



Police Services Board Meeting

Constable Colin McGregor Building
REPORT

DIRECTED TO:	St. Thomas Police Services Board
PREPARED BY:	Chief M. Roskamp
SUBJECT:	General Reporting; Aggregate Disciplinary Measures; Section 215(1) of the Community Safety and Policing Act; and Ontario Regulation 90/24
MEETING DATE:	May 28, 2026
REPORT #	CHIEF-2026-18
REPORT TITLE:	General Reporting; Aggregate Disciplinary Measures; Section 215(1) of the Community Safety and Policing Act; and Ontario Regulation 90/24

Recommendation:

That: *Report #CHIEF-2026-18; General Reporting; Aggregate Disciplinary Measures; Section 215(1) of the Community Safety and Policing Act; and Ontario Regulation 90/24, be received for semi-annual information;*

And further, that the Board publish this report on the internet pursuant to section 215(2)(a) of the CSPA;

And further, that the Board forward this report to the Complaints Director pursuant to section 215(2)(b) of the CSPA.

Background:

This report outlines the aggregate disciplinary measures that were imposed on St. Thomas Police Service (STPS) officers under Part XII of the CSPA from **January 1, 2026 to May 28, 2026**. Additionally, I have included the reporting for 2024 and 2025 for comparison purposes.

Key Points (current reporting period):

- **There were two (2) Professional Standards incidents involving two (2) officers;**
 - **One (1) matter has been completed informally, without a hearing.**
 - **One (1) matter is actively under investigation.**

In accordance with section 215 of the CSPA, I am required to report to the Board regarding the aggregate disciplinary measures that were taken under Part XII of the Act. In turn, the Board is required to post this report on its website within 30 days of receiving it and must forward the report to the Complaints Director at the Law Enforcement Complaints Agency.

Under the CSPA, I may impose the following disciplinary measures on a police officer with the police officer's consent and without holding a hearing:

1. Suspend without pay for a period not exceeding 30 days or 240 hours.

2. Forfeit not more than three days or 24 hours pay.
3. Forfeit not more than 20 days or 160 hours off.
4. Reprimand.
5. Undergo specified counselling, treatment or training.
6. Participate in a specified program or activity.

Rather than consent, the police officer may apply to the Ontario Police Arbitration and Adjudication Commission (OPAAC) to appoint an adjudicator to hold a hearing. I may also apply to the OPAAC to appoint an adjudicator to hold a hearing if I am seeking the police officer's demotion or termination.

Ontario Regulation 90/24 requires me to provide a report on aggregate disciplinary measures imposed on STPS police officers to the Board by June 1 and December 1 of every year. The Regulation also prescribes the information that must be contained in this report:

1. Each provision of the Code of Conduct for Police Officers made under the *CSPA* under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision.
2. The number of times a disciplinary measure was imposed,
 - i. without a hearing,
 - ii. following a hearing requested by the police officer, or
 - iii. following a hearing requested by me as I was seeking demotion or dismissal.
3. If a disciplinary measure referred to in paragraph 1 (suspension without pay), 2 (forfeiture of pay) or 3 (forfeiture of time off) of subsection 200 (1) of the *Act* was imposed, for each paragraph,
 - i. the average number of days or hours, and
 - ii. the total number of days or hours.

Analysis:

During this reporting period, *CSPA* discipline was imposed on one (1) police officer(s) from the STPS. This matter has been completed without a hearing (does not involve the public).

One (1) active professional standards investigations remains in this reporting period.

STPS did commence one (1) discipline hearing under the *CSPA* during this reporting period, that remains active, for an employee matter dating back to the 2025 reporting period (does not involve the public).

The aggregate disciplinary measures imposed during the reporting periods are included in Appendix A to this report.

Financial Impact

n/a

Conclusion

This report will continue to be provided to the Board on a semi-annual basis.

Respectfully,



Marc Roskamp
Chief of Police

Appendix A
Aggregate Disciplinary Measures

2024 Code of Conduct Provision and Disciplinary Measures – April 1, 2024 to December 31, 2024
(3 police officers)

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Reprimand, Counselling, Treatment, Training	Program Activity
27. Fail to comply with procedures			2		
19. Fail to perform duty				1	

Disciplinary Measures and Hearings

Discipline imposed without a hearing	3
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	28	28

Appendix A
Aggregate Disciplinary Measures

**2025 Code of Conduct Provision and Disciplinary Measures – January 1, 2025 to December 31, 2025
(10 police officers)**

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Reprimand, Counselling, Treatment, Training	Program Activity
16. Integrity			1	1	
27. Fail to comply with procedures			4	5	
28. Damage to Equipment			1		
30. Workplace Harassment				1	

Disciplinary Measures and Hearings

Discipline imposed without a hearing	9
Officer applied for hearing	1 (ACTIVE)
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	31	31

Appendix A
Aggregate Disciplinary Measures

2026 Code of Conduct Provision and Disciplinary Measures – January 1, 2026 to May 28, 2026
(2 police officers)

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Reprimand, Counselling, Treatment, Training	Program Activity
27. Fail to comply with procedures				1	
28. Damage to Equipment				1	

Disciplinary Measures and Hearings

Discipline imposed without a hearing	1
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off		