

2011 ANNUAL REPORT



“Policing in Partnership”

MISSION/VISION

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

Positive Attitude—share positive influences between one another and our community



PEMBROKE POLICE SERVICES BOARD



MICHAEL LEMAY, CHAIR



RON GERVAIS
VICE CHAIR



MAYOR
ED JACYNO



TERRY HARKINS



PAULINE EDMONDS



BARB BRISCOE
SECRETARY

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MESSAGE *from the* CHIEF

As Chief of the Pembroke Police Service, I am pleased to be able to prepare the 2011 Pembroke Police Service Annual Report. This report is being presented to the Pembroke Police Services Board pursuant to Regulation 3/99—Section 31 of the Police Services Act

In the latter part of 2010, Pembroke City Council called upon the Ontario Provincial Police to provide a costing to police our City. As a result of this decision, the Police Services Board issued a “status quo” order in relation to matters within the police service. Although this order did impact some areas within the Police Service, mandatory training was maintained and I am pleased to report that “adequate and effective” policing is being provided to the residents of Pembroke.

A new Business Plan has been developed that will address the needs and concerns of City residents as we move forward. These needs were identified through focus groups and surveys done both internally and with members of the public.

Road safety remains a primary concern along with both assistance to victims of crime and response to emergency calls. These issues are being addressed through a dedicated traffic officer, as well as additional training to officers when the opportunity arises.

There was a marked reduction in the number of public complaints that were lodged with our Service over the past year. In total, two public complaints were received and both were found to be unsubstantiated.

In closing, I would like to recognize the hard work that has been done by our members during 2011. I would also like to thank the Pembroke Police Services Board for their continued support and direction.

David Hawkins
Chief of Police





MESSAGE *from the* CHAIR

As Chair of the Pembroke Police Services Board, it is my privilege and that of the Board to serve Pembroke residents by providing oversight of the Pembroke Police Service. It is our collective responsibility to ensure that the taxpayers of Pembroke receive adequate and effective policing at a competitive cost. In the current provincial environment of increasing costs and increasing expectations from the community, finding the right balance is a challenge.

The results of the 2011 Annual Report reflect a year of dedication and service from our uniform and civilian members. The Board thanks the outstanding men and women of our Service who work to protect residents, visitors and properties in a continuing professional manner.

A special thanks to our Chief, David Hawkins and Deputy Chief, John Mellon for their leadership skills and fiscal management.

Appreciation is also extended to the Board and its Administrative Assistant for the valued contributions and dedication in providing good governance and oversight for the Pembroke Police Service.

Respectfully submitted by Mike LeMay, Board Chair

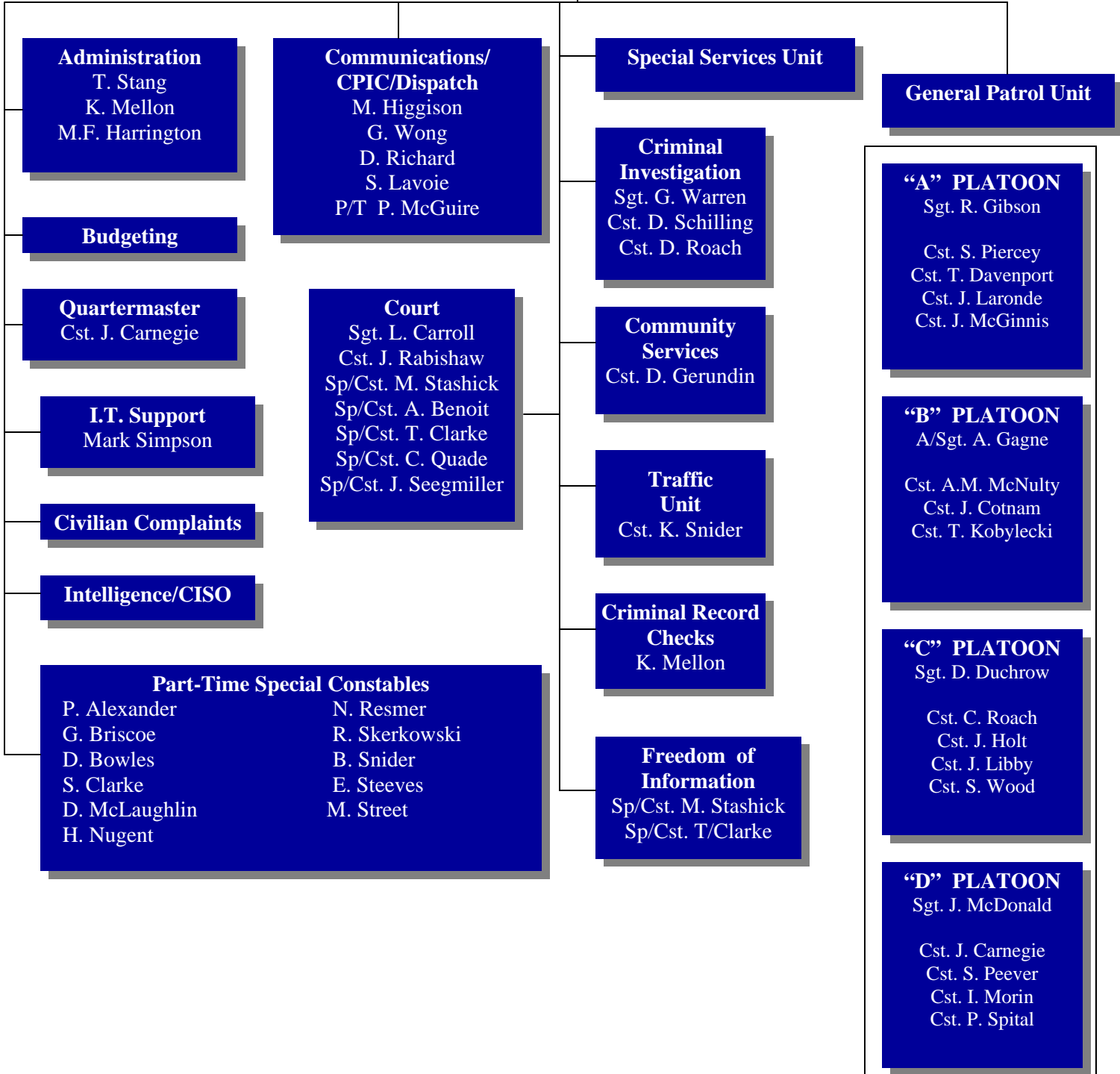
On behalf of Vice Chair, Ron Gervais, Mayor Ed Jacyno,
Pauline Edmonds, Terry Harkins and
Administrative Assistant Barbara Briscoe



Pembroke Police Services Board

Chief of Police
David Hawkins

Deputy Chief
John Mellon





PEMBROKE POLICE SERVICE BUSINESS PLAN PROGRESS REPORT 2011

Community Based Policing

Goal - To enhance the present relationship with our community with the aim of improving and sustaining a sense of community safety, security and well-being.

Objectives met - Adoption of the new Community Policing Model in how we approach problem solving in our community.

- Uniform Sergeant designated as Quality Assurance Officer.
- Clearance rates of all criminal investigations being tabulated as part of year-end statistics - anticipated improvement

Objectives in progress - Formation of Community Policing Mobilization Committee.

- Community satisfaction survey to be conducted in 2012.

Road Safety

Goal - Respond to those concerns identified by our community which include speeding, impaired driving and rules of the road.

Objectives met - All traffic complaint areas responded to via utilization of Traffic Officer.

- Participation of several programs/clinics attended by PPS personnel, including impaired driving seminars, etc.
- Approximately 2500 vehicle stops during RIDE programs.

Objectives in progress - Year-end statistics to determine number of hours logged during RIDE programs, motor vehicle collisions, HTA offences and impaired driving offences.

- Community satisfaction survey for 2012





PEMBROKE POLICE SERVICE BUSINESS PLAN PROGRESS REPORT 2011(Cont'd)

Assistance to Victims of Crime and Re-Victimization Rates

Goal - To build upon the present level of assistance to victims, thus reducing incidents of re-victimization.

Objectives met - Domestic Violence coordinator in constant consultation with VWAP / also retaining statistics relating to domestic violence incidents.

- CIB officer involved as board member of FCS.

Objectives in progress - More officers to receive specialized training.

- Year-end statistical analysis to determine re-victimization rates.

Resource Planning

Goal - To increase the efficacy of our most important resource, our people.

Anticipated objectives - Implementation of a wellness plan to decrease sick time usage.

- Focus on succession planning.
- Facilitate career planning through attendance of courses.
- Adoption of a Performance Management System to enable management to facilitate career development.

Emergency Calls for Service

Goal - Continue making every effort to be best prepared to respond to and efficiently resolve emergent incidents, such as violent crimes.

Anticipated objectives - Increase the number of officers trained with use of specialized weapons.

- Develop a Critical Incident Team
- Continue simunition training which includes Immediate Rapid Deployment (IRD)





COMMUNITY SERVICE Constable Dillon Gerundin

In keeping with its motto “*Policing in Partnership*”, the Pembroke Police Service has a dedicated Community Service Officer who uses a variety of crime prevention initiatives to help educate and work with our community’s stakeholders. The Community Service Officer is a police representative on a number of local organizations and is an active community partner working on common issues and goals.

The Pembroke Police Community Service Officer takes the lead in providing education to students, seniors and businesses; and actively conducts presentations on a variety of topics such as bullying, internet safety, school bus safety, bicycle safety, street safety, community safety, frauds and scams, loss-prevention, elder abuse, rules of the road and more. Preventing crime through education and community partnerships is a commitment of the Pembroke Police Service.

Every year, the Pembroke Police Service organizes and participates in events throughout the community. In 2011, events such as the NHL Alumni charity hockey game, “Cops for Cancer” fundraiser, and the Law Enforcement Torch Run for Special Olympics all raised money for local charities and organizations. The Service also took part in community events throughout the year such as the Kiwanis Cops and Kids fishing derby, Renfrew County’s Expo 150, the Pembroke Waterfront Festival, Ontario Literacy Day, Options 2011 and numerous other fun fairs and public functions. The healthy partnership between the Police Service and the community it serves was a positive contributor to the success of many of these events.

Creating and fostering partnerships with the community is a *Core Value* of the Pembroke Police Service. Its commitment to the community is a value that the Police Service strives to maintain and enhance now and in the years to come.



CRIMINAL INVESTIGATIONS BUREAU

Sergeant George Warren



The Criminal Investigation Bureau (CIB) acts as a general investigative unit mandated to investigate all major criminal matters, except those allocated to the Uniform Branch.

CIB responsibilities also include:

- Intelligence gathering, both locally and as a member of Criminal Intelligence Service Ontario
- Controlled Drug and Substances Act (CDSA) investigations involving trafficking and/or production
- Search Warrant authoring and execution
- Liaising with other Services' intelligence and/or investigative units
- Coordinating investigative support from outside agencies i.e. other police services, Centre of Forensic Science, Behavioural Sciences Unit, Office of the Chief Coroner, the Provincial Child Exploitation Unit, etc.
- Providing support, as required, to Uniform Branch officers

Our CIB currently consists of two Constables, supervised by a Sergeant. CIB officers, when not on duty, are available, on a call-out basis 24 hours a day, 7 days a week.

2011 was a busy year for CIB. Officers investigated serious Aggravated Assaults, Sexual Assaults (including historical), Sudden Deaths (none criminal), Missing Persons, Thefts, and Frauds. Officers further executed a number of CDSA search warrants, which resulted in the seizure of drugs and trafficking paraphernalia, as well as the arrest of traffickers and producers.

Our Bureau takes particular pride in two 2011 investigations:

1. The arrest of Peter Harding - a male responsible for the armed robbery of one of our banks. That investigation resulted in Harding being convicted of seven bank robberies, over a two-year period, throughout eastern Ontario.



2. The arrest of a male sexual offender (currently in custody and before the courts) - alleged to have broken into a female's home and sexually assaulting her in her bed. That arrest, of a dangerous predator, was the result of a true team, Uniform and CIB, effort.

In 2012, we will be continuing our efforts.



TRAINING

Constable Jamie Holt

Qualifications as the Use of Force and Firearms Officer include, but are not limited to, attending numerous courses hosted by the Ontario Police College, as well as GLOCK Inc. Successful completion of courses such as use of Force trainer, C-8 rifle and shotgun instructor's course, and GLOCK Instructors certification are pre-requisites as training officer.

On an annual basis, the use of force and firearms officer is responsible for the scheduling and training of 26 uniformed officers in re-qualifying on their service pistol. Further, 10 officers are trained in the use of the C-8 rifles and 13 in the use of the shotgun. Many hours are spent organizing and scheduling the training, including approximately 50-60 hours spent on the range instructing various types of live-fire shooting drills.

Annually, officers are subjected to a standardized re-qualification course of fire as set out in the Policing Standards Manual relating to their service pistol. The test consists of a total of fifty rounds. Officers are required to score a minimum of ninety percent, 45 out of 50 rounds, in a specific area of the target. The course of fire is delivered in different stages, and is timed.

Officers are also required to participate in use of force and defensive tactics. Officers are expected to execute a series of physical skills which include grounding a subject, handcuffing and striking. Officers are then exposed to judgemental training where they are subjected to simulated scenarios that can be encountered on a day-to-day basis. The use of simunition (water soluble non-lethal paint projectile) assists in promoting real-life situations where lethal force may be required. 16 Special Constables also participate in use of force and defensive tactics training and are required to perform similar physical and judgemental skills.

Use of force and firearms training requires numerous hours of not only planning but facilitating as well; and can prove to be a strain on financial resources. To offset the costs of training, the Pembroke Police Service has implemented Block Training, which requires the cooperation of officers to cover shifts during the day in order to complete the necessary training at a minimal cost.



ROAD SAFETY / TRAFFIC UNIT

Constable Kirk Snider



Traffic Services is an integral part of the Pembroke Police Service. There is a dedicated traffic office established to meet objectives identified in the Pembroke Police Service's Business Plan. The Traffic Service's mandate includes proactive initiatives that promote road safety for all motorists, pedestrians and cyclists. One of the main objectives is to reduce injuries in Motor Vehicle Collisions. Traffic Services responds to the concerns of our community which include speeding, impaired driving and rules of the road.

Traffic education is one such proactive initiative. In 2011, Pembroke Police presented DriveSafe seminars to local schools, long-term care facilities and other interest groups which depend on transportation for their income. Other traffic related information sessions were presented to area schools in cooperation with the Renfrew County District Health Unit. As well, school bus safety seminars and bike rodeos were conducted to aid the younger citizens. Pamphlets on distracted driving and impaired driving were also distributed. Many of our officers participated with local radio stations providing DriveSafe awareness announcements.

Annual provincial traffic campaigns were also conducted. This year, Pembroke Police conducted a distracted driving campaign which focused on the use of hand held communication devices and other equipment. Seat belt campaigns and many R.I.D.E. (Reduce Impaired Driving Everywhere) checks were completed in an effort to prevent impaired driving, reduce injuries and decrease the number of motor vehicle collisions.

Personnel in the Traffic department are trained in a variety of areas such as radar and Lidar device operation. Some officers are qualified technicians for the Intoxilyzer and drug recognition expert(s).



The Pembroke Police Service is affiliated with the Provincial Speed Measurement Advisory Committee. This committee is at the forefront of frontline officer training across the province.





DOMESTIC VIOLENCE UNIT

Sergeant Ron Gibson

Police Officers play a pivotal role in 'Domestic Violence' investigations. The criteria they utilize when investigating and validating alleged 'DV' offences is outlined, by definition, below.

“**Domestic Violence** is any use of physical or sexual force, actual or threatened, in an intimate relationship, including emotional/psychological abuse or harassing behaviour. Although both women and men can be victims of domestic violence, the overwhelming majority of this violence involves men abusing women.

Intimate relationships include those between the opposite-sex and same-sex partners. These relationships vary in duration and legal formality; and include current and former dating, common-law and married couples.

Criminal Code offences include, but are not limited to, homicide, assault, sexual assault, threatening death or bodily harm, forcible confinement, harassment/stalking, abduction, breaches of court orders and property related offences.

These crimes are often committed in a context where there is a pattern of assaultive and/or controlling behaviour. This violence may include physical assault and emotional, psychological and sexual abuse. It can include threats to harm children, other family members, pets and property. The violence is used to intimidate, humiliate or frighten victims, or to make them powerless. Domestic violence may include a single act of abuse. It may also include a number of acts that may appear minor or trivial when viewed in isolation, but collectively form a pattern that amounts to abuse.”

Police Services across Canada and many other countries have continuously developed new ways to safeguard the victims of Domestic Violence. In recent years, changes have been implemented such as: new laws and harsher penalties to deal with offenders; stricter conditions placed on offenders so their access to the victim is cut off and enhanced powers for Police and Probation Officers to conduct 'Door Knocks' to make sure the offenders are abiding by their conditions. These, in combination with officer training, enhance understanding and sensitivity for dealing with victims. Our Service works with various local organizations to educate, promote awareness and offer victim support.

The Pembroke Police Service attended 111 reported Domestic Violence calls in 2011. Of these, 39 resulted in a total of 88 charges being laid. Similar to Sexual Assault and Impaired Driving incidents, only a fraction are reported to police and many offenders repeat on a much higher scale.

Everyone has the right to feel safe and to be treated with respect, especially by those with whom they have an intimate relationship. The Pembroke Police Service is here to help and support you; and to make our community a better, safer place to live, learn and enjoy.

Victim Witness Assistance
Program (VWAP)

Bernadette McCann
House for Women

FG Family and
Children's Services

Assertive Community
Treatment Team



COURT MANAGEMENT

Sergeant Les Carroll



The Pembroke Police Service Court Office consists of one Police Sergeant, one Police Constable, five full-time Special Constables and ten part-time Special Constables.

Our Court House handles files and cases from across Renfrew County. The Special Constables process over one thousand prisoners annually inside the court facility. These prisoners are moved through the court facility all at the direction and control of the Pembroke Police Special Constables, who also run the console/control centre for the Court House.

In addition, the Special Constables are responsible for guarding and monitoring prisoners at the Pembroke Police Station, transporting prisoners and guarding at some off-site locations. Other duties include monitoring and enforcement of the City Taxi By-laws, Taxi tests, processing of Freedom of Information requests, taking of DNA samples, fingerprinting, updating court files, and Crowd Control at special events. Special Constables assisted with crowd control at this year's evening Santa Claus Parade, Remembrance Day Parade, Special Olympics run and other community events.

The Court Officer handles and updates hundreds of court files and is responsible for preparing Judge's orders. He oversees Provincial Offence Court and Crown Briefs and works with other Police agencies to coordinate associated charges. Duties also include working with the discloser clerk and liaisons with the Crown.

The duties of the Sergeant in courts include overseeing the day-to-day operations at the Police Station court office and the security at the Provincial Courthouse. The Sergeant sits on the Justice On Target (JOT) Committee, Ontario Association of Police Court Managers, the Human Services and Justice Coordinating Committee (HSJCC), and attends several meetings in regards to victim assistance. In addition, the Sergeant is a Provincial Use of Force Instructor and assists in the training branch. This position also includes managing and logging of all property for the Pembroke Police Service, A Public Auction for property was held in the fall of 2011. Monthly audits are prepared for the prisoners lodged at the Pembroke Police Service, a total of 267 prisoners for 2011. The Sergeant also prepares and meets with Public Works to coordinate security for parades that require crowd control.

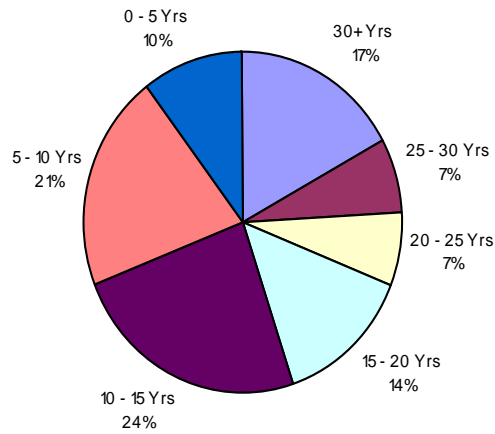
We receive great assistance from the Clerical staff in regards to the preparation, disclosure, tracking, and filing of court briefs.



It takes a coordinated effort from all members of the Pembroke Police Service to ensure a smooth transition from arrest to trial. The staff requires great initiative and dedication and their success is a result of their commitment and professionalism.

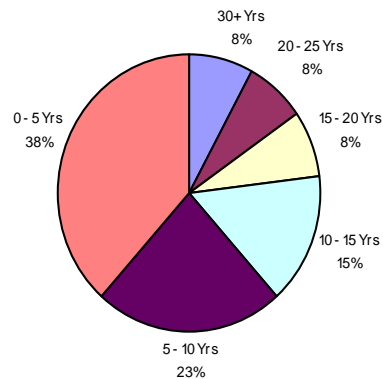
Police Strength	
Chief of Police	1
Deputy Chief	2
Sergeants	5
Constables	22
TOTAL	30

Officers by Years of Service



Civilian Strength	
Secretary	1
Clerk Typist	2
Dispatchers	4
Part Time Dispatchers	1
Special Constables	5
Part Time Special Constables	11
TOTAL	24

Full-time Civilians by Years of Service



Administration

O.A.C.P. 2011 Special Investigations Unit Workshop
Orillia, Ontario

O.A.C.P. Small to Mid Size Police Service—Chiefs of Police Meeting
Rama, Ontario

O.A.C.P. 2011 Annual Chief's Conference
Huntsville, Ontario

O.A.C.P. Small to Mid Size Police Service—Chiefs of Police Meeting
Timmins, Ontario

Annual O.A.C.P. Labour Conference
Toronto, Ontario

Use of Force Training
Ottawa, Ontario

Criminal Investigation

Occupational Health and Safety: Supervisor
(on-line course—Canadian Police Knowledge Network)

Characteristics of a Suicide Bomber Seminar
Ottawa, Ontario

Firearms Verification Training
Ottawa, Ontario

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

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

2011 C.I.S.O. Fall Conference
Investigative S.O.S. (Sources-Officers-Security)
Durham Regional Police Service

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

Freeman on the Land Seminar
Ottawa, Ontario

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

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

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

Officers

Occupational Health and Safety: Supervisor
(on-line course—Canadian Police Knowledge Network)

Provincial H.S.J.C.C. 2011 Conference
Toronto, Ontario

FBI National Academy-Fifth Annual New York State/
Eastern
Canada Chapter Training
Port Credit, Ontario

OALEP (Ontario Association of Law Enforcement Planners)
2011 Spring Business Symposium
“Exploring Strategic Partnerships in Law Enforcement Plan-
ning”
Peterborough, Ontario

Use of Force Requalification
Ottawa Police Service Professional Development Centre

Firearms Verification Training
Ottawa, Ontario

General Investigation Training
(on-line course—Canadian Police Knowledge Network)

Major Events Security
(on-line course—Canadian Police Knowledge Network)

Characteristics of Armed Persons
(on-line course—Canadian Police Knowledge Network)

Suspect Apprehension Pursuits
(on-line course—Canadian Police Knowledge Network)

Search & Seizure—Warrantless Authorities
(on-line course—Canadian Police Knowledge Network)

Advanced Patrol Training—Arrest
(on-line course—Canadian Police Knowledge Network)

Advanced Patrol Training—Domestic Violence
(on-line course—Canadian Police Knowledge Network)

Advanced Patrol Training—Drugs
(on-line course—Canadian Police Knowledge Network)

Advanced Patrol Training—Investigative Detention
(on-line course—Canadian Police Knowledge Network)

Advanced Patrol Training—Law on Drinking and Driving
(on-line course—Canadian Police Knowledge Network)

Training—Courses—Seminars 2011

Officers (cont'd)

Advanced Patrol Training—Provincial Statutes
(on-line course—Canadian Police Knowledge Network)

Advanced Patrol Training—Criminal Offences
(on-line course—Canadian Police Knowledge Network)

Drug Recognition Expert Recertification
Trenton, Ontario

Drug Recognition Expert Recertification Course
Toronto, Ontario

Information Gathering on CROMS & NICHE Interface
Orillia, Ontario

Provincial Speed Measurement Advisory Committee Meeting
South Simcoe Police Service

Risk Assessment Training
Ottawa, Ontario

Forensic Evidence Collection
(on-line course—Canadian Police Knowledge Network)

General Investigation Training—Part I
(on-line course—Canadian Police Knowledge Network)

Fight Fraud on the Front Lines
(on-line course—Canadian Police Knowledge Network)

Counterfeit Money—A Police Officer's Guide
(on-line course—Canadian Police Knowledge Network)

Stolen Innocence
(on-line course—Canadian Police Knowledge Network)

Civilians

C.A.D. DBM Refresher Training
Cornwall Police Service

C.A.D. 9.1.0. Course
Mississauga, Ontario

C.P.I.C. Training / Criminal Records
Cornwall Police Service

C.P.I.C. Query / Narrative
(on-line course—Canadian Police Knowledge Network)

2011 L.E.A.R.N. Conference (O.A.C.P.)
Peterborough, Ontario

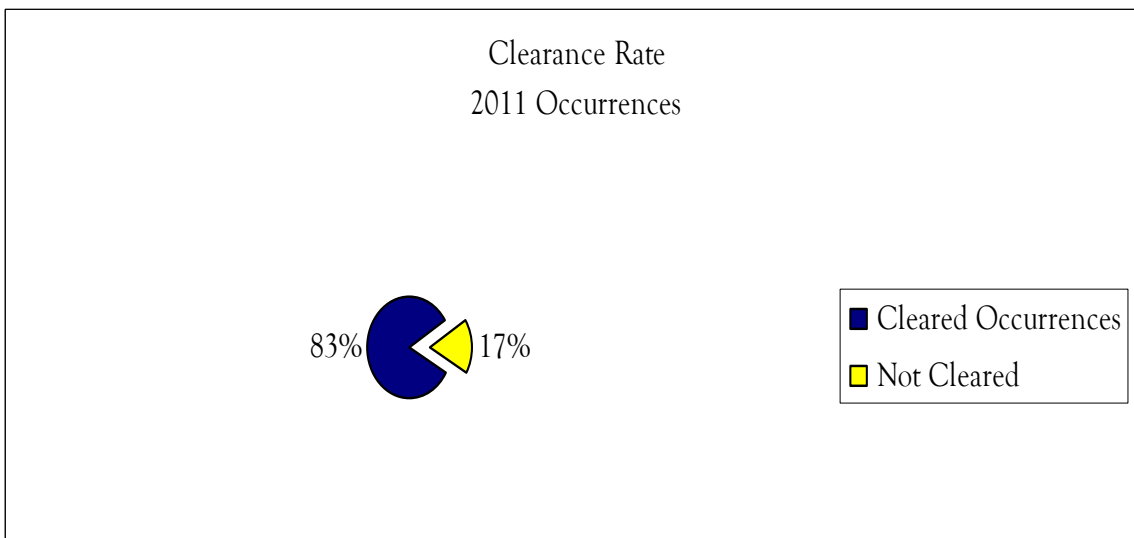
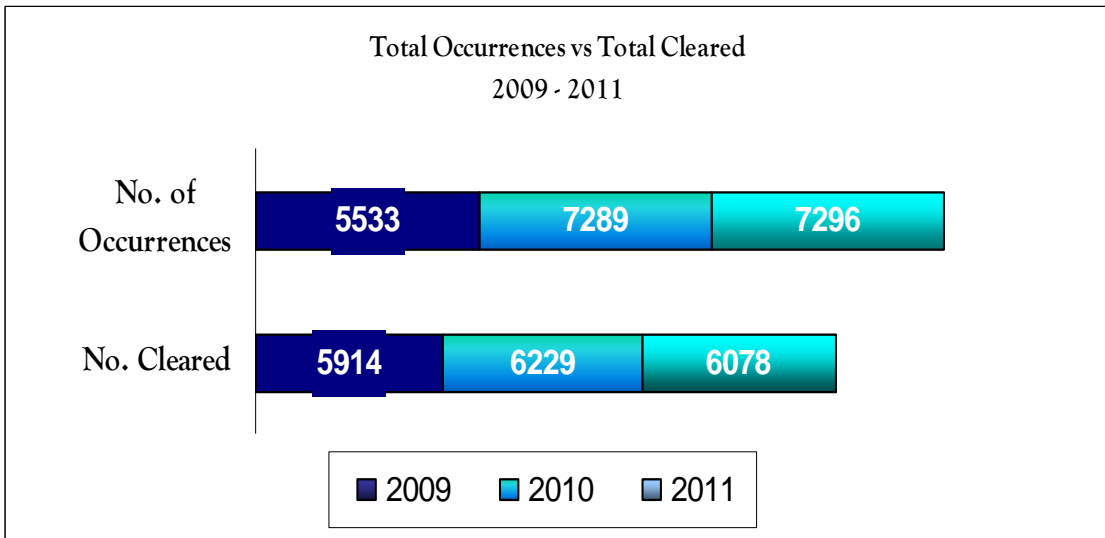
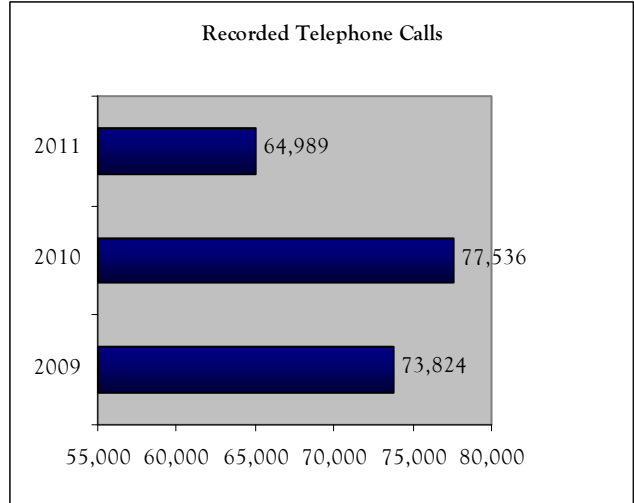
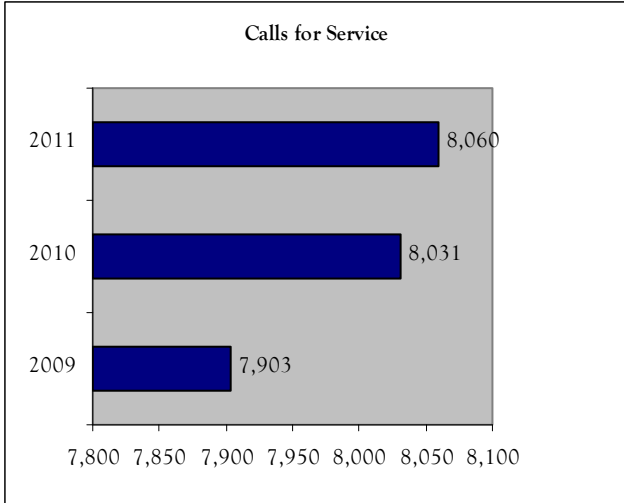
L.E.A.R.N.—Police Record Check Guideline Training
Hamilton, Ontario

2011 Fall F.O.I.P.N. Seminar
Peterborough, Ontario

*All Members received Humans Rights training and WHMIS / Communicable Disease Prevention training in May 2011.

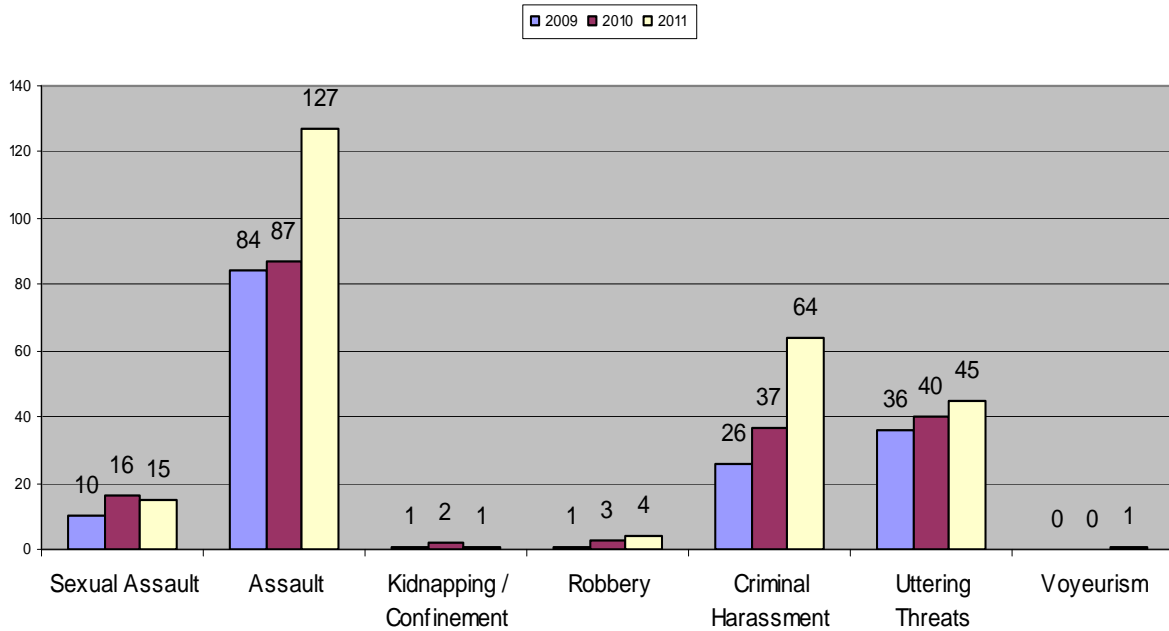


2011 Statistical Report

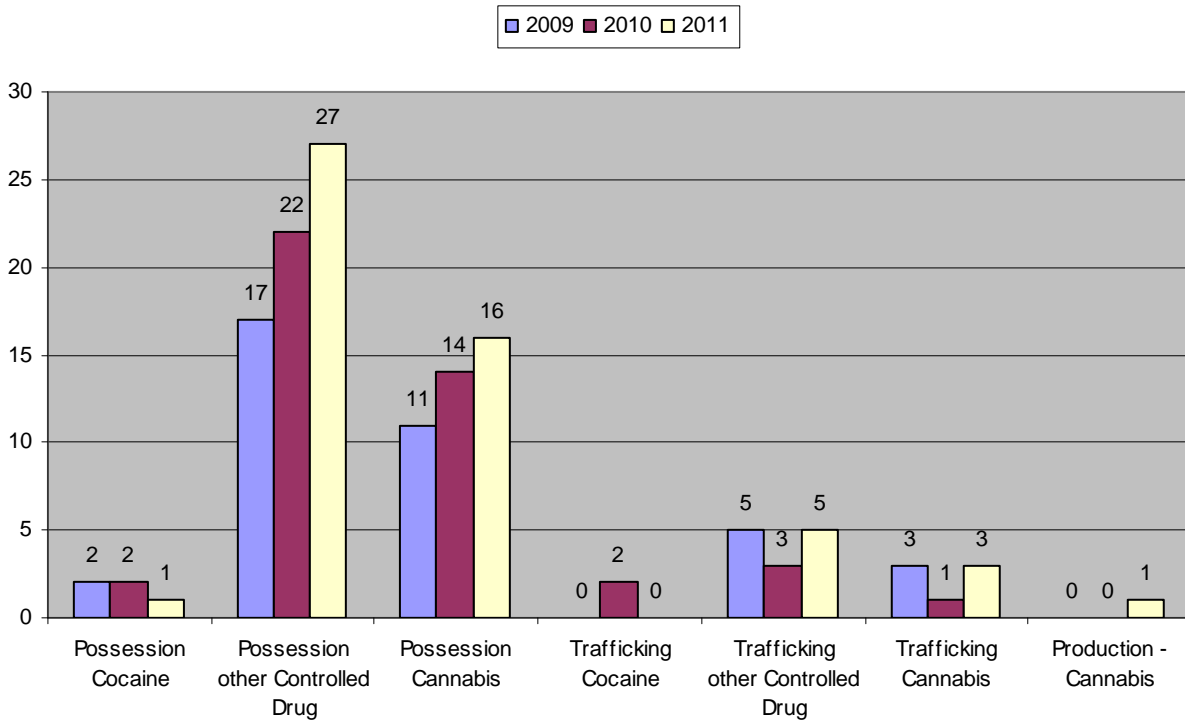


Non Offence Statistics				Variance
	2009	2010	2011	(2010 to 2011)
Abandoned Vehicles	20	14	15	7.14%
Alarms	368	424	488	15.09%
Animal Complaints	20	33	27	-18.18%
Community Services	356	276	255	-7.61%
Dangerous Conditions	32	32	25	-21.88%
Domestic Disturbances	49	61	55	-9.84%
Insecure Property	8	14	15	7.14%
Landlord/Tenant	39	54	35	-35.19%
Liquor Acts	91	119	75	-36.97%
Lost and Found Property	248	225	208	-7.56%
Missing Persons	43	47	30	-36.17%
Municipal By-law	145	101	118	16.83%
Neighbour Disputes	46	35	43	22.86%
Noise Complaints	216	225	263	16.89%
Police Assistance	1092	1164	1156	-0.69%
Police Information	468	453	501	10.60%
Prisoner Escorts	64	49	54	10.20%
Property Damage	24	22	11	-50.00%
Provincial Statutes (M.H.A.)	79	112	117	4.46%
Sudden Deaths	16	16	19	18.75%
Suspicious Persons	139	124	135	8.87%
Traffic Control	29	13	9	-30.77%
Unwanted Persons	111	114	118	3.51%
Vehicles Recovered	6	8	5	-37.50%
Warrants	10	6	3	-50.00%
Other Provincial Statutes	1731	1887	1657	-12.19%
Other	1487	1460	1636	12.05%

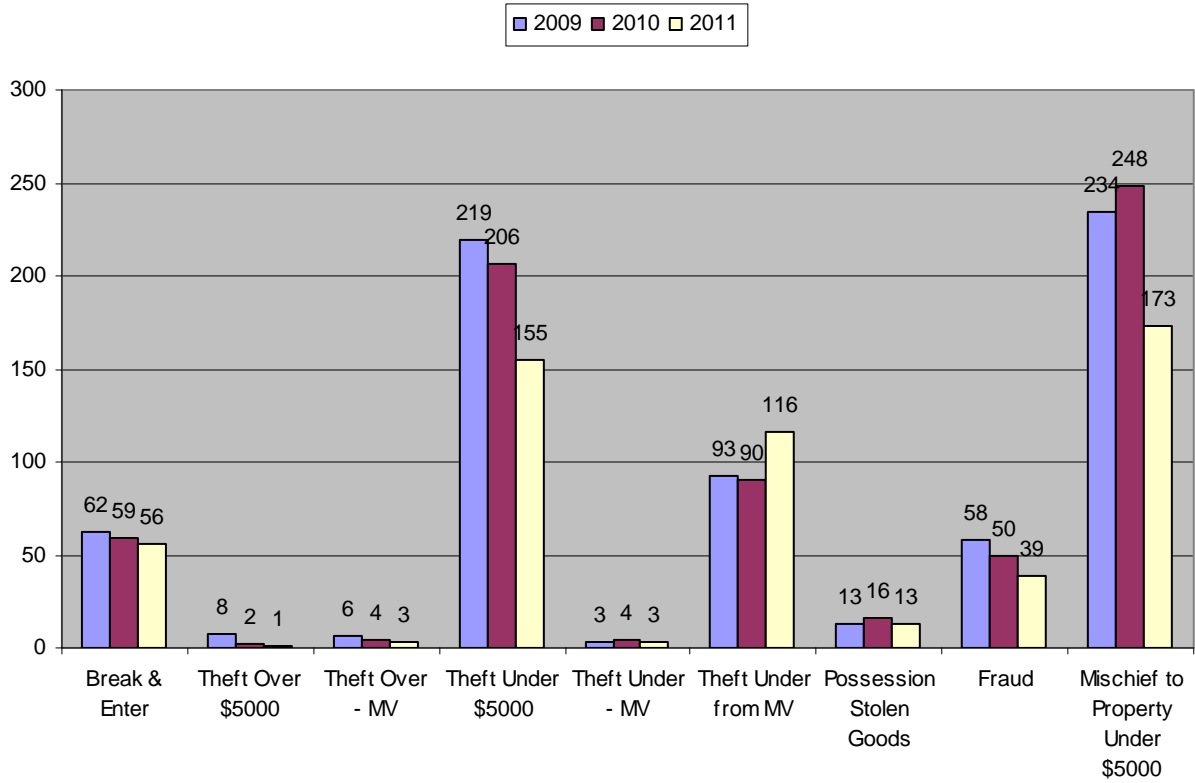
Violent Crime Summary



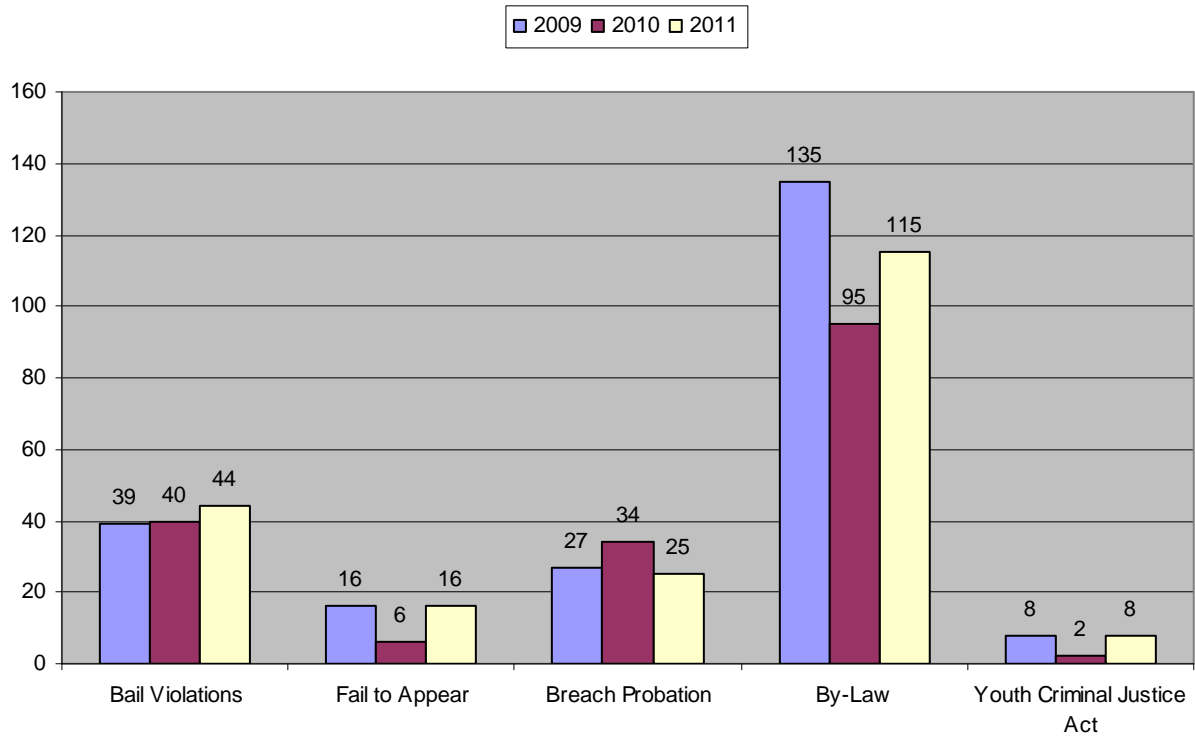
Drug Occurrence Summary



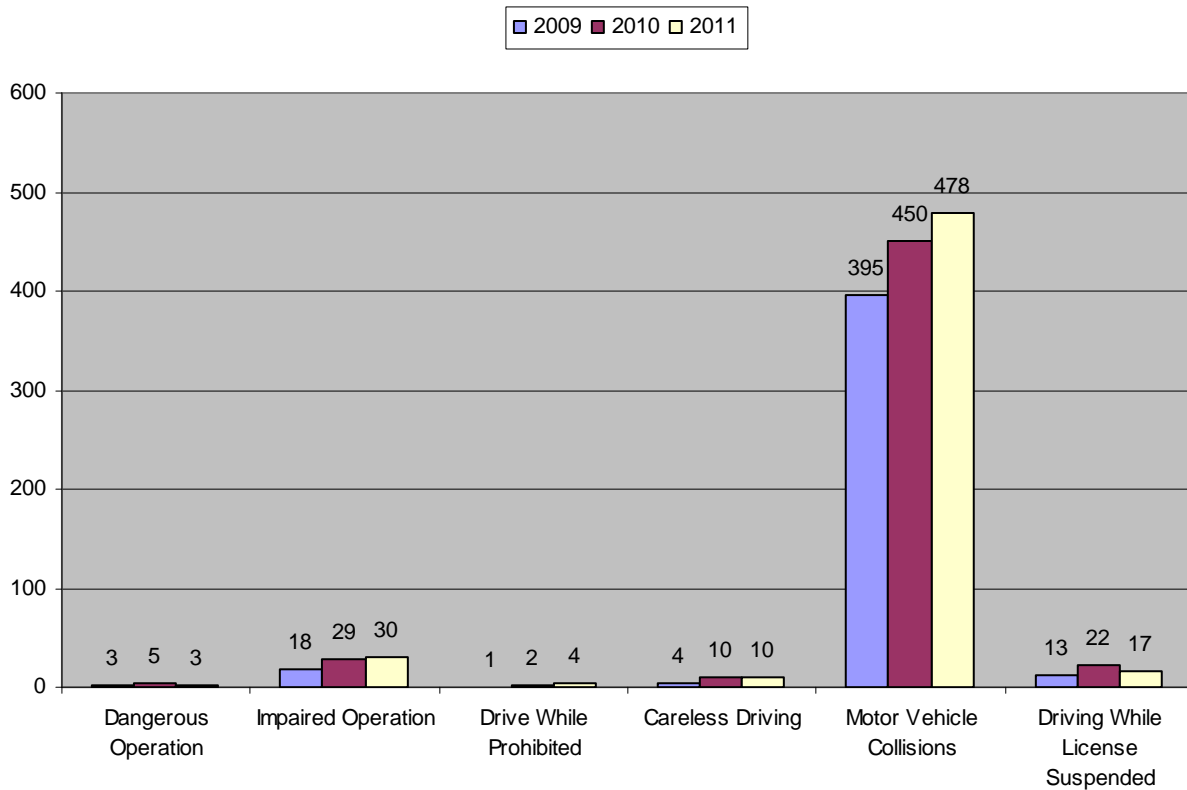
Property Crime Summary



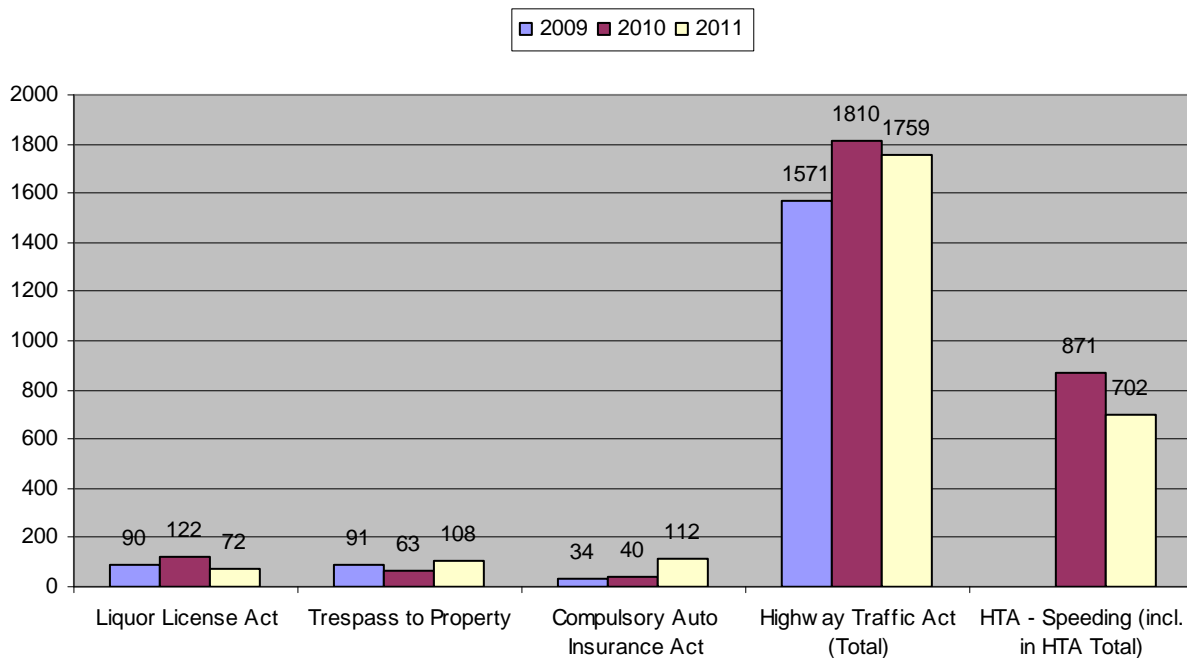
Other Violations Summary



Driving Occurrences Summary



Provincial Offences Summary



2011 Financial Report *

Expenditures	Budget	Actual
Police Administration		
Revenues	\$(23,555.00)	\$(26,128.06)
Salaries	742,800.00	691,459.08
Summer Student	6,500.00	(77.00)
Provision of Goods	41,200.00	28,361.36
Services and Rents	119,000.00	74,726.54
Police Building		
Revenues	0.00	0.00
General Maintenance	94,000.00	92,065.02
Protective Services		
Revenues	(195,000.00)	(272,302.69)
Uniformed Salaries	2,990,500.00	2,879,764.44
Uniforms	33,000.00	29,286.08
Training	39,500.00	17,488.08
Provision of Goods	21,500.00	18,301.10
Special Constables		
Salaries	571,800.00	616,359.34
Provision of Goods	23,500.00	15,801.69
Recovery of Costs	(80,000.00)	(64,775.45)
Community Services Office	3,000.00	1,935.48
Crime Investigations	23,500.00	24,360.50
Communications Equipment / Maintenance	190,000.00	150,236.03
Vehicles	139,300.00	148,091.07
R.I.D.E. Program	(13,000.00)	(5,772.48)
Dispatch		
Revenues	(55,400.00)	(53,924.39)
Salaries	498,900.00	484,643.26
Capital and Non-Recurring	257,000.00	8,360.90
Totals	\$5,428,045.00	\$4,858,259.90

* unaudited

