



# Police Services Board Meeting

Constable Colin McGregor Building

February 24, 2021 – 8:00 a.m.

## AGENDA

### CALL MEETING TO ORDER

### DECLARATION OF CONFLICT

### BOARD MEMBER RECOGNITION

Name	Position
Dave Warden	Chair (2020)
Jim Herbert	Vice Chair (2020)

### CHIEF COMMENDATIONS - 2020

Name
Sergeant Michael Buttinger
Constable Matthew Lobsinger
Constable Brian Shaw
Constable Chad Howey
Constable Johan Giesbrecht

### EXEMPLARY SERVICE MEDALS

Name	Years of Service
Sergeant Jeff Pallister	30 Years
Constable Cam Arnott	30 Years

### OACP/OMROM Catherine Martin Award of Excellence in Media Relations

Name
Tanya Calvert

### NEW HIRES / PROMOTIONS

Name	Position	Start Date
Lizzie Bell	Special Constable Supervisor	March 8, 2021
Nicholas Armstrong	Cadet	February 16, 2021

## **MINUTES**

Confirmation of the minutes of the meeting held January 27, 2021.

Pages 5-10

## **DEPUTATIONS**

## **REPORTS**

Revenues and Expenditures

Pages 11-15

Financial Statements for 2020 as of December 31, 2020.

2020 COVID Expenses

Pages 16-17

A report from Chief Herridge.

St. Thomas Police Services Board – By-Law 1-2021

Pages 18-22

Amended By-Law 1-2021 for Board review and approval.

Body Worn Camera & Digital Evidence - Pilot Report

Pages 23-37

A report from Inspector Hank Zehr and Inspector Scott Barnes

Annual Report – Form 7 – Missing Persons

Pages 38-39

A report from Deputy Chief Roskamp

Protective Services Report – February 2021

Pages 40-49

A report from Communications Coordinator Tanya Calvert dated February 2021.

2020 Annual Stats

Pages 50-65

A report from Deputy Chief Roskamp

## **PETITIONS AND COMMUNICATIONS**

Ministry Organizational Changes

Pages 66-67

A letter from Richard Stubbings, Assistant Deputy Minister of the Public Safety Division dated January 29, 2021 re: Ministry Organizational Changes Regarding Municipal Police Services Advisors.

## **UNFINISHED BUSINESS**

## **NEW BUSINESS**

2021 United Way – [Sleepless in Our City](#)

Verbal report from Chief Chris Herridge.

2021 [Polar Plunge](#)

Verbal report from Chief Chris Herridge.

## **MOVE TO THE COMMITTEE OF THE WHOLE**

## **ACTIONS OF THE COMMITTEE OF THE WHOLE**

## **ADJOURNMENT**

## CADET EMPLOYMENT AGREEMENT

### BETWEEN:

**The St. Thomas Police Services Board  
AND  
Nicholas Armstrong**

**WHEREAS** the St. Thomas Police Service ("the Service") has identified the need for Cadets to assist in the operations of the Service; AND **WHEREAS** an offer of employment in the Service's Cadet Program has been extended to **Nicholas Armstrong** ("the Cadet");

**THEREFORE**, the Service and the Cadet covenant and agree as follows:

- 1) This Agreement will become effective upon the date signed by the Service and the Cadet, for a term of one year, renewable thereafter at the discretion of the Service for a further term not to exceed a period of one year.
- 2) The Cadet understands and agrees that this term of employment is not a guarantee of further employment in a Constable position or otherwise.
- 3) The Cadet understands and agrees that, in order to be considered for a position as a Constable, he/she must be successful in all areas of the St. Thomas Police Service Constable Selection Process, including positive Supervisory evaluations, a recommendation from his/her Supervisor, a positive interview / presentation and subsequent recommendation by a selection board, and successful completion of an updated background investigation.
- 4) The Cadet understands and agrees that, in addition to this Agreement, his/her employment with the Service will be governed by the terms and conditions of the Uniform Collective Agreement and any Memorandums of Agreement respective of Cadets therein, between the St. Thomas Police Services Board and the St. Thomas Police Association.
- 5) The Cadet understands and agrees to successfully complete the Police Fitness Testing (PIN test) annually. The PIN test must be valid at the time of any application for the position of Constable.
- 6) The Cadet understands and agrees that they must be employed with the Service for more than six (6) months before they may apply to a Constable Selection Process. This requirement can be waived at the sole discretion of the Service.

Dated this **16th** day of **February 2021** at the City of St. Thomas, in the County of Elgin.

St. Thomas Police Services Board:

---

Police Chief or Designate:

---

Cadet

---



# Police Services Board Meeting

Constable Colin McGregor Building

January 27, 2021

## MINUTES

### ATTENDANCE:

D. Reith	Chair (Zoom)
S. Birkby	Vice Chair (Zoom)
D. Warden	Member
J. Herbert	Member (Zoom)
J. Preston	Member (Zoom)

### OFFICIALS:

C. Herridge	Chief of Police
M. Roskamp	Deputy Chief
T. Terpstra	Executive Administrator

### GUESTS:

None.

### PRESS:

None.

## CALL MEETING TO ORDER

## DECLARATION OF CONFLICT

## APPOINTMENT OF CHAIR AND VICE CHAIR FOR THE YEAR 2021

**Moved By:** Dave Warden

**Seconded By:** Scott Birkby

THAT: Dan Reith is appointed as Chair for the St. Thomas Police Services Board for the year 2021.

Member Name	Recorded Vote
Dan Reith	n/a
Dave Warden	Yes
Jim Herbert	Yes
Joe Preston	Yes
Scott Birkby	Yes

Carried.

**Moved By:** Dave Warden  
**Seconded By:** Dan Reith

THAT: Scott Birkby is appointed as Vice-Chair for the St. Thomas Police Services Board for the year 2021.

Member Name	Recorded Vote
Dan Reith	Yes
Dave Warden	Yes
Jim Herbert	Yes
Joe Preston	Yes
Scott Birkby	n/a

Carried.

## **APPOINTMENT TO FINANCE/BARGAINING COMMITTEE**

**Moved By:** Dan Reith  
**Seconded By:** Joe Preston

THAT: The St. Thomas Police Services Board appoints the following member to the Bargaining/Finance Committee for the year 2021:

Member Name	Committee Member
Dan Reith	Yes
Dave Warden	Yes
Jim Herbert	Yes
Joe Preston	Yes
Scott Birkby	Yes

Carried.

## **NEW HIRES / PROMOTIONS**

**Moved By:** Joe Preston  
**Seconded By:** Scott Birkby

THAT: Cassandra Marshall is hired as a Part Time Communicator effective January 4, 2021.

Carried.

**Moved By:** Jim Herbert  
**Seconded By:** Dave Warden

THAT: Kennedie Fife is hired as a Cadet effective January 4, 2021.

Carried.

**Moved By:** Joe Preston  
**Seconded By:** Jim Herbert

THAT: Derek Smith is hired as a Cadet effective January 4, 2021.

Carried.

**Moved By:** Scott Birkby  
**Seconded By:** Joe Preston

THAT: John Beattie is hired as a Full Time Communicator Effective January 11, 2021.

Carried.

## **MINUTES**

**Moved By:** Joe Preston  
**Seconded By:** Dave Warden

THAT: The minutes from the meeting held November 25, 2020 be confirmed.

Carried.

## **DEPUTATIONS**

## **REPORTS**

### **Revenues & Expenditures**

**Moved By:** Scott Birkby  
**Seconded By:** Jim Herbert

THAT: The printout of revenues and expenditures ending November 30, 2020 be accepted.

Carried.

### **Body Worn Cameras & Tasers**

**Moved By:** Scott Birkby  
**Seconded By:** Joe Preston

THAT: The Body Worn Cameras & Tasers verbal report from Chief Herridge be accepted.

Carried.

The Board discussed the overall value of implementing the Body Work Cameras and Tasers at the St. Thomas Police Service. There are efficiencies that will be realized allowing additional street time for Officers.

**Protective Services Report – January 2021**

**Moved By:** Jim Herbert  
**Seconded By:** Joe Preston

THAT: The Protective Services Report for January 2021 be accepted.

Carried.

**COP Report – November/December 2020**

**Moved By:** Jim Herbert  
**Seconded By:** Scott Birkby

THAT: The COP Report for November 2020 and December 2020 be accepted.

Carried.

**Community Mental Health Funding – Guelph Police**

**Moved By:** Scott Birkby  
**Seconded By:** Dave Warden

THAT: The Police Services Board provide a Letter of Support for Guelph Police regarding Community Mental Health Funding.

Carried.

The Board agreed that Minister Jeff Yurek has been a key champion in supporting Mental Health in Ontario.

**Annual Plans**

**Moved By:** Joe Preston  
**Seconded By:** Jim Herbert

THAT: The Police Services Board approved the following STPS annual reports:

- 2020 Professional Standards
- 2020 Use of Force
- 2020 Pursuit Report
- 2020 OT Court Budget
- 2019-2022 Strategic Plan Status Update

Carried.



## **PETITIONS AND COMMUNICATIONS**

**Moved By: Dave Warden**

**Seconded By: Joe Preston**

THAT: The Police Services Board receive and file the following communication items:

- Provincial Digital Evidence Management System Information Session
- Ontario Naloxone Program – 3<sup>rd</sup> Quarter
- Street Crimes Unit – 2020 Statistics
- Letter of Support in Appreciation for Police Services Boards

Carried.

## **UNFINISHED BUSINESS**

### **NEW BUSINESS**

**Moved By: Dave Warden**

**Seconded By: Jim Herbert**

THAT: The Police Services Board approve naming the St. Thomas Police Services DT room in memorial of Tyler Kaastra, son of Constable Lois Hardman.

Carried.

**Moved By: Scott Birkby**

**Seconded By: Joe Preston**

THAT: The Police Services Board meet regularly the 4<sup>th</sup> Wednesday of each month in 2021 with the exception of July, August and December. The Board will meet in addition to these dates as required and at the call of the Chair.

Carried.

## **MOVE TO THE COMMITTEE OF THE WHOLE**

**Moved By: Joe Preston**

**Seconded By: Dave Warden**

THAT: We move to the Committee of the Whole.

Carried.

## **ACTIONS OF THE COMMITTEE OF THE WHOLE**

**Moved By:** Scott Birkby

**Seconded By:** Jim Herbert

THAT: We adopt the actions of the Committee of the Whole.

Carried.

## **ADJOURNMENT**

**Moved By:** Joe Preston

**Seconded By:** Jim Herbert

THAT: We do now adjourn 9:30 a.m.

Carried.

---

Dan Reith  
Police Services Board Chair

## City of St Thomas

For the Twelve Months Ending December 31, 2020

DESCRIPTION	2020	2020	VARIANCE		2020	2019	2019	2019	2021
	YTD ACTUAL	YTD BUDGET	\$	%	ANNUAL BUDGET	YTD ACTUAL	ANNUAL ACTUAL	ANNUAL BUDGET	ANNUAL BUDGET
<b>POLICE SERVICES BOARD</b>									
<b>EXPENSES</b>									
(11201400003010 TO 11201...									
11-2-01-4-0000-3120									
11-2-01-4-0000-4040									
11-2-01-4-0001-4001									
Wages	\$6,967	\$9,152	(\$2,185)	-24%	\$9,152	\$8,413	\$8,413	\$9,152	\$9,152
Statutory Benefits	588	590	(2)	0%	590	708	708	590	590
Legal Fees & Expenses	914	10,000	(9,086)	-91%	10,000			15,000	10,000
Receptions & Public Relations	2,136	2,000	136	7%	2,000	6,390	6,390	2,000	2,000
<b>TOTAL EXPENSES</b>	<b>10,605</b>	<b>21,742</b>	<b>(11,137)</b>	<b>-51%</b>	<b>21,742</b>	<b>15,511</b>	<b>15,511</b>	<b>26,742</b>	<b>21,742</b>
<b>TOTAL POLICE SERVICES BOARD</b>	<b>10,605</b>	<b>21,742</b>	<b>(11,137)</b>	<b>-51%</b>	<b>21,742</b>	<b>15,511</b>	<b>15,511</b>	<b>26,742</b>	<b>21,742</b>

01/29/21  
02:15 PM

For the Twelve Months Ending December 31, 2020

## POLICE SERVICES

## REVENUE

TOTAL REVENUE	956,073	821,198	134,875	16%	821,198	712,375	712,375	528,446	#####
---------------	---------	---------	---------	-----	---------	---------	---------	---------	-------

TOTAL EXPENSES	13,043,663	12,869,543	174,120	1%	12,869,543	12,113,528	12,113,528	12,376,143	#####
----------------	------------	------------	---------	----	------------	------------	------------	------------	-------

## REVENUE

21-2-01-4-0072-9040	CISO Grant	8,000	8,000			8,000	5,120	5,120	8,000	8,000
<b>TOTAL REVENUE</b>		<b>8,000</b>	<b>8,000</b>			<b>8,000</b>	<b>5,120</b>	<b>5,120</b>	<b>8,000</b>	<b>8,000</b>
<b>EXPENSES</b>										
21-2-01-4-0000-4145	Vehicle Repair & Maintenance	14,567	218,000	(203,433)	-93%	218,000	15,419	15,419	208,000	208,000
21-2-01-4-0000-5435	Gasoline - Operating	160		160			1,215	1,215		
21-2-01-4-0001-4145	Vehicle Repair & Maintenance									
21-2-01-4-0001-5435	Gasoline - Operating						92	92		
21-2-01-4-0009-4145	Vehicle Repair & Maintenance	1,032		1,032			1,055	1,055		
21-2-01-4-0009-5435	Gasoline - Operating	989		989			1,712	1,712		
21-2-01-4-0011-4145	Vehicle Repair & Maintenance	559		559			3,199	3,199		
21-2-01-4-0011-5435	Gasoline - Operating	740		740			1,316	1,316		
21-2-01-4-0019-4145	Vehicle Repair & Maintenance	365		365			1,454	1,454		
21-2-01-4-0019-5435	Gasoline - Operating						1,511	1,511		
21-2-01-4-0022-4145	Vehicle Repairs/Maintenance									
21-2-01-4-0023-4145	Vehicle Repairs/Maintenance									
21-2-01-4-0023-5435	Gasoline - Operating									
21-2-01-4-0031-4145	Vehicle Repair & Maintenance									
21-2-01-4-0031-5435	Gasoline - Operating									
21-2-01-4-0032-4145	Vehicle Repairs/Maintenance	2,165		2,165			2,116	2,116		
21-2-01-4-0032-5435	Gasoline - Operating	2,607		2,607			3,524	3,524		
21-2-01-4-0033-4145	Vehicle Repairs & Maintenance	918		918			686	686		
21-2-01-4-0033-5435	Gasoline - Operating	1,067		1,067			1,937	1,937		
21-2-01-4-0034-4145	Vehicle Repairs & Maintenance									
21-2-01-4-0034-5435	Gasoline - Operating									
21-2-01-4-0035-4145	Vehicle Repairs & Maintenance						65	65		
21-2-01-4-0035-5435	Gasoline - Operating						153	153		
21-2-01-4-0036-4145	Vehicle Repairs & Maintenance	1,076		1,076			779	779		
21-2-01-4-0036-5435	Gasoline - Operating	1,167		1,167			1,489	1,489		
21-2-01-4-0037-4145	Vehicle Repairs & Maintenance	153		153						
21-2-01-4-0037-5435	Gasoline - Operating									
21-2-01-4-0038-4145	Vehicle Repairs & Maintenance						198	198		
21-2-01-4-0038-5435	Gasoline - Operating									
21-2-01-4-0039-4145	Vehicle Repair & Maintenance	198		198			605	605		
21-2-01-4-0039-5435	Gasoline - Operating									
21-2-01-4-0040-4145	Vehicle Repair & Maintenance									
21-2-01-4-0040-5435	Gasoline - Operating									
21-2-01-4-0041-4145	Vehicle Repair & Maintenance	885		885			2,496	2,496		
21-2-01-4-0041-5435	Gasoline - Operating	391		391			1,545	1,545		
21-2-01-4-0042-4145	Vehicle Repairs & Maintenance	1,277		1,277			2,369	2,369		
21-2-01-4-0042-5435	Gasoline - Operating	869		869			867	867		
21-2-01-4-0043-4145	Vehicle Repairs & Maintenance						1,268	1,268		
21-2-01-4-0043-5435	Gasoline - Operating						1,959	1,959		
21-2-01-4-0044-4145	Vehicle Repairs & Maintenance	5,733		5,733			9,470	9,470		
21-2-01-4-0044-5435	Gasoline - Operating	5,659		5,659			12,862	12,862		
21-2-01-4-0045-4145	Vehicle Repairs & Maintenance	3,794		3,794			8,307	8,307		
21-2-01-4-0045-5435	Gasoline - Operating	3,120		3,120			8,039	8,039		
21-2-01-4-0047-4145	Vehicle Repair & Maintenance	218		218			338	338		
21-2-01-4-0047-5435	Gasoline - Operating	234		234			726	726		
21-2-01-4-0048-4145	Vehicle Repair & Maintenance									
21-2-01-4-0048-4178	Vehicle Lease Payment						443	443		
21-2-01-4-0048-5435	Gasoline - Operating						133	133		
21-2-01-4-0049-4145	Vehicle Repair & Maintenance	11,504		11,504			9,693	9,693		
21-2-01-4-0049-5435	Gasoline - Operating	12,359		12,359			13,418	13,418		
21-2-01-4-0050-4145	Vehicle Repair & Maintenance						6,273	6,273		
21-2-01-4-0050-5435	Gasoline - Operating						12,204	12,204		
21-2-01-4-0051-4145	Vehicle Repair & Maintenance	3,691		3,691			4,453	4,453		
21-2-01-4-0051-5435	Gasoline - Operating	6,662		6,662			6,755	6,755		
21-2-01-4-0052-4145	Vehicle Repair & Maintenance						275	275		
21-2-01-4-0052-5435	Gasoline - Operating	181		181			270	270		
21-2-01-4-0053-4145	Vehicle Repair & Maintenance	179		179			1,542	1,542		
21-2-01-4-0053-5435	Gasoline - Operating	1,337		1,337			1,555	1,555		
21-2-01-4-0054-4145	Vehicle Repair & Maintenance	6,380		6,380			9,141	9,141		
21-2-01-4-0054-5435	Gasoline - Operating	12,136		12,136			14,107	14,107		
21-2-01-4-0055-4145	Vehicle Repair & Maintenance	7,280		7,280			6,131	6,131		
21-2-01-4-0055-5435	Gasoline - Operating	11,108		11,108			13,148	13,148		
21-2-01-4-0056-4145	Vehicle Repair & Maintenance	341		341			741	741		
21-2-01-4-0056-5435	Gasoline - Operating	1,252		1,252			1,476	1,476		
21-2-01-4-0057-4145	Vehicle Repair & Maintenance	1,784		1,784			1,950	1,950		
21-2-01-4-0057-5435	Gasoline - Operating	1,203		1,203			1,711	1,711		
21-2-01-4-0058-4145	Vehicle Repairs & Maintenance	7,180		7,180			8,678	8,678		
21-2-01-4-0058-5435	Gasoline - Operating	14,793		14,793			13,661	13,661		
21-2-01-4-0059-4145	Vehicle Repairs & Maintenance	6,060		6,060			1,750	1,750		
21-2-01-4-0059-5435	Gasoline - Operating	15,565		15,565			13,601	13,601		
21-2-01-4-0060-4145	Vehicle Repairs & Maintenance	227		227			200	200		
21-2-01-4-0060-5435	Gasoline - Operating	1,347		1,347			395	395		
21-2-01-4-0061-4145	Vehicle Repairs & Maintenance	2,708		2,708						
21-2-01-4-0061-5435	Gasoline - Operating	2,972		2,972						
21-2-01-4-0062-4145	Vehicle Repairs & Maintenance	3,181		3,181						
21-2-01-4-0062-5435	Gasoline - Operating	5,926		5,926						
21-2-01-4-0063-4145	Vehicle Repairs & Maintenance	4,991		4,991						
21-2-01-4-0063-5435	Gasoline - Operating	3,476		3,476						
21-2-01-4-0064-4145	Vehicle Repairs & Maintenance	336		336						
21-2-01-4-0064-5435	Gasoline - Operating	755		755						
21-2-01-4-0065-4145	Vehicle Repairs & Maintenance	76		76			200	200		
21-2-01-4-0065-5435	Gasoline - Operating	1,563		1,563			281	281		
21-2-01-4-0065-4176	Vehicle Lease Payment	6,363		6,363			5,702	5,702		
21-2-01-4-0066-4145	Vehicle Repairs & Maintenance	1,215		1,215						

21-2-01-4-0066-5435	Gasoline - Operating	368		368					
21-2-01-4-0087-4145	Vehicle Repairs & Maintenance	3,087		3,087					
21-2-01-4-0067-5435	Gasoline - Operating	158		158					
<b>TOTAL EXPENSES</b>		<b>209,687</b>	<b>218,000</b>	(8,313)	-4%	<b>218,000</b>	<b>238,658</b>	<b>238,658</b>	<b>208,000 208,000</b>
<b>TOTAL FLEET OPERATIONS</b>		<b>201,687</b>	<b>210,000</b>	(8,313)	-4%	<b>210,000</b>	<b>233,538</b>	<b>233,538</b>	<b>200,000 200,000</b>

**POLICE STATION - CASO****EXPENSES**

21-2-01-8-1000-4058	Contracted Janitorial Services	83,860	90,000	(6,140)	-7%	90,000	83,847	83,847	90,000 90,000
21-2-01-8-1000-4063	Contracted Garbage Collection	4,184	3,500	684	20%	3,500	3,853	3,853	2,400 3,500
21-2-01-8-1000-4075	Service Contracts	31,890	25,000	6,890	28%	25,000	39,647	39,647	16,500 25,000
21-2-01-8-1000-4141	Contracted Building Maintenance	43,363	20,000	23,363	117%	20,000	36,828	36,828	20,000 30,000
21-2-01-8-1000-4147	Contracted Operating Equipment Repair	6,600	10,000	(3,400)	-34%	10,000	7,536	7,536	15,000 5,000
21-2-01-8-1000-4178	Contracted Alarm Systems		3,000	(3,000)	-100%	3,000			1,000 1,000
21-2-01-8-1000-4249	Telephone Services	402	1,000	(598)	-60%	1,000	265	265	1,100 1,000
21-2-01-8-1000-5015	Building Maintenance Supplies	2,228	4,000	(1,772)	-44%	4,000	208	208	4,000 4,000
21-2-01-8-1000-5410	Electricity (Hydro)	77,698	70,000	7,698	11%	70,000	76,981	76,981	70,000 70,000
21-2-01-8-1000-5415	Water	47,663	25,000	22,663	91%	25,000	34,940	34,940	30,000 30,000
21-2-01-8-1000-5421	Natural gas - heating	10,447	8,000	2,447	31%	8,000	6,683	6,683	9,000 8,000
<b>TOTAL EXPENSES</b>		<b>308,335</b>	<b>259,500</b>	48,835	19%	<b>259,500</b>	<b>290,588</b>	<b>290,588</b>	<b>228,000 267,500</b>
<b>TOTAL POLICE STATION - CASO</b>		<b>308,335</b>	<b>259,500</b>	48,835	19%	<b>259,500</b>	<b>290,588</b>	<b>290,588</b>	<b>228,000 267,500</b>
<b>TOTAL POLICE SERVICES</b>		<b>12,597,612</b>	<b>12,517,845</b>	79,767	1%	<b>12,517,845</b>	<b>11,925,279</b>	<b>11,925,279</b>	<b>12,275,697 #####</b>

**POLICE - COURTHOUSE****GENERAL OPERATIONS****REVENUE**

21-2-01-6-0000-9040	(CSPT) Court Security Prisoner Transpo Grant	713,393	780,000	(66,607)	-9%	780,000	757,040	757,040	781,512 740,000
21-2-01-6-0000-9515	Courthouse Recoveries	(5,946)	22,000	(27,946)	-127%	22,000	27,327	27,327	18,000 22,000
<b>TOTAL REVENUE</b>		<b>707,447</b>	<b>802,000</b>	(94,553)	-12%	<b>802,000</b>	<b>784,367</b>	<b>784,367</b>	<b>799,512 762,000</b>

**EXPENSES**

21-2-01-6-0000-3010	Full-time Wages	547,574	548,486	(912)	0%	548,486	514,494	514,494	548,486 572,430
21-2-01-6-0000-3011	Part-time Wages	195,105	252,318	(57,213)	-23%	252,318	261,254	261,254	252,318 240,683
21-2-01-6-0000-3039	Premium	203		203					
21-2-01-6-0000-3090	Overtime/StatPay	4,022	10,000	(5,978)	-60%	10,000	21,486	21,486	10,000
21-2-01-6-0000-3120	Statutory Benefits	51,137	44,905	6,232	14%	44,905	55,210	55,210	44,905 35,161
21-2-01-6-0000-3130	Employer Benefits	69,700	52,422	17,278	33%	52,422	65,189	65,189	52,422 60,105
21-2-01-6-0000-3135	OMERS	67,679	63,415	4,264	7%	63,415	72,531	72,531	63,415 72,262
21-2-01-6-0000-4023	Membership Fees	348	675	(327)	-48%	675			675 500
21-2-01-6-0000-4024	Employee Assistance Program	376	600	(224)	-37%	600	338	338	600
21-2-01-6-0000-4027	Training	380	1,000	(620)	-62%	1,000	2,086	2,086	1,140 1,000
21-2-01-6-0000-4168	OPTIC	9,831	10,000	(169)	-2%	10,000	8,131	8,131	9,643 10,000
21-2-01-6-0000-4176	Equipment Rent/Lease	2,456	4,000	(1,544)	-39%	4,000	2,659	2,659	4,746 4,000
21-2-01-6-0000-4247	Mobile Radio		2,500	(2,500)	-100%	2,500			2,500 2,500
21-2-01-6-0000-4249	Communications	19,839	22,000	(2,161)	-10%	22,000	26,334	26,334	22,000 22,000
21-2-01-6-0000-4272	Printing	403	1,000	(597)	-60%	1,000	448	448	900 1,000
21-2-01-6-0000-5010	General Supplies	3,906	2,000	1,906	95%	2,000	1,845	1,845	2,000 2,000
21-2-01-6-0000-5011	Office Supplies	4,633	2,500	2,133	85%	2,500	2,284	2,284	1,850 2,500
21-2-01-6-0000-5017	Equipment	6,453	5,000	1,453	29%	5,000	4,922	4,922	4,600 5,000
21-2-01-6-0000-5021	Safety Supplies	2,858	3,700	(842)	-23%	3,700	2,841	2,841	3,700 3,700
21-2-01-6-0000-5026	Uniforms and Footwear	9,419	8,000	1,419	18%	8,000	8,676	8,676	8,000 3,000
21-2-01-6-0000-5510	Books & Subscriptions	90	100	(10)	-10%	100			100 100
21-2-01-6-0000-6650	Office Furniture		2,250	(2,250)	-100%	2,250	7,106	7,106	2,250 2,250
21-2-01-6-0000-6910	Computer/IT Systems	2,154	5,000	(2,846)	-57%	5,000	3,478	3,478	5,000 5,000
<b>TOTAL EXPENSES</b>		<b>998,566</b>	<b>1,041,871</b>	(43,305)	-4%	<b>1,041,871</b>	<b>1,061,312</b>	<b>1,061,312</b>	<b>1,030,650 #####</b>
<b>TOTAL GENERAL OPERATIONS</b>		<b>291,119</b>	<b>239,871</b>	51,248	21%	<b>239,871</b>	<b>276,945</b>	<b>276,945</b>	<b>231,138 293,791</b>

**FLEET OPERATIONS****EXPENSES**

21-2-01-7-0000-4145	Vehicle Repair & Maintenance		8,000	(8,000)	-100%	8,000			8,000 8,000
21-2-01-7-0008-4145	Vehicle Repair & Maintenance								
21-2-01-7-0008-5435	Gasoline - Operating								
21-2-01-7-0014-5435	Gasoline - Operating								
21-2-01-7-0039-4145	Vehicle Repair & Maintenance						292	292	
21-2-01-7-0039-5435	Gasoline - Operating	372		372			349	349	
21-2-01-7-0046-4145	Vehicle Repair & Maintenance	3,873		3,873			1,552	1,552	

21-2-01-7-0046-5435

Gasoline - Operating

712

712

1,956

1,956

**TOTAL EXPENSES****4,957****8,000****(3,043)****-38%****8,000****4,149****4,149****8,000****8,000****TOTAL FLEET OPERATIONS****4,957****8,000****(3,043)****-38%****8,000****4,149****4,149****8,000****8,000****TOTAL POLICE - COURTHOUSE****296,076****247,871****48,205****19%****247,871****281,094****281,094****239,138****301,791****TOTAL POLICE****12,904,293****12,787,458****116,835****1%****12,787,458****12,221,884****12,221,884****12,541,577****#####**

01/29/21

02:15 PM

Page: 18



**Christopher C. Herridge**  
Chief of Police

**Marc T. Roskamp**  
Deputy Chief of Police

## ST. THOMAS POLICE SERVICE

45 CASO Crossing, St. Thomas, Ontario, Canada N5R 0G7  
Phone: 519-631-1224 • Fax 519-633-9028 • Website: [www.stps.on.ca](http://www.stps.on.ca)

February 24, 2021

**TO:** St. Thomas Police Service Board

**FROM:** Chief Chris Herridge

**SUBJECT:** 2020 COVID Expenses

As per our ongoing commitment to keep the Board informed of budgetary impacts, below is a summary of the expenses incurred due to the ongoing COVID-19 pandemic.

Item	Cost	Budget Impact
Cost of members required to remain in isolation as per the City of St. Thomas COVID guidelines. (salary already budgeted)	\$49,033.71	See Note #1.
Cost of staffing required for call back due to shortages on platoons related to members in isolation.	\$6,245.45	YES
Court cost implications related to shut down of other court facilities (London), weekend wash court, redeployment of Special Constables to Focused Patrol of business properties	\$4,449.18	YES
Cost of members working STAT holidays when normally not required to do so. (COVID Staffing Plan for re-deployment of officers)	\$4,131.86	YES
Freedom Rally <ul style="list-style-type: none"> <li>All related wages/benefits for November 14, 2020. (Pre-event briefing, event, post event debriefing).</li> <li>Preparations, planning, meeting time that took place throughout the week of Nov 9-14, 2020.</li> <li>One shift shortage requiring coverage because of a shift amendment and an officer booking sick.</li> </ul>	\$18,277.36	See Note #2
Lost Revenue (Record Checks)	\$11,905.00	YES
PPE and other misc. cost associated with COVID	\$8,206.51	YES
Lost Revenue (Prisoner Escorts)	\$16,000.00	YES
PT Constable working FT hours to assist with Downtown Foot Patrol	\$27,936.43	See Note #3
PC Kempster back from his OPC Secondment and being paid by STPS <ul style="list-style-type: none"> <li>Please note this calculation includes dates from March 30, 2020 until June 2, 2020</li> </ul>	\$26,004.53	YES
	<b>\$172,190.33</b>	

*In Memory of Constable Colin McGregor*



- NOTE #1: This expense did not have a direct impact to the budget but we do track lost "working time" due to isolation.
- NOTE #2: Advanced shifts changes and utilizing available officers assisted with minimizing the direct impact to our operating budget. There were additional costs over above budgeted wages, totaling \$2,551.35 for Paid Duties and a sick callback to cover for an officer due to a scheduled shift changed for the Rally.
- NOTE #3: When COVID started, PC McNeil (PTE) transferred to the Downtown Foot Patrol Unit to provide an enhanced police presence due to the increase in social related issues. The tracking of this expense will cease for 2021.

The total expenses for 2020 due to the COVID-19 Pandemic is **\$172,190.33** taking into account Notes #1, #2 and #3.



Chief Chris Herridge

*In Memory of Constable Colin McGregor*

## **BY-LAW 1-2021**

### **ST.THOMAS POLICE SERVICES BOARD**

A by-law to repeal By-law 1-2019 and provide for the regulation of the proceedings of the St. Thomas Police Services Board.

**BE IT THEREFORE ENACTED** by the St. Thomas Police Services Board By-Law 1-2021 as follows:

#### **Proceedings of the Board:**

1. A regular meeting of the St. Thomas Police Services Board shall be held on the forth Wednesday of each month in the Conference Room of the Police Headquarters.
  - a. Meetings shall be held at 8:00 a.m.
  - b. Meetings shall not exceed three (3) hours in length.
  - c. The day, time and place of regular meetings may be altered by a resolution of the Board, or at the call of the Chair.
2. The Board shall be composed of such members as prescribed by the Police Act of Ontario.
3. The Board shall select a Chair and Vice Chair at the first regular meeting in January of each year.
4. The Chair of the Board may summons a special meeting of the Board, or upon receipt of a request from a majority of the members of the Board, the Secretary shall summons a special meeting of the Board for the purpose and at the time requested. At least twenty-four (24) hours notice shall be given of either meeting.
5. As soon after the hour of meeting as there shall be a quorum present, the Chair shall take the chair and call the meeting to order. A majority of the members of the Board shall constitute a quorum.
6. In the case that the Chair is absent, the Vice-Chair shall call the members to order and the Board shall proceed with the business.
7. Unless there is a quorum present in thirty (30) minutes after the time appointed for the meeting of the Board, the Board shall stand adjourned until the next regular day of meeting unless a special meeting is sooner called.

8. The Chair shall preserve order and decorum. He/she may speak to points of order in preference to other members and shall decide all questions of order.
9. The following shall be the general order of business at each regular meeting:

**Open Session:**

Call the meeting to order.  
Declaration of conflict.  
Adoption of minutes of the last meeting.  
Deputations.  
Reports.  
Petitions and Communications.  
Unfinished Business  
New Business.  
Move to the Committee of the Whole.  
Adoption of the Actions of the Committee of the Whole.  
Adjournment.

**Committee of the Whole:**

Adoption of the minutes of the last meeting.  
Personnel.  
Petitions and Communications.  
Unfinished Business.  
New Business.  
Move to the Regular Session.

10. The meetings of the Board shall be open to the public subject to the following:

**Committee of the Whole Meetings:**

The following subjects may be discussed at Board meetings held in the Committee of the Whole session:

- a. Personnel matters where a named employee or prospective employee is involved, or where employee relations or reputations could be damaged, unless the individual or individuals involved have requested that the matter be discussed in a meeting open to the public;
- b. Criminal and other police investigations in which premature public disclosure could prejudice the successful completion of the investigation or interfere with the right of an accused person to a fair and impartial trial or hearing.

- c. Matters in which public discussion could prejudice the Board's legal position or be detrimental to the Board in proceedings before any court or tribunal.
  - d. Consideration of awards of merit.
  - e. Matters that are specifically restricted by legislation regarding the protection of privacy.
11. No person other than Board members, their Secretary, Chief of Police, Deputy Chief of Police and invited persons shall attend the Committee of the Whole meetings.
12. Every letter, petition, resolution and other communication addressed to the Board shall be received by the Secretary of the Board who shall deal with them as follows:
- a. Where in the opinion of the Chief of Police and the Secretary of the Board, the subject matter of any communication is properly within the jurisdiction of the Board such communication shall be placed on the agenda for the next regular meeting of the Board and be dealt with during such meeting.
  - b. Where in the opinion of the Chief of Police and the Secretary of the Board, the subject matter of any communication is properly within the jurisdiction of the Police Service such communication shall be referred to the appropriate branch of the Service for necessary action and without prior reference to the Board.
13. A quorum of the Board shall be comprised of a majority of the members of the Board and a motion shall be deemed carried when a majority of the quorum at any given time is in agreement with the resolution. But when passed, it shall be reduced to writing by the Secretary of the Board and shall be deemed to be in the possession of the Board.
14. When a motion is under debate, no motion shall be received unless:
- a. To amend an amendment that would negate the original motion shall not be received as amended. If the original motion is not passed, a new motion proposing an opposite course of action shall immediately be in order without any previous notice.
  - b. To postpone or defer pending further study.
15. When any member is about to speak, they shall respectfully address the Chair, confine themselves to the questions under consideration and strictly avoid all personalities.

16. All members of the Board, including the Chair, who shall be present when a question is put, shall vote thereon and a member who declines to vote shall be deemed to have voted in the negative, unless the member declares a conflict of interest within the terms of the Municipal Conflict of Interest Act, R.S.O. 1983, in which case they shall not vote.
17. When the Chair is putting a question, no person present shall leave the room nor when a member is speaking shall any other person hold discourse which may interrupt the Chair.
18. Any member may as of right require a question or motion under discussion to be read for their information at any time during debate, but not so as to interrupt a member speaking or to unduly delay debate.
19. When a person or group, not being a member or appointed official of the Board, desires to address the Board, he/she shall be permitted to do so, provided the Chief, his designate or Secretary of the Board is notified in writing on or before 3:30 o'clock in the afternoon on the Wednesday preceding the day of the regular meeting.
20. Upon receipt of a request as indicated in Section 19, the Secretary shall, in writing, confirm to the delegation the time and place of which the delegation will address the Board and also enclose the rules and procedures as relates to delegations.
  - a. A delegation may address the Board through one spokesperson only for a period not exceeding ten minutes during any Board meeting.
  - b. All persons initiating an application to the Board shall be heard first. After any delegations in opposition are heard, the Chair may, at his/her discretion, grant the right to reply to the original petitioner. The time for reply shall be limited to five (5) minutes.
  - c. Members of the Board shall not ask any questions until all delegations and the Administration have been heard either in support or in opposition to a matter on the agenda or before the Board.
  - d. Delegations will file in written submission with the Secretary for prior distribution with the agenda to members of the Board on or before the time specified in Section 19.
  - e. Exceptions to Section 19 may be made by a majority of the members of the Board who are present.

21. The Chair is hereby authorized to sign and seal all by-laws and agreements which have been approved by the Board
22. The Secretary of the Board shall cause the minutes of the Board to be printed after each meeting and a copy of the said minutes to be emailed to each member of the Board at least five (5) days before the next regular meeting thereof, except in circumstances over which the Secretary has no control.
23. One (1) or more members of the Board shall negotiate for the salary and working conditions of all employees of the Police Service and during negotiations, the Chief of Police, his designate and/or the Board's solicitor or such other person(s) as the Board deems necessary, will act as advisors insofar as the Police Act or Regulations will allow.

#### **24. EFFECTIVE DATE**

This by-law shall come into force and take effect on the 24th day of February 2021.

**READ A FIRST AND SECOND TIME** this 24th day of February 2021.

**READ A THIRD TIME AND PASSED** this 24th day of February 2021.

---

Dan Reith  
Chair, Police Services Board

---

Tiffany Terpstra  
Secretary, Police Services Board



# **Body Worn Camera Post Pilot Project Report**

**Submitted by Insp Zehr**

# Table of Contents

<b>TITLE</b>	<b>PAGE</b>
Executive Summary	Page 3
Prelude	Page 4
Introduction	Page 4
Statistics	Page 5
Privacy	Page 6
Challenges	Page 6
Successes	Page 8
Survey Results	Page 10
Recommendations	Page 13
Conclusions	Page 14



### **Executive Summary**

The purpose of this post pilot BWC report is to review the 4-month body worn camera (BWC) and digital evidence management (DEM) project undertaken by members of the St. Thomas City Police Service. It will speak mainly to the BWC component of the bigger Axon package. This review will not only address BWC in the operational sense but it will examine internal and external feedback as well as the overall current and future efficiencies that is possible working with Axon.

We conducted both a pre and post pilot internal survey for STPS members. We had a very good response rate with both internal and external surveys with almost 50% of our overall members responding and close to 75% of those that actually used the BWC providing their responses. Both internal surveys provided very similar data with 72% and 73% of our members being either neutral, in favour or strongly in favour of BWC. Even more members supported the DEM capabilities offered in Evidence.com.

Some of the concerns raised in the internal surveys have already been addressed or will be addressed in this report. Both surveys had some very positive comments and some very negative comments but overall the comments are valuable in getting a true read on the BWC and the thoughts, opinions, and concerns surrounding their implementation.

The community survey had also had a very good return rate with 415 community members participating. Of the 415 responses, 96% were either supportive or highly supportive of police wearing BWC. Again, the comments are telling in that the overwhelming majority of the community want our members wearing BWC for officer and community safety.

The overall experience with Axon has been terrific and impressive. Axon were always available to assist with any issues we experienced as well as provided informative web training. They were truly interested in our pilot project and did everything they could to ensure the introduction to BWC and DEM was relatively easy. The implementation of BWC came with some apprehension (like anything new of this magnitude) and unease but the end result was that it was really a non-issue. For the most part, everything was smooth and the overall pilot project was positive.

It should be noted that Axon appears focused on efficiencies in policing and that BWC are one-step towards creating current and future efficiencies – Axon does not appear to be settle for the status quo and is continually looking for ways to use technology to advance policing, engage the community and create efficiencies in front line police work.

During this pilot project, we did not experience any magical moments where the BWC's were used to address a citizen's complaint, an OIPRD or SIU investigation or any internal investigation. This may have been as a result of simply having the BWC's on during the pilot project. Although this did not happen, it is known that BWC footage has been used for this purpose in other police services that has undoubtedly saved considerable money and time in addressing these concerns. The monetary cost of lawsuits or lawyer's fees alone could possibly be prevented with BCW footage.

I believe BWC are the future of policing and will become a normal piece of police equipment, with this technology will come issues however I also believe that STPS is positioned very well to meet these issues head on, with transparency and accountability. It is time to lead the police partners in the world of BWC.

## **Prelude**

This Body Worn Camera (BWC) Post Pilot Project Report will focus primarily on BWC, however it is impossible to discuss the BWC without covering other aspects of the Axon Digital Evidence Management (DEM) suite. BWC are only one offering from Axon. Axon uses Evidence.com as their digital evidence Management platform which includes BWC video evidence.

The two main features not directly related to BWC, offered through Axon that we used during this pilot project were Axon Citizen and Axon Capture (video, audio, pictures). Auto transcription was also a tool available and used in Evidence.com.

Although I will remain focused on the BWC pilot project, there will be references throughout the report to Axon and Evidence.com

## **Introduction**

On 17 June 2020, the PSB approved a motion to explore the use of BWC's through Axon. This led to Insp Zehr being tasked with leading this exploration and research, which included initially a 3-month pilot project (eventually extended to 4 months).

The research included reading many articles, forums and white papers from North America and beyond. In Canada, BWC are still relatively new, however they have been used extensively in the United States, Australia, United Kingdom, Netherlands and China for many years.

From there, we contacted and worked with police in Kentville, Nova Scotia and Calgary Police (currently using BWC), Akwasasne and Guelph Police (currently in BWC pilot projects), and Toronto Police (recently completed BWC pilot project).

On 19 June 2020, STPS administration met remotely with Axon to discuss a trial BWC package and on 20 June 2020, we received the field trial agreement for the 3-month pilot project and 12 BWC.

A very detailed BWC pilot project policy was created with the intention of being able to simply modify the pilot project policy if we decided to pursue the purchase and use of the BWC in the future.

In the months of July, August, and September we had many meetings with Axon and other agencies. We also attended Axon webinars and other police agencies to research their BWC deployment. On 25 August 2020 the shipment of BWC arrived at STPS from Arizona.

During September we sent out an internal BWC pre-pilot project survey as well as a community survey. We also later sent out a BWC post-pilot project survey, there will be more to follow on all the surveys later in this report.

We also conducted a total of 4 Zoom training sessions with Axon, which have all been recorded and saved for future use. We had a total of 17 members trained with administrative authorities, 35 members trained with supervisor / user authorities as well as held a training session on redaction. In addition to this training, we trained and provided all the Staff Sergeants with a Power Point presentation that we created to share with their members. Platoon Staff Sergeants delivered this Power Point

training, which included review of the BWC pilot project policy, to all of their members coinciding with the launch of the BWC pilot project.

On 01 October 2020 we went live with our BWC pilot project deploying 6 BWC at all times with the remaining 6 being charged for subsequent shift deployment.

We did ask that certain members be issued BWC on a regular basis when working. Our full time traffic officer, our full time foot patrol officer and our K9 officer were directed to wear BWC whenever working leaving 3 for platoon deployment.

As a part of this project, STPS reserved 10 cellular phones for front line use. The cell phones are shared (as are the BWC's) and are used to pair up with BWC as well as to access the other features offered through Axon.

### Statistics

It is estimated that we have captured over 10 000 pieces of digital evidence / items during this pilot project. An exact number really can't be determined because some of the categories created within Evidence.com have a 30 day retention period. This means that some of the items already captured had been retained and automatically deleted within Evidence.com. Having said that, the only real items that would have been deleted are those with an assigned 12 week retention period. The only category with this retention is "Test Test Test" and that is what was used for testing and training purposes only. Any items with any significance will still be housed in Evidence.com with the earliest category ("Test Test Test" excluded) set to delete at 26 weeks and they are for Provincial Offence investigations.

It should be noted here that it will be important moving forward to review the categories and their respective retention periods. This may need to be done with some consultation with the Crown's office and LEARN guidelines to ensure important evidence is not inadvertently automatically deleted. There is a failsafe feature within Evidence.com that notifies the officer to whom the digital evidence is assigned that it will be deleted within 30 days.

We can take a snapshot in time and at the time of authoring this report, we had 8 068 items stored in Evidence.com. Of those items, 6 330 are videos (the overwhelming majority of those being BWC videos), 353 audio items, 7 documents, 1 314 images, and 64 that are labelled as other.

To further break down the statistics, of the 8 068 items, 1 169 are for federal (criminal matters), 3 628 are general calls for service, 2 205 are currently under investigation, 237 for motor vehicle collisions, 25 are for municipal or by-law matters, and 1 342 are for provincial offence charges or investigations. You may have noticed that this does not add up to the total number of items in Evidence.com, the reason for that is that an item can be categorized as more than one thing – for example, a motor vehicle accident may also be a provincial offences charge. The retention for that particular matter will default to the first category assigned to that item.

This clearly shows the amount of use of the BWC and the DEM through Axon, it should also be recognized that this has all be achieved with only 12 BWC (again only 6 deployed at any given time), it can and should expected that these numbers will at least double if all members were to be issued BWC.



### **Privacy**

The privacy of the public and the privacy of police has always been a perceived issue with respect to BWC. To address the privacy of the public, we attempted to engage with the Information and Privacy Commission (IPC).

On 14 September 2020 we contacted the IPC and heard back on 20 October 2020. At that time policy analyst Francesco Russo was tasked with reviewing the BWC Pilot Project Policy. There were several attempts on our part to have a Zoom meeting or even a phone call with IPC however each one was cancelled by the IPC (all emails have been saved). The last communication with the IPC was on 24 December 2020 and was left that the IPC would be in touch with me in the New Year.

Although I am not certain on the process, I do suspect that we will need to do a Privacy Impact Assessment (PIA) at some point if we decide to make the BWC a permanent piece of equipment. I am also aware the other governing bodies such as OACP have been working with the IPC in relation to the overall use of BWC.

In regards to the privacy of the police, I think it is a fair assumption by all police officers that whenever they are working they are being recorded. While on duty, the expectation of privacy is much less for police as it is for other professions and in some cases video is welcomed by officers. Having said that, there were some privacy issues raised by STPS members in both the pre and post surveys.

Overall, privacy did not appear to be an issue with either the public or the police. The question, "The BWC were an invasion of police officer's privacy" was asked to our members in the post pilot survey, the vast majority disagreed that the BWC were an invasion of officer's privacy.

There may still be some work to be done with IPC with respect to privacy of the public and the BWC's.

### **Challenges**

As expected we did run into a few challenges with the BWC, specifically when we first launched the initiative. Some of the issues were around the infrastructure and technology and appeared to be quickly resolved.

I am a little disappointed to learn through the post-pilot internal survey that some of these problems may have persisted during the pilot project. I was not made aware of any of the issues after they appeared to be resolved. Speaking with IT, they were also not made aware of any issues. We also have to remember that this is totally new technology and a significant change in our business. Regardless of the outcome, some members would surely struggle with the technology.

Some of the issues originally were that the BWC were not holding a long enough charge, it was learned that the chargers were actually getting inadvertently unplugged and the BWC were not getting fully re-charged. Once we moved to separate dayshift and nightshift charging banks, this seemed to alleviate the issue. This has happened again as recent as 01Feb21 and I want to hope this is not being done with any malice. We may have to look at hard wiring the charging banks or if this problem persists we could look at getting charging cords for the BWC to charge them in the police vehicles.

There were initially a couple of network errors but that appeared to be the cameras getting caught up with the most recent firmware and this was only an issue for the first couple of days.

Another challenge that we experienced was the categorizing of digital evidence. Officers must categorize all their BWC videos (all evidence within Evidence.com for that matter). This is best done immediately at the completion of the video and can be done on the departmental cell phones using a loaded Axon App. Categorizing can also be done later in the shift and can even be put off to a later date however it is important to stay on top of the videos as to not get too far behind. As mentioned in the statistic section, the video needs to be categorized for retention purposes. Categorizing videos takes less than 2 minutes on the cell phone at the end of each recording.

Axon does have a relatively new feature that we did not explore in any great detail but it is an Auto Tagging system that will automatically pair BWC videos with the RMS system. We did look into this briefly and in speaking with IT, it may be a very useful tool going forward however with the IT commitment to make this happen (very in depth working with IT and OPTIC) and the understanding that it may take a few months to set up this feature, we did not pursue this any further during the pilot project. As I understand it, the Auto Tagging feature will automatically identify, label and categorize each BWC video saving this step for the officer. This would be a nice to have feature but we can't overlook the ease of categorizing the digital evidence even without Axon Tagging.

Unfortunately we were not able to get our local Crown Attorney's office on board with BWC and Evidence.com. When this was first shared with the crown, we had a couple of meetings and she seemed very optimistic however would not agree to enter into any agreement with Axon until the Ministry of Attorney General (MAG) on Bay St in Toronto did so. There was the option available for our local crown to use Axon during the pilot project but locally this was not accepted as MAG was going through the tendering process for DEM. It should be noted here that MAG has since selected Axon as their vendor of choice and moving forward our local crown will now have to get on board with Axon.

Without using the BWC to its fullest potential in the justice system and the fact that court cases are typically heard many months after the alleged offence, we have not seen any BWC evidence in court and can only surmise that this evidence will greatly assist the prosecution in the future.

Another challenge that we experienced was running two very similar platforms that served similar purposes. What that means is that we have been using a pretty good system all along for our digital evidence (X drive) which consisted of internally shared drives and folders that our members have been able to store, view, retrieve and forward disclosure to our local crown. Axon offers the exact same features and during this pilot, some members shared video or photos using our current system (X drive) while others took advantage of file sharing through Evidence.com. Our disclosure to the local crown's office remained with the X drive system as our local crown's office chose not to participate with our pilot project using Evidence.com.

Our members were encouraged to use Evidence.com as often as possible and it seemed to become the normal way for viewing and sharing photos and videos internally. This was facilitated by a brief power point tutorial created and shared by Garrett Flower on how best to share digital evidence using Evidence.com.

### Successes

There may be some implicit bias on my part with the successes far outweighing the challenges. Here are some of the successes we experienced with the BWC and DEM.

Axon Respond – this is where supervisors or administration can access a BWC and view live footage of the camera in real time. This seemed to cause quite a bit of controversy when we first launched the pilot project in the sense that some members felt this would be used on a regular basis and for the wrong reasons. In order to access someone's BWC feed, the member must be aware that this is happening and the BWC itself will indicate that it is being accessed with words on the LED screen as well as a change of light colours and intermittent vibrations. This feature was only used once but it was used very successfully. Axon Respond was used during the Freedom Rally / Anti-Mask Protest and was used as a live feed back to the police station by A/Insp Bogart. Back at the police station, we were able to view all the live events of the entire incident. During this event we had PSB Chair and the Mayor of the City of St. Thomas present who were also able to view the event and the police response. From an incident command perspective, this was an excellent feature to have available.

Although Axon Respond was used successfully once, it was not used again for any other reason. This feature is a 'nice to have' and not a 'need to have', as a matter of fact, if this feature wasn't available it would likely appease some members that have the concerns listed above.

The only caveat with Axon Respond is that Axon is exploring new ideas and there has been discussion that Axon Respond could be used in real time to assist with Mental Health calls in the sense that a subject matter expert (SME) could access the BWC feed and provide suggestions and advice to officers in real time. This could be used in crisis situations or even to assist with an assessment whether or not an apprehension is needed. There has also been some discussion that Axon Respond could be used in the same way by a translator if needed. These are still in the infancy phase but may be worth exploring if / when they come to fruition.

Auto Transcription – this has had some mixed reviews but overall is a feature that is well liked by the officers. Auto transcription allows for BWC footage and audio statements to be automatically transcribed within Evidence.com. This has tremendous potential at saving officers time however the criticism has been that the transcription needs to be accurately checked and that there are several errors with the transcription. I have personally tested this feature and concur that it is a great tool and a great start but does not entirely replace the need to review the content – it is however an excellent starting point.

Compatibility – Although this is mainly with respect to DEM and not really BWC, another positive feature with Evidence.com is that it appears to be compatible with most other media platforms. What that means is that we can import most other media files and they are compatible within Evidence.com. For example, video from the Elgin County Courthouse, our internal STPS video, our 911 calls, community NEST video (doorbell video) once downloaded into Evidence.com are all compatible allowing transcription and redaction if needed. It should also be noted that Evidence.com is compatible with video from the new down CCTV initiative.

Innovation – It has been very clear that Axon is not a company to be satisfied with status quo, in the short time of the pilot project, it appears Axon is continuing to explore and provide innovative features



with respect to BWC. Of note, a feature currently under consideration with Axon is using “buzzwords” to assist with audits. What this will allow is for supervisors or managers to simply search keywords or phrases such as “Police don’t move”, commonly known as the police challenge and this will search all digital evidence files for this phrase to review the associated digital evidence file. This could improve the auditing portion of BWC and could also make searching for specific digital evidence files much easier with limited information.

Another innovative tool that is being explored further by Axon is to add a notes section in Evidence.com to accompany digital evidence items. Although this initially may sound like more work for the officer, the intent of this feature is to reduce the amount of paperwork or notebook entries that officers are currently doing. I see this as having a lot of potential and time savings for officers, possibly in the long term even replacing officer notebooks either entirely or a vast majority of notes being done electronically instead of pen to paper.

This may also be a good area to briefly share what Axon Signal Sidearm is. Axon Signal Sidearm is an innovative way to ensure that all incidents where an officers pistol is removed from the holster is automatically recorded on BWC. It is a small device that attaches to an officer’s holster that signals to the BWC every time the pistol is drawn and automatically activates the BWC. This feature comes with a considerable cost and although it may be ‘nice to have’, at this point it is relatively new (I am not aware of any other Canadian Police Services using this technology) and is not worth the initial investment. Like anything with Axon, I am confident that this could be added to the package at a later time.

Crown Participation – As mentioned earlier, our local crowns office did not take advantage of the pilot project for BWC or for DEMs. It is truly unfortunate because it is here that I think we could have seen the full value of BWC evidence. Nonetheless, this was beyond our control and as also mentioned earlier, Axon has recently been awarded the MAG contract as the digital evidence management platform for the entire province, our local crown’s office will now have no choice but to accept the Axon package.

Our Federal crown’s office that prosecute our drug matters were very excited and willing to trial the Axon package. This is more related to DEMs and maybe be more because previously we did not have a safe and efficient way to provide disclosure to the federal crowns office (we do have a shared drive with our local crown’s office that allowed for this sharing of disclosure). The federal crown was all set up with and trained with Axon, we are currently using Axon to share disclosure with the federal crown’s office and moving forward this will also be the way to share disclosure with our local crown’s office.

Success Story – In the big picture, it is a good thing that we did not experience any major incident, citizen’s complaint, OIPRD or SIU matter during this pilot project but we did have an incident where the BWC footage was used to solve a criminal matter which resulted in an arrest and criminal charges. Incident #ST20018630 was an incident of a stolen e-bike that prior to being reported stolen was stopped by officers wearing a BWC. Once the e-bike was reported stolen officers were able to review the footage and confirm the stolen e-bike was the one stopped earlier and was able to identify the male in possession of the stolen e-bike. Although relatively minor, it is an example of how the BWC assisted police and solve a property crime.

## Survey Results

As a part of the BWC pilot project we conducted 3 separate surveys – a STPS internal pre-pilot project survey, a community survey (pre pilot project), and a STPS internal post-pilot project survey. I will elaborate on the survey but please note that all three surveys are completed and are available in their entirety for detailed review.

### Community Survey

The community survey consisted of 9 questions. There were 418 community responses with approximately 62% being female. There was a very diverse response with respect to ages of those that completed the survey with a good balance between 18 to 65+ years. All 418 respondents claimed to be residents of the City of St. Thomas.

Prior to completing the community survey, approx. half were aware of the BWC pilot project and half were not aware. When asked, “Do you support the police wearing body worn cameras?” approximately 93% either supported (22%) it or highly supported (71%) police wearing BWC.

The community was asked to rank the importance of 10 considerations in whether or not STPS should implement a BWC program. The most important consideration by the community was the impact on officer safety followed by the impact on community safety (our community obviously values the safety of STPS members). The least important consideration was the privacy of the police. Interestingly, the community also rated the initial startup cost and year over year cost as a very low consideration – even lower than the privacy of the community.

59% felt that the BWC will cause the police to treat individuals with respect and dignity whereas only 41% felt that the BWC will cause individuals to treat the police with respect and dignity.

The last question of the community survey was open ended and asked for thoughts, feeling, concerns or any comment with respect to BWC. There were 285 general comments by the community with the vast majority expressing their support for the BWC.

Based on the overwhelming support for BWC by the public, we didn’t feel there was a need to conduct a post-pilot survey. The community was very clear that they supported BWC and it was felt that there would be nothing further learned with a second survey only 4 months after the first community survey.

### Pre-Pilot Survey

There were 10 questions asked in the pre-pilot survey, some of them were written with the intent to ask the same question in the post-pilot survey to gauge if there was any change in thoughts based on the pilot project itself. There were 53 surveys submitted by STPS members with a very good balance of those ranging from brand new members to those with 30+ years’ experience. 38 of the 53 members had less than 20 years’ experience.

In order to get a bit of an idea as to roles within STPS, members were asked their position in both pre and post pilot surveys. In the pre-pilot survey, 62% of the respondents were sworn uniform members, 20% were either supervisory or administrative members, and 16% were civilian members. These numbers are what would be expected but do become a bit more relevant when we compare them with the post-pilot survey.



Another direct question that was asked in both pre and post pilot surveys was, "Do you personally favour or oppose the use of body worn cameras by police". In the pre-pilot survey, approximately 43% were supportive, 29% were neutral, and 28% were opposed.

The majority of respondent STPS members felt that BWC would not encourage people to treat police politely or with more dignity, would not improve policing, were not an invasion of police officer's privacy, would not be used to reward officer's for good behavior, and that officers would have less discretion with BWC. The majority also felt that BWC would be used as a performance measuring tool, that they would assist with court prosecutions, would create more work for front line officers and that BWC were a useful tool for police. This last point is worth a deeper look, although there was concerns expressed by our members, 83% felt that BWC were a useful tool for police.

Questions 8, 9 and 10 were all open ended questions with an opportunity for our members to share their biggest concerns with BWC, what they felt the best thing about BWC would be, and finally any other thoughts, feelings, or concerns with BWC. There was a total of 105 narrative responses answering those questions. The individual comments are very valuable and range anywhere from mistrust, accountability, frivolous complaints, waste of money, good tool for police, storage issues, lack of discretion, evidentiary value...the comments are of value and importance and worth reading and are available in the actual survey, there is minimal value in repeating them in this report.

#### Post-Pilot Survey

The post-pilot survey also asked a few questions in regards to DEM...78% of the members were either in favour (30%) or strongly in favour (48%) with 20% being neutral. It was very clear based on this question and the comments that our members are completely in support of and in favour of the DEM offerings through Axon and Evidence.com. Based on the overwhelming support of DEM, the remainder of this portion will be on BWC and not on DEM.

There were a total of 50 respondents to the post-pilot survey. This time we had 76% sworn officers (more than the pre-pilot survey), 12% supervisory or administration (less than the pre-pilot survey), and 8% civilian (less than the pre-pilot survey). Of note here is the increase in sworn uniform members that responded and the decrease in those in supervisory positions.

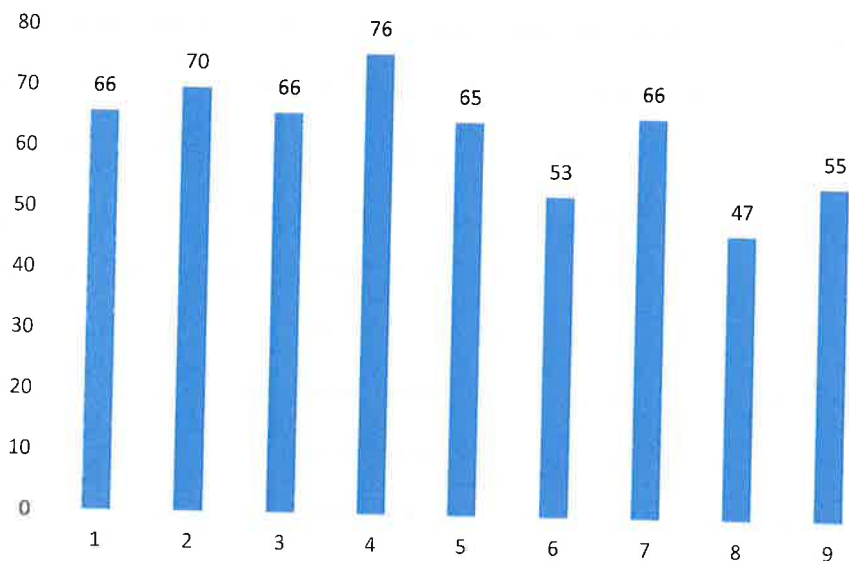
The exact same question was asked in the post-pilot survey, "Do you personally favour or oppose the use of body worn cameras by police". In the post-pilot survey, 36% were in favour or strongly in favour, with 36% neutral and 28% were opposed. In comparing the pre and post pilot surveys, the exact same amount were opposed however it appears some have moved from supportive to neutral.

Our members were asked if they had any challenges with BWC and as mentioned earlier, there appeared to be a few connectivity issues that need to be worked out. Based on the comments and lack of anything to the contrary, I do believe that the majority of these issues have been resolved.

The majority (67%) found that Evidence.com, which houses BWC video was either easy or very easy to use.

Some of the highlights or interesting observations from a series of series of questions asked were:

### General Questions



1. 66% of STPS members felt BWC did not encourage people to treat police more politely.
2. 70% felt BWC did not improve policing.
3. 66% did not think BWC were an invasion of police officer's privacy.
4. 76% did not feel BWC encouraged people to treat police with more dignity.
5. 65% did think that BWC were a useful tool for police.
6. 53% felt that BWC created more work for them personally.
7. 66% felt that they had less discretion when wearing a BWC.
8. 47% said that BWC improved the public's belief that officers were more accountable.
9. 55% felt that BWC did not hold the officer more accountable.

A lot of these results are middle of the road and not overly convincing either way, they also do not include those that answered that they were neutral to the question. There were also 4 general comments attached to this question.

Axon provided approximately 6 BWC mounts for the pilot project, our members were asked what mounts they preferred. They were asked to only select up to two choices. The results are explained in more detail under the short to mid-term recommendations. Suffice to say, the pocket mounts and the molle carriers were the most preferred choices.

The question was asked whether or not the thoughts or opinions have changed any on the BWC since the beginning of the pilot project. The intent here was to see if the pilot project either influenced some to be more or less in favour of BWC. A scale of 1 to 100 was provided with 100 being that since the pilot began, the member is now more in favour of BWC and 1 being that they are now more not in favour of BWC. The result was an average score of 49 meaning there really was no change in whether or not member's thoughts or opinions were changed as a result of the pilot project. This is also reflected in the response pre and post pilot whether or not members favoured BWC's.

The last 2 questions were an opportunity to share any thoughts, feeling, concerns or anything else with respect to BWC and DEM or if they had anything to add that the survey may have missed. Those 2 questions had a total of 56 varying comments.

There was a lot of opportunity for comments in the post pilot survey which I think is very important for our members to share their thoughts, experiences and feelings towards BWC. Suffice to say that the comments were very varying from positive towards BWC, negative towards BWC, and like most internal anonymous surveys, an opportunity to vent with impunity. Overall, the post pilot survey was professional and informative, however, there really was not an overwhelming consensus with regards to BWC.

### Recommendation

If STPS / PSB decides to pursue the purchase and permanent use of BWC, the following are recommendations that should be considered moving forward:

#### Short – Mid Term

- ✓ Ensure connectivity issues between BWC and cellphones as identified in post-pilot internal survey are addressed if they persist.
- ✓ As mentioned in an earlier section, we may need to complete a PIA for the IPC.
- ✓ Review policy with the intent of moving it from a pilot policy to a permanent policy. I would recommend reviewing the area with respect to supervisor audits and perhaps tighten that area of the policy up more to ensure supervisors are auditing the BWC footage and digital evidence items within Evidence.com (with a priority on uncategorized evidence). The goal of the random audits by supervisors is to ensure the BWC are operating properly and compliance with the policy. The goal is NOT to look for negativity but to continuously improve the BWC and DEM program.
- ✓ Mounts for officers...as a result of the post pilot survey, I would recommend purchasing 25 of the double molle mounts and 25 of the small pocket clip mounts. Members were asked in the survey to identify the 2 most popular BWC mounts. The double molle mounts was the most popular followed very closely by the single molle. In order to reduce receptiveness (double and single molle), I would suggest purchasing 25 of the double molle and 25 small pocket clip. This will come with an extra cost but opposed to providing multiple options for BWC mounts, these two should cover what is necessary. I would recommend setting aside some money yearly to review and replace (or even add different options) BWC mounts.
- ✓ I would recommend that the Inspector of Administration have oversight of the BWC program and the Inspector of Operations have oversight of the DEM program – although they are related, they are separate enough for two administrators to oversee. It also ensures both Inspectors have a general working knowledge of Axon products. Further I would recommend that a Supervisor (Sgt Fraser) take carriage of the day to day supervision of both BWC and DEMs as an ancillary duty – much like we do for RIDE programs, Traffic Projects, Uniform orders.
- ✓ Update AI-15 to allow BWC to be worn on external body armor.
- ✓ Cancel Survey Monkey



### Mid – Long Term

- ✓ Review categories and respective retention periods – this should be done in consultation with the local crown's office. Advice from Axon is to try to keep the categories limited and not overly restrictive, the categories we currently have appear to be very good and likely won't need changing however as we work through months and years of digital evidence, we need to consistently review the categories and their respective retention periods.
- ✓ Auto Tagging – this was also mentioned briefly in the challenges section however as a recommendation moving forward, I would suggest a further review of the Auto Tagging feature be considered. It was clear from the post pilot survey that this seemed to be a contentious issue and if this feature is available and is able to reduce that from the officer's responsibility, it may be worth a further look.
- ✓ Explore charging cords for BWC for the cruisers or consider docking BWC during breaks for download to Evidence.com and to recharge BWC.
- ✓ Allow Cadet's access to Evidence.com. This will incur an additional user cost however I would recommend that as soon as a Cadet is identified as a Cadet In Training that they get a user account to familiarize themselves with DEM and BWC as a part of their pre-OPC training.
- ✓ This may have already been done for the pilot project, but Staff Sergeants should have the permission to categorize videos or digital evidence items for their members. This will allow them to address the uncategorized items and puts some accountability on them to ensure their members are properly categorizing their digital evidence items.
- ✓ The last point feeds into this recommendation...review the 'groups' within Evidence.com. We currently have the basic groups assigned however the 'groups' also dictate the permissions within Evidence.com. We should simply review this feature and ensure we are getting the most out of Evidence.com with our current 'groups'.
- ✓ Look for efficiencies by using BWC. Specifically, look at reducing the notebook taking for officers. It seems somewhat redundant to have everything on video and still maintain a detailed notebook. I am going to suggest there are welcomed ways to create efficiencies using BWC and reducing the workload of officers – a second pilot project with select officers may be the way to go with this endeavor.

### Conclusion

We have to look at and consider what is happening around the province, the country and the world for that matter. BWC are here to stay and have been a standard piece of equipment in many other countries, it has now only recently taken hold in Canada and Ontario. This is evident in the RCMP, Toronto Police, Peel Reg Police, York Reg police, etc...all moving towards BWC. This does beg the question, why St. Thomas? We don't have a huge issue with public complaints and we do have a very professional, respectful and skilled workforce. The answer is simple, it is the future of policing.

The initial feeling of unease when wearing a BWC seems to have waned during the pilot project and it appears to be just a normal part of the equipment now. Yes, some members will continue to have a difficult time adjusting to the BWC, however like most anything else, time will reduce that uneasiness

and perhaps one day the BWC will prove their value to those members less accepting. It will be incumbent upon us as leaders to continue to use the BWC for its intended purpose and to continually re-evaluate efficiencies that be realized with Axon and BWC's.

In analyzing the survey results, the support is not tremendously heavy either for, against or neutral to the BWC and we all know that statistics can be presented in many ways. In the pre pilot survey, 43% were either in favour or stongly in favour of BWC, 29% were neutral, and 28% were either opposed or strongly opposed to BWC. **This adds up to 73% either supportive or neutral to BWC.** The post pilot survey had similar results with 36% either in favour or strongly in favour of BWC, 36% neutral, and 28% either opposed or strongly opposed to BWC. **This adds up to 72% either supportive or neutral to BWC.**

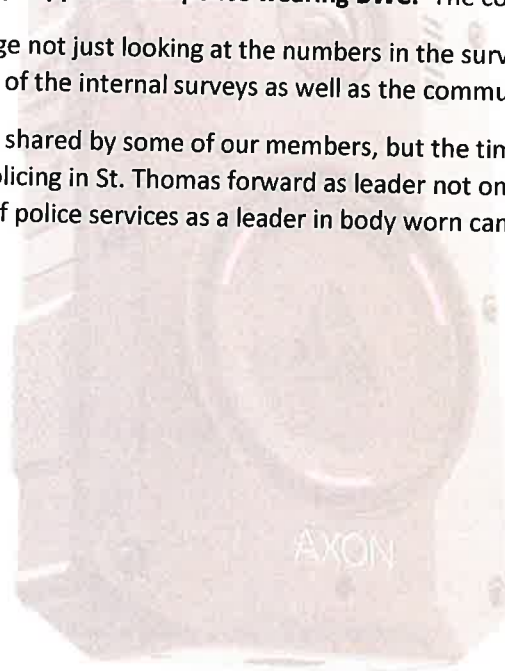
Although I truly value the input from our STPS members, we can't overlook the results from the community survey. The community are the police and the community has made their position very clear on BWC with 93% supportive or highly supportive of police wearing BWC, 3% remained neutral, and 4% not supportive of police wearing BWC. **This adds up to 96% of the 415 community surveys that are either supportive or highly supportive of police wearing BWC.** The community has clearly spoken.

Again, I would highly encourage not just looking at the numbers in the surveys but to also take the time to read the comments in both of the internal surveys as well as the community survey.

I appreciate the apprehension shared by some of our members, but the time has come to embrace the BWC and continue to move policing in St. Thomas forward as leader not only in the community we serve but in the bigger community of police services as a leader in body worn cameras.

Respectfully,

Inspector Hank Zehr



## Form 7

## Missing Person Act, 2018

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

## Data Collection

## Period of data collection

Start Date (yyyy/mm/dd)

End Date (yyyy/mm/dd)

2020/12/31

Name of Police Force

St. Thomas Police Service

## Detachment Location (if applicable)

Unit Number

Street Number

45

Street Name

CASO Crossing

PO Box

City/Town

St. Thomas

Province

ON

Postal Code

N5R 0G7

Total Number of Urgent Demands made

0

Number of Missing Persons Investigations in which a demand was made

0

## Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands

Records	Description	Total number of times demanded
Records containing contact information or other identifying information		0
Photos, videos, or other records containing visual representation		0
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location		0
Records of employment information		0
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>		0
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		0
Records that related to a student of an educational institution		0
Records containing travel and accommodation information		0

Records	Description	Total number of times demanded
Records of financial information		0
Other records		0

## Protective Services Report



FEBRUARY 2021

St. Thomas Police Service  
Tanya Calvert  
Corporate Communications Coordinator







## Officers Prepping For a Busy 2021

Year to date incidents as of midnight January 31st 2021 = 1,566

Year to date incidents as of midnight January 31st 2020 = 1,693

### Weekend Call Tracker

January 02/03 – 147 incidents  
 January 09/10 – 126 incidents  
 January 16/17 – 124 incidents  
 January 23/24 – 97 incidents  
 January 30/31 – 110 incidents

<b>STPS Annual</b>	<b>2020</b>	<b>22,007</b>
<b>Incident Totals</b>	<b>2019</b>	<b>20,089</b>
	<b>2018</b>	<b>18,846</b>
	<b>2017</b>	<b>15,175</b>
	<b>2016</b>	<b>14,289</b>

### Canadian Integrated Response to Organized Crime

The St. Thomas Police Service is just one of the many Canadian police services working with the Canadian Integrated Response to Organized Crime (CIROC), that are collaborating to educate, protect and inform the public about the negative impacts of methamphetamine and other synthetic drugs. Methamphetamine is pervasive in all of our communities and has contributed to crimes of violence and property crimes. The numbers of methamphetamine seizures in Canada has



continued to increase since 2010 and poses a threat to the safety and well-being of our communities.

The St. Thomas Police Service will be sharing posters and community safety videos to help educate the public and community agencies. These resources as well as other additional information can be found by visiting: [www.stps.on.ca](http://www.stps.on.ca) our social media accounts.

<https://vimeo.com/497402937>

Methamphetamine and synthetic drug labs can be found anywhere. Indicators of a lab may include:

- Suspicious activity, secretive behavior and individuals who may avoid neighbour interactions
- Occupants attend for short time periods and at odd hours
- Chemical odours
- Garbage contains numerous chemical containers, glassware; bags full of soil or garbage are never put out.
- Location has excessive security
- Evidence of chemical dumping grounds on or near premises (burn pits or dead spots on lawn)



- Windows covered
- Odd items being brought inside the location – equipment, glassware, chemical drums, etc.

The St. Thomas Police Service encourages social media followers to share the messages and information in order to help educate other members within your community of the potential indicators of methamphetamine and synthetic drug labs as well as the dangers methamphetamine and synthetic drug production poses within our communities. If you see indicators of a methamphetamine or synthetic drug lab, remain at a safe distance, do not approach suspects and call us at 519-631-1224 immediately. If you wish to remain anonymous, call Crime Stoppers at 1-800-222-8477 (TIPS).

“In the past year The St. Thomas Police Service Street Crimes Unit has seized approximately \$259 000 of street valued drugs, including 467 grams of crystal methamphetamine worth \$47 000 and 155 grams of Fentanyl worth \$93 000, both synthetic drugs are highly addictive and readily available in St. Thomas. We need to work together as partners to educate and protect our community from the dangers of all illegal drugs.”

Chief Chris Herridge

### Stay At Home Order



#### A Statement from Chief Chris Herridge on the Stay at Home Order

The St. Thomas Police Service continues to support the Ontario Government in the fight against the spread of COVID-19. In an effort to maintain the health and safety of every citizen in St. Thomas, our Officers will enforce the Stay-At-Home Order under the Emergency Management and Civil Protection Act.

Find the full and comprehensive Order online by clicking this link: <https://www.ontario.ca/laws/regulation/r21011>

What you can expect

STPS will continue to prioritize emergency response by deferring pandemic related complaints to City of St. Thomas by-law enforcement and Public Health Inspectors. Police WILL respond to offence-based complaints where it is determined that the police are the most appropriate agency to address the situation. All complaints will be followed up and individuals who have violated restrictions may be fined.

Police will not

Stop a pedestrian, vehicle or enter a dwelling for the singular purpose of checking compliance with the Stay-At-Home Order.

The Colin McGregor Justice Building

Is open for essential service only.



Individuals who need to speak with an Officer or Report a Crime will be granted access to the lobby one at a time after COVID screening. A mask must be worn at all times inside the building.

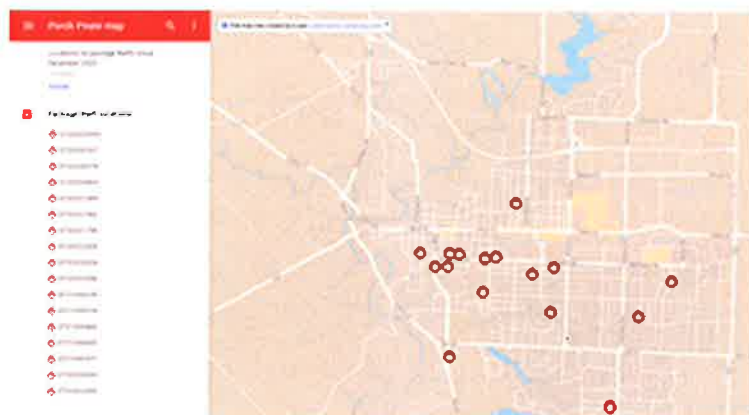
All other non-emergency visits to the police station will be BY APPOINTMENT ONLY.

Please contact the business office if you have any questions or requests regarding Criminal Records Checks or General Information before attending the building.

Please protect yourself and your loved ones by staying at home.

St. Thomas Police Service

519-631-1224    info@stps.on.ca    www.stps.on.ca



Officers from the St. Thomas Police Service Property Crime Unit have been tracking porch pirate incidents since December. Here is an overview of the areas most affected in the city. If you have any information about these thefts or individuals who are suspected of stealing parcels please contact STPS at 519-631-1224 or Crime Stoppers at 1-800-222-TIPS

A somber throwback Thursday to the funeral of St Thomas Police Officer Constable Colin Mc Gregor. On Monday May 7th, 1934 Officer McGregor was shot and killed on Queen Street while executing a warrant. Our police station, the Colin McGregor Justice Building, is named after him to honour his memory and his selfless service to the city.

Heroes in Life Not Death



Merry Christmas to our Orthodox Community celebrating Christmas today! Best wishes for a safe and happy holiday from everyone here at STPS! #equitydiversityinclusion





January 9<sup>th</sup>, Officers from C Platoon once again went above and beyond. The Officers took up a collection to replace a child's bike that had been reported stolen.

Via TWITTER "Nothing better than helping out a child. Nixon had his bicycle stolen overnight and was so heartbroken...C platoon came to the rescue and bought him a bike. I work with some amazing people! Thank u Nixon for the awesome card! Jan 9"



### CCTV Safety Network Continuing to Expand

The City of St. Thomas, the Downtown Development Board and the St. Thomas Police Service are committed to the improvement of safety in the downtown core. Two years of research and development have resulted in the successful launch of a closed circuit television system along Talbot Street.

Three of the proposed eight cameras are up and running helping to promote safety and security for merchants, shoppers and everyone along Talbot Street.

Cameras located at the intersections of Hiawatha, Moore and Flora Streets are now active. The other five cameras located further east and west at St. George St, Elgin St, Manitoba St, CASO Crossing and Woodworth Avenue will be activated in the near future. Two more locations along Edward Street in the industrial area are also scheduled for camera installation bringing the total numbers of cameras in the city to ten.

This is a first for St. Thomas however, our community has drawn from the successful experience many other communities have had after installing a CCTV system.

The cameras are not monitored on a full time basis however they do record 24/7 allowing police to review video regarding investigations or reports of suspicious activity. The system has already proven its usefulness after Offices were able to use footage to investigate reports of a suspicious male who approached a young female on Talbot Street.





## From The Traffic Unit

The Radar Speed Data Collection Sign was deployed on McGregor Court for both east and westbound traffic the first two weeks of 2021. The sign was mounted to monitor speeds after residents contacted police regarding fast moving vehicles along the roadway.

Data collected indicated that

Westbound the average speed was 43km/hr

Eastbound the average speed was 41 km/hr

Officers also conducted radar projects in the area that resulted in a few isolated incidents of speeding.



## NEW PROJECTS

Type: Speeding

Location: Talbot Street East – from Manor Road to Centennial Ave

Complaint in relation to speed and loud vehicles along the stretch of Talbot St between Manor Rd and Centennial Ave.

Occurs all hours of the day and especially involves the traffic going east bound on Talbot as they are leaving the lights at Manor Rd or the Tim Hortons.

## COMPLETED PROJECTS

Elm Street – from First Ave to Parkside Drive

Type: Speeding

Results

Total Reports: 29

Total Charges: 11

## Reduce Impaired Driving Everywhere

Total RIDE programs: 15

No criminal charges laid during these programs.



TORONTOSUN.COM

**Ontario to implement digital evidence management system for police**

The move will allow officers to focus on crimes and prevention rather than pushing paper.

<https://torontosun.com/news/provincial/ontario-to-implement-digital-evidence-management-system-for-police?fbclid=IwAR3ngdTudJ-4dxy5MIZJPbsKXSc44CG6u0IFDbODbazlqy-g6ORxT0QF5mY>

Thanks to the forward thinking of Chair David Warden, Mayor Joe Preston and the St. Thomas Police Services Board to find workflow efficiencies and enhance community relationships, we are one of the smallest police services in Ontario piloting Body Worn Cameras and Digital Evidence Management (DEM) since October 2020.

Our project will end this month and we have seen the benefits through a reduction in administrative work while modernizing our digital systems to include the potential for a smooth and secure exchange of evidence with our court



partners once they also implement DEMs. Overall, we are receiving favourable internal and external support for the body worn camera project as well.

Anytime we can have better evidence, then I believe the long-term outcomes will lead to the community having a greater sense of trust in their police. St. Thomas residents deserve to feel protected and respected by the police. I am confident that BWC's can help to increase the trust between our police service and the people we serve.

Inspector Hank Zehr, the lead on our pilot project, will be forwarding his report and recommendations to the Police Services Board in February.

- Chief Chris Herridge

### From the Crime Prevention Office

Tools are an easy steal for thieves roaming the streets looking for something they can convert to cash. Especially if they have been left in an unlocked vehicle or insecure garage.

Protect your tools from thieves by adopting some or all of these crime prevention ideas. Not only will they deter theft, they will also help police to identify and recover stolen tools.

- make your tools unique by giving them a custom paint finish
- permanently engrave some personally identifying marks
- remove batteries/chargers and store in a different location
- lock them in a secure cabinet inside your vehicle/garage
- use hardened steel security chains to lock up
- some new power tools on the market can be locked with an app
- install vehicle deadbolts on work truck doors
- install a vehicle alarm
- park in a well-lit area



@STPSAXLE

A plush puppy is making a debut as he is incorporated into the STPS K9 Unit. The real PSD Axle along with his handler Officer Sean James look forward to having the novelty stuffed dog to help comfort children who have been a victim of crime.

PSD Axle is looking forward to when he can share his furry little friends during demonstrations and school visits





## Incidents of Note:

### Armed Robbery Investigation

On January 1st, 2021 shortly before 9PM, a lone male entered Fenlon's Family Market on Confederation Drive, displaying a handgun while committing a robbery.



The male fled the store on foot and was last observed northbound on Confederation Drive.

With the assistance of the London Police Service K-9 Unit, an extensive search was conducted by police. Subsequently the suspect was not located and remains outstanding.

The male suspect is described as tall, approximately 6ft -6ft 3", slim wearing a dark blue hooded sweater, dark pants, tan color gloves and black shoes with white trim.

The store employee was not injured.

The Criminal Investigations Division is investigating and requests anyone with video, or information to contact St Thomas Police at 519-631-1224 or Crime Stoppers at 1-800-222-TIPS (8477)

Incident# ST21000052

### Stunt driving

On the morning of Friday January 1, 2021 the St. Thomas Police were conducting traffic enforcement on Sunset Drive. A vehicle was observed travelling 61 kilometers over the speed limit. As a result the vehicle driver was issued a summons for Race a motor vehicle (Stunt Driving) S. 172 (1) of the Highway Traffic Act. The driver's vehicle was impounded for 7 days.

### Fraud

A St. Thomas man was recently victimized by a scam artist after being tricked into sending approximately \$1500 dollars in gift cards to an unknown person. The victim received a message from on messenger encouraging him to take advantage of an opportunity to claim \$150,000.00 by sending in a small deposit. The man purchased the gift cards and forwarded them to the scammer by taking pictures of the front and back after scratching off the claim code. Please be aware of scam messages and apply the rule that if it sounds too good to be true, it probably is. For more information on the latest scams please visit the Canadian Anti-Fraud Centre at <https://www.antifraudcentre-centreantifraude.ca/index-eng...>

### Puppy Scam

A St. Thomas woman is out \$500 after falling victim to the "Puppy Scam". The woman answered an online ad on eClassifieds4U offering Daschund puppies for sale. Once the deposit was sent via etransfer, the seller began asking for more and more money to cover shipping expenses. The woman realized she was being scammed and called police. For more information on this type of scam and many others visit the Canadian Anti-Fraud Centre online at <https://www.antifraudcentre-centreantifraude.ca/index-eng...>



## **Fraud**

A St. Thomas woman was arrested Friday afternoon and charged with fraud following an investigation by detectives from the Criminal Investigations Unit. The woman is alleged to have scammed several people through an online ad pretending to sell a freezer. When buyers contacted the woman, she would request a deposit be sent. Once she received the money, all communications would cease and the buyer would never receive the fictitious freezer. Thirty one year old Samantha Case was taken into custody without incident and transported to the Colin McGregor Justice Building for processing. She was charged with Fraud Under \$5000 x9 and later released on an Undertaking with court date.

## **ICE Unit Makes Arrest**

A fifty eight year old man was arrested Tuesday evening during a traffic stop on Talbot Street and charged with one count of Possession of Child Pornography. The arrest comes after several months of investigation by multiple jurisdictions including the Internet Child Exploitation Unit at the St. Thomas Police Service. The man was alleged to be using free Wifi from several motels in southwestern Ontario to download the images. He was taken into custody without incident and later released on an Undertaking with Court date.

## **Weapons**

Police responded to multiple 911 calls reporting a male waving a wooden stake at vehicles travelling along Talbot Street near St. Catharine Street around 8 p.m. Saturday night. The male struck one of the vehicles causing damage to the passenger front door. As a result the 38 year old West Lorne male was arrested without incident charged with possession of a weapon for dangerous purpose, mischief under \$5000, and causing a disturbance. While officers were processing this male, a separate criminal investigation was initiated by police resulting from an earlier domestic violence occurrence. As a result of this investigation, the male is further charged with theft under \$5000, mischief under \$5000 and breach of release order. The male was held in custody for a court appearance.





## 2021 CHARGE ANALYSIS

CHARGES	Jan	Feb
	Jan	Feb
CRIMINAL CODE	113.00	
CDSA	7.00	
CA	0.00	
YCJA	0.00	
HTA	170.00	
LLA	4.00	
CAIA	20.00	
TPA	0.00	
EPA	0.00	
SSA	0.00	
DOLA	1.00	
FCSA	0.00	
FLA	0.00	
POA	0.00	
SOR	0.00	
ORVA	0.00	
SFOA	0.00	
TTA	0.00	
OSPCA	0.00	
RSA	0.00	
CCA	0.00	
ROA *	0.00	
<b>TOTAL POA</b>	195.00	0.00
MVC - Fatal	0.00	
MVC - Injuries	2.00	
MVC - No Injuries ( <i>not NOR</i> )	13.00	
By-Law (including parking - NOT 3-5)	11.00	
3-5 Parking ONLY	21.00	
Incidents	1,566.00	
Arrests	124.00	

2020 Annual Statistics  
Deputy Chief M. Roskamp

# St. Thomas Police Service

*"Strength Through Progress"*

## 2020 Annual Stats

### Number of Incidents;

INCIDENTS	2016	2017	2018	2019	2020	Variance 2019-2020
TOTAL	14289	15175	18846	20089	22007	+ 9.5 %

### Number of Arrests;

ARRESTS	2017	2018	2019	2020	Variance 2019-2020
TOTAL	1250	1761	1971	1553	-21 %
PRISONER TOTALS AT ECC	-	1555	1868	1829	-2%

\*through Pandemic, the court facility was primarily closed with virtual court appearances for accused people – decreasing in-custody matters.

### Number of Criminal Charges;

CRIMINAL CHARGES	2016	2017	2018	2019	2020	Variance 2019-2020
TOTAL	1741	1529	2118	2148	1878	-13 %

### Crimes of Violence;

OFFENCES	2017	2018	2019	2020	Variance 2019-2020
Homicides	0	0	0	0	0%
Robbery	4	5	3	7	133%
Assaults (non-sexual)	201	232	236	253	7.2%
CDSA Offences	56	149*	79	117	48 %

7 Drug projects completed in 2020 (\$258,532 in illicit drugs seized)

**Crimes Against Property:**

OFEENCES	2017	2018	2019	2020	Variance 2019-2020
B/E	118	240	222	238	7.2%
Thefts Possession/Stolen Property	408	823	761	842	10.6%
Frauds	115	296	172	140	-18.6%
Arsons	8	9	19*	10	-47%
Mischiefs	163	211	245	340	39%

**Criminal Driving Offences:**

OFFENCES / INCIDENTS	2017	2018	2019	2020	Variance 2019-2020
Impaired Driving (alcohol)	49	47	43	30	-30%
*Impaired Driving (drug)	5	7	1	3	200%
Impaired Driving (Alcohol and Drug)	-	1	35	29	-17%
Refuse Breath Sample	3	4	0	0	0%
Disqualified Driving	22	23	17	25	47%
RIDE Programs	36	40	59	*31	-47%
Roadside Screening Tests	11	15	32	47	47%
SFST	-	-	-	15	-

\* 2020 - Ministry RIDES = 11 (2396 vehicles checked), Platoon RIDES = 20 (2007 vehicles checked). Pandemic year – platoon RIDES down.

**Bail Violations:**

OFFENCES / INCIDENTS	2017	2018	2019	2020	Variance 2019-2020
Bail Violation Charges	111	227	237	243	2.5%
Compliance Checks - ILPCAS	710	480	563	*476	-15%

\*7 criminal charges resulted from the ILPCAS checks in 2020 (20 in 2019). Pandemic implications.

**Weapons Offences:**

INCIDENTS / OFFENCES	2017	2018	2019	2020	Variance 2019-2020
Weapons Offences	9	16	12	15	25%

**Provincial Offences:**

OFFENCES	2017	2018	2019	2020	Variance 2019-2020
Highway Traffic Act	3094	3102	3805	3490	-8.2%
Liquor Licence Act	182	146	133	79	-41%
Parking violations	537	399	401	476	19%

**Motor Vehicle Collisions;**

INCIDENTS	2017	2018	2019	2020	Variance 2019-2020
Fatal MVC's	0	0	0	1	100%
Reportable MVC's (w/o injuries)	345	422	423	*284	-33%
Reportable MVC's (w/injuries)	86	61	42	*35	-17%

\*Pandemic year = less motorists on roads; MVC's w/injuries decreased; MVC's w/out injuries decrease.

**Sexual Offences;**

INCIDENTS / OFFENCES	2017	2018	2019	2020	Variance 2019-2020
Sexual Assault incidents (reported)	37	40	36	32	-11%
Sexual Assault incidents – UNFOUNDED	6	0	0	0	-
Sexual Assault incidents w/charges	14	8	7	6	-14%
Invitation to Sex. Touching	1	1	2	2	-
Sexual Exploitation	0	1	2	0	-100%
Sexual Interference	7	3	5	6	20%
Aggravated Sexual Assaults	0	0	0	0	-
Sexual Assaults w/weapon	0	1	1	0	-100%

**Forensic Computer Analysis;**

INCIDENTS / OFFENCES	2017	2018	2019	2020	Variance 2019-2020
Devices Analyzed	201	190	195	142	-27%
Incidents involved	53	63	80	40	-50%
Criminal Charges resulting from forensic analysis	44	35	51	75	47%
Data success resulting from forensic analysis (devices)	-	140	158	90	-43%

**Internet Child Exploitation:**

INCIDENTS / OFFENCES	2017	2018	2019	2020	Variance 2019-2020
*RCMP NCECC ICE referrals	7	5	2	21	950%
STPS ICE investigations	5	3	8	9	12.5%
Persons charged with ICE related offences	4	1	4	4	-
Total number of Charges	30	2	14	17	21%
Luring a Child	17	0	5	2	-60%
Arrangement to Commit Sexual Offences - child	2	0	4	0	-100%

Possession of Child Pornography	3	5	4	4	-
Distribution of Child Pornography	6	1	0	2	-
Make Child Pornography	1	0	1	0	-100%
Voyeurism	1	0	0	0	-

\*RCMP NCECC (National Child Exploitation Coordination Centre) referrals for investigation screening by STPS ICE Investigator.

### **Intimate Partner Violence;**

<b>INCIDENTS / OFFENCES</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>Variance 2019-2020</b>
Intimate Partner Violence Incidents	486	837	813	812	-0.1%
IPV related charges (substantive)	99	96	96	115	20%

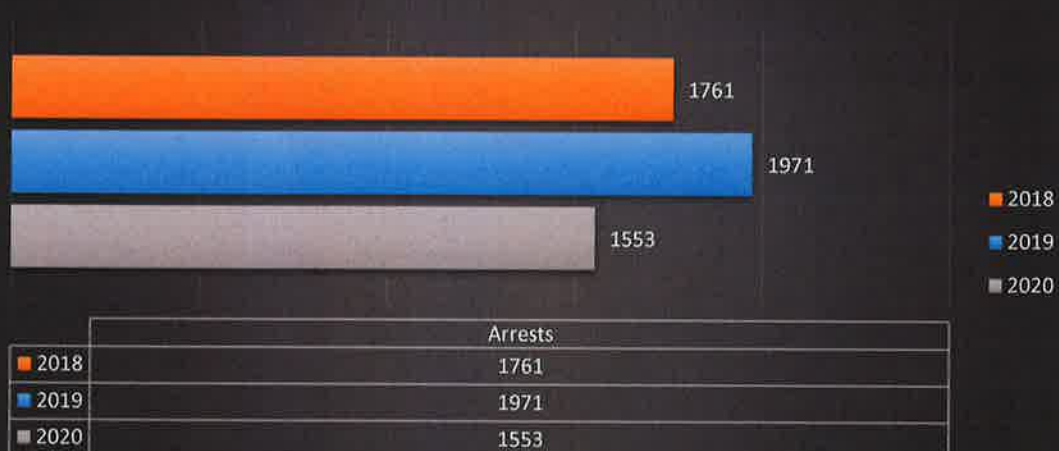
### **Mental Health analysis;**

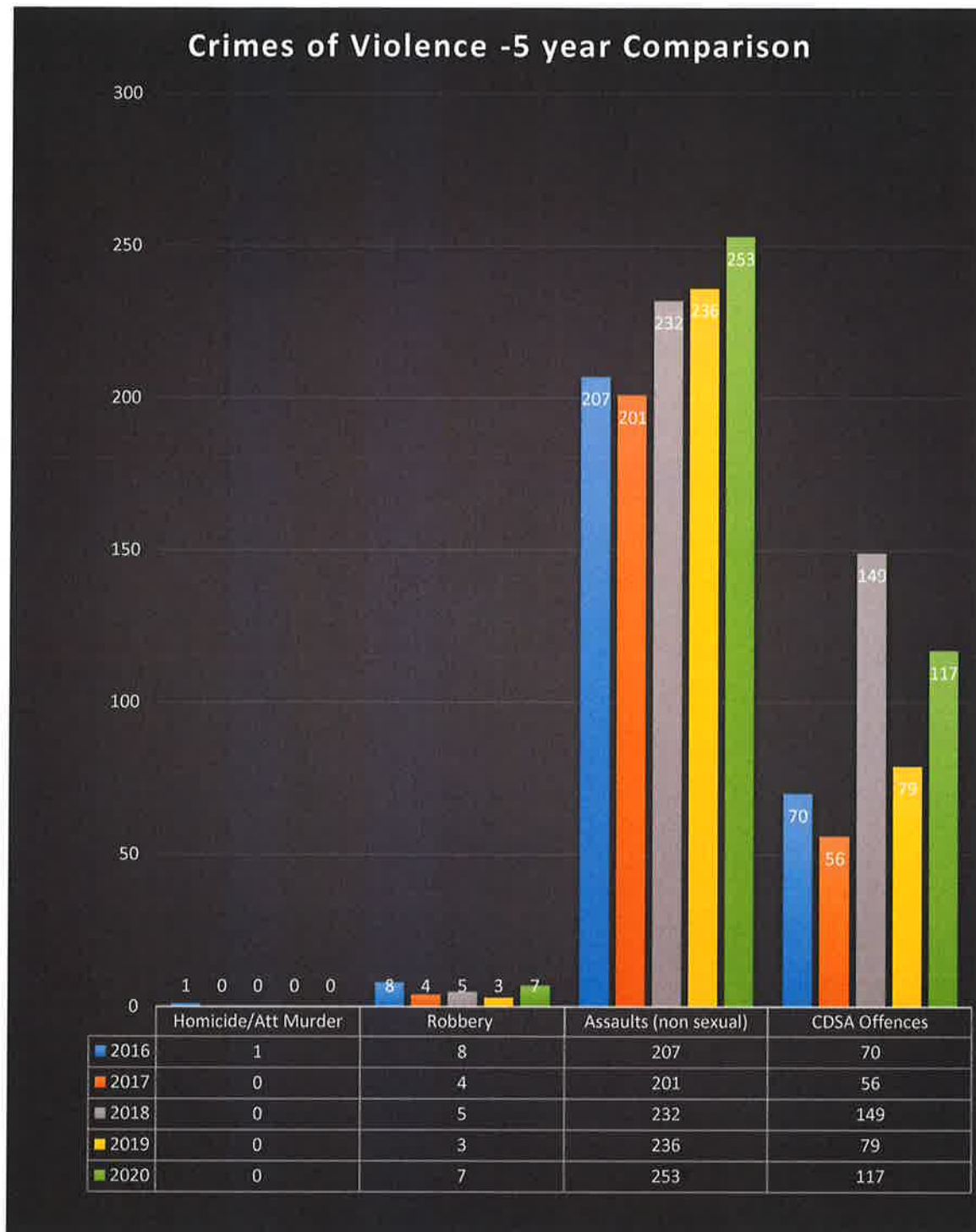
<b>INCIDENTS</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>Variance 2019-2020</b>
MHA Apprehensions	217	219	260	19%
Hours spent at STEGH (apprehensions)	300.3	284.8	246.4	-13.4%
Cost (officer wage at STEGH with apprehension)	\$28,490.31	\$26,671.64	\$23,623.58	-\$3,048.06
Wait times at STEGH (hrs)	1.4	1.3	1.0	18 min average decrease
Incidents categorized as involving MH	1404	1312	2160	65%
Incidents that MOST attended	-	-	522	-
After the fact MOST attendance	-	-	318	-
MOST referrals to community supports	-	-	152	-
Number of adults supported by MOST	-	-	821	-

### Number of Incidents - 5 year Comparison



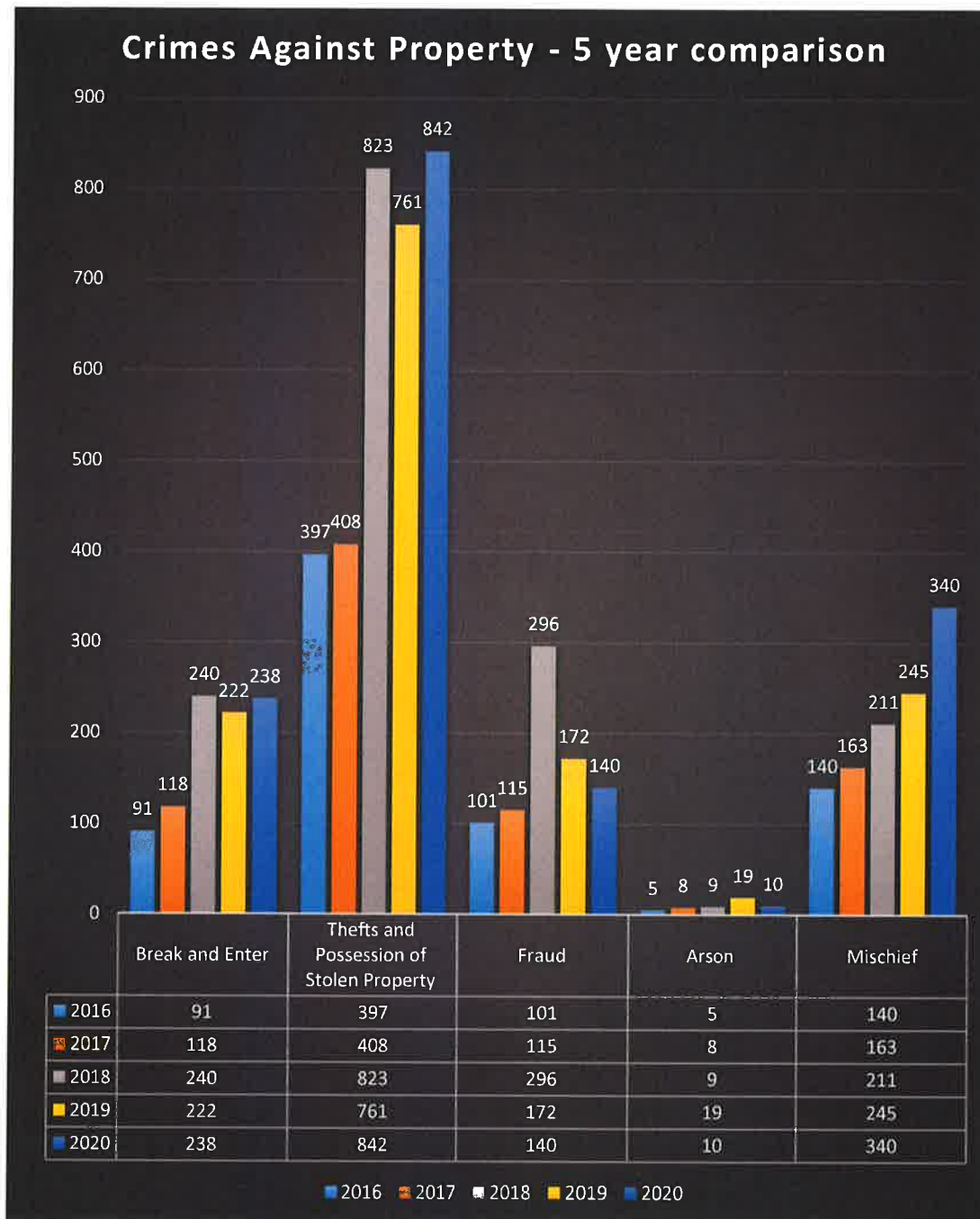
### Arrests in 2020





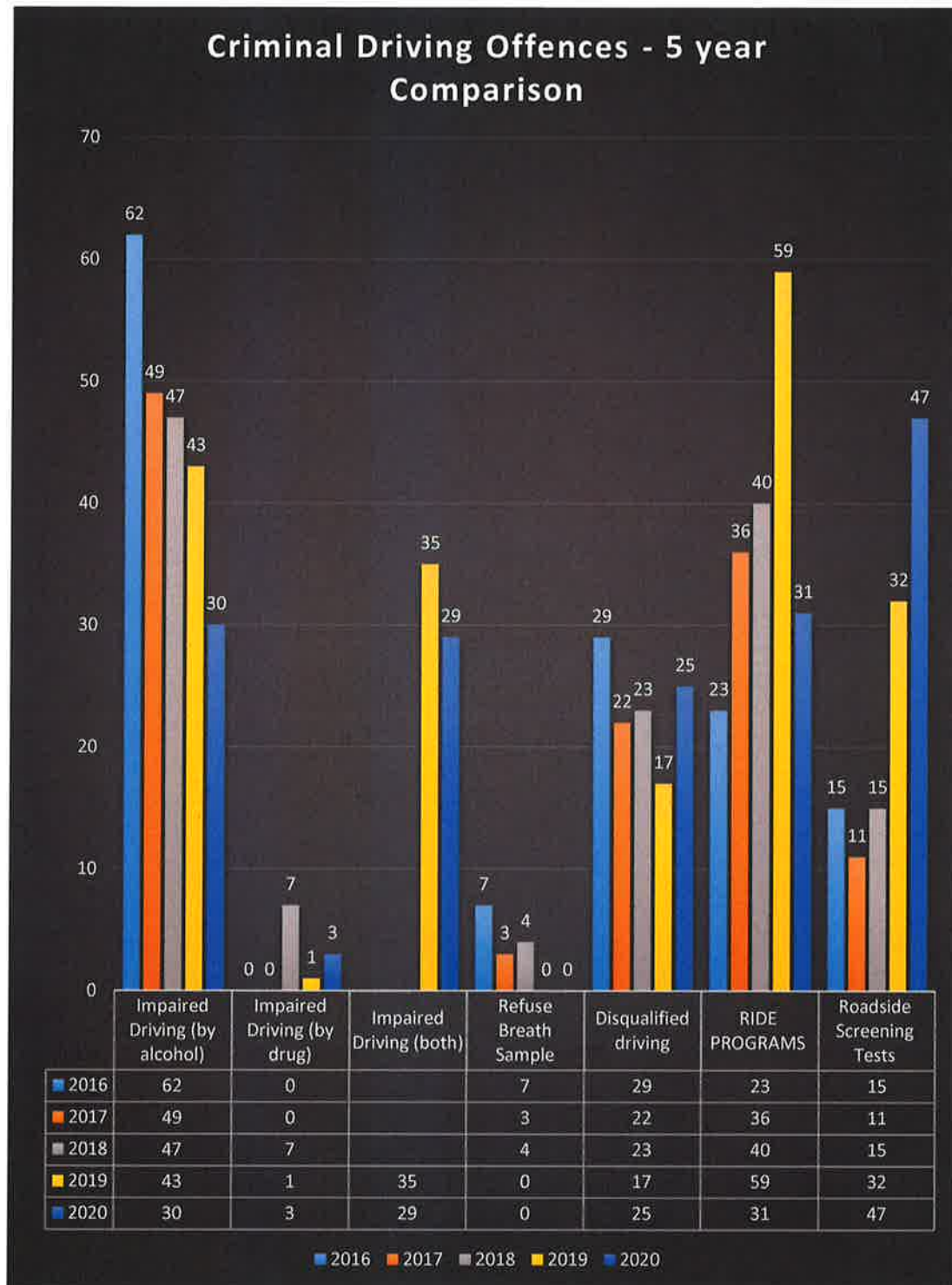
\*DRUG PROJECT in 2020 RESULTED IN \$258,532 in illicit drugs seized)



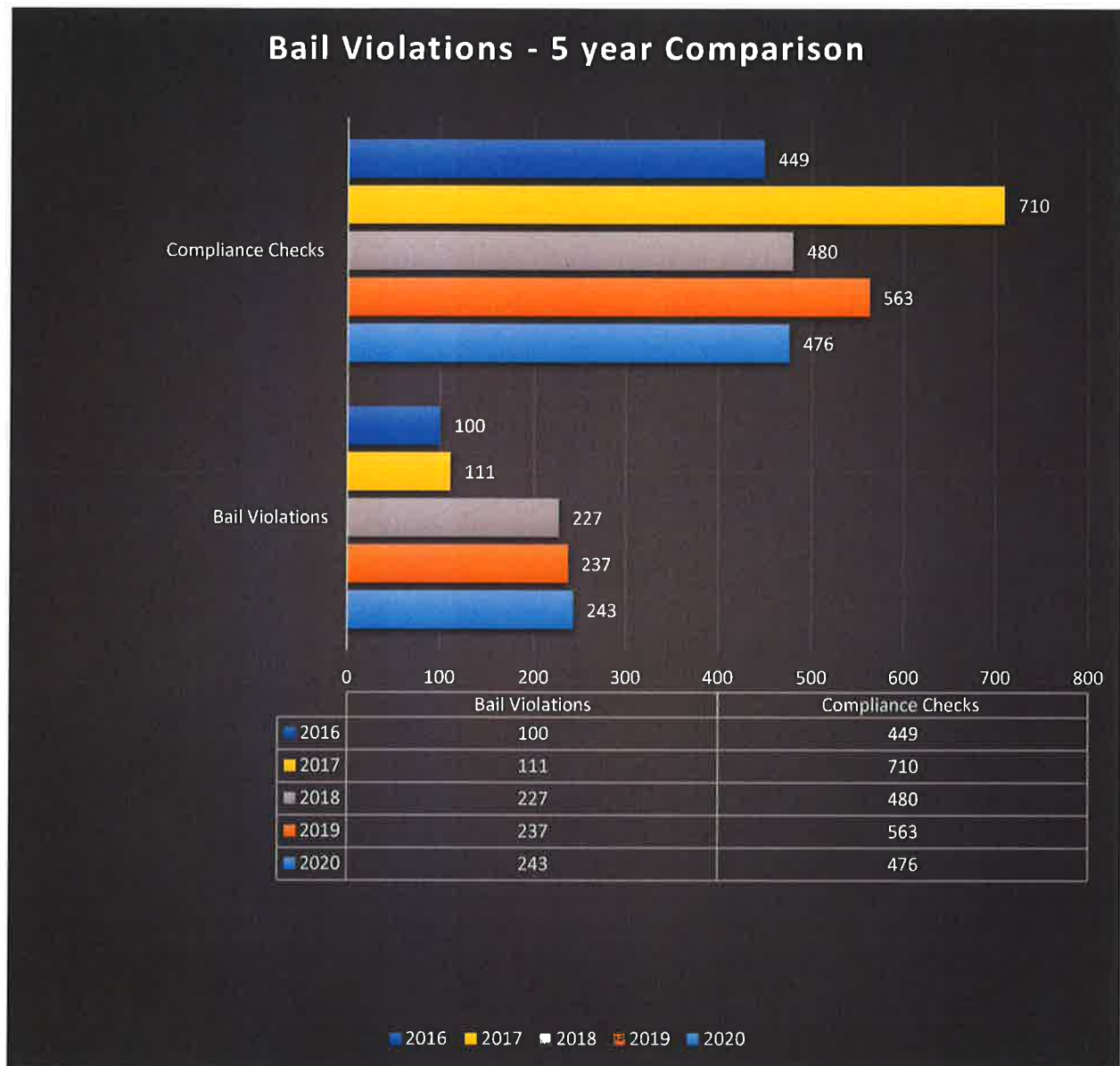


\*TRENDING ISSUES ACROSS THE PROVINCE WITH COURTS RELEASING REPEAT OFFENDERS. RECIDIVIST BEHAVIOURS ARE INCREASING PROPERTY CRIME STATISTICS.

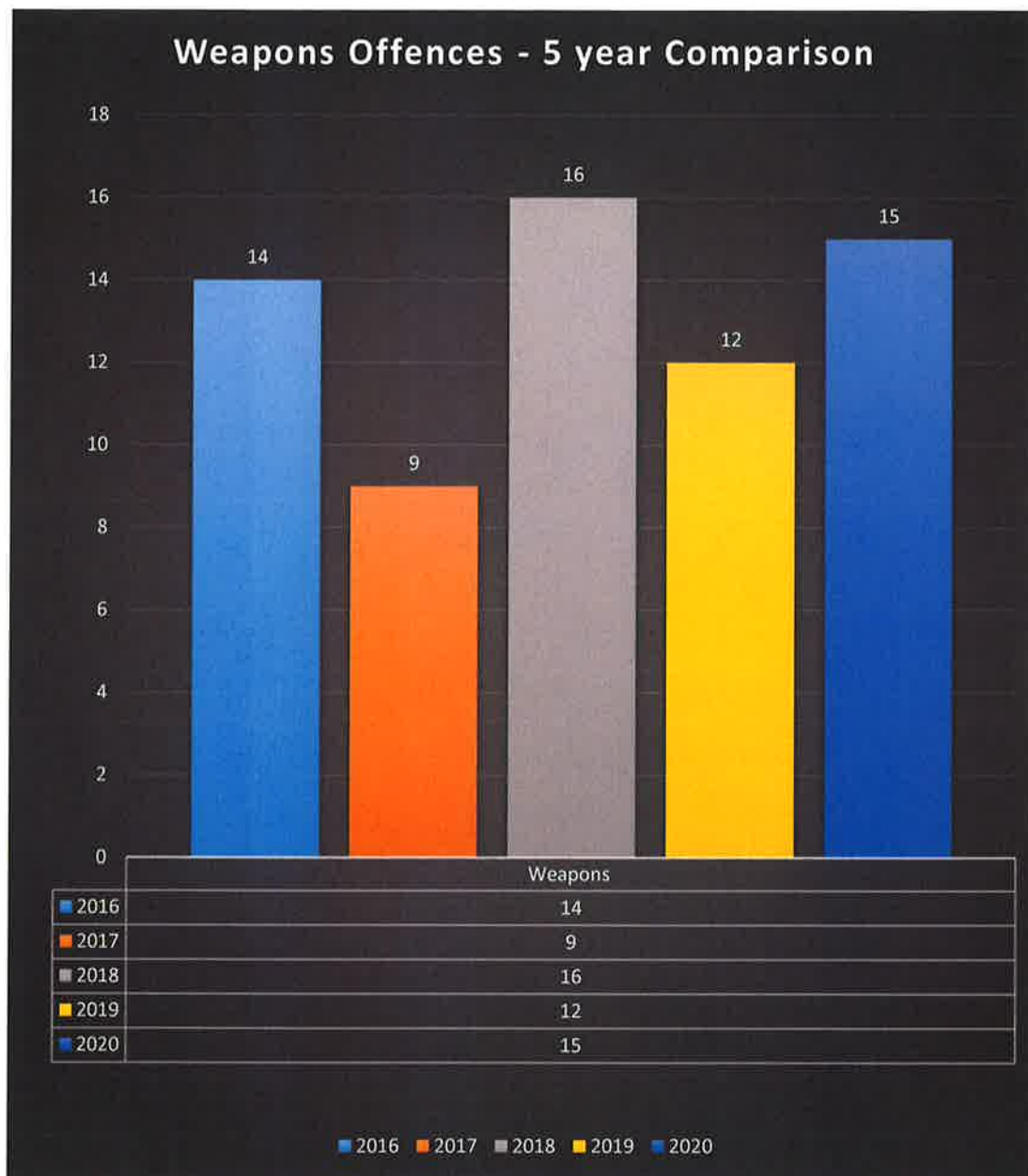
\*PROPERTY CRIME STATISTICS ARE DIRECTLY RELATED TO SOCIAL DETERMINANTS OF HEALTH.



\*2020 Ministry RIDES = 11 (2396 vehicles checked), Platoon RIDES = 20 (2007 vehicles checked). Pandemic year – platoon RIDES down.

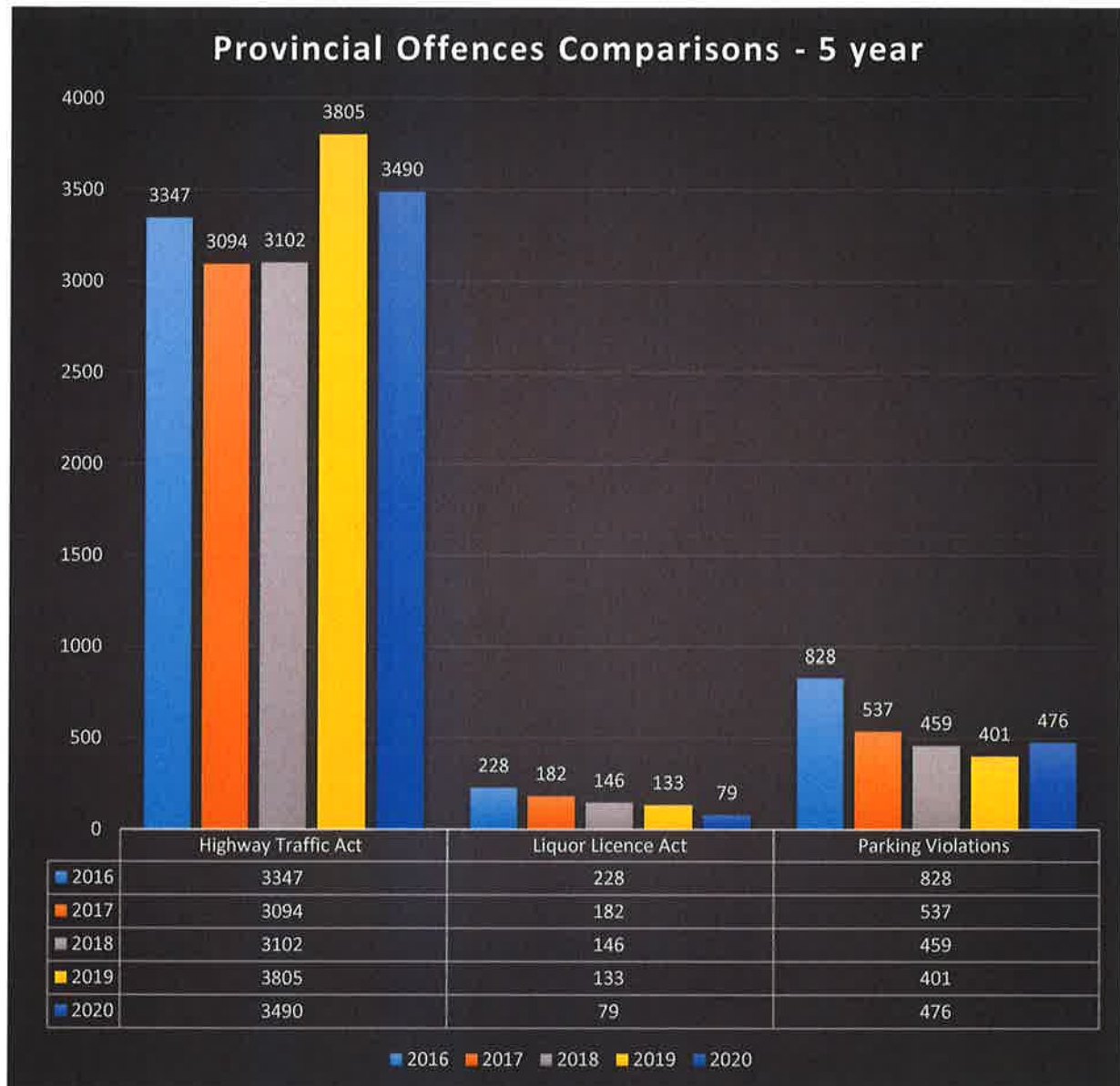


**\*Intelligence Led Policing – Crime Abatement Strategy** started in 2016. This crime suppression strategy is designed to deter future criminal activity by assisting in the tracking of offenders who have been identified as potential recidivists or prolific offenders. The program is based on the principle that the offender, once involved with the justice system now becomes accountable to the community and to the police. This community policing approach involves stakeholder support from the Police, the Courts, the Crown Attorney's Office, Probation and Parole, social agencies, and the family of the offender. The offender will trigger the level of attention and frequency of compliance checks that the police will utilize to assist the offender in maintaining compliance, through the offender's own willingness to remain compliant.

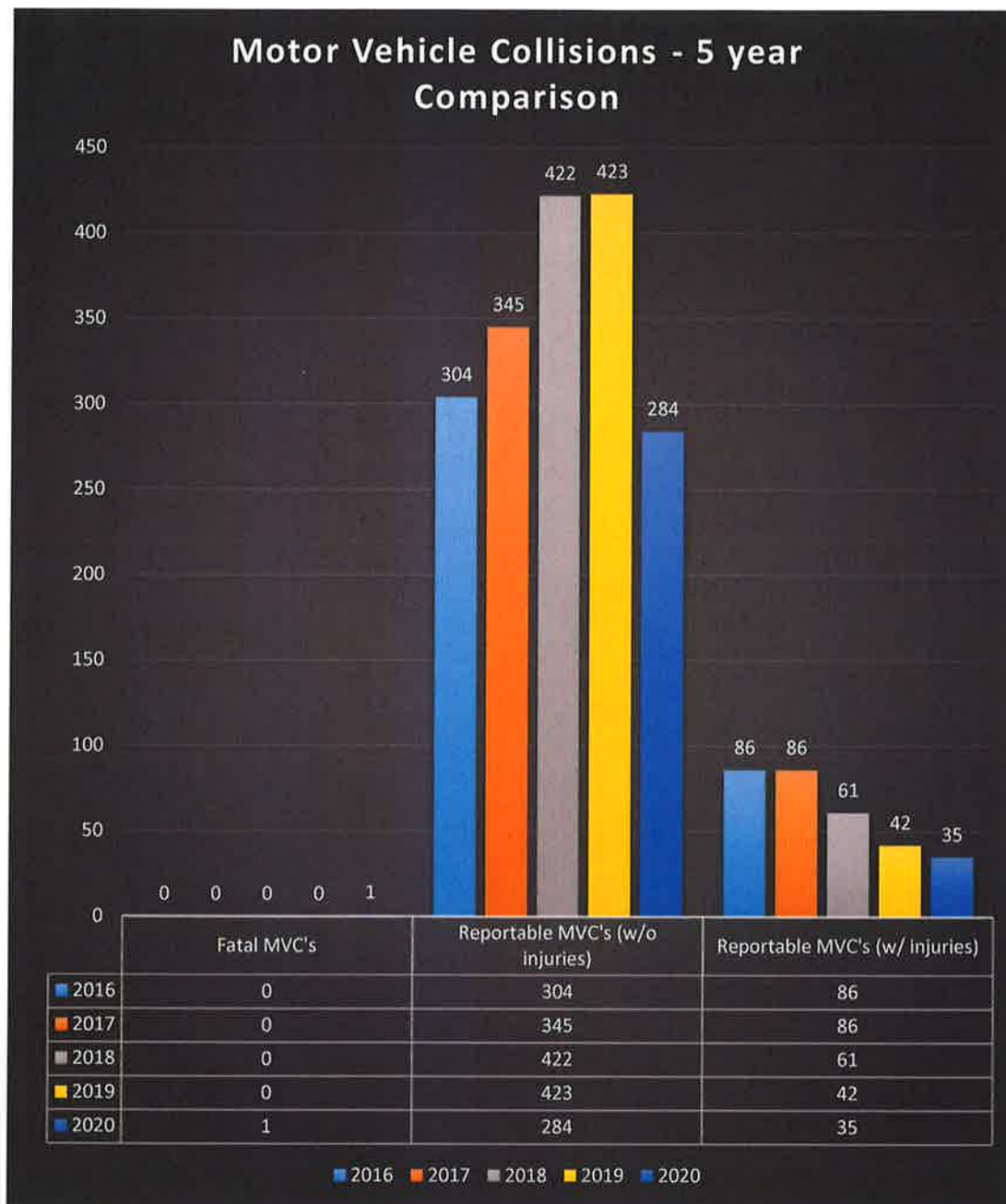


\*Weapons offences committed in 2020, primarily included;

- The possession, use of or threats of;
  - Knives or edged weapons
  - Firearms



- Seasonal overnight parking permits:
  - 2016-17 = 83
  - 2017-18 = 91
  - 2018-19 = 105
  - 2019-20 = 102
  - 2020-21 = 105



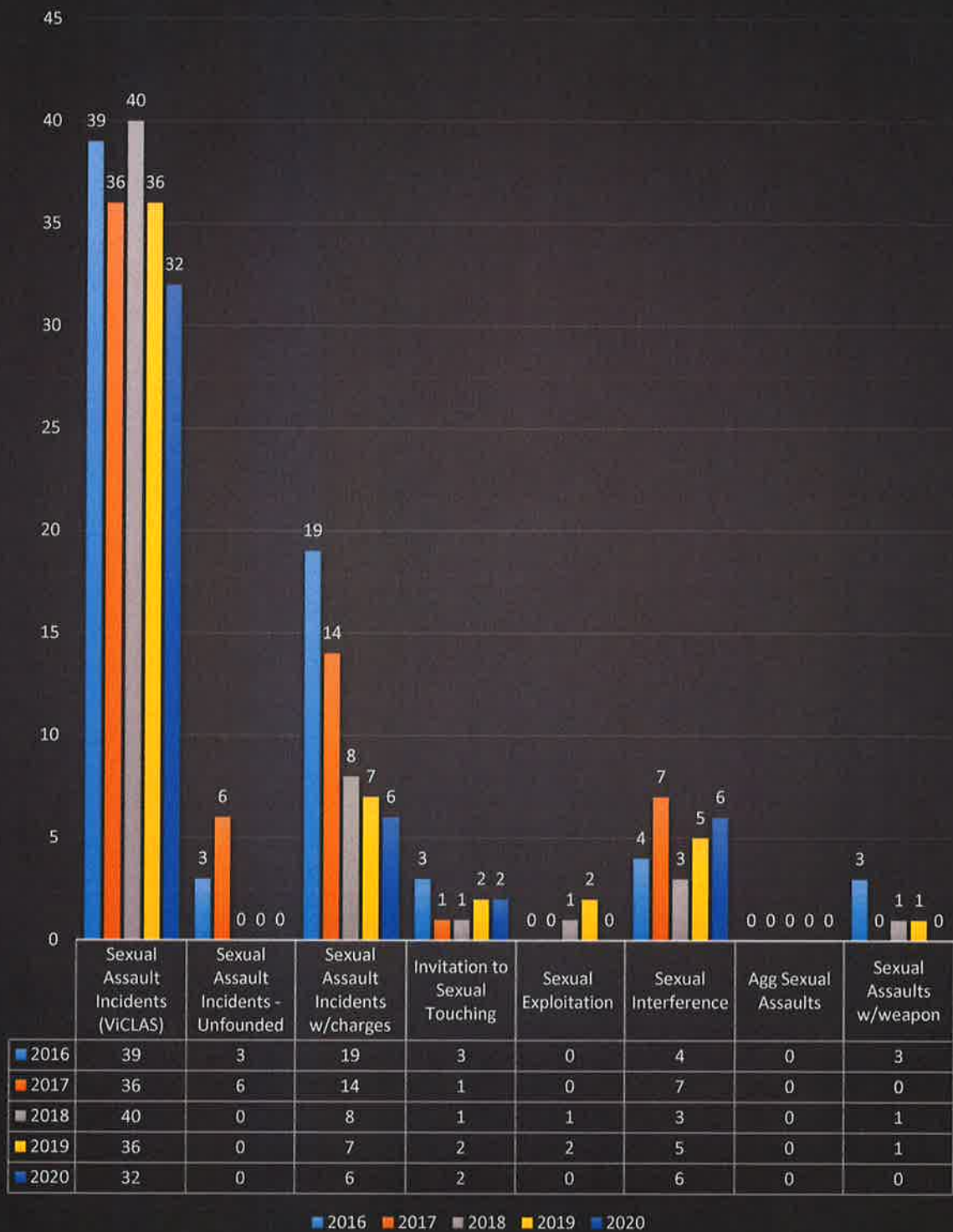
St. Thomas population growth: 2016 = 38,909; 2020 = 43,276

\*Growth of St. Thomas accounts for increased road usage. Motor vehicle collisions are preventable and good data is important to understand the ways in which road safety interventions and technology can be successfully used to reduce collision rates. This remains a strategic priority of STPS.

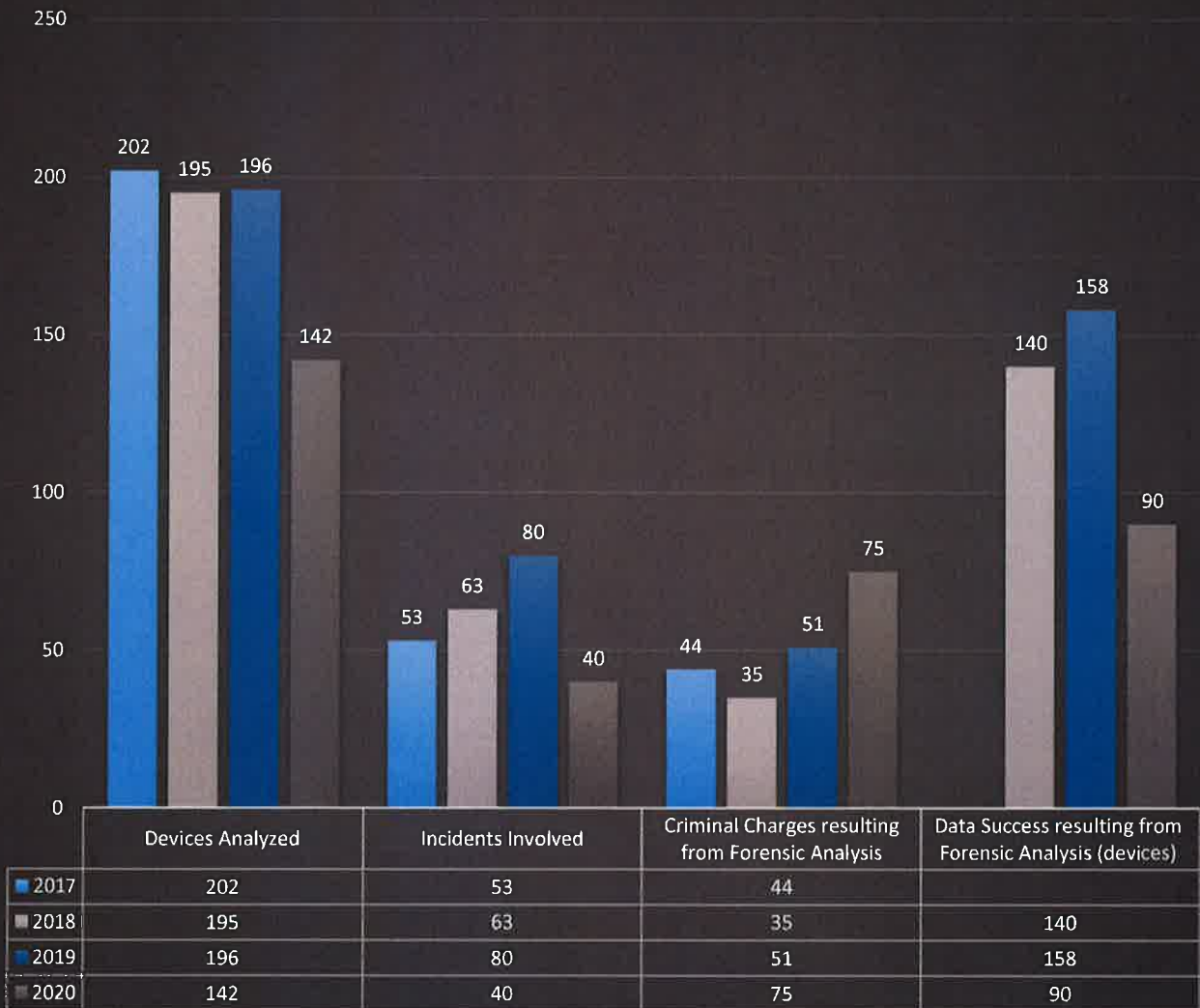
\*Majority of collisions are intersection related. Majority of collisions occurred between Oct-Dec (winter months) between 12-3pm on Thursday and Fridays. Majority of impact type was turning movements. Eight pedestrian collisions occurred in daylight hours with a combination of drivers failing to yield right of way and pedestrians crossing without right of way as causes of impacts. Three collisions involved alcohol or drugs. There are 20 identified intersections that are repeat locations for collisions with First Ave/Talbot St representing largest percentage (13 collisions/18%).



## Sexual Offences (Incident Based) - 5 year Comparisons



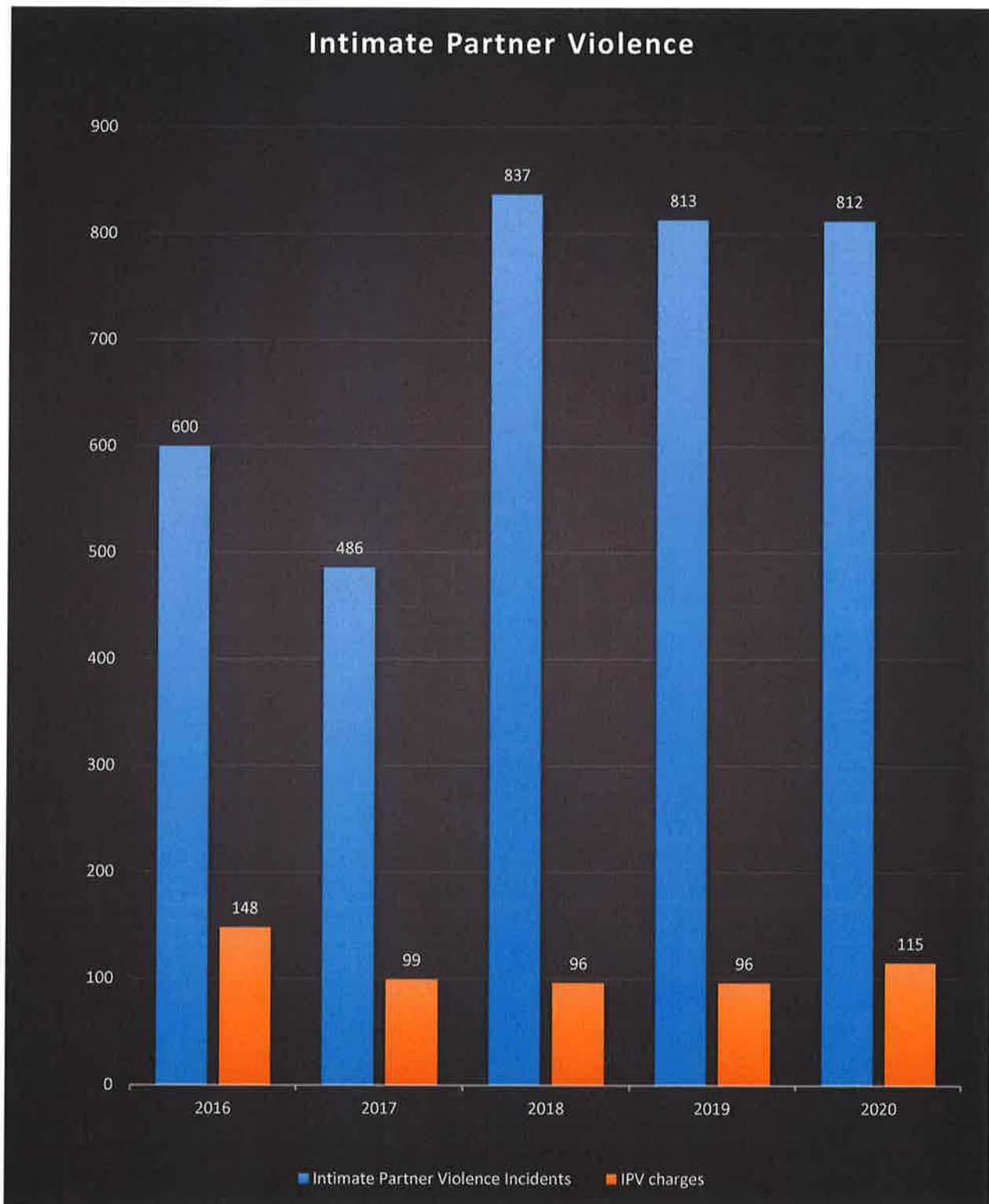
## Forensic Computer Analysis



2017 2018 2019 2020

## Internet Child Exploitation





2020 IPV Criminal Code charges = 115; Criminal Code fail to comply charges = 92

**Ministry of the Solicitor General****Ministère du Solliciteur général**

Public Safety Division

Division de la sécurité publique

25 Grosvenor St.  
12<sup>th</sup> Floor  
Toronto ON M7A 2H325 rue Grosvenor  
12<sup>e</sup> étage  
Toronto ON M7A 2H3Telephone: (416) 314-3377  
Facsimile: (416) 314-4037Téléphone: (416) 314-3377  
Télécopieur: (416) 314-4037

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Services Boards

**FROM:** Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** **Ministry Organizational Changes Regarding Municipal  
Police Services Advisors**

<b>DATE OF ISSUE:</b>	<b>January 29, 2021</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>21-0012</b>
<b>PRIORITY:</b>	<b>Normal</b>

We are writing to provide you an update on organizational changes within the Ministry of the Solicitor General (ministry) regarding the municipal Police Services Advisors.

As you are aware, the Inspectorate of Policing (IOP) is a newly established division within the ministry, led by Inspector General Devon Clunis. The IOP will carry out a range of functions, including inspections, monitoring, and advisory services to policing and community safety partners under the *Community Safety and Policing Act, 2019* (CSPA), once in force.

In order to ensure the IOP is best positioned to address key priorities moving forward, effective February 1, 2021, the Manager and Police Services Advisors of the Operations Unit will move from the Public Safety Division to the IOP to form the Police Services Liaison Unit and support important work in building organizational processes and policies necessary for its establishment.

The authority and duties of the Inspector General are set out in the CSPA, which is not yet in force. As such, while the *Police Services Act* (PSA) remains in force, the Police Services Advisors will continue to fulfill the responsibilities outlined in section 3 of the PSA.

Police Services Advisors will continue to provide the same supports to police services and boards and will maintain their current zone assignments. The relationships that the

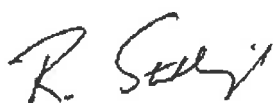
-2-

Police Services Advisors have built with you are extremely important to the ministry and the Inspectorate and they will remain available to you as we move forward with the establishment of the IOP.

We will continue to keep you apprised of new developments related to the establishment of the IOP and the work of the Inspector General, as we advance toward bringing the CSPA into force.

Thank you for your continued support as we work together to modernize policing services in Ontario.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings'.

Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division