PUBLIC Agenda

Date: September 17, 2026
Time: 12:00 Noon
Location: Council Chambers, Windsor City Hall, 350 City Hall Square West

1. Agenda
    - 1.1 Agenda

2. Call to Order

3. Declarations of Conflict & Pecuniary Interest by Members

4. Approval of Agenda

5. Approval of Minutes
    - 5.1 Public Minutes of the WPSB meeting of May 21, 2026
    - 5.2 Public In Camera Minutes of the WPSB meeting of May 21, 2026
    - 5.3 Public In Camera Minutes of the WPSB Special Meeting May 28, 2026
    - 5.4 Public In Camera Minutes of Deputy Chief Recruitment Committee Meeting June 4, 2026
    - 5.5 Public In Camera Minutes of Emergency WPSB Meeting June 8, 2026
    - 5.6 Public In Camera Minutes of the WPSB Special Meeting August 7, 2026

6. Business Arriving from the Minutes

7. Monthly Reports
    - 7.1 Crime Statistics (Verbal Update)
    - 7.2 Crime Stoppers Report
    - 7.3 Section 81 Reports
    - 7.4 Human Resources and Legal Services Report

8. Quarterly Reports
    - 8.1 City Centre Policing(CCP) and Problem-Oriented Policing (POP) Q2
    - 8.2 Amherstburg Detachment – Policing Activities Q2
    - 8.3 Youth Crime Q2

8.4 Use of Force Q2
8.5 Financial Report Q2
8.6 Q2 Calls for Service/Year to Date
8.7 Public and Internal Complaints April-June 2026
8.8 PSB Report – Complaints against Special Constables May – August 2026

9. Annual Reports (July)
9.1 P-065-Fraud and False Pretence Investigation
9.2 P-066-Preliminary Perimeter Control and Containment
9.3 P-067-Property Offences (including Break and Enter)
9.4 P-069-Stolen or Smuggled Firearms
9.5 P-070-Vehicle Theft
9.6 A-012-Marked Patrol Vehicles
9.7 G-004-Management of Police Records
9.8 P025-Internal Task Forces
9.9 P-026-Joint Forces Operations
9.10 P-028-Communications and Dispatch
9.11 P-030-Marine Unit/Waterway Policing
9.12 P-031-Traffic Management Enforcement and Road Safety
9.13 P-032-Informants and Agents
9.14 P-038-Arrest
9.15 P-048-Sex Offender Registry
9.16 P-051-Explosives Forced Entry and Explosive Disposal
9.17 P-052-Major Incident Command
9.18 P-053-Drug Investigation
9.19 P-054-Secure Holsters

10. Annual Reports (September)
10.1 HR-004 Respecting the Right to Disconnect from Work
10.2 HR-005 Electronic Monitoring of Employees
10.3 HR-015 Skills Development and Learning Plan
10.4 P-005 Child Abuse and Neglect
10.5 P-006 Child Pornography (ICE)
10.6 P-014 Community-Based Crime Prevention
10.7 P-015 Community Patrol
10.8 P-016 Problem Oriented Policing
10.9 P-018 Court Security
10.10 P-037 Criminal Harassment
10.11 P-039 Hostage Rescue
10.12 P-040 Crisis Negotiation
10.13 P-041 Acoustic and Hailing Devices
10.14 P-042 Elder and Vulnerable Adult Abuse

11. Communications
    - 11.1 All Chiefs Memos

12. New Business
    - 12.1 Amendment to the Procedural By-law
    - 12.2 Chief's Gala update
    - 12.3 Auxiliary Banquet Budget Request
    - 12.4 Badges and Uniform Protocol
    - 12.5 WFCU Account Signatories
    - 12.6 Request for Assistance – OPP Event Assistance
    - 12.7 Request for Assistance OPP Office Security
    - 12.8 Request for Assistance Ford Fireworks – Essex OPP
    - 12.9 Request for Assistance Ford Fireworks – Sarnia Police
    - 12.10 Request for Assistance Ford Fireworks – Chatham-Kent Police
    - 12.11 Request for Assistance Ford Fireworks – LaSalle Police
    - 12.12 E-Poll Confirmation – Ottawa Police Service Canada Day
    - 12.13 E-Poll Confirmation – Border Security Grant
    - 12.14 Inspector General of Policing Annual Report

13. Adjournment

Date of Next Meeting – Thursday, December 10, 2026

Public Minutes

DATE OF MEETING:	Thursday, May 21, 2026
LOCATION:	Council Chambers, Windsor City Hall
MEMBERS PRESENT:	Mayor Drew Dilkens Councillor Jo-Anne Gignac Sophia Chisholm Councillor Jim Morrison David Hammond Rakesh Naidu Nick Dzudz
REGRETS:	Mayor Michael Prue, Amherstburg, Advisor
STAFF PRESENT:	Chief Jason Crowley Deputy Chief Karel DeGraaf Deputy Chief (A) Ken Cribley Superintendent Paolo DiCarlo Superintendent Chris Werstein Barry Horrobin, Director of Planning and Physical Resources Gary Francoeur, Director of WPS Corporate Communications Constable Bianca Jackson, WPS Corporate Communications
RECORDER:	Administrative Director

1. Agenda

1.1 Agenda

2. Call to Order

Meeting is called to order at 12:00 p.m.

3. **Declarations of Conflict and Pecuniary Interest by Members** **NONE**

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4. Approval of Agenda

Motion to approve the Public Agenda for the meeting of Thursday, May 21, 2026, Moved by J. Gignac Seconded by D. Hammond

BE IT RESOLVED THAT the Public agenda for the Windsor Police Service Board meeting of May 21, 2026, be approved with the addition of Communications Items 11.4, 11.5, 11.6, 11.7 – Requests for temporary assistance under Section 19 of the *Community Safety and Policing Act* from Essex OPP/Sarnia Police Service/Chatham-Kent Police Service/La Salle Police Service – Ford Fireworks on June 22, 2026.

The motion carried

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5. Approval of Minutes

5.1 Public Minutes of March 26, 2026

Motion to approve the Minutes of March 26, 2026 Moved by S. Chisholm Seconded by J. Gignac

BE IT RESOLVED THAT the Public Board Minutes of the Windsor Police Service Board meeting of March 26, 2026 be as circulated.

The motion carried

5.2 Public In Camera Minutes of March 26, 2026

Motion to approve the Public In Camera Minutes of March 26, 2026 Moved by J. Gignac Seconded by D. Hammond

BE IT RESOLVED THAT the Public In Camera Board Minutes of the Windsor Police Service Board meeting of March 26, 2026 be approved as circulated.

The motion carried

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6. Business Arriving from the Minutes **NONE**

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7. Monthly Reports

7.1 Crime Statistics – VERBAL REPORT

Motion to receive the verbal Crime Statistics Report Moved by D. Hammond Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board receives the verbal Crime Statistics Report as presented by the Chief of Police.

The motion carried

7.2 Crime Stoppers Report

Motion to receive the Crime Stoppers Report Moved by J. Gignac Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives the Crime Stoppers Report as circulated.

The motion carried

7.3 Professional Standards Branch Report

Motion to receive the Professional Standards Branch Report Moved by J. Gignac Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board receives the Professional Standards Branch Report as circulated.

The motion carried

7.4 Section 81 Report(s)

Motion to receive the Section 81 Report(s) Moved by J. Gignac Seconded by R. Naidu

BE IT RESOLVED THAT the Windsor Police Service Board receives the Section 81 Report(s) as circulated.

The motion carried

7.5 Human Resources Report

Motion to receive Human Resources Report Moved by R. Naidu Seconded by J. Gignac

BE IT RESOLVED THAT the Windsor Police Service Board receives the Human Resources report regarding retirements and promotions.

The motion carried

8. Quarterly Reports

8.1 City Centre Policing (CCP) and Problem-Oriented Policing (POP) Report

Motion to receive the Q1 City Centre Policing and Problem-Oriented Policing Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives the Q1 City Centre Policing (CCP0 and Problem-Oriented Policing (POP) Report.

The motion carried

8.2 Q1 Amherstburg Detachment Policing Activities Report

Motion to receive the Q1 Amherstburg Detachment Policing Activities Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives the Q1 Amherstburg Detachment Policing Activities report Report.

The motion carried

8.3 Q1 Youth Criminal Justice Act (YCJA) and Youth Crime Report

Motion to receive the Q1 Youth Criminal Justice Act and Youth Crime Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives the Q1 Youth Criminal Justice Act (YCJA) and Youth Crime Report.

The motion carried

8.4 Q1 Use of Force Report

Motion to receive the Q1 Use of Force Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives the Q1 Use of Force Report.

The motion carried

8.5 Q1 Operating Budget Variance Report

Motion to receive the Q1 Operating Budget Variance Report Moved by D. Hammond Seconded by J. Morrison

BE IT RESOLVED THAT the Windsor Police Service Board receives the Q1 Operating Budget Variance Report.

The motion carried

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9. Legal

9.1 OECM Customer-Supplier Discount Agreements

Motion to approve and authorize Chair to execute agreements Moved by J. Gignac Seconded by N. Dzudz

BE IT RESOLVED THAT the Windsor Police Service Board authorizes the Chair of the Board to sign and execute OECM (Ontario Education Collaborative Marketplace) Customer-Supplier Agreements with various vendors, in accordance with the related OECM/Supplier Master Agreements, whenever such agreements present potential savings to the Windsor Police Service, subject to satisfactory review as to form by the City Solicitor, as to technical content by the Director of Technology Services, and as to financial content by the City of Windsor Chief Financial Officer/Treasurer.

The motion carried

9.2 Section 14 Report

Motion to approve Section 14 Alternate Provision of policing Agreement with the Ontario Provincial Police (OPP) Moved by S. Chisholm Seconded by R. Naidu

BE IT RESOLVED THAT the Windsor Police Service Board:

1. **Approve entering into a Section 14 Alternate Provision of Policing Agreement with the Ontario Provincial Police in a form substantially consistent with the attached agreement template and any finalized schedules;**
2. **Authorize the Board Chair and such other signing officers as required to execute the agreement and any related schedules or amending documents, subject to required approvals; and**
3. **Direct that a copy of the executed agreement, and any future approved amendments or schedule changes, be provided to the Inspector General as required. The motion carried**

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10. Annual Reports

10.1 – 1.23

Motion to receive Annual Policy Reports Moved by J. Gignac Seconded by R. Naidu

BE IT RESOLVED THAT the Windsor Police Service Board receives for information Annual Reports re: Equal Opportunity, Discrimination and Workplace Harassment Prevention; Use of Auxiliaries and Volunteers: Hate/Bias Motivated Crime and Hate Propaganda Offences; Witness Protection and Security; Underwater Search and Recovery Units; Tactical Units; Police Action at Labour Disputes; Policing First Nations Occupations and Protests; Criminal Investigative Management and Procedures; Investigations Into Homicides; Collection Preservation and Control of Evidence and Property; Persons in Custody/Prisoner Transportation; Crime, Call and and Public Disorder Analysis; Safe Storage of Firearms; Illegal Gaming; Communicable Diseases; Speed Measuring Devices; Sexual Assault Investigations; Supervision; Proceeds of Crime; Parental and Non-Parental Abductions; Equipment and Body Armour; Firearms Training and Investigations.

The motion carried

11. Communications

11.1 All Chiefs Memos

Motion to receive the All Chiefs Memos Moved by S. Chisholm Seconded by J. Gignac

BE IT RESOLVED THAT the Windsor Police Service Board receives the All Chiefs Memos as circulated.

The motion carried

11.2 Inspector General of Policing – Province-Wide Inspection on Police Integrity and Anti-Corruption Practices Update

Motion to receive the Inspector General Update Moved by S. Chisholm Seconded by Seconded by J. Gignac

BE IT RESOLVED THAT the Windsor Police Service Board approves the Windsor Police Service 2025 Annual Report.

The motion carried

11.3 University of Windsor Bursary

Motion to approve University of Windsor Request for funding Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board approves the request from the University of Windsor for a donation for the Windsor Police Service Criminology Award in the amount of $500.00

The motion carried

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12. New Business

12.1 Donation of Surplus Historic Vehicle

Motion to approve donation of Historic Vehicle to the Canadian Transportation Museum and Heritage Village Moved by R. Naidu Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board approves the donation of a 1951 Chevrolet Four Door "Style Line Deluxe" – VIN: 1126917515 historic police vehicle to the Canadian Transportation Museum and Heritage Village.

BE IT FURTHER RESOLVED THAT the Windsor Police Service Board authorizes the Chair of the Board to sign and execute the applicable donation agreements related to this transaction, subject to satisfactory review as to form by the City Solicitor, as to technical content by the Director of Planning and Physical Resources, and as to financial content by the City of Windsor Chief Financial Officer/Treasurer.

The motion carried

12.2 Disbursement of Funds/Annual Exemplary Awards and Retirement Banquet

Motion to approve funding and explore alternative revenue sources to fund discretionary events Moved by J. Morrison Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board approves the funding request for the 2025 WPS Exemplary Awards and Retirement Banquet – to be held in the Fall of 2026 – in the amount of $13,230.00, pending available funds in the Board's discretionary account.

BE IT FURTHER RESOLVED THAT the Windsor Police Service Board will undertake a review of the WPSB Policy A-010 Disbursement of Funds during the 2027 budget process to explore alternative revenue sources to fund discretionary events.

The motion carried

12.3 Amendment to WPSB Policy P-058 Sexual Assault Investigations

Motion to amend WPSB Policy P-058 Moved by J. Gignac Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board amend Policy P-058 – Sexual Assault Investigations – to remove (f) a summary of the issues dealt with by the Sexual Assault Committee under Section 5 – Report to the Board.

The motion carried

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13. Adjournment

Motion to adjourn the Public meeting of the Windsor Police Service Board Moved by S. Chisholm Seconded by D. Hammond

BE IT RESOLVED THAT the Windsor Police Service Board adjourns the Public meeting of May 21, 2026 at 12:40 p.m.

The motion carried

Date of next meeting: July 23, 2026

_____	_____
Mayor Drew Dilkens, Chair	, Executive Director
_____	_____
Date	Date

Minutes – In Camera
Windsor Police Service Board
May 21, 2026

Meeting called to order at 1:00 p.m.

Members in Attendance:

Mayor Drew Dilkens (Chair)
Councillor Jo-Anne Gignac (Vice Chair)
Sophia Chisholm
Councillor Jim Morrison
David Hammond
Nick Dzudz

Regrets: **Nakesh Naidu**
Mayor Michael Prue, Advisor, Town of Amherstburg

Also in Attendance:

Chief Jason Crowley
Karel DeGraaf, Deputy Chief – Operational Support
Kenneth Cribley, Deputy Chief (A) – Operations
Norma Coleman, Administrative Director

Motion by J. Gignac, seconded by D. Hammond to move In-Camera for discussion of the following items:

No. 7	Litigation or potential litigation affecting the board, including matters before administrative tribunals Section 44(2)(e); Personal matters about an identifiable individual, including members of the police service or any other employee of the board Section 44(2)(b
No.8	Personal matters about an identifiable individual, including members of the police service or any other employee of the board Section 44(2)(b); Financial information owned by the board Section 44(s)(i)
No. 9	Security of property of the board Section 44(2)(a); a position, plan procedure, criteria on or to be carried on by or on behalf of the board Section 44(2)(j); a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board Section 44(2)(h)

The motion carried

Declarations of Pecuniary Interest:

None declared

Discussion on items of business

Moved by J. Morrison, Seconded by S. Chisholm to move back into public session.

The motion carried

Moved by J. Morrison, seconded by S. Chisholm that the Administrative Director be directed to transmit the recommendation(s) contained in the report(s) discussed at the In-Camera WPSB Meeting held March 26, 2026.

7. **7.1** That the information contained in the in-camera report from the Deputy Chief of Police respecting litigation **BE RECEIVED**
7.2 That the information in the in-camera report from the Deputy Chief of Police respecting litigation **BE RECEIVED**
7.3 That the information contained in the in-camera report from the Deputy Chief of Police respecting personal matter **BE RECEIVED**
7.4 That the information contained in the in-camera report from the Deputy Chief of Police respecting personal matters **BE RECEIVED**
7.5 That the recommendation contained in the in-camera report from the Deputy Chief respecting personal matter **BE APPROVED**
7.5 That the recommendation contained in the in-camera report from the Deputy Chief respecting personal matter **BE APPROVED**
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7.5 That the information contained in the in-camera report from the Deputy Chief respecting personal matter **BE RECEIVED**
7.5 That the information contained in the in-camera report from the Deputy Chief and WPS Legal Counsel/Director of Human Resources respecting legal matter **BE RECEIVED**

8. **8.1** That the recommendation contained in the in-camera report from the Administrative Director respecting personal matter **BE CONFIRMED**

8.2 That the information contained in the in-camera report from the Deputy Chief of Police respecting personal matter **BE RECEIVED**

8.3 That the recommendation contained in the in-camera report from the Deputy Chief of Police respecting financial information **BE APPROVED**

8.4 That the recommendation contained in the in-camera report from the Deputy Chief of Police respecting personal matter(s) **BE APPROVED**

8.5 That the recommendations contained in the in-camera report from the Deputy Chief of Police respecting financial information owned by the board **BE APPROVED**

8.6 That the recommendation contained in the in-camera report from the Deputy Chief of Police respecting personal matter **BE APPROVED**

9. **9.1** That the recommendations contained in the in-camera report from the A/Deputy Chief of Police respecting a position, plan, procedure **BE APPROVED**

9.2 That the information contained in the in-camera report from the Deputy Chief of Police respecting the security of property of the board **BE RECEIVED**

9.3 That the recommendation(s) contained in the in-camera report from the Deputy Chief of Police respecting a position, plan, procedure **BE APPROVED**

9.4 That the recommendation contained in the in-camera report from the A/Deputy Chief of Police respecting financial/labour relations **BE APPROVED**

9.5 That the recommendation(s) contained in the in-camera report from the Deputy Chief of Police with respect to a position, plan, procedure **BE APPROVED**

Moved by S. Chisholm, seconded by J. Gignac that the meeting be adjourned (1:49 p.m.)

Minutes – Special In Camera Meeting
Windsor Police Service Board
May 28, 2026

Meeting called to order at 4:07 p.m.

Members in Attendance:

Mayor Drew Dilkens (Chair)
Councillor Jo-Anne Gignac (Vice-Chair)
Councillor Jim Morrison
David Hammond (TEAMS)
Sophia Chisholm
Rakesh Naidu
Nick Dzudz

Also in Attendance:

Chief Jason Crowley
Karel DeGraaf, Deputy Chief of Police – Operational Support
Kenneth Cribley, Deputy Chief of Police (A) – Operations
Honourable Michael Kerzner, Ontario Solicitor General
Maria Nenakhova, SOLGEN
Norma Coleman, Administrative Director

Motion by S. Chisholm, seconded by J. Morrison Seconded by S. Chisholm to move In-Camera for discussion related to following item(s):

No.5 Section 44(2) of the Community Safety and Policing Act: labour relations (d); information explicitly supplied in confidence to the board by Canada, a province or territory or a Crown agency of any of them, a municipality or a First Nation (g); an ongoing investigation respecting the police service board (l)

Declarations of Pecuniary Interest:

None declared

Discussion on items of business

Moved by S. Chisholm, seconded by J. Morrison to move back into public session.

The motion carried

Moved by J. Morrison, seconded by S. Chisholm that the meeting be adjourned (5:16 pm)

Minutes – Special In Camera Meeting
Deputy Chief of Police Recruitment Committee
June 4, 2026

Meeting called to order at 10:30 a.m.

Members in Attendance:

Mayor Drew Dilkens
Councillor Jo-Anne Gignac TEAMS
Sophia Chisholm - TEAMS

Also in Attendance: Norma Coleman, Administrative Director

Motion by S. Chisholm, seconded by J. Gignac Seconded by S. Chisholm to move In-Camera for discussion related to following item(s):

No.5 Section 44(2) of the *Community Safety and Policing Act*: personal matter (b)

Declarations of Pecuniary Interest:

None declared

Discussion on items of business

Moved by S. Chisholm, seconded by J. Gignac to move back into public session.

The motion carried

Moved by J. Gignac, seconded by S. Chisholm that the Administrative Director be directed to transmit the recommendation(s) discussed at the In-Camera Deputy Chief of Police Recruitment Committee Meeting held June 4, 2026.

5. That the recommendation/direction from the Deputy Chief of Police Recruitment Committee **BE APPROVED**

Moved by J. Gignac, seconded by S. Chisholm that the meeting be adjourned (10:40 a.m.)

Minutes – In Camera
Windsor Police Service Board Emergency Meeting
June 8, 2026

Meeting called to order at 9:00 a.m.

Members in Attendance:

Mayor Drew Dilkens (Chair)
Councillor Jo-Anne Gignac (Vice Chair)
Sophia Chisholm (TEAMS)
Councillor Jim Morrison
David Hammond (TEAMS)

Regrets: **Nick Dzudz**
Rakesh Naidu

Recorder: **Norma Coleman, Administrative Director**

Motion by J. Morrison, seconded by J. Gignac to move In-Camera for discussion of the following items:

No. 5 Personal matters about an identifiable individual, including members of the police service or any other employee of the board Section 44(2)(b);

The motion carried

Declarations of Pecuniary Interest:

None declared

Discussion on items of business

Moved by S. Chisholm, Seconded by J. Morrison to move back into public session.

The motion carried

Moved by J. Morrison, seconded by S. Chisholm that the Administrative Director be directed to transmit the recommendation(s) discussed at the In-Camera WPSB Emergency Meeting held June 8, 2026.

5. That the recommendation made in the verbal report from the Deputy Chief of Police Recruitment Committee **BE APPROVED**

Moved by J. Morrison, seconded by J. Gignac that the meeting be adjourned (9:18 a.m.)

Minutes – Special In Camera Meeting
Windsor Police Service Board
August 7, 2026

Meeting called to order at 11:34 a.m.

Members in Attendance: TEAMS

Mayor Drew Dilkens (Chair)
Councillor Jim Morrison
David Hammond
Sophia Chisholm
Nick Dzudz

Also in Attendance:

Chief Jason Crowley
Karel DeGraaf, Deputy Chief of Police – Operational Support
Kenneth Cribley, Deputy Chief of Police – Operations
Administrative Director

Regrets:

Councillor Jo-Anne Gignac (Vice Chair)
Rakesh Naidu

Motion by S. Chisholm, seconded by S. Chisholm Seconded by J. Morrison to move In-Camera for discussion related to following item(s):

No.5 Section 44(2) of the Community Safety and Policing Act: (b) personal matter

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Declarations of Pecuniary Interest:

None declared

Discussion on items of business

Moved by D. Hammond, seconded by S. Chisholm to move back into public session.

The motion carried

Moved by J. Morrison, seconded by S. Chisholm that the Administrative Director be directed to transmit the recommendation(s) discussed at the In-Camera WPSB meeting held August 7, 2026.

5. That the recommendations respecting personal matter **BE APPROVED**

Moved by J. Morrison, seconded by S. Chisholm that the meeting be adjourned (12:00 p.m.)

WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: 09/17/2026
BOARD REPORT #: Report
MEETING: OPEN
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley,Deputy Chief Operations

SUBJECT: **Crime Stoppers Monthly Report**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

Note the following Crime Stoppers reports for the months of May to August.

FINANCIAL IMPLICATIONS: N/A

SUMMARY:

Monthly statistical report.

DISCUSSION: Crime Stoppers stats

Background

Monthly stats

Proposed Changes

N/A

CONCLUSION: Statistical report attached

PREPARED BY: Rick Surette / Jamie Fummerton

Windsor & Essex County Crime Stoppers

Police Coordinator Report

May 1st to May 31st, 2026

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

CTV Windsor

Monthly Crime Report Segment with CTV News Windsor featured a poaching incident at Point Pelee National Park involving a deceased swan and her eggs, leading to public outcry and a request for assistance from the Parks Canada Agency.

Police Week

May 7th to 9th at Devonshire Mall. Crime Stoppers staff and volunteers attended to participate in Police Week. Public interaction and resource materials were offered to educate the public on crime awareness & prevention. Crime Stoppers swag was provided, and the makeshift jail was a big hit. Social media posts resulted in 13,030 views during the event.

Social Media

Sustained daily maintenance and management of Windsor & Essex County Crime Stoppers social media platforms such as Facebook and Instagram posts and Crime Stoppers Catchcrooks Website.

This statistical report is reflective of May 1st to May 31st, 2026.

Crime Stoppers tip information was distributed to the following agencies during this period:

- Windsor Police Service.
- Windsor Police Service Amherstburg Detachment.
- Ontario Provincial Police.
- LaSalle Police Service.
- Ministry of Revenue and Finance.
- Windsor & Essex County Health Unit- Tobacco Enforcement.
- Canada Border Services Agency.
- Repeat Offender Parole Enforcement.
- Windsor Police Criminal Intelligence Unit – Cannabis Enforcement.

Attached documents include:
Police Coordinators Report.
Monthly Statistical Report.
Tip Summary Report.

This Report was Prepared By:
Constable Rick Surette – Ontario Provincial Police.
Constable Jamie Fummerton – Windsor Police Service.

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)
POPULATION (CITY) – 217,188
POPULATION (COUNTY) – 126,314
POPULATION (LASALLE) – 33,180
POPULATION (AMHERSTBURG) – 22,036

Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: May 2026 Run Date: 2026/06/01

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	137	193	171	159	156	0	0	0	0	0	0	0
Tip Follow-ups	77	141	152	152	144	0	0	0	0	0	0	0
Arrests	15	9	12	1	2	0	0	0	0	0	0	0
Cases Cleared	12	16	24	1	4	0	0	0	0	0	0	0
Charges Laid	28	28	53	4	5	0	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	3	10	25	2	1	0	0	0	0	0	0	0
Rewards Approved	$900	$900	$3,500	$600	$100	$0	$0	$0	$0	$0	$0	$0
# of Rewards Paid	2	1	4	4	2	0	0	0	0	0	0	0
Rewards Paid	$600	$300	$1,850	$1,100	$150	$0	$0	$0	$0	$0	$0	$0
# of Weapons Recovered	0	0	5	0	0	0	0	0	0	0	0	0
# of Vehicles Recovered	0	1	0	0	0	0	0	0	0	0	0	0
Property Recovered	$0	$8,700	$492	$200	$0	$0	$0	$0	$0	$0	$0	$0
Cash Recovered	$7,000	$2,068	$314,000	$950	$0	$0	$0	$0	$0	$0	$0	$0
Drugs Seized	$3,800	$3,100	$132,865	$5,050	$0	$0	$0	$0	$0	$0	$0	$0
Total Recovered	$10,800	$13,868	$447,357	$6,200	$0	$0	$0	$0	$0	$0	$0	$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	501	315	0	0	816	65,866
Tip Follow-ups	370	296	0	0	666	24,827
Calls Received	0	0	0	0	0	3,138
Arrests	36	3	0	0	39	7,294
Cases Cleared	52	5	0	0	57	10,693
Charges Laid	109	9	0	0	118	10,895
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	38	3	0	0	41	2,050
Rewards Approved	$5,300	$700	$0	$0	$6,000	$1,302,135
# of Rewards Paid	7	6	0	0	13	1,006
Rewards Paid	$2,750	$1,250	$0	$0	$4,000	$844,652
# of Weapons Recovered	5	0	0	0	5	572
# of Vehicles Recovered	1	0	0	0	1	39
Property Recovered	$9,192	$200	$0	$0	$9,392	$13,821,945
Cash Recovered	$323,068	$950	$0	$0	$324,018	$987,651
Drugs Seized	$139,765	$5,050	$0	$0	$144,815	$121,357,300
Total Recovered	$472,025	$6,200	$0	$0	$478,225	$136,166,896

Windsor - Essex County Crime Stoppers
Tip Summary Report

Created Date: 2026/05/01 to 2026/05/31

Offense Type	Count
Animal Cruelty	1
Arson	0
Assault	4
Attempt Murder	0
Breach of Condition	2
Break and Enter	2
By Law	2
Child Abuse	3
COVID-19	1
Cybercrime	3
Disqualified Driving	2
Drugs	41
Elder Abuse	1
Fraud	10
Highway Traffic Act	7
Hit and Run / Fail to Remain	0
Homicide	3
Human Smuggling	0
Human Trafficking	0
Illegal Cigarettes	1

Immigration	0
Impaired Driver	2
Indecent Act	1
Liquor (sales to minors, sales without licence)	0
Mischief	1
Missing Person	0
Motor Vehicle Collision	2
Possession of Stolen Property	0
Prostitution/Morality	2
Repeat Impaired Driver	2
Robbery	2
Sexual Assault	3
Stolen Vehicle	1
Suspended Driver	0
Suspicious Activity	6
Terrorism	0
Test Tip	0
Theft	29
Threats	0
Warrant	8
Weapons	2
Other	10
Unknown	4
Total	158

Windsor & Essex County Crime Stoppers

Police Coordinator Report

June 1st to June 30th, 2026

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

CTV Windsor

Monthly Crime Report Segment with CTV News Windsor featured numerous residential break-ins to apartment complex units in the 4700 block of Riverside Drive East. Two suspects were captured on video entering the complex and units within. Jewelry and other personal items were stolen. The investigation is on-going.

Events

June events included speaking engagements with Unifor and Loblaws, educational talks with elementary and high school students from numerous schools, meeting with Colasanti's regarding a new event proposal, meeting with Dave Campbell, founding father of the Southern Footprints Run, who made a generous donation to Crime Stoppers and a photo shoot and article about Crime Stoppers in The Drive Magazine.

Social Media

Sustained daily maintenance and management of Windsor & Essex County Crime Stoppers social media platforms such as Facebook and Instagram posts and Crime Stoppers Catchcrooks Website.

This statistical report is reflective of June 1st to June 30th, 2026.

Crime Stoppers tip information was distributed to the following agencies during this period:

- Windsor Police Service.
- Windsor Police Service Amherstburg Detachment.
- Ontario Provincial Police.
- LaSalle Police Service.
- Ministry of Revenue and Finance.
- Windsor & Essex County Health Unit- Tobacco Enforcement.
- Canada Border Services Agency.
- Repeat Offender Parole Enforcement.
- Windsor Police Criminal Intelligence Unit – Cannabis Enforcement.

Attached documents include:

Police Coordinators Report.
Monthly Statistical Report.
Tip Summary Report.

This Report was Prepared By:

Constable Rick Surette – Ontario Provincial Police.
Constable Jamie Fummerton – Windsor Police Service.

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)
POPULATION (CITY) – 217,188
POPULATION (COUNTY) – 126,314
POPULATION (LASALLE) – 33,180
POPULATION (AMHERSTBURG) – 22,036

Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: June 2026 Run Date: 2026/07/06

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	137	193	171	159	156	147	0	0	0	0	0	0
Tip Follow-ups	77	141	152	152	144	116	0	0	0	0	0	0
Arrests	15	9	12	1	2	16	0	0	0	0	0	0
Cases Cleared	12	16	24	1	3	18	0	0	0	0	0	0
Charges Laid	28	28	53	4	4	19	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	3	10	25	2	1	11	0	0	0	0	0	0
Rewards Approved	$900	$900	$3,500	$600	$100	$550	$0	$0	$0	$0	$0	$0
# of Rewards Paid	2	1	4	4	2	1	0	0	0	0	0	0
Rewards Paid	$600	$300	$1,850	$1,100	$150	$50	$0	$0	$0	$0	$0	$0
# of Weapons Recovered	0	0	5	0	0	0	0	0	0	0	0	0
# of Vehicles Recovered	0	1	0	0	0	0	0	0	0	0	0	0
Property Recovered	$0	$8,700	$492	$200	$0	$0	$0	$0	$0	$0	$0	$0
Cash Recovered	$7,000	$2,068	$314,000	$950	$0	$0	$0	$0	$0	$0	$0	$0
Drugs Seized	$3,800	$3,100	$132,865	$5,050	$0	$0	$0	$0	$0	$0	$0	$0
Total Recovered	$10,800	$13,868	$447,357	$6,200	$0	$0	$0	$0	$0	$0	$0	$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	501	462	0	0	963	66,013
Tip Follow-ups	370	412	0	0	782	24,943
Calls Received	0	0	0	0	0	3,138
Arrests	36	19	0	0	55	7,310
Cases Cleared	52	22	0	0	74	10,710
Charges Laid	109	27	0	0	136	10,913
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	38	14	0	0	52	2,061
Rewards Approved	$5,300	$1,250	$0	$0	$6,550	$1,302,685
# of Rewards Paid	7	7	0	0	14	1,007
Rewards Paid	$2,750	$1,300	$0	$0	$4,050	$844,702
# of Weapons Recovered	5	0	0	0	5	572
# of Vehicles Recovered	1	0	0	0	1	39
Property Recovered	$9,192	$200	$0	$0	$9,392	$13,821,945
Cash Recovered	$323,068	$950	$0	$0	$324,018	$987,651
Drugs Seized	$139,765	$5,050	$0	$0	$144,815	$121,357,300
Total Recovered	$472,025	$6,200	$0	$0	$478,225	$136,166,896

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2026/06/01 to 2026/06/30

Offense Type	Count
Animal Cruelty	2
Arson	1
Assault	7
Attempt Murder	0
Breach of Condition	3
Break and Enter	6
By Law	5
Child Abuse	0
COVID-19	0
Cybercrime	3
Disqualified Driving	2
Drugs	49
Elder Abuse	0
Fraud	4
Highway Traffic Act	4
Hit and Run / Fail to Remain	0
Homicide	2
Human Smuggling	0
Human Trafficking	1
Illegal Cigarettes	3

Immigration	9
Impaired Driver	2
Indecent Act	1
Liquor (sales to minors, sales without licence)	0
Mischief	1
Missing Person	0
Motor Vehicle Collision	0
Possession of Stolen Property	1
Prostitution/Morality	3
Repeat Impaired Driver	2
Robbery	1
Sexual Assault	1
Stolen Vehicle	1
Suspended Driver	0
Suspicious Activity	6
Terrorism	0
Test Tip	1
Theft	6
Threats	3
Warrant	4
Weapons	5
Other	11
Unknown	1
Total	151

Windsor & Essex County Crime Stoppers

Police Coordinator Report

July 1st to July 31st, 2026

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

Social Media

Sustained daily maintenance and management of Windsor & Essex County Crime Stoppers social media platforms such as Facebook and Instagram posts and Crime Stoppers Catchcrooks Website.

This statistical report is reflective of July 1st to July 31st, 2026.

Crime Stoppers tip information was distributed to the following agencies during this period:

- Windsor Police Service.
- Windsor Police Service Amherstburg Detachment.
- Ontario Provincial Police.
- LaSalle Police Service.
- Ministry of Revenue and Finance.
- Windsor & Essex County Health Unit- Tobacco Enforcement.
- Canada Border Services Agency.
- Repeat Offender Parole Enforcement.
- Windsor Police Criminal Intelligence Unit – Cannabis Enforcement.

Attached documents include:

Police Coordinators Report.
Monthly Statistical Report.
Tip Summary Report.

This Report was Prepared By:

Constable Rick Surette – Ontario Provincial Police.
Constable Jamie Fummerton – Windsor Police Service.

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)
POPULATION (CITY) – 217,188
POPULATION (COUNTY) – 126,314
POPULATION (LASALLE) – 33,180
POPULATION (AMHERSTBURG) – 22,036

Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: July 2026 Run Date: 2026/08/04

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	137	193	171	159	156	147	128	0	0	0	0	0
Tip Follow-ups	77	141	152	152	144	116	107	0	0	0	0	0
Arrests	15	9	12	1	2	16	4	0	0	0	0	0
Cases Cleared	12	16	24	1	3	18	7	0	0	0	0	0
Charges Laid	28	28	53	4	4	19	6	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	3	10	25	2	1	11	1	0	0	0	0	0
Rewards Approved	$900	$900	$3,500	$600	$100	$550	$200	$0	$0	$0	$0	$0
# of Rewards Paid	2	1	4	4	2	1	1	0	0	0	0	0
Rewards Paid	$600	$300	$1,850	$1,100	$150	$50	$200	$0	$0	$0	$0	$0
# of Weapons Recovered	0	0	5	0	0	0	5	0	0	0	0	0
# of Vehicles Recovered	0	1	0	0	0	0	0	0	0	0	0	0
Property Recovered	$0	$8,700	$492	$200	$0	$0	$3,000	$0	$0	$0	$0	$0
Cash Recovered	$7,000	$2,068	$314,000	$950	$0	$0	$0	$0	$0	$0	$0	$0
Drugs Seized	$3,800	$3,100	$132,865	$5,050	$0	$0	$300	$0	$0	$0	$0	$0
Total Recovered	$10,800	$13,868	$447,357	$6,200	$0	$0	$3,300	$0	$0	$0	$0	$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	501	462	128	0	1,091	66,141
Tip Follow-ups	370	412	107	0	889	25,050
Calls Received	0	0	0	0	0	3,138
Arrests	36	19	4	0	59	7,314
Cases Cleared	52	22	7	0	81	10,717
Charges Laid	109	27	6	0	142	10,919
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	38	14	1	0	53	2,062
Rewards Approved	$5,300	$1,250	$200	$0	$6,750	$1,302,885
# of Rewards Paid	7	7	1	0	15	1,008
Rewards Paid	$2,750	$1,300	$200	$0	$4,250	$844,902
# of Weapons Recovered	5	0	5	0	10	577
# of Vehicles Recovered	1	0	0	0	1	39
Property Recovered	$9,192	$200	$3,000	$0	$12,392	$13,824,945
Cash Recovered	$323,068	$950	$0	$0	$324,018	$987,651
Drugs Seized	$139,765	$5,050	$300	$0	$145,115	$121,357,600
Total Recovered	$472,025	$6,200	$3,300	$0	$481,525	$136,170,196

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2026/07/01 to 2026/07/31

Offense Type	Count
Animal Cruelty	3
Arson	2
Assault	2
Attempt Murder	1
Breach of Condition	6
Break and Enter	5
By Law	0
Child Abuse	2
COVID-19	0
Cybercrime	0
Disqualified Driving	3
Drugs	35
Elder Abuse	0
Fraud	2
Highway Traffic Act	9
Hit and Run / Fail to Remain	0
Homicide	4
Human Smuggling	0
Human Trafficking	2
Illegal Cigarettes	1
Immigration	1

Impaired Driver	2
Indecent Act	0
Liquor (sales to minors, sales without licence)	0
Mischief	3
Missing Person	0
Motor Vehicle Collision	2
Possession of Stolen Property	0
Prostitution/Morality	2
Repeat Impaired Driver	0
Robbery	1
Sexual Assault	0
Stolen Vehicle	1
Suspended Driver	1
Suspicious Activity	8
Terrorism	0
Test Tip	1
Theft	8
Threats	0
Warrant	6
Weapons	2
Other	16
Unknown	1
Total	132

Windsor & Essex County Crime Stoppers

Police Coordinator Report

August 1st to August 31st, 2026

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

Social Media

Sustained daily maintenance and management of Windsor & Essex County Crime Stoppers social media platforms such as Facebook and Instagram posts and Crime Stoppers Catchcrooks Website.

This statistical report is reflective of August 1st to August 31st, 2026.

Crime Stoppers tip information was distributed to the following agencies during this period:

- Windsor Police Service.
- Windsor Police Service Amherstburg Detachment.
- Ontario Provincial Police.
- LaSalle Police Service.
- Ministry of Revenue and Finance.
- Windsor & Essex County Health Unit- Tobacco Enforcement.
- Canada Border Services Agency.
- Repeat Offender Parole Enforcement.
- Windsor Police Criminal Intelligence Unit – Cannabis Enforcement.

Attached documents include:

Police Coordinators Report.
Monthly Statistical Report.
Tip Summary Report.

This Report was Prepared By:

Constable Rick Surette – Ontario Provincial Police.
Constable Jamie Fummerton – Windsor Police Service.

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)
POPULATION (CITY) – 217,188
POPULATION (COUNTY) – 126,314
POPULATION (LASALLE) – 33,180
POPULATION (AMHERSTBURG) – 22,036

Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: August 2026 Run Date: 2026/09/03

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	137	193	171	159	156	147	128	153	0	0	0	0
Tip Follow-ups	77	141	152	152	144	116	107	138	0	0	0	0
Arrests	15	9	12	1	2	16	4	6	0	0	0	0
Cases Cleared	12	16	24	1	3	18	7	4	0	0	0	0
Charges Laid	28	28	53	4	4	19	6	10	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	3	10	25	2	1	11	2	2	0	0	0	0
Rewards Approved	$900	$900	$3,500	$600	$100	$550	$700	$300	$0	$0	$0	$0
# of Rewards Paid	2	1	4	4	2	1	1	1	0	0	0	0
Rewards Paid	$600	$300	$1,850	$1,100	$150	$50	$200	$100	$0	$0	$0	$0
# of Weapons Recovered	0	0	5	0	0	0	5	0	0	0	0	0
# of Vehicles Recovered	0	1	0	0	0	0	0	0	0	0	0	0
Property Recovered	$0	$8,700	$492	$200	$0	$0	$3,000	$0	$0	$0	$0	$0
Cash Recovered	$7,000	$2,068	$314,000	$950	$0	$0	$0	$0	$0	$0	$0	$0
Drugs Seized	$3,800	$3,100	$132,865	$5,050	$0	$0	$300	$0	$0	$0	$0	$0
Total Recovered	$10,800	$13,868	$447,357	$6,200	$0	$0	$3,300	$0	$0	$0	$0	$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	501	462	281	0	1,244	66,294
Tip Follow-ups	370	412	245	0	1,027	25,188
Calls Received	0	0	0	0	0	3,138
Arrests	36	19	10	0	65	7,320
Cases Cleared	52	22	11	0	85	10,721
Charges Laid	109	27	16	0	152	10,929
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	38	14	4	0	56	2,065
Rewards Approved	$5,300	$1,250	$1,000	$0	$7,550	$1,303,685
# of Rewards Paid	7	7	2	0	16	1,009
Rewards Paid	$2,750	$1,300	$300	$0	$4,350	$845,002
# of Weapons Recovered	5	0	5	0	10	577
# of Vehicles Recovered	1	0	0	0	1	39
Property Recovered	$9,192	$200	$3,000	$0	$12,392	$13,824,945
Cash Recovered	$323,068	$950	$0	$0	$324,018	$987,651
Drugs Seized	$139,765	$5,050	$300	$0	$145,115	$121,357,600
Total Recovered	$472,025	$6,200	$3,300	$0	$481,525	$136,170,196

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2026/08/01 to 2026/08/31

Offense Type	Count
Animal Cruelty	1
Arson	0
Assault	11
Attempt Murder	2
Breach of Condition	4
Break and Enter	5
By Law	1
Child Abuse	2
COVID-19	0
Cybercrime	2
Disqualified Driving	1
Drugs	36
Elder Abuse	1
Fraud	5
Highway Traffic Act	6
Hit and Run / Fail to Remain	3
Homicide	1
Human Smuggling	0
Human Trafficking	2
Illegal Cigarettes	1
Immigration	0
Impaired Driver	1

Indecent Act	1
Liquor (sales to minors, sales without licence)	0
Mischief	5
Missing Person	0
Motor Vehicle Collision	0
Possession of Stolen Property	2
Prostitution/Morality	3
Repeat Impaired Driver	3
Robbery	1
Sexual Assault	2
Stolen Vehicle	1
Suspended Driver	0
Suspicious Activity	9
Terrorism	0
Test Tip	0
Theft	8
Threats	4
Warrant	12
Weapons	2
Other	12
Unknown	3
Total	153

WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: CSPA Section
Add more if applicable

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **SIU Section 81 Report (25-OFD-373)**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

To be received for information.

FINANCIAL IMPLICATIONS: (if applicable)

SUMMARY:

Please see attached redacted Section 81 report.

CONCLUSION:

Redacted Section 81 report for SIU occurrence #25-OFD-373 attached.

PREPARED BY: Acting Inspector Rich Sieberer

WINDSOR POLICE SERVICE

PROFESSIONAL STANDARDS BRANCH

SECTION 81 REVIEW: SIU 25-OFD-373

AFFECTED PERSON:	**Injured Party**
INCIDENT DATE:	**September 18, 2025**
INVESTIGATED BY:	**Sergeant Kristina Stannard**
WPS PSB NUMBER:	**SI2025-011**
WPS CASE NUMBER:	**2025-99227**

Executive Summary

1. This review is pursuant to section 81 of the Community Safety and Policing Act. It will review the applicable policies of the Windsor Police Service (WPS), the services provided, and the conduct of its members.

Background

2. On September 18, 2025, the WPS contacted the Special Investigations Unit of the Ministry of the Solicitor General as a result of WPS event #25-99227. This contact was initiated to maintain consistent adherence with provincial legislative requirements during an exigent matter that required clear and direct communication.

3. It was determined that the facts-in-issue regarding the events with respect to the firearm death of the Affected Person, met the threshold as defined under the Special Investigations Unit Act. This information exchange as to the details of the aforementioned event caused the Special Investigations Unit to invoke their mandate and commence an investigation.

4. Section 81 of the Community Safety and Policing Act requires the Chief of Police to commence an investigation forthwith into any incidents in which the SIU invokes its mandate. Assigned to this investigation was Sergeant Kristina Stannard of the WPS Professional Standards and Risk Management Unit. This report is based on a factual review of the events, the actions of the involved officers, and a review of applicable WPS policies.

Methodology

5. The scope of this Section 81 review has identified a number of Windsor Police Service Directives and Policies. The purpose of this review is to ensure compliance with the Community Safety and Policing Act, including its Regulations and Ontario Policing Standards, and overall policing best practices. During the investigation, the PSB Investigator reviewed all involved officer's written reports in Versadex and their notes, plus all relevant Directives and Policies.

Scope of Review

6. This review pursuant to Section 81 of Community Safety and Policing Act will review the applicable policies of the Service, the services provided, and the conduct of its members.

7. Examined in relation to this incident were the following Windsor Police Service Directives:
    a. WPS Directive 716-01 – Special Investigations Unit
    b. WPS Directive 330-01 – In Service Training
    c. WPS Directive 711-00 – Use of Force
    d. WPS Directive 730-01 – Arrest
    e. WPS Directive 793-07 – Persons in Crisis
    f. WPS Directive 863-01 – Supervisory Response
    g. WPS Directive 711-01 – Agency Firearms
    h. WPS Directive 711-06 – Agency Carbine
    i. WPS Directive 878-01 – Lethal Force Incidents
    j. WPS Directive 113-01 – Senior Leadership and Incident Command
    k. WPS Directive 793-02 – Injured Persons
    l. WPS Directive 732-02 – Prisoners Admitted to Hospital

m. WPS Directive 530-02 – In Car Cameras and Body Worn Microphones
n. WPS Directive 363-01 – Peer Support Call-In for Critical Incidents
o. WPS Directive 862-03 – Debriefing

Involved Persons

Affected Person (aka "Complainant")

- Injured Person

Subject Officials (SO)

- Windsor Police Constable – SO #1
- Windsor Police Constable – SO #2
- Windsor Police Constable – SO #3

Witness Officials (WO)

- Windsor Police Constable – WO #1
- Windsor Police Constable – WO #2
- Windsor Police Constable – WO # 3
- Windsor Police Constable – WO #4
- Windsor Police Constable – WO #5
- Windsor Police Constable – WO #6
- Windsor Police Constable – WO #7

Civilian Witnesses (CW)

- CW #1
- CW #2
- CW #3
- CW #4
- CW #5

- CW #6
- CW #7
- CW #8
- CW #9
- CW #10
- CW #11

Investigators

- Sergeant Kristina Stannard – Windsor Police; Professional Standards
- Mr. Frank Pohl – SIU; lead investigator

Summary

1. On September 18, 2025, at approximately 2:47 pm, WPS received a 911 call from the Affected Person advising that he was going to take his life and had a firearm with him in the backyard. SO #1, SO #2 and SO #3 attended the call, along with other officers.

2. While enroute, officers received additional information from the Affected Person, who stated that he had consumed approximately ten beers and would shoot at police if they attempted to enter his residence. The Affected Person further advised the 911 call taker that he was “going out with a bang” and that he was not going to be taken alive.

3. Multiple officers arrived on scene and established containment around the residence. The Emergency Services Unit was requested to attend, and Emergency Medical Services was asked to remain on standby.

4. SO #3 had arrived on scene and deployed his patrol carbine and positioned himself in the rear of the residence between a detached garage and fence line, in order to gain a view of the Affected Person's backyard.

5. SO #1 and CW #10 had also arrived on scene around the same time as SO #3 and positioned their police cruiser on the east end of the roadway which offered cover at the front of the Affected Person's residence. Upon their arrival, SO #1 observed the Affected Person step out onto the front porch of the residence holding a firearm in his right hand. The Affected Person pointed the firearm in SO #1's direction. SO #1 demanded that the Affected Person put the firearm down, however, the Affected Person threatened to shoot and kill SO #1. The Affected Person ignored SO #1's commands and retreated inside residence. The Affected Person then exited the rear of the residence pointing the firearm towards where SO #3 was located. SO #1 could hear the Affected Person state that he was going to shoot officers and "take them out" and then he disappeared from view.

6. The Affected Person returned to the front door, onto the front porch and again pointed his pistol towards SO #1. The Affected Person challenged SO #1 to shoot him or he would shoot first. SO #1 repeatedly asked the Affected Person to drop the firearm, however, he continued to ask SO #1 to shoot him and then went back into the residence, closing both front doors.

7. The Affected Person entered the rear yard and began advancing towards SO #3 and pointed the firearm at a 45-degree angle in line with SO #3's direction. The Affected Person then turned his head towards SO #3, with the firearm in his hand and began to raise the pistol in SO #3's direction.

8. SO #3 raised his patrol carbine and discharged one round at the Affected Person, who suddenly ran into a shed located in the backyard. SO #3 retreated and took a position of cover. The Affected Person began yelling at SO #3 from the backyard, stating that he had no intention of coming out of the situation alive. SO #3 instructed the Affected Person to drop his pistol and surrender himself into police custody, however, the Affected Person did not comply. SO #3 attempted to communicate with the Affected Person, however, the Affected Person did not respond to SO #3's commands and once again returned to the front of the residence.

9. The Affected Person exited the front door of the residence again and positioned himself behind a porch support pillar east of the front door. The Affected Person once again pointed the firearm towards SO #1, again challenging SO #1 to shoot him or he would shoot first.

10. SO #2 had also arrived on scene and positioned himself in a place of cover and observed the Affected Person at the front of the residence pointing a pistol style firearm at officers in the roadway. SO #2 also shouted demands to the Affected Person to drop his firearm.

11. The Affected Person turned towards SO #2 and pointed his firearm directly at him. SO #2, fearing for his safety and the safety of those around him, fired at the Affected Person.

12. At about the same time, and despite numerous attempts at verbal de-escalation, as well as the immediate threat to officers and civilians, SO #1 also fired his police issued C8 rifle at the Affected Person.

13. The Affected Person was found lying in the doorway of the front entrance to the residence with several gunshot wounds to his lower torso. EMS was already on scene and began administering life-saving measures. The Affected Person was placed under arrest and transported to the hospital for treatment.

14. Based on the facts and circumstances noted above, the WPS made notification to the SIU at 4:09 pm on September 18, 2025. The SIU invoked their mandate, dispatching a team of six Investigators and four Forensic Investigators, arriving on scene at 5:00 pm.

15. On September 20, 2025, the Affected Person was pronounced deceased.

16. On January 24, 2026, the Special Investigations Unit notified Chief Jason Crowley pursuant to Section 34(4) of the Special Investigations Unit Act, that their investigation was completed, and a report had been filed with the Attorney General. The Special Investigations Unit indicated that there were no reasonable grounds in the evidence to proceed with criminal charges against the Subject Officials, SO #1, SO #2 and SO #3.

POLICY REVIEW

Special Investigations Unit; Directive 716-01, Effective 2025-05-15

17. Rationale:

a. The Special Investigations Unit (SIU) is a civilian agency with a legislative mandate to ensure transparent oversight of law enforcement occurrences across Ontario. The legislative framework for the SIU is set out in the Special Investigations Unit Act, 2019. The SIU is independent of any police service and operates at arm's length from the Ministry of the Attorney General. The mandate of the SIU is to conduct investigations into circumstances that result in serious injury or death, the discharge of a firearm at a person, or an allegation of a sexual assault, which were the result of actions of a police official and may have criminal implications.

b. Section 31 of the Special Investigations Unit Act requires that members of the Windsor Police Service shall co-operate fully with members of the SIU. The Special Investigations Unit Act addresses the conduct and duties of police officers with respect to SIU investigations. The purpose of this Directive is to ensure clear direction for members of the Windsor Police Service in fulfilling their legislated duty with the SIU.

c. Section 81 of the Community Safety and Policing Act states: If the SIU Director causes an incident to be investigated under section 15 of the Special Investigations Unit Act, 2019 involving a member of a police service, other than a deputy chief of police, the chief of police of the police service shall investigate,

(a) the member's conduct in relation to the incident;

(b) the policing provided by the member in relation to the incident; and

(c) the procedures established by the chief of police as they related to the incident.

18. Findings:

a. At the time of this incident, Directive 716-01 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

In Service Training; Directive 330-01, Effective 2025-05-15

19. Rationale:

a. The objective of the In-Service Training directive is to develop and maintain the knowledge, skills and abilities of the members of the Windsor Police Service. This will be achieved through a succession of training programs, consistent with provincial government established Adequacy Standards, The Community Safety Policing Act, or as designated by the Chief of Police. This directive addresses the responsibility of members for career development, skills development and learning.
b. The purpose of this Directive is to establish and clarify the responsibility of members to attend and participate in In-Service Training programs.

20. Findings:

a. At the time of this incident, Directive 330-01 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Use of Force; Directive 711-00, Effective 2025-07-04

21. Rationale:

    a. The authority to use force on a person carries a great responsibility. It is incumbent on a Police Service to provide the proper tools, training and guidance to its Members to ensure that this responsibility is always paramount in the decision making process.
    b. It is important that the Service have access to information concerning the frequency and types of force used by police and the circumstances under which it occurs. This information is used to guide local training, refine policy and assist in the identification of provincial trends and training needs.
    c. The purpose of this Directive is to establish policy and procedures with respect to the reporting of use of force required by CSPA O.Reg. 391/23 and O. Reg 267/18. The other directives in the 711 series are specific to the various Use of Force tools.

22. Findings:

    a. At the time of this incident, Directive 711-00 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Arrest; Directive 730-01, Effective 2025-07-21

23. Rationale:

    a. The purpose of this Directive is to establish policy and procedures with respect to arrest, which encompasses the legal, constitutional and case law requirements relating to arrest. This directive will outline that all arrests of persons shall be made in accordance with the provisions of the Criminal Code, Charter of Rights and Freedoms, Provincial Statutes and Common

Law, and that the rights of all arrested persons under the Canadian Charter of Rights and Freedoms shall be protected.

b. Revisions have been made to this directive in accordance with the provisions outlined in the Community Safety and Policing Act, O.Reg. 392/23 s.6(1)(4)(xi), ensuring compliance with current standards.

24. Findings:

a. At the time of this incident, Directive 730-01 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Persons in Crisis (PIC) – Mental Illness and Neurodevelopmental Disability; Directive 793-07; Effective 2025-07-07

25. Rationale:

a. The purpose of this directive is to establish policy and procedures for dealing with persons in crisis or persons that may have a mental disorder. Officers must be aware that the perceived mental state of any person shall have no bearing on the decision to arrest or lay a charge.

26. Findings:

a. At the time of this incident, Directive 793-07 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Supervisory Response; Directive 863-01; Effective 2025-06-10

27. Rationale:

    a. Adequacy Standards Regulations require the establishment of processes and procedures on supervision that set out the circumstances where a supervisor must be notified of an event and where the supervisor must attend at or become involved in an event. These requirements are also embedded in the event specific Directives.
    b. The purpose of this Directive is to list the circumstances where a patrol supervisor must attend a scene, circumstances where the patrol supervisor must be notified of the occurrence, and the supervisory reporting requirements.

28. Findings:

    a. At the time of this incident, Directive 863-01 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Agency Firearms; Directive 711-01; Effective 2023-03-24

29. Rationale:

    a. Ontario Regulations allow a police service to make certain decisions regarding the firearm deployed, storage of firearms, selection of a holster etc. In addition the security of police firearms, on and off duty is of major safety concern to the public, police officers and their families.
    b. It is the purpose of this directive to address the selection of police firearms, holsters and other related equipment and to address safety and storage of Police Firearms and firearms training.

30. Findings:
    a. At the time of this incident, Directive 711-01 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Agency Carbine; Directive 711-06; Effective 2025-04-24

31. Rationale:
    a. Operational personnel use the Agency Carbine as a support weapon in situations where additional firepower is required or in situations requiring greater effective range beyond that offered by issued Agency Firearms (handgun). To use the Agency Carbine properly, officers must be trained in the operation, deployment, storage, maintenance and approved ammunition.
    b. The purpose of this Directive is to establish policies and procedures for the authorized use, control and maintenance of the Agency Carbine.

32. Findings:
    a. At the time of this incident, Directive 711-06 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Lethal Force Incidents; Directive 878-01; Effective 2025-05-26

33. Rationale:
    a. The Windsor Police Service is dedicated to the wellness of our members. This is the Procedure setting out Service expectations and processes, in accordance with statutes and provincial oversight, to assist members in

dealing with any emotional, psychological and/or physical stress or harm brought about as a result of a lethal force incident.

34. Findings:

a. At the time of this incident, Directive 878-01 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Incident Command; Directive 700-00; Effective 2025-04-25

35. Rationale:

a. The role of the Major Incident Commander and/or Critical Incident Commander is to manage the planning, response and recovery aspects of a significant incident. The goal of Incident Command is to successfully conclude an incident by providing command/control and efficient management of WPS resources, either alone or in collaboration with other agencies and emergency services, thereby preventing loss of life, minimizing injury or property damage (when possible) and supporting any subsequent investigation.

b. The purpose of this Directive is to provide directions to members of this Service for the efficient deployment and co-ordination of resources, in concert with other emergency and support services, in the event of a Major or Critical incident or emergency within the City of Windsor or Town of Amherstburg. Any use of police tactics and response options decided upon by the Incident Commander shall be appropriate to the situation with the intent of resolving the situation in the safest manner possible.

c. It is the policy of the Windsor Police Service (WPS) to provide appropriate responses and services by way of Major Incident Command or Critical

Incident Command, and to have these supports available twenty-four (24) hours a day, within a reasonable response time.

36. Findings:

    a. At the time of this incident, Directive 700-00 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Injured Persons; Directive 793-02; Effective 2025-01-03

37. Rationale:

    a. Occasionally, members of the Windsor Police Service will attend the scene of an injured person. The purpose of this Directive is to ensure consistency in the manner in which members of the Windsor Police Service respond to injured persons calls.

38. Findings:

    a. At the time of this incident, Directive 793-02 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Prisoners Admitted to Hospital; Directive 732-02; Effective 2025-06-27

39. Rationale:

    a. Occasionally, persons suffer from injury or illness prior to, during, or after arrest and yet prior to arraignment or release from custody. The Windsor Police Service is under an obligation to ensure that the requirements of the Criminal Code are met with regard to the timely release or arraignment of prisoners.

40. Findings:

    a. At the time of this incident, Directive 732-02 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

In Car Cameras and Body Worn Microphones; Directive 530-02; Effective 2025-06-17

41. Rationale:

    a. This Directive ensures that ICC and BWM technologies at the Windsor Police Service (WPS) are utilized by sworn personnel in a manner consistent with legislation, common law and the Canadian Charter of Rights and Freedoms.

42. Findings:

    a. At the time of this incident, Directive 530-02 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Peer Support Call-in for Critical Incidents; Directive 363-01; Effective 2025-03-31

43. Rationale:

    a. While carrying out their duties, Windsor Police personnel will occasionally experience occurrences which will evoke an intense emotional reaction (trauma) and will threaten to overwhelm normal psychological coping abilities. The timely response to these “Critical Incidents” will be highly beneficial to the maintenance of the psychological well being and performance capabilities of affected personnel.

b. The purpose of this Directive is to reinforce support for the Peer Support Team a means of assisting our members who are involved in tragic/traumatic events and to authorize a process for ensuring that the program is used effectively.

44. Findings:

a. At the time of this incident, Directive 363-01 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Debriefing; Directive 862-03; Effective 2025-02-13

45. Rationale:

a. The Windsor Police Service frequently responds to critical events as they occur. The Service has developed various policies that serve to provide officers with guidelines and instructions regarding the appropriate response. Major events should be constructively analyzed to measure policy effectiveness and ensure policy development best meets the needs of the public, officer's abilities and the resources of the Service.

b. The purpose of this Directive is to establish a method that constructively examines events in order to reassess resources, review the application and effectiveness of policy and develop practices that enhance strengths and improve deficiencies.

46. Findings:

a. At the time of this incident, Directive 862-03 was up to date. Officers were in full compliance and adhered to the directive. There are no further recommendations.

Services

47. The PSB Investigator reviewed the services provided by the Windsor Police members who attended the incident. The review found no issues with the services that were provided by these members.

Conduct

48. In the afternoon of September 18, 2025, WPS officers were dispatched to a house in the area of Stanley Street and Lillian Avenue. The Affected Person had called the police to report that he had a .45 calibre firearm and planned to kill himself. The Affected Person had said that he had consumed ten beers and had struggled with sobriety most of his life.

49. In further conversation with the police dispatch, the Affected Person warned that he would kill police officers who attempted to enter his property. A second 911 call was received by police around the same time. CW #8, a friend of the Affected Person's, reported that the Affected Person was going through a difficult period and was suicidal. CW #8 added that the Affected Person had indicated that he would shoot anyone who went to his house.

50. SO #1 was the first officer on scene. With him was CW #10, a registered nurse partnered with SO #1 in a nurse-police officer team. SO #1 stopped his cruiser on the roadway facing east of the Affected Person's home. SO #1 exited with a C8 rifle and took cover behind the front passenger side of the cruiser. CW #10 lowered herself behind the passenger side of the vehicle and later fled towards a gathering of nearby officers.

51. Additional officers arrived on scene, including two WO's, who parked their cruisers west of SO #1's location, closer to the roadway's intersection at Lillian Avenue. They too armed themselves with C8 rifles and took positions of cover.

52. The Affected Person emerged from the front door of his home onto the porch at approximately 2:57 p.m. He was holding what appeared to be a handgun. Unknown to the officers at the time, the handgun was, in fact, a pellet gun. The Affected Person brandished the gun at SO #1 and yelled at him to leave. SO #1 had his C8 rifle trained on the Affected Person and repeatedly told him to drop the gun. The Affected Person refused and stepped off the porch and walked down a pathway towards the roadway. Parked on either side of the pathway were vehicles. When the Affected Person had cleared the parked vehicle to his left, he turned to SO #1 and pointed the gun in his direction. They were approximately 10-12 meters apart at this time. Moments later, the Affected Person quickly turned westward and pointed the gun at the officers gathered in that direction before retreating back up the path, onto the porch and into the home.

53. A gunshot was subsequently heard coming from the rear of the Affected Person's home. SO #1 radioed that a shot had been fired by the Affected Person. Moments later, SO #3 came on the air to clarify that he had fired the shot and that did so after the Affected Person had pointed a gun at him. SO #3 had advised that he was trying to talk to the Affected Person, who said he had more guns in the rear shed.

54. The standoff continued as the Affected Person re-entered the home from the rear. The deployment of the police tactical squad was requested by the acting supervisor. An armored vehicle, and other resources, including a negotiator and a drone arrived on scene.

55. The Affected Person exited his home again onto the front porch. He extended his right arm forward and pointed the gun in SO #1's direction. Moments later, SO #1 yelled at the Affected Person to drop the gun and then SO #1 fired two volleys of gunshots. At about the same time, SO #2, a member of the Emergency Services Unit, fired three shots from a position east of the Affected Person.

56. The Affected Person was felled by the shots, his body landing half in and half out the front door of the home. The Affected Person sustained four, possibly, six gunshot wounds, the most serious of which was the result of a bullet that entered his right lateral abdomen.

57. Paramedics arrived on scene and assumed care of the Affected Person. He was transported to the hospital and declared deceased on September 20, 2025.

58. Due to the facts and circumstances noted above, the Windsor Police Service made notification to the SIU at 4:09 p.m. on September 18, 2025. The SIU invoked their mandate, dispatching a team of six Investigators and four Forensic Investigators, arriving on scene at 5:00 p.m.

59. SO #1, SO #2, SO #3 were designated as Subject Officials, along with seven Witness Officials and eleven Civilian Witnesses. The SIU interviewed the five Witness Officials and all eleven Civilian Witnesses as part of their investigation. The Subject Officials did not consent to interviews with the SIU Investigator.

60. On January 24, 2026, the Special Investigations Unit notified Chief Jason Crowley that pursuant to Section 34(4) of the Special Investigations Unit Act, their investigation was complete, and a report had been filed with the Attorney General. The Special Investigations Unit indicated that there were no grounds in the

evidence to proceed with criminal charges against the Subject Officials, SO #1, SO #2 and SO #3.

61. The SIU Director, Mr. Joseph Martino, explained:

a. The Complainant was wounded by gunshots fired by WPS officers on September 18, 2025. The SIU was notified of the incident and initiated an investigation, naming SO #1, SO #2 and SO #3 the subject officials. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any of the subject officials committed a criminal offence in connection with the shooting.

b. Section 34 of the *Criminal Code* provides that conduct that would otherwise constitute an offence is legally justified if it was intended to deter a reasonably apprehended assault, actual or threatened, and was itself reasonable. The reasonableness of the conduct is to be assessed in light of all the relevant circumstances, including with respect to such considerations as the nature of the force or threat; the extent to which the use of force was imminent and whether there were other means available to respond to the potential use of force; whether any party to the incident used or threatened to use a weapon; and, the nature and proportionality of the person's response to the use or threat of force.

c. The WPS officers involved in the standoff with the Complainant, including SO #1, SO #3 and SO #2, were lawfully placed and engaged in the execution of their duties through the series of events culminating in gunfire. Aware of an intoxicated individual armed with a gun and intent on taking his own life,

the police were duty bound to attend at the scene to do what they reasonably could to prevent harm coming to the Complainant and ensure public safety.

d. The evidence in relation to the shooting in the rear yard of the Complainant's residence comes principally from SO #3's radio transmissions. That evidence, coupled with the location from which the officer's spent cartridge case was collected, suggests SO #3 was in or around the area of the gate in the fence that separated the Complainant's property from the property to the north when he fired a single round after the Complainant pointed his gun in the officer's direction. The shot did not strike the Complainant. On this evidence, I am satisfied that SO #3 acted to defend himself from a reasonably apprehended threat, and that he did so reasonably when he chose to meet a lethal threat with a resort to lethal force of his own. The gun in the Complainant's hands gave the appearance of an actual firearm and SO #3 would have had no reason to think otherwise.

e. The same, I am satisfied, can essentially be said of the rounds discharged by SO #1 and SO #2. By that time, the Complainant had threatened the officers with death and repeatedly pointed the gun in the direction, at least, of SO #1 and SO #3. As to what might have specifically happened to cause SO #1 to discharge his weapon, where he had previously refrained from firing, is unknown. Similarly, the Complainant's movements on the porch around the time of the shooting are not entirely clear. The video footage available was taken from a distance and partially obstructed. It does appear that the Complainant had turned and might have been walking back to the front door when at least some of the shots were fired by SO #1 and/or SO #2. Be that as it may, the evidence indicates that the Complainant was

armed with what the officers would have believed was a gun that could be fired in their direction at any moment. The evidence further suggests that the Complainant had pointed the gun for a period in SO #1's direction before the gunfire started. On this record, giving due weight to the highly charged atmosphere that prevailed at the time and the delay inherent in reaction times, I am unable to reasonably conclude that the Complainant did not represent an imminent risk of grievous bodily harm or death to either officer through the entirety of their gunfire.

62. The SIU Director concluded, "For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed. "

63. WPS Officers were dispatched to the scene and, while acting in the lawful execution of their duties, were confronted by a combative armed subject, who's actions necessitated the use of force applied by the officers. The officers' conduct was consistent with established guidelines, legislation, and internal Directives and expectations. Ultimately, the officers' actions were appropriate under the circumstances.

Conclusion

64. After reviewing the policies, procedures and services provided with respect to this review, no misconduct issues were noted with respect to the actions of SO #1, SO #2, SO # 3 nor any other member of the Windsor Police Service in relation to this incident on September 18, 2025. The Windsor Police Service cooperated fully and as required with the Special Investigations Unit.

65. The Special Investigations Unit concluded that there were no reasonable grounds to lay a criminal charge against the Subject Officials. This review, as outlined, concludes that there is no misconduct pursuant to the Community Safety and Policing Act of Ontario. Accordingly, this file is closed.

Respectfully Submitted,

Kristina Stannard

Sergeant Kristina Stannard
Professional Standards Branch
Risk Management Unit
Windsor Police Service
Dated: March 2, 2026

Supervisor – Manager Approval:

Jacqueline Khoury

Staff Sergeant Jacqueline Khoury
Professional Standards Branch
Risk Management Unit
Windsor Police Service
Dated: March 3, 2026
Submitted to Chief's Office: _____

Office of the Chief of Police Approval:

Approved by:

Chief of Police Jason Crowley (or Designate)
Windsor Police Service
150 Goyeau Street
Windsor, Ontario
N9A 6J5

Date: March 24, 2026

Windsor Police Services Board Submission Due Date: _____

Date: September 8, 2026

To: Windsor Police Service Board

From: Deputy Chief Karel DeGraaf, Director Bryce Chandler

Re: Human Resources Board Report – September 2026

Dear Windsor Police Service Board Members,

Please find attached the Human Resources report for the 2026 September Public Board

Meeting.

Respectfully submitted,

Karel DeGraaf

Deputy Chief, Operational Support

Windsor Police Service

WINDSOR POLICE SERVICE

Human Resources

Police Service Board Report	Retirements

Date: September 14, 2026

To: Windsor Police Service Board
Chair and Members

From: Jason Crowley, Chief of Police

Re: Human Resources Monthly Report (Public)

Retirements:

Erin Boucher (#1279)
Date Hired: April 6, 1998
Date Retired: May 31, 2026
Years of Service: 28 yrs & 2 months

Sean Rhoads (#16618)
Date Hired: March 30, 2011
Date Retired: May 31, 2026
Years of Service: 15 yrs & 2 months

Archie Ioannidis (#12070)
Date Hired: March 21, 2005
Date Retired: June 30, 2026
Years of Service: 21 yrs & 3 months

Izidor Lulic (#8779)
Date Hired: May 1, 1995
Date Retired: July 31, 2026
Years of Service: 31 yrs & 3 months

Bonnie Dominey (#8755)
Date Hired: May 1, 1995
Date Retired: July 31, 2026
Years of Service: 31 yrs & 3 months

Richard Howitt (#7829)
Date Hired: January 17, 1994
Date Retired: July 31, 2026
Years of Service: 32 yrs & 6 months

J. Christian Gannon (#8769)
Date Hired: May 1, 1995
Date Retired: August 31, 2026
Years of Service: 31 yrs & 4 months

WINDSOR POLICE SERVICE

Human Resources

Police Service Board Report

Promotions

Date: September 14, 2026

To: Windsor Police Service Board
Chair and Members

From: Jason Crowley, Chief of Police

Re: Human Resources Monthly Report (Public)

Promotions:

Effective June 22, 2026

Inspector Kenneth Cribley (#7823) - Promoted to **Deputy Chief, Operations**

Effective June 28, 2026

Staff Sergeant Patti Pastorius (#13733) - Promoted to the rank of **Inspector**

Sergeant Gary Williams (#10653) - Promoted to the rank of **Staff Sergeant**

Constable Harrison Young (#18305) - Promoted to the rank of **Sergeant**

Effective August 2, 2026

Constable Kirk Young (#19690) - Promoted to the rank of **Sergeant**

Effective September 13, 2026

Constable Elena Revenberg (#16625) - Promoted to the rank of **Sergeant**

Respectfully submitted for the information of the Board.

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2024
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: CSPA Section
N/A

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Licence Agreement – Canada Border Services Agency – Windsor Police Training Centre**

PURPOSE: Seeking Decision

RECOMMENDATION:

THAT the Windsor Police Service Board approve and accept the Licence Agreement between the Corporation of the City of Windsor, the Canada Border Services Agency and the Windsor Police Service Board for the use of the Windsor Police Training Centre; and

THAT the Chair of the Windsor Police Service Board be authorized to execute the Licence Agreement on behalf of the Board.

FINANCIAL IMPLICATIONS: (if applicable)

The Licence Agreement establishes user fees payable by the Canada Border Services Agency ("CBSA") for use of the Windsor Police Training Centre ("WPTC").
The agreement provides for the following rates:

- indoor/outdoor firearms ranges – $500 per four-hour period, or part thereof;
- outdoor firearms range for scenario-based training – $500 per eight-hour period, or part thereof;
- Close Quarter Battle ("CQB") and/or Drill Hall – $250 per four-hour period, or part thereof; and
- classrooms – $250 per eight-hour period, or part thereof.

Any salary or overtime costs associated with the required attendance of a WPS Training Officer outside of regular operating hours will be paid by the CBSA.

The agreement has a five-year term and establishes a maximum aggregate financial value of $500,000 over that period. Actual revenue will depend upon the extent to which the CBSA uses the facility.

SUMMARY:

The Corporation of the City of Windsor owns the Windsor Police Training Centre, located at 4007 Sandwich Street. The facility includes indoor and outdoor firearms ranges, CQB facilities, classrooms and other areas used for police and security training.

The CBSA has requested ongoing access to the WPTC for firearms, scenario-based and other training purposes. The proposed Licence Agreement establishes the terms under which that use will occur and sets out the respective responsibilities of the City, CBSA and Windsor Police Service Board ("Board").

The agreement has been reviewed and approved by representatives of the CBSA, City Legal and WPS Legal. The CBSA has executed the agreement. Board approval and execution are now required.

DISCUSSION: (with example sub-headers)

Background

The WPTC provides specialized training facilities that are suitable for use by other law enforcement and public safety agencies when not required for WPS operational training. The CBSA wishes to use the facility for firearms training, CQB training, classroom instruction and related learning activities. The Licence Agreement formalizes that arrangement and establishes clear operational, safety, financial and liability requirements for CBSA use of the facility.

The agreement contemplates access to the firearms ranges, CQB facilities, classrooms, storage, washroom facilities and parking, subject at all times to facility availability and WPS operational requirements.

CBSA Responsibilities

The CBSA is responsible for providing an annual training plan, course-of-fire information, appropriately certified firearms instructors, current safety plans and first aid resources. The CBSA is also required to comply with applicable instructor-to-student ratios, report incidents and damage, clean training areas following use, and provide WPS with a detailed lesson plan before each scheduled training session.

These provisions permit WPS Training Unit personnel to maintain appropriate oversight of activities taking place within the facility while leaving responsibility for the conduct of CBSA training with the CBSA.

Scheduling and Facility Use

CBSA use will generally occur during weekdays between 7:00 a.m. and 5:00 p.m. Where CBSA requires the facility outside normal operating hours, a WPS Training Officer must be present to open, close and secure the facility, and the CBSA is responsible for all associated salary and overtime costs.

Facility access remains subject to availability, thereby preserving WPS operational and training requirements as the priority use of the WPTC.

Liability and Insurance

The Licence Agreement contains indemnity and liability provisions intended to protect the City, WPS and the Board in connection with CBSA use of the facility.

The CBSA assumes responsibility for claims arising from its use of the WPTC and is required to maintain comprehensive general liability insurance of at least $5 million per occurrence, or provide confirmation of equivalent self-insurance.

The CBSA also assumes responsibility for damage to the facility caused by its members, apart from ordinary wear and tear associated with normal training activities.

Term and Termination

The Licence Agreement will remain in effect for five years from the date of signing.
Either party may terminate the arrangement upon 90 days' written notice. The agreement also permits the parties to review and revise its terms by mutual agreement.

The five-year aggregate financial value of the agreement is capped at $500,000. If that amount is reached before expiry of the term, further use would require a new agreement or written amendment establishing revised financial terms.

IMPLEMENTATION:
Upon Board approval, the Chair will execute the Licence Agreement on behalf of the Windsor Police Service Board.

The WPS Training Unit will administer the operational aspects of the agreement, including scheduling, facility access, training documentation and billing.

Invoices will be issued to the CBSA following use of the facility, with payment required within 30 days of receipt.

CONCLUSION:

The proposed Licence Agreement formalizes an arrangement permitting the Canada Border Services Agency to use the Windsor Police Training Centre when the facility is available.

The agreement establishes appropriate operational, safety, financial, insurance and liability requirements while ensuring that WPS retains control over the availability and use of its training facilities.

The agreement has been reviewed and approved by CBSA, City Legal and WPS Legal and is now presented to the Board for approval and execution.

PREPARED BY: Bryce Chandler, Legal Counsel and Director, Human Resources

LICENSE AGREEMENT

BETWEEN

The Corporation of the City of Windsor

the “City”

-and-

The Canada Border Services Agency
AS REPRESENTED BY Director General – Canada Border Services College Directorate

the "CBSA"

-and-

Windsor Police Service Board

the "WPSB"

BACKGROUND

This License Agreement between the City, CBSA and WPSB, describes an arrangement between the CBSA and the WPSB for the use of the training facility known as the Windsor Police Training Center (Major F.A. Tilston V.C Armoury) located at 4007 Sandwich Street, Windsor, Ontario (the “WPTC”).

The City owns the WPTC, which includes amenities used for training and education related policing and security.

The WPSB provides policing and training services in the City of Windsor. The CBSA wishes to use the Windsor Police Training Facility (“WPTC”) for use of indoor/outdoor firearm ranges, Close-Quarter Battle (CQB), classrooms and other learning facilities. The City agrees to this use.

NOW THEREFORE THE PARTICIPANTS AGREE AS FOLLOWS:

1. **DEFINITIONS**

1.1 In this License Agreement the following terms, in singular or plural form according to the context, are defined as follows:

CBSA	Canada Border Services Agency
WPS	Windsor Police Service

WPSB	Windsor Police Service Board
City	The Corporation of the City of Windsor
WPTC	Windsor Police Service Training Centre, located at 4007 Street, Windsor, Ontario
WPS Training Officer	A WPS officer trained with range firing and safety procedures
WPS Training Unit	The branch of the WPS responsible for in-service training and education for members

2. **PURPOSE AND SCOPE**

2.1 This License Agreement sets out the roles and responsibilities of the Participants for the use of the indoor/outdoor firearm ranges, CQB and other training and learning related facilities.

3. **OBLIGATIONS OF THE PARTICIPANTS**

3.1 The WPSB intends to provide the following services:

a) Access to, and use of, firearm ranges compliant with the Ministry of the Solicitor General;
b) Chief Firearms Officer range standards;
c) CQB training and learning facilities;
d) Small padlocked storage area for ammunition, targets, range cart and safety kits that is approximately 6 feet by 8 feet in diameter;
e) Washroom facilities and access to CBSA employees;
f) Parking, when the facilities are in use by the CBSA;
g) A fire range suitable for the discharge of non-toxic, reduced lead rounds;
h) Firing ranges with minimum distance of 25 m;
i) Firing lane with a minimum of 25 m course of fire;
j) Appropriate training on how to operate carriers; and
k) All ranges.

3.2 The CBSA intends to:

a. Provide the WPSB with an annual training plan;
b. Provide the WPSB with the CBSA's course of fire;
c. Provide CBSA Firearms Instructor Certification as per Ministry Standards;
d. Provide a current, updated, and detailed Safety plan;
e. Adhere to Ministry ranges guidelines 1 Instructor per 4 student ratio;
f. Ensure instructors carry or have available First Aid/Trauma Medical Kits;
g. Ensure instructors have current First Aid and CPR certifications;

h. Provide 30 days' notice of any cancelled scheduled ranges;
i. Report any damages immediately;
j. Any incidents involving CBSA personnel or assets must be reported using a BSF152 Security Incident Report (SIR);
k. Ensure all areas are cleaned after use, including collection and removal of all spent shell casings; and
l. Provide a detailed lesson plan including the firearm "course of fire" to the Officer in Charge of the WPS Training Unit or designee, no less than 48 hours prior to the commencement of the scheduled training session. The lesson plan will identify an overview of the training, training objectives, instructor to student ratios, safety instructions and any other information relevant to the delivery of the session.

4. **USE OF THE WPTC**

4.1 The CBSA's use of the WPTC will be contracted in eight (8) hour increments during weekdays (Monday-Friday) between 07:00 and 17:00 (Daily Operating Hours).

4.2 Any use of the facility outside the daily operating hours, will incur minimum billing of (8) hours. In all cases, when the WPTC is required for use by the CBSA outside the daily operating hours, the CBSA will be required to contract a minimum of one WPS Training Officer to remain at the WPTC and open, close and secure the facility.

4.3 All salaries and overtime incurred by the WPS Training Officer that is outside the License Agreement's scheduled hours will be the responsibility of, and paid by, the CBSA. The rate of pay will be determined by WPS Collective Agreement Appendix "A".

4.4 The WPSB will provide the CBSA use of the WPTC for Indoor/Outdoor Firearms Ranges, when available, for a rate of $500.00 per four (4) hour period, or any part thereof.

4.4.1 The WPSB will provide the CBSA use of the WPTC Outdoor Firearms Range, when available, for a rate of $500.00 per eight (8) hour period, or any part thereof, for Scenario Based Training only; no live rounds will be discharged down range.

4.5 The WPSB will provide the CBSA use of the CQB and/or Drill Hall when available, a rate of $250.00 per four (4) hour period, or any part thereof.

4.6 The WPSB will provide the CBSA use of the WPTC for Police classrooms, when available during the daily operating hours of the WPTC, for a rate of $150 per eight (8) hour period or any part thereof.

4.7 The WPSB will provide a detailed billing of use and invoice to the CBSA within 30 days after use.

4.8 The CBSA will remit payment to the WPSB within 30 days of receipt of the invoice sent by the WPSB. This payment will be non-interest bearing.

5. **ACCOUNTABILITY AND EVALUATION 1 AUDIT**

All parties will review this License Agreement, as needed, to conduct periodic audits to ensure compliance with established procedures.

6. **TERM**

6.1 This License Agreement takes effect on the date it is signed and remains in effect from the date of the last signature on this License Agreement unless amended, suspended, or terminated pursuant to Article 13 hereof. The License Agreement is subject to revisions as agreed to between the City, CBSA and the WPSB on an annual basis.

7. **DEPARTMENTAL REPRESENTATIVES**

7.1 The following officials are designated as the departmental representatives for purposes of this License Agreement and any notices required under this License Agreement will be delivered as follows:

WPSB — Shaun Ashton (or Successor) Sergeant, WPTC
4007 Sandwich Street
Windsor, Ontario, N9C IC3
Telephone: 519-971-7301
sashton@windsorpolice.ca

CBSA – Shane Tatomir (or Successor)
Supervisor, Canada Border Services College Directorate
SOR Satellite Campus, Windsor
Canada Border Services Agency / Government of Canada
Telephone: 226-759-6960
Shane.Tatomir@cbsa-asfc.gc.ca

8. **LIABILITY AND INDEMNITY AND INSURANCE**

8.1 The CBSA hereby releases and forever discharges the WPS, WPSB, the City, and each of their respective members, Councilors , officers, directors, employees and assigns, from any and all actions, causes of action, claims and demands, for damages, loss or injury, howsoever arising, which heretofore may have been or may hereafter be sustained by the CBSA or any of its members or employees in connection with the granting of use of or access to the WPTC hereunder.

The CBSA agrees to indemnify the WPS, the WPSB, the City, and each of their respective members, Councilors , officers, directors, employees and agents against any liabilities, claims, expenses, demands, loses, costs, damages, actions, suits or other proceedings by whomsoever made, directly or indirectly arising out of the granting of us of or access to the WPTC hereunder, including those attributable to bodily injury, sickness, disease or death or to damage to or destruction of tangible property including loss of revenue or incurred expense caused by acts or omissions of itself or representatives. The CBSA, or any applicable representative shall, at the City's and/or WPSB's election, either assume the defense of any proceeding brought in respect of such loss

or liability, or cooperate with the City and/or WPSB in the defense, including providing the City and/or the WPSB with prompt notice of any possible loss or liability and providing the City and/or WPSB with all information and material relevant to the possible loss or liability; this section will survive the termination of this License Agreement.

8.2 The CBSA agrees to release and discharge the WPS, WPSB, the City, and each of their respective members, Councilors, officers, directors, employees and assigns from all recourses, whether involving negligence or any other basis, including all effects and consequences thereof, and including all that are not now known or anticipated but which may arise in the future, relating in any way to the granting of use of or access to the WPTC hereunder.

8.3 The CBSA further agrees not to make, bring, sustain or prosecute any recourse for any damages against any other person who might claim contribution or indemnification from the City, WPS or WPSB relating in any way to the granting of access to or use of the WPTC hereunder.

8.4 The CBSA hereby waives all rights it may have against the City, WPS and the WPSB in respect of all recourses for any damages relating in any way to the granting of access to or use of the WPTC hereunder.

8.5 The CBSA will provide and maintain at all times during the Term comprehensive general liability insurance in the minimum amount of $5,000,000.00 per occurrence, and in which the City is named as an additional insured, in respect of each accident or occurrence resulting in bodily injury, death, property damage, or other liability. Such policies will cover the Licensed Space and cover CBSA's liability for loss or damage to the Licensed Space and be issued by insurance companies and in form reasonably satisfactory to the City; and provide for at least thirty (30) days' written notice of cancellation and include severability and cross-liability clauses. CBSA will furnish the City with evidence of such policies prior to the commencement of the Term, and as requested by the City throughout the duration of the Term, in a form to be satisfactory to the City. In the event that CBSA is self-insured, it covenants and agrees to provide a letter confirming that it is self-insured in the amount of at least Five Million Dollars ($5,000,000) per occurrence and that it will provide at least 30 days' notice should the foregoing change.

9. **EXCLUSION OF WPSB OCCUPIER'S LIABILITY DUTY**

9.1 The CBSA acknowledges that there are risks inherent in all use of ranges and training exercises, and that the CBSA and its members voluntarily assume those risks by taking part in the training exercises at the WPTC.

9.2 The CBSA hereby agrees that the City, WPS and WPSB's duties as occupier of the WPTC are hereby excluded both in respect of the WPTC training, programs and procedures undertaken by the CBSA's members. The CBSA hereby releases and forever discharges the City, WPS and the WPSB, their respective members, Councilors, directors, officers, employees, or assigns from any obligation it may have under the Occupiers' Liability Act, R.S.O. 1990, Chapter 0.2, as amended, in respect of the use of the WPTC by CBSA's

members.

10. **DAMAGE TO WPTC**

10.1 The CBSA assumes full responsibility for any and all damage to the WPTC caused or contributed to, by any of its members in connection with the use of the WPTC, except for any minimal wear and tear incidental to normal training exercises.

11. **DISPUTE RESOLUTION**

11.1 In the event of a dispute arising from the interpretation or operation of this License Agreement, it will be referred to the Parties' representatives who will use their best efforts to resolve the matter amicably by consultation, and will not be referred to either the courts or any other third party for resolution/settlement.

12. **TERMINATION**

12.1 This License Agreement may be terminated by either Party upon ninety (90) days written notice. Termination does not release any Party from any obligations which accrued while the arrangement was in force.

13. **DURATION**

13.1 This License Agreement will be in effect for a period of five (5) years from the date of signing.

13.2 The total monetary amount spent over the 5 year period will not exceed $500,000.00. Once this financial limit has been reached, the WPSB shall have **no obligation** to continue providing access to the WPTC under the terms of this License Agreement unless a new agreement or amendment is negotiated and signed by both parties.

13.3 Should the CBSA wish to continue using the facilities after reaching the $500,000.00 cap, the CBSA must notify the WPSB and City in advance, and all parties must agree in writing to any revised financial terms before further use of the facilities is permitted.

14. **ENTIRE AGREEMENT**

14.1 This License Agreement constitutes the entire agreement between the City, the WPSB and the CBSA and supersedes all prior or contemporaneous written and oral agreements, negotiations, correspondence, course of dealing, and communications between the parties relating to the within subject matter.

15. **SEVERABILITY**

15.1 The Participants hereby agree that if any covenant, term, condition or provision of this License Agreement is found to be invalid, illegal or incapable of being enforced by a rule of law or public policy, all remaining covenants, terms conditions and provisions shall be considered severable and shall remain in full force and effect.

IN WITNESS THEREOF, this License Agreement, was signed in triplicate, each copy being equally authentic.

THE WINDSOR POLICE SERVICE BOARD

_____

Drew Dilkens, Chair
Windsor Police Service Board

THE CANADA BORDER SERVICES AGENCY

_____

Maurizio Mannarino
Director General, Canada Border Services College Directorate

THE CORPORATION OF THE CITY OF WINDSOR

_____

Name:
Position:
I have the authority to bind the Corporation.

WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2024
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: CSPA Section
Add more if applicable

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Licence Agreement – Hamilton Police Service – Windsor Police Training Centre**

PURPOSE: Seeking Decision

RECOMMENDATION:

THAT the Windsor Police Service Board approve the Licence Agreement between The Corporation of the City of Windsor, the Hamilton Police Service and the Windsor Police Service Board for Hamilton Police Service use of the Windsor Police Training Centre, including authorized live-fire Close-Quarter Battle training, subject to the terms and conditions of the Agreement;

THAT the Chair of the Windsor Police Service Board be authorized to execute the Licence Agreement on behalf of the Board, subject to final approval by City Legal and WPS Legal and receipt of satisfactory evidence of insurance before any Hamilton Police Service use of the facility; and

THAT live-fire Close-Quarter Battle training be permitted only where WPS confirms in writing that the designated area may be used for the proposed live-fire activity and Hamilton Police Service has satisfied the instructor qualification, training plan, insurance and pre-use inspection requirements set out in the Agreement.

FINANCIAL IMPLICATIONS: (if applicable)

Hamilton Police Service will pay the applicable facility rental fees for each area used. The proposed rates are $500 per four-hour period for the indoor and/or outdoor firearms ranges, $500 per eight-hour period for the training tower, $250 per four-hour period for the CQB facility and/or Drill Hall, and $150 per eight-hour period for a classroom.

Hamilton Police Service will also be responsible for WPS personnel costs incurred solely because of use outside normal operating hours, together with any repair, replacement, cleanup or remediation costs attributable to its use. Actual revenue will depend on the facilities and training periods booked.

SUMMARY:

The Hamilton Police Service Tactical Team has requested use of the Windsor Police Training Centre for a training week in October. HPS has asked to use the indoor and outdoor ranges, training tower, CQB facility and classrooms, and has also asked to conduct live-fire CQB training.

HPS advises that the training would be conducted by its own qualified shoot-house and firearms instructors. No WPS Emergency Services Unit member would participate in the training.

A Licence Agreement has been prepared using the recently developed Canada Border Services Agency agreement as the starting point. Because the HPS request includes live-fire CQB training, the draft contains enhanced provisions requiring HPS to independently inspect and accept the site before every use, assume sole responsibility for the planning and conduct of its training, provide suitable insurance, and broadly release and indemnify the City, the Board and WPS.

Board approval and execution are required before the arrangement can proceed.

DISCUSSION: (with example sub-headers)

Background

The Windsor Police Training Centre is used by WPS for operational and specialized training and, when available, can also be made available to other law-enforcement agencies under an appropriate facility-use agreement. The Board recently considered a Licence Agreement allowing the Canada Border Services Agency to use the WPTC. That agreement establishes the general framework for facility access, scheduling, fees, insurance, indemnity and responsibility for damage.

Hamilton Police Service is seeking a similar arrangement for its Tactical Team. The requested use is broader in one important respect: HPS would like to conduct live-fire exercises within the CQB facility. HPS would provide its own instructors, training plan, course of fire and insurance, and would be solely responsible for conducting the training.

Live-Fire CQB Training

Insurance alone should not be treated as sufficient authority for live-fire CQB use. The proposed Agreement therefore makes live-fire training conditional on WPS confirming that the designated area is authorized for the proposed activity under applicable facility and range requirements and on HPS satisfying the specific safety conditions contained in the Agreement.

The Agreement places responsibility for the design and execution of the training with HPS. This includes the course of fire, firing positions and angles, weapons and ammunition, target placement, participant control, instructor supervision, medical coverage and exclusion zones. Live-fire CQB training must be supervised by HPS instructors who are specifically qualified to conduct that type of training.

The Agreement also makes clear that there will be no WPS ESU involvement. A WPS Training Officer may be present for facility access, opening, closing or security, but that presence does not constitute supervision, instruction, approval of the course of fire, or an assumption of responsibility for HPS training.

Pre-Use Inspection and Acceptance

A specific pre-use inspection requirement has been added because HPS will be determining the manner in which the facility is used for its own training. Before each and every use, a qualified HPS instructor or designate must independently inspect the area and determine that it is safe, suitable and fit for the intended training.

For live-fire training, the inspection includes the ballistic surfaces and backstops, target locations, potential firing angles, movement routes, doors and openings, access control, emergency egress and other conditions relevant to the proposed course of fire. HPS must complete a written Pre-Use Inspection and Acceptance before each live-fire CQB session.

By proceeding with the training following that inspection, HPS expressly accepts sole and absolute responsibility for its determination that the site is safe and suitable for its intended use. If an unsafe or unsuitable condition is identified, the training cannot proceed until HPS has re-inspected the area and independently determined that it is suitable.

Indemnity, Insurance and Damage

The liability provisions have been revised to closely track the approach and insurance language used in the CBSA Licence Agreement, with additional language directed specifically to live-fire training. HPS releases the City, the Board and WPS from claims arising from its access to or use of the facility and agrees to indemnify and defend them against claims, losses, costs and proceedings associated with HPS training.

The indemnity expressly addresses bodily injury, death, property damage, unintended discharge, ricochet or projectile escape, the design and conduct of the HPS course of fire, and environmental or cleanup costs. It also specifically incorporates the pre-use inspection requirement so that HPS assumes responsibility for its determination that the site is safe and suitable for the activity it elects to conduct.

HPS must maintain at least $5 million in comprehensive general liability coverage, or equivalent self-insurance, on terms closely tracking the CBSA agreement. The City, the Board and WPS must be named as additional insureds, and the coverage must apply to the WPTC and HPS liability for loss or damage to the facility. Before live-fire use, HPS must also confirm that its coverage responds to firearms, ammunition and live-fire tactical/CQB activities.

HPS is responsible for damage caused or contributed to by its use, other than ordinary wear and tear. Firearm or projectile damage to surfaces or equipment not designed to receive such impacts is not ordinary wear and tear.

Operational Control

All use remains subject to WPS operational requirements and facility availability. WPS may restrict, postpone or immediately suspend training for safety, security, maintenance or operational reasons without assuming responsibility for the conduct of HPS training.

The Agreement will remain in effect until December 31, 2027, unless terminated earlier, allowing future HPS bookings to be managed under the same terms.

Implementation Plan

If approved, the Agreement will be finalized through City Legal and WPS Legal and forwarded to HPS for execution. Before the October training week, HPS must provide satisfactory insurance, instructor qualifications, its annual and session-specific training and safety plans, and any proposed live-fire course of fire.

The WPS Training Unit will coordinate scheduling and facility access. A completed HPS Pre-Use Inspection and Acceptance will be required before each live-fire CQB session.

CONCLUSION:

The proposed Licence Agreement permits HPS to use available WPS training facilities while placing responsibility for HPS tactical and live-fire training with HPS. The revised agreement uses the CBSA facility-use arrangement as the general model and adds enhanced safeguards appropriate to live-fire CQB training, including independent pre-use inspection, express acceptance of site suitability, broad indemnity, insurance requirements and responsibility for damage.

Subject to final legal review and proof of insurance, approval will allow the October training request to proceed while preserving WPS operational control and clearly allocating responsibility for the training to HPS.

PREPARED BY: Bryce Chandler, Legal Counsel and Director, Human Resources

LICENCE AGREEMENT

BETWEEN

THE CORPORATION OF THE CITY OF WINDSOR
(City)

- and -

THE HAMILTON POLICE SERVICE BOARD
(HPSB)

- and -

THE WINDSOR POLICE SERVICE BOARD
(WPSB)

BACKGROUND

This Licence Agreement between the City, WPSB and HPSB describes an arrangement between the WPSB and HSPB of the use of the training facility known as the Windsor Police Trainign Center (Major F.A. Tilston V.C. Armoury) located at 4007 Sandwich Street, Windsor, Ontario (the "WPTC").

The City owns WPTC includes indoor and outdoor firearms ranges, a Close-Quarter Battle facility, a training tower, classrooms and other training areas used for policing and security training.

The WPSB provides policing and training services in the City of Windsor, and the Windsor Police Service ("WPS") coordinates and administers operational use of the WPTC.

The HPSB is responsible to provide adequate and effecting policing in Hamilton, Ontrario and the Hamilton Police Service does so through the Hamilton Police Service ("HPS"). The HPSB and HPS wish to use designated areas of the WPTC for its tactical and specialized police training, including high-angle rescue, technical rescue, emergency response, police operations, use of the indoor and outdoor firearms ranges, training tower, Close-Quarter Battle facility and classrooms. HPS has also requested permission to conduct live-fire Close-Quarter Battle training at the WPTC using HPS instructors and HPS personnel, without participation by the WPS Emergency Services Unit.

The Parties wish to establish the terms on which HPS may use the WPTC, including enhanced safety, inspection, risk-assumption, indemnity and insurance requirements applicable to live-fire training.

NOW THEREFORE THE PARTIES AGREE AS FOLLOW:

1. DEFINITIONS

1.1 In this Agreement, the following terms have the meanings set out below:

"Authorized Training Areas" means the areas of the WPTC specifically scheduled and authorized by WPS for HPS use under this Agreement.

"Course of Fire" means the written description of a live-fire training exercise, including firearms, ammunition, target locations, shooting positions, movement, firing angles, instructor-to-student ratios, safety controls and emergency procedures.

"HPS Personnel" means HPS members, employees, instructors, contractors and other persons participating in or supporting HPS training at the WPTC.

“Live-Fire CQB Training” means any training within the CQB facility involving the discharge of live ammunition.

“Qualified HPS Instructor” means an HPS instructor who is currently qualified and authorized by HPS to instruct the specific firearms, tactical or shoot-house activity being conducted.

“WPS Training Officer” means a WPS member designated to coordinate access to, opening, closing or security of the WPTC. Unless expressly agreed in writing, a WPS Training Officer does not instruct, supervise, approve or assume responsibility for HPS training.

“WPTC” means the Windsor Police Training Centre, Major F.A. Tilston V.C. Armoury, located at 4007 Sandwich Street, Windsor, Ontario.

2. PURPOSE AND SCOPE

2.1 This Agreement sets out the roles and responsibilities of the Parties regarding HPS access to and use of the Authorized Training Areas.

2.2 HPS may use the Authorized Training Areas only for training approved by WPS, including high-angle rescue, technical rescue, emergency response, police operations, firearms range training, tower training, CQB training, Live-Fire CQB Training where specifically permitted under section 6, classroom instruction and other related police training, and only during dates and times scheduled by WPS. HPS receives a non-exclusive licence to use the Authorized Training Areas and acquires no tenancy, leasehold or other property interest in the WPTC.

2.3 All HPS use is subject to WPS operational requirements, facility availability, maintenance requirements, applicable law, range approvals and this Agreement.

2.4 Nothing in this Agreement constitutes a representation or warranty that any area of the WPTC is authorized or suitable for Live-Fire CQB Training. Live-Fire CQB Training may occur only in accordance with section 6.

3. OBLIGATIONS OF THE CITY, WPSB AND WPS

3.1 Subject to this Agreement, the City and WPSB will permit HPSB and HPS members access to the Authorized Training Areas when available.

3.2 WPS will coordinate scheduling, facility access, reasonable facility orientation and billing.

3.3 WPS may require a WPS Training Officer or other designated WPS representative to be present for access control, opening, closing or security of the WPTC. Any such presence is for facility administration only and does not constitute participation in, supervision of, approval of, or responsibility for HPS training.

3.4 No WPS Emergency Services Unit member is required to participate in any HPS training under this Agreement unless separately agreed to in writing.

3.5 The City, WPSB and WPS may restrict, postpone, suspend or cancel HPS use where reasonably required for police operations, municipal operations, maintenance, emergency response, facility security or safety. The right to suspend or stop use does not create a duty to monitor or supervise HPS training.

3.6 Subject to availability and any facility restrictions, HPS personnel may use designated washroom facilities and parking at the WPTC while the Authorized Training Areas are in use by HPSB.

4. OBLIGATIONS OF HPSB

4.1 HPS has sole responsibility for planning, directing, supervising and conducting its training at the WPTC.

4.2 At least five (5) business days before each scheduled training period, or such shorter period as WPS may approve, HPS will provide WPS with a written training plan identifying:

(a) the Authorized Training Areas to be used and the proposed schedule;

(b) the nature and objectives of the training;

(c) the names or positions of the lead instructors and confirmation of their qualifications;

(d) the anticipated number of participants and instructor-to-student ratios;

(e) the firearms, ammunition, training aids and other equipment to be used;

(f) for any live-fire activity, the Course of Fire, target placement, firing positions, firing angles and safety controls; and

(g) the emergency, medical and evacuation plan for the training.

4.3 HPS will ensure that all instructors are currently qualified for the activities they supervise. Live-Fire CQB Training must be supervised by Qualified HPS Instructors who are specifically qualified by HPS to conduct live-fire shoot-house or equivalent CQB training.

4.4 HPS will ensure that appropriate First Aid and CPR-qualified personnel are present, that trauma medical equipment is immediately available, and that an emergency communications and evacuation plan is in place for each training period.

4.5 HPS will comply with all applicable federal and provincial laws, regulations, firearms and range requirements, occupational health and safety requirements, WPTC facility rules and any written safety or access requirements provided by WPS.

4.6 HPS will use only firearms, ammunition, targets and equipment expressly permitted for the relevant Authorized Training Area. No ammunition type may be used in the CQB facility unless approved in writing by WPS for that use.

4.7 HPS will control access to the Authorized Training Areas and ensure that only authorized persons are present while training is underway.

4.8 HPS will leave all Authorized Training Areas clean and orderly, collect and remove spent casings, targets and training debris, and comply with any WPS requirements relating to lead, residue or other training-related contamination.

4.9 HPS will immediately report to WPS any injury, negligent or unintended discharge, property damage, equipment malfunction, unsafe condition, security incident or other material occurrence associated with its use of the WPTC.

4.10 HPS will not alter, move, drill into, attach to, modify or defeat any ballistic protection, wall, door, backstop, target system, fixture or safety feature without prior written authorization from WPS and, where required, the City.

4.11 HPS will provide WPS with an annual training plan identifying its anticipated use of the WPTC and will maintain a current, updated and detailed safety plan for the activities it proposes to conduct. The annual plan and safety plan do not replace the session-specific training plan, Course of Fire, inspection and other documentation required by this Agreement.

4.12 HPS will provide at least thirty (30) days' notice of any cancellation of a scheduled booking where reasonably possible.

5. PRE-USE INSPECTION AND ACCEPTANCE OF THE SITE

5.1 Before each and every use of any Authorized Training Area, HPS will cause a Qualified HPS Instructor or other qualified HPS designate to conduct an independent inspection of the area to be used. HPS may not rely on any previous inspection.

5.2 The inspection will be sufficient for HPS to determine, in its own professional judgment, whether the Authorized Training Area is safe, suitable and fit for HPS's intended training. For live-fire activities, the inspection will include, as applicable, ballistic surfaces and backstops, target systems and locations, doors and openings, potential firing angles, movement routes, lighting, access control, emergency egress, communications and any condition that may affect the safe conduct of the Course of Fire.

5.3 Before commencing each training period, HPS will complete and retain a written Pre-Use Inspection and Acceptance substantially in the form attached as Schedule "A", and will provide a copy to WPS upon request. A completed Schedule "A" must be delivered to WPS before each Live-Fire CQB Training session.

5.4 By commencing use of an Authorized Training Area, HPS represents and warrants that it has completed the required inspection and has determined that the area is safe, suitable and fit for the intended HPS training and, where applicable, the proposed Course of Fire.

5.5 If the HPS identifies any condition that it considers unsafe, unsuitable or inconsistent with the intended training, HPS will not commence or continue that activity and will immediately notify WPS. Training may resume only after HPS has re-inspected the area and independently determined that it is safe and suitable for the intended use.

5.6 Any facility orientation, access assistance, observation, comment, inspection or presence by the City, WPSB or WPS does not constitute a safety certification or representation as to the suitability of the WPTC for HPS's intended training and does not relieve HPS of its obligations under this section.

5.7 HPS acknowledges that its inspection and acceptance of the site before each use is a material condition of access to the WPTC and that, following that inspection and acceptance, HPS assumes sole and absolute responsibility for determining whether the site is safe and suitable for HPS's intended training.

6. LIVE-FIRE CQB TRAINING

6.1 Live-Fire CQB Training is prohibited unless, for the specific training session:

(a) WPS has expressly authorized the use in writing;

(b) the designated CQB area is permitted to be used for the proposed live-fire activity under all applicable approvals, standards and facility restrictions;

(c) HPS has provided the documentation required by sections 4 and 5; and

(d) the insurance requirements in section 9 have been satisfied.

6.2 HPS is solely and absolutely responsible for the design and execution of all Live-Fire CQB Training, including the Course of Fire, shooting positions, movement, target placement, firing angles, weapons, ammunition, participant control, instructor supervision, medical coverage and exclusion zones.

6.3 HPS will ensure that Live-Fire CQB Training is conducted only under the direct supervision of Qualified HPS Instructors and in accordance with HPS policies and any applicable range or shoot-house standards.

6.4 There will be no WPS Emergency Services Unit involvement in HPS Live-Fire CQB Training. The presence of a WPS Training Officer or other WPS representative for access, security or facility administration does not amount to participation, supervision, instruction or approval of the HPS Course of Fire.

6.5 WPS may immediately suspend or terminate any live-fire activity where WPS reasonably believes continued use may endanger persons, property, facility security or WPTC operations. Exercise of this right does not transfer or create responsibility for HPS training.

6.6 HPS will not discharge live ammunition outside the area specifically authorized for live fire, and will not use ammunition, firearms, breaching methods or target placements that have not been approved for the relevant area.

6.7 HPS acknowledges and assumes the inherent and extraordinary risks associated with Live-Fire CQB Training, including unintended discharge, ricochet, projectile escape, ballistic failure, firearm malfunction, hearing injury, bodily injury, death and property damage.

7. USE, SCHEDULING AND FEES

7.1 HPS use of the WPTC will ordinarily occur Monday to Friday between 07:00 and 17:00 and is subject to prior scheduling and availability.

7.2 Use outside normal operating hours may require a minimum booking of eight (8) hours and at least one WPS Training Officer or other designated WPS representative to open, close and secure the WPTC.

7.3 All salaries and overtime incurred by WPS personnel solely because of HPS use outside normal operating hours will be the responsibility of HPS at the applicable WPS rate.

7.4 Unless otherwise agreed in writing, the following facility fees apply:

(a) Indoor and/or outdoor firearms range: $500.00 per four (4) hour period, or any part thereof;

(b) Training tower: $500.00 per eight (8) hour period, or any part thereof;

(c) CQB facility and/or Drill Hall: $250.00 per four (4) hour period, or any part thereof; and

(d) Classroom: $250.00 per eight (8) hour period, or any part thereof.

7.5 Fees for separate facilities are cumulative when more than one facility is booked for the same training period, unless WPS agrees otherwise in writing.

7.6 WPS will provide an invoice to HPS following use. HPS will remit payment within thirty (30) days of receipt of the invoice.

7.7 Any amount not paid when due will bear interest at a rate of five percent (5%) per annum, calculated from the date payment was due until the date payment is received.

8. INCIDENT REPORTING, ACCOUNTABILITY AND REVIEW

8.1 HPS will promptly provide WPS with a written report of any injury requiring medical attention, negligent or unintended discharge, damage, security incident or other material occurrence connected with HPS use of the WPTC.

8.2 HPS will preserve relevant records and cooperate with any reasonable investigation or review undertaken by WPS, WPSB, the City, an insurer or a lawful regulatory authority.

8.3 The Parties may periodically review use of the WPTC and compliance with this Agreement. Any such review does not reduce or transfer HPS's responsibility for its training.

9. LIABILITY, RELEASE, INDEMNITY AND INSURANCE

9.1 HPSP and the HPS acknowledges that firearms, tactical, tower, rescue and Live-Fire CQB Training involve inherent risks and that the HPSB and HPS Personnel voluntarily assume all risks, whether known or unknown, associated with HPS access to and use of the WPTC.

9.2 To the fullest extent permitted by law, HPS hereby releases and forever discharges the City, WPSB, WPS and each of their respective members, councillors, directors, officers, employees, agents, representatives and assigns (collectively, the “Indemnified Parties”) from any and all actions, causes of action, claims, demands, recourses, damages, losses, injuries, liabilities, costs or expenses, howsoever arising and whether involving negligence or any other basis, including all effects and consequences thereof and including those which are not now known or anticipated but which may arise in the future, relating in any way to the granting of access to or use of the WPTC by HPS or HPS Personnel, including Live-Fire CQB Training and any inspection, acceptance or determination by HPS respecting the safety or suitability of the WPTC or an Authorized Training Area.

9.3 HPSB further agrees that it will not make, bring, sustain or prosecute any claim, action, proceeding or other recourse for damages against any other person or entity who may claim contribution, indemnification or other recovery from any of the Indemnified Parties arising in any way from or relating to the granting of access to or use of the WPTC by HPS Personnel, including Live-Fire CQB Training.

9.4 HPSB hereby waives all rights and recourses it may have against the Indemnified Parties in respect of any damages, loss, injury, death, property damage, expense, liability or other claim relating in any way to the granting of access to or use of the WPTC by HPS Personnel, including HPS's inspection and acceptance of the premises, its determination that the premises are safe and suitable for its intended purposes, and the conduct of Live-Fire CQB Training.

9.5 HPS agrees to indemnify, defend and hold harmless the Indemnified Parties from and against any and all liabilities, claims, expenses, demands, losses, costs, damages, actions, suits and other proceedings, by whomsoever made, directly or indirectly arising out of or relating to HPS access to or use of the WPTC or the activities of HPS Personnel, including:

(a) bodily injury, sickness, disease or death;

(b) damage to or destruction of real or personal property, loss of use, loss of revenue and related expense;

(c) the discharge of firearms or ammunition, including unintended discharge, ricochet, projectile escape or impact;

(d) the design, supervision or conduct of any HPS training, including any Course of Fire;

(e) the acts or omissions of HPSB or HPS Personnel; and

(f) environmental, lead, residue, contamination, cleanup or remediation costs arising from HPS use.

9.6 Without limiting sections 9.2, 9.3, 9.4, or 9.5, HPSB expressly acknowledges that the pre-use inspection and acceptance required by section 5 is a material condition of this Agreement. After each inspection, HPS assumes sole and absolute responsibility for determining that the Authorized Training Area is safe, suitable and fit for HPS’s intended training and Course of Fire. HPSB will indemnify and hold harmless the Indemnified Parties from any claim, loss or liability arising from or relating to:

(a) the condition, safety, suitability or fitness of an Authorized Training Area for HPS's intended use;

(b) HPS's inspection, acceptance or determination to proceed with training;

(c) any condition that HPS did not identify, or failed to address, during its pre-use inspection; or

(d) HPS's continued use of an area after a condition becomes known or reasonably apparent to HPS.

9.7 The releases and indemnities in this section are intended to apply, to the fullest extent permitted by law, to claims alleging negligence by an Indemnified Party in connection with the condition of, access to or use of the WPTC. Nothing in this Agreement excludes liability that cannot lawfully be excluded or released.

9.8 HPSB waives, and will cause its insurers to waive where commercially available, rights of subrogation, contribution or indemnity against the Indemnified Parties in relation to claims arising from HPS use of the WPTC.

9.9 At the election of the City and/or WPSB, HPSB will assume the defence of any proceeding within the scope of this indemnity or will fully cooperate in the defence, including providing prompt notice, information, records and reasonable assistance. HPSB is responsible for reasonable legal costs and expenses incurred in relation to such proceeding.

9.10 The obligations in this section survive expiry or termination of this Agreement.

9.11 HPSB will provide and maintain at all times during the Term comprehensive general liability insurance in the minimum amount of Five Million Dollars ($5,000,000.00) per occurrence, and in which the City, WPSB and WPS are named as additional insureds, in respect of each accident or occurrence resulting in bodily injury, death, property damage or other liability. Such policies will cover the WPTC and cover HPSB liability for loss or damage to the WPTC, will be issued by insurance companies and in a form reasonably satisfactory to the City and WPSB, will provide for at least thirty (30) days' written notice of cancellation, and will include severability and cross-liability clauses. HPSB will furnish the City and WPSB with evidence of such policies prior to the first use of the WPTC and as requested throughout the Term, in a form satisfactory to the City and WPSB. If HPSB is self-insured, it covenants and agrees to provide a letter confirming that it is self-insured in the amount of at least Five Million Dollars ($5,000,000.00) per occurrence and that it will provide at least thirty (30) days' notice should the foregoing change.

9.12 Without limiting section 9.11, before any live-fire activity HPSB will provide written confirmation, satisfactory to the City and WPSB, that the insurance or self-insurance applicable to HPS use of the WPTC responds to firearms, ammunition, live-fire tactical training and CQB activities and does not contain an exclusion that would materially defeat such coverage. The existence of insurance or self-insurance does not limit HPSB obligations or liability under this Agreement.

10. EXCLUSION OF OCCUPIER'S LIABILITY DUTY

10.1 HPSB acknowledges that there are risks inherent in the use of firearms ranges, tactical facilities, training towers and Live-Fire CQB Training, and HPS and HPS Personnel voluntarily assume those risks.

10.2 To the fullest extent permitted by law, HPSB agrees that the duties of the City, WPSB and WPS as owner or occupier of the WPTC are excluded in respect of HPS training, programs, procedures and activities. HPSB releases and forever discharges the Indemnified Parties

from obligations or claims under the Occupiers' Liability Act, R.S.O. 1990, c. O.2, as amended, relating to HPS use of the WPTC.

10.3 HPSB confirms that its independent inspection, done by HPS members, and acceptance under section 5 is part of its assumption of the risks associated with the condition and suitability of the WPTC for HPS's intended use.

11. DAMAGE TO THE WPTC

11.1 HPSB assumes full responsibility for any and all damage to the WPTC caused or contributed to by HPS Personnel in connection with HPS use, except minimal wear and tear incidental to normal authorized use.

11.2 For certainty, projectile strikes or firearm-related damage to surfaces, fixtures, doors, equipment or areas not designed or expressly authorized to receive such impacts will not be considered normal wear and tear.

11.3 HPSB is responsible for the reasonable cost of repair, replacement, cleanup, decontamination, remediation and loss of use resulting from damage attributable to HPS use.

11.4 HPS will immediately report any damage, malfunction or unsafe condition and will not resume the affected activity until authorized by WPS and after completing a new pre-use inspection.

12. TERM, SUSPENSION AND TERMINATION

12.1 This Agreement takes effect on the date of the last signature and remains in effect until December 31, 2027, unless earlier terminated.

12.2 Any Party may terminate this Agreement on ninety (90) days' written notice. WPSB, WPS or the City may immediately suspend HPS access, in whole or in part, where reasonably required for safety, security, operational requirements, facility damage or non-compliance with this Agreement.

12.3 Termination or suspension does not release HPS from payment obligations, damage obligations, indemnities or other liabilities accrued before termination or suspension.

13. DEPARTMENTAL REPRESENTATIVES AND NOTICES

13.1 The following representatives are designated for operational notices under this Agreement:

WPS / WPSB	Inspector Marc Murphy (or successor) Professional Advancement Windsor Police Service 150 Goyeau Street, Windsor, ON N9A 6J5 Tel: 519-255-6700 ext. 7018 Email: mmurphy@windsorpolice.ca
HPS / HPSB	[Insert HPS Tactical Team contact name and title] Hamilton Police Service 155 King William Street, Hamilton, ON L8R 1A7 Tel: [insert] Email: [insert]

City

City Clerk
The Corporation of the City of Windsor
350 City Hall Square West, Windsor, ON N9A 6S1
Email: clerks@citywindsor.ca

With a copy to:
James Chacko
Executive Director of Parks & Facilities
Email: jchacko@citywindsor.ca

14. GENERAL

14.1 This Agreement constitutes the entire agreement between the Parties concerning HPS use of the WPTC and supersedes prior written or oral arrangements concerning the same subject matter.

14.2 This Agreement may be amended only by a written instrument signed by authorized representatives of the Parties.

14.3 If any provision is found to be invalid, illegal or unenforceable, it will be severed to the extent necessary and the remaining provisions will remain in force.

14.4 HPSB may not assign or transfer its rights under this Agreement without prior written consent of the City and WPSB.

14.5 This Agreement is governed by the laws of Ontario and the laws of Canada applicable in Ontario.

14.6 The Parties may execute this Agreement in counterparts and by electronic signature, and all counterparts together constitute one agreement.

14.7 Nothing in this Agreement creates a partnership, joint venture, agency or employment relationship between the Parties.

14.8 The release, indemnity, insurance, occupier’s liability, damage and payment provisions survive expiry or termination to the extent necessary to give them effect.

14.9 The headings of this Agreement and any Schedule are solely for convenience of reference and do not affect the interpretation or define, limit or construe the contents of any provision of this Agreement.

15. DISPUTE RESOLUTION

15.1 In the event of a dispute arising from the interpretation or operation of this Agreement, the matter will first be referred to the Parties' designated representatives, who will use their best efforts to resolve the matter amicably by consultation.

15.2 If the Parties are unable to resolve the dispute through consultation, the matter may be referred to mediation, arbitration or the courts, as mutually agreed upon by the Parties or as otherwise permitted by law.

16. FORCE MAJEURE

16.1 No Party will be held responsible or liable or be deemed to be in default or breach of this Agreement for any delay, failure or inability to meet its obligations, other than an obligation to pay money, caused by or arising from a cause that is unavoidable or beyond the reasonable control of that Party, including war, warlike operations, riot, insurrection, orders

of government, strikes, lock-outs, disturbances, acts of God, natural disasters, emergencies or any other cause that frustrates performance of this Agreement.

17. NON-PERFORMANCE AND WAIVER

17.1 The failure of any Party to enforce, at any time, any provision of this Agreement or to insist upon strict adherence to any term will not be considered a waiver of that provision, right or term, will not affect the validity of this Agreement, and will not deprive that Party of the right thereafter to insist upon strict adherence to that term or any other term.

17.2 The exercise by any Party of any right provided by this Agreement will not preclude or prejudice that Party from exercising any other right it may have under this Agreement or otherwise.

17.3 Any waiver by a Party of the performance of a provision of this Agreement will be effective only if made in writing and signed by a duly authorized representative of that Party.

18. RELEASE OF INFORMATION AND CONFIDENTIALITY

18.1 The City is subject to the Municipal Freedom of Information and Protection of Privacy Act (Ontario) ("MFIPPA"), and the release of this Agreement or any part of it is subject to that legislation.

18.2 The Parties will comply with all applicable privacy, access-to-information and confidentiality requirements governing information exchanged or obtained in connection with this Agreement.

19. JURISDICTION

19.1 In addition to section 14.5, the Parties irrevocably attorn to the exclusive jurisdiction of the Courts of Ontario in respect of matters arising under this Agreement, subject to any applicable statutory requirements.

20. LICENSOR'S RIGHTS, DUTIES AND RESPONSIBILITIES AS A MUNICIPALITY

20.1 Nothing in this Agreement derogates from, interferes with or fetters the exercise by the City of its rights and obligations as a municipality, whether discretionary or mandatory, or imposes obligations on the City in its role as a municipality except as expressly set out in this Agreement.

20.2 The City will not be prevented from or prejudiced in carrying out its statutory rights and responsibilities, including its planning rights and responsibilities.

20.3 Nothing in this Agreement derogates from, interferes with or fetters the exercise by the City's officers, employees, agents, representatives or elected and appointed officials of their rights, or imposes obligations on them, other than as expressly set out in this Agreement.

SIGNATURES

The Parties are signing this Agreement on the dates indicated below. Each person signing represents that they have authority to bind the applicable Party.

THE CORPORATION OF THE CITY OF WINDSOR

By: _____
Joe Mancina, Chief Administrative Officer
Date: _____

By: _____
Name: _____
City Clerk
Date: _____

We have authority to bind The Corporation of the City of Windsor.

THE HAMILTON POLICE SERVICE BOARD

By: _____
Name: _____
Title: _____
Date: _____

I have authority to bind the Hamilton Police Service.

THE WINDSOR POLICE SERVICE BOARD

By: _____
Name: _____
Title: Chair
Date: _____

I have authority to bind the Windsor Police Service Board.

SCHEDULE “A”

HPS PRE-USE INSPECTION AND ACCEPTANCE

This Schedule forms part of the Licence Agreement. HPS must complete this inspection before each and every use of an Authorized Training Area. A copy must be provided to WPS before each Live-Fire CQB Training session.

Date / Training Period:

Authorized Training Area(s):

HPS Lead Instructor / Inspector:

Training Activity:

Live Fire: ☐ Yes ☐ No

Firearms / Ammunition / Course of Fire:

Inspection and Acceptance

☐ I have personally inspected the Authorized Training Area(s) identified above immediately before this use and have not relied on a prior inspection.

☐ I have inspected access and egress routes, lighting, communications, floors and walking/movement surfaces, doors and openings, and any other condition relevant to the planned training.

☐ For live-fire activity, I have inspected the ballistic surfaces/backstops, target locations, anticipated firing angles, movement routes, exclusion areas and other features relevant to the Course of Fire.

☐ The firearms, ammunition, targets and equipment proposed for use are authorized for the relevant training area.

☐ Qualified HPS instructors, required participant controls, First Aid/CPR personnel, trauma equipment and emergency procedures are in place.

☐ I am not aware of any unsafe condition that would prevent the intended HPS training from proceeding.

On behalf of HPS, I confirm that HPS has inspected the site and, in HPS’s independent professional judgment, the Authorized Training Area(s) are safe, suitable and fit for the intended HPS training and Course of Fire. HPS accepts sole and absolute responsibility for the safety, suitability, planning, supervision and conduct of its training, subject to the terms of the Licence Agreement.

HPS Inspector / Lead Instructor: _____

Rank / Position: _____

Signature: _____ Date/Time: _____

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **2026 Q2 City Centre Policing (CCP) and Problem-Oriented Policing (POP)**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

To be received for information.

SUMMARY:

Enclosed are the complied statistics for the City Centre Policing (CCP) and Problem-Oriented Policing (POP) Unit for the second quarter of 2026. The report includes noteworthy incidents from the POP Unit during this period.

CONCLUSION:

The report is attached.

PREPARED: Patti Pastorius, Inspector Patrol Response

CITY CENTRE PATROL (CCP) STATISTICS FOR 2026 – Q2

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL ARRESTS	102	101	95	86	80	71							535
PIC APPREHENSIONS	20	15	15	17	16	19							102
ARREST WARRANTS	48	50	30	26	35	31							220
RETURN-OTHER JURISDICTIONS	3	1	1	7	1	1							14
CC/CDSA CHARGES	133	107	110	117	73	70							610
PON/PART 111'S	36	40	37	27	33	14							187
CALLS FOR SERVICE	959	966	1026	1066	1144	1070							6231

PROBLEM-ORIENTED POLICING (POP) STATISTICS FOR 2026 – Q2

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL ARRESTS	56	61	58	75	56	62							368
PIC APPREHENSIONS	1	1	0	0	1	1							4
ARREST WARRANTS	32	38	36	46	43	34							229
RETURN-OTHER JURISDICTIONS	2	5	0	2	0	0							9
CC/CDSA CHARGES	12	29	17	31	15	20							124
PON/PART 111'S	5	6	4	11	4	4							34
CALLS FOR SERVICE	152	178	175	209	285	216							1215

2026 Q2 HIGHLIGHTS FOR POP UNIT

Case 26-32686
POP officers received information for a known wanted person in relation to several firearms charges, in an active Major Crimes investigation. Officers were familiar with the suspect and attended known, frequent locations. Officers located and arrested the suspect without incident. The charges included: Possess Property Obtained by Crime Over $5000 (stolen vehicle]), Break Enter and Commit Dwelling House, Point Firearm x2, Discharge Firearm Being Reckless as to the Life or Safety of Another Person, Assault, Forcible Confinement, Assault with Weapon, and Occupy Motor Vehicle with Firearm.

Case 26-35682
Information was brought forth to the POP unit regarding issues involving criminal activity and trespassing at a west end apartment complex. POP officers conducted surveillance and were able to locate and arrest three wanted parties on the property, who were charged with: Break and Enter Non-Dwelling with intent and Break and Enter Dwelling House with intent.

Case: 26-39302
POP officers conducted proactive policing in an area where a known-wanted party frequently attended in violation of IPV conditions. This party was located driving in the area, and a High-Risk vehicle stop was conducted as the suspect was known to be in possession of a firearm. The accused arrested without incident and charged with: Point Firearm and Breach of Probation.

Case 26-45837
POP officers were conducting proactive patrol when they were dispatched to a person with a gun. Officers quickly located and arrested the suspect in a nearby convenience store without incident. The accused was charged with: Point a Firearm.

Case 26-62477
POP Officers while patrolling high crime areas, observed a person that had 2 outstanding arrest warrants. On seeing police, the suspect fled on foot and officers ensued in a foot pursuit. The suspect entered a known residence. The resident of the house invited officers inside, advising the suspect left out the rear door. Searching the residence, the suspect was located hiding under a tarp in the basement and taken into custody without further incident. The suspect was charged with: Theft Under x7, Breach of Probation x5, in addition to the 2 outstanding arrest warrants.

Case 26-62962
Major Crimes Unit briefed POP officers on an outstanding party and requested assistance with locating and arresting the suspect that was wanted for multiple sex crimes. POP officers were quickly able to locate and arrest the suspect without incident for 12 Criminal Code sexual offences including: Sexual Assault x4, Sexual Interference x4 and Invitation to Sexual Touching x4.

Case 26-66011
POP officers were able to locate and arrest a wanted repeat offender who was currently serving time in the community on a Conditional Sentence Order. The suspect was further known to evade police. Officers patrolled the area, the suspect was known to attend. An officer familiar with the suspect observed them on an exterior fire staircase of a building. The suspect made eye contact with officers and bolted inside the building. Officers pursued and the suspect was

located and arrested hiding on the roof, in a hidden compartment of a fire escape. The suspect was charged Breach of Conditional Sentence Order and before a Judge, directly remanded.

Case # 26-70219
POP officers received information about a stolen Grey Dodge Caravan along with information on who the person of interest was. Officers attended the area the possible suspect is known to attend and located the stolen vehicle. Surveillance video from the area confirmed the identify the suspect, who returned to the area of the stolen van and arrested without incident. The suspect was charged with: Break Enter and Commit Theft, Theft of Motor Vehicle x2, Have Face Masked/Disguised, Fail to Comply with Youth Sentence Order x2, and Fail to Comply with Release Order.

Case: 26-232182
POP officers received information that a wanted party was currently at a mechanic shop in the south end of Windsor. Officers attended the location, located the party and placed them under arrest. The accused had 9 outstanding charges that included: Fraud under $5000 x 2, Fraud over $5000, Unauthorized use of credit card data, Forgery of credit card, personate to gain advantage, Obtain ID info for fraudulent offence, Obtain credit by fraud and Use stolen credit card.

WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **2026 Q2– Amherstburg Detachment**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

To be received for information.

SUMMARY:

Enclosed are the 2026-Q2 Amherstburg Policing Activities report.

CONCLUSION:

The report is attached.

PREPARED BY: Patti Pastorius, Inspector Patrol Response

2026 POLICING ACTIVITIES REPORT
WINDSOR POLICE SERVICE AMHERSTBURG DETACHMENT

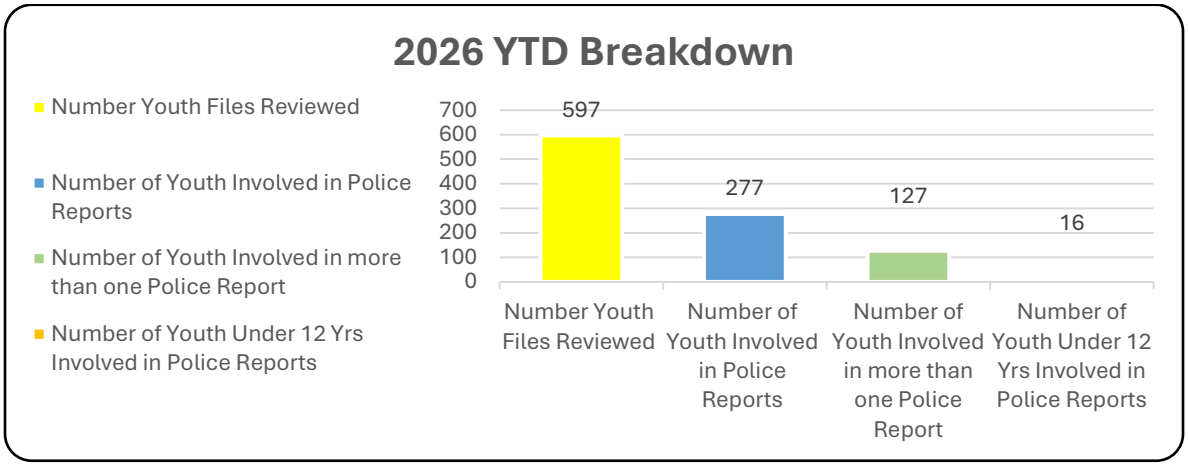
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
CALLS FOR SERVICE													
Dispatch Generated Incidents (CAD calls)	695	589	729	616	691	664							3984
Self-Generated Walk-In Incidents	6	5	12	22	7	7							59
TOTAL INCIDENTS	701	594	741	638	698	671	0	0	0	0	0	0	4043
PROVINCIAL OFFENCES													
Traffic Offences	286	302	363	227	264	113							1555
Part III Summons	23	5	11	5	9	8							61
Liquor Offences	0	0	0	0	0	1							1
Other Provincial Offences	7	0	2	9	12	11							41
TOTAL	316	307	376	241	285	133	0	0	0	0	0	0	1658
CRIME STATISTICS													
Attempted Murder	0	0	0	0	0	0							0
Robbery	1	0	0	0	0	1							2
Break and Enter	1	1	2	3	1	3							11
Theft Over	1	0	1	1	0	0							3
Theft Under	11	3	8	5	5	2							34
Posession Stolen Goods	1	0	0	0	0	0							1
Fraud	5	3	10	6	11	12							47
Mischief	2	2	2	2	2	2							12
Assault (All)	10	6	9	6	5	6							42
Drugs	0	0	0	0	0	0							0
Firearms	0	0	0	0	0	0							0
Arson/Fire Calls	0	0	0	1	0	0							1
Impaired Driving	1	2	1	5	1	3							13
Federal Statutes	0	0	0	0	2	0							2
Other Criminal Code	10	4	5	5	6	11							41
TOTAL	43	21	38	34	33	40	0	0	0	0	0	0	209
COMMUNITY OUTREACH ACTIVITIES													
Community Service Calls / Coast	61	62	54	40	35	40							292

Windsor Police Service

Youth Crime Statistics

2026 – Q2

The Windsor Police Service *YCJA Audit Coordinator* audits/reviews all youth related files. The purpose of auditing youth files is to ensure they are done in a thorough and fulsome manner and in keeping with our Service Directives and the Youth Criminal Justice Act [YCJA]. This audit ensures a more complete data set is obtained which positions the Windsor Police Service to better serve the needs of the youths and the community.



Note: The number of youth files reviewed was calculated using the reported figures from the weekly CompStat reports for accuracy.

Notes on Q2 Stats:

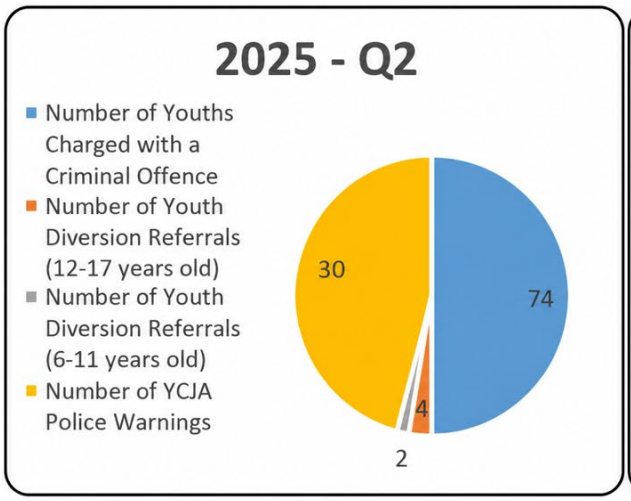
Q2 2026 showed increases across all youth enforcement and diversion categories when compared with Q2 2025:

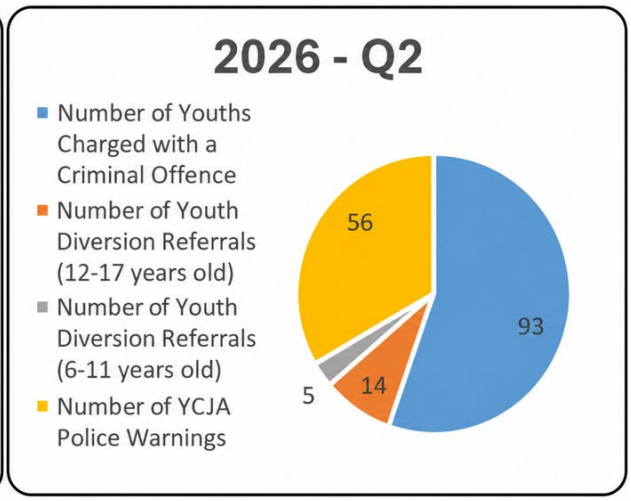
- **Youth charged** increased by **25.7%** (**+19**)
- **Youth Diversion (ages 12–17)** increased by **250%** (**+10**)
- **Youth Diversion (ages 6–11)** increased by **150%** (**+3**)
- **YCJA police warnings** increased by **86.7%** (**+26**)

The increase in youth charges may be partly attributable to the greater severity of offences, the increased involvement of weapons, and the fact that multiple repeat offenders were out of custody during this reporting timeline.

The rise in youth diversions may reflect PCC recommendations, following the recent implementation of that process.

The increase in YCJA police warnings appears to be consistent with situations where victims or complainants did not wish to proceed with criminal charges, and officers exercised discretion by issuing an appropriate form of extrajudicial measure.





YOUTH CRIME STATISTICS FOR 2026

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
YO CRIMINAL CHARGES	16	17	16	18	14	12							**93**
YO DIVERSION REFERRALS 12-17 yrs	2	1	2	4	4	1							**14**
YO DIVERSION REFERRALS 6-11 yrs	0	2	1	1	0	1							**5**
YCJA POLICE WARNINGS	9	8	8	15	8	8							**56**
REPORTED YOUTH UNDER 12 INVOLVEMENT	1	1	2	4	2	6							**16**

*These numbers have been amended to reflect current data changes

WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 6, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **2026 Q2 – Use of Force Dashboard**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

To be received for information.

SUMMARY:

Attached is the 2026 – Q2 Use of Force Dashboard from the Professional Advancement Unit.

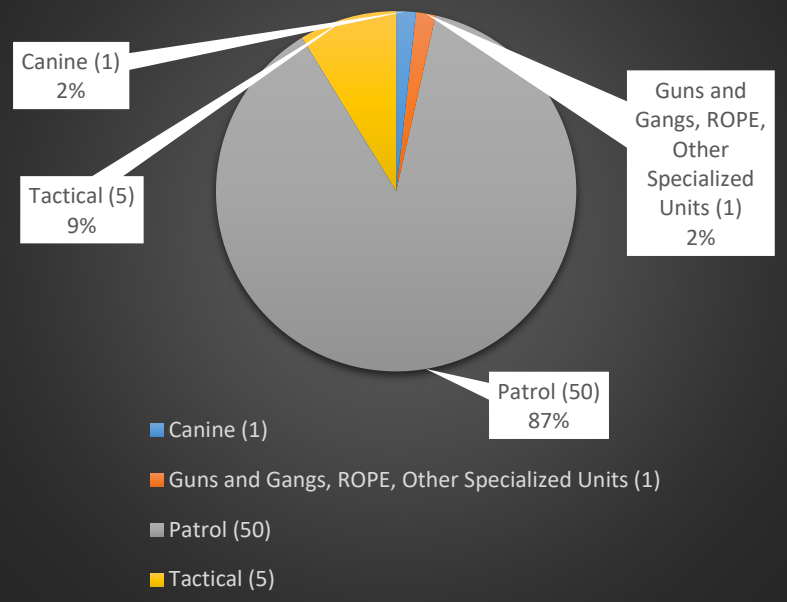
CONCLUSION:

The report is attached.

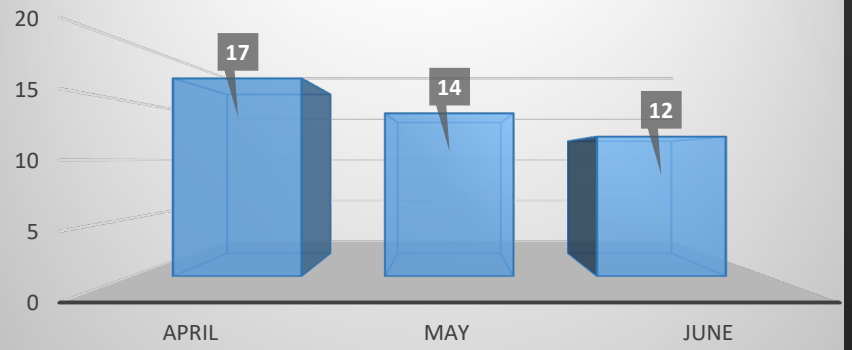
PREPARED BY: Marc Murphy, Inspector Professional Advancement

2026 Q2 Use of Force Dashboard
38849 Calls for Service – 57 Reports from 43 Events (0.15%)

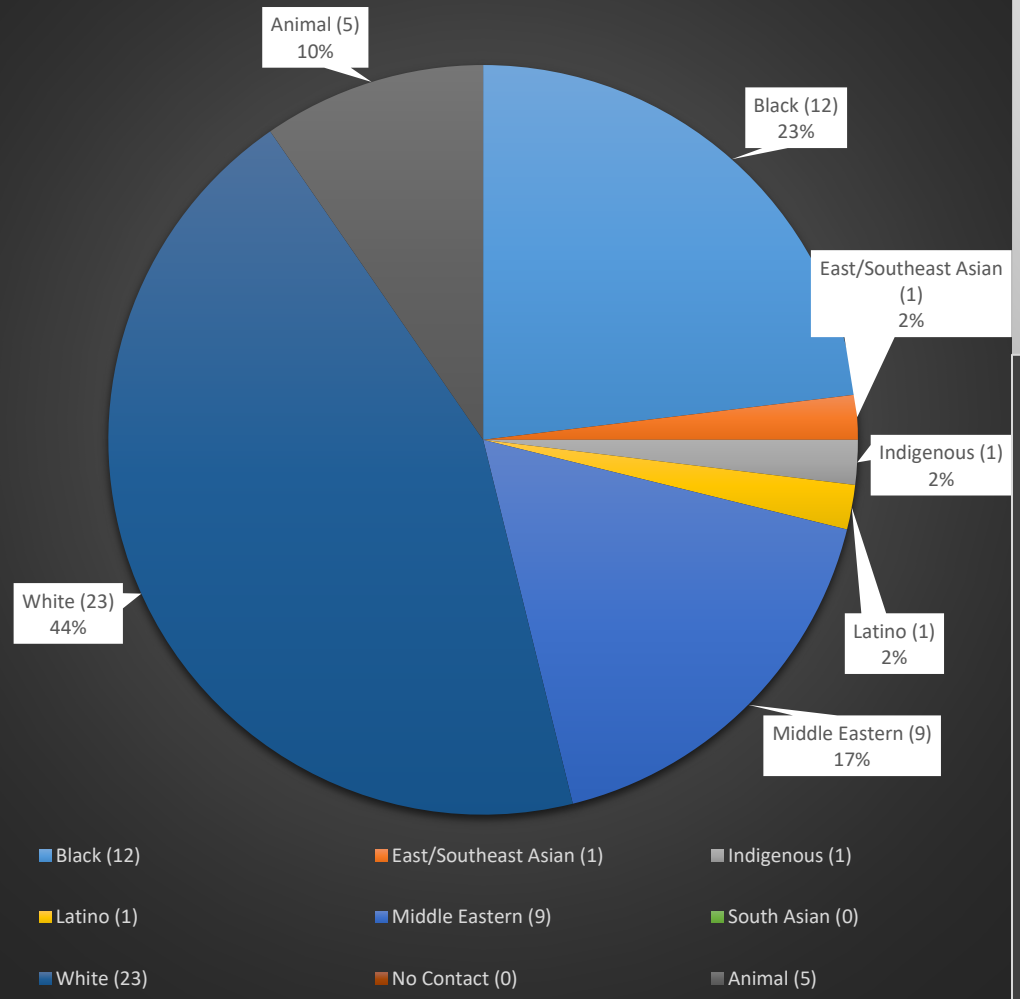
Type of Assignment



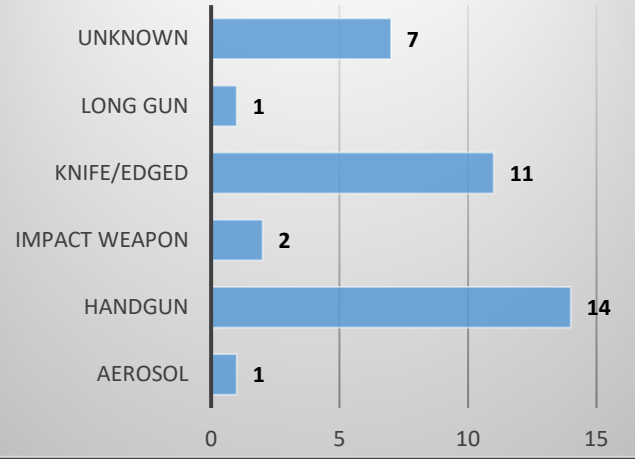
Events per Month



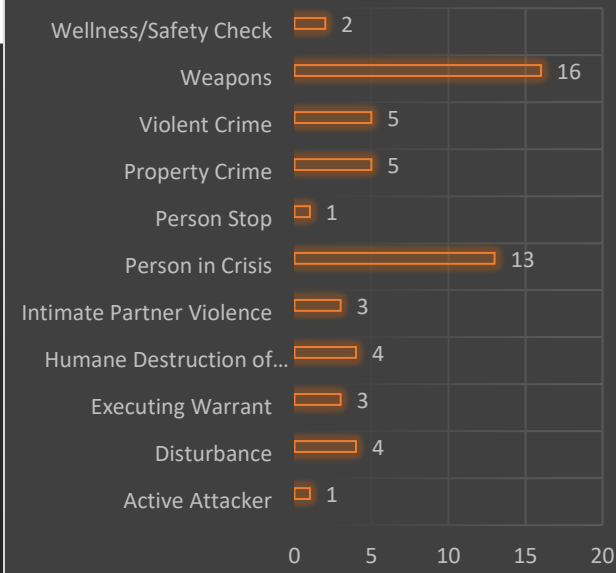
Perceived Race of Subject (per Event)



Weapon Carried by Subject

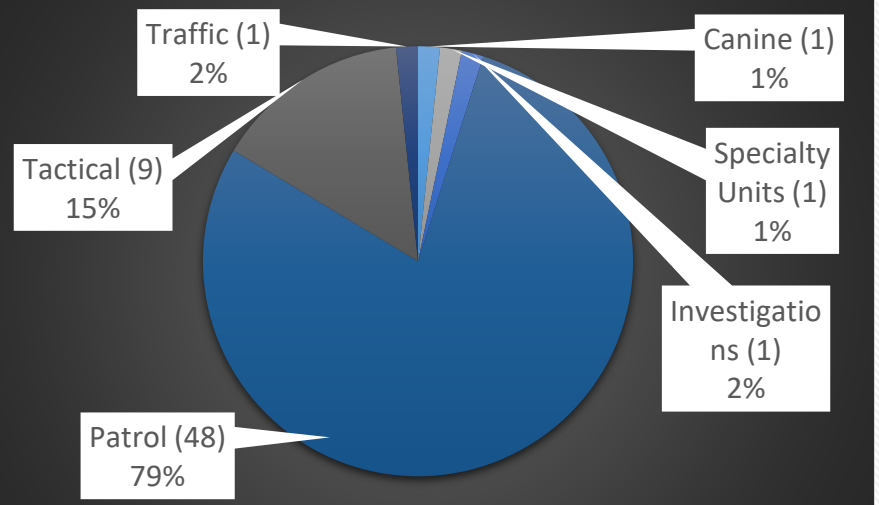


Type of Incident

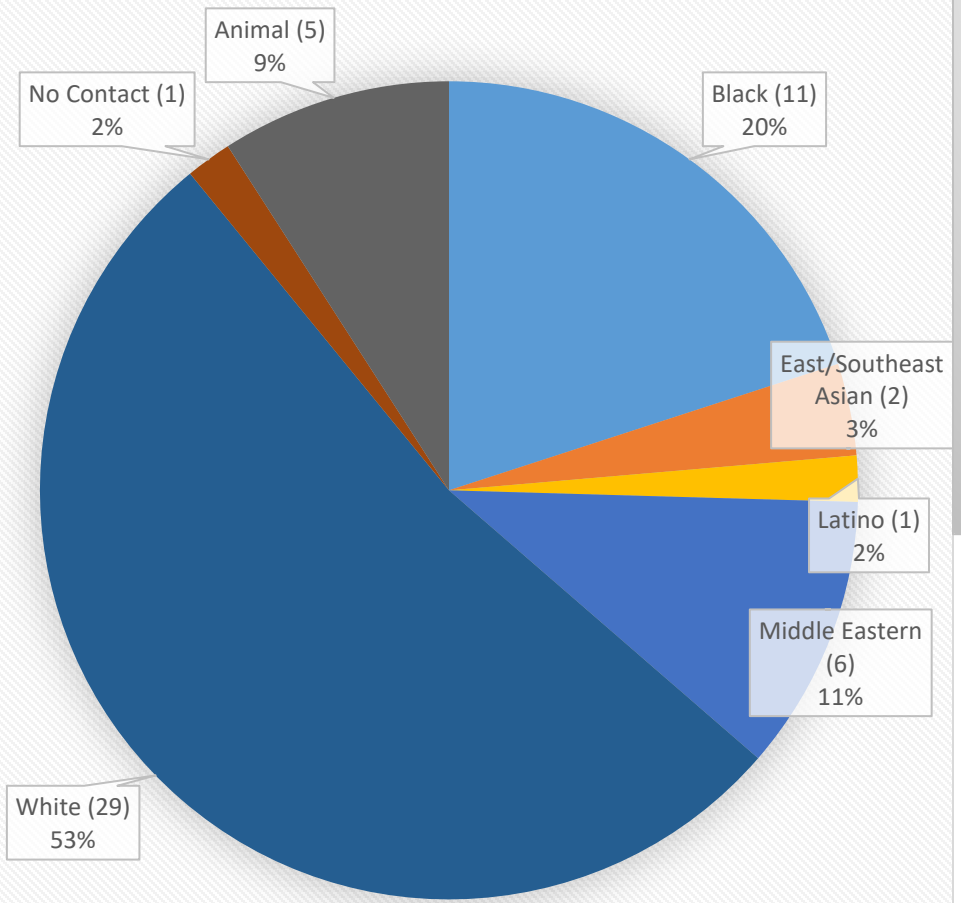


2025 Q2 Use of Force Dashboard
35627 Calls for Service – 61 Reports from 43 Events (0.17%)

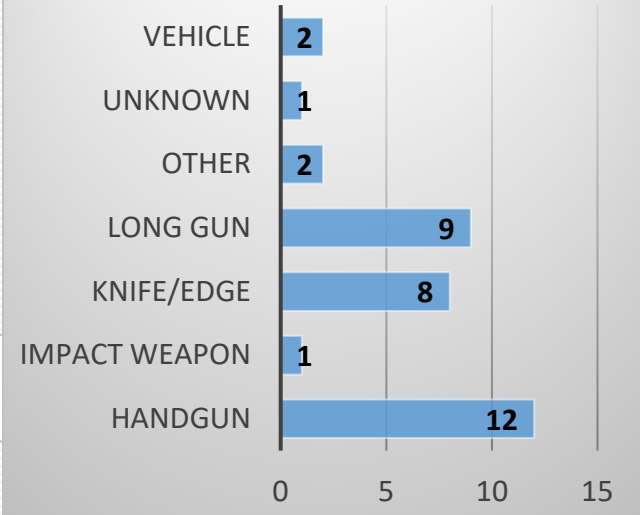
Type of Assignment



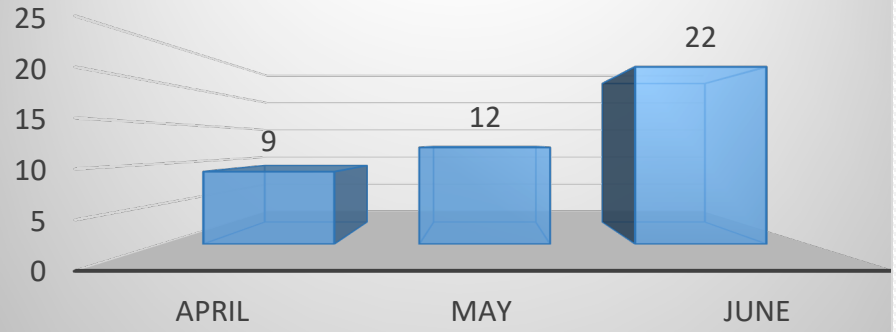
Perceived Race of Subject (per event)

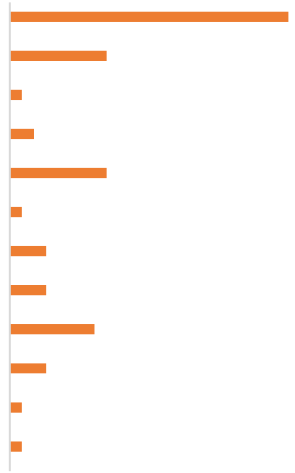


Weapon Carried by Subject



Events per Month

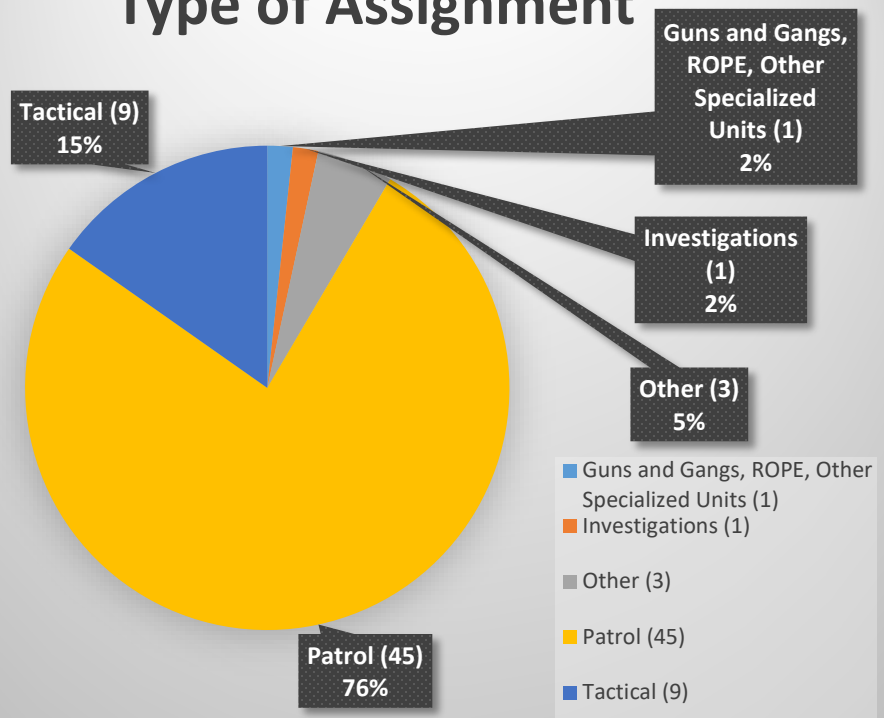




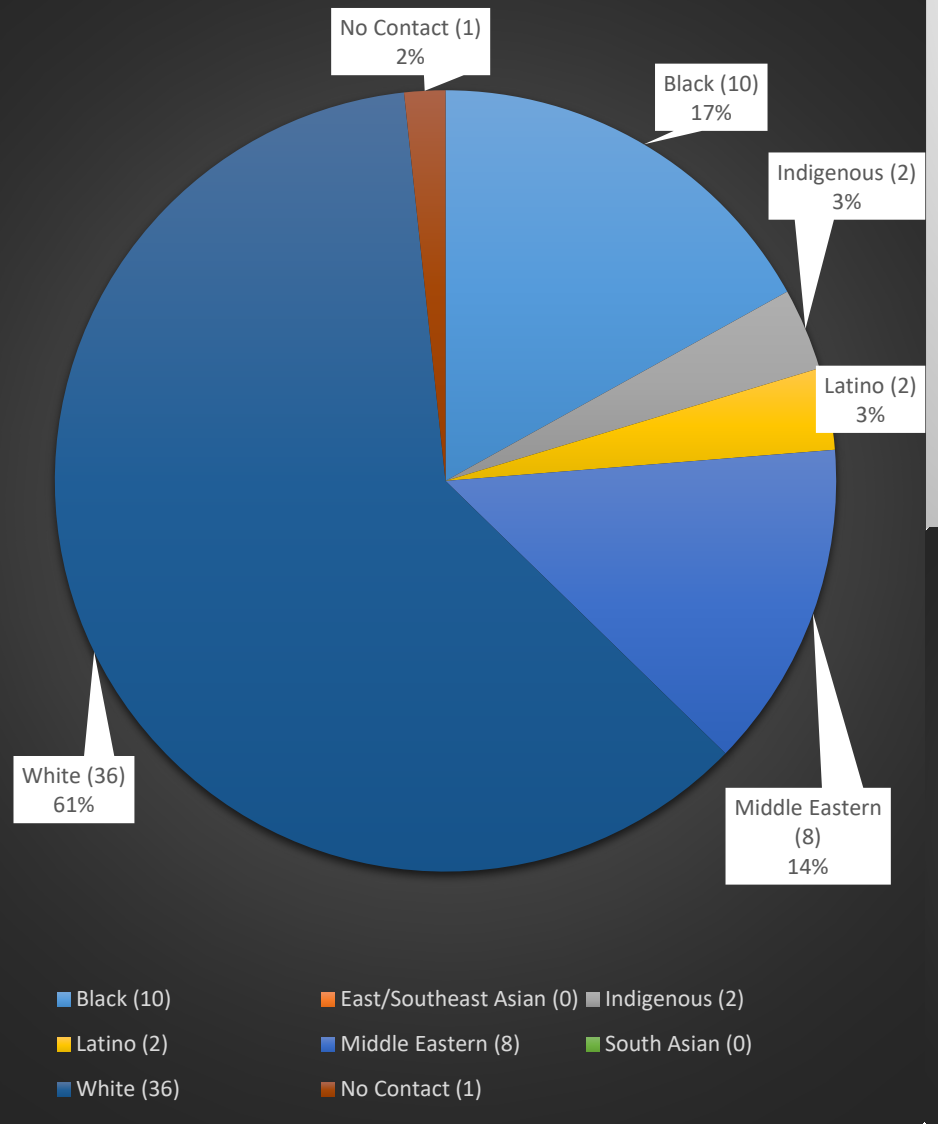
2024 Q2 Use of Force Dashboard

40525 Calls for Service – 59 Reports (0.15%)

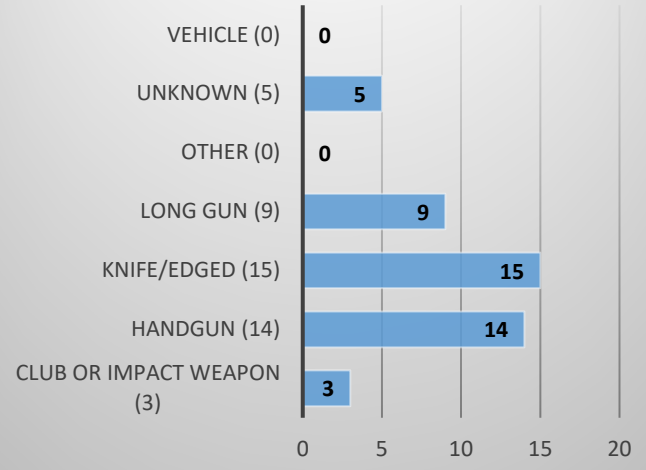
Type of Assignment



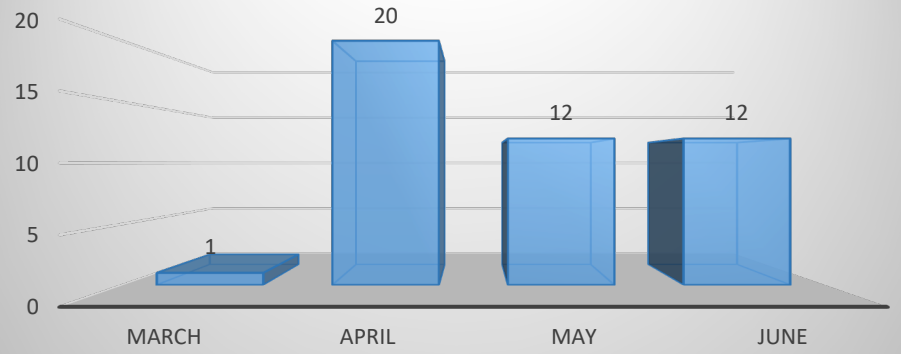
Perceived Race of Subject



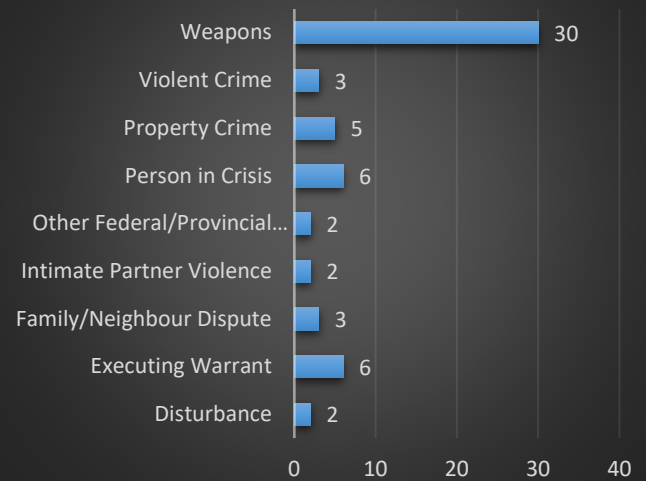
Weapons Carried by Subject



Events per Month



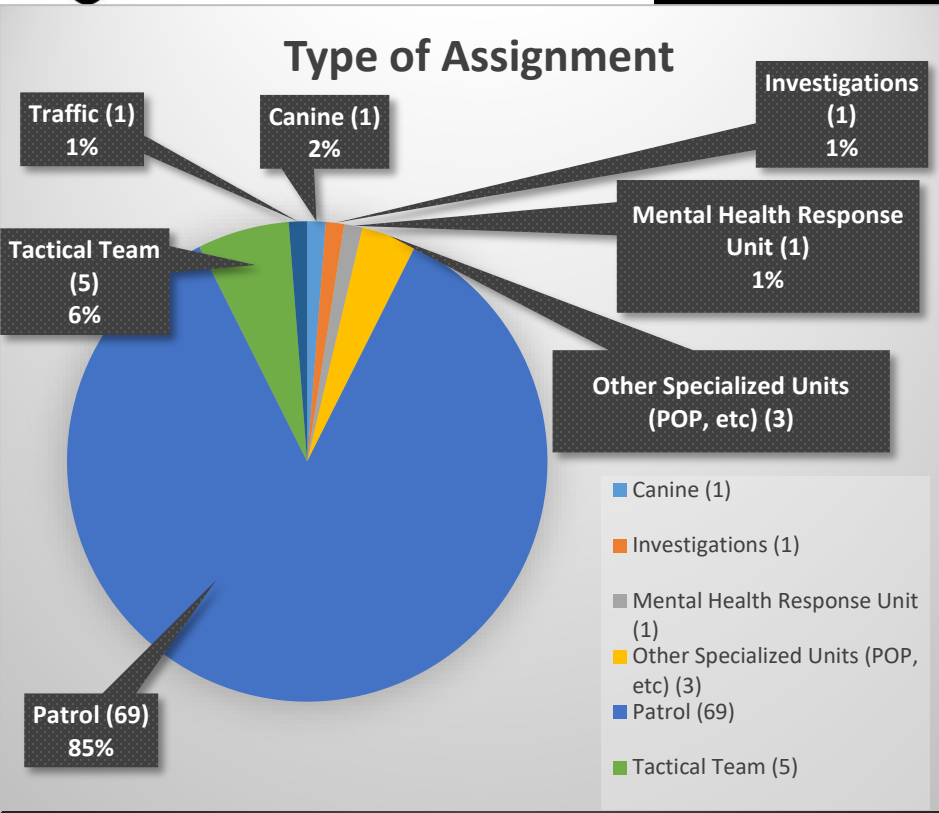
Type of Incident



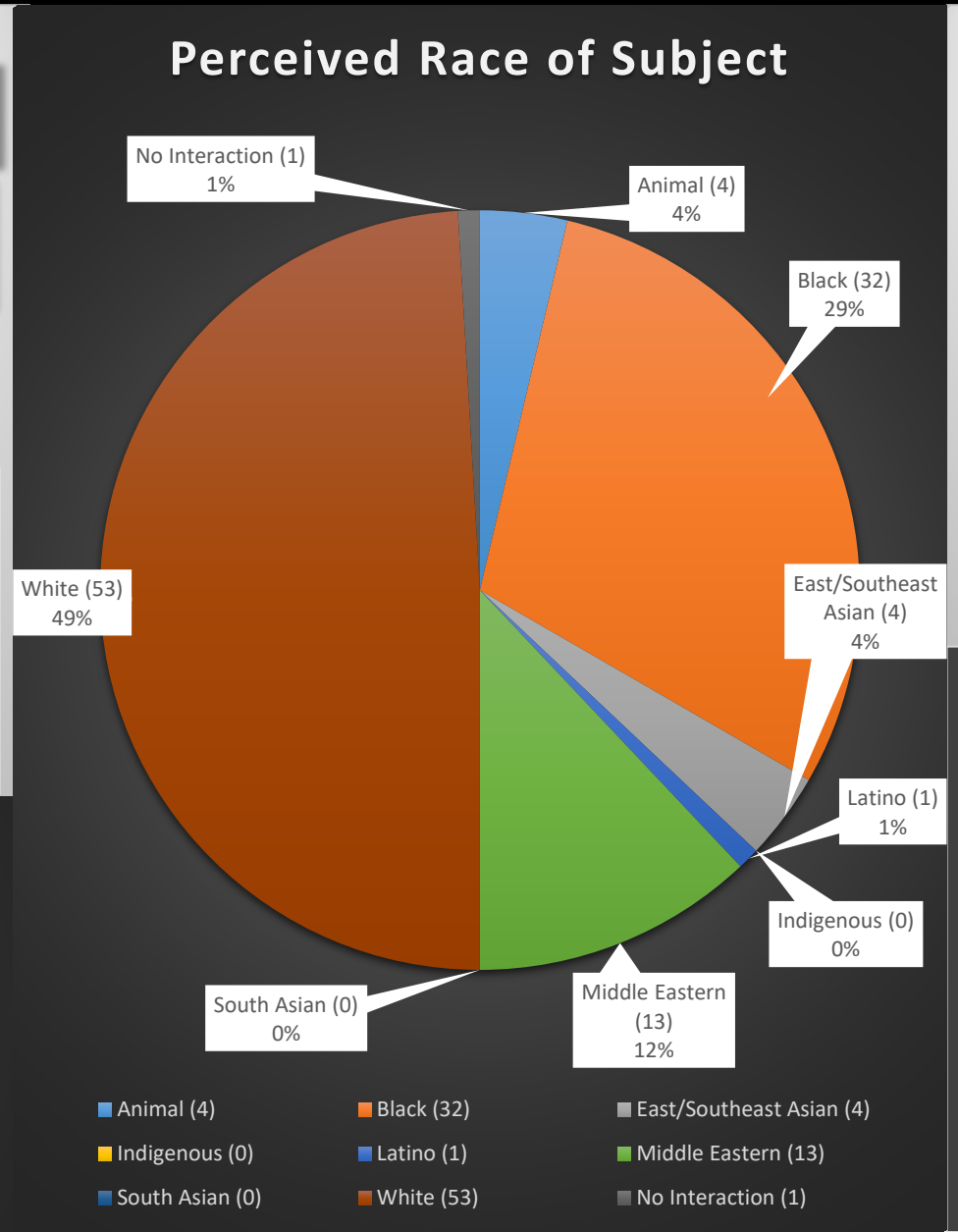
2023 Q2 Use of Force Dashboard

40093 Calls for Service – 81 Reports (0.2%)

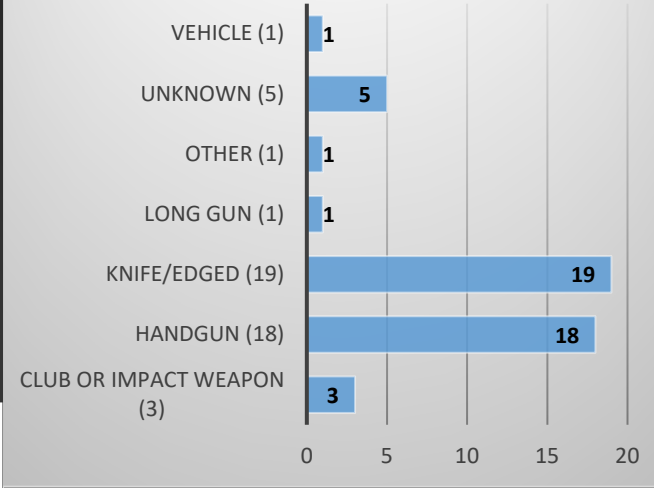
Type of Assignment



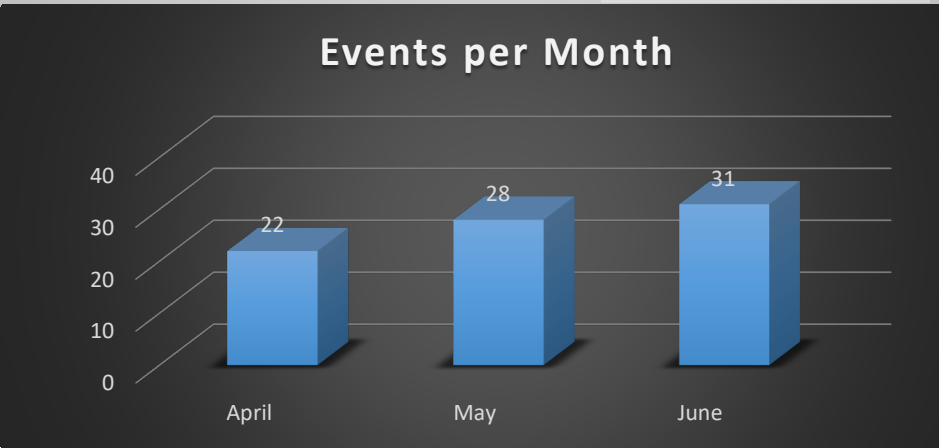
Perceived Race of Subject



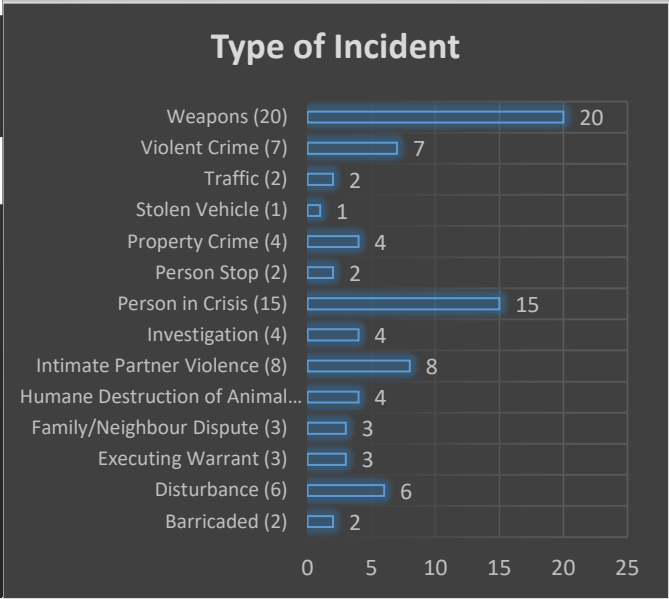
Weapon Carried by Subject(s)



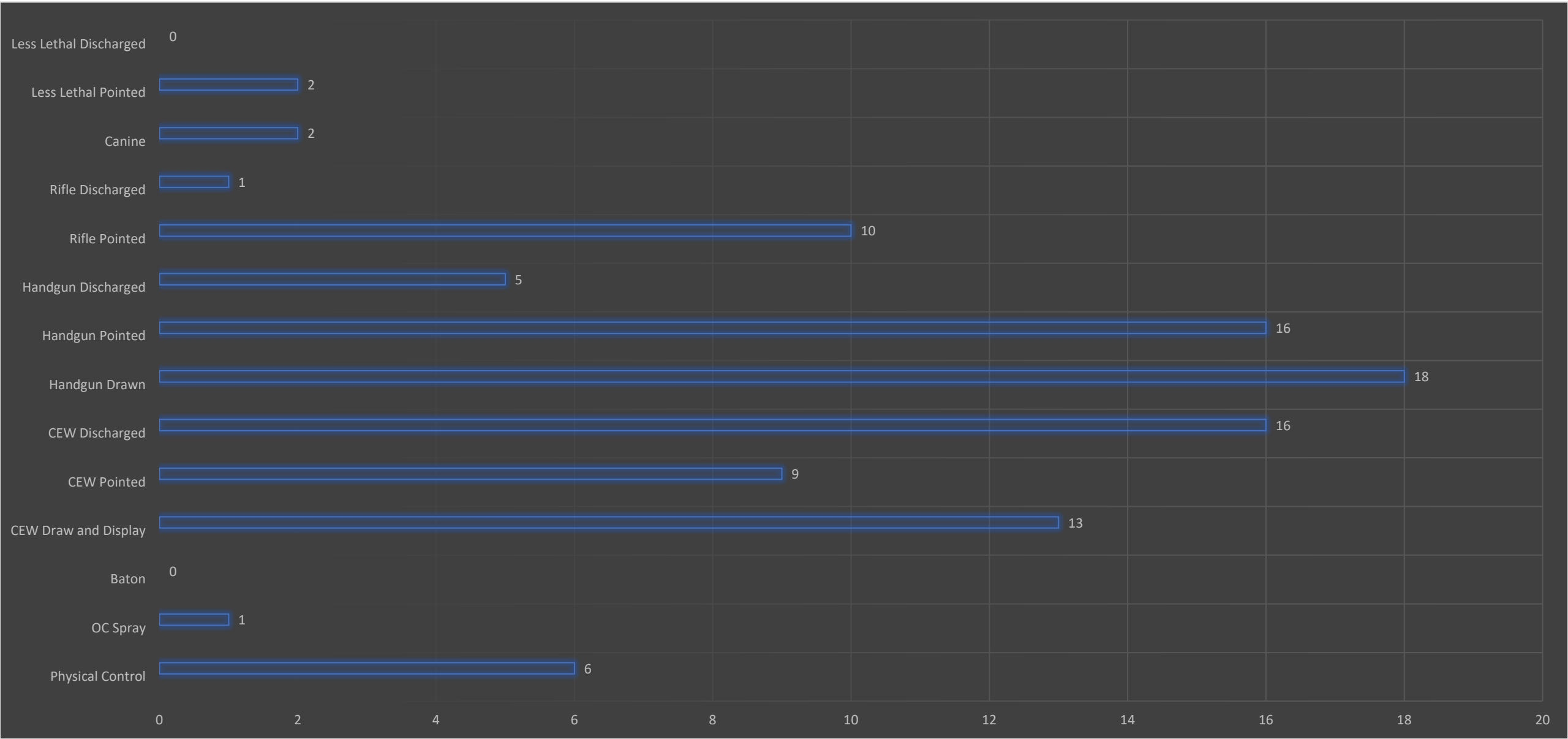
Events per Month



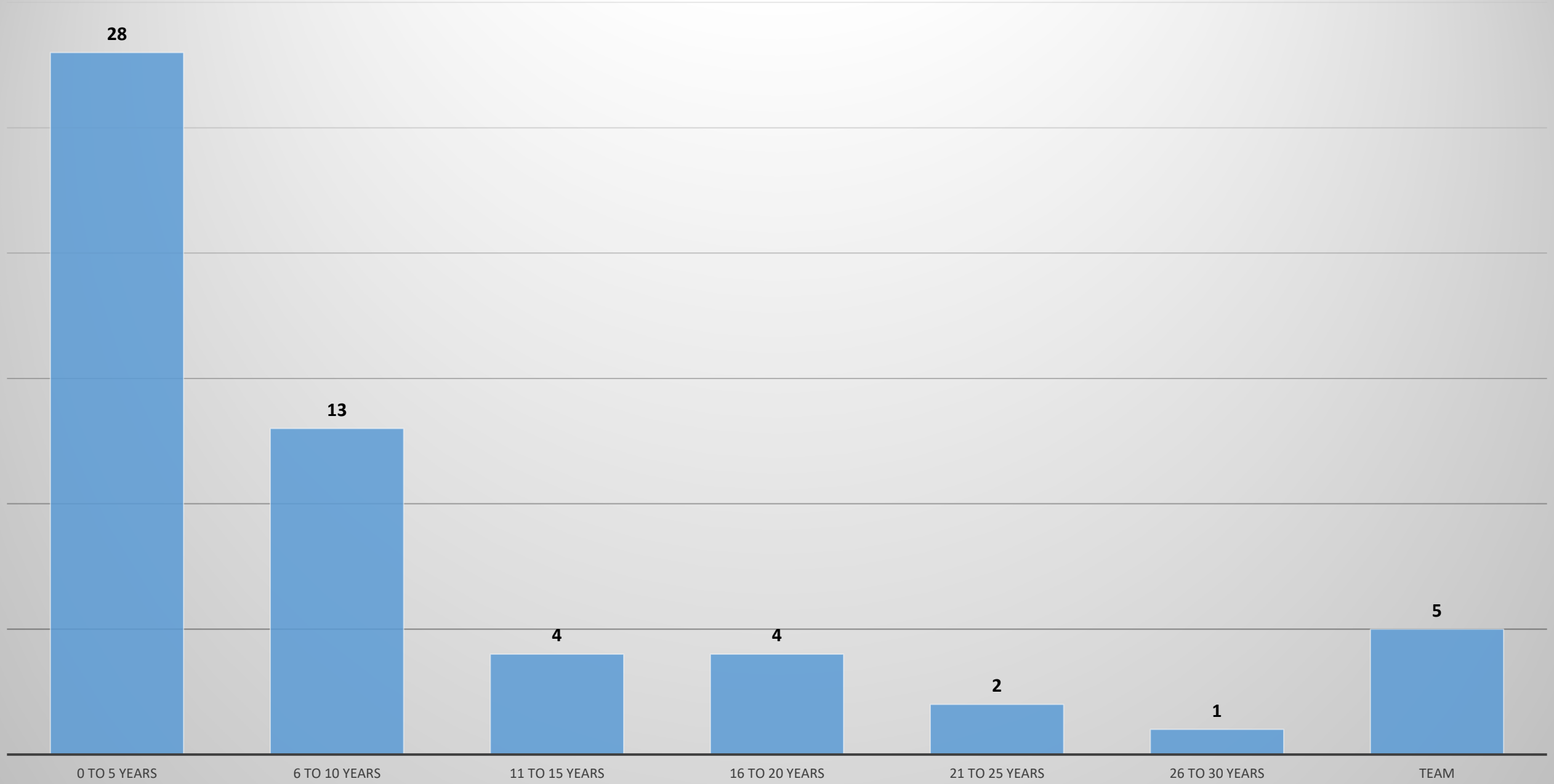
Type of Incident



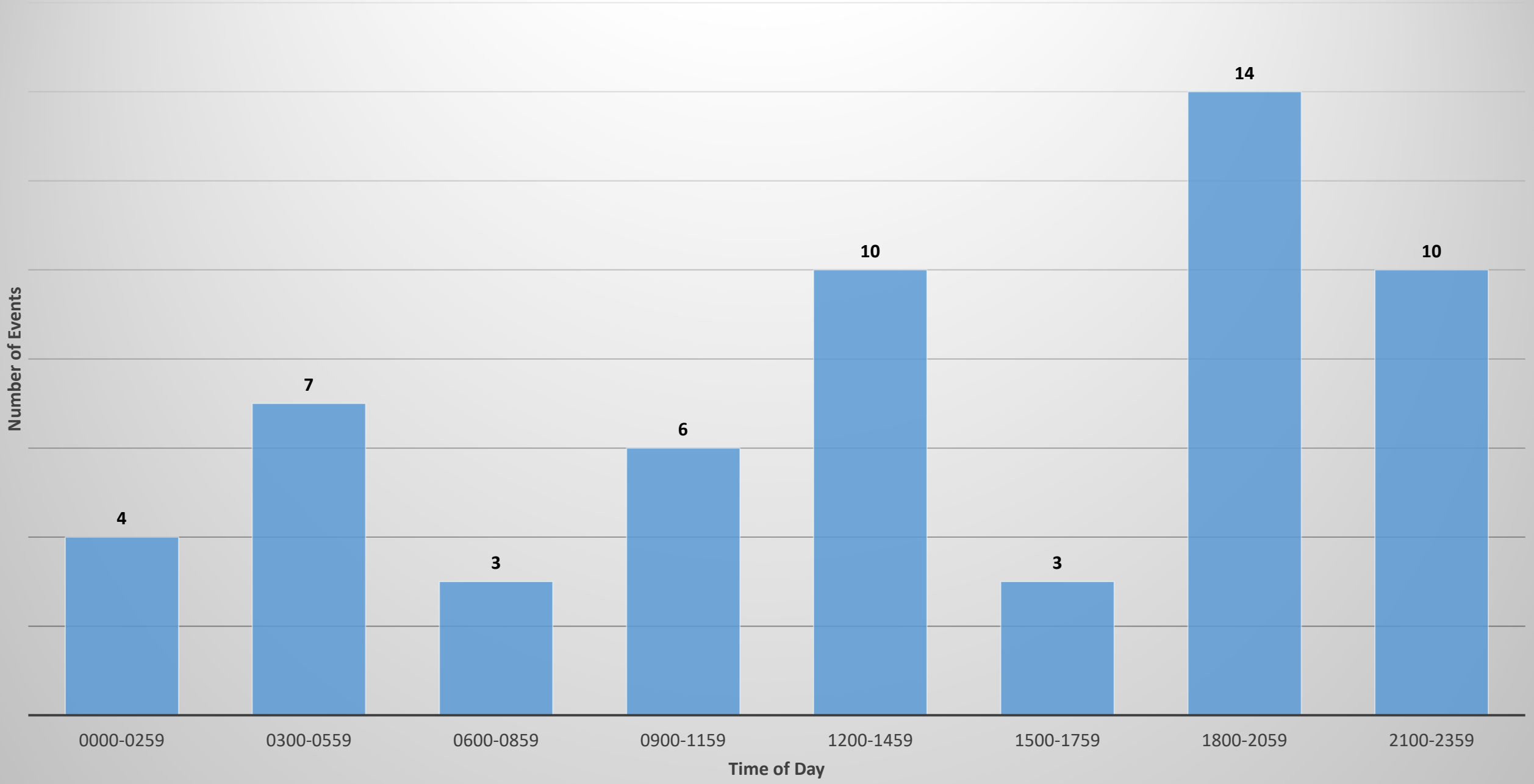
Type of Force Used by Officer



Officer's Years of Experience



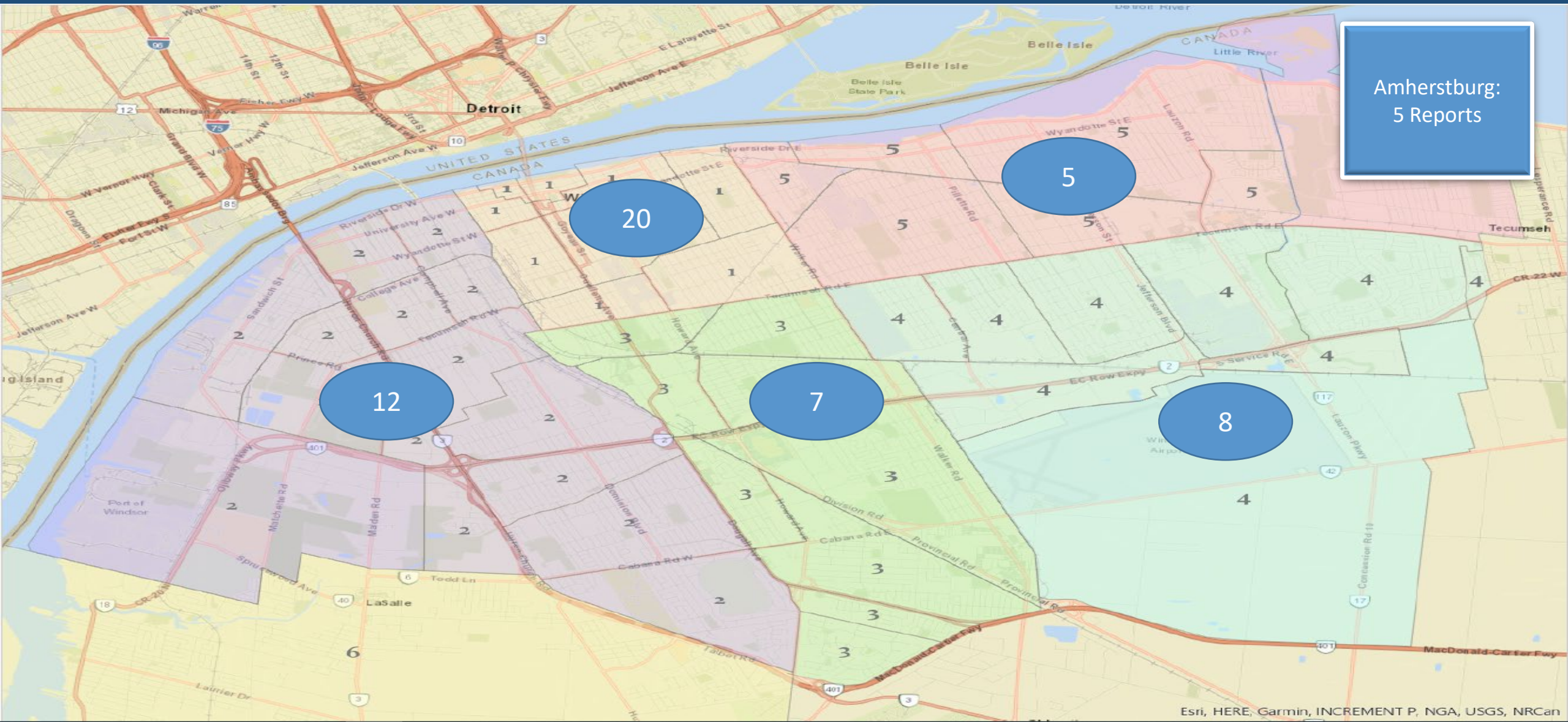
When did the Event Occur?



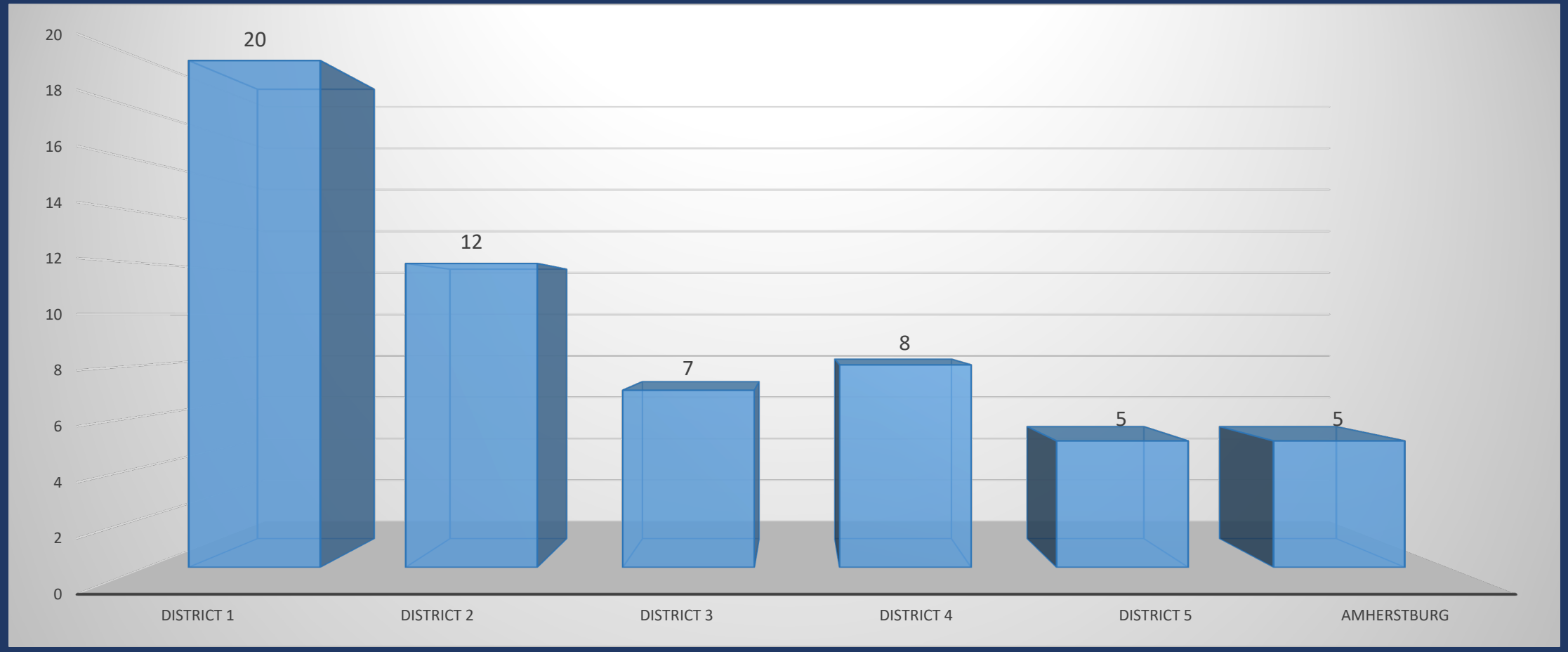
Additional Information

- 5 subjects were reported injured:
  - 1 required no medical attention
  - 1 required treatment on the scene
  - 2 received treatment at a medical facility
  - 1 subject was fatally injured
- 3 officers were injured and received treatment at a medical facility
- There was an average of 1.2 subjects per event
- In 25 of 43 events (58%) the subject was perceived to have access to weapons

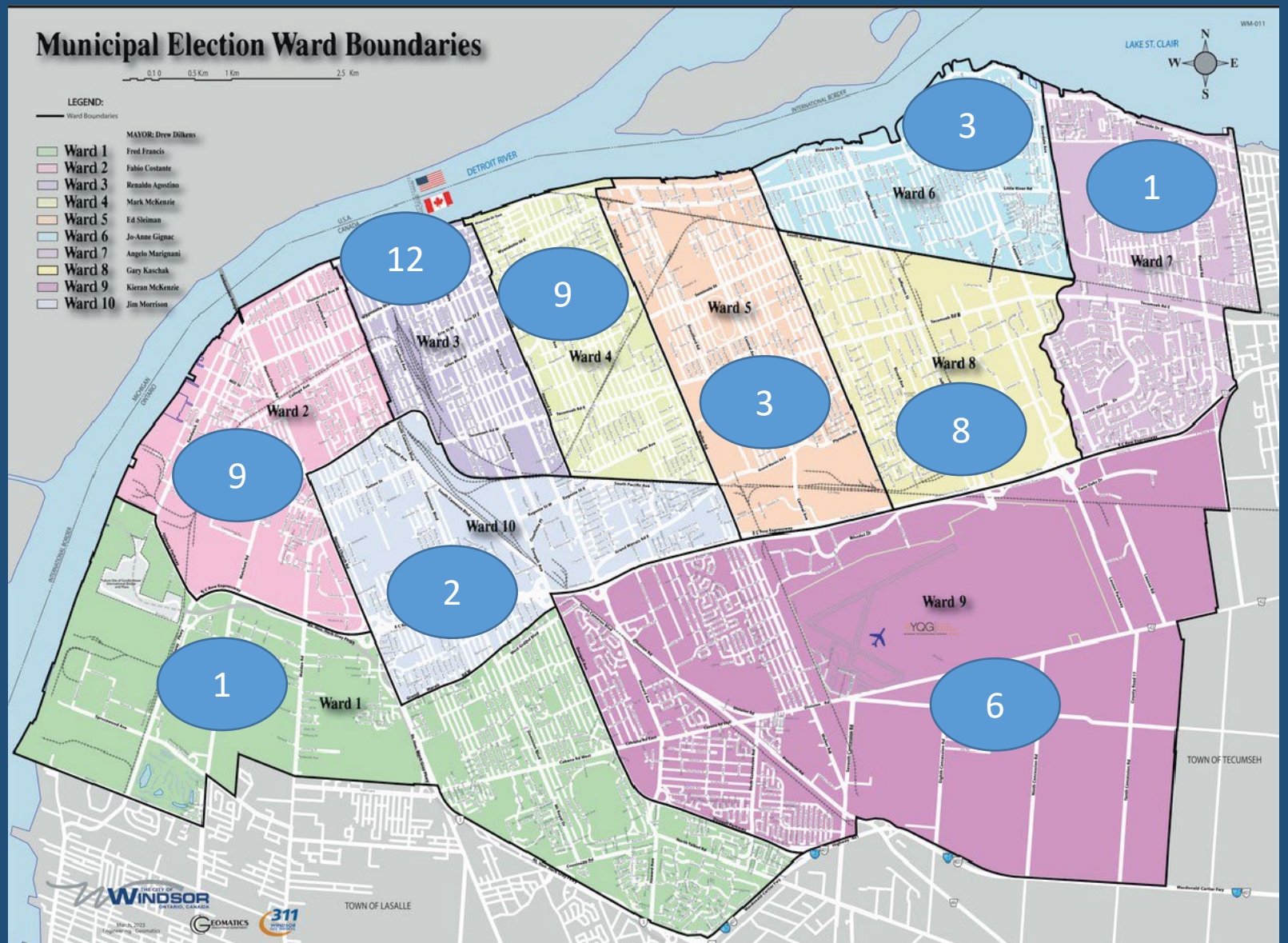
2026 Q2 Use of Force Map by District (# of Use of Force Reports)



2026 Q2 Use of Force Reports by District

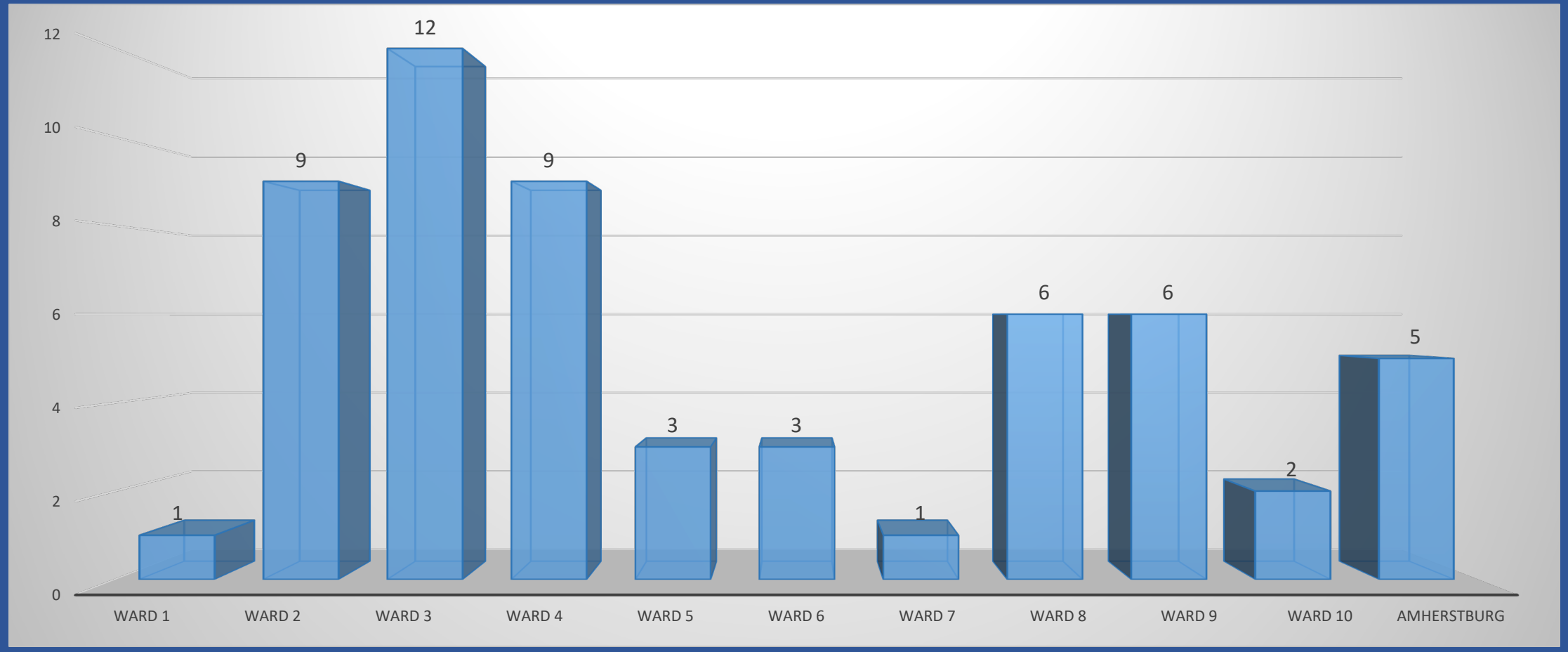


2026 Q2 Use of Force Map by Ward (# of Use of Force Reports)



Amherstburg:
5 Report

2026 Q2 Use of Force Reports by Ward



WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **2026 WPS Q2 Operating Budget Variance**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the Q2 operating budget variance for information.

SUMMARY:

This report is a high-level review of financials as at the end of the year's 2nd quarter (June 30th) for the Windsor Police Service (WPS). A substantial variance is not anticipated at year-end based on an initial review. The PeopleSoft Financial Summary Variance Report by Department reports a 48% commitment of the budget at 50% of the fiscal year elapsed.

CONCLUSION:

It remains challenging to predict a year-end position currently due to seasonal variations and unforeseen events. The WPS will continue to monitor for any unforeseen financial challenges and apprise the WPSB accordingly throughout the year. Timing and processing issues, such as various outstanding entries, backlogs in processing of payables and outstanding revenues, impact the completeness of our financial reporting. However, based on an initial review of revenues and expenditures to date, it is currently projected that WPS will remain on budget by year-end.

PREPARED BY: Mark Spizzirri, Senior Manager Financial Planning – ABC's

ATTACHMENT:

- Windsor Police Service 2026 Q2 Operating Budget Variance

Windsor Police Service
2026 Q2 Operating Budget Variance
As at June 30, 2026

Account Description	2026 Operating	2026 Actuals (as at June 30)	2026 Variance
Revenues			
Grants	$ (8,510,598)	(4,035,283)	(4,475,315)
Sale Of Goods & Services	(1,178,620)	(570,046)	(608,575)
Fees and Recoveries	(2,768,238)	(1,475,321)	(1,292,917)
Fees & Service Charges	(7,089,242)	(3,574,621)	(3,514,621)
Other General Revenue	(48,455)	0	(48,455)
Casino Hosting Fee	(1,800,000)	(900,000)	(900,000)
Total Revenues	**$ (21,395,153)**	**$ (10,555,271)**	**$ (10,839,882)**
Expenses			
Financial Expenses			
Bank Charges	7,250	1,975	5,275
Financial Expenses	**$ 7,250**	**$ 1,975**	**$ 5,275**
Minor Capital			
Maintenance Parts & Materials	47,800	15,979	31,821
Vehicle & Equipment Repairs	304,028	222,468	81,560
Machinery & Equipment	830,500	489,506	340,994
Furniture & Furnishings	37,000	9,276	27,724
Construction Contracts	50,000	44,590	5,410
Minor Capital	**$ 1,269,328**	**$ 781,819**	**$ 487,509**
Operating & Maintenance Supplies			
Office Supplies	85,655	14,494	71,161
Computer Supplies	332,262	126,497	205,765
Motor Fuels	758,168	375,685	382,483
Operating and Other Supplies	66,407	187,489	(121,082)
First Aid Safety Supplies	13,425	5,239	8,186
Program Supplies	70,048	32,320	37,728
Outside Vehicle Parts	250,000	173,709	76,291
Food and confections	9,000	8,228	772
Building Maintenance	1,011,829	609,231	402,598
Facility Operations-Labour	33,805	17,796	16,009
Operating & Maintenance Supplies	**$ 2,630,599**	**$ 1,550,688**	**$ 1,079,911**
Other Miscellaneous Expenditures			
Membership Fees & Dues	71,847	13,388	58,459
Training Courses	590,356	200,766	389,590
Public Relations	35,798	23,353	12,445
Other Miscellaneous Expenditures	**$ 698,001**	**$ 237,507**	**$ 460,494**

Account Description	2026 Operating	2026 Actuals (as at June 30)	2026 Variance
Purchased Services			
Postage and Courier	28,537	8,465	20,072
Imaging & Printing External	39,825	11,096	28,729
Publications and Manuals	31,219	7,141	24,078
Mileage and car allowance	6,700	118	6,582
Travel Expense	299,725	168,597	131,128
Car Allowance	29,400	17,346	12,054
Telephone Expenses	332,690	133,777	198,913
Cell Phones	292,075	143,925	148,150
Consulting Services - External	70,000	0	70,000
Legal Services	277,376	148,164	129,212
Advertising	3,450	865	2,585
Other Prof Services-External	1,015,753	577,559	438,194
Fleet Car Washes	16,000	3,686	12,314
Contracted Services	2,639,954	849,794	1,790,160
Business Meeting Expense	20,970	12,612	8,358
Other Purchased Services	281,820	139,223	142,597
Rental Expense	1,505,271	857,112	648,159
Facility Rental	52,600	4,650	47,950
Licenses	24,769	22,523	2,246
Prisoner - Custody	105,045	25,794	79,251
Purchased Services	**$ 7,073,179**	**$ 3,132,449**	**$ 3,940,730**
Salaries and Benefits			
Salary-Reg.Full Time	83,385,753	40,850,854	42,534,899
Salary-Reg.Part Time	1,562,965	1,090,544	472,421
Overtime - Salary	2,312,809	591,189	1,721,620
Salary-Temporary	495,906	564,437	(68,531)
Other Pay	2,073,606	992,046	1,081,560
Shift Differential	283,729	153,606	130,123
Coach Officer Pay	45,500	16,919	28,581
Court Overtime	500,000	274,498	225,502
WPS Retiree Court Attendance	12,000	2,719	9,281
Meal Allowance	45,420	85,714	(40,294)
Education Allowance	22,750	2,660	20,090
Police Education Allowance	21,400	8,864	12,536
Other Training Expenses	275,800	102,840	172,960
Pre-Employment Medical	17,000	1,969	15,031
Clothing - Uniforms	586,966	209,052	377,914
Clothing Allowance	127,350	65,464	61,886
LTD Plan	432,000	216,000	216,000
Workers Comp. - Admin.	609,264	139,926	469,338
Workers Comp. - Medical	375,000	120,127	254,873
Workers Comp. - Salary	342,000	76,195	265,805
Workers Comp. - Pension	434,000	193,207	240,793
Employer Health Tax	12,000	6,000	6,000
Fringe Benefits (Dept.)	28,103,089	13,492,829	14,610,260
Salaries and Benefits	**$ 122,076,307**	**$ 59,257,659**	**$ 62,818,648**

Account Description	2026 Operating	2026 Actuals (as at June 30)	2026 Variance
Transfers to Reserve & Capital Funds			
Transfer to Reserve Fund	3,168,000	1,584,000	1,584,000
Transfer to Trust Fund	246,960	123,970	122,990
Transfers to Reserve & Capital Funds	**$ 3,414,960**	**$ 1,707,970**	**$ 1,706,990**
Utilies, Insurance and Taxes			
Utilities	938,892	476,193	462,699
Building Insurance	29,254	14,627	14,627
Vehicle Insurance	241,351	120,676	120,676
Liability Insurance	282,682	141,341	141,341
Utilies, Insurance and Taxes	**$ 1,492,179**	**$ 752,837**	**$ 739,342**
Total Expenses	**$ 138,661,803**	**$ 67,422,904**	**$ 71,238,899**
Net Budget	**$ 117,266,650**	**$ 56,867,632**	**$ 60,399,018**

Windsor Police Service
Administration Division
2026 Q2 Operating Budget Variance
As at June 30, 2026

Account Description	2026 Operating	2026 Actuals (as at June 30)	2026 Variance
Revenues			
Grants	$ (1,837,044)	(589,246)	(1,247,798)
Sale Of Goods & Services	(1,142,620)	(570,046)	(572,574)
Fees and Recoveries	(974,578)	(374,426)	(600,152)
Fees & Service Charges	(184,657)	(78,001)	(106,656)
Total Revenues	**$ (4,138,899)**	**$ (1,611,719)**	**$ (2,527,180)**
Expenses			
Financial Expenses			
Bank Charges	6,000	1,421	4,579
Financial Expenses	**$ 6,000**	**$ 1,421**	**$ 4,579**
Minor Capital			
Maintenance Parts & Materials	4,500	4,704	(204)
Vehicle Repairs	304,028	222,468	81,560
Machinery & Equipment	302,901	172,524	130,377
Furniture & Furnishings	37,000	9,276	27,724
Construction Contracts	50,000	44,590	5,410
Minor Capital	**$ 698,429**	**$ 453,562**	**$ 244,867**
Operating & Maintenance Supplies			
Office Supplies	85,155	13,979	71,176
Computer Supplies	318,262	118,679	199,583
Motor Fuels	678,168	339,601	338,567
Operating and Other Supplies	24,000	13,872	10,128
First Aid Safety Supplies	12,425	5,239	7,186
Program Supplies	32,500	24,399	8,101
Outside Vehicle Parts	250,000	173,709	76,291
Food and confections	3,000	2,972	28
Building Maintenance	1,011,829	609,231	402,598
Facility Operations-Labour	33,805	17,796	16,009
Operating & Maintenance Supplies	**$ 2,449,144**	**$ 1,319,476**	**$ 1,129,668**
Other Miscellaneous Expenditures			
Membership Fees & Dues	63,215	9,322	53,893
Training Courses	251,702	111,146	140,556
Public Relations	35,798	23,353	12,445
Other Miscellaneous Expenditures	**$ 350,715**	**$ 143,821**	**$ 206,894**

Purchased Services			
Postage and Courier	28,537	8,465	20,072
Imaging & Printing External	39,175	11,096	28,079
Publications and Manuals	30,219	7,141	23,078
Mileage and car allowance	6,700	118	6,582
Travel Expense	220,600	91,756	128,844
Car Allowance	29,400	17,346	12,054
Telephone Expenses	262,150	108,684	153,466
Cell Phones	51,480	26,142	25,338
Consulting Services - External	70,000	0	70,000
Legal Services	277,376	148,164	129,212
Advertising	3,450	865	2,585
Other Prof Services-External	684,058	454,380	229,679
Fleet Car Washes	16,000	3,686	12,314
Contracted Services	2,245,249	749,326	1,495,923
Business Meeting Expense	15,450	11,964	3,486
Other Purchased Services	278,520	136,237	142,283
Rental Expense	1,500,771	855,598	645,173
Facility Rental	52,600	4,650	47,950
Licenses	24,491	22,523	1,968
Prisoner - Custody	22,000	13,027	8,973
Purchased Services	**$ 5,858,226**	**$ 2,671,168**	**$ 3,187,058**
Salaries and Benefits			
Salary-Reg.Full Time	14,386,743	6,679,362	7,707,381
Salary-Reg.Part Time	312,037	255,716	56,321
Overtime - Salary	42,000	64,696	(22,696)
Salary-Temporary	62,500	158,881	(96,381)
Other Pay	573,192	295,765	277,427
Shift Differential	12,000	13,514	(1,514)
Coach Officer Pay	2,500	480	2,020
WPS Retiree Court Attendance	12,000	2,719	9,281
Meal Allowance	150	28,144	(27,994)
Education Allowance	22,750	0	22,750
Police Education Allowance	3,200	0	3,200
Other Training Expenses	275,800	102,840	172,960
Pre-Employment Medical	17,000	1,969	15,031
Clothing - Uniforms	414,301	140,008	274,293
Clothing Allowance	7,200	2,409	4,791
LTD Plan	432,000	216,000	216,000
Workers Comp. - Admin.	609,264	139,926	469,338
Workers Comp. - Medical	375,000	120,127	254,873
Workers Comp. - Salary	342,000	76,195	265,805
Workers Comp. - Pension	434,000	193,207	240,793
Employer Health Tax	12,000	6,000	6,000
Fringe Benefits (Dept.)	4,765,420	2,380,628	2,384,792
Salaries and Benefits	**$ 23,113,057**	**$ 10,878,586**	**$ 12,234,471**

Transfers to Reserve & Capital Funds			
Transfer to Reserve Fund	3,168,000	1,584,000	1,584,000
Transfer to Trust Fund	246,960	123,970	122,990
Transfers to Reserve & Capital Funds	**$ 3,414,960**	**$ 1,707,970**	**$ 1,706,990**
Utilies, Insurance and Taxes			
Utilities	938,892	476,193	462,699
Building Insurance	22,765	11,383	11,383
Vehicle Insurance	241,351	120,676	120,676
Liability Insurance	282,682	141,341	141,341
Utilies, Insurance and Taxes	**$ 1,485,690**	**$ 749,592**	**$ 736,098**
Total Expenses	**$ 37,376,221**	**$ 17,925,595**	**$ 19,450,626**
Net Budget	**$ 33,237,322**	**$ 16,313,876**	**$ 16,923,446**

Windsor Police Service
Investigation Division
2026 Q2 Operating Budget Variance
As at June 30, 2026

Account Description	2026 Operating	2026 Actuals (as at June 30)	2026 Variance
Revenues			
Grants	$ (275,985)	(91,333)	(184,652)
Sale Of Goods & Services	(1,000)	0	(1,000)
Fees and Recoveries	(1,057,079)	(896,297)	(160,782)
Total Revenues	**$ (1,334,064)**	**$ (987,630)**	**$ (346,434)**
Expenses			
Minor Capital			
Maintenance Parts & Materials	22,800	0	22,800
Machinery & Equipment	219,309	211,715	7,594
Minor Capital	**$ 242,109**	**$ 211,715**	**$ 30,394**
Operating & Maintenance Supplies			
Computer Supplies	14,000	5,314	8,686
Operating and Other Supplies	32,700	166,737	(134,037)
Program Supplies	25,250	4,250	21,000
Operating & Maintenance Supplies	**$ 71,950**	**$ 176,301**	**$ (104,351)**
Other Miscellaneous Expenditures			
Membership Fees & Dues	3,750	1,938	1,812
Training Courses	47,825	22,595	25,230
Other Miscellaneous Expenditures	**$ 51,575**	**$ 24,533**	**$ 27,042**
Purchased Services			
Imaging & Printing External	650	0	650
Publications and Manuals	500	0	500
Travel Expense	21,475	47,814	(26,339)
Telephone Expenses	52,500	19,919	32,581
Cell Phones	55,000	26,928	28,072
Other Professional Services	7,500	2,744	4,756
Contracted Services	205,705	85,808	119,897
Business Meeting Expense	1,720	648	1,072
Other Purchased Services	3,300	2,986	314
Rental Expense	2,500	0	2,500
Purchased Services	**$ 350,850**	**$ 186,847**	**$ 164,003**

Salaries and Benefits			
Salary-Reg.Full Time	16,741,510	8,836,220	7,905,290
Overtime - Salary	713,676	455,604	258,072
Salary-Temporary	0	8,288	(8,288)
Other Pay	728,814	365,691	363,123
Shift Differential	13,075	15,566	(2,491)
Court Overtime	175,000	57,892	117,108
Meal Allowance	22,220	38,855	(16,635)
Education Allowance	0	2,660	(2,660)
Police Education Allowance	5,000	2,194	2,806
Clothing Allowance	118,950	59,348	59,602
Fringe Benefits (Dept.)	5,524,694	2,922,691	2,602,003
Salaries and Benefits	**$ 24,042,939**	**$ 12,765,010**	**$ 11,277,929**
Total Expenses	**$ 24,759,423**	**$ 13,364,406**	**$ 11,395,017**
Net Budget	**$ 23,425,359**	**$ 12,376,776**	**$ 11,048,583**

Windsor Police Service
Patrol Division
2026 Q2 Operating Budget Variance
As at June 30, 2026

Account Description	2026 Operating	2026 Actuals (as at June 30)	2026 Variance
Revenues			
Grants	$ (6,397,569)	(3,354,704)	(3,042,865)
Sale Of Goods & Services	(35,000)	0	(35,000)
Fees and Recoveries	(785,036)	(204,598)	(580,438)
Fees & Service Charges	(6,904,585)	(4,296,620)	(2,607,965)
Casino Hosting Fee	(1,800,000)	(900,000)	(900,000)
Total Revenues	**$ (15,922,190)**	**$ (8,755,922)**	**$ (7,166,268)**
Expenses			
Financial Expenses			
Bank Charges	1,250	554	696
Financial Expenses	**$ 1,250**	**$ 554**	**$ 696**
Minor Capital			
Maintenance Parts & Materials	20,500	11,275	9,225
Machinery & Equipment	308,290	105,267	203,023
Minor Capital	**$ 328,790**	**$ 116,542**	**$ 212,248**
Operating & Maintenance Supplies			
Office Supplies	500	515	(15)
Computer Supplies	0	2,504	(2,504)
Motor Fuels	80,000	36,084	43,916
Operating and Other Supplies	9,707	6,880	2,827
First Aid Safety Supplies	1,000	0	1,000
Program Supplies	12,298	3,671	8,627
Food and confections	6,000	5,256	745
Operating & Maintenance Supplies	**$ 109,505**	**$ 54,910**	**$ 54,595**
Other Miscellaneous Expenditures			
Membership Fees & Dues	4,882	2,128	2,754
Training Courses	290,829	67,025	223,804
Other Miscellaneous Expenditures	**$ 295,711**	**$ 69,153**	**$ 226,558**

Purchased Services			
Publications and Manuals	500	0	500
Travel Expense	57,650	29,027	28,623
Telephone Expenses	18,040	5,174	12,866
Cell Phones	185,595	90,855	94,740
Other Professional Services	324,195	120,435	203,760
Contracted Services	189,000	14,659	174,341
Business Meeting Expense	3,800	0	3,800
Rental Expense	2,000	1,514	486
Licenses	278	0	278
Prisoner - Custody	83,045	12,767	70,278
Purchased Services	**$ 864,103**	**$ 274,431**	**$ 589,672**
Salaries and Benefits			
Salary-Reg.Full Time	52,257,500	25,425,272	26,832,228
Salary-Reg.Part Time	1,250,928	834,828	416,100
Overtime - Salary	1,557,133	70,889	1,486,244
Salary-Temporary	433,406	397,268	36,138
Other Pay	771,600	330,590	441,010
Shift Differential	258,654	124,526	134,128
Coach Officer Pay	43,000	16,439	26,561
Court Overtime	325,000	216,606	108,394
Meal Allowance	23,050	18,715	4,335
Police Education Allowance	13,200	6,670	6,530
Clothing - Uniforms	172,665	69,044	103,621
Clothing Allowance	1,200	3,707	(2,507)
Fringe Benefits (Dept.)	17,812,975	8,189,510	9,623,465
Salaries and Benefits	**$ 74,920,311**	**$ 35,704,063**	**$ 39,216,248**
Utilies, Insurance and Taxes			
Building Insurance	6,489	3,245	3,245
	$ 6,489	**$ 3,245**	**$ 3,245**
Total Expenses	**$ 76,526,159**	**$ 36,222,897**	**$ 40,303,262**
Net Budget	**$ 60,603,969**	**$ 27,466,975**	**$ 33,136,994**

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **2026 Updated Monthly Calls for Service**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

To be received for information.

SUMMARY:

Enclosed are the 2025-26 Updated Monthly Calls for Service report up to August 2026.

CONCLUSION:

The report is attached.

PREPARED BY: Scott Jeffery, Inspector Executive Office

Calls For Service 2025 - 2026									
	2025 CFS (WPS Secondary Operational Standard)	2025 Vehicle Stops	% of Calls that are Vehicle Stops	2025 CFS minus Vehicle Stops		2026 CFS (WPS Secondary Operational Standard)	2026 Vehicle Stops	% of Calls that are Vehicle Stops	2026 CFS minus Vehicle Stops
Jan	8063	839	10.41	7224	Jan	8412	1096	13.03	7316
Feb	7350	964	13.12	6386	Feb	8124	1573	19.36	6551
May	8423	1168	13.87	7255	May	9216	1646	17.86	7570
Apr	8499	1073	12.63	7426	Apr	9392	1532	16.31	7860
May	9071	918	10.12	8153	May	9963	1138	11.42	8825
Jun	9261	935	10.10	8326	Jun	9902	1065	10.76	8837
Jul	9304	955	10.26	8349	Jul	9544	935	9.80	8609
Aug	9297	1171	12.60	8126	Aug	8869	777	8.76	8092
Sep	8808	699	7.94	8109	Sep			#DIV/0!	0
Oct	8575	720	8.40	7855	Oct			#DIV/0!	0
Nov	7718	852	11.04	6866	Nov			#DIV/0!	0
Dec	7543	977	12.95	6566	Dec			#DIV/0!	0
Total	101912	**11271**	11.06	**90641**	**Total**	73422	**9762**	13.30	**63660**

WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION:
Add more if applicable

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Quarterly Board Report – Public and Internal Complaints Apr - Jun 2026**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

To be received for information.

FINANCIAL IMPLICATIONS: (if applicable)

SUMMARY:

Enclosed are the compiled cumulative and comparative data for Public Complaints, Chief's Complaints and Chief Imposed Discipline for the second quarter (Apr-Jun 2026)

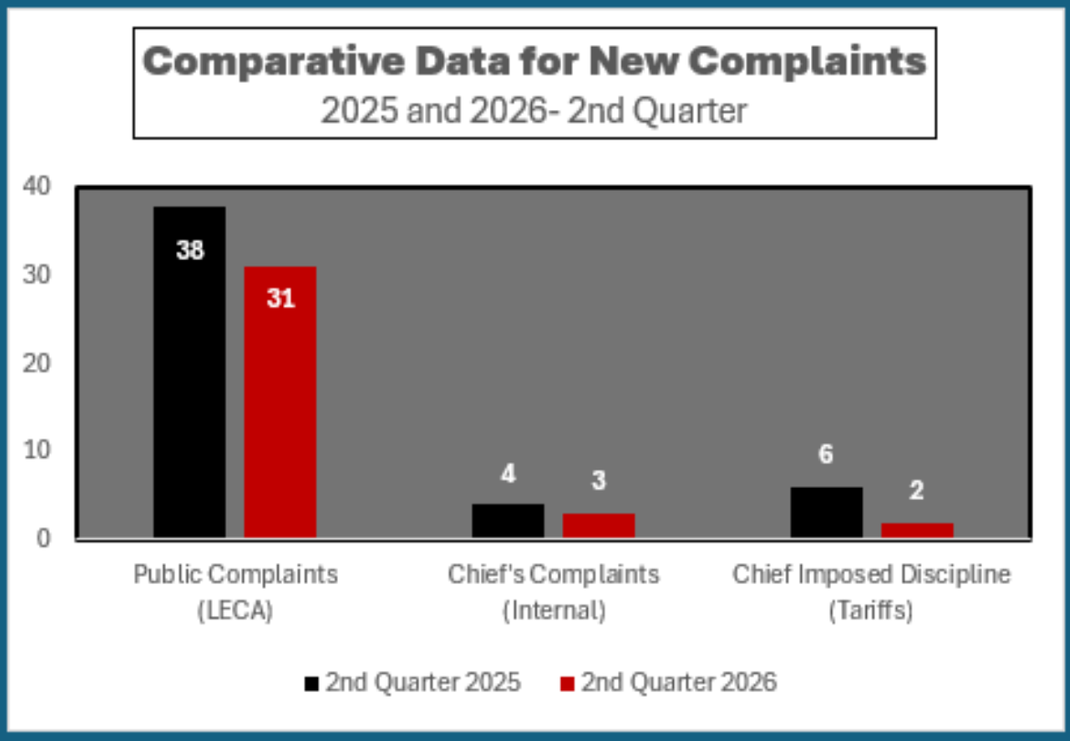
CONCLUSION:

Cumulative and comparative data for Public Complaints, Chief's Complaints and Chief Imposed Discipline for the second quarter.

PREPARED BY: Acting Inspector Rich Sieberer

Professional Standards Branch

WINDSOR POLICE COMPLAINTS REPORT - 2nd QUARTER (Apr-Jun 2026)



New Complaints Received in 2026	Cumulative Complaints Data												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Public Complaints (LECA)	9	7	10	9	10	12							57
Chief's Complaints	0	0	2	3	0	0							5
Chief Imposed Discipline (Tariffs)	0	1	0	0	0	2							3
Total	9	8	12	12	10	14	0	0	0	0	0	0	65

New Complaints Received Apr- Jun 2026

PUBLIC COMPLAINTS
31

CHIEF'S COMPLAINTS
3

CHIEF IMPOSED DISCIPLINE (Tariffs)
2

Referrals To LECA
0

Complaints Closed (Apr - Jun 2026)

Total Closed

36

Public

29

Local Resolution	0
Early Resolution Agreement	0
Informal Resolution Agreement	4
Unsubstantiated	3
Screened Out	19
Withdrawn/Terminated	3
Substantiated	0
Sec. 200 (Agreed w/ Penalty)	0
Sec. 201 (Officer req. Hearing)	0
Sec. 202 (Chief req. Hearing)	0

Internal

7

Unsubstantiated	1
Withdrawn	0
Loss of Jurisdiction (Prior to Investigation Conclusion)	1
Substantiated	5
Chief's Complaints	3
Tariffs	2
Sec. 200 (Agreed w/ Penalty)	3
Sec. 201 (Officer req. Hearing)	0
Sec. 202 (Chief req. Hearing)	1
Loss of Jurisdiction (Prior to Disposition)	1

Note: Some complaints that closed in the second Quarter were disseminated from a previous period.

INFORMAL RESOLUTIONS

Informal Resolutions can often resolve less serious complaints more quickly than a full investigative process. This helps the complainant receive a response sooner and reduces delay for everyone involved. Informal Resolutions can focus on acknowledgement, explanation, communication, corrective action, or service improvement which may address the complainant's concerns and support accountability.

During the 2nd quarter, there were **4** informal resolutions that were addressed by the Professional Standards Branch.

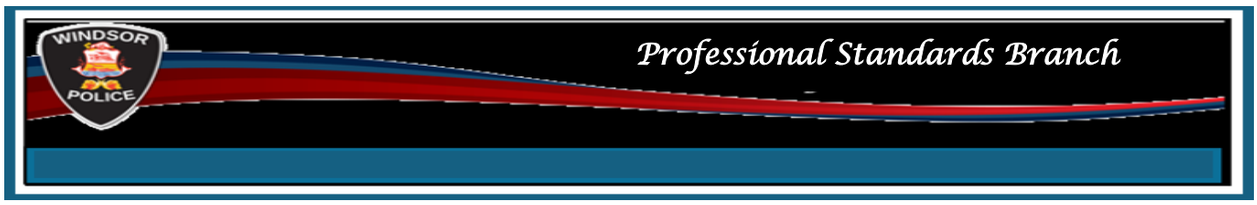
- In **100%** of the resolutions, the Professional Standards Investigator conveyed the experience of the complainant to the officer(s) to build an awareness that the public's understanding of an incident is often influenced not only by outcomes, but by the conduct and reactions observed during the interaction. Maintaining a situational understanding of conduct and reactions supports positive public perception and helps mitigate unintended negative views of an incident.
- A review of Windsor Police policies occurred in **50%** of the resolutions, training opportunities were presented in **25%** of the resolutions, apology letters were issued in **25%** of the resolutions, and investigative follow-up was required by the officer(s) in **25%** of the resolutions.

Definitions:

An **Early Resolution Agreement (ERA)** is a complaint made to the Law Enforcement Complaints Agency (LECA) that is forwarded to the Windsor Police Service while in the "pre-screening" process. LECA reviews the submission and if the complaint fits their criteria, LECA will consider the option of a quick resolution, if all parties agree. The Professional Standards Investigator facilitates an open dialogue with the complainant and the officer(s) to identify how the matter may be resolved. The resolution, signed by all parties is expected to be submitted at the end of thirty (30) days, which offers the complainant an opportunity to feel validated and heard within a quicker time frame.

An **Informal Resolution Agreement** is a screened in complaint where the Professional Standards Investigator facilitates an option for all parties to resolve the complaint by communicating the needs of the complainant with the acknowledgements of the officer(s). Once the Professional Standards Investigator completes a preliminary investigation and identifies there is no serious misconduct, the Informal Resolution Agreement becomes an option any time during the 120- day investigation period.

A **Local Response** is a voluntary, local process used to try to resolve a public concern about an officer's conduct at the police service level, instead of through LECA's formal complaint process. It is meant for suitable cases that can be addressed early and informally, and it does not count as a formal LECA complaint unless a complaint is later filed with LECA.



Outstanding Complaints

(Effective June 30, 2026)

Public Complaints → **10** | **8** ← **Internal Complaints**

↓

18

Status of Outstanding Complaints

5	Pending Investigation
0	Pending Deputy Chief Review
1	Pending Conduct Officer Review
4	Pending LECA Closing Letter
2	Pending PSA/CSPA Hearing
6	On Hold-Pending Criminal/SIU Investigation

Pending PSA/ CSPA Hearings:

2020 Public Complaint- New PSA Hearing ordered by OCPC after appeal and Judicial Review (Date: TBD)

2025 Chief's Complaint- Chief applied to OPAAC
Pre-Hearing date started Feb 10, 2026.
Next date is Jul 28, 2026

2026 Chief's Complaint- Officer applied to OPAAC
Challenging Unpaid Suspension
Application submitted Jun 5, 2026
Pre-hearing date Sep 1, 2026.

Windsor Police Misconduct & Discipline

Type of Misconduct and/or Unsatisfactory Work Performance:

Disposed Complaints:

4 Officers received discipline measures for the following substantiated allegations:

(3 from Patrol, 1 from MCRRT, 1 Suspended Patrol officer became the subject of an OPAAC Hearing but retired prior to receiving any discipline)

Without a Hearing (Sec. 200)	Officer Requested Hearing (Sec. 201)	Chief Requested Hearing (Sec. 202)
3	0	1

Allegations:

Compliance With Laws	(O. Reg 407/23- Sec 2-4)	0
Human Rights & The Charter	(O. Reg 407/23- Sec 5-6)	0
Interactions With Public	(O. Reg 407/23-Sec 7-13)	0
Integrity	(O. Reg 407/23- Sec 14-18)	0
Performance of Duties	(O. Reg 407/23- Sec 19-31)	3
Discreditable Conduct	PSA (O. Reg 268/10-2(1)(a)(xi)	1

Professional Standards Branch

Windsor Police Misconduct & Discipline

Summary of Penalties Imposed:

Discipline Measure	Total
Termination	0
Demotion	1
Reprimand	1
Training	0
Forfeiture of Pay	2
Suspension	0

	Total	Average
Hours	12	6
Days	0	0

Timing of Investigations to Dispositions (as of June 30/26)

INVESTIGATIONS

	Total Days	Average Days
Unsubstantiated	1362	340.5

Note: Length of disposition reflects a complaint from 2024 that involved a SIU Investigation (153 days), a Criminal Trial (394 days), and conduct investigation completed by an external agency (329 days). Another complaint received a Request 4 Review but initial investigation was completed in 80 days.

Informal Resolutions (Early/ Informal/ Local Resolutions)	122	30.5
Withdrawals	21	7

Grand Total Days	Overall Average
1505	136.81

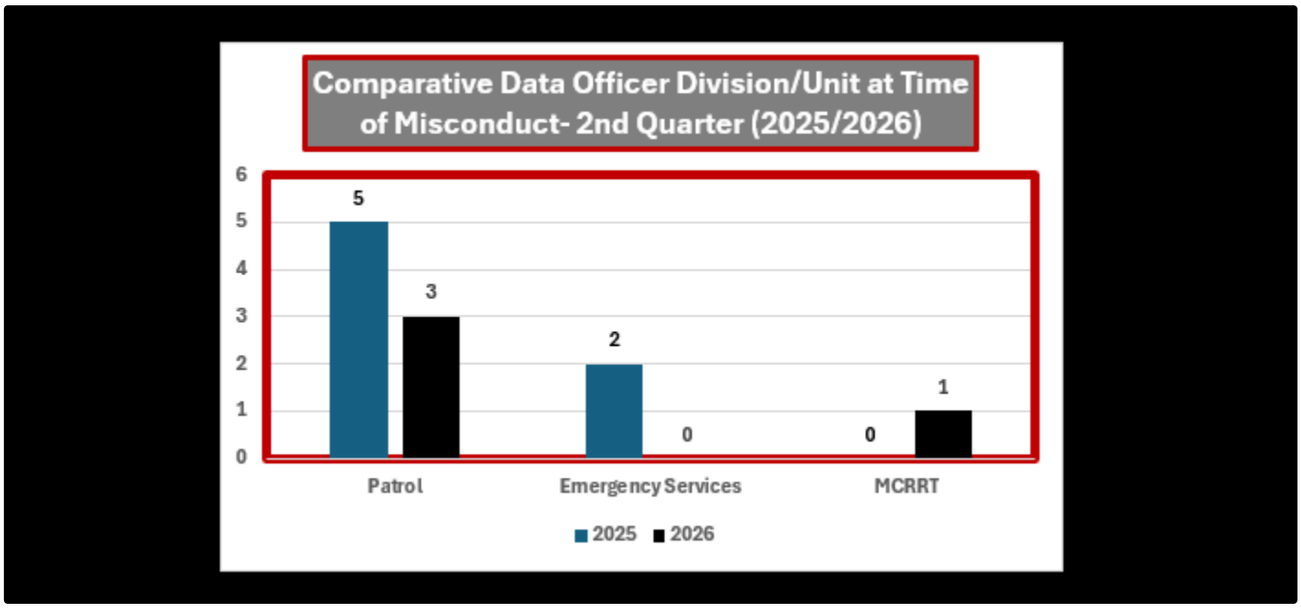
SUBSTANTIATED COMPLAINTS WITH DISCIPLINE

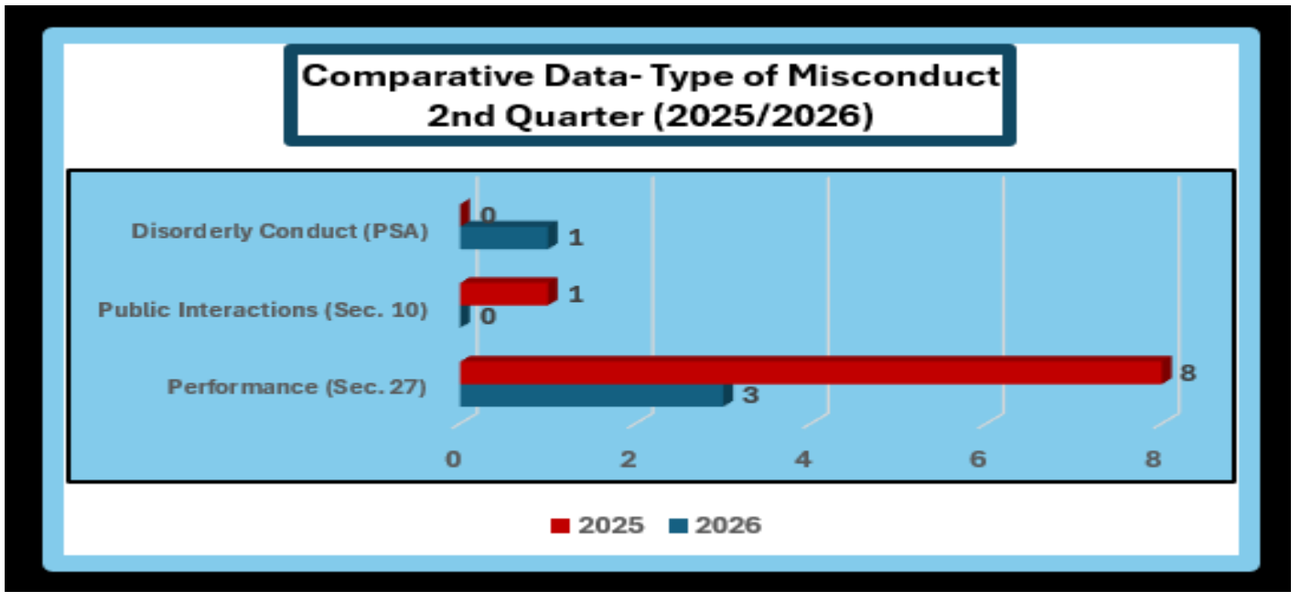
Substantiated Complaints with Discipline

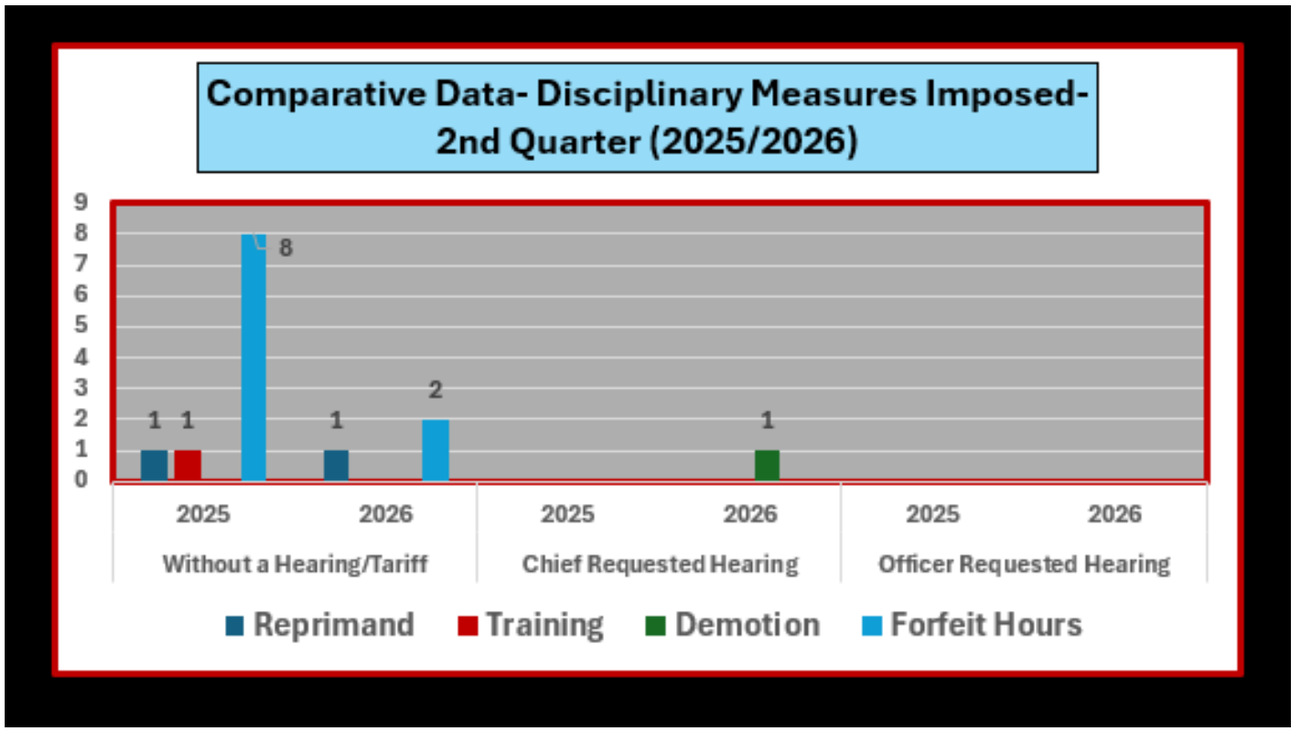
	Total Days	Overall Average
Sec. 200- Without a Hearing	107	35.66
Sec. 201- Officer Requested Hearing	0	0
Sec. 202- Chief Requested Hearing	1052	1052

Note: Length of disposition for Chief requested hearing includes a criminal trial (654 days), a Conduct Investigation (24 days), and a PSA Hearing (374 Days).

Comparative Data for Discipline Measures:







WINDSOR POLICE SERVICE

REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION:
Add more if applicable

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Professional Standards Branch Report**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board

To be received for information.

FINANCIAL IMPLICATIONS: (if applicable)

SUMMARY:

Enclosed are the statistics from April to August for complaints against Special Constables, May to August statistics and status for Investigations that fall under the mandate of the Special Investigations Unit.

CONCLUSION:

Summary of complaints against Special Constables from April to August, and statistics and status of SIU investigation from May to August 2026.

PREPARED BY: Acting Inspector Rich Sieberer



Total Complaints Involving Special Constables April - August 2026

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2025	0	0	1	0	2	0	0	0	0	0	0	0	3
2026	0	0	0	1	0	0	0	0					1

1 New conduct complaints involving Special Constable Officers.

Windsor Special Constable Officer(s) 1

University of Windsor Special Constable Officer(s) 0

DISPOSITIONS OF PUBLIC & INTERNAL CONDUCT COMPLAINTS

Unsubstantiated 1 | Substantiated 0 | Pending 1

SUMMARY OF PENALTIES & COMPARATIVE DATA

		April	May	Jun	Jul	Aug	Total
Withdrawn	2025	0	0	1	0	0	1
	2026	0	0	0	0	0	**0**
Unsubstantiated	2025	0	0	0	0	0	0
	2026	0	0	1	0	0	**1**
Substantiated	*2025*	0	0	0	0	0	0
	2026	0	0	0	0	0	**0**

Date Received	Summary	Status/Resolution	Date Closed	# of Days To Complete File
Mar 6/25	University of Windsor Special Constable was involved in a domestic violence incident while off duty. Criminal Charges #1. CC sec 266-IPV Assault #2. CC sec. 184(1)-Intercept Private Communication	Suspended from duty while criminal matter and conduct investigation are pending. Criminal Court Date- Sep 9, 2026	Pending	
Apr 27/26	Complainant alleged Windsor Police Special Constable damaged her property during the bagging of evidence when she was brought into Detention.	Based on the video and non-responsiveness of the complainant, the allegation was unsubstantiated.	Jun 4/26	38

WINDSOR POLICE SERVICE

SIU Special Investigations Unit / UES Unité des Enquêtes Spéciales

MAY 2026- SIU

New SIU Investigations Received this month	4
Closed Investigations this month	0
SIU Investigations Pending	8

1	Complaint(s) Received in 2024 remain open
1	Complaint(s) Received in 2025 remain open
6	Complaint(s) Received in 2026 remain open

ANNUAL COMPARATIVE DATA

2022	2023	2024	2025	2026
13	12	15	11	6

SIU INVESTIGATION DECISIONS

NOT INVOKED	0
TERMINATED	0
CLOSED BY MEMO	0
CLOSED BY REPORT	0
CHARGED CRIMINALLY	0

Sec. 32 (PSA)/Sec. 81 (CSPA)	
# PSB Required to Submit	0
# Completed by PSB	0
# PSB Report Pending	0

of Required Sec. 32/Sec. 81submissions include files that closed in previous months.

Dispositions may have been from investigations disseminated from a previous reporting period.

WINDSOR POLICE SERVICE

SIU Special Investigations Unit / UES Unité des Enquêtes Spéciales

JUNE 2026- SIU

New SIU Investigations Received this month	0
Closed Investigations this month	2
SIU Investigations Pending	6

1	Complaint(s) Received in 2024 remain open
0	Complaint(s) Received in 2025 remain open
5	Complaint(s) Received in 2026 remain open

ANNUAL COMPARATIVE DATA

2022	2023	2024	2025	2026
13	12	15	11	6

SIU INVESTIGATION DECISIONS

NOT INVOKED	0
TERMINATED	0
CLOSED BY MEMO	1
CLOSED BY REPORT	1
CHARGED CRIMINALLY	0

Sec. 32 (PSA)/Sec. 81 (CSPA)	
# PSB Required to Submit	1
# Completed by PSB	0
# PSB Report Pending	1

of Required Sec. 32/Sec. 81 submissions include files that closed in previous months.

Dispositions may have been from investigations disseminated from a previous reporting period.

WINDSOR POLICE SERVICE

SIU Special Investigations Unit / UES Unité des Enquêtes Spéciales

JULY 2026- SIU

New SIU Investigations Received this month	2
Closed Investigations this month	0
SIU Investigations Pending	8

1	Complaint(s) Received in 2024 remain open
0	Complaint(s) Received in 2025 remain open
7	Complaint(s) Received in 2026 remain open

ANNUAL COMPARATIVE DATA

2022	2023	2024	2025	2026
13	12	15	11	8

SIU INVESTIGATION DECISIONS

NOT INVOKED	0
TERMINATED	0
CLOSED BY MEMO	0
CLOSED BY REPORT	0
CHARGED CRIMINALLY	0

Sec. 32 (PSA)/Sec. 81 (CSPA)	
# PSB Required to Submit	1
# Completed by PSB	1
# PSB Report Pending	0

of Required Sec. 32/Sec. 81submissions include files that closed in previous months.

Dispositions may have been from investigations disseminated from a previous reporting period.

WINDSOR POLICE SERVICE

SIU Special Investigations Unit / UES Unité des Enquêtes Spéciales

AUGUST 2026- SIU

New SIU Investigations Received this month	1
Closed Investigations this month	0
SIU Investigations Pending	9

1	Complaint(s) Received in 2024 remain open
0	Complaint(s) Received in 2025 remain open
8	Complaint(s) Received in 2026 remain open

ANNUAL COMPARATIVE DATA

2022	2023	2024	2025	2026
13	12	15	11	9

SIU INVESTIGATION DECISIONS

NOT INVOKED	0
TERMINATED	0
CLOSED BY MEMO	0
CLOSED BY REPORT	0
CHARGED CRIMINALLY	0

Sec. 32 (PSA)/Sec. 81 (CSPA)	
# PSB Required to Submit	0
# Completed by PSB	0
# PSB Report Pending	0

of Required Sec. 32/Sec. 81submissions include files that closed in previous months.

Dispositions may have been from investigations disseminated from a previous reporting period.

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-065 Fraud and False Pretence Investigation**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-065 Fraud and False Pretence Investigation

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of investigations of fraud and false pretences. The report shall include:

a) a summary of the written procedures concerning fraud and false pretence investigations;
b) the status of Service compliance with the said procedures; and
c) a summary of the steps taken by the Service to monitor and evaluate response to fraud and false pretence investigations.
d)

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
781-15 Fraud and False Pretence Investigations	2021-06-16	2026-06-01	Inspector David DeLuca

Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.

The Windsor Police Service follows Directive 781-15 – Fraud and False Pretence Investigations – to ensure a consistent, effective, and accountable response. Under the Community Safety and Policing Act (CSPA), officers must complete the Ontario Police College Fraud Course before conducting such investigations. The Training Branch maintains all related training records to ensure compliance with legislation and policy. In addition, the Service uses data analytics to track investigation volumes daily, ensuring resources are allocated to meet operational needs.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Inspector David DeLuca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-066 Preliminary Perimeter Control and Containment**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION: (with example sub-headers)

Background

Per Policy P-066 Preliminary Perimeter Control and Containment

6. REPORT TO THE BOARD

6.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect preliminary perimeter control and containment. The report shall include:

a) summary of the procedures relating to preliminary perimeter control and containment as required by this Policy;
b) the status of Service compliance with the said procedures;
c) confirmation of the development and maintenance of the Manual addressing perimeter control and containment provided by the Emergency Services Unit; and
d) confirmation that Members have been trained in accordance with section 5.4.

Reporting Requirements:

The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
811-02 – Response to Hostage Takings and Armed / Barricaded Persons	15/04/2026	01/05/2027	Insp A. Randall

Directive 811-02 - Response to Hostage Takings and Armed/Barricaded Persons is a comprehensive policy which has been updated to comply with the Windsor Police Service Board policy, as well as the Policing Standards Manual.

This Directive specifically articulates Preliminary Perimeter Control and Containment by Patrol Officers in **section 2.4**, as follows:

2.4 Preliminary Perimeter Control and Containment:

a. Patrol officers shall establish containment and preliminary perimeter control at all calls for service involving hostage taking or armed persons.

b. Police officers deployed in containment functions, who are not members of the ESU, and once containment has been confirmed, may attempt to resolve the situation but shall not employ offensive tactics unless the police officers believe, on reasonable grounds, to do so is necessary to protect a person against the loss of life or serious bodily harm.

c. An IC200 trained Patrol Sergeant shall respond to all calls for service involving hostage taking or armed persons and assume operational responsibility until the incident is resolved or until relieved by an ESU Sergeant (or designate), a Major Incident Commander (IC300) or by a Critical Incident Commander (IC400).

d. If, in the opinion of the Patrol Sergeant, the benefits of contacting the suspect(s) without the presence of emergency response personnel outweigh the risks, then the Patrol Sergeant may attempt to contact the suspect(s) and attempt to negotiate an arrest.

e. Emergency 911 Centre personnel shall not initiate telephone contact with the suspect.

This Directive specifically articulates required training, in **section 2.7**, as follows:

2.7 Training:

a. All Patrol officers shall receive, at a minimum, annual training in containment and preliminary perimeter control.

Members receive this training, including IRD (Immediate Rapid Deployment) training during Annual In-Service Training.

This report confirms that the Service is in compliance with all requirements respecting preliminary perimeter control and containment. Required procedures are in place, Service compliance with those procedures has been confirmed, and Members have been trained in accordance with section 5.4.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL, Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-067 Property Offences (Including Break and Enter)**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION: (with example sub-headers)

Background

Per Policy P-067 Property Offences (Including Break and Enter)

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of investigations into property offences. The report shall include:

a) a summary of the written procedures concerning property offence investigations;
b) the status of Service compliance with the said procedures; and
c) a summary of crime prevention initiatives for property crime.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
781-21 Property Offences	03/25/24	03/01/27	Inspector David DeLuca

Reporting Requirements:

Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.
The Windsor Police Service follows Directive 781-21 – Property Offences Investigations, reviewed annually to ensure a consistent, effective, and accountable approach to property crime investigations. This directive outlines procedures for investigating property-related offences requiring police response, as well as tracing stolen, found, and recovered property.

Under the Community Safety and Policing Act (CSPA), there are no specific requirements for property crime investigators; however, the Act sets out general policing duties such as crime prevention and law enforcement. Officers assigned to property crime investigations have completed the General Investigations Course at the Ontario Police College, along with other relevant training. The Windsor Police Training Branch maintains all training records to ensure compliance with policy and legislative standards.

Additionally, the Service employs data analytics to monitor and track investigation volumes daily, allocate resources effectively, improve efficiency, and develop new initiatives to address property offences.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Inspector David DeLuca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-069 Stolen or Smuggled Firearms**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-069 Stolen or Smuggled Firearms

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of the investigation of stolen or smuggled firearms. This report will contain:

a) a summary of the written procedures concerning investigations into stolen or smuggled firearms; and
b) the status of Service compliance with the said procedures.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
780-02 Stolen and Smuggled Firearms	2023-10-24	August 2026	Inspector David DeLuca

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:
Inspector David DeLuca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-070 Vehicle Theft**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-070 Vehicle Theft

5. REPORT TO THE BOARD
   5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of investigations into vehicle theft occurrences. The report shall include:
   a) a summary of the written procedures concerning vehicle theft investigations; and
   b) the status of Service compliance with the said procedures.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Vehicle Theft and Recovery #780-11	June 30, 2026	March 2027	Supt. P. Di Carlo

1. Summary of Procedures for Vehicle Theft Investigations

The Windsor Police Service follows **Directive 780-11 – Vehicle Theft and Recovery**, reviewed annually to ensure a consistent, accountable, and standardized approach to stolen and recovered vehicle investigations. The directive establishes clear expectations for:

- **Initial response** by frontline officers
- **Investigation protocols** including evidence collection, suspect identification, and inter-jurisdictional coordination
- **Recovery procedures** ensuring proper documentation, chain of custody, and return of property
- **Reporting requirements** for supervisory review and statistical tracking

These procedures are designed to maintain investigative integrity, support successful prosecutions, and ensure transparency in how vehicle theft occurrences are managed.

2. Status of Service Compliance

Compliance with Directive 780-11 remains **high**, supported by training, oversight, and daily analytical monitoring.

- **Training Compliance:** While the **Community Safety and Policing Act** does not prescribe specific qualifications for auto-theft investigators, officers assigned to these cases have completed the **Ontario Police College's General Investigations Course** and additional specialized training relevant to property crime and organized theft groups. The **Training Branch** maintains detailed records to ensure ongoing compliance and readiness.
- **Operational Compliance:** Supervisors conduct regular reviews of investigative files to confirm adherence to Directive 780-11. Internal audits completed this year indicate strong compliance with documentation standards, investigative steps, and recovery protocols.
- **Data Analytics and Resource Allocation:** The Service uses **daily data analytics** to track case volumes, identify trends, and allocate investigative resources. This supports proactive initiatives, improves investigative efficiency, and ensures that staffing aligns with emerging auto-theft patterns in Windsor.

3. Overall Assessment

The Windsor Police Service continues to meet the requirements of Policy P-070. Procedures remain current, training is well-maintained, and compliance levels are strong. Ongoing analytical monitoring and annual directive reviews ensure the Service remains responsive to evolving vehicle theft trends.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:



Superintendent Paolo DiCarlo
Investigation Services

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – A-012 Marked Police Vehicles**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy A-012 Marked Police Vehicles

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30th of each year. The report shall include:

a) a summary of the written procedures regarding marked patrol vehicles;
b) the status of Service compliance with said procedures;
c) the total number of police vehicles and kilometers travelled; and
d) as part of the budget and procurement process, the Chief shall report on the acquisition of police vehicles.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
POLICE VEHICLES #721-01	24 June 2026	30 June 2027	Barry Horrobin, Director of Planning & Physical Resources

After thoroughly reviewing the Board's policy, I can confirm the corresponding WPS directive for this issue (721-01), which has been recently updated, is congruent to it and addresses all key procedures that have been directed to the Chief by the Board.

Total number of vehicles in the WPS fleet = 232

- Comprised of all cars, trucks, SUV's, boats, trailers, and ATV's [marked and unmarked]

Total number of kilometres travelled in 2025:

- 1,059,590 km [marked police vehicles]
- 958,652 km [unmarked police vehicles]

Total amount of fuel consumed in 2025:

- 505,510 litres [regular unleaded gasoline]
- 1,103 litres [diesel]

Note: Within the total fleet complement, there are 32 hybrid electric vehicles, plus 2 plug-in hybrid electric vehicles.

All new fleet acquisitions are carefully made according to the WPS 6-Year Strategic Fleet Plan, a plan that is updated annually and presented to the Board for review and approval. The plan is aligned with the Fleet Capital Reserve Account to ensure adequate funding is maintained on an ongoing basis to make all necessary purchases to meet operational needs to service the community, including needs that arise from unanticipated, operationally triggered circumstances.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY: BARRY HORROBIN, Director of Planning & Physical Resources

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – G-004 Management of Police Records**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy G-004 Management of Police Records

5. REPORTTOTHE BOARD

5.1 The Chief shall make an annual written report to the Board on or before August 30th of each year in respect of management of police records. The report shall include:

a) a summary of the written procedures concerning management of police records;
b) confirmation of Service compliance with said procedures;
c) a listing of records retained beyond the retention period pursuant to Section 4.1. 1, together with the reason therefore; and
d) confirmation that the appropriate records have been destroyed in accordance with the Policy.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
521-01 Records Management	July 2026	December 2026	Dawn Hill

All records managed by the Windsor Police Service are governed by policies covering their creation, use, retention, storage and eventual disposal, in alignment with applicable laws, standards, and internal policies. Where applicable, records are disposed of in accordance with the suggested retention in the Windsor Police Records Classification and Retention Schedule, using secure methods such as shredding, burning or erasure. It is the policy of the Windsor Police Service to ensure the security of records, including those containing personal information, throughout their life cycle. Inactive physical records are housed securely in one of two storage facilities (Headquarters and Jefferson) where access is restricted to authorized personnel. Electronic general occurrence reports are retained in the Versadex RMS from 2002 to present. All records pertaining to ViCLAS offences (i.e. homicides, sexual assaults, abductions) digital or hardcopy are retained permanently. In 2009, the electronic purging of occurrence reports was halted due to various technical constraints related to active cases pending before the courts.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards. Work to align the Windsor Police Service's retention schedule with the OACP Law Enforcement and Record Management Network's guidelines is ongoing, involving a comprehensive review and assessment of best practices. In 2023, Versaterm introduced significant enhancements to the Versadex RMS, improving the process for purging electronic records and addressing the previously identified issues. This work requires coordinated effort across multiple units to ensure proper evaluation and implementation, and it represents a major IT initiative. Work on this is expected to continue throughout 2026 and 2027.

PREPARED BY:

Dawn Hill

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-025 Internal Task Forces**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-025 Internal Task Forces

5.3 ANNUAL REPORT

5.3.1 The Chief shall make an annual report to the Board before August 30th of each year in respect of Internal Task Forces. This report shall contain:

a) the number of completed Internal Task Forces established within the Service;
b) the cost to the Service of the Internal Task Forces, including personnel costs; and
c) whether or not the Internal Task Force obtained its performance objectives.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Internal Task Forces #862-02	June 30, 2026	December 2027	Supt. P. Di Carlo

In accordance with Policy P-025 Internal Task Forces, section 5.3.1, this report is submitted to the Board in respect of Internal Task Forces within the Service.

1. Number of Completed Internal Task Forces

Over the past year, **no Internal Task Forces were established or completed** in relation to Directive 862-02.

2. Cost to the Service

As no Internal Task Forces were established during the reporting period, the Windsor Police Service **did not incur any costs, including personnel costs, resource allocations, or other expenditures**, specific to Internal Task Forces under this directive.

3. Performance Objectives

As no Internal Task Forces were created, there were **no associated performance objectives, outcomes, or deliverables** developed or assessed in connection with an Internal Task Forces under Directive 862-02.

4. Conclusion

Over the reporting period, no Internal Task Forces were established in relation to Directive 862-02. Accordingly, there were no completed task forces to report, no associated costs to the Service, and no performance objectives to evaluate. The directive continues to be managed effectively through existing organizational structures and oversight responsibilities.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:



Paolo Di Carlo
Superintendent Investigations

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-0026 Joint Forces Operations**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-0026 Joint Forces Operations

5. REPORTING REQUIREMENTS
5.1 The Chief shall provide the Board with a draft copy of a Protocol for a Joint Forces Operation for the review and approval of the Board.

5.2 The Chief shall make a written report to the Board on or before August 30th of each year in respect of the Joint Forces Operations in which the Service has participated. This report shall include:
a) the cost to the Service of the Joint Forces Operation; and
b) an indication of whether the Joint Forces Operation achieved its performance objective.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy:

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
744-01 Joint Forces Operation	December 12, 2023	December 2026	Inspector David DeLuca

The Windsor Police Service is actively engaged in several Joint Forces Operations (JFOs), each designed to address specific areas of criminal activity through collaborative, multi-agency efforts. These JFOs include:

1. Repeat Offender Parole Enforcement (ROPE)
2. Cannabis Enforcement
3. Human Trafficking
4. Provincial Weapons Enforcement
5. Provincial Guns and Gangs Enforcement
6. Provincial Auto Theft and Towing Enforcement
7. Provincial Anti-Terrorism Section
8. Chief Firearms Officer
9. BEST/Source Handling
10. Border Interdiction

These operations function primarily on a cost-recovery model, though the terms and financial structures may vary slightly across each initiative. In most cases, partner agencies contribute resources proportionate to their involvement.

Each JFO operates on an ongoing basis, guided by clearly defined goals and objectives tailored to its area of focus. Through these sustained partnerships, WPS contributes to intelligence sharing, coordinated enforcement actions, and strategic interventions aimed at reducing complex criminal activity both locally and provincially.

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:
Inspector David DeLuca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-028 Communications and Dispatch**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-028 Communications and Dispatch

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of communications and dispatch. The report shall include:

a) a summary of the written procedures regarding communications and dispatch;
b) the status of Service compliance with the said procedures;
c) a copy of the organizational chart of the communications unit; and
d) a summary of the training given to Members in the communications unit including a summary of the cost associated with the training.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

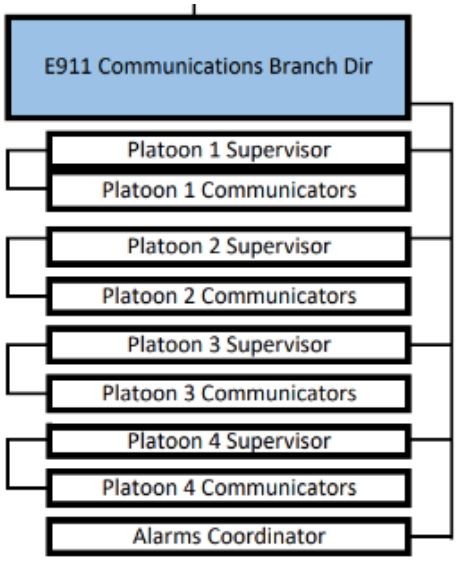
WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Directive 751-01 Communications	20260217	February 2027	Director Laura Smith

and Dispatch (9 appendices)			

Additional Add Ins:
The Emergency 911 Centre provides 24/7 call-taking and dispatch service which include the 911, emergency partners, non-emergency and administrative phone lines and two-way voice communication to police officers. On-duty supervisors provide continuous supervision to call-takers and dispatchers on a 24-hour basis. During periods of elevated demand or staffing pressure, supervisors may also assist with 911 call handling to support service continuity. While this approach helps maintain operations, increased reliance on supervisors for frontline call handling can limit their capacity to focus on core supervisory responsibilities.

- Training for Emergency 911 personnel meets the equivalent of Ministry Accredited Training Standards (MATS). Training is provided by a Facilitating and Assessing Police Learning (FAPL) Trainer/Supervisor.
- All new members receive 7 weeks in-class training and a minimum 350 hours on the floor training for the call-taking position. Call-taker training is done approximately three times a year.
- Dispatch training is 1 week in class and a minimum 288 hours on the floor training. Dispatch training is done approximately 3-4 times a year.
- We have some e-learning curriculum and provide one-on-one or small group training for experienced communicators when staffing allows, to ensure they maintain consistent service delivery and compliance with policies and procedures.
- All training is updated regularly as policies and procedures change.
- The cost to provide training is approximately $128K/year which is the wage of a 911 Supervisor and the cost of the e-learning software and training materials. The 911 Supervisor responsible for providing all training also performs quality assurance (QA) on all members to ensure consistent service delivery and compliance with policies and procedures.

The Director Emergency 911 reports to the Patrol Services Superintendent and oversees the E911 Centre and the Alarm Coordinator.



CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:
Director Laura Smith

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-030 Marine Unit/ Waterways Policing**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-030 Marine Unit/ Waterways Policing

5. REPORT TO THE BOARD

5.1 The Chief shall, as part of the budget process, provide the Board with the number of officers assigned to the marine unit as well as the time period of assignment.

5.2 The Chief shall make a written report to the Board on or before August 30 of each year. The report shall include:

a) a summary of the procedures for the Marine Unit;
b) the status of Service compliance with the said procedures; and
c) whether or not the Marine Unit has been utilized by other services and the extent of such utilization.

Reporting Requirements:

Directive 791-01 - *Marine Patrol Operations*, and Directive 793-06 - *Marine Incidents*, have been reviewed and updated to ensure compliance with Windsor Police Service Board policy and the *Policing Standards Manual*.

The Marine Unit is comprised of four (4) full-time members and two (2) part-time members and is deployed seasonally from May through October.

The Unit works collaboratively with the Windsor Port Authority on matters relating to commercial shipping, recreational boating, and special events occurring on or along the municipal waterways of the City of Windsor and the Town of Amherstburg, including the Detroit River and Lake St. Clair. The Service maintains two (2) vessels to support marine operations.

Core responsibilities include vessel inspections, assisting disabled boaters, conducting search, rescue, and recovery operations, enforcing applicable marine-related statutes, and liaising with partner agencies, including the Canadian Coast Guard, United States Coast Guard, Ontario Provincial Police, Royal Canadian Mounted Police, and LaSalle Police Service.

In accordance with section 5.2, this report confirms that the Service has established and maintains Directive 791-01, *Marine Patrol Operations*, and Directive 793-06, *Marine Incidents*, which govern marine patrol operations and marine-related incident response; that the Windsor Police Service is compliant with those procedures and that the directives have been reviewed and updated to align with Board policy and the *Policing Standards Manual.*

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities, and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
791-01 - Marine Patrol Operations	28/11/2028	01/11/2027	Insp A. Randall
793-06 - Marine Incidents	10/06/2025	01/06/2028	Insp A. Randall

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL – Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: CSPA Section
Add more if applicable

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-031 Traffic Management Enforcement and Road Safety**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-031 Traffic Management Enforcement and Road Safety

5. REPORT TO THE BOARD

5.2 The Chief shall make a written report to the Board on or before August 30th of each year in respect of the Traffic Management Plan and Traffic Law Enforcement and the Road Safety Plan. This report will contain:
   a) a summary of the Traffic Management Plan;
   b) a summary of Traffic Law Enforcement and the Road Safety Plan;
   c) the status of Service compliance with (a) and (b).

Reporting Requirements:
Directives are comprehensive policies which have been updated to comply with the Windsor Police Service Board policy, as well as Policing Standards Manual.

The WPS in collaboration with the City of Windsor implement data driven strategies and measures to optimize traffic flow, minimize congestion, and ensure safe travel throughout the region.

The Windsor Police Service Traffic Management Plan is designed to ensure the safe and efficient movement of vehicles, pedestrians, and cyclists across the city. It prioritizes high-risk intersections,

school zones, and construction areas, with a focus on reducing collisions. The plan integrates traffic engineering strategies, public education, and strategic deployment of police resources to manage peak traffic flows and address traffic related citizen concerns.

The Traffic Enforcement Plan outlines a proactive and intelligence-led approach to address unsafe driving behaviours such as speeding, distracted driving, impaired driving, and intersection violations. High-visibility patrols, automated enforcement tools (e.g., red light cameras. ALPR), and focused campaigns are key components of this plan.

The WPS continues to train and maintain the knowledge, skills and abilities of all levels of Collision Reconstruction Investigators in accordance with provincial standards.

To effectively investigate Impaired Driving (both drug and alcohol) offences, the WPS has 41 officers specially trained as Intoxilyzer Operators and 6 officers trained as Drug Recognition Experts.

The Road Safety Plan aligns with Vision Zero principles and emphasizes collaboration with community partners and stakeholders. It targets collision reduction through data-driven enforcement, education initiatives, infrastructure improvements, and regular evaluation of high-collision zones.

The Windsor Police Service is in full compliance with the current Traffic Management, Traffic Enforcement, and Road Safety Plans. All strategies are being implemented as scheduled, with regular internal reviews confirming alignment with municipal objectives and provincial road safety standards. Ongoing data collection and performance monitoring ensure accountability and support timely adjustments as needed. Using social media and community outreach the WPS Traffic Enforcement Unit continues to conduct proactive, data driven enforcement initiatives and public safety and education campaigns aimed at reducing traffic violations, enhancing driver behavior, and preventing collisions.

The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Motor Vehicle Collision Investigation 820-01	2025-03-31	2027-04-01	Insp. J. Crosby
Collision Reconstruction 822-01	2026-07-22	2027-07-22	Insp. R. Wilson
Hazardous Roadway Conditions 850-02	2025-03-31	2027-03-31	Insp. J. Crosby
Traffic Direction and Control 850-05	2025-09-12	2027-09-27	Insp. J. Crosby
Impaired and Exceed Investigations	2026-03-11	2027-03-27	Insp. R. Wilson

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp. Robert Wilson – Patrol Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-032 Informants and Agents**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-032 Informants and Agents

5. REPORT TO THE BOARD

5.1 Chief shall make a written report to the Board on or before August 30 of each year in respect of informants and agents. The report shall include:

a) the status of the implementation of the written procedures regarding informants and agents;
b) confirmation of compliance with the provisions of the procedures regarding informants and agents; and
c) on an anonymous basis, a summary of payments made to informants.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Confidential Informants/Informant Program 782-02	June 10, 2025	June 2027	Inspector David DeLuca

Informant payouts are reported quarterly

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:
Inspector David DeLuca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-038 Arrest**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:
Background

Per Policy P-038 Arrest:
5. REPORT TO THE BOARD
5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of investigations into arrests. The report shall include:
a) a summary of the written procedures regarding arrest and detention; and
b) confirmation of compliance with the procedures regarding arrest and detention.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Arrest 730-01	07/02/2026	07/02/2027	Inspector Marc Murphy

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:
Inspector Marc Murphy
Professional Advancement

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-048 Sex Offender Registry**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-048 Sex Offender Registry

5. REPORT TO THE BOARD
   5.1 ANNUAL REPORTING REQUIREMENTS The Chief shall make a written report to the Board on or before August 30th of each year. The report shall include:
   a) A summary of the written procedures regarding the Ontario Sex Offender Registry;
   b) The status of Service compliance with said procedures;
   c) Confirmation that members have been trained with respect to the Ontario Sex Offender Registry, consistent with the role and responsibilities assigned to them, and with respect to the federal legislation for the purposes of managing the sex offenders in their jurisdiction.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
782-08 Sex Offender Registration	2024-10-04	October 2026	Insp David DeLuca

Members are trained with respect to the Ontario Sex Offender Registry, consistent with the role and responsibilities assigned to them, and with respect to the federal legislation for the purposes of managing the sex offenders in their jurisdiction as per Ministry Guidelines and requirements.

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY: Inspector David DeLuca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-051 Explosives Forced Entry and Explosive Disposal**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-051 Explosives Forced Entry and Explosive Disposal
5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of police explosive forced entry and disposal. The report shall include:

a) a summary of the procedures as required by this Policy;
b) the status of Service compliance with the said procedures;
c) confirmation of the development and maintenance of the Manual on explosive forced entry and explosive disposal;
d) confirmation of training in accordance with section 4.4 above;
e) confirmation that required equipment and resources have been provided to Members who perform explosive forced entry and explosive disposal services in accordance with section 4.5 above; and
f) a summary of the circumstances in which forced entry and explosive disposal services have been deployed.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy:

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
813-01 - Explosive Disposal Technician Deployment	22/08/2025	01/08/2026	Insp A. Randall
813-03 - Bomb Calls	26/02/2026	01/02/2027	Insp A. Randall

Directive 813-01, *Explosive Disposal Technician Deployment*, and **Directive 813-03, *Bomb Calls***, have been reviewed and updated to ensure compliance with the *Community Safety and Policing Act*, Windsor Police Service Board policy, and the *Policing Standards Manual*.

The Windsor Police Service Explosive Disposal Unit provides 24-hour specialized response capability and is comprised of one (1) Sergeant and six (6) Constables, including one (1) Constable designated as Team Leader.

Unit members have completed the required specialized training, including the Tactical Police Explosives Technician Course, the Police Explosives Technicians Course and recertification, and Hazmat/CBRN training, including Hazmat Awareness, Hazmat Operations, Hazmat Mission Specific, and Hazmat Technician.

In accordance with Board policy, this report confirms that the Service has established and maintains procedures governing explosive disposal technician deployment and bomb-related responses; is compliant with applicable legislative, Board, and provincial standards; has developed and continues to maintain the relevant manual and directives respecting explosive forced entry and explosive disposal; provides the required training to assigned members; and has provided the necessary equipment and resources to members performing these functions.

This report further confirms that explosive forced entry and explosive disposal services are deployed in response to actual, suspected, or potential explosive-related incidents, including bomb calls, suspicious packages, suspected explosive devices, and other occurrences requiring specialized assessment, containment, and technical response.

The functions of the EDU include:

1. Rendering safe of suspected (IEDs) Improvised Explosive Devices, explosives and military ordinance;
2. Gathering evidence at scenes of explosions and scenes where explosives are found;
3. Providing assistance or assuming control at scenes of chemical, biological, radiological and nuclear (CBRN) incidents;
4. Operating when required as a joint hazardous materials provincial response team with Windsor Fire under the direction of the Ontario Fire Marshal.
5. Providing assistance at hostage taking and armed/barricaded persons Incidents.
6. Providing assistance to ESU with explosive forced entry;
7. Providing assistance with searches potentially involving booby traps or unstable chemicals;
8. Operating specialty equipment at scenes where the equipment is of assistance;
9. The disposal of ammunition, fireworks, pyrotechnics, and unstable chemicals;
10. Providing support to investigators where explosives, explosions or chemical, biological, radiological or nuclear (CBRN) material are involved;

11. The presentation of safety-oriented lectures to members of the Windsor Police Service, the private sector and the public sector when directed.

The following equipment provided includes but is not limited to:

1. A suitable bomb disposal robot, as trained at the Canadian Police College;
2. A suitable bomb suit, as trained at the Canadian Police College;
3. Sufficient PPE to respond to CBRN and hazardous materials events; and
4. Suitable X-ray equipment as trained at the Canadian Police College

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL – Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, A/Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-052 Major Incident Command**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-052 Major Incident Command

6. REPORT TO THE BOARD
   6.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of major incident command. The report shall include:
   a) a summary of the procedures as required by this Policy;
   b) the status of Service compliance with the said procedures;
   c) confirmation of the development and maintenance of the Manual on Major Incident Command; and
   d) a summary of the circumstances in which Major Incident Commanders have been deployed.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
700-00 - Incident Command	2026-05-14	2027-05-01	Insp A. Randall

Directive 700-00 – Incident Command has been updated to align with Windsor Police Service Board policy, the Community Safety and Policing Act, 2019, and the Policing Standards Manual.

As one of the Windsor Police Service's primary control documents, it establishes the procedures, roles, responsibilities, and command structure for managing major and critical incidents in the City of Windsor and the Town of Amherstburg.

The Directive requires that a qualified Major Incident Commander (IC300) or Critical Incident Commander (CIC/IC400) be available at all times and outlines expectations for responding officers, supervisors, and command personnel with respect to scene control, notifications, resource deployment, decision-making, and operational oversight. It also reinforces the importance of ongoing training, debriefing, inter-agency coordination, human rights considerations, equipment standards, and compliance with provincial legislation.

The accompanying Incident Command Manual has been developed, maintained, and attached as an appendix to the Directive to provide Incident Commanders with a clear and standardized operational reference.

The Windsor Police Service remains compliant with these procedures through training, supervisory accountability, and operational readiness.

Major and/or Critical Incident Commanders are deployed in circumstances requiring centralized command and enhanced coordination, including major occurrences, critical incidents, high-risk events, incidents involving multiple units or external partners, and situations requiring extended command oversight to ensure safe, consistent, and effective incident management.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL – Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

CONFIDENTIAL

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-053 Drug Investigations**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-053 Drug Investigations

5. REPORTTOTHE BOARD

5.2 The Chief shall make a written report to the Board on or before August 30 of each year. The report shall include:
- a) a summary of the procedures for the investigations into drug related offences other than simple possession;
- b) the status of Service compliance with said procedures; and
- c) a summary of Service assistance to other police services in respect of drug investigations.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Drug related offences 781-12	June 2026	June 2027	Inspector David DeLuca

Report shall include summary of written procedures. The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.

February 2025 - DIGS assisted Niagara Regional Police Service with file information related to a WPS CDSA search warrant that resulted in drugs and a loaded firearm being seized. The firearm was traced and confirmed to be a crime gun that was used in a shooting in the Niagara area two days prior to the WPS warrant execution.

February/March 2025 – DIGS assisted London Police Service with CDSA 5(2) investigation that resulted in significant drug seizure and loaded firearm.

April 2025 – DIGS provided Waterloo Regional Police with information/intelligence that was utilized in CDSA 5(2) investigation which eventually resulted in multiple kilogram drug seizure.

April 2025 – DIGS assisted London Police Service with surveillance for an ongoing CDSA 5(2) investigation.

May 2025 – DIGS assisting Guelph Police Service with CDSA 5(2) investigation.

May & June 2025 – DIGS assisted OPP PATS (Provincial Anit Terrorism Unit) with drafting and executing warrants in Windsor. The investigation was related to right wing extremists known to be associated to a group known as Diagolon. The two targets of the investigation were in custody in New Zealand because of importing kilograms of crystal methamphetamine from Canada.

June/July 2025 – DIGS assisting Peel Regional Police Service with drug trafficking investigation

June 2025 – DIGS assisting Niagara Regional Police Service with drug trafficking investigation-Project Paladin

November 2025
– HT Unit provided information with Service de police de la Ville de Montréal regarding known Human Trafficker with ties across province supposedly back in their area advertising females, requested they follow up with suspected victim.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:
Inspector David DeLuca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: July 23, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-054 Secure Holsters**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy P-054 Secure Holsters

5. REPORT TO THE BOARD
   5.1 The Chief shall make a written report to the Board on or before August 30th of each year with respect to the secure holster equipment for Police Service firearms. The report shall contain:
      a) a summary of the written procedures relating to secure holster equipment for Police Service firearms;
      b) the status of Service compliance with the said procedures; and
      c) confirmation that Members have been trained in accordance with section 4.2.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Use of Force 711-00	2026-06-14	2027-06-14	Inspector Marc Murphy

The following related directives have also been reviewed:

Agency Firearms Directive 711-01
Agency Carbine Directive 711-06

Holster and retention training is a critical component of police officer preparedness. It ensures firearm control, reinforces safe handling under pressure, and reduces the risk of unintended discharge. Combining technical drills, education, and scenario-based exercises builds officer confidence and public trust. Officers are required to meet standards in annual training that focuses on holster security and retention during firearms training, use of force, and scenario-based training with simmunition. Officers have to consider environmental conditions such as confined spaces and low light conditions. This annual training provides enhanced decision making under stressful situations that improves tactical awareness. All sworn members are required to requalify annually.

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Inspector Marc Murphy

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – HR-004 Respecting the Right to Disconnect from Work**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **HR-004 Respecting the Right to Disconnect from Work**

6. REPORT TO THE BOARD:

6.1 The Chief of Police shall provide the Board with a written report on an annual basis in respect of disconnecting from work. The report shall include:

a) a summary of the written procedures concerning the right to disconnect from work; and

b) confirmation of Service compliance with the said procedures.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Disconnecting From Work WPS Directive 361-08	September 8, 2026	September 2028	Director – Human Resources

WPSB Policy HR-004 establishes the amendments to the *Employment Standards Act, 2000*, which require an employer to allow employees to disconnect from work, recognizing the limited application of the ESA to sworn police officers. WPSB Policy HR-004 requirements are met in WPS Directive 361-08.

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:
Bryce Chandler, Legal Counsel and Director, Human Resources

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION:

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – HR-005 Electronic Monitoring of Employees**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board RECEIVE the following for information.

FINANCIAL IMPLICATIONS:

N/A

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy **HR-005 Electronic Monitoring of Employees**

6. REPORT TO THE BOARD

6.1 The Chief of Police shall provide the Board with a written report on an annual basis in respect of the electronic monitoring of employees. The report shall include:

a) A summary of the written procedures concerning the electronic monitoring of employees,

b) Confirmation of Service compliance with the said procedures.

Reporting Requirements

WPS Directives are the primary control documents for the WPS. The Directive indicated below describes the roles, responsibilities and procedures for members of the Service. This WPS Directive relates to WPSB Policy HR-005 (Electronic Monitoring of Employees).

WPS Directive:	Last Reviewed:	Next scheduled review:	Reviewed by:
WPS Directive 602-05 Information Technology Acceptable Use Policy Directive	August 2026	June 2027	Matt Caplin Director, Technology Services

WPS Directive 602-05 (Information Acceptable Use Policy Directive) is a comprehensive 23-page policy, which includes the following language, satisfying the requirements for WPSB Policy Number: HR-005:

3.2 Directive Compliance:

a. *The use of any technology identified in this Directive is a privilege.*

b. *In addition to disciplinary action, as defined in the applicable collective agreement and/or the Community Safety and Policing Act, based on the severity and frequency of violations to this Directive, discipline could include removing access to specific WPS technologies, which will negatively impact the ability to effectively execute work-related responsibilities.*

c. *There is only a limited expectation of privacy when using WPS issued devices because they are subject to monitoring for the purposes of system administration, maintenance and security, and to ensure compliance with this Directive, all other WPS Directives and Orders, the Community Safety and Policing Act, and other applicable regulations and legislation. The following describes the methods available to the WPS for regulating compliance of this Directive, other WPS Directives and Orders, and the Community Safety and Policing Act and other applicable regulations and legislation.*

    i. *The WPS reserves the right to use technology systems, activity logs, performance analyzers, data recovery and archival tools, monitoring and filtering tools, and visual confirmation as a means of tracking and documenting violations of this Directive, other WPS Directives and Orders, and compliance with the Community Safety and Policing Act and other applicable regulations and legislation.*

    ii. *The WPS reserves the right to view and access data on WPS systems. This includes, but is not limited to the use of forensic tools to retrieve deleted information, or access information from WPS systems that cannot be readily seen, e.g. log files.*

    iii. *The WPS reserves the right to delete or archive, personal or non-essential data or files on WPS resources.*

3.3 Types of Use

q. ***Official Use*** *– Any use of WPS information technology (IT) systems and/or any mobile, wireless or other IT device that is necessary to carry out duties and official functions in furtherance of WPS goals and objectives.*

r. ***Authorized Use*** *– Any use of WPS IT systems and/or any mobile, wireless or other IT device that, while not necessary to carry out duties and official functions in furtherance of WPS goals and objectives, is permitted, including:*

   i. *Engaging in professional development activities that are consistent with WPS goals and objectives and/or have been approved by a responsible Inspector, Director or branch/unit Manager;*

   ii. *Communicating with family, friends and other persons, for other than official use;*

   iii. *Accessing news and other electronic network information sources, provided such access does not constitute unauthorized or prohibited use;*

   iv. *Conducting personal banking transactions;*

   v. *Shopping for personal and family items;*

   vi. *Any other use that is consistent with this Directive and other WPS Directives and Orders and the Police Service Act and other applicable legislation, and is specifically authorized in writing by a responsible Inspector, Director or branch/unit Manager.*

s. *Authorized Use of a WPS IT system and/or any mobile, wireless or other IT device is subject to the following limitations:*

   i. *The duration and frequency must be reasonable;*

   ii. *The performance of the IT system must not be negatively impacted;*

   iii. *There must not be any interference with the performance of the duties and official functions of the authorized user or any other authorized user; and*

   iv. *Additional costs to the WPS must not be incurred unless approved and specifically authorized in writing by a responsible Inspector, Director or branch/unit Manager.*

t. *A responsible Inspector, Director or Branch/Unit Manager may restrict or prohibit any otherwise-authorized use if:*

   i. *The use threatens the capability or integrity of an IT system; or*

   ii. *The restriction or prohibition is necessary for operational or administrative reasons.*

u. ***Unauthorized Use*** *– Any use of a WPS IT system and/or any mobile, wireless or other IT device that is not an official, authorized or prohibited use, including:*

   i. *Authorized use that is not of a reasonable duration or frequency;*

   ii. *Authorized use that interferes with the performance of the duties and official functions of an authorized user;*

   iii. *Any use that strains WPS bandwidth or network resources;*

   iv. *Any use that has the potential to cause WPS to incur costs related to increased Internet usage or costs related to the nature of the Internet usage;*

   v. *Authorized use that is restricted under paragraph 3.3(t) above.*

v. ***Prohibited Use*** *– Any use of a WPS IT system and/or any mobile, wireless or other IT device that:*

   i. *Is illegal, including being contrary to the Criminal Code, any federal statute or regulation, or a provincial statute or regulation, including any non-criminal statute or regulation;*

   ii. *Is contrary to any WPS Directive, Order, or other instruction issued by a responsible Inspector, Director or Branch/Unit Manager;*

   iii. *Causes or could reasonably cause harm to others;*

   iv. *Engages in harassment of others, whether in or outside of the workplace;*

   v. *Is an intentional act that jeopardizes or could reasonably jeopardize the integrity of an IT system and/or a mobile / wireless / IT device;*

   vi. *Access or distributes offensive, disparaging or harassing material including, but not limited to, hate literature and any material whose main focus is pornography, nudity or sexual acts;*

   vii. *Promotes hate;*

   viii. *Engages in illegal gambling;*

   ix. *Engages in copyright or software piracy;*

   x. *Does, or could, propagate viruses and other code or knowingly disable or overload any computer system or network or to circumvent any system intended to protect the privacy and security of WPS users and data;*

   xi. *Engages in personal commerce, business activities, or other use that would result in personal profit, i.e. electronic gaming or business venture; and*

   xii. *Is any other use that would reflect discredit upon the WPS or the WPS Board.*

3.21 Closed Circuit Television (CCTV) System

a. WPS operates a CCTV system (video security system) in and around its facilities for the protection of Members, visitors, prisoners, and assets.

b. In addition to the general acceptable use requirements defined in this Directive, reference WPS Directive 731-03 (Detention Centre) for additional CCTV Directive requirements related to prisoners and the WPS detention centre.

c. In addition to the general acceptable use requirements defined in this Directive, reference WPS Directive 602-06 (City of Windsor Traffic Camera System) for additional CCTV Directive requirements related to the City of Windsor traffic camera system.

d. Use and viewing of the WPS CCTV system is strictly limited to supporting the authorized activities of the WPS, and further, only as authorized for Members' individual responsibilities. Use not authorized by the WPS is strictly prohibited.

g. Video extracted as the result of an investigation shall be stored and maintained in compliance with WPS Directive 772-13 (Digital Evidence Management System).

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. WPS Directive 602-05 remains current and in full compliance with all applicable standards.

PREPARED BY: Matt Caplin, Director, Technology Services

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – HR-015 Skills Development and Learning Plan**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **HR-015 Skills Development and Learning Plan**

5. REPORTS TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of the Skills Development and Learning Plan. The report will contain:

a) a summary of the Skills Development and Learning Plan; and
b) the status of Service compliance with the said Plan.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Performance Management Process (Sworn) WPS Directive 352-02	July 17, 2025	October 2027	Inspector – Professional Standards
Civilian Performance Management Program WPS Directive 352-03	October 4, 2023	October 2027	Director, Human Resources

In Service Training WPS Directive 330-01	December 8, 2022	May 2027	Inspector – Professional Advancement

WPSB Policy HR-015 establishes the importance of implementing and maintaining a Skills Development and Learning Plan that ensures the development and maintenance of the knowledge, skills, and abilities of members of the Windsor Police Service. The Service confirms that it has a Skills Development and Learning Plan in place.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Bryce Chandler, Legal Counsel and Director, Human Resources

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-005 Child Abuse and Neglect**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-005 Child Abuse and Neglect**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of investigations into child abuse and neglect. The report shall include:
- a) a summary of the written procedures concerning investigations into child abuse and neglect;
- b) confirmation that the procedures and protocol are being complied with; and
- c) a summary of the training given to Members regarding investigations into child abuse and neglect.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

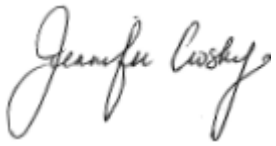
WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Child Abuse Investigations	June 2025	June 2026 (currently under review)	Inspector J Crosby

The Windsor Police Service follows Directive 781-14 – Child Abuse Investigations, which is reviewed regularly by members of the CASA (Child Abuse and Sexual Assault) Unit to maintain a consistent, effective, and accountable response to incidents involving child abuse and neglect. In accordance with the Community Safety and Policing Act (CSPA), officers are required to successfully complete the Investigating Offences Against Children course prior to initiating or continuing any investigation related to child abuse or neglect. The Training Branch is responsible for maintaining all training records for members engaged in these investigations, ensuring compliance with legislative and policy requirements. WPS continues to work with community partners such as the Children's Aid Society to ensure the safety and wellbeing of children in the community.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:



Inspector Jennifer Crosby
Investigations Branch

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-006 Child Pornography (ICE)**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-006 Child Pornography (ICE)**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of the investigations of child pornography (Internet child exploitation). The report shall include:
- (a) a summary of the written procedures concerning child pornography (Internet child exploitation) investigations, including charges since the date of the last report;
- (b) the status of Service compliance with the said procedures; and
- (c) a summary of the steps taken by the Service to monitor and evaluate response to child pornography occurrences.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

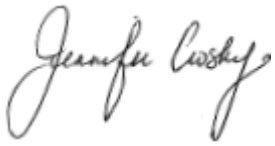
WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Internet Child Exploitation	October 2025	January 2026 (currently under review)	Inspector J Crosby

The Windsor Police Service utilizes specialized investigators and digital forensic teams to investigate reports and trace offenders, while coordinating with other services and agencies globally to ensure timely intervention. A centralized database is maintained to monitor case progress allowing for evaluation of response effectiveness. Officers assigned to this unit are highly trained ensuring best practices are identified and implemented. Since September 2025 the WPS ICE Unit has laid 28 charges. In October 2025, Bill C-291 amended the Criminal Code by changing the terminology to describe materials related to child sexual abuse. Specifically, it replaced the term “child pornography” with “child sexual abuse and exploitation material”. WPS policies were updated to reflect this amendment.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:



Inspector Jennifer Crosby
Investigations Branch

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-014 Community-Based Crime Prevention**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-014 Community-Based Crime Prevention**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of community-based crime prevention initiatives. The report shall include:

a) a summary of the written procedures concerning community-based crime prevention initiatives;
b) the status of Service compliance with the said procedures;
c) a summary of current crime prevention initiatives and an indication of their success; and
d) a summary of current concerns, as voiced by the community through the community partnership initiatives.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Community Based Crime Prevention	June 2026	November 2027	Inspector Marc Murphy

- Directive General Community Patrol is the responsibility of the Patrol Response Inspector.

- Windsor Police is involved in community policing with the strategy of building strong relationships between police officers and the communities they serve**.** WPS works collaboratively with residents to identify and solve problems related to crime, disorder, and public safety, rather than relying solely on traditional law enforcement methods like arrests and patrols.
- WPS is embedded in the Glengarry residential area operating under the Glengarry Complex Operational Plan which involves Family Services social workers and the Nurse/Police Teams
- Community Services officers regularly do presentations in the community with various churches, Mosques, Synagogues, Temples**,** on topics such as elder abuse, fraud, intimate partner violence, safety talks, how to report to police and highway traffic laws.
- Community Services officers regularly do presentations with community partners such as the YMCA, UHC, Multicultural Centre, New Beginnings, Youth Diversion, Telus Wise, Stag, CJUE, Catholic School board (elementary/secondary) on fraud, intimate partner violence, safety talks, how to report to police and highway traffic laws.
- Community Services officers co-ordinate/present the VIP program in the Catholic English/French elementary schools.

Officers attend and regularly engage in 10 Business Improvement Areas (BIA's).

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Inspector Marc Murphy

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION:

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-015 Community Patrol**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-015 Community Patrol**

5.5 The Chief shall make a written report to the Board each year in respect of community patrol. The report shall include:
- (a) confirmation of compliance with the Directed Patrol procedure;
- (b) the high and low numbers of Members assigned to the patrol unit, with particulars and reasons for any period that the patrol unit numbers were less than those required under Section 4.3.1;
- (c) costs of Directed Patrol; and
- (d) the status of the outcome of the Directed Patrol initiative including the effect of Directed Patrol on crime, calls for service, public disorder analysis and road safety.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
General Community Patrol 792-02	2025-11-19	November 2028	Inspector Wilson
Directed Patrol 791-02	2026-09-09	September 2029	Inspector Pastorius

Directive 792-02 – General Community Patrol and **Directive 791-02 – Directed Patrol** are comprehensive policies which have been updated to comply with the Windsor Police Service Board policy, as well as the CSPA and Policing Standards Manual.

Directive 792-02 – General Community Patrol - The Windsor Police Service's General Community Patrol Directive outlines the framework for delivering effective and equitable patrol services across the City of Windsor, as mandated by Ontario Regulation 392/23 Adequate and Effective Policing (CSPA).

To ensure complete citywide coverage, the municipality is divided into five patrol districts, based on factors such as community needs, response times, officer safety, and workload distribution. Officers are assigned to specific districts and must remain within them unless authorized to leave. The Directive emphasizes adherence to the Ontario Human Rights Code and supports inclusive policing practices.

Patrol responsibilities fall under Windsor Police Service Headquarters and are carried out 24/7 by the Patrol Services Division. Detailed geographic boundaries are defined for each district, with visual maps provided in appendices. The Inspector of Patrol Response is tasked with reviewing and maintaining the currency of this directive.

Directive 791—02 - Directed Patrol outlines the Windsor Police Service's approach to proactively addressing identified community problems through targeted patrol strategies. Directed Patrol is a problem-solving tool that supports Community-Based and Problem-Oriented Policing (POP) by focusing resources on specific issues identified through crime statistics, intelligence, or officer observations.

The policy allows for these patrols to be conducted in uniform or plain clothes, using marked or unmarked vehicles, at the discretion of a Staff Sergeant or as part of a SARA (Scanning, Analysis, Response, Assessment) project. Directed Patrols can be assigned during shifts as in-service tasks or outside of normal service duties and are always linked to an original case number to ensure proper tracking and assessment.

Patrol Staff Sergeants are responsible for initiating, resourcing, and evaluating optimal patrols, while Patrol Supervisors manage them when assigned. Officers conducting these patrols must notify the Emergency 911 Centre, book out appropriately, and submit reports detailing their activity. The directive emphasizes coordination with investigative units when applicable and adherence to the Ontario Human Rights Code. Oversight and regular reviews are the responsibility of the Inspector – Patrol Response, ensuring the directive remains current and effective.

The directive has been updated to include that during non-peak periods, the Patrol Staff Sergeant shall ensure that an optimal number of members are assigned to General Patrol to effectively carry out the duties as defined under General Patrol, including visibility, proactive engagement, and timely response to calls for service. Staffing levels during these periods shall be maintained to ensure public safety and operational effectiveness. If Staffing levels fall to insufficient numbers, the Inspector of Patrol Response is to be notified.

The WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Inspector Patti Pastorius, Patrol Response

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-016 Problem Oriented Policing**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy **P-016 Problem Oriented Policing**

5. **REPORT TO THE BOARD**
   5.1 The Chief shall make a written report to the Board each year in respect of problem-oriented policing. This report will contain:
   a) a summary of the written procedures regarding problem-orientated policing;
   b) the status of Service compliance with said procedures;
   c) the steps taken by the Service to promote, implement and evaluate problem-oriented policing initiatives.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities, and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
901-01 – Problem Oriented Policing	**2025-03-31**	**April 2027**	**Insp C. WERSTEIN**

Directive 901-01 – *Problem-Oriented Policing* aligns with Windsor Police Service Board policy, the *Community Safety and Policing Act, 2019* (CSPA), and applicable provincial policing standards.

The Directive establishes a consistent Service wide framework for identifying, analyzing, and responding to issues that affect the safety and wellbeing of the community. It supports the Service's commitment to providing adequate and effective policing that is responsive to community needs, informed by data, and delivered in partnership with internal and external stakeholders.

Problem-Oriented Policing **(POP)** is a proactive and collaborative approach that focuses on recurring crime, community safety, public disorder, and road safety concerns.

Rather than responding only to individual incidents, POP seeks to identify the underlying conditions contributing to a problem and develop sustainable solutions. This may include examining patterns involving repeat offenders, repeat victims, high demand locations, and areas with recurring Calls For Service. By addressing these recurring concerns in a coordinated manner, the Service aims to reduce harm, improve quality of life, and strengthen public confidence in policing.

Through **POP**, members work with the community, partner agencies, and other stakeholders to identify emerging or persistent concerns, gather relevant information, and develop appropriate response strategies.

Responses may include enforcement, prevention, education, environmental or situational measures, referrals to community supports and partnerships with municipal or social service agencies. Initiatives are monitored and evaluated to determine whether they are achieving intended outcomes and whether additional or alternative measures are required.

The Directive includes the SARA model (Scanning, Analysis, Response, and Assessment) as an Appendix to support a structured and evidence informed problem solving process.

The model emphasizes meaningful community engagement and encourages members to consider the perspectives, knowledge, and resources of affected residents and partners when developing solutions.

Responsibility for Problem-Oriented Policing is shared across all levels of the Service. Front-line members play a key role in recognizing recurring issues, gathering information, engaging with community members, and initiating appropriate responses.

Supervisors provide guidance, coordination, and oversight, while the Senior Leadership Team (SLT) supports organizational accountability and resource allocation.

The **Superintendent – Patrol** oversees **POP** activities and promotes coordination across the Service, with input from the Community Consultative Committee (CCC) and relevant internal and external partners.

The Service also holds weekly Executive CompStat meetings to review crime trends, Calls For Service, Priority 1 response times, road safety concerns, and other emerging operational issues across the city. Using current data, Business Intelligence (BI) reports, and operational information, Senior Leadership Team members identify priority locations, repeat offenders, repeat victims, and recurring neighbourhood concerns. These meetings provide a forum to assign responsibilities, track initiatives, assess progress, and adjust strategies as circumstances change.

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL, Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-018 Court Security**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy **P-018 Court Security**

5. **REPORT TO THE BOARD**
   5.1 The Chief shall make a written report to the Board each year concerning the Court Security Plan, which report shall include at least the following information:
   a) an outline of the Court Security Plan;
   b) confirmation that the Plan conforms with Section 243 of the CSPA;
   c) the annual cost of the Plan;
   d) any issues or criticisms of the Court Security Plan known to the Chief; and
   e) a summary of the issues discussed at the Court Security Committee meetings.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities, and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
845-01 - Court Security	**2026-07-21**	**July 2028**	**Insp A RANDALL**

Directive 845-01 – Court Security is a comprehensive policy that complies with the CSPA, Windsor Police Service Board policy, as well as the Policing Standards Manual.

Included in the Directive are two (2) appendices; the "*Windsor Courthouses - 2022 Continuity of Operations Plan for Court-based Operations*" and the **Court Security Plan**, which was reviewed and updated in July 2026.

Court Security consists of eight (8) full-time members, including one Sergeant and seven (7) Constables, assigned across three locations as follows:

- Four (4) at the Ontario Court of Justice (OCJ)
- Two (2) at the Superior Court of Justice (SCJ)
- One (1) at the Provincial Offences Court (POA)

Special Constables support operations by escorting prisoners and monitoring court surveillance and alarm systems. In addition, privately contracted Commissionaires are responsible for screening individuals at the entrances of the OCJ and SCJ, with two to three stationed at each courthouse at any given time.

The City of Windsor is in the midst of installing metal detectors at the entrance to the premises that the Provincial Offences Court is located.

Court Security is responsible for ensuring the safety of all court participants, securing court facilities during operating hours, managing the custody, care, and transport of individuals in custody, preventing unauthorized access to secure areas, and conducting enhanced screening during heightened security alerts.

The **Court Security Plan** has been recently updated, and no outstanding issues have been identified.

The Court Security Committee previously reviewed the procedures related to the transportation and escort of individuals in custody, with no reported concerns. It is anticipated that the Service will convene the Court Security Committee by the end of 2026.

The annual cost of the Court Security Plan is $7.94 million. (**67% of the costs were offset by the CSPT grant.) ***It should be noted that this information is taken from the CSPT Financial Report for January 1, 2025, to December 31, 2025, which was submitted to the province in late March 2026.*

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL, Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-037 Criminal Harassment**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-037 Criminal Harassment**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of investigations into criminal harassment. The report shall include:
(a) a summary of the written procedures concerning investigations into criminal harassment; and
(b) confirmation of Service compliance with the said procedures.

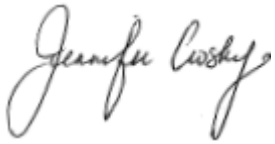
Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Criminal Harassment-780-03	February 2026	February 2027	Inspector J. Crosby

Directive and Policy are in compliance.

CONCLUSION:
All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:



Inspector Jennifer Crosby
Investigations Branch

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-039 Hostage Rescue**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the Windsor Police Service Board receive the following for information.

SUMMARY:

The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background

Per Policy **P-039 Hostage Rescue**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of Hostage Rescue. The report shall include:

(a) a summary of the procedures as required by this Policy;
(b) the status of Service compliance with the said procedures;
(c) confirmation that the existing protocol with another service, if any, complies with legislative requirements; and
(d) a summary of the circumstances in which Hostage Rescue services have been utilized.

Reporting Requirements:

WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
811-02 - Response to Hostage Takings and	**2026-06-29**	**June 2027**	**Insp A RANDALL**

Armed / Barricaded Persons			
811-01 – Emergency Services Deployment	**2026-06-09**	**June 2027**	**Insp A RANDALL**

Directive 811-02 - Response to Hostage Takings and Armed/Barricaded Persons is a comprehensive policy which has been updated to comply with the Windsor Police Service Board policy, as well as the Policing Standards Manual.

The Emergency Services Unit (ESU), available for deployment, 24 hours a day, consists of two (2) Sergeants, two (2) Team Leaders (PCs) and fourteen (14) Constables, and trained to undertake containment, the apprehension of an armed barricaded person, and hostage rescue. (The deployment of ESU members is covered in **Directive 811-01 - Emergency Services Unit Deployment**.)

The Emergency Services Unit trains one day per week, including additional training days (monthly) for Hostage Rescue, and specialties (Rappelling / Breacher / Sniper).

An **Emergency Services Unit Manual** has been developed and maintained on hostage rescue, and the selection process for ESU. The manual is an Appendix to the Emergency Services Unit Deployment Directive and is available to ALL Service Members.

Windsor Police Service confirms compliance with the Board Policy, given that it provides Hostage Rescue Team services using its own sworn members, who are available 24 hours per day, within a reasonable response time.

Additionally, the Emergency Services Unit (responsible for Hostage Rescue) consists in excess of the minimum requirement of 12 fulltime tactical officers, including a supervisor.

When not training or undertaking tactical or hostage rescue activities, ESU Members are available to undertake community patrol.

In the event that ESU requires outside agency assistance, the Service would first request the assistance from the OPP Tactical Response Unit (TRU) team. If the OPP TRU team is not available, Windsor would then request assistance from London ESU. Such requests are made pursuant to section 19(1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1,

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL, Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-040 Crisis Negotiation**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-040 Crisis Negotiation**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of crisis negotiation. The report shall include:

a) a summary of the procedures as required by this Policy;
b) the status of Service compliance with the said procedures;
c) confirmation of the development and maintenance of the Manual on crisis
d) negotiation; and
e) a summary of the circumstances in which a Crisis Negotiator has been deployed.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities, and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
812-01 - Crisis Negotiators	**2026-07-20**	**July 2027**	**Insp A RANDALL**

Directive 812-01 - Crisis Negotiators is a comprehensive policy that complies with the CSPA, Windsor Police Service Board policy, as well as the Policing Standards Manual.

The **Crisis Negotiation Manual** is attached to the Directive and is made available to all Members and is reviewed annually and amended as required. (Most recently in June 2026.)

Twelve (12) Crisis Negotiators are available 24 hours a day to respond to Code 200 calls (including hostage situations, armed or barricaded individuals), suicidal persons, and other high-risk incidents. Negotiators use communication skills to help safely resolve these situations.

Members have completed the CPC Crisis Negotiator course, and undergo refresher training, quarterly.

For incidents that do not meet the Code 200 threshold, three (3) negotiators are assigned: a primary, a secondary, and a support member. For all Code 200 calls, four (4) negotiators respond: primary, secondary, support, and a liaison.

Additionally, eight (8) Emergency Services Unit members have completed the Crisis Negotiation – Tactical course.

Windsor Police Service confirms compliance with the requirements for Crisis Negotiation. The Service ensures that qualified Crisis Negotiators are available 24 hours per day and can be accessed within a reasonable response time. Negotiators are assigned exclusively to crisis-negotiation functions during an incident and do not perform other incident-management roles.

The Service maintains a documented selection process to ensure Members meet the applicable requirements of *O. Reg. 392/23* and *O. Reg. 87/24*, and provides ongoing training to maintain the required knowledge, skills, and abilities.

It is anticipated that the Service will procure the appropriate Ministry-designated equipment (increased level of Ballistic Body Armour / Ballistic Helmets), pursuant to **section 5 – Crisis Negotiators**, of *Schedule 1, O Reg 392/23 CSPA*, in Fall 2026.

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:

Insp Andrew RANDALL, Patrol Operational Support

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Karel DeGraaf, Deputy Chief Operational Support

SUBJECT: **Windsor Police Service Board Policy Report – P-041 Acoustic and Hailing Devices**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-041 Acoustic and Hailing Devices**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year with respect to acoustic hailing devices. The report shall contain:

a) a summary of the written procedures relating to acoustic hailing devices;
b) the status of Service compliance with the said procedures;
c) confirmation that Members have been trained in accordance with section 4.2;
d) a summary of the circumstances in which acoustic hailing devices have been deployed; and
e) the results of the testing and recommendations relied on by the Service in relation to Sections 3 of 0. Reg. 405/23

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
N/A	N/A	N/A	N/A

The Windsor Police Service has not yet been able to meet the direction of the WPSB to develop and maintain written procedures in accordance with O. Reg. 405/23 regarding the use and function of

acoustic hailing devices. This is because the purchase of the Long-Range Acoustic Device (LRAD), which would be governed by such procedures, was deferred by the Board.

Although the LRAD was included in the 2025 Capital Budget, the acquisition was deferred as part of the Board's Resolution BR2024-66, "Budget Implications – Community Safety and Policing Act Implementation." As a result, without the procurement of the device, WPS is currently unable to draft or implement operational procedures specific to its use.

CONCLUSION:

All associated policies and procedures have yet to be developed.

PREPARED BY:

Inspector Robert Wilson – Patrol Response

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: Add more below if needed

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **Windsor Police Service Board Policy Report – P-042 Elder and Vulnerable Adult Abuse**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:
THAT the Windsor Police Service Board receive the following for information.

SUMMARY:
The following report is submitted in accordance with the reporting requirements of the above noted policy of the Windsor Police Service Board.

DISCUSSION:

Background
Per Policy **P-042 Elder and Vulnerable Adult Abuse**

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board each year in respect of the investigation of elder and vulnerable adult abuse occurrences. This report will contain:

(a) a summary of the written procedures concerning elder and vulnerable adult abuse investigations;
(b) the status of Service compliance with the said procedures;
(c) a summary of training given to Members regarding elder and vulnerable adult abuse;
(d) a summary of the steps taken by the Service to monitor and evaluate responses to elder and vulnerable adult abuse; and
(e) a summary of issues raised and/or discussed with community partners relating to elder and vulnerable adult abuse.

Reporting Requirements:
WPS Directives are the primary control documents for the WPS. The Directive(s) indicated below describe the roles, responsibilities and procedures for members of the Service. The below Directives relate to this policy

WPS Directive(s):	Last Reviewed:	Next scheduled review:	Reviewed by:
Elder and Vulnerable Peron Abuse	February 2025	March 2027	Inspector J. Crosby

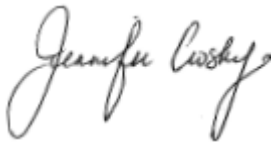
- Directive and policy are in compliance.

- Members involved in these investigations are trained to Ministry prescribed standards.
- Offences are tracked through UCR Class Code.
- The Service monitors compliance through file reviews, documentation checks, training records, supervisory review, and analysis of response times, outcomes, repeat occurrences, and referral activity. Members receive training on recognizing abuse, trauma-informed investigations, financial exploitation, capacity and consent, safety planning, and community referral options.
- The Service also works with community partners to address under-reporting, service-access barriers, financial abuse, information-sharing, coordinated safety planning, and public education

CONCLUSION:

All associated policies and procedures have been reviewed and are in place. The directive remains current and in full compliance with all applicable standards.

PREPARED BY:



Inspector Jennifer Crosby
Investigations Branch

Ministry of the Solicitor General

Public Safety Division

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Animal Welfare Services Visual Identity Update**

DATE OF ISSUE:	**May 19, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0025**
PRIORITY:	**Normal**

The Ministry of the Solicitor General's Animal Welfare Services (AWS) has implemented an update to its visual identity.

Effective **April 30, 2026**, all uniformed AWS staff began wearing uniforms displaying the updated AWS shoulder flash, as shown below. The new shoulder flash replaces the previous shoulder flash and has been applied to all standard-issue uniform items.



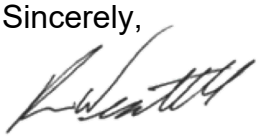
This update is intended to convey professionalism while remaining easily identifiable to the public.

Please share this memorandum with police officers and First Nation Officers to ensure awareness of the updated AWS visual identity.

If you have any questions regarding this memorandum, please contact Dane Minns, Deputy Director, Compliance and Enforcement, Animal Welfare Services, Ministry of the Solicitor General, at Dane.Minns@Ontario.ca.

This memorandum is intended for Chiefs of Police and the Commissioner of the Ontario Provincial Police. The ministry has no concerns should this information also be shared with police service boards.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

Public Safety Division

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Amendments to the *Ticket Sales Act, 2017* through the *Plan to Protect Ontario Act (Budget Measures), 2026***

DATE OF ISSUE:	**May 22, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0026**
PRIORITY:	**Normal**

At the request of the Ministry of Public and Business Service Delivery and Procurement (MPSBDP) Consumer Services Operations Division (CSOD), I am sharing the attached communication to notify the policing community on amendments made to the *Ticket Sales Act, 2017* through the *Plan to Protect Ontario Act (Budget Measures), 2026*, which received Royal Assent on April 24, 2026.

For further information, please review the attached memo from Teepu Khawja, Assistant Deputy Minister, CSOD, MPBSDP. If you have any questions relating to compliance and enforcement efforts, please contact Rob Gagne, Director, Inspections, Investigations and Licensing Branch, MPBSDP at rob.gagne@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ontario

Ministry of Public and Business Service Delivery and Procurement

Office of the Assistant Deputy Minister

Consumer Services Operations Division
222 Jarvis Street, 3rd Floor
Toronto ON M7A 0B6

Tel.: 416 326-8800

Ministère des Services au public et aux entreprises et de l'approvisionnement

Bureau de la sous-ministre adjointe

Division des opérations relative aux services aux consommateurs,
222, rue Jarvis, 3ème étage
Toronto ON M7A 0B6

Tél. : 416 326-8800

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

DATE: **May 22, 2026**

FROM: Teepu Khawja
Assistant Deputy Minister
Consumer Services Operations Division
Ministry of Public and Business Service Delivery and Procurement

RE: **Amendments to the *Ticket Sales Act, 2017* through the *Plan to Protect Ontario Act (Budget Measures), 2026***

This memorandum is to provide information on the legislative amendments to the *Ticket Sales Act, 2017* (TSA) made through the *Plan to Protect Ontario Act (Budget Measures), 2026* which received Royal Assent on April 24, 2026. Schedule 16 of the Act amended the TSA, with immediate effect, to:

- Introduce a resale price cap, making it illegal to either resell or facilitate the resale of a ticket for more than the total cost of the original ticket, including all the fees, service charges and taxes paid on that original ticket.

- Clarify that secondary ticketing platforms and some secondary sellers may continue to charge their own fees and applicable taxes on top of the capped resale price.
- Support the Ministry of Public and Business Service Delivery and Procurement's (MPBSDP) enforcement of the TSA by setting clear obligations on both resellers and secondary ticketing platforms to support compliance, such as requiring proof of a ticket's original total price when listing it for sale.
- Create a new authority to enable the government to set future rules on fees and service charges applied to the sale and resale of tickets.

Compliance and enforcement tools available to the MPBSDPs inspectors and investigators will be considered as appropriate, on a case-by-case basis. The ministry may issue administrative penalties, compliance orders, and/or initiate prosecutions against ticket businesses for contraventions of the TSA.

For the purposes of subsection 30(3) of the TSA, section 1 of the O. Reg. 318/18, prescribes both the provisions and the amounts of administrative penalties that may be imposed by the Director, as follows:

- $200, if the ticket business is not a corporation; or
- $3,000, if the ticket business is a corporation.

Where a prosecution has been initiated, section 35(5) of the TSA establishes the following penalties a convicted individual or corporation may be subject to.

For an individual:

- a fine of not more than $50,000; or
- imprisonment for a term of not more than two years less a day; or
- both.

For a corporation:

- a fine of not more than $250,000.

If there is interest in learning more about the amendments, the ministry would be pleased to offer a future informational webinar. To confirm interest, you may contact Tonia Lamanna, Director, Marketplace Intelligence, Policy and Outreach Branch, Ministry of Public and Business Service Delivery and Procurement at tonia.lamanna@ontario.ca.

I would ask that you please bring this memorandum to the attention of the policing community. Links to all the legislative changes under the *Ticket Sales Act, 2017* have been included in this package. For more information, or if you have any questions relating to our compliance and enforcement efforts, you may contact Rob Gagne, Director, Inspections, Investigations and Licensing Branch, Ministry of Public and Business Service Delivery and Procurement at rob.gagne@ontario.ca.

Thank you for your assistance in communicating these changes.

Sincerely,



Teepu Khawja
Assistant Deputy Minister
Consumer Services Operations Division
Ministry of Public and Business Service Delivery and Procurement

Relevant Links:

- *Ticket Sales Act, 2017*
- *Plan to Protect Ontario Act (Budget Measures), 2026, S.O. 2026, c. 2 - Bill 97 | ontario.ca*.

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Youth Custody and Detention Placement Processes**

DATE OF ISSUE:	**May 26, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0027**
PRIORITY:	**Normal**

At the request of the Ministry of Children, Community and Social Services' (MCCSS) Youth Justice Division (YJD), I am sharing the attached communication to notify the policing community of changes to the provincial process for youth custody placements.

For further information, please review the attached memo from Trevor Sparrow, Assistant Deputy Minister, YJD, MCCSS. If you have any questions, please contact Ben Jensen, Senior Manager, Provincial Coordination Unit, MCCSS at Ben.Jensen@ontario.ca or 705-761-3233.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachments

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Children, Community and Social Services

Youth Justice Division
Service Delivery Branch
Provincial Coordination Unit

Ministère des Services à l'enfance et des Services sociaux et communautaires

Division de la justice pour la jeunesse
Direction de la prestation des services
Unité de coordination provinciale

Ontario

May 20, 2026

MEMORANDUM TO: ADM Kenneth Weatherill
Ministry of Solicitor General
Public Safety Division

FROM: ADM Trevor Sparrow
Ministry of Children, Community and Social Services
Youth Justice Division

RE: **Youth Custody/Detention Placement Process**

The Ministry of Children, Community & Social Services (MCCSS), Youth Justice Division (YJD) is implementing a streamlined provincial process for youth custody placements.

Effective June 1, 2026, when a young person receives a custodial sentence, court officers in all regions are to call (905) 826-1536 from Monday to Friday, 8:00 a.m to 6:00 p.m EST to receive youth custody placement information. Court officers will be connected to a member of the Provincial Coordination Unit (PCU), who will inform which facility will receive the young person.

After 6:00 p.m. EST or on weekends/statutory holidays, court officers are to continue to call the YJD Regional After-Hours/On-Call number for their area for youth custody placement information.

YJ Regional After-Hours/On-Call Numbers	
Central & Toronto: 416-622-8686	North: 1-888-444-3065
East & West: 1-855-675-9433	

There are no changes to the process related to youth *detention* placement; court officers are to continue contacting the identified YJD Transfer Payment Recipient (TPR) facility with Provincial Director (PD) authority for youth detention placement. The attached Excel document identifies the applicable YJD TPR facilities that have PD authority for *detention* placements.

For any questions or clarification, please contact: Ben Jensen - Senior Manager - Provincial Coordination Unit - Ben.Jensen@ontario.ca - 705-761-3233

Thank you,

Trevor Sparrow
Assistant Deputy Minister

…/cont'd

MCCSS-Youth Justice Division

MCCSS - Youth Justice
Youth Detention & Custody Placement Contacts
Last Updated: May 2026

Central Region Courts
Detention Youth Placement Contacts

Courts are to call identified Youth Justice (YJ) facilities to confirm *detention youth placements*. These facilities have the authority to determine the level a detention a youth will be placed in (i.e. open vs. secure) and will confirm what YJ facility the youth needs to be transported to.

Court	Male Youth Detention Contact	Female Youth Detention Contact
Barrie	**Everett 1-416-425-5638**	**Marjorie's Place 1-905-454-3522**
Bradford		
Brampton		
Burlington		
Collingwood		
Guelph (Wellington)		
Kitchener-Waterloo		
Midland		
Milton		
Newmarket		
Orangeville		
Orillia		

Central Region Courts
Custody Youth Placement Contact

During business hours, courts are to call the MCCSS - YJ Provincial Coordination Unit (PCU) to obtain placements for sentenced *custody youth*. After hours, courts are to call the MCCSS - YJ on-call manager for central region to obtain custody youth placements.

Timeframe	Contact for Custody Placements	Phone #
8:30AM - 6:00PM (EST)	PCU	905-826-1536
6:00PM - 8:30AM (EST)	Central On-call Manager	416-622-8686
Weekends & Holidays		

Created by: MCCSS - Youth Justice - Provincial Coordination Unit - YJPCU@ontario.ca

MCCSS - Youth Justice
Youth Detention & Custody Placement Contacts

Last Updated: May 2026

East Region Courts
Detention Youth Placement Contacts

Courts are to call identified Youth Justice (YJ) facilities to confirm *detention youth placements*. These facilities have the authority to determine the level a detention a youth will be placed in (i.e. open vs. secure) and will confirm what YJ facility the youth needs to be transported to.

Court	Male Youth Detention Contact	Female Youth Detention Contact
Lindsay	**McKinnon House 1-905-723-2215**	**Beacon Harbour 1-613-817-5854**
Peterborough		
Oshawa (Durham)		
Minden		
Cobourg	**St. Leonard's Home 1-613-392-7149**	
Brighton		
Picton		
Belleville		
Bancroft		
Napanee		
Kingston (Sharbot Lake)		
Pembroke (Renfrew)	**YSB - Sherwood Cooridnator 613-738-2104 ext. 0**	
Perth (Smith Falls)		
Brockville		
Kemptville		
Ottawa		
Cornwall		
Alexandria		
Morrisburg		
L'Orignal (Hawkesbury)		

East Region Courts
Custody Youth Placement Contact

During business hours, courts are to call the MCCSS - YJ Provincial Coordination Unit (PCU) to obtain placements for sentenced *custody youth*. After hours, courts are to call the MCCSS - YJ on-call manager for east region to obtain custody youth placements.

Timeframe	Contact for Custody Placements	Phone #
8:30AM - 6:00PM (EST)	PCU	905-826-1536

6:00PM - 8:30AM (EST) Weekends & Holidays	East On-call Manager	1-855-675-9433

MCCSS - Youth Justice
Youth Detention & Custody Placement Contacts

Last Updated: May 2026

North Region Courts
Detention Youth Placement Contacts

Courts are to call identified Youth Justice (YJ) facilities to confirm *detention youth placements*. These facilities have the authority to determine the level a detention a youth will be placed in (i.e. open vs. secure) and will confirm what YJ facility the youth needs to be transported to.

Court	Male Youth Detention Contact	Female Youth Detention Contact
Atikokan	**Creighton 807-548-8859**	**Bruce McKitrick 1-807-766-2900**
Bearskin Lake		
Big Trout Lake		
Cat Lake		
Deer Lake		
Dryden		
Fort Frances		
Fort Severn		
Ignace		
Kasabonika		
Keewaywin		
Kenora		
Kingfisher		
Lac Seul		
Muskrat Dam		
North Spirit Lake		
Pickle Lake – Mishkeegogamang		
Pickangikum		
Poplar Hill		
Rainy River		
Red Lake		
Sachigo Lake		
Sandy Lake		
Sioux Lookout		
Wapekeka		
Weagamow Lake		
Wunnumin Lake		

Attawapiskat	**Sterling B. Campbell** **705-524-3354**	**Bruce McKitrick** **1-807-766-2900**
Bracebridge		
Cochrane		
Elliot Lake		
Espanola		
Fort Albany		
Gogama		
Gore Bay (Manitoulin)		
Haileybury		
Hearst		
Hornepayne		
Huntsville		
Kapuskasing		
Kashechewan		
Kirkland Lake		
Mattawa		
Moosonee		
North Bay		
Parry Sound		
Peawanuck		
Sault Ste. Marie		
Smooth Rock Falls		
Sturgeon Falls		
Sudbury		
Sundridge		
Timmins		
Wawa		
Wikwemikong		
Armstrong	**Kairos** **807-623-1690**	**Bruce McKitrick** **1-807-766-2900**
Fort Hope		
Geraldton		
Lansdowne House		
Longlac		
Manitouwadge		
Marathon		
Nipigon		

Ogoki Post		
Schreiber		
Summer Beaver		
Thunder Bay		
Webequie		

North Region Courts
Custody Youth Placement Contact

During business hours, courts are to call the MCCSS - YJ Provincial Coordination Unit (PCU) to obtain placements for sentenced *custody youth*.
After hours, courts are to call the MCCSS - YJ on-call manager for north region to obtain custody youth placements.

Timeframe	Contact for Custody Placements	Phone #
8:30AM - 6:00PM (EST)	PCU	905-826-1536
6:00PM - 8:30AM (EST) Weekends & Holidays	North On-call Manager	1-888-444-3065

MCCSS - Youth Justice
Youth Detention & Custody Placement Contacts

Last Updated: May 2026

Toronto Region Courts
Detention Youth Placement Contacts

Courts are to call identified Youth Justice (YJ) facilities to confirm *detention youth placements*. These facilities have the authority to determine the level a detention a youth will be placed in (i.e. open vs. secure) and will confirm what YJ facility the youth needs to be transported to.

Court	Male Youth Detention Contact	Female Youth Detention Contact
Toronto Court House	**Everett 1-416-425-5638**	**Marjorie's Place 1-905-454-3522**
Toronto Superior		

Toronto Region Courts
Custody Youth Placement Contact

During business hours, courts are to call the MCCSS - YJ Provincial Coordination Unit (PCU) to obtain placements for sentenced *custody youth*. After hours, courts are to call the MCCSS - YJ on-call manager for Toronto region to obtain custody youth placements.

Timeframe	Contact for Custody Placements	Phone #
8:30AM - 6:00PM (EST)	PCU	905-826-1536
6:00PM - 8:30AM (EST)	Toronto On-call Manager	416-622-8686
Weekends & Holidays		

MCCSS - Youth Justice
Youth Detention & Custody Placement Contacts

Last Updated: May 2026

West Region Courts
Detention Youth Placement Contacts

Courts are to call identified Youth Justice (YJ) facilities to confirm *detention youth placements*. These facilities have the authority to determine the level a detention a youth will be placed in (i.e. open vs. secure) and will confirm what YJ facility the youth needs to be transported to.

Court	Male Youth Detention Contact	Female Youth Detention Contact
Brantford	**G.R. Force 1-905-544-7777**	**Marjorie's Place 1-905-454-3522**
Cayuga		
Chatham		
Exeter		
Fort Erie		
Goderich		
Hamilton		
Leamington		
London		
Owen Sound		
Sarnia		
Simcoe		
St. Catharines		
St. Thomas		
Stratford (Listowel)		
Walkerton		
Walpole Island First Nations		
Welland		
Windsor		
Woodstock		

West Region Courts
Custody Youth Placement Contact

During business hours, courts are to call the MCCSS - YJ Provincial Coordination Unit (PCU) to obtain placements for sentenced *custody youth*.
After hours, courts are to call the MCCSS - YJ on-call manager for west region to obtain custody youth placements.

Timeframe	Contact for Custody Placements	Phone #
8:30AM - 6:00PM (EST)	PCU	905-826-1536
6:00PM - 8:30AM (EST)	West On-call Manager	1-855-675-9433

Weekends & Holidays	West On-call Manager	1-855-675-9433

Ministry of the Solicitor General

Public Safety Division

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Pilot Project – Rideshare Services Along the Northlander Corridor under the *Highway Traffic Act***

DATE OF ISSUE:	**May 27, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**May 19, 2027**
INDEX NO.:	**26-0028**
PRIORITY:	**Normal**

At the request of the Ministry of Transportation's (MTO) Transportation Safety Division (TSD), I am sharing the attached communication to advise the policing community of a new regulation made under the *Highway Traffic Act*, which establishes a pilot project and framework governing rideshare services in designated northern communities.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, TSD, MTO. If you have any questions, please contact the ministry's Rideshare Oversight team at rideshare@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4
Tel: 416-420-0717

Ministère des Transports

Division de la sécurité en matière de transport

87, avenue Sir William Hearst
bureau 191
Toronto ON M3M 0B4
Tel: 416-420-0717

Ontario

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: May 19, 2026

SUBJECT: **Ontario's Regulation 136/26 – Pilot Project – Rideshare Services Along the Northlander Corridor, under the *Highway Traffic Act***

This memorandum is to advise the policing community across the province about the new O. Reg. 136/26: PILOT PROJECT - RIDESHARE SERVICES ALONG THE NORTHLANDER CORRIDOR under the *Highway Traffic Act* (HTA) governing rideshare services in designated northern communities, effective May 19, 2026.

The Regulation applies only to rideshare services initiated in designated northern communities (see Appendix A for map and list of designated municipalities/communities included in the pilot) and will support the relaunch of the Northlander passenger rail service in Summer 2026.

The Regulation establishes minimum requirements for rideshare operators, drivers, and vehicles operating in the designated areas. Rideshare drivers must be affiliated with a Ministry of Transportation-approved rideshare operator and rideshare operators are responsible for ensuring rideshare driver and vehicle compliance.

Officers may enforce compliance with the Regulation under the *Provincial Offences Act* (POA) pursuant to subsection 228 (8) of the HTA, which provides for a fine range of $250 to $2,500. Note that there is no short-form wording available under Part I of the POA for offences under the Regulation, as this is a one-year pilot.

Additionally, officers may also direct drivers to leave restricted areas (e.g., station property), pursuant to subsection 24 (3) of the Regulation, where the officer reasonably believes the driver is:

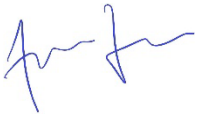
- facilitating, offering or providing private passenger transportation services at Northlander station premises, or
- soliciting passengers to use private passenger transportation services at Northlander station premises, including by street hail or taxi stand, in contravention of the Regulation.

The municipalities of Greater Sudbury, North Bay, Huntsville, Temiskaming Shores, and Timmins are designated communities under Schedule 1 that currently provide local oversight of rideshare services. For the duration of the regulation, provincial requirements will prevail and replace current existing municipal by-law frameworks within these communities, subject to transition provisions for rideshare operators currently providing services in these areas.

Please contact the ministry's Rideshare Oversight team at rideshare@ontario.ca with any questions you may have.

Thank you for your assistance in communicating these changes.

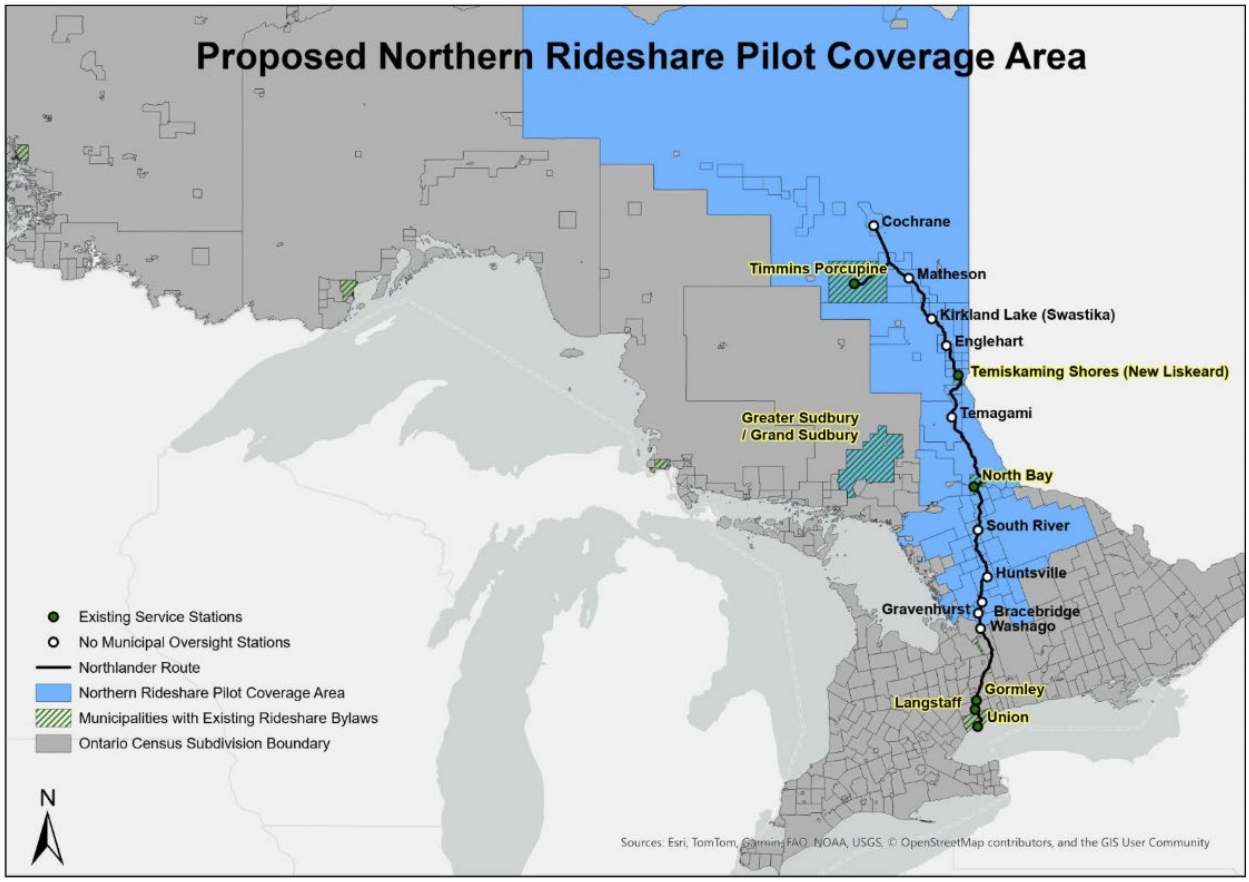
Sincerely,



Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

Appendix A: Provincial rideshare framework (Northlander phase) Coverage Area

Appendix A - Provincial rideshare framework (Northlander phase) Coverage Area



The designated areas for the provincial rideshare framework (Northlander phase) are:

1. Township of Algonquin Highlands.
2. Township of Armour.
3. Township of Armstrong.
4. Township of Black River-Matheson.
5. Township of Bonfield.
6. Town of Bracebridge.
7. Township of Brethour.
8. Village of Burk's Falls.
9. Municipality of Callander.
10. Municipality of Calvin.
11. Township of Casey.
12. Township of Chamberlain.
13. Municipality of Charlton and Dack.
14. Township of Chisholm.
15. Town of Cobalt.
16. Town of Cochrane.

17. Unorganized Territory of Cochrane, South West Part, in the District of Cochrane.

18. Unorganized Terr itory of Cochrane, South East Part, in the District of Cochrane.

19. Unorganized Territory of Cochrane, North Part, in the District of Cochrane.

20. Township of Coleman.

21. Municipality of East Ferris.

22. Town of Englehart.

23. Township of Evanturel.

24. Township of Fauquier-Strickland.

25. Township of Gauthier.

26. Township of Georgian Bay.

27. Town of Gravenhurst.

28. Township of Harley.

29. Township of Harris.

30. Town of Hearst.

31. Township of Hilliard.

32. Township of Hudson.

33. Town of Huntsville.

34. Town of Iroquois Falls.

35. Township of James.

36. Township of Joly.

37. Town of Kapuskasing.

38. Town of Kearney.

39. Township of Kerns.

40. Town of Kirkland Lake.

41. Township of Lake of Bays.

42. Township of Larder Lake.

43. Town of Latchford.

44. Township of Machar.

45. Municipality of Magnetawan.

46. Township of Matachewan.

47. Township of Mattawan

48. Township of Mattice-Val Côté.

49. Township of McGarry.

50. Township of McMurrich/ Monteith.

51. Township of Minden Hills.

52. Township of Moonbeam.

53. Town of Moosonee.

54. Township of Muskoka Lakes.

55. Township of Nipissing.

56. Unorganized Territory of Nipissing, South Part, in the District of Nipissing

57. Unorganized Territory of Nipissing, North Part, in the District of Nipissing

58. City of North Bay.

59. Township of Opasatika.

60. Unorganized Territory of Parry Sound, North East Part, in the District of Parry Sound.

61. Unorganized Territory of Parry Sound, Centre Part, in the District of Parry Sound.

62. Township of Perry.

63. Municipality of Powassan.

64. Township of Ryerson.

65. Township of Seguin.

66. Town of Smooth Rock Falls.

67. Village of South River.

68. Township of Strong.

69. City of Greater Sudbury

70. Village of Sundridge.

71. Municipality of Temagami.

72. City of Temiskaming Shores.

73. Village of Thornloe.

74. Unorganized Territory of Timiskaming, East Part, in the District of Timiskaming.

75. Unorganized Territory of Timiskaming, West Part, in the District of Timiskaming.

76. City of Timmins.

77. Township of Val Rita-Harty

78. Municipality of West Nipissing.

79. Municipality of Whitestone.

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Regulatory Amendments related to Section 19 Temporary Assistance under the *Community Safety and Policing Act, 2019***

DATE OF ISSUE:	**June 5, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0029**
PRIORITY:	**Normal**

I am writing to advise you that amendments have been made to O. Reg. 90/24: General Matters Under the Authority of the Minister and O. Reg. 399/23: General Matters Under the Authority of the Lieutenant Governor in Council, through O. Reg. 163/26 and O. Reg. 162/26, respectively.

These amendments enable Ontario Chiefs of Police, in specific circumstances, to request temporary assistance under section 19 of the *Community Safety and Policing Act, 2019* from entities governed by the laws of another Canadian jurisdiction.

These entities are:

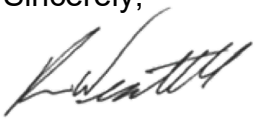
- the Royal Canadian Mounted Police;
- provincial, municipal, or First Nation police services from another Canadian jurisdiction;
- the Canadian Coast Guard; and
- the Canadian Armed Forces.

If you have any questions regarding these amendments, please contact Savio Pereira, Team Lead, Policing Standards Section, Ministry of the Solicitor General at savio.pereira@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

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Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ryan Teschner
Inspector General of Policing

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Increased Penalties under the *Provincial Animal Welfare Services Act, 2019* (PAWS Act), for Harm Against Animals Working with Peace Officers**

DATE OF ISSUE:	**June 8, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0030**
PRIORITY:	**Normal**

On June 2, 2026, the *Keeping Criminals Behind Bars Act, 2026*, received Royal Assent and amended the *Provincial Animal Welfare Services Act, 2019* (PAWS Act), increasing the minimum and maximum penalties for **harming animals that work with peace officers**, underscoring the seriousness of this major offence.

Pursuant to s.49 of the PAWS Act, the following penalties now apply upon conviction of the offence of contravening the new s.17 (2):

- **Individuals:** Fines between $50,000 – $260,000, imprisonment up to 2 years, or both.
- **Corporations:** Fines between $50,000 – $1,000,000.

By strengthening these penalties, the law will recognize the seriousness of harming these animals. These changes are expected to safeguard the welfare of these valued animals, protect their handlers, and ensure that offenders are held accountable.

Please share this memorandum with police and First Nation officers who may be exercising powers under the PAWS Act.

Note: These amendments do not impact the existing ability to pursue charges under the *Criminal Code* for harm against law enforcement animals. Penalties include:

- If prosecuted by indictment, up to five years imprisonment and a mandatory minimum term of six months imprisonment if the animal is killed
- If prosecuted summarily, up to two years less a day in jail, a fine up to $10,000, or both

The ministry looks forward to continuing to work in partnership with you as we implement the provincial animal welfare enforcement model to ensure that animals are protected.

If you have any questions on the PAWS Act amendments, please contact Melanie Milczynski, Director and Chief Animal Welfare Inspector, Animal Welfare Services Branch, Ministry of the Solicitor General at Melanie.Milczynski@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Mental Health Supports for Public Safety Personnel (MHS4PSP) Grant Program - 2026-27 Call for Applications

DATE OF ISSUE:	**June 9, 2026**
CLASSIFICATION:	**For Action**
RETENTION:	**July 7, 2026**
INDEX NO.:	**26-0031**
PRIORITY:	**Normal**

At the request of the Ministry of the Solicitor General's (SOLGEN) Health Services Division (HSD), I am sharing the attached communication to notify the policing community about the launch of a new call for applications for the Mental Health Supports for Public Safety Personnel (MHS4PSP) grant program. The ministry will be accepting applications from June 9, 2026 to July 7, 2026.

For further information, please review the attached memo from Melanie Mayoh, Assistant Deputy Minister, HSD, SOLGEN. If you have any questions about the grant program, please contact the Mental Health Secretariat, HSD, SOLGEN at MH.Secretariat@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

Health Services Division

Office of the Assistant Deputy Minister

25 Grosvenor Street
16th floor
Toronto ON M7A 1Y6

Ministère du Solliciteur Général

Division des Services de Sante

Bureau du sous-ministre adjoint

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Ontario

PROVINCIAL COMM TO: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

FROM: Melanie Mayoh
Assistant Deputy Minister
Health Services Division

DATE OF ISSUE: June 9, 2026

SUBJECT: Mental Health Supports for Public Safety Personnel (MHS4PSP) – Grant Program in 2026/27

This communication provides an overview of the following:

- The call for applications for the 2026/27 Mental Health Supports for Public Safety Personnel grant program will be open between June 9, 2026 and July 7, 2026.

I would ask that you please bring this memorandum to the attention of the Ontario Chiefs of Police.

Questions on the information below or any other inquiries regarding the grant can be directed to the Mental Health Secretariat, Health Services Division, Ministry of the Solicitor General at MH.Secretariat@ontario.ca.

2026/27 Mental Health Supports for Public Safety Personnel Grant Program – The Call for Applications Will Open on 9:00 AM Eastern Daylight Time on June 9, 2026.

I am pleased to announce that the call for applications is now open for the 2026/27 Mental Health Supports for Public Safety Personnel (MHS4PSP) grant program to eligible public safety organizations in the police sector.

The MHS4PSP grant program provides funding to support the purchase of mental health services that have been designed for public safety personnel, as offered through Warrior Health.

Warrior Health has partnered with leading mental health care providers – including Wounded Warriors Canada, Homewood Health, the Centre for Addiction and Mental Health, Trillium Health Partners, and Boots on the Ground – to improve access to more than 150 fee-for-service programs.

In 2025/26, the MHS4PSP grant program supported approximately 24 police services with funding for the purchase of trauma-informed mental health services, such as general wellness programs and peer support training.

Apply Today

All municipal, regional, and First Nations public safety organizations in the police sector are eligible for funding. To apply,

- Visit Transfer Payment Ontario (TPON)
- Review MHS4PSP grant program Guidelines on TPON
- Submit an Application Form on TPON between June 9, 2026 and July 7, 2026
- Email a completed copy of the submission to MH.Secretariat@ontario.ca.

*Please note that access to the call for applications in TPON will close as of 4:00 PM Eastern Daylight Time on July 7, 2026.

Join an Information Session

The Ministry of the Solicitor General will be offering two information sessions to provide applicants with more information about the MHS4PSP grant program in 2026/27 and answer questions about the application process.

To register for an information session, please sign up for one of the following virtual sessions here: https://solgensurvey.qualtrics.com/jfe/form/SV_78qKKeaEYgLBZki

- Wednesday, June 17, 2026 – 2:00 PM to 3:00 PM (1 hour)
- Monday, June 22, 2026 – 11:00 AM to 12:00 PM (1 hour)

The Ministry of the Solicitor General anticipates that the results of the call for applications will be announced late in the second quarter of the 2026/27 fiscal year.

For any questions, please email the Ministry of the Solicitor General Mental Health Secretariat at MH.Secretariat@ontario.ca.

If you require alternate formats, accessibility accommodations, or communication supports, they can be provided upon request.
Sincerely,



Melanie Mayoh
Assistant Deputy Minister
Health Service Division

Ministry of the Solicitor General

Public Safety Division

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards and OPP Detachment Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Police Service Board and OPP Detachment Board Members and Elections**

DATE OF ISSUE:	**June 11, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0032**
PRIORITY:	**Normal**

All members of a municipal police service board who will be running in the upcoming municipal elections in October 2026 should review O. Reg. 408/23: Code of Conduct for Police Service Board Members.

Likewise, members of an Ontario Provincial Police (OPP) detachment board should review O. Reg. 409/23: Code of Conduct for O.P.P. Detachment Board Members.

The ministry advises that a board member should disclose to the police service board or OPP detachment board their decision to be a candidate in a municipal election as soon as possible. Police service board members appointed by Lieutenant Governor in Council (LGIC) or Minister, as well as OPP detachment board members appointed by the Minister must inform the ministry as soon as possible. Please contact Gita Ramburuth, Appointments Officer, Training Strategy and Development Unit, Public Safety Division at gita.ramburuth@ontario.ca and Minister.SOLGEN@ontario.ca.

Board members who are candidates in the October 2026 municipal election should also consider whether being a candidate creates a conflict of interest as defined in O. Reg. 408/23 and O. Reg. 409/23. “Conflict of interest” is defined as a situation in which the board member’s private interests or personal relationships place, or may reasonably be perceived to place, the member in conflict with their duties as a member of the board. If a board member does have a conflict of interest, they must promptly disclose this.

…/2

In addition, they must not participate in discussion of or voting with respect to matters at board meetings if they have a conflict of interest in the matter.

A police service board or OPP detachment board may have its own rules and procedures related to the political activity of its members that should be reviewed. Police service boards and OPP detachment boards may develop rules or procedures pursuant to s. 46 (1) and s. 67 (6) of the *Community Safety and Policing Act, 2019* (CSPA).

Should a board member be elected to local office, the board member should consider notifying their police service board or OPP detachment board immediately, to determine next steps. Should a police service board member appointed by LGIC or Minister, or OPP detachment board member appointed by the Minister be elected to local office, the board member must notify the ministry immediately.

Inspector General of Policing (IG), Ryan Teschner, will be issuing an Advisory Bulletin in the coming weeks outlining key statutory obligations for police service board members and OPP detachment board members under the CSPA and its regulations, with a particular focus on board accountability and compliance requirements, as well as other applicable legislation.

Advisory Bulletins constitute the IG's advice pursuant to section 102 (4) of the CSPA and are intended to serve as a resource for the sector by offering the IG's general interpretation of various provisions of the CSPA. This Advisory Bulletin will be distributed by the Office of the Inspector General.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ryan Teschner
Inspector General of Policing

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **New Ontario Court of Justice Practice Direction Regarding Bail Hearings**

DATE OF ISSUE:	**June 15, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0034**
PRIORITY:	**Normal**

At the request of the Ministry of the Attorney General's (MAG) Criminal Law Division (CLD), I am sharing a communication to advise that effective June 1, 2026, the Ontario Court of Justice has implemented a new Practice Direction Regarding Bail Hearings, which establishes procedural expectations intended to improve access to fair, timely, focused, and effective bail hearings.

For further information, please review the attached memo from Randy Schwartz, Assistant Deputy Attorney General, CLD, MAG. If you have any questions, please contact Melissa Atkin, Crown Counsel, MAG at melissa.atkin@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachments

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Attorney General

Office of the
Assistant Deputy Attorney General
Criminal Law Division

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Ministère du Procureur general

Cabinet du
Sous-procureur général adjoint
Division du droit criminel

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6e étage
Toronto ON M7A 2S9

Tél.: 416-326-2615
Téléc.: 416-326-2063

Ontario

CLD MEMORANDUM RESPECTING ALL CHIEFS MEMO

TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Randy Schwartz
Assistant Deputy Attorney General
Criminal Law Division
Ministry of the Attorney General

DATE: May 29, 2026

SUBJECT: **All Chiefs Memo**: **New Ontario Court of Justice Practice Direction Regarding Bail Hearings**

The Ontario Court of Justice has implemented a new Practice Direction Regarding Bail Hearings, effective June 1, 2026, which establishes procedural expectations intended to improve access to fair, timely, focused, and effective bail hearings.

It is important that police provide Crowns with clear, focused, and relevant information as early as possible to support timely and informed decisions at the bail stage.

Summary of Key Changes

The Practice Direction places increased emphasis on **efficient and focused bail proceedings**, including:

- Presumptive time limits for:

    - Routine consent releases (15 minutes)[1]
    - Routine contested hearings (30 minutes)[2]
    - Complex bail hearings (ordinarily not exceeding two hours)[3]
- Presumptive restrictions on filing materials in routine cases (limited to the criminal record, synopsis(es), prior release orders and, "where necessary for a fair hearing", summarized additional materials upon which the Crown or defence counsel intend to rely)[4]
- An expectation that surety examinations will not be required where a declaration has been filed,[5] unless the Crown determines that cross-examination is necessary and relevant – in which case the Crown must identify the areas of cross-examination and provide a time estimate.[6]

Key Impacts for Police Services

It is important that police provide Crowns with organized**, concise, and relevant information** to support timely and informed decisions at the bail stage.

This expectation is consistent with the *Protocol for Timely Disclosure in Criminal Cases* (attached), which includes the requirement that police provide an unredacted bail brief containing, *at a minimum*:

1. A synopsis of allegations which concisely summarizes the relevant facts of the alleged offence(s) and the strength of the Crown's case.
2. A police show cause hearing report/checklist.
3. A Domestic Violence Risk Management Report (DVRM), where applicable.
4. The accused person's criminal record (including police information not intended for sentencing purposes), prior releases, section 524 arrests, and other holds.
5. A witness list.

[1] Section 3.6.
[2] Section 3.5
[3] Section 6.1. Complex Bail Matters are matters that have two or more of the following features: two or more proposed sureties where the Crown seeks to cross-examine; matters involving interpreters; two or more section 524 applications to cancel outstanding releases; and/or matters handled by specialized prosecution teams.
[4] Section 2.1-2.2.
[5] Section 4.5.
[6] Section 4.6.

Suggested Best Practices

Police services are encouraged to adopt the following best practices to support the timely preparation of clear, focused, and high-quality bail briefs, as well as other measures that contribute to effective and efficient bail proceedings:

- **Synopsis: Key Evidence and Case Overview**
    - Clearly and succinctly explain **how the accused was identified** as the alleged offender (*e.g.,* witness identification, video evidence, admissions, forensic links)
    - Highlight the **key evidence** supporting the strength of the allegations
    - Focus on the **most probative and relevant information**, rather than volume
    - **Where multiple individuals** are involved or evidence is found in a shared location, **identify the role of the accused** (e.g., driver, passenger, principal, party) and outline the **evidence linking the accused to the offence or item in issue** (e.g., statements, observations, possession, proximity combined with other factors, or other circumstantial evidence connecting the accused to a weapon or contraband)
    - Include **key contextual details** necessary to understand the allegations (e.g., relationship between parties, location, sequence of events)
- **Police Show Cause Hearing Report/Checklist should clearly identify the following information relevant to bail**:
    - Risk-related information, including violence, threats, patterns of behaviour, or public safety concerns (e.g., victim input, children involved, access to weapons) and/or a Domestic Violence Risk Management Report (DVRM), where applicable
    - Criminal Record
    - Outstanding releases and sentencing orders, including bail, probation, conditional sentence, or parole
    - Prohibition orders (e.g., weapons, driving, or other court-ordered prohibitions)
    - Any alleged breaches or supervision concerns
    - Hold requests from other police services or Canada Border Services Agency
    - Any other information relevant to the grounds for detention, including risk of re-offending or failure to attend court

- **Advance notice in serious and/or complex cases:**
    - Where feasible, provide advance notice to the Crown of anticipated arrests or takedowns in serious or complex matters to allow for early preparation and coordination of materials.

- **Timely transport to court:**
    - Make best efforts to minimize delays in transporting accused persons to court (virtual or in person), as delays can reduce the time available for meaningful bail hearings within the presumptive limits.

- **Availability of investigative officers:**
    - Ensure that an officer with knowledge of the investigation is available to respond to Crown inquiries on short notice, particularly in complex or high-risk cases.

- **Coordination on evolving information:**
    - Promptly update the Crown regarding any new or evolving information that may impact the bail position (*e.g.,* new evidence, additional charges, surety checks, concerns about the release plan, or new risk considerations).

Intensive Serious Violent Crime Bail Teams

The Criminal Law Division's **Intensive Serious Violent Crime Bail Teams** (ISVCBTs)[7] continue to operate in collaboration with police to prepare the best case possible in bail matters involving serious and violent crimes. ISVCBT bail matters qualify as "Complex Bail Matters", provided at least one other factor for complexity as defined by the Practice Direction is met. Complex Bail Matters are eligible for additional court time and are expected to proceed on the same day they are identified as complex. This means that police must provide all required material for the preparation of an Enhanced Bail Package as soon as possible after arrest. Please refer to All Chiefs Memo 23-0066 (enclosed) for additional details regarding the operation of and police expectations related to ISVCBT cases.

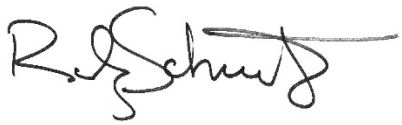
[7] Police services should contact their local Crown Attorney's office to obtain up to date contact information for ISVCBT members

Conclusion

The changes in the Practice Direction reinforce the importance of ensuring that relevant and probative information is available to the Crown at the earliest opportunity. Providing focused, timely, and well-organized information will assist in ensuring that bail hearings proceed efficiently within the presumptive framework while supporting fair and informed decision-making.

For any questions, please contact Melissa Atkin, Crown Counsel, Ministry of the Attorney General at melissa.atkin@ontario.ca.

Sincerely,



Randy Schwartz
Assistant Deputy Attorney General
Criminal Law Division
Ministry of the Attorney General

encl. *Protocol for Timely Disclosure in Criminal Cases*
All Chiefs Memo 23-066: Ministry of the Attorney General's Intensive Serious Violent Crime Bail Teams

PROTOCOL FOR TIMELY DISCLOSURE IN CRIMINAL CASES

Effective February 1, 2026

1. Purposes of this Protocol

1.1. The police and the Crown are bound by an ongoing constitutional obligation in criminal proceedings to disclose to the defence all material that is not clearly irrelevant, privileged or subject to a common law or statutory exception to the duty to disclose, regardless of whether the prosecution intends to introduce the material into evidence (throughout this Protocol, such material is referred to as "potentially relevant").

1.2. This disclosure obligation has become increasingly onerous for the police and the Crown because of significant increases in the complexity of criminal proceedings and the volume of disclosure, including unprecedented growth in the amount of potentially relevant data from electronic devices, including body-worn cameras.

1.3. Despite these challenges, this disclosure obligation must be fulfilled without unreasonable delay, in compliance with *R. v. Jordan,* 2016 SCC 27. In particular, where possible the police and the Crown should aim to prepare substantial disclosure by the first court appearance. Doing so reduces burdens on busy case management courts and ensures that cases can proceed through the court system efficiently.

1.4. This Protocol is designed to give effect to these principles and goals. In particular, the purposes of this Protocol are to:

1. Provide clearly defined and reasonable timelines within which the police will provide disclosure to the Crown, the Crown will conduct charge screening, and the Crown will advise the police of additional disclosure required;
2. Ensure that the Crown and the police comply with their disclosure obligations in a manner that minimizes delay, while reasonably accounting for the parties' operational needs, and the growing volume and complexity of disclosure;
3. Recognize that the best way to comply with these duties is through collaboration, cooperation and open dialogue;
4. Ensure that the Crown will advise the police of any change in the status of a case which may impact outstanding disclosure obligations as soon as practicable; and
5. Provide clear and consistent periods of time between the date of arrest and the date of the first court appearance for cases where an accused person is not held for bail, to enable the police and the

Crown to prepare substantial disclosure prior to first court appearance in most out of custody cases.

1.5. This Protocol has been developed in consultation with the police to meet the responsibility described in *Jordan*, to "cooperate in achieving reasonably prompt justice, with a view to fulfilling s. 11(b)'s important objectives." This Protocol is neither designed as, nor intended to set, a service standard against which the reasonableness of police or Crown actions may be measured.

2. Effective Date and Application

2.1. This Protocol applies to all cases prosecuted by the Ministry of the Attorney General for Ontario – Criminal Law Division with a date of arrest on or after February 1, 2026, except as follows:

1. Homicides and Other Complex and Lengthy Investigations: Compliance with the timeframes set out in this Protocol may be particularly challenging in complex and lengthy investigations. In such cases, the parties may agree to adjust the disclosure and charge screening timelines set out in this Protocol.
2. Specialized Teams: This Protocol does not alter existing or future arrangements for the provision of disclosure to specialized teams, such as Intensive Serious Violent Crime Bail Teams, Guns and Gangs Units, Complex Prosecutions Bureau, the Human Trafficking Prosecution Team, and the Justice and Special Prosecutions Units of the Crown Law Office – Criminal.
3. Pre- and Post-Charge Diversion: Compliance with this Protocol is unnecessary where the police have referred an individual to a pre-charge diversion program. Compliance may also be unnecessary in cases where the police intend to recommend to the Crown that the accused person be referred to a post-charge diversion program. In such cases, the parties may agree to adjust the content and/or timing of disclosure provided to the Crown, and/or the timing of first court appearances where an accused person is not held for bail, as set out in this Protocol.
4. Local Practices Resulting in More Timely Disclosure: This Protocol does not supersede local practices between police and Crown Attorneys' Offices that result in more timely disclosure to the defence. Such practices should continue.
5. Local Practices that Incidentally Alter this Protocol: This Protocol does not preclude the development of local practices between police and Crown Attorneys' Offices that incidentally alter this Protocol, provided these practices substantially adhere to the disclosure timelines and responsibilities in this Protocol.

2.2. Any agreements or practices referred to in section 2.1, above, are privileged and confidential and nothing in this Protocol is intended to waive that privilege.

3. Timelines

3.1. The timelines in this Protocol are targeted deadlines. The parties recognize that, as they transition towards compliance with this Protocol, there will be cases in which these timelines are not met, despite the parties' best efforts. The timelines in this Protocol are not a measure of the speed at which a case ought to progress through the criminal justice system.

3.2. In all cases, the police and the Crown should seek to perform the tasks described below before the targeted deadline if they are able to do so. Any pre-existing local practices with shorter deadlines should continue.

3.3. If the police are unable to comply with a targeted deadline, they will promptly raise this issue with the Crown and the Crown will promptly consider whether to seek a judicial pretrial meeting or take other appropriate steps to address the challenges with obtaining disclosure.

3.4. If there is uncertainty about the potential relevance of any material, this issue will be resolved through prompt consultation between the police and the Crown.

4. Definitions

4.1. The timelines in this Protocol apply to two streams of cases: Stream One Cases and Stream Two Cases.

4.2. Stream One Cases are:

1. All cases where police hold the accused person for bail;
2. All cases involving intimate partner violence charges;
3. All cases involving impaired driving charges;
4. All cases involving proceedings under the *Youth Criminal Justice Act*; and
5. All other cases where the date of the first court appearance is set less than 12 weeks (84 days) after the date of arrest.

4.3. Stream Two Cases are all cases that are not Stream One Cases.

5. Setting First Court Appearances

5.1. The police are responsible for setting the date of the first court appearance in all cases where the accused person is not held for bail and the police issue an appearance notice or undertaking to the accused person.

5.2. The police will set the date of the first court appearance:

1. **For Stream One Cases:** Approximately six weeks (42 days) after the date of arrest.
2. **For Stream Two Cases:** Approximately 12 weeks (84 days) after the date of arrest.

5.3. The time frame between the arrest and the date of the first court appearance may be modified on a case-by-case basis.

5.4. In all cases where an accused person is not held for bail, the information must be laid as soon as practicable following the accused person's release: section 505 of the *Criminal Code*. The assessment of what is practicable will be based on the circumstances of the individual case, including whether the police seek pre-charge advice from the Crown, consider whether the accused person should be referred to a pre-charge diversion program, and otherwise assess whether a charge should be laid. In all cases, the information must be laid as soon as practicable and, in any event, no later than two days before the date of the first court appearance.

5.5. If, following an accused person's arrest and release, the police conclude that charges will not be laid, they will, where practicable, make reasonable efforts to notify the accused person that charges will not be laid and that the conditions of release, including the requirement to attend the first court appearance, are no longer in force. Once the decision has been made that charges will not be laid, the disclosure requirements of this Protocol will no longer apply.

6. Bail Brief

6.1. Where an accused person is held for bail, the police will provide an unredacted bail brief to the Crown prior to the first bail court appearance.

6.2. The bail brief must contain as much available evidence as possible to support an informed decision respecting bail and, at a minimum, must include:

1. A synopsis of allegations which concisely summarizes the relevant facts of the alleged offence(s) and the strength of the Crown's case.
2. A police show cause hearing report/checklist.

3. A Domestic Violence Risk Management Report (DVRM), where applicable.
4. The accused person's criminal record (including police information not intended for sentencing purposes), prior releases, section 524 arrest, and other holds.
5. A witness list.

7. Initial Disclosure – [Substantial Disclosure]

7.1. The police will provide Initial Disclosure [Substantial Disclosure] to the Crown no later than:

1. **For Stream One Cases:** Three weeks (21 days) after the date of arrest.
2. **For Stream Two Cases:** Six weeks (42 days) after the date of arrest.

7.2. Initial Disclosure [Substantial Disclosure] must include the following items in the possession or control of the police, where such items are potentially relevant:

1. The synopsis.
2. Police duty or memo book notes of all officers who had any interaction with the accused person(s), victim(s) or witness(es) or who seized evidence.
3. Occurrence reports.
4. Arrest reports.
5. Criminal record of the accused person, if any.
6. Witness statements and summaries of witness statements, including any audio or video recordings of such statements taken at a police station or on body-worn camera or in-car camera.
7. Accused person's statements and summaries of accused person's statements, including any audio or video recordings of such statements taken at a police station or on body-worn camera or in-car camera. In impaired driving cases, this includes any recordings of accused persons even if no statements are taken.
8. CCTV video and similar multimedia, including time stamps of relevant events.
9. Surveillance audio or video, including time stamps of relevant events.
10. Any data, documents or other evidence provided by victims, witnesses or accused persons.
11. Breath room audio or video.

12. Where there is no sealing order: search warrants, production orders, wiretap authorizations, associated orders (*e.g.*, assistance orders), affidavits/informations to obtain such orders, and reports to a justice and orders for continued detention.
13. Restitution amounts with supporting documentation, if known, or a supplementary report describing why restitution amounts are not yet available.

7.3. Initial Disclosure [Substantial Disclosure] must also include:

1. A witness list.
2. Officer leave dates.
3. A dated Disclosure Index that lists the disclosure provided to the Crown.
4. A dated list of any potentially relevant items:
   (a) in the possession or control of the police that have not been provided in accordance with this section; and;
   (b) any additional items not yet in the possession or control of the police which the police intend to obtain (*e.g.*, through further investigation).

8. Disclosure Package #2

8.1. The police will provide Disclosure Package #2 to the Crown no later than:

1. **For Stream One Cases:** Six weeks (42 days) after the date of arrest.
2. **For Stream Two Cases**: 12 weeks (84 days) after the date of arrest.

8.2. Disclosure Package #2 must include the following items in the possession or control of the police, where such items are potentially relevant:

1. All duty or memo book notes of officers, including surveillance notes, not provided in the Initial Disclosure [Substantial Disclosure] package in accordance with section 7.2, above.
2. Subject to section 8.4, below, all body-worn camera audio and video not provided in the Initial Disclosure [Substantial Disclosure] package in accordance with section 7.2, above.
3. In Car Camera audio and video.
4. Booking room audio and video.
5. Automatic Licence Plate Reader data.
6. Summaries of any potentially relevant intercepted communications (note: recordings and transcripts of potentially relevant intercepted

communications are to be disclosed in accordance with section 9, below).

7. 911 calls and any other incoming communications from the public.
8. CAD and dispatch written reports.
9. Criminal records of witnesses, if any.
10. Medical records (including psychiatric and counselling records).
11. CAS records.
12. Family or Civil Court records.
13. Banking or financial records.
14. Government reports and records.
15. CFS Submission Forms.
16. Digital evidence generated by civilian witnesses.
17. Police generated expert reports, including DRE reports.
18. Forensic unit evidence and any other available forensic identification evidence.
19. Any search warrants, production orders, wiretap authorizations, associated orders (*e.g.*, sealing orders, assistance orders), affidavits/informations to obtain such orders, and reports to a justice and orders for continued detention, not produced in accordance with section 7.2(12), above.
20. Potentially relevant *McNeil* records.
21. <u>All other potentially relevant material</u>, except the specific items referred to in section 9, below.

8.3. Disclosure Package #2 will be accompanied by:

1. An updated witness list.
2. Updated officer leave dates.
3. An updated Disclosure Index that lists all the disclosure provided to the Crown to date.
4. A dated list of any potentially relevant items:

   (a) in the possession or control of the police that have not been provided to the Crown;

   (b) any additional items not yet in the possession or control of the police which the police intend to obtain.

8.4. The parties recognize that body-worn camera footage presents specific and significant disclosure challenges. If the police cannot comply with the

targeted deadline for its production, they will prioritize the most relevant footage (*e.g.,* officers who dealt directly with the accused person or witnesses, or personally seized evidence), clearly identify outstanding footage to the Crown in accordance with section 8.3.(4)(a), above, and raise the issue with the Crown as soon as practicable.

9. Disclosure Package #3

9.1. The police will provide Disclosure Package #3 to the Crown no later than:

1. **For Stream One Cases:** 15 weeks (105 days) after the date of arrest.
2. **For Stream Two Cases:** 21 weeks (147 days) after the date of arrest.

9.2. Disclosure Package #3 must include the following items in the possession or control of the police, where such items are potentially relevant:

1. Potentially relevant intercepted communications (wiretap recordings) and transcripts of potentially relevant intercepted communications.
2. Subject to section 9.4, below, data extractions from seized electronic devices.
3. All remaining potentially relevant material.

9.3. Disclosure Package #3 will be accompanied by:

1. An updated witness list.
2. Updated officer leave dates.
3. An updated Disclosure Index that lists all the disclosure provided to the Crown to date.
4. A dated list of any potentially relevant items:
   (a) in the possession or control of the police that have not been provided; and
   (b) any additional items not yet in the possession or control of the police which the police intend to obtain.

9.4. The parties recognize that data extractions from seized electronic devices present specific and significant disclosure challenges. If the police cannot comply with the targeted deadline for their production, they will prioritize extractions from the most relevant devices, clearly identify the devices with extractions outstanding in accordance with section 9.3.(4)(a), above, and raise the issue with the Crown as soon as practicable.

10. Ongoing Disclosure Obligations

10.1. If the police come into possession of additional potentially relevant material (*e.g.*, through further investigation), after the delivery of Disclosure Package #3, they will produce it to the Crown as soon as practicable, and in any event within three weeks (21 days) of its receipt.

11. Timely Crown Screening and Review of Disclosure

11.1. The Crown will screen the case in accordance with the Charge Screening Prosecution Directive within three weeks (21 days) of the receipt of Initial Disclosure [Substantial Disclosure] from the police, regardless of whether a case is a Stream One Case or a Stream Two Case.

11.2. In unusual circumstances, the Crown may require Disclosure Package #2 or #3 to properly screen a case in accordance with the Charge Screening Prosecution Directive. In such cases, the timelines set out in section 11.1, above, may be adjusted accordingly.

12. Requests for Further Disclosure

12.1. If the Crown screens a case and it is not discontinued, the Crown will promptly make any requests to the police for additional investigation or disclosure.

12.2. Upon receipt of a request from the Crown for further disclosure, the police will advise the Crown of their possession or control of the material and produce it to the Crown as soon as practicable, and in any event within three weeks (21 days) of the request or the police taking possession or control of it, whichever is later.

12.3. Within three weeks (21 days) of receipt of additional disclosure from the police, the Crown will make any follow-up requests.

12.4. If the Crown receives a defence request for further disclosure, the Crown will review and evaluate it for potential relevance as soon as practicable and will only request that the police produce items that the Crown concludes are potentially relevant.

12.5. If the police believe that any requested further disclosure is clearly irrelevant, they may consult with the assigned Crown and, if the matter is not resolved, they may request a meeting with the Crown Attorney or their designate to address the issue.

13. Failure to Provide Timely Disclosure

13.1. If the police do not make timely disclosure in accordance with this Protocol, the Crown will screen the case based on the available materials in accordance with the Charge Screening Prosecution Directive and may discontinue the prosecution.

13.2. When deciding whether to discontinue a prosecution in accordance with section 13.1, above, the Crown will consider any explanation for delayed disclosure, whether any outstanding disclosure exists that may impact charge screening, and any timeline provided by the police for providing the outstanding disclosure.

13.3. Where practicable and taking into consideration the nature and seriousness of the case, the Crown will consult with the police prior to discontinuing a prosecution in accordance with section 13.1, above.

13.4. If a prosecution is discontinued in accordance with section 13.1, above, the Crown will notify the police as soon as practicable of this decision and be available to debrief at the request of the police.

14. Timely Notification of Changes in Case Status

14.1. The Crown will advise the police of any change in the status of a case which may impact outstanding disclosure obligations as soon as practicable.

14.2. Every Crown Attorney's Office will establish a process to ensure that the obligation referred to in section 14.1, above, is met.

14.3. In the event the obligation referred to in section 14.1, above, is not met, the Crown Attorney or their designate will consult with the police, if requested, to address the issue.

15. Transcripts

15.1. The police will produce to the Crown transcripts of potentially relevant intercepted communications in accordance with section 9, above.

15.2. The Crown will produce any transcripts of audio/video witness statements and audio/video statements of accused persons required for preliminary inquiry or trial.

16. Translation

16.1. If any intercepted communications are in a language other than one of the official languages of Canada, the summaries and transcripts that the police

provide to the Crown in accordance with sections, 8, 9 and 15.1, above, will be provided in one of the official languages of Canada.

16.2. If an accused person or witness provides a statement in a language other than one of the official languages of Canada, the summary of the statement that the police provide to the Crown in accordance with section 7, above, will be provided in one of the official languages of Canada.

16.3. If a summary referred to in section 16.2, above, is insufficiently detailed for the Crown to screen the file, the Crown may request that the police produce a translated statement, and the police will provide it as soon as practicable.

16.4. If the police obtain any documents/data in a language other than one of the official languages of Canada, the police will produce a translation of the documents/data in one of the official languages of Canada and provide it to the Crown when the documents/data are provided to the Crown in accordance with this Protocol.

16.5. If an audio/video witness statement or audio/video statement of an accused person is provided in a language other than one of the official languages of Canada, the Crown will produce the transcript of the statement in accordance with section 15.2, above, in one of the official languages of Canada.

17. Redaction

17.1. The police and the Crown share the responsibility to ensure that all materials being disclosed are appropriately redacted prior to disclosure.

17.2. The Crown is responsible for redacting:

1. Medical records (including psychiatric and counselling records).
2. CAS records.
3. Family or Civil Court records.
4. Government reports and records.
5. Any transcripts of audio/video witness statements or statements of accused persons prepared in accordance with section 15.2, above.

17.3. The police are responsible for redacting all other materials not referred to in section 17.2, above, prior to production of the materials to the Crown.

17.4. Redactions will include:

1. Information subject to solicitor-client privilege.
2. Information subject to work-product privilege.

3. Information that may jeopardize ongoing police investigations or reveal confidential police investigative techniques.
4. Information that may jeopardize the safety of a witness or another third party.
5. Irrelevant personal information relating to witnesses or complainants (*e.g.*, irrelevant telephone numbers, dates of birth, residential addresses, employment or school names or addresses, driver's licence information, health card information, social insurance information; irrelevant personal diaries, communications, or intimate photographs or videos).
6. Irrelevant information that could disclose a witness's or complainant's whereabouts.

However, redaction of the personal information described in sections 17.4(5) and 17.4(6), above, is not required if the police and the local Crown Attorney have reached a written agreement for such disclosure with appropriate safeguards (*e.g.*, defence undertakings). Any such agreements are privileged and confidential and nothing in this Protocol is intended to waive that privilege.

17.5. The police will provide a "marked for redaction" copy of any documentary materials, except for information that may identify a confidential informer as set out in section 17.7, below.

17.6. The police will provide a redacted copy and unredacted copy of digital multimedia evidence, except for information that may identify a confidential informer as set out in section 17.7, below.

17.7. Confidential Informers:

1. Information that may identify a confidential informer will not be included in the Initial Disclosure [Substantial Disclosure] or Disclosure Packages #2 or #3.
2. Briefs that involve confidential informers will immediately be brought to the attention of the Crown Attorney by the police.
3. The Crown and police shall consult to ensure the necessary redaction of disclosure involving confidential informers.

18. Form of Disclosure

18.1. The police will submit electronic disclosure to the Crown utilizing the agreed-upon format and software.

18.2. The parties will adhere to the police standardized naming conventions and file organization, as agreed upon by the parties.

18.3. Local agreed-upon practices respecting the form of disclosure may vary.

19. Costs

19.1. Costs are to be borne by the party responsible for the disclosure tasks set out in the Protocol.

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Ministry of the Attorney General's Intensive Serious Violent Crime Bail Teams**

DATE OF ISSUE:	**September 11, 2023**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**23-0066**
PRIORITY:	**Normal**

At the request of the Criminal Law Division (CLD) within the Ministry of the Attorney General (MAG), I am sharing this communication which provides information on the government's April 27, 2023 announcement regarding a $112 million investment to strengthen the province's bail system to ensure that high-risk and repeat violent offenders comply with their bail conditions, specifically on efforts to create Intensive Serious Violent Crime Bail Teams.

For further information, please review the attached memo from Randy Schwartz, Assistant Deputy Attorney General. Pages 7-12 identify members and contact information for crown attorneys supporting each region. If you have questions, please direct them to the lead that is listed for your respective jurisdiction.

Sincerely,

K. Weatherill

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

…/2

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Creed Atkinson
Chief of Staff, Ministry of the Solicitor General

Ministry of the Attorney General

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Ontario

CLD MEMORANDUM RESPECTING ALL CHIEFS MEMO

TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Randy Schwartz
Assistant Deputy Attorney General
Criminal Law Division
Ministry of the Attorney General

DATE: August 30, 2023

SUBJECT: **All Chiefs Memo**: **Ministry of the Attorney General's Intensive Serious Violent Crime Bail Teams**

Further to the government's April 27, 2023 announcement regarding a $112 million investment to strengthen the province's bail system and ensure that high-risk and repeat violent offenders comply with their bail conditions, we are writing to provide details of the Criminal Law Division's Intensive Serious Violent Crime Bail Teams.

Intensive Serious Violent Crime Bail Teams

The Criminal Law Division (CLD) is creating regional Intensive Serious Violent Crime Bail Teams (ISVCBTs). The teams will be an expansion of the existing Intensive Firearms Bail Support Teams currently in operation in three jurisdictions, and will provide province-wide coverage, as needed. The teams will be comprised of designated Assistant Crown Attorneys (ACA) and Case Management Coordinators (CMC). They will be in operation by the end of September 2023.

The ISVCBTs will ensure that there are dedicated Crowns and business professionals across the province with the necessary expertise to work with police services and bail compliance units to prepare the best case possible in bail matters involving serious and violent crimes including firearm offences and serious repeat offenders.

The ISVCBTs will have the resources to:

- Present the best case possible in matters involving serious and violent crimes including firearm offences and serious offenders, and conduct bails hearings by dedicated Crowns in a timely manner.
- Flag high risk accused persons and ensure that all relevant materials are accessible for future use by Crowns province-wide so that individuals are dealt with appropriately at the bail stage, regardless of location.
- Launch bail review hearings if the court orders the release of an accused person who the Crown believes poses a substantial risk to public safety.
- Consider initiating bail estreat proceedings if an accused person fails to appear in court or breaching their bail conditions in the context of a serious violent offence.
- Follow up with bail compliance units to ensure there have been no unreported breaches and that high-risk accused persons are complying with their bail conditions.
- Identify and rectify any deficiencies in the case to reduce delays and enhance the prospect of a successful prosecution after the bail stage concludes.

Definition of "Serious Violent Crime" for Purposes of ISVCBTs

An alleged **Serious Violent Crime Offender** is an accused person who is alleged to have committed a serious violent crime as defined below.

An alleged **Serious Violent Crime Repeat Offender** is an accused person who is alleged to have committed a serious violent crime while on release for a serious violent crime.

A **serious violent crime** is defined by alleged offence type and depends on a contextual assessment of the factors listed below. A serious violent crime may include (but is not limited to): major assault (assault with a weapon, assault causing bodily harm, attempt murder, aggravated assault), robbery, sexual offences (sexual assault and sexual offences against children), human trafficking, firearms, and dangerous / impaired driving causing death. Other offences and/or accused persons may qualify based on an assessment of the factors listed below.

Factors to Consider

When determining whether an alleged offence is a serious violent crime, the Prosecutor should consider this non-exhaustive list of factors:

1. The accused person's criminal record.
2. The nature and circumstances of the alleged offence.
3. Whether a weapon was used or threatened to be used.
4. Whether the victim has sustained a serious injury.
5. Whether the offence relates to a criminal organization.

6. Whether the offence was allegedly motivated by bias, prejudice, or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or gender identify or expression or on any other similar factor accompanied by violence or threat of violence.
7. Whether the offence involves firearms, loaded and unloaded, which includes:
    - Use Offences involving firearms
    - Any breaches of prior firearms bails
    - On a case-by-case basis, individuals who have been convicted of firearms related offences within the past five years.
8. Whether the accused person has previously been flagged as a high-risk offender by the police or by the Crown.
9. Whether the accused person has previously been designated as a long term or dangerous offender.
10. Whether the accused person is bound by an order pursuant to sections 810.1 and 810.2 of the *Criminal Code*.
11. After consultation with the Crown Attorney or designate, the case, because of its complexity (number of victims, co-accused, impact on the community, etc.) is determined to be suitable for a serious violent crime bail hearing.
12. Whether the accused person is alleged to have committed a subsequent offence (serious or not) after they have been released after a contested serious violent crime bail hearing.

In addition to the definition and factors identified above, please note that ISVCBT carriage of cases will be subject to its capacity to prepare for and conduct the bail hearing in a timely manner.

Notification Protocol

The following provides an overview of the practices and procedures for notifying bail matters that will flow through the ISVCBT:

1. Notification to Designated Crown of new case that may meet criteria for "serious violent crime"

a. As soon as possible after an arrest, the police must notify, by email, the designated Crown (ISVCBT Crown, Bail Vettor or Bail Crown in jurisdictions without a Bail Vettor) of new eligible case.
b. This notification must designate a police officer ("designated officer"), including contact information, who will be available to assist the ISVCBT in its preparation of the Enhanced Bail Package. The designated officer must have knowledge of the case, access to the evidence and be available during daytime hours.
c. The designated Crown (ISVCBT Crown, Bail Vettor or Bail Crown in jurisdictions without a Bail Vettor) will assess the new case based on ISVCBT "serious violent crime" criteria (defined above).

2. Determination of whether ISVCBT will handle case

a. ISVCBT will handle cases where the "serious violent crime criteria" are clearly met
b. Where it is unclear whether a new case meets criteria, the decision regarding ISVCBT involvement will be made in consultation with the local Crown Attorney or designate.
c. ISVCBT carriage of cases will be subject to its availability to prepare for and conduct the bail hearing in a timely manner.

3. Preparation of the Enhanced Bail Package

a. The collection of materials for inclusion in an Enhanced Bail Package (EBP), defined below, should commence as soon as possible (upon arrest, or in advance of arrest in the case of a warrant in the first); this *must not* wait until defence advises that bail will be sought.
b. The designated officer should work with the designated Crown to prepare the EBP to ensure they have the evidence required to make the best case possible when addressing bail for repeat offenders involved with serious violent crimes.

4. Material related to proposed release plan

a. The designated Crown will require criminal records and background information (police occurrence reports and other information, as relevant) related to proposed sureties.
b. This will often be required on short notice, as the details of the release plan are often not identified until shortly before the bail hearing.

The Enhanced Bail Package

An Enhanced Bail Package (EBP) is a concise, focused compilation of relevant materials provided to the court as the Crown's evidentiary record for use on a bail hearing. It is a persuasive representation of the Crown's case, demonstrating the strength of the case against the accused person and accused-specific information that is relevant to the grounds of detention set out in s.515(10)(c) of the *Criminal Code*.

The EBP is compiled by the Crown, using materials stored in CLD's electronic filing system (SCOPE), and materials provided by the police.

At a minimum, the designated officer should provide the following materials for inclusion in the EBP:

- A detailed synopsis of the allegations
- The accused person's criminal record
- A Domestic Violence Risk Management Report (DVRM), where applicable
- Evidence related to:

    - The nature and circumstances of the offence
    - The strength of the prosecution's case, including how the accused person was identified
    - Risk that the accused person will flee
    - Risk that the accused person will re-offend or interfere with the administration of justice

The designated officer is responsible for providing the Crown with (or assisting in the preparation of) any additional material requested for inclusion in the Enhanced Bail Package. Commonly requested items include:

- Statements:
    - Excerpts of police notes/statements (highlighted), where inclusion meaningfully adds to the information already provided
    - Excerpts of civilian statements (highlighted), where inclusion meaningfully adds to the information already provided
    - Summary of accused statements, if relevant
- Release order(s) in force at the time of the offence
- Other court orders in force at the time of the offence (probation, conditional sentence, and long-term supervision orders; weapons prohibition orders; offence-specific prohibition orders, for example related to crimes against children (section 161), driving offences (section 320.24), and fraud (section 380.2); and preventive orders (peace bonds and special peace bonds) under sections 810, 810.01, 810.011, 810.02, 810.1, and 810.2.
- Communications (emails, text messages)
- Photographs
- Videos
- Forensic Reports
- Statistical or expert information regarding prevalence of the offence and/or the harm caused by the offence. Common examples include police statistics, government reports, and public health reports.
- Timelines, diagrams, tables or lists summarizing complex or voluminous information

Police officers are encouraged to check with the designated Crown to determine whether an EBP was previously produced and available for the accused person – this will streamline the materials required.

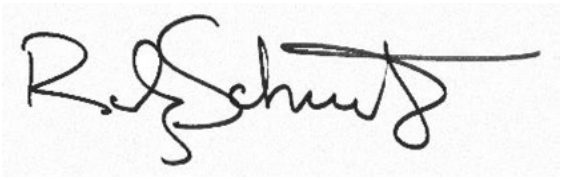
Team Members and Contact Information

The ISVCBTs will provide province-wide coverage, as needed. For further information, please direct any questions to the designated Crown and/or CMC in your jurisdiction, as outlined in the *Appendix*.

For further information about the ISVCBTs, please reach out to your local Crown Attorney or the leads identified in the appendix.

We look forward to working with our policing partners to improve public safety and confidence in the administration of justice.

Sincerely,



Randy Schwartz
Assistant Deputy Attorney General
Criminal Law Division
Ministry of the Attorney General

incl. Appendix: Intensive Serious Violent Crime Bail Teams – Members and Contact Information

Appendix:

Intensive Serious Violent Crime Bail Teams – Members and Contact Information

(as of September 1, 2023)

NORTH Region	Crown / Backfill	Business Professional
Regional Office	**Mark Palombi** Mark.Palombi@ontario.ca	**Andreanne Gagnon** Andreanne.Gagnon@ontario.ca
	Antoine Goulet Antoine.Goulet@ontario.ca	**Jennifer Mick** Jennifer.Mick@ontario.ca
	Lauren Rock Lauren.Rock@ontario.ca	
WEST Region	**Crown / Backfill**	**Business Professional**
Windsor	**George Spartinos** George.Spartinos@ontario.ca **Delia Greco** (backfill) Delia.Greco@ontario.ca	**Ashley Dale** Ashley.Dale@ontario.ca
Chatham	**Heather McIntyre** Heather.Mcintyre@ontario.ca **Scott Kerwin** (backfill) Scott.Kerwin@ontario.ca	**Karen Fleck** Karen.Fleck@ontario.ca
Sarnia	**Nicole Godfrey** Nicole.Godfrey@ontario.ca **Nila Mulpuru** (backfill) Nila.Mulpuru@ontario.ca	**Melanie Alton** Melanie.Alton@ontario.ca
London	**Marcia Hilliard** Marcia.Hilliard@ontario.ca **Jeremy Carnegie** (backfill) Jeremy.Carnegie@ontario.ca	**Ashley Rigby** Ashley.Rigby@ontario.ca
St. Thomas	**Stephanie Venne** Stephanie.Venne@ontario.ca	**Tanya Kempster** Tanya.Kempster@ontario.ca

	Andrew Paul (backfill) Andrew.Paul@ontario.ca	
Woodstock	**Johnny Melo** Jonathan.Melo@ontario.ca **Sandra Kent** (backfill) Sandra.Kent@ontario.ca	**Nancy Barker** Nancy.Barker@Ontario.ca Trish Nott Trisha.Nott@ontario.ca
Stratford	**Alyssa Bain** Alyssa.Bain@ontario.ca **Jeff Costain** (backfill) Jeffrey.Costain1@ontario.ca	**Sara Dale** Sara.Dale@ontario.ca
Goderich	**Deanna Bronowicki** Deanna.Bronowicki@ontario.ca **Laura Grant** (backfill) Laura.Grant@ontario.ca	**Melissa Taylor** Melissa.Taylor4@ontario.ca **Kathy Glenn** Kathy.Glenn@ontario.ca
Kitchener	**Brendan Gould** Brendan.Gould@ontario.ca **Jennifer Caskie** Jennifer.Caskie@ontario.ca **Erin Jamieson** erin.jamieson@ontario.ca	**Jacqueline Smith** Jacqueline.Smith@ontario.ca **Rachel Liley** Rachel.Liley@ontario.ca
Guelph	**Andrew Allen** Andrew.Allen@ontario.ca **Peter Keen** (backfill) Peter.Keen@ontario.ca	**Megan LeBlanc** Megan.LeBlanc@ontario.ca
Owen Sound	**James Rice** James.Rice2@ontario.ca **Michelle McKay** (backfill) Michelle.McKay@ontario.ca	**Brittany Faucher** Brittany.Faucher@ontario.ca

Walkerton	**Hali Adair** Hali.Adair2@ontario.ca **Michelle McKay** (backfill) Michelle.McKay@ontario.ca	**Brittany Faucher** Brittany.Faucher@ontario.ca
CENTRAL WEST Region	**Crown / Backfill**	**Business Professional**
Regional supporting Brantford and Halton		**Emmali Vriend** Emmali.Vriend@ontario.ca **Donna Walsh** Donna.Walsh@ontario.ca
Peel	**David D'Iorio** David.DIorio@ontario.ca **Cindy Nadler** Cindy.Nadler@ontario.ca **John Kingdon** John.Kingdon@ontario.ca **Tyler Powell** Tyler.Powell@ontario.ca **Carrie Vanden Broek** (backfill) Carrie.VandenBroek@ontario.ca	**Kaleena Cressy** Kaleena.Cressy@ontario.ca
Hamilton	**Amber Lepchuk** Amber.Lepchuk@ontario.ca	**Jaymie Pizzicarolla** Jaymie.Pizzicarola@ontario.ca
Niagara	**Bob Mahler** Robert.Mahler@ontario.ca	**Amy St. Aubin** Amy.St.Aubin@ontario.ca
Brantford	**Derek Zuraw** Derek.Zuraw@ontario.ca	
Halton	**John Dibski** John.Dibski@ontario.ca	

TORONTO Region	Crown / Backfill	Business Professional
	Jennifer Armstong Jennifer.Armstrong@ontario.ca	**Nick Fatsis** Nicholas.Fatsis@ontario.ca
	Katherine Rogozinski Katherine.Rogozinski@ontario.ca	**Laura Bevilacqua** Laura.Bevilacqua@ontario.ca
	Catherine Glaister Catherine.Glaister@ontario.ca	**Elizabeth Machado** Elizabeth.Machado@ontario.ca
	Elizabeth Moore Elizabeth.Moore2@ontario.ca	**Sam Mathi** Samanthy.Mathi@ontario.ca
	Melissa Atkin Melissa.Atkin@ontario.ca	**Juan Caballero** JuanCarlos.Caballero@ontario.ca
		Annisa Shabudin Annisa.Shabudin@ontario.ca
CENTRAL EAST Region	**Crown / Backfill**	**Business Professional**
Regional office		**Patricia Minardi** Patricia.Minardi@ontario.ca
Newmarket	**Elissa Kulpers** Elissa.Kulpers@ontario.ca **Ivana Denisov** Ivana.Denisov@ontario.ca	**Kelsey Smith** Kelsey.A.Smith@ontario.ca
Barrie	**Indy Kandola** Indy.Kandola@ontario.ca	
Peterborough	**Joleen Hiland** Joleen.Hiland@ontario.ca **Lisa Wannamaker** (backfill) Lisa.Wannamaker@ontario.ca	
Durham	**Michael Hill** Michael.Hill@ontario.ca **Megan Allan** (backfill) Megan.Allan@ontario.ca	

EAST Region	Crown / Backfill	Business Professional
Regional Office		**Natasha Pilon** Natasha.pilon@ontario.ca
Ottawa	**Tim Wightman (D)** Tim.Wightman@ontario.ca **John MacLaughlan** John.Maclaughlan@ontario.ca **Moiz Karimjee** Moiz.Karimjee@ontario.ca **Caroline Thibault** Caroline.Thibault@ontario.ca	
G&G	**Emilie Farrell (D)** Emilie.Farrell@ontario.ca	
Kingston	**Courtney Cottle (D)** Courtney.Cottle@ontario.ca **Andrew Scott** Robert.Andrew.Scott@ontario.ca	
Cornwall	**Jason Pilon (D)** Jason.Pilon@ontario.ca	
Belleville	**Adam Zegouras (D)** Adam.Zegouras@ontario.ca **Mike Lunski** Michael.Lunski@ontario.ca **Monica Rodrigues** Monica.Rodrigues@ontario.ca	
L'Orignal	**Jacob Legault** Jacob.Legault2@ontario.ca **Marc Andre-Lavigne** Marc-Andre.Lavigne@ontario.ca	

Perth	**Mike Ventola** Michael.Ventola@ontario.ca **Jessica Carvell** (backfill) Jessica.Carvell@ontario.ca	
Napanee	**Monica Heine** Monica.Heine@ontario.ca	
Brockville	**John O'Halloran** John.R.O'Halloran@ontario.ca **Keith Schultz** Keith.Schultz@ontario.ca **Claudette Breault** Claudette.breault@ontario.ca	
Pembroke	**Jamie Bocking** James.Bocking@ontario.ca	

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **In-Force of the *Measures Respecting Premises with Illegal Drug Activity Act, 2025* and its Regulations**

DATE OF ISSUE:	**June 18, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0035**
PRIORITY:	**Normal**

At the request of the Ministry of the Solicitor General's (SOLGEN) Strategic Policy Division (SPD), I am sharing this communication to advise that the *Measures Respecting Premises with Illegal Drug Activity Act, 2025* will come into force on July 1, 2026, alongside two new regulations made under the Act which will also come into force on that day.

For further information, please review the attached memo from Melissa Kittmer, Assistant Deputy Minister, SPD, SOLGEN. If you have any questions, please contact Jessica Pinto, Manager, Community Safety and Intergovernmental Policy Branch at Jessica.Pinto@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the Ontario Provincial Police Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

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Ontario

DATE: June 18, 2026

MEMORANDUM TO: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

FROM: Melissa Kittmer
Assistant Deputy Minister
Strategic Policy Division

SUBJECT: **Community Safety Changes to Combat Illegal Drugs: *Measures Respecting Premises with Illegal Drug Activity Act, 2025***

This memorandum is to advise the policing community of an Act and its regulations coming into force to combat illegal drugs:

***Measures Respecting Premises with Illegal Drug Activity Act, 2025* (MRPIDAA)**

The *Measures Respecting Premises with Illegal Drug Activity Act, 2025* (MRPIDAA) received Royal Assent on June 5, 2025, and will come into force on July 1, 2026. All provisions of the Act will come into force except for two clauses of the definition of "landlord" ((s. 1 (2) a) and c)), which would result in the Act only applying to commercial landlords.

There are also two new regulations that were created, which will also come into force on July 1, 2026. O. Reg. 144/26 prescribes offences under s. 7.1 (1) (a) of the *Controlled Drugs and Substances Act* (CDSA) as offences for the purpose of the MRPIDAA, while O. Reg. 145/26 excludes landlords of retirement homes, long-term care homes, premises providing homelessness prevention and support services (including emergency shelters and providers of health and social services) from the Act.

Under the Act, if police officers have reasonable grounds to believe that a commercial landlord is knowingly permitting a prescribed offence (an offence under s. 7.1 (1) (a) of the CDSA) on their premises, they can:

- Charge individuals who have committed an offence under the MRPIDAA with provincial offences;
- Seize items that will afford evidence of an offence under the Act or if the item is proceeds of an offence under this Act;

- Order people to vacate the premises if a prescribed offence is occurring there. This power would not apply to people living on the property;
- If a charge is laid under the Act and the premises were used to commit an offence under the Act, close the premises and remove persons on the premises. This power would not apply to residences;
- Arrest without warrant if an individual refuses to identify themselves, for the purposes of commencing a proceeding under Part I or III of the *Provincial Offences Act* (POA);
- Apply to court to recover enforcement costs.

If you require further information about these changes, please contact Jessica Pinto, Manager, Community Safety and Intergovernmental Policy Branch at Jessica.Pinto@ontario.ca.

Please let me know if you have any questions.

Best regards,



Melissa Kittmer
Assistant Deputy Minister
Strategic Policy Division

c: Sheela Subramanian, Director, Community Safety and Intergovernmental Policy Branch

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: ***Restricting Public Consumption of Illegal Substances Act, 2025*: In-Force of New Regulation**

DATE OF ISSUE:	**June 19, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0036**
PRIORITY:	**Normal**

At the request of the Ministry of the Solicitor General's (SOLGEN) Strategic Policy Division (SPD), I am sharing this communication to advise of a new regulation that was created under the *Restricting Public Consumption of Illegal Substances Act, 2025*, which will extend officer powers under the Act to special constables employed by transit special constable employers and come into force on July 1, 2026.

For further information, please review the attached memo from Melissa Kittmer, Assistant Deputy Minister, SPD, SOLGEN. If you have any questions, please contact Jessica Pinto, Manager, Community Safety and Intergovernmental Policy Branch at Jessica.Pinto@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the Ontario Provincial Police Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division

…/2

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

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Ontario

DATE: June 19, 2026

MEMORANDUM TO: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

FROM: Melissa Kittmer
Assistant Deputy Minister
Strategic Policy Division

SUBJECT: **Community Safety Changes to Combat Illegal Drugs: *New Regulation under the Restricting Public Consumption of Illegal Substances Act, 2025***

This memorandum is to advise the policing community of a new regulation coming into force to combat illegal drugs:

New Regulation under the Restricting Public Consumption of Illegal Substances Act, 2025

The *Restricting Public Consumption of Illegal Substances Act, 2025* (RPCISA) came into force on June 5, 2025, and provides police officers and other prescribed provincial offences officers with enforcement authorities under the Act. O. Reg. 151/26 under the Act will come into force on July 1, 2026, extending officer powers under the RPCISA to special constables employed by *Community Safety and Policing Act, 2019* (CSPA) authorized transit special constable employers. These employers currently include Metrolinx**,** Ottawa-Carleton (OC) Transpo, and the Toronto Transit Commission (TTC), but may include additional CSPA authorized transit special constable employers in the future.

Special constables employed by authorized transit special constable employers will be "officers" for the purpose of RPCISA. An officer may:

- Direct individuals to cease consuming illegal substances in a public place or leave the public place;
- Direct individuals to identify themselves for the purpose of issuing a provincial offence notice if they fail to comply with a direction to cease consuming an illegal substance or leave the public place;

- Arrest and charge individuals for failure to promptly comply with the officer's direction to cease consuming illegal substances, leave the public place, or identify themselves;
- Seize, remove, and destroy illegal substances found in plain view that are proximate to an individual reasonably believed to be guilty of an offence under the RPCISA; and,
- Submit seized substances for examination or analysis to an analyst.

An officer, now including certain transit special constables, may arrest, without warrant, a person whom the officer believes on reasonable grounds is guilty of an offence under the RPCISA. If convicted of an offence under the RPCISA, a person is liable to a fine of not more than $10,000, six months imprisonment, or both.

If you require further information about these changes, please contact Jessica Pinto, Manager, Community Safety and Intergovernmental Policy Branch at Jessica.Pinto@ontario.ca.

Please let me know if you have any questions.

Best regards,



Melissa Kittmer
Assistant Deputy Minister
Strategic Policy Division

c: Sheela Subramanian, Director, Community Safety and Intergovernmental Policy Branch

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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Preventing Auto Thefts Grant Program – Call for Applications (2026-27 Grant Cycle)**

DATE OF ISSUE:	**June 22, 2026**
CLASSIFICATION:	**For Action**
RETENTION:	**July 17, 2026**
INDEX NO.:	**26-0037**
PRIORITY:	**Normal**

I am pleased to advise you that the Ministry of the Solicitor General (ministry) is now accepting applications for a new one-year cycle of the ***Preventing Auto Thefts (PAT) Grant***.

The PAT Grant supports police services/boards in combatting and preventing vehicle thefts and associated violent crimes across the province. Funding under the PAT Grant is available to municipal and First Nations police services, as well as municipalities policed by the Ontario Provincial Police (OPP) to support implementing prevention, detection, and enforcement responses to auto theft crimes at a local level.

While the combined efforts of law enforcement and government saw vehicle theft in Ontario decrease by 22% in 2025, auto theft continues to be an ongoing challenge in Ontario including the use of violence, threats, intimidation, weapons, and firearms to steal vehicles. The PAT Grant will provide funding for police services to work with local and provincial partners to combat and prevent auto theft, as well as educate the public on how to avoid these and associated violent crimes while protecting communities and keeping people and their property safe.

The ministry will be accepting applications under the PAT Grant through a competitive process for the 2026-27 grant cycle. Police services/boards and municipalities may submit a maximum of two applications. The maximum funding for each application is up to $300,000 for the fiscal year. However, applications submitted in partnership with multiple police services/boards may request funds to a maximum of $600,000 for the fiscal year, for each application.

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Please note that any grant funding made available for the 2026-27 fiscal year is time-limited and will only be provided through this one-year cycle.

All applications must be submitted through Transfer Payment Ontario (TPON) by 4:00 p.m. Eastern Standard Time on July 17, 2026. Submissions that are late will not be considered for funding. More details on the application process, including eligibility criteria and applying through TPON, are outlined in the attached *Grant Application Instructions and Guidelines* document.

If you have any questions relating to the grant program, eligibility criteria, or application process, please contact Natalie.Brull@ontario.ca, and Karina.Garcia@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police, the OPP Commissioner, and police service boards. Please ensure that this memorandum and its attachments are shared with your respective police service board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ontario

Ministry of the Solicitor General

Preventing Auto Thefts (PAT) Grant (2026-27)

Application Instructions and Guidelines

INTRODUCTION

The ***Preventing Auto Thefts (PAT) Grant*** program supports police services/boards in combatting and preventing vehicle thefts and associated violent crimes across the province. This program provides municipal and First Nations police services, as well as municipalities policed by the Ontario Provincial Police (OPP) with support in implementing prevention, detection, and enforcement responses to auto theft crimes at a local level. Through the PAT Grant, police services/boards can undertake local policing initiatives unique to their needs to combat auto thefts in their communities. Funding can also be used to educate the public on how to avoid these and associated violent crimes. The goal of the provincial funding is to enable a holistic and sustainable approach to combat auto thefts.

This call for applications under the PAT Grant is a competitive application process, which will operate on a one-year grant cycle (i.e., 2026-27).

CONTEXT

Public safety is a key priority for the Government of Ontario. The Ministry of the Solicitor General (ministry) is committed to working with policing partners to provide them with the tools, training, and resources they need to keep our communities safe and resilient.

In recent years, the nature of crime has changed, including rising levels of serious and violent crime. From 2014-2021, there was a 72 per cent increase in auto theft across Ontario, and a 14 per cent increase alone in 2022[1]. On a local scale, there is an escalation of violence, threats, intimidation, weapons, and firearms used to steal vehicles.

In 2023, the ministry responded by introducing the PAT Grant program to support police services/boards and their community partners disrupt trends in auto theft by identifying and dismantling organized criminal networks participating in and facilitating auto theft and related activities through collaboration, enhanced investigative support, and by implementing preventative approaches to address these crimes.

As a result of government intervention, auto theft in Ontario has experienced a significant decline, dropping by 22% in 2025 when compared to 2024. Despite this, tens of thousands of vehicles are still being stolen each year, causing community safety and border security concerns, and Canadians continue to bear $900 million in associated costs annually.[2]

The ministry is launching a new call for applications under the PAT Grant program for a one-year grant cycle (2026-27) to continue this positive trend addressing vehicle theft across the province.

[1] Statistics Canada. Table 35-10-0180-01 Incident-based crime statistics, by detailed violations, police services in Ontario

[2] Équité Association's 2025 Auto Theft Trend Report Shows that Despite the Ongoing Decline in Theft Rates, Canadians Continue to Bear $900 Million in Costs Annually

COLLABORATION AND PARTNERSHIPS

Through our engagement with Ontario communities, the ministry has affirmed that ensuring the safety and well-being of our communities cannot be achieved by one agency or sector alone.

Applicants are ***encouraged*** to collaborate with partners where feasible in the development and implementation of their initiative to address vehicle thefts on a more sustainable basis. Partners include, but are not limited to, justice/law enforcement, municipal partners, community organizations, etc. Collaboration with the automotive, shipping, and insurance sectors is strongly encouraged, where possible.

Applicants should demonstrate how their initiative uses collaboration and partnerships with other municipal, policing, and community partners to implement their initiative and achieve a shared public safety vision to disrupt auto-theft related crime and violence in the province. For example, police services/boards may work with municipal and community partners to educate the public and deter vehicle thefts. Applicants are also encouraged to align efforts and coordinate with other law enforcement/inter-jurisdictional agencies including but not limited to the OPP-led Preventing Auto Theft and Towing (PATT) Team, federal government, border services agencies, etc. The ministry strongly encourages partnerships with organizations from different sectors to ensure a multi-sectoral approach to deterring and preventing auto theft crimes where appropriate.

ELIGIBILITY CRITERIA

Who is eligible?

- Municipal police services in Ontario.
- First Nations police services in Ontario.
- Municipalities policed by the Ontario Provincial Police

What is eligible?

- New **and/or** existing initiatives that focus on addressing auto thefts in your community. However, if requesting funding for an existing initiative, police services/boards are required to ***make enhancements or add a new component*** to the initiative to further address auto thefts in your community.
- Some examples of initiatives could include:
  - Primary components of proposed initiatives (Note: All initiatives must include an investigative/enforcement component as described below):
    - Coordinated police responses to addressing auto thefts (e.g., coordinated responses between multiple police services/boards, community agencies, the OPP-led PATT Team, federal government, border services agencies, etc.)
    - Enhanced intelligence gathering and sharing of information, processes, or products related to auto thefts (e.g., multi-jurisdictional initiatives, social media monitoring, etc.)

        - Enforcement and suppression activities (e.g., development of auto theft units or enforcement units, dedicated police teams to combat auto theft through the usage of bait cars, strengthened outbound border inspections, dedicated surveillance towards stolen vehicles, etc.)
        - Purchasing of equipment, software, or technology to assist police services in their surveillance and identification of stolen vehicles (e.g., GPS, surveillance equipment, global positioning systems and tracking technology, laptops/cellphones/vehicles that support the initiative, etc.)
    - Secondary components of proposed initiatives (Note: Initiatives can include an education/training component, though not mandatory):
        - Education and awareness campaigns/programs for the public (education and awareness initiatives may only be complementary to primary initiatives in an application)
        - Training for police officers and community partners on auto theft (training initiatives may only be complementary to primary initiatives in an application)

Eligible budget items:

- **Personnel:** salaries, benefits, and overtime.
- **Education and Awareness:** costs associated with community awareness and education.
- **Training:** costs associated with training for police services and their partners.
- **Equipment and I&IT:** costs associated with purchasing equipment and I&IT technology which supports police services initiative such as laptops, software, cellphones, vehicles, GPS, and other tracking/surveillance equipment, etc.
- **Other:** additional costs associated with the implementation of the initiative (e.g., cell phone usage costs, office supplies, etc.).

Note: funding can be utilized towards offsetting costs of external partners for the above budget items / activities related to the initiative.

What is not eligible - the PAT Grant will not cover expenses related to:

- Out of province expenses (e.g., travel);
- Non-police related initiatives;
- Automated Licence Plate Recognition (ALPR) technology;
- Contractual work (i.e., third party services, external consultants);
- Facial recognition technology; and/or
- Body-worn cameras.

Initiative Timeline:

- Funding is provided on a one-time basis only. If successful for funding, recipients will have 12 months, from the date of funding approval to complete their initiative. Note, police services will be permitted to undertake activities into 2027-28. It is anticipated that the ministry will notify applicants of funding decisions in Fall 2026. Please take this into consideration when planning for your initiative.

FUNDING & MULTIPLE APPLICATIONS

Funding under the PAT Grant will be available for a one-year period (i.e., 2026-27).

The PAT Grant is a competitive application process, and there is $6 million available in funding for the one-year grant cycle. To maximize funding and ensure a proportionate distribution across police services/boards, **the maximum funding for each application is up to $300,000 for the fiscal year**. However, applications submitted in partnership with multiple police services/boards may request funds to a maximum of $600,000 for the fiscal year, for each application.

Police services/boards can submit a **maximum of two applications**. Please note that joint applications with other police service(s) count as an application for your police service/board.

LENGTH OF APPLICATION FORM

Application forms have character limits in each section. Please adhere to these limits.

Please do not include any attachments or website addresses as part of your responses. They will **not** be reviewed.

OUTCOMES & PERFORMANCE INDICATORS

To demonstrate success of initiatives funded under the PAT Grant, successful recipients will be required to report to the ministry on both provincial and local outcomes.

Provincially Identified Outcomes:

To consistently demonstrate provincial outcomes, the ministry will require funding recipients to report back on the following provincially identified outcomes and performance indicators. It is mandatory for recipients to report on ***all*** performance indicators associated with the following outcomes:

- Number of auto theft investigations
- Project Administrative Costs
- Decrease in motor vehicle theft
- Increased apprehension

For applicable initiatives, recipients must also report on ***all*** the performance indicators associated with the following outcome:

- Increased public awareness

Outcomes	Performance Indicators (Metrics to measure outcome)
Pillar 1: Project/Program Coverage	
Number of auto theft investigations	○ Number of auto theft investigations ○ Number of auto theft investigations where organized crime may be involved ○ Number of auto theft investigations that involve: ▪ Controlled drug and substances ▪ Firearms and other weapons ▪ Homicide, murder, and manslaughter ▪ Assault
Pillar 2: Project/Program Administration Costs	
Project Administrative Costs	○ Total PAT Grant funding spent on administration of the program ○ Total PAT Grant allocation
Pillar 3: Project/Program Impact	
Decrease in motor vehicle theft	○ Number of motor vehicles reported stolen Number of stolen vehicles seized ○ Number of stolen vehicles recovered ○ Number of technological assets seized
Increased apprehension	○ Number of individuals charged with motor vehicle theft ○ Number of individuals charged with motor vehicle theft where organized crime may be involved ○ Number of auto theft investigations that lead to Criminal charges ○ Number of auto theft investigations where organized crime may be involved that lead to Criminal charges ○ Number of *Criminal Code* charges laid (charges listed below) stemming from auto theft investigations: ▪ Motor vehicle theft charges ▪ Controlled drug and substances ▪ Firearms and other weapons ▪ Homicide, murder, and manslaughter ▪ Assault ○ Number of *Criminal Code* charges laid (charges listed below) stemming from auto

	theft investigations where organized crime may be involved ▪ Motor vehicle theft charges ▪ Controlled drug and substances ▪ Firearms and other weapons ▪ Homicide, murder, and manslaughter ▪ Assault
Increased public awareness	○ Number of police services partaking in auto theft awareness campaigns as part of the initiative ○ Number of community agencies/partners partaking in auto theft awareness campaigns as part of the initiative ○ Number of auto theft awareness campaigns implemented ○ Number of awareness campaigns conducted that were based online ○ Number of social media posts for online-based public awareness campaigns ○ Number of total views for online-based public awareness campaigns

Please note that ***local data*** should be used to demonstrate performance on provincially identified outcomes.

<u>Locally Identified Outcomes:</u>

In addition to the provincially identified outcomes above, applicants are required to identify local outcomes and performance indicators that reflect your specific initiative. Where applicable, ensure that outcomes and performance indicators reflect input from partners.

***TIP**: Expected **Outcomes** are the positive impacts or changes your activities are expected to make in your community.*

Additional Information:

- *A **performance indicator (metric)** is an observable, measurable piece of information (i.e., numeric result) about a particular outcome, which shows to what extent the outcome has been achieved.*
- ***Quantitative** indicators are numeric or statistical measures that are often expressed in terms of unit of analysis (e.g., frequency of, percentage of, ratio of, variance with).*
- ***Qualitative** information is non-measurable information that describes attributes, characteristics, properties, etc. It can include descriptive judgments or perceptions (e.g., program participants' verbal or written feedback) measured through an open-ended questionnaire or an interview.*

- ***Target*** *is the planned result to be achieved within a particular time frame. Along with the baseline, this provides an anchor against which current performance results can be compared. Reasonable targets are challenging but achievable.*
- ***Baseline*** *data is information captured initially to establish the starting point against which to measure the achievement of outcomes*.
  - ✓ *If you are requesting funding for an existing initiative, the baseline data for each performance indicator would be when data started to be consistently collected.*
  - ✓ *If you are requesting funding for a new initiative, the baseline*

ASSESSMENT CRITERIA

Please review this section carefully as it includes important information that must be addressed in your application. Ensure you answer each component of every question in as much detail that is required and do not leave any questions blank.

The criteria for each section are outlined below, as well as the associated points for scoring. All eligible applications will be assessed and scored based on the following:

1) **<u>Initiative Summary (2 points)</u>:**
   - ✓ Provide a brief description of your initiative and explain how it is new or the new component.

2) **<u>Demonstrated Need</u>: Indicate the need for your initiative and ministry funding. (10 points)**
   - ✓ Indicate the need for your initiative in the community including reliable statistics and evidence that demonstrates the need (e.g., # auto thefts). (4 points)
     - Statistics/evidence may originate from Juristat Canada, police agencies, community partners, or through local findings (such as community surveys, consultations, conducting a gaps analysis, community safety and well-being plans, or equivalent).
   - ✓ Indicate how your initiative will address this need. (3 points)
   - ✓ Identify factors limiting your police service's ability to implement the initiative. Explain why funding is beyond current local capability. (3 points)

3) **<u>Initiative Workplan/Activities</u>: Provide a comprehensive outline of the workplan and activities that will be implemented in each fiscal year as part of the initiative. (8 points)**
   - ✓ Complete the chart outlined in the application:
     - **Key Milestones:** Indicate the key milestones for your initiative. (2 points)
     - **Activities:** Describe in detail the activities that are associated with achieving your milestones, including the equipment and I&IT technology you will be purchasing and how it will support activities related to your initiative. (4 points)
     - **Timelines:** Clearly indicate approximate timelines for your activities within a 12-month period. (1 point)

- **Target Group:** Indicate the group(s) and/or individuals (i.e., your target audience) who will benefit from your key milestones/activities. Explain how. (1 point)

✓ Please ensure that your workplan/activities includes details on the primary components (e.g., investigative/enforcement) of your initiative, as well as the secondary components (e.g., education/training) if applicable.

4) <u>New Initiative/Elements</u>: Provide details on how this initiative is new and/or innovative. (3 points)

✓ Describe how your initiative is new and/or innovative to your service and if it is a best/promising practice. If applying for support for an existing initiative, describe the enhancements/new components of the initiative. (3 points)

5) <u>Partnerships (if applicable)</u>: Provide an overview of the different partnerships that will be utilized during your initiative.

✓ **<u>Reminder:</u>** Applicants are encouraged to collaborate with different partners for their initiative to combat and prevent auto thefts. Collaboration with the automotive, shipping, and insurance sectors is strongly encouraged, where possible. **As part of the scoring criteria for applications, preference may be given to applications with strong multi-sectoral partnerships.**

✓ Complete the chart outlined in the application:

- **Name:** Indicate the name of the agency/organization(s) that will be involved with the delivery of the initiative.
- **Role:** Outline each partner's role in carrying out the initiative, including what activities they will be responsible to implement, how they will contribute to the success of your initiative, and whether funding will be used to support partners' activities.
- **Description:** Provide a brief description of the agency/organization, including the sector that it belongs to.

6) <u>Outcomes:</u> Indicate the expected outcomes and associated performance indicators for your initiative. (8 points)

✓ **<u>Reminder:</u>** Successful recipients will be required to report on ***all*** performance indicators associated with the outcomes under Pillars 1 and 2. Successful recipients will also be required to report on applicable performance indicators for relevant initiatives under Pillar 3 (see page 6-7)

✓ Recipients will also be required to report on local outcomes and performance indicators that reflect your specific initiative.

✓ Complete the chart outlined in the application form for both the provincially identified and locally identified outcomes.

✓ For provincially identified outcomes, please indicate:

- **Baselines:** Baseline data and date from which you will be able to assess change (please indicate N/A if baseline data does not exist yet). (1 point)

- **Targets:** Targets you will use to assess achievement of the indicator and the date you would like to achieve this target. (1 point)
- **Data sources and frequency**: Identify which partner will collect each indicator, the data source (e.g., what method they will use), and how often the data will be collected. (1 point)

✓ For locally identified outcomes, please indicate:

- **Outcomes:** The local outcome(s) your initiative will be striving to achieve. (1 point)
- **Indicators:** Performance indicators that you will be measuring to achieve your outcome. (1 point)
- **Baselines:** Baseline data and date from which you will be able to assess change. (1 point)
- **Targets:** Targets you will use to assess achievement of the indicator and the date you would like to achieve this target. (1 point)
- **Data sources and frequency**: Identify which partner will collect each indicator, the data source (e.g., what method they will use), and how often the data will be collected. (1 point)

✓ **Note**: Please refer to page 7-8 for helpful tips on performance measurement.

7) Budget: Clearly itemize all expenditures associated with the initiative. (5 points)

✓ Clearly itemize all expenditures under the appropriate category. (2 points)

✓ Include a description for each budget item in the corresponding column. (3 points)

- **Note**: Budget items without an associated description/explanation may not be funded.

APPLICATION REVIEW

As the PAT Grant program is a competitive application process, applications that qualify under the eligibility criteria will be reviewed by a multi-sectoral review committee. The review committee's primary mandate will be to evaluate applications based on eligibility and assessment criteria. Recommendations are made for funding to the Solicitor General based on the strength of the applications and ability to meet grant objectives/outcomes.

CONTRACTUAL AGREEMENT

As part of the terms of funding, the ministry will enter into a contractual agreement with the police service boards and municipalities approved for PAT Grant funding. Agreements will be for a one-year period. Funds will be released to the police service boards and municipalities after the contractual agreement is signed by all parties. The funds must be used for the purposes described in the application and according to the terms of the contractual agreement. As part of the contractual agreement, recipients will be required to complete and submit an Interim and Final report to the ministry.

Standard government procedures regarding grants will be followed. The contractual agreement will outline:

- purposes for which the grant funding will be used;
- commitments to be undertaken or specific activities to support the application;
- interim and final reporting dates, including performance indicators; and
- funding disbursement schedule.

APPLICATION SUBMISSION

The 2026-27 PAT Grant cycle will be administered through the Transfer Payment Ontario (TPON) system, including the call for applications process (see TPON Instructions for Application Submission below).

Applications must be submitted and processed through TPON. ***Applications submitted jointly between municipalities and/or police services should identify a lead municipality/police service to submit through TPON of whom the ministry will enter into a Transfer Payment Agreement with.***

Note: Municipalities that receive policing from the same OPP detachment that wish to apply for grant funding will be required to submit one joint application (per detachment) and must identify a lead municipality who will be responsible for submitting the application on TPON through the municipality's account.

For all OPP-policed municipalities, applications must be reviewed by the OPP's Grant Support Team at OPP.Grant.Support.Team@OPP.ca prior to submission in TPON.

Submissions that are late will not be considered for funding.

APPLICATION DEADLINE

Completed application forms must be submitted on TPON by **4:00 p.m. (Eastern Standard Time) by July 17, 2026.**

Submissions that are late will not be considered for funding.

If possible, applicants are recommended not to wait until the last day to submit their application and/or request support from ministry staff. As the volume of requests tend to be very high closer to the application deadline, there may be a delay in getting a response.

GENERAL AND TECHNICAL ASSISTANCE

For questions about the grant or application instructions and guidelines, please contact Natalie Brull at Natalie.Brull@ontario.ca and Karina Garcia at Karina.Garcia@ontario.ca.

For technical assistance submitting your application, please contact Transfer Payment Ontario Client Care support. TPON Client Care support for external users is available from Monday to Friday 8:30 a.m. to 5:00 p.m. except for government and statutory holidays, at:

- Toll-free: 1-855-216-3090
- TTY: 416-325-3408
- Toll-free TTY: 1-800-268-7095
- Email: TPONCC@ontario.ca

TPON INSTRUCTIONS FOR APPLICATION SUBMISSION

Transfer Payment Ontario (TPON) is the Government of Ontario's online transfer payment management system. It provides one window access to information about available funding, how to submit for Transfer Payment (TP) funding and how to track the TP status of your submission.

Getting Started

- **NOTE:**
  - You will need to Create a My Ontario Account if you have not done so already.
  - For more information: See the Creating a My Ontario Account guide and video.

- All organizations must be registered with Transfer Payment Ontario in order to submit the application form to request funding for this TP program.
  - The form must be submitted online through Transfer Payment Ontario.

- **For both existing and new users to TPON:** please use the link below to gain access to the Government of Ontario's online transfer payment management system.
  - **Transfer Payment Ontario**

NOTE: Google Chrome web browser and Adobe Acrobat Reader DC are required to access funding opportunities and download required forms from TP Ontario. For more information and resources visit the Get Help section of our website.

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
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Telephone: (416) 314-3377
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Ministère du Solliciteur général

Division de la sécurité publique

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Amendments to the *Police Record Checks Reform Act, 2015* through the *Keeping Criminals Behind Bars Act, 2026***

DATE OF ISSUE:	**June 25, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0038**
PRIORITY:	**Normal**

At the request of the Ministry of the Solicitor General's (SOLGEN) Strategic Policy Division (SPD), I am sharing the attached communication to notify the policing community that on June 2, 2026, the *Keeping Criminals Behind Bars Act, 2026* received Royal Assent and enacted amendments to the *Police Record Checks Reform Act, 2015*.

For further information, please review the attached memo from Melissa Kittmer, Assistant Deputy Minister, SPD, SOLGEN. If you have any questions, please contact Molly McCarron, Director, Community Safety and Animal Welfare Policy Branch, SPD, SOLGEN at Molly.McCarron@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

.../2

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Solicitor General

Strategic Policy Division

25 Grosvenor St.
9th Floor
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Telephone: 416-212-4221

Ministère du Solliciteur général

Division des politiques stratégiques

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Ontario

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division

FROM: Melissa Kittmer
Assistant Deputy Minister
Strategic Policy Division

SUBJECT: **Amendments to the *Police Record Checks Reform Act, 2015* (PRCRA)**

I am writing to request your assistance in notifying the policing community of recent amendments to the *Police Record Checks Reform Act, 2015* (PRCRA) through the *Keeping Criminals Behind Bars Act, 2026*, which received Royal Assent on June 2, 2026. The amendments are now in force.

1. Updated Authorized Disclosure Schedule for conviction information

Under the PRCRA, the Authorized Disclosure Schedule ("schedule") sets out what types of records can be disclosed for each type of check, i.e., Criminal Record Check (CRC), Criminal Record and Judicial Matters Check (CRJMC), and Vulnerable Sector Check (VSC).

The schedule has been updated to clarify that "**convictions for an offence that may be prosecuted only by way of summary conviction proceedings if the request is made more than five years after the date of the conviction**" should not be disclosed as part of a CRC, CRJMC, or VSC.

This means that the limited five-year disclosure period applies only to "straight summary convictions." It does not apply to hybrid offences that may be prosecuted summarily.

This amendment clarifies the intended application of the five-year disclosure period and supports consistent interpretation of the schedule and disclosure of information through police record checks.

2. New regulation-making authority to set service standards under the PRCRA

A new section (14.1) requires police record check providers to comply with any prescribed service standards, including timeframes for processing police record checks. New clause 22(2)(e) gives the Solicitor General the authority to establish service

standards through regulation and require that a police record check provider report on compliance with the service standards. Regulations will be developed at a later date.

3. Repealed an exception that was no longer required

Paragraph 8 of subsection 2(2) of the PRCRA, which excepted a record search requested by a children's aid society from application of the PRCRA, was repealed. This provision was no longer required because an exemption under O. Reg. 347/18 (Exemptions) related to new police record check requirements for the child and youth sector came into force on January 1, 2025.

Other Regulatory Amendments

On January 1, 2026, the ministry amended subsection 0.3(1) of O. Reg. 347/18 (Exemptions) under the PRCRA, which included removing the word "and" between the two existing sub-clauses. This amendment clarifies that, in respect of an exempted police record check, police services may disclose:

- information set out under the schedule, as well as
- information that represents a public safety concern (subsection 0.3(2)).

If you have any questions about these changes, please contact Molly McCarron, Director, Community Safety and Animal Welfare Policy Branch at Molly.McCarron@ontario.ca.

Thank you, as always, for your continued support.

Sincerely,



Melissa Kittmer
Assistant Deputy Minister
Strategic Policy Division

c: Molly McCarron, Director, Community Safety and Animal Welfare Policy Branch

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Changes Under the *Highway Traffic Act* Effective July 1, 2026**

DATE OF ISSUE:	**June 26, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0039**
PRIORITY:	**Normal**

At the request of the Ministry of Transportation's (MTO) Transportation Safety Division (TSD), I am sharing the attached communication to inform the policing community about changes under the *Highway Traffic Act* that are aimed at addressing alcohol and drug-impaired driving, as well as strengthening accountability for offenders, which will come into effect on July 1, 2026.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, TSD, MTO. If you have any questions, please contact Raj Cheema, Manager, Road Safety Program Development Office at raj.cheema@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4

Ministère des Transports

Division de la sécurité en matière de transport

87, avenue Sir William Hearst
bureau 191
Toronto ON M3M 0B4

Ontario

MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: June 26, 2026

SUBJECT: **Combatting Alcohol- and Drug-Impaired Driving: New Changes Effective July 1, 2026**

This memorandum is to inform the policing community across the province about changes coming into effect on July 1, 2026, aimed at addressing alcohol and drug-impaired driving and strengthening accountability for offenders:

1. Mandatory installation of an ignition interlock (II) device for all drivers convicted of impaired driving; and
2. Introduction of a six-month zero tolerance condition for all drivers convicted of impaired driving, including new administrative licence suspensions for violations of this condition.

Further details about these changes are provided below. I would ask that you please bring these changes to the attention of any enforcement personnel who would find this information useful or relevant to their duties. Your support on this matter is greatly appreciated.

1) Mandatory installation of an ignition interlock (II) device for all drivers convicted of impaired driving

Amendments to O. Reg 287/08 (Conduct Review Programs) establish that drivers convicted of impaired driving, whose offence date is on or after July 1, 2026, and who are subject to an II licence condition upon reinstatement, will be required to install an II device for the duration of the condition period.

The prior option to avoid the installation of an II device by choosing not to drive (the “sit-out” option) has been eliminated.

To have the condition removed, the driver must install an II device in a suitable motor vehicle and successfully complete the prescribed installation period and all other applicable program requirements.

Officers may encounter drivers subject to varying II condition lengths.

The following II condition lengths will apply:

- minimum 1 year for a first-time offender
- minimum 3 years for a second-time offender
- minimum 6 years for a third-time offender (if applicable)

Where a first-time or second-time offender meets certain program requirements, they may be eligible for the following II condition lengths:

- minimum 9 months (first-time offender); and
- minimum 2 years (second-time offender)

Drivers who fail to install the II device or do not complete the full mandatory installation period are ineligible to have the II condition removed from their licence.

Roadside systems available to enforcement will not change, including the Suspension and Impoundment Management System (SIMS) and Inquiry Services System (ISS). Drivers subject to an II condition will continue to have an ‘I’ condition code displayed on the front of their driver’s licence card.

Officers should verify that any vehicle operated by a driver subject to an II condition is equipped with an approved ignition interlock device. Where a driver subject to an II condition is found operating a vehicle not equipped with an approved ignition interlock device, officers should take applicable enforcement action.

In addition, amendments made to section 12 of O. Reg 287/08 (Conduct Review Programs) now permit the installation of II devices in hybrid and electric motor vehicles. However, installation remains prohibited in motorcycles, ATVs, and other off-road vehicles.

For additional information on the mandatory II installation program requirements, please visit www.ontario.ca/page/ignition-interlock-program.

2) Introduction of a six-month zero tolerance condition for all drivers convicted of impaired driving, including new administrative licence suspensions for violations of this condition.

Amendments to subsection 57(4) of the *Highway Traffic Act* (HTA) and O. Reg 287/08 (Conduct Review Programs) establish that drivers convicted of impaired driving, whose offence date is on or after July 1, 2026, will be subject to a mandatory six-month zero tolerance condition. The condition will commence once all post-conviction sanctions have been completed and the driver has been reinstated.

The condition prohibits drivers from having any presence of alcohol and/or drugs in their system, as detected by an approved screening device or approved drug screening equipment, while operating a motor vehicle.

Drivers subject to this zero tolerance condition will have:
- a “P” condition code displayed on the front of their driver’s licence card; and
- “Zero BAC/Drugs” indicated on the reverse of the card.

ISS will also display this new condition code.

Drivers must maintain a consecutive six-month period without any violations before the zero tolerance condition can be removed from their driver’s licence.

New Suspension Types – Zero Tolerance Condition Violations

Effective July 1, 2026, two new suspension types will be added to SIMS for drivers who violate their post-conviction zero tolerance condition:

- Zero BAC - Post Conviction
- Zero Drugs - Post Conviction

These suspension types:
- apply only to drivers subject to the post-conviction zero tolerance condition; and
- are separate from existing novice and young driver zero tolerance suspensions.

If a driver subject to the post-conviction zero tolerance condition has any detectable presence of alcohol or drugs, officers shall:
- require surrender of the driver’s licence; and
- issue the applicable administrative licence suspension.

Licence suspension durations are as follows:
- 7 days (first occurrence)
- 14 days (second occurrence within a 10-year period)
- 30 days (third or subsequent occurrence within a 10-year period)

Officers must ensure the correct suspension type is selected when entering events into SIMS. Updated SIMS guidance on the new suspension types is available within the SIMS platform.

For additional information on the post-conviction zero tolerance condition, please visit www.ontario.ca/drivesober.

Please see Appendix A for an updated reference chart summarizing administrative driver’s licence suspensions and impoundments under the HTA.

Timing

Due to post-conviction suspension lengths and mandatory II requirements, enforcement is not expected to encounter drivers subject to this zero tolerance condition until approximately July 2027 at the earliest. The Ministry will issue a follow-up memorandum closer to that time to provide a reminder and any additional guidance.

Updated Forms

To support these new changes, the following forms have been revised:

- Notice of Suspension (NOS) (SR-LC-123)
- Notice to Registrar (NTR) (SR-LC-120)

To obtain the updated forms, place your order using one of the following methods:

- Email your request to: ServiceOntario.StockSupplies@ontario.ca (**preferred method**)
- Phone: 1-800-267-3180 ext. 5

When placing your order, please include the following information:

- Form name and number: Notice of Suspension (SR-LC-123) and Notice to Registrar (SR-LC-120)
- Quantity required
- Recipient's full name
- Complete mailing address

Deadline for Orders:

- Place orders as soon as possible to ensure forms are available. Any outdated versions of these forms must be removed from circulation as of July 1, 2026.

If there are questions regarding these changes, please contact Raj Cheema, Manager, Road Safety Program Development Office at raj.cheema@ontario.ca.

Thank you for your assistance in communicating these changes.

Sincerely,

Felix Fung
Assistant Deputy Minister
Transportation Safety Division

Appendix A: Quick Reference Chart

Administrative Suspensions and Impoundments under the HTA
(Quick Reference Chart as of July 1, 2026)

HTA Suspensions & Impoundments	SIMS Reporting
ADLS (Alcohol) HTA S. 48.3 & 48.4 Drivers with a BAC 80 mg or over and drivers who refuse a demand under the Criminal Code: • 90-day Licence Suspension • 7-day Vehicle Impoundment	Enter Suspension on SIMS Impoundment not reported to MTO Do not fax/mail NTR to MTO
Racing/ Stunt/ Contest HTA S. 172 Drivers in race, stunt or contest on a highway: • 30-day Licence Suspension • 14-day Vehicle Impoundment	Enter Suspension on SIMS Impoundment not reported to MTO Do not fax/mail NTR to MTO
Warn Range HTA S. 48 Drivers with a BAC over 50 mgs: • 7/14/30-day Licence Suspension	Enter Suspension on SIMS Do not fax/mail NOS to MTO
ADLS (DRE) HTA S. 48.3.1 & 48.4 Drivers impaired by drugs or combination of drugs and alcohol determined by a Drug Recognition Expert: • 90-day Licence Suspension • 7-day Vehicle Impoundment	Enter Suspension on SIMS Impoundment not reported to MTO Do not fax/mail NTR to MTO
SFST HTA S. 48.0.1 Drivers impaired by drugs or combination of drugs and alcohol determined by driver's performance on the standardized field sobriety test (SFST): • 7/14/30-day Licence Suspension	Enter Suspension on SIMS Do not fax/mail NOS to MTO
Zero BAC Novice/Young Driver (under 22) HTA S. 48.1 and 48.2.1 Novice and/or young drivers (under 22) who register any presence of alcohol (BAC > zero): • 7/14/30-day Licence Suspension	Enter Suspension on SIMS Do not fax/mail NOS to MTO
Zero Drugs Novice/Young Driver (Under 22) HTA S. 48.0.2 and HTA S. 48.0.3 Novice and/or young drivers (under 22) with the presence of drugs in oral fluid: • 7/14/30-day Licence Suspension	Enter Suspension on SIMS Do not fax/mail NOS to MTO
Zero BAC Post Conviction O/Reg. 287/08 S. 46 Drivers who have the "P" condition code on their licence who register a BAC below .05 and: • Hold a Class G (or higher) or Class M licence • Age 22 and over • 7/14/30-day Licence Suspension	Enter Suspension on SIMS Do not fax/mail NOS to MTO
Zero Drugs Post Conviction O/Reg. 287/08 S. 47 Drivers who have the "P" condition code on their licence who register any presence of drugs in oral fluid and: • Hold a Class G (or higher) or Class M licence • Age 22 and over • 7/14/30-day Licence Suspension	Enter Suspension on SIMS Do not fax/mail NOS to MTO
Zero BAC Commercial/ Zero Drug Commercial HTA S. 48.2.2 and HTA S. 48.0.4 Commercial Drivers with a BAC above zero or the presence of drugs in oral fluid: • 3-day Licence Suspension	Enter Suspension on SIMS Do not fax/mail NOS to MTO

CCC VIP HTA S. 55.1 Drivers suspended for criminal code related offences: • Criminal Code Conviction • Criminal Code related remedial suspension • Conduct Review suspension • Criminal Code related Ignition Interlock Condition • Minimum 45-day Vehicle Impoundment	Enter Impoundment on SIMS Do not fax/mail NTR to MTO
HTA VIP HTA S. 55.2 Drivers suspended under the HTA (excludes defaulted fines and medical suspensions): • 7-day Vehicle Impoundment	Impoundment not reported to MTO

• Notice to Registrar (NTR), Notice of Suspension (NOS)
• **Please send confiscated licence cards (including out-of-province cards) to:** Ministry of Transportation, Driver Improvement Office, 77 Wellesley St. W Box 671 Toronto, ON M7A 1N3
• It is essential that reportable suspensions and impoundments are reported to MTO as soon as possible (by the end of your shift or sooner).

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Distinct Long Service and Good Conduct Award Program**

DATE OF ISSUE:	**July 7, 2026**
CLASSIFICATION:	**For Action**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0040**
PRIORITY:	**Normal**

In 2024, the Government of Ontario enacted legislative amendments to the *Community Safety and Policing Act, 2019* (CSPA) to establish the authority for the Solicitor General to issue awards related to policing, including long service awards.

In the 2025 Ontario Economic Outlook and Fiscal Review "A Plan to Protect Ontario", the government announced the establishment of a new **Distinct Long Service and Good Conduct Award** in Ontario. The award may be issued to eligible candidates who have accrued 20 years of continuous service and good conduct, followed by bars/clasps and trillium devices for every 10 years thereafter. Through this program, the ministry is recognizing the important contributions and vital efforts of law enforcement officers, civilians, and the province's continued efforts to protect Ontario.

At this time, the Ministry of the Solicitor General is seeking your assistance to identify the inaugural group of award recipients: sworn officers of police services, the Ontario Provincial Police, and First Nation Officers as defined under the CSPA, who have completed 50 years or 60 years of continuous long service and good conduct as of January 1, 2025:

Long Service Eligibility:

- A candidate becomes eligible upon entering their 20th year of continuous service (i.e., once 19 years of service have been completed). They are eligible for subsequent recognition at each ten-year service interval (up to 60 years of service).

…/2

- Continuous service is cumulative and may include time served across different police services, or roles (such as special constable service). Breaks due to maternity, parental, medical, illness-related, or work-related injury leave do not reduce accumulated service time.
- Retired members who met the initial 20-year eligibility and continue working as civilians in policing-related or public safety roles remain eligible for recognition at subsequent ten-year intervals.
- Individuals who retired on or after January 1, 2025, and meet the eligibility criteria are eligible to receive the award.

Good Conduct Eligibility:

- Generally, all conduct is considered good conduct unless the member has been convicted of a criminal offence for which no pardon has been received or there is certain misconduct on record under the CSPA, including any conviction that resulted in termination, demotion, or suspension with or without pay, as referenced under section 200 (1) paragraph 1, and sections 209 and 210 of the CSPA.
- Where an eligible recipient is subject to an ongoing investigation under the CSPA or the *Criminal Code* during the qualifying period, the issuance of any award shall be deferred until the investigation is concluded and a decision has been rendered.

Further details on eligibility and the nomination process are outlined in the accompanying award criteria and program guidelines.

Please provide the following for candidates who meet the above criteria:

- First, middle and surname
- Rank
- Badge number
- Start date and number of years served in each organization
- Statement confirming the candidate has met the good conduct criteria

Please submit this information and direct any questions about the program to Pauline Clarke, Senior Policy Advisor, Policing Standards Section at Pauline.Clarke@ontario.ca **by July 24, 2026.**

In the coming months, a phased approach will be taken for the Distinct Long Service and Good Conduct Award program to recognize police officers, special constables, and First Nation Officers beginning at 20 years of service and every 10 years thereafter. Civilian members will also be recognized with the introduction of a civilian long service and good conduct lapel pin for 20 years of service. Further communication will follow to request nominations for additional eligible officers and civilian members who meet these criteria.

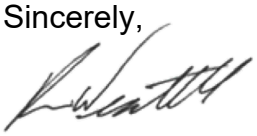
Information collected will help the Ministry of the Solicitor General better ensure that all qualifying individuals are appropriately acknowledged.

…/3

We appreciate you taking the time to support this effort.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

The Distinct Long Service and Good Conduct Award

Ministry of the Solicitor General

Award Criteria and Guidelines

The Distinct Long Service and Good Conduct Award

Award Criteria and Guidelines

Award Title

The Distinct Long Service and Good Conduct Award

Description of the Award

The Distinct Long Service and Good Conduct Award (the "Award") formally recognizes police officers, First Nation Officers, special constables, and civilians working in police services who are long serving (having accrued at least 20 years of continuous service) and demonstrate good conduct. For clarity, the requirement to demonstrate good conduct includes having no criminal convictions or select disciplinary measures/actions on an employment record under the *Community Safety and Policing Act, 2019* (CSPA), including misconduct that resulted in termination, demotion, or suspension with or without pay, as referenced under section 200 (1) paragraph 1, as well as sections 209 and 210 of the CSPA.

Eligibility Criteria

Professional Eligibility:

The Award is available to sworn police officers from municipal police services and the Ontario Provincial Police (OPP), including police officers employed by a First Nation board constituted under section 32 of the CSPA, First Nation Officers as defined under the CSPA, special constables including those employed by the Niagara Parks Commission, and civilians working for police services.

- Civilians include individuals employed by municipal police services, First Nations Police Services, and the OPP.

Long Service Eligibility:

- A candidate becomes eligible upon entering their 20th year of continuous service (i.e., once 19 years of service have been completed). They are eligible for subsequent recognition at each ten-year service interval (i.e., upon entering their 30th, 40th, 50th, and 60th years of continuous service, as applicable).
- Continuous service would recognize the accumulation of time served, regardless of whether a candidate changed police services/employers or was on leave.
    - Continuous service includes cumulative time served across roles; for example, service as a special constable counts toward total service. A

candidate with two years as a special constable and 18 years as a police officer is deemed to have completed 20 years of eligible service.

- An officer's, special constable's, or civilian's break in service due to maternity leave, parental leave, medical leave, short/long-term illness or work-related injuries will not be subtracted from the accumulated time in service.
- Retired police officers and special constables who met the eligibility criteria to receive recognition at 20 years and who continue their service as civilians in other capacities, such as law enforcement, the public safety service sector, or for a policing-related labour association, would be eligible for recognition at each relevant ten-year service interval.

Good Conduct Eligibility:

- Generally, all conduct is considered good conduct unless the candidate has been convicted of a criminal offence for which no pardon has been received or there are select disciplinary measures/actions on an employment record under the CSPA, including misconduct that resulted in termination, demotion, or suspension with or without pay, as referenced under section 200 (1) paragraph 1, as well as sections 209 and 210 of the CSPA. Disciplinary measures or actions imposed under section 200 of the CSPA on an officer's employment record are subject to expungement requirements in accordance with the Act.
- Where an eligible candidate is subject to an ongoing investigation under the CSPA or the *Criminal Code* during the qualifying period, the issuance of any award shall be deferred until the investigation is concluded and a decision has been rendered.
- Where a pardon is granted for a criminal conviction, a committee appointed by the Solicitor General, may reconsider eligibility.
    - The committee shall be appointed by the Solicitor General and consist of individuals from the public safety community to provide advice and support decision-making.

Transitional Eligibility:

- The award program was formally established in June 2026. The award will be available to retired candidates based on their status as of January 1, 2025. All eligible candidates who retired on or after January 1, 2025, would be eligible to receive the award. Posthumous awards may also be awarded on or after January 1, 2025, if eligibility criteria are met.

Ineligible Groups:

- Members of the Royal Canadian Mounted Police and the Canadian Armed Forces are not eligible to receive the award.
- Auxiliary members of municipal police services and the OPP are provided by the Ministry with an Ontario Auxiliary Police Long Service Medal at 20 years of

service, with an additional bar/clasp every five years thereafter (up to 40 years of service). As a result, auxiliary members are not included in this award program.

Award Objects

Recipient Group	Service Interval	Award Object(s)
Uniformed Officers/Special Constables	20 Years	Medal, miniature medal, undress ribbon, bar/clasp, trillium device (to be affixed to undress ribbon), presentation box, and certificate.
	10 Year Intervals *(up to 60 years of service)*	Bars/clasps (as applicable) and trillium devices (to be affixed to undress ribbons).
Civilians	20 Years	Lapel pin, presentation box, and certificate.
	10 Year Intervals *(up to 60 years of service)*	Certificate

Nomination Procedure

Nominations for the award, including for any additional service bars/clasps and trillium devices, must be submitted to the Ministry by:

- the chief of police;
- the head of the police service (*or any other officer leading the service)*; or
- the employer of the eligible recipient.

Any eligible candidate may be nominated within one year of reaching the required service milestone.

Candidate nominations must include the following information:

- First, middle and surname
- Rank
- Badge number

Additionally, each nomination must include a short-written recommendation confirming the following in their nomination package:

Long Service Requirement Met:

- The start date and number of years served in each organization and the date the candidate completed the required years of service for the award and/or applicable bars/clasps and trillium devices.

No Disciplinary Issues:

- Confirmation that the candidate does not have select disciplinary actions/measures on their employment record under the CSPA, including misconduct that resulted in termination, demotion, or suspension with or without pay, as referenced under section 200 (1) paragraph 1, as well as sections 209 and 210 of the CSPA during the qualifying period.

Conduct and Performance Standard:

- A statement confirming the candidate has shown the good conduct expected of a recipient of this award.
    - For reference, a statement from the chief of police, head of the police service, or employer confirming that the candidate has demonstrated good conduct throughout their eligible years of service, with no criminal convictions, no pending criminal charges, and no disciplinary measures/actions listed under the good conduct eligibility section of this guideline that are pending or on an employment record under the CSPA.

Signature of the Nominator:

- The recommendation must be signed by the chief of police/head of the police service/employer.

Pending Investigations

Notwithstanding the above, where a candidate is subject to an ongoing investigation under the CSPA or the *Criminal Code* during the qualifying period, the issuance of any award shall be deferred until the investigation is concluded and a decision has been rendered.

Confidentiality and Protection of Recipient Information

To protect the safety, privacy, and operational security of all candidates, the Ministry will work closely with any nominating police service/employer that identifies concerns about publicly releasing a candidate's name or related information.

If a police service/employer indicates that a candidates' identity should remain confidential, whether for safety, operational, or personal reasons, the Ministry will:

- Respect the request for confidentiality, ensuring the candidate's name and identifying details are not included in any Ministry announcements or publications.
- Consult directly with the nominating police service/employer to determine the appropriate level of disclosure and any necessary accommodations.
- Maintain secure internal records in accordance with Ministry requirements, without releasing identifying information externally.

- Regardless of confidentiality, if the candidate meets all eligibility criteria, the Ministry will provide the award and all accompanying award objects. The award will be delivered to the nominating police service/employer to ensure the candidate receives full recognition in a manner that protects their safety and privacy.

Police services/employers are responsible for advising the Ministry of any confidentiality concerns at the time of nomination, and the Ministry will accommodate these concerns and ensure the requested confidentiality measures are provided.

Presentation of Award

Authority to Award:

The Solicitor General of Ontario has the authority under section 3 (4) of the CSPA to establish and issue awards related to policing, including long service awards.

The Solicitor General maintains the authority to confirm and award the Distinct Long Service and Good Conduct Award, including some exceptional circumstances; however, this discretion is intended to be exercised sparingly and in a manner that is consistent with the purpose and eligibility criteria of this award. It shall not be used to confer eligibility where doing so would be inconsistent with the spirit or minimum standards of long service and good conduct set out in this guideline.

Example:

- *A candidate previously served with a police service in another province before transferring to Ontario. Although the candidate completed less than the required 20 years of qualifying service under the award criteria, the candidate subsequently served in Ontario and demonstrated consistent good conduct. In such an exceptional circumstance, the Solicitor General may consider the candidate's cumulative policing service and exercise discretion to confirm and award the Distinct Long Service and Good Conduct Award in recognition of the member's honourable career.*

Once a nomination has been submitted and confirmed by the Solicitor General, the Solicitor General will formally award the Distinct Long Service and Good Conduct Award (and any additional years of service bars/clasps and trillium devices) through a certificate bearing the Solicitor General's signature.

Exceptional Posthumous Recognition:

Notwithstanding the long service eligibility requirements set out in this guideline, the Solicitor General may, on the advice of a committee consisting of individuals from the public safety community that are appointed by the Solicitor General, award the Distinct Long Service and Good Conduct Award posthumously to an individual who died in the performance of their duties, where the individual's service was otherwise consistent with

the standards and spirit of the program. Due consideration will be given to the potential impact of awarding a posthumous honour, with priority accorded to the wishes and well-being of the recipient's loved ones, who would receive the medal on their behalf.

Presentation of the Medal:

After approval, the complete set of award objects will be sent to the police service/employer that submitted the nomination for formal presentation to the candidate. Ceremonies will be arranged locally by the nominating police service/employer, where the Minister or members from the ministry may be invited to attend the ceremony, at the discretion of the hosting entity.

Status within the Canadian Honours System:

The Award is not included in the Canadian Order of Precedence. This is consistent with other long service recognitions, such as the Auxiliary and Fire Service Long Service Medals, which similarly fall outside the formal Order of Precedence.

The Canadian Order of Precedence governs the sequence in which honours, decorations, and medals are worn when officially recognized.

Cancellation and Reinstatement

With respect to revocation, the Solicitor General may, on the advice of a committee, revoke an award or restore an award that has been revoked.

As above, the committee shall be appointed by the Solicitor General and consist of individuals from the public safety community to provide advice and support decision-making.

Roles and Responsibilities

Nominating police services/employers:

The nominating service/employer is responsible for:

- Ensuring that the candidate meets all eligibility requirements of the Distinct Long Service and Good Conduct award criteria (the Ministry will not independently verify candidate service records);
- Ensuring eligible candidates are nominated when they meet the required years of service, providing all appropriate supporting documentation to the Ministry for each candidate, and confirming shipping details to the Ministry for award objects;
- Coordinating all award ceremonies for the presentation of awards to their candidates; and
- Maintaining accurate records of all award recipients, including any awarded applicable bars/clasps and trillium devices for additional years of service.

Ministry of the Solicitor General:

The Ministry is responsible for:

- Keeping an up-to-date list of all recipients who have received the award or any subsequent bars/clasps and trillium devices;
- Working with the nominating police service/employer to deliver all award objects, including medals, miniatures, undress ribbons, civilian lapel pins, bars/ clasps, trillium devices, presentation box and certificates for presentation ceremonies; and
- Carrying out any additional administrative responsibilities needed to support the delivery, and ongoing management of the award program.

Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **110 km/h Speed Limit Increases**

DATE OF ISSUE:	**July 10, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0041**
PRIORITY:	**Normal**

At the request of the Ministry of Transportation's (MTO) Operations Division (OD), I am sharing the attached communication to notify the policing community about recent amendments to Regulation 619: Speed Limits under the *Highway Traffic Act*.

For further information, please review the attached memo from Jasan Boparai, Assistant Deputy Minister, OD, MTO. If you have any questions about these changes, please contact Justin White, Head, Safety Information Management Section, Provincial Traffic Office at (905) 321-5103 or Justin.White@ontario.ca.

This memorandum is intended to be shared with Chiefs of Police and the OPP Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Office of the Assistant
Deputy Minister
Operations Division

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Ministère des Transports

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adjoint
Division des operations

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Ontario

Date: **July 8, 2026**

Memorandum to: **Kenneth Weatherill**
Assistant Deputy Minister, Public Safety Division
Ministry of the Solicitor General

Subject: **110 km/h Speed Limit Increase**

This memorandum is to advise the policing community of recent amendments to Regulation 619: SPEED LIMITS under the Highway Traffic Act (HTA), that came into effect on June 26, 2026.

The amendments to Regulation 619 establish a speed limit of 110 km/h on two sections of provincial freeways in southern Ontario. This will add to the previously approved permanent speed limit increase to 110 km/h at six sections of provincial freeways implemented in April 2022 and 10 sections of provincial freeways implemented in July 2024.

The two locations are listed below and are highlighted on the map at Appendix A:

- June 26, 2026, 110 km/h speed limit sections:
  - Highway 401 from Highway 15 to Highway 16
  - Highway 416 from Cedar Grove Road to Highway 401

Consistent with all speed limits on provincial highways that differ from statutory speed limits, the start of each 110 km/h section will have a 110 km/h BEGINS sign and the leaving end will have the appropriate speed limit BEGINS sign.

Also highlighted on the map at Appendix A are proposed implementation dates for further sections of provincial freeways planned to be increased to 110 km/h in 2026. These future implementation dates and sections are listed below:

…/2

- July 31, 2026 110 km/h speed limit sections:
  - Highway 402 from Highway 401 to White Oak Drive
  - Highway 402 from Waterworks to 350m east of east of Colborne Drive
- August 21, 2026 110 km/h speed limit sections:
  - Highway 7 from Appleton Side Rd/County Rd 17 to Highway 417
  - Highway 115 from Highway 35 to Parkway Interchange
  - Highway 400 from Highway 401 to Lake Joseph Rd
  - Highway 416 from 1.5 km south of Highway 416/417 to Fallowfield Rd/County Rd 12
  - Highway 417 from Leitrim Road to Ottawa Regional Rd 174
  - Highway 417 from Highway 416/417 interchange to Highway 7
- August 31, 2026 110 km/h speed limit sections:
  - Highway 401 from Merlin Rd to Highway 427
  - Highway 401 from Highway 404 to Highway 35/115
  - Highway 401 from Cobourg to Colborne
  - Highway 401 from Sidney Street to CNR Overhead Bridge in Belleville
  - Highway 401 from County Rd 38 to Highway 15
  - Highway 403 from Highway 401 to Middletown Line
- September 30, 2026 110 km/h speed limit sections:
  - QEW from Freeman Interchange to Highway 403
  - QEW from Concession Rd to McLeod Rd
  - QEW from Mountain Rd to Jordan Rd
  - Highway 403 from QEW to Highway 401
  - Highway 404 from Highway 401 to Mulock Drive
  - Highway 406 from Westchester Ave to Highway 58
  - Highway 407 from Brock Rd to Highway 35/115
  - Highway 412 from Highway 401 to Highway 407
  - Highway 418 from Highway 401 to Highway 407

Notifications will be sent if any changes occur. I ask you to kindly bring this memorandum to the attention of police services. Please direct any questions regarding these amendments to Justin White, Head, Safety Information Management Section, Provincial Traffic Office at (905) 321-5103 or via email at Justin.White@ontario.ca.

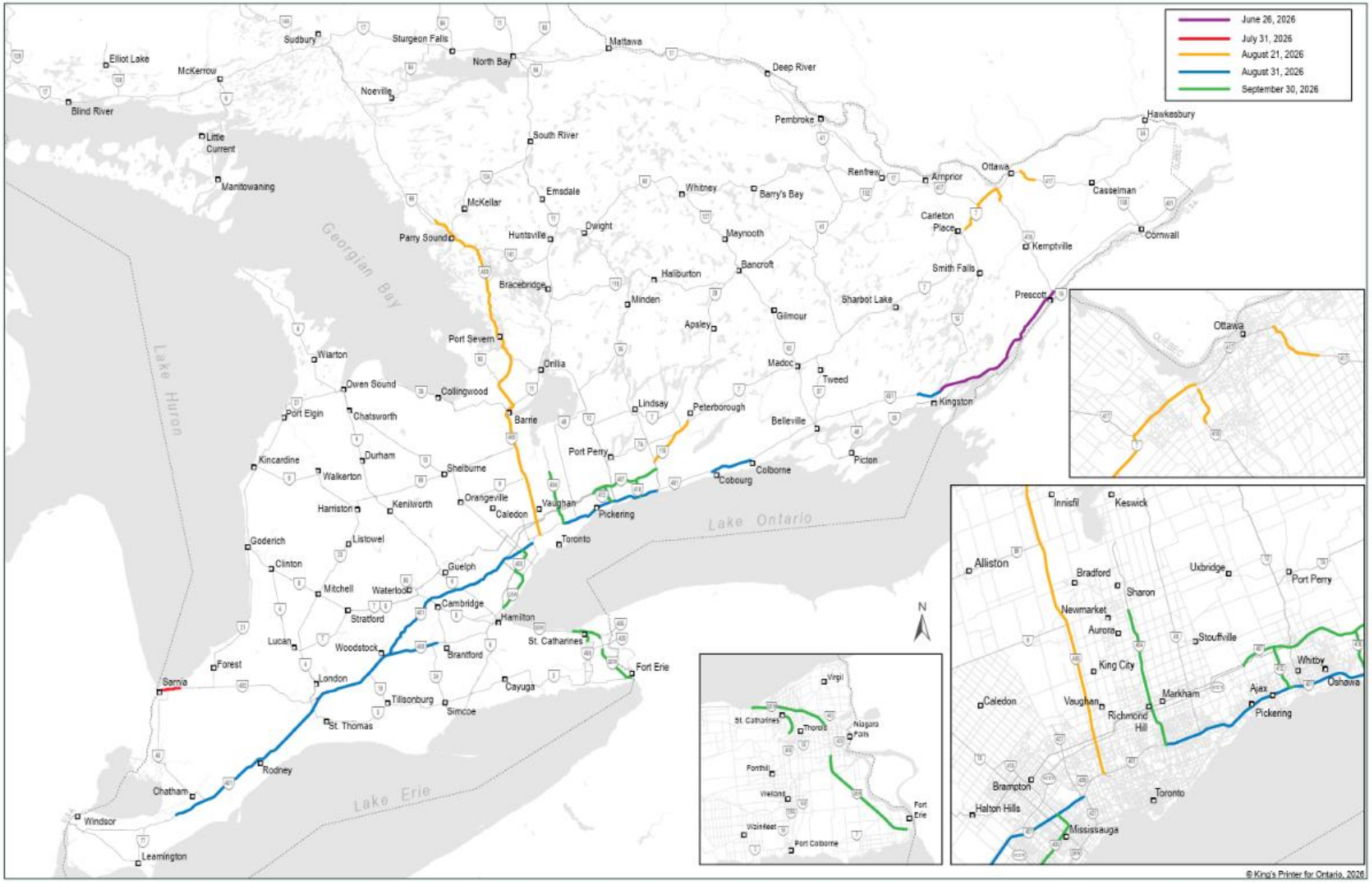
Thank you for your assistance in communicating these changes.



Jasan Boparai, P.Eng.
Assistant Deputy Minister
Operations Division

APPENDIX A

Map Showing 110 km/h Speed Limit Sections for 2026



Ministry of the Solicitor General

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Ontario

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Ministry of the Attorney General – Criminal Law Division's Border Crime Prosecutions Unit**

DATE OF ISSUE:	**July 13, 2026**
CLASSIFICATION:	**General Information**
RETENTION:	**Indefinite**
INDEX NO.:	**26-0042**
PRIORITY:	**Normal**

At the request of the Ministry of the Attorney General's (MAG) Criminal Law Division (CLD), I am sharing this communication containing information regarding the establishment of the Border Crime Prosecutions Unit (BCPU), which is a team of prosecutors that specializes in cross-border crimes.

For further information, please review the attached memo from Randy Schwartz, Assistant Deputy Attorney General, CLD, MAG. If you have any questions, please contact your local BCPU member or contact Jason Wakely, Provincial Coordinator, at jason.wakely@ontario.ca and (437) 552-9242.

This memorandum is intended to be shared with Chiefs of Police and the Ontario Provincial Police (OPP) Commissioner. The ministry does not have concerns if the memorandum is shared with police service boards.

Sincerely,

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Attorney General

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Assistant Deputy Attorney General
Criminal Law Division

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Ministère du Procureur general

Cabinet du
Sous-procureur général adjoint
Division du droit criminel

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Tél.: 416-326-2615
Téléc.: 416-326-2063

Ontario

CLD MEMORANDUM RESPECTING ALL CHIEFS MEMO

TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Randy Schwartz
Assistant Deputy Attorney General
Criminal Law Division
Ministry of the Attorney General

DATE: July 6, 2026

SUBJECT: **All Chiefs Memo**: **Ministry of the Attorney General – Criminal Law Division's Border Crime Prosecutions Unit (BCPU)**

Criminal groups exploit Ontario's borders to commit various crimes, including firearm importing, money laundering, cybercrime, human trafficking, and more. Operation Deterrence is a provincial strategy designed to enhance Ontario's border security and combat cross-border criminal activity through increased police and Crown resourcing and collaboration.

To that end, Ministry of the Attorney General's (MAG) Criminal Law Division (CLD) has created the Border Crime Prosecutions Unit (BCPU), a team of specialized prosecutors assigned to each of Ontario's key border locations: Windsor, Sarnia, Niagara, Cornwall, Ottawa, Thunder Bay, and Fort Frances, with additional team members located in the Complex Prosecutions Bureau and the Crown Law Office - Criminal (Toronto).

The BCPU team members are specialists in border crime. The team has expertise in search and seizure, wiretapping, undercover operations, and other advanced investigative techniques. They also have direct access to the expertise of CLD's other specialty units, including Guns & Gangs, Major Auto Theft, Serious Fraud Office, the Cybercrime Team, and the Human Trafficking Team.

The mandate of the BCPU is fourfold:

1. To provide timely and specialized legal advice to officers engaged in the investigation of border crime. This may involve various issues, including undercover operations, search and seizure, informer privilege, information sharing among agencies, cooperation with foreign law enforcement, mutual legal assistance, disclosure management, and charge screening.

2. To conduct prosecutions arising out of the more complex or important border crime investigations.

3. To develop best practices for the investigation and prosecution of border crimes.

4. To provide training and education on cross-border issues for law enforcement and Crowns.

BCPU's broad geographic scope means that a BCPU Crown is available to assist local police in each of these key locations. The BCPU can also assist with investigations that are not focused on these key locations but nevertheless involve significant cross-border activity. The nature of border crime varies by region, so the BCPU will tailor its approach to the border demands of each region, in collaboration with local investigators.

For border-related legal advice, training, or prosecution assistance, we encourage police to reach out to their local BCPU member (see Appendix) or to the BCPU's Provincial Coordinator, Jason Wakely at jason.wakely@ontario.ca and (437) 552-9242.

We look forward to working with our policing partners in the implementation of Operation Deterrence and the strengthening of Ontario's borders.

Sincerely,



Randy Schwartz
Assistant Deputy Attorney General
Criminal Law Division
Ministry of the Attorney General

Appendix

CLD's BCPU – Contact List (July 2026)	
Office	**Crown**
Crown Law Office	Jason Wakely (Provincial Coordinator) / jason.wakely@ontario.ca / 437) 552-9242
Complex Prosecutions Bureau	Michael Purcell / michael.purcell@ontario.ca
Thunder Bay	Daniel Cox / daniel.cox@ontario.ca
Fort Frances	Victor Keubou / victor.keubou@ontario.ca
Niagara	Nazampal Jaswal / nazampal.jaswal@ontario.ca
Windsor	Andrew Telford-Keogh / andrew.telford-keogh@ontario.ca Iain Skelton / iain.skelton@ontario.ca
Sarnia	Aniko Coughlan / aniko.coughlan@ontario.ca
Cornwall	Brina Underwood / brina.underwood@ontario.ca
Ottawa	Vanessa Stewart / vanessa.stewart@ontario.ca Ernesto Caceres / ernesto.caceres@ontario.ca Anthony McCormick (Coordinator) anthony.mccormick@ontario.ca

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA SECTION:

TO: Chair and Members of the Windsor Police Service Board

FROM: **Administrative Director**

SUBJECT: **Board Meeting Location**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

That the Windsor Police Service Board relocate future meetings of the Windsor Police Service Board to Council Chambers, Windsor City Hall, 350 City Hall Square West;

Further that Section 10 (10.2) of By-Law Number 01-2024: A By-Law to Provide Rules Governing the Proceedings of the Windsor Police Service Board, Passed June 20, 2024, be amended to incorporate the change of location noted above;

Furthermore that the Windsor Police Service Board approves First, Second, and Third Reading of By-Law Number 01-2026 – A By-Law to amend By-Law Number 01-2024, Being a By-Law to Provide Rules Governing the Proceedings of the Windsor Police Service Board passed June 20, 2024.

FINANCIAL IMPLICATIONS: None

SUMMARY:

The Windsor Police Service Board passed the following motion at the WPSB meeting held December 4, 2025:

BE IT RESOVED THAT the Windsor Police Service Board approves that the meetings of the Windsor Police

Service Board be held in Council Chambers at Windsor City Hall.

BE IT FURTHER RESOLVED that meetings be held at Windsor City Hall on a trial Basis from January 2026 to June 2026.

AND BE IT FURTHER RESOLVED THAT the Windsor Police Service Board will revisit the location of the meetings at the July 2026 meeting of the Board

ANALYSIS:

Council Chambers provides a larger space to accommodate WPSB members, administration, media and the public while still maintaining the ability to livestream the meeting for those unable to attend in person.

CONCLUSION

The trial period has ended and the permanent relocation of WPSB meetings to Council Chambers at Windsor City Hall is before the Board for consideration. The recommendation is to hold future meetings of the Board to Council Chambers at Windsor City Hall and to amend the Procedural By-Law to accommodate the change of location.

BY-LAW NUMBER 01-2026

A BY-LAW TO AMEND BY-LAW NUMBER 01-2024, BEING A BY-LAW TO PROVIDE RULES GOVERNING THE PROCEEDINGS OF THE WINDSOR POLICE SERVICE BOARD

Passed the 20th day of June 2024

WHEREAS By-law Number 01-2024 was passed by the Windsor Police Service Board on June 20, 2024;

AND WHEREAS it is deemed expedient to amend said By-Law Number 01-2024;

THEREFORE the Windsor Police Service Board enacts as follows:

1. That By-law Number 01-2024 be amended by deleting 4th Floor Boardroom of the Windsor Police Service – Headquarters Building, 150 Goyeau Street, Windsor, Ontario in 10.2 and inserting Council Chambers, Windsor City Hall, 350 City Hall Square West, Windsor, Ontario.

_____

DREW DILKENS, CHAIR
Windsor Police Service Board

_____

NATALIE SHARP
Administrative Director

First Reading: September 17, 2026
Second Reading: September 17, 2026
Third Reading: September 17, 2026

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the Windsor Police Service Board

FROM: Jason Crowley, Chief of Police

SUBJECT: **2026 Chief's Gala**

PURPOSE: Seeking Decision

RECOMMENDATION:
THAT the Windsor Police Service Board receive the update advising that the 2026 Annual Awards Banquet will be replaced with the Chief's Gala and as such, rescind the resolution allocating funds approved in BR2026-051;

and further resolved that the Windsor Police Service Board support the 2026 Chief's Gala by covering the cost of the Award of Excellence trophies and framed "Dream of a Saturday Afternoon in Alton C. Parker Park" artwork in the amount of $6,000.

FINANCIAL IMPLICATIONS:
Moving to a self-funding Gala format (via sponsorship and ticket sales) is saving WPSB $23,300 as previously approved.

If approved, the WPBS sponsorship of the of glass trophies and framing of the Alton C. Paker artwork would result in a $6,000 expenditure.

SUMMARY:
The Windsor Police Service Awards Banquet has been held annually for over 25 years and has historically been funded by the Windsor Police Service Board. A proposal came forward to replace the Banquet with a Chief's Gala that would be funded by community support with proceeds to local charities. The Gala will honour WPS members and local partners/citizens with Awards of Excellence.

Long Service Medals and Awards that were previously recognized at the Banquet will be combined with Badge Presentation Ceremonies held in an alternate venue.

DISCUSSION:

Background
On January 22, 2026, a request was put forward to the WPSB requesting funding for the Annual Awards Banquet in the amount of $23,230.00 (report attached). The request was deferred until May 21, 2026, where the Board approved the request for $23,300 pending available funds (BR2026-051).

In June, the Canadian Mental Health Association – Windsor-Essex Chapter initiated a discussion with me proposing partnering with them to host a Chief's Gala. Many Ontario municipal police agencies across the province are hosting Chief's Galas to recognize the great work of their members and to raise funds for charity. It was determined that partnering with CHMA to facilitate a Chief's Gala would remove the financial burden from the WPSB while still providing recognition to our members and giving back to the community raising money for local charities at the same time.

A joint WPS/CMHA Gala committee was stuck, and they have been working to execute all facets of the Gala from logistics to sponsorship solicitation and ticket sales. The Gala will be held on Thursday, October 1, 2026 at the St. Clair College Centre for the Arts and will recognize twenty-six individuals in eight categories of awards (link to media release). Upon further consideration, it was decided that proceeds from the Gala would support CMHA and Camp Brombal.

The long service medal presentations and retirement recognitions were removed from the Gala program to allow the exemplary awards to be highlighted. Recipients of the 20- and 30-year awards will be recognized at an upcoming Badge Presentation Ceremony that is scheduled for late October.

Implementation Plan
As noted, planning for the Gala is well underway with a number of sponsorships already procured. It is anticipated that all costs will be covered through sponsorship and ticket sales.

Recipients who are being recognized for acts of excellence will be presented with a commemorative glass trophy and the Alton C. Paker recipient will be presented with a framed piece of artwork. These items have been procured through local vendors at an approximate cost of $6000. I respectfully ask that the WPSB consider sponsoring the cost of the awards for recognition in-kind.

CONCLUSION:
It is recommended that the Board accept this report for information and consider covering the costs for the awards trophies.

PREPARED BY:
Jason Crowley
Chief of Police

Date: January 9, 2026

To: Chair and Members of the Windsor Police Services Board

From: Chief Jason Crowley

Re: 2025 Annual Exemplary Awards and Retirement Banquet

The Windsor Police Services Board hosts an annual Exemplary Awards Banquet to recognize members of the Windsor Police Service who have reached milestones in their careers (10, 20 and 30 years of service and retirements).

The WPS Employee Engagement Committee is in the early stages of planning for the Banquet that will honour 46 members who achieved exemplary years of service and 17 retirements from 2025. In addition to honouring the members who have achieved these milestones, we will also be presenting the following:

- WPS *Awards of Excellence* to members of the Windsor Police Service, recognized for outstanding performance in 2025.
- Alton C. Parker Community Hero Award

The banquet will take place on Thursday, May 14, 2026, at the St. Clair College Centre for the Arts with an estimated budget of $23,230.00.

I recommend the following for approval by the Board:

RESOLVED THAT the Windsor Police Services Board APPROVES the budget for the Annual Awards Banquet in the amount of $23,230.00.

Sincerely,

Jason Crowley
Chief of Police
Windsor Police Service

THE CORPORATION OF THE CITY OF WINDSOR

WINDSOR POLICE SERVICE BOARD

Mayor Drew Dilkens, Chair
Councillor Jo-Anne Gignac, Vice Chair
Councillor Jim Morrison, Member
Sophia Chisholm, Member
David Hammond, Member
Rakesh Naidu, Member
Nicholas Dzudz, Member

May 22, 2026

PUBLIC
BR2026-051

Chief Jason Crowley
Windsor Police Service

Dear Chief Crowley,

RE: Disbursement of WPSB Funds Policy/Exemplary Awards/Retirement Banquet Request

The Windsor Police Service Board at the public meeting of May 21, 2026 passed the following resolution with respect to the matter noted above:

BE IT RESOLVED THAT	**the Windsor Police Service Board approves the funding request for the 2025 WPS Exemplary Awards and Retirement Banquet – to be held in Fall of 2026 – in the amount of $23,230.00, pending available funds in the Board's discretionary account.**
BE IT FURTHER RESOLVED THAT	**the Windsor Police Service Board will undertake a review of the WPSB Policy A-010 Disbursement of Funds during the 2027 budget process to explore alternative revenue sources to fund discretionary events.**

Sincerely,

Norma Coleman
Administrative Director
Windsor Police Service Board

cc: Deputy Chief Karel DeGraaf; Deputy Chief (A) Ken Cribley

150 Goyeau Street • P.O. Box 60 • Windsor, Ontario • N9A 6J5
P: 519-255-6700 Ext. 4445 • E: ncoleman@windsorpolice.ca

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: CSPA Section
Add more if applicable

TO: Chair and Members of the Windsor Police Service Board

FROM: Ken Cribley, Deputy Chief Operations

SUBJECT: **2026 Auxiliary Banquet Budget Request**

PURPOSE: Seeking Decision

RECOMMENDATION:

THAT the Windsor Police Service Board **APPROVES** the financial support for the 2026 Annual Auxiliary Recognition Banquet in the amount of **$11,500.00**.

SUMMARY:

The Windsor Police Service Auxiliary Patrol is comprised of a dedicated group of volunteers who generously contribute their time to support and enhance the work of sworn officers at numerous special events throughout the City of Windsor and the Town of Amherstburg.

In addition to their event-based responsibilities, Auxiliary Officers conduct regular foot and bicycle patrols in Windsor's parks and along walking trails from early May through to the middle of October. These patrols provide a visible and reassuring presence for residents and visitors, helping to promote safety and security while they enjoy the City's green spaces.

While limited paid hours are allocated for park patrols, Auxiliary Officers otherwise serve entirely on a volunteer basis. They receive no additional compensation for their assistance at major community events, including the annual Detroit–Windsor Ford Fireworks, the Detroit Free Press Marathon, and the Windsor Santa Claus Parade.

In previous years, the Windsor Police Services Board has generously supported the annual Auxiliary Banquet, contributing $14,000 in 2025. Due to a decrease in Auxiliary Patrol membership in **2026**, the projected budget for this year's banquet is **$11,500**.

Once the date has been finalized, members of the Board will be invited to attend the banquet and recognize the commitment and service of the Windsor Police Service Auxiliary Patrol Unit.

Any funding provided would be sincerely appreciated and would help maintain the level of recognition afforded to Auxiliary Patrol members for the thousands of volunteer hours they contribute each year to making our community a safer and better place to live, work, and play.

PREPARED BY: Insp Andrew RANDALL

WINDSOR POLICE SERVICE
REPORT TO THE WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026
BOARD REPORT #: Report
MEETING: Open
CSPA SECTION: CSPA Section
Add more if applicable

TO: Chair and Members of the Windsor Police Service Board

FROM: Jason Crowley, Chief of Police

SUBJECT: **Uniform Inventory Policy and Retirement Badges**

PURPOSE: Seeking Decision

RECOMMENDATION:

THAT the Windsor Police Service Board

Receive as information, the changes to the Windsor Police Service Uniform and Equipment Policy, Dressing & Grooming Directive 146-01, and further resolve;

Approve the reinstatement of "Retirement" badges for eligible members upon their retirement

FINANCIAL IMPLICATIONS: (if applicable)

No financial impact.

SUMMARY:

To develop an improved uniform and equipment inventory, the Windsor Police Service will implement a 'one for one' uniform and equipment inventory system. This will not have an impact on the agreed upon collective agreement points allotment for equipment.
Also, a request for the reinstatement of "retirement" badges for those members who are eligible.

DISCUSSION: (with example sub-headers)

Background

In 2020, following a critical incident, namely a mass shooting in Nova Scotia where the armed suspect was dressed in an RCMP uniform and had essentially replicated a vehicle to resemble an RCMP cruiser, a report from the RCMP was issued in regard to police equipment and the need for improved inventory control.

As a result of this report, the long tradition of issuing 'retirement' badges to eligible members was only offered in an encased display and no longer available as a wallet badge. A stark reminder of the unresolved uniform issue occurred this past spring when suspects in a home invasion in Windsor's east end were reportedly wearing OPP and WPS uniforms.

As a result, I am implementing a policy change that will see a 'one for one' exchange on police equipment. Some equipment has been included in this procedure for some time (ie. Flashlights), but this policy change will now include uniforms and other identifying police equipment like hats, pants and jackets. The Windsor Police Service requires an improved inventory control on these items. For example, when officers require a new uniform shirt, they will be required to return a current uniform shirt to receive the new one.

This will not only allow better inventory control for police equipment but will discontinue any unauthorized destruction of uniforms.

I am also examining a fully computerized inventory and replacement system that will essentially track police equipment throughout a member's career to ensure accountability and will greatly assist in accurate budgeting.

I also seek approval from the Board to reinstate the tradition of providing members in good standing with wallet badges upon retirement. This tradition in policing was discontinued after the Halifax incident to great dismay and disappointment amongst our members. The badge represents the commitment of our members to serving our community for thirty years and to this day, I get reminded how important this gesture is to our members.

During one's career, an officer carries either a numbered badge or one with their rank on it past the rank of Constable. Once retired, the badge will be replaced with one that is clearly marked with the word 'retired' on it, accompanied by an ID card that also is clearly marked with the word 'retired' as to not be confused with a badge of an active member.

Members will enter into an agreement to not use the badge to gain an advantage of any kind, use it in any inappropriate way and to report it to the Windsor Police Service if lost or stolen.

Proposed Changes

Implementation Plan

A policy change into directive 146-01, Dressing & Grooming will solidify the inventory control changes but will not change the number of agreed upon points in the Collective Agreement that allows a member to replace equipment. This will be done immediately accompanied by a communication plan to the membership.

A secondary control measure involving a computer-based system to track inventory throughout a member's career is being evaluated.

In regards to retirement badges, a Provincial scan revealed that eleven of the fifteen services surveyed continue the practice of providing members with a retirement badge. The remaining four provide the encased badge for their members.

CONCLUSION:

With an improved inventory control in place, the Windsor Police Service will be better suited to ensure accountability with identifying police equipment.
Also, reinstating the 'retirement' badges for our members is a significant gesture that reinforces a commitment to service and would be appreciated greatly by our proud members.

PREPARED BY:

Jason Crowley
Chief of Police

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA SECTION:

TO: Chair and Members of the Windsor Police Service Board

FROM: Administrative Director

SUBJECT: **Change of Signatory for Windsor Family Credit Union (WFCU) Account**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

BE IT RESOLVED THAT the Windsor Police Service Board authorizes that Norma Coleman be removed as a signatory from the Windsor Family Credit Union (WFCU) Windsor Police Service Board account;

AND BE IT FURTHER RESOLVED THAT Natalie Sharp, Administrative Director, be added as a signatory for the WFCU Windsor Police Service Board account;

AND BE IT FURTHER RESOLVED THAT Drew Dilkens, Chair and Jo-Anne Gignac, Vice Chair, remain as signatories for the WFCU Windsor Police Service Board account

FINANCIAL IMPLICATIONS: None.

SUMMARY:

With the appointment of Natalie Sharp as Board Administrator, it is necessary to update the signing authorities for the Windsor Police Service Board's WFCU account. Natalie Sharp has assumed the responsibilities previously held by Norma Coleman, who is currently listed as a signatory. To ensure the Board's banking records accurately reflect current staff positions and to maintain continuity of financial operations, Norma Coleman should be removed as a signatory and Natalie Sharp added in her place.

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA Section

TO: Chair and Members of the Windsor Police Service Board

FROM: Administrative Director

SUBJECT: **Request for Assistance – Event Assistance OPP**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board receives for information the correspondence from Chief Jason Crowley to Commissioner Thomas W. Carrique, Ontario Provincial Police, requesting assistance regarding a Hell's Angels Motorcycle Club event taking place in the City of Windsor and Town of Amherstburg from July 16 to July 19, 2026.

AND FURTHER THAT pursuant to Section 19(2) of the Community Safety and Policing Act, the Windsor Police Service Board has reviewed the request.

WINDSOR POLICE SERVICE

P.O. BOX 60
WINDSOR, ON N9A 6J5
PH. (519) 255-6700

JASON CROWLEY
Chief of Police

KEN CRIBLEY
A/Deputy Chief
Operations

KAREL DEGRAAF
Deputy Chief
Operational Support

info@windsorpolice.ca
www.windsorpolice.ca

May 27, 2026

Commissioner Thomas W. Carrique
Ontario Provincial Police
777 Memorial Avenue
Orillia, ON L3V 7V3

Re: Request for Assistance - Hell's Angels Motorcycle Club Event, July 16–19, 2026

Dear Commissioner Carrique:

Pursuant to section 19 of the Community Safety and Policing Act, 2019, I would like to formally request the Ontario Provincial Police's assistance regarding a Hell's Angels Motorcycle Club event taking place in the City of Windsor and Town of Amherstburg from July 16 to July 19, 2026.

The Windsor Police Service has been engaged in operational planning for this event and its associated policing response. Based on anticipated attendance, event duration, and public safety, traffic management, intelligence, and enforcement requirements, it has been determined that supplemental policing resources are required to ensure an effective and coordinated response.

At this time, I can confirm that the Ontario Provincial Police has agreed to provide support in the following areas:

- Traffic Enforcement;
- Emergency Response Team resources;
- General uniform patrol officers, including K9; and
- Civilian criminal analysts to augment Windsor Police Service members.

These resources will support a range of operational requirements, including traffic control and enforcement, public order and public safety response, intelligence support, and general uniformed policing functions for this event.

Operational planning remains ongoing, and additional resources may be identified as requirements are further refined. Windsor Police Service will continue to work collaboratively with Ontario Provincial Police personnel to confirm operational details, including deployment requirements, command and reporting structures, and any additional specialized support that may be necessary.

The Windsor Police Service values its strong working relationship with the Ontario Provincial Police and appreciates your continued support and cooperation in ensuring a safe, coordinated policing response to this event. Please accept this correspondence as Windsor Police Service's formal request for assistance under section 19 of the Community Safety and Policing Act, 2019.

Should you require any additional information, please do not hesitate to contact my office.

Chief Jason Crowley
Chief of Police
Windsor Police Service

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA Section

TO: Chair and Members of the Windsor Police Service Board

FROM: Administrative Director

SUBJECT: **Request for Assistance – Office Security OPP**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board receives for information the correspondence from Chief Jason Crowley to Commissioner Thomas W. Carrique, requesting assistance from the Ontario Provincial Police – Security Assessment Unit;

AND FURTHER THAT pursuant to Section 19(2) of the Community Safety and Policing Act, the Windsor Police Service Board has reviewed the request.

WINDSOR POLICE SERVICE

P.O. BOX 60
WINDSOR, ON N9A 6J5
PH. (519) 255-6700

JASON CROWLEY
Chief of Police

KEN CRIBLEY
Deputy Chief
Operations

KAREL DEGRAAF
Deputy Chief
Operational Support

info@windsorpolice.ca
www.windsorpolice.ca

June 10, 2026

Commissioner Thomas W. Carrique
Ontario Provincial Police
777 Memorial Avenue
Orillia, ON L3V 7V3
Via email: commissioner@opp.ca

Re: Request for Assistance – Security Assessment Unit

Dear Commissioner Carrique,

Pursuant to Section 19 of the Community Safety and Policing Act, 2019, please accept this correspondence from the Windsor Police Service to formally request assistance from the Ontario Provincial Police – Security Assessment Unit.

Earlier this month, the Windsor Police Service received a request from Mayor Drew Dilkens who expressed possible security concerns relating to covert listening devices at City Hall. Although there have been no such devices discovered to-date, Mayor Dilkens requested that the Windsor Police Service conduct a 'technology sweep' of his office and relevant areas of City Hall to locate covertly installed listening devices. Consequently, the Windsor Police Service is requesting assistance from the OPP – Security Assessment Unit for this purpose.

While there is little evidence to suggest that there may indeed be covert listening devices installed at City Hall, it is acknowledged that this is a Mayoral election year, and some of the incumbents are current City of Windsor counsellors who have liberal access to many areas of City Hall.

Windsor City Hall is located at 350 City Hall Square West, Windsor Ontario. The Mayor's chief of security is Mr. Sebastian Pirrone (519-791-1315) who can be contacted to help facilitate this process. Additionally, WPS Deputy Chief of Operations - Ken Cribley (519-982-2352) can be contacted if any further details are required.

The Windsor Police Service values its strong working relationship with the Ontario Provincial Police as we work collaboratively to ensure safe and robust communities.

Should you require any additional information, please do not hesitate to contact my office.

Jason Crowley
Chief of Police
Windsor Police Service

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA Section

TO: Chair and Members of the Windsor Police Service Board

FROM: Administrative Director

SUBJECT: **Request for Assistance – Ford Fireworks Report Essex OPP**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board receives for information the correspondence from Chief Jason Crowley to Essex OPP, requesting assistance regarding request for temporary assistance for the Ford Fireworks on June 22, 2026, in the City of Windsor;

AND FURTHER THAT pursuant to Section 19(2) of the Community Safety and Policing Act, the Windsor Police Service Board has reviewed the request.

WINDSOR POLICE SERVICE

P.O. BOX 60
WINDSOR, ON N9A 6J5
PH. (519) 255-6700

JASON CROWLEY
Chief of Police

KEN CRIBLEY
A/Deputy Chief
Operations

KAREL DEGRAAF
Deputy Chief
Operational Support

info@windsorpolice.ca
www.windsorpolice.ca

May 15, 2026

Superintendent Mark Loucas
Detachment Commander
Essex OPP
1219 Hicks Rd.
Essex, ON
N8M 2Y2
Via email to: Mark.Loucas@opp.ca

Re: Request for Temporary Assistance under Section 19 of the Community Safety and Policing Act, 2019 – Ford Fireworks, Monday, June 22, 2026

Dear Superintendent Loucas,

Pursuant to section 19(1) of the Community Safety and Policing Act, 2019, I am writing to request temporary assistance from your police service in support of adequate and effective policing for the 2026 Ford Fireworks event in the City of Windsor.

The annual Ford Fireworks display will be held on Monday, June 22, 2026, over the Detroit River between the downtown waterfronts of Windsor and Detroit. As the largest annual crowd management event in Windsor, it is expected to attract very large numbers of attendees to the waterfront and surrounding downtown area, creating significant policing demands related to crowd control, traffic management, marine safety, and general public safety.

To support this event, the Windsor Police Service is requesting the assistance of sworn officers from your agency who may be deployed in foot patrol, bicycle patrol, marine, and motor traffic roles. Officers provided by your service will work alongside Windsor Police Service members in accordance with the operational plan for the event.

The requested period of assistance is from 1700 hours on Monday, June 22, 2026, until approximately 0100 hours on Tuesday, June 23, 2026. A briefing for all assigned personnel will take place at 1700 hours on June 22, 2026, at Windsor Police Headquarters, 150 Goyeau Street, Windsor, Ontario, in the 3rd Floor Briefing Room.

To assist with operational planning and the related statutory notification requirements, I would appreciate your response advising whether your service is able to provide temporary assistance, whether such

assistance can be provided in whole or in part, the number and type of officers or other resources available, and any anticipated cost implications associated with that assistance.

Windsor Police Service anticipates that costs may arise in connection with this request. Unless otherwise agreed in writing, financial matters associated with any temporary assistance provided will be addressed in accordance with section 19 of the Community Safety and Policing Act, 2019.

For operational coordination, Sergeant Craig Judson may be contacted at 519-255-6700 ext. 7032 or by email at cjudson@windsorpolice.ca.

Thank you for your consideration and continued cooperation. Your assistance in support of this event would be sincerely appreciated.

Sincerely,



Jason Crowley
Chief of Police
Windsor Police Service

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA Section

TO: Chair and Members of the Windsor Police Service Board

FROM: Administrative Director

SUBJECT: **Request for Assistance – Ford Fireworks Sarnia Police**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board receives for information the correspondence from Chief Jason Crowley to Sarnia Police Service, requesting assistance regarding request for temporary assistance for the Ford Fireworks on June 22, 2026, in the City of Windsor;

AND FURTHER THAT pursuant to Section 19(2) of the Community Safety and Policing Act, the Windsor Police Service Board has reviewed the request.

WINDSOR POLICE SERVICE

P.O. BOX 60
WINDSOR, ON N9A 6J5
PH. (519) 255-6700

JASON CROWLEY
Chief of Police

KEN CRIBLEY
A/Deputy Chief
Operations

KAREL DEGRAAF
Deputy Chief
Operational Support

info@windsorpolice.ca
www.windsorpolice.ca

May 15, 2026

Chief Derek Davis
Sarnia Police Service
555 Christina St N
Sarnia, Ontario
N7T 7X6
Via email to: ddavis@police.sarnia.on.ca

Re: Request for Temporary Assistance under Section 19 of the Community Safety and Policing Act, 2019 – Ford Fireworks, Monday, June 22, 2026

Dear Chief Davis,

Pursuant to section 19(1) of the Community Safety and Policing Act, 2019, I am writing to request temporary assistance from your police service in support of adequate and effective policing for the 2026 Ford Fireworks event in the City of Windsor.

The annual Ford Fireworks display will be held on Monday, June 22, 2026, over the Detroit River between the downtown waterfronts of Windsor and Detroit. As the largest annual crowd management event in Windsor, it is expected to attract very large numbers of attendees to the waterfront and surrounding downtown area, creating significant policing demands related to crowd control, traffic management, marine safety, and general public safety.

To support this event, the Windsor Police Service is requesting the assistance of sworn officers from your agency who may be deployed in foot patrol, bicycle patrol, marine, and motor traffic roles. Officers provided by your service will work alongside Windsor Police Service members in accordance with the operational plan for the event.

The requested period of assistance is from 1700 hours on Monday, June 22, 2026, until approximately 0100 hours on Tuesday, June 23, 2026. A briefing for all assigned personnel will take place at 1700 hours on June 22, 2026, at Windsor Police Headquarters, 150 Goyeau Street, Windsor, Ontario, in the 3rd Floor Briefing Room.

To assist with operational planning and the related statutory notification requirements, I would appreciate your response advising whether your service is able to provide temporary assistance, whether such

assistance can be provided in whole or in part, the number and type of officers or other resources available, and any anticipated cost implications associated with that assistance.

Windsor Police Service anticipates that costs may arise in connection with this request. Unless otherwise agreed in writing, financial matters associated with any temporary assistance provided will be addressed in accordance with section 19 of the Community Safety and Policing Act, 2019.

For operational coordination, Sergeant Craig Judson may be contacted at 519-255-6700 ext. 7032 or by email at cjudson@windsorpolice.ca.

Thank you for your consideration and continued cooperation. Your assistance in support of this event would be sincerely appreciated.

Sincerely,



Jason Crowley
Chief of Police
Windsor Police Service

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA Section

TO: Chair and Members of the Windsor Police Service Board

FROM: Administrative Director

SUBJECT: **Request for Assistance – Ford Fireworks Chatham-Kent Police**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board receives for information the correspondence from Chief Jason Crowley to Chatham-Kent Police Service, requesting assistance regarding request for temporary assistance for the Ford Fireworks on June 22, 2026, in the City of Windsor;

AND FURTHER THAT pursuant to Section 19(2) of the Community Safety and Policing Act, the Windsor Police Service Board has reviewed the request.

WINDSOR POLICE SERVICE

P.O. BOX 60
WINDSOR, ON N9A 6J5
PH. (519) 255-6700

JASON CROWLEY
Chief of Police

KEN CRIBLEY
A/Deputy Chief
Operations

KAREL DEGRAAF
Deputy Chief
Operational Support

info@windsorpolice.ca
www.windsorpolice.ca

May 15, 2026

Chief Kirk Earley
Chatham-Kent Police Service
24 Third Street
Chatham, Ontario
N7M 2M5
Via email to: kirke@chatham-kent.ca

Re: Request for Temporary Assistance under Section 19 of the Community Safety and Policing Act, 2019 – Ford Fireworks, Monday, June 22, 2026

Dear Chief Earley,

Pursuant to section 19(1) of the Community Safety and Policing Act, 2019, I am writing to request temporary assistance from your police service in support of adequate and effective policing for the 2026 Ford Fireworks event in the City of Windsor.

The annual Ford Fireworks display will be held on Monday, June 22, 2026, over the Detroit River between the downtown waterfronts of Windsor and Detroit. As the largest annual crowd management event in Windsor, it is expected to attract very large numbers of attendees to the waterfront and surrounding downtown area, creating significant policing demands related to crowd control, traffic management, marine safety, and general public safety.

To support this event, the Windsor Police Service is requesting the assistance of sworn officers from your agency who may be deployed in foot patrol, bicycle patrol, marine, and motor traffic roles. Officers provided by your service will work alongside Windsor Police Service members in accordance with the operational plan for the event.

The requested period of assistance is from 1700 hours on Monday, June 22, 2026, until approximately 0100 hours on Tuesday, June 23, 2026. A briefing for all assigned personnel will take place at 1700 hours on June 22, 2026, at Windsor Police Headquarters, 150 Goyeau Street, Windsor, Ontario, in the 3rd Floor Briefing Room.

To assist with operational planning and the related statutory notification requirements, I would appreciate your response advising whether your service is able to provide temporary assistance, whether such

assistance can be provided in whole or in part, the number and type of officers or other resources available, and any anticipated cost implications associated with that assistance.

Windsor Police Service anticipates that costs may arise in connection with this request. Unless otherwise agreed in writing, financial matters associated with any temporary assistance provided will be addressed in accordance with section 19 of the Community Safety and Policing Act, 2019.

For operational coordination, Sergeant Craig Judson may be contacted at 519-255-6700 ext. 7032 or by email at cjudson@windsorpolice.ca.

Thank you for your consideration and continued cooperation. Your assistance in support of this event would be sincerely appreciated.

Sincerely,



Jason Crowley
Chief of Police
Windsor Police Service

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA Section

TO: Chair and Members of the Windsor Police Service Board

FROM: Administrative Director

SUBJECT: **Request for Assistance – Ford Fireworks LaSalle Police**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board receives for information the correspondence from Chief Jason Crowley to LaSalle Police Service, requesting assistance regarding request for temporary assistance for the Ford Fireworks on June 22, 2026, in the City of Windsor;

AND FURTHER THAT pursuant to Section 19(2) of the Community Safety and Policing Act, the Windsor Police Service Board has reviewed the request.

WINDSOR POLICE SERVICE

P.O. BOX 60
WINDSOR, ON N9A 6J5
PH. (519) 255-6700

JASON CROWLEY
Chief of Police

KEN CRIBLEY
A/Deputy Chief
Operations

KAREL DEGRAAF
Deputy Chief
Operational Support

info@windsorpolice.ca
www.windsorpolice.ca

May 15, 2026

Chief Michael Pearce
LaSalle Police Service
1880 Normandy Street
LaSalle, Ontario
N9H 1P8

Re: Request for Temporary Assistance under Section 19 of the Community Safety and Policing Act, 2019 – Ford Fireworks, Monday, June 22, 2026

Dear Chief Pearce,

Pursuant to section 19(1) of the Community Safety and Policing Act, 2019, I am writing to request temporary assistance from your police service in support of adequate and effective policing for the 2026 Ford Fireworks event in the City of Windsor.

The annual Ford Fireworks display will be held on Monday, June 22, 2026, over the Detroit River between the downtown waterfronts of Windsor and Detroit. As the largest annual crowd management event in Windsor, it is expected to attract very large numbers of attendees to the waterfront and surrounding downtown area, creating significant policing demands related to crowd control, traffic management, marine safety, and general public safety.

To support this event, the Windsor Police Service is requesting the assistance of sworn officers from your agency who may be deployed in foot patrol, bicycle patrol, marine, and motor traffic roles. Officers provided by your service will work alongside Windsor Police Service members in accordance with the operational plan for the event.

The requested period of assistance is from 1700 hours on Monday, June 22, 2026, until approximately 0100 hours on Tuesday, June 23, 2026. A briefing for all assigned personnel will take place at 1700 hours on June 22, 2026, at Windsor Police Headquarters, 150 Goyeau Street, Windsor, Ontario, in the 3rd Floor Briefing Room.

To assist with operational planning and the related statutory notification requirements, I would appreciate your response advising whether your service is able to provide temporary assistance, whether such

assistance can be provided in whole or in part, the number and type of officers or other resources available, and any anticipated cost implications associated with that assistance.

Windsor Police Service anticipates that costs may arise in connection with this request. Unless otherwise agreed in writing, financial matters associated with any temporary assistance provided will be addressed in accordance with section 19 of the Community Safety and Policing Act, 2019.

For operational coordination, Sergeant Craig Judson may be contacted at 519-255-6700 ext. 7032 or by email at cjudson@windsorpolice.ca.

Thank you for your consideration and continued cooperation. Your assistance in support of this event would be sincerely appreciated.

Sincerely,



Jason Crowley
Chief of Police
Windsor Police Service

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA SECTION:

TO: Chair and Members of the Windsor Police Service Board

FROM: **Administrative Director**

SUBJECT: **E-Poll Confirmation – Ottawa Canada Day MOU**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board confirm the motion passed via E-Poll conducted on June 24, 2026:

BE IT RESOLVED THAT the Windsor Police Service Board approves the Canada Day Memorandum of Understanding (MOU) between the Windsor Police Service Board and the Ottawa Police Service Board.

BE IT FURTHER RESOLVED THAT the Windsor Police Service Board authorizes the Chair of the Board to sign and execute the Agreement (MOU) on behalf of the Board provided it is satisfactory in form and content to the City Solicitor, in financial content to the City of Windsor Chief Financial Officer/Treasurer, and technical content to the Deputy Chief of Operations.

WINDSOR POLICE SERVICE BOARD

BOARD MEETING DATE: September 17, 2026

BOARD REPORT #:

MEETING: OPEN

CSPA SECTION:

TO: Chair and Members of the Windsor Police Service Board

FROM: **Administrative Director**

SUBJECT: **E-Poll Confirmation – Border Security Grant**

☐ Information

☒ Seeking Decision

RECOMMENDATION(S):

THAT the Windsor Police Service Board confirm the motion passed via E-Poll conducted on August 7, 2026:

BE IT RESOLVED THAT the Windsor Police Service Board authorize the Windsor Police Service to proceed with an application to the 2026-27 Border Security Grant for specialized equipment and technology that supports border security operations and the Service's planned Real Time Operations Centre (RTOC).

BE IT FURTHER RESOLVED THAT the Board authorize the Chief of Police or designate, to complete and submit the application and associated supporting documentation through Transfer Payment Ontario by the September 9, 2026 deadline.

BE IT FURTHER RESOLVED THAT if the application is successful, staff report back to the Board on the funding award, final equipment/technology scope, and identified operating and lifecycle impacts before the Service accepts a funding agreement or proceeds with procurement.

Inspectorate of Policing | Service d'inspection des services policiers

Office of the Inspector General of Policing
777 Bay St.
7th Floor, Suite 701
Toronto ON M5G 2C8

Bureau de l'inspecteur général des services policiers
777, rue Bay
7e étage, bureau 701
Toronto ON M5G

Inspector General of Policing Memorandum

TO:	All Chiefs of Police and Commissioner Thomas Carrique, C.O.M. Chairs, Police Service Boards
FROM:	Ryan Teschner, Inspector General of Policing of Ontario
DATE:	**July 28, 2026**
SUBJECT:	Inspector General Memo #12: Release of the Inspector General of Policing 2025 Annual Report

Each year, the Inspector General of Policing's Annual Report provides an opportunity to reflect on the state of policing and police governance in Ontario, the challenges facing the sector, and the ongoing efforts to strengthen accountability and public confidence. I am pleased to share my 2025 Annual Report, *Oversight in Action: Advancing Integrity, Accountability, and Public Confidence*.

As required by the *Community Safety and Policing Act*, the Annual Report details how I have fulfilled my legislative responsibilities to independently oversee compliance and performance within Ontario's policing sector, including complaints addressed, inspections conducted, directions issued, and other oversight activities carried out throughout the year.

The report reflects a year of continued growth and evolution for both the Inspectorate of Policing (IoP) and Ontario's modernized policing oversight framework. It also highlights the important contributions of the dedicated professionals at the IoP whose expertise, integrity, and commitment are central to advancing our mandate. I am grateful to the team at the IoP who work for the public good by supporting improvements to policing performance to make everyone in Ontario safer.

Thank you for your continued engagement, professionalism, and commitment to serving communities across the province. The perspectives, and experiences shared by police services and police service boards throughout the year have helped inform the insights and content reflected in this report. I look forward to continuing our work together in support of effective policing, responsive governance, and public trust.

Sincerely,

Ryan Teschner
Inspector General of Policing of Ontario

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety



Inspectorate of Policing

Oversight in Action: Advancing Integrity, Accountability, and Public Confidence

The Annual Report of the
Inspector General of Policing

2025

Inspectorate of Policing | Service d'inspection des services policiers

Office of the Inspector General of Policing
777 Bay St.
7th Floor, Suite 701
Toronto ON M5G 2C8

Bureau de l'inspecteur général des services policiers
777, rue Bay
7e étage, bureau 701
Toronto ON M5G 2C8

June 30, 2026

The Honourable Michael Kerzner
Solicitor General of Ontario
Ministry of the Solicitor General

Dear Solicitor General Kerzner,

I am pleased to submit the 2025 Annual Report of the Inspector General of Policing. This Report reflects a pivotal year in the continued implementation of Ontario's modernized policing oversight framework under the Community Safety and Policing Act (CSPA). In 2025, the Inspectorate of Policing (IoP) advanced from foundational development to full operationalization of its mandate—demonstrating how independent, civilian oversight strengthens accountability, performance, and public trust across Ontario's policing sector.

A central theme of this year's Report is **legitimacy as the foundation of public confidence in policing**. Our work underscores that legitimacy is not only a function of individual conduct, but of institutional design—encompassing governance structures, leadership practices, and system-wide safeguards that shape how authority is exercised and perceived. Legitimate policing is reflected in actions that are grounded in fairness, transparency, and alignment with the public interest. Independent oversight plays a critical role in sustaining this legitimacy by providing impartial scrutiny, reinforcing accountability, and helping to ensure that policing services are delivered and governed in a manner that maintains public trust. Where legitimacy is strong, consent and confidence can be sustained; where it is in question, public trust can quickly erode.

Throughout 2025, the IoP exercised its oversight responsibilities through inspections, investigations, advisory activities, data-driven analysis, and independent research. Notably, we published Ontario's first Inspector General Decisions, providing clear, public articulation of expectations for adequate and effective policing and police governance. These decisions represent an important step in embedding transparency, clarifying standards, and establishing precedents to guide the sector.

The Report also identifies a number of ongoing and intensifying challenges impacting policing and governance across Ontario. Police services and boards continue to operate in an increasingly complex financial and operational environment, marked by rising costs, expanding responsibilities, and sustained pressure on municipal budgets. The implementation of the CSPA has also introduced new legislative and governance requirements, prompting continued adaptation and capacity-building across the sector.

These pressures are compounded by human resource challenges, including recruitment and retention pressures, increased workplace absences, and emerging gaps in leadership succession. At the same time, police services are responding to growing and more complex demands, including mental health and addictions-related calls, public order events, and evolving community safety expectations. Governance bodies face parallel pressures, including turnover, vacancies, and the need for increasingly sophisticated oversight in a rapidly changing environment.

Together, these dynamics underscore the importance of strong governance, clear performance standards, and effective oversight in ensuring that policing services remain adequate, effective, and responsive to community needs.

Looking forward, the Report outlines the IoP's key areas of focus, including the launch of a province-wide inspection into police integrity and anti-corruption practices. This initiative reflects a commitment to identifying and addressing systemic risks, and ensuring that Ontario's policing institutions remain resilient in the face of emerging challenges.

I would like to express my sincere appreciation to the dedicated professionals of the IoP, whose expertise, integrity, and commitment have been central to advancing this work. I would also like to thank police services, police service boards, and community partners across Ontario for their continued engagement. Advancing effective, accountable, and trusted policing remains a shared responsibility.

I respectfully submit this Report for your consideration.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

Copy: Deputy Solicitor General Mario Di Tommaso, O.O.M.

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The Inspectorate of Policing is honoured to collaborate with First Nations, Inuit and Métis leadership, partners and communities across their territories.



Land Acknowledgement

The Inspectorate of Policing recognizes that its work, and the work of its community partners, take place on traditional territory of Indigenous Nations in Ontario, including the Anishinaabe (comprising the Algonquin, Mississauga, Ojibwe, Anisininew (Oji-Cree), Odawa, and Pottawatomi peoples), the Omushkego (also known as Swampy Cree), the Lenape, and the Haudenosaunee (Mohawk, Onondaga, Oneida, Cayuga, Tuscarora, and Seneca), and the Métis peoples.

We acknowledge that there are 46 treaties and other agreements that cover the territory now known as Ontario. We acknowledge that we continue to live and work in these territories and are thankful to the First Nations and Métis peoples who have cared for these lands since time immemorial. Their enduring contributions continue to strengthen Ontario and enrich all communities. We also acknowledge the many other Indigenous peoples from Indigenous nations who call this place home.

The Inspectorate of Policing is honoured to collaborate with First Nations, Inuit, and Métis leadership, partners, and communities across their territories. The Inspectorate of Policing is committed to deepening its understanding of the rich history of this land while honouring the inherent and treaty rights of Indigenous peoples.

The Inspectorate of Policing would also like to acknowledge that its office is located in Toronto and on the traditional territory of many First Nations including the Mississaugas, the Anishinabek Nation, the Chippewas, the Haudenosaunee Confederacy, and the Wendat peoples, and is now the home to many diverse First Nations, Inuit, and Métis persons. We also acknowledge that Toronto is covered by Treaty 13 signed by the Crown and the Mississaugas of the Credit First Nation, and the Williams Treaties signed with multiple Mississaugas and Chippewa nations.



“Independent civilian oversight plays a critical role by providing impartial scrutiny and reinforcing accountability.”

Ryan Teschner
Inspector General of Policing

Message from the Inspector General of Policing of Ontario

Legitimacy is the foundation upon which public trust in policing is built. It reflects the extent to which policing is perceived as fair, accountable, and aligned with the public interest. Legitimacy is shaped not only by the actions of individual police officers, civilian members of a police service, and police service board members, but by the systems, leadership, and governance structures that guide decision-making across the policing sector. Independent civilian oversight plays a critical role in sustaining this legitimacy by providing impartial scrutiny, reinforcing accountability, and ensuring that policing authority is exercised in a manner that maintains public confidence. Where legitimacy is strong, public trust is reinforced; where it is undermined, confidence can quickly erode.

Sustaining legitimacy is a continuous responsibility—one that extends beyond individual conduct to the institutions and frameworks that shape and oversee policing in Ontario. Civilian oversight bodies, including the Inspectorate of Policing, are central to this effort. By promoting transparency, consistency, and independence in the assessment of policing practices and governance, oversight helps ensure that policing remains responsive to evolving public expectations while grounded in principles that support enduring legitimacy.

While Ontario's policing system operates in a period of heightened public expectations and increasing operational complexity, 2025 marked an important year in the continued implementation and practical application of the Inspector General of Policing's oversight mandate in Ontario, implemented through the dedicated professionals who work at Canada's first Inspectorate of Policing (IoP).

From framework to practice

Building on the foundational work of previous years, the IoP further advanced key elements of its mandate under the CSPA. The release of the first public Inspector General Decisions and Findings Reports represented an important step in demonstrating how independent oversight operates in practice. These decisions clarified expectations for adequate and effective policing, reinforced standards for police service board governance and conduct, and contributed to greater consistency and accountability across the system, supporting continuous improvement.

Throughout 2025, our oversight activity reflected both responsiveness and forward-looking priority setting. Alongside receiving and processing hundreds of public complaints, work continued on the inspection of the Thunder Bay Police Service and Board, and system-wide initiatives advanced, including research on police response times and the first successful cycle of full data collection from Ontario's municipal police services and boards. We also released our first Spotlight Report, Policing of Protests and Major Events: Public Order Maintenance in Ontario, which drew on a province-wide inspection to assess the state of public order policing. The Spotlight Report identified a system that is generally strong and responsive, but increasingly under strain due to rising demand and complexity, and set out targeted recommendations to support greater consistency and long-term sustainability across the sector.

A defining feature of 2025 was direct engagement with the policing sector. Through my Inspector General Tours, I completed visits to all 43 municipal police services and boards, as well as the Ontario Provincial Police and the Nishnawbe Aski Police Service and Board. These visits reinforced the importance of understanding local realities while also highlighting that organizational culture, leadership, and day-to-day practices all play a critical role in sustaining integrity.

The IoP's engagement also extended nationally and internationally, contributing to ongoing dialogue with policing oversight partners around the world, and helping to situate Ontario's approach within a broader accountability landscape.

First Nations policing and partnerships

Progress also continued in supporting First Nations policing and governance. Through the work of the First Nations Policing Services Liaison Unit, the IoP supported the Nishnawbe Aski Police Service and its Board following their decision to opt into the CSPA.

This work included strengthening governance capacity through training and advisory support, advancing policy development to align with new requirements, and maintaining engagement with First Nations leadership and policing partners. It also extended to supporting other First Nations police services as they explore pathways within Ontario's modernized legislative policing framework.

Governance and transparency

Strengthening policing governance and transparency remained central throughout the year. The introduction of new Inspector General Advisory Bulletins, the provision of specific and real-time guidance from the IoP's Policing Liaison Advisors, and the public posting of Inspector General Decisions each marked important firsts in Ontario's policing oversight landscape. Together, these tools supported clarity and shared understanding across the policing system, helping ensure that oversight is not only exercised, but visible—reinforcing public confidence through transparency and evidence.

This work also provided the IoP with a clearer line of sight into where broader risks and vulnerabilities may exist across the system, particularly in relation to integrity. In that context and based on the allegations emerging from the criminal investigation titled 'Project South,' in February 2026, I announced the launch of a province-wide inspection into police integrity and anti-corruption practices across Ontario's police services and police service boards.

This inspection was not part of the IoP's original work plan for 2025. It was initiated in response to events that raised legitimate questions about the strength of existing integrity, supervision, and accountability systems within the policing sector. While those events originated in a single jurisdiction, the issues they revealed are not confined to one police service. Addressing them effectively requires a system-wide approach, consistent with the intent of Ontario's policing legislation and a commitment to fortifying the entirety of Ontario's policing system against corruption threats posed, among others, by organized crime.

Accordingly, the inspection is focused on structural safeguards rather than individual cases. It will assess whether policing institutions are equipped to prevent, detect, and respond to corruption threats, and whether the systems designed to support integrity are functioning well. This approach reflects a core principle of modern policing oversight that I have sought to embed in the IoP's work broadly: institutional design is as important as individual conduct.

Legitimacy, oversight, and the future of policing

My Annual Report provides both a record of the IoP's oversight activities in 2025 and a broader view of policing and governance in Ontario. It reflects a policing system that is fundamentally strong, while also navigating real operational, financial, and governance pressures at a moment where various 'winds of change' are impacting policing worldwide. In this environment, legitimacy is emerging as the defining strategic variable for the future of policing—where authority is increasingly contested, technology presents both opportunity and risk, and demand continues to expand unless deliberately constrained. The choices made now—about partnerships, consent, capability, and narrative leadership—will shape whether policing remains a trusted anchor of social stability or becomes overstretched and reactive.

This Annual Report also reflects the work of an oversight organization committed to independence, fairness, transparency, and continuous improvement—the policing sector's, as well as the IoP's.

I am deeply grateful to the dedicated professionals at the IoP, to police service boards, chiefs of police and the Commissioner of the Ontario Provincial Police, and First Nations leadership across Ontario, as well as the many community organizations who engaged with our work this year. Advancing effective, accountable, and trusted policing is a shared responsibility. As policing evolves, so too must oversight. Oversight bodies are increasingly moving beyond traditional compliance functions toward a broader role as stewards of legitimacy—shifting from retrospective fault-finding to system-level sensemaking, and from detached review to active contributors to institutional trust.

I look forward to the work ahead as we continue to strengthen an oversight system that supports public confidence and reinforces trust in policing through transparency, accountability, and fairness. Future effectiveness will depend on our ability to adapt—ensuring that oversight frameworks, capabilities, and public narratives remain responsive in environments where trust is more fragile, systems are more complex, and authority is more actively questioned.



Ryan Teschner
Inspector General of Policing of Ontario
June 2026

About Ontario's Inspector General and the Inspectorate of Policing









The Role of the Inspector General

The Inspector General of Policing (IG) drives improved performance and accountability in policing and police governance by overseeing the delivery of adequate and effective policing across Ontario. The IG ensures compliance with the province's policing legislation and standards, and has the authority to issue progressive, risk-based and binding directions and measures to protect public safety. Ontario's Community Safety and Policing Act, which came into effect on April 1, 2024, embeds protections to ensure the IG's legal role is delivered arm's-length of government.

The IG leads the Inspectorate of Policing. The IoP provides operational support to inspect, investigate, monitor, and advise Ontario's police services, boards and special constable employers. By leveraging independent research and data intelligence, the IoP promotes leading practices and identifies areas for improvement, ensuring that high-quality policing and police governance is delivered to make everyone in Ontario safer.

In March 2023, Ryan Teschner was appointed as Ontario's first IG with duties and authorities under the CSPA. Mr. Teschner is a recognized expert in public administration, policing and police governance.

The Mandate of the IG

The IG's duties, powers and responsibilities are described in Part VII of the CSPA. The IG, supported by the IoP, serves the public interest by promoting improved performance and accountability in the policing sector, while ensuring compliance with the CSPA and its regulations. Under Ontario's CSPA, the IG is empowered to:

- Independently assess and monitor legislated policing entities;
- Provide advice and support to legislated policing entities on governance and operational matters by sharing evidence-based research and data related to performance;
- Monitor and conduct inspections of legislated policing entities and develop, maintain and manage records and conduct research and analysis to ensure compliance with the CSPA and its regulations;
- Investigate complaints concerning the delivery of policing services and the conduct of police board members;
- Issue directions to ensure compliance with the CSPA and its regulations – and, if necessary – impose measures, if there is a failure to comply; and,
- Publicly report on the activities of the IG, including publishing inspection results and an annual report.

Who the IG oversees

Under the CSPA, the IG oversees the following Ontario policing entities:

- Municipal police services and police service boards;
- Chiefs of Police;
- The Ontario Provincial Police (OPP) and OPP detachment boards;
- First Nations OPP boards and First Nations police service boards that opt-in to the CSPA;
- Any entity providing policing by an agreement authorized by the CSPA;
- Any public sector body that may be prescribed to provide policing; and
- Organizations that employ special constables.

Our Values

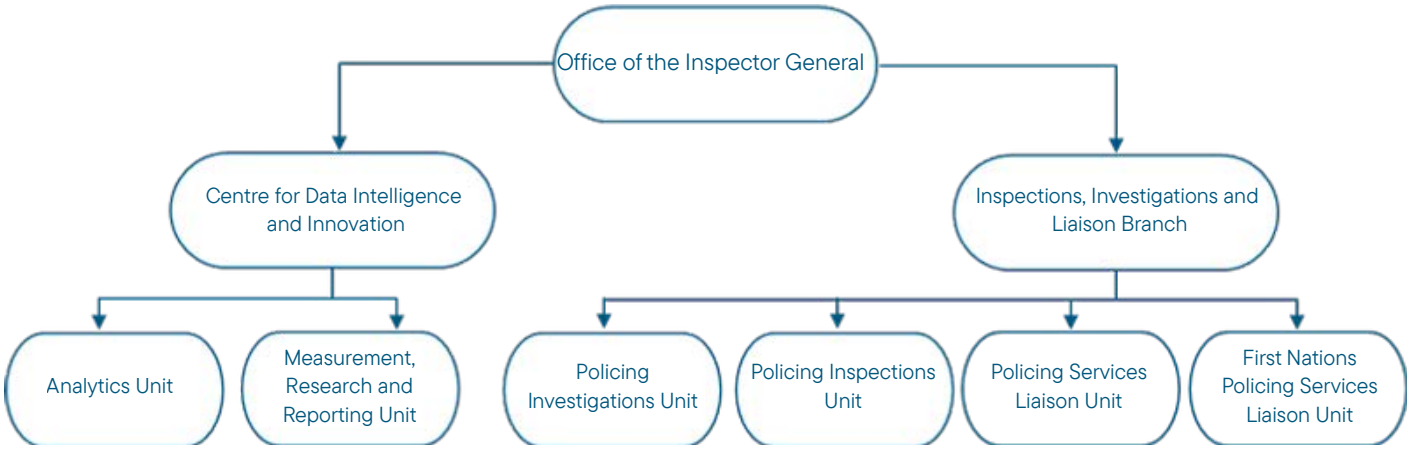
Driving improvements in policing performance begins with a shared commitment to values that guide the Inspectorate of Policing's work, decisions, and organizational culture.

We believe in:

Continuous Improvement	We identify effective performance in the policing sector and where improvements are needed. We focus on addressing the areas that matter most to the public.
Risk-informed approaches	We select the right tools for the right problems and consider the level of risk present when enforcing policing and police governance compliance.
Independence	We operate at arm's-length from government or any other influence to ensure impartiality and confidentiality in our operations and decision-making.
Integrity	We engage in activities in a way that inspires public confidence and that preserves our objectivity, integrity, and impartiality.
Fairness	We address issues of non-compliance in an objective and timely manner that considers local context, with a focus on ensuring trust and confidence in the policing sector.
Transparency	We are transparent in our decision-making and publicly report on our work and their results with the sector and the public.
Collaboration	We work collaboratively with our partners and the regulated entities we oversee to support their success in our shared mission of making Ontario safer.

IoP Organizational Framework

The IoP's three branches effectively support the IG in enhancing policing performance and public safety in Ontario.



Office of the Inspector General: Supports the arm's-length decision-making authority of the IG through independent legal counsel, police sector and stakeholder relations and public communications.

Investigations, Inspections, and Liaison Branch is comprised of:

- **Policing Investigations Unit:** Investigates public complaints concerning the delivery of policing services and conduct of police service board members.
- **Policing Inspections Unit:** Monitors and conducts inspections of police services and boards to ensure compliance with the CSPA and its regulations.
- **Policing Services Liaison Unit:** Provides monitoring, advisory and liaison services to support police services and boards, Ontario Provincial Policing (OPP) Detachment Boards and Special Constable Employers.
- **First Nations Policing Services Liaison Unit:** Provides advice to First Nation police services, chiefs, and boards who opt-in to the CSPA, and facilitates cultural awareness training to the IoP.

The Centre for Data Intelligence and Innovation is comprised of:

- **Analytics Unit:** Establishes and maintains the IoP's capacity for comprehensive case management, sector-wide data collection and advanced analytics.
- **Measurement, Research & Reporting Unit:** Conducts research on relevant issues faced by the sector and develops a performance measurement framework to support evidence-based decision-making and evaluation.

Complaints and Disclosures Within the IG's Jurisdiction

Under the CSPA, the IG can receive and address specific types of complaints and disclosures to support accountability, compliance, and effective police governance across Ontario.

These include the following:

Individual police service board member complaints (s.106)

Complaints may be made about the conduct of individual police service board members where it is alleged that a member has breached the provincially prescribed Code of Conduct, including obligations related to integrity, accountability, confidentiality, or conflicts of interest.

Policing complaints (s.107)

Members of the public may raise concerns related to:

- The adequacy and effectiveness of policing provided to a community;
- or its regulations;
- The policies of a police service board, OPP detachment board, First Nation OPP board, or the Minister; and
- Procedures established by a chief of police.

Disclosures of misconduct (s.185)

Members of police services and special constables may confidentially disclose information to the IG where they believe misconduct has occurred within their current or former organization.

Together, these mechanisms enable the IG to promote lawful, consistent, and accountable policing and governance across the province.

Statutory Authority to Address Inadequate Policing or Emergencies

Oversight does not pause during emergencies; in fact, it becomes even more important as decisions are made quickly and under pressure. Section 20 of the CSPA provides the IG with the authority to intervene when adequate and effective policing is not being provided in a community, or when an emergency situation exists that puts public safety at risk. This authority is intended to ensure that communities continue to receive the policing services they need in urgent or high-risk circumstances.

Where the IG determines that policing in a particular area is inadequate, or that an emergency requires immediate intervention, they may take steps to ensure policing is provided in that area. Depending on the circumstances, this may include issuing a direction to the Commissioner of the Ontario Provincial Police to provide policing, or requesting that a different municipal police service board ensure that appropriate policing services are in place.

If the IG issues an order to the OPP Commissioner, the Commissioner is required to provide policing in the affected area and to continue doing so until the IG determines that the order is no longer necessary. This ensures continuity of policing where urgent or sustained intervention is required to protect public safety.

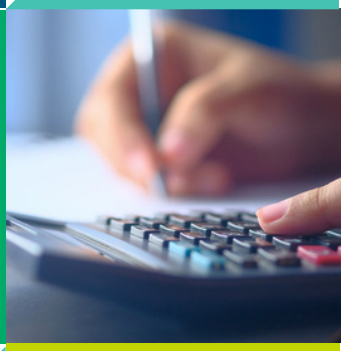
Where a municipal police service board is engaged, the IG may request that the board ensure appropriate policing is provided in the affected area. The board may determine whether it will provide policing itself and, if so, the scope and duration of that response. This flexibility reflects the differing capacities and circumstances of local police services while still ensuring that communities receive the policing they require.

This authority is intended to be protective, focused, and proportionate. It ensures that, in urgent situations, the IG can act decisively to safeguard communities, while maintaining appropriate oversight, accountability, and transparency within Ontario's policing system.

Delivering Oversight: 2025 Activities and Results



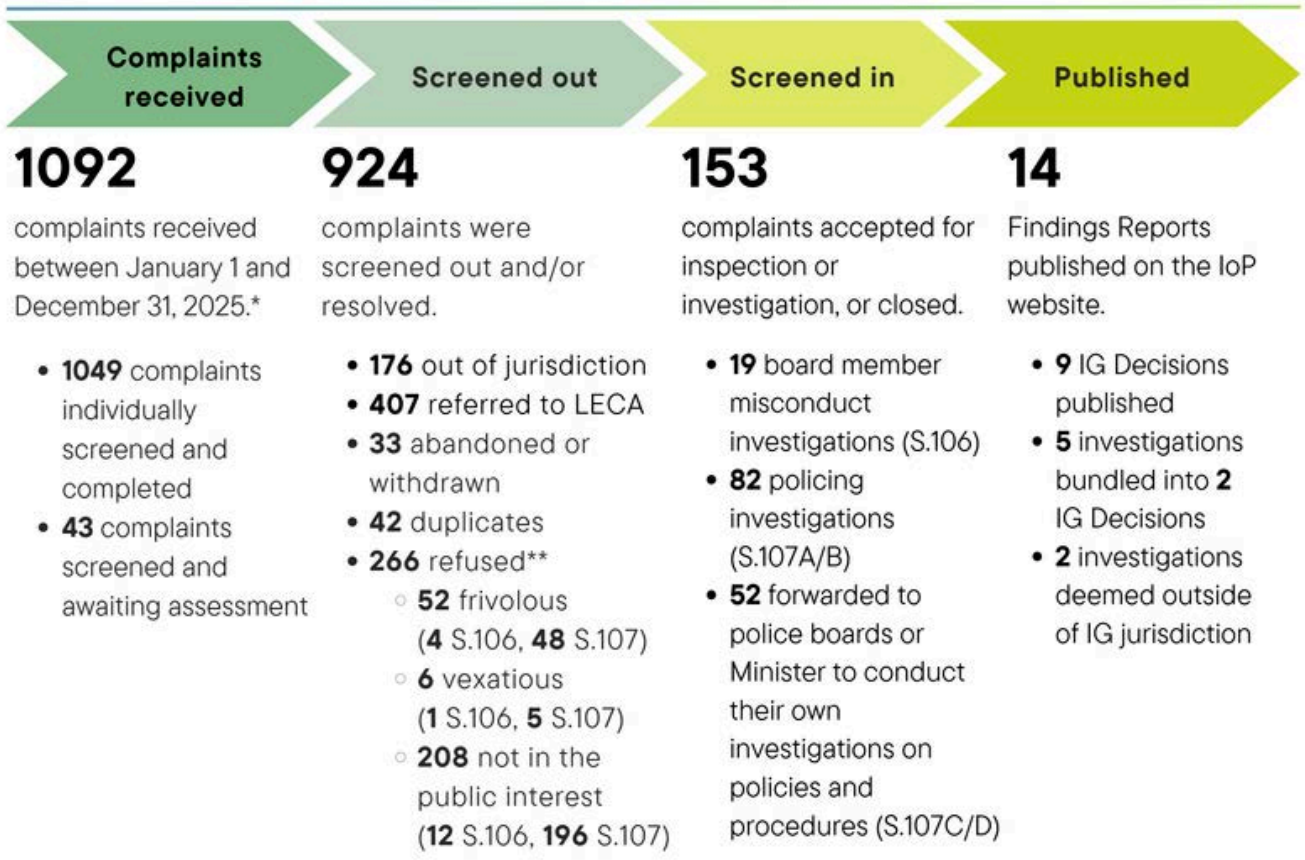






The IG's Reporting Requirements

My Annual Report details activities from January 1 to December 31 of each calendar year.



* This figure does not include 3581 protest-related complaints received in bulk through online campaigns, many of which do not include valid contact information for complainants. Large "bulk" complaint campaigns—often tied to broader political advocacy—can significantly increase complaint volumes but may include duplicates or general expressions of concern rather than specific allegations.

** Complaints can be refused for being frivolous, vexatious, made in bad faith, or deemed not in the public interest to inspect or investigate.

Note: Although not part of our mandatory reporting requirements, the IoP received nine s. 185 disclosures from police service or special constable employees in 2025, five were refused under s. 187, three were referred to LECA under s. 189, and one was deemed to be outside the IG's jurisdiction.

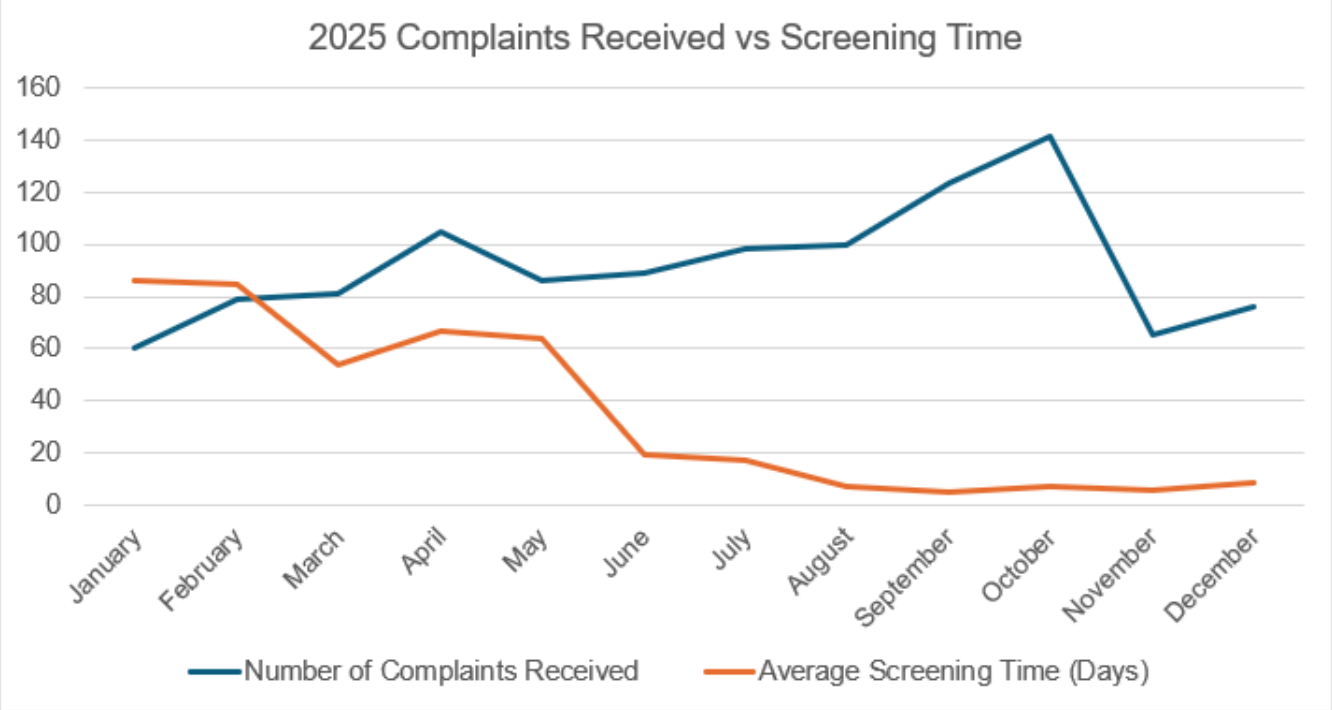
Improving Timeliness and Consistency in Complaint Screening

In 2025, the IoP reorganized our resources to create a dedicated team lead for complaint intake. Since then, we have significantly improved how quickly we review incoming complaints. On average, screening times have dropped from more than 60 days to less than one week.

This improvement is particularly notable given the growing demand on the IoP. Complaints increased by 25% over this same period, and by more than 60% since April 1, 2024.

We achieved these results by streamlining how decisions are made and introducing more consistent ways of handling common types of complaints. We have also introduced better internal tracking so we can monitor how long each stage of the complaint process takes and identify opportunities to improve.

We will continue to build on this progress by strengthening how our operational work is supported by data, in line with our broader data strategy, and by focusing on ongoing improvements to better serve the public.





Public Complaints: What We Are Hearing

Public complaints continue to provide a critical window into how policing is experienced across Ontario and how the oversight system is functioning in practice. Many complaints raise multiple issues, reflecting the interconnected nature of individual interactions, service delivery concerns and the policies and processes that guide policing.

IoP data indicates that a significant portion of complaints relate to the adequacy and effectiveness of policing, often focusing on service delivery concerns such as failure to act, investigative quality, and response times. Concerns about communication, human rights and Charter protections, and interactions in complex contexts—including mental health, neighbour disputes, and incidents involving violence or fraud—further highlight the range and seriousness of issues raised by the public.

While the largest category of complaints we investigate concerns the delivery of adequate and effective policing, there is also a clear and growing focus on governance. Complaints related to police service boards and chiefs' policies, though smaller in number, signal increasing public awareness that accountability extends beyond individual officers to include those responsible for oversight, direction, and standards of policing.

At the same time, there is a proportion of complaints that fall outside the IoP's jurisdiction, underscoring the complexity of Ontario's multi-body oversight framework. The consistent two-way flow of referrals between the IoP and LECA demonstrates that the system is functioning as intended, with complaints directed to the body best positioned to address them.

Driving Continuous Improvement through Policies and Procedure Review

Sections 107(1)(c) and (d) of the CSPA allow members of the public to make complaints to the IG about the policies and procedures of police service boards and the Minister as well as the operational practices and directives established by chiefs of police.

When the IoP receives these types of complaints, they are shared with the relevant police service board or the Solicitor General and a formal response is requested. This process not only ensures accountability but also creates opportunities for continuous improvement.

Over the past year, we have seen encouraging results. In several cases, police services and boards identified gaps in their policies or procedures and took proactive steps to address them. Many also engaged directly with complainants—providing clear explanations, offering formal apologies where appropriate, and taking corrective action. These efforts have led to meaningful improvements and, in many cases, positive outcomes for those who raised concerns.

Examples of these improvements include:

- **Modernizing policies:** Several police service boards identified outdated policies and updated them to align with current legislative requirements. In doing so, they also reviewed related policies to ensure consistency and compliance.
- **Working collaboratively with the public:** In one case, a police service worked directly with a complainant who had subject-matter expertise to co-develop training, policies, and procedures aligned with the *Provincial Offences Act*.
- **Enhancing public safety at demonstrations**: A board recognized that its policies did not adequately address the safety and rights of bystanders at public demonstrations and committed to addressing this gap.
- **Strengthening oversight of procedures:** One board directed its chief of police to conduct a formal review of procedures related to coroner notifications to ensure compliance with legal obligations.
- **Improving public communications:** A police service revised how it uses social media for missing person reports to ensure information is clear, accurate, and accessible.

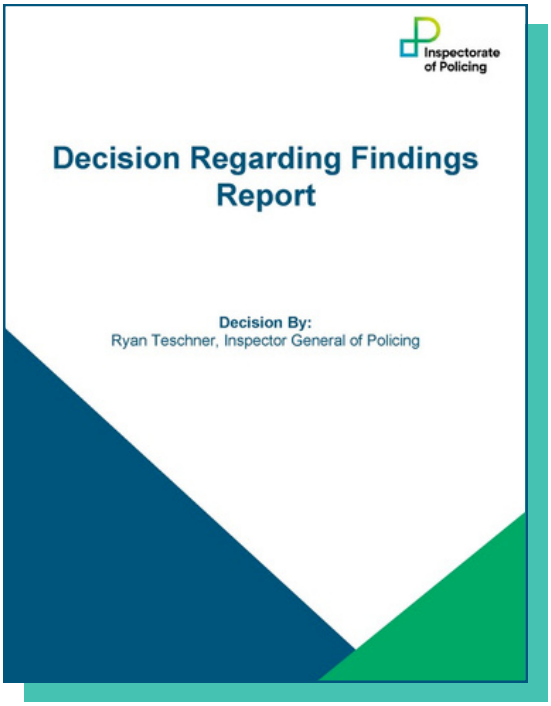
These examples demonstrate the value of public complaints as a tool for continuous improvement. They help identify issues, strengthen public trust, and ensure that policing policies and practices evolve to meet community needs and raise the performance bar across the Ontario policing sector.



2025 IG Decisions with Sector-Wide Impact

This section highlights select decisions issued in 2025, the inaugural year of published IG Decisions under the CSPA, chosen for their broader, sector-wide significance.

IG Decisions are legally binding, written determinations issued following investigations within the IG's mandate, often arising from public complaints. They are informed by detailed Findings Reports and set out whether police services and police service boards have met provincial laws, standards, and expectations. Where issues are identified, Decisions may include Directions or Measures to address those issues, while also recognizing areas of strong performance.



The below examples show how oversight is applied in practice to clarify expectations, address concerns, and recognize both strong performance and areas requiring accountability. Taken together, they demonstrate how independent oversight supports lawful, effective, and trusted policing and police governance across the province. IG Decisions are regularly posted on the IoP's website: www.iopontario.ca and the Canadian Legal Information Institute website: www.canlii.org.

Ensuring Use-of-Force Options Used by Police Services Comply with Legal Requirements and Align with Good Governance

The IoP completed an investigation into a public complaint concerning the acquisition and deployment of a less-lethal weapons system (the PepperBall System) by an Ontario police service. In **Peel Regional Police – Decision INV-24-45**, the investigation examined compliance with the CSPA and related regulations governing the authorization, training, and oversight of police use-of-force options.

I found that although the police service undertook internal due diligence and training initiatives, provincial law requires that members may only carry or use this regulated weapon once training standards have been formally prescribed by the Minister. At the time the weapon was authorized for use, no such provincially approved training standards existed. Internal or manufacturer-led training, while well-intentioned, could not substitute for legislated requirements. As a result, the service was found to be non-compliant with provincial law.

To address this issue, I issued a binding direction requiring the immediate cessation of the weapon's use until provincially prescribed training requirements are established and completed by all police members that would be deployed with the weapon. The decision also reinforced the governance role of police service boards, emphasizing the importance of transparency and board awareness regarding significant operational decisions, such as the procurement and deployment of regulated weapons.

This decision highlights my role in promoting legality, consistency, and accountability across Ontario's policing system.

Recognizing Strong Practices in Police Investigation and Enforcement

The IoP completed an investigation into a public complaint about whether a municipal police service took appropriate enforcement action in relation to unlicensed cannabis retail activity.

In **Waterloo Regional Police – Decision INV-24-14**, I concluded the police service complied with the CSPA and regulations and provided adequate and effective policing. I described the service's actions as "an excellent example" of good policing, strong coordination with other law enforcement and Crown partners, and good "customer service" to a member of the public who raised a safety concern, and noted the service exceeded the applicable standards in the circumstances.

In terms of principles that will have broader application to future decisions, I also emphasized that "adequate and effective" policing is assessed using a reasonableness standard—focused on whether actions fall within a range of appropriate responses in context, rather than requiring perfection. In this case, I found the service's approach fell well within that range and, importantly, praised it as a strong example of effective planning, coordination, and communication with the public.

Clarifying Board Member Duties and the Need for Confidentiality

Concerns raised by a member of the public led to a review of how a police service board member handled confidential information obtained through closed board meetings (these are meetings from which the public are excluded, which is permitted under the CSPA in certain circumstances). The complaint alleged that information about a planned police response to a public safety event was disclosed publicly by the board member without authorization.

In **Gananoque Police Service Board – Decision INV-24-34**, after reviewing the IoP's investigation and the board member's submissions, I found that the member breached Ontario's Code of Conduct for Police Service Board Members. The decision confirmed that board members have a clear obligation to protect confidential information obtained through their governance role.

The decision provides important guidance for Ontario's police governance sector by clarifying the "two hats" concept for municipal officials (mayors and municipal councillors) who also serve on police service boards. It emphasizes that municipal responsibilities do not override board member obligations, particularly the duty to protect confidential information obtained through closed board proceedings.

As I made clear, holding dual roles does not dilute or diminish the obligations attached to each: board members must "respect and safeguard the confidentiality of information obtained in the course of their duties." The decision underscores that these obligations are foundational to effective governance and informed oversight, and cannot be set aside in favour of broader municipal or political considerations.

I found there was no actual conflict between the two roles this board member occupied, the role of mayor and the role of board member—noting that both could have been fulfilled while maintaining confidentiality. I went on to decide that while a suspension would normally have been considered, no additional measure was imposed because the member had already been restricted from board duties during the investigation. This decision reinforces the importance of confidentiality in effective police governance and maintaining public trust.



Compliance with the CSPA

My statutory mandate requires a sector-wide and continuous assessment of compliance with the CSPA and its regulations.

Following the implementation of the CSPA, the Ontario Civilian Police Commission (OCPC) was dissolved and as IG, I assumed responsibility for oversight functions that continue to be relevant to compliance with Ontario's policing laws and governance standards. As OCPC investigations or reports were completed under the former framework, my role is to ensure continuity and accountability by monitoring the implementation of OCPC's recommendations. This approach reinforces the expectation that outstanding issues identified under the previous system continue to be addressed within the new legislative framework, as appropriate.

Through the work of its Policing Services Liaison Unit, the IoP has been monitoring specific police services to ensure they are implementing recommendations from past OCPC reports. To support our commitment to public transparency, we provide updates on our work on the monitoring section of our website.

Looking ahead, the IoP will begin to include summary reporting on these monitoring activities, providing greater insight into how recommendations are being implemented across police services and boards over time.

Durham Regional Police Service and Durham Regional Police Service Board

The IoP is monitoring the Durham Regional Police Service and Board following the completion of an OCPC investigation in June 2025. That investigation resulted in a series of recommendations addressing governance, workplace culture, leadership, accountability, and oversight practices.

My role is to ensure continuity and accountability by actively monitoring how those recommendations are being implemented under the CSPA. This has included assessing actions taken by the Service and Board, identifying key themes and risks, engaging directly with leadership and associations, and setting clear expectations for sustained improvement. The IoP's monitoring approach emphasizes addressing not only individual recommendations, but, importantly, the underlying systemic issues identified through the investigation, with the goal of supporting effective policing, strengthening governance, and fostering a healthier and more respectful workplace in the long-term.

Thunder Bay Police Service and Thunder Bay Police Service Board

The IoP is undertaking an **enhanced monitoring role** focused on tracking and supporting the implementation of key recommendations from the *Sinclair* and *Broken Trust* reports — both of which identified significant concerns related to police governance, investigative practices, and systemic issues affecting public trust, particularly in relation to Indigenous communities.

The IoP requires the Police Service Board and Chief of Police to provide regular, standardized reports on progress, priorities, and any decisions not to implement specific recommendations, with submissions required twice annually. To support our monitoring work, the IoP has introduced structured reporting instruments that enable consistent tracking of implementation, clarify expected outcomes, and support prioritization of actions aligned with legislative requirements, as well as good policing and governance practices.

Beyond formal reporting, the IoP maintains ongoing engagement and direct advisory support, working closely with the Board and Service to highlight progress, identify gaps, and provide guidance on governance, compliance, and operational practices. This includes monitoring local issues and the Service's capacity to address them, with a focus on continuous improvement.

Through this enhanced approach, the IoP is providing active, sustained oversight in Thunder Bay, combining performance tracking, transparency, and advisory support to help ensure meaningful and measurable progress.

Directions Issued

Under section 125(1), if the IG is of the opinion that there is evidence of non-compliance with the CSPA or its regulations, the IG may issue Directions to prevent or remedy non-compliance.

In December 2025, I issued a Direction to the Peel Regional Police's (PRP) Chief of Police to do the following:

a) Ensure that all reasonable steps are taken so that no PRP member carries or uses the PepperBall system until such time as (i) training for the carrying and use of the PepperBall system has been prescribed by law, and (ii) this training is successfully completed by those PRP members whom the Chief of Police authorizes to carry or use the PepperBall system;

b) Communicate this Direction to all appropriate PRP members who have a role in weapons deployment or the supervision of weapons use; and

c) Advise the IG within 15 days of the date of this Decision that no PRP member is permitted to carry or use the PepperBall system, and that items a) and b) of this Direction have been implemented.

The PRP has complied with the Direction.

Measures Imposed Under Section 126

If an entity fails to comply with a section 125(1) Direction, the IG is empowered to impose any of the following Measures pursuant to section 126(1) of the CSPA:

- Removing or suspending a chief of police, one or more members of a police services board, or the whole board;
- Appointing an administrator to a police service; or,
- Dissolving a police services board or disbanding a police service.

I did not impose any Measures under Section 126 in 2025.

Additional Prescribed Matters

I do not have any other prescribed matters to report on under this section.

The State of Ontario's Policing Sector









Oversight in Practice: Monitoring and Advisory Work

A key component of the IoP's work is its ongoing engagement with police services and police service boards to monitor the state of policing across Ontario. This function is carried out through the Police Services Liaison Unit (PSLU), whose advisors provide continuous, front-line insight into emerging issues, support compliance with legislative requirements, and promote effective governance and accountability.

Police Services Advisors work closely with services and boards to monitor activities and assess compliance with the CSPA and its regulations. This includes identifying potential areas of risk, bringing emerging concerns to the attention of those responsible, and seeking commitments for corrective action where appropriate. Where issues cannot be resolved through advisory engagement, matters may be escalated to formal inspection or directive processes. Advisors also provide practical guidance within the legislative framework and maintain ongoing relationships with policing partners to support awareness of requirements and encourage sustained compliance.

Over the past year, this work has included targeted advisory support on a range of compliance and governance matters. Areas of focus have included the implementation of the Conflicts of Interest Regulation and related notification obligations; requirements governing the provision of policing services, including agreements between police service boards and service providers, as well as requests for temporary policing assistance; and board member conduct issues, including disclosures related to misconduct and conflicts. The PSLU has also monitored planning for major events, including preparations for the FIFA World Cup 2026™, where early engagement has supported readiness and identified areas where the IoP may need to provide further assistance.

Through this ongoing monitoring and advisory work, the PSLU contributes to a current, system-wide understanding of policing in Ontario—identifying trends, supporting compliance, and helping to address issues before they require formal intervention.

Issue Specific Inspection: Thunder Bay Police Service and Board

On October 10, 2024, I initiated an issue-specific inspection of the Thunder Bay Police Service and the Thunder Bay Police Services Board in response to several public complaints. The inspection examines whether the Service's practices for investigating sudden deaths and missing persons comply with the requirements of the CSPA. It also assesses the Board's governance responsibilities and reviews how both the Service and Board have responded to longstanding concerns identified through previous investigations and inquiries, including *Broken Trust*, the Seven Youth Inquest, and *Re-Broken Trust*.

The inspection focuses on factors that influence investigative quality and on the Service's interactions with Indigenous communities in the context of these investigations. In assessing progress, the IoP's Inspection Team has considered a decade of recommendations aimed at improving cultural competency, investigative practices, and responses to incidents occurring near waterways. The inspection also takes into account the transition to the CSPA, which introduced new legal standards for governance, investigations, and training, effective April 1, 2024.

Recognizing the sensitive nature of this work, the Inspection Team undertook trauma-informed and cultural competency training before the inspection began. This approach was intended to support respectful engagement with affected individuals, families, and communities. Throughout the inspection, the team emphasized transparency and communication, offering participants flexibility in how they engaged and providing regular updates to affected families.

The inspection to date has followed a structured, multi-phase process that included extensive document review, direct access to investigative records, and wide-ranging interviews with Thunder Bay Police Service members and external stakeholders across the province. This breadth of engagement was intended to ensure the inspection reflects diverse perspectives and lived experience.

Some additional inspection work is being undertaken in the final phase. Following this, the Inspection Team will prepare a Findings Report for my review and decision-making. If areas of non-compliance are identified, steps will be taken to support improvement and validate corrective action. The Findings Report and my Decision will be publicly released, and made available on our website, consistent with my commitment to transparency and accountability.



Results of the IoP's 2024 Policing Insight Statement Survey

In our first year of operations, the IoP's Centre for Data Intelligence and Innovation (CDII) administered the **Policing Insight Statement** survey to gain information and perspectives from those directly engaged in delivering and governing local policing services — that is, chiefs of police and police service boards. The insights generated from this survey, including key challenges faced by services and boards, informed last year's *State of Policing* section of the Annual Report. The section below is a more fulsome report of the survey's methods and additional key findings that were not previously reported.

At its core, the Policing Insight Statement provides the IoP with valuable information concerning the realities, gaps, and challenges facing Ontario policing. These findings help inform the IoP's priorities and guide its work to address key sector challenges, advance leading practices, and support improved performance in community safety.

Survey Details	
Participation Criteria	43 municipal police services 43 police service boards
Response Rate	40 municipal police services (93%) 38 police service boards (88%)

Police services and boards were asked open-ended questions that explored the following areas of focus:

Adequate & Effective Policing

This survey area asked for descriptions of the information and approaches police services and boards use to assess the adequacy and effectiveness of police service delivery and governance, in accordance with the requirements of O. Reg. 392/23: Adequate and Effective Policing (General), a regulation made under the CSPA. This regulation creates legal obligations for the delivery and governance of police services and boards, grounded in the principle that communities should receive high-quality services that are responsive and accountable.

Responses revealed a range of approaches used by police service boards to evaluate performance, from community engagement and data analytics to strategic planning and policy review (Table 1). Taken together, these methods reflect a commitment to supporting public safety, fostering trust, and meeting both legislative standards and community expectations. The IoP's analysis also revealed variation in the approaches, rigour, and sophistication of the evaluative processes employed by police services and boards, highlighting an opportunity for further work in how policing and police governance performance is measured and assessed.

Table 1. Approaches Used by Police Services and Boards to Assess Adequate and Effective Policing

Community Engagement & Feedback	Builds relationships to identify concerns and support service delivery.
Reports & Data Analytics	Measures and monitors various key performance indicators (KPIs) and effectiveness of initiatives and programs.
Board Reviews	Ensures adequacy through review of reports and timely communications.
Partnerships with Local Organizations	Supports public safety through collaboration with community partners.
Strategic Plans	Enhances transparency and reports on progress of objectives, KPIs, and targets.
Review of Internal Processes & Policies	Ensures compliance and accountability and identifies areas of improvement.

Internal & External Challenges

Police services and boards were asked to identify the most challenging internal (occurring within the organization) and external (occurring outside the organization) issues that they were experiencing and which impacted policing and its governance. Identifying these issues raises awareness of common and unique challenges faced by the policing sector across Ontario. These insights also support the IoP's planning, prioritization, research, and investigation of key sector issues that enables the identification of leading practices to promote continuous improvement.

A thematic analysis of responses revealed the top five internal and external challenges identified by police services and police service boards. While these challenges were described in detail in my 2024 Annual Report's State of Policing section, the graphic below shows the challenges shared by police services and boards, as well as those unique to each group.



Response Times

Police services, police service boards, and communities across the province have increasingly identified emergency response times as a critical issue and a key measure of police performance. The importance of this issue is also reflected in complaints submitted to the IoP related to the delivery of adequate and effective policing.

In response, and consistent with our mandate to address pressing sector-wide challenges, the IoP is conducting detailed research on police response time practices across Ontario (see the Examining Police Response Times Across Ontario section of this Annual Report). The research focuses on trends and challenges affecting response times in policing jurisdictions across Ontario, including issues concerning standards, measurement and performance analysis.

Municipal Police Services

A subset of police services responded to questions on trends in response time (26) and overall call volume (22). The data shows that across services of all sizes – small, medium, and large – and varying geographic regions, the most commonly reported trend is an increase in both response times (in other words, the length of time for a response to be provided has increased in general) and the volume of calls for service (Table 3). **As evidenced by these findings, rising response times are not isolated to specific jurisdictions but reflect a broader, province-wide reality.**

Table 3. Trends in Response Time and Calls for Service Reported by Municipal Police Services

	Responses Received*	Increase	Decrease	No Change
Response Time	26	14 (54%)	3 (12%)	9 (35%)
Call for Service	22	19 (86%)	1 (5%)	2 (9%)

**Notes: Although 40 police services responded to the survey, not all services reported trends in response time or calls for service.*
Percentages for response time trends sum over 100% due to rounding.

Municipal Police Service Boards Information Sharing and Decision-Making

Police service boards were asked about the type of information they received from police services regarding response times, and how that information is considered in decision-making processes.

Currently, boards receive a range of response time data from police services, including:

- Average or median response time, often specified by priority level.
- Queue, dispatch, and travel times for calls for service.
- General statistics on calls for service and responses.

Across responses, boards reported using this information to support several key functions, including operational budget planning, strategic planning, and staffing and resource allocation . However, what still remains unclear is how boards are more concretely leveraging this information to measure police service performance or identify where further governance interventions may be required.

What We Heard

- Lack of standardization in response time definitions and metrics limits comparability across services.
- The IG should consider establishing a standard definition of 'police response time.'
- An absence of provincial standards makes it difficult to determine the reliability and consistency of response time.



Pressures and Progress Across Policing and Governance

Consistent with what we heard from our 2024 Policing Insight Statement survey, sustained sector engagement through our advisory and liaison work, daily media tracking, research consultations, and continued inspection and investigation efforts point to a number of recurring challenges. Police services and police service boards across Ontario continue to operate in an increasingly complex financial and operational environment. Rising police budgets, coupled with the financial pressures associated with implementing the CSPA, have required boards and municipalities to carefully navigate budget approval processes and competing local priorities.

These pressures are compounded by expanding responsibilities, including increased expectations related to court security, as well as delays in receiving grant funding that can disrupt planning and place strain on services relying on time-limited financial support. At the operational level, services are also managing challenges related to court and bail processes, including the impacts of bail releases on workload and community safety, alongside increased Workplace Safety and Insurance Board (WSIB)-related pressures as more members are off work due to illness or injury.

At the same time, police services and boards are facing persistent human resource and governance challenges. Recruitment and retention pressures continue across the sector, making it more difficult to sustain staffing levels and to develop future leaders. Fewer members are pursuing leadership pathways, creating challenges for succession planning and long-term organizational stability. These pressures are also reflected at the governance level, where police service boards—and particularly OPP detachment boards—are experiencing turnover, vacancies, and challenges related to the timely appointment of members.

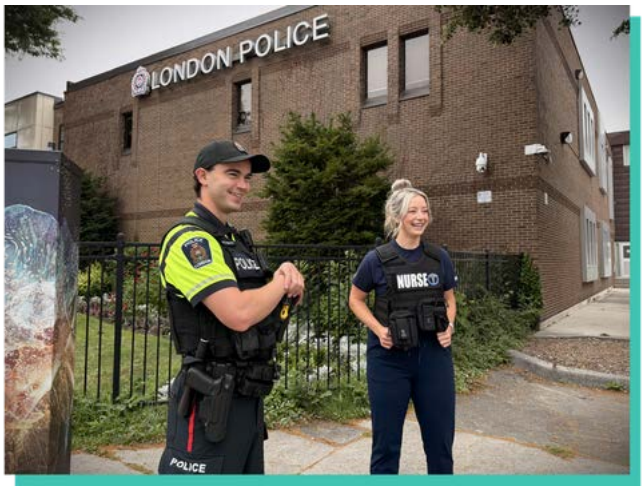
While these challenges are significant and persist across much of the province, there are also examples of practical approaches that support clarity, accountability, and public transparency, even in a demanding environment.

Enhancing Community Safety Through Partnership-Based Policing and Integrated Care

In response to community concerns related to open-air substance use and mental health, the **London Police Service** has implemented modern, partnership-based response models that combine targeted deployment with compassionate approaches to service delivery. The Open-Air Substance Use Strategy represents a shift from enforcement to collaboration, with officers working in partnership with mental health and addiction professionals in priority areas. This approach centers on community safety through coordinated engagement, referrals to supports, and targeted enforcement, when necessary, while also enhancing visibility, strengthening relationships, and building trust through trauma-informed interactions. Officers are better equipped to resolve issues on scene with partner expertise, helping to reduce reliance on police enforcement and hospital emergency department use.

The LPS Nurse Police Response Teams pair officers with registered nurses to respond to calls involving a healthcare component. These teams conduct on-scene assessments, support de-escalation, and connect individuals to appropriate community resources, ensuring compassionate care while reducing unnecessary hospital visits.

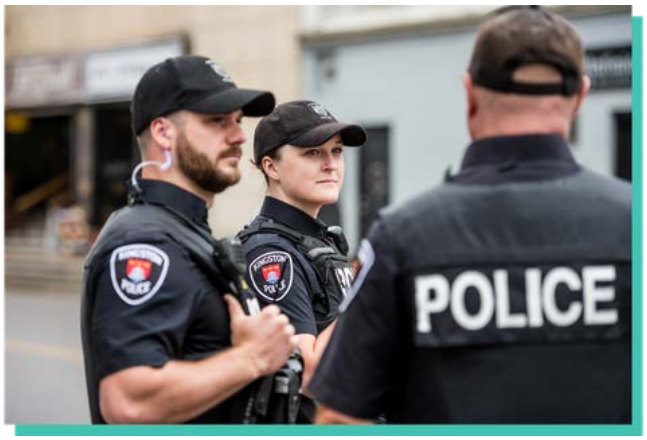
Overall, these modern response models have strengthened the LPS's ability to respond to complex social issues, while easing pressures on frontline resources, reinforcing community partnerships, and improving public trust.

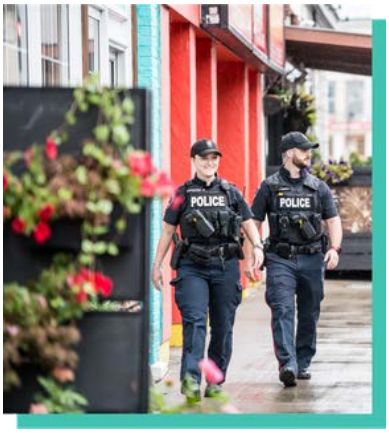




Enhancing Downtown Safety with Proactive Policing

Police services are strengthening community safety efforts in targeted and efficient ways by increasing officer presence and patrols in their respective downtown areas, in response to concerns from residents and businesses. The **Barrie Police Service** implemented a mobile deployment model for Special Constables to enhance public safety through increased visibility, proactive patrols, and stronger community engagement. The model was designed to improve public confidence and perceptions of safety by providing a flexible, responsive presence throughout key community locations and the downtown core.





The **Kingston Police Service** expanded its police patrol presence in the downtown areas of concern, making positive contributions to public safety by deterring crime through visibility, prevention and early intervention. Having dedicated foot patrol officers has played a key role in strengthening community relationships through consistent presence in the downtown core, enhancing visibility, trust, and proactive community safety efforts. This ongoing engagement has improved accessibility and encourages direct interaction with officers, helping to foster a safer, more welcoming and vibrant downtown environment for everyone.





Enhancing Downtown Safety with Proactive Policing

The **Hamilton Police Service** implemented a similar initiative with their data-driven Core Patrol pilot project, focusing on a concentrated downtown area accounting for 28.1% of citizen-generated calls for service in 2023. They have expanded patrol staffing from two to six officers, and statistical evaluation confirmed that the increase in staffing correlated with a significant reduction in both calls for service and crime occurrences within the Core Patrol area.

The **Guelph Police Service's** Downtown Public Safety Initiative focused on enhancing safety and wellbeing in the downtown core through a coordinated, partnership-based approach. In 2025, the initiative combined targeted enforcement with proactive outreach and integrated support from community partners, including mental health and social service agencies.

A key component of the initiative is the Downtown IMPACT Worker Program, delivered in partnership with the Canadian Mental Health Association (CMHA). Through this program, officers and embedded community partners provided compassionate, immediate support to individuals in crisis, prioritizing diversion and connection to care. In 2025, this approach resulted in 150+ referrals to community support services, alongside hundreds of direct interactions with vulnerable individuals.

In 2025, members responded to over 5,000 calls for service in the downtown area while also undertaking more than 1,000 proactive initiatives, including special projects, directed patrols, and community engagement activities. This included over 550 directed patrols and 340+ community contacts, demonstrating a sustained commitment to visible, proactive policing.

The initiative also contributed to a substantial number of arrests and charges addressing open drug use and associated criminal behaviour, resulting in the seizure of illegal drugs, weapons, and stolen property. These outcomes underscore the positive impact that focused resource deployment can have on community safety.





Strengthening Police Response to Hate Incidents and Public Order Challenges

The **Durham Regional Police Service** reported a 173% increase in hate-motivated incidents in 2024 compared to the five-year average, leading to the creation of a dedicated Hate Crime Unit. The unit manages all hate crime investigations while providing specialized support to frontline officers and investigators, including report review, expert guidance, and service-wide training to improve recognition, legal understanding, and investigative practices. It has helped reduce pressure on the Criminal Investigations Bureau and strengthened response consistency.

The unit also streamlined prosecution through coordination with a dedicated Crown and a defined process for obtaining Attorney General consent, improving case quality and reducing delays. In addition, participation in provincial initiatives enables real-time intelligence sharing and supports awareness of emerging hate-related trends and threats.

In response to dynamic geopolitical developments and heightened risks to vulnerable communities in 2024, the **Toronto Police Service** introduced Project Resolute as a coordinated, city-wide operational initiative to enhance public safety, maintain lawful protest activity, and strengthen community reassurance. Project Resolute has significantly enhanced the Service's ability to respond to rapidly evolving public order events while maintaining proactive engagement with affected communities.

In 2024, the Service responded to over 2,000 unplanned events, with more than half linked to Project Resolute, while officers conducted over 60,000 community engagements at key institutions to enhance visibility and trust. The Service expanded online reporting for hate crimes and graffiti and increased transparency through public release of hate crime data. Together, these measures improved accessibility, situational awareness, early risk identification, and public confidence in the Service's response to hate-motivated incidents.

Increasing Public Safety with Technological Advancements

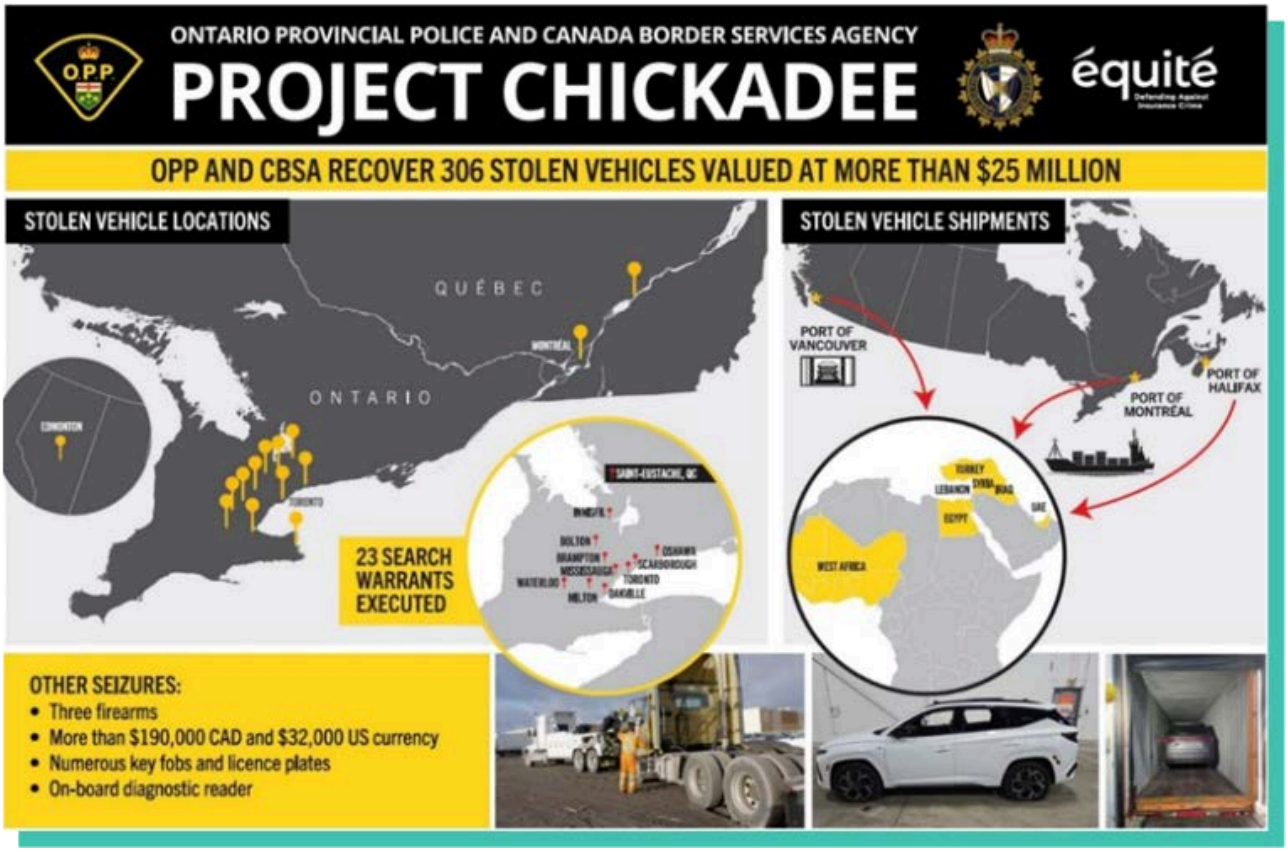
The **Brantford Police Service** expanded its implementation of Versaterm CommunityConnect (formerly SPIDR Tech), a communication platform that sends timely updates to the public by text or email regarding their requests for service. The Service has been using it to deliver post-incident surveys to assess community trust and satisfaction, and has recently expanded it to connect individuals with appropriate support services. For designated incident types, the system provides timely information about resources available through Victim Services of Brant, ensuring those impacted by crime are informed and supported. A total of 16,912 texts were sent in 2025.

The **Waterloo Police Service** is leading the Emergency Services Cooperative (ESCO), a shared IT and technology-modernization model that streamlines digital infrastructure to enhance service delivery across public safety agencies. By providing scalable, modern systems under a unified framework, ESCO works to reduce duplication and lower costs. The shared model ensures that all partners and customers, regardless of size, can access enterprise-grade tools.

ESCO agencies will gain valuable insights into emergency situations and respond more effectively. A data-driven approach enables the identification of patterns and trends, allowing for proactive measures to prevent emergencies and improve response times. By leading ESCO, the Service is helping to improve community safety, strengthen interoperability across jurisdictions, and ensure that other organizations are positioned to take advantage of innovative and sustainable technologies as they emerge.

Coordinated Enforcement Through Interagency Partnership

In 2025, the **Ontario Provincial Police-**led Provincial Auto Theft and Towing (PATT) Team, in partnership with the Canada Border Services Agency (CBSA), concluded Project Chickadee, a complex investigation that disrupted an organized criminal network involved in the theft and international export of stolen vehicles. The investigation targeted individuals and businesses allegedly facilitating the movement of stolen vehicles through the freight forwarding sector, demonstrating the value of intelligence-led policing and interagency collaboration in combatting organized crime. By dismantling a sophisticated international criminal operation, Project Chickadee strengthened efforts to protect Ontario communities, disrupt transnational auto theft networks, and safeguard the integrity of Canada's supply chain and border security.



Supporting Member Wellness Through Leadership and Governance

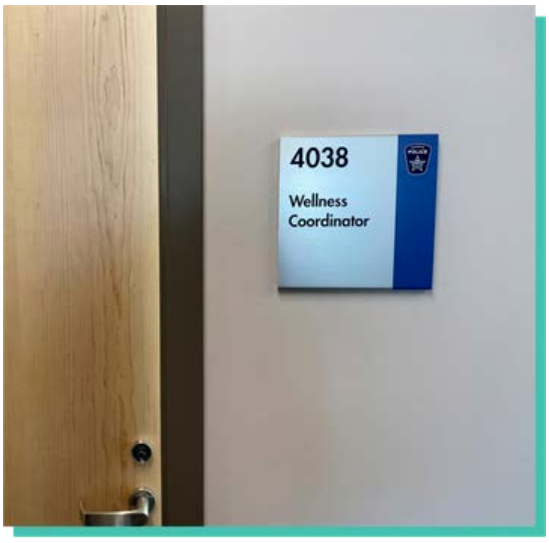
To address the mental health and wellness of its officers and staff, the **North Bay Police Service** hired a Wellness Coordinator who has served as a champion for mental health being embedded in the Service's culture. They organized a First Responders Wellness Symposium in October of 2025 for all agencies in the area.

The **Barrie Police Service** offers a strong example of how leadership and governance can support member wellness and long-term organizational resilience. Building on the intent of the *Supporting Ontario's First Responders Act*, the Service—supported by its Police Service Board—made a deliberate decision to strengthen mental health supports for members by expanding annual mental health benefits to unlimited coverage for both members and their dependents. This investment was guided by the belief that early, preventative care can reduce long-term absences and support operational sustainability.

Recognizing that access to supports alone does not address stigma, the Service introduced a Mental Health Incentive in 2024 to encourage annual mental health check-ups. Members who participate receive additional time off, helping to normalize conversations about mental health and significantly increase the use of available benefits. These efforts have contributed to a culture where mental health care is viewed as a proactive and routine aspect of overall wellness.

Education has also played an important role. Supervisors received targeted training on the complexities of WSIB processes and the operational impacts associated with member absences, leading to greater understanding and more supportive workplace responses. The Service also moved away from standardized return-to-work timelines, adopting a fully individualized approach that recognizes the unique nature of mental stress injuries.





Strengthening Frontline Capacity and Recruitment

In response to the enactment of the CSPA and the expansion of authorities and responsibilities of Special Constables under it, the **Hamilton Police Service** launched the 180 Wagon program, assigning Special Constables to non-core policing tasks that had traditionally drawn resources away from frontline patrol officers. A total of 805 events were diverted from frontline patrol officers, representing an estimated 2,172 hours of work. The program was successful in reducing pressure on officer resources and improved the Service's overall capacity to deliver public safety.

Recognizing that there was an experience gap in candidates who had applied to be police officers, the **South Simcoe Police Service** started a cadet program to help hire candidates who have potential but may require more time to develop. This program enabled the Service to develop candidates into police officers themselves, resulting in two cadets hired as police constables. It has been successful in supporting resourcing and succession planning within the Service.

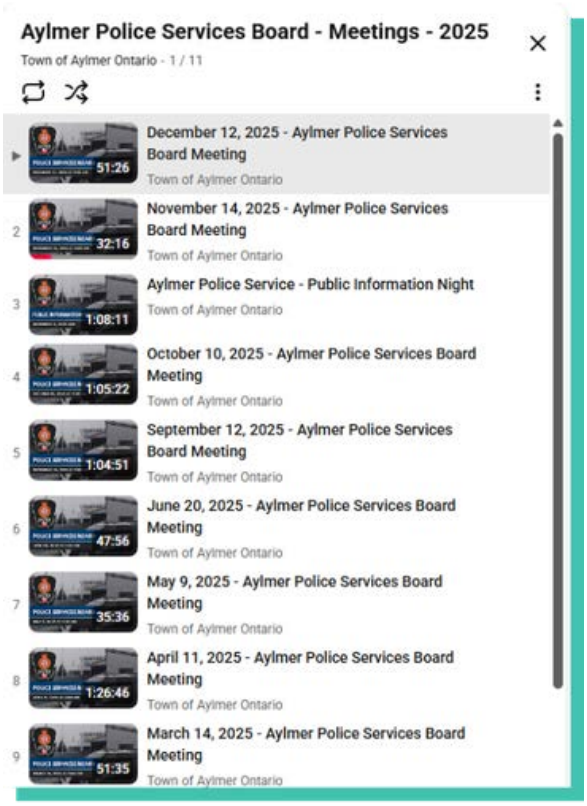


Supporting Community Understanding Through Information-Sharing

In August 2025, the **Peterborough Police Service** introduced its Community Safety Map, a public-facing tool, created and maintained by in-house resources, and designed to improve transparency and support community involvement in crime prevention. The interactive map provides residents with access to recent calls-for-service information, displayed in an aggregated and privacy-protective way, to help explain patterns and trends in police activity over time.

By making this information accessible and easy to understand, the Service supports community awareness and informed dialogue about public safety, while clearly communicating the limits of the data and the importance of responsible interpretation. This approach reflects a practical way policing organizations can strengthen transparency and partnership with the public using existing information and technology, without compromising privacy or operational integrity.

The **Aylmer Police Service Board** has started live streaming its board meetings to the town's YouTube channel, thus increasing transparency and accountability to the public. By appointing a Board Secretary, the Board has been able to streamline their operations and provide recordings of meetings online.







Advancing Victim-Centered Policing

The **Stratford Police Service Board** acquired an accredited facility dog named Dusty through National Service Dogs and Wounded Warriors Canada, to support member mental health and wellness initiatives, aid victims and vulnerable persons, and engage with the community at large.





The **Peel Regional Police Service Board** convened Ontario's first Victims and Survivors Symposium to address gaps in integrating lived experience into policing governance and policy. Co-hosted with **Peel Regional Police**, the event brought together approximately 300 participants—including survivors, community organizations, police leaders, and all levels of government—to elevate victim perspectives and strengthen collaboration. Insights from the symposium are informing Board priorities, policy development, and advocacy, ensuring decisions are more grounded in community experience and social impact. The symposium produced a series of recommendations focused on bail reform, victim supports, information sharing, and justice system accountability, which continue to inform the Board's advocacy efforts with provincial and federal partners. It also established a foundation for ongoing engagement with victims and survivors, ensuring lived experience remains a key consideration in policing governance, community safety, and public policy discussions.

The Victim Response Support Unit (VRSU) was established to enhance the **Ontario Provincial Police's** response to abuse-related investigations by strengthening trauma-informed, victim-centred policing across the province. In 2025, the VRSU advanced the Detachment Abuse Issues Investigator (DAII) Program through formal program evaluation, enhanced oversight, mentorship, and the development of new investigative resources, reporting tools, compliance reports, and performance dashboards to support consistent, high-quality investigations. The VRSU also strengthened investigative excellence by expanding multidisciplinary reviews of sexual assault investigations through The Regional Collaborative Review Committee and enhancing frontline resources, specialized training, and partnerships to support coordinated, victim-centred responses.

Strengthening Governance Through Public Transparency

One governance practice that merits highlighting is the approach adopted by the **Owen Sound Police Service Board** to track and report on strategic priorities. In March 2023, the Board approved a four-year operations plan that set out clear goals supported by specific, measurable actions. Each action was assigned responsibility to a designated position and individual, reinforcing accountability, ownership and regularized reporting.

Progress against the plan is reported publicly to the Board every six months, with detailed updates presented during open Board meetings. To date, the Board has received regular progress updates showing substantial completion of planned actions, along with candid discussion of outcomes achieved and challenges affecting items still underway. This structured and transparent approach supports effective board governance, strengthens accountability, and enhances public understanding of how strategic priorities are being implemented over time.





Supporting First Nations Policing and Governance

Throughout 2025, the IoP's First Nations Policing Liaison Unit (FNPLU) continued to support the Nishnawbe Aski Police Service (NAPS) and the Nishnawbe Aski Police Service Board following their historic decision to opt into the CSPA in December 2024. This milestone marked an important step forward for First Nations policing in Ontario. It brought NAPS within the province's modern oversight framework while recognizing the need for oversight that is culturally responsive and grounded in the realities of northern and remote First Nations communities.

Strengthening Governance and Board Leadership

Over the course of the year, the IoP supported governance continuity as the Board experienced routine leadership transitions. The year included ongoing work to refine governance processes and maintain continuity during changes in Board composition. These activities ensured that the Board remained focused on its core responsibilities, including policy development, oversight planning, and preparation for future leadership transitions.

Earlier in the year, the Board completed mandatory governance training under the CSPA. This training strengthened its understanding of legislative roles and responsibilities and supported its ability to carry out effective oversight. It also helped ensure that governance practices remained aligned with provincial requirements while reflecting community realities.

Advancing Priority Policies

Progress was also made on key policy development during the year. Work on the Board's new Critical Points Policy—which sets out how and when significant information about serious or high-impact policing incidents is brought to the attention of the Board—advanced steadily throughout 2025, moving from initial discussion into more formal review later in the year. This progress reflects the Board's growing capacity and its commitment to strengthening governance over time.

Engagement with Partners and First Nations Leadership

Throughout the year, the IoP remained engaged with policing partners, including the OPP Indigenous Policing Bureau, to support shared understanding of oversight responsibilities across Ontario's different First Nations policing models.

Sector engagement also included attendance at the joint Indigenous Police Chiefs of Ontario and Ontario Association of Chiefs of Police Indigenous Policing Symposium, where the IoP contributed to discussions on oversight, governance capacity, and special constable employer obligations.

Additional engagement included coordination of a meeting with Nishnawbe Aski Nation (NAN) Deputy Grand Chief Mike Metatawabin to ensure NAN perspectives informed the oversight activities related to the IoP's Thunder Bay Police Service inspection work.

Supporting Additional First Nations Policing Transitions

Through relationships established by the FNPLU, the IoP has provided advice and information to First Nations police services about the opt-in process under the CSPA. The IoP also supported First Nations police services that received Ministerial approval to operate as special constable employers by helping them better understand their legislative responsibilities, training requirements, and potential future pathways within the CSPA. In addition, the IoP supported several First Nations communities interested in engaging with OPP detachment boards, helping to strengthen shared governance and oversight arrangements across the province.

Challenges and Lessons Learned

While meaningful progress was made, several ongoing challenges continued to shape First Nations policing and oversight across Ontario.

- **Capacity limitations in remote and northern communities**—driven by geography, infrastructure constraints, and long-standing under-resourcing—continued to affect both policing delivery and oversight activities. These realities required flexibility in travel, scheduling, and community engagement.

- **The coexistence of multiple policing models**—including opt-in First Nations services, non-opt-in services, OPP Indigenous policing arrangements, and special constable employers—also created complexity. Navigating this landscape requires ongoing clarification, education, and careful risk monitoring to ensure effective oversight.

- **Governance transitions and logistical challenges**—particularly for boards operating in remote regions, leadership changes, and travel logistics to host meetings created recurring pressures for governance stability. While the NAPS Board completed required training, other boards operating outside the CSPA may require more intensive advisory support if they choose to engage.

- **Fragmented Legislative Responsibilities for Special Constable Employers**—the emergence of several First Nations police services as special constable employers, responsible only for special constable functions under the CSPA, created oversight gaps and uncertainty regarding roles, expectations, and compliance pathways.



Looking Ahead

The FNPLU will focus on several initiatives in 2026 to strengthen oversight, enhance relationships, and ensure that policing across First Nations communities is safe, accountable, and culturally aligned.

Strengthening Relationships with Non-Opt-In First Nations Police Services

With several First Nations police services at different stages of interest in opting into the CSPA—some having already applied, others exploring the option, and others choosing to remain outside the framework—the FNPLU will work toward a more structured and collaborative relationship with non-opt-in agencies.

This approach will include bilateral engagement, readiness discussions, training supports, and the development of transition pathways tailored to each service's governance structure, community mandate, and cultural expectations. Importantly, we recognize the opportunity to learn from these Services—their practices, community-driven approaches, and cultural protocols—and to reflect those lessons in our oversight methods. Through these efforts, the FNPLU aims to enhance consistency, cultural responsiveness, and mutual learning in oversight supports, regardless of a police service board's opt-in status.

Oversight Support for First Nations Special Constable Employers

As more First Nations police services become special constable employers, the FNPLU will develop and deliver tailored advisory supports to help these agencies meet their CSPA-specific legislative responsibilities. This includes clarifying notification obligations, ensuring special constable training and discipline frameworks align with provincial standards, and supporting these agencies in establishing governance structures capable of meeting both cultural and legislative expectations.

Addressing Oversight Gaps Affecting First Nations Public Safety

A major priority in 2026 will be to identify and close oversight gaps across the province that affect public safety outcomes for First Nations people. This includes mapping communities without access to consistent police oversight, examining First Nations and municipal communities where oversight responsibilities may be unclear, and assessing unique risks in regions with limited infrastructure or high-priority public safety issues. The IoP will support policing partners, First Nations leadership, and provincial ministries to uphold community safety principles and policing standards.

Inside the Inspectorate of Policing's Operations











Driving System-Wide Improvement in Policing

In carrying out my oversight mandate, I have taken a deliberate and practical approach to measuring performance by focusing on outcomes and impact. Our performance is assessed by how effectively our inspections, investigations, monitoring, data collection, analysis and advisory work contribute to compliance with policing laws, strengthen police governance, identify and address emerging risks, and support improved policing performance to enhance public confidence.

This Annual Report is a central part of that approach. It provides a transparent account of the IoP's activities over the past year and explains how our work is influencing policing practice and governance across Ontario. Throughout the Report, I have sought to demonstrate not only what we have done, but how that work is contributing to system-wide learning, accountability, and continuous improvement as Ontario's modern policing framework continues to mature.

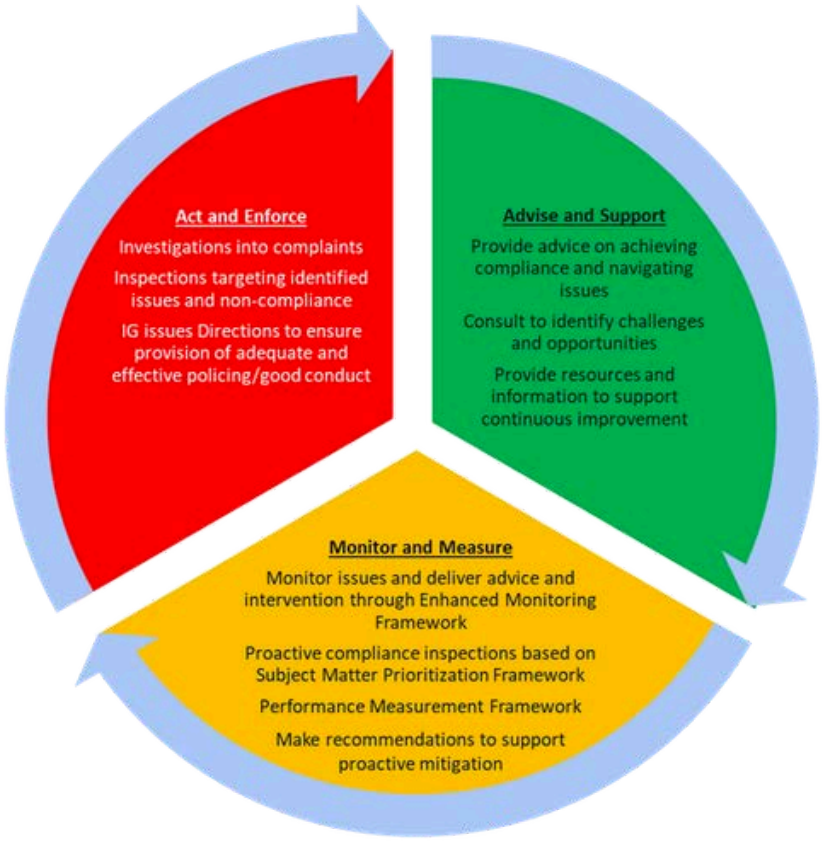
Modernizing Oversight Through a Risk-Based Framework

The IoP's **Risk-Based Compliance and Enforcement Framework** sets out how policing oversight is carried out in Ontario, using a model that focuses attention where it is needed most. Rather than applying a uniform oversight approach to all police services and boards, the Framework is built on the principle that risks to public safety, compliance, and effective policing vary across the system and over time, and must inform how oversight is calibrated and applied.

At the Framework's core is continuous risk assessment. The IoP analyzes a range of factors—such as compliance with legislation, the strength of local governance, resource capacity, and the ability to respond to emerging community issues—to understand where problems may exist or be developing. These factors are considered alongside the seriousness of any non-compliance or misconduct and the presence of conditions that may increase or reduce risk.

The Framework also establishes a graduated approach to oversight, meaning the response is tailored to the level of risk identified. Lower-risk situations may involve monitoring and guidance to support improvement, while higher-risk or persistent issues may lead to formal inspections or enforcement action. This approach allows the IoP to intervene early where needed, while also promoting voluntary compliance and continuous improvement across the sector.

Overall, the Framework reflects a shift to proactive, intelligence-led oversight, where data, relationships, and system awareness are used to prevent problems, strengthen performance, and maintain public confidence in policing.



Developing the IoP's Policing Performance Measurement Framework

In line with my commitment detailed in last year's Annual Report, we have continued to advance the ongoing development of a **Policing Performance Measurement Framework** (PPMF), the first-of-its-kind in Ontario and, in fact, Canada.

The PPMF is designed to answer the fundamental question: *how well are police services and boards performing in Ontario?* It provides a clear, structured, and evidence-based approach to evaluating performance, while recognizing the diversity of policing communities across the province.

The PPMF will rely on high quality, timely, and reliable data to assess performance across key pillars while accounting for differences in service size, geography, population served, and operational complexity. Of course, as the IoP's data collection and analytics approaches become more sophisticated and build on a baseline, the information available to the PPMF will become richer and more real-time.

The PPMF reflects the IoP's commitment to continuous improvement. Rather than focusing only on compliance, the PPMF is intended to be a practical tool that helps police services and boards identify their strengths, address areas for improvement, and focus on outcomes that matter most to the communities they serve. Put another way, the approach the IoP is taking to the PPMF and its implementation is consistent with our philosophy that oversight should not be feared; instead, it should be embraced as a path to improve overall performance through insight.

Aligned with the IoP's strategic goal of establishing an evidence-based performance measurement framework, the PPMF represents an important step forward in promoting effective policing, strong governance, and public confidence in police services across Ontario.

Laying the Groundwork for an IoP Data Strategy

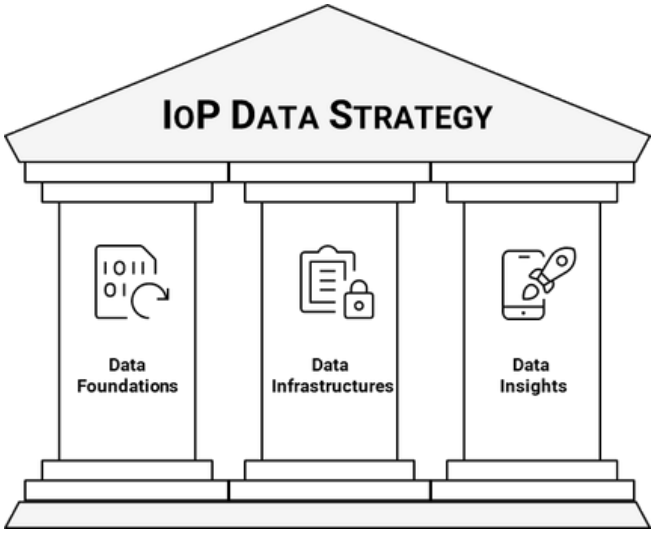
As policing and police governance continue to grow in complexity, effective oversight increasingly depends on access to reliable information and the ability to interpret it responsibly. In 2025, foundational work continued toward the development of a data strategy intended to guide how the IoP collects, manages, and uses information in support of my oversight mandate. At the core of this strategy is our vision to create a trusted, connected policing data ecosystem that drives insight, accountability, and better policing performance for Ontario. The three core pillars that underpin the IoP's Data Strategy are Data Foundations, Data Infrastructure and Data Insights.

At its core, data strategy sets out how data is governed, protected, and made reliable for use over time. The **Data Foundations** pillar establishes responsible data collection practices, shared standards, and strong safeguards so that information is accurate, comparable, and can be used consistently across different oversight activities. Strong data foundations are essential for building trust in the information relied upon for oversight, analysis, and public reporting.

The **Data Infrastructures** pillar explores how data infrastructure could be modernized to better support oversight. This includes the development of secure and reliable platforms that allow information to be collected, integrated, stored, and analyzed in a consistent way. When data systems are well integrated and dependable, information can be used and leveraged across oversight functions and made available for analysis, research, and long-term planning.

Finally, this work recognizes that data has limited value unless it produces insights that are understandable and useful. The **Data Insights** pillar would focus on translating information into clear measures, dashboards, and reporting products that support decision-making and public understanding. For the policing sector, this helps shift discussions from isolated indicators toward broader patterns, emerging risks, and opportunities for improvement, while reinforcing transparency and accountability.

Together, this groundwork reflects a continued shift toward evidence-informed oversight that supports learning, comparability, and continuous improvement across Ontario's policing and governance framework. As this approach evolves, the focus remains on using data thoughtfully and responsibly — ensuring insights strengthen oversight while respecting privacy, operational realities, and public trust.



Advancing Data-Driven Policing Through the IoP Intelligence Hub

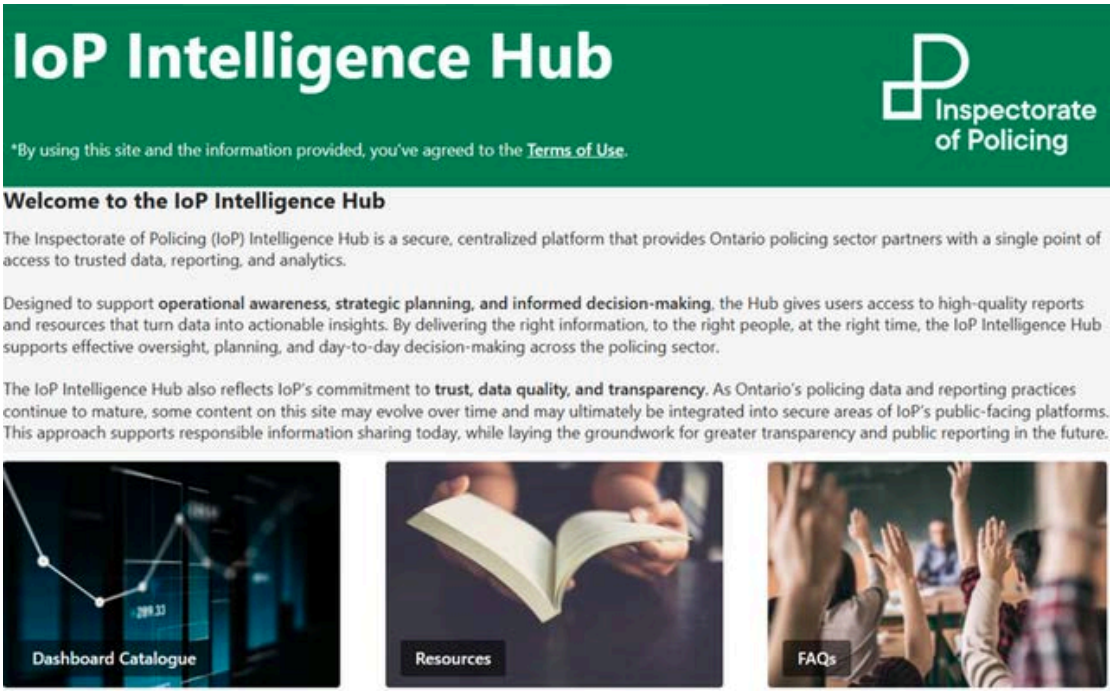
The IoP is advancing data-driven oversight through the launch of the **IoP Intelligence Hub**, a centralized platform for the IoP's policing data and analytics across Ontario.

The Hub provides a secure, restricted digital environment with a single point of access to policing data, reporting, and analytics. Access is limited to Ontario police services and police service boards, ensuring information is shared responsibly within the sector.

The Hub is designed to deliver timely, relevant information to the right users, supporting both operational and governance decision-making. It provides access to high-quality data, standardized dashboards—including the Police Service Board Information Dashboard and Police Service Information Dashboard—and analytical tools that enable users to understand trends, identify risks and opportunities, and generate actionable insights.

Through intuitive dashboards and curated resources, the IoP Intelligence Hub enhances transparency, consistency, and system-wide insight, while reducing reliance on fragmented or manual data sources. It supports both day-to-day awareness and longer-term planning across the policing sector.

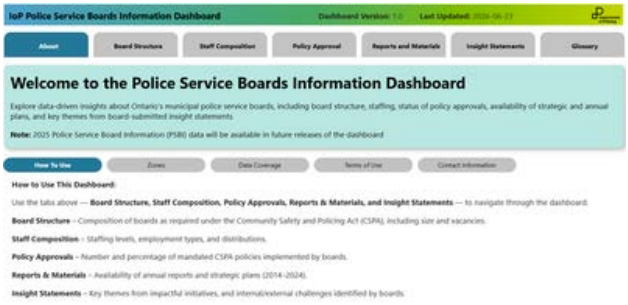
As the IoP continues to advance its mandate, additional data products, analytical tools, and reporting capabilities will be progressively introduced through the Intelligence Hub. This ongoing development will further enhance the Hub's value as a comprehensive resource, supporting evolving information needs and strengthening data-driven decision making across Ontario's policing sector.



Police Service Board Information (PSBI) Dashboard

Offers a comprehensive view of police service boards to support governance oversight and sector awareness, including:

- Board structure and composition
- Administrative capacity
- Status of policy approvals
- Availability of strategic and annual planning documents
- Key themes from board insights



Police Service Information (PSI) Dashboard

Provides up-to-date, data-driven insights on municipal police services to support comparative analysis and informed decision-making, including:

- Budgets and financial context
- Workforce composition and staffing profiles
- Operational characteristics and specialized services
- Emerging themes from police service insights



Together, these dashboards improve the accessibility and usability of policing information and represent a significant step forward in enabling data-informed oversight, collaboration, and continuous improvement across Ontario's policing sector.

Examining Police Response Times Across Ontario

In the 2024 Annual Report, I identified police response times as an emerging province-wide concern, reflected in public complaints, sector engagement, and insights gathered through the IoP's early oversight work. Complaints received from communities across Ontario—ranging in size and landscape—highlighted questions about the adequacy and effectiveness of how police services manage and prioritize responding to calls for service in the context of local needs, constraints and operational pressures. Findings from literature reviews, jurisdictional scans, and sector-wide surveys revealed **significant variability in how Ontario's police services define, measure, and report response time information**. Considered together with the concerns raised by multiple stakeholders along with themes identified through complaints made to the IoP regarding the adequacy and effectiveness of police response times, it is evident that a more consistent, structured framework for understanding police response time is necessary to drive improvement in this fundamental aspect of police service delivery.

In 2025, the IoP's Centre for Data Intelligence and Innovation advanced research in this area in several important ways:

- Conducted in-depth consultations with subject matter experts from 14 municipal police services and the OPP to gain a deeper understanding of the end-to-end police response process—from receiving and prioritizing a 9-1-1 call to dispatch and the arrival of the first responding officer.

- To gain a fulsome, province-wide perspective, the remaining 30 municipal police services[1] were asked how they define, measure, and report response time.

- Spent over 70 hours with call takers and dispatchers from various police services, as well as conducting ride-alongs with frontline officers and supervisors. This allowed our research team to directly observe variations and consistencies in operational response processes and identify unique and common factors that impact resource demands, as well as leading practices.

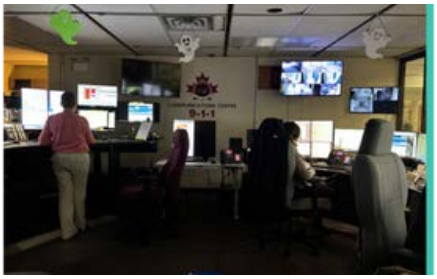
An early finding of this work highlights the absence of a standard definition and associated measures and reporting practices for police response times, reinforcing the need for greater clarity and consistency to support transparency, comparability, and informed decision-making.

Our research findings will be released publicly in 2026, upholding the IoP's commitment to promoting policing excellence and knowledge exchange that enables services to meet the expectations of the communities they serve.

[1] Development of data collection tools and strategies for First Nations police services opted into the CSPA remain ongoing at the time of report writing.









Response Time Province-Wide Inspection

Building on this foundation, the IoP's Policing Inspections Unit will be initiating a province-wide **Police Response Times Inspection** in the near future. This inspection will represent the first province-wide application of the Generally Applicable Standard under the Adequate and Effective Policing Regulation, assessing whether response functions are delivered in a manner that is reasonable in light of local context.

The inspection will examine operational practices alongside governance oversight, quality assurance processes, and the use of data and technology. Introduced through a risk-informed and phased approach, this work reflects a continued commitment to evidence-based oversight, transparency, and continuous improvement, recognizing that while communities differ, the public expectation of timely and effective policing is shared across Ontario.

Sector Engagement, Guidance, and Public Reporting

Throughout 2025, I remained actively engaged with police services, police service boards, oversight partners, and the public to support shared understanding of Ontario's modernized policing framework and the role of independent oversight.

Engagement with the Policing Sector

A significant focus of this year's engagement involved direct, in-person connection with the sector. In 2025, I completed my **Inspector General Tours**, which included personal visits to all 43 municipal police services and police service boards across Ontario, as well as the Ontario Provincial Police and Nishnawbe Aski Police Service. These visits provided valuable opportunities to hear directly from local leaders, better understand emerging challenges and priorities, and raise awareness of the Inspector General's mandate with both the sector and the public.

National and International Engagements

My engagement with the policing sector was informed by continued dialogue with oversight bodies beyond Ontario. In 2025, I maintained active connections with national and international oversight agencies, including through participation in the **Canadian Association for Civilian Oversight of Law Enforcement (CACOLE)**, where I serve as a board member, and through regular discussions with the heads of oversight agencies in other jurisdictions, including the **United Kingdom, Ireland and the United States.** These exchanges supported mutual learning, informed comparative oversight approaches, and contributed to ongoing consideration of broader developments affecting police accountability and governance.

Maintaining these knowledge exchanges helps ensure that Ontario's policing oversight framework remains informed by emerging practices and lessons learned in other jurisdictions, while remaining responsive to the unique context of policing across Ontario's communities.





Providing Advice Through IG Memos and Advisory Bulletins

IG Memos and Advisory Bulletins remained important oversight tools in 2025. These advisory mechanisms helped clarify statutory requirements, communicate expectations arising from the CSPA and its regulations, and support consistent understanding and application of policing service delivery and governance responsibilities across the policing sector.

A key priority in 2025 was supporting the sharing of learning across the sector. An IG Advisory Bulletin on Critical Points Policies, informed by practices developed in Toronto and Halton, supported the adoption of similar approaches by police service boards across the province. To date, 34 out of Ontario's 43 police service boards have adopted this policy. By encouraging stronger governance practices at organizationally significant moments, this guidance contributed to greater consistency and clarity in board oversight responsibilities and reflects my commitment to lifting standards across the policing system through practical, system-wide learning.

Public Reporting, Digital Presence, and Transparency

Transparency and public accountability are central to my oversight mandate. In 2025, the IoP continued to publicly report on my work to reinforce accountability, promote confidence in the policing oversight system, and provide visibility into how oversight authorities are exercised in the public interest.

Information made publicly available throughout the year included IG Memos and Advisory Bulletins, oversight Decisions, and binding Directions and Measures imposed, as well as updates on the IoP's monitoring work with specific police services and police service boards. Publishing this information supports clarity within the policing system, enables police services and police service boards to better understand oversight expectations, and allows the public to see how concerns about policing governance and performance are addressed.

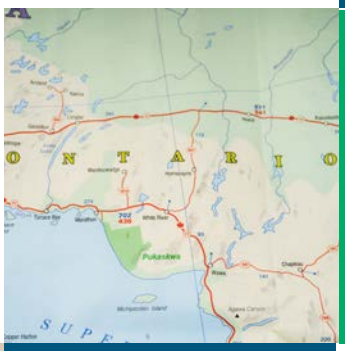
The IoP's website serves as the primary vehicle for public reporting, ensuring that oversight outcomes, guidance, and key information are accessible and centralized. Public-facing communications, including the use of social media, supports awareness of published materials and reporting activity. Together, these efforts advances transparency, supports informed public understanding, and reinforces my commitment to visible and accountable oversight.



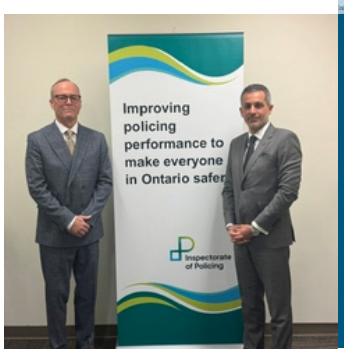
IG Ryan Teschner on TVO's The Agenda (June 13, 2025).

Future Initiatives









Province-Wide Inspection on Police Integrity and Anti-Corruption Practices

In February 2026 and based on issues identified in the 'Project South' criminal investigation, I announced a province-wide inspection into police integrity and anti-corruption practices across Ontario's policing sector. While this inspection was initiated following a request from the Toronto Police Service and the Toronto Police Service Board, I determined that the issues raised extended beyond any single service. The matters engaged core integrity safeguards that are fundamental to public confidence in policing, and warranted examination on a sector-wide basis.

The inspection applies to all municipal police services, the Ontario Provincial Police, Nishnawbe Aski Police Service and police service boards, recognizing that integrity, accountability, and effective oversight are shared responsibilities within Ontario's policing system. To support independence and public confidence in the process, I have appointed the Honourable William Hourigan as lead inspector and have vested him with the same statutory authorities as I have as the IG. This approach ensures that the inspection is conducted impartially and positioned to assess both systemic strengths and areas requiring improvement across the sector.

The inspection will focus on five key areas: supervision and span of control; screening and vetting at recruitment and throughout officers' careers; access to police databases and information systems; evidence and property management practices; and substance use and fitness for duty. These areas were selected because of their central role in organizations preventing, detecting, and responding to corruption, and in reinforcing professional standards that sustain public trust. The scope of the inspection will remain flexible to consider additional issues should they arise during the course of the work.

The inspection is expected to take at least 18 months and will be designed so that, if any non-compliance with the CSPA requiring immediate corrective action is identified, I can issue legally binding Directions and monitor impacted police services and/or boards to ensure those measures are implemented during the inspection, rather than waiting for it to conclude.

I remain confident in the capacity of Ontario's policing sector to uphold strong standards of integrity and accountability. This inspection provides an important opportunity to reinforce public confidence and clarify expectations across the sector.





Acknowledgements

I would like to thank all boards, chiefs of police, and the members of their police services in Ontario, including the OPP and the Commissioner, for their assistance and cooperation during the creation of my Annual Report.

I also would like to thank the Ontario Association of Chiefs of Police, Police Governance Ontario and police associations across the province for their ongoing support of my and the IoP's work.

Lastly, I want to express my gratitude to the many individuals in the IoP who were involved in the creation of my Annual Report and brought their talent and creativity to this endeavour.

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