



NORTH BAY POLICE SERVICES BOARD

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



OPEN SESSION AGENDA March 16, 2016 @ 10:00 hours

- | | | |
|----|--|------------------|
| 1. | Approval of Agenda | Chair |
| 2. | Approval of Minutes of Open Session meeting of February 17, 2016 | Chair |
| 3. | Business Arising: nil | Chair |
| 4. | Correspondence | Chief |
| 5. | Contingency Requests | Chief |
| 6. | Taxi Business: | Chief |
| 7. | Reports: | |
| | Chief's Monthly Activity | Chief |
| | Chief's Expenses | Chief |
| | Statistical Report January 2016 | Deputy Chief |
| | Annual Reports | Chief/Deputy |
| 8. | New Business: | |
| | 2015 Operating Budget Deficit | Chief |
| | Educational Subsidies | Chief |
| | Polar Plunge Update | Constable Shantz |
| | NHL Alumni Hockey | Chief |
| 9. | Association Report: | NBPA Designate |



**MINUTES OF OPEN MEETING
North Bay Police Services Board
February 17, 2016**

Present:

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

Police Service: Chief Shawn Devine, Deputy-Chief Scott Tod

Board Solicitor:

Association: Dennis Lavasseur, President

Communications Coordinator: Mary Lugli

Guests: The Media

Secretary: Carol Miller

Regrets: Peter Leckie

Call to Order

The Chair, Dennis O'Connor, called the meeting to order at 1003 hours.

Approval of Agenda:

Resolution: #028-2016

Moved by: William Hagborg, Seconded by: Allan McDonald

The North Bay Police Services Board hereby resolves to:

"Accept the agenda for the Open Session Meeting to be held on February 17, 2016".

Carried

Approval of Minutes:

Resolution: #029-2016

Moved by: Tiziana Silveri, Seconded by: William Hagborg

The North Bay Police Services Board hereby resolves to:

"Adopt the Minutes of the Open Meeting held on January 13, 2016".

Carried

Correspondence:

Correspondence this month included letters from: Darlene Jamieson, Executive Director of Big Brother's Big Sister on North Bay and District for support from Cst. R. Yelle; Erin Vaughan, Community Event Facilitator, for contribution to Families First Initiative; Karen Steel for the Christmas Day Dinner Committee for support with their annual Christmas Dinner; Melissa Bowie, for support offered by Officer Jackson; Information announcing the 2015-16 NHL vs. Law Enforcement all-stars Hockey Game in support of Special Olympics Ontario; and Announcement

regarding the Polar Plunge to raise funds for Special Olympics Ontario on March 20, 2016.

Resolution: #030-2016

Moved by Sheldon Forgette, Seconded by Allan McDonald

The North Bay Police Services Board hereby resolves to:

"Note and file the correspondence received".

Carried

Special Olympics Events in March 2016

The North Bay Police Services were the recipient of an award for being the highest grossing agency in Zone 1A in Fundraising for the Ontario Law Enforcement Torch Run.

A PLUNGE event is being held on March 20th and the NHL vs. Law Enforcement All-Stars Hockey Game is being held on March 18th with proceeds going toward the Special Olympics. The Chair encouraged all to support and/or attend these events.

Taxi Business:

Resolution: #031-2016

Moved by: William Hagborg, Seconded by: Sheldon Forgette

The North Bay Police Services Board hereby resolves to:

"Approve the (1) one taxi licence application January 2016 as recommended by the Chief of Police in his letter dated February 1, 2016."

Carried

Reports:

Chief's Monthly Activity Report

Monthly activities attended by the Chief and / or the Deputy Chief during January / February included – Liaison Meeting with Councilor Mike Anthony; Amelia Rising function and Board meeting/ Liaison meeting with Executive North Bay Police Association; Liaison meeting with Chief Superintendent Fern Labelle; Liaison meeting with Lt. Dusty Poyser / W/O Adj. John MacIntyre, CFB MP's; Cyber Security; and The Human Factor Presentation; The only out of town function was attending the Funeral Service for Cst. John Cook's Father in Sudbury.

Chief's Personal Expenses

There were no expenses submitted at this time.

Statistical Reports

Deputy Chief, Scott Tod, presented the Condensed Monthly Statistical Reports for the month of December 2015 (Revised). There were 2167 calls for service compared to 1817 calls in 2014. Of these calls 105 were to investigate motor vehicle accidents. Twenty one of these accidents involved injuries, with 25 persons injured. Overall we are keeping up with the provincial averages with Criminal Offenses being down slightly and Calls for Service and Police Activity totals up over 2014 totals. A rise is noted in the number of calls related to anti social and mental health issues.

Resolution: #032-2016

Moved by: Allan McDonald, Seconded by: William Hagborg

The North Bay Police Services Board hereby resolves to:

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

Carried

Annual Reports 2015

Chief Devine and Deputy-Chief Tod shared the 2015 Annual Reports for: Near North Crime Stoppers; Snowmobile Patrol; School Resource Officer; Court Section; Street Crime Unit; and VICLAS.

New Business:

WSIB/NEER Transfer

Resolution: #033-2016

Moved by: Tiziana Silveri, Seconded by: Sheldon Forgette

The North Bay Police Services Board hereby resolves to:

"Transfer \$12662.22 from the General Police Purposed Reserve Account to the WSIB NEER Reserve Account".

Carried

Association Update:

Association President, D. Lavasseur, outlined activities being pursued by various members. The annual Hockey Tournament will be held this Thursday and Friday and the Association will be co-hosting the NHL Alumni Hockey Game, to be held on March 18th.

Chair, O'Connor thanked, on behalf of the Board, the Association for their commitment to community and support.

Prior to closing, the Chief shared that the flag was at half staff to honour a fellow officer, T. Lemieux, who was killed in the line of duty in Northern Quebec this week. His funeral is scheduled for later this week in Chicoutami, PQ. The Chief took the opportunity to invite Board members and the media to view the newly acquired replacement cruiser in the garage.

Adjournment:

Resolution: #034-2016

Moved by: William Hagborg, Seconded by: Tiziana Silveri

The North Bay Police Services Board hereby resolves to:

"Adjourn the Open Portion of the meeting held on February 17, 2016 at 1039 hours".

Carried

Chair

February 17, 2016

Secretary

L.I.P.I.'s

NORTH BAY POLICE SERVICES
21TH ANNUAL

SANTA NEEDS HELP CAMPAIGN

BECAUSE OF YOUR GENEROSITY,

962 CHILDREN
AND
497 FAMILIES

HAD AN AMAZING CHRISTMAS IN 2015.

ON BEHALF OF THE LIPI STAFF;
LANA, CINDY, FRAN AND JESSICA,
THE BOARD OF DIRECTORS AND
THE MANY VOLUNTEERS...

THANK YOU!!!

*Thank you so much
for your help,
Lana & Fran*

LIPI - LOW INCOME PEOPLE INVOLVEMENT OF NIPISSING

127 Main Street East, North Bay, ON P1B 1A9

We gratefully acknowledge receipt of the sum of

Two hundred fifty

Dollars

Donated by:

*North Bay Police Services
135 Princess St. West*

North Bay, ON, P1B 6C2

OFFICIAL RECEIPT FOR INCOME TAX PURPOSES
Canada Revenue Agency www.cra-arc.gc.ca/charities

No-02600

\$ *250.00*

DONATION DATE

Dec. 20, 2015

DATE RECEIPT ISSUED

Feb. 08, 2016

Charitable Registration No.
89297 5764 RR0001

Mitchell
Authorized Signature

Carson Fougere

95 Kathryn Cres;

North Bay, ON P1B 8P5

R: 705-497-7663 C: 705-498-3643

RECEIVED

#3

MAR 10 2016

#3

OFFICE OF THE
CHIEF OF POLICE
NORTH BAY

March 4, 2016

Chief Shawn Devine

North Bay Police Service

135 Princess Street West;

North Bay, ON P1B 6C2

Re: Constable Seth Dinsmore

This morning I was at the Northgate Mall fund raising for local charities with the Knights of Columbus when Constable Dinsmore attended on a Missing Person investigation. The subject of his search was found.

She appeared to be an aboriginal senior citizen with mental health issues. I and others overheard his polite conversation with her and his offer to take her to her relatives. She agreed to accompany him and as they were leaving the Mall he asked "Do you want to take my arm?" and, offered his arm to her. She accepted. As they were leaving the Mall the man I was talking to commented how nice it was to see an officer who wasn't "on a power trip". I heartily agreed.

Given the frequency that the media are offering negatives about police/aboriginal relationships and, police relationships with those with mental health issues I thought I should take the time to share the positives of Constable Dinsmore's actions with you. They cast a positive reflection on him and; by extension; the North Bay Police Service.

By way of full disclosure; Constable Dinsmore is a former student of mine in the Criminal Justice program at Nipissing University.

Sincerely,



Carson Fougere CD

Chief Superintendent (Ret'd)

Ontario Provincial Police

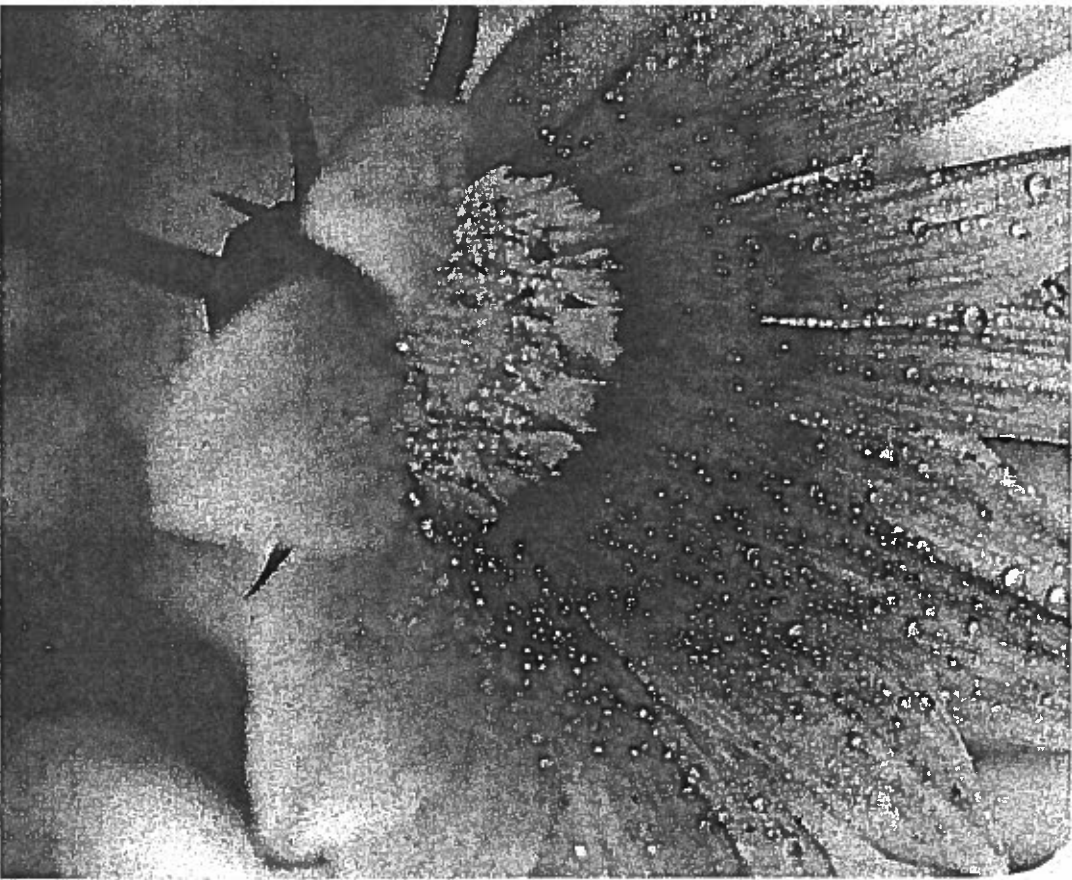
[REDACTED]

From: [REDACTED]
Sent: Thursday, February 04, 2016 11:57 AM
To: nbps
Subject: Thank you

Hello:

We recently had trouble with our tenants at our former home and after determining that we needed help, we went to the police. With a new baby and a two-year old, we were financially and emotionally drained by this situation and did not know who could help us. Constable Hampel, Lingley, Robertson, Whitehead as well as many other officers were enormously helpful and made us feel supported and safe. I know they deal with much worse than our situation but did not make us feel less important. Please accept our gratitude and know that you are appreciated beyond words!

Sincerely,
[REDACTED]
[REDACTED]



Dear Chief

My Father

passed away

in his home on JAL 6/10
at the [REDACTED] Apt. Building.

Your constable Gregg Dix
was the officer on scene.

My family told me that

Gregg was very kind,

courteous and sympathetic!

Please pass on my families

thanks to Gregg.



Fiddlehead
PHOTOGRAPHY

PHOTO BY CARRIE SILVESTRI-AUDETTE



Chief Paul Cook and
Police Services board members,
Please accept our heartfelt thanks
for the \$250 Community Grant. Your
support is truly appreciated. We mulched
and planted 225 daffodil bulbs in the rain
gardens opposite City Hall and at the
Crisis Centre Administration building.

Thank you
Carrie and all the folks at
Greening Nipissing.



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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016
Date of Meeting: March 17, 2015

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

Subject: Contingency Account – Autism Awareness

Recommendation: That the Board hereby resolves, "to donate \$250.00 from the contingency line in the Board's 2016 Operating Budget to support this year's Light It Up Blue/Autism Speaks Awareness Project."

On the 01/02April 2016 the women and men of the North Bay Police Service will be asked to wear blue as we support the 2016 Light it Up Blue /Autism Speaks campaign by lighting up the North Bay Police Headquarters Building in BLUE LIGHT in recognition of World Autism Awareness Day on the 02April 2016.

What Is Autism?

Autism Spectrum Disorder (ASD) is a complex neurobiological condition that can affect the normal function of the gastrointestinal, immune, hepatic, endocrine and nervous systems. It impacts normal brain development leaving most individuals with communication problems, difficulty with typical social interactions and a tendency to repeat specific patterns of behaviour. There is also a markedly restricted repertoire of activity and interests.

According to the latest estimates (March 2014) from The Centers for Disease Control and Prevention (CDC) 1 in 68 8-year old children in the United States has been identified with autism spectrum disorder (ASD). This represents a 30% increase in the prevalence rate previously reported by the CDC.

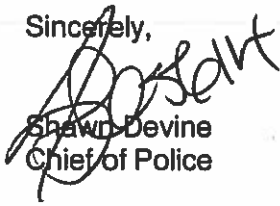
There is no standard "type" or "typical" person with an Autism Spectrum Disorder. Knowing the early signs that lead to early diagnosis can lead to optimal outcomes.

Autism is treatable.

I am recommending the Board provide \$250.00 in sponsorship from the contingency account to support this worthwhile community event. The current balance in this account will support this wonderful cause.

I invite any comments or questions from the Board.

Sincerely,

A handwritten signature in black ink, appearing to read "Shawn Devine", is written over the printed name and title.

Shawn Devine
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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016

Date of Meeting: March 16, 2016

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

**Subject: Contingency Account – NBPS –High School Hockey
Challenge Game**

**Recommendation: That the Board hereby resolves, "to donate \$326.06 from the
contingency line in the Board's Budget to support the 2016
NBPS –High School Hockey Challenge Game"**

Find attached correspondence from Cst. Kyle Hughes in relation to supporting his initiative involving NBPS members and a team of North Bay high school student all-star team representing every secondary school in the district.

The game will be taking place on March 21st, 2016 from 1730-1915 at Memorial Gardens. The event is free to all students and the public, with a food donation box being set up at the door for the Food Bank.

The current balance in the contingency line of the Board's Operating Budget will support the request.

I am recommending the Board pass the above noted resolution to provide \$326.06 to support this youth focused sporting event in our community.

I invite any comments or questions from the Board.

Sincerely,


Shawn Devine
Chief of Police



NORTH BAY POLICE SERVICE

MEMORANDUM

DATE: 23 Feb 16
TO: Chief Devine
FROM: K. Hughes
SUBJECT: NBPS vs High School Hockey Game

Chief,

As you are aware I've organized a fun hockey game between NBPS and a high school all-star team consisting of students from every high school in the district. The game will be taking place on March 21st, 2016 from 1730-1915 hrs at Memorial Gardens. I've taken care of all of the details and also will be setting up a food donation box at the doors so that we can jointly donate to the Food Bank.

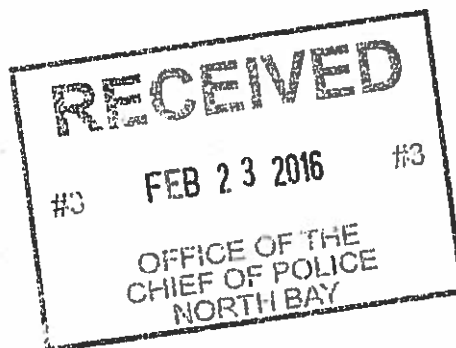
We've participated in a similar event about 3-4 yrs ago and it was well received as the students enjoy our involvement with them.

As this is a community event with all of the high schools, and also shows positive interaction with us, I'm asking if the service could pay the \$326.06 for the ice rental.

Also, I'm scheduled to work days on that day and will be requesting a few hours off at the end of shift to facilitate this event.

Respectfully submitted,

K. Hughes





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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016

Date of Meeting: March 16, 2016

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

Subject: Taxi Report

Recommendation: The Board resolves to approve the Taxi License as submitted.

Find attached a report prepared by the Traffic Section in relation to Taxi Driver License applications for February.

It is recommended that the applications be approved as submitted through resolution.

I invite any comments or questions from the Board.

Sincerely,

Shawn Devine
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

March 3rd, 2016

CHAIR AND MEMBERS
North Bay Police Service Board

Re: Taxi Driver Licence Applications – February 2016

Dear Sir:

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

No.	Name	Company
24	Gerald Graff	UNAC

Sincerely,

Shawn Devine
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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 14, 2016

Date of Meeting: March 16, 2016

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

Subject: Taxi Driver License Plate Applications – 2016 Renewals

Recommendation: That the Board hereby resolves to "Approve the 2016 - Taxi Driver License Plate Applications

Find attached information from Staff Sergeant Dubeau in our Traffic Section regarding the 2016 Taxi Owners Plate Renewals.

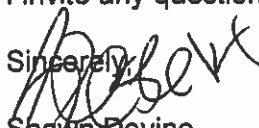
The Board will see from this documentation that sixty (60) Taxi (Attached) Plate Renewals and twenty five (25) Taxi (Unattached) Plate Renewals have been submitted for the Boards approval.

Section 5 of the Taxi By-Law states "the Board will limit the number of owner's licences to eighty-five (85) and the number of wheel-chair accessible vehicles owner's licences to six (6). Staff Sergeant Dubeau advises that there is one (1) Para Plate issued in the City of North Bay.

It would be my recommendation that these Licence Plate Applications be approved.

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

Sincerely,


Shawn Devine
Chief of Police

2016 TAXI OWNER PLATE RENEWALS

No.	Name – Attached Plates	Company
1	Bart Krouse	Union
2	578441 Ontario Ltd. Lessee: Robbie Lauren	5-0
5	578441 Ontario Ltd. Lessee: Paul Lanouette	5-0
6	578441 Ontario Ltd.	5-0
8	578441 Ontario Ltd. Lessee: Chad Lavery	5-0
9	578441 Ontario Ltd.	5-0
10	578441 Ontario Ltd. Lessee: Cary Lafontaine	5-0
11	578441 Ontario Ltd. Lessee: Cary Lafontaine	5-0
12	996472 Ontario Ltd. Lessee: Bill Symons	UNAC
14	1025963 Ontario Ltd. Lessee: Brian Start	Union
15	1025963 Ontario Inc.	Union
16	996472 Ontario Inc. Lessee: David Moynes	UNAC
19	578441 Ontario Inc	5-0

20	578441 Ontario Ltd. Lessee: Denis Daoust	5-0
21	1025963 Ontario Inc.	Union
25	Richard Turgeon	UNAC
26	1025963 Ontario Inc. Leasee: Marion Lebeau	Union
27	996472 Ontario Inc. Lessee : Jean-Paul Turgeon	UNAC
28	Dale Roberts	Union
29	Ken Ayres	5-0
32	578441 Ontario Ltd.	5-0
33	Brian McLean Lessee: Wayne Legassie	UNAC
34	578441 Ontario Ltd.	5-0
35	996472 Ontario Ltd.	UNAC
37	996472 Ontario Inc.	UNAC
38	996472 Ontario Inc.	UNAC
43	Dale Robarts Lessee: Bart Krouse	Union
45	996472 Ontario Inc.	UNAC
46	996472 Ontario Inc. Lessee: John Rabin	UNAC
47	578441 Ontario Inc.	5-0

48	John Domonkos	UNAC
49	996472 Ontario Inc.	UNAC
50	996472 Ontario Ltd.	UNAC
51	996472 Ontario Inc.	UNAC
52	578441 Ontario Inc.	5-0
53	996472 Ontario Inc.	UNAC
54	996472 Ontario Inc. Lessee: Larry Chadbourn	UNAC
55	996472 Ontario Inc.	UNAC
56	996472 Ontario Inc.	UNAC
57	996472 Ontario Inc. Lessee: Luc Guillemette	UNAC
58	996472 Ontario Inc.	UNAC
61	996472 Ontario Inc. Lessee: William Elliot	UNAC
62	Brian McLean Lessee: 996472 Ontario Inc. Lessee: Leigh Ridenour	UNAC
63	578441 Ontario Ltd.	5-0
64	578441 Ontario Inc.	5-0
65	578441 Ontario Ltd.	5-0
66	578441 Ontario Ltd.	5-0

69	578441 Ontario Ltd. Lessee: Paul Lanouette	5-0
70	578841 Ontario Ltd. Lessee: Marcel Gagne	5-0
72	578441 Ontario Inc.	5-0
73	578441 Ontario Inc.	5-0
74	578441 Ontario Ltd. Lessee: Daniel Villeneuve	5-0
75	578441 Ontario Ltd.	5-0
76	578441 Ontario Ltd.	5-0
77	996472 Ontario Inc.	UNAC
80	Terry Racicot	Union
81	996472 Ontario Inc. Lessee: Scott Haig	UNAC
82	Dale Robarts Lessee: Daniel Listman	UNION
83	881725 Ontario Inc. Lessee: Mike Brown	Co-Op
84	996472 Ontario Inc. Lessee: Perry Reid	UNAC
87	996472 Ontario Inc.	UNAC (Para Plate)

No.	NAME – Unattached Plates	COMPANY
3	996472 Ontario Inc.	UNAC
4	578441 Ontario Inc.	5-0
7	578441 Ontario Inc.	5-0
13	996472 Ontario Inc.	UNAC
17	996472 Ontario Inc.	UNAC
18	Dale Robarts	Union
22	996472 Ontario Inc.	UNAC
23	Edward Hook	Union
24	Barbara & Jarvis Pankratz	Union
30	1025963 Ontario Inc.	Union
31	578441 Ontario Ltd.	5-0
36	996472 Ontario Inc.	UNAC
39	996472 Ontario Inc.	UNAC
40	996472 Ontario Inc.	UNAC
41	996472 Ontario Inc.	UNAC
42	578441 Ontario Inc.	5-0

44	578441 Ontario Inc.	5-0
59	996472 Ontario Inc.	UNAC
60	996472 Ontario Inc.	UNAC
67	578441 Ontario Inc.	5-0
68	578441 Ontario Inc.	5-0
71	578441 Ontario Ltd..	5-0
78	996472 Ontario Inc.	UNAC
79	1025963 Ontario Inc.	Union
85	996472 Ontario Inc.	UNAC



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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016
Date of Meeting: March 16, 2016

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

**Subject: Chief and Deputy Chief Monthly Activities Report for
February 2016.**

Recommendation: Information Item.

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

18Feb2016 – Puck drop, North Bay Police Association Tournament.

19Feb2016 – Lunch meeting Councilor Mac Bain.

21Feb2016 – OPP Deputy Commissioner Scott Tod's retirement party – Orillia, Ontario.

22/23Feb2016 – Sexual Violence and Harassment Action Plan Conference / SCHAP – Richmond Hill, Ontario.

24Feb2016 – Pink shirt / anti bullying day – fourth anniversary – BBALL4BULLYING – Ecole Secondaire Publique Odyssee

24Feb2016 – Canadore College, broadcasting, television and video production – interview on domestic and violence in relationships.

03Mar2016 – Deputy Scott Tod attended OPP Superintendent Tom Grilling, CISO Director's retirement party in Vaughn, Ontario.

04Mar2016 – Inspector Kelusky attended Change of Command, 22 Wing, Honorary Colonel Harriett Madigan

Page 2

Date of Report: March 10, 2016

Date of Meeting: March 16, 2016

Subject: Chief and Deputy Chief Monthly Activities Report for February 2016

04Mar2016 – Deputy Scott Tod attended NIIGAN Mosewok reception for the start of a weekend leadership camp for aboriginal youths.

08Mar2016 – Deputy Scott Tod and Inspector Kelusky attended a Mental Health and Addictions Systems in Nipissing presentation.

09Mar2016 – Nipissing University – attended for the announcement of retired Chief Paul Cook's appointment as Nipissing University's new Chancellor.

09Mar2016 – 911 MOU meeting with NBF&RS Chief Llove

11Mar2016 – Nipissing University presentation, Dr. Rachel Griffin, "Disclosing the Darkness of Rape and Revealing the Dangers of Indifference".

11Mar2016 – Evening reception hosted by Nipissing University for Dr. Rachel Griffin.

I invite any comments or questions from the Board.

Sincerely,



Shawn Devine
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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016

Date of Meeting: March 16, 2016

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 17 to March 16, 2016."

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	February 21		\$21.00	Retirement Lunch Orillia
2	February 21 - 23		\$96.00	SCHAP Conference
3	February 21 - 23	\$345.68		Accommodations SCHAP Conference
4	February 21 - 23		\$152.00	Mileage SCHAP Conference

I invite any questions or comments from the Board.

Sincerely,


Shawn Devine
Chief of Police



North Bay Police Service Expense Report

Employee Name: Shawn Devine

Employee/Badge # 5614

Details of Travel, Event or Item: Orillia Retirement Lunch /Sexual Assault Conference Richmond Hill Date(s): 21 -23 Feb2016

Investigation Occurrence #

Transportation	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Total (B)	
Total Mileage @ .45 /km	\$152.00		\$152.00					\$304.00	
Fuel, Oil, Maintenance								\$0.00	
Parking & Tolls								\$0.00	
Auto Rental								\$0.00	
Taxi,Shuttle,Air,Rail,Bus								\$0.00	
Transportation Total	\$152.00	\$0.00	\$152.00	\$0.00	\$0.00	\$0.00	\$0.00	\$304.00	
Meals & Lodging									
Hotel, (Including Parking, etc)			\$345.68					\$345.68	
Breakfast \$12 /day								\$0.00	
Lunch \$21.00 /day	\$21.00							\$21.00	
Dinner \$32.00 /day	\$32.00	\$32.00	\$32.00					\$96.00	
Prisoner Meals								\$0.00	
Meals & Lodging Total	\$53.00	\$32.00	\$377.68	\$0.00	\$0.00	\$0.00	\$0.00	\$462.68	
Miscellaneous									
Daily Training Allowance								\$0.00	
Miscellaneous/Other								\$0.00	
Registration								\$0.00	
*Hospitality/Other(see below)								\$0.00	
Miscellaneous Total	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Per Day Total (A)	\$205.00	\$32.00	\$529.68	\$0.00	\$0.00	\$0.00	\$0.00		
Column (A) & (B) must cross total							Total Expenses Above:		\$766.68
TMAAR Issued		Subtract payment advances:							
Subtract amounts charged to Dept. Visa # 4715 xxxx xxxx 3495							:	345.68	
Subtract amounts charged to Dept. Visa #							:		
Balance owing to member/ Refund to the North Bay Police Service(\$):								421.00	
Course Registration to be Invoiced:									

***Explanation of Hospitality/Other Charges:**

21Feb 2016 Orillia Retirement Lunch for Deputy Commissioner Scott Tod / 22-23 Feb2016 Sexual Assault Conference Richmond Hill

Crown Bill Back: Y <input type="checkbox"/>		Itemized Receipts required		Additional information required for Crown Bill Back	
Prisoner Name	Location	Occurrence #	Escorting Officers	Warrant #	
Departure Date	Departure Time		Return Date	Return Time	
Odometer Start	Odometer Finish				

Submitted By: _____

Date: _____

Advance Request ☐

Approved by Supervisor: _____

Date: _____

Chief's Office Approval: _____

Date: _____

Revised : 2015-05-23



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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016

Date of Meeting: March 17, 2016

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 January 2016 as presented."

Find attached the Condensed Monthly and Revised Monthly Reports for the month of January 2016.

I invite any questions or comments from the Board.

Sincerely,

Shawn Devine
Chief of Police

NORTH BAY POLICE SERVICE CONDENSED MONTHLY STATISTICAL REPORT

MONTH OF JANUARY

During the month of January 2016, police activity for the North Bay Police Service resulted in 2334 calls as compared to 2133 calls in 2015.

Of these calls, 129 were to investigate motor vehicle accidents. Thirteen of these accidents involved injuries, with 13 persons injured.

The following is a list of some of the criminal occurrences investigated during the month, with comparative figures for 2015.

	Year to Date				Cleared to Date	
	2016	2015	2016	2015	2016	2015
Homicide	-	-	-	-	-	-
Sexual Offences	1	3	1	3	4	1
Assault	38	31	38	31	38	26
Robbery	1	5	1	5	1	3
Break, Enter & Theft	9	14	9	14	2	2
Stolen Vehicles	4	1	4	1	2	1
Stolen Bicycles	2	2	2	2	-	-
Recovered Bicycles	2	-	2	-	-	-
Theft Under	77	55	77	55	28	21
Theft Over	1	1	1	1	1	-
Mischief	20	23	20	23	8	10
Drug Charges	13	19	13	19	20	27
Criminal Offences Total			245	212		
Calls for Service			2033	1823		
Police Activity			2334	2133		

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

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

Shawn Devine
Chief of Police

2016-02-01

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

MONTH OF JANUARY

During the month of January 2016, police activity for the North Bay Police Service resulted in 2334 calls as compared to 2133 calls in 2015.

Of these calls, 129 were to investigate motor vehicle accidents. Thirteen of these accidents involved injuries, with 13 persons injured.

The following is a list of some of the criminal occurrences investigated during the month, with comparative figures for 2015.

	Year to Date		Cleared to Date	
	2016	2015	2016	2015
Homicide	-	-	-	-
Sexual Offences	1	3	1	3
Assault	30	31	30	31
Robbery	-	5	-	5
Break, Enter & Theft	6	14	6	14
Stolen Vehicles	2	1	2	1
Stolen Bicycles	2	2	2	2
Recovered Bicycles	2	-	2	-
Theft Under	50	55	50	55
Theft Over	-	1	-	1
Mischief	12	23	12	23
Drug Charges	8	19	8	19
Criminal Offences Total			160	212
Calls for Service			2069	1823
Police Activity			2334	2133

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

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

Shawn Devine
Chief of Police



NORTH BAY POLICE SERVICE

2015 Annual Report Alarms

Report Date: 2016/01/07
Author: Staff Sergeant Richard Dubeau

A. Mandate of the Unit

It is the policy of the North Bay Police Service that response to intrusion alarms shall be coordinated to provide optimum security to alarm owner/operators balancing the responsibility they assume with the ownership and operation of an alarm system.

The Alarm Coordinator is responsible for the efficient and equitable implementation of the North Bay Police Service policy, "Responding to Intrusion Alarms". This includes coordination with members of the Service, the alarm industry and alarm holders.

B. Executive Summary

In 2009, in accordance with Service policy, the Traffic Sergeant was designated by the Chief of Police as the member responsible to monitor alarms responded by the North Bay Police Service. The duties included screening and documenting the number of false alarms attended by patrol officers for each address. Repeat false alarms attended by police to specific addresses were documented to ensure compliance with provisions of the alarm policy.

Owners of residences and businesses who experienced multiple false alarms, and officers attended to the report of an alarm, were levied a fee of \$67.25.

Panic and hold-up alarms continue to be exempt from the provisions of the policy.

C. Activities

Activity Directly Related to Mandate

The Alarm Coordinator's duties include:

- Monitoring all alarm requests received by the North Bay Police Service;
- Record all persons / premises requesting police response to intrusion alarms;
- Ensure invoices are issued for multiple false alarms;
- Except when the applicable alarm response has been paid, being responsible for ensuring that the Suspension Notices are served in accordance with Service policy;
- Coordinating the payment of the Alarm Response Fees;
- Notify Office Manager of the issuance of Suspension Notices and

reinstatements due to payment of the alarm response fee to update RMS records.

- The Alarm Coordinator, may give consideration to situations that result in numerous false alarms being exempt due to uncontrollable external causes (e.g. an electrical storm causing multiple alarms).

D. Performance Indicators

The Standard Operating Procedure governing the Service's response to intrusion alarms was reviewed in January of 2014 and changed to reflect the use of a fiscal year in determining the length of time between false alarms.

In 2015, the NBPS received 1,040 reports of alarms through communications personnel, in comparison with 1,106 in 2014, 1,126 in 2013, 1,245 in 2012, 1,139 in 2011, 1,169 in 2010 and 1,209 received in 2009.

The number of alarm calls that were cancelled by key holders and/or alarm monitoring agencies, prior to police attendance at the scene of the alarm has continued to increase. In 2015, the police service received 1,040 alarm calls, and responded to 312 false alarms. In 2014, we responded to 276 false alarms and 2013, 287 false alarms.

Overall, the current alarm policy of the North Bay Police Service is having the desired effect of reducing the number of false alarms handled by this Service. In 2015, officers responded to 312 alarms. In 92 of these calls for service, officers found that the alarm was false and that this had occurred on at least one prior occasion within the previous twelve months. Total revenues from false alarms fees collected in 2015 were \$4,842.00. This is an increase from the previous year, which was \$3,497.00.

The policy is having a significant effect on the level of responsibility being placed on alarm owner/operators. Increased diligence being undertaken by those with an alarm system is allowing for uniform patrol personnel to attend to other duties that are of public concern. The consequential attention being paid by property owners to alarm maintenance, lockup policies and housekeeping issues that usually result in false alarms occurring has also had a significant impact on the number of invoices being issued for alarm response fees and, ultimately, alarm suspensions.

E. Anticipated Issues for the Future

There will be a requirement for continued diligence in the enforcement and administration of the Standard Operating Procedure governing the Service's response to intrusion alarms. Through the standardized reporting procedure, a determination must be made annually in regard to the benefits of continuation with the status quo or whether amendments to the policy will be necessary.

F. Performance Objectives for the Next Year

To maintain the Service's monitoring of intrusion alarms policy in order to determine whether the said policy continues to result in fewer alarms and more alarm cancellations.



NORTH BAY POLICE SERVICE

2015 Annual Report Communications

Report Date: 2016/02/01

Author: Communications Manager Charlene Smith

A. Mandate of the Unit

The mandate of the North Bay Police Service Communications Centre is to:

1. Receive and process emergency 9-1-1 calls for the City of North Bay and Callander (Central Emergency Reporting Bureau).
2. Dispatch calls for service for the North Bay Police Service and the North Bay Fire and Emergency Services.
3. Provide support to Sworn Officers and Fire Fighters.

B. Executive Summary

The Communications Centre currently maintains a staffing of ten (10) full-time and six (6) part-time civilian staff. With three clear priority mandates (Police, Fire and 9-1-1) balancing the needs of the Police Officers, Fire Fighters and the public in a continuously changing environment continues to remain a challenge. The safety of Police Officers, Fire Fighters and the general public must remain our first priority.

C. Activities

Staffing

In January 2015, two new members joined the Communications Centre and are presently in the last stages of the training process. Due to the scheduling issues over the summer months, the Police Dispatch component of the training program was deferred until the fall. As of December 2015, both are well on their way to completing all aspects of the training program.

As we adjust and implement the changes associated with the NG-9-1-1, staffing and schedules are being re-evaluated. In order to maintain efficiencies, we are currently reviewing increased staffing during peak periods.

Training

Several new programs were implemented in 2015 and training was conducted in house. The 9-1-1 Komutel SIT2 application for receiving and processing calls has streamlined processes and increased efficiencies. The 9-1-1 Text application (Text Blue) was incorporated into the process, and members of the DHHSI Community (Deaf, Hard of Hearing, Speech Impaired) are easily identifiable on a 9-1-1 call and texting can be initiated, if needed.

During the fall of 2015, training started for processing criminal record checks in order to provide increased assistance during non-peak periods with administrative functions. Once training is complete in 2016, processes will be implemented to help reduce the turn-around time for requests for criminal record checks.

CAD I/Dispatcher upgrade to 9.3

Successful upgrade of the I/CAD Dispatcher program occurred in August 2015. Along with the new functionality available in version 9.3, I/CAD is now able to support the changes associated with the T9-1-1, including real time updated lat/long information from cell calls.

In 2015, 31,460 calls for service were logged in our Computer Aided Dispatch (CAD) system, which translates into approximately a 9.3 % increase in logged calls over 2014. Logged traffic stops increased by 1,773 (or 47 %) and is a contributing factor to the increased calls.

9-1-1 Calls

9-1-1 calls continue to be a challenge when they originate from a cell phone or an unknown origin, and approximately 2,713 "false" 9-1-1 calls were received in 2015. This includes all pocket dialled calls, no voice contact, calls from unregistered phones that we are unable to trace and all "short duration calls". Up until the start of the transition to the IP Network at the end of June 2015, calls less than 4 seconds in duration were never presented to the PSAP for answering. With the IP Network, these short duration calls are now received through the Komutel SIT2 application in real time. Capturing and logging these "short duration calls" is now a reality, and we continue to review and evaluate the impact these calls have on staffing. In 2014, approximately 55 % of Canadians owned a smart phone. In 2015, that rate grew to 68%, representing a year over year growth of 24%. With this growth, challenges and issues for our 9-1-1 centre continue to increase. The last of the 1st phase of the 9-1-1 IP Network upgrade includes a call management system that will assist in identifying and responding to the 9-1-1 short duration or unanswered 9-1-1 calls, and provide the tools required to evaluate our overall efficiency and the impact on our PSAP.

Force Recordings

Requests for radio transmissions and telephone calls continue to be forwarded to the Crown's Attorney's Office via encrypted email, with the majority of requests stemming from domestic violence and Impaired Driving related charges. An updated recording system is being implemented to meet the NG9-1-1 requirements, specifically the ability to capture not only voice, but text message, video, etc...

Administrative duties

Communications staff continue to provide administrative support for records in the RMS, and approx. 18,000 non-reportable calls for service were reviewed and linked in 2015. During the later part of the year, staff were starting to assist with processing criminal record checks in order to improve on the turn-around time for requests from the Public. It is anticipated that all staff will be trained early in 2016.

Administrative calls and messages for Patrol Officers have also increased in 2015 as often, voice mail isn't the best option. With increased calls and only two incoming lines from the Public, line usage may have to be evaluated to determine if more incoming lines are required.

D. Performance Indicators

Our performance indicators over the last 3 years are as follows:

	2013	2014	2015
Calls for Service Police	30,104	28,771	31,460
Calls for Service Fire	1,646	1,524	1,532
9-1-1 Calls	17,389	18,066	17,951

A comparison of the 9-1-1 calls for 2015 over previous years isn't entirely accurate or reflective of the impact on the PSAP. For the 2013/2014 reporting years, calls less than 4 seconds weren't received or processed in our Communications Centre and had no impact on call load or staffing. The last part of the 2015 year allowed for real time receipt of these short duration calls, and 2016 will be the first full year of having to deal with these calls. A 2016/2017 comparison will have more meaning.

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 2015, our overall compliance rate decreased from 93.8 to 92.3 %. The learning curve associated to the changes and processes associated to the NG-9-1-1 should level off in 2016, and increasing efficiencies will remain a priority.

E. Anticipated Issues for the Future

Staffing / Training

Staffing & training are ongoing challenges that have an impact on the overall operations of the Communications Centre. With the majority of training provided in a live environment, the learning curve takes a bit longer. With an anticipated complete migration to the IP Network in January 2016, staffing and deployment will have to be re-evaluated.

Map Upgrade

The final process of the CAD mapping upgrade is expected to take place in January 2016, providing more accurate, up to date information for Patrol Officers.

NG9-1-1

Evolution of the NG9-1-1 will continue. The first phase is the introduction of T9-1-1 (or text with 9-1-1) to allow the Deaf, Hard of Hearing and Speech Impaired Community (DHHS) in Canada access to Emergency Services. In the legacy 9-1-1 environment, the public could only primarily make only emergency voice calls and TTY calls (by deaf or hearing impaired persons). Only minimal data was delivered with these calls, such as the ANI/ALI, when available.

In the Next Generation 9-1-1 environment, the public will be able to make voice, text, or video emergency "calls" from any communications device via Internet Protocol based networks. The PSAP of the future will also be able to receive data from personal safety devices such as Advanced Automatic Collision Notification systems (ONSTAR), medical alert systems, and sensors of various types. The new infrastructure envisioned by the NG9-1-1 project will support national internetworking of 9-1-1 services, as well as transfer of emergency calls to other PSAPs—including any accompanying data. In addition, the PSAP will be able to issue emergency alerts to wireless devices in an area via voice or text message, and to highway alert systems.

F. Performance Objectives for the Next Year

The dedication of the Communications staff has ensured that we are able to provide Police Officers, Fire Fighters and the general public with the quality of service that is in keeping with our mandate.

Our objectives for 2016 are:

- On-going assessment of the new applications and identifying procedures and protocols that may need to be updated
- Identify tools and methods of measuring performance standards
- Updating the Communications Training Guide to reflect the new applications and processes associated with the T9-1-1, in order to maintain our Ministry Accreditation
- To maintain the quality of Service provided to Police Officers, Fire Fighters and the Public;
- To remain current and proficient with the constant changes in technology



NORTH BAY POLICE SERVICE

2015 Annual Report Emergency Response Team

Report Date: 2016/01/15
Author: Acting Staff Sergeant Michael Hunter

A. Mandate of the Unit

The Emergency Response Team (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.

The ERT performs many functions within the Service, which include but are not limited to:

- Witness and courtroom protection and security
- High risk prisoner and mental health patient escort
- Search Management, Search and Rescue, and search for evidence
- Deployment of Conducted Energy Weapons
- Arrests of violent, high risk or armed persons
- Barricaded subjects
- Execution of arrest warrants and search warrants
- High risk vehicle stops
- K-9 assistance with OPP
- Containment incidents
- Annual maintenance and certified containment training

B. Executive Summary

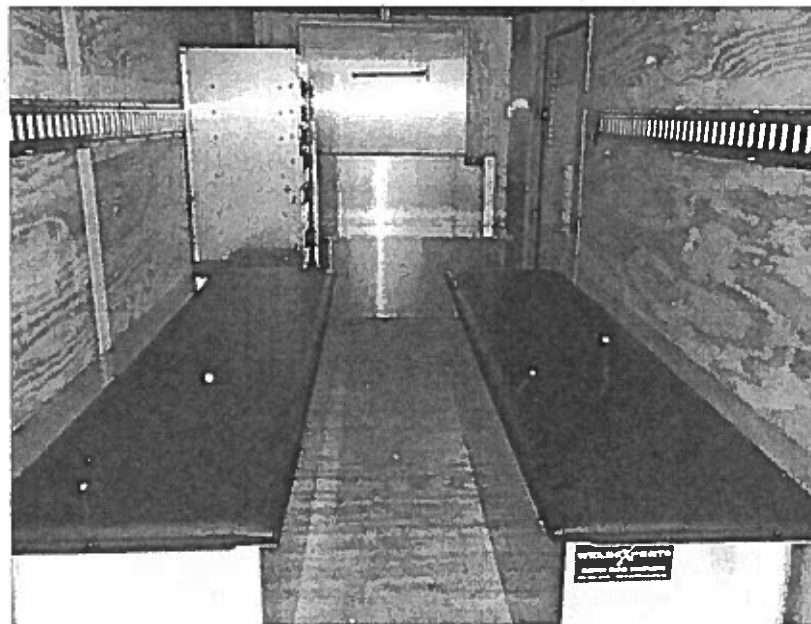
This report will document the operations and training conducted throughout 2015.

A/S/Sgt. Hunter is the officer in charge of the unit with Cst. Bedard assigned as Team Leader. The team conducted both spring and fall training sessions qualifying members on both special weapons and tactics for the year. All physical qualifications were completed for members. Further, members qualified on weapons and task specific requirements. Several members of the team were involved in numerous community service events throughout the year.

An ERT trailer was purchased in 2014; in 2015 the trailer was renovated to meet the needs of the team for training and deployment. It is also available to operate as a small command post. Vehicle 820 has been available for both ERT and Use of Force for deployment, and is capable to transport the ERT trailer to calls and training as required.

As a result of a promotion, Sgt. Robertson departed from the team and a competition was held. Cst. Sproule was the successful applicant and was taken on strength. He completed all the necessary training and is now a qualified member of the team. A list of successful candidates was created and is valid from May 2, 2015 to May 2, 2016. The two officers on the list are Cst. Vietmeier and Cst. Whittle.

The following photos depict the new trailer that was purchased and retrofitted in 2015 to accommodate the needs of the ERT.



C. Activities

The following chart denotes the calls for service in 2015 for ERT members:

2015 Calls for Service

Date	Type of Call	Details
4.1.2015	Search for Missing Person	NB15000365
6.1.2015	CFB info/procedure review	Major Quirion
15.1.2015	Barricaded male with knife, MHA John St NB	NB15001132
15.2.2015	Search management- QV7 OPP	London, OPP
7.3.2015	CDSA search warrant 166 Main St West NB	NB15004954
7.3.2015	CDSA search warrant 889 Beattie St. NB	NB15004947
6.4.2015	Search Missing Person from NBRHC	NB15007481
4.6.2015	Search for Missing person Callander	NB14023083
8.6.2015	Search for found human remains Hwy 11 S	NB15012997
20.5.2015	ERT testing	
1.5.2015-5.5.2015	Maintenance training	
30.8.2015	Search for Robbery suspects from OPP	NB15021049
2.7.2015	Bomb Threat NB Airport	NB15015401
21.9.2015-25.9.2015	Maintenance Training	
1.10.2015	Search Manager Refresh OPP	
5.10.2015	Search Missing Person Laurier woods	NB15024425
21.11.2015	Search Missing Person	NB15028411

7.12.2015	CDSA warrant Beattie St	NB15030526
24.8.2015	CDSA warrant Hutcheson St.	NB12020532
25.8.2015	High Risk escort Airport Rd	NB15020238
11.12.2015	CDSA warrant Mountainview Rd	NB15030094
25.11.2015	High risk arrest Robbery	NB15028788
31.12.2015	High Risk arrest CEW assault	NB15031449

D. Performance Indicators

In 2015 the ERT members satisfied the ministry standards for training, containment and emergency response. ERT members participated in two 5 days training sessions. All members successfully completed the training qualifying and certifying in the specific areas of training.

These training areas included:

- Firearms qualifications
- Containment training
- ERT written test
- PIN physical test
- Task specific physical test
- Use of Force Techniques
- Breaching
- High risk and dynamic vehicle stops
- Arrest Techniques
- Man Down strategies
- Chemical munitions and Distraction Device training
- Clearing Techniques
- Search and Rescue
- Immediate Rapid Deployment training
- Arrest and Search Warrant deployment
- Observer training
- Conducted Energy Weapon training
- ARWEN Training

The Fall session of training included two members of the Peel Regional Police Tactical Unit attending and conducting training, observation, and evaluation of the team's performance in all categories. The training was both instructional and scenario based.

E. Anticipated Issues for the Future

In 2016, equipment will be replaced as needed. The big ticket items will be load-bearing vests and scopes for the C-8s. The continued replenishment of equipment and supplies for the ERT will be addressed through budget items, especially items that have or are about to expire.

Training two additional Search Masters will be required under the new provincial standards for Search and Rescue. Also, additional tactical negotiators will be required. Presently the tactical community has changed procedures based on operational experiences for room clearing and entries. Peel Regional PS tactical team introduced these new methods in 2014 and in 2015. The new method is much safer and more fluid with respect to movement thereby being more effective and efficient. The ERT is adjusting well to the new methods. Continued training will be required in this area.

Moving forward, our team will continue to be very inexperienced with 6 of 12 members with less than 4 years experience. The two main objectives in 2016 will be gaining experience for the newer members and mentoring Cst. Bedard for the position of Team Leader and Team OIC.

F. Performance Objectives for the Next Year

Anticipated training for 2016 includes:

- May 9-13, 2016 Spring training for maintenance and qualification training;
- Sep 19- 23, 2016 Fall training for maintenance and qualification training;
- Peel Tactical will be requested to attend and assist in the Fall training session;
- monthly observer training for sniper-observers will be completed;
- attendance at the OTAB quarterly meeting and OTAB roundup is anticipated;
- Search master course;
- Entry course with Peel Regional;
- Breaching course and
- Negotiator course.

G. Members of ERT 2016

Officer in Charge:
Team Leader:

A/S/Sgt. Hunter
Cst. Bedard

Members: Cst. McLeod
Cst. S. Trahan
Cst. Wilson
Cst. Weber
Cst. Jackson

Cst. Buchanan
Cst. Carleton
Cst. St. John
Cst. Elia
Cst. Sproule



NORTH BAY POLICE SERVICE

2015 Annual Report Forensic Identification Section

Report Date: 2016/01/11
Author: Forensic Identification Officer Ivan Ryman

A. Mandate of the Unit

1. Provide forensic support to the Investigative Support and Patrol Sections of the Service by attending crime scenes and conducting forensic examinations and evidence collection.
2. Photograph, collect, seize, examine, analyze and preserve evidence for investigations and judicial proceedings in accordance with the procedures of the Service.
3. Provide direction and training in evidence collection to other members of the Service.
4. Work in co-operation with other agencies, including the Centre of Forensic Sciences, Ontario Coroner's Office, Ontario Fire Marshal, National DNA Data Bank and other police agencies.

B. Executive Summary

The Forensic Identification Services (FIS) Section consists of two full time Provincially Certified Forensic Identification Officers that have training and experience in crime scene analysis, evidence collection and exhibit examination. These members are assigned to the Investigative Support Section. Their duties include; attending scenes of crime or other incidents where a police response is required to document evidence and the preparation and presentation of evidence in all levels of court.

C. Activities

In 2015 FIS were assigned to a similar number incidents with some slight fluctuations. One homicide occurred but the number of Sudden Death Scenes attended was less than previous years. Assaults, Sexual Assaults, Break and Enters and Fingerprint Analysis Reports have all increased. Robbery incidents attended have decreased.

Digital fingerprinting of criminals and non-criminals has increased slightly using the Live Scan digital fingerprinting system which has been performing well.

D. Performance Indicators

(See Appendix A)

E. Anticipated Issues for the Future

The increased use of computers and electronic devices in criminal activity will continue to be a challenge for forensic investigators.

In the ever expanding world of forensic science, associated technologies and sophisticated electronics, the Forensic Identification Section must maintain an extensive array of equipment and supplies for timely and efficient crime scene examination and analysis. F.I.S. will continue to improve the level of services provided through training and the utilization of the most modern, effective methods and equipment available.

RCMP has advised that an online means of transmitting crime scene fingerprints for AFIS searches should be available in the near future. This will eliminate the need of an in-house AFIS system and will expedite fingerprint identifications. Presently, digital images of crime scene fingerprints are mailed to RCMP AFIS for searching.

Due to officer tenure, training for frontline officers with regard to maintaining crime scene continuity and the need to have Forensic Identification Services attend at various scenes will be implemented.

F. Performance Objectives for the Next Year

1. Continue to conduct in-service training with frontline and Criminal Investigations officers to familiarize them with the services that FIS Section provides and to review proper evidence recognition and handling techniques.
2. Continue training in relation to the ever-changing computer software that is available to the Forensic community.
3. Ensure efficient and streamlined handling of exhibits and evidence in compliance with Service procedures and legal requirements.

APPENDIX A

Forensic Identification Services	2013	2014	2015
Sudden Death (Homicide)	70	46	39 (1)
Sexual Assault	9	8	16
Assault (all levels)	67	38	47
Break and Enters	79	77	82
Robbery	11	4	6
Center of Forensic Sciences Submissions	57	54	59
Fingerprint Analysis Reports	13	8	25
DNA Data Bank Conviction Submissions	178	157	187
Photo Line Up	16	15	17
Persons Fingerprinted- Criminal	1245	1220	1301
Persons Fingerprinted Non-Criminal	270	422	445



NORTH BAY POLICE SERVICE

2015 Annual Report Mobile Crisis Team

Report Date: 2016/01/13
Author: Constable Erin Honeysett

A. Mandate of the Unit

The Mobile Crisis Team (MCT) is a community based collaborative partnership between the North Bay Regional Health Centre (NBRHC) and the North Bay Police Service (NBPS) established in order to respond to individuals or families experiencing behavioural health crises with the goal of reducing the immediate risk of danger to the individual or others.

The team consists of one NBPS officer and one Registered Nurse experienced mental health. In some instances it may be necessary for the officer to apprehend an individual and bring them to the NBRHC Emergency Department for further assessment.

This initiative began as a 6 month pilot project, commencing on 15 September 2014, which has now become a permanent program within the NBPS. The police officer's schedule is Monday to Friday from 8am to 6pm and the nurse's hours are from 10am to 6pm with the officer.

Any occurrences involving an emotionally disturbed person is initiated through police emergency services. Once an initial assessment is complete and a safety plan devised, the team may plan a follow-up visit or to involve other agencies in the community. Any occurrences that occur while the team is not operational are followed up by the team as soon as practicable.

B. Executive Summary

There was continued progress during the past year in addressing the current and future needs of the NBPS in addressing the requirements of North Bay and Callander in the area of mental health.

An officer placed on the MCT will continue to develop the appropriate knowledge, skills and abilities associated to the mandate of this unit. A major component of this position is to facilitate and develop strong working relationships with community partners which continues to and grow.

C. Activities

Prior to the establishment of the Mobile Crisis program the North Bay Police only categorized mental illness or mental health issues as an apprehension of an individual under the Mental Health Act. Therefore, the statistical information collected by North Bay Police Service was minimal.

The definition of mental illness that the Mobile Crisis team responds to is a recognized, medically diagnosable illness that results in the significant impairment of an individual's cognitive, affective or relational abilities. This includes mood, anxiety, psychotic, concurrent (addictions and substance abuse) and personality disorders.

The Mobile Crisis Team provides a mobile response to individuals and/or families who identify as being in crisis and who are unable to attend community or hospital crisis services or individuals identified as in crisis and where mobile crisis services are appropriate.

Individuals assisted by the Mobile Crisis Team at the ER resulted in an 80 percent admission rate whether on a Form 1, withdrawal management bed or inpatient unit bed. The individuals who were not brought to hospital were met with and assisted through initiating services in the community in order to properly manage their individual circumstance.

All individuals with any type of mental illness that came into contact with the NBPS were screened by the MCT. This was facilitated through direct contact or indirect contact which allowed for proactive steps to be initiated ensuring that services were being accessed and utilized.

A direct benefit immediately impacting the NBPS was the MCT's ability to assist with the apprehension of individuals who were taken to the hospital. This allowed the involved officers to return to patrol duties and respond to calls for service within the community.

Of note, the majority of mental health calls for service start around 2 pm and last into the early evening hours with Fridays consistently being the busiest day of the week. During this reporting period May, August and October were the busiest months for mental health calls and it is not clear at this point in time what the reasoning for this trend may be.

The next memorandum of understanding between the North Bay Police Service and the North Bay Regional Health Center is to be completed and signed to extend the partnership into December 2016 with the prospect of the Mobile Crisis program extending beyond the terms stated.

D. Performance Indicators

One of the performance indicators is the large volume of calls that mobile crisis attends to on a weekly basis to serve the mental health clientele in North Bay area.

From January 1, 2015 to December 31, 2015, the NBPS responded to 2125 Mental Health Related Calls for Service. That is an average of 6 Mental Health Calls per day.

MOBILE CRISIS TEAM 2015

Mental Health Act Calls For Service	2125
MCT Involvement	813
Individuals Brought to ER by MCT	37
Individuals Brought to ER by Police & MCT Assisted	36

It will become increasingly important to continue to monitor calls for service and the usage of the MCT in order to assess the effectiveness of the program.

E. Anticipated Issues for the Future

One of the areas of concern, noted by the NBPS, is the overwhelming number of calls for service for individuals who are already directly involved with hospital and community based mental health and addictions services. This raises the question as to whether the ongoing reduction of services by the North Bay Regional Health Centre has increased the number of individuals with chronic and complex illnesses living in the community and thereby having a direct impact on the frequency of calls for service.

A review of clients who are frequent users of crisis services (such as mobile crisis) and who are already involved with community mental health and addictions services should be considered. This would create an opportunity to have a healthy discussion between the leadership from the North Bay Police, North Bay Regional Health Centre and the affected community services.

F. Performance Objectives for the Next Year

One of the recommendations for Mobile Crisis is to explore funding opportunities, possibly in the form of a grant, to purchase an unmarked police vehicle that is equipped with a cage and leather seating to be more user friendly for our clientele when being transported. This would allow mobile crisis to be self-sufficient and at the same time address safety concerns that have been noted with the current NBRHC SUV that is being used by the MCT.

Another recommendation is to expand the Mobile Crisis program into the schools so that the principals are aware of the program and have access to utilize its services for school calls for service involving mental health. The Catholic School Board has utilized Mobile Crisis several times and recently the Public School Board has been informed of our services. This would provide more services to community schools that struggle with complex situations. Another possible expansion of the program is through the local psychiatrist having mobile crisis assisting with all the Form 47 apprehensions.

The implementation of a 2nd shift from 1600hrs to 2400hrs should be considered as a review of calls for service has shown approximately 85 percent of calls occur from 0800hrs to 2400hrs. As well, the police officer and the nurse should be on the same schedule in order to ensure maximization of services being offered.

Another consideration would be the use of the MCT to assist inpatient psychiatry in providing follow up to missed community appointments.

H. Conclusion

The partnership between the North Bay Police Service and the North Bay Regional Health Center appears to be moving in a strategic direction and providing an effective and efficient service to our community.

The vision of Mobile Crisis is to take a proactive response to dealing with mental health in our community and expanding access to, and utilization of, more agencies in our community.



NORTH BAY POLICE SERVICE

2015 Annual Report Patrol Section

Report Date: 2016/01/29
Author: Inspector Robert Jerome

A. Mandate of the Unit

The *Police Services Act* mandates that a police service provide community patrol. This includes both general and directed patrol in areas where it is considered necessary and appropriate based on factors such as incidents of crime, call-load, public disorder analysis, criminal intelligence and road safety.

Uniformed officers are the first responders to emergency calls for service. In addition to general and directed patrols, the Patrol Section provides traffic enforcement, accident investigation, conduct criminal investigations and general police assistance. The majority of the calls for service received are responded to by the uniformed members of the patrol section.

The Patrol Section also supports community based initiatives and special events with hi-visibility policing to ensure public safety.

B. Executive Summary

The sixty (60) officers assigned to the Patrol Section are organized into four (4) platoons. Each platoon is supervised by a Sergeant and Staff Sergeant, who report to the Divisional Commander, the Inspector in Charge of Operations. Each platoon however, was left somewhat diminished throughout the year as a result of various leaves of absence, accommodation requests and suspensions.

Working a rotating schedule of twelve (12) hour shifts, the four (4) platoons provide policing twenty-four (24) hours a day, 365 days a year. The majority of the police service's contact with the public occurs with the uniformed officer.

C. Activities

Each platoon is responsible for deploying a Bicycle Patrol Officer (BPO) in the summer and the Platoon Traffic Officer (PTO) year round. The BPO is an officer assigned from each shift and one from the Traffic Section. When staffing levels permit, the BPO is deployed by the duty shift. In addition to this, numerous requests for attendance to community events are received and responded to by uniformed officers in the Patrol Section.

D. Performance Indicators

2015

Platoon	Total Hours Worked	Dispatched Calls	Criminal Code Charges	Reports	P.O.A. Notices	POA Summons	LLA or BY-Law	3-Day Reports
1	23,998	10,683	564	3,757	581	21	62	127
2	25,709	11,002	616	3,453	554	30	86	393
3	25,770	10,537	640	3,436	392	90	119	465
4	23,195	10,868	491	3,323	447	34	85	342
TOTAL	98,672	43,090	2,311	13,969	1,974	175	352	1,327
2014 Totals	87,491	36,516	2,561	11,250	1,292	138	336	1,001
% Change	12.8%	18.0%	-9.8%	24.2%	52.8%	26.8%	4.8%	32.6%

E. Anticipated Issues for the Future

As in previous years, continued dedication and resources must be applied to several areas of training, including Supervision, Advanced Patrol Training, General Investigative Techniques, Sexual Assault Investigation and Interview and Interrogation Techniques.

Maintaining staffing levels on platoon will ensure deployment of the Platoon Traffic Officer and Bicycle Patrol Officer to address the numerous traffic complaints and high visibility that the public consistently identifies as a concern.

F. Performance Objectives for the Next Year

Maintaining the staffing complement of two (2) supervisors and thirteen (13) Constables on each platoon ensures that training, leave requirements, special deployments and general patrol levels can be met effectively and efficiently. In addition, this will ensure that all priority levels of calls for service are responded to within the time requirements.



NORTH BAY POLICE SERVICE

2015 Annual Report Traffic Section

Report Date: 2016/01/08
Author: Staff Sergeant Richard Dubeau

A. Mandate of the Unit

Ensuring the safety of motorists and pedestrians is a necessary responsibility of the North Bay Police Service. The *Police Services Act* of Ontario mandates that police services establish procedures on traffic management and road safety.

The mandate of the Traffic Section includes, but is not limited to the following:

- a. Oversee enforcement and prosecution of all provincial offences and municipal by-laws;
- b. Conduct and coordinate provincial and local road safety initiatives;
- c. Train and re-qualify personnel in RADAR and LIDAR operation;
- d. Coordinate administration of the 72 hour report program;
- e. Coordinate and report on the administration of the RIDE Program;
- f. Oversee administration and enforcement of the Taxi By-Law and the taxi licensing process;
- g. Advise staff of changes to provincial and municipal legislation;
- h. Oversee investigations of traffic complaints and determine resolutions to those complaints;
- i. Review and approve all motor vehicle collision reports;
- j. Ensure statistical accuracy and reporting of motor vehicle collisions;
- k. Record and report on officer performance measures;
- l. Coordinate the towing application process and ensure compliance with appropriate Service Standard Operating Procedures (SOP);
- m. Responsible for the efficient and equitable implementation of the Intrusion alarms; and
- n. Coordinate Paid duty events;

B. Executive Summary

The Traffic Section is responsible for 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.

The Section is responsible for the administration and enforcement of the Taxi By-Law and maintains statistical information relating to a variety of traffic related activities such as collisions, suspensions, issuance of Provincial Offence Notices, including *Liquor Licence Act* infractions and other offences under the *Provincial Offences Act of Ontario*.

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, school bus and towing companies, municipalities and other police agencies. In addition the Traffic section has Board members with MADD and Road Safety Committee.

The *Highway Traffic Act* is not a stagnant piece of legislation. It is common to experience several changes within the Act from year to year. Laws related to traffic enforcement are constantly being created and amended to meet or satisfy safety standards attributed to new developing technologies (i.e. e-bikes & cell phone) and to reduce or eliminate the potential for harm to pedestrians, cyclists and drivers.

One of the predominant means of keeping current on new traffic related laws is in the form of "All Chiefs Memorandums." These are documents directed to all Chiefs of Police in Ontario that are released by the Ministry of Community Safety and Correctional Services. These documents provide up to date information regarding almost all aspects of change that occurs in the field of policing. With respect to the Traffic Section, the information gleaned facilitates a better understanding of change in provincial laws, which the Section passes on to other members from within the police service and the public.

Traffic Section members are responsible for training and requalification of Service members on speed detection devices as mandated by the Province.

In addition to traditional traffic duties, the Traffic section is responsible for the administration and coordination of Special Paid Duties and an Alarm Program.

C. Activities

Activity Directly Related to the Mandate

The Traffic Section continues to deal with public education and enforcement of provincial and municipal legislation, traffic concerns and complaints from the public as well as compiling statistics of enforcement and motor vehicle collisions.

The Police Service used directed enforcement operations and the media to educate the public on legislation regarding seat belts, school buses and safe driving measures. The Service used the following campaigns to educate the public:

- a. Spring and Fall Seat Belt Campaign;

- b. Operation Impact, safe driving measures;
- c. September Traffic Project: School Buses;
- d. Winter Driving Safety Initiative;
- e. Road Safety Week;
- f. R.I.D.E. Program –May and October long weekends as well as the winter/festive time from the end of November to late February of 2016.

As noted in Article B, information in the form of All Chiefs Memorandums is provided to the Service from the Ministry. Traffic Section members relayed this information to the members of the Police Service through memorandums and/or in-service training. Uniformed or "front-line" officers are re-qualified by members attached to the Traffic Section on the RADAR and LIDAR speed detection devices on a continual basis as mandated by provincial regulations.

The Traffic Section continued to review and approve all motor vehicle collision reports and collected information to determine areas of concern in the city for motor vehicle collisions. The Collision Reporting Centre (CRC) assisted the Service by completing the reporting procedure for the majority of motor vehicle collisions, 983 reports that are solely vehicle damage related. The CRC collected data and provided reports to the Service in relation to those areas in the city with the most collisions in order to assist in targeted enforcement for safe driving measures. The CRC is electronically filing the Services' Motor Vehicle Collision Reports with the Ministry of Transportation thus eliminating the North Bay Police Service from having to mail the reports on a weekly basis. In 2015, 1487 reports were sent to the Ministry.

The Traffic Section continued to administer the Taxi By-Law on behalf of the North Bay Police Services Board with the city having 202 Taxi drivers licenced and 80 taxi plates issued within the City of North Bay.

Provincial Offence Tickets, court documents and Motor Vehicle Accident Reports continue to be scanned and filed with the incident number in the RMS data system.

In addition to the initiatives listed above our Traffic Section, in conjunction with other uniformed officers, was also involved in directed enforcement operations which included:

- a. the Community Oriented Response Unit (Bicycle Patrol Officers);
- b. Joint Forces Snowmobile Patrol with the O.P.P.; and
- c. Bicycle enforcement programs.

Training is a vital component to any specialized area. To enhance skills and develop a better understanding of traffic initiatives and legislation, members within the Section attended the following training opportunities:

- a. Radar Instructor Course
- b. Traffic Officer course
- c. Traffic Seminar
- d. Bicycle officer course

D. Performance Indicators

The North Bay Police Service Business Plan (2014 - 2016) identified our goal as:

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

This report recognizes the following as performance measures for the Traffic Section:

- a. Number of traffic collisions reported;
- b. Number of provincial and local road safety initiatives in which the Traffic Section participates in;
- c. Number of officers trained in specific traffic enforcement disciplines;
- d. Number of charges/warnings/equipment notices issued;
- e. Number of drinking and driving arrests;
- f. Person hours of dedicated traffic enforcement by patrol personnel; and
- g. Person hours of directed traffic enforcement by patrol personnel.

The Traffic Section maintains statistical information concerning traffic related issues and enforcement for the entire Service. In 2015, 1,487 collisions occurred within the Service's jurisdiction compared to 1,425 in 2014 and 1,339 in 2013. In 2012, 2011 and 2010, 1,119, 1204 and 1169 collisions were documented respectively.

In 2015, 504 collisions were investigated by police officers, compared to 447 in 2014 and 439 in 2013. There was an increase of motor vehicle collisions in January and February of 2015 due to unusual cold weather and greater amount of monthly snow fall for these months.

Injuries sustained by individuals in collisions in 2015 were 403 compared to 351 in 2014. There were 29 pedestrians involved in Motor vehicle collisions in 2015 which mirrored the 2014 statistics. The number in 2013 was 15.

There was one pedestrian fatality in 2015, with the driver of the vehicle charged under the Highway Traffic Act with Fail to Yield to pedestrian.

There were 18 Cyclists involved in Motor vehicle collisions in 2015 compared to 15 cyclists in 2014.

It is important to note the *Highway Traffic Act* stipulates that any collision involving personal injury or damage exceeding \$2,000.00 must be reported to the nearest police officer. Police also investigate collisions, regardless of dollar amount or the presence of personal injury, where any type of emergency vehicle or vehicle registered to a municipal, provincial or federal government is involved.

In 2015, the Traffic Section processed 2,596 Provincial Offences Notices (PON) issued by uniformed members. The figure in 2014 was 2,780, 2013, 4,247 and in 2012 there were 5,541. PON's issued include violations predominantly associated to the *Highway Traffic Act*, *Liquor Licence Act* and By-Law infractions.

In response to our Service's commitment to the Platoon Traffic Officer (PTO) program; officers have logged 471 hours of enforcement by the P.T.O., resulting in 273 violations issued in comparison to 2014 when 227.5 hours were logged and 169 violations issued. These officers participated in traffic and education initiatives, community programs and enforcement.

The Traffic Section maintained impaired operation of motor vehicle statistics. In 2015, 60 impaired driving charges were recorded. This is compared to 66 for 2014 and 68 for 2013. The R.I.D.E. Program was utilized or implemented 15 times in 2015.

The North Bay Police Service is responsible for providing policing to the Municipality of Callander. In 2015, the Traffic Section documented 108 Provincial Offence Notices in this municipality. These included offences issued in relation to the *Highway Traffic Act*, *Liquor Licence Act*, *Motorized Snowmobile Act*, *Trespass to Property Act* and *Off Road Vehicles Act*.

E. Anticipated Issues for the Future

Highway Traffic Act infractions pertaining to distracted driving and e-bike violations will be a continued focus of the Traffic Section in 2016. Both issues continue to be problematic, posing a real threat to the safety of all individuals on our roadways, especially our pedestrians.

As noted earlier in this report many of the changes on how we approach traffic related issues, including training and enforcement, are made aware to us through All Chiefs Memorandums. Keeping pace with the changes, amending our processes and procedures, educating our members and the public will continue to be challenging.

F. Performance Objectives for the Next Year

The continued development and staffing of the Platoon Traffic Officer position, in accordance with the identified goals in our Business Plan, would ensure appropriate response to traffic concerns.

The Traffic Section will continue to focus on enforcement priorities as identified by the citizens of North Bay and Callander. This will be measured through the deployment hours of the P.T.O. and the number of Provincial Offence Notices completed.

The Traffic Section will continue to focus on special projects that relate to school buses, speed, distracted driving, unsafe vehicles, unsafe loads and the towing and taxi industry. Targeted enforcement such as the R.I.D.E. program has merit. We will also continue to provide education to the public through presentations, utilizing the media to further enhance road safety.

Maintaining and sharing information of statistical information is a very important function of the Traffic Section. Keeping accurate and meaningful numerical records on an annual basis of the many duties related to traffic enforcement and education answers many questions with respect to the function and the role of the Traffic Section in its mandate.

A continued focus on traffic enforcement, pursuant to the Business Plan, will guide the Traffic Section in 2016 ensuring the safe and efficient movement of pedestrian and vehicle traffic within the communities of North Bay and Callander.



NORTH BAY POLICE SERVICE

2015 Annual Report Use of Force

Report Date: 2016/01/04
Author: Constable John Cook

A. Overview and Mandate

The proper completion and analysis of the Ministry of Community Safety and Correctional Services "Use of Force Report" or more commonly identified as a "Form 1" assists police services in instituting or adapting training to best prepare its officers, and ultimately, to serve their communities.

The reports contain information that assists management in addressing scheduling and equipment issues; for example: times of the week when it would be beneficial to have more officers working or whether a certain use of force option (weapon) is or isn't effective. The *Police Services Act* and North Bay Police Standard Operating Procedures dictate when a police officer is to submit a Use of Force Report.

Mandatory police officer submission of a Use of Force Report occurs in the following situations:

- a. Draws a handgun in the presence of a member of the public, excluding a member of the Service, while on duty;
- b. Points a firearm at a person;
- c. Discharges a firearm;
- d. Uses a weapon other than a firearm on another person;
- e. Uses a conducted energy weapon, in the probe mode, drive stun mode or demonstrative mode on another person; and/or
- f. Uses physical force on another person that results in an injury requiring medical attention

In addition to ensuring that the training received by the members of the North Bay Police Service meet Ministry Standards, the Service's Training Unit conducts an analysis of all Use of Force Reports submitted to identify any trends that may require further investigation.

B. Executive Summary

The terms "occurrence" and "report" will be referred to throughout this report. For clarification, an "occurrence" is the actual call for service that resulted in officers having attended a scene. "Report" shall refer to the approved Ministry of Community Safety and Correctional Services "Use of Force Report" or "Form 1".

It is important to distinguish between the number of occurrences and the number of reports generated by the occurrences because the figures may be misleading. For each reportable Use of Force occurrence (criteria listed above) a Use of Force Report (Form 1) must be submitted. However in some instances several officers may have had to utilize force in the same occurrence, which requires a separate

or additional report(s) to be generated. For the purpose of this report the number of occurrences is perhaps the more important figure.

Officers of the Service responded to a variety of calls in 2015 that required the Use of Force on members of the public. Robberies, domestic disputes, attempted suicides, other *Mental Health Act* apprehensions, high risk search warrant executions, and licensed establishment disturbances are just a few examples.

In 2015 the total number of occurrences that required the submission of a Use of Force Report was 56. This is an increase of 18 from 2014's total of 38. These 56 occurrences generated a total of 73 Form 1 Use of Force Reports. 12 of these occurrences were in relation to officers utilizing a firearm to euthanize wounded animals leaving 44 occurrences that involved the use of force on a member of the public that required a Use of Force Report (Form 1).

The following chart depicts the number of occurrences when Use of Force was used in 2015. Please note how the number of reports is significantly higher than the occurrences. This was due to the fact in some instances two or more officers had to submit a Use of Force report for the same occurrence.

The following chart illustrates the Use of Force Reports by type for the past six years.

REPORT TYPE	2010	2011	2012	2013	2014	2015
Total Occurrences	53	46	39	55	38	56
Total Reports	64	50	55	74	51	73
Reports submitted to euthanize animals			14	16	9	12
Reports involving firearms (public only)	15	19	23	39	18	22
Reports involving Aerosol Weapons	0	2	1	6	1	1
Reports involving Baton	1	0	2	2	2	2
Reports involving Empty Hand Techniques	3	2	1	0	3	1
Reports involving C.E.W. (demonstrative and fired)	10	16	11	12	18	35
Reports involving C.E.W. (fired/deployed only)	3	5	3	4	6	11

Not included on this list are the four notations when empty hand techniques were employed in combination with other options. An example would be grounding a subject after he/she had the CEW deployed on them. The number in the above chart represents incidents when the use of the empty hand technique was the cause of the Form 1 having to be submitted (injury to the subject requiring medical attention).

Information from the 2015 Use of Force reports showed that once again CEW "demonstrative force" was very effective in assisting officers in gaining control of their subjects. Demonstrative force occurs when an officer displays the CEW to a subject or makes reference to it (ie. verbal warning). This display includes pointing the laser targeting system at the subject or arcing the weapon. Of the 35 times that the weapon was drawn, it was only deployed (fired) 11 times. Despite the noticeable increase in the number of CEW reports for 2015 the ratio of "demonstrated force" to "deployed" has remained constant over the past six years. It is to be noted that an increase in the number of CEW reports was expected as 2015 saw the North Bay Police equip all front line personnel with a CEW as opposed to previous years where only members of the Emergency Response Team and supervisors were equipped.

C. Injuries

Based on the information from the Form 1 reports there were no injuries to an officer when Use of Force was necessary. In 2015 one subject received minor injuries during the course of their arrest (unchanged). The subject's injuries consisted of a small laceration from empty hand techniques. According to the 2015 reports, no third-party individuals received any injuries. These statistics do not include injuries to either the subject or to a third party that was sustained prior to police involvement.

For the purposes of this report, an injury is listed when medical attention (paramedic/doctor) is obtained for the subject. An example of when this report would not list an injury would be when a subject is grounded by an officer and is later given a small bandage (Band-Aid) for the scrape.

PERSON INJURED	2010	2011	2012	2013	2014	2015
Police Officer	1	5	2	1	1	0
Subject	3	3	3	5	1	1
Third Party	1	0	0	0	0	0

D. Analysis of Occurrences by Time of Day for 2015

The Form 1 report also details the date and time that the occurrence transpired. This information is important as it assists managers in determining personnel deployment requirements or equipment needs. As previously explained, this report will focus on occurrences that involve the Use of Force on members of the public rather than the destruction of injured animals.

TIME	OCCURRENCES INVOLVING USE OF FORCE ON PEOPLE		
	2013	2014	2015
0700-1900	26	15	12
1901-0659	13	14	32
0200-0400	3	2	4

The number of violent encounters between the times of 02:00 and 04:00 (closing of licensed establishments) has remained relatively consistent over the past three years. Of note is the three year switch between day shift occurrences and night shift occurrences. In 2013 the North Bay Police had twice as many Use of Force occurrences during the day as opposed to during the night. In 2014, this levelled off; but in 2015 the North Bay Police had more than twice as many Use of Force occurrences at night than during the day. This is a complete reversal of 2013.

E. Analysis of Occurrences by Day of the Week for 2014

The following chart depicts the analysis of occurrences by day of the week requiring the submission of a Form 1. The reports used are those that involved the police having to use force on people rather than on an injured animal.

DAY	OCCURRENCES INVOLVING USE OF FORCE ON PEOPLE		
	2013	2014	2015
Mon-Thurs	22	16	23
Fri-Sun	17	13	21

In years prior, it was often perceived that the police were more likely to become involved in a violent encounter on a weekend (parties, increased consumption of alcohol). Recent review of the Use of Force reports is now showing that there is no one day or evening that is prevalent as being more likely to promote violent encounters.

F. Use of Force Equipment Purchases and Training Accomplishments

In August of 2013, the Ministry of Community Safety and Correctional Services lifted the previous restriction which prohibited all front line personnel from being equipped with a conducted energy weapon. In the North Bay Police Service, carry and use of the CEW was limited to members of the Emergency Response Team and supervisors (Sergeants and Staff Sergeants). With the August 2013 announcement, plans were put in motion to train and equip all of the Services' front line officers with the most advanced Conducted Energy Weapon available, the Taser X2.

In March of 2015 the North Bay Police Service purchased 20 of these weapons and had two officers qualified to train all others in its use. Training began in May of 2015 and was concluded in the first week of June. As of the end of 2015, all active able-bodied Constables (including Detective Constables), Sergeants (including Detectives), and Staff Sergeants (including the Detective Sergeant) have been qualified.

With the introduction of the new Taser X2 Conducted Energy Weapon the bulk of the 2015 training budget was spent on the purchase of X2 training cartridges and batteries. The remainder of the budget was required for the purchase of firearm ammunition and first aid teaching supplies.

Throughout 2015, all active able-bodied sworn personnel and Special Constables completed their Ministry mandated Use of Force/Firearms requalification. Of the members that require annual shotgun training, three were not able to complete the training due to ongoing injury. These officers will receive their training at the first available opportunity in 2016. As qualification on a shotgun is not mandated by the Ministry, these officers are still able to perform their regular duties but are not permitted to deploy this weapon.

Having started in November of 2015 and completing by January 7th, 2016, all officers, with the exception of two, will have been recertified in First Aid. The remaining two officers are still certified until late spring and training will be conducted when scheduling permits.

G. Conclusion

2015 was a busy but successful year for the Training Unit. The highlight for the Unit was the Taser X2 roll-out and the subsequent positive responses received by the frontline members.

2016 will see the Training Unit continue to keep North Bay Police Service members at, or above, Ministry standards. Fresh and innovative ideas, in regard to training and equipment, will be continuously explored and presented to command for further study or adoption.



NORTH BAY POLICE SERVICE

2015 Annual Report Victim Services and Domestic Violence Coordinator

Report Date: 2016/01/04
Author: Constable Aaron Northrup

A. Mandate of the Unit

1. Implement and maintain police programs to provide comprehensive and efficient service to victims of crime and tragic circumstances.
2. Provide follow-up assistance to victims by coordinating the police response with involved community agencies.
3. Monitor the response to an investigation of domestic violence occurrences, including compliance with the North Bay Police Service Standard Operating Procedures.
4. Coordinator, Registrar and investigator for the Ontario Sex Offender Registry (OSOR) for the Service.
5. Administer investigations involving elderly persons.

B. Executive Summary

The North Bay Police Service subscribed to a new format on assessing accused person's likelihood of recidivism. In 2015 the Domestic Violence Risk Management (DVRM) replaced the Domestic Violence Supplementary Report (DVSR). This new tool helps the Police and the Crown Attorney determine the potential for risk to a victim of Domestic Violence based on a scoring matrix.

The Coordinator has continued to develop knowledge and skills associated to the mandate of this Section. The Coordinator participated in many seminars, conferences, meetings and courses, which assisted the officer in his day to day activities.

The Coordinator also oversees the management of the Ontario Sex Offender Registry with respect to registrants residing within the policing jurisdiction of the North Bay Police Service. Associated to duties include investigations, data inputting, offender management and liaising with the Ontario Provincial Police Behavioural Unit and obtaining arrest warrants for non-compliant offenders.

C. Activities

Domestic Violence Community Coordinating Committee

The Domestic Violence Community Coordinating Committee (DVCCC) of Nipissing is an advisory committee formed in 1998 to effectively address Domestic Violence in the District of Nipissing.

This committee meets monthly and had approximately 15 community partners involved and is committed to education and prevention of Domestic Violence.

The Coordinator was elected Co-Chair of the DVCCC committee. The exposure to the topic and associated issues by attending conferences and seminars has enhanced the Coordinator's knowledge and skills associated to the issues of Domestic Violence.

The Coordinator participates in sub-committee meetings, including a new marketing brand for Domestic Violence training called Safety Net, assisting employers and employees in how to deal with Domestic Violence in the work place.

The DVCCC has maintained a strong focus on the quality of service delivered to victims of Domestic Violence, which also includes 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.

Provincial Domestic Violence Coordinators Advisory Committee

Developed by the Ministry of Community Safety and Correctional Services-Policing Services Division, the committee is comprised of several Police Services from across the Province and was established to provide advice to the Ministry regarding potential areas of concern.

The committee was developed to provide a coordinated, effective police response on a provincial level to Domestic Violence by facilitating information sharing amongst Domestic Violence Coordinators on best practices and other initiatives. The group discusses provincial issues and engages in problem solving techniques to enhance services to victims by Police and the community. There is also an exchange of information between the attending Police Services and the Ministry, relating to Domestic Violence policies.

One new item of interest is an attempt to have Domestic Violence cases that also involve Family Court matters be heard by the same Justice in one (1) court to prevent duplicate and conflicting court orders.

Domestic Violence Justice Partners

This is a partnership of individuals involved in the justice system within the community, formed to improve the methods of handling Domestic Violence. The committee meets on an "as needed" basis and will make recommendations on high risk cases, any of the partners may call for a meeting. This committee has proven effective in assisting victims of Domestic Violence.

Seniors at Risk

This is a committee of like-minded community members and groups that meet in an attempt to find solutions and direct the most applicable solution to issues relating to our aging population.

Due to this demographic, calls for service in relation to Elder Abuse and Fraud have increased and finding the right response is a priority for the committee.

Other Activities

In 2015, the North Bay Police Service responded to 1256 Domestic related calls and, as a result of these call for service, 272 people were charged for Domestic related offences.

The Coordinator participated in a Healthy Living Fair hosted by the Indian Friendship Centre in October, an Alcohol Network Symposium for Nipissing Parry Sound Health Unit, the World Cafe and a Childhood Death investigation seminar. He attended the Ontario Police College for 2 courses, Elder Abuse and Domestic Violence Investigator, as well as attending the Ontario Provincial Police Academy for the Ontario Sex Offender Coordinator course.

In 2015 the Coordinator sat on the following boards: AIDS Committee of North Bay, Youth Advisory Board of the Crisis Centre, Seniors at Risk and the DVCCC.

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

Victim Services of Nipissing District and the Victim Services Unit developed a strong working relationship in contacting and following up with not only crime victims, but other residents who were looking for help and services that are within the community, many of these calls were related to seniors.

D. Performance Indicators

	2012	2013	2014	2015
Referrals				
Victim Services of Nipissing District	220	230	220	473
VWAP	443	502	450	489
Elder Issues	7	22	12	20
Number Sustained Partnerships	22	22	23	26
Number of New Partnerships	0	1	0	3

E. Anticipated Issues for the Future

With the aging population, an increase in calls for service is expected concerning that demographic. The trend is beginning and can expect to rise. The Coordinator will continue to monitor investigations and assist as required.

Domestic related calls are up over 2014 by 89, the Coordinator will monitor investigations to ensure that procedures are followed and victims are assisted in a timely manner.

With the creation of "the Hub", many calls that previously were dealt with through Victim Services are now screened and overseen by "the Hub".

F. Performance Objectives for the Next Year

1. Continue working with all community partners and developing new partnerships.
2. To continue to assist frontline officers and supervisors with ongoing training and case law updates.
3. Overall management of the Ontario Sex Offender Registry ensuring compliance with the provincial mandate.



NORTH BAY POLICE SERVICE

2015 Annual Report Youth Referrals

Report Date: 2015/01/07
Author: Constable Raymond Yelle

A. Mandate of the Unit

1. Conduct Pre-charge diversion interviews with young persons in relation to minor criminal offences as referred by other officers.
2. Refer young offenders to the Youth Justice Committee or other pre-charge diversion programs pursuant to the Extrajudicial Measures requirements of the *Youth Criminal Justice Act* and Service policies.
3. Provide support and advice to Patrol officers and other Sections of the Service on youth related matters.
4. Liaise with local agencies and community partners on issues relating to young persons.

B. Executive Summary

The Youth Referral position is comprised of one Constable, assigned to the Community Programs Section, who is also responsible for being the sector specialist at the Gateway HUB table. The major responsibilities of the Youth Referral Officer include: conducting Youth Referrals where a youth is alleged to be involved in a criminal offence, liaising with local agencies on youth related matters and providing support and assistance to families and other officers with respect to Youth Criminal Justice issues.

In 2015 the Service continued to receive many requests for assistance in dealing with youth issues. The Youth Referral Officer worked in collaboration with our community partners to identify and review issues and 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. Some of these youth and families were also identified as those who would benefit from the Gateway HUB. Therefore, at times, HUB referrals were completed in an attempt to provide them with the opportunity to voluntarily engage in on-going supports from other community agencies.

C. Activities

Youth Pre-Charge Diversion Program

Through the Youth Pre-Charge Diversion process, the Youth Referral Officer provided assistance to parents and guardians experiencing difficulty with children under their care. Interviews were conducted to identify areas of concern and to provide advice and information regarding appropriate consequences and resources available in the community. During this process, the Youth Referral Officer occasionally received information regarding youth criminal activity. Interviews were also occasionally conducted with youths that had not yet reached the age of criminal responsibility (12 years) in an attempt to avert behavior that could later lead to criminal sanctions.

Youth Justice Committee

In 2015 the Youth Officer maintained involvement in the Youth Justice Committee (YJC) as a steering committee member. The YJC continued to be a valued resource in dealing with youth crime. The *Youth Criminal Justice Act (YCJA)* states that a committee of citizens has the authority to assist in any aspect of the administration of the *YCJA* or in any programs or services for young persons. The YJC operates under this authority under the direction of the Crown Attorney. Young persons, who had been in conflict with the law and have been through the Youth Pre-Charge Diversion Program, can be referred to the YJC to be held accountable for their behavior and to identify and address rehabilitation measures. In 2012, additional offences were added to the youth referral process, including various sexual offences. This process is still progressing well. In December 2015, the Youth Referral Officer completed in service training to our service's Patrol and Criminal Investigations Officers with respect to the Youth Referral process. At this time, Youth Justice Committee Program (YJCP) quick reference cards that were developed and supplied by Lynn Racicot, co-coordinator of the YJCP, were handed out to all officers and supervisors.

Mental Health and Justice Prevention Program

In 2012, a new partnership was formed with Canadian Mental Health Association to deal with youth offenders with mental health issues. Pre-charge referrals are now also made to the Mental Health and Justice Prevention Program. This partnership continued throughout 2015 and the referred youths are believed to have benefited greatly from the intensive case management that was provided.

The Youth Referral Officer maintained monthly statistics of *Youth Criminal Justice Act* extra-judicial measures applied by Service officers.

The Youth Referral Officer applied to and was accepted as a new member of the Committee of Youth Officers for the Province of Ontario (COYO). COYO organizes an annual conference that has been attended by School Liaison and Youth Officers from our service since the early years of its inception. COYO was formed in 1979, at the Ontario Police College, as an association of police officers dedicated to the collection and dissemination of child/youth crime and protection information.

Since 1979 the committee has grown and expanded to include representatives from numerous police services, youth services workers, educators from various school boards, Ministry representatives from Child and Youth Services, Community Safety and Correctional Services and Education, Health Care and youth workers from the private sector.

The main objectives of the committee are:

- to promote a closer liaison on youth issues between our members' respective organizations on youth issues
- to promote the exchange of information and best practices between youth officers in Ontario
- to enhance and promote closer working relationships between police, educators and youth service workers (in the government and private sector) and to act as a resource to government agencies that have a mandate to protect "at-risk youth"
- The committee is comprised of "youth officers" from various occupations and we continue to work towards improving the quality of life for Ontario's youth.
- Each year, COYO holds a conference in Niagara Falls, Ontario, and brings together over 500 participants from policing, education, probation and other youth related services.
- The COYO conference is recognized within the law enforcement community as the leading event of its type in Canada. It provides participants with a venue to network and exchange best practice information as well as hear from leading experts in child/youth development, threat assessment, aggression, and program delivery.
- Committee members engage in monthly meetings to collaborate and share best practices as well as plan for our annual conference. Other than the monthly meeting, members attend a two day annual meeting held in December of each year and are expected to be at the COYO Conference held in February of each year over three days. Expenses incurred at the conference such as hotel, registration, meals and mileage are covered by the COYO committee.

Included in the Youth Referral Officer's portfolio is being the sector specialist of the North Bay Police Service at the Gateway HUB table. This involves attending meetings, attending interventions and completing interventions with high risk youths.

D. Performance Indicators

See Appendices 1 & 2

E. Anticipated Issues for the Future

The provincial trend has seen a decrease in Youth Referral's and our service was certainly in line with this trend. As well early in 2015, the Youth Officer position was eliminated with the investigation portion of the work being assigned to the Criminal Investigations Section and the Youth Referral portion being assigned to the Community Programs Section. During this re-organization, there was some confusion with respect to what the new process would look like and seems to have had an effect on the number of referrals.

However, historically in-service training has an effect on the number of referrals and it is hoped that the training that was provided in mid-December 2015 will assist in increase these numbers in 2016.

One of the identified issues is to remain current with new and emerging issues on youth related matters; it is recommended that yearly in-service training for both experienced and new officers continue to be provided. Information sharing and cooperative education with other community agencies will also continue.

The Youth Officer has benefited from a positive working relationship with our School Resource Officer. This relationship has been extremely helpful for information sharing on youth referrals, intelligence gathering and for other investigations conducted by both the Youth Officer and the School Liaison Officer.

"Sexting" continues to be a growing issue. The use of the internet by young people to share inappropriate and pornographic images of themselves and others could constitute criminal charges for various child pornography offences. These are reviewed on a case by case basis and as a result, pre-charge diversion procedures have been established. Readily accessible internet pornography is being routinely accessed by young persons and is a growing concern for both police and parents.

Drug use by young people continues to be an ongoing issue. It has been observed that there is an attitude that marijuana use will not cause them harm and that they do not view possession and use as a criminal offence. This is partially due to parents, care givers and politicians having a more vocal and open about their pro marijuana stance. Enforcement will continue in the future to address this concern, but increased education to adults and youth will be even more important.

F. Performance Objectives for the Next Year

1. Maintain the community partnerships that have been established. Participate on relevant committees and provide lectures and presentations to youth related organizations.
2. Develop and facilitate training for frontline officers in the area of youth crime and the youth referral process.

G. Other

N/A

H. Appendices

Appendix 1 – Pre-charge Diversion Comparison Chart (2012 – 2015)

Appendix 2 – Pre-charge Diversion I Offences Comparison Chart (2012 – 2015)

Appendix 1

Pre-charge Diversion Comparison Chart (2012 - 2015)

	2015	2014	2013	2012
Youth Justice Program Referrals	20	40	51	59
Returned to Investigating Officer	1	6	6	5
Mental Health Diversion	5	10	13	2
Other	1	6	1	5
Total Youth Referrals	27	62	71	71
Written Warnings	3	14	25	13
Total Pre-Charge Diversions	30	76	96	84
Males	17	55	71	68
Females	13	21	25	16

Appendix 2

Pre-charge Diversion Offences Comparison Chart (2012 - 2015)

Offence	2015	2014	2013	2012
Theft Under \$5000	7	39	44	24
Mischief Under \$5000	4	13	18	16
Drug Possession	7	11	17	15
Public Mischief	1	0	1	0
Unlawfully in Dwelling	0	0	1	0
Assault	7	12	9	12
Domestic Assault	0	0	1	0
Possession of Stolen Property	0	1	3	4
Cause Disturbance	0	0	2	2
Weapons Dangerous	2	2	0	2
Theft of Motor Vehicle	0	0	0	2
Threatening	1	1	1	1
Break and Enter	2	0	6	1
Making/Dist. Child Pornography	1	2	0	1
Sexual Interference	0	0	1	0
Sexual Assault	0	0	1	0
Fraud Under \$5000	0	3	0	1
Carry Concealed Weapon	1	N/A	N/A	N/A
Impersonation	1	N/A	N/A	N/A



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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016

Date of Meeting: March 16, 2016

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

Subject: 2015 Deficit.

Recommendation: Board resolution authorizing "the transfer of \$30,658.00 from the General Police Purposes Reserve account to cover the 2015 deficit".

I received a report from Mr. Lalande regarding the Board's 2015 Operating Budget which closed on 22Jan2016. Unfortunately, the 2015 Budget will close in a deficit position of \$30,658.00.

As the Board is aware, 2015 was a collective bargaining year and as such, human resources cost as to salary, benefits and overtime were set on a strategic guesstimation.

- Negotiated compensation increases resulted in \$52,500.00 more than budgeted.
- Negotiated benefits and carrier cost increased, resulting in \$42,000.00 more than budgeted.
- Shortfall in the Ministry HUB grant added a \$28,000.00 pressure to the 2015 projected income.
- 2015 Budget estimated at \$78,698.00 in revenue for POA Court Security was \$18,500.00 short of the projection. (\$60,000.00 in actual revenue).
- Expenditures in 2015 for the building required \$17,000.00 more in maintenance and repairs above expected costs.
- Legal costs exceeded the 2015 projection by \$12,000.00 due to PSA suspensions, a grievance settlement and a Human Rights Tribunal.

Efficiencies and savings in other budgeted areas offset the overall deficit total of \$105,500.00.

Page 2

Date of Report: March 10, 2016

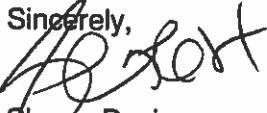
Date of Meeting: March 16, 2016

Subject: 2015 Deficit.

It would be my respectful recommendation that the Board resolve to authorize the transfer of \$30,658.00 from the General Police Purposes Reserve account to cover this deficit.

I invite any comments or questions from the Board.

Sincerely,



Shawn Devine
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

Shawn Devine
Chief of Police

Scott Tod
Deputy Chief of Police

Board Report

Date of Report: March 10, 2016

Date of Meeting: March 16, 2016

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

Subject: Educational Subsidies

Recommendation: that the Board hereby resolves to, "accept the report as presented by the Chief of Police regarding educational subsidies for service members in 2015."

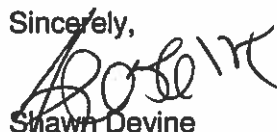
Board By-law #5/2000 describes the Board's policy regarding educational subsidies for service members and Standard Operating Procedure HR-NBPS-013-1 is our service policy regarding these subsidies. Board policy directs me to report to the Board on an annual basis and this documentation will serve as my report for 2015.

The granting of educational subsidies has been a long-standing practice of the Board and other Police Services Boards in Ontario. Funding for these subsidies comes from our Training Account. In 2015 three (3) employees took advantage of this training and development opportunity.

Attached is a detailed report, prepared by Ms. Hampel outlining the number and costs of educational subsidy requests in 2015 and a comparison over the past ten (10) years. A total cost of \$3,990.71 in educational subsidies was requested and approved for 2015. At the end of 2015, \$1,089.71 had been submitted for reimbursement. When the documentation confirming completion of the outstanding courses is submitted the amount remaining will be applied against the 2016 budget.

I invite any questions or comments from the Board.

Sincerely,



Shawn Devine
Chief of Police



MEMORANDUM

DATE: JANUARY 29, 2016
TO: CHIEF SHAWN DEVINE
FROM: SHELLY HAMPEL
SUBJECT: EDUCATIONAL SUBSIDIES 2015

A total of \$3,990.71 in educational subsidy requests from three employees were submitted for approval in 2015 under S.O.P. HR-NBPS-013 Educational Subsidies.

A total of \$1,089.71 in educational subsidy reimbursements has been paid out of the 2015 budget. \$2,901 in approved 2015 educational subsidies have yet to be submitted for reimbursement. When the documentation confirming completion of the courses is submitted the amount reimbursed will be applied against the 2016 budget.

The number of employees taking courses and therefore the amount of subsidy requested decreased again in 2015. In 2015 the requests for educational subsidy accounted for 4.75% of the training budget. The average over the past ten years has been approximately 5% of the training budget.

Educational subsidy requests submitted for 2016 are approximately \$450 more than in 2015. Four employees submitted requests for 14 courses to be taken in 2016. The 2016 training budget is \$85,000. If all the courses approved for 2016 are submitted for reimbursement this will use up 5.2% of the 2016 training budget.


Shelly Hampel

Educational Subsidy

	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	Average
Dollars Spent	\$3,991	\$4,731	\$6,012	\$6,251	\$9,442	\$5,806	\$4,729	\$1,810	\$2,111	\$3,801	\$4,868
Training Budget	\$84,000	\$85,000	\$85,000	\$104,013	\$108,762	\$128,157	\$120,656	\$109,800	\$76,345	\$72,938	\$97,467
Subsidy as % of Training Budget	4.75%	5.57%	7.07%	6.01%	8.68%	4.53%	3.92%	1.65%	2.76%	5.21%	4.99%
# of Courses	4	8	11	14	18	10	15	5	3	6	9.40
# Incomplete	3	0	2	5	5	1	6	3	0	5	3.00
# of People	3	5	6	7	11	8	8	4	3	6	6.10