



Public Agenda

Date: Thursday April 22, 2021

Time: 1:00pm

Location: Zoom Video Conference

Link to to watch meeting: <https://www.facebook.com/windsorpoliceservicesboard/>

1. General

- 1.1. Call To Order
- 1.2. Regrets
- 1.3. Disclosure Of Pecuniary Interest And The General Nature Thereof
- 1.4. Approval Of Agenda
- 1.5. Call For Amendments To The Agenda.
- 1.6. Approval Of The Minutes Of The Regular Public Meeting – March 25, 2021.
- 1.7. Business Arising From Minutes

2. NEW BUSINESS

- 2.1. WPS 2020 Annual Report

3. REPORTS

- 3.1. OCPC Report Tracking Update
- 3.2. Windsor Police Service 2020 Budget
- 3.3. March Reports – For Information
 - 3.3.1. Professional Standards Branch;
 - 3.3.2. Crime Statistics;
 - 3.3.3. Crime Stoppers;
 - 3.3.4. Referral Tracking Report;
 - 3.3.5. Amherstburg Policing Activities Report
 - 3.3.6. ROA/EMCPA Enforcement Stats
- 3.4. Quarterly Reports – For Information
 - 3.4.1. CCP/POP Statistics
 - 3.4.2. Naloxone Quarterly Report
 - 3.4.3. Use of Force Statistics

4. POLICY/BY-Law

- 4.1. None

5. SERVICE BUDGET/FINANCIAL MATTERS/BOARD ACCOUNTS

5.1. None

6. PERSONNEL MATTERS/ MULTICULTURAL/ RECRUITMENT/ LABOUR RELATIONS

6.1. Retirement – Shelley Gray – 30 Years, 7 Months

7. PLANT/EQUIPMENT/PHYSICAL RESOURCES

7.1. None

8. READING/INFORMATION/ MINISTRY OF THE SOLICITOR GENERAL & GOVERNMENT MATTERS

8.1. All Chiefs Memos

- 21-024
- 21-025
- 21-027
- 21-029
- 21-031
- 21-032
- 21-033
- 21-034
- 21-035
- 21-036
- 21-037
- 21-038
- 21-041

9. OAPSB MATTERS/BOARD COMMUNICATION AND UPDATES

9.1. None

10. UPCOMING EVENTS/MEETINGS/CONFERENCES/WORKSHOPS

10.1. Next Regular Public Meeting: May, 20 2021

11. ADJOURNMENT



Public Meeting Minutes

Date: Thursday March 25, 2021

Time: 1:30 pm

Location: Zoom Video Conference

PRESENT:

Mayor Drew Dilkens, Chair

Mayor Aldo DiCarlo, Vice Chair

Councillor Rino Bortolin

Mr. Robert de Verteuil

Ms. Denise Ghanam

Chief Pamela Mizuno

Deputy Chief Jason Bellaire

Deputy Chief Frank Providenti

REGRETS: None

RECORDER: Sarah Sabihuddin, Administrative Director

1. General

1.1. Call To Order

The Chair called the meeting to order at 1: 35pm

1.2. Regrets

None

1.3. Disclosure Of Pecuniary Interest And The General Nature Thereof

None

1.4. Approval Of Agenda

Moved by Councillor Rino Bortolin, seconded by Vice Chair Aldo DiCarlo to APPROVE the Public Agenda as presented. CARRIED

1.5. Call for Amendments to the Agenda.

Chair, Drew Dilkens notes that a public interest item will be added to section 3.5

1.6. Approval of Minutes of Public Meeting held on February 18, 2021

Moved by Ms. Denise Ghanam, seconded Vice Chair Aldo DiCarlo, to APPROVE the Public February 18, 2021 presented. CARRIED

1.7. Business Arising From Minutes

None.

1.8. Delegations

None.

2. NEW BUSINESS

None.

3. REPORTS

3.1. OCPC Report Tracking Update

An RFP was published for an Equity, Diversity and Inclusivity (EDI) consultant RFP with a closing date of March 8, 2021. There were no responses to the RFP. As there were no responses to the competitive process, the WPS is permitted to directly award a contract to purchase the deliverables and the WPS is working to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaws.

Chief Mizuno updates that the Community Policy Advisory Committee (CPAC) has received 177 applicants and those are being reviewed.

Moved by Mr. Robert de Verteuil, seconded Councillor Rino Bortolin to receive the update as presented. CARRIED

3.2. University of Windsor 2020 Annual Report

Matthew D'Asti, the director of campus police, presented the 2020 Annual Report. Crimes against property and other offences were down substantially.

The total number of crimes against property was 34 compared to 140 in 2019. The total number of reportable criminal offences was 65 compared to 179 the previous year and the total number of reportable non-criminal offences was 89 compared to 207 from 2019. Bicycle thefts dropped to one from 26 in 2019.

The full report is publically available on the University of Windsor Campus Police website.

Moved by Mr. Robert de Verteuil, seconded Councillor Rino Bortolin to accept the report as presented. CARRIED

3.3. Strategic Plan 2020-2022

Moved by Mr. Robert de Verteuil, seconded Councillor Rino Bortolin to receive the report as presented. CARRIED

3.4. February Reports – For Information

- 3.4.1. Professional Standards Branch;
- 3.4.2. Crime Statistics;
- 3.4.3. Crime Stoppers;
- 3.4.4. Referral Tracking Report;
- 3.4.5. Amherstburg Policing Activities Report
- 3.4.6. ROA/EMCPA Enforcement Stats

Councillor Rino Bortolin: The arsons reported here I am wondering what the relationships are between fire department, fire marshal and WPS.

Deputy Chief Jason Bellaire: The Ontario Fire Marshal would deem a fire an arson. The WPS will apply the criminal code (where necessary) and the fire department would work with our arson investigator with the support of the Ontario Fire Marshal.

Moved by Mr. Robert de Verteuil, seconded Councillor Rino Bortolin to receive the report as presented. CARRIED

3.5. Police Dog Incident

Chief Mizuno addressed the Board and stated that this is such an unfortunate situation and the she is deeply sorry for the family on the loss of Chloe, who is not only a pet but their family member. It is a tragic event for the family and the community and our members are very sorry this dog lost its life.

She noted that the WPS has reached out to the family and the incident is being investigated internally which does include the lawfulness of the officers being in the backyard of the residence.

Moved by Mr. Robert de Verteuil, seconded Councillor Rino Bortolin to receive the update as presented. CARRIED

4. POLICY

None

5. SERVICE BUDGET/FINANCIAL MATTERS/BOARD ACCOUNTS

None

6. PERSONNEL MATTERS/ MULTICULTURAL/ RECRUITMENT/ LABOUR RELATIONS

Councillor Rino Bortolin sent congratulations to the recent retirees and for those promoted

Moved by Councillor Rino Bortolin, seconded Mr. Robert de Verteuil to receive report as presented. CARRIED

7. PLANT/EQUIPMENT/PHYSICAL RESOURCES

7.1. None

8. READING/INFORMATION/ MINISTRY OF THE SOLICITOR GENERAL & GOVERNMENT MATTERS

All Chiefs Memos

- 21-0014 - Amendment under the EMCPA
- 21-0018 - Termination of Declared Emergency and Amendments to Orders under the EMCPA and ROA
- 21-0020 - Amendments to Orders under the EMCPA and ROA
- 21-0022 - Amendments to Orders under ROA and Extension of Orders under EMCPA

8.1. Ontario SIU Quarterly Report January to March 2020

Moved by Councillor Rino Bortolin, seconded Mr. Aldo DiCarlo to receive section 8 as presented. CARRIED

9. OAPSB MATTERS/BOARD COMMUNICATION AND UPDATES

None.

10. UPCOMING EVENTS/MEETINGS/CONFERENCES/WORKSHOPS

10.1. Next Regular Public Meeting: April 22, 2021

11. ADJOURNMENT

There is no further business, the meeting adjourned at 1:16 PM.

Moved by Mr. Aldo DiCarlo, seconded Mr. Robert de Verteuil to adjourn meeting

SARAH SABIHUDDIN
ADMINISTRATIVE DIRECTOR

APPROVED THIS 25 DAY OF MARCH, 2021.

MAYOR DREW DILKENS, CHAIR
WINDSOR POLICE SERVICES BOARD



WINDSOR POLICE SERVICE

Chief's Executive Office

Chief P. Mizuno

Deputy Chief F. Providenti

Deputy Chief Jason Bellaire

MEMORANDUM

Date: April 15, 2021

To: Windsor Police Services Board

From: Chief Pamela Mizuno

Re: **2020 Annual Report**

Please see the attached Windsor Police Service 2020 Annual Report submitted for your information.

A handwritten signature in blue ink, appearing to be "P. Mizuno".

Pamela Mizuno
Chief of Police

PM/mkl

Windsor Police Service

ANNUAL REPORT

2020



EXECUTIVE SUMMARY

The global COVID-19 pandemic had a significant impact on the Windsor Police Service in 2020. Priorities of the Service shifted in order to protect the continuity of essential operations and continued service delivery to Windsor and Amherstburg. Acquisition and utilization of personal protective equipment (PPE) was an initial and primary focus to protect both the members of our service and our communities. Numerous deployment and operational strategies were developed and implemented to mitigate the spread of COVID-19 and to ensure our core functions would endure. These strategies included but were not limited to: members working from home, augmented deployment models (including enforcement of newly enacted legislation) and strict PPE protocols both within our facilities and when in public settings.

While members of the WPS Auxiliary were not very active in their traditional role this year due to pandemic restrictions and event cancellations, they were an essential part of the “education” piece of the newly enacted pandemic legislation by providing compliance information and serving warnings to members of the community who were trying to understand the comprehensive and sometimes complex legislation.

From 2019 to 2020, both Windsor and Amherstburg experienced an overall reduction in calls for service, motor vehicle collisions as well as crime statistics and Provincial Offences.

Despite the general reduction in overall statistics when comparing 2020 to 2019, there was an initial surge in property crimes in 2020 that mainly impacted commercial properties and business owners. The Service took this opportunity to organize with commercial property and business owners and provided specific expertise in the area of Crime Prevention Through Environmental Design (CPTED). As a result of this collaboration, statistics related to property crimes declined significantly.

Overall, there was approximately a 14% decrease in crime in 2020 from 2019. This downward statistical trend includes property crimes and crimes involving youths; however, there was an increase in crimes against persons/violent crime from 2019 to 2020. The primary crimes driving the increase in this statistic are related to family/intimate partner violence.

Lastly, 2020 commenced the latest WPS Strategic Plan. This plan focuses on three strategic priorities: Our Principles, Our People, and Our Performance. Three broad organizational goals fall under each strategic priority. This Annual Report outlines the actions taken and the progress towards achieving these identified organizational goals. This includes notable actions such as the recent agreement with the LaSalle Police Service to provide them with a shared multi-jurisdictional Records Management System (RMS) and Computer Aided Dispatch (CAD), the establishment of Health and Wellness, and Equity, Diversity and Inclusivity Coordinator positions in the Service, as well as a community based focus on recruitment.

The Windsor Police Service continues to pursue modernization. While the global pandemic has been a challenging scenario for our communities, opportunities have been recognized and embraced to increase efficiencies as well as the quality of service delivery to the communities we serve.

COVID-19 RESPONSE

In March (2020), when the World Health Organization declared the COVID-19 pandemic, the Senior Leadership Team at the Windsor Police Service immediately responded by monitoring the evolving situation. As the crisis unfolded, every effort was made to mitigate as much risk as possible to protect our workforce. Our day-to-day duties of providing law enforcement services to the citizens of Windsor and Amherstburg carried on without interruption. We focused on measures that served the health and well-being of our members so that our members could ensure the safety of our communities.

Our frontline officers worked in concert with City of Windsor By-law Enforcement Officers to educate the public and enforce ever-changing Provincial and Federal Legislation.

ENFORCEMENT ACTION	TOTAL
PON - Windsor Police	11
EMCPA/ROA Warning Tickets - Windsor Police	13
EMCPA/ROA Verbal Warnings - Windsor Police	18
PON - Bylaw	55
EMCPA/ROA Warnings - Bylaw	269
EMCPA/ROA Warnings - Auxiliary	717
311/WPS Calls to Bylaws	1098
911 Calls for Service	1341

* Auxiliary Park patrol finished Sept 6, 2020

*Reopening Ontario Act effective July 24, 2020

Measures Taken to Mitigate Risk of Exposure to COVID-19

- Daily screening of all employees and visitors to WPS Facilities
- Closure of WPS Headquarters except for essential needs
- Promotion of online reporting, records checks and registrations
- Cancellation of all work-related non-essential travel
- Restrictions/closures of workout facilities
- Virtual court attendance
- Alternative officer deployment strategies
- Development of quarantine and self-isolation policy for employees who were exposed or tested positive to the virus
- Mandatory wearing of masks
- Virtual meetings
- Enhanced cleaning of police facilities
- Ongoing monitoring and planning with CCG and Windsor Essex County Health Unit
- Increased inventory of PPE and sanitizing solutions
- Cancellation Promotion Exam and adaptations of courses at the Ontario Police College
- COVID screening of callers requesting service by the 911 Communications Centre
- Implemented work from home strategies for any member who had the ability to carry out duties remotely



MISSION, VISION & CORE VALUES

Our Vision

We are dedicated to excellence in service through the commitment of our people to teamwork, integrity and our core values. Together we work to be the safest community in Canada.

Our Mission

The Mission of the Windsor Police Service is to serve our community. Working together we prevent and investigate crime and provide support to those in need. We perform our duties with professionalism, accountability and integrity to ensure the safety of all the members of our diverse community.

Our Core Values

Integrity

We are committed to fair, ethical and respectful treatment of all persons within our organization and in our community.

Respect

We show respect and compassion, through deed and word, to every person.

Professionalism

We are dedicated to professionalism in appearance and conduct, and the continuing pursuit of excellence in all we do.

Accountability

We openly identify and address problems, and willingly accept responsibility for our actions.

Innovation

We are creative in developing effective policy and inventive practices, investing in our people and technologies to provide industry-leading service.

Teamwork

We all succeed by working together and in partnership with our diverse community.

Service

We are devoted to serving our community with honour, placing the needs of the community above those of our own.



WINDSOR POLICE SERVICES BOARD



Drew Dilkens

Windsor Police Services Board,
Chair

Message from the Windsor Police Services Board Chair

As Chair of the Windsor Police Services Board (WPSB), I am pleased to introduce the 2020 Annual Report of the Windsor Police Service (WPS).

This past year has challenged us professionally and personally in ways that we never could have expected. Throughout the COVID-19 global pandemic, the Board and Service have grown and adapted in order to move forward together. The ongoing situation globally has brought to light different needs in our community, and even new dangers faced in the line of duty. We truly appreciate the dedication and sacrifice of our police service. In spite of these uncertain times, the members of the WPS have answered the call to protect and serve our community.

As I reflect on the achievements of the past year, I know that the WPSB is looking forward to the continued delivery of the 2020-2022 Strategic Plan that will include providing adequate and effective policing in accordance with the needs of our diverse community. As the Board Chair, I know that the Board is committed to providing excellence in police oversight and governance and we look forward to continuing our work in this vital area.

The WPSB is extremely proud of all members of the WPS and we will continue to work together to provide guidance for how the Service can best meet the complex needs of all those they encounter and interact within our community.

Meet the Board



1. Aldo Dicarlo, Vice-Chair WPSB

2. Rino Bortolin

3. Robert de Verteuil

4. Denise Ghanam

MESSAGE FROM WINDSOR POLICE CHIEF

Pamela Mizuno



Pamela Mizuno
Chief Of Police

Our communities were greatly affected this year during the COVID-19 pandemic. For those families who lost loved ones and for those who died alone, we at the Windsor Police Service wish to express our sorrow and convey our condolences. There is a sadness from 2020 that will assuredly remain among all of us as time goes on.

On behalf of the Windsor Police Service, I want to thank all of the frontline medical and community supports people for their dedication, commitment and actions in doing everything possible to keep our communities safe during one of the most profoundly frightening times in world history. I also want to thank all members of the Windsor Police Service for their unwavering service to our communities. I am very proud of our members knowing that they continually put community safety first and above their own well-being.

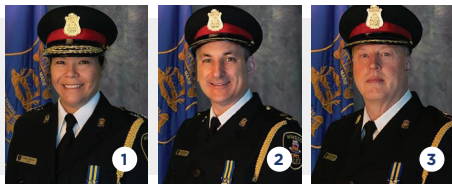
While the COVID-19 pandemic temporarily shifted our strategic focus to ensure above all that the Windsor Police Service maintained a posture of operational continuity, it remains important to reflect on the many highlights and accomplishments of the Windsor Police Service during 2020. In the pages of this Annual Report, you will find a summary of information pertaining to operational policing activities, crime statistics and performance indicators.

Although 2020 may be historically recognized for the global COVID-19 pandemic, it will also be remembered in a positive way as a period where many in our society re-ignited the world's conscience in terms of social justice and diversity. Broad issues of systemic racism and other forms of discrimination continue to be very present in our world, country and

communities. A police service is only effective when they police in a way that espouses inclusivity, equity and diversity. The Windsor Police Service is committed to becoming better and is working to transform into an organization that equally serves everyone in our communities.

On behalf the Senior Leadership Team of the Windsor Police Service I would like to express my sincere thanks to the Police Services Board, the members of the Windsor Police Service, our community partners, and the public for their ongoing support and commitment. I remain optimistic about what lies ahead and commit that we remain steadfast in our dedication to excellence through "Honour in Service".

The Leadership Team



- 1. Pamela Mizuno**, Chief Of Police
- 2. Jason Bellaire**, Deputy Chief Operations
- 3. Frank Providenti**, Deputy Chief Operational Support

Superintendents:

Tim Berthiaume,
Administrative Support

Jason Crowley,
Investigations Services

Brendan Dodd,
Corporate Services

Dan Potvin,
Patrol Services

Directors:

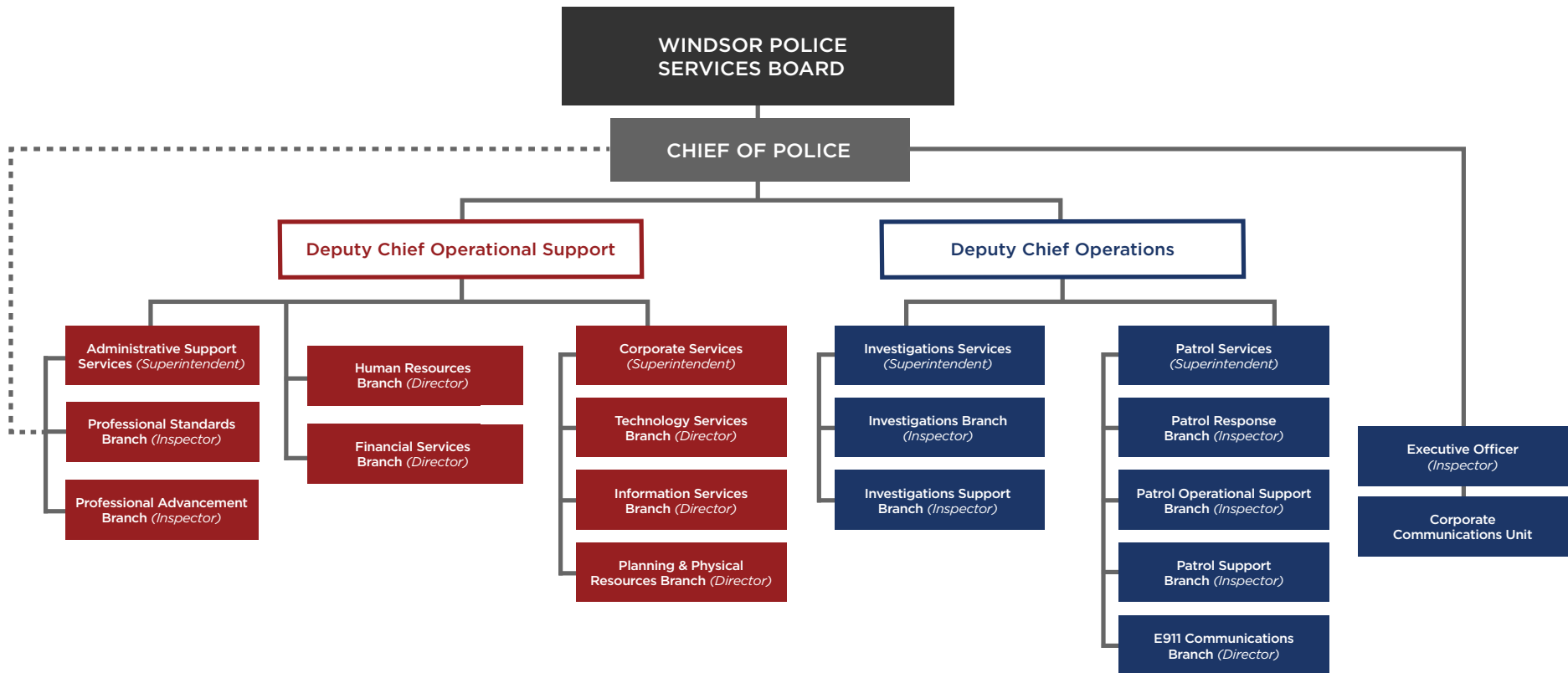
Melissa Brindley, Financial Services
Matt Caplin, Technology Services
Bryce Chandler, Human Resources
and Legal Counsel
Dawn Hill, Information Services
Barry Horrobin, Planning and
Physical Resources
Laura Smith, E911 Centre

Inspectors:

Ken Cribley, Professional Standards
Karel DeGraaf, Investigations
Dave DeLuca, Patrol Response
Jim Farrand, Professional Advancement

Ron LeClair, Patrol Operational Support
Jill Lawrence, Patrol Support
Andrew Randall, Executive Officer
Steve Wortley, Investigative Support

2020 ORGANIZATIONAL STRUCTURE



OVERVIEW

The Windsor Police Service provides frontline response and investigative services to the residents and visitors of the City of Windsor and the Town of Amherstburg. Geographically, Windsor is the southernmost city in Canada and lies directly across from Detroit, Michigan separated by the Detroit River.



The majority of our operational and administrative functions, including patrol deployment, investigative services, E911 Communications, fleet management, prisoner detention, records management and administration are facilitated from Police Headquarters at 150 Goyeau Street in the downtown core of Windsor, Ontario, Canada. Additionally, the Windsor Police Service operates from four other facilities:

- WPS Amherstburg Detachment at 532 Sandwich Street South in Amherstburg, Ontario; WPS officers who are dedicated to policing the Town of Amherstburg are deployed from this location
- Jefferson Operational Support Services facility located at 2696 Jefferson Boulevard housing the Traffic Enforcement Unit and the Collision Reporting Centre
- Sandwich Community Station at 3312 Sandwich Street which accommodates the Community Services Branch
- Major F.A. Tilson, VC Armoury and Police Training Centre at 4007 Sandwich Street accommodating all training functions including classroom learning, firearms, tactical, physical and canine training

COMMUNICATIONS CENTRE

TOTAL CALLS RECEIVED:

384,638

1054 PER DAY

↓ **11% DECREASE**
(over 2019)

Non-emergency: 519-258-6111 | Emergency: 9-1-1

911 CALLS RECEIVED:

100,457

275 PER DAY

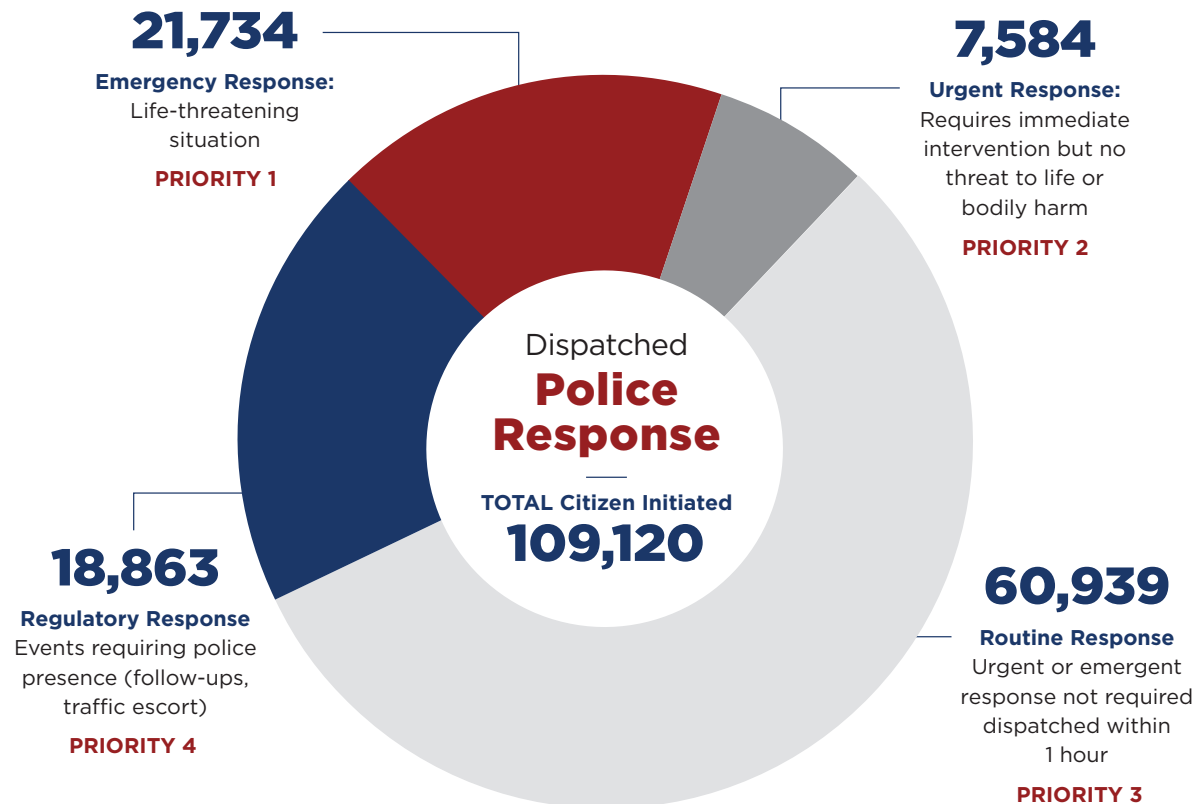
↓ **6% DECREASE**
(over 2019)

TOTAL CALLS FOR SERVICE:

116,217

318 PER DAY

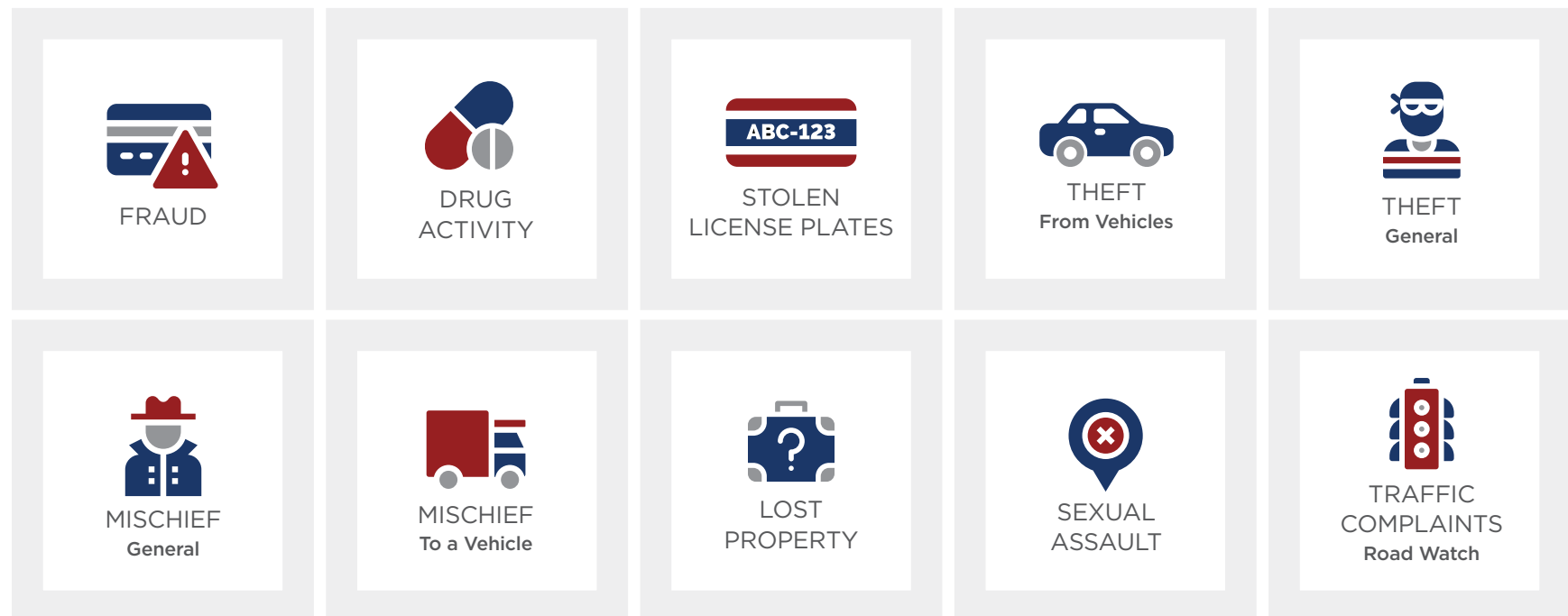
↓ **6% DECREASE**
(over 2019)



ALTERNATIVE REPORTING OPTIONS

The Windsor Police Service offers various online reporting options from our website at www.windsorpolice.ca for a variety of offences that meet certain criteria. Our online reporting system and registries are a great tool for the public to report crimes and information in a timely and efficient manner. In addition, the data collected is also very useful for the Windsor Police Service to track and assess crime trends that can be useful in crime prevention.

Online Reporting Options



ALTERNATIVE REPORTING OPTIONS

DID YOU KNOW?

Many Calls are handled through an alternative method that does not require the dispatching of a Patrol Response unit. Calls may be handled by the call-taker who provides information/referrals for an alternative response such as telephone reporting and online reporting.



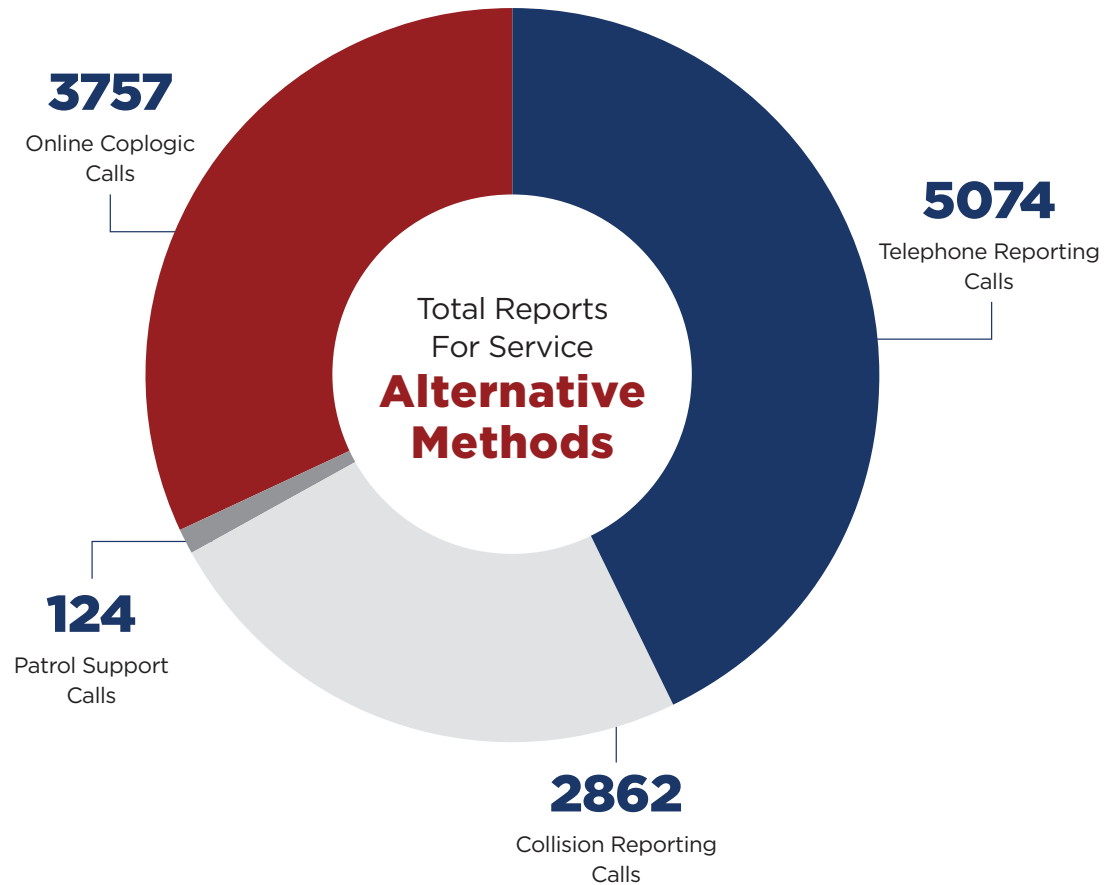
NOW AVAILABLE

In response to the Pandemic several additions to our online reporting system were implemented. We believe these additions will better assist the communities we serve and enhance the reporting of designated offences that meet certain criteria.



CONVENIENCE

Our online reporting system and registries are a great tool for the public to report crimes and information in a timely and efficient manner. In addition, the data collected is also very useful for the Windsor Police Service to track and assess crime trends that can be useful in crime prevention.



PATROL SERVICES

Patrol Services provides front-line policing to the citizens of Windsor and Amherstburg.

Their core functions include crime prevention, law enforcement, assisting victims of crime, public order maintenance and emergency response.

TRAFFIC ENFORCEMENT UNIT

Total Motor Vehicle Accidents

2020: **4,454** | 2019: **6,106**

Total Provincial Offences Notices

2020: **11,226** | 2019: **15,654**

DETENTION UNIT

Provides temporary confinement of individuals involved in the judicial process

Total Prisoners Booked

2020: **4,589** | 2019: **5,976**

CITY CENTRE PATROL UNIT (CCP)

CCP is dedicated to policing the downtown core of the City

Total Actions

2020: **10,072** | 2019: **11,977**

PROBLEM ORIENTED POLICING UNIT (POP)

Provides a rapid response to address issues based on crime trends

Total Actions

2020: **4,350** | 2019: **5,662**

MARINE UNIT

Vessel Stops

2020: **187** | 2019: **174**

Enforcement Actions (Provincial Offences and By-laws)

2020: **170** | 2019: **110**

POLICE DOG UNIT (PDU)

Total number of PDU calls

2020: **1,422** | 2019: **715**

COMMUNITY OUTREACH & SUPPORT TEAM (COAST)

Officers and crisis workers combine services to follow-up and assist with referrals for individuals affected by mental illness

Total Number of Follow-Ups

2020: **2,429** | 2019: **2,715**

REMOTE PILOTED AIRCRAFT SYSTEM (RPAS)

2020: **14** | 2019: **3***

*Program launched in September 2019

AMHERSTBURG DETACHMENT

On January 1, 2019, the Windsor Police Service began policing the Town of Amherstburg after the signing of a 20 year contract. Amherstburg operates as a Detachment and separate statistics are maintained. Thirty officers are dedicated to the Detachment and are responsible for policing the town, additionally the community benefits from enhancements available to them via specialty units of the Windsor Police Service.

POLICING ACTIVITIES AMHERSTBURG DETACHMENT

CALLS FOR SERVICE	2019	2020	CRIME STATISTICS	2019	2020
Dispatch Generated Incidents (CAD Calls)	6,278	5,508	Homicide/Attempted Murder	0	0
Self-Generated Walk-in Incidents	984	216	Robbery (All)	1	4
Reports	1683	1783	Break and Enter	69	45
Arrests	193	125	Theft Over \$5000	7	3
PROVINCIAL OFFENCES			Theft Under \$5000	118	109
Traffic Offences	2,032	1,149	Possession of Stolen Property	7	4
Part III Summons	50	49	Fraud	80	64
Liquor Offences	11	8	Mischief	62	68
Other Provincial Offences	0	0	Assaults (All)	46	58
COMMUNITY OUTREACH ACTIVITIES			Drugs	8	3
Community Service Calls	272	80	Firearms	0	0
Persons in Crisis	240	236	Arson	6	3
COAST Follow Ups	333	628	Impaired Driving	13	11
			Federal Statutes	0	4
			Other Criminal Code	209	223
			Total Criminal Offences	626	599



Staff Sergeant Lisa Cheney was named the Officer in Charge of the Amherstburg Detachment in June 2020.

Photo credit: Ron Giofu - Rivertown Times

WPS AUXILIARY

The Windsor Police Auxiliary continues to be a well-regarded and supported program with a complement of officers providing service to both the City of Windsor and Town of Amherstburg. Officers are utilized to provide support at special events and park patrols. In 2020, COVID protocols halted most in-person special events decreasing the number of events attended and volunteer hours. In response to the pandemic, Auxiliary Officers were called upon to provide an enhanced role in COVID-19 regulation enforcement primarily in terms of a broader education strategy.



85
MEMBERS



8959.75
PARK PATROL HOURS

2107
OCCURRENCES
Legislation Enforcement
(Liquor offences, disorderly behavior,
graffiti, vandalism, smoking violations)

8 
OFFICERS
Obtained full time employment
in law enforcement



1078
VOLUNTEER HOURS



29
SPECIAL EVENTS

INVESTIGATIONS

CRIMES AGAINST **PERSONS**:

2858 **8 PER DAY**

↑16% INCREASE
(over 2019)

CRIMES AGAINST **PROPERTY**:

10,480 **29 PER DAY**

↓17% DECREASE
(over 2019)

YOUTH RELATED CRIMES:

289 **0.8 PER DAY**

↓17% DECREASE
(over 2019)



DRUGS AND GUNS UNIT

The Firearms Unit is responsible for analyzing every seized firearm that comes into possession of the Windsor Police Service. They are responsible for determining if the seized firearm falls under the definition of a firearm and attempts are made to trace the firearm's point of origin.

DRUG AND GUN ENFORCEMENT UNIT

	2016	2017	2018	2019	2020
CDSA Charges	267	163	170	238	239
CC Charges	191	96	137	289	186
Total Charges	458	259	337	534	474
Persons Charged	127	74	81	84	118

2020 Firearms Seizure by Type

93
HANDGUNS

160
RIFLES/SHOTGUNS

37
AIR RIFLES

78
AIR PISTOLS

41
TOY GUNS

20
OTHER WEAPONS TOTAL

17
CEW

446
TOTAL WEAPONS SEIZED

2019: HANDGUNS 112 | RIFLES 177 | AIR RIFLES 40 | AIR PISTOLS 71 | TOY GUNS 40 | OTHER 22 | CEW (CONDUCTED ENERGY WEAPON) 18 — **TOTAL - 480**

2020 Firearm Calls for Service by Type

134
PERSONS WITH A GUN

236
SHOTS FIRED

31
FIREARM INVESTIGATION

111
FIREARMS REPORT/SURRENDER/SEIZURE

2019: PERSONS WITH GUN 139 | SHOTS FIRED 143 | FIREARM INVEST 29 | REPORT 109

PROMOTIONS

2020 PROMOTIONS

Deputy Chief	Inspector	Director	Staff Sergeant	Sergeant	
Frank Providenti	Ken Cribley	Laura Smith	Scott Jeffery	Scott Amlin	Khrystye Hamlin
Jason Bellaire	Jill Lawrence		Richard Sieberer	Jeff Taylor	Anthony Nosella
	Dave Deluca	Supervisor	Duke Ing	Marco Carbone	Christopher Shaw
Superintendent	Karel Degraaf	Sandra MacKenzie	Scott Chapman	Steve Gawadzyn	Steve Brnardic
Dan Potvin			Ed Armstrong	Yvonne Ouimet	Leah McFadden
				Michael Paterson	Kent Rice
				Kristina Gilboe	William Hodgins
				James Gendreau	Shawn Diotte
				Richard Antal	



RECOGNITION AND REMEMBRANCE

2020 Retirees

Richard Beauchamp	Lisa Gallant	James Lepine	James Suthers
Jason Belanger	Ann Heaton	Ron Malolepszy	Shelley Tremblay
Douglas Cowper	Michelle Herz	Anna May Gillis	James Westenberg
Todd Cox	Brad Hill	Mathew McGhee	Peter White
Matthew D'Asti	Deborah Hurst	Michael O'Gorman	Janine Willett
Tim Ford	John Kovacic	Lori Powers	June Windsor-McIntosh
Tammy Fryer	David Lefler	Stewart Summers	

Recognizing Excellence 20 Years of Service

Deanna Lamont	Nathan Harris	Sandra MacKenzie	Rosanna Smith
Jeff Danby	BJ Wiley	Shelley Ross	Linda Kerr
Colin Wemyss	Fred Adair	Leslie Plant-Jimmerfield	
Joe Faddoul	Karrie Koekstat		

Recognizing Excellence 30 Years of Service

Richard Beauchamp	James Westenberg	Chris Dupuis	Michelle Koutros
Jason Belanger	James Lepine	Mary Ann Papineau	Pam Fitzgerald
Todd Cox	Deborah Hurst	Anne Campeau	Shelley Lenehan
Mathew McGhee	Tammy Fryer	Robert Moore	Kristine Fielding
Michelle Herz	Matthew D'Asti	Jack Greenway	
Anna May Gillis	Janine Willett	Carol Forbes	

Retired Service Members In Memoriam

Retired Special Constable
Keith Mitchell

Retired Staff Sergeant
Donald Sampson

Retired Sergeant
Alvin Proctor

Retired Staff Sergeant
Leo Berekoff

Retired Sergeant
Len Skinner

Retired Constable
David Doidge

Retired Sergeant
Neil Lester

Retired Sergeant
Paul Linton

Retired Constable
Leo Lepage

Retired Constable
Norm Lesperance

COST OF POLICING

2020 BUDGET AT A GLANCE

Approved Net Budget	\$92,126,606
Actual Revenues	
Grants	\$7,144,806
Permits, Fees, Charges	\$569,465
Recovery of Expenses	\$9,594,971
Other Miscellaneous Revenue	\$67,381
Total Actual Revenues	\$17,376,623
Actual Expenditures	
Minor Capital	\$4,465,664
Operating & Maintenance	\$1,820,469
Purchased Services	\$4,291,084
Salaries & Benefits	\$94,071,305
Transfers to Reserve Funds	\$3,221,096
Utilities, Insurance, Taxes	\$1,062,520
Total Actual Expenditures	\$108,932,138
Net Surplus	\$571,091

GRANTS RECEIVED IN 2020

Community Safety & Policing	\$1,421,654
Internet Child Exploitation	\$275,813
Civil Remedies	\$9,613
Proceeds of Crime	\$88,346
Reduce Impaired Driving Enforcement	\$36,954
Drug Impaired Driving Equipment	\$22,914
Federal Internet Child Exploitation	\$13,549
Ontario's Strategy to End Human Trafficking	\$17,400
Department of Justice Human Trafficking	\$8,678
Total Grants Received	\$1,894,921
Court Security and Prisoner Transportation Program	\$5,249,884
Total Grants and Uploads	\$7,144,805

2020 CAPITAL PROJECTS (BUDGET)

Police Fleet Replacement/Refurbishment	\$1,268,000
Other Capital Projects	\$1,500,000
Total Capital Budget	\$2,768,000

TOTAL ACTUAL
REVENUES
\$17,376,623

TOTAL ACTUAL
EXPENDITURES
\$108,932,138

TOTAL GRANTS
AND UPLOADS
\$7,144,805

PROFESSIONALISM IN POLICING

88

LETTERS OF
APPRECIATION FOR
OVER 118 OFFICERS
AND 16 CIVILIANS

+

3

COMMENDATIONS/
INTERNAL RECOGNITIONS
FOR 13 OFFICERS AND 5
CIVILIANS

=

**A Job
Well Done**

2020 NEW COMPLAINTS RECEIVED

Public Complaints	87
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2020 DISPOSITION OF PUBLIC COMPLAINTS

Customer Service Resolution	1
Screened Out	37
Screened In	49

Dispositions reflect the complaints dealt with over the course of the year. May be disseminated from previous years.

“

I'd like to take a moment to thank every officer in the Windsor Police Department for their service in being there for all citizens, especially with how hard it is dealing with the Covid-19 pandemic. The city may have gotten rough, but WPD continues to be stronger, tougher and that keeps the city and civilians safe. We appreciate each one of you officers and non-officers.

Thank you Windsor Police Department for being here for us, risking your lives to keep the community safe

-Citizen of Windsor

”



STRATEGIC PLAN

Ontario regulations require every Police Services Board to prepare and adopt a Strategic Plan for the provision of policing for the communities for which it is responsible. This plan must lay out the objectives, priorities and core functions of the police service. The purpose of this Strategic Plan is to identify how the Windsor Police Service will continue to provide adequate and effective policing in accordance with the needs of the diverse communities we serve in the City of Windsor and the Town of Amherstburg. Further, the Plan outlines a path forward for the Service to ensure responsiveness and continuous improvement in service delivery in order to adapt to changes in the policing environment. The Plan also serves as a guide to the members of the Windsor Police Service who work diligently towards the achievement of the organizational goals identified herein.

How does the Windsor Police Service Strategic Plan relate to our Vision, Mission and Values?

The Windsor Police Service is vision inspired, mission focused and values driven.

In addition to numerous internal and external consultations, the Vision, Mission and Values of the Service were foundational to the development of the Strategic Plan. The priorities and organizational goals detailed in the 2020-2022 Strategic Plan are intended to guide every member of the Windsor Police Service as we work in service of our community. Each of the nine goals contained in the Strategic Plan seeks to achieve a desired outcome directly related to the achievement of the overall mission of the Windsor Police Service. Resources and efforts will be focused on achieving the outcomes being sought from each goal. Performance indicators will gauge our progress as we work to achieve our vision for community safety. To summarize, the top priorities identified in our Strategic Plan directly align with and enable our Vision, Mission and Values: We are driven by our values and our principles. Our people are inspired by our vision for the future. We are focused on performance as we work to achieve our mission.



STRATEGIC PLAN

OUR STRATEGIC PRIORITIES



STRATEGIC PLAN PROGRESS

Our Principles

GOAL 1.1	GOAL 1.2	GOAL 1.3
Promote Community Trust and Support	Strive for Equity, Diversity and Inclusion in Delivery of Policing Services	Pursue Community Partnerships and Regional Collaboration
Desired Outcome:		
To increase trust and satisfaction levels as experienced and reported by community stakeholders.	To ensure that the policing services we provide are delivered in a fair and inclusive manner and are, to the maximum extent possible, free of prejudice and bias.	To improve community safety and maximize the efficiency of service delivery for the WPS and the agencies and communities with whom we partner.
Actions Taken & Goal Progress:		
<ul style="list-style-type: none"> • Developed and actioned Work Plan to Address OCPC Report Recommendations • Commenced development of the Community Policing Advisory Committee (CPAC) • Commenced development of the Youth Advisory Committee (YAC) • Administered the 2020 WPS Community Satisfaction Survey (External Survey, Year One Baseline) • Continued implementation of enhanced information security policies and best practices (data security, privacy and acceptable use) • Completed Phase One renovations and occupancy of WPS Operational Support Services Facility (Jefferson Blvd) – Phase Two implementation of Shared Backup E911 Dispatch Centre & Shared Backup Data Centre continuing 	<ul style="list-style-type: none"> • Implemented WPS Equity Diversity and Inclusivity (EDI) Coordinator position • Delivered Unconscious Bias Training to sworn officers • Delivered online training topics specific to Human Rights, Cultural Awareness, Customer Service, and Ethics and Accountability to members working remotely • Commenced collection and tracking of race, gender and other demographic data in WPS Community Satisfaction Survey • Commenced collection and reporting of race-based data in Use of Force Reports 	<ul style="list-style-type: none"> • Signed service delivery agreement with LaSalle Police Service for the provision of a Shared Multi-jurisdictional Versaterm Records Management System (RMS) including Computer Aided Dispatch (CAD) and mobile policing software and equipment. • Responded to the Request For Proposals (RFP) for the provision of contract policing services to the Municipality of Leamington • Implemented numerous ongoing Joint Forces Operations agreements, including BEST, ROPE, Cannabis Enforcement and PWEU • Continued ongoing discussions with regard implementing a Regional Communications & Dispatch Radio System in Windsor and Essex County • Engaged in ongoing development of the Regional Community Safety and Well Being (CSWB) Plan with the City of Windsor and regional stakeholders • Engaged in continued partnership with Windsor-Essex Community Opioid Substance Strategy (WECOSS)

STRATEGIC PLAN PROGRESS

Our People

GOAL 2.1	GOAL 2.2	GOAL 2.3
Recruit and Develop an Effective and Diverse Workforce	Provide a Responsive, Fair and Inclusive Workplace	Foster Wellness and Resilience
Desired Outcome:		
Our organization is comprised of employees who are reflective of the community we serve, and our members have the skills and training needed to be responsive to the diverse needs of all citizens.	Our organization has open lines of communication, is responsive to the diverse needs of our employees, and treats every member with fairness, integrity and respect; our members act and feel like they are part of a team, and are engaged and committed to shared organizational values and goals.	Our members trust that they will be treated with compassion and integrity, and that their employer values and supports them by working together to mitigate the physical and mental demands of their work.
Actions Taken & Goal Progress:		
<ul style="list-style-type: none"> • Developed and issued RFP to engage an external Equity, Diversity and Inclusivity (EDI) Consultant to assist with identifying and implementing internal and external EDI strategies • Continued to utilize and develop platforms to provide recruitment, hiring and workforce demographics • Continued ongoing initiative to expand issued technology and communications equipment to all WPS members 	<ul style="list-style-type: none"> • Administered the 2020 WPS Employee Consultation Survey (Internal Survey, Year One Baseline) • Commenced collection and tracking of race, gender and other demographic data in 2020 WPS Employee Consultation Survey • Enhanced implementation of the Performance Management Program (PMP) for sworn members • Continued delivery of the Critical Incident Reintegration Program • Developed and actioned Work Plan to Address OCPC Report Recommendations • Ongoing internal communication updates from Chief via email to all members of the Service 	<ul style="list-style-type: none"> • Implemented WPS Health and Wellness Coordinator position • Commenced Phase 1 implementation of Early Intervention (EI) Pro software • Conducted weekly Joint Health and Safety Committee meetings to specifically address COVID-related issues and keep employees informed • Conducted monthly Joint Health and Safety Committee meetings including ongoing inspections of all Windsor Police Facilities • Delivered online training topics specific to Mental Health Self-Awareness to members working remotely

STRATEGIC PLAN PROGRESS

Our Performance

GOAL 3.1

Provide Responsive and Effective Service Delivery

The WPS effectively responds to the needs and expectations of the citizens we serve; as those needs and expectations change, our organization changes and adapts service delivery as required.

GOAL 3.2

Enhance Safety, Reduce Victimization and Loss

The WPS effectively responds to the needs and expectations of the citizens we serve; as those needs and expectations change, our organization changes and adapts service delivery as required.

GOAL 3.3

Pursue Continuous Improvement and Innovation

The WPS leverages technology and information systems to inform decision-making and optimize resource allocations and measure the impact of changes; new service delivery models are explored to adapt to changing environments.

Desired Outcome:

Actions Taken & Goal Progress:

- Expanded Online Services and Reporting Options
- Continued to plan for and implement required changes in advance of mandated transition to Next Generation 9-1-1 (NG911) Systems
- Mobilized and enabled Remote Work Strategies where possible to mitigate COVID-19 risk to continuity of police operations
- Implemented secure video conferencing solutions in support of police operations during COVID-19 pandemic
- Commenced exploration of enhanced Operational Deployment and Supervisory models

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FIVE YEAR SUMMARY

	2016	2017	2018	2019	2020		2016	2017	2018	2019	2020
Motor Vehicle Accidents (MVA)	5209	5503	5246	6106	4454	Crimes Against Person Violations					
MVA Non - Reportable	102	75	72	156	317	Total	2187	2,166	2,454	2,468	2,858
MVA - Injury	1074	1109	1264	1161	1025	Crimes Against Property Violations					
MVA - Fatal	5	11	10	9	5	Total	9,486	10,433	12,930	12,641	10,480
Provincial Offence Notices Issued	17491	16441	17824	26748	19524	Total Other Criminal Code Violations					
Traffic Unit	11546	11577	11172	15654	11226	Total	2,470	2,675	3,029	3,240	2,513
Suspended Drivers	684	638	654	793	329	Total Criminal Code					
Prohibited Drivers	35	33	35	34	68	Total	14,143	15,274	18,413	18,349	15,851
Bus Watch Letters Sent	38	53	37	38	18	Youth Crime Related Stats					
Road Watch Letters Sent	143	140	133	26	8	Total Young Persons Committing Violent Crime	138	141	158	172	146
RIDE Statistics						Total Young Persons Committing Property Crime	161	115	131	114	76
Vehicles Stopped	8427	3784	8600	7837	4847	Total Young Persons Committing Other Crime	35	42	53	58	52
Suspensions Issued	19	14	14	44	13	Total Young Persons Committing Drug Crime	8	22	16	4	15
Impaired/Exceed Charges	0	6	10	16	10	Total Youths in all Offence Category	342	320	358	348	289
Other Criminal Charges	0	7	2	0	10	Complement					
Roadside Tests	133	54	54	112	235	Police Officers (Sworn)	432	433	444	490	501
Liquor Licence Act (LLA) Charges	1	0	0	3	1	Civilians	143	140	142	147	150
Workload						Cadets	19	21	18	21	14*
Calls for Service	95,042	104,091	110,272	125,019	116,217	Total	594	594	604	658	665
Calls to 9-1-1	25,744	27,296	31,289	33,647	32,504						

*Indicates the number of new cadets hired in the year.
Authorized complement for 2020 is 5

HONOUR IN SERVICE

WINDSOR POLICE SERVICE

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Windsor, ON N9A 6J5
(519) 255-6700
info@windsorpolice.ca

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WPS Instagram: @WindsorPolice

WPS Youtube: WindsorPolice

Amherstburg Facebook: @WPS.Amherstburg

Amherstburg Twitter: @WPS_Amherstburg

Cover photo credit to Bradley Berglund - this photo was presented to the Windsor Police Service in appreciation for our service to the community.



	Recommendation	Responsibility	Individual Assigned	Action Plan	Status/Progress
	The Alleged Interference in Specific Legal Proceedings				
R.1	The Commission recommends that a policy be created that provide direction on whether and when an investigation should be done externally or internally. Sometimes, it is imperative that matters be dealt with externally to enhance the appearance of accountability, professionalism and fairness in the minds of those directly affected or the public. At present, the decision whether to investigate matters internally or externally is largely uninformed by existing policies or procedures. Decision-making around how an investigation will be conducted should be guided by a list of factors and clear direction as to how certain types of cases must be dealt with (pp. 12-14).	WPS	Inspector K. Cribley	WPS to create a list of factors and direction to guide decision-making, which will be included in applicable WPS Directives, including Directive 141-02 Conflict of Interest	<p>Amended Directives to be prepared for January 2021 WPSB meeting</p> <p>The completion date for R.1 and R.4 is extended to March 2021 to provide time for the WPSB to amend WPSB Policy AR-A1021 and for the Service to amend <i>Directive 141-02 Conflict of Interest</i> to complement WPSB policy amendments.</p> <p>The completion date for R.1 and R.4 is extended to April 2021 to provide time additional time for the WPSB to amend WPSB Policy AR-A1021. Once completed, <i>Directive 141-02 Conflict of Interest</i> is to be amended to complement WPSB policy amendments.</p> <p>WPSB Policy AR-A1021 is being presented at the April 2021 WPSB Meeting. The completion date for R.1 and R.4 is extended to May 2021 to provide time for the WPS to amend <i>Directive 141-02 Conflict of Interest</i>.</p>
R.2	In addition to a policy or procedures on how such investigations should be conducted, the Commission recommends that the Windsor Police Services Board ("Board") consider what its expectations are for Board members whose family members face criminal charges. In this context, the Board's policy on its own conflicts of interest should be re-examined (p. 14).	WPSB	McTague Law & Administrative Director Sarah Sabihuddin	Board staff to provide complete copy of all currently existing WPSB policies to McTague for review. McTague to provide advice on amending existing policy(s) or creating new policy.	Being presented at the April 2021 WPSB Meeting

R.3	The Commission recommends that the Windsor Police Service ("Service") create a policy that addresses the surreptitious recording of conversations by its members or other members, where such recording is unrelated to an official investigation (p. 19).	WPS	Staff Sergeant J. Crosby	WPS to create Directive After review and scan for best practices, S/Sgt Crosby recommended amending Directive 141-01 in lieu of creating a new Directive. This recommendation was accepted.	Directive to be prepared for January 2021 WPSB meeting. COMPLETE: Directive 141-01 Conduct Requirements was amended to address surreptitious recording of conversations by members of other members, where such recording is unrelated to an official investigation and was provided to WPSB at January 2021 meeting for information.
	Call to Service at Chief Al Frederick's Residence				
R.4	The Commission recommends that the Service's Conflict of Interest Directive 141-02 identify those circumstances in which the Service is to refer investigations to an external agency or service. It should also identify circumstances in which the Service's own officers must respond to an incident. The Service's Directive fails to adequately address investigations concerning the Chief or Deputy Chiefs. The Service's Directive should complement a policy developed by the Board that provides direction to the Service (pp.23-24).	WPS (Part 1 R1)	Inspector K. Cribley	Amend Directive 141-02 Conflict of Interest to consider all points in R.4	Amended Directive to be prepared for January 2021 WPSB meeting The completion date for R.1 and R.4 is extended to March 2021 to provide time for the WPSB to amend WPSB Policy AR-A1021 and for the Service to amend <i>Directive 141-02 Conflict of Interest</i> to complement WPSB policy amendments. The completion date for R.1 and R.4 is extended to April 2021 to provide time additional time for the WPSB to amend WPSB Policy AR-A1021. Once completed, <i>Directive 141-02 Conflict of Interest</i> is to be amended to complement WPSB policy amendments. The completion date for R.1 and R.4 is extended to May 2021 to provide time additional time for the WPSB to amend WPSB Policy AR-A1021. Once completed, <i>Directive 141-02 Conflict of Interest</i> is to be amended to complement WPSB policy amendments. WPSB Policy AR-A1021 is being presented at the April 2021 WPSB Meeting. The completion date

					for R.1 and R.4 is extended to May 2021 to provide time for the WPS to amend <i>Directive 141-02 Conflict of Interest</i> .
R.5	The Commission recommends the Board amend Policy AR-A1021 and the Chief create complementary procedures or amend the existing Directive based on the commentary contained in this Report. The current Policy does not provide meaningful policy guidance to the Chief (p. 26).	WPSB	McTague Law & Administrati ve Director Sarah Sabihuddin	McTague to amend policy AR-A1021	Being presented at the April 2021 WPSB Meeting
R.6	The Commission recommends that the Board and Service develop a communications strategy and related procedures around investigations of the Chief or Deputy Chiefs and analogous situations. Those procedures should be captured in the appropriate policy, Directive or procedures (p. 27).	WPS & WPSB	Inspector K. Cribley Sgt. S. Betteridge McTague Law & Administrati ve Director Sarah Sabihuddin	Amend Directive 141-02 Conflict of Interest and Directive 831-01 Media Relations and all other appropriate Directives. Engage an independent contractor to provide recommendations for the communications strategy and related procedures. McTague to amend policy AR- 1021 (R. 5) and incorporate communications strategy	Amended Directives to be prepared for January 2021 WPSB meeting WPSB approved the engagement of an independent contractor with expertise in public relations to evaluate the current communications strategies, provide recommendations for the enhancement and/or development of a comprehensive internal and external organizational communications strategy; and assist in the implementation of the media strategy. The completion date for R.6 is extended until June 2021 to allow time for the WPS to engage an independent and to provide recommendations for the communications strategy and related procedures, and amendments to <i>Directive 831-01 – Media Relations</i> and <i>Directive 141-02 Conflict of Interest</i> . Further discussions scheduled and alignment meeting needed with WPS plan

					<p>RFP Process for Communications Consultant (Independent Public Relations Contractor) commenced.</p> <p><i>RFP 55-21 - Windsor Police Service Communications Strategy Consultant</i> was posted on February 25, 2021, and closed on March 19, 2021. The Evaluation Committee is to convene with City Purchasing to identify the successful proponent.</p> <p><i>RFP 55-21 - Windsor Police Service Communications Strategy Consultant</i> was posted on February 25, 2021, and closed on April 13, 2021, instead of March 19, 2021. The Evaluation Committee is to convene with City Purchasing to identify the successful proponent.</p>
	The Fairness of Promotional Processes, Recruitment and Workplace Equity				
R.7	The Commission recommends the Service re-evaluate its promotional process on a regular basis, in consultation with the Association and the membership at large (p. 31).	WPS	Director B. Chandler	<p>Amend Directive 352-01 Promotional Process to require Promotional Process Committee to review Directive and competencies annually in addition to the scheduled Directive review by the Director of Human Resources</p> <p>Determine method/frequency to consult membership at-large</p>	<p>Amended Directive to be prepared for the January 2021 WPSB meeting.</p> <p>The Promotional Process Committee has been meeting since 2019 to re-evaluate the promotional process and as a result several changes have been implemented. The committee is currently re-evaluating the process for 2022. The committee is comprised of members of WPA and WPS</p> <p>The WPSB notified the WPA the Promotional Process Committee would be an advisory committee as it pertains to promotion decisions effective for the 2022 Promotional Process and Directive 352-01 was amended to reflect this decision.</p>

					<p>COMPLETE: <i>Directive 352-01</i> was amended to require Promotional Process Advisory Committee to re-evaluate promotional process annually following each promotional process cycle, including a review of the competencies for promotion and was provided to WPSB at January 2021 meeting for information.</p>
R.8	<p>The Commission recommends that the Service examine, in a comprehensive way, the competencies for promotion. As police services move from more traditional, paramilitary models to community-based policing, they must evaluate the emphasis placed on certain competencies in preference to others (p. 32).</p>	WPS	Director B. Chandler	<p>WPS to contract outside vendor to review and implement a process that evaluates existing competencies and is pro-active in addressing equity and diversity in the Service for 2022 Promotional Process</p>	<p>In-progress: Selection of vendor to be completed by January 2021, with evaluation of competencies completed by July 2021</p> <p>WPSB approved negotiations with, and engagement of, a third party vendor to review and implement a field-tested and legal defensible promotional process that evaluates existing competencies and is pro-active in addressing equality and diversity within the Service.</p> <p>The completion date for R.8 is amended as follows: selection of vendor is extended until March 2021 to allow WPS to engage a third party vendor in accordance with City of Windsor Purchasing Bylaw. Evaluation of competencies completion date remains at July 2021.</p> <p>RFP Process for External Promotional Process Consultant commenced.</p> <p><i>RFP 43-21 - Windsor Police Service- Employee Assessment Initiatives Consultant</i> was posted, and closes on April 12, 2021. The Evaluation Committee is to convene with City Purchasing to identify the successful proponent.</p>

					<i>RFP 43-21 - Windsor Police Service- Employee Assessment Initiatives Consultant</i> was posted, and closed on April 12, 2021. The Evaluation Committee is to convene with City Purchasing to identify the successful proponent. The selection of the vendor is extended to May 2021 .
R.9	The Commission recommends the Board play an important role in overseeing how the Service re-evaluates how competencies are weighed and evaluated (p. 33).	WPSB	McTague Law & Administrative Director Sarah Sabihuddin	Pending the WPS work on R.8 the WPSB will then be in a position to address this recommendation	Pending WPS status update on R.8
R.10	The Commission recommends the Service do a much better job of communicating with its officers and civilian employees about its decision-making around promotions as part of an ongoing dialogue (p. 33).	WPS	Director B. Chandler	Promotional Process Committee to determine how we best achieve ongoing dialogue (training, policy, debrief, survey of membership)	To be discussed as an agenda item at November 2020 Promotional Process Committee meeting
R.11	There is underrepresentation of female sworn officers in the Service. The Commission recommends that the Board and the Service create a new strategic plan, with outside expert assistance, for recruiting women as a high priority. The strategic plan must identify existing barriers to recruitment and new ways to overcome those barriers. For example, the Commission recommends the Service consider waiving the fees for job applicants who take physical tests (pp. 33-34).	WPS & WPSB	Director B. Chandler EDI Coordinator	Create a new strategic plan in consultation with outside expertise Engage a vendor to develop strategic plan to recruit and promote women and candidates who represent the diversity of the community	In-progress EDI is currently working on strategic plan and will work with vendor once identified. Selection to be completed by January 2021. The WPSB entering into negotiations with, and engagement of, a third party vendor to develop a strategic plan to recruit and promote woman and candidates who represent the diversity of the community we serve. The completion date for R.11 and R.12 is amended as follows: selection of vendor is extended until March 2021 to allow WPS to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaw. The strategic plan completion date set for July 31, 2021.

					<p>Equity, Diversity and Inclusivity (EDI) consultant – WPS PROPOSAL No. 35-21 RFP was process published, with a closing date of March 8, 2021. There were no responses to the RFP.</p> <p>Pursuant to section 111 of the City of Windsor Purchasing Bylaw (93-2012), as there were no responses to the competitive process, the WPS is permitted to directly award a contract to purchase the deliverables, as a Sole Source. The WPS is currently undertaking a process to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaws. The strategic plan completion date remains set for July 31, 2021.</p>
R.12	<p>The Commission recommends that this strategic plan must form part of a larger conversation about the role of women within the Service. The Service has yet to prove that officers are truly made accountable for discriminatory conduct (pp. 34-35).</p>	WPS & WPSB	<p>Director B. Chandler EDI Coordinator Staff Sergeant J. Crosby</p>	<p>Review of Directives, data, reporting, communications, training and any other area identified impacting organizational culture surrounding women within the Service</p> <p>Engage Service members/WPA through various means (focus groups. Survey) to identify issues</p> <p>Identify areas of change based on the review and consultation with WPA/members, EDI coordinator and vendor identified in R. 11</p> <p>Revise Directive 310-01 Human Rights to incorporate disciplinary measures for discriminatory conduct</p>	<p>Identify areas of review by February 2021 WPSB meeting</p> <p>Identify means and engage service members by January 2021 WPSB meeting</p> <p>The completion date for R.11 and R.12 is amended as follows: selection of vendor is extended until March 2021 to allow WPS to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaw. The strategic plan completion date set for July 31, 2021.</p> <p>Equity, Diversity and Inclusivity (EDI) consultant – WPS PROPOSAL No. 35-21 RFP was process published, with a closing date of March 8, 2021. There were no responses to the RFP.</p> <p>Pursuant to section 111 of the City of Windsor Purchasing Bylaw (93-2012), as there were no responses to the competitive process, the WPS is</p>

					permitted to directly award a contract to purchase the deliverables, as a Sole Source. The WPS is currently undertaking a process to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaws. The strategic plan completion date remains set for July 31, 2021 .
R.13	The Commission recommends that the Service should more formally engage the community, perhaps through an advisory group, in developing a partnership to recruit Women. Its strategic plan should develop ways in which to engage female Service members in this process, beyond how they are currently involved. Such engagement might take place through committee work, and anonymous surveys. The strategic plan should be made available to the public (p. 34).	WPS	EDI coordinator	<p>Establish an internal and external advisory committee</p> <p>Once WPSB approval for CPAC TOR and Application is received, EDI coordinator will post Request for Letters of Application.</p>	<p>EDI coordinator has been tasked with creating an internal and external EDI advisory committees along with vendor identified in R.11</p> <p>Community Policing Advisory Committee Terms of Reference and a Request for Letters of Application, have been developed and were provided for approval by WPSB at January 2021 WPSB meeting.</p> <p>Request for Applications – Windsor Police Service Community Policing Advisory Committee – published – January 29, 2021</p> <p>Applications to be received no later than Friday March 5, 2021 at 2:00 pm.</p> <p>Letters of applications were received from 177 eligible community members. The Windsor Police Service Senior Administration, together with the Windsor Police Services Board are to review the applications and appoint community applicants to the CPAC. A member of the community and the Windsor Police Service EDI Coordinator will be consulted with respect to the selection of applicants. Successful candidates are to be identified for the May 2021 WPSB Meeting.</p>

R.14	The Commission recommends that the new Diversity, Inclusion and Equity Coordinator should figure prominently in the development of a new strategic plan for recruiting women. The priority to be given to this work would also support a line of direct reporting to the Chief or Deputy Chief (pp. 34-35).	WPS	Director B. Chandler		Complete: EDI reports to Chief's Executive Officer and HR Director EDI has been assigned to work on new strategic plan
R.15	The Commission recommends that the Board and Service be proactive in addressing equity within the Service. For example, exit interviews should be conducted, in confidence, with every departing officer and employee. The Service should employ anonymous surveys, expertly designed, as another tool in that evaluative process. This proactive approach should form part of the Service's strategic plan for recruitment (p.36).	WPS	Director B. Chandler	Engage a vendor to develop a survey as part of a proactive part of the Service's strategic plan	<p>Complete: The opportunity for an exit interview is an existing part of the retirement/resignation process</p> <p>In-progress: Selection of a vendor to be completed by February 2021</p> <p>The EDI consultant RFP is to include a deliverable re: survey to address equity in the workplace. The completion date for the selection of vendor is extended until March 2021 to allow WPS to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaw. Therefore the completion date for R.15 is extended to March 2021 for selection of a vendor.</p> <p>Equity, Diversity and Inclusivity (EDI) consultant – WPS PROPOSAL No. 35-21 RFP process published, with a closing date of March 8, 2021. A copy was provided to WPSB at the February 2021 meeting for information.</p> <p>Equity, Diversity and Inclusivity (EDI) consultant – WPS PROPOSAL No. 35-21 RFP was process published, with a closing date of March 8, 2021. There were no responses to the RFP.</p> <p>Pursuant to section 111 of the City of Windsor Purchasing Bylaw (93-2012), as there were no responses to the competitive process, the WPS is</p>

					permitted to directly award a contract to purchase the deliverables, as a Sole Source. The WPS is currently undertaking a process to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaws. The strategic plan completion date remains set for July 31, 2021 .
R.16	The Commission recommends that the Service be equally proactive in addressing the racial diversity of its workforce. The Commission expects the new Diversity, Inclusion and Equity Coordinator to play an important role in developing a proactive strategy to increase diversity within the Service (pp. 36-37).	WPS	Director B. Chandler EDI Coordinator	Recommendations 11 through 15 are related to gender in the WPS. The strategic plan currently being developed and the work being completed with respect to the other recommendations will focus on increasing diversity within the Service.	COMPLETE: The EDI coordinator and Director B. Chandler have included increased diversity in the strategy and work with respect to the other recommendations
R.17	The Commission recommends that the Service re-evaluate whether physical tests for the TAC Unit can be further modified in a way consistent with provincial adequacy standards to remove unnecessary barriers for women (p. 37)	WPS	Staff Sergeant Garrett Director Chandler	Review local and Provincial standards to identify and remove any unnecessary barriers for women. EDI Consultant, EDI Coordinator and Director Chandler to review	Patrol Operations Support Staff Sergeant S. Garrett conducted a review of physical testing standard for the ESU unit. Target completion date: April 2021 The completion date of this has been extended to May 2021.
R.18	The Commission recommends that more be done to make the TAC Unit truly inclusive. One approach is to create a formal mentoring initiative to encourage and assist members, particularly women, who express interest in joining the TAC Unit. Such a formal mentoring program could also form part of a larger plan to encourage women to apply for promotion and overcome remaining barriers (pp. 37-38).	WPS	Staff Sergeant Garrett EDI Coordinator Director Chandler	Review Directive, ESU recruitment process and ESU selection process to identify barriers for women seeking transfer into the unit Develop a mentoring initiative in strategic plan that includes mentoring program with respect to new officers, promotion. Plan to include ESU, specific to female recruitment EDI Consultant, EDI Coordinator and Director Chandler to review	In-progress: Mentoring program to be developed in conjunction with development of Strategic Plan Review of Directive, recruitment process and selection process to be completed by January 2021. The completion date for R. 18 is amended as follows: the review of applicable directives, recruitment process and selection process is extended until April 2021 to allow time for EDI consultant (R.11, R.12) to be retained and conduct review.

					<p>Patrol Operations Support Staff Sergeant S. Garrett conducted a review of physical testing standard and mentoring for the ESU unit.</p> <p>Equity, Diversity and Inclusivity (EDI) consultant – WPS PROPOSAL No. 35-21 RFP process published, with a closing date of March 8, 2021. A copy was provided to WPSB at the February 2021 meeting for information.</p> <p>Equity, Diversity and Inclusivity (EDI) consultant – WPS PROPOSAL No. 35-21 RFP was process published, with a closing date of March 8, 2021. There were no responses to the RFP.</p> <p>Pursuant to section 111 of the City of Windsor Purchasing Bylaw (93-2012), as there were no responses to the competitive process, the WPS is permitted to directly award a contract to purchase the deliverables, as a Sole Source. The WPS is currently undertaking a process to engage a third party vendor in accordance with the City of Windsor Purchasing Bylaws. The strategic plan completion date remains set for July 31, 2021.</p>
R.19	<p>The Commission recommends that consideration should be given to a duty rotation regime that:</p> <p>a. lengthens the tenure for certain officers within certain units to reflect the considerations noted in the Report, including the value in cultivating expertise in specialized areas and the time and financial resources needed to cultivate that expertise.</p> <p>b. creates certain "anchor positions within units that is, recognizes that a certain number</p>	WPS	DC Providenti	Amend Directive 342-02 Duty Rotation to reflect OCPC recommendations and considerations that were already being discussed.	<p>In-progress: Directive to be amended for February 2021 WPSB meeting</p> <p>The completion date for R.19 is extended to March 2021 to provide time for a review, and amendments to be made to Directive 342-02 Duty Rotation.</p> <p>The completion date for R.19 is extended to April 2021 to provide additional time for a review, and amendments to be made to Directive 342-02 Duty Rotation.</p>

	of high-performing officers within a unit remain critical to the Service's success; c. recognizes the impact that some late-career rotations may have on officers and morale; and d. also recognizes that compelling officers to seek accommodation to address an overly rigid rotation protocol can have a negative impact on morale (p. 39).				The completion date for R.19 is extended to April 2021 to provide additional time for a review, and amendments to be made to Directive 342-02 Duty Rotation.
The Process of Selecting Chiefs and Deputy Chiefs					
R.20	The Commission recommends that the selection process for Chief and Deputy Chief be designed to ensure that the Board is fully aware of potential issues. This is true whether the applicant is a candidate from within or outside the Service. This can be done in a variety of ways that remain compatible with the Police Services Act. For example, candidates for the Chief or Deputy Chief positions should respond to a standardized series of questions that probe whether there are any issues (outstanding complaints, prior history, disputes with other officers etc.) that might reflect adversely on the service or its reputation, or the candidate's character.	WPSB	Administrative Director Sarah Sabihuddin	Engage HR consultant services to create policy to address this. Policy will be created in consultation with McTague Law	Plan of action to be created and search to begin in January/February 2021 Expected - April 2021 The completion date of this has been extended to May 2021 .
R.21	The Commission recommends that the Board closely question candidates on their answers. The Board should also obtain legal advice from its counsel on how to probe these issues and obtain relevant information about candidates in a way compatible with existing legislation. The process should ensure the Board has an accurate sense of how applicants are regarded within the Service. This can be done in a variety of ways that also, to the extent possible, respect confidentiality. (p. 43).	WPSB	Administrative Director Sarah Sabihuddin	Engage HR consultant services to create policy to address this. Policy will be created in consultation with McTague Law	Plan of action to be created and search to begin in January/February 2021 Expected - April 2021 The completion date of this has been extended to May 2021 .

R.22	The Commission recommends that the Board's selection process for Chief and Deputy Chiefs, including the type of due diligence done in relation to each candidate—as opposed to their identities or personal information—should be known more broadly. This transparency would assist in dispelling misinformation about these processes (p. 43).	WPSB	Administrative Director Sarah Sabihuddin	Engage HR consultant services to create policy to address this. Policy will be created in consultation with McTague Law	Plan of action to be created and search to begin in January/February 2021 Expected - April 2021 The completion date of this has been extended to May 2021.
Workplace Harassment and Accommodation Issues					
R.23	The Commission recommends the Service develop a new Accommodation Directive that should avoid the flaws in the existing Directive identified by the Commission and capture the paradigm shift described in the Report (p. 49).	WPS	Director B. Chandler	Develop new Accommodation Directive	New Directive to be prepared for March 2021 WPSB meeting Directive 310-02 Accommodation completed, and was provided to WPSB at February 2021 meeting for information.
R.24	The Commission recommends the Director - Human Resources regularly report in writing to the Chief (and the appropriate senior leadership) on accommodation, workplace harassment and other human resources issues. This report should include the Director's review of the impact and effectiveness of existing Directives, practices, procedures and policies and include recommendations on change. The Board should receive regular reports in writing on these same topics (p. 49).	WPS	Director B. Chandler	Review and update Directive 112-01 Mandatory Reports. Identify which reports the WPSB should receive and frequency. Establish how Director reviews the impact and effectiveness of existing Directives, practices, procedures and policies and include the review and recommendations in a report on accommodation, harassment and other human resources issues.	Amend Directive 112-01 for January 2021 WPSB meeting Complete: Directive 112-01 amended to identify reports to be provided by Human Resources Director to the Chief and the WPSB, including: Statistical data to be provided semi-annually. Training courses/updates and training compliance to be provided annually. Directive was provided to WPSB at January 2021 meeting for information. In-Progress: Determine how Director will review the impact and effectiveness of existing Directives, practices and procedures. Determine frequency of review and corresponding report and

					recommendations. Target completion date: May 2021
R.25	<p>The Commission recommends the training initiatives must be fully documented and form part of the Directors reporting obligation. His reports should include detailed descriptions of</p> <ul style="list-style-type: none"> a. training provided to new members; b. new training or refresher training available for supervisors and other members and whether and to what extent such training is compliant with the existing or a new Accommodation Directive; and c. aggregated data on who has actually received such training, to ensure member compliance. <p>It is also important that competency questioning related to all promotional levels include case scenarios around accommodation, workplace harassment and related issues (p.50).</p>	WPS	Director B. Chandler	<p>To be included as part of reporting requirement in R.24</p> <p>Formalize in Directive 352-01 Promotional Process the current practice of including competency questions related to case scenarios around accommodation and workplace harassment issues (R.8).</p>	<p>Complete:</p> <p>Competency questions are already included in promotional levels related to case scenarios around accommodation, harassment and related issues.</p> <p>Amend Directive 352-01 for January 2021 WPSB meeting</p> <p>Directive 352-01 amended and was provided to WPSB at January 2021 meeting for information.</p> <p>Complete:</p> <p>Directive 112-01 amended to identify reports to be provided by Human Resources Director to the Chief and the WPSB, including:</p> <p>Statistical data to be provided semi-annually.</p> <p>Training courses/updates and training compliance to be provided annually. Directive was provided to WPSB at January 2021 meeting for information.</p>
R.26	The Commission recommends that the stigma and policing culture concerning accommodations be recognized, addressed through education and training, and overcome. That culture should also be addressed through measures taken by the Service to acknowledge the value of work being done by accommodated officers, while mindful of their privacy interests (p. 51).	WPS	Director B. Chandler EDI Coordinator Health and Wellness Coordinator	<p>Develop education and training pertaining to the stigma in relation to accommodation</p> <p>Develop strategies to acknowledge the value of work being done by accommodated members</p>	<p>Education, training and relevant strategies to be identified by April 2021 with a timeline for implementation.</p> <p>The implementation date has been extended to May 2021.</p>
R.27	The Commission recommends that any lack of confidence in the Service's processes for handling workplace harassment be addressed	WPS	Director B. Chandler	Amend current Directive 361-04 Workplace Harassment in	A draft revised Directive for SLT review has been prepared and will be finalized for February 2021 WPSB meeting.

<p>through the following measures, some of which have been implemented or are in the process of being implemented:</p> <ul style="list-style-type: none"> a. The creation of a new Workplace Harassment Directive that is fair and transparent, and that gains legitimacy, in part, through the active involvement of a Review Committee (which includes Association representation) in how complaints are dealt with. b. The assignment of workplace harassment investigations to a small cadre of investigators trained in workplace harassment investigations c. The assignment of an investigator or investigative team to a particular complaint on a rotating basis, if at all possible, to minimize concerns about how investigators are selected for certain investigations d. A process that provides for the possibility of external investigators in appropriate circumstances and for a mechanism for the affected parties to raise conflict of interest issues over the selection of a specific investigator. The draft Directive incorporates both suggestions. Under the draft Directive, the Chief retains the discretion not to direct an external investigation even in the face of a Review Committee's recommendation to the contrary. In the Commission's view, the Review Committee and the Chief should work together to develop some written guidance, with Board oversight and involvement, on when an external investigation is warranted. This recommendation parallels the Commission's earlier recommendation on how sensitive criminal investigations should be dealt with e. Education and training of all civilian employees and all sworn officers, regardless of rank on workplace harassment, discrimination, 			<p>consideration of OCPC recommendations</p> <p>R.1 must include amendments to Directive 361-04 Workplace Harassment</p> <p>Provide training upon hire and at regular intervals on workplace harassment, discrimination, civility and related issues</p>	<p>Development of training program will be put into place once Directive is finalized</p> <p>The revised Directive 361-04 Workplace Harassment, and an online training program have been prepared and were provided to WPSB at the February 2021 meeting for information. The training program will be uploaded to CPKN, once approved.</p> <p>The online training program has been forwarded to CPKN to be uploaded. Once completed, the online training program will commence, and revised Directive 361-04 Workplace Harassment will be published within the Service.</p>
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	<p>civility and related issues. Such education and training must take place</p> <ul style="list-style-type: none"> i. initially, when employees join the Service; ii. for all employees when new policies and processes are introduced (as they will be through the new Workplace and Harassment Directive); and iii. at regular intervals after that. Those intervals should be set out in writing in the applicable Directives. <p>f. It is equally important that an understanding of these issues form a part of the promotional evaluation process for candidates for supervisory positions (pp. 52-53)</p>				
R.28	<p>The Commission recommends that the Board be provided with detailed information about the Service's education and training programs so it can exercise its oversight responsibilities (p. 53).</p>	WPSB	<p>DC F. Providenti Director B. Chandler Insp K. Cribley</p>	<p>Directive 112-01 Mandatory Reporting to be revised to include reports to WPSB in areas identified by OCPC recommendations</p>	<p>Directive 112-01 to be amended for January 2021 WPSB meeting</p> <p>Complete: Directive 112-01 amended to identify reports to be provided by Human Resources Director to the Chief and the WPSB, including:</p> <p>Statistical data to be provided semi-annually. Training courses/updates and training compliance to be provided annually. Directive was provided to WPSB at January 2021 meeting for information.</p>
R.29	<p>The Commission recommends a mechanism be created that enables advisors to report, without undermining confidentiality, on the extent to which their services are even being used and challenges in their work (p. 54).</p>	WPS	<p>Director B. Chandler</p>	<p>A mechanism is to be created to enable advisors to report and may be contained in Directive 361-04 Workplace Harassment</p>	<p>Establishment of mechanism to be completed for January 2021 WPSB meeting</p> <p>The completion date for R.29 has been extended to February 2021 to coincide with the completion date for the creation of a new <i>Directive 361-04 Workplace Harassment</i> identified in R.27.</p>

					<p>The revised Directive 361-04 Workplace Harassment, and an online training program have been prepared and were provided to WPSB at the February 2021 meeting for information. The training program will be uploaded to CPKN, once approved.</p> <p>The online training program has been forwarded to CPKN to be uploaded. Once completed, the online training program will commence, and revised Directive 361-04 Workplace Harassment will be published within the Service</p>
R.30	The Commission recommends that the Service explicitly address how it reconciles the advisors' duty of confidentiality with the Service's obligation to end workplace harassment when it is ongoing, either in the new Directive or through education and training (p. 55).	WPS	Director B. Chandler	Review how to reconcile the issues and develop a new Directive, education or training	<p>Complete review of issues for March 2021 WPSB meeting</p> <p>The revised Directive 361-04 Workplace Harassment was provided to WPSB at the February 2021 meeting for information. Revised Directive 361-04 Workplace Harassment outlines the advisors' duty of confidentiality.</p>
R.31	The Commission recommends that the Board develop some guidelines on the considerations that should inform its decision-making around human rights settlements. There should be a regular review by the Board of ongoing human rights complaints and the lessons learned in individual cases. When a human rights complaint reveals a larger issue to be addressed, the Service and the Board must be transparent in acknowledging the existence of that issue to the Service's members as a whole, and in identifying how the Service and/or Board have addressed the issue (p. 55).	WPSB	McTague Law	McTague Law to prepare a new policy	<p>In progress</p> <p>To be presented at the April 2021 WPSB Meeting.</p>
The Role of the Board's Chair and Board Oversight					

R.32	The Commission recommends that the Board receive governance training and education, designed with Ministry involvement or input as soon as possible (p. 55).	WPSB	Administrative Director Sarah Sabihuddin	Engage the Ministry of the Solicitor General to look into options for board governance training and education for all Board members in early 2021.	Board governance training and education session scheduled with the Ministry of the Solicitor General, Public Safety Division, External Relations Branch on January 21, 2021 COMPLETE: Training completed Jan 21 2021
R.33	The Commission recommends that the Board must play a critical role in asking the hard questions required to ensure that the Service is not merely "checking off the right box" or responding to issues in a less than effective way (p. 56).	WPSB	DC F. Providenti	Consideration to be given to WPS providing training to WPSB and revision of Directive 112-01 Mandatory Reporting to be amended to include reports to WPSB as recommended by OCPC to provide WPSB with relevant information	
Hiring of Relatives					
R.34	The Commission recommends that senior leaders recognize that they must not only avoid direct involvement in hiring or promotional decisions respecting their relatives, but any indirect involvement. This includes inquiring about how their relatives fared in the process or expressing views about the merits of their relatives' candidacy to those involved in the process (p. 59).	WPS	Inspector K. Cribley	Review Directive 325-02 Employment Relationship Policy and make any amendments to reflect the recommendation	Directive to be amended by January 2021 WPSB meeting COMPLETE: <i>Directive 141-01 Conduct Requirements and Directive 325-02 Employee Relationship Policy</i> have been updated and provided to the WPSB at the January 2021 meeting.
The Service's Morale					
R.35	The Commission recommends that the Service's senior leadership and the Board need to adopt additional measures to accurately assess the views of the Service's employees and promote morale. They include several measures earlier identified in relation to more specific systemic issues. The recommended measures are: a. An anonymous survey of the Service's employees. It should be professionally designed to ascertain their views on the range of issues raised by fellow employees during this	WPS & WPSB	Superintendent B. Dodd DC F. Providenti Director B. Chandler Inspector A. Randall Superintendent T. Berthiaume	Engage a vendor to develop an internal survey to be conducted at regular intervals and informed by the issues set out in the OCPC report Develop a communications strategy, in consultation with an independent contractor with expertise in communications, for internal and external communications	In-progress: Internal survey in development for business planning process. To be completed by December 2020 COMPLETE: Internal survey launched on December 9, 2020 and closed on December 31, 2020. In-progress: Engage a vendor to develop future internal surveys WPSB approved entering into negotiations with, and engaging a third party vendor to develop an external survey to be conducted at regular

<p>Review. Its design should be informed, in part, by the issues set out in this Report</p> <p>b. Exit interviews of every departing employee to be conducted by the Chief or if necessary, the Deputy Chiefs</p> <p>c. The survey and the exit interviews should inform additional steps to be taken to promote good morale</p> <p>d. The development of a robust communications strategy, including greater dialogue between the Chief/ senior leadership and employees about the Service's direction. Misperceptions persist at the Service due to poor communication, at times, between senior leadership and all employees</p> <p>e. True training for supervisors on how to be supervisors. Some of the systemic issues identified in this Report could have been mitigated if supervisors had a better understanding of how to supervise those under their command. The Commission supports enhanced training for supervisors, including presentations on how to have difficult conversations with those under their command. It also supports regular meetings between supervisors and those under their command. These will enhance these relationships, increase accountability and avoid some of the concerns expressed by officers who met with the Commission. The challenge is to avoid simply "checking a box" by adopting inadequate training or education of supervisors on how to be supervisors. The inadequacy of this training was identified as an issue by a number of senior officers. The Service must also promote sustainable performance management through policies and procedures on what performance management looks like, along with appropriate Board oversight with</p>			<p>Continuous evaluation of Sergeant mentoring program and expansion of program to other ranks</p> <p>Continuous evaluation of Performance Management Program (PMP)</p>	<p>intervals, which will work to promote public confidence and to accurately assess the views of the Service's employees and promote morale.</p> <p>Complete: Exit interviews are currently being offered for all retiring/resigning members</p> <p>Identify communications expert by February 2021</p> <p>WPSB approved the engagement of an independent contractor with expertise in public relations to evaluate the current communications strategies, provide recommendations for the enhancement and/or development of a comprehensive internal and external organizational communications strategy; and assist in the implementation of the media strategy.</p> <p>RFP Process for Communications Consultant (Independent Public Relations Contractor) commenced</p> <p>Ongoing: Sergeant mentoring program has been implemented. Feedback has been sought from participants to improve the program. Work to begin to expand program to other ranks</p> <p>Sergeant Mentoring Program – March 22-26 / March 29-April 1</p> <p>Ongoing: PMP policy has been updated and implementation for 2019. Reviewed in 2020. Gaps have been identified and are currently being addressed.</p> <p><i>RFP 55-21 - Windsor Police Service Communications Strategy Consultant</i> was posted on February 25, 2021, and closed on March 19, 2021. The Evaluation Committee is to convene</p>
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	<p>defined deliverables and measurements for success.</p> <p>These measures, together with implementation of the other recommendations in this Report, viewed cumulatively, should assist in addressing the Service's morale. They are all designed to promote a respectful, harassment-free workplace that values equity and diversity, ongoing communication between senior leadership and the Service's members with appropriate supervision and oversight (pp. 60-61).</p>				<p>with City Purchasing to identify the successful proponent.</p> <p><i>RFP 55-21 - Windsor Police Service Communications Strategy Consultant</i> was posted on February 25, 2021, and closed on April 13, 2021, instead of March 19, 2021. The Evaluation Committee is to convene with City Purchasing to identify the successful proponent.</p>
R.36	<p>The Commission recommends that the Service reinforce with its supervisors that members are fully entitled to seek employment elsewhere, and that there is no place for pejorative comments about those members based on their desire to depart. Such comments or similar harassment or reprisal activity should be appropriately dealt with (pp. 62-63).</p>	WPS	<p>Director B. Chandler Inspector K. Cribley</p>	<p>Review Directive 364-01 Workplace Harassment Include reinforcement in Workplace Harassment training</p>	<p>Issue to be addressed in training in R.27.</p> <p>Complete review/amendments to Directive by February 2021 WPSB meeting.</p> <p>The revised Directive 361-04 Workplace Harassment, and an online training program have been prepared and were provided to WPSB at the February 2021 meeting for information. The training program will be uploaded to CPKN, once approved.</p> <p>The online training program has been forwarded to CPKN to be uploaded. Once completed, the online training program will commence, and revised Directive 361-04 Workplace Harassment will be published within the Service</p>
R.37	<p>The Commission recommends that any relevant policy or procedures merely remind anticipated references that they do not speak for the Service and that this should always be reflected when providing a reference. There is</p>	WPS	<p>Inspector K. Cribley</p>	<p>Amend Directive 141-01 Conduct Requirements to reflect this recommendation</p>	<p>Directive to be amended by January 2021 WPSB meeting</p> <p>COMPLETE:</p>

	no need for any policy, procedure or practice that only permits a Service member to provide a reference with the Chief's approval (p. 63).				Directive 141-01 Conduct Requirements was updated to remind anticipated references that they do not speak for the Service and was provided to the WPSB at the January 2021 meeting.
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**WINDSOR
POLICE
SERVICE**

Chief's Executive Office

Chief P. Mizuno
Deputy Chief F. Providenti
Deputy Chief J. Bellaire

MEMORANDUM

Date: April 13, 2021

To: Windsor Police Services Board

From: Deputy Chief Frank Providenti

Re: **WPSB Finance Committee Information – Data for Public Release**

Attached please find the 2021 Windsor Police Service Operating Budget for Public Release.

Submitted for your information.

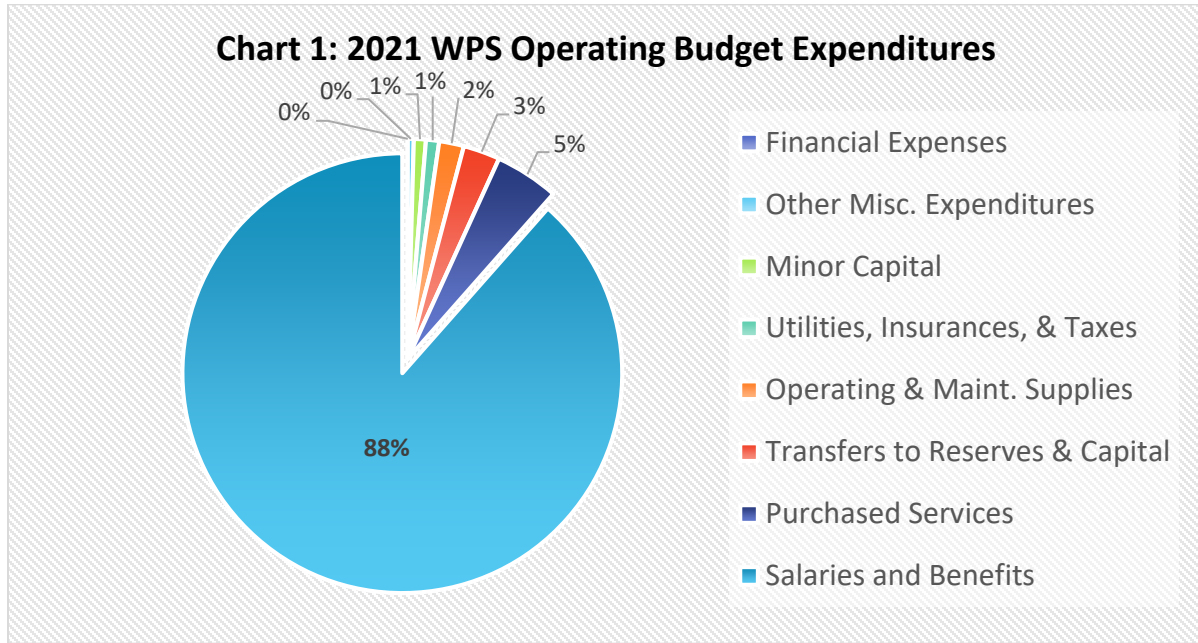
Thank you,

A handwritten signature in black ink, appearing to read "Frank Providenti".

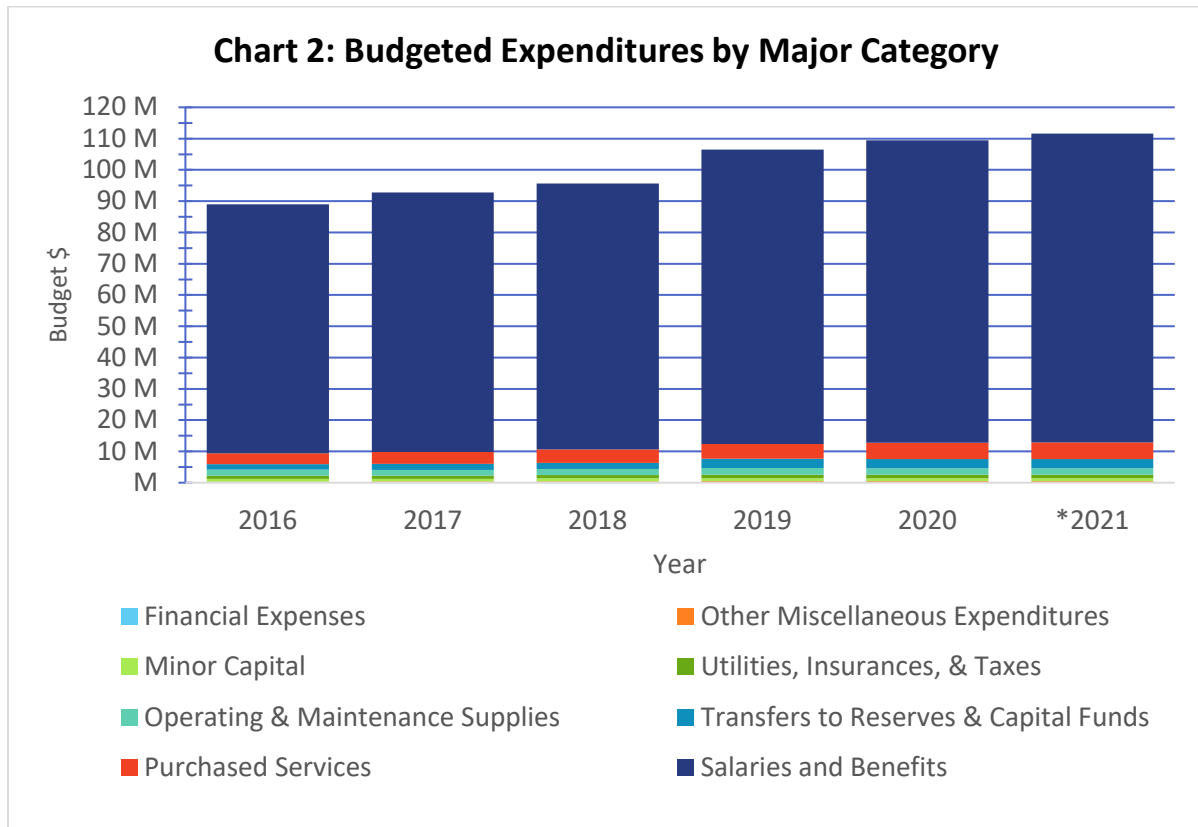
Frank Providenti
Deputy Chief Operational Support
Windsor Police Service

FP/mo

March 13, 2021



As shown in Chart 2, the distribution of expenditures has been relatively consistent, varying by no more than 1%, since 2016.



Salaries and Benefits

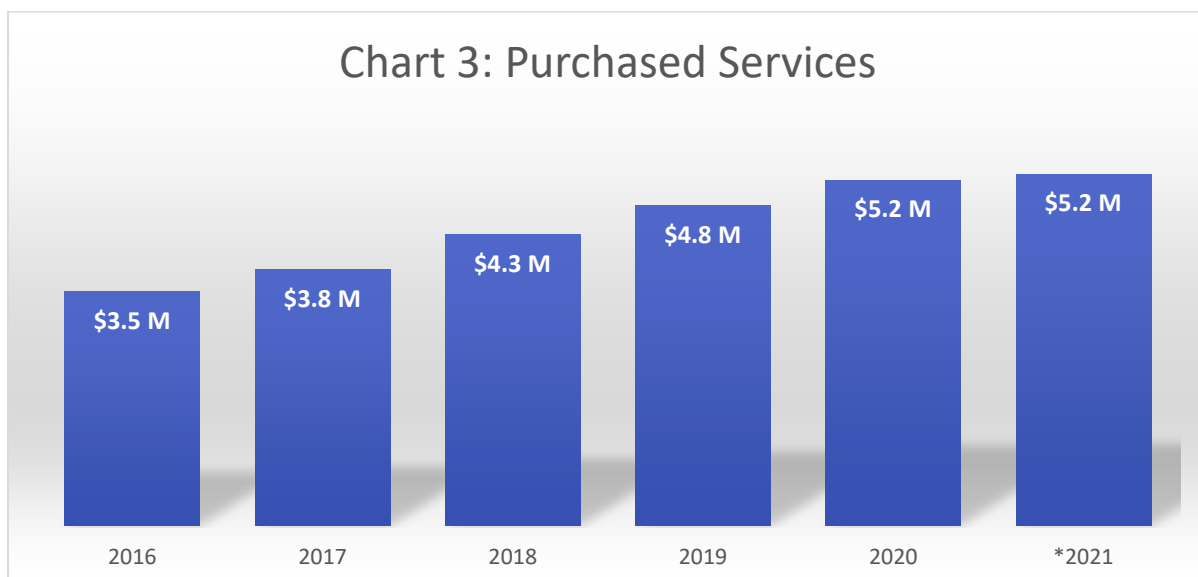
Salaries and Benefits represent 88%, or \$98.7M of the 2021 proposed gross expenditures. Within the Salaries and Benefits category, salaries is the largest component at \$71.4M or 72% of the category. Sworn salaries represent 80% of total salaries, and civilian salaries account for the remaining 20%. Fringe benefits is the second largest component at \$22.8M, representing 23% of this category. Other contractual allowances including special pays, allowances, medicals, clothing, training, WSIB, and LTD are the third largest category, budgeted at \$2.7M, or 3%. The remaining 2% is attributed to overtime at \$1.8M.

Salaries and Benefits have represented 88% of budgeted gross expenditures since 2019. For the period of 2016 to 2018, this category represented 89% of budgeted gross expenditures. The 1% shift in distribution in 2019 was due to the increase in annual contributions to the Police Equipment Replacement Reserve fund, which has enabled the Service to fund the replacement of capital needs.

Purchased Services

Next to Salaries and Benefits, the largest expense category is Purchased Services. This category accounts for 5% of the 2021 proposed gross expenditures at \$5.2M.

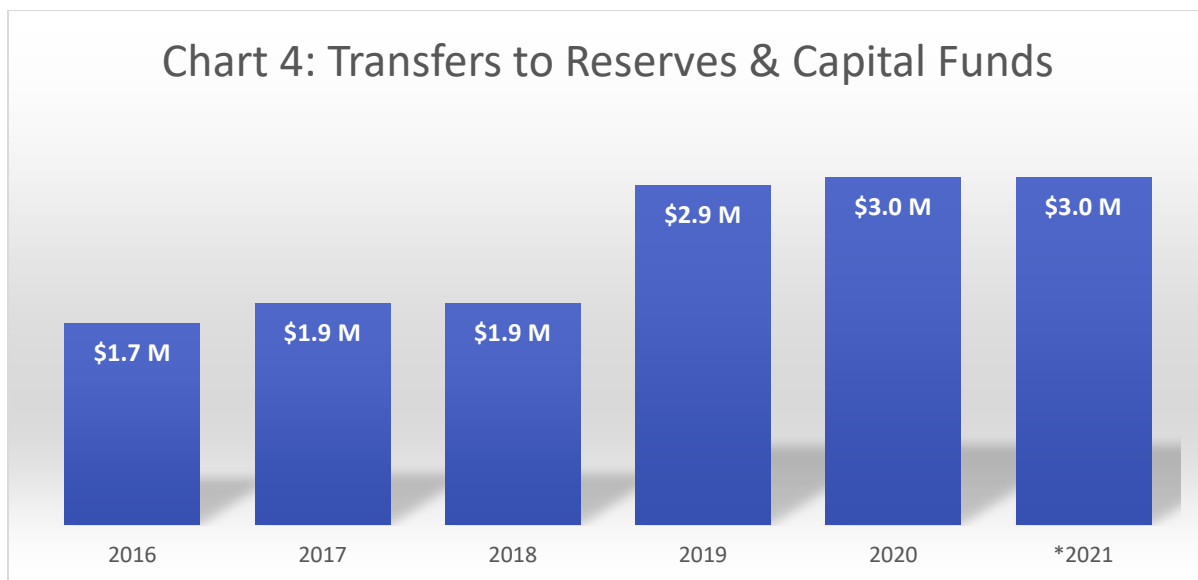
Analysis of the previous five-year trend indicates that this category has grown by approximately 1% to reach 5% of gross budgeted expenditures at \$5.2M for 2021. Chart 3 indicates that the use of purchased services has increased from \$3.5M in 2016 to \$5.2M for 2021. The majority of this increase is attributable to the introduction of new technologies, and the corresponding contractual maintenance and support fees that coincide with these technological advancements. The cost of various licenses, consulting, and contracts have increased by \$400K over the last 5 years. During 2018 and 2019, police contributions to the corporate radio reserve were increased by \$280K to fund the replacement of the corporate digital radio system components.



Transfers to Reserves and Capital Funds

Transfers to Reserves and Capital Funds account for 3%, or \$3M of the proposed 2021 Operating Budget.

Chart 4 depicts the previous five-year trend for this category. Transfers to the Fleet reserve and contributions to the HQ capital fund have not changed during the period of 2016-2021. Transfers to the equipment fund were increased by \$175K in 2017. The most substantial increase transpired in 2019 when contributions to the Equipment reserve fund were increased by \$1.025M in pursuit of a self-sufficient capital equipment replacement model.



Operating and Maintenance Supplies

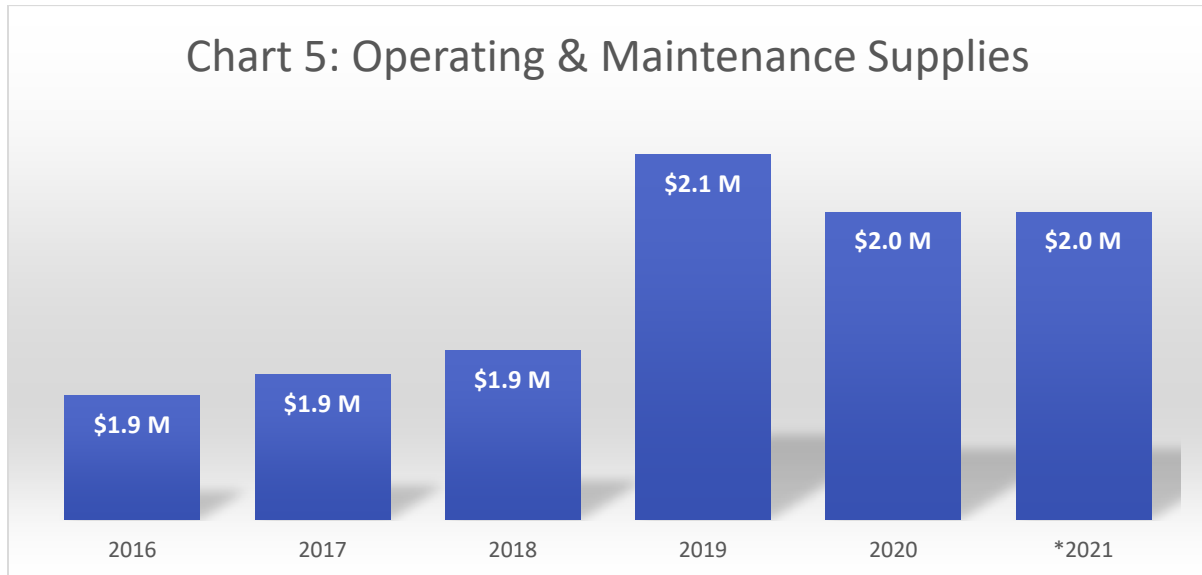
Operating and Maintenance Supplies represents 2%, or \$2M of the 2021 proposed gross expenditures. The main theme of this category are the items contained therein are consumables.

The building maintenance component includes the following items for all police facilities (HQ, Jefferson, Training Branch, and Sandwich/Brock SCP)

- Labour and supply costs related to caretaking, trash removal, and pest control
- Engineering services
- Repairs and interior maintenance
- Exterior maintenance such as lawn maintenance, landscaping, snow removal, and window washing
- Administrative services such as administrative fees charged by facility management, management fees, auditing services, and building insurance
- Contribution to the Training Branch reserve fund of \$45K

Examination of the five-year trend reveals minimal movement in this category. Chart 5 depicts the 2016 budget at \$1.9M, and the 2021 requested budget remains at \$2M.

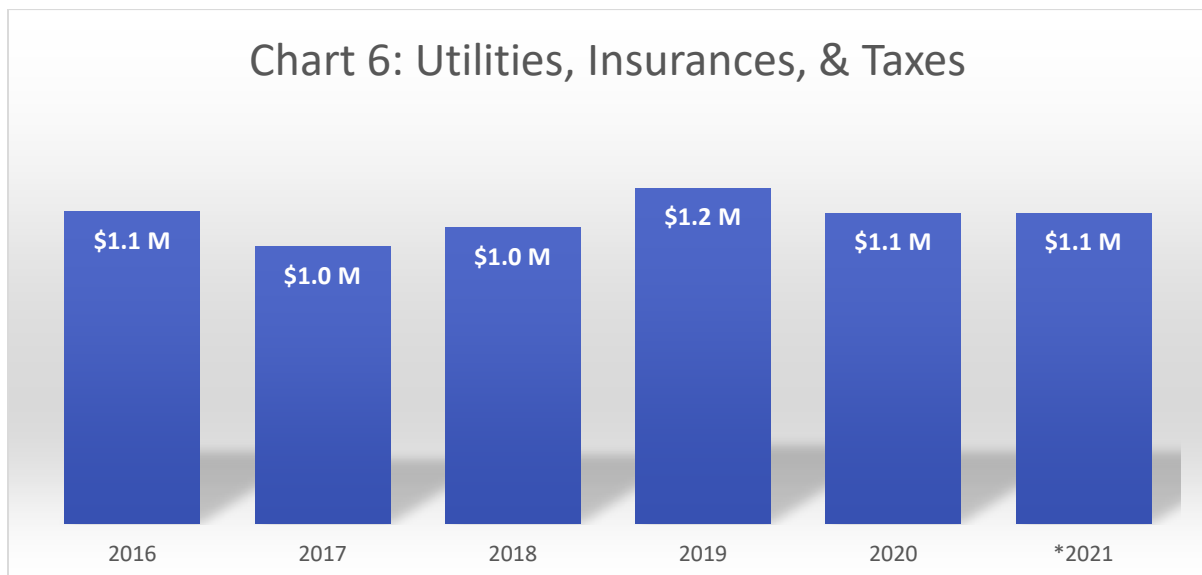
Chart 5: Operating & Maintenance Supplies

Utilities, Insurances, and Taxes

Utilities, Insurances, and Taxes account for 1%, or \$1M of the proposed 2021 proposed gross expenditures.

As displayed in Chart 6, this category has remained relatively consistent over the five-year period beginning and ending at \$1.1M. All elements of this category are solely based on allocations by City Finance in consultation with City Facility Management.

Chart 6: Utilities, Insurances, & Taxes

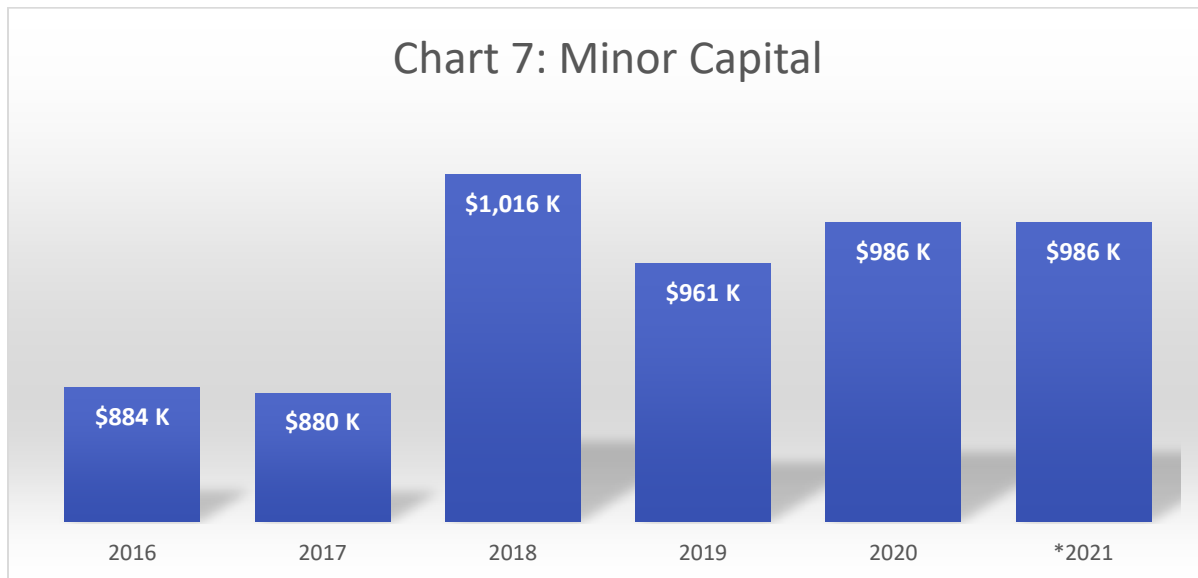


Any adjustments to these accounts are performed on a corporate level, once the City Wide budget process is complete.

Minor Capital

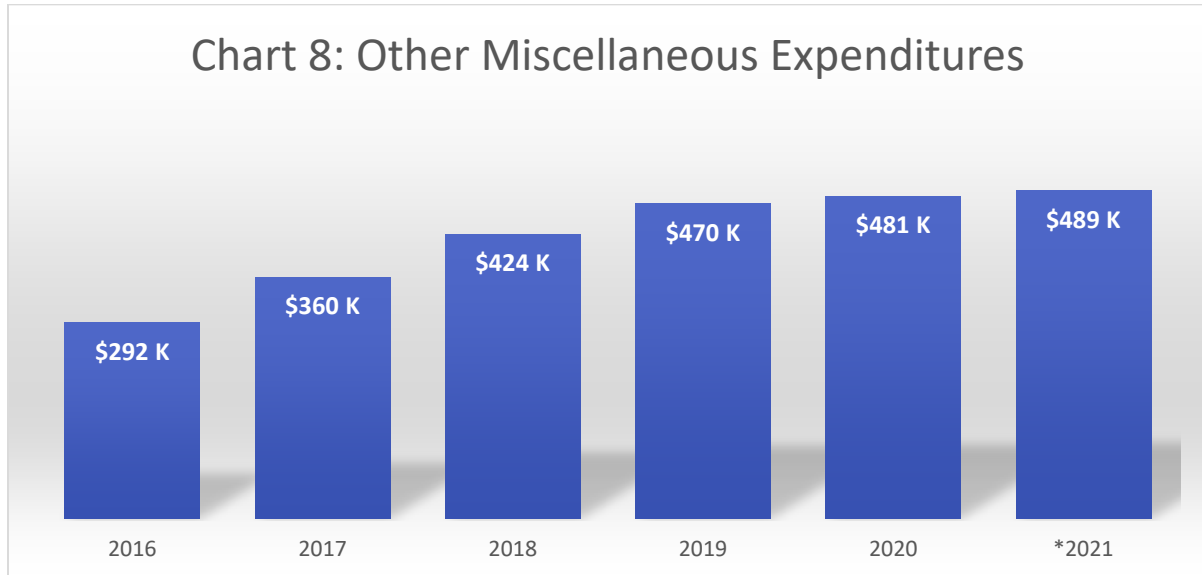
All Minor Capital accounts combined account for 1%, or \$1M of the 2021 proposed gross expenditures.

The Machinery and Equipment account includes a litany of police specific equipment that requires annual replacement. Examination of the previous five years indicates that this category has experienced some minor variations as demonstrated in Chart 7. On an annualized basis, this category has grown by approximately 2% per year from \$884K in 2016 to the current budget of \$986K.



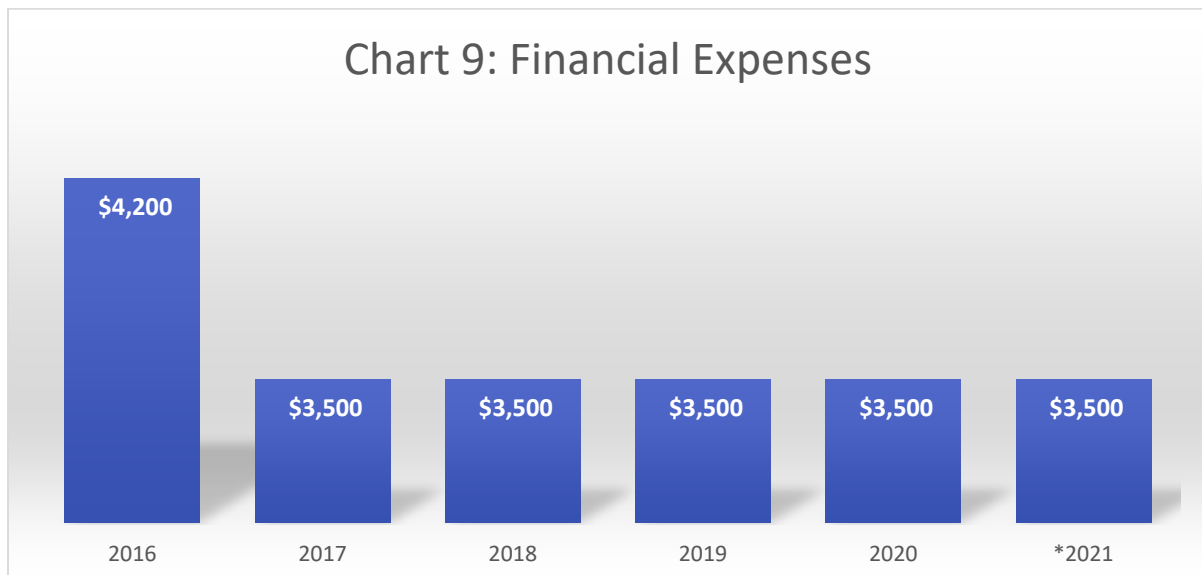
Other Miscellaneous Expenditures

Other miscellaneous expenditures account for approximately \$489K, or 0.4% of the 2021 proposed gross operating expenditures. Chart 8 demonstrates some minor growth of this category from 2016 to 2018, and that the category has remained relatively consistent since this time.



Financial Expenses

Chart 9 provides a graphical depiction of the Financial Expenses category. This category contains the budgetary allocation for all bank charges and service fees. The proposed budget for bank charges and fees remains at \$3,500 per year for 2021.



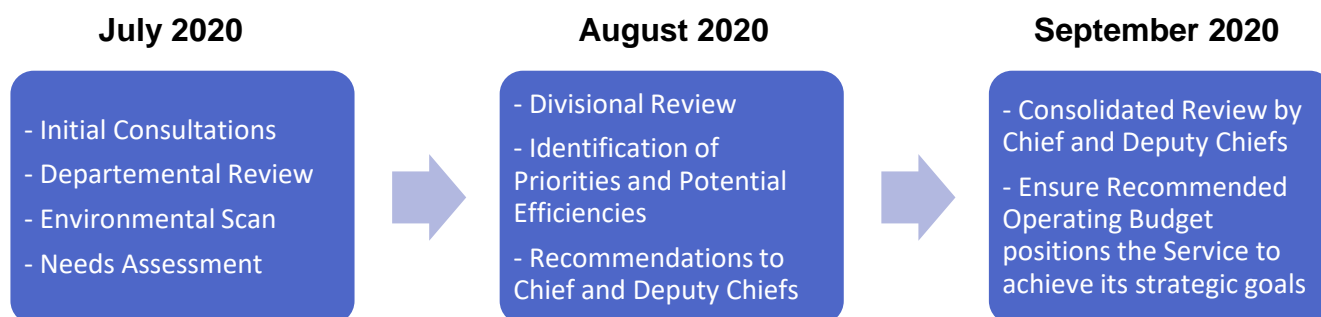
Section 2: WPS Administrative Review

The internal operating budget process begins annually in June with compilation of the salary budget. During the salary budget phase, each budgeted position is compared to the authorized strength. Reallocations are made to ensure that the budget aligns with the organizational chart as approved by the WPSB. A provision for any negotiated increases is established, along with adjustments for rank increases or joint job evaluations that transpired throughout the year.

The internal operating budget development process spans over several months each year. The initial consultation process of reviewing the current operating budget begins in July. Each department head is tasked to perform an environmental scan, gathering information on internal and external events and their potential impact on that specific area of the organization. A needs assessment is undertaken to identify any gaps that may be preventing the organization from achieving its goals.

Once the departmental assessment is complete, the data is consolidated by division and reviewed by the divisional Superintendent. Each Superintendent reviews all of the changes, identifies priorities, as well as potential efficiencies.

The recommendation of each Superintendent is consolidated to an organizational level and submitted to the Chief and Deputy Chiefs for review. At this stage, all remaining changes are reviewed and vetted against the strategic priorities of the Service. Initiatives that are not congruent with the overall organizational goals are amended or removed accordingly. The Chief and Deputy Chiefs provide an overall recommendation to ensure the operating budget financially positions the Service to achieve its strategic objectives.



During all stages of the internal operating budget process, budget reductions are made where possible.

March 13, 2021

Conclusion

The 2021 WPS Operating Budget is the result of a several month, in depth review and prioritization process executed in consultation with the entire WPS Senior Leadership Team.

The seven budget issues are a result of contractual obligations or new strategic investments as prescribed by the WPSB.

The Service's net budget request of \$1,715,877, a 1.9% increase over 2020 will enable:

- The hiring of 3 Information Technology civilians to assist with:
 - Crime prevention and reduction strategies based on an intelligence led policing model (data driven decisions) with law enforcement partners and community engagement
 - Improve and implement operational and strategic planning through data analysis
- Implementation of the OCPC recommendations
- Improved equality, diversity, and inclusion
- Increased wellness of members

Submitted respectfully for consideration and approval by the Windsor Police Services Board.

Melissa Brindley B.Comm (Hons), CPA, CMA
Director of Finance

cc: D/C Providenti, D/C Bellaire

Attachments: Appendix A - *2021 WPS Operating Budget Detail

* Denotes 2021 Proposed Operating Budget



Windsor Police Service
2021 Operating Budget
Budget Detail - Public Release

Acct #	Account Description	2020 Annual Budget	2021 Requested Annual Budget
Revenues:			
6310	Grants	(6,882,415)	(6,882,415)
6985	Casino Hosting Fee	(1,800,000)	(1,800,000)
6990	Other General Revenue	(448,378)	(448,378)
6651	Fees and Recoveries - Internal	(383,108)	(383,108)
6735	Recovery of Expenses - External	(1,421,436)	(1,421,436)
6740	Recovery of Salaries - Internal	(220,000)	(220,000)
6460	Sale of Goods and Services	(121,000)	(121,000)
6610	Police Certificates	(625,000)	(625,000)
6725	Fees & Service Charges - External	(5,462,870)	(5,462,870)
	Total Revenues	(17,364,207)	(17,364,207)
Expenses:			
Financial Expenses:			
4540	Bank Charges	3,500	3,500
	Financial Expenses	3,500	3,500
Minor Capital:			
2220	Maintenance Parts & Materials	50,200	50,200
2520	Vehicle Repairs	215,436	215,436
5110	Machinery & Equipment - TCA	546,290	546,290
5111	Machinery & Equipment - Non TCA	98,900	98,900
5130	Furniture & Furnishings	40,000	40,000
5410	Construction Contracts - TCA	35,000	35,000
	Minor Capital	985,826	985,826
Operating & Maintenance Supplies:			
2010	Office Supplies	103,011	103,011
2060	Computer Supplies	188,455	188,455
2115	Motor Fuels	538,879	538,879
2117	Oils & Lubricants	1,000	1,000
2170	Operating & Other Supplies	70,910	70,910
2175	First Aid Safety Supplies	24,500	24,500
2180	Program Supplies	55,932	55,932
2255	Outside Vehicle Parts	205,000	205,000
2310	Food & Confections	5,500	5,500
2970	Building Maintenance	832,852	832,852
3165	Inventory Variance	3,000	3,000
	Operating & Maintenance Supplies	2,029,039	2,029,039
Other Miscellaneous Expenditures:			
4020	Membership Fees and Dues	74,820	74,820
4050	Training Courses	391,387	399,387
4295	Public Relations	14,682	14,682
	Other Miscellaneous Expenditures	480,889	488,889
Purchased Services:			
2020	Postage and Courier	28,163	28,163
2070	Imaging & Print External	51,490	51,490
2085	Publications & Manuals	21,196	24,196
2609	Mileage	5,000	5,000
2610	Travel	284,050	289,000



Windsor Police Service
2021 Operating Budget
Budget Detail - Public Release

Acct #	Account Description	2020 Annual Budget	2021 Requested Annual Budget
2710	Telephone	233,950	203,393
2711	Cell Phones	208,510	209,610
2915	Consulting Services - External	27,971	107,971
2920	Legal Services	144,268	144,268
2940	Advertising	5,647	8,097
2950	Other Professional Services	723,403	723,403
2957	Fleet Car Washes	20,000	20,000
2980	Contracted Services	1,468,579	1,498,579
2990	Business Meeting Expense	18,870	18,870
2995	Other Purchased Services	184,400	184,400
3120	Rental Expense	1,526,684	1,526,684
3175	Facility Rental	75,600	75,600
3250	Licenses	37,717	37,717
4030	Prisoner Custody	87,121	87,121
	Purchased Services	5,152,619	5,243,562
Salaries & Benefits:			
8110	Base - Salary	67,020,326	67,364,877
8115	Salary - RPT	1,014,399	1,113,067
8150	Salary - Temporary	434,827	313,500
8130	Overtime - Salary	1,262,145	1,262,145
8140	Overtime - Wages	750	750
8194	Overtime - Court	500,000	500,000
8190	Mat top-up/Special/Intox Pay	1,760,993	2,943,987
8192	Shift Differential	206,875	206,875
8193	Coach Officer Pay	10,500	10,500
8210	Meal Allowance	26,420	26,420
8220	Education Allowance	500	500
8221	Police Education Allowance	58,600	58,600
8240	Other Training Expenses	482,000	482,000
8260	Pre-Employment Medicals	17,000	17,000
8290	Clothing-Uniforms	400,223	400,223
8291	Clothing Allowance	114,100	114,100
8390	Employer Health Tax	12,000	12,000
8380	Workers Comp - Admin	210,000	210,000
8381	Workers Comp - Medical	200,000	200,000
8382	Workers Comp - Salary	18,000	18,000
8383	Workers Comp - Pension	434,000	434,000
8345	LTD Plan	192,000	192,000
8399	Fringe Benefits	22,368,878	22,847,084
	Salaries and Benefits - Note 1	96,744,536	98,727,628
Transfers to Reserves & Capital Funds:			
4250	Transfer to Reserve Fund	2,768,000	2,768,000
4255	Transfer to Trust Fund	246,960	246,960
	Transfers to Reserves & Capital Funds	3,014,960	3,014,960
Utilities, Insurances, & Taxes			
3010	Utilities	766,250	766,250
3210	Building Insurance	11,437	11,437
3220	Vehicle Insurance	156,912	156,912



Windsor Police Service
2021 Operating Budget
Budget Detail - Public Release

Acct #	Account Description	2020 Annual Budget	2021 Requested Annual Budget
3230	Liability Insurance	144,845	144,845
	Utilities, Insurances, & Taxes	1,079,444	1,079,444
	Total Expenses	109,490,813	111,572,848
	Net Budget	92,126,606	94,208,641



**WINDSOR
POLICE
SERVICE**

Chief's Executive Office

Chief P. Mizuno
Deputy Chief F. Providenti
Deputy Chief J. Bellaire

MEMORANDUM

Date: April 8, 2021

To: Windsor Police Services Board

From: Deputy Chief Frank Providenti

Re: Professional Standards Report – March, 2021

Attached are the reports outlining the complaints and external recognition for the month of March, 2021.

Submitted for your information.

A handwritten signature in black ink, appearing to read "Frank Providenti".

Frank Providenti

Deputy Chief, Operational Support

FP/mo

MONTHLY BOARD REPORT - MARCH 2021

SYNOPSIS OF March 2021 COMPLAINTS		
In March 2021, the Professional Standards office addressed the following number of complaints:		
16		New Complaints Received in March 2021
32		Complaints Carried Over From 2019/2020 & Previous Months in 2021
Of the	48	total complaints handled in March 2021:
3		Complaints From 2019 & 2020 Closed in March 2021
12		Complaints Opened & Closed in March 2021
3		Complaints From 2019 Carried Into April 2021
17		Complaints From 2020 Carried Into April 2021
13		Complaints From 2021 Carried Into April 2021

Break Down & Classification of New Complaints	
CHIEF COMPLAINTS-(CH)	1
PUBLIC COMPLAINTS-(PC)	15
SERVICE/POLICY COMPLAINTS-(SP)	0

**WINDSOR POLICE SERVICE
PROFESSIONAL STANDARDS**

March 2021 MONTHLY BOARD REPORT

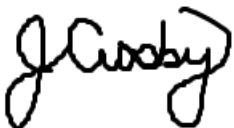
EXTERNAL RECOGNITION

St. Clair College extended their appreciation to the following Officers for their contribution as guest lecturers in their Protection Security & Investigation program: Sergeant Charles Campbell, Sergeant Paolo Dicarlo, Sergeant Andrew Drouillard, Constable Jamie Adjetey-Nelson and Constable Neil McEachrane.

St. Clair College commends these officers on how they provided insight into the Windsor Police application and hiring process, and how these Officers addressed the students with their own inspiring journeys. Sergeant Campbell, Sergeant Dicarlo, Sergeant Drouillard, Constable Adjetey-Nelson and Constable McEachrane were perceived as exceptional ambassadors of the Windsor Police Service.

A retired Officer wished to thank Chief Mizuno, the Police Services Board and Community Services for the awards ceremony that was held on behalf of Officers receiving service awards. It is especially appreciated because of the unique planning that must have gone into the event due to the challenging circumstances related to this pandemic.

A local attorney wanted to commend Constable Robert Durling for his consistent and diligent efforts with cases involving clients that belong to her law office. During multiple interactions, Officer Durling has helped investigate cases involving fraud, community vandalism and threats which all lead to arrests. Constable Durling has held seminars geared towards seniors to try and help them recognize potential scams, helped with Victim Impact Statements, workplace safety issues and forgery allegations. The detailed feedback and impressive follow-up is what makes him stand out as a true professional. This Windsor lawyer wanted to acknowledge Constable Durling's efforts as he consistently strives to be exceptional.



Staff Sergeant Jennifer Crosby
Professional Standards



WINDSOR POLICE SERVICE

Chief's Executive Office

Chief P. Mizuno
Deputy Chief F. Providenti
Deputy Chief J. Bellaire

MEMORANDUM

Date: April 12, 2021

To: Chair and Members of the Windsor Police Services Board

From: Deputy Chief Jason Bellaire

Re: **March 2021 Crime Statistics**

Please find attached the March 2021 Crime Statistics. Submitted for INFORMATION.

Sincerely,

Jason Bellaire
Deputy Chief, Operations
Windsor Police Service



Crime Statistics March, 2021

**April 12, 2021
Michael MENZEL
Intelligence Analyst, WPS**

*Unless otherwise noted, all crime statistics in this report are compiled using the "all violations" methodology. These statistics should not be compared with those provided by the Canadian Centre for Justice Statistics (CCJS), a division of Statistics Canada. This published data measures only the most serious offence related to an incident. In addition, the CCJS includes the number of offences reported by the Windsor Detachment of the Royal Canadian Mounted Police with the Windsor Police Service crime statistics. The CCJS data should be used for comparisons between policing jurisdictions as all data is compiled using the same reporting methodology

***Unless otherwise stated, the crime statistics are shown as a combination of City of Windsor and the Town of Amherstburg**

Overall Crime

There were 1368 total Criminal Code violations in March of this year. This total represents 242 less violations than were reported in the same month of last year (decrease of 15.03%) This total also represents an increase of 290 violations from the 1078 reported last month (increase of 26.9%).

Violent Crime

There were 211 incidents of violent crime in March, a decrease of 37 compared to March 2020. This figure also represents an increase of 31 from last month.

Seasonal Variations – Violent Crime

The following categories illustrate the differences in seasonal numbers broken down by Violent Crime offence:

- There were no homicides in March 2021.
- There were 7 *Sexual Assaults-Non Family* cases reported in March, 10 less than last March and 3 less than last month.
- *Domestic (family) assaults* were reported 53 times, 4 more than reported in March of last year, and 3 more than last month.
- There were 3 *Assault Police* cases in March, 3 more than last year and 1 less than last month.
- *Criminal Harassment* cases were reported 12 times in March, 2 more than last year and 7 more than last month.
- *Other Violent violations* (Threats, Harassing phone calls, etc.) were reported 51 times in March, 1 less than last year, and 8 more than last month.
- There were 8 cases of *Sexual Assaults-family*, 6 more than last March, and 7 more than last month.
- *Assaults Non-Family* cases were reported 68 times, 15 less than last year and 11 more than last month.
- The number of *Robberies and Attempt Robberies* for March of this year amounted to 9. There were 34 Robberies and Attempts reported in the same month last year. The 9 Robberies and Attempts is 2 more than last month. (see accompanying chart). Of the 9 robberies;
 - 0 robbery involved a firearm
 - 6 robberies were with 'other weapon'

- 3 robberies other
- 0 attempt robbery

Property Crime

There were 940 property crimes reported in March of this year, 181 less occurrences than in March of last year (decrease of 16.15%) and 233 more than was reported last month.

Seasonal Variations – Property Crimes

The following categories illustrate the differences in seasonal numbers broken down by Property Crime offence:

- *Arson* – 16 reported in March 2021, 14 more than last year.
- *B&E's and Attempts* – 124 reported in March 2021, 75 less than the total in March 2020 and 11 more than last month. Of the 124 B&E's and Attempts reported;
 - 39 were to businesses
 - 55 were to dwellings
 - 17 were to "other buildings or places"
 - 2 were unlawfully in a dwelling
 - 11 were attempts
 - 0 B&E involving a firearm
- *Theft under \$5000* – 302 reported in March of this year, 6 more than March of last year and 94 more than last month.
- *Thefts from Motor Vehicles* – 159 incidents reported in March of this year, 46 less than last March, and 66 more than last month (see accompanying chart).
- *Possession of Stolen Goods* – 15 occurrences reported in March of this year, 28 less than the same month last year and 2 more than last month.¹
- *Fraud* – 104 incidents of Fraud were reported in March of this year, 48 less than March 2020, and 8 more than last month.
- *Mischief* – 152 occurrences of Mischief were reported for March of this year, 17 more than last year and an increase of 48 over last month.
- *Vehicle thefts or attempts* – 59 thefts or attempt thefts of motor vehicles, 24 less than March 2020 and 3 more than what was reported last month.
- *Theft Over \$5000* – there were 9 occurrences of Theft Over reported in March, 3 more than March 2020 and 3 more than last month.

¹ Although counted toward the total property crime numbers, a decrease in possession of stolen goods is a negative enforcement indicator as it occurs as a result of an arrest and seized of stolen goods

There were 18 *Firearms/Offensive Weapons* offences reported in March of 2021, 3 less than last year and 3 less than last month.

"*Other Criminal Code*" offences (consisting mostly of Breach offences) were reported 199 times, 21 less than what was reported in March of last year and 15 more than last month.

There were 339 *Domestic* calls responded to in March of 2021. This total is 14 more than last month.

Youth Related Crime

There were 2 occurrences where Young Persons were charged in March of 2021. Of the 2 occurrences,

- 0 were a crime of violence ,
- 1 was property related offence ,
- 0 was "other Criminal Code" offence
- 1 were for other offences

Traffic Related Statistics

There were 434 occurrences involving motor vehicles in March 2021, 20 less than the same month last year (4% decrease). Of the 434 occurrences;

- 5 involved Dangerous Operation
- 35 involved Impaired/Operate over
- 9 involved fail to stop/drive prohibited
- 0 involved Street Racing
- 79 involved HTA offences
- 306 Involved MVA/CRC accidents

Windsor Police Service Monthly Crime Statistics



	# of Occ Mar 2021	# of Occ Mar 2020	Violation Inc/Dec	% Inc/Dec	YTD Mar 2021	YTD Mar 2020	YTD Violation Inc/Dec	YTD % Inc/Dec	Current Year Monthly Average	# Cleared by Charge Mar 2021	%Cleared by Charge Mar 2021	Total Cleared Mar 2021	Total %Cleared Mar 2021	YTD Clearance %	Previous 5 Year average for the month of Mar	Previous 5 Year average for YTD up to the month of Mar
Total Criminal Code	1368	1610	-242	-15.03%	3,669	4,487	-818	-18.23%	1,223	388	28%	458	33%	39.30%	1,366	3,762
Windsor	1,321	1,580	-259	-16.39%	3,563	4,396	-833	-18.95%	1,188	375	28%	442	33.46%	39.38%	1,350	3,714
Homicide	0	0	0	0%	1	0	1	0%	0	0	0%	0	0%	100.00%	0	1
Manslaughter	0	0	0	0%	0	1	-1	-100%	0	0	0%	0	0%	0.00%	0	0
Violence Causing Death	0	0	0	0%	1	0	1	0%	0	0	0%	0	0%	100.00%	0	0
Attempt Murder	0	1	-1	-100%	1	2	-1	-50%	0	0	0%	0	0%	100.00%	0	1
Sexual Assaults - Family	6	2	4	200%	12	9	3	33%	4	0	0%	2	33%	58.33%	4	12
Sexual Assaults - Non Family	7	17	-10	-59%	36	41	-5	-12%	12	5	71%	6	86%	66.67%	14	40
Assault - Family	47	46	1	2%	151	171	-20	-12%	50	41	87%	46	98%	97.35%	49	145
Assault - Non Family	65	81	-16	-20%	181	203	-22	-11%	60	48	74%	55	85%	84.53%	61	161
Assault Peace/Police Officers	3	0	3	0%	10	2	8	400%	3	3	100%	3	100%	100.00%	3	8
Robberies & Attempts	9	34	-25	-74%	24	61	-37	-61%	8	2	22%	2	22%	50.00%	21	46
Criminal Harassment	11	9	2	22%	21	21	0	0%	7	7	64%	9	82%	66.67%	7	21
Other Violent Violations	50	49	1	2%	157	157	0	0%	52	34	68%	42	84%	77.71%	52	140
Total Crimes Against Person	198	239	-41	-17.15%	595	668	-73	-10.93%	198	140	71%	165	83%	82.69%	212	576
Arson	16	2	14	700%	23	13	10	77%	8	4	25%	4	25%	21.74%	3	9
Break and Enters & Attempts	121	197	-76	-39%	346	457	-111	-24%	115	12	10%	12	10%	16.76%	140	371
MV Thefts & Attempts	56	83	-27	-33%	163	201	-38	-19%	54	0	0%	3	5%	7.98%	56	141
Thefts > 5000	8	5	3	60%	20	18	2	11%	7	2	25%	3	38%	25.00%	6	15
Thefts < 5000	297	292	5	2%	745	905	-160	-18%	248	20	7%	28	9%	11.95%	270	765
Theft from MV < 5000	156	201	-45	-22%	329	446	-117	-26%	110	5	3%	5	3%	3.34%	156	389
Possess Stolen Goods	15	42	-27	-64%	43	94	-51	-54%	14	11	73%	14	93%	95.35%	30	78
Fraud	95	150	-55	-37%	279	451	-172	-38%	93	5	5%	10	11%	11.11%	114	320
Mischief	145	129	16	12%	369	387	-18	-5%	123	29	20%	35	24%	32.25%	138	372
Total Crimes Against Property	909	1101	-192	-17.44%	2,317	2,972	-655	-22.04%	772	88	10%	114	13%	16.06%	913	2,462
Prostitution	0	0	0	0%	0	0	0	0%	0	0	0%	0	0%	0.00%	0	0
Firearms/Offensive Weapons	18	21	-3	-14%	70	51	19	37%	23	12	67%	12	67%	81.43%	15	45
Other Criminal Codes	196	219	-23	-11%	581	705	-124	-18%	194	135	69%	151	77%	82.96%	209	631
Total Other Criminal Code	214	240	-26	-10.83%	651	756	-105	-13.89%	217	147	69%	163	76%	82.80%	225	676



Total Criminal Code

	# of Occ Mar 2021	# of Occ Mar 2020	Violation Inc/Dec	% Inc/Dec	YTD Mar 2021	YTD Mar 2020	YTD Violation Inc/Dec	YTD % Inc/Dec	Current Year Monthly Average	# Cleared by Charge Mar 2021	%Cleared by Charge Mar 2021	Total Cleared Mar 2021	Total %Cleared Mar 2021	YTD Clearance %	Previous 5 Year average for the month of Mar	Previous 5 Year average for YTD up to the month of Mar
	1368	1610	-242	-15.03%	3,669	4,487	-818	-18.23%	1,223	388	28%	458	33%	39.30%	1,366	3,762
Amherstburg	47	30	17	56.67%	106	91	15	16.48%	35	13	28%	16	34.04%	36.79%	16	49
Sexual Assaults - Family	2	0	2	0%	2	1	1	100%	1	0	0%	2	100%	100.00%	0	0
Sexual Assaults - Non Family	0	0	0	0%	0	4	-4	-100%	0	0	0%	0	0%	0.00%	0	1
Assault - Family	6	3	3	100%	8	7	1	14%	3	5	83%	6	100%	100.00%	1	3
Assault - Non Family	3	2	1	50%	6	8	-2	-25%	2	3	100%	3	100%	100.00%	1	3
Assault Peace/Police Officers	0	0	0	0%	0	0	0	0%	0	0	0%	0	0%	0.00%	0	0
Robberies & Attempts	0	0	0	0%	0	0	0	0%	0	0	0%	0	0%	0.00%	0	0
Criminal Harassment	1	1	0	0%	2	3	-1	-33%	1	0	0%	0	0%	50.00%	0	1
Other Violent Violations	1	3	-2	-67%	5	4	1	25%	2	0	0%	0	0%	40.00%	1	2
Total Crimes Against Person	13	9	4	44.44%	23	27	-4	-14.81%	8	8	62%	11	85%	82.61%	4	10
Arson	0	0	0	0%	0	0	0	0%	0	0	0%	0	0%	0.00%	0	0
Break and Enters & Attempts	3	2	1	50%	11	14	-3	-21%	4	1	33%	1	33%	45.45%	2	8
MV Thefts & Attempts	3	0	3	0%	6	0	6	0%	2	0	0%	0	0%	0.00%	0	1
Thefts > 5000	1	1	0	0%	1	1	0	0%	0	0	0%	0	0%	0.00%	0	0
Thefts < 5000	5	4	1	25%	11	12	-1	-8%	4	0	0%	0	0%	18.18%	3	9
Theft from MV < 5000	3	4	-1	-25%	9	4	5	125%	3	0	0%	0	0%	11.11%	1	2
Possess Stolen Goods	0	1	-1	-100%	2	1	1	100%	1	0	0%	0	0%	50.00%	0	1
Fraud	9	2	7	350%	22	16	6	38%	7	0	0%	0	0%	0.00%	1	8
Mischief	7	6	1	17%	11	12	-1	-8%	4	3	43%	3	43%	36.36%	4	7
Total Crimes Against Property	31	20	11	55.00%	73	60	13	21.67%	24	4	13%	4	13%	17.81%	11	36
Prostitution	0	0	0	0%	0	0	0	0%	0	0	0%	0	0%	0.00%	0	0
Firearms/Offensive Weapons	0	0	0	0%	0	0	0	0%	0	0	0%	0	0%	0.00%	0	0
Other Criminal Codes	3	1	2	200%	10	4	6	150%	3	1	33%	1	33%	70.00%	1	3
Total Other Criminal Code	3	1	2	200.00%	10	4	6	150.00%	3	1	33%	1	33%	70.00%	1	3



Total Criminal Code

# of Occ Mar 2021	# of Occ Mar 2020	Violation Inc/Dec	% Inc/Dec	YTD Mar 2021	YTD Mar 2020	YTD Violation Inc/Dec	YTD % Inc/Dec	Current Year Monthly Average	# Cleared by Charge Mar 2021	%Cleared by Charge Mar 2021	Total Cleared Mar 2021	Total %Cleared Mar 2021	YTD Clearance %	Previous 5 Year average for the month of Mar	Previous 5 Year average for YTD up to the month of Mar
1368	1610	-242	-15.03%	3,669	4,487	-818	-18.23%	1,223	388	28%	458	33%	39.30%	1,366	3,762

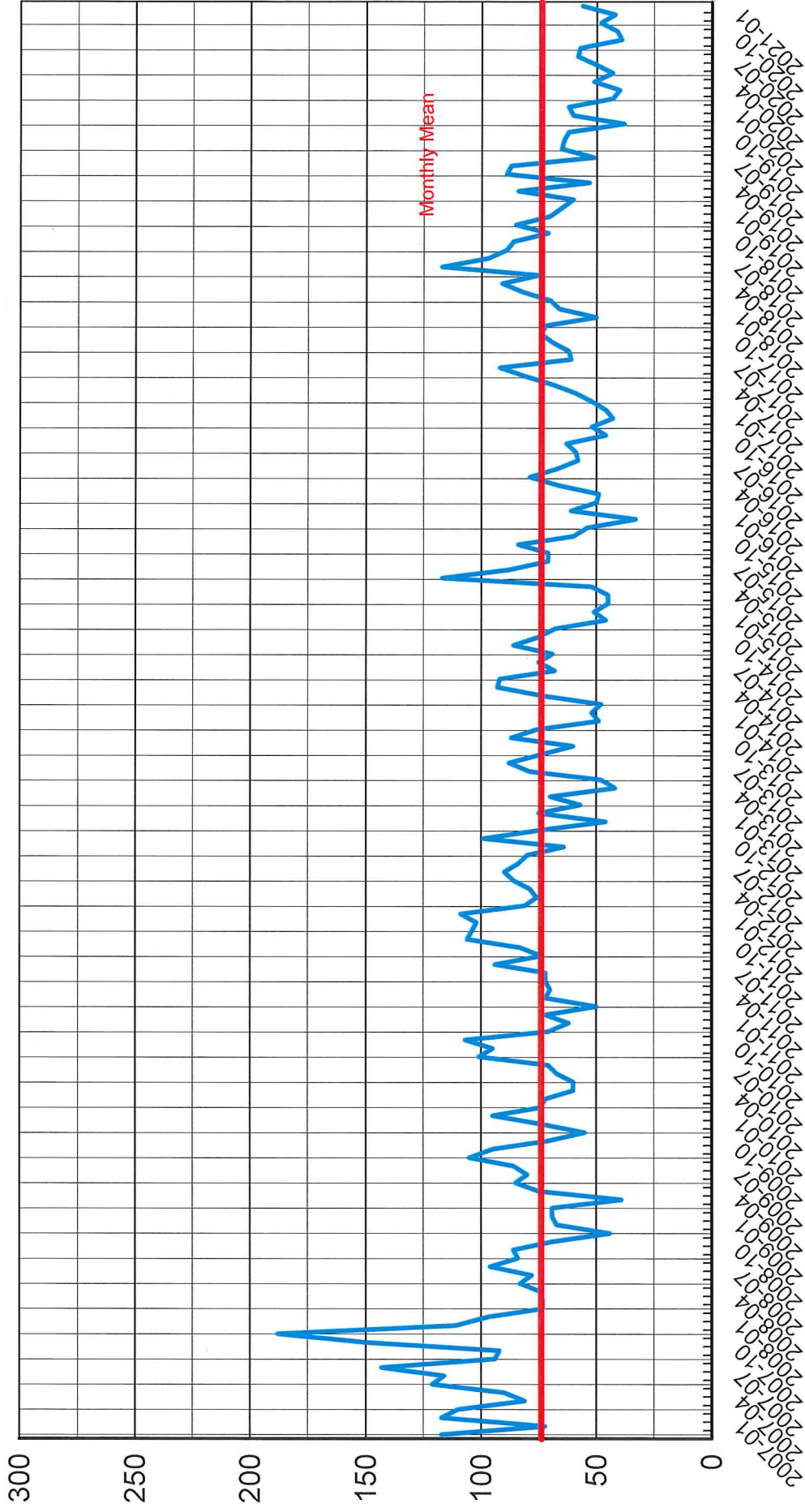
Windsor															
Drugs	30	38	-8	-21%	90	103	-13	-13%	25	83%	28	93%	95.56%	33	97
Other Federal Charges	1	1	0	0%	11	11	0	0%	1	100%	1	100%	72.73%	3	13
Provincial Statutes	29	40	-11	-28%	70	134	-64	-48%	0	0%	9	31%	41.43%	61	180
Traffic Criminal Code	23	17	6	35%	55	39	16	41%	20	87%	20	87%	90.91%	26	78
Traffic HTA	74	98	-24	-24%	235	402	-167	-42%	27	36%	28	38%	51.49%	148	476
Others	26	15	11	73%	58	53	5	9%	24	92%	26	100%	100.00%	10	27
Total Other Offences	183	209	-26	-12.44%	519	742	-223	-30.05%	97	53%	112	61%	67.82%	281	870
Amherstburg															
Drugs	0	0	0	0%	0	0	0	0%	0	0%	0	0%	0.00%	0	0
Other Federal Charges	0	0	0	0%	0	0	0	0%	0	0%	0	0%	0.00%	0	0
Provincial Statutes	0	5	-5	-100%	2	10	-8	-80%	0	0%	0	0%	50.00%	2	4
Traffic Criminal Code	0	1	-1	-100%	1	2	-1	-50%	0	0%	0	0%	0.00%	0	1
Traffic HTA	5	1	4	400%	13	22	-9	-41%	2	40%	2	40%	30.77%	2	8
Others	0	3	-3	-100%	1	7	-6	-86%	0	0%	0	0%	0.00%	1	2
Total Other Offences	5	10	-5	-50.00%	17	41	-24	-58.54%	2	40%	2	40%	29.41%	4	15

Motor Vehicle Occurrence Reports

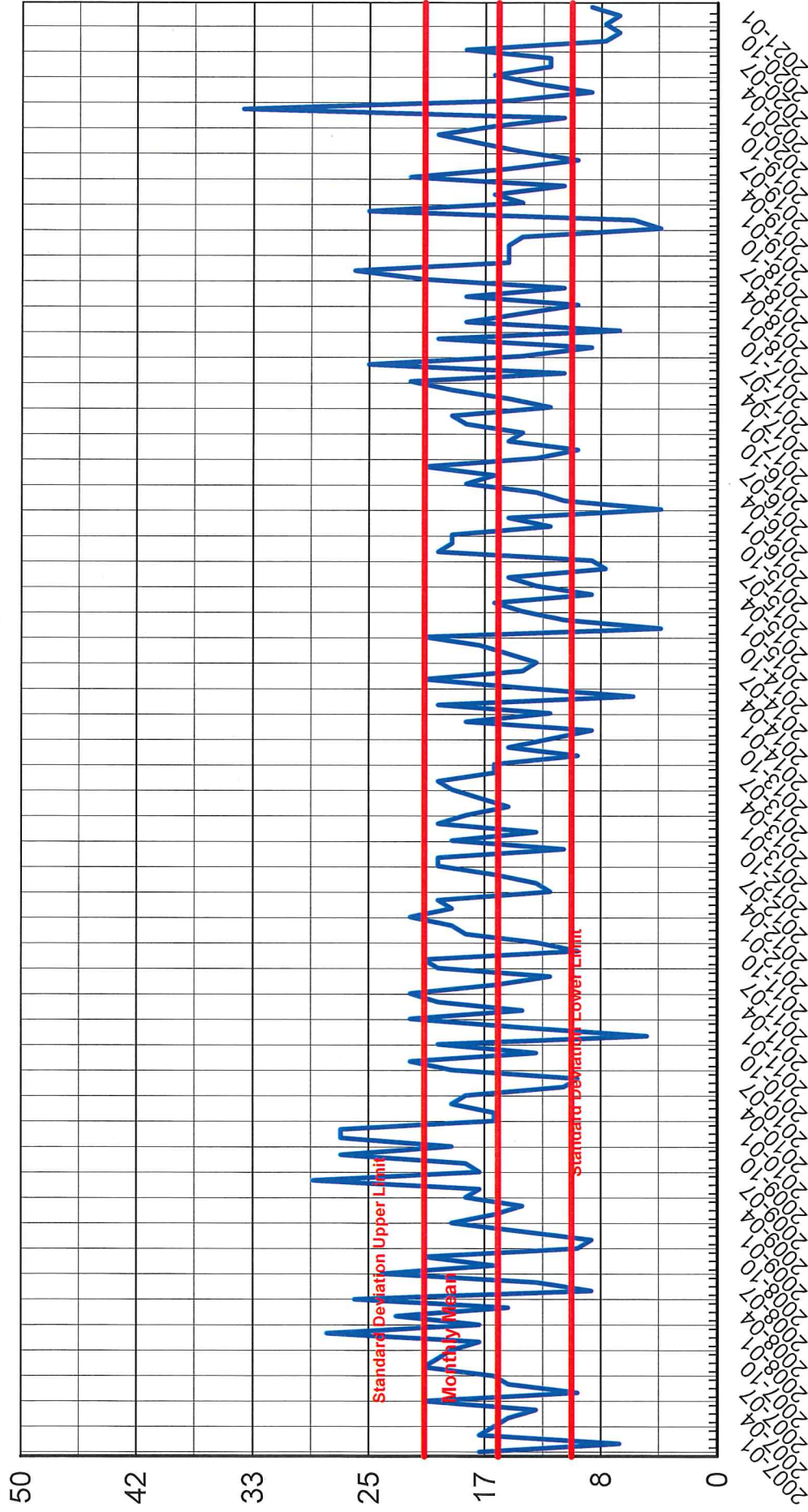
	March 2021	March 2020	Percentage Change	YTD 2021	YTD 2020	Percentage Change
AMHERSTBURG						
Dangerous Operation	0	0	0%	1	1	0%
DANG OPER MV,VESSEL,AIRCRAFT	0	0	0%	0	1	-100%
DANGEROUS OP MV EVADE POLICE	0	0	0%	1	0	0%
Impaired/Operate Over	0	4	-100%	1	8	-88%
FAIL/REFUSE COMPLY DEMAND ALCO	0	1	-100%	0	2	-100%
IMPAIRED OPERATION - DRUGS	0	1	-100%	0	1	-100%
OPERATE WHILE IMP (ALCOHOL)	0	2	-100%	1	5	-80%
Fail to Stop/Drive Prohibited	0	0	0%	0	0	0%
DRIVING WHILE PROHIBITED	0	0	0%	0	0	0%
FAIL TO REMAIN/CRIMINAL CODE	0	0	0%	0	0	0%
HTA Offence	5	1	400%	13	22	-41%
CARELESS DRIVING HTA	3	0	0%	5	6	-17%
DRIVE SUSPENDED HTA	1	1	0%	2	12	-83%
FAIL TO REMAIN/HTA/OTHER	1	0	0%	6	4	50%
MVA/CRC Occurrences	12	10	20%	38	47	-19%
CRC MVA NON-REPORTABLE	0	0	0%	0	0	0%
CRC MVA REPORTABLE	0	0	0%	1	1	0%
MVA-FATAL	0	0	0%	0	1	-100%
MVA-INJURY	2	1	100%	3	6	-50%
MVA-NON-REPORTABLE	0	0	0%	1	3	-67%
MVA-REPORTABLE	10	9	11%	33	36	-8%
WINDSOR						
Dangerous Operation	5	6	-17%	19	11	73%
DANG OPER MV,VESSEL,AIRCRAFT	4	4	0%	13	8	63%
DANGEROUS OP MV EVADE POLICE	1	2	-50%	4	2	100%
DANGEROUS OPER CAUSING DEATH	0	0	0%	0	1	-100%
DANGEROUS OPERATION CBH	0	0	0%	2	0	0%
Impaired/Operate Over	35	20	75%	74	68	9%
FAIL/REFUSE COMPLY DEMAND ALCO	2	2	0%	4	6	-33%
FTC WITH DEMAND (DRUGS)	0	0	0%	0	2	-100%
IMPAIRED OPERATION - DRUGS	9	5	80%	15	14	7%
IMPAIRED OPERATION CBH (ALCOH)	0	0	0%	1	1	0%
OPERATE IMPAIRED (UNSPECIFIED)	0	0	0%	1	0	0%
OPERATE IMPAIRED ALCOHOL/DRUGS	3	0	0%	4	3	33%
OPERATE WHILE IMP (ALCOHOL)	21	13	62%	49	42	17%

	March 2021	March 2020	Percentage Change	YTD 2021	YTD 2020	Percentage Change
Fail to Stop/Drive Prohibited	9	6	50%	20	13	54%
DRIVING WHILE PROHIBITED	5	3	67%	11	8	38%
FAIL TO REMAIN/CRIMINAL CODE	4	3	33%	9	5	80%
FAIL TO STOP CAUSING DEATH	0	0	0%	0	0	0%
HTA Offence	74	98	-24%	235	402	-42%
CARELESS DRIVING HTA	2	10	-80%	24	33	-27%
DRIVE SUSPENDED HTA	36	43	-16%	99	172	-42%
FAIL TO REMAIN/HTA/OTHER	36	45	-20%	112	197	-43%
MVA/CRC Occurrences	294	309	-5%	889	1,356	-34%
CRC MVA NON-REPORTABLE	7	23	-70%	39	91	-57%
CRC MVA REPORTABLE	158	167	-5%	453	749	-40%
MVA-FATAL	0	0	0%	0	2	-100%
MVA-INJURY	73	67	9%	213	274	-22%
MVA-NON-REPORTABLE	7	6	17%	18	19	-5%
MVA-REPORTABLE	49	46	7%	166	221	-25%
Total	434	454	-4%	1,290	1,928	-33%

Residential B&E's by Month



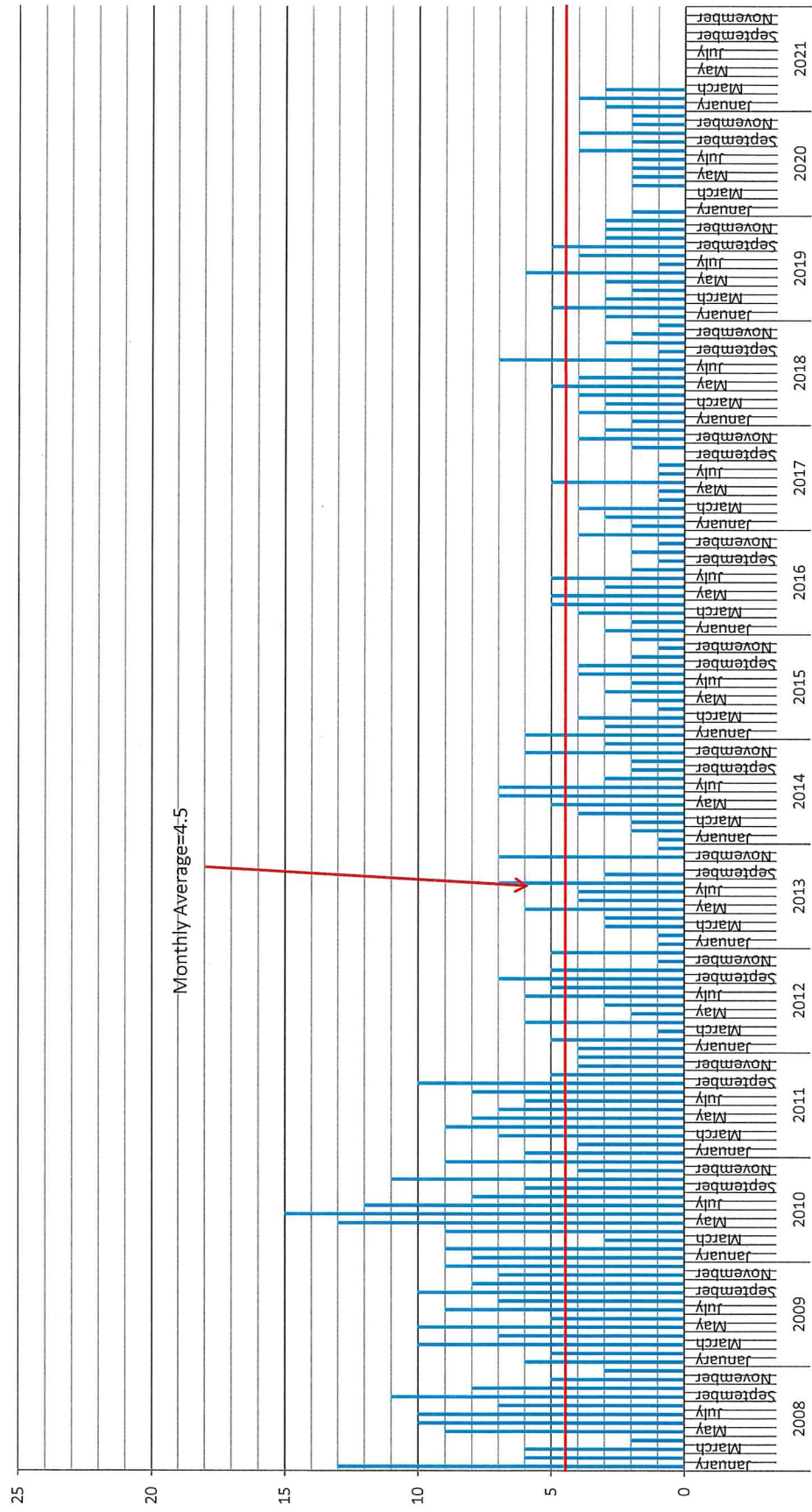
Robberies by Month



Young Offenders Charged for the Month of March, 2021

	Junior Male	Senior Male	Total Male	Junior Female	Senior Female	Total Female	Total YO
Total Crimes Against Property	0	1	1	0	0	0	1
MISCHIEF	0	1	1	0	0	0	1
Total Other Offences	0	0	0	0	1	1	1
MVA-INJURY	0	0	0	0	1	1	1

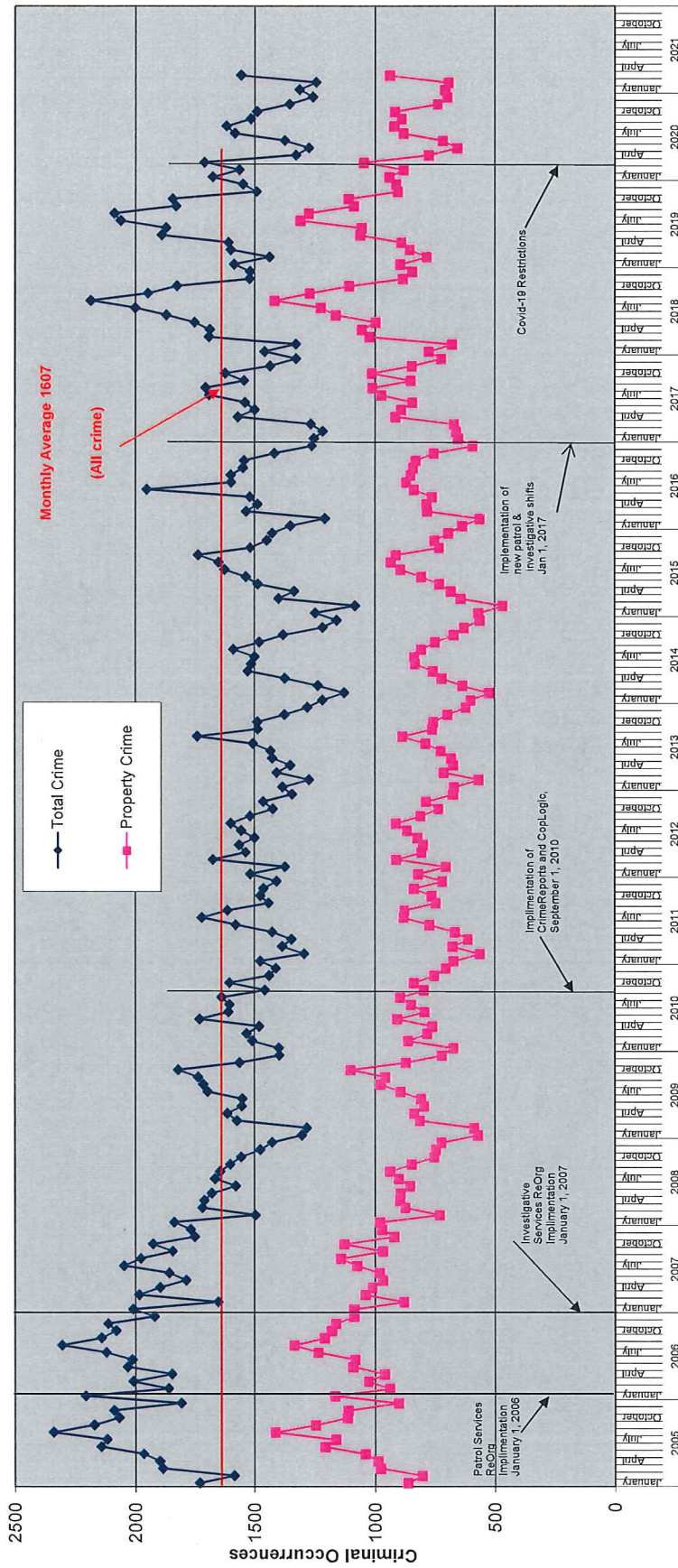
WPS Reported Incidents of Assault Police Officer



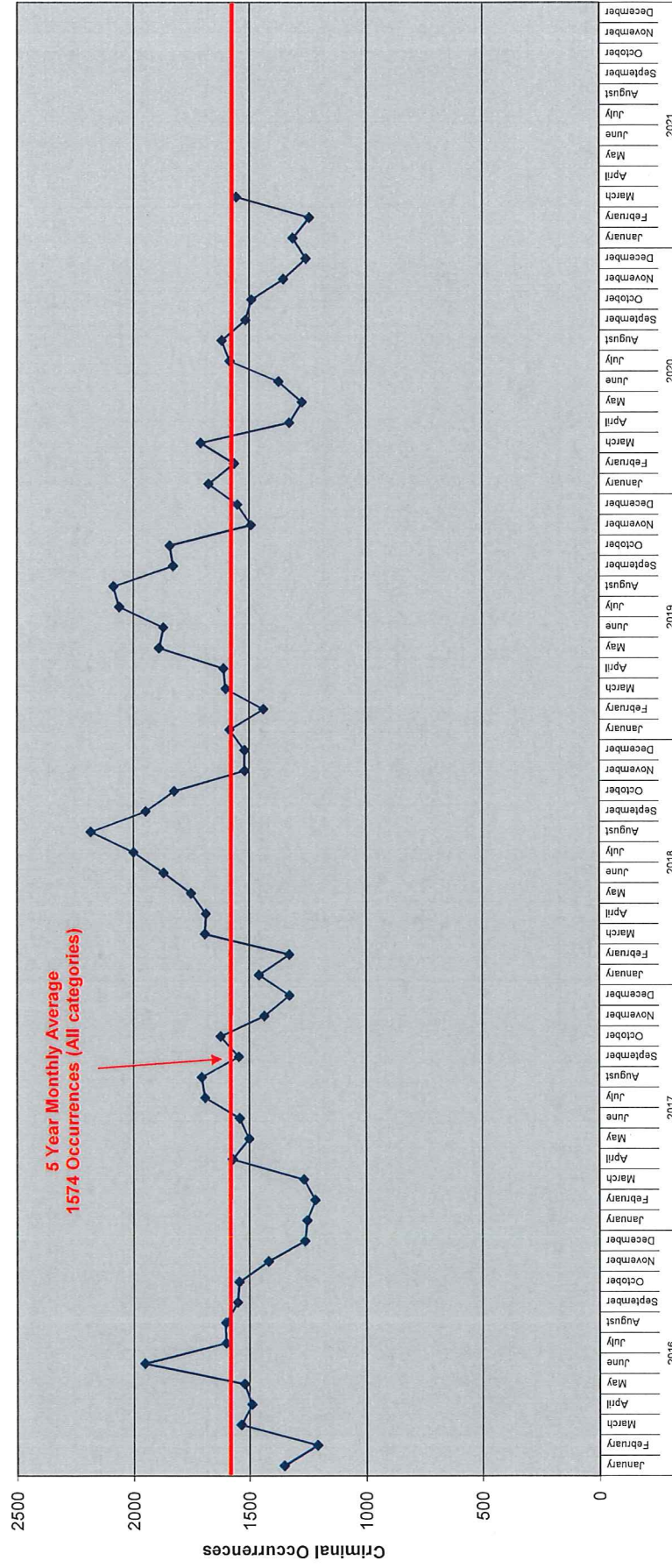
Source: WPS Versadex RMS

Compiled by: Intelligence Analyst, M. Menzel

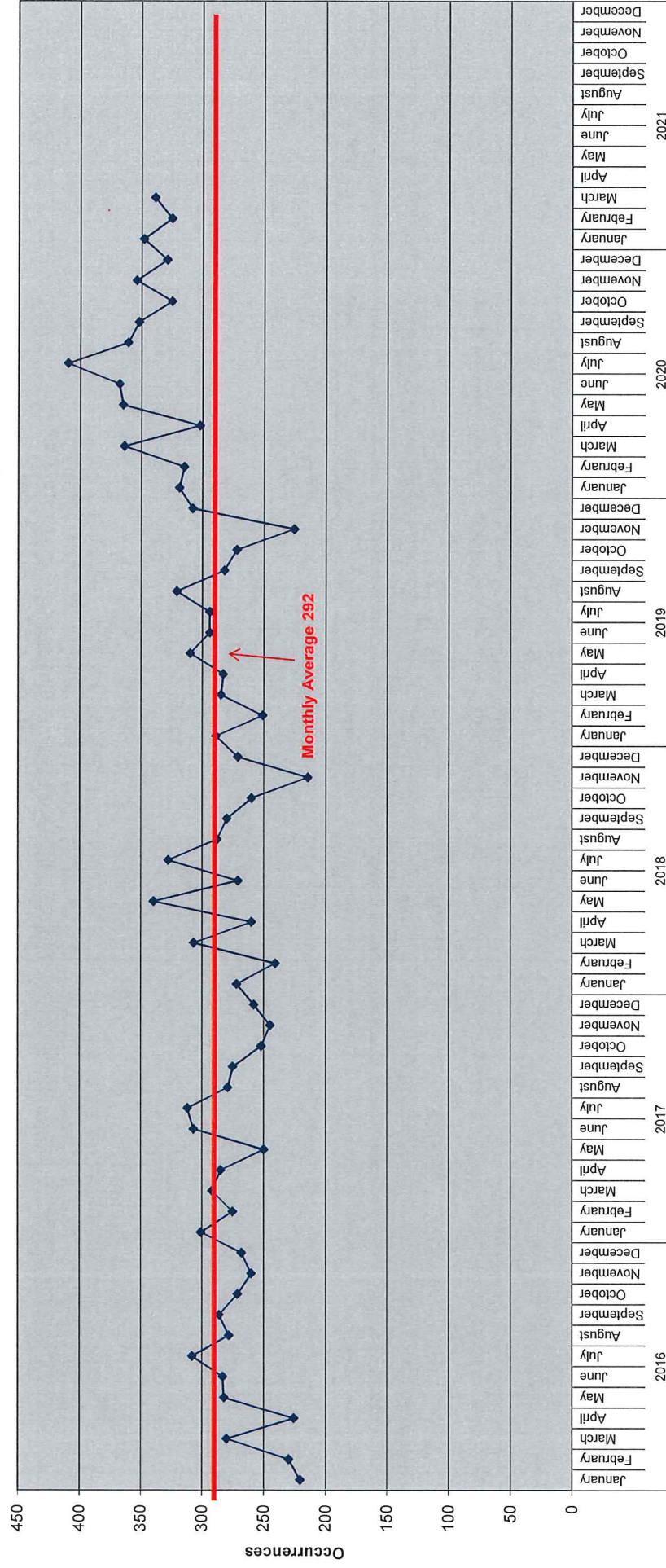
Criminal Occurrences Reported to the WPS, by Month, Since 2005



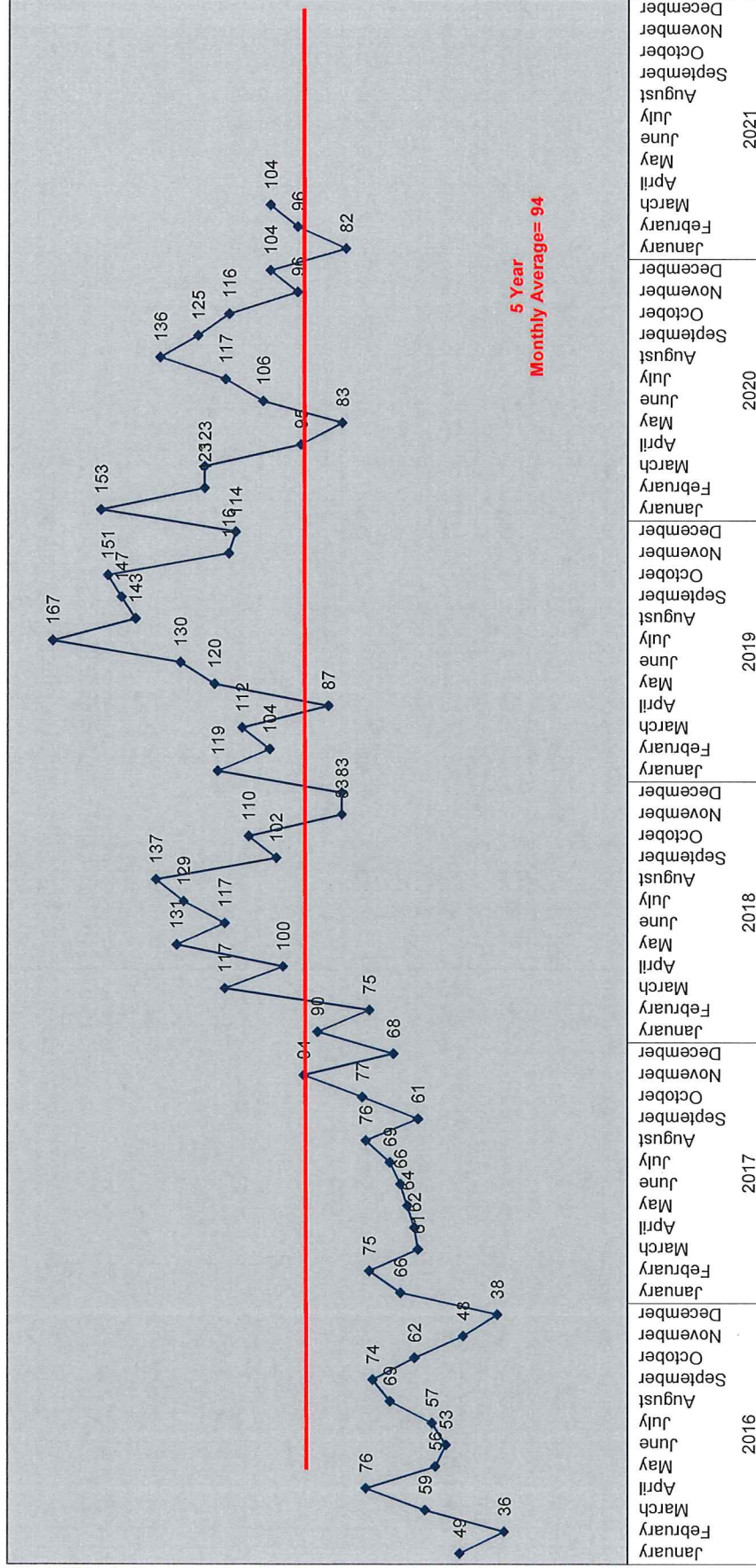
Criminal Occurrences by Month-Previous 5 years to present



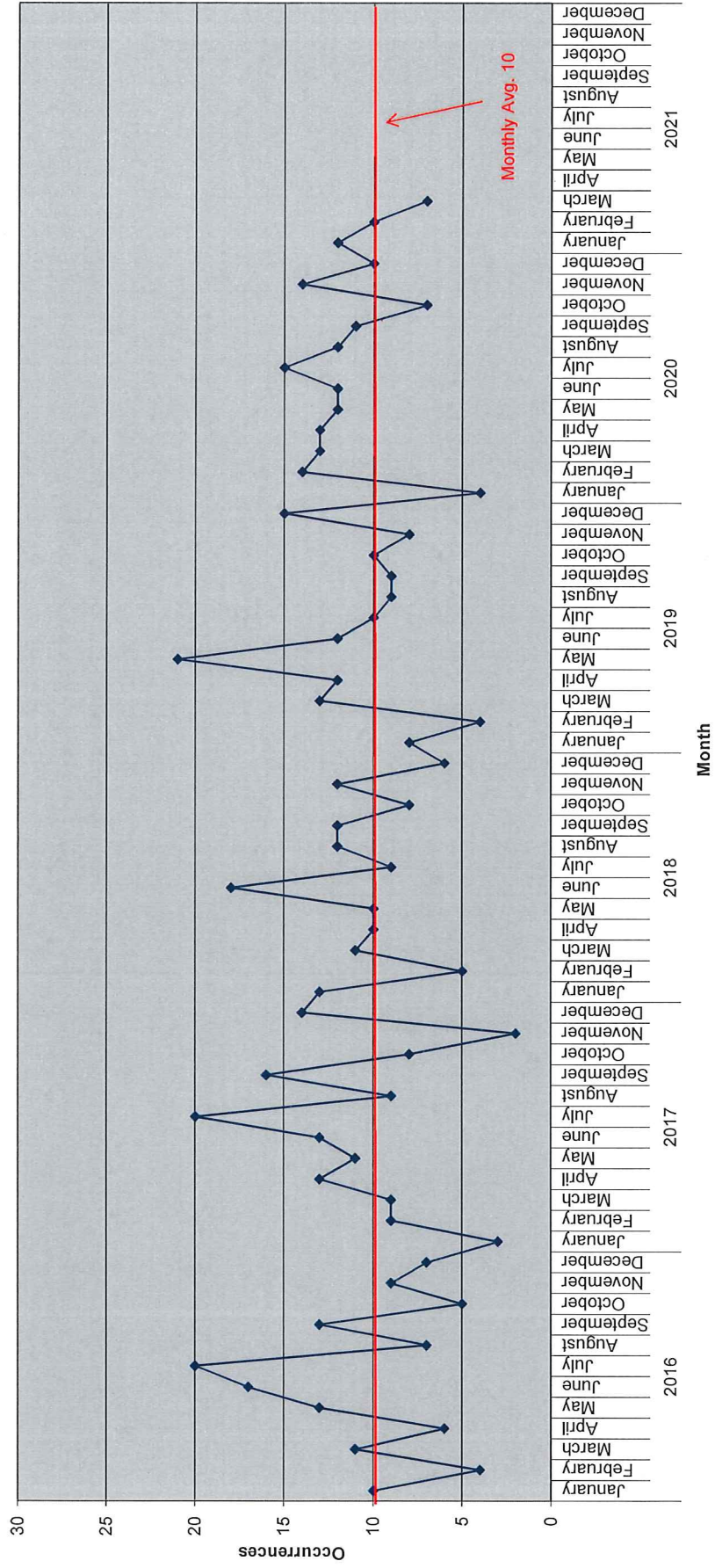
Domestic Related Occurrences per Month Past 5 Years with Average



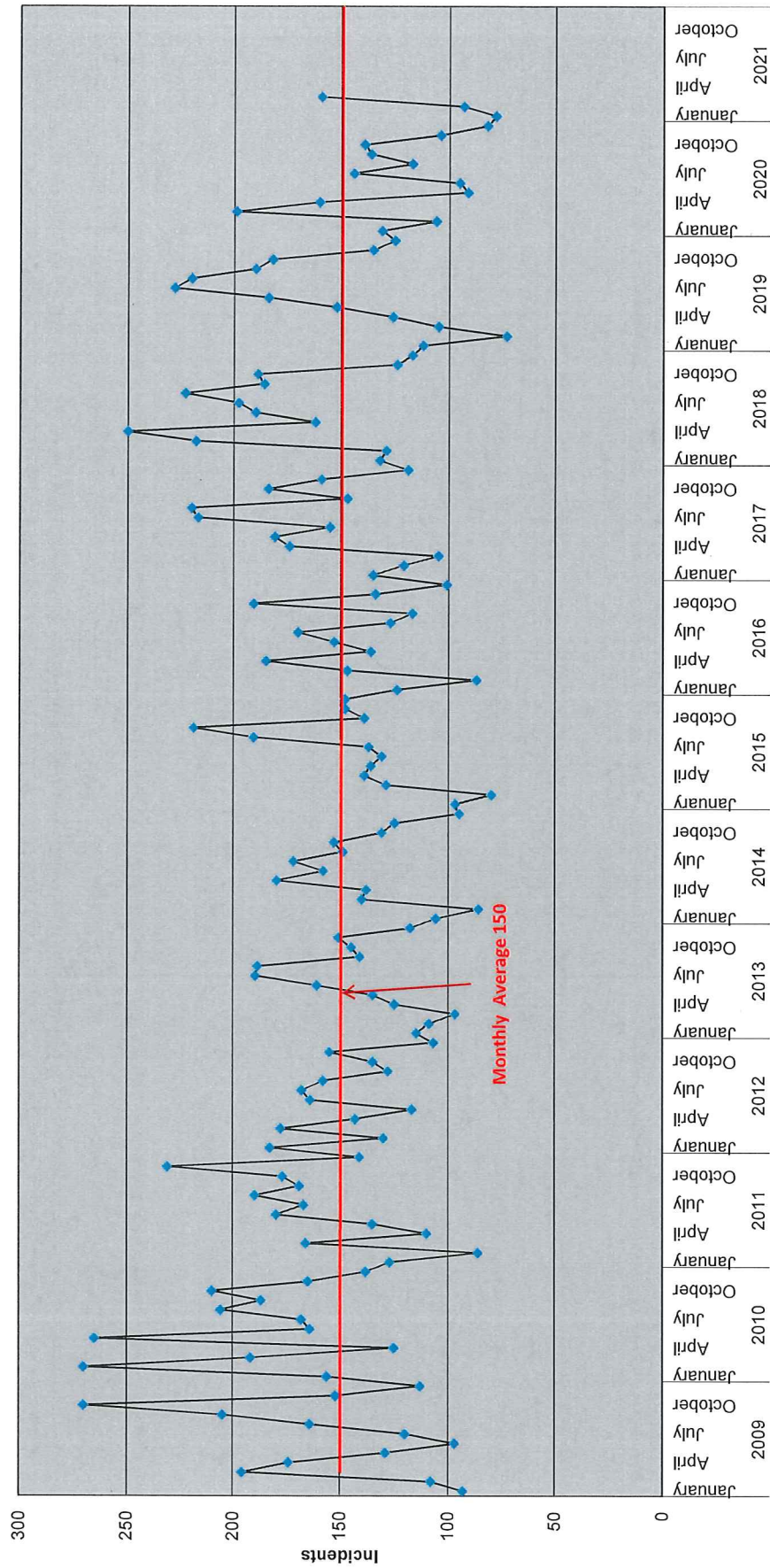
Fraud Incidents (UCR 2160) per Month-Previous 5 years



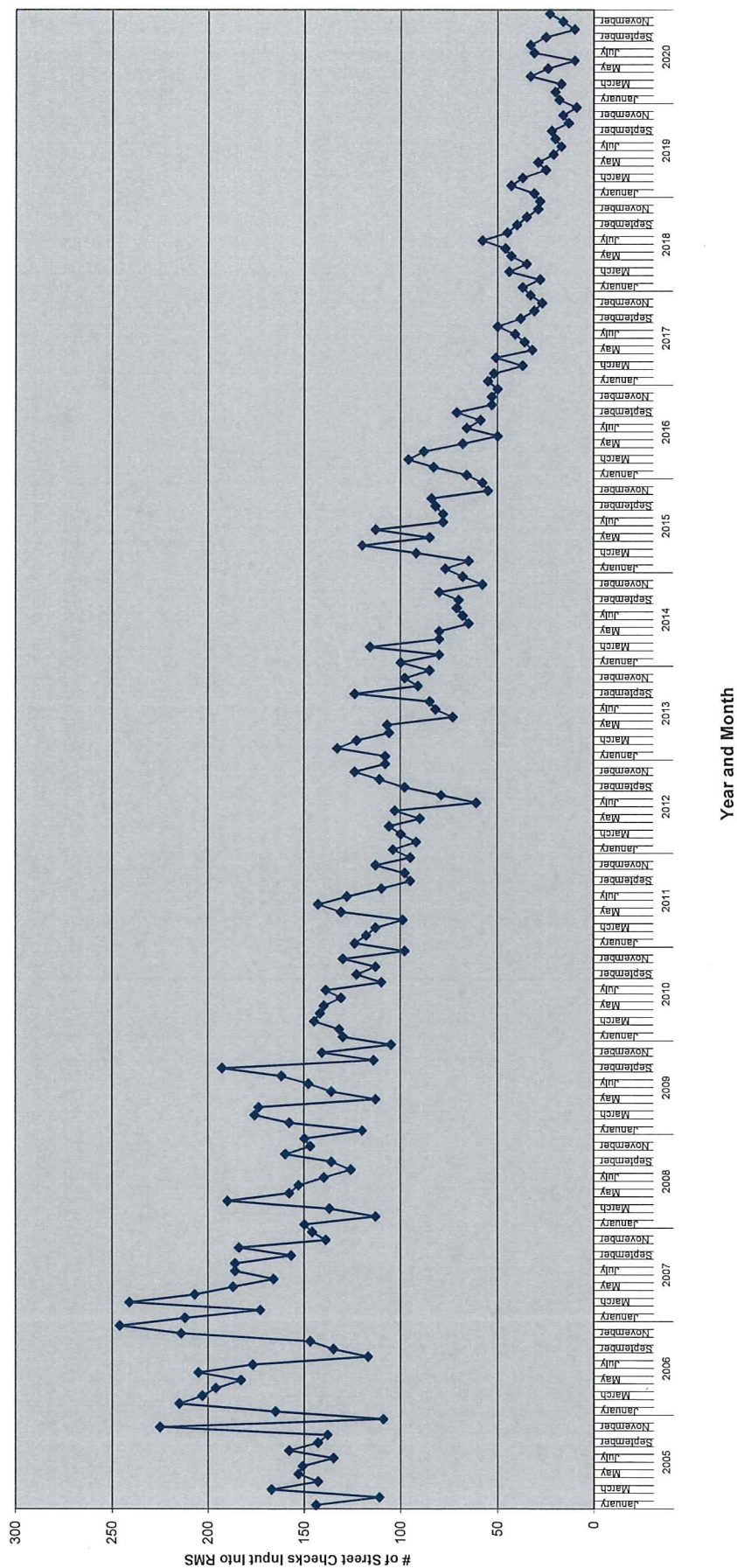
All Non-Family Sexual Assaults per Month-Last 5 years with Average



Thefts From Motor Vehicles-Reported to WPS



Street Checks Generated per Month by WPS





WINDSOR POLICE SERVICE

Chief's Executive Office

Chief P. Mizuno

Deputy Chief F. Providenti

Deputy Chief J. Bellaire

MEMORANDUM

Date: April 12, 2021

To: Chair and Members of the Windsor Police Services Board

From: Deputy Chief Jason Bellaire

Re: **Crime Stoppers Report – March of 2021**

Please find attached the March of 2021 Crime Stoppers Report. Submitted for INFORMATION.

Sincerely,

Jason Bellaire
Deputy Chief, Operations
Windsor Police Service

Windsor & Essex County Crime Stoppers

Police Coordinator Report
March 1st – 31st, 2021



Overview

- The Coronavirus Disease (Covid-19) hit many world Countries including Canada and Windsor and Essex County limiting much of our community involvement to media and social media venues.
- Crime Stoppers continued to receive normal Tip volume despite the Pandemic that swept the area.

Program Education and Community Events

- Zoom presentation for Essex District High School Law class.
- Zoom P3 Professional Development with Program Director Lisa Haber.

AM800

“Crime of the Week” report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon.

- March 1st - Lock it or Lose it Campaign.
- March 8th – Male wanted for attempt murder – Windsor Police
- March 15th – Arsons in the downtown/ west side – Windsor Police
- March 22nd – Fraud Prevention Month Campaign.
- March 29th – Point firearm during road rage incident – Windsor Police

St. Clair College-Media Plex

- Weekly video production via Microsoft Teams to present the “Crime of the Week”.

Social Media

- Daily/Weekly Facebook, Twitter and Instagram posts

Crime Stoppers Upcoming Calendar

- On-going bicycle Auction on Govdeals.com from which proceeds are received by Crime Stoppers program

Should you wish a Crime Stoppers Police Coordinator to attend an upcoming meeting or event in your community, please feel free to contact our office.

Windsor Police Coordinator Tim Harrington - 519-255-6700 ext 4493

OPP Police Coordinator Sarah Werstein - 519-255-6700 ext. 4496

This statistical report is reflective of March 1st – 31st, 2021.

Crime Stoppers tip information was distributed to the following agencies during this period.

Windsor Police Service
WPS - Amherstburg Detachment
Ontario Provincial Police
LaSalle Police Service
Ministry of Revenue and Finance
Windsor & Essex County Health Unit- Tobacco Enforcement
Crime Stoppers National Capital Area
Windsor Police Criminal Intelligence Unit – Cannabis Enforcement
Organized Crime Enforcement Bureau
Provincial Operations Intelligence Bureau
Crime Stoppers Newfoundland and Labrador
Crime Stoppers Grey Bruce
AGCO (Alcohol Gaming Commission Ontario)
Ontario Provincial Police – Biker Enforcement Unit

Attached documents include:

Police Coordinators Report
Monthly Statistical Report
Tip Summary Report

This Report was Prepared By:

Constable Sarah Werstein – Ontario Provincial Police Coordinator

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)

POPULATION (CITY) – 217,188
POPULATION (COUNTY) – 126,314
POPULATION (LASALLE) – 33,180
POPULATION (AMHERSTBURG) – 22,036

**SI on Statistical Report is “Since Inception” – 1985

Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: March 2021 Run Date: 2021/03/31

[illegible]

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	477	0	0	0	477	57,339
Tip Follow-ups	429	0	0	0	429	17,861
Calls Received	0	0	0	0	0	3,138
Arrests	28	0	0	0	28	6,962
Cases Cleared	21	0	0	0	21	10,335
Charges Laid	85	0	0	0	85	9,815
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	14	0	0	0	14	1,794
Rewards Approved	\$4,050	\$0	\$0	\$0	\$4,050	\$1,235,610
# of Rewards Paid	0	0	0	0	0	921
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$813,102
# of Weapons Recovered	4	0	0	0	4	528
# of Vehicles Recovered	3	0	0	0	3	30
Property Recovered	\$11,800	\$0	\$0	\$0	\$11,800	\$13,277,781
Cash Recovered	\$48,566	\$0	\$0	\$0	\$48,566	\$516,107
Drugs Seized	\$25,372	\$0	\$0	\$0	\$25,372	\$53,230,293
Total Recovered	\$85,738	\$0	\$0	\$0	\$85,738	\$67,024,181

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2021/03/01 to 2021/03/31

Offense Type	Count
Animal Cruelty	1
Arson	10
Assault	3
Breach of Condition	4
Break and Enter	2
By Law	0
Child Abuse	0
COVID-19	2
Cybercrime	2
Disqualified Driving	1
Drugs	46
Elder Abuse	0
Fraud	7
Highway Traffic Act	7
Hit and Run / Fail to Remain	0
Homicide	1
Human Smuggling	0
Human Trafficking	1
Illegal Cigarettes	4
Immigration	0

Impaired Driver	5
Indecent Act	0
Liquor (sales to minors, sales without licence)	3
Mischief	4
Missing Person	3
Possession of Stolen Property	1
Prostitution/Morality	1
Repeat Impaired Driver	0
Robbery	0
Sexual Assault	0
Stolen Vehicle	6
Suspended Driver	0
Suspicious Activity	7
Terrorism	0
Test Tip	0
Theft	5
Warrant	6
Weapons	6
<i>Other</i>	3
<i>Unknown</i>	3
Total	144



WINDSOR POLICE SERVICE

Chief's Executive Office

Chief P. Mizuno
Deputy Chief F. Providenti
Deputy Chief J. Bellaire

MEMORANDUM

Date: April 12, 2021

To: Chair and Members of the Windsor Police Services Board

From: Deputy Chief Jason Bellaire

Re: Referral Tracking (Community Support Referrals) for 2021

Please find attached the 2021 Referral Tracking (Community Support Referrals) for 2021. Submitted for INFORMATION.

Sincerely,

Jason Bellaire
Deputy Chief, Operations
Windsor Police Service



WINDSOR POLICE SERVICE

Chief's Executive Office

Chief P. Mizuno

Deputy Chief F. Providenti

Deputy Chief J. Bellaire

MEMORANDUM

Date: April 12, 2021

To: Chair and Members of the Windsor Police Services Board

From: Deputy Chief Jason Bellaire

Re: **First Quarter – 2021 Amherstburg Detachment Policing Activities Report**

Please find attached the First Quarter – 2021 Amherstburg Detachment Policing Activities Report. Submitted for INFORMATION.

Sincerely,

Jason Bellaire
Deputy Chief, Operations
Windsor Police Service

First Quarter - 2021 Policing Activities Report

Windsor Police Services - Amherstburg Detachment

	Jan-20	Jan-21	% Change	Feb-20	Feb-21	% Change	Mar-20	Mar-21	% Change	2020 YTD	2021 YTD	YTD % Change
CALLS FOR SERVICE												
Dispatch Generated Incidents (CAD Calls)	431	393	-8	400	399	0	431	538	25	1262	1330	5
Self-Generated Walk-in Incidents	N/A	N/A	N/A	79	N/A	N/A	41	N/A	N/A	N/A	N/A	N/A
Reports	161	157	-2	132	141	7	127	189	49	420	487	16
Arrests	7	9	28	9	12	33	9	14	56	25	35	40
PROVINCIAL OFFENCES												
Traffic Offences	71	191	169	49	216	340	152	208		272	615	126
Part III Summons	8	4	-50	5	11	120	0	7		13	22	69
Liquor Offences	1	0	0	1	0	0	0	0		2	0	-100
Other Provincial Offences	0	0	0	0	0	0	0	0		0	0	0
TOTAL												
COMMUNITY OUTREACH ACTIVITIES												
Community Service Calls	31	N/A	N/A	22	N/A	N/A	21	N/A		53	N/A	N/A
Persons in Crisis	26	16	-38	15	9	-40	17	30		58	55	-5
COAST Follow Ups	47	32	-31	28	36	29	51	80		126	148	17



**WINDSOR
POLICE
SERVICE**

Chief's Executive Office

Chief P. Mizuno
Deputy Chief F. Providenti
Deputy Chief J. Bellaire

MEMORANDUM

Date: April 8, 2021
To: Windsor Police Services Board
From: Deputy Chief Jason Bellaire
Re: **ROA/EMCPA Enforcement Stats for March 2021**

Please find attached ROA/EMCPA Enforcement Stats report for the month of March 2021 as per the WPS Information Services Department.

Thank you,

A handwritten signature in black ink, appearing to read "JB", with a long horizontal flourish extending to the right.

Jason Bellaire
Deputy Chief Operations
Windsor Police Service

JB/mo

Reopening Ontario & EMCPA Enforcement Statistics

March 2021

	Regulation	Social Gathering	Masks	Stay at Home Order	Non-essential Business open	Total all violations
Part III Summonses Issued	O. Reg 82/20	4	0	0	0	4
Part I Offences	O. Reg 82/20	0	0	0	0	0
Written Warnings Issued	O. Reg 82/20	0	0	0	0	0
Verbal Warnings Issued	O. Reg 82/20	0	0	0	0	0
Totals		4	0	0	0	4

Covid Related Calls to E911 Centre n/a

58

O. Reg 82/20 For enforcement of regulations relating to "Stage 1" reopening, i.e. either the closure of places of business or compliance with restrictions on businesses in areas listed in Schedule 1 to Ontario Regulation 363/20 (Stages of Reopening) made under the Act. O. Reg. 413/20, s. 3.

Stay at home order expried for Windsor/Essex effective Februrary 16, 2021

Windsor/Essex moved from Grey-lockdown to Red-Control zone effective February 18, 2021



WINDSOR POLICE SERVICE

Chief's Executive Office

Chief P. Mizuno

Deputy Chief F. Providenti

Deputy Chief J. Bellaire

MEMORANDUM

Date: April 12, 2021

To: Chair and Members of the Windsor Police Services Board

From: Deputy Chief Jason Bellaire

Re: **First Quarter 2021 – Problem Oriented Policing (POP) Unit and City Centre Patrol (CCP) Statistics**

Please find attached the First Quarter 2021 Problem Oriented Policing (POP) Unit and City Centre Patrol (CCP) Statistics. Submitted for INFORMATION.

Sincerely,

Jason Bellaire
Deputy Chief, Operations
Windsor Police Service

[illegible][illegible][illegible]

Problem Oriented Policing (POP) Unit Highlights for January – March, 2021

1. Case 21-6098. Officers patrolling the motels area in the 1900 block of Huron Church Road observe and recognize an individual known to be under house arrest. Suspect attempted to flee on foot but after a brief foot pursuit is apprehended and placed under arrest. \$2450 worth of fentanyl/crystal methamphetamine are located on suspect and seized. Suspect is charged with 2 counts of Possession of a Controlled Substance for the Purpose of Trafficking as well as for failing to comply with his court order.
2. Case 21-10195. Officers received information on the location of a known repeat offender. This individual was the subject of several outstanding warrants from WPS, Waterloo Regional Police Service and Elgin County OPP. This individual is known to steal vehicles and flee from Police. Officers attended the area of the 200 block of Belleview Avenue and observed the suspect changing a tire of a vehicle (later confirmed as stolen). Officers converged on the suspect and arrested him without incident for all of his outstanding warrants:
 - WPS –Mischief Under \$5000, Assault, Breach Court Order (9 counts),
 - Waterloo warrants- Dangerous Operation of Motor Vehicle, Fail to Stop for Police, Assault with a Weapon, Breach Court Order
 - Elgin OPP warrants- Possession of Stolen Property Over \$5000, Trespass at Night, Possession of Break and Enter Tools, Possession of Over 30g of Cannabis, Possession of Illicit Cannabis, and Cultivate/Harvest Cannabis.

Officers also seized \$2400 worth of fentanyl and a small amount of crystal methamphetamine upon arresting the suspect resulting in further charges of Possession of a Controlled Substance for the Purpose of Trafficking (2 counts), Possession of a Controlled Substance, Possession of Stolen Property Over \$5000 and Possession of Stolen Property Under \$5000.

3. Case 21-22722. Officers on routine patrol in the 1500 block of Francois Road observed an individual known as a repeat offender enter into the driver's seat of a motor vehicle. Officers were aware that this individual is a suspended driver and followed him to a parking lot. The suspect then fled the parking lot in a dangerous manner. Officers located the male a short time later walking nearby and subsequently placed him under arrest without incident for the offences of Dangerous Driving and Driving While Under Suspension. A search incident to arrest revealed the individual to be in possession of \$3960 worth of fentanyl/crystal methamphetamine. The Suspect was further charged with Possession of a Controlled Substance for the Purpose of Trafficking.
4. Case 21-10534. POP Unit officers located and arrested an individual in the 900 block of Wyandotte St East who was wanted for the offences of Criminal Negligence Causing Death, Arson (Disregard Human Life) and Fail to Comply with Judicial Release.
5. Case 21-4144. POP Unit officers received information regarding suspicious activity in the downtown area. Following surveillance and observations, officers conducted a vehicle stop at Elliott St and Marentette Ave. Three known repeat offenders were arrested. Seized upon arrest were 430 grams marijuana, small quantities of both white fentanyl and purple fentanyl, crystal

methamphetamine, stun baton, brass knuckles and 6 knives/daggers were seized. The following 13 Criminal Code charges were laid:

- Possession of Prohibited Weapon (3 counts)
 - Possession of a Controlled Substance (2 counts)
 - Possession for the Purpose of Distributing Cannabis (3 counts)
 - Possession of Property Obtained by Crime Under \$5000 (3 counts)
 - Fail to Comply with Judicial Release Order (2 counts)
6. Case 21-12251. POP officers were conducting daily patrols of the hotel/motel properties in the area of Division Rd and Walker Rd and had occasion to observe suspicious activity in the area. Upon conducting a subsequent vehicle stop, it was learned that one of the vehicle occupants was wanted by the Toronto Police Service regarding a homicide investigation. The suspect was arrested and transported to Toronto.
 7. Case 21-14587. While patrolling the downtown core area, POP Unit officers observed and recognized an individual who was wanted for the offence of Murder. Officers also found and seized significant and relevant evidence discarded by the suspect.
 8. Case 21-4499. POP Unit officers were performing proactive patrols in the 2600 block of Pillette Ave. Officers observed a stolen vehicle park in a nearby parking lot and observed a suspect exit the vehicle and proceed to walk down the street. Officers arrested the male as he was walking down the street. The stolen vehicle was returned to the owner and the suspect was charged with the offences of Possession of Stolen Property Obtained by Crime Under \$5000, Fail to Comply with Judicial Release and Operate Motor Vehicle While Prohibited.
 9. Case 21-414. POP Unit officers responded to a Break and Enter and Robbery call for service that involved 3 suspects. 2 of the suspects were arrested in the 400 block of Wyandotte St East by City Centre Patrol (CCP) officers. POP Unit officers located and arrested the third suspect in the 5000 block of Matchette Road.
 10. Case 21-489. Unit officers conducted a vehicle stop at Ellis Street and Dufferin Avenue. The driver was a known suspect regarding several catalytic convertors thefts but not wanted for offences at that time. The driver was issued several Part III summons for Highway Traffic Act violations and the vehicle was towed. Officers received information that the vehicle tires were stolen and applied for and were granted a search warrant for the vehicle. The tires were recovered and returned to the owner. The suspect was charged with Possession of Stolen Property.



**WINDSOR
POLICE
SERVICE**

Patrol Services
Superintendent Dan Potvin
Inspector Ron Le Clair
Inspector Jill Lawrence
Inspector Dave De Luca
E911 Director Laura Smith

MEMORANDUM

Date: April 13th 2021

To: Windsor Police Services Board

From: Inspector Ron Le Clair

Re: **2021 – First Quarter Naloxone Report**

Please find attached the first quarterly report of the Naloxone use by Windsor Police Service employees. This report reflects the number of times Windsor Police Service Officers attended calls for service in which Naloxone was administered. Additionally, it indicates the number of times the administration of Naloxone was performed by WPS personnel and the number of doses required.

Respectfully,

Ron LeClair

**WINDSOR POLICE SERVICE
INSPECTOR
PATROL OPERATIONAL SUPPORT**

Windsor Police Service Naloxone Quarterly Report

Reporting Dates	From: January 1 2021	To: March 31 2021
Reporting Officer	Inspector Ron Le Clair	

Number of individuals WPS personnel reported administering naloxone, including how many doses were given per incident	# of individuals	# of Doses
	3	1
	-	2
	1	3
	-	4
	-	5
Totals	4	6
Number of incidents in which WPS personnel were on scene at a call for service where Naloxone was administered (includes administered by EMS, Fire and Rescue or by other individual)	195	

HONOUR IN SERVICE



**WINDSOR
POLICE
SERVICE**

Chief's Executive Office

Chief P. Mizuno
Deputy Chief F. Providenti
Deputy Chief J. Bellaire

MEMORANDUM

Date: April 13, 2021

To: Windsor Police Services Board

From: Deputy Chief Frank Providenti

Re: 2021 Use of Force Report – First Quarter

Attached is the Use of Force Report - Dashboard for the First Quarter of 2021, which contains information related specifically to the application or display of force on a person(s). Also included for comparison is the Use of Force Report - Dashboard of the First Quarter of 2020.

The intent of this First Quarter Report is to provide the Board with an understanding of the posture of the Windsor Police Service related specifically to the application or display of force on a person(s). The data contained herein will be used to forecast near, mid and long term operational/training needs as well as identify areas for improvement and to manage organizational risk.

Submitted for your information.

Frank Providenti

Deputy Chief, Operational Support

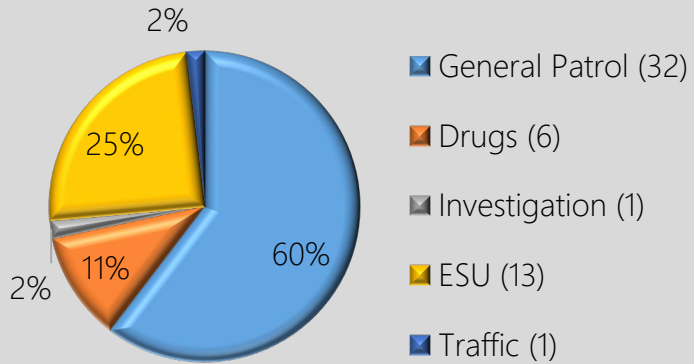
FP/mo



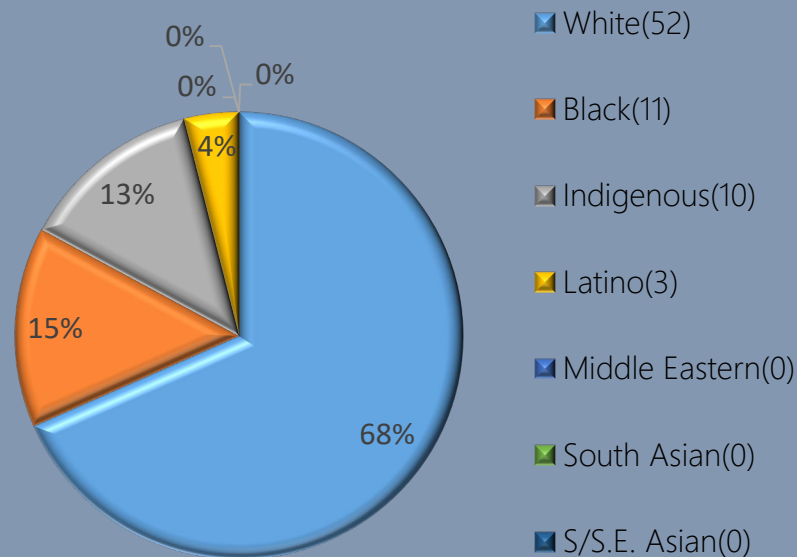
2020 Q1 Use of Force Dashboard

Based 19389 Calls for Service/54 reports (0.3%)

Type of Assignment



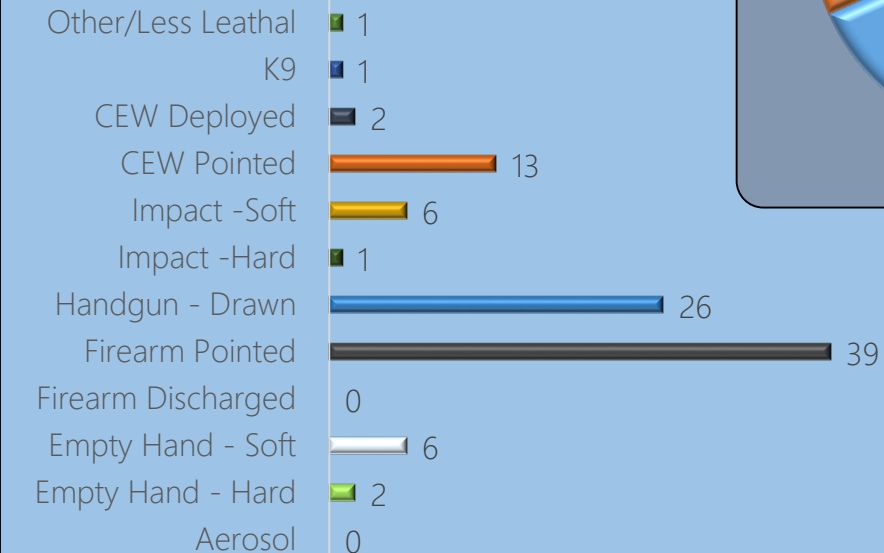
Perceived Race of Subject(s) (76 Subjects)



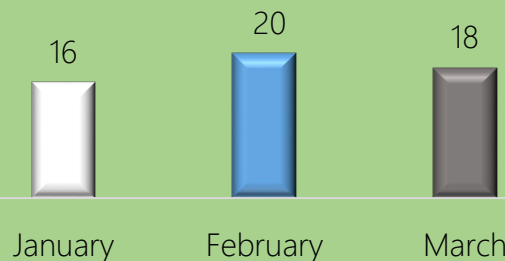
Type of Weapon Used



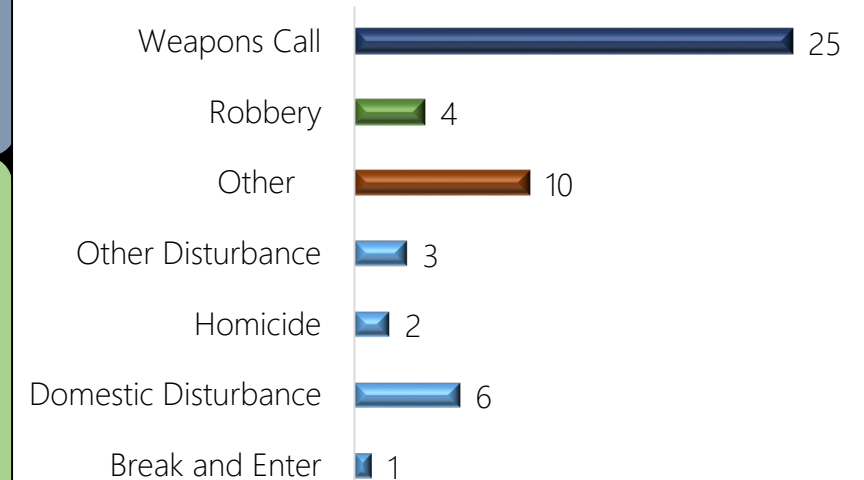
Type of Force Used



Reports Per Month



Type of Incident

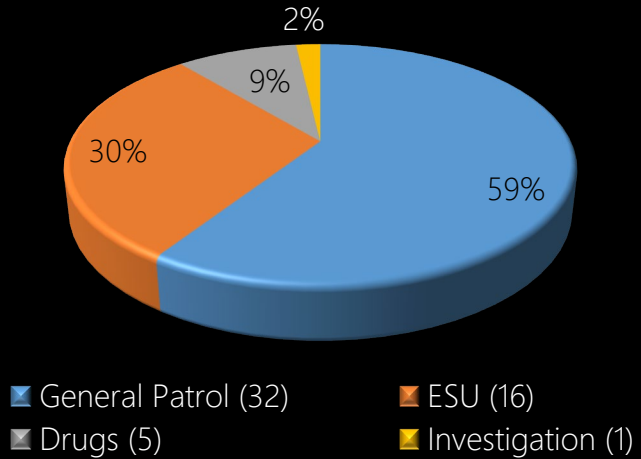




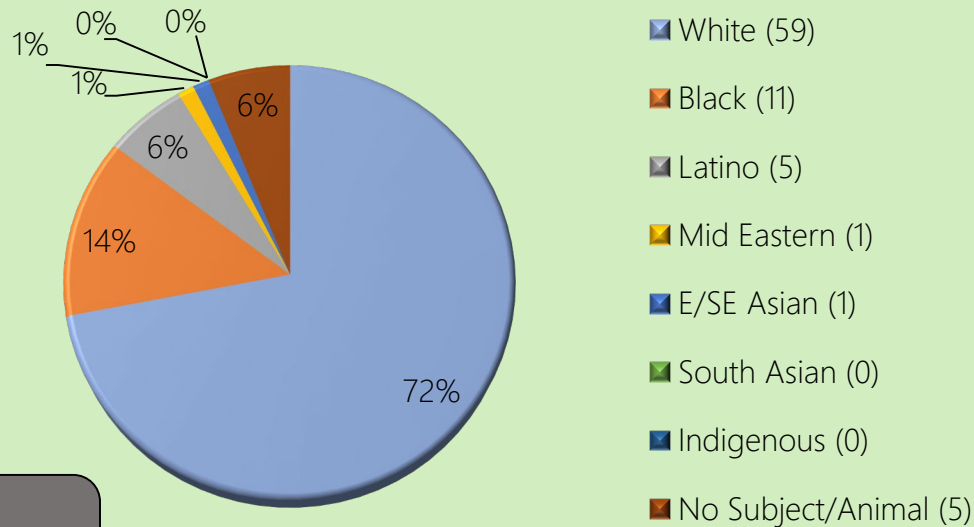
2021 Q1 Use of Force Dashboard

Based on 26700 Calls for Service/54 reports (0.2%)

Type of Assignment



Perceived Race of Subject(s) (77 Subjects)



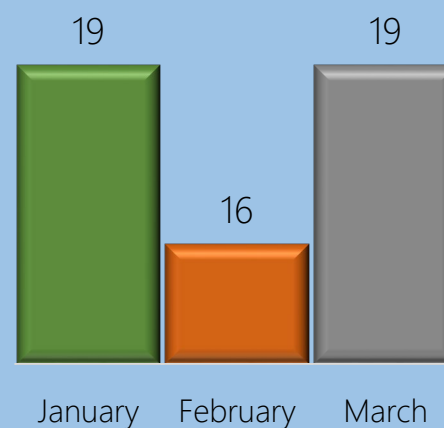
Type of Weapon Used



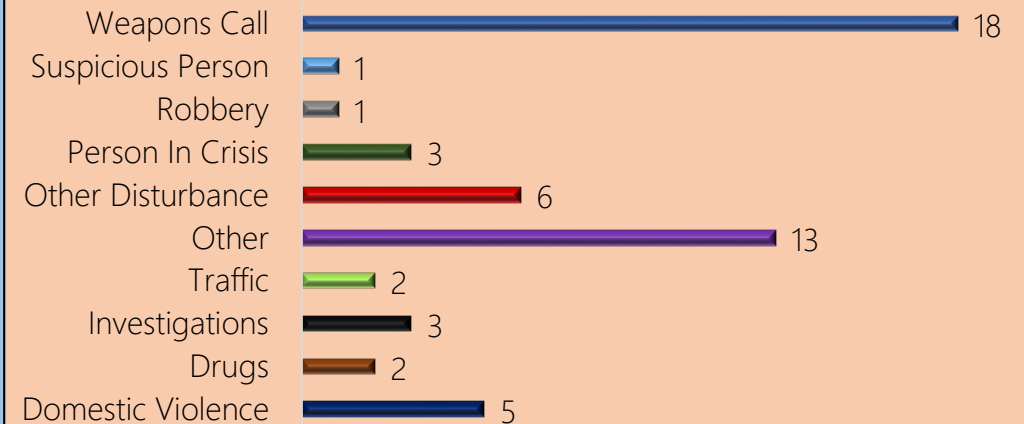
Type of Force Used



Reports Per Month



Type of Incident





WINDSOR POLICE SERVICE

P.O. BOX 60
WINDSOR, ON N9A 6J5
PH. (519) 255-6700

PAMELA MIZUNO
Chief of Police

FRANK PROVIDENTI
Deputy Chief

JASON BELLAIRE
Deputy Chief

info@police.windsor.on.ca
www.police.windsor.on.ca

March 9, 2021

Chair and Members
Windsor Police Services Board
P.O. Box 60
Windsor, ON N9A 6J5

Dear Chair and Members of the Board:

Re: Retirements, Civilian Police Personnel

It is my pleasure to announce the following retirement and extend my congratulations to the following named:

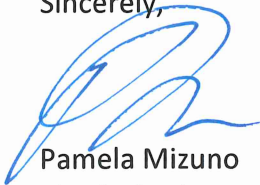
Effective July 31, 2021

Shelley Gray (#5440) - 30 Years & 7 Months of Service

I submit the following for the Board's approval:

Resolved that: the Windsor Police Services Board accepts the retirement of Shelley Gray from the Windsor Police Service as presented above.

Sincerely,



Pamela Mizuno
Chief of Police

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: Amendments to Orders under the *Reopening Ontario Act*

DATE OF ISSUE:	March 2, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0024
PRIORITY:	High

I am writing to advise of further amendments to orders under the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020* (ROA).

[Amendments to Stages of Reopening \(O. Reg. 363/20\)](#)

Effective March 1, 2021, amendments to O. Reg. 363/20 have been made and PHUs will be assigned to zones as follows:

Colour Category	Public Health Unit (As of February 19, 2021)
Green – Prevent (Standard Measures)	<ol style="list-style-type: none"> 1. Grey Bruce Health Unit 2. Hastings and Prince Edward Counties Health Unit 3. Kingston, Frontenac and Lennox and Addington Health Unit 4. Leeds, Grenville and Lanark District Health Unit 5. Renfrew County and District Health Unit 6. Timiskaming Health Unit
Yellow – Protect (Strengthened Measures)	<ol style="list-style-type: none"> 1. District of Algoma Health Unit 2. Haldimand-Norfolk Health Unit 3. Huron Perth Health Unit 4. Northwestern Health Unit 5. Peterborough County – City Health Unit

Colour Category	Public Health Unit (As of February 19, 2021)
Orange – Restrict <i>(Intermediate Measures)</i>	<ol style="list-style-type: none"> 1. Brant County Health Unit 2. Chatham-Kent Health Unit 3. City of Ottawa Health Unit 4. The Eastern Ontario Health Unit 5. Haliburton, Kawartha, Pine Ridge District Health Unit 6. Middlesex-London Health Unit 7. Oxford Elgin St. Thomas Health Unit 8. Porcupine Health Unit 9. Sudbury and District Health Unit
Red – Control <i>(Stringent Measures)</i>	<ol style="list-style-type: none"> 1. City of Hamilton Health Unit 2. Durham Regional Health Unit 3. Halton Regional Health Unit 4. Lambton Health Unit 5. Niagara Regional Area Health Unit 6. Waterloo Health Unit 7. Wellington-Dufferin-Guelph Health Unit 8. Windsor-Essex County Health Unit 9. York Regional Health Unit
Grey – Lockdown <i>(Restrictive measures similar to pre-December 26)</i>	<ol style="list-style-type: none"> 1. Simcoe Muskoka District Health Unit 2. Thunder Bay District Health Unit
Shutdown <i>(Most restrictive measures)</i>	<ol style="list-style-type: none"> 1. City of Toronto Health Unit 2. North Bay Parry Sound District Health Unit 3. Peel Regional Health Unit

Future decisions to move PHUs to new zones per the Framework will be made in consultation with local medical officers of health and will be subject to ongoing review of trends in public health indicators and advice of the Chief Medical Officer of Health.

[Amendments to Rules for Stage 1 \(O. Reg. 82/20\)](#)

Effective February 26, 2021, in the Shutdown and Grey-Lockdown Zones:

- Television productions relating to the NHL and AHL must comply with the guidance document titled “Film and television industry health and safety during COVID-19” issued by the Film and Television Health and Safety Advisory Committee of the Ministry of Labour, Training and Skills Development, in addition to other conditions.
- Specialty vape stores as defined in the *Smoke-Free Ontario Act, 2017* that are permitted to be open cannot allow electronic cigarettes to be used to sample vapour products.

Amendments to Rules for [Stage 2 \(O. Reg. 263/20\)](#) and [Stage 3 \(O. Reg. 364/20\)](#)

Effective February 26, 2021, in the Red, Orange, Yellow and Green Zones:

- Television productions relating to NHL and AHL games that are in compliance with the professional sports plan for the NHL or AHL, as applicable, may open, and they are not required to comply with conditions that apply to other television productions.
- Specialty vape stores as defined in the *Smoke-Free Ontario Act, 2017* that are permitted to be open cannot allow electronic cigarettes to be used to sample vapour products.

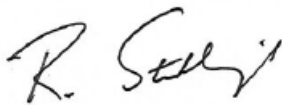
Ongoing Enforcement Efforts

The ministry continues to work with enforcement ministries and municipalities to collaborate and information share, including through the dedicated 1-800 Enforcement Support Line and email resource. Analysis of enforcement data that your police service provides to the ministry continues to support data-driven decision-making.

Provincewide, police services are working together with local enforcement partners to implement local compliance campaigns and to reinforce public health requirements under the *Emergency Management and Civil Protection Act* and ROA. Continued collaboration and communication among local enforcement personnel and public health officials remains critical to ensuring that localized responses are effective and correspond with local risk levels, rules and restrictions.

Thank you once again for your continued efforts to help keep our communities safe and healthy.

Sincerely,



Richard Stubbings
Assistant Deputy Minister
Public Safety Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Phase 1 COVID-19 Vaccinations for Special
Constables**

DATE OF ISSUE:	March 5, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0025
PRIORITY:	Normal

Further to All Chiefs Memo 21-0023, I am writing to provide an update on Ontario's phased vaccination plan and prioritization as it relates to first responders.

As you are aware, Phase 1 of the province's vaccination roll-out includes front-line personnel who provide direct health care services including response to triaged medical emergency calls where there is an increased risk of exposure to COVID-19. This includes active duty front-line police officers who as part of their duties are required to respond to medical emergencies and provide urgent medical assistance.

Additionally, eligibility under Phase 1 has been extended to **special constables** who, as part of their routine duties, may be required to respond to medical calls for service and provide emergency assistance, such as cardiopulmonary resuscitation (CPR).

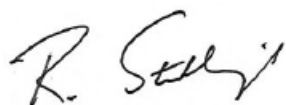
For clarity, this includes special constables sponsored by a police services board or the Commissioner and is not restricted to special constables employed as members of a police service. As such, the ministry is requesting that police services provide the above notice to special constable employers with whom the police services board or Commissioner is the sponsoring authority.

As a reminder, members of a police service and other special constables who do not respond to medical calls for service as part of their routine duties do not qualify under Phase 1. Examples of staff that do not qualify for Phase 1 include, but are not limited to, those in investigative units and functions and back-office staff such as researchers and administrators. Members of police services and other special constables that are not eligible to receive the vaccine in Phase 1 will be eligible in Phase 2.

At this time, chiefs of police, the Commissioner and employers of special constables are encouraged to reach out to their local Public Health Unit(s) to discuss the vaccination approach, including informing them of eligible staff that require vaccines for Phase 1 only and potential timing. A list of all 34 local Public Health Units and their respective medical officers of health are included in an appendix to this memo.

Once again, thank you for your sustained efforts to keep our communities safe and for continuing to emphasize the health and safety of front-line personnel.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings'.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Appendix: Public Health Units

PHU	Medical Officer of Health
Algoma	Dr. Jennifer Loo
Brant	Dr. Elizabeth Urbantke
Chatham-Kent	Dr. David Colby
Durham	Dr. Robert Kyle
Eastern Ontario	Dr. Paul Roumeliotis
Grey Bruce	Dr. Ian Arra
Haldimand-Norfolk	Dr. Shanker Nesathurai
Haliburton, Kawartha, Pine Ridge	Dr. Ian Gemmill
Halton	Dr. Hamidah Meghani
Hamilton	Dr. Elizabeth Richardson
Hastings Prince Edward	Dr. Piotr Oglaza
Huron	Dr. Miriam Klassen
Kingston Frontenac L & A	Dr. Kieran Moore
Lambton	Dr. Sudit Ranade
Leeds, Grenville, Lanark	Dr. Paula Stewart
Middlesex-London	Dr. Christopher Mackie
Niagara	Dr. Mustafa Hirji
North Bay-Parry Sound	Dr. Jim Chirico
Northwestern	Dr. Kit Young Hoon
Ottawa	Dr. Vera Etches
Oxford Elgin St. Thomas	Dr. Joyce Lock
Peel	Dr. Lawrence Loh
Peterborough	Dr. Rosana Salvaterra
Porcupine	Dr. Lianne Catton
Renfrew	Dr. Robert Cushman
Simcoe-Muskoka	Dr. Charles Gardner
Sudbury	Dr. Penny Sutcliffe
Thunder Bay	Dr. Janet DeMille
Timiskaming	Dr. Glenn Corneil
Toronto	Dr. Eileen de Villa
Waterloo	Dr. Hsiu-Li Wang
Wellington-Dufferin-Guelph	Dr. Nicola Mercer
Windsor-Essex	Dr. Wajid Ahmed
York	Dr. Karim Kurji

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Cargo Power-Assisted Bicycles (Cargo E-Bikes) Pilot Project**

DATE OF ISSUE:	March 9, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0027
PRIORITY:	Normal

At the request of the Ministry of Transportation, I am sharing a communication regarding regulatory changes that create a five-year pilot program to allow the use of larger cargo e-bikes on the road, subject to a municipal by-law.

For further information on the pilot program, please review the attached memo from Assistant Deputy Minister Shelley Unterlander. If you have any questions, please contact Angela Litrenta, Manager at 416-471-3437 or angela.litrenta@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings".

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachments

MEMORANDUM TO: Richard Stubbings
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: March 8, 2021

SUBJECT: **New Pilot Project Regulation under the *Highway Traffic Act* to Permit Cargo Power-Assisted Bicycles (also known as Cargo E-bikes) on Ontario's Roads**

This memorandum is to advise the policing community across the province of regulatory changes under the *Highway Traffic Act* (HTA) to create a five-year pilot program to allow the use of larger cargo e-bikes on road subject to a municipal by-law. I would ask that you please bring this memorandum to the attention of your policing stakeholders.

Effective March 1, 2021, a new pilot regulation made under the [HTA, O.Reg 141/21: Pilot Project – Cargo Power-Assisted Bicycles](#) establishes a pilot project to allow the use of larger cargo e-bikes on Ontario's roads.

Under the pilot, the province has set out the operating and vehicle requirements for cargo e-bikes. It is now up to municipalities to pass by-laws to allow their use and determine where they can operate most safely in their municipality.

The pilot is intended to assess these vehicles over a period of five years in order to examine their ability to safely integrate with other vehicle types and road users.

Five-Year Pilot Project Framework – Effective March 1, 2021

Cargo e-bikes are required to follow the same rules of the road as bicycles and are only be permitted by municipal by-law. Please refer to *Appendix A* for a detailed list of vehicle and operating requirements under the pilot framework.

Anyone that contravenes the conditions of the pilot can be charged under HTA s. 228(8), which states that every person who contravenes a pilot regulation is liable to a fine of not less than \$250 and not more than \$2,500, on conviction. All other existing HTA rules of the road and penalties also apply to the operation of cargo e-bikes.

The Ministry of Transportation (MTO) will be providing municipalities a guideline for best practices document. Municipal considerations will include: data collection, parking requirements, operating parameters (e.g. business licensing), and liability (e.g. insurance for commercial use).

New Standards for Reporting Collisions on Ontario's Roads Involving Cargo e-Bikes

MTO will be evaluating the road safety impact of the pilot program and will require accurate and reliable data on all cargo e-bike collisions to do this effectively. The pilot regulation requires that where a cargo e-bike is involved in a collision with a pedestrian, animal or vehicle that results in personal injury or property damage, the operator of the cargo power-assisted bicycle shall report the collision to a police officer. Pilot participants should also report incidents involving stationary objects or non-motor vehicles to the police. Officers will determine if the collision is HTA reportable or should be recorded using an incident report.

When an HTA reportable collision involving a cargo e-bike occurs, these are the procedures to follow when completing the MVCR:

What Needs to be Reported

The current requirements for reporting collisions will remain unchanged. The MVCR form must be completed by police in the event of a collision on a public road, that involves at least one motor vehicle that is in motion at the time of a collision, and where the collision falls within at least one of the following scenarios:

- results in a fatality within 30 days;
- results in injury to one or more persons; and/or
- results in property damage exceeding \$2,000 in total.

How to Report Collisions Involving Cargo E-bikes on the MVCR Form

Where a cargo e-bike is involved in a collision with at least one other moving vehicle, which must be a motor vehicle, the vehicle types (e.g., V1 as the motor vehicle and V2 as the cargo e-bike) are to be recorded accordingly:

1. Code the cargo e-bike as a bicycle in the “**Vehicle Type**” field:

In the printed MVCR form, a bicycle corresponds to code 36 in the “**Vehicle Type**” field.

2. Enter “**ECB**” in the “**Body Style**” field: To identify that the bicycle was specifically a cargo e-bike, the investigating officer should write the abbreviation “**ECB**” under the “**Body Style**” field, which can be found in the vehicle description section.

Incidents involving cargo e-bikes that do not meet the criteria of an HTA reportable collision should be documented using your jurisdiction’s incident reporting procedures.

Importance of Recording Complete Information on the Location of Cargo E-bike Collisions

Information on collision location recorded by the reporting officer is vital for collision data systems and to evaluate the pilot program. At a minimum, municipality/regional municipality should be identified. When completing an MVCR, please strictly follow the guidelines for reporting location that are published in the MVCR Manual (attached for reference).

Please note that policing stakeholders were engaged on the proposal for this pilot program. If there are any questions regarding these amendments, please do not hesitate to contact Angela Litrenta at (416) 471-3437 or angela.litrenta@ontario.ca.

Thank you for your assistance in communicating this change.

Sincerely,



Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division

Attachment: Motor Vehicle Collision Report Manual, Section 02

Appendix A: **Vehicle and Operating Requirements**

Vehicle requirements will include:

- The vehicle is a pedal-driven bicycle of conventional exposed fork-and-frame bicycle design and appearance that:
 - (a) has two or three wheels;
 - (b) is fitted at all times with pedals that are always operable to propel the bicycle;
 - (c) has a platform, basket or container for carrying cargo, parcels or goods;
 - (d) has steering handlebars;
 - (e) has a width not exceeding 1.3 meters;
 - (f) has a length not exceeding 4 meters;
 - (g) has a height not exceeding 2.2 meters;
 - (h) has wheels that have a width of not less than 35 mm and a diameter of not less than 350 mm.
 - (i) does not have any structure that fully encloses the occupant area; and
 - (j) has an electric motor with a continuous rated output power not exceeding 1000 watts that is incapable of providing propulsion assistance when the motor vehicle attains a speed of 32 kilometres per hour or more.
- Deemed not to be a motor vehicle.

Operating requirements will include:

- Insurance and registration are not required on a provincial level, however municipalities may prescribe further requirements.
- Municipalities must pass by-laws to permit their operation.
- Where permitted, the vehicle must be operated in the bicycle lane or to the right-most side of the roadway.
- Not permitted to tow devices or vehicles.
- Operator must be age 16 or over.
- Not permitted to carry dangerous or hazardous goods.
- Not permitted to leave the vehicle in a location that is intended for the passage of vehicles or pedestrians (i.e., bicycle lane or sidewalk).
- Helmets are required for all operators regardless of age.
- Passengers are permitted if the passenger is using a seat designed for passenger use that is manufactured for the vehicle.
- When operated at a time (i.e., nighttime or in poor weather) where persons and vehicles are not clearly discernible at a distance of 150 metres or less, cargo e-bikes shall carry a lighted lamp displaying a white or amber light at the front and a lighted lamp displaying a red light at the rear (must be affixed to the vehicle, not the operator).

MVCR MANUAL

Section 02 (Form)

Subject – Location (0208)

Published August 2015

Ontario Ministry of Transportation

SUMMARY The location is vital for municipal and rural accident data systems. The legal implications are more obvious, but for engineering purposes it is important that location data is accurate.

ROAD 1/ROAD 2 The lines shown as R1 and R2 refer to Road 1 and Road 2.

Non-Intersection

Road 1 is designated as the road where the initial impact occurred even if the accident concludes on another roadway.

Intersection Same Road Authority

At the intersection of two or more roadways, Road 1 is assigned in the following order of priority:

- Freeways, i.e., QEW or 400 series
QEW first and remaining freeways in numerical order, lowest first.
- through highway
- larger roadway by number of lanes
- heaviest volume
- alphabetical order
- numerical order, lowest first.

Intersection Different Road Authorities

If the intersection is under the jurisdiction of more than one road authority, Road 1 is the roadway under the jurisdiction of the more senior authority. Jurisdiction is assigned the following order of seniority:

- federal
- provincial
- regional/district municipality
- municipality
- county or district
- township.

Note: Where two or more roadways are under the jurisdiction of the senior road authority, Road 1 is determined as in Intersection Same Road Authority.

Point Of Reference

Record the distance and direction from the point of reference to the collision site.

Suitable points of reference are other roadways, bridges, houses or buildings or other permanent, identifiable objects. Trees, fences, rock faces, and light/hydro poles are *not* suitable.

Parking Lots

If the collision occurred off-highway in a parking lot, enter the property name, e.g., On Purple Plaza Lot on line R1. Enter the street address on R2.

MUNICIPALITY	Enter the name of the municipality.
COUNTY, DISTRICT OR REG. MUNICIPALITY	Enter the name of County, District, or Regional Municipality. Leave the selected category visible and strike-out the unused categories.
MTO DISTRICT (OPP ONLY)	If the keypoint system is used, enter the appropriate MTO district. This information may be obtained from the Linear Highway Referencing System text.
GEOCODE (OPP ONLY)	You may use a location geocoding system to complement the alpha-numeric descriptors.
KEYPOINT (OPP ONLY)	<p>For MTO highways, enter the keypoint number.</p> <p>The keypoint number is a five-digit code Linear Highway Referencing System (LHRS) number and is used to complement the alpha-numeric descriptor. A keypoint number is assigned for each major segment of a highway. A text containing LHRS information is provided to police authorities responsible for patrolling MTO highways.</p>
OFFSET (OPP ONLY)	If using the keypoint system, enter the appropriate offset. The LHRS offset can be found in the LHRS text.
RAMP NO. (OPP ONLY)	For locations where the collision is on a ramp, enter the ramp number. The ramp numbers can be found in the ramp diagrams supplied by MTO to police agencies who patrol MTO highways.
	<p>Note: For the OPP and MTO staff, the LHRS is available at the following web site: http://intra.mto.gov.on.ca/ (MTO's Intra Site)</p> <ol style="list-style-type: none">1. Select the Divisions & Locations button.2. Select the Linear Highway Referencing System (LHRS) http://intra.mto.gov.on.ca/lhrs/
MTO USE ONLY	MTO Head Office enters the highway number, distance, units, and direction.

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: Storage of Used Personal Protective Equipment

DATE OF ISSUE:	March 11, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0029
PRIORITY:	Normal

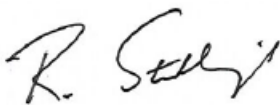
I am writing in follow up to All Chiefs Memo 20-0043, which shared a request from the Public Health Agency of Canada regarding the storage of used Personal Protective Equipment (PPE) for potential future reuse.

In order to take pre-emptive measures to prevent possible shortages at that time, the Ministry of the Solicitor General asked police services to consider storing used PPE while the government assessed capacity for reprocessing and safe reuse.

Further to this communication, we are aware that police services may be storing used PPE, and that it may be taking up an increasing amount of space within your facilities. At this time police services may dispose of any used PPE stored in your facilities. Please ensure you follow manufacturer's recommendations for appropriate disposal.

Thank you for your continued support in addressing the evolving nature of the COVID-19 pandemic.

Sincerely,



Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
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Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: Voluntary Early Release Programs for Rental Car
Companies

DATE OF ISSUE:	March 12, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0031
PRIORITY:	Normal

At the request of the Ministry of Transportation, I am sharing a communication regarding regulatory changes that amend the existing rules for short-term vehicle impoundments in Ontario.

For further information, please review the attached memo from Assistant Deputy Minister Shelley Unterlander. If you have any questions, please contact Angela Litrenta, Manager at 416-471-3437 or angela.litrenta@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings".

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachment

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4
Tel.: (647) 535-6208

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MEMORANDUM TO: Richard Stubbings
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor-General

FROM: Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: March 11, 2021

SUBJECT: Voluntary Early Release Program for Rental Car Companies

This memorandum outlines regulatory changes that amend the existing rules for short-term vehicle impoundments in Ontario.

Early Release for Rental Car Companies in instances where a vehicle was impounded under *Highway Traffic Act* – Effective January 1, 2021

Amendments have been made to the *Highway Traffic Act* (HTA) to permit rental vehicle companies to request that police services provide early release of their vehicles from short-term (seven day) impoundments. This is a voluntary program. As a result, individual police services can determine whether they will implement and administer this program.

- [Ontario Regulation 757/20](#): Rules governing early release for HTA s. 172 offences (i.e., Stunt Driving).
- [Ontario Regulation 415/10](#): Rules governing early release for HTA s. 55.2 (i.e., Driving Under Suspension) and s. 48.4 (i.e., 90-Day Administrative Driver's Licence Suspension).

Early release is permitted prior to the expiration of the seven-day impoundment under the following conditions:

Conditions for Early Release of Short-Term (Seven-Day) Impoundments

- The vehicle is a rental vehicle defined as:
 - A motor vehicle that is subject to a rental agreement that was for a term of 30 days or less; and
 - The holder of the plate portion of the permit for the motor vehicle is a person in the business of renting motor vehicles to the public.

.../2

- The impoundment was related to:
 - Stunt driving (HTA s. 172); or
 - Drug-, drug- and alcohol-, or alcohol-impaired driving or refusal of testing for impaired driving (HTA s. 48.4); or
 - The vehicle was driven by a person not named under the rental agreement and who was driving while suspended (HTA s.55.2).
- **Appeal format requirements:** The appeal for early release will be made by a rental car company to the local police detachment responsible for administering impoundments for the area. The format in which the appeal is provided is not prescribed in regulations and is left to the discretion of police services.
- **Review requirements:** The regulation does not require the individual officer who impounded the vehicle to provide the early release – it can be any employee at the detachment (up to the individual police service).
- **Data collection requirements:** There is no data collection requirement as part of the regulation. However, the Ministry of Transportation may request data from police services on an *ad hoc* basis to understand the number of appeals that have been received.

I would ask that you please bring this memorandum to the attention of your policing stakeholders. If there are any questions regarding these amendments, please do not hesitate to contact Angela Litrenta, Manager, Road Safety Program Development Office at (416) 471-3437 or angela.litrenta@ontario.ca.

Thank you for your assistance in communicating this change.

Sincerely,



Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

Ministry of the Solicitor General

Public Safety Division

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: *Highway Traffic Act* Regulatory Amendments to Remove
Paper-Barriers for the Commercial Vehicle Industry

DATE OF ISSUE:	March 12, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0032
PRIORITY:	Normal

At the request of the Ministry of Transportation, I am sharing a communication regarding a series of regulatory changes that are meant to remove paper-based barriers for the commercial vehicle industry.

For further information about these changes, please review the attached memo from Assistant Deputy Minister Shelley Unterlander. If you have any questions, please contact Amy Palmer at amy.palmer@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings".

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachment

Ministry of
Transportation

Ministère des
Transports



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MEMORANDUM TO:

Richard Stubbings
Assistant Deputy Minister
Public Safety Division
Ministry of Solicitor General

FROM:

Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE:

March 1, 2021

RE:

**Amendments to Several *Highway Traffic Act*
Regulations to Remove Paper-barriers for the
Commercial Vehicle Industry**

This memorandum is to advise the Ministry of the Solicitor General about amendments to several *Highway Traffic Act* (HTA) regulations in efforts to remove paper-based barriers for the commercial vehicle industry that came into effect on March 1, 2021. I ask that you please bring this matter to the attention of police services.

As you may know, in order to expand the use of digital documentation and services, legislative changes were made to the HTA, the *Dangerous Goods Transportation Act* (DGTA) and other statutes as part of the [Plan to Build Ontario Together Act, 2019](#), which received Royal Assent in December 2019. The Ministry of Transportation (MTO) proclaimed provisions from this enabling legislation into force on March 1, 2021 in order facilitate the use of digital documents in the commercial vehicle industry, as well as in inspection garages, used vehicle lots and wrecking yards. These seven (7) supporting regulatory changes will promote the use of digital documents, expand the use of digital communication, and clarify the applicable rules.

The amendments are intended to remove paper-based barriers for commercial vehicle industries and certain other vehicle related businesses and allow for efficiencies for both business and government. The amendments touch several HTA regulations where there are currently paper barriers. Included in these changes is the adoption of a new regulation under the HTA and amendments to several existing regulations:

1. New Regulation (Electronic Documents) – Outlines general and specific rules for electronic documents, including basic standards, authorization for use, rules around providing to enforcement and admissibility in court. The regulation specifically addresses Motor Vehicle Inspection Stations (MVIS), Garages and Storage licensees by authorizing their use of electronic record-keeping for all purposes, while requiring that such documents be electronically transmitted to an enforcement official when requested. These changes would allow a police officer or MTO officer to complete a remote document audit.
2. Amendments to Regulation 199/07 (Commercial Motor Vehicle Inspections) address the use of digital daily vehicle inspection reports by commercial drivers. The Regulation is amended to provide for the electronic transmission of inspection reports from a driver to an officer. The amendment clarifies the duties of commercial carriers to retain digital inspection reports and to transmit them electronically to an MTO auditor performing a remote audit.
3. Amendments to Regulation 424/97 (Commercial Motor Vehicle Operators' Information) allow for a substantial increase in the use of email in communications between MTO and carriers. Official notices from MTO may be transmitted via email. Email is currently used for some notices and communications to and from commercial vehicle operators and this will expand on this current practice.

A new requirement is also being introduced requiring new Commercial Vehicle Operator's Registration (CVOR) holders to provide and maintain an email address. Current CVOR holders will be grandfathered and not required to provide an email address; however, if they choose to do so, it must be kept up to date. MTO is also using this opportunity to fill a gap by requiring carriers to report any changes to their name, address, or corporate officers. This requirement was in place in the past but is not currently provided for in regulation. Carriers have generally continued the practice of notifying MTO of such changes, but the amendment will codify that requirement.

4. Amendments to Regulation 595 (Garage Licences) will remove the requirement that an MTO-supplied book must be used by used vehicle lots and wrecking yards to record details of transactions. Such businesses may keep their prescribed records in the form that they choose, including digital records.
5. Amendments to Regulation 555/06 (Hours of Service) will add clarity to the requirements around keeping and surrendering digital daily hours of service logs by commercial vehicle drivers and operators.
6. Amendments to Regulation 381/02 (Testing, Repair and Compliance Requirements for Unsafe Vehicles Under Section 82 of the Act) will allow a carrier to submit a record of a repair via email. They also allow police or MTO officer to serve inspection or repair notices via email.

7. Amendments to Regulation 413/05 (Vehicle Weights and Dimensions – For Safe, Productive and Infrastructure Friendly Vehicles) will allow MTO to issue a notice of a proposed revocation of a Special Vehicle Configuration permit via email.

These amendments will increase options and clarify rules for the use of electronic documentation in the commercial vehicle industry, inspection garages, used vehicle lots and wrecking yards. Examples of allowable uses under the proposal include official notices, vehicle inspection records, repair and other transaction records. New offence provisions would address contraventions on the requirements including failure to surrender or falsification of documentation.

These amendments, for the most part, did not eliminate current methods of record keeping or communication (other than removing the ability for a driver to create a handwritten inspection report roadside). Some further examples of documents that can be kept, carried or produced digitally are as follows (please note this is not an exhaustive list):

- Vehicle permit
- Oversize/overweight permit
- Special configuration permit
- Axle weight verification
- Repair verifications
- Safety rating notices
- Carrier information update requests
- Carriers can provide changes to name, address, email, corporate officers or directors.
- Carriers can provide information about fleets and operations.
- CVOR suspension/cancellation notices
- CVOR expiry notices
- CVOR notice of a safety concern
- Special configuration permit notices
- Motor vehicle inspection station inspection reports
- Inspection station work orders
- Inspection station rebuilt car file
- Records of who buys, sells, wrecks or deals in used vehicles
- Police or MTO can give notice to bring a vehicle in for inspection, to repair a vehicle or submit evidence of repair
- Evidence of repair for mechanical or equipment defects by police or MTO
- All documentation requested in a facility audit or MVIS audit/opening
- Clarified driver logbook/trip inspection report production to an officer
- Clarified company logbook/trip inspection report production to an officer
- Supporting documents for a driver's logbook (i.e., receipts, toll records etc...)

These changes will increase digital means of communication between MTO and clients. The change will also allow MTO to achieve efficiencies by providing services and

performing tasks through digital methods such as allowing inspectors to conduct remote inspections and audits of business records for CVOR holders and MVIS licensees.

By providing alternatives to in-person interactions, these changes also support the province's efforts to promote physical distancing as part of its response to the COVID-19 pandemic.

The amendment has been shared with law enforcement, including the Ontario Provincial Police and Ontario Association of Chiefs of Police. The impact to police officers and other law enforcement is minimal. Many of the documents permitted to be kept/carried electronically are used today; the amendments provide clarity to the existing requirements.

Regarding roadside enforcement, these amendments ensure that MTO has the ability to issue permits, other than a driver's licence, electronically. It would also allow a carrier to keep, store and produce permits and other required documents electronically. This will expand on the electronic permits used today such as many oversized-overweight permits and clarify the use of electronic documentation such as inspection reports and hours of service requirement.

If you have any further questions, please contact Amy Palmer at amy.palmer@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shelley', with a stylized flourish at the end.

Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: Status of Onsite Training at the Ontario Police College

DATE OF ISSUE:	March 12, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0033
PRIORITY:	Normal

I am writing to advise you of the status of onsite training at the Ontario Police College (OPC) as a result of the declared COVID-19 outbreak on February 24th.

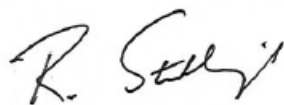
In consultation with Southwestern Public Health (SWPH), it is recommended that all onsite training at OPC continue to be paused for an additional 14 days. Virtual academic training for the Basic Constable Training (BCT) will continue to be delivered to recruits for the week of March 15, 2021. This additional pause will impact the April 9, 2021 BCT completion date.

Given the current circumstances, the next BCT program scheduled to begin on May 5, 2021 may also be delayed.

Furthermore, onsite senior and specialized training will also continue to be postponed.

We continue to work closely with SWPH to monitor and assess the situation as it evolves and will provide further updates once available.

Sincerely,



Richard Stubbings
Assistant Deputy Minister
Public Safety Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: 2021 COVID-19 Relief Funding for Municipalities

DATE OF ISSUE:	March 12, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0034
PRIORITY:	Normal

I am writing to advise you of additional provincial funding for municipalities to ensure the delivery of critical services and enable capital projects to stay on track in light of COVID-19.

On March 4, 2021, the Ontario government announced that it is providing an additional \$500 million through the [2021 Provincial COVID-19 Relief Funding for Municipalities](#) program. The program is intended to help municipalities respond to ongoing and unprecedented 2021 COVID-19 operating pressures.

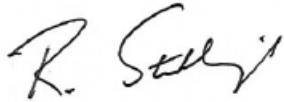
All 444 municipalities in Ontario are eligible for this program. The level of funding is based on a combination of a base amount using Municipal Property Assessment Corporation household data and an amount based on the proportion of provincial COVID-19 cases (from January 1, 2021 to February 18, 2021) in the municipality's respective Public Health Unit.

Municipalities have the flexibility to use this funding to address the specific priorities of their communities based on their unique COVID-19 related operating pressures. Examples may include, but are not limited to, personal protective equipment purchases, overtime incurred due to providing emergency response and frontline services as a result of the pandemic, and purchases required to do remote work.

Police services are encouraged to consult with their respective municipalities to identify critical COVID-19 related operating pressures for policing that can be addressed through this funding initiative.

Once again, thank you for your continued efforts to help keep our communities safe and healthy.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings". The signature is fluid and cursive, with the first name "R." and the last name "Stubbings" clearly distinguishable.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Ministry of the Solicitor General

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: Digital Version of the "Request for Driver's Licence
Review Form"

DATE OF ISSUE:	March 15, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0035
PRIORITY:	Normal

At the request of the Ministry of Transportation, I am sharing a communication regarding a modernized and digital version of the "Request for Driver's Licence Review" form in the Inquiry Services System, which will be available as of **March 29, 2021**.

For further information about this new form, please review the attached memo from Assistant Deputy Minister Shelley Unterlander. If you have any questions, please contact Michele Mills at michele.mills@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings".

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachment

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MEMORANDUM TO: Richard Stubbings
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: March 15, 2021

SUBJECT: **Introducing a Digital Version of the “Request for Driver’s Licence Review” Form in Inquiry Services System**

This memorandum is to advise the Ministry of the Solicitor General of a modernized and digital version of the form “Request for Driver’s Licence Review”. As of **March 29th, 2021**, this form will be available within the Inquiry Services System (ISS) for reporting drivers who show signs of driving incompetence. Please share this information with policing stakeholders accordingly.

What is Changing?

Currently, police complete a form that is sent to the Ministry of Transportation (MTO) to report drivers who show signs of driving incompetence that may be due to a physical and/or mental impairment that put the driver and/or the public at risk. MTO receives this paper-based report via fax.

Effective, March 29th, 2021, police will be able to submit this form online through ISS. The following options will be added to the ISS homepage under the “Tools” section:

- **Driver’s Licence Review by MTO** – Using this service, police can easily submit a digital form to report drivers to MTO.
- **Search Driver’s Licence Review Request** – Using this service, police can easily search and access previously submitted forms.

Key Benefits

The new digital service offers police the following:

- Digital alternative to the current paper form to streamline process
- Guided navigation and pre-population of key fields (e.g., driver, reporting officer)
- Access to previously submitted requests

While **police are expected to submit these forms using the new digital service**, MTO will continue to process forms received via fax for the time being. However, the **paper-based form will not be updated** to align with the streamlined, digital form.

Questions and Support

- For questions while using the service, please use the Help function available within the new service.
- To report any technical issues, please follow standard procedure by contacting the OPS Service Centre at 1-888-996-7772 (1-888-99-OPSSC) or 416-915-7772.

For general questions about this initiative, please contact Michele Mills, Manager of the Driver Medical Review Office, at Michele.Mills@Ontario.ca.

Sincerely,



Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: 2021 Promotional Exams

DATE OF ISSUE:	March 18, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0036
PRIORITY:	High

I am writing to advise that given current COVID-19 public health recommendations, all promotional exams scheduled for March 28, 2021 have been postponed.

Pending public health recommendations, the Ministry of the Solicitor General ("ministry") is tracking to have these exams take place during the week of June 13-19. These exams will once again be delivered in-person with Ontario Police College (OPC) representatives present at each location to proctor and supervise the writing of the exams.

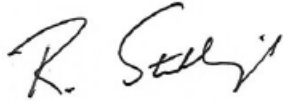
The ministry has adopted the following changes that were made to the promotional exam process last year:

- OPC is increasing the number of sites where the exams will occur;
- Police services will be responsible for selecting an appropriate exam writing venue that allows for:
 - Physical distancing;
 - Enhanced cleaning, as applicable; and
 - Health screening of exam writers;
- It is recommended that the exams be delivered internally at police facilities, where possible; and
- For police services that have a large number of officers writing the promotional exams, OPC will be limiting the number of exam writers and will deliver two exam sessions to ensure physical distancing and adherence to current public health recommendations.

The OPC will be in communication with police services regarding the detailed logistics of delivering and registering for the promotional exams.

Should you have any questions, please contact the OPC Administration team via e-mail at christine.auchinleck@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings". The signature is fluid and cursive, with the first name "R." and the last name "Stubbings" clearly distinguishable.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Ministry of the Solicitor General

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Reduced Suspension with Ignition Interlock Conduct
Review Program and Measures as a Result of COVID-19**

DATE OF ISSUE:	March 19, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0037
PRIORITY:	Normal

At the request of the Ministry of Transportation, I am sharing a communication regarding temporary changes to the Reduced Suspension with Ignition Interlock Conduct Review Program as a result of COVID-19.

For further information, please review the attached memo from Assistant Deputy Minister Shelley Unterlander. If you have any questions, please contact Angela Litrenta at 416-471-3437 or angela.litrenta@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings".

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachments

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March 19, 2021

MEMORANDUM TO:

Richard Stubbings
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM:

Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division

SUBJECT:

**Reduced Suspension with Ignition Interlock Conduct
Review Program and measures as a result of COVID-19**

The purpose of this memorandum is to advise the policing community across the province about amendments to Ontario Regulation 46/20 (Temporary Rules Governing Conduct Review Programs) under the *Highway Traffic Act* in response to the COVID-19 pandemic.

Temporary regulatory amendments have been made so that individuals may continue to participate in the Reduced Suspension with Ignition Interlock Conduct Review Program, if eligible. The Ministry of Transportation ('ministry') has temporarily extended the time period in which drivers must plead guilty under the program to 282 days from the normal 90 days.

This extension ensures that drivers charged with impaired driving on or after December 1, 2019 are able to participate in the Reduced Suspension with Ignition Interlock Conduct Review Program despite some delays in court proceedings. The time period to plead guilty under this program will return to 90 days once courts resume normal operations. The attached information sheet provided by the ministry for police to distribute to individuals charged with impaired driving has been updated to reflect this temporary extension.

If members of the law enforcement community would like to discuss the changes to the program or the information sheet, they may contact Angela Litrenta, Manager, Road Safety Program Development Office at (416) 471-3437 or angela.litrenta@ontario.ca.

Thank you for your assistance in communicating these changes.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shelley Unterlander', with a stylized, cursive script.

Shelley Unterlander
Assistant Deputy Minister
Transportation Safety Division

**Appendix: Reduced Suspension with Ignition Interlock Conduct Review Program
Information Sheet**

Reduced Suspension with Ignition Interlock Conduct Review Program

The Ontario *Highway Traffic Act* (HTA) requires drivers convicted of certain driving offences under the Criminal Code (Canada), including impaired driving offences, to serve driver's licence suspensions as follows:

- minimum 1 year for a first conviction;
- minimum 3 years for a second conviction;
- indefinitely for a third conviction with the possibility of reinstatement after 10 years if prescribed conditions are met; and
- indefinitely for a fourth conviction.

Drivers convicted of impaired driving offences under the Criminal Code (Canada) must also complete a remedial measures program before being eligible to have their driver's licence reinstated with an ignition interlock licence condition. Drivers with an ignition interlock licence condition must not operate any vehicle without an approved ignition interlock device.

Drivers convicted for a first-time or second-time alcohol-impaired driving offence under the Criminal Code (Canada) may be eligible to participate in the Reduced Suspension with Ignition Interlock Conduct Review Program ("the Program"). In return for meeting specific requirements, such as the installation of an approved ignition interlock device in their vehicle, eligible drivers that enter the Program in one of three streams will have their driver's licence suspension reduced as outlined in the table below (Streams A and B are for first-time offenders and Stream D is for second-time offenders only):

Occurrence	Program Entry	Licence Suspension Period	Ignition Interlock Installation Period
First-time	Stream "A"	Minimum of 3 months (reduced from 1 year)	Minimum of 9 months (reduced from 1 year)
First-time	Stream "B"	Minimum of 6 months (reduced from 1 year)	Minimum of 12 months
Second-time	Stream "D"	Minimum of 9 months (reduced from 3 years)	Minimum of 18 months (reduced from 3 years)

Drivers that choose not to participate in or are not eligible for the Program will be subject to the existing provincial sanctions under the *Highway Traffic Act*.

To be eligible for the Program:

- Your driver's licence must be suspended for 1 or 3 year(s) pursuant to section 41 of the HTA as a result of an alcohol-impaired driving conviction under sections 320.14(1)(a), 320.14(1)(b), or 320.15(1) of the Criminal Code (a first or second-time offender as determined by the HTA).
 - If you meet this requirement but your licence remains suspended under section 43 of the HTA because of a prohibition order that is longer than one year (first time offender) or longer than three years (second time offender), you may still be eligible for the program.
- The circumstances of the offence must not involve impairment by drugs or a combination of drugs and alcohol.
- You must not be convicted of an offence under section 320.14(2), 320.14(3), 320.15(2) or 320.15(3) of the Criminal Code where bodily harm or death was caused.
- You must not be convicted of a drive while disqualified offence under section 320.18(1)(a) or 320.18(1)(b) of the Criminal Code within the 5 years (for a first-time offender) or within 10 years (for a second time offender) before your alcohol-impaired driving conviction.
- You must not be subject to a court order denying you the authorization to drive with an ignition interlock device during the prohibition period.
- You must not be subject to an ignition interlock licence condition on the date of the offence.
- You must not have previously been granted a reduction to 10 years of an indefinite licence suspension.

First-Time Offence

To be eligible to enter the Program in Stream "A", a first-time offender must **also**:

- Enter a plea of guilty to the offence.
- Be convicted, sentenced and subject to a driving prohibition order within 90* days of the date of offence, even if their offence date is more than 90* days prior to the date of sentence.
- Complete the assessment component of the required remedial measures program.
Sign a lease agreement for an ignition interlock device with an approved ignition interlock service provider.
- Pay all outstanding fees and all other active suspensions must have expired.

First time offenders eligible for the Program that do not meet all of the requirements to enter the Program in Stream "A" may be eligible to enter the Program in Stream "B".

Second-Time Offence

To be eligible to enter the Program in Stream "D", a second time offender must **also**:

- Enter a plea of guilty to the offence.
- Be convicted, sentenced and subject to a driving prohibition order within 90* days of the date of offence, even if their offence date is more than 90* days prior to the date of sentence.
- Complete the assessment component of the required remedial measures program;
Note: For second-time offenders who have an outstanding remedial requirement as a result of a previous conviction, you must complete the remedial measures program in full (not just the assessment), in order to satisfy this condition.
- Sign a lease agreement for an ignition interlock device with an approved ignition interlock service provider.
- Pay all outstanding fees and all other active suspensions must have expired.

Second-time impaired drivers that do not meet the requirements above are not eligible for the Program.

***Program changes in response to COVID-19:**

As a result of reduced court operations in response to COVID-19, eligible individuals who enter a plea of guilty to a first or second-time alcohol-impaired driving offence can temporarily apply for the Program if the guilty plea is within **282** days of the date of offence (instead of 90 days).

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Amendments to Orders under the *Reopening Ontario
(A Flexible Response to COVID-19) Act, 2020***

DATE OF ISSUE:	March 23, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0038
PRIORITY:	High

I am writing to advise of further amendments to orders under the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020* (ROA).

Amendments to Rules for Areas in Stage 1 (O. Reg. 82/20)

Effective March 15, 2021, amendments to the rules for the Grey-Lockdown Zone will change the number of persons permitted to gather for the purpose of a wedding, a funeral or a religious service, rite or ceremony (e.g., a wedding ceremony) to no more than 15 percent of the capacity of any particular room in a building or structure while attending an indoor gathering, and no more than 50 persons if the gathering is held outdoors. Indoor social gatherings, including social gatherings associated with a wedding, a funeral or a religious service, rite or ceremony (e.g., wedding receptions), continued to be prohibited in the Grey-Lockdown Zone. Outdoor social gatherings continue to be subject to a maximum limit of 10 people in this zone.

In addition, while indoor dining continues to be prohibited for the Grey-Lockdown Zone, effective March 20, 2021, outdoor dining will be permitted, subject to physical distancing rules and a number of other public health and workplace safety measures specified in the amending regulation ([O. Reg. 216/21](#)). This includes, but is not limited to, the number of patrons permitted to be seated together at a table for outdoor dining (which is limited to members of the same household, a member of the one other household who lives alone, or a caregiver of any member of either household), and the requirement for

the establishment to post a sign in a location visible to the public that states the maximum capacity they are permitted to operate under.

Amendments to Rules for Areas in Stage 2 (O. Reg. 263/20)

Effective March 20, 2021, the capacity limits for restaurants and other food and drink establishments in the Red Zone are adjusted to allow for up to 50 percent of the maximum patron capacity (calculated by dividing the total square metres of indoor dining area accessible to the public by 2 and rounding down), subject to physical distancing rules, to a maximum total occupancy of 50 patrons, instead of 10 patrons. Furthermore, a sign must be posted by the establishment in a location visible to the public that states the maximum capacity they are permitted to operate under. The number of patrons permitted to be seated together at a table for indoor dining is limited to members of the same household, a member of the one other household who lives alone, or a caregiver of any member of either household. For further information, please refer to the amending regulation ([O. Reg. 217/21](#)).

Amendments to Rules for Areas in Stage 3 (O. Reg. 364/20)

Effective March 20, 2021, amendments to the rules for restaurants and other food and drink establishments for the Yellow Zone will allow more than Six (6) people to sit together at a table in the establishment if they are all members of the same household, a member of one other household who lives alone, or a caregiver for any member of either household.

Further amendments adjust the capacity limits for restaurants and other food and drink establishments in the Orange Zone to allow for up to 50 percent of the maximum patron capacity (calculated by dividing the total square metres of indoor dining area accessible to the public by 2 and rounding down), subject to physical distancing rules, to a maximum total occupancy of 100 patrons, instead of 50 patrons. Furthermore, a sign must be posted by the establishment in a location visible to the public that states the maximum capacity they are permitted to operate under. While there is no longer a maximum number of patrons per table, the number of patrons permitted to be seated together at a table for indoor dining is limited to members of the same household, a member of the one other household who lives alone, or a caregiver of any member of either household. For further information, please refer to the amending regulation ([O. Reg. 218/21](#)).

Amendments to Stages of Reopening (O. Reg. 363/20)

Effective March 22, 2021, the following further amendments will be made to O. Reg. 363/20:

Colour Category	Public Health Unit (As of March 22, 2021)
Green – Prevent (Standard Measures)	<ol style="list-style-type: none"> 1. Grey Bruce Health Unit 2. Hastings and Prince Edward Counties Health Unit
Yellow – Protect (Strengthened Measures)	<ol style="list-style-type: none"> 1. District of Algoma Health Unit 2. Haliburton, Kawartha, Pine Ridge District Health Unit 3. Huron Perth Health Unit 4. Kingston, Frontenac and Lennox and Addington Health Unit 5. North Bay Parry Sound District Health Unit 6. Porcupine Health Unit 7. Renfrew County and District Health Unit 8. Timiskaming Health Unit
Orange – Restrict (Intermediate Measures)	<ol style="list-style-type: none"> 1. The Eastern Ontario Health Unit 2. Haldimand-Norfolk Health Unit 3. Middlesex-London Health Unit 4. Oxford Elgin St. Thomas Health Unit 5. Wellington-Dufferin-Guelph Health Unit
Red – Control (Stringent Measures)	<ol style="list-style-type: none"> 1. Brant County Health Unit 2. Chatham-Kent Health Unit 3. City of Hamilton Health Unit 4. City of Ottawa Health Unit 5. Durham Regional Health Unit 6. Halton Regional Health Unit 7. Leeds, Grenville and Lanark District Health Unit 8. Niagara Regional Area Health Unit 9. Northwestern Health Unit 10. Peterborough County – City Health Unit 11. Simcoe Muskoka District Health Unit 12. Waterloo Health Unit 13. Windsor-Essex County Health Unit 14. York Regional Health Unit
Grey – Lockdown (Restrictive measures similar to pre-December 26)	<ol style="list-style-type: none"> 1. City of Toronto Health Unit 2. Lambton Health Unit 3. Peel Regional Health Unit 4. Sudbury and District Health Unit 5. Thunder Bay District Health Unit
Shutdown (Most restrictive measures)	None

Future decisions to move Public Health Units (PHUs) to new zones per the Framework will be made in consultation with local medical officers of health and will be subject to ongoing review of trends in public health indicators and advice of the Chief Medical

Officer of Health. For further information, please refer to the amending regulation ([O. Reg. 215/21](#)).

Revoked Orders under the *Emergency Management and Civil Protections Act*

Additionally, as of March 8, 2021, the Stay-at-Home Order (O. Reg. 11/21), Residential Evictions Order (O. Reg. 13/21) and all the associated PHU-specific orders that caused the former two orders to apply to individual PHUs under the *Emergency Management and Civil Protection Act* (EMCPA) have been revoked.

Ongoing Enforcement Efforts

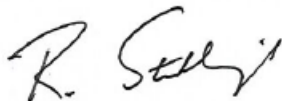
Orders currently in force under the ROA have been extended until April 20, 2021. In addition, emergency orders currently in force under the EMCPA have been extended until April 5, 2021, which includes O. Reg. 8/21 (Enforcement of COVID-19 Measures) and O. Reg. 55/21 (Compliance Orders for Retirement Homes).

The ministry continues to work with enforcement ministries and municipalities to collaborate and information share, including through the dedicated 1-800 Enforcement Support Line and email resource. Analysis of enforcement data that your police service provides to the ministry continues to support data-driven decision-making.

Provincewide, police services are working together with local enforcement partners to implement local compliance campaigns and to reinforce public health requirements under the EMCPA and ROA. Continued collaboration and communication among local enforcement personnel and public health officials remains critical to ensuring that localized responses are effective and correspond with local risk levels, rules and restrictions.

Thank you once again for your continued efforts to help keep our communities safe and healthy.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings', is positioned above the printed name.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Amendments to Orders under the *Reopening Ontario
(A Flexible Response to COVID-19) Act, 2020***

DATE OF ISSUE:	March 30, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0041
PRIORITY:	High

I am writing to advise of further amendments to orders under the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020* (ROA).

Amendments to Rules for Areas in Stage 1 (O. Reg. 82/20)

Effective March 29, 2021, amendments to the rules for the Grey-Lockdown Zone will permit outdoor fitness classes, outdoor training for team and individual sports and outdoor personal training. These changes are subject to public health and workplace safety measures, including, but not limited to, limiting services to a maximum of 10 patrons at one time, requiring every person to maintain a physical distance of at least three metres from another person, requiring a reservation and actively screening patrons before they engage in personal physical fitness or sports training activities or, in the case of an outdoor recreational facility, before they enter the facility.

Further amendments to the rules for the Grey-Lockdown Zone remove capacity limits for persons attending outdoor gatherings for the purpose of a religious service, rite or ceremony, including weddings or funerals. The number of persons able to attend these gathers outdoors is limited to the number that can comply with public health guidance on physical distancing. Indoor gatherings for these purposes continue to be subject to a 15 per cent capacity limit. Social gatherings, including those associated with the aforementioned gatherings (e.g., wedding receptions), continue to be subject to a limit of 10 people outdoors and prohibited indoors.

Effective April 12, 2021, further amendments to the rules for the Grey-Lockdown Zone will permit the re-opening of establishments that provide personal care services relating to the hair or body, including hair salons and barbershops, manicure and pedicure salons, aesthetician services, piercing services, tanning salons, spas and tattoo studios. These changes are subject to public health and workplace safety measures including, but not limited to, operating at the lesser of 25 per cent capacity or five patrons subject to physical distancing of at least two meters, and allowing entry to the premises by appointment only. Oxygen bars, steam rooms, and saunas must remain closed, and locker rooms, change rooms, and showers continue to remain closed except to the extent they provide access to a washroom or a portion of the business that is used to provide first aid.

Further amendments are made to the rules for the Shutdown Zone, in which there are currently no public health units. For further information, please refer to the amending regulation ([O. Reg. 221/21](#)).

Amendments to Rules for Areas in Stage 2 (O. Reg. 263/20)

Effective March 29, 2021, the capacity limits for attending outdoor gatherings for the purpose of religious services, rites or ceremonies, including weddings and funeral services in the Red Zone are amended by removing the limit of 100 attendees. The number of persons able to attend these gathers outdoors is limited to the number that can maintain two meters physical distancing. Indoor gatherings for these purposes are still subject to a 30 per cent capacity limit. Social gatherings, including those associated with the aforementioned gatherings (e.g., wedding receptions), continue to be subject to a limit of 5 people indoors or 25 people outdoors.

For further information, please refer to the amending regulation ([O. Reg. 222/21](#)).

Amendments to Rules for Areas in Stage 3 (O. Reg. 364/20)

Effective March 29, 2021, the capacity limits for attending an outdoor gathering for the purpose of a religious service, rite or ceremony, including weddings and funeral services are amended by removing the limit of 100 attendees. The number of persons able to attend these gatherings outdoors is limited to the number that can maintain two meters physical distancing. Indoor gatherings for these purposes are limited to 30 per cent capacity. Social gatherings, including those associated with the aforementioned gatherings (e.g., wedding receptions), continue to be subject to a limit of 10 people indoors or 25 people outdoors in most places, such as residences, and a limit of 50 indoors or 100 people outdoors in places operated by a business or organization in accordance with this order.

For further information, please refer to the amending regulation ([O. Reg. 223/21](#)).

Amendments to Stages of Reopening (O. Reg. 363/20)

Effective March 29, 2021, further amendments to O. Reg. 363/20 will assign Public Health Units (PHUs) to the following zones under Ontario's colour-coded response framework:

Colour Category	Public Health Unit (As of March 29, 2021)
Green – Prevent <i>(Standard Measures)</i>	<ol style="list-style-type: none"> 1. Grey Bruce Health Unit 2. Hastings and Prince Edward Counties Health Unit
Yellow – Protect <i>(Strengthened Measures)</i>	<ol style="list-style-type: none"> 1. District of Algoma Health Unit 2. Haliburton, Kawartha, Pine Ridge District Health Unit 3. Huron Perth Health Unit 4. Kingston, Frontenac and Lennox and Addington Health Unit 5. North Bay Parry Sound District Health Unit 6. Porcupine Health Unit 7. Renfrew County and District Health Unit
Orange – Restrict <i>(Intermediate Measures)</i>	<ol style="list-style-type: none"> 1. Haldimand-Norfolk Health Unit 2. Middlesex-London Health Unit 3. Oxford Elgin St. Thomas Health Unit 4. Wellington-Dufferin-Guelph Health Unit
Red – Control <i>(Stringent Measures)</i>	<ol style="list-style-type: none"> 1. Brant County Health Unit 2. Chatham-Kent Health Unit 3. City of Ottawa Health Unit 4. Durham Regional Health Unit 5. The Eastern Ontario Health Unit 6. Halton Regional Health Unit 7. Leeds, Grenville and Lanark District Health Unit 8. Niagara Regional Area Health Unit 9. Northwestern Health Unit 10. Peterborough County – City Health Unit 11. Simcoe Muskoka District Health Unit 12. Timiskaming Health Unit 13. Waterloo Health Unit 14. Windsor-Essex County Health Unit 15. York Regional Health Unit
Grey – Lockdown <i>(Restrictive measures similar to pre-December 26)</i>	<ol style="list-style-type: none"> 1. City of Toronto Health Unit 2. City of Hamilton Health Unit 3. Lambton Health Unit 4. Peel Regional Health Unit 5. Sudbury and District Health Unit 6. Thunder Bay District Health Unit
Shutdown <i>(Most restrictive measures)</i>	None

Future decisions to move PHUs to new zones per the Framework will be made in consultation with local medical officers of health and will be subject to ongoing review of trends in public health indicators and advice of the Chief Medical Officer of Health. For further information, please refer to the amending regulation ([O. Reg. 224/21](#)).

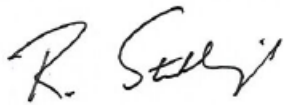
Ongoing Enforcement Efforts

The ministry continues to work with enforcement ministries and municipalities to collaborate and information share, including through the email resource at EssentialWorkplacesSupport.SolGen@ontario.ca. Analysis of enforcement data that your police service provides to the ministry continues to support data-driven decision-making.

Provincewide, police services are working together with local enforcement partners to implement local compliance campaigns and to reinforce public health requirements under the *Emergency Management and Civil Protection Act* and ROA. Continued collaboration and communication among local enforcement personnel and public health officials remains critical to ensuring that localized responses are effective and correspond with local risk levels, rules and restrictions.

Thank you once again for your continued efforts to help keep our communities safe and healthy.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings'.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division