

2025

# ANNUAL REPORT

St. Thomas Police Service



# LAND ACKNOWLEDGEMENT

We acknowledge that the land on which we inhabit is the traditional territory of the Haudenosaunee, Anishinabek, Lunaapeewak and Attiwonderonk peoples, connected through Treaty 2 and the McKee Purchase Treaty of 1790.

We recognize that this land is now home to the Munsee-Delaware Nation, Chippewas of the Thames First Nation and Oneida Nation of the Thames, as well as many diverse First Nations, Inuit and Métis peoples. With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers.

# OFFICE OF THE CHIEF OF POLICE



This report reflects a year of focused action, evolving priorities, and measurable impact in how we deliver policing services to our community.

In 2025, our efforts were guided by a clear objective: to be responsive to community needs while using evidence, partnerships, and innovation to shape safer outcomes. The results show meaningful progress. Over the past 2 years, overall crime severity declined by 17.57%, with non-violent crime severity dropping significantly by 31.76%. These outcomes are not the result of any single initiative, but of coordinated work across frontline policing, crime prevention, and community collaboration.

A key area of focus in 2025 was how we responded to complex social challenges. Through the continued growth of our Community Resource Unit, we have strengthened our ability to support individuals experiencing mental health crises, substance use, and homelessness. By working alongside community partners, we are shifting toward more appropriate, coordinated responses; ensuring people receive the right support at the right time. This approach is producing tangible results, including a significant decrease in complaints related to drug-related activity in the downtown core and a measurable reduction in repeat offending among individuals connected to support services.

We have also made important advancements in how we use information to guide our work. Enhanced data analytics are now playing a central role in operational planning and accountability. These tools allow us to better understand trends, deploy resources with greater precision, and provide the public with clearer insight into our performance and priorities.

At the same time, we are not immune to broader challenges affecting communities across the province. Violent crime and the ongoing impacts of substance use continue to demand attention, adaptability, and sustained effort. We have seen increases in violent crime severity, and addressing these issues requires more than enforcement, it requires strong partnerships, long-term strategies, and a commitment to prevention.

Equally important is the well-being of the people who serve within our organization. In 2025, we continued to prioritize the health, resilience, and professional growth of both our sworn and civilian members, recognizing that a supported workforce is fundamental to effective policing. This work is strengthened by the guidance and commitment of an experienced, engaged, and community-focused Police Services Board led by Chair Dan Reith.

Public safety is built on trust. It is shaped through everyday interactions, shared responsibility, and a willingness to work together toward common goals. I want to acknowledge the role our community plays in this work, as well as the dedication of our members who serve with professionalism and care.

This report captures where we are today, but it also points to where we are going. We will continue to future-proof our service capabilities, adapt and build on the progress achieved, with a focus on safety, accountability, and community well-being.

A handwritten signature in cursive script, appearing to read 'M. Roskamp'.

Marc Roskamp  
Chief of Police

# POLICE SERVICES BOARD



Serving as Board Chair provides a unique vantage point, one that allows reflection not only on outcomes, but on the shared effort behind them. This past year has demonstrated what can be achieved when strong governance, dedicated policing, and an engaged community come together with a common purpose.

Throughout 2025, the Police Services Board remained focused on ensuring that our police service is equipped, supported, and guided to meet the expectations of a changing community. Our role is not operational, but it is essential in setting direction, establishing policy, and holding the organization accountable in a way that reflects both public interest and public trust. The Board has strong confidence in our Chief of Police, Marc Roskamp, to lead the service in a way that meets the demands of this moment, balancing responsiveness with long-term vision. We are proud of the Chief's experience, leadership and the steady, principled and thoughtful direction being provided to the organization.

We have placed particular emphasis on responsible stewardship and forward-looking decision-making. This includes supporting investments in officer training, wellness, and modern policing tools, while ensuring that these efforts are grounded in fairness, consistency, and respect for all members of our community.

Equally important is the relationship between policing and the public it serves. Trust is not assumed, it is earned and maintained through openness, responsiveness, and a willingness to engage. Over the past year, the Board has continued to prioritize transparency and accessibility, creating opportunities for meaningful dialogue and ensuring that community voices help shape priorities and expectations.

I would like to recognize the men and women of the police service for their professionalism, resilience, and commitment. The work they do each day is demanding and often complex, and it is carried out with a strong sense of duty to the community. Their efforts are a cornerstone of public safety.

I also want to acknowledge the continued support of our community. Effective policing does not happen in isolation, it depends on cooperation, trust, and shared responsibility. The engagement of residents, community groups, and partner organizations plays a critical role in building a safer and more inclusive city.

As we move forward, the Board remains committed to thoughtful oversight and continuous improvement. Our focus will be on ensuring that the police service is well-positioned to respond to emerging challenges while maintaining the confidence of the community it serves.

Dan Reith BA(Hons) CAIB



**Lynn Coates**

Vice Chair  
Provincial Appointee



**Joe Preston**

Mayor, Council Member  
Appointee



**Rose Gibson**

Council Member  
Appointee



**Jason Jackson**

Community Representative  
Appointee

# Executive Leadership TEAM



**Marc Roskamp**

Chief of Police



**Steve Bogart**

Deputy Chief of Police



**Kim Manuel**

Inspector of Administration



**John Cosby**

Inspector of Investigative &  
Court Services



**Matt Lobsinger**

Inspector of Operations



**Tiffany Terpstra**

Executive Administrator



**Alison Lyle**

Human Resources  
Coordinator

# OPERATIONAL BUDGET



**2025 Budget**  
**\$17,674,249**

## STPS Budget

(notable line items)

Budget Area	Budget Amount
Police Services Board	\$16,742.00
Goods & Services – Operational	\$19,496,535.08
Goods & Services – Operational	\$1,144,300.00
Grants	(\$4,104,487.20)
Revenue Streams	(\$1,480,626.64)
Grant Expenses	\$800,000.00
Building	\$297,000.00
Courts	\$1,253,785.38

## Capital Budget

	Capital Project	Budget Amount
1	STPS Head Quarters – Emergency Operations Centre Building Space Reconfigurations	\$465,000.00
2	3D Scanner   Forensics Investigative Services	\$75,000.00
3	Body Armour and Type 3 Ballistic Panels	\$125,000.00

## Annual Overtime

		Budget Amount
2025	Overtime / Court Budget	\$150,000.00
2025	Actual Overtime / Court Budget Costs	\$214,570.38

- represents a 50% reduction in overtime costs; 58% reduction in callbacks; 54.2% reduction in late investigations resulting in overtime.
- investments and redeployment strategies implemented in 2025 are having positive budgetary impacts.



# OUR TEAM MEMBERS

88 Sworn  
Members

56 Civilian  
Members

18 Special  
Constables

5  
Cadets



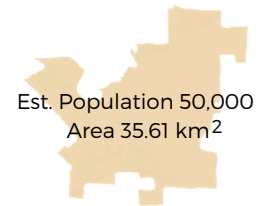
2 Canine



Annual Incident  
Total 24,411



140 online  
reporting



Est. Population 50,000  
Area 35.61 km<sup>2</sup>

St. Thomas

# RECRUITMENT

Recruitment remains one of the top priorities for the St. Thomas Police Service to deliver adequate and effective police services to our community. In 2025, the STPS administered seven recruitment processes for the following positions: IT Helpdesk Technician, Cadet, Communicator, Special Constable (CRU), Experienced Constable, Clerk, Property Administrator.

In total, 436 applications were received and reviewed for the above listed roles and 20 candidates were hired.

Recruitment continues to be a pressure on all Canadian Police Services. To combat these pressures, the St. Thomas Police Service has refreshed its recruitment process and has found success in the modernization efforts that have been made to expeditiously increase access and reduce barriers to candidates entering their careers in law enforcement.

STPS benefits from flexible recruitment schedules, preliminary background investigations completed online through Triton Canada, in-house background investigations, and psychological reports often being provided 24 hours after an initial assessment has taken place.

# SOCIAL MEDIA

Follow along!  
[@stpsmedia](#)



23,891



2,812



5,838



1,059

## **STRATEGIC INITIATIVES AND PROGRESS**

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.

We are 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.

### **Notable Highlights:**

#### **Organizational Service Review**

Expansion of strategic partnerships and Memorandums of Understanding (MOUs), enabling diversion of non-police calls and more efficient use of sworn resources.

#### **Communications**

Strengthened internal communication through ongoing one-on-one and supervisory meetings, ensuring feedback is shared and acted upon across all levels of the organization.

#### **Technology**

Establishment of a Disaster Recovery Site to support backup communications and emergency operations, with infrastructure upgrades nearing completion to meet NG911 requirements.

#### **Human Resources**

Ongoing development of core competencies and targeted training for current and future leaders as part of the organization's broader commitment to leadership development and succession planning.

#### **Community Partners**

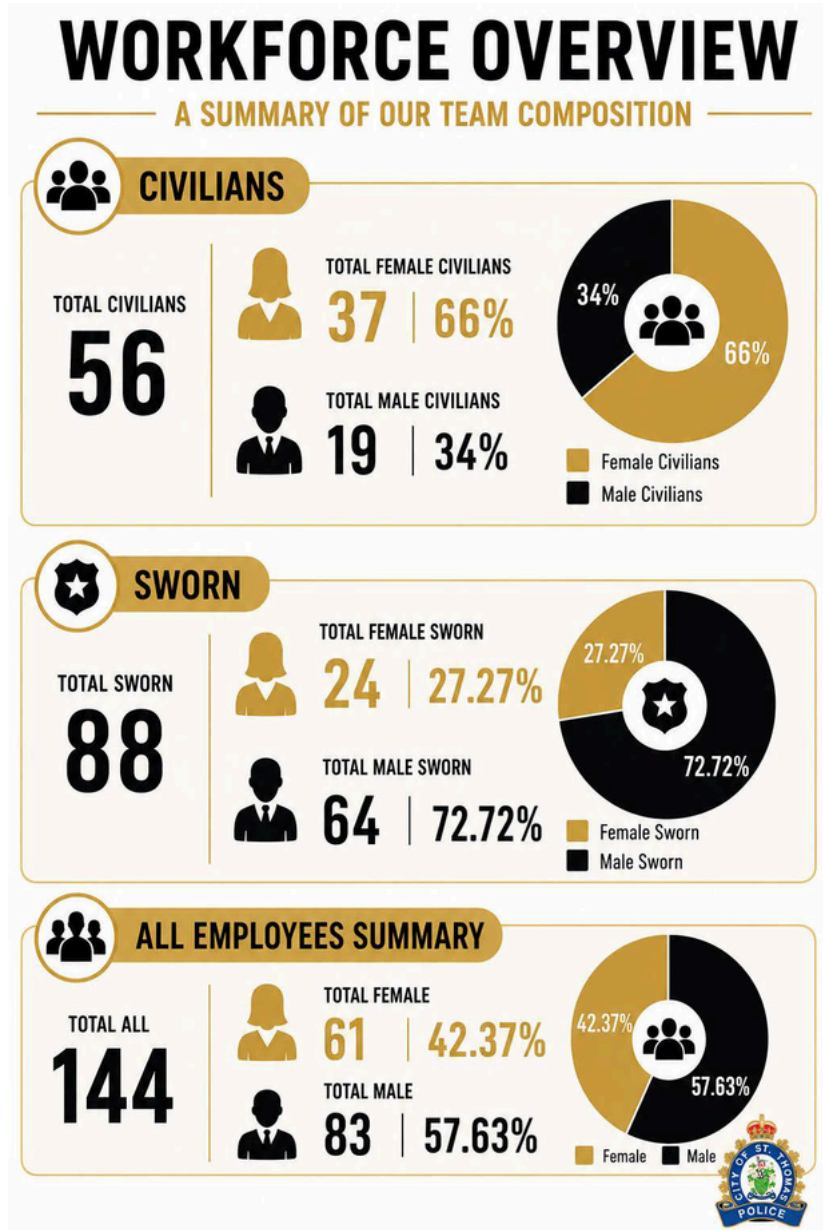
Continued prioritization of genuine and inclusive community engagement through active partnerships that ensure all stakeholders have a voice in decision-making processes and collaborative initiatives.

## DIVERSITY FOCUSED

The St. Thomas Police Service, is proud to foster a diverse and inclusive police service for both our members and the community we serve. Working alongside our Strategic Plan, the STPS Diversity Action Plan provides a framework to address key priorities identified through engagement with our members, community partners, and residents. The St. Thomas Police Service is committed to reflecting the diversity of our growing community, strengthening relationships with all residents, and creating meaningful opportunities to attract, support, and retain qualified individuals from all backgrounds.

By embracing diversity as an organizational priority, our police service continues to strengthen its effectiveness, innovation, and ability to respond to the evolving needs of our community. Recognizing and valuing different perspectives enhances collaboration, encourages creative problem-solving, and supports more informed decision-making. Every member of the St. Thomas Police Service should have the opportunity to contribute fully and achieve their potential within an inclusive and respectful workplace culture. Through this commitment, we aim to build an environment where diversity is celebrated and all individuals feel valued and supported.

In compliance with the legislated objectives prescribed by the Community Safety and Policing Act, 2019, the STPS Diversity Plan outlines the identified areas for action and serves as guiding principles. The St. Thomas Police Service remains committed to reviewing and evaluating our diversity approaches on a regular basis to ensure it continues to meet the needs of our evolving organization and the increasingly diverse community we proudly serve.



## **CHIEF OF POLICE - COMMUNITY INCLUSION COUNCIL**

The STPS Chief of Police – Community Inclusion Council is an action-oriented advisory table made up of individuals who reflect the diverse voices, experiences, cultures, identities, and perspectives within our community. The Council works collaboratively with the Chief of Police to provide meaningful advice, insight, and recommendations on matters related to diversity, inclusion, accessibility, and community relations.

Through open dialogue and partnership, the Council helps identify barriers, emerging community concerns, and opportunities to strengthen trust, transparency, and accountability between police and the residents we serve. Recommendations are made to the Chief on ways to improve policing services, policies, programs, outreach initiatives, and engagement strategies to better meet the evolving needs of our community.

The Council also supports the development of culturally responsive policing practices by fostering understanding, encouraging respectful communication, and promoting inclusive approaches to public safety. Members bring lived experience, community knowledge, and professional expertise that assist the Service in building stronger relationships with underrepresented and marginalized groups.

By working together, the Community Inclusion Council contributes to creating a safer, more inclusive, and welcoming community where all individuals feel heard, respected, and supported.



## **COMMUNITY MOBILIZATION**

Community Mobilization remains a cornerstone of our approach to public safety, focusing on early intervention, prevention, and collaboration with partners to address complex social issues. Over the past year, we strengthened relationships with community agencies, healthcare providers, schools, and local organizations to identify individuals and families at elevated risk and connect them with appropriate supports.

Through coordinated risk-driven interventions, we helped reduce repeat calls for service and improved outcomes for vulnerable populations. Our teams worked proactively to address issues such as mental health, substance use disorders, housing instability, and youth at risk, ensuring that responses were timely, collaborative, and focused on long-term solutions rather than enforcement alone.

This collective approach continues to enhance community trust, improve quality of life, and create safer neighborhoods by addressing root causes of harm before they escalate into crises.



## **YOUTH ENGAGEMENT**

Youth Engagement remains central to our commitment to prevention and relationship-building. Officers maintained a strong presence in schools, supporting education, mentorship, and early intervention efforts.

We engaged with youth through sporting events that foster teamwork and encourage positive interactions with STPS officers. We also continue to support Special Olympics initiatives, reflecting our strong commitment to inclusion and active community involvement for everyone.

These efforts are aimed at strengthening trust, empowering youth, and contributing to a safer, more connected community.

## 911 & NON EMERGENCY CALLS

Current 911 systems are supported by landline phones. If you call 911 from a cell phone, dispatchers have limited resources to locate the origin of the call. **Location matters in an emergency.**



[www.what3words.com](http://www.what3words.com)

If you need help and don't know where you are, use the **what3words** app to help dispatchers pinpoint your location. Download the app for free today.

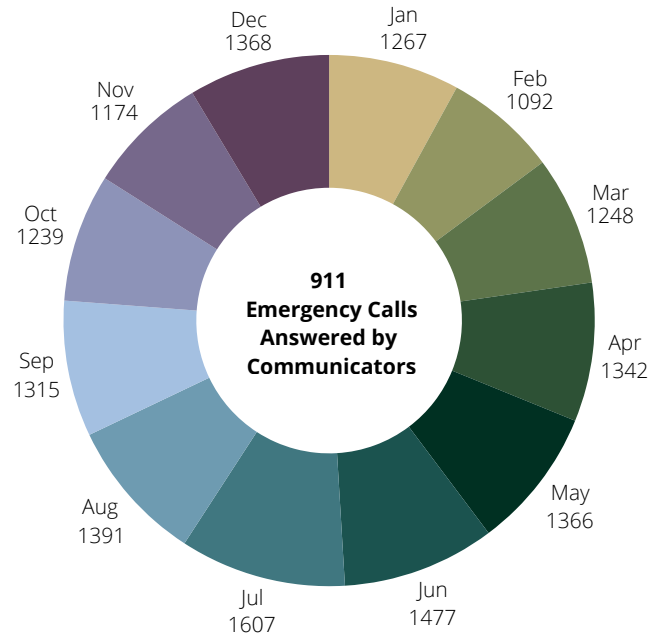
STPS is preparing to enhance emergency response with the use of Next Generation 911 - a service that will support voice and text. More info at: [www.crtc.gc.ca](http://www.crtc.gc.ca).

Expanded services are coming. NG911 will give residents improved emergency services using telecommunication networks. This will be completed by Summer 2026.

### YEARLY 911 CALL TOTALS

**2024: 12,881 | 2025: 13,160**

AGENCY	2024	2025	%
Police	6137	6604	+7.61%
Fire	484	447	-7.64%
Ambulance	6260	6109	-2.41%



The STPS Communications Centre answered in excess of 60,000 calls and inquiries in 2025.

24,411 resulted in STPS response.

## SUSPECT APPREHENSION PURSUITS

The need to apprehend or identify a person or the motor vehicle must outweigh the risk to public safety. That is the test that is continually applied by all staff involved. STPS Officers will never attempt to stop a motor vehicle if there is a risk to public safety.

Suspect Apprehension Pursuits	4
Fail to Remain Reports	7
Incidents concluded with arrest and charge	5
Criminal Code Charges	1
Highway Traffic Act Charges	3
Known Stolen Vehicles Involved	0

## CRIME STATISTICS

INCIDENTS	2021	2022	2023	2024	2025	Variance 2024-2025
TOTAL	21,924	20,685	22,628	23,214	23,411	+1.6%

ARRESTS	2021	2022	2023	2024	2025	Variance 2024-2025
TOTAL	1,758	1,988	2,143	2,180	2,320	+6.4%

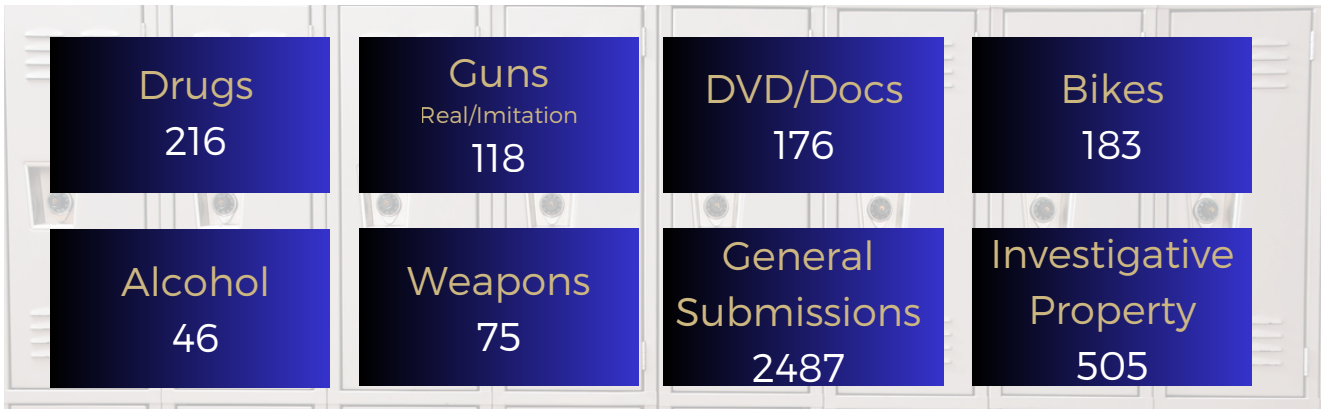
CRIMINAL CHARGES	2021	2022	2023	2024	2025	Variance 2024-2025
TOTAL	1,853	2,175	1,748	1,803	2,334	+29.5%

BAIL VIOLATIONS	2021	2022	2023	2024	2025	Variance 2024-2025
Bail Violation Charges	253	259	*196	216	233	+7.87%

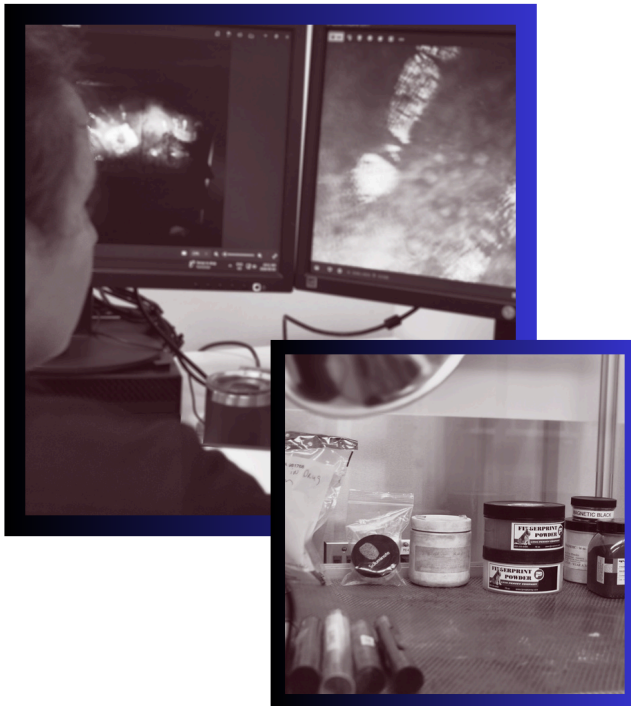
## DIGITAL FORENSICS EXAMINATION

	2024	2025	Variance
<b>Total Intake</b>	201	267	+32.8%
<b>Total Size of Examined Data in GB</b> (1 Gigabyte = 1024 Gigabytes)	10,410.2	14,597.68	+40.2%
<b>Total Size of Examined Data in TB</b> (1 Terabyte = 1024 Gigabytes)	10.166	14.25	+40.18
<b>Incidents Involved</b>	104	194	+86.53%
<b>Total Charges</b>	256	323	+26.17%

## PROPERTY MANAGEMENT



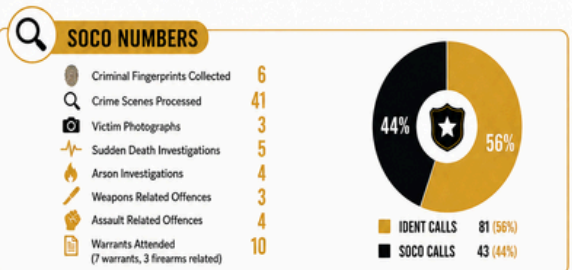
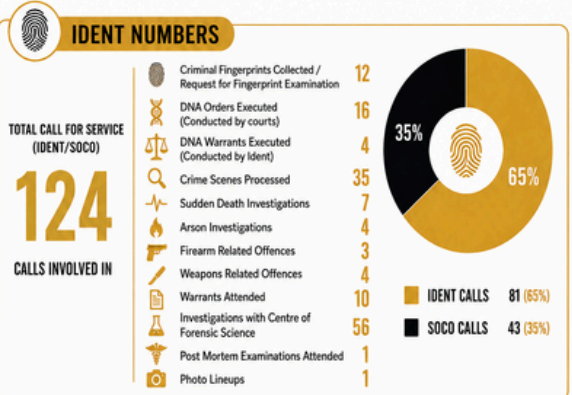
## FORENSIC IDENTIFICATION & SCENES OF CRIME



66 Registered Sex Offenders are currently being monitored by Forensic Identification Services as per the Ontario Sex Offender Registry and the National Sex Offender Registry.

### IDENT & SOCO OVERVIEW

A SUMMARY OF OUR WORK



**NOTE:**  
For some incidents multiple warrants conducted (for Ident/SOCO)



# COMMUNITY RESOURCE UNIT



In recent years, our police service consulted with the community and determined a new approach was necessary to address the growing social and health related disorders in our downtown region. These issues are predominantly believed to be non-core functions and therefore do not require the presence of police officers in all cases. A carefully selected team of Special Constables was established pursuant to the provisions of the new Community Safety and Policing Act. This Community Resource Team (CRU) has a primary focus to engage with vulnerable individuals impacted by mental illness, substance use disorders, and those struggling with being unhoused.

Our CRU Team supports these individuals in finding healthy pathways and connects them to the complex consortium of social and health related supports within our community. Our team works very closely with key local partners such as; CMHA, CCHC, STEGH, St. Thomas-Elgin Social Services, St. Thomas Bylaw Services, and Indwell. Our aim is to deploy our CRU Team in collaboration with other partner agencies to prevent these social and health disorders from becoming public safety concerns, and therefore directly becoming core obligations for police officer response.

Our CRU Team is based out of the STPS Satellite Office located at 584 Talbot Street. Our team of Special Constables are also responsive to the needs of the many business/restaurant owners and shoppers in our downtown core. All citizens of St. Thomas and guests to our city have the right to be safe and feel safe. We have heard from our community on this Program and our shared vision is proving to have a positive impact in our downtown.

## COURT SERVICES - ELGIN COUNTY COURT HOUSE

Prisoner Appearances	3,083
Prisoner Escorts	465

### **STAFF**

#### **Full Time**

- 1 - Special Constable Supervisor
- 1 - Uniform Constable
- 2 - Special Constable Case Managers, Criminal and POA
- 1 - Special Constable Court Security

#### **Part Time**

- 5 - Special Constables (STPS)
- 1 - Uniformed Constable (STPS)
- 1 - Special Constable (Aylmer)
- 1 - Uniformed Constable (OPP)

## **BUSINESS OFFICE**

	2024	2025	Variance 2024-2025
Criminal Background Checks	3,477	3,697	+6%
Criminal Charge Packages for Court	1,383	1,668	+21%
Freedom of Information / Court Orders	155	185	+19%



The Business Office is staffed by seven full time clerks and one part time clerk and one Manager. They are a team of professionals dedicated to supporting all aspects of policing and the administration of justice. The Business Office is responsible for the Records Management System, Canadian Police Information Centre System, Data Quality Control, Privacy and Access to Information, Criminal Record Checks, Records and Information Management.

## **CRIMINAL INVESTIGATIONS BRANCH**

OFFENCES	2021	2022	2023	2024	2025	Variance 2024-2025
Homicides	0	0	1	2	1	-50%
Robbery	7	12	10	15	10	-33.3%
Assaults (non-sexual)	253	239	240	310	305	-1.6%
CDSA Offences (drugs)	117	144	109	87	149	+71.2%

Criminal Investigations remains a critical function in addressing serious and complex crime within our community. Over the past year, the Unit maintained a strong focus on major crime investigations, while advancing enhanced responses to the rising incidents of Intimate Partner / Gender-Based Violence. These efforts are supported by robust Forensic Identification and Digital Forensic capabilities, ensuring evidence is collected, analyzed, and presented to the highest standard.

Our highly trained investigators are equipped to manage the most complex cases, with recent enhancements reflecting the increasing severity of violent crime. Through a combination of proactive strategies and comprehensive investigative practices, the Unit remains committed to holding offenders accountable and improving community safety.

## TRAFFIC UNIT

<b>COLLISIONS</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>Variance 2024-2025</b>
<b>Without Injuries</b>	196	258	209	414	361	-12.8%
<b>With Injuries</b>	34	64	46	66	72	+9%
<b>TICKETS ISSUED</b>	<b>3490</b>	<b>3591</b>	<b>3223</b>	<b>2338</b>	<b>2814</b>	<b>20.36%</b>
<b>Impaired - Alcohol</b>	30	40	47	44	34	-22.7%
<b>Impaired - Drug</b>	3	3	0	1	1	-
<b>Impaired Alcohol &amp; Drug</b>	29	31	37	34	33	-2.9%
<b>Refusal</b>	0	1	0	0	0	-
<b>RIDE Checkpoints</b>	59	78	36	75	54	+28%
<b>Roadside Screening</b>	47	46	31	57	110	+93%
<b>Field Sobriety Test</b>	15	7	10	12	32	+166%

## CANINE

The STPS Canine Units (Constable Kyle Beech and PSD Rocky and Constable Derek Smith and PSD Nighthawk) continue to be a critical operational asset, providing specialized support across a wide range of policing activities. Over the past year, our teams were deployed to assist with suspect apprehensions, tracking, searches for missing persons, and the detection of firearms and controlled substances.

Their speed, precision, and reliability significantly enhanced officer safety and operational effectiveness, often reducing the need for prolonged searches and helping bring incidents to a safe resolution more quickly. The unit also supported major investigations and public safety initiatives, demonstrating its versatility and value in both urgent and planned operations.

Through ongoing training and strong integration with Frontline, Investigative and Critical Incident Response teams, our Canine Units remain an essential component in delivering effective, responsive, and proactive policing services to our community.

## INTIMATE PARTNER VIOLENCE

Incidents / Offences	2021	2022	2023	2024	2025	Variance 2024-2025
Intimate Partner Violence Incidents	684	683	748	761	782	+2.7%
IPV Related Charges (substantive)	132	169	221	308	399	+29.5%

## SEXUAL OFFENCES

Incidents / Offences	2021	2022	2023	2024	2025	Variance 2024-2025
Sexual Assault Incidents (reported)	32	58	64	52	68	+30.7%
Sexual Assault Incidents (unfounded)	0	0	0	0	0	-
Sexual Assault Incidents (w/charges)	6	20	24	21	27	+28.5%
Invitation to Sex. Touching	2	5	1	5	1	-80%
Sexual Interference	6	6	10	9	9	-
Aggravated Sexual Assaults	0	0	1	0	0	-
Sexual Assaults w/weapon	0	0	0	0	0	-

## SEXUAL ASSAULT INVESTIGATIONS

A comprehensive review was conducted regarding the clearances of all sexual-related offenses, and the following was noted:

- Out of 64 investigations analyzed, 37 resulted in the laying of criminal charges, accounting for 50% of all sexual-related offense investigations.
- Additionally, 19 investigations concluded with the victim/complaint declining to proceed, constituting 25.7% of sexual-related offenses.
- Furthermore, in 18 investigations, insufficient evidence was found to support criminal charges, representing 24.3% of sexual-related offenses.

## ONLINE SEXUAL ASSAULT REPORTING

We understand that often times victims of intimate partner crime have a difficult time reporting and that these crimes often cause long-lasting trauma. Our response, knowing that victims may have difficulty speaking about these incidents with friends, family and police officers, is to offer this on-line reporting tool.

By completing an on-line form, your submission will be read by a member of the Criminal Investigations Unit and followed up in a timely manner.

Our goal is to bring these cases to a resolution by conducting a professional and thorough investigation. Along with investigating your matter, we will provide you with assistance and the resources for on-going support during your period of recovery.

**8 out of 68 victims felt more comfortable using our online reporting service in 2024.**

## PROPERTY CRIME UNIT

Property Crime	2021	2022	2023	2024	2025	Variance 2024-2025
Break & Enter	238	271	347	164	185	+12.8%
Theft/ Possession	842	1061	1095	960	1099	+14.4%
Fraud	140	178	141	239	224	-6.8%
Arson	10	15	*36	22	16	-27.2%
Mischief	340	335	353	273	288	+5.4%

\*Majority of arson's were dumpster fires

### 2334 Criminal Charges | 2320 Arrests

The STPS Property Crime Unit is a group of skilled plain clothes officers brought together to focus on the trending property crimes affecting our community. Recidivist behaviours are directly related to the increasing property crimes statistics and social determinants of health (poverty, substance use, mental health, unhoused).

## STREET CRIME UNIT

*A team of highly trained plain clothes specialty officers tasked to investigate crimes of high risk involving violence and drugs.*

**18** Drug and Gun Project Investigations

Seized Firearms: **2**

Total Charges: **71**

Total Arrests: **24**

**3** Joint Forces Projects

Recovered Stolen Property: **\$20,000.00**

Seized Currency: **\$122,000.00**

Illicit Drugs Seized: Street Value **\$20,069**

## TRAINING UNIT

The Training Unit plays a vital role in ensuring our members remain qualified, prepared, and compliant with the requirements of the Community Safety and Policing Act.

Throughout the year, the Unit delivers and oversees mandatory training in key areas including firearms requalification, defensive tactics, conducted energy weapons, immediate rapid deployment, and mental health crisis response, along with a range of additional topics aligned with current legislation and best practices.

Staffed by two highly skilled Training Officers, the Unit delivers extensive, consistent, high-quality instruction that supports both operational readiness and officer safety. Their ongoing efforts ensure our personnel remain up to date with evolving legal, regulatory, and policing standards, enabling effective and professional service delivery to the community.

## **CRITICAL INCIDENT RESPONSE TEAM**

The STPS Critical Incident Response Team (CIRT), implemented in early 2024, provides a specialized and highly trained capability to support frontline and investigative units during high-risk and complex incidents. Established in response to increasing violent crime severity in our rapidly growing city, the Team enhances coordinated response, reduces operational risk, and strengthens overall officer and public safety.

Since its implementation, CIRT has demonstrated significant operational growth and value to the Service. In 2024, the Team recorded 32 deployments, increasing to 62 deployments in 2025, representing a 94% year-over-year increase and a total of 94 deployments over the past two years. This growth reflects the increasing reliance on the unit as a core operational capability.

CIRT has contributed to a wide range of critical incidents, including weapons-related and high-risk calls, barricaded persons and containment situations, mental health apprehensions involving elevated risk, missing person and ground searches, planned warrant support and high-risk arrests, and inter-agency operational support.

Through structured, coordinated deployment, the Team plays a vital role in enhancing safety, improving incident outcomes, and ensuring an effective response to the most complex operational challenges faced by the Service.



## CRIMES COMMITTED AGAINST POLICE

11

Police Officer  
Injuries

18

# of Assault  
Police Charges

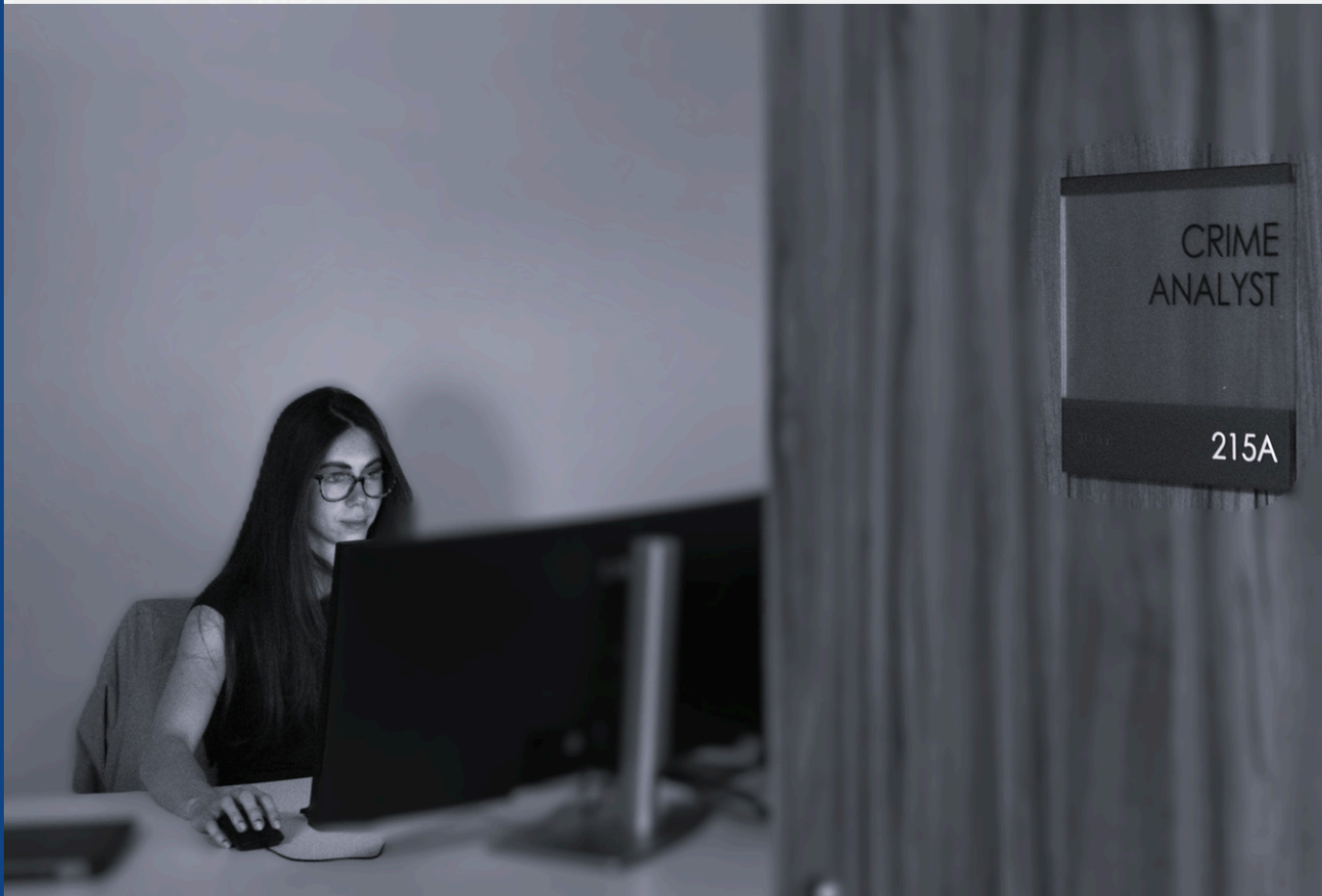
20

# of Resist  
Arrest Charges

(resulting in lost time, work accommodations, modified work, no lost time)

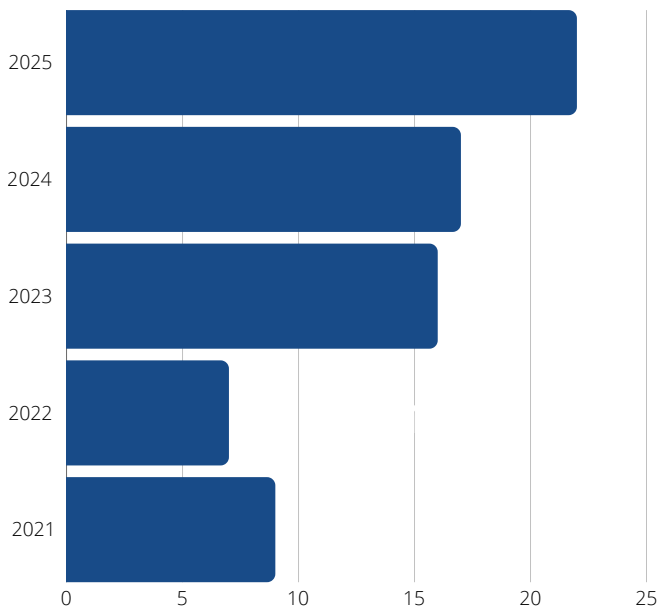
The Chief of Police and the St. Thomas Police Services Board believe it is important to inform the community on matters of violence in all regards. There is a concerning trend occurring with assaults against police officers throughout Ontario.

Locally, the severity of police officer injuries sustained in the line of duty adds significant pressures on service delivery. The physical and psychological well-being of our police officers is a top priority. If we are healthy on the inside – we will be healthy to deliver services on the outside.



# PROFESSIONAL STANDARDS

Public Complaints Yearly Comparison



### OIPRD

In 2025, **22** public complaints (17 in 2024) were received regarding separate incidents. **22** public complaints were about the conduct of police officers. There were **0** public complaints about the policies and/or services of the St Thomas Police Service. The Law Enforcement Complaint Agency Director (LECA) opted to screen out **17** public complaints and screened in **5** matters for investigation.

### Special Investigations Unit

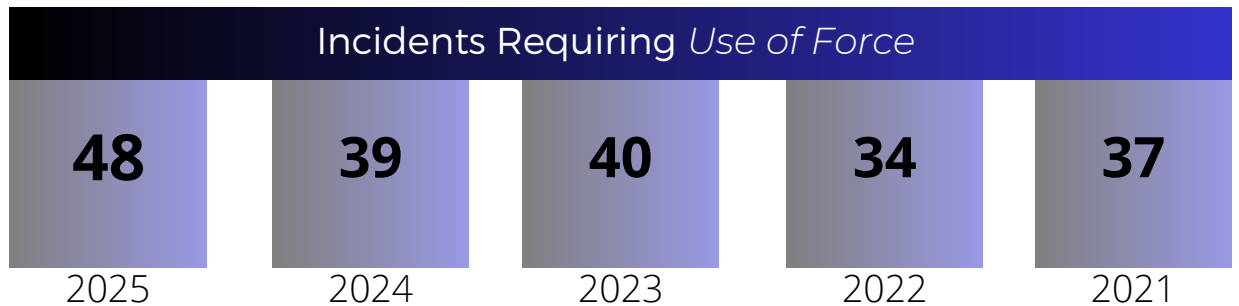
In 2025, zero (0) matters prompted the Special Investigations Unit (SIU) to invoke their investigative mandate.

### Chief's Complaint Investigations

**9** invests (7 in 2024). **8** resolved informally with **1** ongoing in the formal hearing process.

## USE OF FORCE

A requirement of Ministry of the Solicitor General reporting is on perceived subject race. Of the **39** incidents where Use of Force was applied. **12** subject identified as Black, East/Southeast Asian, Indigenous, Latino, Middle Eastern, or South Asian.



## USE OF FORCE OPTIONS

### FIREARM

Officers drew their firearms in **23** operational incidents. Of those, **9** involved dispatching an injured animal

### CONDUCTED ENERGY WEAPON

Officers fired their Conducted Energy Weapons **4** times. The CEW was used in display mode for de-escalation on **20** occasions

### EMPTY HAND

Empty Hand Techniques were used in **1** operational incident

### K9

Police Service Dog Axle administered **1** bite and was used to de-escalate several incidents

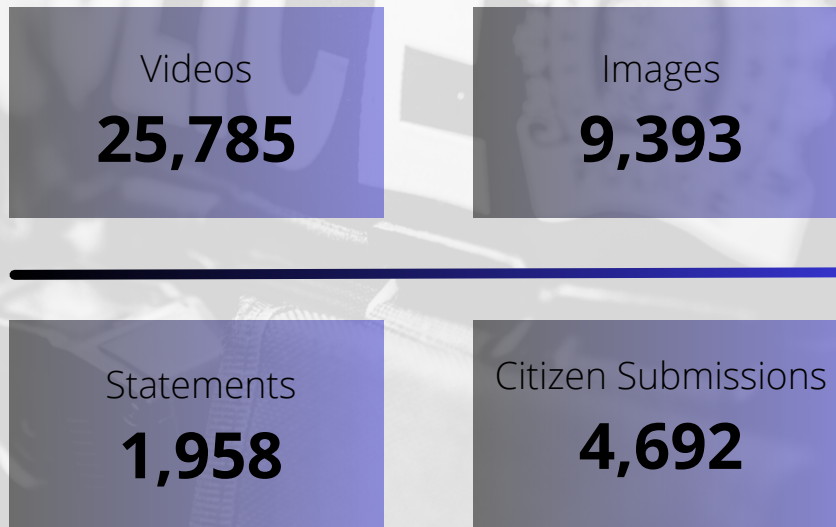
\*Asp Baton and/or Pepper Spray were not used in 2025

## **BODY WORN CAMERAS**

Our Body Worn Camera Program has supported effective service delivery since its inception with the St Thomas Police Service.

BWC evidence is considered an impartial witness which can shorten criminal or civil court proceedings and reduce legal expenses.

BWC's help increase trust between police and communities they serve. These modern tools enhance professionalism and quality of service that is delivered each and every day by the STPS.



## **CLOSED CIRCUIT TELEVISION VIDEO**

The City of St. Thomas currently has 12 CCTV cameras installed throughout the downtown area and in the industrial park.

These modern technological tools are cost effective and offer a contemporary response to crime and social disorder. These cameras reassure the public and enhance community safety and well-being.

The STPS continues to increase this program with the support of community donations and Provincial Grant Programs.

## **INFORMATION TECHNOLOGIES**

Information Technologies provide an economical, efficient support service

- 24/7 Help Desk support to staff
- Manage Data Centre and multi location network including in a mobile environment
- 911 network support and radio systems

STPS has two Systems Administrators and one IT Helpdesk Technician that provide a reliable IT work environment for the organization - from server and network performance to security and all other areas that keep an organization's IT system running smoothly.

# MOBILE OUTREACH SUPPORT TEAM



The MOST team operates under a co-response model designed to help police and health partners to collaborate with service providers in the community.

The aim is to improve outcomes for individuals experiencing a mental health, addictions, neurodevelopmental and/or other crisis.

The STPS maintains a partnership with the CMHA in efforts to support those in the community that need assistance in finding pathways to resources to live healthier in society.

In 2025, our MOST team was comprised of 3 CMHA clinicians embedded into the STPS public safety delivery model.



## CHANGING WAYS



Addressing Intimate Partner / Gender-Based Violence remains a top priority as we respond to a growing and complex community need. Over the past year, we enhanced our approach through strengthened partnerships and the integration of an embedded social worker from Changing Ways, enabling more immediate and coordinated support for those affected.

This collaboration allows for both proactive intervention and responsive care, connecting individuals to appropriate services at the earliest opportunity while supporting investigative and risk-reduction efforts. By combining enforcement with specialized social support, we are improving outcomes for victims, increasing offender accountability, and working to reduce the long-term impact of violence in our community.

## VICTIM SERVICES ELGIN



Three Victim Services Elgin workers were embedded within the organization, supporting frontline response and client care throughout the reporting period. During this time, demand for services increased. Total calls for service rose from 962 in 2024 to 1,054 in 2025, representing a notable increase in operational workload. Similarly, the number of clients assisted grew from 1,293 in 2024 to 1,477 in 2025, indicating a continued upward trend in service utilization.

Overall, these figures suggest increased community reliance on Victim Services Elgin supports and highlight the importance of the embedded model in meeting growing demand efficiently and consistently.

## **ELGIN CROWN ATTORNEY | PRE-CHARGE CONSULTATION**

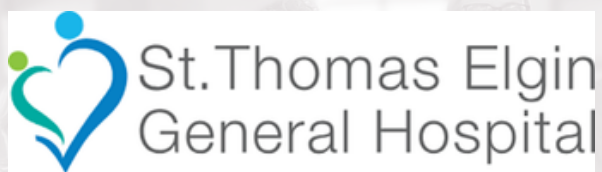


The Service has strengthened its collaboration with the Elgin County Crown Attorney's Office through an embedded Assistant Crown Attorney working within the police service in a pre-charge consultation role. This initiative is grounded in the principle of Police/Crown collaboration to enhance the effectiveness and efficiency of the justice system, while maintaining the independence of both organizations as a cornerstone of proper judicial administration.

The pre-charge consultation process supports early legal guidance during investigations, improves decision-making on evidentiary and legal issues, and provides an early assessment of the viability of prosecutions. This helps reduce unnecessary delays and late investigative requirements, while strengthening overall case quality.

Importantly, the model preserves the distinct roles of Police and Crown, investigation and charge-laying by police, and prosecutorial decision-making by the Crown; each exercised independently, objectively, and in the public interest. This partnership ensures that charges proceed only where there is a reasonable prospect of conviction and prosecution is warranted, thereby enhancing both public safety and the integrity of the justice process.

## **ST. THOMAS ELGIN GENERAL HOSPITAL**



Mental Health Crisis Response remains a key priority in supporting some of the most vulnerable members of our community. Our approach continues to evolve through strong partnerships and integrated response models that enhance both proactive and reactive support.

The recent addition of an embedded Nurse from the St. Thomas Elgin General Hospital, alongside longstanding collaboration with CMHA clinicians, has significantly strengthened our ability to respond effectively to mental health-related calls for service. These partnerships enable timely clinical assessment, improved coordination of care, and more appropriate connections to community-based supports.

By working together, we are better equipped to de-escalate crises, reduce unnecessary system involvement, and guide individuals toward healthier and more sustainable pathways of care and recovery.







































