

# 2009 Annual Report



**Pembroke Police Service**



# HISTORY OF THE PEMBROKE POLICE SERVICE

On February 8, 1878, a motion was passed by the Council of the Town of Pembroke to hire a Town Constable. It was not until November 15, 1878 that James Devlin was hired at a salary of \$400.00 per year. Constable Devlin lived on Cemetery Street, now known as Miller Street, in Pembroke. Some of the duties of the Town Constable at this time included the collection of taxes and the maintenance of platforms (sidewalks) and the Pumping Station. Constable Devlin also assumed the role of Truant Officer and Dog Catcher.

For the six years between 1872 and 1878, the Town of Pembroke, and its surrounding area, was patrolled solely by two County Constables—one of whom was Daniel H. Duffy, who in 1881 became the Chief of Police for the Town of Pembroke. In September 1925, D.J. (Dan) Carnegie enlisted with the Pembroke Police Force. Carnegie was promoted to Sergeant and later to Chief Constable in 1943. The entire Pembroke Police Force at that time consisted of nine men. Chief Carnegie maintained the position of Chief for 19 years before his retirement in 1962.

It was November 1, 1941 when Bert S. Dickie enlisted with the Pembroke Police Force. He left the force however to serve his country with the Royal Canadian Air Force in World War II, returning to his police duties June of 1946. Shortly after his return, Dickie was promoted to the position of Sergeant on March 1, 1947 and then again to the role of Inspector on February 1, 1954. Bert Dickie served as Chief of Police for Pembroke for a period of 21 years, after which time retirement was well deserved.

Sergeant Robert Purvis became Chief of Police upon Chief Dickie's retirement and served until his own retirement June 28, 1991. At that time, Don Kidder took over the role of Chief and continued in this capacity until he retired April 30, 1999. Blair MacIsaac succeeded Chief Kidder and served as Chief of Police until his successor, Acting Deputy Chief David Hawkins took over the reins.

David Hawkins began his policing career with the Pembroke Police Force on October 1, 1978. As a Sergeant he was named Acting Deputy Chief in June 2006 and further designated as Acting Chief in May 2007. He was officially appointed to his current position of Chief of Police on October 20, 2007.

The Pembroke Police Service has grown from a force of one Constable to the quality group of individuals who are its makeup today. The Service boasts a total of 58 members in 2009. These members are comprised of 30 officers, 16 full-time civilians (including clerical, dispatchers and 6 Special Constables) as well as 12 part-time Special Constables who all provide essential services to our community.

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## Mission Statement

*The Pembroke Police will continue to deliver police services that directly relate to the concerns of our community. The Police Service and our stakeholders will cooperatively develop ways of utilizing resources to best address priorities that make our community a better and safer place to live, learn and enjoy.*

## CORE VALUES

**Integrity**—be honest, open and fair

**Excellence**—provide the highest level of service, exceed expectations and take pride in what we do

**Respect**—treat everyone with dignity and respect

**Partnership**—work together with our community to solve problems that affect all

**Commitment**—be responsible, loyal and dedicated to the mission of our Police Service

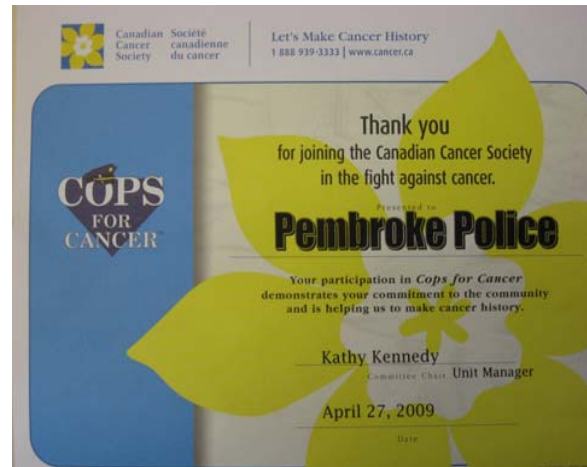
**Progressive**—be flexible and adaptive to changing demands and circumstances placed on policing

**Teamwork**—cooperate with and learn from one another; trust and respect each other; contribute fully for the betterment of the team

**Leadership**—provide direction and guidance to those in need

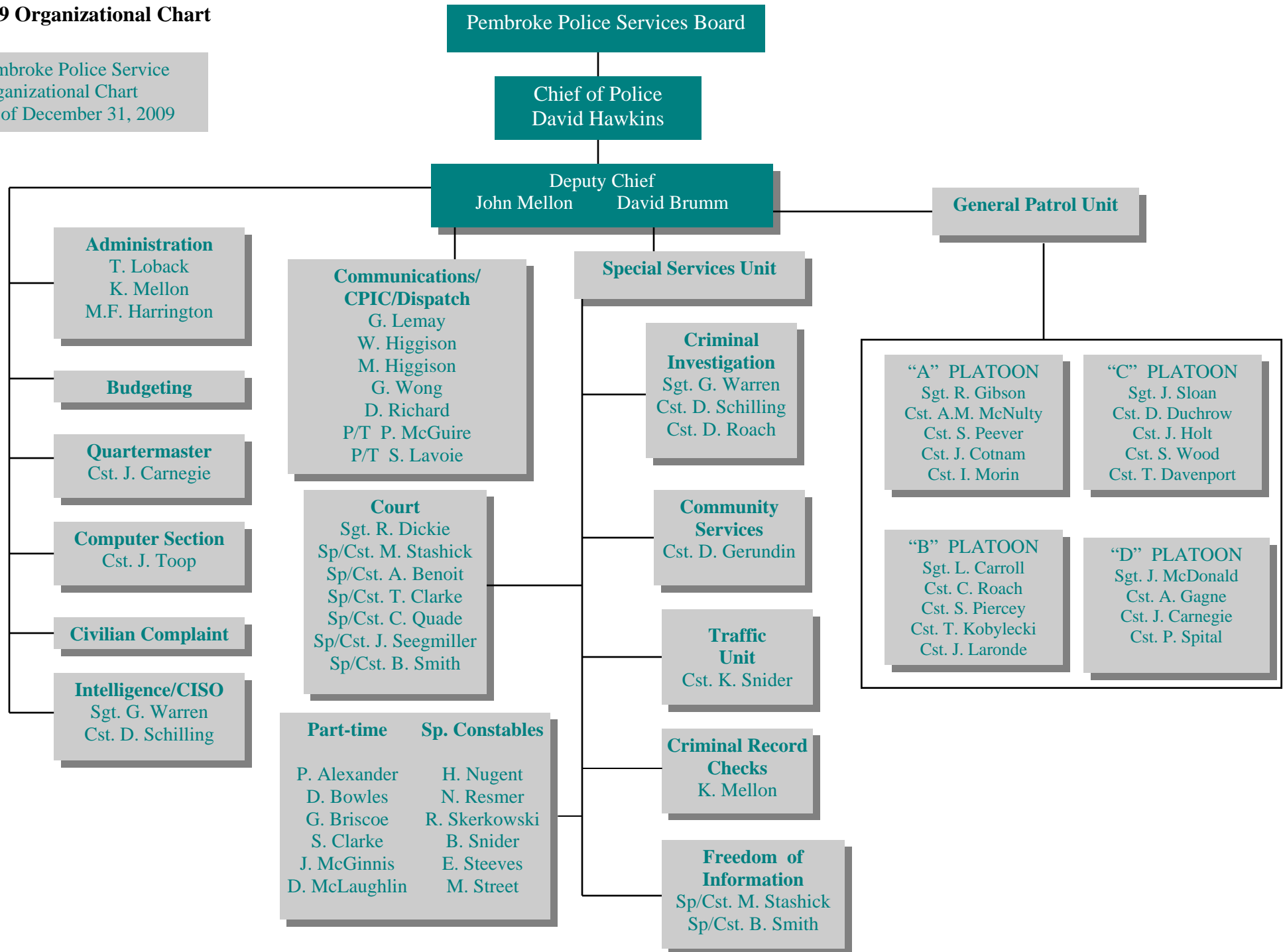


# Policing in Partnership



## 2009 Organizational Chart

Pembroke Police Service  
Organizational Chart  
As of December 31, 2009



## The Pembroke Police Services Board 2009



*Left to Right: Gary Severin-Chair, Michael LeMay-Vice-Chair, Barbara Briscoe-Executive Assistant, Shirley White-Board Member, Bob Schreader-Board Member, Pauline Edmonds-Board Member.*

***Gary Severin  
Chair***

***Michael LeMay  
Vice-Chair***

***Pauline Edmonds  
Member***

***Bob Schreader  
Member***

***Shirley White  
Member***

***Barbara Briscoe  
Executive Assistant***

## Message from the Chair



Gary Severin  
Chair

The Pembroke Police Services Board had another busy year in 2009 and the following are some of the highlights of the year.

Work is continuing on our Police building and progress this year included renovations to the CIB office upstairs, a Scenes of Crime Room downstairs, completion of the Board/Emergency Management room including a “Smart Board”, new air conditioning systems in the officers’ room and computer room and a work station in the archives area above the interview rooms. A surveillance camera has also been installed for the downtown section of the City.

Our Business Plan for 2009/2010 was adopted by the Board in March of 2009 and is a working document that is monitored continually. A formal progress report was presented to the Board in December 2009.

The Negotiating Committee has met on several occasions with both uniform and civilian representatives attempting to establish new collective agreements.

Laurentian Valley has made a formal request to Council for a costing for policing. The Board and the Service would welcome this opportunity if Council so deems.

A vehicle (decommissioned ambulance) has been purchased to be equipped as a mobile command unit for emergency purposes. Hopefully, this vehicle will be equipped and ready in the near future.

The need for more attention to road safety as outlined in the Business Plan has been addressed by establishing a traffic division which is currently the responsibility of Constable Kirk Snider on a full-time basis. Results have been impressive.

Our two Provincial Appointees have been reinstated this year, Mike LeMay for a one year extension and Pauline Edmonds for a three year term.

The Board continues to recognize the excellent policing that our Service provides and the continued dedication of our employees.

Respectfully Submitted,

Gary Severin, Chair  
*Pembroke Police Services Board*



## Message from the Chief

As Chief of the Pembroke Police Service, I am pleased to prepare a 2009 Annual Report for the Pembroke Police Services Board in compliance with Ontario Regulation 3/99 - Section 31 of the Ontario Police Services Act.

During the course of 2009, our Service has attempted to address the areas identified in the Pembroke Police Service Board's Strategic Business Plan. Community Policing continues to be high on our priority list. Our Community Services Officer, Cst. Dillon Gerundin, devotes the majority of his time to this initiative. A total of 11 new programs developed with over 1000 people participating.

Increased visibility in the downtown core is another objective that has been identified in the Business Plan. In late 2009 a surveillance camera was installed in the downtown in an effort to monitor undesirable activity in the area and to further act as a deterrent to this type of behaviour. Increased efforts have also produced more than 200 hours of foot/bicycle patrol from June to September in the downtown core.

Solving crime is probably the most important aspect of police work. The Pembroke Police Service prides itself in the hard work performed by our Criminal Investigation Branch, on a continual basis. In 2009 we have increased our compliment of Criminal Investigators to 3 with a total of 11 specific crime course/seminars attended by these members, to better prepare them for the challenges in this ever changing environment.

Communication and interaction between the Police Service and the Community it serves, is another important component of Community Based Policing. Plans are ongoing to continue with community focus groups and promoting our public image through development of new Community Service Programs. A door-to-door public satisfaction survey has recently been completed with the assistance of some 30 Police Foundation Students from Algonquin College.

Internally, continued training ensures a high standard of service is maintained. A Critical Incident Team is currently being developed with upcoming training becoming part of our "Block Training" week in January 2010. Other training incentives include all members receiving instruction from the Regional Assault Care Unit, based in the Renfrew Victoria Hospital. Our dispatch staff will also be receiving training surrounding issues related to the Sex Offender Registry.



David Hawkins  
Chief of Police

With regard to the police service building, renovations are continuing that positively impact the working conditions of the officers and staff. Information Technology is constantly changing, and in an effort to stay current our training, software and computer hardware are constantly being upgraded.

The Pembroke Police Service is extremely proud to report that in 2009 there were no public complaints investigated by our Service.

I speak for the entire Service, when again this year, I extend our sympathies to our military families who have been impacted negatively as a result of the overseas deployment of their loved ones. Our thoughts and prayers remain with these men, women and children and hope for a peaceful resolution in the not too distant future.

Last, but certainly not least, I would like to acknowledge and thank the Uniform and Special Constable members as well as our Civilian staff for the work and dedication that has been so evident in the past year. It is because of these people that I consider 2009 a very successful year.

David Hawkins  
*Chief of Police*

## Message from the Deputy Chief

It is with a heavy heart that I prepare my 2009 Annual Report message, after very recently attending the funeral of Constable Eric Czapnik of the Ottawa Police Service. Three Canadian Police Officers paid the ultimate price in defense of their communities in 2009. Thirty-two Canadian soldiers gave their lives defending Canada in 2009 and I would be remiss if I did not acknowledge the loss of Canadian Journalist Michelle Lang who was killed in Afghanistan while doing her best to ensure Canadians get the truth. I offer my deepest condolences to their families, friends and communities. May they find the strength and courage to ensure their memories live on .



John Mellon  
Deputy Chief

2009 was a great year for the Pembroke Police Service. I will focus on a few of the highlights. The Ministry doubled our RIDE grant thereby allowing twice as many RIDE spot checks which commenced in the summer and went full swing into the Christmas season. The program was a great success as a direct result of the hard work and dedication of the officers of the Pembroke Police Service.

As a result of the 2500 Officer Recruitment program, our Service was able to increase our authorized strength by one officer. This increase in strength enabled us to implement a full-time traffic unit committed to reducing accidents, enforcing traffic laws and implementing safety programs. This is in addition to the traffic enforcement being conducted by officers of the Pembroke Police Service. In continuing with our traffic safety, we are looking at accident analysis software and finding ways to purchase a radar trailer. With the addition of these two items, our commitment to traffic safety will be strengthened and assist greatly in making the streets of the City of Pembroke even safer.

Another highlight for the Pembroke Police Service and indeed the City of Pembroke was the arrival, celebration and departure of the Olympic Torch. The success in this event was as a result of the preparation and planning by the Olympic Torch Committee which was chaired by Pembroke Police Service dispatcher Garland Wong. We are extremely proud of Garland and congratulate him on this success.

Improvements to our facility are continuing with a new “Scenes of Crime” office under construction, a new detective office having been completed and we are budgeting for the addition of new cells. A new look for Pembroke Police cruisers will be rolled out in the near future and many other changes are being considered.

I again wish to recognize the hard work and dedication of the men and women of the Pembroke Police Service. They all play an integral role in ensuring that citizens in the City of Pembroke can go about their business safely. In closing, I would like to express my gratitude and appreciation for the privilege bestowed upon me to serve and protect the citizens of Pembroke.

John Mellon  
*Deputy Chief*

# BUSINESS PLAN REPORT

## **Community Based Crime Prevention Initiatives, Community Patrol & Crime Investigation Services**

### **Status**

- |  |  |
|--|--|
| <b>Goal 1:</b> To increase number of participants in Crime Prevention Programs hosted by our Community Services Officer and develop more programs that target specific sectors of our community. | <ul style="list-style-type: none"><li>• 11 new programs developed and presented by Community Services Officer for 2009, which included over 1000 members of our community.</li></ul>   |
| <b>Goal 2:</b> To increase police visibility in our downtown core to reduce property crimes and create a safer atmosphere.   | <ul style="list-style-type: none"><li>• Between June-September, more than 200 hours of foot/bicycle patrol by officers.</li><li>• Purchase and installation of Closed Circuit Camera monitoring and recording downtown area.</li></ul> |
| <b>Goal 3:</b> To constantly improve ways to deliver a more efficient CIB.   | <ul style="list-style-type: none"><li>• CIB complement increased by one officer to 3 officers</li><li>• 11 CIB specific courses/workshops attended by the 3 officers and civilian staff.</li></ul>                                     |

## **Community Satisfaction with Police Services**

- |  |   |
|--|---|
| <b>Goal 1:</b> To increase the public level of satisfaction through mutual information sharing, instilling a shared responsibility approach to solving community problems. | <ul style="list-style-type: none"><li>• Continuing to host focus groups with local stakeholders.</li><li>• Mid-term public survey conducted involving 400 households.</li><li>• CSO promoting image of our service through development of new programs.</li></ul> |
|--|---|



# BUSINESS PLAN REPORT

## **Emergency Calls For Service**

## **Status**

**Goal 1:** To be prepared to respond to emergency calls with trained officers that are properly equipped for such incidents.

- Development of Critical Incident Team, training to continue in 2010.
- Block training completed with all officers which included simunition exercises.
- Multi-agency training attended with Belleville Police Service.
- 2 C8 rifles purchased and 9 officers trained in the use of this rifle.

## **Violent Crime/Property Crime/Youth Crime and Clearance Rates**

**Goal 1:** To reduce and deter the number of violent crimes in our city and to improve present clearance rates associated with these cases.

- Sexual Assault Nurse/Program Manager from Regional Assault Care Program (Renfrew Victoria Hospital) attended and held seminar to all shifts
- Ongoing meetings (every 3 months) with Partnering Criminal Justice Workshop group
- Sexual Assault and Child Abuse Courses at OPC reserved for 2 officers to attend in 2010.
- 2010 block training will include updates re: Domestic Violence.
- January 2010 Sex Offender Registry training for all permanent dispatch staff

# BUSINESS PLAN REPORT

## **Violent Crime/Property Crime/Youth Crime and Clearance Rates (cont'd)**

### **Status**

**Goal 2:** To implement strategies to reduce and prevent the number of incidents related to property crimes and to implement strategies that improve the ability of our Service to solve these crimes.

- Through daily briefings on shift, officers directed to give special attention to identified problem areas.
- Foot patrol hours logged by officers monitored and increased.
- Closed circuit camera purchased as a strategy to deter/prevent incidents.

**Goal 3:** To create positive attitudes between youth and our members.

- CSO developed several programs targeting youth (over 600 contacts).
- Was a measurable component in recent promotional process, specifically 'community involvement'.

## **Police Assistance to Victims of Crime and Re-Victimization Rates**

**Goal 1:** To ensure that victims in our community are provided for and educated in relation to the prevention of being re-victimized.

- Domestic Violence Coordinator working with Victim Services of Renfrew County which resulted in the development of a new referral process.
- Focus groups to be scheduled with various victim groups.

# BUSINESS PLAN REPORT

## **Road Safety**

## **Status**

**Goal 1:** To reduce the number of speeders on our city streets.

- LIDAR radar gun purchased by our service (12 trained officers)
- CSO conducted presentations re: education of radar capabilities/ fines/suspensions, etc..
- Significant increase in number of Provincial Offence Notices issued since implementation of LIDAR.
- New position created for Road Safety Officer implemented November 2009.

**Goal 2:** To reduce the number of impaired driving offences.

- 208 Hours of RIDE program logged in 2009
- CSO continuing educational presentations

## **Information Technology**

- Awaiting approval from government regarding implementation as a result of pilot project with Blackberry units (funds already budgeted).
- IT support contract secured with local company for 24 hour response.

# BUSINESS PLAN REPORT

## **Resource Planning**

## **Status**

- 1 new female officer hired to increase current complement of officers to 30.
- OPC will be attending our Service to conduct a workplace harassment workshop (date to be determined).
- Career development being addressed through 24 officers having received training via courses/workshops during 2009 (included 45 different courses/workshops).
- Several courses already secured by our Service for officers to continue developing their careers for 2010.

## **Our Police Facility**

- Criminal Investigations Branch office completed on third floor of our building
- Scenes of Crime (SOCO) facility budgeted and renovations nearing completion in 2010.
- Communications center/public washroom budgeted and renovations to commence in 2010.
- Plans ordered for construction of 2 additional prisoner cells (partially budgeted).



# HIGHLIGHTS OF 2009

## RECOGNIZING OUTSTANDING CONTRIBUTIONS

The Pembroke Police Services Board took the time to honour their own during its regular board meeting on Thursday.

Long serving police officers Sgt. Rob Dickie and Sgt. Les Carroll were each presented awards for 30 years of exemplary service to law enforcement in Canada, while Father Howard Chabot was honoured for more than 20 years of service as the chaplain for the Pembroke Police Service. He is stepping down from the position, which is being taken over by Father Patrick Tait. He too was recognized by the board.

Pauline Edmonds, police service board member, said the Pembroke Police chaplain volunteers his time and talents to assist the police and the community.

“Our chaplain may be called upon to assist officers in conducting death notifications, provide counselling to victims and offer support and counselling to the police service members and their families,” she said, and may also be called upon to offer religious ceremonies and prayers for special occasions and memorial services.

“People may not be aware of this, but our chaplains are on call 24 hours a day, 365 days a year, providing outstanding service to the Pembroke Police Service and the community. They are truly an integral part of this police service,” Ms. Edmonds said.

Coun. Shirley White said Sgt. Dickie started his law enforcement career in May 1979 in Kingston before coming to Pembroke in March 1980. He was promoted to Acting Sgt. in December 1985 and a year later to his current rank.

Board member Michael LeMay said Sgt. Carroll commenced his career as a police cadet in Toronto in June 1978, and in March 1981 was sworn in as a fourth class constable, working in Toronto in uniform, plainclothes and as a member of training staff. In January 1994, he joined the Pembroke Police Service, being promoted to his current rank in October of this year.

Both officers had been previously recognized by the Governor General for 20 years of loyal and meritorious service to law enforcement.

## CITY’S NEW TRAFFIC COP WASTES NO TIME AT JOB

Pembroke’s new traffic enforcement officer has wasted little time getting down to work.

Police Chief David Hawkins told the Pembroke Police Services Board that Cst. Kirk Snider, who was designated to that position December 1, 2009, has been keeping himself busy on the city’s streets.

Between Dec. 1 and Dec. 10, Cst. Snider has stopped 56 vehicles, in the process laying 42 speeding charges, five moving violations, two Compulsory Automobile Insurance Act charges and issued 21 warnings.

He also investigated four motor vehicle collisions.

“To his credit, he is busy and he is enjoying it,” said Chief Hawkins.

Gary Severin, police board chairman, said traffic has been one of the main issues facing the police service as outlined in their business plan. He said he is glad to see this focus on it.

The business plan states the community considers traffic concerns a major priority. These concerns included speeding, impaired driving, careless driving and accidents.

On December 1, the police service officially launched a traffic unit, which will be concentrating on traffic enforcement, safety promotion and education. Its purpose is to work on reducing the number of incidents of accidents, speeding, dangerous driving and impaired driving within the city.

# HIGHLIGHTS OF 2009



## NEW POLICE OFFICER

The Pembroke Police Service has a new face among its ranks of front line officers.

Constable Tina Davenport has been on the streets since August 17, and brings with her six and a half years experience as a police officer in Ottawa. Originally from the area, she had wanted to return to the Upper Ottawa Valley in order to get involved in the community again, and hopes to take part in local sports programs, including working with youth in skating.

“I developed an interest in police work in high school and college,” she said, which grew from a desire to help people.

While acknowledging police work is a tough job, Constable Davenport said there is a great deal of satisfaction in being there when people need you the most.

“When you do help people, and show you can change some aspect of their life in the smallest way, that is all the gratification you need,” she said.

Asked what she hopes to do in Pembroke, Cst. Davenport said she wants to do the job the best way that she can, and to become an active part of the community.

## COPS FOR CANCER

Police organizations from four Renfrew County communities raised \$7,500 for the Canadian Cancer Society last month in the first annual “Cops for Cancer”.

The charity event was held on April 27 at Eastside Mario’s and First Choice Haircutters in Pembroke with officers from the Pembroke Police Service, the Deep River Police Department, the Upper Ottawa Valley OPP detachment and the Killaloe OPP detachment participating. Sponsored and organized by Paul Davis systems of Pembroke, officers took turns getting their head shaved while raising pledges for the cancer society.

Bob French, president of the Renfrew County Unit of the Canadian Cancer Society said this week he was pleased with the incredible effort on behalf of area police forces. Staff members of Eastside Mario’s and Paul Davis Systems also got their heads buzzed.

“It was the whole community coming together,” Mr. French said as he presented appreciation certificates to police department representatives during a brief ceremony at the restaurant.

Following the trip to the barber shop, officers served as guest servers with Gordon Foods Services donating entrees. A silent auction was held afterward with several items donated by local businesses.

Mr. French said the contribution of the police services will go a long way to ensuring that one day cancer will be beaten.

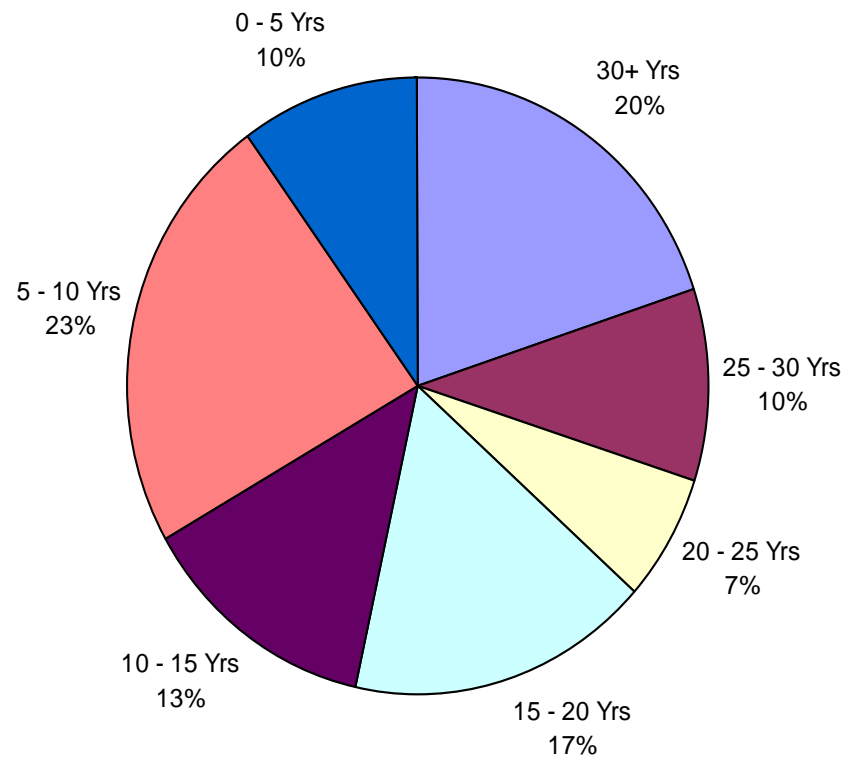
“The Cops for Cancer is a very important fundraiser and you’re helping to bring hope to the people of Renfrew County. It’s a great team effort and let’s keep it going.”

Plans are already underway to host the second annual Cops for Cancer in 2010 and possibly expanding it to include other restaurants across the county.

“Cancer has impacted every family in Renfrew County,” said Pembroke police chief David Hawkins. “If the Pembroke Police Service can partner with the cancer society to give hope to people, then we’ll do all we can.”

Police Strength	
Chief of Police	1
Deputy Chief	2
Sergeants	6
Constables	21
<b>TOTAL</b>	<b>30</b>

**Officers by Years of Service**



Sworn Personnel - Length of Service		Pembroke Police Time of Service	Other Department Time of Service	Total Years of Service
David Hawkins	Chief	31 yrs, 3 mths		31 yrs, 3 mths
David Brumm	Deputy Chief	24 yrs, 7 mths	10 yrs	34 yrs, 7 mths
John Mellon	Deputy Chief	20 yrs, 11 mths	13 yrs, 7 mths	34 yrs, 6 mths
James Sloan	Sergeant	35 yrs, 7 mths	5 yrs	40 yrs, 7 mths
Rob Dickie	Sergeant	29 yrs, 10 mths	1 yr	30 yrs, 10 mths
George Warren	Sergeant	14 yrs, 8 mths	4 yrs, 4 mths	19 yrs
John McDonald	Sergeant	13 yrs, 2 mths		13 yrs, 2 mths
Leslie Carroll	Sergeant	16 yrs	15 yrs, 6 mths	31 yrs, 6 mths
Ronald Gibson	Sergeant	12 yrs, 1 mth	13 yrs, 2 mths	25 yrs, 3 mths
James Rabishaw	Constable	29 yrs	(7 mths civilian)	29 yrs
James Toop	Constable	28 yrs, 11 mths	(3 yrs, 5 mths civilian)	28 yrs, 11 mths
Andrew Gagne	Constable	24 yrs, 10 mths		24 yrs, 10 mths
Cindy Roach	Constable	15 yrs		15 yrs
James Carnegie	Constable	14 yrs, 5 mths	(14 yrs, 1 mth civilian)	14 yrs, 5 mths
Dean Duchrow	Constable	11 yrs, 4 mths	8 yrs, 9 mths	20 yrs, 1 mth
Anne Marie McNulty	Constable	11 yrs, 1 mth	4 yrs, 8 mths	15 yrs, 9 mths
Shawn Peever	Constable	10 yrs, 6 mths	2 yrs, 4 mths	12 yrs, 10 mths
Shawn Piercey	Constable	10 yrs, 5 mths	2 yrs, 9 mths	13 yrs, 2 mths
David Roach	Constable	10 yrs, 2 mths		10 yrs, 2 mths
David Schilling	Constable	10 yrs, 2 mths		10 yrs, 2 mths
James Holt	Constable	9 yrs		9 yrs
Jeffery Cotnam	Constable	8 yrs		8 yrs
Kirk Snider	Constable	8 yrs		8 yrs
Dillon Gerundin	Constable	7 yrs		7 yrs
Thomas Kobylecki	Constable	6 yrs, 7 mths		6 yrs, 7 mths
Jason Laronde	Constable	6 yrs, 7 mths		6 yrs, 7 mths
Ian Morin	Constable	3 yrs, 4 mths		3 yrs, 4 mths
Peter Spital	Constable	2 yrs, 1 mth		2 yrs, 1 mth
Scott Wood	Constable	1 yr, 8 mths.		1 yr, 8 mths.
Tina Davenport	Constable	4 mths	8yrs, 9 mths	9 yrs, 1 mth



## Civilian Personnel



Civilian Members	
Gilbert Lemay	Dispatcher
Walter Higgison	Dispatcher
Theresa Loback	Secretary
Mary Higgison	Dispatcher
Karen Mellon	Clerk Typist
Garland Wong	Dispatcher
Michael Stashick	Special Constable
Donald Richard	Dispatcher
Penny McGuire	Part Time Dispatcher
Shannon Lavoie	Part Time Dispatcher
Joshua Seegmiller	Special Constable
Amy Benoit	Special Constable
Terry Clarke	Special Constable
Corwin Quade	Special Constable
Brian Smith	Special Constable
Mary Frances Harrington	Clerk Typist

Part Time Special Constables
Phillip Alexander
David Bowles
Gerry Briscoe
Stephanie Clarke
Jeremy McGinnis
Derek McLaughlin
Henry Nugent
Neil Resmer
Robert Skerkowski
Brian Snider
Eric Steeves
Michael Street

Civilian Strength	
Secretary	1
Clerk Typist	2
Dispatchers	5
Part Time Dispatchers	2
Special Constables	6
Part Time Special Constables	12
<b>TOTAL</b>	<b>28</b>

Civilian Personnel - Length of Service		Pembroke Police Time of Service	Other Department Time of Service	Total Years of Service
Gilbert Lemay	Dispatcher	32 yrs, 4 mths		32 yrs, 4 mths
Walter Higgison	Dispatcher	30 yrs, 1 mth		30 yrs, 1 mth
Theresa Loback	Secretary	22 yrs, 5 mths		22 yrs, 5 mths
Mary Higgison	Dispatcher	17 yrs, 11 mths		17 yrs, 11 mths
Karen Mellon	Clerk Typist	11 yrs, 2 mths		11 yrs, 2 mths
Garland Wong	Dispatcher	9 yrs, 2.5 mths		9 yrs, 2.5 mths
Michael Stashick	Special Constable	4 yrs, 7.5 mths		4 yrs, 7.5 mths
Donald Richard	Dispatcher	4 yrs, 5.5 mths		4 yrs, 5.5 mths
Penny McGuire	P/T Dispatcher	3 yrs, 4 mths		3 yrs, 4 mths
Shannon Lavoie	P/T Dispatcher	2 yrs, 5 mths		2 yrs, 5 mths
Joshua Seegmiller	Special Constable	1 yr, 10 mths		1 yr, 10 mths
Amy Benoit	Special Constable	1 yr, 10 mths		1 yr, 10 mths
Terry Clarke	Special Constable	1 yr, 10 mths		1 yr, 10 mths
Corwin Quade	Special Constable	1 yr, 10 mths		1 yr, 10 mths
Brian Smith	Special Constable	1 yr, 10 mths		1 yr, 10 mths
Mary Frances Harrington	Clerk Typist	1 yr (temp), 6 mths (full-time)		1 yr, 6 mths

Personnel Changes		
<b>New Appointments</b>		
10 August 2009	Mary Frances Harrington	Clerk Typist
17 August 2009	Tina Davenport	Constable

#### Promotions-Resignations-Retirements

A/Sergeant to Sergeant	2
A/Secretary to Secretary	1
Resignations	1



Police Service Vehicles	
Patrol Vehicles (Fully marked/equipped)	4
Special Marked Vehicles (Fully equipped)	1
Unmarked Vehicles (Fully equipped)	1
Unmarked Vehicles	5
Bicycles	4
<b>Total</b>	<b>15</b>



Michael Stashick



Amy Benoit



Terry Clarke



Corwin Quade



Joshua Seegmiller



Brian Smith

## SPECIAL CONSTABLES

Though their presence is predominantly evident in the duties they perform at the Provincial Courthouse, our Special Constables also perform numerous essential services that are less obvious to the Community.

In addition to monitoring prisoners in their cells, providing courtroom security and acting as Court officers in both Criminal Court and Provincial Offences Court, the Special Constables are further responsible for acquiring DNA and fingerprints from the accused and serving subpoenas and other Court documents. They also participate in prisoner transfers to and from the Ottawa Carleton Detention Centre as well as other facilities.

Administering taxi licences, processing Freedom of Information requests and providing traffic and security assistance at parades and other special events in the City of Pembroke are also duties completed by our Special Constables.

Also worth mentioning are the hours of volunteering that they contribute back to the Community through activities such as the Kinsmen Kid's Fishing Derby to name just one.



Philip Alexander



Michael Street



David Bowles



Eric Steeves



Gerry Briscoe



Brian Snider



Stephanie Clarke



Jeremy McGinnis



Derek McLaughlin



Henry Nugent



Neil Resmer



Robert Skerkowski

**Administration**

Crime Analysis Software Demonstration  
Cobourg, Ontario

O.A.C.P. 2009 Special Investigations Unit Workshop  
O.P.P. Headquarters  
Orillia, Ontario

Chiefs/Deputy Chiefs Fall Conference  
(host Owen Sound Police Service)  
Owen Sound, Ontario

Professional Standards Conference  
(hosted by Toronto Police Service)  
Toronto, Ontario

Bill C-24—Public Officer—Lawful Justification Training  
Orillia OPP General Headquarters

Office of the Independent Police Review Directorate Seminar  
Barrie, Ontario

2009 O.A.C.P. Annual Conference  
Sudbury, Ontario

Small and Middle Chief's Conference  
Peterborough, Ontario

Ontario Association Police Services Board's 47th Annual Meeting  
Cornwall, Ontario

2009 Human Rights and Accommodation Conference  
Toronto, Ontario

**Criminal Investigation**

Asset Forfeiture Foundations Training  
Ottawa, Ontario

Ontario Major Case Management Software  
Ontario Police College, Aylmer, Ontario

Oxycontin Workshop  
(hosted by Renfrew County & District Health Unit)  
Marguerite Centre, Pembroke, Ontario

Wreckmaster Level 2/3 Certification Course

Highway Interdiction/Pipeline Course  
Ottawa, Ontario

C.I.S.O. Human Source Course  
Ottawa, Ontario

C.I.S.O. Operating Body Meeting  
Niagara Falls, Ontario

C.I.S.O. 2009 Fall Conference—"Extremism"  
(hosted by Belleville Police Service)  
Belleville, Ontario

C.I.S.O. Operating Body Conference  
Grand Bend, Ontario

C.I.S.O. Outreach Asset Forfeiture Training  
Barrie, Ontario

C.I.S.O. Operating Body Meeting  
Kingston, Ontario



**Officers**

HSJCC Law and Order Conference  
Niagara Falls, Ontario

2009 Mental Health Workshop (Ontario Association of Chiefs of Police)  
Oshawa, Ontario

Employee Relations Seminar  
Ottawa, Ontario

Fundamentals of Auditing in a Police Organization Course  
(hosted by Halton Regional Police Service)  
Burlington, Ontario

Special Constable Training  
Toronto, Ontario

Defensive Tactics Simunition Training  
Belleville, Ontario

Use of Force Training  
Algonquin College, Ottawa, Ontario

Glock Armourer Course  
Hamilton, Ontario

Taser Training Recertification  
Cornwall, Ontario

Applied Suicide Intervention Skills Training (ASIST)  
Marguerite Centre, Pembroke, Ontario

OPTIC/NICHE/RMS Police Information Portal Workshop  
Toronto, Ontario

**Officers (cont'd)**

Security Issues—Best Practices, OPTIC Co-op Seminar  
Orillia, Ontario

Police Services Act, Police Complaints Resolution & Human Resource Management Course  
Ontario Police College, Aylmer, Ontario

Ontario Association of Law Enforcement Planners Seminar  
“Struck by Lightning: The Curious World of Probabilities”  
Stratford Police Service

Managing Service Excellence in Policing  
Ontario Police College, Aylmer, Ontario

Emotional Intelligence  
Ontario Police College, Aylmer, Ontario

Influential Police Leadership  
Ontario Police College, Aylmer, Ontario

Building Leadership Strength Through Self Awareness  
Ontario Police College, Aylmer, Ontario

Ontario Association of Law Enforcement Planners  
Innovations in Police Business Symposium  
Kingston, Ontario

Front Line Supervisor Course  
Ottawa Police Service (delivery site for Ontario Police College)

**Officers (Cont'd)**

Use of Force Trainer Course  
Ontario Police College, Aylmer, Ontario

Drug Recognition Expert Course  
(Practical Certification Phase of Training)  
Phoenix, Arizona

Drug Recognition Expert Course (R.C.M.P.)  
Ontario Police College—Aylmer, Ontario

Ontario Speed Advisory Committee Meeting  
York Regional Police Service  
Newmarket, Ontario

Suspension Impoundment & Management System Seminar (SIMS)  
MTO Headquarters - Toronto, Ontario

Ontario Speed Advisory Committee Meeting  
Hamilton, Ontario

Dissociative Identity Disorder Workshop  
Community Mental Health Services  
Pembroke, Ontario

2009 Certified Police Fitness Appraisers Course  
Ontario Police College, Aylmer, Ontario

**Civilians**

Annual L.E.A.R.N. Seminar  
Peel Regional Police Service  
Brampton, Ontario

UCR Crime Statistics Workshop  
Durham Regional Police Service  
Whitby, Ontario

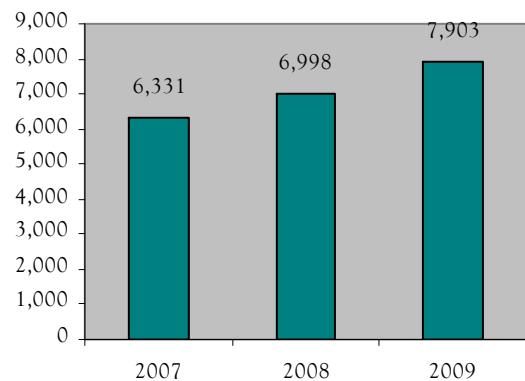
Ontario Major Case Management Software Course  
Ontario Police College, Aylmer, Ontario

2009 Fall F.O.I.P.N. Seminar  
(hosted by Peel Regional Police Service)  
Brampton, Ontario

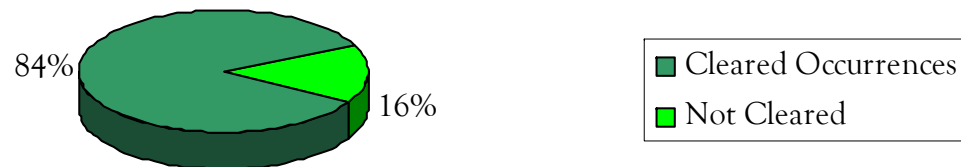
Freedom of Information 2009 Spring Seminar  
Ottawa, Ontario

## 2009 Statistical Report

Calls for Service

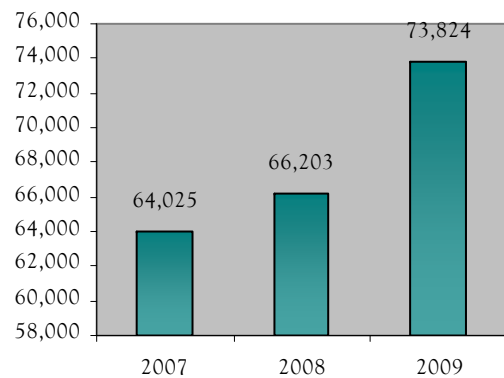


Clearance Rate  
2009 Occurrences

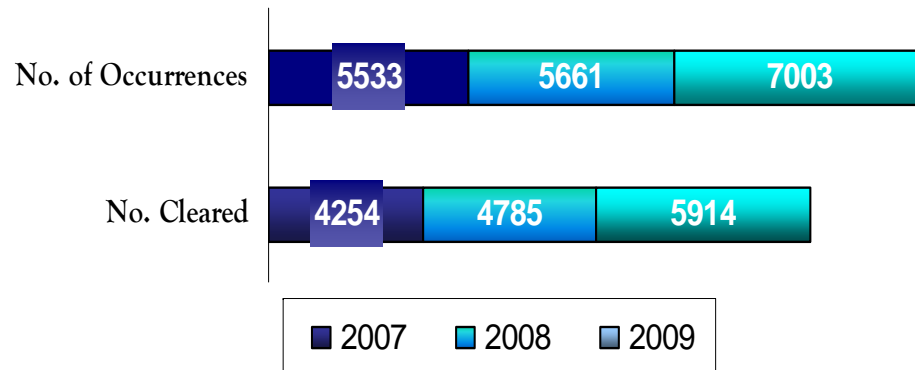


*Clearance rate is the total number of incidents cleared by charge or otherwise divided by the total number of actual incidents occurring in a given year.*

Recorded Telephone Calls



Total Occurrences vs Total Cleared  
2006 - 2008



<b>Non Offence Statistics</b>	<b>2008</b>	<b>2009</b>	<b>Variance</b>
Abandoned Vehicles	14	20	42.86%
Alarms	337	368	9.20%
Animal Complaints	26	20	-23.08%
Community Services	226	356	57.52%
Dangerous Conditions	27	32	18.52%
Domestic Disturbances	47	49	4.26%
Insecure Property	15	8	-46.67%
Landlord/Tenant	20	39	95.00%
Liquor Acts	93	91	-2.15%
Lost and Found Property	288	248	-13.89%
Missing Persons	66	43	-34.85%
Municipal By-law	157	145	-7.64%
Neighbour Disputes	37	46	24.32%
Noise Complaints	161	216	34.16%
Police Assistance	1120	1092	-2.50%
Police Information	496	468	-5.65%
Prisoner Escorts	56	64	14.29%
Property Damage	17	24	41.18%
Provincial Statutes (M.H.A.)	55	79	43.64%
Sudden Deaths	22	16	-27.27%
Suspicious Persons	146	139	-4.79%
Traffic Control	34	29	-14.71%
Unwanted Persons	119	111	-6.72%
Vehicles Recovered	14	6	-57.14%
Warrants	22	10	-54.55%
Other Provincial Statutes	728	1731	137.77%
Other	1373	1487	8.30%

## Violent Crime Summary

	Reported		Variance	Actual		Variance	Cleared by Charge	% Cleared by Charge
	2008	2009		2008	2009		2009	
Sexual Assault	26	10	-61.54%	22	10	-54.55%	3	30.00%
Assault	107	97	-9.35%	100	84	-16.00%	60	71.43%
Kidnapping/ Confinement	4	1	-75.00%	4	1	-75.00%	1	100.00%
Robbery	6	1	-83.33%	6	1	-83.33%	1	100.00%
Criminal Harassment	17	28	64.71%	17	26	52.94%	4	15.38%
Uttering Threats	41	48	17.07%	35	36	2.86%	15	41.67%
<b>Total</b>	201	185	-7.96%	184	158	-14.13%	84	53.16%

## Drug Occurrence Summary

	Reported		Variance	Actual		Variance	Cleared by Charge	% Cleared by Charge
	2008	2009		2008	2009			
Possession Cocaine	0	2	200.00%	0	2	200.00%	2	100.00%
Possession other Controlled Drug	5	17	240.00%	5	17	240.00%	3	17.65%
Possession Cannabis	20	11	-45.00%	20	11	-45.00%	8	72.73%
Trafficking Cocaine	4	0	-100.00%	4	0	-100.00%	0	0.00%
Trafficking other Controlled Drug	7	5	-28.57%	7	5	-28.57%	4	80.00%
Trafficking Cannabis	3	3	0.00%	3	3	0.00%	3	100.00%
<b>Total</b>	39	38	-2.56%	39	38	-2.56%	20	52.63%



## Other Violations Summary

	Reported		Variance	Actual		Variance	Cleared by Charge	% Cleared by Charge
	2008	2009		2008	2009			
Bail Violations	73	41	-43.84%	72	39	-45.83%	28	71.79%
Fail to Appear	22	16	-27.27%	22	16	-27.27%	16	100.00%
Breach Probation	33	30	-9.09%	31	27	-12.90%	13	48.15%
By-Law	157	145	-7.64%	141	135	-4.26%	33	24.44%
Youth Criminal Justice Act	5	8	60.00%	5	8	60.00%	8	100.00%
<b>Total</b>	290	240	-17.24%	271	225	-16.97%	98	43.56%

## Property Crime Summary

	Reported		Variance	Actual		Variance	Cleared by Charge	% Cleared by Charge
	2008	2009		2008	2009		2009	
Break & Enter	62	65	4.84%	60	62	3.33%	6	9.68%
Theft Over \$5000	8	9	12.50%	8	8	0.00%	0	0.00%
Theft Over - MV	10	7	-30.00%	9	6	-33.33%	2	33.33%
Theft Under \$5000	229	229	0.00%	222	219	-1.35%	14	6.39%
Theft Under - MV	14	4	-71.43%	13	3	-76.92%	0	0.00%
Theft Under from MV	69	94	36.23%	68	93	36.76%	3	3.23%
Possession Stolen Goods	12	13	8.33%	11	13	18.18%	8	61.54%
Fraud	38	62	63.16%	37	58	56.76%	15	25.86%
Mischief to Property Under \$5000	222	245	10.36%	217	234	7.83%	18	7.69%
<b>Total</b>	664	728	9.64%	645	696	7.91%	66	9.48%

## Driving Occurrences Summary

	Reported		Variance	Actual		Variance	Cleared by Charge	% Cleared by Charge
	2008	2009		2008	2009			
Dangerous Operation	1	3	200.00%	1	3	200.00%	2	66.67%
Impaired Operation	19	19	0.00%	14	18	28.57%	14	77.78%
Drive While Prohibited	0	1	100.00%	0	1	100.00%	1	100.00%
Careless Driving	11	4	-63.64%	11	4	-63.64%	4	100.00%
Motor Vehicle Collisions	488	464	-4.92%	405	395	-2.47%	128	32.41%
Driving While License Suspended	6	13	116.67%	6	13	116.67%	13	100.00%
<b>Total</b>	525	504	-4.00%	437	434	-0.69%	162	37.33%

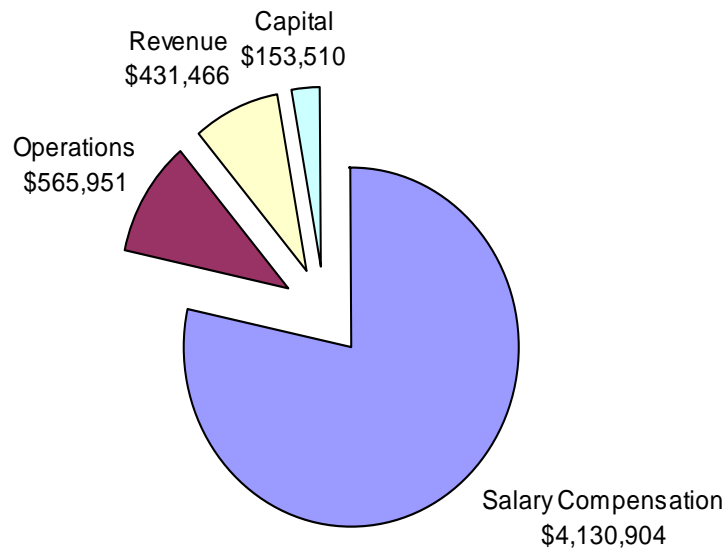
## Provincial Offences Summary

	Reported		Variance	Actual		Variance	Cleared by Charge	% Cleared by Charge
	2008	2009		2008	2009			
Liquor License Act	93	91	-2.15%	90	90	0.00%	56	62.22%
Trespass to Property	80	92	15.00%	80	91	13.75%	9	9.89%
Compulsory Auto Insurance Act	14	34	142.86%	14	34	142.86%	33	97.06%
Highway Traffic Act	633	1594	151.82%	598	1571	162.71%	745	47.42%
<b>Total</b>	820	1811	120.85%	782	1786	128.39%	843	47.20%

## 2009 Financial Report

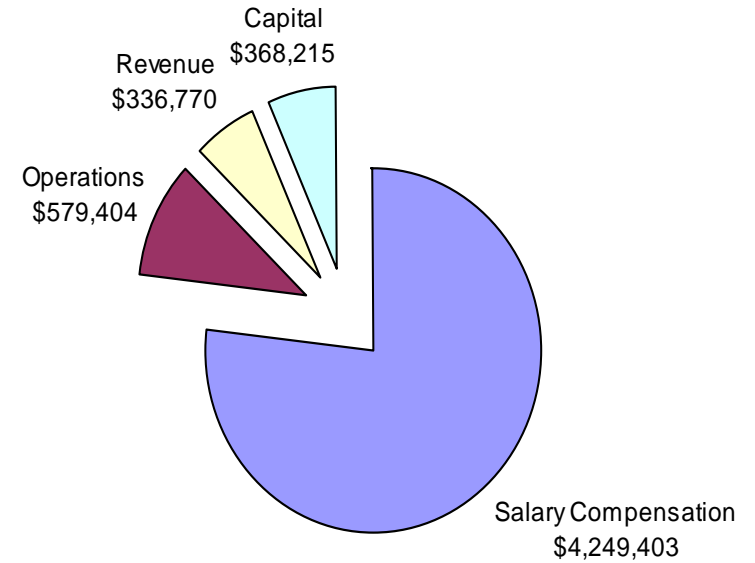
Expenditures	Budget	Actual
<b>Police Administration</b>		
Revenues	\$(20,000.00)	\$(24,325.30)
Salaries	601,500.00	536,428.22
Summer Student	7,000.00	4,896.45
Provision of Goods	48,500.00	38,937.54
Services and Rents	94,000.00	62,697.26
<b>Police Building</b>		
Revenues	0.00	0.00
General Maintenance	82,200.00	71,859.17
<b>Protective Services</b>		
Revenues	(195,000.00)	(159,180.25)
Uniformed Salaries	2,616,200.00	2,826,286.36
Uniforms	32,000.00	30,496.46
Training	60,500.00	39,504.32
Provision of Goods	29,000.00	20,256.18
<b>Special Constables</b>		
Salaries	500,900.00	476,455.47
Provision of Goods	46,500.00	21,773.84
Recovery of Costs	(75,000.00)	(99,216.81)
<b>Community Services Office</b>	5,000.00	2,479.52
<b>Crime Investigations</b>	64,500.00	45,931.96
<b>Communications Equipment /Maintenance</b>	113,000.00	114,706.74
<b>Vehicles</b>	119,500.00	130,761.23
<b>R.I.D.E. Program</b>	(8,000.00)	(9,958.88)
<b>Dispatch</b>		
Revenues	(41,200.00)	(44,088.33)
Salaries	380,500.00	405,336.80
<b>Capital and Non-Recurring</b>	399,000.00	368,214.94
<b>Totals</b>	<b>\$4,860,600.00</b>	<b>\$4,860,252.89</b>

### 2008 Actual Expenditures

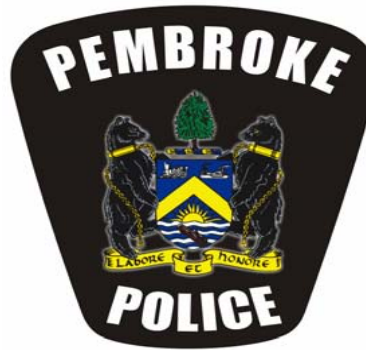


**Total Approved 2008 Budget \$ 4,814,000**

### 2009 Actual Expenditures



**Total Approved 2009 Budget \$4,860,600**



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[www.pembroke.ca/police](http://www.pembroke.ca/police)

**Pembroke Police Service**  
**169 William Street**  
**Pembroke, Ontario**  
**K8A 1N7**

**Phone: 613-732-9975**  
**Fax: 613-732-2321**

**Email: [police@pembroke.ca](mailto:police@pembroke.ca)**