



Police Services Board Meeting

Constable Colin McGregor Building
June 23, 2021 – 8:00 a.m.

AGENDA

CALL MEETING TO ORDER

DECLARATION OF CONFLICT

ADDITIONS TO AGENDA

NEW HIRES / PROMOTIONS

Name	Position	Start Date
Nicole Barrett	Cadet	June 14, 2021

MINUTES

Confirmation of the minutes of the meeting held May 26, 2021.

Pages 3 - 5

DEPUTATIONS

REPORTS

Revenues and Expenditures

Financial Statements for 2021 as of May 31, 2021.

Please note: these statements will be sent out at a later date once received from the City of St. Thomas.

2023 Budget Projection

A verbal report from Chief Herridge re: 2023 Budget Projection

LE-020 Bicycle Collection – Property for Disposal (Auction/Sale)

Pages 7-8

A request from Board Member Dave Warden re: purchase of two seized bicycle's ready for auction/sale.

Street Crime Unit – Drug Seizure and Arrest

Pages 9-10

A report from Chief Herridge re: investigation, drug seizure and arrest by the Street Crimes Unit.

Board Policy – Body Worn Cameras

Pages 11-22

A draft policy for Board consideration and approval.

Police Services Board – Scanning of Board Related Documents

A verbal report from Chief Herridge updating the Board on the status of this project.

Protective Services Report – June 2021

Pages 23-32

A report from Communications Coordinator Tanya Calvert dated April 2021.

STEAM Education – Request for Donation of IT Surplus Equipment

A verbal report from Deputy Chief Roskamp re: STEAM Education's request for donation of surplus IT equipment.

PETITIONS AND COMMUNICATIONS

Letter of Appreciation – London District Catholic School Board

Page 33

A letter from Linda Steel – Chair, London District Catholic School Board re: appreciation of the St. Thomas Police Service.

UNFINISHED BUSINESS

NEW BUSINESS

MOVE TO THE COMMITTEE OF THE WHOLE

ACTIONS OF THE COMMITTEE OF THE WHOLE

ADJOURNMENT



Police Services Board Meeting

Constable Colin McGregor Building

May 26, 2021

MINUTES

ATTENDANCE:

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

OFFICIALS:

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

GUESTS:

K. Johnstone	Staff Sergeant
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MEDIA:

None.

CALL MEETING TO ORDER

DECLARATION OF CONFLICT

MINUTES

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The minutes of the meeting held April 26, 2021 be confirmed.

Carried.

DEPUTATIONS

REPORTS

Revenues & Expenditures

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The printout of revenues and expenditures ending April 2021 be accepted.

Carried.

Axon Agreement

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The AXON Agreement verbal report regarding City of St. Thomas Council approval be accepted.

Carried.

Battenburg Markings – Police Vehicles

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The Battenburg Markings report from Deputy Chief Roskamp be accepted.

Carried.

2020 Annual Report

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The Police Services Board approve the 2020 Annual Report as presented.

Carried.

Scanning of Police Service Board Documents

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The Police Services Board approve scanning previous and current Board related documents hiring an individual from Express Personnel to complete the work.

Carried.

Protective Services Report – April 2021

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The Protective Services Report for May 2021 be received.

Carried.

PETITIONS AND COMMUNICATIONS

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The following correspondence items be received:

- Provincial Digital Evidence Management Program
- Letter of Support – Bill 231: Protecting Ontarians by Enhancing Gas Station Safety to Prevent Gas and Dash Act, 2020

Carried.

UNFINISHED BUSINESS

NEW BUSINESS

Law Enforcement Torch Run for Special Olympics Ontario 2021

Moved By: Jim Herbert
Seconded By: David Warden

THAT: The Police Services Board donate \$500.00 towards the Law Enforcement Torch Run for Special Olympics Ontario.

Carried.

MOVE TO THE COMMITTEE OF THE WHOLE

Moved By: Jim Herbert
Seconded By: David Warden

THAT: We move to the Committee of the Whole.

Carried.

ACTIONS OF THE COMMITTEE OF THE WHOLE

Moved By: David Warden
Seconded By: Jim Herbert

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

Carried.

ADJOURNMENT

Moved By: David Warden

Seconded By: Jim Herbert

THAT: We do now adjourn 9:57 a.m.

Carried.

Dan Reith
Police Services Board Chair

LE-020 Bicycle Collection – Property for Disposal (Auction/Sale)

A request from Board Member Dave Warden re: purchase of two seized bicycle's ready for auction/sale.

BICYCLE #1

Incident #:ST20004249

Make/Model: Orbea

Colour: Orange

Serial Number: u/k

Status Type: (found, seized property – unclaimed, etc...) found/seized at Drug Warrant – suspected to be stolen owner never identified

Date STPS took possession of bicycle/tagged item: 19MAR20

Related to ongoing Court Case (Y/N): NO (completed November 2020)

Retention Period expired (Y/N): YES

Ready for Auction/Sale (Y/N): YES



Suggested value: \$400.00

BICYCLE #2

Incident #:ST20021858

Make/Model: Giant

Colour: Black

Serial Number: C80A4612

Status Type: (found, seized property – unclaimed, etc) Bike Abandoned – unclaimed

Date STPS took possession of bicycle/tagged item:20DEC20

Related to ongoing Court Case (Y/N): NO

Retention Period expired (Y/N): YES

Ready for Auction/Sale (Y/N): YES



Suggested Value: \$350-\$400

Our Street Crime Unit has been investigating a known drug dealer out of London who is a key supplier for dealers in St. Thomas. After several weeks of investigation, STPS with the assistance of LPS, executed search warrants in the city of London on Tuesday. This is another significant drug seizure and arrest by members of our Street Crime Unit (Constables Brian Shaw, Chad Howey and John Giesbrecht) led by Staff Sergeant Kyle Johnstone and Sergeant Mike Buttinger and assisted by Property Crime Officers Leanne Evans and Brandon Wesson.

A Media Release is being prepared.

Chief Chris Herridge



A search of the property and residence was conducted and the following was located:

- Stolen Smith & Wesson 44 Magnum, model 629-3, serial # BHM3827 (handgun)
- Beretta 9mm model M9A1, serial # BER712181 (handgun with magazines)
- Smith & Wesson 40 cal, serial # F221991 (handgun with magazines)
- numerous boxes of ammunition for above mentioned firearms
- 1650.6 grams of Crystal Methamphetamine (\$165,060)
- 8.5 grams of Cocaine (\$850)
- Functioning digital scales

- Bulk Canadian Currency in excess of \$50,000.
- drug packaging materials
- debt lists

As a result of the aforementioned seizures, the accused is charged with the following:

1. Possession for the purpose of trafficking Cocaine, contrary to section 5(2) of the Controlled Drugs and Substances Act
2. Possession for the purpose of trafficking Crystal Methamphetamine, contrary to section 5(2) of the Controlled Drugs and Substances Act
3. Possession of Property obtained by crime over \$5000 contrary to section 355(a) of the Criminal Code (bulk currency)
4. Possession of Property obtained by crime under \$5000 contrary to section 355(b) of the Criminal Code (firearm)
5. Three Counts Careless storage of a firearm, contrary to section 86(1) of the Criminal Code
6. Four Counts Possession of firearm or ammunition contrary to prohibition order contrary to section 117.01(1) of the Criminal Code
7. Possession of a prohibited device or ammunition, contrary to section 92(2) of the Criminal Code (magazine)
8. Three counts unauthorized possession of a restricted firearm contrary to section 91(1) of the Criminal Code
9. Possession of a restricted firearm with ammo, contrary to section 95(1) of the Criminal Code.

Total charges: 16

Total value of seized drugs is \$165,910.

Chris Herridge
Chief of Police
St. Thomas Police Service



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"Our best de-escalation tool is COMPASSION"



St. Thomas Police Services Board

Policy #2-2021

Body Worn Cameras

DATE APPROVED	_____, 2021	PSB Meeting _____
DATE AMENDED		
DATE REVIEWED		
LEGISLATION	<i>Police Services Act, R.S.O. 1990, Charter of Rights and Freedoms, Human Rights Code of Ontario, Municipal Freedom of Information and Protection of Privacy Act.</i>	

Guiding Principles

The St. Thomas Police Service Board (the Board) is committed to providing fair, effective, efficient, equitable and accountable policing services to the members of our community, in accordance with the fundamental rights guaranteed by the *Charter of Rights and Freedoms* and the *Human Rights Code* of Ontario. The Board is also committed to ensuring that the inherent worth and dignity of all individuals who come into contact with police is respected in all interactions.

By recording interactions with members of the public, body-worn cameras have been advanced as one way to increase transparency, enhance accountability for rights protections and situations in which force is used during an interaction with police, and improve law enforcement practices by identifying where a need may exist for additional training, supervision or discipline. Body-worn cameras will also enable the timely and fair investigation of any allegations of misconduct by Service Members, and a quick resolution of complaints.

In addition, body-worn cameras are an effective tool for gathering evidence and providing a more accurate record of events, thus improving the work of the criminal justice system as a whole.

Purpose of Policy

It is the purpose of this Policy to authorize the Service to deploy and use body-worn cameras (BWC's) and to ensure that their use by the Service occurs in such a way as to ensure the following public interests are served:

- Improving the transparency of the Service with regards to allegations of discreditable conduct, improper conduct, misconduct, biased service delivery and excessive or improper use of force by Service Members;
- Ensuring the accountability of the Service and Service Members through internal and public oversight systems;
- Protecting individuals' right to privacy by limiting access to recordings from body-worn cameras to the greatest extent possible and to as limited a number of people as possible;
- Ensuring individuals have access to personal information pertaining to them which is collected by the body-worn cameras;
- Enhancing public trust and police legitimacy;
- Enhancing public and police officer safety;
- Enhancing the Service's commitment to anti-racist, bias-free service delivery;
- Providing improved evidence for investigative, judicial and oversight purposes;

- Ensuring timely and fair response to misconduct allegations against Service Members, in a manner that enhances public and Member confidence in the Service's complaint process; and
- Providing information as to the effectiveness of Service procedures and training.

Risks and Mitigation

The Board acknowledges that the use of body-worn cameras is not without its own challenges. There are important concerns surrounding privacy, particularly where what could be perceived as surveillance of vulnerable people or in sensitive situations such as domestic violence calls.

The Board recognizes the important constitutional principle: that individuals have a justified expectation of privacy as they go about their daily business, even within public spaces, and this expectation must be respected subject to reasonable limits.

In addition, the manner in which body-worn camera use is implemented and governed could have a substantial impact on their effectiveness as it relates to cases of excessive use of force or other matters that may engage the police oversight system. Similarly, access to recordings must also be strictly governed, both to prevent breach of privacy by both internal and external sources, and to ensure that all recordings are preserved in their full, unedited form on the system, throughout their retention period. Finally, the transparency of the implementation of this Policy by the Service, including public access to information on its effectiveness in achieving the Policy's goals, is a critical element of building the public trust necessary for the achievement of the Policy's purposes and goals.

The Board will monitor the Service's implementation of this Policy to mitigate these risks, including the provision of training to Service Members to ensure the effective deployment of this tool. The Board will also continue to monitor best practices and recommendations made by relevant stakeholders to identify possible revisions to this Policy, where appropriate. The Board will also continue to work with the Service and a broad range of stakeholders to identify other opportunities and strategies to achieve the crucial goals of delivering professional policing in a manner that respects individuals' dignity, privacy, worth and human rights.

Policy of the Board

This Board, in partnership with the Chief of Police, will develop Procedure(s) that:

General

1. Implement the recommendations set out in the Office of the Privacy Commissioner of Canada's *Guidance for the Use of Body-Worn Cameras by Law Enforcement Authorities* (2015), and ensure that new recommendations and best practices continue to be monitored and implemented as they are identified by the relevant provincial and federal authorities;
2. Specifically identify the legislative authority for the collection of personal information that will be captured by the body-worn cameras and ensure that any such collection aligns with that authority and all other relevant legislation, including any legislative provisions addressing data, information or records storage, access, use and/or disclosure;
3. Ensure that all use of body-worn cameras and their recordings is consistent with the *Ontario Human Rights Code* and the *Charter of Rights and Freedoms*.

When and How to Use Body-Worn Cameras

4. Identify the uniform front-line Service Members who must wear body-worn cameras that are capable of reliably recording video and audio of the Service Member's contact with the public, and that can clearly indicate to individuals who are part of that interaction that the camera is active and recording;
5. Specify when a body-worn camera must be activated, so that Service Members will activate their body-worn camera *prior* to the beginning of all direct interactions with the public that are undertaken in whole or in part to further a valid law enforcement purpose, unless an unexpected and immediate threat to the life or safety of the Service Member or of a member of the public makes it impossible or dangerous to activate the body-worn camera prior to that interaction, in which case the Service Member is required to activate the body-worn camera at the earliest opportunity thereafter;

6. Establish that body-worn cameras may only be used for the purpose of recording direct interactions between Service Members and members of the public, and may not be used for surveillance of members of the public or Service Members, or to covertly record the activities of a member of the public, except with judicial authorization;
7. Establish that Service Members may not deactivate the body-worn camera until all direct interaction with the public has ended, except for specific circumstances which are clearly defined in this Policy and the Service's Procedure, and are as limited as possible, and where such exceptions serve to protect the dignity of members of the public, in which cases the Service Member must record the specific reason for deactivation;
8. Establish that Service Members may not intentionally prevent the body-worn camera from capturing video or audio during an interaction with a member of the public in accordance with section 5 (e.g., by obstructing the lens or microphone or by repositioning the camera so as to prevent it from capturing the interaction), with the sole exception of temporarily covering the lens with their hand to protect the dignity of an individual during situations of a sensitive nature (e.g., when encountering a person in a state of undress), and then, only for the shortest time possible, while taking steps to protect the dignity of the individual, and provided that the Member is not in a situation where they might use force while the lens is covered;
9. Establish that Service Members must inform members of the public that they are being recorded at the earliest opportunity during an interaction;
10. Establish, notwithstanding sections 5 and 7 above:
 - a. Conditions under which Service Members, *prior* to entering a private residence or a private place (defined as a place to which the public does not have lawful access and where one may reasonably expect to be safe from uninvited intrusion or surveillance, including, for example, places of worship and lawyers' offices) must inform occupants that they are being recorded in both video and audio and inquire whether these individuals request that the body-worn camera be deactivated;
 - b. Conditions under which Service Members may deactivate their body-worn cameras before the conclusion of an incident for the purpose of protecting law enforcement strategies, provided that:
 - i. the Service Members are not interacting with members of the public or are in the vicinity of members of the public while the body-worn camera is deactivated;
 - ii. the body-worn camera is reactivated at the earliest opportunity and prior to any interaction with a member of the public; and
 - iii. the reason for the deactivation is recorded in accordance with a designated process;

- c. Conditions under which Service Members who are attending an Indigenous event in a public place, which includes a spiritual ceremony, must deactivate their body-worn cameras for the duration of the ceremony, and reactivate them immediately at the conclusion thereof, if required to do so in accordance with this Policy;
 - d. Conditions under which Service Members who are attending at a healthcare facility must deactivate their body-worn cameras; and
 - e. That body-worn cameras will not be activated in places or circumstances where recording is prohibited by law, except under exigent conditions or with lawful authority;
11. Establish with regards to the body-worn camera's 'stealth mode' (i.e., a mode wherein the body-worn camera is recording without providing visible and audible signals) that:
- a. The 'stealth mode' will only be used in situations where activating the camera in its normal mode may endanger the safety of a Service Member, and only for the duration necessary for this purpose;
 - b. If a body-worn camera was set to 'stealth mode' prior to an interaction with a member of the public to protect the safety of a Service Member(s), and the Service Member subsequently engages with a member of the public, the Service Member must inform that individual or individuals as soon as reasonably possible that the body-worn camera is activated, and turn off the 'stealth mode' as soon as possible.
12. Establish that Service Members must upload all recordings from the body-worn camera at the end of their shift, and that supervisors must ensure that all recordings from body-worn cameras used by Service Members under their supervision have been uploaded.

Controls

13. Establish that if a Service Member has not recorded in full or in part an interaction with a member of the public, the Service Member must document the specific reason that a recording was not made in part or in full using a designated process, which process must include a review by a Member designated by the Chief of Police;
14. Establish training requirements for Service Members to fulfill prior to being issued a body-worn camera, and subsequent on-going training requirements, so as to ensure that Service Members are able to comply in full with this Policy;

15. Establish a framework for reviewing of recordings by supervisors on a regular basis to:
 - a. Ensure compliance with Procedures;
 - b. Identify and address evidence of explicit or implicit bias and discrimination; and
 - c. Determine the need for additional training or other measures;
16. Establish the framework for discipline of Service Members who fail to comply with this Policy or the Procedure(s).

Transparency

17. Require that up-to-date information be posted on the Service's public website concerning the collection of body-worn camera recordings, including a current copy of the Service's Body-Worn Camera Procedure, how individuals can complain about the use or lack of use of body-worn cameras, what information is being collected, the length of applicable retention periods, how individuals can make requests for viewing or releasing to the public such recordings, information about how to appeal to the Information and Privacy Commissioner of Ontario where a request is denied in whole or in part, and a copy of the most recent annual report to the Board;

Secure Retention and Disposal of Recordings

18. In consultation with the Information and Privacy Commissioner of Ontario, and in accordance with all applicable legislation, establish and ensure that recordings from body-worn cameras, including any meta-data produced by the body-worn cameras or the technology supporting the Service's body-worn cameras, will be:
 - a. Stored on a secure Canadian storage server in accordance with all applicable provincial and federal legislation and security best practices, so as to prevent any editing, tampering and unauthorized access to recordings and meta-data;
 - b. Encrypted within the camera, during transit to the storage server, and while in storage; and
 - c. Destroyed at the end of their retention period in a secure manner which prevents recovery and unauthorized access to the recordings and meta-data;
19. Establish, in consultation with the Information and Privacy Commissioner of Ontario and the Ministry of the Attorney General, and in accordance with all applicable legislation, the minimum retention period for recordings from body-worn cameras, and conditions for extensions of the retention period;

20. Establish actions to be taken by the Service in the case of a potential or actual access breach of the Service's recording and meta-data storage services, including breach mitigation and control steps, and the steps required to notify the public and impacted individuals of the potential breach;
21. Establish that the Information and Privacy Commissioner of Ontario must be notified as soon as reasonably possible of significant privacy breaches, to be determined through consideration of all the relevant circumstances, including whether:
 - a. The personal information at issue is sensitive, either by its nature or given its context;
 - b. The breach is likely to cause significant harm, including financial, reputational, or emotional harm, such as embarrassment or humiliation;
 - c. The breach involves the personal information of a large number of individuals;
 - d. The likelihood that the personal information at issue could be misused, or further disseminated by others; or,
 - e. The Service is having difficulties containing the breach.

Limited Use and Access to Body-Worn Camera Recordings

22. Establish the conditions under which specified individuals may view or receive copies of recordings from body-worn cameras, ensuring that:
 - a. Service Members who wore the body-worn camera which captured a recording may access the recording and make additions to their notes based on the review of the recordings, which must be clearly marked as such, once they have completed any required initial reports, statements and interviews regarding the recorded events;
 - b. Access to recordings by other Service Members is limited only to those with a specified role in relation to the recording which justifies and necessitates such access, including, but not limited to, investigation, supervision, legal proceedings, training development, reporting, and auditing, and will be granted only when circumstances require such access;
 - c. Access to recordings is provided in a timely manner to members of bodies responsible for independent oversight of police (e.g. the Ontario Independent Police Review Director and the Special Investigations Unit) who are conducting an investigation and who have grounds to believe the recording includes evidentiary materials;
 - d. Access to recordings is provided in a timely manner to individuals who have lawful authority to obtain such access;

23. Establish that Service Members who obtain copies of body-worn camera recordings in accordance with section 22 above may not further disclose these recordings to other parties without lawful authority;
24. Establish the documentation required to obtain access to a recording from body-worn cameras in accordance with section 22, which must include, at a minimum, the identity of the requestor, the reason for the request for access, and the authority under which the demand for access is being made;
25. Establish that an audit trail will be created and maintained by the Service, that will identify with respect to every recording, the time of access, whether a copy was provided to the requestor, and any information gathered in accordance with section 24, and that this audit trail will be kept indefinitely, regardless of the retention period of its associated recording.
26. Establish, notwithstanding the provisions of section 22 above, additional safeguards to enhance the storage and limit the access to recordings of minors who are suspected of an offence or are witnesses to a suspected offence, in accordance with the *Youth Criminal Justice Act*;
27. Establish that a member of the public may request to view recordings from a body-worn camera or that the recordings and/or their meta-data be released to the requestor;
28. Establish that requests from members of the public for body-worn camera recordings, in accordance with section 27, must be assessed in compliance with MFIPPA, and any information the Service requires in order to make this assessment may be requested in a manner consistent with the Service's Access to Information processes;
29. Establish that, notwithstanding the provisions of section 27, the Service may refuse to release to a member of the public recordings where such refusal is in accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, provided that the reason for the refusal is provided to the requestor in writing;
30. Ensure that access to recordings for members of the public is granted or refused in a timely fashion;
31. Establish that recordings released to the public in accordance with sections 27 and 33 must be full and unedited, with the exception of measures such as image blurring and voice distortion for the purpose of concealing the identities of members of the public other than the requestor; and
32. Establish that the Service may only use recordings from body-worn cameras for the purposes of training after the identities of all members of the public captured in the recordings are concealed through measures such as image blurring and voice distortion.

In addition, it is the Policy of the Board that:

33. The Chief of Police may initiate the release to the public of recordings from body-worn cameras, taking into consideration relevant factors, including what is consistent with the law and the public interest, and what is reasonable in the circumstances of the case;
34. Whenever the Chief of Police initiates the release to the public of any recordings from body-worn cameras that include images or voice recordings of members of the public:
 - a. the identities of all members of the public captured in the recordings are concealed through measures such as image blurring and voice distortion, unless the Service is required by law to release the recordings in another form; and
 - b. the Chief of Police will include, along with the release, a justification of the public interest in releasing the recording;

Furthermore, it is the Policy of the Board that the Chief of Police will ensure that:

35. Recordings from body-worn cameras may not be used in combination with facial-recognition technology, video analytics software, voice recognition software, or to generate a searchable database of images of individuals who have interacted with Service Members, with the exception of comparing images that are directly related to an investigation to a “mug shot” database in a manner approved by the Board;
36. The Service will not use body-worn camera recordings recorded during a protest in combination with the Service’s “mug shot” database unless there are reasonable grounds to believe that an offence has been committed at the protest, and then, only for the purpose of investigating such an offence and comparing only images of the individual suspected of the offence to the images in the database;
37. The Service will conduct a Privacy Impact Assessment in consultation with the Information and Privacy Commissioner of Ontario, and bring its findings before the Board for its consideration *prior* to implementing any significant changes to the Service’s use of body-worn cameras, including when:
 - a. The Service wishes to utilize recordings from body-worn cameras in a novel manner or in combination with other software or hardware,
 - b. The technology used to capture, retain, store or destroy the recordings changes beyond routine software updates issued by the supplier, including the deployment of any new or additional features; or
 - c. The scope or governance of the Service’s body-worn camera program changes;

Auditing and Public Reporting

It is also the Policy of the Board that the Chief of Police will:

38. Ensure that the Service conducts an annual audit:

- a. That reviews body-worn camera recordings and meta-data for:
 - i. all incidents for which a complaint under the *Police Services Act* was filed during the reporting period,
 - ii. all incidents for which an investigation was initiated by the Special Investigations Unit or the Office of the Independent Police Review Director,
 - iii. a sample of incidents for which a Use of Force form was completed during the reporting period,
 - iv. a sample of incidents during the reporting period that were initiated by a call for service
 - v. a sample of incidents during the reporting period that were not initiated by a call for service,
 - vi. all incidents wherein a body-worn camera was disabled for the purpose of protecting law enforcement strategies in accordance with section 10.b above, and
 - vii. a sample of the meta-data for incidents whose retention period has expired during the reporting period; and
- b. Which ensures that:
 - i. The recording begins prior to the beginning of the interaction with the member of the public, and if not, that a satisfactory explanation for the failure to activate the body-worn camera before the interaction began was provided in accordance with the Service's Procedure;
 - ii. The subject of the recording is informed at the earliest opportunity in the interaction that the interaction is being recorded for video and audio;
 - iii. Any obstruction of the lens or gaps in the recording are justified and of reasonable duration;
 - iv. The recording ends:
 1. After conditions for an exception in accordance with section 7 above have been established; or

2. After the interaction has ended;

- v. All access to the recordings was justified and necessary;
- vi. All requests for recordings from the Special Investigations Unit or the Office of the Independent Police Review Director were fulfilled in full and in a timely manner; and
- vii. The Service is in compliance with required retention and destruction practices;

39. Advise the Board Office and file with it a new copy of the Service's Procedure governing body-worn camera use whenever a change is made to the Procedure;

40. Provide the Board with an annual report which will include:

- a. A summary of any changes to the relevant Procedure(s) made in accordance with this Policy over the reporting period;
- b. The findings of the annual audit;
- c. The number of requests made by members of the public to view or release to the public recordings from body-worn cameras, the number of requests that were refused, if any, and a summary of the reasons for any refusals;
- d. The number of recordings released to the public by the Service for public interest reasons, broken down by the reason for the release;
- e. The number of complaints received by the Service with regards to the use or failure to use of body-worn cameras, a summary of the complaints, and a summary of the dispositions of the complaints during the reporting period;
- f. The total number of complaints received by the Service against Service Members, and the number of complaints for which there was a relevant body-worn camera recording, broken down by complaint resolution status;
- g. The number, if any, of recordings requested by the Special Investigations Unit or the Office of the Independent Police Review Director, which were not fulfilled within 30 days;
- h. The total number of recordings currently stored by the Service beyond the default retention period, broken down by the reason for the extended retention period;
- i. The total number of recordings released as part of a disclosure process in a legal proceeding;

- j. The number of reports submitted in accordance with section 13, above, documenting the reason for a failure to activate the body-worn camera prior to the beginning of an interaction with a member of the public, and the number of these incidents, if any, which were found to not be in compliance with the Procedure;
- k. The number of Service Members disciplined for lack of compliance and a summary of the disciplinary measures used;
- l. The number of requests for the identification of individuals in images from body-worn camera recordings using the Service's mug shot database, and the percentage of such requests out of the total requests for use of the database;
- m. The number of investigations of potential privacy breaches during the reporting period, the number of such incidents that were determined to constitute a breach and a summary description of these incidents, the number of times the Information and Privacy Commission was notified of a significant breach, and the number of individual impacted that were notified of a breach;
- n. The costs and/or savings associated with the deployment and use of body-worn cameras in the previous year; and,
- o. A review of whether the deployment of body-worn cameras is achieving the purposes set by this Policy, whether their use remains justified in light of these purposes, and whether their use has resulted in any unintended negative impacts, including, but not limited to:
 - i. Use of Force trends over the past five years;
 - ii. Complaints trends over the past five years;
 - iii. Findings from a survey of public trust in the Service; and
 - iv. Findings from a consultation with impacted and marginalized communities.

It is also the Policy of the Board that:

- 42. The Board will review this Policy within one year after full deployment of the body-worn cameras by the Service, and thereafter, at least once every three years, and make any amendments it determines are appropriate, having regard to the Policy's purposes, insights gained through the Service's deployment and experience with body-worn cameras, and academic or expert research findings concerning the use of body-worn cameras by police services.

Protective Services Report



JUNE 2021

St. Thomas Police Service
Tanya Calvert
Corporate Communications Coordinator





Officers Prepping For a Busy 2021

Year to date incidents as of midnight May 31st 2021 = 1,976

Year to date incidents as of midnight May 31st 2020 = 1,858

May 01/01 – 101 incidents

May 08/09 – 124 incidents

May 15/16 – 173 incidents

May 22/23 – 168 incidents

May 29/30 - 138 incidents

A Day to Remember

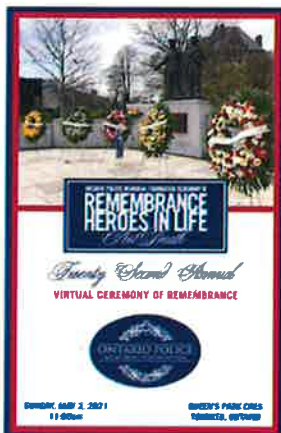
On May 7, 1934, Constable Colin McGregor accompanied by Sgt. Samuel McKeown and Bert McCulley of the Michigan Central Railway Police attended a residence at 17 Queen Street in an attempt to execute criminal arrest warrants.

While in the house, Sgt. McKeown and Constable McGregor were confronted by a son of the wanted man who was armed with a .45 and a .38 revolver.

The father was at the rear of the house also armed with a .38 revolver.

Sgt. McKeown tackled the son, knocking him to the floor. The father started shooting from a woodshed, the first shot hitting Constable McGregor.

Constable McGregor was 28 years old and had been a member of the St Thomas Police Service for seven years. He left behind his wife and two children.



Traffic Unit Expands

STPS is committed to enforcing the rules of the road. Road safety is a priority for our organization. Keeping our streets safe for vehicles and pedestrians requires daily attention, which is why we are thrilled to announce the expansion of our Traffic Unit! Constable Taylor Emmerton is our new secondary Traffic Specialist working in partnership with Constable Chad Nevill to keep the city safe!

Congratulations PC Emmerton! We look forward to celebrating [#RoadSafetyWeek2021](#) with you from May 18th - 24th with enhanced patrol focusing on the "big four" causes of fatal collisions: Impaired Driving, Distracted Driving, Aggressive Driving and Not Wearing a Seatbelt.





Mental Health Week



STPS staff have been raising mental health awareness all week. Several uniforms were donned with green epaulets to honour Mental Health Week and to encourage others to [#getrealabouthowyoufeel](#). Our Mobile Outreach Support Team has played a key role in assisting everyone to name it, do not numb it when it comes to feelings. These are challenging times. Stress and isolation are very much on the minds and in the hearts of many. If you are struggling, please reach out. www.cmhaelgin.ca



These are times of extreme anxiety and isolation, so feeling worried and lonely just makes sense. Good mental health doesn't mean feeling happy all the time.

This Mental Health Week, let's name, express and deal with our emotions— even the uncomfortable ones. Because heavy feelings lighten when you put them into words.

Embrace all of your emotions—whether they feel good or challenging or difficult. It's all part of being human.

This week—and every week after—don't go uncomfortably numb. **#GetReal** about how you feel. And name it, don't numb it.

Court Dispositions Redacted Version Now Being Released



Our Weekly Court Disposition is a report sent out every week to officers advising the outcome of arrests and charges that have occurred in the city. The court's disposition is the final settlement of the matter pending an appeal.

This redacted version is an illustration of what types of charges meet the court's requirement of release with conditions, what type of penalties are being issued upon conviction and how many charges are simply being withdrawn.

The St. Thomas Police Service has long explained that our abilities are limited with the current "catch and release" approach to justice. Officers across Ontario exhaust themselves policing their cities with fairness, compassion, dignity and respect only to see the same offenders being arrested repeatedly.

We cannot arrest our way out of the cycle of poverty, addiction, homelessness and mental health, nor should vulnerable people be treated like criminals. It will take an authentic and genuine commitment from all of

our community partners and levels of government to help those who cannot help themselves.

Moving forward, it is our plan to release the weekly court dispositions every Monday.



STPS Experience Benefits of New Technology

New Taser 7



The new Taser 7 has been in service for just a few months now with recently added body camera technology. Last weekend STPS Officers experienced the benefits of using the state of the art design during a disturbance in the downtown core. Officers were attempting to de-escalate an agitated man smashing a vehicle with a hockey stick when a Taser 7 was deployed. One of the darts did not connect with the subject however; the Officer was able to immediately deploy a second time without the delay of having to manually change cartridges. The agitated man was safely taken into custody without further incident and the entire interaction was recorded on body worn cameras.

In the Media



IANSCITYSCOPE.COM

St. Thomas Police Chief Chris Herridge calls for a 'two-stream' criminal justice system

It's a great question. How are police supposed to keep this community safe when the courts continually release or deal lightly with repeat offenders? Some with dozens of outstanding and fail t...

<https://ianscityscope.com/2021/05/29/st-thomas-police-chief-chris-herridge-calls-for-a-two-stream-criminal-justice-system/?fbclid=IwAR33SdcBLPFgNLk34Ro25a4YH8ks8OTd-TAFpN27sfs9vNayojzp67hJW-k>



LONDON CTVNEWS.CA
It's out of our control: St. Thomas police explain limitations surrounding 'circular justice'

<https://london.ctvnews.ca/it-s-out-of-our-control-st-thomas-police-explain-limitations-surrounding-circular-justice-1.5414165?fbclid=IwAR1LwnYlrcTXRuaf2nNwyb4CzBvUKzMPL66sgn5boQCXS88mjA9pPPAZLeU>



<https://www.stthomastoday.ca/2021/05/05/unsung-hero-constable-katherine-mcneil/>



More in the Core



Summer is right around the corner and no one is looking forward to the warm weather more than the Downtown Beat Patrol Unit here at STPS!

Every year the Police Service enhances Officer Presence in the core to engage with the business owners, customers and service providers alike as people begin to emerge from winter hibernation.

Last year we were pleased to see new patios in front several restaurants spilling out onto the streets adding more life and vibrancy to Talbot Street despite the pandemic restrictions. We hope that summer 2021 brings even more activity and our Officers have the opportunity to engage with citizens as they walk the sidewalks and patrol the alleys along Talbot Street.

This year Constable Dan Spicer will be joining Constable Katherine McNeil on dedicated full time beat patrol. The two Officers will be supplemented by



Special Constables from our Court Division and assisted by STPS bike patrol covering downtown, parks, trails and paths.

Our Mobile Outreach Support Team (MOST) will also hit the sidewalks periodically throughout the day when not required for Crisis Services. It is the goal of our Service to have Officers on foot in the downtown between 8 am and 11 pm every day. We hope to see you downtown! Come meet Dan, stop for a chat and get to know this great Officer! He has a passion for the people of St Thomas and looks forward to getting to know you!

Incidents of Note

Weapons offence

On May 5 at 11:15pm, Officers were called to a Talbot St. apartment after receiving a call regarding a male pointing a firearm at another male. Police were able to view video surveillance of the event and were able to identify the suspect involved. The suspect Kevin Ashford was observed a short distance away on Talbot St. and was arrested without incident. The gun was not on his person. K9 attended and tracked the area and found a backpack that contained a sweater and a replica handgun. The backpack and clothing were the same as what the suspect was wearing at the time of the offence. Ashford is charged with pointing a firearm, Possession of imitation weapon for Dangerous Purpose, Carrying a concealed weapon, Possession of firearm or Ammunition and 3 counts of failing to Comply with Probation Order. He was held overnight for morning court.

On 08May/21 shortly after midnight, a member of the St. Thomas Police plain clothes unit observed a 42-year-old St. Thomas male operating a motor vehicle while suspended from driving, this male was also presently wanted on an arrest warrant. Moments later a uniformed officer in a marked police vehicle attempted to stop the motor vehicle. The suspect vehicle failed to stop for police and fled the area. As police had already identified the male in the vehicle,



no pursuit was initiated. As a result, the suspect is now being charged with criminal flight from police and several Highway Traffic Act offences.

Fatal Collision Investigation Complete

The investigation into a fatal collision involving a pedestrian that took place the afternoon of Monday April 26 is complete. Detectives from the STPS Criminal Investigations Unit along with members from the Traffic Collision Reconstruction Team have closed the investigation after more than a week. A seventy three year old St. Thomas woman succumbed to her injuries after being struck by a car while crossing Redan Street northbound at the intersection of First Avenue. Investigators have determined the driver, also facing north, turned left on an advanced green colliding with the pedestrian who was already in the crosswalk. No charges were laid against the driver.

Arrest made in Break and Enter

Members of the Property Crime Unit arrested a thirty-year-old male from St. Thomas Saturday afternoon in relation to a break and enter on Metcalfe Street last week. Following his arrest, a search warrant was executed at a south side residence where officers recovered property. Jordan Fiveash is charged with one count of break and enter one count of possession of property obtained by crime, breach of release order and two counts of fail to comply with probation order. He was held for a court appearance. A forty two year old female, Maureen Caron, of St. Thomas was also arrested and charged with one count of possession of property obtained by crime. She was released with a court date.



The Street Crime Unit from the St. Thomas Police Service has seized a large amount of illicit drugs destined for the streets of St. Thomas. Monday afternoon, Officers spotted a male known to them as a suspended driver operating a motorcycle with an unregistered plate. The driver was stopped and taken into custody without incident. During processing Officers seized a large amount of Fentanyl (32 grams), Crystal Methamphetamine (17 grams), illicit Ritalin tablets and Hydromorphone tablets with a street value of over \$18,000.00. Over one thousand dollars in cash along with drug paraphernalia including cell phones, digital scales, packaging, a flick knife and wooden baton were also seized.

As a result thirty three year old Justin Caudle of St. Thomas was additionally charged Possession for the Purpose of Trafficking x 2 (Fentanyl, Crystal Methamphetamine), Drug Possession x3 (Ritalin, Hydromorphone 6mil, Hydromorphone 4mil), Unauthorized Possession of a Weapon (flick knife), Drive While Under Suspension, Use Plate Not Authorized, Fail to Surrender Permit, Drive no Insurance and Use Validation not Furnished for Vehicle. Caudle was transported to the Colin McGregor Justice Building where he was held for a court appearance.



During Police Week, the Ontario Association of Chiefs of Police (OACP) encourages all police services to highlight their service, people, and many accomplishments. Starting in 1970, Police Week coincides with Peace Officers Memorial Day, which is recognized internationally on May 15. We want to celebrate community partnerships. All of us – police, communities, government, businesses, and ordinary citizens – must work together when it comes to public safety, crime prevention, and community engagement.

This year's provincial theme is "Working Together to keep our Communities Safe". With the ongoing challenges associated with COVID-19, now more than ever, police service personnel and community partners are playing a critical role in protecting Ontarians. The theme provides an opportunity to use social media, or other online platforms, to showcase the great work of police services across Ontario. It also emphasizes the importance of ongoing collaboration between police and community partners to support a holistic approach to service delivery and response efforts.



Private home security is a priority for residents and businesses in St. Thomas. This combined with population growth has led to an increasing number of video surveillance cameras being installed throughout the city. Security cameras are an effective crime prevention tool that also assists in solving crime. Police will often canvass the area to inquire about video surveillance while investigating a crime, which has occurred elsewhere in the neighbourhood.

The Security Camera Resource Mapping program is a community based crime prevention opportunity and investigative resource that enlists the help of St. Thomas residents. This program allows community members to voluntarily identify their residential or business video surveillance location through a simple

online form located on the St. Thomas Police Service website. Identified addresses will be mapped on a database of surveillance camera locations for officers to quickly and effectively direct resources when investigating criminal offences in your neighbourhood. Your participation in this innovative program is voluntary and can help deter and prevent crime.

Click the link to register your security camera today: <http://www.stps.on.ca/services/security-camera-program/>

This [#POLICEWEEK2021](#) the St. Thomas Police Service would like to remind you of our first formal bicycle registry program.

The St. Thomas Police Service has engaged the services of 529 Garage, a bike registration program that connects riders to each other in the St. Thomas area.

The app works to alert other St. Thomas-area bicyclists any time a bike is stolen or goes missing. Once the user determines his or her bike is missing, he activates an alert notification to 529 Garage, which sends out a broadcast to all users in the area to be on the lookout for the missing bicycle.

You can register your bike on the 529 Garage website or smartphone/tablet

It is easy to register, you simply download the app, input whatever information you wish as a point of contact for you, and even upload an image of your bike. This service is free and paid for by the St. Thomas Police Service.

http://www.stps.on.ca/services/services-bike_registry/





The St. Thomas Police Service is dedicated to safety. Awareness is often the first step in keeping yourself and the ones you love safe. As a part of our ongoing commitment to the citizens of St. Thomas, the service has launched a campaign to educate everyone on the dangers of Human Trafficking and how easily you could be trapped. We have installed eye-catching billboards in four bus shelters around the city. We hope these billboards will help start a conversation and raise awareness. [#policeweek2021](#) All over Ontario, innocent victims are being lured into Human Trafficking with promises of a perceived better life full of high value possessions and large social circles. Human Trafficking is not any of these things. It is the recruitment and harboring of persons for the purpose of exploitation in the sex trade industry or the forced labor industry. Traps to recruit victims into Human Trafficking are not always obvious.

The St. Thomas Police Service is part of a Provincial Strategy to end Human Trafficking. We work with agencies across the province to coordinate and fight against the ongoing victimization by Human Traffickers. As a part of this strategy we want to raise awareness and let people know, this can happen anywhere to anyone.

Learn more about Human Trafficking, how it can happen and where to go for help here:

<https://www.ontario.ca/page/human-trafficking>

Taking Part in the Viral “Sign War” Trend





Members from the Traffic Unit at The St. Thomas Police Service have compiled the results from our enhanced traffic patrols throughout Road Safety Week 2021. During the four-day blitz from May 19 to the 24th, the following charges were issued to drivers in the city:

- 59 Speeding
- 4 Cell Phone
- 4 Drive While Suspended
- 2 Disobey Stop Sign/Disobey Sign
- 5 No Plates/Fail to Properly Display Plates
- 6 Fail to Wear Seatbelt
- 8 Improper/No Muffler
- 1 Disobey Lane Light
- 1 Amber Light-Fail to Stop
- 1 Insecure Load
- 1 Drive With Windshield Coated
- 1 Fail to Surrender Licence
- 1 Fail to Have Permit for Vehicle
- 94 Charges in total



A seat belt inspection checkpoint was conducted on Wednesday the 19th. Approximately fifty drivers were stopped. All drivers and passengers were properly secured using their seatbelts. A Reduce Impaired Driving Everywhere (RIDE) spot check was also conducted on on Friday May 21st. Approximately one hundred drivers were stopped and no infractions were found.

The St. Thomas Police Service is dedicated to making a difference in the community and to ensure our citizens feel safe and secure, through excellence in policing. We are committed to working with all members of the community and we hold ourselves accountable in everything we do. That is why we would like to share with you a new feature recently launched on the website of The Office of the Independent Police Review Director.

The Office of the Independent Police Review Director has launched an easy-to-use service-by-service page that provides informative statistical information to the public. This page contains a snapshot of data (as of December 31, 2020) and includes features, such as a drop-down menu that will provide statistical information for each police service across the province.

The following information is also available:

- Conduct Complaints
- Conduct Allegations and Findings
- Request for Review Findings
- Service Complaints
- Policy Complaints
- Complaints That Have Not Yet Been Screened

We have included a link to the OIPRD dashboard on our website. Click the link for more info.

http://www.stps.on.ca/community/community-police_complaints/





In response to the increase in social challenges, specifically in the downtown, a community team was created to identify solutions to these complex health related problems. This team is comprised of many stakeholders from different areas such as service providers and business owners. It is important to bring together community partners as no one service or agency can solve the issues alone. A collaborative approach to address social issues such as poverty, addiction, homelessness and mental health is needed to enhance community safety and well-being in the city. For the latest updates on how this team is working to keep St. Thomas a great place to live, work and play. Click the links below to read the meeting minutes and learn about the latest action plans being implemented.



http://www.stps.on.ca/community/community-community_team/

From the Diversity Unit

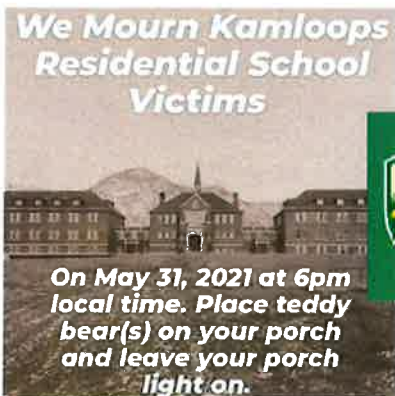
NATIONAL INDIGENOUS HISTORY MONTH

- JUNE 2021

“ . . Reconciliation is about establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country. In order for that to happen, there has to be awareness of the past, an acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour.”

In light of the recent discovery of 215 children who perished and were buried in a mass grave outside a Canadian Residential School, I personally have committed myself to learn more about Indigenous History in Canada. I want to do more than react and move on. I want to honour the memory of those children by taking action through learning.

If you feel the same way, please join me in this opportunity sponsored by the University of Alberta. It is free <https://www.coursera.org/learn/indigenous-canada>





CATHOLIC EDUCATION CENTRE
5200 Wellington Road S. London, Ontario N6E 3X8 Canada
T 519-663-2088 F 519-663-9250

May 26, 2021

St. Thomas Police Services

Attention: Chief Chris Herridge

Delivered via email

Dear Chief Herridge,

With the close of the school year just weeks away, the London District Catholic School Board of Trustees (LDCSB) wants to recognize the excellent and ingoing services of your officers and staff and thank you for keeping our students, families, staff, and all community members safe and protected during these very challenging times.

As one of our first-line responders and community partners your contributions are invaluable. Too often we forget to say thank you and take for granted the people and organizations that allow us to feel safe and be safe. The women and men who serve under you deserve our LDCSB deliberately expressed thanks, gratitude, and deep respect for the work they do.

I hope you will share our thanks with those women and men and let them know we are aware of their tireless efforts on our behalf and we are very grateful.

My best regards,

A handwritten signature in black ink, appearing to read "Linda Steel", is written in a cursive style.

Linda Steel

Chair, London District Catholic School Board

519-681-5697

pdgi@sympatico.ca lsteel@ldcsb.ca