

ANNUAL REPORT 2023



COBOURG POLICE SERVICE

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The Cobourg Police Service respectfully acknowledges that we are located in the traditional and treaty territory of the Michi Saagiig (Mississauga) and Chippewa Nations, collectively known as the Williams Treaties First Nations, which include: Curve Lake, Hiawatha, Alderville, Scugog Island, Rama, Beausoleil, and Georgina Island First Nations. We acknowledge that the Williams Treaties First Nations have been stewards and caretakers of these lands and waters, and that today remain vigilant over their health and integrity for generations to come. We are all Treaty people.



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Increase from 2022 and trending up.



Decrease from 2022 and trending down.

AT A GLANCE 2023



 **22%**
**increase
in calls for
service**

2023: 13,747
2022: 11,287



345
Community Service
Engagement
Opportunities

3 Community Town Halls
2 Coffee with the Chief
over 24 presentations

Community Service includes:

- partner outreach
- community events
- police led events
- presentations
- parades

CRAM-A-CRUISERS

21,309 lbs of food
\$27,081 donations



82 (8 fatal)
**suspected drug
poisonings**
2022: 89 (4 fatal)

 **13%**
increase in response to
mental health related calls



2023: 339
2022: 298

16% increase
theft under
\$5,000



2023: 478
2022: 400

Break and Enter



51

(2022: 42)



27

CPTED Audits

15

Lock it or Lose it Events



352

motor vehicle
collisions
2022: 255



9

Imitation
firearms seized

In 2022, one firearm was seized

129
Assault



2022: 106



\$ 238,200

estimated value of drugs seized
(An increase of \$107,200 compared to 2022)



10
ASSAULT
POLICE

2022: 5





MESSAGE FROM THE CHAIR

DR. RON KERR

Through the 2023 Annual Report, we reflect on a year of dedicated service and forward momentum. Our strategic direction has been clear and unwavering, focused on enhancing public safety, fostering community trust, and embracing innovation in all aspects of our operations.

The Town of Cobourg continues to feel the impacts of the same contemporary challenges faced by communities across the country. In 2023, we faced our share of challenges, from the complexities of modern policing to the social issues that touch us all. Yet, through collaboration and resilience, we continue to work to overcome hurdles, guided by our shared vision of a safer, healthier community.

In 2023, the Cobourg Police Service responded to community challenges with professionalism and care. I extend my appreciation to both our sworn officers and civilian members, whose unwavering dedication has been the foundation of our success.

The Comprehensive Police Services Act is now in effect in Ontario. I am extremely pleased that all five Board members have completed the mandatory training required under the new Act, and that the Board continues to support the service's transition under the new legislation. As we navigate these changes, the community's interest in the police service, and Northumberland



County's ongoing exploration of an amalgamated police service, we reaffirm our commitment to serving the citizens of Cobourg with integrity and excellence.

This year, the board began a comprehensive facility assessment, laying the groundwork for a new police station designed to meet the evolving needs of the service and community with the completion of the Cobourg Police Service—Needs Assessment & Accommodation Options Report. This first step signifies the Board's dedication to a transparent, thorough, and rigorous process to deliver a facility plan that symbolizes our commitment to the progress and modernization of policing here in Cobourg.

As we turn the page to another chapter, we carry forward the lessons learned and the successes achieved, mindful that community safety can only be achieved if we work together. Thank you for reviewing the 2023 Annual Report and working with us to keep our community safe.

VALUES

Community
Professionalism
Service



VISION

Committed to excellence in policing and quality community service through our people, our partnerships, and our work.

MISSION

An adaptive and trusted community partner in protecting the safety, security, and quality of life in the Town of Cobourg.

MESSAGE FROM THE CHIEF

PAUL VANDEGRAAF

As Chief of the Cobourg Police Service, I am pleased to present our 2023 Annual Report. I encourage you to take the time to review its contents to learn about the significant efforts and dedication of our members to ensure the safety of our community.

The annual report allows us take stock of our progress and recalibrate to our strategic plan. This reflection is crucial as we strive to enhance our services and respond to a steady increase in the demand for service, driven by the growth of our community and the rising societal issues we face.

In 2023, we worked closely with community agencies and other emergency services to ensure a coordinated response to various incidents. This collaboration is vital for maintaining public safety and providing comprehensive support in each unique and complex situation.

Community engagement remains a cornerstone of our approach to policing as we work together to create a safer and more inclusive community. The insights gained from three Town Hall Meetings last year helped inform operational decisions and strengthened our commitment to transparency and accountability.

In 2024, we remain adaptive to emerging crime trends and evolving demands on police. We will continue to advocate for adequate resourcing, find new funding opportunities, and work to:

- Ensure a healthy and resilient



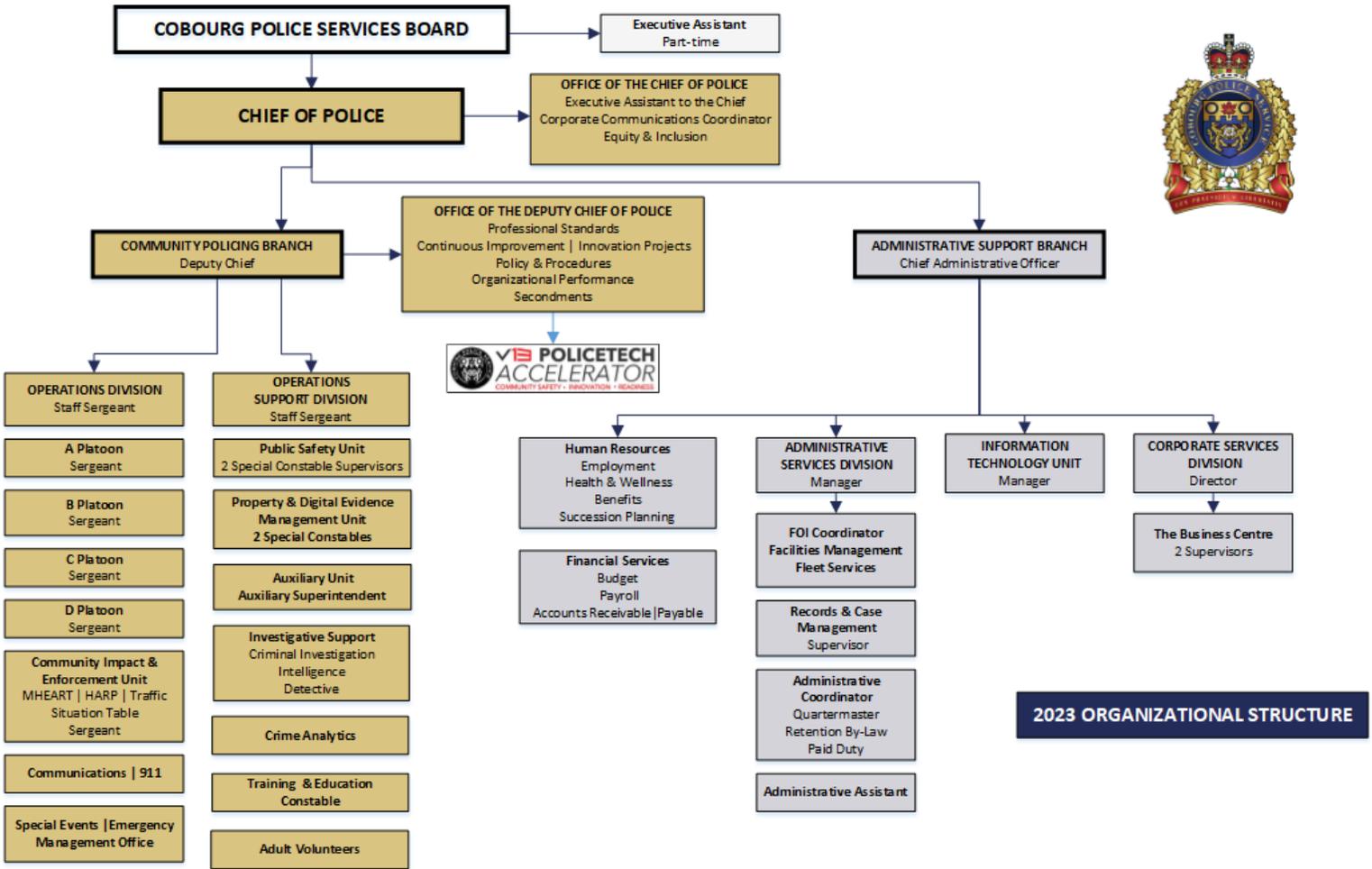
membership by enhancing member wellness and prioritizing the mental and physical well-being of our officers and staff.

- Strengthen community partnerships by building on our existing relationships and forging new ones to foster trust and cooperation within the community.
- Implement new technologies and approaches to improve our efficiency and effectiveness in crime prevention and response.

We remain dedicated to building on these foundations, ensuring that the Cobourg Police Service continues to serve with integrity, professionalism, and a deep sense of responsibility to our community.

To all our dedicated members, thank you for your unwavering commitment and exceptional service throughout the past year; your hard work and dedication have been truly inspiring and invaluable to our community.

To our community members, thank you for your continued trust and support as we strive to provide exceptional policing services and work diligently to ensure the safety and well-being of our community.



2023 ORGANIZATIONAL STRUCTURE

NEW POSITIONS

None

SECONDMENTS

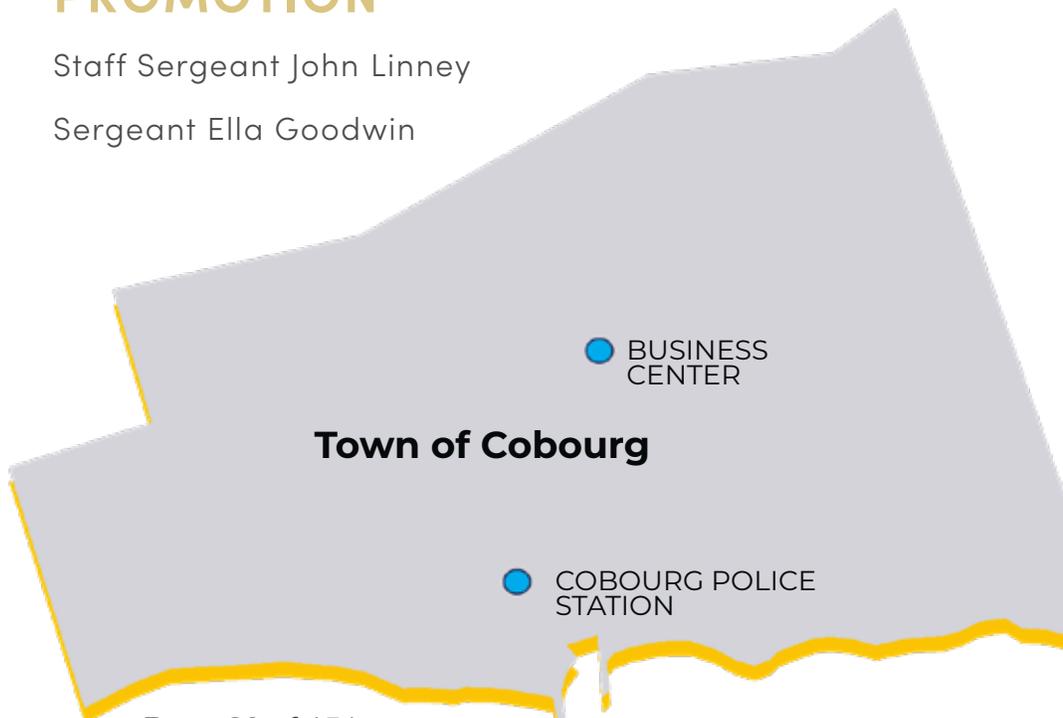
Constable Amrit Gill
Ontario Provincial Police

RETIREMENT

None

PROMOTION

Staff Sergeant John Linney
Sergeant Ella Goodwin







2023

COST OF POLICING

Category	2021		2022		2023		Change	
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual
	\$	\$	\$	\$	\$	\$	%	%
Police General	7,387,837	6,746,869	7,538,191	8,101,792	8,347,643	8,952,356	10.74%	10.50%
Court Services	862,876	1,198,114	1,107,892	1,209,274	895,621	1,330,070	-19.16%	9.99%
Court Administration	234,294	295,604	387,432	351,561	437,140	323,643	12.83%	-7.94%
Facilities	201,000	205,402	207,800	218,448	231,101	245,252	11.21%	12.27%
Police Service Board	88,072	84,469	116,968	185,158	106,159	314,782	-9.24%	70.01%
Recoveries, Grants, and Transfers	2,300,789	2,057,166	2,704,042	3,411,991	(3,023,892)	(4,172,330)	11.83%	22.28%
Total Net Expenditure (Tax Levy Allocation)	6,473,290	6,473,290	6,654,241	6,654,241	6,993,772	6,993,772	5.10%	5.10%

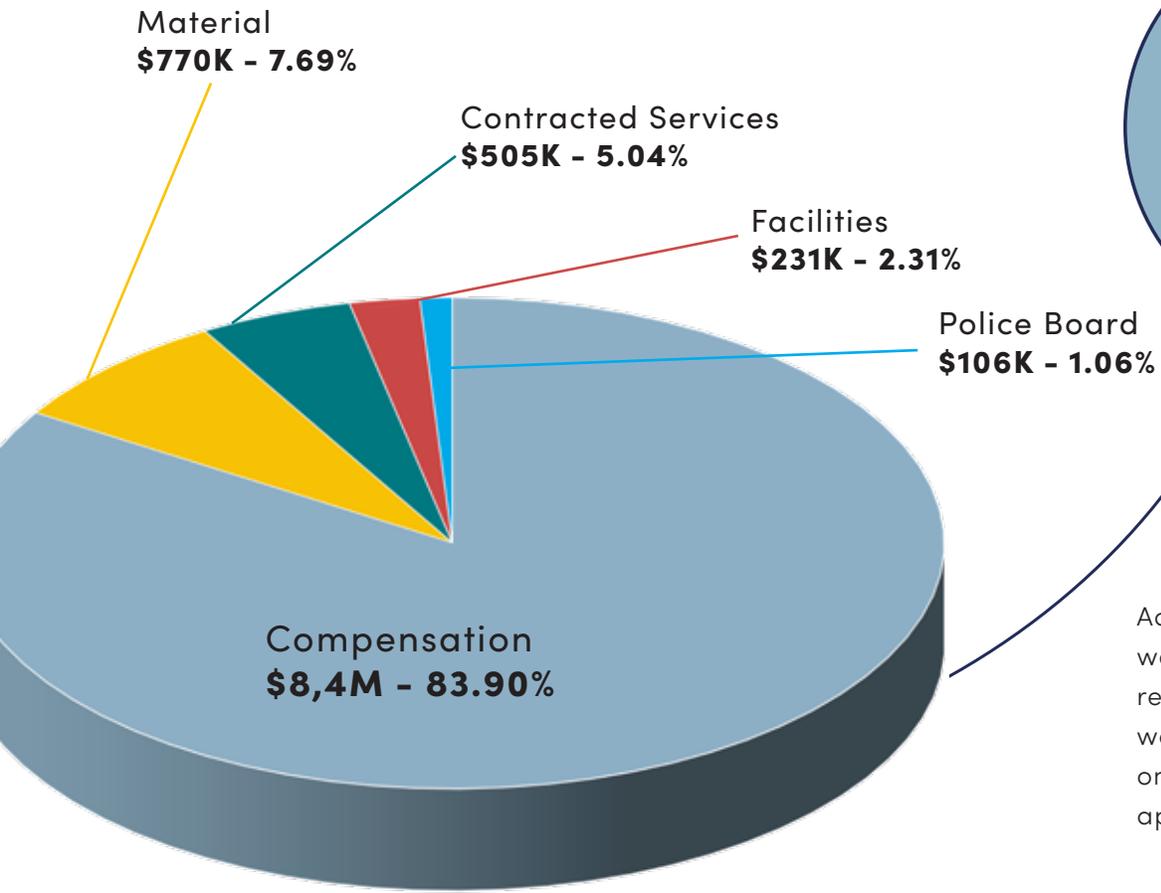


Police Tax Levy Increase

5.1% INCREASE

Gross Operating Budget
\$10,017,664

22.28% COVERED BY RECOVERIES



Additional expenditures in 2023 were covered from new grants received in the fiscal year. There was no additional pressures on the tax levy outside of the approved 5.10% increase.

<p>\$6,993,772 FROM THE TAX LEVY</p>	<p>\$4,172,330 RECOVERIES (Provincial Grants, Business Center, Court Security Funding)</p>
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GRANT FUNDING

In 2023, CPS secured \$863,173 in grant funding through provincial partners.

Amount	Funding Partner	Grant
\$14,813.19	SOLGEN	Reduce Impaired Driving Everywhere (R.I.D.E.). These dollars are provided to support year-round spot checks and enhance measures to counter impaired driving and additional enforcement on Cobourg's roads.
\$244,501	SOLGEN	Close Circuit Television (C.C.T.V.). These dollars were provided to execute Cobourg's Next Gen Community Safety Strategy by enhancing our camera network.
\$60,000	SOLGEN	Victim Support Grant (VSG) aims to enhance capacity to support victims and survivors of intimate partner/domestic violence, human trafficking, and child exploitation through increased collaboration with organizations
\$111,154	SOLGEN	Automated Licence Plate Recognition (ALPR). These dollars support municipal police services in acquiring ALPR Technology to improve public safety and strengthen roadside law enforcement efforts.
\$8,000	SOLGEN	Criminal Intelligence Service Ontario (C.I.S.O.). These dollars are provided annually to address serious and organized crime that may be cross-jurisdictional in nature.
\$378,796	SOLGEN	Community Safety and Policing (C.S.P.). These dollars are used to implement initiatives that address policing needs and priority risks related to safety and well-being in the Town of Cobourg. We received funding from two (2) streams, that is, to address issues that have a local focus, and those that are provincial in nature.
\$45,908	Ministry of Children, Community and Social Services	Youth in Policing Initiative (Y.I.P.I.). These dollars are used to target youth employment within the summer and fall. Dollars are used to promote youth participation in a work environment while developing skills relevant to a possible future career in policing.





PROFESSIONAL STANDARDS

High levels of public trust and confidence in the police are essential features of a safe community. One of the ways we seek to earn public trust is by ensuring we have levels of oversight that hold our service and members accountable. The handling of discipline within the police service by the Chief of Police demonstrates commitment to the safety and well-being of the community. The Professional Standards Unit (PSU) has the authority to investigate and facilitate resolution of internally generated complaints (Chief’s complaints) and public complaints generated through the Office of the Independent Police Review Director (OIPRD). Each complaint is classified according to type of allegation made. A total of 11 complaints were filed in 2023 remaining consistent with the five year average. One Chief’s complaint from 2021 was resolved at a hearing with a plea to discreditable conduct in the fourth quarter of 2023. Below is a breakdown of the type of complaints and their outcomes.

Category	2023	2022	Change from 2022
Improper Conduct	6	4	+2
Excessive Force	2	2	None
Neglect of Duty	2	3	-1
Policy/Service	1	0	+1

11

TOTAL COMPLAINTS FILED IN 2023

2022: 7

7

COMPLAINTS FROM THE PUBLIC

2022: 4

1

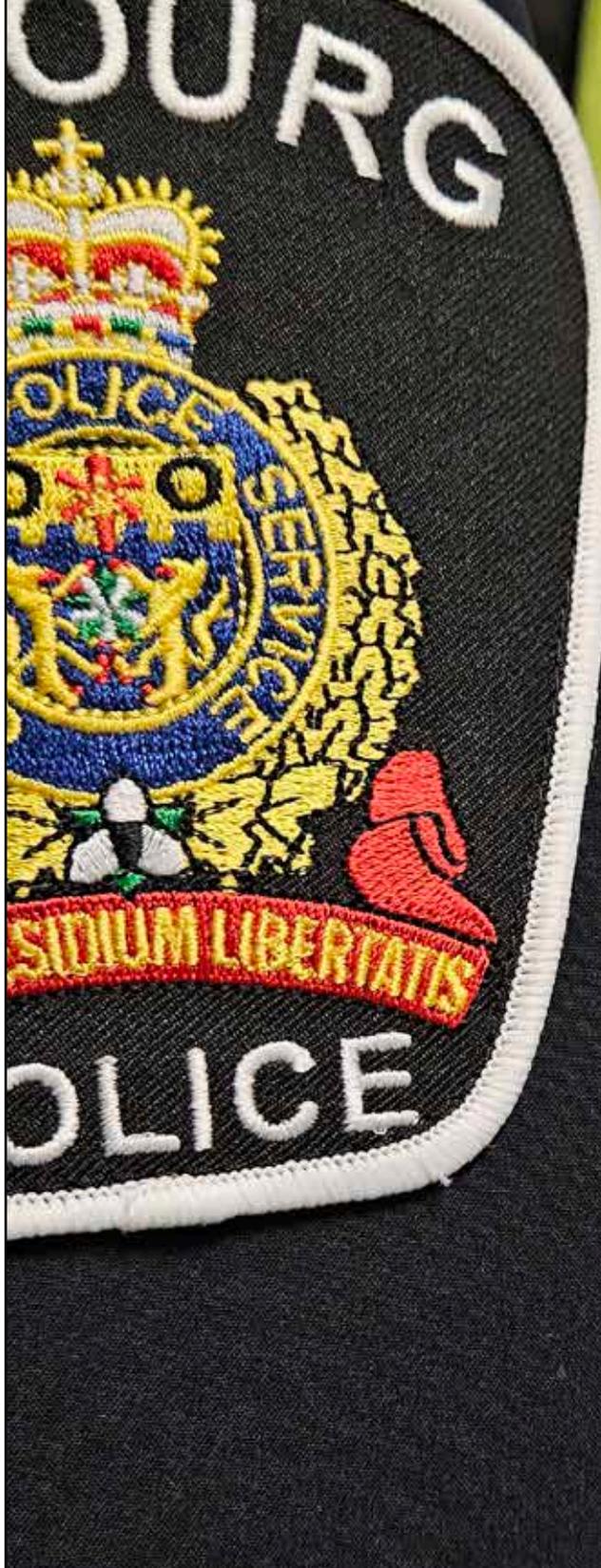
PUBLIC POLICY/SERVICE COMPLAINT

2022:0

3

CHIEF’S COMPLAINTS

2022:3



OUTCOMES

PUBLIC COMPLAINTS

1. No jurisdiction to proceed with the complaint as determined by OIPRD.
2. Unsubstantiated: The complaint involved a sworn member when they worked for another police service.
3. Informal Resolution
4. Unsubstantiated: The investigation determined insufficient evidence to constitute misconduct, as defined by the Police Services Act.
5. OIPRD reviewed and determined that it is not in the public interest to investigate at this time.
6. OIPRD reviewed and determined that it is not in the public interest to investigate at this time.
7. Withdrawn: The complainant withdrew the complaint.

POLICY/SERVICE COMPLAINT

1. Action to be taken: CPS to update the procedure to reflect best practices.

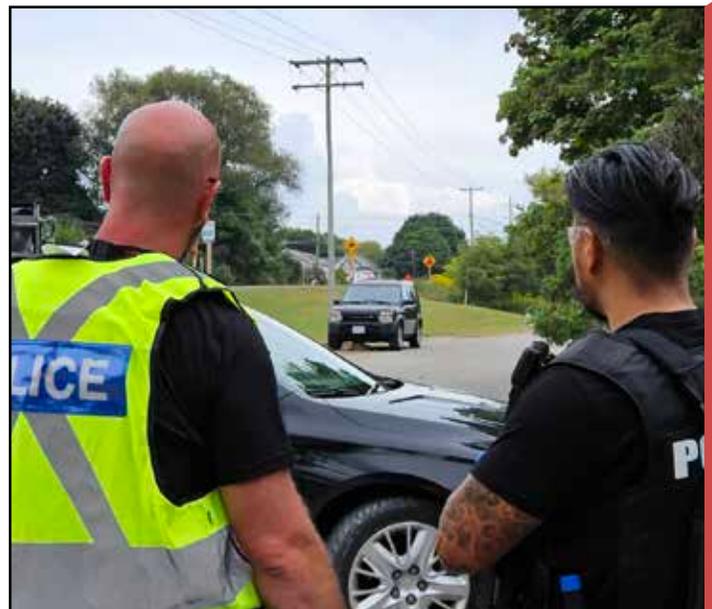
CHIEF'S COMPLAINTS

1. Substantiated, Informal Resolution
2. Substantiated, Informal Resolution
3. Unsubstantiated – Applicant abandoned the application.

USE OF FORCE

The Public Police Interaction model replaced the use-of-force model in 2023 and highlights the importance of de-escalation in every interaction. The new model was designed to explain the proportionate relationship between the subject's behaviour, available use-of-force options to police and assist officers in articulating a use-of-force encounter. Good communication and de-escalation techniques are at the forefront of every encounter with the public. In 2023, CPS continued to provide use-of-force training in-house under the new model in partnership with the Port Hope Police Service (PHPS), equipping officers with the skills to assess, plan, and act accordingly to resolve situations they encounter. In 2023, officers responded to a significant number of high-risk calls where

protecting themselves and the public from a potentially lethal threat was required. An increase in these types of incidents resulted in an increase in the number of situations where firearms were drawn and pointed at persons (six in 2022 to 13 in 2023). In 2023, no firearm was discharged on a person.



USE OF FORCE STATS

50

APPLICATION OF FORCE
IN 2023 COMPARED TO
17 IN 2022.

18

USE OF FORCE REPORTS
IN 2023 COMPARED TO 11
IN 2022.

Less than 0.13%

OF ALL CALLS ATTENDED
REQUIRE THE USE-OF-
FORCE.

**A single use of force report may include more than one application of force.*

USE OF FORCE

Although de-escalation and conflict prevention strategies were consistently used by police, a level of force was required for one or more of the following reasons: to effect an arrest; to prevent an offence; to prevent the escape of a subject; to protect the public; to protect the officer.

Under O. Reg. 267/18 of the Anti-Racism Act police services are required to collect information regarding the race of individuals included in a Use of Force Report.

Reason for Use of Force

Effect Arrest	20
Prevent Offence	13
Prevent Escape	11
Protect Public	19
Protect Self	21

Race Data Collection

Black	1
East/Southeast Asian	0
Indigenous	0
Latino	1
Middle Eastern	0
South Asian	0
White	22







ENHANCED ENFORCEMENT ACTIVITY

DRUG TRAFFICKING

Through collaboration between departments and partnerships with neighbouring police services, the Criminal Investigation Bureau and uniform officers continue to focus on enhanced enforcement aimed at illegal drug trafficking, targeting high-risk activity and individuals.

These efforts resulted in eight arrests linked to drug trafficking and the seizure of a large quantity of illicit drugs, including 407 grams of fentanyl last year.

In 2023, police seized drugs with an estimated street value of \$238,200, over

\$46,000 in Canadian currency, and nine imitation firearms.

Imitation firearms pose significant public safety risks. They can be mistaken for real weapons, leading to public alarm and potentially fatal law enforcement encounters. Their use in crimes can incur the same legal penalties as real firearms.

POLICE SEIZED DRUGS WITH AN ESTIMATED STREET VALUE OF \$238,200.



407g

FENTANYL



166.5g

CRYSTAL METH



704.5g

COCAINE

16.5g

HEROIN



892
OCCURRENCES
ATTENDED

50
CONNECTED
WITH SERVICES

51
ARRESTS

HARP

The Homelessness, Addiction Response Program (HARP) is supported through the Ministry of the Solicitor General's Community Safety and Policing Grant. HARP has built essential partnerships with agencies in Northumberland County, sharing expertise and existing resources to support individuals and families in the community. In 2023, HARP attended 892 occurrences, connected 50 individuals with services for ongoing support, and made 51 arrests.

CCFA PARTNERSHIP

In 2023, CPS established a partnership with the Canadian Centre for Addictions (CCFA)

through HARP and the V13 Policetech Accelerator, to mitigate the effects of mental health and addiction on vulnerable community members, foster inclusivity.

Individuals accessing the community bed enter the CCFA's 30-day treatment program with access to services, amenities, and post-program care.

By combining the resources, experience, and dedication of CPS, CCFA, and Northumberland Hills Hospital (NHH), the pilot aims to:

- Reduce the impact of mental health and addiction on underserved community members.
- Foster belonging for those who may have felt isolated.
- Provide seamless and comprehensive roadmap to recovery for those who are ready for treatment but experiencing barriers to care.

In 2023, three (3) individuals successfully graduated from the program. Two of them are now housed, working, and living independently.

COMMUNITY BED QUICK FACTS

3
COMPLETED
THE PROGRAM

2
WORKING,
AND LIVING
INDEPENDENTLY



MENTAL HEALTH

Mental health is a critical focus in our community response because it directly impacts the safety and quality of life for all residents. By prioritizing mental health, we ensure that our interventions are compassionate and effective, addressing the root causes of crises.

Through the Mental Health Engagement and Response Team (M-HEART), a partnership with Northumberland Hills Hospital, we have strengthened our mental health response, bringing clinical expertise directly to those in need through a collaborative approach with healthcare providers.

509 
WELLNESS CHECKS

339 
MENTAL HEALTH CALLS



INTERNAL WELLNESS

Mental health is also essential to the well-being and effectiveness of our officers, who face unique stresses in their line of duty. Recognizing and addressing mental health needs within the force is crucial for fostering a resilient and responsive police service. In partnership with other local first-response organizations, the development of peer support programming is underway with a focus on promoting a culture of resiliency characterized by anti-stigma, mental health literacy, and encouragement of healthy lifestyles through members' physical and psychological well-being.

Five CPS members participated in comprehensive training designed to equip them with the necessary tools, knowledge, and skills to provide peer support to fellow first responders. Through a comprehensive framework designed to address and respond effectively to critical incidents involving police officers and other first responders within our community, the Peer Support Group, we hope, will bring a robust and resilient support system ready to assist our members during critical incidents.



St. John Ambulance Therapy Dog Program

Since June 2023, St. John Ambulance Therapy Dog teams have been attending the police station and Business Center weekly, providing interested staff members the opportunity to reap the therapeutic benefits of a four-legged friend.



St. John Ambulance

DOWNTOWN ACTION PLAN



In May 2023, CPS established the Downtown Action Plan, which consists of several priority areas intended to enhance police service delivery, increase visibility, and community engagement efforts.

1,039

DOWNTOWN
PATROLS

222

TRESPASS TO
PROPERTY ACT



OVER 24

crime prevention
presentations



**28 CCTV
CAMERAS**

added to CPS CCTV
Network



118 CAMERAS

registered with the
Community Camera
Registry Program



HIGH VISIBILITY PILOT

In September 2023, CPS launched a high-visibility cruiser pilot program to enhance safety and community engagement. This initiative, part of the CPS Downtown Action Plan, aligns with strategic priorities to improve road safety and increase police visibility and approachability. The pilot featured a cruiser with a distinctive Battenburg or checkerboard design, originally developed in the United Kingdom. The design incorporates blue and lime-green/yellow colours and retroreflective fluorescent markings, making the vehicle highly visible from a distance, even in adverse weather conditions. The cruiser is the most visible representation of the service as it moves

around the community, with increased visibility expected to reduce the likelihood of collisions and encourage safer driving behaviours among motorists. This initiative aimed to enhance officer and public safety and sought to foster a stronger connection between the police and the community they serve. Throughout the trial period, the high-visibility cruiser was operational across the community. As the pilot comes to a close, police officers and the public will be surveyed for feedback. CPS will evaluate the feedback and data collected to determine the future of the high-visibility cruiser program.





ROAD SAFETY

Road safety remains a key priority for CPS. Throughout 2023, the CPS team dedicated efforts to bolster adherence to driving safety protocols through targeted campaigns aimed at eradicating behaviours such as impaired driving, distracted driving, speeding, and aggressive driving. Campaigns included Reduce Impaired Driving Everywhere (RIDE) programs and the back-to-school ‘In the Zone’ Campaign. In 2023, 1,058 Provincial Offence Notices related to the Highway Traffic Act and the Compulsory Automobile Insurance Act were issued.



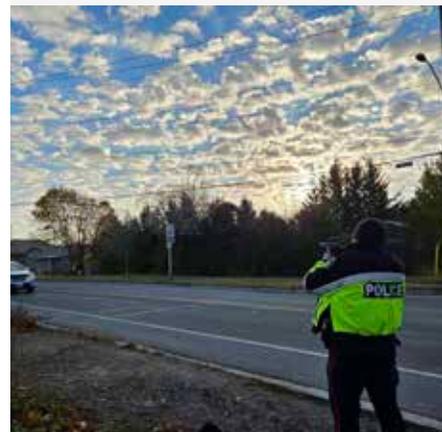
2,853 

RIDE CAMPAIGN
VEHICLE CHECKS



15 

CHARGED FOR
IMPAIRED DRIVING



966 

HIGHWAY TRAFFIC
ACT CHARGES





345

COMMUNITY
ENGAGEMENT
OPPORTUNITIES

24+

CRIME
PREVENTION
PRESENTATIONS

3

TOWN HALLS

4

PARADES

COMMUNITY ENGAGEMENT

Active participation in community events allows police to demonstrate commitment to the community, helping to build a foundation of trust and fostering a strong relationship between police and the public. It enables officers to understand community concerns better and provides a platform for open dialogue. Such involvement is crucial in creating a collaborative environment where police and residents work together towards a safer community. These opportunities for positive interactions can change public perceptions and attitudes toward police and also allow police to share crime prevention information and resources, address community concerns, and have some fun.



CRAM A CRUISER

The Auxiliary Unit continued to coordinate monthly Cram-A-Cruiser food drives to support Northumberland Fare Share Food Bank. The food drive events helped fill a need to support community members who may be struggling with food insecurity. A total of ten events were completed in 2023, collecting a total of 21,309 lbs of food and \$27,081 in donations.



**21,309 LBS OF FOOD
\$27,081 COLLECTED**

SHOP WITH A COP is a cherished annual event that brings joy and fosters positive relationships between police and local youth. In 2023, ten CPS members (uniform officers, special constables, and auxiliary) volunteered their time to partner with a child from the community and help them shop for Christmas gifts for their families. Police, school officials, and social service agencies recommend children participate, and generous community sponsors helped make the holiday season memorable and joyous for nine local youths and their families.



**9 LOCAL YOUTH
10 CPS MEMBERS**



AUXILIARY UNIT

The Auxiliary Unit is a vital part of the service provided to the Town of Cobourg. It fulfills several roles within the police service, including crime prevention initiatives such as Crime Prevention Through Environmental Design (CPTED), Lock It Or Lose It, foot patrols, and more. In all, auxiliary officers completed 6,037 volunteer hours in the community.

CPTED

CPTED is a nuanced approach that emphasizes the significance of the physical environment in influencing human behaviour, particularly in deterring criminal activities. Members of the Auxiliary Unit completed 27 CPTED audits in 2023.

6,037
VOLUNTEER HOURS
253
FOOT PATROL HOURS

CRIME PREVENTION

27 CPTED Audits

15 Lock it or Lose it details



\$27,110
FOR SPECIAL OLYMPICS ONTARIO



POLAR PLUNGE

On March 23, 2023, CPS and PHPS, in partnership with Community Living Respite Care Northumberland, hosted the 2023 Cobourg/Port Hope Polar Plunge at the Cobourg Marina. This event was the first in-person plunge since before the pandemic and brought together police, local first responders, town staff, businesses, and community members to support Special Olympics Ontario. Since 1987, police services in Ontario have participated in the Ontario Law Enforcement Torch Run® (LETR) to raise awareness and funds for Special Olympics programming. Over the past 36 years, the LETR has expanded to include various fundraising events, with the Polar Plunge being one of the largest. This year's Ontario Polar Plunge campaign aimed to raise \$500,000, with the Cobourg/Port Hope event contributing \$27,110 towards this goal.





Since 2020, the partnership between CPS and the NCFDC has been pivotal in the growth of the V13 Policetech Accelerator (PTA). The collaboration has been instrumental in fostering social innovation and technology development within law enforcement, generating approximately \$2.1 million in program funding, with \$1.7 million directly offsetting CPS operational, capital and administrative costs. The PTA has created indirect cost savings for the police service through various partnership and innovation projects, including the Online Reporting Tool, the Community Camera Registry, and personnel that support activities for funding identification, project development, management, reporting, agreement development, and communications.

FUNDING DERIVED THROUGH PTA

- Ontario CCTV Grant
- Canada Summer Jobs
- ALPR Technology
- Firehouse Subs Grant
- Community Policing Grant
- Ontario Victim Support Grant

SUPPORTED PROGRAMS

- HARP
- Pitch to the Chief™
- Youth M-HEART
- CCTV Network
- Camera Registry
- Online Reporting
- Policetech Tested Badge



FIREHOUSE SUBS PUBLIC SAFETY FOUNDATION OF CANADA GRANT

On August 31, 2023, members of the CPS and Cobourg Police Service Board joined the Firehouse Sub Cobourg Management Team to announce that CPS received a \$25,677 grant from Firehouse Subs Public Safety Foundation of Canada to purchase a Can Am Defender UTV. The grant provided CPS members with another tool to help keep the citizens of Cobourg safe. Since the announcement, the UTV has been deployed during festival weekends and at the parks, beaches, and trails. Training continues for CPS members, and the UTV will become an asset in quicker response to missing person searches, increased police presence to deter crime, and better access to the beaches and remote trails along the waterfront and forested areas in an emergency.



2023 CRIME STATS

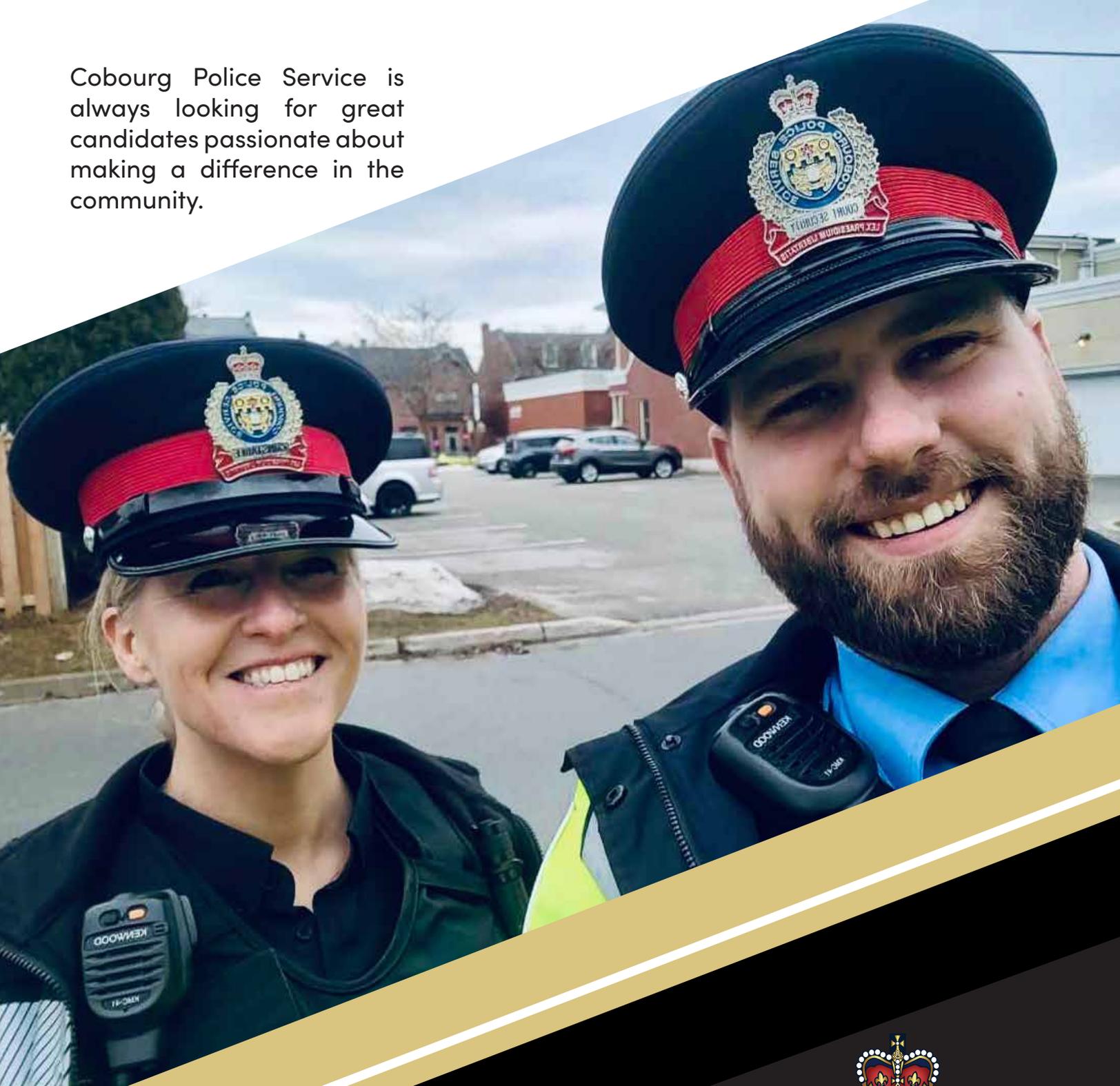
Violation	2022	2022 Solved	2022 % Solved	2023	2023 Solved	2023 % Solved
Homicides/Attempt Murder	1	0	0%	1	1	100%
Robbery	7	6	86%	12	9	75%
Sexual Offences	26	16	62%	22	12	54.5%
Aggravated Assault	0	0	-	1	1	100%
Assault with a Weapon/Bodily Harm	25	19	76%	34	31	91.1%
Assault Level 1	75	55	73%	86	65	75.6%
Assault Peace Officer	4	4	100%	9	9	100%
Criminal harrasment	12	8	67%	21	17	81%
Indecent/harrasing communication	37	17	46%	42	36	85.7%
Utter Threats	40	17	43%	67	50	74.6%
Break and Enter	42	8	19%	51	9	17.6%
Motor vehicle theft	13	4	31%	12	7	58.3%
Fraud	95	20	21%	98	17	16.7%
Drug offences	43	43	100%	23	22	95.7%
Arson	4	1	25%	1	1	100%
Theft Over \$5,000	23	0	0%	16	4	25%
Theft Under \$5,000	400	83	21%	478	97	20.3%
Weapons Violations	15	13	87%	3	3	100%
Administration of Justice Violations (Fail to Comply, Fail to Appear, and Breach of Probation)	234	217	93%	225	226	100.4%

* SOLVED INCLUDES VICTIM/COMPLAINANT DECLINES TO PROCEED.

■ INCREASE IN CLEARANCE RATE COMPARED TO 2022

■ DECREASE IN CLEARANCE RATE COMPARED TO 2022

Cobourg Police Service is always looking for great candidates passionate about making a difference in the community.



Join our team.

Learn more: cobourgpolicesservice.com/careers





COBOURG POLICE SERVICE

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