



# 2023 Annual Report



## **Mission**

To work in partnership with our community to prevent and reduce crime, safeguard trust and improve the quality of life through dedicated and professional service delivery.

## **Vision**

To provide the highest quality of service by being accountable, compassionate, professional and efficient in our response to diverse community needs.





## Message from Chief Zvonko Horvat



On behalf of the men and women of the Aylmer Police Service, I am privileged to present to you the 2023 Annual report. The report highlights the important proactive and reactive work members of our Service have accomplished throughout the year in order to keep our community safe for all to enjoy. In 2023, we continued to focus on the commitments identified in our eighth strategic plan with a focus on addressing social issues and implementing programs to enhance community engagement and investigative practices to enhance traffic and criminal investigations. Additionally, our members focused on the initiatives identified in the “Community Safety and Wellbeing” plan as we continued to work with our community partners and stakeholders in the area of mental health, substance abuse and homelessness in order to reduce the impact on those most vulnerable.

In addition, officers engaged in foot, bicycle and vehicular patrols to increase our visibility and community engagement to strengthen our relationship building. This plan marked a shift in focus from a reactive, response-based approach to incidents to a more proactive, holistic approach to community safety.

In 2023, we focused on modernization to keep pace with technology. This included investment in our Digital Evidence Management System (DEMS) in order to enhance our investigative work and support the modernization of how information is shared Service-wide. In addition, we upgraded our “Live-scan” fingerprint technology, installed new internal and external video system and added Automated License Plate reader (ALPR) to an additional cruiser to enhance our capability in the area of enforcement. Technological advances allowed us to create further efficiencies within our service delivery and provides us with tools to effectively do our jobs.

Operationally, officer commitment to community visibility increased by 21.25% in the area of foot patrols and 37% in the area of bicycle patrols. Additionally our community engagement increased by 27% in comparison to 2022 year. One of the areas of focus in 2023 was a commitment to increase our solvability rates in the area of property crimes and crimes against persons.

Our solvability rate in crimes against persons remained constant in comparison to 2022 year while our solvability rate for property crime increased by 1.75%.

On behalf of all the members of Aylmer Police Service, we thank all of our community partners for their role in community safety. I also want to thank the members of our Police Service Board and elected Council for their continued support and confidence in our service. Most importantly, I want to thank all of our officers and civilian staff who continue to work tirelessly to ensure professional, responsive and community minded service delivery.

Sincerely,

Zvonko Horvat  
Chief of Police



## Message from the Chair of the Police Services Board

On behalf of the Aylmer Police Services Board, I am extremely pleased to present to you, the 2023 annual report. I trust you will find this document informative and serves to highlight the excellent work of our police service throughout the calendar year in our community.

Having our own municipal police services ensures that we have officers that are dedicated and care about our community while having a true focus on community policing specific to the needs of our town.

As a Police Service Board, we are proud to have a Police Service that is valued and respected by the community. Trust between our front line officers, senior officers and community members is paramount, and this report shows how the relationship between Aylmer residents and the Aylmer Police Service help make our community a safe, welcoming place to live and do business.

Lastly, I would like to personally thank each and every member of the Aylmer Police Service for the tireless efforts and dedication to our residents and the exceptional service you provide our community.

Sincerely,

William Vanraes

Chair







## Aylmer Police Services Board 2023



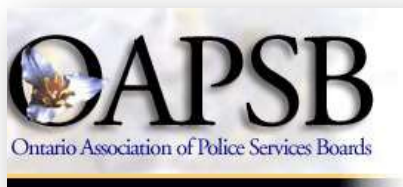
William Varnaes

Pete Barbour

Bill Ungar

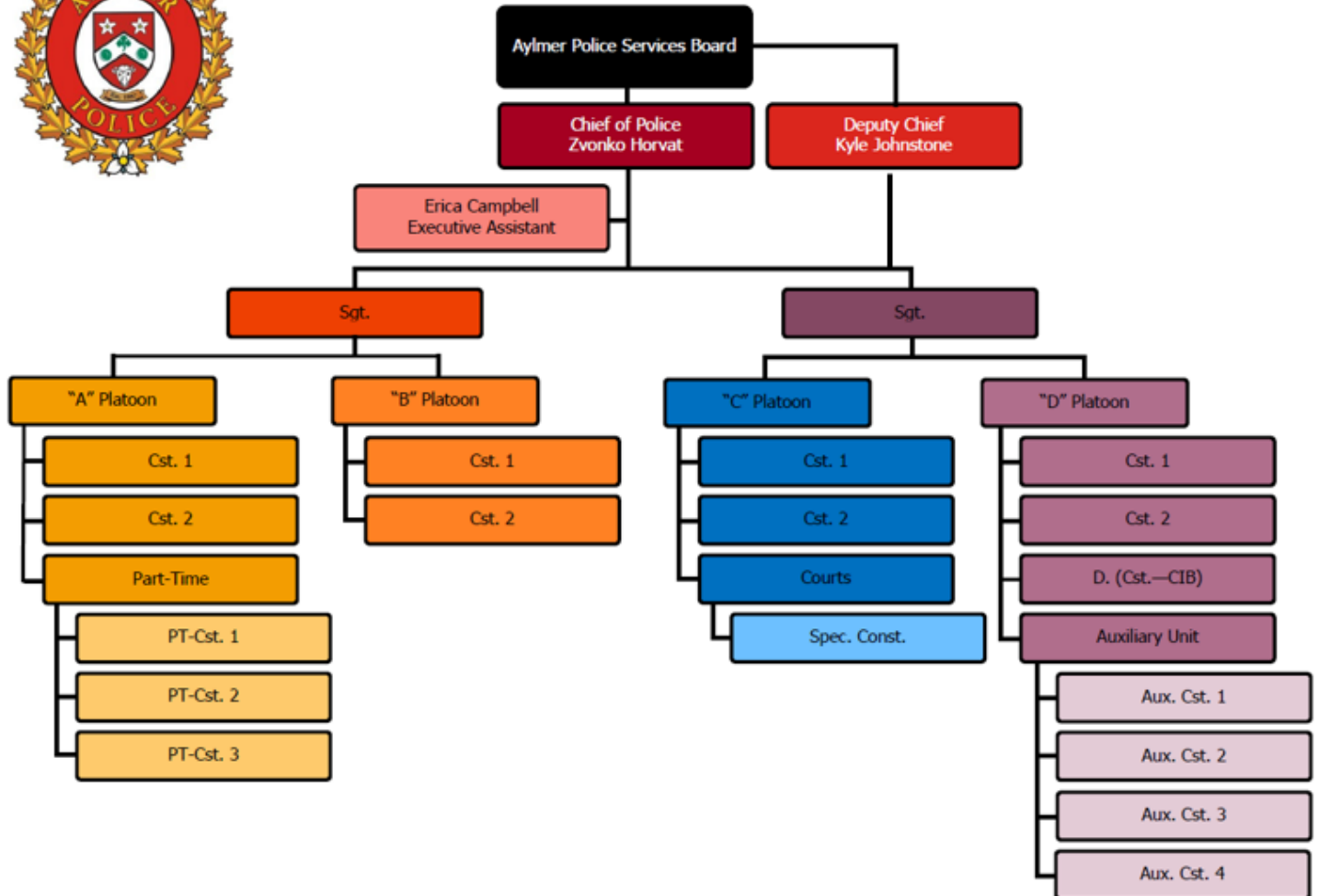
Mary French

The Aylmer Police Services Board is comprised of five members and a secretary. In 2023, Bill Ungar was elected as chair and William Vanraes, Mary French and Ken Graves (not pictured) were appointed to the board. (Secretary –Bobby Irwin). The Aylmer Police Services Board is a member of:





### AYLMER POLICE SERVICES ORGANIZATIONAL CHART





## **Staffing Changes for 2023**

### **Constable Amanda Ross –January 2023**

Pc Ross completed the Ontario Police College in April of 2023 and was sworn in as a Constable.



### **New Auxiliary Officers**

The Aylmer Police Service is excited to have added several new auxiliary officers to the service in early 2023 and have been an excellent addition to the community and the service.

Deputy Chief Kyle Johnstone introduces Auxiliary Constables Maria Friesen, Colin Spence and Lorina Sawatzky (Bergen).







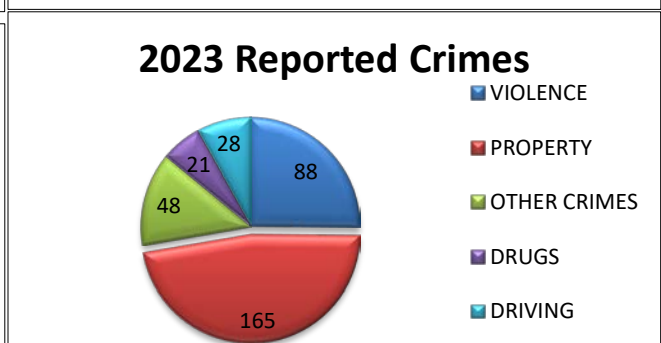
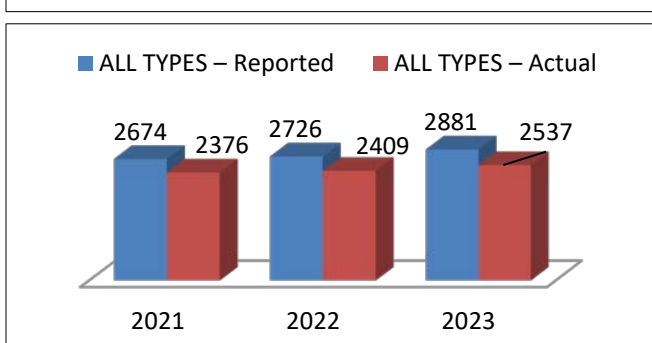
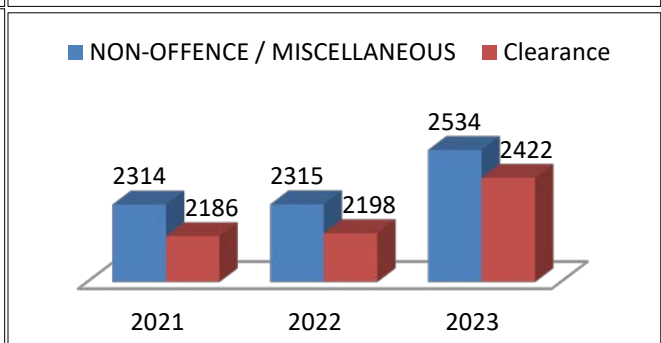
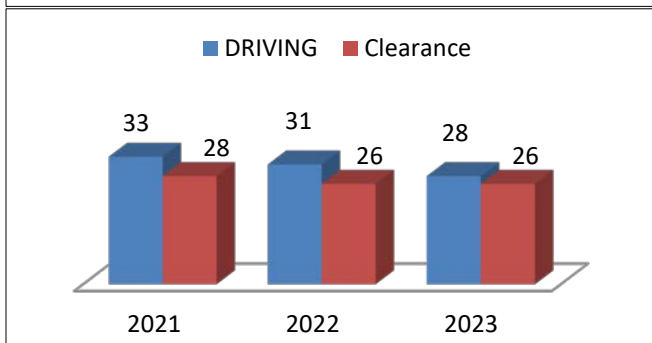
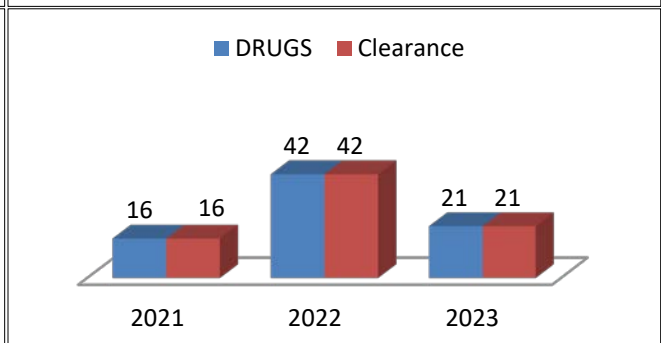
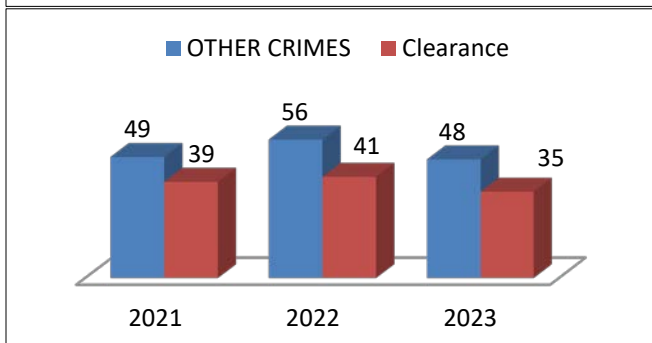
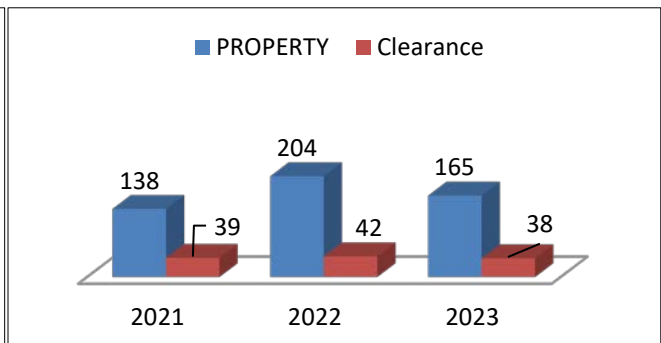
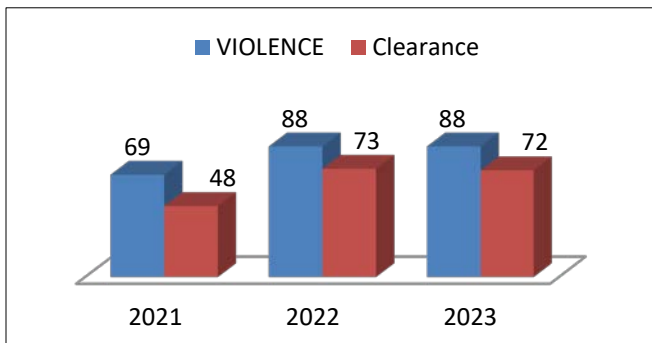
Impaired Driving Statistics	2021	2022	2023	% change
Total number of impaired drivers arrested	19	23	22	-4.34%
The number of drivers impaired by alcohol	19	20	15	-25%
Number of drivers impaired by drugs	1	3	7	+57%
Number of impaired driving charges laid	19	30	29	-3.44%
Total number of males charged	13	16	17	+ 5.88%
Total number of females charges	6	7	5	-28.57%
3 / 7 / 30 day Suspensions in total	6	6	9	+33%
Tests for OPP or other Agency	2	2	5	+60%

### **RIDE hours Dedicated to Road Safety**

HOURS	2022	2023
On Duty RIDE	98	124
Off Duty RIDE ( Grant funded)	28	23
RIDE Total	126	147
Officer Hours	248	307
Cost recoverable hours (Grant)	90	107
Vehicles stopped	13896	14270
Traffic warnings	126	139
ASD tests	164	107



2023 Crime Statistics



Calls for Service – Officer Visibility

	2021	2022	2023	% Change
Total occurrences	2674	2726	2986	+9.54%
Beat Patrol	473.75	518	589.25	+13.86%
Bicycle Patrols	38	44.5	61	+38.63%
RIDE checks	141	104	124	+19%
Impaired Driving	25	23	22	-4.40%

Data tells us: Comparing 2022 to 2023, officer's workload relative to calls for service has increased by 9.54%. Despite this, our officers maintained extremely high levels of visibility in 2023 as foot patrols have increased by 13.86% and bicycle 38.63%.

**Criminal Code & Provincial Statute Charges Laid**

	2021	2022	2023	% Change
Highway Traffic Act	1274	1411	922	
Criminal Code Offences	101	265	320	
Liquor License Control	24	31	27	
Trespass to Property	34	19	24	
Emergency Order Breach	112	0	0	
Compulsory Auto	107	110	101	
All Violations	1815	1878	1422	

Data tells us: Criminal charges have increased over 20%. This is correlated to the nearly 10% increase officers have experienced in calls for service during the year

Drug Offences	2021	2022	2023	%	Clearance rate
Possession/driving	14	11			100%
Trafficking 5(1) CDSA	2	0			0%
5(2) CDSA	0	8			100%

Data tells us: Drug related occurrences are mainly in the area of new legislation involving cannabis readily available to drivers. Officers investigated and charged two individuals with trafficking involving methamphetamine

**Major Crimes**

Offence	2021	2022	2023	% Change	Clearance rate
Assault with weapon/bodily harm	2	5	13	+160%	100%
02-Sexual Assault	12	13	9	-30.76%	100%
03-Robbery	0	3	2	-33.33%	100%
04-Assault	32	40	35	-12.5%	91.42%
05-Break & Enter	7	16	10	-37.5%	60%
06-Auto Theft	10	9	3	-66.66%	0%
07-Theft Over	7	2	4	+100%	25%
08-Theft Under	40	55	58	+5.45%	18.96%
09-Mischief	35	47	34	-27.65%	23.52%
10-Fraud	25	57	43	-24.56	11.62%
11-Theft from M/V	5	3	10	+233%	0%

Data tells us: That overall major crime in our community is being effectively investigated resulting in significant clearance rates for all violent offences.



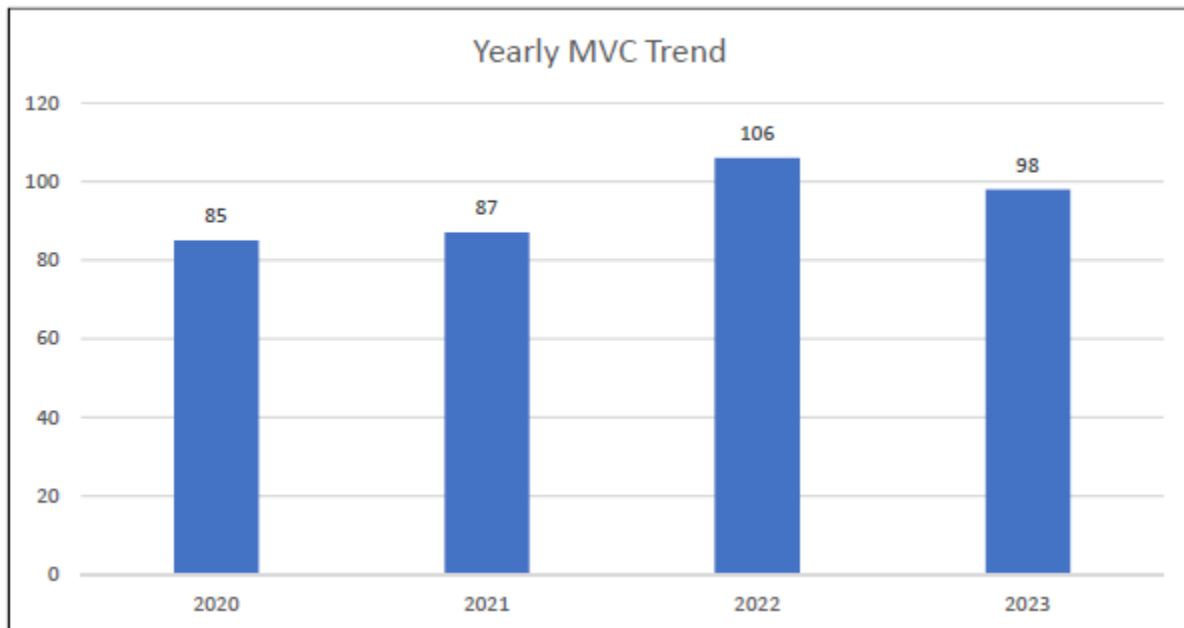
## Motor Vehicle Collisions:

	2021	2022	2023	Change (%)
Motor Vehicle collisions	87	106	98	-7.54

### Data tells us:

The leading cause of motor vehicle collisions in Aylmer are attributed to rear end collisions. The most frequent charge associated with motor vehicle collisions for 2023 was Careless Driving under the Highway Traffic Act of Ontario.

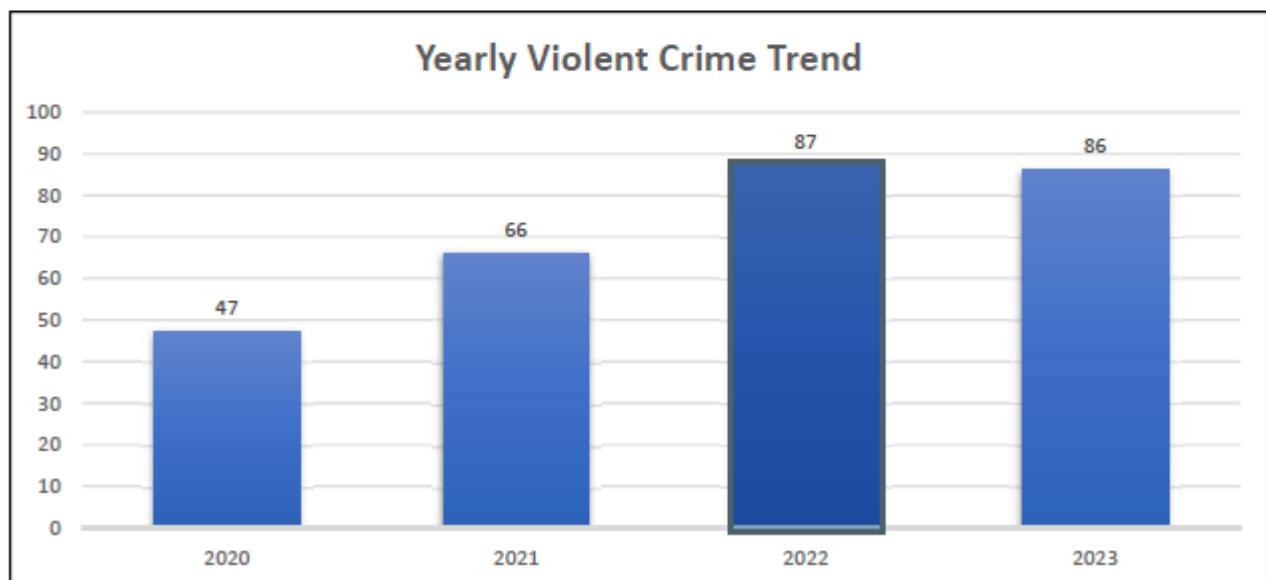
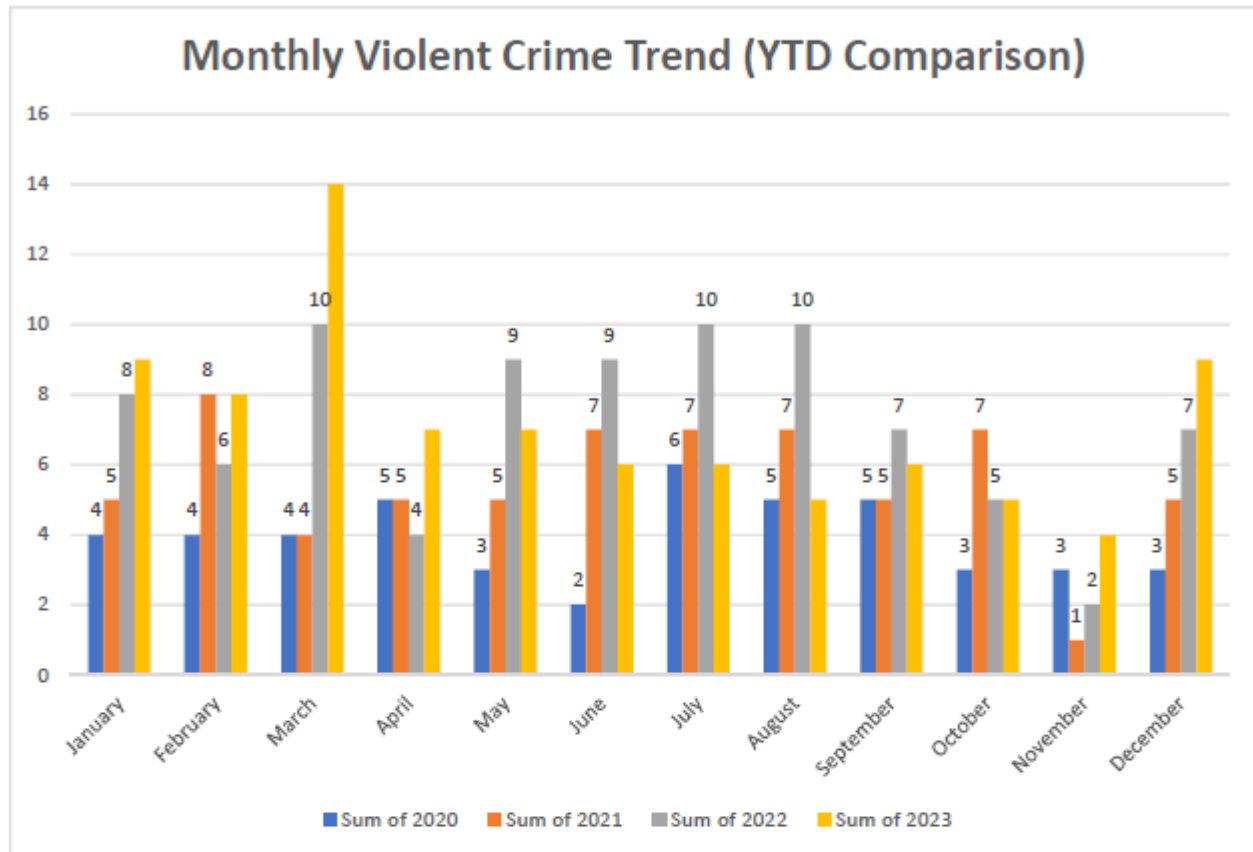
Careless driving was the leading cause of collisions in 2023





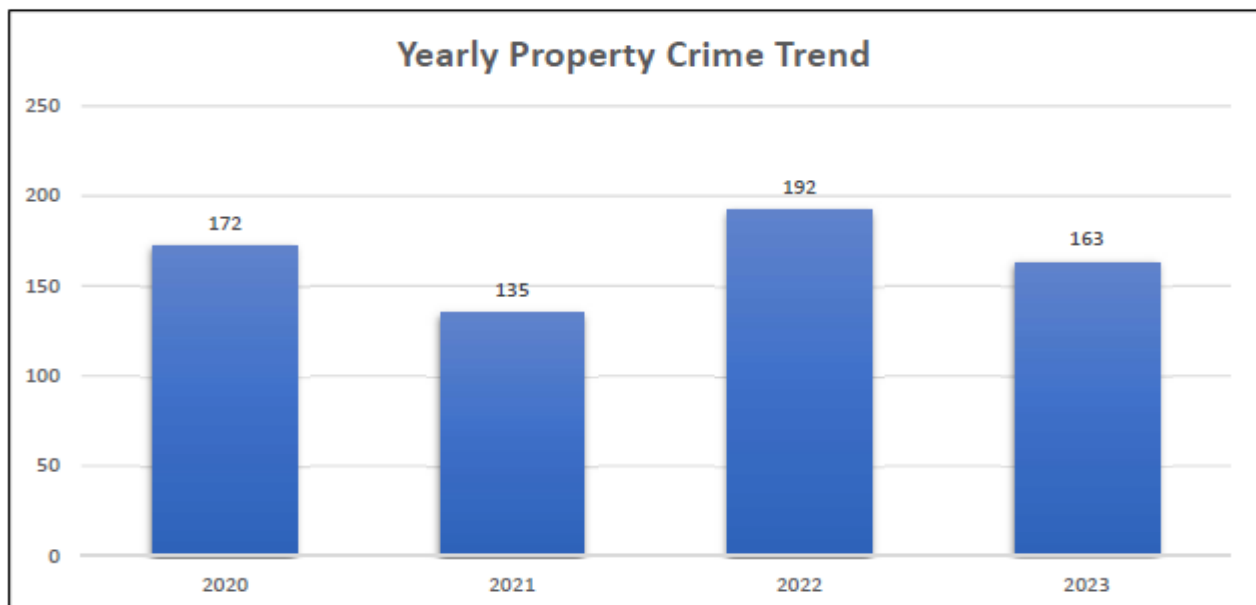
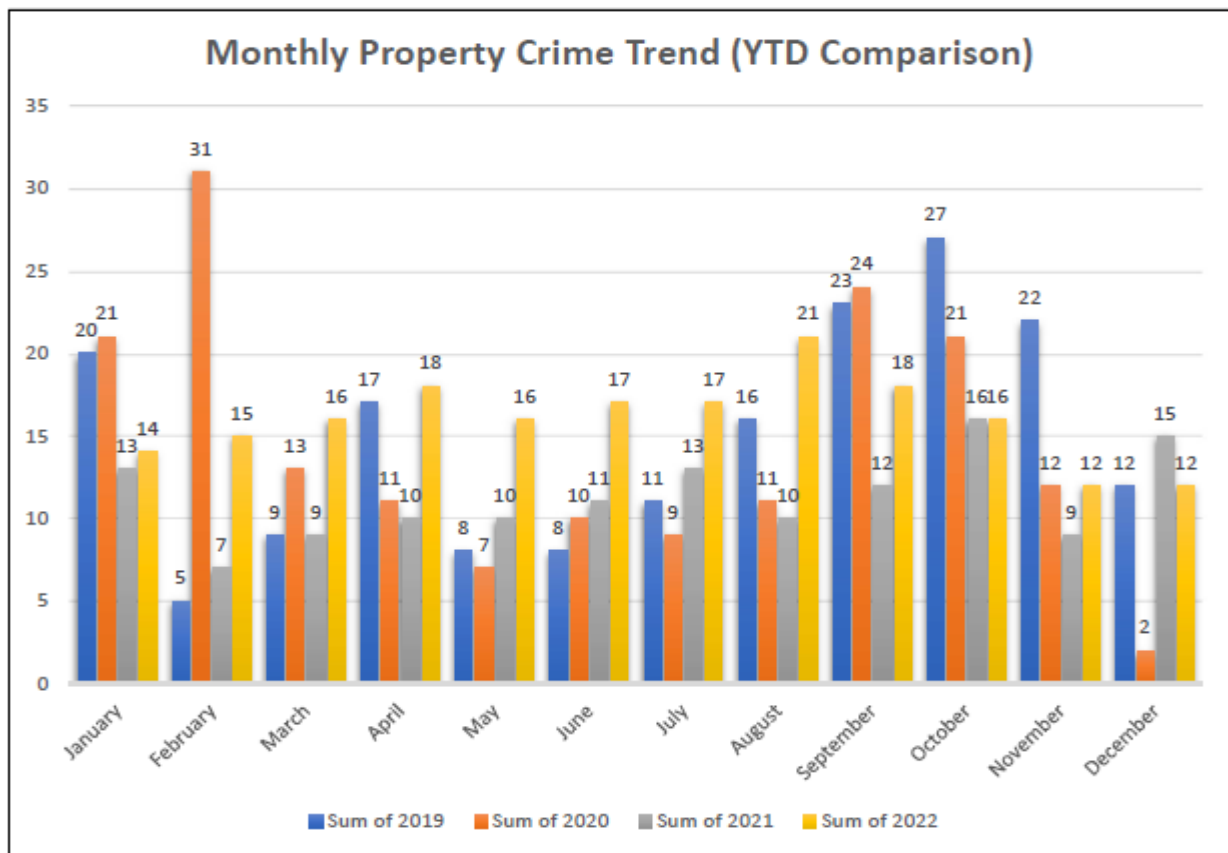


## VIOLENT CRIME



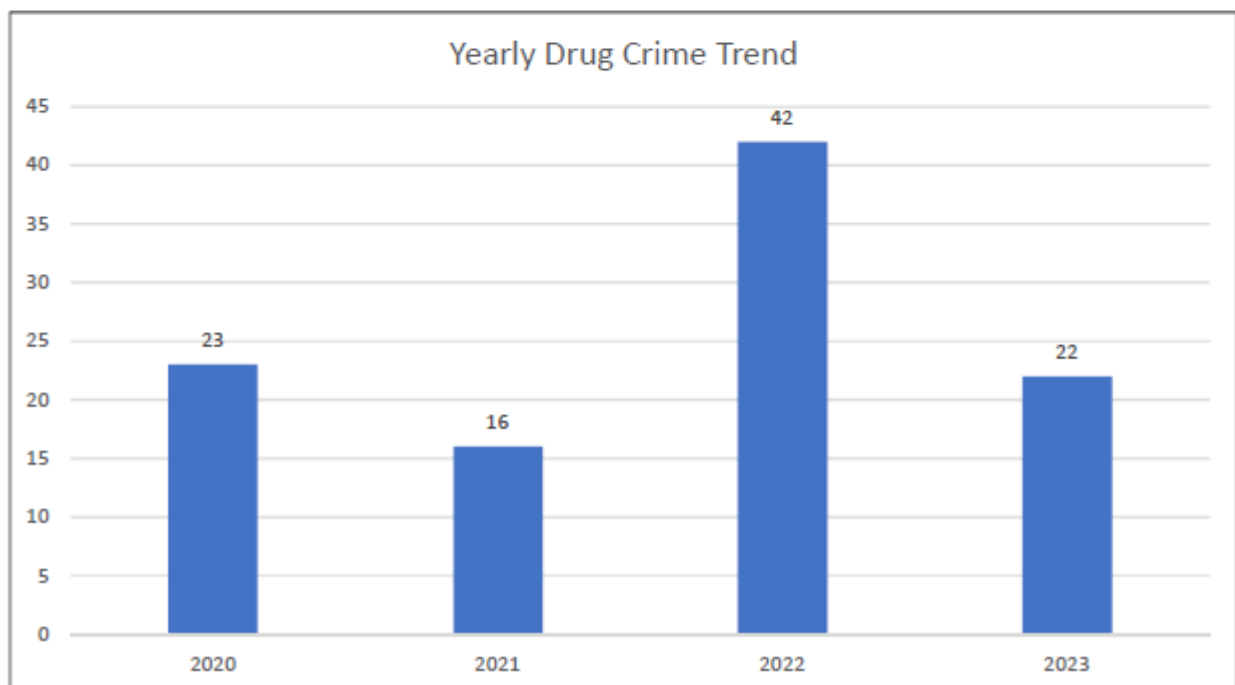
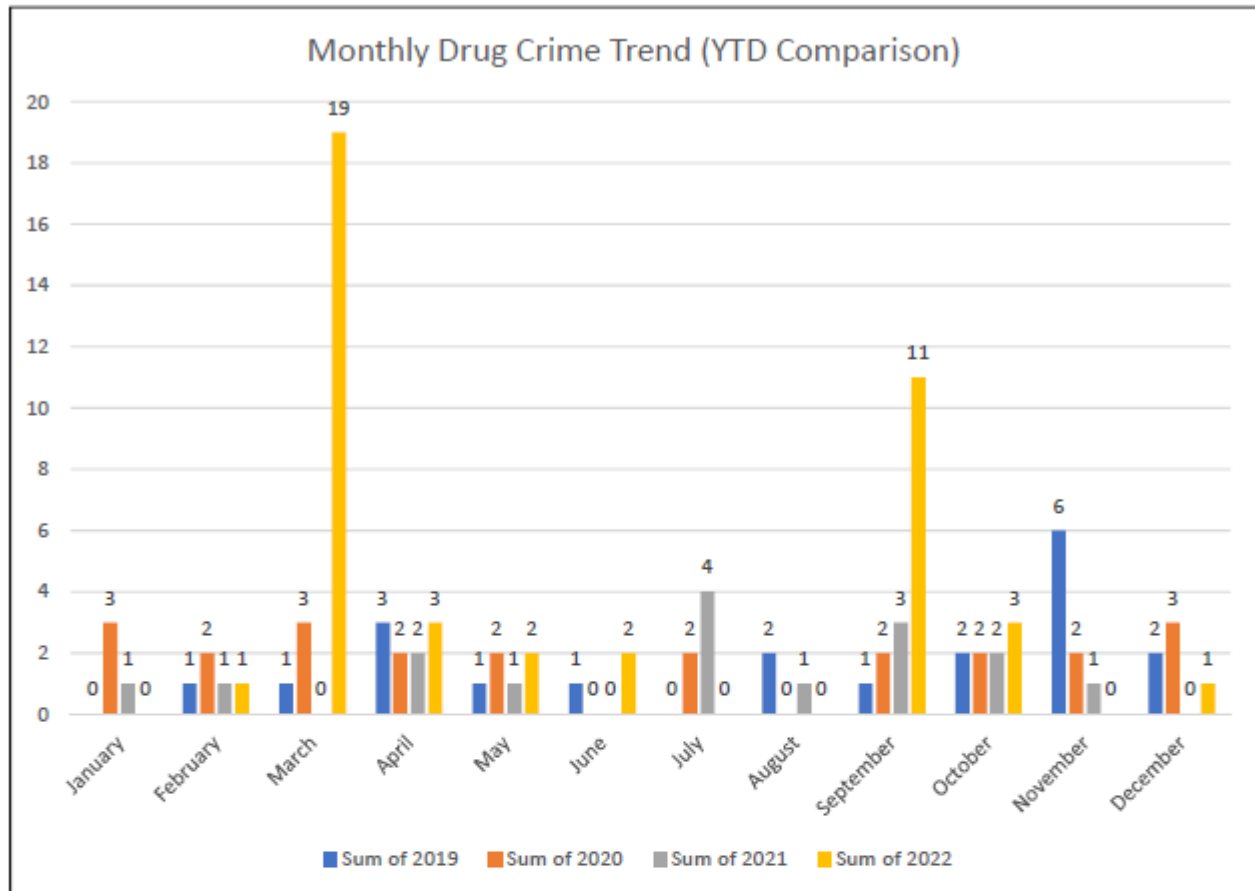


## PROPERTY CRIME



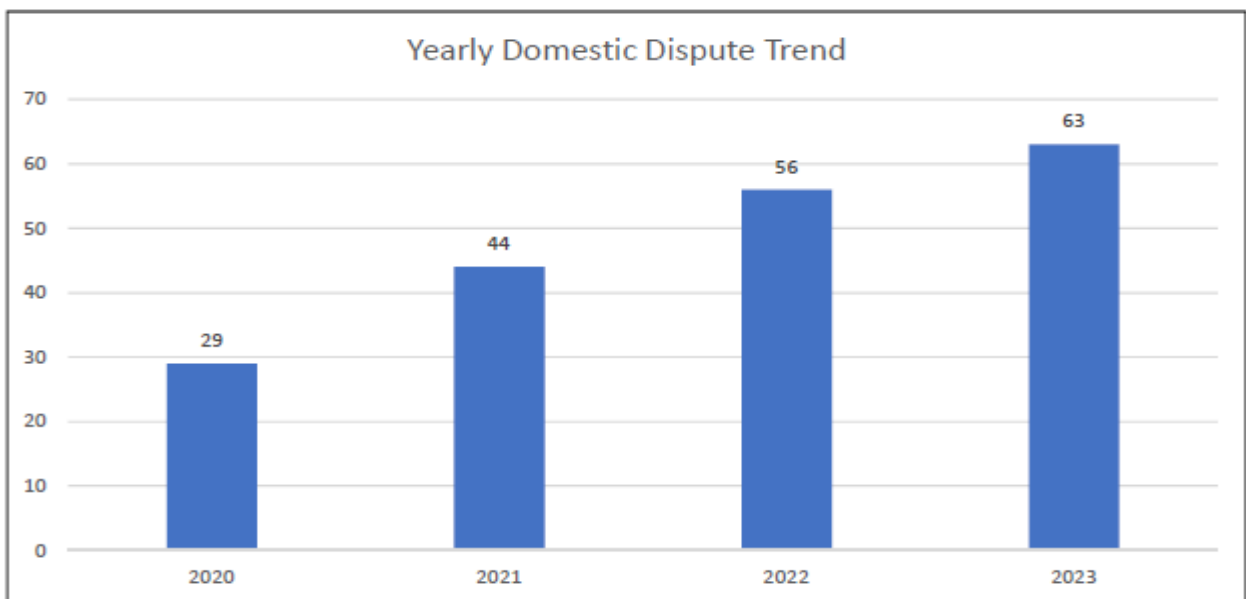
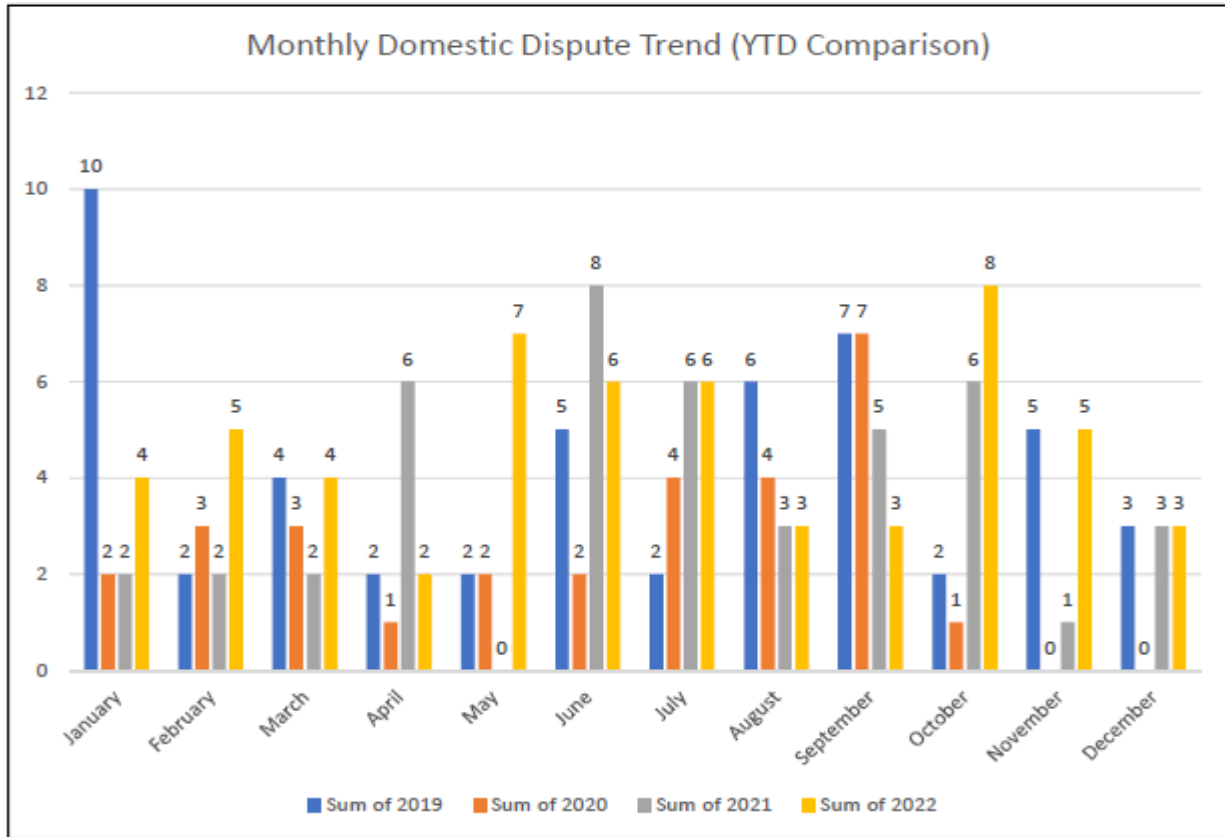


## DRUGS



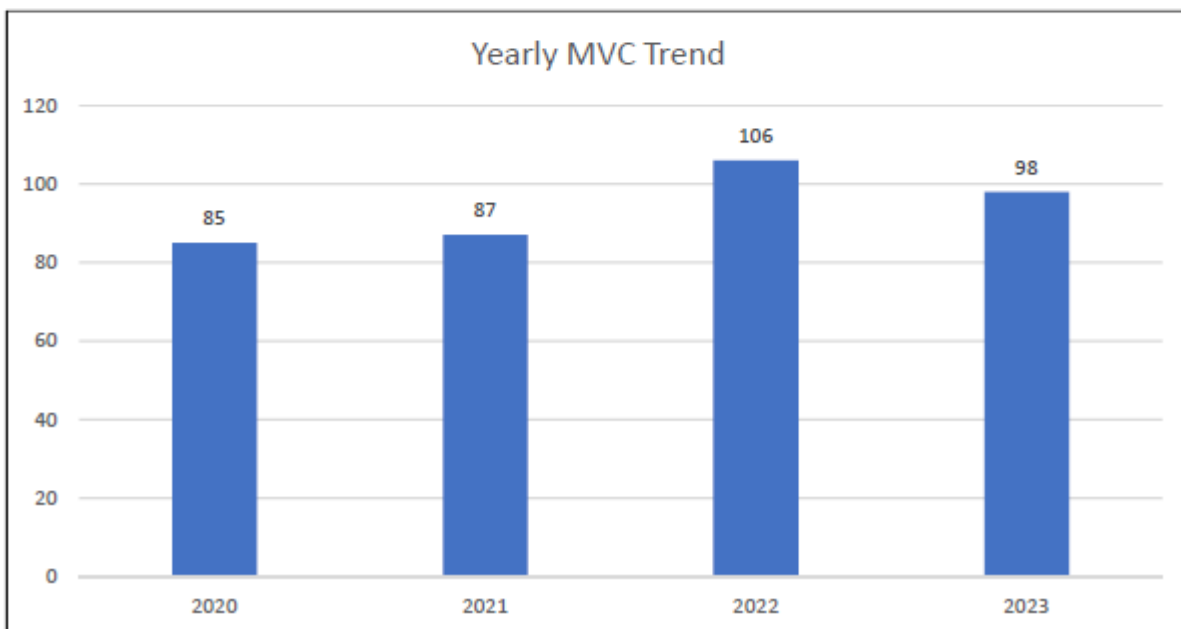
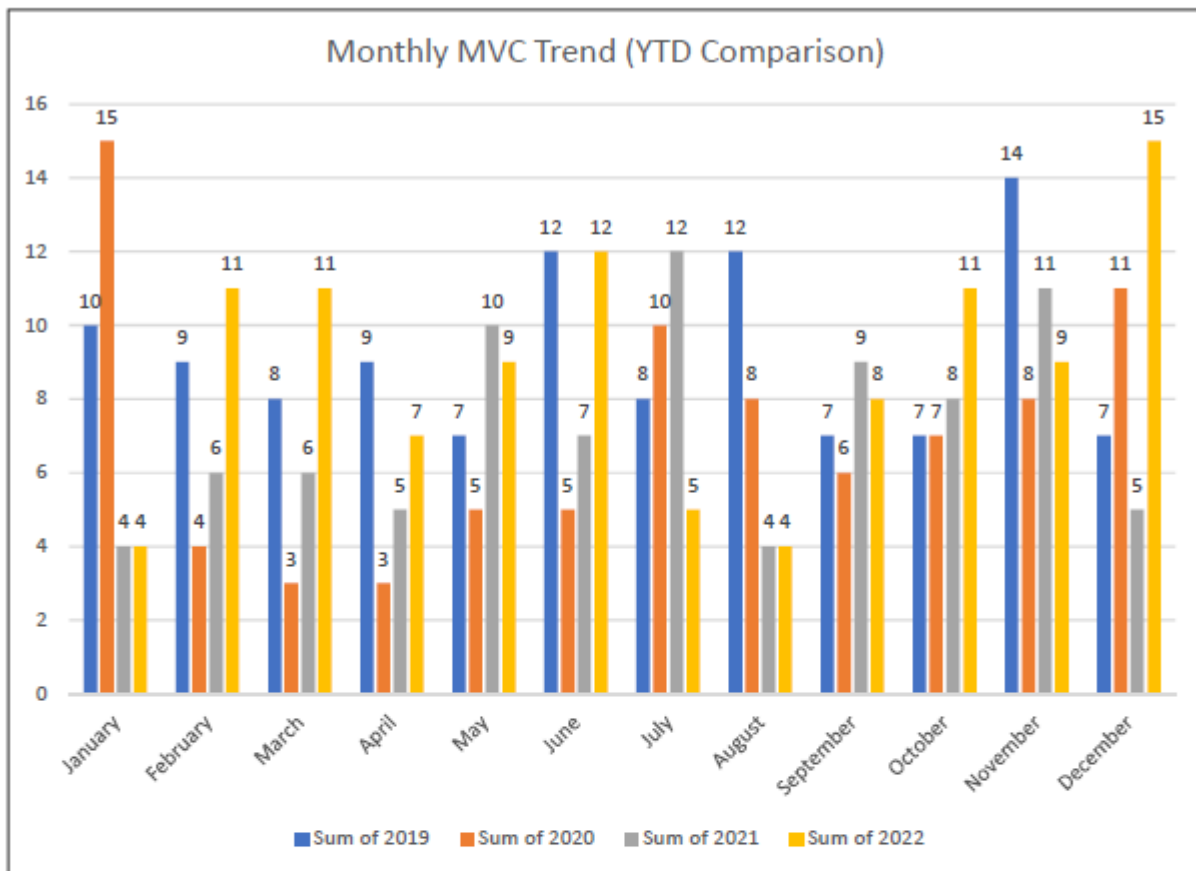


## DOMESTICS





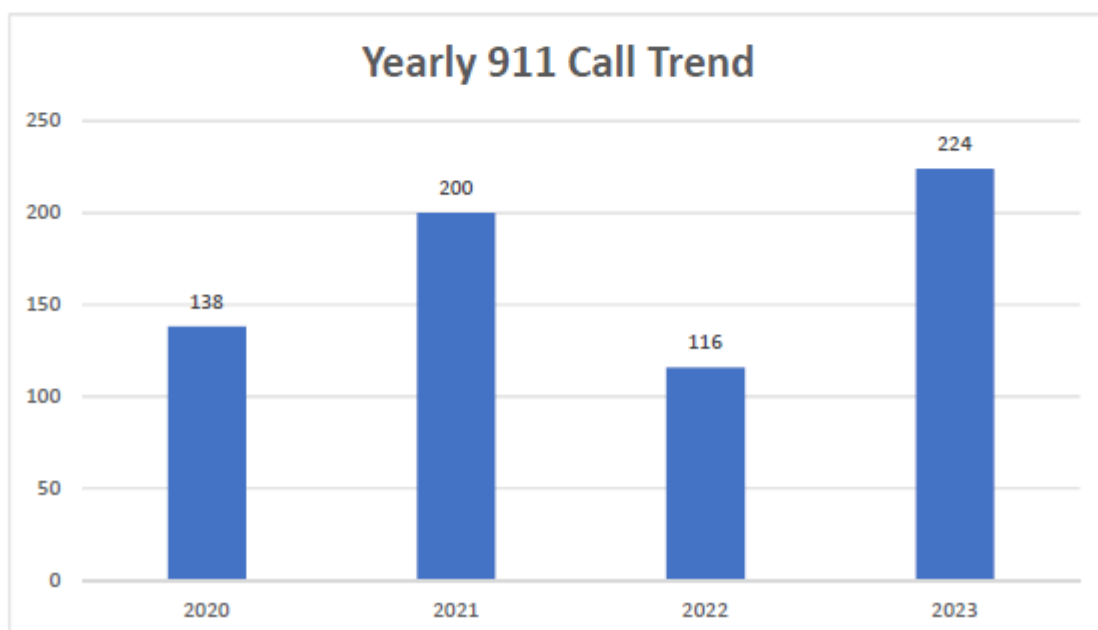
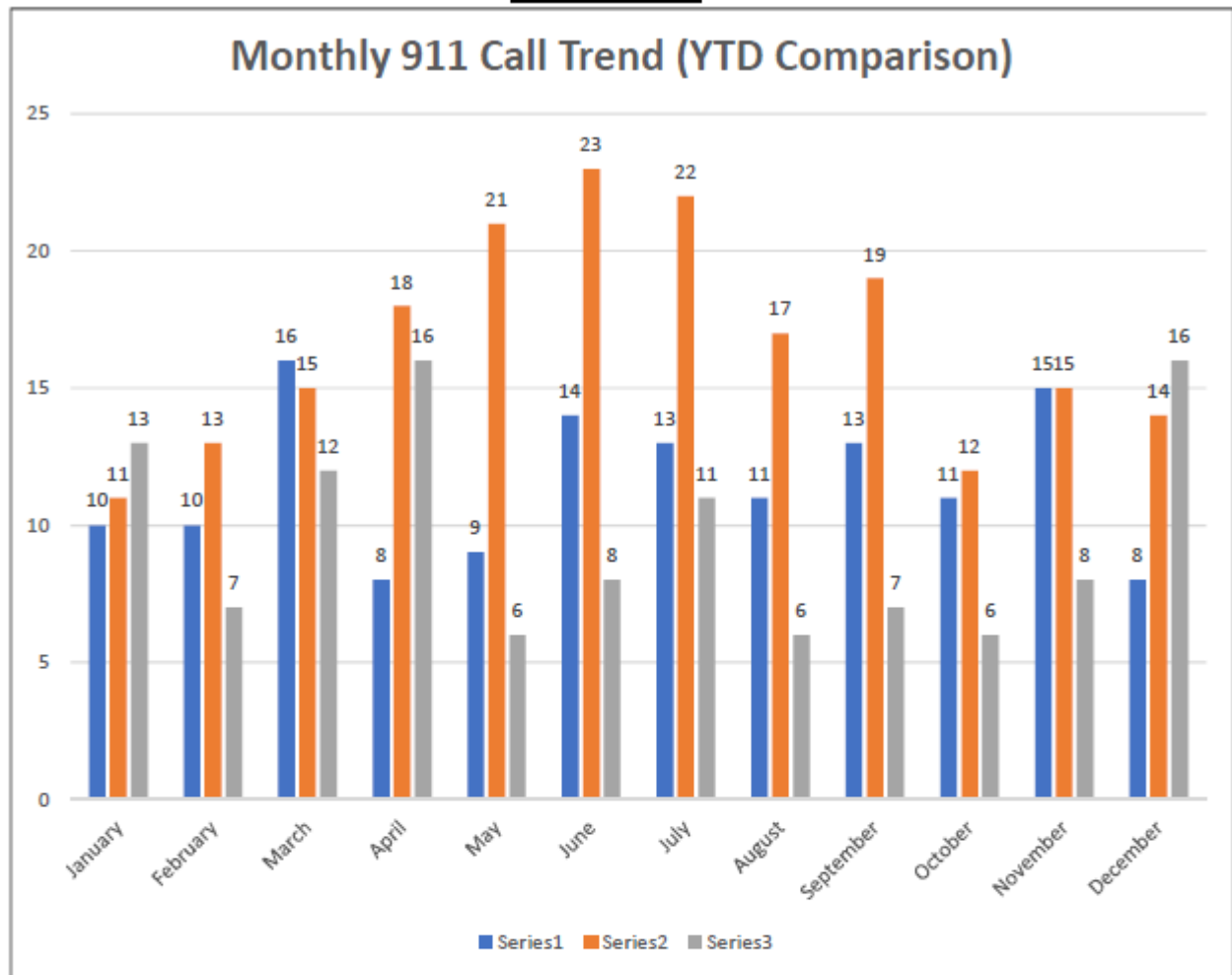
## MOTOR VEHICLE COLLISIONS





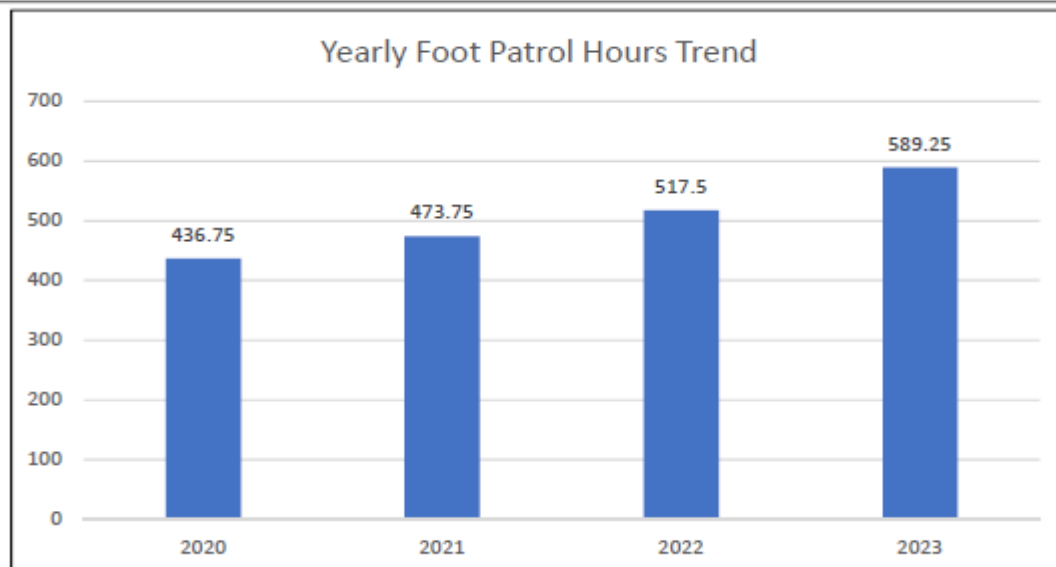
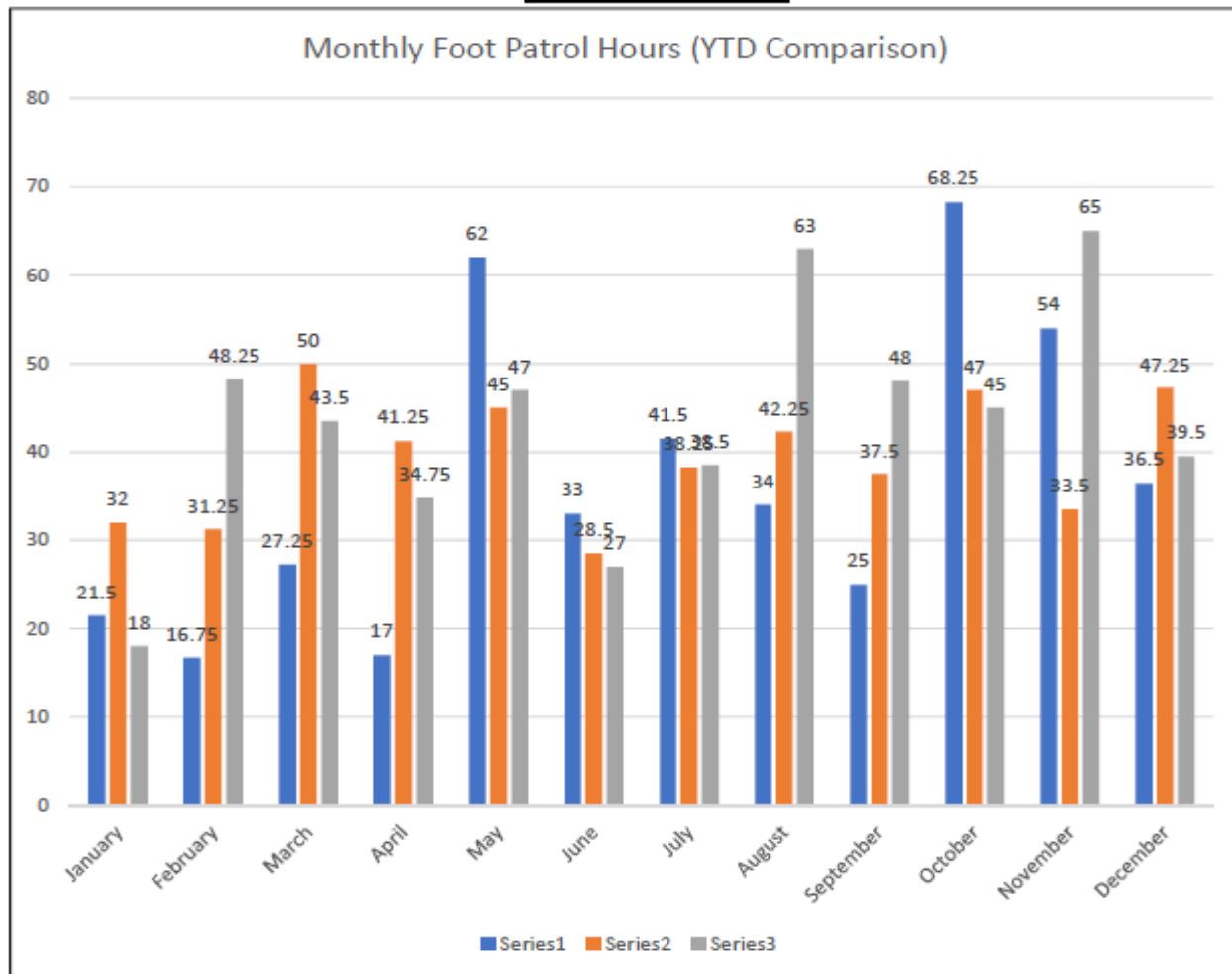


## 911 CALLS



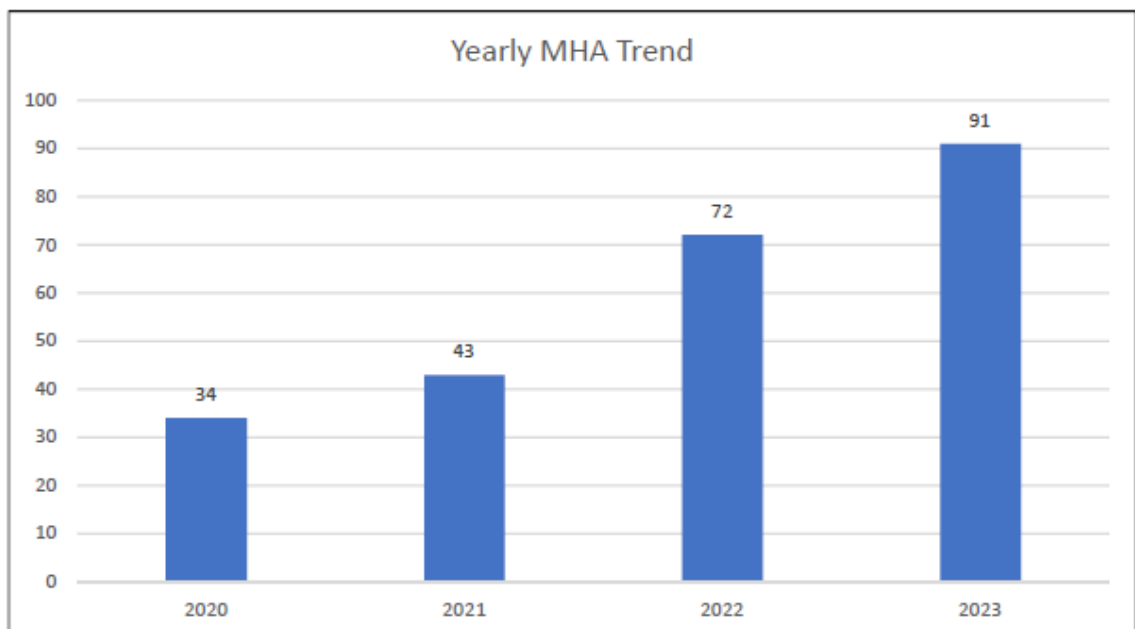
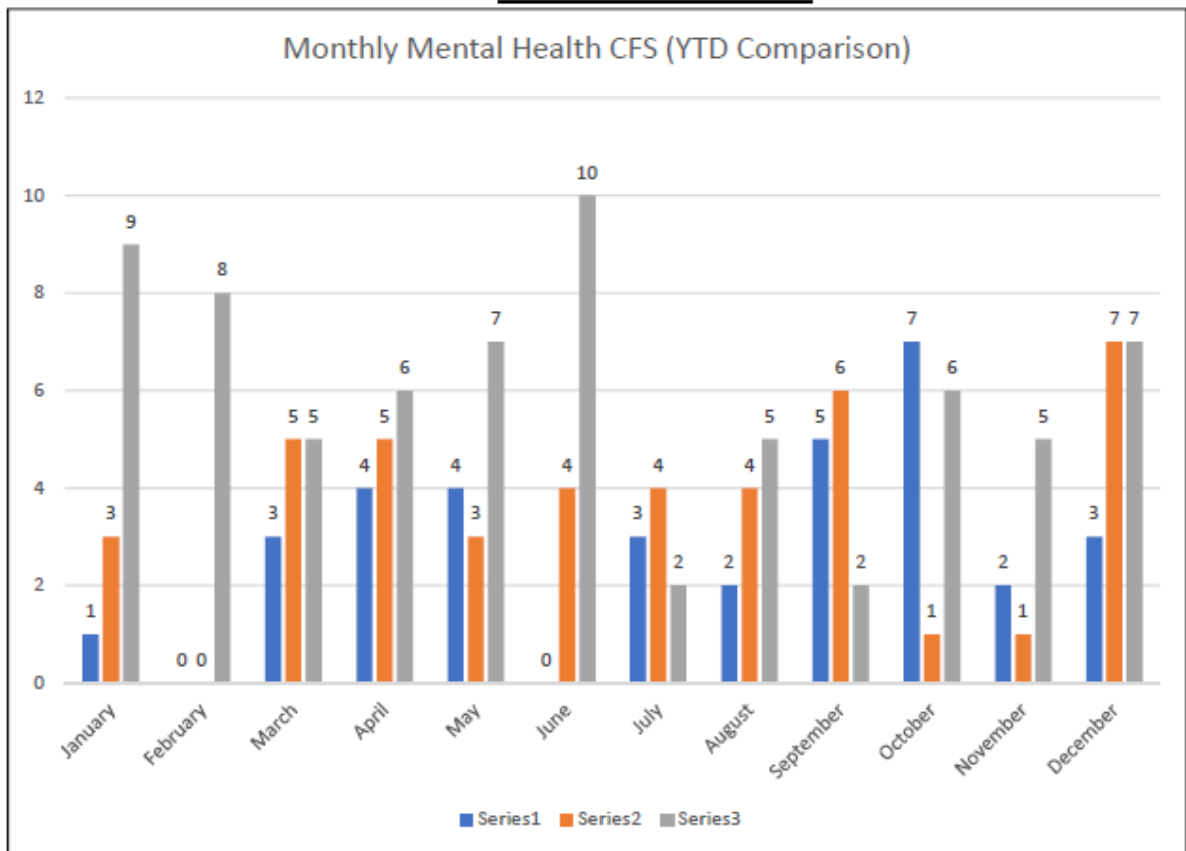


## FOOT PATROL





## MENTAL HEALTH



**Missing Person Urgent Demand Report**

1 Incident required urgent demand for records in accordance with the Missing Persons Act of Ontario.



Ministry of the Solicitor General

**Annual Report Template**

Form 7

Missing Person Act, 2018

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

**Data Collection****Period of data collection**

Start Date (yyyy/mm/dd)

2023/01/01

End Date (yyyy/mm/dd)

2023/12/31

Name of Police Force

Aylmer Police Service

**Detachment Location (if applicable)**

Unit Number

Street Number

Street Name

PO Box

20

Beech Street East

City/Town

Aylmer

Province

Ontario

Postal Code

N5H 3H6

Total Number of Urgent Demands made

1

Number of Missing Persons Investigations in which a demand was made

1

**Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands**

Records	Description	Total number of times demanded
Records containing contact information or other identifying information		
Photos, videos, or other records containing visual representation		
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	Cell Phone Ping	2
Records of employment information		
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>		
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		
Records that related to a student of an educational institution		
Records containing travel and accommodation information		

Records	Description	Total number of times demanded
Records of financial information	Banking transaction records	1



### **Suspect Apprehension Pursuits/Fail to Stop For Police**

Suspect Apprehension Pursuits (SAP) occur when a police officer attempts to direct the driver of a motor vehicle to stop. The driver refused to obey the officer and the officer pursues in a motor vehicle for the purposes of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle.

When police officers attempt to stop a motor vehicle, and the motor vehicle refuses to pull over officers use discretion on initiating a pursuit or not. In either event, a fail to stop report is required by the ministry.

In 2023, Aylmer Police engaged in no suspect apprehension pursuits. On five (5) occasions, fail to stop reports were submitted by officers. In 2 of the incidents, motorcycles failed to stop for police and in the other 3, vehicles, attempted to be stopped for Highway Traffic Act offences fled from police. In accordance with the legislation and Aylmer Police Service policy and procedures, all fail to stop occurrences are reviewed by a supervisor and training analyst. In all occurrences, the officers were deemed to have acted appropriately, favoring public safety and not initiating a pursuit.

### **Collection of Identifying Information in Certain Circumstances**

Pursuant to O/Reg 58/16 of the Police Services Act, an annual report must be provided by a municipal Chief of police to a board under section 31 of Ontario Regulation 3/99 (Adequacy and Effectiveness of Police Services) made under the Act.

Number of attempts and or actual collection of information under this regulation in 2023: 0





## Use of Force

(5) Use of Force Reports were submitted in 2023 as per the provincial reporting regulations and the Aylmer Police Service Policy and Procedures.

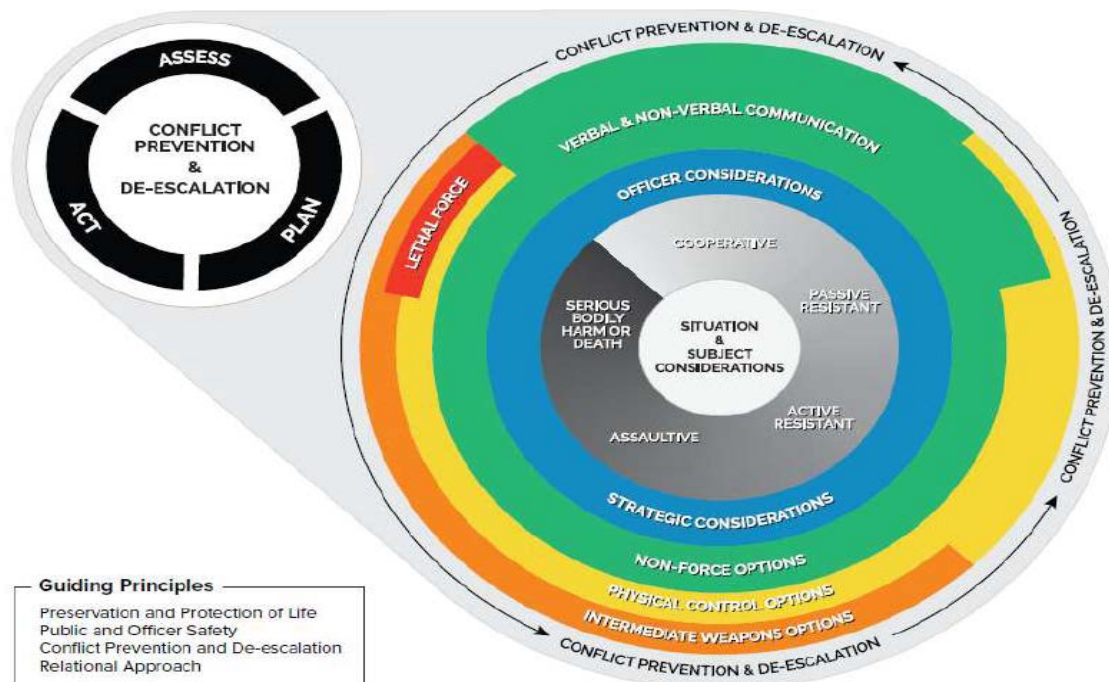
Use of force Type and reason:

- (2) Reports were submitted by officers who drew the Taser (CEW). All were for attempting to arrest violent/hostile subjects.
- (3) Reports were submitted for dispatching injured or sick wild animals (firearm).

### **Understanding the application of force by officer and the governing laws;**

In 2023, the former Use of Force Model underwent some changes resulting from recommendations and reviews conducted throughout the province. The 2023, Ontario Public-Police Interactions Training Aid is now the baseline framework for use of force and places an emphasis on cooperative police-public interactions underpinned by de-escalation strategies and a procedural justice mindset.

### **Ontario Public-Police Interactions Training Aid (2023)**



The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.



## Public Complaints 2023

Total Officers	15
Year	2023
Total Complaints - Managed	0
Total Complaints – received	1
Total Complaints – ongoing	1
Type of Complaints	
Service Complaints Managed	0
<input type="checkbox"/> Received in a year	
<input type="checkbox"/> Received in Prior year	0
<input type="checkbox"/> Screened During the year	0
<input type="checkbox"/> Screened In	
<input type="checkbox"/> Screened Out	
Service Complaint Outcomes	
<input type="checkbox"/> Outcomes	
<input type="checkbox"/> No action taken	
<input type="checkbox"/> Withdrawn	
Conduct Complaints Managed	1
<input type="checkbox"/> Received in a year	
<input type="checkbox"/> Received in Prior year	
<input type="checkbox"/> Screened In	1 (ongoing)
<input type="checkbox"/> Screened Out	
Conduct Complaints Outcomes	
<input type="checkbox"/> Withdrawn	

Aylmer Police Service is committed to providing Aylmer residents with the highest quality police service possible. Our members serve the community with honor and integrity. We treat everyone with dignity and respect individual human rights. When someone raises a concern, we value the feedback and take each complaint seriously. In 2023, only one complaint was received which is a testament of the professionalism Aylmer Police Officers conduct themselves by when interacting with the public.





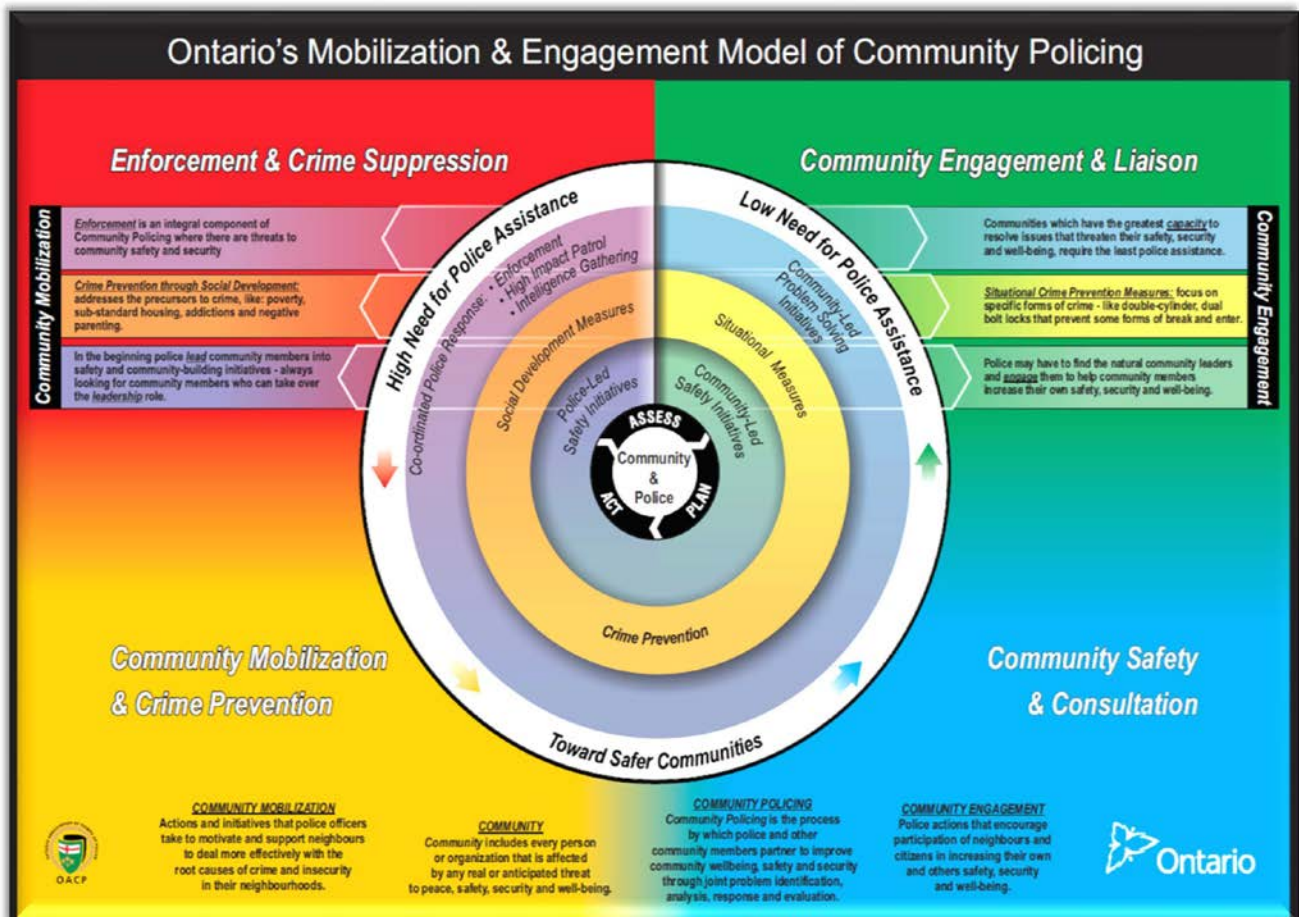
## Community Services





## SUMMARY

The Aylmer Police Service is committed to a community engagement model of policing where crime prevention and proactive community involvement by officers is a core foundation with emphasis on public safety. The community engagement model allows us to work in partnership with other community groups and organizations, which support actions and initiatives that focus on root cause of the problems. The stimulus for modifications rests with a comfort that the Aylmer Police Service is a leader in law enforcement and crime prevention. Our philosophy is that the most effective method of crime reduction in the community is preventing it from happening in the first place.







## **Community Safety and Well-Being Planning**

In 2009, the work of community safety and well-being planning began in Ontario with a partnership between the Ministry of the Solicitor General and the Ontario Association of Chiefs of Police. Community safety and well-being is broader than the traditional definition of safety (i.e. crime) and is critical to ensure that community members are safe, have a sense of belonging, have opportunities to participate, and are able to meet their needs for education, health care, food, housing, income, and social and cultural expression. Ensuring this sense of safety and well-being requires a multi-sector, collaborative effort. The Police Services Act (1990) mandates every municipal council to prepare and adopt a Community Safety and Well-Being (CSWB) Plan. Under the legislation, municipalities have the discretion and flexibility to develop joint plans with surrounding municipalities. The municipalities in Aylmer-Elgin-St. Thomas are working collaboratively to develop a shared Community Safety and Well-Being Plan for all of Elgin.

### **Specific to public safety, following goals and objectives have been established for police**

<b>Goals</b>	<b>Objectives</b>
<b>1. Increase traffic safety</b>	<ul style="list-style-type: none"> <li>• Educate the public about road safety programs and enforcement</li> <li>• Decrease the impact of driving under the influence</li> <li>• Decrease the impact of distracted driving and speeding</li> <li>• Increase the use of seatbelts Increase bicycle lanes throughout the city and county</li> <li>• Improve and increase the number of sidewalks and crosswalks</li> </ul>
<b>2. Enhance people's wellness and sense of well being</b>	<ul style="list-style-type: none"> <li>• Promote downtown Aylmer as a safe place</li> <li>• Increase visits to downtown</li> <li>• Reduce victimization of people as a result of property crime</li> </ul>
<b>3. Encourage youth to actively participate in building a healthier community</b>	<ul style="list-style-type: none"> <li>• Build stronger relationships with youth</li> <li>• Use holistic strategies and a community-based multi-partner approach to encourage youth in making good, responsible decisions in order to avoid criminal activity</li> </ul>
<b>4. Cultivate partnerships to create resilient and safe communities</b>	<ul style="list-style-type: none"> <li>• Increase collaborative efforts with community partners to address social issues/root causes</li> <li>• Increase the street outreach presence of community partners</li> <li>• Enhance and increase community engagement, integrated response models and victim assistance</li> <li>• Educate the public about appropriate resources/ services, other than police services</li> <li>• Increase awareness about human trafficking</li> <li>• Promote equity, diversity and inclusion</li> </ul>





## **Administrative Support Services**

### **Municipal Freedom of Information and Protection of Privacy Act:**

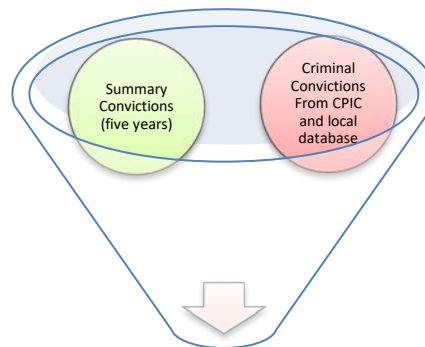
The Municipal Freedom of Information and Protection of Privacy Act provides citizens with a right of access to records within the custody or control of all municipal public sector organizations, including Police Services. Access to these records is not absolute. There are certain mandatory and discretionary exemptions, which are applied. Details about the operation of the Act and interpretations of the 10 exemption provisions can be found at the website of the Office of the Information and Privacy Commissioner (the IPC) [www.ipc.on.ca](http://www.ipc.on.ca). Civilian Administrator Erica Campbell is designated as the primary FOIA officer. The Aylmer Police processed ten requests in 2023.

### **Record checks:**

Civilian Administrator Erica Campbell is responsible for administrative record checks required for volunteer and employment purposes. The three types of record checks include:

#### **Police Criminal Record Check (PCRC)**

This check is intended for applicants who are involved as a volunteer, employee or in any situation where a BASIC Police Criminal Record Check is requested. This check is NOT intended for applicants who are seeking volunteer and/or employment with vulnerable persons.

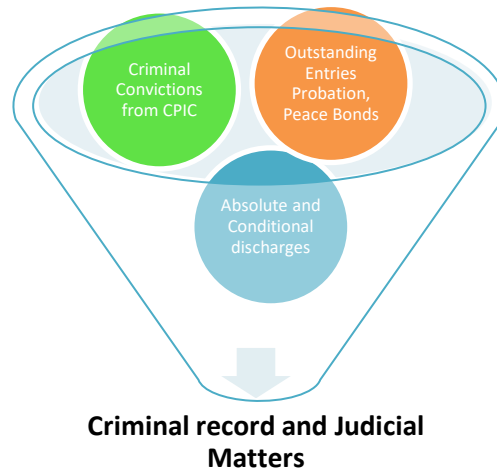


**Criminal Record Checks**



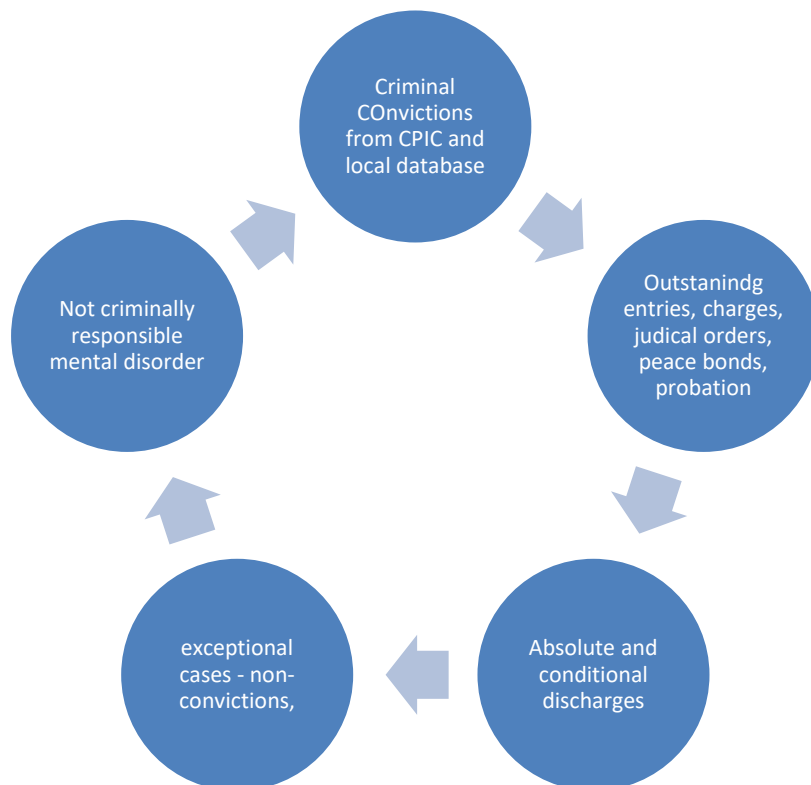
### Police Criminal Record and Judicial Matters Check (PCRJMC)

Intended for applicants who are seeking volunteer and/or employment with agencies who require a police record check. This check is NOT intended for applicants who are seeking volunteer, student placement or employment with vulnerable persons. (i.e. children, elderly)



### Police Vulnerable Sector Check (PVSC)

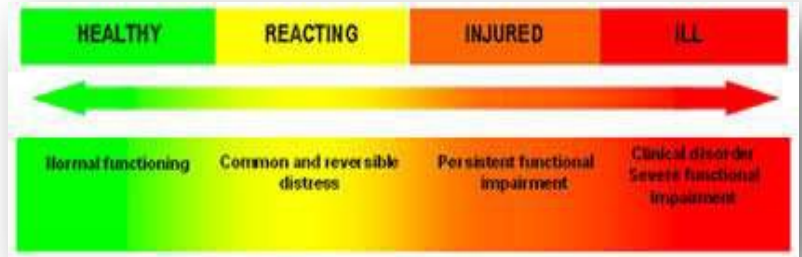
This check is restricted to applicants seeking employment, student placement, Foster Parent, Kinship Care or volunteering with vulnerable individuals. "Vulnerable Persons" means persons who, because of their age, a disability or other circumstances, whether temporary or permanent, (A) are in a position of dependence on others; or (B) are otherwise at a greater risk than the general population of being harmed by persons in a position of authority or trust relative to them.





## Community Response to Mental Health

Police continue to be the first responders in a mental health crisis. They can be among the most unpredictable and dangerous situations to which officers must respond, and can be equally, if not more, dangerous for the person with the disorder. While the majority of such interactions are handled without harm to the officer or the person with a disorder, these interactions can be quite time-consuming, often utilizing a large portion of resources not only from police services, but from the health and social sectors as well. Our staff completed the Road to Mental Readiness program to assist themselves and their peers in recognizing and gauging their own mental health changes.



In 2022

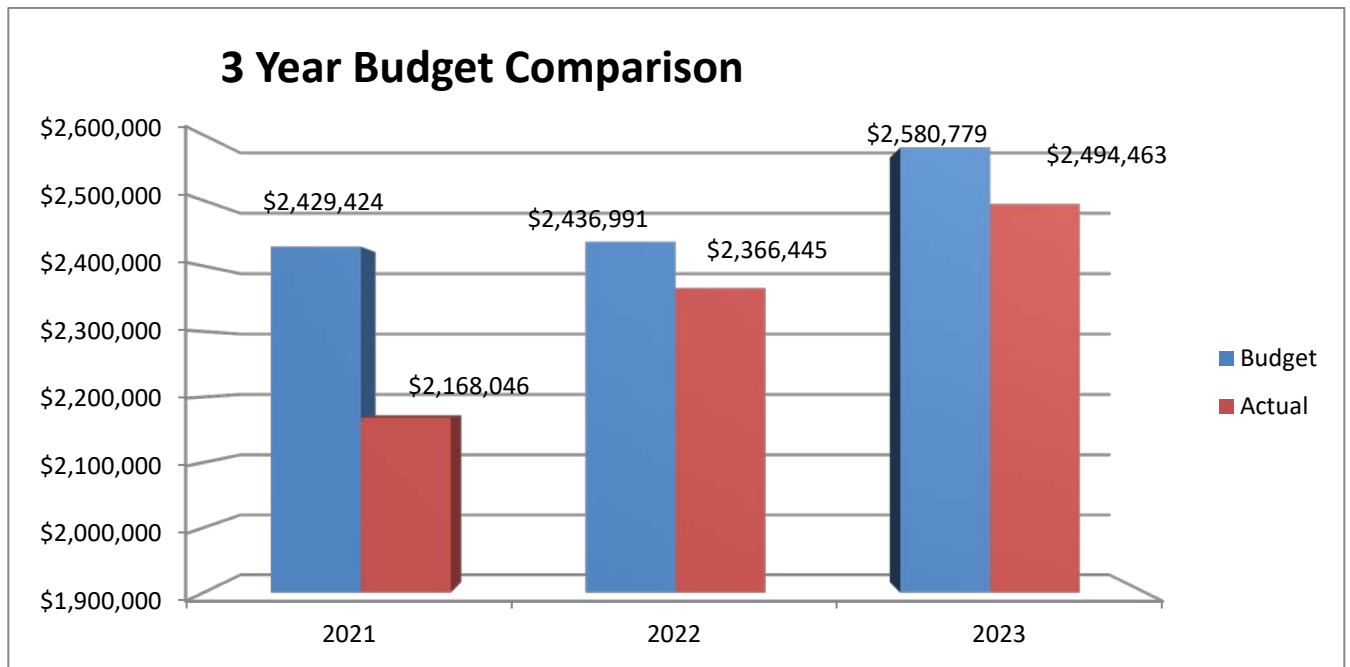
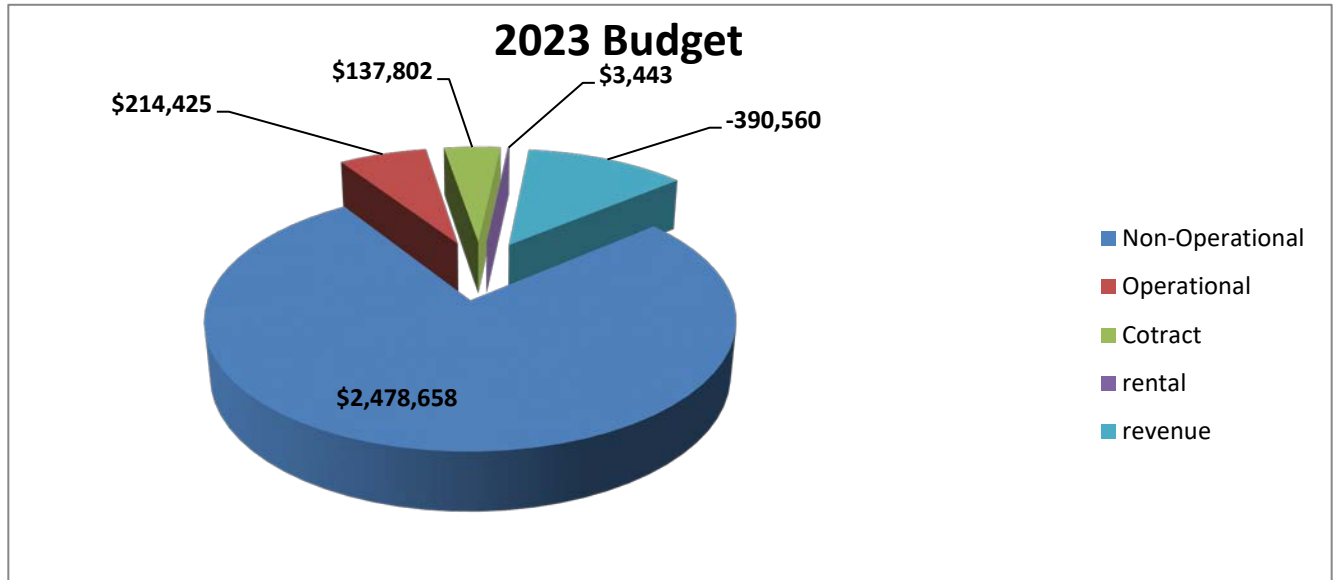
Aylmer Police in cooperation with OPP Elgin County implemented Mobile Chris Response Team. Civilian member accompanies officers to Mental Health Calls for service. The new position has played a key role in extension of services to those individuals most vulnerable in our community so they get the services they need.



- During 2023, the MCRT worker assisted in 66 calls for service pertaining to those seeking resources, requiring mental health assistance or in crisis.



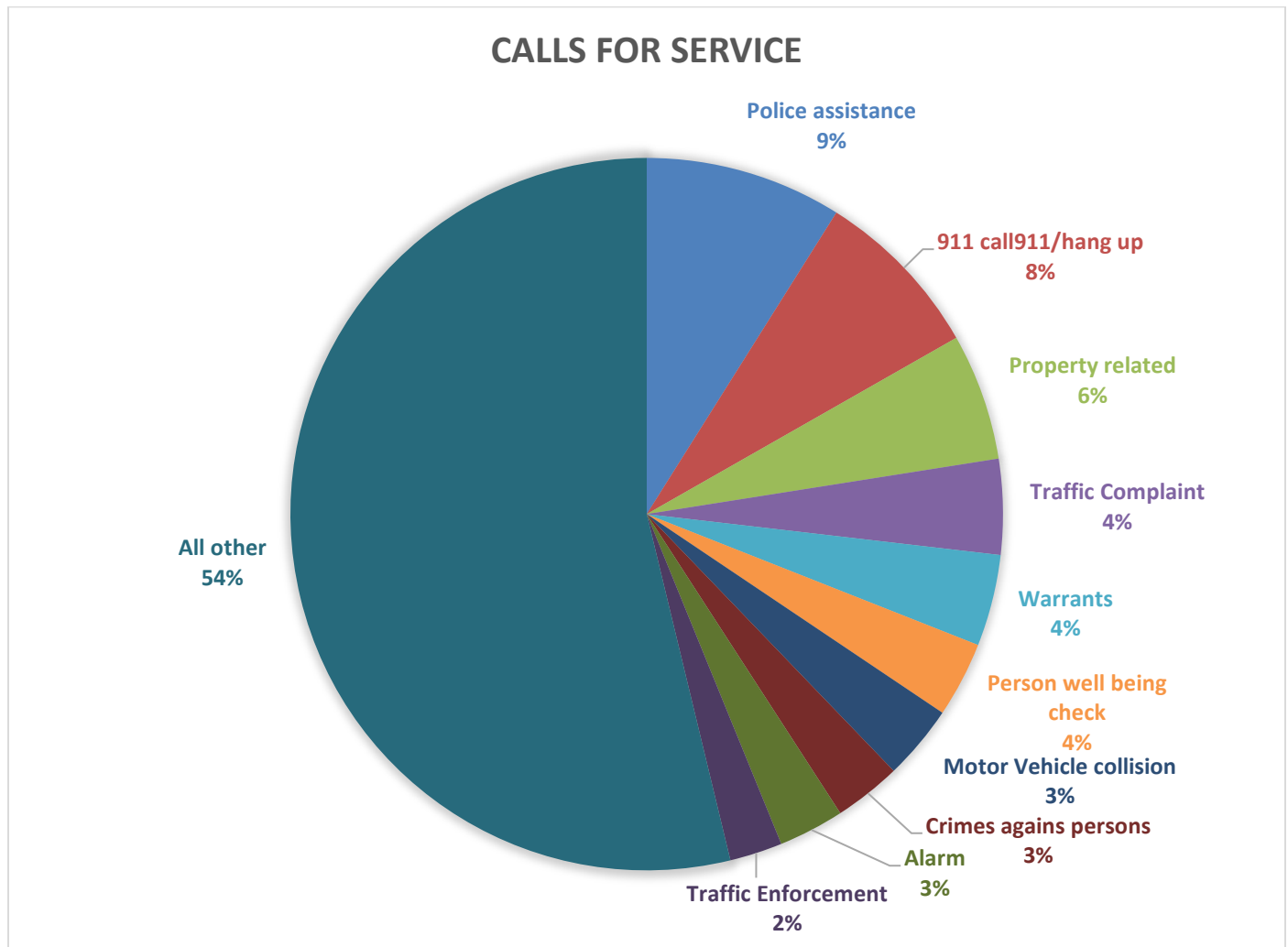
## Budget and Administration





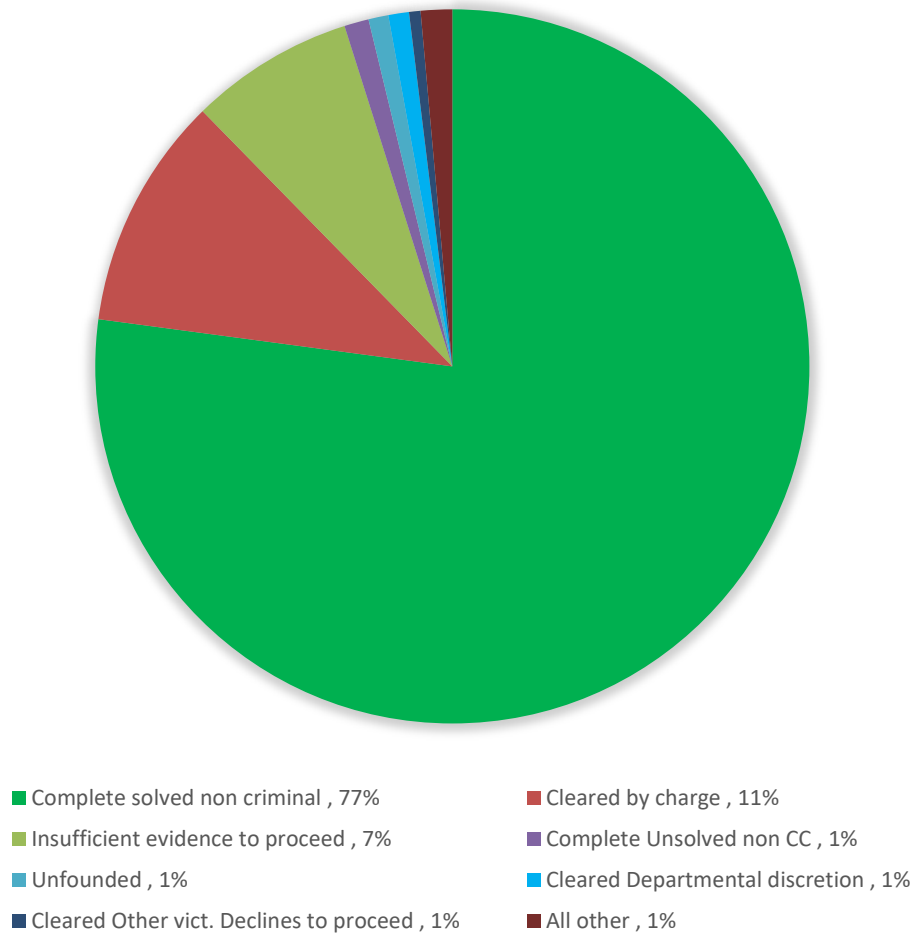
## Calls for Service

Aylmer Police provide police coverage and dispatch services 24 hours a day. The office is open to public Monday to Friday 8:00am to 4:00pm. Computer Aided Dispatch (CAD) and Records Management System (RMS) are the two databases used. CAD calls are generated when the public call police for assistance. RMS calls are self-generated after the fact and often include traffic enforcement and community service. Peak times for service are seen in the graphs below and consistently occur in the middle and the end of the week. This data only reflects the number of calls, not the types. This also tends to represent when the calls are received as opposed when the incident occurred.





### CLEARANCE DATA %








## STRATEGIC PILLARS





## 2023 Strategic planning results


### Our People and performance

Key Activity	Desired Outcome	Results achieved
<p>1. Develop and review workplace practices that impact employee wellness. (Return to work, attendance management).</p> <p>2. Support employees in making improvements to their health through training, education and access to professional services. (Fitness testing, EAP, PPE).</p> <p>3. Shift Scheduling.</p>	<p>Healthy and engaged workforce.</p> 	<p>1. Actively worked with WSIB and Human resource personnel regarding return to work planning and medical updates.</p> <p>2. 6 officers completed fitness testing. Incentives included in recent contract for fitness testing.</p> <p>3 Alternative shifts explored and under review</p>
<p>1. Implement effective delivery of internal and external training.</p> <p>2. Effective recruitment practices.</p> <p>3. Leadership assessment and development for succession planning.</p>	<p>Well trained workforce with the ability to meet the needs of the community.</p> 	<p>1. Joint annual UOF training with OPP for ministry required recertification</p> <p>2. Recruitment of Cst Amanda Ross – hired in Jan of 2023</p> <p>3. Deputy Chief Johnstone attended Rotman Senior Police Leadership Program (Uof T)</p> <p>4. Acting Sergeant role continued to identify future supervisors</p>
<p>1. Review of performance indicators quarterly and address deficiencies.</p> <p>2. Performance assessment and review annually.</p> <p>3. On-going review of proficiency in the field.</p>	<p>Community Engagement</p> 	<p>1. Performance indicators completed quarterly and shared with employees. Deficiencies addressed.</p> <p>2. 100% compliance achieved in annual performance completion</p> <p>3. Use of positive/negative documentation</p>





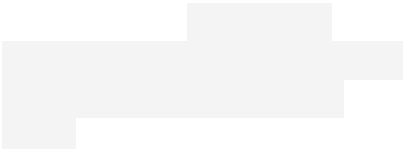
## Organizational Capacity

Key activity	Desired Outcome	Results achieved
<ol style="list-style-type: none"> <li>1. Review of our technological needs and update our hardware and software as required.</li> <li>2. Purchase and install new audio/video equipment.</li> <li>3. Continue to work proactively and budget for fleet replacement as needed.</li> </ol>	<p>Modern and more efficient service delivery</p> 	<ol style="list-style-type: none"> <li>1. New Livescan fingerprint installed.</li> <li>2. New Telephone system installed to replace failing 30 year old system.</li> <li>2. New CCTV system installed throughout station</li> <li>3. No fleet purchases in 2023</li> </ol>
<ol style="list-style-type: none"> <li>1. Use of Automated License Plate Reader technology. (ALPR)</li> <li>2. Fully utilize Electronic Crown Brief Disclosure (SCOPE) capabilities.</li> </ol>	<p>Create efficiencies in court process, and enhance road safety.</p>	<ol style="list-style-type: none"> <li>1. ALPR grant submission successful for the addition of 2 more ALPR units for cruisers- now installed.</li> <li>2. New disclosure process implemented in May of 2023 to improve timelines and quality of briefs.</li> </ol>

## Operations – community safety

Key Activities	Desired Outcome	Results achieved
<ol style="list-style-type: none"> <li>1. Conduct RIDE checks throughout the year focusing on impaired operation</li> <li>2. Develop operational plans for long weekend traffic initiatives with an enforcement focus of big 4 causal collision factors in line with the Provincial mandate.</li> <li>3. Participate in multi-jurisdictional four county traffic safety initiative</li> </ol>	<p>Reduction in traffic collisions resulting in safer roads with a focus on relationship building and meeting Provincial standards in traffic enforcement.</p>	<ol style="list-style-type: none"> <li>1. 147 RIDE checks and greater use of ministry RIDE funding.</li> <li>2. Plans developed based on local and provincial initiatives during peak times.</li> <li>3 Ongoing participation in four counties traffic group</li> </ol>



<p>1. Identify and address emerging crime trends utilizing technology.</p> <p>2. Implement pro-active focused patrols in identified crime areas</p> <p>3. High visibility in the community via foot, bicycle and vehicle patrols.</p> <p>4. Maximize communication with our community (crime prevention, public safety, harm reduction (Social media)</p> <p>5. Partner with other law enforcement organizations in Ontario to strategically address multi-jurisdictional criminal activity.</p> <p>6. Follow up calls for all property related crimes.</p> 	<p>Reduce crime and victimization by increasing involvement of communities in problem solving and safety initiatives as well as improved information sharing with criminal justice partners</p>	<p>1. Crime trends identified and shared with officers. Mapping completed as a visual aid for patrols</p> <p>2. Supervisors and CIB officer ongoing monitoring of incidents for trends and patterns</p> <p>3 Renewed focus on foot patrol and bicycle patrol – significant increases in both for 2023.</p> <p>42,000 follower increase in social media for 2023</p> <p>5 Aylmer Police remains part of CISO level 1 agency.</p> <p>6. Supervisor monitoring of calls for service and follow ups etc.</p>
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Community Engagement and Well being

Key Activities	Desired Outcome	Results
1. Participate in the Elgin Group Situation table and present cases that meet the threshold of acutely elevated risk in the community	Reduction in police contact and connecting individuals with programs and services that will improve their wellness.	51 meetings attended 1 case presented MCRT worker ongoing work with front line dealing with Mental Health CFS
1. Officer to refer victims of crime to linked community agencies such as Women services, VWAP and Victim Services. 2 Participation in High Risk Domestic Violence Review Team.	Increased victim safety and security to prevent re-victimization and recidivism and strengthen our community partnership by working collaboratively on broader community issues.	1. Referrals made in all domestic investigations and other crimes against persons. 2. Attended 10 high- risk DVI meetings. 3. CIB officer now tasked with overseeing all domestic occurrences
1. Officers to participate in regular school visits/walk through. 2. Officers to engage and deliver VIP program to Elementary school children. 3. Officers to develop new curriculum combining the VIP lesson plans with the new program targeting more relevant youth issues.	Increased victim safety and security to prevent re-victimization and recidivism and strengthen our community partnership by working collaboratively on broader community issues.	1. In 2023, officers completed 39 community services occurrences  2 Large decrease due to TVDSB suspension of officer in school programs
1. Liaise with Elgin OPP and St. Thomas Police Service. 2. Participate in the review and development of plan for the Elgin County group which will encompass the safety planning for Aylmer. 3. Participate in Elgin County Leadership Forum and discussions.	Meeting the legislative requirements and enhancing community safety through collaborative community leadership discussions and plan development.	1. Aylmer Police participated in regular operational/administrative discussion with collaborating agencies. 2. Chief participated and is on the committee for Community safety plan development – Plan has been developed and implemented. 3. Chief sits on the committee – no meetings focus has been shifted to Community Wellness Planning.



1. Liaise with culturally diverse community leaders.  
2. Attend community functions.  
3. Deliver presentations that represent mutual interest and understanding between police and culturally diverse population.

Improve understanding between the culturally diverse groups and Aylmer Police Service thus building trust and confidence.

1. D/Chief Johnstone is the liaison for Low German Community.