



NORTH BAY POLICE SERVICES BOARD

135 Princess Street W., P.O. Box 717, North Bay, ON P1B 8J8



OPEN SESSION AGENDA June 10, 2015 1000 Hours

- | | |
|--|--------------|
| 1. Approval of Agenda | Chair |
| 2. Approval of Minutes of Open Session meeting of May 12, 2015 | Chair |
| 3. Business Arising:
Nil | Chair |
| 4. Correspondence: | Chief |
| 5. Taxi Business:
Taxi Licences | Chief |
| 6. Reports: | |
| Chief's Monthly Report | Chief |
| Stats April – April Revised | Deputy Chief |
| Chief's Expenses | Chief |
| Quarterly Budget Report | Chief |
| Business Plan Year-end Report | Deputy Chief |
| Strategic Plan Year-end Report | Deputy Chief |
| 2014 Reports on Policing | Chief |
| 7. New Business: | |
| Contingency Account - Police Auction | Chief |
| Contingency Account – Maamwi Kindaaswin Festival | Chief |
| 8. Association Report: | President |



**MINUTES OF OPEN MEETING
North Bay Police Services Board
May 12, 2015**

Present:

Board Members: Dennis O'Connor, Chair, William Hagborg, Vice-Chair,
Sheldon Forgette, Allan McDonald and Tiziana Silveri

Police Service: Chief Paul Cook

Board Solicitor: Peter Leckie

Association: Carole Wolfe, Association Representative

Communications Coordinator: Mary Lugli

Guests: The Media

Secretary: Carol Miller

Regrets: Deputy Chief Shawn Devine

Call to Order

The Chair, Dennis O'Connor, called the meeting to order at 1100 hours.

Approval of Agenda:

Resolution: #59-2015

Moved by Allan McDonald, Seconded by William Hagborg

The North Bay Police Services Board hereby resolves to:

"Accept the Agenda for the Open Session Meeting to be held on May 12, 2015".

Carried

Approval of Minutes:

Resolution: #60-2015

Moved by Tiziana Silveri, Seconded by Sheldon Forgette

The North Bay Police Services Board hereby resolves to:

"Adopt the Minutes of the Open Meeting held on April 14, 2015".

Carried

Business Arising:

There was no business arising from the previous meeting.

Presentations: Board Commendation: Street Crime Unit

The Chair, Dennis O'Connor, presented a commendation, on behalf of the Board, to Detective Dan Robertson, head of the Street Crime Unit.

Presentations: Conducted Energy Weapon (CEW) TASER X-2

The Chief, Paul Cook, introduced Inspector Kelusky who introduced members, John Cook and Steve Sproule. The officers displayed the new tazers which have been recently acquired by the service. Yellow in colour, they are the most advanced models available. The double laser beam makes it easier to hit the target and the double cartridges eliminate the need to reload if the target is missed. All new officers will be given a 12 hour training on these devices and officers who are already trained will receive a 6 hour refresher course this year. The refresher course will be shortened to 4 hours in the coming year. The officers explained that having these weapons will create a safer community for all. Just showing the weapon is often a deterrent.

The Chief stated that these are just another tool to effectively deal with situations and minimize danger to the service and the community.

Correspondence:

Correspondence this month included: an e-mail in appreciation of assistance by Cst. Yelle in presenting a tenant information session from Nipissing District Housing Corporation; a letter of appreciation from Commissioner Hawkes, O.O.M. OPP for Chief Cook's letter recognizing the work of Staff Sgt. Summersby for work with coordinating volunteers at the Special Olympics Winter Games; and, an e-mail commending the work of Cst. Yelle and RN partner Marion, from the Mobile Crisis Team for assistance with discharge of a patient from the North Bay Regional Hospital.

Resolution: #61-2015

Moved by Sheldon Forgette, Seconded by William Hagborg

The North Bay Police Services Board hereby resolves to:

"Note and file the correspondence received".

Carried

Taxi Business:

Resolution: #62-2015

Moved by Allan McDonald, Seconded by Tiziana Silveri

The North Bay Police Services Board hereby resolves to:

"Approve the (1) one taxi licence application as submitted".

Taxi By-law Project Fareplay:

Chief Cook presented verbal information on a recent Taxi project named Operation Fareplay. Three taxi companies within the City of North Bay were subject to an investigation launched to test compliance with the Taxi By-law. The final report has been compiled and D/Cst. Cirullo will be completing the prosecution of a number of charges. S/Sgt. Dubeau will be meeting with the taxi companies prior to making amendments to the existing Board by-law.

Reports:

Chief's Monthly Activity Report

Monthly activities attended by the Chief and / or the Deputy Chief since the April Board meeting include - Local events: Swearing in Ceremony for Cadets Buchholz and Shank; Community Partners Appreciation Luncheon at Nipissing University; Gateway Hub Executive Meeting; Cancer Fundraising Dinner and Dance; Bowling for Babies Fundraiser; Opening remarks for Four Corners Special Olympics Event; OACP & OAPSP Zone 1A Meetings; Bike Helmet Presentations at 2 local schools with Big Brothers/Sisters; Community Living Flag Raising and Barbeque; Armed Forces Day Meeting; Coach4Food Inc. Board Meeting; McHappy Day; Speaker for 22 Wing, 21 Squadron Training Day; Charity Basketball Games at West Ferris Secondary School fundraiser for Food Bank; and National Prescription Drug Drop Off Day.

Out of town events included: Future of Police Advisory Committee (FPAC), OPTIC Board Meeting Services Ontario, Criminal Intelligence Services Ontario Governing Body Meeting; OPTIC Board Meeting; and Ontario Police Memorial all held in Toronto; OACP Justice Committee Meeting in Brampton; OACP Board Meetings in Niagara Falls; and NICHE user Group Conference in Portland, .

Since the last Board meeting there have been no new Standard Operating Procedures released and a new Letter of Agreement has been entered into with the Nipissing Rifle and Revolver Club..

Statistical Reports

In the absence of Deputy Chief, Shawn Devine, Chief Cook presented the Condensed Monthly Statistical Reports for the months of March and March 2015 (Revised). It is noted that during the month of March there were 2304 calls for service as compared to 2271 calls in 2014. Of these calls, 116 were to investigate motor vehicle accidents in 13 of these accidents, 15 persons were injured. Again Police Activity and Criminal Offences totals were up slightly while calls for service experienced a slight decline.

Resolution: #63-2015

Moved by Tiziana Silveri, Seconded by Sheldon Forgette

The North Bay Police Services Board hereby resolves to:

"Accept the Condensed Monthly Statistical Reports for the month of March 2015 and March (Revised) 2015 as presented".

Carried

2014 - Annual Reports- Patrol Section

Chief Cook presented an overview of this report to the Board. It will be added to the website and the intranet for accessibility to all.

A question was raised regarding the future of Bike Patrols. The Chief stated that the Bike Patrol would be resuming soon for the summer months and would be seen especially at special events.

New Business:

2015 Vehicle Maintenance Tender

Resolution: #64-2015

Moved by Tiziana Silveri, Seconded by Sheldon Forgette

The North Bay Police Service Board hereby resolves to:

"accept Canadian Tire as the preferred vendor to provide maintenance to the Police Service's vehicles from June 1, 2015 to May 30, 2017, with a provision of a one-year option period if mutually agreeable to both parties".

Carried

2015 Plumbing and Heating Tender

Resolution: #65-2015

Moved by Allan McDonald, Seconded by William Hagborg

The North Bay Police Services Board hereby resolves to:

"accept Beaulieu's Plumbing and Heating as the preferred vendor to provide plumbing and Heating maintenance service from June 30, 2015 to July 1, 2017, with the provision of a one-year option period if mutually agreeable to both parties".

Carried

Retirement Notification

Resolution: #66-2015

Moved by Allan McDonald, Seconded by William Hagborg

The North Bay Police Services Board hereby resolves to:

"accept the written retirement notification from Chief Paul Cook as submitted".

Carried

The Mayor, Allan McDonald, expressed appreciation on behalf of the Board and the citizens of North Bay for the service the Chief has provided for all. He stated that the Chief has been a champion for the community who has spoken positively both publically and privately of the members he serves. Consensus was that he will be missed.

Contingency Account – Ride for Dad

Resolution: #67-2015

Moved by Tiziana Silveri, Seconded by Sheldon Forgette

The North Bay Police Services Board hereby resolves to:

"Donate \$250.00 from the contingency line in the Board's 2015 Operating Budget to support the Ride for Dad, Prostrate Cancer Fundraiser".

Carried

Contingency Account – North Bay Triathlon

Resolution: #68-2015

Moved by Sheldon Forgette, Seconded by Tiziana Silveri
The North Bay Police Services Board hereby resolves to:
"Donate \$80.00 from the contingency line in the Board's 2015 Operating Budget
to support Constable Elia and Detective Constable Parker in the North Bay
Triathlon".

Carried

Contingency Account – Armed Forces Day

Resolution: #69-2015

Moved by William Hagborg, Seconded by Allan McDonald

The North Bay Police Services Board hereby resolves to:

"Donate \$250.00 from the contingency line in the Board's 2015 Operating Budget
to support this year's Armed Forces Day".

Carried

The Chief informed the Board that the Snowbirds will again be in attendance at
this annual event.

Association Update:

Member Carole Wolfe of the Association indicated that although there was
nothing to report from the Association, the members join with the Board in
congratulating the Chief on his upcoming retirement.

Adjournment:

Resolution: #70-2015

Moved by Tiz Silveri, Seconded by William Hagborg

The North Bay Police Services Board hereby resolves to:

"Adjourn the Open Portion of the meeting held on May 15, at 1135 hours".

Carried

Chair

May 12, 2015

Secretary



Chief's Commendation

In 2013, Detective Constable Boissonneault began an investigation in which a 15 year old female victim, provided information about several sexual offences occurring to her by different offenders. One of the offenders included the name of Jake Burton, who the victim had met on Facebook. It was discovered this name was an alias for John Chapados and he had been utilizing this pseudonym on Facebook to engage females into conversation with explicit sexual overtones.

The ensuing investigation to identify other victims lead to media releases and liaising with the North Bay Office of the Crown Attorney, Crown Law Office on Bay Street, Toronto, E-Crimes and the International Assistance Group (IAG – Ottawa). This resulted in the execution of a specialized document referred to as a Mutual Legal Assistance Treaty (MLAT) that was used to secure documents from Facebook in the USA.

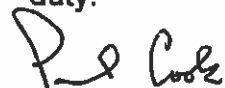
Through the five months of FaceBook messages, Chapados had reached out to 198 different females with a desire to engage in various sexual offences or deviant sexual activity with females.

The result of the MLAT was returned in the form of a PDF document that was 1455 pages in length. The document consisted of continuous chats that were not divided in any way. To facilitate identifying victims Ms. Morin divided each chat and associated a name to over 190 different names/chats. She then went through the document and completed a RMS search of each name to obtain tomb stone information and entered that on the document. Ms. Morin reviewed this document several more times to assist the investigating officer with the preparation for court and disclosure.

There were a total of 222 criminal charges laid, many due in large part to the assistance and support provided by Ms. Morin. She completed cover sheets with each individual victim with an associated chart of all the charges and coordinated and assisted the court section with making certain this sheer volume of charges would get processed.

On May 20, 2015 Chapados pleaded guilty to 41 offences of luring and received an 8 year sentence in addition to the 1 year credit he received for the time he spent in pre-trial custody dating back to his arrest on November 7, 2014.

For her outstanding efforts Ms. Morin is hereby awarded a Chief's Commendation for her professionalism, teamwork, her relentless work ethic, commitment and dedication to duty.

A handwritten signature in black ink, appearing to read "Paul D. Cook". The signature is stylized with a large initial "P" and a cursive "Cook".

Paul D. Cook, O.O.M.
Chief of Police



Chief's Commendation

In 2013, Detective Constable Boissonneault began an investigation in which a 15 year old female victim, provided information about several sexual offences occurring to her by different offenders. One of the offenders included the name of Jake Burton, who the victim had met on Facebook. It was discovered this name was an alias for John Chapados and he had been utilizing this pseudonym on Facebook to engage females into conversation with explicit sexual overtones.

The ensuing investigation to identify other victims lead to media releases and liaising with the North Bay Office of the Crown Attorney, Crown Law Office on Bay Street, Toronto, E-Crimes and the International Assistance Group (IAG – Ottawa). This resulted in the execution of a specialized document referred to as a Mutual Legal Assistance Treaty (MLAT) that was used to secure documents from Facebook in the USA.

Through the five months of FaceBook messages, Chapados had reached out to 198 different females with a desire to engage in various sexual offences or deviant sexual activity with females.

The results of the search identified 41 victims of luring and 6 victims of teenage prostitution between 12 and 17 years of age. A total of 222 criminal charges were laid.

On November 7, 2014 Chapados was arrested and held in custody pending his trial.

On May 20, 2015 Chapados pleaded guilty to 41 offences of luring and received an 8 year sentence in addition to the 1 year credit he received for the time he had spent in pre-trial custody.

For her outstanding efforts Detective Constable Boissonneault is hereby awarded a Chief's Commendation for her professionalism, teamwork, perseverance, commitment and dedication to duty.

A handwritten signature in black ink, appearing to read 'Paul D. Cook'.

Paul D. Cook, O.O.M.
Chief of Police

Paul Cook

From: [REDACTED]
Sent: Tuesday, June 02, 2015 1:57 PM
To: Paul Cook
Subject: Officer Professionalism

June 2, 2015

Chief Paul Cook
North Bay Police Service

Chief Cook,

RE: Constable Bedard
Constable Adair
Unidentified Police Woman

Let me start with apologies if I have misspelled any of the Officers' names.

On Thursday May 28, 2015 @ approximately 10:30 am, I had a misfortunate, embarrassing, and undignified medical emergency in a public place.

But fortunately for me, the first person on the scene was one of your officers who was off duty at the time. Constable Adair was patient, compassionate, and very professional while dealing with me. (This I was told in the aftermath of the event). He took the time to stop, evaluate the situation and call for police and ambulance assistance. Please offer my apologies to PC Adair if in my confused state if I did not treat him with the professionalism he deserved.

Constable Bedard and his partner arrived and PC Bedard to control of the situation and certainly treated me with compassion and professionalism and even saw to it that my vehicle was delivered to my home. I cannot offer enough 'thank yous' to the three officers for their treatment to me. My wife and I are very appreciative.

As you know, I have a great respect for the Law and the men and women who perform their duties in regards to the health and safety of the public they serve. It was most gratifying to see the way it which I was looked after. The compassion and the professionalism.

My congratulations to you and your Service for instilling these qualities in your officers.

If there is any way in the future that I can return the favour to your Service, do not hesitate to call upon me.

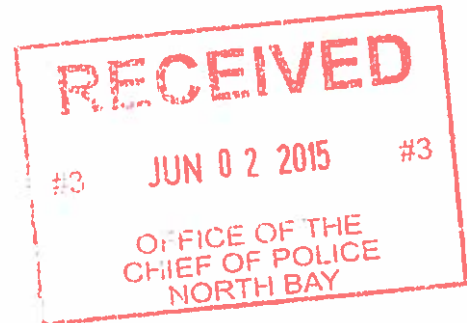
Sincerely,



NEAR NORTH CRIME STOPPERS

May 28, 2015

Chief Paul Cook
North Bay Police Service
135 Princess Street West
P.O. Box 717
North Bay, ON P1B 8J8



Dear Chief Cook,

Near North Crime Stoppers would like to express its sincere appreciation to North Bay Police Service for its participation in the Celebrity Jailathon on May 7th, 2015. S/Sgt Rick Dubeau and Cst Ken Ayres played their roles with much humour and enthusiasm and certainly contributed to the overall success of the event.

A record \$22,500 was raised by 30 'Jailbirds' some of who were summoned to court by the above mentioned officers. As you know, these are much needed funds required to run the program, including rewards to tipsters.

Without all of the volunteers who support Near North Crime Stoppers, this valuable community program would not exist.

Thank you to Rick & Ken for being part of the fun!

Sincerely,



Tracy Johnston
Executive Director
Near North Crime Stoppers

Dic Devine
Please thank S. Sgt. Dubeau and Cst. Ayres
for the assistance they provided for the
successful event.
Jun 2, 2015 R
C.H.R. + P.S.B.



Paul Cook

From: Brent Kalinowski [brent.kalinowski@sum-c.com]
Sent: Monday, June 01, 2015 4:38 PM
To: Paul Cook;
Cc: Raymond Yelle;
Subject: Collaborate Barrie

Good afternoon, I wanted to take a moment and commend both [redacted] and Ray in their delivery and messaging in our recent travels to Barrie last week. The purpose was to meet with their emerging Hub table participants and managers and work through some examples and mock Hub situations as they embark on a similar journey we began in November of 2013.

An invite was made to our entire table, and after some initial interest, it was only [redacted] and Ray that travelled with me to Barrie. At the meeting, both [redacted] and Ray were able to provide their sector specific expertise in this new and game changing process of risk driven collaboration. Both of these gentlemen were confident and professional, and connected to the Barrie group on a level they understood by sharing table experiences and some of our challenges as well. This type of exposure served both of our sector specialists as well as the emerging table in Barrie.

The feedback since that meeting has been very positive, with many in attendance now better understanding the process, and with more excitement to launch their own table in the coming weeks. I want to thank you for the opportunity to expose both of these gentlemen to this emerging risk driven collaborative in Barrie and our Province.

Brent

Brent Kalinowski
Project Manager
Community Mobilization North Bay
705-498-8650



PRIVILEGE AND CONFIDENTIALITY NOTICE

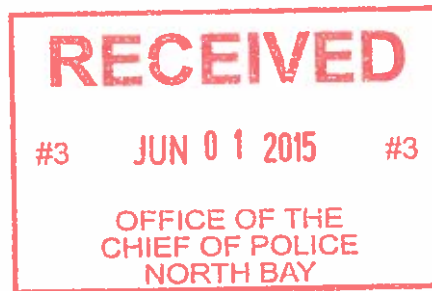
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If you have received this communication in error, please notify me immediately by return electronic transmission and then immediately delete this transmission, including all attachments, without copying, printing, distributing or disclosing same.

Thank you for your cooperation.

May 15, 2015

Paul Cook
Chief of Police, North Bay Police Service
135 Princess Street West
North Bay, Ontario P1B 8J8



Hi Paul,

I understand that you are planning to retire as Police Chief for North Bay at the end of this year. On behalf of Sheridan, I would like to congratulate you on your long and distinguished career.

Since joining the police force as a Patrol Constable in 1982, you have made an impact on your community in countless ways, achieving professional recognition on several levels. Multiple charitable and civic associations have also benefitted from your service over the years. Your achievements are a testament to the strength of Sheridan community service graduates and we are proud to acknowledge your success.

Given your track record, it seems unlikely that retirement will slow you down. Good luck with your future plans and please keep in touch. We would welcome the opportunity to have you back on campus when you find yourself in this part of the province. If you are interested, we can also arrange a time for you to speak to students from Sheridan's Police Foundations and Community and Justice Service programs. They are always keen to gain advice from successful alumni and you are certainly an ideal candidate.

The Alumni Office would be happy to assist in reconnecting you to Sheridan for a visit, as a speaker or in any other capacity. Please contact me or Jennifer Clarke, Alumni Manager at Jennifer.clarke@sheridancollege.ca or 905-845-9430, ext. 2560.

Thank you,

A handwritten signature in dark ink that reads "Richard Finch".

Richard Finch
Dean, Faculty of Applied Health and Community Studies
Sheridan College

Ottawa, ON
2015-05-04

Chief Paul Cook
North Bay Police Service
135 Princess Street West,
PO Box 717
North Bay, ON P1B 8J8

Dear Chief Cook:

On behalf of International Policing Development (IPD), please accept my sincere appreciation for your ongoing support of our international peace operations deployments.

Our police officers contribute to improving security and safety for people in developing countries and benefit from the experience, returning to Canada with a more global perspective on life, as well as stronger leadership and intercultural skills. Their experiences and advanced skills are applied during the course of their duties back in Canada, which ultimately benefits the communities within which they serve, as well as our Agencies.

Enclosed you will find an International Peace Operations Commemorative Coin to provide to Cst. Daniel Robertson of your unit who participated in peace missions overseas.

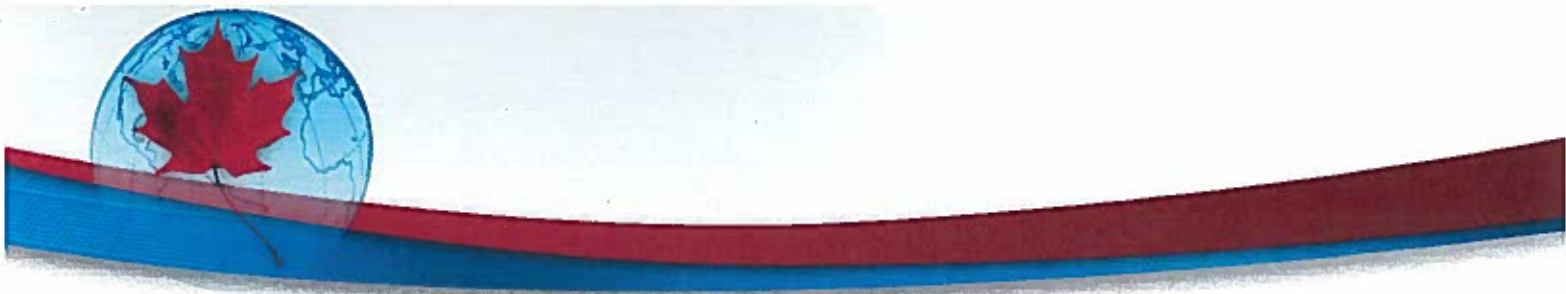
The Commemorative Coin was created in 2009 on the occasion of the International Police Peace Operation Program's 20th Anniversary to recognize the contributions of all Canadian police officers who have served on such missions since 1989.

Receiving this Commemorative Coin makes Cst. Daniel Robertson are part of a unique group of Canadian police officers who have shared an experience that will remain with them for the rest of their lives. It is a proud reminder of their contributions in the service of peace.

Given that this Coin is not an official award, it remains at your discretion to determine the best format for presenting it. For example, a senior officer could present the coin to the recipient, providing the opportunity to not only to thank him for his service to international peace, but also to let the community know that Canadian police officers is making a difference both overseas and here in Canada.

Should you decide to hold an event, IPD has developed material that can be provided (speeches, press releases, etc.). It could also be arranged to have a representative of IPD to attend.





In closing, I would like to take this opportunity to thank your police officer for his significant contributions while serving overseas, and look forward to continuing to work with you in the service of peace.

Superintendent Andris Zarins
Director
International Policing Development
Royal Canadian Mounted Police

Enclosures:

One Peace Operations Coin in a velour box and one envelope for the recipient.

Gerald Lalande

From: [REDACTED]@icloud.com]
Sent: Saturday, May 16, 2015 11:24 AM
To: nbps
Subject: Hi.

Hello my Name is [REDACTED]

I don't think you tenement. But I was the little 18 year old who someone called the Nb police about an Attempted suicide, last Years Easter Sunday (2014). I will like to thank the cop who broke into my room for saving me. I don't remember his name because I was completely outta it, and wanna thank him for getting me to apologize to my dad. I know the girl showed up late, but it wasn't for him I probably wouldn't be living today. I owe my life to that police man. I wish I knew his name so I could go and tell him I say Thank you to him in person. All I have is a photo, with him.

Sent from my iPhone

Paul Cook

From: Gerald Lalande
Sent: Monday, May 11, 2015 8:25 AM
To: Paul Cook
Subject: FW: McHappy Day - THANK YOU!

From: Ferris Jennifer [<mailto:Jennifer.Ferris@post.mcdonalds.ca>]
Sent: Friday, May 08, 2015 9:35 PM
To: Ferris Jennifer
Subject: McHappy Day - THANK YOU!

We once again celebrated a successful McHappy Day on May 6th and raised \$11,057!!!!


Thank you to everyone who came out to support McHappy Day in our North Bay & Sturgeon Falls communities, and a very special thank you to each one of our VIP volunteers who worked alongside our restaurant teams.

This is such a special day for us and it is always great to see such overwhelming community support. Proceeds from our local McHappy Day fundraising will go to the North Bay Regional Health Centre's Child and Adolescent Mental Health Unit, and to the Ronald McDonald House in Toronto.

Thank you again for all of your support!

Jennifer Ferris | General Manager Restaurant Operations
McDonald's Restaurants North Bay & Sturgeon Falls
999 McKeown Avenue | North Bay, ON P1B 9P3
705.494.8924 ext.203 | jennifer.ferris@post.mcdonalds.ca

Paul Cook

From: 
Sent: Thursday, April 30, 2015 9:41 AM
To: Paul Cook
Subject: FW: A very nice officer

I left the printed copy in your tray yesterday.

-----Original Message-----

Sent: Wednesday, April 29, 2015 3:33 PM
To: nbps
Subject: A very nice officer

Because my husband and I were at work on Tuesday April 28th, we had made arrangements with my in-laws to meet my 5 year old off the bus after school. Unfortunately my in laws had forgotten what they were supposed to do. When my son discovered that no body was home, he decided to walk from our house on pebble beach Dr to one of his aunts house on main St North in callander.

When my son was walking on the highway, a police officer had pick him up and brought him home and waited with him until my husband got home. I'm not to sure what her name is but I would really like to thank her for taking such good care of my son. If you guys can find out what her name is and let me know how to contact her personally I would really appreciate it. It would be someone who was on duty in the wasi callander area around 4pm to 430pm and I do know it was a women officer. Thanks again!

Best regards,

a very thankful mother!

Sent from my iPhone

Paul Cook

To:
Cc: Shawn Devine; Rob Jerome; Amy Duchesne; Gerald Lalande; Kirk Kelusky
Subject: A very Nice Officer

Thank you for taking the time to recognize Constable Liz Bell of our Police Service for the assistance she recently provided to you and your family. Although Constable Bell is just starting out in her policing career she has already shown herself to be a very caring and compassionate officer who is truly dedicated to her chosen profession. We will ensure a copy of your e-mail is shared with her and added to her personnel file.



North Bay Police Service

P.O. Box 717, 135 Princess Street West, North Bay, ON P1B 8J8

705-497-5555 FAX 705-497-5591

Website: www.northbaypolice.on.ca

Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

June 1st, 2015

CHAIR AND MEMBERS

North Bay Police Service Board

Re: Taxi Driver Licence Applications – May 2015

Dear Sir:

The following individual was issued with a Taxi Licence. It is recommended that this Licence Application be approved.

No.	Name	Company
1	Elizabeth Simser-Irwin	UNAC

Sincerely,

Paul D. Cook
Chief of Police

/kp



North Bay Police Service

P.O. Box 717, 135 Princess Street West, North Bay, ON P1B 8J8

705-497-5555 FAX 705-497-5591

Website: www.northbaypolice.on.ca

Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 1, 2015
Date of Meeting: June 10, 2015

Chair Mr. D. O'Connor and members of the
North Bay Police Services Board

Subject: Chief's Monthly Activities Report – May/June

Recommendation: Information Item

The following are items of interest and/or special events that Deputy Chief Devine and I have represented the Police Service at since the last Board meeting that does not merit separate reporting:

May 12

- North Bay Youth Soccer Meeting

May 13

- Community Living Special Olympics Fundraising Breakfast
- Trojan Annual Parade for Cancer
- North Bay Youth Soccer Meeting

May 14

- Gateway Hub Meeting

May 15

- Domestic Violence Coordinating Committee Meeting
- Memorial Ceremony and Tree Planting – Cst. Keating

May 19

- Nipissing Transition House (NTH) Board Meeting
- Gateway Hub Meeting

May 20

- Amelia Rising Board Meeting

May 21

- NTH Strategic Planning Session

May 22

- North Bay Battalion Meeting

May 24

- PLAYS Fundraising Breakfast
- Annual MS Walk

May 25

- NTH Board Interviews

May 26

- Armed Forces Media Event

May 27

- Nipissing Parry Sound Catholic District School Board Carousel Evening

May 28

- Amelia Rising Annual "No One Asks For It Walk"

May 29

- Speaker on Board Governance at OAPSB Conference in Toronto

May 30

- Annual Police Auction

May 31

- Annual Patrick4Life Run

June 1

- OPP NE Region Awards Ceremony

June 2

- NTH Board Interviews

June 3

- Tim Horton's Annual Camp Day
- Armed Forces Day

June 8

- Speaker at Rotary Lunch Meeting


June 9

- Annual Torch Run for Special Olympics and BBQ
- CAS Community Forum

Since the last Board meeting we have released amended Standard Operating Procedures in relation to Use of Force and Police Uniforms.

I invite any comments or questions from the Board.

Sincerely,



Paul D. Cook, O.O.M.
Chief of Police



North Bay Police Service

P.O. Box 717, 135 Princess Street West, North Bay, ON P1B 8J8

705-497-5555 FAX 705-497-5591

Website: www.northbaypolice.on.ca

Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 1, 2015
Date of Meeting: June 10, 2015

Mr. D. O'Connor, Chair
and members of the
North Bay Police Services Board

Subject: Statistical Reports

Recommendation: The Board resolves to, "Accept the Condensed Monthly Statistical and Revised Statistical Reports for the month of April 2015 as presented."

Find attached the Condensed Monthly and Revised Monthly Reports for the month of April 2015.

I invite any questions or comments from the Board.

Sincerely,

Paul D. Cook, O.O.M.
Chief of Police

2015-06-01

*** R E V I S E D ***

NORTH BAY POLICE SERVICE CONDENSED MONTHLY STATISTICAL REPORT

MONTH OF APRIL

During the month of April 2015, police activity for the North Bay Police Service resulted in 2418 calls as compared to 2253 calls in 2014.

Of these calls, 84 were to investigate motor vehicle accidents. Eight of these accidents involved injuries, with eight persons injured.

The following is a list of some of the criminal occurrences investigated during the month, with comparative figures for 2014.

	Year to Date				Cleared to Date	
	2015	2014	2015	2014	2015	2014
Homicide	-	-	-	-	-	1
Sexual Offences	2	3	21	16	17	11
Assault	25	41	144	138	142	126
Robbery	2	-	10	4	6	1
Break, Enter & Theft	17	11	50	56	12	7
Stolen Vehicles	3	3	9	7	3	1
Stolen Bicycles	5	4	9	5	-	-
Recovered Bicycles	4	2	4	7	-	1
Theft Under	59	59	210	252	85	77
Theft Over	1	2	4	5	1	2
Mischief	32	40	125	96	44	15
Drug Charges	11	14	62	47	74	44
Criminal Offences Total			897	865		
Calls for Service			7510	7467		
Police Activity			8760	8533		

Additional detailed statistics are available through the Office of the Chief of Police.

*Note - Year to Date statistics will change due to adjustments.


P.D. Cook
Chief of Police

/sc

2015-05-04

**NORTH BAY POLICE SERVICE
CONDENSED MONTHLY STATISTICAL REPORT**

MONTH OF APRIL

During the month of April 2015, police activity for the North Bay Police Service resulted in 2415 calls as compared to 2253 calls in 2014.


Of these calls, 84 were to investigate motor vehicle accidents. Eight of these accidents involved injuries, with eight persons injured.

The following is a list of some of the criminal occurrences investigated during the month, with comparative figures for 2014.

	Year to Date				Cleared to Date	
	2015	2014	2015	2014	2015	2014
Homicide	-	-	-	-	-	1
Sexual Offences	2	3	19	16	17	11
Assault	22	41	140	138	138	126
Robbery	2	-	10	4	6	1
Break, Enter & Theft	14	11	47	56	6	7
Stolen Vehicles	2	3	8	7	3	1
Stolen Bicycles	2	4	6	5	-	-
Recovered Bicycles	4	2	4	7	-	1
Theft Under	35	59	202	252	84	77
Theft Over	-	2	4	5	1	2
Mischief	32	40	126	96	44	15
Drug Charges	10	14	62	47	74	44
Criminal Offences Total			870	865		
Calls for Service			7532	7467		
Police Activity			8757	8533		

Additional detailed statistics are available through the Office of the Chief of Police.

*Note - Year to Date statistics will change due to adjustments.


P.D. Cook
Chief of Police

/sc



North Bay Police Service

P.O. Box 717, 135 Princess Street West, North Bay, ON P1B 8J8

705-497-5555 FAX 705-497-5591

Website: www.northbaypolice.on.ca

Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: May 27, 2015

Date of Meeting: June 10, 2015

Chair Mr. D. O'Connor and members of the
North Bay Police Services Board

Subject: Personal Expenses

Recommendation: That the Board hereby resolves to, "acknowledge receipt of the Chief's personal expenses from February 18 to April 24, 2015."

Board By-law #05/01 directs the Chief of Police to submit personal expenses to the Board on a quarterly basis. The expenses reported on should include credit card invoices and per diem expenses. Enclosed are Visa statements outlining my expenses for the dates stated. The table below breaks out these expenditures.

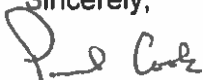
#	Date	Visa Amount	Per Diem	Comments
1	Feb. 18 & 19	\$114.84		OACP Zone 1A Meeting in Sault Ste Marie – Accommodations
2	Feb. 18 & 19		\$55.00	As Above
3	Mar. 1-4	\$49.15		Economics of Policing Summit in Ottawa - Fuel
4	Mar. 1-4	\$611.79		As Above – Accommodations
5	Mar. 1-4		\$82.50	As Above
6	Apr. 1 & 2	\$50.75		OPC Graduation in Aylmer - Fuel
7	Apr. 1 & 2	\$50.50		As Above – Fuel
8	Apr. 1 & 2		\$55.00	As Above
9	Apr. 1 & 2	\$143.17		As Above – Accommodations
10	Apr. 9	\$60.25		OACP Meeting in Hockley Valley - Fuel
11	Apr. 14 & 15	\$36.00		FPAC Meeting in Toronto - Fuel
12	Apr. 14 & 15	\$169.07		As Above - Accommodations
13	Apr. 14 & 15		\$37.50	As Above

14	Apr. 15 & 16	\$207.65		OACP Justice Committee Meeting in Brampton – Accommodations
15	Apr. 15 & 16		\$27.50	As Above
16	Apr. 20 & 21	\$49.50		OACP Board Meeting in Niagara Falls – Fuel
17	Apr. 20 & 21		\$27.50	As Above
18	Apr. 20 & 21	\$49.00		As Above – Fuel
19	Apr. 24	\$72.16		Board Lunch – Collective Bargaining

The Board will note four transactions on my Visa that have been highlighted with a red * beside the entry. Unfortunately my credit card was compromised and these transactions are fraudulent. We are working with Visa to have these amounts credited to my card.

I invite any questions or comments from the Board.

Sincerely,



Paul D. Cook, O.O.M.
Chief of Police



Canada
CORPORATE PAYMENT SYSTEMS
120 Adelaide St W, P.O. Box 2300
Toronto, Ontario M5H 1T1



ACCOUNT NUMBER

AMOUNT DUE

\$0.00

"MEMO STATEMENT ONLY"
DO NOT REMIT PAYMENT

PAUL COOK
NORTH BAY POLICE
135 PRINCESS ST. W.
PO BOX 717
NORTH BAY ON P1B 8J8

MESSAGES:

TRAN DATE	POST DATE	MCC CODE	TRANSACTION DESCRIPTION	REFERENCE #	AMOUNT
02-19	02-23	3508	BAY FRONT QUALITY INN SAULT S MARIE ON	74500015051411403392470	M114.84
03-04	03-05	5541	OOPS/ESSO #91 ARNPRIOR ON	74500015063461654202957	M49.15
03-04	03-09	3581	DELTA OTTAWA CITY CENT OTTAWA ON	74500015065667450149527	M611.79

General Customer Inquiries 800-588-8065 Outside North America, collect 416-306-3630 Lost or Stolen Cards 800-588-8067 Outside North America, collect 416-306-3636	ACCOUNT NUMBER	ACCOUNT SUMMARY	
	STATEMENT DATE 03/20/15	PURCHASES, FEES & ADJUSTMENTS	\$775.78
		CASH ADVANCES	\$0.00
		DISPUTE AMOUNT	\$0.00
		CREDITS	\$0.00
		STATEMENT TOTAL	\$775.78

Trademark of U.S. Bank National Association.



Canada
 CORPORATE PAYMENT SYSTEMS
 120 Adelaide St W, P.O. Box 2300
 Toronto, Ontario M5H 1T1

ACCOUNT NUMBER [REDACTED]

AMOUNT DUE \$0.00



"MEMO STATEMENT ONLY"
 DO NOT REMIT PAYMENT

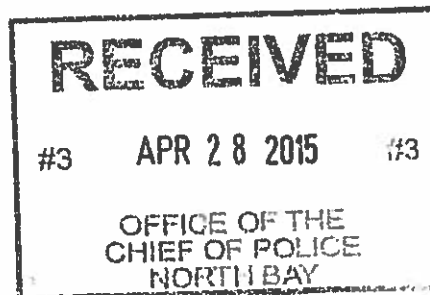
PAUL COOK
 NORTH BAY POLICE
 135 PRINCESS ST. W.
 PO BOX 717
 NORTH BAY ON P1B 8J8

⑆17379⑉900⑆

96

MESSAGES:

TRAN DATE	POST DATE	MCC CODE	TRANSACTION DESCRIPTION	REFERENCE #	AMOUNT
04-01	04-03	5541	ESSO (GREEN #) 11200 HWY MAPLE ON	74064495092920118039609	M50.75
04-02	04-06	5541	FUELCO #01178 KING CITY ON	74064495093920118337101	M50.50
04-02	04-06	3581	DELTA LONDON ARMOURIES LONDON ON	74500015093667441817048	M143.17
04-09	04-13	5541	ESSO 1525 HIGHWAY 11 N, R SHANTY BAY ON	74064495100920117789493	M60.25
* 04-12	04-14	5542	ESSO 61 OVERLEA BLVD TORONTO ON	74064495103920119047970	M149.97
* 04-13	04-15	5542	ESSO 7010 WOODBINE AVE. MARKHAM ON	74064495104920115383360	M149.70
04-14	04-16	5541	ESSO (GREEN #) 11200 HWY MAPLE ON	74064495105920117031842	M36.00
04-15	04-17	3501	HOLIDAY INN TORONTO YO TORONTO ON	74500015106667482215701	M169.07
04-16	04-20	3504	HILTON MISS/MEADOW FD MISSISSAUGA ON	74479325108072000666204	M207.65



* Fraud

General Customer Inquiries 800-588-8065 Outside North America, collect 416-308-3630 Lost or Stolen Cards 800-588-8067 Outside North America, collect 416-308-3630	ACCOUNT NUMBER	ACCOUNT SUMMARY	
	[REDACTED]	PURCHASES, FEES & ADJUSTMENTS	\$1,017.06
	STATEMENT DATE	CASH ADVANCES	\$0.00
	04/20/15	DISPUTE AMOUNT	\$0.00
		CREDITS	\$0.00
		STATEMENT TOTAL	\$1,017.06

Trademark of U.S. Bank National Association.



Canada
CORPORATE PAYMENT SYSTEMS
120 Adelaide St W, P.O. Box 2300
Toronto, Ontario M5H 1T1



ACCOUNT NUMBER

AMOUNT DUE

\$0.00

"MEMO STATEMENT ONLY"
DO NOT REMIT PAYMENT

PAUL COOK
NORTH BAY POLICE
135 PRINCESS ST. W.
PO BOX 717
NORTH BAY ON P1B 8J8

MESSAGES:

** Attention ** Your account is in dispute for \$455.67. This amount has not been included in the finance charge or minimum payment calculation.

TRAN DATE	POST DATE	MCC CODE	TRANSACTION DESCRIPTION	REFERENCE #	AMOUNT
* 04-20	04-22	5542	ESSO 1309 LAWRENCE AVE EA DON MILLS ON	74064495111920115127131	M150.00
04-20	04-22	5541	ESSO 369 BAYFIELD STREET BARRIE ON	74064495111920115521259	M49.50
* 04-21	04-22	7523	PRECISE PARKLINK INC TORONTO ON	74064495111820141328291	M6.00
04-22	04-24	5541	ESSO 1525 HIGHWAY 11 N, R SHANTY BAY ON	74064495113920116597355	M49.00
04-24	04-27	5812	CECIL'S EATERY & BEER SOC NORTH BAY ON	74064495115820160583079	M72.16

* Fraud

General Customer Inquiries 800-588-8065 Outside North America, collect 416-306-3630 Lost or Stolen Cards 800-588-8067 Outside North America, collect 416-306-3636	ACCOUNT NUMBER	ACCOUNT SUMMARY	
		PURCHASES, FEES & ADJUSTMENTS	\$326.66
STATEMENT DATE 05/20/15		CASH ADVANCES	\$0.00
		DISPUTE AMOUNT	\$455.67
		CREDITS	\$0.00
		STATEMENT TOTAL	\$326.66

Trademark of U.S. Bank National Association.



North Bay Police Service

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Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 1, 2015
Date of Meeting: June 10, 2015

Chairman D. O'Connor
and Members of the
North Bay Police Services Board

Subject: Quarterly 2015 Budget Report – Second Quarter

Recommendation: Information Item

During the Board meeting held on December 14, 2004 the Board resolved to, "Submit updated accurate budgets on a quarterly basis for information purposes to City Council commencing with the 2005 fiscal year."

Find attached a report prepared by Mr. Lalande, which outlines the status of the Board's Operating Budget as of June 1, 2015. There are no areas of concern at this time.

If the Board is satisfied with this report, a copy of it will be forwarded to City Council as per the Board's Resolution.

I invite any questions or comments from the Board in relation to this report.

Sincerely,

Paul D. Cook, O.O.M.
Chief of Police

	15 BUDGET	COLLECTED/SPENT AT ABOVE DATE	BUDGET BALANCE
REVENUE	\$ (1,798,080)	\$ (649,530)	\$ (1,148,550)
TOTAL EXPENSES	\$ 18,821,919	\$ 7,984,019	\$ 10,837,900
NET BALANCE	\$ 17,023,839	\$ (7,334,489) ***	\$ 9,689,350



*** board contingency amount removed
 **** municipal levy amount removed

REVENUE	\$	(649,530)	
PAYROLL COSTS	\$	7,253,993	
BOARD COSTS	\$	19,680	
ADMINISTRATION	\$	105,011	*** board contingency amount removed
EMERGENCY LAW	\$	22,432	
TRAFFIC	\$	1,142	
COMMUNICATIONS	\$	72,102	
BUILDING MAINT	\$	89,996	
UNIFORMS & EQUIP	\$	68,691	
FLEET	\$	235,939	
TRAINING	\$	37,973	
COMPUTERS	\$	77,060	
TOTAL EXPENSES	\$	7,984,019	
NET	\$	7,334,489	43%

Clarification Notes on Line Items:

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7001-362.04-05	TAXI LICENSE	33,250-	29,676-	0	29,676-	3,574-	.89
100-7001-362.04-20	COURT FINES	78,698-	0	0	0	78,698-	.00
100-7001-362.04-23	COURT SECURITY UPLOAD	372,571-	372,572-	0	372,572-	1	1.00
100-7001-362.04-70	TSF FROM RESERVE FUND	0	173,037-	0	173,037-	173,037-	.00
100-7001-362.04-80	SUNDY REVENUE	500-	1,837-	0	1,837-	1,337	3.67
100-7001-362.05-24	SAFER COMMUNITIES GRANT	280,000-	0	0	0	280,000-	.00
100-7001-362.05-36	R.I.D.E. PROGRAM	15,600-	0	0	0	15,600-	.00
100-7001-362.05-38	COMMUNITY POLICING GRANT	270,000-	0	0	0	270,000-	.00
100-7001-362.08-47	OFFICE SPACE LEASE/RENT	1,889-	1,889-	0	1,889-	0	1.00
100-7001-362.08-50	ADMINISTRATION FEES	70,000-	11,561-	0	11,561-	58,439-	.17
100-7001-362.08-69	OTHER ADMINISTRATION FEES	182,200-	58,189-	0	58,189-	124,011-	.32
100-7001-362.09-92	CONTRACT POLICING	485,572-	0	0	0	485,572-	.00
100-7001-362.09-95	DONATIONS / GRANTS	7,800-	2,602-	0	2,602-	5,198-	.33
* REVENUE		1,798,080-	651,363-	0	651,363-	1,146,717-	.36
100-7001-472.51-15	TSF TO RESERVE FUND	0	1,833	0	1,833	1,833-	.00
* EXPENDITURE		0	1,833	0	1,833	1,833-	.00
** POLICE REVENUES		1,798,080-	649,530-	0	649,530-	1,148,550-	.36

WORKSHEET NAME POLICETD

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7002-472.10-01	REGULAR SALARIES	11,139,977	4,528,720	0	4,528,720	6,611,257	.41
100-7002-472.10-02	TEMPORARY SALARIES	909,355	308,286	0	308,286	601,069	.34
100-7002-472.10-03	SHIFT PREMIUM	4,000	0	0	0	4,000	.00
100-7002-472.11-01	OVERTIME CIVILIAN F/T	29,000	12,922	0	12,922	16,078	.45
100-7002-472.11-02	OVERTIME - CIVILIAN P/T	49,700	20,068	0	20,068	29,632	.40
100-7002-472.11-03	SWORN FULLTIME	400,000	169,712	0	169,712	230,288	.42
100-7002-472.12-02	VACATION	47,668	19,021	0	19,021	28,647	.40
100-7002-472.12-05	STATUTORY SWORN	275,000	133,041	0	133,041	141,959	.48
100-7002-472.12-06	STATUTORY CIVILIAN	3,300	173,037	0	173,037	2,793	.15
100-7002-472.12-98	RETIREMENT PAYOUTS	0	173,037	0	173,037	173,037	.00
100-7002-472.14-03	SERVICE PAY CIVILIAN	0	4,575	0	4,575	4,575	.00
100-7002-472.14-05	INCENTIVE PAY	3,950	0	0	0	3,950	.00
100-7002-472.14-06	BREATHALYZER PAY	8,000	0	0	0	8,000	.00
100-7002-472.14-07	ACTING RANK PAY	29,000	6,766	0	6,766	22,234	.23
100-7002-472.14-08	COACH OFFICER PAY	8,000	10,512	0	10,512	2,512	1.31
100-7002-472.14-09	OFF DUTY PAY	70,000	18,138	0	18,138	51,862	.26
100-7002-472.14-11	COMMISSIONER OF OATHS	3,250	0	0	0	3,250	.00
100-7002-472.14-12	EMERG. RESPONSE TEAM	4,800	0	0	0	4,800	.00
100-7002-472.14-13	NEGOTIATOR	3,000	0	0	0	3,000	.00
100-7002-472.14-14	CIVILIAN COACH TRAINING	700	1,851	0	1,851	1,151	2.64
100-7002-472.14-99	OTHER EMP ALLOWANCES	19,000	8,605	0	8,605	10,395	.45
100-7002-472.18-01	FRINGE BENEFITS-FULLTIME	3,048,888	1,493,277	0	1,493,277	1,555,611	.49
100-7002-472.18-02	FRINGE BENEFITS-PARTTIME	189,270	73,115	0	73,115	116,155	.39
* EXPENDITURE		16,245,858	6,982,153	0	6,982,153	9,263,705	.43
** ADMINISTRATION		16,245,858	6,982,153	0	6,982,153	9,263,705	.43

WORKSHEET NAME POLICETD

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7003-472.10-01	REGULAR SALARIES	335,084	159,446	0	159,446	175,638	.48
100-7003-472.10-02	TEMPORARY SALARIES	158,568	44,730	0	44,730	113,838	.28
100-7003-472.10-03	SHIFT PREMIUM	3,000	0	0	0	3,000	.00
100-7003-472.11-01	OVERTIME CIVILIAN F/T	1,000	487	0	487	513	.49
100-7003-472.11-02	OVERTIME - CIVILIAN P/T	5,300	3,957	0	3,957	1,343	.75
100-7003-472.12-02	VACATION	10,000	2,634	0	2,634	7,366	.26
100-7003-472.12-06	STATUTORY CIVILIAN	1,000	507	0	507	493	.51
100-7003-472.14-03	SERVICE PAY CIVILIAN	0	675	0	675	675-	.00
100-7003-472.14-14	CIVILIAN COACH TRAINING	2,500	435	0	435	2,065	.17
100-7003-472.18-01	FRINGE BENEFITS-FULLTIME	130,000	48,849	0	48,849	81,151	.38
100-7003-472.18-02	FRINGE BENEFITS-PARTTIME	40,000	10,120	0	10,120	29,880	.25
* EXPENDITURE		686,452	271,840	0	271,840	414,612	.40
** 911 FIRE DISPATCH		686,452	271,840	0	271,840	414,612	.40

WORKSHEET NAME POLICETD

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7004-362.04-10 * REVENUE	SEIZED FUNDS/BIKE AUCTION	0 0	191- 191-	0 0	191- 191-	191 191	.00 .00
100-7004-472.10-04	HONOURARIUMS	4,200	1,439	0	1,439	2,761	.34
100-7004-472.18-04	FRINGE BEN-HONOURARIUMS	270	119	0	119	151	.44
100-7004-472.26-01	OFFICE SUPPLIES	150	210	0	210	60-	1.40
100-7004-472.30-12	CELLULAR SERVICE	600	550	0	550	50	.92
100-7004-472.30-55	MEETING COSTS	750	496	0	496	254	.66
100-7004-472.30-65	MEMBERSHIPS	2,782	6,747	0	6,747	3,965-	2.43
100-7004-472.30-70	TRAINING	14,500	7,533	0	7,533	6,967	.52
100-7004-472.30-80	ADVERTISING & PROMOTION	500	0	0	0	500	.00
100-7004-472.30-83	BOARD CONTINGENCY	0	2,080	0	2,080	2,080-	.00
100-7004-472.31-05	LEGAL FEES	30,000	1,531	0	1,531	28,469	.05
100-7004-472.39-99	MISC SERVICES & RENTS	5,500	1,055	0	1,055	4,445	.19
* EXPENDITURE		59,252	21,760	0	21,760	37,492	.37
** POLICE BOARD OF COMM		59,252	21,569	0	21,569	37,683	.36

WORKSHEET NAME POLICETD

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7005-472.26-01	OFFICE SUPPLIES	26,000	5,868	271	6,139	19,861	.24
100-7005-472.26-85	PHOTOCOPY SUPPLIES	5,000	1,564	0	1,564	3,436	.31
100-7005-472.30-05	COURIER, DELIVERY, POSTAGE	10,100	3,834	0	3,834	6,266	.38
100-7005-472.30-25	PHOTOCOPY EXPENSES	12,120	5,777	7,427	13,154	1,034	1.09
100-7005-472.30-27	INTERVIEW EXPENSES	5,000	4,549	0	4,549	451	.91
100-7005-472.30-65	MEMBERSHIPS	5,200	2,279	0	2,279	2,921	.44
100-7005-472.30-80	ADVERTISING & PROMOTION	500	684	0	684	184	1.37
100-7005-472.30-99	MISC ADMIN EXPENSES	19,000	3,247	0	3,247	15,753	.17
100-7005-472.31-01	AUDIT & ACCOUNTING FEES	78,315	0	0	0	78,315	.00
100-7005-472.34-60	BRINKS COURIER	1,600	691	0	691	909	.43
100-7005-472.36-01	INSURANCE PREMIUMS	58,600	62,098	0	62,098	3,498	1.06
100-7005-472.39-61	HEALTH & WELLNESS	7,200	3,351	0	3,351	3,849	.47
100-7005-472.41-10	CASH OVER / SHORT	0	24	0	24	24	.00
100-7005-472.41-15	FOREIGN EXCHANGE	0	378	0	378	378	.00
100-7005-472.50-15	OFFICE FURNITURE/EQUIPMEN	10,000	3,019	0	3,019	6,981	.30
100-7005-472.51-15	TSF TO RESERVE FUND	30,000	0	0	0	30,000	.00
* EXPENDITURE		268,635	97,313	7,698	105,011	163,624	.39
** ADMINISTRATION		268,635	97,313	7,698	105,011	163,624	.39

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7006-362.04-79 * REVENUE	REIMBURSEMENT OF EXPENSES	0	4,460-	0	4,460-	4,460	.00
		0	4,460-	0	4,460-	4,460	.00
100-7006-472.30-30	TRAVEL	20,000	6,804	0	6,804	13,196	.34
100-7006-472.30-60	MEALS	7,600	2,232	0	2,232	5,368	.29
100-7006-472.31-60	WITNESS FEES	10,000	8,720	0	8,720	1,280	.87
100-7006-472.32-05	VEHICLE LEASE/RENTAL	15,500	1,666	0	1,666	13,834	.11
100-7006-472.33-07	EQUIPMENT MAINTENANCE	5,000	221-	0	221-	5,221	.04
100-7006-472.39-99	MISC SERVICES & RENTS	17,200	7,691	0	7,691	9,509	.45
* EXPENDITURE		75,300	26,892	0	26,892	48,408	.36
** EMERG LAW ENFORCEMENT		75,300	22,432	0	22,432	52,868	.30

WORKSHEET NAME POLICETD

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7007-472.26-01	OFFICE SUPPLIES	500	24	0	24	476	.05
100-7007-472.26-35	BOOK & RESOURCE MATERIAL	800	0	0	0	800	.00
100-7007-472.29-10	POLICE SUPPLIES	1,700	189	0	189	1,511	.11
100-7007-472.33-15	VEHICLE MAINTENANCE	1,000	0	254	254	746	.25
100-7007-472.33-23	POLICE RADAR/BREATH EQUIP	2,500	675	0	675	1,825	.27
100-7007-472.50-10	MACHINERY & EQUIPMENT	2,000	0	0	0	2,000	.00
.	EXPENDITURE	8,500	888	254	1,142	7,358	.13
**	TRAFFIC SECTION	8,500	888	254	1,142	7,358	.13

PREPARED 06/01/15

WORKSHEET NAME POLICETD

YTD FINANCIAL REPORT
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ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7008-472.30-10	TELEPHONE	41,200	10,150	0	10,150	31,050	.25
100-7008-472.30-12	CELLULAR SERVICE	38,000	13,666	0	13,666	24,334	.36
100-7008-472.33-01	RADIO MAINTENANCE	3,500	0	0	0	3,500	.00
100-7008-472.33-07	EQUIPMENT MAINTENANCE	48,700	40,420	0	40,420	8,280	.83
100-7008-472.34-99	MISC CONTRACTS	7,350	2,442	5,424	7,866	516-	1.07
*	EXPENDITURE	138,750	66,678	5,424	72,102	66,648	.52
**	COMMUNICATIONS	138,750	66,678	5,424	72,102	66,648	.52

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7010-472.26-15	JANITORIAL SUPPLIES	13,780	4,524	261	4,785	8,995	.35
100-7010-472.27-01	HYDRO	110,000	35,818	0	35,818	74,182	.33
100-7010-472.27-05	NATURAL GAS	15,000	10,495	0	10,495	4,505	.70
100-7010-472.27-15	WATER	6,000	1,916	0	1,916	4,084	.32
100-7010-472.27-30	CABLE/FIBRE OPTICS	782	329	0	329	453	.42
100-7010-472.33-05	BUILDING MAINTENANCE	56,500	14,798	4,253	19,051	37,449	.34
100-7010-472.34-01	GARBAGE CONTRACT	7,000	1,841	7,266	9,107	2,107	1.30
100-7010-472.34-17	PEST CONTROL	576	586	0	586	10-	1.02
100-7010-472.34-45	SNOW REMOVAL CONTRACT	10,000	7,909	0	7,909	2,091	.79
* EXPENDITURE		219,638	78,216	11,780	89,996	129,642	.41
** MAINTENANCE OF QUARTERS		219,638	78,216	11,780	89,996	129,642	.41

WORKSHEET NAME POLICETD

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7012-472.26-50	CLOTHING / UNIFORM	73,000	3,646	17,876	20,821	52,179	.29
100-7012-472.29-10	POLICE SUPPLIES	30,000	5,629	0	5,629	24,371	.19
100-7012-472.29-15	GUN SUPPLIES	59,000	32,076	1,010	33,086	25,914	.56
100-7012-472.29-20	POLICE TECH SERVICE SUPP	10,000	726	499	1,225	8,775	.12
100-7012-472.33-50	DRY CLEANING/MAINT	19,700	5,363	0	5,363	14,337	.27
100-7012-472.50-45	ERT	10,000	1,011	443	2,567	7,433	.26
.	EXPENDITURE	201,700	48,451	19,828	68,691	133,009	.34
**	UNIFORMS/EQUIPMENT/MISC	201,700	48,451	19,828	68,691	133,009	.34

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7014-362.04-79 REVENUE	REIMBURSEMENT OF EXPENSES	0	8,245-	0	8,245-	8,245	.00
		0	8,245-	0	8,245-	8,245	.00
100-7014-472.24-01 GAS		170,000	56,517	0	56,517	113,483	.33
100-7014-472.24-20 TIRES		26,000	7,995	0	7,995	18,005	.31
100-7014-472.32-05 VEHICLE LEASE/RENTAL		0	1,895	0	1,895	1,895-	.00
100-7014-472.33-07 EQUIPMENT MAINTENANCE		100,000	14,805	33,242	48,047	51,953	.48
100-7014-472.33-15 VEHICLE MAINTENANCE		152,600	41,967	0	38,737	113,863	.25
100-7014-472.33-55 CAR WASHES		3,000	0	0	0	3,000	.00
100-7014-472.36-01 INSURANCE PREMIUMS		80,993	80,993	0	80,993	0	1.00
100-7014-472.36-55 POLICE DEPT DEDUCTIBLES		20,000	10,000	0	10,000	10,000	.50
* EXPENDITURE		552,593	214,172	33,242	244,184	308,409	.44
** MOBILE EQUIPMENT		552,593	205,927	33,242	235,939	316,654	.43

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ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7018-472.30-70	TRAINING	84,000	34,941	3,032	37,973	46,027	.45
*	EXPENDITURE	84,000	34,941	3,032	37,973	46,027	.45
**	TRAINING	84,000	34,941	3,032	37,973	46,027	.45

WORKSHEET NAME POLICETD

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	ADJUSTED BUDGET	Y-T-D ACTUALS	CURRENT ENCUMBRANCES	TOTAL ACTUALS	LEFT TO SPEND	% SPENT TO DATE
100-7020-362.04-60	TRANSFER FROM CAPITAL	0	1,764-	0	1,764-	1,764	.00
100-7020-362.04-79	REIMBURSEMENT OF EXPENSES	0	8,290-	0	8,290-	8,290	.00
REVENUE		0	10,054-	0	10,054-	10,054	.00
100-7020-472.26-99	MISC GENERAL SUPPLIES	25,000	3,549	0	3,549	21,451	.14
100-7020-472.32-20	COMPUTER EQUIPMENT LEASE	13,025	0	4,992	4,992	8,033	.38
100-7020-472.33-07	EQUIPMENT MAINTENANCE	5,190	253-	4,831	4,578	612	.88
100-7020-472.34-30	SERVICE CONTRACT	1,526	0	0	0	1,526	.00
100-7020-472.39-99	MISC SERVICES & RENTS	123,000	39,758	0	39,758	83,242	.32
100-7020-472.50-30	COMPUTER H/WARE	33,200	9,899	150	10,049	23,151	.30
100-7020-472.50-33	SOFTWARE UPGRADING	80,300	21,120	3,068	24,188	56,112	.30
EXPENDITURE		281,241	74,073	13,041	87,114	194,127	.31
..	COMPUTER SYSTEM	281,241	64,019	13,041	77,060	204,181	.27
...	POLICE	17,023,839	7,244,897	94,299	7,336,378	9,687,461	.43
		17,023,839	7,244,897	94,299	7,336,378	9,687,461	.43



North Bay Police Service

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Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 2, 2015
Date of Meeting: June 10, 2015

Mr. D. O'Connor, Chair
and members of the
North Bay Police Services Board

Subject: Business Plan 2014 Year End Annual Report

Recommendation: Information Item

Find attached the Business Plan 2014 Year End Annual Report.

Our Business Plan 2014-2016 provides a road map of where our Police Service was headed and assisted us to clearly identify our policing priorities over that three year period.

The Plan provided quantitative and qualitative performance objectives and indicators relating to the following:

- Community-based crime prevention initiatives
- Community patrol
- Criminal investigations
- Emergency calls for service
- Violent crime
- Property crime
- Youth crime
- Police Assistance to victims of crime
- Road Safety
- Information Technology
- Police Facilities
- Resource Planning

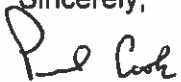
This year-end report is designed to update the Board, our members and the communities we serve as to the status of each identified issue by providing information related to our goals and the associated objectives and performance indicators.

This report will be shared internally through our Intranet and externally with our community on our website.

As the Board is aware this was the first year of this Plan so a number of objectives will be ongoing or in-progress.

I invite any questions or comments from the Board.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Cook".

Paul D. Cook, O.O.M.
Chief of Police



NORTH BAY POLICE SERVICE

Business Plan 2014 Year End Annual Report

Chiefs Introduction

Our 2014-2016 Business Plan which was approved by the North Bay Police Services Board through resolution, provides a road map of where our Police Service is headed and just as importantly, how we will get there over the next three years.

The Business Plan will provide quantitative and qualitative performance objectives and indicators relating to the following:

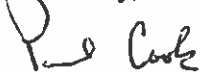
- Community-based crime prevention initiatives
- Community patrol
- Criminal investigations.
- Community satisfaction with police services
- Emergency calls for service
- Violent crime
- Property crime
- Youth crime
- Police Assistance to victims of crime
- Road Safety
- Information Technology
- Police Facilities
- Resource Planning

Our planning committee ensured that the implementation of the Plan was written into our document with sections dedicated to reporting, monitoring and evaluation. Accountability and time lines were also included in our Plan.

Our committee identified that close monitoring of our Plan, including annual reporting on each of the goals, would ensure that this would not be a Plan that sits on a shelf. It would in fact be used to facilitate organizational change and ensure we remained focused on our identified policing priorities.

This Business Plan Year End Annual Report is designed to update the Board, our members and the communities we serve as to the status of each identified issue by providing information related to our goals and the associated objectives and performance indicators. Both organizationally and individually we are committed to following this Plan in order to ensure we continue to provide policing excellence to the citizens of North Bay and Callander.

Sincerely,



Paul D. Cook, O.O.M.
Chief of Police

Community Based Crime Prevention

Goal: To develop and deliver innovative, educational and progressive crime prevention strategies in partnership with the communities we serve.

To enhance public safety and wellness by working with our community partners to reduce calls for service and violent crime through community mobilization, education and awareness.

Objectives	Performance Measures	Results
Increase mobilization and engagement with partner agencies.	Establish the Gateway HUB in the city of North Bay beyond a pilot project and secure long term commitments.	70 Protocols and MOU's with other agencies Crime Stoppers Victim Services of Nipissing Accident Support Services The Gateway HUB was implemented as a full-time program and the Mobile Crisis Team commenced as a six (6) month joint pilot project with the NBRHC.
Utilize the Gateway HUB to enhance public safety and wellness.	Incorporate a 'Person's Matrix' and a 'Central Record Management' (CRM) program to identify trends and systemic gaps.	Sworn officer in place and conducting awareness and education with community partners. Numerous requests from community partners, schools, clubs and organizations wanting lectures on elder safety, internet safety, bullying, social media and other topics. In progress.
Continue crime prevention initiatives, education and awareness campaigns and related partnerships.	Maintain a working relationship with the Ontario Working Group (OWG) to implement the Gateway HUB long term with sustainable funding and establish best practices.	The Ontario Working Group (OWG) changed its model of operation in 2014 to streamline the process. The Gateway HUB continues to have representation at the provincial level through the project manager. Sustainable funding continues to be a challenge. The Gateway HUB has formalized best practices and has rules of governance in place.
Reduce violence, property crime, youth crime and impaired driving related Offences.	The number of protocols, community partnerships and crime prevention initiatives.	Several activities were maintained including our RIDE Program, One Pledge Campaign, Tim Horton's Earn a Bike Program, Prescription Drug Drop Off Day, DARE, No One Asks for It Walk and the Lock it or Lose it Program. Related Community Committees and partnerships included the Drug Strategy Committee, the Injury

		Prevention Practitioners Network, MADD Nipissing Chapter and DVCCC.
Further the development and refinement of the CRO position and utility.	Track by deployment the continued development and refinement of the CRO position	The CRO position was used less as the resources were used to implement the HUB officer and the Mobile Crisis Officer project.

Community Patrol

Goal: To enhance public safety and security through directed patrols and increased police visibility and accessibility in our communities.

Objectives	Performance Measures	Results
Expand upon and strengthen community partnerships and bonds through general and directed patrols by proactively building relationships, sharing information and fostering civility.	Year over year comparisons of public opinion across all spectrums in the annual community surveys.	Eighteen (18) Community partners are currently part of Community Mobilization North Bay and sit at the Gateway Hub table including the NBPS Hub Liaison Officer. The partnership with the North Bay Regional Health Centre (NBRHC) to form a Mobile Crisis Team received training and was operational as a Pilot Project in 2014. A further community survey is planned for 2015. Ongoing.
Continue the COR Unit and enhance our presence at community events and directed patrol areas.	The tracking of crime statistics and figures year over year, geographically and through the Crime Severity Index (CSI).	The COR Unit attended several community events and partnered with Platoon Bike Patrol Officers to enhance calls for service. The patrol season allowed for a combined effort by COR officers and Platoon Bike Officers, resulted in a total of 99 days on bicycles and foot patrol. The PBO's and the COR unit addressed numerous investigations under the <i>Criminal Code, Controlled Drug and Substances Act, Highway Traffic Act, Trespass to Property Act</i> , City by-laws, and motor vehicle collision investigations. Year after year we are one of the safer communities in Ontario according to the CSI Reports.
Continue our involvement with the Joint Snow Mobile Patrol.	Referencing section reports and reviewing directed and general patrols to gauge effectiveness through internal feedback.	Officers conducted general patrol throughout the Ontario Federation of Snowmobile Club trails in the North Bay, Bonfield, Corbell, Powassan, Nipissing and Mattawa areas. The general

		activities included checking snowmobilers for required documentation and assuring compliance to legislative and regulatory requirements.
Effectively utilize RIDE programs with a focus on strategic deployment specific to holidays and long weekends.		In 2014, 68 impaired driving charges were recorded. This is compared to 68 for 2013. The RIDE Program was utilized 19 times in 2014.
To problem solve specific public safety concerns as they are identified, through community mobilization and the effective deployment of directed patrols.		The Gateway Hub has been effective in addressing community needs with respect to individuals and families identified in positions of acutely elevated risk. The formation of the Mobile Crisis Team will facilitate more efficient and effective service delivery with respect to mental health related calls.

Criminal Investigation

Goal: To investigate and solve crimes while assisting in their prosecution through the use of highly skilled and trained investigators.

Objectives	Performance Measures	Results
To ensure criminal investigations are conducted by highly skilled investigators in accordance with legislative requirements.	Tracking training and development of assigned members	Fifteen (15) members of the Investigative Support Section received thirty-two (32) training sessions specific to criminal investigations in 2014.
Develop criminal investigation skills actively through training, mentorship and experience.	Tracking the number of officers designated by Chief of Police as Criminal Investigators.	The Investigative Support Section has fifteen (15) officers designated as criminal investigators. In total the Service has fifty-six (56).
Use intelligence led practices to detect, investigate and prosecute crime.	Analyses of year over year crime data and other statistically captured measures specific to major cases and criminal investigations.	Increased cooperation between sections coupled with intelligence-based policing generated an increase in criminal charges from 165 in 2013 to 256 in 2014 for the Street Crime Unit. Overall there was an increase in the number of adult criminal charges from 3,547 in 2013 to 3,958 in 2014.

Community Satisfaction

Goal: To maintain and increase community satisfaction through ongoing partnerships and the diligent collection of information, to inform service delivery and deployment.

Objectives	Performance Measures	Results
Enhance the utilization of technology through social media and our website to provide broader opportunities for two way communication with the public.	Assess progress in Annual and Section Reports relating to technology use, social media and website public engagement.	Annual Reports on Policing and section Annual Reports posted to the Website and Intranet. Part-time Corporate Communication Coordinator releases daily social media and website updates. New Communications/Solutions Committee formed. Ongoing.
To continue to professionally and effectively process public complaints and inquiries.	Analyses of Public Complaints by frequency and area, along with resolutions of complaints.	Seven (7) Public Complaints were investigated and resolved: <ul style="list-style-type: none"> • Five (5) withdrawn • Two (2) unsubstantiated • Fourteen (14) Public Complaints by ten (10) individuals were screened out by the OIPRD as they were deemed frivolous, vexatious, made in bad faith, more than 6 months old or the complainant was not affected.
To continue to ascertain reliable and valid measurements of public opinion	Annually conduct longitudinal comparisons of specific and defined measures for satisfaction.	YIPI students conducted survey with respect to DIA. Nipissing University Study on DARE viability and service delivery in schools.
Utilize insights from the public to help guide and inform service delivery.	Results from community surveys.	Community Survey and town hall meetings planned for 2015. Ongoing.
To partner with our communities to host the 2015 Special Olympics Ontario Winter Games.	To host a safe and successful 2015 Special Olympics Winter Games in partnership with our communities.	We devoted one officer full-time as the Games Manager to lead the organization of this event. We hosted multiple community events and formed numerous partnerships with local business, schools and service clubs to support the Games. Approximately 700 volunteers assisted and over \$500,000.00 in sponsorship was generated. Highly successful event.

Emergency Calls for Service

Goal: To provide safe, effective and efficient response to emergency calls for service.

Objectives	Performance Measures	Results
Provide training specific to officer safety and use of force standards.	Adherence to Officer Safety and Use of Force training standards.	All sworn officers receive annual Use of Force and Police Vehicle Operations Training. First Aid training every 3 years.
Ensure appropriate staffing levels and response capacities are maintained	Analyses of critical incidents and response performance as articulated in the annual Use of Force Report.	Staffing levels maintained 94 Sworn Officers 40 Full-time Civilians 26 Part-time Civilians
Maintenance of existing encrypted digital radio systems and enhancements where same are identified.	Preserving safety through access to reliable communications as reported in the quarterly 9-1-1 communications audits.	Our radio system reached end of life in 2011 with support ending 2018. A 4 year upgrade plan was approved and is being implemented in 2015. T911 and NG911 implementation is also taking place. Ongoing.
Maintenance of the Emergency Response Team (ERT), ensuring they are equipped with appropriate technology and GPS capabilities.	Maintenance of the ERT's operational capacity through recruiting, training and the provision of equipment	2 weeks of Maintenance Training completed. 1 week in spring and 1 week in fall. Two new members have been added to our team. Equipment needs have been identified and met.
Ensure appropriate protocols and Incident Management Systems are in place with emergency services partners.	Ensuring Protocols and Incident Management Systems are current and training has been conducted.	Protocols are in place and initial training for Incident Managers conducted. We participated in a joint mock disaster with Trans Canada Pipeline on HWY 11 in September 2014.
Implement Next Generation technologies and subsequent infrastructure/hardware/software as mandated.	Adhering to mandates for Next Generation technology.	We continue to maintain our own Communications Course Training Standard accredited by the Ministry of Community Safety and Correctional Services until 2015. T911 and NG911 are being implemented and our communicators are receiving the required training. Ongoing.
Ensure our Communication Centre maintains adequate staffing levels and training, and that personnel receive accredited training approved by the Ministry of Community Safety and Corrections Services.	Communications Centre staff's receipt of accredited training.	The Communications Centre had maintained a staffing of ten (10) full-time and five (5) part-time civilian staff. An increase of 3 part-time staff has been hired to deal with the upcoming changes associated to T911 and NG911. Our Communication Centre continues to receive accredited training approved by the

		Ministry of Community Safety and Correctional Services.
Ensure ERT members receive accredited training approved by the Ministry of Community Safety and Correctional Services.	Emergency Response Team's receipt of accredited training.	Our five (5) day ERT Course Training Standard has been accredited by the Ministry of Community Safety and Correctional Services until 2015.
Provide Conducted Energy Weapon (CEW) training, certification, and use of equipment to all Officers in the Patrol Section.	Tracking of CEW training, certification and access to equipment.	We are transitioning from the TASER X26P to the X2 in 2015. A number of officers have been trained and approved on the X2. Ongoing.

Violent Crime

Goal: To use intelligence led policing effectively in targeting and preventing violent crime.

Objectives	Performance Measures	Results
Reduce violent crime through crime prevention, education and enforcement.	Reduction of violent crime measured through internal and external reports Clearance rates that exceed the national average.	In 2014 there was a reduction in violent crime and our clearance rate for violent crime was 82.9%.
Comply with Major Case Management, VICLAS and Sex Offender Registry legislative requirements.	Adherence to Major Case Management, VICLAS and Sex Offender Registry legislation and standards.	VICLAS and SOR legislative requirements continue to be met by the Service.
Refine crime analyses and practices in criminal investigations	N/A	N/A
Establishing best practices for records management.	Track records management procedural changes and usages accordingly.	A record management system has been developed to properly capture statistical information with respect to domestic violence calls for service including data for individuals with domestic related charges. We have also started tracking mental health calls.
Maximizing the usage and capabilities of existing systems and implementing new procedures as required.	Track records management procedural changes and usages accordingly.	A complete review of the Niche RMS system, its applications and data quality was commenced. Data integrity and audit capabilities are being performed. The Service is leveraging grant funding regarding conducting investigations into child luring and child pornography. Ongoing.

Property Crime

Goal: To use intelligence led policing to effectively prevent, detect and investigate property crimes.

Objectives	Performance Measures	Results
Reduce property crime through crime prevention, education and initiatives.	Reduction of property crime and victimization year over year.	The number of property crime investigations has been relatively consistent for several years. We are awaiting 2014 StatsCan Report. In 2012 the clearance rate for property crime was 22.2%. In 2013 the clearance rate was 28.32% and in 2014 it was 25.6%. Ongoing.
Maintain Street Crime Unit.	Maintenance and continuation of Street Crime Unit	A plan is to be implemented in 2015 to ensure that the Street Crime Unit has a full-time supervisor that follows the Unit's schedule. As stated, there was an increase in overall criminal charges from 165 in 2013 to 256 in 2014 for the Street Crime Unit.
Continue the cooperation between units to maximize enforcement	Clearance rates that exceed the national average	2014 StatsCan not yet available. Ongoing.
Continue to use asset forfeitures to combat and deter property crime.	Track the results of the annual property annual report audit.	Due to the reactive nature of AFU investigations, it is difficult to set specific target values for illegal asset seizures. In 2014, almost \$82,000 worth of assets was seized.
Prevent re-victimization by continuing to return property in a timely manner.	Track early success of any tool implemented for on-line reporting.	From June 2013 – June 2014 the Exhibits Section returned 2,733 pieces of occurrence related property. We are seeing improvements in this area. Ongoing.
Investigate an on-line reporting system for victims of property crime.		Ongoing

Youth Crime

Goal: To prevent, deter and reduce youth crime through education, crime prevention, enforcement and relationship building.

Objectives	Performance Measures	Results
Maintenance of existing effective prevention and enforcement strategies specific to youth	Reducing youth crime by tracking diversions and extrajudicial measures.	In 2014, there were 138 youths charged with criminal offences, 76 extrajudicial youth referrals, 40 Youth Justice program referrals, 14 written warnings and 10 mental health diversions.
Continued development of relationships with youth through partnerships that integrate youth and the community.	Sustainment and creation of youth engagement initiatives.	The Community Resource Officer, Youth Officer and School Liaison Officer maintained strong working relationships with the community regarding youth matters.
Ongoing education and awareness regarding drugs, drinking and driving, road safety, bullying and internet awareness and safety.	Year over Year number of presentations, initiatives and workshops.	Twenty-seven (27) DARE Classes were conducted with over 787 students graduating. The Community Resource Officer, the School Liaison Officer and the Youth Officer contributed by conducting presentations in the schools specific to these areas of concern upon request.
Enhance prevention and educational services to youth through partnerships with DARE, School Liaison Officer, Youth Officer, HUB and officer identified community partners.		Many programs continue to thrive in our area as a result of strong community partnerships. They include programs such as Tim Horton's Earn-a-Bike program, Risk Watch, YIP and the Drug Awareness Committee.

Assistance to Victims

Goal: To work with community organizations and partners in providing responsive, compassionate, meaningful and timely assistance to victims of crime.

Objectives	Performance Measures	Results
Preserve existing partnerships with agencies and develop new partnerships and protocols that provide supports for victims of crime.	Maintenance of functionality of existing and new partnerships.	Victim Services sustained twenty-three partnerships. In 2014, the Service partnered with the North Bay Regional Health Centre, creating a Mobile Crisis Intervention Team. Its mandate is to provide a mobile response to individuals and/or families who are in crisis or suffering from mental health issues.
Identifying grant opportunities to	Number of successful	In 2014, the Service applied for

enhance services to victims.	submissions of grant applications	two (2) grants. Both applications were successful and a total of \$100,000 and \$11,520 was received. One grant was for the Community Mobilization HUB Project and the other was for Street Crime vehicle rentals.
Reflect on the service delivery and strategies to meet the needs of victims.	Measuring the functionality of new programs and service deliver to ensure the meaningful deployment of resources for the public, particularly seniors	In 2014, the Service revised and implemented a comprehensive Domestic Violence Standard Operating Procedure. This also included a new Domestic Violence Risk Management Form. With the assistance of grant funding, the Service became self-sufficient with its response to offences against children, especially those pertaining to luring and child pornography.

Road Safety

Goal: To maximize road safety through education, awareness, prevention and enforcement.

Objectives	Performance Measures	Results
Reduce personal injuries and property damage related to motor vehicle collisions.	Year over year statistics on motor vehicle collisions and persons injured.	In 2014 1,425 collisions occurred within the Service's jurisdiction compared to 1,339 in 2013. Injuries sustained by individuals in collisions in 2014 were 351 compared to 242 in 2013. Motor vehicle collisions involving pedestrians were 28 in 2014 compared to 15 in 2013.
Increase public awareness of contemporary road safety issues through directed educational and enforcement campaigns via social media, our website and the local media.	Increased utilization of information sharing in directed enforcement, tracked through deployments and enforcement.	Six (6) road safety initiatives in 2014: Seatbelt campaign, Operation Impact, School Bus Safety, Winter Driving Initiative, Road Safety Week and RIDE programs.
Maintenance of our Road Safety/Traffic Management Plan.	Year over year traffic statistics, including deployments and subsequent results that are directly related to traffic initiatives.	Use of CROMS to identify the Top Ten worst intersections and follow up enforcement with the Traffic Enforcement.
Refine information sharing practices internally and externally to optimize the statistical information available to the Service.		Completed our Respectful Workplace training in 2014. We are utilizing our new Corporate Communications Coordinator and Communications/Solutions

Committee to evaluate and improve information sharing. Ongoing.

Information Technology

Goal: To fully implement and leverage our existing technology, identify enhanced systems and provide a secure network that effectively and efficiently supports our members and adheres to legislation.

Objectives	Performance Measures	Results
Continue with the implementation of Automated Vehicle Location (AVL) systems in all fleet vehicles.	Installation of AVL in all fleet vehicles.	All marked cruisers used in front line response are equipped with automatic vehicle location (AVL) viewable in the communications center. In addition, marked cruisers have Satellite Traffic light pre-emption technology.
Implementation of a bar code system for property management.	Successful implementation of bar code system.	Bar Coding for property in the Exhibit area was implemented in 2014.
Increase the use of electronic disclosure.	Comparing operational and functional use of RMS year over year.	Monitoring MAG Pilot in Toronto and Chatham on this. Ongoing.
To review and optimize our existing website and use of social media.	Review/comparison of website for user traffic, content and accessibility.	A new review is underway for 2015. Ongoing.
Continue refining the use of RMS.	Optimizing the use of existing technology and implementing a solution for mobile workstations.	Photographic evidence is routinely used and emphasis continues at the frontline. The implementation of Mobile workstations project is on hold. Ongoing.
Monitor and identify new technology appropriate for our service, particularly for mobile workstation solutions.	Testing and external approval of network security.	The RMS working group on and work flow, continues to find new functions to assist in producing more detailed information. A second working group on OSL has been formed to find internal administrative efficiencies. Mobile work-stations project is on hold. Ongoing.
Maintain a secure network and adhere to mandated standards.	Compiling anticipated technological options and budgetary implications timely into the appropriate reports and presentations.	Firewall, T911 and NG911 upgrade planning for 2015 was the focus of 2014. Ongoing.
Implementation of Real Time Identification (RTID) for	Successful implementation of RTID and best practices for	Completed. "LiveScan" was implemented and in use for

electronic submission of fingerprints.	electronic submission of fingerprints.	submission of fingerprints.
The early identification of emergent technology and budget requirements as changes are legislated, or required, for operational optimization.	The operational status and subsequent enhancements to radio systems.	Radio upgrade in progress for phase one in 2015.
Maintain and where appropriate enhance existing radio systems.		Capital Budget approved for radio enhancements, NG911, T911 and recording system replacement. Ongoing.

Police Facilities

Goal: To ensure our facility meets the needs of our members and the community and complies with legislative requirements.

Objectives	Performance Measures	Results
Maintain and upgrade existing building infrastructure as necessary to provide a safe, comfortable and professional environment while meeting legislative requirements.	Results of the reviews of the annual Facilities Report.	Annual report posted and identified needs are outlined. Ongoing.
Maintain the existing grounds, parking areas and other external infrastructures to meet legislative requirements or discretionary upgrades/changes.	Results of the reviews of the Health and Safety Committee reports.	Exterior lighting upgraded to LED, 3 H.V.A.C. units replaced, and parking lot repairs completed.
To perform a complete review and identify in advance, and plan for, significant building maintenance requirements and/or systems upgrades.	Results of any specially commissioned internal or external building and system reports.	In progress and identified in capital funding request for 2015. Ongoing.

Human Resources Planning

Goal: To recruit and retain professional and competent staff and provide them with the equipment, training and support they require to perform their day-to-day duties in a healthy, respectful workplace.

Objectives	Performance Measures	Results
Provide a safe, harassment free and respectful workplace.	The number of communiqués and bulletins relating to personal health, mental health and wellbeing	Completed
Meet the goals outlined in our Skills, Learning and Development Plan and encourage employees to	Complying with legislative requirements specific to respectful workplace behaviours. Review of the Training Section's	Respectful Workplace training completed for all members. There were 6 employees who used educational subsidies for

participate in external learning activities.	Annual Report for the number of educational subsidies, courses taken by employees and other development opportunities.	external learning. 71 Sworn officers attended police courses. 19 Civilians attended for training.
To promote the policing profession and become the employer of choice for a diverse workforce.	Number of recruitment initiatives and applications received.	We participated in career days at local schools, the university and college. Continued participation in the Nipissing University and Canadore College Mentorship program. Participated in the Youth in Policing Initiative (YIPI) summer students. Applications Received by NBPS: Recruit Constables – 96 Experienced Constables – 7 Clerk – 468 Dispatcher – 12 Special Constable – 4 Other – 9
To develop programs in support of the health and well-being, including the mental health of our members.	New programs and training initiated.	We entered into an agreement with a new EAP program and service provider. We are releasing monthly newsletters and topical initiatives. We completed Respectful Workplace training for all members.
To review staffing levels and current business practices to identify potential areas of operational requirements and efficiencies.	Tracking the use and distribution of wellness programs and information, targeting identified health and wellness topics.	Risk assessments for each locations were completed with recommendations. Ongoing.

Conclusion

This was an extremely busy year both operationally and administratively for our police service with significant change. Our award winning Gateway HUB, our newly formed Mobile Crisis Team and our Patch for Patch initiative have been identified as best practices and continue to garner interest and attention provincially and beyond. Vacancies both planned and unexpected challenged our staffing levels in 2014 and we have invested significant resources into recruiting and hiring for civilian and sworn positions to bring us closer to our approved strength in 2015. T911 and NG911 as well as upgrades to our current radio system have resulted in considerable pressures on the 2015 Operating Budget and will require significant investments in training. We continue to conduct ongoing internal reviews to ensure we are both efficient and effective in our service delivery. This includes, but is not limited to better use of our OSL and RMS systems. Overall it was another successful year for our service and we will continue to use this Plan and our Strategic Plan to ensure we are meeting the policing priorities established by the Board with invaluable input from the communities we serve.



North Bay Police Service

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Website: www.northbaypolice.on.ca

Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 1, 2015
Date of Meeting: June 10, 2015

Mr. D. O'Connor, Chair
and members of the
North Bay Police Services Board

Subject: Strategic Plan 2014 Year End Annual Report

Recommendation: Information Item

Find attached the Strategic Plan 2014 Year End Annual Report.

Our Strategic Plan 2010-2015 provides a road map of where our Police Service is headed and just as importantly, how we will get there over the five years associated to the Plan. It also assists to clearly identify our policing priorities.

The strategic issues identified in this Plan include the following:

- Training and Development
- Staff Deployment and Resource Allocation
- Technology
- Human Resource Management
- Community Based Policing

This year-end report is designed to update the Board, our members and the communities we serve as to the status of each identified issue by providing information related to our goals and the associated objectives and performance indicators.

This report will be shared internally through our Intranet and externally on our website.

I invite any questions or comments from the Board.

Sincerely,

Paul D. Cook, O.O.M.
Chief of Police



NORTH BAY POLICE SERVICE

Strategic Plan 2014 Year End Annual Report

Introduction

The North Bay Police Service Strategic Plan 2010-2015 provided the road map of where our police service would focus our time, energy and resources over a five-year period.

The strategic issues identified in the Plan included the following:

- Training and Development
- Staff Deployment and Resource Allocation
- Technology
- Human Resource Management
- Communication
- Community Based Policing

Our planning committee ensured that the implementation of the Plan was written into our document with sections dedicated to reporting, monitoring and evaluation. Accountability and time lines were also included in our Plan.

Our committee identified that close monitoring of our Plan, including annual reporting on each of the goals, would ensure that this would not be a Plan that sits on a shelf. It would in fact be used to facilitate organizational change and ensure we remained focused on our identified policing priorities.

The Strategic Plan Year End Annual Report is designed to update the Board, our members and the communities we serve as to the status of our identified strategic issues and I am pleased to present it to the Board again this year.

This report will also be utilized by our newly formed Strategic Planning Committee as a stepping off point for our next 5-year Strategic Plan.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul D. Cook".

Paul D. Cook, O.O.M.
Chief of Police

Training and Development

Goal: To facilitate the continued personal and professional development of our members.

Summary: The North Bay Police Service promotes up to date training for both civilian and sworn personnel and complies with training required by the Adequacy and Effectiveness Regulations of the *Police Services Act*. The service takes a proactive approach to ensuring our personnel are current, having developed two Course Training Standards that have received approval from the Ontario Police College in the area of Communications and Containment Teams. Officers and civilians attend courses at the Ontario Police College, the Canadian Police College as well as numerous other Police Agency or in-house training locations to accomplish the required or mandated training. Training is also facilitated on-line and through our Educational Subsidies program.

Qualitative Objectives: To create an environment that promotes personal and professional growth.

Performance Indicators	Indicator	Status
	Number of courses attended by civilian and sworn members	Sworn 56 courses Civilian 6 courses
	Budget resources committed to training	Budgeted \$ 85,000.00 Actual \$ 97,913.00
	Number of areas of the service receiving training	All sections

Qualitative Objectives: To ensure all supervisory staff have the necessary training and education to implement and support organizational goals.

Performance Indicators	Indicator	Status
	Formalized orientation process for supervisors	Completed and being utilized
	Supervisors have completed requisite supervisory courses	On going <ul style="list-style-type: none"> • 12 courses identified for all supervisors. • 2 Supervisors attended training in 2014 • In progress

Qualitative Objectives: To ensure that members receive appropriate specialized training commensurate to their positions.

Performance Indicators	Indicator	Status
	The number of members receiving specialized training	On going <ul style="list-style-type: none"> • ERT 12 • Use of Force 2 • Major Case 3 • Asset Forfeiture 1
	The identification and tracking of specialized training requirements	On going <ul style="list-style-type: none"> • Mandated • Identified core courses • Tracking in Excel and OSL

Staff Deployment and Resource Allocation

Goal: To ensure staff deployment and resource allocation allows for a safe, effective, efficient and professional response to service delivery.

Summary: Staffing is assessed by two methods. First, anticipated staffing changes are identified in the spring of the preceding year. Expressions of interest in anticipated vacancies are solicited through Routine Order around the end of April. Command Staff meet in May to discuss potential changes. In September, a full review of staffing takes place, including patrol and specialized services. Changes are announced in the fall of that year and implemented in January.

The second method relates to requirements that are identified during the course of the year. This can be initiated as a result of a retirement/resignation or an external event such as a grant that becomes available. This can involve a transfer or may include the creation or modification to a position to respond to a new initiative or operational need.

Standard Operating Procedure HR-NBPS-019, Transfer Selection Process, outlines the current method of selection.

Qualitative Objectives: To develop a process to conduct an annual analysis of our staff deployment and resource allocation.

Performance Indicators	Indicator	Status
	Identification of staff deployment and resource allocation needs, annually	On going <ul style="list-style-type: none">Annual review and yearly organizational chart published by the Chief.

Technology

Goal: Leverage technology to deliver effective and efficient policing services.

Summary: Keeping up to the ever changing technology world is a challenge in itself. The two members of the technology section play a vital role in keeping our administration and operation sections up to date with new technology that best suits the needs of the service and remains within the guidelines of the operating bodies governing its use. Utilizing the contacts through OPTIC and other agencies helps to develop implementation plans.

Qualitative Objectives: Conduct an organizational review of existing technology and develop a plan to maximize its use.

Performance Indicators	Indicator	Status
	Review conducted	In progress <ul style="list-style-type: none">Crime AnalysisOSLRMS

	Existing technology plan developed	In progress <ul style="list-style-type: none"> • CAD upgrade • Social media • T-911 • OSL Working Group • RMS Working Group • Livescan implemented for Criminal and Civil fingerprints.
	Implementation of recommendations	<ul style="list-style-type: none"> • I-tracker • OSL upgrades • RMS Changes • Bar Coding for Property completed

Qualitative Objectives: Conduct an organizational review of other technology and develop a plan to assess future organizational needs.

Performance Indicators	Indicator	Status
	Development of the methodology	In progress <ul style="list-style-type: none"> • Internet reporting • RMS Working Group and Workflow Analysis • Expanded BlackBerry use • New Radio System
	Review conducted	In progress
	Future technology plan developed	On going
	Implementation of recommendations	In progress

Qualitative Objectives: Conduct an organizational review of information technology and develop a plan to assess future organizational needs.

Performance Indicators	Indicator	Status
	Development of the methodology	In progress
	Review conducted	In progress
	Future IT plan developed	In progress
	Implementation of recommendations	In progress

Human Resource Management

Goal: To ensure that Human Resource processes and practices are in compliance with legislation and support organizational and community needs.

Summary: The North Bay Police Service continues to be involved in a number of recruiting strategies designed to attract candidates to our service. They include; the mentorship programs with Canadore College Police Foundations and Nipissing University Varsity Athletics, a revised Special Constable recruiting process, and the Youth in Policing Initiative. The new recruiting brochure provides an attractive and professional introduction to the North Bay Police Service.

Members are encouraged to participate in the Fitness Pin testing, community events and our annual Flu Shot Clinic. Our Employee and Family Assistance Program and policies

relating to Health and Safety and Harassment/Violence are readily available to our members through our Intranet.

Qualitative Objectives: Develop recruiting strategies to ensure that we continue to attract, identify and hire highly qualified candidates that are reflective of our community in a declining workforce marketplace.

Performance Indicators	Indicator	Status
	Increased number of qualified applicants	In Progress <ul style="list-style-type: none"> Reviewed and updated recruitment process and procedures. Continued using College and University Alumni Services to post positions. Expanded mentorship programs with Nipissing University and Canadore College

Qualitative Objectives: Increase wellness of staff throughout their career.

Performance Indicators	Indicator	Status
	Completion and implementation of plan	In Progress <ul style="list-style-type: none"> Monthly wellness information bulletins Respectful Workplace training Accessibility training

Qualitative Objectives: Develop an ongoing communication strategy that provides information on employee benefits throughout the course of their careers.

Performance Indicators	Indicator	Status
	Implementation of the process	Ongoing <ul style="list-style-type: none"> Benefit Summary Sheets distributed and posted. Group Benefits and OMERS information section on Intranet.

Communication

Goal: To improve messaging internally and externally to enhance understanding of police service activities and legislative requirements.

Increase public awareness of our member's commitment to our community.

Summary: The North Bay Police Service formed an internal communications/solutions committee to identify opportunities to strengthen both internal and external communications.

Establishing the Community Resource Officer position with an experienced officer has added a new voice for the police service to the community and a point of contact for individual and groups seeking partnership information and a resource for problem solving. The creation of a new part-time Corporate Communications Coordinator position

has enhanced both our internal and external communications and improved our ability to communicate through social media.

Qualitative Objectives: Develop internal and external messaging strategies.

Performance Indicators	Indicator	Status
	External scan results compared to previous years	<ul style="list-style-type: none"> Hired a professional polling firm to assist with determining community effectiveness and satisfaction levels. Town Hall meetings.
	An improved public awareness of members' community involvement	<ul style="list-style-type: none"> Daily Media Releases Website "What's New" Increased use of social media and twitter.
	Number of internal communications methods	<ul style="list-style-type: none"> Standard Operating Procedures Routine Orders "From the Chief" Bulletins on the Intranet Annual Reports from sections on Intranet and Website Chief's monthly update to staff on PSB meetings Command Staff Meetings Section Meetings

Community Based Policing

Goal: To promote police/community partnerships and community participation in policing.

Summary: The North Bay Police Service has had a long history of community partnership and involvement. With the ongoing support of our community, we are able to effectively promote messages and activities that reduce the impact of crime and injury to the citizens of North Bay and Callander.

During 2014 the Community Programs Section participated with numerous organizations, including MADD, Connecting to Partners in Injury Prevention, the Road Safety Committee, DARE, Seniors at Risk and many other community groups.

The North Bay Police Service continues to identify ongoing problems and with the use of a dedicated Community Resource Officer utilize the Mobilization and Community Engagement Model to address persistent recurring problems and issues affecting quality of life for our community. The Gateway HUB community mobilization initiative, which brings 18 cross-sector agencies together to assist families and individuals identified as being at acutely elevated risk, is proving to be extremely beneficial and successful. This is also true of our new Mobile Crisis Team to deal more efficiently, effectively and compassionately with those in crisis or suffering from mental health issues.

Qualitative Objectives: To enhance police and community involvement through collaboration, communication and partnerships.

Performance Indicators	Indicator	Status
	Number of police/community partnership initiatives	<ul style="list-style-type: none"> • 70 Protocols, Agreements or MOU's with other agencies • In 2014 2 new protocols were entered and 4 were amended • Gateway HUB • Mobile Crisis Pilot Project
	Community problem solving initiatives	<ul style="list-style-type: none"> • HUB addressed numerous individuals and families at risk • Patch 4 Patch • Prescription drug drop off program • Good Neighbour Initiative – Thibeault Terrace area • CanBike training and bike rodeos • Mobile Crisis Team
	Types of directed patrols	<ul style="list-style-type: none"> • Snowmobile Patrol • COR – Community Oriented Response Unit • Platoon Bicycle Patrol • Monthly Traffic Initiatives • RIDE Checks

Conclusion

A number of the goals and objectives identified in this Strategic Plan have been achieved, while others are still works in progress. Those that are not completed this year, in the final year of this Plan, might be identified in our next Strategic Plan depending on the committee's work which will be taking place throughout the remainder of this year. The planning process and the Plan itself continue to be invaluable to our Board and our Police Service specific to community engagement, setting our future policing priorities and identifying clear goals, objectives and performance measures.



North Bay Police Service

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Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 4, 2015
Date of Meeting: June 10, 2015

Chairman Mr. D. O'Connor
and Members of the
North Bay Police Services Board

Subject: 2014 Reports on Policing for North Bay and Callander

Recommendation: That the Board hereby resolves to, "accept the 2014 Annual Reports on Policing for North Bay and Callander as presented by the Chief of Police."

Find attached our Annual Reports on Policing for 2014, which were prepared by Sergeant Coulas and Ms. Lugli.

Once these reports are accepted by the Board, through Resolution, they will be forwarded to Municipal Councils in North Bay and Callander. They will also be shared with our community on our website.

I invite any questions that the Board may have concerning this report.

Sincerely,

Paul D. Cook, O.O.M.
Chief of Police

2014 Annual report on policing in North Bay



North Bay Police Service

ONTARIO LEGISLATION GOVERNING POLICE ANNUAL REPORTS

The *2014 Annual Report on Policing in North Bay* is in keeping with Ontario's *Adequacy Standards Regulation*, governed under the Ministry of Community Safety & Correctional Services, which requires the Chief of Police to prepare, for the police services board, an annual report on the activities of the police service during the previous fiscal year.

It includes information on:

- performance objectives, indicators and results;
- public complaints; and
- the actual cost of police services.

The Chief of Police, North Bay Police Service (NBPS), presented this annual report to the North Bay Police Services Board (NBPSB) at its monthly meeting, on 10 June 2015. Copies were also shared with City of North Bay Council members.

This document is available to the public online at northbaypolice.ca.

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NORTH BAY POLICE SERVICE

MISSION

The North Bay Police Service is “dedicated to service and committed to community.”

VALUES

We, the members of the North Bay Police Service, are committed to:

- Excellence in policing
- Pride in professionalism
- Compassion for those in need

Honesty • Integrity • Growth • Teamwork

COMMAND STAFF



Chief Paul Cook



Deputy Chief Shawn Devine



Inspector Kirk Kelusky



Inspector Rob Jerome

NORTH BAY POLICE SERVICES BOARD

VOTING MEMBERS



Mr. Dennis O'Connor, Board Chair
Municipal Appointee



Ms. Tiz Silveri
Provincial Appointee



Mr. Bill Hagborg
Provincial Appointee



His Worship Mayor Al McDonald
City of North Bay



Deputy Mayor Tanya Vrebosch
City of North Bay

BOARD SOLICITOR



Mr. Peter Leckie
City of North Bay

BOARD SECRETARY



Ms. Carol Miller

CHIEF'S MESSAGE

Dear Community Members:

As Chief of Police, I am pleased to present the *2014 Annual Report on Policing in North Bay* to our community.

On behalf of the North Bay Police Services Board, I would also like to take this opportunity to recognize our members, both civilian and sworn, for their ongoing professionalism, integrity, compassion and dedication to duty. They continue to make a significant difference both on-duty and off-duty in the communities we serve each and every day.

These are interesting and challenging times for the North Bay Police Service and for the policing profession. Police services must comply with legislative and regulatory requirements when investigating crimes. The many advances in technology have made these investigations more complex and more complicated both to investigate and to prosecute.

Many social services agencies have experienced cuts to their budgets and resources, resulting in the reduction or, in some cases, the elimination of their services. As a result, there has been an increased pressure on police to deal with social disorder issues. In fact, approximately 80% of the calls we responded to last year were not related to crime or criminality. In many ways, we have become the safety net for other failures in systems, processes and service.

These challenges have resulted in significant changes to our service delivery with a real focus on establishing long-term, meaningful community partnerships. Excellent examples of the progressive changes that we have made with our community partners include: our participation in the Gateway Hub Community Mobilization initiative to address the needs of persons and families in acutely-elevated risk situations; our Patch-for-Patch program to combat the abuse of Fentanyl; and our participation in the Mobile Crisis Team to respond to persons in crisis or otherwise suffering from mental health related issues.

Success was achieved this year thanks to the dedication of our members, who, on a daily basis, continue to nurture the strong ties we have with a multitude of community partners. We are also grateful for the support we receive from the respectful, law-abiding citizens who call North Bay home. This report is a testament to the contributions of our members, our partners and our residents, and it reflects our Service's commitment to working with the community to make North Bay the safe and caring city that it is.

We are proud of our Service and its history since it began in 1882 and we look forward to working with Mayor McDonald, members of City Council and the community to provide policing services to North Bay for many years to follow.

Paul D. Cook, O.O.M.
Chief of Police

PERFORMANCE OBJECTIVES, INDICATORS AND RESULTS

COMMUNITY-BASED CRIME PREVENTION

GOALS

To develop and deliver innovative, educational and progressive crime prevention strategies in partnership with the communities we serve, and to enhance public safety and wellness by working with our community partners to reduce calls for service and violent crime through community mobilization, education and awareness

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Increase mobilization and engagement with partner agencies	Establish the Gateway Hub (the Hub) in the City of North Bay beyond a pilot project and secure long-term commitments	Renewed/implemented 70 protocols and memoranda of understanding with other agencies, including those housed at headquarters: Near North Crime Stoppers, Victim Services of Nipissing and Accident Support Services. The Hub was implemented as a full-time program. In partnership with the North Bay Regional Health Centre, the NPBS commenced the Mobile Crisis Team, a joint six-month pilot project.
Utilize the Hub to enhance public safety and wellness	Incorporate a Person's Matrix and a Central Record Management (CRM) program to identify trends and systemic gaps	Sworn officer in place and conducting awareness and education with community partners. Numerous requests from community partners, schools, clubs and organizations wanting lectures on elder safety, internet safety, bullying, social media and other topics. In progress.
Continue crime prevention initiatives, education and awareness campaigns and related partnerships	Maintain a working relationship with the Ontario Working Group (OWG) to implement the Gateway Hub long term with sustainable funding and establish best practices	The OWG changed its model of operation in 2014 to streamline the process. The Hub formalized best practices and rules of governance and continues to have representation at the provincial level through the project manager. Sustainable funding continues to be a challenge.
Reduce violence, property crime, youth crime and impaired-driving-related offences	The number of protocols, community partnerships and crime prevention initiatives	Several activities were maintained including: R.I.D.E. program, One Pledge campaign, Tim Horton's Earn-a-Bike program, Prescription Drug Drop Off Day, D.A.R.E., No One Asks for It! walk and Lock it or Lose it program. Related community committees and partnerships included: Drug Strategy Committee, Injury Prevention Practitioners Network, MADD Nipissing Chapter and Domestic Violence Community Coordinating Committee.
Further the development and refinement of the Community Resource Officer (CRO) position and utility	Track by deployment the continued development and refinement of the CRO position	The CRO position was used less as the resources were used to implement the Hub officer and the Mobile Crisis Officer.

COMMUNITY MOBILIZATION AND THE GATEWAY HUB



In May 2014, the NBPS, together with its 17 local community partners, continued its commitment to the Gateway Hub, a community mobilization initiative that began as a pilot project in December 2013.

The Hub is a comprehensive, integrated approach to community safety and wellness that makes a significant positive impact on the lives of individuals, on the well-being of families and on the safety of our neighbourhoods.

As well as police services, partners include health and social sector representatives, government institutions, First Nations, and other community-based organizations.

The Hub's goal is proactive, rather than reactive. As an innovative approach to the early identification of acutely-elevated risk situations in our community, the Hub aims to create and maintain communities that are healthy, inclusive, cohesive and resilient.

OACP AWARD

In June 2014, the Ontario Association of Chiefs of Police (OACP) presented the 2014 Community Safety and Crime Prevention Award for Police Services with Less than 500 Personnel to Inspector Rob Jerome, NBPS (pictured right) who accepted the award on behalf of the 18 community partners.



THE HUB'S OBJECTIVES

Both cost-efficient and effective, the Hub's objectives are to reduce violent crime, emergency room visits, calls for service, truancy and public prosecutions.

2014 RESULTS

Between December 2013 and December 2014, there were a total of 200 referrals made by Hub participants. Of these, the majority (164, or 82%) of referrals were identified as situations that possessed an acutely-elevated risk, sufficient to warrant further discussion between community partners at the Hub table. Of the 164 approved situations, 144 (87.8%) involved individuals and 20 (12.2%) involved families.

Of the 144 individuals identified:

- 27.1% were youth aged 12 to 15;
- 26.4% were youth aged 16 to 17;
- 16% were adults aged 18 to 24;
- 13.9% were adults aged 40 to 59;
- 7% were adults aged 25 to 39;
- 6.3% were seniors aged 60+;
- 2.1% were children aged 6 to 9; and
- 1.4% were children aged 10 to 11.

The top five categories identified in the 164 approved situations included:

- Mental health (79.3%)
- Parenting (59.1%)
- Criminal involvement (50.6 %)
- Drugs (50.6%)

THE MOBILE CRISIS TEAM

The Mobile Crisis Team is a partnership between the NBPS and the North Bay Regional Health Centre (NBRHC) that provides people-centered care to those who are in crisis due to mental health and/or addiction issues. The NBRHC received funding from the North East Local Health Integration Network (NE LHIN) to provide this joint service.

In 2014, following specialized training based on the Chatham-Kent Mobile Crisis Team model, the NBPS and the NBRHC committed to a six-month pilot project.

GOAL

To respond to mental health calls for service in a more efficient, effective and compassionate manner

SPECIALIZED TRAINING

In the summer of 2014, nine NBPS police officers and two NBRHC mental health registered nurses (RN) received specialized training to better serve persons in crisis with mental health and/or addiction issues.

HOW IT WORKS

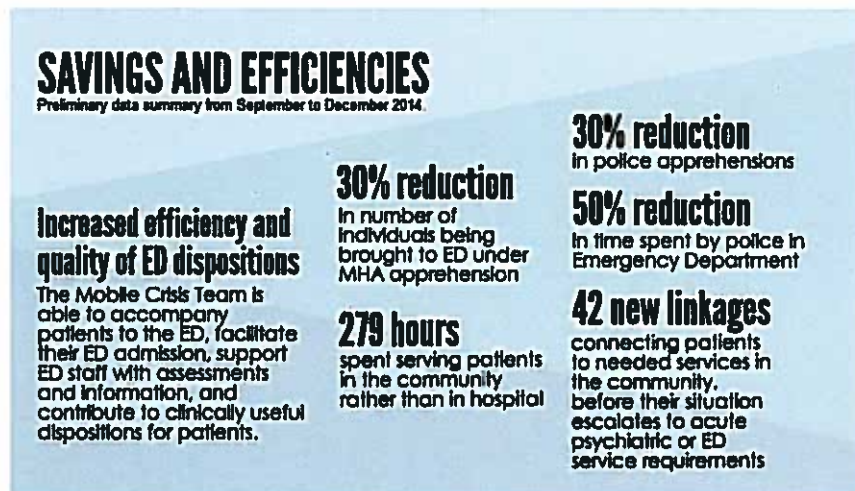


The Mobile Crisis Team consists of one plain-clothed police officer and two RNs who have experience in mental health nursing. The police officer and one RN, who work Monday to Friday from 0800 to 1600 hrs, travel together in an unmarked vehicle to respond to calls for service and assess individuals who are identified as in crisis with mental health and/or addition issues.

Once an initial assessment is complete and a safety plan devised, the team may plan a follow-up visit or involve other agencies in the community. In some instances, it may be necessary for the plain-clothed officer to apprehend an individual and bring him or her to the NBRHC's Emergency Department (ED) for further assessment.

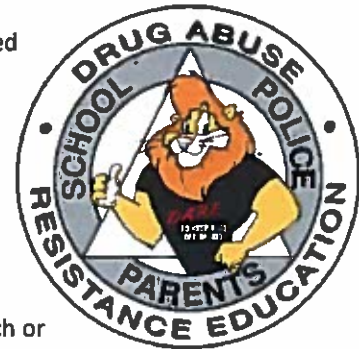
2014 RESULTS

Data collected from in 2014 showed significant savings and efficiencies:



THE D.A.R.E. PROGRAM

The Drug Abuse Resistance Education (D.A.R.E.) Program is a police officer-led series of classroom lessons that teaches children how to resist peer pressure and live productive drug- and violence-free lives. The goal of the program is to help students develop strategies and confidence to make healthy decisions when faced with day-to-day problems. The NBPS delivered the D.A.R.E. curriculum to a total of 12,268 students since its inception in 1997.



In 2014, a total of 614 students in Grades 5 or 6, representing 27 classrooms, in 22 North Bay schools, graduated from the nine-lesson curriculum in either French or English.

In the fall of 2014, two Nipissing University students conducted research into the D.A.R.E. Program to assess its effectiveness and to providing feedback to the NBPS. Survey results from teachers and personal observations of students during class instructions concluded that both teachers and students viewed the program as a very positive experience, that the police officer was a great role model for the students, and that the students had a better understanding of how to make healthy lifestyle choices thanks to the program.

THE TIM HORTONS EARN-A-BIKE PROGRAM

In the spring of 2014, the NBPS, in partnership with Big Brother/Big Sisters, Hands TheFamilyHelpNetwork.ca, and Low Income People Involvement of Nipissing (L.I.P.I.), coordinated the annual Tim Hortons Earn-A-Bike program, provided supervision and selected the award recipients.

This year, 15 North Bay and area children, aged between 10 and 14 years, earned a new bicycle, helmet, bell and lock, after they completed approximately 30 hours of community service during the months of June and July 2014. Volunteer activities included cleaning up local parks and schools and assisting local community groups.

CONSUMER PROTECTION ONTARIO WORKSHOP



In September 2014, the NBPS, in partnership with Consumer Protection Ontario, presented a consumer education workshop to North Bay and area residents at police headquarters. Newcomers, seniors and many others from the community benefited from this workshop, which provided participants with great tips on how they can better protect themselves as consumers. Guest speaker Michelle Falone, Public Education Advisor from Consumer Protection Ontario, covered a range of topics from identity theft to frauds and scams, from door-to-door sales to gift cards and smart shopping. Over 40 people attended the presentation.

YOUTH IN POLICING INITIATIVE

In the summer of 2014, the NBPS hired two secondary school students as part of the Youth in Policing Initiative (YIPI). Thanks to a grant from the Ministry of Children and Youth Services, Youth Justice Services, the two YIPI students worked as ambassadors representing the North Bay Police Service in the downtown area of the city.

In partnership with North Bay's Downtown Improvement Area (DIA) and through interactions with those who work, live, play and shop downtown, the students participated in a community-driven city core initiative that focused on public safety. The YIPI students also worked on crime prevention awareness campaigns directed at DIA businesses.

TRAFFIC AWARENESS CAMPAIGNS

The NBPS's Traffic Section continued its public education programs through directed enforcement operations and public outreach initiatives via the media and social media messaging.

2014 traffic awareness and enforcement campaigns included:

- Spring and fall seat belt awareness campaign;
- Operation Impact, a national campaign that police services across the country promote annually over Thanksgiving weekend, focused on "the big four" this year: distracted driving, speeding, impaired driving and lack of seatbelt use.
- Winter Driving Safety Initiative;
- Road Safety Week;
- R.I.D.E. Program took place over May and October long weekends. Festive R.I.D.E. took place from late November to late February of 2015.
- From Sept to June, officers on bicycles patrolled the downtown core, the waterfront, bicycle paths, and other public areas, as well as more secluded areas such as trails and alleyways and provided. They also enforced municipal by-laws, as well as provincial and federal laws, and promoted safe cycling practices to schools and the public at large.
- One officer was assigned to the Joint Forces Snowmobile Patrol with the O.P.P. to patrol snowmobile trails, to promote safe snowmobiling and to enforce municipal bylaws, and provincial and federal laws.

CRIME PREVENTION WEEK



In November 2014, the NBPS participated in the province-wide Crime Prevention Week awareness campaign, which included a public presentation on The Gateway Hub, an information booth at a local mall where police officers provided information on crime prevention to the public, and a "Lock it or Lose it" campaign that encourages motorists to lock their vehicles. As well, the NBPS participated in the nationwide Take Our Kids to Work program. Six Grade 9 students were given a grand tour of the police station and the North Bay Court House for a day. The week ended with an "Elder Abuse: Scams and Fraud" presentation by a Community Programs police officer to an audience of seniors at the North Bay Golden Age Club.

POLICE WEEK

In 2014, as the host police service of the 2015 Special Olympics Ontario Winter Games, the NBPS dedicated one police officer to the position of Games Manager. Police activity during Police Week consisted of recognizing the corporate sponsors at the five host venues of the Games.

ONE PLEDGE CAMPAIGN TO END DOMESTIC VIOLENCE



Throughout 2014, members of the public were encouraged to add their name to One Pledge, a campaign the NBPS launched with The City of North Bay and Nipissing Transition House that asks the public to take a stand against domestic violence.

The campaign was promoted to the media on a monthly basis when crime stats on domestic violence were announced. Promotional materials were distributed at public events and Chief Cook, Mayor McDonald and Ms. Janine Lafrenière made joint presentations to numerous businesses and organizations, including secondary schools.

The campaign was regularly promoted on our website and on our Twitter account and is ongoing. Members of the community are encouraged to visit onepledge.ca to take the pledge online.

LET'S SEE YOU WEAR YOUR PFD



In 2014, the NBPS partnered with BAYSAR and the North East Region Ontario Provincial Police for the media launch of the second annual "Let's see you wear your PFD" awareness campaign. During the Civic Holiday weekend, BAYSAR flew over the waters of the region and counted how many boaters were wearing their lifejackets. Results of the survey showed an increase from 16% to 18% of the number of people wearing their PFDs.

A total of 439 people were observed. 65% of people in canoes and kayaks were wearing their PFDs, while 21% of people in sailboats, 92% of people in personal water crafts, and 8% of people in open power boats were wearing their PFDs.

The goal of the campaign is to make wearing your PFD as common a practice as putting on your seatbelt in a car.

CHILD ABUSE PREVENTION MONTH



In October 2014, members of the NBPS participated in the Nipissing and Parry Sound Children's Aid Society's Child Abuse Prevention Month event.

The goal of the CAS event was to raise awareness of the signs of child abuse and neglect and the vital role that members of the community play in reporting any suspicion that a child may be in need of protection.

BULLYING AWARENESS WEEK

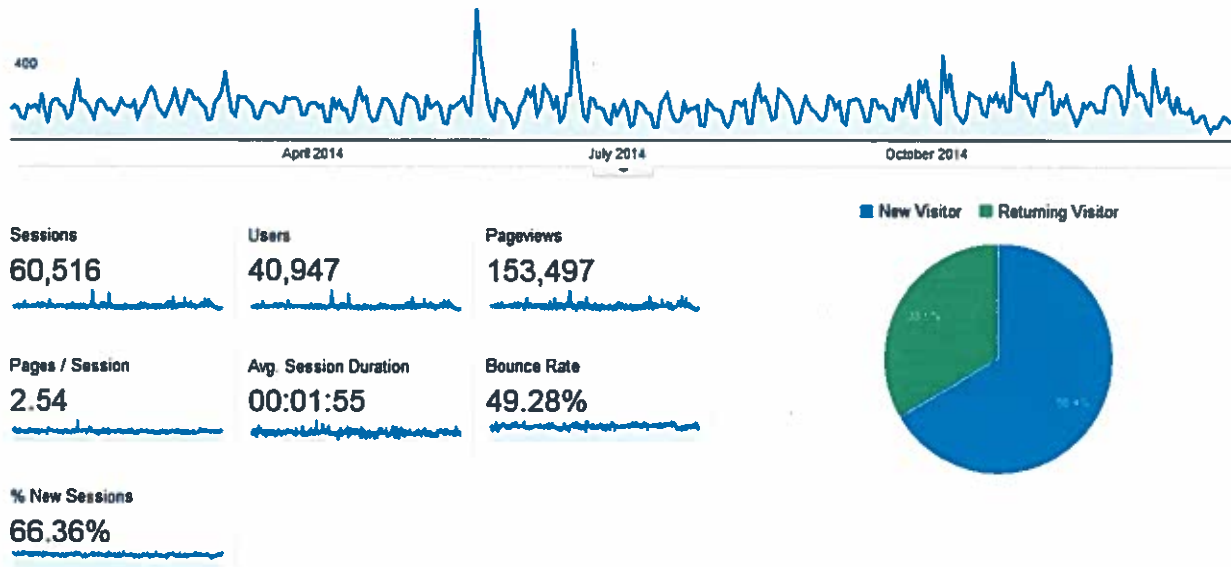


In November 2014, to commemorate Bullying Awareness Week, the NBPS joined students at École publique Odyssée for a school assembly and presentation that reinforced the message that bullying is a behaviour that is unacceptable and should not be tolerated.

WEBSITE ANALYSIS

The NBPS's website at northbaypolice.ca is an important tool for communicating crime prevention messages. The NBPS's homepage is updated regularly; most weeks it is updated every week day.

In 2014, the NBPS's website drew an audience of 40,947 visitors. Of that number of visitors, 66.4% visited the site for the first time.



The pages of our website that show the most traffic in order of most traffic are:

1. Homepage
2. News releases
3. Contact us
4. Career opportunities
5. Criminal record checks
6. Committed to community
7. New hires and promotions

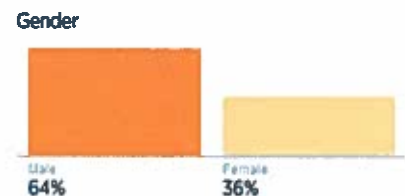
TWITTER



In April 2014, and as a means of interacting with local audiences who are online and as a means of communicating safety messages, news alerts, community events, and media releases directly with that audience, the NBPS launched the Twitter account @northbaypolice.

The NBPS's Twitter followers have increased on a steady basis at a rate of 100 followers per month.

Twitter analytics of the NBPS's Twitter audience show that 64% of the NBPS's audience is male and 36% female.



COMMUNITY PATROL

GOAL

To enhance public safety and security through directed patrols and increased police visibility and accessibility in our communities

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Expand upon and strengthen community partnerships and bonds through general and directed patrols by proactively building relationships, sharing information and fostering civility	Year over year comparisons of public opinion across all spectrums in the annual community surveys	The NBPS Hub Liaison Officer sat at the Gateway Hub table along with representatives from 17 community partners. The Mobile Crisis Team received training and was operational as a pilot project. A further community survey is planned for 2015. Ongoing.
Continue the Community Oriented Response (COR, a.k.a. Bicycle Patrol) Unit and enhance our presence at community events and directed patrol areas	The tracking of crime statistics and figures year over year, geographically and through the Crime Severity Index (CSI)	The COR Unit attended several community events and partnered with platoon bike patrol officers to enhance calls for service. Year after year, the Service rates as one of the safest communities in Ontario according to the CSI Reports.
Continue our involvement with the Joint Snow Mobile Patrol	Referencing section reports and reviewing directed and general patrols to gauge effectiveness through internal feedback	Officers conducted general patrol throughout the Ontario Federation of Snowmobile Club trails in the North Bay, Bonfield, Corbeil, Powassan, Nipissing and Mattawa areas. The general activities included checking snowmobilers for required documentation and assuring compliance to legislative and regulatory requirements.
Effectively utilize RIDE programs with a focus on strategic deployment specific to holidays and long weekends		66 impaired driving charges were recorded. R.I.D.E. program was utilized 19 times.
To problem solve specific public safety concerns as they are identified, through community mobilization and the effective deployment of directed patrols		The Gateway Hub has been effective in addressing community needs with respect to individuals and families identified in positions of acutely elevated risk. The formation of the Mobile Crisis Team will facilitate more efficient and effective service delivery with respect to mental health related calls.

PATROL SECTION

Uniformed officers from each of the NBPS's four platoons are the first responders to emergency calls for service. They are the officers who respond to the majority of the NBPS's calls for service.

In addition to general and directed patrols, the Patrol Section provides the following services:

- traffic enforcement;
- accident investigation;
- criminal investigations;
- general police assistance; and
- police presence at community events to ensure public safety or traffic control.

2014 STATISTICS ON PATROLS

Total hours worked	Dispatched calls	Criminal Code charges	Reports	Provincial Offences Act (POA) notices	POA summons	Liquor Licence Act or by-law infractions	Three-day Reports
87,491	36,516	2,561	11,250	1,292	138	336	1,001

BICYCLE PATROL UNIT

From 2 June to 26 August 2014, the NBPS's Bicycle Patrol Unit (BPU) patrolled the downtown core, the waterfront, bicycle paths, and other public areas, as well as more secluded areas such as trails and alleyways, in both North Bay and Callander.



In 2014, bicycle patrol officers (BPO) directed patrols within the downtown core and the waterfront of North Bay due to ongoing infractions of bicycles being on sidewalks and complaints of perceived open alcohol and drug use.

The BPU was also present at the following community events, as well as charity golf tournaments, to ensure public safety and to control traffic:

- Canadian Armed Forces Day;
- Walk for MS;
- Relay for Life;
- Walk for JDRF;
- Big Bike in support of the Heart & Stroke Foundation;
- Canada Day Parade in Callander;
- Summer in the Park; and
- the Bike Train.

The BPU also conducted a number of targeted enforcement and education initiatives throughout the summer and into the fall of 2014 with the goal of increasing public safety. These included focused efforts on *Highway Traffic Act* cycling laws as they pertain to safety equipment such as the use of helmets, lights, horns and brakes, and the enforcement of local by-laws, such as the prohibited use of bicycles on downtown sidewalks.

BPOs also responded to several calls for service when distance or priority was not an issue.

CRIMINAL INVESTIGATION SERVICES

GOAL

To investigate and solve crimes while assisting in their prosecution through the use of highly skilled and trained investigators

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
To ensure criminal investigations are conducted by highly skilled investigators in accordance with legislative requirements	Tracking training and development of assigned members	15 members of the Investigative Support Section received 32 training sessions specific to criminal investigations.
Develop criminal investigation skills actively through training, mentorship and experience.	Tracking the number of officers designated by Chief of Police as Criminal Investigators.	The Investigative Support Section has 15 officers designated as criminal investigators. In total the Service has 56.
Use intelligence led practices to detect, investigate and prosecute crime.	Analyses of year over year crime data and other statistically captured measures specific to major cases and criminal investigations.	Increased cooperation between sections coupled with intelligence-based policing generated an increase in criminal charges from 165 in 2013 to 256 in 2014 for the Street Crime Unit. Overall, there was an increase in the number of adult criminal charges from 3,547 in 2013 to 3,958 in 2014.

PATCH FOR PATCH PROGRAM

The Patch for Patch Program is a collaborative effort between physicians, pharmacists and patients to promote the safe, effective and responsible use of Fentanyl patches. Launched by the North Bay Drug Strategy Committee in partnership with the NBPS's Street Crime Unit in December 2013, the initiative played a significant impact on reducing Fentanyl-related crimes and the illegal consumption of this extremely potent drug in North Bay and Callander, to the point where it almost eliminated the problem in our area.

In October 2014, Nipissing M.P.P. Vic Fedeli introduced a private member's bill called the *Safeguarding Our Communities Act (Fentanyl Patch For Patch Return Policy)*, for first reading to the Ontario Legislative Assembly.

In November 2014, the OACP produced its own Patch 4 Patch Initiative, modelled on our own, with the hope that it will be adopted by all police services across Ontario.

STREET CRIME AND ASSET FORFEITURE/FRAUD UNITS

The NBPS Street Crime Unit (SCU) consists of four full-time officers with specialized training and experience in illegal drug activity and property crime. These officers utilize the services of the Asset Forfeiture Unit (AFU) trained officer in the seizure of proceeds of crime and offence related property.

In 2014, officers experienced an active year while continuing to investigate *Criminal Code (CC)* property crimes as well as actively enforce the *Controlled Drugs and Substance Act (CDSA)*. It is believed that the seizure of a substantial amount of property and money has had a significant impact on criminal activity in the City of North Bay and Municipality of Callander.

The NBPS received a total of 186 fraud complaints. Many were related to internal employee misconduct, social assistance claims, automated teller machines, counterfeit cheques, the internet or mail scams and stolen identities. These included internet- based fraud complaints such as employment advertisements, advance fee fraud, auction fraud and unsolicited email "phishing".

EMERGENCY CALLS FOR SERVICE

GOAL

To provide safe, effective and efficient response to emergency calls for service

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Provide training specific to officer safety and use of force standards	Adherence to Officer Safety and Use of Force training standards	All sworn officers receive annual Use of Force and Police Vehicle Operations Training. First Aid training every three years.
Ensure appropriate staffing levels and response capacities are maintained	Analyses of critical incidents and response performance as articulated in the annual Use of Force Report	Staffing levels maintained: 94 Sworn Officers 40 Full-time Civilians; 26 Part-time Civilians
Maintenance of existing encrypted digital radio systems and enhancements where same are identified	Preserving safety through access to reliable communications as reported in the quarterly 911 communications audits	Our radio system reached end of life in 2011 with support ending 2018. A 4 year upgrade plan was approved and is being implemented in 2015. T911 and NG911 implementation is also taking place. Ongoing.
Maintenance of the Emergency Response Team (ERT), ensuring they are equipped with appropriate technology and GPS capabilities	Maintenance of the ERT's operational capacity through recruiting, training and the provision of equipment	Two weeks of Maintenance Training completed. One week in spring and one week in fall. Two new members have been added to our team. Equipment needs have been identified and met.
Ensure appropriate protocols and Incident Management Systems are in place with emergency services partners	Ensuring Protocols and Incident Management Systems are current and training has been conducted	Protocols are in place and initial training for Incident Managers conducted. Participated in a joint mock disaster with Trans Canada Pipeline on HWY 11.
Implement Next Generation technologies and subsequent infrastructure/hardware/software as mandated	Adhering to mandates for Next Generation technology	Continue to maintain our own Communications Course Training Standard accredited by the Ministry of Community Safety and Correctional Services until 2015. T911 and NG911 are being implemented and our communicators are receiving the required training. Ongoing.
Ensure our Communication Centre maintains adequate staffing levels and training, and that personnel receive accredited training approved by the Ministry of Community Safety and Corrections Services	Communications Centre staff's receipt of accredited training	Maintained a staffing of 10 full-time and 5 part-time civilian staff. An increase of three part-time staff has been hired to deal with the upcoming changes associated to T911 and NG911. We continue to receive accredited training approved by the Ministry of Community Safety and Correctional Services.
Ensure ERT members receive accredited training approved by the Ministry of Community Safety and Correctional Services.	Emergency Response Team's receipt of accredited training.	Our five-day ERT Course Training Standard has been accredited by the Ministry of Community Safety and Correctional Services until 2015.
CEW training, certification, and use of equipment to all Officers in the Patrol Section.	Tracking of CEW training, certification and access to equipment.	Transitioning from the TASER X26P to the X2 in 2015. A number of officers have been trained and approved on the X2. Ongoing.

EMERGENCY RESPONSE TEAM

The ERT is a 12-person unit created to use special weapons and tactics to respond to, and resolve, high-risk incidents within the communities of North Bay and Callander. The team has been operating for 21 years and works in conjunction with crisis negotiators and incident commanders, as well as uniform patrol, to isolate, contain, evacuate and negotiate incidents to a peaceful conclusion. The ERT members are assigned to regular police duties until called upon to respond to incidents as required both in full team and partial team functions.

ERT FUNCTIONS

- Witness and courtroom protection and security
- High risk prisoner and mental health patient escort
- Search management, search and rescue (SAR), and search for evidence
- Deployment of CEWs
- Arrests of violent, high risk or armed persons
- Barricaded subjects
- Execution of arrest warrants and search warrants
- High risk vehicle stops
- K9 assistance with OPP
- Containment incidents
- Annual maintenance and certified containment training

COMMUNICATIONS CENTRE

In 2014, 28,771 calls for service were logged in the NBPS's Computer Aided Dispatch (CAD) system, which translates into approximately a 4.5 % decrease in logged calls over 2013. This change can be attributed to traffic stops, which decreased by 1494 in 2014.

CALLS TO 911 VIA MOBILE PHONES

911 calls continue to be a challenge when they originate from a mobile phone or an unknown origin, and approximately 2,326 "false" 911 calls were received in 2014. This includes all pocket dialled calls, no voice contact, calls from unregistered phones that the NBPS is unable to trace and hang up calls from payphones.

It is estimated that approximately 60% of all calls to 911 calls originate from a mobile phone rather than a landline telephone.

With the amount of landlines continuing to decrease, the challenges and issues will continue to increase. Every available resource must be used to try and locate the origin of the call and determine whether the caller needs emergency assistance. This can be extremely time-consuming for the call taker and at times it can become overwhelming during peak periods.

CALLS FOR SERVICE

Calls for Service	2012	2013	2014
Police	31,292	30,104	28,771
Fire	1,587	1,646	1,524
911 Calls	19,393	17,389	18,066

AUDIT RESULTS

Our Members continue to put forward extra efforts to ensure Call Taking guidelines & dispatch times are reflective of the Police Service's established policies, as well as the Provincial Standards for North Bay Fire and Emergency Services.

A quarterly audit is performed to ensure compliance with these policies and in 2014, our compliance rate increased from 92% to 93.8%. Available resources greatly affect our ability to meet the Police Service guidelines.

NEXT GENERATION 911

With the re-designing of the entire 911 Platform to an IP-based system, every aspect of the 911 function is being affected. The IP Platform is required in order to be able to deal with the Next Generation 911 (NG911) as it unfolds.

The ability to receive up-to-date video along with the 911 call during emergencies is becoming a real possibility. The IP based Platform will put in place the basic building blocks required to ensure we are capable of dealing with new technologies as they are available.

This project has been in the works for the last three years and 2015 will see the start of the changes rolling out across Ontario.

TEXT WITH 911 SERVICE FOR THE DEAF, HARD OF HEARING AND SPEECH IMPAIRED

The first phase is the introduction of T911 (or text with 911) to allow the deaf, hard of hearing and speech impaired community in Canada access to Emergency Services. The internal systems affected by the IP Platform include the 9-1-1 telephone system, the I/CAD for dispatching and the Force recording system.

Two new applications will be required, namely "SIT 911" for 911 call management and traces, and "Text Blue," which will handle the texting portion of the call. 911 "re-bid" or real time updates on Lat/Long for mobile calls will also become available.

VIOLENT CRIME AND CLEARANCE RATES FOR VIOLENT CRIME

GOAL

To use intelligence-led policing effectively in targeting and preventing violent crime

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Reduce violent crime through crime prevention, education and enforcement.	Reduction of violent crime measured through internal and external reports. Clearance rates that exceed the national average.	In 2014 there was a reduction in violent crime and our clearance rate for violent crime was 82.9%.
Comply with Major Case Management, ViCLAS and Sex Offender Registry legislative requirements.	Adherence to Major Case Management, ViCLAS and Sex Offender Registry legislation and standards.	ViCLAS and SOR legislative requirements continue to be met by the Service.
Refine crime analyses and practices in criminal investigations	N/A	N/A
Establishing best practices for records management.	Track records management procedural changes and usages accordingly.	A record management system has been developed to properly capture statistical information with respect to domestic violence calls for service including data for individuals with domestic related charges. We have also started tracking mental health calls.
Maximizing the usage and capabilities of existing systems and implementing new procedures as required.	Track records management procedural changes and usages accordingly.	A complete review of the Niche RMS system, its applications and data quality was commenced. Data integrity and audit capabilities are being performed. The Service is leveraging grant funding regarding conducting investigations into child luring and child pornography. Ongoing.

DOMESTIC VIOLENCE COORDINATOR

In 2014, the Domestic Violence Coordinator (DVC) was a member of a number of local and provincial committees.

2014 DOMESTIC VIOLENCE CALLS FOR SERVICE

In 2014, there were 1167 domestic related calls for service that resulted in 315 individuals being charged with domestic related offences.

DOMESTIC VIOLENCE COMMUNITY COORDINATING COMMITTEE

In the 2014, the DVC attended and participated in the monthly meetings of the Domestic Violence Community Coordinating Committee (DVCCC) of Nipissing, a multi-disciplinary, advisory committee formed in 1998 to effectively address domestic violence in the District of Nipissing.

The DVCCC is a community wide, multi-partnership formed to prevent and respond to domestic violence. The committee has developed and facilitated a coordinated and effective response to the issues related to the identification, assessment and prevention of domestic violence.

The DVCCC has maintained a strong focus on the quality of service delivery to victims of domestic violence, including their children and family members. It has improved the community's overall response to domestic violence by developing, implementing and monitoring local policies, procedures and protocols and engaged in ongoing prevention and education efforts.

VICLAS

Violent Crime Linkage Analysis System (ViCLAS) is a police program that assists specially trained investigators to identify serial crimes and criminals by focusing on the linkages that exist among crimes committed by the same offender. Police services across Canada contribute to ViCLAS by submitting information about the violent crime investigations undertaken in their jurisdiction. In Ontario, legislation has made it mandatory for police services to submit information to ViCLAS.

VICLAS 2014 – Three Year Statistical Report NBPS			
Criteria Offences	2012	2013	2014
Sexual Assault	79	51	71
Child Luring	1	4	7
Missing Persons	0	0	0
Homicide	0	1	0
Attempt Homicide	0	1	0
Unidentified Remains	0	0	0
Non-Parental Abduction	0	0	1
SUB-TOTAL	80	57	78

PROPERTY CRIME AND CLEARANCE RATES FOR PROPERTY CRIME

GOAL

To use intelligence led policing to effectively prevent, detect and investigate property crimes

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Reduce property crime through crime prevention, education and initiatives.	Reduction of property crime and victimization year over year.	The number of property crime investigations has been relatively consistent for several years. We are awaiting 2014 StatsCan Report. In 2012 the clearance rate for property crime was 22.2%. In 2013 the clearance rate was 28.32% and in 2014 it was 25.6%. Ongoing.
Maintain Street Crime Unit.	Maintenance and continuation of Street Crime Unit	A plan is to be implemented in 2015 to ensure that the Street Crime Unit has a full-time supervisor that follows the Unit's schedule. As stated, there was an increase in overall criminal charges from 165 in 2013 to 256 in 2014 for the Street Crime Unit.
Continue the cooperation between units to maximize enforcement	Clearance rates that exceed the national average	2014 StatsCan not yet available. Ongoing.
Continue to use asset forfeitures to combat and deter property crime.	Track the results of the annual property annual report audit.	Due to the reactive nature of AFU investigations, it is difficult to set specific target values for illegal asset seizures. In 2014, almost \$82,000 worth of assets was seized.
Prevent re-victimization by continuing to return property in a timely manner.	Track early success of any tool implemented for on-line reporting.	From June 2013 – June 2014 the Exhibits Section returned 2,733 pieces of occurrence related property. We are seeing improvements in this area. Ongoing.
Investigate an on-line reporting system for victims of property crime.		Ongoing

In 2014, there were 1887 substantiated property crime-related reports made to the NBPS in comparison to 1776 in 2013. Some property crime can be directly attributed to the illicit drug trade; the NBPS Street Crime Unit was responsible for processing 256 criminal code charges (165 in 2013).

YOUTH CRIME

GOAL

To prevent, deter and reduce youth crime through education, crime prevention, enforcement and relationship building

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Maintenance of existing effective prevention and enforcement strategies specific to youth	Reducing youth crime by tracking diversions and extrajudicial measures.	In 2014, there were 133 youths charged with criminal offences, 76 extrajudicial youth referrals, 40 Youth Justice program referrals, 14 written warnings and 10 mental health diversions.
Continued development of relationships with youth through partnerships that integrate youth and the community.	Sustainment and creation of youth engagement initiatives.	The Community Resource Officer, Youth Officer and School Liaison Officer maintained strong working relationships with the community regarding youth matters.
Ongoing education and awareness regarding drugs, drinking and driving, road safety, bullying and internet awareness and safety.	Year over Year number of presentations, initiatives and workshops.	Twenty-seven (27) DARE Classes were conducted with over 787 students graduating. The Community Resource Officer, the School Liaison Officer and the Youth Officer contributed by conducting presentations in the schools specific to these areas of concern upon request.
Enhance prevention and educational services to youth through partnerships with DARE, School Liaison Officer, Youth Officer, HUB and officer identified community partners.		Many programs continue to thrive in our area as a result of strong community partnerships. They include programs such as Tim Horton's Earn-a-Bike program, Risk Watch, YIPI and the Drug Awareness Committee.

2014 YOUTH CRIME STATISTICS

The NBPS continues to target youth crime within the spirit and general principles afforded by the *Youth Criminal Justice Act* (YCJA).

In 2014, 133 youth were charged with 273 criminal offences while 258 individuals were addressed through other measures. These figures were relatively unchanged from 2013 when 137 youth were charged with 353 criminal offences and 291 individuals addressed through other aspects of the YCJA.

NBPS YOUTH OFFICER

In 2014, the Youth Office was comprised of one Detective Constable assigned to the Investigative Support Section. Responsibilities included youth referrals, where a youth is alleged to be involved in a criminal offence, and liaising with local agencies and community partners to identify and review issues related to youth and to resolve service gaps.

A primary focus was the Youth Justice Committee and Youth Mental Health Pre- Charge Diversion, which have been instrumental in bringing young offenders and the community together for more comprehensive resolutions for both the offenders and the victims.

Youth Pre-Charge Referrals	2011	2012	2013	2014
Youth Justice Program Referrals	64	59	51	40
Returned to Investigating Officer	5	5	6	6
Written Warnings		13	25	14
Mental Health Diversion	0	2	13	10
Other	1	5	1	6
Youth Referrals (see below)	71	84	96	76
Males	51	68	71	55
Females	20	16	25	21

SCHOOL LIAISON OFFICER

Our schools, and incidents that takes place within them, continue to be an area of focus for the NBPS.

In 2014, the School Liaison Officer (SLO) was assigned to the Investigative Support Section to provide a police presence in the North Bay and Callander schools intended to foster and maintain a safe and non-threatening environment for students, staff and community members.

The SLO also provided a visible and positive image of law enforcement in the schools and encouraged students to have more direct and personal contact with police.

In 2014, the SLO responded to a variety of school calls and conducted a wide range of investigations. Enforcement action was taken in more serious matters and minor offences resulted in youth cautions or diversions. The SLO provided advice and direction to school administration and students on school safety and behaviour issues. The SLO continued to work with the schools to ensure that proper reporting procedures for violent and more serious offences were followed.

Activitiy in North Bay and Callander schools	2011	2012	2013	2014
Calls for Service	224	221	254	259
Criminal Code Charges	28	33	35	33
Provincial Offence Notices	6	0	13	33
Youth Referrals	24	34	28	12
Internal Resolution/Caution	86	82	88	58
Police Assistance	80	72	90	30

POLICE ASSISTANCE TO VICTIMS OF CRIME AND RE-VICTIMIZATION RATES

GOAL

To work with community organizations and partners in providing responsive, compassionate, meaningful and timely assistance to victims of crime

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Preserve existing partnerships with agencies and develop new partnerships and protocols that provide supports for victims of crime.	Maintenance of functionality of existing and new partnerships.	Victim Services sustained twenty-three partnerships. In 2014, the Service partnered with the North Bay Regional Health Centre, creating a Mobile Crisis Intervention Team. Its mandate is to provide a mobile response to individuals and/or families who are in crisis or suffering from mental health issues.
Identifying grant opportunities to enhance services to victims.	Number of successful submissions of grant applications	In 2014, the Service applied for two (2) grants. Both applications were successful and a total of \$100,000 and \$11,520 was received. One grant was for the Community Mobilization HUB Project and the other was for Street Crime vehicle rentals.
Reflect on the service delivery and strategies to meet the needs of victims.	Measuring the functionality of new programs and service deliver to ensure the meaningful deployment of resources for the public, particularly seniors	In 2014, the Service revised and implemented a comprehensive Domestic Violence Standard Operating Procedure. This also included a new Domestic Violence Risk Management Form. With the assistance of grant funding, the Service became self-sufficient with its response to offences against children, especially those pertaining to luring and child pornography.

VICTIMS SERVICES COORDINATOR

In 2014, the Victims Services Coordinator (VSC) continued to build on the knowledge, skills and abilities associated to the mandate of this unit by participating in several conferences, seminars and committees, by strengthening partnerships with community agencies and services and by developing an enhanced understanding of victim issues.

DOMESTIC VIOLENCE COORDINATOR

The Domestic Violence Coordinator (DVC) had ongoing contact with victims regarding court procedures and assisted with updates on court dates and investigations, provided advice, relayed information to investigating officers and provided referrals to other agencies.

The protocol between NBPS and the Victim Witness Assistance Program was reviewed and a complete revision resulted.

The DVC also assisted victims with obtaining information relating to Criminal Injuries Compensation claims and provided assistance to complete the necessary documents for these applications.

SAFETY PLAN PAMPHLET

In 2014, the DVC created a safety plan pamphlet for use by all NBPS officers working with victims of domestic violence.

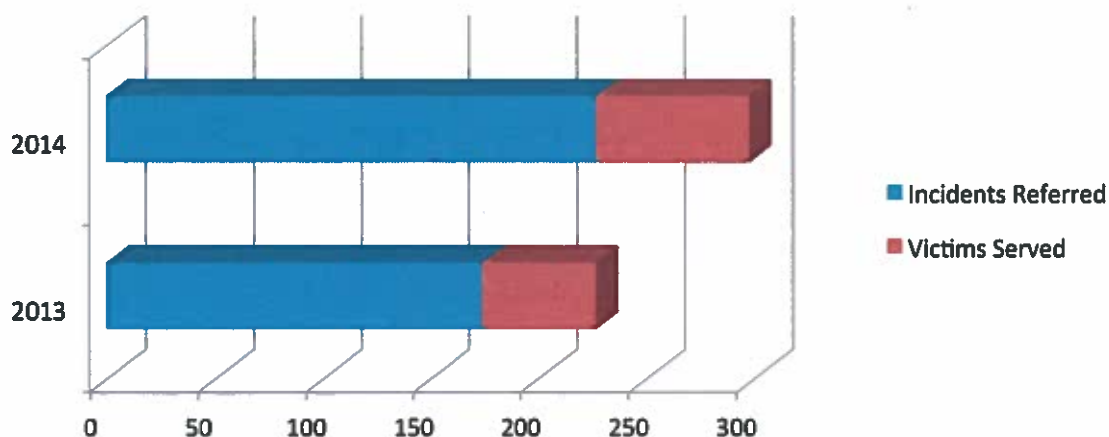
VICTIM SERVICES OF NIPISSING DISTRICT

The NBPS continues to benefit from an excellent working relationship with Victim Services of Nipissing District (VSND), a non-profit, charitable organization that provides short-term crisis support to victims of crime, tragic circumstance and disaster.

Specially trained crisis responders are available 24 hours a day, 7 days a week, and 365 days a year to provide emotional support, practical assistance and referrals to community agencies. VSND volunteers and staff work in partnership with local police, fire and emergency services to ensure persons affected by crime, tragedy and disaster receive immediate support and assistance.

Referrals to VSND improved dramatically in 2014 and this continued success is instrumental to the provision of adequate and effective services to victims of incidents being investigated by the NBPS. Approximately 227 occurrences, involving domestic assault, criminal harassment, robbery and other tragic circumstances were referred with 298 victims being served. In comparison, 174 occurrences involving 227 victims were referred in 2013 representing a 31% increase in the number of victims being identified for assistance in 2014.

VICTIM SERVICES NIPISSING DISTRICT REFERRALS



ROAD SAFETY

GOAL

To maximize road safety through education, awareness, prevention and enforcement.

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Reduce personal injuries and property damage related to motor vehicle collisions.	Year over year statistics on motor vehicle collisions and persons injured.	In 2014 1,425 collisions occurred within the Service's jurisdiction compared to 1,339 in 2013. Injuries sustained by individuals in collisions in 2014 were 351 compared to 242 in 2013. Motor vehicle collisions involving pedestrians were 28 in 2014 compared to 15 in 2013.
Increase public awareness of contemporary road safety issues through directed educational and enforcement campaigns via social media, our website and the local media.	Increased utilization of information sharing in directed enforcement, tracked through deployments and enforcement.	Six (6) road safety initiatives in 2014: Seatbelt campaign, Operation Impact, School Bus Safety, Winter Driving Initiative, Road Safety Week and RIDE programs.
Maintenance of our Road Safety/Traffic Management Plan.	Year over year traffic statistics, including deployments and subsequent results that are directly related to traffic initiatives.	Use of CROMS to identify the Top Ten worst intersections and follow up enforcement with the Traffic Enforcement.
Refine information sharing practices internally and externally to optimize the statistical information available to the Service.		We are utilizing our new Corporate Communications Coordinator and Communications/Solutions Committee to evaluate and improve information sharing. Ongoing.

TRAFFIC SECTION

The NBPS's Traffic Section is responsible for the education and enforcement of provincial and municipal traffic related legislation and initiatives. Section members respond to traffic concerns of the general public and take both a reactive and proactive approach to traffic enforcement throughout the municipalities of North Bay and Callander.

COMMUNITY PARTNERS

Members of the Section continuously liaise with a variety of organizations and community partners including; the Ministry of Community Safety and Correctional Services, the Ministry of Transportation (M.T.O.), area schools, the local taxi and towing companies, municipalities and other police agencies. In addition the Traffic Staff Sergeant is a Board member with MADD and Road Safety Committee.

INFORMATION TECHNOLOGY

GOAL

To fully implement and leverage our existing technology, identify enhanced systems and provide a secure network that effectively and efficiently supports our members and adheres to legislation.

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Continue with the implementation of Automated Vehicle Location (AVL) systems in all fleet vehicles.	Installation of AVL in all fleet vehicles.	All marked cruisers used in front line response are equipped with automatic vehicle location (AVL) viewable in the communications center. In addition, marked cruisers have Satellite Traffic light pre-emption technology.
Implementation of a bar code system for property management.	Successful implementation of bar code system.	Bar Coding for property in the Exhibit area was implemented in 2014.
Increase the use of electronic disclosure.	Comparing operational and functional use of RMS year over year.	Monitoring MAG Pilot in Toronto and Chatham on this. Ongoing.
To review and optimize our existing website and use of social media.	Review/comparison of website for user traffic, content and accessibility.	A new review is underway for 2015. Ongoing.
Continue refining the use of RMS.	Optimizing the use of existing technology and implementing a solution for mobile workstations.	Photographic evidence is routinely used and emphasis continues at the frontline. The implementation of Mobile work-stations project is on hold. Ongoing.
Monitor and identify new technology appropriate for our service, particularly for mobile workstation solutions.	Testing and external approval of network security.	The RMS working group on and work flow, continues to find new functions to assist in producing more detailed information. A second working group on OSL has been formed to find internal administrative efficiencies. Mobile work-stations project is on hold. Ongoing.
Maintain a secure network and adhere to mandated standards.	Compiling anticipated technological options and budgetary implications timely into the appropriate reports and presentations.	Firewall, T911 and NG911 upgrade planning for 2015 was the focus of 2014. Ongoing.
Implementation of Real Time Identification (RTID) for electronic submission of fingerprints.	Successful implementation of RTID and best practices for electronic submission of fingerprints.	Completed. "LiveScan" was implemented and in use for submission of fingerprints.
The early identification of emergent technology and budget requirements as changes are legislated, or required, for operational optimization.	The operational status and subsequent enhancements to radio systems.	Radio upgrade in progress for phase one in 2015.
Maintain and where appropriate enhance existing radio systems.		Capital Budget approved for radio enhancements, NG911, T911 and recording system replacement. Ongoing.

POLICE FACILITIES

GOAL

To ensure our facility meets the needs of our members and the community and complies with legislative requirements.

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Maintain and upgrade existing building infrastructure as necessary to provide a safe, comfortable and professional environment while meeting legislative requirements.	Results of the reviews of the annual Facilities Report.	Annual report posted and identified needs are outlined. Ongoing.
Maintain the existing grounds, parking areas and other external infrastructures to meet legislative requirements or discretionary upgrades/changes.	Results of the reviews of the Health and Safety Committee reports.	Exterior lighting upgraded to LED, 3 H.V.A.C. units replaced, and parking lot repairs completed.
To perform a complete review and identify in advance, and plan for, significant building maintenance requirements and/or systems upgrades.	Results of any specially commissioned internal or external building and system reports.	In progress and identified in capital funding request for 2015.Ongoing.

COMMUNITY SATISFACTION

GOAL

To maintain and increase community satisfaction through ongoing partnerships and the diligent collection of information, to inform service delivery and deployment.

OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Enhance the utilization of technology through social media and our website to provide broader opportunities for two way communication with the public.	Assess progress in Annual and Section Reports relating to technology use, social media and website public engagement.	Annual Reports on Policing and section Annual Reports posted to the Website and Intranet. Part-time Corporate Communication Coordinator releases daily social media and website updates. New Communications/Solutions Committee formed. Ongoing.
To continue to professionally and effectively process public complaints and inquiries.	Analyses of Public Complaints by frequency and area, along with resolutions of complaints.	Seven (7) Public Complaints were investigated and resolved: Five (5) withdrawn Two (2) unsubstantiated Fourteen (14) Public Complaints by ten (10) individuals were screened out by the OIPRD as they were deemed frivolous, vexatious, made in bad faith, more than 6 months old or the complainant was not affected.
To continue to ascertain reliable and valid measurements of public opinion	Annually conduct longitudinal comparisons of specific and defined measures for satisfaction.	YIPI students conducted survey with respect to DIA. Nipissing University Study on DARE viability and service delivery in schools.
Utilize insights from the public to help guide and inform service delivery.	Results from community surveys.	Community Survey and town hall meetings planned for 2015. Ongoing.
To partner with our communities to host the 2015 Special Olympics Ontario Winter Games.	To host a safe and successful 2015 Special Olympics Winter Games in partnership with our communities.	We devoted one officer full-time as the Games Manager to lead the organization of this event. We hosted multiple community events and formed numerous partnerships with local business, schools and service clubs to support the Games. Approximately 700 volunteers assisted and over \$500,000.00 in sponsorship was generated. Highly successful event.

PUBLIC COMPLAINTS

During 2014, the NBPS received seven public complaints through the Office of the Independent Police Review Director (OIPRD). These, along with 13 complaints initiated by the NBPS's Chief of Police, were investigated by the NBPS's Quality Assurance Officer (QAO), who assumes liaison responsibilities with the OIPRD. All of these investigations were in relation to conduct complaints and none were related to the services provided by the NBPS or its policies.

In 2014, the OIPRD received 14 complaints from 10 different individuals that were screened out for the following reasons:

- the complaint was frivolous, vexatious, or made in bad faith;
- the complainant was not affected;
- the complaint was made prior to October 19, 2009;
- the Director was of the opinion that the complaint could be best dealt with under another law other than the *Police Services Act*; or
- it was not in the public's interest.

Although these complaints are not investigated, the QAO ensures officers are made aware of the allegation(s) made and advised of the decision of the Director of the OIPRD.

PROCESS AND ACTIONS TAKEN

When an investigation pursuant to the *Police Services Act* is commenced, the QAO fully probes the complainant's allegation(s) and provides the Chief of Police with a comprehensive report detailing the circumstances along with recommendations. The OIPRD has directed police services across Ontario to follow a reporting format that is uniform across the province. The reports are distributed to the Chief of Police, the police officer, the complainant and the Director of the OIPRD.

SEVEN

PUBLIC COMPLAINTS

(compared to nine in 2013)

13

COMPLAINTS INITIATED

BY CHIEF OF POLICE

(compared to 17 in 2013)

14

PUBLIC COMPLAINTS

REJECTED BY OIPRD

(compared to three in 2013)

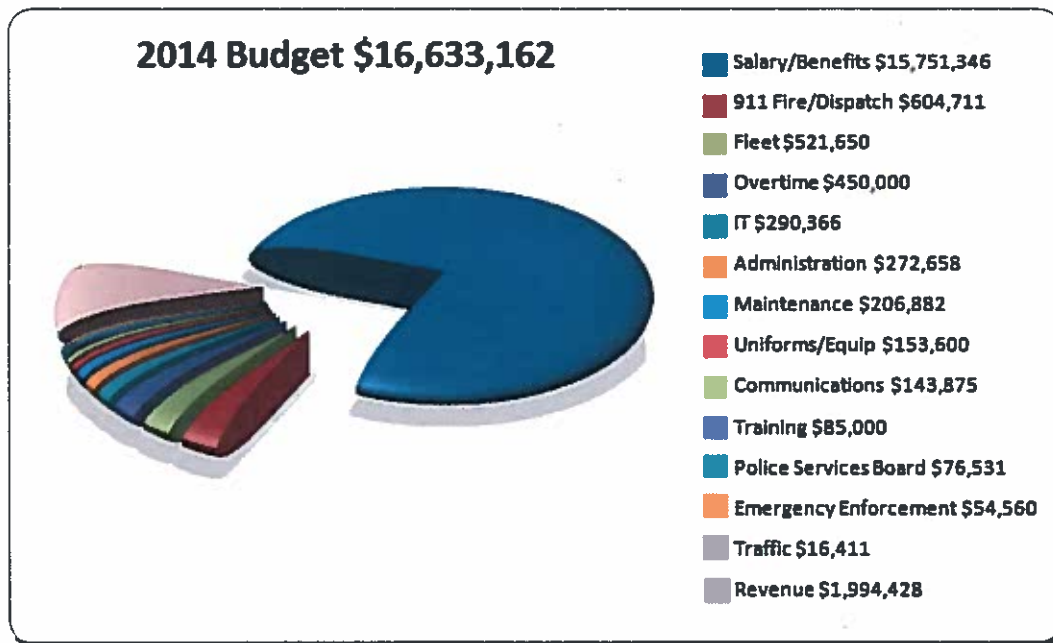
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PUBLIC COMPLAINTS AGAINST THE NBPS AND ITS POLICIES

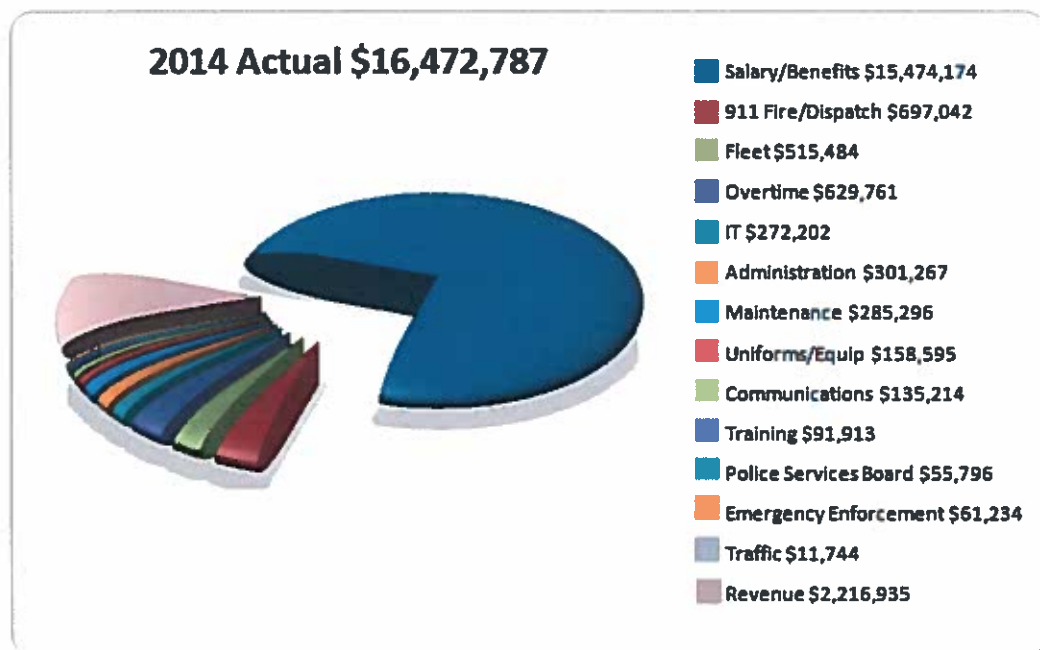
(compared to 0 in 2013)

COST OF POLICING

2014 BUDGET



ACTUAL COST OF POLICING IN 2014



Surplus to Contingency Fund \$160,375

HUMAN RESOURCES

GOAL

To recruit and retain professional and competent staff and provide them with the equipment, training and support they require to perform their day-to-day duties in a healthy, respectful workplace.

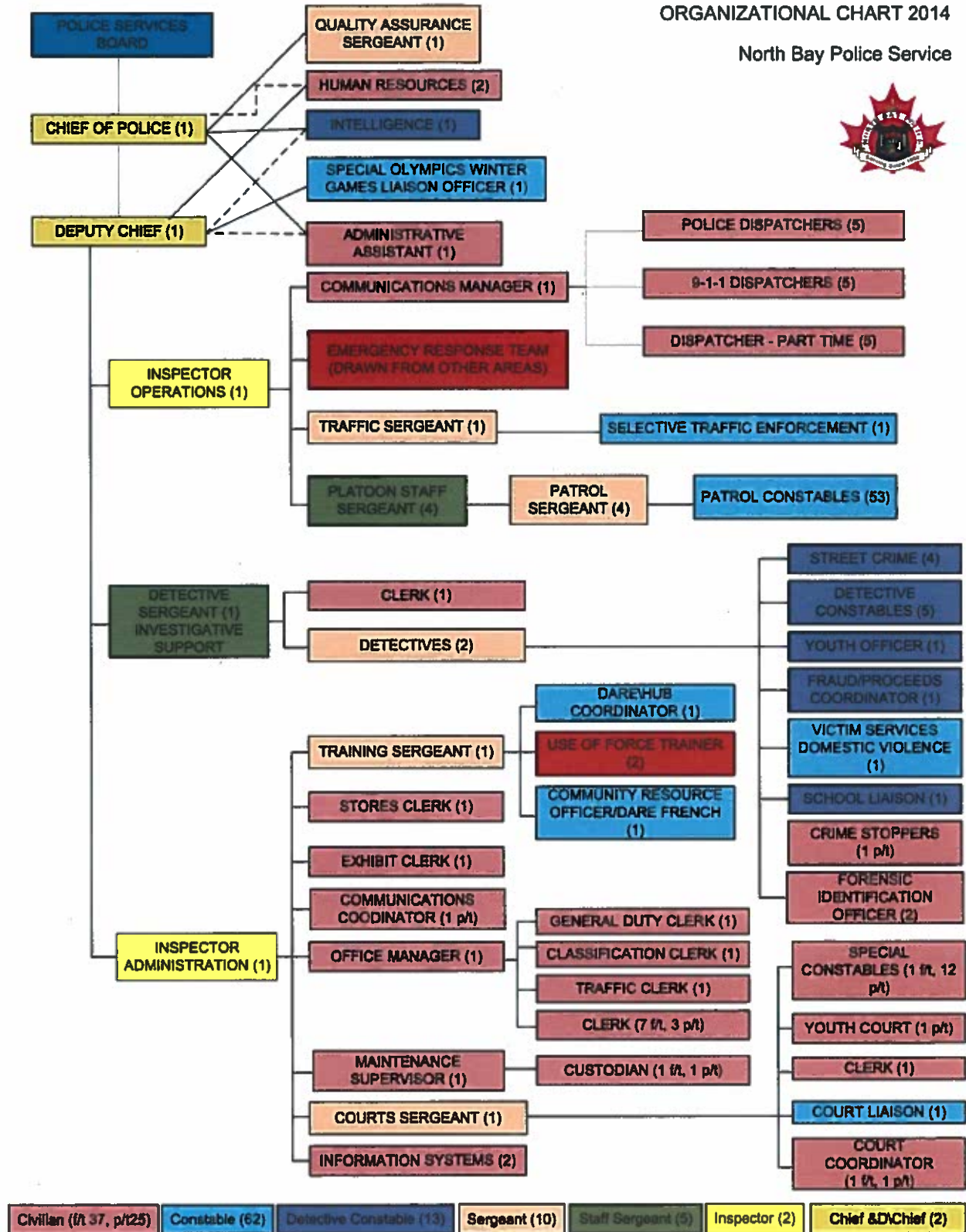
OBJECTIVES, PERFORMANCE MEASURES AND RESULTS

Objectives	Performance Measures	Results
Provide a safe, harassment free and respectful workplace.	The number of communiqués and bulletins relating to personal health, mental health and wellbeing	Completed
Meet the goals outlined in our Skills, Learning and Development Plan and encourage employees to participate in external learning activities.	Complying with legislative requirements specific to respectful workplace behaviours. Review of the Training Section's Annual Report for the number of educational subsidies, courses taken by employees and other development opportunities.	Respectful Workplace training completed for all members. There were 6 employees who used educational subsidies for external learning. 71 Sworn officers attended police courses. 19 Civilians attended for training.
To promote the policing profession and become the employer of choice for a diverse workforce.	Number of recruitment initiatives and applications received.	We participated in career days at local schools, the university and college. Continued participation in the Nipissing University and Canadore College Mentorship program. Participated in the Youth in Policing Initiative (YIPI) summer students. Applications Received by NBPS: Recruit Constables – 96 Experienced Constables – 7 Clerk – 468 Dispatcher – 12 Special Constable – 4 Other – 9
To develop programs in support of the health and well-being, including the mental health of our members.	New programs and training initiated.	We entered into an agreement with a new EAP program and service provider. We are releasing monthly newsletters and topical initiatives. We completed Respectful Workplace training for all members.
To review staffing levels and current business practices to identify potential areas of operational requirements and efficiencies.	Tracking the use and distribution of wellness programs and information, targeting identified health and wellness topics.	Risk assessments for each locations were completed with recommendations. Ongoing.

ORGANIZATIONAL CHART

ORGANIZATIONAL CHART 2014

North Bay Police Service



PROMOTIONS, NEW HIRES AND RETIREMENTS

PROMOTIONS



Deputy Chief Shawn Devine (right) congratulates Sergeant Jim Kilroy following his promotional swearing-in ceremony and badge presentation on 20 June 2014.



Chief Cook (far left) and Deputy Chief Devine (far right) stand with (from left to right) Sergeant Dan Robertson, Staff Sergeant Dan Webber and Sergeant Jody deHaas, following a promotional swearing-in ceremony and badge presentation on 12 December 2014.

NEW HIRES



Cst. Sarah Marcotte
First day: 18 August 2014



Cst. Justin Brear
First day: 18 August 2014



Cst. Mitchell Thomas
First day: 18 August 2014



Cst. Brodie Beard
First day: 18 August 2014



Cst. Nathan Shank
First day: 19 December 2014



Cst. Joshua Buchholz
First day: 19 December 2014



Ms. Marie Lugli
Corporate Communications
Coordinator (part-time)
First day: 1 April 2014

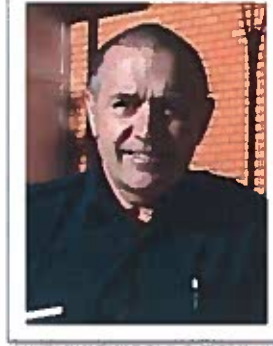


Ms. Sharleen Labelle
Clerk (part-time)
First day: 9 December 2014

RETIREMENTS



Ms. Lee Ransom
Last day: 2 June 2014
after 33 years of service



Sgt. Andre Berube
Last day: 19 June 2014
after 33 ½ years of service



Cst. Walter Neeley
Last day: 31 January 2014
after 23 ½ years of service

CONCLUSION

2014 was a year of successes, a year of facing challenges in partnership with community partners, and a year of planning for a future that strives to keep North Bay the respectful, giving and safe community that it is.

Whether we were enforcing our laws, keeping public order, responding to emergencies, helping victims or those at risk, or putting measures in place to prevent crime in our community, members of the North Bay Police Service continued to demonstrate excellence in policing, pride in professionalism and compassion for those in need.



North Bay Police Service

P.O. Box 717, 135 Princess Street West, North Bay, ON P1B 8J8

705-497-5555 FAX 705-497-5591

Website: www.northbaypolice.on.ca

Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 1, 2015
Date of Meeting: June 10, 2015

Chair and members of the
North Bay Police Services Board

Subject: Contingency Account – Police Auction

Recommendation: That the Board hereby resolves to, "deposit \$6,736.25 into the contingency line of the Board's 2015 Operating Budget."

On May 30, 2015 we held our annual Police Auction. Mr. Ernie Schellenberg of Northern Auction Sales was contracted to conduct this auction on behalf of the Board. The total funds collected less Mr. Schellenberg's commission left the Board with a profit of \$6,736.25. There were over 150 registered bidders and this is the largest turn out and the most revenue we have generated during our annual auction.

The above noted Resolution is required to have this amount deposited into the contingency line of the Board's 2015 Operating Budget.

This will bring the total in the Board's contingency line to \$4,748.15 as this account was in a deficit position previous to our auction.

I invite any comments or questions from the Board.

Sincerely,

Paul D. Cook, O.O.M.
Chief of Police



North Bay Police Service

P.O. Box 717, 135 Princess Street West, North Bay, ON P1B 8J8

705-497-5555 FAX 705-497-5591

Website: www.northbaypolice.on.ca

Paul D. Cook
Chief of Police

Shawn E. Devine
Deputy Chief of Police

Board Report

Date of Report: June 1, 2015
Date of Meeting: June 10, 2015

Mr. D. O'Connor, Chair
and members of the
North Bay Police Services Board

Subject: Contingency Account – Maamwi Kindaaswin Festival

Recommendation: That the Board hereby resolves, "to donate \$250.00 from the contingency line in the Board's 2015 Operating Budget to support the Maamwi Kindaaswin Festival."

Find attached a letter from Ms. Kathy Fortin, Executive Director of the North Bay Indian Friendship Centre requesting consideration for financial assistance to support the Maamwi Kindaaswin Festival, which is taking place in North Bay on June 5, 6 and 7, 2015.

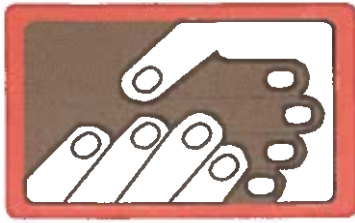
The Board has supported this initiative in the past and it is recommended that we provide \$250.00 again this year.

The current balance in the contingency account is \$4,748.15.

I invite any comments or questions from the Board.

Sincerely,

Paul D. Cook, O.O.M.
Chief of Police



**NORTH
BAY
INDIAN
FRIENDSHIP
CENTRE**

980 cassells street
north bay p1b 4a6
tel: (705) 472-2811
fax: (705) 472-5251

May 12, 2015

Chief Paul Cook
North Bay Police Service
135 Princess St W.
North Bay, ON P1B 6C2

Re: Donation to Maamwi Kindaaswin Festival

Dear Chief Paul Cook,

On behalf of the planning committee, I am writing to request your financial support of \$250.00 for the Maamwi Kindaaswin Festival, taking place on June 5, 6 & 7, 2015 at the North Bay Museum 100 Ferguson Street. This will be the 7th year for the event, which continues to provide a positive space for Aboriginal people in the Nipissing area to celebrate their culture.

This year's celebration will *Honor our Veterans* as the event will be taking place during the 71 year anniversary of Normandy Landings. We are very excited that we will be highlighting our veterans, as they are contributors who have proudly and honorably served our country. An education day will take place the first day of the festival to provide community members an opportunity to hear from invited guests, where they will also participate throughout the Pow Wow celebration.

If you choose to donate to this event the Maamwi Kindaaswin Festival committee will be providing a complimentary space for your organization to set up a display booth in order to promote your services. "North Bay Police Service" will also be appearing on a banner prominently displayed within the powwow grounds, as well as in an article in the North Bay Nugget's Nijii circle page, and within the program brochure for the event. Donations by cheque or cash may be made payable to: The North Bay Indian Friendship Centre.

Sincerely,

Kathy Fortin
Executive Director
North Bay Indian Friendship Centre