

HONOUR IN SERVICE



2018

ANNUAL REPORT

Honour In Service

The Windsor Police Service motto, “Honour in Service,” represents an organizational commitment to excellence in service to our community. A primary goal of every member of the Windsor Police Service is accountability to the community we serve, to ensure community trust and confidence. We are true to our values and committed to “Honour in Service”.

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.

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.



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.

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THE CORPORATION OF THE CITY OF WINDSOR

WINDSOR POLICE SERVICES BOARD

Mayor Drew Dilkens
Chair

Mayor Aldo DiCarlo
Vice-Chair

Councillor Rino Bortolin
Member

Mr. Robert de Verteuil
Member

“My heroes are those who risk their lives every day to protect our world and make it a better place – police, firefighters and members of our armed forces.” | Sidney Sheldon, Author

On behalf of the Windsor Police Services Board, I am pleased to introduce the 2018 Annual Report of the Windsor Police Service. In the five years that I have had the honour and privilege of serving on the WPSB, both as member and chair, I have witnessed many accomplishments that have helped renew a spirit of positivity within our Windsor Police Service.

In 2018, we promoted two veteran officers with a combined fifty-eight years of experience within the WPS to leadership positions as deputy chiefs. One of these hires made history, becoming the first woman appointed to the role of deputy chief in our community. The WPS continues to rise to the challenges inherent in keeping our residents safe, often under highly stressful and hazardous circumstances, while building a stronger community on the bedrock of mutual trust and respect between officers and the people they serve and protect.

Windsor became a village in 1854 with a grand total of 300 residents. In 1857, it was incorporated as a town and by 1860 had become the area’s largest community with a total of just over 2,000 residents. There was some semblance of law enforcement very early on in our history – as early as 1854 when Samuel Port was appointed as Windsor’s first part-time police officer. In 1867 a bylaw was passed officially designating the Windsor Police. Like the City of Windsor itself, the WPS has a rich and storied history, complete with colourful characters, notorious criminals and significant events. Throughout the years, there has been one constant... continuous growth, development and evolution of the force itself.

The WPS has employed innovative strategies that have enabled us to become one of the most professional and well-trained Services in the country. We are all bound by a common commitment to serve and protect the residents of Windsor and to ensure that they feel safe and secure in their neighbourhoods. As a community, we recognize the dangers and uncertainties that officers face every day. In spite of these uncertainties, the men and women of the WPS have answered the call to protect and serve. You exhibit compassion and professionalism in all you do, and you do so proudly.

This Annual Report reflects our thanks and commendations to each of the officers who make up the Windsor Police Service. I want to thank all members, past and present, and their families for 152 years of dedicated service to this community.

Sincerely,

A handwritten signature in black ink, appearing to read "Drew Dilkens".

Mayor Drew Dilkens

Windsor Police Service Board: Deputy Chief Appointments



In 2018 the Police Service Board made a considerable investment in the leadership of the Windsor Police Service. In December 2017, the employment agreement with Chief Al Frederick was extended to 2019, recognizing the organizational success achieved under his leadership and the importance of continuity within the Windsor Police senior leadership team. The departure of former Deputy Chiefs Power and Derus opened the door to internal successors to assume greater levels of responsibility. In April, the Board was extremely pleased to appoint Superintendent Pam Mizuno as new Deputy Chief, Operational Support and Inspector Brad Hill to the role of Deputy Chief, Operations. The Board looks

forward to their leadership contribution to continued excellence in police service delivery in the years to come.

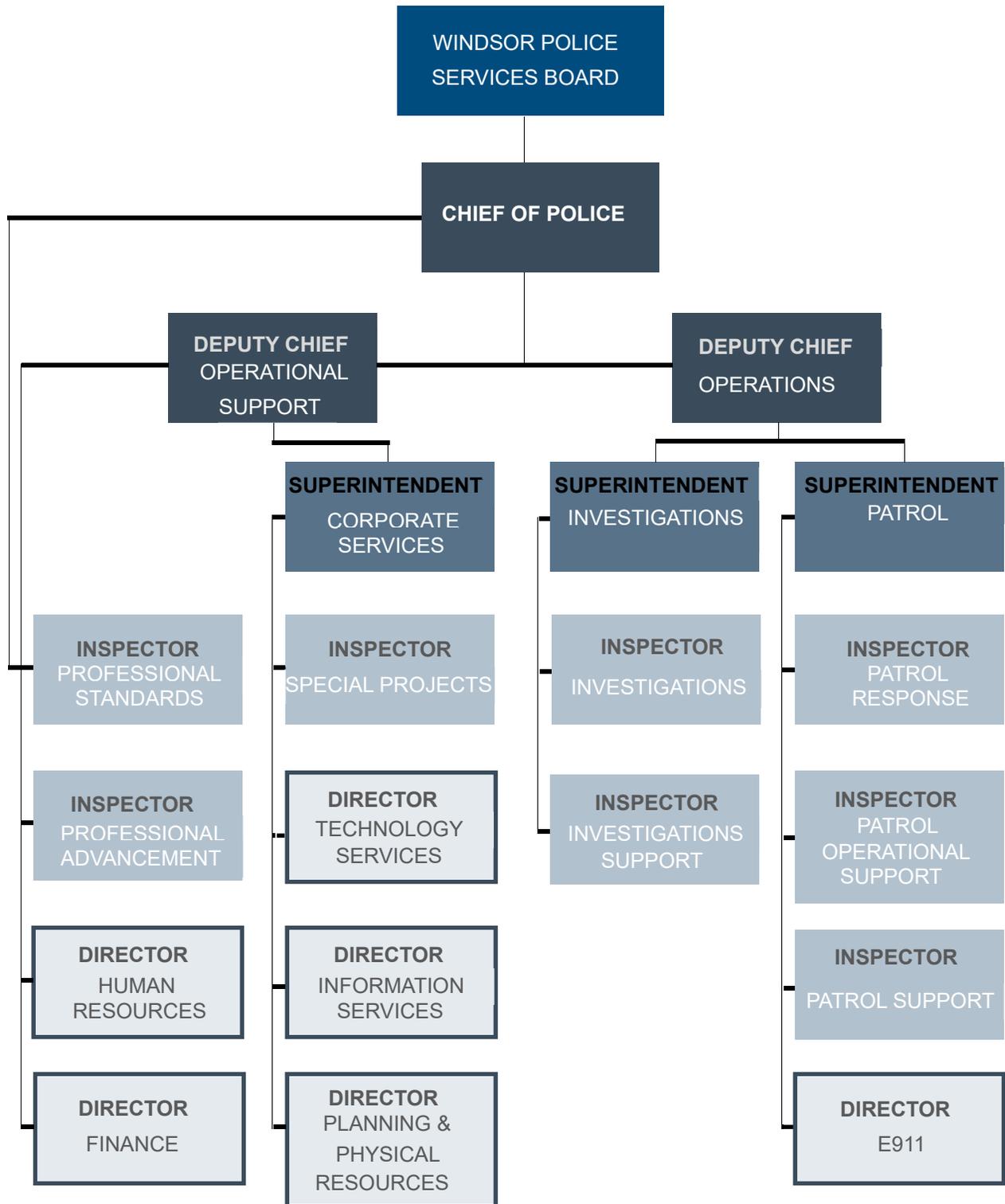
Deputy Chief Brad Hill

- 34 years with Windsor Police
- Detective in Major Crimes Branch
- Expertise in Search Warrants & Negotiations
- Sergeant – Drug Enforcement & Criminal Intelligence
- Command role – Drugs & Guns Unit
- Inspector: Restructuring of Investigative & Investigative Support Units
- Improved operational plans and management of major investigations.

Deputy Chief Pam Mizuno

- 24 years with Windsor Police
- 16 years as Constable
- Sergeant in Patrol Response
- Staff Sergeant with Drugs and Guns Unit
- First female Superintendent with WPS
- Leadership role in 3 year WPS human rights project
- Involved in review of WPS sexual assault investigation process

ORGANIZATIONAL CHART



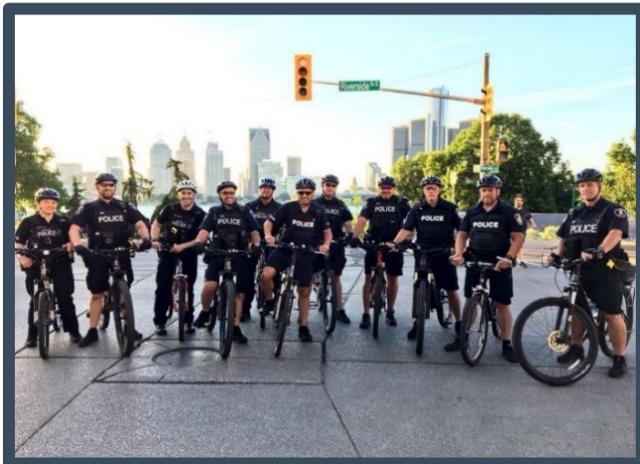
The Windsor Police Service is committed to providing an effective, 24-hour, front-line policing service to the citizens and visitors in our city. The core functions of Patrol Response are crime prevention, law enforcement, providing assistance to victims of crime, public order maintenance, and emergency response.

The Windsor Police Service Patrol Response is devoted to protecting the life and property of our citizens, to gaining knowledge of the areas patrolled and the people therein, and to promoting and maintaining good community relations. The initiatives that were created and monitored in 2018 demonstrate a continuous commitment to providing exemplary service in an effort to ensure Windsor is one of the safest communities in Canada.

The Patrol Response section responded to 116,685 calls for service recorded in 2018, an increase of 12% from 104,142 calls in 2017. The enforcement of Municipal, Provincial and Federal Legislation remains a core function, not only of the Windsor Police Service, but of all police services.

Death Investigations	2014	2015	2016	2017	2018	5 Year Average
Total	242	255	295	277	303	274

Firearm/Gun Calls	2014	2015	2016	2017	2018	5 Year Average
Total	418	444	496	602	570	506



CITY CENTRE PATROL

The City Centre Patrol (CCP), under the supervision of the Patrol Operations Support Inspector, is comprised of 21 officers, who work general patrol duties (on foot, on bicycles and in police vehicles), within the downtown Windsor area, as well as in the immediate area around Caesars Windsor Casino.

In July 2018, the City Centre Patrol (CCP) was assigned a dedicated “Delta” shift, working 3:00 PM to 3:00 AM. This was implemented in

an effort to place Patrol Officers in the downtown area during the times when they were most needed. The officers were evenly deployed to the four Patrol Response Platoons, working 12-hour shifts. These officers provided ongoing coverage and response to the area of Caesars Windsor Casino, as well as responding to various other occurrences and other quality of life concerns related to normal downtown activities.

DOWNTOWN DIRECTED PATROL

The Windsor Police Service, in partnership with numerous community organizations, continually work together to identify areas of concern that may benefit from a police response. Some of these community partners include, but are not limited to, the Downtown Windsor Business Improvement Association, the Downtown Windsor Community Collaborative, and the Glengarry Neighbourhood Renewal.

One element of the Windsor Police Service's response to stakeholders' downtown concerns has been the implementation of a problem-focused strategy called the **Downtown Directed Patrol** (DDP). The DDP is a dedicated police presence, deployed every weekend to address rowdy bar patrons, noise related occurrences, and other quality of life concerns, relating to weekend downtown activity.



The Patrol Response Staff Sergeant is responsible for identifying and dedicating officers to a downtown directed patrol detail on the weekends, particularly between the months of May through September, which are historically the busiest months for incidents in the downtown area.

This detail offered a visible police presence during identified peak times.

PROBLEM ORIENTED POLICING (POP) UNIT

One of the key Patrol Response initiatives of 2018 was the introduction of the **POP (Problem Oriented Policing) Unit**. This unit involved a collaboration of the four Patrol Response platoons and was initiated as a response to demands for increased enforcement in the downtown core and areas where there are enduring problems that would benefit from sustained police attention.

Comprised of twelve officers resourced from all four uniform platoons, the POP Unit utilized a strategy of high visibility coupled with high enforcement to improve quality of life for stakeholders in the downtown area.

The POP Unit adopted a daily practice of interacting with community groups, schools, shelters, business owners and downtown residents to ensure all concerns were represented and addressed. By way of this sustained enforcement model, the POP Unit made progress in effectively dealing with anti-social and disorderly behaviour by individuals in the downtown core.

PATROL SUPPORT UNIT (PSU)

The **Patrol Support Unit (PSU)**, which was instituted in 2017, combined personnel from the previous **Station Support Teams (SST)** and **Traffic Branch (Traffic Follow Up)**.

The PSU had been designed to support Patrol Response, by assisting with Patrol Charge File investigations, conducting Traffic Follow Up, and performing lower priority status telephone Patrol calls. The creation of the PSU improved service delivery by enabling more officers to be deployed to front lines.

The Windsor Police Service remains dedicated to improving this unit's functionality, and so in 2018 two self-reporting computer terminals were deployed in the front lobby area. These terminals permit the public to complete on-line reports, through **CopLogic**, for minor occurrences, submit requests for Police Clearances, and submit **Crime Stoppers** tips.

These terminals provide the public with a Differential Police Response, while allowing Main Office (Patrol Support Unit) members to perform other duties. The PSU continues to evolve in order to alleviate calls for service for front line Patrol Officers. In 2018, the PSU handled over **2000** investigative files, along with over **4000** investigative follow-ups, in addition to being responsible for public reception, station security and in-person reporting.



PATROL DEMAND REDUCTION STRATEGY

On March 5, 2018, as part of the **Patrol Demand Reduction Strategy**, the WPS

implemented pre-arrival reporting for **Break & Enter** and **Stolen Vehicle** Reports.

This initiative involved a joint response between Data Entry personnel and Patrol Response for these two case types.

Complainants of Break & Enters and Stolen Vehicles (not in progress) are transferred by the Emergency 911 Centre - Data Entry/Telephone Report Centre (TRC) staff, who are responsible for initiating a General Occurrence report and recording a statement. This is completed in advance of a Patrol Unit's attendance at the scene.

In addition, the following case types were added to those eligible for TRC response: gas drive-offs, fraud reports, and shoplifters not apprehended. This has also reduced demand on Patrol Response and has assisted with the workload of PSU.

B&E Pre-arrival reports	1239
Stolen Vehicle pre-arrival reports	674
Total	1913

Completed by Data Entry	
Gas drive off's	443
Frauds (with or without suspect)	541
Shoplifters – flees the scene, no name, no license plate and no video	603
Total	1587

Reports submitted to CopLogic Online Reporting System in 2018	2889
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Call Type	2014	2015	2016	2017	2018	5 year average
TRU calls	4408	3746	3940	3885	7474	4690
CopLogic Reports	1556	1940	2272	2913	2889	2314
Total	5964	5686	6212	6798	10363	7004

COMMUNITY OUTREACH AND SUPPORT TEAM (COAST)

The COAST (Crisis Outreach and Support Team) unit is a partnership between the Windsor Police Service and the Community Crisis Centre of Hotel Dieu Grace Healthcare. The unit is comprised of police officers partnered with crisis workers (social workers). The unit was created to provide on-site crisis assessments and to assist persons in the City of Windsor, age 16 and older, with mental health issues. The team helps to facilitate access to community services and supports in an attempt to divert persons away from the criminal justice system and/or hospital emergency departments. In 2018, COAST continued to have a busy and varied caseload. There were **2,174** events that were classified as COAST related, and required follow-up from the team. Additionally, COAST received **235** referrals from other community partners.

In 2018 COAST facilitated and conducted a “Crisis Intervention Training” (CIT) course, along with a 2-day refresher course. CIT is a 40-hour course that provides Front Line Personnel with a comprehensive overview of mental health issues, diagnoses and available community support services. During 2018, the team trained **29** sworn and civilian members of the Windsor Police Service, LaSalle Police Service, and the Amherstburg Detachment. Refresher training was provided to an additional **15 officers**.

In 2018, COAST welcomed community partners to be involved in “ride alongs” during regular COAST shifts to increase awareness of mental health services within the City of Windsor and the importance of the partnership between the Windsor Police Service and community agencies.

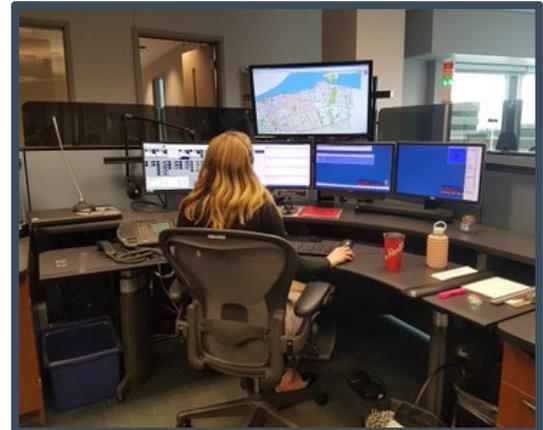
In 2018, the Windsor Police Service continued to be involved in the **Windsor-Essex Situation Table**, which is comprised of over 30 community service providers who meet on a weekly basis to identify high-risk individuals. The meeting follows a detailed process of information sharing. When a situation is deemed high risk, a joint plan is established whereby appropriate community agencies collectively meet with the individual and offer support, generally within a 48-hour period.

Mental Health Related Calls – WPS						
Year	2014	2015	2016	2017	2018	5 Year Average
Mental Health Related Calls	1462	1985	2166	2489	2174	2055



911 CENTRE

911 Centre Statistics	2017	2018	% Increase / Decrease
911	90952	102399	↑ 12.5%
Non-Emergency	134643	146851	↑ 9.1%
10 Digit Emergency	13543	14585	↑ 7.7%
Amherstburg	*327	7118	See *
Internal	48166	35541	↓ 26.2%
Incoming DN	12550	14611	↑ 16.4%
Outgoing DN	77790	101566	↑ 30.6%
TOTALS	377971	422671	↑ 11.8%



*Windsor began providing dispatch services for Amherstburg in Dec/17

AMHERSTBURG

On December 13, 2017, the Windsor Police Service Emergency 911 Centre began providing Dispatch Services for the Amherstburg Police Service.

In 2018, the Emergency 911 Centre entered and dispatched **5,341** Calls for Service, exclusive of vehicle stops and community service calls. This was an average of **15** calls per day.

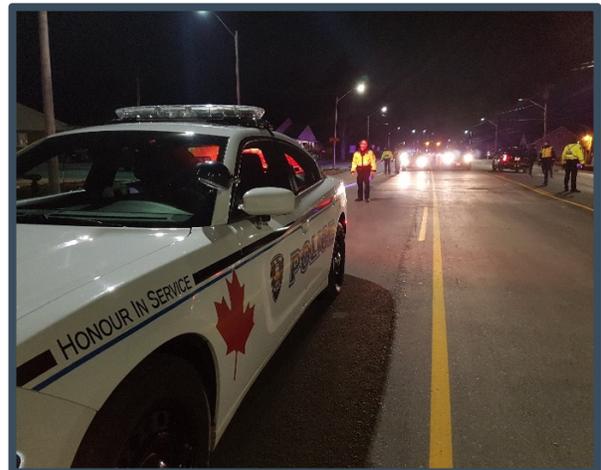


Call Type	2018
Amherstburg – Total CFS	6411
CFS per day – average	18
Vehicle Stops	913
Community Service Calls	157
Total CFS – (excluding vehicle stops and community service calls.	5341
Total CFS – Average per day (Excluding vehicle stops and community service calls	15

TRAFFIC ENFORCEMENT BRANCH

2018 saw changes enacted in the Criminal Code, the addition of the Cannabis Act, and the addition of Part II of Bill C-46, which dramatically changed the scope of the Breath Program, overseen by the Traffic Branch, for impaired driving investigations.

As a result of these legislative changes, the Windsor Police Service “Breath Program” became known as the “Impaired Driving Program”. This was due to the previous bifurcation of the impaired driving investigative process, which had included both Breath Technicians and Drug Recognition Evaluators. Additional training was held for officers involved in both of those programs to bring them up to speed. Courses such as the Standard Field Sobriety Test course, the Intoxilyzer 8000C Operator course, and the Field Coordinator Course provided instruction and insight into the new laws, and Service wide standardization, in order to provide quality, professional impaired driving investigations.



RIDE Statistics	2014	2015	2016	2017	2018	5 Year Avg.
Vehicles Stopped	10,772	7,374	8,427	3,704**	8,600	7,775
Suspensions Issued	21	11	19	14	14	16
Impaired/Exceed	7	7	0	6	10	6
Other C.C. Charges	7	1	0	7	2	3
Roadside Tests	155	113	133	54	54	101
LLA Charges	1	1	1	0	0	1

** The 2017 RIDE Program saw fewer vehicles stopped due to working JFO RIDE Projects (12) with our County partners (OPP, LaSalle, Amherstburg) where vehicle traffic was substantially reduced as compared to the City.

TRAFFIC ENFORCEMENT BRANCH & ROAD SAFETY

On November 1, 2018, **Project Red Ribbon** was launched as part of the continued commitment of the Windsor Police Service to **MADD** and their initiatives. The event was held at Catholic Central High School in front of their senior classes. The message was clear, “impaired driving is impaired driving, whether by alcohol or drugs”.

In total, there were **16 RIDE Programs**, which were all preceded by a Speed Enforcement initiative. These included several Joint Force Operations (JFOs) with our Essex County Police Service partners.

In 2018, over **8600 vehicles** were stopped; **14 suspensions** were issued; **10 impaired/exceed**, **3 Cannabis Act**, and **2 other Criminal Code** charges were laid; and **54 Roadside/SFST tests** were conducted. Service wide there were **17,824 enforcement actions** taken.

There were also several traffic initiatives undertaken in conjunction with other services.

DID YOU KNOW?

In 2018 impaired driving related occurrences were up 34 from the 219 in 2017, representing an increase of 16%.

In 2018 Criminal Code Traffic charges increased 2%, with **452** charges, compared to **441** charges, in 2017.

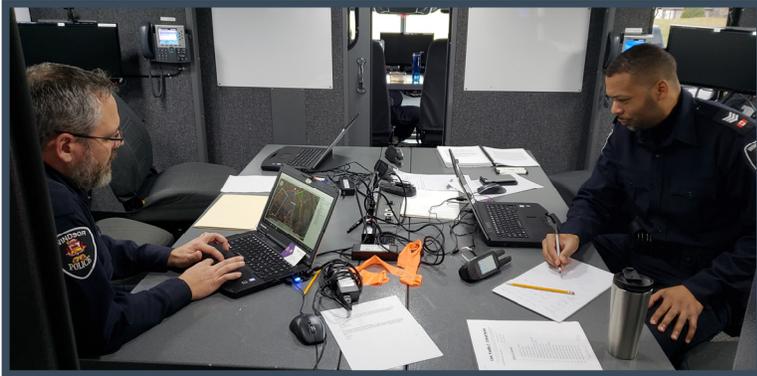
Provincial Offence Notices

DID YOU KNOW?

In 2018, the number of Provincial Offence Notices issued increased to **17824**, compared to **16885**, issued in 2017. This represents an increase of 5.5%.

PONs	2014	2015	2016	2017	2018	5 Yr Avg.
Service Wide	19,037	18,961	17,491	16,885	17,824	18,039
Traffic Unit	11,179	11,600	11,546	11,577	11,172	11,414
Suspended Drivers	485	502	664	638	654	588
Prohibited Drivers	22	25	35	33	35	30
Bus Watch Letters Sent	30	29	38	53	37	37
Road Watch Letters Sent	14	53	143	140	133	96

SEARCH & RESCUE



The Search and Rescue Unit is comprised of 15 members, and 4 Search Managers. All members are assigned to other units, within the Windsor Police Service, on a full time basis. The team members have received intensive instruction on the basics of search and rescue, lost person behaviour, tracking, and are trained in article searches.

Each member of the unit has been equipped with a Garmin GPS system and clothing to protect them from the elements. The Search and Rescue team was designed to be deployed to locate missing persons and article searches in high profile cases. This unit continues to be developed.

AUXILIARY UNIT

The Windsor Police Auxiliary Unit maintains a full complement of 85 members. Operational demands continue to be a challenge due to the increased request for assistance in Special Events while maintaining our current obligation to the City of Windsor's Parks and Recreation park patrol. In addition, the now annual Bright



Lights Display patrol requires approximately another 355 hours of personnel labour per year.

As in recent years, loss of members to law enforcement careers seems to be the most prevalent cause of attrition within the unit. During 2018, 16 members of the Auxiliary Patrol Unit resigned to pursue law enforcement careers, eight with the Windsor Police Service. The Auxiliary Unit takes great pride in providing members with the opportunity to pursue law enforcement careers however it increases the recruitment and training needed throughout the year. Twenty-four recruits will be added in 2019 to supplement the numbers and bring the unit back to full complement.

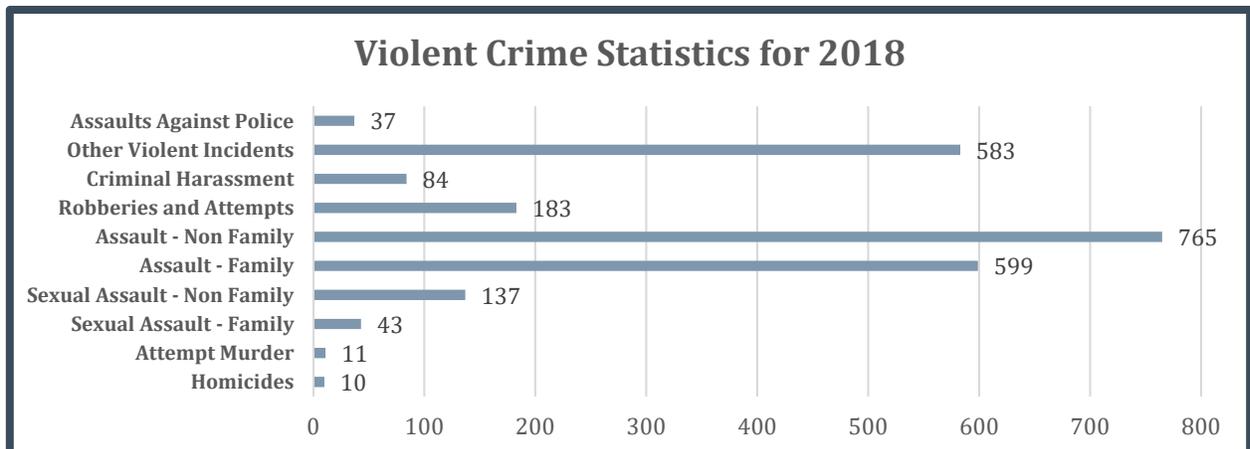
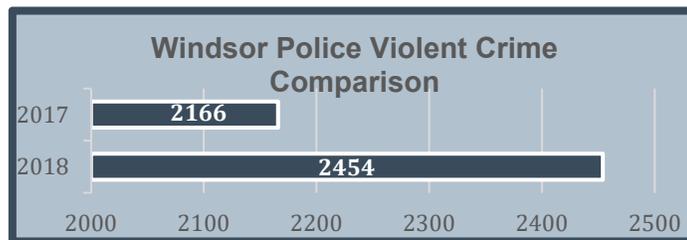
INVESTIGATIONS

The Windsor Police Service Investigations Division continues to be subdivided into crimes against people and property crimes. Both investigative subdivisions were very busy in 2018 as there was a 13.3% increase in violent crimes against persons and a 24% increase in property crimes, including break and enters and auto thefts during the course of the year.

MAJOR CRIMES BRANCH

A number of convictions and guilty pleas for high-profile cases in the judicial system were the highlight of 2018 for the Major Crimes Branch. These cases included homicides, attempt murders, firearms-related offences and many serious assaults. The quality of the investigations was undoubtedly directly related to these judicial successes. The number of convictions and guilty pleas prevented investigators being tied up in lengthy trials and is a testament to the high level of dedication and investigative competency that is provided to our judiciary partners.

The Windsor Police Service continued to address the goal of reducing unreported sexual assaults in 2018. An online reporting tool had been added to the WPS website and was used 20 times during the course of the year. This online reporting tool assists victims of sexual assaults greatly as it allows them to avoid attending a police station or having an officer attend their residence. Both of these situations had been found to be barriers to reporting in the past. The online reports are then forwarded to a trained sexual assault investigator for follow up.



VICTIM ASSISTANCE UNIT

The Victim Assistance Unit offers support and information to victims, witnesses and others who have been affected by a crime or tragedy. The unit is designed to help victims understand the impact of victimization and to encourage the use of resources available to victims of crime and their families to assist in their recovery process. The unit acts as a supportive liaison between officers and victims by providing information on the status of their cases and explaining their roles and rights within the criminal justice system. The unit works closely with both the Victim/Witness Assistance Program and Victim Services of Windsor-Essex County to ensure all victims of crimes or traumatic events are treated with compassion and respect.



Due to the retirement of the long-standing Victim Assistance Coordinator in 2017, the unit underwent a review late in the year that focused on the unit's mandate and staffing model. The review was completed in January of 2018 and, as it was recognized that the unit was responsible for providing invaluable service to victims, a decision was reached to keep the Victim Assistance Unit functioning and to replace the coordinator with another civilian member. The Detective that had performed the review acted as an interim coordinator until a suitable replacement could be found, with the new Victim Assistance Coordinator beginning her duties in July of 2018.

2018 Victim Assistance Statistics	
Organization	Total Number of Cases
Windsor Police Victim Assistance Unit	1232 Retained within the WPS Victim Assistance Unit.
Victim Services Windsor-Essex County	263 189 cases with volunteers on scene + 74 phone calls.
Victim Witness Assistance Program	992 Assistance and support provided in court process.
Total Number of Cases	2487

FINANCIAL CRIMES/ARSON UNIT



The Financial Crimes/Arson Unit is responsible for the investigation of all frauds, arsons, counterfeit currency and counterfeit transaction card cases, power of attorney theft, and elder abuse.

As technology evolves and becomes more sophisticated, online frauds are becoming virtually impossible to solve. As a result, members of this unit have seen their role in educating the public become increasingly vital. News releases, utilization of social media (Twitter, Facebook, etc.), and public presentations were all used effectively in 2018 to deliver information and protection strategies to residents.

CRIME STOPPERS



The Police Services Act, Ontario Regulation 3/99 requires all police services to participate in crime prevention initiatives and there is no better example of this than the Windsor and Essex County Crime Stoppers Program. The program is governed by a dedicated board of directors and has approximately 80 volunteers. The program is non-profit and does not receive government funding. Various fund-raising events are hosted

by the program throughout the year and the money raised is used to cover both the operating costs and the reward money paid out to “tipsters”.

A three-month Fentanyl Campaign was launched in 2018 and led to several charges being laid against drug traffickers in the City of Windsor.

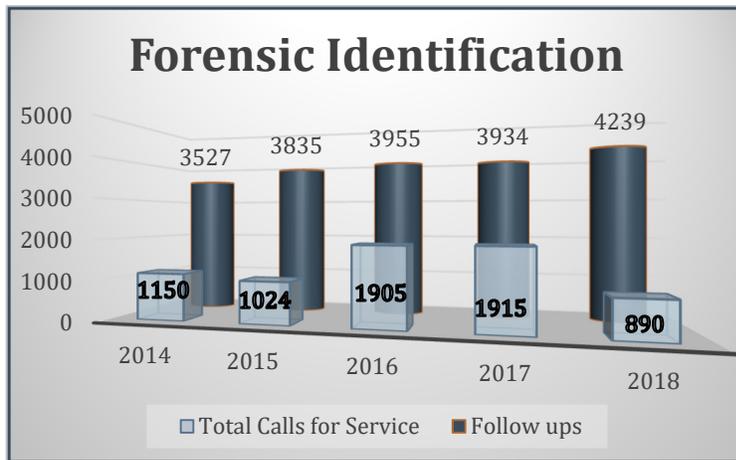
CRIME STOPPERS STATISTICS	
Arrests	76
Cases Cleared	87
Property Recovered	\$230,400.00
Drugs Seized	\$135,303.00
Rewards Authorized	\$22,150.00
Rewards Paid Out	\$8,725.00

DID YOU KNOW?

Community wide presentations were conducted, public education material was made available through several formats, and a three part series on the Crime Stoppers program was filmed with CTV.

FORENSIC IDENTIFICATION BRANCH

In 2018 the Forensic Identification Branch operated with one Staff Sergeant, one Sergeant, eight Constables identified as Forensic Identification Specialists, and one Civilian AFIS Operator.



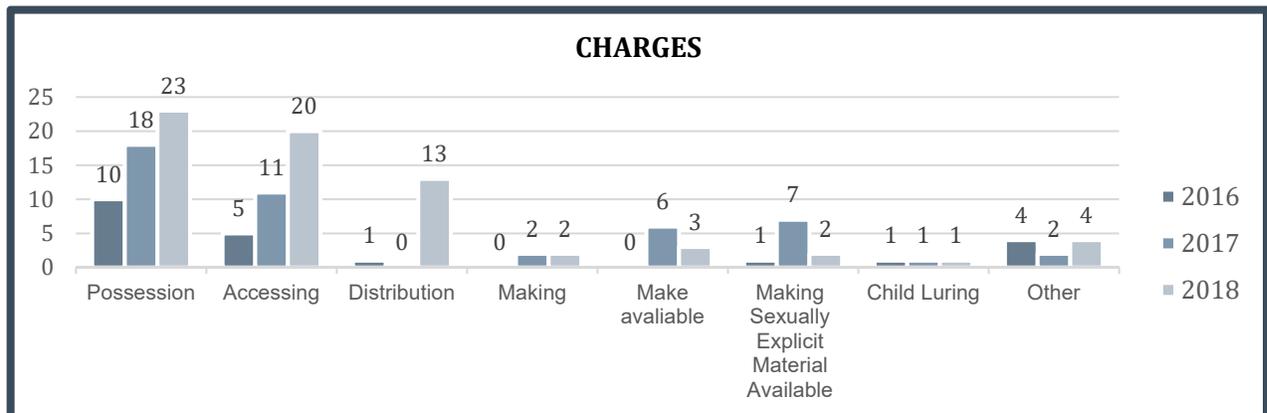
FIB FACTS

The unit investigated 10 homicides during 2018 and was also tasked with the recovery of the human remains of a person who had gone missing in 2017.

INTERNET CHILD EXPLOITATION UNIT

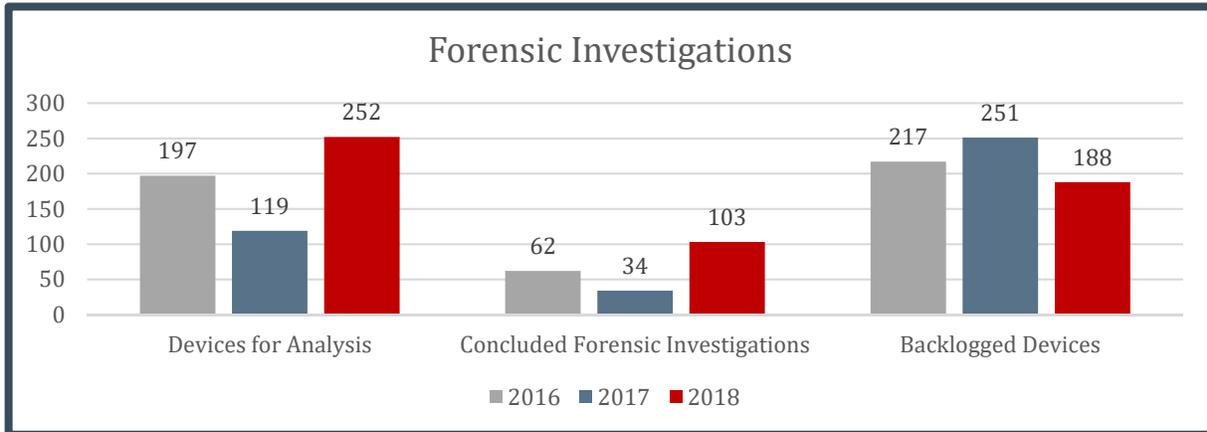
The Internet Child Exploitation Unit (ICE) operates under the Forensic Identification Branch. The unit is comprised of four Constables. Three of the four Constables are funded by Ontario Provincial Strategy funds.

In 2018 ICE officers laid a total of 68 charges, which represented a 44% increase from 2017 and a 209% increase compared to 2016.

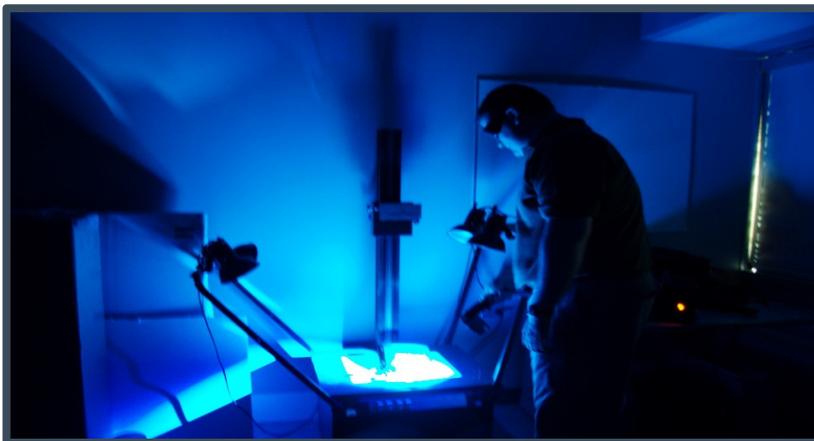


INVESTIGATIONS & INVESTIGATIVE SUPPORT

On the forensic side of the ICE Unit, there was a large increase in the number of seized devices warranting forensic examination for ongoing investigations. Most of the requests for examination were from other Units such as Major Crimes, but members of the ICE Unit were able to manage the workflow, as well as slightly decrease the backlog of unexamined devices from previous years.



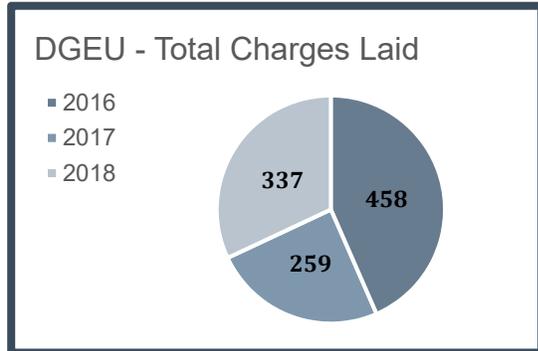
As a response to the need for public education, in 2018 the ICE Unit developed an educational video entitled “Officer Red Flag”. The video targeted youth between the ages of 10 and 14 years and fulfilled a goal in the current WPS strategic business plan by developing a public education campaign to address the dangers of the internet. The video was able to demonstrate the inherent risks associated with use of the internet and how to identify the signs related to these dangers. The video was released on Windsor Police Service social media platforms and local television. The video was shared with other jurisdictions and was picked up by international agencies.



“OFFICER RED FLAG”

At the time of this report, the video has been viewed over ½ million times on Facebook, 25,500 times on Twitter, and 19,000 times on YouTube. The success of this online campaign resulted in the Windsor Police Service reaching a significant number of the target audience and created proactive discussion on this topic.

DRUG AND GUN ENFORCEMENT UNIT



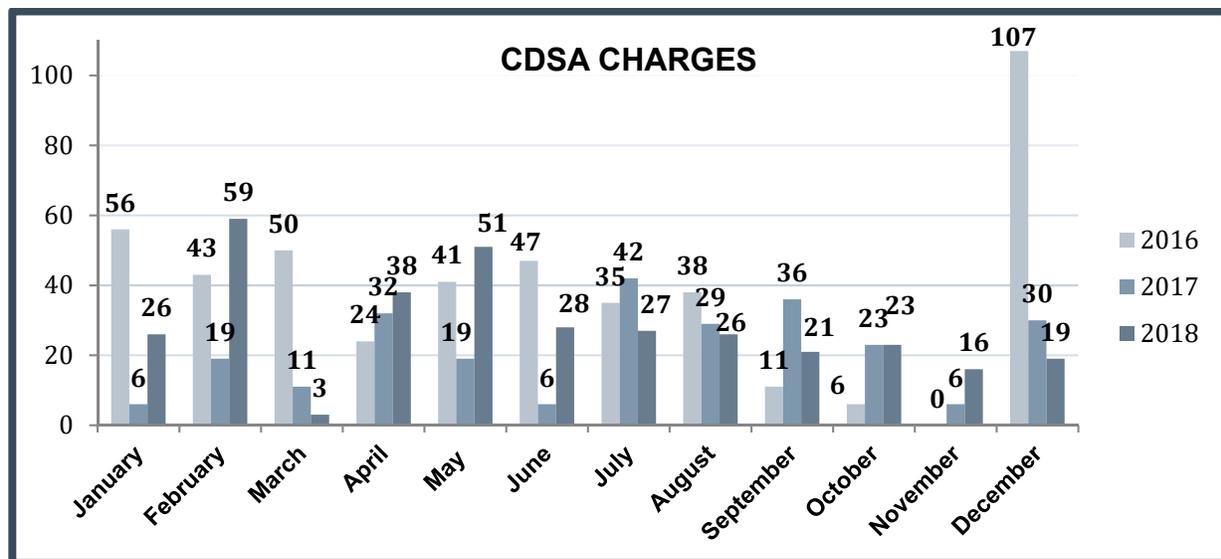
The Drugs and Guns Enforcement Unit (DGEU) investigates and enforces offences that relate to the possession, trafficking, and importation of illicit drugs contrary to the Controlled Drugs and Substances Act (CDSA). DGEU is also committed to enforcing the Criminal Code (CC) in relation to firearm and breach offences as well as the illegal distribution, cultivation and possession of cannabis contrary to the Federal Cannabis Act.

In keeping with the WPS Strategic Business Plan, in 2018 the DGEU continued to increase the amount of intelligence gathered by utilizing social media and issuing media releases in relation to drugs, weapons and violent events in an effort to target known/repeat offenders.

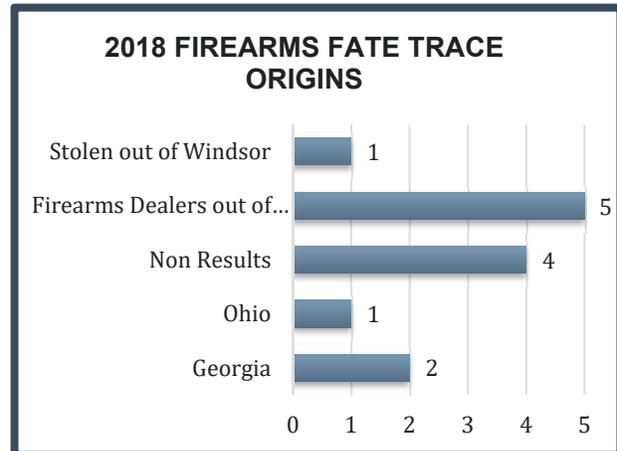
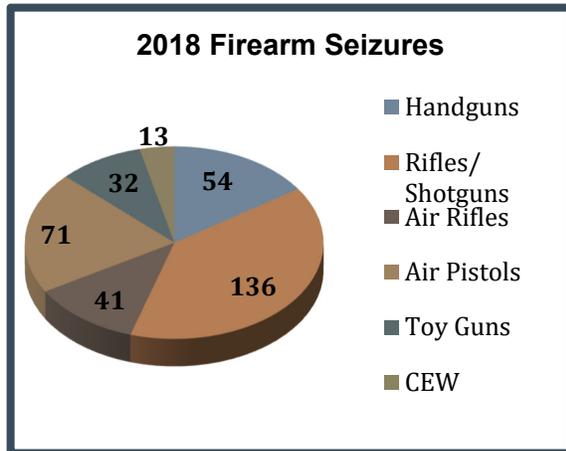
A specific project that highlighted the dangers that fentanyl poses to the community was initialized by offering higher monetary rewards through Crime Stoppers, targeting those who traffic and/or illegally use the drug.

Also in 2018, a comprehensive public education and operational response strategy was developed relating to the perceived impact associated with the upcoming legalization of Cannabis. On October 17, 2018, the Federal and Provincial Cannabis Act came into force. Campaigns to curb impaired driving by drug will continue in 2019, as will presentations within local schools.

DGEU STATISTICS



FIREARMS UNIT



JOINT FORCES OPERATIONS Regional Intelligence Cannabis Coordinator (RICC)

In March 2018, the Windsor Police Service was granted the position of Regional Intelligence Coordinator, a new position in the Criminal Intelligence Unit, in conjunction with the Criminal Intelligence Service of Ontario (CISO). The position was developed to support law enforcement by providing a centralized unit to collect, collate information and produce actionable intelligence related to the illegal cannabis trade in Ontario. The responsibilities of the RICC officer were determined to be:

- ❖ Collect details on illicit cannabis dispensaries, illegal cannabis grow operations, names and details of street dealers and involved businesses.
- ❖ Liaise with police and other agencies within District 4 to gather intelligence
- ❖ Disseminate any intelligence to law enforcement agencies within the prescribed District for enforcement action.

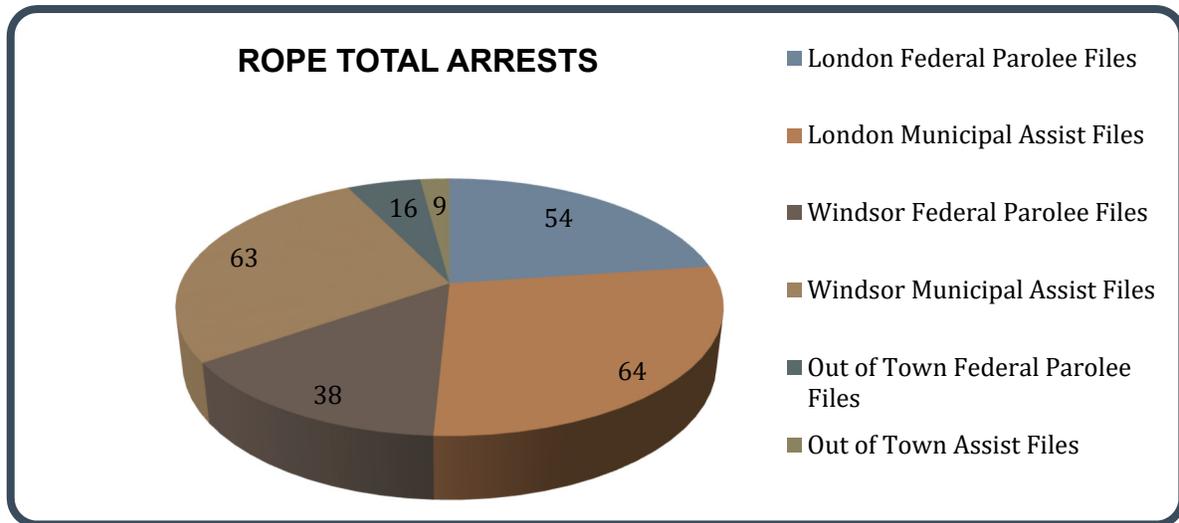
REPEAT OFFENDER & PAROLE ENFORCEMENT (ROPE)

ROPE members are responsible for locating and apprehending persons unlawfully at large or those who violate conditions of their release by failing to return to or escaping from correctional institutions.

In 2018, ROPE West, which is a six-member team, comprised of two WPS officers, 2 London Police officers and 2 OPP officers, were responsible for **244** arrests, which equated to **22%** of all ROPE arrests across the province (1,117 total Provincial arrests).

Of the 244 persons arrested five people had been wanted for murder and four people for attempted murder. In each case, the location of the suspect(s) were unknown and the suspect(s) were attempting to avoid apprehension.

INVESTIGATIONS & INVESTIGATIVE SUPPORT

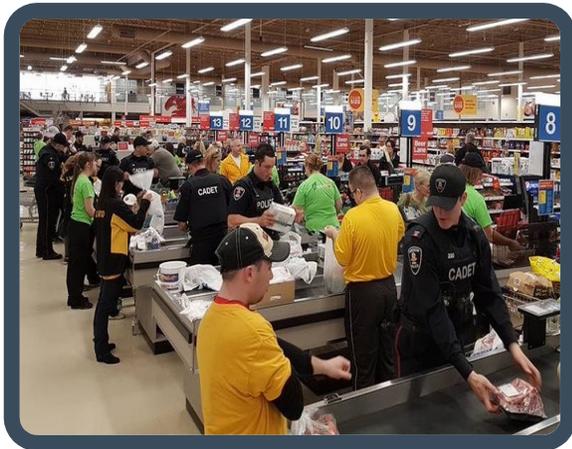


MORALITY UNIT 2018 Statistics

Provincial CRIA Grant for the prevention of human trafficking prepared, submitted and granted for \$99,608	1
HT Training and Community Awareness Project Grant - Prepared and Granted \$50,000	1
OPP Provincial Strategy to end Human Trafficking Grant - \$17,400	1
Number of contacts with sex trade workers/ escort license checks	27
Participated with OPP led project, Northern Spotlight. Sex trade workers contacted	19
Human Trafficking related charges laid	9
Prostitution Investigations	6
Assist outside agency with victim protection	1
Liquor Licensed Establishments checked in partnership with AGCO	27
Liquor Licensed Establishments checked by Morality Unit	54
Out of town MHA prisoner transports (St. Thomas/ Penetanguishene)	8
VIP Dignitary Protection details- liaised with O.P.P	1
VIP Dignitary Protection details- liaised with R.C.M.P.	1
Investigations in relation to Graffiti	23
Hate Crime investigations	7
Assist DIGS with Drug related investigations	9
Crime Stoppers Tips Investigated and cleared	50
HT presentations at Northwood Public School to Teachers Association	2
HT presentations by Morality Unit to group home residences	21
Assist CAS and WeFight with Victim Assistance	10

COMMUNITY ENGAGEMENT

The members of the Windsor Police Service participate in numerous events and support many initiatives in the community each and every year. This engagement with the community helps raise awareness about social issues, provides crime prevention and safety education, and allows the members of the Windsor Police Service to act as ambassadors.



Standing with our Community



COMMUNITY ENGAGEMENT



CHAPLAIN REPORT

Throughout 2018 the Chaplains continued to provide emotional and spiritual support for both sworn and civilian members of the service as well as their families. This is done through both individual and group interaction and is strengthened when chaplains are able to ride along with patrol officers.

In addition, their involvement with the Peer Support Unit enables not only connecting time but also serves as training.

In 2018, both Chaplains Congram and Kocur were able to attend the Annual Training Seminar of the Canadian Police Chaplains Association in Orillia. The work of these individuals is enhanced by the support of both the administration and the Windsor Police Association.

Currently serving are Chuck Congram, Lance Smith and Roman Kocur. It is hoped that in the future, a female chaplain will be appointed to supplement the corps of volunteers serving in this capacity.

WPS PLANNING & PHYSICAL RESOURCES BRANCH

The Planning & Physical Resources Branch includes all responsibilities relating to research and evaluation activities, facilities planning and management, the Fleet & Logistics Unit, Police Stores Unit, and special municipal projects relating to public safety; a large aspect of which involves the application of Crime Prevention through Environmental Design (CPTED).



The WPS operates at four fully operational facilities: Headquarters Facility located at 150 Goyeau Street in downtown Windsor; Jefferson Operational Support Services Facility located at 2696 Jefferson Boulevard; Sandwich Community Station located at 3312 Sandwich Street; and the Major F. A. Tilston, VC Armoury and Police Training Centre located at 4007 Sandwich Street. All police facility functions, including research, planning, design, construction, furniture acquisition, telephones, and the administration of each building's security access system are carried out.

A major project that occurred in 2018 was the comprehensive re-design and reconstruction of the Jefferson facility to meet current and future needs of the organization for many years to come.



TECHNOLOGY

Goal# 6 of the 2017-2019 Strategic Business Plan is: "Embrace practices that optimize the use of technology throughout the organization." This is described further as, "Expand the development and integration of technology solutions and resources to improve internal and external service delivery and achieve operational efficiencies." With that strategic objective, WPS built a technology plan and project portfolio that spanned several years. 2018 marked

the completion of several significant projects from that plan, the biggest of which was the transformational Mobile Enablement Program.

Unfettered and secure access to information is essential to officers working with the public, and the timely and accurate collection of data from those officers is critically important for service delivery and strategic planning. Mobile Enablement was a program of 15 related projects that built a new technology and security foundation to provide officers with the required electronic systems and data wherever and whenever they need it. Providing each officer with an individually-issued laptop that is protected with multiple layers of security and provides the required access at any time, from anywhere, would be the most recognizable of those projects. However, that project was the capstone to many other projects in the program, including the modernization of networking infrastructure, wireless capabilities, security infrastructure, vehicle technology, officer training, and several other critical components.

While the Mobile Enablement Program facilitates secure and highly available access to information, 2018 also saw two major projects that address the structure and use of data. The goal of both projects is to establish a foundation from which WPS can grow its data analytics capabilities. The first was the completion of a major upgrade to the Records Management System, for which WPS became the first public safety agency in Canada to adopt. The second was the start of an enterprise data warehouse project which will amalgamate data from various systems to provide an advanced platform for reporting and analysis. With these systems in place, WPS will be able to utilize better analytical tools to help inform strategic and operational decisions.

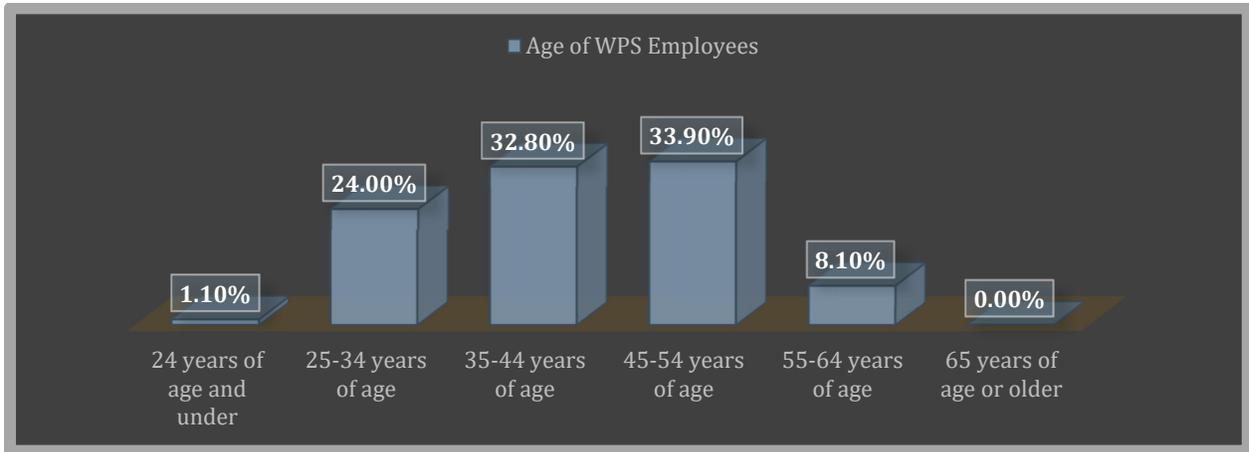
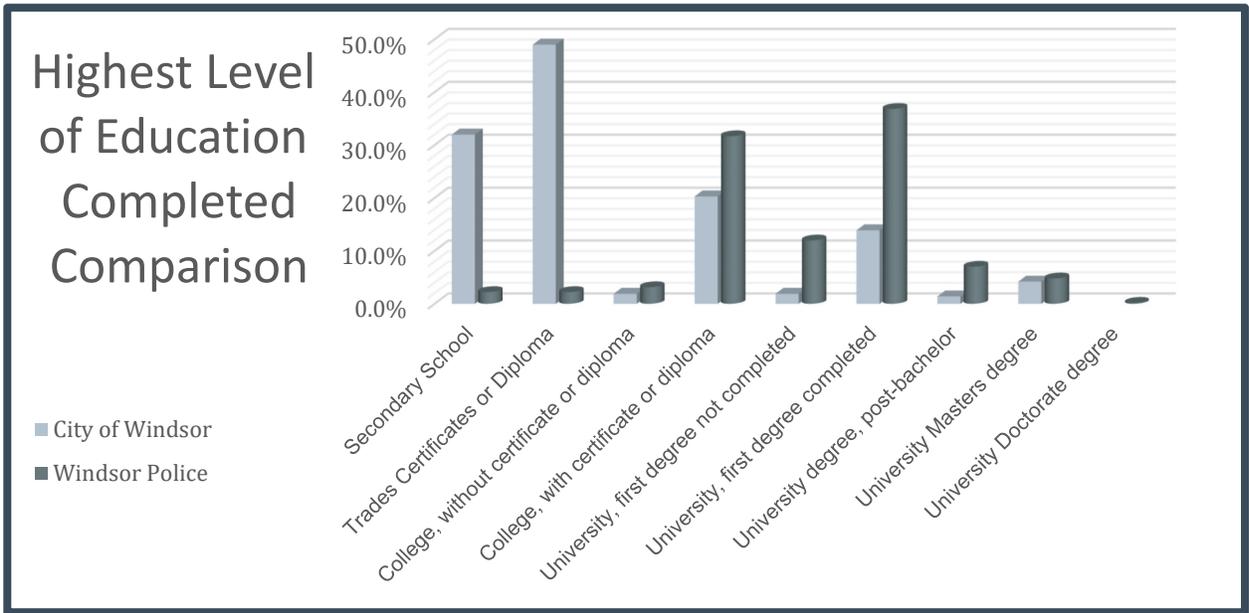
Additionally, there were 11 technology projects related to the implementation of policing services for the Town of Amherstburg. In total, there were over 40 technology projects completed in 2018. The pace of changes and advancements at WPS is indicative of how technology is transforming policing.

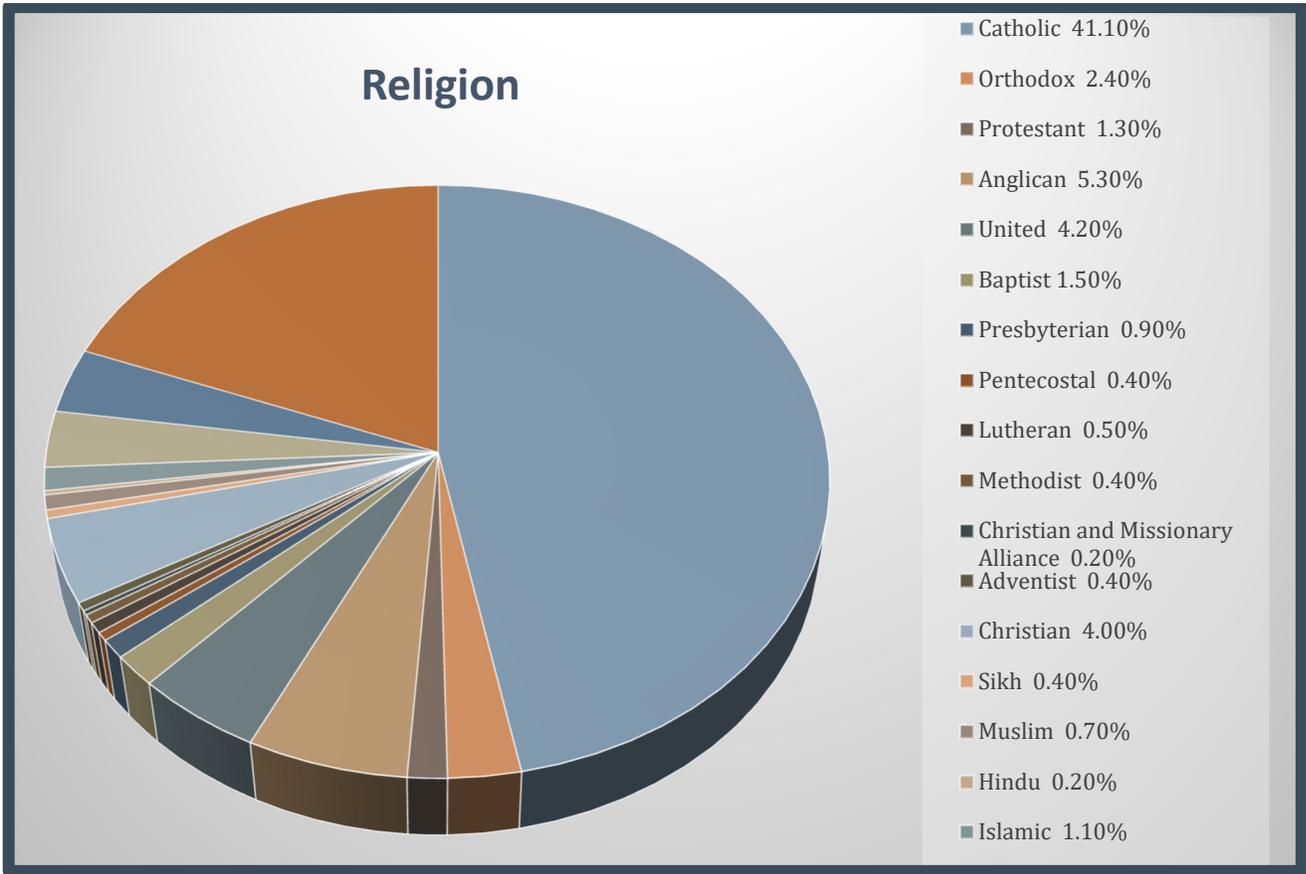
2018 CENSUS

In April of 2018, Windsor Police Service (WPS) Workplace Census was released to 591 employees, which is a representation of **95.1%** of all WPS employees. 584 WPS employees completed the census; 416 sworn members and 168 civilian members.

The data collected from the Windsor Police Service Census will assist in verifying, measuring and addressing the progress related to staff diversity. It will also allow us to proactively recognize opportunity for improvement and growth.

Listed below is a snapshot of some of the census results. Please see the Windsor Police Service Website for a detailed Census report: <http://www.police.windsor.on.ca>





There were 28 different languages in which respondents reported they were able to communicate fluently. The top three most frequently reported languages other than English were Arabic, Italian, and Spanish.

RECOGNIZING EXCELLENCE, NEW HIRES & MEMORIAM

RECOGNIZING EXCELLENCE, NEW HIRES, MEMORIAM

New Hires – Sworn

RUCCOLO, Erica
EL-MASRI, Malek
ELLENBERGER, Joseph
McGHEE, Jacob
ASSCHERT, Casey
ADAM, Matthew
KEATING, Justin
KHALAF, Matthew
SILVER, Taylor
GAJEWSKI, Marcin
YAN, Alan
SHIMOON, Nashwan
PICKFORD, Austin
CORRENT, Dante
KNUDSEN, Nicholas
MacPHEDRAN, Tyler
WINTEMUTE, Jake
EDMOND, Andrew
MacNEIL, Brett

New Hires – Sworn

PFAFF, Kimberly
LEAVOY, Jaclyn
SMITH, Holly
STORTZ, Edward
GORDON, Wm. Shayne
SMITH, Joshua
SCOTT, Duncan
SALLOWS, Andrew
HOEKSMAN, Peter
ABDUL HAMID, Mohamad
MOSHER, Peter
FU, Andrew
LAROCQUE, Ashley
LEFLER, Luke
VINCENT, Nicholas
VUCKOVIC, Sinisa
BRIDGE, Wayne
LOEBACH, Derek
HARDCASTLE, Chevonne

New Hires - Civilian

DAVIES, Nancy
CHAMBERLAIN, Jessica
FLORES, Debra
MARCINKO, Kylee
SANDERS, Natalie
PIASECKA, Jennifer
COPPOLA, Cesidio
(Jason)
PETROZZI, Kyle
SHTEFAN, Pavlo
MASSEY, Rae Lynn
SAUNDERS, Ashley
SCALI, Sara
DENOMME, Saige
MORDUS, Stephanie
KIGAR, Nicholas
CHANDLER, Bryce

Sworn Members

Thirty Year Service

BISSONNETTE, Christine
DENONVILLE, Mark
GIAMPUZZI, Vladio
PROVIDENTI, Frank
WILSON, Steven
COUGLIN, James
DUNMORE, Geoffrey
KIGAR, David
REID, Thomas
COWPER, Douglas
FORTUNE, Michael
MOSHER, Peter
SPRATT, Richard



Civilian Members

Thirty Year Service

GILLIS, Debra

Twenty Year Service

DICARLO, Stephanie
RUPERT, Renee
MENZEL, Michael
RUDOVER, Katherine
WILSON, Kathy



***Retired Service Members
In Memoriam***

***FARROW, Kenneth – Inspector
KRAUS, Lorne – Constable
HODGES, Maldwyn – Sergeant
LANGLOIS, Lawrence – Inspector
EVERINGHAM, Barbara – Inspector
SMITH, Philip – Constable***

©STC Legacy Photography

2018 RETIREMENTS

HOOL, Hunt – Constable
KITELEY, Richard – Constable
RUDALL, Maureen – Staff Sergeant
HARTLEIB, Thomas – Sergeant
MEDIRATTA, Surinder – Sergeant
VERKOEYEN, Joseph – Staff Sergeant
CROWLEY, Thomas – Inspector
BAGNAROL, Mary-Lou – Civilian
PIZZICAROLI, Al – Sergeant
JONES, Mark – Sergeant
GIRARD, Elaine – Civilian
BONDY, Darlene – Civilian
GAGNON, Susan – Civilian
CASEY, Mike – Civilian SPC
QUIDING, Mark – Sergeant
SZALAY, Todd – Sergeant
MARENTETTE, Marcus – Constable
HEISER, Amanda – Constable
ST. LOUIS, John – Superintendent
HICKEY, Edward – Superintendent
MARION, Fabio – Constable
LAMOURE, James – Civilian – SPC
TURNER, Ray – Sergeant
BALKWILL, Corey – Sergeant
McCANN, Kevin – Sergeant
MacDONALD, Steve – Constable
PENNESI, Rita – Civilian
NADEAU, Aileen – Civilian
POWER, Vince – Deputy Chief
LIBBY, Constable – Constable
ROBERTSON, Mike – Constable
MacMILLAN, James – Constable
BLOOMFIELD, Tracey – Constable

Statistics & Authorized Complement

	2014	2015	2016	2017	2018
Approved Budget	\$73,782,957	\$77,501,516	\$79,444,014	\$82,437,022	\$83,943,525
City Population	210,891	210,891	217,195	217,195	217,195
Households	97,894	97,894	91,585	91,585	91,585
Officer per Capita Ratio	1/471	1/471	1/485	1/486	1/473
Authorized Sworn Staff	448	448	448	447	459
Authorized Civilian Staff	145	145	145	146	148
Total CC Offences	13,555	14,045	13,866	15,428	18,413

2018 Capital Projects (Budget)

Police Fleet Replacement/Refurbishment	\$ 1,268,000
Other Capital Projects	1,950,000
Total	\$ 3,218,000

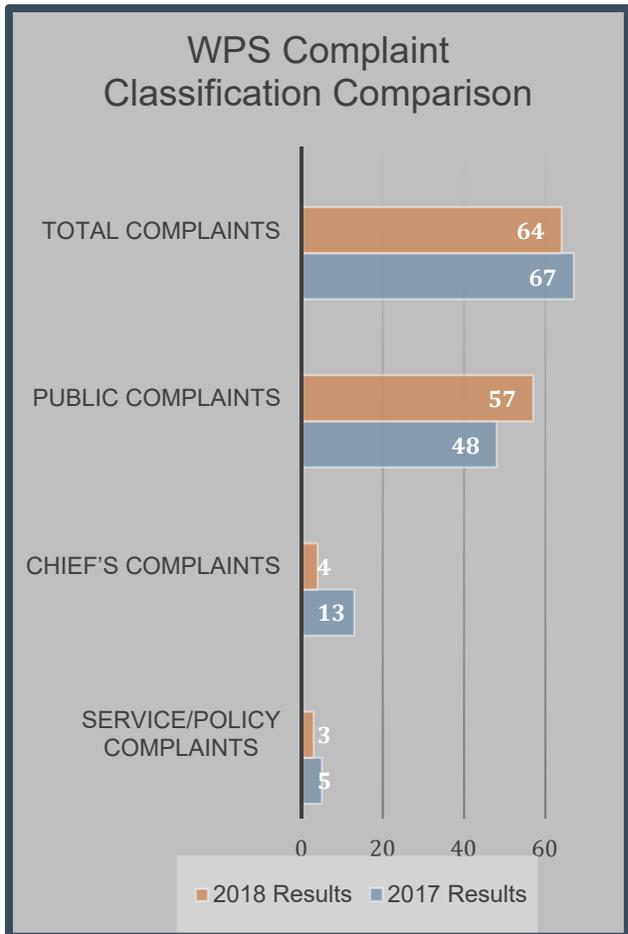
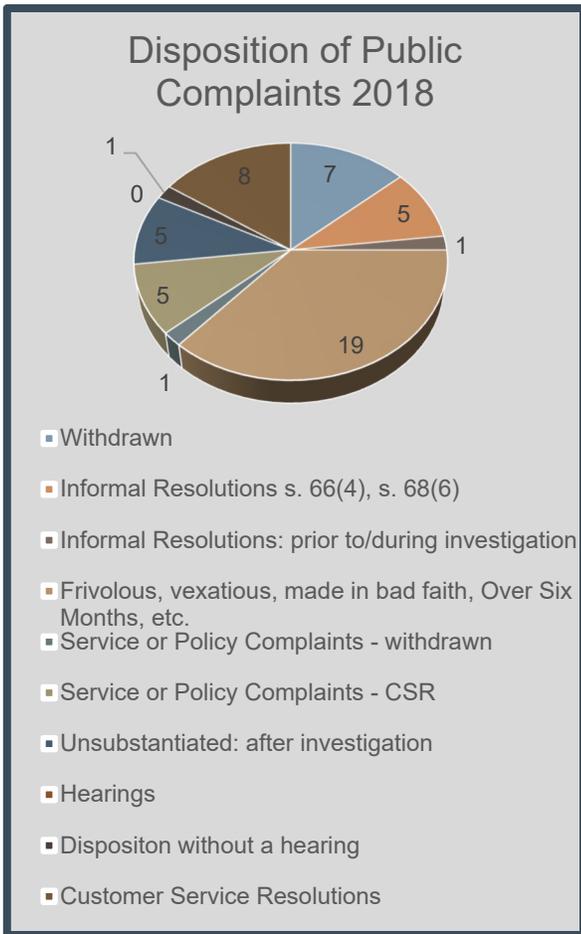
Grants Received in 2018

Policing Effectiveness & Modernization	\$ 1,720,581
Internet Child Exploitation (ICE)	275,985
Proceeds of Crime (Various Initiatives)	198,060
Civil Remedies	97,830
Reduce Impaired Driving Enforcement (RIDE)	37,709
Ontario's Strategy to End Human Trafficking	34,800
Human Trafficking	15,000
Youth in Policing Initiative (YIPI)	24,730
Total Grants Received	2,404,695
Court Security Prisoner Transportation Program	4,287,277
Total Grants and Upload	\$ 6,691,972

2018 Operating Results

Approved Net Budget	\$83,943,525
Actual Revenues:	
Grants	6,691,972
Permits, Fees, Charges	781,543
Recovery of Expenses	3,982,843
Other Misc. Revenue	1,259,160
Total Actual Revenues	\$12,715,518
Actual Expenditures:	
Minor Capital	\$ 5,216,556
Operating & Maintenance	2,162,531
Purchased Services	3,749,122
Salaries & Benefits	83,146,086
Transfers to Reserve Funds	1,989,960
Utilities, Insurance, Taxes	981,853
Total Actual Expenditures	\$97,246,108
Net Deficit	\$ 587,065

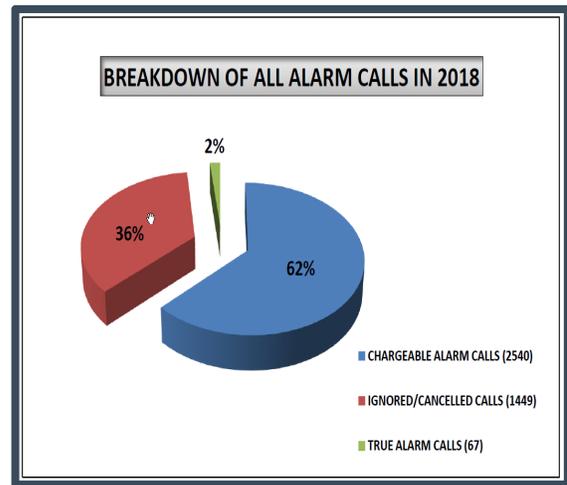
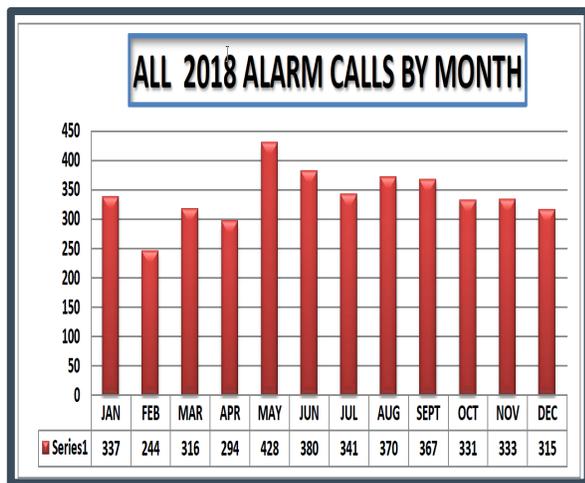
PERFORMANCE OBJECTIVES



CALLS FOR SERVICE

Call Type	2014	2015	2016	2017	2018	2017/2018 % Increase / Decrease	5 Year Avg.
Windsor -Total CFS*	101924	91122	95042	104091	110272	↑ 5.9%	97455
CFS per day - average	279	250	260	285	302		267
911 Calls	39468	25205	81123	90952	102399	↑ 12.6%	67829
911 Calls per day - average	108	69	190	249	281		179
TRC* per year	4408	3746	3940	3885	7474	↑ 92.4%	4691
TRC per day - average	12	10	11	11	20		13
CRC* per year	3351	4126	4005	4264	4657	↑ 9.2%	4081
CRC per day - average	9	11	11	12	13		11
PSU				1130	1307		n/a
PSU per day - average				3.1	3.6		n/a
Dropped/Abandoned Calls	19496	9649	8338	7060	8791	↑ 24.5%	11869
Total CFS - (excluding TRC, CRC, PSU Dropped/Abandoned Calls)	74669	73601	78770	89154	88043	↓ 1.2%	80847

*CFS- Calls For Service *TRC- Telephone Reporting Centre *CRC Collision Reporting Centre



ROAD SAFETY

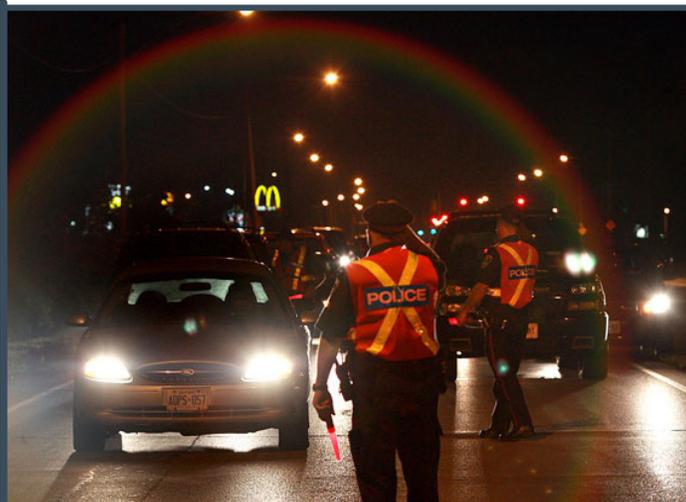
Motor Vehicle Collisions

Collisions	2014	2015	2016	2017	2018	5 Year Avg.
Fatal Collisions	4	6	5	11	10	7.2
Non-fatal injury Collisions	985	1077	1,074	1,109	1,264	1,102
Property Damage Collisions	4,109	4,177	4,028	4,383	3,900	4,119
Non-reportable Collisions	128	70	102	75	72	89
Total Collisions	5,235	5,330	5,209	5,503	5,246	5,304
Collisions reported to CRC	2,869	3,856	3,239	3,327	2924	3243
Percentage of total Collisions reported to CRC	54.8%	72.3%	62%	60%	56%	61.14%

Suspect Apprehension Pursuit

Pursuits	2014	2015	2016	2017	2018	5 Year Average
Total	10	15	5	9	6	9

In 2018, a continued emphasis was placed on increased Traffic Enforcement, and continued public awareness campaigns.



In 2018, 5246 Motor Vehicle Collisions were reported, compared to 5503, reported in 2017.

PERFORMANCE OBJECTIVES

Provincial Offence Notices

PONs	2014	2015	2016	2017	2018	5 Yr Avg.
Service Wide	19,037	18,961	17,491	16,885	17,824	18,039
Traffic Unit	11,179	11,600	11,546	11,577	11,172	11,414
Suspended Drivers	485	502	664	638	654	588
Prohibited Drivers	22	25	35	33	35	30
Bus Watch Letters Sent	30	29	38	53	37	37
Road Watch Letters Sent	14	53	143	140	133	96

RIDE Statistics

RIDE Statistics	2014	2015	2016	2017	2018	5 Yr Avg.
Vehicles Stopped	10,772	7,374	8,427	3,704**	8600	7,775
Suspensions Issued	21	11	19	14	14	16
Impaired/Exceed Charges	7	7	0	6	10	6
Other Criminal Charges	7	1	0	7	2	3
Roadside Tests	155	113	133	54	54	101
LLA Charges	1	1	1	0	0	1

Patrol Impaired Driving Enforcement

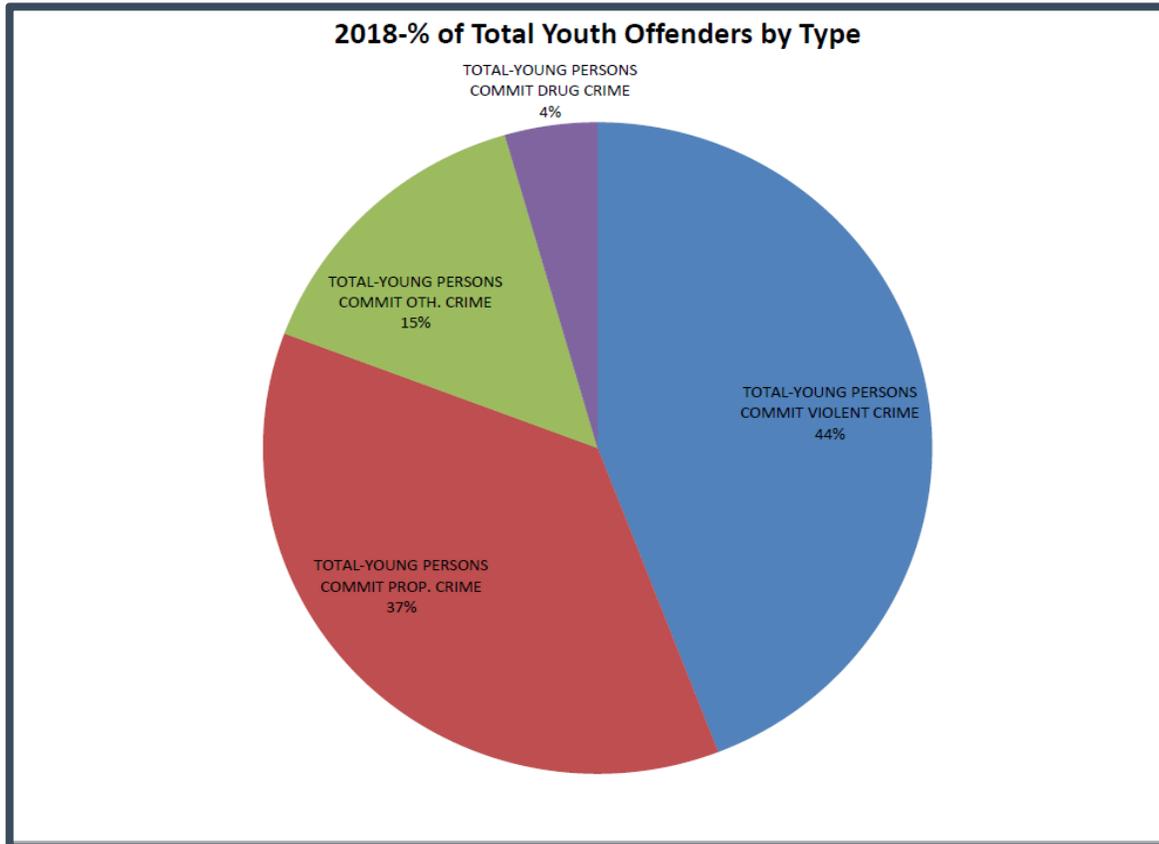
Service Wide	2014	2015	2016	2017	2018	5 Yr Avg.
Impaired Driving - Alcohol or Drugs	73	103	97	84	110	93
Exceed/Operation Over .8mg/100ml	136	139	109	111	117	122
Refuse Breath Test	25	29	14	24	24	23
Total	242	273	231	219	253	243

YOUTH RELATED CRIME

There was an increase in Youth Related Crime in 2018. There were 358 youths involved in crime as either an accused party, an arrested person, a charged person, or an offender. This is a 12% increase from the previous year’s total of 320.

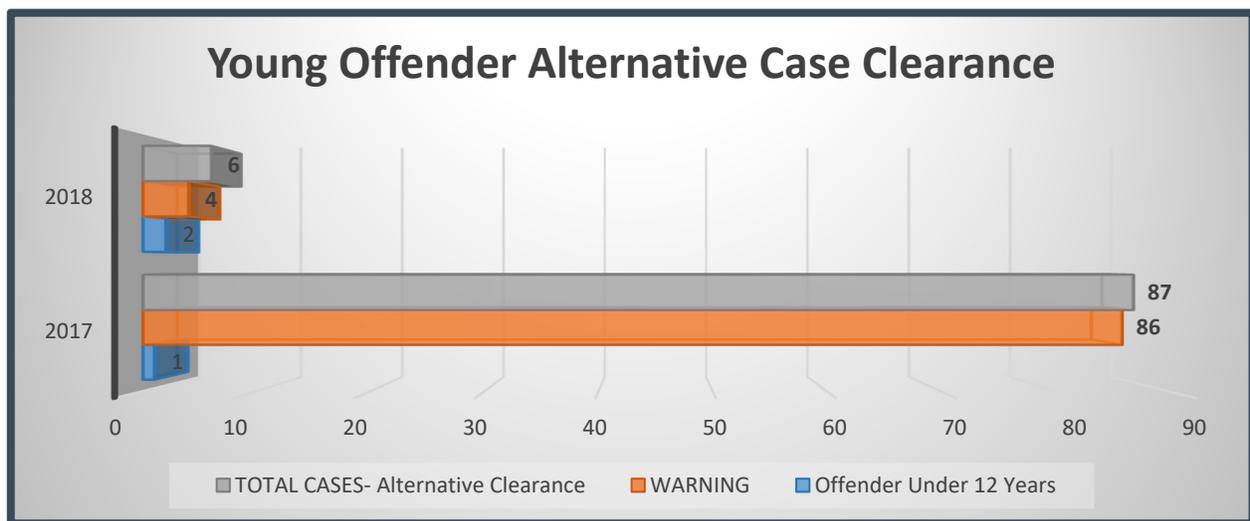
The totals broken down by category are:

- ❖ The number of young persons committing violent crime, 158, has increased 12% from the total of 141 in 2017. This total is above the 5 year average of 146.
- ❖ The number of young persons committing property crime, 131, has increased 14% from last year. The total of 131 is still significantly below the 5 year average of 181.4.
- ❖ Young persons committing “Other Crime”, the majority of which include breach of release conditions and fail to attend court violations, increased with 53 Young Offenders involved (26% increase from last year).
- ❖ Young Offenders committing drug related crimes decreased in 2018. The figure for 2018, 16 is down 6 from 2017 and is in line with the 5 year average of 17.



Youth Clearance Rates

Youth Related Offences	2017	2018	% Variance	5 Year Avg.
Violent Crime	141	158	12%	146
Property Crime	113	131	14%	181.4
Other Crime (Breaches, fail to attend court, etc.)	39	53	26%	
Drug Related Crime	22	16	-38%	17



Property Crime

Offence	2017	2018	% Variance
Arson	45	39	-13%
B&E's and Attempts	1577	2133	35%
Motor Vehicle Thefts and Attempts	705	887	26%
Theft Over \$5,000	74	86	16%
Theft Under \$5,000	3191	4327	36%
Possession of Stolen Property	307	382	24%
Fraud	961	1448	51%
Mischief	1638	1497	-9%

HONOUR IN SERVICE



WINDSOR POLICE SERVICE HEADQUARTERS

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P.O. Box 60
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Tel: 519.255.6700
Fax: 519.255.6191
Email: info@police.windsor.on.ca

Major F.A. Tilston Armoury & Police Training Centre

4007 Sandwich Street
Windsor, ON N9C 1C3
Tel: 519.971.7301

COLLISION REPORTING CENTRE

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Windsor, ON N8T 2W6
Tel: 519.944.6261

VISIT US

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Emergency 9.1.1

General Inquiries: 519.255.6700

TTY/Non Emergency: 519.258.6111

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Constable Lee Ross

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