



Halton Regional Police Service 2011 Annual Report



Cst. Mike Dinsmore, left, and GO Transit Special Cst. Craig O'Neill hand out No Valuables On Board window placards and information cards to Milton commuters. Photo courtesy of Graham Paine, Milton Canadian Champion.

Halton's Crime Rate Drops to Historic Low

2011 was an historic year for public safety in Halton, with the lowest crime rate since regionalization in 1974.

Specifically, 1,259 fewer criminal offences were committed in Halton in 2011 (13,678) compared to 2010 (14,937), according to the Halton Regional Police Service's year-end crime statistics. When regional population growth is taken into account, this represents a significant 10.4% decrease in the overall crime rate since last year – and the lowest rate in 37 years.

"When a community that is already as safe as Halton sees this kind of significant decline in criminal offences, it speaks volumes about how effectively the police, the public, our community partners, and the media are working together for public safety," said Chief Gary Crowell, explaining that a number of factors outside of police control can influence crime rate, including demographics and socioeconomics.

In further good news, Halton's property crime rate dropped by 13.0%, with 10,025 offences committed in 2011. Crimes in this category include theft, break and enter, mischief, arson and possession of stolen goods.

There was a slight increase of 0.1% in Halton's violent crime rate in 2011, which can largely be attributed to four homicides and five attempted murders committed in the region last year. Suspects have been identified and charged by police in all these cases.

One trend Chief Crowell is not pleased to see

is an increase in motor vehicle collisions. Despite a 19.0% increase in traffic enforcement by police, motor vehicle collision totals were still 10.1% higher in 2011 compared to 2010 (up from 7,649 to 8,425). Property damage collisions were up 10.5% and injury collisions were up 8.2% year-over-year. Of most concern, the number of fatal collisions increased from 13 in 2010 to 15 in 2011.

"As police, we are doing everything we can to improve traffic safety by using a combined approach of enforcement, education and engineering. However, far too many people are being injured or killed on our roads," said Chief Crowell.

"Distracted, impaired and aggressive drivers pose a serious risk to themselves and others. I cannot say it any more clearly: motorists must slow down, focus on the road, not drive while under the influence of any substance which could impair response or judgment."

Crime rate is the number of offences committed per 100,000 people. Statistics Canada and police use crime rate measurements to give the most accurate comparison of criminal activity between communities with different populations, and within a single community over different time periods.

Visit www.haltonpolice.ca for the latest information on the Halton Regional Police Service.

A complete report on 2011 crime statistics is on pages 6-7.

From the Headlines Top News Stories of the Year

Early 2011 Marked by Four Homicides

Halton saw a shocking start to 2011, with Halton Regional Police Service (HRPS) Homicide Unit detectives investigating four murders in Jan. and Feb. The first homicide on Jan. 8 claimed the life of a 22 year-old Milton man. Then, on Jan. 22, there was a fatal altercation in Oakville involving a 31 year-old male victim. Halton's third homicide was recorded on Feb. 3 in Burlington when a 67 year-old man succumbed to injuries sustained in an alleged dispute. The final homicide of 2011 was reported on Feb. 16 when a 45 year-old male was found deceased in his Oakville place of business. Investigation by officers at each scene led to the quick identification of suspects and laying of charges in all four cases. For more information on the work of the Halton Regional Police Service Homicide Unit, refer to page 10.

Regional Child Porn Sweep Nets Four

On Mar. 9, 2011, the HRPS Internet Child Exploitation Unit arrested four Halton men in connection with the possession and distribution of child pornography. The accused were identified by police as a result of a two-month investigation into the exchange of child pornography over the Internet. The four face a total of 11 charges, including Possession of Child Pornography, Make Available Child Pornography and Breach of Recognizance.

22 Arrested in Halton Hills Drug Bust

On Mar. 24, 2011, the HRPS Drug & Morality and Guns & Gangs Units completed a six-week undercover investigation into street-level drug trafficking in Acton and Georgetown, resulting

Continued on page 4

What's Inside:

Chairman and Chief's Messages.....	2-3
Top Headlines.....	4-5
Statistics and Operating Budget.....	6-7
Community Safety.....	8
Communication & Dialogue.....	9
Organizational Capacity.....	10
Organizational Excellence.....	11
Farewell to Chief Crowell.....	12

Police Services Board Message



The Halton Regional Police Services Board is the civilian governing body responsible for ensuring police services in Halton are delivered in an effective and efficient manner. Police services must be responsive to: emerging trends; the goals as outlined in our 2011 – 2013 Corporate Business Plan; growth within the Region and the socioeconomic environment in Halton.

The Police Services Board is proud that 2011 marked another record-setting year for public safety in Halton. The Region

achieved the lowest crime rate since regionalization in 1974 and, for the fourth year in a row, earned the distinction of being ranked the safest regional municipality in Canada by Maclean's magazine.

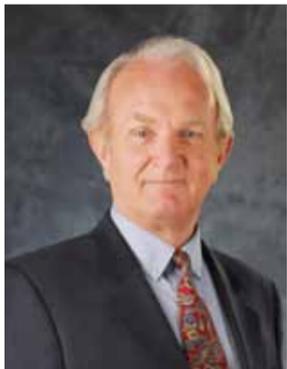
Credit for this continued success is due to the combined efforts of Chief Gary Crowell, his senior management team, the men and women of the Service and last but certainly not least - the community. This partnership ensures Halton is a great place to live and work.

On behalf of the Board, I would like to thank Regional Chair Gary Carr for his service on the Board. He served from December 2006 to December 2011, and his positive input was truly appreciated. Regional Councillor Jeff Knoll replaced Chair Carr as of December 2011.

In December 2011, Chief Crowell announced his intention to retire effective June 2012. Chief Crowell was appointed Chief of Police in June 2006 having served as Halton's Deputy Chief of Police from February 1999 until June 2006. On behalf of the Halton Regional Police Services Board, I congratulate Chief Crowell on his retirement, and thank him for the exceptional leadership, integrity and innovation he contributed to the Service and the community. We wish him all the best in his retirement.

Bob Maich
Chairman of the Board

2011 Police Services Board Members



"An involved community is a safer community. It is great to be a part of something that makes a real difference in the lives of the people of Halton."

Randy Hammell



"As a Halton taxpayer, I have a vested interest in ensuring policing funds are spent as efficiently as possible. In my role as a PSB member, I have the chance to see and affect this first-hand."

Robert Burton



"A safe community is in everyone's best interest, and our reputation as the safest in Canada is one of the reasons so many call Halton home."

Gary Carr



"It is no accident that Halton is Canada's safest regional municipality year after year. It's the product of solid partnerships and teamwork that ensures the public has a strong voice in community policing."

Rick Craven



"There are few positions one can take on that influences their community as greatly as being a member of the Police Services Board does. I am most thankful for the opportunity."

Andrew Tyrrell



"As a Halton resident I'm honoured for the opportunity to serve our community in such a meaningful and important way."

Marion Yee

Headquarters

HQ
1151 Bronte Rd. (Block C)
Oakville, ON L6M 3L1
905-825-4777

Oakville

2 District - 20 Division
95 Oak Walk Dr.
Oakville, ON L6H 0G6
905-825-4747 ext. 2205

Marine Unit / Bronte Substation
2340 Ontario St.
Oakville, ON L6L 6P7
905-825-4747 ext. 5322

Burlington

3 District - 30 Division
3800 Southampton Blvd.
Burlington, ON L7M 3Y2
905-825-4747 ext. 2305

Brant Street Substation
460 Brant St.
Burlington, ON L7R 4B6

Milton

1 District - 12 Division
490 Childs Dr.
Milton, ON L9T 5G2
905-825-4747 ext. 2405

Georgetown

1 District - 11 Division
217 Guelph St.
Georgetown, ON L7G 4A8
905-825-4747 ext. 2105

Acton

1 District - 10 Division
315 Queen St.
Halton Hills, ON L7J 1R1
519-853-5060

Chief's Message



2011 was a memorable year for policing in Halton. We worked together with the community to achieve an astounding record-low overall crime rate; our officers made major arrests in many significant criminal investigations, particularly in the areas of fraud and homicide; and we received some excellent public feedback into our *2011-2013 Corporate Business Plan* to help focus our policing efforts over the next three years.

Working with an annual budget of \$116.4-million, our 629 uniform officers and 282 civilian employees served a regional population of 493,045 people, and responded to 128,202 calls for service.

To maintain the positive relationships our Service has built with Halton's diverse population, our officers attended hundreds of community events and gave presentations to a wide variety of groups. These included 72 Citizen Police Academy presentations, 22 E-SINC (Emergency Services Introduction for New Canadians) presentations to 580 new Canadians, and 82 Elder Services presentations.

Service members also instructed 6,623 students at our Children's Safety Village and 8,557 students through our DARE/Motiv8 programs. Additionally, our Victim Services Unit volunteers gave 3,083 hours of time, and our Auxiliary Policing Support Unit provided 7,300 volunteer hours.

Our Service also maintained a strong online presence, with our website www.haltonpolice.ca garnering 8.0% more visits than 2010, and our Online Police Reporting system processing 228 crime reports. We also took our first steps into social networking to explore new, innovative ways to connect with the public.

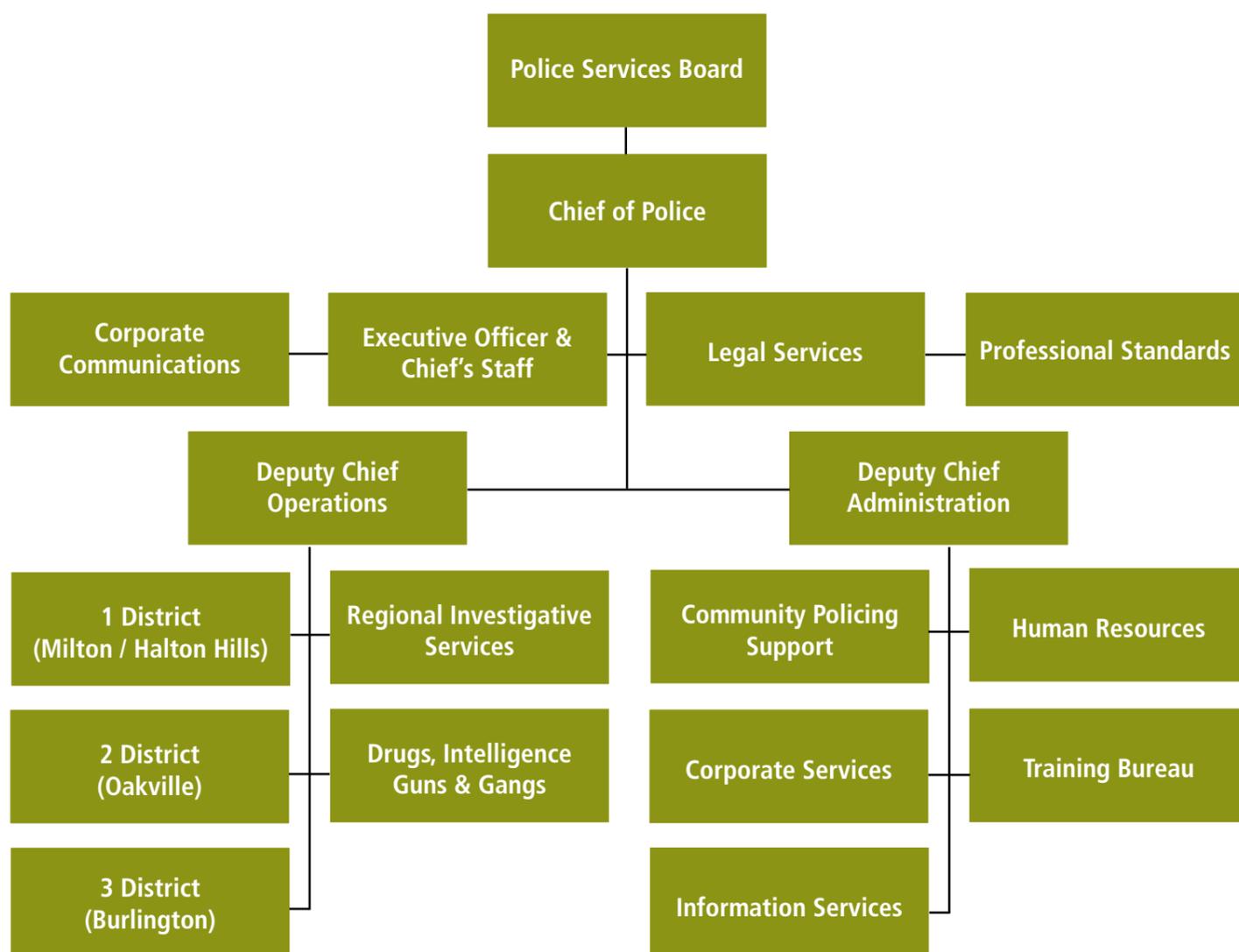
As this is my final annual report as Chief of Police, I wish to express my gratitude for the exceptional support I have received since being appointed in June 2006 from the Police Services Board, our local and regional councils, fellow police services and emergency services agencies, the media and most of all, our invaluable community partners and the public they represent. In your own way, you have each helped to foster safe and secure neighbourhoods, which are the cornerstone of our strong, vibrant region.

I would also like to commend the uniform and civilian members of the HRPS for their exceptional hard work, dedication and commitment to the Service during my tenure as Chief of Police. You have made my role much easier because of your unwavering support of our shared vision to be a world-class police service.

I will always fondly remember my time with the Halton Regional Police Service, as it truly was the highlight of my policing career. I wish the Service and the people of Halton all the best in the future.

G.W. Crowell
Chief of Police

Organizational Chart



2011 Top Headlines

Continued from page 1

in the seizure of \$49,000 in drugs including cannabis marihuana, crack cocaine, cocaine, ecstasy, MDMA and various unlawfully possessed prescription medications; six vehicles; a replica firearm and several prohibited weapons. Eight search warrants were executed. One cannabis resin extraction lab and one marihuana grow operation were dismantled. Twenty-two people were arrested and face a total of 90 criminal charges.

Milton Business Manager Charged in Million-Dollar Fraud

The HRPS Regional Fraud Unit charged a Milton company business manager with multiple counts of fraud on Mar. 29, 2011. Police were contacted after an internal audit revealed several suspicious transactions. Subsequent investigation by police showed that the accused had defrauded his employer of approximately \$1-million over a two-year period. A 38 year-old Milton resident faces six counts of Fraud Over \$5,000, and one count of Fraud Under \$5,000.

Police Seize \$123K in Drugs, Snag Two Traffickers

In early 2011, the HRPS Drug & Morality Unit began an investigation into cocaine trafficking in Burlington and Oakville. Police observed the suspects over several weeks before arresting them on Apr. 1, 2011. Both suspects were found to be in possession of cocaine and/or currency when apprehended. The execution of subsequent search warrants resulted in the seizure of 50 pounds of cannabis marihuana with a street value of \$100,000, eight ounces of cocaine worth \$14,000, 500 ecstasy tablets estimated at \$5,000, \$1,000 in anabolic steroids, \$21,000 in Canadian currency, and related drug packaging and paraphernalia. A 29-year old Burlington man and 33-year old Hamilton resident face a total of eight charges.

120 Charges for Two Men in Theft from Auto Fraud Scheme

On Apr. 4, 2011, the HRPS announced that 120 charges were laid in connection with thefts from parked cars in two Burlington parks that began in Dec. 2010. In each incident, windows were smashed and valuables, purses and wallets taken. Stolen credit cards were then used to make fraudulent purchases. Police investigation led to the identification and arrest of a Waterdown man and woman. Both were charged with 10 counts of Mischief, 10 counts of Theft Under \$5,000, 34 counts of Use Stolen Credit Card and two counts of Fraud Under \$5,000. One of the accused faces an additional 10 count charge of Disobey Court Order.

Multi-Jurisdictional Crime Spree

On Apr. 5, 2011, HRPS officers responded to a domestic dispute in a car in Georgetown.



GTA ATM Skimming Ring Dismantled, Seven Arrested: On Jun. 21, 2011, HRPS Regional Fraud Bureau detectives announced the arrest of seven individuals on more than 230 charges in connection with a regional ATM skimming ring. The group operated within the Greater Toronto Area but was observed predominantly in Oakville, and was responsible for \$245,000 in losses to debit card customers and financial institutions. As a result of the investigation, search warrants were executed on three residences. Instruments used to forge credit cards, numerous fraudulent credit cards, three motor vehicles, other property and \$110,000 in U.S. and Canadian currency were seized. For more on the HRPS Regional Fraud Unit turn to page 11.

A 20 year-old male had pulled a knife on his father causing superficial wounds. When the vehicle the family had been travelling in stopped, the accused jumped into the driver's seat and fled, hitting several occupied vehicles in the process. Information on the suspect and vehicle was broadcast region-wide. A 90-minute, multi-jurisdictional crime spree ensued that included a second collision, a carjacking and O.P.P. pursuits through Wellington County. The suspect was finally arrested in Wingham. He faced multiple charges in connection with the incident.

Man Arrested Following B&E Spree

Following a four-month investigation into a series of early morning commercial break and enters along the Queen Elizabeth Way corridor, HRPS detectives in Burlington and Oakville arrested a 30 year-old federal parole violator on Apr. 13, 2011. The Toronto man was charged with nine counts of Break, Enter and Commit Theft, six counts of Wear Disguise While Committing an Indictable Offence and Possession of Break and Enter Tools.

Men Arrested in Jewellery Heist

On May 9, 2011, the HRPS responded to a theft at Burlington Mall. Three men ran into a high-end jewellery store and smashed display cases using a hammer and a bat before stealing a quantity of merchandise. A maintenance

person drawn to the scene was pepper-sprayed by the suspects as they fled. Subsequent investigation by Halton and Hamilton detectives led to the identification of suspects, the execution of several search warrants and the recovery of stolen property. On Jun. 3, 2011, the HRPS announced multiple charges of Robbery, Assault, Wearing a Disguise and Possession of Stolen Property against two Hamilton men.

14 Charges Laid in Oakville Traffic Fatality

Five months after a motor vehicle collision between a dump truck and car in Oakville claimed the life of a 25 year-old woman, members of the HRPS Collision Reconstruction Unit (CRU) announced on Jun. 16, 2011, that a 65 year-old man and two companies face 14 Criminal and Highway Traffic Act charges stemming from the incident. The charges include Dangerous Operation Causing Death, Causing Death by Criminal Negligence, Overweight Vehicle (various HTA sections) and Operate Unsafe Vehicle.

Street Lugers Critically Injured in Separate Collisions

On Jun. 28, 2011, the HRPS responded to a collision between a street-luger and pick-up
Continued on next page

Visit www.haltonpolice.ca for the latest HRPS news and events

2011 Top Headlines

truck in Burlington. A 16 year-old male had been travelling head-first on a wheeled board down a curved hill when he crossed into the path of oncoming traffic and was struck. He was transported to hospital in critical condition. A similar incident occurred in Halton Hills on Jul. 15, 2011. The 21 year-old rider in the latter case also sustained life-threatening injuries.

Boater Assists in Marine Rescue

On Jun. 28, 2011, the HRPS Marine Unit was dispatched to a distress call on Lake Ontario. A small sailboat had capsized, forcing its two occupants into the water. A citizen boater nearby witnessed the incident and rendered assistance, pulling one of the men into his vessel. Marine Unit officers rescued the second male a few minutes later. Neither was injured and the citizen boater was able to tow the crippled sailboat to shore.

Man Charged with Multiple B&Es

On Jul. 28, 2011, detectives from the Oakville Criminal Investigations Bureau attended a Toronto residence and arrested a 23 year-old man on charges relating to several overnight home entries in Oakville and Burlington. The accused faced seven counts of Break, Enter and Theft and 14 counts of Breach of Probation and was sentenced to a period of incarceration.

Suspect Composite Released



The HRPS continues to investigate the Jul. 23, 2011, assault of a 19 year-old woman in Norval. The victim had been walking on Winston Churchill Boulevard near 10 Sideroad around 11:30 p.m. when she was approached by three males who made sexual demands and grabbed the back of her dress. The victim was not injured but lost her purse and cell phone in the struggle. A composite of one of the suspects - a white male between 6'3" and 6'6" with a skinny build - was released by police. Contact investigators at 905-825-4777 or Crime Stoppers at 1-800-222-TIPS (8477).

Teamwork Tags Graffiti Culprit

Working in cooperation with the Town of Oakville, 2 District Criminal Investigations Bureau detectives announced on Sep. 1, 2011, that they identified and arrested a suspect in connection with more than 70 graffiti tagging incidents on public property in northeast Oakville. The dollar value to remove and/or replace the damaged property was estimated at \$20,000. An 18 year-old Oakville resident pled guilty to several counts of Mischief Under \$5,000 and was sentenced to probation, community service and restitution.

Officers Bear-sprayed, Arrest Man

A 25-year old man faces multiple charges, including three counts of Assault Police, after he bear-sprayed four plainclothes HRPS officers attempting to arrest him on outstanding warrants on Sep. 27, 2011. In spite of hampered vision and pain caused by the spray, police were able to pursue the suspect after he fled. He was eventually apprehended. All four officers received treatment in hospital and were released.

Arrests in Multiple Pharmacy Robberies



Photo courtesy of David Ritchie

On Oct. 8, 2011, Burlington CIB detectives arrested a 26-year old Hamilton man in connection with five pharmacy robberies which occurred in Burlington and Hamilton between Jan. and Sep. 2011. The robberies included one at St. Joseph's Medical Clinic in Burlington on Aug. 31, 2011 (pictured above) in which the accused, armed with a gun, stole \$600 cash and a large amount of prescription medications including OxyContin and Oxycocet. Charges laid against the accused included three counts of Robbery With A Firearm, two counts of Pointing A Firearm, three counts of Disguise With Intent To Commit An Indictable Offence, one count of Utter Threats and four counts of Possession Of Drugs. A second Hamilton man, 34, was arrested on Nov. 24, 2011 in connection with the robberies, and plead guilty to four charges in Apr. 2012.

Youth Charged Following Crime Spree

HRPS officers tracked and apprehended a youth in connection with an Oct. 9, 2011, crime spree that began with a night-time break and enter in Oakville. After making his escape by ramming a stolen vehicle into another, the suspect went to a Burlington townhouse complex. He entered several units while the occupants slept. Police were contacted and, with the support of the Canine Unit, located the accused inside a home he had entered. A 17

year-old Oakville resident faces a total of eight charges in connection with the incident.

Three Arrested for Motor Vehicle Theft

On the evening of Oct. 22, 2011 HRPS officers responded to reports of a stolen vehicle in the area of Winston Park Drive in Oakville. An altercation between officers and the suspects ensued, and shots were fired by police. As a result of injuries sustained by one of the suspects, the Special Investigations Unit (SIU) invoked its mandate. In Mar. 2012, the SIU released the results of its independent investigation, concluding there were no reasonable grounds to charge the officers involved and that the measures they used to take the suspects into custody were legally justified. Three Oshweken residents - two males aged 25 and 31, and a 27 year-old female - face numerous charges in connection with the incident.

13 Year-Old Charged in Bleach Attack

Following an investigation into reports that a 13 year-old female had been doused with bleach, threatened with a knife and assaulted at a sleepover four days earlier, HRPS investigators announced on Dec. 14, 2011, that they had charged a youth in connection with the case. A 13 year-old female from Burlington faces one count each of Administer Noxious Substance, Weapons Dangerous, Mischief, Assault With A Weapon and Assault in connection with the case.

Burlington High School Student Stabbed

On Dec. 20, 2011, at approximately 2:45 p.m., HRPS officers responded to reports that a 15-year old male student had been stabbed in the parking lot of a Burlington high school. The accused had fled the scene in a vehicle prior to police arrival, leaving the victim in serious condition. Plainclothes officers located the accused in his vehicle on a residential Burlington street less than two hours later and arrested him. An 18 year-old from Burlington who was not a student of the school was subsequently charged with Aggravated Assault and Possession Of A Weapon For Dangerous Purpose.

Thief Snatches Purse, Senior Catches Licence Plate

HRPS officers credit a quick-thinking and sharp-eyed senior with helping them nab a suspect who had snatched her purse in a Burlington mall parking lot on Dec. 24, 2011. Despite being knocked off balance in the incident, the uninjured senior was able to capture the licence plate of the suspect's vehicle and called police. A patrol officer spotted the vehicle moments later and initiated a traffic stop. In addition to recovering the victim's property and a substantial amount of cash, police learned the suspect vehicle had been stolen. A 48 year-old Mississauga resident faces charges of Robbery, Possession of Stolen Property Over \$5,000 (vehicle) and Drive Disqualified.

2011 Statistics

Annual Crime Totals

Category	2009	2010	2011	'10-'11 Change	'10-'11 % Change
Violent Crime					
Homicide	1	1	4	3	300.0%
Attempted Murder	2	3	5	2	66.7%
Sexual Assault	107	184	171	-13	-7.1%
Non-Sexual Assault	1,579	1,526	1,717	191	12.5%
Other Sexual Offences	15	15	14	-1	-6.7%
Abduction	26	22	13	-9	-40.9%
Robbery	100	121	87	-34	-28.1%
Other Violent Crime	532	639	558	-81	-12.7%
Total	2,362	2,511	2,569	58	2.3%

Annual Crime Ratesⁱ (Per 100,000 population)

	2010	2011	'10-'11 % Change ⁱⁱ
Violent Crime			
	0.2	0.8	291.2%
	0.6	1.0	63.0%
	38.2	34.7	-9.1%
	316.5	348.2	10.0%
	3.1	2.8	-8.7%
	4.6	2.6	-42.2%
	25.1	17.6	-29.7%
	132.5	113.2	-14.6%
Total	520.7	521.0	0.1%

Property Crime

Break & Enter	1,303	1,275	1,094	-181	-14.2%
Auto Theft	538	541	481	-60	-11.1%
Theft Over \$5,000	107	133	114	-19	-14.3%
Theft Under \$5,000	4,799	5,760	4,975	-785	-13.6%
Have Stolen Goods	213	217	109	-108	-49.8%
Fraud	1,343	1,254	1,416	162	12.9%
Mischief	2,094	2,029	1,787	-242	-11.9%
Arson	105	59	49	-10	-16.9%
Total	10,502	11,268	10,025	-1,243	-11.0%

	264.4	221.9	-16.1%
	112.2	97.6	-13.0%
	27.6	23.1	-16.2%
	1,194.5	1,009.0	-15.5%
	45.0	22.1	-50.9%
	260.1	287.2	10.4%
	420.8	362.4	-13.9%
	12.2	9.9	-18.8%
Total	2,336.7	2,033.3	-13.0%

Other Crime

Prostitution	6	2	2	0	0.0%
Gaming & Betting	0	0	0	0	-
Offensive Weapons	88	97	80	-17	-17.5%
Other Criminal Code Offences	1,085	1,059	1,002	-57	-5.4%
Total	1,179	1,158	1,084	-74	-6.4%

	0.4	0.4	-2.2%
	0.0	0.0	-
	20.1	16.2	-19.3%
	219.6	203.2	-7.5%
Total	240.1	219.9	-8.4%

Total Crime	14,043	14,937	13,678	-1,259	-8.4%
--------------------	---------------	---------------	---------------	---------------	--------------

	3,097.6	2,774.2	-10.4%
--	----------------	----------------	---------------



Other Performance Indicators

Total Calls for Service	124,503	129,971	128,202	-1,769	-1.4%
Crime Clearance Rate	41.5%	37.1%	38.8%	1.7%	
Impaired	404	376	383	7	1.9%
Temp. Lic. Suspension	448	524	447	-77	-14.7%
Property Damage Collisions	6,736	6,545	7,229	684	10.5%
Injury Collisions	1,098	1,091	1,181	90	8.2%
Fatal Collisions	9	13	15	2	15.4%

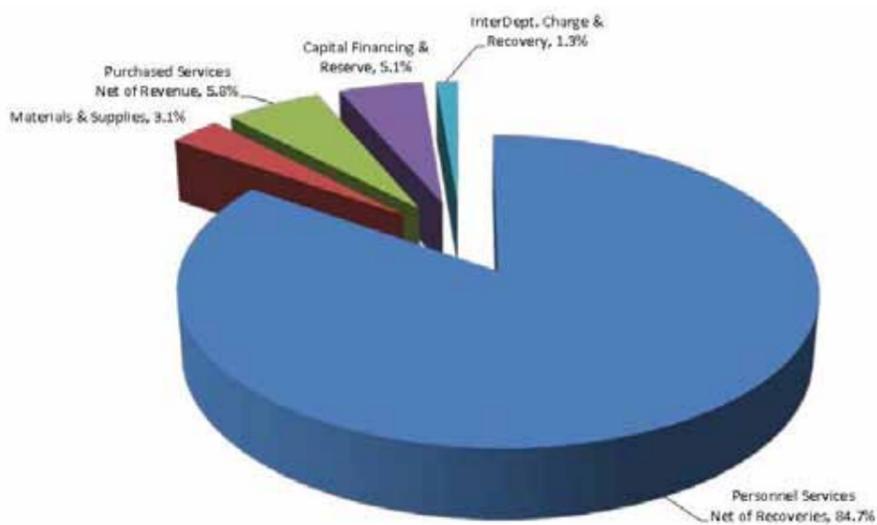
	26,953	26,002	-3.5%
	78.0	77.7	-0.4%
	108.7	90.7	-16.6%
	1,357.3	1,466.2	8.0%
	226.2	239.5	5.9%
	2.7	3.0	12.8%

Notes: i: Totals and percentages may not always add up due to rounding. ii: Percent change based on unrounded rates.

2011 Statistics

Financials

Operating Budget (2012)



Service at a Glance

Category	2009	2010	2011
Population Served	471,383	482,214	493,045
Uniform Officers	603	614	629
Civilian Employees	250.5	269.5	282.5
Total Staff	853.5	883.5	911.5
Uniform Officers: Population	1:782	1:785	1:784
Annual Budget	\$105,900,000	\$108,900,000	\$116,400,000
Cost per Capita	\$224.66	\$225.83	\$236.08



Nancy Sorrow of Oakville's Communities on Phone Patrol (COPP) is one of more than 250 volunteers who donate their time and talent in support of Service initiatives. *Progress Through Participation*



Officers from 12 Division in Milton join Halton's Special Olympians at the 2011 Law Enforcement Torch Relay for Special Olympics Ontario.

Halton Police Supports Special Olympics

The *Law Enforcement Torch Relay for Special Olympics* is an annual, community-based event that sees the "Flame of Hope" carried across thousands of communities by members of law enforcement agencies and their local partners worldwide.

The Halton Regional Police Service is proud to support the *Law Enforcement Torch Relay for Special Olympics*, and by extension hundreds of athletes from across Halton Region.

In 2011, members of the HRPS presented Special Olympics Ontario with a cheque for \$10,196.

2012 marks the 25th Anniversary of the *Law Enforcement Torch Relay for Special Olympics*. Relays will take place on Thursday, Jun. 7, 2012, from 9:00 a.m. until 12:00 p.m. (rain or shine) in Burlington, Oakville and Milton. Visit www.haltonpolice.ca in the *About Us* section under *Events* to learn more about how to take part in this worthwhile initiative.

Crime Stoppers

Category	2010	2011	Total Since 1988
Tips	803	833	11,956
Arrests	31	48	938
Cases Cleared due to Tips	47	38	1,974
Weapons Recovered	10	9	58
Rewards Approved	50	45	1,041
Dollars Approved	\$8,603	\$9,525	\$136,756
Property Recovered	\$105,230	\$46,435	\$2,348,447
Narcotics Seized	\$110,730	\$378,755	\$16,780,265
Total	\$215,960	\$425,190	\$19,128,712

Professional Standards

Category	2009	2010	2011
Total Citizen Complaints (Received from Public)	70	86	88
Chief's Complaints (Internal Investigations)	60	49	41

Community Safety

New Designation Enables Officers to Detect Drug Impairment

Impaired driving is a charge most people associate with alcohol impairment. In actual fact, it can apply to driving while under the influence of illegal and prescribed drugs as well. Detecting impairment by substances other than alcohol, however, requires a special set of skills.

In response to increased incidents of impairment caused by illegal and prescribed drugs, the HRPS supported the training of three front-line officers as Drug Recognition Evaluators (DRE) in 2011.

DRE is a new, and therefore rare, certification which grants its holders the authority to perform a 12-step process to determine the class(es) of drugs (including alcohol) an individual is under the influence of.

Training for HRPS officers selected to receive the DRE designation began in June. It consisted of two weeks of theory at the Provincial Academy in Orillia followed by four days of intense practical work in Arizona. All DREs in North America receive the same training under the National Highway Safety Traffic Association.

DRE in Action

When a front-line officer conducts a traffic stop and suspects that a motorist is operating a vehicle under the influence, one of eight trained Standard Field Sobriety Test (SFST) officers is dispatched to the scene to perform a series of roadside sobriety tests. If that officer has grounds to believe that the subject is impaired by drugs, they will be transported to 2 District in Oakville for further evaluation by a DRE.

Working in a special retro-fitted room, the



Cst. Dave McInnis, one of three HRPS officers trained as a Drug Recognition Evaluator (DRE), performs the pupil size test, one of the nine indicator tests for drug impairment, at 2 District in Oakville.

DRE undertakes the comprehensive 12-step assessment process, which includes nine indicators: blood pressure, pulse rate, body temperature, muscle tone, pupil size, reaction to light with the pupils, lack of convergence of the eyes, and horizontal and vertical involuntary jerking of the eyes.

If the results of the examination warrant it, the DRE has the legal authority to make a demand for a urine sample under Bill C-2, which came into effect in Jul. 2008. Laws of Refuse apply to drug impairment testing.

To ensure a timely and effective response,

Halton officers work in partnership with DREs in neighbouring jurisdictions such as Peel and Hamilton to share their expertise.

“Motorists hold the key to eliminating impaired driving on our roads,” said Deputy Chief of Operations Bob Percy. “If you have taken certain prescription medications or used illegal drugs or any other substance such as alcohol, think twice before getting behind the wheel because your perception and reaction times may be altered, and that could make a life or death difference to you, a loved one, or someone else.”

Give Respect, Get Respect Campaign Empowers Youth to Raise Bullying Awareness



In recognition of the impact bullying has on youth, the Halton Regional Police Service, Halton Region, Halton District and Halton Catholic District School Boards united in Nov. 2010 to develop and launch the *Give Respect, Get Respect* bullying awareness and prevention program.

officials and youth. Eleven entries were unveiled and four winners were announced at a gala event in Oakville in May 2011.

In addition to receiving monetary prizes to support safe and inclusive school environments, winning projects became part of a region-wide promotional campaign.

The innovative, youth-driven initiative challenged high school students in Halton to create positive bullying awareness messages using various media such as art and audio/visual.

Each school board selected its final submissions, which were then presented to a judging panel comprised of police, education

One of these, entitled *Words Can Hurt But They Can Also Heal* by Lester B. Pearson student Sydney Lanteigne (pictured), was adapted from its original poster format and ran as bus ads in Burlington, Oakville and Milton in time with National Bullying Awareness Week in Nov. 2011. A *Give Respect, Get Respect* video by Milton District High School was featured during pre-movie screenings at Galaxy Cineplex Theatre in Milton and Encore Theatres in Burlington and Oakville the following month.

“It’s been said that if you’re not part of the solution, you’re part of the problem,” said Cst. Mike Dinsmore, head of the *Give Respect, Get Respect* campaign. “What better way to address bullying than by empowering youth to take a lead role in reducing it?”

For more information on the *Give Respect, Get Respect* program, which expanded in 2012 to include elementary school students from grades six to eight, visit www.haltonpolice.ca under Youth in the Community Policing section.

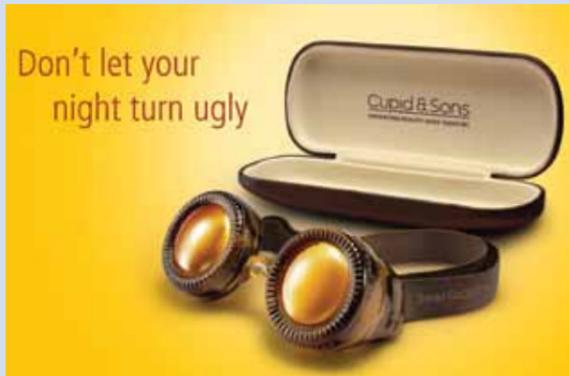
Communication & Dialogue

Police Remind Sheridan College Students 'Don't Let Your Night Turn Ugly'

As the Service's *Progress Through Participation* motto suggests, community engagement plays a fundamental role in achieving shared goals. With this in mind, the HRPS worked to enhance and expand its existing relationship with Sheridan College in 2011.

What began as a series of informal meetings with the Director of Security and the Student Union culminated in the development of an innovative Orientation Week initiative in Sep. 2011 that promoted responsible drinking.

The program was aimed at Sheridan's student body. It coincided with the *Stay Sober* campaign launched by the Ontario Association of Chiefs of Police (OACP). Key to the Halton initiative was the design of an edgy 'beer-goggles' postcard by the Service's Corporate Communications and



Postcard front



Postcard back

Marketing Unit.

Fifteen-hundred postcards and a letter from the Service's Chief of Police were produced and distributed in the campus' Welcome Kits. HRPS fact sheets and materials from the OACP's campaign were also included.

That same week, Oakville Community Support Officer Cst. Carla Draper was invited to speak on the topic of alcohol and its effects as part of a panel discussion attended by Campus Residence Supervisors.

"The ability to forge strong relationships like we have with Sheridan College is vital to our success," said Staff Sergeant Chris Lawson, Staff Officer to the Deputy Chief of Administration. "Without them, we couldn't spread our message to the very audience that needs to receive it."

Plans for a similarly-themed campaign for Fall 2012 are underway.

HRPS Friends Facebook: Like Us At
www.facebook.com/HaltonRegionalPoliceService



In recognition of the increasing role social media plays as a mass communication tool and community connector, the HRPS created and launched a dedicated Service Facebook page in Jul. 2011.

The page, which highlights time-sensitive news, as well as police events and programs, is open to all members of the public. **Like us today:** Log on to your Facebook account and search for us by name or using the above-noted link.



In 2011, 6,623 students in kindergarten to grade 3 across Halton Region visited the HRPS Children's Safety Village. Union Gas donated \$6,000 last year to support the initiative. It is open to members of the public for tours on Police Day. This year's event takes place on Saturday, May 12 from 10am - 2pm at Police Headquarters.

New Public Affairs Officer Appointed



Sgt. Dave Cross, a 23-year veteran was appointed Public Affairs Officer in Jan. 2011.

In addition to issuing press releases and acting as a media spokesperson, Sgt. Cross fields public enquiries. He also provides media relations training to HRPS officers.

In his first year in the role, 1,989 print and online news stories were published about the Service by local, regional, national, international and niche outlets. That represents a 9.6% increase in media coverage over 2010. These statistics exclude broadcast coverage.

To subscribe to the Service's RSS news feed, click on the *Public Affairs* tab found on the HRPS homepage: www.haltonpolice.ca.



Sgt. Sue Biggs talks about the HRPS Multi-Faith Support Team with children at 2011 Police Day. Sgt. Biggs was appointed the Service's Diversity Coordinator in Jan. 2011. For more information about the Diversity Unit and to access crime prevention materials in the Region's most commonly spoken languages, visit www.haltonpolice.ca under Diversity.

Organizational Capacity



Members of the 2011 HRPS Homicide Unit. From left: Det. Blair Moroso, D/Sgt. Kevin Britton and Det. Alistair Watt. Photo courtesy of Ian Holroyd, North Oakville Today.

Teamwork Key to Meeting Homicide Unit Demands in 2011

The HRPS Homicide Unit runs a tight ship. Normally comprised of seven members, the specialized unit is separated into two teams supervised by a detective sergeant. A detective and detective constable work in pairs with a rover detective constable assigned to the team requiring investigative support. An additional detective constable prepares Crown briefs, coordinates files and assists lead investigators in managing the cases.

All Homicide Unit members receive extensive training in conducting investigations, interviewing techniques, search warrant writing and major case management.

Despite its size, the setup enables the Unit to effectively and efficiently meet the demands of a region where murders are rare. The first six weeks of 2011, however, were anything but typical. In the first two months, the small investigative teams were taxed with a handful of high-profile cases.

Given the need to complete a great volume of work in short period of time, the Unit called upon

the Service's Major Incident Response Team (MIRT). MIRT is a pool of Criminal Investigations Bureau (CIB) and uniform officers from each of the Districts that can be deployed and are assigned jobs based on their ability, background and experience. Assignments are typically weighted more heavily to the District where a case occurs. As the workload subsides, officers are returned to normal duty. The general practice is to retain officers from the originating Districts longer.

"While the Homicide Unit took carriage of the investigations and is responsible for bringing cases to court, the early weeks of 2011 were an all-hands-on-deck effort," said Detective Sergeant Kevin Britton, former Manager of the Homicide Unit. "Without the support of uniform, district CIB and the other Regional Investigative Services Units (RIS) we could not have had the success we did."

Of the five cases investigated by members of the HRPS Homicide Unit last year, three have been resolved and two are before the courts.

New Lease on Life for Milton District Station



In 2011, the HRPS completed a \$2.5-million renovation at the 12 District Police Station in Milton to meet the needs of the rapidly growing community. The main construction began in May 2011 and took eight months to complete. Some minor details were finished in early 2012.

All renovations were contained within the existing footprint of the building and provided additional operational space, while maintaining established front-desk and public access features.

"The Milton renovation is part of the Service's Long-Term Facilities Plan to ensure that we are able to provide effective and efficient policing services within our growing region," said Deputy Chief of Administration Andrew Fletcher.

To help ensure the proper expertise is available to manage facilities operations and to provide leadership for its ongoing infrastructure revitalization, the Service also hired a new Facilities Manager in Nov. 2011.

For more information on police facilities, refer to page 10 of the 2011-2013 HRPS Corporate Business Plan, which can be found on our website at www.haltonpolice.ca under *Public Affairs/Publications*.

Service Upgrades Radio System to Meet Advances in Technology, Region-wide Growth

To ensure the highest standard of radio coverage and reliability for public safety agencies throughout Halton Region's nearly 1,000 sq. km. of land, the HRPS and 11 regional partners including fire, EMS, public works and emergency operations, undertook a multi-million dollar, multi-year initiative to replace its existing two-way voice and data radio system with a state-of-the-art Project 25 (P25) voice radio system and high-speed mobile data system.

With the current voice radio system nearing the end of its life cycle, coupled with unprecedented regional growth affecting radio coverage, and inter-agency interoperability advances made in the field - the HRPS commissioned an in-depth study of two-way voice and data radio communications in 2007.

The final report recommended the replacement

of the existing two-way voice radio system, and a Request for Proposal was issued in Jun. 2009. An Evaluation Team consisting of area experts from police, fire and the Region of Halton assessed vendor responses. As a result of the competitive bidding process, a contract totaling \$12.5-million was awarded to Motorola for the design and construction of the radio system infrastructure and supporting systems. Cal-Amp was awarded \$1.5-million to upgrade the existing mobile data system used by the HRPS region-wide.

The \$12.5-million infrastructure agreement with Motorola covered the addition of new towers; the construction of new facilities to house and operate remote equipment; and a high-speed region-wide microwave communications network. The contract with Cal-Amp provides for a new 700 MHz mobile data system that makes the HRPS

the first agency in the country to be allocated radio spectrum in the new public safety 700Mhz band by Industry Canada.

An additional Request for Proposal was issued to vendors for end-user radio equipment for the HRPS and its regional partners. A second Evaluation Team consisting of regional stakeholders was set-up. Motorola was awarded the contract after a competitive bidding process. The HRPS portion of this contract provides officers with highly-available, durable, and reliable portable and vehicular equipment.

Installation of the infrastructure began in Spring 2010 with completion expected in mid-2012. When fully operational, the new system will provide better than 99% radio coverage region-wide and will allow the Service and its partners to more easily communicate with neighbouring agencies.

Organizational Excellence

Toys for Tots Wraps Up a New Record

Thanks to the combined efforts of the HRPS and the community, 3,500 Halton families were assisted during the Christmas season, 500 more than in 2010, through the annual *Toys for Tots* Campaign.

The community raised a record-breaking \$325,826 in cash and toys for less fortunate families in Halton Region in 2011, \$145,000 more than the previous year's campaign. The 2011 campaign focused on challenging individual schools, workplaces, churches, grocery stores and other community groups to donate.

A total of \$59,270 in toys and cash was collected from Canadian Tire stores by HRPS staff and \$95,000 in cash and toys was donated as a result of Burlington and Oakville minor hockey initiatives. More than 100 uniform officers

and civilian employees volunteered their time and raised \$7,000 through platoon fundraisers and challenges to contribute to the total.

"The generosity exhibited during this year's campaign, especially during difficult financial times, is a true reflection of the willingness of community members to become involved and make a difference in the lives of others," said Deputy Chief of Administration Andrew Fletcher.

He is pictured (right) with singer Mylie Taylor, and Cst. Jody Wilson (left) at the *Toys for Tots* launch held on Nov. 17, 2011.

The 13th annual *Toys for Tots* campaign will kick off in Nov. 2012, and run through to mid-Dec.



New Performance Management System Enhances Service Delivery

Performance management is not something the public typically thinks about when they think of policing, but it is an integral part of ensuring that uniform and civilian employees of the HRPS provide the best possible service to the public.

In 2011, the Service sought candid feedback from its employees on ways to improve its existing internal performance management system so they felt like a valuable part of the HRPS team and were connected to the organization's key strategic priorities in their day-to-day work.

Incorporating that feedback, as well as studying best practices in the area of performance

management, the Service completely redesigned its existing performance management system and began implementing its replacement so it would be fully operational in 2012.

Highlights of the new system includes better incorporating the Service's *2011-2013 Corporate Business Plan* into daily operations; updating and revising employee competencies to better align with individual positions; implementing a coaching/mentoring system for uniform as well as civilian employees; and developing new performance appraisal tools, including a more user-friendly performance appraisal.

"Under this new system, employees have a

better understanding of how to set clear, measurable goals and objectives which align with our overall corporate business plan priorities – priorities the public told us matter most to them," explained Chief Gary Crowell. "This way, we can ensure that our people are supported and coached in the ways they need to be so that their strengths shine. This, in turn, improves our overall service delivery to the public. In the end, the people of Halton will directly benefit from this new system because empowered, engaged employees create a world-class police service."



Cst. Tom Palmer receives the Command Commendation from Canadian Forces Brigadier-General Fred Lewis at a ceremony at Oakville's police station in Oct. 2011. Cst. Palmer was recognized for deeds beyond the demands of duty during his tour of Haiti the year prior. Cst. Palmer - a former Canadian Forces corporal - was sworn in as a Halton officer in Aug. 2010.

Chipping Away at Credit and Debit Card Fraud

A new Card Team was created and began operating as a branch of the HRPS Regional Fraud Unit in Jan. 2011 to proactively address sharp increases in technological crime associated with credit and debit card and/or identity theft in Halton.

Comprised of one specially-trained detective and five detective constables, the Card Team works in strategic partnership with financial institutions to gain valuable insight into the latest credit and debit card technologies. This knowledge enables them to effectively investigate cases of suspected fraud region-wide.

"Skimming is becoming an increasingly common crime, and even the most savvy consumer can easily become a victim as these devices can be nearly undetectable to the average person," says Detective Brad Murray of the Card Team. "The best way to avoid becoming a victim is to always use your free hand to cover the device when entering your PIN number."

Known and respected amongst financial investigators, Card Team members are now

called upon to provide lectures and presentations at a range of corporate and industry events, as well as educating the public on how to prevent identity theft and card fraud.

In its first 12 months of operation, the HRPS Card Team laid 784 criminal charges, ranging from basic fraud to participating in a criminal organization. It also broke two major skimming operations as well as a significant telephone-based grandson-style scam. This is a 224% increase in charges laid over 2010, when the HRPS Regional Fraud Unit laid a total of 233 criminal charges, primarily related to corporate fraud.

In recognition of its success, the HRPS Card Team received three high-profile awards in 2011: *Law Enforcement Officer of the Year* and *Joint Investigation of the Year* from the International Association of Financial Crime Investigators (IAFCI), and *Technological Investigative Excellence* from ASIS.

Find more fraud prevention tips at www.haltonpolice.ca under *Community Policing/Safety & Security Tips/Personal*.

Farewell to Chief Crowell

Since his Swearing In Ceremony in June 2006, Chief Gary Crowell has helped the Halton Regional Police Service to achieve numerous firsts and firmly establish its positive reputation as a world-class police service. His legacy as Chief of Police includes several technological innovations including new radio, voice dictation and police dispatch systems, a redesigned website, and innovative online police reporting technology.

Operational highlights include creating specialized investigative units for Domestic Violence, Child Abuse and Sexual Assault, Internet Child Exploitation and Card Fraud, establishing District Response Units and the Police Reporting Centre, launching a new Marine Unit boat, increasing the number of police dogs to four and reinstating the Cadet program. The Chief also opened new district police stations in Burlington and Oakville during his tenure, and saw renovations made to the Milton district station.

The Chief also spearheaded significant improvements to the annual HRPS budgeting process, introduced a new corporate brand and image for the Service, established a Multi-Faith Support Team, and continued and advanced the Chief's Forum to foster connections with our diverse communities. We wish Chief Crowell all the best in his retirement.



Chief Crowell receives his Police Exemplary Service Medal recognizing 40 years in policing from Police Services Board Chairman Bob Maich in Feb. 2011.



Chief Crowell with fellow recipients of the Gold Medal for Excellence by the Human Rights and Race Relations Centre.



Chief Crowell accepts a hawk feather from Dr. Carole Leclair of the Métis Women's Circle.



Former Chief of Police the late Fred Oliver joins Chief Crowell in unveiling the 2 District time capsule in May 2010.



HRPS Officer for Police Day enjoys a light moment with Chief Crowell in May 2011.



Chief Crowell, an avid runner, cheers on legions of students and Special Olympics athletes at the annual Law Enforcement Torch Relay for Special Olympics Ontario. More on this year's event on page 7.

Excellence Integrity Justice Trust and Respect Teamwork Accountability