



NOTICE AND AGENDA
BROCKVILLE POLICE SERVICES BOARD

2026 09 22
1:30 pm

BROCKVILLE POLICE
BOARDROOM

REGULAR AGENDA

-
1. Call Meeting to Order
 2. Adoption of Minutes
 - June 23, 2026 Pg. 1 - 2
 3. Correspondence
 - Letter of Appreciation – Victoria Road residents Page 3 - 5
 - Response from Emily Wood, City of Brockville Procurement, Contracting and Risk Manager Coordinator regarding indemnification for Police Services Board Members Pg. 6 - 13
 - Inspectorate of Policing – Correspondence June 29, 2026
 - i. June 29, 2026 -Province-Wide Inspection on Police Integrity and Anti-Corruption Practices — Inspection Notice and Documentary Production Request Pg. 14 - 25
 - ii. July 14, 2026 - Inspector General Memo #11: Notice of Issue – Increase in Antisemitism and Hate-Motivated Incidents Pg. 26 - 28
 - iii. Notice of Issue: The Increase in Antisemitism and Hate-Motivated Incidents Pg. 29 - 34
 4. Appointments
 5. New Business
 - Strategic Plan Pg. 35 - 57
 6. Unfinished Business / Outstanding Items
 - Facility Sub committee
 - Record Check Sub committee

7. Reports

- Chief's Report
- Deputy Chief's Report
- Statistical Reports

Page 58

Page 59 - 61

Page 62 - 66

8. Adjournment

**Minutes of the Committee Meeting of the Brockville Police
Services Board Held on June 23, 2026**

PRESENT: Chief M. Noonan, Deputy Chief A. Harvie, K. Yee (Chair), M. Kalivas, L. Journal, J. Earle, April Muldoon, Jen Winmill, Michelle Merpaw, John Reporter

ABSENT: S. Jodoin, Inspector L. Bennett

CALL TO ORDER:

The Chair called the Open Meeting to order at 1:30 pm.

Moved by Member Kalivas
Seconded by Member Earle

That the minutes of May 26, 2026 Police Services Board meeting be approved

CARRIED

CORRESPONDENCE:

Future agendas to include OAPSB Correspondence

APPOINTMENTS:

Moved by Member Journal
Seconded by Member Kalivas

THAT the following individuals be appointed as Special Constables:

Emillie Currie
Ryan Givogue
Justin Van Luit
Zachary White

CARRIED

NEW BUSINESS:

None

UNFINISHED BUSINESS/OUTSTANDING ITEMS:

None

REPORTS:

Moved by Member Journal
Seconded by Member Earle

That the Chief's Report, Deputy Chief's report and Statistical Reports be received with the future reports to show the Criminal Record Check costs on a separate line.

CARRIED

Meeting adjourned at 2:10 pm

K. Yee (Chair)

L. White (Secretary)

From: [Andrew Harvie](#)
To: [Lesley White](#)
Cc: [Mark Noonan](#)
Subject: FW: Letter of Appreciation
Date: Monday, August 31, 2026 8:13:49 AM
Attachments: [image001.png](#)
[image002.png](#)

Hello Lesley,

Do you want to include this email with the board report?



Andrew Harvie
Deputy Chief of Police
Brockville Police Service
2269 Parkedale Ave.
Brockville, ON
613-342-0127 ext: 2062
aharvie@brockvillepolice.com

From: Brockville Police Service <info@brockvillepolice.com>
Sent: Monday, August 31, 2026 8:08 AM
To: ALL POLICE <ALLPOLICE@brockvillepolice.com>
Subject: FW: Letter of Appreciation

Please see the email below.



Andrew Harvie
Deputy Chief of Police
Brockville Police Service
2269 Parkedale Ave.
Brockville, ON
613-342-0127 ext: 2062
aharvie@brockvillepolice.com

From: Ellexis Lathan <ellexis_lathan@hotmail.com>
Sent: Sunday, August 30, 2026 12:10 PM
To: Brockville Police Service <info@brockvillepolice.com>
Subject: Letter of Appreciation

You don't often get email from ellexis_lathan@hotmail.com. [Learn why this is important](#)

To Whom It May Concern,

I am writing on behalf of the residents of Victoria Road to express our sincere gratitude to the Brockville Police Service for the care and attention you have shown our community.

Back in May 2026, residents of Victoria Road reached out to the City of Brockville because we were becoming increasingly concerned about the amount of speeding taking place on our road. Victoria Road is a beautiful residential street where people walk their dogs, ride their bikes, take their children outside, and simply enjoy their neighbourhood. For many of us, it is the place we call home and the place where our children grow up.

The City conducted a traffic and speed study throughout the month of June to better understand the situation. We had hoped the results would support the installation of speed bumps or other traffic-calming measures. Unfortunately, the study determined that our road did not have enough traffic to meet the requirements for speed bumps.

While that was disappointing, something very meaningful happened afterward.

The Brockville Police Service took the information from the City's study and used it to actively enforce the 40 km/h speed limit on Victoria Road. The difference that has made has not gone unnoticed by the residents who live here.

We want you to know that **we see you, and we appreciate you.**

A police cruiser travelling through our neighbourhood may seem like a small thing, but to the families who live here, it means something much bigger. It means that someone listened to our concerns. It means that the safety of our children, our neighbours, our cyclists, and the people walking along our road matters.

A few years ago, residents worked to have the speed limit on Victoria Road reduced to 40 km/h because we believed it was necessary to make our neighbourhood safer. Unfortunately, simply lowering the speed limit does not help if drivers choose not to follow it. At times, the speeding has been extreme and genuinely frightening, particularly when you are walking with a child or watching your children play outside.

That is why the presence and enforcement we have seen from Brockville Police has meant so much to us.

We would especially like to recognize Officers **Chase, Jenna, and Trent,**

along with every other officer who has taken the time to patrol our road and help address our concerns. Your efforts have made a real difference, and we wanted to take the time to tell you that.

We also recognize that policing is incredibly demanding. We know that your officers have countless responsibilities and are working throughout our city every day to keep people safe. The fact that you took the time to listen to a group of residents, look at the information available, and take proactive steps to address the problem is something we are extremely grateful for.

This is what community policing looks like.

It is listening when residents say they are worried.

It is showing up.

It is taking action before something tragic happens.

Most importantly, it reminds us that the people who serve our community genuinely care about the people who live in it.

So, from the bottom of our hearts, **thank you.** Thank you for listening to us. Thank you for taking our concerns seriously. Thank you for patrolling our road. And thank you for helping make Victoria Road a safer place for our families and our community.

Your efforts have not gone unnoticed, and we are truly grateful.

With sincere appreciation,

Ellexis Lathan

On behalf of the residents of Victoria Road

Sent from my iPhone

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This e-mail may be privileged and/or confidential, and the sender does not waive any related rights and obligations. Any distribution, use, or copying of this e-mail, or the

From: [Emily Wood](#)
To: [Lesley White](#)
Cc: [Mark Noonan](#); [Andrew Harvie](#); "[King Yee Jr \(kyeejr@gmail.com\) \(kyeejr@gmail.com\)](#)"
Subject: RE: FW: General Policies Part II
Date: Friday, July 3, 2026 1:36:08 PM
Attachments: [GP-019 Indemnification of Police Members for Legal Costs.pdf](#)
[GP-020 Legal Indemnification of Board Members and the Board.pdf](#)

You don't often get email from ewood@brockville.com. [Learn why this is important](#)

Hi Lesley,

I received the below response from our Broker related to the questions that came out of your Board meeting.

We have done our best to assist however some items related Brockville's internal policy inquiries may be best for legal to review.

1. For the Indemnification of Police Members for Legal Cost, should a) and b) have a clause that includes Board members performing their duties in "good faith" that are found liable or guilty because of the circumstances, be covered?

If this inquiry is related to **GP-019**:

This is not typically found in this section as this wording indemnification relates to the Board and City indemnifying the Brockville Police Sworn Members. This wording will typically outline expectations surrounding what is reasonable and contractually obligated between these parties and duty to defend/indemnify

GP-020 concerns Police Board members

Typical indemnification examples for police board members wording follows "the Board will indemnify and save harmless all current and former members of the Board from any claims, judgments, costs, and/or reasonable legal expenses (including solicitor and client costs including disbursements) arising out of the members' good faith exercise of their duties as members of the Board." Adding in the wordings in good faith is done with some police boards provided it stipulates "arising out of members exercise of their duties as members of the board.

Further is adding in this section a subsection under indemnification- Members will not be indemnified for any actions taken outside the scope of their authority and without prior approval or for any actions taken as members of the public.

2. Similarly, I'm not sure I fully understand the policy of Legal Indemnification of Board Members and the Board, under section a) that talks about the "exceptions" under the policy.

This wordings discusses the Boards threshold for indemnification. Exception may be in relation the Board member internal policies or exclusions found in insurer wordings.

The municipal policy would respond depending on the allegations of the claim, if coverage is triggered there is what know as a duty to defend.

Duty to defend

An insurer is required to defend an insured against any claim where the facts alleged in the

pleadings, if proven to be true, would require the insurer to indemnify the additional insured for the claim.

All municipal policies have exclusions, an example of this would be:

This Policy does not apply to any claim for a Wrongful Act that directly or indirectly causes, results in or arises out of:

- 1) Bodily Injury at any time or any claim for Property Damage;
- 2) any dishonest, fraudulent or criminal act committed by any Insured but this exclusion does not apply to any Insured who did not participate in such act or who did not have personal knowledge thereof;
- 3) Personal Injury;

All exclusions can be found within the municipal policy.

3. Also in both cases, it talks about "reimbursement" of legal fees. For anyone that has been involved in a prolonged legal case, we know that retainers and out of pocket expenses could run into the \$1000's of dollars prior to a result. Also, in civil action, it is rare that there is a guilty/not guilty decision. Usually there is a negotiated result out of court to save time and legal fees. Am I understanding that a board member would not be covered in this case?

Without knowing the allegations of the claim we cannot advise how the policy would respond. A typical claim if the board was named would fall under the casualty policy or subsection of casualty policy municipal errors and omissions(5M limit) If coverage is triggered the policy responds with a duty to defend and indemnify the insured up to the policy limits. **As references in the attached Insured includes**

- a) **any member of the Police Force of the Insured** as determined by the Board of Commissioners of Police of the Insured while acting in their capacity as such or performing a statutory duty or acting as a volunteer with respect to sports teams and other youth activities sanctioned or organized by the respective Board of Commissioners of the Insured.

And under the Municipal error and Omission liability

1) Insured includes the following additional Insured's while performing their duties for or in association with the named Insured, but in no event shall the duties of these additional Insured's be interpreted to include sexual misconduct:

- (a) any board, commission or committee of the named Insured;

(b) any trustee of a police village;

(c) any statutory officer, officer or employee of any Insured;

(d) any Volunteer worker of any Insured.

I hope that this answers your questions.

Kind Regards,

Emily Wood



Procurement, Contracting & Risk Management Coordinator

City of Brockville
1 King St. West PO. Box 5000
Brockville, Ontario, K6V 5T1
613-342-8772 x 4485
ewood@brockville.com
www.brockville.com

From: Lesley White <lwhite@brockvillepolice.com>
Sent: Tuesday, May 26, 2026 2:17 PM
To: Emily Wood <ewood@brockville.com>
Cc: Mark Noonan <mnoonan@brockvillepolice.com>; Andrew Harvie <aharvie@brockvillepolice.com>; 'King Yee Jr (kyeejr@gmail.com) (kyeejr@gmail.com)'
<kyeejr@gmail.com>
Subject: FW: FW: General Policies Part II

Hi Emily,

Hope you are well.

The Police Board is currently reviewing new policies and a question has been raised by Member Journal, may I ask you to read the question below and provide clarification? I've attached the draft policies.

1. For the Indemnification of Police Members for Legal Cost, should a) and b) have a clause that includes Board members performing their duties in "good faith" that are found liable or guilty because of the circumstances, be covered?
2. Similarly, I'm not sure I fully understand the policy of Legal Indemnification of Board Members and the Board, under section a) that talks about the "exceptions" under the policy.
3. Also in both cases, it talks about "reimbursement" of legal fees. For anyone that has been involved in a prolonged legal case, we know that retainers and out of pocket expenses could run into the \$1000's of dollars prior to a result. Also, in civil action, it is rare that there is a guilty/not guilty decision. Usually there is a negotiated result out of court to save time and legal fees. Am I understanding that a board member would not be covered in this case?

Thank you,

Lesley

From: Larry Journal <ljournal7@gmail.com>
Sent: Thursday, April 9, 2026 10:34 AM
To: Lesley White <lwhite@brockvillepolice.com>

Cc: King Yee Jr (kyeejr@gmail.com) (kyeejr@gmail.com) <kyeejr@gmail.com>;
s_jodoin@hotmail.com; mkalivas@brockville.com; jearle@brockville.com; Mark Noonan
<mnoonan@brockvillepolice.com>; Andrew Harvie <aharvie@brockvillepolice.com>
Subject: Re: FW: General Policies Part II

Good Morning

I have had an opportunity to look at the Board policies and they seem in Order. They are well written and seem inclusive to me.

The caveat being that I may not understand the parameters and details of the Community Safety and Policing Act, and therefore cannot confirm that all of the policies meet the standards expected under the act.

I do have questions on the Indemnity of Police Board members for both policies attached.

For the Indemnification of Police Members for Legal Cost, should a) and b) have a clause that includes Board members performing their duties in "good faith" that are found liable or guilty because of the circumstances, be covered?

Similarly, I'm not sure I fully understand the policy of Legal Indemnification of Board Members and the Board, under section a) that talks about the "exceptions" under the policy.

Also in both cases, it talks about "reimbursement" of legal fees. For anyone that has been involved in a prolonged legal case, we know that retainers and out of pocket expenses could run into the \$1000's of dollars prior to a result. Also, in civil action, it is rare that there is a guilty/not guilty decision. Usually there is a negotiated result out of court to save time and legal fees. Am I understanding that a board member would not be covered in this case?

Perhaps this policy requires greater clarification?

Kind Regards,
Larry

On Wed, Apr 8, 2026 at 6:48 PM Lesley White <lwhite@brockvillepolice.com> wrote:

From: Lesley White <ljanewwhite@hotmail.com>
Sent: Wednesday, April 8, 2026 6:33 PM
To: Lesley White <lwhite@brockvillepolice.com>
Subject: Part II

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BROCKVILLE POLICE SERVICE

BOARD POLICY

Issued: March 24, 2026

Reviewed:

Revised:

Expires: Indefinite

Rescinds:

GP-020 Legal Indemnification of Board Members and the Board

Section 48(1) of the Community Safety and Policing Act (CSPA) provides that no action or other proceeding shall be instituted against a Member of a Police Service Board for any act done in good faith in the execution or intended execution of any duty imposed or power conferred by the *CSPA*, and the *Regulations* or the Bylaws/Policies, or for any alleged omission in the execution in good faith of that duty or power.

It is the Policy of the Brockville Police Service (the Board) to protect Board Members and its employees from liability for legal expenses incurred in connection with the defense of certain actions referred to in this Policy pursuant to the provisions of the *Municipal Act* and the *Municipal Conflict of Interest Act*, R.S.O. and further to protect Board employees from pecuniary loss or liability in respect of those actions.

- a) In the event that a Board Member incurs any legal expense as a result of any action or other proceeding, except a proceeding brought under the *Municipal Conflict of Interest Act*, arising out of acts or omissions done or made in good faith by that Board Member in their capacity as a Board Member, including while acting in the performance of any statutory duty, the Board shall pay on behalf of or reimburse the Board Member for any such legal expenses, provided that the Board has determined that the acts or omissions were done or made in good faith;

- b) In the event that a Board Member incurs any legal expense as a result of any action or proceeding brought under the *Municipal Conflict of Interest Act*, arising out of acts or omissions done or made in good faith by that Board Member in their capacity as a Board Member, including while acting in the performance of any statutory duty, and in the event that the Board Member is found not to have contravened *section 5* of that *Act*, the Board shall pay on behalf of or reimburse the Board Member for any such legal expenses, provided that the Board has determined that the acts or omissions were done or made in good faith;
- c) This Policy applies to all current Board Members from time to time, and further, applies to any person who was a Board Member at the time the cause of action or other proceeding arose, but who, prior to judgment or other settlement of the action or proceeding, has ceased to be a Board Member;
- d) The provisions of Section (a) of this Policy apply when the necessary modifications to Board employees, and further the Board shall indemnify and save harmless its employees against any risks that may involve pecuniary loss or liability on the part of those employees arising out of the good faith performance or attempted good faith performance of the employee's duties, in accordance with *section 279* of the *Municipal Act*;
- e) Prior to the paying of legal expenses referred to Section (c) of this Policy, the Board may require that the account of the Solicitor acting for the Board Member be assessed by the Assessment Officer of the Superior Court of Justice pursuant to the provisions of the *Solicitors Act*, R.S.O. 1990, ch.s.15 for the Province of Ontario; and
- f) **Reporting** - as deemed necessary by the Board.

Chair

Date



BROCKVILLE POLICE SERVICE

BOARD POLICY

Issued: March 24, 2026

Reviewed:

Revised:

Expires: Indefinite

Rescinds:

GP-019 Indemnification of Police Members for Legal Costs

It is the Policy of the Brockville Service Board (Board) that:

Pursuant to *section 47(2) Liability of the Community Safety and Policing Act (CSPA)*, The Board may indemnify a Member of the Police Service for reasonable legal costs incurred:

- a) In the defence of a civil proceeding, if the Member is not found to be liable;
- b) In the defence of a criminal prosecution, if the Member is found not guilty; or
- c) In respect of any other proceeding in which the Member's manner of execution of the duties of their employment was an issue, if the Member is found to have acted in good faith;
- d) The Uniform Collective Agreement, the Senior Officers' Collective Agreement and the contracts of the Chief of Police and the Deputy Chief of Police include provisions for which indemnification of Members of the Brockville Police Service for reasonable legal costs incurred may be applicable; and
- e) **Reporting** – as deemed necessary by the Chief of Police.

Chair

Date



**Inspectorate
of Policing**

777 Bay St.
7th Floor, Suite 701
Toronto ON M5G 2C8

**Service d'inspection
des services policiers**

777, rue Bay
7^e étage, bureau 701
Toronto ON M5G 2C8

Province-Wide Inspection on Police Integrity
and Anti-Corruption Practices

Office of the Inspector
The Honourable William Hourigan
contact@ontariopolicinginspection.ca

June 29, 2026

Chief Mike Noonan Chair King Yee
Brockville Police Service Brockville Police Services Board

via email

Dear Chief Noonan and Chair Yee:

**Re: Province-Wide Inspection on Police Integrity and Anti-Corruption Practices —
Inspection Notice and Documentary Production Request**

Introduction

I am writing to formally advise you of the commencement of the Province-Wide Inspection on Police Integrity and Anti-Corruption Practices (the "Inspection"). The Inspection has been established by Ontario's Inspector General of Policing pursuant to subsection 111(2) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1 (the "CSPA"), and is guided by Terms of Reference issued by the Inspector General. As Inspector, I am supported by an Inspection Team that includes additional inspectors appointed under section 111, legal counsel, academic and subject matter experts, and criminological researchers.

Purpose and Scope

The purpose of the Inspection is to conduct a comprehensive, independent, and transparent examination of police integrity and anti-corruption practices within the province's policing and police governance sector. The Inspection will gather evidence: to assess any non-compliance with the CSPA and its regulations; to identify any systemic issues, shortcomings, and areas for improvement; and to inform any Direction(s) that the Inspector General may issue to improve the performance of police services and boards in preventing, detecting, and responding to corruption. The purpose is not to investigate whether any individual officer or service member has committed misconduct. Under no conditions will the Inspection make findings of individual liability. Rather, the Inspection's focus is on organizational policies, procedures, governance frameworks, and practices at a systemic level.

The Inspection examines five mandate areas as established in the Terms of Reference:

1. Supervision and span of control, including a review of the methods and effectiveness of officer supervision;

2. Screening and vetting of police officers and civilian members, both at recruitment and on an ongoing basis;
3. Access to police databases and information systems, including permissions, controls, and clearances;
4. Evidence and property management practices; and
5. Substance abuse and fitness for duty.

The scope of the Inspection is province-wide and encompasses all Ontario municipal police services and police service boards, the Ontario Provincial Police, and the Nishnawbe Aski Police Service (collectively, "Regulated Entities"). Relevant Policing Stakeholder organizations — including the Police Association of Ontario, the Toronto Police Association, the Ontario Provincial Police Association, the Ontario Association of Chiefs of Police, the Ontario Senior Officers' Police Association, and Police Governance Ontario — will be consulted.

The Inspection may expand beyond the five areas identified above if the Inspector believes, and the Inspector General approves, the need to examine additional areas based on systemic patterns or issues that become apparent during the Inspection.

Inspection Process

The Inspection will proceed in three phases:

1. **Phase One — Generation:** Development and distribution of this Inspection Notice, documentary production requests, and foundational inspection materials.
2. **Phase Two — Data Gathering and Fieldwork:** Review and analysis of documentary productions; selection and conduct of on-site inspections of a representative sample of Regulated Entities, which would involve interviews with police leadership, service members, and board members; consultations and separate interviews with subject-matter experts and Policing Stakeholders, such as police service associations; and public engagement.
3. **Phase Three — Reporting:** Analysis and synthesis of information gathered to produce a final composite report with findings and recommendations to the Inspector General.

A detailed description of the inspection process, including anticipated timelines, is enclosed as the **Inspection Program Description**.

On-Site Inspections

During Phase Two, a representative sample of Regulated Entities will be selected for on-site inspection. Services will be selected based on objective criteria including organizational size, annual budget, geographic location and demographics, organizational structure, and findings from the documentary production review. The on-site selection criteria are described in detail in the enclosed Inspection Program Description (Section 5). On-site inspections may focus on specific and narrow aspects of the Inspection's work, rather than upon all five mandatory areas.

I wish to emphasize that being selected for on-site inspection does not constitute an adverse finding. In addition to reflecting objective criteria such as organizational size, the sample is designed to be representative of the diverse challenges and experiences across Ontario's policing sector and may include services identified as demonstrating leading practices in one or more mandate areas.

Services selected for on-site inspection will receive advance written notification and will have the opportunity to discuss scheduling with the Inspection Team. The Inspection Team will review the process with the Board and Chief of Police prior to commencing work on-site.

Documentary Production Request

Enclosed with this letter is a Documentary Production Request setting out the documents and information that the Inspection requires from your service. Pursuant to section 115 of the CSPA, the Inspector has the power to require production of any thing, document, or data, in any form, related to the purpose of the Inspection; pursuant to section 116, the Inspector may require a range of persons or entities to respond to reasonable inquiries related to the purpose of the Inspection.

Please produce the requested documents by September 8, 2026. Regulated Entities should feel free to provide documents ahead of that deadline and to upload documents in batches. Should your service require clarification on any specific request, I encourage you to contact the Inspection Team at your earliest convenience to discuss. The Inspection Team intends to take a collaborative approach to documentary production.

Inspection Liaison

I ask that you designate an appropriate member of your service as the **Inspection Liaison** to act as the primary point of contact between your service and the Inspection Team. Please communicate the name and contact details of the designated Inspection Liaison to the Inspection Team by July 10, using the enclosed Liaison Designation Form. Inspection counsel or staff serving on my team will provide instructions on document delivery to the Inspection Liaison.

Confidentiality and Privilege

The Inspection is committed to preserving the confidentiality of all information obtained. Under section 119 of the CSPA, information obtained during the Inspection will only be communicated as required in connection with the administration of the CSPA and its regulations, to counsel, as may be required for law enforcement purposes, with the consent of the person to whom the information relates, or where otherwise required by law.

The Inspection does not require the disclosure of information that would be inadmissible in a court by reason of any privilege under the law of evidence (CSPA, s. 118). Should you have concerns about privilege in relation to any requested document, please raise this with the Inspection Team so that appropriate arrangements can be made.

Collaborative Approach

The Inspection Team recognizes the significant operational demands on Ontario's police services and the dedication of those who serve in them. We intend to approach this Inspection — and

engage with your service — in a collaborative and transparent manner, consistent with the Inspector General's direction and the public interest in ensuring confidence in policing in Ontario.

The Inspection Team will seek to identify and highlight leading practices alongside any areas for improvement. The goal is to produce evidence-based findings that the Inspector General can rely on to inform clear, actionable decisions and, if applicable, directions for police services and boards.

Contact Information

For questions about documentary production, this Inspection Notice, and the inspection process more broadly, please contact:

Lindsey Gray
Head of Stakeholder Relations
lindsey@lindseygray.ca
(437)-228-2108

The alternate contact, should you not be able to reach Lindsey, is:

Adam Bazak
Inspection Counsel
adam.bazak@gowlingwlg.com
(416)-369-7363

Sincerely,



The Honourable William Hourigan
Inspector
Province-Wide Inspection on Police Integrity
and Anti-Corruption Practices

Enclosures:

1. Inspection Program Description
2. Documentary Production Request
3. Inspection Liaison Designation Form

Enclosure #1 — INSPECTION PROGRAM DESCRIPTION

Inspection Program Description

Province-Wide Inspection on Police Integrity and Anti-Corruption Practices

1. Overview

The Province-Wide Inspection on Police Integrity and Anti-Corruption Practices (the "Inspection") has been established by Ontario's Inspector General of Policing pursuant to subsection 111(2) of the *Community Safety and Policing Act, 2019* (the "CSPA"). The Inspection is led by the Honourable William Hourigan (the "Inspector"), supported by an Inspection Team consisting of additional inspectors appointed under section 111, legal counsel, academic and subject matter experts, and criminological researchers.

The purpose of the Inspection is to conduct a comprehensive, independent, and transparent examination of police integrity and anti-corruption practices within the province's policing and police governance sector. The Inspection will gather evidence: to assess any non-compliance with the CSPA and its regulations; to identify any systemic issues, shortcomings, and areas for improvement; and to inform any Direction(s) that the Inspector General may issue to improve the performance of police services and boards in preventing, detecting, and responding to corruption. The purpose is not to investigate whether any individual officer or service member has committed misconduct. Under no conditions will the Inspection make findings of individual liability. Rather, the Inspection's focus is on organizational policies, procedures, governance frameworks, and practices at a systemic level.

The Inspection will produce evidence-based findings. The findings of the Inspector will be provided to the Inspector General, who may rely upon them to determine whether any non-compliance has occurred under the CSPA and, where appropriate, to issue binding directions to Regulated Entities.

The Inspection Team will endeavour to approach the Inspection and engage Regulated Entities and Policing Stakeholders in a collaborative and transparent manner throughout.

This Inspection Program Description is provided to assist Regulated Entities and Policing Stakeholders in understanding the Inspection's anticipated process and milestones.

2. Inspection Scope and Mandate Areas

The scope of the Inspection is determined by the Terms of Reference issued by the Inspector General. The Inspection examines five mandate areas: supervision and span of control, including a review of the methods and effectiveness of officer supervision; screening and vetting of police officers and civilian members, both at recruitment and on an ongoing basis; access to police databases and information systems, including permissions, controls, and clearances; evidence and property management practices; and substance abuse and fitness for duty.

The Inspection is province-wide. All Ontario municipal police services and police service boards, the Ontario Provincial Police, and the Nishnawbe Aski Police Service are within its scope (collectively, "Regulated Entities"). Relevant Policing Stakeholder organizations — including the Police Association of Ontario, the Toronto Police Association, the Ontario Provincial Police Association, the Ontario Association of Chiefs of Police, the Ontario Senior Officers' Police Association, and Police Governance Ontario — will also be consulted (collectively, "Policing Stakeholders").

The scope of the Inspection may be expanded beyond the five mandate areas if the Inspector believes, and the Inspector General approves, the need to examine additional areas based on systemic patterns or issues that become apparent during the Inspection.

3. Inspection Process — Three Phases

The Inspection will proceed in three phases. Although described sequentially, the phases should not be viewed as rigidly compartmentalized. The Inspection Team reserves the right to undertake activities associated with any phase at any time, as deemed necessary by the Inspector.

3.1 Phase One: Generation

Estimated completion: July 2026

Phase One consists of developing and distributing foundational materials to guide the Inspection and ensure a fair, consistent, and objective approach. Key activities include:

- Distribution of this Inspection Notice (including the Documentary Production Request) to Regulated Entities and of analogous materials to Policing Stakeholders;
- Establishment of a public input mechanism (website) for receiving input from members of the public and current or retired members of police services; and
- Development of analytical tools, including the use of AI, to support large-scale document review.

3.2 Phase Two: Data Gathering and Fieldwork

Estimated completion: April 2027

Phase Two consists of receiving, reviewing, and analyzing documentary productions; conducting on-site inspections; and gathering information from Regulated Entities, Policing Stakeholders, and the public. Key activities include:

- **Documentary production review:** Analysis of documents produced by Regulated Entities across the five mandate areas, supported by AI-assisted tools to identify key trends and potential risk areas;
- **On-site inspections:** Selection and conduct of on-site inspections of a representative sample of Regulated Entities (see Section 5 and Section 6 below);
- **Consultation with individuals with practical and relevant experience:** Engagement with key members of Policing Stakeholder organizations and individuals with direct, practical and/or subject-area knowledge;
- **Multi-jurisdictional outreach:** Research into leading practices from comparator jurisdictions; and
- **Public engagement:** Ongoing review of public input (see Section 7 below).

3.3 Phase Three: Reporting

Estimated completion: October 2027

Phase Three consists of analyzing and synthesizing information and evidence gathered during the Inspection to produce a final composite report. The report will present the Inspector's findings to the

Inspector General and will be published in accordance with section 123(3) of the CSPA. See Section 9 below for further details on the reporting process.

4. Documentary Production

4.1 Purpose

The purpose of the initial documentary production request is to:

- Create a sector-wide understanding of the policies, procedures, and governance frameworks currently relied upon by Regulated Entities in relation to the five mandate areas;
- Generate organizational charts and structural information to inform on-site inspection planning; and
- Identify trends, gaps, and potential risk areas for further examination, including for on-site inspection.

4.2 Scope of Requests

The Documentary Production Request (enclosed separately) sets out specific categories of documents requested from your service and/or board. Requests generally consist of:

- Organizational charts and governance structures;
- Policies, procedures, directives, and manuals relating to the five mandate areas;
- Reports, data, and governance documents; and
- Board meeting minutes and related materials (where applicable).

The Inspection is primarily concerned with currently applicable policies and procedures, and governance documents. Where the request specifies historical materials, the relevant time period will be clearly identified.

The Inspection Team may make additional documentary requests as the Inspection progresses.

4.3 Timeline

Regulated Entities are required requested to produce the materials identified in the Documentary Production Request by September 8, 2026.

4.4 Clarification and Assistance

The Inspection Team intends to take a collaborative approach to documentary production. If a Regulated Entity has questions about specific requests or requires clarification on scope, please contact the Inspection Team at the earliest opportunity in writing and no later than August 14, 2026. We will work with you to address reasonable concerns while ensuring the Inspection proceeds in a timely manner.

5. On-Site Inspection Selection Criteria

5.1 Purpose of On-Site Inspections

On-site inspections will be conducted to validate and deepen the Inspection Team's understanding of how policies and procedures are operationalized in practice. On-site examination will enable the Inspection Team to consider the practical application of frameworks identified through documentary review, hear directly from command, senior leaders and membership, as applicable, and observe operational realities that may not be fully captured in written policies. A representative sample of Regulated Entities will be selected for on-site inspection during Phase Two.

5.2 Selection Criteria

To ensure that the Inspection's findings are practical and representative of the diverse challenges and experiences across Ontario's policing sector, police services will be selected based on the following objective criteria:

Structural Factors:

- Number of individuals employed by the organization (service size);
- Annual operating budget;
- Geographic location and demographics served by the organization; and
- Organizational structure (including complexity, divisions, detachments, specialized units, and governance arrangements).

Policy and Risk Factors:

- The existence or absence of policies addressing one or more of the five mandate areas, as identified through analysis of documentary productions;
- Policy risk factors identified during the Inspection – including gaps, deficiencies, or indicators that warrant further examination; and
- Completeness and responsiveness of documentary production.

Representativeness:

- The final sample will include services of varying sizes (large, medium, and small);
- The sample will be drawn from diverse geographic settings (urban, suburban, northern/remote, and rural); and
- The sample will reflect the range of organizational models across Ontario's policing sector.

Leading Practices:

- Services may also be selected where the Inspection's research demonstrates that they are leaders in a particular mandate area and may serve as an exemplar for the sector.

5.3 Selection Process

Selection will be conducted after the initial documentary production review is substantially complete and the Inspection Team has conducted its analysis.

Important: Being selected for on-site inspection does not constitute an adverse finding. The sample is designed to be representative of Ontario's policing sector. Conversely, not being selected does not indicate that a service's policies or practices are considered adequate — the Inspection's findings will be informed by all documentary productions province-wide.

5.4 Notification and Scheduling

Services selected for on-site inspection will receive:

- **Advance written notification** of their selection;
- An opportunity to **discuss scheduling** with the Inspection Team to accommodate operational requirements where possible; and
- A **pre-inspection briefing** — the Inspection Team will review the process with the Board and Chief of Police / Commissioner prior to commencing on-site work.

6. On-Site Inspection — What to Expect

6.1 Pre-Arrival

Prior to on-site work, the Inspection Team will:

- Provide written confirmation of the scheduled dates;
- Identify any additional documents to be produced upon arrival or in advance of the on-site phase;
- Review the inspection process with the Board and Chief of Police / Commissioner; and
- Confirm the identity of the Inspection Liaison.

6.2 On-Site Activities

On-site inspections will generally involve the following:

- **Interviews:** The Inspection Team will conduct interviews with police leadership, a sample of police service members, and individual members and staff of the relevant board. The purpose is to understand different perspectives at varying levels of responsibility regarding the service's existing approach to the five mandate areas. On-site inspections may not necessarily focus upon all five mandate areas and may be organized around a narrow subset of topics. Interviews will be recorded and transcribed for internal purposes only; transcripts will not be published in the Inspector's reports.
- **Document review:** Additional documents may be requested and reviewed on-site to supplement the initial documentary production.
- **Observation:** The Inspection Team may observe relevant operational processes, facilities, or systems (e.g., evidence storage facilities, database access protocols).

For the Ontario Provincial Police, the Inspection Team anticipates visiting several detachments to understand how common policies are applied on the ground across different operational contexts.

6.3 Administrative Requirements

The Inspection Team will require the following administrative support from services selected for on-site inspection:

- Access to police buildings and offices relevant to the Inspection;
- Dedicated office space for the Inspection Team during the on-site period;
- Availability of the Inspection Liaison to coordinate access to information, records, data, and staff; and
- Availability of identified personnel for scheduled interviews.

The Inspection Team will work with the service to minimize operational disruption to the extent possible.

6.4 Conclusion of On-Site Phase

At the conclusion of the on-site phase for each Regulated Entity, the Inspection Team will provide an oral briefing to the Chief of Police / Commissioner and, where appropriate, the Board Chair, summarizing the areas examined. This briefing is procedural in nature and does not constitute a formal finding.

7. Public Engagement

The Inspection will solicit public engagement, notably through the establishment of a:

- **Public input website:** A dedicated website will provide basic information about the Inspection, a link to the Terms of Reference, and a mechanism for members of the public and current or retired members of police services to provide input on systemic matters in a standardized manner. The Inspection Team will regularly review communications received.

8. Legal Framework

8.1 Statutory Authority

The Inspection is established pursuant to subsection 111(2) of the CSPA. All inspectors on the Inspection Team possess the powers of an inspector under Part VII of the CSPA, including:

- **Power to require production** (s. 115(1)): The Inspector may require production of any thing, document, or data, in any form, related to the purpose of the Inspection.
- **Manner and time** (s. 115(4)): Where the Inspection requires production, the person must produce or provide access in the manner and within the time period specified, and must provide any assistance reasonably necessary to understand the materials.
- **Power to require responses to inquiries** (s. 116(1)): An inspector may require a person to respond to reasonable inquiries related to the purpose of the inspection.
- **Powers of entry and access** (s. 113): An inspector may, for inspection purposes, enter any place owned or operated by a police service or police service board and access anything relevant to the inspection.

8.2 Confidentiality and Secrecy

The Inspection is bound by the confidentiality obligations in section 119 of the CSPA. All information obtained will be preserved in confidence and will only be communicated:

- As required in connection with the administration of the CSPA and its regulations;
- To legal counsel;
- As may be required for law enforcement purposes;
- With the consent of the person to whom the information relates; or
- Where otherwise required by law.

8.3 Privilege

The Inspection does not require the disclosure of information that would be inadmissible in a court by reason of any privilege under the law of evidence. The Inspection will not review any material containing such information (CSPA, s. 118). If a Regulated Entity believes that privilege attaches to a requested document, it should raise this with the Inspection Team so that appropriate arrangements can be discussed.

8.4 Compliance

The Inspection Team intends to conduct this Inspection collaboratively and expects that Regulated Entities will engage with the process constructively. The statutory powers described above will be exercised in a manner consistent with this approach.

The Inspection Team notes that under section 129 of the CSPA, a person who refuses to provide information as required under the CSPA and its regulations may be guilty of the offences and subject to the penalties provided therein. The Inspection Team does not anticipate the need to invoke these provisions and will seek to resolve any concerns through direct communication before considering any enforcement measures.

9. Reporting

The Inspector intends to produce a single composite final report at the conclusion of the Inspection. The Inspector may also issue interim reports on discrete topics if an inspection on a specific matter is concluded prior to the overall Inspection.

Note: The findings of the Inspector will be relied upon by the Inspector General to determine whether any non-compliance has occurred under the CSPA and, where appropriate, to issue binding directions to Regulated Entities. The purpose of the Inspection, however, is not to determine whether any individual has engaged in misconduct. It focuses on systemic issues and sector-wide improvement.

10. Contact Information

For questions about documentary production, this Inspection Notice, and the inspection process more broadly, please contact:

Lindsey Gray
Head of Stakeholder Relations
lindsey@lindseygray.ca

(437)-228-2108

Or, in case you cannot reach Lindsey, then:

Adam Bazak
Inspection Counsel
adam.bazak@gowlingwlq.com
(416)-369-7363

Media inquiries should be directed to the Office of the Inspector General of Policing, to the attention of Nadine Ricketts at Nadine.Ricketts@ontario.ca.



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Inspector General of Policing Memorandum

TO: All Chiefs of Police and
Commissioner Thomas Carrique, C.O.M.
Chairs, Police Service Boards

FROM: Ryan Teschner, Inspector General of Policing of Ontario

DATE: July 14, 2026

SUBJECT: Inspector General Memo #11: Notice of Issue – Increase in Antisemitism
and Hate-Motivated Incidents

Under the *Community Safety and Policing Act, 2019* (CSPA), the Inspector General of Policing has a duty to monitor and advise on the delivery of adequate and effective policing in Ontario, including taking steps, where necessary, to support compliance with the CSPA and its regulations.

As part of this role, I have established the **Notice of Issue** as a mechanism to identify and call attention to issues relating to the delivery of policing and police governance that, if left unaddressed, could negatively impact community safety and public confidence in policing. It is intended to support early awareness and action by police services and police service boards and to promote alignment with the requirements of the CSPA and its regulations.

I am using this mechanism for the first time to highlight a sustained increase in hate-motivated incidents across Ontario, including a significant and disproportionate rise in incidents motivated by antisemitism. Crime data and sector information indicate a marked increase in hate-motivated incidents in recent years, with Jewish communities remaining the most frequently targeted group nationally. In Ontario, these incidents have escalated in some cases to include more serious criminal activity. Additionally, the Inspectorate of Policing (IoP) has received complaints of antisemitic hate-motivated incidents occurring in the context of public protests.

I want to acknowledge the considerable work already undertaken by police services and boards across Ontario to respond to the rise in antisemitic hate-motivated incidents. This work has been carried out under challenging and often evolving circumstances, including the impacts of broader geopolitical events that have heightened tensions within communities. It has required the sustained commitment of resources and personnel, often under significant operational pressure. I also want to recognize the ongoing engagement with Jewish communities. These efforts are essential to strengthening responses, supporting those most affected, and maintaining public trust and confidence in policing.

Engagement with the Sector

Given the significance of this issue, I have taken a number of steps as part of my statutory monitoring and advisory role, including requiring several police services and boards to provide data to support an analysis of current responses to antisemitic hate-motivated incidents. This work has been supplemented by a review, conducted by the Inspectorate of Policing's Centre for Data Intelligence and Innovation, of external data sources and relevant research to identify key trends, challenges, and leading practices.

Building on this foundation, on June 15, I convened a meeting with chiefs of police and police service board chairs from 14 police services serving communities with significant Jewish populations. The meeting also included the Commissioner of the Ontario Provincial Police, representatives from the Ontario Association of Chiefs of Police and Police Governance Ontario, and Jewish and community organizations.

The discussion focused on how police services and boards are, and have been, responding to the rise in antisemitic hate-motivated incidents that are targeting Jewish communities, informed by data and insights gathered through the IoP's ongoing monitoring work. This included consideration of the appropriate use of available legal authorities—such as *Criminal Code* provisions, provincial offences, and municipal by-laws—to address conduct that threatens persons, property, and public order.

Participants also shared approaches to crime prevention, public order policing, and intelligence and information sharing, as well as strategies to support victims and strengthen engagement with impacted communities. The meeting provided an opportunity to identify actions and practices that are proving effective, and also identify those that can enhance the policing response to hate-motivated incidents, taking into account local needs and circumstances.

This engagement, together with ongoing monitoring and analysis, will continue to inform the IoP's work in this area.

Expectations of Police Services and Boards and Next Steps

I recognize that police services and boards have taken meaningful steps to respond to the sustained rise in antisemitic hate-motivated incidents, including reallocating resources and implementing new measures. This work is important and should continue. At the same time, the current environment requires sustained attention to ensure that policing remains adequate and effective, consistent across the sector, and responsive to the needs of affected communities.

Police services and police service boards are expected to **review the Notice of Issue and take its findings and identified actions into account in their operational and governance decisions**. The Inspectorate of Policing will continue to monitor this matter and will look to collect data and information in the future to evaluate how the actions in the Notice of Issue have been implemented.

In terms of next steps, I am grateful to the Ontario Association of Chiefs of Police and Police Governance Ontario for agreeing to play a role in supporting police services and boards in make the ongoing implementation of these actions a priority, including coordinating a consistent approach to implementation, while recognizing the need for local variation where appropriate.

If you have any questions or require further information, please contact your IoP Police Service Advisor.

I appreciate the work already underway and your continued engagement.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Encl: Notice of Issue



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of Policing**

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Notice of Issue: The Increase in Antisemitism and Hate-Motivated Incidents

A. The Inspector General of Policing of Ontario – Duty to Monitor and Advise

Under Ontario's *Community Safety and Policing Act, 2019* (CSPA), the Inspector General of Policing has a duty to monitor and advise on the delivery of adequate and effective policing in Ontario.

This is my first Notice of Issue. As part of my monitoring and advisory duty, I have created this mechanism to identify and call attention to issues relating to the delivery of policing and police governance that, if left unaddressed, could negatively impact community safety and public confidence in police. The overall goal of this notice (and the actions taken pursuant to it) is to ensure compliance with the CSPA and its regulations.

B. The Increase in Antisemitism and Hate-Motivated Incidents¹

Crime statistics gathered reveal an overall increase in hate-motivated incidents in Ontario from 2020 to 2024. These statistics demonstrate a particularly staggering increase in incidents against the Jewish community, motivated by antisemitism. Since 2023, Jewish communities have been the most targeted group for hate crimes in Canada while representing less than 1% of Canada's population.

Ontario has seen increasing intimidation, violence and vandalism that is targeted at members of the Jewish community. In recent months, hate-motivated incidents have escalated to include firearms being discharged at synagogues, schools and businesses. Additionally, the Inspectorate of Policing has received complaints of hate-motivated incidents occurring in the context of protests.

Since October 7, 2023, police services and boards have already implemented new approaches and reallocated significant resources in response to antisemitic hate-motivated incidents. I acknowledge the significant work that police services and boards have already done in response to this issue and thank them for their continued commitment. This Notice of Issue is aimed at continuing to evolve the approaches taken by police services and boards across Ontario's policing sector and enhance consistency.

¹ A "hate-motivated incident" includes both hate-motivated crimes and incidents that do not rise to the level of a criminal offence but are otherwise hateful, such as the use of racial slurs.

It is important to recognize both the recent rise of hate-motivated incidents against various communities/groups and the disproportionate rise of hate-motivated incidents against the Jewish community. Within this context, this Notice of Issue is aimed at addressing the increase in antisemitism and contains actions that police services and boards are strongly encouraged to take to ensure policing is adequate and effective having regard to the needs of the Jewish community.

While focused on antisemitism, police services and boards should also consider how the actions outlined below can inform their response to address hate-motivated incidents against other communities/groups in a manner that meets their needs.

C. The Inspector General's Actions and Engagement on this Issue

Given the significance of these issues, I have taken the following actions as part of my duty to monitor and advise police services and boards:

1. I have required several Ontario police services and boards to provide the Inspectorate of Policing with data to facilitate an analysis of the present policing response to the rise in antisemitic hate-motivated incidents and help identify areas of challenge and appropriate responses for the delivery of adequate and effective policing, and strong police governance. I have also reviewed data from other sources (e.g. Statistics Canada, Office for Democratic Institutions and Human Rights), alongside a comprehensive literature review of academic research and industry reports. Integrating the findings between the analysis and literature review allowed me to identify trends, leading practices, and shared challenges in addressing hate-motivated incidents by services and boards.
2. With that foundation, I hosted a meeting with a group of police chiefs, police service boards and the Commissioner of the Ontario Provincial Police, along with Jewish and community organizations. The meeting focused on how Ontario police services and boards are addressing the rise in hate-motivated incidents, particularly incidents targeting Jewish communities. This includes appropriately using the range of measures to respond to antisemitism and hate-motivated incidents, such as *Criminal Code*, provincial and by-law offences which protect persons, property, and public order.
3. At the meeting, we also discussed specific actions that can continue fortifying the approach to the policing of antisemitic hate-motivated incidents. Some police services and boards profiled how some of these actions had already been implemented locally, shared experiences in terms of impact and identified areas for continued advancement.

The following are actions that police services and boards should continue implementing or consider implementing. The Ontario Association of Chiefs of Police (OACP) and Police Governance Ontario (PGO) have agreed to play a role in supporting the ongoing implementation of these actions. I strongly encourage the Ontario policing sector, supported by the OACP and PGO, to enhance the consistent application of these specific actions across the sector, with local variation where appropriate or necessary. The seven (7) actions include, but are not limited to:

- **Standardized classification and capturing consistent information for hate-motivated offences:** Police services consistently and properly documenting hate-motivated incidents in their records management systems to support evidence-based policing by enhancing accuracy in capturing who/what these incidents target and creating a more accurate picture of the scope/magnitude of the issue. Police services should also maximize information sharing across services to better identify and communicate trends, including by continuing to participate in the Hate Crime and Extremism Investigative Team.²
- **Centralization of functions and multidisciplinary approach:** Police services centralizing functions relevant to the identification, investigation and victim support concerning antisemitic hate-motivated incidents, including the functions of investigations units, crime analysis units and victim support units or organizations. This can be accomplished through multidisciplinary teams or dedicated entities, such as a hate crime unit.
- **Application of release conditions focused on preventing re-offending and recognizing community harm:** Police officers properly and consistently considering the impact of hate-motivated offences on Jewish communities when exercising their discretion to impose release conditions on individuals charged with hate-motivated or other offences. This can be supported through training and supporting materials concerning the possible conditions that can be imposed in these circumstances and supervision to ensure consistent application.
- **Enhanced supervision:** Police services ensuring there is enhanced supervision for responding to hate-motivated incidents. This can include notifying a dedicated senior officer of all reported hate-motivated incidents, particularly where the police service does not have a dedicated hate crime unit. Supervision should focus on individual investigations but also consider the broader ability of the service to respond to hate-motivated incidents in a manner that meets the needs of the community.

² The Hate Crime and Extremism Investigative Team is a network of police services that co-ordinates intelligence gathering for police and provides specialized support for investigations into hate-motivated offences.

- **Training:** Police service boards and services receiving training on how contemporary antisemitism is manifested, informed in part by the International Holocaust Remembrance Alliance's working definition of antisemitism, adopted both provincially and federally, and by the federal government's Canadian Handbook on IHRA, to provide guidance in identifying and appropriately addressing conduct motivated by antisemitic bias, prejudice or hate. Police officers should also receive consistent and appropriate training on the full panoply of legal and related tools to address incidents motivated by bias, prejudice or hate, using real case scenarios.
- **Assistance to victims and communities and community impact statements:** Police services creating dedicated capacity for providing support to victims and communities impacted by antisemitic hate-motivated incidents, including through partnership with victim service support organizations and continuing to reduce barriers for victims to encourage reporting. Police services also exploring how to effectively and consistently facilitate community impact statements for sentencing by partnering with organizations representing impacted Jewish communities.
- **Board prioritization and reporting:** Police service boards updating their strategic plans and policies to require the police service to prioritize implementing the above actions in addressing hate-motivated incidents, including incidents motivated by antisemitism, and requiring the chief of police to report to the board on implementation to inform further policy development and to monitor how operations align with board priorities.

D. Applying this approach for other hate-motivated incidents based on local and community needs and data

While this Notice of Issue is focused on the policing response to antisemitic hate-motivated incidents based on current national and provincial data, police services and boards are required to be responsive to the needs of all members of the community who are the target of hate-motivated incidents on the basis of race, religion, ethnic origin, sex, sexual orientation, gender identity, gender expression or any other protected human rights grounds. Hate is not uniformly experienced amongst groups and different groups may have different needs. In addition to considering the actions outlined above, police services and boards should consider all available data to identify other groups who are victimized by hate-motivated incidents in their area of policing responsibility, engage with community organizations representing those groups and tailor their policing response to hate-motivated incidents based on the needs of their local community.

E. Ongoing monitoring to evaluate impact of the identified actions

My office will continue monitoring and engaging the sector on the policing response to antisemitic hate-motivated incidents, including future collection and analysis of data.

The Inspectorate of Policing will provide the public with updates, when available, about actions related to this Notice of Issue.

A handwritten signature in blue ink, appearing to read "R. Teschner", with a stylized flourish at the end.

Ryan Teschner
Inspector General of Policing

Date: July 14, 2026

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BROCKVILLE POLICE SERVICE
STRATEGIC PLAN
2026 – 2030





LAND ACKNOWLEDGEMENT

The Brockville Police Service acknowledges that this land is the traditional territory of the Haudenosaunee and Anishinaabe peoples, covered by the Crawford Purchase of 1783. We are grateful for the opportunity to live, work, and serve this community, and we recognize our responsibility to build respectful relationships with Indigenous peoples.



TABLE OF CONTENTS

01

Opening

How plan will be used
Who the plan guides

02

Mission, Vision & Values

Message from the Chief and Chair of the Board
Organization Overview

03

Where we stand

Environmental Scan
CSPA Compliance

04

Consultation

Community Survey
Internal Survey
Stakeholder Discussions
Community Townhall

05

Strategic Pillars

Objectives

06

KPIs

Measuring success

07

Implementation

Timelines
Accountability

HOW THIS PLAN WILL BE USED

USAGE

This plan guides decision-making for the Board and the Chief of Police over the next four years, in line with the Community Safety and Policing Act.

It gives residents, staff, and community partners a clear, public account of what BPS is working toward and how progress will be tracked.

WHO THIS PLAN GUIDES



The Board



Chief &
Leadership



Officers &
Staff



The
Community



MISSION, VISION, AND VALUES

MISSION

To provide efficient, proactive community policing that protects and connects everyone in Brockville.

VISION

To ensure the safety and security of our community through strong, lasting partnerships.



OUR VALUES

Our values guide how BPS shows up for the community, every day.

Partnership

Working hand in hand with our community and organizations



Compassion

Supporting people with care in moments of crisis



Integrity

Earning trust through honesty and accountability



MESSAGE FROM POLICE CHIEF

On behalf of the Brockville Police Service, I look forward to implementing the Brockville Police Services Board's latest Strategic Plan over the coming years.

With the assistance of Queen's Business School, valuable insights were gathered from community members, partner agencies, and the dedicated professionals of the Brockville Police Service. These insights have helped shape the priorities and direction outlined in this Strategic Plan.

We will continue to serve and protect our community through the three strategic pillars identified as the blueprint for this plan: **Building Partnerships, Community Safety, and Internal Resources**. Throughout the implementation of this plan, we will continue to evaluate our progress and measure our success as we advance initiatives within each of these pillars.

I believe this Strategic Plan strikes the right balance required in policing today. We are committed to serving our community and keeping you safe, while also remaining committed to the well-being, safety, and professional development of our members.

I thank the Board for its continued support and look forward to working with the Board, our members, and our community to implement this plan and build a strong future for the Brockville Police Service and the community we are proud to serve.

Mark Noonan
Chief of Brockville Police Service



MESSAGE FROM CHAIR

On behalf of the Brockville Police Services Board, I am proud to present our 2026–2030 Strategic Plan.

Brockville has been served by an independent municipal police service for nearly two centuries. While our population base has remained relatively stable, the complexity and volume of demands placed on our service continue to grow.

Developing this plan required listening closely to the people we serve and the dedicated members of our police service. Under Ontario's Community Safety and Policing Act (CSPA), we expanded our engagement through community surveys, stakeholder discussions, internal feedback, and town halls to ensure our direction directly reflects local needs.

Over the next four years, our strategic focus centers on three core pillars:

Building Partnerships: Deepening relationships with schools, health agencies, and community organizations to address root causes, expand early-intervention pathways for youth mental health and addictions, and foster open communication.

Community Safety: Enhancing frontline crisis response, increasing visible police presence in key areas, and working collaboratively with community partners to address homelessness and addiction.

Internal Resources: Investing in our people, modernizing technology, and planning for sustainable long-term facility infrastructure so our members have the tools and support to serve effectively.

To the residents, business owners, and community partners across Brockville: thank you for your ongoing trust, candid input, and collaboration. Policing is a shared responsibility, and true safety is built together. As a Board, we remain committed to transparent governance, fiscal accountability, and ensuring the Brockville Police Service continues to deliver compassionate, proactive, and high-quality policing for everyone in our city.

King Yee, Jr.
Chair of Brockville Police Service Board



ABOUT THE BOARD

The Brockville Police Services Board is a five-member civilian body, set up under Ontario's Community Safety and Policing Act, that sets the direction and policy for BPS while the Chief handles day-to-day operations.

The Board is made up of two City Councillors and three appointed members, and meets publicly the fourth Tuesday of every month, except July, August, and December.

KEY RESPONSIBILITIES

- Setting policy and priorities for the Service
- Keeping the Chief's decisions aligned with policy
- Setting shared priorities with the Chief
- Approving the annual operating budget

THE BOARD



King Yee Jr.
Chair



Mike Kalivas
Councillor



Jeff Earle
Councillor



Sonya Jodoin
Member



Larry Journal
Community Member



Lesley White
Secretary

WHERE WE STAND

STRATEGIC CONTEXT

Brockville has been policed by an independent municipal service for nearly two centuries. Between the 1991 and 2021 Census, the city's population remained essentially unchanged, even as the demands placed on the Service have grown substantially. Today, BPS serves a stable population base with a rising, increasingly complex volume of calls, under a personnel-heavy budget structure that leaves little room to absorb further growth.

BROCKVILLE AT A GLANCE

- Across the wider Brockville area, the population aged significantly between 2011 and 2021: the share of residents 65 and older grew 36%, while the share of working-age adults fell 9%, both faster shifts than the provincial average
- Brockville sits on the Highway 401 corridor between Toronto and Montreal, directly adjacent to the Canada–U.S. border, exposing the Service to cross-border and highway-related enforcement demands beyond what a comparably sized inland community faces.



\$63,000 - Median Household Income
~25% below the national average



~160 - People experiencing homelessness in the Brockville area



WHERE WE STAND

Crime Severity: Volatile, Not One-Directional



- 6%

Violent Crime Severity Index **114.02 → 106.46** (2021 - 2025). Was on the rise from 2021 → 2024, and then sharply reversed down.



+ 5%

Overall CSI **89.61 → 94.60** (2021 - 2025).



+ 4%

Weighted Clearance Rate **56.32 → 60.36** (2021-2025)



+ 6%

Violent Clearance Rate **79.89 → 84.38** (2021-2025)

DEMAND AND COST ARE BOTH CLIMBING

+ 44%

**Increase in calls
for service**

12,828 → 18,510 (2020 - 2024)

\$11.84M

2026 Operating Budget

+ 25%

**Increase in calls
per officer**

321 → 402 (2020 - 2024)

98%

of budget that's personnel driven

HOW WE DEVELOPED THE PLAN

The Brockville Police Service's strategic planning approach was refined to align with Ontario's Community Safety and Policing Act (CSPA), which came into force in 2024. While the CSPA builds on the foundation of the previous Police Services Act, it introduced new requirements that prompted the Board to enhance aspects of its strategic planning process. These changes place greater emphasis on collaboration, transparency, and accountability between the Police Service and the community it serves.

This plan is informed by a comprehensive environmental scan, community and stakeholder engagement through surveys, virtual townhalls, and interviews, and detailed analysis of operational and performance data, and is a culmination of all these efforts and factors, bringing together key insights to guide the strategic direction of policing in Brockville over the next four years.



COMMUNITY SENTIMENT

PURPOSE

Gain public perspectives on key benchmarking results through targeted community and stakeholder engagement to directly inform priorities in the 2026–2030 Strategic Plan.

THEMES EXPLORED



TRUST & SAFETY PERCEPTIONS

Satisfaction with police, perceived safety, confidence in response times



83%

are **satisfied with the overall job** BPS does in the community



COMMUNITY PRIORITIES & CONCERNS

Top safety issues, support for alternative response models



80%

of community members ask for **continued focus** on addressing **drug use and addiction**



VISIBILITY, COMMUNICATION & ENGAGEMENT

Police presence, transparency, awareness of reporting channels



66%

Find BPS **approachable and accessible**

INTERNAL POLICE SERVICE PRIORITIES

PURPOSE

Gather employee perspectives on organizational strengths, operational challenges, and priorities to inform the 2026–2030 Strategic Plan.

THEMES EXPLORED



CULTURE & MORALE
Employee satisfaction
and engagement



84%

Positive Sentiment that members are proud to work for the service.



WORKFORCE & WELLBEING
Staffing pressures,
current workload



91%

Support additional investment in facilities, equipment, and technology to further support their work.



COMMUNITY POLICING
Community trust,
strategic partnerships



81%

Believe in continuing to strengthen strong partnerships and trust within the community.

STAKEHOLDER DISCUSSIONS

PURPOSE

Gain in-depth, first hand insight from key community and institutional partners to ground the strategic plan in real relationships, service gaps, and lived experiences that are directly informing priorities in the 2026 - 2030 Strategic Plan.

THEMES EXPLORED



MENTAL HEALTH & ADDICTIONS

Crisis response, hospital handoffs and youth diversion across partners



80%

of stakeholders raised mental health & addictions as a driving concern



PARTNERSHIP

Communication channels



100%

Characterize their relationship with BPS as strong and describe an active, ongoing effort to maintain it



COMMUNITY SAFETY

Presence, being preventive instead of reactive



75%

of stakeholders believe that BPS can be strengthened by more visibility within the community

COMMUNITY TOWNHALL

PURPOSE

Create an opportunity for community members to voice first hand experiences and help shape priorities for the 2026 - 2030 Strategic Plan.

THEMES EXPLORED



HEALTH CARE HANDOFFS

Re-evaluate current practices



74%

Believe BPS can be strengthened by re-evaluating current practice



EMERGENCY RESPONSE

Mental health & addiction crisis



90%

Praise BPS for their ongoing rapid response and community connection



MENTAL HEALTH SUPPORT

Potential integrated practices



80%

Want to see opportunities for the community to help with support for mental health

STRATEGIC PILLARS



Building Partnerships

“ Building Partnerships means strengthening the BPS relationship with community organizations and agencies to tackle shared challenges while closing communication gaps with residents.



Youth Mental Health & Addictions

- Strengthen ties with schools, health agencies, and youth organizations
- Build early-intervention pathways to reduce crisis-level incidents

Fostering Open Communication

- Improve coordination and information-sharing with community and agency partners
- Create clearer channels for faster collaboration and stronger public trust

Deepening Existing Partnerships

- Invest in deepening existing partnerships to drive sustained, long-term collaboration
- Build a reliable network for joint problem-solving and long-term resilience

92% of residents surveyed identified homelessness or mental health crises as a community safety concern for continued focus

STRATEGIC PILLARS



Community Safety

“Community Safety means addressing the root causes of harm in our community while maintaining a visible, accessible police presence that residents can count on.”



“Continue working with crisis workers and be there for folks at their most vulnerable times.”
- Survey respondent

Mental Health & Addictions

- Improve frontline crisis response through co-response/referral models
- Reduce repeat calls by connecting people to care, not just enforcement

Police Presence

- Increase visible, consistent patrols in high-need areas
- Improve accessibility through community engagement
- Build trust through proactive presence

Homelessness

- Partner with agencies to address root causes
- Develop balanced protocols for street-level response
- Reduce repeat interactions

78%

of residents surveyed identified homelessness & encampments as one of their top public safety concerns

STRATEGIC PILLARS



Internal Resources

“

Internal Resources means investing in the people, technology, and infrastructure that allow BPS to meet rising demand, because a service can't show up for the community if it can't first show up for itself



Managing Workforce Capacity

- Strengthen recruitment pipelines to keep pace with staffing needs
- Support employee wellness and retention across the organization
- Align staffing levels with rising service demands

Technology Modernization

- Modernize reporting and case tracking systems
- Improve data sharing and follow-up with the community
- Invest in tools that support more efficient service delivery

Facility Planning

- Assess current facility and space limitations
- Plan for long-term infrastructure needs
- Align future investment with budget realities

91%

of BPS staff believe that if there were more investments in technology, it would strongly support their work

HOW WE'LL MEASURE SUCCESS

Progress on this plan will be tracked using key performance indicators (KPIs) aligned to each of our three priority areas. Together, they provide a consistent, transparent way to monitor implementation over the next four years, from year-to-year activity through to long-term outcomes.



Partnerships

Tracking the strength, depth, and coordination of our relationships with schools, agencies, and community organizations.



Community Safety

Tracking how effectively risks are identified early and crisis-level incidents are reduced.



Internal Resources

Tracking how effectively resources are aligned to priorities and used to sustain long-term impact.

EXAMPLE KPIS



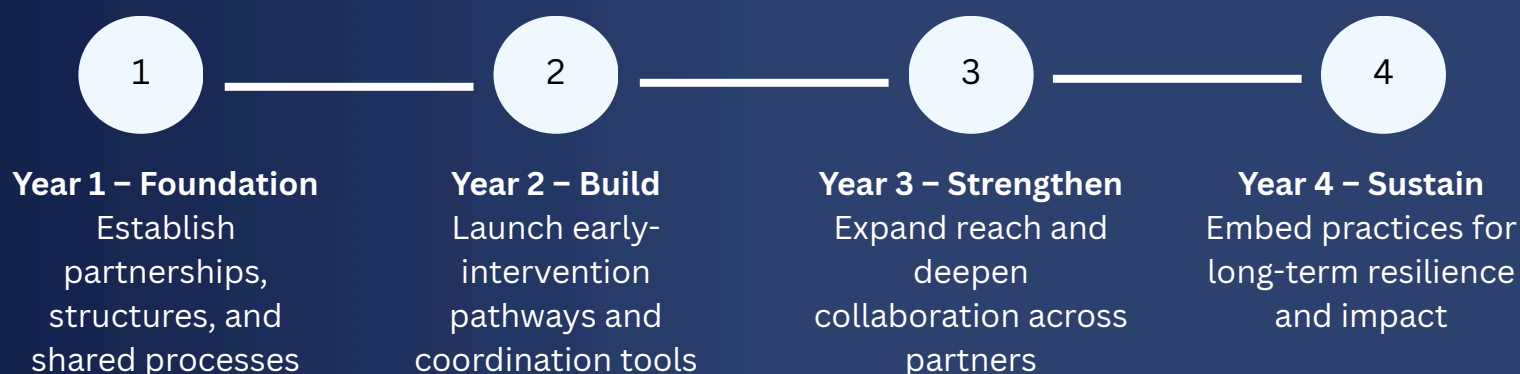
The full set of KPIs and targets for each priority area is available in the appendix.

Partnerships	Community Safety	Internal Resources
Number of active formal partnerships with schools, health agencies, and youth-serving organizations	Increase in officer visibility reported by downtown businesses	Officer/staff time spent on administrative duties relative to frontline service delivery

IMPLEMENTATION

BRINGING THIS PLAN TO LIFE

This plan will be carried out in phases over the next four years, allowing us to build momentum, learn as we go, and adjust to the needs of the communities we serve.



GUIDING PRINCIPLES



Collaboration

Working hand-in-hand with partners at every step



Transparency

Sharing progress openly with our community



Adaptability

Adjusting our approach as needs evolve

ACCOUNTABILITY & COMMUNICATION

The Brockville Police Service acknowledges that this strategic plan is a living document, intended to evolve as circumstances change and as we learn from implementation. To translate its priorities into action, annual operational work plans will be developed, breaking down strategic goals into concrete, time-bound activities with clear ownership.

Progress against these goals will be tracked through the mentioned key performance indicators, providing a consistent and transparent view of implementation status, and results will be reported publicly on a regular basis. This cycle of planning, execution, measurement, and public reporting is designed to ensure BPS remains accountable to the stakeholders and communities the plan is designed to serve.



CLOSING



To the residents, schools, and community partners who make up the fabric of our community, *thank you*. Thank you for your trust, your collaboration, and your continued commitment to strengthening the community we all call home. We are proud to serve alongside you, and we remain steadfast in our commitment to protecting your safety and wellbeing, today and in the years ahead.

Together, we will continue to build a safer, healthier, and more connected community for the youth and families who depend on us.



BROCKVILLE POLICE SERVICE **STRATEGIC PLAN** 2026 – 2030



Brockville Police Service
2269 Parkdale Avenue
Brockville, ON, K6V 3G9
Emergency: 911
Non-Emergency: 613-342-0127
General: 613-342-8772

Info@brockvillepolice.com
www.brockvillepolice.com





INTERNAL CORRESPONDENCE

To: Chair King Yee
Brockville Police Services Board

From: Chief Mark Noonan

Date: Sept 9th, 2026

Chair and Members of the Police Services Board,

I am pleased to submit this report for your consideration regarding activities and initiatives of the Brockville Police Services. The purpose of this report is to provide the Board with an overview of such activities and outline key findings and developments.

The summer months haven proven to be a busy time for the Service. I am happy to report the completion of the Brockville Police Service's Strategic Plan, identifying Board and Service priorities moving forward to 2030. The Plan is attached to this agenda.

Our Finance and Human Resource specialists have worked diligently throughout the summer supporting our Senior Team in the drafting of our 2027 budget. As always there are significant challenges going forward with a drop in anticipated criminal record check revenue and consistent overtime costs. With recent grant applications we hope to mitigate this lost revenue as best we can.

To date the Service is anticipating a significant deficit as reported in the attached agenda documents. This is primarily attributed to the loss of revenue noted above and added investigative expenditures incurred as a result of a triple homicide investigation.

Finally, I can report that we have completed the first phase of the anticipated Inspectorate of Policing's Province-Wide Inspection on Police Integrity and Anti-Corruption Practices. One Hundred and Eleven areas of documentation were required to be reviewed and provided to the Inspectorate. This follows in the footsteps of a policy and procedure review with our current consultant. I am pleased with the work to date and hope to be completed in the coming months.

Respectfully submitted,

Mark Noonan
Chief



INTERNAL CORRESPONDENCE

To: Chair King Yee Jr.
Brockville Police Services Board

From: Deputy Chief Andrew Harvie

Date: May 16, 2026 – September 10, 2026

RE: Deputy Chief's Report to the Brockville Police Services Board

Overview

During the reporting period, my focus included organizational planning, recruitment and staffing initiatives, records management and compliance, grant opportunities, operational support, and interagency collaboration. Key activities are summarized below.

June

- Participated in the monthly Variance Meeting and Senior Management Meeting.
- Attended the OACP Human Resources Committee meeting.
- Supported UCR reporting activities within the Records Management System.
- Participated in technology planning and operational meetings with IT staff.
- Continued involvement with the Joint Job Evaluation Committee.
- Attended and participated in the Special Olympics Torch Run, organized by Sgt. Dustin Gamble and Cst. Garrett Knapp.
- Completed OACP Certificate System and Database training.
- Attended a MFIPPA Reform and Workplace Privacy webinar, with a focus on Privacy Impact Assessments.
- Participated in the Anti-Stigma Strategy Working Group meeting.
- Attended the Police Service Board meeting on June 23.
- Conducted budget planning discussions to identify operational and staffing needs.
- Attended the FBINAA Conference in Niagara Falls with Inspector Boyd.

July

- Met virtually with TNT Consulting regarding a Tactical Emergency Care program for officers.
- Continued UCR coding and reporting activities.
- Developed a cross-training plan for administrative staff to enhance organizational resilience and operational continuity.
- Proctored the Special Constable examination process.

- Participated in discussions with BGH regarding the Mobile Crisis Response Team (MCRT) program.
- Attended the Variance Meeting and Joint Job Evaluation Committee meetings.
- Assisted with Constable applicant testing and recruitment activities.
- Explored options for Forensic Identification Services (FIS) to conduct vehicle forensic examinations.
- Participated in Community Safety and Services Committee (CSS) meetings.

August

- Continued UCR coding and reporting responsibilities.
- Served as liaison during an officer-involved shooting investigation involving the Special Investigations Unit (SIU).
- Participated in three days of local focus interviews for Constable selection alongside Inspector Boyd and HR Manager Michelle Merpaw.
- Continued policy and procedure development, review, and updates.
- Explored and evaluated provincial grant opportunities to support future policing initiatives.

September

- Identified a potential location for Forensic Identification Services operations and engaged with municipal staff regarding facility repair requirements.
- Continued work on provincial grant applications and funding opportunities, including:
 - School Resource Officer Program
 - Border Security initiatives
 - Community Safety and Policing (CSP) funding programs at both local and provincial levels
- Led by Chief Noonan, meeting with the local MPP regarding policing priorities and funding opportunities.

Ongoing Priorities

- Constable recruitment and selection process.
- Internal promotional process for a Part-Time Forensic Identification Services Officer.
- External recruitment for an Administrative Assistant position.

Closing

This reporting period has focused on strengthening operational capacity, supporting recruitment and workforce development, ensuring compliance and reporting requirements are met, advancing community safety initiatives, and pursuing funding opportunities to support future organizational priorities.

Andrew Harvie

Andrew Harvie



2026 Budget Summary August

Brockville Police Service	Budget	Anticipated G/L as of August 31	% of Budget Used	Projected Variance	% Projected Variance
Police Service - Operations					
Revenue	(2,462,281)	(1,488,403)	60.4%	(210,118)	
Expenses					
Human Resources	11,643,266	8,004,801	68.8%	(259,561)	
Materials and Supplies	761,771	496,389	65.2%	(45,895)	
Contracted Services	893,257	670,345	75.0%	(105,997)	
Total Police Service - Operations	10,836,013	7,683,132	70.9%	(621,571)	-5.7%
Court Service - Operations					
Revenue	(567,673)	(270,857)	47.7%	(27,759)	
Expenses					
Human Resources	981,036	645,491	65.8%	(21,373)	
Materials and Supplies	14,980	4,659	31.1%		
Contracted Services	3,000	181	6.0%		
Total Court Services - Operations	431,343	379,474	88.0%	(49,132)	-11.4%
Total - Operations	11,267,356	8,062,606	71.6%	(670,703)	-6.0%
Capital Maintenance	201,550	46,487	23.1%		-
Capital Equipment	367,280	255,802	69.6%		-
Total	11,836,186	8,364,895	70.7%	(670,703)	-5.67%

Prepared By: Jennifer Winmill

Date: 10-Sep-26

Source: City Financial System

Approved By:



CRIME STATISTICAL REPORT *
2025 vs 2026

Comparisons	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		Year-to-Date		+ / - Variance
	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	
Calls for Service -- Total	4,098	4,506	4,979	4,565					9,077	9,071	-6
Crimes of Violence*											
Assaults	80	64	66	69					146	133	-13
Criminal Harassment	30	21	28	26					58	47	-11
Homicide/Attempt/Manslaughter	0	0	0	3					0	3	3
Sexual Offences	10	7	6	15					16	22	6
Robbery	1	2	2	2					3	4	1
Utter Threats	31	30	33	50					64	80	16
Crimes of Property*											
Break and Enter	18	15	12	21					30	36	6
Frauds	44	47	38	43					82	90	8
Mischief	40	30	35	44					75	74	-1
Thefts	86	96	129	157					215	253	38
Other Crimes*											
Bail Violations	59	53	66	45					125	98	-27
Breach of Probation	38	37	47	25					85	62	-23
Counterfeit Money	2	1	2	3					4	4	0
Drug Offences	11	6	5	10					16	16	0
Disturb the Peace	28	26	33	42					61	68	7
Impaired Driving	5	8	15	13					20	21	1
Liquor Licence Act	11	25	37	32					48	57	9
Non-Criminal Incidents*											
Alarms	85	96	97	122					182	218	36
Intimate Partner Violence	56	49	65	57					121	106	-15
Mental Health Act	116	135	152	153					268	288	20
Motor Vehicle Collisions	100	145	126	94					226	239	13
Noise Complaints	43	64	71	75					114	139	25
Prisoner Escorts - In Town	81	69	67	73					148	142	-6
Prisoner Escorts - Out of Town	7	2	4	3					11	5	-6



OVERTIME ANALYSIS
2025 vs 2026
August

Division	2025			2026			Variance
	Total Overtime Hours Worked	Overtime Hours Paid Out	Banked Overtime Hours	Total Overtime Hours Worked	Overtime Hours Paid Out	Banked Overtime Hours	Total Hours Worked
Service Duties							
Administration	40	5	35	40.75	10.75	30	1
Support Services	361.5	135	226.5	557	382	175	196
Patrol Services	2726.5	2045.5	681	3649.5	2776	873.5	923
Investigations	616	493	123	826.75	609.75	217	211
Community Service	29	0	29	61	0	61	32
Court Duties							
Patrol Services	60	39	21	148	140	8	88
Court Services	95	57	38	151	75	76	56
Total	3,928.00	2,774.50	1,153.50	5,434.00	3,993.50	1,440.50	1,506.00

Overtime Budget

Budget Analysis	2025			2026			Variance
	Budget	Actual	% Expended	Budget	Actual	% Expended	
Service Duties	\$227,000	\$235,359	103.7%	\$227,000	\$339,449	149.5%	\$104,090
Court Duties	30,000	9,060	30.2%	30,000	11,180	37.3%	2,119
Court Services	6,600	3,012	45.6%	6,600	9,164	138.9%	6,152
Recovery of Expense	-25,000	-20,137	80.5%	-25,000	-9,434	37.7%	10,703
Total	\$238,600	\$227,295	95.3%	\$238,600	\$350,359	146.8%	\$123,064

Prepared by: Michelle Merpaw
Date: September 10, 2026
Source: OSL Timekeeping System

Approved by:



HUMAN RESOURCES - TRAINING AND LOSS TIME
August, 2026

Scheduled Hours			
	Training	Stats and 'Red' Time	Vacation
August	112	883	1427
2026 Y-T-D	4487	7194	6488
2025 Y-T-D	5198	6987	7100

Unscheduled Hours - Illness / Injury							
	Uniform Sick	Civilian Sick	Uniform STD	Civilian STD	Long Term Disability	Modified Duties	WSIB
August	0	31	272	168	0	0	160
2026 Y-T-D	526	261	2404	168	0	402	710
2025 Y-T-D	654	273	350	0	0	248	0

Other Hours - Miscellaneous			
	Maternity / Parental	Bereavement	Other
August	50	0	0
2026 Y-T-D	50	150	152
2025 Y-T-D	0	193	245

Total Hours	
August	3,102
2026 Y-T-D	22,991
2025 Y-T-D	21,247

Prepared By: Michelle Merpaw

Date: September 10, 2026

Source: 2026 OSL Timekeeping & 2025 BPS Loss Time Report

Approved By:



**Criminal Record Check Department
Brockville Police Service
2026**

**Criminal Record Checks
January - August**

