



North Bay Police Service

Report on Policing 2007

**Peter Chirico – Chair
North Bay Police Services Board**

**Chief of Police Paul D. Cook
North Bay Police Service**



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Foreword

The North Bay Police Services Board and Chief of Police are pleased to present our 2007 Annual Report to our community as well as the Ministry of Community Safety and Correctional Services. We would also like to take this opportunity to recognize the members of our Police Service, both civilian and sworn, for their ongoing dedication, professionalism and commitment to the communities we serve.

The year 2007 marked our 125th Anniversary as a Police Service and our 10th year of policing to the residents of Callander. A number of events hosted throughout the year to celebrate this significant milestone in our proud history are touched on in this report.

Once again this year we are reporting reduced levels of crime, high clearance rates and continued high community satisfaction levels. We have attributed our past success to our strong ties with the community and the ongoing support we receive. We continue to use a team approach with community partners to provide adaptable problem solving strategies through open communication, community consultation and support.

This annual report on policing is a testament to that support and reflects our Police Service's commitment to working with the citizens of North Bay and Callander to make these communities the envy of many other cities and municipalities.

Peter Chirico
Chair, North Bay Police Services Board

Paul D. Cook
Chief of Police

POLICE SERVICES BOARD



Police Services Board Members (L-R)

Carol Miller – Secretary
Susan Houghton - Member
Peter Gavan - Member
Peter Chirico – Chair
Vic Fedeli – Vice-Chair
Denis O'Connor - Member
Michael Burke – City Solicitor

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A YEAR OF CELEBRATION

Wesley Coleman, our first officer, began patrolling the village streets of North Bay back in November 1882. With the year 2007 marking the 125th anniversary of the North Bay Police Service, a year of celebration seemed quite appropriate. In 2006, a committee comprised of current and retired members of the Service, sworn and civilian, and a former Police Services Board Chairman began planning the events that would mark this significant milestone in the history of our community. Throughout 2007, a number of special events were planned based on four main goals that were established early on in the planning:

1. To celebrate 125 years of policing
2. To honour those who have and are serving
3. To invite the community to participate and learn more about the Police Service
4. To use the events as a platform to fundraise for the charity of choice of the Ontario Association of Chiefs of Police – Special Olympics. More specifically, the Law Enforcement Torch Run for Special Olympics as well as our local chapter of the Special Olympics organization.

GALA

The first event was a gala dinner on February 17th, which marked the official beginning of our anniversary year. Hosted at the Clarion Resort Pinewood Park, the 200 guests enjoyed an exquisite meal followed by entertainment and a silent auction. In attendance were representatives from the entire law enforcement family including MPP Monte Kwinter – Minister of Community Safety and Correctional Services, Assistant Commissioner Michel Seguin of the RCMP, Commissioner Julian Fantino of the O.P.P., Chief of Police Terry MacLaren of Peterborough Lakefield Police - Chair of the Ontario Association of Chiefs of Police and Special Olympics representative and athlete Joe Dunn.



CELEBRATING OUR POLICE

May 27th was both a day to celebrate and a sombre occasion as members of the faith community in North Bay hosted a non-denominational service which not only recognized the current members of the Service but acknowledged the supreme sacrifice made by Fred Lefebvre in 1923 and Leonard Slater in 1973, two of our own, who were slain on duty. As the events of each incident were read, for some like Norm Shillington, they

were relived and remembered as some of the darkest days in their policing careers. Yet, from the shadows of those tragedies, the men and women of the North Bay Police Service emerge stronger and continue to this day to go out on every shift, risking their lives to ensure the safety and security of every citizen in our community.

GOLF TOURNAMENT

All work and no play... 110 duffers hit the links on June 16th for our 125th Golf tournament at Osprey Links in Callander. After a perfect day of golf, dinner and refreshments were enjoyed by all at the Royal Canadian Legion Branch 445 in Callander. Prizes were donated by numerous local businesses to reward the efforts of all the aspiring PGA tour members. Proceeds from this event were added to the growing donation for our charities of choice.

FAMILY PICNIC

North Bay Police Service employees and their families took the time to meet for a picnic and games on August 25th on the shores of Trout Lake. Retirees, grand-parents, parents and kids alike enjoyed games, the beach and endured inclement weather to promote camaraderie and thank their families for being there in what can be a difficult occupation that impacts on spouses and children. Minnow races, a tug of war, games, a visit from Nipper, the Crime Stoppers dog and a BBQ were some of the highlights. It was a good opportunity to thank and celebrate with our families and friends.

SPECIAL RECOGNITION LUNCHEON

The North Bay Police Service hosted a special Awards Luncheon at the Royal Canadian Legion Branch #23, 150 First Avenue West on September 4, 2007. Board Chair Peter Chirico and Chief Paul Cook were joined by Retired Chief George Berrigan, M.P.P. Monique Smith and Minister Monte Kwinter to recognize Retired Constable Jack Dempsey and Retired Sergeant Norm Shillington in relation to shootings they were involved in while serving with the North Bay Police Service in 1972 and 1973. Ralph Waldo Emerson once said, "a hero is no braver than an ordinary man, but he is braver five minutes longer." We honoured two such men, Retired Constable Jack Dempsey and Retired Sergeant Norm Shillington. After hearing from Retired Chief Berrigan we can only imagine what they went through on December 24, 1972 and December 1, 1973. Their five minutes must have seemed like an eternity. According to legendary actor John Wayne, "Courage is being scared to death but saddling up anyway." From their actions, there can be no doubt that both Retired Constable Dempsey and Retired Sergeant Shillington "saddled up" and faced their adversaries without hesitation.

In both of these cases, thanks to their selfless, quick-thinking actions Retired Constable Dempsey and Retired Sergeant Shillington saved the lives of others. They displayed remarkable professionalism and exceptional courage, putting their personal safety at risk to protect others. Approximately 125 guests including serving members of the North Bay Police Service, retirees, local dignitaries, representatives from other police services, community partners and family and friends of the two honourees were in attendance for this very special event.



TATTOO

The North Bay Police Service, in partnership with 22 Wing, Canadian Forces Base North Bay, presented a Tattoo of both military and police pipes and drums bands on Saturday November 24, 2007. The theme was "Salute to Policing". The event was very impressive and moving, recognizing the sacrifices that our military and police officers make each day to protect their communities.

Over 2,000 spectators enjoyed entertainment that included the 22 Wing Concert Band, a massed pipe band made up police pipe bands from Sudbury, Ottawa, Toronto, York, OPP, RCMP, the Waterloo Regional Police Concert Band and a number of other performers.



Through the displays, the international impact of policing in Canada could be seen, with Military, RCMP and OPP officers depicted in their work abroad, bringing their knowledge and professionalism to other countries who do not enjoy our peaceful way of life. Training policing agencies and providing mentorship for these war-torn fledgling democracies is a military and civilian policing function mirroring Canada's outstanding reputation for peace keeping throughout the world.

The North Bay Legion, Branch 23 Colour Party, presented a ceremonial sword to the North Bay Police Service Colour Party. This sword will be carried by the Colour Party Sergeant on parade and is engraved with the North Bay Police Service emblem.



The Tattoo was also an opportunity to raise funds for two charities that are supported by the Military Police and the North Bay Police Service. The Military Police support the "Blind Fund" and the North Bay Police Service donated money raised from the 125th Anniversary events towards the Special Olympics Torch Run. During the Tattoo, through the public's support, a total of \$4,400 was raised, with \$2,200 going to each of the charities.

TIME CAPSULE

On December 27, 2007 at 1400 hours members of the North Bay Police Service 125th Anniversary Committee hosted the local media at police headquarters for one of the final events of our anniversary celebrations, which was the sealing of a Time Capsule.



Retired Staff Sergeant Rick Sapinski graciously constructed the Time Capsule on behalf of our Time Capsule sub-committee who were instrumental in its design.

The committee carefully placed a total of 125 items into the Time Capsule. A cross section of historical and present day photos, memorabilia, documentation, clothing and equipment were selected for inclusion in the Time Capsule, which is scheduled to be opened by the future Chief of Police on December 27, 2032. It certainly will be interesting to see the reaction of the members of the Police Service and our community when the Time Capsule is opened as no doubt policing will have changed considerably over this 25-year time period.

The original Police Service “Beat Light” is proudly displayed atop the Time Capsule. This 200-watt light bulb in a red glass container hung in the middle of the intersection of Main Street and Ferguson Street from the late 1930’s until 1973. The Beat Light line was attached to a switch at the sergeant’s desk at police headquarters. When the light was activated it was a signal for officers on patrol or walking the beat to attend at headquarters to ascertain what was needed. Prior to the advent of portable radios and cellular phones the “Beat Light” was quite literally the city’s lifeline and it is a significant historical piece of our heritage.

The Beat Light is, in fact, the title of our 125th Anniversary book co-authored by Wayne LeBelle and Retired Staff Sergeant Vic McClenaghan.

THE FRUITS OF OUR LABOURS

The first ever International Special Olympics Games were held at Soldier Field in Chicago in 1968. Special Olympics founder Eunice Kennedy memorably opened the Games with these words,

“In ancient Rome, the gladiators went into the arena with these words on their lips: Let me win, but if I cannot win, let me brave in the attempt.’ Today, all of you young athletes are in the arena. Many of you will win, but even more important, I know you will be brave, and bring credit to your parents and to your country. Let us begin the Olympics. Thank you.”

This is in fact the origin of the Athletes Oath for Special Olympics. Ontario Law Enforcement Torch Run for Special Olympics is a community based, province-wide fundraising program involving law enforcement personnel throughout Ontario. The objective of this organization is to raise both funds and awareness for the Ontario Special Olympics. Since its inception in 1986 over 16 million dollars has been raised to support Special Olympics athletes. In North Bay and area, thanks in no small part to the efforts of Rob Saunders and his small group of volunteers, North Bay Special Olympics Athletes have represented their city in various sporting events locally, provincially, nationally and even internationally.

Attending a Torch Run event or a Special Olympics Games is an experience that you will never forget. These athletes compete to the best of their abilities with determination, sportsmanship, respect and unconditional love. With this in mind it was easy for our 125th Anniversary Committee to decide on our charities of choice when we agreed that

each of the events and initiatives we planned to mark our anniversary should be used as fundraising platforms to support these worthwhile community groups.

On January 18th 2008, Chief of Police Paul Cook, on behalf of our 125th Anniversary Committee and our countless community supporters and sponsors presented two cheques for \$10,739.00 each to the Ontario Torch Run for Special Olympics and North Bay Special Olympics.

THE BEAT GOES ON

Our history book, The Beat Light, is perhaps the most ambitious of the 125th Anniversary undertakings. Throughout 2007 countless volunteer hours have been spent working on this project. Retired Staff Sergeant Vic McClenaghan, the guardian of our history throughout his career and retirement has dedicated himself to seeing this task through, working with local author Wayne LeBelle. The release of our history book in the spring of 2008 will be the last of our celebration endeavors.

With only 2000 copies to be printed, this pictorial account of the men and women of the North Bay Police Service, Callander Police and of the people in our communities will be a keepsake for the ages and preserve forever the faces, people and places in our proud history.

IT'S A WRAP

The events described above cannot happen without the dedication and hard work of the committee members who selflessly gave of themselves to ensure that our 125th Anniversary year was truly a milestone in our proud history and would remain for years to come. In 25 years, when the time capsule is opened, it is our hope that those serving then feel the pride and commitment that was demonstrated by these individuals and that the support of the community received by the Police Service in 2007 is as strong then as it was when we celebrated this milestone.

The committee members consisted of:

Chief Paul Cook
Deputy Chief Alan Williams
Staff Sergeant Edward Whittle – Chair
Sergeant Chuck Seguin
Sergeant Dan Webber
Detective Constable Jody deHaas
Constable Sue Solman
Constable Mervin Shantz
Special Constable Yvon Montcalm

Preston Quirt – retired Deputy Chief
Mark Montgomery – retired Inspector
Victor McClenaghan – retired Staff Sergeant
Ron Burns – retired Sergeant
John Philips – retired Dispatcher
Aline Major - Clerk
Shelly Hampel – Human Resources
Gerald Lalande – Administrative Assistant
Amy Knight – Human Resources

NORTH BAY POLICE SERVICE

MISSION STATEMENT

Dedicated to service, committed to community.

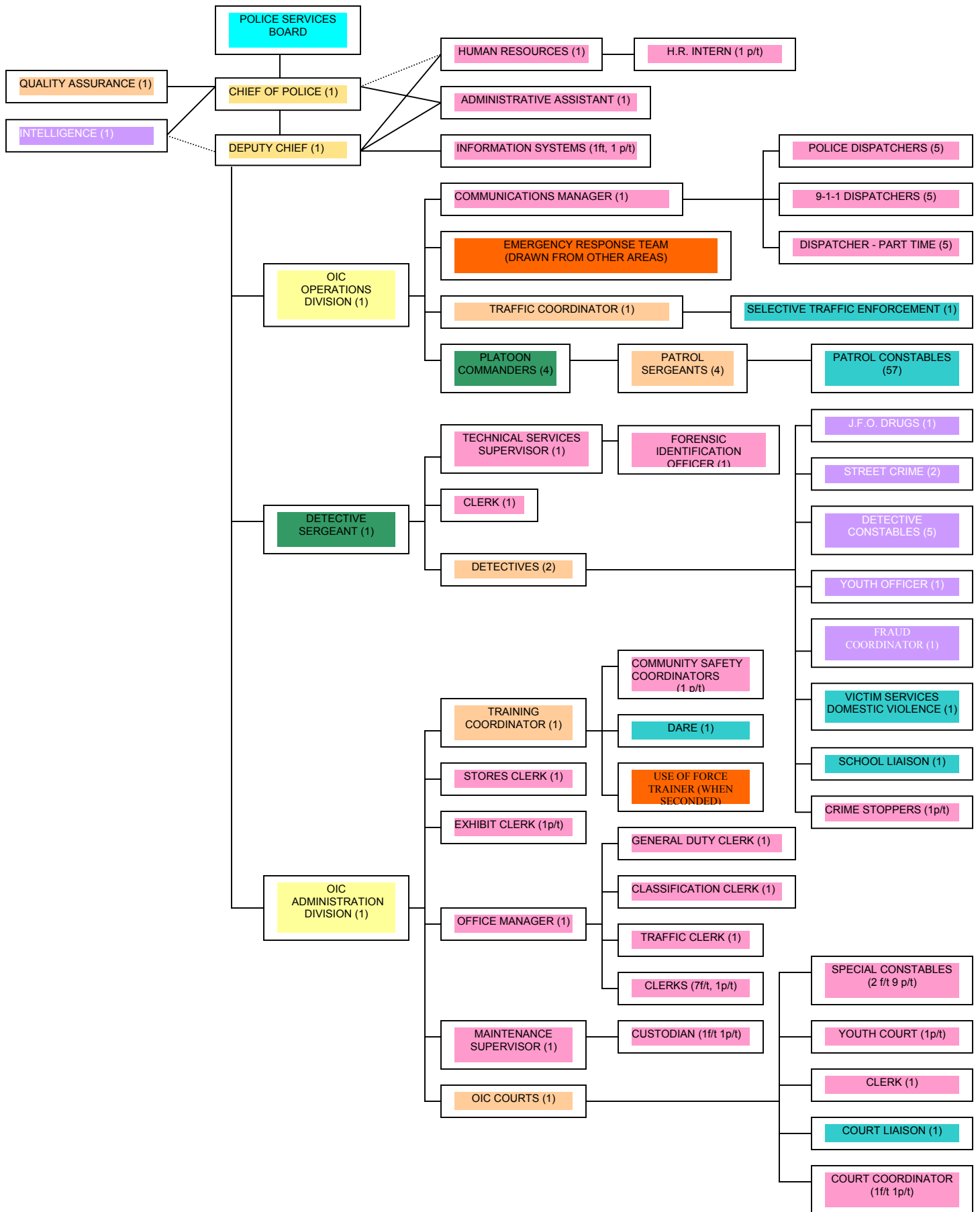


VALUES

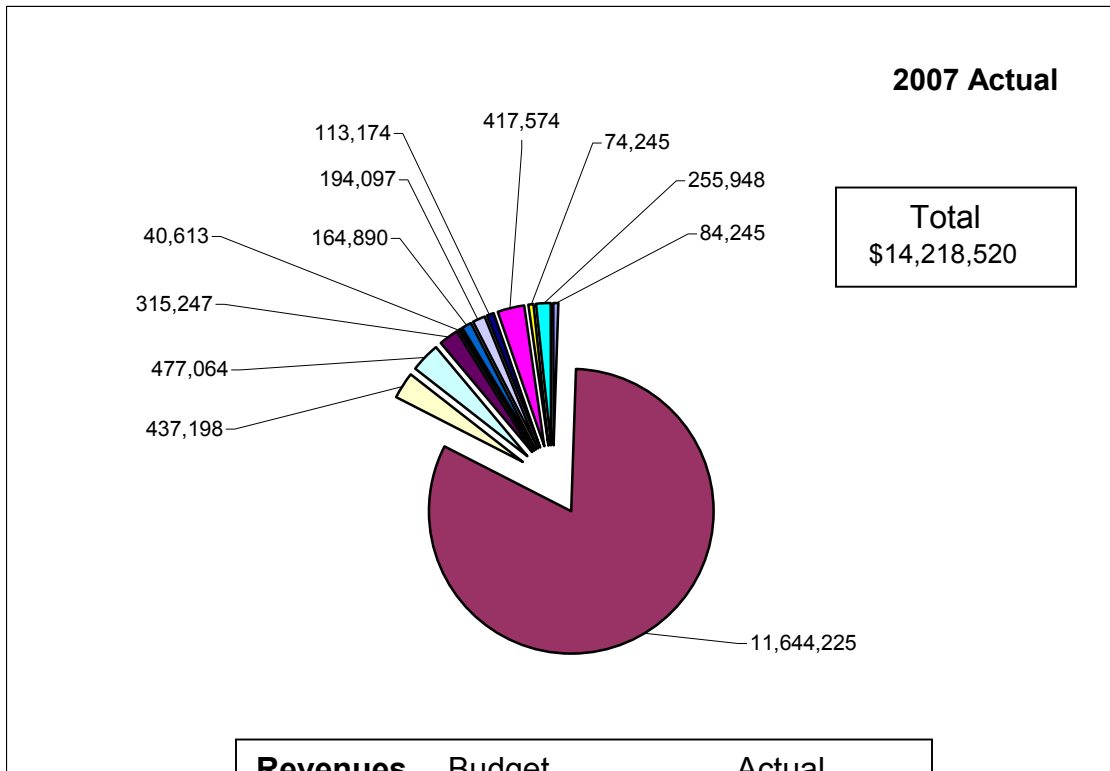
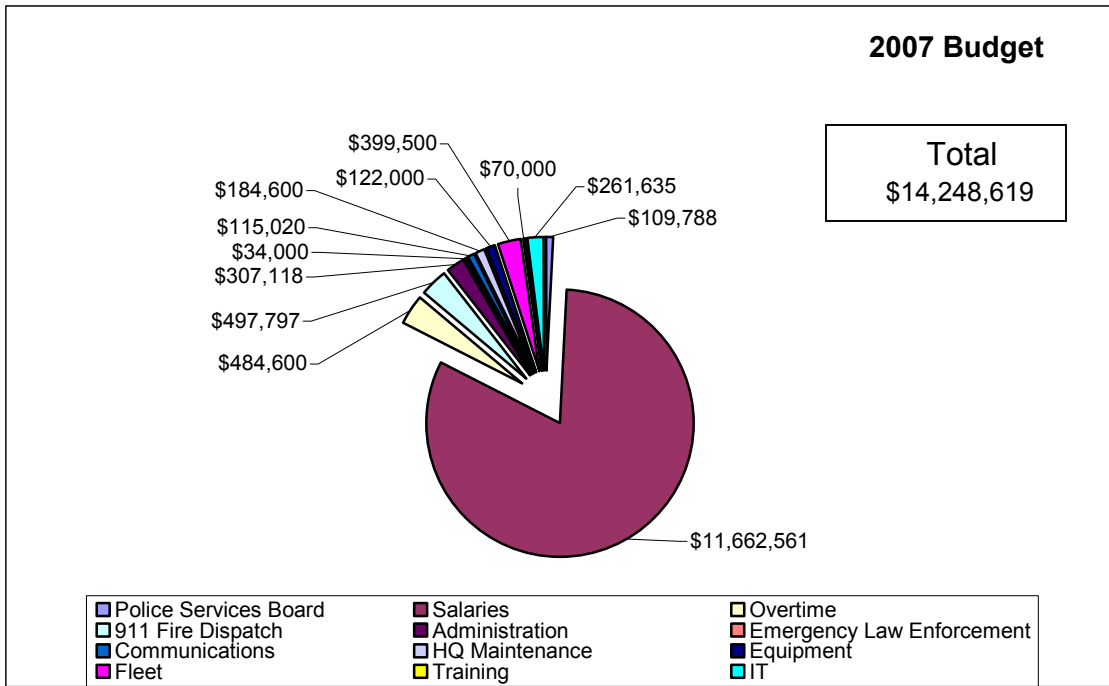
We, the members of the NORTH BAY POLICE SERVICE are committed to:

*Excellence in Policing
Pride in Professionalism
Compassion for those in need
Honesty-Integrity-Vision-Teamwork*





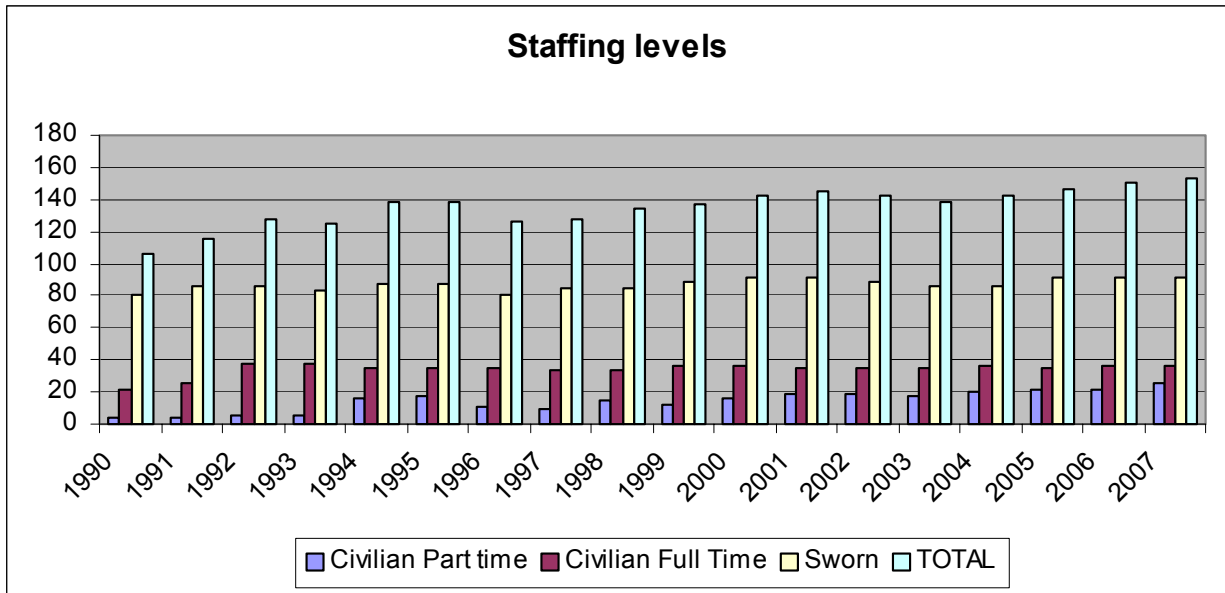
COST OF POLICING



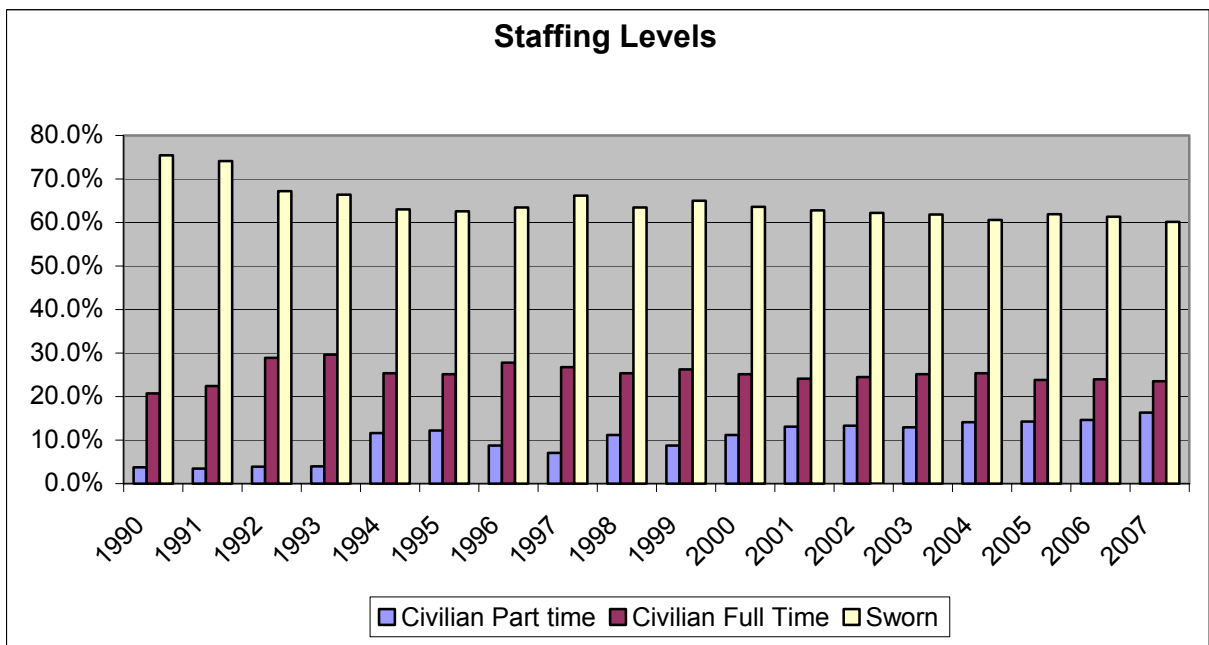
Revenues	Budget	Actual
	\$1,089,995	\$1,383,169
Year end (Surplus)/Deficit		(\$323,272)
*2008-01-22 figures		

STAFFING LEVELS - DEC. 31ST 2007

This chart depicts the staffing levels by employee as a total in each category.



This chart depicts the staffing levels as a percentage for each category.



COMMUNITY BASED CRIME PREVENTION

The Business Plan set out the following goal in this area:

Goal

To develop effective, appropriate and sustainable crime prevention initiatives with community stakeholders.

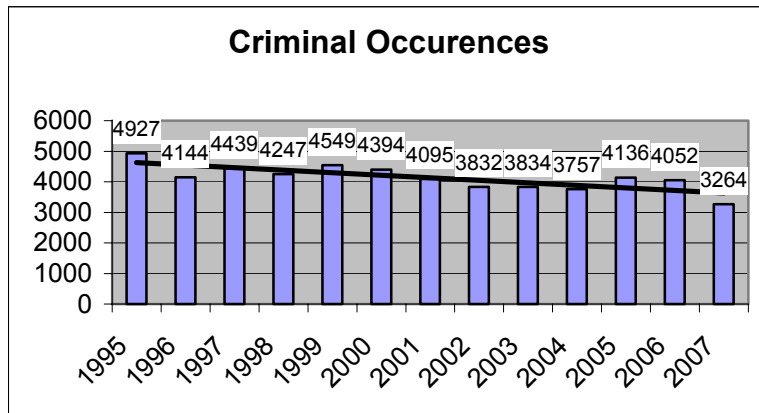
Objectives

1. To ensure that crime prevention initiatives involve appropriate stakeholders.
2. To educate the public on sound crime prevention practices.
3. To conduct ongoing reviews of existing programs and determine their viability.

Performance Measures

1. Annual evaluation reports of all existing crime prevention programs.
2. Implementation of new programs.

The number of reported criminal occurrences continues its downward trend. This is consistent with the principle established by Sir Robert Peel who stated, "The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it."



The number of reported criminal occurrences in 2007 indicates a 19.4% decrease from 2006, which is at its lowest level in over a decade. There were 788 fewer criminal occurrences reported in 2007. In the area of vehicle related thefts, 84 fewer occurrences were reported. In 2006 a new community based crime prevention initiative was implemented. The "Lock It or Lose It " campaign was launched as an increasing number of occurrences in this area were reported. The awareness campaign included radio ads and literature distribution. The program has had a positive impact in this area.

COMMUNITY PATROL

The Business Plan set out the following goal for this area:

Goal

To continue to evaluate and adjust our patrol deployment model.

Objectives

1. Review data relating to the deployment of patrol personnel.
2. Review the pilot project information the alternative deployment model.
3. Review best practices provincially in relation to deployment of personnel in both general and directed patrol.

Performance Measures

1. Adjustments and adoption of a consistent and effective deployment model for patrol personnel.

The four platoons providing front-line community patrol work a rotating 12-hours shift. This provides round the clock policing services to the community. Each platoon is comprised of one Staff Sergeant, one Sergeant and twelve to thirteen Constables. Over the past twelve months, retirements at the Staff Sergeant level has seen promotions to that rank on three of the four platoons and new Sergeants being assigned to each of the platoons.

The Service anticipated these changes and focused training resources in 2007 on ensuring that these key mid-level managers attended advanced courses available for these positions. This management training is critical to the team leadership required to implement change.

The objectives listed above can now be examined and action plans developed. This area will be reviewed in conjunction with the previous Patrol Resource Allocation report submitted by Retired Inspector Jolley in 2006 and the soon to be released report from the Supervisor Workload Study conducted by Nipissing University and the Service. Further development in this area will occur over the planning period.

CRIMINAL INVESTIGATION SERVICES

The Business Plan set out the following goal in this area:

Goal

To ensure highly skilled and trained investigators conduct criminal investigations.

Objectives

1. To provide skill training to criminal investigators.
2. To develop and maintain an ongoing inventory of members' investigative skills.

Performance Measures

1. The number of officers receiving the General Investigative Techniques Course and/or the Major Case Management Course.
2. The number of officers in specialty units receiving mandated specialty training.
3. The number of officers designated by the Chief of Police as Criminal Investigators.

The Adequacy Standards Regulation requires that the police service have one or more Criminal Investigators who have completed the required training or have acquired equivalent competencies. In addition, investigative supports must be accessible to the service. These include forensic identification, breath testing, and criminal intelligence.

The goals and objectives in the Business Plan call for providing skills training for criminal investigators, and ensuring that those officers in specialty units receive the training required to ensure a high level of competency. To that end, the Service provided training to its members in 2007 as follows:

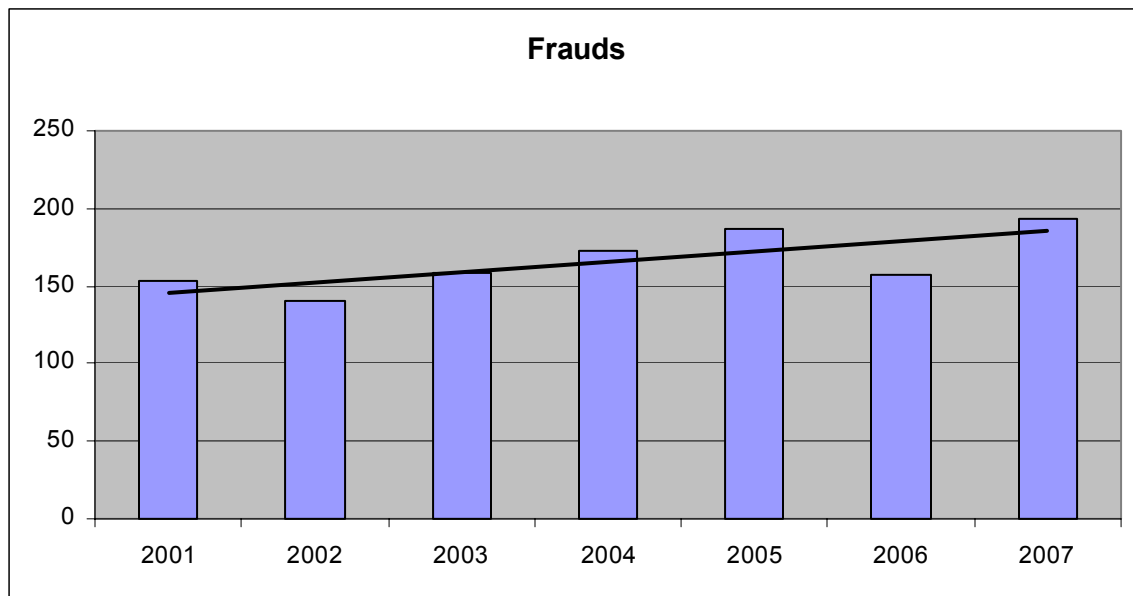
General Investigative Techniques	2	Lawful Justification	2
Internet Searching Techniques	3	Fraud Conference	3
Search Warrant	2	Homicide Investigation	1
Drug Investigation	1	Child Abuse	1
Digital Photography	1	Major Case Management	4
Professional Standards	1	Child Interview	1
Investigative Interview	3	Intelligence Officer	1
Sexual Assault Investigation	1	Incident Commander	1
Youth and Crime Conference	1	Domestic Violence	1

In addition to supervisors of each platoon being designated as criminal investigators, 21 of the 57 constables (37%) assigned to the Patrol Division are also designated, providing investigative expertise and experience at the front-line level. This is particularly important to the young officers who receive mentoring and direction from those officers.



The position of Fraud Coordinator has become a vital link between the police service and the financial community, establishing a working relationship between investigators from banks and financial institutions and the law enforcement community. With concerns surrounding identity theft, internet fraud, and other offences in our seemingly borderless world, the reach of the criminal element is international and sophisticated, with the ability to operate with little impunity.

The Fraud Coordinator processed more than 26 complaints that were linked to Internet crime. There was a decrease in the number of complainants who suffered financial loss. This can be attributed in large part to public education initiatives such as “Project Protect”, which was introduced in 2006.



Internet fraud remains under reported and a challenge to law enforcement personnel, thus making it attractive to criminals. It stands to reason then that, as our dependence on technology increases, so will Internet fraud. People who fall prey to Internet fraud may be reluctant in making a complaint. They may feel embarrassed that they were ‘duped’ or that the likelihood that law enforcement will identify the criminal is remote and therefore don’t want to ‘bother’ the police.

COMMUNITY SATISFACTION

The Business Plan set out the following goal for this area:

Goal

To ensure that members of the community are satisfied with the quality of policing provided to their community.

Objectives

1. To conduct ongoing community consultation.
2. To respond to community concerns through community problem solving.
3. To deliver a customer service training program

Performance Measures

1. Annual community satisfaction evaluation reports.
2. Community consultation initiatives.
3. Community problem solving initiatives.
4. Number of members receiving customer training.

In the fall of 2005, a fourth year student from Nipissing University's Criminal Justice Program was commissioned to conduct a community survey. Working with the Quality Assurance officer of the Service, residents of North Bay and Callander were asked to evaluate the North Bay Police Service in a number of areas. The respondents who indicated that they had contact with police in the past year accounted for 40% of the sample group, with 78.4% indicating positively to their level of satisfaction with the police service.

Although not a performance indicator listed above, the number of public complaints and their resolution are key indicators in community satisfaction. A total of 15 complaints were received in 2007 versus 12 in 2006. Of those 15, two resulted in disciplinary actions being taken, 13 were either withdrawn or found to be unsubstantiated.

In order to enhance the interaction between community members and staff of the North Bay Police Service, a training program for all employees was designed in conjunction with a private sector company, Magna Carta, and the Ontario Tourism Education Corporation. This training was delivered in December of 2007.

EMERGENCY CALLS FOR SERVICE

The Business Plan set out the following goal in this area:

Goal

To ensure efficient and safe response to calls involving emergency response personnel.

Objectives

1. To ensure that all emergency response personnel receive the required training and re-qualifications necessary for them to conduct themselves in a professional and safe manner.
2. To ensure participation of the service in community emergency response preparation and training.

Performance Measures

1. Number of training hours/days dedicated to emergency response training.
2. Number of community preparedness and training initiatives.

The Service's Emergency Response Team, along with trained Crisis Negotiators and Incident Commanders, must maintain their level of proficiency and be prepared to deal with some of the most serious incidents in policing. In recognition of this, the goals established in the Business Plan deal specifically with training for these members. The team had five days of maintenance training in 2007, covering a variety of topics including:

1. Clearing Techniques
2. Containment Training
3. ERT Written Testing
4. Task Specific Testing
5. Firearms Qualifications
6. Chemical Munitions
7. Distraction Device Training
8. Fitness and Task Specific



In addition, one member continued with maintenance training as a Sniper/Observer, which involved 3 hours on 10 separate days on the range, throughout the year. The team also received 3 days of training from their colleagues from the Peel Regional Police Tactical Team in a variety of areas. During the fall of 2007 members of the Emergency Response Team conducted containment training with members of the West Nipissing Police Service.

The Emergency Response Team members were involved in 28 occurrences in 2007. Within the service, each platoon has at least two ERT members. These individuals are sometimes called upon to assist with search warrant executions, apprehensions of violent individuals and in situations where TASER deployment becomes necessary.

VIOLENT CRIME

The Business Plan set out the following goal for this area:

Goal

To use crime analysis techniques more effectively in targeting violent crime investigations.

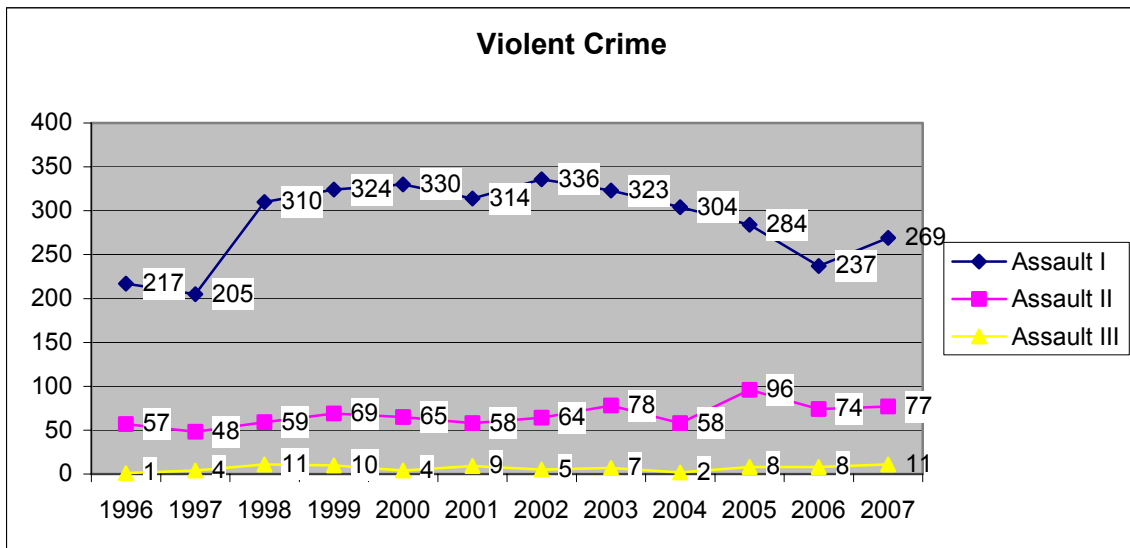
Objectives

1. To establish systems for analysing short and medium term trends in violent crime in order to respond more effectively.
2. To increase the number of task force and joint forces (JFO) investigations dealing with linked violent crime occurrences.
3. To maintain clearance levels within 5% of the past three-year average of 85%.

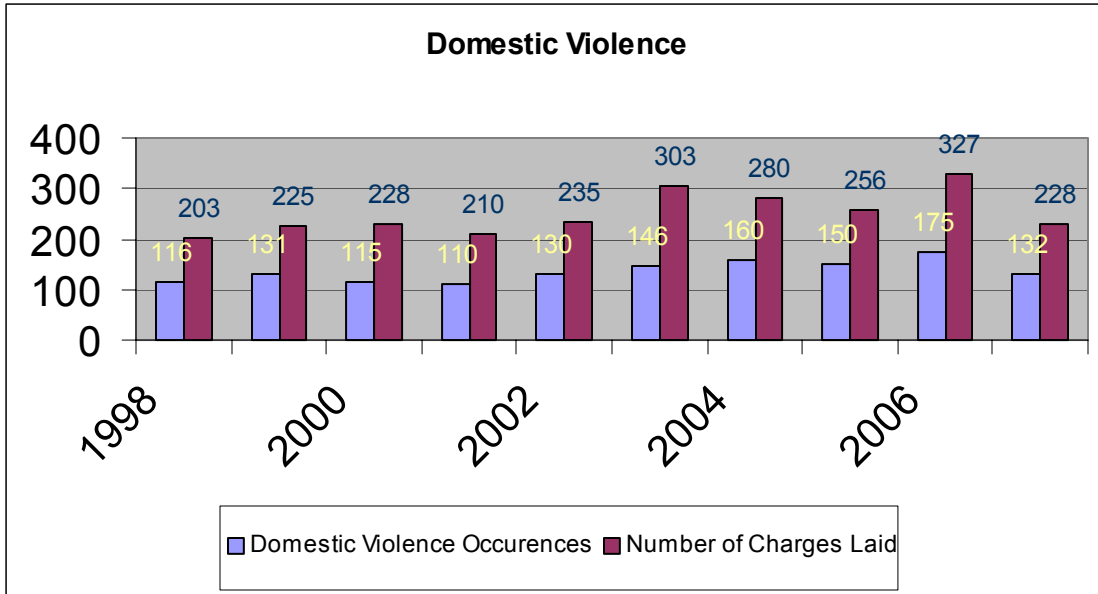
Performance Measures

1. Number of task force and JFO investigations initiated.
2. Clearance rate on violent crime.

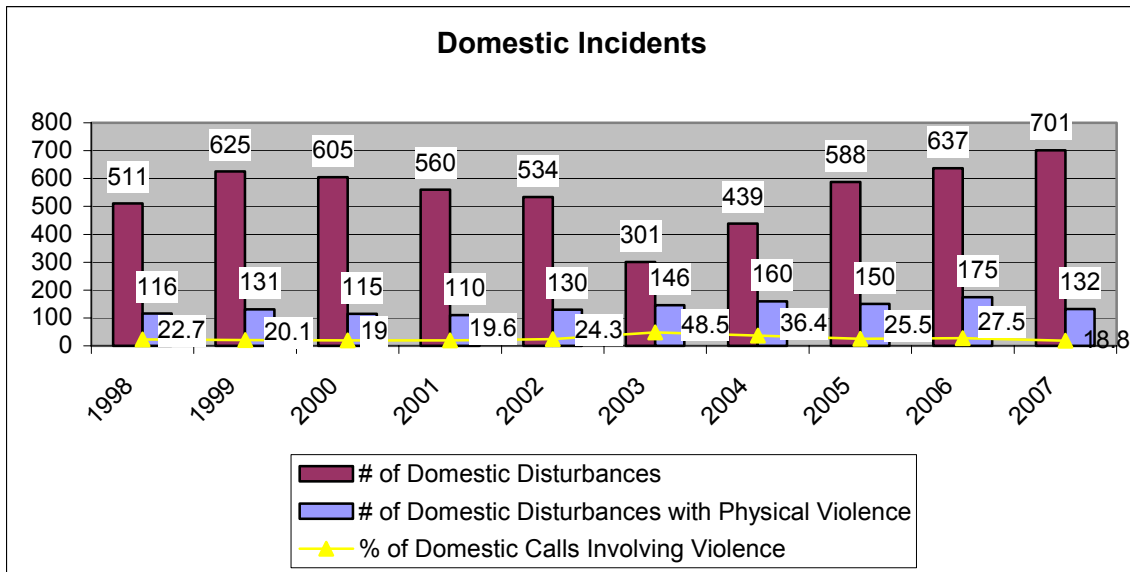
The service is continuing its aggressive response to violent crime by making these occurrences priorities. We maintain a high clearance level, with 91.9% of violent crimes being cleared in 2007, up from 89.7% the previous year. That is to say that the offender was charged or, at a minimum, identified but not charged. Crime trends in these areas are constantly monitored.



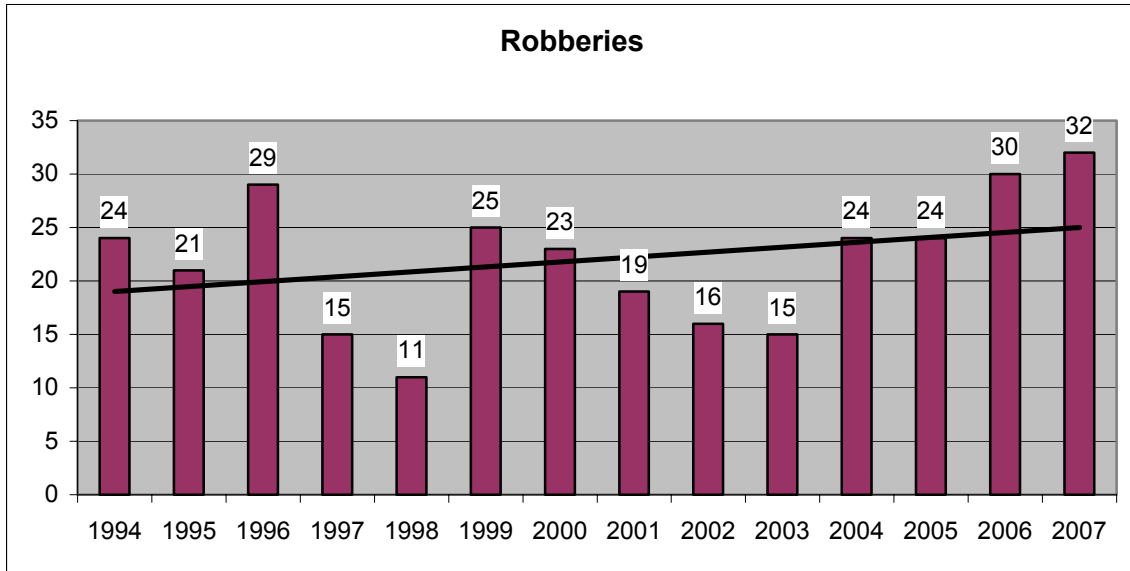
As seen above, assaults in all three areas of severity have increased from the previous year. These figures, however, are within the previous years high and low marks. Analysis of these and other related occurrences has linked much of the violence to that portion of our community that chooses to participate in the illicit drug trade. As reported in 2006, a majority of serious violent crimes, such as robberies are related to the drug sub-culture.



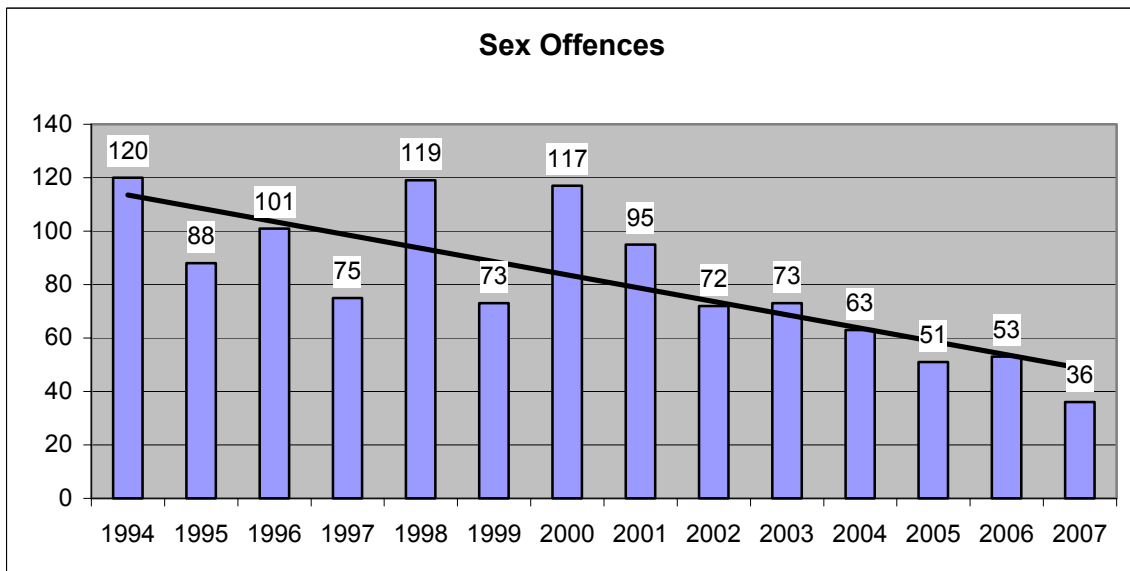
The reporting of domestic disturbances has decreased. The percentage of domestic disturbance calls involving physical violence has averaged 26.24% over the past ten years. There was a reduction to 18.8% last year. 2007 saw a rate of 1.72 charges per occurrence, slightly lower than the 2006 average of 1.87.



An analysis of 2007 robbery data indicates that 64.5 % of these occurrences are in some way related to illicit drugs. The number of robberies increased from 30 to 32 in the past 12 months. Corner stores, financial institutions and businesses are not being targeted but rather these crimes are being committed by individuals who are, in many instances, known to the victim. This often results in reluctant victims and witnesses, which hinders the investigation and its successful conclusion. These incidents are frequently personal disputes over money or property.



The number of sex offences reported to police continues to decline, as has been the trend over the past decade. A total of 36 sex offences were reported in 2007, a decrease of 17 from the previous year. Workload for criminal investigators in the early to mid 1990's included a large number of historical sexual assaults, offences that had occurred in years previous and were only reported at that time. This does not appear to be the case today. Some such reports are being received but not in the volume that was witnessed a decade or so ago.



The Service is pursuing the completion of a protocol agreement with other agencies involved in the areas of medical treatment and victim assistance in relation to the investigation of sexual assaults and domestic violence.

Since 1996 a Regulation made pursuant to the *Police Services Act of Ontario* requires policing agencies to submit ViCLAS (Violent Crime Linkage Analysis System) reports on all occurrences that meet the following criteria:

1. All solved and unsolved homicides and attempts;
2. All solved and unsolved sexual assaults or attempts;
3. Missing persons, where foul play cannot be ruled out;
4. Unidentified human remains where foul play cannot be ruled out as a manner of death;
5. All non-parental abductions and attempts;
6. False allegations of sexual assaults or attempted murder;
7. All solved, unsolved, or attempted Child luring and or Child Pornography;
8. Any violent crime where the investigator believes that the offender, whether known or unknown may have been responsible for other violent crimes or has the potential to offend or re-offend.

Under provincially mandated guidelines, the thirty-eight page, 156 questionnaire form must be completed by the investigator and submitted for review by his/her supervisor within specified time lines. In 2007, 62 booklets were submitted for analysis by investigators. In 2007 one Detective Constable from the Investigative Support Section had been seconded to the ViCLAS Section of the Ontario Provincial Police in Orillia for the duration of two years.

PROPERTY CRIME

The Business Plan set out the following goal in this area:

Goal

To provide timely and effective response to property crime.

Objectives

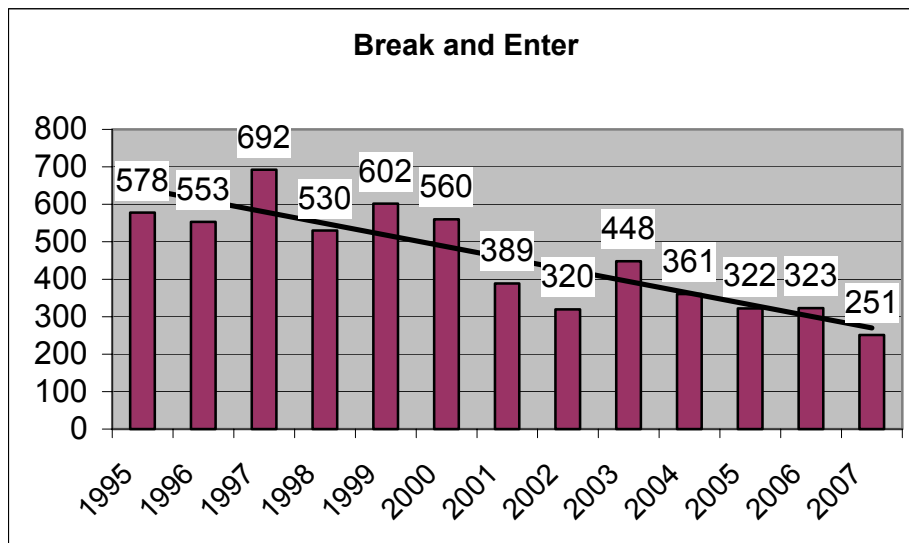
1. To research and develop more timely and effective crime analysis systems in relation to property crime.
2. To maintain clearance rates to within 5% of the current three-year average of 22%.
3. To ensure the prompt return of property to victims.

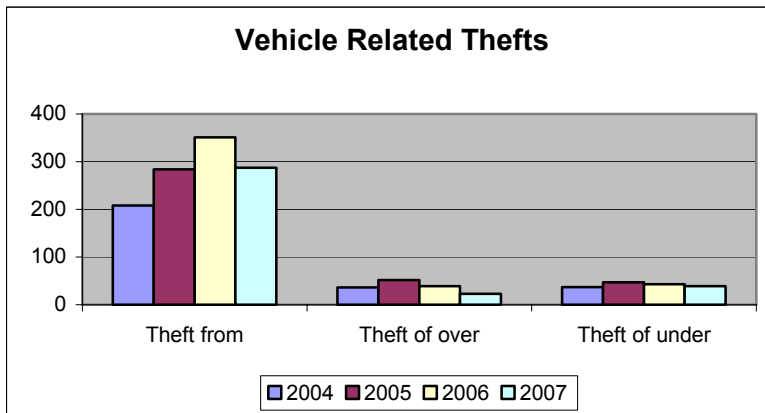
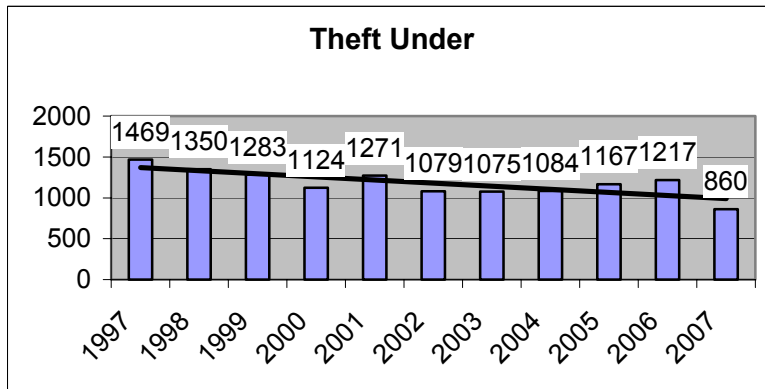
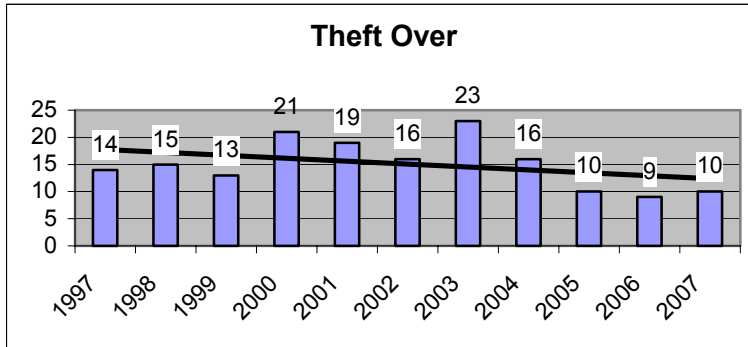
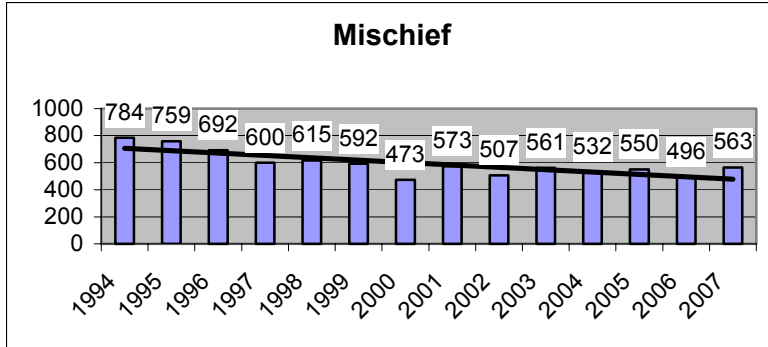
Performance Measures

1. Implementation of systems.
2. Clearance rate on property crime.
3. Annual general property audit.

The Service is currently working on the development of a periodic transfer of data from its Records Management System to an analysis format that would provide desktop access to crime data. This will provide for timely trend identification in key crime areas, in particular property crimes, in order to take investigative and enforcement actions in a directed fashion.

In reviewing data on property crime, we have observed a mixture in the four main categories. In relation to 2006 figures, reported break and enter occurrences are lower by 22.3% as are reported theft under \$5000 occurrences, which have dropped a significant 29.32%. Theft over \$5000 reports increased by 11% as had incidents of reported mischief up by 13.5%. Thefts from motor vehicles, as seen in the chart entitled "Vehicle Related Thefts", have decreased by 18.2%. This may be attributed in part to the "Lock It or Lose It" campaign.





The Street Crime Unit continued to actively pursue those primarily responsible for property crimes, becoming involved in 128 separate investigations and responsible for laying 106 criminal charges.

On many occasions the Unit interacted with our JFO Drug Officer, which culminated in the execution of both Criminal Code and Controlled Drug and Substance Act search warrants. Criminal charges varied from property crime offences, breach of court orders, fraud, robbery and extortion, drugs and assaults. The unit has fostered a working relationship with Inspectors from the Alcohol and Gaming Commission and the second hand goods retailers in the area. The latter has reduced the ease with which thieves can dispose of stolen property locally.



The seconds it takes to lock your vehicle and secure personal belongings could save you from being a victim

**LOCK IT or
LOSE IT**

The North Bay Police Service would like to remind you that during warmer months incidents of theft from vehicles and thefts of bicycles could increase if we, the community, allow it.

Don't give criminals the opportunity

- Ensure vehicle windows, sunroof and car doors are locked.
- Chain or lock bicycles to a hardened post, pillar or fence.
- Secure BBQ and tanks to patios or fasten to a building.
- Don't leave lawn or garden equipment in open view.
- Lock boats, engines and trailers with proper locks.
- Secure garage and shed doors.
- When you're away, talk to your neighbours, asking them to bring in your newspapers, flyers and mail.
- Consider timers or motion detector lights for dark areas around your home.

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YOUTH CRIME

The Business Plan set out the following goal in this area:

Goal

To ensure an appropriate and timely response to youth crime.

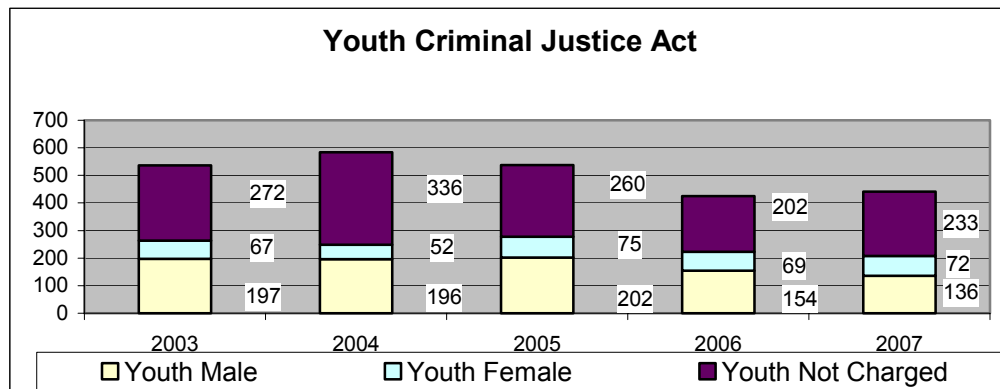
Objectives

1. To implement effective data collection and reporting systems.
2. To analyze youth crime data and identify trends and issues.
3. To respond to identified trends and issues (e.g. rise in a particular crime area).

Performance Measures

1. Implementation of data collection system.
2. Trends and issues identified.
3. Number of issues identified and responded to.

Youth referral data has been collected over the past five years and may provide some insights into recidivism and the programs being used in relation to the legislation. Ongoing discussions with the Criminal Justice Program at Nipissing University indicate an interest in working with the Police Service in reviewing the data and providing some feedback on the steps being taken when young persons have been identified and coming into conflict with the justice system.



Appropriate use of the legislation is being made with an increase this past year in non-prosecutorial avenues being used. There was a decrease in the number of youth males charged and only a slight increase in the number of youth females. Working with community partners, such as the Criminal Youth Justice Committee youths are given an opportunity to take responsibility for their actions by means of non-judicial sanctions and consequences. This is one of the tenets of the Youth Criminal Justice Act.

VICTIM ASSISTANCE

The Business Plan set out the following goal in this area:

Goal

To provide enhanced assistance to victims of crime.

Objectives

1. To ensure members interact with victims in a professional manner.
2. To utilize community resources and partnerships in providing support to victims of crime.

Performance Measures

1. Level of satisfaction with services expressed by victims of crime in community satisfaction questionnaires.
2. Number of community initiatives and partnerships.
3. Letters to the Service from victims of crime.

Through its local partners such as Community Counselling Centre, Near North VCARS, Nipissing Transition House, Crisis Centre, Amelia Rising, the Indian Friendship Centre, the Children's Aid Society, North Bay General Hospital, the Crown Attorney's Office, neighbouring police agencies, Victim Witness Assistance Program and several provincial ministries, a number of initiatives are being planned in relation to public education and awareness on the issue of domestic violence.

There were 401 referrals made to partner agencies in 2007. This is only slightly lower than the previous 465 in 2006. This would be in keeping with the overall decrease in the areas of domestic violence and sex offences, which were the primary source of referrals.

Interventions with the National Parole Board, Criminal Injuries Compensation Board and other government ministries have resulted in positive outcomes for the affected victims. A new community survey will be required to assess satisfaction levels. Monitoring and analysis of public complaints does not indicate that there is dissatisfaction with the Service. To the contrary, letters of praise received are numerous and attest to the positive feeling that victims have after dealing with our personnel.

ROAD SAFETY

The Business Plan set out the following goal for this area:

Goal

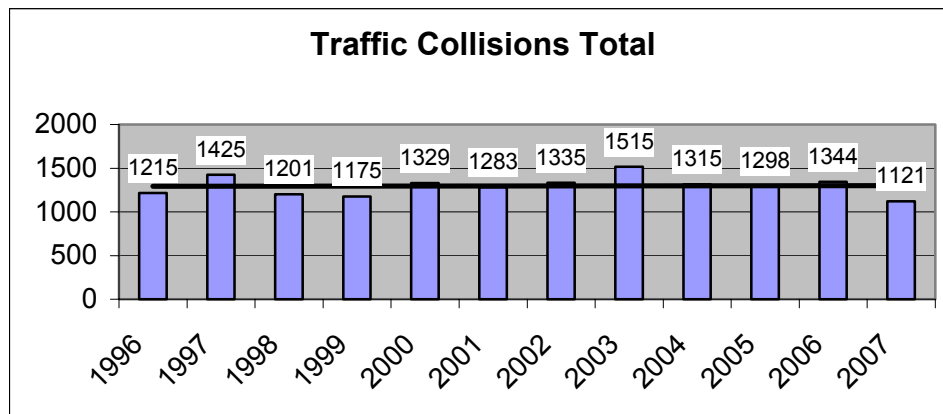
To fully implement the Platoon Traffic Officer program as outlined in the Safer Communities - 1000 Officers Partnership Program funding application.

Objectives

1. To positively affect the rising number of traffic collisions through an increase in general and directed traffic enforcement and public education initiatives.
2. To increase the service's participation in provincial and local road safety initiatives.
3. To train designated traffic enforcement officers in Radar/Laser Speed Detection, Problem-Oriented Policing, Child Restraint Seat Inspections and other road safety matters.
4. To increase traffic enforcement by 10% annually.
5. To increase drinking and driving enforcement by 10% annually.

Performance Measures.

1. Number of traffic collisions reported.
2. Number of provincial and local road safety initiatives in which the Service actively participates.
3. Number of officers trained in specific traffic enforcement disciplines.
4. Number of charges/warnings/equipment notices issued.
5. Number of drinking and driving arrests.
6. Person hours of dedicated traffic enforcement by patrol personnel.
7. Person hours of directed traffic enforcement by patrol personnel.



The number of collisions reported in 2007 decreased by 16.6% over the 2006 figures. Although enforcement is only one of the factors that would affect traffic collisions, the 2007 increase in enforcement appears to have had a positive impact on the collision totals.

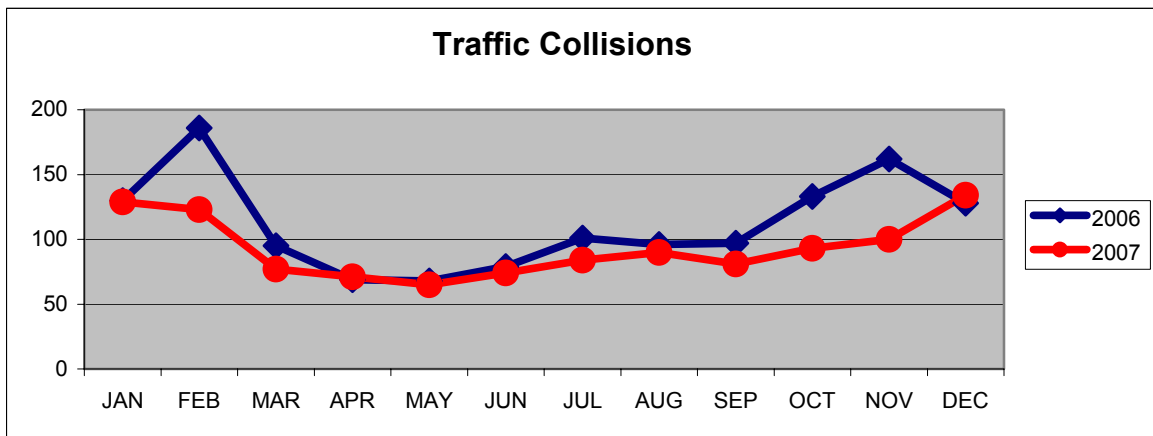
The Police Service has participated in the Safer Communities-1000 Officers Partnership Program and hired four officers to allow one officer from each platoon to be assigned as a Platoon Traffic Officer (PTO). The PTO addressed issues related to road safety, general enforcement and directed traffic enforcement.

Full implementation of the PTO took place in early 2007. Provincial Offences enforcement has increased by 95.5% over the previous year. Statistics indicate that the PTO was responsible for 63.5% of this increase. The participation in the program has been beneficial.

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) 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) Child Restraint System
- g) Bicycle Helmet Participation

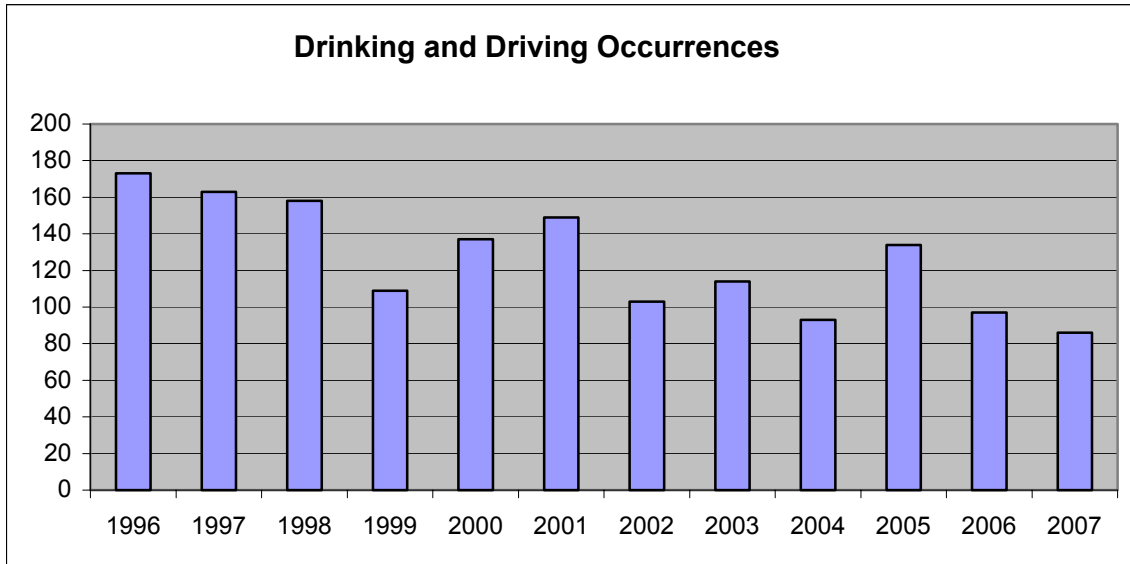
A new campaign in 2007 dealt with Winter Driving Habits. A need was identified for such a program upon analysis of collision data on a month-to-month basis. It became evident that spikes in reported collisions occurred during the winter months. Evaluation of that program will be conducted in the future.



Our traffic coordinator continues to dialogue with municipal officials to track issues and problem solve traffic and collision related public safety concerns. This approach is proving valuable in addressing citizen concerns. The 2005 Community Voice on Policing survey identified traffic as one of the top 4 areas of vulnerability and the majority of respondents (59.9%) identified Directed Traffic Enforcement as a valuable program.

In the area of community education and awareness, our Community Safety Coordinator and other staff are actively working with a number of community groups and coalitions, with such activities as Child Restraint Seat clinics, Road Safety Challenge Committee,

Mothers Against Drunk Driving, Operation Nez Rouge/Red Nose, and the North Bay Focus' anti drinking and driving campaigns.



Traffic statistics reveal enforcement has increased substantially. This translates to more motorists are being checked for safety reasons, administration issues, and moving violations. It is of importance to note that impaired driving charges had decreased by 11.3% in 2007 over the 2006 figures. It may be apparent that additional officer presence on the road ways coupled with educational programs delivered at school level and television/newspaper campaigns may be having a significant impact on this type of offence.

Although the service had targeted to increase enforcement on drinking and driving by 10%, this is a target that we don't mind missing. Despite our best efforts, drinking and driving charges are down. We share this good news with our community partners such as North Bay Focus, Mothers Against Drunk Driving, Operation Nez Rouge/ Red Nose, North Bay and Area Road Safety Challenge Committee and Connecting Community Partners in Injury Prevention (Operation Lookout).



INFORMATION TECHNOLOGY

The Business Plan set out the following goal in this area:

Goal

To provide computer technology in a secure environment, which supports the Service operationally and administratively and enhances our ability to best serve the public.

Objectives

1. To maintain system security and firewall levels in compliance with cooperative requirements.
2. To actively participate in computer cooperative initiatives.
3. Roll out the mobile workstations for patrol officers and remote computer access to other staff.

Performance Measures

1. Annual reporting on systems integrity and security status.
2. Member participation in cooperative development, implementation and systems improvements.
3. Mobile workstation and remote computer access implemented.

Several projects were ongoing, including the Mobile Workstation project, a digital mug shot system, and replacement of computers. The service continued to participate in the Ontario Police Technology Information Cooperative, which provides the secure environment for our Computer Aided Dispatch and Record Management Systems. During the past year, the issues surrounding secure wireless networking for our mobile workstations were resolved, allowing us to proceed to the initiation of the pilot project testing two different mobile workstation designs. Upgrades implemented in 2007 included a new firewall for network traffic, implementation of two-factor authentication to the network started, and server upgrades to our Microsoft SQL server and the Microsoft Exchange server to the 2003 version.

In 2007 the lease on the majority of the service's computers expired and they were replaced with computers that were purchased. As part of a Ministry initiative we have been implementing a higher level of security for our users when they access our network. This involves providing a device that is password protected and required for the user to log on to our system. Implementation of this system started in 2007 and will continue until all employees are active.

Further implementation of the mobile workstations will take place in 2008. Continuing to grow this system until it is mature will continue to be a challenge. However, once it has become fully implemented, the identification of additional functionality, such as global positioning systems and electronic ticketing will see the productivity gains and safety measures that have been the goal from the outset.

PUBLIC COMPLAINTS

There were a total of 15 complaints received in 2007 versus 12 in 2006. Of those 15, two resulted in disciplinary action being taken, 13 were either withdrawn or found to be unsubstantiated.

EXEMPLARY SERVICE AWARDS

Chief of Police Commendation

Constable A. Corrente
Constable S. Jackson

Deputy Chief Commendation

Constable B. Reaume

Sworn Long Service Recognition

Constable S. Cotgreave	30 years of service
Staff Sergeant B. Crown	20 years of service
Constable K. Rice	20 years of service
Constable M. Hunter	20 years of service
Communications Supervisor C. Smith	20 years of service
Special Constable B. Morton	20 years of service

Employee of the Year

Staff Sergeant E. Whittle

CONCLUSION

This is the first report relating to the 2007-2009 Business Plan. The planning process included input from the community and the personnel of the North Bay Police Service. Our established goals and objectives coupled with analysis of local, provincial and national factors provide insight into future issues that face policing. The North Bay Police Service is committed to meeting these demands.

The past year was a milestone with our 125th Anniversary. It was also a year of reflection and recognition for those who have served before us. We now look to the future to anticipate and meet the challenges that our changing world will present to us. We are in the last year of our Strategic Plan. 2008 will include the development of a new Strategic Plan, establishing the direction that we will take over the next five years.

We continue to enjoy the support and participation of the community in relation to policing issues. Our members look forward to continuing this partnership in making our neighbourhoods safe and secure, and the City of North Bay and Municipality of Callander the envy of other communities in the Province.

"The only ones among you who will be really happy are those who will have sought and found how to serve."

Albert Schweitzer