

experienced by seniors subjected to this form of abuse is unacceptable. Cases of neglect usually go undetected until a crisis occurs. Outside agencies that recognize the signs of neglect, and, knowing that it needs to be reported is foremost in how these issues get reported to the police. Education within the community at large and also in professional settings is paramount in deterring/reporting this type of situation. The threshold for laying a charge of Failing to Provide as stated above is one of extreme neglect with the senior being unable to care for or remove him or herself from the situation in which they are found. Since 2012 to present, there have been four charges of this nature laid. Prior to 2012 the charge of Fail to Provide had not been laid by the Crimes Against Seniors Unit.

Initiatives

The following initiatives have been undertaken to enhance communication and efficiencies for the Seniors Support Officers and the Crimes Against Seniors Unit:

- Since the inception of the Crimes Against Seniors Unit a designated Assistant Crown Attorney, Craig Fraser has been used for case conferencing for Seniors' cases.
- A booklet, entitled "Be Aware, Take care – A Safety Guide for Seniors" was developed by the Senior's Support Officers. The booklet, through the Seniors' Officers as well as Crime Prevention initiatives was updated in 2013 and has been distributed throughout the community helping to raise awareness of the issues facing seniors. The booklet is currently available electronically on the Hamilton Police service website at:
<http://www.hamiltonpolice.on.ca/hps/seniors/home.htm>.
- Notification of the CASU in instances of Sudden Death investigations that occur at Seniors' facilities to ensure a prompt review of any relevant prior reports.
- The updating and re-issue of Seniors' Informational Pamphlets was completed and distributed to the community.
- Communication between the CASU and the SSO's is ongoing on a case by case basis to provide direction and enhance intelligence sharing.

- CASU implemented a new reporting form and electronic protocol reflecting the new reporting requirements under the Long Term Care Homes Act. The Referral Form has been used since 2012 and continues to provide a seamless avenue for Long Term Care Homes to report incidents to the police. The Referral system for reporting directly through the CASU of non-urgent calls has eliminated calls awaiting dispatch and freeing up front-line officers.
- A need was identified to ensure that the CASU Unit is notified of every incident through our Communications Branch where a senior/vulnerable adult is involved to ensure a proper and timely police response. A specific CASU-CAD mailbox has been developed and continues to be used daily as an essential tool for monitoring all calls for service by the CASU.

Committees

Committee Against Abuse Of Older Persons

The position on this committee is primarily held by the SSO's; it is a local committee focusing on issues in Hamilton. Concerns relating to distinct multicultural issues relating to older adults are examined and education surrounding these issues is delivered by the committee to seniors in these various multicultural communities. This committee is important in providing inroads to the multicultural communities within our city.

Catholic Family Services – Case conferencing

The SSO's also participate in this committee. Difficult cases are discussed in an effort to problem solve with different community agencies.

Behavioural Supports Ontario (BSO)

This committee is a recent development by the LHIN network to address senior mental health relating to dementia. The BSO Project acts as a coordinator for services to streamline the response to issues facing older adults. The CASU sits on this committee to provide a voice and input from the Police Service.

Law Enforcement Agencies Protecting Seniors (LEAPS)

The Hamilton Police Service has had representation on this committee since its formation in 2003. Annually, with the cooperation of the Ontario Police College a conference regarding best practices has

been held. Information has been presented and shared with other police services across Ontario. A member of our CASU is now the Chairperson of this committee (see Training).

National Initiative for the Care of the Elderly (NICE)

This is an international committee of researchers who specifically deal with issues surrounding Elder Abuse worldwide. The Hamilton Police Service was recognized as a leader in its response to crimes against older persons and best practices and as a result was invited to sit as a member and an advisor on the committee. The NICE committee has developed pocket tools that are applicable nationally. These tools are pocket guides for officers to use when responding to elder abuse issues. The Hamilton Police were credited with the 'Elder⁴ Abuse' tool that has been distributed nationally. A further pocket tool was developed in conjunction with the Hamilton Police Service entitled, 'Theft by POA'. This tool has also been distributed nationally.

Training

Internal

The Crimes Against Seniors Unit disseminated several information emails for other members and investigators concerning the latest crime trends in 2015.

"Tip of the Week" presentations regarding current scams and senior-related investigations were also sent out to enhance awareness and education for all members.

In May 2015, the Senior Support Officer from Division One was temporarily re-located to the CASU office to participate in an extended mentoring opportunity by the CASU investigators. On several occasions this officer assisted with a variety of complex investigations and interviews of victims and witnesses. The mentorship experience was a success and will be continued to include an opportunity for the Senior Support Officers in the other two Divisions.

External

In 2015 the LEAPS Conference was once again held at the Ontario Police College. Our CASU was requested to present a "Failure to Provide Necessaries / Manslaughter" investigation Case Study which was very well-received. A further request for the same presentation has been received from the Toronto

⁴ Elder Abuse – A Nationally identified title.

Police Service inviting our Detectives to present this Case Study to their investigators during their in-house Elder Abuse Courses in the fall of 2015 and into 2016.

A presentation was developed and presented to the Case Managers at the Community Care and Access Centre (CCAC) in an effort to establish a more cohesive working relationship between both our services.

Future Outlook

The City of Hamilton is only part of a larger census area, but as a City leads the way in a consistently growing senior population. The current senior population represents approximately 21.6% of the overall City population³ as of 2011; however census projections foresee an increase to senior representation as high as 41% or more by the year 2021.

As these populations increase, so do the needs for preventative and reactive policing initiatives. This is recognized by our seniors officers and their respective units, with frequent committee participation internally and in the community; forming the foundations for forward action on prevalent issues. The Hamilton Police service is continually working to assess the needs of the members of our community and the actions to address those needs.

The Hamilton Police Service continues to be recognized as a leader in the province in addressing seniors' issues. We realize that our response to seniors' issues must continually evolve with the changing demographics of the community. We will remain in the forefront through public awareness initiatives, education of our frontline officers and partnering with community resources.

Additional Contributing Sources:

Crimes Against Seniors Unit

- Detective Michael Page
- Detective Terri-Lynn Collings

Seniors' Support Officers:

- Constable Andrea McLaughlin – Division 1
- Constable Dana Barron – Division 2
- Constable Vaughn Chisholm – Division 3

and

- Staff Sergeant Dave Dunbar – CASU Detective Sergeant 2015

**MINUTES OF THE HAMILTON
POLICE SERVICES BOARD**

4.2

Thursday, March 31, 2016
2:09pm
Hamilton City Hall
Council Chambers

The Police Services Board met.

There were present: Lloyd Ferguson, Chair
Madeleine Levy, Vice Chair
Fred Eisenberger
Walt Juchniewicz
Don MacVicar
Stanley Tick
Terry Whitehead

Absent with regrets: None

Also Present: Acting Chief Eric Girt
Deputy Chief Ken Weatherill
Acting Deputy Chief Dan Kinsella
Superintendent Jamie Anderson
Superintendent Dave Calvert
Superintendent Debbie Clark
Superintendent Ryan Diodati
Superintendent Nancy Goodes-Ritchie
Superintendent Paul Morrison
Inspector Glenn Bullock
Inspector Greg Huss
Inspector Will Mason
Inspector Paul McGuire
Inspector Scott Rastin
Inspector Mike Worster
Staff Sergeant Maggie Schoen
Marco Visentini, Legal Counsel
Rosemarie Auld, Manager, Human Resources
Catherine Martin, Corporate Communicator
Ted Mason, Assistant Manager, Finance
John Randazzo, Manager, Finance
Yakov Sluchukov, Labour Relations
Lois Morin, Administrator

Chair Ferguson called the meeting to order.

Additions to Agenda

- Consent Item 4.5(m) – Correspondence Mr. Warren Korol with respect to comments made by Member Whitehead
- Information Update with respect to the Ontario Regulation 58/16 made under the Police Services Act – Collection of Identifying Information in Certain Circumstances Prohibition and Duties (Street Checks)

After discussion, the Board approved the following:

Moved by: Member MacVicar
Seconded by: Vice Chair Levy

That the Agenda for the Hamilton Police Services Board Public meeting be adopted, as amended.

Carried.

Presentations

2.1 Members of the Month

Chair Ferguson and Chief DeCaire presented the Member of the Month Award to Sergeant Candace Culp and Detective Daryl Reid. Sergeant Culp and Detective Reid were commended for the relentless pursuit and incredible mastery of computer technology which resulted in the arrest and conviction of a dangerous person.

2.2 St. John's Ambulance Non-risk Lifesaving Award

Major Lisa LaCombe, CD, Commanding Officer, 540 Golden Hawks RCACS, Canadian Armed Forces presented Constable Michael LaCombe and Constable Trent Akalu the St. John's Ambulance non-risk Lifesaving Award.

2.3 Year-End Report: Youth Crime – 2015 (PSB 16-035)

Sergeant Jon Alsbergas provided a presentation to the Board with respect to the PSB 16-035 – Year End Report: Youth Crime - 2015.

After the presentation the Board approved the following.

Moved by: Vice Chair Levy
Seconded by: Member MacVicar

That the Board receive the presentation with respect to Year End Report: Youth Crime - 2015 (PSB 16-035), as provided.

Carried

2.4 Year End Report: Victim Services Branch – 2015 (PSB 16-045)

Ms. Theresa DiClemente provided a presentation to the Board with respect to the PSB 16-045 – Year End Report: Victim Services Branch - 2015.

After the presentation the Board approved the following.

Moved by: Member MacVicar
Seconded by: Member Juchniewicz

That the Board receive the presentation with respect to Year End Report: Victim Services Branch - 2015 (PSB 16-045), as provided.

Carried

General

3.1 Declarations of Interest

Member Whitehead declared a conflict in Item 4.5 (m) Correspondence Mr. Warren Korol with respect to comments made by Member Whitehead.

Consent Agenda

4.1 Approval of Consent Items

Moved by: Member Eisenberger
Seconded by: Member MacVicar

That the Board approve and receive the consent items as distributed.

Carried

4.2 Adoption of Minutes – February 25, 2016

The minutes of the meeting held Thursday, February 25, 2016, be adopted as printed.

4.3 Hamilton Police Service Monthly Report (PSB 16-046)

That the Board direct the Administrator of the Board to refer this report, in its entirety, to the City of Hamilton, for information.

4.4 Correspondence from the Ontario Association of Police Services Boards (OAPSB) Spring Conference Notices

That the Board provide support in the amount of \$1,500 to the Ontario Association of Police Services Boards for the upcoming 2016 Spring Conference & Annual General Meeting.

4.5 For the Information of the Board:

- a) Year-End Report: Communications – 2015 (PSB 16-033)
- b) Year-End Report: False Alarm Reduction Unit – 2015 (PSB 16-036)
- c) Year-End Report: Paid Duties – 2015 (PSB 16-037)
- d) PanAm Games – Audit (PSB 16-044)
- e) Correspondence from the Honourable Yasir Naqvi, Minister, Ministry of Community Safety and Correctional Services with respect to the Ontario Association of Police Services Boards resolution for establishing a 911 Cell Phone User Fees and Grant Program.
- f) Correspondence from Mayor Fred Eisenberger, City of Hamilton with respect to reaffirming Council's Position on the Hamilton Police Services Board Governance.
- g) Correspondence from Stephanie Paparella, Legislative Coordinator, Office of the City Clerk with respect to Council Follow up – GIC Report 16-007 (March 2, 2016).
- h) Correspondence from Roger Anderson, Chair, Durham Regional Police Services Board with respect to his Board's views regarding the proposed legislative amendments to the *Police Services Act*.

Moved by: Vice Chair Levy

Seconded by: Member MacVicar

That the Board endorse the comments outlined in the correspondence from the Durham Regional Police Services to the Honourable Minister Yasir Naqvi with respect to his Board's views regarding the proposed legislative amendments to the *Police Services Act*, and that this endorsement be forwarded to the Big 12 Board Chairs.

Carried.

- i) Correspondence from Mayor R. Burton, Chair, Halton Regional Police Services Board with respect to support of the correspondence from Roger Anderson, Chair, Durham Regional Police Services Board regarding his Board's views regarding the proposed legislative amendments to the *Police Services Act*.
- j) Correspondence from Councillor Eli El-Chantiry, Chair, Ottawa Police Services Board with respect to support of the correspondence from Roger Anderson, Chair, Durham Regional Police Services Board regarding his Board's views regarding the proposed legislative amendments to the *Police Services Act*.

- k) Correspondence from Karen Smith, Executive Director, Thrive Child and Youth Trauma Services with respect to the Ontario Government's Strategy for a Safer Ontario.

Item 4.5(k) was deferred to the next meeting of the Board scheduled for Thursday, April 21, 2016.

- l) Outstanding Issues as of March 31, 2016
- m) Correspondence Mr. Warren Korol with respect to comments made by Member Whitehead.

The Administrator read item 4.5(m) Correspondence from Mr. Warren Korol with respect to comments made by Member Whitehead into the record.

After discussion, the Board approved the following:

Moved by: Member tick
Seconded by: MacVicar

That the issue with respect to comments made by Member Whitehead be referred to the next in camera meeting scheduled for Thursday, April 21, 2016.

Carried.

Discussion Agenda

5.1 Request from Mr. Robert Burgiss, to Provide a Deputation to the Board

After discussion, the Board approved the following:

Moved by: Member MacVicar
Seconded by: Member Juchniewicz

That the request from Mr. Robert Burgiss to provide a deputation to the Board with respect to his complaint of October 2015, be denied.

Carried .

5.2 Request from Councillor Judi Partridge, City of Hamilton, Ward 15 Flamborough, to Provide a Deputation to the Board

After discussion, the Board approved the following:

Moved by: Member Juchniewicz
Seconded by: Member Whitehead

That the request from Councillor Judi Partridge, City of Hamilton, Ward 15 Flamborough to provide a deputation to the Board with respect to Policing in Ward 15 Flamborough, be approved.

Carried .

5.3 Correspondence from Lauri Leduc, Legislative Coordinator, City Clerk's Division, Council Follow-Up Notice with respect to City Council Meeting – March 9, 2016, Item 7 of GIC Report 16-007

After discussion, the Board approved the following:

Moved by: Member Whitehead
Seconded by: Member Juchniewicz

That the Hamilton Police Services Board receive the correspondence from Lauri Leduc, Legislative Coordinator, Office of the City Clerk.

Carried .

5.4 Around the Bay Road Race (PSB 16-031)

As recommended by Acting Chief Ken Weatherill in PSB 16-031 dated March 31, 2016, the Board approved the following:

Moved by: Member MacVicar
Seconded by: Member Juchniewicz

- a) That a cheque, in the amount of \$500.00, be forwarded to St. Joseph's Healthcare Foundation and that the money be used for sponsorship of Deputy Chief Ken Weatherill, and the Hamilton Police Service Team (Challenge 2016), for the Around the Bay Road Race.
- b) That these funds be taken from the Police Services Board Auction Account.

Carried .

New Business

6.1 Notice of Motion

After discussion, the Board approved the following:

Moved by: Member Juchniewicz
Seconded by: Member Whitehead

That the Board form a Police Services Board Budget Subcommittee to work with the Hamilton Police Service staff in preparing the Operating Budget for 2017.

Carried.

The Budget Subcommittee will be comprised of Member Whitehead, Member MacVicar and Member Juchniewicz

6.2 Ontario Regulation 58/16 made under the Police Services Act – Collection of Identifying Information in Certain Circumstances Prohibition and Duties (Street Checks)

Acting Chief Girt provided an outline of the new legislation including the effective dates.

There will be a comprehensive presentation on the statute at the next Board Meeting scheduled for April 21, 2016.

6.3 Chinnery Coroners Report

Vice Chair Levy requested information with respect to the Hamilton Police Service response to the recommendations that are contained within the Chinnery Coroners Report.

Acting Chief Girt noted that the service will provide a detailed response to the coroner's report at a later date.

6.4 Update – Meeting with Mr. Chandreshekar

Member MacVicar provided an update with respect to his meeting with Mr. Chandrashekar noting that he will continue the process and provide further updates.

Next Meeting of the Board

Chair Ferguson announced that the next meeting of the Board is scheduled for Thursday, April 21, 2016, 2:00pm, at Hamilton City Hall, Council Chambers.

Adjournment

Moved by: Member Tick
Seconded by: Member Juchniewicz

There being no further business, the public portion of the meeting then adjourned at 4:47pm.

Carried.

* * * * *

The Board then met in camera to discuss matters of a private and confidential nature.

Taken as read and approved

Lois Morin
Administrator

Lloyd Ferguson, Chair
Police Services Board

March 31, 2016
lem:

HAMILTON POLICE SERVICES BOARD**- RECOMMENDATION -**

DATE: 2016 April 21
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Acting Chief Ken Weatherill
Chief of Police
SUBJECT: *Hamilton Police Service Monthly Report*
(PSB 16-058)

RECOMMENDATION:

That the Board direct the Administrator of the Board to refer this report, in its entirety, to the City of Hamilton, for information.



Ken Weatherill
Acting Chief of Police**FINANCIAL / STAFFING / LEGAL IMPLICATIONS:**

FINANCIAL – n/a

STAFFING – n/a

LEGAL – n/a

BACKGROUND:

New Hires Night

On Tuesday, April 26, 2016, Hamilton Police will be holding its New Hires event. The Service will be presenting its nine (9) new police recruits their police badges, as well as welcome new civilian hires to the Service.

May 15 – 21, 2016

It's Police Week – Discovering Policing for Safer Communities

Discovering Policing for Safer Communities is the theme for this year's Police Week taking place the week of May 15, 2016 across Ontario. The theme invites everyone to discover the many ways our Police Service is working to keep our community safe. Hamilton Police Service has been celebrating Police Week for over 30 years.

Organized by the Crime Prevention Branch, this year the Service will be marking this special week with a number of activities. The week begins with Chief for a Day. This essay contest is for grade six students in Hamilton. The essay topic is: How would you make our community a safer place to live if you were Chief? Five (5) entries will be selected and a Chief, two (2) Deputies and two (2) Superintendents will be invited to Central Police Station for a fun day of policing activities.

Our signature community event for Police Week is Police in the Park, well parking lot, really. Taking place on Thursday, May 19 from 11:00 a.m. – 2:00 p.m. at Central Police Station, 155 King William St., over 1,200 students are expected to attend. Police exhibits and displays, Forensic Services, Canine Police Dogs and Mounted Patrol Horses will all be available.

The Hamilton Police Marine Unit will also be on hand. It's a special year for the Marine Unit as the year 2016 marks their 30th anniversary.

The Hamilton Police Service Marine Unit's history dates back to the origins of the Hamilton Harbor Commission's Harbor Police in 1921. On February 22, 1986, the Harbor Police was absorbed into the Hamilton-Wentworth Regional Police Service. Since that date, patrols and policing of Hamilton Harbor have been the responsibility and mandate of the Hamilton Police Service Marine Unit.

Today the Marine Unit is not only responsible for waterways policing in the Harbor, but all waters within the City of Hamilton, as well as portions of western Lake Ontario. In Lake Ontario the Marine Unit patrols from the borders of Burlington to Grimsby, with a response area of over 250 square kilometres.

The week also includes Annual Awards Night on Monday, May 16, 2016 at Theatre Aquarius and Citizenship Ceremony at the 'old' Stoney Creek City Hall , 777 Highway #8, on Friday, May 20, 2016, from 10:00 a.m. to noon.

For more information about the week, visit: www.hamiltonpolice.on.ca and connect with us on Twitter @HamiltonPolice and on Facebook at www.facebook.com/hamiltonpolice

KW/C. Martin

HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE: 2016 April 21

REPORT TO: Chair and Members
Hamilton Police Services Board

FROM: Ken Weatherill
Acting Chief of Police

SUBJECT: *Year-End Report: Hamilton Police Service - McMaster University Partnership - 2015 (PSB 16-052)*

BACKGROUND:

McMaster University is situated in the west end of Hamilton on Main Street West and is surrounded by inviting green spaces and residential living.

The McMaster campus is composed of 300 acres of property and 56 buildings providing space for approximately 30,000 students and 7,300 faculty and staff with roughly 3,600 students living on campus in 1 of 12 residential buildings. In 2015, McMaster campus housed athletes in student residences during the 2015 Pan-Am Games soccer events, played in Hamilton. McMaster Security Services department also manages contract security services to off campus sites, including:

- The Ron Joyce Centre - Burlington
- David Braley Health Sciences Centre
- McMaster Continuing Education - One James North
- McMaster Innovation Park
- Ancaster Research Park
- Faculty of Health Sciences
 - ❖ Hamilton Health Sciences, 1200 Main St West, Hamilton
 - ❖ Stonechurch Family Health Centre, 1475 Upper Ottawa St., Hamilton
 - ❖ Kitchener
 - ❖ St. Catharine's

McMaster University was ranked 4th in Canada and 94th world-wide according to Times Higher Education for 2015-2016 and is one (1) of two (2) Ontario universities ranked top 100 universities globally. McMaster has a long standing partnership with the Hamilton Police Service that is outlined in a formal Memorandum of Understanding (MOU).

McMaster Special Constables are sworn Peace officers, appointed under the authority of the *Police Services Act*. Their appointments endow them with the responsibilities and duties of a Special Constable and enable them to enforce the Criminal Code of Canada, Federal and Provincial statutes and Municipal By-Laws on the University Campus and Board of Governor's bylaws and regulations. The Hamilton Police Services Board currently has an existing MOU with McMaster Security Services that stipulates its accountability to the Board that includes indemnity and liability provisions.

Protocol with the Hamilton Police Service

The Hamilton Police Services Board has approval authority for the appointments for Special Constables employed by McMaster University Security. The Hamilton Police Service works closely with McMaster Security to investigate any serious criminal incidents. The Hamilton Police also support McMaster Security by providing a wide range of mandatory and voluntary operational training programs. McMaster Security Services consisted of 31 (27.3 fulltime equivalent) staff including: 1 Director, 1 Security Manager, 1 Administrator, 4 Sergeants, 1 Investigator, 11 fulltime Special Constables, 6 part-time Special Constables, 3 Technology Specialists, and 3 Dispatchers.

Training

McMaster Security embraces professional development of all staff and continues on an annual basis. The following is a snapshot summary of training programs participated in by staff of McMaster, in 2015, to ensure all staff maintains the knowledge and expertise related to their positions.

Training	2015 Attendees
Use of Force Certification (HPS)	2
Use of Force (Recertification)	21
Block Training (HPS)	21
Bicycle Officer Training (HPS)	1
First Aid & CPR (HPS)	21
Advanced Special Constable Course	3
Radiation Safety Training	2
Due Diligence	2
WHMIS -Core	2
Hydrogen Fluoride	2
Miscellaneous Training/Courses	22

In 2015, McMaster University Security Services filed 2,287 incident reports; 455 of those were legal infractions, by way of federal or provincial statutes or criminal incidents. The remaining were university related items (e.g. First Aid, General Assistance and Alarms).

Incidents

Special constables have investigated the following incidents on campus. In situations of serious assault, sexual assault, indecent acts, inciting hate and other major incidents, McMaster Security works with the Hamilton Police Service to investigate the incidents.

Criminal Incident	2012	2013	2014	2015
<i>Assault</i>	19	19	23	12
<i>Breach of Recognizance/Probation</i>	2	3	1	1
<i>Break and Enter/Attempts</i>	6	2	7	5
<i>Disturbances</i>	8	9	6	11
<i>Fraud</i>	7	15	13	4
<i>Harassing Phone Calls & Email</i>	6	11	7	8
<i>Harassment/Sexual Harassment</i>	10	16	23	22
<i>Inciting Hate</i>	1	3	3	3
<i>Mischief</i>	87	83	62	80
<i>Obstruct Peace Officer</i>	1	4	2	1
<i>Robbery</i>	2	0	0	1
<i>Theft/Possession</i>	258	264	273	146
<i>Threatening</i>	8	11	6	6
Total	417	444	435	300

The following is a summary of all incidents reported on campus.

Statutes	2012	2013	2014	2015
<i>Criminal Code</i>	417	444	435	300
<i>Provincial</i>	136	155	135	103
<i>Federal</i>	45	61	58	86
Total	598	660	628	489

Key Performance Indicators

McMaster University's Administrative Division has developed the use of Key Performance Indicators (KPI's) as a method of providing a performance check on meeting strategic direction. McMaster Security Services completed the following KPI's during the 2015 fiscal year.

Security – Key Performance Indicators
May 2015 – April 2016

Area	Strategic Objectives	KPI Code	KPI (By Quarter unless indicated differently)	Target	Actual
Research	<i>Research and provide information to the community on safety in an effort to decrease crimes of theft</i>	SS1.0	Decrease % of reported thefts / Fiscal Year	10%	20%
		SS1.2	# of theft prevention education to student	24	24
Community Engagement	<i>Improve campus security by development of crime prevention programs to new facilities</i>	SS2.0	# of crime prevention initiatives at off campus locations	12	8
		SS2.2	# of visits to off campus locations by S/Constables	52	52
	<i>Increase visibility and officer interaction with the community</i>	SS2.0	# of training programs with the community	20	22
		SS2.3	# of “walk and parks”	52	60
Student Engagement	<i>Interact with students through community engagement</i>	SS3.0	# of community engagement interactions with CiRP and Diversity Constable	115	75
		SS3.1	# of Campus Fairs / fiscal year	8	5
Employee Engagement	<i>Continue to work with operational staff to enhance employee engagement through increase communication and collaboration</i>	SS4.0	# of formal communications and forums held with staff	800	808
		SS4.1	# of training hours / fiscal year	1300	1542

- Constable in Residency Program (CiRP)