



DURHAM REGIONAL POLICE SERVICE BOARD PUBLIC AGENDA

Monday, March 17, 2025, 8:30 a.m.

[Link to view live video](#)

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15. In-Camera
16. Adjournment

DURHAM REGIONAL POLICE SERVICE BOARD

BOARD MINUTES

February 18, 2025

08:30h

Present:

Shaun Collier, Chair
Garry Cubitt, Vice Chair
Dan Carter, Member (Virtual)
John Fahey, Board Member
Karen Fisher, Member (Virtual)
Mark Welch, Member
Willie Woo, Member
Peter Moreira, Chief of Police
Glenn Courneyea, Acting Deputy Chief
Stan MacLellan, Chief Administrative Officer
Bill Clancy, Executive Director
Anita Longo, Executive Assistant

Regrets:

Kim Yeandle, Deputy Chief
Chris Kirkpatrick, Deputy Chief

PUBLIC

Call to Order

Board Member Karen Fisher declared a conflict of interest with item 11a) on the agenda being, 2025 OAPSB Spring Conference Member Sponsorship Opportunities, and did not participate in the discussion.

Board Chair Collier began the meeting by stating the Traditional Territory Acknowledgement.

Board Chair Collier recognized and welcomed Hank Zehr, the New Advisor for the Inspector General, His Worship Rick Johnson and New Board Member John Fahey at the Board Meeting.

Adoption of Minutes

Moved by: Mark Welch **Seconded by:** Garry Cubitt
"THAT the minutes of the regular meeting of the Board held on January 21,
2025 be approved."

M041-25

Presentation(s)

Justice of the Peace Rick Johnson administrated the Swearing In of new Board Member John Fahey to the Board.

Moved by: Willie Woo Seconded by: Karen Fisher
“THAT DRPS 10 Year Capital Plan Presentation be received for
information.”
Carried. **M042-25**

Chair's Monthly Brief

Moved by: Garry Cubitt Seconded by: John Fahey
"THAT the Public Chair's Monthly Brief be received for information."
Carried. **M043-25**

Monitoring Report(s)

Moved by: Karen Fisher **Seconded by:** Mark Welch
**“THAT the Board receives for information the Member Wellness,
Engagement and Support Indicators report.”**
Carried. **M044-25**

[illegible]

Moved by: Willie Woo **Seconded by:** Karen Fisher
"THAT the Board receives for information the Seized and Found Firearms
annual monitoring report."
Carried. **M046-25**

Moved by: Dan Carter Seconded by: Karen Fisher
“THAT the Board receives for information the Complaints of Misconduct report.”
Carried. **M047-25**

Consent Items

Moved by: Mark Welch Seconded by: Dan Carter
"THAT the Human Resources Updates be received by the Board."
Carried. M048-25

Chief's Update

Chief Moreira presented to the Board a review of important events that occurred since the last Board meeting.

[illegible]

New Business

[illegible]

Moved by: John Fahey **Seconded by:** Garry Cubitt
"THAT the Board receives for information the Durham Region's 2025-2035 Strategic Plan."
Carried. **M051-25**

Moved by: Willie Woo **Seconded by:** Karen Fisher
"THAT the Board receives for information the Municipal Diversity Plan
regarding the Durham Regional Police Service Board."
Carried. M052-25

S.I.U. Report(s)

Moved by: Dan Carter **Seconded by:** Garry Cubitt
"THAT the Board receives for information the report on Special
Investigations Unit (SIU) Case 24-OVI-339."
Carried. **M053-25**

[illegible]**Donation(s)**

Moved by: Willie Woo **Seconded by:** Mark Welch
"THAT the Board approve a donation at the Silver Level of \$1,000 towards
the 2025 OAPSB Spring Conference."
Carried. M055-25

Moved by: Willie Woo **Seconded by:** John Fahey
"THAT the Board approve a donation of \$1,000 towards the Law Enforcement Torch Run, in support of Special Olympics."

General Information

Moved by: Karen Fisher **Seconded by:** Dan Carter
"THAT the Children at Risk Exploitation (CARE) Funding renewal 2025-26
be received for information."
Carried. M057-25

Moved by: Karen Fisher Seconded by: Dan Carter
“THAT the Canadian Association of Police Governance (CAPG) Strategic
Plan Update be received for information.”
Carried. **M058-25**

Moved by: Willie Woo **Seconded by:** Garry Cubitt
"THAT we move in-camera."
Carried. **M059-25**

Moved by: Dan Carter
“THAT we rise from in-camera.”
Carried.

Seconded by: Garry Cubitt
M071-25

Adjournment

Moved by: Garry Cubitt
“THAT the Board ratify all actions taken in-camera.”
Carried.

Seconded by: Willie Woo
M072-25

Moved by: Garry Cubitt
“THAT the Board ratify all actions of today’s date.”
Carried.

Seconded by: Mark Welch
M073-25

Moved by: Dan Carter
“THAT the meeting be adjourned.”
Carried.

Seconded by: Karen Fisher
M074-25

The meeting adjourned at approximately 12:30 p.m.

Shaun Collier, Chair

Public

Meeting: **March 17, 2025**

Agenda
Item: **Chair's Monthly Brief**



February 18 - Chaired Board Meeting



REPORT TO THE POLICE SERVICE BOARD

Author: Vidal Chavannes and Carolyn Publow

Date of Report: 3/6/2025

Type of Report: Public

Title: Adequate and Effective Policing

RECOMMENDATION

That the Board receives the Adequate and Effective Policing monitoring report.

EXECUTIVE SUMMARY

I hereby submit my monitoring report on your Executive Limitations Policy: Adequacy and Effectiveness of Police Services according to the schedule set out. I certify that the information contained in this report is true. I report compliance to all provisions of this policy.

BROADEST POLICY PROVISION

The Board is committed to ensuring that all provisions of Ontario Regulation 392/23 - Adequate and Effective Policing (General) are adhered to, in order to promote accountability, enhance public confidence, and provide superior policing to the community.

Interpretation of the Chief of Police

It is my interpretation that compliance with the policy provisions as stated indicates compliance with the Adequate and Effective Policing policy.

MONITORING REPORT

Policy Provision #1

The Chief of Police shall ensure that the Durham Regional Police Service complies with all provisions of Ontario Regulation 392/23 - Adequate and Effective Policing (General), and will establish, communicate and operate with procedures in the areas prescribed below. These procedures shall be reviewed and updated consistently and regularly to ensure that they are effective and efficient, and reflect best practices and incorporate improvements where it is determined that changes are required.

- a. Crime prevention,
- b. Law enforcement,
- c. Maintaining the public peace,
- d. Emergency response,
- e. Providing assistance to victims of crime,
- f. Additional policing functions.

Interpretation of the Chief of Police

In alignment with the Board's policy, the Durham Regional Police Service (DRPS) is committed to ensuring full compliance with Ontario Regulation 392/23 - Adequate and Effective Policing (General). This commitment involves

the development and implementation of comprehensive procedures across key policing functions, including crime prevention, law enforcement, public peace maintenance, emergency response, and victim support. These procedures are designed to be dynamic, with regular reviews and updates to incorporate best practices and improvements. By doing so, the DRPS aims to deliver high-quality, efficient, and effective policing services that meet the evolving needs of the community and adhere to provincial standards.

Data Support

On April 1, 2024, the Community Safety and Policing Act, 2019 (CSPA) and its regulations came into force, marking a significant modernization of the province's approach to policing and community safety. This legislative change necessitated a comprehensive revision of directives within the Durham Regional Police Service (DRPS). The procedures mandated in Ontario Regulation 392/23 - Adequate and Effective Policing (General) are being implemented through the directive system. While some directives are still being finalized, they are regularly reviewed and updated to ensure they remain effective and incorporate best practices. Additionally, these directives are clearly communicated to all members of the police service, ensuring that everyone understands and adheres to the policies and procedures necessary for delivering adequate and effective police services.

The *Quality Assurance* directive outlines how new and amended directives are to be developed and communicated throughout the police service, including notification to the Durham Regional Police Association. All new directives and revisions to existing directives are communicated internally through Routine Orders.

DRPS directives include procedures for situations when more than one police officer must respond to an occurrence or call for service, where applicable. Supervisor notification and attendance requirements are specified in each directive. As directives are reviewed, supervision requirements for notification and attendance will be highlighted at the beginning of each procedure.

The following table shows the directives corresponding to the prescribed areas outline in provision #1, the last review date and the scheduled review date.

Prescribed Area	Related DRPS Directive(s)	Last Review	Review Scheduled
Crime prevention	Crime Prevention Initiatives	Dec 2021	Jun 2025
	Auxiliary Police Members	Feb 2023	Jun 2025
	Volunteer Program	Mar 2020	Jul 2025
Law Enforcement	Community Patrol	Nov 2024	Nov 2026
	Vehicle Equipment Investigations	Feb 2023	April 2025
	Motor Vehicle Collision Investigations	Aug 2023	April 2025
	Impaired Driving Investigations	Mar 2022	Mar 2025
	RADAR and LIDAR Speed Measuring Devices	Feb 2022	May 2025
	Internal Task Forces	Feb 2022	Jul 2025
	Joint Forces Operations	Mar 2022	Jul 2025
	Covert Operations	Mar 2023	Jul 2025
	Criminal Intelligence	May 2023	Jul 2025
	Crime ~ Call and Public Disorder Analysis	Aug 2020	Apr 2025
	Informant Management	Nov 2024	Nov 2025
	Agent Management	Feb 2024	Nov 2025
	Witness Protection	Feb 2024	Jul 2025
	Persons in Crisis and Attempted Suicide	Feb 2023	Mar 2025
	Search of Persons	Dec 2021	Mar 2025
	Search of Premises and Warrants	Aug 2022	Mar 2025
	Arrest and Warrant Applied For	Mar 2023	Jul 2025

Prescribed Area	Related DRPS Directive(s)	Last Review	Review Scheduled
Maintaining the Public Peace	Violent Crime Bail	Aug 2022	Mar 2025
	Detainee Care and Control	Nov 2024	Nov 2025
	Prisoner Care and Control – Court Services Branch	Oct 2024	Oct 2025
	Prisoner Transportation	Aug 2022	Mar 2025
	Seized and Found Property	Aug 2019	April 2025
	Major Crime Scene Management	Aug 2024	Aug 2028
	Waterways Policing	Jun 2023	Jun 2025
	Public Safety Unit	Mar 2024	Mar 2025
	Labour Disputes	Aug 2019	Jun 2025
Emergency Response	Tactical Support Unit and Hostage Rescue Team	Oct 2024	Oct 2025
	Incident Command	Feb 2025	Feb 2026
	Crisis Negotiators	Nov 2024	Nov 2025
	Chemical Biological Radiological Nuclear and Explosive ~ CBRNE	Nov 2024	Nov 2025
	Preliminary Perimeter Control and Containment	Feb 2022	Jul 2025
	Disaster Response	Mar 2022	May 2025
	Active Attacker and Immediate Action Rapid Deployment	Nov 2024	Nov 2025
	Missing Persons	Feb 2025	Feb 2027
	Waterways Policing	Jun 2023	Jun 2025
	Canine [K-9] Unit	Oct 2022	Apr 2025
Victim Assistance	Victim Assistance Service Program	Mar 2022	Apr 2025
Additional Policing Functions	Communications and Dispatch	Nov 2024	Nov 2025
	Emergency [10-33] Procedure	Nov 2024	Nov 2025

Policy Provision #2

The Chief of Police shall prepare an emergency plan for the Police Service setting out the roles and responsibilities of the Police Service during an emergency and the procedures to be followed during an emergency. In developing the emergency plan, the Chief of Police shall consult with the Region of Durham and any other applicable emergency service providers.

Interpretation of the Chief of Police

The policy provision requires the Chief of Police to ensure that the Police Service is fully prepared to handle emergencies. This involves creating a detailed emergency plan that outlines the specific roles and responsibilities of police members and the procedures to be followed during various types of emergencies. The plan must be developed in consultation with the Region of Durham and other relevant emergency service providers to ensure a coordinated and effective response. The directive provides a structured framework for this plan, ensuring that all necessary elements are addressed and that the Police Service can maintain public safety and order during emergencies.

Data Support

The *Disaster Response* directive outlines the framework for preparing an emergency plan for the Police Service. This directive sets out the roles and responsibilities of the Police Service during an emergency and the procedures to be followed. It addresses the police's role in civil disasters, including the operation and security of Emergency

Operations Centres, Evacuation Centres, Emergency Worker Centres, and Temporary Morgues, while maintaining law and order within the community.

The directive specifies the responsibilities of various members and units within the Police Service, including the Incident Commander, Patrol Support, Operational Support, Serious & Organized Crime, Major Crime, and Forensic Investigative Services. It also outlines the procedures for handling incidents at different response levels (Routine, Major Emergency, and Disaster) and the coordination with other emergency services.

The Region of Durham and other applicable emergency service providers are consulted to ensure a coordinated and effective response during emergencies. This collaboration includes the establishment of a Joint Management Team, coordination with the Durham Emergency Management Office (DEMO), and adherence to the Provincial Multiple Fatality Plan (PMFP) when necessary.

The directive ensures that all members are prepared to respond effectively to emergencies, with clear procedures for incident response, body recovery, and coordination with other agencies. This comprehensive approach guarantees that the Police Service can fulfill its responsibilities during emergencies, maintaining public safety and order.

Policy Provision #3

The Chief of Police shall ensure that members of the Police Service, or persons performing a policing function under the direction of a member, are capable of performing the functions assigned to them.

Interpretation of the Chief of Police

The policy provision mandates that the Chief of Police must ensure that all members of the Police Service, as well as any individuals performing policing functions under their direction, are fully capable of performing their assigned duties. This involves implementing a comprehensive performance management process that includes setting clear expectations, providing regular feedback, and addressing any performance issues through structured improvement plans. Additionally, the selection and promotion processes must be fair and equitable, ensuring that all candidates meet the necessary qualifications and are given opportunities for professional development. This approach guarantees that the Police Service maintains a high standard of competence and effectiveness in fulfilling its responsibilities.

Data Support

The Performance Management Process at Durham Regional Police Service (DRPS) ensures members are capable of performing their duties effectively. Members are responsible for meeting performance expectations, while supervisors set these expectations, provide feedback, and address any performance issues. Exceptional performance is recognized, and poor performance is managed through a Performance Improvement Plan (PIP), which includes setting goals and monitoring progress.

The Selection Process outlines how DRPS recruits and promotes members. Members must complete evaluation forms and meet job qualifications. Supervisors ensure candidates are qualified and provide feedback. The Executive Staffing Committee oversees staffing needs, and the Chief of Police makes final decisions on promotions.

This approach ensures that DRPS members are well-trained, capable, and given opportunities for professional growth.

Policy Statement #4

The Chief of Police shall ensure that the equipment and other resources provided to members of the Police Service for the purpose of providing a policing function shall include at least the equipment and resources set out in Schedule 1 of the Adequate and Effective Policing (General) Regulation.

Interpretation of the Chief of Police

The policy provision requires the Chief of Police to ensure that all equipment and resources provided to police members meet the standards in Schedule 1 of the Adequate and Effective Policing (General) Regulation. This includes equipping patrol vehicles with essential tools, managing the acquisition and distribution of protective gear, and ensuring the Mobile Command Post meets specified standards. This approach ensures members have the necessary equipment to perform their duties effectively and safely.

Data Support

All patrol vehicles, including those used by TAC and K-9 units, are equipped with essential tools and devices such as tire deflation devices and breaching kits, which include a Halligan tool, sledge, ram, and bolt cutters. The acquisition of new soft body armor (SBA) and hard plates has been overseen, with Quartermaster (QM) prepared to distribute the equipment upon arrival. QM has ordered 5x8 stab-resistant, ballistic trauma plates. For Incident Command, our Mobile Command Post meets the standards and requirements outlined in Schedule 1, Section 6, Subsection 6 of the Adequate and Effective Policing (General) Regulation. Most of the uniform materials for specialty units are provided by QM as per the Schedule. Unit-specific materials and equipment are purchased through individual unit budgets.

Policy Statement #5

- a. The Chief of Police shall develop an operational plan for the following incidents:
 - i. an incident that requires multiple members of a chief of police's Police Service to provide emergency response or maintain the public peace policing functions outside of the Police Service's area of policing responsibility; and
 - ii. the provision of policing functions by the Police Service in relation to the incident is anticipated to continuously last, or has already continuously lasted, longer than the duration of a normal shift for the involved members of the Police Service.
- b. The operational plan shall regard the collective agreements with members, and address, without limitation, breaks and meals for members of the Police Service who are deployed in relation to the incident.
- c. The Chief of Police shall comply with the requirements in the operational plan.

Interpretation of the Chief of Police

This policy provision requires the Chief of Police to develop a structured operational plan for incidents that necessitate a prolonged emergency response or public order policing outside of the Police Service's jurisdiction. This includes planning for large-scale emergencies, mutual aid deployments, and extended policing operations that exceed the duration of a standard shift. The operational plan must align with collective agreements and ensure proper support for deployed members, including scheduled breaks, meal provisions, and logistical coordination. Compliance with the operational plan ensures that members are equipped, supported, and effectively managed during extended or out-of-jurisdiction deployments.

Data Support

The Public Order Unit (POU) and Emergency Response Team (ERT) have established deployment protocols for sustained operations exceeding a single shift, including mutual aid requests from external police services. Mutual aid agreements are in place with surrounding police services, ensuring coordinated resource sharing in large-scale incidents requiring additional personnel. Deployment plans have been executed in recent large-scale events, including public demonstrations, major emergency responses, and inter-jurisdictional operations, ensuring compliance with the operational plan. Shift rotation schedules are structured to manage officer fatigue, and relief teams are designated to maintain operational effectiveness. Meal and break accommodations are built into the deployment schedule. The Incident Command System (ICS) ensures proper oversight and adherence to operational plans, including documented after-action reviews to assess compliance and effectiveness.

This approach guarantees that extended deployments are managed efficiently while prioritizing officer well-being and compliance with policy and collective agreements.

Policy Statement #6

The Chief of Police shall implement a quality assurance process relating to the provision of adequate and effective policing and compliance with the Act and Regulations.

Interpretation of the Chief of Police

The policy provision mandates that the Chief of Police must establish a robust quality assurance process to ensure the provision of adequate and effective policing services. This process must ensure compliance with the Community Safety and Policing Act and associated regulations. The quality assurance process should encompass regular audits, reviews, and updates of directives, forms, and operational procedures. It should also include mechanisms for tracking and analyzing compliance records, reporting findings to relevant committees and the Police Services Board, and ensure that all practices align with legislative and regulatory requirements.

Data Support

The Quality Assurance unit is staffed by a Civilian Supervisor, an Internal Auditor, and a Generalist. The unit coordinates and advises on the research, analysis, design, and implementation of Service directives, ensuring compliance with legislation, adequacy standards, regulations, and organizational mandates.

The unit manages 218 directives, reviewed on a one-to-four-year cycle, with around 100 directives reviewed annually. Legislative updates, such as those related to the CSPA, are incorporated into directives. New directives are developed, and compliance analysis is conducted regularly. The directive approval process, archive, retention, and review cycle are managed efficiently. Reporting, auditing, and inspection requirements identified in directives are tracked to ensure compliance. There are 620 forms maintained for legislative, process, directive, and position changes.

Compliance audits are conducted annually across various areas, including property, operational compliance, regulatory, legislative, adequacy, health & safety, and administrative areas. Audit work plans are developed, including recommendations for audit objectives, scope, and programs. Audits are conducted through on-site inspections, reviews, and interviews to ensure quality and consistency with objectives and established criteria. Action plans and audit reports are drafted, detailing approach, observations, conclusions, and recommendations for improvements. Reports and presentations are prepared and delivered to management to address the information needs of the intended recipients. The implementation of audit recommendations is monitored and documented. Compliance records for vehicle pursuits are tracked and analyzed.

Governance and accountability are maintained through compliance with All Chiefs and Ministry Inspections. Information is shared between services to ensure best practices. Input is proactively sought to improve policy and procedure, identify areas of risk, and recommend new approaches. The Chief submits a report to the Board annually demonstrating compliance with the Board's Quality Assurance policy.

Policy Statement #7

The Chief of Police shall ensure that members have the necessary training, knowledge, skills and abilities to perform the duties required by the Act and its Regulations.

Interpretation of the Chief of Police

The policy provision requires the Chief of Police to ensure that all members of the police service possess the necessary training, knowledge, skills, and abilities to effectively perform their duties as mandated by the Community Safety and Policing Act and its regulations. This means providing comprehensive training programs that cover both foundational and advanced skills, ensuring continuous professional development, and facilitating access to external educational opportunities. The goal is to maintain a highly skilled and knowledgeable police force capable of meeting the demands of modern policing and upholding the standards set forth by the Act and its regulations.

Data Support

The Education and Training Centre (ETC) provides training programs through a progressive skills-development model to ensure that members have the necessary knowledge, skills and abilities to perform their duties. This includes basic training and the annual training that members receive on use of force, as well as de-escalation tactics, specialized courses to augment members existing skills, and leadership development. Courses are offered under the following portfolios: Basic Training, Foundational Patrol Skills, Criminal Investigation Skills, Developmental Leadership Skills, and Practical Skills / Use of Force. Learning outcomes are assigned to each course and evaluation methods identified in the course outline. Members wishing to advance their skillset beyond the internal course inventory are encouraged to explore the many learning possibilities facilitated by external

institution, including but not limited to the Canadian Police College (CPC), Ontario Police College (OPC) and the Central Intelligence Service of Ontario (CISO).

Mandatory eLearning courses provide essential skills and are typically linked to legislation, policy, or directive. An annual course catalogue is available to all members.

Furthermore, in accordance with the Missing Persons Act, 2018, the Chief of Police shall ensure that an annual report on missing persons is provided to the Board before April 1 each year.

Under section 8 of the Missing Person Act, 2018 police services are required to report annually on the use of urgent demands for records by members of the police service. In accordance with O.Reg.182/19 under the Missing Persons Act, 2018 the contents included in this report must be made publicly available. The Ministry of the Solicitor General Annual Reporting Template (Form 7) with the data collection period ending December 31st, 2024 is included as Appendix A and details the types of records specified in the urgent demands. The form is also made publicly available on the DRPS website.

The total number of urgent demands made by the Durham Regional Police Service for this data collection period was sixty-five (65). The total number of missing person investigations in which a demand was made was forty-four (44).

Report Approval Details

Document Title:	Adequate and Effective Policing.docx
Attachments:	- Appendix A - MPA - Annual Report Form 7 - Jan-Dec 2024.pdf
Final Approval Date:	Mar 7, 2025

This report and all of its attachments were approved and signed as outlined below:

Stan MacLellan

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

Peter MOREIRA

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

Data Collection

Period of data collection

Start Date (yyyy/mm/dd)

2024/01/01

End Date (yyyy/mm/dd)

2024/12/31

Name of Police Force

Durham Regional Police Service

Detachment Location (if applicable)

Unit Number

Street Number

605

Street Name

Rossland Road East

PO Box

City/Town

Whitby

Province

Ontario

Postal Code

L1A 6A3

Total Number of Urgent Demands made

65

Number of Missing Persons Investigations in which a demand was made

44

Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands

Records	Description	Total number of times demanded
Records containing contact information or other identifying information	Contact information request (phone number, address) for missing persons.	18
Photos, videos, or other records containing visual representation	Surveillance video for a visual capture of missing persons to assist in locating the missing person.	4
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	Cellular towers records, emergency 'pings' by cellular companies, and social media Internet Protocol (IP) addresses to determine location.	22
Records of employment information	N/A	0
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	Health records relating to OHIP.	4
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>	N/A	0
Records that related to a student of an educational institution	N/A	0
Records containing travel and accommodation information	Travel records to determine and confirm location for missing persons.	5

Records	Description	Total number of times demanded
Records of financial information	Financial records to determine potential location of purchases made to assist in locating missing persons.	12
Other records	N/A	0



REPORT TO THE POLICE SERVICE BOARD

Author: Teresa Fetter, Director Business Services

Date of Report: 3/17/2025

Type of Report: Public

Title: Financial Conditions and Activities –Yearend 2024

RECOMMENDATION

“THAT the Board find that all provisions of the Financial Conditions and Activities policy have been complied with.”

EXECUTIVE SUMMARY

BROADEST POLICY PROVISION:

“With respect to ongoing financial conditions and activities, the Chief of Police will not cause or allow development of fiscal jeopardy or material deviation of actual expenditures from the Board priorities established in the Ends policies.”

Interpretation of the Chief of Police:

It is my interpretation of this policy that compliance with the nine following policy statements and the data there tendered fulfills the total requirement of this provision.

I therefore report **compliance** with this Executive Limitations Policy.

“Further, without limiting the scope of the foregoing by the enumeration, the Chief of Police will not:”

DISCUSSION

Policy Provision #1

1. *“Expend more funds than have been allocated by the Regional Municipality of Durham for the Fiscal Year.”*

Interpretation of the Chief of Police:

It is my interpretation of this policy that it applies to the entire budget as a whole and that any material variance from budgeted spending is to be addressed in the succeeding period.

Further any material variance that is likely to cause non-compliance with provision 1 should be reported to the Board at its next meeting.

Data Support:

Upon review of the spending summary produced by the Director of Business Services, which is based upon the financial statements provided by the Region on February 21, 2025, I report the following:

The financial statements for the year ended December 31, 2024, show net spending of \$267.92 million (2023 - \$242.62 million) representing 100% (2023 – 98%) of the annual operating budget of \$267.97 million (2023 - \$247.53 million).

Payroll expenses exceeded budget, primarily due to higher costs associated with supporting workers injured on duty and an increase in Pay Duty costs (which are fully offset through Pay Duty revenue). While there were savings in full-time salaries due to employment separations and recruitment challenges, these savings were entirely offset by the need to backfill vacancies with overtime and part-time staff to fulfill operational requirements.

Higher spending also occurred because of continued economic and inflationary pressures, as well as operational pressures related to legislated education & training, information technology tools, and unbudgeted capital purchases for specialized investigative equipment, an upgrade to an aging computer system and to purchase frontline body armor.

Facility related costs were lower than the budget, mainly due to delays in occupancy for new facility locations. However, higher capital expenditures occurred for leasehold improvements for the remaining fire-replacement locations.

The Service experienced increased provincial funding opportunities (Preventing Auto Thefts, Bail Compliance), and other initiatives such as the NG911 PSAP readiness. Recoveries also exceeded expectations, driven by higher proceeds from vehicles (prior period insurance claims and auction revenue) along with higher Pay duty revenues (most of which is offset in payroll costs).

Attachment A provides additional financial information with two (2) summary tables. Each table compares the actual spending to the approved budget by major cost category, highlighting the significant trends. The first table represents the current year, and the second table contains results from the same prior year period.

I therefore report **compliance** with this provision.

Policy Provision #2

2. *“Authorize capital expenditures which would result in a capital variance of more than 5% of the approved capital budget, to a maximum of \$200,000, prior to advising the Board.”*

Interpretation of the Chief of Police:

It is my interpretation of this policy that I will inform the Board prior to authorizing individual discretionary capital expenditures which had not been included in the approved capital budget, and which are larger than the lesser of a) 5% of the approved capital budget, and b) \$200,000.

Data Support:

In October, the Board approved an unbudgeted capital expenditure of \$300,000 to support specialized investigative equipment, funded through operational surplus.

In November, the Board approved an unbudgeted capital expenditure of \$398,610 to support the replacement of an aging computer system used by the Intelligence branch. The purchase was partially supported by grant funding of \$93,000 and the remainder was funded through reallocation of the operational budget.

In December, the Board approved an unbudgeted capital expenditure of \$981,000 to purchase body armor, funded through operational surplus. The replacement of the equipment is required by the Community Safety and Police Act (CSPA), requiring that all police services provide front-line officers with protective equipment by April 1, 2025.

I therefore report **compliance** with this provision.

Policy Provision #3

3. *“Fail to authorize the payment of payroll and other financial obligations in a timely manner.”*

Interpretation of the Chief of Police:

It is my interpretation of this policy that the Durham Regional Police Service will process payments through the Region’s systems and that payments will be made in such a manner as to ensure that members receive their payroll, and that suppliers receive payment in a timely manner.

Data Support:

The Director of Business Services reports that we have had no significant complaints with respect to the payment of payroll or other payments during the reporting period.

I therefore report **compliance** with this provision.

Policy Provision #4

4. *“Negotiate, commit, approve or sign any collective agreements or addendums without explicit Board authorization.*

Interpretation of the Chief of Police:

It is my interpretation of this policy that the Chief of Police and designates have no authority whatsoever in this area without the explicit authorization of the Board and that the Chief or designate should request said authorization in writing.

Data Support:

There have been no negotiations, commitments, approvals or signatures of any collective agreements or addendums without explicit Board authorization.

On March 23, 2021, the Uniform and Civilian collective agreements were finalized with the Durham Regional Police Association (DRPA). These agreements are effective January 1, 2020 and expired on December 31, 2024. The Board was aware of and involved in negotiations with the DRPA in January/February and a tentative deal for the Uniform and Civilian collective agreements for 2025-2029 was reached on February 21, 2025. The collective agreements are pending ratification by the DRPA and the Board.

On March 22, 2022, the Senior Officers' collective agreement was finalized with the Durham Regional Police Senior Officers' Association. This agreement is effective January 1, 2022, and expired on December 31, 2024. Negotiations on a new collective bargaining agreement has not yet started.

I therefore report **compliance** with this policy.

Policy Provision #5

5. *“Approve or sign any agreements with other police services, service providers, or service recipients, which exceed annual transfers of \$1,000,000, without explicit Board authorization.”*

Interpretation of the Chief of Police:

It is my interpretation of this policy that the Chief of Police has no authority regarding annual transfers more than \$1,000,000 in this area without explicit authorization and that the Chief should request said authorization in writing.

Data Support:

No such activity has occurred in the reporting period, and no authorizations have been received.

I therefore report **compliance** with this policy.

Policy Provision #6

6. *“Acquire, encumber or dispose of real property (property as defined in the Community Safety and Policing Act section 258 exempted.)”*

Interpretation of the Chief of Police:

It is my interpretation of the policy that I am not authorized to deal with the purchase, sale or encumbrance of real property, meaning real estate, without express authorization from the Board. This, however, does not prevent my ability to lease premises as required pursuant to the budget and as coordinated with the Real Estate Division of the Regional Municipality of Durham. (The practice of the Regional Municipality of Durham is to submit all such real estate leases to Council for approval after approval by the Chief.)

Data Support:

In October, the Board approved the acquisition of 4.90 acres of land in Oshawa, fully funded through the 2024 budget. The site will become the new home for the Service’s Regional Reporting Centre, replacing the existing location at 650 Rossland Road in Whitby. The Region is purchasing the remaining 1.14 acres of this parcel of land. Regional Council approved the motion to purchase the land at the Regional Council meeting on December 18, 2024.

I therefore report **compliance** with this policy provision.

Policy Provision #7

7. *“Fail to maintain an inventory of federal and provincial grants and contribution programs relevant to public safety and maximize opportunities to seek funding from such programs.”*

Interpretation of the Chief of Police:

It is my interpretation of this policy that the service shall maintain a list of such programs and shall periodically evaluate funding opportunities and actively seek them out. Material funding sources shall be disclosed in the Annual Business Plan Budget which is approved by the Board. Funding awarded after budget approval will be disclosed in the next quarterly report.

Data Support:

The Director of Business Services maintains a list of such programs, coordinates with the management of the service to make grant applications and discloses all known material funding sources in the Annual Business Plan Budget approved by the Board.

Community Safety and Policing (formerly Front-Line Policing) Grants

This grant is outcomes-based to better align with local and provincial priorities, focusing on effective and integrated service delivery, improved flexibility for local needs and priorities related to safety and well-being and encouraging inter-jurisdictional and multi-sectoral approaches. There are two funding streams focusing on local and provincial priorities. A formal application process for funding under both streams occurs every three years, with the next round of funding expected to begin in April 2025. The Ministry of the Solicitor General has not yet announced the 2025 call for applications.

Approved Grant Funding (2022/3 to 2024/25):

Local Priorities Stream: The Service's allocation under the **local priorities** stream has been approved for \$9.3 million over the 3-year cycle (\$3.1 million per year).

- **Project SALUS:** As part of the Region's Community Safety and Well-Being plan, this project will support vulnerable populations and target high-impact crimes (intimate partner violence, gang recruitment, and firearms offences).

Provincial Priorities Stream: The Service has received approval for the Project Upstream application, submitted under the **provincial priorities** stream, for \$1.1 million over the 3-year cycle (~ \$0.4 million per year).

- **Project UPSTREAM:** Supporting the Region's Community Safety and Well-Being plan, this project will focus on collaboration among community human services partners to support a reduction in the number of 'acutely elevated risk' situations that officers are required to manage.

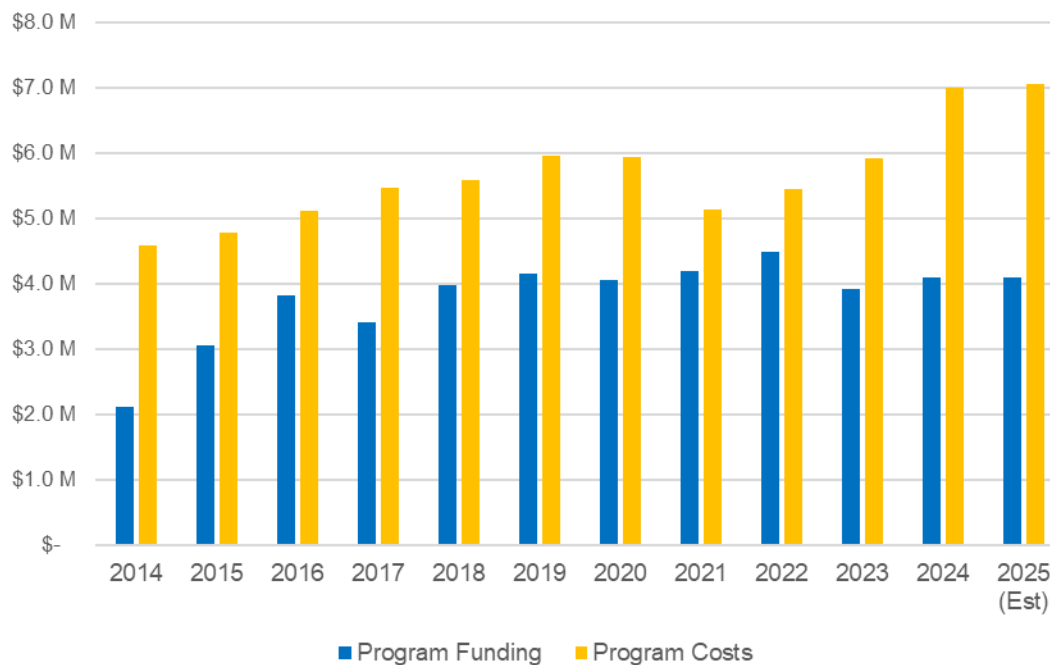
Granting Ministry	Grant Program Name	Funding Purpose	Total Amount Requested	Application Status	Application Year	Approved Amount	Grant Expiry
Ministry of the Solicitor General	Community Safety and Policing Grant (CSP) Local (3 Years Grant)	Project SALUS - the local priorities funding stream focuses on addressing risks to safety and well-being that are most prevalent in your community.	\$ 9,253,952	Approved	2022	\$ 9,253,952	31-Mar-2025
	Community Safety and Policing Grant (CSP) Provincial (3 Years Grant)	Project UPSTREAM - support DRPS in the operationalization of Durham's CSWB plan	\$ 2,639,040	Approved	2022	\$ 1,139,040	31-Mar-2025
Totals			\$ 11,892,992			\$ 10,392,992	

The Court Security Prisoner Transportation Funding

The program is based on a maximum funded amount of \$125 million annually to assist municipalities in offsetting their costs. The Ministry confirmed the Service's allocation for 2024 at \$4.09 million (2023 – \$3.91 million), which resulted in a budget shortfall amounting to \$2.9 million in 2024. The Ministry of the Solicitor General has not yet issued the 2025 call for applications, but if the Service receives similar funding, it is anticipated that there will be a similar budget shortfall in 2025.

Figure 1 summarizes the history of the program's costs and funded amounts.

Figure 1: Court Security Prisoner Transportation Funding



Child and Youth Services Program Funding

The Service receives funding from the Minister of Child and Youth Services within the Ministry of Community and Social Services to support the following initiatives:

- Youth in Policing – Summer employment program
- Youth in Policing – After-school employment program
- Extrajudicial Measures – Youth diversion program

These program budgets are prepared annually and was approved in late 2024. The Service's 2024-25 allotment was approved at \$755,009 (2023-24 - \$617,788).

Granting Ministry	Grant Program Name	Funding Purpose	Total Amount Requested	Application Status	Application Year	Approved Amount	Grant Expiry
Ministry of Children, Community and Social Services	Community Partnerships - Youth in Policing - Summer	To support youth in policing programs (staffing high school students and other costs)	\$ 400,945	Approved	2024	\$ 400,945	31-Mar-2025
	Community Partnerships - Youth in Policing - After School		\$ 232,278	Approved	2024	\$ 232,278	31-Mar-2025
	Alternative to Custody & Community Interventions - Extrajudicial Measures	To help support and divert young persons away, pre-charge, from formal criminal proceedings and into a program of rehabilitation	\$ 121,786	Approved	2024	\$ 121,786	31-Mar-2025
Totals			\$ 755,009			\$ 755,009	

Other Grants

The Service has been successful in receiving several one-time and multi-year grants. Figure 2 summarizes the approved grants as well as grants that have been applied for but are awaiting Ministry approval.

Figure 2: Approved Grants and Grants Submitted (Pending Ministry Approval)

Granting Ministry	Grant Program Name	Funding Purpose	Total Amount Requested	Application Status	Application Year	Approved Amount	Grant Expiry
CISO	Project Burton	Phase 1 (Feb - May 2024)	N/A	Approved	2024	\$ 139,300	19-May-2024
	Project Burton	Phase 2 (May - Aug 2024)	N/A	Approved	2024	\$ 303,672	27-Aug-2024
	Project Venture		\$ 61,550	Approved	2025	\$ 61,550	31-Mar-2025
	Project Aserale	CISO funded project for Human Trafficking (Trafficking, Importation, Exportation, Production, Facilitation)	\$ 43,100	Approved	2025	\$ 43,100	31-Mar-2025
OPP	OPP Anti-Human Trafficking Unit & Intelligence-Led Joint forces Strategy	To fund a Human Trafficking Investigator that will be dedicated to investigative activities	N/A	Approved	2024	\$ 122,090	31-Mar-2025
Ministry of the Solicitor General	Children at Risk of Exploitation (CARE) Units 2020-2025 (5 Year Grant)	Anti-Human Trafficking funding to implement new Durham-based CARE Unit partnership model	\$ 3,557,045	Approved	2020	\$ 3,749,092	31-Mar-2025
	Children at Risk of Exploitation (CARE) Units (2025-2026)	Anti-Human Trafficking funding to implement new Durham-based CARE Unit partnership model	N/A	Approved	2024	TBD	31-Mar-2025
	Provincial Strategy - ICE (2021-2025)	The Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet – A United Team Approach	N/A	Approved	2021	\$ 715,193	31-Mar-2025
	Preventing Auto Thefts Grant (2023-2026)	Combat and prevent vehicle thefts and associated violent crimes	\$ 900,000	Approved	2023	\$ 900,000	31-Mar-2026
	Bail Compliance and Warrant Apprehension Grant (2023-2026)	To address bail compliance and warrant apprehension	\$ 1,200,000	Approved w/ Toronto Police Service (Total \$2.4m)	2023	\$ 1,200,000	31-Mar-2025
	Victim Support (VSG) Grant (2024-2025)	To enhance capacity to support victims and survivors of intimate partner violence/domestic violence, human trafficking, and/or child exploitation	\$ 199,970	Application Submitted - Pending Approval	2024		31-Mar-2025
	Ontario Closed Circuit Television (CCTV) Grant (2024-2025)	Expand CCTV systems in more municipalities	\$ 295,058	Application Submitted - Pending Approval	2024		31-Mar-2025
	Reduce Impaired Driving Everywhere (R.I.D.E.) Grant (2024-2025)	Enhancement to the R.I.D.E program (Officer Overtime cost)	\$ 173,483	Application Submitted - Pending Approval	2024		31-Mar-2025
Totals			\$ 6,430,206			\$ 7,233,997	

Submitted with the Region's 911 Management Board:							
Granting Ministry	Grant Program Name	Funding Purpose	Total Amount Requested	Application Status	Application Year	Approved Amount	Grant Expiry
Ministry of the Solicitor General	Next Generation 9-1-1 Transition Funding Supports - Year 1 (2022-23)	Support municipalities and 9-1-1 communication centres to transition their emergency response systems to NG9-1-1	\$ 2,644,236	Approved	2023	\$ 1,200,000	31-Mar-2023
	Next Generation 9-1-1 Transition Funding Supports - Year 2 (2023-24)		\$ 1,274,568	Approved	2023	\$ 1,274,568	31-Mar-2024
	Next Generation 9-1-1 Transition Funding Supports - Year 3 (2024-25)		\$ 1,025,053	Approved	2024	\$ 1,025,053	30-Jun-2025
	Total NG 9-1-1 Funding Supports (2022 - 2025)		\$ 4,943,857		\$ 3,499,621		

I therefore report **compliance** with this provision.

Policy Provision #8

8. *“Fail to ensure that resources shared with another police service are reciprocated or otherwise compensated.”*

Interpretation of the Chief of Police:

It is my interpretation of this policy that the service shall formally document major shared service arrangements, track time and resources rendered to and received from other police services and seek reimbursement in those cases where the services were not reciprocated if material in amount.

Data in Support:

The service, through the Superintendent of Operational Support tracks services rendered to and received from other services pursuant to long term formal Shared Services Agreements. At the end of each year a reconciliation of services exchanged is performed and billings may be processed for amounts owing. This review has been completed as summarized below.

In 2024, the service shared resources with our greater Toronto area policing partners. Our shared resources included Air1, Canine, Tactical Support, Explosive Disposal Unit, Public Safety Unit (PSU), and Uniform Patrol. All shared resources were facilitated without reimbursement. The significant deployments were:

1. Public Safety Unit deployment to Toronto for planned protest – June 2024.
2. Public Safety Unit deployment to Toronto for planned protest – Oct. 2024.
3. Marine Unit deployment to the Barrie Air Show – June 2024.
4. Marine Unit deployment to the Toronto Air Show – Sept. 2024.

I therefore report **compliance** with this policy.

Policy Provision #9

9. *“Fail to comply with the spirit of the financial by-laws and policies of the Regional Municipality of Durham.”*

Interpretation of the Chief of Police:

It is my interpretation of this policy that all purchases of goods and services shall be in compliance with the Durham Regional Police Service Financial Policy and Procedures Manual, which is in substantial compliance with Regional Processes, subject to limits being established by the Chief of Police in consultation with the Director of Business Services. It is my further interpretation that the practice of expending funds from operating accounts prior to final budget approval is acceptable to meet payroll and account payment obligations as per #2 above. Further that spending on Capital Budget items is subject to final Regional budget approval unless specifically dealt with by the Board for pre-approval.

Data Support:

The Financial Policy and Procedures Manual was first published and took effect in 2005. It complies with Regional Processes and, therefore, with the spirit of Regional Processes. An updated version was implemented in 2018 and is currently under review with updates to be implemented in 2025. Financial transactions have complied with the Financial Policy and Procedures Manual during the current reporting period.

I therefore report **compliance** with this provision.

Based on the above proof provided, I report overall compliance with the policy.

Appendix A – Financial Summaries – Current and Prior Year

Durham Regional Police Service						
2024 Financial Results						
Cost Category	Annual Budget \$000's	Dec YTD Actuals \$000's	% Budget	Under (Over) Spend \$000's	Under (Over) Spend % Budget	Comments on Major Trends
Payroll Expenses & Reserves	\$228,060	\$230,160	100.9%	(\$2,100)	(0.9%)	Increased costs to support workers injured on duty and an increase in Pay Duty costs (costs fully recovered as Pay Duty revenue). Employment separations and recruitment resulted in full-time vacancies, but those savings were fully offset by higher overtime and part-time wages
Personnel Related	\$3,722	\$4,632	124.4%	(\$909)	(24.4%)	Cost reallocation of recruitment costs (from Professional/Consulting) and slightly higher spend for employee training & conferences and uniform clothing costs
Communication	\$1,992	\$2,397	120.4%	(\$406)	(20.4%)	Higher spend for mobile and data technologies
Supplies, Food, Services	\$3,074	\$2,774	90.3%	\$300	9.8%	Less ammunition spend, lower dry cleaning costs and lower supplies
Facilities	\$12,482	\$10,050	80.5%	\$2,432	19.5%	Savings driven by lower utility costs, deferred location occupancy (HQ) & reallocated funds to support capital acquisition for a Specialized Unit
Computer Maintenance / Operations	\$5,181	\$5,899	113.9%	(\$719)	(13.9%)	Increased software and cloud computing costs, plus unplanned costs for redaction, professional standards & records software
Equipment Maintenance / Repair	\$1,626	\$668	41.1%	\$958	58.9%	Lower helicopter maintenance costs and no camera system replacement due to the new helicopter arriving in 2026
Vehicle Operations	\$5,539	\$5,216	94.2%	\$323	5.8%	Mainly driven by fuel savings
Debt Service	\$10,300	\$10,300	100.0%	\$0	0.0%	Full spend
Professional & Consulting	\$3,258	\$2,854	87.6%	\$405	12.4%	Reallocation of recruitment costs to Personnel Related category, deferral of Intelligence project costs, partly offset by engineering & professional services reviews and project support
Legal Services	\$1,512	\$1,414	93.5%	\$98	6.5%	Services provided under the retainer with Region Legal reduced the need for external counsel in many areas
Inter Dept'l Transfers	\$464	\$464	100.0%	\$0	0.0%	Break-even
Financial Expenses	\$2,802	\$2,844	101.5%	(\$42)	(1.5%)	Slightly higher POS transaction costs
Capital	\$8,890	\$13,631	153.3%	(\$4,741)	(53.3%)	Increased spending to support leased facility retrofits, investigative equipment purchases, computer system upgrade and frontline body armor
Reserves	(\$233)	\$650	(279.6%)	(\$883)	379.7%	Air One reserve draw not required for 2024
Gross Expenditures	\$288,669	\$293,953	101.8%	(\$5,284)	(1.8%)	
Revenue & Recovery	(\$20,703)	(\$26,030)	125.7%	\$5,328	(25.7%)	New grant funding opportunities (Preventing Auto Thefts, Bail Compliance), higher vehicle proceeds (insurance and auction recoveries), higher 'net' pay duty revenues (about 75% of pay duty revenues are wage related and fully offset in payroll costs)
Net Expenditures	\$267,966	\$267,923	100.0%	\$43	0.0%	

Appendix A – Financial Summaries – Current and Prior Year

Durham Regional Police Service						
2023 Financial Results						
Cost Category	Annual Budget \$000's	Dec YTD Actuals \$000's	% Budget	Under (Over) Spend \$ 000's	Under (Over) Spend % Budget	Comments on Major Trends
Payroll Expenses & Reserves	\$213,563	\$205,528	96.2%	\$8,035	3.8%	Net wage savings from position vacancies will be partly offset by higher spending pressures for overtime and benefit costs for workers injured on duty
Personnel Related	\$3,749	\$5,183	138.3%	(\$1,435)	(38.3%)	2022 fire recovery inventory purchases (offset by expected Insurance proceeds), hiring expenses and higher spend to support member wellness programs offset by savings in allowances
Communication	\$1,817	\$1,860	102.4%	(\$44)	(2.4%)	Increased spend for new mobile phones for front-line officers (Forward Together), partly offset by savings in public relations, telephone and printing
Supplies, Food, Services	\$2,841	\$3,104	109.3%	(\$263)	(9.3%)	Increased spend for ammunition to support training programs, grant funded program supplies and 2022 fire recovery inventory purchases, offset by savings in purchased services
Facilities	\$9,872	\$9,573	97.0%	\$299	3.0%	Savings in maintenance and utilities offset by higher costs for leased facilities and headquarter shared costs
Computer Maintenance / Operations	\$4,491	\$5,098	113.5%	(\$607)	(13.5%)	Higher IT costs for operational software programs and related software licenses
Equipment Maintenance / Repair	\$979	\$1,775	181.4%	(\$797)	(81.4%)	Increased Air One maintenance costs (higher flight hours, ad-hoc items) and costs for the new mobile device program for front-line officers (Forward. Together)
Vehicle Operations	\$5,408	\$5,141	95.1%	\$266	4.9%	Fuel savings driven by lower kms and price, offset by increased need for vehicle maintenance & repairs. Includes proceeds for fleet vehicle write-offs, fully offset by Capital replacements
Debt Service	\$10,300	\$10,300	100.0%	(\$0)	0.0%	Full spend, including \$0.8 million to be allocated to future capital projects
Professional & Consulting	\$2,213	\$2,345	106.0%	(\$132)	(6.0%)	Engineering & technical consultants supporting fire recovery & operational project support
Legal Services	\$1,512	\$1,916	126.8%	(\$405)	(26.8%)	Additional legal costs related to the 2022 fire and higher anticipated board legal needs
Inter Dept'l Transfers	\$422	\$422	100.0%	(\$0)	0.0%	Break Even
Financial Expenses	\$2,376	\$2,603	109.5%	(\$227)	(9.5%)	Insurance restoration costs related to 2022 fire and higher point-of-sale merchant fees due to increased revenue transactions
Capital	\$6,596	\$13,677	207.4%	(\$7,081)	(107.4%)	Unbudgeted purchases for grant-funded equipment (ALPR, NG911), specialized intel equipment, pistol replacement initiative, other operational items (computer, tactical, marine, fleet vehicle, write-off replacements) and fire recovery purchases that are partly offset by insurance proceeds
Reserves	\$279	\$586	210.2%	(\$307)	(110.2%)	Air One reserve draw not required for 2023
Gross Expenditures	\$266,416	\$269,112	101.0%	(\$2,696)	(1.0%)	
Revenue & Recovery	(\$18,883)	(\$26,496)	140.3%	\$7,613	(40.3%)	Additional grant funding to support equipment, program supplies & payroll recoveries for priority policing initiatives, offset by lower funding for Court Security. Higher pay duty revenues (mostly offset by pay duty wages), and expected insurance recoveries
Net Expenditures	\$247,532	\$242,616	98.0%	\$4,917	2.0%	

Appendix A – Financial Summaries – Current and Prior Year

**Appendix A – Financial Summaries – Current and Prior Year
Report Approval Details**

Document Title:	Financial Conditions and Activities - Yearend 2024.docx
Attachments:	
Final Approval Date:	Mar 3, 2025

This report and all of its attachments were approved and signed as outlined below:

Teresa Fetter

Stan MacLellan

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

Peter MOREIRA

REPORT TO THE POLICE SERVICE BOARD



Author: Bill Clancy

Date of Report: 3/17/2025

**Board Staff Policy –
March 2025**

Type of Report: In-Camera

Recommendation:

That the Board find compliance with the Board Staff policy.

Policy Provisions:

Without limiting the foregoing the Executive Director shall not:

1. Allow for meetings to be unsupported.

Executive Director's interpretation

Providing support to all Board meetings is the key function of Board staff. Support for meetings involves the following activities: developing agendas with the input of the Board and the Chief of Police and members of the DRPS; coordinating presentations by DRPS members, external stakeholders and deputations by citizens; reviewing and analyzing reports submitted by the Chief of Police and correspondence directed to the Board; conducting research, drafting reports and providing advice related to the Board's governance and oversight responsibilities; ensuring the organization and distribution of materials in advance to provide sufficient time to review; recording the minutes; and ensuring the Board's decisions are communicated to the appropriate audiences.

Data in Support

The Board held 9 regular meetings and 7 special meetings in 2024. The Strategic Policy and Planning Committee met on one occasion. Presentations and deputations by the Service and external groups were arranged for effectively and adequate support was provided for all meetings.

Therefore, I report compliance with this provision.

2. Fail to advise the Board regarding its decisions and processes.

Executive Director's Interpretation

It is the responsibility of the Executive Director to ensure that the Board is furnished with the appropriate information and advice to exercise effective governance and oversight of the Police Service. This information is gathered through independent research, by reviewing and analyzing reports and other materials produced by the DRPS, other Police Services, academics and think-tanks, the provincial and federal governments, and community stakeholders, and by building constructive relationships throughout the police sector. The scope of the advice covers all

governance and oversight matters and responsibilities conferred upon the Board through the *Police Services Act*, other relevant legislation, and additional duties assigned by the Board to the Executive Director.

Data in Support

The Executive Director advised the Board on numerous issues during 2024, including the following: monitoring reports from the Chief of Police covering aspects of the management of the Police Service and compliance with Board policy and objectives; the implementation of the Community Safety and Policing Act and related Regulations; progress related to the 2024 Strategic Plan, matters pertaining to Ontario Civilian Police Commission investigation; ; community engagement activities; labour relations matters, updates to Regional Council; and the 2025 DRPS operating and capital budget and capital acquisitions. The advice provided was complemented by thorough research and consultation.

Therefore, I report compliance with this provision.

3. Fail to provide for financial planning, operations and reporting of the Board's governance budget.

Interpretation of the Executive Director

The effective management of resources requires diligent planning, adherence to procedure and timely reporting. The Board budget is established as part of the budget process for the Police Service and involves a review of previous years' expenditures and considers the current environment as a predictor of future costs. The Board office receives monthly reports to enable the tracking of expenses and requisite planning for contingencies. The Executive Assistant attends to all accounts payable and receivable and ensures appropriate coding of expenses in consultation with Police Service staff. The Board's budget is identified in the budget documents submitted to and approved by the Board and Regional Council.

Data in support

The Board's annual budget for 2024 was \$674,016. Actual expenses incurred in 2024 were \$718,048. The legal budget was slightly overspent and personnel related expenses were higher than projected.

Therefore, I report compliance with this provision.

4. Fail to Manage the Unclaimed Money and Property Fund, including banking and authorizing disbursements of not more than \$5,000 or one donation per charity per year while maintaining a minimum fund balance of \$10,000.

Interpretation of the Executive Director

This provision addresses money and property in the possession of the Service in accordance with sections 132 and 133 of the *Police Services Act*. The Board is permitted to dispense these funds in the public interest, and has adopted a policy entitled "Management of the Unclaimed Money

and Property Account” to guide disbursements in this regard. The Executive Director is authorized to approve a donation up to \$2,000, and the Board’s approval is required for any donation larger than this amount.

Data in Support

Disbursements from the Unclaimed Money and Property Account were consistent with Board policy. The total amount disbursed in 2024 was \$67,455 compared to \$64,320 in 2023. There was \$105,402 deposited into the account in 2024, compared to \$16,295 in 2023. All donations over \$2,000 were approved by the Board and the balance of the account is above the \$10,000 amount required by policy. An independent audit of the account is conducted annually, and the most recent results were reported to the Board in April 2024. A review of the account to ensure its sustainability is also completed by the Executive Director in the Fall of each year and presented to the Board. The balance of the account at the end of 2024 was \$147,497.

Therefore, I report compliance with this provision.

5. Fail to coordinate Board member training

Interpretation of the Executive Director

The requirement for Board members to undergo training is stated in section 35(2) of the *Community Safety and Policing Act*. This on line training, delivered through the Ontario Police College, addresses the roles and responsibilities of Board members, and issues related to human rights and systemic racism, respect for diversity, and recognition and respect for the rights and cultures of First Nation, Inuit, and Métis peoples. Orientation materials for Board members are provided upon appointment, and internal learning opportunities are extended on an ongoing basis with the support of the DRPS, in addition to external participation at various conferences and events.

Data in Support

All Board members have successfully completed on line training required by the Act. Board members also participated in an extensive number of other learning activities in 2024, including numerous CAPG webinars, the CAPG conference, the IACP conference, and the OAPSB conference and labour seminar. Board members were also given the opportunity to participate in various learning activities within the DRPS, including tours of capital facilities, ridealongs, and RIDE checks. The Board’s policy on Board Member Orientation and Training was updated in 2023 to include a provision that Board members endeavor to complete a minimum of 20 hours of education per year, and this number was vastly exceeded in 2024. Board members provided positive feedback on the nature and quality of the learning opportunities.

Therefore, I report compliance with this provision.

6. Allow the Board to lack representation with the Ontario Association of Police Services Boards and the Canadian Association of Police Boards, and at local events.

Interpretation of the Executive Director

This provision requires that Durham Board maintains a visible and viable presence locally, provincially and nationally to communicate its positions and interests.

Data in Support

The Board is a member of both the Ontario Association of Police Services Boards (OAPSB) and the Canadian Association of Police Governance (formerly the Canadian Association of Police Boards, now known as the CAPG). In 2024, Board Member Karen Fisher continued to serve a Director on the OAPSB Board representing the Big 12 and Vice-Chair Cubitt served as the OAPSB representative on the OMERS Sponsors Corporation Board. Board members and staff participated in numerous conferences and webinars hosted by the CAPG and the OAPSB in 2024. Topics covered included relationships with Associations, artificial intelligence and police governance, leadership, and equity and inclusion. The Executive Director participated on a panel at the OAPSB labour conference in the Fall of 2024 addressing the topic of bargaining. Board representatives were also visible at an extensive number of community events in support of charitable organizations across the Region. Board staff will continue to identify opportunities for the Board to demonstrate visibility to the community and to promote Board member learning and education.

Therefore, I report compliance with this provision.

7. Fail to manage Board staff performance

Interpretation of the Executive Director

The Board office is staffed by the Executive Director and the Executive Assistant. The Executive Director is responsible to manage the performance of the Executive Assistant. The management of staff performance is based upon the principle of continuous improvement, and the service standard expected of Board staff is excellence.

Data in Support

The performance of the Executive Assistant is managed on an ongoing basis, and includes both a formal assessment once a year by the Executive Director and continuous feedback informally. The Board considered the 2024 staff evaluations and agreements at the January 2025 meetings.

Therefore, I report compliance with this policy provision.

8. Fail to provide semi-annual monitoring reports regarding this policy.

Interpretation of the Executive Director

Two reports to the Board covering all aspects of this policy are to be submitted to the Board.

Data in Support

Reports on this policy are provided in September and March each year.

Therefore I report compliance with this provision.

Based on the above, I report overall compliance with this policy.

A handwritten signature in dark ink that reads "Bill Clancy". The signature is written in a cursive, slightly slanted style.

Bill Clancy
Executive Director

Attachments: Board Budget to Actual Financial Report – 2024
Unclaimed Money and Property Account – 2024 Donations

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Durham Regional Police Service
Department Report for the 12 month period ended December 2024



Department

Police Services Board - 9080000000

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December 2024 YTD Activity											=B - A
Cost Category	December 2022	December 2023	Actuals	Open 'Operating' Purchase Orders	Total Spending Commitments	2024 Budget	Budget Variances	2024 Budget + Approved Variances	% Committed	\$ Remaining	
Salary/Wages - Full time (700010)	\$ 241,186	\$ 248,039	\$ 257,930	\$ -	\$ 257,930	\$ 256,970	\$ -	\$ 256,970	🚩 100%	\$ (960)	
Salary/Wages - FT in Arrears (700015)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Salary/Wages-Temp + Part time (700020)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Acting Rank (700030)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Vacation Pay (700040)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Sick Pay Lump Sum (700050)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Statutory Holiday Premium (700060)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Overtime (700075)	\$ 10,625	\$ 7,293	\$ 12,274	\$ -	\$ 12,274	\$ 14,625	\$ -	\$ 14,625	🟢 84%	\$ 2,351	
Paid Duty (700085)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Shift Differential (700100)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Standby Pay (700110)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
WSIB Compensation Costs (700130)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Brd Members Fees-Honorariums (700140)	\$ 63,130	\$ 72,871	\$ 74,888	\$ -	\$ 74,888	\$ 74,816	\$ -	\$ 74,816	🚩 100%	\$ (72)	
Payroll Deductions (701015)	\$ 66,660	\$ 64,636	\$ 68,280	\$ -	\$ 68,280	\$ 73,520	\$ -	\$ 73,520	🟡 93%	\$ 5,240	
Life Insurance (701110)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Post Retirement Benefits (701150)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
Payroll Recoveries (702010)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	
WSIB current claim res fund (520029)	\$ 501	\$ 518	\$ 540	\$ -	\$ 540	\$ 543	\$ -	\$ 543	🟡 100%	\$ 3	
Post Employment Benefit Costs (520035)	\$ 1,253	\$ 1,296	\$ 1,351	\$ -	\$ 1,351	\$ 1,358	\$ -	\$ 1,358	🟡 99%	\$ 7	
Payroll Expenses & Reserves	\$ 383,355	\$ 394,653	\$ 415,263	\$ -	\$ 415,263	\$ 421,832	\$ -	\$ 421,832	🟡 98%	\$ 6,569	
Personnel Related	\$ 49,037	\$ 71,876	\$ 94,605	\$ -	\$ 94,605	\$ 55,359	\$ -	\$ 55,359	🔴 171%	\$ (39,246)	

Durham Regional Police Service
Department Report for the 12 month period ended December 2024



Department

Police Services Board - 908000000

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December 2024 YTD Activity												=B - A
Cost Category	December 2022	December 2023	Actuals	Open 'Operating' Purchase Orders	Total Spending Commitments	2024 Budget	Budget Variances	2024 Budget + Approved Variances	% Committed		\$ Remaining	
Communication	\$ 899	\$ 684	\$ 4,414	\$ -	\$ 4,414	\$ 1,700	\$ -	\$ 1,700	<div><div></div></div>	260%	\$ (2,714)	
Supplies, Food, Services	\$ 33,833	\$ 40,118	\$ 30,946	\$ -	\$ 30,946	\$ 32,600	\$ -	\$ 32,600	<div><div></div></div>	95%	\$ 1,654	
Facilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Computer Maintenance / Operations	\$ -	\$ 10,688	\$ 11,008	\$ -	\$ 11,008	\$ 11,009	\$ -	\$ 11,009	<div><div></div></div>	100%	\$ 1	
Equipment Maintenance / Repair	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Vehicle Operations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Debt Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Professional & Consulting	\$ 61,065	\$ 137,149	\$ 12,906	\$ -	\$ 12,906	\$ 17,937	\$ -	\$ 17,937	<div><div></div></div>	72%	\$ 5,031	
Legal Services	\$ 156,317	\$ 268,517	\$ 148,906	\$ -	\$ 148,906	\$ 133,579	\$ -	\$ 133,579	<div><div></div></div>	111%	\$ (15,327)	
Inter Dept'l Transfers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Financial Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Reserves	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Gross Expenditures	\$ 684,505	\$ 923,684	\$ 718,048	\$ -	\$ 718,048	\$ 674,016	\$ -	\$ 674,016	<div><div></div></div>	107%	\$ (44,032)	
Revenue & Recovery	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ -	
Net Expenditures	\$ 684,505	\$ 923,684	\$ 718,048	\$ -	\$ 718,048	\$ 674,016	\$ -	\$ 674,016	<div><div></div></div>	107%	\$ (44,032)	



REPORT TO THE POLICE SERVICE BOARD

Author: P. Moreira

Date of Report: 3/3/2025

Type of Report: Public

Title: 2024 Use of Force Report

RECOMMENDATION

It is recommended that the Police Services Board receive this document as the 2024 Annual Use of Force Report.

Recommended Motion:

THAT the Board finds that all related policy provisions of the Equipment and Use of Force Regulation have been complied with.

Equipment and Use of Force Regulation

I hereby submit my monitoring report on the Executive Limitations Policy, "Equipment and Use of Force Regulation" according to the schedule set out. I certify that the information contained in this report is true.

I report compliance with this policy.

Report Approval Details

Document Title:	Use of Force and Weapons.docx
Attachments:	- Use of Force and Weapons_2024.pdf
Final Approval Date:	Mar 11, 2025

This report and all of its attachments were approved and signed as outlined below:

Chris Kirkpatrick

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

Peter MOREIRA



2024 ANNUAL USE OF FORCE REPORT

Police Service Board

PREAMBLE

- 1.1 WHEREAS subsection 37 (1) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA")* provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;
- 1.2 AND WHEREAS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;
- 1.3 AND WHEREAS the *Criminal Code of Canada*, other legislation and case law address the use of force by police and other authorized persons;
- 1.4 AND WHEREAS O. Reg. 391/23: Use of Force and Weapons under the CSPA prescribes requirements in relation to the use of force, including use of approved weapons, training, the use/technical specifications for handguns and reporting;
- 1.5 AND WHEREAS O. Reg. 87/24: Training prescribes use of force training and requalification requirements, including weapons training;
- 1.6 AND WHEREAS Part AI-012 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Board, the Chief and Members relative to the use of force.

NOW THEREFORE THE REGIONAL MUNICIPALITY OF DURHAM POLICE SERVICE BOARD ENACTS AS FOLLOWS:

DEFINITIONS

- 2.1 "Act" or "CSPA" means the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, and amendments thereto;
- 2.2 "Board" means the Regional Municipality of Durham Police Service Board;
- 2.3 "Chief" means the Chief of the Durham Regional Police Service;
- 2.4 "Member" means a member of the Durham Regional Police Service;
- 2.5 "Ministry" means the Ministry of the Solicitor General; and
- 2.6 "Service" means the Durham Regional Police Service.

DIRECTION TO THE CHIEF

USE OF FORCE OPTIONS

- The Chief of Police shall ensure that Members use approved use of force options as set out in the O. Reg. 391/23: Use of Force and Weapons, the O. Reg. 87/24: Training, the Ministry of the Solicitor General Guidelines, the Ontario Use of Force Model and Appendix A, as amended from time to time.
- The Chief shall ensure the ongoing review and evaluation of local use of force procedures, training and reporting.

DOCUMENTARY PROCEDURES

- The Chief shall establish written procedures to ensure compliance with O. Reg. 391/23: Use of Force and Weapons under the CSPA.
- The written procedures referenced above shall be in accordance with the use of force reporting guidelines described in Appendix A and the said O. Reg. 391/23.

MEMBERSHIP AND TRAINING

- The Chief shall ensure that all Members receive at a minimum, prescribed adequate training, refresher training and re-qualification training in accordance with Appendix A and O. Reg. 87/24: Training, in respect of the use of force and related equipment provided by the Board including but not limited to officer safety, communication, physical control, handcuffing, impact weapons, aerosol weapons, conducted energy weapons and firearms.
- The Chief shall maintain training records on the use of force and the use of firearms in respect of each Member, which records shall be maintained in each Member's personnel file and shall contain at least the following information:
 - a) the date, nature and success of required training undertaken by the Member;
 - b) the date or dates before which Members are to complete required training;
 - c) a copy of written notification given to Members who have failed to complete any aspect of required training within the required time; and
 - d) where requalification is required, a document signed by the qualified trainer that the officer has demonstrated safety and proficiency required to continue to use the specific use of force option which is the subject of the training.

FIREARMS

- The Chief shall ensure that all reports on investigations of death or injury resulting from the discharge of a firearm made pursuant to Section 9 of O. Reg. 391/23: Use of Force and Weapons are submitted to the Board within thirty (30) days of such incident occurring.
- The Chief shall immediately cause an investigation and file a report to the Board where a member, by the discharge of a firearm in the performance of his or her duty, kills or injures another person.
- The Chief shall ensure that all instances of the Chief's discharge of a firearm in the course of their duties shall be reported back to the Board pursuant to Section 9 (5) of O. Reg. 391/23: Use of Force and Weapons within thirty (30) days of such incident occurring.
- The Board, upon receiving a report on the investigation into an injury or death caused by the discharge of a Member's firearm, will:
 - a) review the report and make further inquiries as necessary; and
 - b) file a copy with the Solicitor General, including any additional inquiries of the Board.
- The Board, upon being notified that the Chief of Police has discharged a firearm in the performance of their duty, will cause an investigation into the circumstances and file a report on the investigation with the Solicitor General.

EQUIPMENT

The Chief shall ensure that Members do not use a weapon other than a firearm, with the exception of those used on another Member of a training exercise in accordance with procedures, unless:

- a) that type of weapon has been approved for use by the Solicitor General;
 - b) the weapon conforms to technical standards established by the Solicitor General; and
 - c) the weapon is used in accordance with standards established by the Solicitor General.
- The Chief shall ensure that every police officer is issued and carries a handgun that meets the technical specifications set out in O. Reg. 391/23: Use of Force and Weapons.
- The Chief shall be authorized to issue a conducted energy weapon to police officers who are:
 - a) front-line officers and supervisors;
 - b) Members of Tactical/Hostage Rescue Teams;
 - c) Members of Preliminary Perimeter Control and Containment Teams; and
 - d) other classes of officers as deemed appropriate.

- The Chief shall ensure that every police officer is issued oleoresin capicum aerosol spray and a baton.
- The Chief shall report to the Board annually each year, confirming that all old equipment was turned in to the Service, and on the disposition of such equipment.
- The Chief shall ensure,
 - a) that accurate records are maintained disclosing all equipment issued to each Member;
 - b) that old equipment is relinquished to the Service when no longer used by the Member; and
 - c) that a written procedure is implemented for the disposition of old equipment no longer used by the Members.

SPECIAL INVESTIGATIONS UNIT

- The Chief shall develop and maintain a policy to ensure that incidents of serious injury or death are reported as required to the Special Investigations Unit, which procedure shall include:
 - a) The appointment of a Member from time to time to act as liaison between the Service and the Special Investigations Unit; and
 - b) Service requirements for making reports to the Special Investigations Unit, including the time for making the report, the contents of the report and procedures for regular follow-up, if applicable.

BROADEST POLICY PROVISION

The Chief of Police shall not fail to comply with all requirements of the Equipment and Use of Force Regulation.

Further, without limiting the scope of the foregoing, the Chief of Police will not fail to:

1. Ensure that force options used by members of the Durham Regional Police Service meet all requirements and standards established by the Ministry of Community Safety and Correctional Services. (O. Reg 391/23 CSPA)
2. Ensure training every 12 months for members required to use force on other persons and for those authorized to carry force option weapons. (O. Reg 87/24 CSPA)
3. Immediately cause an investigation and file a report to the Board where a member, by the discharge of a firearm in the performance of his or her duty, kills or injures another person.
4. Promptly inform the Board when the Chief discharges a firearm in the performance of the Chief's duties.
5. Ensure the ongoing review and evaluation of local use of force procedures, training and reporting.
6. Provide a copy of the Service's annual Use of Force report to the Board

INTERPRETATION OF THE CHIEF OF POLICE

The Durham Regional Police Service (DRP) referenced the provisions of [Regulation 926](#) of the *Police Services Act* (until revocation on April 1, 2024 and replaced with O. Reg. 391/23: Use of Force and Weapons under the CSPA) for dealing with the issuance of equipment pertaining to use of force, deployment, training, and reporting to both the Board and any other Ministry official, as required.

Every police officer, including the Chief of Police shall use only approved and issued use of force equipment. They shall prove their competency in the legal requirements, exercise of judgment, officer safety, theories relating to the use of force, and practical proficiency. They shall meet the prescribed timelines, which includes re-certification once every twelve months.

Every member shall provide the appropriate reports when, in the execution of their duties other than training, they draw a handgun in the presence of a member of the public (excluding a member of the police force who is on-duty), points a firearm at a person or discharges a firearm, uses a weapon other than a firearm on another person, or applies physical force on any person that results in an injury requiring medical attention. The Chief shall ensure that all required reporting provisions are met in a timely and comprehensive fashion.

BACKGROUND

The Criminal Code of Canada authorizes police officers in the province of Ontario to use force, while engaged in the lawful execution of their duty. Under Section 25 officers are permitted to use as much force as necessary if they act on reasonable grounds.

Now revoked *Regulation 926 of the Police Services Act*, specifically outlined the types of firearms and weapons that police officers are permitted to carry and includes mandatory training qualifications in use of force and firearms. *O. Reg. 391/23: Use of Force and Weapons - CSPA* now replaces the older provisions of the PSA, however the PSA was in force until April 2024. The new regulations further address reporting requirements when officers apply force or draw their firearms. As of January 1, 2020, under the Anti-Racism Act, police services are now required to collect data on the perceived race of those subjects involved in use of force incidents. Police Services in Ontario are mandated to complete province-wide standardized Use of Force Reports electronically, for the collection by the Ministry of the Solicitor General.

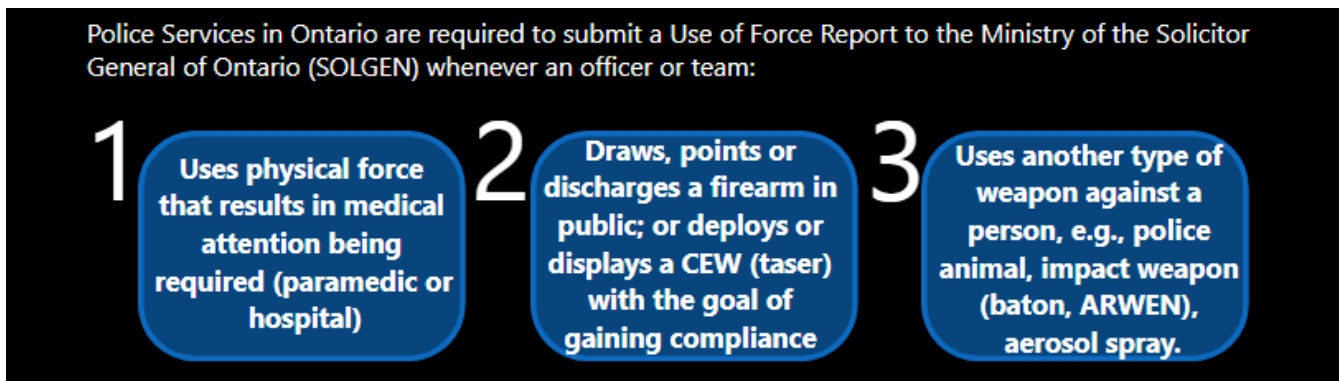
MANDATORY REPORTING REQUIREMENTS

Durham Regional Police Directive LT-05-002(21) specifies when an officer shall submit a Use of Force Report as required by the *Ontario Police Services Act (replaced by the Community Safety and Policing Act for 2024)*, *Regulation 926* Section 14.5(1). DRP Directive LT-05-002 (21), section 21.1.3. and Section 38. states:

Reporting Use of Force

1. Members, whenever they use **reportable force** on a person, shall record the full particulars in their memo book and GO report or supplementary report. Members are required to complete and submit, prior to reporting off duty, Use of Force Report (DRP92) to their supervisor. Supervisors shall coordinate and supervise the preparation of the report and GO ensuring compliance with related directives. Once reviewed, the report is submitted to the Education and Training Centre for review and submission to the Ministry of the Solicitor General. Reportable use of force is defined as when a member:
 - (a) draws a handgun in the presence of a member of the public;
 - (b) points a firearm at a person;
 - (c) discharges a firearm;
 - (d) uses a weapon on another person;

- (e) draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- (f) points a conducted energy weapon at a person;
- (g) discharges a conducted energy weapon; or
- (h) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic, and the member is aware that the injury required such services before the member goes off duty.



A single call for service/occurrence may involve more than one UOF incident.

One UOF incident may involve one or multiple UOF subjects and include one or multiple officer UOF reports. Under some circumstances, a report may be submitted on behalf of a team (e.g., warrant execution by the Tactical Support Unit) as noted above.

TRAINING REQUIREMENTS / USE OF FORCE AND THE CHIEF

Ontario Policing Standards (OPS) AI-012 Use of Force Guidelines and the Use of Force and Weapons Regulation (Ontario Regulation 391/23 CSPA), outlines standards regarding training, equipment, qualifications and re-qualifications. (OPS revoked on April 1st, 2024)

This regulation prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course. Use of force requalification is mandatory for every member who uses or may be required to use force or carry a weapon. The use of force training courses taught by DRP meet the requirements set by the Ontario Ministry of the Solicitor General and in some instances exceed the standards. Each member is required to pass the requalification course every twelve months.

In the performance of the Chief's duties, the Chief did not discharge his firearm in 2024. The Chief has also attended and maintained his use of force qualifications. (*Broadest Policy Provision 4.*)

ANNUAL USE OF FORCE TRAINING

The annual use of force / practical skills curriculum for sworn officers, also known as block training, is a program that includes requalification on the Service's handgun, shotgun, CEW, ASP baton, and OC spray. It is complimented by a review and reassessment of firearm principles and techniques, defensive tactics (including empty-hand techniques and ground/physical-control measures), judgmental assessment (including de-escalation), tourniquet application, breaching and immediate rapid deployment scenario-based simulations for active threats. Block training was a three-day, intensive program that recently changed to a four-day program for 2025.

Under provisions of the now in force **CSPA (Community Safety and Policing Act)** which came into effect April 1st, 2024, members of the Durham Regional Police also began receiving training in the concepts of manual breaching, utilizing tools as specified within the Act.

Auxiliary and Special Constables participate in their own annual block training programming which is specific to their scope of responsibilities as outlined in the CSPA standards. These includes participation in judgmental scenarios that are specifically tailored to their working environments and available force options. Block training for these members is a single day, annually.

DRP ensures training every 12 months for members required to use force on other persons and for those authorized to carry force option weapons. (*Broadest Policy Provision – 2.*)

ANNUAL USE OF FORCE TRAINING (OPPITA)

In 2024, DRP adopted mandatory training on the new Ontario Public-Police Interactions Training Aid, which replaced the previous version of the Ontario Use of Force Model.

The ideal goal of any police interaction with the public is that it be cooperative, respectful, and peaceful. This Ontario Public-Police Interactions Training Aid outlines the general principles that govern police interactions with the public, including the use of force on those occasions when an application of force is required.

The Ontario Public-Police Interactions Training Aid is captured by a framework document and a graphic. Together they are designed to assist police officers (and the public) to understand why and in what manner an officer may respond during an interaction. This document is subject to change based on evolving academic research, best practices and recommendations.

This Training Aid stresses that, in any interaction with the public, an officer should continually monitor themselves, the subject, situation, assess the circumstances as they develop, and engage in a relational approach with the subject and other members of the public if appropriate. A relational approach to public-police interactions emphasizes fairness, respect, empathy, and voluntary subject cooperation, without the use of force, whenever feasible. However, on occasion police officers may find themselves in a situation where the use of force may be necessary.

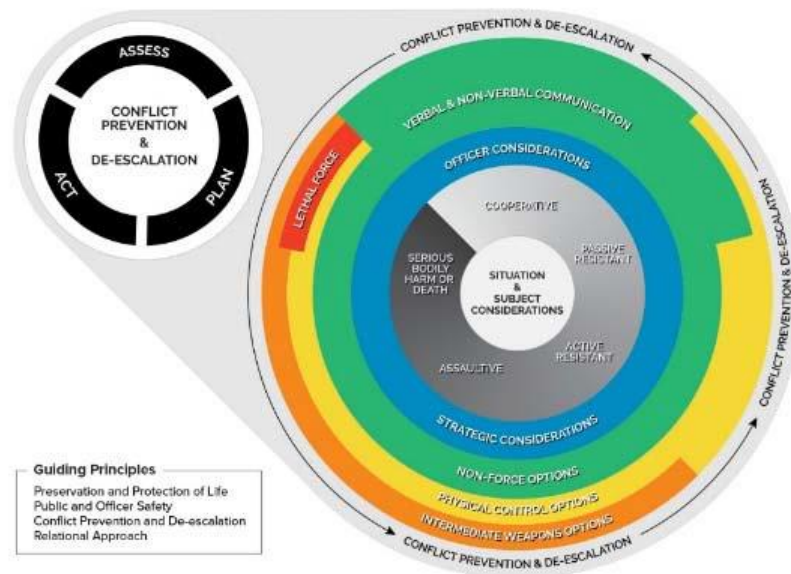
Any use of force by police is governed by the legal principles of necessity, proportionality, and reasonableness.

A relational approach to public-police interactions values fairness, impartiality, respect, and empathy, and seeks to achieve peaceful outcomes and voluntary subject cooperation without the use of force. In the event that force becomes necessary (i.e., to ensure public safety/protect life), using a proportional amount, if viable, to manage the situation, is expected.

Ultimately, the goal of any police interaction with the public is cooperative, respectful, and peaceful outcomes, recognizing that this goal may be impacted by a variety of factors such as the availability of time, resources, an immediate need for police action, and the behaviour of the people involved.

In 2024, all sworn members of the Service received this critical training.

Ontario Public-Police Interactions Training Aid (2023)



The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.



DE-ESCALATION & CRITICAL DECISION-MAKING

DRP members are provided with use of force training, beginning during the Constables in Training Program (CIT). During this time, members are introduced to the Ontario Public-Police Interactions Training Aid, use of force options and de-escalation training. CIT's receive further training at the Ontario Police College, again, with an emphasis on communication and de-escalation. Durham Regional Police members receive ongoing use of force training through the Annual In-Service Training. This training is mandatory for all members, with themes of de-escalation and communication as the foundation for the curriculum. Members also receive information in relation to police inquests and lessons learned in the application of force. All DRP members are provided with a decision-making model, which they receive as part of the Incident Command Training Program. This training provides members with the ability to process decisions based upon the current situation, risk effectiveness and acceptability, with respect to legal authorities, civil liability and moral acceptability. This model ensures members have a consistent decision-making process to accompany them during all duties including use of force incidents.

EQUIPMENT AND USE OF FORCE OPTIONS

The DRP Education and Training Centre (ETC) – Use of Force (UOF) unit is responsible for the issuance and maintenance of all use of force options, weapons and devices as specified in this Regulation. Each member of the UOF Unit has been certified by the Ontario Police College to provide education and training to all uniform, special constable and auxiliary members in appropriate use of force programming for their role. Directives, policies and curriculums are in place, in accordance with provincially mandated Adequacy Standards for use of force options.

In compliance with the O. Reg 391/23 of the CSPA, the DRPS use of force options consist of:

- Glock 22 (transitioning to G17- 9mm) handgun with 3 magazines of 45 rounds (51 with 9mm)
- Tactical, expandable baton;
- Oleoresin capsicum spray (OC or pepper spray);
- Handcuffs; and,
- TASER X2 Conducted Energy Weapon (CEW) with two cartridges.

Other options available to members, based on qualifications and position include:

- Remington 870, 12-gauge shotgun with six shells of 00 buckshot.
- Colt C8A2 patrol rifle, with four magazines and 112 rounds of ammunition.

All force options used by members of the DRP meet all requirements and standards established by the Ministry of Community Safety and Correctional Services. (*Broadest Policy Provision 1.*)

DIRECTIVES RELATED TO EQUIPMENT AND USE OF FORCE

Directives that address equipment and use of force include, but are not limited to:

- LT-05-002 Police Use of Force
- AO-19-003 Police Uniforms Equipment Dress and Appearance
- AO-19-006 Conducted Energy Weapons
- AO-19-012 Uniform and Equipment Issue and Return
- AO-19-005 Lead Control Program

A reporting structure, mandated by the Ministry, is in place for whenever a member uses force in a situation as specified under the CSPA. The use of force reporting system is used as an internal mechanism to identify force options chosen during an encounter or incident, their appropriateness in the specified situation, and ultimately to inform educational programming; individual training deficiencies or systemic trends may be gleaned from analysis of this documentation. All members who are currently issued use of force options or are required to carry them in accordance with their duties, are requalified or refreshed annually in accordance with Adequacy Standards within the CSPA from the provincial government.

MEMBER ATTENDANCE

Sworn Qualifications	TOTAL 2022	TOTAL 2023	TOTAL 2024
Sworn Members Requalified During Block Training	891	926	967
Sworn Members Newly Qualified on the Patrol Rifle	54	52	73
Number of Sworn Rifle Requalified Members	179	197	227
Total Sworn Member Qualifications in CEW-X2	739	854	796

DRP ensures training every 12 months for members required to use force on other persons and for those authorized to carry force option weapons. *(Broadest Policy Provision – 2.)*

Every year a small number of members are unable to participate in use of force training due to medical restrictions. In accordance with 9.3 of the Police Use of Force Directive LT-05-002, those members are not deployed to positions that require use of force capabilities until their medical conditions allow them to receive the required use of force training. Of all those members who participate annually in use of force training, there is generally a small percentage, typically in the firearms requalification, that are required to make alternative attempts to achieve the training standard. They are afforded that opportunity to do so as soon as possible, usually the same day. During the reporting period all active-duty members were able to achieve the training standard at first attempt or following remedial opportunities.

STATISTICAL DATA AND ANALYSIS

The data used to prepare this report is compiled from DRP Use of Force Reports submitted to the Ministry in 2024. The Ministry mandated the collection of Race Based Data in 2020, and therefore analysis of these metrics is composed of data from 2020 and 2024.

As of January 1, 2023, the current DRP Use of Force Report was replaced with the new Ministry of the Solicitor General Use of Force Report (DRP92) and now formulates the baseline for statistics moving forward.

The new report captures statistics in the following areas:

- Perceived race of a person by the officer;
- Total number of use of force incidents;
- Breakdown of types of calls for service;
- Injuries to involved persons and officers;
- Number of incidents and types of weapons carried / used by an involved person;
- Officer assignments at time of incident;
- Number of Police present at time of incident; and
- Number of people involved per incident.

It should be noted that multiple categories of the Use of Force report allow for more than one option to be selected; for example, *Type of Incident* and *Type of Force Used*. For this reason, the total of all category entries may exceed the number of actual Use of Force reports.

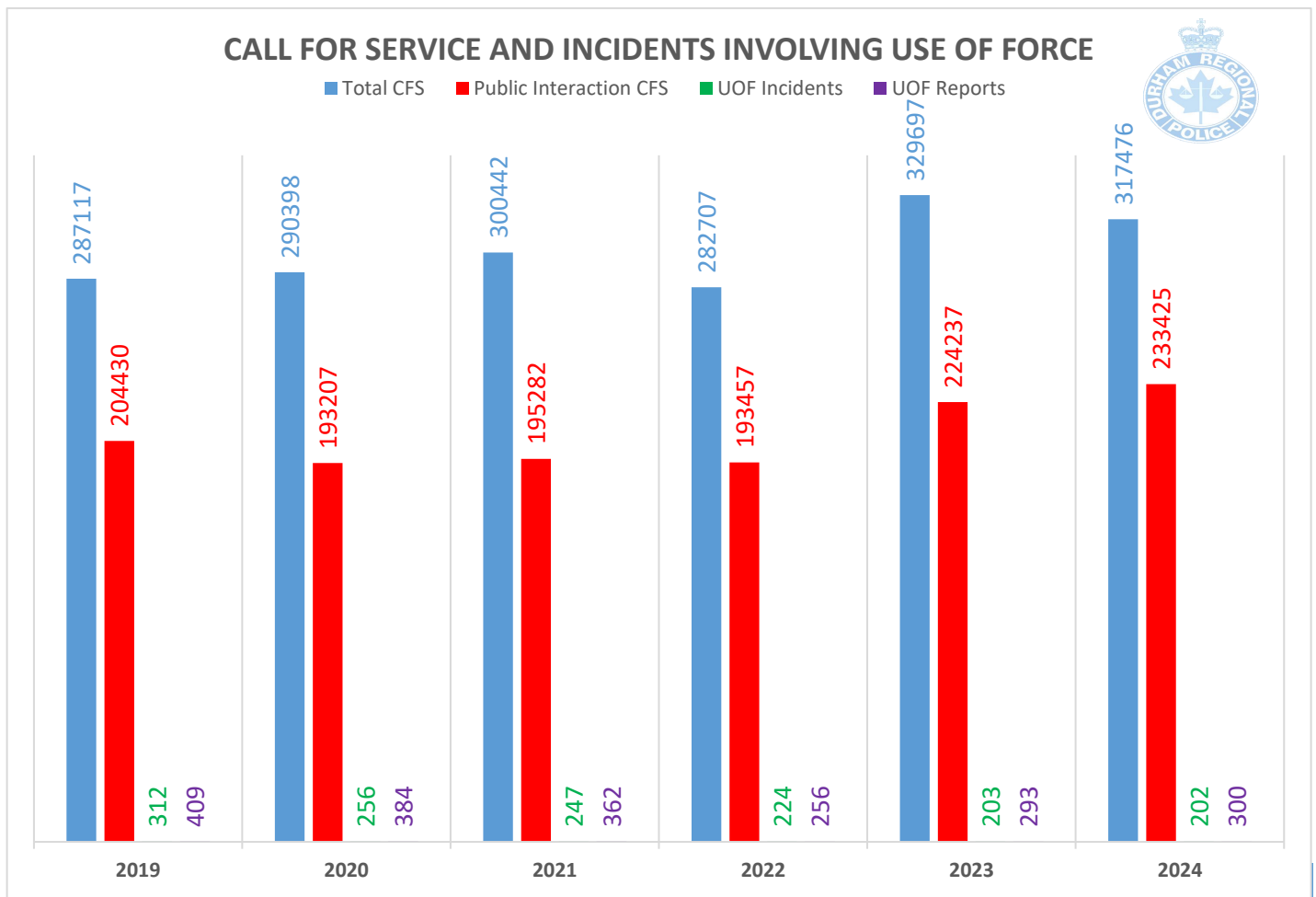
UOF INCIDENTS VS. TOTAL INTERACTIONS – MEASUREMENT OF EFFECTIVENESS

In 2024, members of the Durham Regional Police had **317,476** calls for service. Out of these, **233,425** involved interactions with members of the public. These included traffic stops, citizen-generated calls for service and officer-initiated contacts. Out of the total number of calls for service, **202** individual incidents resulted in police using force, or 0.064% of all calls for service and 0.087% of all police interactions involved mandatory use of force reporting. There was a total of 246 subjects involved in the 202 incidents which resulted in **300** Use of Force Reports being generated by officers. A use of force incident is an occurrence, event or interaction with the public that generates mandatory use of force reporting. A single incident with one subject could generate two or more reports if multiple officers applied force at the same incident. Additionally, an incident that involves multiple subjects could also generate multiple Use of Force Reports. In 2024, Durham Regional Police recorded a 1.00% increase in incidents along with an increase in the number of calls for service that

involved interactions with the public. In 2024, total police interactions increased by 9,188 calls, representing a 4.02% increase from the previous year.

For comparison purposes to the previous year, 329,697 calls for service (224,237 calls for service involving interactions with the public) resulted in 203 individual use of force incidents; or 0.90% of all police interactions involved mandatory use of force reporting within 293 submitted reports. In 2022, 256 Use of Force Reports were generated by police officers. The number of Use of force incidents and reports stayed relatively consistent between 2023 and 2024 but have declined since 2019. One explanation for the decline in the use of force incidents can be attributed to the continued focus on de-escalation training and enhanced intervention strategies when responding to “Person(s) in Crisis” call types.

These statistics continue to speak to the professional, strategic and purposeful manner in which our officers engage the members of our community on a daily basis, as well as their commitment to making the Region of Durham the safest community to live, work and play. It is also a testament to the training provided to our officers and the transferability of our training techniques from the classroom to the street.

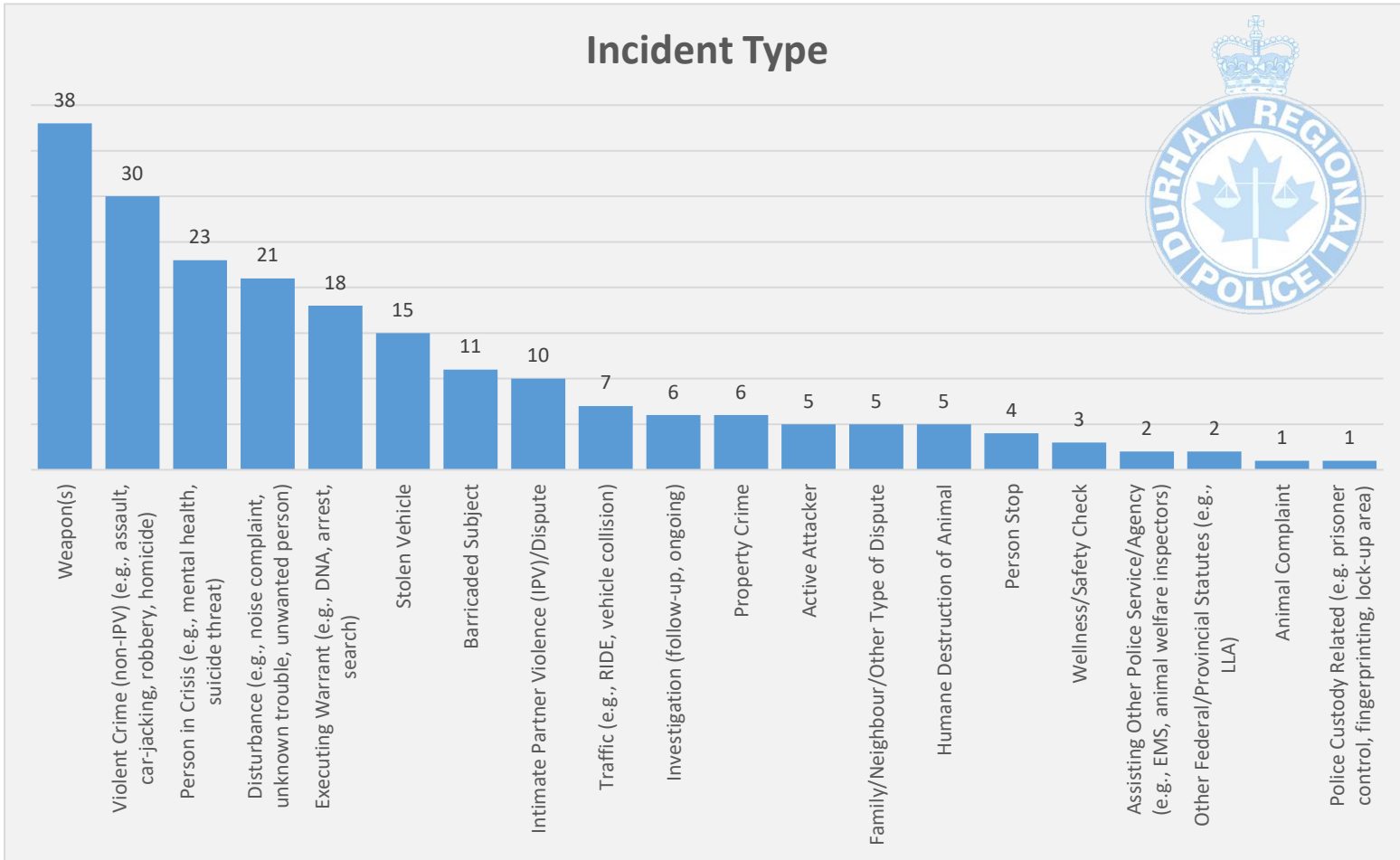




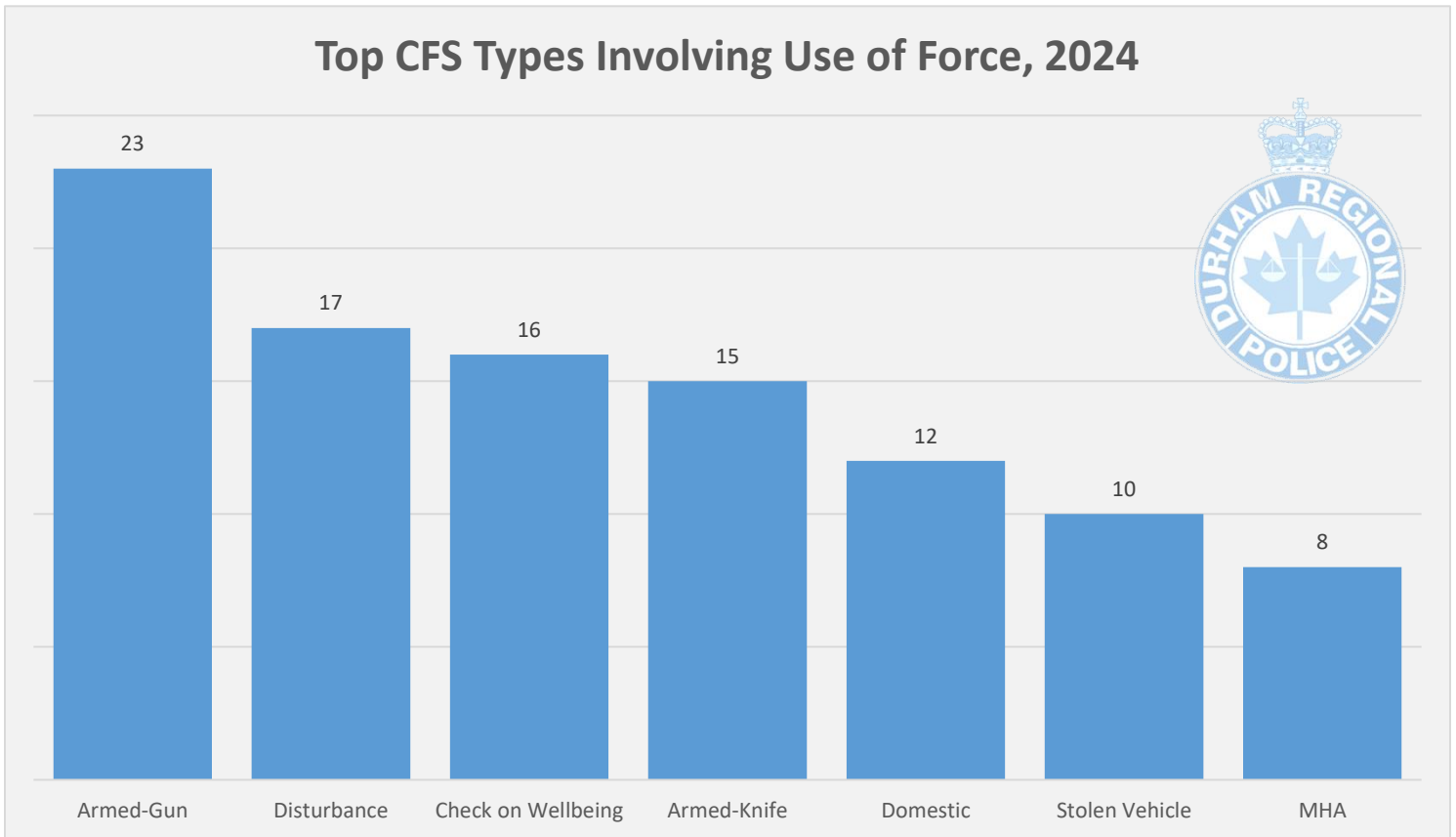
USE OF FORCE INCIDENTS STATISTICS

Quarter	1 st 2022	1 st 2023	1 st 2024	2 nd 2022	2 nd 2023	2 nd 2024	3 rd 2022	3 rd 2023	3 rd 2024	4 th 2022	4 th 2023	4 th 2024	TOTAL 2022	TOTAL 2023	TOTAL 2024
Number of Incidents	61	52	51	67	65	53	59	46	50	37	40	48	224	203	202
Number of Reports	90	68	75	92	83	77	41	69	72	33	73	76	256	293	300



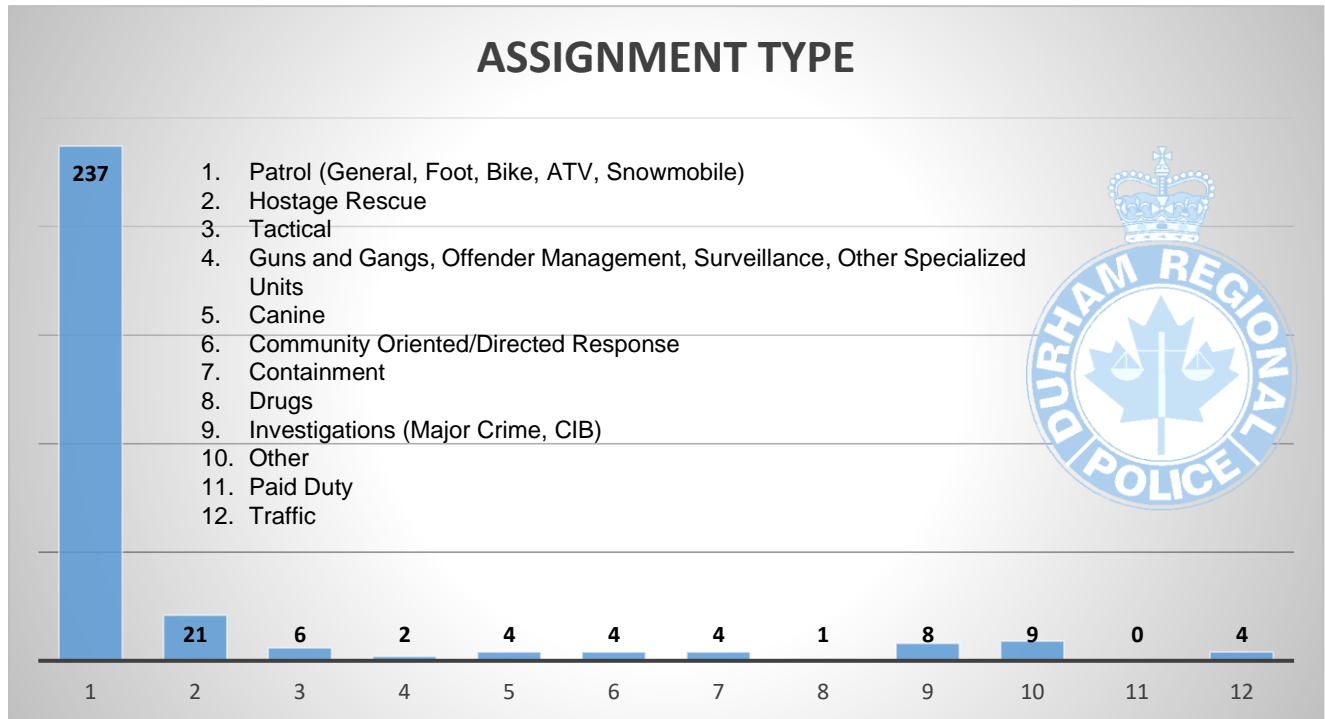


Top CFS Types Involving Use of Force, 2024



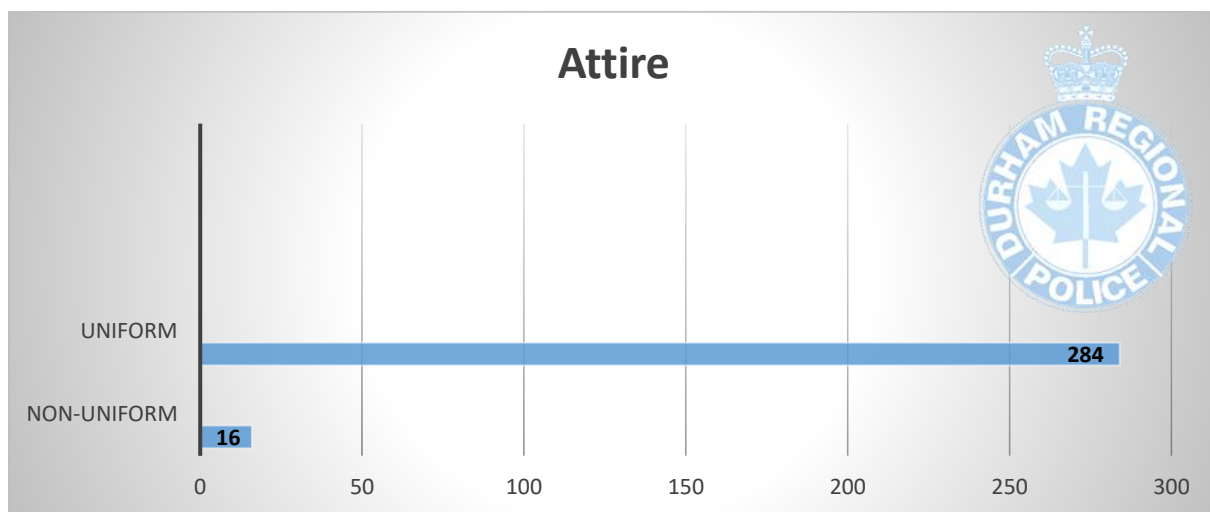
This chart shows a breakdown of the top seven calls for service (CFS) types resulting in officer force deployment – these are consistently the top calls involved in force incidents. The calls were predominantly public-generated and are calls requiring officers to intervene in emotionally charged and/or volatile situations involving persons behaving in an erratic manner that involves or implies violence, typically fuelled by alcohol and/or drugs (e.g., methamphetamine, crack cocaine and opioids).

ASSIGNMENT TYPE



UNIFORM OFFICER VS. PLAIN CLOTHES OFFICERS

In 2024, 94.7% of all Use of Force Reports were submitted by frontline uniformed officers (includes Tactical Support Unit and Regional Support Units). The remaining 5.3% of reports came from Plain Clothes Officers in specialized units. The majority of use of force incidents continue to be encountered by frontline uniformed officers.

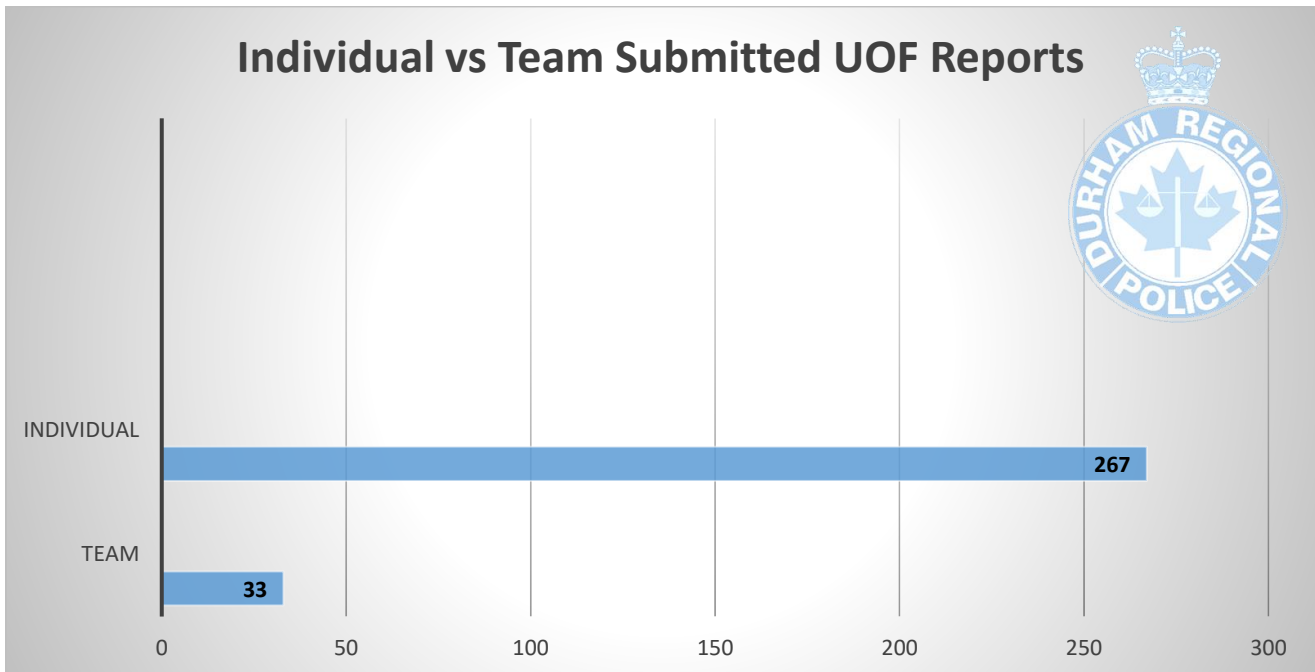


INDIVIDUAL VS. TEAM SUBMITTED REPORTS

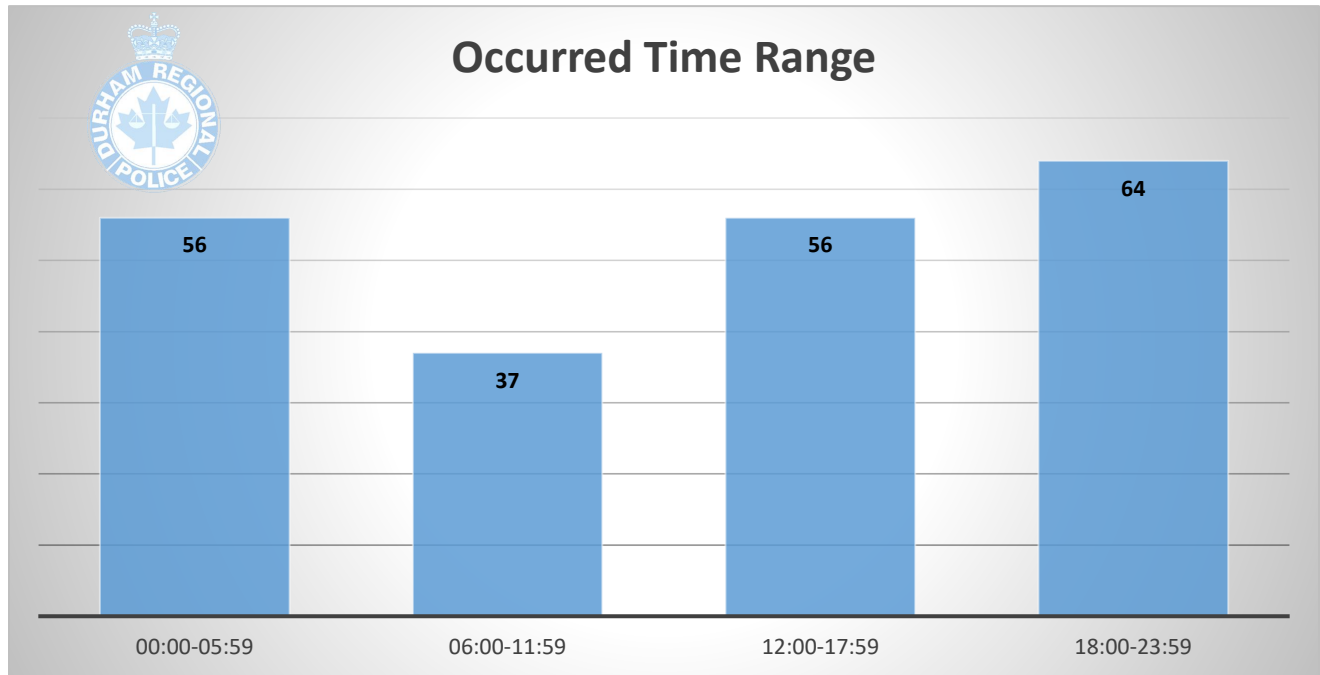
Use of Force Reports are broken into two classifications: Individual Reports and Team Reports. Individual Report refers to the submission of a Use of Force Report by an individual officer and may include reports prepared by an immediate supervisor in cases where the officer is incapable of submitting a report.

Each officer who administers force meeting the CSPA threshold guidelines must submit an individual report, unless they qualify as a member of a team. A *'Team Report'* is completed by a leader of a specialist team, such as the Tactical Support Unit, in place of individual reporting by each member. Therefore, one incident (call for service) can result in multiple Use of Force Reports being submitted. Out of the 300 identified encounters resulting in submission of Use of Force Reports, 33 were Team Reports.

In 2024, 89.0% of police-involved use of force interactions that met the threshold for reporting involved individual officers as opposed to 11.0% that were submitted as a result of a team interaction. In many cases, individual officers would have been in the company of other officers, however, were the only member that used force. Team reports would reflect specialty units, such as the Tactical Support Unit.



NIGHTTIME VS. DAYTIME



In 2024, 56.3% of use of force incidents occurred during the nighttime hours between 6:00pm and 6:00am. This is slightly higher than 2023 where 52.7% of use of force incidents occurred at nighttime.

LOCATION TYPE

Location Type	TOTAL 2024
Residential Building	90
Open Space	74
Non-Residential Building	24
Motor Vehicle	11
Public Transportation	11
Motor Vehicle / Open Space	2
Open Space / Public Transportation	1

In 2024, 42.2% of police interactions requiring use of force occurred exclusively within a residential building (based on 202 interactions identified within the 300 submissions of Use of Force Reports). 34.7% of encounters occurred exclusively in 'open spaces', followed by non-residential buildings (0.8%), and motor vehicles (5.2%).

Residential Building – private dwelling, community-based including shelter or Residential Treatment Centre.

Non-Residential - business premises, police facility, place of worship, public institution

Open Space – park, field, parking lot, driveway, yard, road, and sidewalk

Motor Vehicle – personal vehicle, police vehicle, prisoner transport vehicle

Public Transportation – station, bus, subway, train, streetcar.

REASONS FOR USE OF FORCE

Reasons for Use of Force	TOTAL 2022	TOTAL 2023	TOTAL 2024
Unintentional	6	1	0
Destroy an Animal	11	4	4
Effect Arrest	183	235	236
Prevent An Offence	89	136	130
Prevent Escape	77	114	99
Protect Public	158	166	155
Protect Self	194	247	247
Protect Other Officers	12	205	219
Protect Subjects		75	73
Other			10

Stats between 2022 and 2023 display large variances due to new reporting structure.

The majority of officers utilized force for the purposes of protecting themselves while effecting arrests. Under the new reporting guidelines, 73 reports (out of the 300) reflected that force was used for the purpose of protecting the involved subject(s). It should be noted that officers are able to fill out multiple reasons for the use of any demonstrated force on the Use of Force Report.

Subject Actions	TOTAL 2023	TOTAL 2024
Serious Bodily Harm or Death	58	60
Assaultive	29	38
Active Resistance	23	13
Passive Resistance	9	13

Under 'Subject Actions', out of the 266 reports involving a subject, 22.6% of officers used force as a result of a subject demonstrating actions that could have resulted in 'Serious Bodily Harm or Death', 14.3% of subjects demonstrated 'Assaultive' Behavior, 5.8% demonstrated 'Active Resistant' behavior, and 5.8% demonstrated 'Passive Resistant' behavior.

DE-ESCALATION

Under the provisions of the Ontario Public-Police Interactions Training Aid (2023), members are trained in the use of verbal and non-verbal strategies intended to prevent conflict or reduce the intensity of a situation without the application of force and, if force is necessary, reducing the amount of force if viable.

Officer Issued Directions to Comply	TOTAL 2023	TOTAL 2024
Yes	252	237
No	25	30

Out of 266 reports involving a subject, officers issued directions to comply 237 times (89.1%) and did not 29 identified times. Out of 239 incidents that identified whether subject compliance was met or not, 157 reports (66%) stated that the subject complied (66%), while 82 reports did not.

Officer Attempted De-escalation	TOTAL 2023	TOTAL 2024
Yes	201	180
No	75	86

In 2024, 67.7% of officers attempted de-escalation of the subject during the incident, while 32.3% did not. With regard to why de-escalation was not attempted, 51.2% (43) reported that there was an 'Imminent Threat', 31.0% (26) indicated that 'Action Was Required Immediately', and the remaining 17.9% (15) reported that de-escalation was achieved by presence of other officers.

De-escalation Techniques Employed	TOTAL 2023	TOTAL 2024
Communication	196	174
Teamwork	141	108
Distance	111	75
Use of Cover	95	48
Containment	85	60
Repositioning	78	50
Time	77	-
Other	3	1

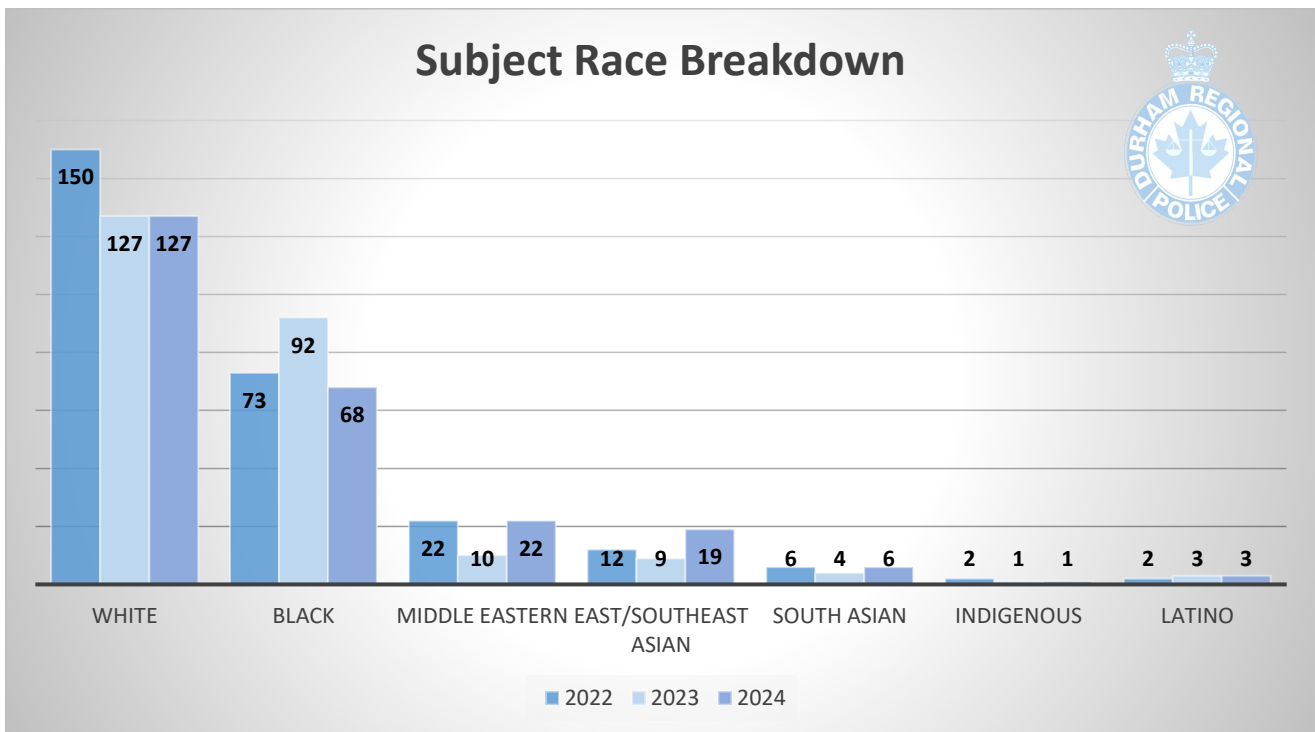
Under the cognitive process applied by officers to circumstances related to the subject situation and impacted by perceived/actual risk, officers utilised a variety of different methods and strategies to de-escalate the encounters and situations they became involved in. Officers can utilise numerous strategies during a singular incident. The most commonly used strategy was the officer's ability to communicate as per their applicable training (First Contact Approach, Relational Approach, Directive Approach, or Consistent Verbal/Non-Verbal Approach).

PERCEIVED SUBJECT RACE

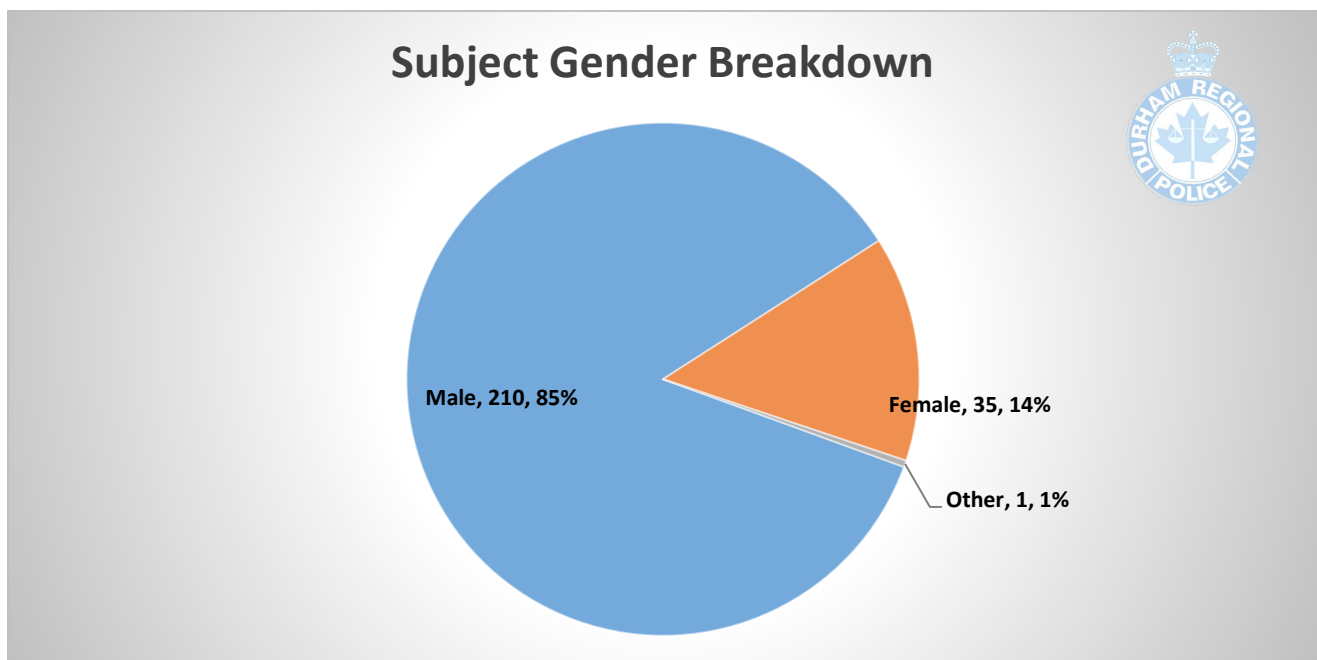
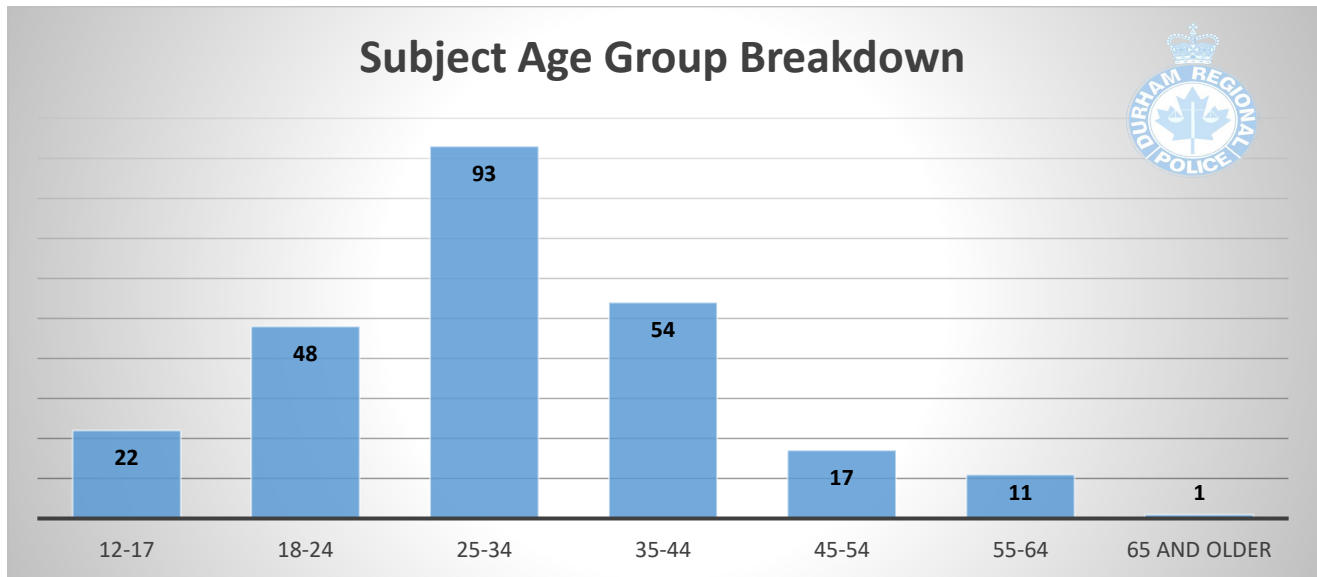
In 2020, the Ministry of The Solicitor General implemented a new use of force report. The goal was to capture statistics on use of force across the province through electronic submission of the use of force reports.

One of the changes to the report was an identified need to capture statistics regarding race involved in use of force encounters. The statistics are based on the "perceived subject race", from the officer's observations. The following were identified by the Ministry as the race categories: Black, East/Southeast Asian, Indigenous, Latino, Middle Eastern, South Asian, and White.

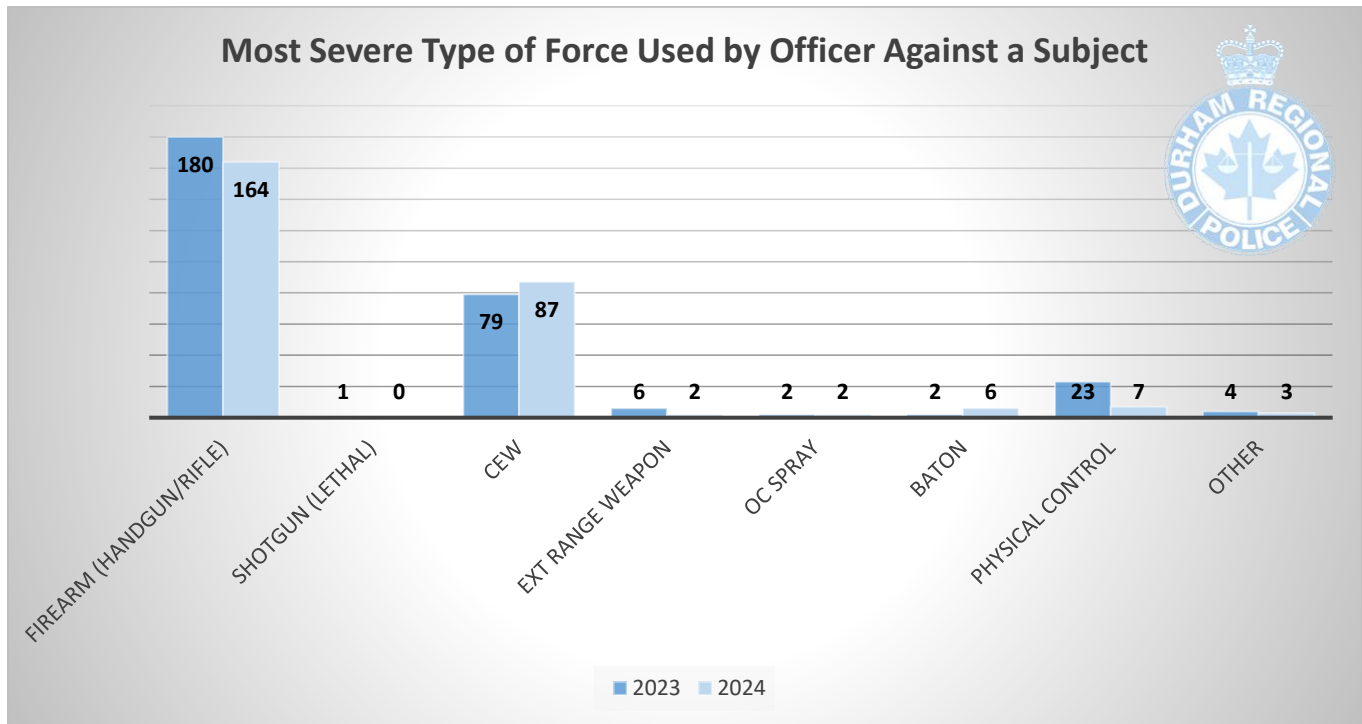
In 2024, Durham Regional Police officers encountered 246 subjects in 186 reported incidents of use of force. The following charts reflect the findings of the data for the 2024 reports.



SUBJECT AGE GROUP BREAKDOWN



TYPE OF FORCE USED (SUBJECT ENCOUNTER)

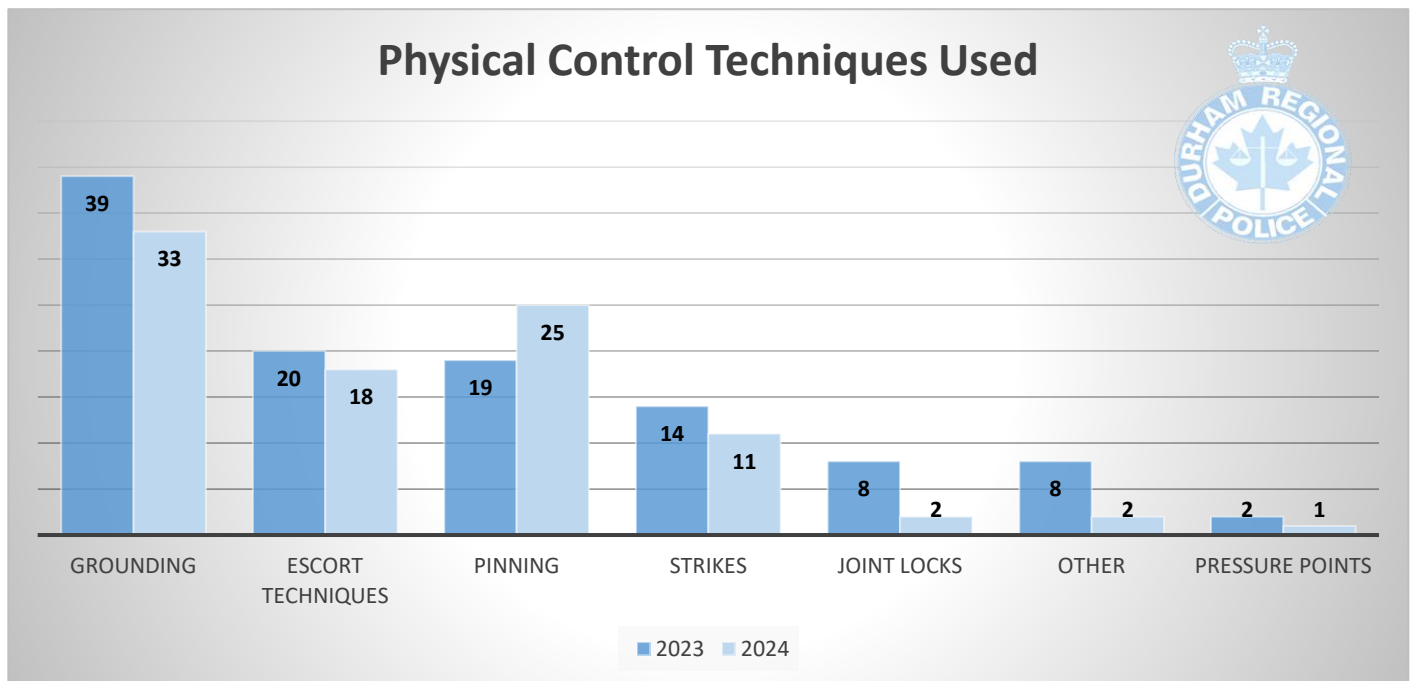


The most severe type of force officers used against was extrapolated from the total number of UOF reports that reported utilisation of the noted use of force options against a subject. A firearm was displayed or pointed in 60.5% of subject interactions, CEW (Taser) was utilised in 32.1% of interactions, physical control techniques were employed in 2.6% of interactions. Baton (2.2%), extended range weapons (ARWEN and less-lethal options; 0.73%), and OC (0.73%) accounted for the most underutilised options that officers employed. Officers may have opted to transition between a variety of use of force methods. The **above graph displays only the most severe form of force** that the officer opted to use against a subject. **The following sections describe any form of force use**, which explains why the totals below may not sum to the frequencies described above.

PHYSICAL CONTROL TECHNIQUES

The use of 'Physical Control Techniques' can be broken down into soft and hard techniques. Soft techniques are used to control a subject who exhibits behaviour ranging from passive resistant to serious bodily harm or death. They include techniques such as joint locks and manipulation, restraint techniques during handcuffing, and grounding techniques that are used to bring a subject to the ground. Hard techniques are those that involve striking a subject and can include punches, kicks, elbows, and knee strikes. The goal in using these and other use of force options is always to stop a threat or potential threat as quickly as possible with minimal injury to all involved parties.

The use of physical control techniques alone in the absence of a subject injury or other use of force option do not require a Use of Force Report to be submitted.



In 2024, officers reported 92 instances of using physical force to control subjects, of which multiple could occur during a single interaction. Physical "hard" techniques were utilized in 69 instances (75.0%). Physical "soft" techniques accounted for the remaining 23 usages (25.0%). Of those who responded, 45 reports (81.8%) indicated that this method did assist in controlling the subject's behaviour, while 10 reports (18.2%) indicated it did not.

AEROSOL WEAPON

Oleoresin Capsicum (OC) spray has been an approved use of force option of the Durham Regional Police Service since 1994. OC spray is 100% organically based and is classified as an inflammatory agent designed to psychologically and physically impair a subject with no long-lasting effects. The degree of effectiveness varies greatly and ranges from mild discomfort to total incapacitation. These factors are dependent on the subject's mindset and physical condition.

Factors such as intoxication by alcohol or drugs, excited delirium or mental health illness may also reduce its effectiveness. Police officers using OC spray also have to be aware of cross-contamination (officers being affected by the OC back-spray), de-contamination (the need to flush the affected areas of the subject), and the ability of a subject to overcome the effects if they close or cover their eyes to decrease exposure.

In 2024, there were 4 reported deployments of OC spray by police officers in the course of their duties, which were reported to be 75% effective. In 2023 OC was used 2 times with 50% effectiveness.

IMPACT WEAPON

The Impact Weapon, or ASP baton, may be used when a subject displays a minimum of assaultive behaviour. Sworn officers are issued with an expandable metal baton. These tools are used to strike major muscle groups, where large bundles of nerves respond by causing temporary muscle dysfunction. This eliminates or reduces a subject's ability to use their hands and feet in an assaultive manner. The pain that results will also assist in achieving compliance. When a subject is holding onto an object to resist, the Impact Weapon may be used to pry the subject loose. This is referred to as a soft application.

In 2024, the Impact Weapon was used 5 times in a soft application, and 2 times in a hard application. It was effective each time. For comparison purposes, there were 2 uses of the Impact Weapon in 2023. It is anticipated that the Impact Weapon usage will remain low as other options, such as the CEW, are proving to be more effective.

CONDUCTED ENERGY WEAPON (CEW)

In 2015, all front-line police officers within the Service received CEW training to be able to carry the CEW as a use of force option. CEW's are intended for use on subjects exhibiting behaviour that ranges from Assaultive to Serious Bodily Harm or Death. The CEW may also be used when taking into account the totality of circumstances, the officer believes there is an imminent need to control a subject.

The CEW can be used in three different ways as well as one alternative way (should it fail):

1. Drawn and Displayed with the Intention of Achieving Compliance

The CEW is drawn in the presence of a subject and is either sparked or the laser light is pointed at them. This type of application can be used towards subjects exhibiting resistant behaviour. This is utilized in attempts to gain subject compliance and de-escalate situations.

2. Pointed

The CEW is drawn and pointed at the subject with the intention of discharging the probes, however the subject complies with the directions provided before the CEW is discharged.

3. Discharged - Dart Probe

The CEW utilizes a cartridge that contains 2 probes. When fired, the 2 probes travel to the intended target, tethered by 2 insulated wires designed to deliver an electrical charge that affects both the sensory and motor neurons of the central nervous system. This type of deployment is very effective resulting in neuromuscular incapacitation (NMI). A larger probe spread will often result in greater effectiveness. A failed deployment may be the result of one or more probes missing the target, thick or heavy clothing, small probe spread or device malfunction.

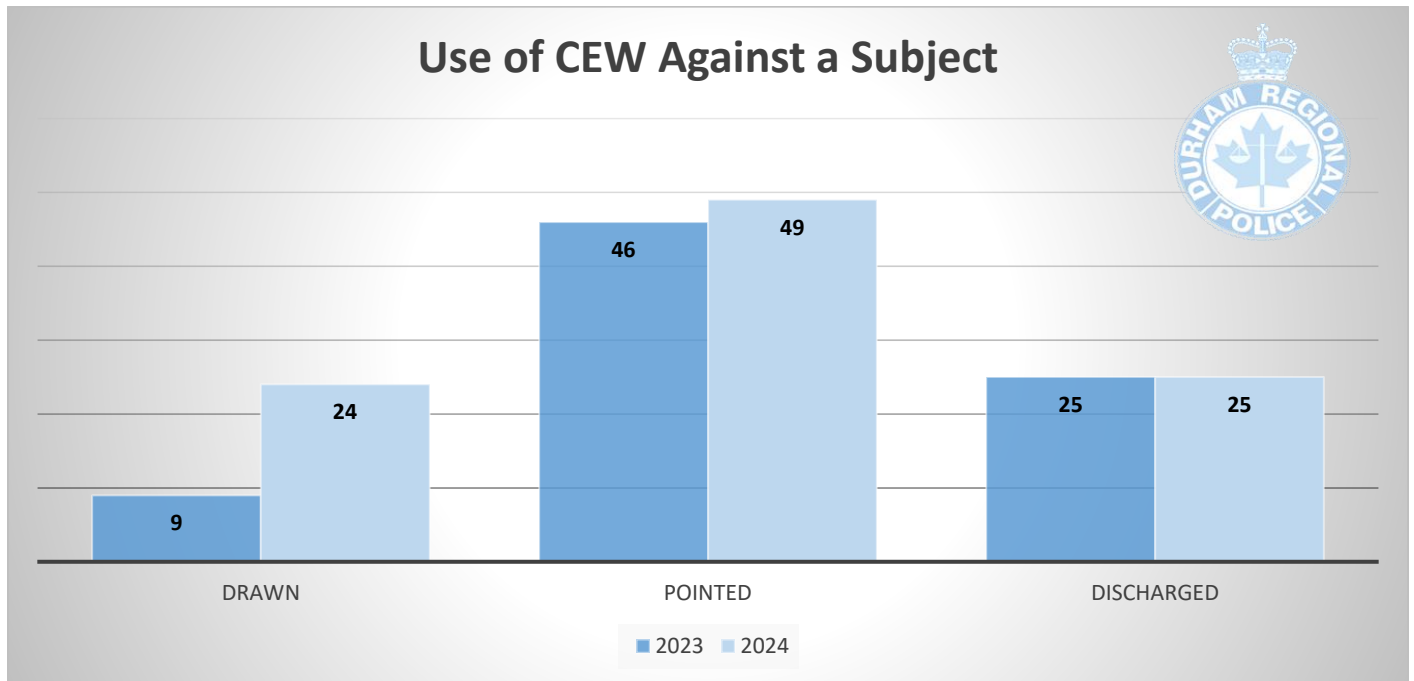
Drive-Stun – Alternative Method if Initial Discharge Fails

The drive-stun involves direct contact between the CEW and subject. Due to the short distance between the contacts on the CEW, the drive-stun relies primarily on pain compliance as it only targets the sensory neurons. As with any technique that relies on pain compliance, the drive-stun may be ineffective on subjects that are intoxicated by drugs or alcohol, emotionally disturbed, suffering from excited delirium, or simply impervious to pain.

Annual CEW In-Service Training incorporates enhanced academic and practical scenario training supplemented by material from the Ontario Police College and Master CEW working committee. Training also addresses common and uncommon deployment issues identified in CEW reports.

CEW Usage

In 2024, the CEW was discharged 25 times in relation to 98 highlighted instances where a CEW was identified as the Intermediate Weapon utilised against a subject. This is consistent with 2023, where the CEW was also discharged 25 times. The statistics show that in the majority of incidents, subjects comply when the CEW has been drawn and displayed with the intention of achieving compliance, and/or pointed at the subject.



Police officers continue to undergo training in the utilization of the Conducted Energy Weapon (CEW), which is recognized as an effective, less-lethal use of force option. The presence and display of the CEW have demonstrated efficacy in de-escalating high-risk situations. In 2024, officers reported 98 instances where a CEW was reported as a use of force option against a subject. Of the 98 instances, 73 were deployed in a demonstrative mode (drawn or pointed), meaning it was displayed to the subject.

Separately, there were 2 cases where a CEW was deployed to protect the officer/other officers. Of the 27 instances of CEW usage (whether against a subject or animal), 19 were deployed in probe mode, 5 in drive-stun mode, and 3 in 3-point contact.

FIREARM

In 2024, there were 142 Use of Force report submissions (54.4% of reports involving subjects) where police officers drew their handgun at a subject during the course of their duties. The reporting criteria in these instances require a police officer to submit a Use of Force report when a handgun is drawn in the presence of the public.

Police officers reported 110 instances where a handgun was pointed at a subject, 32 where it was exclusively drawn, and zero where it was discharged at a subject. The drawing and/or pointing of a handgun in 142 reports indicate that it did assist in controlling of the subject's behaviour in 123 instances (86.7% of handgun displayed instances), and in 19 cases, it did not.

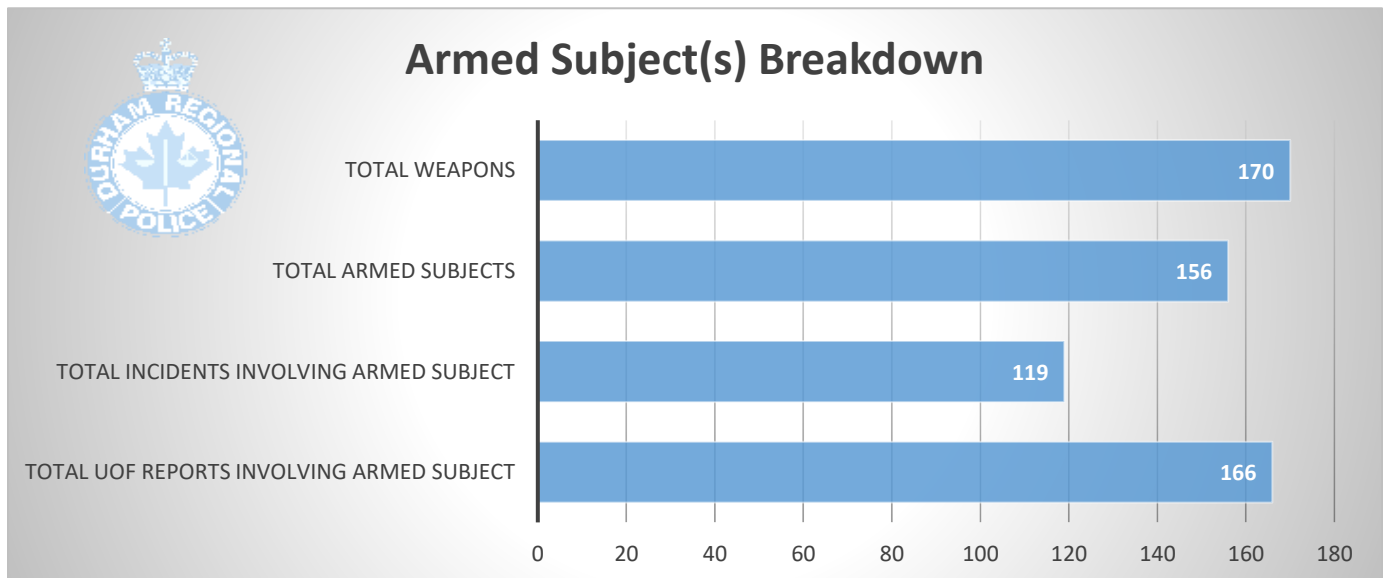
There were 41 instances in which officers pointed a patrol rifle at a subject, and zero in which an officer pointed a shotgun during the course of their duties. The pointing of the patrol rifle did assist in controlling the subject's behaviour in 38 instances or 92.7% of the time.

Note that 19 uses of the handgun and the rifle were reported by the same officer. This indicates that among the 164 uses of a firearm in 2024, 123 involved exclusive use of the handgun, 22 involved exclusive use of the rifle, and 19 instances involved either transitioning from the rifle to the handgun, or vice versa throughout the incident.

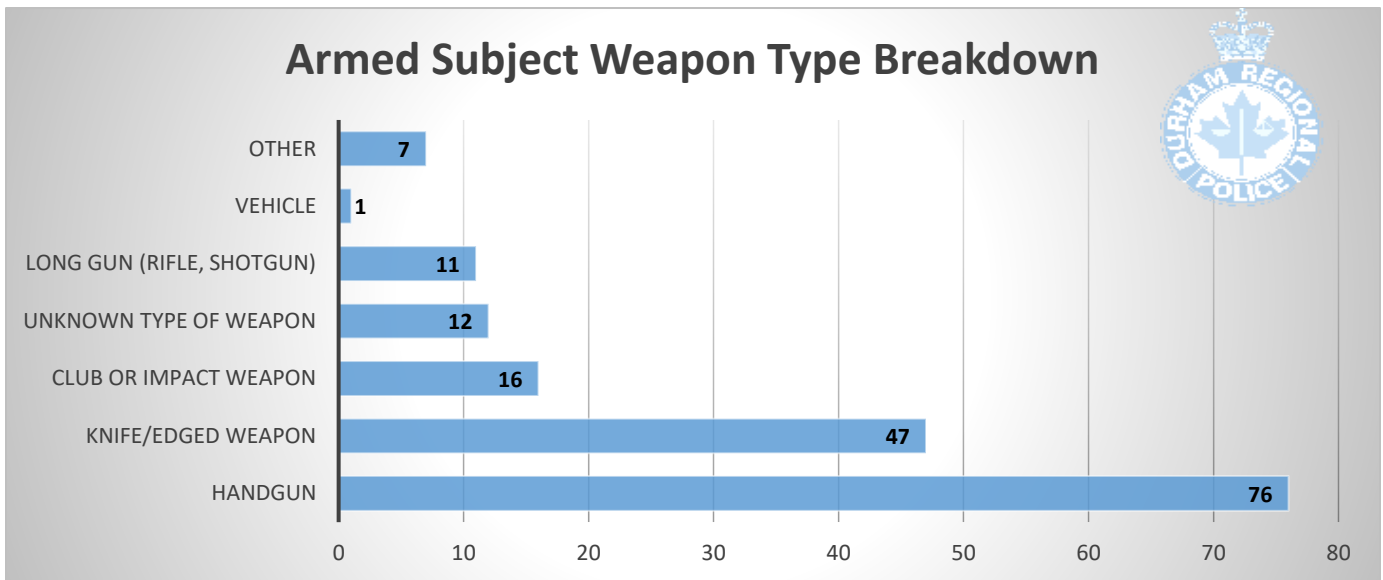
Separately, there were 4 occurrences of police officers discharging their firearm in 2024. All 4 of those reported incidents involved police officers discharging their firearm to end the suffering of a critically wounded animal. In addition, there were 22 reports of a handgun being drawn in instances where there was no interaction with the subject.

ARMED SUBJECT BREAKDOWN

Use of Force reporting captures data concerning weapon use by subjects during interactions with police officers when force is used.



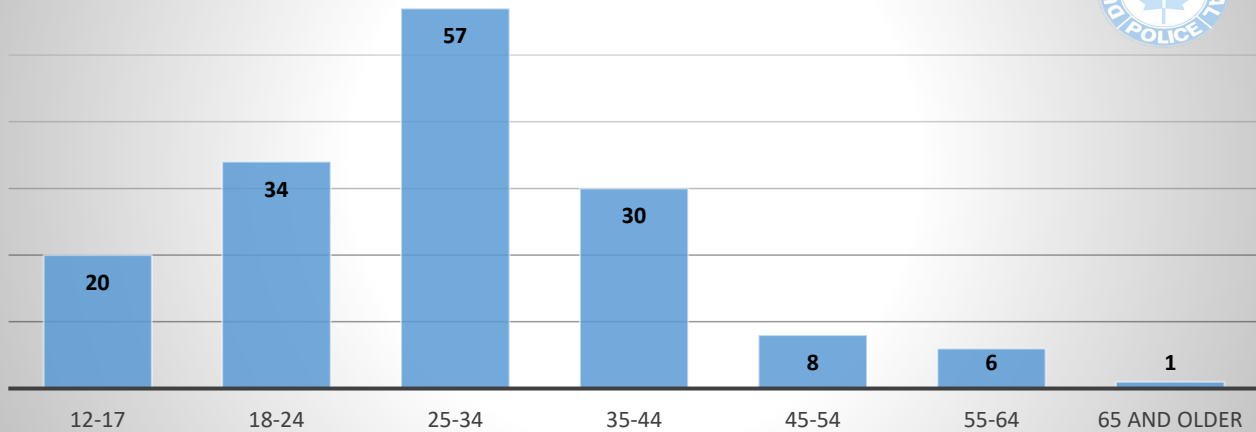
2024 identified 166 Use of Force reports that indicated the involvement of an 'Armed Subject' during 119 incidents. Out of these incidents, a total of 156 armed subjects were identified, and a further 170 weapons were involved.



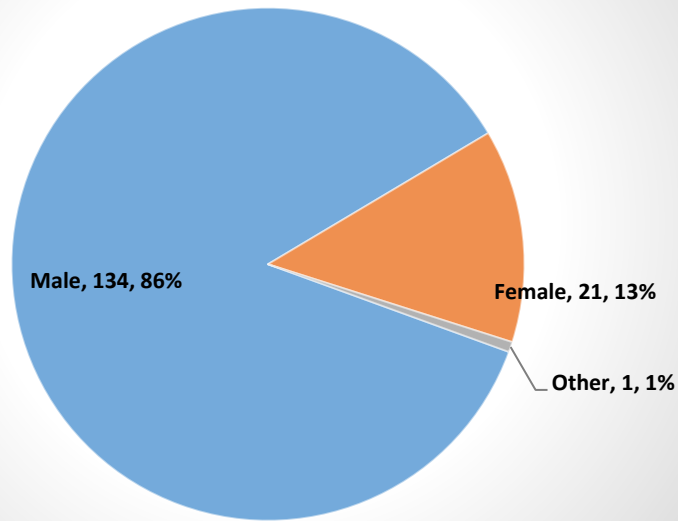
Across all weapons that were identified that preceded the use of force incident, 76 (44.7%) were handguns, 47 (27.7%) were knife/edged weapons, 16 (9.4%) were club or impact weapons, 12 (7.1%) were unknown at the time, 11 (6.5%) were long guns (rifles/shotguns), 1 was a vehicle (0.6%), and 7 (4.1%) were some other type of weapon.

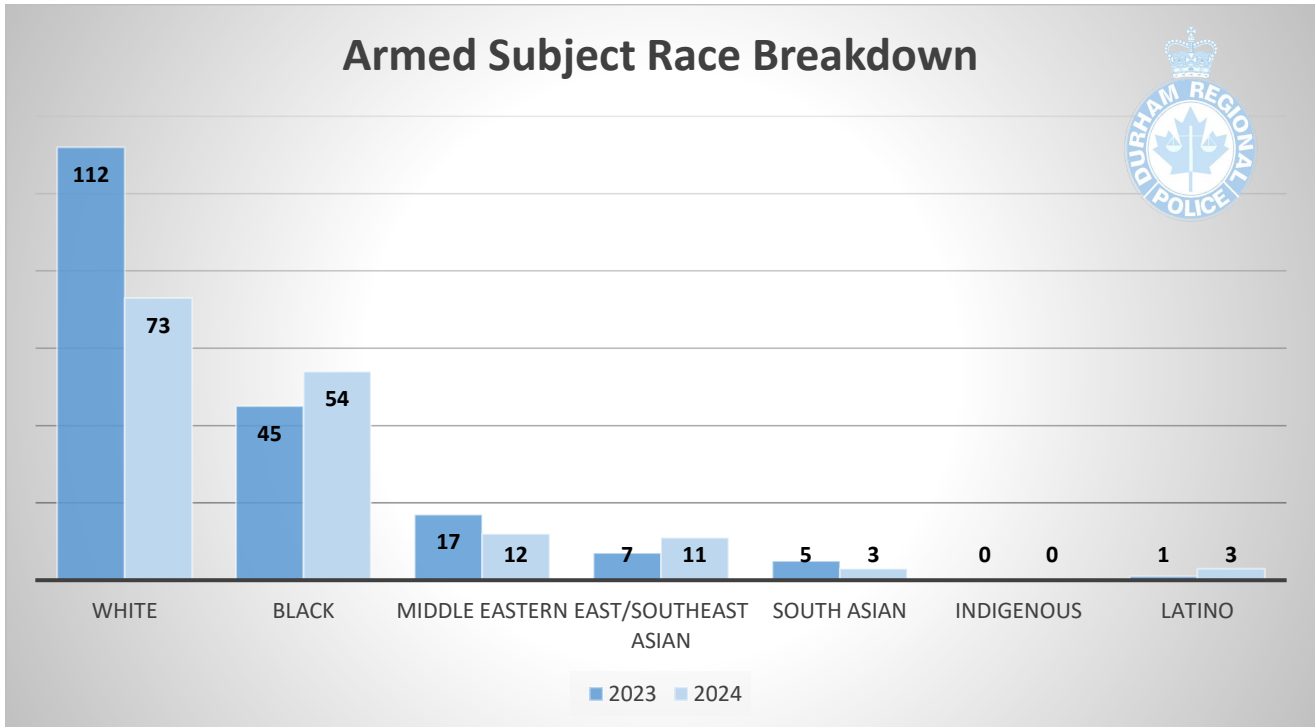
Out of these incidents and interactions, officers identified that 39.4% of weapons were on the person (or concealed), 36.9% were accessible (e.g., within reach), and 24.1% were in the subject's hand.

Armed Subject Age Group Breakdown



Armed Subject Gender Breakdown





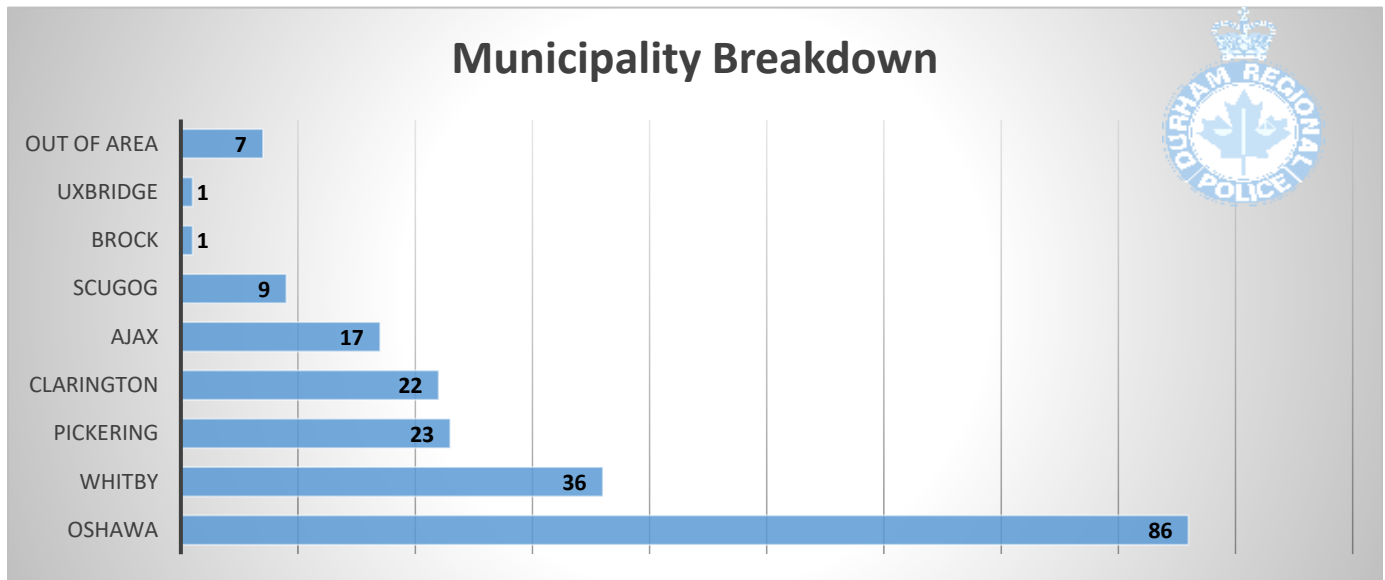
In many of the calls for service, police officers received information that a subject was armed and were able to plan and act accordingly to diffuse the situation safely, however, police officers also responded to many incidents with limited information, only to encounter an armed subject on arrival. For these reasons, police officers always need to remain vigilant and cautious, for their own safety and the safety of others, during any community interaction.

The number of armed subjects police officers encountered in 2024 declined from 2023. In 2023, there were 189 reports from 130 incidents that involved 181 subjects armed with 189 weapons. In 2024, there were 166 reports from 119 incidents that involved 156 subjects armed with 170 weapons.

One trend that remains constant is the encounter of armed subjects at mental health related calls. 23 Use of Force reports were submitted in relation to mental health calls in 2023. But for 2024, 17 UOF incidents had a final call type 'Check on Wellbeing', 11 had 'MHA', and 3 had 'Suicide Attempt/Threat'. These incidents are particularly challenging in that police are tasked with trying to de-escalate a potentially dangerous situation while trying to extend help to a person in crisis. De-escalation tactics have varied effectiveness depending on the situation, but they do not eliminate the use of force when it is justified and necessary. Annual In-Service Training has evolved to address

these concerns and incorporates specific use of force skills training as well as judgment and de-escalation scenarios to deal with the increasing number of mental health calls for service.

BREAKDOWN OF INCIDENTS BY MUNICIPALITY



Based on the 202 total incidents, 42.6% of those incidents occurred in Oshawa, followed by Whitby with 17.8%, Pickering with 11.4%, Clarington with 10.9%, Ajax with 8.4%, and areas policed by North Division with 5.4%.

OFFICER INJURIES

In 2024, there were 10 incidents where officers were injured in use of force interactions with subjects. Out of those 10 incidents, 16 officers in total were injured. This accounts for 4.95% of total interactions with the public in which force was used where an officer was injured.

Officer Injury Treatment	TOTAL 2023	TOTAL 2024
Total Officers Injured	20	16
Medical Attention by Personnel at Scene	3	0
Medical Attention at Medical Facility	7	5
No Treatment Required/Unknown	10	11

Officers injuries were minor in nature and officers were able to return to work.cy

SUBJECT INJURIES

In 2024, there were 19 incidents where subjects were injured in use of force interactions with police. Out of those 19 incidents, 19 subjects in total were injured. This accounts for 10.50% of total use of force incidents where a subject was involved (186).

Subject Injury Treatment	TOTAL 2023	TOTAL 2024
Total Subject Injuries	19	19
Medical Attention by Personnel at Scene	3	4
Medical Attention at Medical Facility	9	10
No Treatment Required/Unknown	6	5

POLICE SERVICE DOGS

Police Service Dogs play a vital role in police operations, offering support in various tasks, including tracking, searches, and apprehensions. In 2024, there were 3 incidents involving police dog bites during suspect apprehensions. Despite their deployment for multiple purposes, incidents resulting in dog bites or damaged suspect clothing remain infrequent, representing 1.5% of all reported use of force incidents in 2024.

REVIEW AND EVALUATION

In 2024, The Education and Training Centre - Use of Force Unit was staffed by one Sergeant and ten Constables. In 2024, the Sergeant role was executed by the full-time sergeant as assigned, augmented with an acting sergeant to support operations in the absence of the confirmed Sergeant. The unit received a much-needed expansion leading into 2025.

All DRP 'Use of Force Instructors' are certified by the Ontario Police College and Ministry. Their responsibilities include the ongoing evaluation of training techniques, qualification, and re-qualification on all approved force options by all members, safety principles, lesson-planning and delivering constructive feedback for learners.

The unit stays current on contemporary trends in policing, analyzes internal statistical data, consults external agencies for best practices and reviews legal decisions relating to the application of force; all information and factors are assessed yearly during the process of developing block training, while concurrently comparing the curriculum to current objectives and standards as was set out by the Policing Standards Manual, and now CSPA, and the academic direction of the Education and Training Centre. New updates that address changes to Ministry Standards are immediately incorporated.

Use of Force Reports are analyzed by the unit for compliance, content completeness, and for legal and curriculum review purposes within the Education and Training Centre. Once approved, they are electronically submitted to the Ministry for review. These statistics are captured on both a quarterly and annual basis and serve to assist the unit in directing required training based on analytics and trends.

The design and delivery of any new Use of Force training is subject to an internal review on an annual basis. In identifying trends, the objective is to provide officers with the knowledge, skills and abilities to appropriately deal with situations they may encounter during the course of their duties, with a focus on a peaceful resolution. (*Broadest Policy Provision - 5.*)

LOCAL IMPACT

This report is intended to give a better understanding to the community we serve to illustrate what constitutes the reporting of the use of force, the trends that affect police decision making in relation to using force, understanding the legal requirements; and what training is undertaken by Durham Regional Police to ensure that our interactions with the community is grounded in principles to resolve matters as peacefully as possible under the circumstances.

CONCLUSION

The data presented in this report offers a comprehensive overview of use of force incidents and the type of force used by DRP officers in 2024. It emphasises the multifaceted nature of police interactions and the dynamic challenges faced by police officers in maintaining public safety while adhering to legal and ethical standards.

This report displays Durham Regional Police's commitment to transparency, accountability, and continuous improvement in our policing practices. Durham Regional Police has become a leader in collaborating with the Ministry of the Solicitor General to improve upon the validity of data utilized to build this report. By leveraging data-driven insights and prioritizing community engagement, we remain committed to upholding the highest standards of professionalism and integrity, focusing on equitable practices, eliminating bias, and focusing on de-escalation.

Durham Regional Police is in compliance with the *Community Safety and Policing Act*, Durham Regional Police Use of Force Directive LT-05-002 and the *Anti-Racism Act*.



Report Prepared by: Sergeant Chris Plue – UOF Unit

UOF Training Analyst: Constable Ryan Shaw

Analytics: Mari Pullman, Jiahui Shen (Research Analysts, Strategic, Research & Organizational Performance)



REPORT TO THE POLICE SERVICE BOARD

Author: A/Director Danielle Kent-Johnston

Date of Report: 2/14/2025

Type of Report: Public

Title: Human Resources Update – Public February 2025

RECOMMENDATIONS:

That the Board receive for information a list of actual and authorized strength.

BACKGROUND

The purpose of the report is to also highlight the current strength of the DRPS.

DRPS STRENGTH

Authorized and actual strength for DRPS effective February 14th, 2025.

FULL TIME COMPLEMENT

	Actual	In-training Service	Total Actual Strength	Total Authorized Strength	Total Authorized Secondment	Total Actual Secondment
SWORN	1012	17	1029	1032	26	26
CIVILIAN	324.5	0	324.5	357	35	35
TOTAL	1336.5	17	1353.5	1389	61	61

Report Approval Details

Document Title:	Human Resources Update - Public February 2025.docx
Attachments:	
Final Approval Date:	Mar 10, 2025

This report and all of its attachments were approved and signed as outlined below:

No Signature - Task assigned to Danielle Kent Johnston was completed by assistant Jackie Brennan

Danielle Kent Johnston

Chris Kirkpatrick

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

Peter MOREIRA



MONTHLY UPDATE TO THE BOARD

Author: Peter Moreira

Date of Report: March 10, 2025

Subject: Monthly Update Report

Date of Meeting: March 17, 2025

- | | |
|--------------------------|---|
| Labour Relations | <ul style="list-style-type: none">• Visited morning parades at various divisions.• Participated in DRPA Bargaining sessions.• Congratulated Arend Wakeford on his new position with a celebratory lunch.• Attended the Auxiliary Appreciation Dinner.• Presented at the Staff Sergeant Training Day.• Participated in the WISN 1st General Meeting.• Attended the MADD Appreciation Night.• Participating in second round Inspector interviews. |
| OACP | <ul style="list-style-type: none">• Participated in the OACP Police Leader Co-Chair Focus Group.• Virtually attended the OACP Executive Meetings. |
| Diversity | <ul style="list-style-type: none">• Attended the National Forum on Combatting Antisemitism in Ottawa. |
| Board | <ul style="list-style-type: none">• Tour with Board Member Fahey to North and East Divisions and FIS |
| Representing the Service | <ul style="list-style-type: none">• Met with Krista MacNeil from Victim Services of Durham Region.• Attended an Axon CEO Roundtable Event.• Met with York Region Crown Attorney, Sean.• Participated in the Ceremonial Puck Drop at the International Hockey Tournament. |

Peter Moreira, Chief of Police

MONTHLY UPDATE TO THE BOARD



Author: Deputy Chief Kirkpatrick Date of Report: March 7, 2025

Subject: Monthly Update Report Date of Meeting: March 17, 2025

Labour Relations

- Continue to meet regularly with my Strategic & Operational Support Leadership Team
- Continue to attend morning platoon parades with fellow Command members
- Participated in a meeting with Wellness to discuss a Mental Fitness IQ software program
- Participated in an online OACP Focus Group
- MS Teams meeting to discuss the MOU for the Helicopter
- Attended the 2024-4 Membership Ceremony for Graduating Officers
- Welcomed the 2025-2 Recruit Class to their Final Offer Day
- Attended the ETC for the Staff Sergeant to Inspector Information Session
- Initial meeting with HR and Corporate Communications to discuss a Recruitment Campaign
- Met with members from Recruiting and the Education Training Centre to discuss the Constable in Training Program and identify areas for improvement
- Held a two-day RTOC/Duty Inspector meeting Offsite with my Direct Reports
- FBI NAA Leadership Certification Process- Instructor Development
- Attended/participated in the Staff Sergeant Training Day at the Abilities Centre
- Teams meeting re: Queen's IRC & DRPS - Fact-Finding and Investigations custom training
- Observed the Recruits Shuttle Run at Christian College
- OACP Professional Standards and SIU Committee Chair – Chaired February Meeting
- Virtually Chaired the OACP PSU SIU Committee Meeting
- Attended the WSIN General Meeting to discuss upcoming opportunities
- Met with SIU Executive- Provincial Issues related to SIU (OACP)
- Virtually attended the Community Safety and Well Being Committee Meeting

Diversity

- Met with key stakeholders to discuss the restructuring of DAC (Diversity Advisory Committee) and internal sub-committee participation
- Planned the 2nd Diversity Advisory Committee & Executive Members Team meeting (postponed)
- Meeting with DAC Co-Chair

Representing the Service

- Attended the virtual Victim Services of Durham Region Board Meeting
- Attended the Auxiliary Appreciation Dinner, Ajax Convention Centre

Chris Kirkpatrick
Deputy Chief, Policing Operations



MONTHLY UPDATE TO THE BOARD

Author: Deputy Chief Yeandle Date of Report: March 6, 2025
Subject: Monthly Update Date of Meeting: March 17, 2025

Labour Relations

- Met regularly with Superintendent to discuss ongoing actions
- Attend morning parades at Divisions with fellow command members
- Met regularly with command members
- Took part in a meeting with Wellness to discuss a Mental Fitness IQ software program
- Attended the Membership ceremony at Deer Creek for the graduating class of officers
- Welcomed new recruits to the service
- Regularly attended OTC/Comms to meet with members
- Met with members from Recruiting and the Education Training Centre to discuss the Constable in Training program and identify areas for improvement
- Met with the Manager of I.T.
- Hosted the weekly Divisional Update meeting with divisional leadership
- Took part in regular JMT meetings to discuss border enhancements
- Met with fellow command members to discuss the upcoming Inspector process
- Continue to attend the Monthly Homicide Staffing Meeting
- Met to discuss Temporary Modified Work Plans to support frontline members

Annual Leave – February 17 – March 5

Kim Yeandle
Deputy Chief, Public Safety Command



MONTHLY UPDATE TO THE BOARD

Author: A/Deputy Chief Courneyea Date of Report: March 6, 2025
Subject: Monthly Update Date of Meeting: March 17, 2025

Labour Relations

- Regularly attend morning parades at the divisions
- Met with the I.T. Manager to discuss facial recognition software
- Took part in a meeting with Wellness to discuss a Mental Fitness IQ software program
- Attended the Membership ceremony at Deer Creek for the graduating class of officers
- Welcomed new recruits to the service
- Took part in meetings with the organizers of the International Police Hockey Tournament
- Attended meetings to discuss Faraday room locations for the service
- Met regularly with Superintendents
- Met regularly with Command members
- Took part in the Provincial Carjacking JMT meetings
- Attended a virtual meeting with GTA police services to discuss the Assault Style Firearms Compensation Program (ASFCP)
- Attended the monthly homicide staffing JMT
- Took part in regular JMT meetings to discuss border enhancements
- Attended bi-weekly Project Vector meetings
- Attended a meeting with the Region Legal team to discuss Prosecution Services
- Met with Superintendent to discuss a human trafficking initiative
- Took part in the monthly JTAC JMT update meeting
- Attended the Staff Sergeant Training Day off site at the Abilities Centre
- Met with Inspector in charge of Body Worn Camera for a review
- Took part in a meeting to discuss the Push Pin app
- Attended the Court Services weekly update meeting
- Welcomed the new class of Special Constables to the service
- Met with members of Strategic Planning to discuss Missing Persons
- Took part in a meeting with finance to discuss the 10-year forecast for Serious and Organized Crime

Youth

- Represented command at the Special Olympics Basketball Tournament organized by the Youth in Policing (YIP) team
- Took part in the YIP event, "Coldest Night of the Year Walk" in Oshawa in support of local charities

Represented the Service

- Took part in a meeting with Axon to discuss redaction software
- Attended the drop in for a member resigning from the service
- Took part in a Durham Child and Youth Advocacy (CYAC) Committee meeting
- Attended the opening ceremonies for the International Police Hockey Tournament

Glenn Courneyea
A/Deputy Chief, Serious & Organized Crime



CAO UPDATE TO THE BOARD

Author: Stan MacLellan - CAO

Date of Report: Mar 1st, 2025

Subject: Monthly Update Report

Date of Meeting: Mar 17th, 2025

<p>Monthly Meetings</p>	<ul style="list-style-type: none"> ○ Met with the Chief of Police. ○ Met with the Command Team for the Chief's weekly debrief. ○ Met with the Administrative Support Command Direct Reports, individually and as a team. ○ Met with Direct Reports to review 2025 Priorities and Goals. ○ Met with the Manager and Supervisor of Member Wellness. ○ Met with the Manager of Information Technology. ○ Met with the Director of Business Services regarding staffing projections. ○ Met with the Facilities Manager to discuss future building projections. ○ Met with the Director of SROP and team members to discuss Strategic Plan Indicator Thresholds. ○ Continued to mentor and coach members of the Service, both civilian and sworn. ○ Met with the Equity & Inclusion unit to discuss the current leadership transition. ○ Met with the Director of Corporate Communications. ○ Attended a Youth in Policing session. ○ Attended a farewell lunch for retiring Staff/Sgt Reinhard Albrecht. ○ Met with the Manager of Fleet Services and Quartermaster. ○ Attended the Staff Sergeant Training Day. ○ Met with executives to review the 10-Year Forecast 2026-2035. ○ Met with the Manager of Records to review data management.
<p>Collaborations/Representing the Service</p>	<ul style="list-style-type: none"> ○ Continued working with the Canadian Society of Evidence-Based Policing. ○ Continued to work with the Micro Research Leadership Advisory Team. ○ Participated in the Police Service Board meeting. ○ Met with the CAO of the Region of Durham. ○ Met with the external consultant, conducting DRPS's IT review. ○ Met with an external vendor specializing in mental health awareness. ○ Travelled to Uganda with a team, teaching Micro Research at the Mbarara University of Science and Technology. ○ Met with partners from Ontario Technology University. ○ Met with Police Chief Rich Johnston from Barrie Police Service. ○ Attended the 20th Annual Heart to Heart Gala. ○ Attended the CSA and CPKN Research Symposium.

A handwritten signature in dark ink, appearing to read 'Stan MacLellan', with a long horizontal stroke extending to the right.

Stan MacLellan
Chief Administrative Officer



REPORT TO THE POLICE SERVICE BOARD

Author: Staff Sergeant Patrick BOYLE (3567) Traffic Services

Date of Report: 1/31/2025

Type of Report: Public

Title: Durham Collision Report Centre

COLLISION REPORTING CENTER (CRC)

Durham Regional Police Service and Accident Support Services International Ltd. (ASSIL) continue to partner to provide centralized Collision Reporting Centre (CRC) services within the Regional Municipality of Durham. This partnership commenced in 2009, and the agreement expired in May 2024. We continue to work under the former while a new agreement is negotiated.

Each year, the Collision Reporting Center diverts thousands of minor Motor Vehicle Collisions (MVCs) that fall within the CRC mandate (see below) from front-line patrol officers. **6492 CRC reports were generated in 2024**, alleviating thousands of front-line patrol hours for higher-priority calls for service. In 2024, CRC self-reports represented 55% of all collision investigations.

CRC's hours of operation continue from 10 AM to 6 PM seven days a week, with the only exceptions being Christmas and New Year's Day. These hours of operation were established during the Pandemic. Prior to the Pandemic, hours of operations were 9 AM to 9 PM.

Durham Collision Reporting Centre Mandate

- Property Damage MVCs within the catchment area (See **Appendix A**).
- Property Damage Fail to Remain MVCs where there is NO evidence of a suspect vehicle and/or driver.
- Durham Region Transit Buses (DRT) involved in minor/no injury collisions.

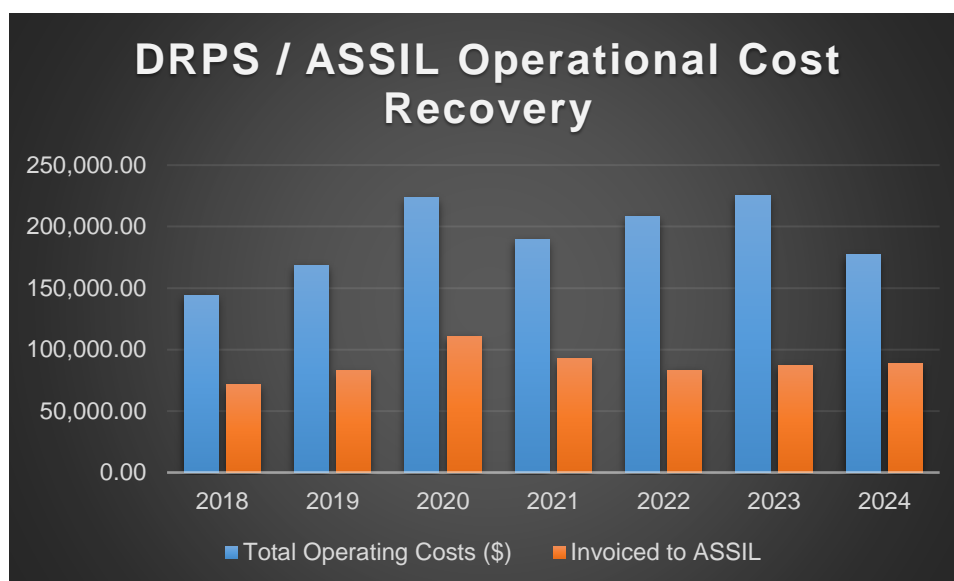
Exceptions (NOT within the CRC Mandate):

- Injury or death (includes any complaint of injury).
- An MVC involving suspected or reported criminal activity.
- Any federal, provincial, municipal or DRPS vehicle.
- Any member of DRPS or other police service personnel, whether on or off-duty.
- Damage incurred to private, municipal or highway property.
- A vehicle transporting dangerous goods.
- Damage caused directly or indirectly during a suspect apprehension pursuit.
- A Fail to Remain MVC where evidence of a suspect vehicle and/or driver exists.
- Large commercial motor vehicles.

Operational Expenses

Within the current agreement with ASSIL, there is an operational cost recovery clause whereby ASSIL provides 50% cost-recovery annually for the 650 Rossland Road facility, referred to as the Regional Reporting Centre (RRC). In 2024, DRPS accepted \$88,636.79 in cost-recovery revenue from ASSIL in accordance with the current agreement. This amount has been relatively static with the operating costs from the last three years. It should be noted that in 2020 and 2021, the total operating cost of the RRC facility was higher than in previous years due to DRPS-driven retrofitting to accommodate the Property/Evidence Unit as well as Quartermaster Stores, which were displaced by the Courtice Court fire. As such, the 50% cost-sharing for 2022 and 2023 remained out of balance compared to all other years (See **Figure 1**).

YEAR	2019	2020	2021	2022	2023	2024
Total Operating Costs (\$)	168,471.74	223,320.41	189,353.42	208,111.06	225,315.81	177,273.58
Invoiced to ASSIL	82,621.96	110,555.36	92,706.00	83,211.51	87,164.23	88,636.79



(Figure 1)

Reporting Timelines

In 2024:

- **10,157 members of the public, or clients**, attended the Collision Reporting Centre in person. This was a 13% increase over 2023 (8952).
- **6492 self-reported CRC MVC collisions** were reported at the CRC, an 8% increase from 2023 (5991). This represents 54% of total collisions regionally.
- On average, 28 drivers attended the CRC per day, which is a 16% increase over 2023, where 24.66 drivers attended the CRC per day.

- Out of the 6492 CRC self-reported collisions in 2024, 650 charges were laid. This represents 10% of all CRC-reported collisions. The fact that most CRC locations do not lay any charges, yet the Durham CRC accounts for 50% of all charges laid provincially, underscores the center's role in enforcing traffic laws.
- Out of **10,239** clients that attended the CRC, **3,352 (32.73%)** were entered into the Collision Reporting and Occurrence Management database (CROMS) in **4 hours or less** from the time of collision.
- **7,341 (71.69%)** citizens were entered into CROMS within **24 hours or less** from the time of the collision, remaining static from 2023.
- **2,898 (28.31%)** clients were entered into CROMS beyond 24 hours; factors impacting this delay include bad weather, call-backs and required follow-up by officers.

Durham Collision Reporting Centre Statistics

(Reported at the CRC-In Person-Excludes At-Scene Reports) 2019-2024

YEAR	2019	2020	2021	2022	2023	2024
# of Collisions	4744	3377	3339	5235	5991	6492
# of Drivers	8051	5454	5290	8268	8952	10,239
# of Drivers per day	22.0	15.0	14.57	22	24.66	28
# of Charges (% of Total Collisions)	746 (15.7%)	267 (7.9%)	247 (7.4%)	556 (10.56%)	824 (13.7%)	650 (10%)

Durham Collision Reporting Centre - Collisions Reported by Municipality 2022-2024

NUMBER OF COLLISIONS REPORTED BY MUNICIPALITY and % OF TOTAL COLLISIONS									
	Ajax	Brock	Clarington	Oshawa	Pickering	Scugog	Uxbridge	Whitby	Total
2022	1022	1	409	1787	749	11	3	1164	5146
% of Total	19.86%	0.02%	7.95%	34.73%	14.55%	0.21%	0.06%	22.62%	100%
2023	1154	1	462	2060	894	16	16	1376	5979
% of Total	19.30%	0.02%	7.73%	34.45%	14.95%	0.27%	0.27%	23.01%	100%
2024	1202	2	457	2339	1013	14	16	1442	6485
% of Total	18.54%	0.03%	7.05%	36.07%	15.62%	0.22%	0.25%	22.24%	100%

Note: The slight discrepancy between the total number of collisions reported at the CRC (6492) and the total by municipality (6485) is due to occasions where a collision occurs at or near a municipal boundary and the driver reports the municipality differently.

Number of Motor Vehicle Collisions by Type Attended by Frontline (At-Scene)
(Reported at the Scene by FL Officers - Excludes CRC Reports) 2019-2025

Year	MVC OVER \$2000 (NO INJURIES)	MVC UNDER \$2000 NON-REPORTABLE	MVC-FATAL	MVC-INJURIES	MVC-MEMBER INVOLVED	Total
2019	1627 (-42.6%)	654 (28.9%)	20 (-20%)	1496 (-9.1%)	143 (-4.1%)	3938 (-17.8%)
2020	1313 (-19.3%)	333 (-49%)	18 (-10%)	541 (-64%)	110 (-23%)	2315 (-41%)
2021	2129 (+62.1%)	432 (+29.7%)	21 (+16.7%)	1064 (96.7%)	139 (+26.4%)	3785 (+63.5%)
2022	2523 (+18%)	633 (+46.5)	16 (-23.8%)	1212(+13.9%)	167 (+20.1%)	4551(+20.2)
2023	2910 (+15.3%)	556 (-12.2%)	17 (+6.3%)	1311 (+8.2%)	186 (+11.4%)	4980 (+9.4%)
2024	2866 (-1.5%)	576 (+3.6%)	17 (0.0%)	1324 (+1.0%)	146 (-21.5%)	4927 (-1.1%)

Note: Numbers in brackets represent the percentage change compared to the previous year.

Based on the reported collisions for all At-Scene Collision investigations, 2024 remained consistent over 2023. The most significant change observed was in MVCs involving DRPS members, which saw a decline of 21.5%.

CRC Comparison

The following chart illustrates a comparison between the Durham CRC and all other CRCs under contract with ASSIL relative to charges laid. ASSIL operates 32 CRC facilities that cover 53 police jurisdictions across Ontario, Alberta and now the East Coast of Canada. The Durham Regional Police Service is one of few services that lay charges within the CRC. Over half (**55.2%**) of all charges laid in Ontario were by DRPS officers.

YEAR	2019	2020	2021	2022	2023	2024
Total # Charges - All CRCs	1259	615	582	949	1319	1177
Total # Charges - DCRC	746	267	247	556	824	650
% of Total Charges Laid - DCRC	59.3%	43.4%	42.4%	58.59%	62.47%	55.2%

Customer Service via ASSIL

Prior to 2018, ASSIL staff provided paper surveys to all drivers attending the CRC. The surveys relating to customer satisfaction with ASSIL and DRPS staff were completed on a voluntary basis.

Paper surveys were handed back or mailed out post-interaction. In 2018, ASSIL implemented a new electronic email survey system relating to customer satisfaction (See **Figure 2**). Due to COVID-related process changes, in 2022, the e-mail survey link was unable to be sent to drivers, leading to a lack of responses. As such, the anomalous results found in Figure 2 remain at 0 for the reasons mentioned above.

Driver Survey Statistics (2024)

RATING	2018	2019	2020	2021	2022	2023	2024
Excellent	242	229	211	17	0	223	731
Very Good	108	141	170	9	0	90	172
Good	75	120	104	4	0	45	45
Fair	10	30	43	2	0	18	21
Poor	13	20	34	1	0	19	20
Blank	2	0	0	0	0	13	0
Total	450	540	1112	33	0	408	989
% - Very Good or Above	77%	68%	34%	78%	Nil	76%	91%

(Figure 2)

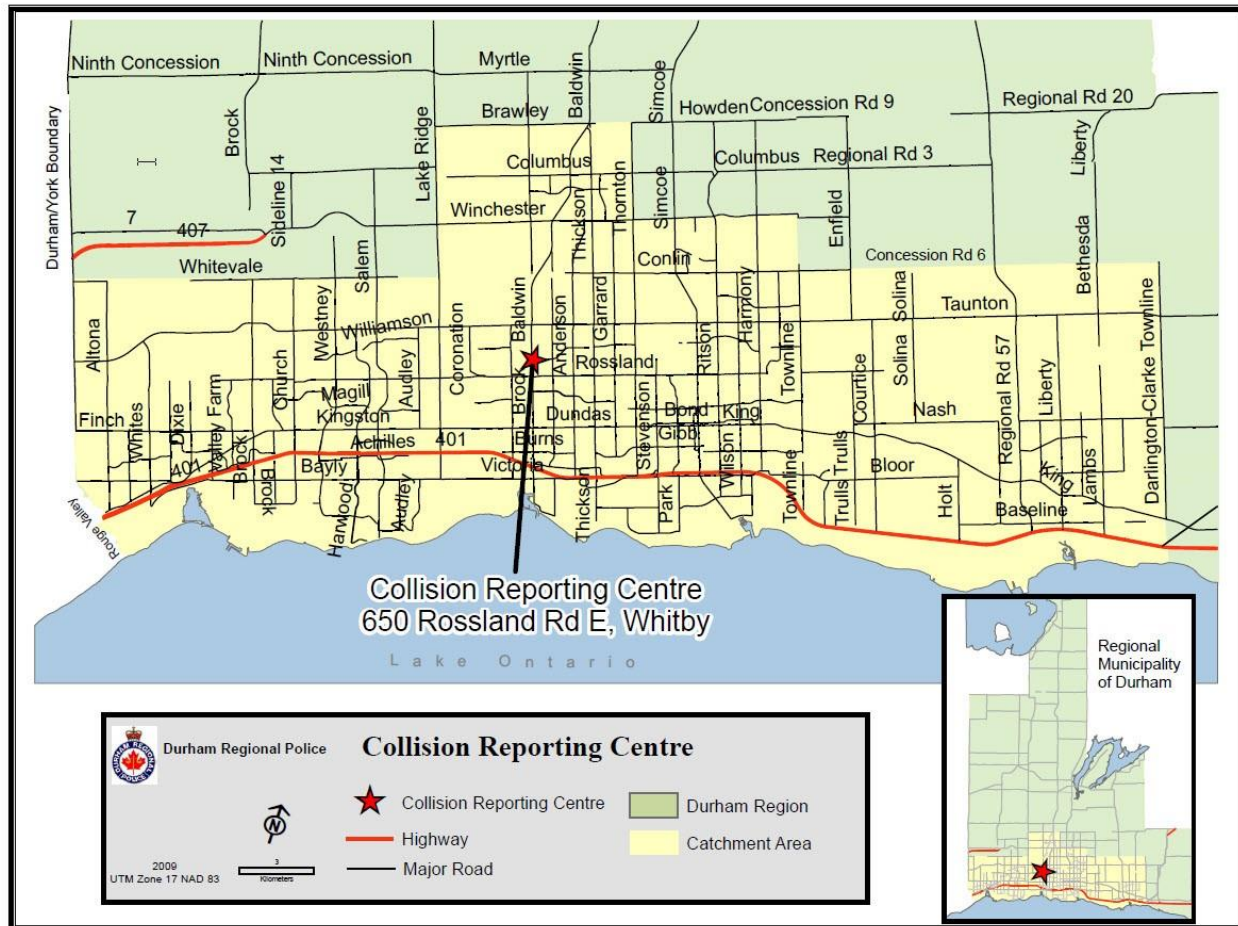
Extended Customer Service

- ASSIL has been providing the Ontario Ministry of Transport electronic data transfers of motor vehicle collisions processed through the Durham Collision Reporting Centre since November 2012.
- Prior to 2020, only Motor Vehicle Collisions (MVCs) reported at the CRC were available to ASSIL. Since January 2020, all at-scene collision reports generated by DRPS members are provided to ASSIL. ASSIL provides DRPS quarterly analysis and trending of all motor vehicle collision data within Durham Region (CRC and at-scene collisions). This information is provided quarterly to Traffic Services, Patrol Support leadership and DRPS Command.
- In 2024, three (3) Self-Reporting Kiosks were added to the Durham CRC to enhance customer service. These kiosks allow drivers who attend the CRC to begin entering data into the self-reporting system independently of an ASSIL employee. This has reduced wait times while assisting with manual data entry processes. In 2023, 3,328 reports were initiated using the self-reporting kiosks.
- In May of 2017, a partnership with Durham Region Transit (DRT) and Durham Paramedic Services to provide the opportunity to have minor/no-injury motor vehicle collisions involving DRT buses attend the Collision Reporting Centre to report via their respective Supervisors. This protocol continued in 2024. Again, these are investigations that would have otherwise required a response from frontline officers in the absence of the CRC to investigate (See **Figure 3**)

Year	2020	2021	2022	2023	2024
DRT Reports	50	55	60	75	89
EMS Vehicles	10	7	14	11	15

(Figure 3)

APPENDIX A



Report Approval Details

Document Title:	Collision Reporting Centre.docx
Attachments:	
Final Approval Date:	Mar 3, 2025

This report and all of its attachments were approved and signed as outlined below:

Chris Kirkpatrick

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

Peter MOREIRA



REPORT TO THE POLICE SERVICE BOARD

Author: V. Chavannes and A. Couture-Carron

Date of Report: 3/17/2025

Type of Report: Public

Title: Strategic Plan Updates

RECOMMENDATION

That the Board receives the Strategic Plan Updates report for information.

INTRODUCTION

Consistent monitoring and analysis of accountability measures are necessary for the Durham Regional Police Service (DRPS) to meet its Strategic Plan goals. These measures serve as key mechanisms for transparency, helping to build and maintain trust with the community. The indicators accompanying each of the Strategic Plan's objectives function as essential accountability tools, enabling DRPS to track its performance, assess progress, and identify areas requiring additional focus.

This report provides an in-depth analysis of DRPS' performance by examining selected indicators that reflect various aspects of policing, including public trust, crime trends, officer well-being, and community engagement. Wherever possible, context is provided to explain observed changes in the data, offering insights into emerging trends, operational challenges, and strategic responses.

Appendix A contains a comprehensive scorecard presenting all available indicators from 2019 to 2024, including year-over-year percentage changes from 2023 to 2024. By making this information accessible, DRPS reaffirms its commitment to transparency and evidence-based decision-making, ensuring that the Board and the public remain informed of key developments in community safety and organizational performance.

BACKGROUND

The Durham Regional Police Service Board approved the DRPS 2024 Strategic Plan in December 2023. This plan prioritizes three goals:

1. Be a Leader in Innovative and Modernized Policing
2. Have Strong Strategic Partnerships that Enhance Community Safety
3. Earn the Trust and Confidence of Members and Local Communities

These goals are supported by measurable objectives designed to guide the delivery of policing services in Durham Region.

DISCUSSION

The following report provides an update on our performance with respect to the goals and objectives identified in the Strategic Plan. The report offers an analysis of DRPS' current state (as of the end of

2024) and trends over time by incorporating historical data when available. The report highlights some indicators of interest and provides additional context and analysis to offer perspective on some important issues and trends. The attached appendix contains a table with data from 2019 to 2024 and the percentage change year-over-year for 2023 to 2024 for all the indicators where possible.

Objective - Align core organizational structure and activities with principles of evidence-based, ethical decision-making

Substantiated Public Complaints and Chief's Investigations

The number of substantiated public complaints (Indicator #1) decreased in 2024 relative to 2023 (-100%). In 2023, there were 4 such complaints and none in 2024.

The number of substantiated Chief's Investigations (Indicator #2) has increased significantly from 13 in 2023 to 30 in 2024 (+130.8% from 2023 to 2024). This increase can be attributed to a shift in expectations and increased internal accountability that accompanied the leadership change at DRPS. DRPS continues to be committed to holding its officers to a high standard to maintain public trust.

Objective - Adapt and respond to changing community needs and emerging crime trends by modernizing key processes and adopting innovative technologies

Crime Rates

In 2022, DRPS saw the violent crime rate (Indicator #12) return to pre-COVID-19 levels and, in 2023, surpass it. From 2022 to 2023, there was a 5.4% increase in the violent crime rate. The rise in the violent crime rate is attributed, in part, to an increase in threatening, assault level 1, and sexual assault. The increase in violent crime, however, is not unique to Durham Region; Statistics Canada (2024a) reports a 5.4% increase in the violent crime rate across Ontario.

There was a sharp increase (+16.8%) in the property crime rate (Indicator #13) from 2022 to 2023. This change appears driven primarily by a marked increase between 2022 and 2023 in fraud and identity theft, shoplifting, and theft of a motor vehicle. Similar to the violent crime rate, the property crime rate in Ontario also increased, but to a lesser extent than what occurred in Durham Region. Statistics Canada (2024a) reports an 8% increase from 2022 to 2023.

Given the steady incline in the property and violent crime rates, DRPS continues to monitor and identify trends in particular offence categories. DRPS is committed to directing resources to address emerging crime trends. This is evident in Project Attire, for example, which has made great strides in combatting auto thefts, in particular; from 2023 to 2024 auto theft (Indicator # 18) declined 14.5%. Planned strategic investments will also see increases to DRPS' frontline and investigative units in the future.

Violent Crime Weighted Clearance Rate

The violent crime weighted clearance rate (Indicator #21) saw a sharp decline (-15.5% in 2023). Relative to our eight comparators¹, DRPS experienced the largest percentage decrease (the next closest decrease was Toronto Police Service, which saw a 7.03% decrease in their violent crime weighted clearance rate). This indicates challenges in solving violent crimes, which could signal investigative resource constraints or increasing crime complexity. The 2025 budget allocates additional resources to investigative services to help mitigate this decline.

¹ Peel Regional Police, Halton Regional Police, Hamilton Police, Niagara Regional Police, Ottawa Police, Waterloo Regional Police, Toronto Police, and York Regional Police.

Criminal Incidents with an Older Adult Victim

The increase in the number of criminal incidents with an older adult victim (Indicator #19) from 1,643 in 2023 to 1,805 in 2024 (+9.9%) highlights growing concerns about crimes targeting vulnerable populations. Financial crime is the most common form of victimization older adults experience. The Older Adult Support and Investigative Services unit continues to address these types of crimes and proactively offers workshops and other services to provide older adults with crime prevention tips. Reporting may also be up because of DRPS' engagement efforts.

Youth Crime Rate

The youth crime rate per 100,000 population aged 12-17 years (Indicator #23) increased substantially from 2022 to 2023 (+27.2%). Despite this increase, Durham Region's youth crime rate is still lower than the 2019 pre-COVID-19 rate. Additionally, longer historical trends across Canada provide additional context and show that the youth crime rate has decreased by 63%, from 6,957 per 100,000 youth in 1998 to 2,576 in 2022 (Statistics Canada, 2022). This recent increase, however, does raise concerns about youth involvement in crime and the effectiveness of prevention programs.

Gun Crime-Incidents² Cleared by Charge

At the end of 2024, 40.9% of gun-crime incidents were cleared by charge (Indicator #24). This is down 26.4% from 2023. In 2024, there was an increase in gun-crime incidents related to the tow industry. The volume of gun-crime incidents, in general, increased from 71 in 2023 to 110 in 2024 (+54.9%). Over the last 6 years, 2024 had the highest number of gun-crime incidents. It is important to note, however, that this indicator is dynamic. An incident in 2024 may not have been cleared at the time the data was pulled, but could be cleared in the future. Indeed, 15 of the incidents in 2024 occurred in December and five, thus far, have been cleared by charge. As such, the 2024 percentage of gun-crime incidents cleared by charge may increase with time. The higher percentage for 2023 and previous years may, therefore, be an artifact (at least in part) of greater time having passed, which has meant those investigations had more time for completion than incidents that occurred in 2024.

Mental Health Apprehensions

The number of mental health apprehensions DRPS performed saw a notable increase (+14.7%) in 2024 (Indicator #17). The rise in apprehensions suggests mounting pressures on officers dealing with mental health crises, which may also point to gaps in social support systems. This is further evident by the percentage of apprehensions on previously apprehended individuals; half of the apprehensions (51%) in 2024 were conducted on individuals who have been previously apprehended (Indicator # 41).

Human Trafficking Victims Identified and Assisted and Investigations

In 2024, there was a decrease in the number of victims human trafficking investigators identified and assisted (Indicator #25) relative to 2023 (-10.2%) as well as the number of investigations the human trafficking unit launched (Indicator # 26; -13.8%). These decreases suggest a need to investigate whether fewer victims are being identified due to declining cases or challenges in investigations. This points to the continued importance of building and maintaining awareness (such as the awareness event DRPS held at the Oshawa Centre February 20, 2025) and relationships with vulnerable women (such as the Monday Night Project).

² This indicator includes the following firearm offences: discharge firearm with intent, using firearm/imitation of firearm in commission of offence, firearms and other offensive weapons (Part III CC), and pointing a firearm.

Objective - Continue to develop a representative, empowered, adaptable, and highly-skilled workforce

Formal Community Recruiting Outreach Engagements

In 2024, DRPS participated in 33 formal community recruiting outreach engagements (Indicator #29). This represents an 83% increase over 2023. According to the Vice President of the Ontario Association of Chiefs of Police, police services across Ontario have seen a 39% decrease in applications since 2020 (Lea, 2024). This decline highlights the importance of these types of recruitment initiatives and DRPS is making a concerted effort through these events to increase the number of applicants.

Underrepresented Groups in Leadership Positions

If available, the percentage of underrepresented groups in leadership positions (Indicator # 32) would be an important measure of internal diversity and leadership representation. DRPS is working towards the development of a system for tracking this information. Generally, diverse groups are underrepresented in leadership positions in policing. Across Canada, 8% of all police officers³ identified as part of a racialized group in 2023 (as context, 26.5% of Canada's population identified as part of a racialized group) (Statistics Canada, 2024b). Almost 18% of commissioned officers (i.e., those who have senior officer status) were women in 2023 (Statistics Canada, 2024b).

Objective - Track partnership activities to recognize impact and prevalence

Crisis Call Diversion Program

The Crisis Call Diversion (CCD) program utilizes Lakeridge Health clinicians to provide an alternate crisis response for non-emergent calls where a mental health professional may be of assistance. The percentage of eligible crisis calls diverted from a police response by the CCD program (Indicator #42) declined in 2024 from 2023 by 9%. The number of eligible calls also decreased substantially from 946 in 2023 to 434 in 2024 (-54%). Limited staffing throughout 2024 is a contributing factor to the decline in eligible calls as a call is only deemed eligible for CCD if a clinician is available to receive the call. This decline suggests increased police involvement in crisis calls, which could indicate resource gaps in mental health and social support services. DRPS continues to work with our partners in health care to identify meaningful and appropriate ways to support individuals experiencing crisis.

Objective - Actively work with communities to co-develop solutions to local concerns

Community Perceptions

The significance of police-community relationships cannot be overstated. Police require public support and cooperation to be effective (Demir et al., 2018). Measuring public perceptions of police can help us understand the current state of the relationship between police and communities. Some of our indicators provide an avenue for assessing public perceptions. The percentage of respondents who think the overall job of the police in their community is excellent or good [Indicator #51) and the percentage who feel safe when walking alone after dark (Indicator #53) saw slight increases (+2.7%) in 2024 compared to 2023. These are positive indicators of public confidence and perceptions of safety in Durham Region.

Although the percentage of racialized and Indigenous respondents think the overall job of the police in their community is excellent or good decreased by 7% from 2023 to 2024, 62.4% still feel this way, which is slightly higher than the entire sample surveyed (61.1%). The decline, however, highlights the importance of continued engagement and trust-building efforts.

³ Statistics Canada did not report the percentage of commissioned officers by racialization.

Objective - Improve road safety by focusing enforcement on driving behaviours that cause the greatest harm

Collisions

The percentage of collisions involving impairment (Indicator #62) increased by 40.5% from 1.11% in 2023 to 1.56% in 2024. This indicator reinforces continued concern around impaired driving, enforcement effectiveness, and community safety. The rate of fatal collisions per 1,000 registered vehicles (Indicator #60) and the percentage of collisions involving aggressive driving (Indicator #63), however, both declined from 2023 to 2024 (-18.3% and -68.8% respectively). Roadway safety continues to be a priority among Durham Region residents. According to our last community engagement survey⁴, aggressive driving and impaired driving were the top two roadway safety issues among participating residents.

Objective - Provide the necessary and timely resources (financial, physical, and human) for members to effectively maintain the safety of the community

Overtime Hours for Frontline Officers

In 2024, DRPS had 106,010 overtime hours for frontline officers (Indicator #69), which is a 34.5% increase from 2023. This substantial increase suggests the presence of operational pressures, staffing shortages, or an increase in workload demands. With time, the increase in frontline officers expected from the 2025 budget should help reduce these overtime hours.

Objective - Support the health and well-being of members and foster an inclusive workplace to enable members to be as effective and productive as possible

Sworn Members Off Work Due to On-Duty Injuries

In 2024, 6.5% of sworn members were off work due to on-duty injuries (Indicator #79), which represents a 47.7% increase over 2023 when 4.4% of sworn members were off with such injuries. This points to workplace safety concerns and operational strain on remaining officers. This is not unique to DRPS, across Ontario, police and firefighters have some of the highest number of allowed workers' compensation claims relative to other industries (Van Eerd, et al., 2024; Workplace Safety and Insurance Board, 2024). The Member Wellness, Engagement and Support Unit continues to support our members and is engaging in research-driven program evaluation to ensure DRPS is offering effective support. The 2025 budget has also allocated resources for a sergeant to formalize the reintegration program.

CONCLUSION

DRPS is committed to transparency through the continued monitoring and presentations of its performance through the various indicators included in this report. The above report and attached appendix identify areas where challenges may exist and successes lie. In so doing, DRPS, the Police Service Board, and the community have a greater understanding of its current state. DRPS will use this information to identify priorities and directions for future efforts.

Success in meeting the Strategic Plan's goals depends on consistent engagement and accountability measures. As such, DRPS not only presents these indicators to the Police Service Board and the public bi-annually, but monitors them throughout the year internally. DRPS is also working towards enhanced engagement with the Strategic Plan through the introduction of additional presentations to the Police

⁴ The survey ran in 2022/2023 as part of the 2024 Strategic Plan development.

Service Board throughout the year. These brief presentations will showcase DRPS initiatives aligned with Strategic Plan goals to further demonstrate DRPS' efforts beyond quantitative metrics.

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Report Approval Details

Document Title:	Strategic Plan Updates - March 17, 2025.docx
Attachments:	- Appendix A - Strategic Plan Scorecard.docx
Final Approval Date:	Mar 10, 2025

This report and all of its attachments were approved and signed as outlined below:

Stan MacLellan

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

Peter MOREIRA

Appendix A: Strategic Plan Scorecard

Note, blank cells indicate unavailable data for the year or no appropriate percentage change year-over-year.

For the percentage change year-over-year, green denotes a positive change from the prior year. Red denotes a negative change from the prior year. For some indicators, a change in either direction does not definitively indicate a positive or negative change. For example, an increase in intimate partner violence charges may reflect an increase in willingness to report to the police (positive) or an increase in intimate partner violence incidents (negative). For those indicators, the changes are not colour coded.

GOAL - Be a leader in innovative and modernized policing

Objective - Align core organizational structure and activities with principles of evidence-based, ethical decision-making								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
1	# of substantiated public complaints ¹	1	2	0	1	4	0	-100%
2	# of substantiated Chief's Investigations ²	7	7	17	16	13	30	130.8%
3	The proportion of violent and firearm offenders on conditions who are checked for compliance	The Bail dashboard is currently undergoing changes. Effort is being made to ensure we can capture this moving forward.						
4	Implement a data strategy by January 2025	A Steering Committee and working group have been identified and a draft Data and Information Strategy document is in process. This project has grown to encompass more than just data governance, but also data use, literacy and accessibility.						
5	Complete a span of control analysis by January 2025	Strategic Services completed a frontline divisional span of control analysis and presented the final report recommendations in early 2024. Based on those, the Service						

¹ Substantiated public complaints are per complainant not per officer. For example, if a member of the public made a complaint against two officers involved in a single incident, it would count as one for this indicator. The number of substantiated complaints reflects the number of complaints that have been substantiated and received a discipline decision in the year of interest (e.g., complaints under 2024 would include complaints that concluded in that time period but could involve complaints that occurred in prior time periods).

² Formerly called Chief's Complaints. Chief's Investigations are conducted in order to determine if a police officer, other than a deputy chief of police, has engaged in conduct that constitutes misconduct or unsatisfactory work performance. The number of substantiated Chief's Investigations reflects the number of investigations that have been substantiated and received a discipline decision in the year of interest (i.e., investigations under 2024, for example, would include investigations that concluded in that time period but could involve incidents that occurred in prior time periods). This is per officer, not per incident (e.g., if two officers were involved in the same incident, it would be reported as two for this indicator).

		is in the process of increasing supervision by ensuring each platoon has an additional sergeant. This will be fully implemented during 2025 with new budgeted positions.						
6	Complete a deployment process analysis by January 2026	Strategic Services completed a data-informed policing analysis and made associated recommendations for a Community Policing Initiatives (CPI) dashboard to simplify / support evidence-based decision making tied to measurable outcomes and effective resource deployment. Initial steps have been taken to streamline inputs for community concerns in preparation for the development of the CPI dashboard.						
7	% of vehicle patrol time in violent crime hotspots ³				29%	30%	28%	-6.7%
8	% of emergency calls responded to within 8 minutes ⁴	56.3%	57.9%	59.7%	52.2%	49.7%	45.3%	-9%
9	% of urgent calls responded to within 12 minutes ⁵	61.7%	65.8%	65.4%	58.6%	54.7%	50.7%	-7.2%
10	% of routine calls responded to within 20 minutes ⁶	51.9%	54.6%	52%	50%	47.3%	44.9%	-5.1%
11	Create and implement a system for the collection of identity data across calls for service and occurrences by January 2025	This project has not yet been actioned. We continue to report on demographic data pertaining to use of force incidents both to the Board and to the Ministry of the Solicitor General of Ontario.						

³ Formerly called “% of patrol time in violent crime hotspots.”

⁴ This indicator reflects the percentage of citizen-generated emergency calls for service responded to within 8 minutes (from call answered to first officer on scene).

⁵ This indicator reflects the percentage of citizen-generated urgent calls for service responded to within 12 minutes (from call answered to first officer on scene).

⁶ This indicator reflects the percentage of citizen-generated routine calls for service responded to within 20 minutes (from call answered to first officer on scene).

Note, in some cases, the caller may request a response at a convenient time for them, which would increase the response time (e.g., a caller may not wish to receive a response during the night for a non-urgent matter). Thus, a longer response time may be due to providing service that is responsive to community request.

Objective - Adapt and respond to changing community needs and emerging crime trends by modernizing key processes and adopting innovative technologies								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
12	Violent crime rate ⁷	691	621	653	692	730		5.4% ⁸
13	Property crime rate ⁹	1990	1723	1716	1820	2126		16.8% ¹⁰
14	Drug crime rate ¹¹	73	70	82	70	74		5% ¹²
15	Design and implement a real-time operations centre by January 2026	In 2024, a full research report with recommendations was completed and has informed the design of the RTOC. Capital purchases have been made and construction of the facility is underway. A soft launch is anticipated for June 2025 and full operation for January 2026.						
16	# of crimes reported via the online reporting system	3907	4949	5359	7381	9631	10,028	4.2%
17	# of mental health apprehensions	2292	2200	2707	2677	2935	3366	14.7%
18	# of auto thefts ¹³	492	567	665	1061	1433	1225	-14.5%
19	# of criminal incidents with an older adult victim	1519	1358	1469	1450	1643	1805	9.9%
20	# of intimate partner violence incidents resulting in charges ¹⁴	914	900	862	939	967	1253	29.5%
21	Violent crime weighted clearance rate ¹⁵	62.7	60.6	60.5	62.4	52.7		-15.5% ¹⁶

⁷ Moving forward the source is Statistics Canada 35-10-0180-01; Statistics Canada releases this data annually in July of the following year.

⁸ % change year-over-year 2022-2023.

⁹ Moving forward the source is Statistics Canada 35-10-0180-01; Statistics Canada releases this data annually in July of the following year.

¹⁰ % change year-over-year 2022-2023.

¹¹ Moving forward the source is Canada 35-10-0180-01; Statistics Canada releases this data annually in July of the following year.

¹² % change year-over-year 2022-2023.

¹³ This indicator reflects all the auto thefts with the exception of theft of ebike and incidents of take without consent.

¹⁴ This indicator reflects violent intimate partner violence charges. Formerly called “# of criminal charges laid related to intimate partner violence.”

¹⁵ Source, Statistics Canada 35-10-0188-01; Statistics Canada releases this data annually in July of the following year.

¹⁶ % change year over year 2022-2023.

22	Property crime weighted clearance rate ¹⁷	38.2	33.4	38.7	34.1	33.7		-1.3% ¹⁸
23	Youth crime rate per 100,000 population aged 12-17 years ¹⁹	2941	1567	1463	2044	2599		27.2% ²⁰
24	% of gun-crime incidents cleared by charge ²¹	73.8%	65%	59.8%	61.9%	57.7%	40.9%	-26.4%
25	# of victims human trafficking investigators identified and assisted			312	225	235	211	-10.2%
26	# of investigations the human trafficking unit launched			336	277	289	249	-13.8%

Objective - Continue to develop a representative, empowered, adaptable, and highly-skilled workforce								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
27	% of applicants who are racialized or Indigenous			56.1%	54.9%	54.5%	57.5%	5.5%
28	% of applicants who are women			18.2%	15.4%	13.9%	15%	8.4%
29	# of formal community recruiting outreach engagements				24	18	33	83%
30	% of successful applicants who are racialized or Indigenous				24.6%	20.7%	15.8%	-23.7%
31	% of successful applicants who are women				18.3%	20.7%	27.9%	34.6%
32	% of underrepresented groups in leadership positions, such as supervisors, managers, and executives	This data has not yet been collected.						

¹⁷ Non-violent weighted clearance rate; Source, Statistics Canada 35-10-0188-01; Statistics Canada releases this data annually in July of the following year.

¹⁸ % change year over year 2022-2023.

¹⁹ Combines youth charged rate and youth not charged rate (previous report only included youth charged rate, the decision was made moving forward to include both to better reflect the totality of youth crime). Source, Statistics Canada 35-10-0180-01; Statistics Canada releases this data annually in July.

²⁰ % change year over year 2022-2023.

²¹ This indicator includes the following firearm offences: discharge firearm with intent, using firearm/imitation of firearm in commission of offence, firearms and other offensive weapons (Part III CC), and pointing a firearm.

33	% of active members with speciality training (e.g., scenes of crime officer, breath technicians) and/or professional certificates (e.g., community policing, de-escalation techniques, digital forensics, specialized investigations)	DRPS is in the process of developing a new system to capture this information.
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GOAL - Have strong strategic partnerships that enhance community safety

Objective - Develop and implement a strategic partnership plan to identify gaps and strengths in existing partnerships								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
34	Establish a comprehensive database listing all existing partnerships, including community organizations, government agencies, non-profits, businesses, and other stakeholders by January 2025	DRPS is currently working on coordinating the identification of the numerous relationships that units across the Service have with various community partners. The scope of this project is larger than initially anticipated and will take longer to complete than the projected timeframe.						
35	Complete an assessment of the diversity of partners to ensure representation across various community groups and sectors by June 2025	This will begin after the first stage of establishing a database is complete.						
36	Complete an assessment of the resources and expertise that each partner brings to the collaboration to leverage strengths effectively by January 2026	This will begin after the initial stages in this endeavour are complete.						

Objective - Nurture a culture of collaboration and mutual appreciation, trust, and respect between members and community partners								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
37	% of partner agencies that are satisfied with their relationship with the Durham Regional Police Service	This will be collected in future partner surveys after the creation of the database.						

38	# of liaisons connecting the Durham Regional Police Service with community partners	This will be determined during the creation of the database.
39	% of members who are satisfied with their relationship with partner agencies	This will be asked in the upcoming member survey

Objective - Track partnership activities to recognize impact and prevalence								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
40	# of referrals to Durham Connect			288	380	375	--- ²²	
41	% of mental health apprehensions conducted on individuals who have been previously apprehended ²³					47%	51%	8.5%
42	% of eligible crisis calls diverted from a police response by the Crisis Call Diversion program					44% ²⁴	40% ²⁵	-9.1%
43	# of interactions the Mental Health Support Unit had with individuals requiring mental health support/assistance ²⁶					1506	1194	-20.7%
44	Revictimization rate for intimate partner violence-related cases	10.7%	10.2%	11.2%	11.8%	12.3%	10.3%	-16.3%

²² Durham Connect was paused in 2024. DRPS anticipates it will relaunch in 2025.

²³ Formerly called % of mental health related calls from repeat callers

²⁴ 946 calls were eligible. As additional context, in 2023, DRPS received 102,600 citizen-generated calls for service. Less than 1% of all citizen-generated calls for service were deemed eligible.

²⁵ 434 calls were eligible. As additional context, in 2024, DRPS received 106,173 citizen-generated calls for service. Less than .5% of all citizen-generated calls for service were deemed eligible.

²⁶ Formerly called # of interactions with mental health support unit involvement.

GOAL - Earn the trust and confidence of members and local communities

Objective - Actively work with communities to co-develop solutions to local concerns								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
45	# of hours on foot and bicycle patrols	1850.8	2204.7	1398	4488.5	2472	-- ²⁷	
46	# of social media impressions	DRPS is revisiting how to assess the effectiveness of social media engagement in light of changes to some of the social media platforms and the availability of analytical data.						
47	# of successful ProAction Cops and Kids applications	22	2	3	5	5	37	640%
48	# of youth engaged in the Youth in Policing program	123	150	154	165	194	212	9.3%
49	% of youth engaged in the Youth in Policing program who rate their experience as excellent or good		95.5%	98.2%	95.4%	96.7%	96.5	-.2%
50	# of internal policies reviewed by the Diversity Advisory Committee	A subcommittee of the Diversity Advisory Committee has been identified to focus on policy review.						
51	% of survey respondents think the overall job of the police in their community is excellent or good ²⁸		61.1% ²⁹	54.8% ³⁰	56.4% ³¹	59.4% ³²	61.1% ³³	2.7%

²⁷ There have been changes to how this activity is tracked. We are in the process of establishing a system to capture this data in a consistent manner moving forward.

²⁸ Formerly called “satisfaction with Durham Regional Police Service.” Source, Advanis data. This data is weighted based on the age, gender, household income, household property statistics within the police jurisdiction.

²⁹ Total weighted respondents 175.

³⁰ Total weighted respondents 392.

³¹ Total weighted respondents 463.

³² Total weighted respondents 434.

³³ Total weighted respondents 285.

52	% of racialized and Indigenous respondents think the overall job of the police in their community is excellent or good ³⁴		70.7% 35	42.5% ³⁶	61.2% ³⁷	67.4% ³⁸	62.4% 39	-7.4%
53	% of survey respondents who feel safe when walking alone after dark ⁴⁰ (somewhat safe and very safe)		82.3% 41	71.7% ⁴²	68.7% ⁴³	70.2% ⁴⁴	72.1% 45	2.7%
54	% of racialized and Indigenous respondents who feel safe when walking alone after dark ⁴⁶ (somewhat safe and very safe)		82.3% 47	69.6% ⁴⁸	72.8% ⁴⁹	74.6% ⁵⁰	68.8% 51	-7.8%
55	% of survey respondents who feel safe in downtown areas of their communities	This will be asked in the 2025 community survey.						

³⁴ Formerly called “satisfaction with Durham Regional Police Service.” Source, Advanis data. This data is weighted based on the age, gender, household income, household property statistics within the police jurisdiction.

³⁵ Total weighted respondents 58.

³⁶ Total weighted respondents 127.

³⁷ Total weighted respondents 129.

³⁸ Total weighted respondents 138.

³⁹ Total weighted respondents 101.

⁴⁰ Formerly called “feeling safe in their community.” Source, Advanis data. This data is weighted based on the age, gender, household income, household property statistics within the police jurisdiction.

⁴¹ Total weighted respondents 181.

⁴² Total weighted respondents 363.

⁴³ Total weighted respondents 441.

⁴⁴ Total weighted respondents 426.

⁴⁵ Total weighted respondents 283.

⁴⁶ Formerly called “feeling safe in their community.” Source, Advanis data. This data is weighted based on the age, gender, household income, household property statistics within the police jurisdiction.

⁴⁷ Total weighted respondents 62.

⁴⁸ Total weighted respondents 115.

⁴⁹ Total weighted respondents 143.

⁵⁰ Total weighted respondents 138.

⁵¹ Total weighted respondents 106.

56	% racialized and Indigenous respondents who feel safe in downtown areas of their communities	This will be asked in the 2025 community survey.
57	% of respondents who participate in crime prevention	This will be asked in the 2025 community survey.

Objective - Improve road safety by focusing enforcement on driving behaviours that cause the greatest harm								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
58	# of R.I.D.E. programs	112	101	133	136	148	122	17.6%
59	Rate of injury collisions per 1,000 registered vehicles	3.02	2.22	2.44	2.61	2.83	2.81	-.77%
60	Rate of fatal collisions per 1,000 registered vehicles	.04	.04	.05	.03	.04	.03	-18.3%
61	% of injury/fatal collisions involving impairment	1.12%	1.39%	1.28%	2.68%	2.1%	2.15%	2.4%
62	% of collisions involving impairment	.74%	.81%	.86%	.93%	1.11%	1.56%	40.5%
63	% of collisions involving aggressive driving	3.83%	4.48%	3.41%	2.63%	3.68%	1.11%	-69.8%

Objective - Provide the necessary and timely resources (financial, physical, and human) for members to effectively maintain the safety of the community								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
64	# of emergency calls for service	8287	7818	8037	7929	8831	8864	.37%
65	% of emergency calls responded to within 8 minutes	56.3%	57.9%	59.7%	52.2%	49.7%	45.3%	-9%
66	% of urgent calls responded to within 12 minutes	61.7%	65.8%	65.4%	58.6%	54.7%	50.7%	-7.2%
67	% of frontline positions that are vacant ⁵²	11%	12.5%	14.3%	16.7%	16.4%	16.8%	2.4%

⁵² This indicator is a snap shot in time on December 31st of the year of interest. Please note, it is possible for delays in reporting and system updates that may not be accounted for in this figure. Formerly called “% of frontline positions that are temporary vacancies.”

68	% of other positions across the Service that are vacant ⁵³	7.7%	14.7%	11.5%	14.6%	13.5%	16.7%	23.7%
69	# of overtime hours for frontline officers ⁵⁴			41,238	77,618	78,846	106,010	34.5%
70	% of members who think the Service has sufficient staffing to meet internal and community needs ⁵⁵	4.2% ⁵⁶				7.5%		
71	% of members who think the physical conditions of their buildings are satisfactory ⁵⁷	68.5% ⁵⁸				60%		
72	% of members who think DRPS-issued equipment is satisfactory ⁵⁹	72.3% ⁶⁰						

Objective - Encourage and support personal and professional development and training opportunities for all members to promote member knowledge, skill development, and professionalism								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
73	Establishment of formal mentoring and sponsorship programs, fostering knowledge transfer and career guidance	The development of this program is on the priority list this year, will be actioned in the second quarter, and completed by December 31 st .						
74	% of pursuits deemed non-compliant	10.5%	5.5%	6.3%	5.6%	4%	4%	-

⁵³ This indicator is a snap shot in time on December 31st of the year of interest. Please note, it is possible for delays in reporting and system updates that may not be accounted for in this figure.

⁵⁴ Formerly called “# of overtime hours for frontline patrol officers.”

⁵⁵ This will be asked in the upcoming member survey.

⁵⁶ Collected in 2018; survey question varied slightly - “How would you evaluate the Service's ability to meet the demands of the Region in the following areas (staffing)?”

⁵⁷ This will be asked in the upcoming member survey.

⁵⁸ Collected in 2018.

⁵⁹ This will be asked in the upcoming member survey.

⁶⁰ Collected in 2018; survey question varied slightly – “You have adequate equipment to do your job.”

75	% of on-duty collisions where a member was charged ⁶¹				7.9%	5.2%	7.5%	44%
76	% of members who think opportunities for skill development are equally available to everyone who wants them ⁶²	56.1% ⁶³				40%		
77	% of members who think promotion opportunities are available to them ⁶⁴	36.1% ⁶⁵				48%		
78	% of members who think job posting (i.e., lateral transfer) opportunities are available to them ⁶⁶					70%		

Objective - Support the health and well-being of members and foster an inclusive workplace to enable members to be as effective and productive as possible								
#	Indicator	2019	2020	2021	2022	2023	2024	% Change year-over-year 2023-2024
79	% of sworn members off work due to on duty injuries ⁶⁷	1.9%	1.8%	3.6%	4%	4.4%	6.5% ⁶⁸	47.7%
80	% of civilian members off work due to on duty injuries ⁶⁹	3.2%	3.2%	4.6%	4.3%	5.2%	4% ⁷⁰	-23.1%
81	Average # of hours lost to illness per sworn member	55.8	63.2	64.3	85.1	75	62.8	-16.3%

⁶¹ Formerly % of police vehicle accidents where officer deemed at fault

⁶² This will be asked in the upcoming member survey.

⁶³ Collected in 2018; survey question varied slightly – “I have opportunities for education, training, and development.”

⁶⁴ This will be asked in the upcoming member survey.

⁶⁵ Collected in 2018; survey question varied slightly – “I am pleased with the career advancement opportunities available to me.”

⁶⁶ This will be asked in the upcoming member survey.

⁶⁷ With the exception of 2024, these are snapshots in time from June.

⁶⁸ Snapshot from August 2024.

⁶⁹ With the exception of 2024, these are snapshots in time from June.

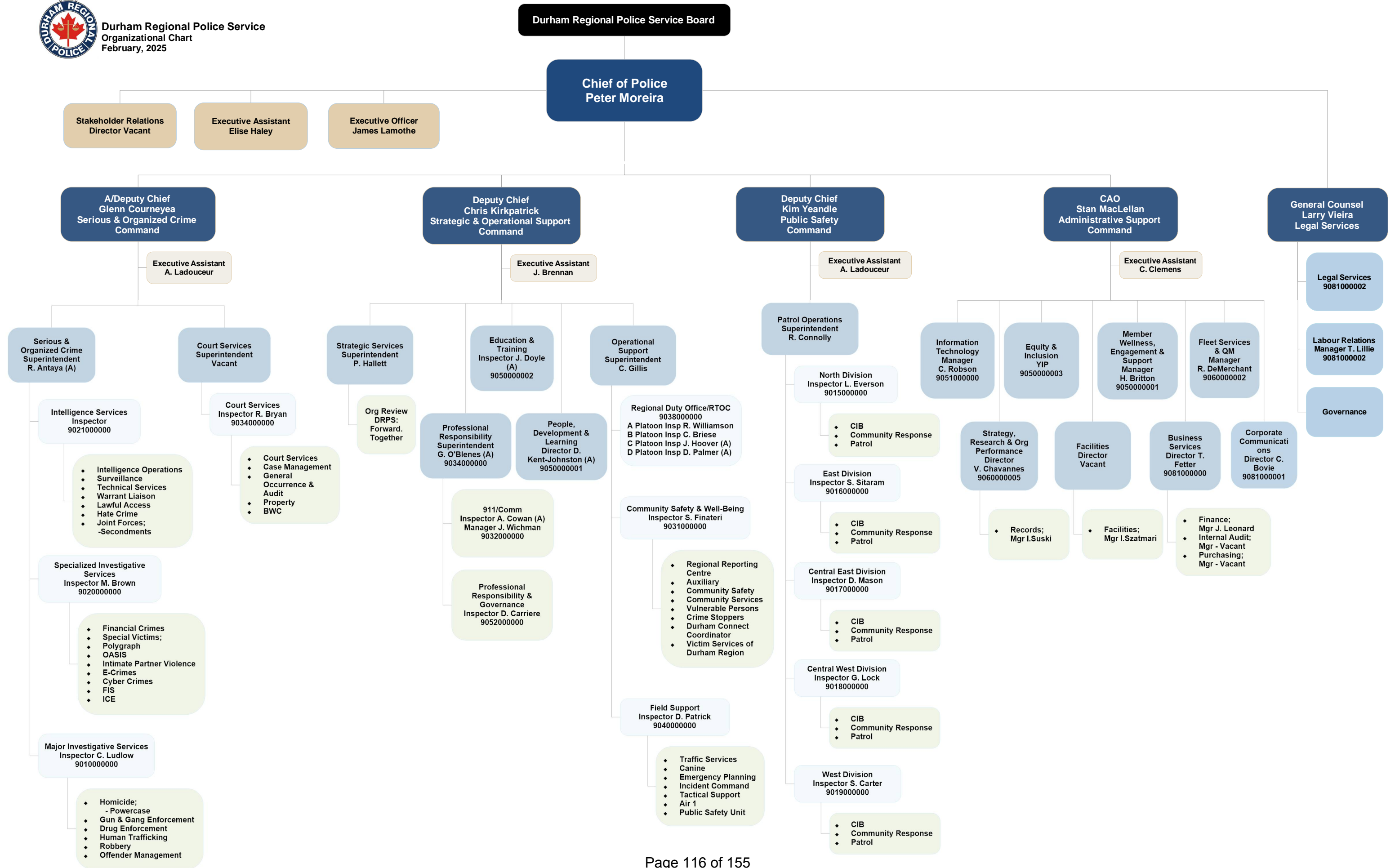
⁷⁰ Snapshot from August 2024.

82	Average # of hours lost to illness per fulltime civilian member	113.8	84	82.2	109.6	102.6	96.8	-5.7%
83	# of complaints brought under the Human Rights Tribunal of Ontario, Respect in the Workplace, and/or by grievance	10	13	12	7	16	6	-62.5%
84	% of members who think health and wellness resources and support are effective ⁷¹					53%		
85	% of members willing to use health and wellness resources or support ⁷²					73%		
86	# of health and wellness programs					11	11	-
87	% of members who participate in health and wellness programs	This will be asked in the upcoming member survey						
88	% of members who think the Service provides a welcoming and inclusive environment for individuals regardless of race, colour, gender, age, ability, or sexual orientation ⁷³					78%		

⁷¹ This will be asked in the upcoming member survey.

⁷² This will be asked in the upcoming member survey.

⁷³ This will be asked in the upcoming member survey.





Direction Memorandum

TO: Elaine Baxter-Trahair, Chief Administrative Officer

FROM: Alexander Harras, Director of Legislative Services/Regional Clerk

DATE: February 26, 2025

RE: Resolution adopted by Regional Council at its meeting held on February 26, 2025

Corporate Services
Department –
Legislative Services

SECOND REPORT OF THE COMMITTEE OF THE WHOLE

3. Municipal Diversity Plan for the Durham Regional Police Service Board (2025-COW-7)

- A) That the Municipal Diversity Plan and Recruitment Policy for the Durham Regional Police Service Board, as set out in Attachment #1 to Report #2025-COW-7 of the Chief Administrative Officer, be approved;
- B) That the size of the Durham Regional Police Service Board be composed of seven members; and
- C) That the Durham Regional Police Services Board Community Member Appointment Recruitment and Selection Policy, adopted by Council in April 2022, be replaced with the new Municipal Diversity Plan and Recruitment Policy, as set out in Attachment #1 of Report #2025-COW-7.

Alexander Harras

A. Harras
Director of Legislative Services/Regional Clerk

- c. B. Clancy, Executive Director, Durham Regional Police Services Board
- A. Longo, Executive Assistant, Durham Regional Police Services Board
- A. Hector-Alexander, Director – Diversity, Equity & Inclusion



The Regional Municipality of Durham Information Report

To: Committee of the Whole
From: Chief Administrative Officer
Report: 2025-COW-7
Date: February 12, 2025

Subject:

Municipal Diversity Plan for the Durham Region Police Service Board

Recommendations:

That the Committee of the Whole recommends to Regional Council:

- A) That the Municipal Diversity Plan and Recruitment Policy for the Durham Regional Police Service Board, as set out in Attachment #1, be approved;
 - B) That the size of the Durham Regional Police Service Board be composed of seven members; and
 - C) That the Durham Regional Police Services Board Community Member Appointment Recruitment and Selection Policy, adopted by Council in April 2022, be replaced with the new Municipal Diversity Plan and Recruitment Policy, as set out in Attachment #1.
-

Report:

1. Purpose

- 1.1 The purpose of this report is to respond to the requirement, under the Community Safety and Policing Act, 2019, for municipalities to develop a Municipal Diversity Plan for appointments to police service boards and confirm the size of the police board.

2. Background

- 2.1 Effective April 1, 2024, the Police Services Act was repealed and replaced with the Community Safety and Policing Act (CSPA), 2019 to modernize policing and enhance community safety.

2.2 Section 28 of the CSPA requires municipalities to prepare and approve a Municipal Diversity Plan. The responsibility of the development and approval of this plan falls to the relevant municipality:

- CSPA, section 28 (1) “Every municipality that maintains a municipal board shall prepare and, by resolution, approve a diversity plan to ensure that the members of the municipal board appointed by the municipality are representative of the diversity of the population in the municipality.”

2.3 The Region’s first Municipal Diversity Plan must be approved by Regional Council before April 2, 2025.

2.4 Under the CSPA, Regional Council is also required to adopt a resolution determining the size of the police service board prior to the start of the next term of office. Failure to do so results in the police service board defaulting to a size of five members.

3. Municipal Diversity Plan

3.1 A Municipal Diversity Plan for the Durham Region Police Board (DRPSB) is attached as an appendix.

3.2 It prescribes how the Region shall make best efforts to attain diverse representation on the DRPSB through an application process that will result in 42% of the Board consisting of members with diverse identities.

3.3 The 42% target was determined by:

- An analysis of regional socio-demographics and trends. For example, Durham’s immigrant population growth outpaces the provincial growth rate. Ontario’s immigrant population grew from 28.5% in 2011 to 30% in 2021, representing a 1.5% increase in 10 years, whereas Durham’s grew by 6.1% during the same period. In addition, the 2021 Census of Population revealed that visible minorities comprised 36.3% of Durham’s population representing a 9.1% increase from 2016, and a 15.6% increase from 2011.¹
- An analysis of the rationale for the Government of Canada’s 50-30 challenge. This initiative aims to attain gender parity and significant representation (at least 30%) of underrepresented groups on boards and in senior management positions. Regional staff deem the 50-30 target aggressive for the first iteration of this Plan and will revisit this target during the next review cycle.

¹ A Look at Durham: Trends In Immigration And Citizenship,
<https://www.durhamimmigration.ca/en/resources/A-Look-At-Durham---2024---Published.pdf>

- 3.4 The current composition of the DRPSB is already in compliance with this requirement and no changes to the current membership are needed. The 42% target was also chosen because of the relative ease with which it can be adopted and maintained. The Region recommends the DRPSB adopt a similar target when developing its own Diversity Plan to ensure their police service's diversity reflects community diversity.
- 3.5 The Region recommends the Government of Ontario adopt the Plan's guiding principles and a similar target when evaluating candidates for provincial appointment.
- 3.6 The Committee may also adopt additional measures to assist in ensuring that appointments are representative of the diversity of the population of the Region, such as improving content and plain language of recruitment communications to make the recruitment process more accessible to residents with a variety of lived experiences and through the application of an equity lens to the selection process.

4. Size of Durham Region Police Service Board

- 4.1 Regional staff reviewed Durham Region's Police Service Board size in relationship to the size and composition of other municipalities in Ontario and recommends the size of the Durham Regional Police Service Board remain unchanged at seven members.

5. Relationship to Strategic Plan

- 5.1 This report aligns with/addresses the following strategic goals and priorities in the Durham Region Strategic Plan:
- Goal 2: Community Vitality: To foster an exceptional quality of life with services that contribute to strong neighborhoods, vibrant and diverse communities, and influence our safety and well-being.
 - Goal 4: Social Investment: To ensure a range of programs, services and supports are available and accessible to those in need, so that no individual is left behind.

6. Conclusion

- 6.1 The Municipal Diversity Plan prescribes a process for appointments to the Region's police service board to attain members that are representative of the diversity of the population of Durham. A process that is equitable and transparent.
- 6.2 The Region recommends no changes to the DRPSB size.
- 6.3 For additional information, contact: Allison Hector-Alexander, Director, Diversity, Equity, and Inclusion at 905-668-7711, extension 3893.

7. Attachments

Attachment 1: Municipal Diversity Plan and Recruitment Plan for the Durham
Region Police Board

Respectfully submitted,

Original signed by

Elaine C. Baxter-Trahair
Chief Administrative Officer



Regional Municipality of Durham
Municipal Diversity Plan and Recruitment Policy for Durham Regional
Police Service Board

Approved by: Durham Regional Council <pending>	
Issued: April 2, 2025	Next Revision: April 2, 2029
Responsibility: Regional Municipality of Durham	
Authority: Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1	

1. Statement

The following statement was developed by the Durham Region Police Service Board in 2011¹. It holds even more relevance today and serves as inspiration for the contents of this Plan:

“An effective and responsive police service must reflect the composition of the communities it serves. The police service must further demonstrate respect and sensitivity to the pluralistic, multiracial and multicultural character of its communities in the delivery of its programs and services.

It is the policy of the Durham Regional Police Services Board that the Durham Regional Police Service shall embrace diversity internally as an employer and externally through the services provided by the DRPS. The values of inclusiveness, tolerance, and respect will be promoted and maintained throughout the organization and the communities served by the DRPS.”

2. Purpose

- 2.1 The Community Safety and Policing Act, 2019 and Municipal Diversity Plan provide direction on ensuring members of Durham Region Police Service Board (DRPSB) are representative of the diversity within Durham’s local municipalities. The Municipal Diversity Plan also includes a set of equity-specific guiding principles and recommendations to serve as a foundation for the DRPSB’s strategies, plans, and practices.
- 2.2 This Municipal Diversity Plan:
 - i) provides direction on improving equity within the DRPSB. It is separate and distinct from the Diversity Plan the Board develops for members of the Durham Regional Police Service. Both Plans are mandated under the Community Safety and Policing Act, 2019 (CSPA).

¹ Community Diversity Policy, Durham Region Police Service Board, January 2011
<https://durhampoliceboard.ca/wp-content/uploads/2024/04/community-diversity-01-Jan-11.pdf>

- ii) replaces the 'Durham Regional Police Services Board Community Member Appointment Recruitment and Selection Policy' issued in April 2022.

3. Definitions

The following definitions should be used when reading this policy:

DEI: an acronym that stands for diversity, equity and inclusion. Interchangeable with EDI, the term refers to the organizational frameworks that seek to promote the fair treatment and full participation of all people, particularly groups who have historically been underrepresented or subject to discrimination on the basis of identity or disability.

Diversity: encompasses acceptance and respect. It means understanding that each individual is unique and recognizes our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies.

Diverse identities: characteristics associated with historically, persistently, or systemically marginalized groups listed as protected under the Ontario *Human Rights Code*, including individuals who are Indigenous, Black and racialized, women, persons living with one or more disabilities (including invisible and episodic disabilities), 2SLGBTQ+ and/or gender diverse individuals.

Equity: a principle and process that promotes fair conditions for all persons to fully participate in society. It recognizes that while all people have the right to be treated equally, not all experience equal access to resources, opportunities or benefits. Achieving equality does not necessarily mean treating individuals or groups in the same way, but may require the use of specific measures to ensure fairness.

Inclusion: is about acknowledging and valuing people's uniqueness to enrich social planning, decision-making, and quality of life for everyone. In an inclusive municipality, we each have a sense of belonging, acceptance, and are recognized as valued and contributing members of society. Real inclusion takes place when those already included in the "mainstream" learn from those who are excluded and initiate change.

4. Guiding Principles

These guiding principles provide a lens through which the work under this Plan shall be planned, implemented, and assessed.

Respect: Respecting the needs of Durham residents and making decisions that are in the public's best interest and foster trust. This includes ensuring police service board members appointed by the Region take pride in and prioritize providing professional service that respects the inherent human rights and dignity of all community members.

Community Engagement: Acknowledging the importance of knowing and understanding local communities and customizing services to meet diverse needs through engagement and consultation. This includes continuous and transparent communication with diverse collaborators and partners.

Innovation: Applying creative solutions to achieve equitable and sustainable results. This includes an acknowledgement that as society evolves and community needs change, a police service board must encourage the police service to pursue new methods of maintaining public safety and order, enforcing laws, and preventing crime.

Continuous Improvement: Continuing to monitor and assess progress, collect data (including sociodemographic data), and evaluate strategic initiatives. This includes evidence-based planning and decision-making that advances positive outcomes for all Durham residents.

5. Board Composition

- 5.1 The Region shall ensure diverse representation on the DRPSB through the application process identified in section 7 and led by the Guiding Principles identified in section 4. The Region shall make best efforts to attain a forty-two percent composition with diverse identities.
- 5.2 As the Board consists of seven members (three appointed by the Province of Ontario and four chosen by Regional Council, three of whom being members of Regional Council and one being an appointee from the community), the Region shall consider the composition of the entire board when appointing its members. Practically, to attain the 42% target, 3 members out of the 7-member Board shall identify as having one or more identities listed as protected grounds under the Ontario *Human Rights Code*.

6. Promoting Board Appointment Opportunities

- 6.1 Under section 29 (1) of the CSPA, municipalities shall “take reasonable steps to promote the availability of the appointment, having regard to the need to ensure that police service boards are representative of the communities they serve”.
- 6.2 Prior to the start of each new term of Regional Council or when the need arises to appoint one or more new members to the DRPSB, regional staff shall employ a multifaceted approach to promote the opportunity to a broad pool of applicants. This includes, but is not limited to:
 - i) Placing an advertisement with digital newspapers in the Region, posting on social media and sharing with the local area municipalities
 - ii) Leveraging the networks of diverse local community leaders

- iii) Posting flyers in local public institutions (ex. libraries, hospitals, community centres, welcome centres, etc.)
- iv) Employing social media channels- cross posting and exploring the possibility of paid advertising
- v) Posting on the job/recruitment boards of organizations that serve people of diverse identities (ex. HireDiverse, Indigenous Professionals Association of Canada (IPAC), Pride at Work Canada, Jobs Ability, etc.)

- 6.3 The appointment opportunity may also be promoted to diverse groups within associations and organizations as they possess qualifications relevant to their discipline as well as lived experience of being part of an underrepresented group. For example, employee resource groups within professional associations for architects, social workers, planners, and lawyers.
- 6.4 This Diversity Plan will be provided to all members of Council in orientation materials at the beginning of their term of office to ensure they are aware of the opportunity to participate as a DRPSB member when appointments are being considered.

7. Application Process and Selection Criteria

- 7.1 Under the CSPA, the Region is permitted to appoint the following individuals to the DRPSB:
- i) The Regional Chair, or if the Regional Chair chooses not to be on the board or is ineligible to be a board member, another member of Regional Council appointed by resolution;
 - ii) Two further members of Regional Council appointed by resolution; and
 - iii) One person who is neither a member of council nor an employee of the Region.
- 7.2 To ensure DRPSB member appointments support the Region's commitment to fairness and integrity, a DRPSB Appointments Committee shall be established. This ad hoc committee will convene prior to the start of each new term of Regional Council and again whenever a new Board appointment becomes necessary.
- 7.3 Where the Regional Chair chooses not to be on the board or is ineligible to be a board member, Regional Council shall appoint another member of Regional Council to the board by resolution. The DRPSB Appointments Committee shall recommend for appointment two members of Regional Council and a member who is neither a member of council nor an employee of the region (i.e. individuals described in 7.1 ii) and iii)).
- 7.4 The DRPSB Appointments Committee, in consultation with regional policy development staff, shall develop an application form and eligibility criteria as well as a scoring process to select new members. Eligibility criteria shall include, at minimum, all legislated eligibility requirements in the CSPA, and may include further eligibility requirements identified by the Appointments Committee.

- 7.5 The Committee will also consider whether additional measures may be implemented to assist in ensuring that appointments are representative of the diversity of the population of the Region (language accessibility, application of an equity lens, etc.).
- 7.6 Regional Councillors and members of the public interested in serving on the DRPSB- as one of the two members of Regional Council or the member who is neither a member of council nor an employee of the region- will be required to submit an application
- 7.7 DRPSB Appointments Committee shall include representation from:
- i) The Durham Regional Chair or their designate
 - ii) The Regional Clerk or their designate
 - iii) The Commissioner of Finance or their designate
 - iv) The Commissioner of Social Services or their designate
 - v) One member of the Durham Local Immigration Partnership
 - vi) The Chair of the Durham Region Anti-Racism Taskforce or their designate
 - vii) A senior representative of a local not-for-profit organization specializing in criminal justice, victim services, harm reduction or homelessness supports (e.g. John Howard Society, Durham Community Legal Clinic, Cornerstone, etc.)
- 7.8 The Regional Clerk's Office shall review applications received and identify all applicants that meet the eligibility criteria. After the application window closes, all eligible applications shall be forwarded to the DRPSB Appointments Committee for review.
- 7.9 The DRPSB Appointments Committee shall identify a shortlist of candidates from the eligible applications, from both members of the public and Regional Councillors, and conduct interviews with shortlisted applicants.
- 7.10 In accordance with the CSPA, in deciding which individuals to recommend for appointment to the DRPSB, the Appointments Committee shall consider:
- i) the need to ensure that the police service board is representative of the area it serves, having regard for the diversity of the population in the area;
 - ii) the need for the police service board to have members with the prescribed competencies, if any; and
 - iii) the requirements of this Diversity Plan.
- 7.11 The DRPSB Appointments Committee shall submit a recommendation report to Regional council with a list of their recommended appointees for approval. Report to include eligibility criteria chosen by the committee, details on how and where the appointment opportunity was promoted, number of applications received, number of applications eligible for consideration, number of interviews conducted, and an overview of the scoring process.

- 7.12 Selected applicants shall be required to provide a police record check prepared in the last 12 months. They may be required to pass an additional background check and a social media background check, conducted by a third-party vendor, prior to their formal appointment for the purpose of verifying details and revealing any discrepancies between their online presence and their application.
- 7.13 The DRPSB Appointments Committee to complete their selection process and recommend an individual or individuals for appointment to Regional Council for approval as soon as possible upon the start of a new term of Regional Council or an announcement of a vacancy.
- 7.14 The DRPSB Appointments Committee shall return all applications and related confidential material in their possession (including any lists of applicants) to the Regional Clerk once all appointments have been approved by Regional Council.

8. Term of Office

- 8.1 The term of office shall be set out by the Regional Council for the appointment but shall not exceed the term of Regional Council that appointed the member. The member may continue to sit until the earlier of six months after the expiry of his or her term, or the day the member's successor is appointed by the Regional Council.

9. Equity-Specific Recommendations for All Members of the DRPSB

- 9.1 DEI-competence will be assessed by the DRPSB Appointment Committee when reviewing applications. The Region views DEI knowledge, a commitment to reconciliation, and the modeling of anti-racist and anti-oppressive practices to be core competencies for members of the DRPSB for the following reasons:
 - i) The Code of Conduct for Police Service Board Members Regulation (O. Reg. 408/23 under the CSPA) sets out the code of conduct with which every member of a police service board must comply. Under section 9(1) of this Regulation, members of the DRPSB "shall not, in the course of their duties, treat any person in a manner that the member, at the time, knows or reasonably ought to know would contravene the Human Rights Code."
 - ii) The CSPA requires members of police boards to complete mandatory human rights, systemic racism, diversity, and Indigenous training (standardized and virtual training made available by the Ministry of the Solicitor General) demonstrating a commitment by the Province to meeting the policing needs of diverse communities.
 - iii) DRPSB decisions impact all Durham families and communities. The level of impact may be felt differently by different communities but, ultimately, the Board demonstrates accountability to residents through their governance and what is prioritized. It is essential

- 9.2 Led by the Guiding Principles identified in section 4, the Region invites, but cannot prescribe, that all DRPSB members affirm human rights and the spirit of the Ontario Human Rights Code by:
- i) Ensuring equitable, not necessarily equal, service provision when approving new or revised DRPS initiatives.
 - ii) Reporting to Regional Council and/or members of the public on their progress on equity-specific work.
 - iii) Ensuring complaints of discrimination from members of the public and members of the police service are dealt with promptly and effectively and by appropriate and impartial parties.
 - iv) Addressing inequities by ensuring diverse groups are appropriately engaged and represented at DRPS decision-making tables.
 - v) Directing DRPS leaders and policy development staff to collaborate with local DEI subject matter experts (equity-focused staff from Durham region, school boards, healthcare, settlement agencies, etc.) on the development or revision of strategies, plans, and initiatives.
 - vi) Ensuring the Board's Diversity Plan includes direction to conduct a member census and survey at least once every 5 years and publish a report of the findings online. The census should examine the demographic composition of DRPS and include questions for both sworn officers and civilian professionals that explore their perceptions and experiences of equity and inclusion within their workplaces in order to develop strategic solutions for a more inclusive police service.
 - vii) Ensuring and monitoring the collection, analysis and reporting of race-based and other socio-demographic data.

10. Application

- 10.1 This Plan applies to all Council appointments and reappointments to the DRPSB, members of the DRPSB, Regional Council, and select regional staff as outlined in sections 5-7.

11. Review Schedule

- 11.1 As required by the CSPA, section 28(3), regional staff shall review and, if appropriate, amend this Municipal Diversity Plan every 4 years.

12. Information Sharing

- 12.1 As required by the CSPA, section 28(4), regional staff shall ensure the Municipal Diversity Plan and any resulting reports are made available to the public on the Regional website, in accordance with the regulations made by the Minister, if any.
- 12.2 The DRPSB may post the Municipal Board Diversity Plan on their own website alongside their Diversity Plan for members of the police service.

13. Inquiries

- 13.1 For further information regarding this Plan, please contact Legislative Services at clerks@durham.ca



REPORT TO THE POLICE SERVICE BOARD

Author: Director Chris Bovie

Date of Report: 3/11/2025

Type of Report: Public

Title: Gun Amnesty Report

RECOMMENDATION

That the Board receives the Gun Amnesty Report.

EXECUTIVE SUMMARY

At Durham Regional Council's February 26th meeting, Whitby Regional Councillor Chris Leahy introduced a motion asking that Durham Regional Police Service (DRPS) implement a gun amnesty for the month of April 2025.

The motion made reference to a number of themes to support the amnesty:

- The last amnesty by DRPS and OPP was back in 2019 and removing guns and informing our public on how to turn in unwanted firearms will enhance community safety.
- That DRPS reported that there was a 33% increase in shootings in 2024 and this trend needs to be addressed.
- That 80 per cent of gun deaths are suicides.

Regional council referred this motion back to the Durham Regional Police Service Board (DRPSB) and additionally asked Chief Moreira to speak to the issue and the efficacy of a gun amnesty at his next regional council presentation.

DISCUSSION

Previous amnesty: The previous gun amnesty was actually held in April 2018. There was a notable increase in reports to surrender firearms during that month (mostly hunting rifles or antique rifles). In about half of those 75 reports the caller identified reading about the amnesty while other cases were more circumstantial or unclear (deceased relative, purchasing a storage unit, etc). It should be noted that DRPS continues to provide the same opportunity for residents to turn in unwanted firearms today that it did during the one-month amnesty period.

Last year, 126 firearms were "turned in" to DRPS. They included:

- Non-restricted – 54
- Restricted/Prohibited – 61
- Other – 11

It is important to understand the term “gun amnesty” gives a false impression. There is no amnesty for criminal offenses related to any gun turned in and those cases individuals will face legal repercussions, during this period we do not change our approach dealing with gun crimes, current and historical. While DRPS is not looking to charge individuals for possession or storage compliance, all firearms will be tested to determine if it was used in the commission of a crime and, if so, those individuals will be investigated and could face charges. Shrouding this practice under the term “amnesty” will not change DRPS normal practice when individuals turn in a firearm.

There can be a valid case made that there has not been enough awareness and education related to educating citizens about how to turn over unwanted firearms. York Regional Police, as an example, promotes not an amnesty but the Safe and Secure Gun Program that educates its community on how to simply and safely dispose of unwanted firearms.

Another challenge in adopting an amnesty at this time, is the federal government announcement of an automatic rifle (AR) amnesty for May 1-Oct. 30, 2025 where individuals will be expecting compensation from Public Safety Canada. While the adoption of this AR Amnesty could be impacted by a number of circumstances including a federal election, DRPS would struggle to manage two amnesties during this period if it were to move forward.

The AR program and other programs have set an expectation of compensation by citizens. In 2013, Toronto Police Service (TPS) ran the Pistols for Pixels campaign in which people turning over firearms received a camera. In 2019, TPS also introduced a three-week gun buy-back program in April offering \$200 for a long gun and \$350 for a handgun. TPS reported they received 1,900 long guns and 800 handguns during that program. During that year, TPS recorded the highest number of shooting/firearms discharges in its history (492 incidents and 284 people injured or killed).

Reducing Gun Crime: Removing or having a process to turn in unwanted firearms is a sound concept and one that has a process in place today. Framing an amnesty as a solution to addressing rising gun crime would be misleading and create an expectation that would be unrealistic.

A 2004 study by the National Academy of Sciences found that gun amnesties do not pull in the types of guns used in crimes. In fact, police services have been criticized by media for implementing gun amnesties as more of a public relations exercise than actually dealing with the real issues related to gun violence (Gillis, 2015). Makarous & Pratt (2012) conclude that gun recovery programs (buy-back, amnesty) although “politically popular programs show little or no promise for reducing gun violence. Which was echoed a decade later by Ferrazares et al (2021) in their examination of gun buy-back programs and concluded “that GBPs are an ineffective policy strategy to reduce gun violence”.

While DRPS recorded that 75 firearms were turned in during the April 2018 amnesty (about half of those residents cited the amnesty for the call), it had the second highest number of persons killed or injured by firearm during that year (21 injured 4 killed) compared to 2019 (11 injured 4 killed).

Firearms and Suicides: According to a Government of Canada report on firearms, the observed correlation between firearm availability and suicide in general is not as clear as one might expect. In Canada, provincial comparisons found no correlation between suicide rates and overall levels of firearm ownership. However, it is empirically indisputable that where firearms are more widely available, the firearm suicide rate is higher. (Government of Canada, 2022)

CONCLUSION

While DRPS appreciates any opportunities to enhance community safety and reduce gun crime, it is recommended that DRPS does not adopt a gun amnesty at this time. Instead, DRPS should work with the Region of Durham through the Community Safety and Well-Being committee to enhance education across the Region on how citizens can turn in unwanted firearms year-round and the process and legalities associated with this program.

Report Approval Details

Document Title:	Gun Amnesty .docx
Attachments:	
Final Approval Date:	Mar 11, 2025

This report and all of its attachments were approved and signed as outlined below:

A handwritten signature in black ink, appearing to read 'Peter MOREIRA', with a stylized, cursive script.

Peter MOREIRA



Direction Memorandum

TO: Anita Longo, Durham Regional Police Services Board

FROM: Alexander Harras, Director of Legislative Services/Regional Clerk

DATE: February 26, 2025

RE: Resolution adopted by Regional Council at its meeting held on February 26, 2025

Corporate Services
Department –
Legislative Services

DEPARTMENTAL RESOLUTIONS AND OTHER REPORTS

10.2. Motion regarding Request for Gun Amnesty in 2025

SEE ATTACHED.

Alexander Harras

A. Harras
Director of Legislative Services/Regional Clerk

c. B. Clancy, Executive Director, Durham Regional Police Service Board
P. Moreira, Chief of Police

Council of the Region of Durham, at its meeting held on February 26, 2025, referred the following resolution and amendment to the Police Services Board:

“That Whereas the Durham Regional Police have reported a 33% increase in shooting incidents in 2024 over the previous year; and

Whereas community safety is an essential pillar of a thriving and successful municipality; and

Whereas the Durham Regional Council is always concerned with providing residents with the greatest possible opportunities to use best practice tools; and

Whereas not all gun violence is gang violence and The Royal Canadian Mounted Police (RCMP) have reported in the past that 80% of all gun deaths are caused by suicide; and

Whereas the recent increase in gun violence is cause for concern of all Durham Region residents; and

Whereas there is a current national gun amnesty related to regulated changes to the criminal code that started in 2020 and will run until October 2025 that affects previously licensed owners of firearms; and

Whereas this amnesty does not cover all devices and firearms that may be in the possession of currently unlicensed owners; and

Whereas the Durham Regional Police Service in co-operation with the Ontario Provincial Police previously held a successful gun amnesty gun surrender event in 2019; and

Whereas some Durham Region residents may be in possession of unwanted firearms that they wish to dispose of in a responsible manner; and

Whereas reducing and eliminating the number of unlicensed, unregistered, and unwanted firearms will contribute to making our Durham Region communities safer; and

Whereas it is the authority of the Chief of the Durham Regional Police Service working with the Chief Firearms Officer of the OPP to determine when and how to conduct a firearms amnesty in their jurisdiction;

Therefore be it resolved that Durham Region Council request the Chief of the Durham Regional Police to consider applying for and conducting a general firearms amnesty for a one month period in the 2025 calendar year; and

That this request be forwarded to the Durham Regional Police Services Board for information.”

MOTION REFERRED TO THE POLICE
SERVICES BOARD
(See Following Motion)

Moved by Councillor Lee, Seconded by Councillor Marimpietri,

That the main motion be amended by adding the following clause:

“That the Chief of Police of the DRPS be requested to report back to Council at his next quarterly update to Council on the total number of firearms seized to gauge the actual effectiveness of the program.”

MOTION REFERRED TO THE POLICE
SERVICES BOARD



REPORT TO THE POLICE SERVICE BOARD

Author: Inspector Doris Carriere #3033

Date of Report: 3/17/2025

Type of Report: Public

Title: Report on SIU Case 24-OCI-445

Recommendation

That the Board receives this report as it relates to SIU Case 24-OCI-445.

Background

On October 19, 2024, at 11:19 p.m., the Durham Regional Police Service (DRPS) contacted the SIU with the following information.

On October 19, 2024, at 6:30 p.m., two motorcycles collided with the back of a stopped vehicle at the intersection of Rossland Road West and Ravenscroft Road. The collision was witnessed by an off-duty Toronto Police Service (TPS) officer, who tried to prevent one man [the Affected Person] from fleeing on foot while the other motorcyclist drove away. DRPS had their helicopter unit deployed and the canine unit was called to the scene. The helicopter and police dog were able to track and locate the Affected Person.

The Affected Person was bitten by the police dog as he was arrested. No serious injuries were readily identified after the arrest, and the collision scene was processed and photographed by the DRPS. The Affected Person was later diagnosed with a fractured ankle while in hospital. .

Investigation

SIU Director Martino's report, dated February 12th, 2025, summarized the investigation and result:

"The evidence collected by the SIU, including interviews with police and non-police witnesses, and video footage that captured the incident in part, gives rise to the following scenario.

In the evening of October 19, 2024, the Complainant was operating a motorcycle westbound on Rossland Road West when he entered the Ravenscroft Road intersection on a red light and crashed his vehicle. An off-duty TPS officer in the area witnessed the collision and approached the scene to render assistance. The Complainant was helped to the northeast corner of the intersection and seated as WO #1 called the DRPS to report the incident. Shortly, the Complainant got up and began to walk away.

WO #1 advised the DRPS that the Complainant was walking away and, together with the driver of the vehicle struck by the motorcycle (CW #2), followed him as he made his way through a

housing complex north and west of the collision site. The officer told the Complainant that he was under arrest and then intervened to stop him physically when it appeared that the Complainant was about to enter another vehicle. The two wrestled with each other for a period before the Complainant was able to free himself and run into a wooded area nearby. WO #1 updated the DRPS.

DRPS officers arriving on scene set up a perimeter around the wooded area and deployed a helicopter and a canine unit. The dog handler – WO #4 – entered the forested area with his dog – the PSD. With the guidance from the helicopter overhead, which had detected the Complainant’s heat signature, the officer came across the Complainant. The Complainant ran down an embankment and into a creek. WO #4 released the PSD. The dog engaged the Complainant in the water and bit into his right arm. WO #4 joined the pair in the creek and escorted them out of the water. WO #3 handcuffed the Complainant without further incident. At hospital after his arrest, the Complainant was diagnosed with a fractured ankle.”

Professional Standards Unit – Section 81 Investigation

The Professional Standards Unit conducted an investigation pursuant to Section 81(1) of the CSPA. The investigation reviewed the following applicable DRPS Directives and Policies;

Authority	Number or Section	Description	Compliance		Requires Amendment	
			Yes	No	Yes	No
Directive	LE-09-001	Motor Vehicle Collision Investigations Crime	X			X
Directive	AO-05-001	Special Investigations Unit	X			X
Directive	LE-05-002	Police Use of Force	X			X
Directive	LE-02-019	Body-Worn Camera	X			X
Directive	ER-09-001	Canine [K-9] Unit	X			X

The results of the Professional Standards Unit investigation are as follows:

Conduct: No conduct issues were identified.

Policies: No policy issues were identified.

Conclusion

SIU Director Martino has concluded,

“On October 19, 2024, the DRPS notified the SIU that a male they had arrested earlier that day – the Complainant – had been diagnosed with a serious injury. The SIU initiated an investigation, which is now concluded. On my assessment of the evidence, there are no

reasonable grounds to believe that any police officer committed a criminal offence in connection with the Complainant's arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law. When the Complainant fled the scene of the collision, he rendered himself subject to arrest under section 320.16 of the Criminal Code.

WO #1 used no more force that was reasonably necessary when he attempted to arrest the Complainant. He had advised the Complainant that he was an officer and that he (the Complainant) was under arrest, but it was clear the Complainant was not going to submit peacefully. In the circumstances, I am unable to reasonably conclude that WO #1 resorted to unnecessary force when he forcefully took the Complainant to the ground. He had reason to believe that the Complainant would struggle against the arrest, an effort that would be made more difficult on the ground. In fact, the Complainant did resist and was ultimately able to free himself from the officer and resume his flight.

I am also satisfied that WO #4 comported himself within the limits of the criminal law when he deployed his dog. The Complainant was evading apprehension by hiding in a forested area on uneven terrain. There was also reason to expect the Complainant would continue to physically resist arrest. On this record, it made sense to attempt to immobilize the Complainant from a distance with the use of the dog. And that is, essentially, what occurred. The cause of the Complainant's injury remains uncertain, although it appears likely he fractured his ankle in the motorcycle collision. Be that as it may, there is no reason to believe the injury is attributable to any unlawful conduct on the part of the police.

As such, there is no basis for proceeding with criminal charges in this case. The file is closed."

Report Approval Details

Document Title:	Report on SIU Investigation File 224-OCI-445.docx
Attachments:	- DR-24-445-Durham-CI.pdf
Final Approval Date:	Mar 10, 2025

This report and all of its attachments were approved and signed as outlined below:

Chris Kirkpatrick

A handwritten signature in black ink, appearing to read "Peter Moreira", with a stylized flourish at the end.

Peter MOREIRA

SPECIAL INVESTIGATIONS UNIT



DIRECTOR'S REPORT

CASE # 24-OCI-445

February 12, 2025

MANDATE OF THE SIU

The Special Investigations Unit is a civilian law enforcement agency that investigates incidents involving an official where there has been death, serious injury, the discharge of a firearm at a person or an allegation of sexual assault. Under the *Special Investigations Unit Act, 2019* (SIU Act), officials are defined as police officers, special constables of the Niagara Parks Commission and peace officers under the *Legislative Assembly Act*. The SIU's jurisdiction covers more than 50 municipal, regional and provincial police services across Ontario.

Under the *SIU Act*, the Director of the SIU must determine based on the evidence gathered in an investigation whether there are reasonable grounds to believe that a criminal offence was committed. If such grounds exist, the Director has the authority to lay a criminal charge against the official. Alternatively, in cases where no reasonable grounds exist, the Director cannot lay charges. Where no charges are laid, a report of the investigation is prepared and released publicly, except in the case of reports dealing with allegations of sexual assault, in which case the SIU Director may consult with the affected person and exercise a discretion to not publicly release the report having regard to the affected person's privacy interests.

INFORMATION RESTRICTIONS

Special Investigations Unit Act, 2019

Pursuant to section 34, certain information may not be included in this report. This information may include, but is not limited to, the following:

- The name of, and any information identifying, a subject official, witness official, civilian witness or affected person.
- Information that may result in the identity of a person who reported that they were sexually assaulted being revealed in connection with the sexual assault.
- Information that, in the opinion of the SIU Director, could lead to a risk of serious harm to a person.
- Information that discloses investigative techniques or procedures.
- Information, the release of which is prohibited or restricted by law.
- Information in which a person's privacy interest in not having the information published clearly outweighs the public interest in having the information published.

Freedom of Information and Protection of Personal Privacy Act

Pursuant to section 14 (*i.e., law enforcement*), certain information may not be included in this report. This information may include, but is not limited to, the following:

- Confidential investigative techniques and procedures used by law enforcement agencies; and
- Information that could reasonably be expected to interfere with a law enforcement matter or an investigation undertaken with a view to a law enforcement proceeding.

Pursuant to section 21 (*i.e., personal privacy*), protected personal information is not included in this report. This information may include, but is not limited to, the following:

- The names of persons, including civilian witnesses, and subject and witness officials;
- Location information;
- Witness statements and evidence gathered in the course of the investigation provided to the SIU in confidence; and
- Other identifiers which are likely to reveal personal information about individuals involved in the investigation.

Personal Health Information Protection Act, 2004

Pursuant to this legislation, any information related to the personal health of identifiable individuals is not included.

Other proceedings, processes, and investigations

Information may also have been excluded from this report because its release could undermine the integrity of other proceedings involving the same incident, such as criminal proceedings, coroner's inquests, other public proceedings and/or other law enforcement investigations.

MANDATE ENGAGED

Pursuant to section 15 of the SIU Act, the SIU may investigate the conduct of officials, be they police officers, special constables of the Niagara Parks Commission or peace officers under the *Legislative Assembly Act*, that may have resulted in death, serious injury, sexual assault or the discharge of a firearm at a person.

A person sustains a “serious injury” for purposes of the SIU’s jurisdiction if they: sustain an injury as a result of which they are admitted to hospital; suffer a fracture to the skull, or to a limb, rib or vertebra; suffer burns to a significant proportion of their body; lose any portion of their body; or, as a result of an injury, experience a loss of vision or hearing.

In addition, a “serious injury” means any other injury sustained by a person that is likely to interfere with the person’s health or comfort and is not transient or trifling in nature.

This report relates to the SIU’s investigation into the serious injury of a 22-year-old man (the “Complainant”).

THE INVESTIGATION

Notification of the SIU¹

On October 19, 2024, at 11:19 p.m., the Durham Regional Police Service (DRPS) contacted the SIU with the following information.

On October 19, 2024, at 6:30 p.m., two motorcycles collided with the back of a stopped vehicle at the intersection of Rossland Road West and Ravenscroft Road. The collision was witnessed by an off-duty Toronto Police Service (TPS) officer, who tried to prevent one man [the Complainant] from fleeing on foot while the other motorcyclist drove away. DRPS had their helicopter unit deployed and the canine unit was called. The helicopter and police dog were able to track and locate the Complainant. The Complainant was bitten by the police dog as he was arrested. No injuries were readily identified after the arrest, so the collision scene was processed and photographed by the DRPS. At some point later, the Complainant was diagnosed with a fractured ankle.

The Team

Date and time team dispatched:	2024/10/21 at 11:40 a.m.
Date and time SIU arrived on scene:	2024/10/21 at 4:00 p.m.
Number of SIU Investigators assigned:	5

¹ Unless otherwise specified, the information in this section reflects the information received by the SIU at the time of notification and does not necessarily reflect the SIU’s findings of fact following its investigation.

Number of SIU Forensic Investigators assigned: 1

Affected Person (aka “Complainant”): 22-year-old male; not interviewed (declined)

[Note: An affected person (complainant) is an individual who was involved in some form of interaction with an official or officials, during the course of which the individual sustained serious injury, died, was reported to have been sexually assaulted, or was shot at by a firearm discharged by an official.]

Civilian Witnesses (CW)

CW #1	Interviewed
CW #2	Interviewed

The civilian witnesses were interviewed between October 23, 2024, and November 19, 2024.

Witness Officials (WO)

WO #1	Interviewed; notes received and reviewed
WO #2	Interviewed ²
WO #3	Interviewed; notes received and reviewed
WO #4	Interviewed; notes received and reviewed

The witness officials were interviewed between December 5, 2024, and December 12, 2024.

[Note: A witness official is an official (whether a police officer, a special constable of the Niagara Parks Commission or a peace officer with the Legislative Protective Service) who, in the opinion of the SIU Director, is involved in the incident under investigation but is not a subject official in relation to the incident.]

Upon request by the SIU, witness officials are under a legal obligation pursuant to the SIU Act to submit to interviews with SIU investigators and answer all reasonable questions. The SIU is also entitled to a copy of their notes.]

EVIDENCE

The Scene

The events in question transpired at and around the intersection of Ravenscroft Road and Rossland Road West, Ajax, including a wooded area west and north of the intersection.

² WO #2 reported he did not make any notes.

Video/Audio/Photographic Evidence³

Video Footage - Ravenscroft Road, Ajax

The video was not time or date-stamped.

Starting at about 58 seconds into the footage, a motorcycle decelerated from a high rate of speed at an intersection [Ravenscroft Road and Rossland Road West]. The back tire of the motorcycle lifted off the ground as it braked and stopped at the pedestrian crosswalk. A second motorcycle [the Complainant], traveling at a higher rate of speed, entered into the intersection and slid until it collided with the front driver's side wheel of a vehicle [CW #2]. The first motorcycle drove away from the intersection. People walked over to assist the Complainant to a corner [northeast corner] of the intersection.

Body-worn Camera (BWC) Footage – WO #3, Officer #1, Officer #2, Officer #3, Officer #4, Officer #5 and WO #4

On October 19, 2024, starting at about 6:26:36 p.m., WO #3 met with a man [WO #1] in plainclothes. WO #3 spoke with the occupants of a vehicle. They said they were in the area to do a food delivery when a man [the Complainant] tried to enter their vehicle.

Starting at about 6:34:31 p.m., there was a radio broadcast from the DRPS helicopter advising that the Complainant was located lying down in some tall grass north of WO #3's position.

Starting at about 6:35:40 p.m., WO #4 arrived on scene. He removed the police service dog (PSD) from his police vehicle and placed him on a leash. They walked into a wooded area and down a steep hill. WO #3 and Officer #1 followed.

Starting at about 6:38:16 p.m., WO #4 found a jacket on the ground near some tall grass.

Starting at about 6:38:51 p.m., WO #4 said, "Durham Police Canine Unit. You're under arrest. You will be bit by a dog...stop!" The Complainant stood up in the tall grass and ran away from the police officers. WO #4 ran into the tall grass. He no longer held the leash of the PSD.

Starting at about 6:39:08 p.m., WO #4 ran into a river. There was a man [the Complainant] ahead of him in the water. The PSD swam after the Complainant. WO #4 yelled, "You will be bit...stop!" and, "Hands up!" The PSD bit the Complainant's right arm. He raised his left arm in the air.

Starting at about 6:39:16 p.m., WO #4 took control of the Complainant's left arm and dragged him to the opposite shore of the river. The Complainant was in a prone position. The PSD pulled at the right arm with his teeth. The Complainant screamed in pain. The PSD released the bite. WO #3 handcuffed the Complainant with his hands behind the back. WO #3 stood the Complainant upright.

³ The following records contain sensitive personal information and are not being released pursuant to section 34(2) of the *Special Investigations Unit Act, 2019*. The material portions of the records are summarized below.

Starting at about 6:41:28 p.m., WO #4 asked the Complainant if he had any injuries other than the dog bite. The Complainant shook his head side to side. WO #4 said, "No, just your arm?" A radio broadcast indicated the Complainant had lost his shoes and they were found by police officers. The Complainant bled heavily from his right arm.

Starting at about 6:45:26 p.m., as the Complainant was being escorted out of the wooded area, he said, "My foot is fucked." WO #3 asked what was wrong with his foot but received no reply. The Complainant complained he had no shoes.

Starting at about 6:46:06 p.m., the Complainant said his foot was broken and he could not put weight on it. WO #3 and Officer #1 assisted the Complainant to walk. They struggled through the wooded area until the Complainant could not walk anymore. Fire services were called to remove him from the woods. The Complainant began to shiver and complained he was cold. He was sat down on the grass.

Starting at about 7:47:33 p.m., fire services arrived at the wooded area. The Complainant was loaded onto a bucket stretcher and carried out of the woods.

Computer-aided Dispatch (CAD) Report

On October 19, 2024, at 6:09 p.m., DRPS received multiple calls from various individuals, including WO #2 and WO #1, about a collision at Rossland Road West and Ravenscroft Road. A motorcyclist [the Complainant] had been carried off the road to sit on the grass. The Complainant appeared to have a knee injury. He had been ejected about five to ten feet from his motorcycle. He had travelled through a red traffic light. A second motorcycle had left the scene.

At 6:14:00 p.m., an off-duty police officer [WO #1] said the Complainant had run away from the scene. A physical description of the Complainant's motorcycle clothing was provided.

At 6:18:47 p.m., the dispatcher noted the sound of a struggle. WO #1 held the Complainant and prevented him from entering a vehicle. WO #1 said to get on the ground.

At 6:22:40 p.m., WO #1 reported his location in front of 510 Rossland Road West. He said the Complainant had entered the bushes.

At 6:34:04 p.m., the helicopter unit had identified a heat source in the wooded area.

At 6:35:30 p.m., the canine track had begun.

At 6:38:54 p.m., the helicopter unit advised the canine unit was 12 feet away from the heat source.

At 6:39:01 p.m., there was a foot pursuit.

At 6:40:02 p.m., the helicopter unit reported police officers were attempting to take the Complainant into custody on the north side of a body of water.

At 6:40:53 p.m., it was reported the Complainant was in custody. He had been bitten by the police dog on his left upper arm.

At 8:37:16 p.m., the Complainant had been extricated from the wooded area and was assessed by paramedic services.

Materials Obtained from Police Service

Upon request, the SIU obtained the following records from DRPS between October 29, 2024, and November 29, 2024:

- AIR1 helicopter video footage;
- General Occurrence Report;
- CAD Report;
- BWC footage;
- Communications recordings;
- Cell phone video;
- Notes – WO #3 and WO #4;
- Scene photographs; and
- Use of Force Policy.

Upon request, the SIU obtained WO #1's notes from the TPS on December 2, 2024.

Materials Obtained from Other Sources

The SIU obtained video footage from a building on Ravenscroft Road, Ajax, on November 16, 2024.

INCIDENT NARRATIVE

The evidence collected by the SIU, including interviews with police and non-police witnesses, and video footage that captured the incident in part, gives rise to the following scenario.

In the evening of October 19, 2024, the Complainant was operating a motorcycle westbound on Rossland Road West when he entered the Ravenscroft Road intersection on a red light and crashed his vehicle. An off-duty TPS officer in the area witnessed the collision and approached the scene to render assistance. The Complainant was helped to the northeast corner of the intersection and seated as WO #1 called the DRPS to report the incident. Shortly, the Complainant got up and began to walk away.

WO #1 advised the DRPS that the Complainant was walking away and, together with the driver of the vehicle struck by the motorcycle (CW #2), followed him as he made his way through a housing complex north and west of the collision site. The officer told the Complainant that he was under arrest and then intervened to stop him physically when it appeared that the Complainant was about to enter another vehicle. The two wrestled with

each other for a period before the Complainant was able to free himself and run into a wooded area nearby. WO #1 updated the DRPS.

DRPS officers arriving on scene set up a perimeter around the wooded area and deployed a helicopter and a canine unit. The dog handler – WO #4 – entered the forested area with his dog – the PSD. With the guidance from the helicopter overhead, which had detected the Complainant's heat signature, the officer came across the Complainant. The Complainant ran down an embankment and into a creek. WO #4 released the PSD. The dog engaged the Complainant in the water and bit into his right arm. WO #4 joined the pair in the creek and escorted them out of the water. WO #3 handcuffed the Complainant without further incident.

At hospital after his arrest, the Complainant was diagnosed with a fractured ankle.

RELEVANT LEGISLATION

Section 25(1), *Criminal Code* - Protection of Persons Acting Under Authority

25 (1) Every one who is required or authorized by law to do anything in the administration or enforcement of the law

- (a) as a private person,
- (b) as a peace officer or public officer,
- (c) in aid of a peace officer or public officer, or
- (d) by virtue of his office,

is, if he acts on reasonable grounds, justified in doing what he is required or authorized to do and in using as much force as is necessary for that purpose.

Section 320.16, *Criminal Code* - Failure to Stop After Accident

320.16 (1) Everyone commits an offence who operates a conveyance and who at the time of operating the conveyance knows that, or is reckless as to whether, the conveyance has been involved in an accident with a person or another conveyance and who fails, without reasonable excuse, to stop the conveyance, give their name and address and, if any person has been injured or appears to require assistance, offer assistance.

(2) Everyone commits an offence who commits an offence under subsection (1) and who at the time of committing the offence knows that, or is reckless as to whether, the accident resulted in bodily harm to another person.

(3) Everyone commits an offence who commits an offence under subsection (1) and who, at the time of committing the offence, knows that, or is reckless as to whether, the accident resulted in the death of another person or in bodily harm to another person whose death ensues.

ANALYSIS AND DIRECTOR'S DECISION

On October 19, 2024, the DRPS notified the SIU that a male they had arrested earlier that day – the Complainant – had been diagnosed with a serious injury. The SIU initiated an investigation, which is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any police officer committed a criminal offence in connection with the Complainant's arrest and injury.

Pursuant to section 25(1) of the *Criminal Code*, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

When the Complainant fled the scene of the collision, he rendered himself subject to arrest under section 320.16 of the *Criminal Code*.

WO #1 used no more force that was reasonably necessary when he attempted to arrest the Complainant. He had advised the Complainant that he was an officer and that he (the Complainant) was under arrest, but it was clear the Complainant was not going to submit peacefully. In the circumstances, I am unable to reasonably conclude that WO #1 resorted to unnecessary force when he forcefully took the Complainant to the ground. He had reason to believe that the Complainant would struggle against the arrest, an effort that would be made more difficult on the ground. In fact, the Complainant did resist and was ultimately able to free himself from the officer and resume his flight.

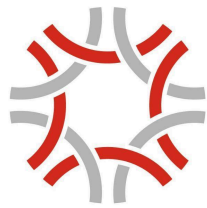
I am also satisfied that WO #4 comported himself within the limits of the criminal law when he deployed his dog. The Complainant was evading apprehension by hiding in a forested area on uneven terrain. There was also reason to expect the Complainant would continue to physically resist arrest. On this record, it made sense to attempt to immobilize the Complainant from a distance with the use of the dog. And that is, essentially, what occurred.

The cause of the Complainant's injury remains uncertain, although it appears likely he fractured his ankle in the motorcycle collision. Be that as it may, there is no reason to believe the injury is attributable to any unlawful conduct on the part of the police. As such, there is no basis for proceeding with criminal charges in this case. The file is closed.

Date: February 12, 2025

Electronically approved by

Joseph Martino
Director
Special Investigations Unit



Motion on Police Funding for Municipal Police Services

Moved by Mayor Kevin Davis - Brantford

WHEREAS there are many important and pressing challenges relating to public safety, such as firefighting, corrections, animal welfare, auto theft, justice and bail reform to name a few; and

WHEREAS the provinces' Community Safety and Policing Act is placing further financial pressures on local police services, adding new training and equipment requirements for officers; and

WHEREAS in November 2024 the provincial government announced it would be offering \$77 million to 330 municipalities serviced by the OPP to offset the OPP's budget increase; and

WHEREAS that subsidy is not being extended to municipalities that operate local police services; and

WHEREAS communities with municipal police services have seen steady increases to their police operating budget(s), putting additional pressures on the taxpayers of our communities, with future years likely to see similar increases; and

WHEREAS the provincial government has been supportive of law enforcement including police services, with the Ministry of the Solicitor General being very approachable and open to the challenges faced by all communities as they relate to crime and increased financial strains.

THEREFORE BE IT RESOLVED THAT the Government of Ontario consider the following suggestions;

- a) That the province increase the funding to municipal police services in a manner proportional to the funding relief provided to the OPP policed communities
- b) Consideration of providing local and provincial grant funds which are vital to the operation of all police services across the province
- c) That a fair and equitable funding model is established for all taxpayers across the province, regardless of the community they live in or how they are policed (OPP or municipal police services)
- d) Investigate the ability to fund and utilize emergency technology such as Artificial Intelligence (AI) for law enforcement to ensure that police services are able to investigate or deter AI based crimes in the future; and

THAT adequate funding and meaningful support be provided to police service members to address employee health and wellness, including members who are on long-term (WSIB) absences.



— OBCM —
Ontario's Big City Mayors

BE IT FURTHER RESOLVED THAT Ontario's Big City Mayors endorse the recent OACP and OAPSB letter to the province dated December 7, 2024 "Re: Recent \$77 Million Funding Announcement for Municipalities Policed by the Ontario Provincial Police"; and

THAT a copy of this motion be sent to:

- The Hon. Doug Ford, Premier of Ontario
- The Hon. Michael Kerzner, Solicitor General
- The Hon. Peter Bethlenfalvy, Minister of Finance
- The Hon. Graham McGregor, Associate Minister of Auto Theft and Bail Reform
- Deputy Chief Roger Wilkie, President - Ontario Association of Chiefs of Police
- Patrick Weaver, Chair - Ontario Association of Police Services Boards



From the office of President Roger Wilkie
Ontario Association of Chiefs of Police
Roger.wilkie@haltonpolice.ca



From the office of Chair Patrick Weaver
Ontario Association of Police Services Board
patrickj@weavergroup.ca

December 7, 2024

The Honourable Michael Kerzner
Solicitor General of Ontario
25 Grosvenor Street
18th Floor
Toronto, Ontario M7A 1Y6

Re: Recent \$77 Million Funding Announcement for Municipalities Policed by the Ontario Provincial Police

Dear Minister Kerzner,

On behalf of the Ontario Association of Police Services Boards (OAPSB) and the Ontario Association of Chiefs of Police (OACP), we are writing to make you aware of concerns expressed to us by small- and mid-sized police services and boards regarding the Government of Ontario's recent announcement of more than \$77 million in funding to assist small and rural municipalities in managing the increasing costs associated with Ontario Provincial Police (O.P.P.) services.

We acknowledge and appreciate the Province's investments in public safety and the positive impact such funding can have for police organizations in our province. In relation to the above announcement, we recognize that mitigating the financial burden of the collective bargaining agreement reached in July 2024 between the Province and the Ontario Provincial Police Association benefits communities policed by the O.P.P. and the broader benefits these investments bring to policing partners through enhanced access to specialized services and support.

However, many small- and mid-size police services boards and municipal police services have expressed concerns about the potential unintended consequences of this announcement. Specifically, this funding may exacerbate existing challenges for these services and boards as they navigate budget planning and strive to meet the increasingly complex demands of providing adequate and effective policing services under the *Community Safety and Policing Act* (CSPA) framework.

Once our associations were made aware of the \$77 million funding announcement, we sought input from the O.P.P. and the Province and understand a number of facts:

- The O.P.P. has not received any additional funding related to this announcement.
- O.P.P.-policed municipalities have not received any additional/net new funding.
- Municipal costs for O.P.P. Policed communities are increasing.

- The proposed one-time relief funding of \$77 million is intended to offset rising costs tied to police wage increases in the four-year contract between the Province and the Ontario Provincial Police Association.
- O.P.P.-policed municipalities and boards are not part of the O.P.P. bargaining process and are unable to influence the outcomes of contractual settlements.
- The O.P.P. values its partnerships with police services across the province, including collaborating on provincially funded joint forces operations (JFO), providing assistance with policing functions, responding to temporary/emergency requests for assistance, and maintaining investigative and specialized support to assist other police services.
- In 2023, over and above JFOs, the O.P.P. undertook more than \$40 million in salary expenses providing the above-noted assistance.

The concerns we are communicating to you from small- and mid-sized services and boards are not related to the valuable public safety services delivered by our provincial police service. Rather, the concerns centre on:

- The impact on municipal budget processes
- The on-going navigation of the significant and unfunded impacts of the new *Community Safety and Policing Act (CSPA)*
- Localized bargaining and wage increases
- Public perception of rising policing costs
- The ability for smaller municipalities to sustain a municipal policing model

In our opinion, the issues raised by this announcement underscore the need to address several systemic challenges and opportunities:

1. **Modernizing the Grant Funding Process:** Streamlining and updating the grant funding process is critical to ensure timely, equitable, and efficient allocation of resources that reflect the realities of Ontario police services, who all police within different local contexts.
2. **Securing Additional and Equitable Funding for CSPA Implementation:** The complexities of implementing the CSPA require targeted financial support from the Province of Ontario to enable police services to effectively meet evolving standards and expectations.
3. **Exploring Sustainable Funding Solutions:** Long-term, predictable funding mechanisms are essential to support the delivery of adequate and effective policing services, particularly in smaller and rural communities with limited resources.

Given the concerns raised by police services in the wake of the recent announcement, we are looking for your ministry officials to help us better understand the equitable funding models available to all police services across the province. We also believe that there is a need for clarity and greater awareness around the financial drivers, costs, and budget impacts related to delivering adequate and effective policing in today's policing environment. This awareness will allow for a meaningful examination of policing services funding opportunities and the ability to better inform the communities we serve and the boards and municipalities that approve municipal police budgets.

We greatly value the ongoing dialogue with you and your ministry officials on these matters and appreciate your personal commitment to supporting police services across Ontario. We would welcome an opportunity to delve deeper into these concerns, explore potential solutions, and ensure that this and other funding achieves its intended purpose without unintended negative consequences for other policing services.

Thank you for your attention to this important matter. We look forward to your response and the opportunity to work together to strengthen policing services across the province.

Sincerely,



Deputy Chief Roger Wilkie
President, Ontario Association of Chiefs of Police



Patrick Weaver
Chair, Ontario Association of Police Services Boards

c.c. All Chiefs of Police and O.P.P. Commissioner
All PSB Chairs
Mr. Mario Di Tommaso, Deputy Solicitor General, Community Safety
Mr. Kenneth Weatherill, Assistant Deputy Minister, Public Safety Division