



Haldimand O.P.P. Detachment Board Agenda

Date: November 27, 2025

Time: 9:30 A.M.

Location: Council Chambers - Haldimand County Administration Building

Some agenda documents may not be accessible to all users. If you require an attached document in an alternative format, please contact accessibility@haldimandcounty.ca or call 905.318.5932 for assistance.

	Pages
A. Call to Order	
B. Land Acknowledgement	
C. Roll Call	
D. Disclosures of Pecuniary Interest	
E. Approval of Previous Meeting Minutes	
1. Haldimand O.P.P. Detachment Board Minutes - October 23, 2025	1
THAT the minutes of the October 23, 2025 Haldimand O.P.P. Detachment Board meeting be adopted as circulated.	
F. Delegations and Presentations	
1. Haldimand County Diversity, Equity and Inclusion Advisory Committee	7
Re: Coffee with a Cop Initiative	
Harsit Patel, Committee Member	
THAT the delegation from the Haldimand County Diversity, Equity and Inclusion Advisory Committee Re: Coffee with a Cop Initiative be received.	
G. Items for Consideration	
1. Report from the Detachment Commander	12
THAT the Report from the Detachment Commander for the month of October, 2025 be received as presented.	

2. Review of Operational Budget 43

THAT the Board Financials and Current Reserve Figures, dated November 18, 2025, be received as presented.

H. Unfinished Business

1. Detachment Commander Performance Management Framework 45

2. Update on 2026-2029 O.P.P. Action Plan Community Consultation Survey Results 58

Inspector Fox, Detachment Commander

THAT the 2026-2029 O.P.P. Action Plan Community Consultation Survey Results be received.

3. Update on 2026-2029 O.P.P. Action Plan Timelines 63

Inspector Fox, Detachment Commander, and Chair L. Boyko

THAT the correspondence from Chair L. Boyko Re: 2026-2029 O.P.P. Action Plan Timelines be received.

4. Verbal Update on Traffic Management Strategy

Inspector Fox, Detachment Commander

I. Other Business

1. Board Communication Policy 64

2. Overview of O.P.P. Drone Program

Inspector Fox, Detachment Commander

3. Verbal Update on OAPSB Zone 4 Virtual Meeting

Member S. McAskill and Member D. McKeen

J. By-laws

K. Announcements

L. Closed Session

M. Motions Arising from Closed Session

N. Adjournment

THAT this meeting is now adjourned at _____ a.m.



Haldimand O.P.P. Detachment Board Minutes

Date: October 23, 2025
Time: 9:30 A.M.
Location: Council Chambers - Haldimand County Administration Building

Members Present

- L. Boyko, Chair
- S. Bentley, Member
- L. Maracle, Member
- S. McAskill, Member
- D. McKeen, Member
- K. Shaw, Member

Members Absent N. LaForme, Vice Chair

Others Present

- Staff Sergeant Hutton, Haldimand O.P.P. Detachment
- C. Curtis, Municipal Clerk

A. Call to Order

The Chair called the Haldimand O.P.P. Detachment Board meeting to order at 9:30 a.m.

B. Land Acknowledgement

The Chair read the Land Acknowledgement statement.

C. Roll Call

The Chair and all members of the Board were in attendance except for Member N. LaForme.

D. Disclosures of Pecuniary Interest

None.

E. Approval of Previous Meeting Minutes

1 Haldimand O.P.P. Detachment Board Minutes - September 25, 2025

Resolution 1

Moved By: S. Bentley

Seconded By: K. Shaw

THAT the minutes of the September 25, 2025 Haldimand O.P.P. Detachment Board meeting be adopted as circulated.

CARRIED

- 2 Closed Session - Haldimand O.P.P. Detachment Board Minutes - September 25, 2025

Resolution 2

Moved By: S. McAskill

Seconded By: D. McKeen

THAT the minutes of the Closed Session of the September 25, 2025 Haldimand O.P.P. Detachment Board meeting be adopted as circulated and remain confidential.

CARRIED

F. Delegations and Presentations

- 1 Victim Services of Haldimand Norfolk New Credit Re: Update on 2025 Activities

S. MacDonald, Executive Director, Victim Services of Haldimand Norfolk New Credit provided an overview of the organization, including its strategic plan, partnerships, and programs.

The Board asked questions and received responses regarding the organization's office locations and gender-based violence education in schools.

Resolution 3

Moved By: S. Bentley

Seconded By: K. Shaw

THAT the presentation from Sheri MacDonald, Executive Director, Victim Services of Haldimand Norfolk New Credit Re: Update on 2025 Activities be received.

CARRIED

- 2 Municipal Policing Unit Re: Overview of Service Delivery and O.P.P. Billing Model

J. Feaver, Municipal Policing Unit, provided an overview of service delivery, municipal policing recoveries, the O.P.P. billing model, and changes related to the Community Safety and Policing Act.

Sergeant Lalonde, Municipal Policing Unit, outlined provincial responsibilities and frontline efficiencies related to calls for service and 911 calls.

The Board asked questions and received responses regarding 911 calls and the billing model review.

Resolution 4

Moved By: S. McAskill

Seconded By: K. Shaw

THAT the presentation from the Municipal Policing Unit Re: Overview of Service Delivery and O.P.P. Billing Model be received.

CARRIED

G. Items for Consideration

1 Report from the Detachment Commander

Staff Sergeant Hutton provided an overview of the September 2025 report.

The Board posed questions and received responses regarding:

- The reasoning for the decrease in traffic ticket issuance and e-ticket warnings;
- The number of incidents/officers related to the complaint;
- Referrals to Victim Services; and
- The software used to compile statistics.

Resolution 5

Moved By: D. McKeen

Seconded By: L. Maracle

THAT the Report from the Detachment Commander, as presented by Staff Sergeant Hutton, for the month of September 2025 be received.

CARRIED

2 HDB-02-2025 Year-End Financial Report (2025) and Proposed 2026 Budget

Resolution 6

Moved By: S. McAskill

Seconded By: D. McKeen

1. THAT Report HDB-02-2025 Year-End Financial Report (2025) and Proposed 2026 Budget be received;
2. AND THAT the draft 2026 Haldimand O.P.P. Detachment Board budget, with a net levy of \$36,860, be approved as presented, with Haldimand County responsible for \$33,720 and Mississaugas of the Credit First Nation responsible for \$3,140;
3. AND THAT this motion be forwarded to Haldimand County and Mississaugas of the Credit First Nation Councils for inclusion in their respective 2026 budget deliberations.

CARRIED

H. Unfinished Business

- 1 2026-2029 O.P.P. Action Plan

Resolution 7

Moved By: D. McKeen

Seconded By: K. Shaw

1. THAT a working committee be established to develop the draft 2026-2029 O.P.P. Action Plan, in collaboration with the Detachment Commander, and be comprised of the following individuals: Lorne Boyko, Nadine LaForme, Debera McKeen and Kelly Shaw;
2. AND THAT the working committee meet on a weekly basis, beginning November 10, 2025 at 10:00 a.m., and continue meeting until the completion of the 2026-2029 O.P.P. Action Plan.

CARRIED

- 2 Verbal Update on Project Lifesaver

Staff Sergeant Hutton noted that Project Lifesaver launched on October 16 and provided an overview of the application process, adding that there are currently four individuals in the process.

- 3 Verbal Update on Inspectorate of Policing Complaint Number 24-292

The Board was advised that the Detachment Commander is aware of the complaint and that it is progressing through the new process.

I. Other Business

- 1 Inspector General of Policing Memorandum Re: Release of the Inspectorate of Policing's Risk Based Compliance and Enforcement Framework

Resolution 8

Moved By: S. McAskill

Seconded By: S. Bentley

THAT the Inspector General of Policing Memorandum Re: Release of the Inspectorate of Policing's Risk Based Compliance and Enforcement Framework be received.

CARRIED

- 2 Invitation to the Mississaugas of the Credit First Nation to Participate in Upcoming Board Meeting

An overview was provided on the MCFN Peacekeeper Program, noting that the program is in its early developmental stages.

Resolution 9

Moved By: D. McKeen

Seconded By: S. McAskill

THAT the Board Chair extend a formal invitation to representatives of the Mississaugas of the Credit First Nation (MCFN) to attend an upcoming Board meeting to engage in a discussion regarding the MCFN Peacekeeper Program and its role in the community.

CARRIED**J. By-laws**

None.

K. Announcements

The following item was highlighted:

- The Board Chair and Detachment Commander presented the 2025 Annual O.P.P. Report to the Mississaugas of the Credit First Nation Council on October 14.

L. Closed Session

None.

M. Motions Arising from Closed Session

None.

N. Adjournment

Resolution 10

Moved By: K. Shaw

Seconded By: S. McAskill

THAT this meeting is now adjourned at 11:20 a.m.

CARRIED

CHAIR

CLERK

Register to Speak

Please note: Delegations will have 10 minutes in total per person, per group, or per organization for their presentation.

Delegate information

Name *

Harsit Patel

Pronouns *

- ☒ He/Him
☐ She/Her
☐ They/Them

Email *

[REDACTED]

Phone *

905-318-5932

Who are you representing? *

- ☐ Myself
☒ An organization

Organization name

Haldimand County Diversity, Equity and Inclusion
Committee

**List the name(s) and title(s) of who will be
presenting ***

Harsit Patel

Meeting details

Register for a meeting *

- ☐ Council in Committee meeting
☐ Council meeting
☒ Haldimand OPP Detachment Board
☐ Accessibility Advisory Committee

Council meetings: you must register at least five days before the meeting.

Council in Committee meetings: if you wish to speak on an agenda item, you must register by noon at least one business day before the meeting. If you wish to introduce an agenda item, you must register at least six days before the meeting.

Delegation materials must be submitted to the Clerk by noon at least one day before any meeting.

Haldimand OPP Detachment Board: you must register by noon at least seven days before the meeting.

Accessibility Advisory Committee: you must register by noon at least seven days before the meeting.

Delegation topic

In the space below, please summarize the information you wish to present as a delegation. Include such information as whether you are in support or opposition as well as identifying any questions you wish to have addressed, if applicable. If you have spoken to County staff regarding your topic, please include any details on this correspondence.

Please note: if you have delegated on this matter before, you must specify the new information you intend to present.

Brief Description *

As per the letter provided to the OPP Detachment Board, a representative from the Haldimand County Diversity, Equity, and Inclusion Committee will attend to share an initiative called “Coffee with a Cop.” This initiative is designed to foster positive relationships and open dialogue between law enforcement and the community in an informal, welcoming setting.

Please upload any additional documents you would like to include as part of your delegation request.

File Name	
	Coffee with a cop memo.pdf 122.6 KB

Please note you can upload a maximum of 5 files, up to 10 MB. If your file exceeds this maximum size, please notify the Clerks Division by responding to your confirmation email.

Acknowledgement

Consent *

- ☒ I (we) have read, understand and acknowledge the Rules and Procedures relating to Delegations as prescribed by the Procedure By-law.
- ☒ I (we) understand and acknowledge that Haldimand OPP Detachment Board meetings are audio and video recorded and live-streamed online.
- ☒ I (we) understand and acknowledge that the minutes of all Haldimand OPP Detachment Board meetings become permanent records.
- ☒ I (we) acknowledge and agree to the guidelines for being a delegation.

☒ I (we) understand that the personal information contained on this form is collected in accordance with the Community Safety and Policing Act and will be used for the purpose of responding to your delegation request. Questions about this collection may be directed to the Board Administrator at 905-318-5932 or psbadministration@haldimandcounty.ca.



Haldimand County Administration Building
53 Thorburn Street South
Cayuga, ON N0A 1E0

November 27, 2025

Haldimand County OPP Detachment Board

RE: Coffee With a Cop Initiative

Dear Members of the OPP Detachment Board,

On behalf of the Haldimand County Diversity, Equity & Inclusion (DEI) Committee, we would like to share information about the Coffee with a Cop program and highlight why this type of initiative could be beneficial for Haldimand County.

Coffee with a Cop is an informal community policing initiative used widely across Canada and internationally. The purpose is to create a relaxed, non-enforcement setting where residents and police officers can meet, discuss, ask questions, and foster mutual understanding. Events typically last one to two hours and are held in accessible community locations such as local coffee shops, libraries, or community centres. There is no set agenda or presentation, simply an open conversation between officers and community members.

The program originated in Hawthorne, California in 2011, when officers from the Hawthorne Police Department were looking for new ways to interact more effectively with the citizens they served. Recognizing community barriers, including engagement, they came up with the idea of sharing a cup of coffee in a casual environment.

Since then, Coffee with a Cop has grown into one of the most successful community oriented policing initiatives in the world. Its continued success comes from its ability to foster genuine dialogue in a neutral space, allowing residents to connect with officers outside of crisis situations and offering police an opportunity to listen, learn, understand and build meaningful relationships within their communities.

In Haldimand County, this style of engagement is believed to offer several advantages for the community:

- Enhanced trust and familiarity: Meeting officers outside of crisis or enforcement situations helps residents feel more comfortable raising concerns and getting to know the people behind the uniform.
- Support for inclusion and community voice: Holding sessions in neutral, accessible, community-based spaces allows for conversations with groups who may not typically interact with police such as seniors, youth, Indigenous residents, newcomers, and others.
- Improved information sharing: Casual conversations often surface emerging safety concerns, community patterns, and opportunities for early intervention before issues escalate.
- Low-cost, high-visibility outreach: The program requires minimal resources and can be run with flexible schedules and existing community partnerships.

Through research by the DEI Committee, it was identified that several nearby communities and Ontario police services have implemented similar sessions with positive outcomes. Specifically,

- Norfolk County / Norfolk OPP have held Coffee with a Cop events at local coffee shops.
- Brant County OPP and Brantford Police have hosted recurring sessions, reporting strong engagement and positive feedback from residents who appreciated the accessible, informal format.
- Hamilton Police Service operates a well established program that forms part of their broader community policing and trust-building strategy.
- Niagara Regional Police and Guelph Police Service have also hosted these events, emphasizing improved approachability and meaningful interactions with the public.

Given Haldimand's diverse population, mix of rural and small urban communities, and the ongoing focus on strengthening relationships between residents and police, a program like this aligns strongly with local priorities. It offers an accessible way to encourage dialogue, improve visibility of frontline officers, and gather community feedback in a friendly, low-pressure environment.

The DEI Committee is pleased to share this information with the Board and would be happy to assist with community outreach, research, or background materials should the Board wish to explore this concept further.

Thank you for your attention and for your ongoing commitment to community safety and well-being.

Sincerely,
Haldimand County DEI Committee

Resources: <https://coffeewithacop.com/>



**HALDIMAND OPP DETACHMENT BOARD
CONSEIL DU DÉTACHEMENT DE HALDIMAND DE
LA POLICE PROVINCIALE**

**HALDIMAND OPP DETACHMENT
DÉTACHEMENT DE HALDIMAND DE LA POLICE PROVINCIALE**

Haldimand County Detachment Board Report

October 2025



Ontario Provincial Police – West Region



@OPP_WR

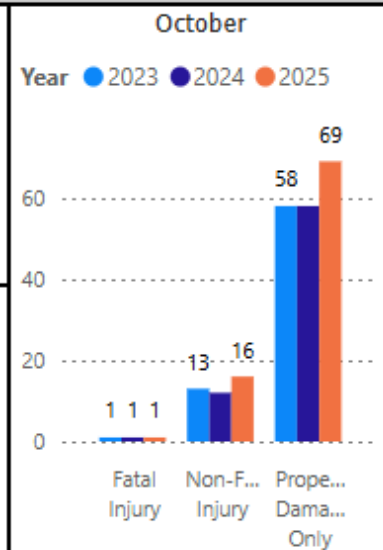


OPP Detachment Board Report Records Management System October 2025

Motor Vehicle Collisions by Type

October						
Year	2023		2024		2025	
CollisionType	Incidents	% Change	Incidents	% Change	Incidents	% Change
Fatal Injury	1	--	1	0.0%	1	0.0%
Non-Fatal Injury	13	160.0%	12	-7.7%	16	33.3%
Property Damage Only	58	9.4%	58	0.0%	69	19.0%
Total	72	24.1%	71	-1.4%	86	21.1%

YTD						
Year	2023		2024		2025	
CollisionType	Incidents	% Change	Incidents	% Change	Incidents	% Change
Fatal Injury	5	150.0%	11	120.0%	3	-72.7%
Non-Fatal Injury	117	25.8%	139	18.8%	118	-15.1%
Property Damage Only	481	-7.9%	563	17.0%	568	0.9%
Total	603	-2.3%	713	18.2%	689	-3.4%





OPP Detachment Board Report Records Management System October 2025

Fatalities in Detachment Area - Incidents

October

Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	1	1	--	0	0	--	0	0	--
2024	0	1	0.0%	0	0	--	0	0	--
2025	0	1	0.0%	0	0	--	0	0	--

YTD

Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	4	4	100.0%	0	0	--	1	1	--
2024	3	10	150.0%	0	0	--	0	1	0.0%
2025	0	3	-70.0%	0	0	--	0	0	-100.0%

Fatalities in Detachment Area - Persons Killed

October

Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle	
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change
2023	2	--	0	--	0	--
2024	1	-50.0%	0	--	0	--
2025	1	0.0%	0	--	0	--

YTD

Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle	
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change
2023	5	66.7%	0	--	1	--
2024	11	120.0%	0	--	1	0.0%
2025	3	-72.7%	0	--	0	-100.0%

Primary Causal Factors in Fatal Motor Vehicle Collisions

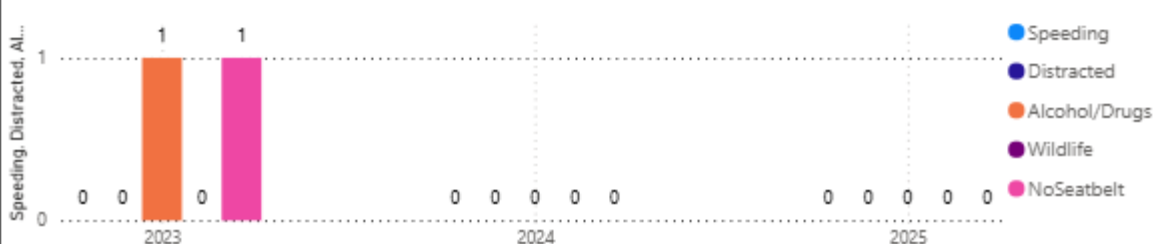
October

	2023	2024	2025
Speeding	0	0	0
Speeding % Change	--	--	--
Distracted	0	0	0
Distracted % Change	--	--	--
Alcohol/Drugs	1	0	0
Alcohol/Drugs % Change	--	-100.0%	--
Wildlife	0	0	0
Wildlife % Change	--	--	--
NoSeatbelt	1	0	0
NoSeatbelt YoY%	--	-100.0%	--

YTD

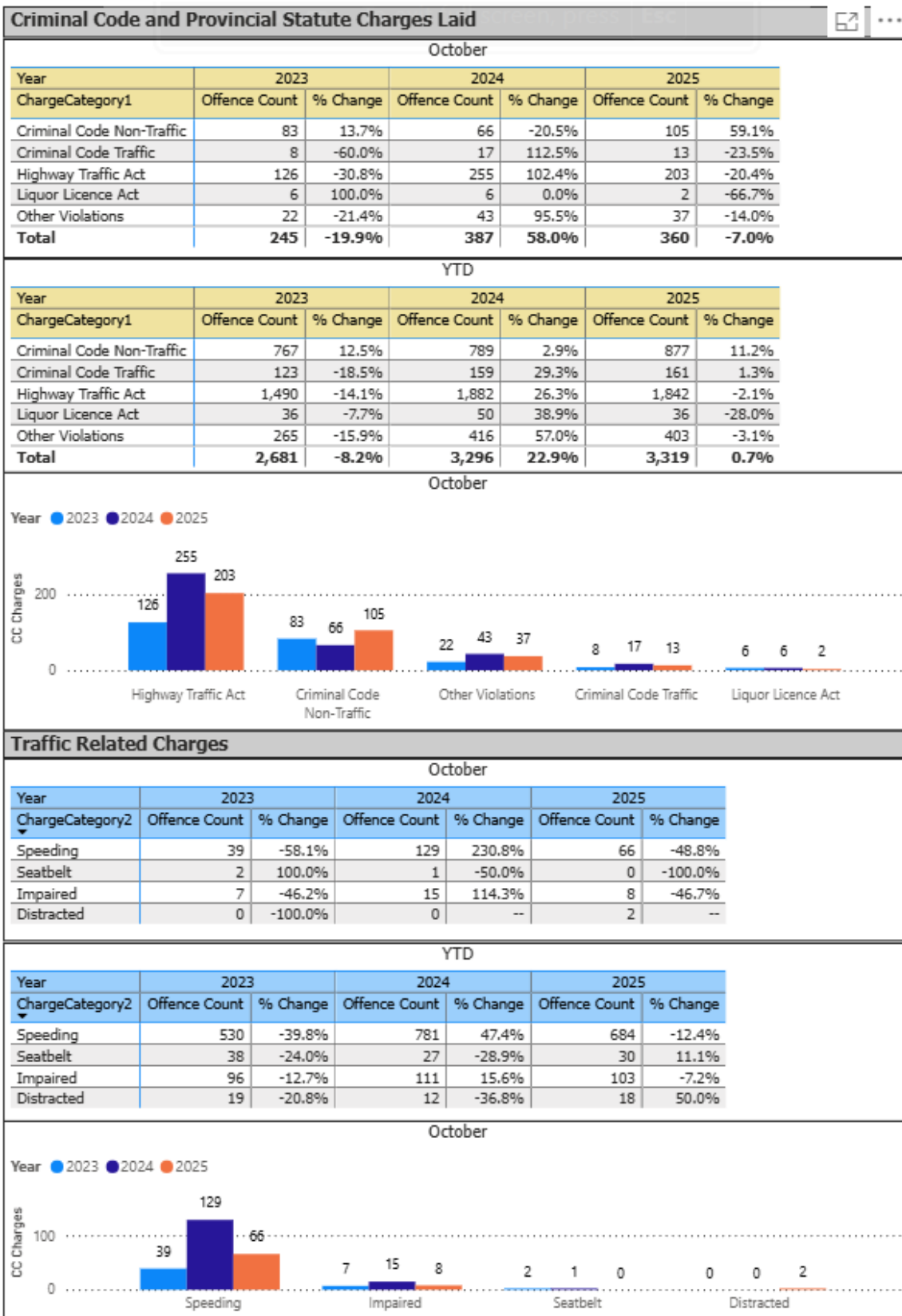
	2023	2024	2025
Speeding	0	3	0
Speeding % Change	--	--	-100.0%
Distracted	0	1	1
Distracted % Change	--	--	0.0%
Alcohol/Drugs	5	3	0
Alcohol/Drugs % Change	400.0%	-40.0%	-100.0%
Wildlife	0	0	0
Wildlife % Change	--	--	--
NoSeatbeltYTD	4	5	0
NoSeatbeltYTD YoY%	33.3%	25.0%	-100.0%

October





OPP Detachment Board Report Records Management System October 2025





OPP Detachment Board Report
Records Management System
October 2025

eTicketing Warnings

October

Year	2024		2025	
Type	Total	% Change	Total	% Change
Warning	232	190.0%	174	-25.0%

YTD

Year	2024		2025	
Type	Total	% Change	Total	% Change
Warning	1,778	48.4%	1,605	-9.7%

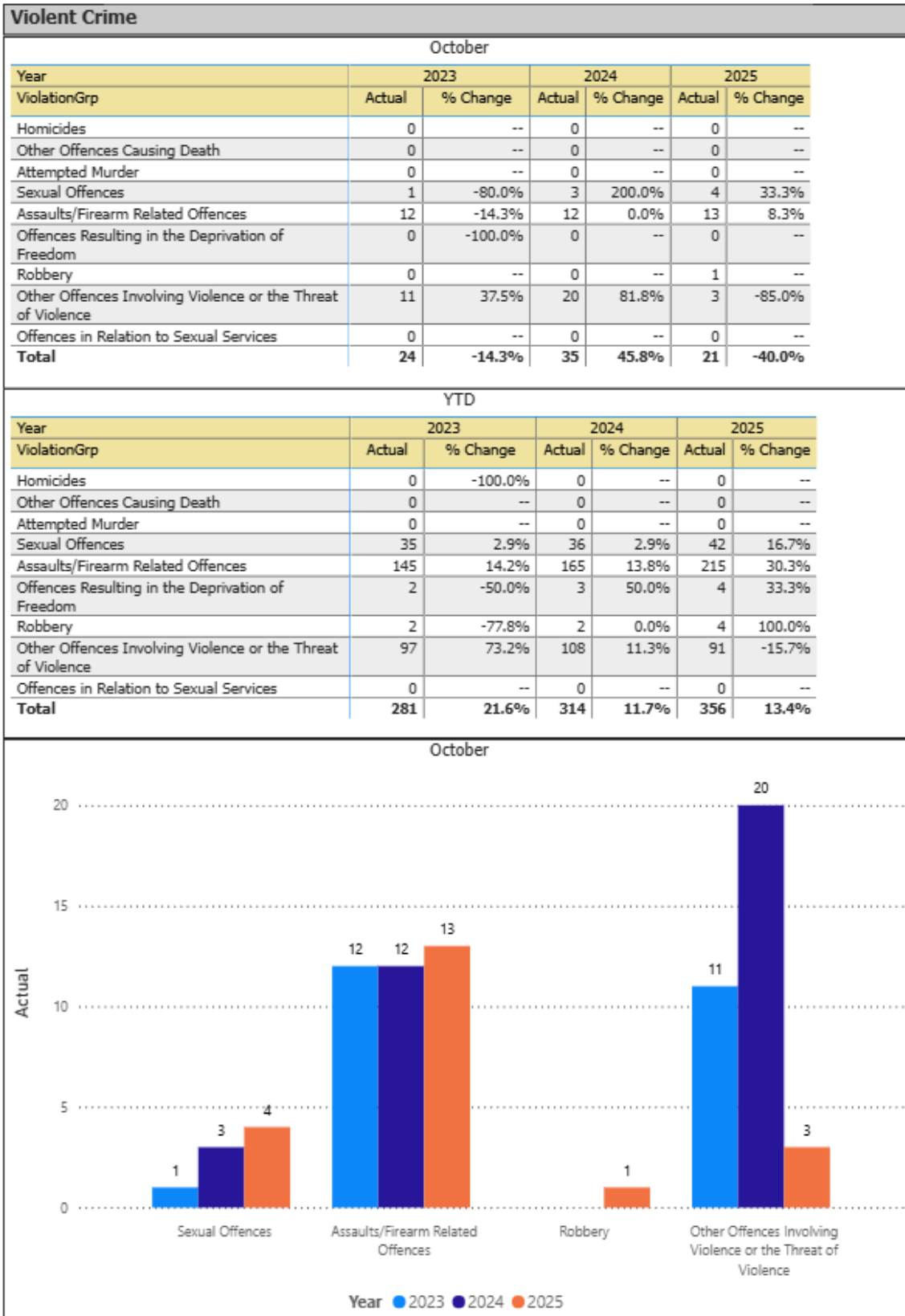
October

Type ● Warning



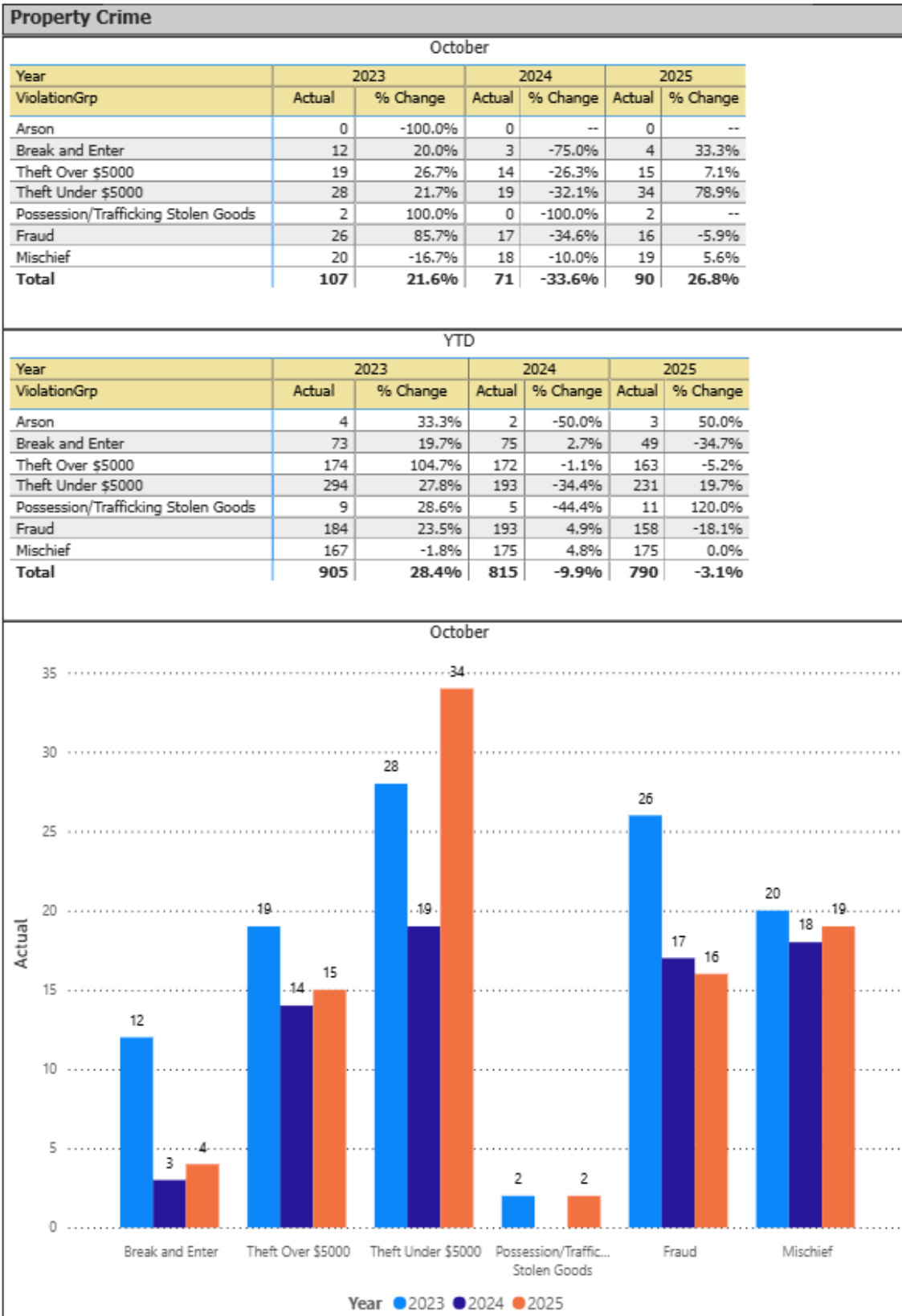


OPP Detachment Board Report Records Management System October 2025



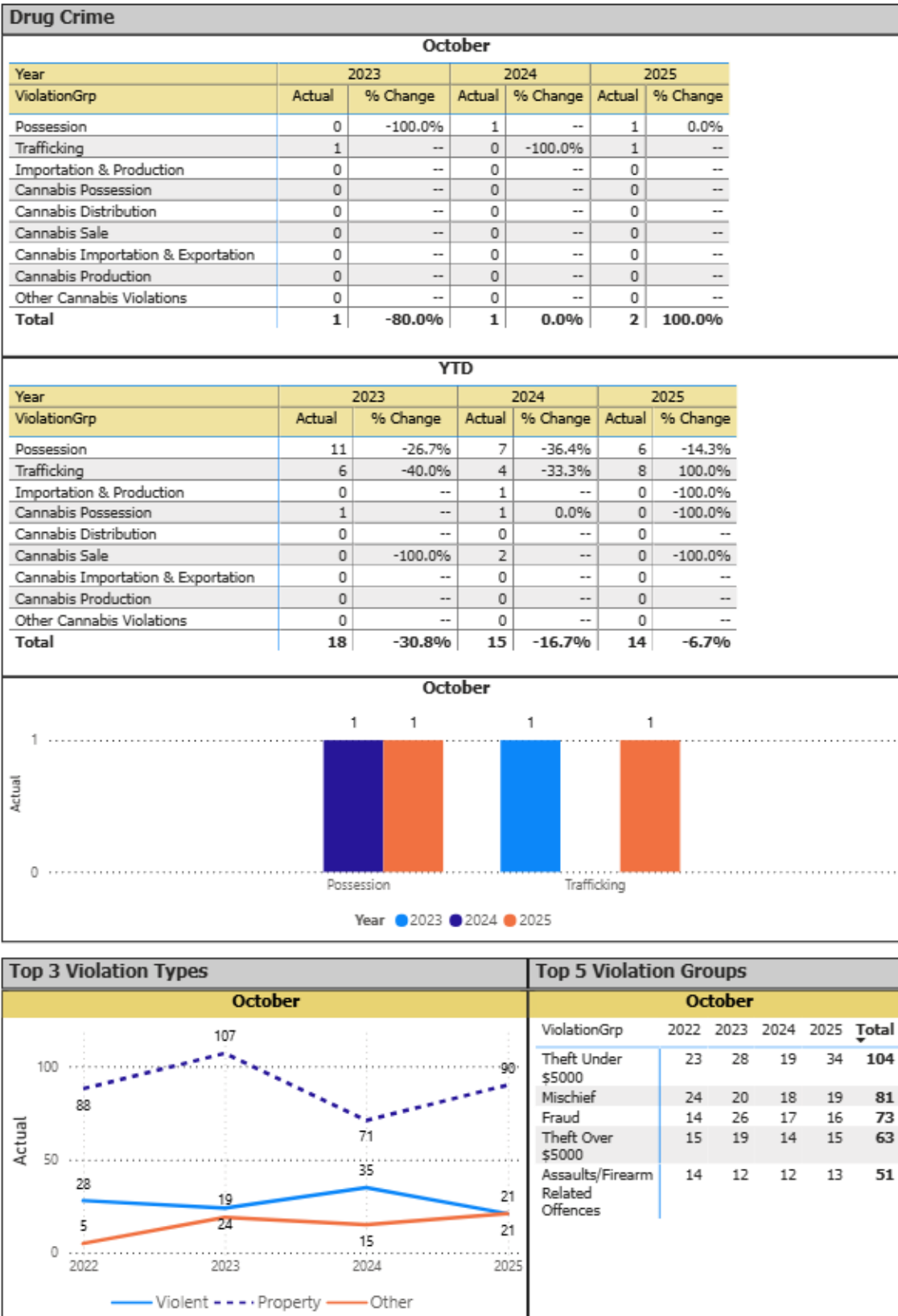


OPP Detachment Board Report Records Management System October 2025



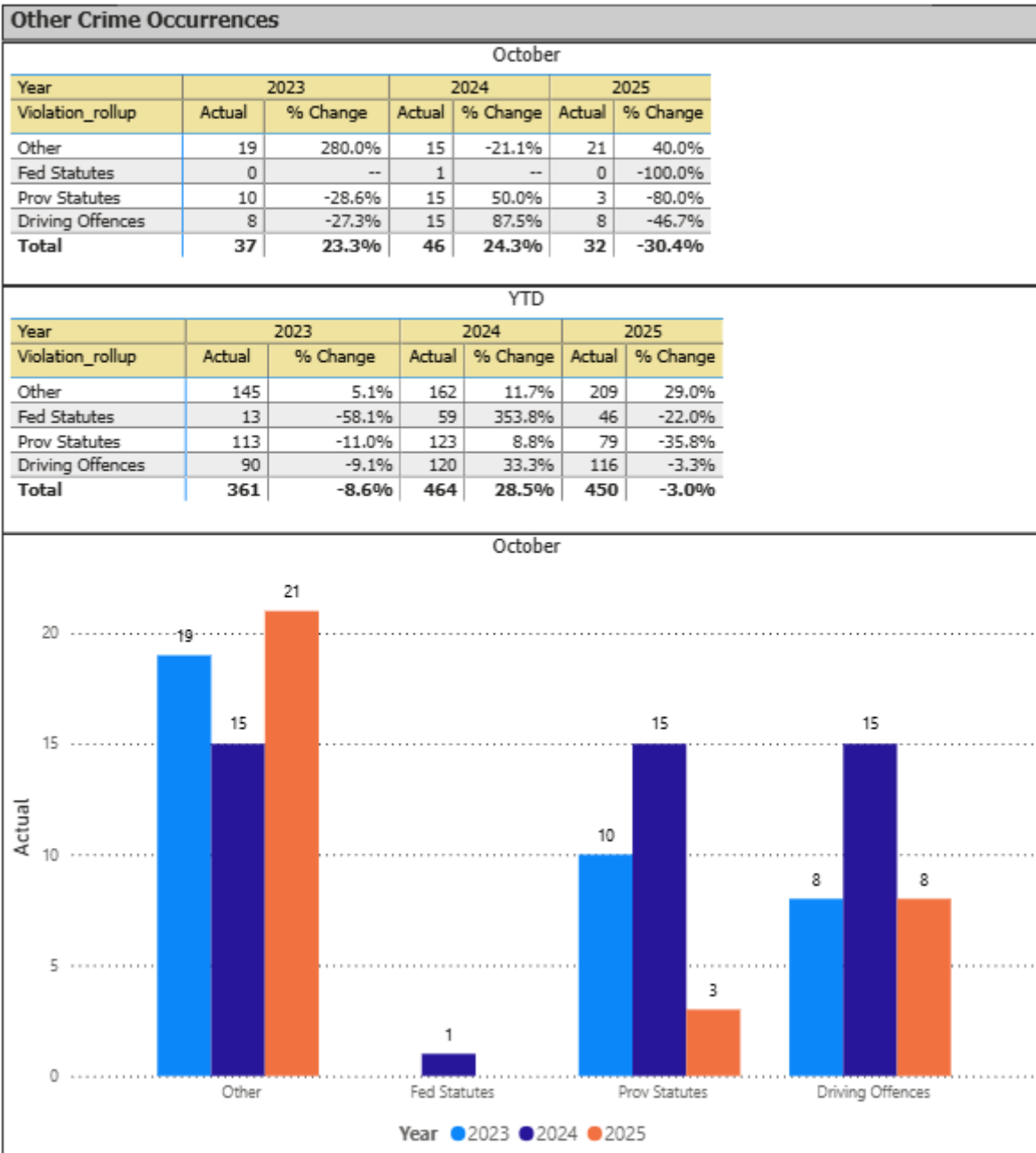


OPP Detachment Board Report Records Management System October 2025





OPP Detachment Board Report Records Management System October 2025





OPP Detachment Board Report Records Management System October 2025

Clearance Rate

October

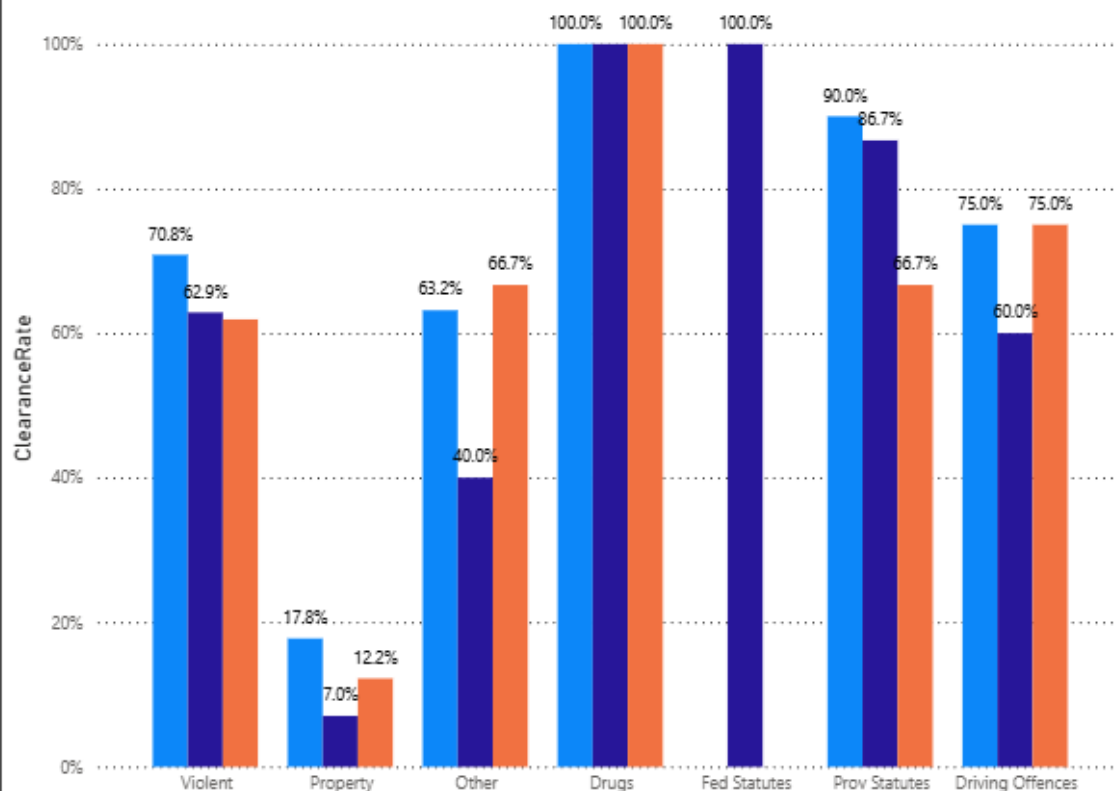
Year	2023		2024		2025	
	%	% Change	%	% Change	%	% Change
Violent	70.8%	-0.8%	62.9%	-11.3%	61.9%	-1.5%
Property	17.8%	73.6%	7.0%	-60.3%	12.2%	73.6%
Other	63.2%	5.3%	40.0%	-36.7%	66.7%	66.7%
Drugs	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Fed Statutes			100.0%	--		-100.0%
Prov Statutes	90.0%	-10.0%	86.7%	-3.7%	66.7%	-23.1%
Driving Offences	75.0%	-8.3%	60.0%	-20.0%	75.0%	25.0%

YTD

Year	2023		2024		2025	
	%	% Change	%	% Change	%	% Change
Violent	70.8%	1.6%	69.1%	-2.4%	71.3%	3.2%
Property	12.7%	29.8%	9.1%	-28.5%	11.0%	21.3%
Other	61.4%	-2.6%	54.3%	-11.5%	66.5%	22.4%
Drugs	83.3%	8.3%	66.7%	-20.0%	64.3%	-3.6%
Fed Statutes	100.0%	0.0%	100.0%	0.0%	95.7%	-4.3%
Prov Statutes	83.2%	-9.7%	89.4%	7.5%	87.3%	-2.3%
Driving Offences	71.1%	-13.1%	71.7%	0.8%	71.6%	-0.2%

October

Year ● 2023 ● 2024 ● 2025



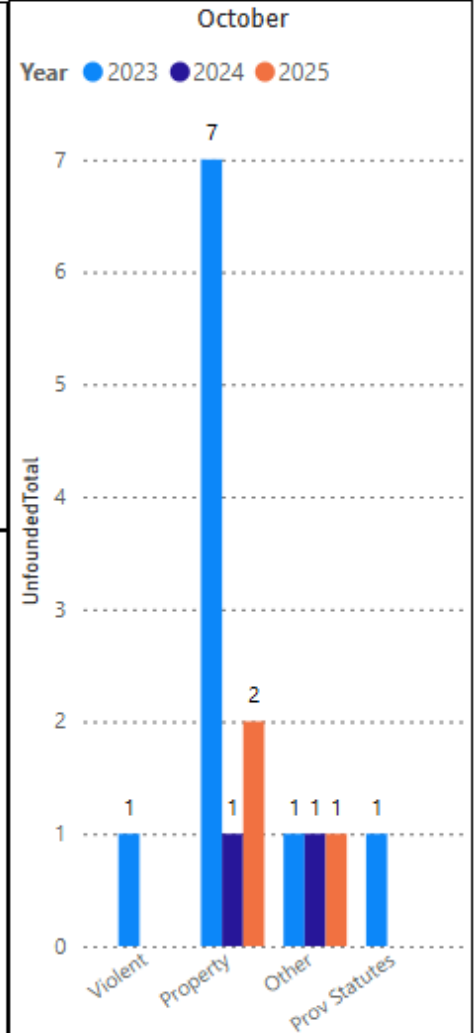


OPP Detachment Board Report Records Management System October 2025

Unfounded

October						
Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	1	-80.0%	0	-100.0%	0	--
Property	7	16.7%	1	-85.7%	2	100.0%
Other	1	0.0%	1	0.0%	1	0.0%
Drugs	0	--	0	--	0	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	1	--	0	-100.0%	0	--
Driving Offences	0	--	0	--	0	--
Total	10	-16.7%	2	-80.0%	3	50.0%

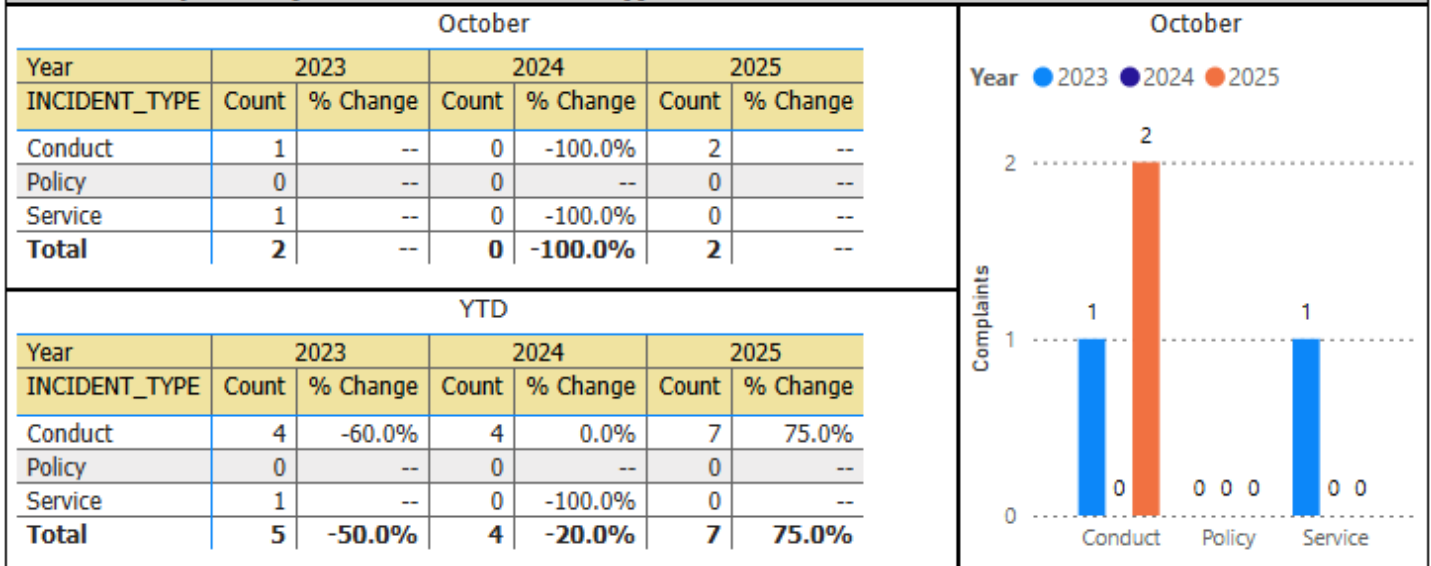
YTD						
Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	30	20.0%	20	-33.3%	18	-10.0%
Property	76	38.2%	62	-18.4%	45	-27.4%
Other	22	46.7%	18	-18.2%	14	-22.2%
Drugs	0	--	0	--	0	--
Fed Statutes	0	-100.0%	0	--	0	--
Prov Statutes	3	0.0%	2	-33.3%	0	-100.0%
Driving Offences	0	-100.0%	0	--	0	--
Total	131	29.7%	102	-22.1%	77	-24.5%



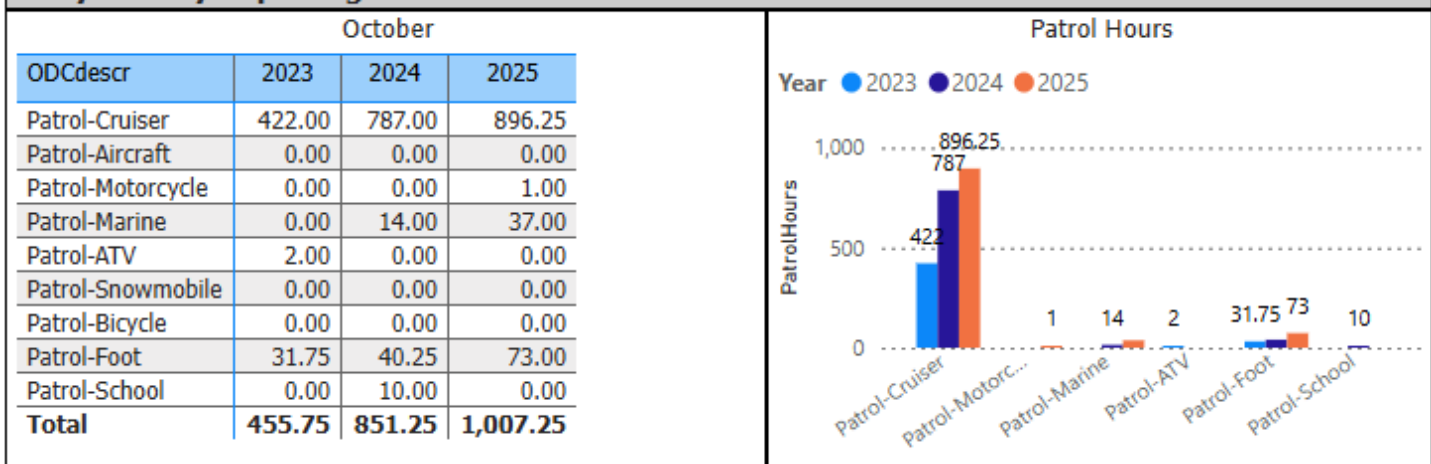


OPP Detachment Board Report Records Management System October 2025

Public Complaints (Detachment Level Only)

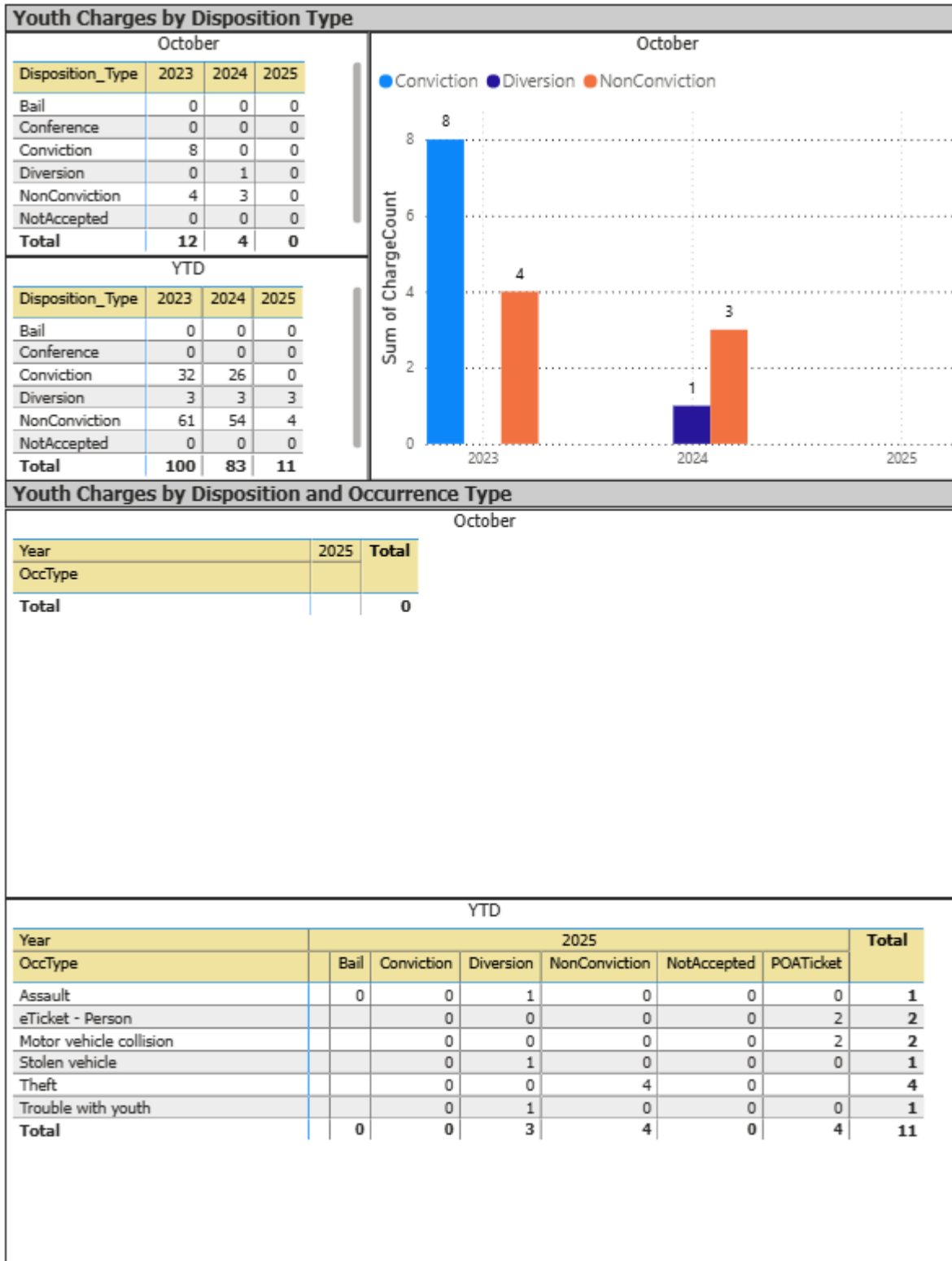


Daily Activity Reporting Patrol Hours





OPP Detachment Board Report Records Management System October 2025



Youth Charges by Disposition and Occurrence Type		
		October
Year	2025	Total
OccType		
Total		0



OPP Detachment Board Report Records Management System October 2025

Mental Health Act Occurrences																													
<table> <tr> <th colspan="3">October</th></tr> <tr> <th>Year</th><th>Occurrences</th><th>Unfounded</th></tr> <tr> <td>2023</td><td>53</td><td>1</td></tr> <tr> <td>2024</td><td>38</td><td>0</td></tr> <tr> <td>2025</td><td>47</td><td>0</td></tr> </table>			October			Year	Occurrences	Unfounded	2023	53	1	2024	38	0	2025	47	0												
October																													
Year	Occurrences	Unfounded																											
2023	53	1																											
2024	38	0																											
2025	47	0																											
<table> <tr> <th colspan="3">YTD</th></tr> <tr> <th>Year</th><th>Occurrences</th><th>Unfounded</th></tr> <tr> <td>2023</td><td>472</td><td>2</td></tr> <tr> <td>2024</td><td>429</td><td>2</td></tr> <tr> <td>2025</td><td>477</td><td>0</td></tr> </table>			YTD			Year	Occurrences	Unfounded	2023	472	2	2024	429	2	2025	477	0												
YTD																													
Year	Occurrences	Unfounded																											
2023	472	2																											
2024	429	2																											
2025	477	0																											
Mental Health Act Occurrences by Occurrence Type																													
<table> <tr> <th colspan="3">October</th></tr> <tr> <th>Year</th><th colspan="2">2025</th></tr> <tr> <th>OccurrenceType</th><th>Occurrences</th><th>Unfounded</th></tr> <tr> <td>Attempt or threat of suicide</td><td>3</td><td>0</td></tr> <tr> <td>Family dispute</td><td>1</td><td>0</td></tr> <tr> <td>Intimate Partner Violence</td><td>4</td><td>0</td></tr> <tr> <td>Mental health act</td><td>37</td><td>0</td></tr> <tr> <td>Person Well-Being Check</td><td>2</td><td>0</td></tr> <tr> <td>Total</td><td>47</td><td>0</td></tr> </table>			October			Year	2025		OccurrenceType	Occurrences	Unfounded	Attempt or threat of suicide	3	0	Family dispute	1	0	Intimate Partner Violence	4	0	Mental health act	37	0	Person Well-Being Check	2	0	Total	47	0
October																													
Year	2025																												
OccurrenceType	Occurrences	Unfounded																											
Attempt or threat of suicide	3	0																											
Family dispute	1	0																											
Intimate Partner Violence	4	0																											
Mental health act	37	0																											
Person Well-Being Check	2	0																											
Total	47	0																											

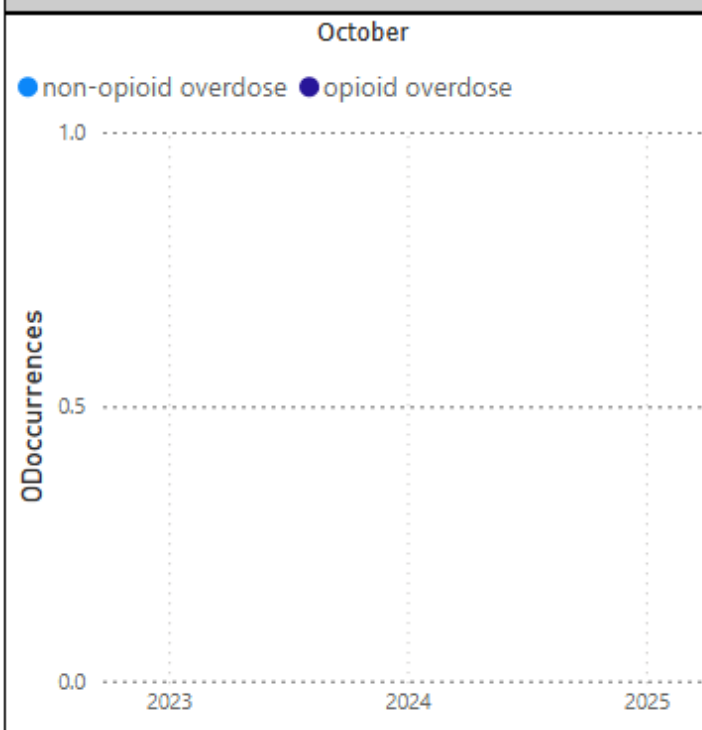


OPP Detachment Board Report Records Management System October 2025

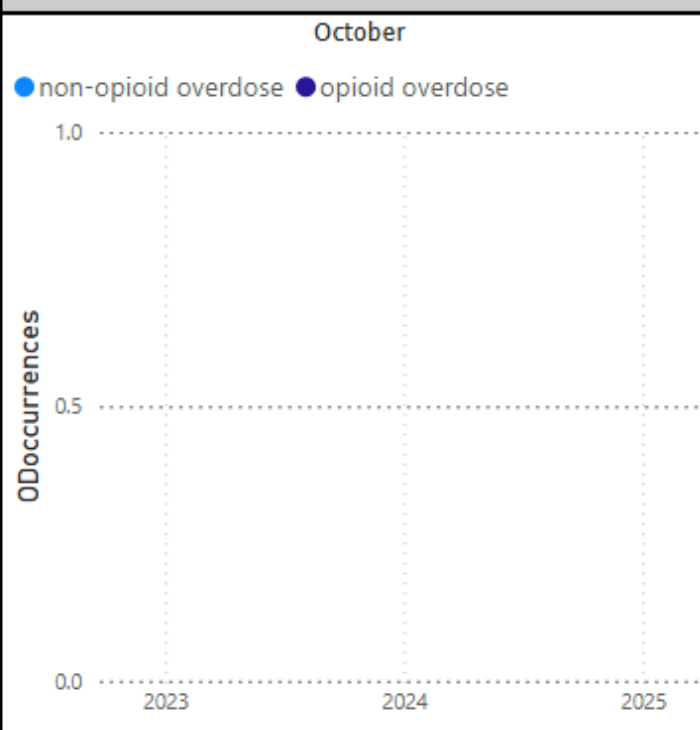
Overdose Occurrences

October				YTD			
Fatal	2023	2024	2025	Fatal	2023	2024	2025
☐ Fatal	0	0	0	☐ Fatal	3	2	5
non-opioid overdose	0	0	0	non-opioid overdose	1	0	3
opioid overdose	0	0	0	opioid overdose	2	2	2
☐ non-Fatal	0	0	0	☐ non-Fatal	4	1	2
non-opioid overdose	0	0	0	non-opioid overdose	0	1	1
opioid overdose	0	0	0	opioid overdose	4	0	1
Total	0	0	0	Total	7	3	7

Fatal Overdose Occurrences

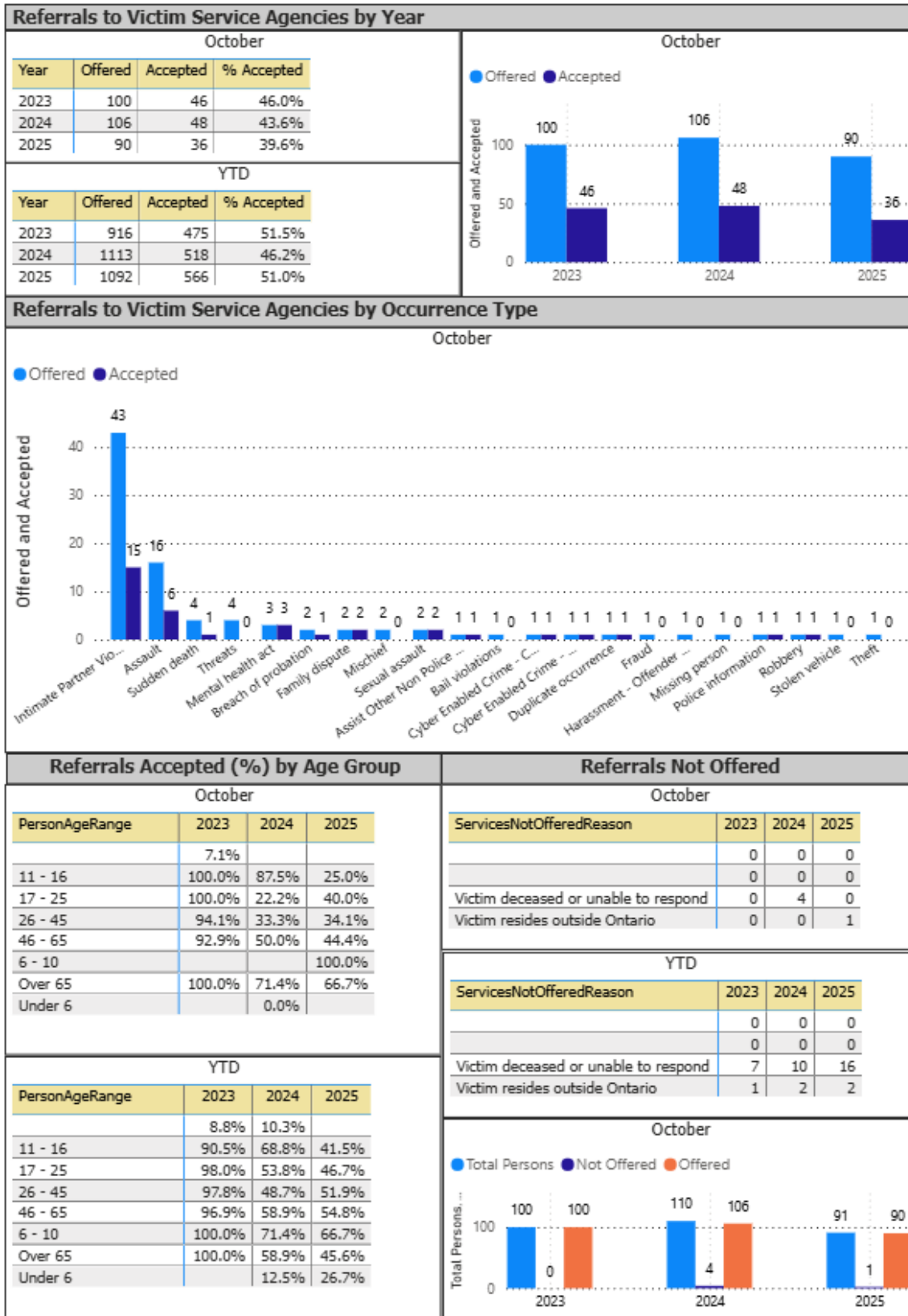


Non-Fatal Overdose Occurrences





OPP Detachment Board Report Records Management System October 2025





**HALDIMAND OPP DETACHMENT BOARD
CONSEIL DU DÉTACHEMENT DE HALDIMAND DE
LA POLICE PROVINCIALE**

**HALDIMAND OPP DETACHMENT
DÉTACHEMENT DE HALDIMAND DE LA POLICE PROVINCIALE**

**Haldimand County
Detachment Board Report
Mississaugas of the Credit First Nation**

October 2025



Ontario Provincial Police – West Region



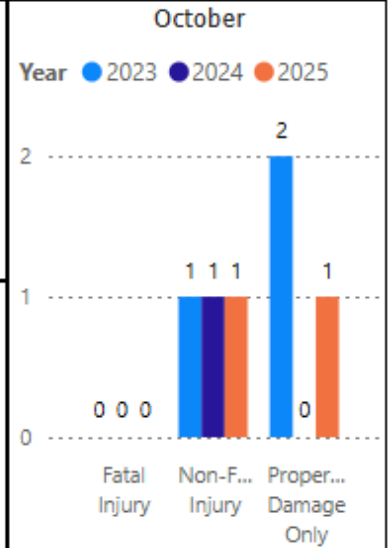
@OPP_WR



Mississaugas of the Credit First Nation Report October 2025

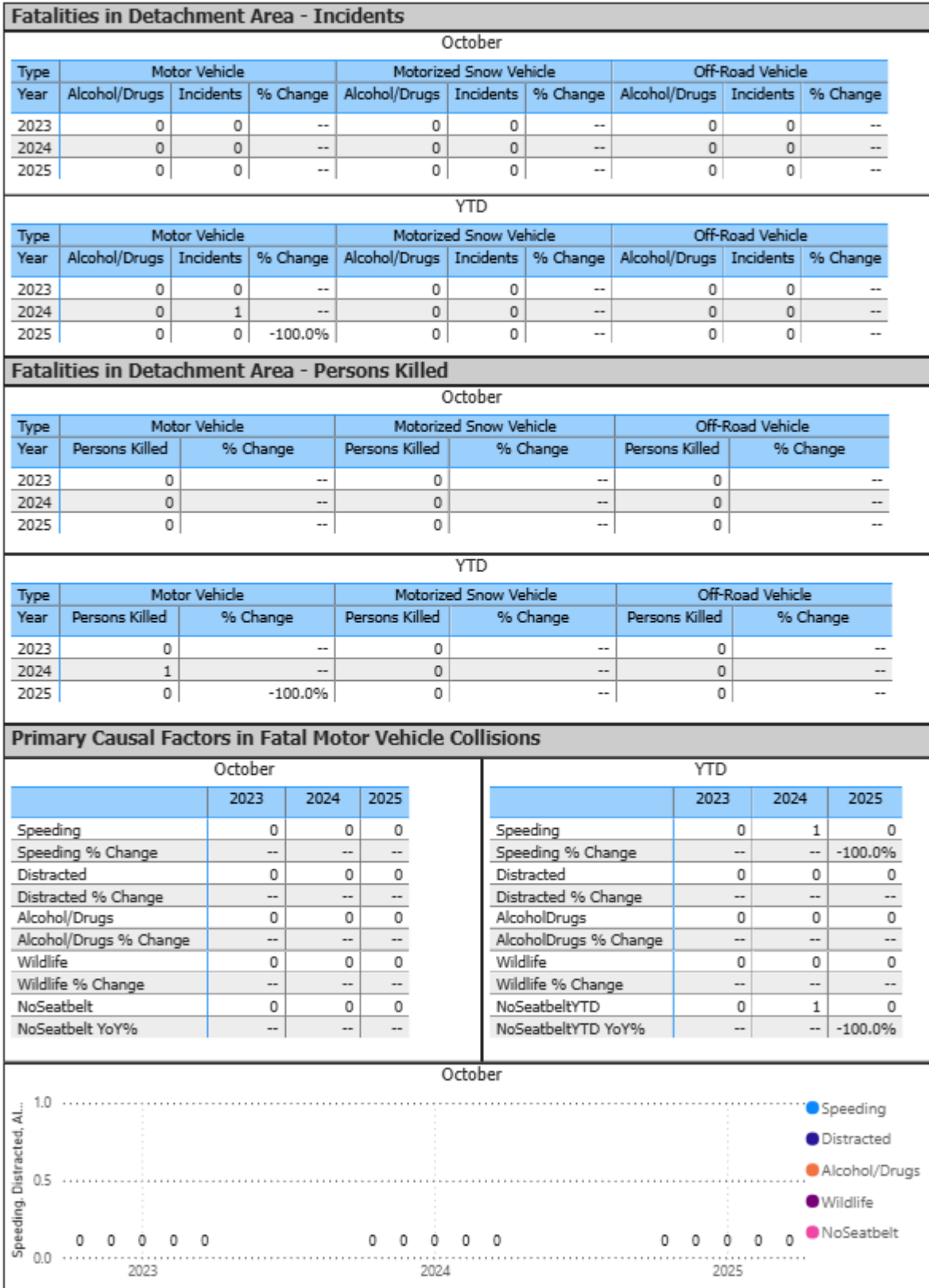
Motor Vehicle Collisions by Type						
October						
Year	2023		2024		2025	
CollisionType	Incidents	% Change	Incidents	% Change	Incidents	% Change
Fatal Injury	0	--	0	--	0	--
Non-Fatal Injury	1	--	1	0.0%	1	0.0%
Property Damage Only	2	--	0	-100.0%	1	--
Total	3	--	1	-66.7%	2	100.0%

YTD						
Year	2023		2024		2025	
CollisionType	Incidents	% Change	Incidents	% Change	Incidents	% Change
Fatal Injury	0	--	1	--	0	-100.0%
Non-Fatal Injury	4	--	6	50.0%	5	-16.7%
Property Damage Only	11	266.7%	13	18.2%	8	-38.5%
Total	15	400.0%	20	33.3%	13	-35.0%





Mississaugas of the Credit First Nation Report October 2025





Mississaugas of the Credit First Nation Report October 2025

Criminal Code and Provincial Statute Charges Laid

October

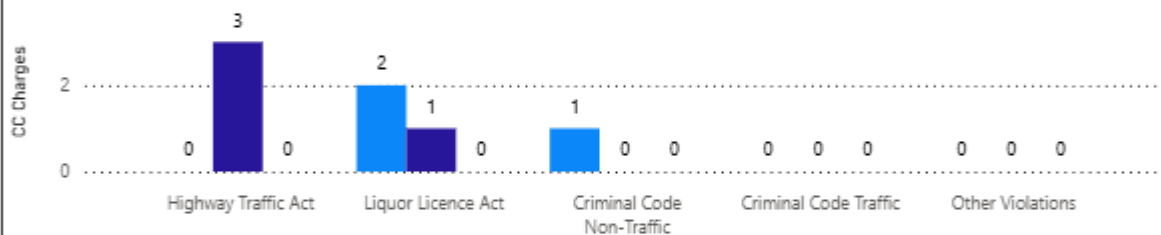
Year	2023		2024		2025	
ChargeCategory1	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Criminal Code Non-Traffic	1	--	0	-100.0%	0	--
Criminal Code Traffic	0	--	0	--	0	--
Highway Traffic Act	0	-100.0%	3	--	0	-100.0%
Liquor Licence Act	2	--	1	-50.0%	0	-100.0%
Other Violations	0	--	0	--	0	--
Total	3	-57.1%	4	33.3%	0	-100.0%

YTD

Year	2023		2024		2025	
ChargeCategory1	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Criminal Code Non-Traffic	42	-22.2%	50	19.0%	36	-28.0%
Criminal Code Traffic	0	-100.0%	8	--	5	-37.5%
Highway Traffic Act	37	2.8%	46	24.3%	33	-28.3%
Liquor Licence Act	4	--	3	-25.0%	1	-66.7%
Other Violations	0	-100.0%	5	--	8	60.0%
Total	83	-21.7%	112	34.9%	83	-25.9%

October

Year ● 2023 ● 2024 ● 2025



Traffic Related Charges

October

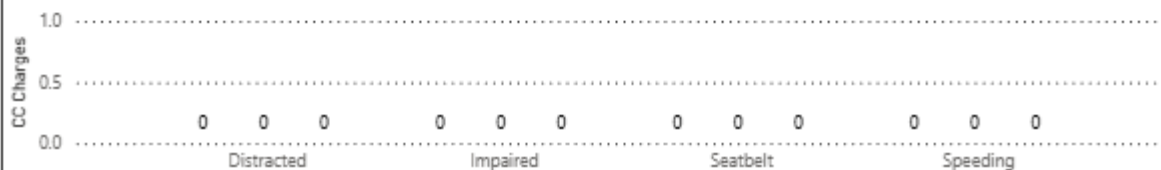
Year	2023		2024		2025	
ChargeCategory2	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Speeding	0	-100.0%	0	--	0	--
Seatbelt	0	--	0	--	0	--
Impaired	0	--	0	--	0	--
Distracted	0	--	0	--	0	--

YTD

Year	2023		2024		2025	
ChargeCategory2	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Speeding	20	17.6%	6	-70.0%	3	-50.0%
Seatbelt	0	--	0	--	1	--
Impaired	0	-100.0%	6	--	2	-66.7%
Distracted	0	--	0	--	0	--

October

Year ● 2023 ● 2024 ● 2025





Mississaugas of the Credit First Nation Report

October 2025

eTicketing Warnings

October

Year	2024		2025	
Type	Total	% Change	Total	% Change
Warning	2	--	0	-100.0%

YTD

Year	2024		2025	
Type	Total	% Change	Total	% Change
Warning	18	-10.0%	11	-38.9%

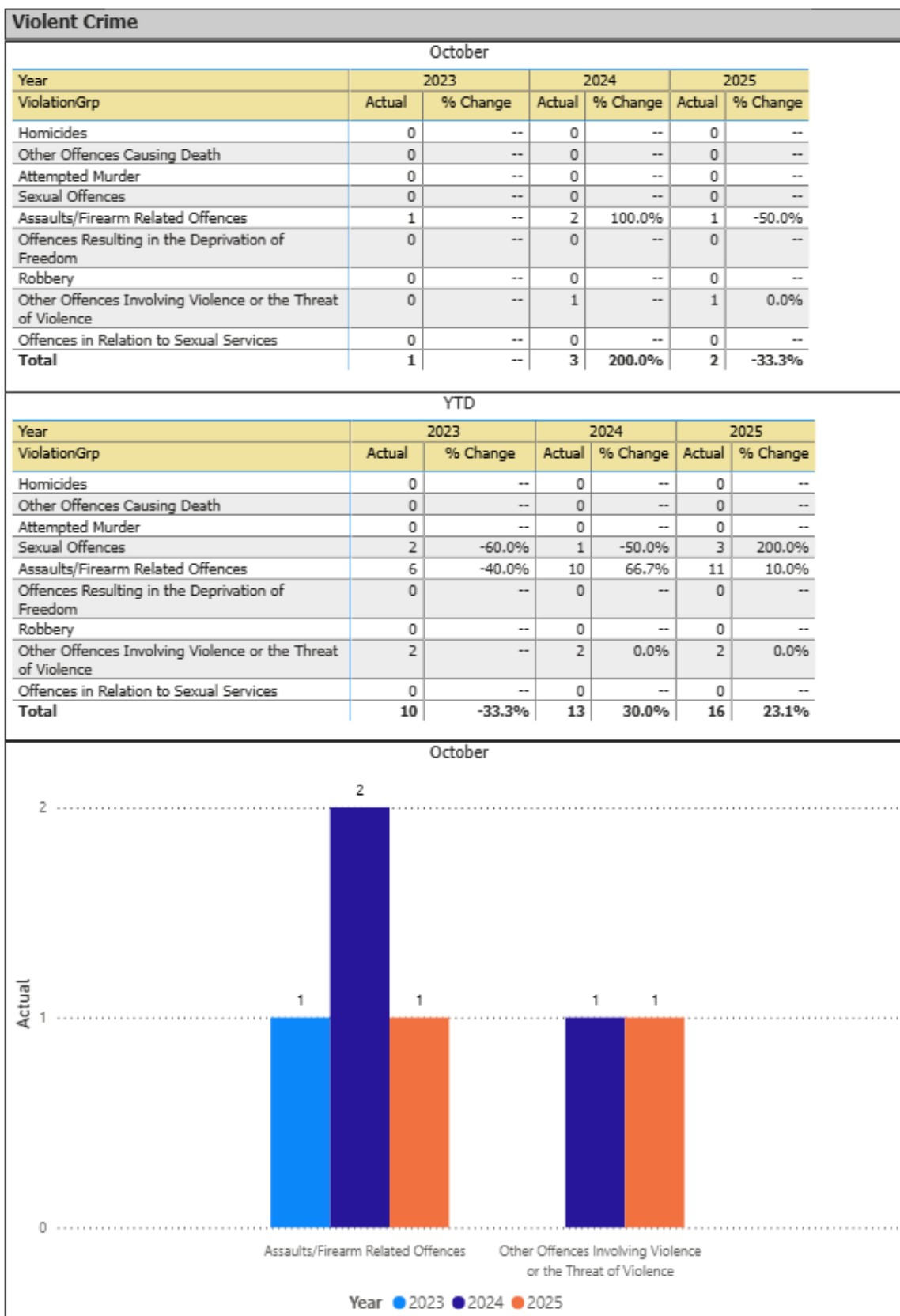
October

Type ● Warning



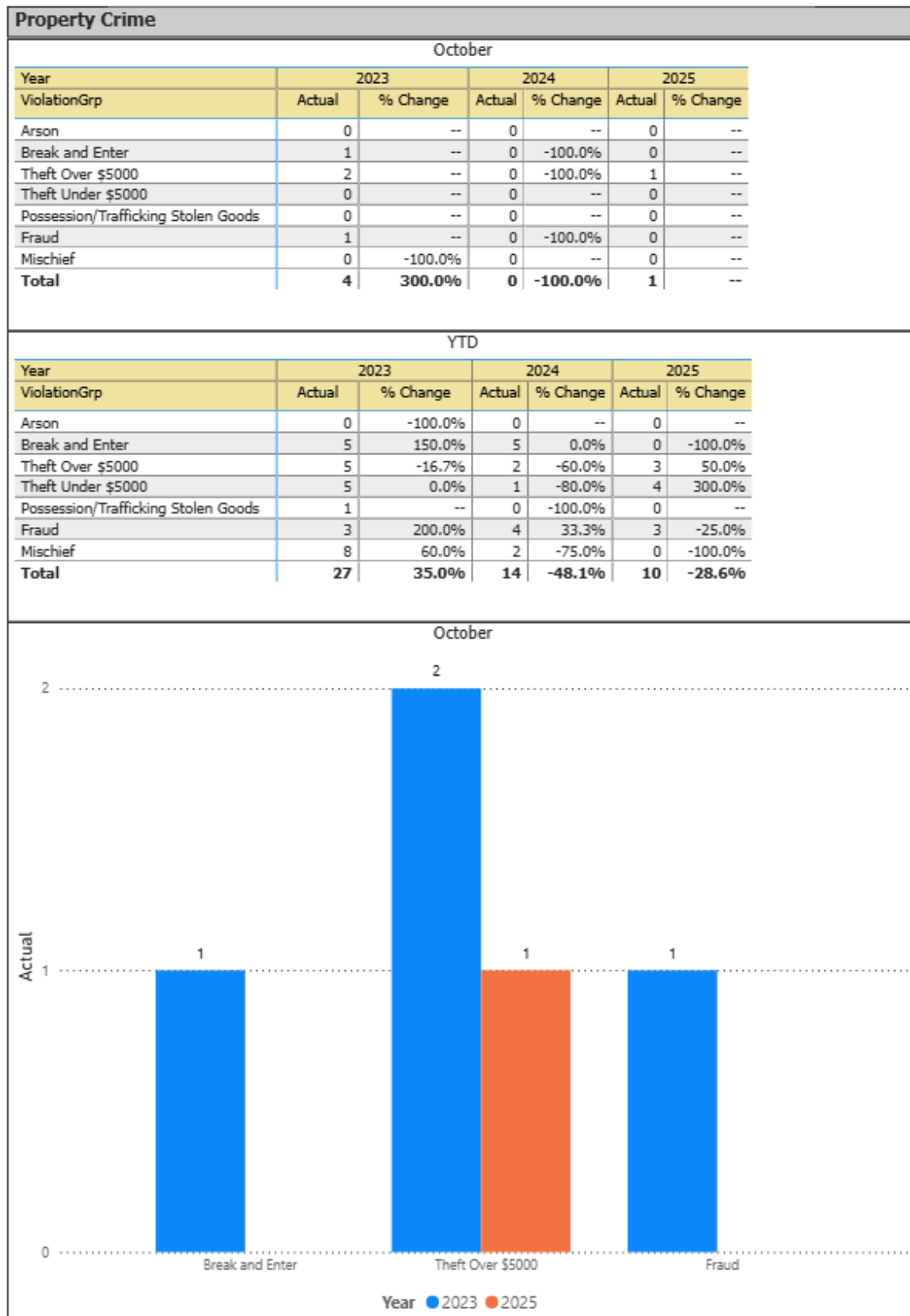


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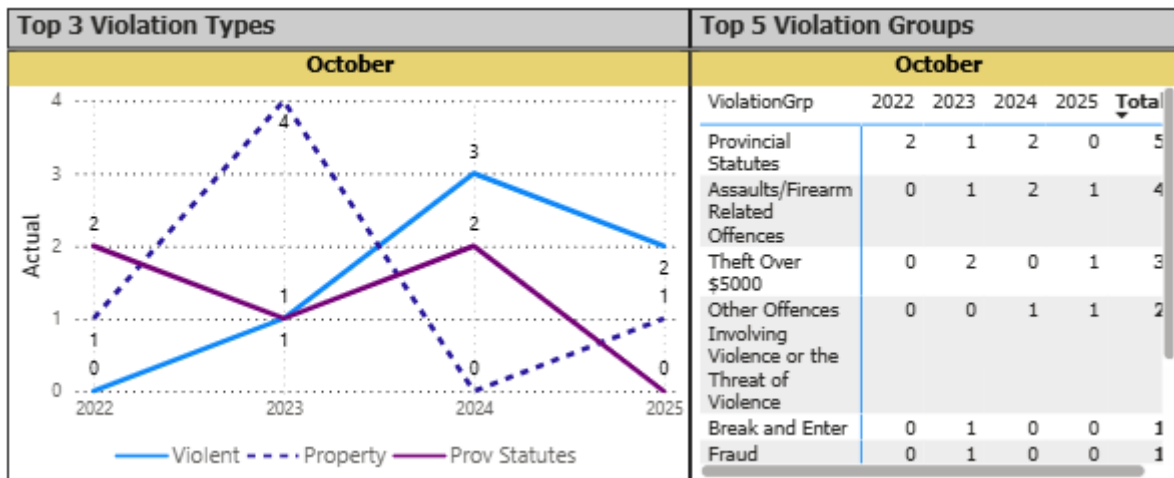




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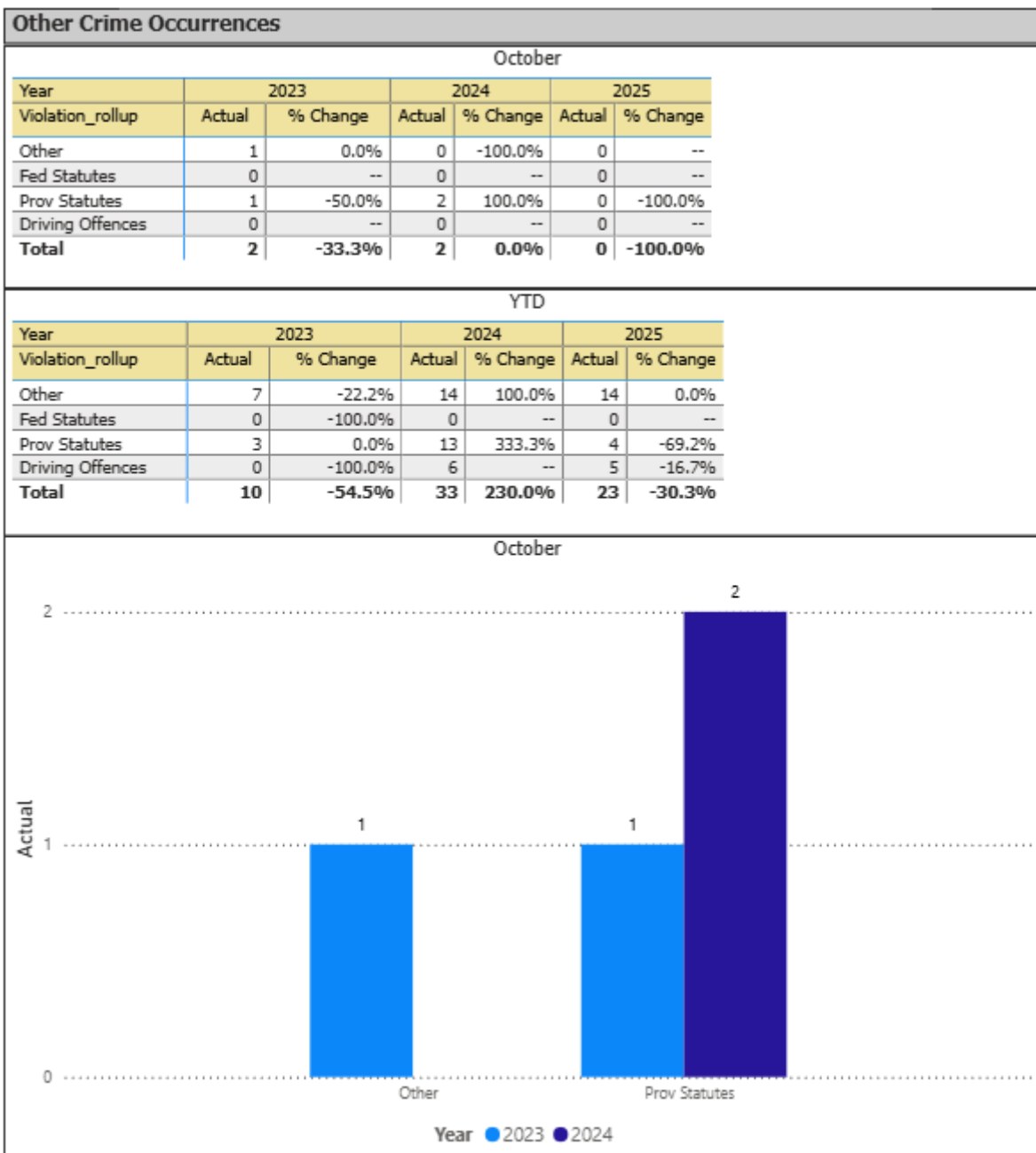
Drug Crime						
October						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	0	--	0	--	0	--
Trafficking	0	--	0	--	0	--
Importation & Production	0	--	0	--	0	--
Cannabis Possession	0	--	0	--	0	--
Cannabis Distribution	0	--	0	--	0	--
Cannabis Sale	0	--	0	--	0	--
Cannabis Importation & Exportation	0	--	0	--	0	--
Cannabis Production	0	--	0	--	0	--
Other Cannabis Violations	0	--	0	--	0	--
Total	0	--	0	--	0	--

YTD						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	0	--	0	--	0	--
Trafficking	0	--	0	--	0	--
Importation & Production	0	--	0	--	0	--
Cannabis Possession	0	--	0	--	0	--
Cannabis Distribution	0	--	0	--	0	--
Cannabis Sale	0	--	0	--	0	--
Cannabis Importation & Exportation	0	--	0	--	0	--
Cannabis Production	0	--	0	--	0	--
Other Cannabis Violations	0	--	0	--	0	--
Total	0	--	0	--	0	--



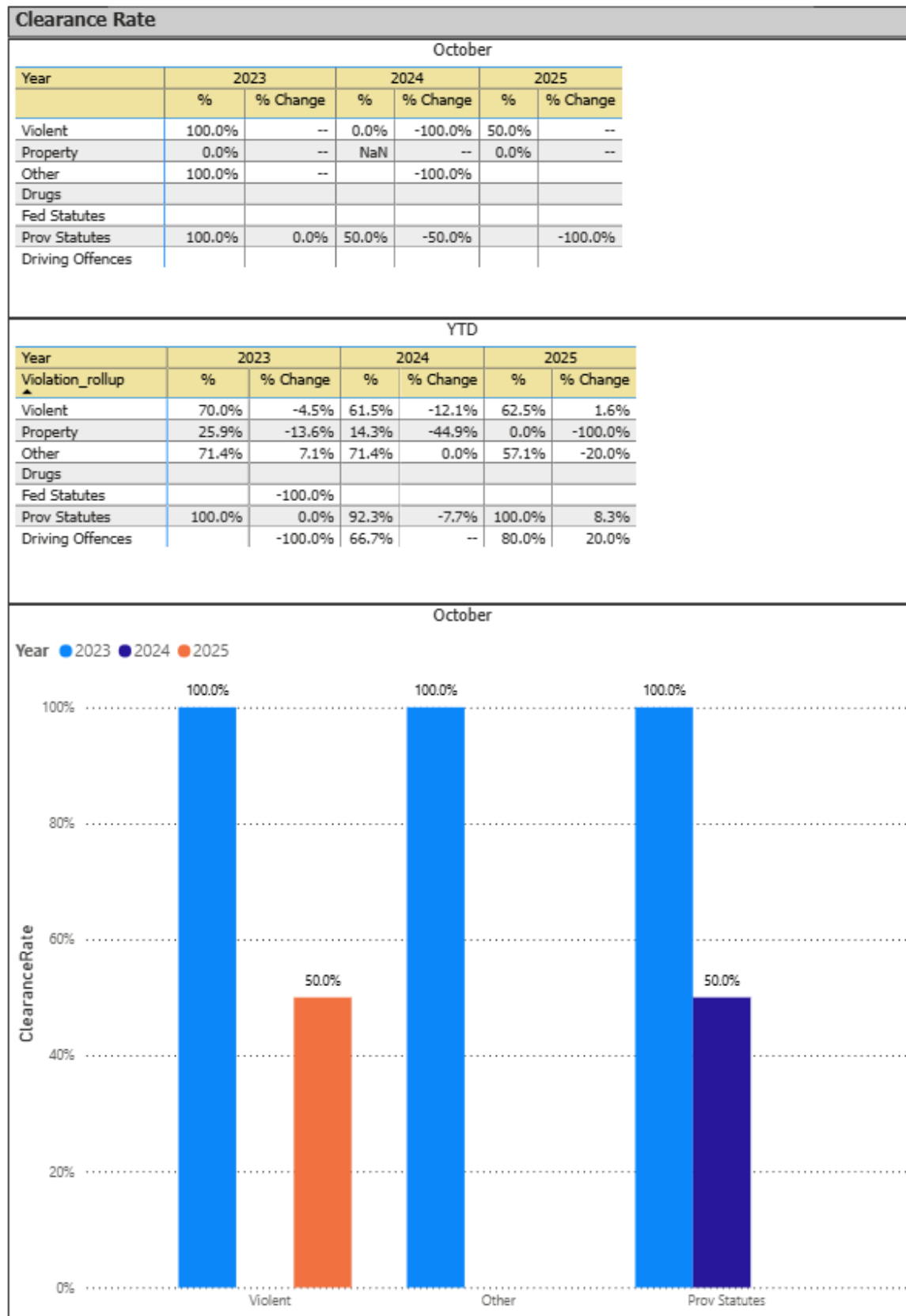


Mississaugas of the Credit First Nation Report October 2025





Mississaugas of the Credit First Nation Report October 2025





Mississaugas of the Credit First Nation Report October 2025

Unfounded

October

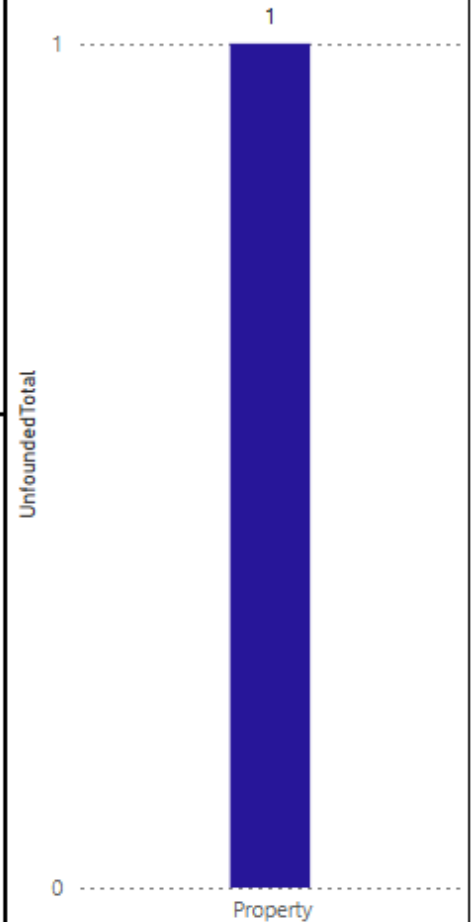
Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	0	-100.0%	0	--	0	--
Property	0	--	1	--	0	-100.0%
Other	0	--	0	--	0	--
Drugs	0	--	0	--	0	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	0	--	0	--	0	--
Driving Offences	0	--	0	--	0	--
Total	0	-100.0%	1	--	0	-100.0%

YTD

Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	0	-100.0%	0	--	0	--
Property	3	200.0%	1	-66.7%	1	0.0%
Other	1	--	0	-100.0%	0	--
Drugs	0	--	0	--	0	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	0	--	0	--	0	--
Driving Offences	0	--	0	--	0	--
Total	4	33.3%	1	-75.0%	1	0.0%

October

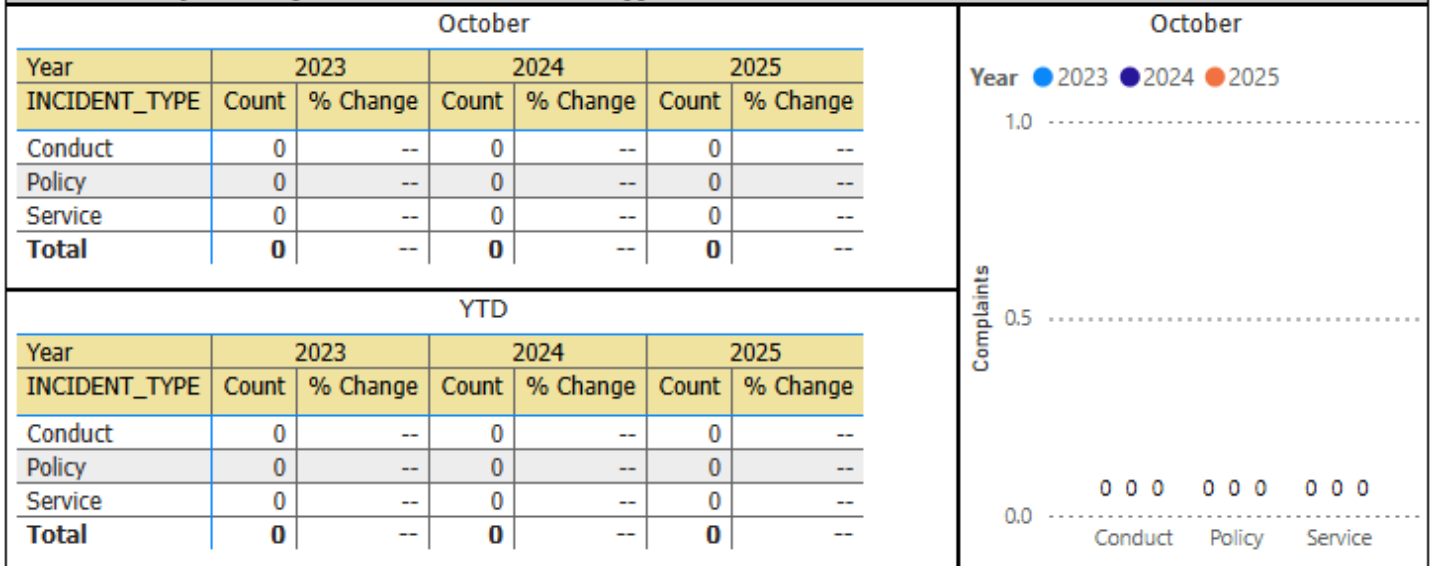
Year ● 2024



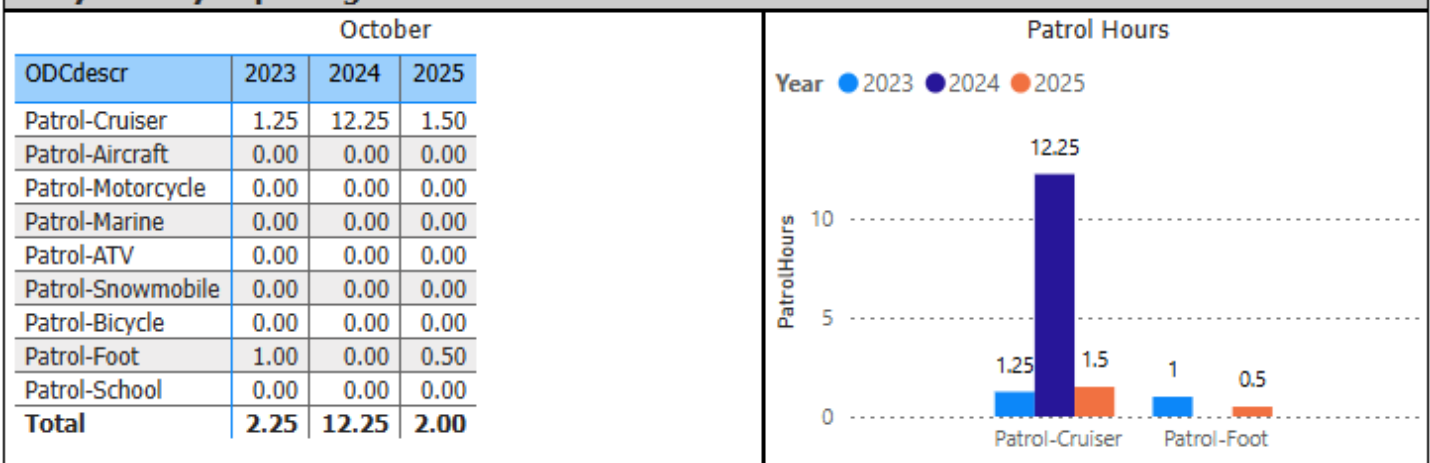


Mississaugas of the Credit First Nation Report October 2025

Public Complaints (Detachment Level Only)



Daily Activity Reporting Patrol Hours

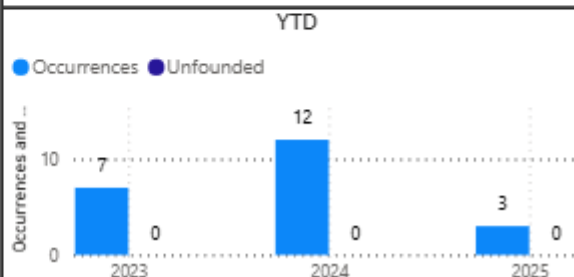
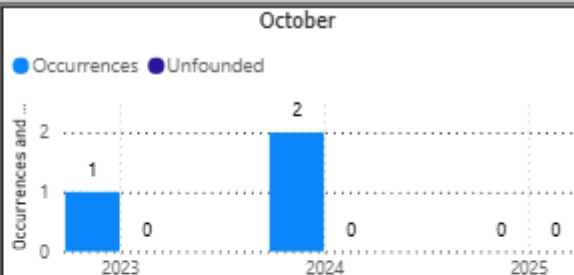




Mississaugas of the Credit First Nation Report October 2025

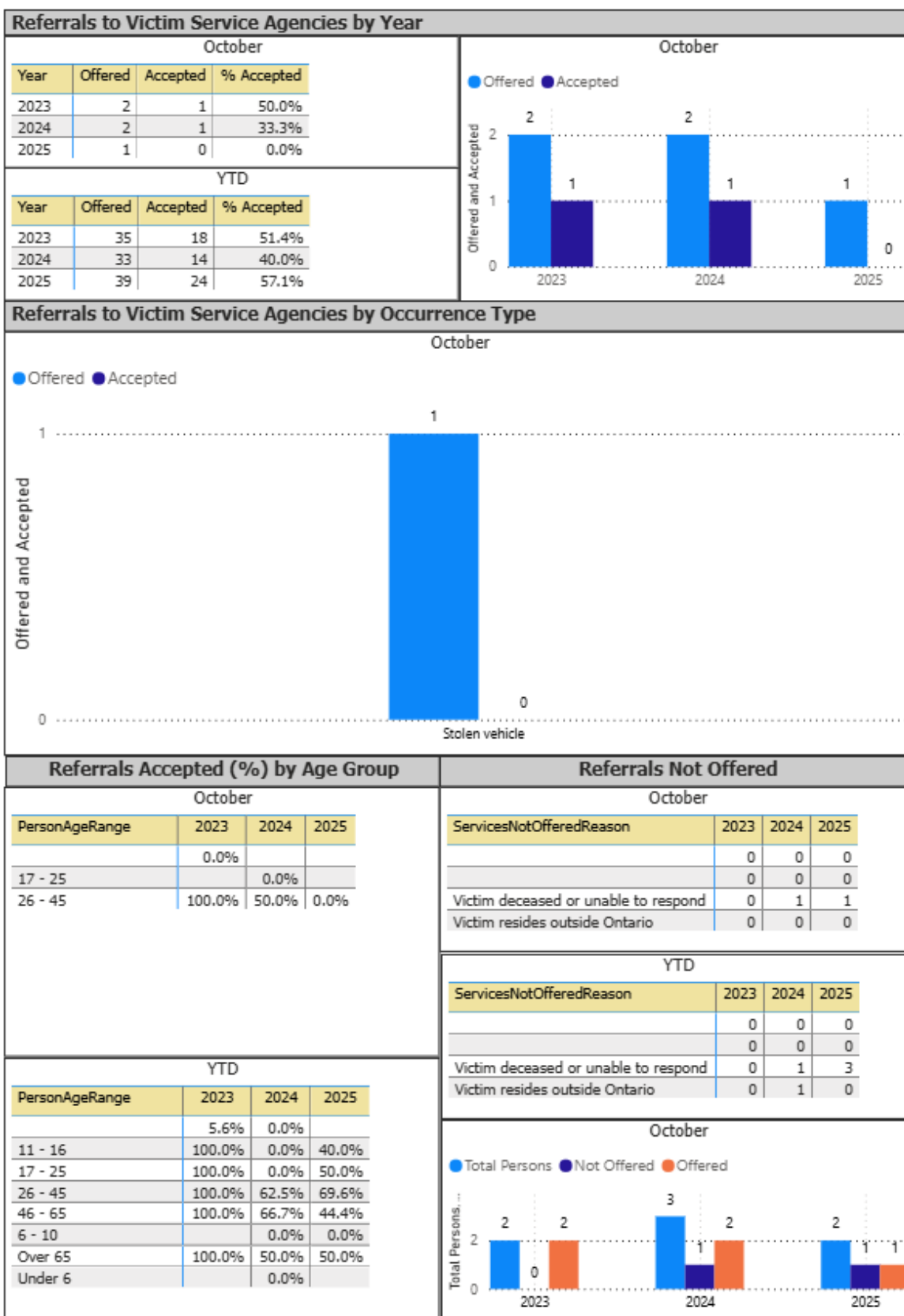
Youth Charges by Disposition Type			
October			
Disposition_Type	2023	2024	2025
Bail	0	0	0
Conference	0	0	0
Conviction	0	0	0
Diversion	0	0	0
NonConviction	0	0	0
NotAccepted	0	0	0
Total	0	0	0
YTD			
Disposition_Type	2023	2024	2025
Bail	0	0	0
Conference	0	0	0
Conviction	0	0	0
Diversion	0	3	0
NonConviction	0	0	0
NotAccepted	0	0	0
Total	0	3	0

Mental Health Act Occurrences		
October		
Year	Occurrences	Unfounded
2023	1	0
2024	2	0
2025	0	0
YTD		
Year	Occurrences	Unfounded
2023	7	0
2024	12	0
2025	3	0





Mississaugas of the Credit First Nation Report October 2025



Haldimand County

2025 Haldimand O.P.P.

Detachment Board

	2024	2024	2024	2025	2025	2025
	YTD	Revised	Variance	YTD	Revised	Variance
	Actuals	Budget		Actuals	Budget	
EXPENDITURES:						
<u>General Activity</u>						
Salaries & Wages						
Honoraria	8,935	13,200	4,265	10,756	13,200	2,444
Employee Benefits						
Part-time Stat Benefits	186	690	504	234	690	456
Materials						
Donations/Gifts		1,000	1,000	1,354	1,350	(4)
Promotional/Event Supplies		350	350			
Insurance	3,888		(3,888)	3,888	4,000	112
Memberships & Assoc	3,456	3,700	244	4,795	4,780	(15)
Meeting Expenses	80	150	70	138	250	112
Travel Expenses	1,784	1,000	(784)	1,034	1,400	366
Professional Development	6,038	4,250	(1,788)	4,348	9,590	5,242
Grants & Donations						
Sponsorship		750	750		1,000	1,000
Transfers from Reserve Funds						
Police Reserve Fund					600	600
NET LEVY (surplus) / deficit	24,367	25,090	723	26,547	36,860	10,313

REVENUES:

<u>Reserve Fund Transactions</u>						
Rental/Recoveries						
Recoveries	148	100	(48)		100	100
Other Revenues						
Auction Proceeds	233	500	267		500	500
Transfers from Reserve Funds						
Police Reserve Fund						
NET RESERVE surplus / (deficit)	381	600	219	0	600	600

POLICE RESERVE FUND**Purpose of Reserve Fund:**

The Police Reserve Fund is used to finance policing related activities as approved by the Haldimand County Police Services Board. The Police Reserve Fund is for the sole use of the Police Services Board, to be used at their discretion.

[Back to Overall Summary](#)

	2022	2023	2024	2025
	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>
	\$	\$	\$	\$
Opening Balances, January 1	<u>7,931.75</u>	<u>8,138.78</u>	<u>8,262.73</u>	<u>9,008.10</u>
Sources of Funds:				
Proceeds from unclaimed property/beer bottle returns/property disposal (object 9110)	26.70	329.40	147.95	
Interest	180.33	294.55	364.11	
Proceeds from On-line Auction (object 9720)			233.31	
	<u>207.03</u>	<u>623.95</u>	<u>745.37</u>	<u>0.00</u>
Total Source of Funds	<u>207.03</u>	<u>623.95</u>	<u>745.37</u>	<u>0.00</u>
Use of Funds:				
Request to draw from reserve per board		500.00		
	<u>0.00</u>	<u>500.00</u>	<u>0.00</u>	<u>0.00</u>
Total Uses of Funds	<u>0.00</u>	<u>500.00</u>	<u>0.00</u>	<u>0.00</u>
Closing Balance, December 31	<u>8,138.78</u>	<u>8,262.73</u>	<u>9,008.10</u>	<u>9,008.10</u>

Detachment Commander Performance Management Framework

Part I – Governance Resource Guide

1. Purpose

This framework provides guidance to OPP Detachment Boards for completing an annual, consistent, and legislatively compliant performance evaluation of the Detachment Commander. It ensures that Boards meet their responsibilities under the Community Safety and Policing Act, 2019 and Ontario Regulation 135/24. The framework supports accountability, transparency, and strong community safety outcomes through effective leadership oversight.

2. Policy Statement

Detachment Boards are responsible for monitoring and evaluating the delivery of policing services within their jurisdictions. Under sections 68 to 70 of the Community Safety and Policing Act, 2019, Boards shall monitor service performance, participate in setting detachment objectives, and provide advice to the Commissioner through the Regional Superintendent. Evaluating the Detachment Commander is an essential part of meeting these responsibilities.

The annual performance evaluation demonstrates the Board's commitment to evidence-based governance, links detachment leadership to measurable community priorities, and promotes professional growth and leadership continuity.

Board structures and capacities vary. To ensure flexibility while maintaining compliance:

- Boards may establish a Detachment Commander Evaluation Committee.
- Smaller Boards may opt to complete the responsibility as a full Board.
- Detachments that have more than one Board may decide to form a committee composed of members from all Boards and consolidate their efforts into one performance evaluation.

Regardless of structure, the statutory obligation to evaluate remains with the Board as a whole.

3. Legislative and Regulatory Alignment

This framework aligns with:

- Community Safety and Policing Act, 2019, Section 44, which authorizes closed meetings for personal or employment-related matters.
- Community Safety and Policing Act, 2019, Sections 68 to 70, which outline the duties of Detachment Boards to monitor, evaluate, and provide feedback.
- Ontario Regulation 135/24, which sets the composition, operation, and cooperation requirements for Detachment Boards.

Boards shall document and retain evidence that demonstrates compliance with these provisions. Failure to conduct or submit an evaluation may constitute a governance deficiency subject to review by the Inspectorate of Policing.

Historical Note. Before the CSPA, Board participation in Detachment Commander evaluations was inconsistent. The Act now makes this a required governance function. This is being created to establish a framework to set clear expectations, clarify roles, and address gaps that have existed in the past.

4. Scope and Application

This framework applies to all OPP Detachment Boards established under the Community Safety and Policing Act, 2019. It covers the annual evaluation cycle from January through December and the submission of the finalized evaluation to the Regional Superintendent by January 31 of the following year.

Boards shall use the official OPP Performance Feedback Form and maintain complete records of the process. Boards may adapt their internal procedures to suit local needs, provided that they continue to meet the minimum compliance requirements and timelines.

Where more than one Board serves a detachment, joint participation in the evaluation process is encouraged as a best practice, though not required. Each Board remains accountable for its own evaluation and submission.

5. Roles and Responsibilities

Full Board: Confirms the annual evaluation cycle, approves the committee or advisory group, reviews and adopts the final evaluation, and records public motions acknowledging approval and submission.

Human Resources Committee: Leads the evaluation process on behalf of the Board, gathers feedback, meets with the Detachment Commander, and drafts and recommends the evaluation for approval.

Detachment Commander: Provides reports, self-assessment, and supporting information. Participates in review meetings and signs the final evaluation to acknowledge receipt.

Board Administrator or Committee Administrator or Secretary: Coordinates meetings and documentation, records all resolutions and minutes, and ensures secure storage and timely submission.

Regional Superintendent: Receives evaluations, confirms receipt, and supports follow-up where appropriate.

All Boards shall maintain written records of decisions, motions, and submissions as part of their governance file.

6. Annual Performance Management Cycle

January through December

The evaluation cycle follows the calendar year. January is both the closing month for the previous year's evaluation and the start of the new year's cycle. This overlapping structure supports continuity and effective planning.

Stage 1. January –Kickoff

Purpose: Develop the Key Performance Indicators that will provide the foundation of the evaluation and oversight plan in consultation with your Detachment Commander.

Actions for the new year.

1. Confirm the membership and mandate of the committee if applicable.
2. Boards shall establish priorities for the evaluation based on the Detachment Action Plan and community engagement initiatives. These priorities should be reviewed and confirmed with the Detachment Commander to ensure they are relevant and achievable.
3. Set dates for the mid-year check-in and the year-end evidence review.

Compliance Reference. Community Safety and Policing Act, 2019, Sections 44 and 68 to 70.

Stage 2. February to March – Baseline and Evidence Build

Establish baseline and confirm priorities for the current year in consultation with Detachment Commander.

Note: Through the entire calendar year, the Board/Committee collect data for evaluation through relevant oversight opportunities throughout the calendar for the year.

Stage 3. April to June – Mid-Year Review

Boards should hold a structured mid-year discussion with the Detachment Commander. This meeting confirms progress on the Action Plan, identifies challenges, and notes any resource or community issues. Comments or requests for clarification must be recorded without directing day-to-day operations.

Stage 4. September to October – Pre-Evaluation Preparation

Boards shall prepare for the year-end review. Tasks include compiling evidence, requesting the Commander's self-assessment (may be provided in writing or as a verbal

report) by mid-November, scheduling the December evidence review, and preparing open and closed session motions for January approval.

Stage 5. December – Evidence Lock and Drafting

The Board locks the evidence record on December 31. The HR Committee or full Board drafts the evaluation using objective and professional language supported by facts and performance data. Comments shall relate to outcomes, leadership, and collaboration consistent with the Board's governance role.

Stage 6. January (Following Year) – Approval and Submission

The Board conducts its closed-session review, returns to open session to record approval, obtains signatures, and submits the evaluation by January 31. A copy of the submission and proof of receipt shall be kept in the governance record.

Sample Motion.

"That the [Board Name] acknowledges receipt of the finalized Detachment Commander Performance Evaluation for calendar year [Year] and approves its submission to the OPP Regional Superintendent."

Actions:

1. Compile evidence for the period of January to December including kick off meeting, mid-year review the Detachment Commander's self assessment and engagement opportunities with the Detachment Commander.
2. The Committee, or full Board completes the evaluation using the official form provided by the Ontario Provincial Police.
3. The Board reviews the draft in a closed session with the Detachment Commander after passing a public resolution stating the general nature of the discussion.
4. The Detachment Commander provides their final comments on the evaluation prior to finalizing for signatures.
5. Obtain signatures from the Detachment Commander and Board representative.
6. Return to open session to approve the evaluation and authorize submission.
7. Submit the evaluation to the Regional Superintendent by January 31.

Stage 7. February – Post-Cycle Debrief and Continuous Improvement

Boards should complete a brief debrief to identify lessons learned and note any improvements for the next cycle. Minutes from closed sessions shall be approved at the next closed meeting and retained in accordance with the Board's record retention policy.

7. Governance Maturity and Cultural Shift

The success of this framework depends on culture as much as compliance. Boards and the OPP are transitioning from a discretionary approach to a mandatory standard of transparent governance. We recognize that frequent changes in detachment leadership and legacy practices have caused inconsistency, but the *Community Safety and Policing Act, 2019* provides a clear foundation for improvement. Boards that use this framework consistently will build credibility with their communities, strengthen accountability, and advance police governance across Ontario.

Part II – Template Policy and By-law

OPP Detachment Commander Performance Evaluation Policy

1. Purpose

The purpose of this policy is to establish a consistent, transparent, and legislatively compliant process for the annual performance evaluation of the OPP Detachment Commander. This policy supports the Board's duties under the *Community Safety and Policing Act, 2019* and *O. Reg. 135/24* to monitor, evaluate, and report on the delivery of policing services.

2. Authority

This policy is adopted under the authority of:

- Sections 68 to 70 of the *Community Safety and Policing Act, 2019*
- Section 44 of the Act respecting closed (in-camera) meetings
- Ontario Regulation 135/24 (*Detachment Boards and Advisory Councils*)

These provisions require Detachment Boards to monitor and evaluate police-service performance and to conduct their meetings and records in accordance with the Act and regulation.

3. Scope

This policy applies to all members of the [Board Name] Detachment Board and to any committee designated to carry out the evaluation on behalf of the Board. It covers the annual evaluation cycle from January through December and the submission of the finalized evaluation to the Regional Superintendent by January 31 of the following year.

4. Definitions

Act means the *Community Safety and Policing Act, 2019*.

Board means the [Board Name] Detachment Board established under the Act.

Detachment Commander (DC) means the OPP officer appointed by the Commissioner to command the detachment serving the Board's jurisdiction.

Evaluation Cycle means the twelve-month period from January to December used for assessing the Detachment Commander's performance.

Committee means a group appointed by the Board to prepare and coordinate the evaluation process, composed of a majority of Board members.

Inspectorate of Policing (IoP) means the provincial entity responsible for oversight and compliance under the Act.

5. Policy Statement

The Board shall monitor and evaluate the performance of the Detachment Commander each calendar year.

The Board shall complete this process in accordance with the timelines and standards set out in this policy and the Detachment Commander Performance Management Framework.

The Board may delegate the preparatory work to a committee or advisory group but remains collectively responsible for the final approval and submission.

The Board shall ensure that a majority of members of any committee are Board members.

This policy is intended to advance accountability and transparency in police governance and to support leadership excellence within the Ontario Provincial Police.

6. Annual Evaluation Cycle

Time Period	Stage	Purpose	Key Actions	Compliance Reference
January	Closeout and Kickoff	Finalize the prior year's evaluation and begin the new year's oversight plan.	• Compile evidence for the previous year. • Draft and review the evaluation in closed session. • Approve and submit to the Regional Superintendent by January 31. • Confirm committee or advisory group for the new year. • Approve oversight calendar and set evaluation milestones.	CSPA s. 44 and s. 68–70
February – March	Baseline and Evidence Build	Establish baseline and confirm priorities	• Receive Detachment Commander baseline report.	CSPA s. 69 (Board monitoring duties)

Time Period	Stage	Purpose	Key Actions	Compliance Reference
		for the current year.	• Confirm evaluation measures and evidence sources. • Update evaluation file and documentation index.	
April – June	Mid-Year Review	Assess progress and address emerging issues.	• Hold structured discussion with the Detachment Commander. • Review progress against the Action Plan. • Record notes and follow-up actions in governance file.	CSPA s. 68 and O. Reg. 135/24
September – October	Pre-Evaluation Preparation	Prepare for year-end evaluation and ensure readiness.	• Compile evidence and identify gaps. • Request Commander self-assessment by mid-November. • Schedule December evidence reviews and January approval meeting.	CSPA s. 44 (closed sessions)
December	Evidence Lock and Drafting	Capture the full year's record and prepare draft evaluation.	• Lock evidence on December 31. • Draft evaluation using verified data and professional language. • Ensure alignment with Board governance role.	CSPA s. 68–70
January (Following Year)	Approval and Submission	Complete formal approval and submit the finalized evaluation.	• Conduct closed-session review. • Return to open session to record approval motion. • Obtain signatures and submit by January 31.	CSPA s. 44 and s. 68 (duty to report)
February	Post-Cycle Debrief and Continuous Improvement	Close administrative records and improve governance practices.	• Approve in-camera minutes at next closed session. • Record lessons learned and update procedures. • Link insights to Board education and planning.	Records Retention By-law and O. Reg. 135/24

7. Records and Confidentiality

The Board shall maintain accurate records of all motions, resolutions, and minutes related to this process.

Closed-session minutes shall be stored separately from public minutes and approved at the next closed meeting.

Completed evaluations shall be retained in accordance with the Board's records retention policy and applicable municipal legislation.

No person shall disclose evaluation content or discussion details except as authorized by the Board or required by law.

8. Reporting and Submission

The Board shall submit the finalized evaluation to the Regional Superintendent by January 31 each year and retain proof of submission.

The Board may include a summary of this process in its annual governance report to demonstrate compliance and transparency.

9. Review and Continuous Improvement

The Board shall review this policy at least once every three years or sooner if the Community Safety and Policing Act or related regulations are amended.

After each evaluation cycle, the Board should conduct a brief debrief session to identify process improvements and training needs.

10. Effective Date

This policy takes effect upon approval by the Board and remains in force until amended or repealed.

Part III – Tools and Appendices

Detachment Commander Performance Evaluation Toolkit

Appendix A – Annual Evaluation Checklist

Step	Action	Responsible Party	Target Completion	Status / Notes
1	Confirm annual cycle, committee or advisory group membership, and meeting schedule	Full Board	January	

Step	Action	Responsible Party	Target Completion	Status / Notes
2	Approve oversight calendar and evaluation milestones	Full Board	January	
3	Compile prior year evidence and draft evaluation	Full Board/ Committee	January	
4	Review draft evaluation in closed session and approve submission in open session	Full Board	By January 31	
5	Submit finalized evaluation to Regional Superintendent and retain confirmation	Chair / Administrator	By January 31	
6	Establish baseline report and confirm current year measures	Detachment Commander and Board/Committee	February–March	
7	Hold structured mid-year review meeting	Board and Detachment Commander	April–June	
8	Compile year-end evidence and request self-assessment	Full Board/ Committee	September–November	
9	Lock evidence and draft final evaluation	Full Board/ Committee	December 31	
10	Conduct post-cycle debrief and update records	Full Board	February	

Appendix B – Board Member Feedback Worksheet

Each Board member completes this worksheet confidentially and returns it to the Committee or Board designate before the drafting stage.

Instructions:

Provide comments based on the Board's oversight role, using information from meeting reports, action-plan updates, and community feedback. Avoid operational detail or personal opinion.

1. Legislated Duties

How effectively has the Detachment Commander fulfilled legislated responsibilities under the CSPA?

Duty (per CSPA s. 68–70)**Board Member Comments**

Provided required reports on policing services

Consulted with the Board to set detachment objectives

Followed Board direction related to local policies

Developed and reported on local action plan objectives

2. Service Delivery

Evaluate overall effectiveness in key policing functions.

Function**Board Member Comments**

Crime prevention

Law enforcement and investigations

Maintaining public peace

Emergency response readiness

Victim assistance and community support

3. Leadership and Communication**Focus Area****Board Member Comments**

Engagement with the Board and community

Responsiveness and follow-through on Board requests

Professional conduct and leadership example

Collaboration with other detachments and agencies

4. Development and Recognition**Prompt****Board Member Response**

Examples of excellence this year

Opportunities for growth or professional development

Other observations or recommendations

Appendix C – Detachment Commander Self-Assessment Template

The Detachment Commander may complete a brief self-assessment each year to support transparency and mutual accountability.

Suggested Structure:

1. Summary of key achievements for the review year
2. Progress on Action Plan commitments and measurable outcomes
3. Community engagement and collaboration initiatives
4. Operational challenges or barriers encountered
5. Lessons learned and areas identified for development
6. Objectives for the coming year

Appendix D – Sample Motions and Resolutions

1. Entering Closed Session

Motion:

“That the [Board Name] move into a closed session to discuss the draft Detachment Commander Performance Evaluation for calendar year [Year], as it relates to personal matters about an identifiable individual, in accordance with Section 44 of the Community Safety and Policing Act, 2019.”

2. Returning to Open Session

Motion:

“That the Board rise from the closed session and report that the draft Detachment Commander Performance Evaluation was reviewed and that direction was provided to finalize the document for approval.”

3. Approval of Final Evaluation

Motion:

“That the [Board Name] acknowledges receipt of the finalized Detachment Commander Performance Evaluation for calendar year [Year] and approves its submission to the OPP Regional Superintendent.”

4. Acknowledging Submission

Motion:

“That the Chair be authorized to sign and submit the finalized Detachment Commander Performance Evaluation to the Regional Superintendent on behalf of the Board.”

Appendix E – Submission Email Template

Subject: Submission – Detachment Commander Performance Evaluation [Year] – [Board Name]

To: [Regional Superintendent Email Address]

Body:

Please find attached the finalized Detachment Commander Performance Evaluation for [Year], as approved by the [Board Name] on [Date].

This submission reflects the input of the full Board and has been completed in accordance with the Community Safety and Policing Act, 2019 and the OPP Detachment Commander Performance Management Framework.

Please confirm receipt. Should you require further information, contact [Board Chair or Administrator Name] at [email address] or [phone number].

Sincerely,
[Name]
[Title]
[Board Name]

Appendix F – Annual Compliance Log

Boards may use this log to demonstrate completion of each required step in the evaluation cycle.

Requirement	Yes / No	Evidence / File Reference	Comments
Evaluation cycle confirmed and calendar approved			
Committee or advisory group established (if applicable)			
Mid-year review conducted			
Year-end evidence compiled			
Closed-session resolutions recorded			
Evaluation approved in open session			
Submission sent to Regional Superintendent			
Proof of submission retained			
Post-cycle debriefs completed			

Appendix G – Good Governance Reminders

1. The evaluation process is a statutory responsibility, not a courtesy.

2. Boards are encouraged to approach performance management as a learning process for both the Board and the Detachment Commander.
3. The process shall remain professional, fact-based, and consistent from year to year.
4. Participation in this process is a hallmark of governance maturity and Inspectorate readiness.
5. The framework should be reviewed annually to ensure it remains aligned with CSPA obligations and evolving best practices.

Responses Overview

Closed

Responses

554



Average Time

09:12

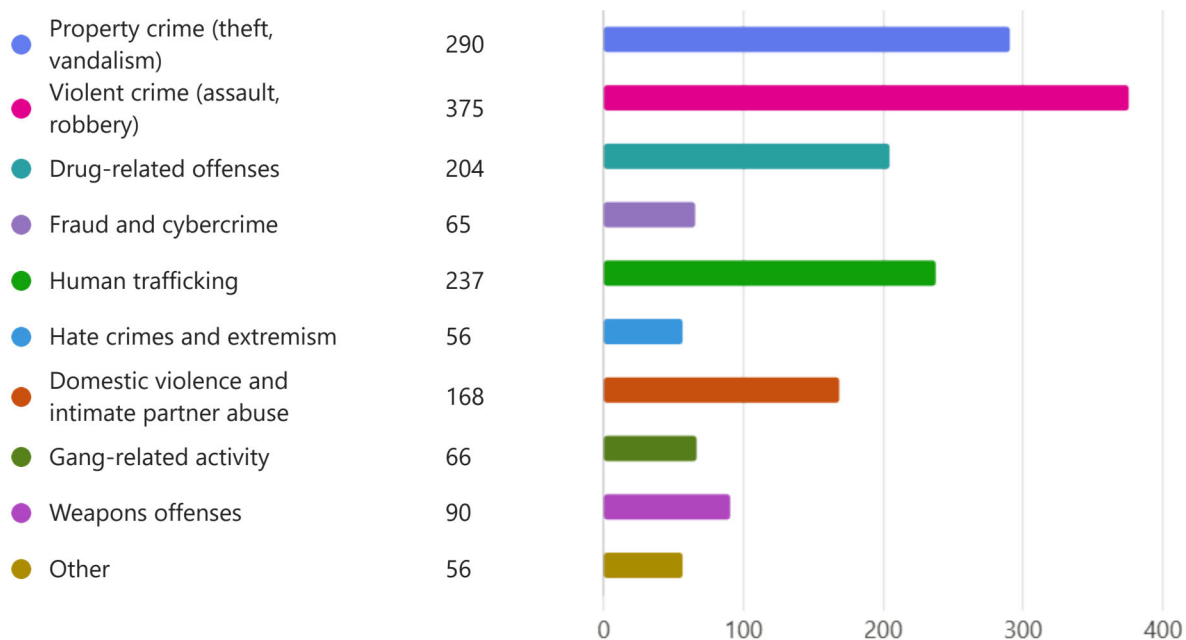


Duration

25 Days



1. Which **types of crime(s)** should be the highest priority for police attention in your community? (Select up to 3)



2. What crime-related issue do you think needs the most urgent attention from local police?

553
Responses

Latest Responses

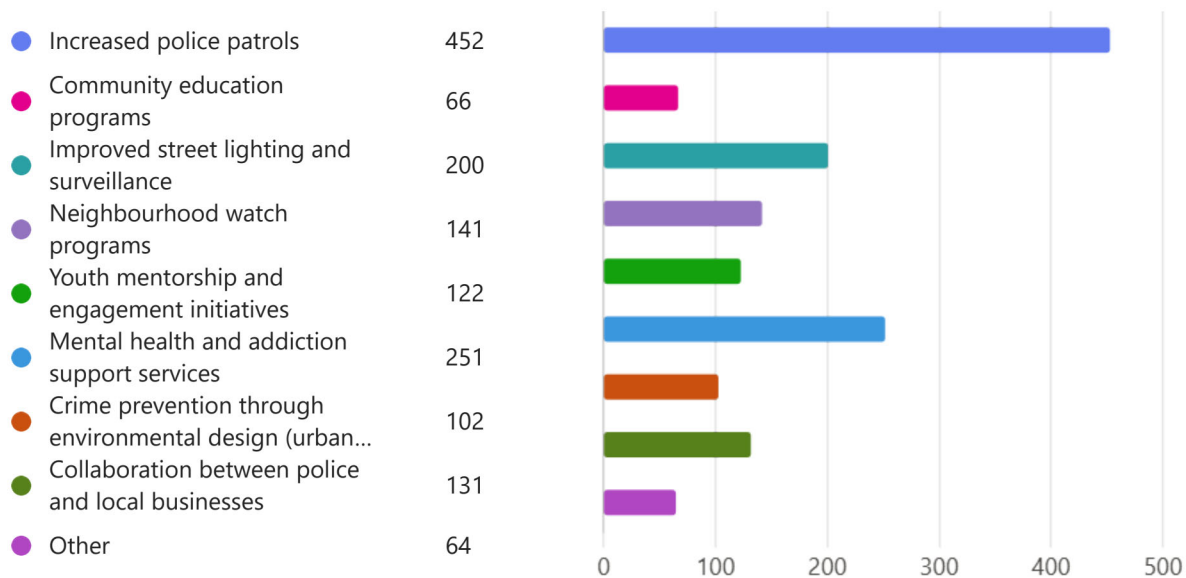
"Trafficking , theft and drugs"

"Recently, theft has been a huge issue in my community, spe..."

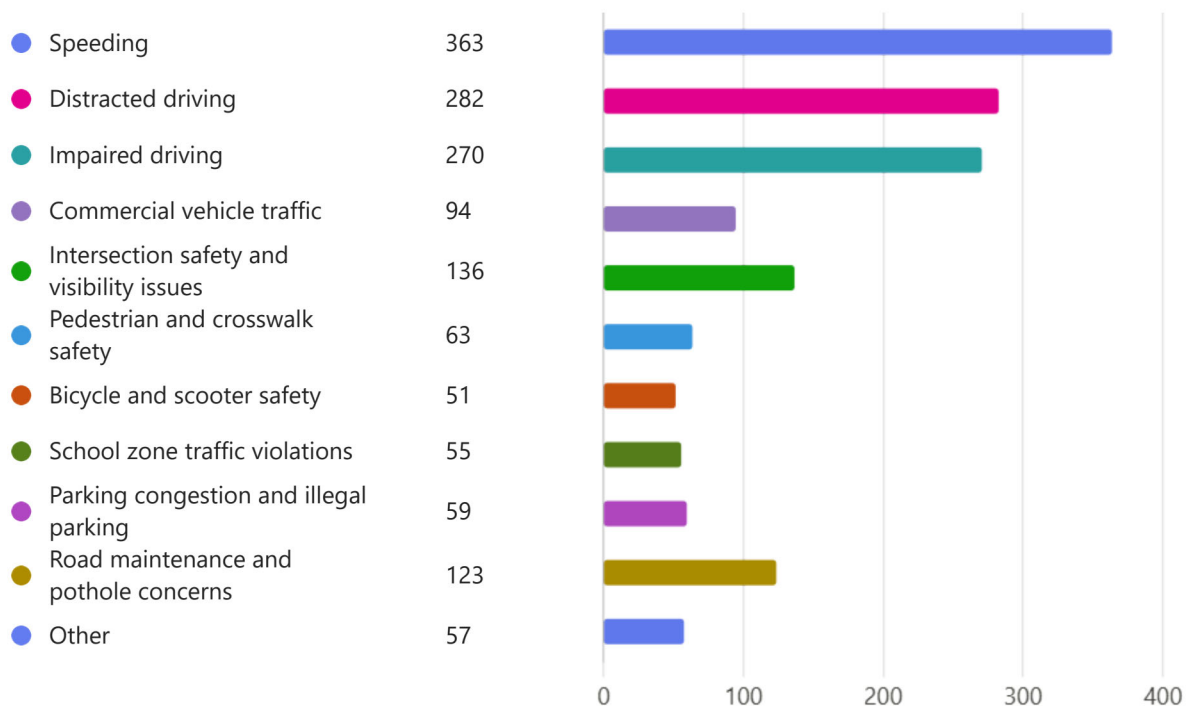
"Human trafficking, protecting children"

...

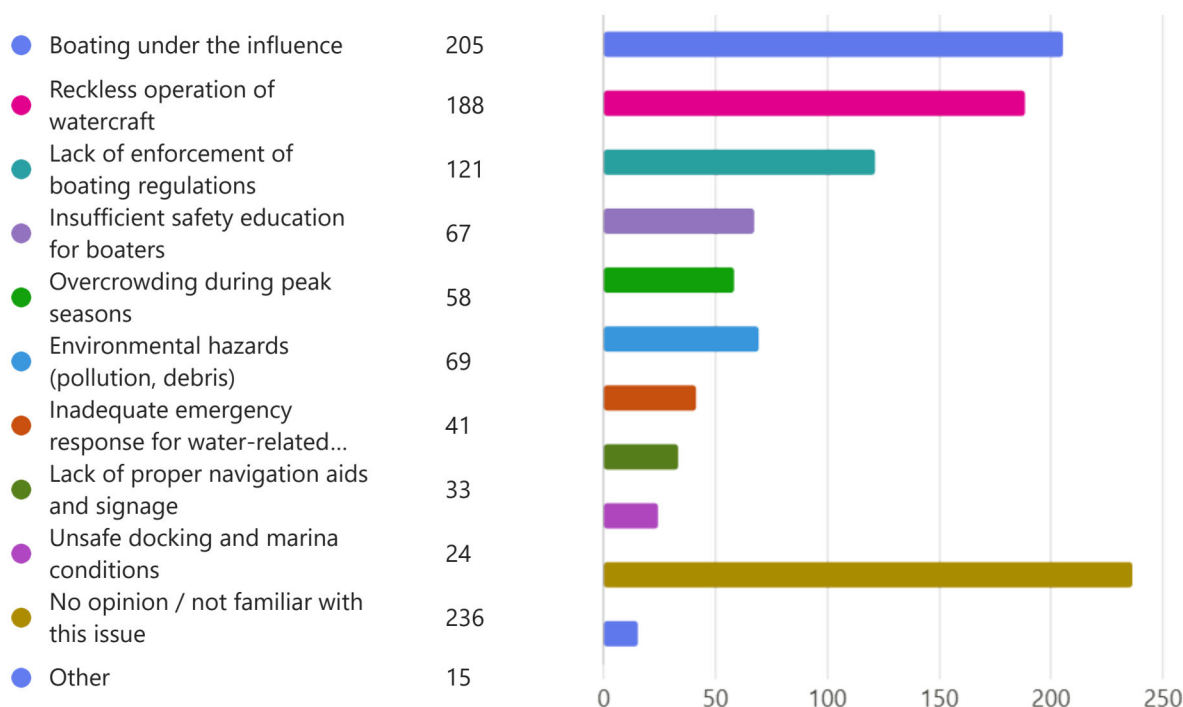
3. Which **crime prevention strategies** do you think are most effective for your community? (Select up to 3)



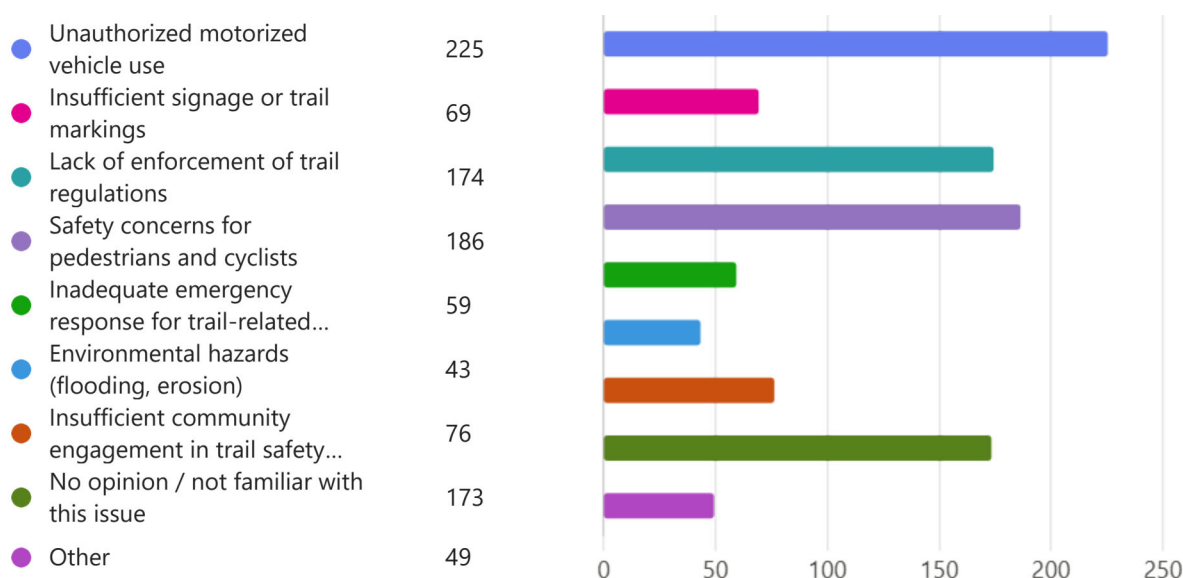
4. Which **traffic concerns** are most problematic in your community? (Select up to 3)



5. Which **waterway safety concerns** are most problematic? (Select up to 3)

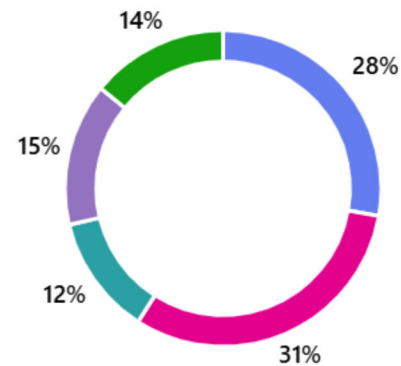


6. Which **trail safety concerns** are most problematic? (Select up to 3)



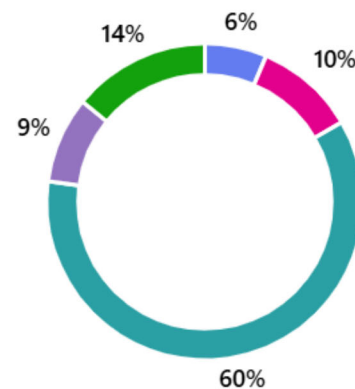
7. What do you believe is the **biggest challenge** affecting community well-being?

● Mental health crises	154
● Addiction-related incidents	173
● Homelessness	68
● Lack of youth engagement programs	81
● Other	78

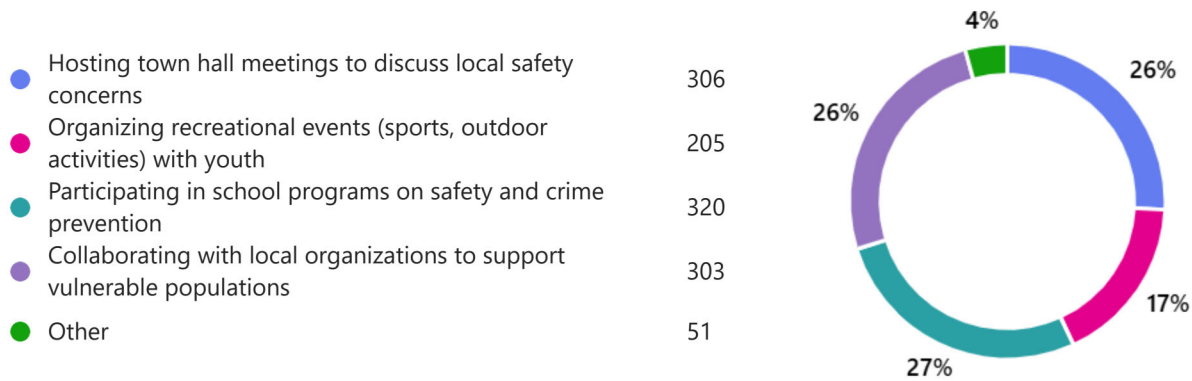


8. How would you like to see police more involved in your community?

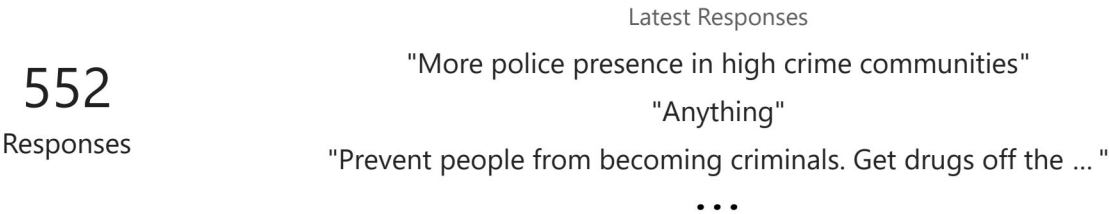
● Hosting safety workshops and education programs	35
● Increased presence at community events	57
● More foot and bike patrols in neighbourhoods	335
● Organizing youth engagement activities	49
● Other	78



9. What community activities would you like the police to participate in or organize? *(Select all that apply)*



10. What would you like to see prioritized in the new police action plan?



From: Lorne Boyko
Sent: Wednesday, November 19, 2025 8:52 AM
To: Tracey Cassidy
Subject: [EXTERNAL] Fwd: Detachment Action Plan Info

Here is the information surrounding the timelines.

Approximate timeline recommendations:

- Submit to board(s) for 60-day review by: November 10th
- Submit completed report to the portal for routing and approval by: January 5th
- Routing and final approvals completed by: January 16th
- SMU final processing and translation completed by: March 27th
- Final publication by: March 31st

Note: the suggested timelines are approximate and can shift if submissions happen sooner and/or OPP Detachment Boards don't require 60 days to review.

Board Communication Policy Template

Based on the Community Safety and Policing Act (CSPA) requirements

1. Purpose & Scope

The purpose of this policy is to establish clear guidelines for communication practices that promote transparency, accountability, and public trust in accordance with the Community Safety and Policing Act (CSPA). This policy applies to all Board members and designated staff involved in communication activities. It covers interactions with municipal councils, the public, media, and other stakeholders.

2. Principles & Legal Foundations

This Board commits to communication grounded in the principles of transparency, respect, inclusion, and procedural fairness as required under the CSPA and Regulation 408/23. All communication must uphold the highest standards of professionalism, confidentiality, and cultural sensitivity. The Board is committed to fulfilling its obligation to publish strategic plans, annual reports, and directions to the Chief of Police or OPP detachment commander in a timely and accessible manner.

3. Roles, Authority & Delegation

Authorized Spokespersons

Only the Board Chair or other designated spokespersons are authorized to speak publicly or issue formal statements on behalf of the Board. Staff support will be provided to assist with the preparation and review of communications, including press releases and media statements.

Handling Public and Media Inquiries

Board members are expected to refrain from providing official comments or information to the media or public unless specifically authorized. If approached for comment, members should:

- Politely direct inquiries to the Board Chair or designated communications officer.
- Clearly state if offering personal opinions, ensuring these are not mistaken for official Board positions.
- Avoid discussing confidential or sensitive information.
- In critical or sensitive situations, all media engagement must be coordinated through the Chair or communications lead.

Personal Opinions

Members must clearly distinguish personal views from Board positions when communicating publicly and ensure compliance with the code of conduct outlined in Regulation 408/23.

4. Public Engagement & Channels

The Board will utilize appropriate platforms, including the municipal website, social media, public meetings, and press releases, to engage with the community. All communication channels will be managed to ensure accessibility, inclusivity, and responsiveness to diverse communities, including Indigenous peoples, racialized groups, and persons with disabilities.

5. Critical Events & Sensitive Situations

A critical event is any occurrence that may significantly affect public safety, community trust, the reputation of the Board, or its ability to fulfill its responsibilities. Examples include serious injury, an officer-involved incident, a major policy failure, or any matter that draws considerable public or media attention.

This definition is informed by the concept of a “Critical Point” as outlined by the Toronto Police Service Board, which describes situations that quickly elevate operational, reputational, financial, or governance risk and require the Board’s immediate attention. It also reflects the guidance issued by Ontario’s **Inspectorate of Policing**, which encourages municipal police service boards to adopt formal “Critical Point” policies and establish clear information-sharing protocols with police leadership during significant or high-impact events.

The Board recognizes that not all communications during a critical event are appropriate for Board comment. Operational information, investigative details, or statements concerning active police activity remain the responsibility of the **Chief of Police or OPP Detachment Commander**. The Board’s role is to focus on communication related to governance, oversight, accountability, and community reassurance, while avoiding interference in operations.

This approach aligns with policing best practices such as those described in *Managing Officer-Involved Critical Incidents* by the Police Executive Research Forum, which frames critical incidents as serious events requiring coordination between operational leadership and governance bodies.

By combining these perspectives, the Board acknowledges that critical events extend beyond operational matters to include those that influence governance, accountability, and community confidence. This broader definition supports the Board’s duty under the Community Safety and Policing Act to ensure transparency and effective communication while maintaining clear respect for operational independence.

Communication and Response Protocol

When a critical event occurs, the Board will follow a structured process to manage communication, assess risk, and coordinate an appropriate response.

1. Immediate internal notification to the Board Chair, communications lead, and, where appropriate, legal counsel.
2. Preliminary assessment to determine whether the event meets the criteria for a critical event.
3. Verification of facts through reliable and authorized sources before making any public or internal statement.
4. Coordination with the **Chief of Police or OPP Detachment Commander** to confirm which elements of the event fall under operational communication.
5. Preparation of approved Board messaging limited to governance-related matters, such as expressions of support, transparency commitments, or confirmation of oversight processes.
6. Designation of the appropriate spokesperson, ensuring alignment between the Board's communication and the service's operational updates.
7. Notification of the full Board and relevant partners, including police leadership and municipal officials if applicable.
8. Coordination of all public or media communication through official channels, maintaining transparency while protecting sensitive information.
9. Monitoring of media coverage and public reaction, with adjustments as necessary to preserve accuracy and trust.
10. Post-event review to evaluate the effectiveness of communication and identify improvements for future incidents.

All communication related to critical events must balance transparency with confidentiality, ensuring that operational independence is maintained at all times.

Sources Referenced:

- Inspectorate of Policing of Ontario, *Advisory Bulletin: Municipal Police Service Board Policy – Critical Points* (2024)
- Toronto Police Service Board, *Critical Points Policy* (2023)
- Police Executive Research Forum, *Managing Officer-Involved Critical Incidents* (2019)

6. Privacy, Data & Misconduct Reporting

All personal and confidential information received by the Board shall be handled in compliance with applicable privacy laws, including the *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)*, and regulations concerning Regulated Interactions.

Board members and staff are required to follow formal procedures for reporting suspected misconduct, including whistleblower protections against retaliation, in accordance with the *Community Safety and Policing Act (CSPA)* and Regulation 408/23.

Complaints or concerns must be directed as follows:

- **Complaints regarding the Board or Police Leadership** (including governance issues, failure to comply with legislation, or breaches of the Board Member Code of Conduct) should be submitted to the **Inspectorate of Policing of Ontario (IoP)** at www.iopontario.ca or by email at complaints@iopontario.ca.
- **Complaints regarding individual police officers or members of a police service** should be filed with the **Law Enforcement Complaints Agency (LECA)** at www.leca.ca or by email at info@leca.ca.
- **Complaints regarding Board employees or contractors** will be managed through the Board's internal human resources and complaint procedures.

Conflicts of interest must be disclosed promptly and managed in accordance with Regulation 408/23.

7. Training & Continuous Improvement

Board members should receive training on communication protocols, media engagement, that align with the mandatory training on human rights, and systemic racism to ensure effective, respectful, and lawful communication practices. This policy will be reviewed and updated regularly, at minimum in alignment with the Board's strategic planning cycle, to incorporate feedback and evolving best practices. Training costs should also be included as part of the board budget process for governance development.

8. Sample Clauses

Authority Statement

"Only the Chair or designated spokesperson(s) may issue formal statements on behalf of the Board. Individual members must preface any personal comments with a disclaimer that such views do not represent the Board."

Critical Point Definition

"Critical events are defined as occurrences that significantly affect public safety, operational effectiveness, community trust, or the reputation of the Board, and that require immediate notification to the Chair, coordination with the Chief of Police or OPP Detachment Commander, and a structured public communication response.

This definition is informed by the concept of a 'Critical Point' adopted by the Toronto Police Service Board (2023) and the guidance of Ontario's Inspectorate of Policing (2024), which encourages boards to establish clear communication and information-sharing protocols during significant or high-impact events. It also reflects recognized policing practice described by the

Police Executive Research Forum (2019) concerning management of officer-involved critical incidents.”

Privacy Clause

“All confidential information will be handled in accordance with the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) and related legislation. Unauthorized disclosure is prohibited.”

End of Policy

TEMPLATE

Communication Flowchart for Critical or Sensitive Incidents

