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## **DEDICATION**

*Our Annual Report is dedicated to the members we lost in 2013.*

***Elda Bannon***

*(August 26, 1934 – August 11, 2013)*

*Civilian Records Clerk*

*(Length of service – 21 years)*

***Vera Martin***

*(January 28, 1927 – November 23, 2013)*

*Secretary – Deputy Chief of Police*

*(Length of service – 18 years)*

***Inspector Albert Lawrence McDonald***

*(September 20, 1919 – November 15, 2013)*

*(Length of service – 29 years)*

## **MISSION AND VALUES STATEMENT**



**The mission of the Brantford Police Service** is to enhance the quality of life for all citizens and respond to their changing needs by ensuring and promoting public safety in partnership with our community.

### **Values Statement**

*The Brantford Police Service believes in:*

- 👑 The RIGHTS of all persons as enshrined in the Charter of Rights and Freedoms.*
- 👑 The RESPONSIBILITY of all persons to abide by the laws of Canada.*
- 👑 A proactive PARTNERSHIP with the community in an effort to promote mutual respect and responsibility.*
- 👑 Being FAIR, UNBIASED and treating all persons with RESPECT and DIGNITY.*
- 👑 SAFETY through the protection of persons, property and our environment.*
- 👑 Respect for the value of our HUMAN RESOURCES and a COMMITMENT to their continuous development.*
- 👑 The highest possible degree of personal and professional INTEGRITY in the performance of duties.*
- 👑 Ongoing, open COMMUNICATION with our community and within the Service.*
- 👑 Being ACCOUNTABLE in providing HIGH QUALITY police service to our community*

**BRANTFORD POLICE SERVICES BOARD**



Lt. to Rt. – Mayor Chris Friel (Member); Cheryl Antoski (Member); Councillor Vince Bucci (Member);  
(Front Row - Todd Glaves (Vice Chair) and Jean Anderson (Chair))

The Brantford Police Services Board welcomed Councillor Vince Bucci, who was appointed by City Council. He joins fellow Board members Mayor Chris Friel, Vice Chair Todd Glaves, and Cheryl Antoski. Throughout 2013, the Board worked with Chief Kellner and Deputy Chief Nelson to ensure the delivery of adequate and effective police services.

The Board was pleased with the accomplishments of the first year of our three-year Business Plan. After consultation with the public and staff, new objectives and measurements were developed in an effort to meet the needs of our community.

We addressed a variety of issues, including the approval of the operating and capital budgets, and the appointment of two sworn members and six civilian members to the Brantford Police Service to replace members who either retired or resigned. As well, the Board approved the promotion of 14 sworn officers through the ranks. The Board was involved in labour negotiations and was pleased to settle contracts with our staff for the period 2013-2016.

I wish to take this opportunity to recognize the dedication to duty of the men and women of the Brantford Police Service and thank them for their contribution to public safety.

Jean Anderson, Chair



## WELCOME TO OUR 2013 ANNUAL REPORT



On behalf of Deputy Chief Geoff Nelson and all members of the Brantford Police Service, it is my pleasure to present the 2013 Annual Report.

The 2013 Annual Report outlines the numerous initiatives we were involved with as a Service. During 2013, members of the Brantford Police Service continued to provide high-quality police services to all neighbourhoods in our City. The cooperation we received from our community was critical in assisting us in addressing crime and disorder issues and implementing pro-active crime prevention initiatives.

We are pleased with the response to our efforts in engaging the public through the use of social media platforms. We will continue to strive to enhance our outreach to our community.

Members of our Service understand how critical it is to maintain the confidence and trust of our citizens to ensure Brantford remains a safe and vibrant community. It is important that we recognize the professionalism and dedication of our members and ensure they continue to be provided with the training and equipment necessary to do their difficult jobs.

I would like to thank our members who retired in 2013 for their loyal and dedicated service and to welcome all new members who are just beginning their careers.

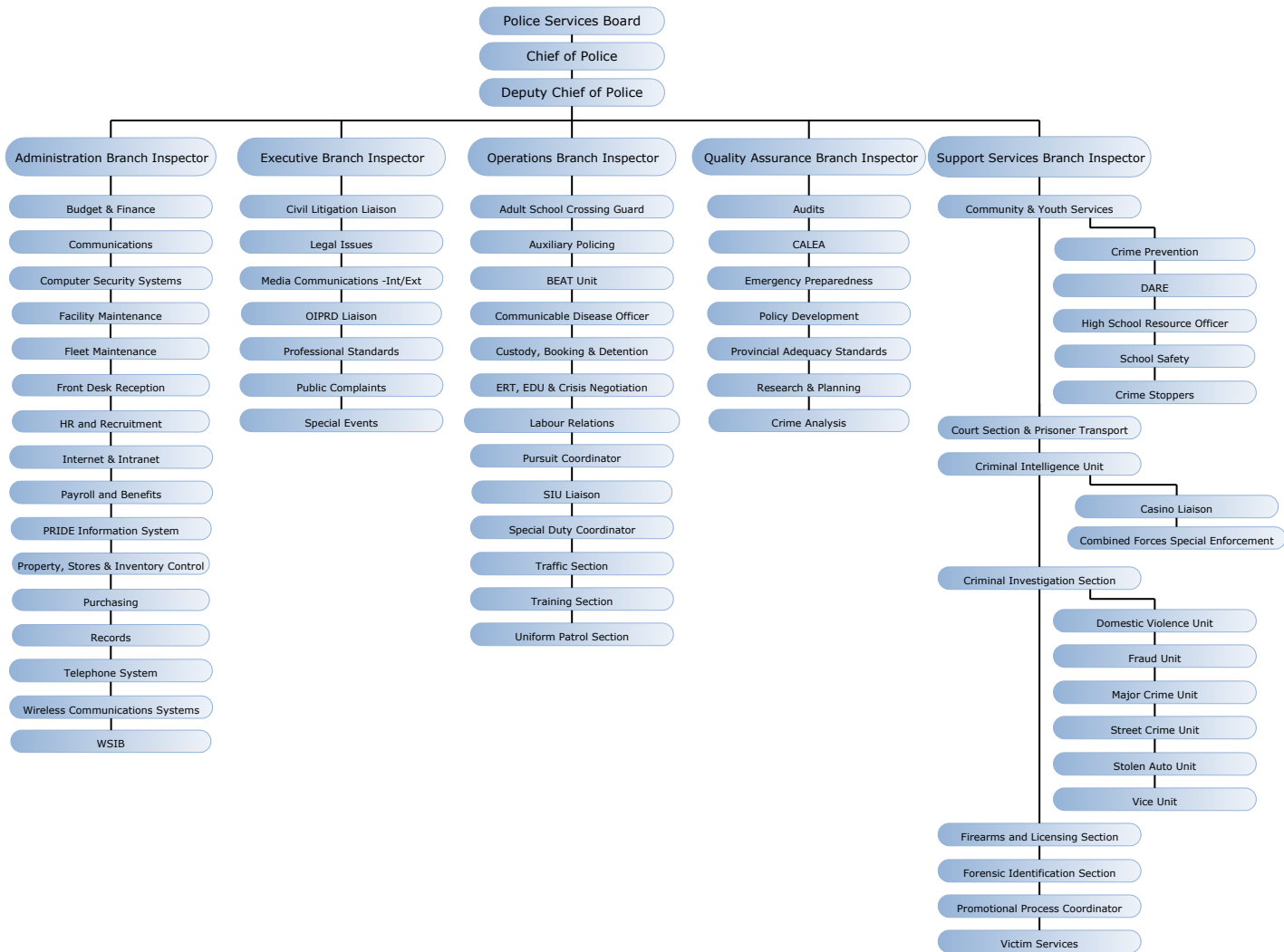
I thank all members of our Service and our Auxiliary members for their hard work and professionalism in 2013. I look forward to the challenges and opportunities that will occur in 2014. I know that with the support of our members, the Police Services Board, and our community, much will be accomplished.



Deputy Chief Geoff Nelson, Four-time Olympic Gold Medalist Jennifer Botterill & Chief Jeff Kellner  
Safety Patroller Appreciation Day



# ORGANIZATIONAL CHART



**2013 COMPLEMENT**

## **CHIEF'S OFFICE**

Jeff Kellner, Chief of Police  
Margaret Eves, E.A.

## **DEPUTY CHIEF'S OFFICE**

Geoff Nelson, Deputy Chief  
Susanne Rigglesford, E.A.

<b>EXECUTIVE BRANCH</b> <b>Inspector Scott Easto</b>
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Cst. Natalie Laing

<b>ADMINISTRATION BRANCH</b> <b>Inspector Kent Pottruff</b>
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Sgt. Rick DiGiandomenico  
Marva Usher, E.A.  
Maggie Charlton, Admin. Clerk  
Cathi Vorwald, Admin. Clerk (part-time)

## **Records & Front Desk Reception**

Gary Holden, Manager

## **Records**

Joy Addison  
Lilly Amos  
Erminia Beckett  
Dianne Careswell  
Rosalba Catinella  
Janice DeGeit  
Susan Gemmell  
Debora Heron  
Cynthia Lucas  
Fiona McManus  
Kelly Monkman  
Tammy Persall  
Bonnie Sinden  
Paul Whittam  
Jacqui Speight (part-time)

## **Front Desk Reception**

Kirsten Feeney  
Jennifer Fotheringham  
Susan Headon  
Trudy Sparks  
Ingrid Traplin  
Jennifer Wallingford  
Kelly White

## **Communications & Information Technology**

Sgt. Gary Thompson

## **Communications**

Lisa Aldred  
Elizabeth Cooper  
Jason Dietrich  
Gloria Figueira  
Pauline Finnegan-Hills  
Kelly Hughes  
Carole Miklos  
David Parent  
Melanie Shannon  
Brittany Vance

## **Call Takers**

Christine Balcerczyk  
Kristin DeGeit (Part-time)  
Vacant (Part-time)

## **Information Technology**

Sandra Ott, Manager  
Cheryl Knowles  
Mike Potter

## **Property & Evidence**

Leesa Bell  
Sandra Arsenault (part-time)

## **Maintenance**

Robert Wright – Supervisor  
Ann Chandler  
Steve Charlton  
Richard Flint  
Brian Usher (casual)

<b>OPERATIONS BRANCH</b> <b>Inspector Rob Dinner</b>
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## **BEAT**

Sgt. Randy Batson  
Cst. Darryl Graham  
Cst. Kris Holt

Cst. Brandon Kelly  
Cst. David Parker  
Cst. Grant Pitts

**Traffic**

Sgt. Grahame Lee  
Cst. Mike Aasla  
Cst. Lee Black  
Cst. Pat Dietrich  
Cst. Matthew MacMillan  
Cst. Darrin Wilson

**Summer Park Patrollers**

Curtis Allan  
Brodie Batson  
Thomas Jeffery  
Sarah Levesque  
Tyler Sayles  
Adam Spadafora

**Uniform Patrol**

**“A” Platoon**

S/Sgt. Richard Boyington  
Sgt. Jeff Emmons  
A/Sgt. Jim Sawkins  
Sgt. Chuck Wheeler  
Cst. Eric Andree  
Cst. William Aragian  
Cst. John Billone  
Cst. Ed Bragg  
Cst. Scott Cole  
Cst. Keli Corpse  
Cst. Allan Filiatrault  
Cst. David Fishback  
Cst. Raphael Foa  
Cst. Terri-Ann Fortier  
Cst. Shawn Kalka  
Cst. Michael Korda  
Cst. Sang Bong Lee  
Cst. Andre Major  
Cst. Melvin Monteblanca  
Cst. Charmaine Pelletier  
Cst. James Savage  
Cst. Blake Vokey

**“B” Platoon**

S/Sgt. Don Pancoe  
Sgt. Susan Mady  
Sgt. Michael Reid  
Cst. John Allan  
Cst. Christine Dobrocky  
Cst. Keith Drouillard  
Cst. Katie Esposito

Cst. Jay Fenton  
Cst. Ryan Ferguson  
Cst. Nicolas Ferreira  
Cst. Adam Fisher  
Cst. Scott Gibson  
Cst. Geoff Johnston  
Cst. Justin Lehmann  
Cst. Curtis Logan  
Cst. Gina Mantel  
Cst. Damian Muchowski  
Cst. Joe Nagle  
Cst. Steven Sheffar  
Cst. Geoff Slote  
Cst. Jonathan Thomson  
Cst. Michael Zomer

**“C” Platoon**

S/Sgt. Cheney Venn  
Sgt. Kevin Reeder  
Sgt. Jason Saunders  
Cst. Ben Alexander  
Cst. Jason Barber  
Cst. Jeffrey Birnie  
Cst. Michael Cicoria  
Cst. Chad Crawford  
Cst. Andre Gudgeon  
Cst. Robert Hall  
Cst. Jeffery Lawson  
Cst. Shannon Parks  
Cst. Ted Pottruff  
Cst. Kelly Renzini  
Cst. Terry Shipp  
Cst. Dana Sims  
Cst. Jason Sinning  
Cst. Mark Stachurski  
Cst. Aaron Thomas



**“D” Platoon**

S/Sgt. Rudy Jambrosic  
Sgt. Tim Martell  
Sgt. Rick Ryerse  
Cst. Derek Butler  
Cst. Richard Ciotti  
Cst. Richard D’Souza  
Cst. Kari Drake  
Cst. Scott Johnston  
Cst. Diana Kestle  
Cst. Shyanne McGregor  
Cst. Jeremy Morton  
Cst. Paul Noakes  
Cst. Darrin Rattie  
Cst. Jordan Schmutz  
Cst. Rebecca Seibert  
Cst. Cody Stallman  
Cst. Gary Swift  
Cst. Justin Zabolotney

**“E” Platoon**

S/Sgt. Steve Sumsion  
Sgt. Rob Gillespie  
Sgt. Mark Moravek  
Cst. Daniel Bosett  
Cst. Robin Butterfield  
Cst. Kevin Cabral  
Cst. Helder Dacosta  
Cst. Chad Francis  
Cst. Ryan Grant  
Cst. David Gulliver  
Cst. Chad Johnson  
Cst. Nicholas Lawson  
Cst. Mackenzie Milmine  
Cst. Philip Minotti  
Cst. Kristan Reid  
Cst. Matthew Roberts  
Cst. Shane Seibert  
Cst. Shelley Sims  
Cst. Trevor Taylor

**Training**

Sgt. Gary Potts  
Cst. Chris Grantham  
Cst. Adam Hill

<b>QUALITY ASSURANCE BRANCH</b> <b>Inspector Dave Wiedrick</b>
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Sgt. Kristen Bell-Samson  
Norm Calder, Accreditation Coordinator  
Hillary Miles, Crime Analyst

<b>SUPPORT SERVICES BRANCH</b> <b>Inspector Drew Bielawski</b>
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**Community & Youth Services**

Sgt. Brad Cotton  
Cst. Laura Collier Crime Prevention  
Cst. Andrea Cooper, School Safety  
Cst. Kent Hollett, C/S & Firearms  
Cst. Saundra Glover, DARE  
Cst. Mark Baxter, HSRO  
Cst. Jonathan Hall, HSRO  
Cst. Basia Hasham, HSRO

**Court**

Sgt. Ramona Ryan  
Court Cst. Shawn Beaulne  
Court Cst. Frank Coretti  
Court Cst. Brad Creighton  
Court Cst. Don Cruickshank  
Court Cst. Steve Freeman  
Court Cst. Krista Grotke  
Court Cst. Allen Hill  
Court Cst. Shawn Kelly  
Court Cst. Rick Laschner  
Court Cst. George Madgwick  
Court Cst. Ashley Maw  
Court Cst. Craig Russell  
Court Cst. Lisa Schermerhorn  
Court Cst. Gerry Shrum  
Court Cst. Dusty Thibert  
Court Cst. Nancy Werner  
Court Cst. Caleb Ackland (Part-time)  
Court Cst. Jelena Petrovic (Part-time)  
Court Cst. Jason Rafferty (Casual)

**Criminal Intelligence Unit**

Sgt. Wayne Townson  
Kelly Dzuba, Clerk Typist  
Cst. Trevor Branscombe  
Cst. Dom Oliveira

**Criminal Investigation Section**

S/Sgt. Scott Williams  
Cst. Cy Villa  
Susan Pastuszak, Clerk Typist

**Auto Theft**

Cst. Greg Stanley

**Casino Liaison**

Vacant

**Domestic Violence**

Cst. Nancy Ferguson

Cst. Elana Emmons

**Fraud**

Cst. Amber Jackson

Cst. Mark Polischuk

**Forensic Identification**

Sgt. David Disher

Cst. Andrew Balog

Cst. David Bauer

**Internet Child Exploitation**

Cst. Steven Bebee

Cst. Balbir Singh

**Major Crime**

Sgt. Richard Paolini

Cst. Kyle Barnes

Cst. Calvin Eve

Cst. David Minutillo

Cst. Jason Nagy

Cst. Mike Sciberras

Cst. Mark Whitworth

**Street Crime**

Sgt. Brad Loveday

Cst. Chris Coombe

Cst. Jeff Cotter

Cst. Kevin O'Neill

Cst. Raj Saini

Cst. Len VanHolst

**Vice**

Sgt. Keith Tollar

Cst. Laureen Bird

Cst. Grant Davies

Cst. Jason Davis

Cst. Jaime Price

**Violent Repeat Offender Unit**

Cst. Jeff Spencer

<b>TOTAL COMPLEMENT</b>	
Sworn	166
Civilian:	
part- time/casual	8
full-time	64
<b>TOTAL</b>	<b>238</b>

## **SERVICE AWARDS & RETIREMENTS**

### **Governor General of Canada Police Exemplary Service Medal**

Created on August 12, 1983, this medal recognizes police officers who have served in an exemplary manner, characterized by good conduct, industry and efficiency.

#### Twenty-year Police Exemplary Service Medal Recipient

Staff Sergeant Don Pancoe

#### Thirty-year Police Exemplary Service Bar Recipients

Sergeant Mark Moravek

Sergeant Rick Ryerse

### **Brantford Police Exemplary Service Awards**

The Brantford Police Exemplary Service Award is granted to a member who performs a duty or takes some action that is well beyond the normal expectation. Our Service is proud to recognize the outstanding efforts of:

Special Constable Shawn Beaulne, who on July 20, 2013, came to the assistance of the occupants of a rolled-over vehicle which was leaking gas and endangering the lives of the 13-year-old passenger and driver.

Constable William Aragian, who on July 22, 2013, came to the assistance of a young woman who was unconscious and not breathing due to a fall, and as a result of his quick thinking and actions, likely saved her life.

### **Brant/Brantford Drinking and Driving Countermeasures Committee - Safe Streets Save Lives Award**

Recipient – Constable Jeremy Morton

### **City of Brantford Long Service Award Recipients**

#### **30 YEARS**

Mark Moravek

Rick Ryerse

#### **25 YEARS**

Andrea Cooper

Brad Loveday

#### **20 YEARS**

Shawn Beaulne

Donald Cruickshank

Sandra Ott

Don Pancoe

#### **15 YEARS**

Lisa Aldred

Laureen Bird

David Disher

Raphael Foa

Christopher Grantham

Jason Nagy

Rebecca Seibert

Geoffrey Slote

Keith Tollar

Darrin Wilson

#### **10 YEARS**

Daniel Bosett

Allan Filiatrault

Jordan Schmutz

Balbir Singh

Gary Swift

## Retirements from the Brantford Police Service

The Brantford Police Service would like to recognize the following members for their service to our community and wish them a long and healthy retirement:

Steve Charlton (May 26, 2000 - December 31, 2013)

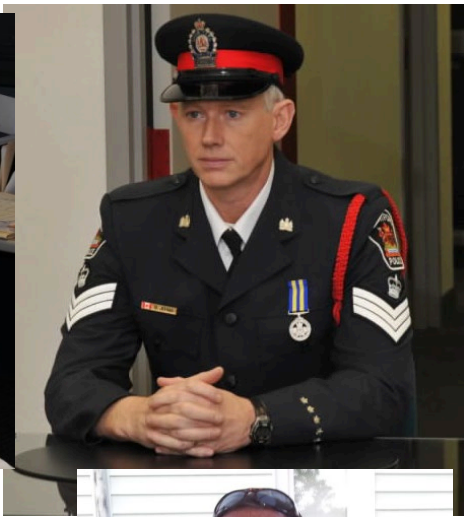
Catherine Drinkwater (March 29, 1993 – May 31, 2013)

Staff Sergeant Bruce Jepma (November 23, 1981 - November 30, 2013)

Janice Martin (October 21, 1975 – January 31, 2013)

Constable John Putschli (February 23, 1981 – September 30, 2013)

Lt. to Rt. – Catherine Drinkwater, S/Sgt. Bruce Jepma, Janice Martin & Cst. John Putschli

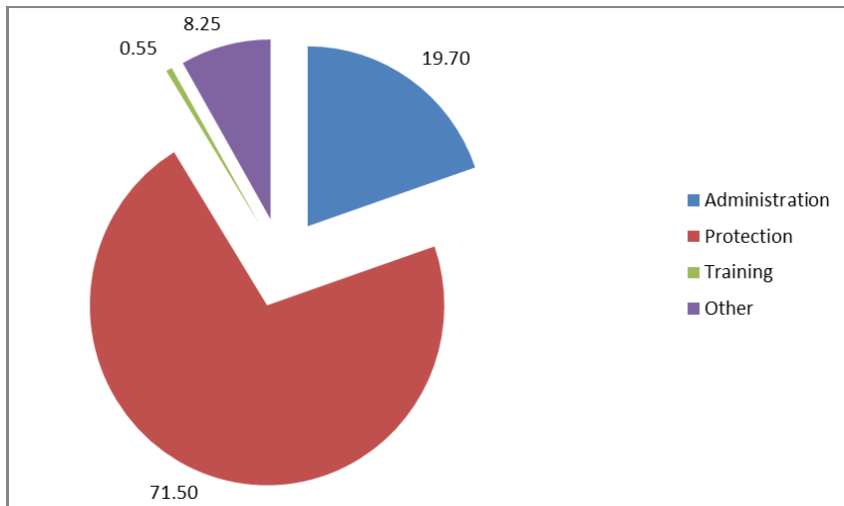


## ADMINISTRATION BRANCH

The Inspector in charge of Administration is responsible for payroll, human resources, benefits, recruiting, Technical Services, Maintenance, Property, Records, Communications, and overseeing a budget of almost \$27.5 million. Human resources and financial management take a large portion of the day-to-day operation for the Administration Branch.

### Budget and Finance

The approved budget for 2013 was \$27,454,212. Although adjustments were made throughout the year based on inflationary costs, the Service remained under budget, largely due to the timing of contractual increases and gapping. Wages and benefits accounted for approximately 87.5% of the Service’s net operating budget. The following chart provides a further breakdown of our budget.



### Five-Year Comparison

	2009	2010	2011	2012	2013
Operating Budget	\$23,516,641	\$24,475,585	\$25,383,835	\$26,598,058	\$27,454,212
Actual Expenditure	\$22,628,604	\$24,428,255	\$25,201,763	\$26,450,595	\$26,733,153

## **Records**



The Records Management System (RMS) stores information electronically throughout the Service. In 2013, staff members were responsible for the transcription and data entry of over 600 hours of dictated reports from officers, which effectively minimized the officers' administrative duties and enabled them to return to patrol duties in a timely manner. Approximately 8,000 Police Records Checks and 355 Freedom of Information requests were completed.

## **Communications**

The Service employs 11 Communicators and three Call-Takers who handle phone calls for service and act as the liaison between the callers and the patrol officers through a Computer Aided Dispatch (CAD) database. Officers are dispatched in accordance to priority levels of pending calls. Communicators play a critical role in our emergency response during the course of their 12-hour shifts.



## **Property and Evidence**

The property and evidence area, contained in a 3,260-sq. ft. secure facility within the station, provides continuity of evidence and houses general supplies and over 30,000 pieces of evidence and found property.

## **Information Technology**

Our Technical Services Section is comprised of three full-time employees who provide comprehensive information technology support and development, encompassing a diverse range of services including: RMS; CAD; digital video recording; and all telephone systems throughout the Service. In 2013, a new radio communications system was installed as a joint partnership with the Brantford Fire Department.

## **Facility Maintenance**

Our Maintenance Section is comprised of three full-time employees who provide technical skills and resources to support the operation of our facility. Routine maintenance and emergency troubleshooting of our heating, air conditioning, fire, electrical and plumbing systems, as well as performing janitorial services throughout our facility, are just some of the responsibilities of this Section.



## EXECUTIVE BRANCH

Communications/Social Media/Media; civil litigation liaison; legal issues; liaison with the Office of the Independent Police Review Director; and Professional Standards, including public and internal investigations, are under the umbrella of the Executive Branch.

Our Media Officer and local media work together to ensure the community is informed about safety concerns and Service-related activities. On a daily basis, information is released relating to captured arrests, enforcement initiatives, crime prevention strategies and participation in community events. Information is forwarded to media via email, which is posted on [www.police.brantford.ca](http://www.police.brantford.ca). Additionally, Twitter (@BrantfordPolice) provides up-to-date information to our community.



Thirteen public complaints and five internal Chief's complaint investigations were received in 2013 and broken down as follows:

Complaints from the Public (Sworn)	12
Complaints from the Public (Civilian)	1
Complaints Initiated by the Chief of Police	5
Total	18

Twelve complaints received from the public related to the conduct of sworn officers, while one complaint concerned a civilian member. Public complaints are forwarded to the Office of the Independent Police Review Director (OIPRD) which oversees and administers public complaints against police in Ontario. OIPRD investigated one complaint and referred five to our Service for investigation. One complaint was resolved through OIPRD's Customer Service Resolution which occurs, if agreed to by all parties, prior to the screening process.

Complaints were reviewed and/or investigated and the following dispositions were applied:

Substantiated	2
Unsubstantiated	7
Complaints deemed not directly affected (OIPRD)	1
Complaints greater than six months from date of incident (OIPRD) and not in the public interest	3
Complaints deemed frivolous, vexatious or made in bad faith (OIPRD)	1
Complaints better dealt with under another act or law, or not a breach of the Code of Conduct (OIPRD)	1
Resolved through mediation (Customer Service Resolution)	1
Informal Resolution	1
Still under investigation	<u>1</u>
TOTAL	18

The Chief of Police initiated five investigations in 2013, relating to the on or off-duty conduct of our members. One complaint was substantiated, while the remainder were unsubstantiated. One public complaint was investigated by OIPRD after a Chief's complaint investigation was conducted into the same incident. This occurrence resulted in *Police Services Act* charges against two officers.

The low number of formal complaints, when compared to 47,493 occurrences in 2013, is indicative of the level of professionalism of our members.



## OPERATIONS BRANCH

Community-based policing plays an integral role in service delivery to the community. The Operations Branch is comprised of five platoons of uniformed officers, who deliver front-line policing to the community. The Operations Branch also incorporates our Traffic Unit; Better Enforcement Action Team (BEAT); Training Section; Emergency Response Team; Auxiliary Police Program; Adult School Crossing Guard Program; and our Summer Park Patrol Program.



Photos by Brian Thompson, *The Expositor*

Together, they ensure that the citizens of Brantford receive effective and efficient service. In late 2013, the Brantford Police Service implemented the Service's first Canine Unit. Two canine handlers were selected and two dogs were purchased. The handlers and dogs will undergo a lengthy training process and will be ready to go operational in June 2014.

In 2013, the Brantford Police responded to 47,493 calls for service, of which 3,026 were 911 calls. This is slightly down from 50,419 in 2012, and 51,253 in 2011.

The Brantford Police Service is tasked with the responsibility of providing education and conducting enforcement in the community. In 2013, officers laid 5,060 criminal charges and 4,871 Provincial charges. Charges laid resulted from investigations of reported incidents as well as directed patrols and strategic enforcement.

Members of our Traffic Unit also participated in various Provincial road safety campaigns such as Operation Impact, Canada Road Safety Week, and Operation Slow for Snow. Furthermore, they organized and participated in several joint agency initiatives with the Ministry of Transportation, CN Police, Six Nations Police and





the Brant County OPP which targeted offenders through education and strict enforcement. Traffic officers are also responsible for investigating all serious and fatal injury collisions. The following is a five-year overview of collisions responded to:

<b>Accident Type</b>	2009	2010	2011	2012	2013
Personal Injury	384	364	366	302	277
Fatalities	3	2	2	4	3
Total Accidents	2,344	2,067	2,249	2,042	2,135

The Traffic Unit implemented a comprehensive Traffic Safety Plan in 2013. Many of the initiatives and safety messaging are regularly reported on the BPS Twitter account, @BrantfordPolice, and posted on [www.brantfordpolice.ca](http://www.brantfordpolice.ca).



Our downtown BEAT officers formed proactive community partnerships with various stakeholders in the downtown core. In 2013, BEAT officers provided 8,670 hours of policing service to the downtown area, the result of which enhanced the safety and security of all those who live, work and attend school in this diverse area.

The Brantford Police Auxiliary Program assists our front-line officers by conducting patrol ride-alongs, helping with searches for missing persons and participating in numerous special events, such as parades and charity functions, throughout the year. These dedicated volunteers contributed 9,479 hours to the community in 2013.

The Service remains committed to developing our human resources. For example, our Training Section provided 10,738 hours of instruction to our members. Much of this training is government mandated and must be provided to our officers on an ongoing basis.

The Adult School Crossing Guard Program, under the supervision of our Traffic Sergeant, is responsible for ensuring that our elementary school students cross the street safely at 56 locations throughout the City.

We commend our members who strive to improve public satisfaction in our Police Service while maintaining their commitment to professionalism and excellence through hard work and dedication.

## QUALITY ASSURANCE BRANCH

The Quality Assurance Branch is responsible for emergency preparedness; policy development; crime analysis; accreditation; and research and planning. The *Police Services Act of Ontario* mandates that each Police Service has a quality assurance process relating to adequate and effective policing. In 2013, the Quality Assurance Branch performed regular reviews, self-assessments and audits to ensure that the Service was compliant with the *Police Services Act*, its regulations, Adequacy Standards and CALEA standards.

During a presentation in March 2013, the Brantford Police Service received our fourth *Commission on Accreditation for Law Enforcement (CALEA)* award. CALEA is an external oversight that ensures we maintain a high standard of service to the community. Every three years, a team of CALEA assessors performs an on-site appraisal of the Service. The assessors then review all aspects of our business practices for the past three years. The benefits of a CALEA assessment include: Improved service delivery; enhanced management procedures; outstanding crime prevention; and enhanced co-operation with other agencies. The next CALEA assessment will take place in December 2015.

In April 2013, the Ontario Ministry of Community Safety and Correctional Services inspected the Brantford Police Service to ensure compliance in four areas - Bail and Violent Crime; High Risk Individuals; Missing Persons and Preliminary Perimeter and Control. The inspection resulted in four minor recommendations, all of which were addressed within 30 days after receipt of the Provincial Report.

In October, we participated in a city-wide emergency preparedness exercise. This exercise was integral in testing the procedures that we follow in the event of an oil spill in our water supply. Subsequently, we took part in a similar emergency preparedness scenario organized and facilitated by Enbridge Oil.



Insp. Dave Wiedrick with Enbridge Oil  
emergency coordinator

The Quality Assurance Branch ensured the Service was in compliance with Provincial acts such as the *Accessibility for Ontarians with Disabilities Act* (AODA). Throughout the year, the Branch either created or reviewed and updated over 86 policies which were distributed electronically to all members throughout the Service. We commend our members for their professionalism and commitment to excellence. They ensured that policies and procedures were followed and by doing so, they delivered the best service to the citizens of Brantford.



Photo by Brian Thompson, *The Expositor*

The Quality Assurance Branch also began overseeing a call-intake process which, once in place, will improve customer service and stream unnecessary calls for service while increasing efficiencies.



## SUPPORT SERVICES BRANCH



Photo by Brian Thompson, *The Expositor*

The Support Services Branch is comprised of the Criminal Investigation; Criminal Intelligence; Forensic Identification; Firearms; Court Services; Crime Stoppers; and the Community and Youth Services Sections.

The Criminal Investigation

The Criminal Investigation Section includes Major Crime; Domestic Violence; Fraud; Vice; Violent/Repeat Offender and Street Crime Units. Members from these units are responsible for investigating - among other incidents - homicides and attempt homicides; crimes of violence; sudden deaths; sexual assaults; robberies; offences against children and the elderly; major frauds; break and enters; drugs; and the management of high-risk and repeat offenders residing in our community.

We continue to be one of 19 member agencies making up the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet. In 2013, a position was created to conduct forensic analysis of electronic devices. This investigator required extensive and ongoing training, along with specialized equipment to meet the investigative needs of current technology.

An investigator was added to our Domestic Violence Unit. In addition to ensuring relevant policies are followed, this Unit liaises with Victim Services of Brant to ensure appropriate follow up is conducted and safety plans implemented for all victims of domestic violence. Furthermore, the Unit began reviewing incidents involving persons with mental illness in an effort to determine if community resources can assist with preventing future conflicts with the law.

The Brantford Police Service continued its participation in Team Shutdown, a successful, joint initiative involving OPP; Six Nations Police Service; Hamilton Police Service; and Halton Regional Police Service. Team Shutdown targets vehicle thefts and drug offences which are often related. Vehicle theft creates a real threat to public safety as perpetrators often drive with a complete disregard for the lives and safety of pedestrians or other users of the roadway.

Three officers from the Community and Youth Services Section continue to be assigned full time, throughout the school year, to the City's six high schools. An officer delivered the Drug Abuse Resistance Education (D.A.R.E.) Program to every grade six student in Brantford. The GR8 – Growing Responsibility program targeted grade eight students. GR8 provides students preparing for that



important transition to secondary school with critical information regarding communication, decision making, positive choices, healthy relationships and youth and the law. Our School Safety Officer delivered safety information, at the Children's Safety Village of Brant, to all grade one to six students in the community.

Seventeen officers wrote the 2013 provincial promotional examinations. At the conclusion of the process and with the addition of newly qualified candidates, the promotional list had 22 officers for the rank of sergeant, five for staff sergeant and five for inspector.



Presentation of Mayor's Award for City and County  
Safety Patrollers of the Year,  
Safety Patroller Appreciation Day

## **EDUCATION AND TRAINING OVERVIEW**



As a police organization, we have a responsibility to deliver ongoing educational opportunities which provide our members with the knowledge, skills, values, attitudes and understanding they need to remain effective. Through education, training and networking, our members discover new abilities and ideas resulting in the Brantford Police Service becoming more productive and innovative. By embracing the concept of career-long learning, we keep pace with

societal changes, technological improvements, investigative techniques, changes in law, and best practices in providing police services.

### **Ontario Police College**

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A total of 44 members (sworn and civilian) received various training at the Ontario Police College, in 44 courses of instruction.

### **Canadian Police College**

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Two officers attended the Canadian Police College, Ottawa, and received training in four courses of instruction.

### **Training Received at Other Facilities**

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Sixty-five members (sworn and civilian) attended 88 training sessions, at various locations, relating to their specific area of expertise.

### **Post-secondary Courses**

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Eleven members participated in 11 professional advancement courses at post-secondary institutions.

### **Canadian Police Knowledge Network- On-line Training**

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Throughout the year, 51 members completed 54 diverse, on-line training courses offered by the Canadian Police Knowledge Network.

### **In-Service Training - Block Training**

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- Arrest – Advanced Patrol Training
- Controlled Drugs and Substances – Advanced Patrol Training
- Defensive Tactics – Provincial Adequacy Standard

- Domestic Violence (academic) – Advanced Patrol Training
- Firearms Practical – Provincial Qualifier – Provincial Adequacy Standard
- Firearms, Use of Force and Safe Storage Policy Review – Provincial Adequacy Standard
- Judgment Training – Provincial Adequacy Standard
- Mental Illness – Advanced Patrol Training
- Missing Person – Advanced Patrol Training
- Officer Safety – Provincial Adequacy Standard
- Radar – Provincial Adequacy Standard
- Rapid Deployment – Service Elective
- Search without Warrant, Vehicles – Advanced Patrol Training
- Tactical Communication – Advanced Patrol Training
- Weapons Offences – Advanced Patrol Training

### **In-Service Training- Roll-Call Training**

- Acquired Brain Injuries
- Barricaded Incidents and Containment for Patrol
- Behavioral Support Ontario – Community Outreach Team
- Bylaw Enforcement
- Canadian Mental Health Association Brant
- Conditional Sentences
- Ethics & Diversity
- Informant Development & Source Management
- Mental Health Court
- Responding to Events with Hazardous Materials
- St. Leonard's Community Services - Addiction Services
- St. Leonard's Community Services - Bail Program
- St. Leonard's Community Services - Mental Health Services
- St. Leonard's Community Services - Pre-charge Diversion
- Sex Offender Registry
- Sexual Assault Centre of Brant
- Victim Crisis Referral Service

### **Emergency Response Team / Explosive Disposal Unit Training**

Throughout 2013, members of the EDU/ERT participated in formalized training courses including:

- Basic Tactical Officer;
- Conductive Energy Weapon Requalification; and
- Hostage Rescue.



## FIVE-YEAR STATISTICS 2009 - 2013

Green (-) figures indicate a reduction

Red figures indicate an increase

% increase/decrease over prior year

	*2009*	*2010*	*2011*	*2012*	*2013*	TOTAL	AVERAGE	*2010*	*2011*	*2012*	*2013*
<b>INVESTIGATIONS</b>											
MURDER	2	2	3	0	0	7	1	0%	50%	-100%	0%
ATTEMPT MURDER	1	3	2	2	0	8	2	200%	-33%	0%	-100%
SEXUAL OFFENCES	177	166	181	146	200	870	174	-6%	9%	-19%	37%
ASSAULT ON POLICE	30	34	23	16	10	113	23	13%	-32%	-30%	-38%
ASSAULTS - OTHER	1028	1063	916	841	752	4600	920	3%	-14%	-8%	-11%
ROBBERIES WITH WEAPON	30	31	28	18	24	131	26	3%	-10%	-36%	33%
ROBBERIES WITHOUT WEAPON	29	47	34	29	34	173	35	62%	-28%	-15%	17%
B&E RESIDENCE	607	598	470	666	469	2810	562	-1%	-21%	42%	-30%
B&E BUSINESS	197	139	164	116	132	748	150	-29%	18%	-29%	14%
B&E OTHER	23	15	17	23	21	99	20	-35%	13%	35%	-9%
THEFT OF MOTOR VEHICLE	721	503	593	470	465	2752	550	-30%	18%	-21%	-1%
THEFT OVER \$5000	25	32	18	15	19	109	22	28%	-44%	-17%	27%
THEFT UNDER \$5000	1785	1615	1510	1548	1383	7841	1568	-10%	-7%	3%	-11%
THEFT FROM VEHICLE	908	795	861	1078	821	4463	893	-12%	8%	25%	-24%
FRAUDS TOTAL	598	408	405	473	411	2295	459	-32%	-1%	17%	-13%
OFFENSIVE WEAPONS TOTAL	208	155	132	120	141	756	151	-25%	-15%	-9%	18%
MISCHIEF TOTAL	1649	1238	1133	1206	1112	6338	1268	-25%	-8%	6%	-8%
OTHER CRIMINAL CODE	1502	1205	977	865	757	5306	1061	-20%	-19%	-11%	-12%
DRUGS & NARCOTICS TOTAL	421	368	394	372	419	1974	395	-13%	7%	-6%	13%
PROVINCIAL STATUTES TOTAL	1435	713	636	696	583	4063	813	-50%	-11%	9%	-16%
MUNICIPAL BYLAWS	2505	818	176	158	160	3817	763	-67%	-78%	-10%	1%
GAMING & BETTING	0	0	0	0	0	0	0	0%	0%	0%	0%
IMPAIRED DRIVERS	165	146	133	117	107	668	134	-12%	-9%	-12%	-9%

<b>MOTOR VEHICLE ACCIDENTS</b>	<b>*2009*</b>	<b>*2010*</b>	<b>*2011*</b>	<b>*2012*</b>	<b>*2013*</b>	<b>TOTAL</b>	<b>AVERAGE</b>	<b>*2010*</b>	<b>*2011*</b>	<b>*2012*</b>	<b>*2013*</b>
FATAL ACCIDENTS	3	2	2	4	3	14	3	-33%	0%	100%	-25%
PERSONS KILLED	3	3	2	4	4	16	3	0%	-33%	100%	0%
PERSONAL INJURY ACCIDENTS	384	364	366	302	277	1693	339	-5%	1%	-17%	-8%
TOTAL MVA'S	2344	2067	2249	2041	2135	10836	2167	-12%	9%	-9%	5%
CRIMINAL CHARGES	6011	6057	5457	5240	5060	27825	5565	1%	-10%	-4%	-3%
PROVINCIAL CHARGES	7528	7314	6509	6110	4871	32332	6466	-3%	-11%	-6%	-20%
MUNICIPAL CHARGES	206	236	262	189	220	1113	223	15%	11%	-28%	16%
PARKING TICKETS ISSUED	1626	818	1262	1329	1029	6064	1213	-50%	54%	5%	-23%
<b>ACTIVITIES</b>											
ALARMS	2880	2824	2621	2667	2789	13781	2756	-2%	-7%	2%	5%
FAIL TO STOP FOR POLICE	29	15	21	14	18	97	19	-48%	40%	-33%	29%
COMPLAINTS AGAINST POLICE	33	37	30	29	18	147	29	12%	-19%	-3%	-38%
DISCIPLINE MATTERS	6	14	7	9	12	48	10	133%	-50%	29%	33%
CALLS FOR SERVICE	54577	50513	51253	50419	47493	254,255	50851	-7%	1%	-2%	-6%
CASINO RELATED CALLS	357	222	179	217	137	1112	222	-38%	-19%	21%	-37%
FOOT/BICYCLE PATROL HOURS	4407	2648	10490	9750	8670	35965	7193	-40%	296%	-7%	-11%
<b>HUMAN RESOURCES (HOURS)</b>											
OVERTIME	16014	16920	17090	17159	17673	84856	16971	6%	1%	0%	3%
COURT TIME	2517	2415	2899	2804	2844	13479	2696	-4%	20%	-3%	1%
AUXILIARY WORKED	6324	5469	8989	9368	9394	39544	7909	-14%	64%	4%	0%
LONG TERM DISABILITY	6792	4688	2855	3329	4704	22368	4474	-31%	-39%	17%	41%
WORKPLACE SAFETY & INS. BOARD	2593	2953	5306	6514	9635	27001	5400	14%	80%	23%	48%
COMPASSIONATE LEAVE	613	745	556	340	644	2898	580	22%	-25%	-39%	89%
SICK LEAVE	16246	21388	18703	18595	18517	93449	18690	32%	-13%	-1%	0%
MATERNITY SWORN	1416	760	1320	676	2138	6310	1262	-46%	74%	-49%	216%
MATERNITY CIVILIAN	0	0	664	1632	2216	4512	902	0%	0%	146%	36%
POLICE COLLEGE TRAINING	8848	7960	10632	9968	7410	44818	8964	-10%	34%	-6%	-26%
IN SERVICE TRAINING	11454	10305	10518	10117	10738	53132	10626	-10%	2%	-4%	6%



## 2013 REPORTED CRIME AND CLEARANCE RATES

<b>Calls for Service</b>	47,493
<b>Violent Crime and Clearance Rates</b>	
Violent Crime Calls	1,236
Violent Crimes Cleared	77.2%
<b>Property Crime and Clearance Rates</b>	
Property Crime Calls	4,652
Property Crimes Cleared	22.4%
<b>Other Crime and Clearance Rates</b>	
Other Crime Calls	814
Other Crimes Cleared	99.9%
<b>Adults Charged or Diverted</b>	1,707
<b>Youths Charged or Diverted</b>	638

## 2013 BUSINESS PLAN OBJECTIVES REPORT

Objective	Incomplete	Ongoing	Completed
<b>COMMUNICATION</b>			
• Ensure public accessibility			✓
• Enhance the use of social media to provide accurate information to the public			✓
• Improve the community's perception of crime in the city		✓	
• Provide methods of employee and community feedback and participation			✓
<b>COMMUNITY-BASED CRIME PREVENTION</b>			
• Support community mobilization initiatives at the neighbourhood level			✓
• Use crime analysis to support crime-suppression initiatives			✓
• Promote community engagement to increase neighbourhood safety			✓
• Use media, Service website and social media to distribute crime-prevention information to the public			✓
<b>COMMUNITY SATISFACTION</b>			
• Use media to publicize our success			✓
• Provide the public with information on police processes			✓
• Use surveys and other communication tools to stay in tune with public concerns		✓	
• Provide high-quality policing in accordance with international standards		✓	
• Meet provincial adequacy standards			✓
• Endeavor to keep the number of complaints low through good customer service and adequately investigate complaints to address concerns or issues raised			✓
<b>COMMUNITY PATROL</b>			
• Work to solve neighbourhood crime and disorder through education, prevention and enforcement			✓
• Increase patrol time through efficiencies			✓
• Systematically encourage community interaction by patrol officers			✓
• Increase police visibility in the downtown and in our neighbourhoods		✓	

Objective	Incomplete	Ongoing	Completed
<b>CRIMINAL INVESTIGATION</b>			
<ul style="list-style-type: none"> <li>Ensure personnel undertaking criminal investigations have the training necessary to provide high-quality investigations</li> </ul>			✓
<ul style="list-style-type: none"> <li>Continue to meet the requirements of the DNA database, Sex Offender Registry and Major Case Management</li> </ul>			✓
<ul style="list-style-type: none"> <li>Develop the capacity for cybercrime investigative support</li> </ul>			✓
<ul style="list-style-type: none"> <li>Enhance the management of prolific offender investigation efforts</li> </ul>			✓
<b>EMERGENCY CALLS FOR SERVICE</b>			
<ul style="list-style-type: none"> <li>Enhance the Service's ability to respond to major emergencies</li> </ul>			✓
<ul style="list-style-type: none"> <li>Maintain effective response times to emergency calls for service</li> </ul>			✓
<ul style="list-style-type: none"> <li>Maintain a qualified Emergency Response Team (ERT) that is able to meet the needs of our community</li> </ul>			✓
<ul style="list-style-type: none"> <li>Explore initiatives that would enhance public and officer safety in emergency response</li> </ul>			✓
<b>VIOLENT CRIME</b>			
<ul style="list-style-type: none"> <li>Continue to work with our community partners to address the root causes of crime and violence</li> </ul>			✓
<ul style="list-style-type: none"> <li>Focus enforcement on drugs and robberies</li> </ul>			✓
<ul style="list-style-type: none"> <li>Develop and implement a High Risk Offender Program</li> </ul>			✓
<ul style="list-style-type: none"> <li>Crime prevention through education on the consequences of violence and personal safety</li> </ul>			✓
<b>PROPERTY CRIME</b>			
<ul style="list-style-type: none"> <li>Use crime analysis to support intelligence-led, front-line policing initiatives to prevent property crime</li> </ul>			✓
<ul style="list-style-type: none"> <li>Reduce property crime through the targeting of prolific offenders</li> </ul>			✓
<ul style="list-style-type: none"> <li>Provide community education to prevent property crime</li> </ul>			✓
<ul style="list-style-type: none"> <li>Continue to work with neighbouring police services to reduce auto theft</li> </ul>			✓
<b>YOUTH CRIME</b>			
<ul style="list-style-type: none"> <li>Provide educational support focused on making good decisions</li> </ul>			✓
<ul style="list-style-type: none"> <li>Educate youth on internet safety</li> </ul>			✓
<ul style="list-style-type: none"> <li>Interact with young people to provide role models</li> </ul>			✓

Objective	Incomplete	Ongoing	Completed
<b>ROAD SAFETY</b>			
<ul style="list-style-type: none"> <li>Increase safety for pedestrians, cyclists and drivers in the city by promoting traffic safety awareness</li> </ul>			✓
<ul style="list-style-type: none"> <li>Work with partner educational institutions to educate pedestrians and cyclists in road safety</li> </ul>			✓
<ul style="list-style-type: none"> <li>Develop Traffic Safety Plans to address problem areas and traffic safety issues</li> </ul>			✓
<b>ASSISTANCE TO VICTIMS OF CRIME</b>			
<ul style="list-style-type: none"> <li>Support Victim Services of Brant</li> </ul>			✓
<ul style="list-style-type: none"> <li>Support Victim Services of Brant's initiatives to reduce victimization</li> </ul>			✓
<ul style="list-style-type: none"> <li>Increase officer awareness of available services</li> </ul>			✓
<b>INFORMATION TECHNOLOGY</b>			
<ul style="list-style-type: none"> <li>Implement new technologies that can improve efficiencies such as e-ticketing</li> </ul>			✓
<ul style="list-style-type: none"> <li>Complete radio upgrades</li> </ul>			✓
<ul style="list-style-type: none"> <li>Complete two-factor authentication requirements</li> </ul>		✓	
<ul style="list-style-type: none"> <li>Increase efficiencies in the use of Niche records management systems</li> </ul>		✓	
<b>RESOURCE PLANNING</b>			
<ul style="list-style-type: none"> <li>Monitor workloads, calls for service and population growth to ensure human resources are appropriately allocated and the needs of the community are met</li> </ul>			✓
<ul style="list-style-type: none"> <li>Use technology to gain efficiencies and safe work, maximizing staff output</li> </ul>			✓
<ul style="list-style-type: none"> <li>Develop plans to increase attendance and use accommodated employees in such a manner as to lessen the workload of others</li> </ul>		✓	
<ul style="list-style-type: none"> <li>Decrease human resources demands on the Inspector in charge of Administration</li> </ul>		✓	
<b>FACILITIES</b>			
<ul style="list-style-type: none"> <li>Where police facilities do not meet the requirements as set out in Ministry guidelines, put a plan in place that sets out options and costs to meet requirements.</li> </ul>			✓
<ul style="list-style-type: none"> <li>Review the state of the facility and its capital assets, making necessary changes to ensure business continuity</li> </ul>		✓	