

**BRANTFORD POLICE SERVICES BOARD
AGENDA
THURSDAY, JANUARY 22, 2026 – 9:00 A.M.
BOARDROOM, 344 ELGIN STREET, BRANTFORD**

ROLL CALL

ELECTION OF CHAIR AND VICE-CHAIR - 2026
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1. PRESENTATIONS/DELEGATIONS

1.1 Presentation of Police Exemplary Service Medals

20 Years of Service Bars

- Detective Constable Michael Aasla
- Deputy Chief Grant Davies
- Detective Constable Saundra Glover
- Detective Constable Chad Johnson
- Sergeant David Parker
- Constable Justin Torek

2. DECLARATIONS OF CONFLICT OF INTEREST
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3. ITEMS FOR CONSIDERATION

3.1 Issues Update – Deputy Chief Reports

Attached (2) Reports

3.1.1 2025 Annual Update – Ontario Sex Offender Registry

THAT the report from Deputy Chief Davies dated January 6, 2026 regarding 2025 Annual Update – Ontario Sex Offender Registry BE RECEIVED.

3.1.2 Monthly Statistical Analysis

THAT the report from Deputy Chief Davies dated January 2, 2026 regarding Monthly Statistical Analysis (up to December 31, 2025) BE RECEIVED.

3.1.3 Police Station Renovation Project Update

THAT the report from Deputy Chief Paolini dated January 9, 2026 regarding 344 Elgin Street Construction Update BE RECEIVED.

3.2 Issues Updates – Chief Saunders

Attached (2) Reports

3.2.1 Goals and Objectives

THAT the report from Chief Saunders dated January 2, 2026 regarding Goals and Objectives BE RECEIVED; and

THAT the following direction BE PROVIDED by the Board on Goals & Objectives for the Service for 2026:

(insert recommendation)

3.2.2 Incomplete Donation

THAT the report from Chief Saunders dated January 13, 2026 regarding Incomplete Donation BE RECEIVED; and

THAT the following motion approved by the Board on October 23, 2025 BE RESCINDED:

THAT the report from Chief Saunders dated October 14, 2025 regarding Request for Donation to Assist Cancer Patients BE RECEIVED; and

THAT the Brantford Police Services Board approves the transfer of \$500.00 from the Auction Fund Account to the Special Projects Account #132016 to Brandi Franklin to assist with the purchase of parking passes at Juravinski Hospital.

3.3 Financial Reports

3.3.1 Monthly Financial Reports

THAT the following Financial Reports from Insp. K. Bell-Samson dated January 13, 2026 BE RECEIVED:

- Auction Proceeds Trust Account – current to December 31, 2025;
- Police Seized Currency Trust account – current to December 31, 2025;
- Monthly Overtime Report - current to December 31, 2025.

3.3.2 Auction Proceeds Account – Annual Contribution – Children’s Safety Village
(\$10,000 annual contribution – Board decision during 2025 budget process) (No copy)

THAT the Brantford Police Services Board approves the transfer of \$10,000 from the Auction Fund Account to the Special Projects Account #132016 to provide funds for the operation of the Children’s Safety Village in 2026.

3.4 Police Association of Ontario – Police Employment Conference - February 24-25, 2026

(Authorization of Board required for member to attend as per Brantford Police Services Board Policy #94-01) (Note: D. Houssar and A. Lovett have indicated they would like to attend – registration has been completed).

THAT Dan Houssar and Allan Lovett BE AUTHORIZED to attend the February 24-25, 2025 Police Employment Conference being held in Toronto, Ontario.

3.5 Report on Section 81(1) Investigations (SIU)

3.5.1 SIU Investigation 25-OSA-037

THAT the report prepared by Inspector Kevin Reeder dated January 12, 2026 regarding SIU Investigation 25-OSA-037 (September 23, 2024 Incident) BE ACCEPTED as required under the Community Safety & Policing Act; and

THAT the Board DIRECTS the Chief of Police to post this Report on the internet within 30 days of receiving the Report.

4. CONSENT ITEMS

4.1 Minutes

THAT the November 27, 2025 Regular Police Services Board Minutes and December 18, 2025 Special Police Services Board Minutes BE APPROVED.

4.2 Annual Reports

THAT the following Annual Reports BE RECEIVED:

4.2.1 2025 Bias-Based Policing Policy Administrative Review Report

4.2.2 2024 Annual Vehicle Pursuit Report

4.3 Information Items

THAT the following Information Items BE RECEIVED:

4.3.1 Letter from Solicitor General and Minister of Municipal Affairs & Housing dated January 12, 2026 regarding Police Services Board budget setting related to Strong Mayor Powers.

4.3.2 Letter from R. Teschner, Inspector General of Policing of Ontario dated December 15, 2025 regarding Inspector General Memo #8: Public release of the first Decisions by the Inspector General of Policing with accompanying Findings Reports.

5. NEW BUSINESS

5.1 Chair Update on Activities on behalf of Board – (no copy)

5.2 New Business Matters from Members of the Board (no copy)

6. RESOLUTIONS

7. NOTICES OF MOTION

8. NEXT MEETING DATE

February 26, 2026

9. ADJOURNMENT



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Deputy Chief Grant Davies

Date: January 6, 2026

Subject: 2025 Annual Update – Ontario Sex Offender Registry

RECOMMENDATION:

Acceptance of Brantford Police's annual update on our participation in the Ontario Sex Offender Registry Program.

BACKGROUND:

Established in 2000 under *Christopher's Law*, the Ontario Sex Offender Registry serves as a resource for police services to support the prevention and investigation of sexual offences. The OPP is mandated by the Government of Ontario to maintain a provincial database, accessible to all police services.

In 2025, our service achieved a 98.9% compliance rate among offenders required by law to register and report to the Brantford Police, surpassing the provincial average of 95.3%. The High Risk and Repeat Offender unit within the Criminal Investigation Section oversees the registry, regularly monitoring and conducting compliance checks to ensure all reporting obligations are met. We collaborate closely with the provincial Sex Offender Registry Program to manage the program effectively at the local level. Following an audit in early 2025, the Chief received a commendation letter from the program lead, praising our members for their dedication and thoroughness in maintaining such a high level of compliance.

A site assessment is scheduled for 2026.



BOARD REPORT

Date: January 2, 2026

To: Chair and Members
Brantford Police Services Board

From: Grant Davies
Deputy Chief - Operations

Subject: Monthly statistical analysis.

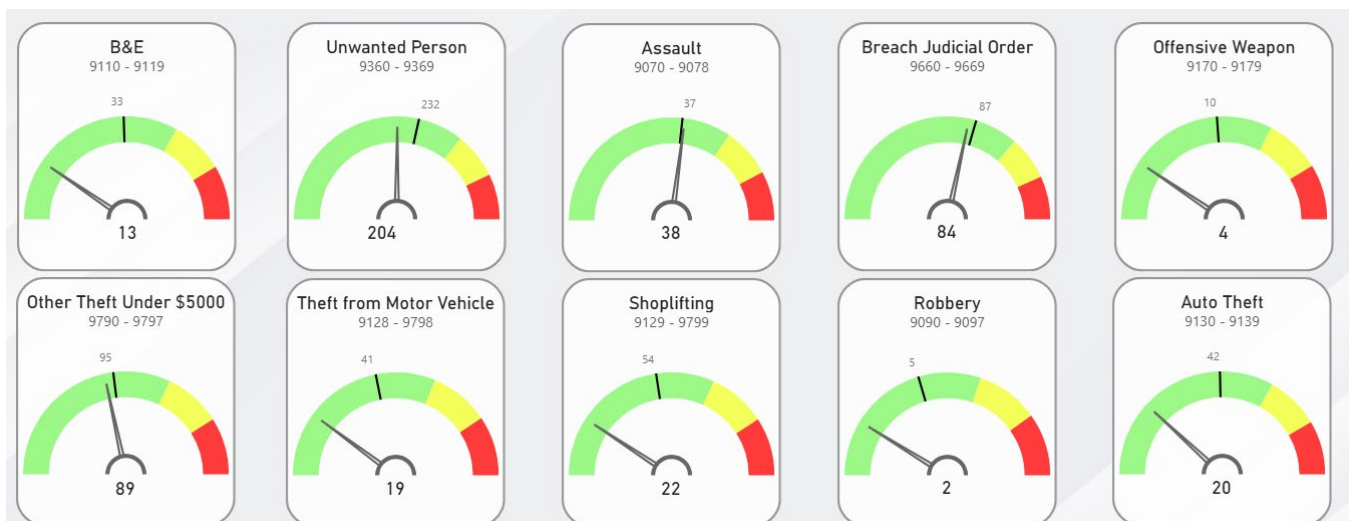
PURPOSE:

To provide the Brantford Police Service Board with a high-level statistical report on the activities of the Service up to December 31st, 2025.

BACKGROUND:

30-Day Crime Comparison Overview

This data is collected with Niche Dashboards Power BI tools. The gauges show 30-day occurrence counts compared to the five-year average for the same period.



Guide to Reading Gauges

Bottom Number - Occurrence Count of last 30 days in this Category

Black Dividing Line - The 5 year average over the same 30 days

■ Green Range - Occurrence Count of last 30 days is less than the 5 year average + 1 Standard Deviation

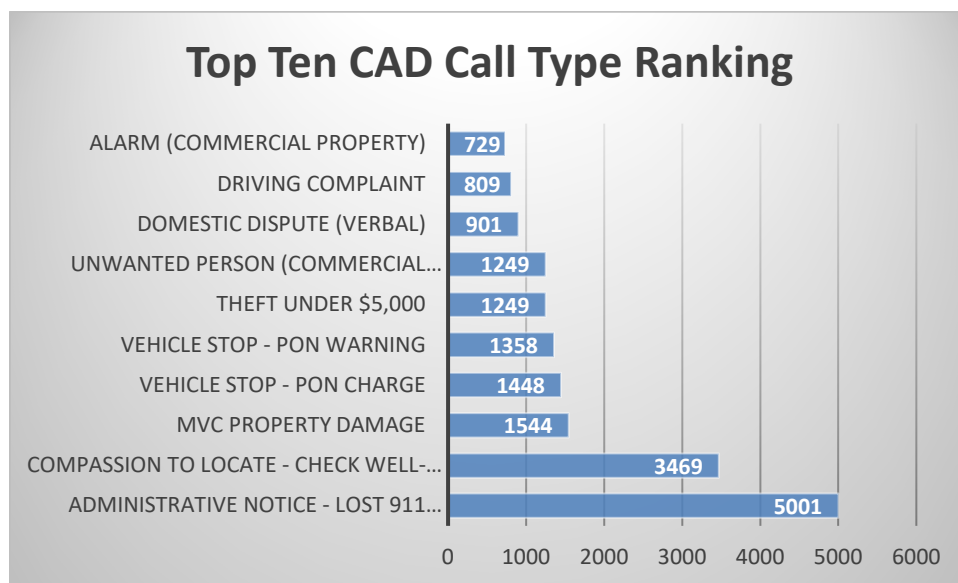
■ Yellow Range - Two Standard Deviations above the 5 year average

■ Red Range - Three Standard Deviations above the 5 year average
Calls For Service

YEAR	CALLS FOR SERVICE	YEAR OVER YEAR CHANGE
2021	50,607	
2022	52,806	+4.3%
2023	57,174	+8.3%
2024	54,831	-4.1%
2025	51,138	-6.7%

Source: ESCO Power BI

The volume of calls in 2025 aligns with the five-year average, suggesting that the spike in 2023 was an anomaly. As such, 2023 stands out as an outlier in the trend of calls for service, while 2025 marks a return to typical levels.



Source: ESCO Power BI

Year End Statistics

Category	Dec 2025	Dec 2024	2025 Total	Yearly Hist. Avg	2025 % Difference
Break and Enters - Residential	7	12	128	250	-48.8
Break and Enters - Commercial	5	15	104	147	-29.3
Theft Under - Shoplifting	22	76	654	583	+12.2
Theft Under - Theft from Vehicles	20	35	574	530	+8.3
Theft Motor Vehicle	11	19	246	182	+35.2
Robbery Total	2	2	64	60	+6.7
Assaults Totals	40	30	473	446	+6.1
Offensive Weapons Total	5	6	105	126	-16.7
Domestic Disputes Total	123	109	1492	1517	-1.6
Domestic Others Total	48	73	758	647	+17.2
Elder Abuse Total	0	1	9	7	+28.6
Mental Health Total	71	78	888	833	+6.6
Mental Health - Apprehended w. Order	10	17	107	99	+8.1
Mental Health - Apprehended w/o Order	39	38	400	342	+17.0
Unwanted Person Total	219	333	3057	2728	+12.1
Intoxicated Person Total	7	11	133	171	-22.3

Source: BI Applications eDashboards

The table provides a comparative summary of various crime and incident categories for December 2025, December 2024, and cumulative data for the year 2025, alongside historical yearly averages and percentage differences for 2025. Below is an analysis of the key findings by category:

- **Decreases observed:** Residential and commercial break-ins, offensive weapons offenses, and incidents involving intoxicated persons have all declined compared to historical averages.

- **Increases observed:** Theft under (shoplifting and theft from vehicles), motor vehicle theft, domestic others, elder abuse, mental health-related incidents, and unwanted persons have all increased, some substantially above historical norms.

Overall, while some categories show improvement, several others, particularly theft-related offenses and mental health incidents, have risen above historical averages in 2025. These trends should be monitored closely, and targeted strategies may be needed to address the areas of greatest concern.

Category	Dec 2025	Dec 2024	2025 Year End	Hist. Avg Year End	2025 % Difference
MVC Property Damage	244	241	2377	1843	+29
MVC Personal Injury	12	9	184	149	+23.5
MVC Hit and Run	61	63	540	480	+12.5
MVC Fatality	0	0	3	3	0
Impaired Driver	12	5	137*	171*	-20
Driving Complaint - Total	103	109	1519	1332	+14

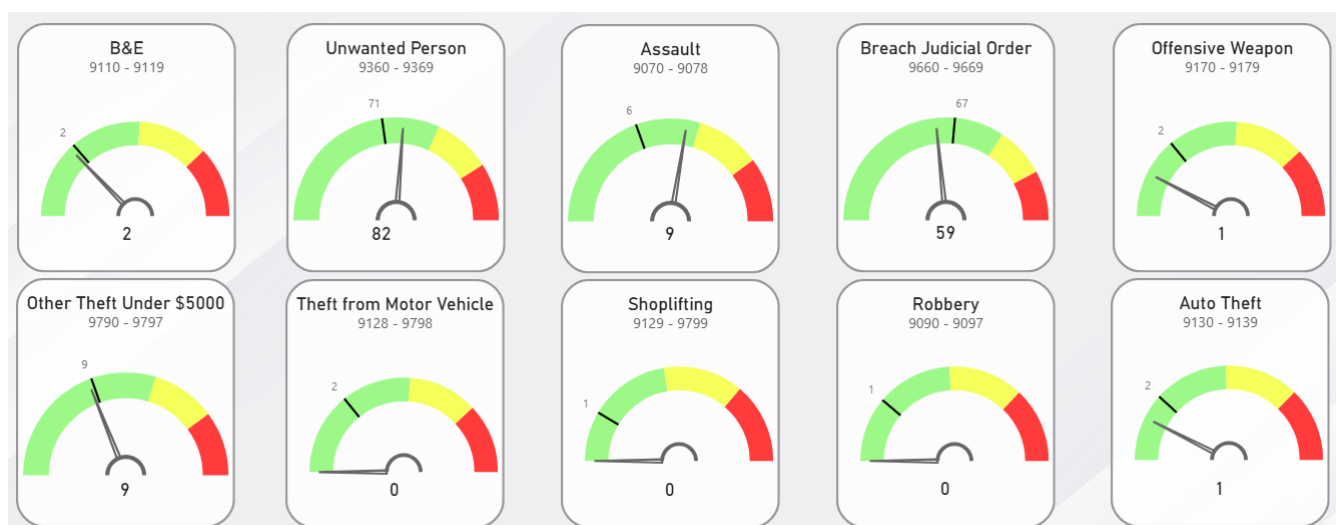
Source: BI Applications eDashboards

*There was a data error in the impaired driving category of the October board report. This report reflects the accurate statistics.

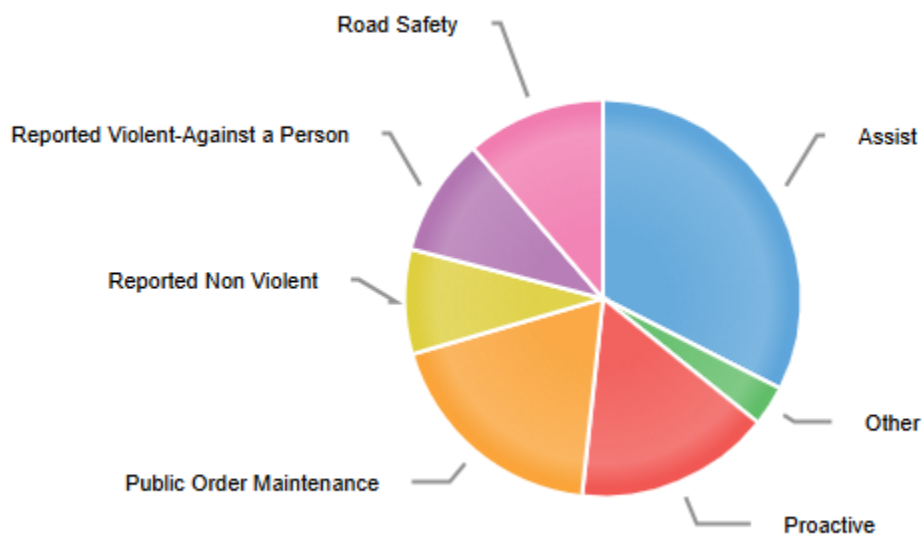
Motor-vehicle collision volumes in 2025 exceeded historical averages, with property-damage MVCs up approximately 29% and personal-injury MVCs up approximately 23.5%. Fail to remain incidents were also elevated (+12.5%). Conversely, impaired-driving charges closed the year below the historical average (–20%). Driving complaints rose (+14%), indicating heightened community reporting. These patterns support continued focused traffic enforcement at identified locations and times.

The development of the 2026 Road Safety Plan is underway and will include a designated police liaison to collaborate with the city's traffic department.

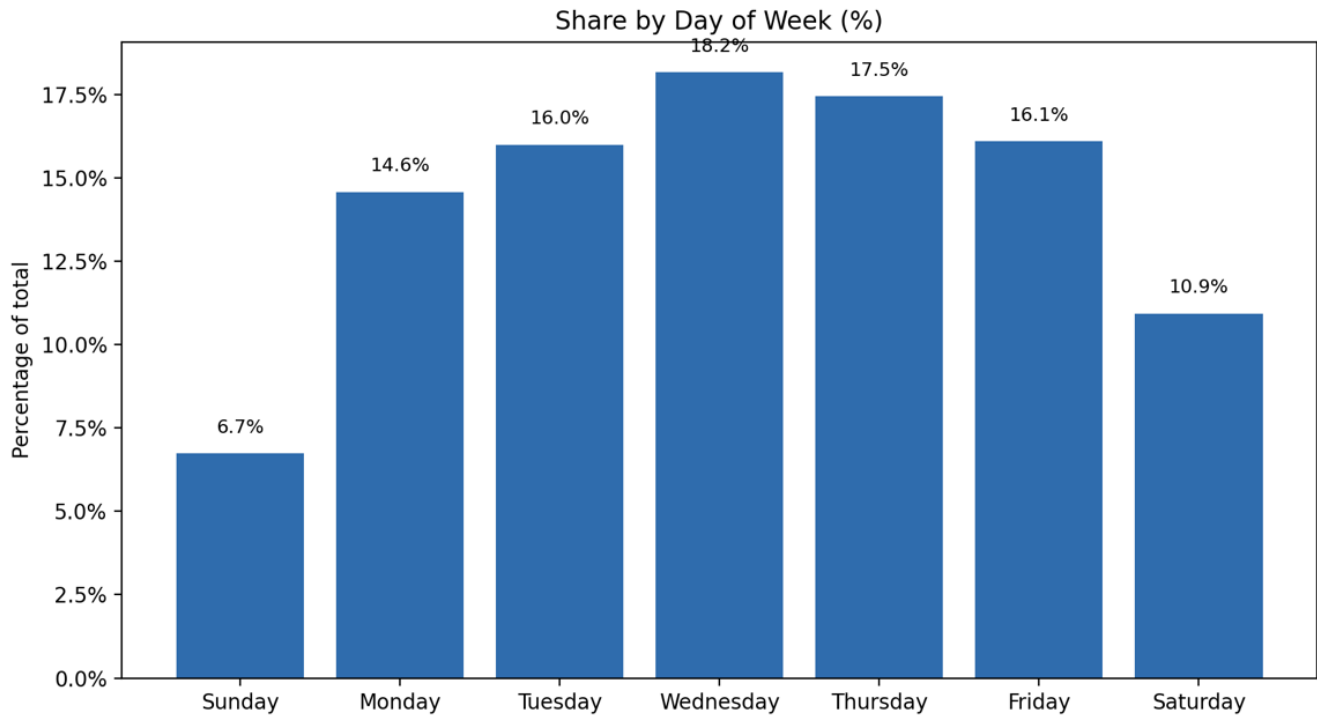
Zone 488/499 (Downtown)



Occurrence Count by Category/Type/SubType
(Click to Drill Down)



Source: ESCO Power BI



Source: ESCO Power BI

Resource Allocation and Strategic Focus (CERT)

Job postings have been announced to begin adding sworn officers to the Core Engagement and Response Team (CERT). This will happen in stages, aiming for the first group of new officers to begin their assignments in early 2026. Maintaining community engagement and partnerships with local organizations will continue to be a priority.

At present, both sworn officers and special constables are patrolling the downtown area and participating in the YMCA YES program as the transition process moves forward.

RECOMMENDATION:

Receive the Monthly Statistical Analysis Report.



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Deputy Chief Rich Paolini

Date: January 09, 2026

Subject: Construction Update Report

RECOMMENDATION:

Receive the Construction Update Report.

BACKGROUND:

Construction continues at 344 Elgin Street and stakeholders meet on a regular basis. The current handover date for Block A is now the start of April 2026. Timing may change depending on what areas need to be occupied first and if levels of "partial" occupancy can be achieved (specifically regarding the 911 Communication Centre or other critical areas). Block B (garage area) may be available sooner, however Phases 2 & 3 will be delayed until Phase 1 is complete.

The anticipated delays will translate into longer than expected use of off-site facilities to house employees displaced by construction activities. Off-site expenses incurred by the BPS total \$5400 per month during construction. The BPS will continue to work closely with stakeholders to coordinate completion of the most critical areas and mitigate any time needed at other facilities.

Parking

The Service will continue to meet challenges concerning restrictions on staff parking due to construction activities. Recent construction activities on existing parking have been completed. Parking restrictions will occur again as per the existing construction plan.

Parking issues continue to have no effect on the operational readiness of the Service.

Communications Centre

The installation of emergency communications equipment is on schedule. Despite delays in the completion of Block A (tower), disruptions to the normal operation of the Service are not expected.

Melloul-Blamey reported the following information on December 8, 2025:

Construction Activities Week December 8-12, 2025

- Miscellaneous guard rails at Atrium stairs.
- Wood backing at Block B2.4 and East windowsills and headers.
- Grinding miscellaneous concrete for flooring install.
- Roughing in Block B Existing Shop Area.
- Roughing in sprinkler drops as t-bar ceilings are being installed Block A.
- Working on seismic in Block B.
- Working on water main for Block A.
- Washroom rough-in floors 1-3 for Block A.
- Fan coils install Block A floors 1-3.
- Mechanical Room heating and cooling piping Block A.
- HVAC re-route work at Block A and B on existing roof.
- Mud and taping Washrooms Block A level 1, miscellaneous taping Block A levels 1-3.
- Framing interior walls B2.
- Working on re-roof of existing building.
- Working on aluminum composite panels Block A South elevation and East elevations.
- Installing interior glass for all hollow metal frames.
- Priming and painting cell ceilings.
- Working on hanging and installing door hardware Block A and B.
- Installing ceramic tile Block A Washrooms and corridors including stairwells.

Construction Activities Week of December 15-19, 2025.

- Continuing with work from the previous week.
- Pulling wire in Block A and B. Working on lighting Block A. Roughing in lighting Block A levels 1-4, fire alarm rough in on going Block A.
- Roughing in sprinkler drops as t-bar ceilings are being installed Block A 1-3.
- Remove existing building duct work.
- Mud and taping Washrooms Block A level 1, miscellaneous taping Block A levels 1-3.
- Framing interior walls B2.4.

See page 3 – Construction Progress Chart

Construction Update - 344 Elgin Street

Brantford Police Service

Deputy Chief Rich Paolini

Project start date: 10/06/2024

Scrolling increment: 178

Legend:

On Schedule

Behind Schedule

Complete

Milestone description	Category	Progress	Start	End	Days
Phase 1	Behind Schedule	90%	10/06/2024	06/01/2026	575
Preparation of the construction site on the north side of the building. Construction of new generator site.	Complete	100%			
Construction of new tower on northwest corner.	Behind Schedule	65%			
Communications Centre	Behind Schedule	95%			
Garage addition.	Behind Schedule	90%			
Abatement of firing range.	Complete	100%			
Construction of new cells.	Behind Schedule	85%			
Phase 2	Behind Schedule	0%	10/06/2024	02/06/2026	722
Demolition/renovation cell area.					
Demolition/renovation property section, offices, armoury and parade room and washrooms.					
Demolition/renovation offices, armoury and parade room, and washrooms.					
Phase 3	Behind Schedule	0%	10/06/2024	30/11/2026	903
Construction/renovation of classroom, offices and washroom.					
Renovation of existing Administration area.					

[illegible]



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Chief Jason Saunders

Date: January 2, 2026

Subject: Goals and Objectives

RECOMMENDATION:

The Board provide direction on goals and objectives for the Service for 2026.

PURPOSE:

To solicit feedback and direction from the Board on Goals and Objectives for 2026.

BACKGROUND:

Section 39 of the *Community Safety and Policing Act* (CSPA) outlines the requirements for the Board to prepare a strategic plan. Under our current strategic plan, we have four priorities:

1. Prevent and reduce crime and increase community safety.
2. Improve trust and deepen community partnerships.
3. Improve workplace culture and maximize operational excellence.
4. Build sustainability through innovation and fiscal management.

A requirement of the strategic plan is that it is to be revised as needed. Although we have a strategy to complete a new plan, it is important that the Board provides direction to the Chief on any goals or objectives they would like to see in 2026.



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Chief Jason Saunders

Date: January 13, 2026

Subject: Incomplete Donation

RECOMMENDATION:

That the Board passes the following motion:

THAT the motion passed on October 23, 2025, to donate \$500.00 towards parking passes at the Juravinski Hospital, be rescinded.

PURPOSE:

To update the Board on the status of a donation.

BACKGROUND:

On October 23, 2025, the Chief requested the Board consider a donation to help cover parking costs for patients receiving cancer treatments. The Board approved a \$500.00 donation. We have found it difficult to process this donation as parking passes are not something that can be purchased ahead of time.

As a result, we recommend rescinding this order and the \$500.00 remain in the auction account to be used for other charity purposes.



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Inspector Kristen Bell-Samson, Administration

Date: January 13, 2026

Subject: January Financial Report

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RECOMMENDATION:

Report only.

PURPOSE:

To provide the year-to-date financial reports and overtime statistics.

BACKGROUND:

Appendix A – Auction Proceeds Trust Account for the period ending December 31, 2025 (unchanged from December 18, 2025 Board Meeting)

Appendix B – Police Seized Currency Trust Account for the period ending December 31, 2025 (unchanged from December 18, 2025 Board Meeting)

Appendix D – Monthly Overtime Report current to December 31, 2025. This appendix includes actual expenses incurred in 2025 in addition to the regularly reported hours assessment.

Appendix A - Auction Proceeds Trust Account (TF0706) For the period ending December 31, 2025			
2024 ending balance			\$ 76,798.47
Revenue			
Auction Net Proceeds - as per policy #07-01(132016.67590)			
	February		388.98
	May		1,927.45
	June		311.72
	July		243.53
	December		2,061.26
Total Auction Net Proceeds			4,932.94
Investment Income earned (TF0706.43410) as of Sept			3,631.13
Found money - as per policy #91-04 (132001.43722)			
	January		846.92
	February		80.05
	March		122.15
	April		46.30
	May		100.00
	June		140.90
	July		564.80
	August		85.80
	September		255.71
	October		60.45
	November		520.00
	December		538.75
Total Found Money			3,361.83
Total Revenue			11,925.90
Expenditures (132016.45115)			
Date	Sec.	Description	
23-Jan-25	3.5	Auction Proceeds Account - Request for Funds – 2025 Special Olympics Summer Provincial Games Sponsorship	2,095.77
23-Jan-25	3.6	Auction Proceeds Account – Annual Contribution – Children’s Safety Village as per 2025 budget	10,000.00
27-Mar-25	3.4.1	Auction Proceeds Account – Request for Funds - Brantford Police Association/Charity Golf Tournament – June 13, 2025	2,000.00
27-Mar-25	3.4.3	Auction Proceeds Account - Request for Funds – CAA Safety Patrol Program	1,500.00
18-Sep-25	3.2.1	Auction Proceeds Account - Request for Funds – Donation to Ride to Remember 2025 / Police Memorial Event – September 24-28, 2025	250.00
18-Sep-25	3.1.3	Auction Proceeds Account - Request for Funds – Long Service Recognition Program Re 2023 & 2024 Budget Year	5,775.00
23-Oct-25	3.1.2	Auction Proceeds Account - Request for Funds – Handbags for Hospice – November 13, 2025	500.00
23-Oct-25	3.2.2	Auction Proceeds Account - Request for Donation to Assist Cancer Patients	500.00
23-Oct-25	3.4	Auction Proceeds Account - Request for Funds – Thank A Vet Luncheon – November 1, 2025	500.00
Total Expenditures as approved by board motion			23,120.77
Balance at December 31, 2025			\$ 65,603.60

Appendix B - Police Seized Currency Trust Account (TF0707)				
For the period ending December 31, 2025				
2024 ending balance		\$	61,654.97	
2025 Deposits:				
Deposit date:	Incident #	Date Seized	Amount	Notes
Disbursements:				
Total balance as at December 31, 2025		\$	61,654.97	

Appendix D - Monthly Overtime Hours Report December, 2025

Below is an overview of monthly overtime report from January to December 2025. Business units that have been highlighted show an elevated level of overtime hours (12-Month Average) >15 hours/FTE/Month, relative to the number of full-time employees in that business unit.

BU Numb	BU Name	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Average (12-Month)	Head Count (FTE)	Average/Head Count
132000	POLICE DEPARTMENT ADMIN	66.50	44.25	32.45	34.25	-	62.25	111.75	76.50	164.88	33.00	17.25	18.00	29.75	2.00	0.25
132002	CANINE UNIT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
132003	EMERGENCY RESPONSE TEAM	46.75	80.00	65.38	76.25	-	202.50	132.25	7.50	108.38	76.50	25.75	60.00	36.00	6.00	12.74
132006	COMMUNITY SAFETY&CRIME PREVENT	-	-	-	-	6.00	-	-	12.00	-	13.50	5.25	-	-	4.00	0.89
132007	INFORMATION TECHNOLOGY SYSTEMS	183.00	256.13	201.13	225.00	184.88	206.46	100.50	153.63	117.13	108.00	106.25	17.25	154.94	24.00	6.46
132010	COURT SECURITY	-	-	-	-	-	-	-	-	-	-	-	-	-	1.00	-
132014	SCHOOL SAFETY PROGRAM	12.00	20.00	3.75	26.50	8.00	3.75	15.50	9.25	20.00	8.00	14.00	4.00	12.06	4.00	3.02
132023	POLICE FACILITY MAINTENANCE	-	-	-	-	-	1.50	-	-	-	6.38	-	-	-	1.00	0.66
132024	POLICE FLEET MANAGEMENT	20.50	2.63	14.63	4.88	9.75	1.50	6.00	-	-	7.50	-	-	-	1.00	5.61
132120	CORPORATE COMMUNICATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
132130	HUMAN RESOURCES	3.00	-	-	-	9.00	4.50	3.00	15.00	-	15.00	-	-	-	2.00	2.06
132131	RECRUITING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
132140	BPS SPECIAL PROJECTS	245.50	296.50	262.25	280.25	255.25	189.75	138.25	356.25	278.75	323.75	243.00	68.75	244.85	6.00	40.81
132200	DEPUTY CHIEF	-	-	-	-	-	-	-	-	-	-	-	-	-	2.00	-
132300	INSPECTOR - ADMIN	-	-	-	-	-	-	-	-	-	-	-	-	-	1.00	-
132310	FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	3.00	-
132400	OPERATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	1.00	-
132410	PLATOON A	531.75	452.50	379.88	551.88	582.88	694.88	551.75	743.63	361.88	355.29	387.09	332.25	493.80	26.00	17.64
132411	PLATOON B	697.63	647.88	487.63	604.50	799.13	1,175.58	605.50	759.50	410.25	658.88	452.25	410.25	693.24	27.00	25.68
132412	PLATOON C	429.25	406.48	352.88	565.88	384.88	573.13	610.13	743.50	426.38	491.88	389.63	452.25	485.52	28.00	17.34
132413	PLATOON D	521.38	502.25	596.50	586.25	694.50	658.00	426.75	653.63	380.58	518.83	522.38	403.23	538.69	29.00	18.58
132414	COHE ENFORCEMENT RESPONSE TEAM	48.50	35.13	15.75	64.75	23.75	14.25	12.38	108.00	65.75	47.25	37.00	12.50	40.42	4.00	10.10
132415	ALTERNATIVE RESPONSE UNIT (ARU)	6.00	1.50	16.50	4.00	-	-	-	1.50	1.50	5.00	-	-	-	8.00	0.38
132416	TRAFFIC	184.50	150.25	172.25	88.25	142.75	139.00	219.75	104.00	81.00	107.75	91.75	153.50	136.23	7.00	19.46
132417	OUTWARD FACING	56.50	35.88	61.50	98.23	71.25	18.75	68.13	77.50	50.00	22.25	42.75	19.50	51.85	6.00	8.64
132419	TRAINING	175.75	139.50	149.25	81.75	132.25	53.63	165.00	200.50	112.50	179.00	252.00	168.75	150.82	6.00	25.14
132500	CRIMINAL INVESTIGATION	51.50	7.75	75.00	49.00	32.25	18.00	26.25	13.00	-	3.00	9.50	23.00	25.69	3.00	8.56
132510	CHILD ABUSE/SEXUAL ASSAULT	114.50	76.00	35.25	100.00	162.00	193.50	202.04	98.00	24.00	61.75	24.00	64.75	96.32	6.00	16.05
132511	DOMESTIC VIOLENCE	72.50	56.38	67.00	119.38	325.50	274.88	252.50	223.25	44.25	165.92	158.25	116.88	156.39	8.00	19.55
132512	FORENSIC IDENTIFICATION	100.00	144.38	138.75	120.50	123.48	84.09	128.88	186.88	42.50	45.00	70.00	39.25	101.98	5.00	20.40
132513	CRIME ANALYSIS	63.00	36.00	73.50	12.00	75.00	35.25	45.00	86.00	12.00	37.00	86.00	41.00	50.15	1.00	50.15
132514	FRAUD	117.50	31.00	29.00	-	6.75	31.50	19.50	19.50	-	-	-	-	19.60	1.00	19.60
132550	MAJOR CRIME	146.75	106.13	189.50	225.75	173.75	119.75	148.75	214.00	19.00	127.25	179.75	30.75	140.09	5.00	28.02
132551	HIGH RISK/REPEAT OFFENDER	32.00	36.00	5.63	18.75	2.50	42.00	12.00	38.00	-	-	-	18.00	17.07	2.00	8.54
132552	INTERNET CHILD EXPLOITATION	9.50	12.00	32.75	18.75	9.00	34.75	10.50	88.97	60.50	-	25.50	25.00	27.27	6.00	4.54
132553	CRIMINAL INTELLIGENCE UNIT	68.25	82.50	137.00	166.75	79.25	1.50	102.50	339.75	53.00	22.50	30.50	101.50	96.75	9.00	10.97
132554	DRUG FIREARMS ENFORCEMENT UNI	48.75	108.00	214.75	69.75	152.75	48.00	170.00	641.25	170.75	204.25	175.00	171.75	181.25	7.00	25.89
132600	QUALITY ASSURANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	1.00	-
132610	COMMUNICATIONS	851.00	811.25	888.63	724.63	669.38	811.25	1,004.25	663.00	642.50	610.63	842.25	620.38	761.59	22.00	34.62
132640	PROFESSIONAL STANDARDS	-	-	-	-	-	-	-	-	-	-	-	-	-	2.00	-
132630	RECORDS	100.75	213.00	373.50	315.50	199.00	341.50	294.00	266.00	71.25	99.50	261.00	87.50	218.54	32.00	6.83
132670	EVIDENCE MANAGEMENT	-	-	-	-	-	-	-	6.00	-	-	-	-	-	3.00	0.17
Total - Current Year		4,895.75	4,839.85	5,205.20	5,138.73	5,394.11	5,766.30	5,569.92	7,516.80	3,750.21	4,381.17	4,703.22	3,447.73	5,049.08		
Total - Last Year		4,842.63	5,485.00	3,638.63	4,036.75	4,716.29	4,386.00	6,022.53	4,125.48	5,161.48	6,779.75	5,805.04	6,098.54	5,106.18		
Difference		43.12	-645.15	1,566.58	1,101.98	667.82	1,180.30	-452.62	3,391.33	-1,411.28	-2,398.58	-1,101.83	-2,650.81	-59.10		

	2025 Actual	2025 Budget	2025 \$ Remaining
Civilian Overtime	\$529,781.27	\$771,320.00	\$236,538.73
Sworn Overtime	\$2,115,933.76	\$1,081,280.00	(\$1,034,653.76)
Total	\$2,645,715.03	\$1,852,600.00	(\$798,115.03)
Seconded*	\$265,720.85	\$152,400.00	(\$113,320.85)
Total with Seconded	\$2,911,435.88	\$2,005,000.00	(\$906,435.88)

Table 2: Actual Overtime Expenses incurred in 2025

*Seconded Officer overtime that is reimbursed by the hosting agency



Join Us for the 35th Annual Police Employment Conference

Stay ahead of emerging trends and challenges at this marquee annual event where police associations and employers come together to explore the latest insights, strategies, and best practices on a range of issues affecting police workplaces.

The Police Association of Ontario (PAO), in partnership with the Ontario Association of Chiefs of Police (OACP) and the Ontario Association of Police Service Boards (OAPSB), is proud to host the premier two-day conference on February 24–25, 2026, at the Toronto Airport Marriott Hotel, featuring leading legal experts and professionals representing both police association and police employer perspectives. Attendees will gain real-time analysis, cutting-edge research, and practical guidance on key issues shaping today's workplaces, including the latest grievance arbitration decisions, collective bargaining updates, changes arising from s. 220 of the CSPA, disability accommodation, WSIB and top-up entitlements, and the most important workplace human rights decisions issued in the last year.

Registration Information:

- **Early Bird Fee:** \$850 + HST per delegate. The deadline for this rate is Friday, January 16, 2026.
- **Regular Fee:** \$950 + HST per delegate (after the deadline)
- **Registration Cutoff:** Tuesday, February 17, 2026, at 5:00 p.m
- **Event Date:** Tuesday, February 24 and Wednesday, February 25, 2026

Full conference details — including accommodation information and registration — are available on our website. Click below to learn more and register:

 [**35th Annual Police Employment Conference**](#)

For registration support, please contact our Events Team at events@pao.ca, who will be happy to assist.

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We look forward to welcoming you for an impactful two days of learning and collaboration.

Tyler Callaghan
Executive Director
Police Association of Ontario



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Inspector Kevin Reeder

Date: January 12, 2025

Subject: Report on Section 81(1) Investigation (SIU)
(SIU# 25-OSA-037)

.....

RECOMMENDATION:

THAT the Board accepts this report as required under the *Community Safety and Policing Act*, and

THAT the Board directs the Chief of Police to post this report on the internet within 30 days of receiving the report.

BACKGROUND:

Section 81(1) of the *Community Safety and Policing Act* directs that if the SIU Director causes an incident to be investigated under Section 15 of the *Special Investigations Unit Act, 2019* involving a member of a police service, other than a Deputy Chief of Police, the Chief of Police of the police service shall investigate:

- (a) the member's conduct in relation to the incident;
- (b) the policing provided by the member in relation to the incident; and
- (c) the procedures established by the chief of police as they related to the incident.

The Chief of Police shall report the findings and any action taken or recommendations based on the findings of the Section 81(1) investigation to the Police Service Board.

Section 8(3) of Ontario Regulation 90/24 directs that a Chief of Police who is required to report on an investigation under Section 81(1) shall give the report to the Police Service Board. If no criminal charges are laid against a member of the police service, the report shall be given within 90 days after the SIU Director publishes a final report.

Section 8(5) of Ontario Regulation 90/24 directs that a Police Service Board shall publish the report on the internet no later than 30 days after receiving the report.

Summary of SIU Incident

On January 27, 2025, the Brantford Police Service (BPS) notified the Special Investigations Unit (SIU) that a woman, the Complainant, had reported being sexually assaulted by two officers during an interaction that occurred on September 23, 2024.

The complainant had two separate encounters with BPS that day. In the first, she was apprehended by the Mobile Crisis Response Team under the *Mental Health Act* and transported to Brantford General Hospital (BGH) for assessment before being released.

Later that evening, she contacted police again to report a missing baby. Officers attended her residence, where she appeared confused and unable to articulate the reason for her call. She was ultimately returned to BGH, where a transfer of care occurred shortly after midnight on September 24.

When SIU investigators contacted her the following day to clarify her complaint, the complainant stated that she had called police because she was in pain and unable to walk. She alleged that during her time at the hospital, a male and a female officer had sexually assaulted her. She further alleged that a nurse touched her sexually while another unidentified male officer stood by observing.

The SIU conducted an investigation and determined there were no grounds that a criminal offence had been completed. The SIU director determined the Complainant “*was of unsound mind at the time and delusional.*”

The ensuing Section 81(1) investigation found the conduct of the officers involved in this incident fall within the duties prescribed in the *Community Safety and Policing Act* and in accordance with Brantford Police Service policies and procedures.

No deficiencies were identified with the policies and procedures of the Brantford Police Service.

The investigation did not identify any issues with the service provided or any conduct by the officers that could be perceived as misconduct or unsatisfactory work performance.

As a result, no action is recommended to be taken.

**BRANTFORD POLICE SERVICES BOARD
MINUTES
THURSDAY, NOVEMBER 27, 2025 – 9:00 A.M.
BOARDROOM, 344 ELGIN STREET, BRANTFORD**

Councillor Mandy Samwell, Vice-Chair in the Chair

ROLL CALL

PRESENT: Councillor Mandy Samwell, Vice-Chair
Dan Houssar
Krupesh Shah

REGRETS: Allan Lovett
Mayor Kevin Davis

ALSO PRESENT: Chief Jason Saunders
Deputy Chief Rich Paolini / Deputy Chief Grant Davies
Police Staff – Insp. K. Reeder, Insp. M. Sciberras, A/Insp. D. Disher, Insp. K. Tollar, Insp. K. Bell-Samson, T. Fischer, S. Moore, J. Fotheringham
Virginia Kershaw, Executive Assistant

1. PRESENTATIONS/DELEGATIONS

None

2. DECLARATIONS OF CONFLICT OF INTEREST
--

None

3. ITEMS FOR CONSIDERATION

Items 3.1 and 3.2 were separated for discussion purposes prior to calling the vote on all Items for Consideration and Consent Items.

3.1 Issues Update – Deputy Chief Reports

Deputy Chief Paolini and Deputy Chief Davies addressed the Board and provided their reports. Questions of clarification were answered by Staff.

3.1.1 Police Station Renovation Project Update

Moved by D. Houssar
Seconded by K. Shah

THAT the report from Deputy Chief Paolini dated November 18, 2025 regarding 344 Elgin Street Construction Update BE RECEIVED.

CARRIED

3.1.2 Monthly Statistical Analysis

Moved by D. Houssar
Seconded by K. Shah

THAT the report from Deputy Chief Davies dated November 6, 2025 regarding Monthly Statistical Analysis (up to October 31, 2025) BE RECEIVED.

CARRIED

3.2 Issues Updates – Chief Saunders

Chief Saunders addressed the Board and provided his reports. He noted that the Service is now N911 complaint and a full report will come back to the Board at their next meeting. Questions of clarification were answered by Staff.

3.2.1 Project Bright Future for Lansdowne Children's Centre

Moved by D. Houssar
Seconded by K. Shah

THAT the report from Chief Saunders dated November 5, 2025 regarding Project Bright Future for Lansdowne Children's Centre BE RECEIVED; and

THAT the Brantford Police Services Board APPROVE officers to provide information on Project Bright Future to members of the community from December 8, 2025 to January 2, 2026.

CARRIED

3.2.2 Privacy Impact Assessments

Moved by D. Houssar
Seconded by K. Shah

THAT the report from Chief Saunders dated November 17, 2025 regarding Privacy Impact Assessments BE RECEIVED.

CARRIED

3.2.3 Implementation and Distribution of Body Worn Cameras

Moved by D. Houssar
Seconded by K. Shah

THAT the report from Acting Inspector Dave Disher dated November 4, 2025 regarding Implementation and Distribution of Body Worn Cameras BE RECEIVED.

CARRIED

3.3 Financial Reports

3.3.1 Monthly Financial Reports

Moved by D. Houssar
Seconded by K. Shah

THAT the following Financial Reports from Insp. K. Bell-Samson dated November 18, 2025 BE RECEIVED:

- Auction Proceeds Trust Account – current to November 14, 2025;
- Police Seized Currency Trust account – current to November 14, 2025;
- Year to Date Variance Report – estimated to November 12, 2025
- Monthly Overtime Report - current to October 31, 2025.

CARRIED

3.4 Report on Section 81(1) Investigations (SIU)

Attached (1) Reports

3.4.1 SIU Investigation 25-OFP-261

Moved by D. Houssar
Seconded by K. Shah

THAT the report prepared by Inspector Kevin Reeder dated November 18, 2025 regarding SIU Investigation 25-OFP-261 (July 1, 2025 Incident) BE ACCEPTED as required under the Community Safety & Policing Act; and

THAT the Board DIRECTS the Chief of Police to post this Report on the internet within 30 days of receiving the Report.

CARRIED

4. CONSENT ITEMS

4.1 Minutes

Moved by D. Houssar
Seconded by K. Shah

THAT the October 23, 2025 Regular Police Services Board Minutes BE APPROVED.

CARRIED

4.2 2026 Meeting Dates (no copy)

Moved by D. Houssar
Seconded by K. Shah

THAT the 2026 Board Meeting dates BE APPROVED:

- Thursday, January 22, 2026
- Thursday, February 26, 2026
- Thursday, March 26, 2026
- Thursday, April 23, 2026
- Thursday, May 28, 2026
- Thursday, June 25, 2026
(July and August – Call of Chair)
- Thursday, September 24, 2026
- Thursday, October 22, 2026
- Thursday, November 26, 2026
(December – Call of Chair)

Regular Public Board meetings will commence at 9:00 a.m., immediately followed by In-Camera Board meetings in the Boardroom at the Brantford Police Station, 344 Elgin Street, Brantford.

CARRIED

5. NEW BUSINESS

5.1 Chair Update on Activities on behalf of Board – (no copy)

None

5.2 New Business Matters from Members of the Board (no copy)

None

6. RESOLUTIONS

None

7. NOTICES OF MOTION

None

8. NEXT MEETING DATE

January 22, 2026

9. ADJOURNMENT

The meeting adjourned at 9:08 a.m.

The minutes of this meeting were adopted on January 22, 2026.

Chair

Executive Assistant

**BRANTFORD POLICE SERVICES BOARD
SPECIAL BOARD MEETING MINUTES
THURSDAY, DECEMBER 18, 2025 – 9:04 A.M.
BOARDROOM, 344 ELGIN STREET, BRANTFORD**

Allan Lovett in the Chair

ROLL CALL

PRESENT: Allan Lovett, Chair
 Councillor Mandy Samwell, Vice-Chair
 Dan Houssar

REGRETS: Mayor Kevin Davis
 Krupesh Shah

ALSO PRESENT: Chief Jason Saunders
 Deputy Chief Rich Paolini / Deputy Chief Grant Davies
 Police Staff – Insp. K. Reeder, Insp. M. Sciberras, A/Insp. D. Disher, Insp. K.
 Tollar, Insp. K. Bell-Samson
 Virginia Kershaw, Executive Assistant

1. PRESENTATIONS/DELEGATIONS

None

2. DECLARATIONS OF CONFLICT OF INTEREST
--

None

3. ITEMS FOR CONSIDERATION

3.1 2026 Operating Budget Submission and Additional Budget Investment/Unmet Needs

Moved by D. Houssar
Seconded by M. Samwell

THAT the Brantford Police Services Board APPROVES the 2026 Operating Base Budget of \$58,165,960 and the additional budget investment (unmet needs) of \$596,199 – resulting in a total Operating Budget of \$58,762,158 for 2026 (7.99% increase from 2025).

CARRIED

3.2 2026 Capital Budget Request

Moved by D. Houssar
Seconded by M. Samwell

That the Brantford Police Services Board APPROVES the proposed 2026 Capital Budget resulting in a total request of \$1,915,000.

CARRIED

3.3 Closure of Capital Accounts

Moved by D. Houssar
Seconded by M. Samwell

The Brantford Police Services Board AUTHORIZE closing several capital accounts, allocating \$326,419 to Police Reserves and return of \$219,651 to the City from closed capital plans and that the Board recommends the funds are transferred to the Police Facility Renovation Project.

CARRIED

3.4 Transfer of Funding in Capital Accounts

Moved by D. Houssar
Seconded by M. Samwell

The Brantford Police Services Board AUTHORIZE the transfer of the capital funding balance in the First Aid Kit account (PD2513) to the Breaching Equipment account (PD2514)

CARRIED

3.5 Creation of New Position

Moved by D. Houssar
Seconded by M. Samwell

THAT the report from Chief Saunders dated December 9, 2025 regarding creation of new position BE RECEIVED.

CARRIED

3.6 Monthly Financial Reports

Moved by D. Houssar
Seconded by M. Samwell

THAT the following Financial Reports from Insp. K. Bell-Samson dated December 10, 2025 BE RECEIVED:

- Auction Proceeds Trust Account – current to December 14, 2025;
- Police Seized Currency Trust account – current to December 14, 2025;
- Monthly Overtime Report - current to November 30, 2025.

CARRIED

3.7 2025 Ontario Association of Police Services Board (OAPSB) Zone 4 Membership Dues

Moved by D. Houssar
Seconded by M. Samwell

THAT the Brantford Police Services Board APPROVE payment of their OASPB Membership for 2025, at a cost of \$50.00.

CARRIED

4. ADJOURNMENT

The meeting adjourned at 9:16 a.m.

The minutes of this meeting were adopted on January 22, 2026.

Chair

Executive Assistant



BOARD REPORT

To: Chief Jason Saunders
Chair and Members
Brantford Police Services Board

From: Inspector Kevin Reeder

Date: January 7, 2026

Subject: 2025 Bias-Based Policing Policy Administrative Review

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RECOMMENDATION:

Consent Report – that the Board receives the report.

BACKGROUND:

Biased-based profiling is the selection of individuals based solely on a common trait of a group. This includes but is not limited to race, ancestry, colour, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity or expression, sexual orientation, or any other identifiable group.

The Charter of Rights and Freedoms guarantees an individual equal protection and equal benefit of the law without discrimination. The Service states its commitment to upholding this right in its values statement (maintaining a strong moral compass based upon trust, dignity and respect). This commitment is put into practice utilizing robust policies and ensuring that citizens are provided with avenues to voice their concerns about how members of the Brantford Police Service perform their duties and training.

The Brantford Police Service relies on the following policies to address bias.

- *Bias Based Profiling*
- *Field Interviews-Street Checks*
- *Code of Conduct and Ethics*
- *Complaints – Public and Internal*
- *Public Complaints – Police Officers (LECA)*
- *Discipline*

Previously, the Commission on the Accreditation of Law Enforcement Agencies (CALEA) required that all accredited member agencies have a written directive governing bias-based policing. Even though the Service is no longer with CALEA, this report has been submitted to demonstrate the Service's policies are compliant.

The policy clearly states the prohibition on bias-based policing while officers are conducting their duties and pays specific attention to person stops, traffic stops, field interviews/street checks, investigative detention, arrest, asset seizure, and forfeiture efforts.

The policy also provides direction to the Chief of Police concerning timely and effective response to allegations of profiling and training requirements. The *Bias-Based Profiling* policy is reviewed annually.

The *Field Interview-Street Checks* policy was created in October 2017 to ensure compliance with the *Collection of Identifying Information in Certain Circumstances – Prohibition and Duties* as per Ontario Regulation 400/23. The policy compliments the *Biased-Based Profiling* policy by specifically addressing the attempt by a police officer to collect identifying information by asking an individual, in a face-to-face encounter, to identify himself or herself or to provide information for the purpose of identifying the individual and includes such an attempt whether or not identifying information is collected.

The policy prohibits the attempted collection identifying information based on bias-based profiling, outlines the responsibilities of officers engaged in the attempted collection of identifying information, gives direction on records retention and management and provides guidelines for the regular auditing and reporting on officer activities.

In 2025, officers conducted a total of 457 person stops and 3,849 vehicle stops which were recorded on the Niche Records Management System.

A random audit of these occurrences showed that majority of these stops resulted in a charge or some type of enforcement action. Most of these stops were conducted because officers observed an offence being committed. A large portion of the persons stops involved the unhoused community loitering on private property and being moved along. There were no occurrences identified in which a person stop was conducted because of biased-based policing.

The 2018 Collection of Identifying Information Biannual Report indicated a sharp decrease in the number of field interviews/street checks starting in 2013 while the number of bias-based complaints has remained steady.

Year	Number of Street Checks	Number of Bias Based Complaints
2013	427	0
2014	309	0
2015	208	0
2016	33	0
2017	6	0
2018	4	1
2019	1	0
2020	0	0
2021	0	0
2022	0	0

2023	0	0
2024	0	1
2025	0	0

Equally as important as robust policies providing direction on bias-based profiling is a robust policy for bias-based misconduct and the ability of citizens to report alleged misconduct. The Code of Ethics found in the *Code of Conduct and Ethics* policy directs that all members shall faithfully fulfill their duties in a just, impartial, and reasonable manner, preserving the equality, rights, and privileges of citizens as afforded by law and accept that all persons rich or poor, old or young, learned or illiterate, are equally entitled to courtesy, understanding, and compassion and not be disparaging of any race, creed, or class of people.

The policy echoes the *Community Safety & Policing Act* in defining misconduct to include failing to treat or protect persons equally without discrimination with respect to police services because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, or disability. The policies, *Complaints – Public and Internal*, *Public Complaints – Police Officers (LECA)*, and *Discipline* also set out the processes for dealing with alleged misconduct and discipline.

Citizens can complain about bias-based policing by contacting the police service directly, by reporting complaints to the Law Enforcement Complaints Agency (LECA), or by reporting complaints to the Inspectorate of Policing.

In 2025, the Service received a total of 73 public complaints, 20 Chief's Complaints and two Inspectorate of Policing complaints. None of these complaints claimed bias-based policing.

Regular training, along with rigorous recruiting practices, is integral to a comprehensive bias-based policing program. All members of the Service receive the following bias-based policing and related training.

Type of Training	Frequency
Bias-Based Policing/Ethics and Diversity	Annually policy review.
Equal Opportunity, Discrimination and Race Relations in the Workplace Policy	Annual policy review.
Anti-Racism	Basic Constable Training (OPC)
COII (Street Checks)	As required. Provided to all new recruits during OPC Basic Constable Training
Canadian Charter of Rights and Freedoms	Basic Constable Training (OPC)
Articulable Cause, reasonable suspicion, investigative detention.	Basic Constable Training (OPC)

Tactical Communication, strategic disengagement, conflict de-escalation, mediation and resolution. (Block Training, Constable Advancement Training)	Annually
--	----------

Bias-based policing continues to be an important topic that garners the attention of government oversight agencies, human rights organizations, and the public at large. It is incumbent upon the Brantford Police Service to continue the review of policies related to bias-based policing on a regular basis for accuracy and relevancy. Compliance with those policies is best monitored by supervisors.

The Brantford Police Service is well situated to address Bias-Based Policing. Existing policies address relevant issues and benefit from regular review and updates. Robust policies, regular training, and a willingness to improve through the exploration of new processes are integral to ensuring that the Service continues to meet and exceed the needs and expectations of the public.



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Inspector Michael Sciberras

Date: January 8, 2026

Subject: 2025 Vehicle Pursuit Annual Report

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RECOMMENDATION:

Acceptance of report.

BACKGROUND:

Legislative and Policy Requirements:

Pursuits in the Province of Ontario are governed by Regulation 397/23 under the *Community Safety and Policing Act*, S.O. 2019.

Section 1, Regulation 397/23 stipulates that a vehicle pursuit occurs when:
a police officer pursues, in a motor vehicle, another motor vehicle that the officer had attempted to stop but that failed to stop and remain in place.

Section 2, Regulation 397/23 criteria for initiating, continuing, and discontinuing vehicle pursuits:

(1) A police officer shall not initiate or continue a vehicle pursuit unless,

(a) the officer has reason to believe that,

(i) a criminal offence has been committed or is about to be committed, and

(ii) stopping the motor vehicle is necessary to apprehend an individual in connection with the offence or to prevent the commission of the offence; or

(b) the purpose of the pursuit is to identify the motor vehicle or an individual inside the motor vehicle.

(2) A police officer shall not initiate a vehicle pursuit unless the officer has first determined that,

(a) the vehicle pursuit is permitted under subsection (1);

(b) there are no alternatives set out in the vehicle pursuit procedures that can readily be implemented in the circumstances; and

(c) the risk to public safety that may result from the pursuit is outweighed by the risk to public safety that may result if,

(i) an individual in the fleeing motor vehicle is not immediately apprehended, or

(ii) the fleeing motor vehicle or an individual in the fleeing motor vehicle is not identified.

(3) Despite subsections (1) and (2), a police officer shall not initiate a vehicle pursuit for a non-criminal offence if the identity of an individual in the fleeing motor vehicle is known.

(4) During a vehicle pursuit, a police officer shall continually reassess the determination of the risk to public safety made under subsection (2).

(5) A police officer shall discontinue a vehicle pursuit if,

(a) due to a change in circumstances, the vehicle pursuit ceases to be permitted under subsection (1);

(b) in the case of a vehicle pursuit for a non-criminal offence, the fleeing motor vehicle or an individual in the fleeing motor vehicle is identified; or

(c) the officer subsequently determines that the risk to public safety that may result from continuing the pursuit is no longer outweighed by the risk to public safety that would result if either of the circumstances described in subclause (2)(c)(i) or (ii) occurs.

(6) For greater certainty, a vehicle pursuit is discontinued for the purposes of this Regulation when police officers are no longer pursuing a fleeing motor vehicle for the purpose of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle.

Training:

The Brantford Police Service provides bi-annual, mandatory Vehicle Pursuit Training for all officers and Communicators that is accredited by the Ministry of Community Safety and Correctional Services. Further training, if required, is available through the Training Unit.

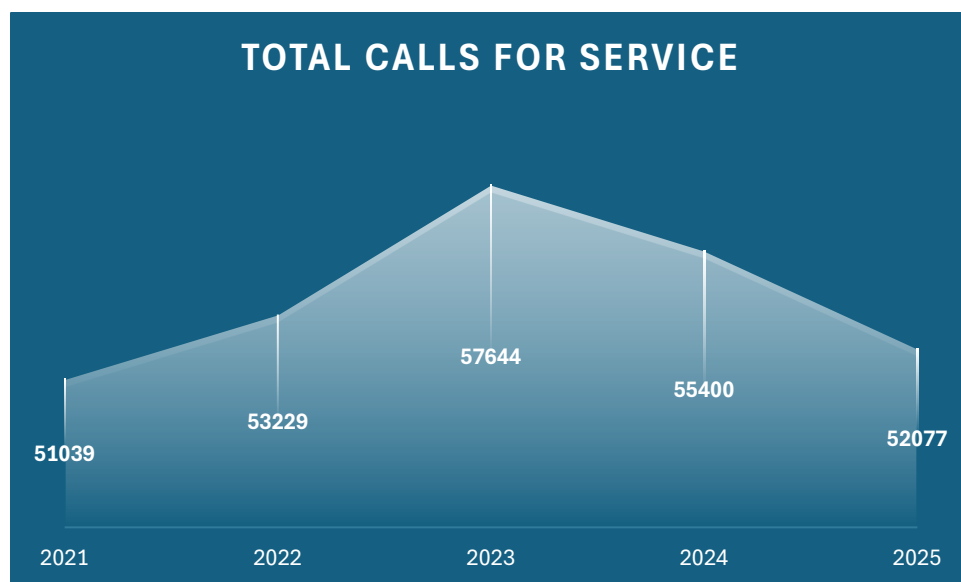
Fail to Stop Reporting and Initiated Pursuits:

A Fail to Stop report is generated when an officer directs a vehicle to stop, the driver of the vehicle fails to comply and flees from the officer. Should the officer decide not to pursue the vehicle, the classification remains a Fail to Stop (FTS). If the officer pursues the fleeing vehicle, it is classified as a Pursuit.

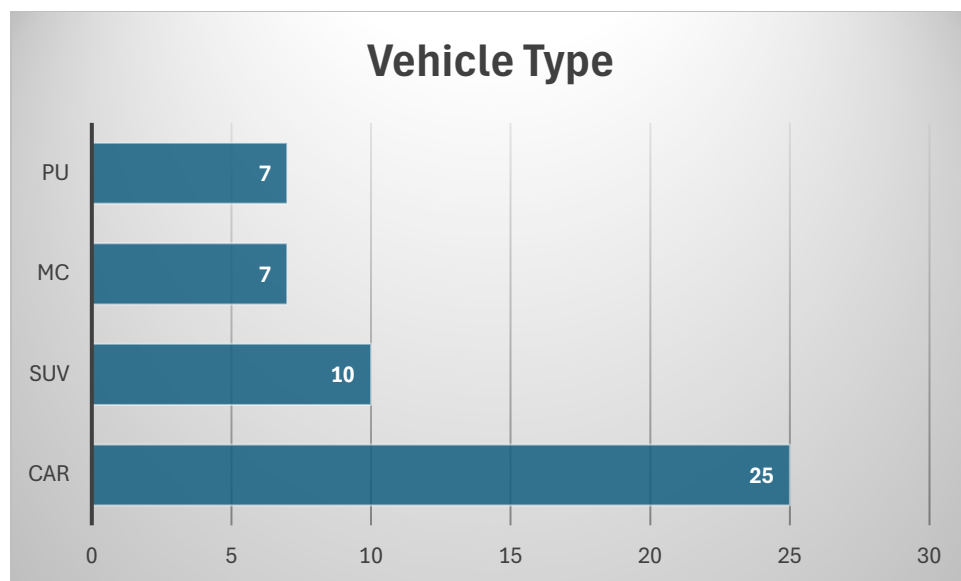
Fail to Stop Incidents 2025



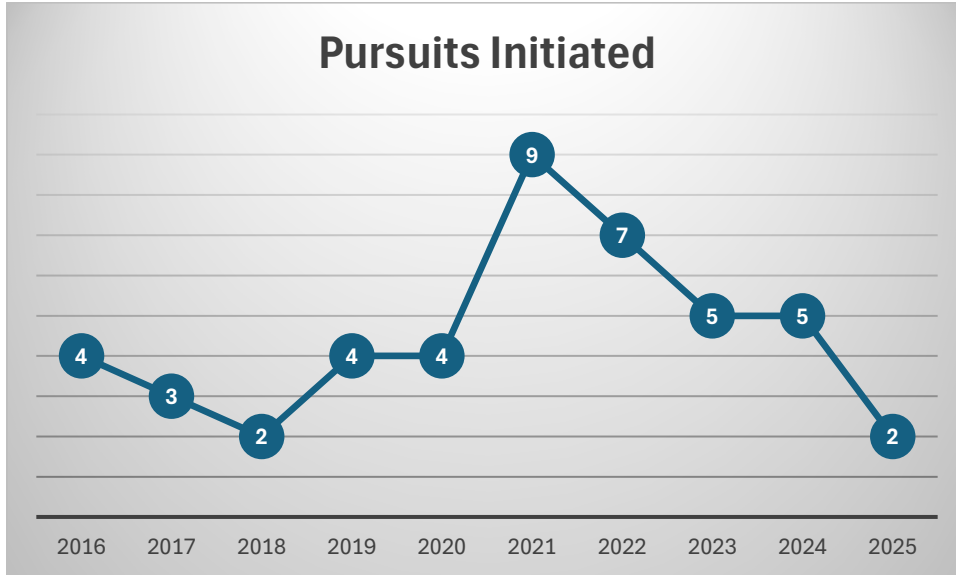
Brantford Police engaged in 49 FTS, 6 less incidents from 2024. The 2025 numbers, represents proximate average to what has been witnessed over the last 10 years (526 incidents/10 years=52.6 incident per year average). Some comparability exists in associating a small reduction in total calls for service received by the BPS and FTS incidents in 2025:



This comparison is indicative that FTS incidents are more associated with subject behaviour or crime trends, then that of officer behaviour. Officers must adhere to the legislative requirements before they initiate, continue, or discontinue a pursuit. Brantford Police Service policy has also reinforced the legislative requirements, prohibiting officers pursuing for property related matters. Types of vehicles encountered was tracked for the first time in 2025, with just over 50% of involved vehicles being cars:



Pursuits Initiated



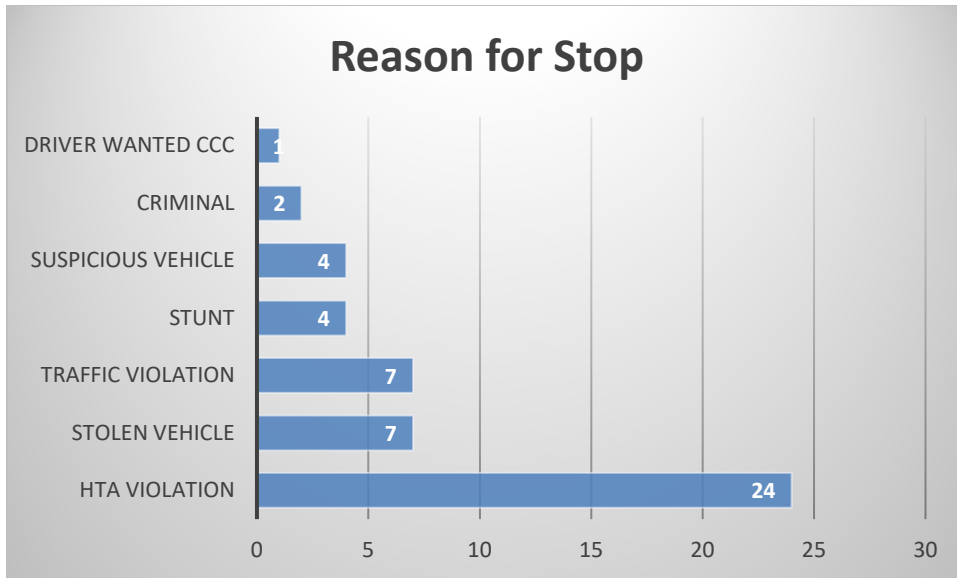
Of the 49 FTS incidents in 2025, BPS officers did not engage a pursuit in 47 incidents (96%). In 2024, officers did not engage a pursuit in 91% of the total incidents when drivers failed to stop. This speaks well for BPS officers, who are demonstrating good judgement and restraint, regularly not continuing pursuits when legislation and policy would otherwise allow it.

Reasons for Pursuit Initiation

2025 saw two pursuits initiated, and are summarized below:

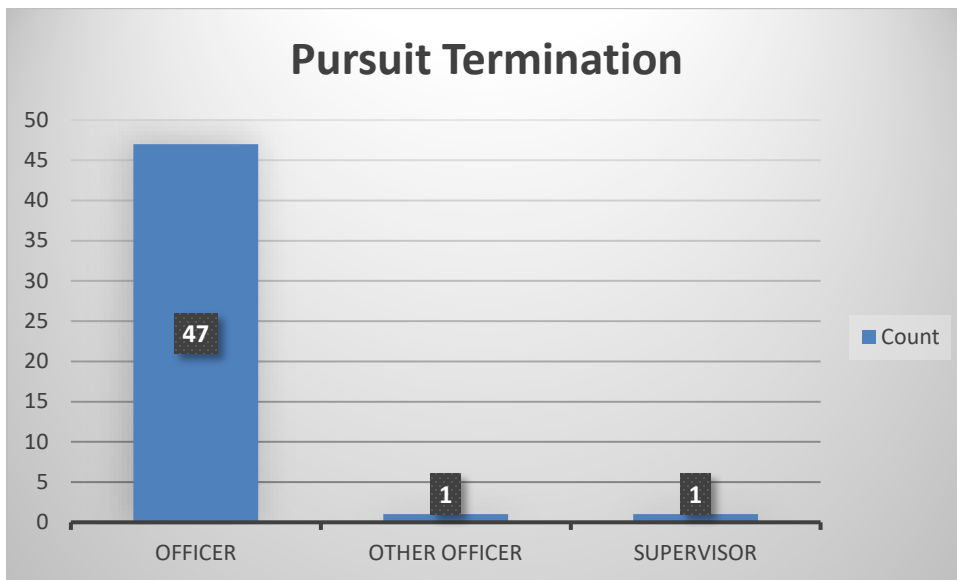
- Suspect from armed robbery, shots fired incident, one party arrested.
- A pursuit that fell out of regulation for traffic purposes that saw officer disciplined for actions.

The reasons that contribute to an FTS incident vary, and can be broken down as follows:

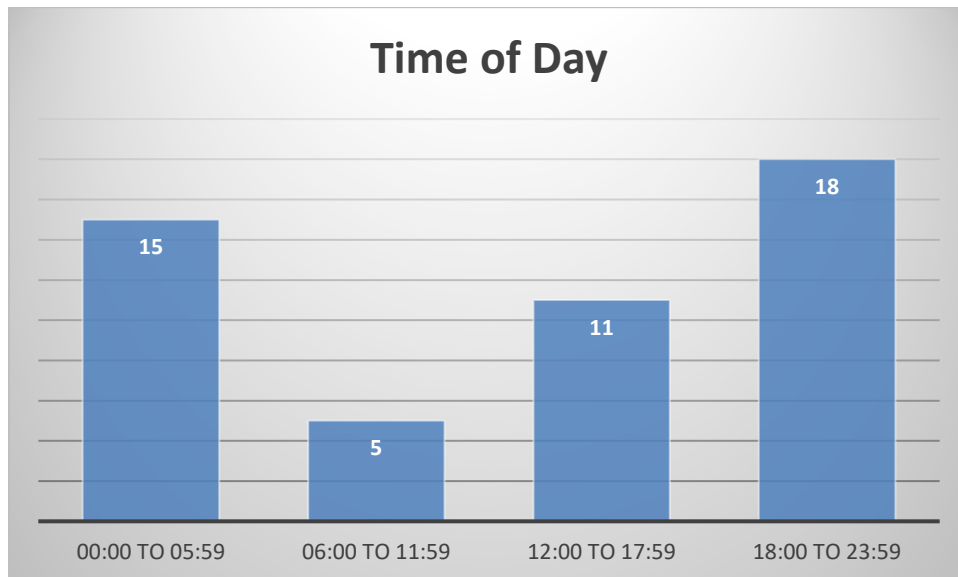
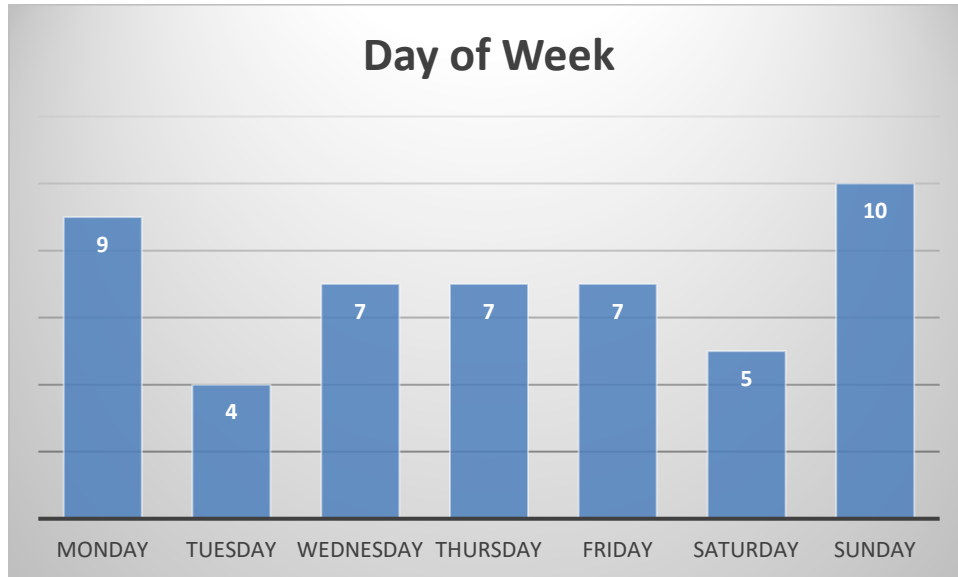


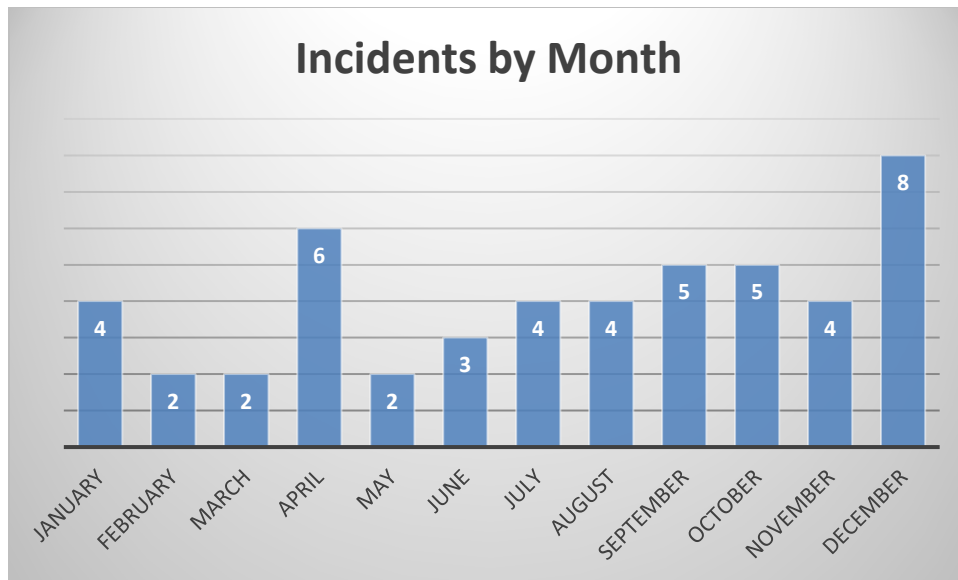
Pursuit Termination

The Regulation puts onus on who is responsible for terminating or discontinuing a pursuit, primarily the involved officer and the identified supervisor. Service policy makes further provisions involving the role of Communicators and their ability to terminate pursuits. In 2025, 96% of FTS incidents were terminated by the involved officer themselves:



Time Analysis





Unlike 2024 with Wednesday, Sunday emerged as the busiest day of the week for FTS incidents in 2025. Adding further to the variance from 2024, which saw the overnight hours as most frequent for FTS incidents, 18 of the 49 (37%) occurred during the evening hours in 2025. December emerged as the monthly outlier in 2025 with 8 incidents.

Charges and Driver Identity

BPS officers were able to lay charges in nine of the 49 FTS incidents in 2025. This comprises an average of 19% of all incidents, and is a drop from 2024, which was 27% of incidents. Officers often diligently investigate FTS incidents well after they occurred as the primary course of action remains driver identification and not initiating pursuits for public safety reasons.

Collisions, Damages, or Injuries

Multiple FTS incidents in 2025 resulted in motor vehicle collisions with damage to police marked units (three incidents). Such incidents result when drivers flee the police attempt to stop. Fortunately, there were no injuries resulting from FTS incidents in 2025.

Supervision

Supervisors are required by policy to assume command and control of any pursuits that occur while they are on duty. They are responsible for monitoring the pursuits, terminating pursuits, ordering alternate tactics, directing officers, ensuring proper procedures are followed, including reviewing the pursuit route. The supervisors could include a Staff Sergeant, who would be monitoring the pursuit over the radio from the Duty Office, or a road Sergeant, who is either monitoring the pursuit from their police car or directly involved in the pursuit.

Supervisors terminated one of the two pursuits in 2025, while the second was terminated immediately by another officer who witnessed the incident. The BPS has remained diligent on road supervision and has continued the practice of having officers complete FTS reports at a time when the new regulation does not call for it. Policy directs supervisors to review the circumstances of the FTS with the officer, followed by submission of an FTS report that is coauthored by the involved officer and the supervisor. Additionally, with the introduction of in-car and body worn cameras in 2025, supervisors can thoroughly review all FTS incidents with more timely accuracy. All FTS incidents are reviewed and documented by the Branch Commander to ensure legislation, policy, and best practices are adhered to.

Conclusion

The BPS continues to see a downward trajectory in the circumstances when officers initiate pursuits. A review of 49 FTS incidents in 2025 demonstrates that for the most part, BPS officers and their supervisors are adhering to both the legislation and internal policy that oversees this type of high-risk police activity. Moreover, the BPS will continue to be diligent in training it's officers to better forecast and prevent FTS incidents from occurring in the first place.

A handwritten signature in black ink, appearing to read "Michael Sciberras".

Michael Sciberras
Inspector of Operations

Solicitor General

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By email

January 12, 2026

To Mayors and Chairs of Police Service Boards in Strong Mayor Power Municipalities,

We are writing to provide information on the powers and roles of municipalities, mayors, and police service boards in establishing a police service board budget, particularly in municipalities with Strong Mayor Powers.

In a strong mayor municipality, the Head of Council has the responsibility to prepare and propose the municipal budget on or before February 1 of each year, which would be subject to a council amendment, head of council veto and council override process.

This municipal budget includes estimates of amounts required during the year, including any amounts required for boards, such as the police service boards budget established in accordance with the *Community Safety and Policing Act, 2019* (CSPA). **The Head of Council's strong mayor budget powers do not include the power to limit police service board budget increases or veto estimates submitted by police service boards.**

The CSPA provides the purposes for which the funding is to be provided to a police service board, establishes a process for submitting budget estimates, municipal approval of such a budget, and the mechanisms available to address disagreements.

Under section 50 of the CSPA, a police service board must submit their operating and capital estimates to the municipality, which is then responsible for establishing an overall budget for the police service board. **Although municipalities are not required to adopt the board's estimates as submitted, they cannot approve or reject specific line items within the estimates.** Municipalities are required to provide police service boards with sufficient funding to comply with the CSPA and its regulations, as well as pay the expenses of the board's operation, excluding remuneration for board members.

There are dispute resolution mechanisms established under the CSPA to address situations in which a police service board is not satisfied that the budget is sufficient to permit the board to comply with the legislation and pay for the board's operation.

The CSPA provides two dispute resolution pathways: the board and municipality may jointly apply to the Commission Chair of the Ontario Police Arbitration and Adjudication Commission (OPAAC) to appoint a conciliation officer, or the board may give the municipality written notice referring the matter to arbitration.

In arbitration, a municipality can argue, among other things, that costs could be reduced if the board entered an agreement to receive services from another police service. If the municipality can show that the board could reasonably have obtained policing services under an agreement (under section 14 of the CSPA, with another police service board or the Commissioner of the Ontario Provincial Police) at a lower cost while still meeting applicable standards, the arbitrator cannot deem the budget insufficient to the extent of the amount that could have been saved by entering into the agreement.

For example, if a police service board seeks funding for a \$15 million policing budget, and the municipality can demonstrate that equivalent services meeting all standards could have been provided through a budget at \$13 million, where some services are provided pursuant to an agreement with another police service, in this case, the arbitrator could not find the budget insufficient to the extent of the additional \$2 million.

Following arbitration, the municipality shall amend the board's budget to reflect the arbitrator's decision.

Thank you for your continued leadership and commitment to protecting our communities. Please consider this information as you work toward establishing police service budgets. If you or your administrative staff require additional information, please contact Nicole Rogers, Manager, Community Safety Policy Unit, Ministry of the Solicitor General, at Nicole.Rogers@ontario.ca or Shira Babins, Manager, Financial Analysis and Reporting Unit, Ministry of Municipal Affairs and Housing, at Shira.Babins@ontario.ca.

Your work and dedication are important in advancing shared priorities and strengthening public safety to protect Ontario.

Sincerely,



The Honourable Michael S. Kerzner
Solicitor General



The Honourable Rob Flack
Minister of Municipal Affairs and Housing

c: Chiefs of Police

Clerks and CAOs, Strong Mayor Powered Municipalities



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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: December 15, 2025

SUBJECT: Inspector General Memo #8: Public release of the first Decisions by
the Inspector General of Policing with accompanying Findings
Reports

I write to inform you of an important development in the work of the Inspectorate of Policing (IoP). On Wednesday, December 17, the IoP will begin publicly releasing my **Inspector General Decisions with accompanying Findings Reports**. These Decisions and Findings Reports flow from the IoP's investigations into public complaints submitted to us under the *Community Safety and Policing Act (CSPA)*. Publishing them is in keeping with our commitment to transparency, accountability and continuous improvement.

Two types of IG Decisions

Under the CSPA, the Inspector General is required to make Decisions and Findings Reports publicly available. These Decisions result from investigations into **Section 106 matters**, which address the conduct of police service board members, and **Section 107 matters**, which examine whether policing services are adequate and effective, comply with the law, and follow policies or procedures set by boards, the Minister, or Chiefs of Police.

Each investigation—whether into board member conduct under section 106 or service delivery under section 107—concludes with a **Findings Report** that sets out the evidence and analysis gathered by the IoP. Based on this report, the Inspector General issues a **Decision** confirming whether or not provincial policing laws and standards have been met. If a board member is found to have committed misconduct, the Inspector General can issue a formal reprimand, suspend the board member and remove the board member from their position. If a police service is found to be in non-compliance with Ontario's policing laws and standards, the Inspector General may issue **Directions** to address the gaps, and if those directions are not followed will **Measures** be imposed to ensure compliance.

Without reference to specific organizations or cases, early Decisions underscore sector-wide compliance requirements and expectations: boards must discharge governance mandates while not directing specific operations, and exercise caution in public communications; services should demonstrate risk-based response and strong dispatch/communication standards; the interpretation of specific requirements for the deployment of specialized equipment; and, professionalism in public engagement is essential.

Importance of an organizational process for Decision review and application

Moving forward, these Decisions and Findings Reports **will be posted regularly** as batches of complaint investigations are completed. As these Decisions are legally binding and will serve as precedent for future matters, **I strongly encourage each police service and board to build in a process to ensure these Decisions are reviewed and, where necessary, integrated into your operations** to avoid future compliance concerns and to improve overall performance. My goal is to support a culture where accountability and excellence go hand in hand.

I want to reiterate what I have consistently emphasized during our engagements with you over the past two years: this next step in the IoP's work is aimed at providing the policing sector with meaningful opportunities to learn from practical examples and to collectively strengthen performance standards. By sharing these Decisions openly, **we aim to provide clarity on how standards are applied, highlight areas of strength, and identify opportunities for improvement in the sector.** This transparency benefits everyone—police services, boards, and the communities we serve—by reinforcing trust and demonstrating that oversight is fair, evidence-based, and focused on strengthening police sector performance across Ontario.

Staying up to date on Decisions and contacting your Advisor

If you have any questions about how these Decisions can be used to support your work, please do not hesitate to contact your Policing Services Liaison Advisor. To stay informed about new Decisions and Findings Reports as they are published, we encourage you to **subscribe to IoP news updates through our website:** www.iopontario.ca.

Thank you for your continued partnership in building a policing system that is transparent, accountable, and responsive to the needs of Ontarians.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

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