

ANNUAL REPORT 2015

Cobourg Police Service

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VISION

An adaptive and trusted community partner in protecting the safety, security and quality of life in the Town of Cobourg.

We strive to ensure that our approach to policing, and the services we provide, reflect the community's needs. Because these needs can shift as the community and criminality evolves, we consistently adapt our policing methods. As public safety becomes more complex and requiring a multi-disciplinary approach, we strive to be a trusted community partner among peers with a shared goal of protecting the safety, security and quality of life in our Town.

MISSION

Committed to excellence in policing and quality community service through our people, our partnerships and our work.

With our mandate to ensure the public safety in the Town of Cobourg, we are committed to our mission of service excellence. This can only be achieved through our civilian and sworn members, our public safety partners and the engagement of our community.

VALUES

Community, Professionalism, and Quality Service are the fundamental values that drive our actions.

Community – engaging our citizens and investing in our partnerships for a safer community

Professionalism – serving our community guided by our ethical principles of leadership, integrity and fairness while being accountable for our actions

Service – committed to quality policing services that are responsive to community needs and fiscally responsible

MESSAGE FROM THE CHAIR OF THE POLICE SERVICES BOARD

On behalf of my colleagues on the Cobourg Police Services Board, I am proud to present some highlights of the Board activities in this 2015 Annual Report. The Cobourg Police Services Board is comprised of five members, which includes two Provincial appointees Mrs. Marg Godawa and Mrs. Gayle Metson. His Worship Gil Brocanier and Councillor Larry Sherwin are the two Council appointees. I sit as the member of the community as appointed by Council.

At the Board's first meeting of the year, in January, the Board as required by the Police Services Act (PSA) held an election for Board Chair. I was pleased to receive the support of the Board in its unanimous endorsement of my role as Chair for another term.

The Board's role in policing is one of governance while the Chief manages the operations. Through the Board's three year Business Plan, the Chief of Police and Police Service are provided with a set of goals and objectives that were developed with extensive community consultation. 2015 is the completion of year one of this three year Business Plan.

The Board worked hard throughout 2015 to provide good governance and strategic direction for the Police Service, fulfilling its obligation under the Police Services Act to ensure adequate and effective police services.

The Board successfully negotiated a three year term Uniform and Civilian Collective

Agreement with both the Police Association and the Senior Police Association. The Board was able to negotiate a mutually beneficial severance agreement for the terminated dispatchers after the very difficult decision to disband the Police Communication Centre was made. This severance agreement was one of the criteria the Ontario Civilian Police Commission took into consideration when it made the decision not to hold a public PSA Section 40 disbandment hearing.

The board would like to acknowledge and commend the Police Service, Business Services Unit for another year of financial success. The Business Services Unit realized another year of revenue growth from conducting third party Criminal Records checks.

I would like to thank the men and woman of our Police Service who continue to serve our community with compassion, dedication, integrity and courage. Seeing the results as highlighted in this annual report, I remain very optimistic for 2016, knowing the Service is meeting the needs of our community.

Sincerely

Bryan Baxter,
Chair, Cobourg Police Services Board



MESSAGE FROM THE CHIEF OF POLICE

I am pleased to present this 2015 annual report. This report reflects the fantastic work done by the outstanding professionals of the Cobourg Police Service. From our Civilian staff to our Police Officers and Volunteers, we strive to provide our community with the best policing service possible. Their dedication to the community can be seen across the whole organization and is realized through a safe and thriving community.

The year 2015 was a monumental year for the Cobourg Police Service. With the Cobourg Police Services Board 2015-2017 Business Plan as our road map for success, we began to navigate the police service towards a new direction asked by our community stakeholders. We made many significant gains after finishing the first year of this three year plan. To highlight one of many areas of success, the goal of community – police engagement, our officers can now be found attending elementary school breakfast clubs, enhanced foot patrols, lecturing to seniors groups and service clubs to name a few community engagement activities.

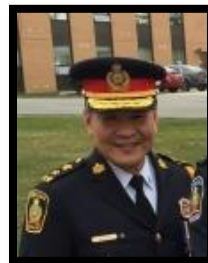
Other strategic priorities like crime prevention and reduction continues to produce positive results. In 2015 our community realized a 57% decrease in theft over \$5,000.00, a 30% decrease in theft under \$5,000.00, a 19% decrease in break and enters and a 43% decrease in property and vehicle thefts.

We increased leadership training during the year for our frontline supervisors and

command staff. Some of our supervisors were given the opportunity to attend FBI and IACP (International Association of Chiefs of Police) leadership training. Deputy Chief Paul VandeGraaf attended a four week intensive Police Leadership Program at Rotman School of Management, University of Toronto, and proudly represented our Police Service by being selected as the class valedictorian. We will continue to develop our leadership team as they are critical in providing the right direction and support to accomplish the goals of the Board.

In closing, I would like to take this opportunity to recognize and express my appreciation to the Police Services Board for their continued support and governance. To our Sworn, Civilian members and Police Volunteers a big thank you for their continued work and dedication to driving crime downward while being responsive to the quality of life issues important to our citizens. I am very proud of all our members because of their collective contributions, 2015 was another very successful year.

Kai Liu
Chief of Police



COMMUNITY MOBILIZATION UNIT

The Community Mobilization Unit (CMU) was created in January, 2015 to enhance Police visibility, create partnerships within the community and establish targeted patrol and enforcement within the Downtown core, Victoria Park and the Beach area.

During the summer months the CMU Officers worked exclusively within the areas of the Downtown, the Waterfront/Beach and Victoria Park. The Officers conducted foot patrol in these areas enhancing relationships with the owners, staff and patrons of local businesses.



The CMU Officers were involved with multiple events over the year, such as:

- Sandcastle Festival
- Movies on the Beach
- Chazzapalooza
- Northumberland Ribfest
- YMCA Strong Kids,
- Sidewalk Sale
- Coal Train Music & Blues Festival
- Tasty Tuesdays Events
- Music and Motion
- BIKE UP Northumberland
- Terry Fox Run
- Annual Dragon Boat Races
- Operation Lifesaver Presentations



COMMUNITY MOBILIZATION UNIT

Officers in the unit organized and conducted a Halloween display for the Downtown Halloween event on behalf of the Cobourg Police Service.

CMU officers coordinated police staffing requirement for several parades and events this year.

- Canada Parade.
- Cobourg Concert Band's Remembrance Day Church Service and March Past,
- Remembrance Day Parade and service at the Cenotaph.
- Christmas Parade.
- Christmas Magic event, providing traffic control and intake of food items with YIPI students and Volunteers.

Unit members organized and conducted Cobourg Police's first National Teen Driver Safety Week safety lanes and information lanes with the Youth in Policing Initiative (YIPI) students.

CMU officers coordinated the "Lock It or Lose It" campaign this year at the Northumberland Mall in conjunction with our Ident-A-Kid program.

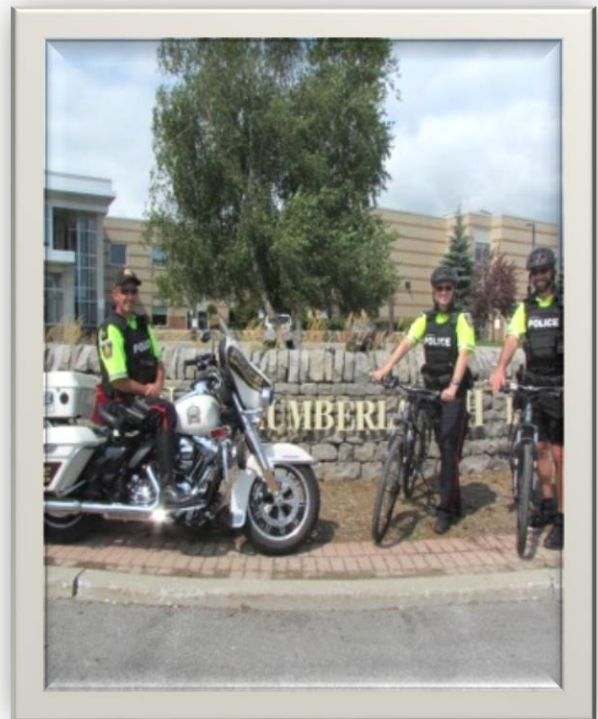
There has been a progressive improvement in police involvement with our school communities. In addition to the Officers of the Community Mobilization Unit, an additional four Uniform front line Officers have been trained to be "School Resource Officers". These Officers respond to the local Secondary Schools, assisting staff and students. Dedicated parking and office space has been allocated to ensure a place for officers to work and interact. This allows students to see that police aren't always attending the school to deal with negative situations and are there to assist them.

Cobourg Police Service was represented by an Officer from the CMU at the 2015 R.I.D.E. Season Kickoff Event at Humber College.

Lockdown drills at several schools were assisted by members of the CMU with great success.

CMU officers were able to focus their attention on daytime activities, issues related to schools and local events as a result of not being dispatched to front line calls for service.

2015 was a year of changes within the Cobourg Police Service and one of its successes was the creation of the CMU. The dedicated Officers were able to spend time connecting and enhancing the police relationship to the members of the community.



SELECTED TRAFFIC ENFORCEMENT AND PROGRAM (S.T.E.P.)

TRAFFIC INITIATIVES

Throughout 2015 Frontline Uniform Officers focused on several Safety Initiatives, from Seatbelt Infractions, Smoke Free Environment in a vehicle, to Community Safety Zone Speeding, Intersection Safety and Distractive Driving.

As a result of these Initiatives, numerous charges were laid and verbal warnings were given under the Ontario Highway Traffic Act (HTA), Compulsory Automobile Insurance Act, and the Smoke-Free Ontario Act.

Seatbelt Infractions;

Drive motor vehicle fail to properly wear seatbelt H.T.A. section 106(2)

Fail to surrender insurance card C.A.I.A Compulsory Automobile Insurance Act section 3(1)

Fail to surrender permit for motor vehicle H.T.A. section 7(1)(a)

Driver fail to surrender licence H.T.A. section 33(1)

Smoke Free Environment in a vehicle;

Only 13 cautions were given during the Initiative under the Smoke-Free Ontario Act.

Protection for people under 16 years old in motor vehicles

9.2 (1) No person shall smoke tobacco or have lighted tobacco in a motor vehicle while another person who is less than 16 years old is present in the vehicle

It appears that most people are abiding by the no smoking in a vehicle with a person under the age of 16 years.

Community Safety Zone Speeding

Highway Traffic infractions included Speeding, equipment defects and fail to surrender documents.

Motorist were charged or cautioned about the infractions.

Intersection Safety

Motorist received tickets for Careless Driving, Red - Light Fail to Stop, Amber Light – Fail to Stop, Fail to Yield to Traffic and Speeding.

Verbal Cautions were also issued to motorist for Red Light – Fail to Stop, Disobey Stop Sign – Fail to Stop and Speeding.

Distractive Driving

Hand-held devices prohibited

Wireless communication devices

78.1 (1) No person shall drive a motor vehicle on a highway while holding or using a hand-held wireless communication device or other prescribed device that is capable of receiving or transmitting telephone communications, electronic data, mail or text messages. 2009, c. 4, s. 2; 2015, c. 27, Sched. 7, s. 18.

Officers issued tickets and numerous verbal warnings to motorist whom they observed contravening the above section of the Ontario Highway Traffic Act.

Officer Presence on area roadways and intersections during the targeted periods assisted in diminishing the amount of infractions related to the legislation.

R.I.D.E

(Reduce Impaired Drivers Everywhere)

The R.I.D.E. program is an important part of reducing offences involving drinking and driving. To achieve this goal, officers set up checkpoints and stop vehicles to determine whether drivers may be impaired or operating their motor vehicles after consuming more than the legal limit of alcohol.

In the event officers detect the odour of alcohol or suspect the driver has alcohol in their body, a demand is read to the driver to supply samples of their breath to determine alcohol concentration in their body.

Drivers that have a Blood Alcohol greater than 50mgs of alcohol in 100ml of blood are issued 3 days suspensions and longer if not their first offence. If readings are greater than 80mgs of alcohol in 100ml of blood, the drivers are arrested and brought to the station for further testing and charges if warranted.

The R.I.D.E program has proven very successful at deterring and apprehending impaired drivers as well as continuing to provide public awareness surrounding the issues of driving after consuming alcohol.

The R.I.D.E program operates from grant money provided by the provincial government as well as on-duty personnel during their regular scheduled shifts.

The majority of R.I.D.E programs are set to specific times of the year that are dictated by many factors including but not limited to long weekends, major sporting events and especially the winter holiday season.

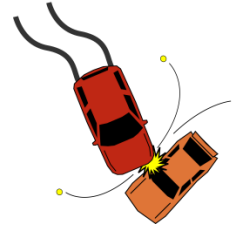


R.I.D.E. Program set up in Town

The 2015 R.I.D.E. programs conducted by the Cobourg Police Service resulted in approximately 1500 cars being stopped over 8 separate R.I.D.E programs. As a result of these programs, Cobourg Police issued two 3 day suspensions, a number of charges under the Highway Traffic Act and numerous cautions for minor Highway Traffic Act offences. It appears that residents are taking the matter of drinking and driving to heart and choosing alternative modes of transportation to get home after consuming alcohol.

The residents of Cobourg are always grateful when they encounter such R.I.D.E programs. Many are sure to thank the R.I.D.E. officers and even offer to deliver coffee to the R.I.D.E location.

MOTOR VEHICLE COLLISIONS REPORTS FOR 2015



Collision Breakdowns for

January 1st - December 31st, 2014

January 1st – December 31st, 2015

TOTAL INCIDENTS

Sequence of Events	Total Incidents 2014	Total Incidents 2015
Other Motor Vehicles	297	311
Unattended Vehicle	113	112
Pedestrian	13	11
Cyclist	4	4
Animal (Wild)	1	3
Ran Off Road	6	3
Skidding/ Sliding	1	7
Debris On Road	1	2
Pole (Utility/Tower)	3	4
Fence/Noise Barrier	2	2
Bridge Support	1	1
Curb	3	3
Building/Wall	2	2
Tree/Shrub/ Stump	4	2
Other Moveable Object	1	1
Other Fixed Object	4	2

TOTAL PARTIES

Sequence of Events	Total Parties 2014	Total Parties 2015
Other Motor Vehicles	491	511
Unattended Vehicle	118	118
Pedestrian	13	11
Cyclist	4	4
Animal (Wild)	1	3
Ran Off Road	6	3
Skidding/ Sliding	1	7
Debris On Road	1	2
Pole (Utility/Tower)	3	4
Fence/Noise Barrier	2	2
Bridge Support	1	1
Curb	3	3
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Other Moveable Object	1	1
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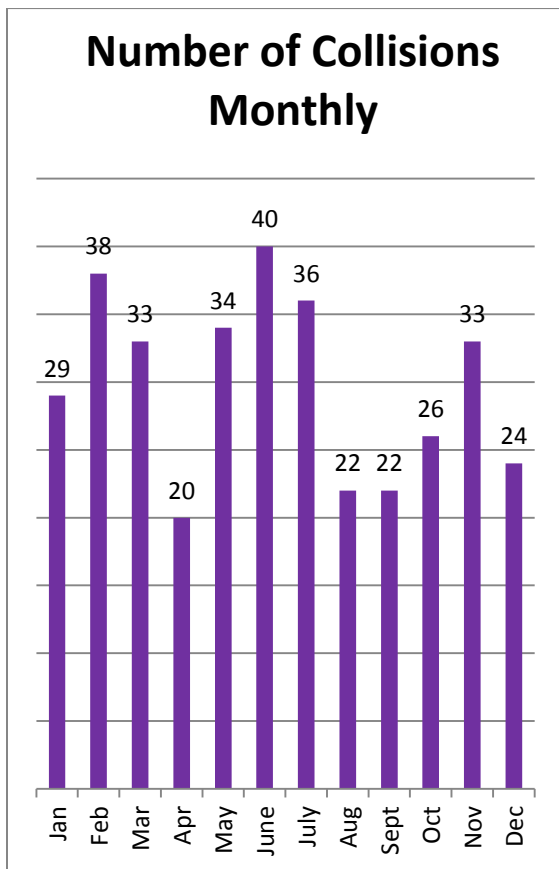
MOTOR VEHICLE COLLISIONS REPORTS FOR 2015

Monthly Collisions



Totals from

January 1st-December 31st, 2015

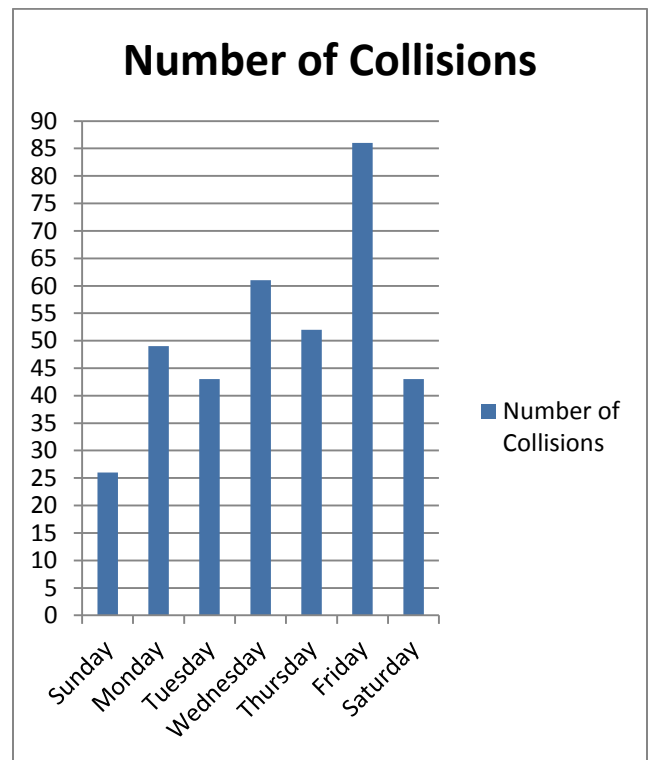


Day of the Week Collisions



Totals from

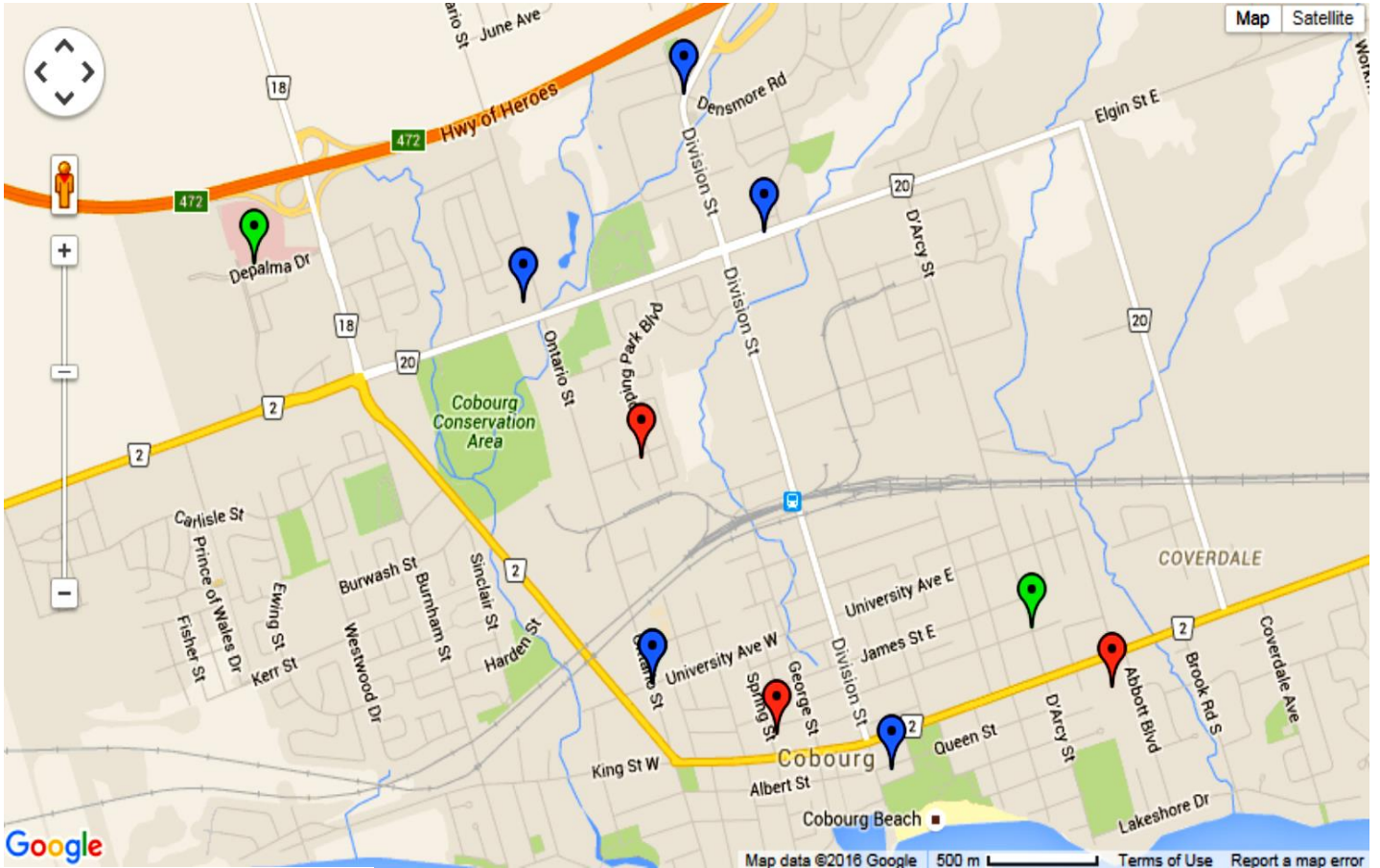
January 1st-December 31st, 2015





MOTOR VEHICLE COLLISIONS REPORTS FOR 2015

Pedestrian Collisions

Total Incidents: 11 | Total Parties: 11



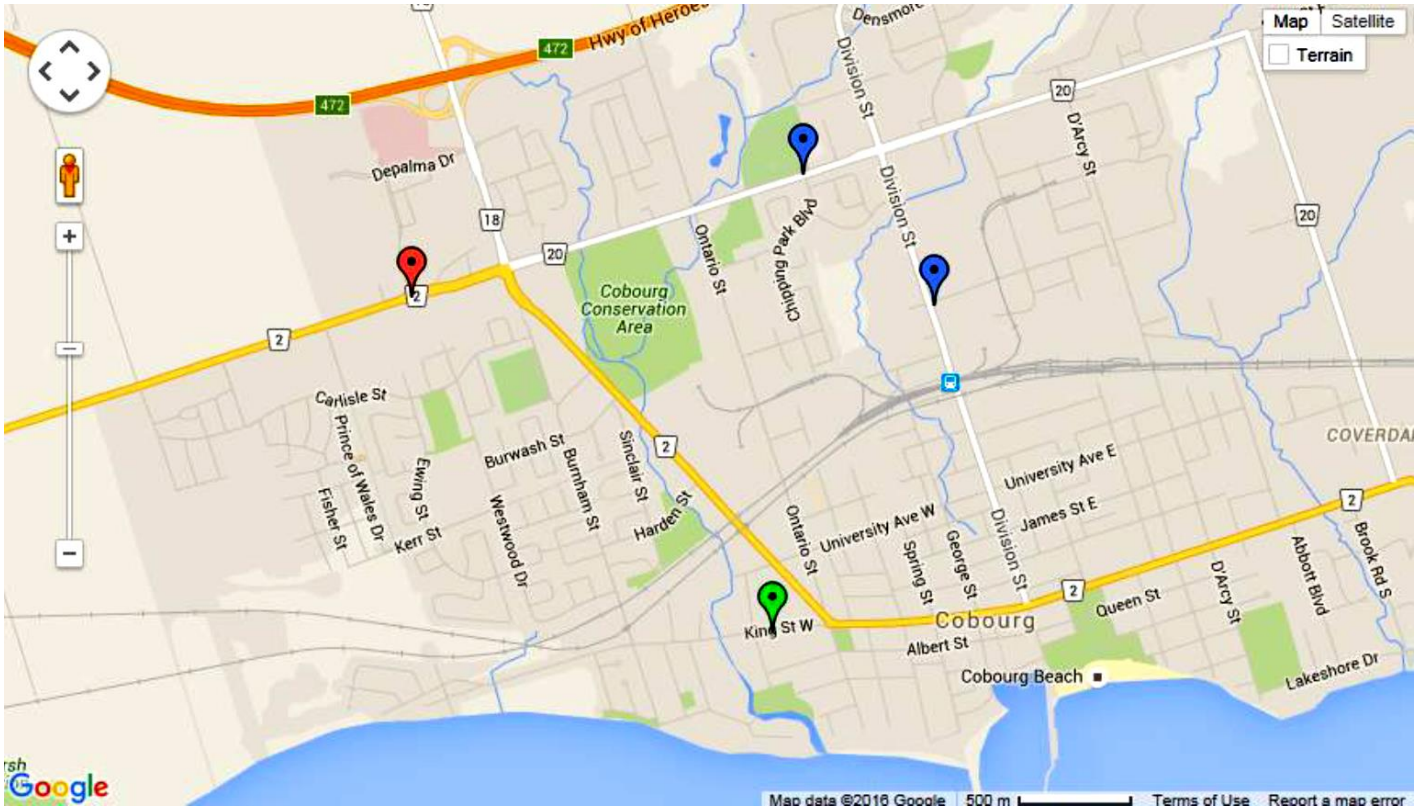
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-  02 INTERSECTION RELATED
-  10 PARKING LOT
-  03 AT INTERSECTION




MOTOR VEHICLE COLLISIONS REPORTS FOR 2015

Cyclist Collisions

Total Incidents: 4 | Total Parties: 4

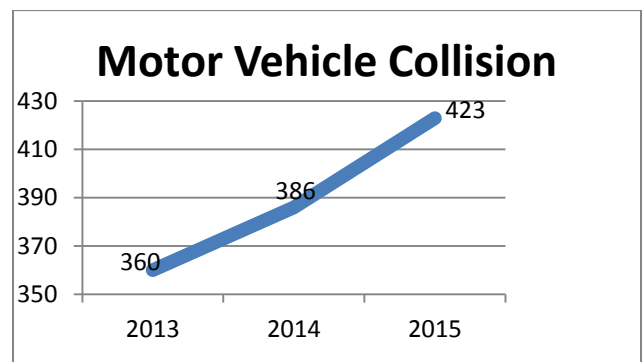
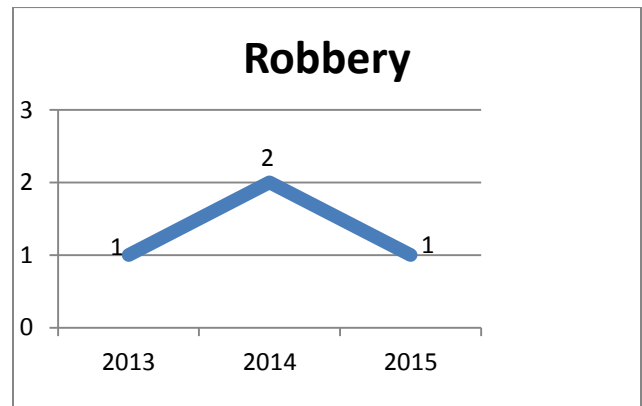
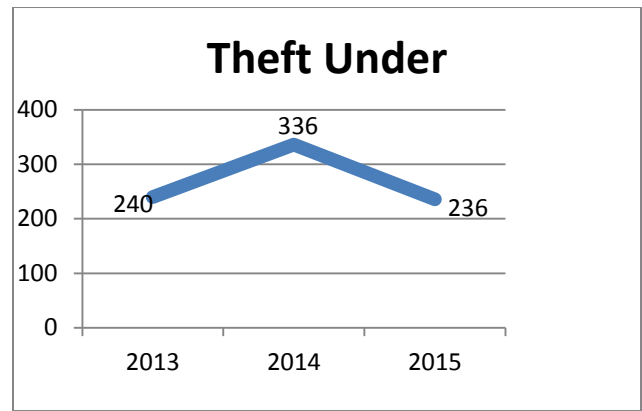
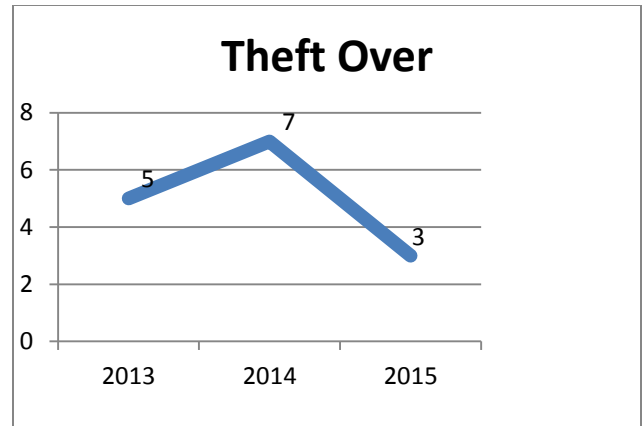
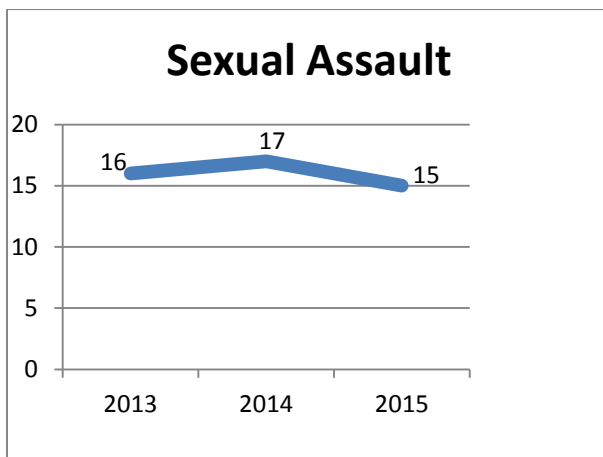
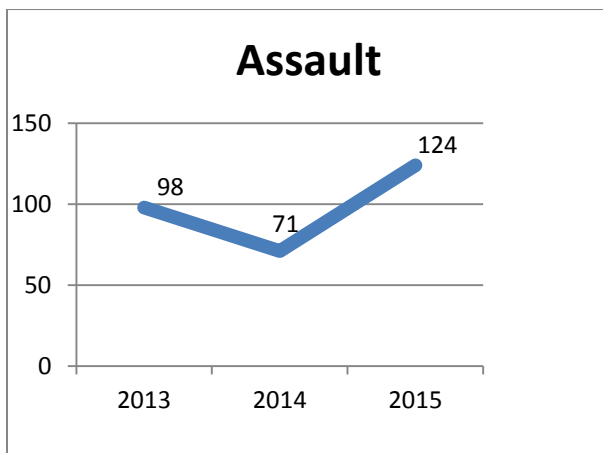
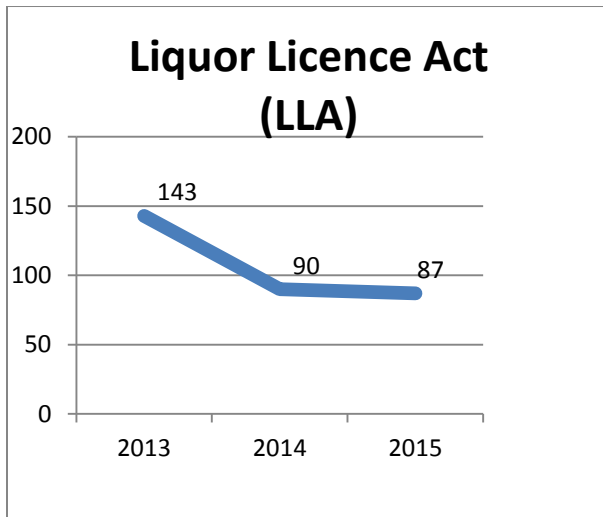


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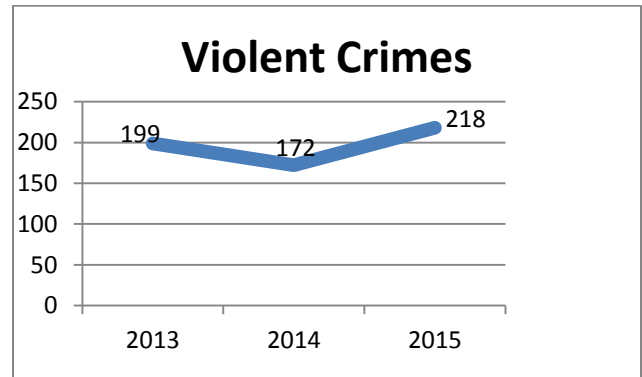
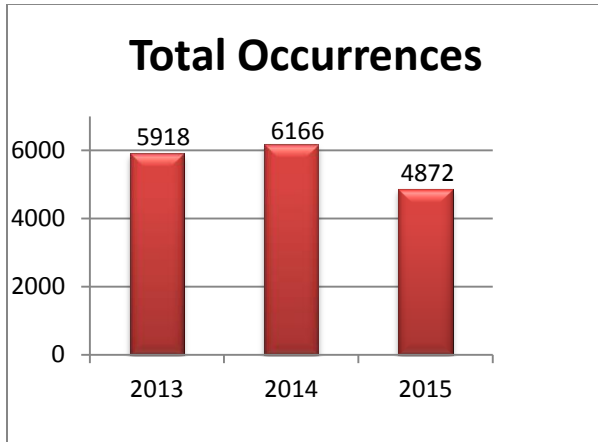
-  03 AT INTERSECTION
-  02 INTERSECTION RELATED
-  04 AT/NEAR PRIVATE DRIVE

CRIME STATISTICS

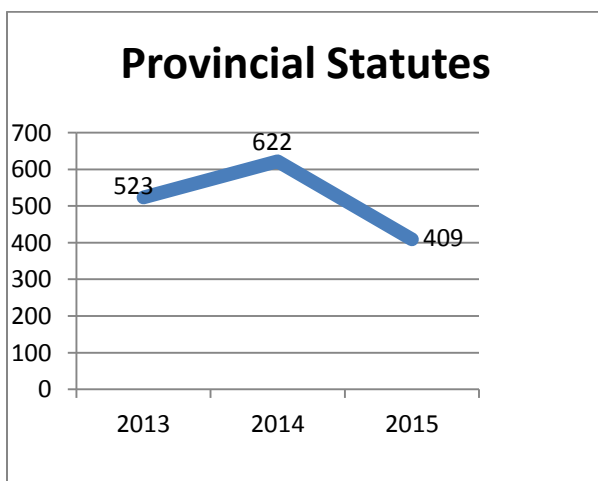
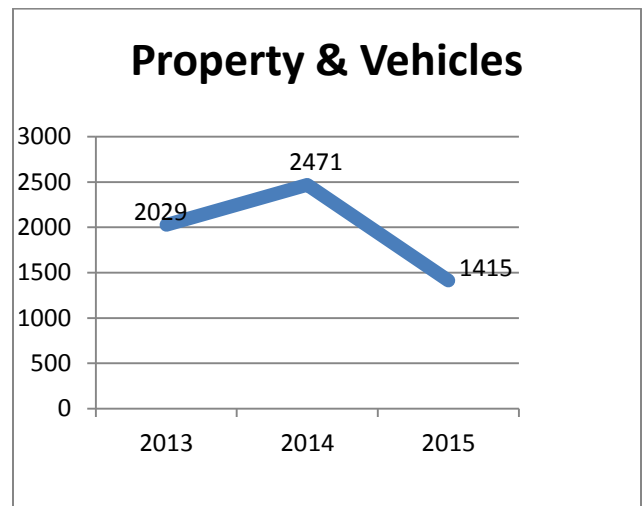
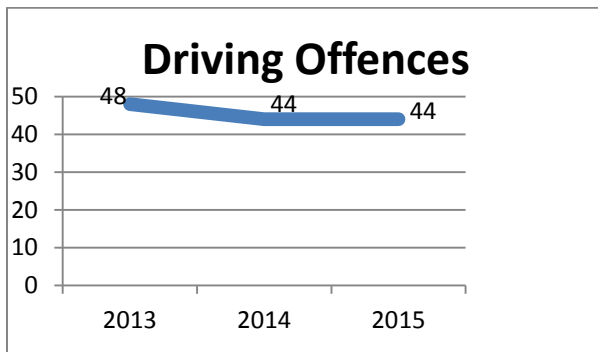
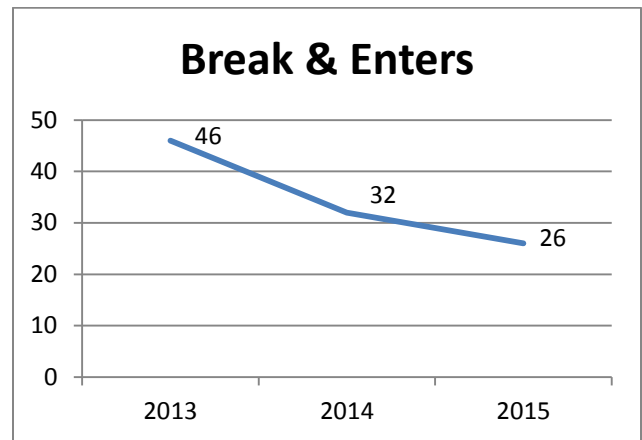
The following statistics are a comparison based on the number of occurrences for the years 2013, 2014 and 2015.



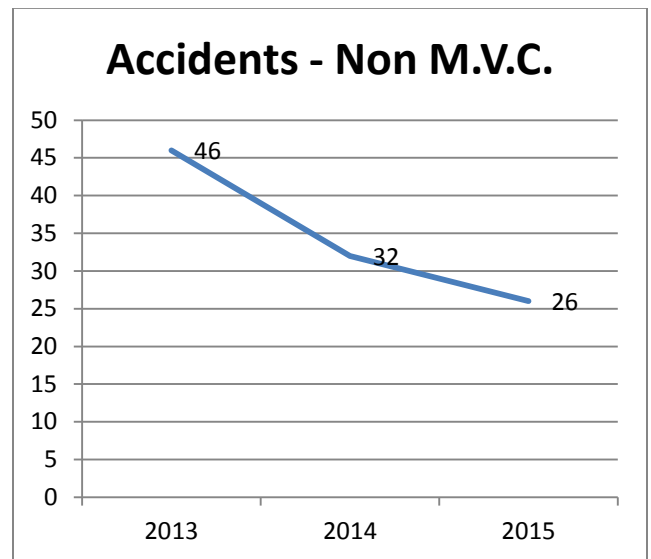
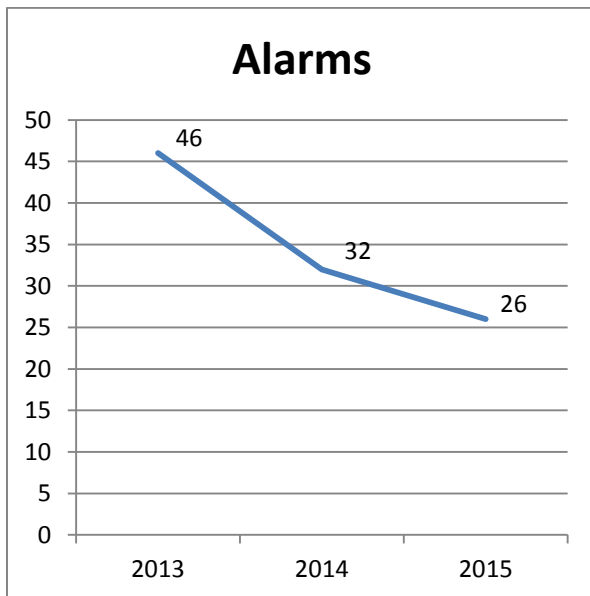
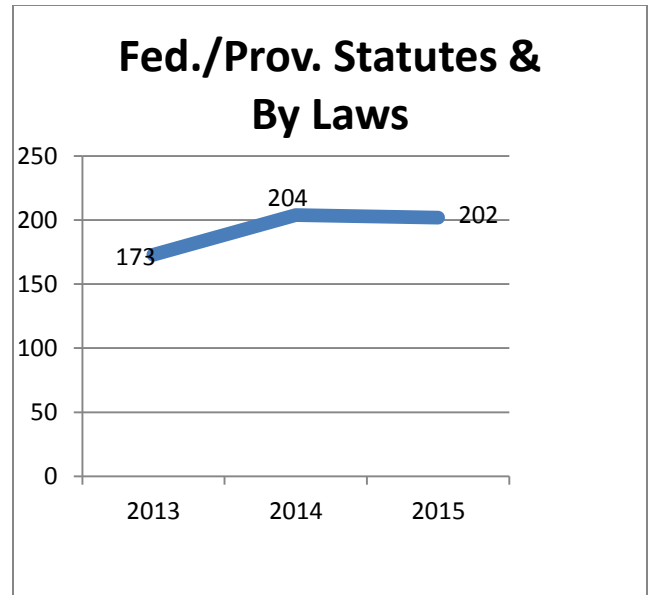
CRIME STATISTICS



The following statistical charts are based on a comparison of the yearly UCR Violation Groups for the years 2013, 2014 and 2015



CRIME STATISTICS



All statistics taken from Niche RMS
"Reports – Occurrence Stats" February 29, 2016

COURT SERVICES

In 2015 Court Services continued to prepare paperless E-Briefs in preparation for the roll out of the Ministry of the Attorney General’s new SCOPE Project which is in its early testing stages. SCOPE is an electronic exchange of information within the justice system and will become the communication of the future between all Police Services and their respective Crown Offices.

Court Services prepared Criminal Briefs for approximately 186 accused and their corresponding 548 charges which are down ever so slightly from 2014.

Special Constables’ duties have been expanded to include Live Scan Fingerprinting for both accused persons and for those civilians seeking pardons, waivers, immigration, adoptions, etc. Live scan fingerprinting is the process of capturing fingerprints electronically with our advanced live scan machine. With live scan fingerprinting, there is no ink or card. Fingerprints are “rolled” across a glass plate and scanned. It is faster, cleaner, and more accurate than the old ink and roll method.

Over at the Courthouse at 860 William Street, Special Constables ensure the safety and security of the judiciary and those persons taking part in or attending proceedings and provide assistance in many Courts including the Superior Court of Justice, Ontario Court of Justice, Small Claims Court, Family Court, etc. Special Constables also ensure the safety and security of those persons working at 860 William Street as well as members of the public. They were also responsible for some 908 prisoners that attended Court at 860 William Street in 2015.



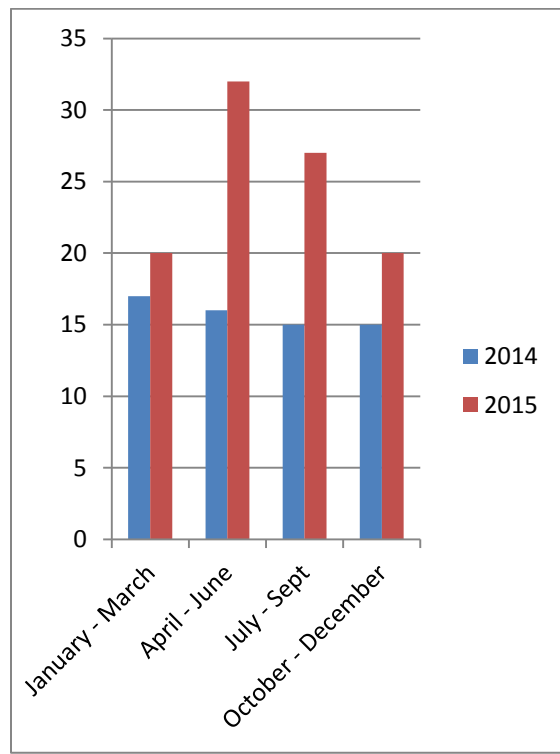
Court Services Statistics		
	2015	2014
Court Type	Number of Hours	Number of Hours
Bail Court	1340.07	1671
Blended Motions	94.5	142.75
Cell Block	2524.5	2295.25
Cell Monitors – CPS	790	646.5
Children’s Aid	154	149.5
Civil Court	250.5	111.75
Criminal Appeals	45.25	19
Criminal Courts	1382.25	1329.25
Family Court	584.75	483.75
Family Reform Court	81.5	106.5
On Call-Weekend	194	232.75
Provincial Offences Court	325	342
Rover – Assisting Other Courts	1666.65	1074.45
Rule 39	93.5	104
Small Claims Court	190.5	235.25
Superior Court Assessment/ Appeals	18.5	12
Superior Criminal Court	101.75	283
Training	422.75	194.75
Transportation	216.5	134.25
Trial Court	569.75	562.25
Weekend Bail Court (WASH)	100.25	38
Youth Court	141	120.5
TOTAL	11,580.42	10,288.45

DOMESTIC VIOLENCE STATISTICS 2015

Calls for Service for Domestic Violence were up marginally from 2014 to 2015.

The majority of these calls were the result of a verbal dispute as opposed to being physical in nature.

The Cobourg Police continue to work in partnership with the Northumberland Domestic Abuse Monitoring Committee and Cornerstone Family Violence Prevention Centre.



2015 Statistics	Reported	Male	Female
Total Domestic Violence Calls	99		
Total Charges Laid		11	4
Total Held for Bail		8	
Female Victim-Male Accused			11
Male Victim-Female Accused		5	
Same Sex-Males			
Same Sex-Females			
Previous DV Charges			
Children Present	1		
Offences			
Previous DV Charges	5		
Common Assault	15		
Assault With a Weapon or Causing Bodily Harm	3		
Breach of Recognizance	1		
Beach of Probation	5		
Mischief	3		
Forcible Confinement			
Uttering Threats	6		
Unlawfully in a Dwelling			
Assault With Intent to Resist	1		

DOMESTIC VIOLENCE STATISTICS 2015

The Cobourg Police Service in partnership with Cornerstone Family Violence Prevention Centre and the Ottawa Police Service organized a **“Safety for Women Workshop”**, which was open to members of the community to attend.

The workshop took place on Saturday the 30th day of May, 2015.

The course is designed to accommodate women ages 13 and up. Techniques were simple and easy to learn.

Led by Staff Sergeant Cori Slaughter of the Ottawa Police Service, attended by Constable MacDonald and Constable Gerasimow of the Cobourg Police Service, the workshop provided safety information to women to reduce the risk of victimization.

The course developed knowledge of personal safety while covering topics such as:

- Understanding assault, statistics, and the law;
- Familiarity with self-defense, weapons and the law;
- Unconventional weapons and techniques;
- Awareness of real attack situations;
- Safety in the car and home;
- Date rape and drug-facilitated sexual assault;
- Stalking.



CRIMINAL INVESTIGATIONS

The Criminal Investigation Bureau is tasked with investigating all major criminal events and crimes that are multi-jurisdictional or complex in nature. The Criminal Investigations Bureau works with criminal investigative agencies around the country and participates in joint investigations. During the 2015 Calendar year the Cobourg Police Service Criminal Investigation Bureau was staffed with three Detective Constables and one Detective Sergeant.

Sex Assault Investigations

30 Sexual Assault and offences, against the sexual integrity of a person, investigations were entered into during 2015. As a result:

- 15 Charges were laid
- 7 Cases were considered unfounded
- 3 Complainants declined to lay charges
- 3 Cases were deemed not prosecutable
- 2 Cases were cleared by discretion of Officers

Missing Persons

The Criminal Investigations Bureau followed up on 66 missing person investigations and to date there are no outstanding missing persons from 2015.

Warrants

The Criminal Investigation Bureau authored 28 Search Warrants under the Criminal code of Canada and other statutes in 2015.



Controlled Drug Seizures 2015

The Criminal Investigation Bureau executed 14 Controlled Drug and Substances Act Warrants in 2015 and the following controlled drugs were seized:

- Cocaine: 1832 grams
- Pills: 455 assorted
- Marihuana: 780 grams
- Fentanyl: 5 patches

Total street value of seized drugs was \$125,077.00

The Criminal Investigation Bureau entered into investigations where two stolen firearms were recovered.

CRIMINAL INVESTIGATIONS

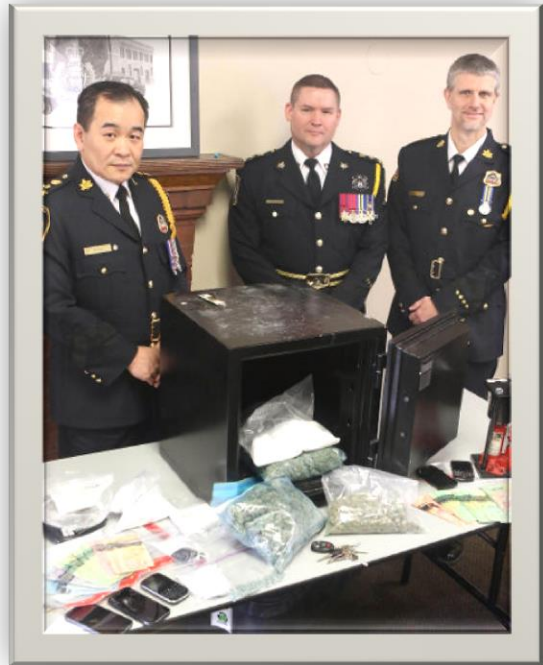
Joint Forces Operations

During 2015 the Criminal Investigations Bureau participated in joint forces operations with neighbouring police services to concentrate on mutual criminal elements. Highlights of the joint forces operations are as follows:

- Joint Forces Drug arrest initiated by Cobourg Police Service involving Port Hope Police Service, Peterborough Police Service and Durham Regional Police Service April 2015
- Arrest warrant initiative with the Ontario Provincial Police and the Port Hope Police Service during April 2015
- Project Keystorm with multiple Police Services province wide. Cobourg Police Service with the Port Hope Police Service executed a Controlled Drug and Substances Act warrant in Oshawa Ontario in April 2015
- Arrest with York Region Robbery unit for suspect wanted for bank robberies in June 2015
- Assist Port Hope Police Service in warrant execution and robbery arrest in July 2015

Investigations of Note

- Three death investigations ruled as not suspicious
- Mischief investigation regarding graffiti in the Town of Cobourg - 47 Criminal Charges
- Two fire investigations
- Liquor Licence Act enforcement in Cobourg Downtown core
- Break and Enter to a residence where undergarments were taken
- Arrest in Personation of a Police Officer investigation



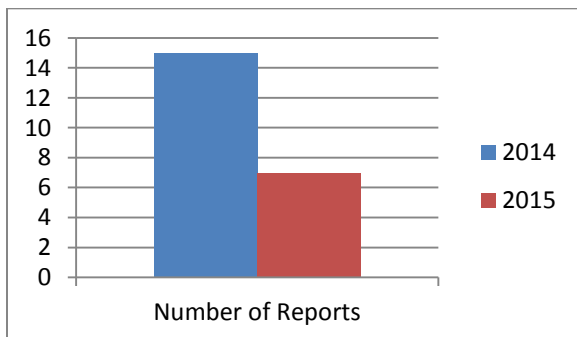
USE OF FORCE STATISTICS

Provincial Adequacy Standards requires the Chief of Police to report annually to the Police Services Board on the use of force by the members of their Service.

“Use of Force” reports are required to be submitted by every member of the Service who uses force in any one of the following situations:

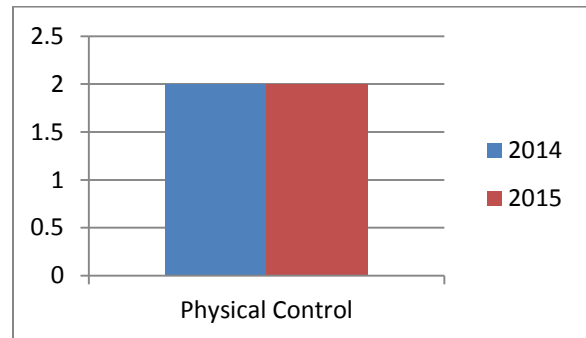
- Draws a handgun, or discharges a firearm in the presence of the public, while on or off duty.
- Points a firearm at a member of the public.
- Uses a weapon other than a firearm on another person.
- Uses physical force on another person that results in any injury requiring medical attention.
- Deploy the CEW (Conducted Energy Weapon) as a force presence, arched, laser pointed, press/drive stun mode, or discharged with probes.
- Discharges a firearm to destroy an animal that is potentially dangerous or so badly injured that humanity dictates it's suffering to be ended.

The total number of reports has decreased from 2014 to 2015.



Physical Control

Remains a viable option but proved ineffective resulting in a CEW being displayed as a “demonstrated force presence” to gain physical control in all incidents.



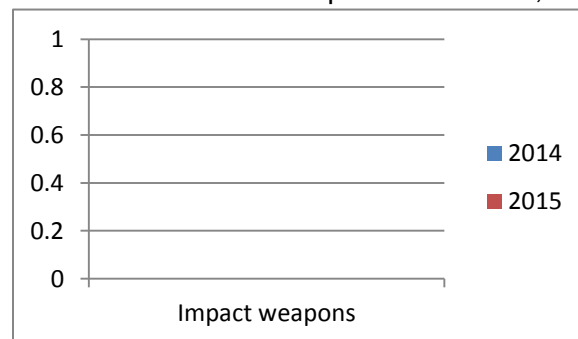
Aerosol Weapon (Pepper Spray)

Continues to have **no** reported incidents;



Use of Impact Weapons (batons)

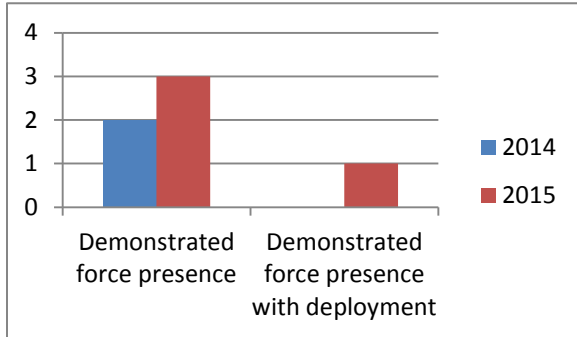
Continues to have **no** reported incidents;



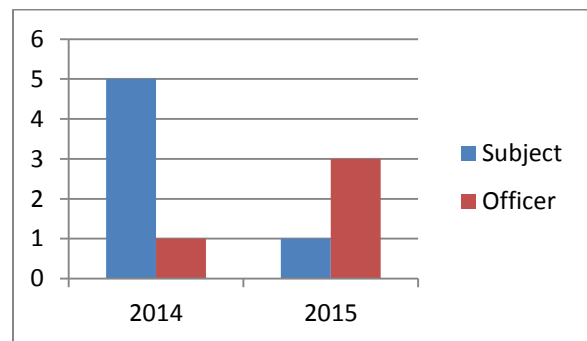
USE OF FORCE STATISTICS



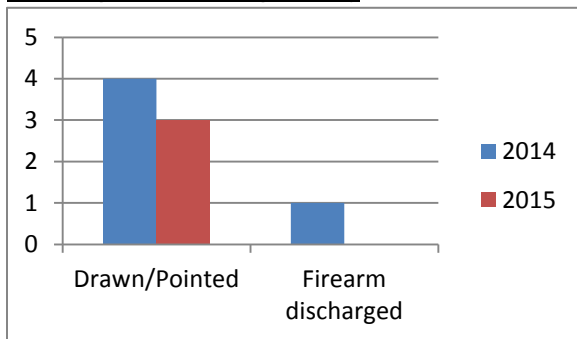
Conducted Energy Weapon (CEW)



Injuries Sustained by Subjects and Officers (only minor injuries sustained)



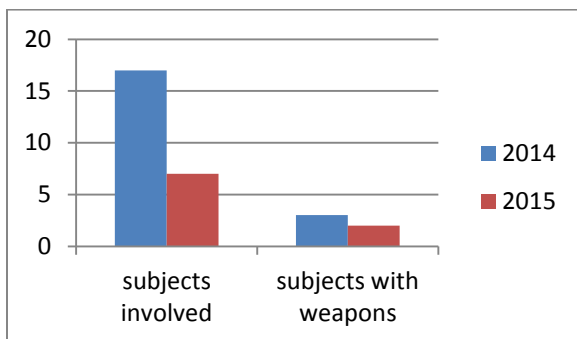
Lethal Force (Handgun drawn and/or pointed at a person)



The discharge of a Firearm in 2014 was to end the suffering of an injured animal.

In all reported cases of Use of Force, the reporting officer used tactical communications in an effort to reasonably resolve the situation.

Number of Subjects Involved In Use Of Force Incidents With Weapons



PUBLIC COMPLAINTS REPORT 2015

The members of the Cobourg Police Service are expected to serve the citizens of Cobourg and the community with courtesy and professionalism. The majority of our interactions with the community are generally positive in keeping with the core values of the Cobourg Police Service. Our core values are quite clear and simple as follows: accountability, cooperation, integrity, fairness, sensitivity and visibility.

We frequently receive feedback from the citizens we serve about the professional conduct of our officers. Unfortunately, we also realize that there are specific times when we may not provide the level of service that is expected and deserved. Accountability is the foundation upon which our police service stands. Officers face a litany of challenging, life threatening situations which are governed by multiple levels of oversight and legislative authority. During these times, members of the public may be unsure of the actions of a police officer, their authorities, or may disagree or be dissatisfied with the level of service provided by the police. All complaints from members of the public are taken seriously and investigated. We are committed to conducting all investigations with fairness and impartiality. Investigations are completed in a timely fashion with thoroughness and consistency.

The Police Services Act sets out the process that enables a member of the public to register a complaint about an officer's conduct, or the policies or services provided by a police service.

The Office of the Independent Police Review Director (OIPRD) is responsible for the administration, oversight and review of police complaints and complaint investigations in the Province of Ontario. The OIPRD is accountable to the Ontario Ministry of the Attorney General, but the Independent Police Review Director is responsible for the day to day decisions. The OIPRD is staffed by civilians who are not members of a police service. The OIPRD is an arms-length agency whose decisions provide an objective and impartial office to accept, process and oversee the investigation of public complaints against

the police. They operate independently from the government, courts or police.

In some cases the OIPRD will conduct an investigation into a public complaint, but in the vast majority of cases, the OIPRD will order an investigation be conducted by the police service which is the subject of the complaint. The OIPRD also has the authority to classify complaints as frivolous, vexatious, or without substance to warrant an investigation.

The Cobourg Police Service is committed to professionalism and accountability. We welcome the civilian oversight of the OIPRD. Additional information on the OIPRD can be located at <https://www.oiprd.on.ca/cms/>.

The low number of complaints reflects favorably on the training provided to the Cobourg Police Service and the consistent professionalism demonstrated during the policing of our community.



PUBLIC COMPLAINTS REPORT 2015

	Complaint #	# of Officers	Type of Complaint
January	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition:			
February	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition:			
March	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition:			
April	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition:			
May	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition:			
June	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition			
July	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition			
August	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition:			
September	1	1	<input checked="" type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition: Unsubstantiated (February, 2016)			
October	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition			
November	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition			
December	0	0	<input type="checkbox"/> Conduct <input type="checkbox"/> Service/Policy
Status/Disposition			

Chief's Report on Disclosure and
Decisions made under Section 49
(Secondary Activities)

No disclosure or decisions
to report as of
December 31, 2015.

STRATEGIC PRIORITIES 2015-2017

REPORT CARD (2015)

The following is the annual report card for the Cobourg Police Service Strategic Business plan. This is year one of the Plan, and to date many accomplishments have been achieved collectively by all staff and volunteers of the Cobourg Police Service. Equally, there have been new areas that members have become involved that are not listed. That is expected with a living document such as this was designed.

The “report card” is anticipated to demonstrate what has happened only in 2015. Some people may be aware of other outcomes; however, this is focused on 2015 only. Some elements are still ongoing, some are no longer relevant and others have yet to be addressed. This visual assists the Service to re-focus where required.

Any goal or outcome **flagged in red** has been determined not to be relevant any longer. In many cases a significant change in structure deems something irrelevant.

Any goal or outcome **flagged in green** has been determined to be in progress, but not yet completed.

Any goal or outcome **flagged in blue** has been determined to be completed.

Any goal or outcome **flagged and highlighted in yellow** has not yet been addressed.

NEIGHBOURHOOD POLICING

Neighbourhood policing is the heart of our Service. It is critical that we maintain a strong and visible presence in our vibrant and unique community. Improved visibility of our front line officers in all neighbourhoods will assist us in meeting our mission, vision and values. Recognizing Cobourg’s unique changing demographics requires dynamic police response to effectively provide a high level of community safety.

a. Primary Response

Goal	Implement a revised deployment model to enhance service to the community.
Measures	<p>Implementation of a call priority system.</p> <p>Response time study completed in support of call priority system project.</p> <p>Review, call assignment process to streamline which and/or how calls should be redirected to the Criminal Investigations Branch.</p> <p>Conduct calls for service analysis. Analysis will support when increased staffing levels are required.</p> <p>Deliver quarterly platoon initiatives to address enforcement issues and proactive policing issues.</p>
Timeline	18 months

Outcomes

At the end of 2015, the Cobourg Police Service disbanded the Communication Centre, and outsourced this function to the Owen Sound Police Service. This contracted service has set parameters for dispatch priorities, call processing and dispatch. Although these are generally standard, there are established best practices. As such there is no longer a call priority system required.

A new Duty Officer on call process was developed to assist in the supervision of staff, calls for service and major events. By notifying the Duty Officer, a determination can be made on and the urgency of the investigation, amount of staff required and ultimately who is responsible. Work has yet to be done to address the lower priority call assignment to the Criminal Investigations Branch. Each Quarter in 2015 saw different initiatives created. These included mostly traffic initiatives including Distracted Driving, seatbelts, speeding in school zones, etc. Additionally there was the “SMILE” campaign launched rewarding young riders with a coupon at a local restaurant for doing the right things. Also, there was a new literacy program launched at the Library where officers would attend and read to the kids attending for different programs. Finally, the summer saw a variety of bike safety presentations made and mini-bike rodeos. This will continue to develop during the life of this plan.

Primary Response Continued

Goal	Enhance usage of crime analytics to support front line staff.
Measures	<p>Review options for new crime analytics processes.</p> <p>Formalize a crime analytics process for the Cobourg Police Service incorporating Collision Reporting and Occurrence Management System (CROMS).</p> <p>Ensure crime analysis results are shared with staff to ensure intelligence led enforcement is continued.</p> <p>Reduce repetitive calls for service through crime analysis, community engagement and effective problem solving.</p>
Timeline	18 months

Outcomes

To date little has been accomplished with incorporating crime analytics into the everyday work of the officers. Commencing in the second quarter, collision data was being shared with the officers and the public. Increased awareness for the officers assists them in selective traffic enforcement aimed at reducing collisions. Making the public aware of this information through the website and press releases identifies areas of concern to encourage safer driving habits. More work at developing coordinated response is to come.

Primary Response Continued

Goal	Increase police visibility downtown and on the waterfront.
Measures	<p>Implementation of a specialized team to address high volume tourist time.</p> <p>Daily foot patrols in the downtown core will be responsive to the needs of the residents and merchants in this area.</p> <p>Increase the compliment and use of the Service's bikes, Segway's, ATV and motorcycle to increase community engagement.</p> <p>Increased community contacts.</p> <p>Service membership on DBIA.</p>
Timeline	Annually

Outcomes

The pilot project for the Community Mobilization Unit in 2015 was a major success. This was a 5 person unit dedicated to this goal. The CMU was launched in late May and continues throughout the year. The unit participated in every event in the Town of Cobourg providing a police presence ensuring safety and connecting with residents and visitors alike. After the summer months, the unit reduced in size to its current two person capacity. The CMU is very active in the schools, community events, directed patrol in problem areas and general patrol. The CMU will be increased to a four person unit again in June 2016. At this point, the Service has not yet sought a permanent position on the DBIA, but is in regular contact with those stakeholders. Daily foot patrols continue year round. Over 2015 it was discovered that there were peak periods that officers should be present to provide a sense of security for business owners opening and closing their stores, and during the lunch hours. As the Service has a downtown location, officers also participated in all DBIA events including the parades, Easter egg hunt and Halloween, just to name a few.

Officers on patrol are assigned foot patrol assignments daily.

Primary Response Continued

Goal	Enhancing our response to Mental Health issues.
Measures	<p>Service members receive regular training in the systems of mental health.</p> <p>Identifying officer(s) to act as mental health liaison officer(s) for the Service.</p> <p>Enhance working relationship with the various action committees focusing on mental health issues in our community.</p> <p>Regularly consulting with assigned Crown Attorney in the Mental Health Diversion Court.</p> <p>Review current process of mental health act apprehensions to reduce officer's time spent in emergency rooms.</p>
Timeline	18 months

Outcomes

The issue of enhancing the Service's response to issue of Mental Health in our community is larger than one would express, and it also crosses over into mental health of our staff as well. The Service has four trained Mental Health Response Officers (MHRO) that receive increased training in effectively managing mental health concerns on calls for service. The Court Services section continues to partner with the Crown Attorney's office in relation to cases that are applicable for diversion programs.

Goal	Develop a Vulnerable Persons Registry.
Measures	<p>Using Niche RMS technology people can be voluntarily flagged to assist police in providing the best response possible.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Wandering Persons <input type="checkbox"/> Autism Registry <input type="checkbox"/> Hard of Hearing/Hearing Impaired <input type="checkbox"/> Visually Impaired <input type="checkbox"/> Developmentally/Physically Challenged
Timeline	Annually

Outcomes

Discussion has commenced about the design of this Registry.

NEIGHBOURHOOD POLICING

b. Community Based Crime Prevention & Community Mobilization

Goal	Develop and execute the Community Mobilization Unit (CMU).
Measures	Create job descriptions for Unit Sergeant and other Constables. Create a detailed mandate for the Unit focusing on mobilizing the community to increase community safety. Ensure all members partner with the CMU to meet its mandate.
Timeline	Annually

Outcomes

The pilot project for the Community Mobilization Unit in 2015 was a major success. This was a 5 person unit dedicated to this goal. The CMU was launched in late May and continues throughout the year. The unit participated in every event in the Town of Cobourg providing a police presence ensuring safety and connecting with residents and visitors alike. After the summer months, the unit reduced in size to its current two person capacity. The CMU is very active in the schools, community events, directed patrol in problem areas and general patrol. The CMU will be increased to a four person unit again in June 2016. At this point, the Service has not yet sought a permanent position on the DBIA, but is in regular contact with those stakeholders. Daily foot patrols continue year round. Over 2015 it was discovered that there were peak periods that officers should be present to provide a sense of security for business owners opening and closing their stores, and during the lunch hours. As the Service has a downtown location, officers also participated in all DBIA events including the parades, Easter egg hunt and Halloween, just to name a few.

Community Based Crime Prevention & Community Mobilization Continued

Goal	Enhance community partnerships.
Measures	<p>Increase the Cobourg Police Service exposure and image with all community agencies.</p> <p>Research and implement effective crime prevention programs that will assist the residents and businesses of Cobourg to reduce crime and victimization.</p> <p>These may include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Home and Business Security Audits (Crime Prevention Through Environmental Design (CPTED)) <input type="checkbox"/> Bicycle Rodeo <input type="checkbox"/> Ident-A-Kid <input type="checkbox"/> Neighbourhood Watch
Timeline	18 months

Outcomes

Enhancing community partnerships can arguably be the main focus of the changing culture of the Police Service. Community partnerships continue to be developed and are reflected in the annual report including several different agencies. Some of the noticeably new connections include the Northumberland County Affordable Housing Committee, the YMCA and Northumberland Safer Communities to name a few. The first annual Cobourg Police Bike Rodeo was held in conjunction with Cycle Works in their parking lot. A variety of bikes were donated to offer as prizes to children that attended the rodeo. Further, Platoons were involved in smaller bike rodeos at select elementary schools during the school day. The Cobourg Police Service Volunteers continued to be active in a variety of tasking’s including the Ident-A-Kid program.

Community Based Crime Prevention & Community Mobilization Continued

Goal	Enhance the Youth In Policing Initiative Program (YIPI).
Measures	<p>Increased government funding.</p> <p>Review current duties of the YIPI's to ensure maximum use.</p> <p>Develop Youth Team Leader role for the YIPI's from summer student program.</p> <p>Increase Town usage of youth involved in YIPI Program as Town Ambassadors.</p>
Timeline	Annually

Outcomes

The YIPI program continues to be very active in Cobourg in a variety of roles including assisting other volunteer agencies in meeting their objectives. During the summer the students joined others in Kingston to assist them in developing their program.

Community Based Crime Prevention & Community Mobilization Continued

Goal	Revitalize the Volunteer Program at the Cobourg Police Service.
Measures	<p>Explore other police volunteer groups seeking best practices.</p> <p>Development of job descriptions for various key roles with the volunteer program.</p> <p>Explore expansion of the Auxiliary Program as a sub-set to the Volunteer Program.</p> <p>Rebrand the Volunteer group recognizing their essential role to the overall organization.</p> <p>Develop annual calendar to identify key dates for planning purposes.</p> <p>Enhance communication processes through regular meetings, website specific to the volunteer group, and quarterly activity reports.</p>
Timeline	Annually

Outcomes

The Cobourg Police Volunteers are re-establishing themselves as integral members of the Service. With the addition of their, own vehicle, the visibility of the program has increased. The Volunteer group re-established their presence on the beach with the trailer, and being involved with the Community Mobilization Unit. At every event that the CMU was involved, the volunteers were not far behind. In addition, the volunteers maintain their ever present support at the front counter of the Police Service. A new Volunteer Coordinator position was created to help manage the schedules, interview new volunteers and be a liaison between the group, Senior Management and the Service. This role has been crucial in keeping the communication lines open and ensuring the volunteers are connected to the Service and the Community.

Community Based Crime Prevention & Community Mobilization Continued

Goal	Work with community business partners to address issues of crime and social disorder.
Measures	<p>Become a member of the Chamber of Commerce.</p> <p>Develop new partnerships with businesses in the areas of crime prevention.</p> <p>Investigate and develop a notification system for crimes targeted at local businesses (i.e. counterfeit, theft rings, and frauds).</p> <p>Work with appropriate businesses to determine the best method(s) of engagement and topics to address.</p>
Timeline	Annually

Outcomes

Although we regularly work with businesses in relation to specific concerns, this area of partnerships is not yet developed.

Community Based Crime Prevention & Community Mobilization Continued

Goal	Work with social agencies to address issues of crime and social disorder.
Measures	<p>Initiate a mentorship program with members of CPS with Rebound, Big Brother/Big Sister, Kinark and school breakfast programs.</p> <p>Seek opportunities to partner with various agencies aimed at reducing repeat calls for service and time spent on calls for service.</p> <p>Reduce repeat calls for service for issues of social disorder through new partnerships. Employ strategies of crime prevention through social design.</p>
Timeline	Annually

Outcomes

The Cobourg Police Service continues to partner with agencies aimed at reducing crime and the broader impact of crime. The regular attendance at all breakfast clubs at all elementary schools by patrol officers has achieved the desired effect. At first there was certain hesitancy on behalf of the officers and the students. After one year, the feedback from school officials, students, parents and the officers has been overwhelming. The best way to summarize this is an unsolicited comment from a parent, “at first it was why the police are always here, to now hurry up Mom, I don’t want to miss the police at the breakfast club”. At the end of the year, the Cobourg Police Service made attendance at the County Situational Table a mandatory function. This hub model brings together all police agencies and social agencies to address issues of mutual concern. The goal here is to reduce repetitive calls for service and ensure the appropriate agency is taking the lead on resolving the issue, which in many circumstances is not a police issue. Finally, regular membership on the Northumberland Affordable Housing Committee has brought in many other community agencies aimed at resolving a key issue of homelessness.

Community Based Crime Prevention & Community Mobilization Continued

Goal	Enhance our community based crime prevention initiatives within the schools.
Measures	<p>Assign one member per platoon as primary school response officer.</p> <p>Information shared amongst officer through quarterly reports to Service outlining criminal and non-criminal issues in the schools.</p> <p>Members participate in school programming (literacy, breakfast clubs, fun fairs, school tours, school presentations).</p> <p>Deliver community safety village programming to schools.</p> <p>Increase presence in the school noticed through specific surveys.</p>
Timeline	Annually

Outcomes

The police presence in all schools has greatly increased in the past year. As already described, the Breakfast Club program has been very successful. Each platoon has an identified School Response Officer that will assist with any non-priority calls for service. This works in conjunction with members of the CMU who are in the high schools daily. Both High Schools have provided office space for the officers to use while in the school. Members of platoons have held mini bike rodeos at schools during the school day to increase the awareness of safe biking.

NEIGHBOURHOOD POLICING

c. Retirement Community

Goal	Enhance the pro-active policing response to the needs of the retirement community.
Measures	<p>Hold regular meetings to determine and assess needs.</p> <p>Participate in the annual “Senior’s Fair” supported by local business, volunteer and social agencies.</p> <p>Increase number of presentations covering off topics of frauds and elder abuse.</p> <p>Officers make regular visits to Senior’s residences.</p>
Timeline	Annually
Goal	Enhance the police response to seniors in need.
Measures	<p>Partner with neighbouring police services to have a coordinated response to issues of elder abuse (72 Hour Stop Over Program, PEAN).</p> <p>Partner with Alzheimer Society to address needs of people suffering dementia and other related medical issues.</p> <p>Explore the need for a dedicated elder abuse investigator for the Police Service.</p>
Timeline	Annually
Goal	Partner with the Town of Cobourg to receive the provincial designation of an “Age Friendly Community”.
Measures	<p>Ensure that the requirements under the category of “Safety & Security” are met.</p> <p>Assist with grant application(s).</p> <p>Facilitate focus groups aimed at achieving the necessary information to receive the designation</p>
Timeline	Annually

Outcomes

This area of our business plan to date has been more reactive than proactive. Officers have made presentations when requested to do so, and there are infrequent visits at the senior’s homes.

CRIMINAL INVESTIGATIONS

Consistent with community expectations and the values of the CPS, we aim to deliver investigative excellence to enhance the quality of life for all citizens through ongoing member development, innovative investigative techniques and enhanced community partnerships

a. Violent Crime

Goal	<p>Consistent with community expectations and the vision, mission and values of the CPS, we aim to deliver investigative excellence to enhance the quality of life for all citizens through ongoing member development, innovative investigative techniques and enhanced community partnerships.</p>
Measures	<p>Improve our technological capacity and ability for surveillance support in property crime investigation.</p> <p>Utilize an integrated approach to investigate incidents of violent crime. This includes enhanced partnerships with local police partners, Service representation on provincial committees such as:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ontario Homicide Investigators Association (OHIA) <input type="checkbox"/> Criminal Intelligence Service Ontario (CISO) <input type="checkbox"/> Robbery <input type="checkbox"/> Major Case Management (MCM), and <p>Pursue ongoing opportunities for job shadowing with other Services.</p> <p>Improved communication between Service crime analytics and the entire Service.</p> <p>Enhanced internal communication with respect to criminals and criminal activity for a more intelligence led approach.</p> <p>Advocate for stricter bail conditions to better monitor prolific offenders.</p> <p>Enhance prolific violent crime offender management. This includes partnering with the provincial High Risk Offender Enforcement Unit, enhancing relationships with federal parole offices and provincial probation offices in relation to high risk offenders and sharing details with the Service.</p> <p>Prioritizing and coordinating warrant and bail enforcement activities with a focus on violent offenders.</p> <p>Increase clearance rates for all violent crimes.</p> <p>Violent crime rate decreases.</p>

Goal	Enhanced community partnerships will provide safer environments to vulnerable sectors of our community with a focus on children and seniors.
Measures	<p>Early intervention, education and referral through risk factor identification. In order to accomplish this, officers are educated on the risk factors by local support agencies.</p> <p>Foster current and create new partnerships with community agencies aimed at providing safer environments for children and seniors.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Highland Shores Children’s Aid Society <input type="checkbox"/> Five Counties Children’s Centre <input type="checkbox"/> Kinark <input type="checkbox"/> Cornerstone Family Violence Treatment Centre <input type="checkbox"/> Rebound Child & Youth Services <input type="checkbox"/> Community Care - Northumberland <p>Increase in number of presentations delivered and presentations received.</p> <p>Enhance the information provided to Victim Services to allow effective follow up calls to be conducted.</p>
Timeline	18 months
Goal	Prevent sexual assault victimization.
Measures	<p>Enhance partnerships through education and outreach programs.</p> <p>Ensure best practices are employed in handling cases involving children including joint investigations with the Children’s Aid Society. Joint training initiatives and quarterly meetings involving all involved staff to ensure a collaborative approach to investigations.</p> <p>Review process for monitoring sex offenders to ensure best practices including compliance checks.</p> <p>Satisfaction in investigations and post-crime communication increase. This is tracked through feedback from victim support agencies and victims themselves.</p> <p>Research and implement a wellness program for investigators.</p>
Timeline	18 months

Goal	To develop in-house expertise to investigate internet related crime.
Measures	<p>Explore the possibility of expanding the technical ability to fully investigate child luring, child pornography and other associated cases.</p> <p>Develop business case to present for budget consideration. Research possible Provincial grants to help offset costs. If moved forward, join the Provincial Strategy as a Member partner and conduct regional sweeps with neighbouring Police services.</p>
Timeline	18 months
Goal	Ensure missing person investigations are handled in a timely and efficient manner.
Measures	<p>Review current procedure and practices to ensure compliance with Ministry standards.</p> <p>Make necessary changes to practice to ensure complete investigations are completed and repeat missing persons are identified</p> <p>Work with local agencies to settle root causes of habitual runaways to reduce the frequency.</p>
Timeline	18 months

Outcomes

The Criminal Investigation Unit remains very busy focusing on reported crime as well as self-initiated response to drug issues in the community. As has been highlighted, we have re-established many Provincial partners that are of assistance in addressing crime in our community and surrounding municipalities. The area of crime analytics is to be developed moving forward in the term of this plan. In relation to crime rates, this will be more effectively tracked moving forward in the plan. As reported in the annual report, violent crime reported actually increased from 199 incidents to 218 incidents. Clearance rate measurement as an assessment tool is new to the Service and will be measured per quarter moving forward.

Criminal Investigations

b. Property Crime

Goal	Enhance property crime investigative ability.
Measures	<p>Improve our technological capacity and ability for surveillance support in property crime investigations.</p> <p>Keep staff deployment strategies flexible and proactive to address instances of increased events of property crime.</p> <p>Address issues of graffiti with external partners to denote trends and causes.</p> <p>Increase number of in-custody interviews to develop informants and enhance strategies to support intelligence led approach.</p> <p>Advocate for stricter bail conditions to better monitor prolific offenders.</p> <p>Enhance police partnerships to facilitate crime investigations that affect the greater area.</p> <p>Developing effective access to pawn shops/second hand shops through review and adherence to the current pawn shop by-law.</p> <p>Improved communication between Service crime analytics and the entire Service.</p> <p>Increase clearance rates for all property crimes.</p>
Timeline	18 months

Goal	Enhance community relationships specific to financial crime/fraud.
Measures	<p>Develop new partnerships with financial institutions to reduce future victims.</p> <p>Encourage quicker reporting of incidents of fraud to reduce the impact of victimization.</p> <p>Work with the retirement community to increase awareness of frauds and other related activities.</p> <p>Investigate and develop a “quick notification” system to notify the community of current scams occurring in the area.</p>
Timeline	Annually
Goal	To ensure that victims of property crime receive the proper assistance they require.
Measures	<p>Enhance the information provided to Victim Services to allow effective follow up calls to be conducted.</p> <p>Victim impact statements received from victims of more serious events.</p> <p>Investigate and initiate an effective home/business security assessment program based on CPTED principles.</p> <p>Offer home/business security assessments to all victims of property crime based on CPTED principles.</p> <p>Satisfaction in investigations and post-crime communication increase. This is tracked through community surveys directed at effected people.</p>
Timeline	18 months

Outcomes

The Criminal Investigation Unit remains very busy focusing on reported crime as well as self-initiated response to drug issues in the community. As has been highlighted, we have re-established many Provincial partners that are of assistance in addressing crime in our community and surrounding municipalities. The area of crime analytics is to be developed moving forward in the term of this plan. In relation to crime rates, this will be more effectively tracked moving forward in the plan. As reported in the annual report, violent crime reported actually increased from 199 incidents to 218 incidents. Clearance rate measurement as an assessment tool is new to the Service and will be measured per quarter moving forward.

Criminal Investigations

c. Drugs

Goal	Enhance the drug enforcement capacity of the Cobourg Police Service.
Measures	<p>Identify a member to be the lead on drug and intelligence investigations.</p> <p>Identify a training path for current and future officers to be effective in drug investigations</p> <p>Identify and obtain equipment and resources required to effectively investigate drug and intelligence based investigations.</p>
Timeline	18 months
Goal	Work with partners to address drug activity proactively and through investigations.
Measures	<p>Increase the Services capacity to conduct joint force operations to stem the flow of drugs into Cobourg.</p> <p>Front line officers trained on the Highway Interdiction Course.</p> <p>Increased school based enforcement within and near community schools (Uniform and Plain Clothes).</p> <p>Increase the flow of crime analytics to produce more effective intelligence led approaches to drug crime.</p>
Timeline	18 months

Goal	Enhance drug and drug crime awareness within the community.
Measures	<p>Increased drug presentations to all ages.</p> <p>Engage partnerships to combat drug crime, i.e. Patch for Patch Program.</p> <p>Increased specific presentations to youths involved in athletics, i.e. Performance enhancing drugs.</p> <p>Initiate community mobilization program(s) with community stakeholders to address specific drug issues.</p>
Timeline	18 months

Outcomes

2015 was one of the most active years in history for the Cobourg Police Service in relation to drug enforcements. As reported in the annual report, several high profile arrests were made resulting in thousands of dollars in illegal drugs seized as well as other recovered stolen property and weapons. Increased partnership with neighbouring police services as well has increased the ability of the unit to conduct more advanced investigations. Training was completed for officers both in the unit as well as beginning the succession planning process. Moreover, members of the uniform division were afforded job shadowing opportunities with the Durham Regional Police Street Crime Unit and the Human Trafficking unit. For the first and second quarters an officer from uniform worked in a skills augmentation opportunity advancing their skills and experience in these types of investigations.

Criminal Investigations

d. Youth Crime

Goal	To prevent youth crime through education and relationship building.
Measures	<p>Broadening our intelligence led response to youth crime by utilizing crime analysis to direct response.</p> <p>Increased referrals to Rebound Youth Services for youth involved in criminal activity.</p> <p>Identify and enhance community partner organizations involved in youth education.</p> <p>Deliver and track youth educational programs.</p> <p>Work with community partners to broaden the interventions available to youth involved in crime. (Rebound, Youth Council, Community Threat Assessment Model)</p> <p>Crimes committed by young person's decreases.</p>
Timeline	18 months

Outcomes

We continue to look for new and innovative ways to engage the youth of our community. We continue to refer cases eligible for diversion to Rebound Child and Youth Services of Northumberland and support other cases that are referred via the court system. We have continued to train officers in the Community Threat Assessment Tool that works in collaboration with the schools to assist youth crisis, be it criminal or non-criminal. Officers from the CMU and the assigned officers from patrol will attend meetings to discuss specific cases on as needed basis. A Provincial grant in relation to literacy was applied for in relation to literacy. This grant was not approved; however, we continue to explore opportunities to fund the proposal in other ways.

ROAD SAFETY

Road safety including speeding cars, aggressive driving, drinking and driving and motor vehicle collisions was identified as the most important concern to citizens for the Town of Cobourg. It is the objective of the Cobourg Police Service with its community partners to make our community roadways as safe as possible through enforcement and educational programs.

Goal	Explore and initiate a Selective Traffic Enforcement Program (STEP)
Measures	<p>Review of best practices for STEP Program.</p> <p>Program is launched.</p> <p>Track enforcement activities in selected areas.</p>
Timeline	18 months
Goal	Explore the creation of an effective road safety warning system (equipment warning, rules of the road warning, document warning).
Measures	<p>Review of best practices of road safety warning systems.</p> <p>Develop and implement a road safety warning system.</p> <p>Track the number of warnings and increase compliance.</p>
Timeline	Annually
Goal	Enhance intelligence led policing models in road safety initiatives, i.e. Vehicle Inspections, Reduce Impaired Driving Everywhere (RIDE), and Directed Enforcement.
Measures	<p>Decreased MVC's in identified areas.</p> <p>Track tickets issued in problem areas.</p> <p>Increase compliance where determined essential.</p>
Timeline	Annually

Road Safety Continued

Goal	Explore and create an annual youth bike rodeo.
Measures	<p>Seek out best practices for community bike rodeos.</p> <p>Seek community partners to assist in the delivery of a rodeo.</p> <p>Launch of an annual bike rodeo.</p>
Timeline	Annually

Goal	Develop effective interactive presentations to enhance road safety for all ages.
Measures	<p>Deliver car seat clinics.</p> <p>Deliver winter driving clinics.</p> <p>Deliver new driver programs.</p> <p>Deliver Impaired Driving Programs</p> <ul style="list-style-type: none"> <input type="checkbox"/> Mothers Against Drunk Driving (MADD) <input type="checkbox"/> Students Against Impaired Driving (SAID)
Timeline	Annually

Goal	Develop community partnerships aimed at increasing road safety.
Measures	<p>Explore creation of a technical committee to review traffic matters. This committee will be comprised of police, town engineering, town public works and others.</p> <p>Work with existing partners (i.e. Ministry of Environment, Ministry of Transportation, and neighbouring Police Services to address issues of common concern.</p>
Timeline	Annually

Road Safety Continued

Outcomes

The first year of the Business Plan has seen great strides in increased road safety. Although the STEP program was not launched in 2015, several different directed patrols were initiated to address concerns raised by members of the community. Officers focused attention on seat belt infractions, distracted driving, speeding in school zones, loud vehicles, unsafe motor vehicles and intersection related offences. The fourth quarter was the first time in Cobourg that enforcement activities were focused in areas of high collisions. These directed patrols were identified to the public through media releases and the follow up release revealed any charges and warnings. The Cobourg Police Service had an existing “warning system” in place that was modified. The goal of this is to provide a member or the community some extra time to remedy an equipment issue, an expired license plate, etc. A ticket was issued; however, if the person demonstrated that they had fixed the issue the ticket would be voided. This system addresses the need for compliance without unnecessary charges. This achieves in part our attention to road safety. Not only was the Annual Bike Rodeo established for the Town of Cobourg, several “mini-rodeos” were held at a couple of schools. This was an excellent partnership with Cycle Transitions and several local businesses assisted with the donations of bikes, helmets and other prizes for the participants. Officers in the CMU were trained in the creation of the course and the assessment of young riders. Performance expectations were instituted for all officers in relation to traffic enforcement. Road Safety is a concern for everyone in the community, and as such it is a principal function of all patrol officers to spend some of each shift enforcing a variety of occurrences. Directed enforcement activities were chosen in areas of concern, or to mirror Provincial campaigns. Coupling the warning system with actual charges, every officer was engaged in ensuring safer roads in Cobourg.

VICTIMS ASSISTANCE

The Cobourg Police Service is committed to serving all victims of crime in a collaborative and respectful manner. We advocate for the continuation of locally delivered models for victim services.

Goal	To continue to ensure victims are provided with the resources and support to assist with long term healing and to prevent victimization.
Measures	<p>Provide and track referrals to external agencies.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Victim Crisis Assistance & Referral Service (VCARS) <input type="checkbox"/> Victim/Witness Assistance Program (VWAP) <input type="checkbox"/> Cornerstone. <p>Provide relevant and appropriate materials to victims of crime.</p> <p>Ensure every criminal investigation is always a victim centered approach.</p> <p>Partner with Crown Attorney’s Office and VWAP to ensure victims are continually updated on any charges before the courts.</p>
Timeline	Annually

Outcomes

In 2015 a renewed partnership with Victim Services (VCARS) was formed. Each week a selected list of calls for service are forwarded to VCARS as referrals. The staff and volunteers of VCARS in turn call each victim to offer assistance and referrals to supporting agencies. Although many officers are aware of these support mechanisms, ensuring that everyone is afforded the same support is not easy. By creating a list weekly, we ensure that ALL victims are contacted by the right people and any after care is made available. Also, the Cobourg Police Service purchased and donated two high risk alarms to be used in cases of high risk repeat victimization. This silent alarm allows a victim of a crime to move about the community with the knowledge that if the offender ever comes close, through GPS technology, police are immediately notified. “Eyes On” is a program utilized in other jurisdictions to ensure victim safety.

OUR PEOPLE

The Cobourg Police Service recognizes that our people are our most essential resource, and that, our continued organizational success depends on their health, well-being, and engagement.

Goal	Develop a coordinate approach to the provisions of training and mentorship opportunities for all members of the Service.
Measures	<p>Develop a training plan to assist members in developing the knowledge, skills and abilities for all positions within the organization.</p> <p>Seek out “train the trainer” opportunities to enhance our corporate knowledge and experience and be able to provide a large variety of training in Cobourg.</p> <p>Support members engaging in non-traditional educational opportunities that will benefit the member and the Cobourg Police Service.</p> <p>Encourage members to become involved in community agencies that will further develop their knowledge, skills and abilities.</p>
Timeline	18 months
Goal	Succession planning is a key element to the future success of the Cobourg Police Service.
Measures	<p>Conduct an audit and review of the skills development learning plan.</p> <p>Ensure the best candidates are identified and prepared for career development through a succession management plan.</p> <p>Creating and employing selection and transfer processes that are transparent, fair and unbiased for all applicants.</p> <p>Review current promotional process and implement changes where required.</p> <p>Review current recruiting practices for all positions within the Cobourg Police Service and implement changes as required.</p>
Timeline	Annually

Our People - continued

Goal	To ensure all members have the tools available to be successful and to continually develop in their careers.
Measures	<p>The development of job descriptions for all positions to improve our members understanding of their duties and responsibilities.</p> <p>Review and update the current performance management system.</p> <p>The development of ongoing work load analysis plan to ensure adequate human resources are available to meet the expanding and evolving needs of the organization.</p> <p>Review current quality assurance practices to ensure that they are meeting the needs of the organization.</p> <p>Ensure that all members are recognized regularly for their efforts both on and off duty.</p>
Timeline	18 months

Outcomes

Developing in house talent at a variety of levels is a key direction of the new culture within the Cobourg Police Service. Determining what skills sets existed, and identifying the gaps was the first step. IN 2015 both skills sets and gaps were identified. A great deal of time and money was spent on training to ensure that members in specialty roles had the Ministry required training (CIB) and seeking out opportunities to job shadow other experts in the Province. The first step in developing a succession plan was the development of a process that enables people to understand what is required from a professional and personal development standpoint to compete for a position. This was developed and rolled out in 2015 with three job postings/competitions with the newly created job descriptions for those positions. Also a review was conducted of the hiring process and subtle changes made to the way we select new employees consistent with the Constable Selection System. Finally, members were advised that in all competitions, they will be asked to identify what they have done to enhance the image of the Cobourg Police Service both professionally and personally. This encourages members to get involved as volunteers in the community in a variety of ways. A list of community agencies that members are part of is listed in the 2015 Annual Report.

Our People - continued

Goal	Develop and implement an inclusive wellness plan for all members.
Measures	<p>Explore in-service activities such as fitness classes.</p> <p>Initiate lunch time learning opportunities covering topics such as diet, financial management, stress management, motivational speakers, etc.</p> <p>Explore and develop work/life balance opportunities for our families (Family Christmas Party, Summer BBQ, and Grade 9 Take Your Kid to Work Day).</p> <p>Review current Employee Assistance Program (EAP) Plan to ensure it is meeting member's expectations and needs.</p> <p>Create a "Critical Incident Procedure".</p> <p>Train a fitness appraiser and develop and initiate a fitness incentive plan.</p>
Timeline	18 months

Outcomes

The beginning of a wellness plan was commenced in 2015. With the closing of the small gym in the Police Service for well-known reasons, new opportunities were sought. A corporate partnership with the YMCA was established. In a co-pay manner all members of the Service were eligible to secure a membership at the Northumberland YMCA. The YMCA supports healthy families, and is more than a gym. It has several opportunities for families to be together in fitness classes, swim lessons, youth nights, family nights, leadership training for teens and young adults, and so on. In 2015 23 employees took advantage of this opportunity. Given the nature of the gym in the station approximately 6 to 8 people actually used the gym. This inclusive approach was far more advantageous to the employees and their families. The first lunchtime learning opportunity was in partnership with the Health Unit and addressed smoking cessation programming. A member was selected as a fitness appraiser for the Cobourg Police Service. He established an incentive program for all members who attempted the test, not necessarily passing. Approximately 8 members (sworn and civilian) received the incentive. This member has since left the Service, however, the strong foundation created by him, has been extended by training two new appraisers in 2016.

Our People - continued

Goal	Develop and implement an Attendance Management System.
Measures	<p>Explore and develop current best practices for attendance management systems.</p> <p>Train all staff on new employee attendance plan.</p> <p>Ensure that all employees are engaged in an early and effective return to work strategy.</p> <p>Sick incidents decrease by 2% per year of the plan.</p>
Timeline	Annually

Outcomes

The new attendance management system was established with great results in 2015. Rather than simply measuring sick hours, staff began measuring sick incidents. It is recognized that very reliable employees can have an unfortunate incident off work that may cause them to miss several days. On the other hand, there were employees that regularly averaged 7 - 10 sick incidents. A sick incident is easily defined as the occasion an employee calls in sick, regardless of the length of absence. The sick incident average for 2014 was approximately 3.2 sick incidents. By using the existing language in the Collective Agreement and the development of a process to more accurately track absences, the new plan was rolled out. A civilian member in the Executive Services job was altered to include more Human resources activity. Working in conjunction with the Town of Cobourg Human Resources staff, this person is principally responsible to monitor employee sickness. In addition, the Service contracted out additional resources for the betterment of the staff. TRAC Group Inc. was employed to be that independent third party medical team that when contracted on a file keeps regular contact with the employee offering a wide range of services. This is all in ensuring that our members who are absent from work have everything at their disposal (specialists, second opinions, etc.) to return to work as safely and quickly as possible. This service is confidential between the employee and the firm. The only information that the Executive team receive is whether the absence is supported or not. If it is not supported, members are advised what information is required or second opinions obtained. For these reasons, and many others (although a statistic to report in 2016) sick incidents in 2015 reduced considerably to approximately 2 sick incidents.

COMMUNICATION

Strengthen the culture of our police service by maintaining a focus on our values of Community, Service and Professionalism through open two way communication in all areas.

a. Internal Communication

Goal	Strengthen the culture of our Police Service by maintaining a focus on our values of Community, Professionalism and Service.
Measures	<p>Ensure ongoing reinforcement of the values of our service and expectations for service provision. Measured by leadership championing the values of the organization, members receiving consistent messages promoting wellness, respect, conduct and two way communication.</p> <p>Ongoing supervisor training focusing on values based content, ethics and mentorship.</p> <p>Explore alternative approaches to internal messaging and briefings. Recommendations created and considered by management for implementation.</p> <p>Increase awareness of the Cobourg Police Service values and corporate brand within the service and the community.</p>
Timeline	Annually
Goal	Enrich internal communication and organizational awareness throughout the Service.

Internal Communication - continued

Measures	<p>Design, implement and promote a revised Intranet that is content rich, searchable, accessible and straightforward.</p> <p>When Intranet is complete members can access from anywhere.</p> <p>Include Service and community events on Intranet calendar.</p> <p>Ensure media releases are included on the Intranet.</p>
Timeline	Annually

Outcomes

Communication is key within an organization, specifically in times of significant change. The culture of the Cobourg Police Service is changing, and with that so has communication. The regular quarterly meetings of Sergeants have been extended to include all Acting Sergeants. These meetings are generally an open format to discuss issues that have arisen, to train on new initiatives and for guest presentations (Human Trafficking, Community Living, OCEAP, etc.) The “round table” offers a great two way opportunity to discuss anything that any member wishes to discuss. In addition, there was a two day management retreat held for all Supervisors that used interactive approaches to tear down the entire performance management system. In follow up to that retreat, a similar one day event was held for all Constables to open those lines of communication. Based on feedback received, Sergeants are encouraged to bring a Constable from platoon with them to the morning meetings. The Police Services Board was invited to all these, and were able to attend some of these.

The new Intranet was a detailed project that was completed in 2015. More work is to come to moving items from several locations into this service.

b. External Communication

Goal	Maintain community trust, confidence and satisfaction by sharing information and delivering quality services.
Measures	<p>Enhance our online presence by reviewing the Cobourg Police Service website.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Increased frequency of updates <input type="checkbox"/> Include community information and upcoming events <input type="checkbox"/> Post media releases <input type="checkbox"/> Engage statistical analysis of who is visiting the website <p>Review and implement changes in relation to regular service media releases.</p>
Timeline	Annually
Goal	Continue to use social media to engage with the community.
Measures	Measure number of people engaging with CPS through social media, i.e. Twitter, LinkedIn, Facebook.
Timeline	Annually
Goal	Strengthen our community mobilization and public engagement including education and outreach programs.
Measures	<p>Launch new Citizens police academy.</p> <p>Community Mobilization Unit works with Internal units to develop presentations to be delivered to the community. All members (Sworn, Civilian and volunteers) of the Service participate in delivering community programs.</p> <p>Receive community feedback on effectiveness of the programs.</p> <p>Increase interest in volunteer programs and Auxiliary program realized.</p> <p>Increased interest with community stakeholders realized.</p> <p>Increase involvement in community boards from Sworn and Civilian staff.</p>
Timeline	Annually

External Communication - continued

Goal	Increase information sharing with municipal partners.
Measures	Staff delivers results of various initiatives to the Board and Council when required. Board to attend Management meetings as required.
Timeline	Annually

Outcomes

Crucial to the change of culture is the role of the community in their Police Service. Community engagement is essential for the members of the Service, however, the community also is being asked to become further engaged. The website is constantly being updated with photos, videos and information. In addition our presence on a variety of social media platforms (Twitter, Facebook) continues to be very active. At every event, posts are being added to spread the information available.

The first Citizen's Police Academy was held in the Spring of 2015. There were just over 20 people who attended and experienced a wide range of Police topics and information.

Members of the Service have joined several Municipal and County committees all aimed at addressing issues of common concern. These formal partnerships enhance the unofficial partnerships that have proved so successful in the past.

There was a complete change to media releases. In addition to ensuring that all media releases were done when charges were laid in criminal cases, a weekly "round-up" of other news worthy items was created. This media release is distributed each Monday.

SUPPORTS

FINANCE AND ADMINISTRATION

Goal	Continue to seek new opportunities for increased outside revenue.
Measures	Increase of 5% in CIR revenue per year. Enhance marketing strategy. Apply for all provincial grants. Seek out outside funding partners.
Timeline	Annually

Outcomes

2015 saw the first time that over one million dollars of gross revenue was achieved through Business Services.

Goal	Examine new areas for cost efficiencies within the police service.
Measures	Review deployment strategy to maximize officer availability at high volume call times. Review current IT support systems. Explore new opportunities to further engage volunteers.
Timeline	Annually

Goal	Review and update current facility plan.
Measures	Ensure compliance with Accessibility for Ontarians with Disabilities. (AODA) Review of current office allocations to maximize adequacy and efficiencies. Conduct internal survey with all members to determine future office needs.
Timeline	Annually

Finance & Administration- continued

Goal	Continue to improve budget process, accuracy and effectiveness while ensuring a strong internal control system.
Measures	<p>Initiate internal budget process in a timely fashion to ensure readiness for Town demands.</p> <p>Review current budget structure for possible efficiencies.</p> <p>Provide monthly reports to the Board on the status of the budget.</p> <p>Continue to work with the Town staff in supporting locally owned businesses.</p>
Timeline	Annually
Goal	Conduct a workload analysis for all members of the Service.
Measures	<p>Review pay equity process.</p> <p>Review Human Resources tasking with the Town.</p> <p>Create job descriptions for all positions within the organization.</p>
Timeline	Annually

Outcomes

Work load analysis continues to occur as opportunities to review current staffing or positions arise. Job descriptions are beginning to be established as new jobs are created and posted. This is a major undertaking, and will continue for the life of this Business Plan. As mentioned earlier, a civilian member of the Executive Team has been assigned a greater responsibility in HR. This person has begun to receive training in this area, and works closely with Town HR staff on issues of attendance management, new employees, LTD, etc.

INFORMATION AND TECHNOLOGY

Implement new and leverage existing technology to enhance the efficiency of the Cobourg Police Service.

Goal	Internal survey of IT needs.
Measures	Members surveyed to outline and prioritize IT needs.
Timeline	Annually
Goal	To evaluate current information technology support personnel.
Measures	Discussions with County regarding County Wide approach to IT staffing partnership. Ensure business continuity of IT business support.
Timeline	Annually

Outcomes

After reviewing the Information Technology supports, a new model had to be located. In order that we maintain 24/7 business continuity of our IT services, a contract was signed with Northumberland County. This service provides very professional and effective 24/7 assistance at a very reasonable and predictable cost. As everything is outlined in the MOU, we can safely budget for years to come as the variable costs are purely project based. This is a significant switch from previous models.

Information Technology - continued

Goal	Effective purchasing, implementation and training of new technologies.
Measures	<p>Creation of a training model to be applied prior to any new technology being rolled out.</p> <p>Creation of a committee to explore and test new available technologies.</p> <p>Implementation of integrated computer availability in all cruisers, (Niche RMS, CPIC, MTO, ISS, Intranet, e-Ticket, and Dragon Speak.</p>
Timeline	18 months
Goal	Utilize current technology to fully investigate criminal complaints.
Measures	<p>To obtain, train and implement a UFED device.</p> <p>To obtain new covert tracking device.</p> <p>Continue to use media sonar.</p>
Timeline	18 months

Outcomes

The Celebrate UFED device was purchased in 2015 and two members were trained and certified on its use. This technology allows members to download information (emails, texts, photos, videos, contacts, etc.) from mobile devices. This is very important in cases involving cyber bullying, harassment, drug investigations, sexual assaults/luring, etc. To date it has been successfully used in almost all these types of cases.

Information Technology - continued

Goal	Utilize Niche RMS to its full ability.
Measures	<p>Explore efficiencies in RMS to alleviate duplication.</p> <p>Train staff on the system to include new processes.</p> <p>Quality increases in all aspects of records management.</p>
Timeline	18 months

Outcomes

Niche RMS is the current records management software used in all occurrence reporting situations. Previously, members had been completing a paper form for arrests of all persons. There was a more detailed and efficient system available in Niche RMS known as the In Custody Module. All supervisors and acting supervisors were trained on this process, and it is now implemented across the Service. This is a necessary step as we prepare for SCOPE (the new E Brief process being instituted by the Province.) Furthermore, members were completing a paper form for all property stored in evidence/property control. This form was no longer relevant, and members were not completing it satisfactorily. Within Niche RMS there is a very detailed and easy to use bar coding system available. This process was also implemented. More work is still required to increase the overall quality foreparts within the system.

Goal	Explore effective communication capabilities.
Measures	<p>Review status of portables.</p> <p>Increase communications with Port Hope Police Service.</p> <p>Enhance our 911 capabilities for hearing impaired, text and video through the implementation of Next Generation 911.</p> <p>Implement mobile dispatching via onboard computers.</p>
Timeline	18 months

Outcomes

Much of this goal is no longer relevant with the outsourcing of communications to Owen Sound. However, moving to Owen Sound for dispatch services has the added benefit of increasing the communications with the Port Hope Police Service as we both are dispatched by the same service.

COBOURG POLICE VOLUNTEERS (CPV)

The Cobourg Police Volunteers continue to play an important role within the Cobourg Police Service.

The members of our volunteer program provided assistance with many events this year some of which are listed below;

Presentations/Educational events:

- Operation Lifesaver Presentation (Railway Safety for students)
- Auto Theft Prevention – “Lock it or Lose it”
- Fingerprinting of Children – Ident-a-kit cards
- Radar Program

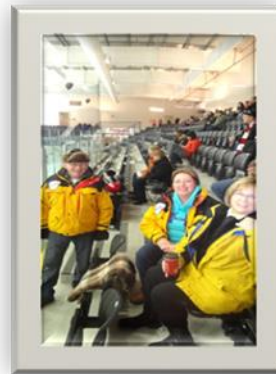
Community Events:

- Cops Vs Docs Hockey Game
- MS Walk
- Children’s Safety Village for Children set up at the Baltimore Recreation Centre Arena
- Cobourg Civic Awards
- Cornerstone’s Mother’s Day Brunch
- Canada Day Parade and Festival
- Highland Games
- Halloween Patrol
- Christmas Magic
- Santa Clause Parade, Wake up Santa
- Cram a Cruiser
- Train Shows
- Winter Fest

In addition to assistance provided above, the Volunteers assist the public during the summer months at the Volunteer Trailer located at the foot of Victoria Park next to the children’s play area and the

campgrounds. This location provides a central location within the park for ease of access.

Many visitors attending our community meet our volunteers and appreciate the work they do from assisting with town information, directions, assisting the life guards for a missing child and assisting officers with issues on the beach.



In 2015 the volunteers dedicated an outstanding 2,227.5 hours of volunteer work.

The members continue to strive to be an excellent partner to the Police Service and the Town of Cobourg.

The Cobourg Police are always looking for new people to become volunteers within our service. If you are interested in becoming a Cobourg Police Volunteer you can apply on line through the website or by dropping into the station 107 King Street West.

For more information:

905-372-6821 X 2229

EMAIL:cobourgpolicy@cobourgpolicy.com

Visit our Website:www.cobourgpolicy.com

YOUTH IN POLICING INITIATIVE (YIPI)

CMU Officers were tasked with integrating the Youth in Policing Initiative students into the Unit. As such, they were involved in field trips with the YIPI program to CFB Trenton, the local Coast Guard station and with the OPP Marine Unit. The YIPIs and PC Francella also attended in Kingston to share our Safety Village with the Kingston Police Service.

CMU Officers introduced the students to duties at Legion Village and Palisade Gardens. They assisted with the set up at the “Cobourg Business Achievement Awards” event, acted as ushers at the “Cobourg Civic Awards” held at Victoria Hall and assisted with Cornerstone’s “Mother’s Day Brunch”.

The students are able to serve customers at the front counter of the Police Station, enhancing their community interactions.

The YIPI students expanded their community interactions in October participating with “safety lanes” on William St. and Division St. Here they passed out national statistic handouts related to distracted driving. A video was created and is posted to our Cobourg Police facebook account.

As well, the YIPI students took part in the Downtown Halloween event. They assisted CMU Officers in preparing a Halloween display, handing out treats while dressed in costumes. A video was created and is also posted to our Cobourg Police facebook account.

In November, 2015 the students further represented the Cobourg Police by marching in the Christmas Parade and taking in food donations at the Christmas Magic event.



BUSINESS SERVICES

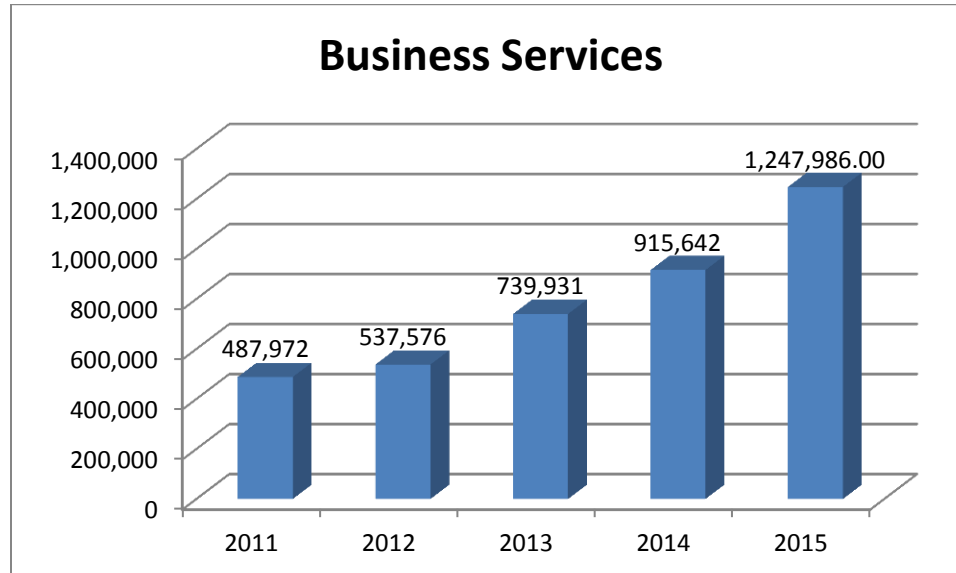
The Business Services of the Cobourg Police Service is responsible for the processing of criminal record checks, report requests, digital fingerprinting and Freedom of Information requests. The department staffs 16 part time members who are very skilled in conducting criminal record checks and providing excellent customer service to clients and applicants.

In 2015 the number of third party criminal records continued to increase with the Police Service exceeding gross revenue of \$1,000,000.00.

The Cobourg Police Service enters into Memorandum of Understandings with various third party criminal record check screening companies across Canada and the RCMP to process criminal record checks through third party screening companies. This allows the Service to generate additional revenue which continues to greatly assist with keeping the costs of policing down for our community.

The Cobourg Police Service continues to look at alternative ways to increase revenue and will be launching new programs in 2016.

The Cobourg Police Service continues to offer the service of digital fingerprints. To make an appointment contact our Service at 905-372-6821 x.2240

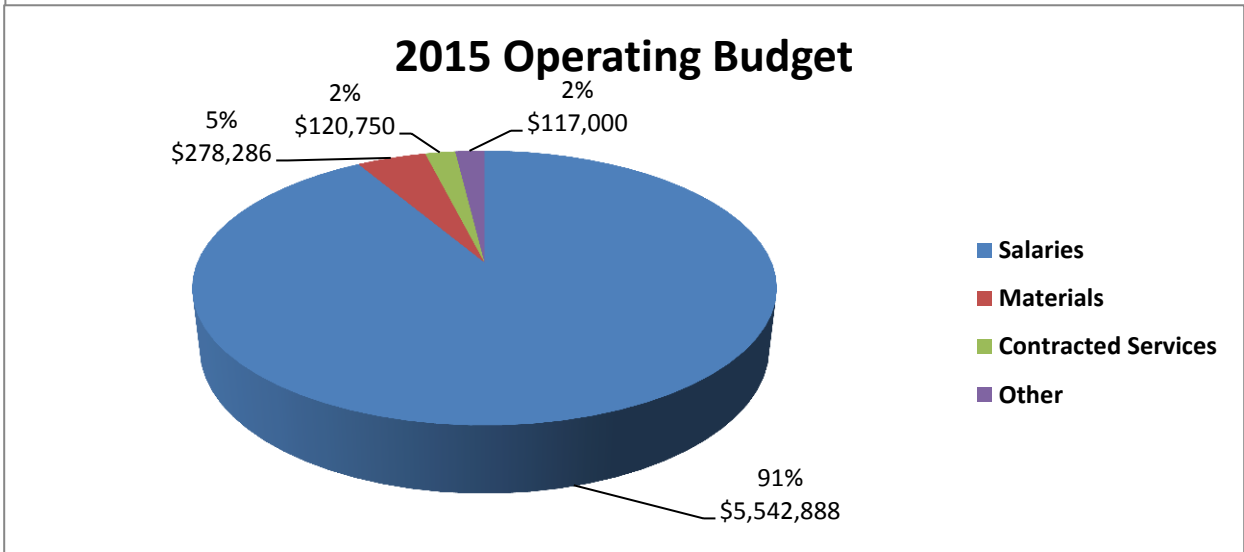
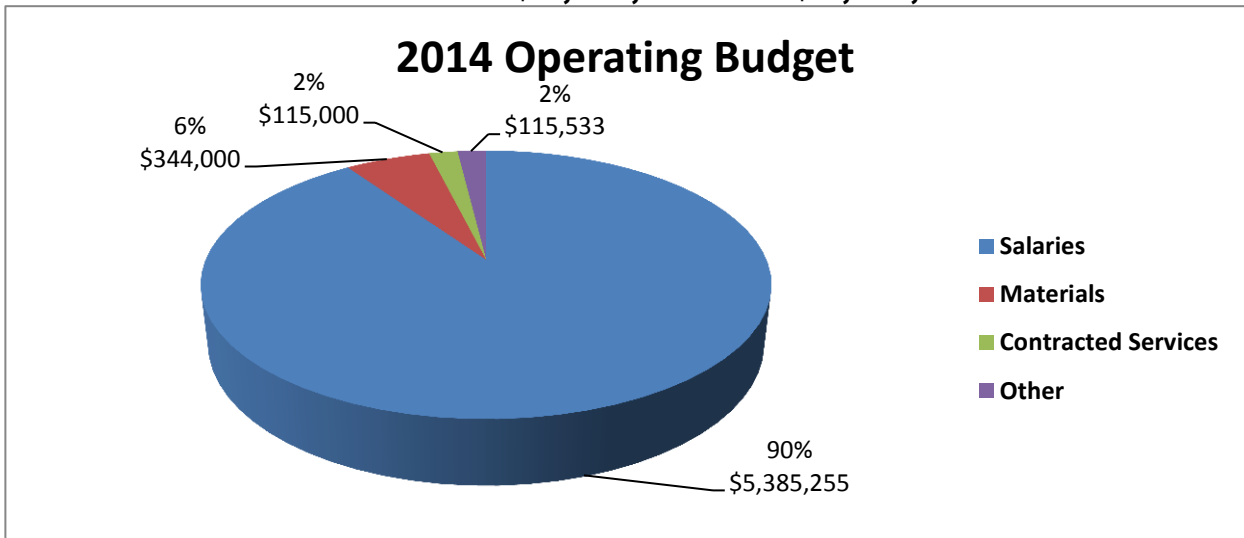


FINANCIAL REPORT

The following chart shows the budget figures for the year 2015 and how those numbers compare to the 2014 budget.

Operating Budget

	<u>2014</u>	<u>2015</u>
Salaries	\$ 5,385,255.00	\$ 5,542,888.00
Materials	\$ 344,000.00	\$ 278,286.00
Contracted Services	\$ 115,000.00	\$ 120,750.00
Other	\$ 115,533.00	\$ 117,000.00
Total	\$ 5,959,788.00	\$ 6,058,924.00



Total: \$6,058,924.00

RECOGNITIONS

The following members were recognized in 2015 for their service;

30 Year Exemplary Service

Staff Sergeant Peter McLean

(Retired) Sergeant Stanley Sokay

15 Year Service with Cobourg PS

Staff Sergeant Peter McLean

Staff Sergeant Scott Bambridge

Constable John Roughley

20 Year Service with Cobourg PS

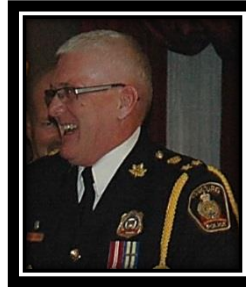
Constable Cindy Reeves

25 Year Service with Cobourg PS

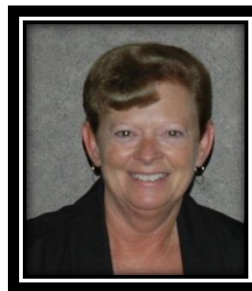
Constable Keith Smyth

Congratulations to all ...

RETIREMENTS



Deputy Chief Terry Demill



Judy Immel, Communicator



Constable Keith Smyth



Constable John Roughley

**SWEARING IN OF NEW OFFICERS
APRIL 15TH, 2015**



Deputy Chief Paul VandeGraaf, Constable Jason Salisbury,
Constable Vanessa Gerasimow and Chief Kai Liu



Constable Jason Salisbury and Constable Vanessa Gerasimow



ONTARIO WOMEN IN LAW ENFORCEMENT (OWLE) SERVICE AWARDS

Ontario Women in Law Enforcement (OWLE) is an organization that grew from an idea to bring together the female members of the law enforcement field from across the province.

It was recognized that many police services within Ontario are either too small or simply do not employ significant numbers of females to form individual organizations. This forum provides an opportunity for members to network and access professional development opportunities. Recognizing that there exists strength in unity and numbers, Ontario Women in Law Enforcement encourages women from each and every police service, and other affiliated law enforcement agencies within the province of Ontario, to collectively address their common interests and concerns.

May 1st, 2015 Service Award Recipients



Mrs. Lauren Spagnolo- received her 25 year service award (left)

Sergeant Nancy Saunders – received her 25 year service award (right of Chief Kai Liu)

Mrs. Judy Immel- received her 30 year service award (right)

**COMMUNITY PARTNERS,
COMMITTEES AND ORGANIZATIONS
OUR MEMBERS ARE INVOLVED
WITH**



Ontario Chiefs of Police – Breath and Drug Recognition Expert Sub committee



Ontario Women in Law Enforcement (OWLE) is an organization that grew from an idea to bring together the female members of the law enforcement field from across the province.



COMMUNITY PARTNERS,
COMMITTEES AND ORGANIZATIONS
OUR MEMBERS ARE INVOLVED
WITH



Rotary Club of Cobourg



YMCA NORTHUMBERLAND



**COMMUNITY PARTNERS,
COMMITTEES AND ORGANIZATIONS
OUR MEMBERS ARE INVOLVED
WITH**

Committees

Community Resource and Liaison
Committee

Cobourg Police Service Honour Guard

Domestic Violence Coordinators Committee

Emergency Housing/Warming Shelter
Committee

High Risk Offender Northumberland County
Committee

Local Courts Management Advisory
Committee (LCMAC)



Music for Kids (Cobourg Collegiate Institute)

Northumberland County Affordable Housing
Committee

Northumberland Domestic Abuse
Monitoring Committee



Northumberland Human Services Justice
Coordinating Committee

Northumberland Learning Advisory
Committee

Ontario Domestic Violence Coordinators
Committee

Sexual Assault Investigators Association of
Ontario

World Jr. A Challenge Organizing
Committee

Youth Transforming Relationships and
Affecting Communities (On TRAC)



BREAKFAST CLUB 2015



Deputy Chief Paul VandeGraaf and Constable Janice MacDonald visit Northumberland Christian School during their Breakfast Club

“School Breakfast/Nutrition Club” program was adopted by the Cobourg Police in 2015.

Since Tuesday February 17th, 2015, Officers have been attending local elementary schools during either the school’s scheduled “Breakfast Club or their Nutrition Break”.

The benefit of this program allows the students to interact with the Officers in a positive activity and it puts a name to a face of the Officers serving their community.

The program has been widely accepted and a great success for the students and the Officers.

COPS FOR CANCER 2015



The Cobourg Police Service would like to thank the community for coming out in support of the “Cops for Cancer” Head Shave event which took place Saturday, April 18th 2015 at Center Court of the Northumberland Mall. \$6100 was raised in support of the Canadian Cancer Society.



#NOGOODWAY (2015)



Motionball.comyellowcard

The YELLOWCARD Campaign for Special Olympics aims to end the use of the R-word (retard) in everyday conversation.



CITIZEN POLICE ACADEMY

The Citizen Police Academy is an educational and informative program that allows citizens the opportunity to learn about the issues that affect law enforcement efforts in Ontario and more specifically, in Cobourg, Ontario.

The goals of the citizen academy are:

- *To provide a better understanding of policing in Cobourg*
- *To provide stronger citizen/police relationships*
- *To enhance lines of communication*
- *The reduction of crime in our community*

In cooperation with many partners, the Cobourg Police Service is honoured to offer the Cobourg Police Service Citizen Police Academy.

The goal of the Citizen Police Academy is not only to help local residents better understand police work in their community, but to develop stronger ties between our community and the police service in an effort to better address crime issues.

Community Based Policing is an important and vital aspect of crime control in any community. It is through community cooperation and planning that we can best ensure quality police services in an organized and effective crime prevention effort.

The Citizen Police Academy is yet another mechanism for our Service to inform the public of what we do, improve communication, and obtain citizen input, assistance, and support throughout the community.

The spring session ran from April 22nd, 2015 until June 10th, 2015, which consisted of three-hour blocks of instruction conducted weekly over a seven week period. Classes were held at the Cobourg Police Service Training Room on Wednesday evenings from 6:30PM until 9:30PM (unless otherwise instructed).

The instructions were provided by staff from the Cobourg Police Service, community partners and other judicial officials.

Graduates of the program received a certificate of completion and an opportunity to participate with a “ride-a-long”.



CITIZENS POLICE ACADEMY

Communicator Karen Stoker, 34 yrs @
#CobourgPolice, talking about her career and
duties. #Loyal #Community #Career



SPECIAL OLYMPICS 2015



Law Enforcement Torch Run

Karen Longwell / Northumberland News

PORT HOPE -- Cobourg Police Constable Marc Bellemare carried the torch through downtown Port Hope for the Law Enforcement Torch Run for Special Olympics Ontario. Cobourg and Port Hope Police joined together for the run on through both communities. June 17, 2015.

Northumberland News

NORTHUMBERLAND -- Two police services joined forces this year for the annual Law Enforcement Torch Run.

The Port Hope Police Service and Cobourg Police Service started the run from 199 Toronto Rd. in Port Hope on Wednesday, June 17. The run continued through downtown Port Hope to Peter Street. Torch run participants then started again from the Northumberland Mall continuing along William Street, through downtown Cobourg and along King Street to the Cobourg Collegiate Institute.

Special Olympians joined police at Cobourg Collegiate to walk the final portion to Community Living West Northumberland on Cottesmore Avenue.

The mission of the Law Enforcement Torch Run for Special Olympics is to increase awareness and raise funds for the Special Olympics movement.

SPECIAL OLYMPICS 2015



Members of Cobourg Police Service and Port Hope Police Service took part in the annual Law Enforcement Torch Fun for Special Olympics.

DOWNTOWN “TRICK OR TREAT”



Constable Veltkamp (left) and Constable Francella (right) with the Youth in Policing (YIP) students during the “Downtown Trick or Treat” held on Saturday October 31st, 2015.

OPERATION RED NOSE 2015



Operation Red Nose Karen Longwell / Northumberland News *PORT HOPE -- Port Hope Police Chief Bryant Wood, left, and Cobourg Deputy Police Chief Paul VandeGraaf donned red noses at the Operation Red Nose launch at Vino Galleria in Port Hope on November 12, 2015*

Northumberland News

NORTHUMBERLAND -- A new designated driver program for Northumberland aims to help residents get a safe ride home during the holiday season.

YMCA Northumberland, in partnership with the Cobourg Police Services, starts Operation Red Nose, a designated driver program in Northumberland on Nov. 27.

Operation Red Nose is a nation-wide program dedicated to the fight against impaired driving. It is a confidential, volunteer-driven service offered to any individual who has been drinking or who simply does not feel fit to drive home. The service is provided free of charge, thanks to sponsors, but all donations received will benefit the YMCA Strong Kids campaign.

Having seen the benefits of the program in Belleville, Cobourg Deputy Police Chief Paul Vandegraaf brought the idea to the Northumberland YMCA, he said at the launch.

CRAM A CRUISER DECEMBER 5, 2015



Members of the Cobourg Police Service along with volunteers held the annual “Cram a Cruiser” event. This year donations were being accepted outside of No Frills Grocery Store and Walmart Superstore.



Totals collected for this year’s event were:

Food – Over 5000 pounds

Cash – approximately \$900

Toys – an entire minivan filled to the brim.

13 bikes (and helmets) were also donated by Ontario Power Generation.

All food collected will be donated to the Fare Share Food Bank (<https://twitter.com/FareShareFB>) and all toys will be donated to the Giving Tree Program.

COBOURG POLICE HONOUR GUARD (2015)



(Left to right) Detective Constable Jamie Baggaley, Special Constable Bryce Callcott, Auxiliary Serge Thibeault, Acting Sergeant Mike Richardson, Constable Jason Salisbury and Chief Kai Liu

Members of the Honour Guard represent the Cobourg Police Service at funerals for Law Enforcement Officers, march in Parades and pay respect during the Remembrance Day Ceremonies.

Cobourg Police Chief wins Award of Tolerance

Oct 17, 2015



Friends of Simon Wiesenthal Center for Holocaust Studies photo

Cobourg Police Chief Kai Liu award

Friends of Simon Wiesenthal Center for Holocaust Studies photo
TORONTO -- Friends of Simon Wiesenthal Center for Holocaust Studies board member Fred Leitner presented Cobourg Police Chief Kai Liu with the Award of Tolerance in a ceremony on October 7, 2015.

Northumberland News

TORONTO -- Cobourg's police chief received an award for his work on tolerance and diversity. Police Chief Kai Liu received the Award of Tolerance from the Friends of Simon Wiesenthal Center for Holocaust Studies at their State of the Union Dinner in Toronto on Oct. 7.

The award is given in recognition of support for the work of centre in fostering greater tolerance for diversity and respect for freedom and democracy in Canadian society. Chief Liu joined Friends of Simon Wiesenthal Center for Holocaust Studies on the "From Compassion to Action" mission to Europe to see the sites of the Holocaust, including Auschwitz, and then on to Israel in 2012. He has been a strong supporter of the centre's work since that time and has attended numerous educational events including the annual Spirit of Hope Benefit.

"Friends of Simon Wiesenthal Center for Holocaust Studies is delighted to present this award to Chief Liu, who continues to exemplify through his personal and professional commitments the type of leadership which will help promote a fairer, more equitable and more tolerant society for all Canadians. We are very proud of his achievements and honoured to call him our friend," said Avi Benlolo, president and CEO of the Friends of Simon Wiesenthal Center for Holocaust Studies.



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