



**PEEL POLICE SERVICES BOARD  
PUBLIC AGENDA  
FRIDAY MAY 28, 2021 AT 10:00 A.M.  
VIRTUAL MEETING**

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**ROLL CALL**

**DECLARATIONS OF CONFLICT/PECUNIARY INTEREST**

**CHIEF'S UPDATE**

**BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS**

**APPROVAL OF MINUTES**

1. Minutes of the Board Meeting held Friday, April 23, 2021.

**Recommendation:**

***That the Minutes of the Board Meeting held Friday, April 23, 2021 be adopted as read.***

**DEPUTATIONS**

2. **Mr. Deepak Anand, MPP Mississauga Malton** – A written submission dated May 3, 2021 received from Mr. D. Anand advocating for *Bill 231 Protecting Ontarians by Enhancing Gas Station Safety to Prevent Gas Station Safety to Prevent Gas and Dash Act, 2020* that calls for a mandatory system of fuel prepayment to enhance safety and prevent gas station theft.

**Recommendation:**

***That the deputation be received.***

**PRESENTATIONS**

- 3.1 **PRP Human Rights Project - Overview** - Deputy Chief A. Odoardi, Innovation and Technology Command, and Executive Sponsor for the Human Rights project will be providing the Board with an overview of the project undertaken by PRP and PPSB with support from the OHRC to develop and implement recommendations founded upon OHRC's seven principles for eliminating systemic racism in law enforcement. The OHRC will also be present for this overview.

**Recommendation:**

***That the presentation be received.***

- 3.2 Situation Table Presentation** – Deputy Chief M. Andrews, Community Policing Operations Command and Cst. J. Brown, providing the Board with a presentation on the multi-sector partnership between various community agencies in the Region that meet on a weekly basis. This collaborative table receives referrals of persons, families or communities and provide a focused, ‘wraparound’ support approach to those most vulnerable and at a heightened risk of harm.

**Recommendation:**

***That the presentation be received.***

## **NEW BUSINESS**

### **CONSENT MOTION**

Items **#4 to #6** are considered to be routine and will be **approved by one motion**. There will be no separate discussion of these items unless a Member requests it in which case the item(s) will be removed from the consent motion and considered in its normal sequence on the agenda under New Business.

### **CONSENT AGENDA**

- 4. 2020 Current, Capital & Reserve Financial Report – Year End** – Report dated May 5, 2021 from Deputy Chief R. Patrick, Corporate Services Command, providing the Board with the 2020 year-end reporting. **Note: The Police Services Board’s Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.**

**Recommendation:**

***That the information be received.***

- 5. Provincial Adequacy Regulation - Annual Compliance Report** - Report dated May 5, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the provincial adequacy regulation annual compliance report. **Note: The Police Services Board’s Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.**

**Recommendation:**

***That the information be received.***

6. **Annual Procurement Activity Report (January 1 – December 31, 2020)** - Report dated May 5, 2021 from Deputy Chief R. Patrick, Corporate Services Command, providing the Board with the procurement activity for 2020. **Note: The Police Services Board's Finance, Audit & Risk Committee reviewed and received the report and recommended that the report be forwarded to the Board for information.**

**Recommendation:**

***That the information be received.***

**OTHER NEW BUSINESS**

7. **Peel Regional Police 2020 Annual Report** - Report dated May 3, 2021 from Deputy Chief A. Odoardi, Innovation and Technology Command providing the Board with the 2020 Peel Regional Police annual report.

**Recommendation:**

***That the Board approve the 2020 Annual Report;***

***And further that, upon approval, the 2020 Annual Report be provided to Regional Councillors. Following receipt by Council, the report will be distributed internally and made available to the public.***

8. **Body Worn Camera Status Report** – Report dated May 12, 2021 from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the status report for body worn cameras for the period of May 1, 2021 – May 31, 2021.

**Recommendation:**

***That the information be received.***

9. **Request for Direct Negotiation with Optiv Canada** – Report dated May 6, 2021 from Deputy Chief A. Odoardi, Innovation and Technology Command, providing the Board with the request for direct negotiation for the supply of cybersecurity software and hardware and professional consulting services with Optiv Canada.

**Recommendation:**

***That an award for the supply of cybersecurity software, hardware and professional consulting services for Peel Regional Police (PRP) be awarded to Optiv Canada for a contract period of 5 years from the date of contract execution.***

***And further, that subject to budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity.***

**ADJOURNMENT OF PUBLIC MEETING**



**PEEL POLICE SERVICES BOARD**  
**PUBLIC MINUTES**  
**FRIDAY APRIL 23, 2021 AT 10:00 A.M.**  
**VIRTUAL MEETING**

**01-05-21**

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The Public meeting of the Regional Municipality of Peel Police Service Board commenced at 10:06 a.m. via ZOOM CONFERENCING.

**ROLL CALL**

Members Present: A. Attia, Chair  
R. Chatha, Vice Chair  
N. Iannicca  
B. Crombie  
A. Boughton  
L. Howell

Absent: M. Medeiros (*Municipal Business*)

Others Present: N. Duraiappah, Chief, Peel Regional Police  
M. Andrews, Deputy Chief, Community Policing Operations  
B. Mullins, Acting Commander, Corporate Services  
A. Odoardi, Deputy Chief, Innovation and Technology  
N. Milinovich, Deputy Chief, Investigative and Emergency Services  
S. McKenna, Staff Superintendent  
D. Cousineau, Superintendent, Executive Officer  
M. Figueiredo, Acting Associate Administrator  
S. Wilmot, Legal Counsel to the Chief  
C.L. Holmes, Director, Finance  
T. Wilson, Director, Human Resources  
B. Ford, Inspector, OIC, Professional Standards  
R. Serpe, Executive Director to the Board  
L. Perkins, Board Manager  
A. Suri, Executive Assistant

**DECLARATIONS OF CONFLICT/PECUNIARY INTEREST - NIL**

**CHIEF'S UPDATE**

Chief N. Duraiappah briefly spoke about the new Provincial regulations in response to the COVID-19 lockdown. He stated that PRP is committed to working with municipal bylaw enforcement and Public Health. He stated that PRP is in communications with the Ministry about inbound flights at Pearson International Airport and how to best assist with Provincial public health regulations.



## BOARD MEMBER QUESTIONS and/or ANNOUNCEMENTS

Chair A. Attia congratulated DC N. Milinovich for launching the Intimate Partner Violence Unit as it has been a long-held Board priority.

## APPROVAL OF MINUTES

- Minutes of the Board Meeting held Friday, March 26, 2021.

**Resolution:**

***That the Minutes of the Board Meeting held Friday, March 26, 2021 be adopted as read.***

Moved by: A. Boughton  
Seconded by: R. Chatha

CARRIED 01-04-21

## DEPUTATIONS

- Mr. David Bosveld** – The Board considered the written submission dated April 21, 2021 received from Mr. D. Bosveld requesting the establishment of an Anti-Black Racism Advisory Panel for the Peel Police Services Board.

A. Attia highlighted the Board's commitment to the Memorandum of Understanding (MOU) with the Ontario Human Rights Commission (OHRC). He stated that the Board has been focused on engagement with the community, particularly on the topic of anti-Black racism.

Chief N. Duraiappah acknowledged the sentiment in the deputation and recognized the need to allow a platform for the voices of people with lived experiences to share their understanding of the issues around anti-Black racism. Chief N. Duraiappah spoke briefly about the School Resource Officer Program and how based on community feedback, there was an identified need to deconstruct and re-build a new program.

A. Attia stated that M. Medeiros was unable to attend the Board meeting due to Municipal Business but has requested that Board members study the recommendations in the deputation and provide feedback.

L. Howell requested that the Board study the OHRC definition of disadvantaged groups and look at the feasibility of creating advisory committees for each of the identified groups.

B. Crombie requested a report back to determine the appropriate role the Police Services Board can play and to identify how other municipalities and police service boards are addressing concerns of discrimination, particularly with respect to the formation of anti-Black racism advisory committees. She stated that the City of Mississauga has many advisory committees and are currently in the process of creating an anti-Asian racism advisory panel. She stated that upon receipt of the report, the Board would deliberate on whether to move forward to create an anti-Black racism advisory committee.

**Resolution:**

***That the deputation be received as information;***

***And further that the Executive Director and Peel Regional Police report back to the Board with respect to the deputation.***

Moved by: B Crombie  
Seconded by: A. Boughton

CARRIED 1.1-04-21

## **PRESENTATIONS**

- 2.1 Peel Children's Aid Society (CAS) –** R. Bains, Chief Executive Officer, Peel CAS and D. Allan-Ebron, Service Director, Peel CAS provided the Board with a presentation on the Peel Children's Aid Society.

Chair A. Attia, B. Crombie and R. Chatha thanked the presenters and pledged ongoing support for Peel CAS.

Chief N. Duraiappah thanked the presenters and highlighted the strong relationship between PRP and senior management at Peel CAS. He commended the presenters for the high level of programming and collaboration with PRP.

**Resolution:**

***That the presentation be received as information.***

Moved by: A. Attia  
Seconded by: R. Chatha

CARRIED 2.1-04-21

**2.2 Intimate Partner Violence Unit & Strategy** – Deputy Chief N. Milinovich, Investigative & Emergency Services Command and Inspector L. Hewison, provided the Board with a presentation on the Intimate Partner Violence Unit and Strategy.

A. Boughton recalled the 2020 murder of Darian Henderson and how he was personally touched by the tragedy. He thanked Chief N. Duraiappah for his leadership and strong messaging at the time. He also commended DC N. Milinovich for his work with the Intimate Partner Violence Unit.

B. Crombie acknowledged the work put into the establishment of the Intimate Partner Violence Unit. She inquired whether the decline in domestic violence and hate crime statistics was due to under reporting. DC N. Milinovich stated that from a policing perspective, the decline in reporting can be linked to the pandemic and people sheltering at home with family with less opportunity to isolate and report crimes. He also stated that some communities have an inherent distrust of the police and that could result in less calls for police assistance. PRP is working to help regain some trust within marginalized communities.

B. Crombie inquired about the logistics of moving women and children into shelters during the Covid-19 pandemic. DC N. Milinovich stated that women and children are being moved into safe shelters but many of the facilities are at capacity and under-resourced. Inspector L. Hewison reported that many of the community partners including shelters are underfunded and are unable to keep up with the demand in our communities.

Chief N. Duraiappah highlighted the intimate partner violence unit initiative as a landmark collaborative approach as it is embedded within a space with 15 to 17 other community agencies and partners. He stated that the establishment of this unit is an extension of the philosophy of orienting service delivery based on needs of the community and the appropriate referral to services to mitigate risk. The intimate partner violence unit was formed by reorienting and reallocating resources to ensure this initiative came to fruition.

Chair A. Attia congratulated the team responsible for the implementation of the intimate partner violence unit and requested that in the future, the team come back to the Board with a report of the impact of the unit

**Resolution:**

***That the presentation be received as information.***

Moved by: A. Boughton  
Seconded by: L. Howell

CARRIED 2.1-04-21

## NEW BUSINESS

3. **2020 Annual Hate-Motivated Crime Report** - The Board considered a report dated January 28, 2021 from Deputy Chief M. Andrews, Operations Support Command, providing the Board with the Hate Motivated Crime statistics for 2020.

Chief N. Duraiappah stated that despite the downward trend in reported hate crimes, there have been some unique data trends in this past year; there was an increase in the number of people affected in the Black, South Asian and Asian communities. He recognized the Region of Peel as a national leader in relation to the programming and response of hate crimes. Chief N. Duraiappah recognized Detective Sgt. F. Ismail as a provincial leader as he has been instrumental in formulating programming to address hate crimes. Detective Sgt. F. Ismail received the Civil and Human Rights Award from the International Association of Chiefs of Police.

Detective Sgt. F. Ismail stated that there was a slight decrease in reported hate crimes from 2019 to 2020, he attributed this change to some under reporting and less people on the streets due to the lockdown. He stated that PRP has a reassurance protocol that mandates any call for service related to hate crime incidents from a slur to an assault, immediately triggers a response by connecting with victims to provide support and referral to services.

B. Crombie inquired whether the Safe Place Program was well-used and if the public was aware of the program. Detective Sgt. F. Ismail stated that many participating spaces are underused due to the pandemic; however, PRP is working to raise awareness of the program via social media outlets and the PRP website. The program serves to allow victims of hate a safe shelter and wrap around support from participating businesses/agencies while they wait for the authorities to arrive.

**Resolution:**

***That the information be received.***

Moved by: B. Crombie  
 Seconded by: N. Iannicca

CARRIED 03-04-21

4. **Illicit Cannabis in Peel Region** - The Board considered a report dated March 16, 2021 from Deputy Chief N. Milinovich, Investigative and Emergency Services Command, providing the Board with the status report and statistics on Illicit Cannabis in Peel Region.

Chief N. Duraiappah stated that this Board report speaks specifically to illicit cannabis and is the direct result of a request from Regional Council.

DC N. Milinovich identified two different types of cannabis dispensaries: highly regulated legal dispensaries and illegal brick and mortar shops operating without requisite approvals and regulations. Initially, the PRP response was to educate and hold discussions with ownership, this approach ultimately proved to be unsuccessful. In response, a heavy enforcement model was employed and was successful in the substantial reduction of brick and mortar illegal dispensaries. The illegal shops evolved to mobile illegal cannabis dispensaries and often include the sale of other illicit substances. He reported an 86% increase from 2018 to 2020 in cannabis related impaired driving offenses. Upon encountering these offenders, 2 streams of enforcement are utilized: a field sobriety test is conducted and then a drug recognition expert who can prove and confirm the observations is called in. Since the legalization of cannabis, there has been a significant investment into these training programs. DC N. Milinovich highlighted the substantial resources required to combat both illegal and mobile dispensaries.

B. Crombie stated that the City of Mississauga opted out of allowing legal cannabis establishments to operate in the city. She detailed that Provincial regulations didn't allow the city to govern the concentration of retail establishments or control where they could be located. She stated that they are monitoring other jurisdictions where legal cannabis establishments are operating and will likely have further discussions within the year about the future of such dispensaries in Mississauga.

L. Howell requested a more concise breakdown of the drug and alcohol impairment offenses. DC M. Andrews clarified that the current statistics didn't break down the offenses where alcohol was the only source of impairment. Chief N. Duraiappah stated that a more comprehensive breakdown of the impairment charges would be presented to the Board.

**Resolution:**

***That the information be received;***

***And further that, the Executive Director of the Police Services Board forward the Illicit Cannabis in Peel Region report to Regional Council as information.***

Moved by: L. Howell  
Seconded by: N. Iannicca

CARRIED 04-04-21

- 4.1 Body Worn Camera Status Report** - The Board considered a report from Deputy Chief A. Odoardi, Innovation & Technology Command, providing the Board with the status report for Body Worn Cameras for the period of April 1, 2021 – April 30, 2021.

DC A. Odoardi reported that body worn camera project was on schedule and on budget. At the time of the report, the project is at 44% completion though the project implementation stage. Currently PRP is formulating a data review unit, this unit will be responsible for the security and redaction for privacy of all data that is received. This unit is comprised from internal sources being redeployed within the organization with no additional personnel or budget utilization. He further stated that they are currently in the community engagement phase which includes over 22 different methods of communication engagement to date. This data will be correlated from the feedback from town halls, virtual meetings with members of the Chief's Council, the Anti-Systemic Racism Council, Human Rights Council, Committee Advisory Council, media inquiries, PRP emails with information updates to the community and inquiries from community members who have contacted the organization.

All of the feedback is being compiled and a response is being formulated for the community at large. Over 60 pieces of feedback have been received via these community engagements and over 80% of the feedback has been incorporated into operations and policy for this project. The body worn camera policy will be available on the PRP website upon completion. To date, over 500 officers have been trained through the deployment plan. Currently, just the Airport Division has deployed the body worn cameras as it is a smaller control group to further study the technology. The larger organization wide deployment is set to take place in May after the completion of the community engagement formal response.

L. Howell thanked DC A. Odoardi for his update and commended the team for their speed and efficiency.

Chair A. Attia inquired whether PRP has received any public complaints about the deployment of body worn cameras at the Airport Division. He also inquired whether the recordings from the body worn cameras have been used in any judicial proceedings.

DC A. Odoardi stated that the purpose of the trial at the Airport Division was to test the rollout of the technology in various scenarios such as: response to persons in crisis, providing social services in real time via live stream, use of technology indoors and the reliability of use with Wi-Fi or LTE and being able to understand the performance of the devices under duress. He reported that feedback from PRP members and the community has been positive. He further stated that PRP has received some requests from the crown attorney's office to test evidence sharing.

**Resolution:**

***That the information be received.***

Moved by: A. Boughton  
Seconded by: R. Chatha

**CARRIED** 4.1-03-21

**ADJOURNMENT OF PUBLIC MEETING**

The Board public portion of the meeting adjourned at 11:52 a.m.

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A. Attia, Chair

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R. Serpe, Executive Director

# 02-05-21

May 3, 2021

Dear Peel Regional Police Service Board,

As a Member of the Provincial Parliament, I would like to know if I can count on your support in helping to put an end to a problem that has plagued Ontario communities for years. That problem is gas and dash. In 2010, Ontario's police services recorded over 9200 thefts. Fast forward to 2019, and that number has skyrocketed to 37,000.

Jayesh Prajapati was slain in 2012, and his killer would not be found for another three years while he continued stealing gas and endangering lives. We can stop this from ever happening again once this bill becomes law.

Police data paints a picture of how costly these gas and dashes are. One police service reported spending \$600,000 a year on just over 2000 gas and dash investigations. If you extrapolate this to the 37,000 thefts that Ontario saw in 2019, these investigations may be to the tune of \$11.1 million per year. This is money alongside thousands of hours that could be spent elsewhere on community safety.

I am advocating for a mandatory system of fuel prepayment that will prevent gas and dash from ever being a problem again. It's an approach that British Columbia, Alberta, and many US states have adopted for years and have seen almost no cases since, and it's time for Ontario to catch up.

The Bill has passed the second reading and is one step closer to becoming law. We have received support from diversified groups such as Ontario Association of Chiefs of Police, Ontario Convenience Stores Association, police services and, even municipalities.

So today, I request your organization for a letter of support to put Ontarians at the forefront of safety. Please send the letter to us @deepak.anand@pc.ola.org with a copy to your local MPP. The list of all MPPs with their Email addresses is attached.

I ask that you share this message with others that have a vested interest in the safety of Ontarians and our communities.

Let's work together in making the change we want to see.

I hope to hear back from you soon, and I look forward to continuing this relationship with your organization.

Thanks.

**Constituency Office of**  
**Deepak Anand, MPP Mississauga Malton**  
7895 Tranmere Drive, Unit 20  
Mississauga, ON L5S 1V9  
Telephone: 905-696-0367 | Fax: 905-696-7545  
Email: [Deepak.Anandco@pc.ola.org](mailto:Deepak.Anandco@pc.ola.org)



## PRESENTATION PLACEHOLDER

**PRP Human Rights Project - Overview** - Deputy Chief A. Odoardi, Innovation and Technology Command, and Executive Sponsor for the Human Rights project will be providing the Board with an overview of the project undertaken by PRP and PPSB with support from the OHRC to develop and implement recommendations founded upon OHRC's seven principles for eliminating systemic racism in law enforcement. The OHRC will also be present for this overview.

3.2-05-21

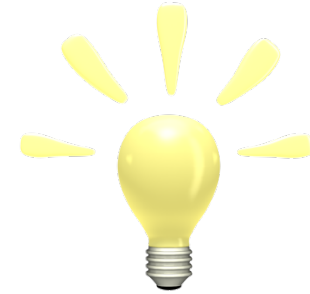


# Peel Situation Table

May 2021



# Situation Tables



Identifies levels of risk for situations and provides access to supports to mitigate the risks

# Acutely Elevated Risk

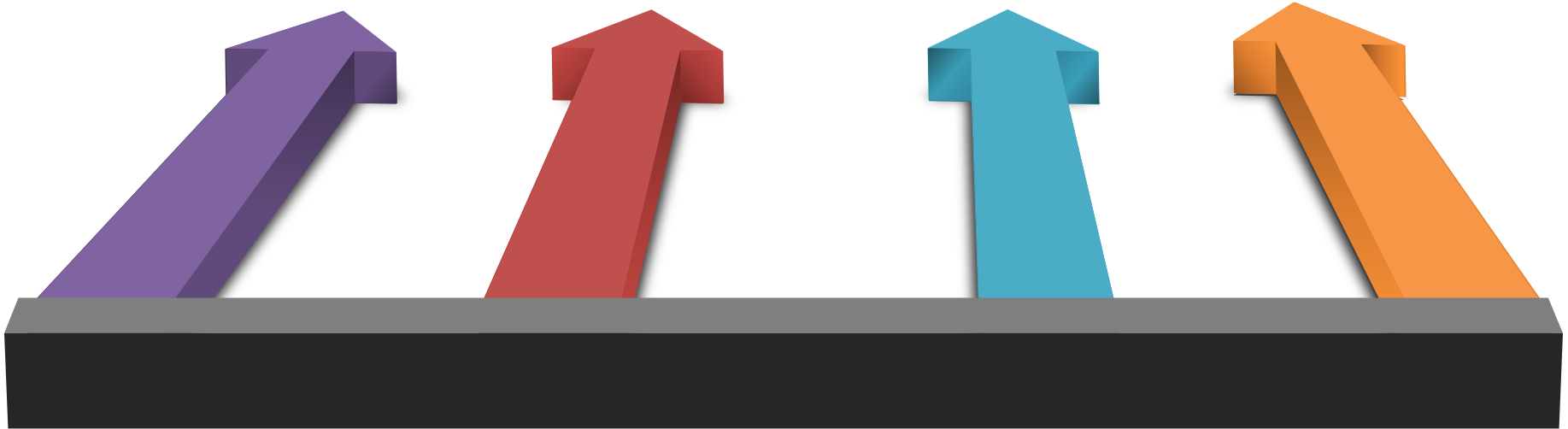


Individuals, families, groups or places with a high probability of victimization

Left unattended, situations may require targeted enforcement or other responses

“Acute” nature is an indication that threats are accumulating

Combined experience and judgment determine “acutely elevated risk”

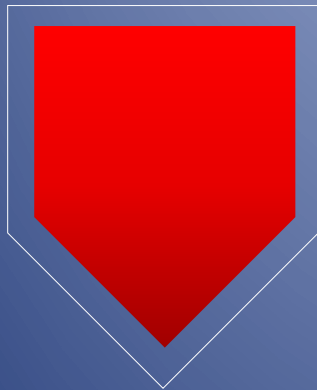




# Regional Situation Table



# Peel Situation Table



47  
organizations  
from various  
sectors



Meet weekly  
(start date of  
January 13<sup>th</sup>)



Facilitated by  
PRP and  
CMHA



Referrals  
from  
Community  
Mobilization  
and other  
service  
providers

# Process Overview

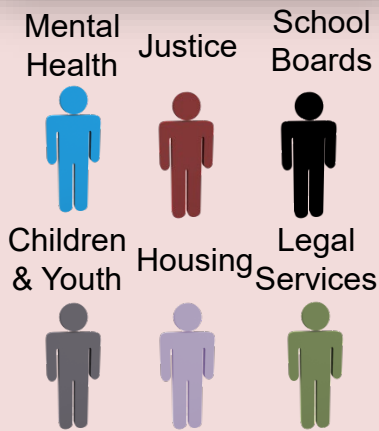


## Agency Screening



Identify potential AER situations (person, family, neighbourhood, place)

## De-identified Discussion



- Weekly meetings
- Determine AER
- Intervention Team

## Huddle



- Identified discussion
- Intervention planning

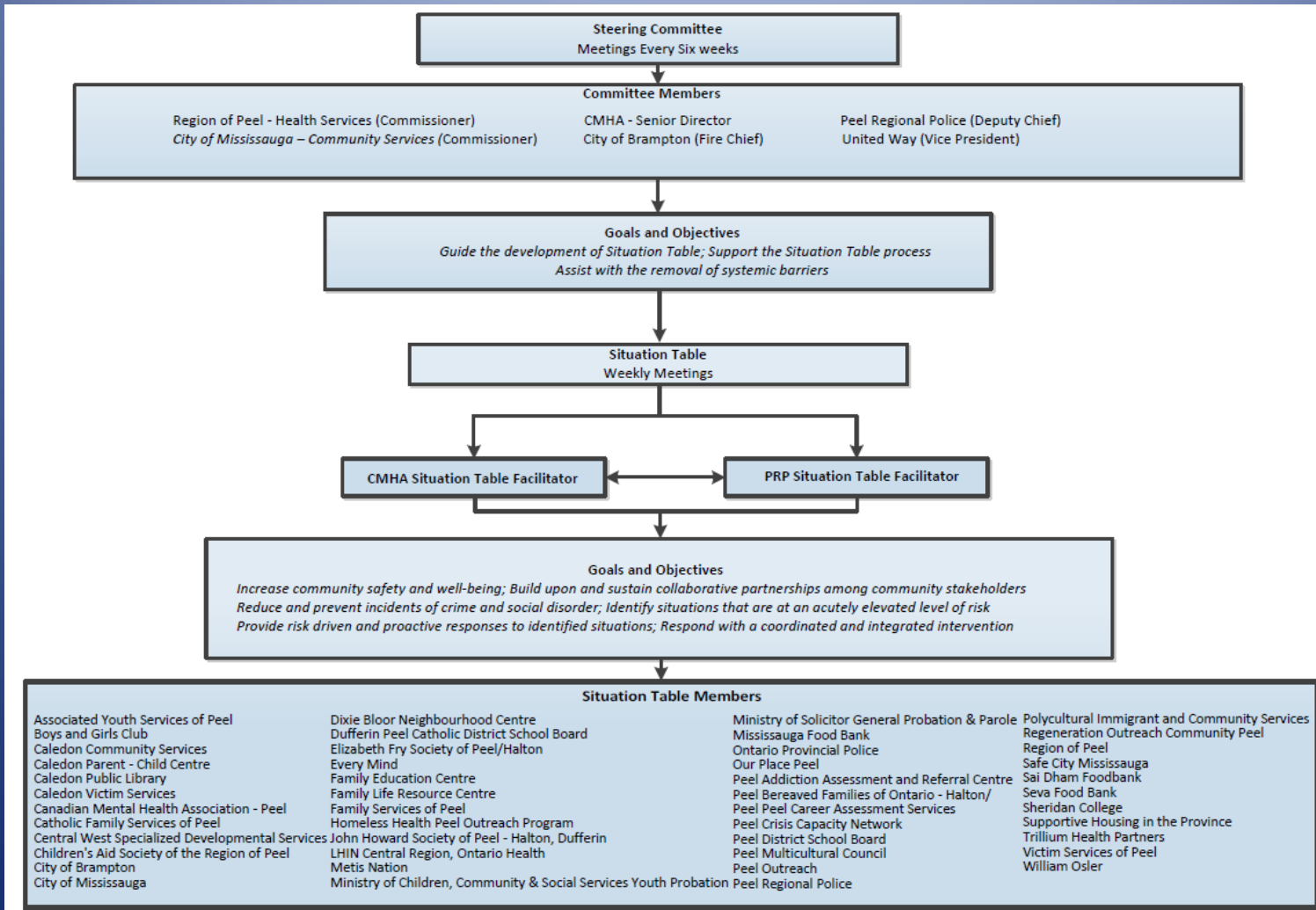
## 48 Hour Response



The door knock

Process flow

# Steering Committee





# Mental Health & Addictions – Areas of Focus



## **GOAL:**

Improve access to mental health and addiction services and supports for youth

## **STRATEGY:**

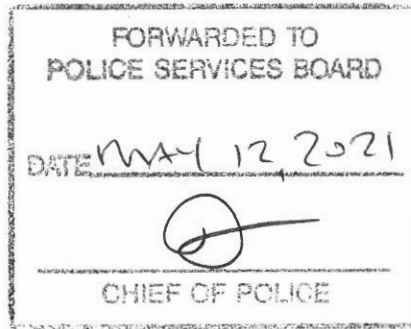
Developing Situation Table(s) in Peel to mitigate risk for crisis situations

## **OUTCOME:**

More situations of acutely elevated risk are mitigated

# Questions?





04-05-21

REPORT  
Police Services Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: 2-03-03-02

PSB REC: MAY 12, 21  
LOG# 21-21  
FILE CLASS: F06

DATE: May 5, 2021  
SUBJECT: 2020 CURRENT, CAPITAL & RESERVE FINANCIAL REPORT - YEAR END  
FROM: Randy Patrick, Deputy Chief, Corporate Services Command

**RECOMMENDATION**

IT IS RECOMMENDED THAT, this report be received.

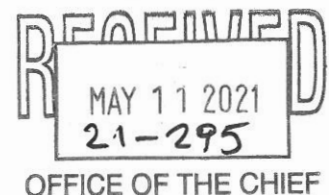
**REPORT HIGHLIGHTS**

- The 2020 year-end financial process has concluded and, subject to audit findings, net expenditures were on budget.
- Peel Regional Police was able to recover \$2,527,000 in funding from the Provincial Safe Restart Agreement, offsetting a majority of COVID-19 unbudgeted expenditures.
- Capital spending for 2020 totalled \$33,670,155.
- Project managers closed 45 capital projects in 2020 returning \$409,925 to reserves.
- Uncommitted reserve balances as at December 31, 2020, totalled \$97,575,949.
- In order to meet the Region of Peel's reporting deadline, the comments outlined in the Conclusion section were provided to Region of Peel staff, to be considered for inclusion in the consolidated 2020 Year-End Financial Report to be tabled before Regional Council General Committee on May 13, 2021.
- The Police Services Board's Finance, Audit and Risk Committee met on May 4, 2021, and reviewed and received the report and recommended that the report be forwarded to the Police Services Board.

**DISCUSSION**

**1. Current budget**

The 2020 year-end financial process has concluded and, subject to audit findings, expenditures were on budget. Peel Regional Police (PRP) was able to recover \$2,527,000 in funding from the Provincial Safe Restart Agreement, offsetting a majority of unbudgeted COVID-19 expenditures.



The 2020 budgeted draw of \$2.0 million from the Working Fund reserve for one-time expenditures was utilized. The unbudgeted impact of COVID-19 totalling \$3.0 million was mainly recovered by \$2.5 million from the Provincial Safe Restart Fund and the remainder was offset by savings in the base budget.

COVID-19 expenditures totalling \$1.8 million were spent in additional expenditures for health and safety supplies (sanitizer, HVAC filters, cleaning products, temperature scanner, etc), additional cleaning services (facilities and vehicles), personal protective equipment and furniture shields. In addition, \$1.2 million in revenue loss primarily resulted from decreased demand for criminal records checks.

## **2. Capital Budget and Reserve Balances**

As at December 31, 2020, there were 134 active capital projects. Capital year-to-date spending totalled \$33,670,155.

Of the total 2020 capital spending \$31,528,778 was funded from PRP reserves and \$2,141,377 was funded from external sources (Greater Toronto Airports Authority, VCOM agencies, and the sale of assets).

Project managers closed 45 capital projects in 2020. As a result of these closures, \$409,925 of funding was returned to reserves and is included in the uncommitted reserve balance totalling \$97,575,949 as at December 31, 2020 (Appendix I).

Capital Project 208401 Explosives Disposal Unit Robot was over budget by \$5,890 or 2.9% as at December 31, 2020. In accordance with the Board's Budget Policy PRP-FN-008, the over expenditure was funded from the Information Technology and Equipment Reserve R2223 as approved by the Deputy Chief, Corporate Services Command.

## **3. Post Retiree and Post Employment Benefits Liability and Funding**

Since 2002, municipalities have been required to recognize the post retiree and post-employment benefits liability on their Statement of Financial Position as part of their financial statements.

The post retiree and post-employment benefits liability as at December 31, 2020, totalled \$91,178,300 (Appendix II). This liability represents PRP's obligation for future benefit costs for retirees and members on long-term disability in accordance with provisions contained in the collective agreements. At this time, PRP has funded \$45,705,470 or 50.1% of this liability.

## **4. Asset Management**

As presented to the Board in May 2018, a new Municipal Asset Management Planning Regulation (o. Reg 588/17) came into effect on January 1, 2018, which requires municipalities to have an asset management policy and plans. PRP staff are working with the Region of Peel (ROP) on this project. On April 25, 2019, the ROP Strategic Asset Management Policy was approved by Regional Council. PRP continues to work with ROP staff to integrate our assets into the asset management plan by the revised July 1, 2024, deadline outlined in the Regulation.

## 5. Strategic Plan Alignment

In order to align with the goal of Accountability, Equity and Service Excellence, this report is being tabled to further public trust by ensuring transparency and accountability in PRP's financial reporting.

## 6. Conclusion

A ROP consolidated 2020 Year-End Financial Report (including PRP) is to be tabled before Regional Council General Committee on May 13, 2021.

The following PRP comments were provided to ROP staff to be considered for inclusion in the report:

*"Peel Regional Police 2020 year-end expenditures were on budget. Peel Regional Police was able to recover \$2.5M in funding from the Provincial Safe Restart Agreement, offsetting a majority of unbudgeted COVID-19 expenditures."*

*"Peel Regional Police's year-to-date capital spending of \$33.7M includes purchases of Information Technology and Equipment assets (\$16.7M), renovation, maintenance and expansion of Facilities (\$8.7M) and the purchase of Vehicles (\$8.3M)."*

The Police Services Board's Finance, Audit and Risk Committee met on May 4, 2021, and reviewed and received the report and recommended that the report be forwarded to the Police Services Board.

### Approved for Submission:



Randy Patrick, Deputy Chief, Corporate Services Command

*For further information regarding this report, please contact Carri-Lynn Holmes at extension 4200 or via email at [carri-lynn.holmes@peelpolice.ca](mailto:carri-lynn.holmes@peelpolice.ca)*

Authored By: Constance Zboch, Supervisor, Business Planning & Analysis

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**Appendix I**  
**Peel Regional Police**  
**Continuity Schedule of Reserves and Reserve Funds**  
**As at December 31, 2020**

	Stabilization	Infrastructure Replacement	VCOM Reserve Fund	Development Charges Reserve	Total
<b>Balance as at January 1, 2020</b>	<b>\$ 37,558,898</b>	<b>\$155,326,890</b>	<b>\$ 1,371,022</b>	<b>\$ 4,384,346</b>	<b>\$198,641,156</b>
Contribution	-	35,715,567	-	-	35,715,567
Interest	1,209,057	5,230,886	43,691	161,540	6,645,174
Transfers & Other Revenue	(2,000,000)		13,872 <sup>1</sup>	1,618,374	(367,754)
Expenditures	-	(30,578,366)	(169,586)	(780,826)	(31,528,778)
<b>Balance as of December 31, 2020</b>	<b>\$ 36,767,955</b>	<b>\$165,694,977</b>	<b>\$ 1,258,999</b>	<b>\$ 5,383,434</b>	<b>\$209,105,365</b>
Balances Committed (Net)	-	(111,027,893)	(60,632)	(440,891)	(111,529,416)
<b>Available Balance December, 2020</b>	<b>\$ 36,767,955</b>	<b>\$ 54,667,084</b>	<b>\$ 1,198,367</b>	<b>\$ 4,942,543</b>	<b>\$ 97,575,949</b>

**Note:**

1. The VCOM 2019 year end surplus of \$13.9k was contributed to the VCOM reserve (Transfers & Other Revenue).

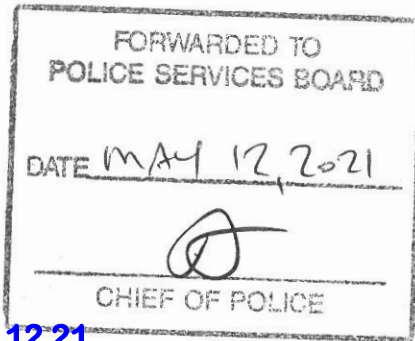
**Appendix II**  
**Peel Regional Police**  
**Post-Retiree and Post-Employment Benefits Liability Funding**  
**As at December 31, 2020**

Post-Retiree Benefits Ending Liability - December 31*	84,088,800
Post-Employment Benefits (Members on LTD) Ending Liability - December 31*	7,089,500
<b>Post-Retiree and Post-Employment Benefit Liabilities</b>	<b>\$91,178,300</b>
<b>Post-Retiree and Post-Employment Benefits Fund</b>	
<b>Opening Fund Balance as at January 1</b>	<b>\$43,372,810</b>
Annual Funding - PRP	2,252,760
Annual Funding - Airport Division **	79,900
<b>Fund Balance as at December 31</b>	<b>\$45,705,470</b>
<b>% Post-Retiree and Post-Employment Benefits Liability that is Funded</b>	<b>50.1%</b>

\* Reflects liability to be reported on Region's Annual Financial Report, Statement of Financial Position

\*\*Airport Division staff annual liability funded by the Greater Toronto Airports Authority

05-05-21



REPORT  
Police Services Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: \_\_\_\_\_

PSB REC: MAY 12 21

LOG# 25-21

FILE CLASS: F03

DATE: May 5, 2021

SUBJECT: **PROVINCIAL ADEQUACY REGULATION - ANNUAL COMPLIANCE REPORT**

FROM: Anthony Odoardi, Deputy Chief, Innovation and Technology Command

**RECOMMENDATION**

It is recommended that the "Provincial Adequacy Regulation – Annual Compliance Report" be received for information.

**REPORT HIGHLIGHTS**

- As of December 31<sup>st</sup>, 2020, all Peel Regional Police training, policies and procedures, and the Court Security Plan are in compliance with all Provincial Adequacy Standards.
- The Police Services Board's Finance, Audit and Risk Committee met on May 3, 2021, and reviewed and received the report and recommended that the report be forward to the Police Services Board.

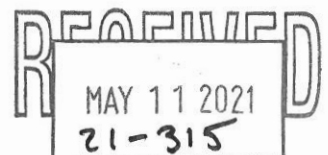
**DISCUSSION**

**1. Background**

On January 8<sup>th</sup>, 1999, the Provincial Government filed the Adequacy Standards Regulation, which became effective on January 1<sup>st</sup>, 2001, establishing a minimum standard for the provision of adequate and effective policing.

This document reports on our compliance with Adequacy Standard Guidelines as set out by the Ministry of Community Safety and Correctional Services from January 1, 2020 to December 31, 2020 as follows:

- Ministry Accredited Training (Appendix "A"): A listing of Ministry training requirements, indicating the Peel Regional Police's compliance.



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- Peel Regional Police Directives (Appendix "B"): A listing of all Peel Regional Police directives revised in 2020, indicating compliance with applicable Ontario Policing Standards.
- The Court Security Plan, contained within the Adequacy Standard Guidelines, was reviewed in February 2020 and was verified by the Inspector, Court Services to be in compliance with no revisions necessary.

This report on compliance with Provincial Adequacy Standards and Directive review supports the Strategic Plan objective 3.4 *Public Trust and Confidence Through Accountability and Transparency*.

The Police Services Board's Finance, Audit and Risk Committee met on May 3, 2021, and reviewed and received the report and recommended that the report be forward to the Police Services Board.

**Approved for Submission:**

  
FOR Anthony Odoardi, Deputy Chief, Innovation and Technology Command *#1327 R-SHEARER*

*For further information regarding this report, please contact Sheila Doyle, Manager Corporate Planning and Research at extension 4731 or via email at [sheila.doyle@peelpolice.ca](mailto:sheila.doyle@peelpolice.ca)*

Authored By: *Kimm Trichilo, Supervisor, Quality Assurance*

## Ministry Accredited Training

There are ten identified areas of mandatory training indicated in the Adequacy Standard Guidelines. In PRP, three of these ten identified areas exist within the remaining seven areas of mandatory training. In relation to these seven areas (as listed below), each member of the Peel Regional Police in their assigned role(s) has either met the issued equivalent competencies, or has received the accredited training approved by the Ministry as of December 31<sup>st</sup>, 2020. Compliance is detailed as follows:

### 1. **Scenes of Crime**

Not applicable as Peel Regional Police does not have scenes of crime officers. This function is performed by the Forensic Identification Services Unit.

### 2. **Forensic Identification**

There are currently 28 officers within Forensic Identification Services, 24 of whom have received the accredited training as approved by the Ministry. The remaining four officers will complete the accredited training by April 28<sup>th</sup> 2021.

### 3. **Crisis Negotiators**

There are currently 17 officers assigned as Crisis Negotiators. Ten officers have received the accredited training as approved by the Ministry, two are scheduled to receive the training in May 2021, and the remaining five are considered observers who will receive the training when it becomes available.

### 4. **Criminal Investigators**

Twenty-four officers completed the accredited training in General Investigative Techniques, as approved by the Ministry. In total, Peel Regional Police has 1563 officers who have completed the accredited training. From that group, there are currently 663 officers assigned to various investigative roles throughout the organization.

### 5. **Major Incident Command**

There are currently 20 Critical Incident Commanders who have received accredited training as approved by the Ministry.

### 6. **Containment/Perimeter Control**

Not applicable as this training is a component of the "Tactical Response" training.

### 7. **Tactical Response**

There are currently 39 officers within Emergency Support Services, all of whom have completed the approved training by the Ministry.

### 8. **Hostage Rescue**

Not applicable as this training is a component of the "Tactical Response" training.

9. **Communicators/Dispatchers**

Communicator/Dispatcher Ministry Training includes, Call Taking and Dispatch training. There are currently 144 full-time civilian members filling the positions of Communicator and Dispatcher, 116 of whom have received the accredited training in both of these respective areas as approved by the Ministry. Four out of the remaining 28 members have received the Ministry approved Call Taking training only and are currently in Dispatch training. Furthermore, ten out of the remaining 28 members are currently in the midst of the Ministry approved Call Taking training and will receive Dispatch training when it becomes available. The remaining 14 members are currently completing the approved Ministry Standard training for Call Taking training. In addition, there are currently six part-time Call Takers who have completed the Ministry accredited Call Taking training only. These 6 members are not included in the above-mentioned numbers.

10. **Communicators/Supervisors**

There are currently five civilian members in the position of Supervisor, Communications Centre and all have received the accredited training as approved by the Ministry.

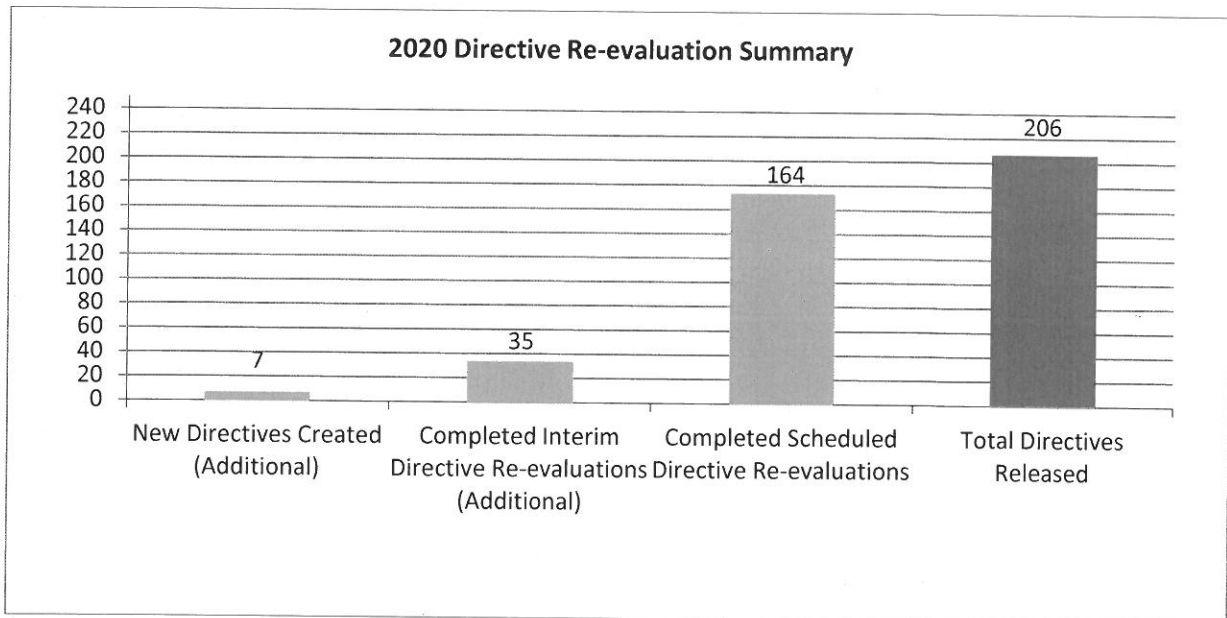
Nineteen of the above indicated 144 Communications Centre personnel are designated as Acting Supervisors; ten of the 19 have received Ministry accredited Supervisor training. The remaining nine members will receive Communications Supervisor training when seats become available.

*The above numbers do not include any member in a supportive role within the Communications Centre. There are 13 other members that report to Communications, five of which are Civilian Supervisors as well as six acting Supervisors. All Supervisors have received the Ministry Standards for their positions, while four Acting Supervisors will receive the accredited training when spots become available.*

## Appendix "B"

## Peel Regional Police Directives

By the end of December 31, 2020, 206 directives were created or revised and issued to the membership. Of these 206, 164 directives were re-evaluated as per the directives management re-evaluation schedule, 35 directives were revised at the request of policy centres (interim changes), and an additional seven were released as new directives.



The following table lists the 206 directives revised or created within the 2020 calendar year with applicable Ontario Policing Standards.

Issue Number	Subject	Ontario Policing Standard
I-A-103 (O)	Organizational Structure	LE-025
I-A-205 (F)	Workplace Discrimination and Harassment	AI-003
I-A-401 (F)	Radio Communications	LE-002
I-A-403 (O)	Collecting, Safeguarding and Disbursement of Funds	
I-A-506 (O)	Security of Police Computer Systems and Information	AI-001
I-A-509 (O)	Corporate Internet and Employee WiFi Usage Policy	
I-A-510 (O)	Backup and Storage of Computer Files	
I-A-606 (F)	McNeil Disclosure Process	
I-A-704 (F)	Police Vehicle Equipment	
I-B-101 (O)	Complaints Against Police	
I-B-102 (F)	Incident Response	AI-012

I-B-104 (F)	Ministry of Correctional Services - Police Emergency Plan	
I-B-115 (F)	Major Incident Response	ER-008
I-B-119 (F)	Search of Persons	LE-011; LE-012
I-B-127 (F)	Bomb Threats, Explosives and Explosions	ER-006
I-B-129 (F)	Violent Crime Linkage Analysis (ViCLAS)	
I-B-130 (F)	Hate Motivated Crime	LE-007; LE-008; CT-004
I-B-136 (F)	Diversity Relations and Anti-Discrimination Policy	
I-B-137 (F)	Public Demonstrations/Protests and Public Safety Incidents	PO-003
I-B-140 (F)	Consent Search	
I-B-142 (F)	Mobilization of Personnel During a Major Incident	AI-012
I-B-148 (F)	Counter Terrorism Plan	CT-001; CT-002; CT-003; CT-004
I-B-153 (F)	Property – In-Custody Drug/Narcotics Related Property	
I-B-301 (F)	Issued/Authorized Weapons (Use of Force Options)	AI-009; AI-012; AI-014
I-B-301 (O)	Crime Analysis Unit	LE-003; LE-004
I-B-306 (F)	Reporting of Gunshot Wounds	
I-B-404 (F)	Tactical and Hostage Rescue Operations	ER-002; ER-003
I-B-405 (F)	Underwater Search and Recovery Unit	ER-009
I-B-407 (F)	Marine Unit	LE-035
I-B-410 (F)	Public Safety Unit (P.S.U.)	ER-007; PO-001
I-B-502 (F)	Prisoner Transportation	LE-033
I-B-504 (F)	Ontario Court of Justice Procedure	LE-005; LE-006
I-B-508 (F)	Court Scheduling	
I-B-510 (F)	Security in Court Facilities	LE-014
I-B-601 (F)	Assist other Non-Police Emergency Vehicles & Motorists	
I-B-611 (F)	Use of Roadblocks	LE-017
I-B-612 (F)	Traffic Direction/Control	
I-B-709 (F)	Confidential Informants and Agents	LE-015; LE-004; LE-020; LE-031; CT-001
I-B-712 (F)	Impaired Operation Offences	LE-017
I-B-714 (F)	Child Abuse Investigations	LE-027
I-B-621 (F)	Fallen Wires	

I-B-723 (F)	Child Pornography Investigations	LE-034; LE-036; LE-006
I-B-726 (F)	Fraud Investigations	LE-038; LE-041; CT-001
I-B-729 (F)	DNA Identification Act	
I-B-730 (F)	Clandestine Drug Laboratory Protocol (including Marihuana Grow Operations)	
I-B-734 (F)	School Police Emergency Action Response (S.P.E.A.R.)	
I-B-735 (F)	Police Response to High Risk Individuals	LE-006; LE-047
I-B-737 (F)	Eye Witness Identification	
I-B-745 (F)	Search Warrants – Obtaining and Executing	LE-011; LE-031
I-A-214 (F)	Workplace Violence	AI-016
I-A-109 (O)	Use of Peel Regional Police Logo & Email Signatures	
I-A-201 (O)	Uniform Recruitment/Selection Process	AI-003
I-A-202 (O)	Career Development	AI-002; AI-003; LE-025
I-A-209 (F)	Early Intervention Services	
I-A-210 (F)	Risk Mitigation	
I-A-219 (O)	Unsatisfactory Work Performance - Civilian Members	
I-A-402 (F)	C.A.D. Special Address Comments and Special Situations	
I-A-604 (F)	Disclosure of Personal Information (Police Services Act)	LE-047
I-A-701 (F)	Operation of Police Vehicles	AI-008
I-A-705 (F)	Soft Body Armour	AI-010; AI-015
I-A-707 (F)	Specialized Vehicles	LE-033
I-B-114 (F)	Critical Incident Alert	ER- 003; ER-004
I-B-117 (F)	Restricted Area Identity Cards – Toronto Pearson International Airport	LE-047
I-B-120 (F)	Response to Robbery Incidents including Armed Robberies	LE-042
I-B-203 (F)	Emergency Accommodation/Evacuations	CT-004
I-B-401 (F)	Canine Unit	ER-010; LE-006
I-B-417 (F)	Cadet Program	
I-B-604 (F)	Vehicle Towing, Seizure and Release	
I-B-705 (F)	Video Recording in Breath Testing Rooms	
I-B-706 (F)	Collection of Identifying Information	
I-B-742 (F)	Central Video Evidence Unit	
I-B-743 (F)	Youth Crime Investigations	
I-B-744 (F)	Power Case/Major Case Management	

I-A-101 (F)	Report Writing Format and Submission	
I-A-102 (F)	Solicitations and Gifts	
I-A-102 (O)	Smoke Free/Tobacco Free	
I-A-104 (F)	Directives Management System Procedure	
I-A-106 (O)	Internal Audit Process	
I-A-107 (O)	Employee Recognition and Awards	
I-A-110 (O)	Issuance of Business Cards	
I-A-111 (O)	Corporate Address	
I-A-113 (O)	Environmental Policy	
I-A-116 (O)	Project and Change Management Methodology	
I-A-117 (O)	Shared Partnership Agreements	
I-A-201 (F)	Procedure for Reporting Personal Illness	
I-A-204 (O)	Assessment of Non-Canadian Credentials	AI-003
I-A-205 (O)	Civilian Position Profile	AI-003
I-A-208 (O)	Member Activity Processing and Reporting	
I-A-209 (O)	Medical and Dental Appointments for Civilian Members	
I-A-211 (O)	Recruitment and Selection Process - Civilian Members	AI-003
I-A-212 (F)	Organizational Wellness	
I-A-212 (O)	Secondary Activities	
I-A-215 (O)	Screening Process for Civilian Non-Employees	
I-A-223 (O)	Joint Job Evaluation Committee	
I-A-224 (O)	Scent Sensitivity and Designation of Scent-Free Zones	
I-A-225 (O)	Accommodation Based on Creed	
I-A-401 (O)	Clothing Allowance Reimbursement	
I-A-501 (O)	Statistical and Informational Reporting Program	
I-A-503 (F)	Digital Dictation System (D.D.S.)	
I-A-503 (O)	Computer and Information Systems - Departmental	
I-A-511 (O)	Website Governance	
I-A-512 (O)	Use of Local Hard Disk in Personal Computers	
I-A-605 (O)	Forms Control	
I-A-702 (F)	Fueling Procedure	



I-A-706 (F)	Uniform and Equipment	AI-010
I-A-802 (O)	Collision Review Committee	
I-A-805 (O)	Uniform and Equipment Standards Committee	
I-A-806 (O)	Vehicle User Committee	
I-A-807 (O)	Divisional and Evidentiary Property Committee	
I-A-901 (O)	Facsimile Services	
I-A-902 (O)	Dress Code for Civilian Members	
I-B-106 (F)	Patrol Assignments	
I-B-106 (O)	Hostage Negotiator Selection Process	
I-B-107 (F)	Roll Call	
I-B-107 (O)	Special Event - Operational Planning Guide	
I-B-108 (O)	Request for Government Emergency Assistance	
I-B-111 (F)	Corrections, Probation and Parole	LE-006; LE-047
I-B-113 (F)	Confined Spaces	
I-B-124 (F)	Withdrawal Management Centre	
I-B-128 (F)	Radius of Return and Travel Expenses for Prisoners	
I-B-131 (F)	Occupational Exposure to Communicable Diseases	AI-004; LE-033
I-B-138 (F)	Procuring External Services	
I-B-141 (F)	Witness Assistance and Relocation Program (W.A.R.P.)	CT-001; LE-018
I-B-144 (F)	Contact with Elected Officials and Peel Police Services Board Members	
I-B-146 (F)	Ride-Along Program	
I-B-157 (F)	Military Leave of Absence – Canadian Forces (Reserve)	
I-B-302 (O)	Crime Stoppers	
I-B-305 (F)	Shooting Range Infraction Reporting Procedures	
I-B-408 (F)	Auxiliary Police	AI-005; AI-012; CP-002
I-B-509 (F)	The Laying of Charges	
I-B-513 (F)	Commissioner for Taking Affidavits	



I-B-613 (F)	Police Vehicle Escorts	
I-B-614 (F)	Roadway Hazard Complaints	
I-B-615 (F)	Railway Collisions	
I-B-616 (F)	Parking Infractions	
I-B-702 (F)	Vehicle Fires	
I-B-708 (F)	Polygraph Examinations	LE-006
I-B-733 (F)	Statement Analysis	
I-B-738 (F)	Lost , Stolen and Found Passport Investigations	
I-B-739 (F)	Card Reader Program	
I-A-711 (F)	Uniforms - Retired and/or Retiring Members	
II-A-217 (O)	Image Management Program	
I-B-517 (F)	Assignment Court	
I-A-213 (F)	Funerals	
I-A-406 (O)	Travel Reimbursement	
I-B-516 (F)	Court Office Locations	
I-A-508 (O)	Telephone, Cell Phone, Smartphone Device and other Mobile/Portable Services	
I-A-230 (O)	Continuing Education Reimbursement Program - All Members	
I-A-712 (F)	Long Range Acoustic Device (L.R.A.D.)	AI-017
I-A-231 (O)	Human Rights Applications Against Peel Regional Police	
I-B-162 (F)	Crisis Negotiations	ER-005
I-A-405 (F)	Communications Voice Logging System	
I-A-714 (F)	Winter Tire Install Program	
I-A-236 (O)	Job Share	
I-A-715 (F)	Preventative Maintenance and Collision Repair of Police Vehicles	
I-A-217 (F)	Hazardous Exposure Monitoring Programs - Isocyanate Levels	
I-B-165 (F)	Active Shooter/Attacker - Immediate Rapid Deployment	LE-047
I-B-519 (F)	Bail and Violent Crime	LE-023
I-A-219 (F)	Hazardous Exposure Monitoring Program - Lead Levels	
I-A-220 (F)	Hazardous Exposure Monitoring Program - Noise Levels	
I-B-167 (F)	Operational Reviews and Debriefs	
I-A-237 (O)	Accommodation Due to Family Status	

I-B-168 (F)	Internal Panic Strips and Duress Button Systems	
I-A-240 (O)	Attendance Support Program	
I-A-514 (O)	Use of Shield Basic Application	
I-B-169 (F)	Operations Support - Joint Management Team and the Management of Major Projects	
I-B-170 (F)	Naloxone Nasal Spray	
I-A-241 (F)	Psychological Safeguarding Program	
I-A-241 (O)	Acting Sergeant Mentoring Program (A.S.M.P.)	
I-A-242 (F)	Workplace Mental Health	
I-A-716 (F)	Police Bicycle Operation	
I-A-243 (F)	Conflicts of Interest Involving Personal and Family Relationships	
I-A-516 (O)	Encrypted U.S.B. Devices	
I-A-244 (F)	Fitness for Work/Duty	
I-B-751 (F)	Ontario Review Board (O.R.B.) Victim Notification and Monitoring	
I-B-752 (F)	Mobile Surveillance	
I-A-222 (F)	Fitness and Healthy Lifestyle Unit	
I-A-811 (O)	Frontline Patrol Deployment Committee	
I-B-172 (F)	Missing or Lost Vulnerable Person and/or Evidentiary Searches	ER-007
I-A-105 (F)	Social Media	
I-A-406 (F)	Rave - Mass Notification System	
I-B-422 (F)	Judicial Authorization Unit	
I-A-243 (O)	Tenure Policy for Uniform Officers	
I-A-244 (O)	Internal Support Networks	
I-A-404 (F)	Interoperable Radio Communications	LE-002
II-A-220 (O)	Rescinding Order	
II-B-214 (F)	Disclosure of COVID-19 Status Information	
II-B-215 (F)	Rescinding Order	
II-B-216 (F)	Rescinding Order	
I-B-722 (F)	Criminal Investigations	LE-004; LE-005; LE-006; LE-009; LE-010; LE-029; LE-024; LE-028; LE-047; CT-004
I-B-720 (F)	Sudden Death Investigations	LE-037; LE-039; LE-027; LE-020
I-A-211 (F)	Multi-Faith Chaplaincy Program	
I-A-801 (O)	Standing Committee Reporting Policy	

I-A-112 (O)	Flags at Peel Regional Police Facilities	
I-B-413 (F)	Threat Assessment Unit	
I-A-303 (F)	Specialized Asset Management	
I-B-109 (F)	Notification of Next of Kin	
I-B-159 (F)	Interacting with Deaf and Persons who are Hard of Hearing	
I-B-713 (F)	Family and Intimate Partner Violence	LE-020; LE-023; LE-024; LE-026; LE-027; LE-029; LE-040; LE-047
I-B-412 (F)	Community Stations and Call Diversion Unit	
I-B-156 (F)	Strip Search of Persons who Self-identify as Transgender, Two-Spirited, Gender Non-conforming and/or Gender Non-Binary	
I-A-602 (O)	Release of Information from Police Service Files	LE-004
I-B-703 (F)	Special Enforcement Bureau	LE-004; LE-031; LE-032
I-B-710 (F)	Victim and Witness Assistance	VA-001; LE-023; LE-034
I-B-609 (F)	Stopping and Approaching a Suspect Vehicle	
I-B-421 (F)	Technical Crime Services - Cyber Support Services	

06-05-21



FORWARDED TO  
POLICE SERVICES BOARD  
DATE MAY 12, 2021  
  
CHIEF OF POLICE

REPORT  
Police Services Board

For Information

File Class: 1-01-02-01

Cross-Reference File Class: \_\_\_\_\_

**PSB REC: MAY 12, 21**  
**LOG# 22-21**  
**FILE CLASS: F11**

DATE: May 5, 2021  
SUBJECT: ANNUAL PROCUREMENT ACTIVITY REPORT (JANUARY 1 – DECEMBER 31, 2020)  
FROM: Randy Patrick, Deputy Chief, Corporate Services Command

**RECOMMENDATION**

IT IS RECOMMENDED THAT, this report be received for information.

**REPORT HIGHLIGHTS**

- The Procurement Policy delegates staff to manage the procurement process and to report these activities to the Police Services Board on an annual basis.
- Peel Regional Police awarded thirty-nine new contracts greater than \$100,000 with a total value of \$188,407,577.24 for the period January 1 – December 31, 2020 using competitive and non-competitive (Direct Negotiation) processes.
- This report provides a summary of Peel Regional Police's procurement and disposal activity for 2020.
- The Police Services Board's Finance, Audit and Risk Committee met on May 3, 2021 and reviewed and received the report and recommended that the report be forwarded to the Police Services Board.

**DISCUSSION**

**1. Background**

Procurement Policy PRP-FN-001 requires that staff report to the Police Services Board annually on procurement activity. The policy was updated in 2020 reflect current public procurement trends while continuing to embody the principles of integrity, fairness, openness and transparency. Under the Policy, staff have been delegated authority to make awards of all contracts arising from competitive procurement processes, provided that the award is within budget and is being made to the best value bid. "Best value bid" is defined as the bid representing the optimal balance of technical merit and cost, determined in accordance with

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the pre-set evaluation criteria disclosed in the bid solicitation documents. Board approval is required where staff recommend that an award be made to a bidder that has not submitted the best value bid.

In accordance with Police Services Board Procurement Policy PRP-FN-001, Section 5, the Director of Procurement is providing the annual report to the Police Services Board summarizing Peel Regional Police's procurement activity as follows:

- Contract awards \$100K+
- Ordering & Payment of Non-Confidential Pre-Owned Vehicles from Auction (FIN-70)
- Disposal of surplus goods and equipment
- Emergency purchases
- Non-compliance with the Policy
- Unforeseen circumstances
- Final contract payments related to the original purchase contract

## 2. Definitions

The following definitions explain the Procurement Activity and Disposal Summary provided in this report.

**Best value bid:** the optimal balance of technical merit and cost determined in accordance with pre-set evaluation criteria disclosed in a Bid Solicitation for the purpose of making an Award. For Requests for Tenders and Requests for Quotations, the best value bid is the lowest cost compliant bid meeting technical specifications and qualifications. For Requests for Proposals, the best value is the highest ranked compliant bid following the evaluation of proposals.

**Competitive contracts greater than \$100,000:** These are contracts awarded to vendors as a result of a competitive process.

**Direct Negotiation contracts greater than \$100,000:** These are contracts awarded to vendors as a result of a non-competitive process. It refers to the negotiation of an agreement for the purchase of goods and services where there is no open competition among or between vendors. The conditions that allow for direct negotiation are outlined in Part V - Purchasing Authorities and Purchasing Methods of the Purchasing Policy.

**Disposal proceeds:** These are proceeds received from the sale, exchange, transfer or gift of goods owned by Peel Regional Police which are surplus to its needs.

**Emergency purchases:** These are contracts awarded to vendors in the event of an emergency. "Emergency" means a situation or impending situation that constitutes a danger of major proportions that could result in serious harm to persons or substantial damage to property and that is caused by the forces of nature, a disease or other health risk, an accident, or an act whether intentional or otherwise.

**Non-compliant purchases:** These are purchases made when a department has engaged a vendor to deliver goods or services without following the procurement processes required by the Purchasing Policy.

**Unforeseen circumstances:** These are amendments made to contracts to facilitate nominal payments for unforeseen work. For example, a contractor must remedy an unknown pre-existing site condition in order to complete the contract. The Purchasing Policy delegates authority to the Director of Procurement to approve these amendments on the condition that the Police Services Board is provided full disclosure on all increases resulting from unforeseen circumstances.

**Final contract payments:** These are amendments made to contracts to facilitate final payment to a vendor for additional work required in order to complete the contract when the work exceeds the approved contract amount. The Procurement Policy delegates authority to the Director of Procurement to approve these final contract payments which manages payment delays to vendors on the condition that the Police Services Board has provided full disclosure on all final contract payments.

### 3. Procurement Activity and Disposal Summary

The table below provides a summary of the procurement and disposal activity for the period of January 1 – December 31, 2020.

<b>Procurement Activity</b>	
<b>Procurement Activity</b>	<b>Total Value of Awarded Contracts</b>
Competitive contracts greater than \$100,000	\$183,676,755.94
Direct Negotiation contracts greater than \$100,000	\$4,730,821.30
Pre-Owned Vehicles from Auction purchases	\$218,376.62
Emergency purchases	\$496,789.54
Non-compliant purchases	No Activity
Unforeseen circumstances	\$1,615,846.79
Final contract payments	No Activity
<b>Disposal Activity</b>	
Total disposal proceeds received	\$926,327.28
Total trade-in values	No Activity

#### **Procurement Activity**

The Procurement Activity section includes information on all awarded contracts that are greater than \$100,000, Pre-Owned Vehicles from Auction purchases, emergency purchases and non-compliant purchases. It also includes amendments made to existing contracts that were a result of unforeseen circumstances or were required for final payment purposes. The Procurement Activity summary does not include contract renewal activity. A detailed listing of all above mentioned procurement activity can be found in Appendix I.

#### **Disposal Activity**

The Disposal Activity section summarizes the proceeds or trade-in values received from the disposal of Peel Regional Police surplus assets. A detailed listing of the disposal activity can be found in Appendix II.



#### 4. Strategic Plan Alignment

In order to align with the goal of Accountability, Equity and Service Excellence, this report is being tabled to further public trust by ensuring transparency and accountability in PRP's financial reporting.

#### 5. Conclusion

There were no issues or concerns related to procurement or disposal activity during this reporting period. The Procurement Policy PRP-FN-001 builds trust and confidence in the stewardship of public funds with an emphasis on awarding contracts to the best value bid, and by reflecting the principles of integrity, fairness, openness and transparency. This report is being submitted to provide a summary of the Peel Regional Police's procurement and disposal activity for the period January 1 to December 31, 2020 in accordance with the reporting requirements set out in the Board Policy.

The Police Services Board's Finance, Audit and Risk Committee met on May 3, 2021 and reviewed and received the report and recommended that the report be forwarded to the Police Services Board.

#### Approved for Submission:



Randy Patrick, Deputy Chief, Corporate Services Command

*For further information regarding this report, please contact Natasha Rajani at extension 905-791-7800 ext. 4302 or via email at [natasha.rajani@peelregion.ca](mailto:natasha.rajani@peelregion.ca)*

*Authored By: Mario Ferrante, Manager, Business Support, Peel Regional Police Finance & Planning*

#### APPENDICES

Appendix I: 2020 Detailed Procurement Activity

Appendix II: 2020 Asset Disposal Summary

Appendix I - 2020 Detailed Procurement Activity

AWARDED CONTRACTS BID COMPETITIVELY > \$100,000 - APPROVED BY DELEGATED AUTHORITY					
Item	Division	Document	Description	Vendor	Award Amount
1	Corporate Development	2019-238P	Supply and Delivery of Heavy Body Armour, Ballistic Helmets and Ballistic Shields	Millbrook Tactical Inc	\$498,209.17
2	Facilities Management	2019-165T	Renovation Work At 180 Derry Rd And 7750 Hurontario St	M.J. Dixon Construction Ltd	\$6,483,000.00
3	Facilities Management	2020-623T	Supply and Install – Gym Floor Replacement at 180 Derry Rd. E., Mississauga	Westpoint Construction Inc	\$157,500.00
4	Facilities Management	2020-033T	Comprehensive HVAC Maintenance Services	1412575 Ontario Inc. o/a Nortek Mechanical Service	\$298,800.00
5	Facilities Management	2020-077T	Building Condition Assessments And Capital Expenditure Study At All Peel Regional Police Facilities	Stephenson Engineering Ltd	\$132,165.00
6	Facilities Management	2020-277T	Landscaping Revitalization at 7150 Mississauga Road, City of Mississauga	Forest Ridge Landscaping Inc	\$259,000.00
7	Facilities Management	2020-536T	Diesel Generator/Fuel System Upgrade at 180 Derry Road, City of Mississauga	MacNamara Fuels, div. of Samuel P. MacNamara Enterprise Ltd	\$300,524.00
8	Fleet Services	2019-601P	Supply and Delivery of Rescue Vehicle	Roshel Inc	\$416,000.00
9	Fleet Services	2020-460T	Supply and Delivery of Ford Vehicles	Dixie Ford Ltd	\$3,233,050.00
10	Fleet Services	2020-573T	Design and Build Three Prisoner Transport Units	Weldexperts Inc	\$274,428.00
11	Human Resources	2020-355P	Provision of Group Benefits	Sun Life Assurance Company of Canada	\$162,182,345.00
12	Incident Response Training Unit	2020-112T	Supply and Delivery of Ammunition	Korth Group Ltd., Olin Canada ULC, Lloyd Libke Law Enforcement Sales	\$585,000.00
13	Information Technology	2020-683T	Supply and Delivery of Docking Stations for Panasonic Toughbooks CF-33	Kerr Industries Ltd	\$269,475.00
14	Information Technology	2020-718T	OKTA Subscription and Professional Services	Managing Information Systems 3 Inc	\$716,805.00
15	Information Technology	2019-701T	Supply and Delivery of Panasonic CF33 Toughbooks	Softchoice LP	\$1,313,327.50
16	Information Technology	2020-098P	Supply of Cisco and Related Hardware, Software, Annual Maintenance and Services	OnX Enterprise Solutions Ltd	\$1,882,500.00
17	Information Technology	2020-560T	Supply of Adobe Creative Cloud and Photoshop Subscription	SHI Canada ULC	\$433,172.50



Appendix I - 2020 Detailed Procurement Activity

<b>AWARDED CONTRACTS BID COMPETITIVELY &gt; \$100,000 - APPROVED BY DELEGATED AUTHORITY</b>					
<b>Item</b>	<b>Division</b>	<b>Document</b>	<b>Description</b>	<b>Vendor</b>	<b>Award Amount</b>
18	Information Technology	2020-800T	Supply of Antivirus Subscription	CDW Canada Corp	\$171,900.77
19	Facilities Management	2020-259T	General Contracting Services for the Indoor Range Renovations at 180 Derry Road East, Mississauga	Aquicon Construction Ltd	\$3,531,885.00
20	Quatermaster Store	2020-377T	Trauma Bandages	School Health Corp	\$111,725.00
21	Quatermaster Store	2020-428T	Supply and Delivery of Cargo Pants & Shorts	CIMA LTCI Corporation	\$220,000.00
22	Facilities Management	2020-187T	Brampton Virtual Station	2231836 Ontario Limited o/a BB Building Solutions	\$205,944.00
<b>TOTAL</b>					<b>\$183,676,755.94</b>
<b>AWARDED CONTRACTS - NON COMPETITIVE PROCESS &gt; \$250,000 - APPROVED BY POLICE SERVICES BOARD</b>					
<b>Item</b>	<b>Division</b>	<b>Document</b>	<b>Description</b>	<b>Vendor</b>	<b>Award Amount</b>
1	Incident Response Training Unit	2020-099N	Supply and Delivery of Conducted Energy Weapons and Accessories	M.D. Charlton	\$263,345.00
2	Information Technology	2020-510N	Police Analytics Software Solution, Support and Maintenance	Information Builders (Canada) Inc	\$1,335,000.00
<b>TOTAL</b>					<b>\$1,598,345.00</b>
<b>AWARDED CONTRACTS - NON COMPETITIVE PROCESS &gt; \$100,000 - APPROVED BY DELEGATED AUTHORITY</b>					
<b>Item</b>	<b>Division</b>	<b>Document</b>	<b>Description</b>	<b>Vendor</b>	<b>Award Amount</b>
1	Facilities Management	2020-846N	Purchase of Dispatch Consoles for Communications	Bramic Creative Business Products Ltd	\$109,518.48
2	Information Technology	2020-685N	Netmotion Subscription	Rogers Communications Canada Inc	\$250,000.00
3	Information Technology	2020-726N	Internet Services	Rogers Communications Partnership	\$223,200.00
4	Information Technology	2020-461N	VCOM Communication System Performance Management Software Enhancement	Gencore Candeco Ltd	\$110,420.82
5	Operations Support	2020-435N	Supply and Delivery of Explosive Disposal Unit ICOR Flex Robot.	ICOR TECHNOLOGY INC	\$199,980.00
6	Finance & Planning	2018-741N	Supply and Implementation of a Central Paid Duty Scheduling Solution	eSolutions Group Ltd	\$216,905.00
7	Business Support	2020-221N	Technical Support for PeopleSoft ETime System	Katalogic Inc	\$235,320.00

Appendix I - 2020 Detailed Procurement Activity

<b>AWARDED CONTRACTS - NON COMPETITIVE PROCESS &gt; \$100,000 - APPROVED BY DELEGATED AUTHORITY</b>					
<b>Item</b>	<b>Division</b>	<b>Document</b>	<b>Description</b>	<b>Vendor</b>	<b>Award Amount</b>
8	Corporate Services Command	2020-236N	Service Delivery Review	PricewaterhouseCoopers Canada	\$250,000.00
9	Executive Office	2020-716N	Leadership Training Services	Heather Clayton Consulting	\$250,000.00
10	Human Resources	2020-205N	Technical Support for PeopleSoft HRMS	Katalogic Inc	\$207,932.00
11	Information Technology	2020-686N	Supply and Delivery of Swing arm and Clamshell Kits to Mount Panasonic Toughbooks CF-33	D&R Electronics Co	\$247,000.00
12	Information Technology	2020-588N	Services to Develop a Digital Strategy (Technology and Innovation) and Technology Roadmap	Pricewaterhouse Coopers LLP	\$192,600.00
13	Information Technology	2020-656N	Consulting Services for Public Safety Broadband Network	Black Castle Networks Inc	\$140,000.00
14	Information Technology	2020-784N	Professional IT Cyber Security services in support of Business Intelligence/Data Analytics Project and others.	Optiv Canada Inc	\$250,000.00
15	Community Policing Operations Command	2020-602N	Services for a Culture Assessment and Culture Change Plan	PricewaterhouseCoopers LLP	\$249,600.00
<b>TOTAL</b>					<b>\$3,132,476.30</b>
<b>OTHER - PRE-OWNED VEHICLES FROM AUCTION (FIN-70)</b>					
<b>Item</b>	<b>Division</b>	<b>Description</b>	<b>Vendor</b>	<b>Award Amount</b>	
1	Fleet Services	A total of 15 pre-owned vehicles were purchases in 2020	Adesa Kitchener; Adesa Toronto; Manheim	\$218,376.62	
<b>TOTAL</b>					<b>\$218,376.62</b>
<b>OTHER - EMERGENCY PURCHASES</b>					
<b>Item</b>	<b>Division</b>	<b>Document</b>	<b>Description</b>	<b>Vendor</b>	<b>Award Amount</b>
1	Facilities Management	2020-691N	For The Rental Of Portable Surveillance Trailers	Stinson Equipment Ltd	\$35,600.00
<b>TOTAL</b>					<b>\$35,600.00</b>

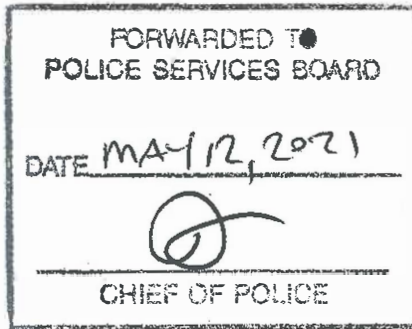
Appendix I - 2020 Detailed Procurement Activity

<b>OTHER - EMERGENCY PURCHASES RELATED TO COVID-19</b>					
Item	Division	Document	Description	Vendor	Award Amount
1	Corporate Support Services	2020-391N	Face Shields	EVENTSCAPE INC	\$18,500.00
2	Facilities Management	2020-344N	For additional cleaning due to COVID-19	J.E. Strong Ltd	\$100,000.00
3	Facilities Management	2020-397N	Supply and Installation of Protective Shields at Peel Regional Police Divisions	Fast Company General Contracting Inc	\$19,337.50
4	Information Technology	2020-374N	Emergency Supply of Checkpoint Firewalls	Insight Canada Inc	\$283,352.04
5	Information Technology	2020-578N	Thermal Temperature Scanners	Think Modular Networks Inc	\$40,000.00
<b>TOTAL</b>					<b>\$461,189.54</b>
<b>OTHER - UNFORESEEN CIRCUMSTANCE AMENDMENTS</b>					
Item	Division	Document	Description	Vendor	Award Amount
1	Facilities Management	2019-112T	Construction Services for Interior Renovations of Forensic Identification Services, Sir Robert Peel Centre, 7750 Hurontario St., Brampton	Construction Solutions ASI Inc	\$140,000.00
2	Facilities Management	2019-165T	Renovation Work at 180 Derry Road and 7750 Hurontario Street	MJ Dixon Construction Ltd	\$86,786.79
3	Facilities Management	2020-033T	Comprehensive HVAC Maintenance Services	Norteck Mechanical	\$30,000.00
4	Fleet Services	2019-098T	Supply and Delivery of Ford Police Fleet Vehicles	Dixie Ford Sales	\$1,359,060.00
<b>TOTAL</b>					<b>\$1,615,846.79</b>

Appendix II: 2020 Asset Disposal Summary

<b>DISPOSAL PROCEEDS</b>			
<b>Item</b>	<b>Reporting Department/Division</b>	<b>Items Disposed Of</b>	<b>Total</b>
1	Corporate Operations - Information & Technology Services	Scrap Wire (Metal)	\$1,533.18
2	Corporate Support Services - Facilities Management	Furniture	\$1,639.95
3	Corporate Support Services - Materials Management	Auctioned Vehicles	\$887,934.95
4	Corporate Support Services - Materials Management	Used Tires	\$575.00
5	Corporate Support Services - Materials Management	Specialized Assets	\$34,644.20
<b>TOTAL</b>			<b>\$926,327.28</b>
<b>DONATIONS</b>			
<b>Item</b>	<b>Reporting Department/Division</b>	<b>Items Donated</b>	<b>Recipient</b>
1	Corporate Support Services - Materials Management	10 Body Armour Kits	Canadian Mental Health Association (CMHA) - Peel Dufferin
2	Corporate Support Services - Materials Management	3 Rifles	York Regional Police

07-05-21



**REPORT**  
Police Services Board

For Decision

File Class: 1-01-02-01

Cross-Reference File Class: 2-02-01-05

**PSB REC: MAY 12 21**  
**LOG# 23-21**  
**FILE CLASS: P01**

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DATE: May 3, 2021

SUBJECT: **PEEL REGIONAL POLICE 2020 ANNUAL REPORT**

FROM: Anthony Odoardi, Deputy Chief, Innovation and Technology Command

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**RECOMMENDATION**

**IT IS RECOMMENDED THAT, the Police Services Board, approve the 2020 Annual Report;**

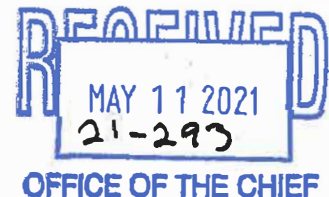
**AND FURTHER THAT, upon approval, the 2020 Annual Report be provided to Regional Councillors. Following receipt by council, the report will be distributed internally and made available to the public.**

**REPORT HIGHLIGHTS**

- The 2020 Annual Report provides an update on Peel Regional Police's (PRP) progress to achieve the objectives outlined in the 2020-2023 Strategic Plan.
- Similar to previous Annual Reports, regional crime statistics are provided for key crime categories with year-over-year comparisons. In addition, five-year summary data is provided to highlight longer term trends. Divisional crime statistics will be posted in a separate document on the PRP website.

**DISCUSSION**

In accordance with Ontario Regulation 3/99 (Adequacy & Effectiveness of Police Services), section 31, PRP prepares an Annual Report that identifies to the public, our employees and policing partners, selected key accomplishments of the organization and key crime trend and performance indicators under the Strategic Plan.



## Showcasing Progress to Meet Strategic Plan Objectives

The 2020 Annual Report (Appendix A) provides an update on the results achieved under the 2020-2023 Strategic Plan, supporting objective 3.4 *Public trust and confidence through accountability and transparency*. It reports on all performance indicators, and provides highlights under the Strategic Plan Areas of Focus:

1. Our Community; Community Safety and Well-Being Together;
2. Our People: Inclusive, Engaged and Progressive Workplace; and
3. Our Work; Accountability, Equity and Service Excellence

Under each Area of Focus, there are specific objectives for PRP to meet, and performance indicators to track our success. PRP has achieved significant success in achieving objectives in the first year of the 2020-2023 Strategic Plan.

### Crime Statistics

Similar to previous Annual Reports, regional crime statistics are included for key crime categories with year-over-year comparisons. Five-year summary data, which includes demographics, PRP's authorized complement, net budget and key crime categories are provided to highlight longer term trends. Divisional crime statistics will be posted in a separate document on the PRP website.

## COMMUNICATIONS ISSUES

Upon approval by the Police Services Board, the 2020 Annual Report will be presented to Regional Council, and then be made available to all PRP employees via the PRP intranet, and for the public via the external PRP website. In addition, hardcopies of the report will be provided to various stakeholders, which include the media, Regional Councillors, community partners, government officials and other police agencies.

### Approved for Submission:




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Anthony Odoardi, Deputy Chief, Innovation and Technology Command

*For further information regarding this report, please contact Rob Morrone, Director, Strategic Initiatives at extension 4776 or via e-mail at 1311c@peelpolice.ca or Sheila Doyle, Manager, Corporate Planning & Research at extension 4731 or via email at 696c@peelpolice.ca*

*Authored By: Bonnie Sliwinski, Supervisor, Corporate Planning & Research*





# 2020 ANNUAL REPORT



## **OUR VISION**

A Safer Community Together.

## **OUR MISSION**

To protect the rights and well-being of all through service excellence and community engagement.

## **OUR VALUES**

Trust is the foundation of what we do.

Respect and honour the dignity and rights of all.

Understanding and compassion.

Service excellence that ensures cultural, physical and psychological safety.

Transparency and accountability.



# 2020 ANNUAL REPORT TABLE OF CONTENTS

## YEAR IN REVIEW



02	Message from the Chair, Peel Police Services Board
03	Message from the Chief, Peel Regional Police
04	Policing Our Community
05	Peel Regional Police Boundary Map
07	Community Safety and Well-Being Plan
08	This Year In Numbers
10	2020 Workload
11	Communications Centre
12	Successful Partnerships and Joint Forces Operations
14	Community Involvement – Giving Back
15	2021 Organizational Structure
16	Awards and Recipients
17	Officer Exemplary Service Medals
17	Civilian Service Awards
18	Promotions

## OUR PEOPLE



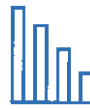
28	Our People
31	Diversity, Equity and Inclusion Multi-Year Strategy Launch
32	Organizational Wellness Initiatives
32	Don't Hide #PRPSTRONG
33	COVID-19 Pandemic
34	Culture Assessment
34	Performance Indicators: Our People

## OUR WORK



36	Body Cameras
37	Digital Evidence Management
37	Chief Town Halls
37	Community Substations
38	Lean Six Sigma
38	Business Intelligence and Police Analytics
38	Online Records Check
39	Partnerships
39	2020 Funding Partnerships
40	2021 Budget
40	Performance Indicators: Our Work

## SUCCESS AND PROGRESS



19	2020-2023 Strategic Plan by Area of Focus
	<ul style="list-style-type: none"> <li>• Our Community</li> <li>▪ Our People</li> <li>• Our Work</li> </ul>

## OUR COMMUNITY



20	Our Community Safety and Well-Being Plan
21	Regional and Divisional Mobilization Units
21	Mental Health and Addictions Strategy
22	Family and Intimate Partner Violence
22	Engaging with Our Priority Populations
23	COVID-19, Peel Regional Police and Our Community
24	Crime Prevention Initiatives
24	Road Safety Strategies
26	Performance Indicators: Our Community

## BY THE NUMBERS



42	Criminal Offences
43	Traffic Management
43	Organizational
43	Persons Charged
43	Regulated Interactions
44	Five-Year Summary

## Message from the Chair, Peel Police Services Board



It is with great pleasure that I congratulate the men and women of Peel Regional Police on their achievements during the past year. We have one of Canada's finest police services, led by Chief Duraiappah and a senior leadership team that remains responsive to the needs of our diverse and vibrant community. This includes a new strategic plan focusing on community outreach and organizational changes that reflect public feedback in the residential and business community surveys.

Last year the board commissioned a service delivery review to understand how we can better serve the residents of Peel; we embarked on body worn cameras to enhance public and officer safety and enhance public trust, confidence, and police transparency and accountability; and we signed a groundbreaking agreement with the Ontario Human Rights Commission to address systemic racism in the service.

The Peel Police Services Board is committed to ensuring that equitable, transparent, respectful and accountable policing services are provided to all 1.4 million citizens who reside in Peel Region. The Board is dedicated to making Peel Regional Police the most progressive service in Canada.

Although the global pandemic presented many local challenges, Peel Regional Police met each one with both professionalism and a focus on quality service. A key to this success was maintaining and strengthening countless partnerships with individuals and agencies throughout our Region, which remained a priority as you will see throughout the 2020 Annual Report. I also thank those in our community that stepped forward and contributed to achieving our vision of "A Safer Community Together".

I encourage all residents to review the Report and to learn about how Peel Regional Police initiatives focus on community engagement that supports victims and promotes crime prevention and road safety. The successes showcased here are a true testament to the commitment and dedication that the over 3,100 members delivered to the residents of Peel Region.

Ahmad Attia  
Chair, Peel Police Services Board

### Peel Police Services Board Members (Left to Right)

Ron Chatha, Vice Chair (Provincial Appointment), Nando Iannicca, Member (Regional Chair), Bonnie Crombie, Member (Mayor, City of Mississauga), Len Howell, Member (Provincial Appointment), Alan Boughton, Member (Provincial Appointment), Martin Medeiros, Member, Previous Member: Patrick Brown (Mayor, City of Brampton).

## Message from the Chief, Peel Regional Police

I am pleased to present to our community, the Peel Regional Police 2020 Annual Report. The purpose of this Report is to provide residents and business owners with an overview of our activities and completed objectives as set out in our 2020 – 2023 Strategic Plan.

Although 2020 proved to be a unique and significantly challenging year, our organization marked significant achievements by our frontline, investigative and civilian employees, including:

- A new organizational structure that modernizes our approach to community policing. This includes the establishment of Community Safety and Well-being Operations and Innovation & Technology Command, as well as the redeployment of over 180 officers and civilians to priority areas in response to emergent needs.
- Commitment to inclusivity with the creation of the Diversity, Equity and Inclusion bureau and the development of a Diversity, Equity and Inclusion strategy.
- Engaged in meaningful and accountable activities to improve policing services in Peel with a human rights focussed approach.
- Greater emphasis on supporting frontline officers through innovation and enhancing health and well-being resources for all employees.
- Deployment of our Digital Officer Transformation Program, including the implementation of Body Worn Cameras, to provide the most current digital tools to increase efficiencies and maximize effectiveness and transparency in service delivery.
- The launch and expansion of our Mobile Crisis Rapid Response Team to provide frontline expertise and better service response to the growing number of mental health crises in our community.

These achievements were made in the face of a global pandemic, and they would not have been possible without the support and collaboration of our many community partners. We will continue our engagement and outreach through our dedicated employees to ensure that Peel Region remains one of Canada's safest communities.

I want to offer my sincere thanks to our officers, civilian staff, the Police Services Board, our community partners, volunteers and citizens for their commitment and collaboration. Together, we will continue to provide "A Safer Community Together".

Nishan Duraipappah  
Chief, Peel Regional Police

**Chief's Management Group (Left to Right)**  
Deputy Chief Marc Andrews, Deputy Chief Nick Milimovich,  
Deputy Chief Anthony Odoardi, Deputy Chief Randy Patrick,  
Retired Member: Deputy Chief Ingrid Berkeley-Brown.





## Policing Our Community

Peel Regional Police is comprised of five divisions, and specialized bureaux that provide frontline and investigative services to the 1.4 million residents of Mississauga and Brampton, and the 13.3 million\* people who visited through Pearson International Airport in 2020.

Located within Headquarters are Executive Administration, Corporate Communications, Facilities Management, Finance and Planning, Human Resources, Legal Services, Operational Standards, and Resources, Organizational Wellness, Professional Standards, Security Management and Strategic Initiatives.

Sir Robert Peel Centre is home to Communications, Forensic Identification Services, Information Technology Services, Records Services and Risk Mitigation.

The Emil V. Kolb Centre for Police Excellence houses specialty bureaux such as the Community Safety and Well-Being Unit, Frauds, Homicide and Missing Persons, Intelligence Services, Special Victims Unit and Specialized Enforcement.

Fleet Services, Mobile Technology Group, Quartermaster Stores, and Specialized Asset Management are located at the Materials Management Centre.

Court Services, including Case Management, Court Security and Prisoner Escort operate out of the A. Grenville & William Davis Court House, the Brampton Provincial Offences Courthouse and the Mississauga Provincial Offences Courthouse.



Policing Davis Courthouse



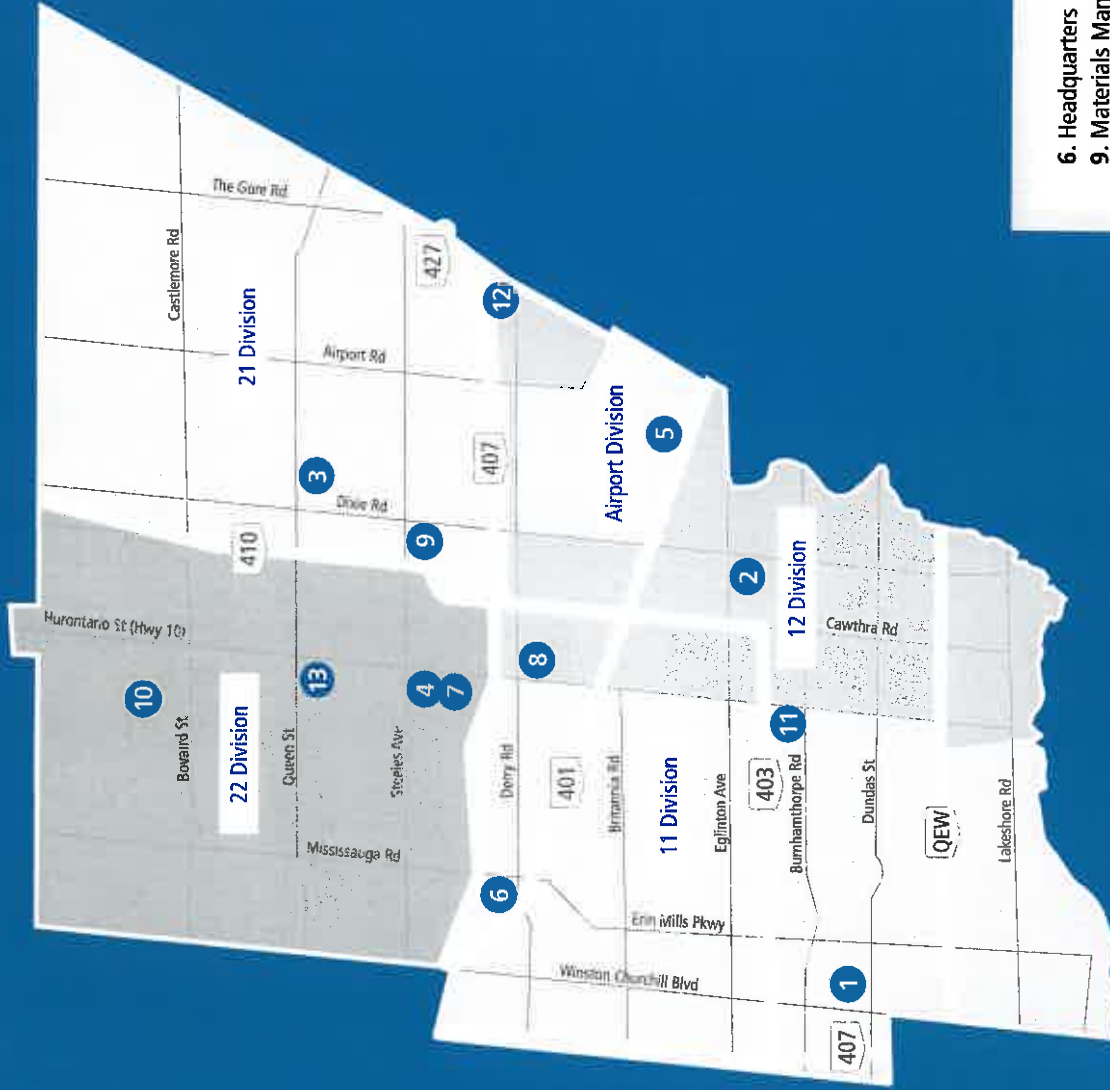
Patrolling our streets in a cruiser



Working self-distanced at 419

\* Pearson Airport visitors are down significantly from 2019 due to COVID-19 travel restrictions.

# Peel Regional Police



**1. 11 Division**  
3030 Erin Mills Parkway,  
Mississauga  
Superintendent Radcliffe Rose



**2. 12 Division**  
4600 Dixie Road,  
Mississauga  
Superintendent Robert Ryan



**3. 21 Division**  
10 Peel Centre Drive,  
Brampton  
Superintendent Navdeep Chhinzer

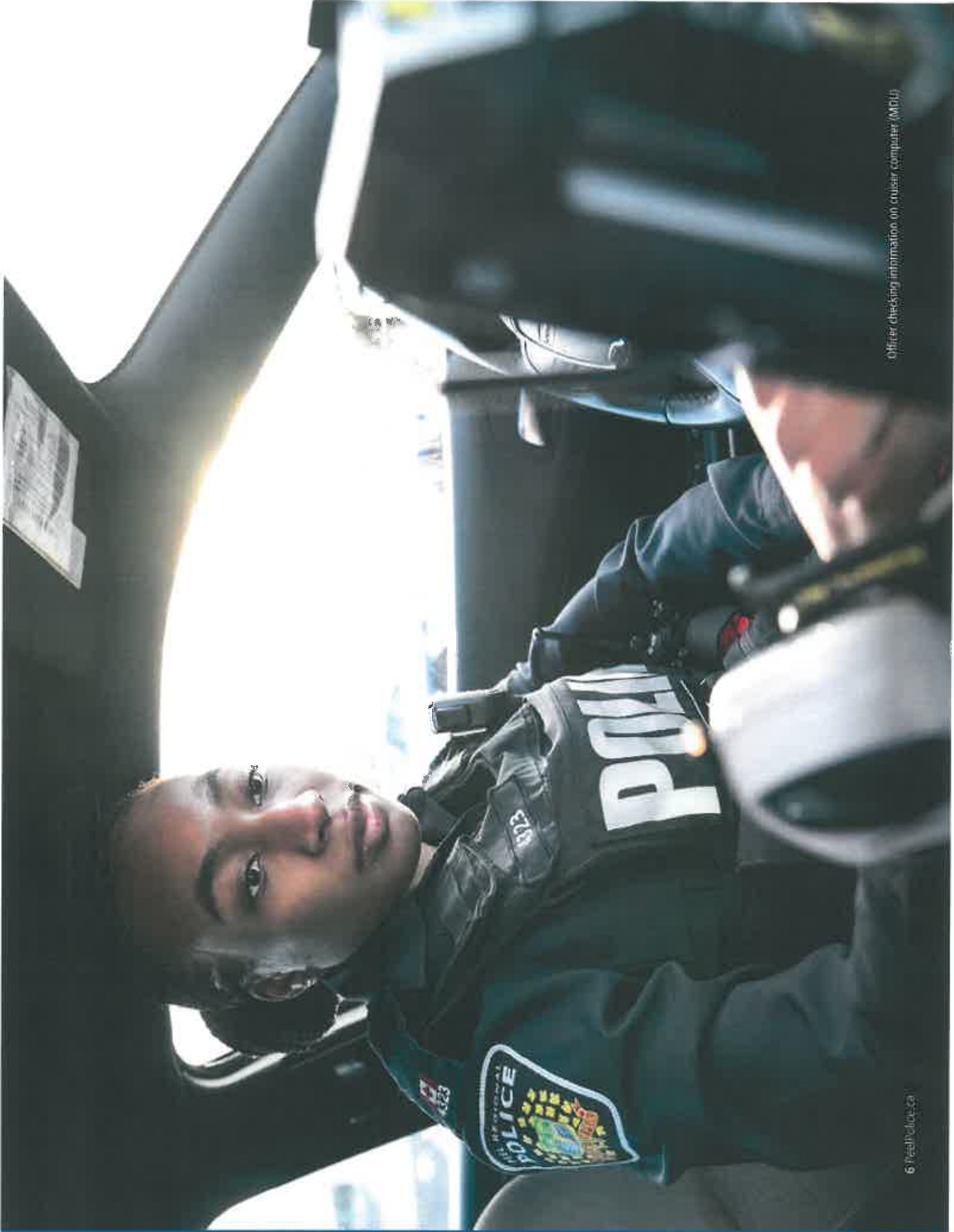


**4. 22 Division**  
7750 Hurontario Street,  
Brampton  
Superintendent Sean Gormley



**5. Airport Division**  
2951 Convair Drive,  
Mississauga  
Superintendent Robert Higgs

- 6. Headquarters
- 7. Sir Robert Peel Centre
- 8. Emil V. Kolb Centre for Police Excellence
- 9. Materials Management Centre
- 10. Cassie Campbell Community Station
- 11. Square One Community Station
- 12. Malton Community Substation
- 13. Brampton Virtual Substation



Officer checking information on cruiser computer (M.D.J.)



## Community Safety and Well-Being Plan

Community Safety and Well-Being is a planned framework based on the community safety and well-being concept that the Government of Ontario had identified through Bill 175 The Safer Ontario Act, as necessary for community health. The idea is to focus on ways to improve and promote community safety.

Peel Region, the place where we live, work and play, is our community and therefore our collective responsibility. Through the collaborated efforts of over 25 organizations that represent this region's emergency services, school boards, health and social service providers and governments, Peel's Community Safety and Well-Being Plan is now in place for us; the stakeholders of our community, to do our part.

The safety and well-being of the community we serve is our highest priority. With our community partners' help, we are dedicated to evolving our role so that our contributions result in the most significant positive impact for our community. It is recognized that

many issues impact the safety of the community. Peel Regional Police, in collaboration with our community partners, is focusing our shared efforts on current priorities; Mental Health and Addiction, Family and Intimate Partner Violence, Road Safety and Priority Populations.

Peel Regional Police's role in contributing to the highest level of safety in our community is through healthy and collaborative social development, prevention, risk intervention and incident response. Continuing to address crime proactively, strengthening how we engage with our community, and further developing educational programs are the necessary tasks that Peel Regional Police will continue to undertake.



Addresses underlying causes of social issues through proactive approaches that promote and maintain individual and community wellness.



Applies proactive strategies to known and identified risks that are likely to result in harm to individuals or communities if left unmitigated.



Identifies and responds to situations of acutely elevated risk and mobilizes immediate interventions before an emergency or crisis-driven response is required.



Requires intervention by first responders such as police, paramedics and other emergency-driven services.

# This Year in Numbers

**519**  
Investigated Rounds  
Discharged (Estimated)

27%  
over 2019

**13,000+**  
People Charged  
(5% were 12-17 years-old)

**23,000+**  
Prisoners Managed

**1.4M**  
Policing Population

11%  
over 2019

**Almost 37,000**  
Criminal Code Offences

**8,574**  
Crimes Against Person  
Violations (23 per day)

**23,325**  
Crimes Against Property  
Violations (64 per day)

28%  
over 2019

**1,633**  
Drug Violations

**174**  
Stabbing Victims

13%  
over 2019

407%  
over 2019

**3.7M**  
Social Media Views

34%  
over 2019

**2.5M**  
Visits to PeelPolice.ca

**651**  
Robberies

29%  
over 2019

**913**  
Sexual Violations

10%  
over 2019





Data is based on reported.



## 2020 Workload

The Peel Regional Police Communications Centre plays a key role in ensuring the safety of our community by streamlining calls for service. There were 355,062 policing events created in 2020 through our Computer-Aided Dispatch system. Of the total call events, 64 per cent were citizen initiated events, with the remaining 37 per cent being officer initiated events and administration duties.

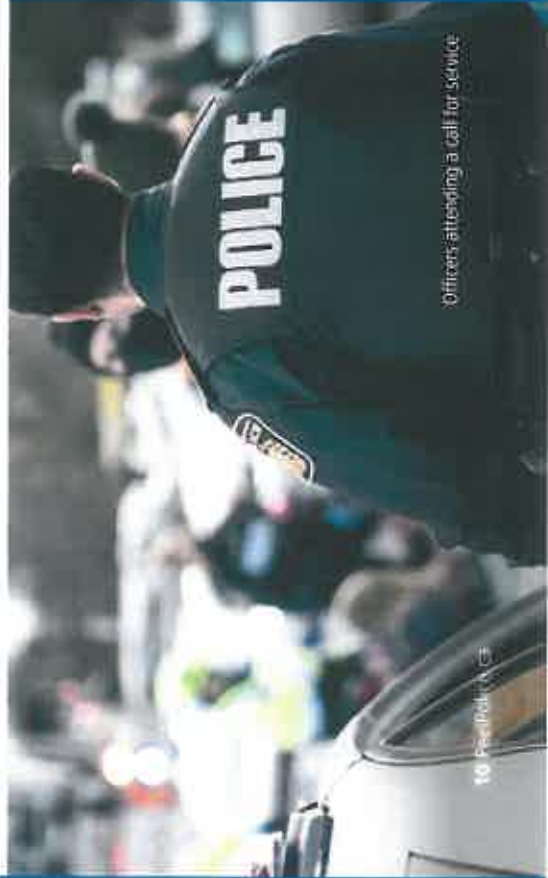
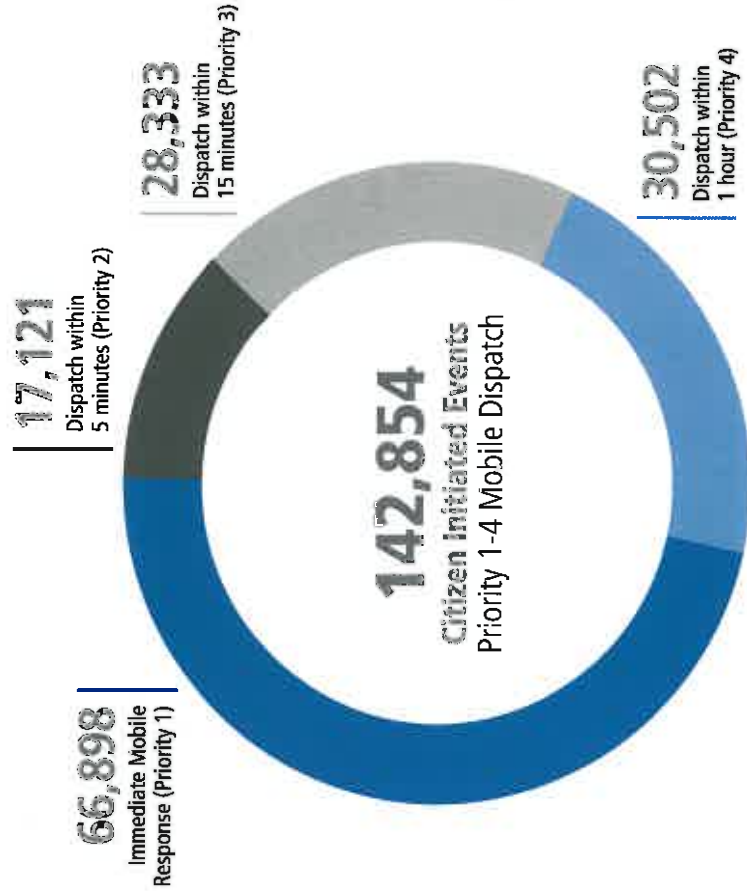
### Policing Events

18% Officer Initiated

19% Administrative Duties

64% Citizen Initiated

Total percentages may not add up to 100% due to rounding.



Officers attending a call for service

### Top Five Citizen Initiated Events Requiring Immediate Response



## Communications Centre

**700,602**

Total Calls Received

**1,914**  
Per Day

**6%**  
over 2019

**66,898**

Immediate Response Events

**183**  
Per Day

**13%**  
over 2019

**446,931**

9-1-1 Calls Received

**1,221**  
Per Day

**4%**  
over 2019

**228,717**

9-1-1 Calls Deemed Inappropriate

**625**  
Per Day

**1%**  
over 2019

Monday is closed on 386 days due to the 2023 New Year

Communications Centre



# Successful Partnerships and Joint Forces Operations

Crime has no borders. Peel Regional Police recognize the value and necessity of seamless collaboration with other Police Services from small to large scale investigations.

The success of our 2020 Joint Forces Operations demonstrates our commitment to keeping our community safe through continuing partnerships with other law enforcement agencies.

 **83**  
Search Warrants Executed

 **101**  
People Arrested

**\$4,542,791**  
Value of Drugs Seized

 **872**  
Charges Laid

 **35**  
Firearms Seized

 **\$1,391,725**  
Cash Seized

     **5**  
Luxury Cars Seized

 **636**  
Rounds of Ammunition Seized

## \$4.5 Million of Drugs Seized

Peel Regional Police Specialized Enforcement Bureau, with the assistance of eight external police services as well as the Canadian Revenue Agency, Financial Transactions and Reports Analysis Centre of Canada, Ministry of the Attorney General and Public Prosecution Service of Canada conducted a 16 month long criminal organization investigation into street gang activity.

In November 2020, nearly 600 officers from collaborating police services conducted search warrants across the Greater Toronto Area in relation to this investigation. In total, over 800 charges were laid and 101 people arrested during this project. These arrests relate to offences including: participating in a criminal organization, attempt murders, murders, firearms, shootings, human trafficking, drug production, drug trafficking and drug possession.

By dismantling this street gang, this project sent a strong message to our community that public safety is at the forefront for strategies employed by Peel Regional Police. It sends a message to criminals that they will be arrested, charged and be held accountable for endangering the lives of innocent people and putting public safety at risk.

Gangs know no borders and have a significant impact on public safety. Joint projects such as this show a united front and that agencies will work together to take guns and drugs off the streets of Peel Region and across the Greater Toronto Area.

"We will not accept these kinds of criminal activity, as a police service or as a community. Tackling violent crime, including guns and gangs, is a priority for Peel Regional Police. Through work like this we will push towards the extinction of gang violence by insisting that those who are responsible, are brought to justice and held accountable."

Chief Nishan Duralappah

### More Than 100 Province-Wide Search Warrants Executed

Peel Regional Police joined the Toronto Police Service and other provincial partners in a Joint Forces Operation to dismantle a violent street gang operating across the province.

This year-long intelligence-led operation targeted over 100 individuals alleged to be responsible for crimes including murder, attempt murder, firearms offences, drug trafficking and human trafficking in Peel, Toronto and the surrounding areas, as far away as Thunder Bay. What started as a local investigation into a dangerous street gang, turned into a complex multi-jurisdictional project involving arrests in 15 different cities.



**100+**  
Province-Wide Search  
Warrants Executed

**114**

People Arrested



**\$300,000**  
Cash Seized



**31**  
Firearms Seized

Weapons and Drug  
Charges Laid

**800**

**\$1,500,000+**  
Value of Drugs Seized

**11+KG**  
Drugs Seized

### Over 40kg of Illicit Drugs Seized

In August 2020, investigators with the Royal Canadian Mounted Police (RCMP) Combined Forces Special Enforcement Unit (CFSEU) concluded a year-long probe into illicit drug activity. This project was a multi-enforcement investigation focusing on multiple organized crime groups operating within the Greater Toronto Area (GTA).

The CFSEU is a multi-jurisdictional operation which includes the RCMP, Ontario Provincial Police, Peel Regional Police, Toronto Police Service, York Regional Police, Durham Regional Police Service and Canada Border Services Agency that exposes, investigates, prosecutes and dismantles organized criminal enterprises.

A total of 16 search warrants were carried out in the GTA and surrounding areas. 16 people were arrested and charged with 74 narcotics and other Criminal Code offences related to the importation, exportation and distribution of cocaine, fentanyl, heroin, opium and ketamine.



**40+KG**  
Drugs Seized

**\$200K**  
Cash Seized

**275**

Cartons of Illegal  
Cigarettes Seized

### 31 Firearms Seized

The RCMP Toronto Airport Detachment Serious and Organized Crime Unit joined forces with Peel Regional Police, Toronto Police Service, York Regional Police, Ontario Provincial Police and the Canada Border Services Agency for this two-month long narcotics investigation. In September 2020, several search warrants were executed in Mississauga, Etobicoke and King City resulting in six people being arrested and more than 140 narcotics and other Criminal Code charges laid.

**\$175K**  
Cash Seized



**1,700+G**  
Drugs Seized

**20,300**

Rounds of Ammunition Seized



**31**  
Firearms  
Seized



Supporting Special Olympics



Assisting with the Toys for Tots Campaign



Supporting a community event

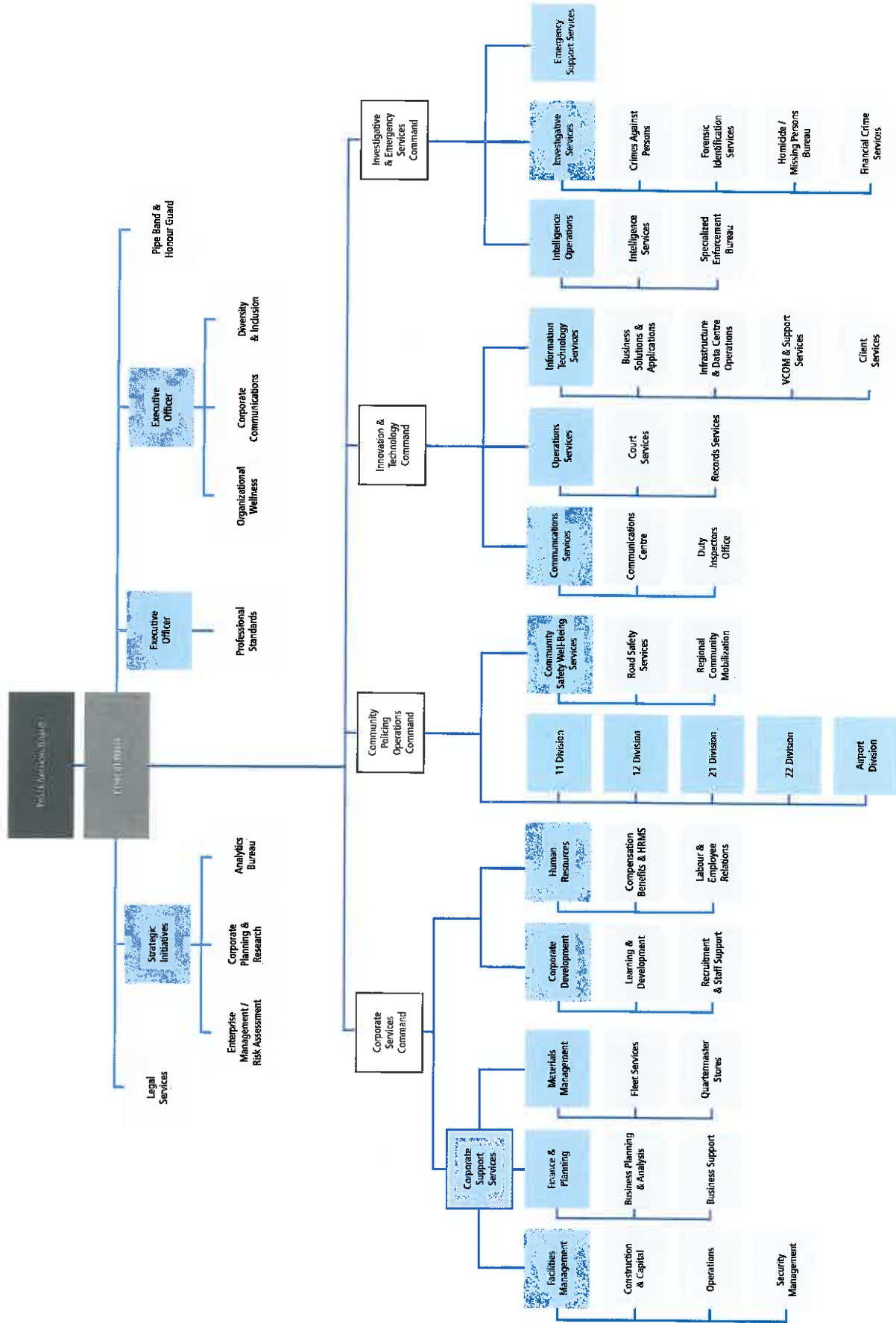
## Community Involvement Giving Back

With help from our community, we raised over **\$750,000** and donated time, goods and services to support numerous charities.

### Some of our Community Partners



# 2021 Organizational Structure





# Awards and Recipients

Each year, there is an extensive list of awards presented to Peel Regional Police employees, recognizing their hard work, dedication and successes. The following list highlights some of those awards and recipients.

## Civilian of the Year Award

Andrea Huxtable

## Officer of the Year Award

Cst. Justin Thorn

## Civilian Supervisor Award

Karen McMaster

## Officer Supervisor Award

Det. Michael Mavity

## TEAM (Together Endeavours Achieve Milestones) Award - Community Focused

2019 North American Police Soccer

Tournament Executive Committee

Insp. Wendy Sims, D/Sgt. George Douglas, S/Sgt. Nigel Gonsalves, S/Sgt. Tracy Noonan, S/Sgt. Allan Villers, Det. Craig Rodrigues, Cst. Thomas Atkinson, Cst. Cameel Chambers, Cst. Daniel Masters, Cst. Thomas McLean, Cst. Gary Thomas, Cst. Nancy Vellenga, Oscar Castaneda, Lisa Eng, Janet Noseworthy

## TEAM Award - Investigative Project

Project Lucky

Det. Paul Noonan, Cst. Christopher Braverer, Cst. Jeff Gardner, Cst. Erik Grant, Cst. Tracy Jackson, Cst. John Lontoc, Cst. Brian Lorette, Cst. Matthew McAulay, Cst. Scott Smith, Cst. Sean Wegenschimmel, Lisa Smith

## TEAM Award - Corporate Project

Safe Handling Program for Drug Submissions

Insp. Peter Danos, S/Sgt. Winston Fullinfaw, S/Sgt. Karen Maeker, Sgt. James Adams, Sgt. Erick De Leon, Sgt. Paul Wallbank, Cst. Ninad Desai, Cst. Scott Lawrie, Cst. Kristine Mazzocato, Recruit Cst. Lauren Bond, Steven Cowan, Anzette DeCunha, Melanie Douglas, Jenny Volpe

## Communications Award

Diane Santos

## Constable Matt Parr Academic Awards

Cst. Eric MacCallum, Cst. Daniel Sheikh, Cst. Jasdave Shoker

## Constable Matt Parr Impaired

## Driver Apprehension Awards

Cst. Attila Alszegi, Cst. Ismail Bawa, Cst. Lukasz Dowgialo, Cst. Taylor Halfyard, Cst. Jonathan Kreis, Cst. Jaime Peach, Cst. Alexander Scarchilli

## Constable Matt Parr Auxiliary Officer RIDE (Year Long) Program Award

Sp. Cst. Obaid Khan

## Paul Schram Memorial Award

Gord Izzard

## Marion Reeves Health and Fitness Award

Det. Robert Bryant

## Bell Hero Award - Safe City Mississauga

Cst. Vanessa McHugh

## Brampton Board of Trade - Police Service Award

Cst. Joshua Scott

## John K. Forbes Memorial Award

Cst. Valentin Costache, Cst. Jashanjot Gill, Cst. Edward Hebert, Cst. Wei Wang

## Mississauga Real Estate Board - Police Merit Award - Team Submission

Cst. Jaime Orbagoso

## Ontario Women in Law Enforcement (OWLE) Awards

Cst. Frouke Antuma



PPR members accepting awards from Chief Duralappah

Winner of the Paul Schram Award - Const. award

## Officer Exemplary Service Medals

### 35 Years

Det. Jed Barker, Supt. Stephen Blom, A/Sgt. Michael Klarenbeek, S/Sgt. Zahir Shah

### 30 Years

D/Sgt. Andrew Babensee, Det. Michael Bassier, Cst. Geoffrey Belanger, Cst. Kevin Brannagan, Cst. John Canapini, Sgt. Stephen Ceballo, Sgt. Richard Clarke, Det. John Conway, Insp. Andrew Cose, Supt. Donald Cousineau, Cst. Brenda Dawson, Sgt. Grant Dodd, Insp. Stephen Duivesteyn, Sgt. Michael Francisco, S/Sgt. Nigel Gonsalves, Det. Alexandra Grieve, Cst. Steven Hechborn, Sgt. Brian Hannah, Sgt. Tony Hart, Det. James Hendry, Det. Mark Heyes, Supt. Robert Higgs, Cst. Raymond Jackson, Det. Johnny Kalpouzios, D/Sgt. Brian Kennedy, Cst. Anthony Korosec, Cst. Amyn Lakha, Cst. Gany Lancaster, Insp. Barry Leslie, Cst. Fiona Mackenzie, Insp. Glenn Margison, Det. Ken McBain, Sgt. Shawn McCann, Cst. Christopher McColl, Interim Chief Christopher McCord, Sgt. John McDonald, Cst. Paul McKenna, Cst. Peter McLaughlin, Det. Paul McNairn, Sgt. John Mepham, Sgt. Stephen Murphy, Cst. Matthew Pelissier, Det. Andrew Pennington, Cst. Christopher Pero, Cst. Carlos Pinheiro, Cst. Sean Piper, Sgt. John Pitsadiotis, D/Sgt. Vince Pucci, Sgt. Kenneth Pye, Cst. Jose Quimpo, S/Sgt. Warren Robinson, Cst. John Rozich, Cst. Paul Saunders, S/Sgt. Alan Scott, D/Sgt. Daniel Scott, Insp. Wendy Sims, Insp. Jean-Paul St. Jules, Insp. William Stewart, Cst. Paul Sylvester, Cst. Gary Thomas, Insp. Sandra Trepte, Insp. Thomas Warfield, Cst. Kelly Zelinski

### 25 Years

A/Insp. Adrian Adore, Det. Lori Blashuk, Sgt. Sean Brennan, Det. Wendy Britton, Det. Jeffrey Callacott, Supt. Navdeep Chhizer, Insp. John Christie, Sgt. Donald Deelen, S/Sgt. Thomas Doherty, Sgt. Yvonne Gallely, A/Insp. Robert Hackenbrook, Cst. Barrett Haggopian, A/Insp. Hubert Hiltz, S/Sgt. Natalie Hiltz, A/Insp. Jeremy Hodgson, S/Sgt. James Leadbeater, Sgt. Paul Morandin, Supt. Mark Noble, Supt. Martin Ottaway, D/Sgt. Michael Pulley, Det. Dean Renpenning, Det. Jessica Roselli, Det. Christopher Sajben, Sgt. Nigel Smedmor, Insp. Barbara Smith, D/Sgt. Rory Steele, Sgt. Jennifer Trimble

### 20 Years

Det. Heidi Adams, Sgt. James Adams, S/Sgt. Adrian Adore, Det. Dennis Ashby, Cst. David Baird, Det. Michael Baker, Sgt. Patrick Belleau, D/Sgt. Jayson Bouwkamp, Cst. Richard Chin, Cst. David Dawe, A/S/Sgt. Darren Doody, Det. Dimitrios Drvakos, A/S/Sgt. Jeffrey Duffield, D/Sgt. Christopher Fiore, Det. Wayne Fleming, Sgt. Grant Gervais, Cst. Peter Gill, Sgt. Matthew Glendinning, Cst. Paul Guise, Det. Jeffrey Hawkins, D/Sgt. Jason Hobson, Cst. Arash Kardan, A/Supt. David Kennedy, Det. Edward Kulik, Cst. Luc Lalonde-Bourbonnais, Insp. Todd Leach, Det. Sandro Leo, Cst. Carla Machado, Det. Paul MacLeod, Sgt. Jeffrey Mason, Sgt. Geraldine McNulty, Sgt. Aamer Merchant, Det. Chad Mitchell, D/Sgt. Rebecca Miller-Small, S/Sgt. Adam Minnion, D/Sgt. Glen Morash, Cst. Micheline Murphy-LaBossierie, A/D/Sgt. Paul Noonan, Cst. Darnoon Okposio, Insp. Deborah Pendlebury, A/Insp. Scott Redstone, Det. Edward Reeves, Cst. Timothy Rourke, Sgt. Christopher Salmon, Cst. Jason Sarracini, Cst. Jack Sawatsky, Cst. Jose Serra, A/D/Sgt. David Seward, Cst. Harvey Sham, Det. Gregory Shirvell, Cst. Dan Simmonds, S/Sgt. Darlene Smith, D/Sgt. Dyson Smith, Sgt. Derrick St. Denis, Cst. Robert Stepan, Cst. Robert Stevenson, D/Sgt. Michael Stone, Cst. Trish Taglieri-Demetriou, Sgt. Andrew Tang, Det. Jason Unsworth, Cst. Michael Verrolli, Det. Michael Walker, Sgt. Kirk Williams, Cst. Kourtney Wilson-Atkinson



Carrie Lynn Holmes working on specialty award nomination

## Civilian Service Awards

### 40 Years

Rita Poetzsch

### 35 Years

Pamela Binsell, Francis McMonagle, Frances Rozario-Mizal

### 30 Years

Karen-Lee Ackland, Michael Ardito, Catherine Ash, Cheryl Bachorski, Debbie-Ann Biot, Susan Bodin, Douglas Bowman, Elisabeth Braun, Allison Bruyns, Jenny Cardillo, Arlete Carvalho, Steven Cowan, Grazyna Devereaux, Barbara Duncan, Paul Faizetta, Debbie Ferguson-Scarlett, Barbara Frey, Darren Gibson, Jeffrey Graham, Annette Grant, Judy Hagggett, Julianne Heu, Petra Hogg, Sheila Horton, Carol Hubacheck, Patricia Irving, Tammy-Lyn Jessop, Dianne Lamb, Elisa Leslie, Arica Lorkovic, Jana MacMillan, Beverley Mahadeo, Elizabeth Marple, Carmie McCormack, Karen McMaster, Andrea Mitchell, Deborah Mullen, Kerry Muscat, Paula Pestell, Aine Powell, Hayley Reid, Leanne Reynolds, Trudy Richard, Sharon Robitaille, Catherine Russell, Dawn St. Aubin, Sylvie Szuch, Teresa Toscani, Janice Tulloch, Gloria Vucinic, Lilbeth Yu

### 25 Years

Jane Bahen, Beverly Brereton, Allison Bruyns, Shona Desbiens, Maxine Donovan, Kevin Dwyer, Hayley Giles, Rebecca Hatton, Tania Riccio, Deborah Sharp, Genoveva Soares, Janet Webber

### 20 Years

Darlene Bernard, Lynne Coulter, Laura Day, Christian DiMartino, Raphael Djabatey, Marilyn Durka, Nicole Elliott, Jason Grainger, Michael Hartley, Tina Harvey, Colleen Hawes, Carlee Henderson, Carrie-Lynn Holmes, Sarah Koster, Cheryle-Lynn Lemire, Robert Lussier, Kimberly Maltovich, Michelle Palmer, Anikita Simrak, Santosh Xavier



# Promotions

We are committed to attracting, retaining, developing and promoting professional and skilled employees who are reflective of our community.

## Deputy Chief

Randall Petrick

## Staff Superintendent

Sean McKenna

## Superintendent

Navdeep Chinzar  
Dermot Coughlan

Hubert Hiltz  
Martin Ottaway

## Civilian - Director

Tony Ventura  
Tamara Wilson

## Inspector

Gregory Amoroso  
Ryan Berrigan  
Andrew Cooper

Bob Nagra  
Dirk Niles  
Mark Noble

Deborah Pendlebury  
Wendy Sims  
Shelley Thompson

## Civilian - Manager

Marianne de Munnik

## Staff Sergeant/Detective Sergeant

Joe Gifci  
John Doran  
Mustafa Durgun  
Ian Harloff  
Matthew Hutchinson

Feras Ismail  
Christopher Krause  
Chadwick Lines  
Rebecca Miller-Small  
Adam Minnion

Glen Morash  
Tracy Noonan  
Michel Pigeau  
Joey Rego  
Earl Scott

## Supervisor - Civilian

Oluwaseyi Aremu  
ivan Celeketic

Ania Grajewska  
Robert Lussier

Heather Manuel

## Sergeant/Detective

Kevin Anderson  
Adam Arifi  
Baldeep Aujla  
Darrell Beck  
Sean Bitmanis  
Derek Boyce  
Paolo Cincinnato  
Paul Corcoran  
Matthew Culliffe  
Kristopher Dame  
Gabriele Di Nardo  
Joseph Dominie

Donna Foreman  
Christopher French  
Ricardo Garcia  
Baljit Gill  
Nick Gregoriou  
Marda Hanlon Whitlock  
Neil Harris  
Trevor Heck  
Cole Heffren  
Blair Herd  
Adam Holland  
James Howard

Stephen Porciello  
Milan Sablic  
Kevin Shaidle  
Sanjeev Singh  
Stuart Soares  
Leon Stewart  
Andrew Tang  
Robert Trujillo  
Eric Utigard  
Jered Van Roosmalen  
Robb Wilson



Aremu Oluwaseyi accepting his promotional certificate



Newly promoted Detective Sergeant Rebecca Miller-Small



# Success and Progress:

2020-2023 Strategic Plan by Area of Focus



1. Our Community



2. Our People



3. Our Work



# Our Community

Crime Prevention

Emergency Management

Family Violence

Mental Health

Priority Populations

Road Safety

Community Support



Ensuring the well-being of our community is important

## Our Community Safety and Well-Being Plan

In October 2020, Peel Regional Police in collaboration with the Region of Peel, adopted the Community Safety and Well-Being framework as the foundation for our service. By incorporating a community focused police response that is rooted in evidence and measured outcomes, we are developing programs that fill the gaps in human services experienced by people in crisis. Our service is focusing on four key initiatives to positively impact our community's safety: Mental Health and Addictions, Road Safety, Violent Crime and Priority Populations. The Plan's adoption has resulted in an organizational restructure to provide better alignment of resources. The Plan has resulted in the creation of Community Safety and Well-Being Services which encompasses Regional Community Mobilization Teams and Road Safety Services initiatives.





## Regional and Divisional Mobilization Units

As part of our Regional Community Mobilization Teams that continue to provide engagement and outreach programming for matters involving equality and inclusion, youth education and crime prevention, new Divisional Mobilization Units have been created. These Units have a specific mandate to deliver engagement, intervention and risk prevention support to our community's most vulnerable priority populations. Officers receive the latest in crisis intervention training, cultural competency and other specialized training that align with the Community Safety and Well-Being framework, in the hope that police can create positive engagement opportunities within our priority populations. The Units consist of 48 constables, with 12 per division, that report centrally to Regional Community Mobilization and support our Mobile Crisis Rapid Response Team and Crisis Outreach and Support Team officers.

## Mental Health and Addictions Strategy

### Mobile Crisis Rapid Response Team

Due to the rise in mental health-related occurrences over the past several years, in February 2020 Peel Regional Police officially launched the Mobile Crisis Rapid Response Team (MCRRT) in collaboration with the Canadian Mental Health Association – Peel Dufferin. The program teams up a Crisis Worker (Registered Nurse, Registered Social Worker or Occupational Therapist) with a specially trained police officer to respond to calls for service involving individuals experiencing a mental health concern/crisis. The goal is to provide on-site assessment and potentially divert patients from hospital emergency departments to an appropriate community-based service. The MCRRT officers are teamed up with a Mental Health professional who has the knowledge, training and skills to properly assess each situation they encounter. Our MCRRT is on the road every day assisting our community, continuing our path towards "A Safer Community Together".

"The care and well-being of all citizens in the Region of Peel is our number one priority. The inception of the MCRRT teams ensures that the patients, family and friends can have a better piece of mind that their loved ones will be cared for in a timely and professional manner." Chief Nishan Duraiaappah

### Hospital Transfer Protocol

The Peel Region Police Hospital Transfer Protocol is an agreement between Peel Regional Police, William Osler Health System, Peel Regional Paramedic Services, Canadian Mental Health Association Peel Dufferin Branch and Ontario Provincial Police Caledon Detachment. It outlines steps each organization will take to support persons who are experiencing a mental health or addictions-related crisis when accompanied by police under the provincial Mental Health Act to William Osler Health System's Emergency Departments. It enhances collaboration and coordination among the partners to improve the overall experience of patients, hospital, police and paramedic staff. It supports the health and safety of those involved when patients are transferred from police care to hospital workers, while also promoting public safety. The procedures and practices implemented through the Protocol also aim to reduce police wait times in William Osler Health System's Emergency Departments by enabling a faster transfer of patients when appropriate, leading to more effective use of police and hospital resources. The Protocol will also better connect people experiencing a crisis with the appropriate community mental health and addictions services to meet their needs, as well as improved outcomes after they transition out of the hospital.

"This Protocol will allow us all to work together to better assist persons in crisis while using our resources more effectively. Peel Regional Police is proud to implement a Protocol that is based on best practices associated with mental health, human rights, policing and privacy."

Chief Nishan Duraiaappah



Officer engaging with community member



Mobilization units are helping assist the community



A Safer Community Together

2020 Annual Report - Our Community 21



## Family and Intimate Partner Violence

### Intimate Partner Violence Unit

Based on the success of an Intimate Partner Violence pilot project, a centralized Intimate Partner Violence Unit became one of the top priorities for Peel Regional Police. The centralized Unit will create more consistent service delivery, increase collaboration with our community partners and allow for overall better victim management and monitoring of high-risk offenders. The Unit represents a reallocation of 40 specially trained officers, reporting to eight Detectives and one Detective Sergeant, who will provide 24-hour service and ultimately help reduce the workload of frontline officers, while serving our community better.



### It's Not Okay Awareness Campaign

In November 2020 Peel Regional Police, together with the Region of Peel, City of Brampton, City of Mississauga, Town of Caledon, Ontario Provincial Police and numerous regional community agencies, launched the awareness campaign "It's Not Okay" to generate increased access to information and resources related to Family and Intimate Partner Violence. Family and Intimate Partner Violence offences affect all communities and is one of the most pressing issues for Peel Regional Police. These incidents are of paramount concern for our service as the COVID-19 pandemic creates another challenging layer for survivors who become further isolated and may find it increasingly difficult to access care or intervention.

"We know that the circle of violence in Family and Intimate Partner Violence situations has social, emotional and psychological elements that may prevent survivors from coming forward to report abuse. Creating accessible spaces and lifelines for survivors of Family and Intimate Partner Violence is critical to ensure community safety and well-being. Together, we can support survivors in breaking the cycle of abuse and creating a safer path forward."

Deputy Chief Nick Millinovich

## Engaging With Our Priority Populations

### Touchdown Program: Toronto Argonauts and Peel Regional Police

Peel Regional Police and the Toronto Argonauts (Argos) Football Club collaborated on a program to motivate at-risk youth to achieve new levels of success. The Touchdown Program is a shared commitment by Chief Nishan Duraiappah and Argos GM Michael (Pinball) Clemens to help youth in the community. The program brings players together with young people to provide guidance and positive messaging through life experiences. It is hoped that by hearing stories straight from sports role models, youth will learn how hard work and determination can help them achieve their goals and reduce their chances of making poor decisions that may lead to criminal activity. The 2020 program ambassadors were Argos players Levi Noel and Kurlfeigh Gittens Jr. The players partnered with a Divisional Mobilization Unit Officer who identified issues in the neighbourhoods they patrol and together they attended events where the players shared stories about their personal experiences overcoming challenges, and how making good choices helped them achieve their goals.



"Connecting our Argos players alongside police to support, celebrate and encourage youth to experience more, dream more and do more than they ever thought possible. Thank you to the Peel Regional Police and my great friend Chief Duraiappah for this collaboration, it can only add up to success."

Argos GM Michael (Pinball) Clemens

## COVID-19, Peel Regional Police and Our Community

During the COVID-19 pandemic in 2020, Peel Regional Police had to quickly adapt to best serve the community during unprecedented times. After initially closing the Divisions early in the year, all were reopened\* to serve the public 24 hours a day, seven days a week with restricted capacity. There were no changes to our dispatched response to 911 or non-emergency calls for service. Additional screening questions were asked by a communicator to limit the potential for spreading illness. On our website, located within the 'In the Community' section, information was made available with resources for the public on how to continue to access our many services as well as a section 'Resources on COVID-19' with links to Peel Regional Police media releases and municipal and provincial websites.

As essential workers, Peel Regional Police continues to follow provincial guidelines and implement best practices in order to protect our community and workforce from the transmission of COVID-19.

\* Access rule changes were dynamic and reflective of provincial imposed guidelines/restrictions.







## Road Safety Strategies

Peel Regional Police is committed to road safety as a core policing function. Road Safety Services is now part of Community Safety and Well-Being Services. Our officers remain vigilant 24 hours a day, seven days a week. Speeding, aggressive driving and impaired enforcement remain priorities for our officers to ensure the safety of our community.



### Project ERASE and Project DRIFT

Project ERASE (Eliminate Racing Activities on Streets Everywhere) is a continuing focus of Road Safety Services. Street racing is illegal, dangerous and jeopardizes the lives of innocent people. The aim is to change poor driving behaviour through education and strategic enforcement. During one month of targeted weekend enforcement in late spring 2020, 1,606 vehicles were investigated, and officers issued 414 Highway Traffic Act tickets, 137 Bylaw notices and attended 116 calls for service directly related to street racing activities.

In the fall of 2020, Peel Regional Police collaborated with Ontario Provincial Police and York Regional Police to investigate the increase of highly organized group-coordinated street racing. Project DRIFT (Dangerous Racing Intelligence Focus Team) was created to support the ERASE Program. During the project, members of the team were able to gather information and evidence which resulted in the execution of several warrants and arrests. Those involved with these groups are responsible for dangerous vehicle manoeuvres often in the presence of large crowds and innocent drivers.

“Those who choose to show a blatant disregard for community safety by engaging in these types of illegal activities, need to be reminded there are legal consequences for their actions. [October 1, 2020] we have successfully put a dent into the organizational structure of these events, and are united in the goal to keep our roads safe.

The community has had enough. We have all had enough.” Chief Nishan Duraiappah



## Crime Prevention Initiatives

### Youth Presentations

- Cyberbullying
- Human Trafficking
- Drug Education
- Frauds & Scams
- Personal Safety
- Internet Safety / Social Media
- Media Distraction / Addiction

### Adult/Seniors Presentations

- Cyberbullying
- Human Trafficking
- Drug Education
- Frauds & Scams
- Personal Safety
- Realtor Safety
- Internet Safety / Social Media
- Media Distraction / Addiction
- Home Security
- Crime Prevention Through Environmental Design
- Run, Hide, Defend
- Road Safety



Radar enforcement project us on the roadways

### Other Road Safety Services Programs and Initiatives

- The Road Safety Services (RSS) team have partnered with the Peel Addiction Assessment and Referral Centre to refer impaired driving offenders to addiction resources to help them avoid reoffending.
- 'Take the Pledge Peel' Safe Driving Campaign is a Community Safety and Well-Being social development strategy to unite stakeholders vested in road safety and excessive speeds.
- RSS have dedicated a Dangerous Driving Target Team to identify high-risk driving offenders and take a proactive approach with these investigations. This will continue to be part of a focused awareness strategy to support the existing traffic enforcement model and prevent traffic/criminal violations and preventable collisions.
- Traditional divisional road safety units were centralized and additional officers added to RSS. The additional officers will continue to monitor data-driven high-risk collision locations within the region.
- The redesign of the Road Watch website will help filter and adequately manage the vast amount of traffic complaints in our region. This will ensure community member complaints are dealt with in a timely and efficient manner. [www.peelpolice.ca/roadsafety](http://www.peelpolice.ca/roadsafety)
- RSS has built collaborative relationships with Brampton and Mississauga By-Law Enforcement related to road safety (tow truck enforcement and excessive noise).
- Project Noisemaker ran for the month of July 2020 to identify and reduce the number of motor vehicles with modified or excessively loud exhaust systems. 403 Highway Traffic Act tickets were issued.

## 24,000+ Vehicles Stopped for RIDE



89  
Warn Range  
Suspensions



116  
Persons  
Charged



2,189  
Roadwatch  
Reports



827  
Stunt Driving  
Charges

# Performance Indicators: Our Community

## 1.1 Crime Prevention and Response

**Implement crime prevention initiatives, focusing on violent crime and identified community crime trends, and respond effectively to citizen calls for service.**

- 1.1.1 Created Regional Community Mobilization (RCM) Teams and Divisional Mobilization Units (DMU) to work with frontline officers to enhance community engagement and outreach programs. DMU officers will be responsible for identification of, intervention with, and prevention for priority individuals or communities. RCM teams will be responsible for connecting priority individuals with community agencies for support.
- 1.1.2 Mined operational data to discover patterns in repeat offenders/victims with respect to vulnerable populations, providing direction and priorities as the foundation for the operational rollout of the Community Safety and Well-Being framework.
- 1.1.3 Communications Centre dispatched officers to emergency events following established guidelines.
- 1.1.4 Responded to 83,479 non-emergency calls by alternative methods including community station and divisional front desk reporting, as well as online reporting with follow-up through Call Diversion Units. Additionally, the Brampton Virtual Substation opened as a location for virtual reporting, and the Malton Community Substation reopened.
- 1.1.5 Developed new Crime Prevention educational programs that addressed a general theme of increasing personal and business safety. Also adapted material to a virtual platform allowing several thousand individuals from schools, organizations and businesses to attend interactive and informative training sessions. The virtual platform also provided the opportunity for officers to continue participation on a variety of committees including: Business Watch (Safe City Mississauga), Peel Alliance to End Homelessness, IMET (Integrated Municipal Enforcement Team) and Vision Zero (Pedestrian and Road Safety). Crime Prevention increased its social media presence, particularly on Twitter where followership increased approximately 20 per cent with 1,784,600 impressions.
- 1.1.6 In the 2020 Residential Community Survey, 77 per cent of citizens strongly agreed/agreed that Peel Regional Police is effective at responding quickly to calls for assistance.
- 1.1.7 Violent crime rate (611 per 100,000) was below the provincial (942) and national (1,277) rates. Property crime rate (1,742 per 100,000) was below the provincial (2,661) and national (3,510) rates.
- 1.1.8 Solvency rate for violent crimes (74 per cent) was above the provincial (64 per cent) and national (61 per cent) rates. Solvency rate for property crimes (25 per cent) was above the provincial (21 per cent) and national (20 per cent) rates.

## 1.2 Emergency Management Planning and Response

**Ongoing review and collaboration with policing and emergency response partners to maintain a coordinated emergency management plan.**

- 1.2.1 Conducted a review of the Peel Regional Police Emergency Plan. Received approval to expand the part-time Scribe and Boards program to augment command staff during Critical Incidents. Emergency Management also received approval to develop and implement a part-time Mass Casualty Unit. School Police Emergency Action Response program includes 474 schools.
- 1.2.2 Emergency Management participated in training exercises in partnership with various community partners to assist with intra-agency communication and emergency preparedness. The Tactical Unit (TAC) conducted two Aircraft Interdiction Courses with stakeholders including the Greater Toronto Airport Authority, Air Canada, West Jet, Peel Regional Police TAC Medics, Airport Division, Toronto Police Service Emergency Task Force, Halton TAC, Department of National Defence Joint Task Force, Hamilton TAC and Durham TAC.
- 1.2.3 Emergency Management partnered with the OPP to facilitate the first ever Search Manager Course for Peel Regional Police, training 18 additional Search Managers, bolstering Peel Regional Police's response option to missing vulnerable person searches.

## 1.3 Intimate Partner and Family Violence

**Support awareness, education and response to intimate partner and family violence.**

- 1.3.1 Planning for a centralized Intimate Partner Violence Unit (IPV) was initiated to improve response and investigation of intimate partner disputes. The IPV Unit will have 40 Constables, eight Detectives and one Detective Sergeant who all are specially trained in IPV investigations.
- 1.3.2 Participated in the Region of Peel's Family and Intimate Partner Violence Awareness (FIPV) Campaign to commemorate the International Day for the Elimination of Violence Against Women. This social media campaign helped raise awareness and educate the community about available resources to help reduce FIPV in the community. The hashtag #ItsNotOkay was developed for use during the campaign.



## 1.4 Mental Health and Addictions

### Review response to mental health calls, and identify partners to provide mental health support to community members.

- 1.4.1 Designed systems to connect individuals with mental health concerns with available care in response to the growing need for mental health support in Peel. Also established the Mental Health and Addictions Strategy Committee, comprised of 20 external community partners and 18 internal Peel Regional Police partners. These programs align with the Region's Community Safety and Well-Being (CSWB) Plan priorities.
- 1.4.2 64 frontline officers were trained for the Mobile Crisis Rapid Response Team (MCRRT), receiving specialized mental health training. All frontline officers receive Mental Health Awareness training as part of their cohort training at three months.
- 1.4.3 MCRRT is a police led program run in partnership with the Canadian Mental Health Association. It provides frontline response to mental health calls, to better support people in the community with mental health challenges. Response teams consist of an officer and a Crisis Support Worker.

## 1.5 Priority Populations

### Work collaboratively with Community Safety and Well-Being partners to identify and improve outcomes for priority populations.

- 1.5.1 Supporting the Region of Peel's CSWB Plan highlighting the mandate to deliver engagement, intervention and risk prevention support to priority populations.
- 1.5.2 Conducted workshops with representatives from the Chief's Advisory Committees and community members from priority groups during the development of the Strategic Plan.
- 1.5.3 The Equity and Inclusion Unit participated in 35 community events and the Elder Abuse Unit conducted 14 presentations with 520 participants, 303 community consultations, and distributed 5,000 Senior Safety Calendars.
- 1.5.4 Clearance rate for Criminal Code violations for youth (48 per cent) was above the national (45 per cent) and provincial (44 per cent) rates.
- 1.5.5 Crime rate for Criminal Code violations for youth, excluding traffic violations (1,069 per 100,000) was below the national rate (1,448) and below the provincial rate (1,136).
- 1.5.6 Initiated 84 Problem Oriented Policing projects to help target community issues. Community Mobilization was awarded grant funding to support human trafficking prevention and awareness and support victims/survivors of human trafficking.
- 1.5.7 Revised Chief's Advisory Committees to better understand community priorities, strengthen relationships and enhance policing policies.
- 1.5.8 The Regional Community Mobilization (RCM) Team used a risk tracking database to help identify risks and provide referrals to community support agencies.
- 1.5.9 Created platforms for virtual youth programs, and educational videos on Peel Regional Police's YouTube channel highlighting Peel Children's Safety Village messages for personal, pedestrian and bicycle safety.

## 1.6 Road Safety

### Improve road safety through education, enforcement and proactive strategies and focus on the Community Safety and Well-Being Vision Zero goal.

- 1.6.1 Implemented various targeted road safety initiatives and educational campaigns, including Project Noisemaker, Take the Pledge and a joint forces street racing operation Project DRIFT (Dangerous Racing Intelligence Focus Team). Project ERASE (Eliminate Racing Activities on Streets Everywhere) investigated 4,319 vehicles and laid 2,174 charges. The Safer Roads Team was added to focus on addressing driving offender recidivism via compliance checks, surveillance and Crime Stopper tip follow-ups.
- 1.6.2 Received 2,189 reports from the community through the Road Watch reporting system which helps identify dangerous and aggressive drivers. Road Safety Services team partnered with the Peel Addiction Assessment and Referral Centre to refer impaired driving offenders to addiction resources to help them avoid reoffending. There was an approved expansion of 16 officers for the Strategic Enforcement Team.
- 1.6.3 The traffic fatality rate was three per 100,000. 37 fatal collisions resulted in 43 deaths, 15 of which were pedestrians and four cyclists. The personal injury accident rate was 83 per 100,000. 1,189 personal injuries were reported, a rate decrease of 37 per cent from 2019 (1,888).
- 1.6.4 Implemented traffic enforcement at locations identified using statistical analysis and community complaints. Strategic Enforcement officers concentrated heavily on stunt driving, increasing charges laid by 126 per cent in 2020 (827) from 2019 (366).

## 1.7 Victim Assistance and Community Support

### Collaborate with community partners to identify and provide support to community members, and implement the Community Well-Being framework.

- 1.7.1 Centralized Intimate Partner Violence Unit will help with the identification of repeat victims in order to provide them with needed support.
- 1.7.2 Continued participation on the Peel Human Trafficking Service Providers Committee to address human trafficking and coordinate survivor support. The Committee and RCM co-authored a successful submission with the Region of Peel for provincial human trafficking funding. An integrated services hub for victims/survivors aged 12 and up will be created, providing on-site support services. As well, continued partnership with Victim Services of Peel to ensure persons victimized by crime, or in crisis, are informed of available services and support.





# Our People

Culture and Well-Being

Employee Collaboration

Investing

Skilled Employees



**3,107**  
Total Authorized  
Complement



**2,163**  
Authorized Sworn  
Complement



**292**  
Total New Hires



**30**  
Authorized Cadet  
Complement



**914**  
Authorized Civilian  
Complement



**62**

Different Languages Spoken



**102**

Outreach Initiatives



**1,111**

Multilingual Members



**51%**

Female New Hires



**50%**

Racialized Cadets



**58%**

Racialized New Hires



**84**

Officer Promotions



**9**

Civilian Promotions







Special Constable in front of Davis Court



Proud to be Fleet



Officer doing a 'chickening'

## Diversity, Equity and Inclusion Multi-Year Strategy Launch

### Five-Year Action Plan

In cooperation with Canadian Centre for Diversity and Inclusion, Peel Regional Police has completed an in-depth internal assessment, and created a five-year Action Plan. The mission of the Plan is to foster trust by improving the culture of our service, where we are all accountable for promoting and supporting inclusion within the organization and community. One of the first initiatives was to review Peel Regional Police directives with a diverse and inclusive lens.

### Diversity, Equity & Inclusion Calendar

Corporate Communications has also promoted significant calendar dates on Peel Regional Police social media to recognize and honour the diversity that surrounds us. This will be expanded to an online version for internal focus as well.

### Internal Support Networks

Internal Support Networks have been created to provide members with a formally recognized structure to support their unique needs relating to personally identifying characteristics, both visible and invisible.

The Internal Support Networks promote:

- Diversity, awareness and inclusivity.
- Foster workplaces where members feel honoured, respected and valued.
- Provide cross-cultural learning and connection.
- Opportunities for career development.

### Chaplaincy Program

The Chaplaincy program is being redesigned to provide more inclusive spiritual support for our members. The program will utilize community faith-based resources and networking.

### Workplace Census

Planning began in 2020 to prepare a workplace census using input from the Ontario Human Rights Commission, to collect and report demographic data about our service. This is essential in identifying systemic barriers and opportunities to become more inclusive.





## Organizational Wellness Initiatives

### Peer Support and Critical Incident Response Teams

These teams are comprised of employees of Peel Regional Police who represent or have past experience in a vast array of uniform and civilian units throughout our service. Their specialized training and personal experience allows them to support members through:

- Critical and traumatic incidents.
- Occupational stress.
- Mental health, resilience and work-life balance.
- Separation and divorce.
- Grief, bereavement and personal loss.

The Peer Support Teams are made up of 91 members, and have made over 17,000 member contacts. These volunteers are able to assist members with strategies to manage these stressors and enhance their self-care practices. They have access to an extensive network of mental health resources and can assist with referrals tailored to the inquiring member.

### Target Life Program

Target Life is a holistic wellness program that encourages members to practice healthy lifestyle choices to improve their overall well-being. This initiative consists of five phases, with health-focused incentives designed to encourage and support the adoption of healthy lifestyle behaviours by our employees. The program is progressive, creating an individual employee challenge that starts with one action and builds a base of resilient habits, adding one new habit each year.

Target Life is flexible and takes into account that busy people need health habits that make sense for their unique life situations and have clear actions and results. It also incorporates choices to align with personal philosophies and preferences. The five phases include:

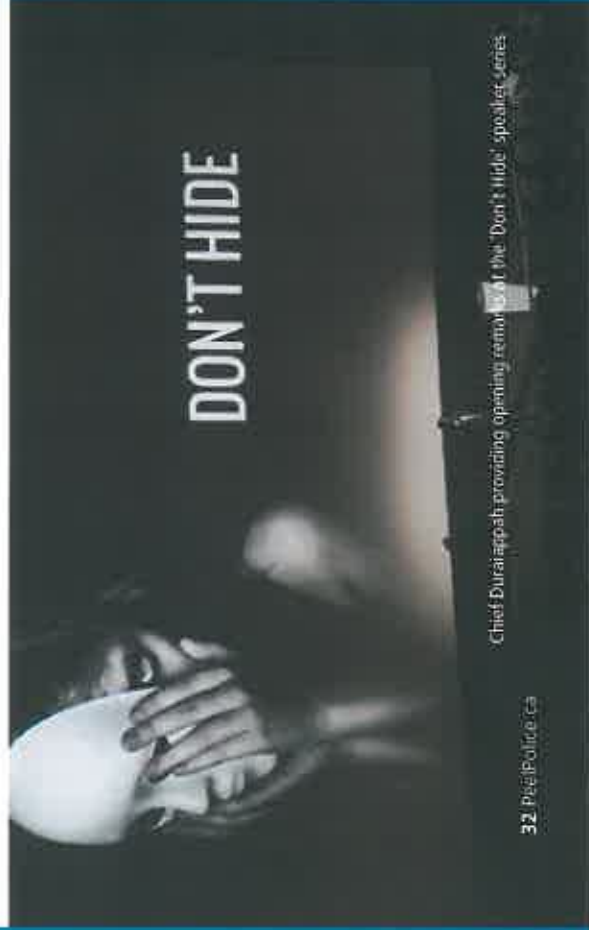
- Physical care
- Self-care
- Nutrition care
- Mental care
- Social care

### Organizational Wellness COVID-19 Response

For employees of an essential service, many adjustments had to be made in order to manage changes to work and home life. Often these changes were fluid and evolved into new norms for how we go about our daily lives. Weekly communications were sent to employees helping them with a variety of challenges, including but not limited to:

- Parenting during a pandemic
- Managing the impact
- Combatting fatigue, isolation and loneliness
- Identifying depression
- Self-care
- Building resiliency

Organizational Wellness also introduced a Wellness Wednesday Outreach where they met with platoons at each division, providing information, awareness and resources.



### Don't Hide #PRPSTRONG

Reducing the stigma surrounding mental health in the policing culture is a challenging task. In a profession where being seen as weak is stigmatized, it is difficult to admit when we need help. Creating buy-in and normalizing mental health is something Peel Regional Police is committed to doing. The 'Don't Hide' speaker series for the 2020 Bell Let's Talk Campaign involved members sharing their stories of their mental health journeys and coping strategies. It took strength and courage for those members to drop their mask and show their vulnerable selves. Over 500 members attended this event.

#PRPSTRONG was created to demonstrate we are on this journey together, we are a team and we need to support one another.

Over 7,500 masks were sold, with a total of \$35,400 raised for charity. We are in this together with our members and our community.

Chief Duraiappah providing opening remarks for the 'Don't Hide' speaker series



## COVID-19 Pandemic

Since the onset of the COVID-19 pandemic, the Chief's Management Group, our COVID-19 Response Committee and the Peel Regional Police Association were in constant communication to ensure that we were meeting the needs of our people and community. We are an essential service, and even though there have been additional pressures due to the COVID-19 pandemic, our membership has continued to prove itself as a world-class organization.

In a year dominated with unprecedented impacts of a global pandemic on our lives and our work, Peel Regional Police has implemented decisions and best practices in order to protect our employees and our community from the transmission of COVID-19:

- Created the COVID-19 Response Committee for streamlining communication.
- Installed all facilities with Self Screening Thermal Scanners as well as a mandatory Self Screening Questionnaire before entry.
- Reduced capacity in work areas.
- Work from home policy, where viable.
- Reserve Deployment Model in shift scheduling.
- Reconfiguring of workstations.
- Improved ventilation systems.
- Physical distancing guidelines in common spaces.
- Continual cleaning and disinfecting of work areas.
- Mandatory Personal Protective Equipment guidelines implemented for contact with the community.
- Mobile COVID-19 testing stations for all employees.
- Increased communication with employees through Virtual Town Halls.

We are working hard to do our part to protect ourselves as essential workers and to protect those around us, whether at work or in our community.



Facilities Management working hard to keep us safe!



## Performance Indicators: Our People

### 2.1 Cultural, Physical and Psychological Well-Being and Safety of Our Employees

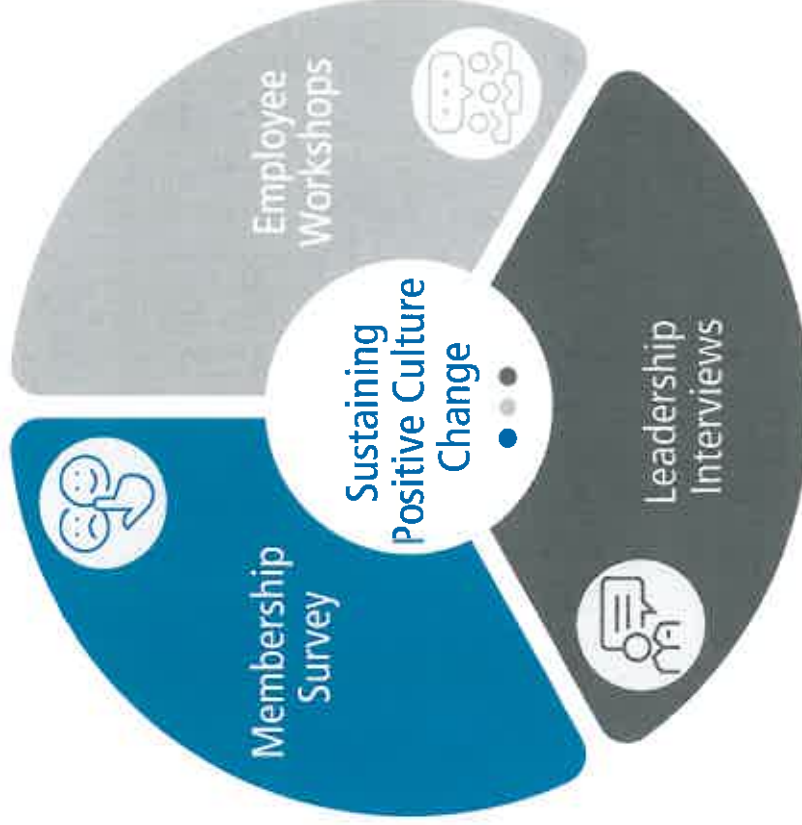
#### Develop and promote initiatives to support the well-being and safety of employees.

2.1.1 The Joint Occupational Health and Safety Committee conducted 180 workplace inspections.

2.1.2 The Workplace Mental Health Policy continued to promote programs, practices and resources to support employees and reduce environmental and organizational stressors. As well, a mental health strategy is being developed under the Excellence Canada Healthy Workplace initiative that focuses on the mental health of all members to create a healthy and safe workforce. The Psychological Safeguarding program also expanded to include additional units.

2.1.3 Peer Support currently has 91 trained members who provided 17,494 client contacts to support Peel Regional Police members. As well, 19 health and wellness related seminars were hosted, and new initiatives to support cultural, physical and psychological well-being and safety included:

- Organizational Wellness Unit awareness and member introductions - outreach eight week series.
- Wellness Wednesdays outreach on-site visits and weekly reminders sent electronically to the officer's Mobile Dispatch Units.
- Increase of 12 members to Critical Incident Response Team.
- Six week Suicide Prevention Awareness Series.
- Ontario Police College (OPC) recruit outreach provided online resources to pre-OPC recruits.
- Continuing Education focused on resiliency, grief and prolonged exposure.
- Internal Support Networks were introduced including Military, Asian, Black and Woman networks, with the goal of supporting the unique needs relating to personally identifying characteristics, and promoting diversity, awareness and inclusivity where members feel honoured, valued and respected.



### Culture Assessment

At the heart of our organization is our culture. Our norms and shared beliefs determine 'how we operate'. One of the keys to our success is to have a culture based on a strongly held, and widely shared set of beliefs that support our strategic objectives and vision for the future. Peel Regional Police joined with PricewaterhouseCoopers to start taking steps to gain a deeper understanding of our current organizational culture. It is the first step to making our culture work for us. This was done through several activities; a membership survey, leadership interviews and employee workshops. These activities helped us understand our current culture so we can continue to maximize our strengths, and identify barriers that we need to overcome to better our employees and in turn better serve our community.

## 2.2 Employee Collaboration and Engagement

### Focus on improving employee collaboration and engagement.

2.2.1 Reorganized Peel Regional Police structure to enhance collaborative initiatives and support the sharing of ideas. This includes the changing of areas from divisional based to regional based, such as the Regional Community Mobilization Team, the Regional Road Safety Unit and the Regional Intimate Partner Violence Unit. The Peel Regional Police Analytics team implemented dashboard software in the Real Time Operations Centre to assist in the deployment of officers for balancing workload.

2.2.2 83 messages from the Chief and 312 emails from Corporate Communications were sent to employees to increase awareness about organizational and community initiatives. Continued to use a number of channels including our intranet portal and television system, email bulletins, an employee newsletter and internal videos to increase employee engagement and communication. Conducted internal COVID-19 and Body Worn Cameras town halls for information sharing with employees.

2.2.3 Feedback from previous focus groups influenced the organizational restructure. Additional employee input was captured through a culture survey and focus groups resulting in a Culture Assessment of current state, and recommendations that Peel Regional Police can undertake to create wide-scale, lasting culture change.

## 2.3 Invest in Our People

### Provide resources and development opportunities for continued growth of staff.

2.3.1 Implemented a Leadership Development Advisory Team to review and identify opportunities for professional development and coaching for all levels of the organization with a goal to create an innovative and progressive framework that would support an employee (uniform and civilian) throughout their career.

2.3.2 Training and education related to development and leadership included:

- 219 employees enrolled in 810 continuing education courses.
  - Employees spent 192,573 hours in training.
  - Temporary opportunities resulted in 397,693 acting hours.
  - Posted 607 internal job vacancies.
  - Promotion of 84 officers and the position advancement of 27 civilians, including nine civilian promotions.
- 2.3.3 Equipment and projects introduced to support safe and effective delivery of services included:
- Private/public safety broadband Long Term Evolution for cellular data communication.
  - Mobile Data Unit refresh.
  - Mobile phones as part of the Digital Officer Transformation Program.

2.3.4 Replace desktops, laptops and equipment which are more than four years old and out of warranty including more than 120 desktop computers, 200 laptops computers, 200 monitors and 20 iPads. Replaced desktop, laptops and equipment in accordance with the Information and Technology Plan. Emergency infrastructure increased capacity to support over 1,000 staff to concurrently and securely work remotely if needed.

2.3.5 Facilities Projects in accordance with the Facilities Plan, include:

- Malton Community Station renovation.
- Brampton Virtual Station.
- 11 Division walkway for accessibility.
- Security Operations Center construction.
- Facilities Long-term Plan Phase 1: Mass renovations at Sir Robert Peel Centre and Emil V. Kolb Centre for Police Excellence commenced.

## 2.4 Professional and Skilled Employees that Represent Our Community

### Attract and retain skilled employees who represent our community.

2.4.1 Adjusted traditional outreach initiatives to a new online digital approach, including an Instagram account with our live and pre-recorded sessions, posts and stories, resulting in an increase to almost 1,600 followers. Used 102 outreach recruiting initiatives and recruiting forums to boost uniform applications. Received 3,516 uniform applications (increase of 83 per cent from 2019). The Civilian Recruiting team transitioned to online testing and remote interviewing to align with protocol.

2.4.2 Designated groups were represented in the organization: 36 per cent females, 28 per cent racialized and visible minorities, one per cent persons with disabilities and one per cent Indigenous.

2.4.3 Attrition rates were four per cent for officers and five per cent for civilians.

2.4.4 292 new hires (144 officers, 130 civilians and 18 cadets) which included: 169 (58 per cent) racialized and visible minorities, 150 (51 per cent) female, two (one per cent) persons with disabilities and eight (three per cent) Indigenous.

# Our Work

Collaboration

Diversity

Fiscal Responsibility

Public Trust

Service Excellence

Environment

## Body Cameras

By leveraging both existing and new innovative technologies, Peel Regional Police are providing officers with the necessary tools to improve efficiency and effectiveness. All frontline officers will be equipped with a body worn camera as part of the commitment to transparency and accountability both internally, and to each member of the community we serve. This technological innovation directly aligns with Peel Regional Police's commitment to maintain public trust and provide professional and unbiased policing by accurately recording interactions with our community. Body worn cameras will help demonstrate the organization's commitment to a bias free and professional policing service delivery model. The implementation of body worn camera technology will allow us to highlight the great work that is performed professionally under extreme conditions. Our organizational goal is to be a leader in innovative policing solutions.

"As we continue to modernize our organization, our vision is to utilize available innovation and technology tools to enhance Community Safety and Well-Being while demonstrating the professionalism of our frontline members. Peel Regional Police has taken a leading role in introducing the concept and framework for providing real time enhanced services, utilizing BWC [body worn camera] live-stream technology."

Deputy Chief Anthony Odoardi



Body worn cameras



## Digital Evidence Management

Peel Regional Police is embarking on a significant digital transformation, which includes the implementation of new technologies along with the introduction of strategic innovation. Peel Regional Police's need to modernize the service's digital infrastructure to streamline data flow moving forward will involve the development of a Digital Evidence Management System (DEMS). DEMS is the backend infrastructure that provides the platform for managing all Peel Regional Police's digital evidence including seamless introduction of future data-dependent technologies. It will enable our organization to handle large volumes of data in a secure, responsible and cost-effective environment. The DEMS system will form the foundation upon which other data collection systems will operate. The implementation of this technology will be fulsome, community oriented, evidence based and fiscally responsible. We will leverage data analytics in order to direct police activities with the goal of improving service delivery to those who live, work and visit the Region of Peel.

"The use of BWC [body worn cameras] and the supporting digital storage solution will be essential to modernize and enhance transparent and accountable police services to our Community." Former Peel

Police Services Board Chair Ron Chatha



## Chief Town Halls

Peel Regional Police held Town Hall meetings to engage with the community, listen and learn. The Service collaborated with the Muslim Council of Peel, Muslim Advisory Committee, the Black Advisory Council and Chinese Advisory Council along with various other stakeholders and a wide range of voices from communities of racialized people and persons with disabilities. The Town Halls engaged the community in meaningful dialogue and provided the community with an opportunity to speak directly with our Chief, his management team and our community leaders about the issues that mattered the most. The information gathered was invaluable in implementing meaningful change towards "A Safe Community Together". Peel Regional Police is committed to bringing about systemic change inclusive of a human rights-centric framework as the organization moves forward. The first Tele-Town Hall conference call hosted by Chief Nishan Duraiappah in 2020 had over 17,000 citizens call in to participate.

"A change from traditional law enforcement and a focus on public health, ensuring the health and wellness of families and individuals is our priority, we are committed to doing that." Chief Nishan Duraiappah



## Community Substations

Peel Regional Police opened two community substations: the Downtown Brampton Virtual Substation, and the reopening of the Malton Community Substation to meet the needs of the community. The Brampton Virtual Substation has been designed to allow the public to contact and interact virtually with officers during regular business hours without attending a station. It also provides direct access to the Communication Centre 24 hours a day, seven days a week. It has also been designed to give the officers working in the area, or responding to calls in the area, a space to complete paperwork and follow-ups while remaining present in the downtown area. Concerns for downtown Brampton can differ from those of the Malton community, so the Brampton Virtual Substation will provide a greater footprint by Peel Regional Police, instill confidence in the public and improve the overall atmosphere in the downtown core. The interactive

kiosk of the Brampton Virtual Substation is accessible to residents, businesses and visitors alike between 9 a.m. and 7 p.m. to report incidents of concern to police.





## Lean Six Sigma

Lean Six Sigma is a business improvement methodology developed in the manufacturing sector as a measured approach to problem solving using the DMAIC Model: Define, Measure, Analyze, Improve and Control. Adopting Lean Six Sigma as a regular business practice provides a standardized framework for all Peel Regional Police employees to follow as well as provide immediate and positive impacts on the way we conduct business and deliver services to the citizens of Peel. Thirty Peel Regional Police members have received their Lean Six Sigma Green Belt Certification, and can assist areas with following the Lean Six Sigma framework.

## Business Intelligence and Police Analytics

### Business Intelligence

Peel Regional Police's digital transformation will include the acquisition of Business Intelligence software to drive evidence-informed community safety initiatives and analytics, which will evaluate our progress through outcome-based metrics, to reassure and sustain the positive changes. The Business Intelligence platform will enable Peel Regional Police to make better business decisions. The platform will power the dashboards in our newly established Real Time Operations Centre. It will provide valuable information on the skills and the deployment of officers across the Region of Peel. With this information, an officer with the required skillsets (i.e. specific language, crisis negotiations, etc.) can be deployed to the appropriate call for service to address situational issues. The platform will enable our Analytics Bureau to conduct a detailed analysis of data to help make data-driven and informed business decisions.

## Real Time Operations Centre

Peel Regional Police has embarked on the development of a Real Time Operations Centre (RTOC). The RTOC will manage core policing resources in the context of dynamically evolving events encountered by Peel Regional Police's frontline officers and Communications Centre. The RTOC operates by allocating resources in real time with the ultimate goal of enhancing public and officer safety. The RTOC approach will improve officers' situational awareness via analytical support, utilizing internal and external data sources. Those sources are leveraged to run checks, provide intelligence-based analytics, share images from open-source social media searches, and provide resource allocation information.

## Dashboards

The Analytics Bureau partnered with leaders in the business intelligence industry to implement a dashboard solution which will provide a complimentary framework with enriched analytical capability to further the effectiveness of an enhanced evidence-based approach to community safety and well-being. The dashboards will be interactive, real time data driven and visually dominant. Peel Regional Police is one of Canada's few policing agencies to adopt and implement this forward-thinking, innovative dashboard approach, built by our people, to assist Communications and frontline response.



Using technology to assist frontline officers

## Online Records Check

A new online application process for obtaining police record checks is now available. Brampton and Mississauga residents can now obtain a Criminal Record Check, Criminal Record and Judicial Matters Check or Vulnerable Sector Check for employment or volunteer purposes without having to attend a police station in person. All aspects of the process, including verification of identity and fee processing, are handled electronically using a secure automated platform. The online program allows residents to apply for all three levels of record checks, 24 hours a day, seven days a week. Applicants may choose to receive either the hardcopy version of their criminal record check or the newly formatted electronic document.

## Partnerships

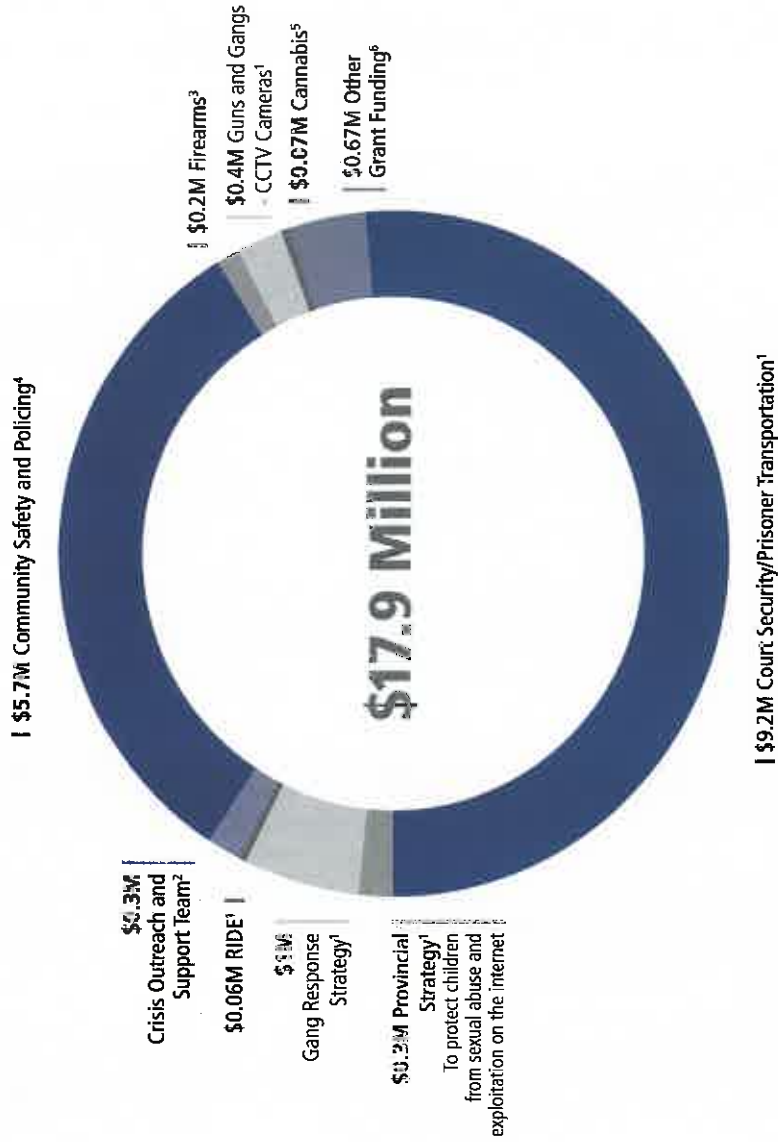
### Ontario Human Rights Commission

Peel Regional Police is committed to enhancing co-operation between police services and the communities they serve, while ensuring that the delivery of these services are aligned with the fundamental rights guaranteed by the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code. Peel Regional Police and the Peel Police Services Board are committed to taking a leadership role amongst police agencies to address and overcome systemic racism in policing. Peel Regional Police is forming a data governance team committed to operationalizing and implementing principles under a systemic change framework with the Ontario Human Rights Commission. Along with partner agencies, Peel Regional Police is working to develop and implement solutions to dismantle systemic racism while supporting our Diversity, Equity and Inclusion Strategy. This effort will bring measurable and sustainable shifts to policing practices here in the Region of Peel.

### Supportive Housing in the Province

Peel Regional Police has partnered with Supportive Housing in the Province to assist with short-term crisis stabilization housing for persons in crisis within the Region of Peel. This program provides short term housing (up to 14 days) by offering crisis beds to individuals dealing with a mental health or addiction crisis. Supportive Housing in the Province is not a shelter, rather an interim program that allows people to stabilize and receive support and resources after their interaction with police. This program can be used in conjunction with a release from a criminal charge, but cannot be used to replace a Mental Health Act, Section 17 apprehension.

## 2020 Funding Partnerships



1. Ministry of the Solicitor General 2. Canadian Mental Health Association Peel Branch 3. Chief Firearms Office for Ontario
4. Ontario Cannabis Legalization Implementation Fund 5. Other Grant Funding: International Data Corporation Canada Ltd (IDC) (\$0.15M), Technical Investigations Cooperative (TIC) (\$0.1M), Technical Investigations Cooperative (\$0.1M), Building Local Internet Child Exploitation Unit Capacity in Ontario to Combat Child Sexual Exploitation Online (\$0.06M), Ontario's Strategy to End Human Trafficking (0.05M), Guns and Gangs – G.R.I.T. – Gang Related Intervention Team (\$0.05M), Project Haven (\$0.04M), Government of Canada – Federal Victim Fund Measures to Address Prostitution (Bill C-36) (\$0.015M), Hate Crimes and Extremism Investigative Team (HCEIT) (\$0.01M), Tobacco Enforcement Grant (\$0.003M). Totals may not add up due to rounding.

## 2021 Budget

# \$462.5 Million

**3.8%**  
over 2020

27  
Officers

14  
Civilians



Building a Better PRP one step at a time.

## Performance Indicators: Our Work

### 3.1 Collaboration, Partnerships and Shared Services

**Co-lead the Community Safety and Well-Being System Leadership Table to improve collaboration and information sharing with community partners, and create opportunities for additional partnerships and shared services agreements.**

3.1.1 Peel Regional Police Chief is co-chair of the Community Safety and Well-Being System Leadership Table with the Commissioner of Health Services from the Region of Peel. The Community and Safety Well-Being Plan was approved by Peel Regional Council in October 2020.

3.1.2 Peel Regional Police currently has over 110 Memorandums of Understanding (MOUs) to outline roles and responsibilities with other agencies.

3.1.3 A number of shared services and technologies projects exist, including:

- The Peel Regional Police Digital Evidence Management System solution is fully compatible with the Provincial Digital Evidence Management Program which will enhance the ability to securely capture, store, manage and share digital evidence, modernizing police and court processes.
- Collaborating with the Region of Peel for procurement for the Human Resources Management System and financial systems replacement.
- Partnering with York Regional Police to procure a mugshot identification software solution.

3.1.4 Completed nine Joint Force Operations to help combat criminal operations.

### 3.2 Diversity, Equity and Inclusivity In Our Workplace and Our Community

**Develop and implement initiatives to support diversity, equity and inclusion in our workplace and in the community.**

3.2.1 Continue to implement the recommendations outlined within the Canadian Centre for Diversity and Inclusion Current State Inclusivity Assessment report, including undertaking a Culture assessment to show our commitment to organizational culture, enhancing community engagement and focusing on inclusion. A Diversity, Equity and Inclusion manager was hired to lead us through the recommendations.

3.2.2 A Diversity, Equity and Inclusion Strategy was developed, with a mission to foster trust by changing the culture of our police service, where leaders and all members are accountable for promoting diversity and inclusion with the organization and the community. Organization, Leadership and Employee commitment goals are being implemented.

3.2.3 In October 2020, Peel Regional Police, Peel Police Services Board and Ontario Human Rights Commission signed an MOU committing to develop and implement legally binding remedies to identify and eliminate potential systemic racism in policing, promote transparency and accountability, and enhance Black, other racialized and visible minority and Indigenous communities' trust in policing throughout Peel Region.



3.2.4 Embedded bias-free training into all recruit training and Leadership in Police Organization training. All current employees are required to have completed Fair and Impartial Policing Training and we will continue to provide this training to all new employees.

### 3.3 Fiscal Responsibility and Sustainability

**Conduct business practices ensuring fiscal responsibility and sustainability for effective service delivery.**

3.3.1 Renewed long-standing funding partnerships with all levels of government resulting in Peel Regional Police receiving \$17.9 million in funding to support community safety.

3.3.2 The 2021 Budget was approved by the Peel Police Services Board and Peel Regional Council and includes approval for hiring an additional 27 officers and 14 civilian staff in 2021.

3.3.3 The Ten-Year Capital Plan was developed and approved by the Peel Police Services Board in November 2020.

### 3.4 Public Trust and Confidence Through Accountability and Transparency

**Implement accountability and transparency initiatives to foster public trust and confidence.**

3.4.1 As of December 31, 2020 there were 331 Directives to ensure compliance with the Ontario Policing Standards and applicable legislation. Directives are reviewed on a regular basis.

3.4.2 A Residential and Business Community Survey to measure community attitudes, trust and confidence was completed early in 2020. Overall, most residents (74 per cent) and business owners/managers (77 per cent) indicated that Peel Regional Police is doing a good or excellent job. Eight in 10 residents, and close to seven in 10 business owners/managers are satisfied or very satisfied with their personal safety from crime.

3.4.3 Continue to implement the principles of the Excellence, Innovation and Wellness Standard and pursue the Order of Excellence Certification in 2022. Peel Regional Police is also implementing Excellence Canada's Healthy Workplace Standards and accompanying strategic action plans to apply for Silver Level certification in 2022-2023.

3.4.4 Strategic initiatives area will be leading a data governance committee responsible for the development of an open data policy.

3.4.5 Commenced the implementation of the Body-Worn Camera Initiative. The technology will support effective delivery of services and the Digital Evidence Management System leading to a number of efficiencies including:

- Streamlined mechanisms to ensure timely, effective and secure data exchange of court files and evidence by justice sector partners.

- Cost-effective approach to purchasing data storage and licensing rates.

3.4.6 Published seven Police Services Act decisions on our external website.

3.4.7 The Office of the Independent Police Review Director received 114 public complaints about Peel Regional Police and concluded 118.

### 3.5 Service Excellence Through Innovation, Technology and Risk Mitigation

**Identify and implement innovative process, combining technology and risk mitigation to ensure service excellence to the community and within the organization.**

3.5.1 Mitigated risk by investigating the seven Risk Reports submitted by Peel Regional Police members.

3.5.2 An Innovation and Technology Strategy was created for implementing and supporting technology which included:

- Creating a mobile focused roadmap, enhancing the use of mobile smartphone technology.
  - Acquisition of a business intelligence platform to provide the Real Time Operations Centre (RTOC) and the Analytics Bureau with enhanced analytical capabilities to support data-driven business decisions.
  - Implementation of the RTOC to enhance public and officer safety.
- 3.5.3 Received recommendations from the Service Delivery Review, outlining initiatives related to People, Organization, Process, Data and Technology, and Facilities, to guide organizational change.

### 3.6 Sustainable Environmental Practices

**Identify and engage in sustainable environmental practices.**

3.6.1 Ordered 85 Ford Interceptor Hybrid Electric Vehicles in an effort to reduce our carbon footprint and mitigate climate change impacts. It is estimated that each vehicle will result in 11 tonnes of CO2 emissions avoided per year. Once fully deployed, the 85 Hybrid vehicles will result in 935 tonnes of CO2 emissions avoided per year.

3.6.2 Installing our first electric vehicle charging stations to encourage staff to drive cleaner vehicles.





# By The Numbers

## Criminal Offences



Crimes Against Persons



Crimes Against Property



Drugs

## Robberies



Robberies Total



Robberies with Weapon



Robberies without Weapon

## Break and Enters



Residence



Business

Variance is based on rate per 100,000.

Criminal Offences	2019		2020		2019-2020 Variance	
	Number	Percent Solved	Number	Percent Solved	Number	Rate Per 100,000 (%)
<b>Crimes Against Persons</b>						
Homicide Occurrences	28	67.9	17	88.9	-918	-10.9
Homicide Victims	31	~	18	~	-13	-37.5
Attempted Murder	31	71.0	26	100.0	-5	-17.3
Assaults (non-sexual)	5,156	86.5	4,683	88.3	-473	-10.5
Sexual Violations	1,016	70.2	913	72.7	-103	-11.4
Robberies	918	42.9	651	46.7	-267	-30.1
Threatening or Harassing Phone Calls	61	42.6	71	39.4	10	14.7
Criminal Harassment	300	83.7	278	89.6	-22	-8.6
Uttering Threats	1,678	78.3	1,584	75.9	-94	-6.9
Other Violent Violations	151	38.4	194	41.2	43	26.7
<b>Crimes Against Property</b>						
Break and Enter	26,412	29.8	23,325	25.7	-3,087	-12.9
Theft Motor Vehicle	3,089	22.6	2,403	26.3	-686	-23.3
Theft Over and Under \$5,000	3,062	7.2	3,376	6.8	314	8.7
From Motor Vehicle	13,746	28.8	11,352	20.5	-2,394	-18.6
Shoplifting	4,354	4.9	4,411	3.4	57	-0.1
Possession of Property Obtained by Crime	4,836	63.1	3,519	46.8	-1,317	-28.3
Frauds	882	100.9	950	97.7	68	6.2
Mischief	2,319	35.2	1,918	36.9	-401	-18.5
Arson	3,264	38.9	3,263	35.7	-1	-1.4
Drugs*	50	24.0	63	25.4	13	24.2
Trafficking/Production/Distribution**	1,276	98.4	1,633	99.4	357	26.2
Possession**	314	94.5	413	100.0	99	29.7
<b>Criminal Driving Offences</b>						
Impaired Driving (Alcohol/Drugs)	962	99.6	1,220	99.2	258	25.0
Fail/Refuse Breath/Blood Sample	3,184	224.1	2,652	184.0	-532	-17.9
Dangerous Operation	1,082	76.2	989	68.6	-93	-9.9
Other CC Traffic Offences	112	7.9	103	7.1	-9	-9.3
	384	27.0	430	29.8	46	10.4
	1,606	113.0	1,130	78.4	-476	-30.6

\* Drugs include cannabis.  
\*\* 2019 restated.

**Traffic Management**

	2019		2020		2019 - 2020 Variance	
	Number	Rate Per 100,000*	Number	Rate Per 100,000	Number	Rate Per 100,000 (%)
<b>Motor Vehicle Collisions - Total</b>	29,364	2,066.9	16,576	1,150.3	-12,788	-44.3
Reportable Collisions	15,673	1,103.2	9,476	657.6	-6,197	-40.4
Fatal Collisions	22	1.5	37	2.6	15	73.3
Personal Injury	1,868	132.9	1,189	82.5	-699	-37.9
Property Damage	13,763	968.8	8,250	572.5	-5,513	-40.9
Non-Reportable Collisions	13,691	963.7	7,100	492.7	-6,591	-48.9
<b>Traffic Enforcement (Highway Traffic Act)</b>						
<b>HTA Charges - Total</b>	64,345	4,529.2	38,238	2,653.5	-26,107	-41.4
Careless Driving	1,693	119.2	1,072	74.4	-621	-37.6
Use Electronic Device	1,238	87.1	975	67.7	-263	-22.3
Disobey Traffic Light	2,065	145.4	1,232	85.5	-833	-41.2
Fail to Stop at Stop Sign	3,164	222.7	1,612	111.9	-1,552	-49.8
Invalid Permit	16,177	1,138.7	7,276	504.9	-8,901	-55.7
Seatbelt	790	55.6	425	29.5	-365	-46.9
Other HTA	18,695	1,315.9	12,311	854.3	-6,384	-35.1
Speeding	20,523	1,444.6	13,335	925.4	-7,188	-35.9
HTA Cautions - Total	8,474	596.5	6,615	459.0	-1,859	-23.1
<b>RIDE Program</b>						
Vehicles Checked	28,931	2,036.4	24,334	1,688.6	-4,597	-17.1
WARN Range Suspensions	198	13.9	89	6.2	-109	-55.7
Impaired Driving Charges	52	3.7	33	2.3	-19	-37.4
Excess Blood Alcohol Charges	128	9.0	83	5.8	-45	-36.1

**Organizational**

	2019		2020		2019 - 2020 Variance	
	Number	%	Number	%	Number	%
<b>Public Complaints</b>						
Complaints Received	98		114		16	16.3
Complaints Concluded	98		118		20	20.4
Firearms Seized	436		498		62	14.2
Bail Hearings*	11,511		7,410		-4,201	-36.2
<b>Prisons Charged</b>						
Adult	13,567		14,854		1,287	9.5
Youth	4,516		5,213		697	15.4
Total	18,083		20,067		1,984	11.0

**Persons Charged**

	2019		2020		2019 - 2020 Variance	
	Adult	Youth	Adult	Youth	Adult	Youth
<b>Persons Charged - Total**</b>	13,567	1,287	12,394	694	-1,173	-8.7
Crimes Against Persons	4,516	697	4,270	372	-246	-5.4
Crimes Against Property	4,279	378	3,469	195	-810	-19.0
Criminal Driving Offences	1,274	24	1,230	11	-44	-3.4
Drugs	899	10	1,086	15	187	20.8

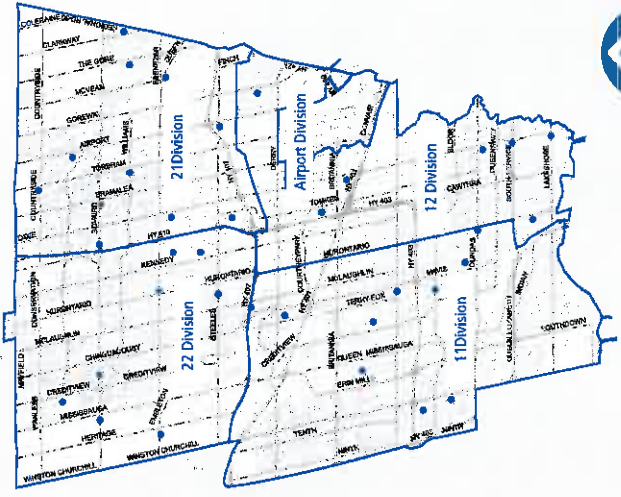
**Regulated Interactions**

Collection of Identifying Information Ontario Regulation 58/16.

- No attempted collections which information was not collected.
- No individuals from whom identifying information was collected.\*\*\*
- Restricted data was accessed four times in relation to Freedom of Information requests.

\*\*\* Detailed information available in a report to the Police Services Board March 26, 2021.

**2020 Traffic Fatalities**



**Fatal Collisions**



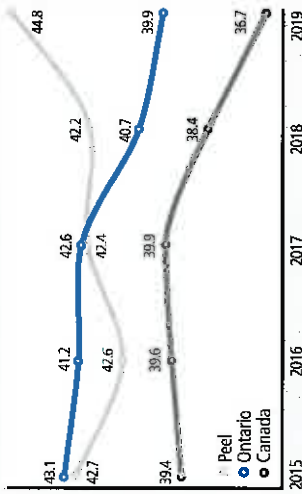
**Vicims of Fatal Collisions**

\* 2019 restated.  
\*\* Youth charged total includes children.

## Five-Year Demographic Growth

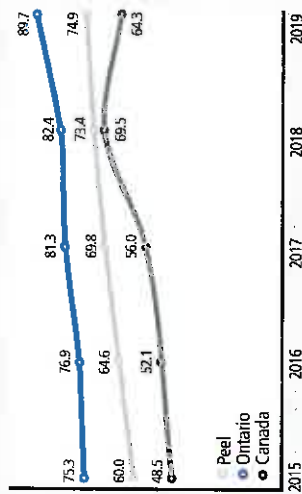


## Weighted Clearance Rate



Source: Statistics Canada, Police Resources in Canada 2019, Canadian Centre for Justice Statistics. 2020 data not available, previous years have been updated.

## Violent Crime Severity Index



Source: Statistics Canada, Police Resources in Canada 2019, Canadian Centre for Justice Statistics. 2020 data not available, previous years have been updated.

## Five-Year Summary 2016 2017 2018 2019 2020

### Demographics

Policing Population*	1,379,910	1,400,290	1,420,672	1,441,052
Young Persons (12 to 17 years-old)*	104,706	104,398	104,744	104,090
Number of Households	406,000	417,000	424,000	431,000
Number of Registered Vehicles**	1,067,523	1,096,645	1,147,418	1,116,892

### Complement: Authorized

Police	2,015	2,036	2,128	2,163
Civilians	840	847	896	914
Cadets	30	30	30	30
Total	2,885	2,913	3,054	3,107

### Workload

Calls to 9-1-1	319,387	365,368	430,111	446,931
Calls Received to Communications	596,468	639,085	705,534	700,602
Citizen-Initiated Events***	225,076	230,605	236,288	226,333
Immediate Response Events***	61,053	67,012	73,586	66,898
Occurrences***	95,825	100,225	103,317	79,136

### Fleet

Police Fleet (Vehicles, Bicycles, Trailers)	796	789	873	915
Kilometres Travelled	15,325,011	15,178,015	15,088,170	15,763,783

### Budget

Net Budget	\$372,823,580	\$384,788,000	\$401,510,000	\$445,780,000
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### Canadian Criminal Code Violations

Total	38,154	40,382	43,378	36,629
Rate Per 100,000 Population*	2,806.4	2,926.4	3,097.8	2,541.8
Percent (%) Solved	51.4	49.2	47.4	47.2

### Crimes Against Person Violations

Total	7,591	8,112	9,333	8,574
Rate Per 100,000 Population*	558.4	587.9	666.5	595.0
Percent (%) Solved	78.1	75.4	76.4	79.9

### Crimes Against Property Violations

Total	24,374	25,998	28,039	23,325
Rate Per 100,000 Population*	1,792.8	1,884.0	2,002.4	1,618.6
Percent (%) Solved	31.8	30.2	27.7	25.7

### Drug Violations

Total	3,086	2,631	2,098	1,633
Rate Per 100,000 Population*	227.0	190.7	149.8	113.3
Percent (%) Solved	99.3	99.4	99.5	99.4

\* Restated.

\*\* Source: 2016 - 2020 Ontario Ministry of Transportation.

\*\*\* Event data is from the computer aided dispatch system.

\*\*\*\* 2020 crime statistics are based on a download of data from the Records Management System the second week of January 2021. Statistics here are a "snapshot" in time and can change for various reasons (i.e. incidents being reclassified, later reporting of incidents). The system is continuously being updated and as a result, some changes to statistics published in previous statistical reports may occur. It should be noted that statistics provided in this report may differ from those used by Statistics Canada and other police agencies who may only count the most serious violation in a criminal incident. Caution should be taken when making comparison of data.

# PRP News

Alerts • Media Releases • Crime Statistics • Podcasts



[PRPnews.ca](http://PRPnews.ca)



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PeelPolice.ca



## PEEL REGIONAL POLICE SERVICE BOARD

Project – BWC and DEMS

**PSB REC: MAY 12 21**  
**LOG# 24-21**  
**FILE CLASS: P00**

Date: May 12, 2021  
Status Report Period:  
May 01, 2021 – May 31, 2021

### Project Status Report

Status Definitions				
<b>Green</b>	<i>On-Track:</i> No corrective action required			
<b>Yellow</b>	<i>Warning:</i> Some issues have been encountered; however are being managed			
<b>Red</b>	<i>Urgent:</i> Project is in jeopardy and escalation is required			
Project Indicators				
	Scope	Schedule	Budget	Resources
<b>Previous Status</b>	On Track	On Track	On Track	On Track
<b>Current Status</b>	On Track	On Track	On Track	On Track
<b>Reason</b>	Scope baselining is going as planned	Covid delay by 2 weeks.	Funds secured – At this point surplus position is expected.	Key project resources have been identified and engaged as required
<b>Mitigation Approach</b>	N/A	N/A	N/A	N/A
Project Summary Highlights				
<ul style="list-style-type: none"> <li>➤ <b>Community Engagement</b> – The PRP BWC Team has completed over 23 engagement points (17 meetings and 5 media opportunities). This includes OHRC recommendation review.</li> <li>➤ <b>Training of DMU and MCRRT</b> – Completed. Cameras have not gone ‘live’ as of yet.</li> <li>➤ <b>Live streaming</b> – RTOC and CSWB have provided ‘use-cases’ for LiveStreaming Technology and planning framework. RTOC use-cases focused on officer safety and CSWB focused on frontline response to mental health crisis calls. Testing of software is ongoing and continue to works well.</li> <li>➤ <b>PRP (INTERNAL)</b> – 655 officers trained to date. 80 BWC deployed at Airport Division, 12 cameras deployed at 22 Division for further testing of hardware and disclosure processes.</li> <li>➤ <b>Evidence.com / DEMS portion</b> – Ongoing – on track – training to non-FI to commence in May.</li> <li>➤ <b>Automation and Auto-Tagging</b> – Ongoing – on track</li> <li>➤ <b>Disclosure</b> - Completed first end-to-end disclosure submission MAG and Defence.</li> </ul>				



# PEEL REGIONAL POLICE SERVICE BOARD

**Project – BWC and DEMS**

Date: May 12, 2021  
Status Report Period:  
May 01, 2021 – May 31, 2021

## Project Status Report

Project Progress %	Project Completion Date (YYYYMMDD)	Project Budget	Project Spend
64%	20211231	\$10,553,000.00	\$1,460,000.00
Project Milestones			
Milestone	Date (YYYYMMDD)	Status	Comment
Deployment - Airport Division	2021/01/25	Complete	Phase 1a / 1b – 80 deployed - Complete
Training	Current	On Schedule	<ul style="list-style-type: none"> <li>655 officers to date.</li> <li>Training sessions are conducted on a weekly basis with up to 48 officers will be trained each week – 17 weeks of training required.</li> </ul>
Organizational Rollout	2021/03/01	On Schedule	Commence after Community Engagement –May 2021, Anticipated completion - Summer 2021.
Community Engagement	2020/06/30	Ongoing:  Completed since last update	<ul style="list-style-type: none"> <li>Community Town Hall – (17,000 participants / 79% support), (June 30, 2020)</li> <li>Chief’s Advisory Committees Virtual Meeting (November 4, 2020).</li> <li>Interfaith Committee of Peel – March 9, 2021.</li> <li>Engagement with Anti-Black Racism and Systemic Discrimination Chief’s Council – March 15.</li> <li>Collaboration session with Dufferin-Peel CMHA Senior Leaders-March 31.</li> <li>Engagement session with OHRC Anti-Racism &amp; Human Rights Advisory Committee-April 6.</li> <li>Engagement session with Chief’s Advisory Committees-April 6.</li> <li>Engagement session with OHRC Anti-Racism &amp; Human Rights Advisory</li> </ul>



# PEEL REGIONAL POLICE SERVICE BOARD

**Project – BWC and DEMS**

Date: May 12, 2021  
 Status Report Period:  
 May 01, 2021 – May 31, 2021

## Project Status Report

			<p>Committee – May 13. This feedback loop and enhancement session is one of the final engagement sessions prior to go – live.</p> <ul style="list-style-type: none"> <li>71 independent feedback points from community and OHRC (policy, operations, and privacy).</li> </ul>
Privacy Impact Assessment	2020/09/22	Ongoing	IPC– supporting to date our work and process / progress. Ongoing.
Policy – Board	2020/12/22	Completed	Board Policy completed.
Policy - PRP	2020/10/01	On Schedule	PRP Policy Version 1.5 (iterative). Currently working on version 1.6
Livestream / CSWB & RTOC	2021/12/01	Ongoing	Business and technology requirements continue. Testing of technology a success. Both RTOC and CSWB have provided 'use-cases' where technology can be utilized and is current being reviewed.
<b>Next Status Update:</b> June PSB Meeting			



09-05-21



REPORT  
Police Services Board

For Decision

File Class: 1-01-02-01

PSB REC: MAY 13, 21  
LOG# 28-21  
FILE CLASS: F11

Cross-Reference File Class: \_\_\_\_\_

DATE: May 6, 2021  
SUBJECT: REQUEST FOR DIRECT NEGOTIATION WITH OPTIV CANADA  
FROM: Anthony Odoardi, Deputy Chief, Innovation and Technology Command

**RECOMMENDATION**

It is recommended that an award of for for the supply of cybersecurity software, hardware, and professional consulting services for Peel Regional Police (PRP) be awarded to Optiv Canada for a contract period of 5 years from the date of contract execution.

And further, that subject to budget availability, approval be granted to the Director of Procurement to increase the contract if actuals exceed the estimated cost or quantity.

**REPORT HIGHLIGHTS**

- The IT Technology and Innovation Strategy and the Front-Line Mobility have very significant dependency on cybersecurity controls to enable the digital transformation that PRP is undertaking.
- Optiv is one of the most prominent security vendors in the IT Security market.
- Optiv has provided their expertise to many other police services, including the RCMP and Toronto Police.
- They have extensive experience meeting RCMP governance mandates in implementing IT solutions for police services.
- Thia supports the PRP Strategic plan by supporting Service excellence through innovation, technology and risk mitigation.
- A direct negotiation with Optiv would prevent delays in implementing both the IT Technology and Innovation Strategy and the Front-Line Mobility strategy.

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## **DISCUSSION**

### **Background**

Peel Regional Police is currently executing the IT Technology and Innovation Strategy and the Front-Line Mobility roadmaps. Both of these programs have significant dependency on cybersecurity controls. It is critical to both the reliability of these systems and the reputation of Peel Regional Police that these solutions be delivered with current and modern security foundations.

The PRP IT Security team is undersized to conduct all the work required to deliver cyber-secure solutions, and additional skilled resources are required.

To further complicate matters, there is a global shortage of experienced cybersecurity. According to Deloitte, "the world is on pace to reach a cybersecurity workforce gap of 1.8 million by 2022, a 20 percent increase over the forecast made in 2015." This drives salaries to levels that many government organizations cannot afford to pay. The solution is to hire consultants and contractors.

### **1. Findings**

Optiv is one of the most prominent security vendors in the IT Security market, and they provide their expertise to many other police services, including the RCMP and Toronto Police. They have demonstrated that they are responsible and confidential and highly skilled and competent in this security space. They have extensive experience in skills meeting RCMP governance mandates when implementing IT solutions for police services.

Optiv works with all levels of the Canadian government to strengthen its cybersecurity programs and initiatives.

Public Services and Procurement Canada offers several government-wide procurement vehicles to enable departments and agencies to contract more effectively with the private sector for consulting services. Optiv Canada Federal is currently pre-qualified on a number of these vehicles.

Ontario's Ministry of Government and Consumer Services has released two Vendor of Record (VOR) lists of pre-qualified Suppliers for Task-Based I&IT and IT Security Product and Services. Optiv Canada Federal has once again been recognized as a valued cybersecurity product and services vendor to the Ontario government – holding both of these VORs.

Optiv Canada Federal is qualified on the following Ontario VORs:

#### Task-Based I&IT Vendor of Record

Security Specialist Services, Security Architect Services, and Task-Based Consultant Services at all levels.

#### Ontario IT Security Product and Services Vendor of Record

During the IT Security Product and Services VOR re-tender, Optiv Canada Federal was able to expand its capabilities through the addition of 27 Partners and 98 IT security-related technologies across 22 categories for which Optiv provides standard and customized

services. Under this VOR, Optiv supports these world-class information security technology partners:

There is one more key differentiation of Optiv's services; they employ one resource that would be key to PRP's cybersecurity success. Michael Doucet built, managed, and oversaw program, security, and technology initiatives in the Canadian Federal Government. As the executive director of the Security Intelligence Review Committee (SIRC), Doucet independently reviews the Canadian Security Intelligence Service (CSIS) on operations and complaints accountable to the Canadian Parliament in matters of Canadian national security.

He previously was responsible as the chief technology officer (CTO) and then chief information officer (CIO) for the Royal Canadian Mounted Police (RCMP). Prior to leading the RCMP in information management, Doucet has also worked with the Communications Security Establishment of Canada (CSEC) where he represented Canada as CSEC's senior cryptologic liaison officer to the National Security Agency (NSA).

PRP has already seen the depth and breadth of Optiv and Michael Doucet's value to PRP. PRP already has some minor contracts with Optiv resulting from successful bids from Optiv on various procurement tenders. Some of these include privacy impact assessments (PIA), a cloud readiness assessment, and an Identity and Access Management (IAM) strategy with Optiv. These are 3 of the many blueprints that are required for a secure mobile and innovation roadmap.

Optiv is an ideal fit for Peel Regional Police's cybersecurity needs.

## **2. Proposed Direction**

It is recommended that PRP enter into a 5-year contract for the supply of cybersecurity software, hardware, and professional consulting services with Optiv Canada in the estimated amount of \$2,500,000 (exclusive of applicable taxes).

## **ORGANIZATIONAL IMPACTS**

### **Financial**

The funding for the goods and services is available in various IT capital and operating budgets.

### **Facilities**

None.

### **Technology**

The award of this contract would help support and drive the IT Technology and Innovation Roadmap and the Front Line Mobility program.

**Approved for Submission:**



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Anthony Odoardi, Deputy Chief, Innovation and Technology Command

*For further information regarding this report, please contact Tony Ventura at extension 4620 or via email at [tony.ventura@peelpolice.ca](mailto:tony.ventura@peelpolice.ca)*

Authored By: *Tony Ventura*