



# Police Services Board Meeting

Constable Colin McGregor Building

January 28, 2026

**AGENDA**

## CALL MEETING TO ORDER

## **RE-APPOINTMENT OF BOARD MEMBERS**

A letter from the Solicitor General to Board Member Dan Reith dated November 20, 2025 confirming re-appointment for the period of one (1) year, effective January 1, 2026.

## **APPOINTMENT OF CHAIR AND VICE CHAIR FOR THE YEAR 2026**

Nominations to elect members to the positions of Chair and Vice Chair for 2026.

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

Nominations to elect members to the Finance/Bargaining Committee for 2026.

## **DECLARATION OF CONFLICT**

## **ADDITIONS TO AGENDA**

## **NEW HIRES/PROMOTIONS/CONTRACT RENEWALS**

Name	Position	Start Date
Dan Ainsworth	Special Constable	December 1, 2025
Jayden Engberts	Cadet	January 5, 2026

## **SPECIAL CONSTABLE APPOINTMENTS/RENEWALS**

Name	Appointment / Re-Appointment Date	Status
Dan Ainsworth	December 3, 2025	Appointment

## **MINUTES**

Confirmation of the minutes of the meeting held November 19, 2025.

## **DEPUTATIONS**

## **REPORTS**

### Revenues and Expenditures

Financial Statements (YTD Performance) for 2025 as of January 9, 2026.

## Revenues and Expenditures

Financial Statements (YTD Performance) for 2026 as of January 9, 2026.

## Strategic Plan | Year End Reporting

A report (CHIEF-2026-01) from Chief Roskamp re: 2025 Year End Reporting Updates for the STPS Strategic Plan.

## Strategic Plan | Metrics on Police Assistance to Victims of Crime

A report (CHIEF-2026-03) from Chief Roskamp re: Strategic Plan | Metrics on Police Assistance to Victims of Crime .

## Strategic Plan | Metrics on Police interactions with persons who appear to have a mental illness or a neurodevelopmental disability

A report (CHIEF-2026-03) from Chief Roskamp re: Strategic Plan | Metrics on Police interactions with persons who appear to have a mental illness or a neurodevelopmental disability.

## Annual Reports

- 2025 Body Worn Camera Report
- 2025 CCTV Report
- 2025 CIICC Report
- 2025 Crime Stoppers Report
- 2025 OT Court Budget
- 2025 Professional Standards
- 2025 Pursuit Report
- 2025 Speed Safety Annual Report
- 2025 Use of Force

## Protective Services Report

A report from Corporate Communications dated September 2025 – December 2025.

## Ontario Naloxone Program

Fourth Quarter report dated January 1, 2026.

## **PETITIONS AND COMMUNICATIONS**

### Advocacy Document – Provincial Budget Consultations, Policing Costs

A letter from Chair Dan Reith and Chief Marc Roskamp dated January 9, 2026 re: Ensuring Equitable and Sustainable Police Funding in Ontario | Provincial Budget Consultations.

### Request for Equitable Provincial Support for Municipally Policed Communities

A letter from LaSalle Police Service to the Solicitor General of Ontario dated November 13, 2025 re: Request for Equitable Provincial Support for Municipally Policed Communities.

### Next Generation 9-1-1 (NG911) Year 4 Transition Support Grant

A letter from the Ministry of the Solicitor General dated December 9, 2025 confirming grant application approval in the amount of \$311,607 to support eligible expenditures.

### Victim Support Grant Program (VSG)

An email from the Ministry of the Solicitor General dated December 9, 2025 confirming grant application approval in the amount of \$341,400.00 over a two year period to support eligible expenditures.

### Letter of Thanks | St. Thomas Optimist Club

A letter from the St. Thomas Optimist Club thanking the St. Thomas Police Service for their involvement in the St. Thomas Parade 2025.

### Sponsor a Family | Christmas 2025

A picture from the Christmas Gift Presentation to Social Services including Heather Sheridan, Director of Social Services and members of the Police Services Board and Executive Leadership Team.

### Thank You Card | St. Thomas-Elgin Social Services

A letter of thanks to the Police Services Board and Executive Leadership Team for sponsoring the family for Christmas 2025.

### Blue Line | Top 10 Articles of the Year

Blue Line Magazine recognized the St. Thomas Police Service in its Top 10 Articles of the Year, ranking the Service at #7. The featured article highlights the Wellness Navigation Project and its mission to normalize mental health within law enforcement.

### Investigative Funding Grant (IFG)

An email from Criminal Intelligence Service Ontario dated January 9, 2026 confirming grant application approval in the amount of \$150,000.00.

## 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

November 19, 2025

**MINUTES**

## ATTENDANCE:

D. Reith	Chair
L. Coates	Vice Chair
J. Preston	Member
J. Jackson	Member
R. Gibson	Member

## OFFICIALS:

M. Roskamp	Chief of Police
S. Bogart	Staff Inspector
T. Terpstra	Executive Administrator

## REGRETS:

None.

## GUESTS:

## MEDIA:

None.

## DECLARATION OF CONFLICT

## ADDITIONS TO AGENDA

## NEW HIRES/ PROMOTIONS/CONTRACT RENEWALS

Name	Position	Start Date
Bradley Heath	Cadet	December 1, 2025

**Moved By:** J. Preston

**Seconded By:** L. Coates

THAT: The Police Services Board approve the following new hires:

- Bradley Heath | Cadet (December 1, 2025)

Carried.

## SPECIAL CONSTABLE APPOINTMENTS

None.

## **MINUTES**

**Moved By:** L. Coates  
**Seconded By:** J. Preston

THAT: The minutes of the meeting held October 22, 2025 be confirmed.

Carried.

## **DEPUTATIONS**

### **REPORTS**

#### **Revenues and Expenditures**

**Moved By:** J. Preston  
**Seconded By:** L. Coates

THAT: The Police Services Board approve the Financial Statements (YTD Performance) for 2025 as of November 10, 2025.

Carried.

## **UNFINISHED BUSINESS**

### **NEW BUSINESS**

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

**Moved By:** L. Coates  
**Seconded By:** J. Preston

THAT: The Police Services Board move to closed session to discuss subject matter as outlined in the CSPA section 44(2).

Carried.

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

**Moved By:** J. Jackson  
**Seconded By:** L. Coates

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

Carried.

## **ADJOURNMENT**

**Moved By:** L. Coates  
**Seconded By:** J. Jackson

THAT: We do now adjourn at 9:14 a.m.

Carried.

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Dan Reith  
Police Services Board Chair

**Solicitor General**

Office of the Solicitor General

25 Grosvenor Street, 18<sup>th</sup> Floor  
Toronto ON M7A 1Y6

[REDACTED]

**Solliciteur général**

Bureau du solliciteur général

25, rue Grosvenor, 18<sup>e</sup> étage  
Toronto ON M7A 1Y6  
Tél. : 416 326-5000  
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Minister.SOLGEN@ontario.ca



132-2025-4339

**By email**

November 20, 2025

Daniel Reith  
16 Rosebery Place  
St. Thomas ON N5R 2H7

Dear Daniel Reith:

I am pleased to enclose a copy of Order in Council 1476/2025 reappointing you as a member of the St. Thomas Police Service Board for a period of one (1) year, effective January 1, 2026.

Should you have any questions, please contact Gita Ramburuth, Appointments Officer, by email at [REDACTED] or by phone at [REDACTED]. Once again, thank you for your continued support and commitment to policing in Ontario.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Michael S. Kerzner'.

The Honourable Michael S. Kerzner  
Solicitor General

Enclosure

c: Joe Preston, Mayor  
St. Thomas Police Services Board

Ron LeClair Police Services Advisor  
Inspectorate of Policing

Gita Ramburuth, Appointments Officer  
Public Safety Division



# Police Services Board Meeting

Constable Colin McGregor Building  
**REPORT**

**DIRECTED TO:**

**St. Thomas Police Services Board**

**PREPARED BY:**

**Chief Marc Roskamp**

**SUBJECT:**

**Request for the Appointment of Special Constable Daniel Ainsworth**

**MEETING DATE:**

**December 3, 2025 (Appointment Request Date)**

**REPORT #**

**CHIEF-2025-SPCST6**

**REPORT TITLE:**

**Applications for the Appointment of Special Constable Daniel Ainsworth**

**Recommendation:**

*That: Report #CHIEF-2025-SPCST6; that the Police Services Board approve the required appointment for the Special Constable designation for Daniel Ainsworth as per the Community Safety and Policing Act - Ontario Regulation 396/23.*

**Background:**

The Community Safety and Policing Act authorizes and requires that approved Police Services Board employers now designate their own respective members as Special Constables. The application attached is to appoint Special Constable Daniel Ainsworth who has been employed since December 1, 2025.

The attached justification of duties and job description document outlines and supports the requisite criteria and specific duties for which this member will be responsible. These justifications, powers and purposes are in alignment with the Community Safety and Policing Act, O. Reg. 396/23. Powers and purposes assigned will not go beyond the powers and purposes as listed for Item 1 Special Constables in the Schedule of Purposes and Powers for Certificates of Appointment and Permitted Weapons.

**Analysis**

Not applicable.

**Financial Impact**

Not applicable.

Respectfully,

A handwritten signature in black ink, appearing to read 'M. Roskamp'.

Marc Roskamp  
Chief of Police

## YTD Budget vs. Actual

Years	Months	Department	Refreshed: Jan 09, 2026
2025	0 1 2 3 4 5 6 7 8 9 10 11 12	20 Police Services	

Sub-Department	Program	Rev/Exp	Account	Description	YTD Actual	YTD Budget	YTD Variance	Yearly Budget
20 Police Services Board	100 General	Expense	1-20-20-100-3011	Reg Part-time Salaries & Wages	10,512	9,152	(1,360)	9,152
			1-20-20-100-3120	Statutory Benefits	751	590	(161)	590
			1-20-20-100-4005	Receptions & Public Relations	5,198	5,000	(198)	5,000
			1-20-20-100-4040	Legal Fees & Expenses	1,959	2,000	41	2,000
			Expense Total		18,420	16,742	(1,678)	16,742
<b>20 Police Services Board Total</b>					<b>18,420</b>	<b>16,742</b>	<b>(1,678)</b>	<b>16,742</b>
21 Police Services	100 General	Revenue	1-20-21-100-2240	OPC Recoveries	(999,109)	(1,260,627)	(261,518)	(1,260,627)
			1-20-21-100-2252	RCMP Prints Recovery	(4,104)	10,000	14,104	10,000
			1-20-21-100-2255	Paid Duty Recovery	(8,242)	(40,000)	(31,758)	(40,000)
			1-20-21-100-2500	Donations	(2,000)	0	2,000	0
			1-20-21-100-2510	Police Recoveries	(58,490)	(85,000)	(26,510)	(85,000)
			Revenue Total		(1,071,945)	(1,375,627)	(303,682)	(1,375,627)
		Expense	1-20-21-100-3010	Reg Full-time Salaries & Wages	13,900,566	14,299,924	399,357	14,299,924
			1-20-21-100-3011	Reg Part-time Salaries & Wages	44,230	44,316	86	44,316
			1-20-21-100-3012	Paid Duty Wages	50,121	10,000	(40,121)	10,000
			1-20-21-100-3039	Premium overtime/Standby	49,299	57,300	8,001	57,300
			1-20-21-100-3090	Overtime	194,947	300,000	105,053	300,000
			1-20-21-100-3091	Statutory Holiday Pay	131,874	96,000	(35,874)	96,000
			1-20-21-100-3120	Statutory Benefits	991,874	1,318,890	327,016	1,318,890
			1-20-21-100-3130	Employer Benefits	1,859,738	1,904,913	45,175	1,904,913
			1-20-21-100-3135	OMERS	1,602,328	1,465,192	(137,135)	1,465,192
			1-20-21-100-3210	Car Allowance	13,583	12,000	(1,583)	12,000
			1-20-21-100-3211	Clothing/Uniform Allowance	26,931	26,700	(231)	26,700
			1-20-21-100-4005	Public Relations	12,819	13,000	181	13,000
			1-20-21-100-4020	Tuition Reimbursement	5,000	5,000	0	5,000
			1-20-21-100-4023	Association Membership Fees	5,925	5,000	(925)	5,000
			1-20-21-100-4024	Employee Assistance Program	5,606	4,100	(1,506)	4,100
			1-20-21-100-4027	Training	170,496	175,000	4,504	175,000

<b>21 Police Services</b>	<b>100 General</b>	Expense	<b>1-20-21-100-4036</b>	Member Wellness	63,293	70,000	6,707	70,000
			<b>1-20-21-100-4040</b>	Legal Fees & Expenses	26,116	5,000	(21,116)	5,000
			<b>1-20-21-100-4051</b>	Advertising, Marketing & Prom.	3,012	8,000	4,988	8,000
			<b>1-20-21-100-4057</b>	Forensic Analyst	14,770	12,000	(2,770)	12,000
			<b>1-20-21-100-4077</b>	CSP Grant - Prov Priorities Expenditures	0	0	(0)	0
			<b>1-20-21-100-4089</b>	RCMP Prints Expense	4,716	5,000	284	5,000
			<b>1-20-21-100-4147</b>	Operating Equip. Maint/Repair	199	3,000	2,801	3,000
			<b>1-20-21-100-4168</b>	OPTIC	90,179	120,000	29,821	120,000
			<b>1-20-21-100-4170</b>	Downtown Satellite Office	17,299	20,000	2,701	20,000
			<b>1-20-21-100-4176</b>	Operating Equipment Rent/Lease	8,905	12,000	3,095	12,000
			<b>1-20-21-100-4240</b>	Telephone/Fax Services	85,563	60,000	(25,563)	60,000
			<b>1-20-21-100-4257</b>	Regular Postage	0	1,500	1,500	1,500
			<b>1-20-21-100-4259</b>	Courier	5,268	5,000	(268)	5,000
			<b>1-20-21-100-4272</b>	Printing	5,042	6,000	958	6,000
			<b>1-20-21-100-4503</b>	Pipes & Drum Band	7,352	5,000	(2,352)	5,000
			<b>1-20-21-100-4504</b>	CCTV Surveillance Systems	5,754	5,000	(754)	5,000
			<b>1-20-21-100-4700</b>	Service Charges	1,116	0	(1,116)	0
			<b>1-20-21-100-5010</b>	General Supplies	33,063	45,000	11,937	45,000
			<b>1-20-21-100-5011</b>	Office Supplies	5,272	10,000	4,728	10,000
			<b>1-20-21-100-5040</b>	Safety Supplies	8,775	5,000	(3,775)	5,000
			<b>1-20-21-100-5041</b>	Body Armour	14,259	5,000	(9,259)	5,000
			<b>1-20-21-100-5045</b>	Uniforms/Supplies	106,273	80,000	(26,273)	80,000
			<b>1-20-21-100-5060</b>	Major Crime Expenses	20,762	15,000	(5,762)	15,000
			<b>1-20-21-100-5061</b>	Forensic Identification Supplies	6,766	10,000	3,234	10,000
			<b>1-20-21-100-5062</b>	Canine Unit Supplies	37,569	40,000	2,431	40,000
			<b>1-20-21-100-5063</b>	Critical Incident Response Team	52,269	45,000	(7,269)	45,000
			<b>1-20-21-100-5071</b>	Office Furniture Purchases	3,926	5,000	1,074	5,000
			<b>1-20-21-100-5073</b>	Equipment Purchases - Axon	114,482	120,000	5,518	120,000
			<b>1-20-21-100-5075</b>	Equipment Maint/Repair Supply	39,609	35,000	(4,609)	35,000
			<b>1-20-21-100-5510</b>	Books & Subscriptions	1,436	1,000	(436)	1,000
			<b>1-20-21-100-5580</b>	IT Systems	203,200	175,000	(28,200)	175,000
			<b>1-20-21-100-5700</b>	Vehicle Purchases	182,389	175,000	(7,389)	175,000
			<b>1-20-21-100-7011</b>	Transfer to/from Police Reserve	(200,000)	(200,000)	0	(200,000)
			<b>1-20-21-100-7700</b>	Expenditures from Police Reserve	2,386	0	(2,386)	0
		Expense Total			20,036,359	20,640,835	604,476	20,640,835
<b>210 RIDE</b>		Revenue	<b>1-20-21-210-2035</b>	RIDE Grant	(15,839)	(15,000)	839	(15,000)
			Revenue Total		(15,839)	(15,000)	839	(15,000)

<b>21 Police Services</b>	<b>210 RIDE</b>							
	<b>211 CSP - Local</b>	Revenue	<b>1-20-21-211-2035</b>	CSP Grant - Local Priorities	(236,078)	(426,231)	(190,153)	(426,231)
		Revenue Total			(236,078)	(426,231)	(190,153)	(426,231)
		Expense	<b>1-20-21-211-5012</b>	CSP Expenditures - Local Priorities	21,660	0	(21,660)	0
		Expense Total			21,660	0	(21,660)	0
	<b>212 CSP - Provincial</b>	Revenue	<b>1-20-21-212-2035</b>	CSP Grant - Prov Priorities	(60,000)	(568,228)	(508,228)	(568,228)
		Revenue Total			(60,000)	(568,228)	(508,228)	(568,228)
		Expense	<b>1-20-21-212-5012</b>	CSP Expenditures -Prov. Priorities	37,681	0	(37,681)	0
		Expense Total			37,681	0	(37,681)	0
	<b>213 Dispatching</b>	Revenue	<b>1-20-21-213-2075</b>	Aylmer Police Dispatching Revenue	(91,476)	(105,000)	(13,524)	(105,000)
		Revenue Total			(91,476)	(105,000)	(13,524)	(105,000)
	<b>215 Victim Support</b>	Revenue	<b>1-20-21-215-2035</b>	Victim Support Grant	0	(125,000)	(125,000)	(125,000)
		Revenue Total			0	(125,000)	(125,000)	(125,000)
		Expense	<b>1-20-21-215-5012</b>	VSG Expenditures	0	125,000	125,000	125,000
		Expense Total			0	125,000	125,000	125,000
	<b>217 CCTV</b>	Revenue	<b>1-20-21-217-2035</b>	Provincial Funding CCTV	(2,550)	0	2,550	0
			<b>1-20-21-217-2080</b>	CCTV Grants	(22,200)	0	22,200	0
		Revenue Total			(24,750)	0	24,750	0
		Expense	<b>1-20-21-217-5012</b>	CCTV Expenditures	22,288	0	(22,288)	0
		Expense Total			22,288	0	(22,288)	0
	<b>218 CISO</b>	Revenue	<b>1-20-21-218-2035</b>	CISO Membership Grant	(7,669)	(8,000)	(331)	(8,000)
		Revenue Total			(7,669)	(8,000)	(331)	(8,000)
		Expense	<b>1-20-21-218-5010</b>	CISO IFG Expenditures	2,231	0	(2,231)	0
			<b>1-20-21-218-5012</b>	CISO Membership Grant Expenditures	7,477	0	(7,477)	0
		Expense Total			9,707	0	(9,707)	0
	<b>220 NG911</b>	Revenue	<b>1-20-21-220-2035</b>	NG911 Special Project Grant	(894,884)	(1,466,063)	(571,179)	(1,466,063)
		Revenue Total			(894,884)	(1,466,063)	(571,179)	(1,466,063)

<b>21 Police Services</b>	<b>220 NG911</b>	Expense	<b>1-20-21-220-5012</b>	NG911 Special Project Expenditures	912,189	800,000	(112,189)	800,000
		Expense Total			912,189	800,000	(112,189)	800,000
<b>221 MCRT</b>		Revenue	<b>1-20-21-221-2035</b>	MCRT Grant	(79,359)	(79,359)	(0)	(79,359)
		Revenue Total			(79,359)	(79,359)	(0)	(79,359)
		Expense	<b>1-20-21-221-5012</b>	MCRT Expenditures	70,300	0	(70,300)	0
		Expense Total			70,300	0	(70,300)	0
<b>222 PAT</b>		Revenue	<b>1-20-21-222-2035</b>	PAT Grant	(205,374)	(270,042)	(64,668)	(270,042)
		Revenue Total			(205,374)	(270,042)	(64,668)	(270,042)
		Expense	<b>1-20-21-222-5012</b>	PAT Expenditures	14,076	0	(14,076)	0
		Expense Total			14,076	0	(14,076)	0
<b>223 BCWA</b>		Revenue	<b>1-20-21-223-2035</b>	BCWA Grant	(67,000)	(467,118)	(400,118)	(467,118)
		Revenue Total			(67,000)	(467,118)	(400,118)	(467,118)
		Expense	<b>1-20-21-223-5012</b>	BCWA Expenditures	99,074	0	(99,074)	0
		Expense Total			99,074	0	(99,074)	0
<b>800 Building</b>		Expense	<b>1-20-21-800-4063</b>	Garbage Collection	9,753	7,000	(2,753)	7,000
			<b>1-20-21-800-4075</b>	Service Contracts	34,731	35,000	269	35,000
			<b>1-20-21-800-4120</b>	Janitorial Services	97,502	85,000	(12,502)	85,000
			<b>1-20-21-800-4141</b>	Contracted Building Maintenance	64,523	55,000	(9,523)	55,000
			<b>1-20-21-800-4147</b>	Operating Equip. Maint/Repair	10,739	10,000	(739)	10,000
			<b>1-20-21-800-5020</b>	Building Maintenance Supplies	5,354	5,000	(354)	5,000
			<b>1-20-21-800-5410</b>	Electricity (Hydro)	72,943	65,000	(7,943)	65,000
			<b>1-20-21-800-5415</b>	Utilities - Water/Sewer	11,286	15,000	3,714	15,000
			<b>1-20-21-800-5421</b>	Natural gas	4,970	20,000	15,030	20,000
		Expense Total			311,800	297,000	(14,800)	297,000
<b>21 Police Services Total</b>					<b>18,780,762</b>	<b>16,957,167</b>	<b>(1,823,594)</b>	<b>16,957,167</b>
<b>22 PS Fleet</b>	<b>900 Vehicles</b>	Expense	<b>1-20-22-900-4145</b>	Vehicle Repairs & Maintenance	33,850	251,000	217,150	251,000
		Expense Total			33,850	251,000	217,150	251,000

22 PS Fleet	901 Vehicle 1	Expense	1-20-22-901-4145	Vehicle Repairs & Maintenance	10,134	0	(10,134)	0
			1-20-22-901-5435	Gasoline - Operating	7,862	0	(7,862)	0
		Expense Total			17,995	0	(17,995)	0
902 Vehicle 2	902 Vehicle 2	Expense	1-20-22-902-4145	Vehicle Repairs & Maintenance	11,507	0	(11,507)	0
			1-20-22-902-5435	Gasoline - Operating	11,296	0	(11,296)	0
		Expense Total			22,802	0	(22,802)	0
903 Vehicle 3	903 Vehicle 3	Expense	1-20-22-903-4145	Vehicle Repairs & Maintenance	1,086	0	(1,086)	0
			1-20-22-903-5435	Gasoline - Operating	573	0	(573)	0
		Expense Total			1,659	0	(1,659)	0
904 Vehicle 4	904 Vehicle 4	Expense	1-20-22-904-4145	Vehicle Repairs & Maintenance	701	0	(701)	0
			1-20-22-904-5435	Gasoline - Operating	1,835	0	(1,835)	0
		Expense Total			2,536	0	(2,536)	0
905 Vehicle 5	905 Vehicle 5	Expense	1-20-22-905-5435	Gasoline - Operating	190	0	(190)	0
		Expense Total			190	0	(190)	0
906 Vehicle 6	906 Vehicle 6	Expense	1-20-22-906-4145	Vehicle Repairs & Maintenance	12,711	0	(12,711)	0
			1-20-22-906-5435	Gasoline - Operating	14,519	0	(14,519)	0
		Expense Total			27,230	0	(27,230)	0
907 Vehicle 7	907 Vehicle 7	Expense	1-20-22-907-4145	Vehicle Repairs & Maintenance	14,188	0	(14,188)	0
			1-20-22-907-5435	Gasoline - Operating	15,345	0	(15,345)	0
		Expense Total			29,533	0	(29,533)	0
908 Vehicle 8	908 Vehicle 8	Expense	1-20-22-908-4145	Vehicle Repairs & Maintenance	19,901	0	(19,901)	0
			1-20-22-908-5435	Gasoline - Operating	11,741	0	(11,741)	0
		Expense Total			31,642	0	(31,642)	0
910 Vehicle 10	910 Vehicle 10	Expense	1-20-22-910-4145	Vehicle Repairs & Maintenance	2,279	0	(2,279)	0
			1-20-22-910-5435	Gasoline - Operating	4,996	0	(4,996)	0
		Expense Total			7,275	0	(7,275)	0
911 Vehicle 11	911 Vehicle 11	Expense	1-20-22-911-4145	Vehicle Repairs & Maintenance	499	0	(499)	0
			1-20-22-911-5435	Gasoline - Operating	1,624	0	(1,624)	0
		Expense Total			2,123	0	(2,123)	0

<b>22 PS Fleet</b>							
	911 Vehicle 11						
<b>912 Vehicle 12</b>	Expense	<b>1-20-22-912-4145</b>	Vehicle Repairs & Maintenance	1,358	0	(1,358)	0
		<b>1-20-22-912-5435</b>	Gasoline - Operating	6,124	0	(6,124)	0
	<b>Expense Total</b>			7,481	0	(7,481)	0
<b>914 Vehicle 14</b>	Expense	<b>1-20-22-914-4145</b>	Vehicle Repairs & Maintenance	6,960	0	(6,960)	0
		<b>1-20-22-914-5435</b>	Gasoline - Operating	11,140	0	(11,140)	0
	<b>Expense Total</b>			18,099	0	(18,099)	0
<b>915 Vehicle 15</b>	Expense	<b>1-20-22-915-4145</b>	Vehicle Repairs & Maintenance	1,322	0	(1,322)	0
		<b>1-20-22-915-5435</b>	Gasoline - Operating	1,045	0	(1,045)	0
	<b>Expense Total</b>			2,366	0	(2,366)	0
<b>916 Vehicle 16</b>	Expense	<b>1-20-22-916-5435</b>	Gasoline - Operating	197	0	(197)	0
	<b>Expense Total</b>			197	0	(197)	0
<b>917 Vehicle 17</b>	Expense	<b>1-20-22-917-4145</b>	Vehicle Repairs & Maintenance	620	0	(620)	0
		<b>1-20-22-917-5435</b>	Gasoline - Operating	858	0	(858)	0
	<b>Expense Total</b>			1,478	0	(1,478)	0
<b>918 Vehicle 18</b>	Expense	<b>1-20-22-918-4145</b>	Vehicle Repairs & Maintenance	91	0	(91)	0
		<b>1-20-22-918-5435</b>	Gasoline - Operating	889	0	(889)	0
	<b>Expense Total</b>			980	0	(980)	0
<b>919 Vehicle 19</b>	Expense	<b>1-20-22-919-4145</b>	Vehicle Repairs & Maintenance	1,937	0	(1,937)	0
		<b>1-20-22-919-5435</b>	Gasoline - Operating	1,252	0	(1,252)	0
	<b>Expense Total</b>			3,189	0	(3,189)	0
<b>920 Vehicle 20</b>	Expense	<b>1-20-22-920-4145</b>	Vehicle Repairs & Maintenance	102	0	(102)	0
		<b>1-20-22-920-5435</b>	Gasoline - Operating	858	0	(858)	0
	<b>Expense Total</b>			960	0	(960)	0
<b>921</b>	Expense	<b>1-20-22-921-4145</b>	Vehicle Repairs & Maintenance	5,676	0	(5,676)	0
		<b>1-20-22-921-5435</b>	Gasoline - Operating	10,769	0	(10,769)	0
	<b>Expense Total</b>			16,445	0	(16,445)	0
<b>922</b>	Expense	<b>1-20-22-922-4145</b>	Vehicle Repairs & Maintenance	4,293	0	(4,293)	0
		<b>1-20-22-922-5435</b>	Gasoline - Operating	2,599	0	(2,599)	0

22 PS Fleet	922	Expense Total	6,892	0	(6,892)	0
	923	Expense      1-20-22-923-4145      Vehicle Repairs & Maintenance	176	0	(176)	0
		1-20-22-923-5435      Gasoline - Operating	4,837	0	(4,837)	0
		Expense Total	5,012	0	(5,012)	0
	924	Expense      1-20-22-924-5435      Gasoline - Operating	1,949	0	(1,949)	0
		Expense Total	1,949	0	(1,949)	0
	936 Vehicle 36	Expense      1-20-22-936-5435      Gasoline - Operating	287	0	(287)	0
		Expense Total	287	0	(287)	0
	942 Vehicle 42	Expense      1-20-22-942-4145      Vehicle Repairs & Maintenance	1,561	0	(1,561)	0
		1-20-22-942-5435      Gasoline - Operating	573	0	(573)	0
		Expense Total	2,134	0	(2,134)	0
	946 Vehicle 46	Expense      1-20-22-946-4145      Vehicle Repairs & Maintenance	2,242	0	(2,242)	0
		Expense Total	2,242	0	(2,242)	0
	947 Vehicle 47	Expense      1-20-22-947-4145      Vehicle Repairs & Maintenance	3,250	0	(3,250)	0
		1-20-22-947-5435      Gasoline - Operating	1,396	0	(1,396)	0
		Expense Total	4,646	0	(4,646)	0
	951 Vehicle 51	Expense      1-20-22-951-4145      Vehicle Repairs & Maintenance	2,519	0	(2,519)	0
		1-20-22-951-5435      Gasoline - Operating	9,451	0	(9,451)	0
		Expense Total	11,970	0	(11,970)	0
	952 Vehicle 52	Expense      1-20-22-952-4145      Vehicle Repairs & Maintenance	60	0	(60)	0
		1-20-22-952-5435      Gasoline - Operating	172	0	(172)	0
		Expense Total	232	0	(232)	0
	956 Vehicle 56	Expense      1-20-22-956-4145      Vehicle Repairs & Maintenance	432	0	(432)	0
		1-20-22-956-5435      Gasoline - Operating	435	0	(435)	0
		Expense Total	867	0	(867)	0
	958 Vehicle 58	Expense      1-20-22-958-4145      Vehicle Repairs & Maintenance	(25)	0	25	0
		Expense Total	(25)	0	25	0

<b>22 PS Fleet</b>	<b>960 Vehicle 60</b>	Expense	<b>1-20-22-960-4145</b>	Vehicle Repairs & Maintenance	68	0	(68)	0
			<b>1-20-22-960-5435</b>	Gasoline - Operating	1,395	0	(1,395)	0
		<b>Expense Total</b>			1,463	0	(1,463)	0
<b>961 Vehicle 61</b>		Expense	<b>1-20-22-961-4145</b>	Vehicle Repairs & Maintenance	7,249	0	(7,249)	0
			<b>1-20-22-961-5435</b>	Gasoline - Operating	6,649	0	(6,649)	0
		<b>Expense Total</b>			13,898	0	(13,898)	0
<b>962 Vehicle 62</b>		Expense	<b>1-20-22-962-4145</b>	Vehicle Repairs & Maintenance	5,805	0	(5,805)	0
			<b>1-20-22-962-5435</b>	Gasoline - Operating	6,000	0	(6,000)	0
		<b>Expense Total</b>			11,805	0	(11,805)	0
<b>964 Vehicle 64</b>		Expense	<b>1-20-22-964-4145</b>	Vehicle Repairs & Maintenance	1,918	0	(1,918)	0
			<b>1-20-22-964-5435</b>	Gasoline - Operating	3,578	0	(3,578)	0
		<b>Expense Total</b>			5,496	0	(5,496)	0
<b>966 Vehicle 66</b>		Expense	<b>1-20-22-966-4145</b>	Vehicle Repairs & Maintenance	268	0	(268)	0
			<b>1-20-22-966-5435</b>	Gasoline - Operating	773	0	(773)	0
		<b>Expense Total</b>			1,041	0	(1,041)	0
<b>967 Vehicle 67</b>		Expense	<b>1-20-22-967-4145</b>	Vehicle Repairs & Maintenance	161	0	(161)	0
			<b>1-20-22-967-5435</b>	Gasoline - Operating	880	0	(880)	0
		<b>Expense Total</b>			1,041	0	(1,041)	0
<b>22 PS Fleet Total</b>					<b>298,979</b>	<b>251,000</b>	<b>(47,979)</b>	<b>251,000</b>
<b>23 PS Courthouse</b>	<b>100 General</b>	Revenue	<b>1-20-23-100-2035</b>	CSPT Court Security Prisoner Trans. Grant	(515,215)	(744,446)	(229,231)	(744,446)
			<b>1-20-23-100-2510</b>	Courthouse Recoveries	(40,640)	(60,000)	(19,360)	(60,000)
		<b>Revenue Total</b>			(555,855)	(804,446)	(248,591)	(804,446)
		Expense	<b>1-20-23-100-3010</b>	Reg Full-time Salaries & Wages	512,731	637,203	124,472	637,203
			<b>1-20-23-100-3011</b>	Reg Part-time Salaries & Wages	371,374	317,557	(53,817)	317,557
			<b>1-20-23-100-3090</b>	Overtime	3,683	5,000	1,317	5,000
			<b>1-20-23-100-3120</b>	Statutory Benefits	75,983	58,999	(16,983)	58,999
			<b>1-20-23-100-3130</b>	Employer Benefits	84,516	83,069	(1,447)	83,069
			<b>1-20-23-100-3135</b>	OMERS	72,047	86,457	14,410	86,457
			<b>1-20-23-100-4024</b>	Employee Assistance Program	0	500	500	500
			<b>1-20-23-100-4027</b>	Police College Training	660	500	(160)	500

23 PS Courthouse	100 General	Expense	1-20-23-100-4168	OPTIC	10,176	10,000	(176)	10,000
			1-20-23-100-4176	Operating Equipment Rent/Lease	5,840	2,000	(3,840)	2,000
			1-20-23-100-4240	Telephone/Fax Services	20,491	20,000	(491)	20,000
			1-20-23-100-4272	Printing	2,501	2,000	(501)	2,000
			1-20-23-100-5010	General Supplies	11,526	5,000	(6,526)	5,000
			1-20-23-100-5011	Office Supplies	1,720	2,500	780	2,500
			1-20-23-100-5040	Safety Supplies	1,819	2,000	181	2,000
			1-20-23-100-5045	Uniforms/Supplies	3,835	5,000	1,165	5,000
			1-20-23-100-5071	Office Furniture Purchases	17	1,000	983	1,000
			1-20-23-100-5075	Equipment	1,007	2,000	993	2,000
			1-20-23-100-5510	Books & Subscriptions	554	0	(554)	0
			1-20-23-100-5580	IT Systems	726	5,000	4,274	5,000
		Expense Total			1,181,207	1,245,785	64,579	1,245,785
23 PS Courthouse Total					625,352	441,339	(184,013)	441,339
24 PS Courthouse Fleet	100 General	Expense	1-20-24-100-4145	Vehicle Repairs & Maintenance	0	8,000	8,000	8,000
		Expense Total			0	8,000	8,000	8,000
946 Vehicle 46		Expense	1-20-24-946-4145	Vehicle Repairs & Maintenance	847	0	(847)	0
			1-20-24-946-5435	Gasoline - Operating	2,360	0	(2,360)	0
		Expense Total			3,206	0	(3,206)	0
963 Vehicle 63		Expense	1-20-24-963-5435	Gasoline - Operating	494	0	(494)	0
		Expense Total			494	0	(494)	0
24 PS Courthouse Fleet Total					3,701	8,000	4,299	8,000
Grand Total					19,727,212	17,674,249	(2,052,964)	17,674,249

## YTD Budget vs. Actual

Years	Months	Department	Refreshed: Jan 09, 2026
2026	0 1 2 3 4 5 6 7 8 9 10 11 12	20 Police Services	

Sub-Department	Program	Rev/Exp	Account	Description	YTD Actual	YTD Budget	YTD Variance	Yearly Budget
20 Police Services Board	100 General	Expense	1-20-20-100-3011	Reg Part-time Salaries & Wages	(768)	853	1,621	10,240
			1-20-20-100-3120	Statutory Benefits	(54)	50	104	600
			1-20-20-100-4005	Receptions & Public Relations	0	417	417	5,000
			1-20-20-100-4040	Legal Fees & Expenses	0	167	167	2,000
			Expense Total		(822)	1,487	2,308	17,840
<b>20 Police Services Board Total</b>					<b>(822)</b>	<b>1,487</b>	<b>2,308</b>	<b>17,840</b>
21 Police Services	100 General	Revenue	1-20-21-100-2240	OPC Recoveries	0	(109,750)	(109,750)	(1,317,001)
			1-20-21-100-2252	RCMP Prints Recovery	0	(833)	(833)	(10,000)
			1-20-21-100-2255	Paid Duty Recovery	0	(833)	(833)	(10,000)
			1-20-21-100-2510	Police Recoveries	0	(6,667)	(6,667)	(80,000)
			Revenue Total		0	(118,083)	(118,083)	(1,417,001)
		Expense	1-20-21-100-3010	Reg Full-time Salaries & Wages	(163,211)	1,308,018	1,471,229	15,696,218
			1-20-21-100-3011	Reg Part-time Salaries & Wages	(505)	3,804	4,309	45,645
			1-20-21-100-3012	Paid Duty Wages	(1,743)	833	2,577	10,000
			1-20-21-100-3029	Distributed Wages	0	(76,069)	(76,069)	(912,827)
			1-20-21-100-3039	Premium overtime/Standby	0	6,092	6,092	73,100
			1-20-21-100-3090	Overtime	(3,117)	25,000	28,117	300,000
			1-20-21-100-3091	Statutory Holiday Pay	0	8,000	8,000	96,000
			1-20-21-100-3120	Statutory Benefits	(5,068)	120,512	125,579	1,446,138
			1-20-21-100-3130	Employer Benefits	0	174,059	174,059	2,088,711
			1-20-21-100-3131	Retiree Benefits	0	25,628	25,628	307,536
			1-20-21-100-3135	OMERS	(18,675)	134,240	152,914	1,610,878
			1-20-21-100-3210	Car Allowance	0	1,083	1,083	13,000
			1-20-21-100-3211	Clothing/Uniform Allowance	0	2,283	2,283	27,400
			1-20-21-100-4005	Public Relations	0	1,083	1,083	13,000
			1-20-21-100-4020	Tuition Reimbursement	0	417	417	5,000
			1-20-21-100-4023	Association Membership Fees	0	417	417	5,000
			1-20-21-100-4024	Employee Assistance Program	0	342	342	4,100

<b>21 Police Services</b>	<b>100 General</b>	Expense	<b>1-20-21-100-4027</b>	Training	0	14,583	14,583	175,000
			<b>1-20-21-100-4036</b>	Member Wellness	0	5,833	5,833	70,000
			<b>1-20-21-100-4040</b>	Legal Fees & Expenses	0	417	417	5,000
			<b>1-20-21-100-4051</b>	Advertising, Marketing & Prom.	0	667	667	8,000
			<b>1-20-21-100-4057</b>	Forensic Analyst	0	1,000	1,000	12,000
			<b>1-20-21-100-4089</b>	RCMP Prints Expense	0	417	417	5,000
			<b>1-20-21-100-4168</b>	OPTIC	0	10,417	10,417	125,000
			<b>1-20-21-100-4170</b>	Downtown Satellite Office	0	1,583	1,583	19,000
			<b>1-20-21-100-4176</b>	Operating Equipment Rent/Lease	0	1,667	1,667	20,000
			<b>1-20-21-100-4240</b>	Telephone/Fax Services	0	10,000	10,000	120,000
			<b>1-20-21-100-4257</b>	Regular Postage	0	125	125	1,500
			<b>1-20-21-100-4259</b>	Courier	0	333	333	4,000
			<b>1-20-21-100-4272</b>	Printing	0	500	500	6,000
			<b>1-20-21-100-4503</b>	Pipes & Drum Band	0	417	417	5,000
			<b>1-20-21-100-4504</b>	CCTV Surveillance Systems	0	417	417	5,000
			<b>1-20-21-100-5010</b>	General Supplies	0	4,167	4,167	50,000
			<b>1-20-21-100-5011</b>	Office Supplies	0	833	833	10,000
			<b>1-20-21-100-5040</b>	Safety Supplies	0	417	417	5,000
			<b>1-20-21-100-5041</b>	Body Amour	0	417	417	5,000
			<b>1-20-21-100-5045</b>	Uniforms/Supplies	0	8,333	8,333	100,000
			<b>1-20-21-100-5060</b>	Major Crime Expenses	0	1,250	1,250	15,000
			<b>1-20-21-100-5061</b>	Forensic Identification Supplies	0	833	833	10,000
			<b>1-20-21-100-5062</b>	Canine Unit Supplies	0	1,667	1,667	20,000
			<b>1-20-21-100-5063</b>	Critical Incident Response Team	0	2,500	2,500	30,000
			<b>1-20-21-100-5071</b>	Office Furniture Purchases	0	417	417	5,000
			<b>1-20-21-100-5073</b>	Equipment Purchases - Axon	0	10,000	10,000	120,000
			<b>1-20-21-100-5075</b>	Equipment Maint/Repair Supply	0	3,333	3,333	40,000
			<b>1-20-21-100-5580</b>	IT Systems	0	16,667	16,667	200,000
			<b>1-20-21-100-5700</b>	Vehicle Purchases	0	14,583	14,583	175,000
		Expense Total			(192,318)	1,849,533	2,041,851	22,194,400
<b>210 RIDE</b>		Revenue	<b>1-20-21-210-2035</b>	RIDE Grant	0	(1,333)	(1,333)	(16,000)
		Revenue Total			0	(1,333)	(1,333)	(16,000)
<b>211 CSP - Local</b>		Revenue	<b>1-20-21-211-2035</b>	CSP Grant - Local Priorities	0	(21,859)	(21,859)	(262,308)
		Revenue Total			0	(21,859)	(21,859)	(262,308)
		Expense	<b>1-20-21-211-3029</b>	Distributed Wages	0	21,859	21,859	262,308

<b>21 Police Services</b>	<b>211 CSP - Local</b>	Expense Total	0	21,859	21,859	262,308
	<b>212 CSP - Provincial</b>	Revenue <b>1-20-21-212-2035</b> CSP Grant - Prov Priorities	0	(33,333)	(33,333)	(400,000)
		Revenue Total	0	(33,333)	(33,333)	(400,000)
		Expense <b>1-20-21-212-3029</b> Distributed Wages	0	33,333	33,333	400,000
		Expense Total	0	33,333	33,333	400,000
	<b>213 Dispatching</b>	Revenue <b>1-20-21-213-2075</b> Aylmer Police Dispatching Revenue	0	(8,750)	(8,750)	(105,000)
		Revenue Total	0	(8,750)	(8,750)	(105,000)
	<b>215 Victim Support</b>	Revenue <b>1-20-21-215-2035</b> Victim Support Grant	0	(14,267)	(14,267)	(171,200)
		Revenue Total	0	(14,267)	(14,267)	(171,200)
		Expense <b>1-20-21-215-5012</b> VSG Expenditures	0	14,267	14,267	171,200
		Expense Total	0	14,267	14,267	171,200
	<b>218 CISO</b>	Revenue <b>1-20-21-218-2031</b> CISO IFG Grant	0	(12,500)	(12,500)	(150,000)
		<b>1-20-21-218-2035</b> CISO Membership Grant	0	(667)	(667)	(8,000)
		Revenue Total	0	(13,167)	(13,167)	(158,000)
		Expense <b>1-20-21-218-3029</b> Distributed Wages	0	6,885	6,885	82,619
		<b>1-20-21-218-5010</b> CISO IFG Expenditures	0	5,615	5,615	67,381
		<b>1-20-21-218-5012</b> CISO Membership Grant Expenditures	0	667	667	8,000
		Expense Total	0	13,167	13,167	158,000
	<b>220 NG911</b>	Revenue <b>1-20-21-220-2035</b> NG911 Special Project Grant	(311,607)	(5,193)	306,414	(62,321)
		Revenue Total	(311,607)	(5,193)	306,414	(62,321)
		Expense <b>1-20-21-220-3029</b> Distributed Wages	0	5,193	5,193	62,321
		Expense Total	0	5,193	5,193	62,321
	<b>221 MCRT</b>	Revenue <b>1-20-21-221-2035</b> MCRT Grant	0	(10,000)	(10,000)	(120,000)
		Revenue Total	0	(10,000)	(10,000)	(120,000)
		Expense <b>1-20-21-221-5012</b> MCRT Expenditures	0	10,000	10,000	120,000
		Expense Total	0	10,000	10,000	120,000

<b>21 Police Services</b>	<b>222 PAT</b>	Revenue	<b>1-20-21-222-2035</b>	PAT Grant	0	(3,780)	(3,780)	(45,358)
		Revenue Total			0	(3,780)	(3,780)	(45,358)
		Expense	<b>1-20-21-222-3029</b>	Distributed Wages	0	3,172	3,172	38,058
			<b>1-20-21-222-5012</b>	PAT Expenditures	0	608	608	7,300
		Expense Total			0	3,780	3,780	45,358
	<b>223 BCWA</b>	Revenue	<b>1-20-21-223-2035</b>	BCWA Grant	0	(6,960)	(6,960)	(83,521)
		Revenue Total			0	(6,960)	(6,960)	(83,521)
		Expense	<b>1-20-21-223-3029</b>	Distributed Wages	0	5,627	5,627	67,521
			<b>1-20-21-223-5012</b>	BCWA Expenditures	0	1,333	1,333	16,000
		Expense Total			0	6,960	6,960	83,521
	<b>800 Building</b>	Expense	<b>1-20-21-800-4063</b>	Garbage Collection	0	583	583	7,000
			<b>1-20-21-800-4075</b>	Service Contracts	0	2,917	2,917	35,000
			<b>1-20-21-800-4120</b>	Janitorial Services	0	7,917	7,917	95,000
			<b>1-20-21-800-4141</b>	Contracted Building Maintenance	0	4,583	4,583	55,000
			<b>1-20-21-800-4147</b>	Operating Equip. Maint/Repair	0	833	833	10,000
			<b>1-20-21-800-5020</b>	Building Maintenance Supplies	0	417	417	5,000
			<b>1-20-21-800-5410</b>	Electricity (Hydro)	0	5,833	5,833	70,000
			<b>1-20-21-800-5415</b>	Utilities - Water/Sewer	0	1,250	1,250	15,000
			<b>1-20-21-800-5421</b>	Natural gas	0	833	833	10,000
		Expense Total			0	25,167	25,167	302,000
<b>21 Police Services Total</b>					<b>(503,925)</b>	<b>1,746,533</b>	<b>2,250,458</b>	<b>20,958,398</b>
<b>22 PS Fleet</b>	<b>900 Vehicles</b>	Expense	<b>1-20-22-900-4145</b>	Vehicle Repairs & Maintenance	0	22,917	22,917	275,000
		Expense Total			0	22,917	22,917	275,000
<b>22 PS Fleet Total</b>					<b>0</b>	<b>22,917</b>	<b>22,917</b>	<b>275,000</b>
<b>23 PS Courthouse</b>	<b>100 General</b>	Revenue	<b>1-20-23-100-2035</b>	CSPT Court Security Prisoner Trans. Grant	0	(66,667)	(66,667)	(800,000)
			<b>1-20-23-100-2510</b>	Courthouse Recoveries	0	(4,167)	(4,167)	(50,000)
		Revenue Total			0	(70,833)	(70,833)	(850,000)
		Expense	<b>1-20-23-100-3010</b>	Reg Full-time Salaries & Wages	(6,323)	46,765	53,087	561,177
			<b>1-20-23-100-3011</b>	Reg Part-time Salaries & Wages	(4,783)	32,224	37,007	386,690

<b>23 PS Courthouse</b>	<b>100 General</b>	Expense	<b>1-20-23-100-3090</b>	Overtime	(234)	417	650	5,000
			<b>1-20-23-100-3120</b>	Statutory Benefits	(521)	4,380	4,901	52,561
			<b>1-20-23-100-3130</b>	Employer Benefits	0	6,205	6,205	74,461
			<b>1-20-23-100-3135</b>	OMERS	(825)	6,178	7,003	74,135
			<b>1-20-23-100-4024</b>	Employee Assistance Program	0	42	42	500
			<b>1-20-23-100-4027</b>	Police College Training	0	42	42	500
			<b>1-20-23-100-4168</b>	OPTIC	0	833	833	10,000
			<b>1-20-23-100-4176</b>	Operating Equipment Rent/Lease	0	417	417	5,000
			<b>1-20-23-100-4240</b>	Telephone/Fax Services	0	1,667	1,667	20,000
			<b>1-20-23-100-4272</b>	Printing	0	167	167	2,000
			<b>1-20-23-100-5010</b>	General Supplies	0	833	833	10,000
			<b>1-20-23-100-5011</b>	Office Supplies	0	208	208	2,500
			<b>1-20-23-100-5040</b>	Safety Supplies	0	167	167	2,000
			<b>1-20-23-100-5045</b>	Uniforms/Supplies	0	417	417	5,000
			<b>1-20-23-100-5071</b>	Office Furniture Purchases	0	83	83	1,000
			<b>1-20-23-100-5075</b>	Equipment	0	167	167	2,000
			<b>1-20-23-100-5580</b>	IT Systems	0	417	417	5,000
		Expense Total			(12,686)	101,627	114,313	1,219,524
<b>23 PS Courthouse Total</b>					<b>(12,686)</b>	<b>30,794</b>	<b>43,480</b>	<b>369,524</b>
<b>24 PS Courthouse Fleet</b>	<b>100 General</b>	Expense	<b>1-20-24-100-4145</b>	Vehicle Repairs & Maintenance	0	667	667	8,000
		Expense Total			0	667	667	8,000
<b>24 PS Courthouse Fleet Total</b>					<b>0</b>	<b>667</b>	<b>667</b>	<b>8,000</b>
<b>Grand Total</b>					<b>(517,433)</b>	<b>1,802,397</b>	<b>2,319,830</b>	<b>21,628,762</b>



# Police Services Board Meeting

Constable Colin McGregor Building  
**REPORT**

**DIRECTED TO:**

**St. Thomas Police Services Board**

**PREPARED BY:**

**Chief M. Roskamp**

**SUBJECT:**

**Strategic Plan – 2025 Year-End Reporting Update**

**MEETING DATE:**

**January 28, 2026**

**REPORT #**

**CHIEF-2026-01**

**REPORT TITLE:**

**Strategic Plan – 2025 Year-End Reporting Update**

**Recommendation:**

That: Report #CHIEF-2026-01; Strategic Plan – 2025 Year-End Reporting Update, be received for information, and further, that the Police Services Board approve the report as prepared by Chief Roskamp.

**Background:**

A comprehensive year-end analysis of our performance pertaining to the 2023-2026 Strategic Plan has been completed.

Throughout 2025, Year 3 of the new Strategic Plan, our approaches have focused on aligning the Board's high-level vision to our daily activities and services delivered to the community. Reaching a destination efficiently and effectively requires forethought, commitment and planning, along with broad collaboration and teamwork – both internally and externally. The overall purpose of the organizational Strategic Plan is to support the organization's business through continuous quality improvement. Our plan serves as the guiding roadmap for all strategic objectives including responsibility assignments, performance measurements and evaluation.

The plan addresses both quantitative and qualitative performance objectives and indicators, priorities and core functions of the police service including how it will provide adequate and effective police services to the community.

I am pleased to report that the Strategic Plan is serving our community well. It continues to enhance the capacity of STPS members to deliver high quality and innovative services. In the process of executing this long-range plan, some objectives have been met and others are witness to ongoing progress throughout the life of the plan.

**Analysis**

See attached report for the status of all KPI's and objectives.

It is important to note that 2026 represents the last year of the current Strategic Plan. Mid-2026, we will begin the process of research and environmental analysis, where internal strengths and weaknesses and external opportunities and threats are studied. Benchmarking will be used to compare our organization's performance and practices with sector leaders to identify gaps and best practices. Based on this information, new and relevant strategic goals and objectives will be set, followed by the formulation of strategies to achieve them. Finally, the plan will be implemented on January 1, 2027; monitored, and evaluated, allowing adjustments to be made as conditions change, ensuring our strategies remains effective.

**Financial Impact**

Not applicable at this time.

Respectfully,



Marc Roskamp  
Chief of Police



## Strategic Plan 2023-2026

### ORGANIZATIONAL SERVICE REVIEW

**Goal:** Conduct a service delivery review and implement meaningful change that will transform culture, and positively adjust service wide effectiveness finding sustainable efficiencies.

**Objective 1:** Conduct a Comprehensive Service Delivery Review.

	Success Indicators	Accountability	2025 Year End Results	Status	Complete (yes/no)
1	# of non-police calls for service transferred to appropriate agencies	Chief / ELT	Through new partnerships and additional training, we continue to find ways to divert non-police calls to the appropriate agencies. Returning sworn resources to core functions as per the CSPA (adequate and effective service requirements) has been/remains the focus. Ongoing objective.	ONGOING	
2	# partnership agreements implemented	Chief	Project Lifesaver MOU LiM MOU Norgen Analytics – MOU Community Collaborative Response (CCR) Protocol – updated STEGH MOU – embedded Nurse on Mobile Outreach Support Team Changing Ways Diversionary Program MOU – part of Victims Services Grant Pre-Charge Consultation Process (PCC) – MOU with Crown Attorney (MAG)	ONGOING	
3	Achievement of cost savings and/or efficiencies	Chief	<ol style="list-style-type: none"> <li>1) Service Delivery Review completed; A full review of the Business Office staffing and operational capabilities was completed. This review informed the 2025 Budget pertaining to staffing in the Business Office.</li> <li>2) Service Delivery review completed; a review of the Prisoner Care and Handling policy and procedures was completed; adjustments made.</li> <li>3) PROVINCIAL GRANTS - submission and approval of Ministry of Solicitor General Funding Grants in 2025: Bail Compliance and Warrant Apprehension Grant – previously approved for 3 yrs ending March 31, 2026 Preventing Auto Thefts Grant – previously approved for 3 yrs ending March 31, 2026 Mobile Crisis Response Teams Grant – approved for 2025-26 and 2026-27 cycles NG911 Grant – approved for 2024-25; approved for 2025-26 Victim Support Grant – not approved for 2024-25; approved for 2025-26 and 2026-27 CISO Membership Grant – approved for 2024-25; awaiting release of 2025-26 CSP Provincial Grant – not approved for 2025-26 CSP Local Grant – approved for 2025-26 RIDE – approved for 2025-29</li> <li>4) Seconded Officer Program at the Ontario Police College – 7 police officers seconded in 2025. All signed off on retirement agreements. This revenue is budgeted for 2026 also. This Program offers cost savings, career opportunities, and operational efficiencies.</li> </ol>	ONGOING	

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## COMMUNICATIONS

**Goal:** Strengthen the two-way citizen and staff-centric communications through a dynamic continuum of elements that are researched, tested, measured, and refined frequently for optimal amplification, reach, listening, and engagement of information.

Objective 1: Develop a communication plan for strategic and operational initiatives, departmental news and information, including such elements as strategic plans, community activities, service reviews and the development of a human-resources plan to ensure that messaging is timely, targeted and delivered in the optimum medium.

Objective 2: Consult with members and complete an analysis on the current internal communication plan to develop a refreshed framework for internal communications that sets out the intended outcomes and plans the tasks required to achieve the outcomes.

Objective 3: Continue to analyze and refine our external communications plan to ensure the effective and strategic release of messages and information to the segmented audiences in the most equitable and diversified way.

	Success Indicators	Accountability	2023 Year End Results	Status	Complete (yes/no)
1	Measured staff engagement levels through yearly pulse surveys.	Chief	Chief of Police met with the Executive Leadership Team, Supervisory Staff, and members from various units. These sessions were 1-1 and will continue in 2026. Supervisory meetings occur twice per year. Results are shared and actioned, where appropriate. The Chief of Police also meets regularly with the STPA President to address matters of contention before they become problems, if any. The working relationship between the STPA and the Chief of Police is strong. Plans for early 2026 include an innovative family/spousal/partner session to gather information and address and provide supports for any wellness issues for when members are off-duty and with their families.	ONGOING	
2	Level of trust, confidence and community satisfaction, measured through periodic surveys regarding service delivery.	Chief	The STPS receives ongoing and modern feedback from our community through media platforms, general email inbox and in-person visits to HQ. We believe that the STPS is maintaining its reputation of having an “excellent relationship” between our service and the community. We engage and receive regular feedback from our diverse demographics through our Chief of Police - Community Inclusion Council. In future years, as appropriate, the STPS will create traditional community pulse surveys that will satisfy this important objective. This Business Plan will require renewal in January 2027. Qualitative and Quantitative research will be conducted with our community.	ONGOING	
3	The existence and effectiveness of revised standard operating procedures that outline a framework for the rollout of communications and updates.	Chief	Ongoing Service Delivery Reviews (SDR) that focus on enhancing HR practices and internal/external policy/procedures and communications continue to be completed – two in 2025; Business Office staffing/organizational structure; and Prisoner Care and Handling. More SDR’s are planned for 2026.	ONGOING	

## TECHNOLOGY

**Goal:** Identify and remediate important gaps in the application or integration of technologies within the St. Thomas Police Service. In addition, provide considerations with respect to the processes of threat and hazard assessment as well as security risk management and governance.

- Objective 1: Implement and finalize Next Generation 911 (NG911).
- Objective 2: Enhancement of Statistical Analytics to measure operational incident impacts.
- Objective 3: Enhancement of Network Security.
- Objective 4: Business Continuity and Preparedness Plan with the full implementation of a Disaster Recovery Site.
- Objective 5: Return to two Full-Time Systems Administrators.
- Objective 6: Conduct a “Strategic Information Technology and Applications Assessment”
- Objective 7: Establish a Detailed Information Technology Plan
- Objective 8: Establish an Integrated Communications Centre amongst STPS and STFD for seamless operational redundancy and corporate financial effectiveness.
- Objective 9: Research and Implement digital note-taking technology.
- Objective 10: Research and implement digital technologies to meet the demands of modern criminal investigations.
- Objective 11: Leverage existing technologies to enhance information sharing with the Crown Attorney’s Office

	Success Indicators	Accountability	2023 Year End Results	Status	Complete (yes/no)
1	Full Implementation of the NG911 system and equipment	Chief	Year 5 of infrastructure preparations remain underway at both STPS Main Site and Disaster Recovery Site. A combination of funding solutions throughout YR1 – YR5 from the City and mainly the Ministry of Solicitor General has reached nearly \$4M. Readiness / Go-Live date remains scheduled for March 2026. STPS is well on the way to successful implementation.	ONGOING	
2	Completion of a Disaster Recovery Site and associated Business Continuity Plan	Chief	DR Site has been built at 230 Talbot Street (basement level). This site will be used for DR Communications and backup EOC activities. Ongoing efforts to fully install infrastructure for STPS Communications is underway that meets NG911 requirements. This phase has been nearly completed.	ONGOING	
3	Implementation of a plan to better use Statistical Analysis data	Chief	Planning and research continued in 2024 to implement the Norgen analytics software tool in Q1 2024. A Memorandum of Agreement has been signed with Norgen and this new tool was implemented in April 2024. Additional analytics software; i2 Base and i2 Notebook have been acquired through the PAT grant funding stream. A Memorandum of Agreement has been signed with the i2 Group and this new tool was implemented in March 2024. Digital Forensics technology and software have been purchased and in use (Cellebrite, Magnet Forensics, Grayshift, Amped FIVE Video Forensics, Monolith Forensics Case Mgmt). The STPS is now well-positioned with these analytic software enhancements, and digital forensic tools.	COMPLETED	YES
4	Two full-time Systems Administrators	Chief	Two FTE Systems Administrators in place. The hiring of one (1) Help Desk Technician and the creation of an IT Manager position will be occurring in 2025.	COMPLETED	YES
5	Network Security modernization	Chief	Ongoing. In 2023, we had a third-party complete penetration auditing to determine vulnerabilities. Our infrastructure and security measures held up well. Our IT Bureau continues to remediate the results to improve security. This is an ongoing objective.	ONGOING	
6	Completion of a Strategic Information Technology and Applications Assessment	Deputy Chief / IT Bureau	Research ongoing to inform a Technology Plan.	ONGOING	
7	Completion of an Information Technology Plan	Deputy Chief / IT Bureau	To be completed in future years of this Strategic Plan with research information gleaned from Item 6.		
8	Implementation of digital note-taking technology for all officers	Chief	Planning and research phase ongoing.	ONGOING	
9	Integrated Communications Centre involving STPS and STFD	Chief	In recent years, the STPS explored this viable and cost-savings option (similar to many other jurisdictions). Space and cost sharing options were presented to STFD and City officials, however, there has been no movement or appetite to merge Communications Centers within the STPS HQ. The STPS provides the Aylmer Police Service with all Dispatch Services.	COMPLETED	NO
10	Implementation of modern digital technologies to support Investigations.	Chief	Successes in Objective #3 (Analytics Software) support this Objective. Investigations will benefit greatly from these software enhancements.	COMPLETED	YES
11	Successfully establish an electronic information sharing platform with the Elgin County Crown Attorney’s Office through cloud-based technology.	Chief	Digital Evidence Management (DEMS) technology implemented. Addition of the new Pre-Charge Consultation Process (PCC) with an embedded Crown Attorney working at STPS – using DECO database/file-share system.	COMPLETED	YES

## HUMAN RESOURCES

**Goal:** **Develop a Human Resource (HR) Strategy to strengthen organizational performance and drive strategic priorities in a collaborative and transparent manner to build a more inclusive, diverse, effective and healthy workplace.**

Objective 1: Conduct an ongoing gap analysis on internal policies and practices that considers emerging legislation, best practices, analytics, technologies and partnerships, and that identifies areas for improvement.

Objective 2: Develop a robust training plan that supports and develops staff to their full potential, encourages growth for promotions and succession, and equips staff to effectively meet the needs of the growing and diverse community. A significant training focus will be on Equity, Diversity and Inclusivity (EDI) curriculum.

Objective 3: Embed all aspects of an Anti-Racism Strategy in organizational procedures, policies, practices and training to ensure compliance, accountability and an enhanced work environment. This recommendation would be developed in tandem with Objective 1 and 2.

Objective 4: Design, deliver, and increase awareness of organizational wellness programs.

	<b>Success Indicators</b>	<b>Accountability</b>	<b>2023 Year End Results</b>	<b>Status</b>	<b>Complete (yes/no)</b>
1	Completion of yearly Policy reviews as earmarked and as required by legislative updates.	Chief	<b>Internal policy reviews and revisions occur as mandated and as scheduled internally. Research remains underway to join a cooperative of regional policing partners in having a single source make all required policy adjustments on behalf of all. Efficiencies are being explored.</b>	ONGOING	
2	Barrier-free recruiting and hiring processes that result in a police service that reflects the community in terms of gender, language, Indigenous status, and racial and ethnic diversity, and that provides highly skilled personnel to attain the core proactive and reactive functions required in a modern police service.	Chief / ELT	<b>Recruitment processes follow consistent guidelines, regardless of subjective components and roles being filled. Our practices offer fundamental elements towards eliminating bias and creating inclusive recruitment strategies. The STPS HR Coordinator, with the support of the Executive Leadership Team is active with career fairs and engages broad approaches to advertising that are aimed at reaching a diverse field of potential candidates. The STPS Diversity Plan was created and implemented with input from our community. The STPS subscribes to the Constable Selection System (CSS) and the Chief of Police is a representing member on the OACP CSS subcommittee in the Province to advance modern recruitment strategies for all police services.</b>	ONGOING	
3	Implementation of a strong yearly Training Plan.	Chief	<b>Yearly training plan is created and actioned by the Executive Leadership Team. This Training Plan is created each year having regard to Adequate and Effectiveness Standards as prescribed in the CSPA. There are requirements as regulated within the CSPA that have prompted the requirement of a second Training Officer. This was actioned in January 2025.</b>	ONGOING	
4	Implementation of meaningful accommodation and return-to-work programs that ensure member wellness and retention.	Chief	<b>This objective remains a top priority. At the completion of 2025, the STPS returned all but one (1) sworn member that is able to return to policing. All returning members re-integrated back into the workplace with flexible accommodations as per their individual restrictions, if any. A Wellness Navigator remains a key partner (Dr. Kym Briggs), to support and modernize our internal processes in assisting as a preventive resource, as a maintenance resource and as an ongoing aftercare resource. Dr. Briggs has been working with the STPS since 2024. Our plans have been to better inform the ELT and to modernize policy/resources. STPS medical leaves stand in stark contrast to other police services in the province. Investments in wellness resources yield remarkable results. The STPS has been called the 'Centre of Excellence' in this space (2025).</b>	ONGOING	
5	Develop core competencies and training for current and future leaders.	Chief	<b>This remains a priority in the yearly master training plan. Training at the University of Toronto (Rotman), OPC, CPC, and OWLE remain viable opportunities for current and future leaders.</b>	ONGOING	
6	A reduction in the number of members suffering from physical and mental health issues resulting in medical leaves.	Chief	<b>2025 – at year-end, (3) sworn members remain off-work on an extended WSIB leave (2 are MMR and can never return to policing; 1 is in active treatment); 1 Civilian remains off work on an extended WSIB leave – in active treatment. The ongoing wellness of STPS members remains a priority.</b>	ONGOING	

## COMMUNITY PARTNERS

**Goal:** Implement strategies to advance the commitment to community safety and wellbeing (policing in the social environment), focusing on mental health, public safety, emerging issues, perceptions of crime and the need for society to reconsider the best ways to respond to these challenges. This strategy will enhance the STPS's culture of community engagement, prioritize relationship-building with diverse populations and allow it to remain focused on a collaborative approach to crime prevention and a focus for the STPS on public safety.

Objective 1: Establish a Chief's Advisory Council, building on the respect and confidence that the community has in the leadership of the STPS and its Board, to create a forum where the STPS regularly hosts leadership from a diverse range of community organizations and groups.

Objective 2: Establish committees and/or develop policies that support and enhance meaningful consultations with community partners to ensure that a collaborative approach to problem-solving is maintained within the STPS. A focus will be placed on better understanding the perspectives of racialized and marginalized groups.

Objective 3: Where appropriate, develop written agreements with community partners to define expectations, shared values, relationships, objectives, responsibilities, and measurable outcomes.

Objective 4: Review opportunities for the sharing of information and data related to public safety and community wellness with community partners and government organizations.

	Success Indicators	Accountability	2023 Year End Results	Status	Complete (yes/no)
1	Genuine and authentic community engagement and partnerships that allow all stakeholders' voices to be at the table and acknowledged in the work and interactions undertaken.	Chief	Ongoing – the Chief of Police, the ELT and select ranking members to represent the STPS on a variety of committees in the community. Elgin-Aylmer-St. Thomas Community Safety and Wellbeing Integration Table; Situation Table; Community Inclusion Council; Downtown Development Board; The Inn BOD; United Way BOD; CCHC BOD; Community Action Network BOD; Welkin BOD; STELIP BOD; STPS/STEGH Working Group and OACP committees.	ONGOING	
2	Establishment of a Chief's Advisory Council.	Chief	Chief of Police – Community Inclusion Council (CoP-CIC) in place. Members of this Council are a diverse representation of our community. Ongoing membership growth continues.	COMPLETED	YES
3	Identifying additional community partners which can positively impact operational support to the STPS.	Chief / ELT	Broadening partnerships with aims to find operational efficiencies remains a consistent objective. See Objective 1/Item 2 for partnership enhancements.	ONGOING	
4	Number of agreements/MOU's.	Chief	Same as Organizational Service Reviews – Item 2. Several Agreements and MOU's either newly established or enhanced.	ONGOING	
5	Number of agreements on the sharing of information and providing data sharing models.	Chief	Norgen Analytics Software tool – agreement signed – implementation occurred in Spring 2024. I2 Analytics Software tool – agreement signed – implementation occurred in Spring 2024. Ongoing exploration of additional data-sharing models planned for 2026 and beyond.	ONGOING	



# Police Services Board Meeting

Constable Colin McGregor Building  
**REPORT**

**DIRECTED TO:**

St. Thomas Police Services Board

**PREPARED BY:**

Chief M. Roskamp

**SUBJECT:**

Strategic Plan – Metrics on Police Assistance to Victims of Crime - Section 39(1)(3)(vii) CSPA

**MEETING DATE:**

January 28, 2026

**REPORT #**

CHIEF-2026-02

**REPORT TITLE:**

Strategic Plan – Metrics on Police Assistance to Victims of Crime - Section 39(1)(3)(vii) CSPA

**Recommendation:**

That: *Report #CHIEF-2026-02; Strategic Plan – Metrics on Police Assistance to Victims of Crime - Section 39(1)(3)(vii) CSPA, be received for information, and further, that the Police Services Board approve the report as prepared by Chief Roskamp.*

**Background:**

The Community Safety and Policing Act directs the following:

**Strategic plan**

**39 (1)** The police service board shall, in accordance with the regulations, if any, prepare and adopt a strategic plan for the provision of policing, which shall address at least the following matters:

1. How the police service board will ensure the provision of adequate and effective policing in accordance with the needs of the population of the area.
2. The objectives, priorities and core functions of the police service.
3. Quantitative and qualitative performance objectives and indicators of outcomes relating to,
  - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
  - ii. community satisfaction with the policing provided,
  - iii. emergency calls for service,
  - iv. violent crime and clearance rates for violent crime,

- v. property crime and clearance rates for property crime,
- vi. youth crime and clearance rates for youth crime,
- vii. police assistance to victims of crime and re-victimization rates,**
- viii. interactions with persons described in paragraphs 4 and 5 of this subsection,
- ix. road safety, and
- x. any other prescribed matters.

4. Interactions with,

- i. youths,
- ii. members of racialized groups, and
- iii. members of First Nation, Inuit and Métis communities.

5. Interactions with persons who appear to have a mental illness or a neurodevelopmental disability.

6. Information technology.

7. Resource planning.

8. Police facilities.

9. Any other prescribed matters. 2019, c. 1, Sched. 1, s. 39 (1); 2023, c. 12, Sched. 1, s. 17, 76.

### **Analysis:**

Specifically related to Section 39(1)(3)(vii) CSPA (*police assistance to victims of crime and re-victimization rates*), the St. Thomas Police Service continues to partner with Victim Services Elgin. The final 2025 quantitative statistics in this area reflect a 9% increase in calls from 2024. The year ended with 1046 calls referred to and managed by Victim Services Elgin with 1483 individuals supported. This represents a 25% increase of victim interactions in comparison to 2024.

This report further supports the Community Safety and Policing Act and STPS Policies PR-48 Victims Bill of Rights and VA-001 Victim's Assistance.

### **Financial Impact**

N/A

Respectfully,



Marc Roskamp  
Chief of Police



# Police Services Board Meeting

Constable Colin McGregor Building  
**REPORT**

**DIRECTED TO:**

St. Thomas Police Services Board

**PREPARED BY:**

Chief M. Roskamp

**Strategic Plan – Metrics on Police Interactions with persons who appear to have a mental illness or a neurodevelopmental disability - Section 39(1)(5)CSPA**

**SUBJECT:**

**MEETING DATE:**

January 28, 2026

**REPORT #**

CHIEF-2026-03

**REPORT TITLE:**

**Strategic Plan – Metrics on Police Interactions with persons who appear to have a mental illness or a neurodevelopmental disability - Section 39(1)(5)CSPA**

**Recommendation:**

That: *Report #CHIEF-2026-03; Metrics on Police Interactions with persons who appear to have a mental illness or a neurodevelopmental disability - Section 39(1)(5) CSPA, be received for information, and further, that the Police Services Board approve the report as prepared by Chief Roskamp.*

**Background:**

The Community Safety and Policing Act directs the following:

**Strategic plan**

**39 (1)** The police service board shall, in accordance with the regulations, if any, prepare and adopt a strategic plan for the provision of policing, which shall address at least the following matters:

1. How the police service board will ensure the provision of adequate and effective policing in accordance with the needs of the population of the area.
2. The objectives, priorities and core functions of the police service.
3. Quantitative and qualitative performance objectives and indicators of outcomes relating to,
  - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
  - ii. community satisfaction with the policing provided,
  - iii. emergency calls for service,

- iv. violent crime and clearance rates for violent crime,
- v. property crime and clearance rates for property crime,
- vi. youth crime and clearance rates for youth crime,
- vii. police assistance to victims of crime and re-victimization rates,
- viii. interactions with persons described in paragraphs 4 and 5 of this subsection,
- ix. road safety, and
- x. any other prescribed matters.

4. Interactions with,

- i. youths,
- ii. members of racialized groups, and
- iii. members of First Nation, Inuit and Métis communities.

**5. Interactions with persons who appear to have a mental illness or a neurodevelopmental disability.**

6. Information technology.

7. Resource planning.

8. Police facilities.

9. Any other prescribed matters. 2019, c. 1, Sched. 1, s. 39 (1); 2023, c. 12, Sched. 1, s. 17, 76.

**Analysis:**

See the attached report titled “*St. Thomas Police Service – 2025 Mental Health Apprehension Statistics*”

Specifically related to Section 39(1)(5) CSPA (police interactions with persons who appear to have a mental illness or a neurodevelopmental disability), the St. Thomas Police Service continues to partner with the St. Thomas-Elgin General Hospital with a Transfer Protocol in place to provide compassionate care for individuals apprehended under the Mental Health Act. We also partner with the Canadian Mental Health Association to form the STPS Mobile Outreach Support Team. The final 2025 quantitative statistics in this area are a reflection of the pressures that the social determinants of health continue to put on the police. There was a 13.36% decrease in mental health apprehensions in 2025 in comparison to 2024, and a 17.09% decrease in hours spent at the hospital by STPS officers in 2025 in comparison to 2024. This data further supports our collaborative efforts between police and community organizations, mental health professionals, medical teams, or other partners. We are showing effectiveness in reducing the need for apprehensions and the associated consequences. These results are a positive indication that a more coordinated, thoughtful approach to policing and public safety is making a tangible difference in outcomes, benefiting both the officers and the community.

This aligns with the idea that partnerships matter and are working, as these reductions are the result of improved strategies and joint efforts to handle situations in ways that prioritize both safety and effective resolutions.

There will be additional statistics reported in the STPS Annual Report from the CMHA on their interactions and referrals as related to the MOST team.

This report further supports the reporting requirements of the Community Safety and Policing Act and adheres to STPS Policy LE-013 Mentally Disturbed.

**Financial Impact**

N/A

Respectfully,



Marc Roskamp  
Chief of Police

# STPS Body Worn Camera

2025



# 2025

## BWC Annual Report



The St. Thomas Police Service Body Worn Camera program closes out on another successful year utilizing Axon BWC and Digital Evidence Management.

Policy PR-81 requires annual reporting of the Body Worn Camera program which include the following;

### INTERNAL AUDITS OF ADHERENCE TO BWC POLICY

Under the direction of a Senior Officer, a supervisor will be tasked with completing an annual audit of the BWC program specifically to ensure:

- The Policy is current and being adhered to by all members.
- The BWC video is securely stored and retention periods are being maintained with the video being deleted only as regulated.
- BWC audit trails are being generated to ensure there is no unauthorized access to the recordings.
- The supervisor tasked with the annual audit will be required to report their findings to the Senior Officer in narrative report form.

# Review of Data 2025

## **EVIDENCE AGGREGATE TOTALS**

BWC Videos	Capture Images	Capture Statements	Citizen Submissions
25,785	9393	1958	4692

**TOTAL ITEMS 41,828**



Axon Capture



Axon View



Axon Insider



Axon Events

## AXON CAPTURE IMAGES

**9,393 images were take and uploaded by St Thomas Police during 2025. (8,954 in 2024).**

**This is a feature that allows the responding officer to take scene photographs or video directly from their issued cell phone and upload immediately to Axon. This is used for more common, lower grade offences such as mischief, theft and motor vehicle collisions to name a few.**

## AXON CAPTURE AUDIO

**1,958 audio recordings were made in 2025 using the Axon capture feature (1,728 in 2024). This is an audio recording capability within the issued cellphone and Axon app. This allows officers to take statements at the scene and capture the best evidence. This is an efficient tool for the officers as it prevents the need for having people come to the police station for formal video interviews when it can be done at the scene.**

## AXON CITIZEN

**4,692 citizen submissions were made to St. Thomas Police utilizing this feature (4,075 in 2024). This is a mechanism that allows the officer to send a link via text message or email to the public. This is a link to a portal where the citizen is able to simply upload their photo or video evidence for the officer to review and maintain. This is an extremely modern and time saving tool. Within the 4,692 submissions, multiple images or videos were submitted during most submissions. The rise in submissions can be linked to citizens embracing this new technology.**

## COMPLAINTS AGAINST THE POLICE AND THE USE OF BWC

### LECA

Within 2025, 22 complaints were received through the Law Enforcement Complaints Agency (LECA).

- 17 complaints were screened out by LECA as not in the public interest.
- 5 complaints were referred back to the service for follow up.

The complaints that were referred back for investigation did have interactions captured on BWC. At the conclusion of two of the investigations there was no substantiated wrong doing by the involved members. Three investigations remain active.

### SIU

### COMPLAINTS AGAINST THE POLICE AND THE USE OF BWC

In 2025 there were no incidents that required Special Investigation Unit (SIU) notification.

## REDACTION REQUIREMENTS

Provincial Offences Act (POA) redactions – 293 hours of redacting time.  
The redactions are conducted by business office clerk members and supported by court Special Constables resulting in no additional budgetary expense.

Criminal/Federal Charges : Redaction completed by crown's office

## FREEDOM OF INFORMATION

Billed to Requester

## QUARTERLY REPORTS

Quarterly platoon level audits were completed by front line supervisors.

The process for this audit is for the platoon NCO to pick a random shift throughout the quarter and analyze all calls for service compared to BWC recordings. The purpose of this is to ensure that the BWC is being activated in accordance with the policy and that all videos and associated evidence (audio statements and images) are being labelled with an incident number and categorized properly.

## UNCATEGORIZED EVIDENCE

Uncategorized Evidence Reports are completed and logged monthly.

Officers and Supervisors are up to date with the categorization of evidence.  
The categorization dictates the retention timelines of the video and is retained for disclosure with our local Crown Attorney's Office.



Axon Capture



Axon View



Axon Insider



Axon Events

# CONCLUSION

**The Body Worn Camera Program has been an asset since its inception with the St Thomas Police Service. All officers have not only embraced this program but assisted in making it as successful as it is.**

**While the BWC is certainly an asset, so are the Digital Evidence Management tools which include the Axon Capture and Axon Citizen. The Axon/BWC program implemented within St Thomas Police is a true success and has proven nothing but benefits to the community and the service.**



ST THOMAS  
POLICE SERVICE

January 2026

# 2025 ST. THOMAS CCTV ANNUAL REPORT

For the 12-month period January 1 to December 31, 2025



Closed-Circuit Television

# Overview

**The St. Thomas Police Service, the Corporation of the City of St. Thomas and the Downtown Development Board (DDB) have partnered to implement the CCTV Program in downtown core. The CCTV Program officially launched in January of 2021 with the installation of cameras in 8 locations downtown. In 2022, 2 cameras were added to the program. One additional downtown at Talbot Street and Princess Avenue, and one in a northeast commercial area at Burwell Road & Edward Street. In 2025, 2 new cameras were added to the program. One on Talbot Street and First Avenue and the second on White Street and Centre Street.**

**The St. Thomas Police Service is committed to the improvement of community safety, crime prevention, and the desirability of the city as a place for shopping, business and leisure. The CCTV system was implemented to aid in promoting a safer and secured environment in the City of St. Thomas.**

**The CCTV Program is a proactive, local solution that is in its fourth year, which continues to enhance community well-being and assist the St. Thomas Police Service with solving crimes. The St. Thomas Police continue to deploy a number of initiatives like bike patrols, foot patrols, focus patrols, endorsing the Citizens on Patrol program (COPS), Citizen Camera Registry programs, and working closely with the St. Thomas DDB to ensure a safe downtown environment.**

**In recent years, the integration of CCTV cameras and the deployment of special constables have proven instrumental in bolstering safety in the downtown core. Together, these measures create a robust security framework that deters crime, enhances public safety, and fosters community trust.**

**As we move forward, the use of CCTV cameras supports successful downtown revitalization strategies to ensure that there is a safe and positive environment for visitors, residents and business/property owners. The installation of video cameras is one of the ways the St. Thomas Police Service are able to enhance the safety of our downtown areas and maintain a thriving and vibrant core. These cameras will help ensure the safety of residents and visitors, deter unsafe activities, and contribute to revitalization.**





# Definitions

**Designated member** - a supervisor holding the rank of Sergeant or above. The St Thomas Police presently have 13 designated members who are authorized to review CCTV if required for investigative purposes.

**Security**– Standalone system which is encrypted and not accessible by members or other outside sources unless on site and within the secure CCTV designated monitoring room.

**IPC** - Information and Privacy Commissioner of Ontario -The IPC acts independently of government to protect and promote access to information and privacy rights in Ontario.



The map identifies the locations of the twelve (12) CCTV cameras.

## Video Recording Retentions

In accordance with IPC standards, the retention period of recorded video is 72 hours. Anything outside of this timeline is automatically deleted and overwritten.

## Logged Reviews

**The server maintains access logs for 90 days. This timeline is built into the CCTV system and is not able to be changed. Quarterly audits are performed to ensure compliance with the regulations. In addition, the logbook entries are compared to the server logs to ensure accuracy and ensure authorized access.**

## IPC Policy Compliance

**Within the operational period of 2025, 33-logged searches for investigations were made by designated members. There have been no reported breaches of policy nor any notable issues with any of the logged queries subject to review. The CCTV program is on a standalone computer in a designated office, which requires users to have a single access point. At the inception of this project, private areas were identified within the video vantage points and permanently blocked out to the viewer. This includes any apartment building windows, private residences or patios of establishments. All of which was done in accordance with IPC standards and recommendations. To date, there have been no complaints received regarding the use or operation of downtown CCTV within St Thomas.**

# Notable Successes

In 2025 Designated Members accessed the CCTV program for 33 Incidents.

The investigation types varied and consisted of: assaults, arsons, break and enters, impaired driving, mischiefs, motor vehicle collisions, and thefts.

Of the 33 incidents, 14 were captured on CCTV. There were 19 incidents that occurred out of range of the cameras. Officers were able to utilize the footage in 14 of those investigations, which led to 11 charges being laid.

## Conclusion

It is without dispute that the CCTV program within St Thomas is beneficial. The implementation and use of the CCTV program has assisted in modernizing the downtown core of St Thomas while instilling a sense of security and safety for citizens. This project continues to be a benefit and will only increase in its usefulness and value over time. The St Thomas Police Service members have fully embraced and support this program, which has also contributed in success. The CCTV has proven extremely valuable in evidentiary value when offences have been captured on video and a suspect identified.

STPS continually assesses the resources available in the community. CCTV is considered for review of any incidents that occur in the area of the 12 cameras.





## CIICC Annual Report

January 1, 2025 – December 31, 2025

### Collection of Identifying Information in Certain Circumstances

- 1) Number of attempted collections 0, number of attempted collections in which identifying information was collected 0.
- 2) Number of individuals from whom identifying information was collected 0.
- 3) Number of times individual not informed under Sec: 6 (1)
  - i. (reason to believe that informing the individual under that clause may compromise the safety of an individual) 0.
  - ii. (would likely compromise an ongoing Police investigation) 0.
  - iii. Might allow a confidential informant to be identified. 0.
  - iv. Might disclose the identity of a person contrary to the law, including disclose the identity of a young person contrary to the Youth Criminal Justice Act (Canada) 0.
- 4) Number of times an individual was not given a receipt (under clause 7 (1) (b) because the individual did not indicate that they wanted it 0).
- 5) Number of times each of the following clauses was relied upon to not do something that would otherwise be required under subsection 7 (1).
  - i. Might compromise the safety of an individual 0.
  - ii. Might delay the officer from responding to another matter that should be responded to immediately 0.
- 6) Number of attempted collections from individuals who are perceived by a police officer to be within the following groups based on the sex of the individual.
  - i. Male individuals 0
  - ii. Female individuals 0



# Combined Region

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## St. Thomas - Elgin Crime Stoppers - Statistical Report

Filter Date: December 2025 Run Date: 2026/01/14

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	33	18	21	17	24	28	32	25	26	15	27	22
Tip Follow-ups	21	29	50	30	31	50	40	32	29	11	13	25
Arrests	0	0	2	0	0	17	0	0	6	0	0	1
Cases Cleared	0	0	1	0	0	1	0	0	3	0	0	0
Charges Laid	0	0	0	0	0	9	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	0	0	0	0	0	1	1	0	0	1	0	0
Rewards Approved	\$0	\$0	\$0	\$0	\$0	\$800	\$700	\$0	\$0	\$500	\$0	\$0
# of Rewards Paid	0	0	0	0	0	0	0	0	0	0	0	0
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
# of Weapons Recovered	0	0	0	0	0	1	0	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$0	\$0	\$0	\$0	\$0	\$395	\$0	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$0	\$0	\$0	\$0	\$0	\$2,800	\$0	\$0	\$3,720	\$0	\$0	\$0
Total Recovered	\$0	\$0	\$0	\$0	\$0	\$3,195	\$0	\$0	\$3,720	\$0	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	Page 49 of 111	SI
Tips Received	72	69	83	64	288	5,730
Tip Follow-ups	100	111	101	49	361	3,470
Calls Received	0	0	0	0	0	0
Arrests	2	17	6	1	26	278
Cases Cleared	1	1	3	0	5	208
Charges Laid	0	9	0	0	9	601
Fugitives	0	0	0	0	0	15
Administrative Discipline	0	0	0	0	0	1
# of Rewards Approved	0	1	1	1	3	168
Rewards Approved	\$0	\$800	\$700	\$500	\$2,000	\$51,700
# of Rewards Paid	0	0	0	0	0	52
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$22,475
# of Weapons Recovered	0	1	0	0	1	26
# of Vehicles Recovered	0	0	0	0	0	4
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$319,044
Cash Recovered	\$0	\$395	\$0	\$0	\$395	\$2,090
Drugs Seized	\$0	\$2,800	\$3,720	\$0	\$6,520	\$1,021,816
Total Recovered	\$0	\$3,195	\$3,720	\$0	\$6,915	\$1,342,950



# St. Thomas Stats

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## St. Thomas - Elgin Crime Stoppers - Statistical Report

Filter Date: December 2025 Run Date: 2026/01/19

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	8	6	5	2	5	9	9	4	8	6	7	0
Tip Follow-ups	6	12	34	15	18	38	18	25	9	2	5	10
Arrests	0	0	0	0	0	11	0	0	6	0	0	1
Cases Cleared	0	0	0	0	0	0	0	0	3	0	0	0
Charges Laid	0	0	0	0	0	9	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	0	0	0	0	0	1	0	0	0	1	0	0
Rewards Approved	\$0	\$0	\$0	\$0	\$0	\$800	\$0	\$0	\$0	\$500	\$0	\$0
# of Rewards Paid	0	0	0	0	0	0	0	0	0	0	0	0
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
# of Weapons Recovered	0	0	0	0	0	1	0	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,720	\$0	\$0	\$0
Total Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,720	\$0	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	Page 51 of 111	SI
Tips Received	17	12	12	10	51	215
Tip Follow-ups	17	16	6	5	44	169
Arrests	2	6	0	0	8	25
Cases Cleared	1	1	0	0	2	13
Charges Laid	0	0	0	0	0	27
Fugitives	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	1
# of Rewards Approved	0	0	1	0	1	6
Rewards Approved	\$0	\$0	\$700	\$0	\$700	\$4,050
# of Rewards Paid	0	0	0	0	0	2
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$2,450
# of Weapons Recovered	0	0	0	0	0	4
# of Vehicles Recovered	0	0	0	0	0	2
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$14,765
Cash Recovered	\$0	\$395	\$0	\$0	\$395	\$2,090
Drugs Seized	\$0	\$2,800	\$0	\$0	\$2,800	\$231,016
Total Recovered	\$0	\$3,195	\$0	\$0	\$3,195	\$247,871



# Elgin - OPP Stats

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## St. Thomas - Elgin Crime Stoppers - Statistical Report

Filter Date: December 2025 Run Date: 2026/01/19

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	7	5	5	3	4	5	4	5	3	2	4	4
Tip Follow-ups	3	6	8	12	1	3	6	0	0	1	3	1
Arrests	0	0	2	0	0	6	0	0	0	0	0	0
Cases Cleared	0	0	1	0	0	1	0	0	0	0	0	0
Charges Laid	0	0	0	0	0	0	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	0	0	0	0	0	0	1	0	0	0	0	0
Rewards Approved	\$0	\$0	\$0	\$0	\$0	\$0	\$700	\$0	\$0	\$0	\$0	\$0
# of Rewards Paid	0	0	0	0	0	0	0	0	0	0	0	0
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
# of Weapons Recovered	0	0	0	0	0	0	0	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$0	\$0	\$0	\$0	\$0	\$395	\$0	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$0	\$0	\$0	\$0	\$0	\$2,800	\$0	\$0	\$0	\$0	\$0	\$0
Total Recovered	\$0	\$0	\$0	\$0	\$0	\$3,195	\$0	\$0	\$0	\$0	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	YTD 53 of 111	SI
Tips Received	19	16	21	13	69	549
Tip Follow-ups	69	96	61	28	254	877
Arrests	0	11	6	1	18	44
Cases Cleared	0	0	3	0	3	15
Charges Laid	0	9	0	0	9	46
Fugitives	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0
# of Rewards Approved	0	1	0	1	2	12
Rewards Approved	\$0	\$800	\$0	\$500	\$1,300	\$5,900
# of Rewards Paid	0	0	0	0	0	3
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$2,800
# of Weapons Recovered	0	1	0	0	1	5
# of Vehicles Recovered	0	0	0	0	0	1
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$10,775
Cash Recovered	\$0	\$0	\$0	\$0	\$0	\$1,695
Drugs Seized	\$0	\$0	\$3,720	\$0	\$3,720	\$244,369
Total Recovered	\$0	\$0	\$3,720	\$0	\$3,720	\$256,839

# Aylmer Police Stats

## St. Thomas - Elgin Crime Stoppers - Statistical Report

Filter Date: December 2025 Run Date: 2026/01/19

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Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	1	1	0	2	1	0	1	0	1	1	1	1
Tip Follow-ups	0	6	5	2	0	1	1	0	0	0	0	0
Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Cases Cleared	0	0	0	0	0	0	0	0	0	0	0	0
Charges Laid	0	0	0	0	0	0	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	0	0	0	0	0	0	0	0	0	0	0	0
Rewards Approved	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
# of Rewards Paid	0	0	0	0	0	0	0	0	0	0	0	0
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
# of Weapons Recovered	0	0	0	0	0	0	0	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Recovered	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	YTD 55 of 111	SI
Tips Received	2	3	2	3	10	12
Tip Follow-ups	11	3	1	0	15	17
Arrests	0	0	0	0	0	0
Cases Cleared	0	0	0	0	0	0
Charges Laid	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0
# of Rewards Approved	0	0	0	0	0	0
Rewards Approved	\$0	\$0	\$0	\$0	\$0	\$0
# of Rewards Paid	0	0	0	0	0	0
Rewards Paid	\$0	\$0	\$0	\$0	\$0	\$0
# of Weapons Recovered	0	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$0	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$0	\$0	\$0	\$0	\$0	\$0
Total Recovered	\$0	\$0	\$0	\$0	\$0	\$0



# Police Services Board Meeting

## REPORT

DIRECTED TO:	<b>St. Thomas Police Services Board</b>
PREPARED BY:	<b>Deputy Chief Steven Bogart</b>
SUBJECT:	<b>2025 Overtime Report – Annual Review</b>
MEETING DATE:	<b>January 28, 2025</b>
REPORT TITLE:	<b>2025 OVERTIME/COURT Budget Analysis</b>

The following report details our Overtime/Court Budget performance for 2025.

<b>\$150,000.00</b>	<b>2025 Overtime/Court Budget</b>
<b>\$214,570.38</b>	<b>ACTUAL OVERTIME/COURT COSTS</b>
<b>\$64,570.38</b>	<b>ACTUAL YTD OVER BUDGET</b>

### \*Call volume

- Incident and Events: 2025 = ST# total = 23441 / RM# total = 904  
2024 = ST# total = 23451 / RM# total = 648
- Total incidents: 2025 = 24,345 + 1.2% INCREASE  
2024 = 24,059



### SNAPSHOT DATA - Overtime Implications – 2025

<u><b>Late Investigations</b></u> = \$30,816.87 (2024 = \$67,297.23)	- 54.2% DECREASE	
• General investigations		
<u><b>Callbacks</b></u> = \$80,772.25 (2024 = \$195,576.53 )	- 58.5% DECREASE	
• Staffing callback supplements were minimal for 2025 for frontline		
• K9 now has two fulltime team members and PSD – this resource had been called out for assistance 15 times on priority investigations or search warrants.		

- Criminal investigations ( Robbery / Home invasion incidents, Sexual assault investigations, Sudden death investigations, Arson investigations) CIRT unit callouts for high risk or required warrant entries that were unplanned, DRE / breath tests, Forensic Ident, Communications staffing callbacks.

**Court Attendance OT** = \$14,852.64 (2024 = \$9,987.39)

**+ 48 % INCREASE**



(The majority of all court time (\$9072.55) was as a result of former Toronto Police Members x2, Branford PS member, London PS member, that were required for court matters in that jurisdiction while employed for those services prior to being onboarded with STPS ) – **STPS court related incidents accounted for only \$5780.09 in Court Attendance OT which would have resulted in a 42% decrease** in court time in 2025. St. Thomas Police Service assumes the financial responsibility of remuneration of the member for court regarding outstanding court matters when employed with a previous service.

Respectfully,

A handwritten signature in black ink that reads "Steven Bogart".

Steven Bogart  
Deputy Chief of Police



## Professional Standards – 2025 Annual Report

The Community Safety and Policing Act provides direction to Police Services on how complaints investigations are handled. Police Services play a vital role under the Act where many complaints are investigated by the local police service to which the complaint relates (assigned to a professional standards unit), but they are done under the direction and oversight of LECA and the Complaints Director. Police services have duties to cooperate with investigations, provide reports, and comply with directions from the Complaints Director.

In 2025, there were 22 public complaints received (17 in 2024, 16 in 2023) regarding separate incidents. It should be noted that out of the 22 complaints one individual lodged 5 complaints which were all deemed to be unsubstantiated with a basis of being frivolous and vexatious. Given the 1 individual submitting 5 complaints, STPS did not experience an increase in this area from the previous two years. All 22 of the public complaints were about the conduct of police officers.

There were no public complaints received about the policies and/or services of the St Thomas Police Service in 2025. The Law enforcement Complaints Agency (LECA) opted to screen out 17 public complaints and screened in 5 matters for investigation. Of note of the 5 screened in for investigation, 1 was found to be unsubstantiated, 1 found substantiated, and 3 are currently active as they were received in late December 2025.

**Deputy Chief S. Bogart  
Report****Professional Standards 2025 – Annual**

Further, in 2025, there were 9 Chief's Complaint Investigations that were initiated under the CSPA (7 in 2024) regarding the conduct of service personnel. 8 investigations were resolved informally and 1 investigation remains open and scheduled to proceed with formal process of a hearing as requested by the officer.

There were no matters that would have prompted the Special Investigations Unit (SIU) to invoke their investigative mandate in 2025 (also no SIU matters in 2024).

The St. Thomas Police Service has embodied integrity, professionalism, and transparency as it relates to the status of the Professional Standards matters that resulted in 2025. Our relatively low volume of public complaints is a sign of an educated, well-trained, and responsive police service that is adhering to high standards of excellence.

Despite the steady increase of social and health related incidents that our members are dealing with, our police officers continue to respond with compassion and focus on both public safety and community wellness. The professionalism provided continually supports and strengthens the trust and confidence that the public has in our police service.

Steve Bogart



Deputy Chief of Police



## ***Suspect Apprehension Pursuits (SAP) 2025 Annual Report***

### ***Summary***

Total Fail to Stop Reports Submitted:	7	(15 in 2024)
 53% reduction		
Total Suspect Apprehension Pursuits:	4	(6 in 2024)
 33% reduction		
Incidents concluded with apprehension and charges:	5	(5 in 2024)
Incidents involving stolen vehicles (known):	0	(4 in 2024)
Criminal Code Charges:	1	(13 in 2024)
Highway Traffic Act Charges:	3	(14 in 2024)
Liquor Licence Act Offences:	0	(0 in 2024)
Controlled Drugs and Substance Act	0	(1 in 2024)

The need to apprehend or identify the person or motor vehicle in question must outweigh the risk to public safety. That is the test that is continually applied by the involved officer(s), the monitoring Supervisor(s) and the monitoring Communicator(s). STPS officers will never attempt to stop a motor vehicle if there is risk to public safety. Ensuring the safety of our officers is extremely important. Every incident of driving that generates a *speed-alert notification* or meets the *Fail to Stop* threshold, is reviewed using our Cypress GPS tracking software. This safety mechanism promotes the prevention of accidents and offers telematics data that supports safety and education for the involved officers. Well-informed safety habits allow officers to focus on the situation at hand so that they can look for what is unexpected and unpredictable.

In 2025, all Fail to Stop incidents were monitored closely and were discontinued at the appropriate time considering the circumstances that prompted the event.

Our year-end total of six (4) suspect apprehension pursuit for 2025 is remarkable, having regard to the thousands of public interactions and motor vehicle stops that our officers are involved with every year.

Respectfully Submitted,



Steve Bogart  
Deputy Chief of Police

# 2025 Speed Safety Report



The St. Thomas Police Service continues to use CypressVue GPS tracking software in police vehicles. The primary purpose of the St. Thomas Police Service Speed Safety Initiative (SSI) is to encourage members to adopt a learned approach of emergency response and patrol driving that includes the conscious consideration of the ramifications and associated consequences that may result from the operation of an STPS vehicle at an excessive rate of speed.

Relevant legislation is applicable in cases where police officers operate police motor vehicles in excess of posted speed limits:

**Ontario Highway Traffic Act – Section 128(13) (Speeding) reads;**

Fire Department and Police Vehicles – the speed limits prescribed under this section or any regulation passed or by-law passed under this section do not apply to,

*b) a police department's vehicle while being used in lawful performance of a police officer's duties*

Although legislation justifies officers to travel in excess of posted speed limits this must be done prudently, with constant consideration given to various factors that may impact the safety of the public and officers. The Speed Safety Initiative is a tool employed by the STPS to educate members on the dangers of excessive speed while operating a police vehicle. The Speed Safety Initiative is intended to recognize any police vehicle travelling at speeds greater than the defined acceptable speed relative to the posted speed limits on each roadway. When a member exceeds that threshold there must be a justifiable reason for doing so, taking into consideration the:

- 1) Type and urgency of the incident being responded to;
- 2) Availability and/or presence of other units attending the call for service;
- 3) Designated speed limit;
- 4) Nature and condition of the roads being travelled;
- 5) Presence of pedestrian and/or vehicular traffic;
- 6) Time of day;
- 7) Road and weather conditions;
- 8) Member's ability to operate their vehicle, including but not limited to, experience, fatigue and training; and
- 9) The type of STPS vehicle being operated.

It is the role of the Coordinator (Inspector of Operations) to monitor and review all speed Safety Alerts. Upon receiving a Speed Safety Alert that requires clarification or explanation the coordinator will request a Speed Safety Report from the Supervisor of the officer operating the police vehicle in question.

Upon receipt of a Speed Safety Initiative notification from the coordinator, the supervisor shall:

- 1) Review the circumstances surrounding the incident;
- 2) Investigate the circumstances surrounding the reason the member's speed generated the notice;
- 3) Debrief the incident with the member to determine their reasons for the excessive speed;
- 4) Review the member's Speed Safety Initiative record for the previous 12 months to determine if any pattern of behavior exists;

- 5) Make a determination on whether the actions of the member were justified at the time of the Speed Safety Initiative activation;
- 6) If the excessive speed cannot be reasonably and objectively explained, document the particulars of the incident and place an entry in the member's Performance Management file (Performance Development Update) entitled Speed Safety; and
- 7) May be used for disciplinary purposes internally and/or as an investigative aid externally by the OIPRD, SIU, or any other regulatory body within the authority to demand such data;
- 8) When required, ensure appropriate recommendations are forwarded for a member who has demonstrated driving behaviours contrary to this procedure and its fundamental purpose of safe vehicular operation; and
- 9) Notify the Speed Safety Coordinator of their determination regarding the notification.

Since the introduction of GPS monitoring of police vehicles in 2018 there has been a yearly steady decline in the number of requests for Speed Safety Reports from Supervisors and Officers. This year there was a slight increase over the past 3 years for Speed Safety Reports that were requested and required further explanation/justification.

<b>Number of Requested Speed Safety Reports</b>							
<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>20</b>	<b>16</b>	<b>14</b>	<b>12</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>9</b>

Each Speed Safety review is an opportunity for a supervisor to review policy and the associated dangers to travelling in excess of the posted speed limits with individual officers. In 2025, the Speed Safety review provided meaningful dialogue with the officers involved. Each of the officers spoken to took accountability and mentoring very well. It is apparent that the continual monitoring and mentoring of STPS members is having a positive effect on driving habits considering the single digit numbers for requests for Speed Safety Reports over the past 4 years.

Given the nature of police work, STPS will likely never encounter situations in which officers do not exceed posted speed limits. Emergency vehicles are equipped with lights and sirens specifically to facilitate higher speeds in response to emergencies, allowing for swift action while prioritizing safety. While exceeding speed limits is occasionally necessary, we continuously monitor such instances to ensure that this authorized exception is used judiciously, always with the safety of both officers and the public in mind.



Steve Bogart

Deputy Chief of Police

# ST. THOMAS POLICE SERVICE



# 2025 USE OF FORCE INCIDENT DATA

		Subject Perceived Race	Generated By	Occurrence Type	Weapon Carried / Subject Behaviour	Officer Response
<b>January</b>						
1	08	White	Uniform Patrol	Warrant Arrest	Actively Resistive	CEW Drawn
2	13	N/A	Uniform Patrol	Destroy Animal	N/A	Firearm Discharged
3	16	White	CIRT	MHA apprehension	Firearm/CEW at hand	CEW Displayed/Pointed
4	30	White	Uniform Patrol	Weapons	Knife in hand	CEW Discharged
5	30	White	Uniform Patrol	Weapons	Knife in hand	CEW Discharged
6	30	White	Uniform Patrol	Weapons	Knife in hand	CEW Discharged
7	30	White	CIRT	Weapons	Knife in Hand	Firearm Drawn/Long Range Impact Weapon Displayed
<b>February</b>						
08	11	N/A	Uniform Patrol	Destroy Animal	N/A	Firearm Discharged
09	15	Middle Eastern	Uniform patrol	Weapons	Suspected Firearm	Firearm Drawn
10	15	N/A	Uniform Patrol	Weapons	Suspected Firearm	Firearm Drawn
11	15	Middle Eastern – 1 White - 1	CIRT	Weapons	Suspected Firearm	Firearms/Pointed
12	15	White X 3	CIRT	Weapons	Suspected Firearm	Firearms Pointed
13	16	White X 3	Uniform Patrol	B&E	Edged Weapon	CEW Drawn
14	19	White X 11	CIRT	Search Warrant	Suspected Firearm	Firearms Drawn and Pointed
15	19	N/A	Uniform Patrol	Barricaded subject	Suspected Firearm	CEW Drawn in presence of public
<b>March</b>						
16	2	N/A	Uniform Patrol	Destroy animal	N/A	Firearm Discharged
17	07	N/A	Uniform Patrol	Destroy animal	N/A	Firearm Discharged
18	10	White X 2	CIRT	Weapons	Access To firearms	Firearm Drawn
19	12	White	Fehr	Stolen Motor Vehicle	U/K	Firearm drawn/pointed
20	12	White	Costello	Stolen Motor Vehicle	U/K	Firearm drawn/pointed
21	12	White	Babb	Stolen Motor Vehicle	U/K	Firearm drawn/pointed
22	12	White	Hynd	Stolen Motor Vehicle	U/K	Firearm drawn/pointed

23	12	White	Graham	Stolen Motor Vehicle	U/K	CEW drawn/pointed
24	18	White X 4	CIRT	CDSA S/W	Firearms accessible	Firearms Drawn/Pointed
25	31	White	Barrett	Unwanted Person – TPA fail to identify	Resistive behaviour	Empty hands
26	31	White	Steuer	Unwanted Person – TPA fail to identify	Resistive behaviour	Empty hands
<b>April</b>						
27	1	White	Seguin	Suicidal Person	Resistive behaviour	CEW drawn/displayed
28	3	White	Lauzierie	Feeney Warrant executed	Resistive behaviour	CEW drawn/pointed
29	5	White	Butler	Arrest warrant executed	Assaultive behaviour	CEW drawn/pointed
30	9	White	CIRT	Arrest for Arson and Manslaughter	Known to have firearm	Pistol drawn/pointed Carbine pointed
31	9	White	Davis	Arrest for Impaired and stolen vehicle	Firearm accessible	Pistol drawn/pointed
32	9	White	Winter	Arrest for Impaired and stolen vehicle	Firearm accessible	Pistol drawn/pointed
33	9	White	Barrett	Arrest for Impaired and stolen vehicle	Firearm accessible	CEW drawn/pointed
34	9	White	Corcoran	Arrest for Arson and Manslaughter	Known to have firearm	Pistol drawn
35	13	White	CIRT	487 CC Search Warrant	Access to weapons	Pistol drawn/pointed
<b>May</b>						
36	22	N/A	Fehr	Destroy Animal	N/A	Carbine used
37	28	White	Evans	Mental Health Apprehension	Assaultive behaviour	CEW drawn/pointed
38	28	White	Graham	Mental Health Apprehension	Assaultive behaviour	CEW drawn/pointed
<b>June</b>						
39	10	U/K	Mattatall	Stolen Vehicle suspect fled on foot	Suspected Weapons	Pistol drawn
40	10	U/K	Arabi	Stolen Vehicle suspect fled on foot	Suspected Weapons	Pistol drawn
41	11	Middle Eastern	Steuer	Mental Health weapons call	Knife – edged weapon	OC sprayed

42	11	Middle Eastern	Davis	Mental Health weapons call	Knife – edged weapon	CEW drawn/displayed
43	18	White x3	Seguin	Weapons call	Suspected firearm	Pistol drawn/pointed
44	18	White x3	Reda	Weapons call	Suspected firearm	Pistol drawn/pointed
45	18	White x3	Kviety	Weapons call	Suspected firearm	Pistol drawn/pointed
46	18	White	Shaw	Suicidal person with knife	Knife – edged weapon	CEW drawn/pointed
47	26	White	Boyes	Arrest of person for firearm charges	Suspected firearm	Pistol drawn
48	26	White	Klassen	Arrest of person for firearm charges	Suspected firearm	Pistol drawn/pointed
49	27	White	Armstrong	Mischief – hiding in residence	Suspected weapon	Carbine pointed
50	27	White	Broer	Mischief – hiding in residence	Suspected weapon	Launcher pointed
53	27	White	Beech	Mischief – hiding in residence	Suspected weapon	K9 bite – no medical attention needed
51	30	White x3	CIRT	CDSA Search Warrant	Suspected weapons	Carbine pointed Pistol drawn/pointed
<b>July</b>						
52	8	White	Broer	Domestic – weapons call	Knife – edged weapon	Pistol drawn/pointed
54	12	White	Armstrong	Cause Disturbance - Assultive	Assaultive behaviour	CEW drawn/displayed
<b>August</b>						
55	2	N/A	Mattatall	Destruction of Animal	N/A	Pistol used
56	8	White	Steuer	IPV Assault	Assaultive behaviour	OC spray used
57	8	White	Lacasse	IPV Assault	Assaultive behaviour	CEW drawn/displayed
58	22	White	VanOirschot	Break and Enter	hiding	Pistol drawn
59	22	White	Smith, E.	Break and Enter	hiding	Pistol drawn
<b>September</b>						
60	11	N/A	Evans	Swatting Call	N/A	Pistol drawn
61	11	N/A	E. Smith	Swatting Call	N/A	Pistol drawn
62	11	N/A	Damstra	Swatting Call	N/A	Pistol drawn
63	11	N/A	Ethier	Swatting Call	N/A	Pistol drawn
64	11	N/A	Blackburn	Swatting Call	N/A	Pistol drawn
65	18	White x2	CIRT	CDSA Search Warrant	Suspected Weapons	Carbine pointed

						CEW drawn/pointed
66	21	White	Seguin	MHA – Weapons	Knife in hand	CEW drawn/pointed
<b>October</b>						
67	6	N/A	Fehr	Destruction of animal	N/A	Pistol used
68	8	White x2	CIRT	CDSA Search Warrant	Suspected Weapons – fortified door	CEW drawn, Carbines pointed
<b>November</b>						
69	5	White	Singh	Warrant / possession of weapon	Large stick in hand	CEW drawn/pointed
70	5	White	Barrett	Warrant / possession of weapon	Large stick in hand	CEW drawn/displayed
71	11	Middle Eastern x 5	CIRT	CDSA Search Warrant	Suspected Weapons	CEW pointed, Pistol pointed, Carbine pointed.
72	18	N/A	Pol	Destruction of animal	N/A	Carbine used
73	21	White	Winter	Break and Enter	Suspected tools or Weapons	CEW pointed
<b>December</b>						
74	2	Black, White x4	CIRT	CDSA Search Warrant	Suspected Weapons	Pistol pointed, Carbine pointed.
75	15	White	Fehr	Robbery in progress	Suspected Weapons	CEW deployed – 1 cartridge.
76	22	White x5	CIRT	CDSA Search Warrant	Suspected Weapons	Pistol pointed, Carbine pointed, Arwen pointed
77	28	White	Broer	Mental Health – Family dispute	Weapon in hand Knife	CEW drawn

There were a total of 48 Incidents that required use of force reporting submissions.

77 reports were submitted outlining the interaction where a report was required.

9 Reports had no interaction with a subject but were required due to a weapon being drawn in the presence of the public.

15 reports were from activation of the CIRT Team for search warrants and high risk incidents.

7 Reports were required for the humane destruction of injured animals.



## Year End Report – 2025

### Use of Force Options Utilized in the Field

#### St. Thomas Police Service

##### **Incidents requiring *Use of Force (Ministry Reportable)***

2021 – 55 Ministry submissions (individual officer actions) for 37 incidents

2022 – 65 Ministry submissions (individual officer actions) for 34 incidents

2023 – 60 Ministry submissions (individual officer actions) for 40 incidents

2024 – 63 Ministry submissions (individual officer actions) for 39 incidents

2025 – 77 Ministry submissions (individual officer actions) for 48 incidents

##### **Identified Trends in 2025**

- The total number of annual incidents in 2025 reached **24,345** which represents a significant increase over a 5-year period. The 2025 annual incidents have increased by 17.7% from 2021 (21,924). The proceeding three years showed increasing incident response in the community as follows: 2022 (20,682), 2023 (22,628), 2024 (23,451). **In 2025 – the St. Thomas Police Service averaged 67 incidents/24hrs** – increasing from the year totals as follows: 2024 averaged 64 incidents/24hrs, 2023 averaged 62 incidents/24hrs, and 2022 averaged 56 incidents/24hrs, while 2021 averaged 60 incidents/24hrs.

- Incidents that are classified as requiring the Use of Force by our officers increased by 23.1% from 2024, (39 - 48). The individual officer decisions to apply a Use of Force option (based on the presentation of a threat) remained consistent with the 2025 data as a 22.2% increase from 2024. Of these reported Use of Force interactions it can be noted that the use of the Critical Incident Response Team (CIRT) contributed to 15 reported interactions where the team was actioned.
- There are strong indicators (from ongoing incident reviews) that our officers fully understand that a reasonable application of force requires awareness of the facts and circumstances of each particular situation, including the severity of the issue, whether the subject poses an immediate threat to the safety of officers or others and whether the subject is actively resisting or attempting to evade arrest by flight.

### **Race-Based Data Collection**

A requirement of Ministry Reporting is on perceived subject race. In 2025, nine (9) subjects identified as Black, East/Southeast Asian, Indigenous, Latino, Middle Eastern, or South Asian. In 2024, twelve (12), 2023 one (1), zero (0) in 2022. There was a 25% decrease in the use of force incidents involving racialized individuals from 2024 to 2025.

### **Firearms**

In 2025, officers drew their firearm in twenty-three (23) operational incidents compared to 30 in 2024. This represents a 23.3% decrease in police accessing firearms during high risk incidents. The most prevalent weapons that officers faced on the street were edged weapons and the potential for firearms. Nine (9) separate incidents involved the dispatching of injured animals by the use of a firearm.

The implementation of the Critical Incident Response Team (CIRT) has provided the resources to deploy highly trained and skilled team of 13 officers who respond to high-risk incidents. CIRT were involved in 15 of the 23 operational incidents where firearms were drawn in the presence of the public, representing 65.2% of firearm related use of force submissions. The activation of the team directly supported an increase in planned search warrant executions and deployments that were tactical in nature. CIRT is deployed in high-risk scenarios, typically with pre-planning including arresting persons who are known to be violent or to have access to weapons.

### **Conducted Energy Weapons (CEW)**

In 2025, the Conducted Energy Weapon (CEW) or more commonly known as the Taser, was used in deployment mode (probes were fired from the cartridge) 4 times, and was used in display mode (de-escalation compliance option and no probes were fired from the cartridge) on twenty (20) times. This is consistent with the below 2024 reported use of the CEW as follows: In 2024, (CEW) was used in deployment mode (probes were fired from the cartridge) 4 times (4 in 2023), and was used in display mode (de-escalation compliance option and no probes were fired from the cartridge) on twenty two (22) different occasions.

Undoubtedly, the CEW remains a very important tool available for police officers to de-escalate violent situations. This tool provides less than lethal use of force options supporting officer and community safety when it comes to encountering violent interactions.

### **Oleoresin Capsicum (OC Spray)**

O/C (Pepper) Spray was used in 2 interactions in 2025. Previously this use of force option has not been used operationally between 2016 - 2024 (Ministry submissions). This less than lethal use of force option consideration provided the intended for an officer to gain and maintain control of an individual displaying assaultive behaviour and completing an arrest while reducing the chance of injury to the officer and subject.

**ASP Baton**

The (Asp) baton was not used operationally between 2016 - 2025 (Ministry submissions).

**Empty Hand Techniques**

In 2025, Empty Hand Techniques were used in one (1) operational incident (1 in 2024).

**Police Service Dogs (PSD's)**

PSD Rocky was involved in one (1) incident in 2025 in which he had bit a non-compliant, break and enter suspect hiding inside a dryer in the basement of a residence. In 2024, K9 involved in one (1) incident relating to Use of Force and a K9 bite. These are required Ministry Use of Force Reporting submissions due to the bite injuries sustained. The PSD remains a strategic de-escalation compliance tool for many operational incidents that are perceived to be volatile. There is great value in the PSD patrolling as a supplemental resource for frontline officers.

**Body-Worn Cameras (BWC's)**

In 2021, all frontline STPS officers began wearing BWC's. The PSB's decision to implement this piece of equipment has provided visual and audio evidence that independently verifies police-citizen encounters and works to widely enhance citizen perceptions of police transparency and legitimacy. Equally, we are seeing positive cost-benefit analysis data that is reflecting a more streamlined approach to public complaint investigations, which offers evidence-ready video accounts, especially with Use of Force matters. There are compelling positive financial impacts to the swift resolution of these professional standards matters. Importantly, the ongoing and vital maintenance of our officers' mental and physical well-being due to the early clearance of conduct investigations is being positively addressed with this equipment. BWC recordings are proving to be a game-changer that definitively benefit the delivery of public safety services.

The policing environment continues to be complex and increasingly influenced by issues related to the social determinants of health. Non-core policing demands associated with mental health, homelessness, poverty, and substance use disorders remain prevalent and show a continued shared community response is needed to address these issues. In response, public safety personnel must continue to adapt and enhance Use of Force training to ensure it reflects these evolving operational realities. The Service remains committed to the ongoing review of Use of Force incidents, training programs, and issued equipment to support informed, appropriate, and effective responses.

A comprehensive review of all Use of Force incidents and associated Ministry reporting submissions for the year was conducted, including supervisory oversight. This review indicates that Use of Force applications in 2025 were consistent with legislative requirements, policy, and training standards. Overall, the data supports that force was applied judiciously and effectively, reinforcing the Service's commitment to accountability, continuous improvement, and the safe delivery of public safety services to the community.

Respectfully Submitted,



Steven Bogart,  
Deputy Chief of Police

ST. THOMAS POLICE SERVICE  
**PROTECTIVE  
SERVICES**  
REPORT



SAMANTHA WAKEFIELD  
CORPORATE COMMUNICATIONS

SEPTEMBER - DECEMBER  
2025

# NOTABLE INCIDENTS

A PROLIFIC PROPERTY CRIME OFFENDER HAS BEEN ARRESTED

[ST25016376](#)

ST. THOMAS POLICE ARREST LOCAL MAN IN CONNECTION WITH ARMED ROBBERY

[ST25016918](#)

TWO ARRESTED FOLLOWING EARLY MORNING DRUG WARRANT

[ST25016997](#)

ATTEMPTED BANK ROBBERY

[ST25015850](#)

SWATTING INCIDENT IN ST. THOMAS

[ST25016464](#)

SUSPECT ARRESTED FOLLOWING A HOME INVASION ON ELM STREET

[ST25017357](#)

ARREST MADE IN ASSAULT INVESTIGATION

[ST25017322](#)

ARREST MADE IN SERIES OF PROPERTY CRIMES ACROSS ST. THOMAS

[ST25017866](#)

[ST25011757](#)

STUDENT CHARGED FOLLOWING POLICE RESPONSE

[ST25018299](#)

TWO ARRESTED FOLLOWING SEARCH WARRANT

[ST25018448](#)

VIOLENT OFFENDER ACTS OUT AT LOCAL HOSPITAL

[ST25020589](#)

MANSLAUGHTER

[ST25015226](#)

DEATH INVESTIGATION WATERWORKS PARK

[ST25021009](#)

STPS LAY CHARGES OF EXTORTION

[ST25017941](#)

THREE ARRESTED FOLLOWING SEARCH WARRANT

[ST25021967](#)

FENTANYL, COCAINE & AMMUNITION SEIZED

[ST25023019](#)



# FROM THE TRAFFIC MANAGEMENT UNIT

**ST25013564**

A TRAFFIC PROJECT TO ADDRESS PERMIT VIOLATIONS & VALID DRIVERS LICENSE

**THE PROJECT RESULTED IN:** 67 REPORTS, 7 WARNINGS AND 30 CHARGES

**ST25013565**

A TRAFFIC PROJECT TO ADDRESS SPEEDS ALONG HIGHBURY AVENUE

BETWEEN RON MCNEIL LINE AND SOUTH EDGEWARE ROAD

**THE PROJECT RESULTED IN:** 64 REPORTS, 9 WARNINGS AND 71 CHARGES

**ST25008036**

A TRAFFIC PROJECT TO ADDRESS SPEEDING IN COMMUNITY SAFETY ZONES

**THE PROJECT RESULTED IN:** 52 REPORTS, 14 WARNINGS AND 20 CHARGES

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PROTECTIVE SERVICES REPORT

**ST25015752**

A TRAFFIC PROJECT TO ADDRESS VIOLATIONS WITHIN 100M OF A SCHOOL; STOP SIGN,

PEDESTRIAN CROSSWALK, SEATBELTS AND DISTRACTED DRIVING

**THE PROJECT RESULTED IN:** 53 REPORTS, 14 WARNINGS AND 37 CHARGES

**ST25020084**

A TRAFFIC PROJECT TO ADDRESS SPEEDING IN COMMUNITY SAFETY ZONES

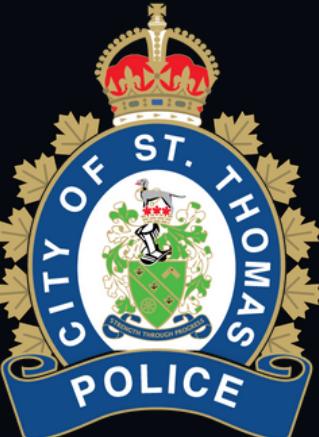
**THE PROJECT RESULTED IN:** 50 REPORTS, 9 WARNINGS AND 57 CHARGES

**ST25018158**

A TRAFFIC PROJECT TO ADDRESS GENERAL SPEEDING THROUGHOUT THE CITY

**THE PROJECT RESULTED IN:** 54 REPORTS, 34 WARNINGS AND 86 CHARGES

SEPT - DEC 2025



# Q4 COLLISION REPORT





# FOUR COUNTIES

TRAFFIC SPECIALISTS FROM AYLMER, STRATHROY-CARADOC, WOODSTOCK AND ELGIN  
OPP ATTENDED THE CITY FOR A DEDICATED DAY OF THOROUGH TRAFFIC MONITORING

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## 39 TRAFFIC RELATED CHARGES WERE LAID

13 SPEEDING CHARGES

1 PLATE VIOLATIONS

6 STOP SIGN AND OTHER SIGN VIOLATION CHARGES

4 FAIL TO HAVE INSURANCE CARD CHARGES

1 DRIVE HAND HELD COMMUNICATION DEVICE CHARGE

1 DRIVE NO LICENSE CHARGE

1 IMPROPER MUFFLER CHARGE

1 DRIVE WHILE SUSPENDED CHARGE

1 INSECURE LOAD CHARGE

10 WARNINGS ISSUED

••••

# Project HomeSafe

## Every Driver. Every Ride. Home Safe.



TO ENHANCE VISIBILITY, STRENGTHEN DETERRENCE, AND PROVIDE FOCUSED ENFORCEMENT DURING A HIGH-RISK SEASON

A DEDICATED IMPAIRED DRIVING AND RIDE ENFORCEMENT TEAM WITH A SIMPLE GOAL:  
ENSURE THAT EVERYONE GOT HOME SAFE DURING THIS HOLIDAY SEASON

OVER THE COURSE OF THE INITIATIVE OFFICERS RECORDED THE FOLLOWING RESULTS:

VEHICLES INVESTIGATED: 1,918

APPROVED SCREENING DEVICE (ASD) TESTS ADMINISTERED: 40

3 DAY LICENSE SUSPENSIONS: 5

HIGHWAY TRAFFIC ACT CHARGES: 14

IMPAIRED OPERATION ARRESTS: 7

CONTROLLED DRUGS AND SUBSTANCES ACT CHARGES: 2

90 LICENSE SUSPENSIONS: 5

7 DAY VEHICLE IMPOUNDMENTS: 5

••••



# NEW STAFF

STPS WELCOMED TWO NEW MEMBERS TO OUR SERVICE FROM SEPTEMBER 1<sup>ST</sup> - DECEMBER 31<sup>ST</sup> 2025



DAN AINSWORTH  
SPECIAL CONSTABLE



BRADLEY HEATH  
CADET

# PROMOTIONS

ONE MEMBER OF OUR SERVICE WAS PROMOTED



ACTING SERGEANT  
JEREMY LINKER

• • •

PROTECTIVE SERVICES REPORT

SEPT - DEC 2025

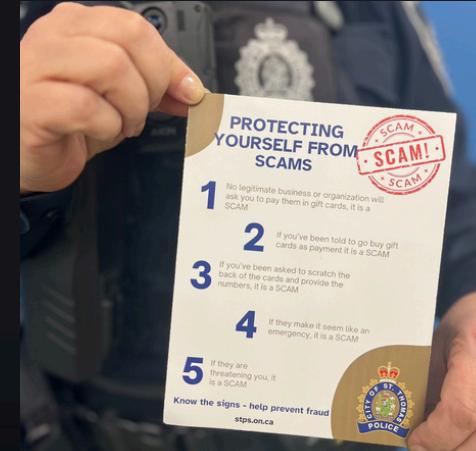


# CRIME PREVENTION WEEK 2025

FEATURED CONTENT AND MEDIA RELEASES FOR CPWEEK2025



CRIME PREVENTION WEEK 2025 – WORKING  
TOGETHER TO PROTECT ONTARIO



CYBERCRIME &  
ONLINE SAFETY



PROPERTY CRIME &  
BREAK AND ENTER PREVENTION



HATE/BIAS CRIME &  
COMMUNITY INCLUSION



ROAD & TRAFFIC SAFETY



YOUTH ENGAGEMENT & SCHOOL SAFETY

••••

PROTECTIVE SERVICES REPORT

SEPT - DEC 2025



# CORPORATE COMMUNICATIONS

FEATURED STANDALONE COMMUNICATIONS FROM SEPTEMBER - DECEMBER



CHIEF MARC ROSKAMP NAMED TO  
ORDER OF MERIT OF THE POLICE FORCES



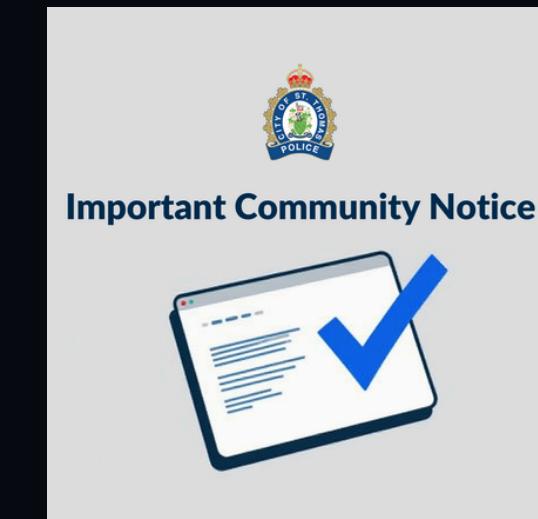
PSB MEDIA RELEASE – APPOINTMENT OF  
DEPUTY CHIEF STEVE BOGART



STPS ANNOUNCES DEPLOYMENT  
OF NEW CANINE TEAM



20,000 CALLS FOR SERVICE EARLIER  
THAN EVER BEFORE



BROAD RECORD CHECKS NOW BEING  
PROCESSED BY STPS



WELLNESS NAVIGATION PROJECT  
MAKES TOP 10 - BLUE LINE MAGAZINE

• • • •

PROTECTIVE SERVICES REPORT

S E P T - D E C 2 0 2 5



## HAND IN HAND: PAINT THE VAN

"HAND IN HAND: PAINT THE VAN" IS A COLLABORATIVE INITIATIVE BETWEEN LOCAL ELEMENTARY SCHOOL STUDENTS AND THE ST. THOMAS POLICE SERVICE. THE PROJECT AIMS TO STRENGTHEN AND PROMOTE SAFETY AWARENESS AND CREATIVITY BY TRANSFORMING OUR COMMUNITY SAFETY VAN INTO A VIBRANT, STUDENT-DESIGNED WORK OF ART FULL OF STUDENT'S HANDS.

IN THE FALL OF 2025, SCHOOL RESOURCE OFFICER CONSTABLE MIKE KAISER ATTENDED FIVE ELEMENTARY SCHOOLS IN ST. THOMAS AND ENGAGED WITH STUDENTS WHO HAD BEEN SELECTED BY THEIR TEACHERS FOR BEING KIND, HELPFUL AND DEMONSTRATING LEADERSHIP QUALITIES AMONG THEIR PEERS.

THE PROJECT WILL CONTINUE IN THE SPRING OF 2026 WITH THE REMAINING ELEMENTARY SCHOOLS GETTING THEIR CHANCE TO PAINT THE VAN!

• • •

# IN THE COMMUNITY

## ONAM 2025

MEMBERS OF THE STPS ATTENDED ONAM 2025. A CELEBRATION WITH THE MALAYSIAN COMMUNITY OF ST. THOMAS



## TORCH RUN

OUR MEMBERS PARTICIPATED IN THE ANNUAL TORCH RUN FOR SPECIAL OLYMPICS IN SEPTEMBER



## OKTOBERFEST

STPS VS. STFD IN A GAME OF ROAD HOCKEY DURING OKTOBERFEST. THE "GUNS N HOSES" TROPHY IS PROUDLY ON DISPLAY AT STPS HQ AFTER A BIG WIN



## POLICE & PEACE OFFICERS NATIONAL MEMORIAL

WE WERE HONOURED TO HAVE MEMBERS OF OUR CHIEF'S CEREMONIAL UNIT JOIN THE NATIONAL GATHERING AT PARLIAMENT HILL.



## TRUTH & RECONCILIATION

MEMBERS OF THE STPS GATHERED AT CITY HALL FOR THE NATIONAL DAY FOR TRUTH AND RECONCILIATION



## PUMPKIN PROWL

STPS HIT THE STREETS FOR THE DOWNTOWN PUMPKIN PROWL COSTUMES, CANDY AND COMMUNITY



## MYFM SPIRIT AWARDS

WE'RE HONOURED TO RECEIVE THE "THERE WHEN YOU NEED THEM MOST" AWARD AT THE 2025 MYFM SPIRIT AWARDS



## REMEMBRANCE DAY

MEMBERS OF THE STPS AND CHIEF'S CEREMONIAL UNIT ATTENDED THE REMEMBRANCE DAY CEREMONY



## SHOP WITH A COP

21 LOCAL STUDENTS EXPERIENCED A MEMORABLE EVENING AT OUR ANNUAL SHOP WITH A COP EVENT.



**Q4 – 2025 = 0 Doses Administered.**

**neo<sup>360</sup>®**  
CANADA  
CAMH - DATIS LIVE SYSTEM - ST. THOMAS POLICE SERVICE  
 ACCOUNT

NEP/NSP    NALOXONE  
TRANSACTION

**NALOXONE**

 **SEARCH**

1. Transaction Date:  
  (DD/MM/YYYY)

2. Transaction Time:  
 (HH:MM)

3. Options:  


 **Help**  
Select a date if required and click  
Record to log a transaction

**Ontario**  
Harm Reduction  
Database Initiative

camhPSSP  
Programme de soutien  
Soussein Program | au système provincial

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 [GDPR](#)

DAN REITH  
Chair



LYNN COATES  
Vice Chair

January 9, 2026

**Re: Ensuring Equitable and Sustainable Police Funding in Ontario  
Provincial Budget Consultations**

This issue has been a consistent and significant topic of discussion among Municipalities, respective Police Services Boards, and Chiefs of Police across Ontario for the past two years.

There has been considerable advocacy through the Association of Municipalities of Ontario (AMO) and the Ontario Association of Chiefs of Police (OACP) where consistent and high-level discussions with provincial officials have occurred on this topic over the past few years. Both the OACP and the Ontario Association of Police Services Boards have submitted repeated and timely correspondence to the Premier and the Minister of the Solicitor General regarding ongoing police funding inequities. In addition, the OACP has met in person with the Premier and his team on several occasions to advance these concerns.

While the cost pressures facing police services are largely consistent across communities of all sizes, recent provincial funding approaches have resulted in growing disparities. Although the Province indicated that the 2025 financial relief for OPP-policed municipalities would be a one-time measure, this funding model has now been extended into 2026. We understand that this approach reflects the OPP's limited access to certain municipal grant programs, as well as the support they provide, often without invoicing, to municipal police services across Ontario.

However, the continuation of this funding model has contributed to a perception of inequity between OPP-policed municipalities and those served by municipal police services.

The St. Thomas Police Services Board has joined with municipal and policing partners in advocating for fair and equitable funding across all municipalities. Mayors across Ontario have raised similar concerns through correspondence to the Association of Municipalities of Ontario (AMO). The Mayor and City Council of St. Thomas have consistently championed police funding equity through AMO over the past three years, and this advocacy has resulted in meaningful progress. As a result, the St. Thomas Police Service has been among the successful police services in securing provincial grants in recent years.

Ongoing discussions with the Ministry have been constructive, and we are encouraged by indications that a new funding stream may be announced for 2026 that would expand eligibility to municipal police services (excluding OPP-policed jurisdictions). Such a program would enable police services to address community-specific public safety priorities, rather than focusing on issues more characteristic of the Greater Toronto Area. While details have yet to be confirmed, this approach would represent a positive step forward.

Accordingly, the St. Thomas Police Services Board and the City of St. Thomas wish to reaffirm their concerns regarding the Government of Ontario's funding initiative for OPP-policed municipalities and the broader implications for equitable police funding. While the one-time relief provided for 2025 budgets was appreciated, its extension into 2026 has reinforced perceptions of an uneven funding framework between OPP-policed and municipally policed communities.

While we recognize and value the Province's commitment to public safety, we remain concerned that the current approach may unintentionally exacerbate systemic funding disparities. These disparities risk undermining municipal policing capacity and the equitable delivery of policing services envisioned under the *Community Safety and Policing Act, 2019* (CSPA).

In light of these concerns, the St. Thomas Police Services Board and the City of St. Thomas respectfully renew their call for a comprehensive, province-wide review of police funding frameworks, with a focus on:

1. **Modernizing provincial police grant programs** to ensure transparency, timeliness, and equitable access for all police services, with funding opportunities aligned to the unique public safety needs of individual communities;
2. **Enhancing support for the implementation of the CSPA**, recognizing the significant administrative and financial pressures placed on municipal police services; and
3. **Establishing a sustainable and predictable long-term funding model** that reflects the diverse operational realities of policing across Ontario, rather than relying on one-time or short-term measures tied to specific cost pressures.

With respect to long-term sustainability, the recent Deloitte review introducing an 11% cap on police budget increases for OPP-policed municipalities has further contributed to confusion regarding the provincial funding model. Many municipalities recognize that the costs associated with CSPA compliance, coupled with arbitrated salary increases that align with OPP compensation, frequently exceed this threshold. This raises concerns that OPP-policed municipalities may be receiving additional provincial offsets not available to municipalities served by local police services.

We value the Government of Ontario's demonstrated commitment to fairness and transparency in provincial funding processes and its support for police services in meeting their legislative and operational responsibilities. The St. Thomas Police Services Board and the City of St. Thomas stand ready to work collaboratively with the Ministry of the Solicitor General, policing partners, and municipal stakeholders to advance a more equitable and sustainable police funding framework.

Thank you for your continued leadership and commitment to public safety across Ontario. We would welcome the opportunity to meet with you and your officials to discuss these matters further.

Regards,



Dan Reith

Chair – St. Thomas Police Services Board



Marc Roskamp

Chief of Police



November 13, 2025

The Honourable Michael Kerzner  
Solicitor General of Ontario  
Ministry of the Solicitor General  
25 Grosvenor Street  
Toronto, ON M7A 1Y6  
Via Email: [michael.kerzner@pc.ola.org](mailto:michael.kerzner@pc.ola.org)

The Honourable Doug Ford  
Premier of Ontario  
Legislative Building, Queen's Park  
Toronto, ON M7A 1A1  
Via Email: [premier@ontario.ca](mailto:premier@ontario.ca)

**Re: Request for Equitable Provincial Support for Municipally Policed Communities**

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Council of the Town of LaSalle, at its Regular Meeting held Monday, November 10, 2025 passed the following resolution:

That the Town of LaSalle endorse the letter approved by the LaSalle Police Services Board regarding equitable provincial support for municipally policed communities; and  
That the letter be sent to the Solicitor General of Ontario, the Premier of Ontario, and all municipally policed municipalities in Ontario; and  
That a copy of this resolution accompany the letter.

**Carried.**

Please consider this letter as confirmation of the Town of LaSalle's support of the above matter.

Yours Truly,

Jennifer Astrologo  
Director of Council Services/Clerk  
Town of LaSalle  
[jastrologo@lasalle.ca](mailto:jastrologo@lasalle.ca)

cc: All Municipally Policed Municipalities in Ontario



November 12, 2025

The Honourable Michael Kerzner  
Solicitor General of Ontario  
Ministry of the Solicitor General  
25 Grosvenor Street  
Toronto, ON M7A 1Y6

**Subject: Request for Equitable Provincial Support for Municipally Policed Communities**

Dear Solicitor General:

I am writing on behalf of the Town of LaSalle and other municipalities across Ontario that operate their own local police services to raise a serious concern regarding the growing inequity in provincial financial support between OPP-policed and municipally-policed communities.

Over the past two budget cycles, the Province has provided direct relief to OPP-policed municipalities to help offset sharp increases in policing costs. In response to those increases, the Province allocated approximately \$77 million in one-time funding to help affected municipalities manage the financial impact. While that relief was welcome for many, no comparable support was provided to municipalities operating their own police forces, even though we face the same financial pressures and in many cases, even greater ones.

At the time, municipally-policed communities were told that this funding was not being extended to them because they could apply for provincial policing grants. However, many of those same grants are also available to OPP-policed municipalities. The \$77 million subsidy was not a grant it required no application process, selection criteria, or eligibility review. Every OPP-policed municipality received the benefit automatically. That distinction is key, and it has created an inequity that continues today.

This year, the Province has again provided financial protection to OPP-policed municipalities through a new 11% cost cap for 2025–2026, along with a lowered threshold for call-volume discounts. In your correspondence to mayors, you stated that these measures were intended to provide greater clarity, predictability, and stability in the OPP cost-recovery model. While

those goals are commendable, the outcome has once again created a two-tier system: OPP-policed municipalities continue to receive automatic provincial cost relief, while municipally-policed communities are left to shoulder the full impact of inflation, collective bargaining, and new legislative mandates under the *Community Safety and Policing Act* (CSPA).

These measures have far-reaching consequences. OPP salary settlements influence policing costs across the province, setting a benchmark for compensation and collective bargaining negotiations. As municipalities enter upcoming contract discussions, the impact of those provincial agreements will again be felt locally but without any equivalent financial support, local taxpayers bear the full cost.

At the same time, the CSPA has introduced new and necessary obligations including enhanced training, compliance, and equipment standards that further strain municipal police budgets. These requirements are provincially mandated and cannot be deferred or avoided. Under Section **50(6)** of the CSPA, policing services cannot be withheld or interrupted due to a local budget dispute. If a police services board and council cannot agree on a budget, the matter can be referred to the Ontario Police Arbitration and Adjudication Commission (OPAAC) for resolution. Ultimately, municipalities remain legally responsible for ensuring those costs are funded.

If a municipality with its own police service were to similarly “cap” its policing costs at 11%, as the Province has done for OPP, it would immediately face a funding shortfall. Those contractual and statutory obligations do not disappear. There is no mechanism for a municipal police service to receive an automatic subsidy, nor has the Province offered a way to balance that financial gap.

In LaSalle, our residents are deeply proud and supportive of our local police service. They value the connection, accountability, and community engagement that come from having officers who live, work, and serve locally. As municipal leaders, we are equally proud of the professionalism and dedication of our police service, but the growing financial disparity threatens the sustainability of that local model.

Municipalities are not asking for preferential treatment we are asking for parity. If the Province recognizes the need to stabilize OPP-policed budgets, it is only fair and reasonable that the same level of consideration be extended to municipally-policed communities facing equivalent pressures.

On behalf of the Town of LaSalle, I respectfully request that the Ministry:

1. Acknowledge the inequity created by the 2024 and 2025 OPP funding interventions;
2. Provide equivalent financial relief to municipally-policed communities facing similar budget pressures; and
3. Work with municipalities and police boards to develop a fair, transparent, and sustainable provincial funding framework that applies equally to all police services in Ontario.

LaSalle remains committed to responsible budgeting, strong community policing, and open collaboration with our provincial partners. Ensuring fairness in provincial funding across all policing models will allow every Ontario community — large or small, OPP-policed or municipally-policed — to remain safe, resilient, and well-served.

Thank you for your attention to this important issue. I look forward to your response and to meaningful dialogue on how we can achieve fairness and sustainability across all policing models in Ontario.

Sincerely,



Mayor Crystal Meloche, Chair  
LaSalle Police Services Board

:tcm

**Ministry of the Solicitor General  
Emergency Services  
Telecommunications Division**

21 College Street, Suite 301  
Toronto ON M5G 2B3

**Ministère du Solliciteur Général  
Division des télécommunications des  
services d'urgence**

21, rue College, Bureau 301  
Toronto ON M5G 2B3



**DATE:** December 9, 2025

St. Thomas Police Service  
45 Caso Crossing  
St. Thomas, ON N5R0G7

Case Number: 2025-08-1-3280235330

Dear Marc Roskamp

Thank you for your application to the 2025-26 Next Generation 9-1-1 (NG9-1-1) transition support program that was announced May 22, 2025.

I am pleased to confirm the Ministry is committing to provide \$311,607 funding to the St. Thomas Police Service to support eligible expenditures as outlined in the NG9-1-1 Application Guidelines.

Funding is contingent upon execution of a Transfer Payment Agreement. Transfer Payment Ontario (TPON) will provide notification once your TPA is uploaded next week.

Please do not make any public announcements until the Ministry officially announces the funding. We will notify you as soon as the funding announcement has been made. Once we receive your executed TPA, we will countersign and initiate release of payment.

We are looking forward to working with you to release this NG9-1-1 funding to you.

Sincerely,

A handwritten signature in black ink, appearing to read "Joy Stevenson".

Joy Stevenson  
Assistant Deputy Minister  
Emergency Services Telecommunications

**From:** [REDACTED] (SOLGEN)

**Sent:** December 9, 2025 12:40 PM

**To:** [REDACTED]

**Cc:** [REDACTED] (SOLGEN) [REDACTED]

**Subject:** 2025-2027 - VSG

Good morning,

Thank you for applying to the call-for-applications under the Victim Support Grant (VSG) program.

As you know, in July 2025, a call-for-applications was launched for a two-year grant cycle of the VSG program from 2025-26 to 2026-27 (two years).

I am pleased to inform you that **St. Thomas Police Service** application ***Pathways to Change: Breaking the Cycle of Harm*** has been approved for funding under the VSG for 2025-26 and 2026-27, with a total allocation of **\$341,400.00** over two years.

[REDACTED]

We will be reaching out regarding the contractual agreement in the coming weeks for your service/municipality's review and sign-off.

If you have any questions, please reach out to myself or Silvana Burke also copied on this email.

Thank you.

[REDACTED]



P.O. Box 20014  
St. Thomas, ON N5P 4H4  
[www.stthomasoptimists.ca](http://www.stthomasoptimists.ca)

December 5, 2025

St Thomas Police Services  
45 CASO Crossing  
St Thomas ON N5R 0G7  
Attn: Chief Roskamp



Dear Chief Roskamp,

On behalf of the Optimist Club of St Thomas, I wish to say Thank You to you and all of your St Thomas Police Services staff that worked so hard to make our 39<sup>th</sup> Annual Optimist Santa Claus Parade a success once again this year.

I'm sure that it takes a lot of planning and preparation for your team to get setup and ready for the parade, but families and children of all ages enjoy seeing not only the Police lead our parade but seeing your Chief's Ceremonial Unit and setting such a strong and dedicated example for our community.

We truly appreciate the work that you and your team provide for our city and we look forward to doing this again next year on November 21st.

Yours sincerely,

*Al Holt*

Al Holt  
Parade Chair



St Thomas Police Service

4h ·

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The St. Thomas Police Services Board and Executive Leadership Team were honored to sponsor a family through St. Thomas-Elgin Social Services this Christmas season.

Today, the carefully chosen gifts were presented to Heather Sheridan, Director of Social Services.

Together, we're making the season bright for those in need.





To the Whole St. Thomas Police Dept. team,

Dec 2025

On behalf of Social Services, thank you from the bottom of our hearts for sponsoring a family this Christmas.

Your thoughtful gift-giving and the care you put into selecting and wrapping each item will make a meaningful difference for that mom and kids.

For this family, your generosity may be the only part of Christmas they experience this year. Because of you, their home will be filled with moments of joy, comfort, and the feeling of being truly cared for during this holiday season.

Your kindness has made a lasting difference and reminded a family that they are not alone. We are so grateful for your compassion you brought to their Christmas.



**SNOW-SWIRLING, WIND-WHIRLING,  
HEARTWARMING HAPPINESS.**

**THAT'S WHAT YOU'RE WISHED, THIS SEASON.**

Thank you for sharing the true spirit of the season!

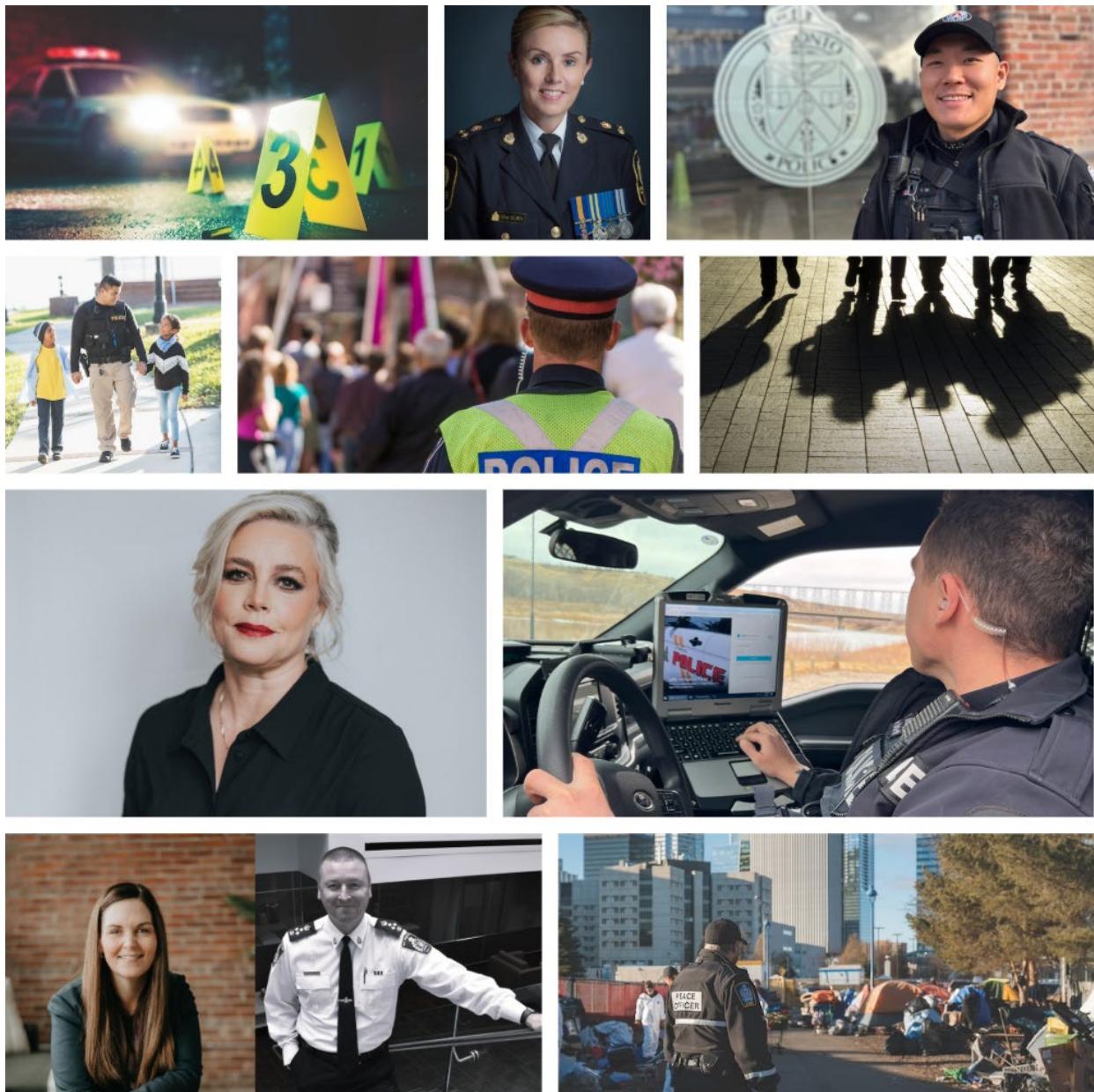
From everyone at  
St. Thomas-Elgin Social Services

Features [Cover Stories](#)

**2025 in review: Blue Line's top 10 articles of the year**

December 31, 2025

By Brittani Schroeder



As 2025 comes to a close today, I want to take a moment to reflect on some of our biggest and most-read feature stories of the year. Throughout all the ups and downs in Canada over the past 12 months, I have been honoured to bring you stories that matter in Canadian public safety. Thank you all for another incredible year! Here's to 2026.

## Number 10

### **The fallacy of work-life balance: Why work-life integration is the real solution**

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For decades, achieving “work-life balance” in policing has been a widely accepted goal, almost as if it were the Holy Grail of professional success. This concept suggests that we equally distribute our time and energy between work and personal life, arriving at a point where both aspects exist in perfect harmony. But what if this concept is not only unrealistic but also harmful? | [READ MORE](#)



Photo Credit: kali9/E+/Getty Images

## Number 9

### **“Living the dream”: How Toronto Police Constable David Um became Rookie of the Year**

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Although Police Constable (PC) David Um has been with the Toronto Police Service for less than three years, he has already made a significant impact on his colleagues and the community he serves. But how did he achieve this, and what earned him the 2025 Rookie of the Year Award? | [READ MORE](#)



Photo credit: Toronto Police Service

## Number 8

### Was a tech CEO targeted in a Toronto homicide?

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Monday, May 28, 2018. At 11:30 p.m., police radios crackled when the dispatcher relayed an urgent call to the frontline officers in 53 division in Toronto. When police arrived, they located a male victim who had been shot. It was a dire situation that required immediate life-saving measures by the emergency personnel who were first on scene. | [READ MORE](#)



Photo credit: ©ferggregory / Adobe Stock

## Number 7

### The Wellness Navigation Project: A mission to normalize mental health in law enforcement

---

First responders across Canada are facing an unprecedented mental health crisis. Police officers are regularly exposed to trauma, often carrying the burden of stress, burnout and stigmatization in silence. Kym Briggs, RSW, EdD, and Chief Marc Roskamp of St. Thomas Police Service (STPS) are on a mission to transform the dialogue around mental health, dismantle barriers and provide meaningful support to those who serve their communities. | [READ MORE](#)



Photo credit: Kym Briggs, Marc Roskamp

## Number 6

### Targeting transnational crime: The growing influence of Southeast Asian gangs

---

Although the last half-century has provided for a growing discourse centred on Canada's own experiences with gangs and organized crime, little of the discussion has examined Asian gangs, and even less focus has been given to South and Southeast Asian gangs. Indeed, much of the focus has concerned Indigenous peoples, outlaw motorcycle gangs, urban street gangs and traditional organized crime, reflecting much of the dialogue occurring in the United States. However, in doing so, it leaves gaps in our knowledge and understanding, hindering law enforcement and policy development, which, in turn, contribute to safer streets and communities. | [READ MORE](#)



Photo credit: Oleg / Adobe Stock

## Number 5

### Q&A: Fiona Wilson, VicPD's newest chief

---

Recently, editor Brittani Schroeder spoke with the Chief Designate of the Victoria Police Department (VicPD), Fiona Wilson, about taking this next career step, her final days as deputy chief at Vancouver Police Department and her future at VicPD. | [READ MORE](#)

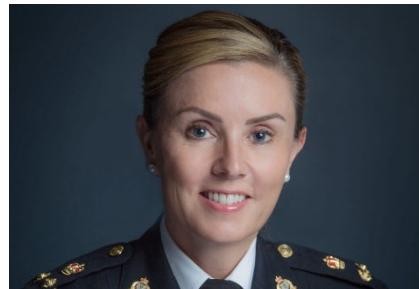


Photo credit: Fiona Wilson

## Number 4

### Rethinking retention

---

A female sergeant was a dedicated and accomplished leader and investigator but became disillusioned with the toxic culture she experienced within parts of the police agency. Despite her superior performance, she struggled to reconcile her personal values with the culture and values practices there. So, at just 17 years of service, she made the difficult decision to relinquish the career she had worked so hard for. | [READ MORE](#)



Photo credit: Davidfillion/ISTOCK UNRELEASED/GETTY IMAGES

## Number 3

### Dessert should never be skipped: Rethinking retirement in policing

---

There's a saying I've always loved by Steve Jobs: "You can't connect the dots looking forward; you can only connect them looking backward." That's when everything finally starts to make sense. After 26 years in policing, I can now see how the experiences, people and lessons have shaped the way I view retirement—not just my own, but also those of the many I've worked alongside. | [READ MORE](#)



## Number 2

### Advancing law enforcement: The Lethbridge Police Service's data-driven approach to crime reduction

---

For three consecutive years – 2019, 2020 and 2021 – Lethbridge held the highest Crime Severity Index (CSI) ranking in Canada, a dire distinction that prompted a shift from reactive policing to a proactive, data-driven strategy. The results? A significant reduction in crime over five years and a drop in CSI rankings to fourth place by 2023, with preliminary data predicting a further decrease when the 2024 results are released later this year. | [READ MORE](#)



## Number 1

### Navigating homelessness in Edmonton: A new strategy unfolds with a systems approach

---

In 2021, Statistics Canada revealed that 11.2 per cent, or around 1.7 million people, had experienced homelessness at some point in their lives. This number has grown over the years. In 2023, Edmonton faced a sharp rise in complaints about homeless encampments, increasing from 9,000 in 2022 to over 17,000. These encampments, some with 80 to 90 structures and dozens of residents, became hubs of criminal activity, including gang involvement. | [READ MORE](#)



Photo credit: Edmonton Police Service

Good morning,

It is a pleasure to advise that your Investigative Funding Grant application has been approved in the amount of \$150,000.00

Attached for your review is your Memorandum of Understanding (MOU) for these funds. Please have this agreement signed and sent back to [REDACTED] no later than March 15, 2026. [REDACTED]  
[REDACTED]

As per the MOU the following are required by the same date above:

1. An Invoice (*must be on official letter head*) that references, "*Funding to Support Local Efforts of [POLICE SERVICE] to address serious and organized crime*". As well, the invoice will include expenditure details and cheque remittance payee and mailing address.
2. Certificate of Insurance (COI) - (*note COI must be valid between April 1, 2025, and March 31, 2026. If your agency's COI expires as of December 31, 2025, you will also need to forward the new COI for the period January 1, 2026, to December 31, 2026.*)

Please note, once your funds have been spent out (no later than March 15, 2025, as per the MOU), the following will be required no later than April 15, 2026, and forwarded to CISO Finance attention:

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Any questions or concerns, please don't hesitate to call or email.

Thank you,



[REDACTED]  
Criminal Intelligence Service Ontario  
Ministry of the Solicitor General of Ontario

25 Grosvenor Street, 12<sup>th</sup> Floor  
Toronto, ON M7A 2H3  
Tel: (365) 341-1412  
[REDACTED]

Ontario 