



GREATER SUDBURY POLICE SERVICE



ANNUAL REPORT 2012



GREATER SUDBURY POLICE SERVICE

Mission:

By building upon our proud traditions, we, the members of the Greater Sudbury Police Service provide exemplary service and ensure a safe and healthy community through innovation, collaboration and leadership.

Vision:

Our citizens and our members take pride in a city where all people can build safe and healthy lives, where business is conducted in a secure marketplace, and where young people grow and learn in environments free from risk and fear.



OUR COMMUNITY ~ OUR COMMITMENT



www.gsps.ca

Our values

Proudly, we stand together, accountable to each other and to the citizens we serve, pursuing our vision while living our “rich” values:

RESPECT = *our actions demonstrate our respect for the community and our organization*

INTEGRITY = *we perform our duties with high ethical and moral standards*

COMMITMENT = *we are dedicated to serving the needs of our community and organization*

HONESTY = *we are truthful, open and fair*

TABLE OF CONTENTS

MESSAGE FROM THE CHIEF OF POLICE	4
POLICE SERVICES BOARD	5
ORGANIZATIONAL STRUCTURE	6
POLICING AREA & FACILITIES	7
HIGHLIGHTS	8
STATISTICS	9
<i>Violent Crime Offences</i>	9
<i>Property Crime</i>	9
<i>Other Criminal Code</i>	9
<i>Other Federal Statutes</i>	9
<i>Number of Youths Charges and Cleared Otherwise</i>	9
<i>Impaired Driving Offences</i>	9
<i>R.I.D.E. Program</i>	9
<i>Calls For Service</i>	10
<i>False Alarm Reduction Program</i>	10
<i>Record Searches</i>	10
<i>Public Complaints</i>	10
<i>Use of Force Reports</i>	10
<i>Crime Stoppers</i>	11
<i>Financial</i>	11
CRIMINAL INVESTIGATION DIVISION	12
EMERGENCY OPERATIONS	13
NEIGHBOURHOOD POLICING	16
RECOGNITION AND APPRECIATION	20
COMMUNITY PARTNERSHIPS	24
COMMUNITY INITIATIVES	26
BUSINESS PLANNING RESULTS	27

CHIEF'S MESSAGE

I am very proud in presenting the 2012 Annual Report, showcasing the many accomplishments and continued progress of the Greater Sudbury Police Service.

This report highlights our many community partnerships and initiatives as well as the outstanding work done in our various operational and administrative divisions. Through the dedication and commitment of our many sworn and professional support staff along with the many volunteers we have as part of our team, we are dedicated to service excellence each and every day.

The Greater Sudbury Police Service believes that the safety and security of our City is shared responsibility and that, through collaborative partnerships and a mutual concern for the wellbeing of our neighbours, we will build a safer community together with a sustainable future. Through our 2011 – 2013 Business Plan a renewed Future of Policing vision was identified as one of our five most critical strategic priorities. Through extensive research, community collaboration, pilot projects and funding through the Ontario Ministry of Community Safety and Correctional Services Proceeds of Crime grants, “Our Shared Commitment to Community Safety and Well Being” police model is emerging.

In the coming year we will continue to develop our new service delivery model to ensure that the well-being of our community remains a shared responsibility with our citizens, members, stakeholder partners and government. We remain committed to working together to meet our common goals.

2013 will mark the 40th Anniversary for the Greater Sudbury Police Service. We will have a number of special events planned and we very much look forward to celebrating with all of you.



A handwritten signature in blue ink, appearing to read 'F. Elsner', with a long horizontal line extending to the right.

Frank J. Elsner
Chief of Police

POLICE SERVICES BOARD



*Deputy Mayor Ron Dupuis
Board Chair
Municipal Appointment*



*Councillor Evelyn Dutrisac
Vice Chair
Municipal Appointment*



*Gerry Loughheed Jr.
Member
Provincial Appointment*



*Toula Sakellaris
Member
Provincial Appointment*

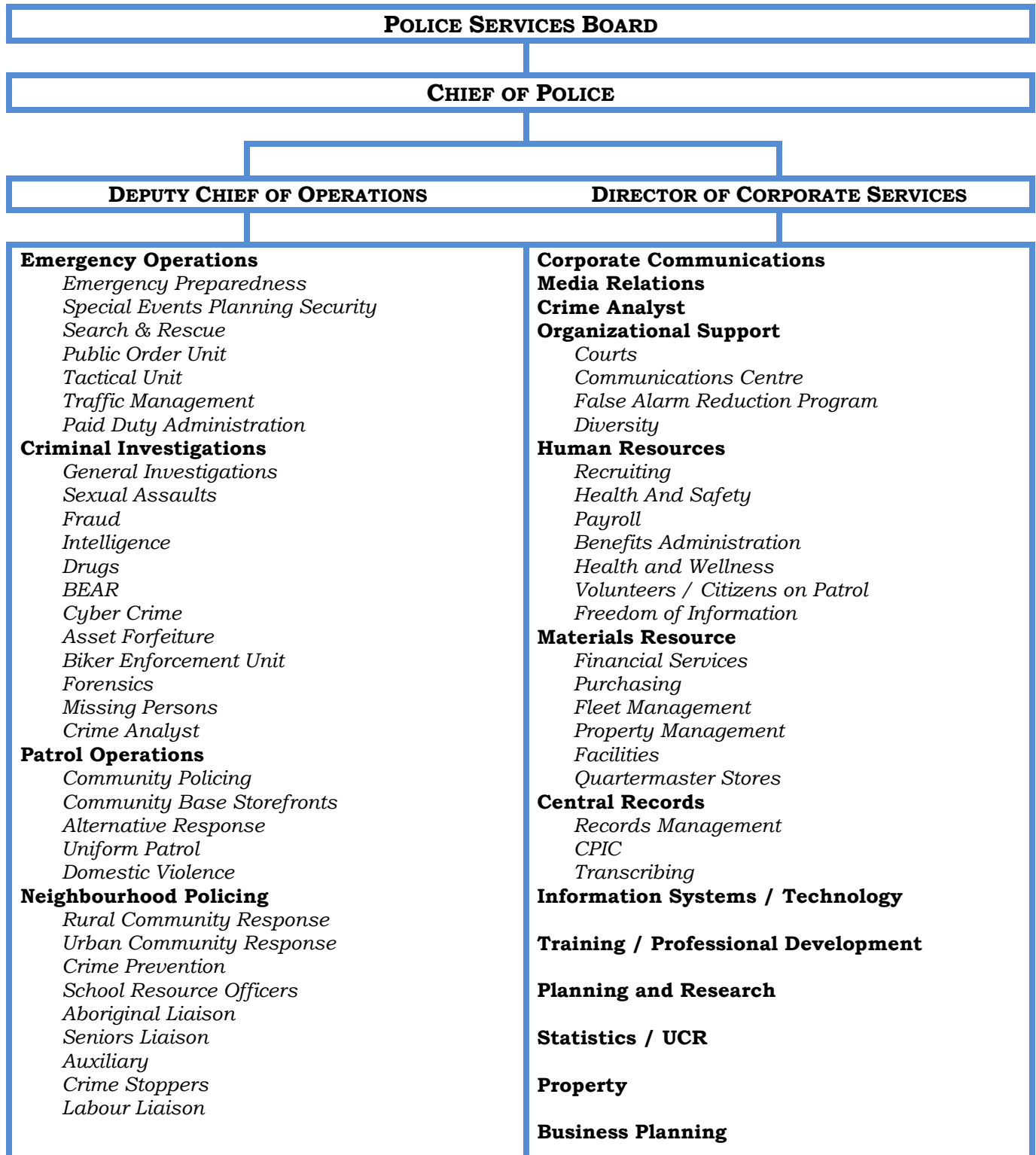


*Brenda Spencer
Member
Community Representative
Municipal Appointment*

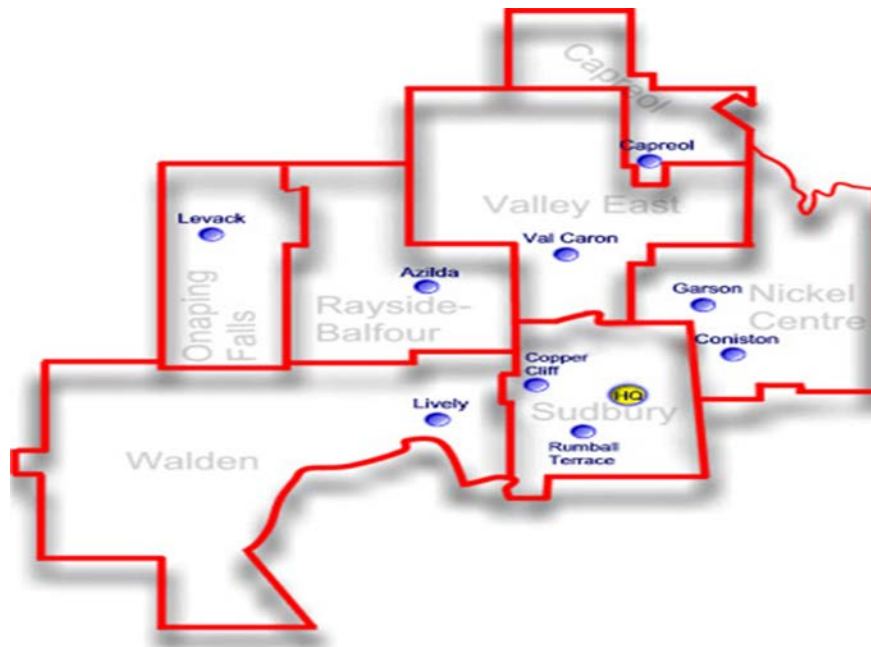
Municipal police services boards serve Ontarians by governing police services at the local level. Local police services include municipal police services, Ontario Provincial Police (OPP) that are under contract to municipalities; and First Nations' police services.

Police services boards govern within their jurisdictions by establishing priorities, objectives and policies regarding the provision of police services; hiring police chiefs and deputies, or participating in the selection of OPP detachment commanders; and monitoring performance of both their police service and its leader.

Police services boards are the employer of municipal police services and as such appoint police officers, special constables and police civilian employees, and negotiate collective agreements with police (labour) associations.

ORGANIZATIONAL STRUCTURE ¹¹ Detailed organizational chart available at www.gspss.ca

POLICING AREA & FACILITIES



DISTRICT #1
(POLICE HEADQUARTERS)
Urban Policing Zones
 190 Brady Street, Sudbury

DISTRICT #2
(LIONEL E. LALONDE CENTRE)
Rural Policing Zones /
Collision Reporting Centre
 239 Montee Principale, Azilda

Community Information
Offices
 59 Young Street, Capreol
 62 Second Avenue, Coniston
 7 Serpentine Street, Copper Cliff
 55 Levack Drive, Levack
 4040 Elmview Drive, Val Caron
 135 Regional Road 24, Lively

Policing Population	160,274 ²	Staffing Complement	
Households	67,598 ³	Sworn	264
Population per Police Officer	607	Civilian	110
		Auxiliary	29
Fleet	155 ⁴	Volunteers	170 ⁵
		Summer Students	34
Calls for Service	59,669		



² Based on the 2011 Census

³ Based on the 2011 Census

⁴ Includes a Command Vehicle, which has shared ownership with EMS/Fire Services

⁵ Includes Citizens on Patrol, Storefronts and Lions Eye in the Sky

2012 HIGHLIGHTS

Autism Registry Launch

On April 2nd, the Greater Sudbury Police Service, along with the Sudbury and District Chapter of Autism Ontario, launched an online registry for people with autism living in Sudbury. The online registry is voluntary and aimed at providing the Service with quick access to critical information about a registered individual living with autism in the community in an emergency situation. The registry is a significant achievement in addressing the needs of families by providing police and first responders with the critical information and education required to better serve the community.



Courage to Stand

The Chief's Youth Advisory Council (CYAC) officially proclaimed April 20th, 2012 *Courage to Stand* day. The goal of the proclamation is to set aside one day of the year to remind people of the importance of treating one another with respect and dignity and to stand up for their beliefs. The Proclamation was read by Councillor Jacques Barbeau during an event hosted by CYAC and included a particularly moving story from a young man from the City of Greater Sudbury who suffered at the hand of bullies.



Ontario Association of Chiefs of Police (OACP) Community Policing Award

The Greater Sudbury Police Service's *Crime Prevention Through Community Mobilization Project* was chosen as the winner of the OACP Community Policing Award. On June 19th, the award was presented in recognition of a partnership between a police service and the community in identifying a specific concern and developing a successful, innovative solution to the issue. The *Project* was designed to proactively address crime, disorder, and social development issues in neighbourhoods that generated the most calls for service and absorbed the highest proportion of policing resources.



Queen's Jubilee Medal

The Queen's Diamond Jubilee Medal serves to honour significant contributions and achievements by Canadians. The Greater Sudbury Police Service was proud to have had several members named as recipients of this prestigious honour.



2012 STATISTICS

CATEGORY	2011	2012	2011-2012 Change	% Clearances
Violent Crime Offences				
Homicide	0	1	1	100.0%
Attempt Murder	3	4	1	100.0%
Sexual Violations	141	115	-26	92.2%
Assault	979	961	-18	88.7%
Robbery	166	107	-59	43.0%
Other Violent Crimes	471	424	-47	88.9%
Total Violence Crime Offences	1,760	1,612	-148	86.0%
Property Crime				
Break & Enter	1,235	954	-281	17.9%
Theft of Motor Vehicle	242	264	22	18.9%
Theft	2,892	2,601	-291	23.2%
Frauds	331	297	-34	56.2%
Arson	36	56	20	19.6%
Mischief	987	920	-67	21.5%
Total Property Offences	5,795	5,124	-671	24.0%
Other Criminal Code	1,625	1,578	-47	95.6%
Other Federal Statutes (Drugs, YCJA)	546	510	-36	93.9%
TOTAL OFFENCES	9,726	8,824	-902	52.2%

OTHER PERFORMANCE INDICATORS

Number of Youths Charged and Cleared Otherwise	924	853	-71
Impaired Driving Offences	208	188	-20
R.I.D.E. Program			
Total Vehicles Checked	28,493	23,227	-5,266
Roadside Suspensions	63	34	-29
Impaired Charges	33	21	-12



2012 STATISTICS

DEMANDS FOR SERVICE

	2011	2012	2011-2012 Change
--	------	------	---------------------

Calls for Service (Offence vs Non-Offence)

Total Calls for Service	62,422	59,669	-2,753
Non Offence	52,696	50,845	-1851
Offence Related (Criminal)	9,726	8,824	-902

False Alarm Reduction Program

Alarm Calls	4,294	4,685	391
Valid Alarms	50	53	3
False Alarms	1,154	1,246	92
Cancelled Alarms	3,090	3,386	296

Record Searches

TOTAL	14,498	14,575	77
Employment	6,997	7,232	235
Volunteer	3,770	3,382	-388
Ontario Works	171	226	55
Clearance	144	147	3
Pardons	215	235	20
Other	3,201	3,353	152

PROFESSIONAL POLICING

Public Complaints

TOTAL	43	39	-4
Type of Complaint			
Conduct	39	37	-2
Service	4	2	-2
Allegations			
Unsubstantiated	40	33	-7
Under Investigation	1	5	4
Disposition			
Informal Resolution	2	1	-1

Use of Force Reports

Total Use of Force Reports	89	70	-19
Firearm			
Draw/Pointed	34	27	-7
Discharged (Animal)	10	9	-1
Discharged (Person)	0	1	1
O. C. Spray			
Discharged	2	3	1
Conducted Energy Weapons			
Discharged	7	5	-2
Impact Weapon (Baton)	4	0	-4
Empty Hand Technique	35	46	11

2012 STATISTICS

	2011	2012	2011-2012 Change
Crime Stoppers			
Tips Received	1,168	1,066	-102
Number of Rewards	89	78	-11
Total Rewards	\$25,175.00	\$ 24,550.00	-\$625.00
Cases Cleared	64	86	22
Arrests	104	66	-38
Charges Laid	460	359	-101
Value of Property Seized	\$60,110.00	\$ 87,054.00	\$26,944.00
Value of Drugs Seized	\$85,683.00	\$128,432.00	\$42,749.00

Financial

Expenditure Description	2012		\$ Variance
	Actual Expenditures	2012 Budget	
Personnel Costs	\$ 43,170,066	\$43,149,716	\$ (20,350)
Provision to Reserves & Capital	\$ 2,741,943	\$ 2,557,261	\$ (184,682)
Operating Expenditures	\$ 6,222,208	\$ 5,833,954	\$ (388,254)
Revenue	\$ (3,950,026)	\$ (3,356,740)	\$ 593,286 *
Net Budget Total	\$ 48,184,191	\$48,184,191	\$ -

*Year-end revenues recorded were greater than budgeted as a result of grant funding received after budget was approved; spending related to these approved grants are reflected against expenditures. Other contributing factors included police clearance letter and cruiser rentals related to paid duty.

	2012	2011
Net Budget	\$48,184,191	\$46,605,287
Change From Previous Year	3.39%	6.45%
Per Capita Cost	\$300.64	\$290.79



CRIMINAL INVESTIGATION DIVISION INVESTIGATIONS AND INTELLIGENCE SERVICES

The Intelligence Services Unit continued to gather information on local criminal organizations and individuals, to investigate these persons. The Intelligence Unit, in conjunction with the Drug and B.E.A.R. Units, coordinated their efforts effectively to arrest and charge individuals who were active criminally in our area. The Intelligence Unit track criminal organizations within our area, both individuals who reside within our jurisdiction as well as those who attend to commit criminal acts. They are involved in monitoring criminal gangs such as TOC, Aboriginal, Biker and Street gangs. As well they assist with technical requests, and Asset Forfeiture investigations.

In 2012, the B.E.A.R. Unit effectively investigated robberies, home invasions, commercial thefts and Break and Enters. One of their initiatives was the annual H.E.A.T. investigation. The focus of this initiative included compliance checks for people released on bail as well as executing outstanding arrest warrants. In November 2012, H.E.A.T. officers made 67 arrests and executed several Controlled Drugs and Substances Act search warrants, seizing drugs valued at over \$23,000.00 as well as \$34,779.00 in cash. Other notable investigations by the unit included the Capreol bus thefts which resulted in the arrest of two youths as well as the distraction thefts at local jewelry stores by out of town organizations which again resulted in the arrests of 4 individuals. They also investigated many break and enters and robberies in our area.

The Drug Unit was also involved in a Joint Forces Operation with the RCMP and OPP, which began in the fall of 2012 continuing into the spring of 2013. The unit continued to monitor and investigate organized groups from outside our community who were attending and distributing illegal drugs.

The drug unit seized \$553,634.00 worth of illegal drugs in 2012 along with \$117,483.76 in cash.

Also seized were a number of handguns, prohibited weapons, such as brass knuckles, flick knives and Bear spray canisters.

The Cyber Crime unit ran several projects again relating to online child exploitation. In total they investigated 267 cases, with 40 charges laid and 15 arrests. They were also involved in 46 search warrants.



EMERGENCY OPERATIONS DIVISION

The Greater Sudbury Police Service's Emergency Operations Division operates a full time Tactical Unit, Canine Unit and Traffic Management Unit. The division also includes a Public Order Unit, a Search Management Team and a Crisis Negotiator Team which is called upon when required.

TACTICAL UNIT

The Unit, comprised of 12 constables trained in Hostage Rescue, is responsible for the safe resolution of high risk incidents including high risk warrant executions, high risk vehicle stops, apprehensions of emotionally disturbed persons (EDPs) and Canine (K9) back-up. During regular duty, officers engage in general patrol responding to calls for service and providing support to specialty branches.

Tactical officers train one day per week and participate in two training weeks throughout the year. Several unit members are trained in special skills which include sniper, rappel master, explosive disposal and explosive force entry experts. As well, members have at their disposal a host of specialty equipment such as a robot, specialty cameras including a forward looking infrared (FLIR), night vision and breaching tools.

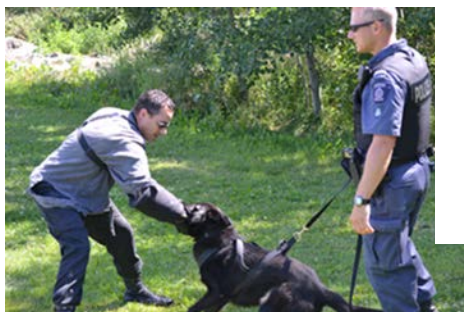
The Tactical Unit runs an annual selection course consisting of an interview phase, and a 40-hour evaluation of potential candidates through scenario based training. The Unit provides Basic Tactical Training to its members and interested outside agencies by teaching a ministry accredited five-week Basic Tactical Orientation Course (BTOC).

In 2012 the GSPS successfully conducted its 2nd BTOC course training two new officers.

CANINE UNIT

The Canine Unit (K9) includes two constables and two german shepherds. Unit members are used for tracking wanted or missing persons, apprehensions, building searches, drug/gun searches, article searches, public demonstrations, to assist Tactical/Drug/BEAR Units with the execution of warrants and containment calls. They are also used for deterrent patrols in high crime areas.

The Canine Unit trains one day per week and participates in K9 refresher training weeks every eight weeks in Gravenhurst under the direction of the Ontario Provincial Police (OPP). Dogs are recertified yearly and must maintain a provincial standard. Both canine officers maintain a kennel for police canines at their personal residences and are responsible for the care of dogs on days off, veterinary care and food. Canine Unit members are on call 24 hours a day / 7 days a week and attend over 250 calls for service annually.



TRAFFIC MANAGEMENT UNIT

The Traffic Management Unit (TMU) is comprised of six officers, who perform general traffic enforcement of the *Highway Traffic Act* rules and regulations, in accordance with the *Police Services Act*. In addition, they provide expertise in the areas of traffic collision investigation including reconstruction of motor vehicle collisions that result in fatal or life threatening injuries. When required, these members also investigate departmental collisions and pursuits that result in serious injury or death. The Unit also looks after marine, all-terrain, snowmobile and motorcycle patrols with assigned specialty vehicles.

In 2012 the Traffic Management Unit took steps to address a number of critical areas of concern as expressed by our community members.

In January, the Traffic Management Unit implemented the 12 Month High Visibility Program. This initiative was intended to address traffic related issues within the City of Greater Sudbury. The intention of the program was to enhance the safety of our roads through conducting enforcement and promoting public awareness of safe and appropriate driving practices. Every month members of the Traffic Management Unit identified a specific traffic issue on which to concentrate their efforts. Input from our service members and the public assisted the unit with developing the 12 Month program schedule. The program started in January with a focus on pedestrian safety issues and winter driving practices. The year ended with emphasising the Festive RIDE (Reduce Impaired Drivers Everywhere) Program during the month of December. Members of the Traffic Management Unit with the assistance of uniform officers, Sudbury OPP and RCMP conducted RIDE checks with the intention to reduce property damage, injuries and death caused by impaired driving. Almost 9000 motor vehicles were checked during the December 2012 RIDE Program.

During the summer months, the Greater Sudbury Police Service in partnership with CTV, produced marine safety public service announcements, and two videos were filmed on Ramsey Lake to promote waterway safety.

The 12 Month High Visibility Program has proven to be successful and as a result a decision was made to continue the program in 2013. Our media partners have been instrumental in keeping the public informed about our monthly initiatives and safety tips provided in the media releases.

The Traffic Management Unit successfully coordinated a number of major community events with a variety of community partners in 2012. They include the Canada Day Festivities, Run for the Cure, and the Santa Clause Parade as well as several other marches, parades, and presentations throughout the year. Community involvement and ensuring the safety of pedestrians and motorists during these events is of the utmost importance to the team.



PUBLIC ORDER UNIT

The Public Order Unit (POU) consists of 31 sworn members. The team, consisting of five sergeants and 25 constables are divided into four squads and are assisted by a logistics officer. These members, who are all trained to provincial standards, come from various departments within the service.

Further, all team members are assigned standard public order hard tactical gear which includes leg and shoulder protection, a helmet, shield, gas mask and proper footwear as well as tactical clothing. The team has two certified tactical trainers who organize, oversee and instruct all yearly mandated training.

SEARCH MANAGEMENT TEAM

The Search Management Team (SMT) consists of 15 sworn members including a Staff Sergeant, four Sergeants and 10 Constables. These members, who are all trained to provincial standards and SKED certified, come from various departments within the service. All team members are assigned a GPS, an orange search vest, eye protection, winter boots, a winter parka and pants as well as tactical clothing.

The team has six certified Search Managers, two of which are certified as Search Manager Instructors as well as Green Check GPS Instructors. Four of the managers are Touratech Software trained. One Search Manager is also qualified as a Cold Water Immersion Training Instructor. The SMT trains annually in-house.

CRISIS NEGOTIATOR TEAM

The Crisis Negotiator Team (CNT) consists of 10 sworn members. Along with an Inspector and a Staff Sergeant, five sergeants and three constables are trained to provincial standards and come from various departments within the service.

Assigned members must have successfully completed the Crisis Negotiators Course or equivalent within the last three years. The Greater Sudbury Police Service requires that team members participate in annual training with the Incident Response Team as scheduled by the team coordinator. The Team has assigned throw phone and two negotiator kit boxes have been created containing various supplies required by negotiators during critical incident calls.



NEIGHBOURHOOD POLICING DIVISION

The Neighbourhood Policing Unit is equipped with officers tasked with a wide variety of portfolios including Aboriginal Liaison, Seniors Liaison, School Resource, School Liaison, CYAC (Chief's Youth Advisory Council), College/University Liaison, VTRA (Violent Threat Risk Assessment), Prostitution and Human Trafficking, NOAH (New Opportunities And Hope) and NOCC (Notification of Community Crime). Officers are also involved in a number of initiatives including AGCO (Alcohol and Gaming Commission) Liaison including the CASE initiative, CPTED (Crime Prevention Through Environmental Design), COP's (Citizens on Patrol) Liaison, CAS (Children's Aid Society) Community Maltreatment Team, Provincial Liaison Team and Beats and Bikes.

In 2012 the Service undertook an urban zone reconfiguration, a realignment to more evenly distribute calls for service and reduce cross dispatching. Zone ownership was established whereby each platoon Staff Sergeant was assigned the oversight of initiatives within their respective zones. The Community Response Unit grew to 10 officers with 2 being assigned to each platoon. Their functions include addressing crime and social disorder patterns based on crime analysis as well as identifying and mobilizing community assets to work collaboratively with police and other agencies in identifying and addressing zone issues.

Our officers have been involved with Violent Threat Risk Assessment since 2011 and in 2012 we trained additional officers and members of the community. 2012 saw a renewed Threat Assessment Community Protocol and an increase in VTRA cases. Both our School Resource and School Liaison officers and others were trained, making our participation in VTRA's in 2012 more than in the previous two years combined.



Greater Sudbury Police Service
COMMUNITY THREAT ASSESSMENT PROTOCOL SIGNING
MONDAY, MARCH 26TH 2012

Our School Liaison Officers continue to provide the VIP (Values Influences and Peers) program to all grades 5 & 6 classes in the city every 2 years. They have been providing services in a risk driven fashion centered on Bullying and Bullying mediations, Cyber bullying and Cyber proofing.

In addition the Neighbourhood Policing Unit went through significant changes that impacted the way the Greater Sudbury Police provide service, with the introduction of our new "Future of Policing- Our Shared Commitment to Community Safety and Well-Being" model. Our new model has been nicknamed "The Nickel". With it comes a change from reactive policing to a risk driven approach. It embraces 5 dimensions:

- 1) Enforce Laws and Hold Offenders Accountable;
- 2) Intervene Collaboratively to Reduce Elevated Risk Situations;
- 3) Initiate and Partner to Achieve Change in Community Outcomes;
- 4) Champion Community Safety, Security and Wellness;
- 5) New Metrics and Evidence – Based Practices.

OUR SHARED COMMITMENT TO COMMUNITY SAFETY AND WELL-BEING IN GREATER SUDBURY



At a time when Public Safety Canada is leading national discussions about the “Economics of Policing”, and provincial committees are meeting on the “Future of Policing”, Greater Sudbury Police Service is in the vanguard of innovations toward which we are beginning to see other services migrate, as they face increasing calls for service and plateauing or decreasing public resources for policing. In response, the Service identified the future of policing in Sudbury as one of its top priorities during its current business planning cycle. Now after three years of research and development, assisted by the Ontario Ministry of Community Safety & Correctional Services’ Proceeds of Crime grants, “Our Shared Commitment to Community Safety and Wellbeing,” (“Our Shared Commitment”) has emerged.

While taking nothing away from the unique, mandated role of GSPS for enforcing the law and holding lawbreakers accountable for their actions, the model focuses on a number of new areas as follows:

New Metrics and Evidence-Based Practices

This shared commitment builds on existing city wide efforts and brings new approaches forward. It is a strategy based on evidence gathered within Sudbury, throughout the country and across the globe. To truly move forward this way and to ensure sustainability for the future, new metrics and measures must be mutually defined and utilized across all participating agencies.

Enforce Laws And Hold Offenders Accountable

Police, Justice and Corrections officials have had and continue to have vital roles to play in enforcing the law, suppressing crime and disorder, holding offenders accountable for their actions, and thus keeping our streets and neighbourhoods safe. Working together, the appropriate agencies will continue this focus through effective deterrents, targeted enforcement strategies, effective investigations, successful prosecutions and the rehabilitation of offenders. This is a key component to the strategy’s success.

Intervene Collaboratively To Reduce Elevated Risk Situations

- Collaboration is about new levels of inter-agency relationships, working together consistently with an ongoing open channel for information sharing, within the bounds of privacy laws.
- Intervention speaks to enabling or ‘mobilizing’ effective responses across agencies as needed to ensure early recognition and swift action upon the circumstances that place individuals, families and locations into elevated risk situations.
- Elevated Risk Situations occur when individuals, families or locations face situations which put them at predictable risk of, for example, offending, being victimized, breaching court imposed conditions, or lapsing on a treatment plan for substance abuse.

Building on enforcement and accountability, this strategy also focuses a great deal on stopping crime and victimization before they happen. Through collaboration across agencies to recognize elevated risk situations faced by individuals, families or locations, multiple partners are able to mobilize effective and quick actions in response. This represents perhaps the newest and most challenging aspect of this shared commitment, as it requires agencies to work together in new ways.

Initiate And Partner To Achieve Positive Change In Community Outcomes

In addition to addressing crime and victimization and their immediate risk factors this shared commitment also focuses on the broader picture. A greater, more effective and economically sound integration of systems is needed in the community to build and sustain better lives and living conditions for more of our citizens, especially our youth and the most marginalized members of our population.

The ongoing collaboration across agencies is necessary here to define where services are needed most and to effect these changes. This is about planning for the future, and not just addressing the present.

Champion Community Safety, Security And Wellness

As champions at every level, our shared responsibility is to work across the broader community and in our neighbourhoods to build and maintain relationships among key agencies and community-based partners, to communicate the core concepts of our shared commitment, and to be ambassadors for this collective approach to community safety and well-being.

To date, community response and engagement to working with the police to tackle safety and security in our City has been positive. We will continue in the upcoming year to streamline and implement a number of areas of the new model for a safer community.

CRIME PREVENTION

Our "Crime Prevention Through Early Recognition, Collaboration and Intervention" initiative was built upon the lessons learned in the previous "Crime Prevention Through Community Mobilization" initiative. The 2012 grant created a sustainable and effective approach to crime reduction and to building safer and healthier communities. This initiative created an effective, collaborative process to identify and intervene for individuals and locations at "acutely elevated levels" of risk of offending or being victimized.

Recent changes to the Service's vision demonstrated a commitment to increasing community safety and well-being, with the assistance of community partners and community residents. The Greater Sudbury Police Service believe that the prevention of crime through non-traditional measures, such as by addressing risk factors known to be correlated with crime and victimization has taken on an important role, as it is believed to have a more significant impact on crime prevention.

By directing police efforts and resources into mobilizing the most qualified social agencies in order to support them effectively in the service of risk reduction and crime prevention, noteworthy results in overall community safety and well-being can be achieved. Policing outcomes will continue to be measured through crime rates, or violent crime severity indices and clearance rates. But more significantly, this project will help us broaden and strengthen our performance assessments by building in new metrics for overall "community safety and well-being", which is the goal of the Greater Sudbury Police Service. Through the lessons learned applying a new community policing model, the need to evolve from a crime focused, incident driven model to a risk driven, victimization focused model has become evident.



These successful projects, which engage and mobilize neighbourhood residents in crime prevention, have become critical components in "Our Shared Commitment". The Greater Sudbury Police Service has reengineered how it provides services and is in a transition from being a reactive organization to a pro-active, risk driven, problem-oriented police service.

RECOGNITION AND APPRECIATION

SERVICE AWARDS

LONG SERVICE RECOGNITION

30 Year Exemplary Service – Sworn

Sworn members are recognized at the completion of 30 years of service characterized by good conduct, industry and efficiency that serves as a model for others

Inspector Robert Keetch
Sergeant Dave West

Inspector Dan Markiewich

25 Year Continuous Service

Sworn and Civilian Members are presented with a commemorative award at the conclusions of 25 years of continuous service with the City of Greater Sudbury

Staff Sergeant Karrie Burke
Staff Sergeant Craig Moxam
Sergeant Eric Sanderson
Constable Scott Mills

Staff Sergeant Michael Chapman
Staff Sergeant Robin Tiplady
Constable Carl Hoeg
Constable George Szymanski

20 Year Exemplary Service – Sworn

Sworn members are recognized at the completion of 20 years of service characterized by good conduct, industry and efficiency that serves as a model for others

Constable Roberto Laino
Constable Jack Sivazlian

Constable Scott Mills

20 Year Exemplary Service – Civilian

Civilian members are recognized at the completion of 20 years of continuous service with the Police Service.

Ms. Jocelyn Mannisto

AUXILIARY UNIT

5 year Recognition

Auxiliary Constable Pat Perron
Auxiliary Constable Jacques Roberge Sr.

Larry Kilby Memorial Award

This award is presented annually to the Auxiliary Member who has contributed the highest number of hours of service during the previous calendar year.

Auxiliary Constable Tyler England



RECOGNITION AND APPRECIATION

PROMOTIONS

Sergeant Jerry Willmott

RETIREMENTS

Members who retire in good standing accordance with the Ontario Municipal Employee Retirement Plan are presented with a suitable gift

Constable Gayle Cividino
Ms. Donna-Lynne Toffoli

Ms. Sally Koop

COMMUNITY RECOGNITION

Heroic Actions

This award is presented to a member of the Service and/or a citizen for distinguished acts of heroism

Mr. Nathan Dokis
Mr. David Levesque

Mr. Jesse Killeen
Ms. Felicia Marceau

Chief of Police Recognition

This award recognizes members for exceptional performance of duty, community policing initiatives, or innovations or initiatives enhance the image or operation of the Service

Constable Grant Howard (ret.)
Constable Randy Buchowski
Constable Mathieu Guertin
Constable Douglas McNaught
Constable Michael Robinson
Constable Dan Gosselin
Mr. Kevin Deforge
Ms. Michelle Morin

Constable Scott Mills
Sergeant Daryl Adams
Constable Pavel Burian
Constable Cameron Kidder
Constable Greg Major & Police Canine Appolo
Constable Nolan Windle
Detective Constable Jason Freemanis

Certificate of Merit

This award is presented to member(s) of the Service and/or citizen(s) for the development and implementation of community policing initiatives or any innovation or initiative that enhances the image or operation of the Service. All recipients will have successfully participated in a common goal or an event.

Cyber Crime Unit

Police Assistance

This award is presented to a citizen to recognize unselfish assistance rendered to aid another person

Mr. Steven Waytowich
Mr. Blaine Roy

Mr. Andrew Schroeder

IODE Youth Women Dedicated to a Better Canada Award

This award is presented to a member or members of the Police Service who have demonstrated outstanding commitment and contribution to youth in the community

Constable Kristin Zazelenchuk

Police ~ Community Partnerships

This award is presented to community partners/organization who work in partnership with the Service to recognize initiatives and/or innovations that had a positive impact on the image or operation of the Service

SPYDR Program

Autism Registry

Citizens on Patrol and City of Greater Sudbury Council

Threat Assessment Protocol

Traffic Management Unit and CTV Northern Ontario

City of Greater Sudbury Partnership

This award is presented to an individual or department of the City of Greater Sudbury in recognition of a City Partner who has contributed in an extraordinary way to the Police Service

Ms. Barbara McDougall-Murdoch

Special Tribute

The Lougheed Family



RECOGNITION AND APPRECIATION

VOLUNTEER RECOGNITION

15 Year Recognition - Storefront

Don Campbell

Virginia Langis

10 Year Recognition - Storefront

Bob Birnie

Ron Corbeil

Claudette Larivière

Mirja Parry

5 Year Recognition - Storefront

Carmen Pharand

Esther Tardiff

5 Year Recognition – Citizens on Patrol

Dennis Durand

John Goddard

Linda Goddard

Eric Raymond

1 Year Recognition – Citizens on Patrol

Kenneth Alexander

Pierre Audette

Catherine Cacciotti

Becki Craggs

Marc Delaire

Ross Dokis

Andrew Gingras

Neil Grant

Mary-Jane Hallett

Emily Heffern

Gilles Laframboise

Kelly Lamoureux

Corey Levert

Peter Marshall

Robert McKnight

Luc Prevost

Wayne Richer

Lionel Rudd

Maurice Scott

Helena Shepherd-Snider

Werneth Streitenberger

Arnold Suutari

Dale Bailey

Shirley Degagne

Sean Ferguson

Matthew Green

Miriam Houle

Cecillia Lawrence

Andrea Marshall

Denis Richer

Roger Schmitt

Stan Snider

Mary Waddell



Awards of Recognition

Greater Sudbury Police Pipes and Drums

Della Gauthier

Jennifer King

Constable Hally Willmott



Memorial Tribute

Sharon Milligan

COMMUNITY PARTNERSHIPS

Hate Crime Seminar

Over 100 community representatives attended the initial half day seminar to allow participants to become familiar with Hate Crime Legislation, discuss the Cultural Impact of these Crimes, recognize the indicators, outline key elements of these investigations, and discuss the need to link to Support Services. Members of the Greater Sudbury Police Service, and its Inclusion Team, also attended as a means of creating discussions, networking and developing community partnerships. The feedback from the session was very positive. The second day, designed to create dialogue and discussion between those involved in the investigation and prosecution of Hate Crimes was attended by members of VWAP, VCARS, Crime Investigation Units, the Crown Attorney's office, and other members of the Service. Hosted by Saleha Kahn from the Ontario Police College, as well as Crown Attorneys Leonard Kim and Karen Lische, participants reviewed current case law, discussed the impact of these crimes on the community, identified frustrations and concerns they have experienced during similar investigations and determined how best to address these issues.



Police Cup

The Police Cup, organized by a committee from the Greater Sudbury Police Service, in conjunction with the Sudbury Playground Hockey League (SPHL) was held on January 20 – 22, 2012. The League has been providing a low-cost hockey experience to the youth of Sudbury since 1952 and celebrated their 60th Anniversary in 2012. The success of the tournament is based on the continued community support, which promotes fun and sportsmanship for players, coaches and parents.



Sudbury Mock Trial

A project spearheaded by the Ontario Justice Education Network, students from the City of Greater Sudbury participated in a remarkable initiative sponsored by the local education sector, the Sudbury District Law Association and the Judiciary. Grade 12 students from three different school boards participated in the event, in which they integrate fundamental democratic principles and knowledge of the Canadian criminal justice. After a full day of trials, students from Collège Notre Dame were reigned the champions.



Tim Horton's Earn A Bike Program

On July 5th, youngsters from the City of Greater Sudbury were awarded their very own brand new bike, bicycle helmet, bell and lock for their participation in the 13th Annual *Tim Horton's Earn A Bike Program*. The participants, all between the age of 10 and 14 years, completed 30 hours of community service which consisted of cleaning up local parks and schools or assisting a local community group. The Program is a great way to teach kids about teamwork and the value of working toward something.



Sudbury Dragon Boat Festival

Since 2000, members of the Greater Sudbury Police Service participated in the *Sudbury Dragon Boat Festival*. Boats from Sudbury and across the province took to the water on Lake Ramsey to compete in the annual festival. The charity recipient for 2012 was the Meals on Wheels Sudbury to help with the costs of new kitchen equipment.



Operation Red Nose

Operation Red Nose is a program aimed at raising public awareness against drinking and driving and providing financial support to local community. This is a free, confidential, volunteer-driver service offered to any individual who has been drinking or who simply does not feel fit to drive their vehicle home. *Operation Red Nose* continues to participate with the Greater Sudbury Police Service's Traffic Unit on a number of occasions with the R.I.D.E. Program. This partnership enables *Operation Red Nose* to spread their message in a fun and positive manner to plan a ride home.



Sudbury Police Youth Dirt Riders (SPYDR)

The *Sudbury Police Youth Dirt Riders* (SPYDR) Program, now affectionately known as SPYDR, involves volunteer support from a number of officers, auxiliary officers and summer students. The Program offers an opportunity for youth in the community to experience biking and to see part of the City they have not seen before, including the Adanac trails, the Walden trails and the Laurentian Lake Conservation area. Each participant is provided with TREK 3900 mountain bikes, a helmet, bicycle maintenance kit, a SPYDR t-shirt and water bottle.



Shopping With Cops

The 5th Annual *Shopping With Cops* Event took place in 2012. It is a program allowing children, identified by the City's four local school boards, churches and social service agencies, an opportunity to purchase gifts for their families during the Festive Season. The event includes breakfast and a gift for each child. The goal of the program is to provide an opportunity for these children to become better acquainted with law enforcement personnel, building positive relationships with underprivileged children, their families and the community.



COMMUNITY INITIATIVES

Police vs. Firefighters Fundraising Hockey Game

The 3rd annual *Police vs. Firefighters Fundraising Hockey Game* was held on March 16th, and proved to be a successful event. The final score was a close 3 – 2 victory for the police team and over \$6,000 raised with the monies being divided between the Chief's Youth Initiative Fund and the Red Cross Relief fund.



Law Enforcement Mall Toll

Members of the Greater Sudbury Police Service, Police Foundation Students from the local colleges, Special Olympians and volunteers were involved in the 7th Annual *Law Enforcement Torch Run Toll* which was held on April 7th. The generosity of the citizens of Sudbury was overwhelming. At the end of nine hours, over \$23,000 was raised in support of Special Olympics.

Cops, Kids and Canadian Tire Fishing Day

The *Cops, Kids and Fishing* event is an opportunity to expose children to fishing who otherwise may not get the opportunity to do so. Children are provided with all the required equipment, and are escorted out on the lake by a law enforcement officer. Members of the Service volunteered their time to assist in this worthwhile adventure.



Adopt-A-School Program

The Greater Sudbury Police Service made a commitment to read to primary students of Sudbury Community schools and promote literacy and the love of reading. Chapters and Coles sponsor a school annually with the Indigo “*Love of Reading Adopt-a-School*” campaign which provides access to new books and education resources for local schools. In 2012, the recipient school was Princess Anne Public School.



Cops and Kids Golfing

The 3rd Annual “*Golfing With Kids*” Event was held on July 30th at the Grill Marks Golf & Conference Centre in Val Caron. A group of 15 youth from a local youth centre paired up with members of the Greater Sudbury Police Service for a day of golfing.



2012 BUSINESS PLAN RESULTS ~ REPORT AT A GLANCE

1. Our Service Commitments

Under this theme, we reaffirm our commitment to providing the people of Greater Sudbury with first class community-based policing. While all the core functions performed by our police service will continue to be important to us, the nine goals identified here represent critical areas of concern for our citizens and our community stakeholders. Each have been developed and supported by key strategies in achieving our targeted levels of community safety and in responding to emerging challenges both locally and beyond.

- 
- Participation in Prevent Alcohol and Risk-related Trauma in Youth (PARTY) program – Lecture by Traffic Management Officers to High School Students.
 - Crime Analytics are used identify problem areas, leading to intelligence led strategies identifying crime trends, direct responses, and tracking results, Proactive Initiatives, Property Crime Strategy, and Strategic media releases
 - Target aggressive and distracted drivers who were driving in fashion dangerous to the public or who were using their cell phones while driving.
 - Notification of Community Crime (NOCC) initiative notifying residents of crime trends in their areas.
 - Community Threat Assessment Protocol entered into with all School Boards and Violent Threat Assessment Training Level 2 delivered to community partner agencies
 - Creation of Autism Registry and training of members of the Police Service.
 - Working with our Policing Partners through the PAVIS initiative targeting criminal organizations in and attending our community. Participation in Advisory Committee which has developed school based community based and in service training in relation to PAVIS.
 - On-going participation in the Beginner Driver Course at Valley Driver Training – lecture by TMU officers to new drivers about rules of the road and proper driving habits
 - Numerous joint forces targeted enforcement initiatives were conducted in conjunction with OPP, MNR, RCMP and S.T.O.P officers. These included but were not limited to marine, ATV, snowmobile events.
 - Traffic Management Unit (TMU) initiated a new 12-Month High Visibility Traffic safety program monthly intent on addressing traffic related issues within the City of Greater Sudbury based on using information from public complaints, collision investigation data that outlines common operator errors and the use of other intelligence driven policing methods
 - Expansion of the Reduce Impaired Driving Everywhere (RIDE) program with the help of funding from the Ministry of Community Safety and Correctional Service
 - On-going media releases which publish the names of drivers involved in alcohol related driving incidents
 - Assist Health Sciences North (HSN) with their Emergency Response Manual (Code Silver)
 - Collaborate with various local school regarding “lock down” drills
 - The (Chief’s Youth Advisory Council) continues to provide initiatives for youth including the Courage to Stand and other anti-bullying programs.

2. Positive Action for Our Members

We recognize the vital importance of our sworn and civilian members in fulfilling the mission of the Greater Sudbury Police Service and this theme isolates several areas where our police service must do more to meet member needs as times change and the challenges in policing careers continue to grow.

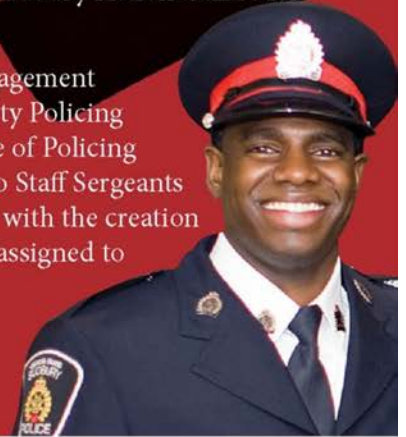
- Funding received and framework developed for Scenes of Crimes Officer's program providing further career opportunities for our members.
- Newsflash being disseminated bi-weekly to all personnel celebrating achievements in policing. This resource is an excellent communication tool for our members.
- Public Order Unit members trained in IMS 100 and Basic Emergency Management along with Search Management Team, Tactical Unit and Crisis Negotiators completing mandated training
- Two officers trained to the National Standard in Standard Field Sobriety Testing (SFST)
- Inclusion Team provides training for all members
- from external agencies enriching their collective experience, relative to the diverse make-up of the City of Greater Sudbury.
- Acknowledging the efforts of our members by hosting annual Employee Appreciation Night.
- Focusing on the physical fitness of our members by instituting a Take the Stairs Challenge, updating our gym facilities and encouraging members to obtain their fitness pin.
- Retained a new Employee Assistance Program vendor to better meet the needs of our staff.
- Investigative opportunities for our members through HEAT initiatives



3. The Future of Policing in Greater Sudbury

The Chief, the Executive Command and the members of GSPS believe that our vision of policing in Greater Sudbury is in need of renewal to reflect modern social conditions and to keep pace with the evolving state of our community and with the emerging best practices in policing and public safety across Canada.

- Unveiling of the Nickel Model and Our Shared Commitment to policing
- Community Mobilization Model being applied in the Urban Zones.
- Championing the model of Our Shared Commitment to “Community safety and well-being”.
- Build relationships with community partners and stakeholders that proactively focus on a crime reduction link provided to other victim care services; NOAH Space (37 Partner Agencies), Citizens on Patrol, Better Beginnings Better Futures, Neighborhood Resource Center (20 Partner Agencies), Sudbury Action Centre for Youth.
- Mobilization & Engagement Model of Community Policing refresher and Future of Policing Model introduced to Staff Sergeants October/November with the creation of new zones being assigned to each Platoon.



4. A Problem Solving Police Culture

In recent years, the GSPS has fully embraced problem-based learning for its effectiveness in building new competencies in our organization and for its direct relevance to the style of policing we have chosen to practice with our community. This theme addresses the need for us to continue our collective learning and to expand our application of these principles

- Probationary Constables completing Neighbourhood Portfolio Exercises and applying problem based learning (PBL) strategies to identified hot spot areas/issues.
- Neighbourhood Policing Unit employs PBL strategies to resolve community/neighborhood problems (BMO, Transit, Prostitution, CPTED)
- In Service Training provided to all sworn, court and Communication staff on Mental Health Awareness Training. 3.5 hour training session conducted by Community Partners (Canadian Mental Health and Health Sciences North Staff)
- Problem Based Learning Neighbourhood Policing
- Exercise showcased in multiple episodes of GSPS internal newsletter “On Our Radar”.
- Expansion of proactive patrols and use of the proactive log with an archive tool being added.
- Our Shared Commitment to Community Safety Model developed and Zone Ownership assigned to Uniform Staff Sergeants.
- Developing new performance matrices to reflect the PBL philosophy by instituting processes which require problem identification, root cause determination, solution identification, implementation and assessment.

5. A High Performing Organization

The Greater Sudbury Police Service aims to be a model employer and a model of organizational effectiveness in all of its endeavours. Under this theme we have identified a number of areas where we believe more must be done in order for us to keep these standards as high as our community, our members, and our governing authorities have come to expect.

- Development of a comprehensive community crisis model partnering with LHIN, Health Science's North, and Canadian Mental Health Association to enhance response to persons with mental health needs in our Community.
- Enhanced training for Police Officers, Crisis staff, Health Sciences North staff, Canadian Mental Health staff, and medical practitioners in relation to their respective responsibilities as articulated in the Community Crisis Response model.
- Overall increase of CopLogic on-line reporting in 2012.
A 33% growth in online reporting of calls was observed.
This change has resulted in freeing up 545 more patrol hours.
- Implementation of a new court notification process for personnel.
- Utilize information from the Collision Reporting and Occurrence Management Software (CROMS) in order to direct initiatives for high problem areas
- The GSPS Major Incident and Disaster Manual, Roadblock Points and Major Incident Logbook were completed and made available on the electronically to all members
- A comprehensive review of the Zone 30 project concluded and report recognizing the successes and challenges of this initiative completed.
- Renovation of lower control room for improved prisoner monitoring.
- Installation of radar equipment in all service patrol vehicles
- Harris Canada successful bidder to install new radio system – implementation scheduled for 2013.
- Fully functional Powercase efficiency in Criminal Investigations

