

MISSION

Through partnerships, we are dedicated to enhancing the quality of life and ensuring the safety of all who live, work and play in our safe and diverse community.

VISION

To contribute to the positive growth and development of our members and our community by providing leadership and innovative policing that is effective, efficient, economical and environmentally responsible.

VALUES

We, the members of the Guelph Police Service, believe in:

Pride

*in ourselves, our work,
and our community*

Service

*with compassion and
accountability*

Trust

*shared through
integrity and mutual
respect*

ORGANIZATIONAL STRUCTURE

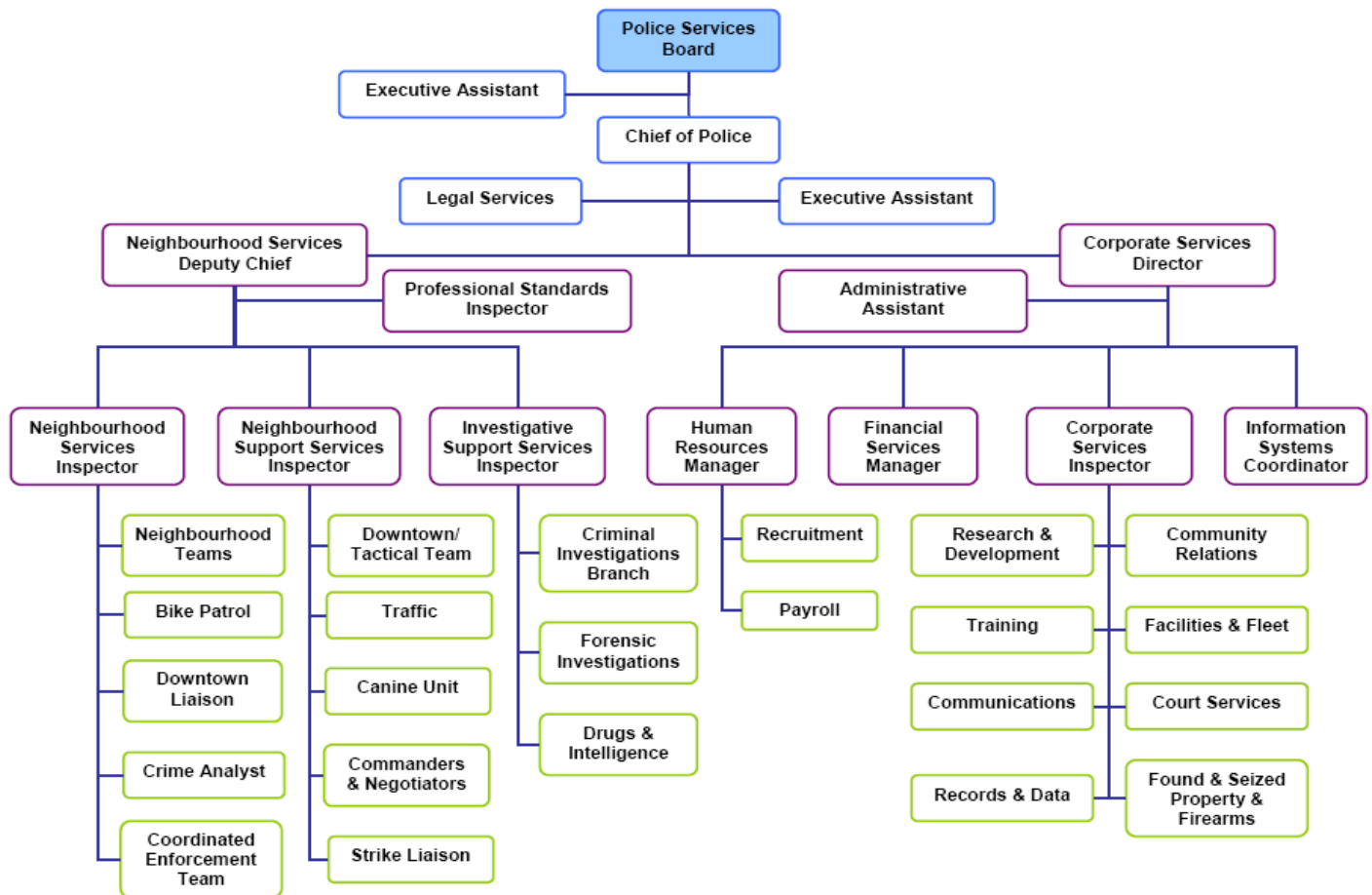


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Note: Some statistics presented in this report may vary from previously published reports.

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Structure of the Guelph Police Service

Every municipal police service in Ontario is required to have a police services board responsible for providing adequate and effective policing in the municipality. The Guelph Police Services Board is composed of five members, three municipal appointees and two provincial appointees. The Chief of Police is accountable to the police services board for the daily operation of the police service, which includes both operational and administrative functions.

The Guelph Police Service is divided into Neighbourhood Services and Corporate Services. The Neighbourhood Services division is supervised by the Deputy Chief of Neighbourhood Services, and is comprised of services including community policing and response, traffic, tactics and rescue, investigations, and specialized services such as the canine unit. Corporate Services is headed by the Director of Corporate Services, and provides services essential to supporting policing functions, including records, dispatch, training, financial and human resource coordination, court services, and community relations.



LETTER FROM THE BOARD CHAIR

2008 was the second year of implementation of *Partners in Excellence, 2007 – 2009*, the business plan of the Guelph Police Service. During 2008, our members engaged in many activities to support our corporate goals and objectives, highlights of which are provided within this report. From coaching youth sports, to meeting with community groups, to raising funds for various charities, our civilians and officers continue to partner with members of the community to enhance the quality of life we enjoy.

Efforts such as the introduction of new programming for grade 7 and 8 students, the confirmation of the Coordinated Enforcement Team as a permanent unit, and continued recruitment activities to enhance our human resources all support our dedication "to enhancing the quality of life and ensuring the safety of all who live, work and play in our safe and diverse community." Those efforts also include continued partnerships with the community, such as with the Community Volunteer Patrol (highlighted in this report) and the various task forces and committees to which our members belong.

Our Service is also fortunate to be staffed by exceptional people, and the work of each of those individuals is vitally important to the operation and administration of this Service. I would personally like to thank the members of the community and the members of the Guelph Police Service for their contributions to making Guelph a place of which we can all be proud.

Dave Clark, Chair

Guelph Police Services Board



**Guelph Police Services Board: (left to right)
Pat Giles, Marty Fairbairn (Vice-Chair),
Karen Farbridge, Dave Clark (Chair),
Gloria Kovach**

LETTER FROM THE CHIEF OF POLICE

Welcome to the 2008 Annual Report of the Guelph Police Service. Within this report we share with you a sketch of our past year, including both descriptions and statistical summaries of our activities.

Despite experiencing a slight rise in crime stats this year, Guelph continues to have a low crime rate and to be a very safe city. A new measure of crime released by Statistics Canada, the "Crime Severity Index", supports this fact. This measure lets us know how serious the crime in our community is by giving more weight to serious crimes such as murder and robbery and less to property type offences when it is calculated. Guelph has the honour of being recognized as the safest community of its size in Canada based on 2008 crime statistics, a distinction which the Guelph Police Service is honoured to share with the citizens of Guelph. It is the collaborative efforts of the police, our community partners and most of all our concerned citizenry, that help achieve this recognition and ensure we maintain a safe community.

Members of the Guelph Police Service look forward to continuing to work with the public to proactively identify and address crime and social order issues through new and innovative ways. Your input and feedback is a valuable resource and we encourage you to share your thoughts and ideas with us. Together, our combined focus and conviction to community safety will ensure we remain the envy of many.

*Rob Davis,
Chief of Police*



**Chief of Police
Rob Davis**

CRIME IN GUELPH

	2007 ² Rate/100,000 Pop	2008 ² Rate/100,000 Pop	% Variance in Rate
Total Crime Rate (excluding Traffic) ¹	5,036	5,122	1.7
Violent Crime Rate	588	607	3.3
Homicide (Murder, Manslaughter, Infanticide)	1	0	-100.0
Assault	545	573	5.1
Sexual Assault	49	57	16.2
Aggravated Assault	6	3	-43.2
Assault With a Weapon or Causing Bodily Harm	90	90	0.2
Robbery	41	32	-22.5
Property Crime Rate	2,560	2,675	4.5
Break and Enter	466	478	2.5
Business	142	133	-5.9
Residence	307	326	6.0
Motor Vehicle Theft	139	167	20.0
Theft Over \$5,000	18	15	-18.7
Theft Under \$5,000	1,629	1,755	7.7
Fraud	256	219	-14.5
Mischief	898	879	-2.1
Drugs/Other Federal Statute Crimes	226	244	8.1
Criminal Code Traffic Occurrences	176	193	9.6
Impaired Operation	145	167	15.2
Dangerous Operation	12	7	-36.1
Fail to Stop or Remain	7	3	-55.9
Driving While Prohibited	12	15	27.7
Motor Vehicle Collisions	2,296	2,267	-1.3
Fatality	1	0	-100.0
Personal Injury	387	382	-1.3
Property Damage	1,472	1,482	0.7

¹ The total crime rate is the total of non-traffic Criminal Code and Federal Statute offences per 100,000 population

²Rates rounded to nearest whole figure; variances calculated using unrounded figures

Source: Canadian Centre for Justice Statistics UCR data, 2007 and 2008; Guelph Police Service Crime Analyst

All the major crime categories rose in Guelph in 2008, although most of these increases were minor so that Guelph maintained its traditionally low rate of crime. Criminal Code traffic occurrences saw the greatest increase, due to higher rates of impaired operation charges and driving while prohibited. Despite this fact, motor vehicle collisions in the city decreased in 2008, especially those involving personal injury, and no fatal collisions occurred during the year.

Violent crime also increased in 2008, driven mainly by increases in various assault charges, including sexual assault and assault on police (not shown), although aggravated assaults declined. Robbery is another area that saw a decrease. Although there were no homicides in 2008, there were two attempted murders. It should be noted that as violent crimes occur less often than other types of crimes, even small increases in the number of occurrences have large impacts on the rates of those crimes. This measurement issue has recently been addressed by Statistics Canada (see the discussion of the crime severity index in the next section).

Property crimes increased in 2008 as well, with the greatest increases in the theft of motor vehicles and thefts under \$5,000. Property crime categories showing declines in 2008 included theft over \$5,000 and fraud. Drug charges also increased in 2008, however the increase was smaller than the increase seen between 2006 and 2007 (31.7% versus 8.2%).

THE CRIME SEVERITY INDEX: HOW SERIOUS IS OUR CRIME?¹

The traditional way to report on crime is to use the crime rate. The crime rate is a count of all the reported crimes that occur within an area, which is then turned into a rate using population counts so that we can compare crime in one area against crime in other areas and over time. No consideration is given to the seriousness of the crimes that have occurred, meaning that a city with a high number of homicides and a low number of thefts would have the same crime rate as a city with few homicides but a high number of thefts. The traditional crime rate is heavily influenced by less serious crimes that occur with much greater frequency than more serious crimes.

The new crime severity index, a measure recently developed by Statistics Canada, takes the severity of crimes into account as well as the number of crimes, giving more weight to serious crimes such as murder and assault. Using this measure, a city with a high number of homicides and a low number of thefts would score higher on severity of crime than a city with few homicides and a high number of thefts, even if the total number of crimes was the same. Whereas both cities would appear equally safe using the crime rate, the crime severity index would lead to the conclusion that the latter city is safer.

The seriousness of each crime is determined by the incarceration rate and the length of sentences for that crime. The index rises with the severity of crime. Using this tool, it is possible to track changes in the severity of crime over time and to compare regions on the seriousness of crime. The table below displays the crime severity index measures for Guelph in 2007 and 2008.

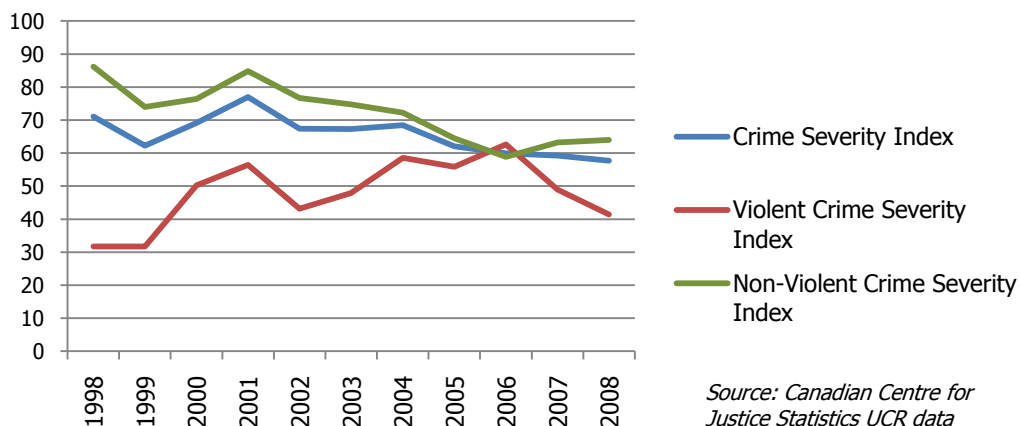
CRIME SEVERITY IN GUELPH, 2007 AND 2008

	2007	2008	% Variance in Index
Crime Severity Index	59.3	57.7	-2.5
Violent Crime Severity Index	48.9	41.5	-15.3
Non-Violent Crime Severity Index	63.2	64.0	1.2

The crime severity index is standardized using 2006 as the base year, which was adjusted to equal 100
 Source: Canadian Centre for Justice Statistics UCR data

As shown, the severity of the crimes committed in Guelph fell in 2008. Of note is the large decrease in the violent crime severity index, indicating that serious crimes in the city have fallen. The reason Guelph's violent crime severity index has declined while the violent crime rate has gone up would appear to be the result of the decline of very serious occurrences such as homicide, sexual assault with a weapon and aggravated assault. Meanwhile, the non-violent crime severity index has increased slightly, reflecting the increase in less serious property crimes.

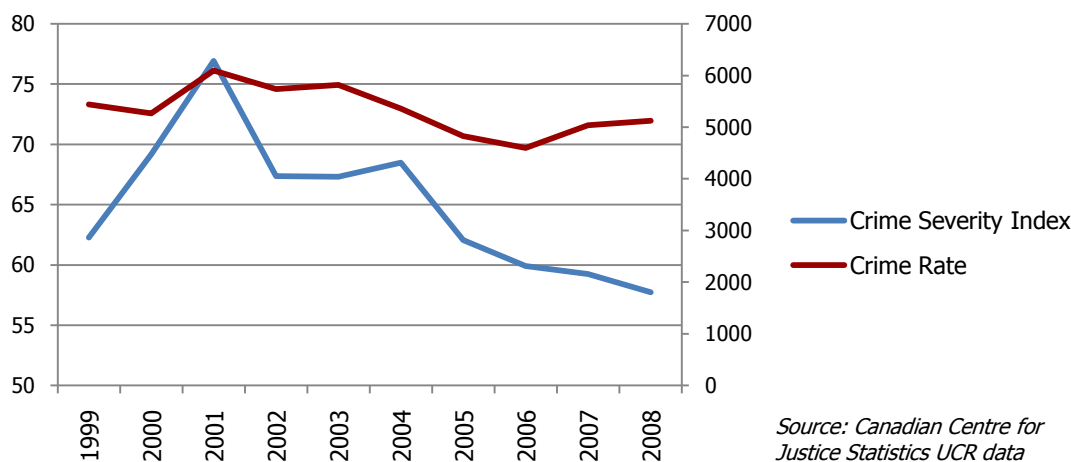
Severity of Crime in Guelph, 1998 to 2008



¹Source: Statistics Canada. 2009. *Measuring Crime in Canada: Introducing the Crime Severity Index and Improvements to the Uniform Crime Reporting Survey*. Ottawa: Minister of Industry. <http://www.statcan.gc.ca/pub/85-004-x/85-004-x2009001-eng.pdf> See this article for a more detailed discussion of how the crime severity index is calculated and what it means.

The graph on the previous page shows trends in crime severity indices in Guelph over the last ten years. The violent crime severity index has shown the greatest fluctuation, recently seeing a couple years of decrease after generally rising. Both the crime and the non-violent crime severity indices have generally been in steady decline.

Guelph's Total Crime Rate and Crime Severity Index, 1999 to 2008



The graph above shows how the crime severity index and the total crime rate have been changing over the past ten years. In most cases the index and the rate rise and fall together, however there is one instance of the crime rate falling as the crime severity index rose. In addition, this graph also illustrates the phenomenon noted earlier; although Guelph's total crime rate rose during the past two years, the severity of that crime fell to the lowest point it has been over this time period.

MUNICIPAL CRIME COMPARISON, 2008 (SORTED BY POPULATION)

	Population	Total Crime Rate ¹	Violent Crime Rate	Property Crime Rate	Traffic Crime Rate	Crime Severity Index	Violent Crime Severity Index
Chatham-Kent	110,781	7,592	731	2,530	262	89.0	72.6
Guelph	121,549	5,122	607	2,675	193	57.7	41.5
Kingston	122,398	6,673	668	3,217	128	75.5	62.7
Barrie	136,233	6,750	711	3,042	165	71.3	62.2
Waterloo Region	510,784	5,471	595	2,859	165	68.5	60.2
Toronto	2,652,011	5,035	982	2,590	102	81.5	139.1
Ontario	12,928,996	5,198	732	2,530	262	70.6	81.5
Canada	33,311,389	6,995	932	3,079	429	90.0	94.6

¹Excluding Traffic

Source: Canadian Centre for Justice Statistics UCR data

Guelph continues to compare well with other similar municipalities for total and violent crime. However, the city does not appear to be comparing as well on property and traffic crime. It must be kept in mind that as with drug crime rates, traffic crime rates are highly influenced by the level of resources dedicated to addressing that crime. Guelph's rate of traffic crime is partially a result of the focus Guelph Police Service officers place on traffic issues, such as with blitzes, RIDE checks and other types of enforcement.

Guelph is doing exceedingly well on the crime severity index. According to this measure, Guelph has the merit of being the safest city of its size in Canada. These statistics indicate that Guelph has both a low volume of crime and a less common incidence of the more serious of the violent crimes.

TEN YEAR TRENDS

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	10 -Yr Average
Population, City of Guelph	105,770	108,367	110,426	112,138	113,780	115,670	117,654	119,949	120,739	121,549	--
Authorized Personnel (FTEs)	186.95	198.72	208.72	220.47	223.47	232.97	246.47	251.62	261.62	269.62	230.063
Authorized Police Officers (FTEs)	136.5	146.5	155.5	163	164	173	178	179	186	190	167
Population per Police Officer	775	740	710	688	694	669	661	670	649	640	690
Net Operating Expenditures	12.6	14.9	15.3	16.5	17.9	20.1	21.6	23.7	25.7	27.2	19.6
Policing Cost per Capita (\$)	119	138	139	147	157	173	184	198	213	224	169
Calls for Service ¹	34,532	36,926	40,781	42,020	42,000	41,254	n/a	32,044	31,858	33,902	n/a
Calls for Service per 100,000 Population ¹	32,648	34,075	36,931	37,472	36,913	35,665	n/a	26,715	26,386	27,892	n/a
Average Response Time (mins), Priority 1	12.6	12.8	10.7	11.4	14.3	11.1	10.8	5.7	6.6	8.0	n/a
Total Crime Rate	5,437	5,268	6,095	5,738	5,818	5,357	4,824	4,599	5,036	5,122	5,329
Violent Crime Rate	456	494	542	540	515	561	552	618	588	607	547
Property Crime Rate	3,304	3,245	3,681	3,403	3,428	3,126	2,735	2,395	2,560	2,675	3,055
Crime Clearance Rate	27.8	27.9	29.8	31.5	29.1	34.4	35.0	39.2	42.5	40.2	33.7
Violent Crime Clearance Rate	76.1	75.1	76.0	75.4	76.3	81.4	75.8	72.3	87.6	78.9	77.5
Property Crime Clearance Rate	18.3	16.5	18.2	18.7	17.1	19.0	19.7	21.6	22.0	22.7	19.4
Criminal Code Traffic Offence Rate	249	226	230	233	207	227	171	214	176	193	213
Persons Charged per 100,000 Population	1419	1451	1691	1749	1506	1529	1486	1624	1657	1576	1,569
Sick Time per Member (hours)	59.4	57.9	50.2	37.0	45.7	49.4	46.6	45.5	53.4	48.4	49.4
Overtime Accrued per Member (hours)	294	325	196	117	158	163	147	108	116	123	175

¹Beginning in 2006, a revised method for measuring the demand on police services (calls for service) was implemented; therefore, statistics are not comparable with previous years. Also beginning in 2006, average response times are based on the median rather than the mean in order to reduce the effect of a small number of outlier statistics that skew the average.

While the total crime and property crime rates have risen over the past two years, violent crime has fluctuated frequently over the last ten years. However, the clearance rate (or rate of 'crimes solved') for property crime has been increasing for three years, with the clearance rate for total crime generally rising, and the clearance rate for violent crime fluctuating frequently again.

The response time to Priority One calls has increased over the last three years, while the calls for service that officers respond to increased in 2008. The population to police officer ratio fell again in 2008, meaning there are more officers for each person in the city than previously.

Looking at human resource statistics, Guelph Police Service members used fewer sick hours in 2008 after using more of those hours in 2007. However, overtime hours continue to increase after 2006 (following a sharp decrease in that year).

BUSINESS PLAN ACHIEVEMENTS

2008 was the second year of *Partners in Excellence, 2007-2009*, the current business plan of the Guelph Police Service. As in previous years, each unit of the Service developed objectives in support of the Service's corporate goals and objectives. A summary of the progress made in attaining the goals outlined in the business plan is presented below. A more detailed report on the Service's 2008 achievements can be found in the document *Year 2 Accomplishments: 2008*.

CORPORATE GOAL #1: NEIGHBOURHOOD POLICING

Continue to seek solutions to neighbourhood issues in partnership with the community through crime prevention, education and enforcement.

Objective 1: Review and enhance the implementation and management of Problem Oriented Policing (POP) initiatives.

- Officers continued to work on a number of POP projects in 2008, seven of which were initiated in that year
- Member satisfaction with and community awareness of POP initiatives will be determined in 2009

Objective 2: Coordinate an innovative, multi-stakeholder Downtown Safety Initiative to improve the real and perceived safety of downtown Guelph.

- The Tactics and Rescue/Downtown unit continued to work with the community to address downtown issues, such as working with stakeholders to look at ways to transport large late night bar crowds from the core on busy nights
- Members of Guelph Police Service management team continued to meet monthly with the Downtown Nightlife Committee
- The Downtown Liaison Officer sat on the Wellington and Guelph Substance Abuse Committee, carried out initiatives such as increased enforcement regarding bicycles and skateboards on sidewalks, and worked to build relationships to address mental health issues

Objective 3: Enhance member safety and increase the amount of time dedicated to bicycle and foot patrols in targeted areas.

- Members of the Neighbourhood Teams conducted 811 hours of foot and bike patrol in 2008, down from 953 in 2007
- The Downtown/Tactical unit conducted 1,737 hours of foot patrol in 2008, close to the 1,782 hours in 2007

Objective 4: Continue to improve police efficiency and effectiveness when responding to incidents involving persons with mental health issues.

- A pre-charge diversion protocol for persons with mental health issues was developed between Trellis Mental Health Services, Guelph Police Service, Wellington County OPP, Dufferin OPP, Orangeville Police Service and Shelburne Police Service; a person suffering from a mental disorder who commits a non-violent property offence or a minor disturbance-related offence can now be referred to a diversion program instead of being charged
- Members of the Service have relationships with various agencies for persons with mental health issues, including the development of a working group to deal with local issues

The Guelph Police Service introduced a new design for its vehicles in 2008, along with new ball-style caps. The new vehicle design will be phased in as the Service acquires new marked police vehicles.



Objective 5: Continue to improve and promote the availability of quality assistance and support for victims.

- The effectiveness of and the requirements for using Victim Services Wellington was reinforced to all front line personnel
- The Sexual Assault unit liaised with the Guelph General Hospital Sexual Assault/Domestic Violence team to share information, including information about police investigations
- Members of Women In Crisis attended the Guelph Police Station as part of their training, and participated in a discussion concerning the role of police in domestic violence incidents and helping female victims

Objective 6: Increase interaction and develop new partnerships with multicultural communities.

- Officers continued to conduct presentations at venues such as English as a Second Language classes
- The Recruitment unit continued to implement strategies to increase the diversity of Guelph Police Service members
- Plans to introduce a Cultural Liaison Officer position were developed, but due to budget constraints were deferred

Objective 7: Maintain or improve clearance rates for violent crime and property crime by ensuring a full range of investigative supports.

- The violent crime clearance rate fell from 87.6% to 78.9% in 2008, while the property crime clearance rate increased slightly from 22.0% to 22.7%
- A secondment to the Property unit was proposed and implemented to address the workload in that unit
- Members of the Criminal Investigations Branch met with the Service's Crime Analyst to keep informed of crime trends
- Communication regarding crime trends, investigative techniques and/or requirements and roles and responsibilities between the Criminal Investigations Branch and other units such as the front line, the Coordinated Enforcement Team and High School Resource Officers was enhanced or maintained
- Members of Investigative Support Services attended training courses and conferences to enhance their knowledge and skills

Objective 8: Maintain/enhance traffic safety programs, including pedestrian, bicycle and vehicle safety.

- The Traffic unit partnered with the Ministry of Transportation to conduct an enforcement safety initiative aimed at limousines during May and June (high school formal season)
- A Traffic officer was established as a M.A.D.D. liaison officer, and another Traffic officer was dedicated to the Bus Watch program (for school buses)
- Members of the Traffic unit meet with the City of Guelph Traffic Department approximately every 6 weeks to discuss traffic safety issues such as speed limits and school safety zones

Objective 9: Maintain/enhance alternative methods for responding to calls for service.

- A new alternate response system was developed by the Traffic unit to respond to driving complaints to increase efficiency

Highlight: Technological Crimes Unit

The Technological Crimes unit is one of the newest in the Service, having been added in 2007 to address the use of technology in the commission of crimes. With the growth in digital media in our society, more and more crimes are committed using this technology, including devices such as computers and cell phones. This unit specializes in extracting information such as video, images, chats, texts, and other data from computers, cell phones, and other digital equipment. This information can be used to identify suspects and victims, and as evidence for investigators and court. The unit has assisted in the investigation of crimes such as internet luring, child pornography, attempted murder, murder, robbery, theft, racing, fraud and criminal harassment.

The monetary value of cyber crime is growing at an enormous rate, and Internet child exploitation continues to be a threat, as does Internet luring. To help prevent such crimes and enhance the safety of the community, the Technological Crimes unit is actively educating the public on the dangers of the Internet. The unit is also a member of the Provincial Strategy on Child Exploitation and the Internet, which is an initiative involving other Ontario police services to combat on-line child exploitation. For further information on Internet safety, visit the Guelph Police Service website.



The Guelph Police Service's first Technological Crimes Officer, Bruce Hunter.

Photo courtesy of the Guelph Mercury

CORPORATE GOAL #2: ILLEGAL DRUGS

Participate in a city-wide task team to develop multi-sector strategies for reducing illegal drug activity in Guelph.

Objective 1: Participate in an ad hoc, multi-agency committee of council (Community Drug Strategy Committee) tasked with addressing the growing illegal drug trade in Guelph.

- Members of the Guelph Police Service are on the Substance Abuse Strategy Committee of Wellington County and the City of Guelph, which works to address the four pillars of substance abuse (harm reduction, treatment, enforcement, prevention)
- The Chief and Deputy Chief (alternate) are on the Leadership Advisory Group of the committee, and the Downtown Liaison Officer is on the Working Group of the committee

Objective 2: Organize a local symposium aimed at developing a detailed strategy for combating illegal drugs in Guelph.

- The Substance Abuse Strategy Committee held two public forums for community input on drug and alcohol abuse
- This committee completed an environmental scan and needs assessment in 2008

Objective 3: Enhance drug prevention and awareness programs provided to the community.

- Drug prevention and awareness presentations and services have been provided by different units of the Service, including the Coordinated Enforcement Team, the Downtown Liaison Officer, the Youth Office and the Drug unit
- The new VIP Plus program provides elementary students with more drug education than they previously received

Objective 4: Enhance methods for tracking and reporting drug offences and related crime.

- The Service's Crime Analyst maintains a drug crimes database and assists investigators with major case information

Objective 5: Ensure specialized police resources are coordinated with the overall strategy for drug enforcement.

- The Coordinated Enforcement Team pilot project continued during 2008 and was later confirmed as a permanent unit
- Charges laid under the Controlled Drugs and Substances Act increased significantly during the pilot period



A Guelph Police Officer displays seized marijuana plants.

Photo courtesy of the Guelph Mercury

Highlight: Coordinated Enforcement Team (CET)

CET entered into its second year in 2008. This is a five member unit with a mandate to investigate street level drug dealing and drug related crime. The unit was put in place in May 2007 in response to public and member feedback during consultations for the development of the Guelph Police Service's current business plan.

Members of the unit receive training in mobile surveillance, warrant writing, dynamic entry (entering buildings during the execution of search warrants), interviewing, and the development of confidential sources. Building skills in these areas of investigation are critical to the success of the unit.

In 2008 CET made 169 arrests and laid 229 charges ranging from possession of a controlled substance, trafficking, and possession for the purpose of trafficking, along with several charges stemming from breaches of court orders such as probation orders, recognizance of bail, undertakings, and fail to appear for court.

As the skills of the team increased, it was also called upon to assist members of the Drug unit during the execution of search warrants issued under the Controlled Drugs and Substances Act. The team also assisted with various major case investigations. As well, CET members made themselves available to assist the Downtown/Tactics and Rescue unit and Neighbourhood Services during periods of high call volume.

CORPORATE GOAL #3: YOUTH

Continue to promote the healthy development of young people through partnerships with schools, outside agencies and the community at large.

Highlight: VIP Plus

The VIP (Values, Influences and Peers) program is a long-running program for grade 6 students to educate youths on topics such as drug awareness, Internet safety, and bullying. The Service began to see an increased demand for programming for grade 7 and 8 students, grades which did not typically receive any instruction from police. In addition to this demand, the Guelph Police Service recognized the importance of maintaining positive student-police relationships with youth during these formative years.

With the assistance of the Kiwanis Club and the Co-operators, the Service's community partners on this initiative, the VIP Plus program was developed and implemented to address this service gap for grade 7 and 8 students. These students are offered two in-class seminars including information on a wide variety of topics such as drugs, alcohol, and Internet safety. The program is updated on an annual basis so that it stays current and meaningful on student issues and knowledge.

In March of 2008, a new website to accompany the VIP Plus program was launched, and contains more information about Internet safety and drugs: www.youcanbereel.com. The new program and the website have been very well received by school staff and students, including positive feedback about the knowledge gained from these new initiatives.

Objective 1: Review and enhance school based programs and services.

- In order to address a service gap for grade 7 and 8 students, the VIP Plus program was introduced by the Service's VIP officer

Objective 2: Increase opportunities for mentoring young members of the community by developing new community partnerships.

- The Community Relations and Research units completed the first phase of the Youth Impact Study to determine the impact of police involvement with youth
- Members of the Service continue to be involved with numerous activities with youth, such as coaching teams, charity fundraisers and presentations

Objective 3: Work with community partners to identify high risk youth and implement strategies to reduce youth crime.

- Members of the front line are working on Problem Oriented Policing projects addressing youth crime



CORPORATE GOAL #4: HUMAN RESOURCES

Support efficient and effective policing through enhanced staffing retention practices and opportunities for member development.

Objective 1: Attract the best of a diverse range of candidates and provide incentives to retain current members.

- Members of the Service continue to attend recruitment events on a monthly basis, including job fairs, speaking to students and posting information on relevant websites
- The Guelph Police Service staff retention plan was implemented and continues to be evaluated

Highlight: Officer Recruitment

Until recently, recruitment for the Guelph Police Service was combined with training. In 2007 Officer Recruitment was broken out into its own unit with a Sergeant within the Human Resources Branch overseeing this function. As part of the new unit and as one of the objectives of the 2007-2009 business plan, a recruitment strategy for the Service was developed and implemented. Every month the Guelph Police Service attends recruitment events to help "*attract the best of a diverse range of candidates.*"

During 2008, a number of recruitment outreach initiatives took place, and as a result applications to the Service increased during that year. Those initiatives included: placing the police constable position on the University of Guelph Career Services website and other relevant websites; radio advertising; developing new promotional materials; meeting with English as a Second Language students; presenting 'policing as a career' to female high school students; meeting with members of cultural groups to explore ways to connect with culturally diverse populations of Guelph; and attending various job fairs and career days. For more information about careers at the Guelph Police Service and the requirements to become a police officer, visit the Guelph Police Service website.

Objective 2: Conduct updates of the staffing study, including completion of a workplace resource analysis.

- The annual staffing study was updated in 2008
- The process of developing, implementing and reviewing recommendations based on the 2007 workplace resource analysis began in 2008

Objective 3: Explore further ways to support member health and wellness.

- An evaluation of wellness initiatives was conducted in 2008, with several recommendations made based on the results of the study
- A number of wellness activities were undertaken in 2008, including the following: lunch hour pilates, wellness walkathon, ergonomic assessments, educational sessions and Employee Assistance Program pamphlets and reminders

Objective 4: Develop an orientation program for new civilian and police staff.

- Orientation programs for both police and civilian staff were created

Objective 5: Provide additional training opportunities to civilian and police staff.

- The number of recorded training opportunities for both police and civilian members fell slightly in 2008

Objective 6: Promote job satisfaction among members through opportunities for career development, recognition, performance appraisals and member feedback.

- A new rewards and recognition program was developed and implemented, including new categories to recognize the diverse accomplishments of our members

PRIDE  SERVICE  TRUST

CORPORATE GOAL #5: INFRASTRUCTURE SUPPORTS

Enhance the communication and infrastructure supports of the Guelph Police Service while pursuing its organizational Mission, Vision and Values.

Objective 1: Develop marketing and communication strategies to facilitate the two way flow of information between police and the community.

- The Media Relations unit continued to implement new marketing strategies, including introducing new promotional materials and selecting a marketing firm to redesign the Guelph Police Service website
- In June a tour of the Guelph Police Station for local media was held
- Community satisfaction with policing in Guelph will be assessed in 2009

Highlight: Community Volunteer Patrol

The Guelph Police Service partners with community organizations to work toward "*ensuring the safety of all who live, work and play in our safe and diverse community.*" One of those partnerships is with Guelph Neighbourhood Watch, Bell Mobility and the community of Guelph, who together created Community Volunteer Patrol (CVP).

CVP has three main objectives, the primary of which is crime prevention and reduction. The program also aims to provide officers with updated information if an incident occurs, and to increase cooperation and understanding between police officers and citizens. The program involves groups of volunteers who are supervised by Community Volunteer Patrol Coordinators and the Guelph Police Service. The teams patrol specified areas of the city, providing extra "eyes and ears" to watch for suspicious activity. Any time the volunteers observe something questionable, they record it and report it to an on-duty officer or to the Guelph Police Service dispatch centre.

The volunteers are provided training focused on ensuring their safety. Each volunteer follows strict Rules of Conduct, such as never patrolling with less than two people in a vehicle, never leaving their vehicle while on patrol, and never approaching any incident, occurrence, accident or suspect unless they have been directed to do so by the police. Volunteers for this program are always needed, and applications can be picked up at the Guelph Police Service or by calling the Community Volunteer Patrol office; see the Guelph Police Service website for more information.

Objective 2: Review and improve communication within the Guelph Police Service.

- The Guelph Police Service Communications Committee struck subcommittees to deal with specific issues
- Regular meetings continued to be held within and across various units to share information

Objective 3: Explore ways to improve efficiency and effectiveness through increased use of information technology.

- SharePoint software was installed within the Service to begin streamlining information sharing and storage
- A new Computer Aided Dispatch system was implemented, and training on that system was carried out

Objective 4: Encourage the development of innovative measures for supporting the new Mission, Vision and Values of the Guelph Police Service.

- Members continue to support the recently developed Mission, Vision and Value statements, including participating in environmental initiatives such as an annual Commuter Challenge and sharing energy saving suggestions

Objective 5: Develop a comprehensive, integrated risk management strategy to enhance public safety and the well-being of all staff.

- The Service's Risk Management Committee continued to address relevant issues during 2008

Objective 6: Ensure that the police building infrastructure meets community demands and organizational needs.

- As required by City Council, the Guelph Police Service participated in a public meeting to discuss the new South End Emergency Services Station
- The Annual Fleet Satisfaction Survey for members was conducted to help improve the Guelph Police Service Fleet
- Consultations were held regarding the redesign of the Station's General Office, and further feedback will be sought

Objective 7: Continue to align budget requests to corporate goals.

- Unit budget requests continued to be aligned with the Service's corporate goals

HUMAN RESOURCES AS OF YEAR END 2008

Human Resources	2007	2008
Population, City of Guelph	120,739	121,549
Authorized Personnel (FTEs)	261.62	269.62
Actual Personnel (FTEs)	257.235	267.62
Authorized Police Officers (FTEs)	186	190
Police Officer:Population Ratio (Authorized FTEs)	1:649	1:640
Authorized Constables	148	151
Actual Constables	143	150

Overtime Accrued (hours)	29,841	32,939
Overtime Accrued per Member (hours)	116	123
Overtime Paid (hours)	20,514	22,828
Overtime Paid (%)	68.7	69.3
Cost of Overtime Paid (\$)	\$684,206	\$788,429

Sick Time (hours)	13,735	12,947
Sick Time per Member (hours)	53.4	48.4
Injured-on-Duty (hours)	1,232	1,222
Injured-on-Duty per Member (hours)	4.8	4.6

Selected Cost Recovery	2007	2008
Alarm Registration Fees	\$161,860	\$163,980
Reinstatement Fees	\$3,100	\$2,400
Police Records Check Fees	\$68,475	\$81,360

Financial and Material Resources	2007	2008
Net Approved Budget	\$26,857,750	\$27,728,500
Net Operating Expenditures	\$25,721,141	\$27,226,387
Policing Cost per Capita	\$213	\$224

Number of Police Vehicles	64	65
Patrol	22	22
Traffic	4	4
Canine	3	3
Investigative Services	22	23
Courts	4	4
Other	9	9

Average Kilometres Traveled per Vehicle per Month (km)	1,761	1,766
Patrol	2,886	2,910
Traffic	2,662	2,744
Canine	1,812	2,073
Investigative Services	1,010	980
Courts	922	947
Other	801	804

Police Vehicles – Total Kilometres Traveled	1,352,415	1,377,284
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Authorized and Actual Personnel	2007		2008		% Variance (Authorized)
	Authorized	Actual	Authorized	Actual	
Police Complement Total	186	181	190	189	2.2
Chief of Police	1	1	1	1	0
Deputy Chief	1	1	1	1	0
Inspectors	5	5	5	5	0
Staff Sergeants	9	9	9	9	0
Sergeants	22	22	23	23	4.5
Constables	148	143	151	150	2.0
Civilian Complement Total	75.62	73.235	79.62	78.62	5.3
Director	1	1	1	1	0
Senior Management/Administration	7.7	7.7	7.7	7.7	0
Special Constables	12.7	11.7	12.7	11.7	0
Maintenance	3.77	3.385	3.77	3.77	0
Administration	50.45	49.45	54.45	54.45	7.9
TOTAL (FTEs)	261.62	181	269.62	267.62	3.1

HUMAN RESOURCE HIGHLIGHTS

Promotions

Sergeant Marino Gazzola
Sergeant Ross Keller
Staff Sergeant David Miller

Retirements

Constable James Lane – 32 years of service
Staff Sergeant Harry Oldengarm – 39 years of service

Awards

Length of Service Awards

35 Years of Service

Constable Gary Downing

30 Years of Service

Christina Auliffe

25 Years of Service

Sergeant Steve Collins
Staff Sergeant Jeff DeRuyter
Paulette Korga
Staff Sergeant David Miller

20 Years of Service

Susan Brine
Sergeant Dave Elloway
Sergeant Tom Gill
Constable Manfred Hoyer
Constable Brian Welsh
Sergeant Cate Welsh

10 Years of Service

Constable Mike Alarie
Juanita Allsop
Constable Ben Bair
Brenda German
Constable Tracey Guthrie
Constable Earl Layne
Michelle Lothead
Constable Jim McMichan
Constable Dan Mosey
Karie-Lynn Pollock

Member and Community Awards

Excellence in Traffic Safety Initiatives

Constable Dan Mosey

Excellence in Criminal Investigation

Constable Angela Grover, Constable Kevin King, Constable Brian Welsh

Excellence in Support Services

Sandra Varga

Excellence in Community Service

Staff Sergeant Pat Milligan

Commitment to Community Based Policing

Constable Cheryl McMichan & Police Service Dog Magnum

Chief's Commendation for Policing Excellence

Constable Scott Biser & OPP Constable Sarah Van Norman

Diversity and Cultural Competency

Sergeant Cate Welsh

Member of the Year

Sergeant Paul Crowe

Media

Art Baumunk, CKCO CTV – Best Television
Rob O'Flanagan, Guelph Mercury – Best Feature Story
Paige Hilton, Guelph Tribune – Best Feature Story

Community Partner

Wellington Motors
Lorie Delane, Onward Willow/Shelldale

Citizen of the Year

Kevin Kelly, Magic 106.1

Junior Citizens of the Year

Cole Hepburn & Kyle Watson

PERSONNEL COMPLEMENT *PERMANENT EMPLOYEES AS OF DECEMBER 31, 2008*

	Police		Civilian		Total	
	Male	Female	Male	Female	Full Time	PT/ JS
Office of the Chief of Police	1	0	1	2	3	1
Chief of Police; Executive Assistant	1			1	2	
Legal Advisor; FOI/Legal Assistant			1	1	1	1
Corporate Services	20	2	20	61	87	16
Director; Administrative Assistant				2	2	
Financial Services, Manager				1	1	
Materials Management, Purchaser; Assistant				2	2	
Human Resources, Manager; Clerk				2	1	1
Human Resources Facilitator				1	1	
Recruiting, Sergeant		1			1	
Corporate Services, Inspector	1				1	
Research & Development, Analyst; Assistant			1	2	2	1
Community Relations, Sergeant	1				1	
High School Resource Officer, Constable	4				4	
School Safety Officer, Constable	2				2	
V.I.P. Officer, Constable	1				1	
Training, Sergeant	1				1	
Training Officer, Constable	2				2	
Fleet Coordinator; Sergeant	1		1		2	
Facilities Coordinator			1		1	
Custodian			5		3	2
Communications, Staff Sergeant; Sergeant	2				2	
Trainer/Auditor				1	1	
Communicator			1	21	16	6
Records & Data Manager; Assistant Manager				2	2	
Records Staff				9	6	3
Dictatypist				5	4	1
CPIC			2	5	6	1
Found & Seized Property, Constable	1				1	
Provincial Firearms Officer, Constable	1				1	
Court Services, Staff Sergeant	1				1	
Constable	1	1			2	
Special Constable (Court Security)			7	3	9	1
Special Constable (Summons/Warrants)				1	1	
Case Management, Constable	1				1	
Clerk				3	3	
Information Technology, Manager; Assistant			2		2	
Business Analyst				1	1	
Neighbourhood Services	138	32	3	3	169	7
Deputy Chief	1				1	
Professional Standards, Inspector	1				1	
Neighbourhood Services, Inspector	1				1	
Neighbourhood Staff Sergeant	5				5	
Neighbourhood Sergeant (incl. CET)	10				10	
Neighbourhood Teams, Constable (incl. CET)	64	23			81	6
Special Constable (Custody/Reception)			3		3	
Downtown Liaison Officer	1				1	
Crime Analyst				1	1	
Neighbourhood Support Services, Inspector	1				1	
Downtown/Tactical Supervisor, Sergeant	2				2	
Constable	11	1			12	
Traffic, Sergeant	2				2	
Constable	11	1			12	
Canine, Constable (also counted in Neighbourhood Teams)	2	1			3	
Investigative Support Services, Inspector	1				1	
CIB Supervisor, Staff Sergeant	2				2	
CIB Supervisor, Sergeant	2	1			3	
CIB Constable	12	5			17	
CIB Clerk				1	1	
Intelligence/Drugs Sergeant	1				1	
Intelligence/Drugs Constable	7				7	
Intelligence/Drugs Clerk				1		1
Identification Constable	3	1			4	
Total Permanent Employees	159	34	24	66	259	24

CALLS FOR SERVICE

	2007	2008	% Variance
Total Calls for Service¹	31,851	32,528	2.1
Violent Crime	5,257	5,712	8.7
Homicide	1	0	-100.0
Arrest	340	365	7.4
Arrest on Warrant	369	371	0.5
Assault	371	355	-4.3
Robbery	50	39	-22.0
Disturbance	726	932	28.4
Domestic Disturbance	1,183	1,311	10.8
Other Domestic Disturbance	516	576	11.6
Landlord/Tenant Dispute	126	186	47.6
Neighbour Dispute	265	257	-3.0
Unwanted Person	472	493	4.4
Other Violent Crime	838	827	-1.3
Property Crime	7,172	7,501	4.6
Break and Enter	594	609	2.5
Theft from Motor Vehicle	796	932	17.1
Theft of Motor Vehicle	180	211	17.2
Theft Over \$5,000	27	15	-44.4
Theft Under \$5,000	951	904	-4.9
Shoplifting	380	457	20.3
Fraud	315	289	-8.3
Property Damage	922	879	-4.7
Lost Property	1,020	1,107	8.5
Found Property	908	1,126	24.0
Other Property Crime	1,079	972	-9.9
Community Service/Public Safety	5,783	5,946	2.8
Assist Citizen	1,740	1,708	-1.8
Injured/Sick Person	718	734	2.2
Dangerous Condition	461	407	-11.7
Noise Complaint	2,370	2,648	11.7
Other Community Service/Public Safety	494	449	-9.1
Traffic	4,835	4,599	-4.9
Motor Vehicle Collision – Fatality	1	0	-100.0
Motor Vehicle Collision – Hit and Run	527	490	-7.0
Motor Vehicle Collision – Personal Injury	467	464	-0.6
Motor Vehicle Collision – Property Damage	1,777	1,801	1.4
Impaired Driver	412	348	-15.5
Traffic Enforcement	581	547	-5.9
Driving Complaint	827	748	-9.6
Other Traffic	243	201	-17.3
Other Occurrences	5,510	5,484	-0.5
Drugs	361	318	-11.9
Intoxicated Person	903	845	-6.4
Juvenile Complaint	896	680	-24.1
Mentally Ill	308	395	28.2
Counterfeit Money	125	145	16.0
Suspicious Person	1,277	1,365	6.9
Suspicious Vehicle	600	668	11.3
Other	1,040	1,068	2.7
General Emergency	586	522	-10.9
Alarm	2,218	2,163	-2.5
Other Calls for Service	490	601	22.7

¹Does not include administrative calls such as paid duty and routine detail; new categories introduced in 2008 were not included to allow for comparison

Source: Guelph Police Service Crime Analyst

CRIMINAL OFFENCES

	2007				2008				2007-08
	Number of Occurrences	Clearance #	%	² Rate of Occurrences	Number of Occurrences	Clearance #	%	² Rate of Occurrences	% Variance in Rates
VIOLENT CRIME	710	622	87.6	588	738	582	78.9	607	3.3
Homicide	1	1	100.0	1	0	--	--	0	-100.0
Murder	1	1	100.0	1	0	--	--	0	-100.0
Manslaughter	0	--	--	0	0	--	--	0	--
Infanticide	0	--	--	0	0	--	--	0	--
Attempted Murder	1	0	0.0	1	2	3	150.0	2	98.7
Sexual Assault	59	58	98.3	49	69	39	56.5	57	16.2
Assault	658	596	90.6	545	696	562	80.7	573	5.1
Aggravated (level 3)	7	7	100.0	6	4	4	100.0	3	-43.2
With Weapon or Causing Bodily Harm (level 2)	109	103	94.5	90	110	95	86.4	90	0.2
Assault (level 1)	454	400	88.1	376	466	376	80.7	383	2.0
Police	21	21	100.0	17	37	37	100.0	30	75.0
Abduction	0	--	--	0	1	1	100.0	1	--
Robbery	50	25	50.0	41	39	16	41.0	32	-22.5
Robbery with Firearm	3	0	0.0	2	3	1	33.3	2	-0.7
Robbery with Other Weapon	12	6	50.0	10	8	6	75.0	7	-33.8
PROPERTY CRIME	3,091	679	22.0	2,560	3,252	738	22.7	2,675	4.5
Break and Enter	563	52	9.2	466	581	59	10.2	478	2.5
Business	171	17	9.9	142	162	17	10.5	133	-5.9
Residence	371	34	9.2	307	396	41	10.4	326	6.0
Theft Over \$5,000	22	6	27.3	18	18	1	5.6	15	-18.7
Theft \$5,000 and Under	1,967	430	21.9	1,629	2,133	474	22.2	1,755	7.7
Theft of Motor Vehicle	168	19	11.3	139	203	21	10.3	167	20.0
Have Stolen Goods	62	57	91.9	51	51	53	103.9	42	-18.3
Fraud	309	115	37.2	256	266	130	48.9	219	-14.5
OTHER CRIMINAL CODE OFFENCES	2,006	1,018	50.7	1,661	1,939	884	45.6	1,595	-4.0
Offensive Weapons	37	24	64.9	31	49	35	71.4	40	31.5
Arson	34	7	20.6	28	41	8	19.5	34	19.8
Bail Violations	359	357	99.4	297	342	343	100.3	281	-5.4
Counterfeiting Currency	2	2	100.0	2	8	8	100.0	7	297.3
Disturbing the Peace	6	8	133.3	5	12	11	91.7	10	98.7
Indecent Acts	29	9	31.0	24	22	6	27.3	18	-24.6
Obstruct Public Peace Officer	18	17	94.4	15	17	17	100.0	14	-6.2
Mischief (property damage)	1,084	174	16.1	898	1,068	158	14.8	879	-2.1
TOTAL CRIMINAL CODE OFFENCES¹	5,807	2,319	39.9	4,810	5,929	2,204	37.2	4,878	1.4
DRUGS	225	217	96.4	186	245	248	101.2	202	8.2
OTHER FEDERAL STATUTES	48	49	102.1	40	52	50	96.2	43	7.6
TOTAL CRIME¹	6,080	2,585	42.5	5,036	6,226	2,502	40.2	5,122	1.7

¹excludes Traffic

²Rate per 100,000 population; rounded to the nearest whole figure; variances calculated using unrounded figures

Source: Canadian Centre for Justice Statistics UCR data, 2007 and 2008

The majority of data in this report are from Statistics Canada's Uniform Crime Reporting (UCR) system, which compiles data reported to Statistics Canada from all police services in the country. UCR incident based statistics report only the most serious offence that occurred in each incident. For example, in the case of a robbery where a minor assault also occurred, only the robbery is reported. This method makes it possible to compare crime rates over time and between different police jurisdictions.

TRAFFIC

	2007		2008		2007-08
	Number of Occurrences	¹ Rate/100,000 Population	Number of Occurrences	¹ Rate/100,000 Population	% Variance in Rates
CRIMINAL CODE TRAFFIC OCCURRENCES	212	176	234	193	9.6
Dangerous Operation	14	12	9	7	-36.1
Impaired Operation	175	145	203	167	15.2
Impaired Operation or Over 80 mg	162	134	191	157	17.1
Cause Bodily Harm	1	1	0	0	-100.0
Cause Death	0	0	0	0	--
Fail/Refuse Breath Sample	12	10	12	10	-.07
Other Criminal Code Traffic	23	19	22	18	-18.2
Fail to Stop or Remain	9	7	4	3	-55.9
Driving While Prohibited	14	12	18	15	27.7
HIGHWAY TRAFFIC ACT (HTA) VIOLATIONS	11,466	9,497	10,960	9,017	-5.1
Speeding	6,352	5,261	6,034	4,963	-5.7
Careless Driving	426	353	415	341	-3.4
Drive Under Suspension	196	162	229	188	16.0
MOTOR VEHICLE COLLISIONS	2,772	2,296	2,755	2,267	-1.3
Fatality	1	1	0	0	-100.0
Personal Injury	467	387	464	382	-1.3
Property Damage	1,777	1,472	1,801	1,482	0.7

¹Rates rounded to nearest whole figure; variances calculated using unrounded figures

Source: Canadian Centre for Justice Statistics UCR data, 2007 and 2008; Guelph Police Service Crime Analyst; Guelph Police Service Records

DOMESTIC VIOLENCE

	2007		2008		2007-08
	Number of Occurrences	Rate/100,000 Population	Number of Occurrences	Rate/100,000 Population	% Variance in Rates
Occurrences Where Charges Laid or Warrant Sought	299	248	275	226	-8.6
Occurrences Where Weapon Used	23	19	31	26	33.9
Type of Relationship Between Victim and Accused					
Female Victim – Male Accused	260	215	236	194	-9.8
Male Victim – Female Accused	38	31	61	50	59.5
Other	3	2	5	4	65.6
Number of Domestic Violence Homicide Occurrences	1	1	0	0	-100.0

Source: Guelph Police Service Records and Data Unit



PERSONS CHARGED

	2007	2008	% Variance
PERSONS CHARGED/100,000 POPULATION	1,657	1,576	-4.9
TOTAL CHARGES - ALL OFFENCES ¹	2,001	1,916	-4.2
Adult Male	1,333	1,290	-3.2
Adult Female	339	345	1.8
Youth Male	230	206	-10.4
Youth Female	99	75	-24.2
<i>Youths not Charged</i>	503	571	13.5
VIOLENT CRIME	461	432	-6.3
Adult Male	312	297	-4.8
Adult Female	63	65	3.2
Youth Male	57	50	-12.3
Youth Female	29	20	-31.0
<i>Youths not Charged</i>	71	52	-26.8
PROPERTY CRIME	427	452	5.9
Adult Male	238	263	10.5
Adult Female	121	122	0.8
Youth Male	49	53	8.2
Youth Female	19	14	-26.3
<i>Youths not Charged</i>	190	227	19.5
DRUG OFFENCES	199	164	-17.6
Adult Male	122	113	-7.4
Adult Female	47	23	-51.1
Youth Male	30	25	-16.7
Youth Female	0	3	--
<i>Youths not Charged</i>	94	136	44.7
CRIMINAL CODE TRAFFIC OFFENCES	186	208	11.8
Adult Male	165	176	6.7
Adult Female	21	32	52.4
Youth Male	0	0	--
Youth Female	0	0	--
<i>Youths not Charged</i>	0	0	--
ALL OTHER OFFENCES	728	660	-9.3
Adult Male	496	441	-11.1
Adult Female	87	103	18.4
Youth Male	94	78	-17.0
Youth Female	51	38	-25.5
<i>Youths not Charged</i>	148	156	5.4

¹Total number of persons charged; includes Criminal Code and Federal Statute offences

"Persons Charged" is the number of people charged for the most serious offence; "Youths" are persons aged 12 to 17 years

Source: Canadian Centre for Justice Statistics UCR data, 2007 and 2008

SERVICE ACTIVITY AND QUALITY INDICATORS

	2007	2008	% Variance
RESPONSE TIME – PRIORITY 1 CALLS			
Number of Priority 1 Calls ¹	2,426	3,793	56.3
Median Response Time, Priority 1 Calls (minutes)	6.6	8.0	21.2
% of calls with response time of 5 minutes or less	36.9	29.0	-21.4
% of calls with response time of more than 5 minutes	63.1	71.0	12.5
USE OF FORCE			
Total Number of Incidents	69	56	-18.8
Total Levels of Force Used	104	90	-13.5
Numbers of Levels of Force per Incident	1.5	1.8	20.0
PUBLIC COMPLAINT INVESTIGATIONS			
Total Complaint Occurrences	14	23	64.3
Total Complaints by Type	16	23	43.8
Police Officer Conduct	14	23	64.3
Services of the Police Service	1	0	--
Policies of the Police Service	1	0	--
Total Dispositions	16	23	43.8
Withdrawn	0	3	--
Unsubstantiated	5	6	20.0
Informal Resolution	5	2	-60.0
Informal Discipline	1	0	--
Misconduct Hearing	0	0	0.0
Referred to GPS Board	0	0	0.0
Complaints Not Dealt With (Section 59)	2	3	50.0
Disposition Reviewed by OCCOPS	2	3	50.0
Internal Investigations	7	7	0.0
S.I.U. Investigations	1	1	0.0
DRUG ENFORCEMENT			
Total Charges	316	302	-4.4
Cocaine	126	86	-31.7
Possession	52	39	-25.0
Possession for the purpose of trafficking	45	33	-26.7
Trafficking	24	14	-41.7
Conspiracy	5	0	--
Cannabis	157	178	13.4
Possession	109	132	21.1
Possession for the purpose of trafficking	26	23	-11.5
Trafficking	11	12	9.1
Production	9	11	22.2
Conspiracy	2	0	--
Chemicals (Synthetic Drugs)	33	38	15.2
Possession	20	30	50.0
Possession for the purpose of trafficking	8	8	0.0
Trafficking	5	0	--
Conspiracy	0	0	0.0
Total Value of Seized Items	\$1,145,828	\$1,333,691	16.4
Value of Drugs Seized	\$1,096,198	\$1,259,038	14.9
Cash Seized	\$37,380	\$61,003	63.2
Value of Equipment Seized	\$12,250	\$13,650	11.4
SUMMONS AND WARRANTS			
Criminal Subpoenas & Summons Delivered	2,844	2,557	-10.1
Provincial Offence Subpoenas & Summons Delivered	870	998	14.7
Subpoenas & Summons Mailed to Other Services	280	278	-0.7

¹ Changes were made to the types of incidents recorded in 2008, accounting for some of the increase in the number of calls

SERVICE ACTIVITY AND QUALITY INDICATORS

	2007	2008	% Variance
JOINT FORCES OPERATIONS & INTERNAL TASK FORCES	--	4	--
Projects Resulting in Charges	--	4	--
FREEDOM OF INFORMATION (FOI) REQUESTS	338	318	-5.9
CENTRAL RECORDS			
Number of Records Checks	8,299	9,171	10.5
Employment Clearance (fee for service)	2,481	2,580	4.0
Volunteer Clearance (no fee)	3,977	5,045	26.9
Records Checks - Other Agencies	1,423	1,378	-3.2
Unclaimed Checks	418	168	-59.8
Active Alarm Registrations at Year End	3,312	3,318	0.2
Alarm Calls Received	2,235	2,100	-6.0
Cancelled Before Officer Arrival	658	560	-14.9
Alarm Calls Remaining	1,577	1,540	-2.3
Police Unit Dispatched (%)	1,508 (95.6)	1,407 (91.4)	-6.7
False Alarm (%)	1,436 (95.2)	1,338 (95.2)	-6.8
Valid Alarm (%)	72 (4.8)	66 (4.8)	-8.3
Suspension Notices	92	73	-20.7
Caution Notices	246	2174	-13.0
CANINE SERVICES			
Total Canine Calls Attended	181	247	36.5
Local (Guelph)	148	210	41.9
Waterloo and other Police Services	33	37	12.1
Canine Arrests/Assist Arrests	76	49	-35.5
Presentations	25	16	-36.0
Property Located by Police Service Dog	30	45	50.0
Suspect Located by Police Service Dog	50	24	-52.0

Source: Guelph Police Service Crime Analyst; Units of the Guelph Police Service

