

#1 District Operational Overview



Areas of Focus

1. Clearances

2. Community
Satisfaction

3. Member
Satisfaction

4. Property
Crime &
Auto Theft

5. Enforcement
& Intervention

Areas of Focus

People First

01

EQUITY, DIVERSITY & INCLUSION

- Internal Support Networks
- EDI training for Commanders

02

EMPLOYEE WELL-BEING

- Debriefs of critical incidents
- District training initiative
- Project Safeguard

03

COACHING & MENTORSHIP

- Comprehensive strategy
- Training, Wellness & Goal-Setting
- Aligned to Regional Strategy

04

BE THE DISTRICT OF CHOICE

- Prioritized recognition
- Redecorating of 1 District
- MWS Login graphics



Areas of Focus

People
First



05

MEDIA STRATEGY

- District training & Liaison
- Educate the public
- Recognize great work

06

CLEARANCES

- Organizational review
- Collaboration with stakeholders
- Recommendations & changes

07

TRAFFIC SAFETY

- #1 organizational concern
- Robust DRT team
- Team effort alongside uniform

08

PARTNER RELATIONSHIPS

- Individual meeting with Town Councillors



CLEARANCE RATES

LAST UPDATE: 4/11/2024 5:00:24 AM (Dashboard is refreshed daily. Monthly clearance stats available for complete months.)

DATE RANGE

1/1/2023

12/31/2023

CURRENT PERIOD: 1/1/2023 - 12/31/2023

REGION

6,999

OCCURRENCES

previous period: 6,783
change: 3% ▲

previous period: 44%
change: -5% ▼

42%

YEAR TO DATE: 1/1/2023 - 12/31/2023

REGION

6,999

OCCURRENCES

previous period: 6,783
change: 3% ▲

previous period: 44%
change: -5% ▼

42%

DISTRICT 1

2,007

OCCURRENCES

previous period: 1,931
change: 4% ▲

previous period: 55%
change: -12% ▼

49%

12M ROLLING AVG: 1/1/2023 - 12/31/2023

REGION

583

OCCURRENCES

previous period: 565
change: 3% ▲

previous period: 44%
change: -5% ▼

42%

DISTRICT 2

2,518

OCCURRENCES

previous period: 2,438
change: 3% ▲

previous period: 37%
change: -3% ▼

36%

DISTRICT 3

2,437

OCCURRENCES

previous period: 2,368
change: 3% ▲

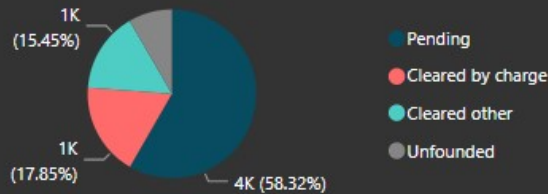
previous period: 42%
change: 1% ▲

42%

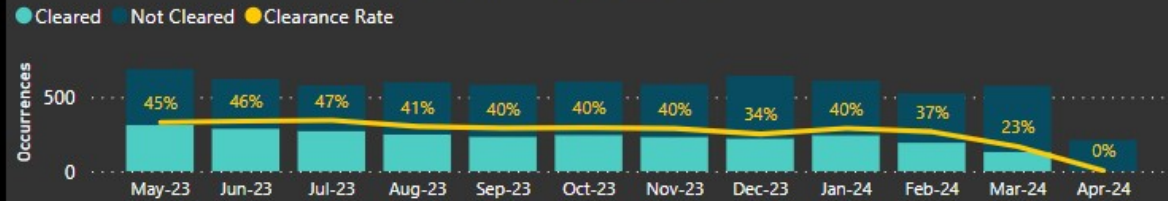
OCCURRENCE TYPE

- Select all
- 905
- 908
- 909
- 910
- 911
- 912
- 913
- 914
- 916
- 918
- 926
- 928
- 933

2023 Occurrence by Clearance Status - Multiple Selections

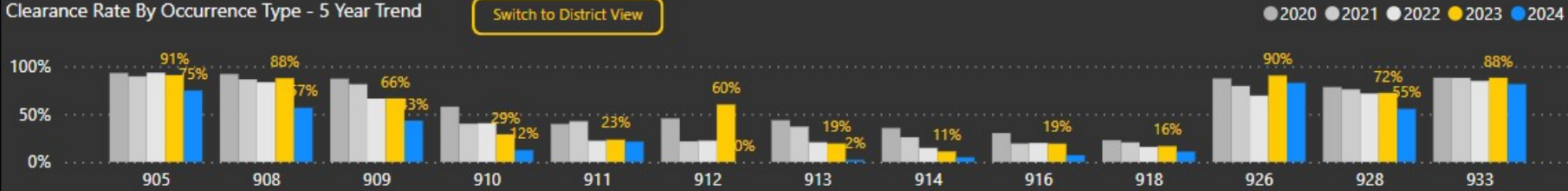


Monthly Count and Clearance Rate, last 12 months - Multiple Selections



Clearance Rate By Occurrence Type - 5 Year Trend

Switch to District View



DISTRICT

- Select all
- DISTRICT 1
- DISTRICT 2
- DISTRICT 3

Priority #1 – Clearances



Priority #2 – Community Satisfaction

Halton Multicultural
Council (HMC)
Partnership

01

High School First
Responder Mentorship
Program

02

Cop in a Café
Initiative

03

Media Engagement

04



Halton Multicultural Council (HMC) Partnership

Newcomers to Canada Presentations

- Partnered with HMC to assist newcomers to Canada by providing informational presentations (May to November 2023)
- Topics: fraud and scam safety tips, home and vehicle safety, identify theft and online safety.

Proaction – “Kids and Cops Climb Rocks”

- Partnered with HMC to identify new children to Canada to participate in rock climbing with police (May to June 2023)
- 12 youth from diverse cultures participated in the program and developed valuable connections with police.
- Continuing in 2024



High School First Responder Mentorship Program

- Fall 2023, 1 District CMB created a pilot mentorship program for high school students.
- Students were selected from various secondary schools in 1 District.
- HRPS partnered with Milton Fire and Halton Region Paramedic Services.
- Mock investigations were developed. The students were required to conduct an investigation, interview witnesses, collect evidence and testify in a mock trial.
- Students also taken on a tour of Milton Fire and Halton Region Paramedics headquarters.
- Students received certificates at the completion of the program.
- Very successful and program that is continuing in 2024.



Cop in a Café Initiative

- Created in October 2023 at Georgetown District High School.
- Partnership with Cobs Bread
- Officers set up a booth in the cafeteria during lunch periods
- Engaged the students in valuable dialogue
- Spin-off events created included “Cop in the Library”
- Initiative to continue in 2024





BREAKING NEWS

BREAKING NEWS

1 District Media Strategy

Improve the relationship between the public and the police through an increase in media releases

83 in 2023

Media Strategy

Shift in Focus:

- Educate
- Build Trust
- Recognize
- Timely

District
Liaison

Training
for every
NCO

Auto Theft
Email for
Residents

Townhalls
4 in 2023

HALTON REGIONAL POLICE SERVICE



Auto Theft Public Meeting



The Halton Regional Police Service (HRPS), along with Milton Town Councillors Sameera Ali and Adil Khalqi, will be hosting a public meeting to address the increase in auto thefts.

Meeting Details

When: Saturday March 4, 2023, from 5 p.m. - 7 p.m.
Where: Milton Sports Centre (Optimist Room)
605 Santa Maria Boulevard

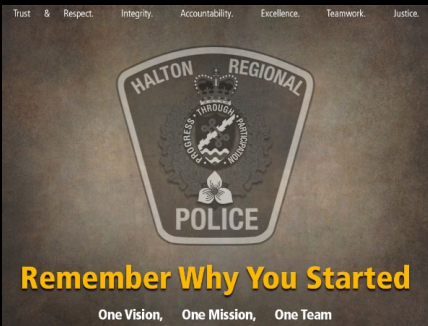
Auto Theft Prevention Tips

- Park your vehicle in a locked/secure garage, if possible.
- Use a steering wheel locking device to deter theft.
- When not in use, place vehicle key fob inside a radio frequency shielding bag.
- Never leave your vehicle unattended with the engine running. Turn off the ignition and take the keys with you.
- Invest in an aftermarket global positioning system (GPS) tracker to help if your vehicle is stolen.

For more information, visit www.haltonpolice.ca or follow us on Twitter @HaltonPolice



Priority #3 – Member Satisfaction

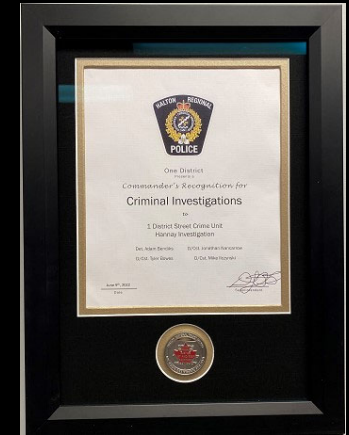


1 District Coaching and Mentoring

1 District is committed to providing consistent and equitable development opportunities to all members

- Not a new concept.
- Strategy to support ongoing development of members through consistent coaching/mentorship.
- Aim to support a younger, diverse and larger group of inexperienced uniform officers.
- Aligned with regional project and ASI report.

Intro



Be the District of Choice

Recognition as a Priority



- Pinch of the Month
- Commander's Certificates / Coin
- Media Releases
- Performance Files
- District SharePoint
- Recognition of Civilians
- Designed recognition board

Create a culture



- Redesigned station to include photo wall
- Posted quotes from citizens
- MWS Login graphic "remember why you started"

Communication



Coaching & Mentorship

Employee Feedback



- 11 Division upgrades (washrooms, flooring, community room)
- Parade visits
- Participation in morning meetings

Employee Opportunities



- Support for secondments
- District training initiative
- Task force opportunities
- Platoon based projects


Themes





Coaching Session

- Training delivered to every 1 District NCO
- Each theme broken into groups to allow for input from coach and employee
- “other comments” allow for employee to capture any items missed but also as a form of 360 to provide feedback to coach on how they are being supported, etc.



1 District Coaching Session

Date: _____ Member Name: _____ Coach/Supervisor: _____

What Went Well	
(Reinforce positive behaviours, self-assessment from the member)	
Coach Perspective:	Employee Perspective:

Opportunities for Development	
(Identify areas of improvement, Alignment with unit/district goals and objectives, career goals/interests)	
Coach Perspective:	Employee Perspective:

1

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Career Interests	
Coach Perspective:	Employee Perspective:

Action Plan (how do we get there?)	
(Course/Seminar/Training/Member Action, is it measurable?)	
Coach Perspective:	Employee Perspective:

Other Comments	
Employee	

2



Priority #3 – Property Crime & Auto Theft Reduction

Incident Response

- Regional Auto Theft Task Force
- Training to Frontline

Risk Intervention & Prevention

- Detailed media strategy
- Revamped HRPS website
- Project Oxygen

Partnerships

- Auto Theft Summit
- Crimestoppers & CHCH
- GAC
- Equite



Communication Strategy

- 4 Townhalls
- Largest spread ever in annual report (4 pages)
- Dedicated social media campaign

Social Development

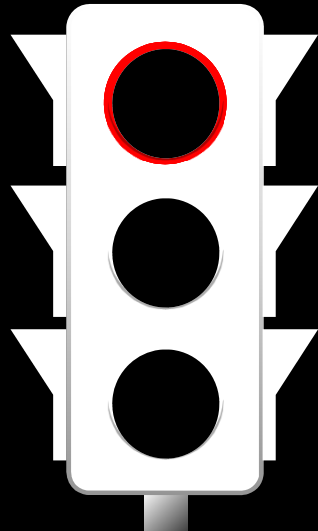
- CMB coordination to target at risk youths to educate for social media recruiting tactics

District Priorities:

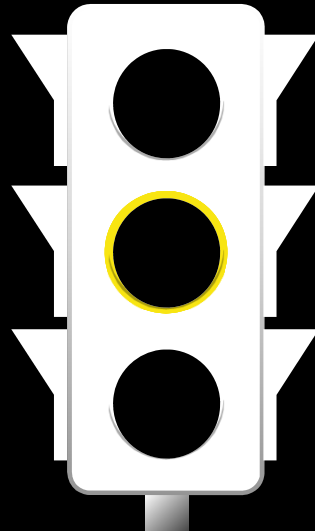
- 1) Aggressive driving
- 2) Careless/distracted driving
- 3) Impaired Driving
- 4) CMV

Priority #5 – Enforcement & Intervention

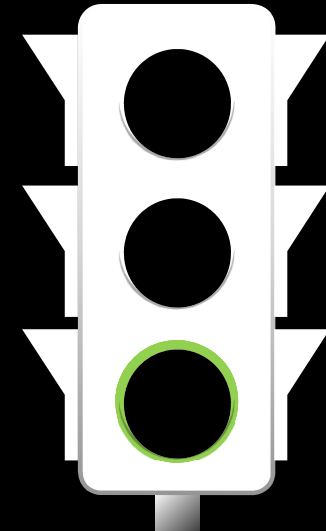
Road Safety



- **Aggressive driving:** 198 charges for 40+km/h over the limit
- **Distracted driving:** Over 160 charges laid
- **Impaired Driving:** 198 arrested



- **Total Traffic Stops:** 17,112 (19% increase)
- **Commercial Vehicle Charges Laid:** 510



- **Total PON's issued:** 12,320
- **Traffic Complaints Received:** 3,547
- **Total Part 3 summons issued:** 1050 (3% increase from 2021)

Over 170,000 engagements on social media!



Protest and Demonstration Response

Significant Increase



- 1 District observed an increase with 18 protests / demonstrations
- Equated to 334 police officer hours

Response



- Similar increases regionally
- 1 District initiative to develop Protest Liaison Officer

Stakeholder Engagement



- Identified subject matter experts
- Senior Crown Attorney – Protest Case Law
- PRPS Public Order Unit – Tactics, Strategies & Considerations

Training



- Coordinated & delivered regional training
- Frontlines & Senior Command included
- Takeaway document

