



# 2022 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 the Chief



On behalf of the men and women of the Aylmer Police Service, I am privileged to present to you the 2022 Annual report. One of my responsibilities as the Chief of Police includes reporting to our community the successes, initiatives and achievements we made over the past year. This report reflects on the accomplishments of our service, acknowledges the hard work of our members to ensure community safety, fiscal responsibility, and enhanced service delivery. In addition, the contents of the report will permit our citizens to view our ongoing commitment to crime prevention, collision reduction and community engagement.

In 2022, we embarked on to 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, the newly implemented “Community Safety and Wellbeing” plan allowed us to develop a roadmap for cross sector partnership and collaboration to make our community a safer, more inclusive place for everyone to enjoy and prosper. 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 order to address our service needs, we consulted extensively with our internal and external partners, which included public surveys, members of our Town Council, Police Service Board members, community representatives and an identified diverse sector of our community.

In 2022, officer commitment to community visibility increased by 9.2% in the area of vehicle and foot patrols. In addition, bicycle patrols increased by 17% and our engagement in community events increased by 130% over 2021 year. One of the areas of focus in 2022 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 increased by 12% over 2021 with a clearance rate of 82.8% achieved. Specific to sexual assault, we achieved a 100% clearance rate.



With respect to property crimes, our solvability rate reduced by 8%. In the area of fiscal responsibility, in 2022, achieved a 3% reduction in our operating budget. Perhaps one of the most notable measurement of our success was the results from our recent community survey, which revealed that 94% of respondents felt safe or very safe in our community and 92% of respondents were satisfied with our service delivery. This is a clear indicator that we are on the right path regarding service excellence.

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.

*Zvonko Horvat*

Zvonko Horvat  
Chief of Police



## Message from the Chair of the Police Services Board

On behalf of the Aylmer Police Services Board, we are pleased to present the 2022 Annual Report. This document serves as a representation of our overall commitment to quality policing, accountability and transparency not only in the area of fiscal responsibility, but in crime prevention and traffic safety for our community. The ability of our service delivery to adapt to all necessary changes is a testament of our commitment to community safety and well-being as well as professionalism and dedication of our members to keep our community safe.

We continue our constant strategic planning and statistical analysis. This report highlights the exceptional work that has been done throughout the year in the area of the four pillars which include, fiscal responsibility, crime prevention, organizational capacity and community and employee wellness. The men and women of Aylmer Police Services rose again to the challenges and continued to serve the Aylmer Community pro-actively and reactively based on our community needs.

I would like to sincerely thank the previous Board for their commitment and dedication to governance. We have seen a few changes in the incoming board and welcome the new members. As well, I would like to thank Chief Horvat, Deputy Chief Johnstone and all members of the Aylmer Police Service for their exceptional efforts during this previous year. Lastly, I would like to thank all of our community, citizens and partners for their continued support. Working together with understanding and patience during the previous challenging times have made us stronger and better as a community. As the civilian oversight body for policing in our community, we hope you will find that this report offers a clear understanding of policing in our great Town of Aylmer.

Sincerely,

*Bill Ungar*

Bill Ungar

Chair, Aylmer Police Services Board





## Aylmer Police Services Board



William Varnes

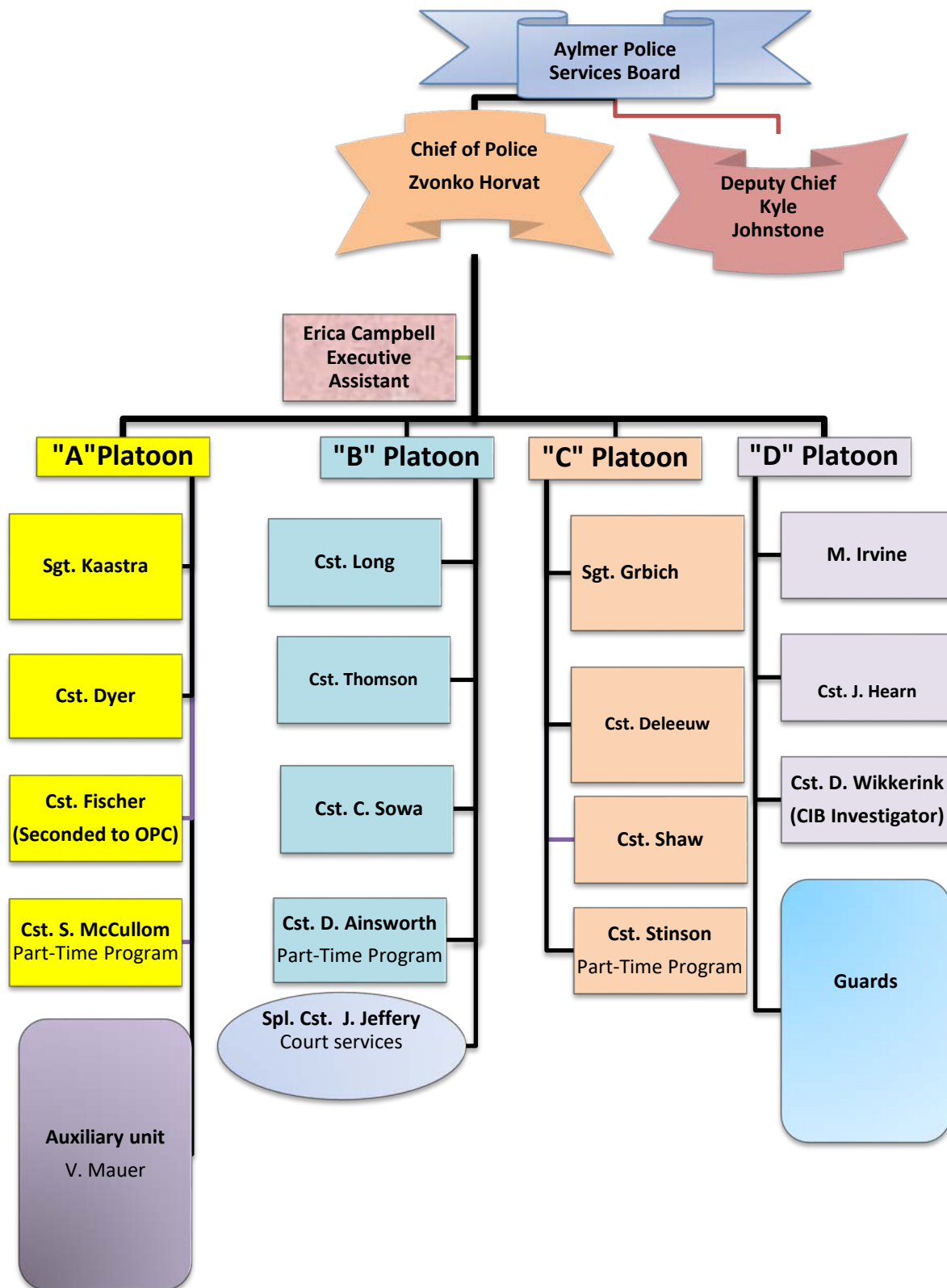
Pete Barbour

Bill Ungar

Mary French

The Aylmer Police Services Board is comprised of five members (1 current vacancy) and a secretary. In 2022 the PSB underwent some changes which saw the departure of Chair, Sheri Andrews and member Jack Couckuyt. As a result, Bill Ungar was elected as new chair and William Varnes and Mary French were appointed to the board. (Secretary –Bobby Irwin). The Aylmer Police Services Board is a member of:







## **Staffing Changes for 2022**

### **Cst. Jeff Deleeuw** (left)

Cst Deleeuw was welcomed to the Aylmer Police Service in June of 2022. Jeff has over 20 years of policing experience serving 4 years with Peel and 16 years with St Thomas. He is a use of force instructor and an experienced media relations and crime prevention officer.



### **Deputy Chief Kyle Johnstone** (right)

Kyle Johnstone was appointed to the rank of Deputy Chief in August of 2022. He has over 17 years of policing experience having also served previously with St. Thomas Police in a wide variety of roles including drug enforcement, criminal investigations, professional standards and support services.

### **Cst. Ryan Thomson** (below)



Cst. Ryan Thomson joined the Aylmer Police Service in July of 2022 after serving with the Norfolk County OPP. Cst Thomson is an Intoxilyzer technician and is currently assigned to “B Platoon”.





Impaired Driving Statistics	2020	2021	2022	% change
Total number of impaired drivers arrested	23	19	23	21%
The number of drivers impaired by alcohol	23	19	20	5.2%
Number of drivers impaired by drugs	0	1	3	200%
Number of impaired driving charges laid	26	19	30	57%
Total number of males charged	17	13	16	23.07%
Total number of females charges	6	6	7	
3 / 7 / 30 day Suspensions in total	35	6	6	0%
Tests for OPP or other Agency	1	2	2	0%

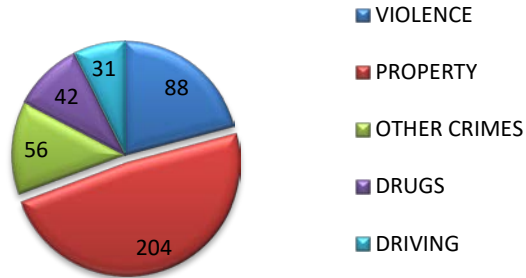
### **RIDE hours Dedicated to Road Safety**

HOURS	2021	2022
On Duty RIDE	141	98
Off Duty RIDE ( Grant funded)	10	28
RIDE Total	151	167
Officer Hours	210	248
Cost recoverable hours (Grant funded)	39	90
Vehicles stopped	11722	13896
Traffic warnings	94	126
ASD tests	152	164

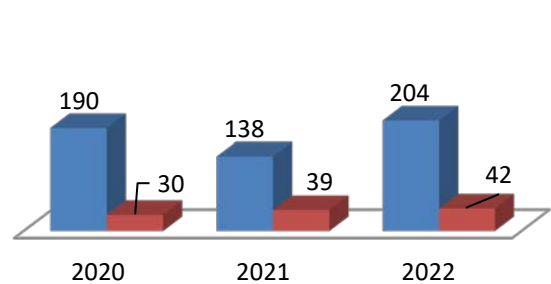


## Crime Statistics

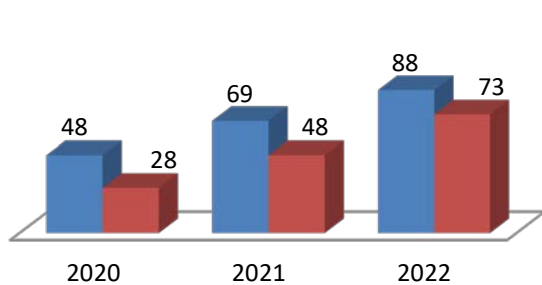
2022 Reported Crimes



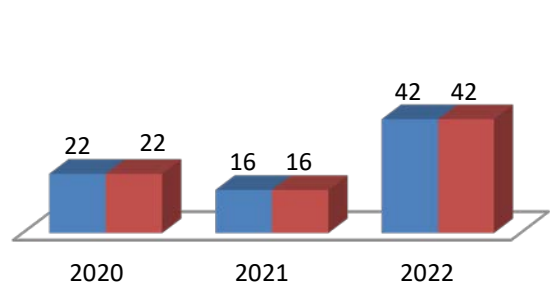
PROPERTY Clearance



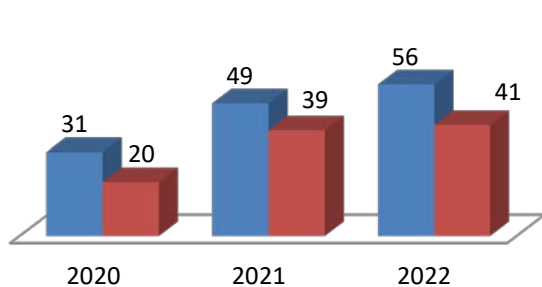
VIOLENCE Clearance



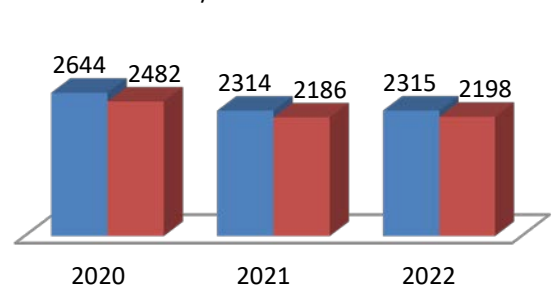
DRUGS Clearance



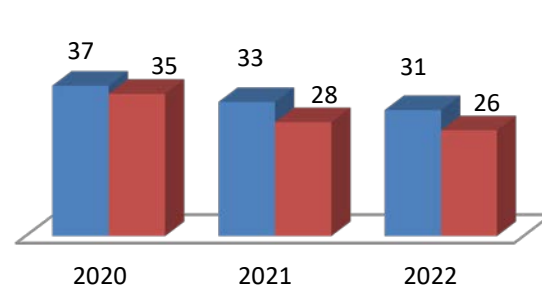
OTHER CRIMES Clearance



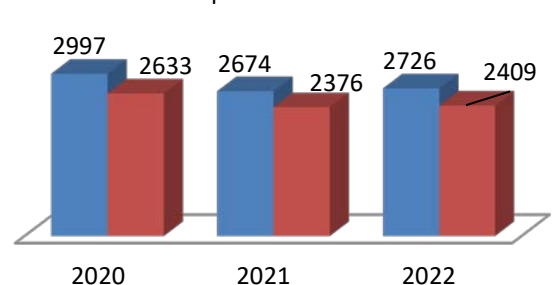
NON-OFFENCE / MISCELLANEOUS Clearance



DRIVING Clearance



ALL TYPES – Reported vs ALL TYPES – Actual



**Calls for Service – Officer Visibility**

	2020	2021	2022	% Change
Total occurrences	2997	2674	2833	5.94%
Beat Patrol	436.75	473.75	518	9.34%
Bicycle Patrols	7	38	44.5	17.10%
RIDE checks	143	141	126	-10%
Impaired Driving	30	25	23	-8.6%

Data tells us: Officers workload relative to calls for service has again trended upward. Officer visibility and community engagement continue to be the priority for the Aylmer Police Service.

**Criminal Code & Provincial Statute Charges Laid**

	2020	2021	2022	% Change
Highway Traffic Act	1348	1274	1143	-10.28%
Criminal Code Offences	81	101	224	121.78%
Liquor License Control Act	24	24	30	25%
Trespass to Property		34	17	-50%
Emergency Order Breach ROA		112	0	***
Compulsory Auto Insurance		107	96	-10.28%
All Violations	1473	1815	1510	-16.8%

Data tells us: Criminal Code charges are significantly trending upwards. This is believed to be partially attributed to establishing a Criminal Investigator Role within a Crime Unit to focus on serious offences. In addition, frontline patrol has also processed more criminal charges in 2022 than in the preceding years.

**Drug Offences**

Drug Offences	2020	2021	2022	%	Clearance rate
Possession/driving	22	14	11		100%
Trafficking 5(1) CDSA	0	2	0		0%
5(2) CDSA	0	0	18		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	2020	2021	2022	% Change	Clearance rate
Assault with weapon/bodily harm	3	2	5	150%	72%
02-Sexual Assault	8	12	13	8.33%	100%
03-Robbery	0	0	1	100%	100%
04-Assault	15	32	24	-25%	80.4%
05-Break & Enter	16	7	16	128%	26.45%
06-Auto Theft	10	10	9	-10%	22%
07-Theft Over	1	7	2	-71%	31%
08-Theft Under	47	40	55	37.5%	28%
09-Mischief	24	35	47	34%	28..6%
10-Fraud	40	25	57	128%	16%
11-Theft from M/V	33	5	3	-40%	0%
Total	197	175			

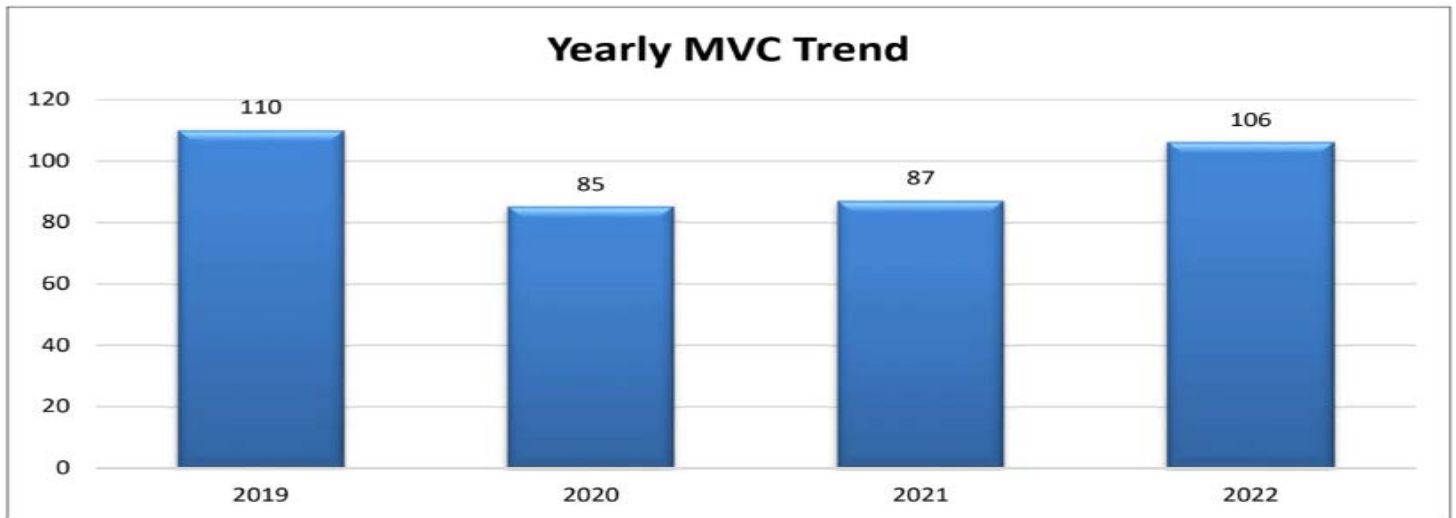
Data tells us: While there is an increase in crime against persons in the area of sexual assaults and assault cases is of concern and will be monitored especially in the area of domestic incidents. Property crime incidents have been reduced significantly and the clearance rates for property crime is well above provincial averages. Some of these numbers such as Robbery, while appear higher than previous years are attributed to a single incident.



### **Motor Vehicle Collisions:**

	2020	2021	2022	Change (%)
Motor Vehicle collisions	85	87	106	21.8%

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 2022 was Carless Driving under the Highway Traffic Act of Ontario.



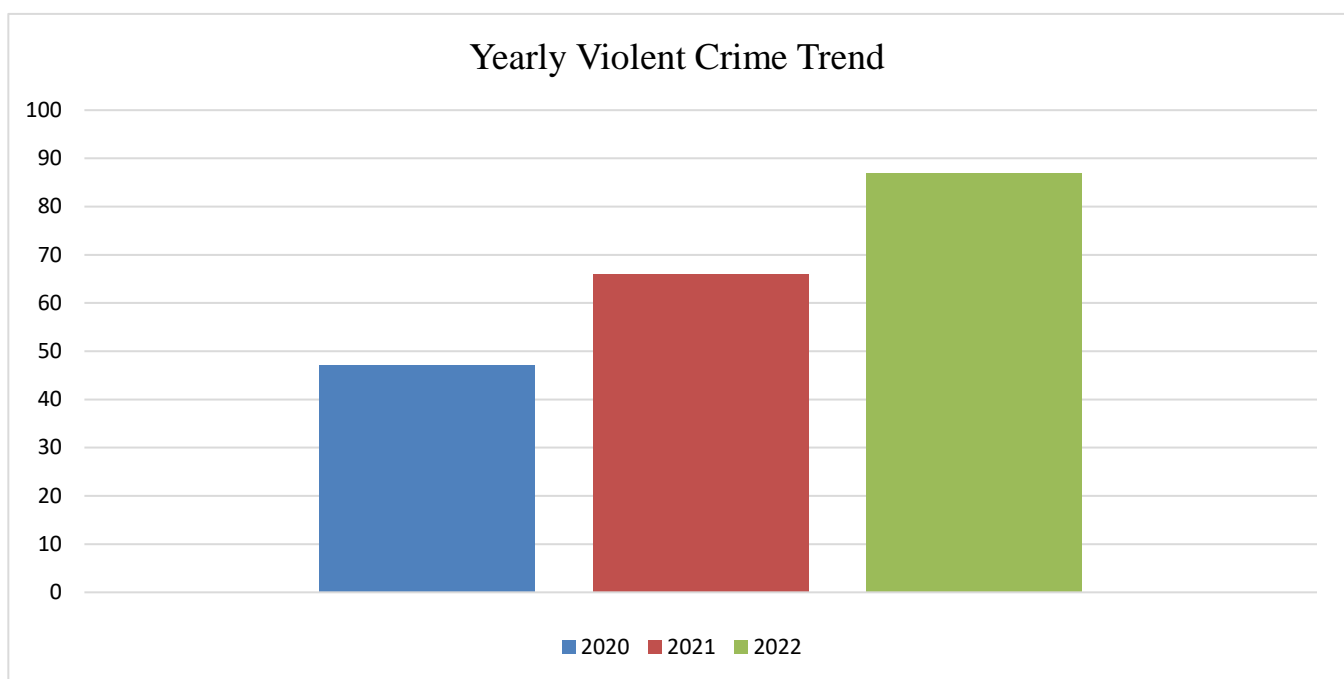
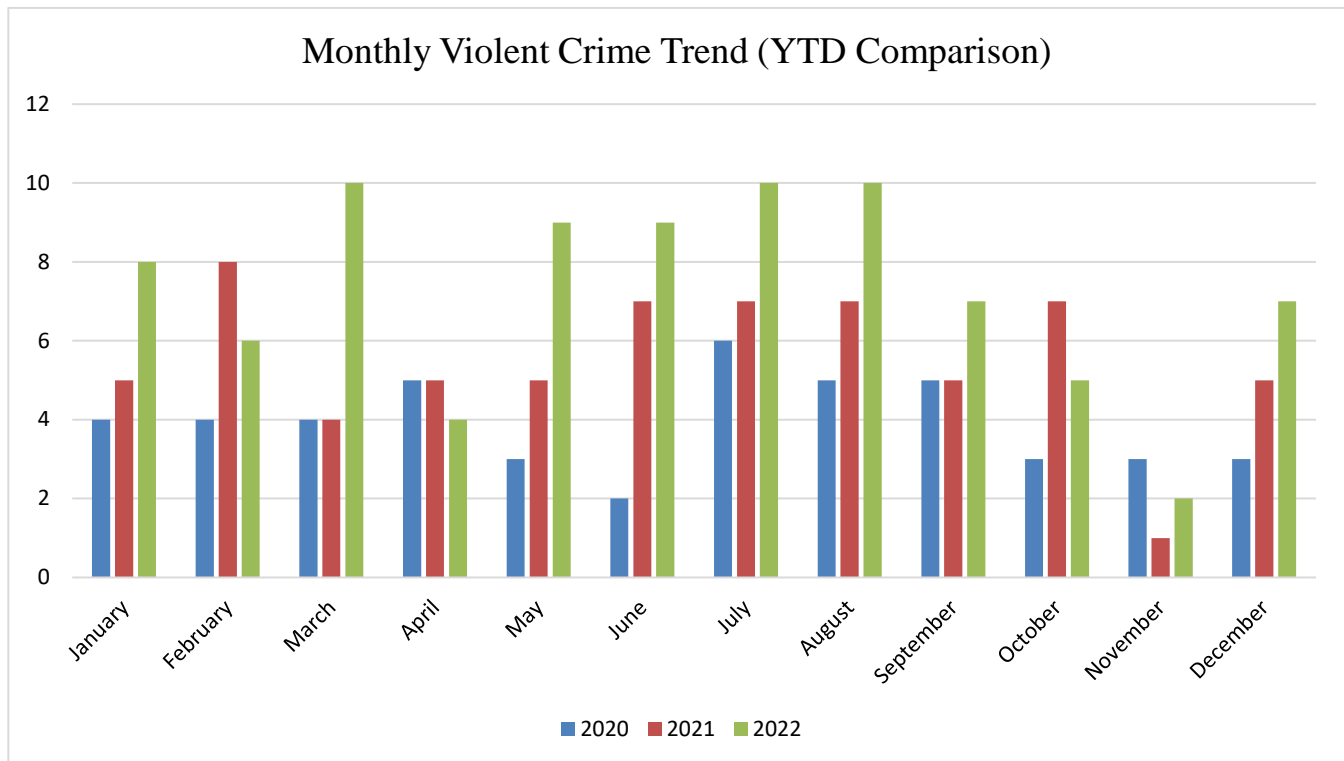






# Annual Comparison of Calls for Service

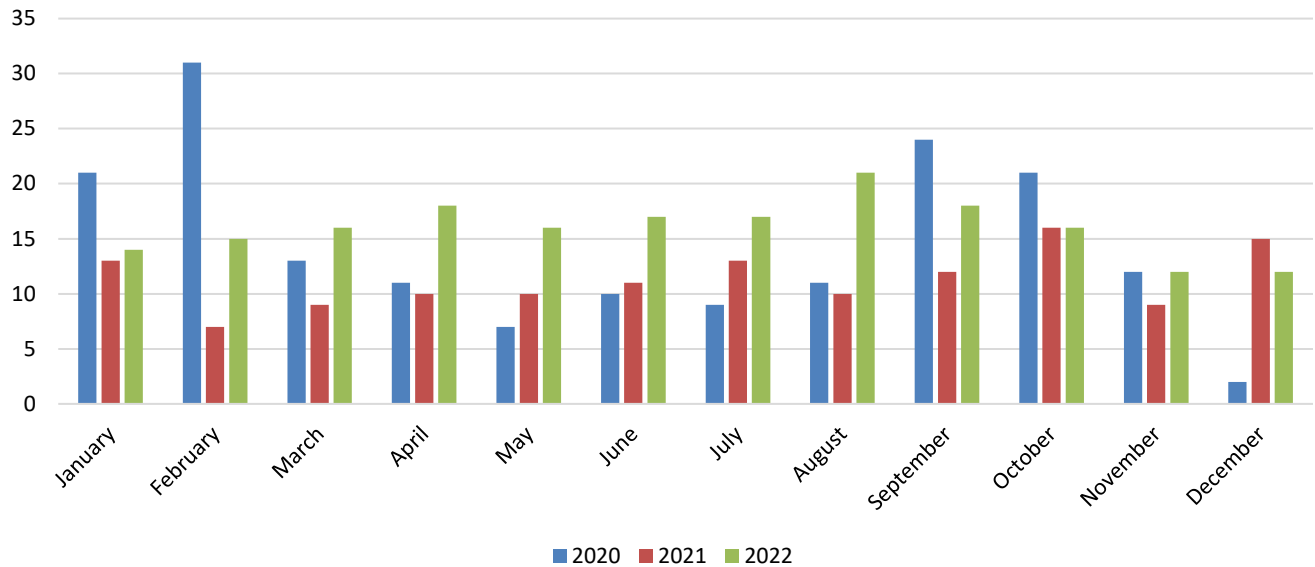
## VIOLENT CRIME



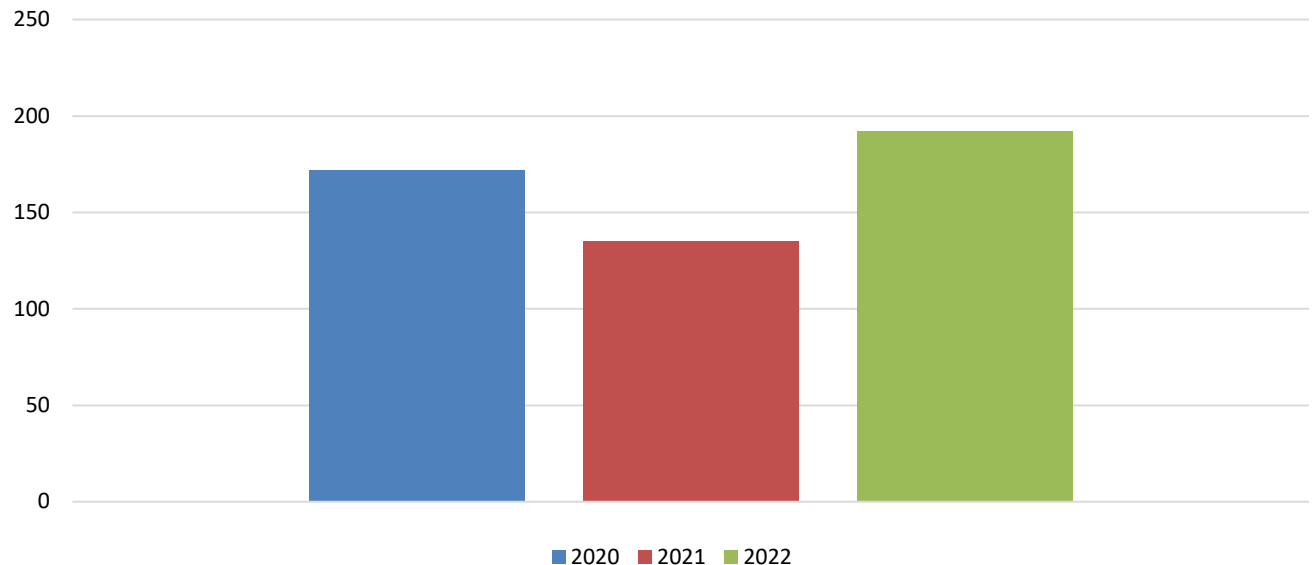


## PROPERTY CRIME

Monthly Property Crime Trend (YTD Comparison)



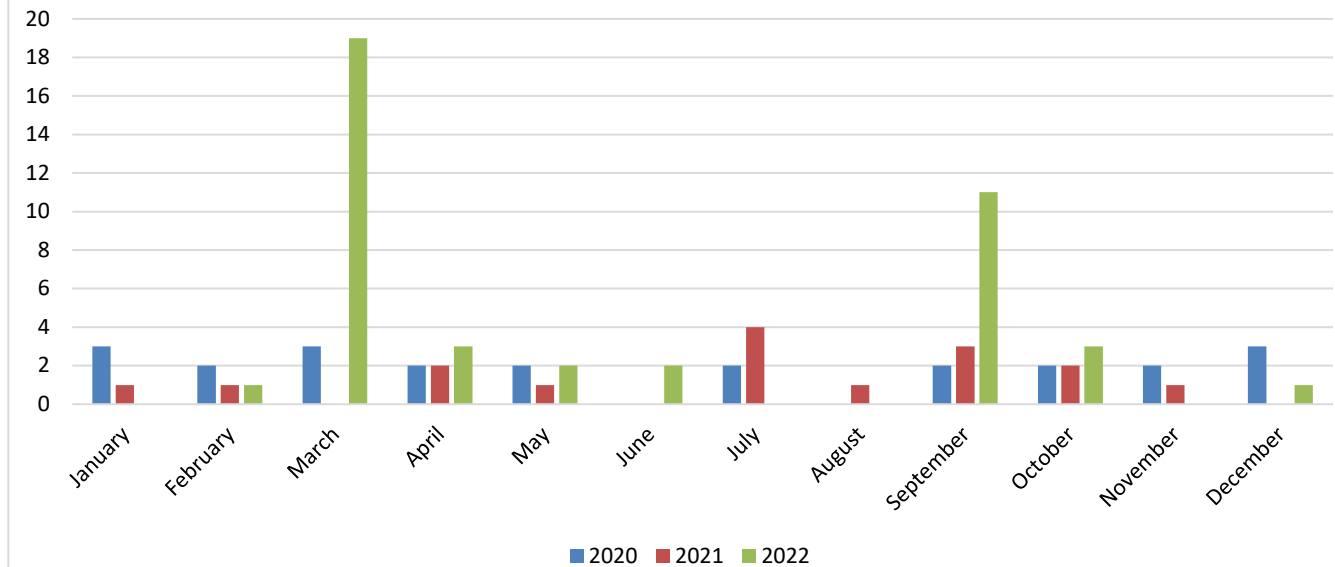
Yearly Property Crime Trend



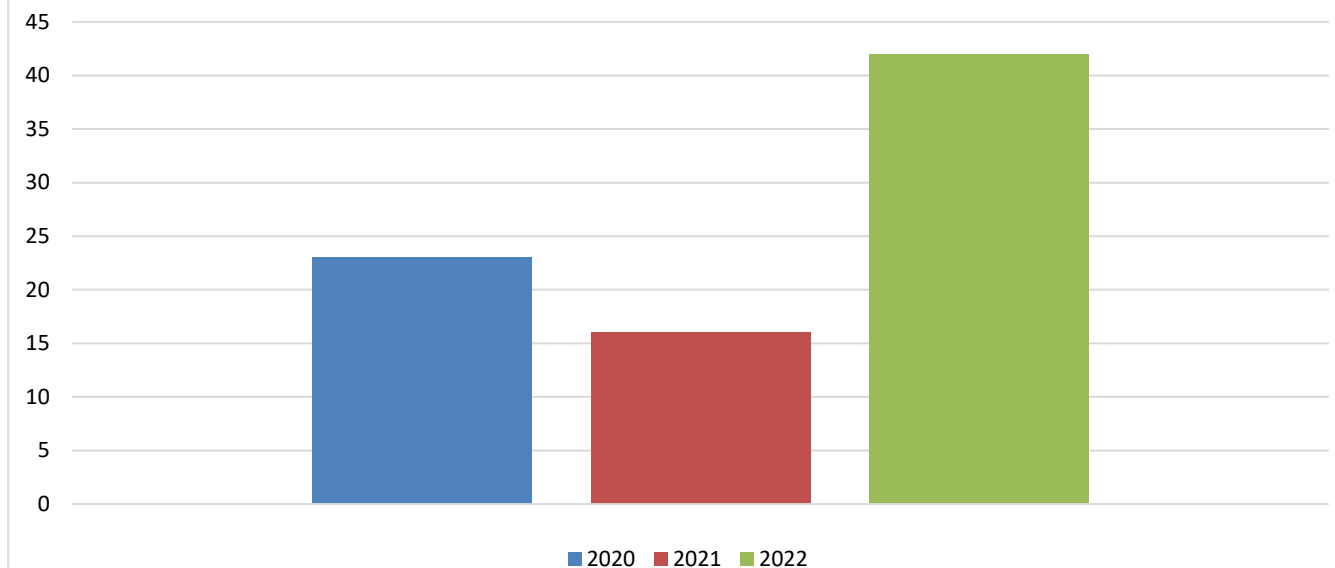


## DRUG CRIME

Monthly Drug Crime Trend (YTD Comparison)



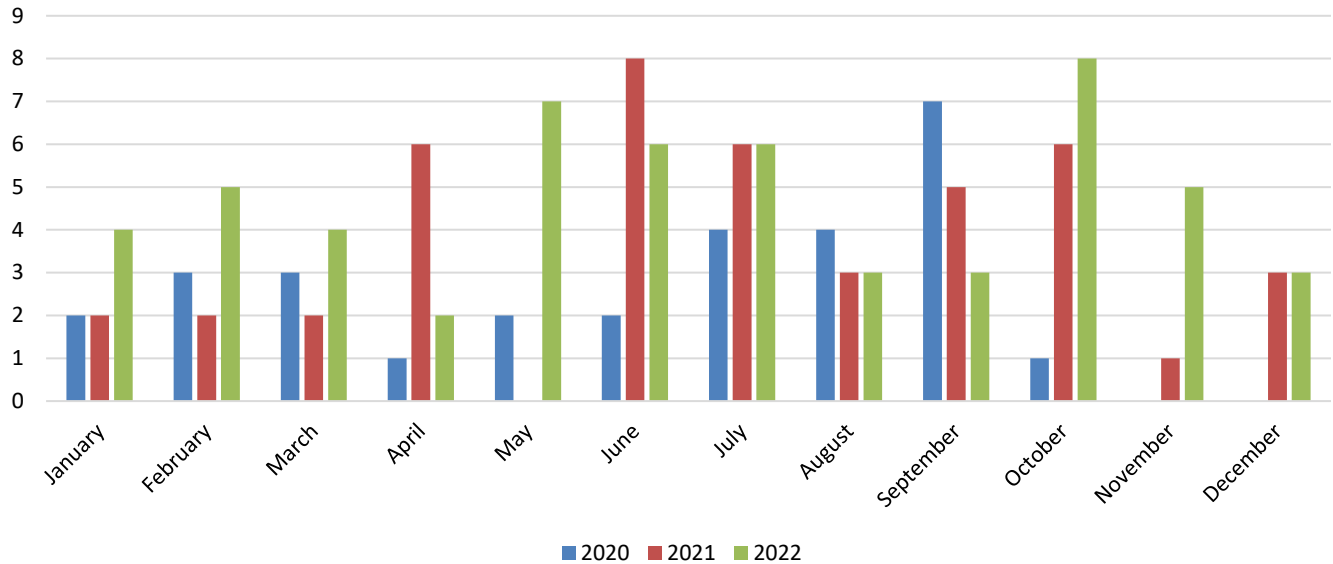
Yearly Drug Crime Trend



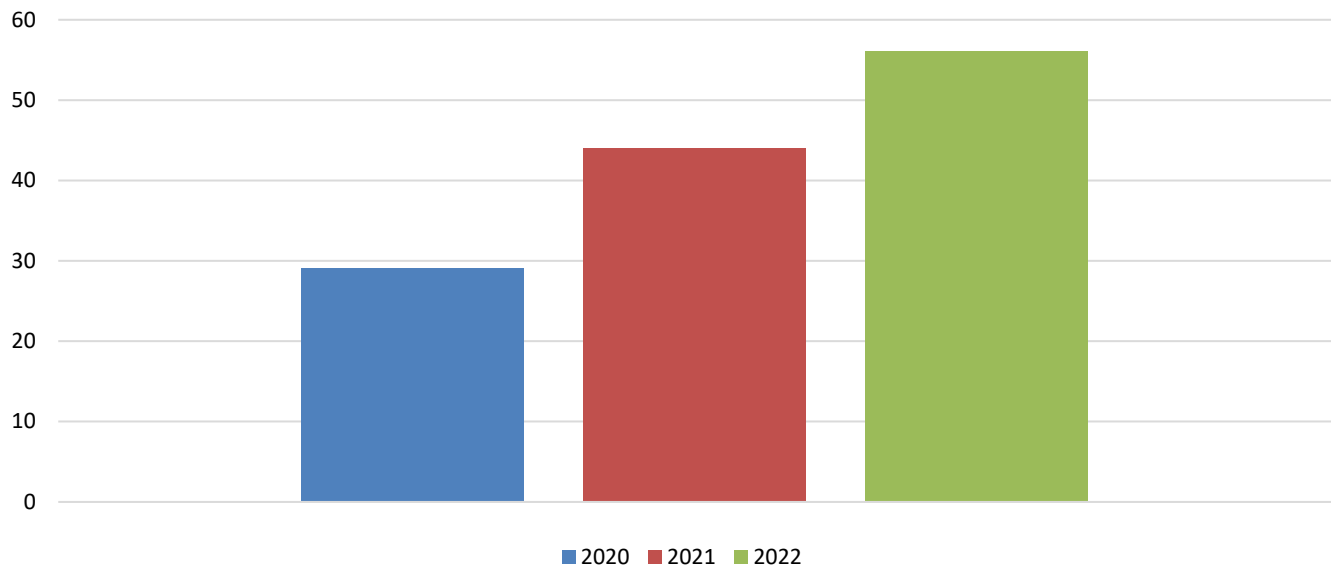


## DOMESTIC DISPUTES

Monthly Domestic Dispute Trend (YTD Comparison)



Yearly Domestic Dispute Trend

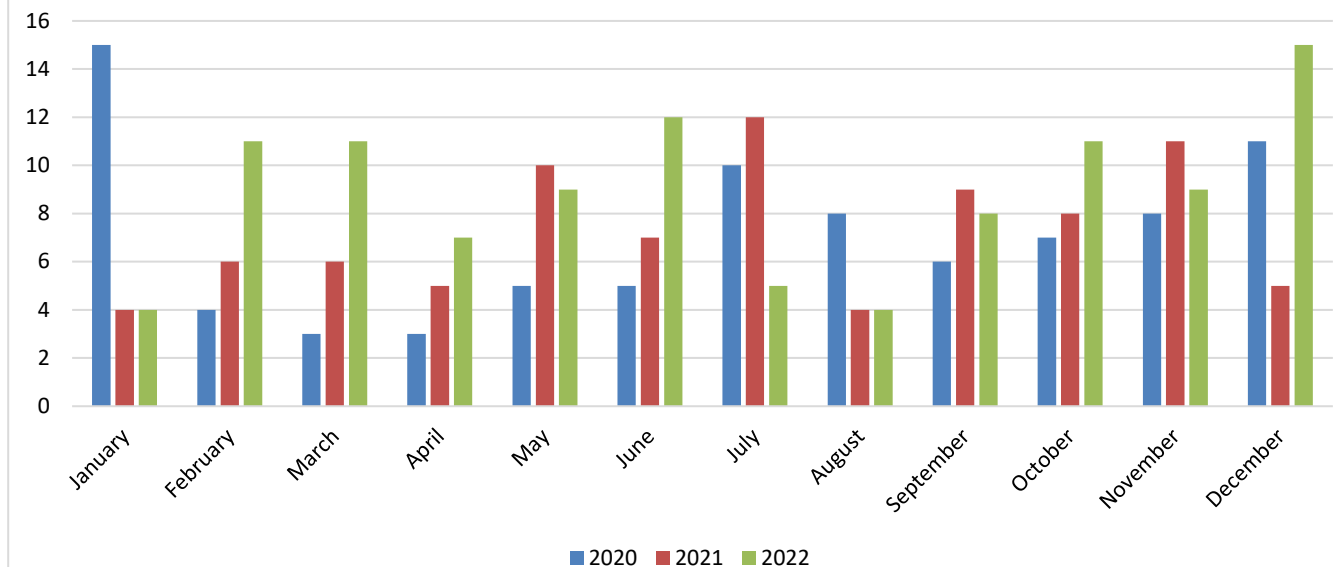




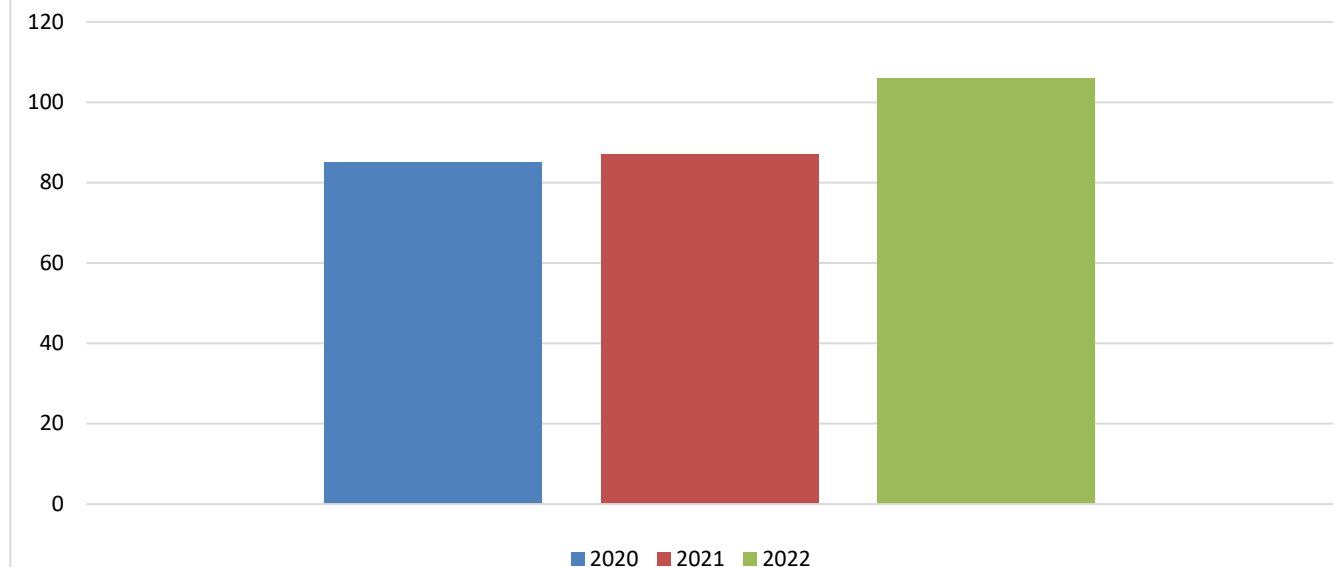


## MOTOR VEHICLE COLLISIONS

Monthly MVC Trend (YTD Comparison)



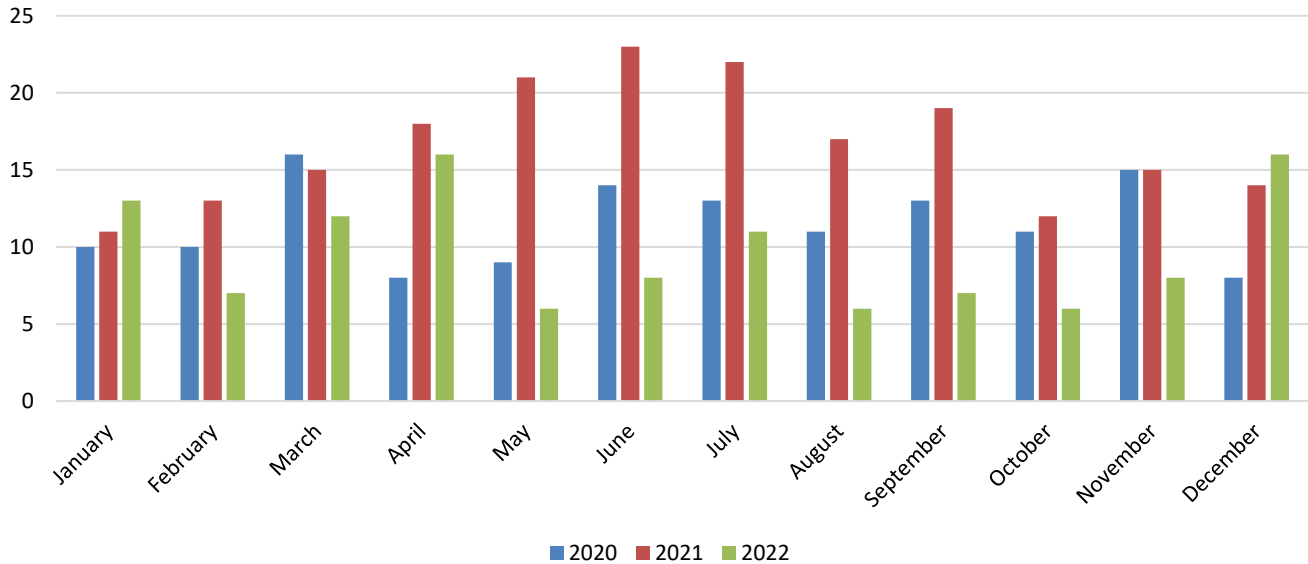
Yearly MVC Trend



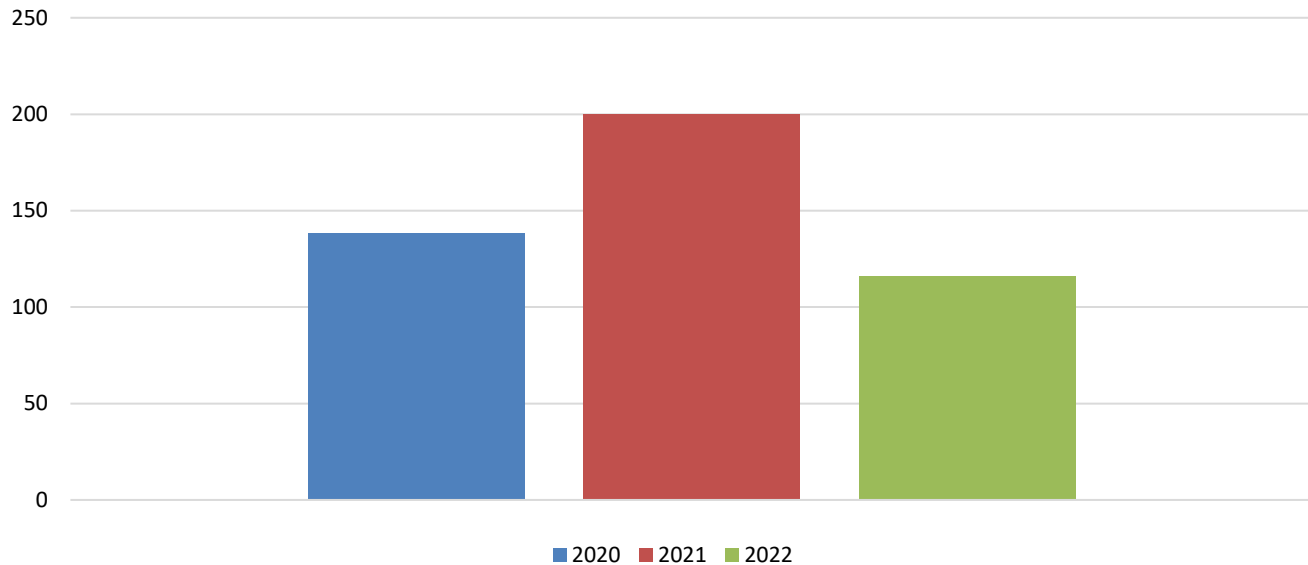


## 911 CALLS

Monthly 911 Call Trend (YTD Comparison)



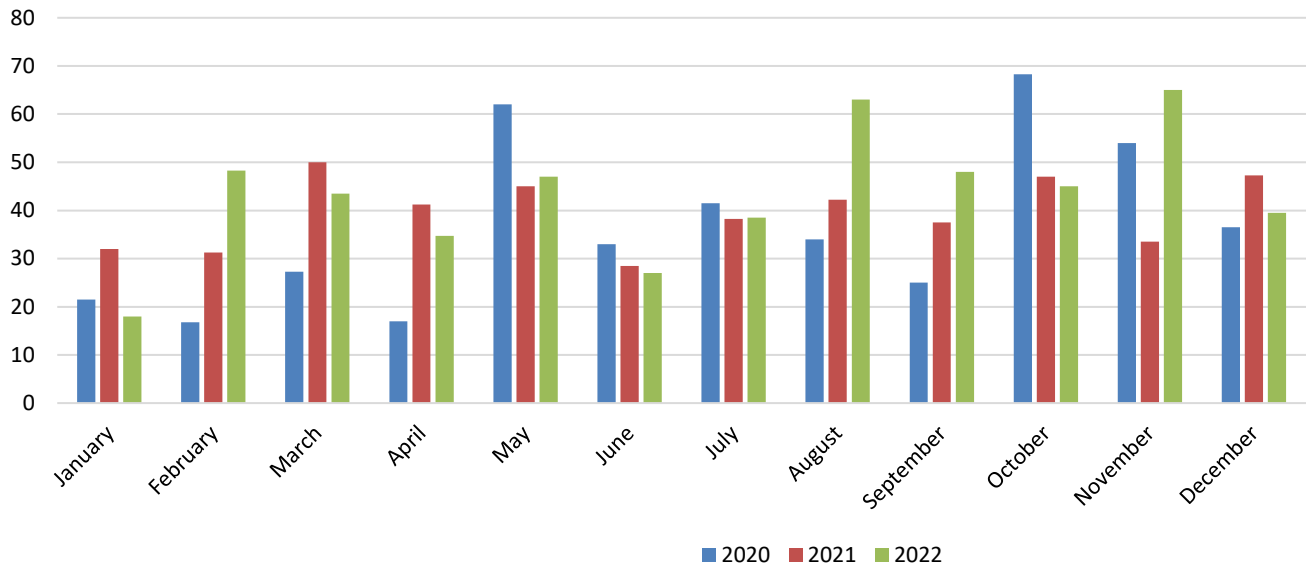
Yearly 911 Call Trend



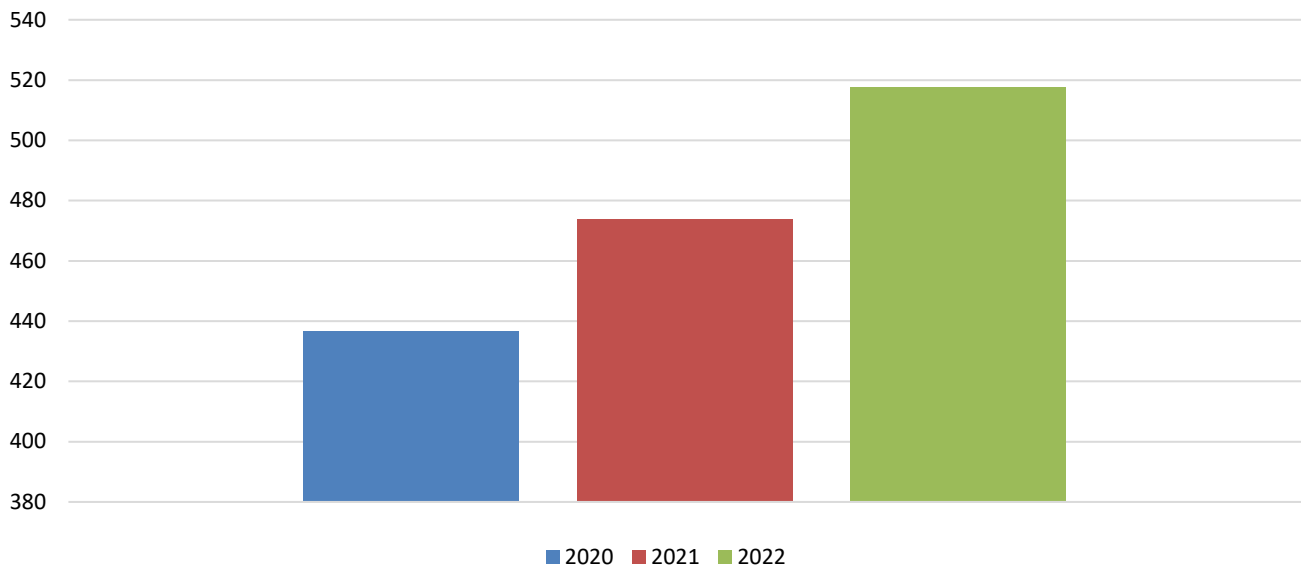


## FOOT PATROL HOURS

Monthly Foot Patrol Hours (YTD Comparison)



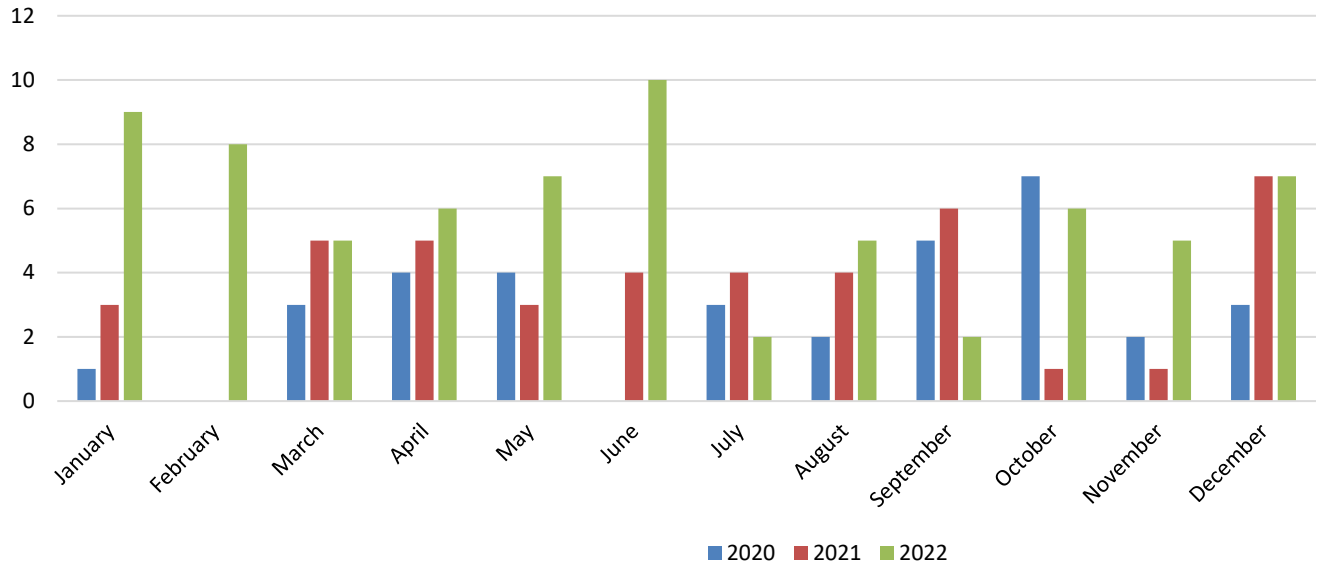
Yearly Foot Patrol Hours Trend



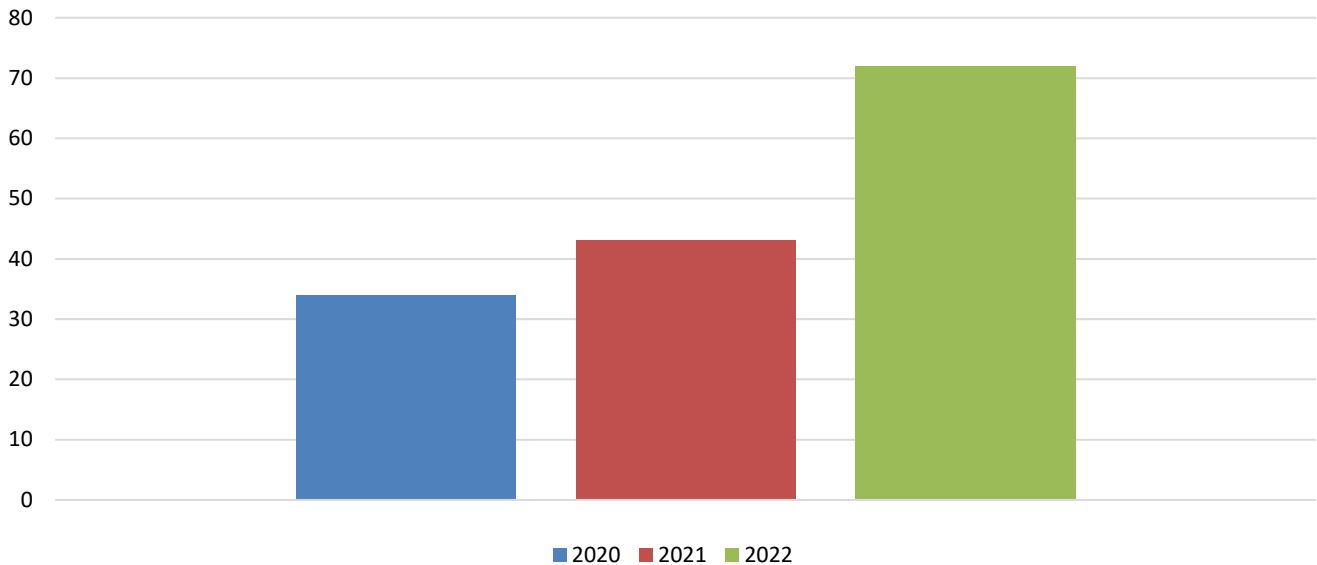


## MENTAL HEALTH CFS

Monthly Mental Health CFS (YTD Comparison)



Yearly MHA Trend





## **Missing Person Urgent Demand Report**

No Urgent Demands made in 2022

See included Form 7 for Ministry Reporting Requirements





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)  
2022/01/01

End Date (yyyy/mm/dd)  
2022/12/31

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	Province		Postal Code
Aylmer	Ontario		N5H 3H6
Total Number of Urgent Demands made		Number of Missing Persons Investigations in which a demand was made	
0		0	

**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		0
Photos, videos, or other records containing visual representation		0
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location		0
Records of employment information		0
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>		0
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>		0
Records that related to a student of an educational institution		0
Records containing travel and accommodation information		0



## **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 2022, Aylmer Police engaged in no suspect apprehension pursuits. On three occasions, fail to stop reports were submitted by officers. In 2 of the 3 fail to stop incidents, police identified the drivers and criminal charges laid after the fact.





## **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 2022: 0



## Use of Force

(9) Use of Force Reports were submitted in 2022 as per the provincial reporting regulations and the Aylmer Police Service Policy and Procedures.

Use of force Type and reason:

- (3) Reports were submitted by officers who drew the Taser (CEW). All were for attempting to arrest violent/hostile subjects.
- (5) Reports were submitted for dispatching injured or sick wild animals (firearm).
- (1) Report was submitted for an officer who drew their firearm when confronted by a male with a machete.

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

The Use of Force Model is one that both the public and police can understand and relate to. This theory is based on the concept of control. Police officers routinely deal with violent subjects and violent situations. The police role is to control this behavior, to end the violence, and have these people dealt with according to law. It is important to note that there is no specific formula that governs a law enforcement officer's actions in particular situations. This is because every situation presents unique circumstances, such as environmental factors, officer capabilities and subject abilities. For this reason, an officer is required to assess the situation and determine the appropriate police response after reviewing the totality of the circumstances. Law enforcement officers are reminded that section 25 of the *Criminal Code* addresses the use of necessary force, provided the officer's assessment is based on reasonable grounds.



**The officer continuously assesses the situation and selects the most reasonable option relative to those circumstances as perceived at that point in time.**



## Public Complaints

Total Officers	15
Year	2022
Total Complaints - Managed	0
Total Complaints – received	0
Total Complaints – Carried In (2021)	0
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	0
<input type="checkbox"/> Received in a year	
<input type="checkbox"/> Received in Prior year	
<input type="checkbox"/> Screened In	
<input type="checkbox"/> Screened Out	
Conduct Complaints Outcomes	
<input type="checkbox"/> Withdrawn	

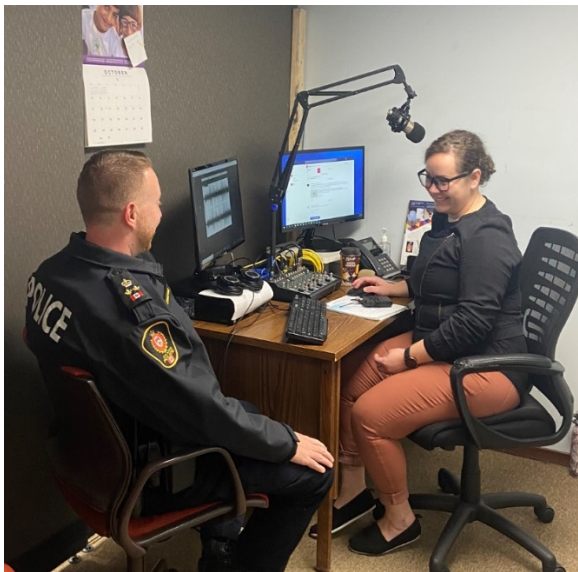
Aylmer Police Service is committed to providing Aylmer residents with the highest quality police service possible. Our members serve the community with honor and integrity. We treat everyone with dignity and respect individual human rights. When someone raises a concern, we value the feedback and take each complaint seriously.







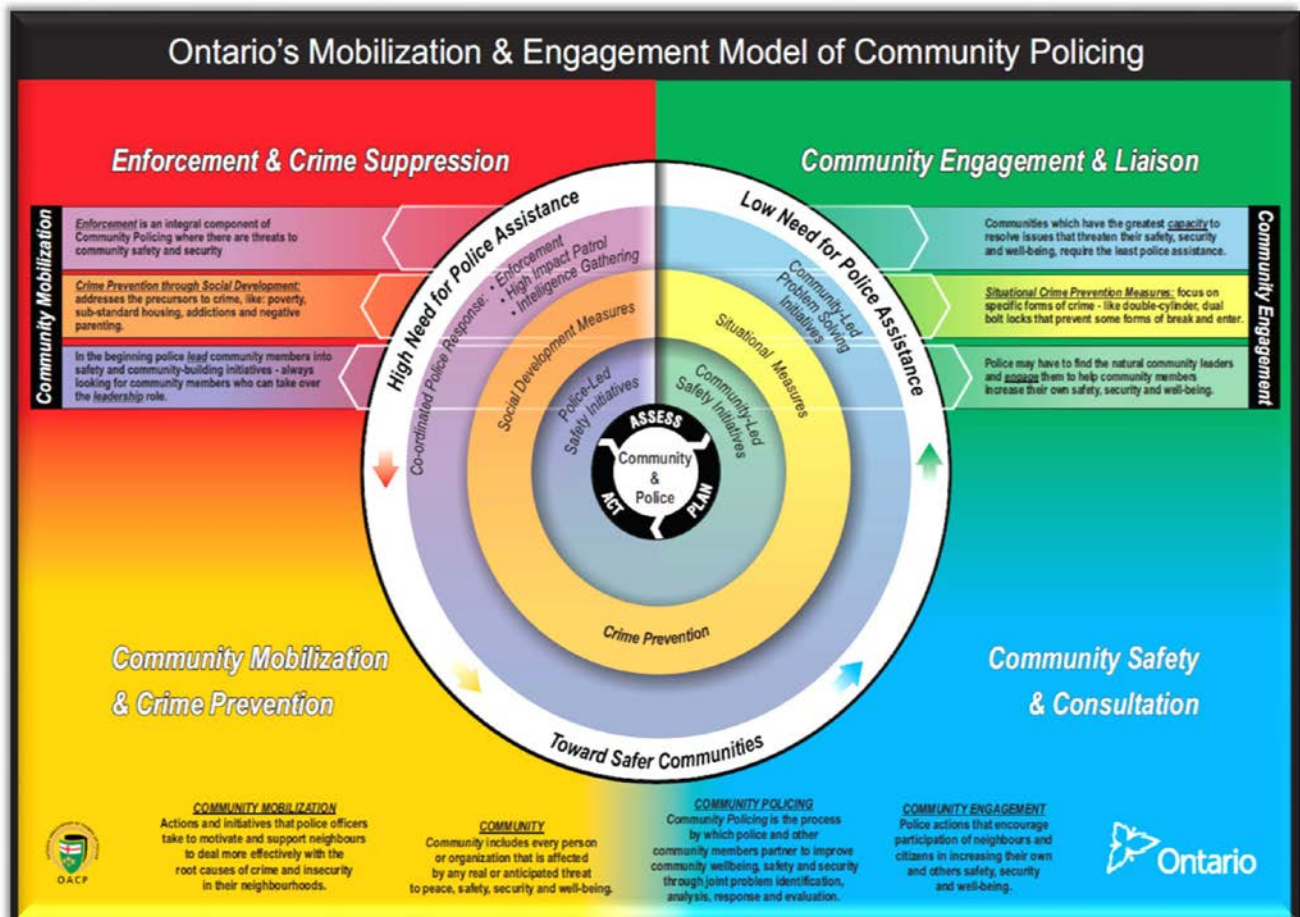
## Community Services





## 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 2019, 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.

<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;**

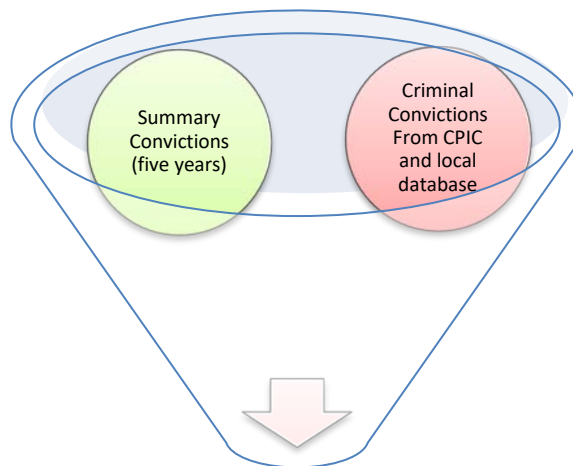
The Municipal Freedom of Information and Protection of Privacy Act provides citizens with a right of access to records within the custody or control of all municipal public sector organizations, including Police Services. Access to these records is not absolute. There are certain mandatory and discretionary 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 four requests in 2022. (2) Office of Children's lawyer request (1) General request and (1) other provincial agency request. All requests were completed and disclosure provided based on the FIPA guidelines.

### **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.

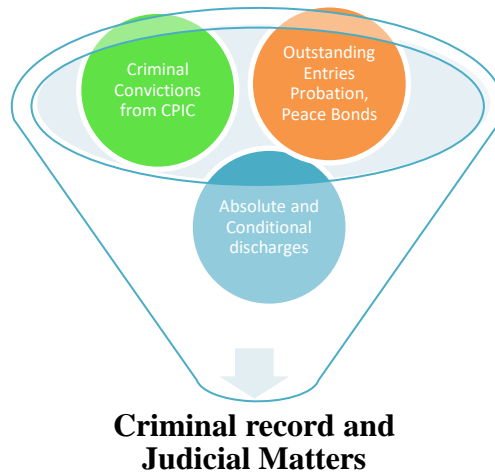


### **Criminal Record Checks**



### **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.





St. Thomas Crime Stoppers, working in conjunction with the Aylmer Police, is one of 38 programs in Ontario. This program is proud to represent this community in the fight against crime. This not-for profit organization gives each and every citizen the right to provide information regarding criminal activity anonymously, without fear of retribution. Crime Stoppers guarantees that a tipster will never have to reveal their identity or testify in court. Crime Stoppers has been recognized by the Ontario Chiefs of Police, the Canadian Chiefs of Police, the International Chiefs of Police and Interpol as being one the most successful community programs in gathering information that assists in solving crime.



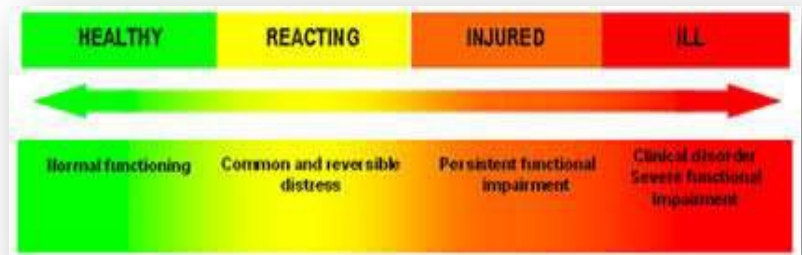
## Crime Stoppers Statistics 2022

Throughout 2022, the jurisdiction of Aylmer received 8 Crimestoppers tips. All tips were investigated and actioned by Police in which one resulted in charges under the Highway Traffic Act.



## 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.



**Canadian Mental  
Health Association**  
Elgin County  
*Mental health for all*

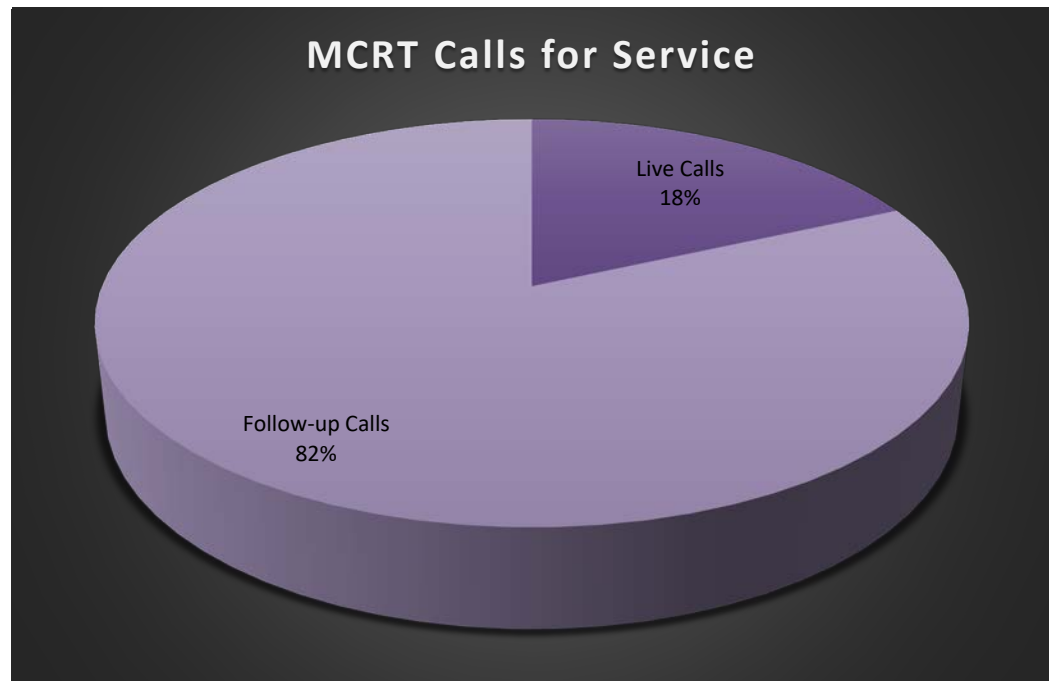
In 2022, Aylmer Police in cooperation with OPP Elgin County implemented Mobile Chris Response Team. Civilian member accompanies officers to Mental Health Calls for service. The new position has played a key role in extension of services to those individuals most vulnerable in our community so they get the services they need.



CMHA worker Nadine works with the Aylmer Police assisting community members in our town



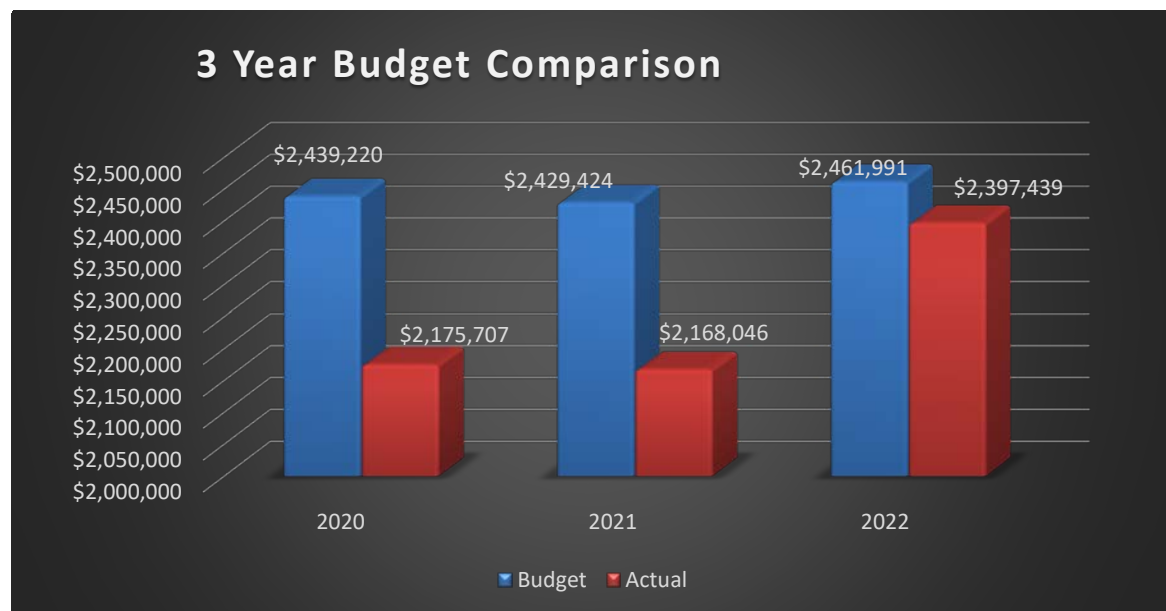
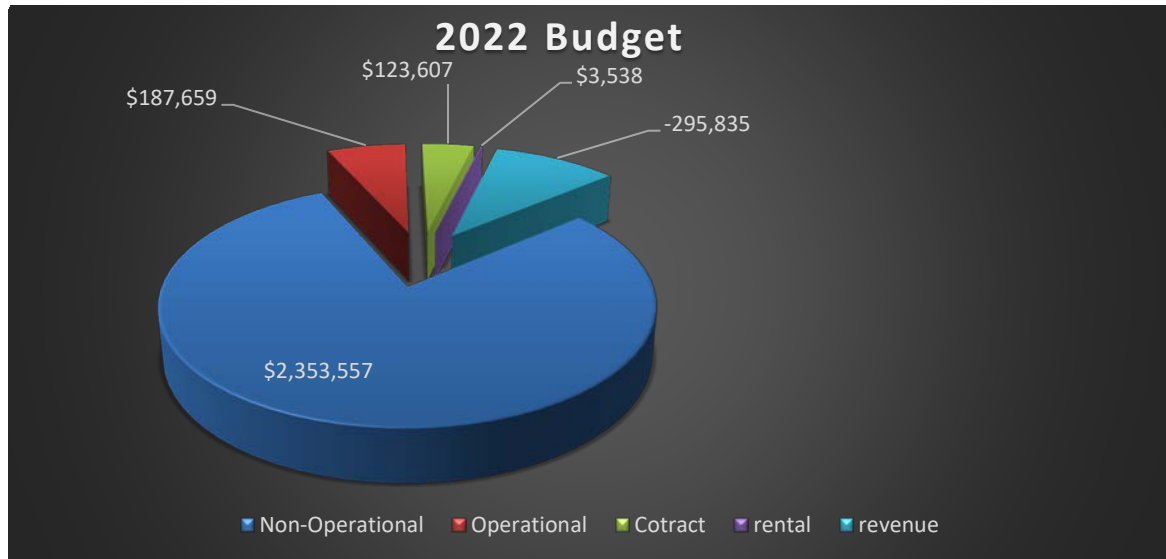




MCRT Elgin	APS Apr	APS May	APS Jun	APS Q1	APS Jul	APS Aug	APS Sept	APS Q2	APS Oct	APS Nov	APS Dec	APS Q3	APS Jan	APS Feb	APS Mar	APS Q4
Live Calls with Police	1	1	3	5	1	1	1	3	2	2	1	5	1	1	1	3
After-the-fact referral completed in-person	2	0	0	2	1	4	1	6	4	1	0	5	3	3	3	9
After-the-fact referral completed by phone	3	8	5	16	7	7	3	17	2	5	2	9	19	7	7	33
Follow-up Contacts	11	24	11	46	18	23	6	47	19	29	0	48	21	35	23	79
Mental Health Completed Assessments	2	9	6	17	5	6	1	12	8	13	3	24	18	15	9	42
Safety Plan Created	0	9	5	14	5	6	1	12	8	13	3	24	18	15	9	42
Community Engagement/Service Interaction	3	2	0	5	1	0	0	1	1	0	1	2	3	2	3	8
Total Service Interactions	20	35	19	74	28	35	11	74	28	37	4	69	47	48	37	132



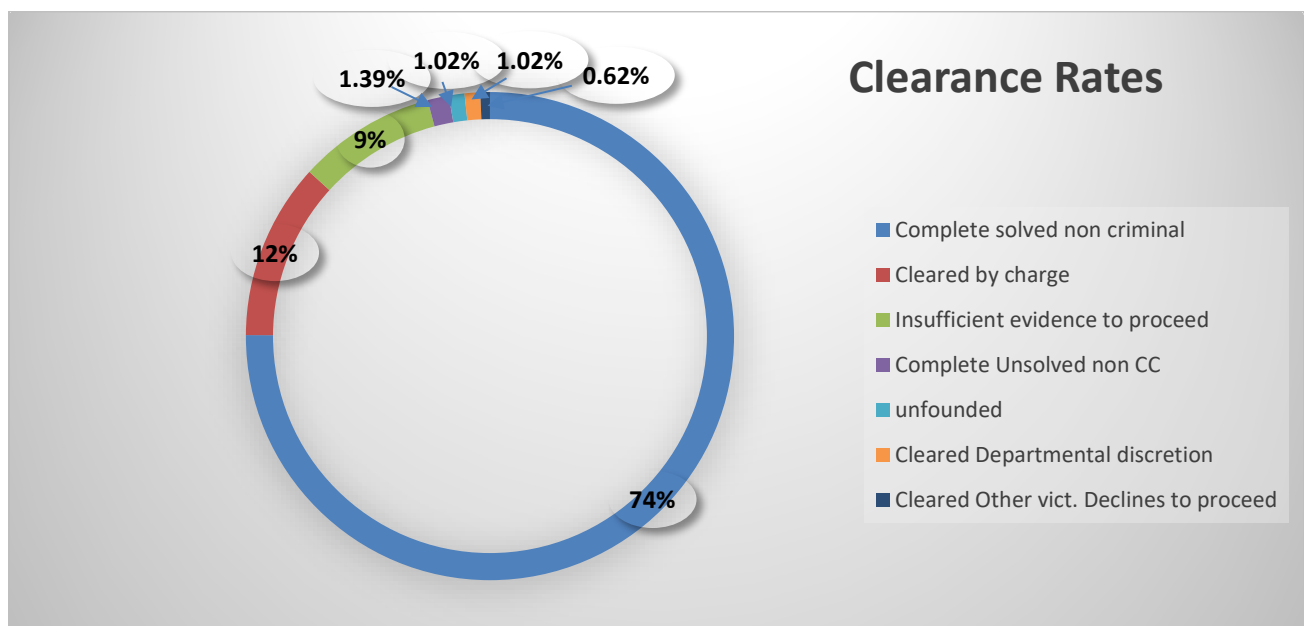
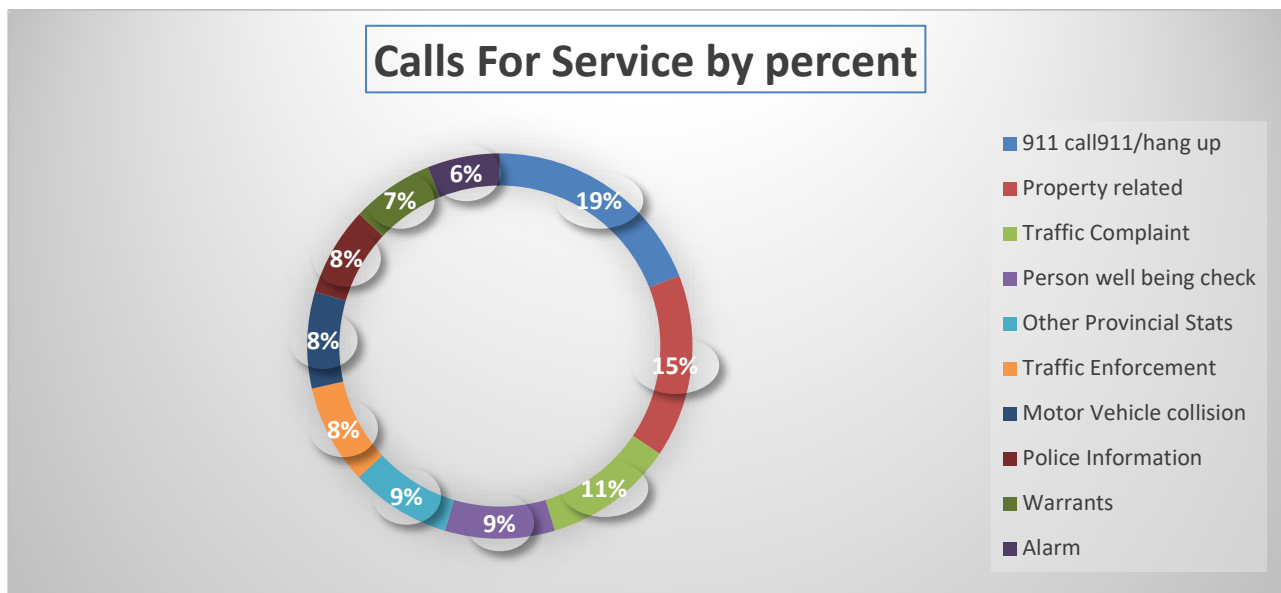
## Budget and Administration





## 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.









## STRATEGIC PILLARS






## 2022 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. Three 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 investigative excellence and front line service delivery.</p> 	<p>1. Joint annual UOF training with OPP for ministry required recertification</p> <p>2. Recruitment process for new officer commenced in 2022 but hired in 2023</p> <p>3. New Deputy Chief of Police process completed and hired. Acting Sgt role continued for frontline development due to extended supervisor absence</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>Professional and engaging workforce.</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>



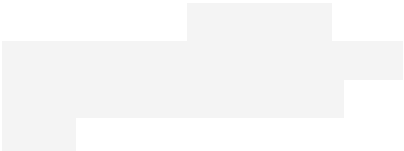
## Organizational Capacity

Key activity	Desired Outcome	Results achieved
1. Review of our technological needs and update our hardware and software as required.  2. Purchase and install new audio/video equipment.  3. Continue to work proactively and budget for fleet replacement as needed.	Modern and more efficient service delivery  	1. New bulk document scanner purchased for officer entry paperwork efficiencies  2 New cameras installed in cellblock and interview rooms  3 2013 Ford Taurus decommissioned in 2022, new vehicle coming 2024
1. Use of Automated License Plate Reader technology. (ALPR)  2. Fully utilize Electronic Crown Brief Disclosure (SCOPE) capabilities.	Create efficiencies in court process, and enhance road safety.	1. ALPR grant submission successful for the addition of 2 more ALPR units for cruisers.  2. E-briefs and court submissions continuing and evolving for greater efficient processes.

## Operations – community safety

Key Activities	Desired Outcome	Results achieved
1. Conduct RIDE checks throughout the year focusing on impaired operation  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. 3. Participate in multi-jurisdictional four county traffic safety initiative	Reduction in traffic collisions resulting in safer roads with a focus on relationship building and meeting Provincial standards in traffic enforcement.	1. 126 RIDE checks and greater use of ministry RIDE funding.  2. Plans developed based on local and provincial initiatives during peak times.  3 Ongoing participation in four counties traffic group



<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.</p> <p>4. 400% increase in social media reaches</p> <p>5 Aylmer Police remains part of CISO and upgraded standing in 2022.</p> <p>6. 1/3 of calls were given follow up assignments and proper investigation continued keeping victims informed</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.	49 meetings attended 2 cases 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 44 domestic investigations and other crimes against persons. 2. Attended 8 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 2022, officers completed 30 community services occurrences 2. Officers delivered 6 school lectures related to the “Be the Real You” program in person which modernized and replaced the VIP program.
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.



## Aylmer Police

## 2022 Annual Report

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.





**Thank you to the town of Aylmer for your support!**

**Sincerely,**

**Your Aylmer Police Service Team**