



Police Services Board Meeting

Constable Colin McGregor Building
January 22, 2025 – 8:00 a.m.

AGENDA

CALL MEETING TO ORDER

DECLARATION OF CONFLICT

APPOINTMENT OF CHAIR AND VICE CHAIR FOR THE YEAR 2025

Nominations to elect members to the positions of Chair and Vice Chair for 2025.

APPOINTMENT TO FINANCE/BARGAINING COMMITTEE

Nominations to elect members to the Finance/Bargaining Committee for 2025.

Guests

Name	
Paul Tunks	President – St. Thomas Police Association

ADDITIONS TO AGENDA

NEW HIRES/PROMOTIONS

Name	Position	Start Date
Joshua Reda	Cadet	21-Nov-24 (James)
Kaitlyn Johnson	Cadet	21-Nov-24 (Mooney)
Dave Kilbreath	Information Technology Manager	06-Jan-25 (promotion)
John Cosby	Inspector of Policing	06-Jan-25 (promotion)
Jacob Beaton	Sergeant	01-Feb-25 (promotion)
Matt Lobsinger	Staff Sergeant	01-Feb-25 (promotion)
Eston Smith	Cadet – direct to college	10-Feb-25 (Johnson)
Paula Hill	Communications Centre Manager	01-Apr-25 (promotion)

MINUTES

Confirmation of the minutes of the meeting held November 20, 2024.

Pages 5 - 8

DEPUTATIONS

REPORTS

Revenues and Expenditures

Pages 9 - 17

Financial Statements (YTD Performance) for 2024 as of January 15, 2025.

Report (CHIEF-2025-02) Staffing Announcements/Promotions/Lateral Processes

Pages 18 - 19

A report from Chief Roskamp re: Staffing Announcements/Promotions/Lateral Processes.

Protective Services Report

Pages 20 - 29

A report from Corporate Communications dated September 2024 – December 2024.

Report (CHIEF-2025-01) Strategic Plan | 2024 Year End Reporting

Pages 30 - 42

A report from Chief Roskamp re: 2024 Year End Reporting Updates for the STPS Strategic Plan.

Report (CHIEF-2025-06) Strategic Plan | Metrics on Police Assistance to Victims of Crime - Section 36(1)(3)(vii)

A report from Chief Roskamp re: Metrics on Police Assistance to Victims of Crime.

Report (CHIEF-2025-08) Strategic Plan | Metrics on Police Interaction with persons who appear to have a mental illness or a neurodevelopmental disability – Section 39(1)(5)CSPA

A report from Chief Roskamp re: Metrics on Police Interaction with persons who appear to have a mental illness or neurodevelopmental disability.

Annual Reports

- 2024 Body Worn Camera Report Pages 43 – 49
- 2024 CCTV Report Pages 50 – 54
- 2024 CIICC Report Page 55
- 2024 Crime Stoppers Report Pages 56 – 57
- 2024 STPS Impaired Driving Statistical Report Page 58
- 2024 OT Court Budget Pages 59 – 60
- 2024 Professional Standards Pages 61 – 63
- 2024 Pursuit Report Pages 64 – 65
- 2024 Speed Safety Annual Report Pages 66 – 69

- 2024 STATs
- 2024 Use of Force

Pages 70 – 75
Pages 76 - 80

Inspectorate of Policing - Data Collection

A verbal update from Chair Dan Reith & Chief Marc Roskamp re: Police Services Board Data Collection process.

Destruction - Donation Request; Decommissioned IT Assets

Pages 81 - 82

A resolution passed (CHIEF-2024-013 Report) by the Police Services Board on November 25, 2024.

A report from Chief Roskamp (CHIEF-2024-13) re: Destruction -Donation Request; Decommissioned IT Assets.

IMPACT Awards – St. Thomas Chamber of Commerce

A verbal update from Chief Roskamp re: STPS's nomination for an IMPACT award. STPS has been jointly nominated with The Inn and St. Thomas Elgin-Social Services for our innovative collaboration in supporting our community's most vulnerable people.

PETITIONS AND COMMUNICATIONS

Letter of Thanks – Family of Michael Moule

Page 83

A letter of thanks for the support from the Police Services Board re: passing of Retired [Staff Inspector Michael Moule](#) (November 1, 2024).

Letter of Thanks – Optimist Club of St. Thomas

Page 84

A letter of thanks from the Optimist Club of St. Thomas thanking the St. Thomas Police Service for their recent involvement in making the 2024 Optimist Santa Clause Parade a success.

Letter of Support – St. Thomas & District Chamber of Commerce

Page 85

A letter of support from the Chamber of Commerce dated December 16, 2024 in support of STPS's efforts to secure funding for additional Closed Circuit Televisions for use throughout the community.

A [news story](#) dated January 13, 2025 re: concern about rise in assaults on STPS officers.

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 20, 2024

MINUTES

ATTENDANCE:

D. Reith	Chair
J. Preston	Vice Chair
T. McCaulley	Member
J. Jackson	Member
L. Coates	Member

OFFICIALS:

M. Roskamp	Chief of Police
S. Barnes	Deputy Chief of Police
T. Terpstra	Executive Administrator

REGRETS:

GUESTS:

S. Bogart	Staff Inspector
K. Manuel	Inspector
A. Lyle	Human Resources Coordinator

MEDIA:

None.

DECLARATION OF CONFLICT

ADDITIONS TO AGENDA

NEW HIRES

Name	Position	Start Date
None.		

SPECIAL CONSTABLE APPOINTMENTS

Name	Position	Start/Renewal/Rescind Date
Sarah Chrysler	Special Constable	October 17, 2024 - appointment
Sara Kloosterman	Special Constable	October 17, 2024 - appointment
Lizzie Bell	Special Constable	October 17, 2024 - reappointment

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

THAT: Report #CHIEF-2024-SPCST8; Request for Applications to Appoint Special Constables Sarah Chrysler and Sara Kloosterman be received for information as prepared and submitted by Chief Roskamp, and further, that the Police Services Board appoint Sarah Chrysler and Sara Kloosterman as Special Constables as per the Community Safety and Policing Act - Ontario Regulation 396.

And further,

Report #CHIEF-2024-SPCST9; Request for Application to Re-Appoint Special Constable Lizzie Bell be received for information as prepared and submitted by Chief Roskamp, and further, that the Police Services Board appoint Lizzie Bell as a Special Constable as per the Community Safety and Policing Act – Ontario Regulation 396.

Carried.

A resolution passed by the Police Services Board on October 17, 2024 re: to appoint Special Constables Sarah Chrysler and Sara Kloosterman and further to re-appoint Special Constable Lizzie Bell.

MINUTES

Moved By: J. Preston
Seconded By: T. McCaulley

THAT: The minutes of the meeting held October 16, 2024 be confirmed.

Carried.

DEPUTATIONS

REPORTS

Revenues and Expenditures

Moved By: T. McCaulley
Seconded By: J. Preston

THAT: The Police Services Board approve the Financial Statements (YTD Performance) for 2024 as of November 8, 2024.

Carried.

2025 Budget

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

THAT: The Police Services Board approve the updated version of the 2025 Budget at \$18,071,737.62 representing a 14.45% increase.

Carried.

PETITIONS AND COMMUNICATIONS

Moved By: J. Preston
Seconded By: T. McCaulley

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

- Letter – From MP Karen Vecchio re: King Charles III Coronation Medal Recipient | Chief Marc Roskamp (dated October 8, 2024).
- Letter – From the Inspectorate of Policing re: Data Collection Initiatives for Municipal Police Boards (dated November 4, 2024).

Carried.

UNFINISHED BUSINESS

NEW BUSINESS

Donations

Moved By: T. McCaulley
Seconded By: J. Preston

THAT: The Police Services Board approve the donation of \$1000.00 to be put towards sponsoring the 2024 Shop with a COP event hosted by the St. Thomas Police Service.

Carried.

Moved By: J. Preston
Seconded By: T. McCaulley

THAT: The Police Services Board approve the donation of \$1000.00 to be put towards sponsoring Summerfest. All proceeds will be put towards our local food bank.

Carried.

OAPSB Membership

Moved By: L. Coates
Seconded By: T. McCaulley

THAT: The Police Services Board approve not purchasing a membership as per the invitation to be part of the OAPSB.

Carried.

MOVE TO THE COMMITTEE OF THE WHOLE

Moved By: T. McCaulley
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.

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ACTIONS OF THE COMMITTEE OF THE WHOLE

Moved By: L. Coates

Seconded By: J. Preston

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

Carried.

ADJOURNMENT

Moved By: J. Preston

Seconded By: L. Coates

THAT: We do now adjourn at 10:20 a.m.

Carried.

Dan Reith
Police Services Board Chair

YTD Budget vs. Actual

Years
2024

Months
0 1 2 3 4 5 6 7 8 9 10 11 12

Department
20 Police Services

Validated Up To: Nov 30, 2024
Refreshed: Dec 31, 2024

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	9,918	9,152	(766)	9,152		
			1-20-20-100-3120	Statutory Benefits	714	590	(124)	590		
			1-20-20-100-4005	Receptions & Public Relations	5,490	3,000	(2,490)	3,000		
			1-20-20-100-4040	Legal Fees & Expenses	3,224	2,000	(1,224)	2,000		
		Expense Total					19,345	14,742	(4,603)	14,742
20 Police Services Board Total					19,345	14,742	(4,603)	14,742		
21 Police Services	100 General	Revenue	1-20-21-100-2240	OPC Recoveries	(1,182,604)	(1,026,552)	156,052	(1,026,552)		
			1-20-21-100-2252	RCMP Prints Recovery	(2,235)	(4,000)	(1,765)	(4,000)		
			1-20-21-100-2255	Paid Duty Recovery	(20,887)	(20,000)	887	(20,000)		
			1-20-21-100-2510	Police Recoveries	(54,891)	(75,000)	(20,109)	(75,000)		
		Revenue Total					(1,260,617)	(1,125,552)	135,065	(1,125,552)
		Expense	1-20-21-100-3010	Reg Full-time Salaries & Wages	12,700,268	12,673,302	(26,966)	12,673,302		
			1-20-21-100-3011	Reg Part-time Salaries & Wages	(81,075)	46,587	127,662	46,587		
			1-20-21-100-3012	Paid Duty Wages	117,217	10,000	(107,217)	10,000		
			1-20-21-100-3039	Premium overtime/Standby	31,010	35,350	4,340	35,350		
			1-20-21-100-3090	Overtime	312,847	250,000	(62,847)	250,000		
			1-20-21-100-3091	Statutory Holiday Pay	109,964	98,000	(11,964)	98,000		
			1-20-21-100-3120	Statutory Benefits	899,544	902,848	3,304	902,848		
			1-20-21-100-3130	Employer Benefits	1,498,032	1,549,472	51,441	1,549,472		
			1-20-21-100-3135	OMERS	1,411,084	1,456,577	45,493	1,456,577		
			1-20-21-100-3210	Car Allowance	12,000	12,000	0	12,000		
1-20-21-100-3211	Clothing/Uniform Allowance		26,516	16,600	(9,916)	16,600				
1-20-21-100-3214	Dry Cleaning Allowance	30	1,200	1,170	1,200					
1-20-21-100-4005	Public Relations	13,686	13,000	(686)	13,000					
1-20-21-100-4020	Tuition Reimbursement	5,000	5,000	(0)	5,000					
1-20-21-100-4023	Association Membership Fees	2,630	5,000	2,370	5,000					
1-20-21-100-4024	Employee Assistance Program	4,311	5,800	1,489	5,800					
1-20-21-100-4027	Training	78,332	130,000	51,668	130,000					

21 Police Services

100 General

Expense	1-20-21-100-4036	Member Wellness	15,008	15,000	(8)	15,000
	1-20-21-100-4040	Legal Fees & Expenses	77,468	5,000	(72,468)	5,000
	1-20-21-100-4051	Advertising, Marketing & Prom.	1,834	5,000	3,166	5,000
	1-20-21-100-4057	Forensic Analyst	8,883	10,500	1,617	10,500
	1-20-21-100-4089	RCMP Prints Expense	5,141	5,000	(141)	5,000
	1-20-21-100-4147	Operating Equip. Maint/Repair	9,208	3,000	(6,208)	3,000
	1-20-21-100-4168	OPTIC	106,524	112,000	5,477	112,000
	1-20-21-100-4170	Downtown Satellite Office	16,282	20,000	3,718	20,000
	1-20-21-100-4176	Operating Equipment Rent/Lease	12,519	10,000	(2,519)	10,000
	1-20-21-100-4240	Telephone/Fax Services	113,949	60,000	(53,949)	60,000
	1-20-21-100-4257	Regular Postage	688	1,500	812	1,500
	1-20-21-100-4259	Courier	2,546	5,000	2,454	5,000
	1-20-21-100-4272	Printing	3,735	6,000	2,265	6,000
	1-20-21-100-4503	Pipes & Drum Band	4,296	5,000	704	5,000
	1-20-21-100-4504	CCTV Surveillance Systems	6,986	5,000	(1,986)	5,000
	1-20-21-100-4700	Service Charges	1,793	0	(1,793)	0
	1-20-21-100-5010	General Supplies	46,189	30,000	(16,189)	30,000
	1-20-21-100-5011	Office Supplies	9,351	10,000	649	10,000
	1-20-21-100-5040	Safety Supplies	9,406	5,000	(4,406)	5,000
	1-20-21-100-5041	Body Amour	16,075	10,000	(6,075)	10,000
	1-20-21-100-5045	Uniforms/Supplies	77,452	65,000	(12,452)	65,000
	1-20-21-100-5060	Major Crime Expenses	23,400	13,000	(10,400)	13,000
	1-20-21-100-5061	Forensic Identification Supplies	10,739	10,000	(739)	10,000
	1-20-21-100-5062	Canine Unit Supplies	132,275	5,000	(127,275)	5,000
	1-20-21-100-5063	Critical Incident Response Team	203,905	200,000	(3,905)	200,000
	1-20-21-100-5071	Office Furniture Purchases	5,273	5,000	(273)	5,000
	1-20-21-100-5073	Equipment Purchases - Axon	109,318	100,000	(9,318)	100,000
	1-20-21-100-5075	Equipment Maint/Repair Supply	49,360	25,000	(24,360)	25,000
	1-20-21-100-5510	Books & Subscriptions	2,512	1,000	(1,512)	1,000
	1-20-21-100-5580	IT Systems	159,611	175,000	15,389	175,000
	1-20-21-100-5700	Vehicle Purchases	153,978	160,000	6,022	160,000
	1-20-21-100-7011	Transfer to/from Police Reserve	(208,443)	(300,000)	(91,558)	(300,000)
	1-20-21-100-7700	Expenditures from Police Reserve	8,443	0	(8,443)	0
Expense Total			18,337,099	17,992,736	(344,363)	17,992,736
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Revenue	1-20-21-210-2035	RIDE Grant	(17,300)	(15,000)	2,300	(15,000)
Revenue Total			(17,300)	(15,000)	2,300	(15,000)

210 RIDE

21 Police Services	211 CSP - Local	Revenue	1-20-21-211-2035	CSP Grant - Local Priorities	(262,308)	(262,308)	0	(262,308)
		Revenue Total			(262,308)	(262,308)	0	(262,308)
		Expense	1-20-21-211-5012	CSP Expenditures - Local Priorities	64,980	0	(64,980)	0
		Expense Total			64,980	0	(64,980)	0
	212 CSP - Provincial	Revenue	1-20-21-212-2035	CSP Grant - Prov Priorities	(384,932)	(436,021)	(51,089)	(436,021)
		Revenue Total			(384,932)	(436,021)	(51,089)	(436,021)
		Expense	1-20-21-212-5012	CSP Expenditures -Prov. Priorities	24,006	0	(24,006)	0
		Expense Total			24,006	0	(24,006)	0
	213 Dispatching	Revenue	1-20-21-213-2075	Aylmer Police Dispatching Revenue	(93,413)	(90,000)	3,413	(90,000)
		Revenue Total			(93,413)	(90,000)	3,413	(90,000)
	215 Victim Support	Revenue	1-20-21-215-2035	Victim Support Grant	(52,832)	(52,832)	0	(52,832)
		Revenue Total			(52,832)	(52,832)	0	(52,832)
		Expense	1-20-21-215-5012	VSG Expenditures	35,301	0	(35,301)	0
		Expense Total			35,301	0	(35,301)	0
	218 CISO	Revenue	1-20-21-218-2031	CISO IFG Grant	(25,000)	0	25,000	0
			1-20-21-218-2035	CISO Membership Grant	(7,669)	(8,000)	(331)	(8,000)
		Revenue Total			(32,669)	(8,000)	24,669	(8,000)
		Expense	1-20-21-218-5010	CISO IFG Expenditures	22,513	0	(22,513)	0
			1-20-21-218-5012	CISO Membership Grant Expenditures	6,733	0	(6,733)	0
		Expense Total			29,246	0	(29,246)	0
	220 NG911	Revenue	1-20-21-220-2035	NG911 Special Project Grant	(1,638,014)	(1,159,370)	478,644	(1,159,370)
		Revenue Total			(1,638,014)	(1,159,370)	478,644	(1,159,370)
		Expense	1-20-21-220-5012	NG911 Special Project Expenditures	1,299,123	900,000	(399,123)	900,000
		Expense Total			1,299,123	900,000	(399,123)	900,000
	221 MCRT	Revenue	1-20-21-221-2035	MCRT Grant	(91,825)	(92,500)	(675)	(92,500)
		Revenue Total			(91,825)	(92,500)	(675)	(92,500)

21 Police Services	221 MCRT	Expense	1-20-21-221-5012	MCRT Expenditures	79,617	0	(79,617)	0
		Expense Total			79,617	0	(79,617)	0
	222 PAT	Revenue	1-20-21-222-2035	PAT Grant	(238,936)	(247,511)	(8,575)	(247,511)
		Revenue Total			(238,936)	(247,511)	(8,575)	(247,511)
		Expense	1-20-21-222-5012	PAT Expenditures	127,474	0	(127,474)	0
		Expense Total			127,474	0	(127,474)	0
	223 BCWA	Revenue	1-20-21-223-2035	BCWA Grant	(414,179)	(502,952)	(88,773)	(502,952)
		Revenue Total			(414,179)	(502,952)	(88,773)	(502,952)
		Expense	1-20-21-223-5012	BCWA Expenditures	137,520	0	(137,520)	0
		Expense Total			137,520	0	(137,520)	0
	800 Building	Expense	1-20-21-800-4063	Garbage Collection	6,947	3,500	(3,447)	3,500
			1-20-21-800-4075	Service Contracts	24,100	35,000	10,900	35,000
			1-20-21-800-4120	Janitorial Services	93,503	85,000	(8,503)	85,000
			1-20-21-800-4141	Contracted Building Maintenance	55,504	45,000	(10,504)	45,000
			1-20-21-800-4147	Operating Equip. Maint/Repair	7,233	6,500	(733)	6,500
			1-20-21-800-5020	Building Maintenance Supplies	8,059	1,000	(7,059)	1,000
			1-20-21-800-5410	Electricity (Hydro)	54,139	80,000	25,861	80,000
			1-20-21-800-5415	Utilities - Water/Sewer	8,705	40,000	31,295	40,000
			1-20-21-800-5421	Natural gas	8,024	10,000	1,976	10,000
			Expense Total			266,214	306,000	39,786
21 Police Services Total					15,913,554	15,206,690	(706,864)	15,206,690
22 PS Fleet	900 Vehicles	Expense	1-20-22-900-4145	Vehicle Repairs & Maintenance	21,982	230,000	208,018	230,000
		Expense Total			21,982	230,000	208,018	230,000
	901 Vehicle 1	Expense	1-20-22-901-4145	Vehicle Repairs & Maintenance	11,309	0	(11,309)	0
			1-20-22-901-5435	Gasoline - Operating	10,007	0	(10,007)	0
		Expense Total			21,316	0	(21,316)	0
	902 Vehicle 2	Expense	1-20-22-902-4145	Vehicle Repairs & Maintenance	10,333	0	(10,333)	0
			1-20-22-902-5435	Gasoline - Operating	14,026	0	(14,026)	0
		Expense Total			24,359	0	(24,359)	0

22 PS Fleet

902 Vehicle 2							
903 Vehicle 3	Expense	1-20-22-903-4145	Vehicle Repairs & Maintenance	975	0	(975)	0
		1-20-22-903-5435	Gasoline - Operating	1,116	0	(1,116)	0
	Expense Total			2,090	0	(2,090)	0
904 Vehicle 4	Expense	1-20-22-904-4145	Vehicle Repairs & Maintenance	277	0	(277)	0
		1-20-22-904-5435	Gasoline - Operating	1,495	0	(1,495)	0
	Expense Total			1,772	0	(1,772)	0
905 Vehicle 5	Expense	1-20-22-905-4145	Vehicle Repairs & Maintenance	87	0	(87)	0
		1-20-22-905-5435	Gasoline - Operating	211	0	(211)	0
	Expense Total			298	0	(298)	0
906 Vehicle 6	Expense	1-20-22-906-4145	Vehicle Repairs & Maintenance	15,958	0	(15,958)	0
		1-20-22-906-5435	Gasoline - Operating	16,307	0	(16,307)	0
	Expense Total			32,266	0	(32,266)	0
907 Vehicle 7	Expense	1-20-22-907-4145	Vehicle Repairs & Maintenance	17,585	0	(17,585)	0
		1-20-22-907-5435	Gasoline - Operating	17,536	0	(17,536)	0
	Expense Total			35,121	0	(35,121)	0
908 Vehicle 8	Expense	1-20-22-908-4145	Vehicle Repairs & Maintenance	9,275	0	(9,275)	0
		1-20-22-908-5435	Gasoline - Operating	16,530	0	(16,530)	0
	Expense Total			25,805	0	(25,805)	0
909 Vehicle 9	Expense	1-20-22-909-4145	Vehicle Repairs & Maintenance	1,627	0	(1,627)	0
		1-20-22-909-5435	Gasoline - Operating	1,748	0	(1,748)	0
	Expense Total			3,375	0	(3,375)	0
910 Vehicle 10	Expense	1-20-22-910-4145	Vehicle Repairs & Maintenance	426	0	(426)	0
		1-20-22-910-5435	Gasoline - Operating	3,727	0	(3,727)	0
	Expense Total			4,153	0	(4,153)	0
911 Vehicle 11	Expense	1-20-22-911-4145	Vehicle Repairs & Maintenance	3,756	0	(3,756)	0
		1-20-22-911-5435	Gasoline - Operating	1,017	0	(1,017)	0
	Expense Total			4,773	0	(4,773)	0
912 Vehicle 12	Expense	1-20-22-912-4145	Vehicle Repairs & Maintenance	6,350	0	(6,350)	0

22 PS Fleet	912 Vehicle 12	Expense	1-20-22-912-5435	Gasoline - Operating	5,845	0	(5,845)	0
		Expense Total			12,194	0	(12,194)	0
	914 Vehicle 14	Expense	1-20-22-914-4145	Vehicle Repairs & Maintenance	7,517	0	(7,517)	0
			1-20-22-914-5435	Gasoline - Operating	9,768	0	(9,768)	0
		Expense Total			17,284	0	(17,284)	0
	915 Vehicle 15	Expense	1-20-22-915-4145	Vehicle Repairs & Maintenance	2,313	0	(2,313)	0
			1-20-22-915-5435	Gasoline - Operating	1,378	0	(1,378)	0
		Expense Total			3,691	0	(3,691)	0
	916 Vehicle 16	Expense	1-20-22-916-4145	Vehicle Repairs & Maintenance	362	0	(362)	0
			1-20-22-916-5435	Gasoline - Operating	278	0	(278)	0
		Expense Total			640	0	(640)	0
	917 Vehicle 17	Expense	1-20-22-917-4145	Vehicle Repairs & Maintenance	141	0	(141)	0
			1-20-22-917-5435	Gasoline - Operating	700	0	(700)	0
		Expense Total			841	0	(841)	0
	918 Vehicle 18	Expense	1-20-22-918-4145	Vehicle Repairs & Maintenance	1,667	0	(1,667)	0
			1-20-22-918-5435	Gasoline - Operating	1,320	0	(1,320)	0
		Expense Total			2,987	0	(2,987)	0
	919 Vehicle 19	Expense	1-20-22-919-4145	Vehicle Repairs & Maintenance	859	0	(859)	0
			1-20-22-919-5435	Gasoline - Operating	1,628	0	(1,628)	0
		Expense Total			2,487	0	(2,487)	0
	920 Vehicle 20	Expense	1-20-22-920-4145	Vehicle Repairs & Maintenance	903	0	(903)	0
			1-20-22-920-5435	Gasoline - Operating	1,016	0	(1,016)	0
		Expense Total			1,920	0	(1,920)	0
	921	Expense	1-20-22-921-4145	Vehicle Repairs & Maintenance	5,455	0	(5,455)	0
			1-20-22-921-5435	Gasoline - Operating	903	0	(903)	0
		Expense Total			6,358	0	(6,358)	0
	922	Expense	1-20-22-922-4145	Vehicle Repairs & Maintenance	5,623	0	(5,623)	0
			1-20-22-922-5435	Gasoline - Operating	117	0	(117)	0
		Expense Total			5,740	0	(5,740)	0

22 PS Fleet

922							
936 Vehicle 36	Expense	1-20-22-936-5435	Gasoline - Operating	49	0	(49)	0
	Expense Total			49	0	(49)	0
942 Vehicle 42	Expense	1-20-22-942-4145	Vehicle Repairs & Maintenance	4,562	0	(4,562)	0
		1-20-22-942-5435	Gasoline - Operating	655	0	(655)	0
	Expense Total			5,217	0	(5,217)	0
946 Vehicle 46	Expense	1-20-22-946-4145	Vehicle Repairs & Maintenance	885	0	(885)	0
		1-20-22-946-5435	Gasoline - Operating	1,630	0	(1,630)	0
	Expense Total			2,516	0	(2,516)	0
947 Vehicle 47	Expense	1-20-22-947-4145	Vehicle Repairs & Maintenance	1,275	0	(1,275)	0
		1-20-22-947-5435	Gasoline - Operating	1,365	0	(1,365)	0
	Expense Total			2,641	0	(2,641)	0
951 Vehicle 51	Expense	1-20-22-951-4145	Vehicle Repairs & Maintenance	22,029	0	(22,029)	0
		1-20-22-951-5435	Gasoline - Operating	7,170	0	(7,170)	0
	Expense Total			29,198	0	(29,198)	0
952 Vehicle 52	Expense	1-20-22-952-4145	Vehicle Repairs & Maintenance	4,295	0	(4,295)	0
		1-20-22-952-5435	Gasoline - Operating	232	0	(232)	0
	Expense Total			4,527	0	(4,527)	0
956 Vehicle 56	Expense	1-20-22-956-4145	Vehicle Repairs & Maintenance	772	0	(772)	0
		1-20-22-956-5435	Gasoline - Operating	362	0	(362)	0
	Expense Total			1,134	0	(1,134)	0
958 Vehicle 58	Expense	1-20-22-958-4145	Vehicle Repairs & Maintenance	(25)	0	25	0
	Expense Total			(25)	0	25	0
960 Vehicle 60	Expense	1-20-22-960-4145	Vehicle Repairs & Maintenance	1,270	0	(1,270)	0
		1-20-22-960-5435	Gasoline - Operating	1,514	0	(1,514)	0
	Expense Total			2,783	0	(2,783)	0
961 Vehicle 61	Expense	1-20-22-961-4145	Vehicle Repairs & Maintenance	4,758	0	(4,758)	0
		1-20-22-961-5435	Gasoline - Operating	6,068	0	(6,068)	0
	Expense Total			10,826	0	(10,826)	0

22 PS Fleet	961 Vehicle 61							
	962 Vehicle 62	Expense	1-20-22-962-4145	Vehicle Repairs & Maintenance	10,890	0	(10,890)	0
			1-20-22-962-5435	Gasoline - Operating	8,769	0	(8,769)	0
		Expense Total			19,660	0	(19,660)	0
	963 Vehicle 63	Expense	1-20-22-963-4145	Vehicle Repairs & Maintenance	1,045	0	(1,045)	0
			1-20-22-963-5435	Gasoline - Operating	418	0	(418)	0
		Expense Total			1,463	0	(1,463)	0
	964 Vehicle 64	Expense	1-20-22-964-4145	Vehicle Repairs & Maintenance	2,474	0	(2,474)	0
			1-20-22-964-5435	Gasoline - Operating	3,949	0	(3,949)	0
		Expense Total			6,423	0	(6,423)	0
	966 Vehicle 66	Expense	1-20-22-966-4145	Vehicle Repairs & Maintenance	85	0	(85)	0
			1-20-22-966-5435	Gasoline - Operating	1,104	0	(1,104)	0
		Expense Total			1,188	0	(1,188)	0
	967 Vehicle 67	Expense	1-20-22-967-4145	Vehicle Repairs & Maintenance	1,806	0	(1,806)	0
			1-20-22-967-5435	Gasoline - Operating	826	0	(826)	0
Expense Total				2,632	0	(2,632)	0	
22 PS Fleet Total				321,686	230,000	(91,686)	230,000	

23 PS Courthouse	100 General	Revenue	1-20-23-100-2035	CSPT Court Security Prisoner Trans. Grant	(669,315)	(638,187)	31,128	(638,187)	
			1-20-23-100-2510	Courthouse Recoveries	(37,088)	(45,000)	(7,913)	(45,000)	
		Revenue Total			(706,403)	(683,187)	23,216	(683,187)	
		100 General	Expense	1-20-23-100-3010	Reg Full-time Salaries & Wages	547,327	428,662	(118,665)	428,662
			1-20-23-100-3011	Reg Part-time Salaries & Wages	330,295	371,753	41,458	371,753	
			1-20-23-100-3039	Premium overtime/Standby	140	0	(140)	0	
			1-20-23-100-3090	Overtime	19,337	10,000	(9,337)	10,000	
			1-20-23-100-3120	Statutory Benefits	76,011	30,261	(45,750)	30,261	
			1-20-23-100-3130	Employer Benefits	78,898	51,263	(27,635)	51,263	
			1-20-23-100-3135	OMERS	70,295	65,093	(5,202)	65,093	
			1-20-23-100-4024	Employee Assistance Program	420	500	80	500	
			1-20-23-100-4027	Police College Training	1,085	500	(585)	500	
			1-20-23-100-4168	OPTIC	9,005	10,000	995	10,000	
	1-20-23-100-4176	Operating Equipment Rent/Lease	345	2,000	1,655	2,000			

23 PS Courthouse	100 General	Expense	1-20-23-100-4240	Telephone/Fax Services	15,681	20,500	4,819	20,500
			1-20-23-100-4272	Printing	1,223	1,000	(223)	1,000
			1-20-23-100-5010	General Supplies	9,026	5,000	(4,026)	5,000
			1-20-23-100-5011	Office Supplies	2,164	2,500	336	2,500
			1-20-23-100-5040	Safety Supplies	928	1,500	572	1,500
			1-20-23-100-5045	Uniforms/Supplies	17,560	5,000	(12,560)	5,000
			1-20-23-100-5071	Office Furniture Purchases	2,199	1,000	(1,199)	1,000
			1-20-23-100-5075	Equipment	2,017	2,000	(17)	2,000
			1-20-23-100-5510	Books & Subscriptions	719	0	(719)	0
			1-20-23-100-5580	IT Systems	1,184	5,000	3,816	5,000
Expense Total					1,185,860	1,013,532	(172,328)	1,013,532
23 PS Courthouse Total					479,457	330,345	(149,112)	330,345
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	1-20-24-946-5435	Gasoline - Operating	440	0	(440)
Expense Total				440	0	(440)	0	
963 Vehicle 63	Expense		1-20-24-963-5435	Gasoline - Operating	6,865	0	(6,865)	0
	Expense Total			6,865	0	(6,865)	0	
	24 PS Courthouse Fleet Total					7,304	8,000	696
Grand Total					16,741,347	15,789,777	(951,570)	15,789,777



Police Services Board Meeting

Constable Colin McGregor Building
REPORT

DIRECTED TO:	<u>St. Thomas Police Services Board</u>
PREPARED BY:	<u>Chief M. Roskamp</u>
SUBJECT:	<u>Staffing Announcements/Promotions/Lateral Processes</u>
MEETING DATE:	<u>January 22, 2025</u>
REPORT #	<u>CHIEF-2025-02</u>
REPORT TITLE:	<u>Staffing Announcements/Promotions/Lateral Processes</u>

Recommendation:

That: Report #CHIEF-2025-02; Staffing Announcements/Promotions/Lateral Processes, be received for information, and further, that the Police Services Board approve the report as prepared by Chief Roskamp.

Background:

Chief Roskamp has approved and actioned the following operational staffing adjustments that will take place in 2025, as noted for each:

PROMOTIONS:

- John Cosby - Inspector of Police; Investigative and Court Services – effective January 6, 2025
- David Kilbreath – Information Technology Manager – effective January 6, 2025
- Paula Hill – Communications Centre Manager – effective April 1, 2025

Further, Chief Roskamp was notified on December 13, 2024 by S/Sgt Chris Johnson that he was successful in his application for the position of Deputy Chief with the Aylmer Police Service. Chris has accepted an offer and will be tendering his resignation from our police service effective January 19, 2025. As a result, the following promotions will take effect as follows:

- Matthew Lobsinger – Staff Sergeant; Community Patrol Division – effective February 1, 2025
- Jacob Beaton – Sergeant – effective February 1, 2025

We congratulate all above-noted members on their professional accomplishments. To the qualified civilian and sworn candidates that participated in the various promotional processes (and for those that remain active on the promotional list and/or will be renewing their qualifications) – we recognize their viability for potential advancement and remain committed to a strong and well-thought-out succession plan.

LATERAL ASSIGNMENTS PLANNED FOR 2025:

- Constable Derek Smith – Canine Handler – effective date TBD in 2025 (anticipated Spring course)
- Constable Amanda Preece – Training Officer – effective January 1, 2025

NEW LATERAL PROCESSES ANNOUNCED FOR 2025:

- 1 sworn position - Constable – Criminal Investigations – to be posted in January 2025 with an anticipated February 2025 start
- 1 sworn position – Sergeant – Criminal Investigations – to be posted in January 2025 with an anticipated February 2025 start
- 1 sworn position – Constable – Traffic Management Unit – to be posted in January 2025 with an anticipated Spring 2025 start

NEW POSITIONS TO BE FILLED IN 2025 (recruitment has been ongoing for weeks):

- 7 sworn positions – Constables – direct BCT/non-direct BCT/experienced officers being recruited/considered – various start dates throughout 2025
 - Deployment of NEW human resources to follow structured plan set for 2025
- 1 civilian position – IT Help Desk Technician - Ben Usi has been successful in this process – effective start date of January 2, 2025
- 2 civilian positions – Special Constables – Community Resource Unit – anticipated start date January 2025
- 1 civilian position – Communicator – anticipated start date January 2025
- 1 civilian position – Forensic Identification Civilian Technician – anticipated start date TBD in 2025

As mentioned, these announcements continue to follow a well-planned strategic vision to increase STPS capabilities, account for city growth and to ensure that we are surpassing adequate and effective service delivery requirements to our deserved community.

2025 Total Personnel:

Sworn = 88 (plus 7 OPC seconded officers)

Civilians = 55

Analysis

As per Policy HR-08, Chief Roskamp will notify the Board of any promotions and will confirm those same promotions, or not, after a one-year probationary period. A report will be prepared in early 2026 in this regard.

Financial Impact

All staffing adjustments included in 2025 Operational Budget.

Respectfully,



Marc Roskamp
Chief of Police

ST. THOMAS POLICE SERVICE

PROTECTIVE SERVICES

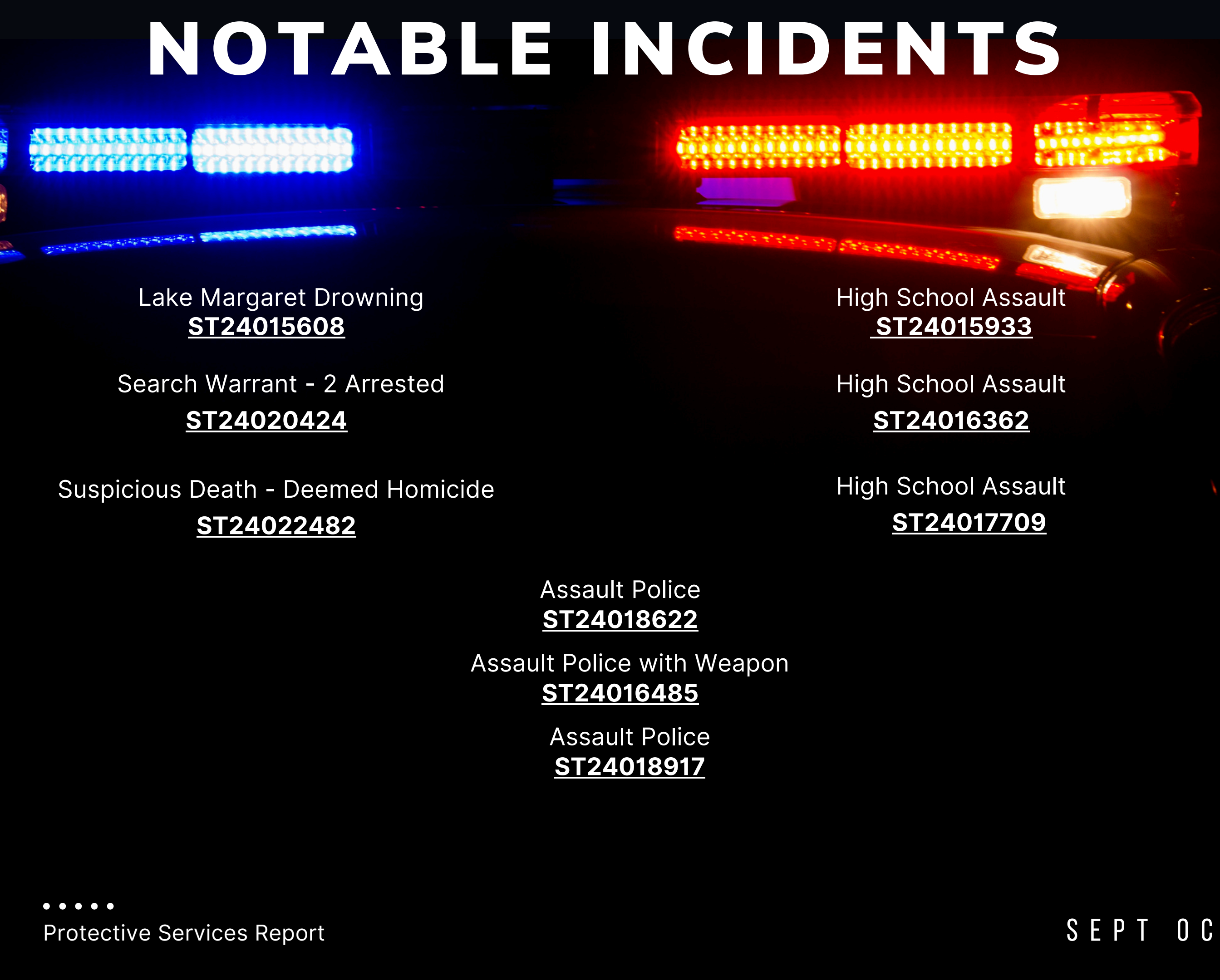
REPORT



SAMANTHA WAKEFIELD
CORPORATE COMMUNICATIONS

SEPT OCT NOV DEC 2024

NOTABLE INCIDENTS



INCIDENTS
JAN 1 - DEC 31

23,214

COMPARATIVE
TO 2023

22,628

Lake Margaret Drowning
ST24015608

Search Warrant - 2 Arrested
ST24020424

Suspicious Death - Deemed Homicide
ST24022482

High School Assault
ST24015933

High School Assault
ST24016362

High School Assault
ST24017709

Assault Police
ST24018622

Assault Police with Weapon
ST24016485

Assault Police
ST24018917



CRIMINAL CODE CHARGES

18 | Impaired
Operation

593 | All Criminal
Charges

843 | HTA

20 | Liquor
License

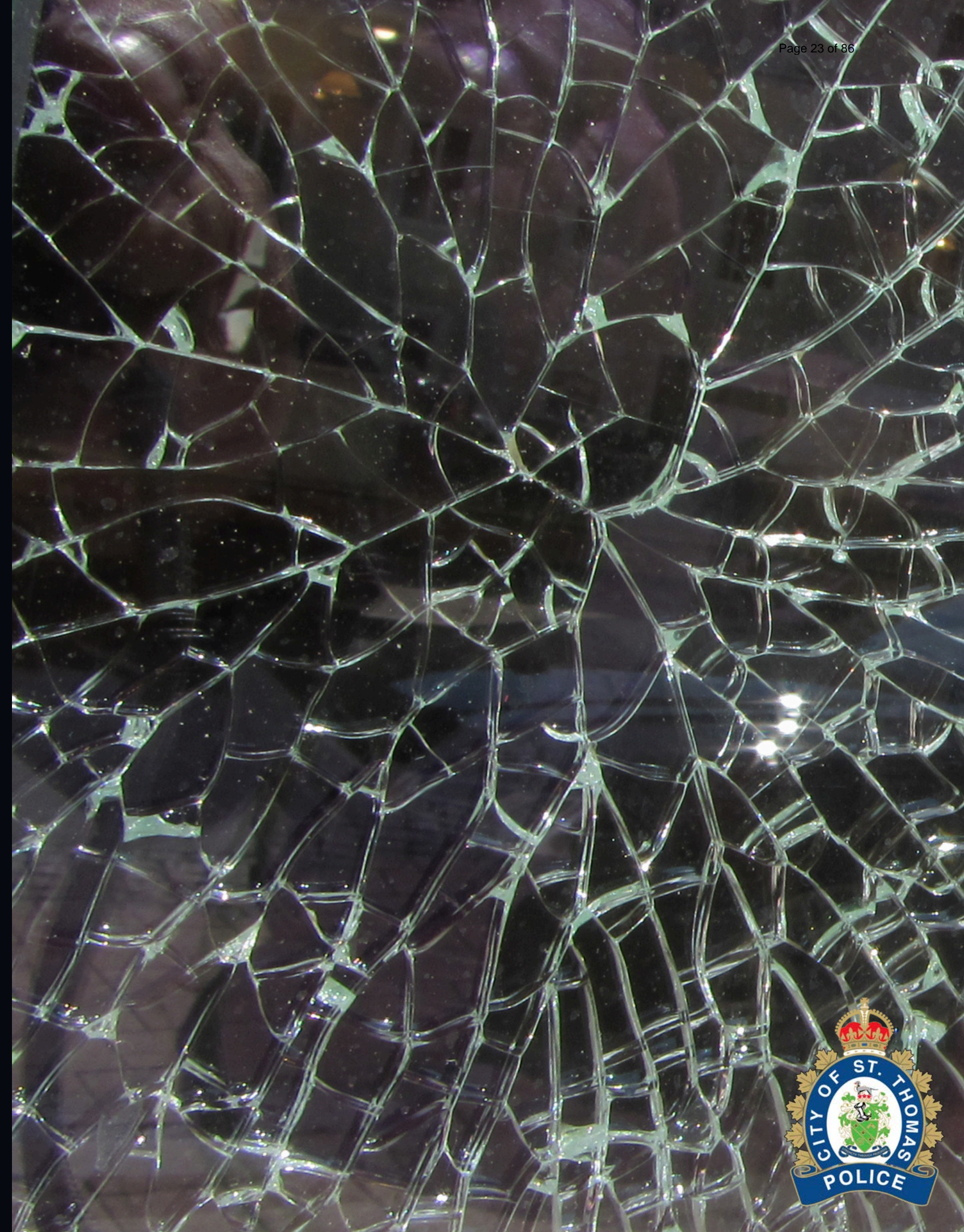
10 | CDSA Drugs



PROPERTY CRIME

	Break and Enter	61
	Shoplifting	132
	Bicycle Theft	42
	Vehicle Entries	34
	Total Theft	333
	Arrests	692

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COLLISION REPORT Q3 2024



FESTIVE RIDE RESULTS



From November 1 2024 - December 31 2024, the St. Thomas Police Service held 17 RIDE events. The results are as follows:

Approximately 1,000 vehicles were stopped and spoken to.

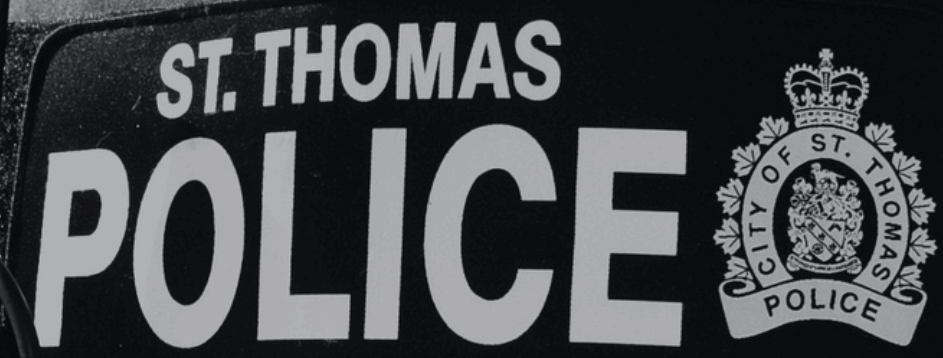
A total of three (3) Highway Traffic Act violations were found.

One (1) three day driving suspension was issued.

Two (2) assisted screen devices were administered, both resulting in a 'PASS'



FROM THE TRAFFIC MANAGEMENT UNIT



ST24021223

To address stop sign violations in the Orchard Park area.

The project resulted in: 59 reports, 10 warnings and 15 charges

ST24021224

To address speeding along Dalewood Drive between South Edgeware Road and Water Tower Road

The project resulted in: 58 reports, 10 warnings and 41 charges

ST24018682

To address stop sign violations throughout the city

The project resulted in: 46 reports, 18 warnings and 46 charges

ST24015145

A 'Back to School' safety project at various locations throughout the city, is now complete.

The project resulted in: 22 reports, 5 warnings and 5 charges



NEW STAFF

STPS has welcomed 6 new members to our service since September 1st 2024



SARAH CHRYSLER
SPEC. CONSTABLE - CRU



SARA KLOOSTERMAN
SPEC. CONSTABLE - CRU



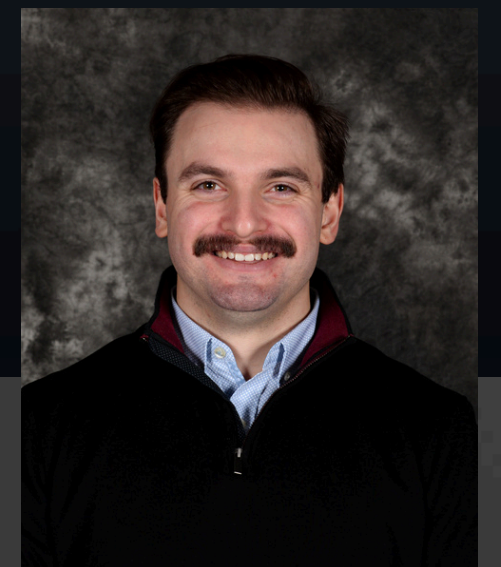
KAITLYN JOHNSON
CADET



JORDAN STEUER
CONSTABLE



HANNAH BLACKBURN
CONSTABLE



JOSH REDA
CADET



FROM CORPORATE COMMUNICATIONS

Featured releases from the desk of Corporate Communications Coordinator, Samantha Wakefield



[STPS warns of Grandparent Scam](#)



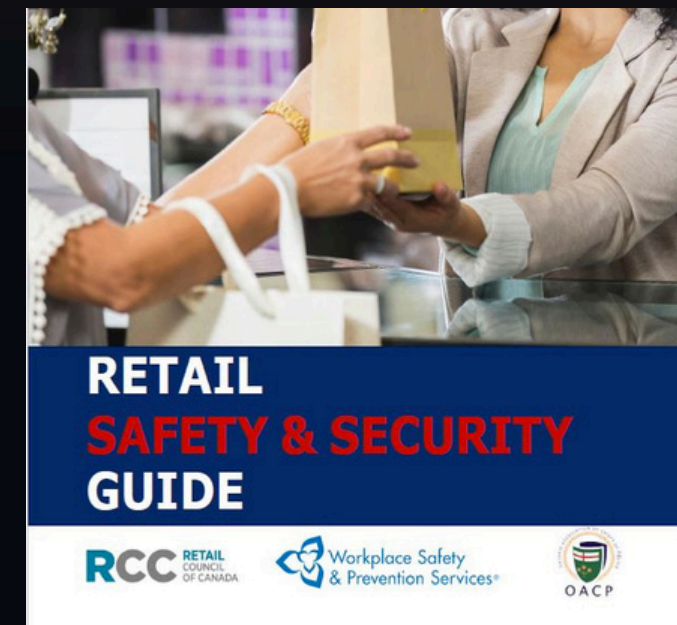
[Festive Mischief at STPS HQ](#)



[Revitalized Youth Engagement Initiative](#)



[Cross Smart, Drive Safe A pedestrian safety video](#)



[Retail Safety & Security Guide](#)



IN THE COMMUNITY

STPS Open House

STPS welcomed the community to the STPS HQ in September



Truth & Reconciliation

STPS attended the Truth & Reconciliation events at City Hall on September 30th



Pumpkin Prowl

STPS hit the street to join our community at this years Downtown Pumpkin Prowl



Remembrance Day

The ELT and the Chief's Ceremonial Unit attended the Remembrance Day Ceremony



Stuff the Cruiser

Annual food and toy drive in support of Christmas Care



Shop with a Cop

STPS hosted 20 children during this year's 'Shop with a Cop' event at Walmart





Police Services Board Meeting

Constable Colin McGregor Building
REPORT

DIRECTED TO:	St. Thomas Police Services Board
PREPARED BY:	Chief M. Roskamp
SUBJECT:	Strategic Plan – 2024 Year-End Reporting Update
MEETING DATE:	January 22, 2025
REPORT #	CHIEF-2025-01
REPORT TITLE:	Strategic Plan – 2024 Year-End Reporting Update

Recommendation:

That: Report #CHIEF-2025-01; Strategic Plan – 2024 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 2024, Year 2 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.

Financial Impact

Not applicable.

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	2024 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 Norigen Analytics – MOU Community Collaborative Response (CCR) Protocol – updated	ONGOING	
3	Achievement of cost savings and/or efficiencies	Chief	<p>1) Service Delivery Review completed; ‘Criminal Investigations’. A full review of the staffing and operational capabilities and needs assessment was completed. This review informed the 2025 Budget pertaining to staffing in the Business Office. Strengths, weaknesses, opportunities and achievements were noted.</p> <p>2) PROVINCIAL GRANTS - submission and approval of Ministry of Solicitor General Funding Grants in 2024: Bail Compliance and Warrant Apprehension Grant – 3 yrs \$1,062,861.1; Preventing Auto Thefts Grant – 3 yrs \$608,767.11; Mobile Crisis Response Teams Grant – 1 yr \$79,358.94; NG911 Grant – 1yr \$1,146,063; Victim Support Grant – 1yr request \$125,000 – awaiting approval; CISO Membership Grant – 1 yr \$8000;</p> <p>In addition – ongoing Provincial Grants will be expiring in Q1 2025; CSP Provincial Grant – has been a 3yr funding support in the amount of \$998,840.98; CSP Local Grant – has been a 3yr funding support in the amount of \$786,925.20; RIDE – has been a 2yr funding support in the amount of \$29,700.</p> <p>3) Seconded Officer Program at the Ontario Police College – revenue received in 2024 was \$1,174,179.67. This revenue is budgeted for 2025 also. This Program offers cost savings, career opportunities, and operational efficiencies.</p>	ONGOING	

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, all Supervisory Staff, and several members from various units. These sessions were 1-1 and will continue in 2025. Results are shared and actioned, where appropriate. The Chief of Police also meets regularly with the STPA President to navigate and challenges, issues or matters of contention before they become problems. The working relationship between the STPA and the Chief of Police is strong.	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. It is noted that the STPS in maintaining an "excellent relationship" between our service and community. We also 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.	ONGOING	
3	The existence and effectiveness of revised standard operating procedures that outline a framework for the rollout of communications and updates.	Chief	Service Delivery Reviews (SDR) that focus on enhancing HR practices and internal/external communications is planned for 2025.	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 4 of infrastructure preparations remain underway at both STPS Main Site and Disaster Recovery Site. A combination of funding solutions throughout YR1, YR2, YR3 and YR4 from City and Ministry of Solicitor General has reached \$3,363,866.00. Readiness / Go-Live date remains scheduled for March 2025. STPS is well on the way to successful implementation as scheduled.	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 Norigen analytics software tool in Q1 2024. A Memorandum of Agreement has been signed with Norigen 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.	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.	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.	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.

	Success Indicators	Accountability	2023 Year End Results	Status	Complete (yes/no)
1	Completion of yearly Policy reviews as earmarked and as required by legislative updates.	Chief	Internal policy reviews and revisions occur as mandated and as scheduled internally. Research is 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.	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	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.	ONGOING	
3	Implementation of a strong yearly Training Plan.	Chief	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 new requirements as regulated within the CSPA that have prompted the requirement of a second Training Officer. This will be actioned in January 2025.	ONGOING	
4	Implementation of meaningful accommodation and return-to-work programs that ensure member wellness and retention.	Chief	This objective remains a top priority. At the completion of 2024, the STPS had returned all but one (1) sworn member that had previously been off on long-term medical leaves. All returning members re-integrated back in to the workplace with flexible accommodations as per their individual restrictions, if any. A Wellness Navigator has been contracted (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 will be engaging with all members in several group sessions (phase 1; 2024-25); and will be surveying all members and meeting with specific members with lived-experiences (phase 2; 2025). The aim is 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 results.	ONGOING	
5	Develop core competencies and training for current and future leaders.	Chief	This remains a priority in the yearly master training plan. Training at the University of Toronto (Rotman), OPC and CPC remain viable opportunities for current and future leaders.	ONGOING	
6	A reduction in the number of members suffering from physical and mental health issues resulting in medical leaves.	Chief	2024 – at year-end, only one (1) sworn member remains off-work on an extended WSIB leave. The ongoing wellness of STPS members remains a priority.	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.	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	Norigen Analytics Software tool – agreement signed – implementation Spring 2024. I2 Analytics Software tool – agreement signed – implementation Spring 2024.	ONGOING	



Police Services Board Meeting

Constable Colin McGregor Building
REPORT

DIRECTED TO:	<u>St. Thomas Police Services Board</u>
PREPARED BY:	<u>Chief M. Roskamp</u>
SUBJECT:	<u>Strategic Plan – Metrics on Police Assistance to Victims of Crime - Section 39(1)(3)(vii) CSPA</u>
MEETING DATE:	<u>January 22, 2025</u>
REPORT #	<u>CHIEF-2025-06</u>
REPORT TITLE:	<u>Strategic Plan – Metrics on Police Assistance to Victims of Crime - Section 39(1)(3)(vii) CSPA</u>

Recommendation:

That: Report #CHIEF-2025-06; 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 2024 quantitative statistics in this area reflect a 15% increase in calls from 2023. The year ended with 957 calls referred to and managed by Victim Services Elgin with 1278 individuals supported. There was an 42% increase of victim referrals from the STPS (2023-2024).

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

St. Thomas Police Service – 2024 Mental Health Apprehension Statistics

Quarter 1 – Jan 1, 2024 to March 31, 2024

- 73 people were apprehended under the Mental Health Act
- 36 people were confirmed to be placed on a Form 1 for mental health assessment
- 18 people were released from hospital and not placed of a Form 1 for further assessment
- The remaining people were not confirmed to be placed on a Form 1 due to officers being cleared before the outcome was known.
- 75 times EMS transported the apprehended person to hospital
- 11 times the police conducted the escort to the hospital rather than EMS (due to availability or the level of security required for the apprehended person)
- Average hospital wait for officers remaining at EGH = 1.43 hours
- Total hours of officers at the hospital for the quarter = 104.5 hours
- Total costing for officers to remain at hospital in the quarter = \$11, 422.96

Quarter 2 – April 1, 2024 to June 30, 2024

- 89 people were apprehended under the Mental Health Act
- 52 people were confirmed to be placed on a Form 1 for mental health assessment
- 22 people were released from hospital and not placed of a Form 1 for further assessment
- The remaining people were not confirmed to be placed on a Form 1 due to officers being cleared before the outcome was known.
- 79 times EMS transported the apprehended person to hospital
- 10 times the police conducted the escort to the hospital rather than EMS (due to availability or the level of security required for the apprehended person)
- Average hospital wait for officers remaining at EGH = 1.32 hours
- Total hours of officers at the hospital for the quarter = 105.58 hours
- Total costing for officers to remain at hospital in the quarter = \$12, 864.68

Quarter 3 – July 1, 2024 to Sep 30, 2024

- 85 people were apprehended under the Mental Health Act
- 56 people were confirmed to be placed on a Form 1 for mental health assessment
- 14 people were released from hospital and not placed of a Form 1 for further assessment
- The remaining people were not confirmed to be placed on a Form 1 due to officers being cleared before the outcome was known.
- 80 times EMS transported the apprehended person to hospital
- 5 times the police conducted the escort to the hospital rather than EMS (due to availability or the level of security required for the apprehended person)
- Average hospital wait for officers remaining at EGH = 1.27 hours
- Total hours of officers at the hospital for the quarter = 109.55 hours
- Total costing for officers to remain at hospital in the quarter = \$11,619.49

Quarter 4 – Oct 1, 2024 – Dec 31, 2024

- 82 people were apprehended under the Mental Health Act
- 53 people were confirmed to be placed on a Form 1 for mental health assessment
- 23 people were released from hospital and not placed on a Form 1 for further assessment
- The remaining people were not confirmed to be placed on a Form 1 due to officers being cleared before the outcome was known.
- 67 times EMS transported the apprehended person to hospital
- 15 times the police conducted the escort to the hospital rather than EMS (due to availability or the level of security required for the apprehended person)
- Average hospital wait for officers remaining at EGH = 1.68hours
- Total hours of officers at the hospital for the quarter = 138hours
- Total costing for officers to remain at hospital in the quarter = \$15203.32



Police Services Board Meeting

Constable Colin McGregor Building
REPORT

DIRECTED TO:	<u>St. Thomas Police Services Board</u>
PREPARED BY:	<u>Chief M. Roskamp</u> <u>Strategic Plan – Metrics on Police Interactions with persons who appear to have a mental illness or a neurodevelopmental disability - Section 39(1)(5)CSPA</u>
SUBJECT:	<u>Strategic Plan – Metrics on Police Interactions with persons who appear to have a mental illness or a neurodevelopmental disability - Section 39(1)(5)CSPA</u>
MEETING DATE:	<u>January 22, 2025</u>
REPORT #	<u>CHIEF-2025-08</u> <u>Strategic Plan – Metrics on Police Interactions with persons who appear to have a mental illness or a neurodevelopmental disability - Section 39(1)(5)CSPA</u>
REPORT TITLE:	<u>Strategic Plan – Metrics on Police Interactions with persons who appear to have a mental illness or a neurodevelopmental disability - Section 39(1)(5)CSPA</u>

Recommendation:

That: *Report #CHIEF-2025-08; 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 – 2024 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 and have 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 2024 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 an 11.3% decrease in mental health apprehensions in 2024 in comparison to 2023. 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,

A handwritten signature in black ink, appearing to read 'M. Roskamp', written in a cursive style.

Marc Roskamp
Chief of Police

STPS Body Worn Camera

2024



2024

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 2024

EVIDENCE AGGREGATE TOTALS

BWC Videos	Capture Images	Capture Statements	Citizen Submissions
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25,669	8954	1728	4075
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TOTAL ITEMS 40,426



Axon Capture



Axon View



Axon Insider



Axon Events

AXON CAPTURE IMAGES

8,954 images were take and uploaded by St Thomas Police during 2024. (11, 865 in 2023).

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.

Less images taken by officers in 2024 correlates to the higher amount of submissions made by citizens through Axon Citizen.

AXON CAPTURE AUDIO

1,728 audio recordings were made in 2024 using the Axon capture feature (1,807 in 2023). 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

4,075 citizen submissions were made to St. Thomas Police utilizing this feature (2,577in 2023). 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 4,075 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 2024, 18 complaints were received through the Law Enforcement Complaints Agency (LECA).

- 11 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 the investigation, there was no substantiated wrong doing by the involved members.

SIU

COMPLAINTS AGAINST THE POLICE AND THE USE OF BWC

In 2024 there were no incidents that required Special Investigation Unit (SIU) notification.

REDACTION REQUIREMENTS

Provincial Offences Act (POA) redactions – 432 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

Total hours on redaction : 0 hours

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.

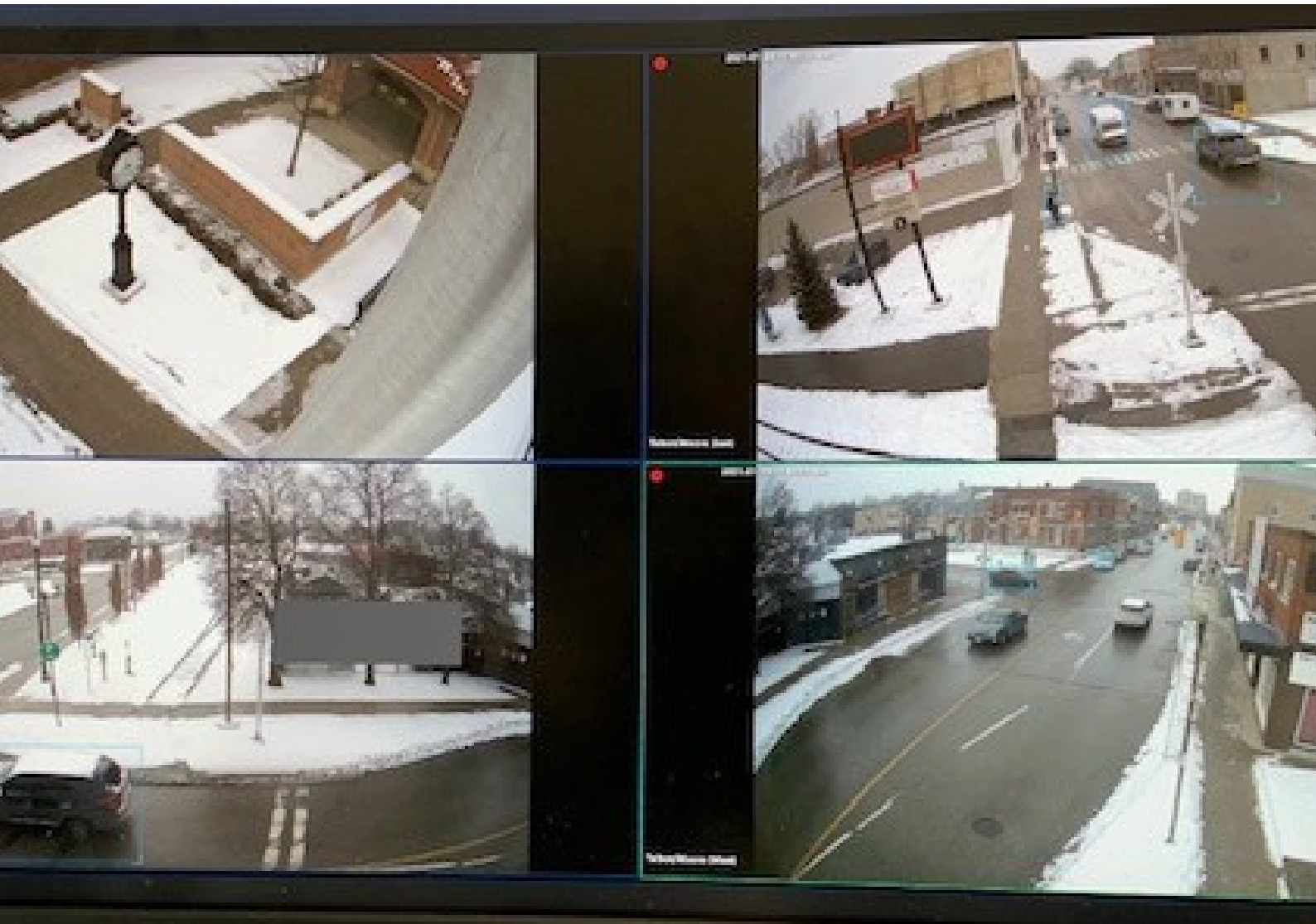


ST THOMAS
POLICE SERVICE

January 2025

2024 ST. THOMAS CCTV ANNUAL REPORT

For the 12-month period January 1 to December 31, 2024



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 new 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.

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.



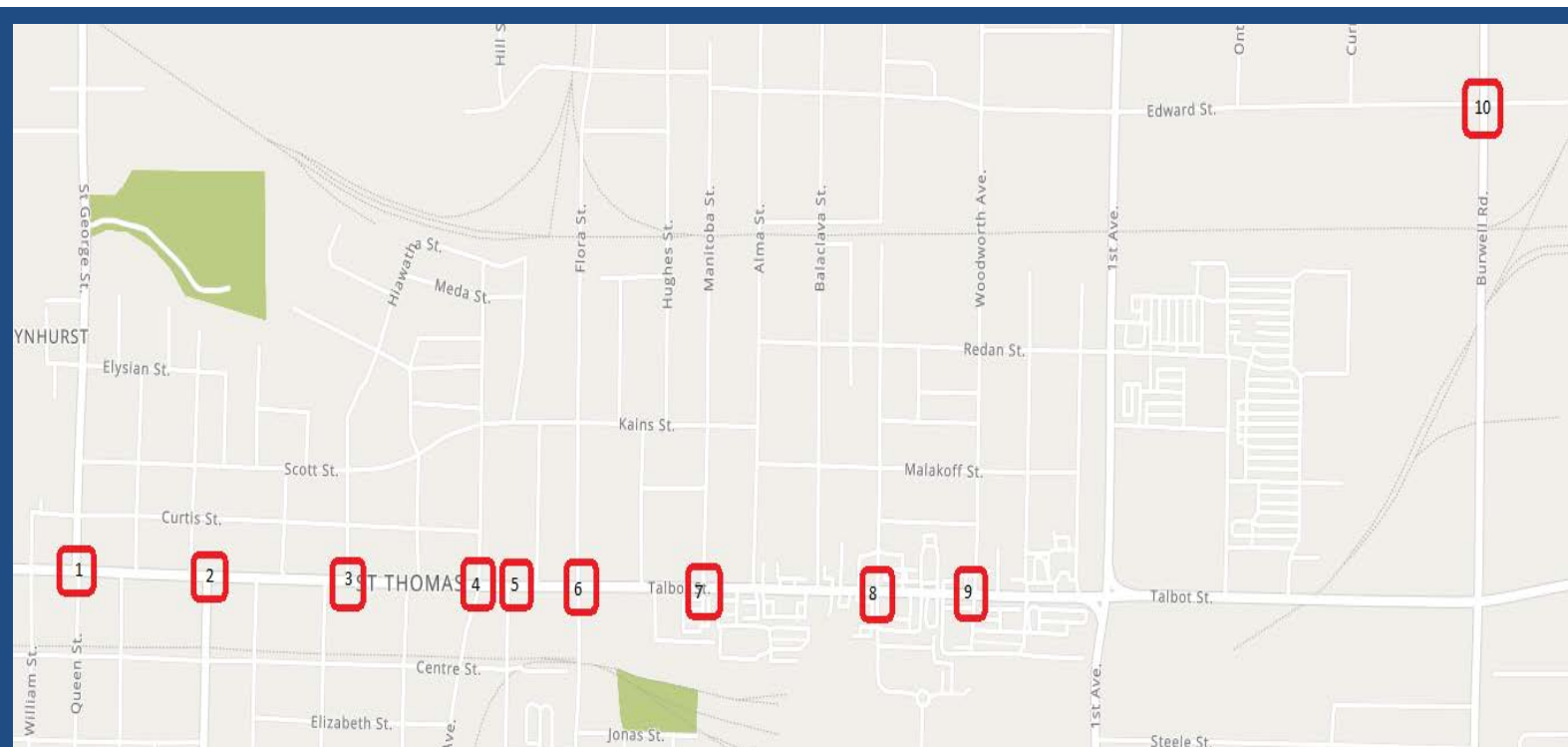


Definitions

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 ten (10) 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 2024, 47-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 2024 Designated Members accessed the CCTV program for 47 Incidents.

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

Of the 47 incidents, 32 were captured on CCTV. There were 15 incidents that occurred out of range of the cameras. Officers were able to utilize the footage in 19 of those investigations, which led to 22 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 it's 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 10 cameras.





CIICC Annual Report

January 1, 2024 – December 31, 2024

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



St. Thomas - Elgin Crime Stoppers - Statistical Report

Filter Date: December 2024 Run Date: 2025/01/06

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	16	16	26	22	13	25	29	26	11	15	18	22
Tip Follow-ups	8	33	13	14	13	37	48	44	18	22	25	34
Arrests	3	0	0	0	0	5	3	1	0	0	0	0
Cases Cleared	3	0	0	0	0	2	1	1	0	0	0	0
Charges Laid	5	0	3	0	4	14	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	1	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	1	2	1	0	0	1	3	0	0	0	0	0
Rewards Approved	\$200	\$500	\$500	\$0	\$0	\$500	\$2,350	\$0	\$0	\$0	\$0	\$0
# of Rewards Paid	0	1	2	0	0	0	0	1	0	0	0	0
Rewards Paid	\$0	\$150	\$850	\$0	\$0	\$0	\$0	\$2,000	\$0	\$0	\$0	\$0
# of Weapons Recovered	0	0	0	0	0	2	0	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	1	0	0	0	0	0
Property Recovered	\$0	\$0	\$0	\$0	\$0	\$245	\$6,000	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$0	\$0	\$0	\$0	\$0	\$1,695	\$0	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$40	\$0	\$0	\$0	\$0	\$220,576	\$0	\$0	\$0	\$0	\$0	\$0
Total Recovered	\$40	\$0	\$0	\$0	\$0	\$222,516	\$6,000	\$0	\$0	\$0	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	58	60	66	55	239	5,442
Tip Follow-ups	54	64	110	81	309	3,109
Calls Received	0	0	0	0	0	0
Arrests	3	5	4	0	12	252
Cases Cleared	3	2	2	0	7	203
Charges Laid	8	18	0	0	26	592
Fugitives	0	0	0	0	0	15
Administrative Discipline	1	0	0	0	1	1
# of Rewards Approved	4	1	3	0	8	165
Rewards Approved	\$1,200	\$500	\$2,350	\$0	\$4,050	\$49,700
# of Rewards Paid	3	0	1	0	4	52
Rewards Paid	\$1,000	\$0	\$2,000	\$0	\$3,000	\$22,475
# of Weapons Recovered	0	2	0	0	2	25
# of Vehicles Recovered	0	0	1	0	1	4
Property Recovered	\$0	\$245	\$6,000	\$0	\$6,245	\$319,044
Cash Recovered	\$0	\$1,695	\$0	\$0	\$1,695	\$1,695
Drugs Seized	\$40	\$220,576	\$0	\$0	\$220,616	\$1,015,296
Total Recovered	\$40	\$222,516	\$6,000	\$0	\$228,556	\$1,336,035

St. Thomas Police Service Impaired incidents:

Number of DREs:	5
Number of DRE instructors:	1
Number of DRE evaluations in 2024	15
Number of Breath technicians	10 (+1 on course)
Intoxilyzer 9000 Qualified in 2024	6 (+ 2 on course)
Number of Breath tests conducted in 2024	35
Number of Breath tests conducted for OPP/Aylmer	5
Total number of breath tests	40
Total number of R.I.D.E programs run	75

- Criminal investigations (16 Queen St Explosion, 9 Jonas St. Drug lab explosion (Jan), Fatal MVC, Stabbing (Feb) Palm St. Shooting Surveillance (Apr – May), Fatal MVC (June), Dill Homicide (July), Lake Margaret Drowning (Sept), Mitchell Homicide (Dec) plus K9 searches, robbery, CIRT unit callouts, breath tests, covert surveillance, Forensic Ident, IT disruptions, aggravated assault)

Court Attendance OT = \$9,987.39 (2023 = \$5,221.14)
(James Brown Attempt Murder Trial)

+ 91 % INCREASE



Respectfully,

A handwritten signature in black ink, appearing to be 'S. Barnes'.

Scott Barnes
Deputy Chief of Police



Professional Standards – 2024 Annual Report

April 2024 saw the enactment of the Community Safety and Policing Act, replacing the Police Services Act (1990). Within the new legislation the police oversight body formerly known as the Office of the Independent Police Review Director (OIPRD) was renamed the Law Enforcement Complaints Agency (LECA). Within the new act are amended and established guidelines for public complaints. The amendments came into effect on April 1, 2024. Both the LECA and the Special Investigations Unit (SIU) report directly to the Inspector General of Policing. The office of the Inspector General has been given enhanced oversight responsibilities with the dissolution of the Ontario Civilian Police Commission.

The Community Safety and Policing Act mandates that all Police Services maintain a Public Complaints Bureau. In 2024, seventeen (17) public complaints (16 in 2023, 7 in 2022) were received regarding separate incidents. All 17 of the public complaints were about the conduct of police officers. There were zero public complaints received about the policies and/or services of the St Thomas Police Service in 2024. The Law enforcement Complaints Agency (LECA) opted to screen out eleven (11) public complaint's, screened in six (6) matters for investigation. Of note of the 6 screened in for investigation, 3 are from the same complainant, surrounding the same set of facts at

issue. Two (2) complaints have been unsubstantiated, reviewed and closed by LECA. Two (2) complaints have been investigated and await final review and decision of LECA. Two (2) complaints are currently active having been received on December 17, 2024 and January 2, 2025.

Over the past several years the number of public complaints that were screened in for investigation by the LECA (formerly OIPRD) had been steadily trending downward, with an uptick in 2023 and again in 2024. In recent years; 2024 (17 complaints/6 investigations) 2023 (16 complaints/4 investigations), 2022 (7 complaints/1 investigation), 2021 (9 complaints/1 investigation), 2020 (5 complaints/1 investigation), 2019 (6 complaints/2 investigations), 2018 (12 complaints/7 investigations).

Further, in 2024, there were seven (7) Chief's Complaint Investigations initiated (3 in 2023, 1 in 2022) regarding the conduct of service personnel. One investigation, initiated due to a member being charged criminally, resulted in the member resigning from the police service. Another investigation resulted in informal discipline resulting from an unintentional discharge of a service firearm. An investigation was launched after concerns that an officer had committed breaches of the Canadian charter of rights and Freedoms, resulting in criminal charges being withdrawn by the Crown Attorney, through investigation this was determined to be unfounded. Two investigations involved civilian members of the police service, the first regarding inappropriate behaviour that could bring the reputation of the police service into disrepute, the matter was resolved with a written warning and additional training, the second investigation found that the anonymous complaint about the civilian member was unfounded. Two (2) Internal investigations remain open and ongoing, both having been initiated in late 2024.

Further, in 2024, we had zero (0) matters that would have prompted the Special Investigations Unit (SIU) to invoke their investigative mandate.

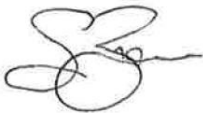
Deputy Chief S. Barnes

Professional Standards 2024 – Annual Report

I am very satisfied with the status of the Professional Standards matters that resulted in 2024. Our relatively low volume of public complaints is a sign of an educated, well-trained, transparent and responsive police service. The noted increases in public complaints received in 2023 and 2024 can be attributed, in part, to the unprecedented increase in the demands placed upon the STPS. Call volume and therefore police responses/interactions with the public increased 9.4% in 2023 and another 3.6% in 2024. We will continue to monitor public complaints and mitigate as appropriate.

Despite the steady increase of social and health related incidents that our members are dealing with, our police officers responded with integrity and compassion. The professionalism provided continually supports and strengthens the trust and confidence that the public has in our police service.

Scott Barnes


A handwritten signature in black ink, appearing to read 'S. Barnes', with a stylized flourish at the end.

Deputy Chief of Police



Suspect Apprehension Pursuits (SAP) 2024 Annual Report

Summary

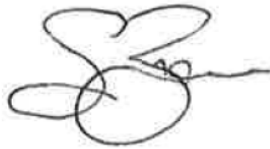
Total Fail to Stop Reports Submitted:	15	(15 in 2023)
 Total Suspect Apprehension Pursuits:	6	(6 in 2023)
Incidents concluded with apprehension and charges:	5	(7 in 2023)
Incidents involving stolen vehicles (known):	4	(3 in 2023)
Criminal Code Charges:	13	(25 in 2023)
Highway Traffic Act Charges:	14	(18 in 2023)
Liquor Licence Act Offences:	0	(0 in 2023)
Controlled Drugs and Substance Act	1	(0 in 2023)

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 2024, 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 (6) suspect apprehension pursuit for 2024 is remarkable, having regard to the thousands of public interactions and motor vehicle stops that our officers are involved with every year.

Respectfully Submitted,

A handwritten signature in black ink, appearing to be 'S. Barnes', written in a cursive style.

Scott Barnes
Deputy Chief of Police

2024 Speed Safety Report



CYPRESS
SOLUTIONS

The St. Thomas Police Service continue to use CypressVue GPS tracking software in police vehicles. This will now be the fourth year of using this software to assist in detecting the speeds of the 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 (Staff 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. In 2018, twenty (20) Speed Safety Reports were requested in relation to speed alerts that required further explanation/justification. This has dropped over the years resulting in only five (4) requests in 2024.

Number of Requested Speed Safety Reports

2018	2019	2020	2021	2022	2023	2024
20	16	14	12	7	5	4

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 2024, the Speed Safety review provided meaningful dialogue with the officers involved. Each of the officers spoken to did not have another request for a clarification report regarding their driving. It is apparent that the continual monitoring and mentoring of STPS members is having a positive effect on driving habits considering the continual decrease in the request for Speed Safety Reports. Given consideration to the need to exceed speed limits from time to time, we

continue to monitor so that this authorized exception is exercised judiciously and with the constant thought of the safety of all officers and the community.

A handwritten signature in black ink, appearing to read "Steve Bogart". The signature is written in a cursive style with a large, stylized initial "S".

Steve Bogart

Staff Inspector of Operations

2024 Annual Statistics
Deputy Chief S. Barnes

St. Thomas Police Service

2024 Annual Stats

Number of Incidents:

INCIDENTS	2020	2021	2022	2023	2024	Variance 2023-2024
TOTAL	22173	21924	20682	22628	23214	+ 2.6 %

E911 Calls for St. Thomas (PPSAP):

AGENCY	2021	2022	2023	2024	Variance 2023-2024
Police (STPS)	6065	5837	7268	6137	-15.56%
Fire (STFD)	385	444	433	484	+11.77%
Ambulance	5103	5723	5784	6260	+8.22%
YEARLY TOTALS ALL 911 CALLS (PPSAP)	14137	14455	16718	15260	-8.72%

Number of Arrests:

ARRESTS	2020	2021	2022	2023	2024	Variance 2023-2024
TOTAL	1553	1758	1988	2143	2180	+ 1.7 %
PRISONER TOTALS AT ECC	1829	1704	2289	2675	3418	+ 27.7 %

*These figures represent STPS, OPP and APS court appearances via in-person, audio, and video.

Crime Severity Index - population over 10,000:

St. Thomas	2023	2022	Variance 2022-2023
Overall CSI	68	78.68	- 13.6%
Violent CSI	70	65	+7.7%
Non-Violent CSI	67.8	84.8	-20.1%
Woodstock	2023	2022	Variance 2022-2023
Overall CSI	76.6	88.9	-13.9
Violent CSI	66.2	79.4	-16.6
Non-Violent CSI	81.4	93.5	-12.9
London	2023	2022	Variance 2022-2023
Overall CSI	70.1	81.2	-13.7
Violent CSI	87.1	96.7	-9.9
Non-Violent CSI	63.9	75.8	-15.6

Number of Criminal Charges:

CRIMINAL CHARGES	2020	2021	2022	2023	2024	Variance 2023-2024
TOTAL	1878	1853	2175	1748	1803	+3.14 %

Crimes of Violence:

OFFENCES	2020	2021	2022	2023	2024	Variance 2023-2024
Homicides	0	0	0	1 (attempt)	2	+100%
Robbery	3	7	12	10	15	+50%
Assaults (non-sexual)	236	253	239	240	310	+29 %
CDSA Offences	79	117	144	109	87	-20 %

Crimes Against Property:

OFFENCES	2020	2021	2022	2023	2024	Variance 2023-2024
B/E	222	238	271	347	164	-52.7 %
Thefts Possession/Stolen Property	761	842	1061	1095	960	-12.3 %
Frauds	172	140	178	141	239	+69.5 %
Arsons	19	10	15	*36	22	-38.8%
Mischiefs	245	340	335	353	273	-22.6 %

*majority of arsons were dumpster fires

Criminal Driving Offences:

OFFENCES / INCIDENTS	2020	2021	2022	2023	2024	Variance 2023-2024
Impaired Driving (alcohol)	43	30	40	47	44	-6.3 %
*Impaired Driving (drug)	1	3	3	0	1	+100 %
Impaired Driving (Alcohol and Drug)	35	29	31	37	34	-8.1 %
Refuse Breath Sample	0	0	1	0	0	-
Disqualified Driving	17	25	21	28	15	-46.4 %
RIDE Checkpoints	59	31	78	36	75	+108.3 %
Roadside Screening Tests	32	47	46	31	57	+83.8 %
SFST	-	15	7	10	12	+20 %

Bail Violations:

OFFENCES / INCIDENTS	2020	2021	2022	2023	2024	Variance 2023-2024
Bail Violation Charges	237	243	253	259	216	-16.6 %
Compliance Checks - ILPCAS	476	157	133	14	87	+521.4 %

*20 criminal charges resulted from the ILPCAS checks in 2024 (6 in 2024).

Weapons Offences:

INCIDENTS / OFFENCES	2020	2021	2022	2023	2024	Variance 2023-2024
Weapons Offences	12	15	20	21	28	+33 %

*Weapons offences committed in 2024, primarily included;

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

Provincial Offences;

OFFENCES	2020	2021	2022	2023	2024	Variance 2023-2024
Highway Traffic Act	3805	3490	3591	3223	2338	-27.4 %
Liquor Licence Act	79	67	52	56	55	-1.7 %
Parking violations	476	151	27	19	0	-100%

*City Bylaw personnel managed the majority of parking enforcement since 2022. This arrangement has allowed STPS frontline officers to focus on core functions.

Motor Vehicle Collisions;

INCIDENTS	2020	2021	2022	2023	2024	Variance 2023-2024
Fatal MVC's	0	1	1	1	2	+100%
Reportable MVC's (w/o injuries)	284	196	258	209	414	+98%
Reportable MVC's (w/injuries)	35	34	64	46	66	-43.4%

Sexual Offences;

INCIDENTS / OFFENCES	2020	2021	2022	2023	2024	Variance 2023-2024
Sexual Assault incidents (reported)	36	32	58	64	52	-18.7 %
Sexual Assault incidents – UNFOUNDED	0	0	0	0	0	-
Sexual Assault incidents w/charges	7	6	20	24	21	-12.5 %
Invitation to Sex. Touching	2	2	5	1	5	+400 %
Sexual Exploitation	2	0	1	2	0	-100 %
Sexual Interference	5	6	9	10	9	-10 %
Aggravated Sexual Assaults	0	0	0	1	0	-100 %
Sexual Assaults w/weapon	1	0	0	0	0	-

Forensic Computer Analysis:

INCIDENTS / OFFENCES	2020	2021	2022	2023	2024	Variance 2023-2024
Total Intake	142	244	118	133	201	+51.1%
TOTAL DEVICES Examined in 2024	142	244	188	95	130	+36.8%
*Devices carried to the next calendar year				38	71	+86.8
Incidents involved (including CCTV Collection, Conversion and Enhancement)	40	57	49	34	58 (104)	+70.6%
Criminal Charges resulting from forensic analysis	67	180	184	186	256	+37.6%
Total Successfully Extracted Devices (software limitations)			78	73	105	+ 43.8%
*Total Size of Examined Data in GB			3358.72	3.768.32	10.410.2	+176.3%

*Some modifications have been made on the specifics of what is being tracked. **Included in the 133 reported above. 2021 stats are inflated due to 1 specific high volume incident. Reporting requirements for court prosecutions are increasing in depth and technical analysis. Monitoring this trend for resourcing.

Intimate Partner Violence:

INCIDENTS / OFFENCES	2020	2021	2022	2023	2024	Variance 2023-2024
Intimate Partner Violence Incidents	812	684	683	748	761	+1.7 %
IPV related charges	115	132	169	221	308	+39.3%

Mental Health Analysis;

INCIDENTS	2021	2022	2023	2024	Variance 2022-2023
MHA Apprehensions	272	275	372	329	-11.55%
Hours spent at STEGH (apprehensions)	286	298.3	510.5	493.6	-3.3%
Cost (officer wage at STEGH with apprehension)	\$29,099.04	\$31,088.95	\$52,257.92	\$51,110.45	-\$1,147.47
Wait times at STEGH (hrs)	1.1	1.3	1.37	1.4	+2.2%
Incidents categorized as involving MH	2173	1764	2639	2282	-13.5%
Incidents that MOST attended	668	462	516	498	-3.7%
After the fact MOST attendance	322	197	203	169	-16.7%
MOST referrals to community supports	152	836	627	793	+26.5%
Number of adults supported by MOST	821	806	551	600	+8.9%

2024 QUARTERLY DATA FOR OFFICER WAIT-TIMES (HOURS) AT STEGH

Q1 = 104.5 officer hours spent at STEGH (Q1 2023 = 87 hrs)

Q2 = 105.5 officer hours spent at STEGH (Q2 2023 = 103 hrs)

Q3 = 109.5 officer hours spent at STEGH (Q3 2023 = 97 hrs)

Q4 = 138 officer hours spent at STEGH (Q4 2023 = 85 hrs)

***457.5 hrs at STEGH in 2023; *372 hrs at STEGH in 2023**



Year End Report – 2024

Use of Force Options Utilized in the Field

St. Thomas Police Service

Incidents requiring *Use of Force* (Ministry Reportable)

2020 – 44 Ministry submissions (individual officer actions) for 26 incidents

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

Identified Trends in 2024

- The total number of annual incidents have increase by 9.4% from 2022 (20,682) to 2023 (22,628). 2023 to 2024 (23,451) saw another 3.6% increase - averaging 64 incidents/24hrs – increasing from 62 incidents/24hrs in 2023 and 56 incidents/24hrs in 2022.

- Incidents that are classified as requiring the Use of Force by our officers decreased by 2.5% from 2023, (40-39) however, there was a 5% increase in individual officer decisions to apply a Use of Force option (based on the presentation of a threat).
- 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 2024, twelve (12) subjects identified as Black, East/Southeast Asian, Indigenous, Latino, Middle Eastern, or South Asian. In 2023 one (1), zero (0) in 2022.

The changing numbers in this category speaks to the changing demographics of the St. Thomas community, but also speaks to the transient nature of persons involved in criminal activities. Of the 12 persons who identify as racialized, 8 do not reside in the city of St. Thomas and have travelled to our community to engage in activities that brought them into conflict with police.

Firearms

In 2023, officers drew their firearm in thirty (30) operational incidents (13 in 2023). The most prevalent weapons that officers faced on the street were edged weapons and the potential for firearms. Six (6) separate incidents involved the dispatching of injured animals by the use of a firearm.

Eight of the incidents involving the drawing of firearms were by the Critical Incident Response Team (CIRT). These deployments are 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 2024, 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 (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 – individual officer actions (35 in 2023).

Undoubtedly, the CEW remains a very important tool available for police officers to de-escalate violent situations. This tool provides all around officer and community safety when it comes to encountering violent interactions.

Oleoresin Capsicum (OC Spray)

O/C (Pepper) Spray was not used operationally between 2016 - 2024 (Ministry submissions).

ASP Baton

The (Asp) baton was not used operationally between 2016 - 2024 (Ministry submissions).

Empty Hand Techniques

In 2024, Empty Hand Techniques were used in one (1) operational incidents (1 in 2023).

Police Service Dog (PSD)

PSD Rocky was deployed in one (1) incident in which he had bit a non-compliant, escaping suspect. K9 was not used in 2023 in a *Use of Force* situation where the subject was bitten. 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 often unpredictable environment that police operate in today has become the *new-normal* with an increase in matters pertaining to the social determinants of health. These non-core policing pressures are showing no sign of easing. As such, public safety personnel must adapt and improve Use of Force training to account for the large number of matters that are symptomatic of mental health, homelessness, poverty and substance use disorders. We remain committed to a continual review of our Use of Force incidents, our Use of Force training curriculums, and our equipment.

I have closely reviewed all of the *Use of Force incidents and Ministry reporting submissions* by our officers and their respective Supervisors throughout the year. I am satisfied that our collective *Use of Force* that was applied in 2024 was adequate, reasonable and effective in the delivery of public safety services to the community.

Deputy Chief S. Barnes

Scott Barnes,

A handwritten signature in black ink, appearing to read 'S. Barnes', with a stylized flourish at the end.

Deputy Chief of Police



Police Services Board Meeting

Constable Colin McGregor Building
REPORT

DIRECTED TO:	St. Thomas Police Services Board
PREPARED BY:	Chief M. Roskamp
SUBJECT:	Destruction/Donation Request; Decommissioned IT Assets
MEETING DATE:	November 25, 2024
REPORT #	CHIEF-2024-13
REPORT TITLE:	Destruction/Donation Request; Decommissioned IT Assets

Recommendation:

That: Report #CHIEF-2024-13; Destruction Request; Decommissioned IT Assets, be received for information, and further, that the Police Services Board approve the report and recommendations as prepared by Chief Roskamp.

Background:

The following IT assets have been decommissioned from service and destruction and/or donation is requested. This equipment has reached end of life and is inoperable and holds no value for our police service.

The *Community Safety and Policing Act* and *Board Policy* allows the Board to determine the destruction of its property as deemed appropriate:

Asset	Make	Model	Status	Count
Televisions	Misc	Misc	Retired	2
Keyboard & Mice	Misc	Misc	Retired	2
SmartCard Reader	Misc	Misc	Retired	15
Misc Cables	Misc	Misc	Retired	10
Wall Clock	Misc	Misc	Retired	2
Dell Monitors	Dell	Misc	Retired	4
MDT Keyboard	Misc	Misc	Retired	8
UPS	Misc	Misc	Retired	4
MDT Monitors	Misc	Misc	Retired	9
MDT Workstations	Misc	Misc	Retired	9
Desk Phones	Misc	Misc	Retired	3
Speakers	Misc	Misc	Retired	10
Printer Toners	Misc	Misc	Retired	4
Docking Stations	Misc	Misc	Retired	2
UPS & Server Batteries	Misc	Misc	Retired	30
Servers	Misc	Misc	Retired	7
Fingerprint Scanner	Misc	Misc	Retired	3
Radio Console	Dell	Misc	Retired	3
Desk Mics	Misc	Misc	Retired	3

Mic Pedals	Misc	Misc	Retired	3
Dim Lights	Misc	Misc	Retired	8
KVM	Startech	Misc	Retired	1
CPU Tower Stand	Misc	Misc	Retired	1
ID Printer	DataCard	Misc	Retired	1
AC Power Adapter	Misc	Misc	Retired	1
Workstations	Dell	Misc	Retired	7

Analysis

Not applicable.

Financial Impact

Not Applicable.

Respectfully,



Marc Roskamp
Chief of Police

Thank You

Police Services Board

Thank you so much
for the beautiful floral
arrangement. Your
thoughtfulness is greatly
appreciated.

Karen Houle & family



OPTIMIST CLUB

OF ST. THOMAS

*Serving Our Community
For Over 75 Years*

St. Thomas Police Department

The Optimist Club of St. Thomas would like to thank you for helping make the 2024 Optimist Santa Claus Parade such a success. Your generosity was very much appreciated. Looking forward to your support again next year.

A handwritten signature in black ink, appearing to read "Chris McConnell".

Chris McConnell

Optimist Santa Claus Parade Committee



Monday, December 16th, 2024

RE: Local Business Support for the St. Thomas Police Services

To Whom It May Concern –

My name is Paul Jenkins. I am the CEO of the St. Thomas & District Chamber of Commerce.

Our member driven organization represents more than 600 businesses, non-profits, and charities, in the City of St. Thomas, the Municipality of Central Elgin, and the Township of Southwold.

One of our most valuable relationships is with the St. Thomas Police Services.

Their work to reduce homelessness in our downtown core is one of the most important accomplishments in all of Ontario.

The Chamber of Commerce fully supports St. Thomas Police Services efforts to secure funding for additional Closed Circuit Televisions for use throughout our community.

Moreover, in January, our organization will determine the value of our financial support to match what they secure.

We value our relationship with the St. Thomas Police Services and look forward to our continued work together to build a community that is a great place to live, work, and play.

Warmest Regards,

Paul Jenkins

A handwritten signature in black ink, appearing to be "Paul Jenkins", written over a large, stylized, abstract scribble that extends across the bottom left of the page.



St. Thomas' police chief is sounding the alarm over an apparent rise in the number of assaults on police officers.

According to police, there were assaults on police officers for three consecutive days last week. The incidents happened while officers were responding to calls, including family disputes, unwanted persons, and intimate partner violence.

On Jan. 9, a 61-year-old St. Thomas resident was charged with assaulting a police officer who responded to check on an individual's wellbeing.

On Jan. 8, a 44-year-old St. Thomas resident was charged with resisting a peace officer and two counts of assaulting a police officer after police responded to an altercation in the downtown.

Also on Jan. 8, an 18 year old was charged with resisting a peace officer and assaulting a police officer after beer was allegedly stolen from a residence.

In a news release, St. Thomas police said the trend highlights the increasing risks faced by frontline officers.

Chief Marc Roskamp said, "The rise in violence against our officers is unacceptable and deeply concerning. These incidents serve as a reminder of the dangers our members face, each and every day."