

WELCOME EVERYONE



- *We are looking forward to your dialogue and suggestions...*

Aylmer Police Business Plan



A Three Year Progressive Outline

Provincial Statute Requirements

Police Services Act of Ontario

Declaration of principles

Police services shall be provided throughout Ontario in accordance with the following principles:

- **1. The need to ensure the safety and security of all persons and property in Ontario.**
- 2. The importance of safeguarding the fundamental rights guaranteed by the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*.
- 3. The need for co-operation between the providers of police services and the communities they serve.
- 4. The importance of respect for victims of crime and understanding of their needs.
- 5. The need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society.
- **6. The need to ensure that police forces are representative of the communities they serve.**

RESPONSIBILITY FOR POLICE SERVICES

Governed and Regulated by the Solicitor General

3. (1)

- (a) monitor police forces to ensure that adequate and effective police services are provided at the municipal and provincial levels;
- (b) monitor boards and police forces to ensure that they comply with prescribed standards of service;
- (c) Repealed: 1995, c. 4, s. 4 (1).
- (d) develop and promote programs to enhance professional police practices, standards and training;
- (e) conduct a system of inspection and review of police forces across Ontario;

- (f) assist in the co-ordination of police services;
- (g) consult with and advise boards, community policing advisory committees, municipal chiefs of police, employers of special constables and associations on matters relating to police and police services;**
- (h) develop, maintain and manage programs and statistical records and conduct research studies in respect of police services and related matters;
- (i) provide to boards, community policing advisory committees and municipal chiefs of police information and advice respecting the management and operation of police forces, techniques in handling special problems and other information calculated to assist;
- (j) issue directives and guidelines respecting policy matters;
- (k) develop and promote programs for community-oriented police services;
- (l) **operate the Ontario Police College.** R.S.O. 1990, c. P.15, s. 3 (2); 1995, c. 4, s. 4 (1); 1997, c. 8, s. 2 (2, 3).

Municipalities

Police services in municipalities

4. (1) Every municipality to which this subsection applies shall provide adequate and effective police services in accordance **with its needs**. 1997, c. 8, s. 3.

Core police services

(2) Adequate and effective police services must include, at a minimum, all of the following police services:

1. Crime prevention.
2. Law enforcement.
3. Assistance to victims of crime.
4. Public order maintenance.
5. Emergency response. 1997, c. 8, s. 3.

Infrastructure for police services

(3) In providing adequate and effective police services, a **municipality shall be responsible for providing** all the infrastructure and administration necessary for providing such services, including vehicles, boats, equipment, communication devices, buildings and supplies. 1997, c. 8, s. 3.

Responsibilities of Police Services Boards

31. (1) A board is responsible for the provision of adequate and effective police services in the municipality and shall,

(a) appoint the members of the municipal police force;

(b) generally determine, after consultation with the chief of police, objectives and priorities with respect to police services in the municipality;

(c) establish policies for the effective management of the police force;

(d) recruit and appoint the chief of police and any deputy chief of police, and annually determine their remuneration and working conditions, taking their submissions into account;

(e) direct the chief of police and monitor his or her performance;

(f) establish policies respecting the disclosure by chiefs of police of personal information about individuals;

(g) receive regular reports from the chief of police on disclosures and decisions made under section 49 (secondary activities);

(h) establish guidelines with respect to the indemnification of members of the police force for legal costs under section 50;

(i) establish guidelines for dealing with complaints under Part V, subject to subsection (1.1);

(j) review the chief of police's administration of the complaints system under Part V and receive regular reports from the chief of police on his or her administration of the complaints system.

Members of police force under board's jurisdiction

(2) The members of the police force, whether they were appointed by the board or not, are under the board's jurisdiction.

Restriction

(3) The board may give orders and directions to the chief of police, but not to other members of the police force, and no individual member of the board shall give orders or directions to any member of the police force.

Idem

(4) The board shall not direct the chief of police with respect to specific operational decisions or with respect to the day-to-day operation of the police force.

Municipal police force

38. A municipal police force shall consist of a chief of police employed by the police force and such other police officers employed by the police force and other employees of the police force as are adequate, and shall be provided with adequate equipment and facilities. 2009, c. 30, s. 46.

Estimates

39. (1) The board shall submit operating and capital estimates to the municipal council that will show, separately, the amounts that will be required,

(a) to maintain the police force and provide it with equipment and facilities; and

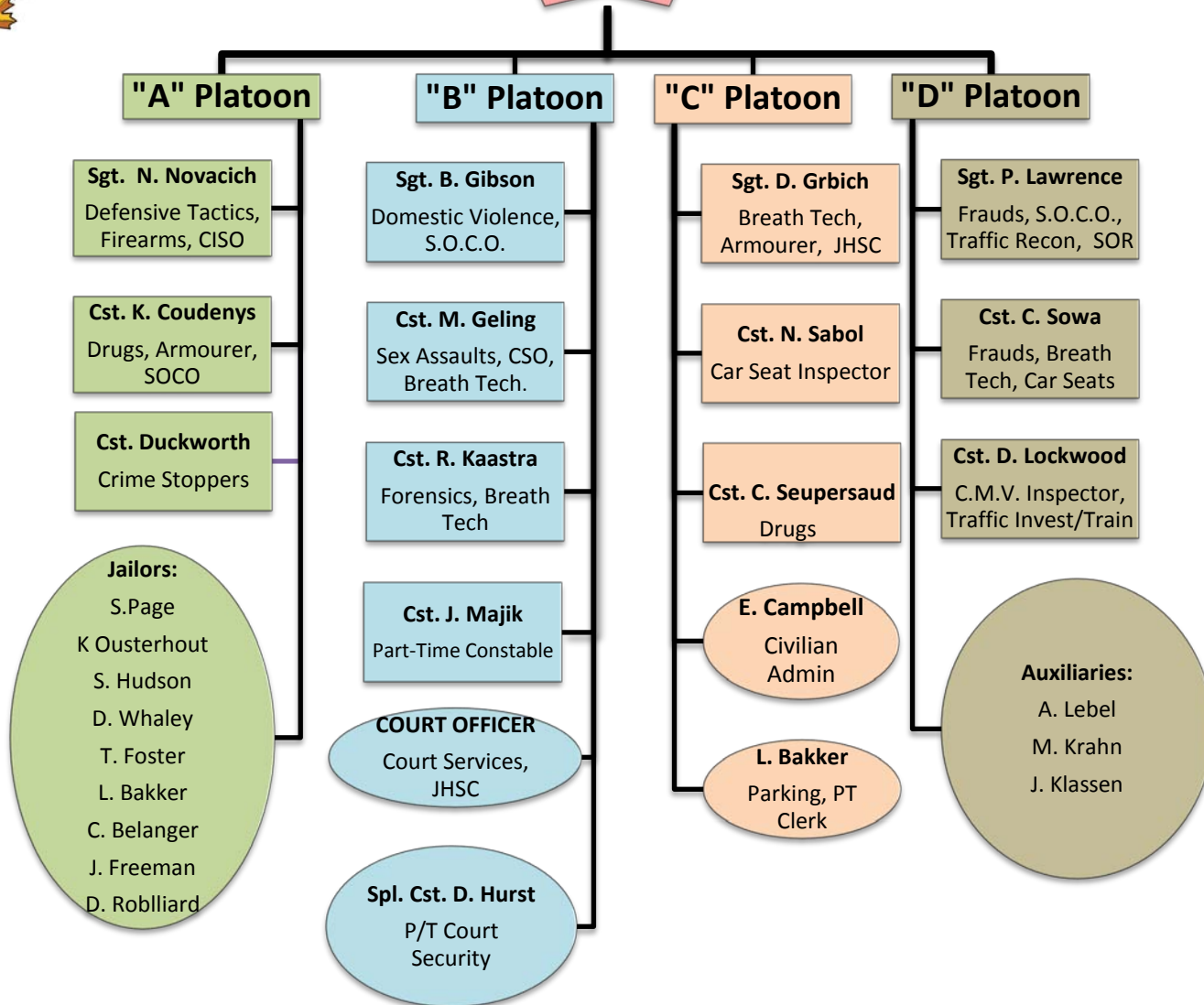
(b) to pay the expenses of the board's operation other than the remuneration of board members.



Aylmer Police Services Board

Chief of Police
Andre Reymer

Who we are & what we do



30. (1) Every board shall prepare a business plan for its police force at least once every three years. O. Reg. 3/99, s. 30 (1).

(2) The business plan shall address,

- (a) the objectives, core business and functions of the police force, including how it will provide adequate and effective police service
- (b) quantitative and qualitative performance objectives and indicators relating to,

- (i) the police force's provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
 - (ii) community satisfaction with police services,
 - (iii) emergency calls for service,
 - (iv) violent crime and clearance rates for violent crime,
 - (v) property crime and clearance rates for property crime,
 - (vi) youth crime and clearance rates for youth crime,
 - (vii) police assistance to victims of crime and re-victimization rates, and
 - (viii) road safety;
- (c) information technology;
- (d) resource planning; and
- (e) police facilities. O. Reg. 3/99, s. 30 (2).

Police Officers

Duties of Police Officer

42. (1) The duties include:

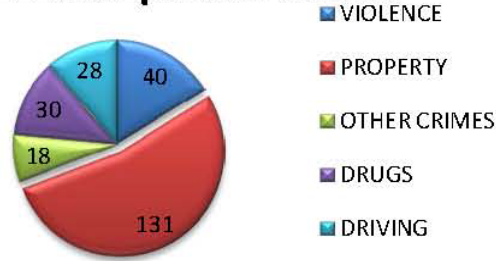
- (a) preserving the peace;
- (b) preventing crimes and other offences and providing assistance and encouragement to other persons in their prevention;
- (c) assisting victims of crime;
- (d) apprehending criminals and other offenders and others who may lawfully be taken into custody;
- (e) laying charges and participating in prosecutions;
- (f) executing warrants that are to be executed by police officers and performing related duties;
- (g) performing the lawful duties that the chief of police assigns;
- (h) in the case of a municipal police force and in the case of an agreement under section 10 (agreement for provision of police services by O.P.P.), enforcing municipal by-laws;
- (i) completing the prescribed training. R.S.O. 1990, c. P.15, s. 42 (1); 1997, c. 8, s. 28.

Power to act throughout Ontario

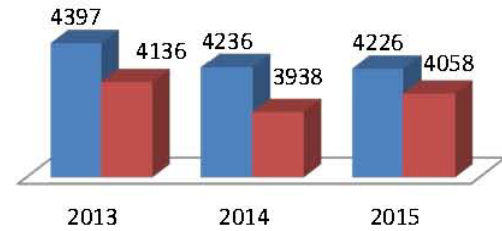
(2) **A police officer has authority to act as such throughout Ontario.**

3 year crime trends in Aylmer

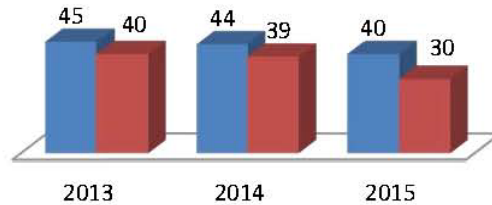
2015 Reported Crimes



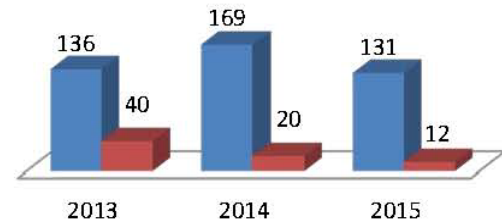
ALL TYPES – Reported (Blue) ALL TYPES – Actual (Red)



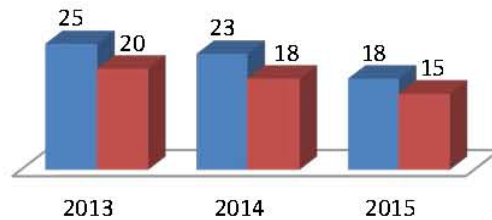
VIOLENCE (Blue) Clearance (Red)



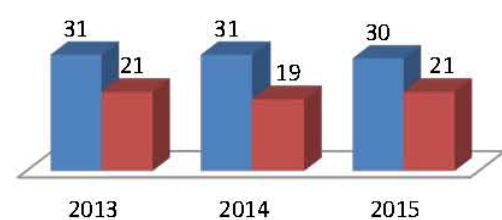
PROPERTY (Blue) Clearance (Red)



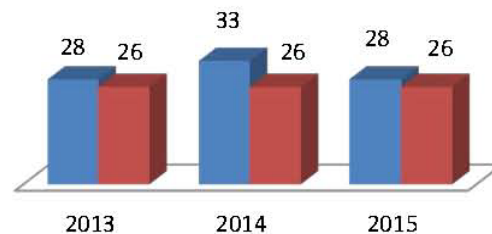
OTHER CRIMES (Blue) Clearance (Red)



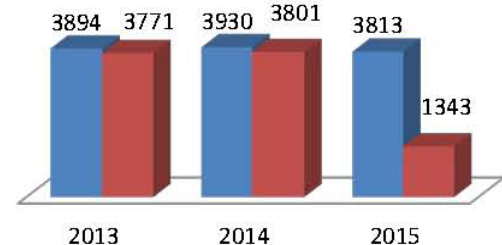
DRUGS (Blue) Clearance (Red)



DRIVING (Blue) Clearance (Red)



NON-OFFENCE / MISCELLANEOUS (Blue) Clearance (Red)



2016 Community Survey Summary

The purpose of the survey was to solicit community opinion of the service the Aylmer Police provided to them. 1000 surveys were distributed. The response rate was **29%**, **up 8% from 2013**

Judging from the number of Aylmer Police Officers you see in the community, would you say there are:	#	%
Too few officers	17	7
The right number of officers	167	69
Too many officers	59	24
Total	243	100
Unknown / no answer	52	
Total	295	

Over the past few years, do you think crime in Aylmer has:	#	%
decreased	61	28
remained the same	129	60
increased	26	12
Total	216	100
Unknown/No answer	78	
Total	294	

In terms of the amount of crime, how do you think Aylmer compares with other communities of similar size in the area?	#	%
much less crime	33	14
less crime	99	41
about the same crime	106	44
more crime	2	1
much more crime	0	0
Total	240	100
Unknown/No answer	54	
Total	294	

How would you rate the quality of police service in Aylmer?	#	%
Poor	7	2
Adequate	40	14
Good	98	34
Excellent	140	49
Total	285	100
Unknown/ no answer	9	
Total	214	

2013- 2015 Past Business Plan Report

Core Function	#	2007-2009	2010-2012	2013-2015	2016-2018
Crime Prevention	1	Increase Crime Stoppers tips	Maintain & increase Crime Stoppers involvement	Promote website links for Crime prevention	
	2	School Visits vs. calls for service	Maintain & increase school visits	Increase Crime Stoppers involvement & support	
	3	Website Hits on services	Promote programs on website	Maintain DVI & High Risk county partnerships	
	4			Attend Community Events promoting APS & Crime prevention	
Community Patrol	1	Maintain Beat time	Implement platoon supervisors	Maintain beat duty especially in peak visibility times	
	2	Create Platoon structure	Assign beat duty times	Bike Patrols & use Auxiliaries with second bike	
	3	Track Auxiliary Officer Use	Utilize Auxiliaries for non-enforcement duties	School patrols during peak times	

Core Function	#	2007-2009	2010-2012	2013-2015	2016-2018
Criminal Investigation Services	1	Training / Course tracking	update & refresh mandated courses	Training / Course tracking	
	2	Supervise / Track Major Cases	increase drug investigations	Maintain consistent clearances	
	3	Judicial Partner meetings	become formal CISO member	increase drug investigations	
	4			become formal CISO member	
Community Satisfaction	1	Maintain survey levels & satisfaction	Maintain survey levels & satisfaction	Maintain low complaint levels	
	2	Maintain low complaint levels	Maintain low complaint levels	Maintain survey levels & satisfaction	
	3	track Community Events	Participate in Community Events building rapport	Participate in Community Events building rapport	
	4			Chief to liaise with Council on behalf of PSB	

Core Function	#	2007-2009	2010-2012	2013-2015	2016-2018
Emergency Calls for Service	1	Continue 2 min response	Maintain Town & County Emergency Planning	Maintain Town & County Emergency Planning	
	2	IRD practices for schools	Maintain IRD Training	IRD Training & School drills	
	3	Carbine training for officers		Use Risk Assessment for Counter Terrorism Policy	
Violent Crime	1	Train additional DVI	Train all officers with DVI module	Update Domestic Violence training	
	2	encourage reporting	Encourage reporting	Promote Anti-Bullying strategies in schools	
	3	support educational programs	Support educational programs in Community	Maintain MCM, SOR, ViCLAS	
	4		100% compliance with SOR, MCM & ViCLAS		

Core Function	#	2007-2009	2010-2012	2013-2015	2016-2018
Property Crime	1	educate public on crime reporting	encourage Crime Stoppers	Educate Public on programs	
	2	encourage Crime Stoppers	educate public on crime prevention	Encourage prompt reporting	
	3	Increase night patrol zone checks	Utilize CPTED in house and with VCARS	Encourage Security & Surveillance systems	
	4			Promote CPTED with VCARS	
Youth Crime	1	Increase school visits	Increase school walk throughs as per Crime Prevention	Promote student Crime Stoppers program	
	2	support school liaison programs	support school liaison programs	Increase school visits & planned events	
	3	focus on repeaters	Increase use of Street Checks	Promote police careers with Ride Alongs	
	4			Increase use of Youth Crime diversion	
	5			Support School programs ie DARE & VIP	

Core Function	#	2007-2009	2010-2012	2013-2015	2016-2018
Victim Assistance	1	Educate public	Educate public on available programs	Increase VCARS & CMHA referrals	
	2	liaise with judicial partners	Utilize Crime Abatement program	Ensure materials & information provided	
	3	follow-up with victims	Liaise with Crown Attorney	VCARS / MHA Training	
Road Safety	1	Increase Provincial Offences Act Enforcement	Increase Provincial Offences Act Enforcement	Increase POA enforcement through targets	
	2	Increase RIDE vehicles stops and reduce Impaired Drivers	Maintain RIDE programs	Maintain RIDE Programs	
	3	partner with other POA agencies	partner with other agency programs	Maintain traffic programs with other agencies	
	4	promote safety programs	Purchase RADAR trailer	Equipment upgrades as needed	

Core Function	#	2007-2009	2010-2012	2013-2015	2016-2018
Information Technology	1	Contract 3rd party IT	Initiate a mobile PC project	Complete mobile PC program	
	2	cycle out workstations	Update servers compliant with OPTIC	Radio upgrade to digital	
	3	laptop computer	Acquire data projector for training	Improve CAD efficiency	
	4	mail server & domain system	Ensure CAD & RMS upgrades	Comply with electronic fingerprint requirements	
Resource Planning	1	quarterly staff meetings	quarterly staff meetings	Inventory Skill Sets & certificates of staff	
	2	Monthly PSB reporting on BP	Monthly PSB reporting on BP	Succession Planning	
	3	bi-yearly council presentations	bi-yearly council presentations	Promote staff wellness	
Police Facilities	1	allocate new report room	new parking lot & additional employee parking	New Roof	
	2	update surveillance system		Ceilings & Insulation	
	3	new parking lot, road sign, & flag poles		HVAC upgrade	

Now, let us start to build our Business...

