum (2)	Raccoon (1), Deer (12)	Raccoon (4), Deer (9), Skunks, Cow (1)
Intermediate Weapons			
Oleoresin Capsicum Spray	9	8	7
Taser	3	6	6
Bean Bag	2	0	1
Arwen	0	0	0
Impact Weapons			
Impact Weapon – Hard	3	1	1
Impact Weapon – Soft	1	0	0
Empty Hand Techniques			
Empty Hand Techniques – Hard	1	5	5
Empty Hand Techniques – Soft	4	9	4
PDS Apprehensions	2	1	2

Final Comments:

The OSB 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 Operational Support Branch.

Training and Professional Development Unit 2016 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 2016 budgeted training costs were \$187,220.00 or 0.633 % of the overall police budget, while the actual training costs were \$219,176.00 or .741 % of the overall police budget.

Police Colleges

The Ontario Police College continued to be the foundation of our training. In 2016 our members attended 29 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, thus allowing our members to attend a total of 80 courses, seminars, conferences and/or symposiums.

CKPS In-Service Training

Three internal In-Service training days were held in 2016. 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:

Chatham-Kent Restorative Justice (CKPJ) review. Discussed the partnership between CKRJ and the Chatham-Kent Police Service. Information provided to help police provide alternative measures for our community youth that find themselves in conflict with the law.

Chatham-Kent First Strategy review. Discussed partnerships between local Service Providers that support individuals who are at risk in Chatham-Kent.

Road to Mental Readiness (R2MR) training. All CKPS members participated in Mental Resiliency Training. This training is nationally recognized for first responders and was delivered by members of our Peer Support Team.

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

The Ministry of Community Safety and Correctional Services enacted legislation in the spring of 2016 that is referred to as “Collection of Identifying Information in Certain Circumstances”. This legislation, which took effect January 1st, 2017 had significant impact on CKPS Training demands, as all sworn and non-sworn members that interact with the citizens of Chatham-Kent during the course of their duties were required to participate in a six hour “in-class” training session as well as an on-line, e-learning module.

Our Service also continues with our Platoon Training initiatives. Six (6) Community Patrol officers were utilized as part 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

The Chatham-Kent hosted several local training events throughout 2016 that not only benefited our members, but also members from other neighbouring Police agencies.

In October, the Chatham-Kent Police Service hosted a five day Critical Incident Command Training Course for 15 of our members as well as three members from other agencies including Strathroy-Caradoc, Sarnia and LaSalle Police. The opportunity to host locally allowed for us to maximize the number of CKPS students, which produced significant savings by eliminating travel expenses.

Chatham-Kent Police Service, in partnership with the Chatham-Kent Police Association hosted a five day Professional Standards Investigation course. This training brought members from several Ontario Police agencies representing their Service and or their Associations.

Training Facilities

The Chatham-Kent Police Service continues its partnership with the St. Clair College, Thames Campus. This arrangement provides the Chatham-Kent Police Service access to a state of the art Training location that includes 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)	2016	2015	2014	2013
OPC Courses	1, 710	2, 128	3, 704	4, 136
CPC Courses	0	208	80	40
Out-of-Town Sessions, Seminars & Conferences	3, 234	1, 846	3, 158	2, 125
Local Training Seminars, Conferences & Courses	968	1, 628	568	3, 004
In-Service Training	5, 940	4, 008	2, 656	1, 890
Total	11, 852	9, 818	10, 166	11,195

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 2016 Ontario Police Fitness Pins and of those, 13 obtained a score of 100 % or better.

