

INFORMATION ITEMS

Week Ending September 6, 2019

REPORTS

1. None

INTERGOVERNMENTAL CONSULTATIONS

1. Proposed changes to Provincial laws on Joint and Several Liability
2. Proposed Provincial Policy Statement (PPS) Changes

CORRESPONDENCE

1. Town of Wasaga Beach RE: Resolution from the Township of McKellar - Municipal Amalgamation
2. City of Kitchener RE Producer Requirements for Packaging in Ontario
3. City of Kitchener RE Single-Use Disposable Wipes

BOARDS & COMMITTEES

1. Guelph Police Service - Annual Report 2018
2. Guelph Police Service - 2019-21 Strategic Plan

ITEMS AVAILABLE IN THE CLERK'S OFFICE

1. None

Provincial/Federal Consultation Alert							
Title	Ministry	Consultation Deadline	Summary	Proposed Form of Input	Rationale	Lead	Link to Ministry Website
Proposed changes to Provincial laws on Joint and Several Liability	Ministry of the Attorney General	September 27, 2019	The Ministry of the Attorney General is seeking input from municipalities on joint and several liability, insurance costs, and the 'liability chill' affecting the delivery of everyday public services.	Written comments submitted to the Ministry of the Attorney General	Changes could see lower insurance costs and reduced liability exposure for Ontario municipalities	Legal, Realty, and Court Services	https://www.attorneygeneral.jus.gov.on.ca/english/

Provincial/Federal Consultation Alert							
Title	Ministry	Consultation Deadline	Summary	Proposed Form of Input	Rationale	Lead	Link to Ministry Website
ERO#019-0279 Proposed Provincial Policy Statement (PPS) Changes	Ministry of Municipal Affairs and Housing	October 21, 2019	<p>The Province is proposing changes to the PPS to support Ontario’s Housing Supply Action Plan and recent changes to the land use planning system including Bill 108, More Homes, More Choice Act, 2019 and A Place to Grow: Growth Plan for the Greater Golden Horseshoe.</p> <p>Proposed changes include:</p> <ol style="list-style-type: none">1) Increasing Housing Supply and Mix including increasing the planning horizon from 20 to 25 years, increasing housing land supply from 10 to 12 years, and adding flexibility to the settlement area boundary expansion process.2) Protecting the Environment and Public Safety including enhancing direction to prepare for the impacts of a changing climate, and enhancing stormwater management policies.3) Reducing Barriers and Costs including requiring municipalities to fast-track development applications for certain proposals (e.g. housing), and refocusing energy policies to support a broad range of energy types and opportunities.4) Supporting Rural, Northern and Indigenous Communities including enhanced municipal engagement with Indigenous communities on land use planning.5) Supporting Certainty and Economic Growth including encouraging municipalities to assess locally-identified	Written comments submitted through ERO. Council will be requested to endorse a proposed response at the October 16 Planning Meeting prior to submitting comments through the ERO.	The PPS is the consolidated statement of the provincial government’s policies on land use planning that guides municipal decision making. Under the Planning Act municipal decisions on land use planning matters “shall be consistent with” the PPS. An endorsed Council response ensures that Council members are informed of the proposed changes and have an opportunity to contribute to the City’s response.	Planning and Building Services	https://ero.ontario.ca/notice/019-0279

			employment areas when undertaking an official plan update, and providing municipalities with greater control over employment area conversions.				
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August 28, 2019

Hon Doug Ford
Premier of Ontario
Premier's Office
Room 281
Legislative Building
Queen's Park
Toronto, ON M7A 1A1

BY EMAIL ONLY

Dear Premier:

Re: Resolution from the Township of McKellar – Municipal Amalgamation

Please be advised that the Council of the Town of Wasaga Beach, during their August 27, 2019 Council meeting and at the request of the Township of McKellar, adopted the following resolution:

"Whereas there are 444 municipalities in Ontario that are very efficient and well-governed, and who respond quickly to ratepayer's needs;

And whereas in the 1990's the Conservative Government forced many municipalities to amalgamate on the guise they would become more efficient, effective, save money, lower taxes and ultimately reduce the provincial deficit;

And whereas there has never been a valid evidence-based study that supported these outcomes;

And whereas forced amalgamation actually accomplished just the opposite: ill feelings, increased animosity and mistrust, job losses, rise in local taxes and an increase in the provincial deficit;

And whereas there are many positive examples of small rural and northern municipalities working together in a collaborate and cooperative manner via shared agreements that responds to local needs without amalgamation and provincial interference;

And Whereas the Provincial Government has a large deficit due to their own decision-making;

And whereas recently the same Conservative Government recently reduced one large regional municipal government by 50%, without "consultation";

And whereas this same Conservative Government is presently reviewing other provincial regional governments through a purported "consultative" approach with a view to reduce or eliminate them;

And whereas the Provincial Government should investigate all other internal ways of reducing their deficit and becoming more fiscally responsible over time rather than downloading to the one level of government that is the most efficient, has the lowest cost and is closest to the electorate which will not put a dent in the provincial deficit;

And whereas the Province could look at what other provinces have done to reduce the debt with one singular education system, organizing unorganized municipalities, controlling OPP costs, substantially increase fines, and find a way to collect millions and millions of dollars in unpaid fines and instead, invest in the north to create jobs and stimulate and enhance economic development;

Now therefore be it resolved that before the Provincial Government forces amalgamation in any of the 444 municipalities in Ontario, our AMO organization go beyond requesting "consultation" and "demand" that the Provincial Government do the following:

- 1) Hold a local referendum letting the citizens decide to amalgamate or not
- 2) Conduct an evidence-based study to show that amalgamation actually saves costs, jobs, lowers taxes and reduce the provincial deficit
- 3) Allow those municipalities to work out their own local collaborative agreement that best suit their local needs and to be permitted to do so on their own time line and volition
- 4) To ensure that there is absolutely no conflict of interest in this consultative process
- 5) To emphasize the political reality of forcing amalgamation on the many rural and northern municipalities across Ontario

And further that a copy of this resolution be sent to Doug Ford, Premier of Ontario; Christine Elliott, Deputy Premier; Steve Clark, Minister of Municipal Affairs; Andrea Horwath, Leader of the New Democratic Party; and all MPPs in the Province of Ontario;

And further that a copy of this resolution be sent to the Association of Municipalities of Ontario (AMO), the Northwestern Ontario Municipal Association (NOMA), Rural Ontario Municipalities Association (ROMA), Federation of Northern Ontario Municipalities (FONOM), the District of Parry Sound Municipal Association (DPSMA), the County of Simcoe and all Ontario municipalities for their consideration."

Your favourable consideration of this matter is appreciated.

Should you have any questions, please contact me at cao@wasagabecah.com or (705) 429-3844 Ext. 2222.

Sincerely



George Vadeboncoeur
Chief Administrative Officer

Enclosure.

- c. Hon Christine Elliott, Deputy Premier
- Hon. Steve Clark, Minister of Municipal Affairs
- MPP's in the Province of Ontario
- Association of Municipalities of Ontario (AMO)
- Northwestern Ontario Municipal Association (NOMA)
- Rural Ontario Municipalities Association (ROMA)
- Federation of Northern Ontario Municipalities (FONOM)
- District of Parry Sound Municipal Association (DPSMA)
- All Ontario Municipalities



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

July 16, 2019

Hon. Doug Ford, Premier
Legislative Building Rm 281, Queen's Park
Toronto, Ontario
M7A 1A1

Dear Premier Ford,

Re: MUNICIPAL AMALGAMATION

Please be advised that at its regular meeting held, Monday July 15, 2019 the Council of the Township of McKellar passed the following resolution:

19-355 **WHEREAS** there are 444 municipalities in Ontario that are very efficient and well-governed, and who respond quickly to ratepayer's needs;

AND WHEREAS in the 1990's the Conservative Government forced many municipalities to amalgamate on the guise they would become more efficient, effective, save money, lower taxes and ultimately reduce the provincial deficit;

AND WHEREAS there has never been a valid evidence-based study that supported these outcomes;

AND WHEREAS forced amalgamation actually accomplished just the opposite: ill feelings, increased animosity and mistrust, job losses, rise in local taxes and an increase in the provincial deficit;

AND WHEREAS there are many positive examples of small rural and northern municipalities working together in a collaborate and cooperative manner via shared agreements that responds to local needs without amalgamation and provincial interference;

AND WHEREAS the Provincial Government has a large deficit due to their own decision-making;

AND WHEREAS recently the same Conservative Government recently reduced one large regional municipal government by 50%, without "consultation";

AND WHEREAS this same Conservative Government is presently reviewing other provincial regional governments through a purported "consultative" approach with a view to reduce or eliminate them;

AND WHEREAS the Provincial Government should investigate all other internal ways of reducing their deficit and becoming more fiscally responsible over time rather than downloading to the one level of government that is the most efficient, has the lowest cost and is closest to the electorate which will not put a dent in the provincial deficit;

AND WHEREAS the Province could look at what other provinces have done to reduce the debt with one singular education system, organizing unorganized municipalities, controlling OPP costs, substantially increase fines, and find a way to collect millions and millions of dollars in unpaid fines and instead, invest in the north to create jobs and stimulate and enhance economic development;

NOW THEREFORE BE IT RESOLVED that before the Provincial Government forces amalgamation in any of the 444 municipalities in Ontario, our AMO organization go beyond requesting "consultation" and "demand" that the Provincial Government do the following:

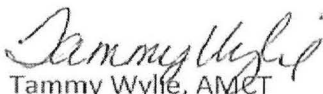
- 1) Hold a local referendum letting the citizens decide to amalgamate or not
- 2) Conduct an evidence-based study to show that amalgamation actually saves costs, jobs, lowers taxes and reduce the provincial deficit
- 3) Allow those municipalities to work out their own local collaborative agreement that best suit their local needs and to be permitted to do so on their own time line and volition
- 4) To ensure that there is absolutely no conflict of interest in this consultative process
- 5) To emphasize the political reality of forcing amalgamation on the many rural and northern municipalities across Ontario

AND FURTHER that a copy of this resolution be sent to Doug Ford, Premier of Ontario; Christine Elliott, Deputy Premier; Steve Clark, Minister of Municipal Affairs; Andrea Horwath, Leader of the New Democratic Party; and all MPPs in the Province of Ontario;

AND FURTHER that a copy of this resolution be sent to the Association of Municipalities of Ontario (AMO), the Northwestern Ontario Municipal Association (NOMA), Rural Ontario Municipalities Association (ROMA), Federation of Northern Ontario Municipalities (FONOM), the District of Parry Sound Municipal Association (DPSMA) and all Ontario municipalities for their consideration.

Carried

Sincerely,



Tammy Wylle, AMCT
Clerk Administrator

Cc:

Deputy Premier of Ontario;

Minister of Municipal Affairs and Housing;

Leader of the New Democratic Party;

All Ontario MPP's;

Association of Municipalities of Ontario (AMO);

Northwestern Ontario Municipal Association (NOMA);

Rural Ontario Municipalities Association (ROMA);

Federation of Northern Ontario Municipalities (FONOM);

District of Parry Sound Municipal Association (DPSMA);

all Ontario municipalities

O:\Council mtg letters\July 15 2019\Municipal Amalgamation



CHRISTINE TARLING
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September 6, 2019

Dear Municipal Colleagues:

This is to advise that City Council, at a meeting held on August 26, 2019, passed the following resolution regarding producer requirements for packaging in Ontario:

“WHEREAS the Province of Ontario, through the Ministry of the Environment, Conservation and Parks, has posted a discussion paper entitled “Reducing Litter and Waste in our Communities”; and,

WHEREAS producer responsibility has not been adequately addressed by the Province of Ontario; and,

WHEREAS a successful deposit/return program for single use plastic, aluminum and metal drink containers has been in existence in other Provinces in Canada including Newfoundland, Nova Scotia and British Columbia; and,

WHEREAS these successful programs have eliminated many of these containers from the natural environment; and,

WHEREAS the City of Kitchener is committed to climate action and understanding our role as a municipality in a globalized world and the need to be prepared for the effects of climate change; and,

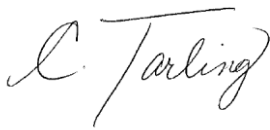
WHEREAS the City of Kitchener has declared a climate emergency with the directive to provide continued support to corporate and community climate action;

THEREFORE BE IT RESOLVED that the City of Kitchener call upon the Province of Ontario, through the discussion paper entitled “Reducing Litter and Waste in our Communities”, to review and implement a deposit/return program for recycled plastics, aluminum and metal drink containers; and,

BE IT FURTHER RESOLVED that the Province of Ontario be requested to review producer requirements and look for extended producer responsibility for all packaging; and,

BE IT FINALLY RESOLVED that this resolution be forwarded to the Honourable Premier of Ontario; the Minister of the Environment, Conservation and Parks; the Minister of Municipal Affairs and Housing; the Local Members of Provincial Parliament; the Association of Municipalities of Ontario; the Region of Waterloo and all Municipalities within the Province of Ontario.”

Yours truly,

A handwritten signature in cursive script, appearing to read 'C. Tarling'.

C. Tarling
Director of Legislated Services
& City Clerk



CHRISTINE TARLING
Director of Legislated Services & City Clerk
Corporate Services Department
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christine.tarling@kitchener.ca
TTY: 519-741-2385

September 5, 2019

Dear Municipal Colleagues:

This is to advise that City Council, at a meeting held on August 26, 2019, passed the following resolution regarding single-use disposable wipes:

“WHEREAS in 2018 the City of Kitchener implemented a sustainable funding model Water Infrastructure Project (WIP) for the city’s water, sanitary and stormwater infrastructure to ensure the safe delivery of these valued utilities; and,

WHEREAS in 2018 a multi-year initiative approved through the WIP has already improved several key measures of water quality, and proactive maintenance has reduced the risk of flooding in high-risk areas; and,

WHEREAS in 2018 the City has already seen a number of impacts due to the implementation of the WIP including: 48% decrease in complaints related to discoloured water; Storm main repairs increased by 27 per cent; 300 metric tonnes of sediment removed from catch basins; and, 2,200 properties protected against backflow and cross-connection contamination; and,

WHEREAS Single-use wipes are a \$6-billion industry and growing, and are now being advertised as the clean alternative to toilet paper and are safe to flush; and,

WHEREAS there is no one standard for what the word “flushable” means; and,

WHEREAS Single-use wipes are in fact not safe to flush as they are buoyant; are not biodegradable; and, are unable to break down into small pieces quickly; and,

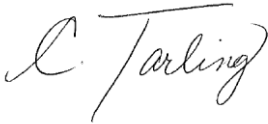
WHEREAS Single-use wipes accumulate in the sewer system and eventually clog the sanitary sewer system costing municipalities hundreds of millions of dollars in additional repairs and maintenance costs each year to municipal sewer systems across the country; and,

WHEREAS there is a lack of public awareness of the impact caused by non-flushable wipes being flushed down toilets and consumer education and outreach could play a large part in reducing the impact;

THEREFORE BE IT RESOLVED that the City of Kitchener lobby the Federal Government, to review regulations related to consumer packaging on single-use wipes to remove the word flushable; and,

BE IT FINALLY RESOLVED that this resolution be forwarded to the Right Honourable Prime Minister of Canada; the Honourable Premier of Ontario; the Minister of the Environment, Conservation and Parks; the Minister of Municipal Affairs and Housing; the Association of Municipalities of Ontario; the Local Members of Provincial Parliament; the Region of Waterloo; and, all Municipalities within the Province of Ontario.”

Yours truly,

A handwritten signature in cursive script, appearing to read 'C. Tarling'.

C. Tarling
Director of Legislated Services
& City Clerk

Pride Service Trust

Guelph Police Service



ANNUAL REPORT 2018



Youth attended Police Week event wearing his replica police equipment



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Notes

- Some statistics presented in this report may vary from previously published reports.
- All rates are per 100,000 population and rounded; variances are calculated using unrounded figures.
- Clearance rates are for all occurrences cleared that year regardless of the year in which they originally occurred, which may result in clearance rates of greater than 100%.

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Your Police Service

Mission

Through partnerships, we are dedicated to enhancing the quality of life and ensuring the safety of all who live, work and play in our safe and diverse community.

Vision

To contribute to the positive growth and development of our members and our community by providing leadership and innovative policing that is effective, efficient, economical and environmentally responsible.

Values

We, the members of the Guelph Police Service, believe in:

Pride

in ourselves,
our work, and
our community

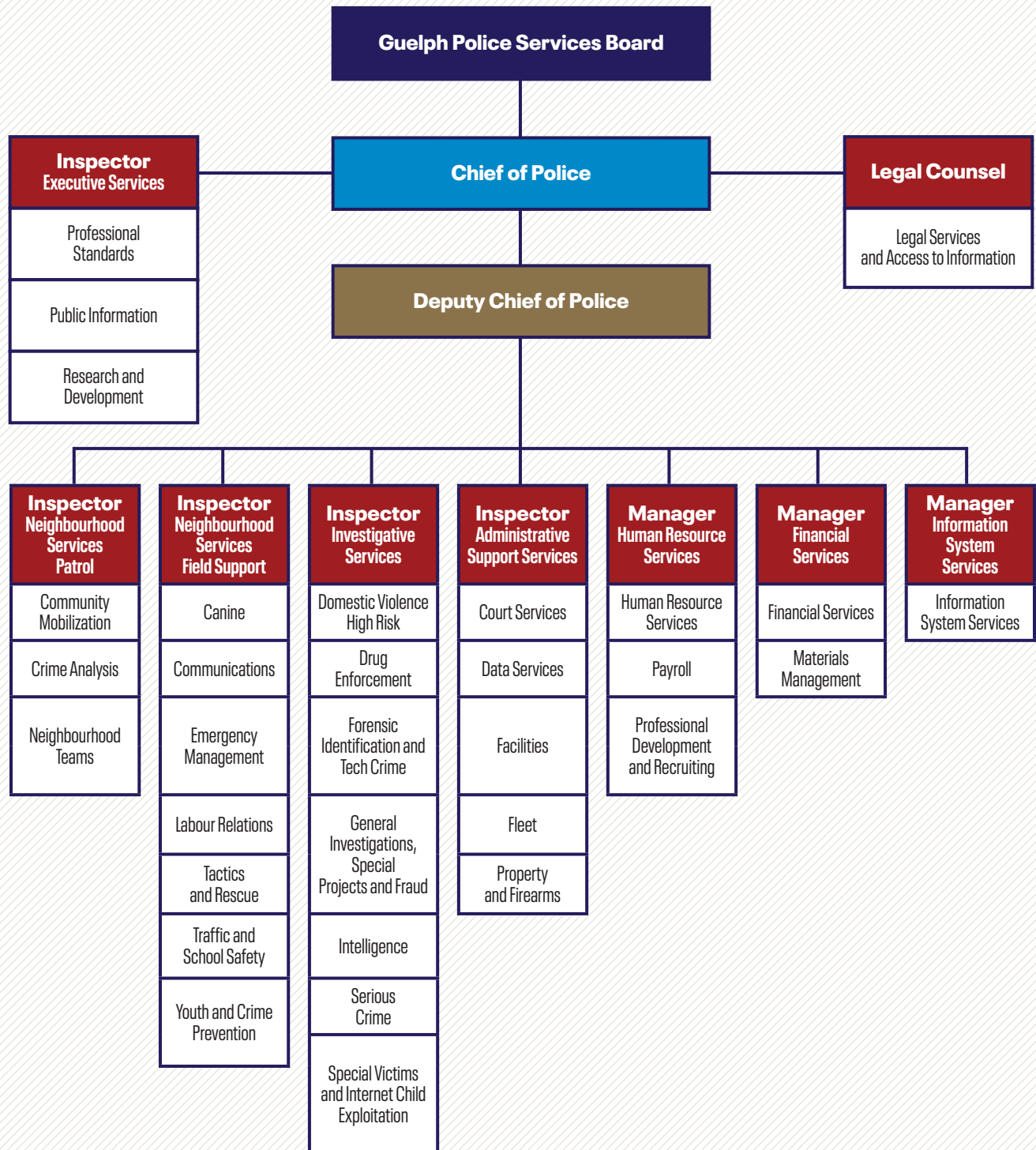
Service

with compassion
and accountability

Trust

shared through
integrity and
mutual respect

Organizational Structure





LETTER FROM THE Board Chair

Our Board of Directors is responsible for the governance of the Guelph Police Service. This includes matters of budget formation and tracking, policy development, and community liaison. We are a five member Board that includes municipal and provincially appointed representatives, and a community representative. The Board works with the Chief and Deputy Chief, along with many other members of the Service and we continue to be apprised of the many pieces of work as outlined in this report. You can learn more about the Board at bit.do/gps-board.

There is always a public discussion and sometimes a debate over “value for money” and “return on investment” when it comes to the expenditure of public tax dollars. This is important.

However, I am often curious when there is a tragic event that involves community safety. The typical human response is that we need to immediately spend the dollars to resolve the situation. These expenditures are usually deemed necessary and are rarely questioned. However, we sometimes neglect the annualized budgets that may help avoid some occurrences with adequate funding of prevention measures.

Over the course of 2018, Board members and many Service members dedicated significant time and resources toward developing the Service’s 2019-21 Strategic Plan. In developing the Strategic Plan, we were privy to a significant amount of research that defines the community and our work in service to that community. One of the more significant observations made by the Board was the value that citizens attribute to our work in community safety—from both a prevention and reactive mode.

The plan is available to members of the public and upon review, it can be noted the plan captures

both the prevention and reaction to events that are related to citizen safety in the community. The Board recognizes the importance of both and is committed, in the vein of continuous improvement, to support efforts to do better.

Therefore, we have crafted a Strategic Plan that focuses on six areas of our work. They are:

- Community Policing
- Road Safety
- Organizational Health & Service Effectiveness
- Drugs & Property Crime
- Community Wellness
- Downtown

I urge you to read the plan (available at bit.do/gps-strategic-plan-2019-21), as it clearly outlines each priority, as well as the measureable outcomes that we are predicting. This dedicated work will be aggressively performed as the cumulative results will enhance the safety of all citizens. It will also build on the many personal contributions of Service members as they continue to make significant contributions to the quality of life in this great city.

In 2018 the Board also assumed the work of the recruitment and selection of a new Chief of Police. In that regard, we were unanimous in supporting the appointment of Chief Cobey. 2018 was the last full year of service of Chief DeRuyter and the Board extends its gratitude for his many years of leadership.

On a personal note, I offer my sincere thanks to former Chair and Vice Chair, Judy Sorbara, whose term ended this past year. Her contributions to the Board will have a lasting effect. We also offer our thanks to Len Griffiths who made significant contributions to the Board during his tenure.

Don Drone, Chair

Guelph Police Services Board



LETTER FROM THE Chief of Police

It is my pleasure to present the 2018 Guelph Police Service Annual Report. This report tells the story of our members and their achievements, along with some of the challenges encountered as we strived to ensure the safety of our residents. It also provides an overview of some key trends and related data from 2018.

Guelph's overall crime rate was higher in 2018 compared to 2017, continuing a trend of increasing overall crime rates since 2014. Increases were also seen in relation to all types of Criminal Code traffic occurrences and Highway Traffic Act violations. These crime trends remain a significant concern and emphasize the areas which will require our continued focus moving forward.

Although our city's overall crime rates have increased, it should be noted that clearance rates of these crimes have also increased in 2018. This is a testament to the hard work and dedication of our members.

Project B.E.A.T. (Break, Enter, and Auto Thefts) was initiated to combat the rising number of property crimes experienced in 2017. This pilot project was a success. Many property crimes were solved, and a significant amount of property was recovered and returned to its owners. This initiative demonstrated what we can achieve when we direct our focus and resources towards an important issue that is impacting our community.

Guelph Police Service's headquarters renovation and expansion continued throughout 2018. Significant progress was made, which included the opening of our new General Office. This new area provides our community with a very modern and professional space to interact with our members. I am very proud of the excellent service that our members continue to provide and their patience during this long-term construction process.

2018 was the final year of our Service's 2016-18 Strategic Business Plan. We continued to improve upon our existing services while building strong relationships with our community partners. We are proud of the strong partnerships forged within our community to better serve those dealing with significant health and well-being challenges.

As we move forward with our 2019-21 Strategic Plan, we will remain focused on our primary mandate of serving our community, and we will be guided by our core values of Pride, Service, and Trust. Our priority areas of focus will include Community Policing, Organizational Health and Service Effectiveness, Community Wellness, Road Safety, Drugs and Property Crime, and Guelph Downtown.

I am grateful for the opportunity to work alongside the dedicated members of our service who demonstrate leadership, professionalism, and compassion in their work. We look forward to continuing to strengthen our relationship with our community and many partners in order to ensure the safety and well-being of all those who live, work, and play in our safe and diverse city.

I hope you will take the time to review this document and learn more about the many services that we provide.

Gord Cobey
Chief of Police

Overview of Offences in Guelph

Overall Crime Up by 1.8%; Lowest Increase in Four Years

Overall crime rose by 1.8%, making 2018 the sixth year in a row that Guelph has experienced an increase in crime. However, 2018's numbers show the lowest increase seen in the last four years. Violent crime also rose by 1.8% (up by 11.2% in 2017), including a 14.7% increase in Sexual Violations and a 7.1% increase in Assaults. Criminal Harassment and Utter Threats to Person both decreased, by 25% and 12.6% respectively.

Property crime in Guelph fell by 2.7% in 2018, after a 28.2% spike in 2017. This is the first decrease in property crime since 2013. Despite the overall decline, Motor Vehicle Thefts rose by 14.9% and Break and Enters by 11.4%. One of the drivers of the lower property crime rate was a 19.8% decrease in Theft Under \$5,000, although Shoplifting Under \$5,000 was up by 46.8%.

Other Criminal Code violations were up 15.1% after a 2017 increase of 19.8%. Failure to Attend Court and Breach of Probation experienced two of the greatest increases in this category. Controlled Drugs and Substances Act offences were down by 30.3%, which may be in part a result of the introduction of the Cannabis Act in October of 2018. Youth Criminal Justice Act



offences fell by 45.4% in 2018 after increasing by 8.3% in 2017. There was one Federal Human Trafficking occurrence in 2018.

Contrary to crime occurrence rates, the Service's clearance, or "solve" rate for crimes increased across all categories in 2018. The total Criminal Code (excluding traffic) clearance rate rose by 10%; clearance of violent crimes was up 11.6%, and property crimes by 9.7%.

Overview of Offences in Guelph

Criminal Offences

	2017						2018						% Variance	
	Occurrences		Number Unfounded	Clearance			Occurrences		Number Unfounded	Clearance			Occurrence Rate	Clearance Rate
	Number	Rate		Number Cleared by Charge	Number Cleared Otherwise	Clearance Rate %*	Number	Rate		Number Cleared by Charge	Number Cleared Otherwise	Clearance Rate %*		
Total Criminal Code (excluding Traffic)	8,092	5,973.1	163	3,351	637	49.3	8,404	6,081.8	130	3,849	707	54.2	1.8	10.0
Total Violent Crime	1,230	907.9	50	655	275	75.6	1,277	924.1	38	762	316	84.4	1.8	11.6
Murder 1st Degree	1	0.7		2		200.0	0	—		0				
Murder 2nd Degree	0	—		0			0	—		1				
Attempted Murder	1	0.7		1		100.0	2	1.4		2		100.0	96.1	0.0
Sexual Violations	194	143.2	14	86	23	56.2	227	164.3	11	105	44	65.6	14.7	16.8
Sexual Assault	134	98.9	14	49	12	45.5	152	110.0	9	59	35	61.8	11.2	35.8
Luring a Child via a Computer	11	8.1		4	2	54.5	19	13.7		4	1	26.3	69.3	-51.8
Assaults	576	425.2	23	383	101	84.0	629	455.2	14	457	101	88.7	7.1	5.6
Aggravated Assault	11	8.1		10		90.9	11	8.0		9		81.8	-2.0	-10.0
Assault With Weapon or Causing Bodily Harm	115	84.9	1	94	12	92.2	124	89.7	1	105	8	91.1	5.7	-1.1
Assault	401	296.0	21	238	88	81.3	442	319.9	12	293	91	86.9	8.1	6.9
Forcible Confinement	17	12.5		16		94.1	18	13.0		18	1	105.6	3.8	12.2
Robbery	41	30.3	1	17	2	46.3	42	30.4		22	5	64.3	0.4	38.7
Criminal Harassment	132	97.4	3	21	76	73.5	101	73.1	2	22	77	98.0	-25.0	33.4
Utter Threats to Person	239	176.4	7	119	67	77.8	213	154.1	10	115	80	91.5	-12.6	17.6
Total Property Crime	5,107	3,769.7	91	1,091	285	26.9	5,066	3,666.2	71	1,193	304	29.5	-2.7	9.7
Arson	14	10.3		3	3	42.9	21	15.2		10	3	61.9	47.1	44.4
Break and Enter	676	499.0	5	109	11	17.8	768	555.8	3	131	9	18.2	11.4	2.7
Theft over \$5,000	13	9.6	2	3		23.1	16	11.6	1	2		12.5	20.7	-45.8
Motor Vehicle Theft	169	124.7	15	23	5	16.6	198	143.3	8	23	3	13.1	14.9	-20.7
Theft \$5,000 or under	1,216	897.6	51	105	64	13.9	995	720.1	46	97	70	16.8	-19.8	20.8
Theft \$5,000 or under from a motor vehicle	1,010	745.5	4	27	4	3.1	934	675.9	2	23	3	2.8	-9.3	-9.3
Shoplifting \$5,000 or under	456	336.6	3	220	91	68.2	683	494.3	4	310	125	63.7	46.8	-6.6
Fraud, Identify Theft and Identity Fraud	609	449.5	8	197	35	38.1	523	378.5	4	170	21	36.5	-15.8	-4.1
Mischief	726	535.9	3	207	62	37.1	702	508.0	3	220	61	40.0	-5.2	8.0
Total Other Criminal Code Crime	1,755	1,295.5	22	1,605	77	95.8	2,061	1,491.5	21	1,894	87	96.1	15.1	0.3
Weapons Possession Contrary to Order	29	21.4		28	1	100.0	22	15.9		22		100.0	-25.6	0.0
Possession of Weapons	140	103.3	2	116	18	95.7	113	81.8	2	92	14	93.8	-20.9	-2.0
Production/Distribution of Child Pornography	30	22.1	1	10	9	63.3	27	19.5		13	10	85.2	-11.8	34.5
Failure to Attend Court	234	172.7	2	234		100.0	347	251.1		347		100.0	45.4	0.0
Breach of Probation	615	454.0		613	3	100.2	705	510.2	3	694	5	99.1	12.4	-1.0
Controlled Drugs and Substances Act	494	364.6	2	335	159	100.0	351	254.0	0	263	152	118.2	-30.3	18.2
Possession	412	304.1	1	258	157	100.7	276	199.7	0	189	150	122.8	-34.3	21.9
Cannabis Possession	237	174.9		88	151	100.8	121	87.6		43	142	152.9	-49.9	51.6
Cannabis Act							4	2.9	0	1	1	50.0		
Youth Criminal Justice Act	70	51.7		63	5	97.1	39	28.2		39	2	105.1	-45.4	8.2
Human Trafficking							1	0.7		0		0.0		
Youth Criminal Justice Act	64	48.6	0	63	2	101.6	70	52.6	0	63	5	97.1	8.3	-4.4

*Per 100,000 population **Includes only "cleared by charge" and "cleared otherwise"

Source: Guelph Police Service Records Management System; population from Statistics Canada and internal estimates.

Traffic Offences and Motor Vehicle Collisions

Criminal Code traffic offences increased by 21.6% in 2018, a much higher increase than the 3.8% seen in 2017.

While there were increases for almost every traffic crime, Dangerous Operation and Driving While Prohibited saw particularly large growth. Provincial Highway Traffic Act (HTA) violations also rose between 2017 and 2018, with increases seen in Driving without a Validated Permit and Speeding, among others. Decreases were seen in Fatal and Personal Injury motor vehicle collisions in 2018, although there were more Property Damage collisions.



Criminal Code Traffic Offences

	2017				2018				% Variance	
	Occurrences		Clearance		Occurrences		Clearance		Occurrence Rate	Clearance Rate
	Number	Rate	Number	Rate %	Number	Rate	Number	Rate %		
Criminal Code Traffic Crime	208	153.5	205	98.6	258	186.7	257	99.6	21.6	1.1
Dangerous Operation	30	22.1	30	100.0	49	35.5	47	95.9	60.1	-4.1
Flight From Peace Officer	13	9.6	13	100.0	19	13.7	18	94.7	43.3	-5.3
Impaired Operation/ Related Violations	133	98.2	130	97.7	139	100.6	142	102.2	2.5	4.5
Failure to Stop or Remain	13	9.6	13	100.0	16	11.6	15	93.8	20.7	-6.3
Driving While Prohibited	19	14.0	19	100.0	33	23.9	33	100.0	70.3	0.0

Not all crimes are shown; all crimes are accounted for in the totals.

Source: Guelph Police Service Records Management System

Motor Vehicle Collisions

Motor Vehicle Collisions	2017		2018		% Variance in Rate
	Number	Rate	Number	Rate	
Fatality	5	3.7	1	0.7	-80.4
Personal Injury	373	275.3	333	241.0	-12.5
Property Damage	2,173	1,604.0	2,719	1,967.7	22.7

Source: Guelph Police Service Records Management System and Accident Support Services International

Overview of Offences in Guelph

Highway Traffic Act Violations

	2017		2018		% Variance in Rate
	Number	Rate	Number	Rate	
Total Highway Traffic Act (HTA) Violations	7,293	5,383.3	8,502	6152.7	14.3
Drive Motor Vehicle, No Currently Validated Permit	542	400.1	809	585.5	46.3
Drive Motor Vehicle, No Validation on Plates	697	514.5	705	510.2	-0.8
Drive Motor Vehicle, No License	188	138.8	136	98.4	-29.1
Drive Under Suspension	290	214.1	314	227.2	6.2
Drive, Hand-Held Communication Device	215	158.7	176	127.4	-19.7
Seat Belt Violation	73	53.9	72	52.1	-3.3
Speeding	3,115	2,299.3	4,007	2899.8	26.1
Careless Driving	340	251.0	351	254.0	1.2
Red Light - Fail to Stop	211	155.7	218	157.8	1.3
Disobey Sign	186	137.3	172	124.5	-9.3

Not all occurrences are shown; all occurrences accounted for in the totals.

Source: Guelph Police Service Records Management System

Cyber and Hate Crime

Both cyber and hate crimes fell between 2017 and 2018, by 33% and 37% respectively. The majority of cyber crimes were Fraud or False Pretenses, Harassing or Annoying Contact via Text or Computer,

Domestic Violence, Child Pornography, Luring, and Extortion. Almost all of the hate crimes were Graffiti, as well as two Unwanted Contact calls and one Assault.

	2017				2018				% Variance	
	Occurrences		Clearance		Occurrences		Clearance		Occurrence Rate	Clearance Rate
	Number	Rate	Number	Rate %	Number	Rate	Number	Rate %		
Cyber Crime¹	328	242.1	155	47	223	161.4	134	60	-33.3	27.2
Hate Crime²	17	12.5	4	24	11	8.0	1	9	-36.6	-61.4

¹ A cyber crime is "a criminal offence involving a computer as the object of the crime or the tool used to commit a material component of the offence." (Canadian Police College as quoted in Canadian Centre for Justice Statistics – Statistics Canada. ²⁰¹⁰. *Uniform Crime Reporting Incident-Based Survey*. Ottawa.)

² A hate crime is "a criminal violation motivated by hate, based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor." (Canadian Centre for Justice Statistics – Statistics Canada. ²⁰¹⁰. *Uniform Crime Reporting Incident-Based Survey*. Ottawa.)

Overview of Offences in Guelph

Ten-Year Trends

While overtime hours per member were up in 2018, sick and injured on duty hours per member decreased. The number of people per officer in Guelph decreased, along with an increase in the Service's complement. As seen in the Service Quality Indicators below, the number

of complaints the Service received was unchanged year to year despite the increase in Guelph's population, crime rates, and calls for service. The Service's median response time to Priority 1 calls for service was slightly faster in 2018, and the fastest in the last four years.

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	10-Year Average
Population, City of Guelph ¹	123,099	124,856	126,105	127,068	128,573	129,079	130,440	131,794	135,474	138,183	—
Authorized personnel (FTEs)	274.67	274.67	282.17	284.42	284.42	284.92	285.92	287.42	287.4	296.2	284.2
Authorized police officers (FTEs)	192	191	195	195	195	196.5	195.5	196.5	196.5	202.5	195.6
Population per police officer ²	665	675	685	672	680	688	703	685	726	703	688.2
Net operating expenditures (\$millions)	28.7	30.1	31.3	32.4	34.0	34.7	35.7	37.4	38.8	40.3	34.3
Policing cost per capita (\$)	233	241	248	255	264	269	274	284	286	292	264.6
Median response time (mins), Priority 1 calls ³	4.5	5.3	4.5	4.3	4.3	5.6	6.6	6.6	6.5	6.4	n/a
Total crime rate ⁴	5,317	4,807	4,402	4,560	4,346	4,381	4,624	5,371	5,973	6,082	4,986.3
Violent crime rate	829	915	841	928	869	721	749	812	908	924	849.6
Property crime rate	3,613	2,963	2,739	2,867	2,634	2,747	2,769	3,465	3,770	3,666	3,123.3
Crime clearance rate	45	56	47	51	56	53	55	49	49	54	51.6
Violent crime clearance rate	84	87	78	88	92	84	84	88	76	84	84.4
Property crime clearance rate	25	33	25	29	32	31	32	25	27	30	28.9
Traffic Crime Rate	214	198	212	207	156	177	176	157	154	187	183.8
Average sick time hours per member ⁵	67	60	64	68	72	69	57	70	59	54	n/a
Average injured on duty hours per member	3	5	2	3	7	6	13	4	45	41	12.9
Average overtime hours per member	100	106	98	87	82	89	103	115	133	136	104.9

¹ Population figures for 2009, 2011–2013, and 2017 from Canadian Centre for Justice Statistics UCR 2 aggregate data; 2016 from Statistics Canada 2016 Census; 2010 and 2018 population estimate derived by the Guelph Police Service.

² Previous calculations of this figure used the total authorized complement; changed to more accurately reflect the number of current officers on the road.

³ The elimination of false alarms from the calculation of this measure has affected it from 2014 onward.

⁴ Total Criminal Code occurrences excluding traffic violations.

⁵ Figure derived using new calculations starting with 2011; therefore statistics from 2011 on are not comparable with previous years.



Guelph Police Service Activity

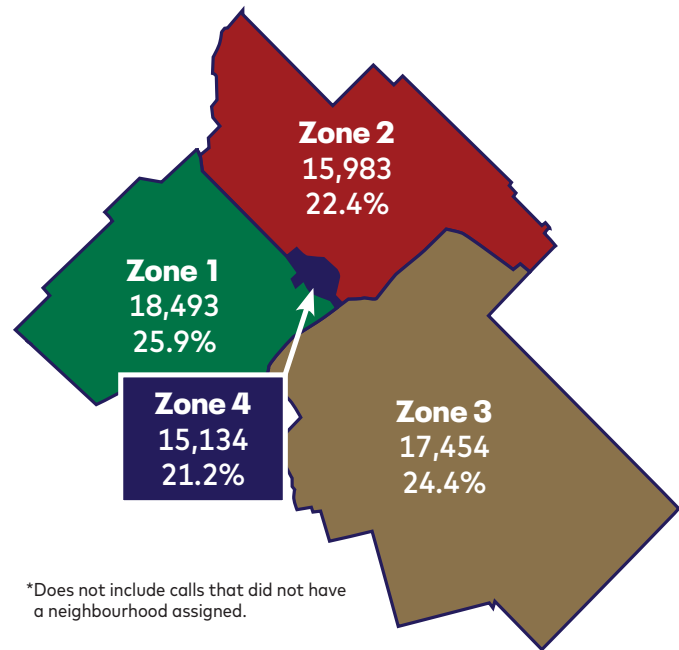


Calls for Service

The number of calls for service in Guelph increased again in 2018 by 5.6% to a total of 71,486 calls. Although the number of Priority 1 calls (e.g., Homicide, Robbery) decreased, most others increased, except for Priority 4 calls. This means there was an increase in emergency calls, such as Priority 2 – Urgent (e.g., Domestic Violence, Attempt Suicide) and Priority 3 – Prompt (e.g., Break and Enter, Fraud) calls, as well as an increase in Priority 8 – Proactive (e.g., Traffic Enforcement) calls.

The majority of Guelph's calls for service happen in Neighbourhood One, and the least in Neighbourhood Four, although the gap in number of calls is not wide despite there being large differences in the geographical size of the neighbourhoods. For further information on calls for service, refer to the *Guelph Police Service Calls for Service Trends, 2014–2018* report.

2018 Calls for Service (by zone, numbers and percent of total)*

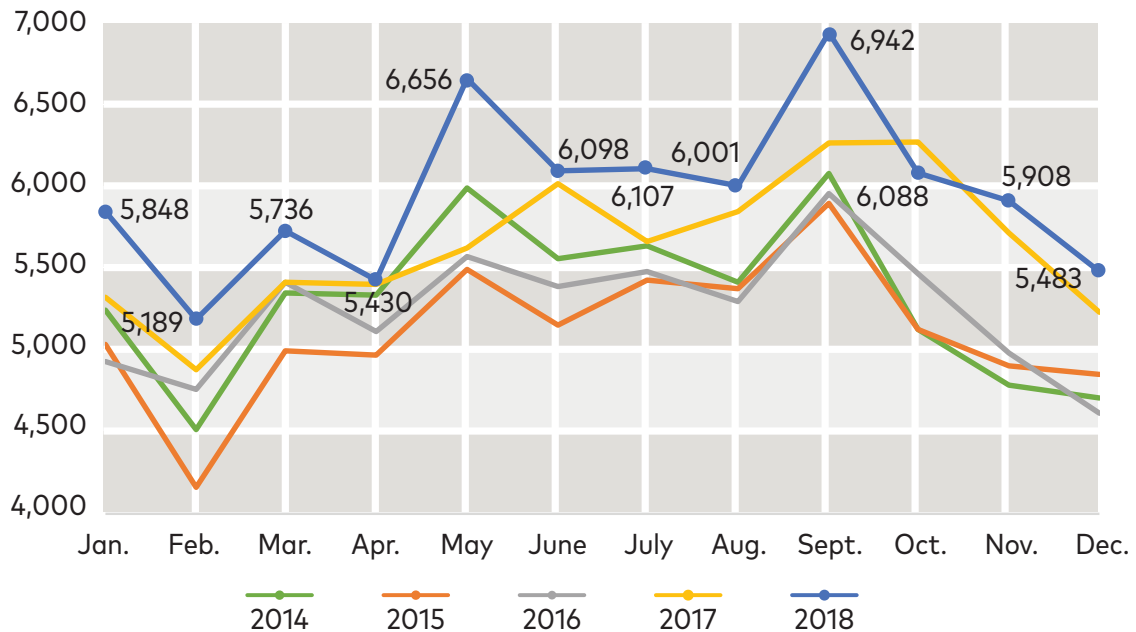


*Does not include calls that did not have a neighbourhood assigned.

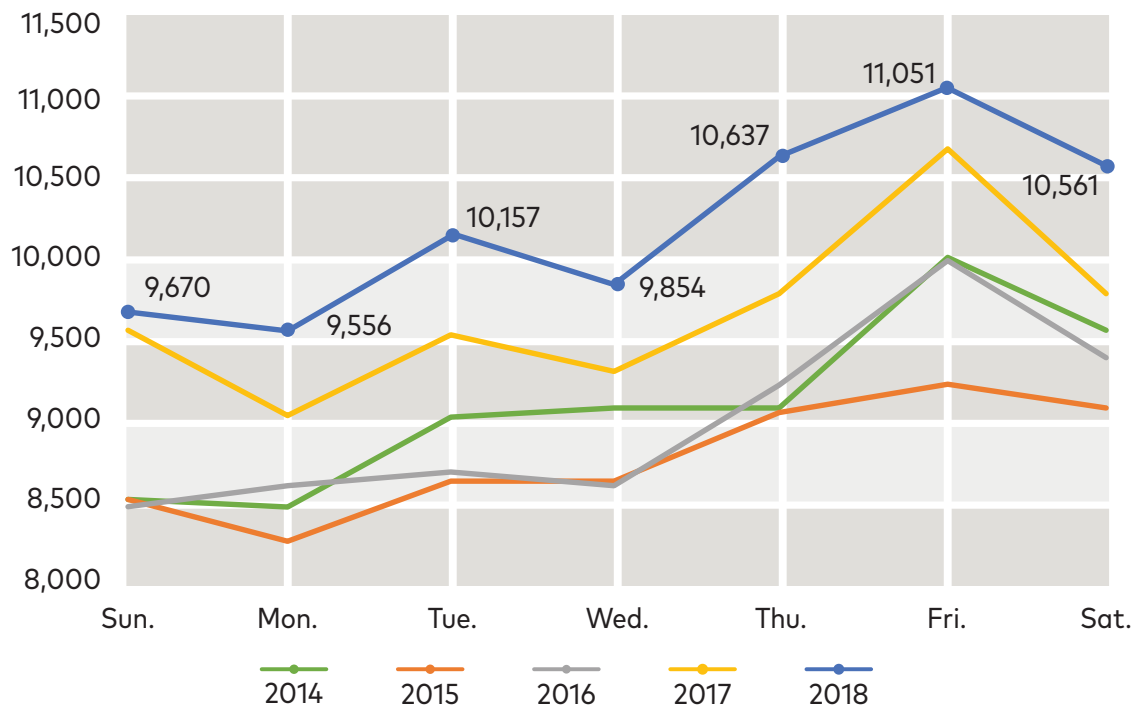
Calls for Service by Priority Status	2017	2018	% Variance
1 Immediate	1,387	1,275	-8.1
2 Urgent	11,741	12,340	5.1
3 Prompt	6,639	6,896	3.9
4 As Zone Officer Becomes Available	14,726	14,427	-2.0
5 Differential Police Response	1,612	1,701	5.5
6 Collision Reporting Centre	1,199	1,277	6.5
7 Officer Initiated	9,844	11,447	16.3
8 Proactive	408	450	10.3
9 Administrative (Communications Alert)	20,162	21,673	7.5
Total	67,718	71,486	5.6

Guelph Police Service Activity

Call Volume by Month

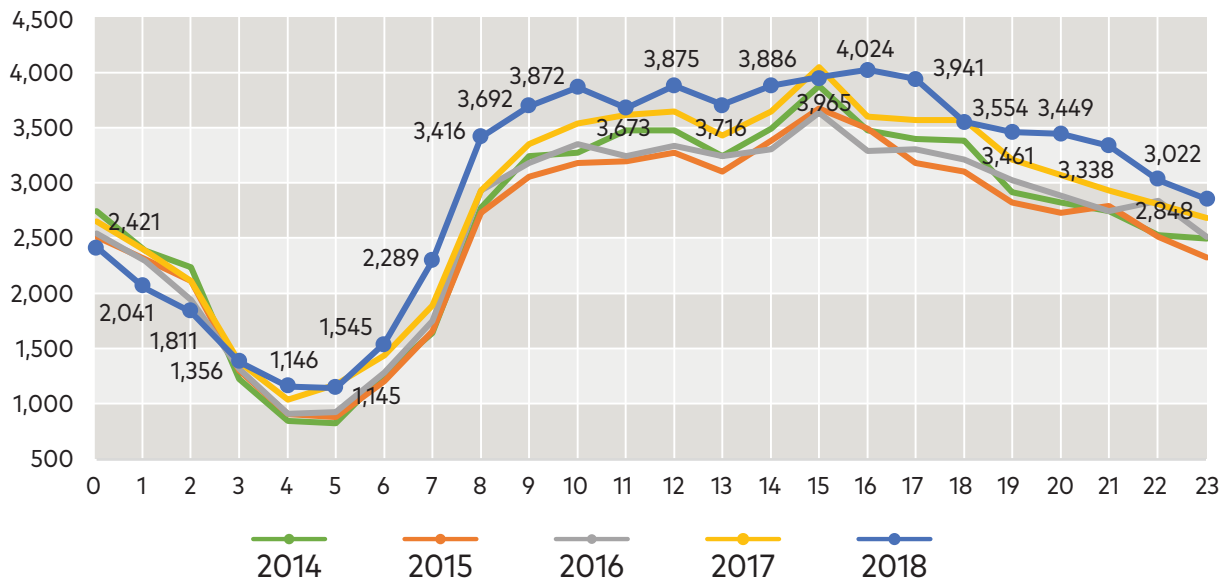


Call Volume by Day of Week



Guelph Police Service Activity

Call Volume by Hour



Top 10 Calls for Service (Priority 1 through 4) by Year

Type of Call	2017	2018
Compassionate to Locate	1 (3,327)	1 (3,720)
Suspicious Person	2 (3,047)	2 (2,942)
Bylaw Complaint	3 (2,752)	3 (2,353)
Administrative/Routine Detail	4 (2,211)	4 (2,048)
Theft Under	5 (1,984)	5 (2,031)
Assist Other Service	6 (1,762)	7 (1,691)
Domestic	7 (1,660)	8 (1,594)
Unwanted Person	8 (1,491)	6 (1,995)
Driving Complaint	9 (1,483)	9 (1,444)
Dispute	10 (1,068)	10 (1,111)

Calls for service statistics include occurrences police attend where there may not be a crime involved. The top 10 calls for service were the same in 2018 as they were in both 2017 and 2016. However, in 2018, there were fewer of some of those calls than in 2017, including Suspicious Person; Bylaw Complaint; Administrative/Routine Detail; Assist Other

Service; Domestic; and Driving Complaint. Unwanted Person calls rose in rank from 8th to 6th in 2018, and Assist Other Service calls dropped from 6th to 7th.

Looking at some select calls of interest, there were increases in calls typically associated with mental health, including Mentally Ill Person, Attempt Suicide, and Compassionate to Locate — Check Wellbeing. Drug calls increased, however Intoxicated Person calls decreased. Break and Enter and Theft from Vehicle calls rose.

Note that the Service dealt with 71,486 calls for Service in 2018, which means that the 9,057 crimes that occurred make up approximately 13% of the calls handled (observing that some calls for service will result in more than one crime being recorded).

Guelph Police Service Activity

Calls of Interest	2017	2018
Mentally Ill Person ¹	999	1,032
Attempt Suicide ²	312	328
Compassionate to Locate – Check Wellbeing	2,269	2,512
Domestic Violence ³	1,660	1,594
Intoxicated Person ⁴	473	379
Drugs ⁵	239	286
B&E – Residential	515	597
B&E – Commercial	119	191
Theft from Vehicles	513	478
Stolen Vehicles & Attempts	176	208
MVC – Property Damage ⁶	2,039	2,402
MVC – Personal Injury & Hit & Run	536	590
Impaired Driver ⁷	133	135

¹ Mental health calls include: apprehended with order; apprehended without order; voluntary transport; subject gone on arrival; insufficient grounds for apprehension; and unfounded.

² Attempt suicide calls include: domestic related; multiple subjects; adult, child under 18.

³ Domestic calls include: male suspect/female victim; female suspect/male victim; female suspect/female victim; male suspect/male victim; verbal argument – no clear aggressor; dual charge; breach of a domestic-related order.

⁴ Intoxicated person calls include: taken into custody; taken into detox; delivered to a responsible party; subject gone on arrival; unfounded.

⁵ Drugs calls include: possession; possession for the purpose of trafficking; marijuana grow operation; found drugs; drug information.

⁶ Motor Vehicle Collision – property damage – since the opening of a collision reporting center (CRC) in Guelph, the majority of these occurrences are reported to the CRC; the statistics shown here are from Accident Support Services International (ASSI), the company running the local CRC; statistics are not available by neighbourhood at this time.

⁷ Impaired driver calls include: alcohol impairment – collision; alcohol impairment – no collision; drug impairment – collision; drug impairment – no collision; approved screening device – less than 50 mg; refuse roadside/sobriety test.



Service Activity and Quality Indicators

	2017	2018	% Variance
Priority 1 Calls for Service			
Number of Priority 1 Calls for Service*	1,387	1,275	-8.1
Median Response Time, Priority 1 Calls (minutes:seconds)	6:29	6:24	-1.3
Use of Force			
Number of Incidents	99	68	-31.3
Levels of Force Used	237	117	-50.6
Public Complaints— Investigations			
Total Complaints by Type	31	20	-35.5
Police Officer Conduct	23	17	-26.1
Service of the Police Service	3	3	0.0
Policies of the Police Service	0	0	—
Public Complaints— Resolutions**			
Withdrawn	6	5	-16.7
Unsubstantiated	7	6	-14.3
Customer Service Resolution	4	1	-75.0
Informal Resolution	0	0	--
Informal Discipline	0	0	--
Misconduct Hearing	0	0	--
Not Proceeded with, section 60 PSA	0	6	--
Retained by OIPRD	2	0	-100.0
Outsourced to Other Police Service	5	0	-100.0
Ongoing	5	2	-60.0
OCCPS/OIPRD Appeals	2	0	-100.0
Drug Enforcement			
Value of Drugs Seized	\$749,506	not available	—
Cash Seized	\$45,990	\$91,973	100.0
Joint Forces Operations and Internal Task Forces***			
Projects Resulting in Charges	3	1	-66.7
Freedom of Information (FOI) Requests	463	414	-10.6
Data Services			
Number of Record Checks	8,967	8,958	-0.1
Employment Clearance	4,858	3,269	-32.7
Volunteer Clearance	4,109	5,689	38.5

Source: Units of the Guelph Police Service

*Figures different from previous reports due to differing calculation methods; only calls for which a response time was available included in calculations.

**Not all complaints within a year may have been resolved that year.

***Changes in definitions of Joint Forces Operations and Internal Task Forces make year-to-year comparisons unavailable.

Street Checks (i.e., Regulated Interactions)

Type of Interaction	Number
Attempted collections	5
Attempted collections where identifying information was collected	5
Individuals from whom identifying information was collected	5
Individuals not advised of right that they are "not required to provide identifying information to the officer" and/or reason "why the officer is attempting to collect identifying information about the individual" as it:	
might compromise the safety of an individual	
would likely compromise an ongoing police investigation	1
might allow a confidential informant to be identified	
might disclose the identity of a person contrary to law, including the YCJA*	
Individuals not given a Document of Interaction (DOI) because the individual did not indicate that they wanted it	4
Instances where a DOI was not offered or given as it:	
might compromise the safety of an individual	
might delay the officer from responding to another matter that should be responded to immediately	1
Attempted collections from individuals who are perceived by an officer to be:	
male	5
female	0
unknown	0
Attempted collections from individuals who are perceived by an officer to be:	
0-17	0
18-29	0
30-49	3
50-69	2
70 or older	0
unknown	0

Type of Interaction	Number
Attempted collections from individuals who are perceived to be:	
Black	0
South Asian	0
Chinese	0
Filipino	0
Latin American	0
Arab	0
Southeast Asian	0
West Asian	0
Korean	0
Japanese	0
Visible Minority, Not Included	0
Multiple Visible Minorities	0
White	5
Aboriginal	0
unknown	0
Attempted collections from neighbourhoods:	
One	5
Two	0
Three	0
Four	0
Determinations made by the Chief of Police that the information entered into the database:	
complied with limitations on collection set out in the <i>Collection of Identifying Information in Certain Circumstances</i> regulation	
complied with limitations on the collection of information; duties to inform of rights and reasons for collecting, with exceptions; document for individual – receipt, with exceptions, as per statistical review	n/a**
Individuals of the Service permitted to access identifying information to which access must be restricted	0
*Youth Criminal Justice Act	
**Too few entries into the database to conduct a statistical examination; review of each interaction was completed	

Statement from Chief re: proportionality of attempted collections in Guelph: "Due to the very small sample size of attempted collections, the data are not statistically reliable for identifying trends regarding the proportionality of attempted collections in our community."

Summary of the 2016-18 Guelph Police Service Strategic Business Plan

Performance Measure Status	Green	Yellow	Red	Total
1. Campaign for an improved local mental health and addictions response.	5	0	1	6
2. Implement proactive approaches to address violent crime.	4	1	0	5
3. Develop and implement a strategy focusing on property and drug-related crime.	9	4	0	13
4. Promote and enhance road safety in partnership with the public and community agencies.	3	0	0	3
5. Support victims of crime and tragic circumstance by engaging community partners.	3	0	0	3
6. Mutually engage with youth in Guelph's communities.	4	1	0	5
7. Champion our community and our members.	10	0	0	10
8. Research and implement optimal staffing practices for the Guelph Police Service.	14	5	0	19
9. Utilize business intelligence tools to make evidence-based decisions.	4	2	0	6
10. Ensure fiscal responsibility while supporting community safety and the needs of our members.	5	0	0	5
11. Successfully complete the renovation and expansion of the Guelph Police Service headquarters building.	6	2	1	9
Information Technology Plan	9	1	0	10
Total	76	16	2	94
	80.9%	17.0%	2.1%	100%
July 2018 Status	80.9%	18.1%	1.0%	100%



Green

Objective is progressing on schedule.

Yellow

Progress on the objective is stalled.

Red

Progress is not being made on the objective.

Guelph Police Service Activity



Human Resource and Finance Indicators and Highlights

Human Resources	2017	2018
Population, City of Guelph	135,474	138,183
Authorized Personnel (FTEs)	292.17	296.17
Actual Personnel (FTEs)	284.17	296.92
Authorized Police Officers (FTEs)	198.5	202.5
Police Officer: Population Ratio (Actual constables, sergeants and staff sergeants)*	1:726	1:703
Authorized Constables	157.5	161.5
Actual Constables	152.5	161.5
*Previous calculations of this figure used the total authorized complement; changed to more accurately reflect the number of current officers on the road.		

Overtime (hours)	37,902	40,343
Overtime per Member (hours)	133.4	135.9
Overtime Paid (hours)	24,242	28,107
Overtime Paid (%)	64	70
Cost of Overtime Paid (\$)	\$1,130,436	\$1,313,218

Sick Time (hours)	16,713	15,975
Sick Time per Member (FTEs) (hours)	58.8	53.8
Injured on Duty (hours)	12,809	12,247
Injured on Duty per Member (FTEs) (hours)	45.1	41.2
Members off work due to illness or injury	17	16

Selected Cost Recovery	2017	2018
Alarm Fees	\$107,966	\$110,777
Police Record Check Fees	\$219,934	\$298,331

Financial and Material Resources	2017	2018
Net Approved Budget	\$39,051,200	\$40,301,300
Net Operating Expenditures	\$38,754,641	\$40,280,539
Policing Cost per Capita	\$286	\$292

Authorized and Actual Personnel	2017		2018		% Variance (Authorized)	% Variance (Actual)
	Authorized	Actual	Authorized	Actual		
Police Complement – Total	198.5	193.5	202.5	204.5	2.0	5.7
Chief of Police	1	1	1	1	0.0	0.0
Deputy Chief of Police	1	1	1	1	0.0	0.0
Inspectors	5	5	5	6	0.0	20.0
Staff Sergeants	9	9	9	9	0.0	0.0
Sergeants	25	25	25	26	0.0	4.0
Constables	157.5	152.5	161.5	161.5	2.5	5.9
Civilian Complement – Total	93.67	90.67	93.67	92.42	0.0	1.9
Senior Leadership/ Administration	10	10	10	10	0.0	0.0
Special Constables - Courts	12.7	12.7	13.7	13.7	7.9	7.9
Maintenance	4.77	4.77	4.77	4.77	0.0	0.0
Administration	66.2	63.2	65.2	63.95	-1.5	1.2
TOTAL (FTEs)	292.17	284.17	296.17	296.92	1.4	4.5

Personnel Complement

PERMANENT EMPLOYEES AS OF DECEMBER 31, 2018

	Police		Civilian		Full Time	Part Time/ Job Share
	Male	Female	Male	Female		
Chief of Police	1				1	
Executive Assistant				1	1	
Legal Counsel; Legal Services and Access to Information				2	2	
Executive Services Inspector		1			1	
Professional Standards Sergeant	1				1	
Research Analyst; Research Assistant			2	1	2	1
Public Information Officer (Constable)	1				1	
Deputy Chief of Police	1				1	
Neighbourhood Services – Patrol Inspector	1				1	
Administrative Assistant				1		1
Crime Analyst				1	1	
Neighbourhood Teams Staff Sergeant	4				4	
Neighbourhood Teams Sergeant	10	2			12	
Neighbourhood Teams Constable	56	20			76	
Neighbourhood Teams Special Constable			2	2	4	
Community Mobilization Sergeant	1				1	
High Enforcement Action Team Constable	3				3	
Community Resource Officer (Constable)	3				3	
Neighbourhood Services – Field Support Inspector		1			1	
Tactics and Rescue Sergeant	2				2	
Tactics and Rescue Constable	11				11	
Canine Constable	2				2	
Traffic and School Safety Sergeant	1				1	
Traffic Constable	6	2			8	
School Safety Constable	1	1			1	1
Youth and Crime Prevention Sergeant	1				1	
High School Resource Officer Constable	3	1			4	
Youth Detective Constable						
VIP Constable	1				1	
Investigative Services Inspector	1				1	
Investigative Services Clerk				1	1	
Investigative Services Staff Sergeant	2				2	
Serious Crime Sergeant	1				1	
Serious Crime Constable	5	1			6	
Sexual Assault and Child Abuse Sergeant		1			1	
Sexual Assault and Child Abuse Constable	1	3			4	
Internet Child Exploitation Constable	2				2	
General Investigations and Special Projects Sergeant		1			1	
General Investigations and Special Projects Constable	3				3	
Fraud Constable	2	1			3	



	Police		Civilian		Full Time	Part Time/ Job Share
	Male	Female	Male	Female		
Domestic Violence High Risk Coordinator (Constable)	1				1	
Forensic Identification Sergeant		1			1	
Forensic Identification Constable	2	1			3	
Technological Crimes Constable	2				2	
Drugs Sergeant	1				1	
Drugs Constable	5				5	
Intelligence Sergeant	1				1	
Intelligence Constable	4	1			5	
Drugs and Intelligence Clerk				1	1	
Administrative Support Services Inspector	1				1	
Data Services Manager; Supervisor				2	2	
Quality Assurance Coordinator				1	1	
Case File Coordinator				1	1	
Information Processor – Platoons			2	8	10	
Information Processor – Day Shift				4	4	
Information Processor – Courts				2	2	
Customer Service Clerk				2	1	1
Communications Staff Sergeant	1				1	
Communications Trainer/Auditor				1	1	
Communications Supervisor				4	4	
Communicator			2	19	18	3
Court Services Staff Sergeant	1				1	
Court Services Constable	1	1			2	
Court Security Special Constable			8	6	12	2

Human Resource and Finance Indicators and Highlights



	Police		Civilian		Full Time	Part Time/ Job Share
	Male	Female	Male	Female		
Summons/Warrant Special Constable				1	1	
Found and Seized Property Constable	2				2	
Facilities Manager			1		1	
Custodian			5		3	2
Human Resources Manager				1	1	
Human Resources Advisor				1	1	
Payroll Clerk				1	1	
Professional Development and Recruiting Staff Sergeant	1				1	
Professional Development and Recruiting Sergeant		1			1	
Training Officer (Constable)	2				2	
Financial Services Manager				2	1	1
Financial Analyst; Financial Services Administrative Assistant				1	1	
Materials Management Purchaser				2	2	
Fleet Manager			1		1	
Information Services Manager			1		1	
Information Services Technician			2		2	
Business Analyst				1	1	
Application Support Analyst			1		1	
Forensic Video Analyst		1			1	
Headquarters Renovation and Expansion (Seconded)	1				1	
TOTALS	145	49	27	70	279	12
TOTAL SWORN/TOTAL CIVILIAN	194		97			
TOTAL PERMANENT EMPLOYEES	291					

Source: Guelph Police Service Human Resource Services

Human Resources Highlights

Member and Community Awards

Member of the Year

Constable Gregory Mitchell

Award for Excellence in Community Service

Detective Constable Gregory Kaut

Award for Excellence in Criminal Investigation

Project Ginny:

Detective Sergeant David Begin

Detective Constable Scott Biser

Detective Constable Stephen Gawlik

Detective Constable Kevin Kerfoot

Detective Constable Earl Layne

Detective Constable Jay Martin

Detective Constable Cheryl McMichan

Detective Sergeant Michael Tovell

Detective Constable Scott Wright

Award for Excellence in Criminal Investigation

Project Mimi:

Constable Scott Charlton

Staff Sergeant David Doxey

Sergeant Raymond Gordon

Sergeant Jason Guardiero

Detective Sergeant Brandy Henderson

Sergeant Julie Meier

Constable Patricia Pronovost

Staff Sergeant Tina Ryan

Constable Richard Towlson

Detective Constable Brian Welsh

Award for Excellence in Innovation/Environmental Stewardship

Constable Lisa Benedetti

Joanne Bunnaman

Jonathan Green

David Henry

Eric Jeeboo

Award for Excellence in Mental Health

Staff Sergeant David Doxey

Award for Excellence in Support Services

Katherine Darrah

Shelley Gill

Erin Smith

Award for Excellence in Traffic Safety Initiatives

Constable Sherry Pettapiece

Chief's Commendation for Policing Excellence

Special Constable Alexandria Johnston

Constable Allison Bell-Davies

Constable Brandon Kohler (2)

Constable Steven Ladouceur

Constable Alexander Mugford

Special Constable Natasha Brown

Sergeant David Caron

Constable Mary-Ellen Jones

Special Constable Michael Puckett

Cadet Kent Schneider

Special Constable Adam Spadafora

Special Constable Lysandra Turner

Constable Derek Vanden Enden

Special Constable Amanda Chalmers

Constable Matthew Ball

Constable Scott Bangay

Constable Kevin McBride

Citizen Award

Locque Driscoll

Andrew Pearce

Dana Nuttley

Melissa Pound

Sebastien Brugma

Community Partner Award

Bob's Towing

Guelph Soccer Club
(Sara Orrell and Rupesh Pandey)

Media Award

Matt Carty

Human Resource and Finance Indicators and Highlights

Length of Service Awards

40 Years of Service

Christina Auliffe
Inspector Howard McGarr**

35 Years of Service

Chief Jeffrey DeRuyter
Paulette Korga

30 Years of Service

Susan Brine
Sergeant Manfred Hoyer**
Sergeant Kenneth Rodd*
Detective Constable
Brian Welsh**
Inspector Catherine Welsh**

20 Years of Service

Sergeant Michel Alarie
Juanita Allsop
Sergeant Benjamin Bair**
Sergeant David Caron*
Brenda German
Detective Constable Earl Layne**
Michelle Lohead
Constable James McMichan

15 Years of Service

Detective Sergeant Carrie Gale
Constable Mark O'Connell
Denise Robertson

10 Years of Service

Constable David Anderson
Constable Joshua Beecraft
Detective Constable
Brendan Campbell
Radenka Damjanovic
Detective Constable Jaclyn Egger
Constable Andrew Francone
Constable David Gamsby
Detective Constable
Kimberly Gould
Detective Constable Trevor Hern
Special Constable Tim Jotham
Constable Gregory MacArthur
Jaclyn Millson
Constable Michael Nixon
Erin Smith
Constable Todd Weinstein

*Police Exemplary Service Medal/Bar and GPS Service Award

**Police Exemplary Service Medal/Bar

Retirements

Special Constable Mike Boire
Susan Brine
Constable Robin Clark (2017)
Jacqueline Dennis

Susan Kelso
Inspector Garry Male
Inspector David Pringle
Sergeant Kenneth Rodd

Constable Theresa Rynn
Sandra Varga



Guelph Police Service



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www.guelphpolice.ca



Moving Forward Together

Guelph Police Service



2019-21 STRATEGIC PLAN



MISSION

Through partnerships, we are dedicated to enhancing the quality of life and ensuring the safety of all who live, work and play in our safe and diverse community.

VISION

To contribute to the positive growth and development of our members and our community by providing leadership and innovative policing that is effective, efficient, economical and environmentally responsible.

VALUES

We, the members of the Guelph Police Service, believe in:

PRIDE

in ourselves, our work, and our community

SERVICE

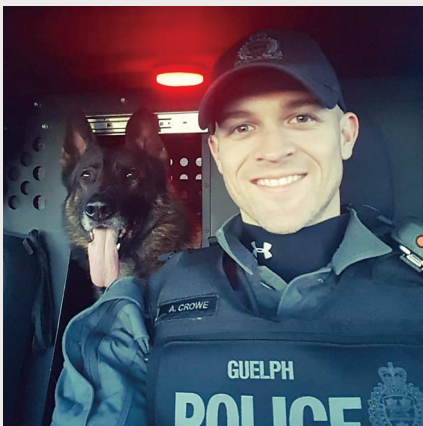
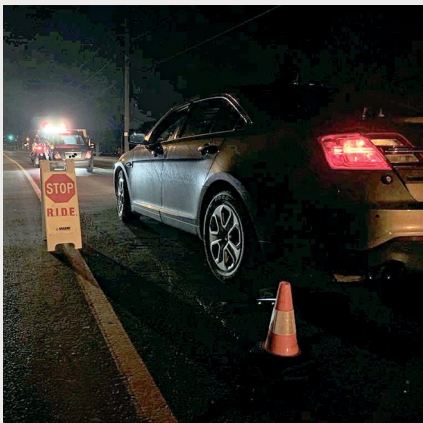
with compassion and accountability

TRUST

shared through integrity and mutual respect



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Message from the Board Chair



"We are committed to effective community safety for all people in this community, regardless of race, creed, colour, sexual orientation, gender, or religion."

This Strategic Plan for the Guelph Police Service is grounded in the experience of our civilian and sworn staff, our understanding of policing legislation at both the provincial and federal levels, our commitment to listening to citizens of Guelph, and our collaboration with many community partners in determining a safe and secure future for those living in this great community.

The Guelph Police Services Board consists of five members. Mayor Cam Guthrie and Councillor Christine Billings are the municipal representatives, Robert Carter is our community representative appointed by City Council, and I am the Provincially-appointed member. I offer my thanks to our former Provincial appointee, Judy Sorbara, who has served our Board as a member, as Vice Chair and as Chair.

Our mandate is to contribute to effective governance of policing in Guelph. This includes crafting our Strategic Plan, financial management, updating and complying with our policies, and collaboration with our many community partners. This past year, we assumed responsibility for the recruitment and selection of a new Chief of Police, effective March 1st, 2019. In that regard, we are grateful for the leadership and service of retiring Chief Jeff DeRuyter and welcome our incoming Chief, Gord Cobey. Both of these individuals are supportive of this plan as we move into the promises and challenges of our work ahead.

We are committed to effective community safety for all people in this community, regardless of race, creed, colour, sexual orientation, gender, or religion.

In determining the six major priorities listed in detail in this document, we listened to the community. Thank you for your input.

There is no doubt that the vast majority of people are satisfied with the service our staff provides. However, we are committed to continuous improvement in that service. Therefore, the strategic plan priorities have emerged from our understanding and appreciation of the lived experience of individuals who have been the observers or victims of crime. We therefore have a commitment to address these issues from both a prevention and an enforcement perspective. Each is inextricably connected and each must be a priority in the improvement of our work. This will be possible with a continuation of our many partnerships, both formal and informal.

Finally, we are committed to quantifiable improvements in our organization in dealing with the relationship between drugs and property crime, to our initiatives for resident shop owners in the downtown, in working with our neighbourhood organizations, in our commitment to community policing, to road safety in all areas of the city, and to contributing to our understanding and work with those suffering from mental health issues. The task is formidable, but we know that defined success in each of these strategic areas will allow us to continue to be one of the safest communities in the country.

Don Drone
Chair of the Board

Message from the Chief of Police



"Our citizens have reported that they remain very confident in the policing services we provide."

I am pleased to present our 2019 to 2021 Strategic Plan. This document has been developed in consultation with our community and our members. The goal of this plan has been to identify our priority areas of focus as we move forward. The input of our residents and our community partner agencies has been invaluable. I am grateful for the hard work and input from our members in the development of this plan.

As we seek to ensure we are delivering on our primary mandate of serving our community, we will be guided by our core values of Pride, Service and Trust. In order to sustain our ability to serve our community, we will remain ever mindful of the core of our service —our members. Therefore, **Community Policing** and **Organizational Health and Service Effectiveness** have been included as two important priorities of this plan.

The **Wellness of Our Community** is an important focus of our work. We will continue to engage with key partners and community stakeholders to play our part in the development of effective, community-based mental health and addiction-related initiatives and programs. In addition, we will work to ensure that we provide the most kind and compassionate service possible when we are called to assist those who may be experiencing a health crisis.

Our citizens have reported that they remain very confident in the policing services we provide. In response to the feedback received, we will ensure the areas of **Road Safety, Drugs and Property Crime** and our **Downtown** also remain key areas of focus.

While this is not an exhaustive list of our many areas of responsibility, we believe that focusing on these areas will assist us as we develop initiatives to serve the needs of our community and our members.

We live in a very vibrant, diverse, and thriving community. By working together we can leverage the incredible strength of our diversity to address these priorities and navigate the opportunities and challenges we will encounter in the future.

Gord Cobey
Chief of Police

Community Profile



About Guelph

According to the Centre for Canadian Justice Statistics, Guelph's population as of 2016 was 131,794. Guelph grew by 8.3% between the 2011 and 2016 censuses¹ and is expected to grow at a rate of approximately 1.5% annually through 2031².

¹Statistics Canada, Canadian Centre for Justice Statistics.

²The City of Guelph Official Plan, March 2018 Consolidation

How satisfied is our community with the Guelph Police Service?

- On a scale of 1 to 5, with 1 being very dissatisfied and 5 being very satisfied, **the average score of respondents in 2018 was 4.0** when asked how satisfied they are overall with policing services in Guelph; this was a statistically significant decrease from the satisfaction rating of 4.27 in 2015.
- 38.8% of the respondents had some contact with someone from the Guelph Police Service within the last three years. On a scale of 1 to 5, with 1 being not good at all and 5 being very good, **the average response rating was 4.24** when asked how they would rate their experience during that contact.

How safe do people feel in Guelph?

Respondents were asked how safe they feel in various scenarios. The following table displays some results:

How safe do you feel...?	Very Safe	Somewhat Safe	Unsafe
Walking alone in your neighbourhood*	78.2%	20.0%	1.8%
Walking alone in your neighbourhood during the day*	87.4%	11.8%	0.8%
Walking alone in your neighbourhood after dark*	48.2%	40.2%	11.6%
In your home after dark	84.9%	12.8%	2.3%

*People felt less safe in 2018 than they did in 2015 at a statistically significant level ($p < .005$)



Crime and Disorder in Guelph

- **Crime rates** in Guelph have been steadily increasing since 2014, with both violent and property crimes contributing to those increases.
- Guelph's **Crime Severity Index** has also historically been very low, however along with the rise in crime rates, the City's Crime Severity Index has also been rising since 2014.¹
- **Calls for service** in Guelph, which include both criminal and non-criminal activity, have been rising since 2015. The percent of calls for service which pertain to criminal offences has varied from 12% to 17%.

¹Statistics Canada, Canadian Centre for Justice Statistics.

What else affects policing in Guelph?

- Changes in policies, legislation and case law impact on policing. Revisions to the Police Services Act are still in flux, marijuana has recently been legalized, and new regulations regarding street checks came into force. All these factors impact police operations and resources.
- While the Guelph Police Service has introduced new measures to address the intersection of policing and mental health issues, the Service continues to see a growing number of occurrences that have a mental health element.
- The opioid crisis is having a major impact on our community. In addition to putting members of our community, including officers, at risk, the Service is continually assessing how to best respond to this widespread threat that demands a great deal of already limited public resources.



Priorities

**Moving
Forward
Together**

1 Community Policing

Though community members have recognized the significant effort the Service devotes to engagement with the community, many feel that there is still more that can be accomplished. Concerns of note include a need for higher visibility in the community, increased diversity of GPS staff, and further engagement with various populations such as youths and seniors. To address these concerns, it is necessary to continue strengthening relations with community members, as well as exploring and establishing new initiatives to develop such relationships.

Responsible Area
Executive Services

Indicators

- Perceptions of safety in Guelph
- Satisfaction with policing services in Guelph
- Crime rates:
 - Total
 - Violent
 - Youth

2 Organizational Health and Service Effectiveness

Through consultation, residents stated they would like to see greater police presence in Guelph, as well as faster response times to calls for service. Consultation with members and a review of police workload revealed that current officer workload and staffing levels are making increased presence and proactive work difficult to carry out and member wellness is a significant concern. The need to review police resources and how they are deployed to better meet the needs of the community and members was identified. An enhanced focus on member wellbeing is essential.

Responsible Area

Deputy Chief of Police and Human Resources

Indicators

- Ratio of officers to calls for service
- Response times
- Victim satisfaction
- Member wellness



3 Community Wellness

While it is clear that positive changes have been made in how the Service responds to mental health-related calls for service, there is recognition from both Service members and City residents that continued focus on how the Service manages such calls should be a priority. With the high volume of mental health and addictions-related service calls there is a need to ensure efficient, effective and compassionate service is provided by the appropriate people.

Responsible Area

Neighbourhood Services — Patrol

Indicators

- Officer involvement in mental health calls for service
- Community partner involvement in mental health and addictions-related calls for service

4 Road Safety

As identified by both residents of Guelph and members of the Service, Road Safety remains a key issue. Calls for service concerning driving complaints have generally been increasing over the past several years. Motor vehicle collisions including property damage have remained high, with many such collisions involving injury. Additionally, Service members have noted that proactive traffic enforcement has become difficult due to the high volume of collisions to which they must respond. Consistent with this finding, community member satisfaction with traffic enforcement has declined significantly in the past three years.

Responsible Area

Neighbourhood Services — Field Support

Indicators

- Traffic crime rate
- Collisions
- Satisfaction with traffic services/ feelings of road safety



5 Drugs and Property Crime

Guelph has seen a trend of increasing property crime which is linked to illicit drug use. Satisfaction with drug enforcement efforts received the lowest rating by residents surveyed and addressing drug related concerns was identified as a top priority by residents. Consistent with resident concerns, members of the Service rated current resources allocated to addressing illegal drugs lowest on a satisfaction scale.

Responsible Area

Investigative Services

Indicators

- Property crime clearance rate
- Property calls for service
- Drug charges

6 Downtown

Crime and disorder in downtown Guelph remains a specific concern for residents and downtown stakeholders. Residents surveyed indicated policing downtown, including increased police visibility, should be a top priority for the Service. Resident survey responses reflected a concern for safety downtown. Compared to other neighbourhoods, there are more calls for service related to unwanted persons, disturbances, injured/sick persons, and intoxicated persons.

Responsible Area

Neighbourhood Services — Patrol

Indicators

- Perceptions of safety downtown
- Downtown crime rate
- Officer time spent downtown



Information Technology Commitment

Information technology is an integral part of policing and virtually every aspect of the operation of the Guelph Police Service is impacted by information technology. There is a need to ensure information technology resources are directed to and support the strategic direction of the Service as articulated in this plan. The current strategic plan identifies six policing priorities for the Service which will require, to varying degrees,

information technology resources and support. Information Systems Services will collaborate directly with members responsible for the six identified Service priorities to support efforts in those areas. To this end, Information Systems Services will develop an annual information technology operational plan that will include a description of how information technology initiatives will support the Service's strategic plan.



Guelph Police Service



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