

# 2007

## Annual Report



Peterborough Lakefield Community Police Service





*Thomas H. B. Symons,  
C.C., O.Ont., FRSC., LL.D.  
Chair*

## A Message from the Chair of the Board

The *Ontario Police Services Act* establishes police services boards as the primary governor of municipal police forces and provides specific powers enabling boards to fulfill their role as an instrument of public oversight of the police. It is a challenging task which effectively places on the board responsibility for the provision of adequate and effective police services in the community. This responsibility can only be discharged in close consultation and collaboration with the Chief of Police, with whose assistance, for example, objectives and priorities with respect to police service in the municipality must be established.

May I take this occasion, on behalf of the Peterborough Lakefield Police Services Board, to thank Chief Terry McLaren and Deputy Chief Ken Jackman and, through them, all the members of the Police Service, uniformed and civilian, for the thoughtful, faithful and attentive way in which they have discharged their duty.

May I also thank, personally, my colleagues on the board and our long-time board secretary, Barb Trotter, now completing her thirty-seventh year of service, for their commitment and hard work.

Our Peterborough-Lakefield community is well served by the combined efforts of this outstanding team.

## A Message from the Chief of Police

I am pleased to present to the Peterborough Lakefield Police Services Board and the citizens of our communities, an annual report which outlines the 2007 activities of the Peterborough Lakefield Community Police Service.

Much of our focus during 2007 concentrated on the completion and implementation of strategies to reach new objectives set in the new 2007-2009 Business Plan. Our new business plan is available for viewing on our web site at [www.peterboroughpolice.com](http://www.peterboroughpolice.com) and I encourage everyone to take a few moments to review our strategic direction over the next three years.

The Ontario Civilian Commission on Policing, Inspection Team, conducted an audit of the Police Service and its policies. The results were very favourable and are also available for viewing on our web site. The recommendations made by the inspection team, which will assist us in providing quality service, have all been implemented.

Our community took advantage of the 1,000 officer community partnership program that was offered through the Minister of Public Safety and Corrections. The addition of the seven new officers has allowed us to concentrate on targeted enforcement aspects of policing by creating the High Risk Offender and Bail Management Unit and Youth Crime co-ordinator. We believe that this has had

a direct impact on our reduction of crime by 20.9% over the previous year.

The building renovations are well underway and we are very appreciative of the members and communities' patience during the renovation period. Many inconveniences have occurred and everyone is looking forward to having the project completed, hopefully by the end of December 2008.

I would like to extend my sincerest appreciation to the members of the Peterborough Lakefield Police Services Board and the men and women of the Peterborough Lakefield Community Police Service for their dedication and support in making our communities safe. Their pride and commitment are reflected in the high quality of policing our communities enjoy.

This will be my last annual report to the Police Services Board and community, as I will be retiring July 31, 2008, after a rewarding 36<sup>1/2</sup> years in policing, I wish to thank the Police Services Board, all members of the Police Service and citizens of our communities for allowing me the privilege of serving as your Chief of Police since October 1997. It has been an honour to serve with so many dedicated and outstanding civilian and police professionals here in Peterborough and Lakefield.



*Terrence M. McLaren, M.O.M.  
Chief of Police*

### Our Vision

*To be the best  
Police Service,  
providing  
the highest  
standard of  
professionalism  
in partnership  
with our  
community*

### Our Motto

*Professional,  
Friendly and  
Helpful*



### Core Values

The Peterborough Lakefield Police Services Board and the Peterborough Lakefield Community Police Service are committed to serving our community.

### In pursuit of Our Vision:

We believe in working with our citizens to make this community a safe and enjoyable place where we can live, work, play and carry out lawful activities in peace and harmony.

We believe that our members are our most important resource.

We believe in a commitment to continuous learning and improvement, and maintaining open, positive communication which encourages team work.

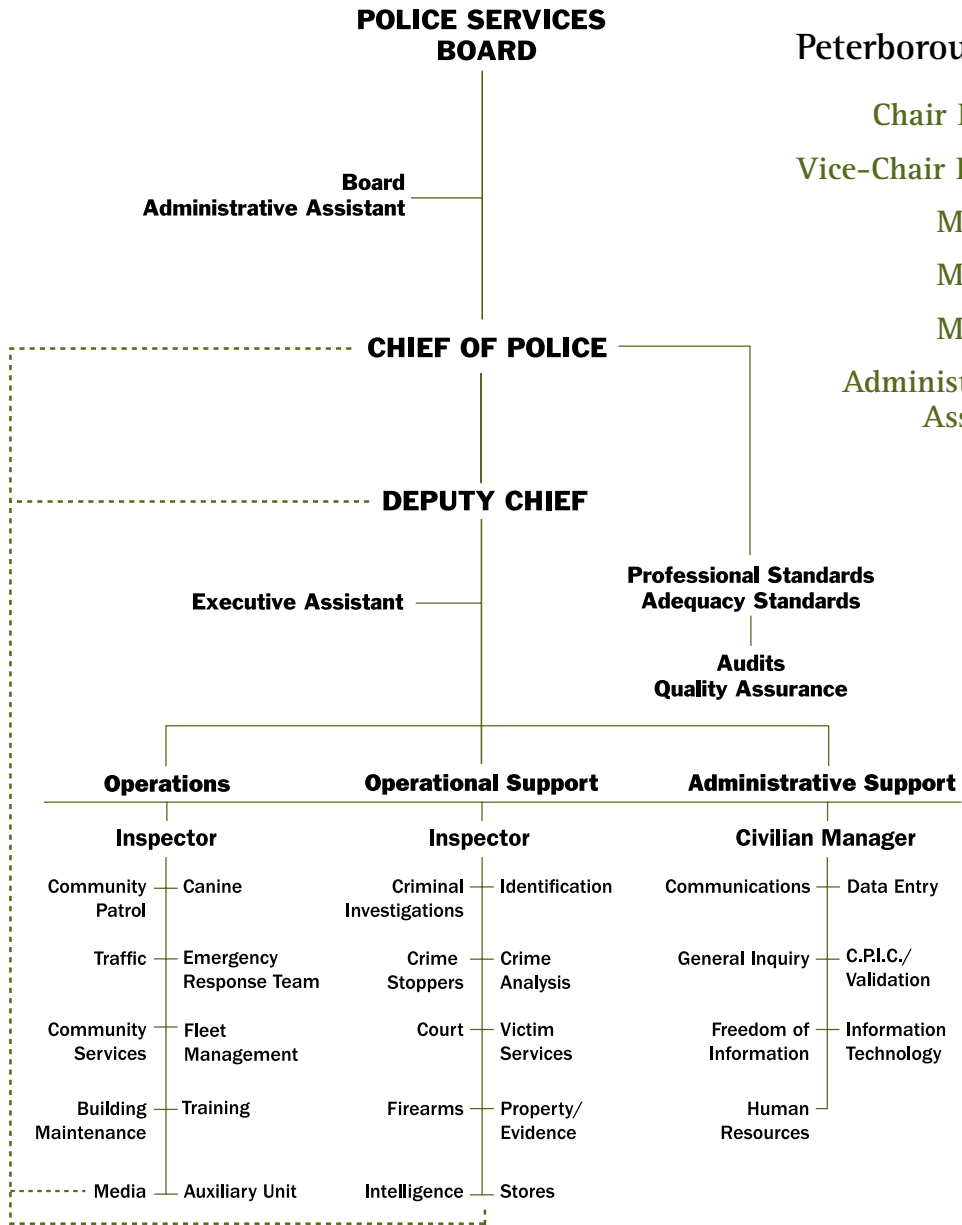
We believe that daily duties should be carried out in a professional, friendly and helpful manner, having regard to the right of all citizens, the laws of the country, province and community, our training and experience and the circumstances of the duty to be performed.

We believe that our primary concern is promoting the safety of our citizens from injury or death, either by accident, misadventure or deliberate act, and the protection of the property of our citizens from theft or damage. We will provide such education, crime prevention advice, enforcement or other appropriate activity required to fulfill this duty.

We believe in the vigorous pursuit and apprehension of criminals in order to maintain an acceptable degree of order in our community and we will endeavour to ensure that citizens are not subject to unreasonable interference in their daily activities.

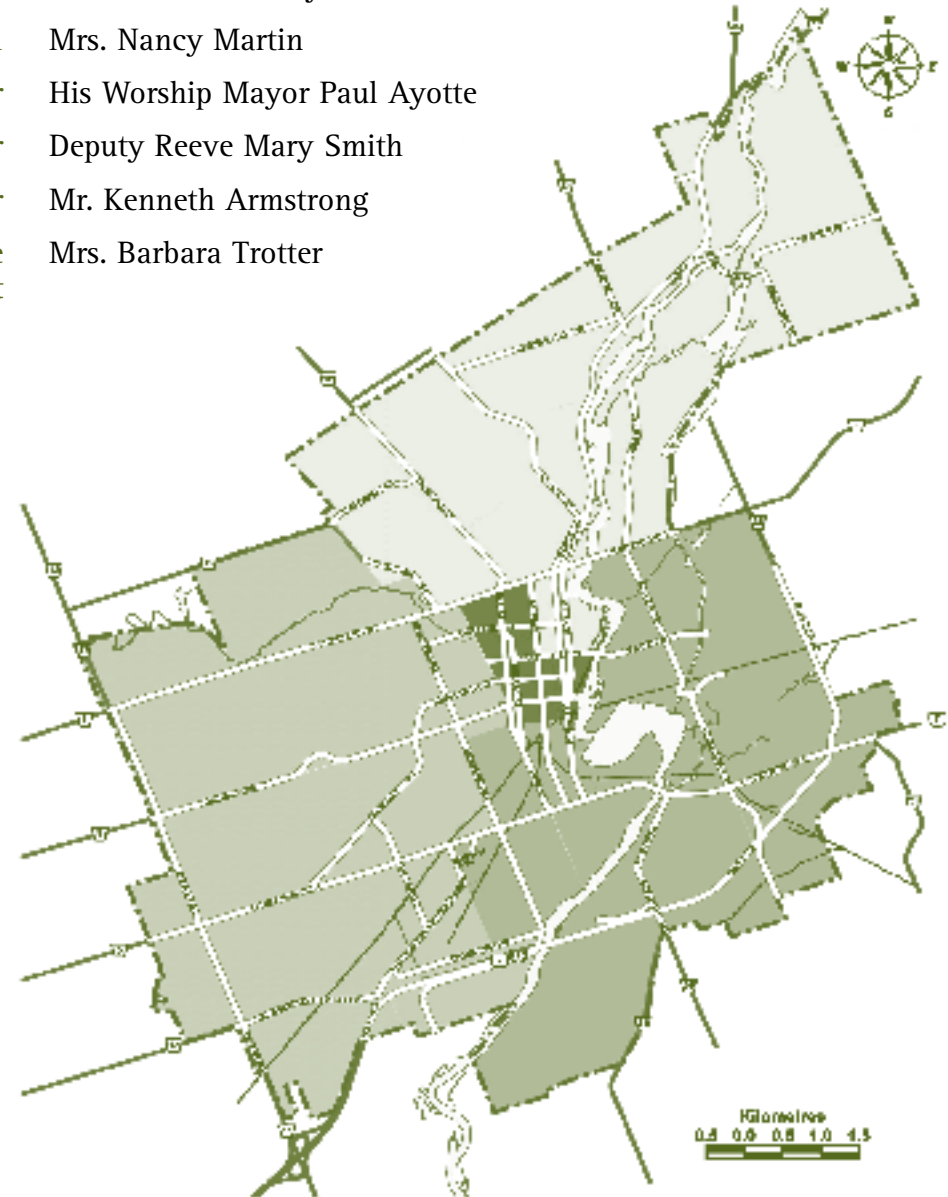
We believe that access to assistance to whatever form needed by our citizens is another important responsibility. We will be conscious of these requirements and provide appropriate aid, directly or by referral, to other services in our community.

# Peterborough Lakefield Community Police Service



## Peterborough Lakefield Police Services Board

- Chair Person** Dr. Thomas H. B. Symons
- Vice-Chair Person** Mrs. Nancy Martin
- Member** His Worship Mayor Paul Ayotte
- Member** Deputy Reeve Mary Smith
- Member** Mr. Kenneth Armstrong
- Administrative Assistant** Mrs. Barbara Trotter



## Executive Roster

**Chief of Police** Terrence McLaren, M.O.M.

**Deputy Chief of Police** Kenneth Jackman

**Inspector** Cory McMullan

**Staff Sergeant** Robert Hawthorne

**Sergeant** Marilyn Gandy

**Executive Assistant** Patricia Thomas



Deputy Chief of Police  
Kenneth Jackman



Chief of Police  
Terrence McLaren

*Staff Sergeant Robert Hawthorne is responsible for Professional Standards and Adequacy Standards.*

**Professional Standards Branch** was created to address legislative changes to Part V of the Police Services Act with complaints about the conduct of, or policies or services provided by the police. The Ontario Civilian Commission on Police Services, reporting to the Solicitor General of Ontario, monitors this process. In 2007, a total of twenty-three (23) complaints were investigated, including eleven (11) internal matters, compared to thirty-three (33) complaints received in 2006. The complaints for 2007 consist of thirteen classified as neglect of duty and ten as discreditable conduct. The dispositions of these complaints include six withdrawals, two required no further action, four unsubstantiated, seven informal disciplines, two informal resolutions and two files are pending. In 2007, there were no requests made by complainants for the Ontario civilian Commission of Police Services to review a decision of the Chief of Police. Three internal complaint matters from 2006 went to Police Services Act hearings in 2007, resulting in formal discipline convictions against two officers. One officer has made a request to the Ontario civilian Commission on Police Services for a review of the hearing officers' sentence, with decision pending. One public complaint matter from 2006 went to a Police Services Act hearing in 2007, resulting in formal discipline convictions against three officers.

**Planning** is an integral part of policing today, particularly as it relates to the new requirements of the Adequacy Standards, which incorporate a business-planning mind set into the routine functions of the Service. This planning function becomes the means by which we carry out our daily activities and prepare emergency management plans. In 2006 the Influenza Pandemic Plan for the Service was developed. The Peterborough Lakefield Community Police Service is a member of the Ontario Association of Law Enforcement Planners.

**Adequacy Standards** are the result of amendments to the Ontario Police Services Act, which now requires all Police Service Boards, and Police Services in the Province develop and implement comprehensive and prescriptive policies to direct and guide the Police Services. The Service is committed to developing and updating Service Orders in a timely fashion to insure compliance with Adequacy Standard legislation.

*Sergeant Marilyn Gandy is responsible for the administration and management of Quality Assurance and Adequacy Standard compliance.*

**Quality Assurance and Adequacy Standard Compliance** primarily addresses the audit function within the Police Service and incorporates both internal and external processes which ensure the continued success of the business plan, as well as compliance with Adequacy Standards. The requirements for a review process are built into the Standards. This review is viewed by the Peterborough Lakefield Community Police Service as a mechanism to further enhance the delivery of service and to identify best practices. Changes, usually minor in nature, to existing policy and service delivery models are constantly recommended to achieve this end.

## Chaplaincy Report

The Reverend Warren Vollmer



I am privileged to be the Chaplain for the Peterborough Lakefield Community Police Service since January 14, 2006. When I agreed to take on this position, I did not expect it to become such an important part of my ministry so quickly. I have been honoured to have been so warmly received by the Administration and Police Association.

Over the past year, I have been involved in a number of events. These include four ride alongs, attended with other officers to the Police Funeral in Oshawa, participated in the awards ceremony and retirement event and attended the Chaplain training conference in Chiliwack, British Columbia.

I am currently involved with the Police Association in developing an introduction to policing for spouses/partners of officers. I am also working with the Police Association to create a protocol for Line of Duty Deaths, with the prayer that this protocol will never be used.



## 2007 Annual Report Update on the Business Plan 2007-2009



**Inspector Cory McMullan**

*Inspector Cory McMullan is responsible for the administration and management of Executive Services and Planning.*

The 2007-2009 Business Plan provides direction to assist members of the Peterborough Lakefield Community Police Service to respond to the service delivery needs of our communities, including accountability and responsibility. A comprehensive process was undertaken, including extensive internal input through a survey and five working sessions with staff at all levels, extensive external input involving seven community forums and workshops with stakeholder representatives, residents-at-large, marginalized persons, youth and post secondary students. The success of the business plan is determined by how well the organization executes the plan and achieves the goals and objectives. For each goal, objectives and performance indicators have been created. The highlights are outlined below and a complete progress report can be located within this annual report.

### Highlights: Community Based Crime Prevention and Problem Solving

Community Based Policing is all about the police actively working with the community to prevent crime and create a safer environment. A committee worked throughout 2007 to develop new performance evaluations for members with an emphasis on Business Plan outcomes. As a result the 2008 Divisional Goals were set with a priority on problem oriented policing based on input from stakeholders and statistical analysis by teams. A community mobilization response has been developed including education, prevention, and recovery to respond to major or multiple incidents in the community.

A coordinator has been assigned to develop and promote the Neighbourhood Watch program, promoting further relationships in the communities. Community Service officers continue to attend training opportunities to assist them in updating the programs they provide in our schools.

The Police Service produces media releases in a proactive manner including alerts and public education whenever possible. Examples of such releases include alerts on Internet scams and feature articles on the Home Guard program offered by the service to assist residents in protecting their property against crime.

The police service website has been updated to enhance communication with community members as well as for internal use. Our members are currently involved in 68 community agencies and boards which support community based crime prevention and problem solving. Ten officers received crisis intervention training to support and develop service to “at risk” populations.

#### **Highlights: Public Safety Enforcement - Community Satisfaction**

Adequacy, effectiveness, and accountability are foundations upon which modern policing is delivered. Public and officer safety will not be compromised. The 2007 crime statistics show a decrease of crime by 20.9%. Divisional Commanders have set goals in relation to “intelligence led policing”, the collecting, collating and analyzing of criminal intelligence information including the appropriate sharing and dissemination of the information locally, provincially and nationally, in order to detect, reduce and prevent organized crime. Uniform patrol members received training on problem solving techniques in 2007 and individual community policing projects are now mandatory for all uniform patrol members and are incorporated into their performance management. A database was created to document and provide regular review of protocols with partners as required. Research has commenced on implementing a community satisfaction survey.

An internal four-year audit cycle of policy compliance is utilized to cover high-risk areas. In addition templates have been built into the data entry system to meet standards. In 2007 the Ministry completed an audit of the service in the areas of prisoner care and control, business planning, traffic management, traffic law enforcement and road safety and use of force with favourable results. The recruitment of volunteers for victim services has been suspended until the renovations have been completed.

The traffic unit has adapted a new model for improving traffic safety. Problem areas are identified, education is conducted through the media, targeted enforcement is conducted and feedback on the enforcement is released to the media. All officers have received radar training. Emergency management training has been provided to all Staff Sergeants and Communication Supervisors. In addition a committee formed in 2007 to address efficient response to the community recommended organizational mobilization, call out and redeployment as required optimizing available human resources to better respond to emergencies. Shotgun training has been updated and quick action deployment training was included in the 2007 in service training sessions.

#### **Highlights: Resource Management Planning**

Resource management is the efficient and effective deployment of the organization’s resources, such as sworn and civilian members, financial, equipment, volunteers and information technology, when they are needed. Research into the demographics and a workload analysis was completed in 2007 for the areas being annexed to the city at the start of 2008. Our

members participate in the Wellness program, which is utilized to support and encourage attendance. Fitness pin testing with incentives is also offered to members to promote healthy lifestyles to our members. The career development process was reviewed and as a result, new evaluations implemented with emphasis on goals and objectives to support the business plan. In addition, a tracking report has been developed to monitor the progress. Orientation packages for new recruits on the record management system and GroupWise and refresher training packages for management on records management systems for supervisory functions have been developed. A weeklong orientation was implemented for new recruits and new Sergeants received training in media and records management systems. Project Frontline, which provides front line officers with additional coaching/mentoring, had a full compliment during 2007. The 2007 budget objectives were met in 2007 while providing efficient and effective policing.

#### **Highlights: Police Facilities and Equipment**

The Peterborough Lakefield Community Police Service must continue to provide members the quality equipment that addresses optimum officer safety, while carrying out their duties. The Police Service and the City undertook a facilities review to find ways to increase efficiencies within the building to improve the operational efficiencies. Renovations to Police Headquarters at 500 Water Street began in 2007. Representatives from the police service and the police services board are on the renovation committee. An equipment committee, with representatives throughout the service was formed to address equipment requirements and make recommendations to senior staff.

#### **Highlights: Technology**

The Peterborough Lakefield Community Police Service will ensure that the policing needs of our communities continue to be met by using modern technology combined with staff training and compliance with Provincial guidelines and planned resource deployment. The year 2007 saw the implementation of and preparation of new technologies for 2008 within our service. Blackberries were assigned to all administrative staff to ensure real-time communication on significant issues. The use of cellular phones for beat and bike officers as well as criminal investigators. A memorandum of understanding application has been filed with the Ministry of Transportation for e ticketing solutions. In addition, network readiness and budget requests for digital cameras and digital logger has been completed. Hardware has been purchased and the network has been prepared for the implementation in 2008 of the mug shot system with the records management system. Budget requests have also been approved for two new storage servers, new network switches, a live scan fingerprinting system and a new network connection for Lakefield.

## Operations Division

**Inspector** Murray Rodd

### A Platoon

Sgt Buehler  
Sgt Charmley  
PC Blewett  
PC Sayer  
PC Lemay  
PC Burns  
PC Calderwood  
PC A Davis  
PC R Donaldson  
PC Eastwood  
PC Jackson  
PC MacMillan  
PC Maguire  
PC Robinson  
PC Friesen  
PC J Ayotte  
PC Kelly  
PC McGriskin

### Traffic Unit

Sgt Ogrodnik  
PC McFadden  
PC O'Brien  
PC Silieff  
PC Sejrup  
PC Townsend  
PC Johnson  
Clerical Woodcock

### B Platoon

S/Sgt R Gandy  
S/Sgt Messacar  
Sgt Elliott  
Sgt P Davis  
PC D McMullan  
PC Brunsch  
PC Turner  
PC Fitzgerald  
PC Bell  
PC Ledoux  
PC D MacLean  
PC Levasseur  
PC G Taylor  
PC Pilling  
PC Tweedie  
PC Rogers  
PC Loucks  
PC Moher  
PC Calderwood  
PC Kenny

### Community Services

PC Clark  
PC Jank  
PC Sharp  
PC Dyer

### C Platoon

S/Sgt Lyons  
Sgt Habgood  
Sgt Gillis  
PC Hanley  
PC Kot  
PC MacLeod  
PC Collins  
PC Robertson  
PC E Prodonick  
PC Stoeckle  
PC J Wilson  
PC Hubble  
PC Janssen  
PC Cannon  
PC Penney  
PC Cox  
PC McIntyre  
PC Fish  
PC R Wilson

### Canine Unit

PC Chartier  
PC Mason

### Fleet Management

PC Wright



### D Platoon

S/Sgt Boynton  
Sgt McNeven  
Sgt R MacLean  
PC Birch  
PC Round  
PC Gemmiti  
PC Cumming  
PC T Hickey  
PC Howard  
PC McCullum  
PC McKee  
PC A Prodonick  
PC Millard  
PC Mundell  
PC Teeple  
PC Wallwork  
PC Hatton  
PC Edwards

### Training

Sgt DiClemente

### Auxiliary Officers

AS/Sgt Burdett	APC Gillespie	APC Weil	APC Hulsman
ASgt McLean	APC Harbert	APC Burns	APC Mann
ASgt Walden	APC Masters	APC Clark	APC Payne
APC Atkison	APC Richardson	APC Fisher	APC Sykes
APC Benze	APC Sanderson	APC Good	APC Rogers
APC MacDonald	APC Southward	APC T Hickey	APC Sinclair

*The Operations Division was headed by Inspector Jack McNamara until his retirement July 31st. Upon promotion October 1st, Inspector Murray Rodd heads the Operations Division. The following areas within the Police Service are under his area of command: Community Patrol, which consists of four platoons of front line officers, Emergency Response Team, Traffic Management, Canine Unit, Community Services, Fleet and Building Maintenance, Training and the Auxiliary Unit.*

**Community Patrol Unit** utilizes a team policing concept. This Unit promotes crime prevention and the shared responsibility between the community and the police for resolving crime and order problems that may be unique to a specific area of the City and the Smith-Ennismore-Lakefield Twp. Lakefield Ward. Each year, teams set goals and objectives, plan team meetings and design strategies to attain their goals and objectives. Some of the meetings held, involved the input of citizens who reside in the area, and also promoted the sharing and coordination of information between teams.

- Team One polices the heart of the City with a high concentration of commercial businesses.
- Team Two polices the north end of the city with a high concentration of residential, schools, university and business core.
- Team Three polices primarily residential in the west end of the City with industrial areas in the south.
- Team Four polices mixed residential and commercial in the east and south part of the City.
- Team Five polices the Smith-Ennismore-Lakefield Township Lakefield Ward.

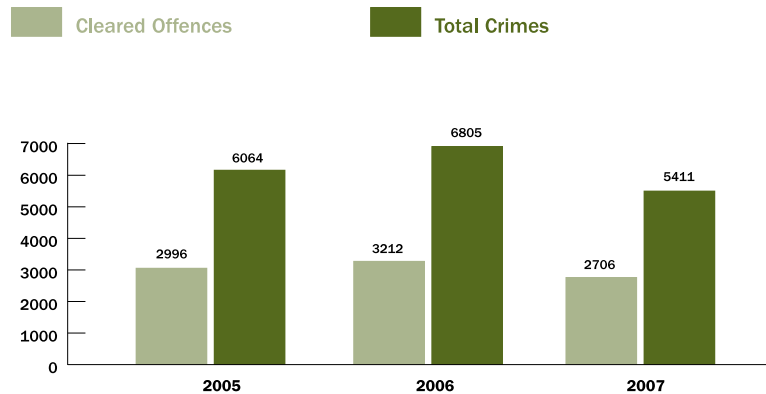
**Training Unit** is staffed by one Sergeant and is responsible for media liaison, supervision of the Community Services Unit and the administration of all the Service's



## CRIME TREND

### Cleared Offences and Total Crimes

5,411 Total Crimes in 2007 indicated a decrease of 20.5% compared to 2006. The Clearance rate was 50.0%.



training programs as well as course development for In Service Training programs. In 2007, sixty-seven members received a total of 8,105 hours of training from both the Canadian Police College and the Ontario Police College and off site seminars and workshops. Also in 2007, sworn members attended five 8 hour in-service training sessions which included training in First Aid and CPR, Four County Crisis Program, E-Tokens, Responding to Sexual Assault, Peterborough Housing, Challenges of Diversity, Drug Recognition and Impaired Driving Laws Update, Plant Hazards at GE Canada, Debit Card/Credit Card Fraud, Criminal Intelligence Update, Behavioural Sciences, Range Training and Qualification, and Use of Force. The Training Unit remains committed to providing high quality training for all members of the Service, allowing them in turn to provide the best quality service to the Community.

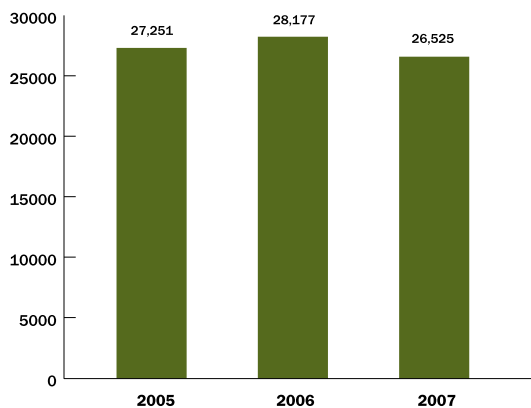
**Canine Unit** saw the tenth full year of operation. PC Chartier along with PSD Harris and PC Mason along with PSD Knight have contributed significantly toward operational policing and community service projects through the year. These members responded to 1,199 calls for service and 115 canine calls. These calls included 35 trackings, 28 building searches, 20 drug searches and 15 additional searches, resulting in 97 canine successes. There were 572 hours spent training in canine, range and use of force. Fourteen presentations were given. The success of the Canine teams have preserved life, cleared cases and recovered evidence that otherwise may not have been located.

**Emergency Response Team** members were deployed to 25 calls for service in 2007. These ten officers were utilized in 16 high risk search warrants in which drugs and firearms were seized, 5 high risk arrest warrants, 1 barricaded/hostage incident and 3 other requests for assistance. Training for the Emergency Response Team totaled 1,280 hours and all members of the team successfully completed the Canadian Standardized Test of fitness. Members of the ERT team continue to be motivated in maintaining and improving a high level of efficiency and tactical response to the community.

**Traffic Unit** consists of one Sergeant and six Constables. New legislation came out in 2007 under Bill #203. This was in regards to racing and stunt driving and also includes drivers who are speeding more than 50 KPH over the posted speed limit. The members of the Traffic Management Unit participated with the MTO and the Ministry of Environment campaign enforcements as well as the Provincial and National campaigns such as Operation Impact, which target drivers who did not wear seat belts. Selective enforcement and education was also conducted in the downtown core directed at cyclist and pedestrian safety. The Traffic Unit is in the process of bringing electronic ticketing to our Service.

## TOTAL CALLS FOR SERVICE

The 2007 rate was 5.9% less than 2006



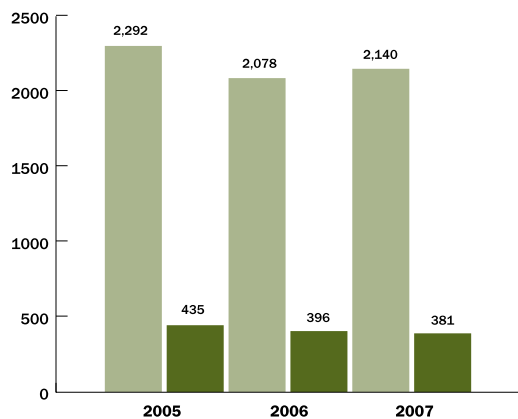
**Community Services Unit** continued to work towards achieving the goals and objectives set out in 2007-2009 business plan. This Unit has continued to offer community based crime prevention and problem solving through programs, tailored services and partnerships. Throughout 2007, officers continued to enhance, develop and expand programs to both the elementary and secondary schools in Peterborough and Lakefield. The Community Services Unit was represented by four full time officers dedicated to community liaison and school liaison activities. Each officer delivered the VIP (Value, Influences and Peers) program, Safety Patrol and BEE (Bullies have an Effect on Everyone) program to their schools, and participated in various school community events. In 2007, the Community Services Unit was actively involved in a number of community presentations and events for various support services, service organizations and charitable fund-raising groups. Over and above the daily responsibilities held by our Community Service members, each officer actively provided cooperative learning for high school students and through the Fleming LINK program, college students participated in field placement with members of our Service. The Safety Patrol Program for elementary school captains and their teams was also coordinated by the Community Services Unit. This Unit' members were involved in many community events throughout the year, including Police Week, home shows, drug and alcohol education and Crime Prevention Week.

## ACCIDENT TREND

### Collisions and Injuries

Collisions Investigated increased 2.9%  
Collisions involving injuries decreased 3.7%  
There was 1 collision fatality in 2007

■ Collisions ■ Injuries



**Secondary School Liaison Program** continues to be an asset to both our Service and the seven high schools that we serve. Each high school benefits from regular contact with Constable Habgood up until August 1st and then Constable Dyer of the Community Services Unit, resulting in an excellent relationship maintained between the officers and the school principals, teachers, counselors and members of the school boards. Several presentations were delivered

to the students, staff and parents on anti-bullying, drugs, sexual harassment, sexual assault, drinking and driving, gangs, internet safety, domestic violence and student crime stoppers. Officers participated in "practice lockdowns" at five of the schools. The liaison officers developed the "web-sight", a combined initiative between our Service, the OPP, the two school boards and community partners John Howard and Microsoft. The web-sight supplies students with information on justice, drug and alcohol, community, media and relationships. The program continues to develop positive links with our youth while creating a safe school environment.



**Auxiliary Unit** has a total strength of 25 members. This Unit served the communities of Peterborough and Lakefield with 3,203 hours of volunteer service, completed 164 ride alongs with uniform members and participated in 53 community events.

## Operational Support Division

**Inspector** Ray Vandervelde



The Operational Support Division was headed under the direction of Inspector Ray Vandervelde. His area of responsibility includes: Criminal Investigation, Intelligence, Identification, Crime Stoppers, Crime Analysis, Victim Services, Firearms, Court Services, Purchasing/Stores and Property/Evidence.

### Criminal Investigation Unit Sgt Farquharson Sgt Smith

PCC Breadman  
PCC Quinlan  
PCC S Wilson  
PCC Hartnett  
PCC Maxwell  
PCC Adam  
PCC Rutherford  
PCC Badgley  
PCC Nusink  
PCC Trudeau  
PCC Ralph  
Secretary Farthing

### Crime Stoppers PCC Hough

### Intelligence PCC Campbell PCC Schubert

### Crime & CFS Analyst PCC Rawlings PCC Nottingham

### Victim Services SPC Harries-Jones

### Identification PC Ballantine PC Nicholas PC Way-Nee

### Evidence / Stores S Ayotte R Hogan

### Court Services

**Sgt Takacs**  
PCC D Hickey  
PC Couchman  
SPC Curry  
SPC Langille  
SPC Fairbairn  
SPC McGuire  
SPC Parks  
SPC Lee  
SPC Coburn  
SPC Hulsman  
SPC Thomas  
Secretary Cody

### Part Time SPC B Taylor SPC P Carson

**Criminal Investigation Unit**, including the *Major Crime Unit*, is responsible for all major crimes against persons. The officers of this unit possess the required knowledge, skills and abilities to conduct complex investigations and are responsible for investigating homicides and attempts, sexual assaults, robberies, assaults against children and the management of high risk offenders living within our community. The Major Crime Unit is overseen by a Sergeant designated as the Service's Major Case Manager. Supervisors in the unit are responsible for monitoring Major Case Management of threshold investigations, Sexual Offender Registry management, ViCLAS and PowerCase submissions. The *Active Crime Unit* is responsible for investigations related to property crimes. These incidents include break and enters and

## CRIME STOPPERS of Peterborough-Northumberland

**1-800-222-TIPS      705-745-9000**

	2006	2007	% of previous year
Number of Calls Received	1172	1085	-7.4%
Number of Arrests	149	120	-19.5%
Number of Cases Cleared	108	94	-13.0%
Number of Charges Laid	440	365	-17.0%
Value of Property Recovered	\$122,093.00	\$178,120.00	45.9%
Value of Drugs Seized	\$1,759,738.00	\$4,680,092.00	166.0%

The success of Crime Stoppers could not have been accomplished without the partnership between the Community, the Media and the Police.

Legend  
S/Sgt - Staff Sergeant Sgt - Sergeant PC - Police Constable  
PCC - Plainclothes Police Constable SPC - Special Constable

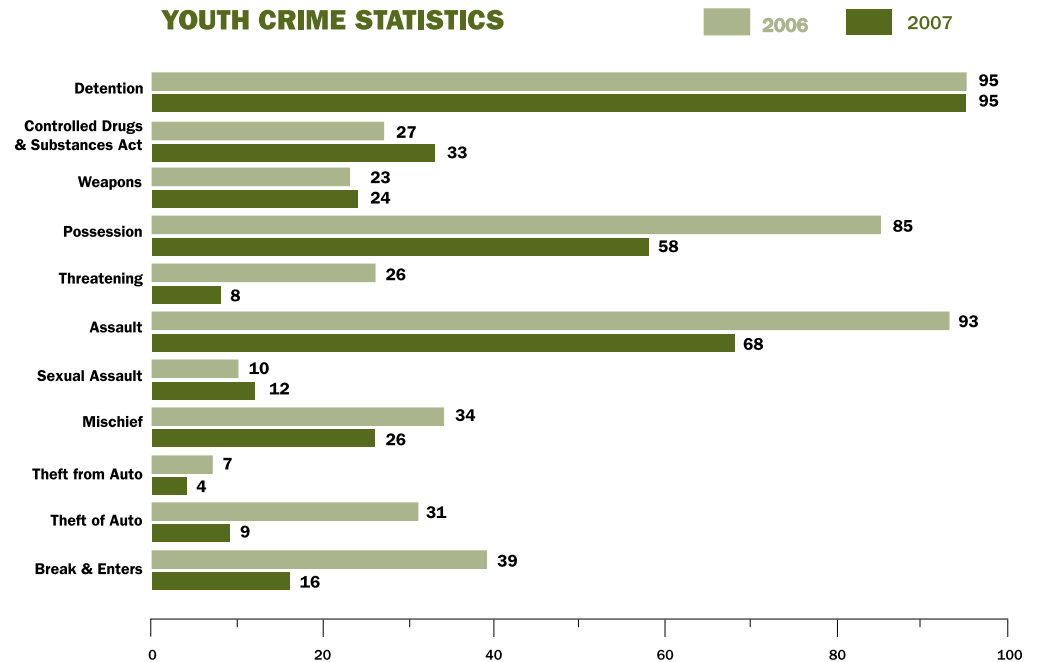
thefts, thefts of motor vehicles, robberies and second hand shop investigations. This Unit regularly assists in major crime, robberies and sexual assaults, along with uniform patrol duties when requested. Active Crime receives support from all Divisions within our Service receiving valuable information from Uniform Officers, Intelligence Unit, Crime Stoppers and the Identification Unit.

**Victim Services Unit**, established in 1995 continues to offer service to individuals within Peterborough City and the Ward of Lakefield that have been identified as a victim of violent crime and or tragic circumstance. The mandate includes all crimes of violence, sudden death, hate crime, residential break and enter, personal injury motor vehicle

collisions and any other incident that police believe will benefit from a victim services response. In addition to this mandate, victim services continues to receive general inquiry calls from community agencies, and members of the community seeking advice or support on issues relating to victimization. Victim Services continues to participate on a number of committees. These committees include Peterborough Regional Health Center and Police Networking Committee, Mental Health Community Advisory Committee, Early Psychosis Intervention Advisory Committee, The Unified Family Court – Peterborough Liaison and Resource Committee, The Week Without Violence Committee, Child Abuse Review Team and the Gay, Lesbian, Bisexual, Transgender and Police Committee. During the year 2007, 2,348 reports were reviewed, 996 required a follow-up.



## YOUTH CRIME STATISTICS



286 youths charged with **Breach of Probation** compared to 343 in 2006  
 202 youths received **Extra Judicial Measures** compared to 232 in 2006

**Forensic Identification Unit**

This unit consists of three officers. These officers train in Forensic Identification techniques, attend scenes of crime in search of physical and trace evidence to assist the investigation through evidence which will identify the persons responsible. They record scenes of crime through videos, photographs and drawings to orientate and inform the courts with details of the scene and events. The officers' duties also include training and mentoring members of the SOCO team to ensure quality of examinations. Daily duties of these officers include the taking of DNA samples for investigations and for the National DNA Data Bank, data input and maintenance of the AFIS system, fingerprinting of persons charged with offences, creating photo line-ups for officers and maintenance of office files.

**DNA Samples** - Since July 2000, this Service has submitted 1,280 samples to the National Data Bank. Forensic Identification officers were responsible for taking 1,022 while SOCO officers took 258.

**AFIS** - The Peterborough Lakefield Community Police Service purchased the Card Scan Automated Identification Fingerprint System (AFIS) in 2000. This allows the Service to input, directly into a database, charged persons fingerprinted and crime scene prints for searches.

**Scenes of Crime Officer ( SOCO ) Program** was introduced to this Service in June of 2000. Twenty-seven officers have undergone training and are qualified to conduct field examinations and photography for minor break and enters, theft, minor assaults and other incidents. In the year 2007, SOCO attended to 326 calls for service.



**Forensic Identification Statistics**

**Calls For Service**

Break and Enters	59
Stolen Vehicles	53
Frauds	5
Thefts	27
Mischief	17
Sexual Assaults	21
Robbery	18
Arson	4
Assaults	88
M.V.C.	23
Sudden Death	20
Counterfeit	74
Murder & Attempt	11
Other	127
DNAs	137
Photo Line Ups	76
Identification made	
Linking Suspect to Crime	11

**SOCO Statistics**

**Calls For Service**

Break and Enters	73
Attempt Murder	7
Thefts	28
Robbery	11
Mischief	62
Sexual Assaults	6
Possession	5
Assaults	89
M.V.C.	8
Fraud	1
Other	24
DNA Sampling	16
Death Investigations	2

## Administrative Support Division

**Manager** David Humber



*The Administrative Support Division of the Police Service is under the direction of Manager Dave Humber. His area of responsibility includes: Communications, Data Entry, Planning and Validation, Freedom of Information, General Inquiry, Information Technology and Human Resources.*

**Information Technology / Systems Management:** During 2007, we transitioned our website to a new host allowing us more control of the site for updates and refreshes. The site was completely rebuilt with automatic updates such as media releases and “upcoming events”. Network infrastructure readiness modifications were completed to prepare for the upcoming renovations project. Two upgrades to our main police shared database (NICHE) were completed as well as the CAD (dispatch map) and 9-1-1 database and installation of the windows update server, allowing automatic updates to MS Windows. Preparations to our network infrastructure for the RCMP RTID (Real Time Identification Project) Phase one includes the new automated fingerprint identification system (AFIS) terminal supplied by RCMP, which has been installed, awaiting the RCMP to bring it on line. Phase two will include the procurement of the live scan equipment for taking and transmitting of fingerprints in a digital format. The radio system required the replacement of the tower top amplifier and the replacement of one repeater Pre Amp unit in addition to the replacement of a repeater synthesizer.

**Communications / 9-1-1 Operations:** The Emergency Communications / 9-1-1 Centre handled 19,964 calls, including 2,007 from Lakefield. In addition, an analysis of data of 9-1-1 calls indicated that they were directed as follows: 63% Police, 32% Ambulance and 5% Fire. Police calls for service handled by Communications from all sources, including 9-1-1 was 26,525.

### Retirements

Inspector John McNamara July 31, 2007	Sergeant Robert Caister July 31, 2007	Constable Randy Donaldson June 30, 2007
Constable Gerry Barringer July 31, 2007	Constable Jeff Crowe July 31, 2007	Constable Richard Nolasco July 31, 2007

### Promotions

Staff Sergeant to Inspector	Murray Rodd	Cory McMullan
Sergeant to Staff Sergeant	Robert Messacar	John Lyons
Constable to Sergeant	Philip Davis Debby Gillis	Marc Habgood Mark Elliott

### Freedom of Information

B Nolasco

### Human Resources

W Carson

### General Inquiry

L Woodburn

### Switchboard

M Ayotte

### Validators

S Stillman  
R Thompson  
G Hembrey  
M Mitchell

### Reassignment

B Montgomery  
E Brown

### Communications / Data Entry

PC G Donaldson  
P Willis  
J Rogers  
D Jamieson  
C Ainsworth  
E Liedtke  
L Thompson  
A Kirkland  
S Snowden  
T Parks  
J Purcell  
J Levesque  
M Lee  
B Westropp  
W Lawrence  
K Latour  
T Gillogly  
J Tippen

### Part Time

C Hoggarth  
D DeBlock  
L Pilgrim

**Appointments**

<b>Police Constable</b>			
Joshua Ayotte	Adam Moher	James McIntyre	April 3, 2007
Kirk Kelly	Timothy Fish		April 13, 2007
Brandon Edwards	Cameron Kenny		August 29, 2007
Alicia McGriskin	Ryan Wilson		August 29, 2007

**Secondments**

Staff Sergeant Steve Streeter	September 16, 2007 for one (1) year
RCMP International Peacekeeping Mission	
Sierra Leone, Africa	
Constable Randy Johnston	June 27, 2005 for three (3) years
Ontario Provincial Police ViCLAS Centre	
Behaviour Sciences Unit	

**Commendations**

*In cases of Meritorious Service, a member's Divisional Commander may make a recommendation of commendation to the Chief of Police. "Meritorious Service" shall be a distinguished achievement of service above and beyond the normal call of duty. It may involve a single set of circumstances or activity over a period of time. The commendation may be in the form of praise or an award of working time off, up to twenty (20) hours.*

The following member received commendation during the year 2007.

Sergeant Larry Charmley    Constable Keith Calderwood    Constable Sean Quinlan

**Police Exemplary Service**

*The Police Exemplary Service Bar is awarded by the Governor General of Canada to police officers who have completed thirty (30) years of exemplary service.*

The following members were a recipient of the Police Exemplary Service Bar.

Deputy Chief Ken Jackman    Constable Randy Donaldson



Larry Charmley



Dan Hickey



Jeff Crowe



Ken Jackman

The Police Exemplary Service Bar is awarded by the Governor General of Canada to police officers who have completed twenty (20) years of exemplary service.

The following members were a recipient of the Police Exemplary Service Medal.

Sergeant Robert MacLean	Constable Angela Davis
Constable Dan Hickey	Constable Todd Blewett

### Civilian Service Recognition Awards

The Civilian Service Pins are awarded by the Chief of Police to all civilian members of the Service in recognition of their service.

Twenty-five (25) years of Service	Dave Humber Patty Willis
Twenty (20) years of Service	Rosemary Thompson
Fifteen (15) years of Service	Cathy Cody Beverley Langille Shiela Snowden Cindy Hoggarth
Five (5) years of Service	John Coburn Tammie Gillogly Kim Latour Michelle Mitchell

### Knights of Columbus Meritorious Service

The Knights of Columbus Police Appreciation Night was established in 1979 and is usually timed to coincide with "Police Week". During this evening, the Knights of Columbus recognize certain police officers for meritorious service in that they had a distinguished achievement or provided a service above and beyond the normal call of duty.

The following officer was the 2007 recipient of the Meritorious Service Award.

Sergeant Larry Charmley

### Civilian Awards

The Civilian Awards presentation, sponsored by the Peterborough Police Services Board, is held annually in conjunction with the Knights of Columbus Meritorious Service Awards. The Board recognizes persons who have made a contribution to policing in Peterborough and Lakefield, in the way of assistance to the police, in prevention of crime or enhancement of safety in our Communities.

Those recognized in 2007 are as follows.

Michael Allington	Donald Bennett	Brian Cooper
Christine Brown-Read	Tammy Cooper	Clare Crawford
Stephen Crough	Ross Dunford	John Hancock
Dane Harrison	Jay Legault	Frank Linton
Michael McGrath	Carmen McStravick	Darryl Shears
Graham Sutherland	Tammy Teatro	Darrell Trotter
Shelley Watson	Benjamin VanVeen	



Todd Blewett



Civilian Award



Comparative Statistics	2006	2007	Variance	Comparative Statistics	2006	2007	Variance
Population (Peterborough City)	77,500	77,900	0.5%	<b>Freedom of Information</b>			
Area (Hectares)	6,137	6,137	0.0%	General Requests	23	21	-8.7%
Housing Units	32,860	33,500	1.9%	Personal Requests	100	113	13.0%
Population (Lakefield Ward)	2,555	2,558	0.1%	<b>Public Meeting Room Usage</b>			
Area (Hectares)	790	790	0.0%	Number of Bookings	169	209	23.7%
Housing Units	1,243	1,246	0.2%	<b>Tours and Presentations</b>	59	54	-8.5%
<b>Personnel</b>				<b>Use of Force</b>			
Authorized Strength - Police	121	123	1.7%	Oleoresin Capsicum Spray	9	14	55.6%
- Civilian	43	43	0.0%	Effective	9	13	44.4%
Resignations	1	3	100.0%	Not Effective	—	1	
<b>Area Firearms Office</b>				Impact Weapon/Asp Baton	1	1	0.0%
Investigations	514	314	-38.9%	Firearms	32	55	71.9%
Possession-Only Licence Inv.	59	21	-64.4%	Human (Drawn)	25	53	112.0%
Possession & Acquisition Licence Inv.	151	127	-15.9%	Animal (Dispatched)	7	2	-71.4%
<b>Warrants to Arrest</b>				Empty Hand Techniques	7	9	28.6%
Executed	560	667	19.1%	Conducted Energy Weapon (TASER)	5	4	-20.0%
Outstanding (December 31)	643	640	-0.5%	<b>Court Services</b>			
<b>Summons and Subpoenas</b>				<b>Diversion Program</b>			
Served	737	820	11.3%	Shoplifting	109	105	-3.7%
<b>Criminal Clearance Checks</b>				Adults Diverted	78	60	-23.1%
Volunteers	4,779	4,354	-8.9%	Young Offenders Diverted	31	36	16.1%
Employment Purposes	2,270	2,394	5.5%	<b>Court Informations</b>			
<b>Taxi Licences Issued</b>				Adults Charged	2,161	1,933	-10.6%
New Drivers	69	71	2.9%	Adult Charges	4,050	3,519	-13.1%
New Owners	1	—	-100%	Young Offenders Charged	448	333	-25.7%
Driver Renewals	200	205	2.5%	Young Offender Charges	920	709	-22.9%
Owner Renewals	89	96	7.9%	<b>Fleet</b>			
Brokers	3	3	0.0%	Automobiles	23	23	
<b>False Alarms</b>				Leased Plainclothes Vehicles	5	5	
False Alarms Cancelled	952	967	1.6%	Motorcycles	2	2	
	316	299	-5.4%	Vans	5	5	
				Boats	—	—	
				Emergency Response Team Vehicle	1	1	
				Bicycles	4	4	
				Fuel Costs	\$161,657.83	\$166,572.90	3.0%
				Maintenance Costs	\$114,284.52	\$135,063.28	18.2%

# Statistics

Criminal Offences	2006	2007	Variance
<b>Homicide</b>			
Murder - 1st & 2nd	—	—	
Attempt Murder	2	6	200.0%
Manslaughter	—	—	
<b>Robbery</b>			
Firearms	5	—	-100.0%
Other Offensive Weapons	24	19	-20.8%
Other Robbery	37	35	-5.4%
<b>Break and Enter</b>			
Business	142	83	-41.5%
Residence	387	182	-53.0%
Other Break and Enter	45	22	-51.1%
<b>Theft of Motor Vehicles</b>	134	145	8.2%
<b>Thefts</b>			
Bicycles	352	251	-28.7%
From Motor Vehicles	1,100	619	-43.7%
Shoplifting	412	300	-27.2%
Other Thefts	595	609	2.4%
<b>Possession Stolen Goods</b>	150	136	-9.3%
<b>Frauds</b>			
ATM/Debit	24	33	37.5%
Credit Cards	62	49	-21.0%
Counterfeiting	171	47	-72.5%
Other Frauds	129	159	23.3%
<b>Offensive Weapon</b>			
Prohibited Weapons	0	0	
Restricted Weapons	0	0	
Other Offensive Weapons	34	36	5.9%
<b>Sex Offences</b>			
Aggravated Sexual Assault	0	0	
Sexual Assault with Weapon	2	0	-100.0%
Sexual Assault	76	68	-10.5%
Other Sexual Offences	2	1	-50.0%
<b>Hate/Bias Crimes</b>	16	6	-62.5%
Incidents Charges Laid	3	0	-100.0%
Incidents Cleared/Mediation	9	1	-88.9%
Unsolved	7	5	-28.6%
<b>Assaults</b>			
Assault – Level 3/Aggravated	2	7	250.0%
Assault – Level 2/Weapon/Bodily	95	64	-32.6%
Assault – Level 1/Other Assaults	354	296	-16.4%
Assault Police/Public Officers	17	15	-11.8%
Assault – Domestic	164	153	-6.7%

Criminal Offences	2006	2007	Variance
<b>Abduction</b>	0	0	
<b>Other Criminal Code Offences</b>			
Arson	30	12	-60.0%
Breach of Recognizance	355	363	2.3%
Disturbing the Peace	78	87	11.5%
Escape Custody	3	9	200.0%
Indecent Acts	16	16	0.0%
Obstruct Public/Peace Officer	18	7	-61.1%
Prisoner Unlawfully at Large	0	1	
Mischief	861	699	-18.8%
Others	495	505	2.0%
<b>Drugs</b>			
Heroin	1	0	-100.0%
Cocaine	70	64	-8.6%
Cannabis	102	102	0.0%
Other Drugs	23	16	-30.4%
<b>Gaming and Betting</b>	0	0	
<b>Federal Statutes</b>	0	0	
<b>Impaired Driving</b>			
Offences	128	97	-24.2%
Other Criminal Code Driving	30	33	10.0%

## Traffic & Miscellaneous Offences

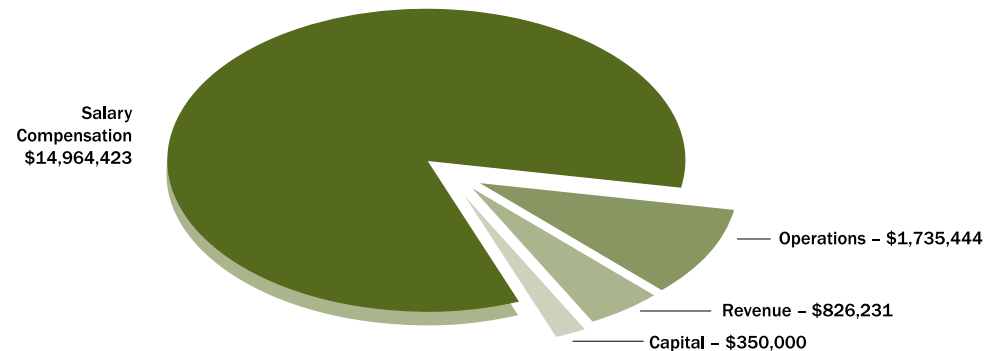
<b>Traffic Enforcement</b>			
Hazardous Moving Violations	2,537	2,363	-6.9%
Other Violations	879	882	0.3%
Radar/Laser	1,777	1,723	-3.0%
<b>R.I.D.E. Program</b>			
Vehicles Checked	8,761	10,236	16.8%
Tests Administered	40	23	-42.5%
ADLS Suspensions	7	1	-85.7%
Suspended Licences (12 hour)	14	5	-64.3%



Non Offence Statistics	2006	2007	Variance
Abandoned Vehicles	44	66	50.0%
Animal Complaints	72	61	-15.3%
Community Services	1884	2057	9.2%
Dangerous Conditions	62	47	-24.2%
DNA	155	161	3.9%
Domestic Disturbances	1214	1279	5.4%
Fire/Fire Alarms	22	36	63.6%
Insecure Property	58	61	5.2%
Landlord/Tenant	159	165	3.8%
Liquor Acts	320	427	33.4%
Lost and Found Property	1563	1407	-10.0%
Missing Persons	1	2	100.0%
Missing Persons Located	542	515	-5.0%
Municipal ByLaw	84	93	10.7%
Neighbour Disputes	302	360	19.2%
Noise Complaints	1274	1404	10.2%
Non-Traffic Accidents	41	43	4.9%
Police Assistance	307	284	-7.5%
Police Information	472	496	5.1%
Prevent Breach of Peace	305	355	16.4%
Property Damage	43	49	14.0%
Provincial Statutes (M.H.A.)	272	177	-34.9%
Sex Offender Registry	118	139	17.8%
Strikes	1	3	200.0%
Sudden Deaths	90	74	-17.8%
Suspicious Persons	1853	1660	-10.4%
Telephone Calls	512	510	-0.4%
Towed Vehicles	34	205	502.9%
Traffic Complaints	1302	1388	6.6%
Traffic Control	46	53	15.2%
Trouble with Youths	1130	1042	-7.8%
Unwanted Persons	857	856	-0.1%
Vehicles Recovered	31	24	-22.6%
ViCLAS	166	136	-18.1%
Warrants	352	320	-9.1%
Other Provincial Statutes	188	117	-37.8%
Other	2073	1611	-22.3%

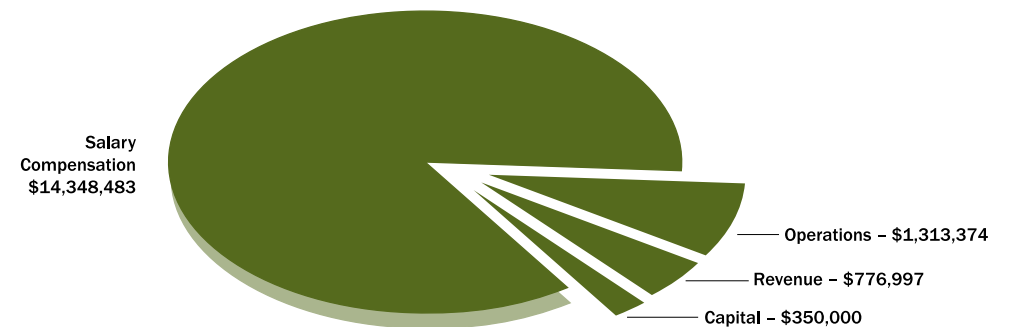
## 2007 Police Annual Budget

### 2007 Actual Expenditures



**Total Approved 2007 Budget \$16,471,803**

### 2006 Actual Expenditures



**Total Approved 2006 Budget \$15,221,213**

# Business Planning Report

## 2007 to 2009 Business Plan

Goal	Objectives	Status
		<i>Achieved</i> <i>In Progress</i>
<b>Community Based Crime Prevention and Problem Solving</b>		
To improve community participation in identifying service priorities and helping to solve crimes.	<p>To continue to explore effective approaches to increase community participation in identifying issues and Service priorities</p> <p>To seek ongoing input from the stakeholders and residents into short and long term priorities and ensure there is flexibility to respond to requests for reasonable short term changes.</p> <p>To more strongly encourage the community to report suspicious activity and potential crimes.</p> <p>To increase and enhance the use of civilian volunteers in community policing and crime prevention.</p> <p>To further increase officer knowledge about the communities in which they serve.</p> <p>To continue to support and monitor the Crime Stoppers program.</p> <p>To consider a community-wide survey in 2009 to research perceived needs/issues, and measure satisfaction and expectations to be part of the research for the next business plan.</p> <p>To encourage and recognize members who volunteer in the community.</p>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
To increase the priority of working with the education section to continue to evaluate and deliver effective, proactive programs for reducing student-related incidents. Instill positive personal and community values, including broadening the knowledge about the nature and value of law and order.	<p>To continue to develop programs for post secondary students, including sexual assault, domestic violence, healthy and positive relationships, and drinking and driving.</p> <p>To continue to enhance, expand and deliver proactive programs for elementary and secondary schools. (eg. Values, Influence, and Peers Program (VIP) and Anti-Bullying), domestic violence, healthy and positive relationships, Character Education, and drinking and driving.</p> <p>To continue the focus within “community services” on related preventative programs and incidents.</p> <p>To evaluate, validate, and renew all education-based programs, examining relevance and risk.</p> <p>To provide more time for Liaison Officers to visit with secondary schools.</p>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
To continue to increase community awareness about community and police values, programs and initiatives, local crime statistics, and trends.	<p>To continue to incorporate into the staff media position, the responsibility of informing the community about police values, roles and programs; legislative changes; alliances with other police services; the Youth Criminal Justice Act (YCJA); crime trends; etc.</p> <p>To redesign and expand the Police Service web site as a user-friendly, informative and up-to-date resource to help educate the community and to assist police with investigations.</p> <p>To develop a public relations strategy to increase public awareness about the Police Services Board and its roles and responsibilities.</p>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To develop and deliver programs/services and enhance our community partnerships with stakeholders who work with “at Risk” populations (seniors, youth, the homeless, and mental health consumers/survivors).	<p>To continue to expand the range of business and community/agency alliances, advisory teams and formal partnerships, and ensure there are no overlaps.</p> <p>To continue to maintain formal liaisons and develop protocols with agencies concerned with elder abuse and other seniors’ issues, “at risk” youth, the homeless, and mental health consumers/survivors.</p> <p>To work on proactive initiatives (e.g., alternative measures).</p>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To continue to develop crime prevention initiatives.	<p>To research and evaluate community-based programs (e.g., Neighbourhood Watch and Home Guard).</p> <p>To remain up-to-date regarding current and future community demographics and the effect they may have on the delivery of police services.</p> <p>To research community and crime trends since crime prevention and problem solving is directly related to these.</p> <p>To make crime prevention a higher priority by developing crime prevention training and the application of models, tips and initiatives, with accountability placed on management teams and through the evaluation process.</p>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

Goal	Objectives	Status	
		Achieved	In Progress
<b>Public Safety Enforcement - Community Satisfaction</b>			
To increase crime detection and reduce crime	<ul style="list-style-type: none"> <li>To evaluate the team policing and problem-solving approach to crime prevention and public order problems/issues.</li> <li>To keep our crime rate lower than communities of similar size in Ontario.</li> <li>To continue to effectively respond to current local crime trends by continually directing enforcement towards priority areas and types of crime.</li> <li>To educate and engage front line officers about the “intelligence-led” policing model.</li> </ul>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
To measure and maintain community satisfaction with police services.	<ul style="list-style-type: none"> <li>To continue to conduct regular audits to measure compliance with provincial adequacy standards.</li> <li>To continually review protocols with community partners (e.g., education, health, legal, social, cultural).</li> <li>To provide ongoing customer service training for all staff.</li> <li>To enhance relationships with other agencies.</li> <li>To consider a community-wide survey to measure satisfaction and expectations (see Objective under Strategic Direction).</li> </ul>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
To evaluate and enhance the Victim Assistance program.	<ul style="list-style-type: none"> <li>To effectively recruit, train, use and retain volunteers to help with the Victim Assistance program.</li> <li>To effectively raise community awareness about victim assistance services.</li> <li>To conduct an analysis of the staffing level of the victim Assistance Program.</li> </ul>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To improve traffic safety.	<ul style="list-style-type: none"> <li>To continue to develop and implement traffic safety strategies that include education, prevention and enforcement.</li> <li>To continue to work with municipal stakeholders (eg., Peterborough Traffic Technical Committee) to improve the road network with the goal of improving safety.</li> </ul>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
To provide appropriate emergency response.	<ul style="list-style-type: none"> <li>To review and keep current Emergency Management Planning (e.g., influenza pandemic, counter terrorism, natural disasters).</li> <li>To review the priority response policy to prioritize calls and optimize available human resources to better respond to emergencies (e.g., have more calls answered by the Alternative Response Unit).</li> <li>To increase the current level of officer training for emergencies and firearms.</li> </ul>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To increase officer visibility in the community.	<ul style="list-style-type: none"> <li>To increase the number of hours allocated to foot and bicycle patrols.</li> <li>To provide more presentations to the community as requested.</li> </ul>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>



# Business Planning Report

Goal	Objectives	Status	
		<i>Achieved</i>	<i>In Progress</i>
<b>Resource Management Planning</b>			
To maintain appropriate resources within the Service.	<p>To ensure adequate human resources to meet the expanding and evolving needs of the organization.</p> <p>To ensure ongoing review and evaluation of selection criteria for career development.</p> <p>To re-evaluate the criteria of the Alternative Response Unit duties and handling of calls for service.</p>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To continue to improve staff development to effectively meet the needs of the community, the required standards of the Service and its members.	<p>To continually update the Skills Development and Learning Plan which includes in-service and offsite training opportunities.</p> <p>To research and implement alternative training methods for frontline officers and civilian staff utilizing, for example, intranet, Internet and e-learning technologies.</p> <p>To continue to share with others what is learned, when staff complete off-site training.</p> <p>To promote the improved health and wellness of members.</p> <p>To offer coaching/mentoring opportunities for members, as staffing permits.</p> <p>To ensure that all new members complete an orientation program in all relevant areas of service.</p>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
To monitor and respond to evolving service delivery and organization expectations, and match deployment to community needs.	<p>To re-visit the Vision, Motto and Core Values and revise as required, including the recommendation to develop a mission statement that would embrace a commitment to “community policing” and the “generalist” approach to policing where Provincial standards allow.</p> <p>To annually review the Business Plan and monitor if the Vision, Motto and Core Values are being adhered to, and to ensure that the operations of the Service are consistent with the Business Plan.</p> <p>To conduct a comprehensive independent organizational review (including investigation of the need for an in-house Human Resources professional and additional information Technology capacity).</p> <p>To establish a staff team to assist with the implementation of the Business Plan.</p> <p>To conduct an evaluation of the “call taking and dispatch” system.</p> <p>To continue with the Criminal Investigation Branch coaching/mentoring program (known as Project Front Line).</p>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
To provide efficient and effective policing.	<p>To ensure effective and responsible financial management.</p> <p>To continue to encourage submissions and other forms of input from all staff levels within the organization.</p> <p>To continue to seek and apply for appropriate grants.</p> <p>To complete a ‘workload analysis’ by zone, including the 2008 areas of annexation to the City.</p> <p>To enhance tools and support systems to optimize time spent on report/court preparation.</p> <p>To apply appropriate best practices and approaches; research alternative methods and models, trends, etc.; and examine what could be applied locally.</p>		<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

Goal	Objectives	Status
		<i>Achieved</i> <i>In Progress</i>
<b>Police Facilities and Equipment</b>		
To ensure our members have the necessary equipment to perform their duties.	To provide members with the necessary equipment in a timely and efficient manner to safely carry out their duties. To establish an equipment committee and examine and make recommendations regarding the purchase of equipment. To evaluate the radio system to ensure it meets present and future needs.	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
<b>Technology</b>		
To continue to improve the effectiveness of our Service through the application of technology.	To continually evaluate existing computer hardware and software to ensure it meets the evolving needs in a cost effective way. To ensure that training is provided to optimize the application of technology. To continually investigate new advances in technology - e.g., Wireless communication and electronic ticketing.	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To continue to improve electronic storage and transfer capability.	To create and implement an electronic tracking and inventory Property Evidence Management System. To continue the transfer of data files to digital format. To integrate and implement the Mug Shot System with the Records Management System.	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To enhance investigative technology.	To maintain and keep current the in-house computer systems to store, retrieve, and transfer information. To continually update our investigative technology and intelligence equipment, including computer software to analyse information, crime trends, geographic locations to assist investigations.	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
To improve officer access to information to allow better client service and increase officer safety.	To maintain and keep the in-car computer terminals and software current. To explore a GPS system to enhance officer safety and customer service. To enhance network to speed up data transfer within the wireless environment.	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>



## Peterborough Lakefield Community Police Service

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Telephone: 705-876-1122 Fax: 705-743-1540  
www.peterboroughpolice.com Email: police@peterboroughpolice.com

*One of our Core Values includes being committed to our community and working with our community. This list includes some of the Provincial and Community Agencies and/or Organizations that the Peterborough Lakefield Community Police Service members are professionally and/or socially involved at Board and Committee level:*

Abuse Prevention of Older Adults  
ALS Society of Peterborough  
Auxiliary Policing Coordinators Ontario  
Block Parents  
Big Brother/Big Sisters  
Canadian Association of Chiefs of Police  
Canadian Identification Society  
Canadian Mental Health Association  
Champions of Youth Mentoring Program  
Children's Aid Society Domestic Violence Response  
City Emergency Control Group  
City/County 911 Technical Advisory Committee  
Domestic Violence Coordinator Ontario  
Downtown Business Improvement Area  
Drug and Injury Prevention Round Table  
Edmison House  
Family Enrichment Work Place  
Fetal Alcohol and Spectrum Disorder  
Five Counties Children Centre  
Fleming College Board of Directors  
Fleming Link  
Fleming Police Foundations Advisory Committee  
Forecast  
Juvenile Diabetes of Peterborough  
John Howard Society  
Kawartha Food Share  
Kawartha Gymnastics  
Kawartha Sexual Assault Committee  
Kids N Cops  
Kiwanis Club  
Knights of Columbus  
Lakefield Animal Welfare Society  
Lakefield Jr. C Hockey  
M.S. Society of Peterborough  
March of Dimes  
Mental Health Community Advisory Committee  
Neighbourhood Watch  
New Beginnings Housing Committee  
O.A.C.P. Special Investigations Unit Sub Committee  
O.A.C.P. Victims Assistance Committee

Canadian Association of Chiefs of Police POLIS Committee  
Canadian Ericsson Communications  
Administrative Committee  
Gay, Lesbian, Bisexual, Transgender, Queer Community  
Human Services and Justice Committee of Peterborough  
Ontario Police Technology & Information Cooperative  
Partnership Council of New Canadian Centre &  
Community and Race Relations

O.T.C. Safety & Education Committee  
Ontario Association of Chiefs of Police  
Ontario Association of Law Enforcement Planners  
Ontario Special Olympics for Disabled Athletes  
Operation Lookout  
P.A.C.O. International  
Peaceful Communities  
Pedal for Hope  
Peterborough Aids Resource Network  
Peterborough Area Child Abuse Review Team  
Peterborough Community Chaplaincy  
Peterborough Domestic Abuse Network  
Peterborough Drug Awareness Coalition  
Peterborough Estate Planning Council  
Peterborough Traffic Technical Committee  
Peterborough Petes Jr. A Hockey  
Peterborough Safe Communities Coalition  
Peterborough Youth Services  
Professional Standards Shared Resources Committee  
Provincial CAA Safety Officers Council  
Provincial Licence to Live Committee  
Risk Watch Committee  
Rotary Club of Peterborough  
Royal Canadian Army Cadets  
Safe High Schools Committee  
Safety Road Challenge  
Selwyn Outreach Centre  
Senior Citizens Council  
Social Policy Initiatives Committee  
Solicitor General Crime Prevention Committee  
Telecare Peterborough  
The Arson Prevention Program for Children  
Trent University Forensic Sciences' Advisory Board  
Tri-County Emergency Communications Committee  
Unified Family Court Liaison & Resource Committee  
United Way  
YMCA  
YWCA  
Young Offender Committee

Peterborough District Association Community  
Living Committee  
Peterborough Regional Health Centre, Police Hospital  
Networking Committee  
Public & Separate Schools Board Transportation  
Advisory Committee  
Several Peterborough and Lakefield Hockey, Baseball,  
Soccer and Football Associations



Peterborough Lakefield Auxiliary Police



Kids'n'Kops  
2007