

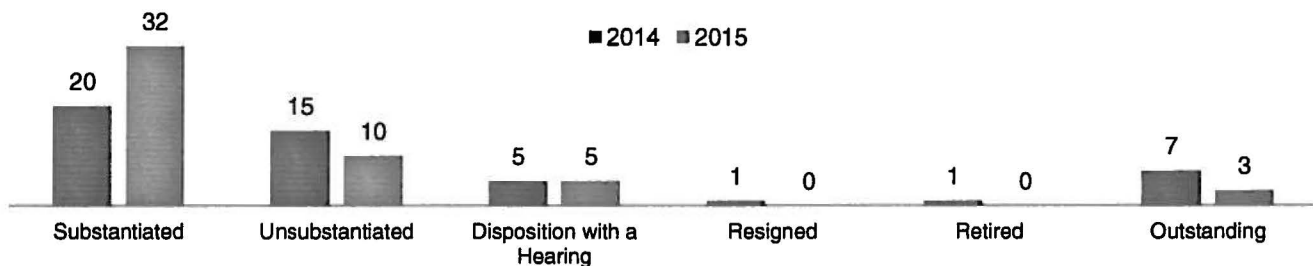
# Professional Standards Branch

In 2015, there was only 1 allegation of harassment when compared to 2014, which saw 7 harassment investigations. After investigation, this allegation was unsubstantiated. This can be likely attributed to the HPS' ongoing education and training as it pertains to workplace harassment.

## Chief's Internal Complaints

Of the 50 internal complaint investigations (exclusive of MC, MVC, and RLC) in 2015, 64% of the cases of misconduct were substantiated. This is an increase from 2014, where 45% of the complaints were substantiated.

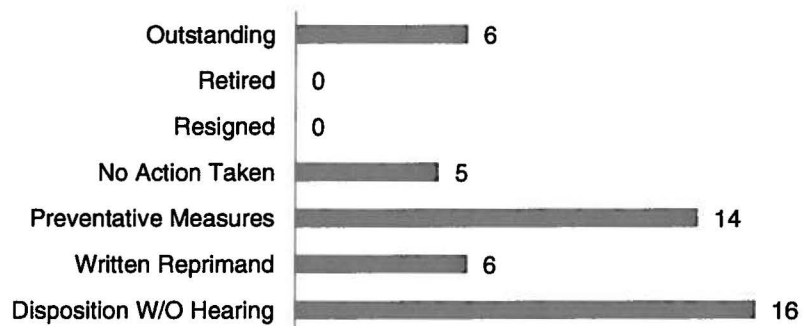
**Conclusions of Chief's Internal Complaints**



## Disposition of Internal Complaints

In the 50 internal investigations, 76 members were identified as subject members. Of these 76 members, 30 of them were involved in a single investigation. Of the subject members, 47% received corrective discipline. Preventative measures were applied to 30% of subject members. No action was taken against 11%, as either the substance of the allegations was

**2015 Penalty Dispositions**

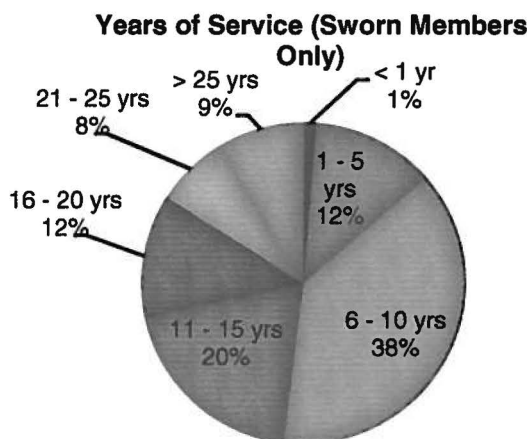


unfounded or the allegations could not be proven through investigation. Outstanding dispositions, including outstanding criminal matters account for the remaining 12%.

# Professional Standards Branch

## Demographics of Internal Complaints

Officers with between 6 and 10 years of service accounted 29% of internal investigations, while officers between 11 years of service represented 27%. These two categories represent more than half of the officers with allegations of misconduct.



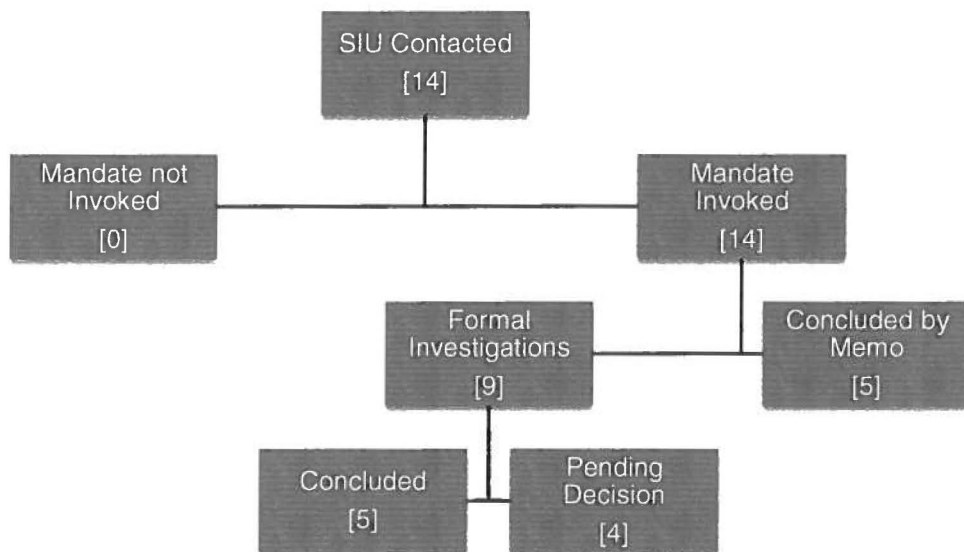
## Special Investigations Unit Incidents

In the pursuit of cooperation, the Hamilton Police Service notified the Special Investigations Unit (SIU) on 14 occasions in 2015. The SIU invoked its mandate in each case.

### Formal Investigations

Of the 14 SIU investigations, 5 were concluded by memo after the SIU completed a preliminary inquiry and 9 were processed as formal investigations. Out of the 9 investigations, 5 were concluded. 4 of these were concluded with no reasonable grounds to believe that the subject officers committed a criminal offence. 1 investigation concluded with criminal charges laid against the subject officer. This matter remains before the courts. The remaining 4 investigations are pending the Director's decision.

In comparison, the SIU was notified 13 times in 2014 and invoked their mandate 10 times.

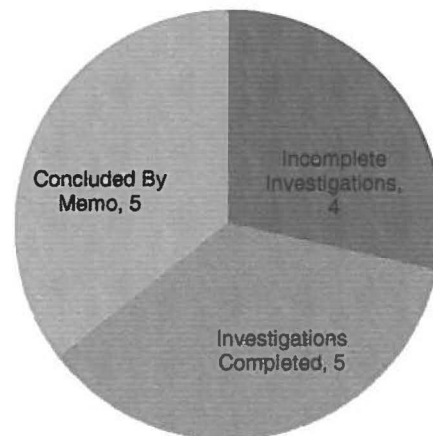


# Professional Standards Branch

**Invoked Investigations 2014**



**Invoked Investigations 2015**

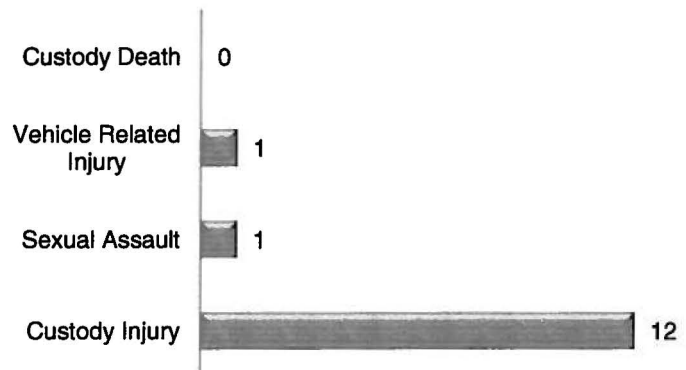


## Criminal Allegations

Out of the 14 incidents reported to SIU in 2015, 1 was classified as Vehicle Related Injury, 12 were classified as a Custody Injury, 1 was classified as a Sexual Assault, and there were no Custody Deaths.

Police custody related injury is the most frequently classified incident involving the SIU. Police Custody and Custody Death are not clearly defined and do not specifically mean being physically controlled or being in a custody area of the Hamilton Police Service.

## Criminal



## Section 11 Investigations

Of the 5 SIU investigations that have been concluded in 2015, 4 Section 11 investigations have been completed by the PSB. These 4 Section 11 Investigations have concluded that all HPS policy and procedures were adhered to

# Professional Standards Branch

and no further action was required on the part of the subject officers or the HPS. There remain 4 outstanding Section 11 investigations for 2015. These cannot proceed until the Director of the SIU has reached a decision pertaining to these matters.

A Section 11 Investigation is not required when an officer is criminally charged by the SIU.

## Risk Management

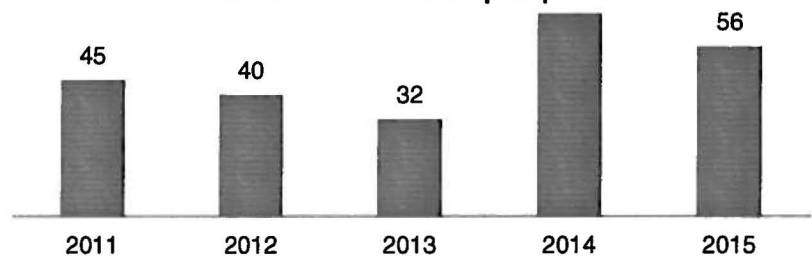
### Suspect Apprehension Pursuits

A suspect apprehension pursuit occurs when a police officer attempts to direct the driver of a motor vehicle to stop. The driver refuses to obey the officer and the officer pursues in a motor vehicle for the purpose of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle.<sup>10</sup>

#### Fail to Stop Report

A Fail to Stop report is used by the HPS whenever an officer attempts to stop a motor vehicle and that motor vehicle refuses to stop as directed, whether or not a pursuit is initiated.

Number of Fail to Stop Reports

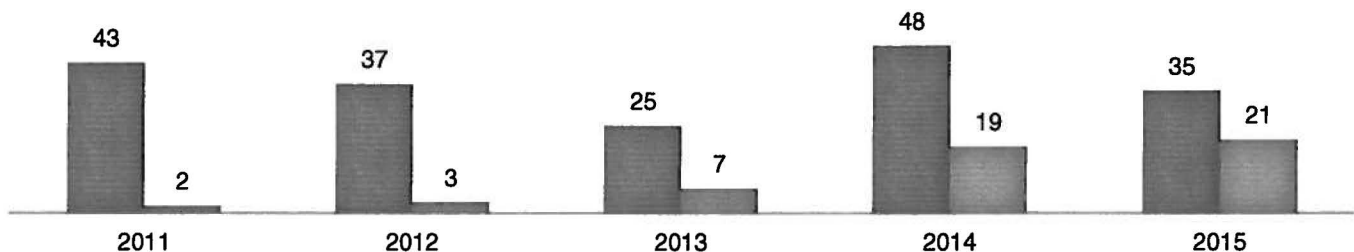


The total number of Fail to Stop reports

submitted for 2015 was 56. This has decreased by 11 reports or 16% when compared to 2014. The decrease is likely attributed to appropriate active supervision techniques and member training. Pursuits were initiated in 63% of the incidents where a Fail to Stop report was submitted.

Fail to Stop Report Outcomes

■ Pursuits ■ Pursuits Not Initiated



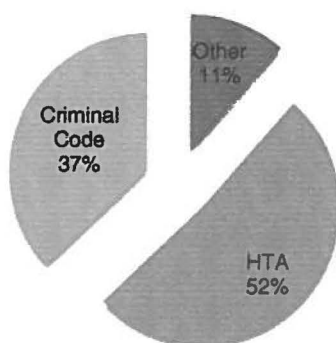
<sup>10</sup> Police Service Act, 2011, Ontario Regulation 266/10, Suspect Apprehension Pursuits, [www.e-laws.gov.on.ca](http://www.e-laws.gov.on.ca)

# Professional Standards Branch

Of 35 initiated pursuits, 19 were terminated within 1 km and an additional 11 pursuits were terminated within 1-5 km. This can be attributed to strong supervision, training and officer discretion, and the HPS commitment to public and officer safety.

Of the 56 Fail to Stop reports in 2015, 13 were for *Criminal Code* violations, 18 for *Highway Traffic Act* violations and 4 were for other reasons not specified.

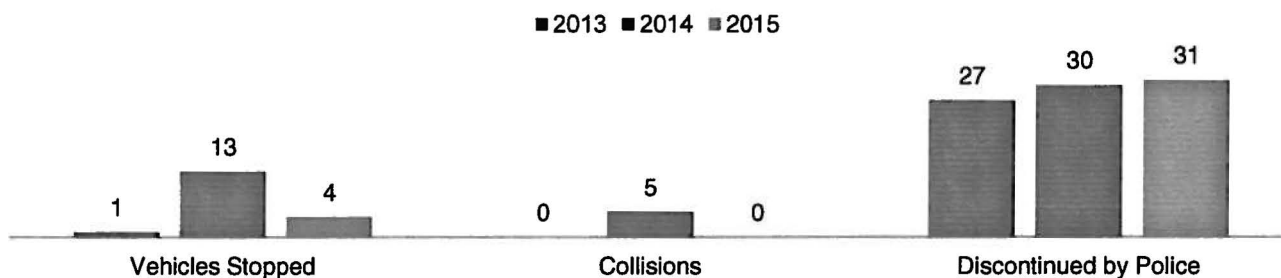
**Reason for Pursuit**



## Pursuit Outcomes

In 2015, officers discontinued 89% of pursuits, which represents 31 of the total 35 pursuits. Compared to 2014, pursuits were discontinued 63% of the time.

**Vehicle Pursuit Outcomes**



# Professional Standards Branch

## Commendations and Citizen Awards and Letters

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The Hamilton Police Service received 180 Good News letters in 2015. Although slightly higher, this is still reflective of the previous years' total of 168.

The Hamilton Police Service in 2015:

- issued 38 letters of recognition to members of the public.
- awarded 23 members with the Member of the Month award.
- awarded 3 Pride awards to 33 members. (Youth at risk, PanAM Games, Cpl. Ciriello planning team)
- issued a total of 178 commendations to members for exemplary service (166 level-one, 9 level-two, 1 level-three).

**HAMILTON POLICE SERVICES BOARD****- INFORMATION -**

**DATE:** 2016 May 26  
**REPORT TO:** Chair and Members  
Hamilton Police Services Board  
**FROM:** Eric Girt  
Chief of Police  
**SUBJECT:** *2015 Business Plan Goals Update*  
(PSB 16-072)

**BACKGROUND:**

The Adequacy Standards Regulation Framework for Business Planning (AI-001) requires every Board, in partnership with the Chief of Police, to prepare a Business Plan for its police service at least once every three (3) years.

It is also the policy of the Hamilton Police Service to report annually to the Police Services Board on the performance of the goals, measures, indicators, actions and highlights of our Business Plan during the previous fiscal year.

The Hamilton Police Service 2013 – 2015 Business Plan contained 16 goals and 37 performance measures. Throughout 2015, Hamilton Police Service members have worked diligently towards achieving these goals and performance measures of our Business Plan. In fact, the Hamilton Police Service is very proud to inform the Board that all 16 goals, as set out in the 2013 – 2015 Business Plan, have been completed.

The attached report summarizes the quantitative and qualitative performance of the Business Plan goals and measures in 2015 based on crime statistics extracted from Niche – UCR Occurrence Statistics Report, as well as information entered into our Annual Objectives Performance (AOP) Reporting System by the various divisions of the Service.



Eric Girt  
Chief of Police

EG/N. Goodes-Ritchie

Attachment: *2015 Business Plan Performance Report*

cc Ken Weatherill, Deputy Chief, Field Support

Superintendent Nancy Goodes-Ritchie, Professional Development Division

# 2015 BUSINESS PLAN PERFORMANCE REPORT

STRATEGIC DIRECTION	GOALS	PERFORMANCE MEASURES	PERFORMANCE INDICATORS	DIVISIONAL ACTIONS & HIGHLIGHTS
1. PUBLIC SAFETY	1.1 Develop adequate and effective approaches to respond to crime and safety concerns.	1.1.1 Reduce violent crime.	<ul style="list-style-type: none"> <li>2013 OMBI Benchmarking showed positive results related to Violent Crime in Hamilton: <ul style="list-style-type: none"> <li>- Violent Crime Rate per 100,000 population reduced 11.9% between 2012 and 2014. However, the rate did increase by 1.8% between 2013 and 2014</li> <li>- Violent Crime Severity Index ranked 6<sup>th</sup> highest in 2014, it has declined 9 points between 2012 and 2014.</li> </ul> </li> <li>2015 Violent Crime decreased 9.7% from 4,968 to 4,486.</li> <li>Notable increase in these categories: <ul style="list-style-type: none"> <li>- Firearms increased 177.78% from 9 to 25.</li> <li>- Extortion increased 72.73% from 22 to 38.</li> </ul> </li> <li>Reduction in these Violent Crime categories: <ul style="list-style-type: none"> <li>- Homicide decreased 25.0% from 8 in 214 to 6 in 2015.</li> <li>- Sexual Violations Against Children dropped from 50 to 26; a 48.0% decline.</li> <li>- Other Assault dropped 45.83% from 24 in 2014 to 13.</li> <li>- Indecent/Harassing Phone Calls/Emails reduced by 41.79% from 67 to 39.</li> <li>- Level 3 Aggravated Assault decreased from 43 to 33; a 23.26% decline.</li> <li>- Utter Threats - from 684 to 528; a 22.47% drop.</li> </ul> </li> <li>However, Violent Crime Clearance Rate decreased from 61.8% to 60.05% when compared to the previous year.</li> <li>5 out of 78 POP projects were designed to reduce Violent Crime in the neighbourhoods.</li> </ul>	<ul style="list-style-type: none"> <li>Bail Compliance Unit conducted 2,306 checks and made 20 arrests.</li> <li>Mounted Patrol Unit conducted 192 street checks and made 2 arrests.</li> <li>ACTION conducted 1,622 bar checks, 4,282 building sweeps, contacted 5,531 businesses, provided 197 Intelligence Reports, and 272 debriefs.</li> <li>Corporate Planning prepared template for CIAU to prepare the 2014 Crime Statistics Report.</li> <li>Intelligence – Asset Forfeiture Unit lawfully seized proceeds of crime of over \$700,000 in cash and property as well as 4 vehicles.</li> <li>Intelligence – High Risk Offender officer completed 7 new 810 packages for individuals coming to Hamilton. Each 810 order was prepared and presented by the officer and the Crown resulting in conditions placed on these high risk individuals.</li> <li>Victims of Crime - Child Abuse Unit developed and implemented a Cross-training presentation for front-line child protection workers with the Catholic Children's Aid Society. Four training sessions were held for over 100 CCAS staff.</li> <li>Victims of Crime – Crimes Against Seniors Unit developed and implemented a new Computer Aided Dispatch (CAD) electronically enhanced Email Conferencing System to identify and document all calls-for-service involving seniors and vulnerable adults.</li> <li>BEAR Unit targeted robbery offenders and provided education and information to retail and pharmacy on ways to safeguard premises.</li> <li>BEAR Unit made arrests for 5 Retail robberies, 2 Pharmacy robberies, 7 Husky Gas Bar robberies, and 5 Bank robberies.</li> <li>Crime Managers and Uniform Patrol Squads worked together and conducted many Bail Compliance and Warrant checks resulting in arrests and participated in several Problem Oriented Policing (POP) Projects.</li> </ul>
1. PUBLIC SAFETY	1.1 Develop adequate and effective approaches to respond to crime and safety concerns.	1.1.2 Reduce property crime.	<ul style="list-style-type: none"> <li>2015 Property Crime has increased from 14,896 to 15,425 representing 3.55% increase.</li> <li>Significant increase in these Property Crime categories: <ul style="list-style-type: none"> <li>- Fraud increased 44.47% from 1,158 to 1,673.</li> <li>- Possess Stolen Property increased 43.9% from 123 in 2014 to 177 last year.</li> <li>- Identity Fraud increased 12.29% from 293 to 329.</li> </ul> </li> <li>However, there was a notable decrease in the following: <ul style="list-style-type: none"> <li>- Theft Over \$5,000 dropped 27.05% from 244 to 178</li> <li>- Identify Theft declined 24.32% from 37 to 28.</li> <li>- Break and Enter fell 9.80% from 2,103 to 1,897.</li> </ul> </li> <li>Also, Property Crime Clearance Rate increased from 19.2% to 20.43 when compared to 2014.</li> <li>16 out of the 78 POP projects implemented in 2015 were designed to reduce Property Crime in the divisions.</li> </ul>	<ul style="list-style-type: none"> <li>BEAR Unit attended 25 commercial properties that were victimized and conducted crime prevention audits.</li> <li>BEAR Unit investigated a series of smash and grab thefts from various retail stores and other break and enter and thefts resulting in several arrests and charges being laid.</li> <li>Crime Managers and Uniform Patrol Squads worked together on numerous Problem Oriented Policing (POP) Projects focusing on thefts, break and enters and other property crimes.</li> <li>Several Uniform Patrol Squads conducted Park and Walks aimed at reducing property crimes by increasing police visibility.</li> </ul>



# 2015 BUSINESS PLAN PERFORMANCE REPORT

STRATEGIC DIRECTION	GOALS	PERFORMANCE MEASURES	PERFORMANCE INDICATORS	DIVISIONAL ACTIONS & HIGHLIGHTS
1. PUBLIC SAFETY	1.1 Develop adequate and effective approaches to respond to crime and safety concerns.	1.1.3 Reduce drug crime.	<ul style="list-style-type: none"> <li>2015 Drug Crime has decreased 18.74% from 1,585 to 1,288.</li> <li>In 2015, CDSA Possession Offences have decreased 22.34% from 1,343 to 1,043. Two Drug Possession categories that increased were Possession of Heroin by 23.08% from 13 in 2014 to 16 in 2015, and; Possession of Other Scheduled I Drugs with a 76.38% increase from 127 to 224.</li> <li>CDSA Trafficking Offences have dropped 0.45% from 223 to 222 last year.</li> <li>CDSA Importation and Production Offences increased 21.05% from 19 to 23.</li> <li>Drug Crime Clearance Rate decreased by 1.09% over the previous year.</li> <li>7 out of the 78 POP projects implemented in 2015 were designed to reduce Drug Crime in neighbourhoods.</li> </ul>	<ul style="list-style-type: none"> <li>When possible, drug sweeps were coordinated by School Resource Officers in line with Drug Diversion Intakes and in partnership with Divisional HEAT, Crime Managers and Uniform Patrol.</li> <li>The drug sweep numbers by division are as follows: <ul style="list-style-type: none"> <li>Division 1 conducted 76 drug sweeps at area schools</li> <li>Division 2 conducted 51 drug sweeps at area schools</li> <li>Division 3 conducted 24 drug sweeps in Mountain area schools</li> </ul> </li> </ul>
1. PUBLIC SAFETY	1.1 Develop adequate and effective approaches to respond to crime and safety concerns.	1.1.4 Reduce domestic violence incidents.	<ul style="list-style-type: none"> <li>2015 Domestic Violence incidents have increased 2.11% from 6,499 to 6,636.</li> <li>It is important to note that while we have a goal to reduce domestic violence, it is also a priority for the Service to encourage more public reporting of crime such as domestic violence and sexual assault etc.</li> <li>The changes in the domestic violence numbers might be reflecting more reporting by the public.</li> </ul>	<ul style="list-style-type: none"> <li>Victims of Crime - Sexual Assault Unit participated in the Sexual Assault Awareness Month and the Domestic Violence Month to promote more public reporting to police.</li> <li>Victims of Crime - Sexual Assault Unit worked with community partners and developed a Sexual Assault Reference Document for survivors. This booklet has been shared with provincial policing partners and adopted by other police services as a best practice.</li> <li>HPS began using the Domestic Violence Risk Management Report (DVRM) with the built in Ontario Domestic Assault Risk Assessment (ODARA) tool. These tools have assisted in keeping high risk domestic violence offenders in custody or bound by more stringent release conditions.</li> <li>Domestic Violence Unit worked with community partners and developed an enhanced High Risk Domestic Violence Protocol.</li> <li>Training Branch hosted several courses in addition to Block Training including domestic violence and DVRM training.</li> </ul>
1. PUBLIC SAFETY	1.1 Develop adequate and effective approaches to respond to crime and safety concerns.	1.1.5 Reduce Other C.C. Incidents.	<ul style="list-style-type: none"> <li>Other Criminal Code Incidents increased 4.67% from 2,547 to 2,666.</li> <li>Significant increase in these Other C.C. Violations: <ul style="list-style-type: none"> <li>Prostitution rose 69.23% from 13 to 22.</li> <li>Obstruct Peace Officer rose 47.37% from 38 to 56.</li> </ul> </li> <li>However, there was an decrease in these Offences: <ul style="list-style-type: none"> <li>Indecent Acts fell 44.83% from 116 to 64</li> <li>Other Violations dropped 12.11% from 223 to 196.</li> </ul> </li> <li>Other C.C. Violations Clearance Rate increased from 87.31% to 90.74% in 2015.</li> </ul>	<ul style="list-style-type: none"> <li>Major Fraud worked with OPP targeting an Account Takeover Crime group operating in Hamilton. This Joint Forces Operation targeted a crime group committing account takeovers which involved hundreds of fraudulent transactions in locations across Canada. As a result 33 people were charged with over 200 offences</li> <li>Division 2 Senior's Support conducted 15 community presentations to educate seniors about current crime trends and reporting incidents.</li> <li>Division 3 Senior's Support made 30 presentations to seniors about crimes and scams.</li> <li>The Hate Crime/Extremism Unit participated in 117 hate/biased motivated investigations and many meetings and information sessions.</li> </ul>

# 2015 BUSINESS PLAN PERFORMANCE REPORT

STRATEGIC DIRECTION	GOALS	PERFORMANCE MEASURES	PERFORMANCE INDICATORS	DIVISIONAL ACTIONS & HIGHLIGHTS
1. PUBLIC SAFETY	1.1 Develop adequate and effective approaches to respond to crime and safety concerns.	1.1.6 Reduce total crime.	<ul style="list-style-type: none"> <li>• 2015 Total Crime (excluding traffic) has increased by 0.74% from 22,411 to 22,577.</li> <li>• Total Crime Clearance Rate has increased slightly from 36.39% to 36.61%.</li> <li>• 2 out of the 78 POP projects implemented in 2014 were designed to reduce prostitution; 13 to reduce disorderly incidents while 10 were designed to reduce Other Criminal Code Incidents in the divisions.</li> </ul>	<ul style="list-style-type: none"> <li>■ Risk Management organized and met with other Risk Managers from across the province, attended IAPRO meetings, seminars and an international conference to adopt best practices..</li> <li>■ Policy Development Officer revised and split Policy and Procedure (P&amp;P) 4.2.12 into two – Responding to Person's in Crisis and Elopees &amp; Escapees.</li> <li>■ Intelligence – Sex Offender Registry (SOR) Unit verified over 500 addresses of individuals who were on the registry.</li> <li>■ NICHE Business Data Team developed and maintained quality controls for the Offender Management Program in NICHE.</li> <li>■ Crime and Information Analysis Unit created standard definitions for certain crime types and crime issues and implemented processes to capture these in NICHE and CAD for automated reporting and reference.</li> <li>■ Mounted Patrol made contact with 33,177 community members by attending community events and while on patrol.</li> <li>■ Bail Compliance Unit conducted 480 checks on Hamilton Drug Treatment Court offenders and 5 arrests were made.</li> <li>■ Between July and December, the Mobile Crisis Response Team was mobile for 264 shifts and responded to 2,160 individuals of which 413 were apprehended under Section 17 of the MHA, 1,626 were diverted/connected to other services, 121 apprehended under MHA Forms already in place and NFA.</li> <li>■ Marine Unit Officers implement Project Trident a Problem Oriented Policing (POP) project. As a result 328 vehicles, 308 boat trailers and 721 vessels were checked and 3 Criminal Intelligence Reports submitted identifying 3 persons and 3 vessels of interest.</li> <li>■ Division 1 HEAT Officers debriefed subjects and cleared 213 incidents and laid 84 criminal charges and 16 drug charges.</li> <li>■ Division 2 C squad conducted 5 cross-squad beat centered POP projects: Groundhog, Leg Day, Check Out, T.B.O.N.E. &amp; Tough Love.</li> <li>■ Division 3 HEAT Officers were involved in 3 projects: Binbrook; Whipeout, a joint project with the BEAR Unit, and; a project focusing on criminal activity by gang members.</li> <li>■ Division 3 Division Analyst assisted with identifying suspects responsible for vehicle thefts, residential B &amp; E and linking several vehicle thefts, theft from vehicle and arsons to a youth gang.</li> <li>■ Division Three Criminal Investigation Detectives conducted over 90 debriefs, completed 4 search warrants for cellular phone data, a warrant for weapons, a Feeney warrant and 6 Production Orders.</li> </ul>

# 2015 BUSINESS PLAN PERFORMANCE REPORT

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1. PUBLIC SAFETY	1.1 Develop adequate and effective approaches to respond to crime and safety concerns.	1.1.7 Reduce youth crime (number of youth charged and not charged).	<ul style="list-style-type: none"> <li>2015 Youth Crime (Youth Charged and Not Charged) has dropped 10.55% from 1,744 to 1,560.</li> <li>A total of 151 drug sweeps were conducted service-wide with a total of 75 subjects arrested. Of those 75 arrests, 8 were charged with drug offences, 26 were diverted as per Pre-Charge Diversion and 41 subjects were given police cautions.</li> <li>Across the Service, 768 STOP Checks were conducted with 18 subjects arrested. Another 111 STOP targets were arrested outside of this initiative for a total of 129 arrests.</li> </ul>	<ul style="list-style-type: none"> <li>Division Youth Officers liaised with the STOP Target Captain on each squad to monitor the number of STOP Target compliance checks conducted at the three Patrol Divisions.</li> <li>STOP Target checks by division are as follows: <ul style="list-style-type: none"> <li>Division 1 Squads and Divisional Support: 197 checks</li> <li>Division 2 Squads and Divisional Support: 370 checks</li> <li>Division 3 Squads and Divisional Support: 201 checks</li> </ul> </li> <li>Division 1 School Resource Officer conducted 193 school presentations, 9 community presentations, 730 visits to schools within the division and investigated 81 incidents. Eight were resolved through formal Restorative Justice sessions and 55 were resolved through informal Restorative Justice sessions.</li> <li>Division 2 Youth Officers initiated and participated in 2 POP projects (T.B.O.N.E. and Meltdown) that focused on youth gangs in the division.</li> </ul>
1. PUBLIC SAFETY	1.2 Improve the safety of our community's pedestrians, drivers, cyclists and passengers.	1.2.1 Provide traffic safety information to public.	<ul style="list-style-type: none"> <li>Increased number of participants at traffic safety information sessions.</li> <li>Provided continued traffic support to our communities.</li> <li>2015 Road Safety Programs implemented included: <ul style="list-style-type: none"> <li>Cyclemania Program – 5,832 children trained</li> <li>Safe Road Letters – 1,368</li> <li>School Safety Patroller Training – 444</li> <li>Lock-It-Or-Lose-it flyers – 9,015</li> <li>Aggressive Driver Hotline: 780</li> <li>Car Seat Installations: 969</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Community Relations Coordinator made significant changes to the HPS pamphlet "Guide to the Hamilton Police Service" which included Traffic Safety Tips &amp; Guides, the media platforms and website.</li> <li>Crime Prevention Branch and Cyclemania attended the most successful McMaster Children's Hospital "Walk and Wheel" event to date. Hundreds of participants received bicycling helmet/head safety training.</li> <li>Police in the Park hosted the Roll-Over-Simulator before the events largest crowd ever with over 1200 students attending from 10 local schools.</li> <li>Traffic Branch completed 11 Holiday Weekend Enforcement strategies resulting in 6,096 HTA offences and 34 Criminal Code (Impaired) charges.</li> <li>Of the 531 inquiries from the Last Drink Program, 170 were answered resulting in 30 bar names given and 30 letters sent to licensed establishments.</li> <li>The Speed Watch Trailer was deployed 33 times for 7 days each time.</li> <li>Division 3 Seniors Support officer provided 10 educational presentations about driver and pedestrian safety.</li> </ul>

# 2015 BUSINESS PLAN PERFORMANCE REPORT

STRATEGIC DIRECTION	GOALS	PERFORMANCE MEASURES	PERFORMANCE INDICATORS	DIVISIONAL ACTIONS & HIGHLIGHTS
1. PUBLIC SAFETY	1.2 Improve the safety of our community's pedestrians, drivers, cyclists and passengers.	1.2.2 Increase traffic enforcement.	<ul style="list-style-type: none"> <li>• In 2015, a total of 58,644 Provincial Offence Notices (PONs) were issued; a decrease of 14.66% from 68,738 issued in 2014.</li> <li>• Hazardous Violations (red light, stop sign infractions, speeding, careless and distracted driving etc.) and Non-hazardous Violations (seat belt, fail to surrender permits etc.) have decreased 14.3% over 2014; from 65,921 to 56,468.</li> <li>• However, RIDE Stops have increased 2.3% from 240,344 to 245,760.</li> <li>• 25 of the 78 POP projects created in 2015 were designed to address Traffic Safety in neighbourhoods.</li> </ul>	<ul style="list-style-type: none"> <li>■ Division 1 A Squad submitted 2,234 PONs for the year; B Squad did 3,391 PONs; C squad 3,177 PONs and D squad 3,398 PONs.</li> <li>■ Division 1 Safety Officers finished the year with 4,179 PONs. In addition, 500 drivers were served for driving and using cell phones.</li> <li>■ Division 2 A Squad submitted 3,171 PONs for the year; C Squad did 2,938 PONs and D squad 3,439 PONs.</li> <li>■ Division 2 Crime Managers identified key traffic problem areas based on community concerns. As a result Division 2 issued a total of 16,571 PONs and designed several traffic specific POP projects</li> <li>■ Division 2 Divisional Safety Officer issued over 3,820 PONs, conducted 4 Safety Lanes in partnership with MTO, MOE, Municipal Law Enforcement, Tobacco Enforcement and Public Health. 108 commercial vehicles were inspected of which 73% failed and were removed from roadways. A total of 194 PONs were issued.</li> <li>■ Division 2 Community Services officer worked jointly with MLE School Safety officers to address parking/road issues at 7 schools.</li> <li>■ ACTION continued to improve traffic safety of community by issuing 3,041 Part 3's to compliment the Social Navigator Program.</li> <li>■ Mounted Patrol Unit gave out 436 tickets which included both PONs and Bylaw Notices.</li> <li>■ Central Breath Unit (CBU) issued 5,298 PONs, 120 RIDE Lanes and deployed 289 Central Breath Technicians.</li> <li>■ CBU coordinated Heavy Truck Inspection Days with DSOs, By-Law MTO and MOE and CBSA on two occasions with 16 PONs issued.</li> <li>■ CBU implemented POP Project Parkway Safety resulting in 348 PONs, 38 Warnings, 8 Part III, 1 CI Report, 53 RIDE Lanes set up on ramps to the Linc. and RHVP resulting in 4,795 vehicles stopped.</li> <li>■ Traffic Office and CBU participated in POP Project School Pass resulting in 223 HTA, 160 disobey stop sign, 51 speeding, 1 cell phone, 2 parking and 6 hazardous moving violations. The project involved Councilors and two public meeting were held.</li> <li>■ Division 3 Crime Managers participated in 10 traffic related initiatives.</li> <li>■ Division 3 A Squad issued 4,942 PONs, B Squad issued 4,005 PONs, C Squad issued 4,645 PONs and D Squad issued 2,431 PONs.</li> <li>■ Division 3 School Resource Officers implemented POP Project McNiven Speedway to address speeding. 101 PONs were issued.</li> <li>■ Division 3 Youth Officer assisted with MTO enforcement and speeding enforcement on the Linc. Resulting in 13 PONs issued.</li> <li>■ Division 3 Safety Officers issued 4,422 PONs in 2015</li> </ul>

# 2015 BUSINESS PLAN PERFORMANCE REPORT

STRATEGIC DIRECTION	GOALS	PERFORMANCE MEASURES	PERFORMANCE INDICATORS	DIVISIONAL ACTIONS & HIGHLIGHTS
1. PUBLIC SAFETY	1.2 Improve the safety of our community's pedestrians, drivers, cyclists and passengers.	1.2.3 Reduce impaired driving.	<ul style="list-style-type: none"> <li>2015 Impaired Driving has decreased 12.29% from 553 to 485.</li> <li>It is important to note that while it is our goal to reduce impaired driving, enforcement efforts have an impact on the statistics.</li> </ul>	<ul style="list-style-type: none"> <li>Division 1 A Squad conducted 115 RIDE lanes with 11,494 vehicle stops; B Squad conducted 134 RIDE lanes, stopped 10,310 vehicles, conducted 13 Tests; C Squad conducted 141 RIDE checks; D Squad initiated 144 RIDE events stopping 17,323 vehicles.</li> <li>Division 2 A Squad completed 258 RIDE events with 20,211 vehicle stops; C Squad conducted 244 RIDE lanes with a total of 26,651 vehicles stopped and participated in POP Project Focus RIDE; and; D Squad conducted 190 RIDE events with 28,166 vehicles stopped and checked. Auxiliary Officers assisted with RIDE Lanes during day shifts.</li> <li>Division 3 A Squad conducted 324 RIDE lanes resulting in 22,37 vehicles stopped, 92 tests, 60 pass, 20 warnings, 11 fail, 9 impaired, 18 over .08 and 13 CDSA arrests; B Squad did 205 RIDE lanes resulting in 10,445 vehicles stopped, 12 ASD demands, 1 refuse, 1 impaired operation, 1 over .08 and 3 other Criminal Code charges; D Squad conducted 413 RIDE lanes resulting in 16,303 stops, 1 test, 102 equipment warnings and 16 PONs issued.</li> <li>Division 2 Safety Officers participated in 38 RIDE Lanes.</li> <li>Division 3 Safety Officers participated in 34 RIDE Lanes.</li> <li>Division 3 Youth Officer participated in 3 RIDE lanes.</li> <li>ERU/EDU also assisted with the goal of reducing Impaired Driving by completing 136 RIDE lanes deploying 419 officers and stopping 10,210 vehicles.</li> </ul>
1. PUBLIC SAFETY	1.2 Improve the safety of our community's pedestrians, drivers, cyclists and passengers.	1.2.4 Reduce motor vehicle collisions.	<ul style="list-style-type: none"> <li>Total Motor Vehicle Collisions (MVCs) have increased 2.15% from 9,530 in 2014 to 9,735 in 2015.</li> <li>Of the total MVCs, Property Damage MVCs have increased 4.89% from 1,513 to 1,587; Personal Injury MVCs decreased 5.78% from 1,608 to 1,515 and Citizens Reported MVCs also increased 3.52% from 6,392 in 2014 to 6,617 in 2015.</li> <li>Total number of fatal MVCs remained the same at 17.</li> <li>As a result of regular audits on Service vehicles to ensure excessive speeds were justified and to provide additional training/counselling to those cases where excessive speeds were not justified, officer-involved collisions remained one above (97) the 2014 level (96).</li> </ul>	<ul style="list-style-type: none"> <li>Professional Standards Branch completed random GPS audits in various locations and times of the day. Data collected was analyzed and officers were educated and advised of the safety impacts.</li> <li>Officers involved in collisions were sent for remedial training/</li> <li>Training Branch included "Arrive Alive" and "Dive for Life" programs as part of the 2014-2015 Block syllabus to promote public and officer safety.</li> <li>Again in 2015, Crime Prevention Officers played an essential supervisory role with HPS volunteers and ensured that divisional requests (mostly traffic POP projects) were supported by volunteers who executed thousands of vehicle warning through Red Light Runner and Speed Watch.</li> <li>Division Safety Officers initiated POP projects to address speeding, safety of commercial motor vehicles on roadways, distracted driving and other traffic safety issues in order to reduce serious personal injury collisions.</li> <li>Division squads participated in many selective enforcement projects throughout the year.</li> </ul>

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1. PUBLIC SAFETY	1.3 Provide more knowledge and skills to the public on how to prevent and reduce crime in our community.	1.3.1 Use all available means of communication to inform the public.	<ul style="list-style-type: none"> <li>Increased public education opportunities.</li> <li>Increased public awareness of police crime prevention and public safety programs.</li> <li>Improved communication channels.</li> </ul>	<ul style="list-style-type: none"> <li>Victims of Crime - Child Abuse Branch provided 4 cross-training sessions with the Catholic Children's Aid Society and over 100 of child protection workers and staff.</li> <li>Victims of Crime – Crimes Against Seniors presented to multiple local Municipal, Provincial and Federal organizations with respect to seniors/vulnerable persons issues and current trends observed in the City of Hamilton. Senior Support Officers also conducted 77 presentations to various groups within the community.</li> <li>Victims of Crime – Sexual Assault Unit provided Critical Incident Response Team training to HPS volunteers and recruits. Conducted presentations to the community including SACHA, Sunday School for Uniform Patrol, Ancaster High School and Hamilton Pharmacists. The presentations were designed to educate the public on preventing and reducing crime and building stronger relationships.</li> <li>Missing Persons Unit conducted presentations to the Aboriginal Committee titled Walking the Path Together and to the Alzheimer's Society titled HPS Wandering Person Registry.</li> <li>Domestic Violence Unit conducted presentations on Mentor Action – healthy relationships, Domestic Violence course, Catholic and Family Services – Woman's Weekly, St Martin's Manor, Communications Training, Recruit Training, Sessions on Cable 14 with the Chief on Domestic Violence and ODARA Sexual Assault booklet and resources.</li> <li>Vice and Drugs, Guns and Gangs and Weapons Enforcement Units shared knowledge through information sessions and presentations to communities and various agencies including Citizens Police College, Mount Hope Air Cadets, Probation and Parole Officers, Hamilton Health Sciences, St Joseph's Hospital, Correctional Officers and the Children's Aid Society.</li> <li>The Internet Child Exploitation Unit provided very informative presentations to Children's Aid Society, Catholic Children's Aid Society and to foster parents.</li> <li>Division 1 Crime Managers attended 9-10 community meeting each month in 2015. Auxiliary Officers and volunteers were used numerous times to deliver Break and Enter bulletins and to distribute Lock it or Lose it flyers.</li> <li>Division 1 A Squad attended 3 BIA, 16 schools and 7 community meetings.</li> <li>Division 1 B Squad attended 19 community meetings and BIA meetings alone and with their Crime Managers to provide the community with a face-to-face resource and to report back to the squad regarding contemporary issues.</li> <li>Division 2 Community Services Officers completed 15 community presentations including Stoney Creek Brownies, ESL classes, Technology Night presentation, Kiwanis Club, Scouts Canada, John Howard Society and Sears Store - Lockdown presentation.</li> <li>Division 2 Crime Managers facilitated the distribution of well over 500 Lock it or Lose it flyers within the division.</li> <li>Division 3 School Resource Officer presented to students, parents and school staff on topics including substance abuse, internet safety, sexting, community helpers and bullying prevention. Also weekly tweets from @HPSDiv3schools.</li> </ul>



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1. PUBLIC SAFETY	1.3 Provide more knowledge and skills to the public on how to prevent and reduce crime in our community.	1.3.3 Create new crime prevention programs or modify existing programs to expand services and engage a broader audience.	<ul style="list-style-type: none"> <li>Crime Prevention Officers increased the number of CPTED business security audits and domestic violence security audit by 30.2% from 96 in 2014 to 125 in 2015</li> <li>Crime Prevention Branch continued to liaison with division Crime Managers to enhance crime prevention focus via Crime Alerts, Lock-it-or-lose-it flyers and implemented road safety programs in identified neighbourhoods.</li> </ul>	<ul style="list-style-type: none"> <li>Crime Prevention Branch trained 10 Auxiliary Officers on Target Hardening.</li> <li>Crime Prevention Branch provided resources to division Crime Managers to assist them with crime alerts regarding crime spikes in their respective communities and neighbourhoods.</li> <li>Crime Prevention Volunteers distributed several hundred sexual assault crime alters to occupants in Division 3, Mountain area and distributed bank deposit alters to occupants in Division 2</li> <li>Bail Compliance Unit conducted 769 surety checks and 13 sureties ended their responsibilities, resulting in 13 surety revocations warrants/arrests.</li> </ul>
2. COMMUNITY MOBILIZATION	2.1 Work with the public to share responsibilities for community safety problems and issues.	2.1.1 Meet with community leaders to identify police and non-police responsibilities.	<ul style="list-style-type: none"> <li>Increased number of agencies, organizations and foster connections with Hamilton Police.</li> <li>Increased awareness of police responsibilities and non-police responsibilities.</li> <li>Increased collaboration with community to promote and improve officer safety as well as community safety.</li> </ul>	<ul style="list-style-type: none"> <li>Community Relations Coordinator met with diverse community leaders three times for dialogue and discussion on anti-radicalizations.</li> <li>Victims of Crime – Child Abuse Branch and Crimes Against Seniors Unit form part of several community committees focusing on the safety, welfare and protection of children. These committees allow police to engage with members through formal committees to ensure roles, responsibilities and shared expectations are met.</li> <li>Support Services Towing Coordinator met with towing industry partners for consultation and education on Hamilton Police expectations regarding tow services. Compliance with the new program has been well received.</li> </ul>