

**BRANTFORD POLICE SERVICES BOARD
AGENDA
THURSDAY, JANUARY 23, 2025 – 9:00 A.M.
BOARDROOM, 344 ELGIN STREET, BRANTFORD**

ROLL CALL

ELECTION OF CHAIR AND VICE-CHAIR - 2025
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1. PRESENTATIONS/DELEGATIONS

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

3.1 Issues Update – Interim Deputy Chief Paolini

Attached (3) Reports

3.1.1 Police Station Renovation Project Update

THAT the report from Interim Deputy Chief Paolini dated January 10, 2025 regarding 344 Elgin Street Construction Update BE RECEIVED.

3.1.2 Monthly Statistical Analysis

THAT the report from Interim Deputy Chief Paolini dated January 10, 2025 regarding Monthly Statistical Analysis (December 2024) BE RECEIVED.

3.2 Issues Updates – Interim Chief Saunders

Attached (1) Report

3.2.1 Organizational Chart

THAT the report from Interim Chief Saunders dated January 13, 2025 regarding Organizational Chart BE RECEIVED.

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

Attached (3) Reports

3.3.1 SIU Investigation 24-OFP-378

THAT the report prepared by Inspector Kevin Reeder dated January 9, 2025 regarding SIU Investigation 24-OFP-378 (September 12, 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.

3.4 Financial Reports

THAT the following Financial Reports dated January 15, 2025 BE RECEIVED:

- Auction Proceeds Trust Account – current to December 31, 2024;
- Police Seized Currency Trust account – current to December 31, 2024;
- Monthly Overtime Report - current to December 31, 2024.

3.5 Auction Proceeds Account - Request for Funds – 2025 Special Olympics Summer Provincial Games Sponsorship (Amount to be Determined)

THAT the Brantford Police Services Board approves the transfer of \$(amount to be decided by Board) from the Auction Fund Account to the Special Projects Account #132016 to provide a sponsorship donation to the 2025 Special Olympics Summer Provincial Games.

3.6 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 2025.

3.7 Ontario Association of Police Services Board (OAPSB) – 2025 Membership

THAT the Brantford Police Services Board RENEW their membership for 2025 in the Ontario Association of Police Services Board (OAPSB), at a cost of \$9,605.00 (\$8500. + \$1105. HST).

- 3.8 Police Association of Ontario – Police Employment Conference - February 25-26, 2025** (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 25-26, 2025 Police Employment Conference being held in Toronto, Ontario.

4. CONSENT ITEMS

4.1 Minutes

THAT the November 28, 2024 Regular Police Services Board Minutes and the December 17, 2024 Special Police Services Board Minutes BE APPROVED.

4.2 Annual Reports

THAT the following Annual Reports BE RECEIVED:

- 4.2.1 2024 Collection of Identifying Information Analysis Annual Report
- 4.2.2 2024 Public Complaints Annual Report
- 4.2.3 2024 Annual Vehicle Pursuit Report

4.3 Information Items

THAT the following Information Items BE RECEIVED:

- 4.3.1 Letter from City Clerk dated November 27, 2024 regarding Council appointments to Brantford Police Services Board for term expiring November 14, 2026.

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 27, 2025

9. ADJOURNMENT



BOARD REPORT

Date: January 10, 2025

To: Chief of Police
Chair and Members
Brantford Police Services Board

From: Rich Paolini
Interim Deputy Chief

Subject: 344 Elgin Street – Construction Update

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PURPOSE:

To provide the Brantford Police Service Board with an update on the status of construction at 344 Elgin St.

BACKGROUND:

Construction continues at 344 Elgin Street. Disruption to work progress was minimal over the holiday season. Stakeholders continue to meet on a regular basis.

The following information was reported by Melloul Blamey Construction on January 6, 2025.

Construction Activities and Planned Construction

Construction Activities Week of Jan 6-10, 2024

- Work continues involving safety protocols and procedures, reviewing shop drawings, and installing miscellaneous guard rails.
- Electrical work for block A.
- Construction of the exterior wall at the generator building.
- The installation of re-bar for thickened slab areas in new cell area.
- Roughing in underground for block A plumbing.
- Cutting the remainder of the concrete wall at the shooting range and existing shop

area.

- Framing work on the walls of block B garage addition.

These construction activities will continue into the week of January 13, 2025. No delays of concern are expected.



See the attached appendix A - Construction Progress Chart.

RECOMMENDATION:

Receive the Construction Update report.

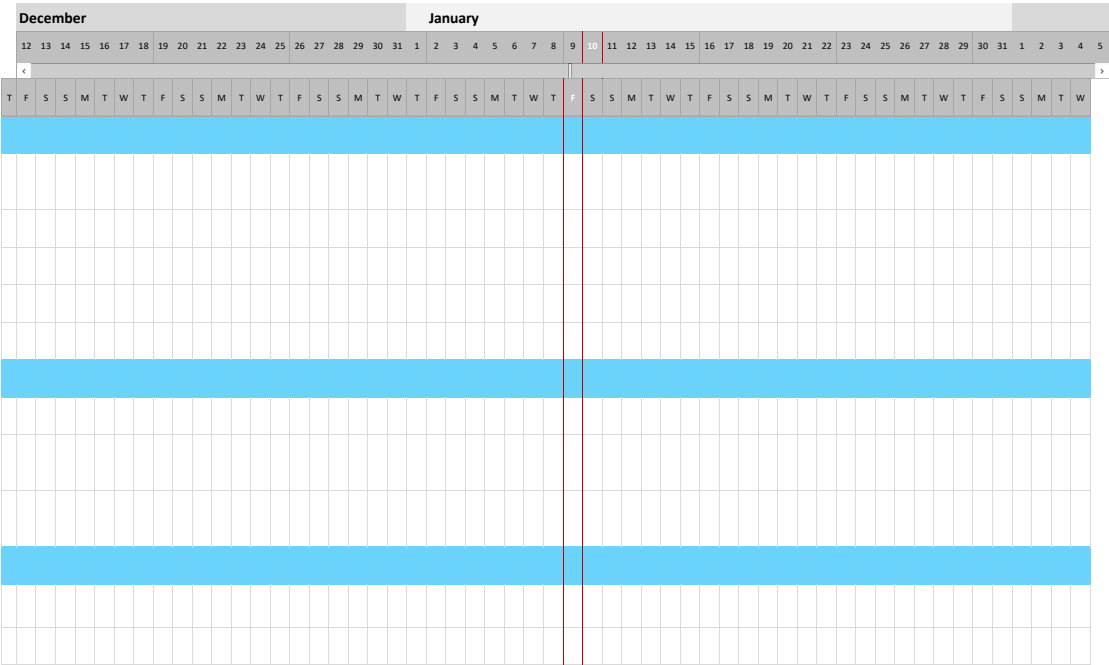
Construction Update - 344 Elgin Street

Brantford Police Service
Acting Deputy Chief Rich Paolini

Project start date: 2024-06-10
Scrolling increment: 185

Milestone description	Category	Progress	Start	End	Days
Phase 1	On Schedule	<div><div></div></div> 7%	2024-06-10	2026-01-06	575
Preparation of the construction site on the north side of the building. Construction of new generator site.	On Schedule				
Construction of new tower on northwest corner.	On Schedule				
Garage addition.	On Schedule				
Abatement of firing range.	On Schedule				
Renovation of interior area.	On Schedule				
Phase 2	On Schedule	<div><div></div></div> 0%	2024-06-10	2026-06-02	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	On Schedule	<div><div></div></div> 0%	2024-06-10	2026-11-30	903
Construction/renovation of classroom, offices and washroom.					
Renovation of existing Administration area.					

Legend: On Schedule Behind Schedule Complete





BOARD REPORT

Date: January 10, 2025

To: Chair and Members
Brantford Police Services Board

From: Rich Paolini
Interim Deputy Chief

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 31, 2024.

BACKGROUND:

This report reflects occurrence counts for a two week period, month-to-date and year-to-date compared against the averages of the previous five years. It is intended to provide a high-level overview only.

		Dec 16-31 2024	Dec 16-31 Hist. AVG	Dec 2024 to Date	Dec 2023 to Date	2024 YTD	YTD Hist. AVG
Property Occurrences	Occurrence						
	Break and Enter Totals*	22	21	40	28	348	516
	Break and Enters - Residential	3	11	12	16	187	287
	Break and Enters - Commercial	8	6	15	10	96	158
	Theft Under - Shoplifting	18	22	32	36	722	544
	Theft Under - Theft from Vehicles	12	24	30	27	363	566
	Theft Motor Vehicle	16	8	26	20	249	174

Violent Occurrences	Occurrence						
	Robbery Total*	0	2	2	4	52	62
	Robbery - Commercial	0	2	0	0	10	19
	Robbery - Person on Person	0	1	2	3	27	37
	Assaults Totals *	11	16	32	38	498	427
	Offensive Weapons Total*	3	5	6	14	139	124
	Offensive Weapons - Possession of Weapons*	2	3	5	3	42	68
	Domestic Disputes Total*	52	60	105	115	1445	1542
	Domestic Others Total*	44	27	73	41	695	682
	Elder Abuse Total*	0	1	1	0	11	8
Elder Abuse - Mandatory Reporting	0	0	0	0	2	2	

Mental Health	Occurrence						
	Sudden Death - Suicide	0	1	0	0	3	6
	Attempt Suicide*	4	4	6	3	68	109
	Mentally Ill*	41	32	77	50	768	878
	Mentally Ill - Apprehended w. Order	9	4	17	5	132	90
	Mentally Ill - Apprehended w/o Order	18	14	37	28	334	351
	Mentally Ill - Voluntary Transport	4	4	6	5	63	104
	Mentally Ill - GOA & Insufficient grounds	9	8	12	9	159	252

Public Disorder	Occurrence						
	Unwanted Person Total*	185	112	333	250	3583	2416
	Disturbances Total*	6	10	10	17	205	307
	Liquor Offences Total*	1	1	1	1	55	113
	Liquor Offences - Licensed	0	0	0	0	1	2
	Intoxicated Person Total*	4	7	11	8	158	202
	Intoxicated Person - Taken into Custody	1	2	5	0	54	41

Fraud	Number of Occurrences						
	Fraud Financial Institution Total*	1	4	1	6	54	83
	Fraud Financial Inst. - Credit Card Fraud	0	3	0	3	44	74
	General Fraud Total*	13	12	22	28	478	340
	General Fraud - Utter Forged Documents	1	2	1	3	43	48
	General Fraud - False Pretences	2	2	4	3	87	79
	General Fraud - Internet Fraud	0	6	4	14	184	114
	Counterfeit Total*	0	2	1	8	27	22
	Personal Fraud Total*	7	3	14	11	170	104
	Personal Fraud - Identity Theft	6	1	13	2	73	76
	Personal Fraud - Identity Fraud	0	3	0	9	92	27

The Brantford Police Service responded to over 50 000 calls for service in 2024. Of these occurrences there were 6903 vehicle stops initiated by our officers. Occurrence and charge counts along with other reporting methods assist police to determine the most efficient use of police resources. Developing trends or changes are used by planners to develop programs and strategies to address public safety issues and crime preventions initiatives.

RECOMMENDATION:

Receive the Monthly Statistical Analysis Report.



BOARD REPORT

Date: January 13, 2025

To: Chair and Members
Brantford Police Services Board

From: Interim Chief Jason Saunders

Subject: Organizational Chart

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PURPOSE:

To provide the board with an updated organizational chart.

BACKGROUND:

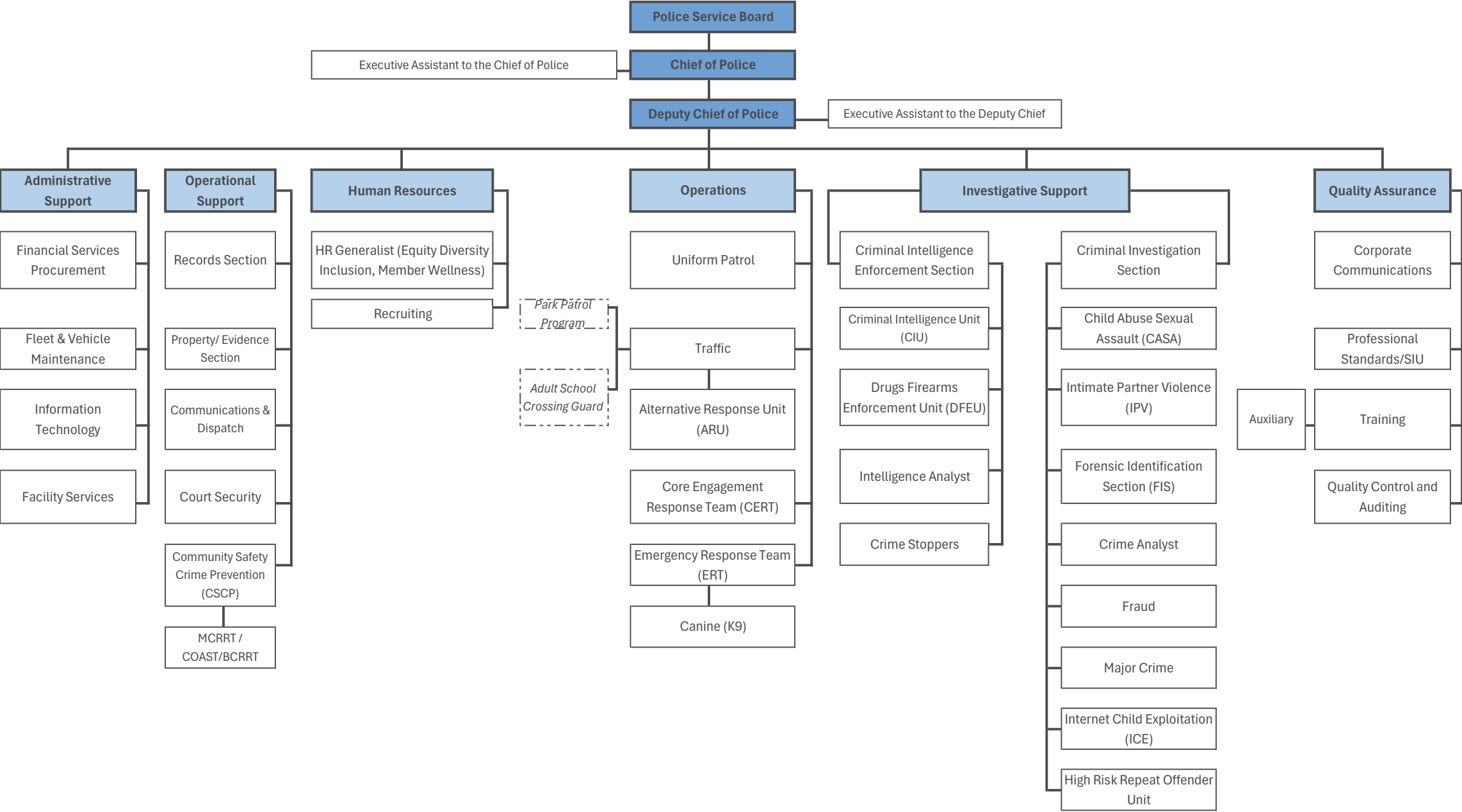
In 2024, the Organizational Chart was updated to reflect immediate changes that were required within the Service.

Under policy #01-056 "*Organizational Structure*"; the Chief of Police is required to review the organizational structure of the police service on an annual basis and update the Organizational Chart as required. This report is confirmation that the structure has been reviewed in January 2025.

Upon review of the structure of the Service, some additional changes have been made to the Organizational Chart, which is attached to this report.

RECOMMENDATION:

The Board receives this report.





BOARD REPORT

Date: January 9, 2025

To: Chair and Members
Brantford Police Services Board

From: Inspector Kevin Reeder

Subject: Report on Section 81(1) Investigation (SIU)
(SIU 24-OFP-378)

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PURPOSE:

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.

BACKGROUND:

In the early morning of September 12, 2024, BPS officers were dispatched to an apartment in the area of Marlene Avenue, Brantford. Security at the building had contacted police to report a disturbance in the apartment involving a male armed with a knife having reportedly assaulted another male.

Several officers responded and arrived on scene, shortly before 2:00AM. The tenant exited the apartment and provided the officers with the key. He confirmed that the subject was inside the residence and had earlier threatened someone with a knife.

The officers opened the door and observed the subject at the back of the apartment. He was carrying a knife in his back pocket and another around his waist in a sheath. Officers were equipped with both lethal and less lethal use of force options. The subject was ordered to place the knives on the floor and did so. From the doorway's threshold the officers communicated with the subject. They explained that he was under arrest for assault and ordered him to place himself on the floor. The subject said he would kill himself if the officers entered the apartment and told them at one point to shoot him in the head. At about 2:30AM, he retrieved a couple of other knives nearby and held them to his head and abdomen as his level of agitation increased. He subsequently let go of one knife but held onto the other.

At about 2:49AM, an ERT officer (the subject official) fired a single round from his ARWEN. The projectile struck the subject in the groin. Directed to drop the knife, the subject did so before he fell onto a nearby bed. The officers entered the apartment, approached the subject and handcuffed him without further incident.

The subject was taken to hospital after his arrest and found to be without serious injury.

The SIU was contacted and initiated an investigation.

The SIU has concluded their investigation and found there are no reasonable grounds to believe that the subject official committed a criminal offence in connection with the use of the ARWEN.

The SIU concluded:

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

The officers were within their rights in seeking to arrest the subject. Given the information at their disposal from the call to police and the complainant, they had grounds to believe

that the subject had assaulted another male with a weapon and were entitled to take him into custody on that basis.

The force used by the subject official to effect the subject's arrest was justified. The officers comported themselves in a measured fashion from the moment of their arrival. Having attempted to negotiate the subject's safe surrender over a period of about an hour, it made sense to consider other options in light of the subject's growing agitation and the ever present risk that he might attempt to harm himself with the knife or turn it against the officers. Rushing into a physical confrontation with the subject was not a realistic option given the knife in his possession. The use of the ARWEN was a reasonable tactic in the circumstances. If it worked as designed, the impact of the ARWEN round would sufficiently distract or deter the subject without inflicting serious injury to allow the officers to safely approach and apprehend him. That, in essence, is what occurred.

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

CONCLUSION:

The ensuing Section 81(1) investigation conducted by the Professional Standards Section found the conduct of the officers involved in this incident were in accordance with the requirements prescribed in the *Community Safety and Policing Act* and the Brantford Police Service policies and procedures.

There was no evidence to suggest the officers involved committed misconduct or unsatisfactory work performance.

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

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

RECOMMENDATIONS:

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.



BOARD REPORT

Date: January 15th, 2025

To: Chair and Members
Brantford Police Services Board

From: Inspector Kristen Bell-Samson, Administration

Subject: Financial Reports

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PURPOSE:

To provide the year to date financial report current to December 31, 2024.

BACKGROUND:

See attached appendices:

Appendix A – Auction Proceeds Trust Account current to December 31st, 2024

Appendix B – Police Seized Currency Trust Account current to December 31st, 2024

Appendix C – Monthly Overtime Report current to December 31st, 2024

RECOMMENDATION:

Report Only

Appendix A - Auction Proceeds Trust Account (TF0706) For the period ending DECEMBER 31, 2024			
2023 ending balance			\$ 67,671.84
Revenue			
Auction Net Proceeds - as per policy #07-01(132016.67590)			
	Prior Year*	(2,463.24)	
	January	-	
	February	2,463.24	
	April	294.58	
	June	108.13	
	September	2,612.19	
	October	716.76	
Total Auction Net Proceeds			3,731.66
Investment Income earned (TF0706.43410)			6,589.25
Found money - as per policy #91-04 (132001.43722)			
	Prior Year*	-	
	January	-	
	February	1,930.90	
	April	429.46	
	May	358.02	
	June	542.33	
	August	197.11	
	September	241.12	
	October	338.48	
	November		
	December		
Total Found Money			4,037.42
Total Revenue			14,358.33
Expenditures (132016.45115)			
Date	Sec.	Description	
08-Feb-24	3.1.2	3.1.2 Auction Proceeds Account - Request for Funds – Drafting an Athlete for the Special Olympics Games	250.00
09-May-24	3.5	3.5 Auction Proceeds Account - Request for Funds – Brantford Police Association / Charity Golf Tournament in Support of Stedman Community Hospice / June 14, 2024 Event	2,000.00
13-Jun-24	3.6	Auction Proceeds Account - Request for Funds – CAA Safety Patrol Program (Annual request)	1,500.00
30-Apr-24		Transfer back to Trust 0706 due to 2023 Retirement Banquet cancellation	(750.00)
24-Oct-24	3.2.2	Auction Proceeds Account - Request for Funds – Lansdowne Children's Centre Foundation – The Eras Gala / November 16, 2024 Event	1,000.00
24-Oct-24	3.7	Auction Proceeds Account - Request for Funds – Thank-A-Vet Luncheon / November 2, 2024 Event	500.00
28-Nov-24	3.2.1	Auction Proceeds Account - Request for Funds – Food Bank Donation	1,000.00
Total Expenditures as approved by board motion			5,500.00
Balance at December 31, 2024			\$ 76,530.17

Appendix B - Police Seized Currency Trust Account (TF0707)				
For the period ending December 31, 2024				
2023 ending balance		\$	61,654.97	
2024 Deposits:				
Deposit date:	Incident #	Date Seized	Amount	Notes
Disbursements:				
Total balance as at December 31, 2024		\$	61,654.97	

Appendix C - Monthly Overtime Hours Report
January - December 2024

Below is an overview of monthly overtime report from January to December 2024. Business units that have been highlighted show an elevated level of overtime hours (12-Month Average >15 hours/FTF/Month), relative to the number of full-time employees in that business unit.

BU Number	BU Name	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Average (12-Month)	Head Count (FTF)	Average/ Head Count
132000	POLICE DEPARTMENT ADMIN				8.25									0.69	2	0.34
132003	CANINE UNIT	36.25	42.25	37.50	32.00	41.00	48.38	26.25	51.75	57.25	101.50	21.50	30.00	43.80	2	21.90
132005	EMERGENCY RESPONSE TEAM	57.25	37.50	5.00	17.00	9.25	7.50	3.00	20.75	24.00	79.50	20.50	74.00	29.60	1	29.60
132005	COMMUNITY SAFETY/CRIME PREVENT	12.25	9.00	15.00	8.00	8.00	37.50	17.50	7.50		40.75	52.75		16.69	7	2.38
132007	INFORMATION TECHNOLOGY SYSTEMS	6.00		13.50	24.00	13.50	6.00	18.00	3.75	12.00		7.50		8.69	4	2.17
132010	COURT SECURITY	453.63	355.63	249.38	290.38	326.63	288.38	294.88	226.38	246.38	318.38	225.13	247.63	293.56	21	13.98
132014	SCHOOL SAFETY PROGRAM			-										-	1	-
132023	POLICE FACILITY MAINTENANCE	9.50	31.00	15.00	9.50	11.75	6.00	13.50	8.00	63.50	17.00	12.00	13.50	17.52	4	4.38
132024	POLICE FLEET MANAGEMENT			-				16.75						1.40	1	1.40
132120	CORPORATE COMMUNICATION	3.75		-	6.00			6.00					5.25	1.75	1	1.75
132130	HUMAN RESOURCES	5.00	1.00	7.50	6.00									1.63	2	0.81
132131	RECRUITING			-										-	2	-
132140	BPS SPECIAL PROJECTS	130.50	185.00	98.25	279.25	396.75	301.13	242.50	196.00	247.25	268.38	381.75	335.00	254.73	12	21.23
132200	DEPUTY CHIEF			-										-	1	-
132300	CHIEF FINANCIAL OFFICER			-										-	1	-
132310	FINANCE	22.88	6.00	24.38	22.75				32.25	7.50				7.75	3	2.58
132400	OPERATIONS			-										1.90	1	1.90
132410	PLATOON A	433.38	549.63	214.00	211.75	622.00	569.00	705.63	439.75	697.00	883.00	576.63	853.38	562.93	27	20.85
132411	PLATOON B	362.88	816.75	251.13	327.75	573.88	459.75	981.88	458.88	808.38	1,008.88	702.38	940.37	641.07	24	26.71
132412	PLATOON C	451.13	461.50	364.13	469.63	316.13	501.00	729.16	351.63	426.38	790.88	491.38	666.63	501.63	28	17.92
132413	PLATOON D	530.25	654.25	234.50	445.75	387.13	607.25	425.25	291.38	483.25	992.63	679.00	514.38	520.42	24	21.68
132414	BETTER ENGAGEMENT ACTION TEAM	18.00		-	5.63			52.00		15.00	69.88	23.00	23.50	17.25	4	4.31
132415	ALTERNATIVE RESPONSE UNIT (ARU)	6.00	4.00	-	16.00	14.00	6.00	9.50		9.00	6.00	3.00		6.13	4	1.53
132416	TRAFFIC	82.75	105.25	163.50	86.38	104.13	101.38	72.00	97.00	119.75	165.00	298.75	158.25	129.51	6	21.59
132417	OUTWARD FACING	60.38	40.50	43.00	49.13	66.75	83.25	122.50	83.00	45.00	84.50	58.63	56.50	66.09	7	9.44
132420	TRAINING	181.50	173.25	1.50	16.50	16.00	21.00	88.50	18.00	69.00	102.00	220.25	132.00	87.46	6	14.58
132500	CRIMINAL INVESTIGATION	17.25	4.50	1.50	19.50	1.50		2.00	32.25	36.00	35.50	17.00	18.75	15.48	4	3.87
132510	CHILD ABUSE/SEXUAL ASSAULT	68.75	61.88	35.25	65.63	39.00	53.25	131.75	51.00	80.00	44.38	36.00	42.00	59.07	5	11.81
132511	DOMESTIC VIOLENCE	109.00	118.38	18.00	47.75	180.00	116.75	208.50	39.00	205.50	105.50	105.50	135.75	115.80	4	28.95
132512	FORENSIC IDENTIFICATION	106.25	99.63	85.38	140.38	63.92	78.75	280.25	60.23	151.48	117.50	63.54	21.00	105.69	6	17.62
132513	CRIME ANALYSIS			-					9.00	117.00	129.50	63.00	117.00	55.67	1	55.67
132514	FRUAD	38.25	12.75	11.25	16.50	48.00	83.50	149.00	9.00	37.50	64.50	66.00	36.00	34.90	2	17.45
132550	MAJOR CRIME	193.50	152.63	181.75	127.00	259.50	103.00	226.75	107.00	100.75	140.25	169.50	165.00	160.55	8	20.07
132551	HIGH RISK/REPEAT OFFENDER	15.75	6.00	25.50	42.00	38.00	32.00	42.00	20.00	65.00	18.00	47.00	45.00	33.02	2	16.51
132552	INTERNET CHILD EXPLOITATION	4.50	7.50	14.25	10.88	33.25	28.13	26.50	70.50	17.50	29.88	9.50	42.75	24.59	6	4.10
132553	CRIMINAL INTELLIGENCE UNIT	57.50	71.25	-	22.50	57.25	41.75	19.50	77.00	7.50	93.50	69.75	14.25	44.31	8	5.54
132554	TIGLER	252.75	84.38	81.75	55.50	84.50	20.25	66.25	133.25	55.00	107.25	31.50	34.00	83.86	4	20.97
132555	HEAT	230.00	284.50	70.50	35.25	23.00	28.50	84.50	108.00	25.50	122.13	28.00	41.55	90.12	5	18.02
132600	QUALITY ASSURANCE			-										-	1	-
132610	911 CALL CENTRE	655.88	900.13	976.13	829.25	866.50	864.63	730.75	852.25	759.63	706.13	1,029.38	990.63	846.77	21	40.32
132640	PROFESSIONAL STANDARDS						7.50	4.50						1.00	1	-
132640	RECORDS	230.00	200.00	313.13	292.00	70.00	66.50	191.50	244.00	164.00	137.50	285.25	344.50	212.28	34	6.24
132660	CALEA			-										-	1	-
132670	EDUCATION MANAGEMENT			87.00	9.00	45.00				13.50				12.88	3	4.29
Total - Current Year		4,842.63	5,485.00	3,638.63	4,036.75	4,716.29	4,586.00	6,022.53	4,125.48	5,161.48	6,779.75	5,805.04	6,098.54	5,108.18		
Total - Last Year		5,185.68	4,565.49	3,809.34	5,853.65	4,907.50	5,994.61	5,433.68	6,147.77	6,243.72	6,447.65	7,330.83	5,188.38	5,591.54		
Difference		-343.05	919.51	-170.72	-1,816.90	-191.21	-1,308.61	588.85	-2,022.30	-1,082.24	332.10	-1,525.79	909.96	-483.36		



Special Olympics
Ontario



December 2024

Subject: 2025 Special Olympics Summer Provincial Games

To: The Brantford Police Services Board

Special Olympics Ontario is proud of their accomplishments, successes, and growth. With over 23,000 registered athletes participating in programs across the province, Special Olympics is the only organization that provides sports training and competition for individuals with intellectual disabilities.

The 2025 Provincial Summer Games, presented by the Wayne Gretzky Foundation, will be held in Brantford, Brant County and Six Nations from July 10-13, 2025. The Brantford Police Service, in partnership with Six Nations Police and the Ontario Provincial Police, is excited to welcome over 900 athletes from across Ontario to the City of Brantford. Athletes will compete in five diverse and exciting sports: Athletics, Bocce, Golf, Soccer, and Softball. These Games are the pinnacle of competition for Special Olympics athletes in Ontario and a celebration of the incredible abilities of individuals with intellectual disabilities.

It is hoped that the Brantford Police Services Board can support this monumental event through sponsorship —every contribution helps. Special Olympics relies on community support for the event revenue to ensure the organizational goal of maintaining financial accessibility to these Games. That said, athlete registration is \$50, the same as it was in the 1990s. The true cost of these games including travel, accommodation, and competition is well over \$600 per athlete.

I wish to thank the Brantford Police Services Board in advance for their consideration about sponsorship to ensure these Games are a success and possibility!

Yours respectfully,

Christine McCallum#352

Detective Christine McCallum#352

Games Manager -2025 Special Olympics Summer Provincial Games

Special Olympics Ontario

65 Overlea Blvd, Suite 200, Toronto, ON, M4H1P1

Tel 416-447-8326 / 1-888-333-5515 Fax 416-447-6336

www.specialolympicsontario.com Twitter @SOOntario

Registered Charitable Number - 11906 8435 RR0001

Created by the Joseph P. Kennedy Jr. Foundation for the benefit of persons with intellectual disabilities.

Ontario Association of Police Services Boards
PO Box 43058
London RPO Highland, ON N6J 0A7
Tel 1-800-831-7727
E-Mail oapsb@oapsb.ca



Ontario
Association of
Police Services
Boards

INVOICE 88 PO NUMBER

2024-10-21

BILL TO

MESSAGE

Brantford Police Service Board
Virginia Kershaw
344 Elgin Street P.O. Box 1116
Brantford, ON N3T 5T3

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	Force Size 201-300 Annual	8,500.00	8,500.00
	SUBTOTAL		8,500.00
	SALES TAX		1,105.00
	SHIPPING & HANDLING		0.00
	TOTAL		9,605.00
	PAYMENT/CREDIT/WRITE OFF/DISCOUNTS APPLIED		(0.00)
	TOTAL DUE BY 2024-10-21		9,605.00

Thank you for your business!

CURRENT	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	TOTAL OPEN INVOICE
9,605.00	0.00	0.00	0.00	9,605.00

[Submit payment online here](#)



Police Employment Conference 2025

Join Us February 25–26 for the 2025 Police Employment Conference – Shaping the Future of Police Workplaces Together!

The [2025 Police Employment Conference](#) is the premier event for representatives of police associations and employers to come together and tackle the most pressing issues impacting police workplaces today.

Hosted at the [Toronto Airport Marriott Hotel](#), this is your opportunity to engage with leading experts, share experiences, and gain valuable insights into navigating the evolving challenges of the police employment landscape.

Key topics on the agenda include:

- **CSPA and Workplace Issues:** As the Community Safety and Policing Act nears its one-year anniversary of coming into force, delve into its impact on police workplaces. From operational challenges to workplace rights, discover how this transformative legislation is reshaping the sector and what it means for the future of policing.
- **Probationary Periods:** An in-depth look at the challenges and best practices for both uniform and civilian bargaining units, helping you build strong foundations in your workforce.
- **Collective Bargaining Update:** Get up to speed on the latest developments in police sector bargaining, including the implications of Ontario's new statutory framework and the hot-button issues being negotiated and arbitrated nationwide.
- **Health and Welfare Benefits:** Gain practical advice on navigating changes at the bargaining table, with innovative ideas for collective agreement language that supports your members' well-being.
- **Disability Accommodation:** Explore the complexities of the legal and bargaining landscape to effectively address disability accommodation in police employment.

- **Police Disciplinary Decisions:** A review of the year's most impactful decisions, offering insights into how they shape workplace policies and practices.
- **Human Rights in the Workplace:** Understand key human rights decisions and learn how to apply them to ensure compliance and foster an inclusive environment.

Registration details:

The conference will be held on February 25–26, 2025, at the Toronto Airport Marriott Hotel. Early bird registration is \$800 + HST until January 17, 2025, after which the fee will increase to \$900 + HST. The final registration deadline is February 17, 2025.

For more information, registration, and hotel bookings, visit the event website using the link below

[Visit event website](#)



Police
Association
of Ontario



**BRANTFORD POLICE SERVICES BOARD
MINUTES
THURSDAY, NOVEMBER 28, 2024 – 9:00 A.M.
BOARDROOM, 344 ELGIN STREET, BRANTFORD**

Allan Lovett in the Chair

ROLL CALL

PRESENT: Allan Lovett, Chair
 Councillor Mandy Samwell, Vice-Chair
 Mayor Kevin Davis
 Dan Houssar
 Krupesh Shah

ALSO PRESENT: Interim Chief Jason Saunders
 Interim Deputy Chief Rich Paolini
 Police Staff – Insp. K. Reeder, Insp. G. Davies, A/Insp. M. Scibberas, T. Fischer
 Virginia Kershaw, Executive Assistant

1. PRESENTATIONS/DELEGATIONS

None

2. DECLARATIONS OF CONFLICT OF INTEREST
--

None

3. ITEMS FOR CONSIDERATION

Item 3.1, 3.2, 3.3 and 3.4 were separated for discussion purposes prior to calling the vote on all Items for Consideration and Consent Items.

3.1 Issues Update – Interim Deputy Chief Paolini
Attached (3) Reports

Interim Chief Saunders presented Interim Deputy Chief Paolini's reports in his absence.

3.1.1 Police Station Renovation Project Update

Moved by D. Houssar
Seconded by M. Samwell

THAT the report from Interim Deputy Chief Paolini dated November 19, 2024 regarding 344 Elgin Street Construction Update BE RECEIVED.

CARRIED

3.1.2 Military Veterans Wellness Program

Moved by D. Houssar
Seconded by M. Samwell

THAT the report from Interim Deputy Chief Paolini dated November 18, 2024 regarding Military Veterans Wellness Program BE RECEIVED.

CARRIED

3.1.3 Monthly Statistical Analysis

Moved by D. Houssar
Seconded by M. Samwell

THAT the report from Interim Deputy Chief Paolini dated November 19, 2024 regarding Monthly Statistical Analysis BE RECEIVED.

CARRIED

3.2 Issues Updates – Interim Chief Saunders
Attached (1) Report

Since issuing the agenda last week, the following reports, information and updates have been circulated to Board members. Interim Chief noted that the PROSE Program within Grand Erie District School Board has commenced, with the hopes of expanding this program.

Interim Chief Saunders noted that the resolution relating to Item 3.5 (Transfer to Reserve Request) is no longer required. Additional information was distributed to members of the Board relating to grants being called for the Closed-Circuit Television Grant Program. He noted that an application will be submitted through Insp. Tollar. A MOU between the City, Police and the Board is currently being worked on to provide for the City to become a Special Constable employer with the Board making the appointments for the Special Constables.

3.2.1 Food Bank Donation Request from Auction Proceeds Account

Moved by D. Houssar
Seconded by M. Samwell

THAT the Brantford Police Services Board approves the transfer of \$1,000. from the Auction Fund Account to the Special Projects Account #132016 to provide a donation to the Brantford Food Bank.

CARRIED

3.2.2 Disciplinary Measures Imposed – Biannual Report

Moved by D. Houssar
Seconded by M. Samwell

THAT the Police Services Board ACCEPT this Report dated November 21, 2024, and DIRECT that it be published on the Internet within 30 days of receiving it, and FORWARD to the Law Enforcement Complaints Agency. (LECA)

CARRIED

3.3 Report on Section 81(1) Investigations (SIU)
Attached (3) Reports

3.3.1 SIU Investigation 24-OCI-272

Moved by D. Houssar
Seconded by M. Samwell

THAT the report prepared by Inspector Kevin Reeder dated November 20, 2024 regarding SIU Investigation 24-OCI-272 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

3.3.2 SIU Investigation 24-OCD-297

Moved by D. Houssar
Seconded by M. Samwell

THAT the report prepared by Inspector Kevin Reeder dated November 20, 2024 regarding SIU Investigation 24-OCI-297 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

3.3.3 SIU Investigation 24-OCI-300

Moved by D. Houssar
Seconded by M. Samwell

THAT the report prepared by Inspector Kevin Reeder dated November 20, 2024 regarding SIU Investigation 24-OCI-300 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

3.4 Financial Reports

Moved by D. Houssar

Seconded by M. Samwell

THAT the following Financial Reports dated November 19, 2024 BE RECEIVED:

- Auction Proceeds Trust Account – current to October 31, 2024;
- Police Seized Currency Trust account – current to October 31, 2024;
- Year End Budget Variance – current to October 31, 2024;
- Monthly Overtime Report - current to October 31, 2024.

CARRIED

3.5 Transfer to Reserve Request

Interim Chief Saunders advised that this motion is not required after discussions with the Finance Department. He outlined the financial strategy in place to make the Service become financially self-sufficient in 2025 without transferring the funds. Interim Chief Saunders presented the draft budget presentation being made at the Estimates Committee meeting December 4, 2024.

3.6 Brantford Police Service Board Updated Policies (Policies previously distributed)

Moved by D. Houssar

Seconded by M. Samwell

THAT the report from the Virginia Kershaw, Executive Assistant dated November 28, 2024 regarding Brantford Police Services Board Updated Policies BE RECEIVED; and

THAT the following Brantford Police Services Board Policies 05-01, 05-02, 05-03, 05-04, 92-01, 93-01, 20-01, 91-01, 95-01, 10-01, 10-02, 10-03, 91-05, 02-02, 99-01, 96-02, 02-03 and 16-01 BE RESCINDED as detailed in the Report; and

THAT all updated Brantford Police Services Board Policies, detailed in Appendix “A” to this Report and presented at the November 28, 2024 Board Meeting BE APPROVED.

CARRIED

3.7 Inspectorate of Policing – Data Collection Information Sessions

Moved by D. Houssar
Seconded by M. Samwell

THAT the Data Collection Initiatives for Municipal Police Boards BE RECEIVED; and

THAT the information requested to be provided be reviewed and submitted back to the Inspectorate of Policing by the deadline of January 8, 2025.

CARRIED

4. CONSENT ITEMS

4.1 Minutes

Moved by D. Houssar
Seconded by M. Samwell

THAT the October 24, 2024 Regular Police Services Board Minutes BE APPROVED.

CARRIED

4.2 2025 Police Services Board Meeting Dates (no copy)

Moved by D. Houssar
Seconded by M. Samwell

THAT the 2025 Board Meeting dates BE APPROVED:

Thursday, January 23, 2025
Thursday, February 27, 2025
Thursday, March 27, 2025
Thursday, April 24, 2025
Thursday, May 22, 2025
Thursday, June 26, 2025
(July and August – Call of Chair)
Thursday, September 25, 2025
Thursday, October 23, 2025
Thursday, November 27, 2025
(December – Call of the 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

4.3 Information Items

Moved by D. Houssar

Seconded by M. Samwell

THAT the following Information Items BE RECEIVED:

4.3.1 Letter from City Clerk dated November 1, 2024 regarding changed date for Brantford Police Service presentation of 2025 Budget to Estimates Committee (December 2, 2024)

4.3.2 Ontario Association of Police Service Boards – 2025 OAPSB Spring Conference & Annual General Meeting – June 3 to 5, 2024.

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 23, 2025

9. ADJOURNMENT

The meeting adjourned at 9:47 a.m.

The minutes of this meeting were adopted on January 23, 2025.

Chair

Executive Assistant

**BRANTFORD POLICE SERVICES BOARD
SPECIAL BOARD MEETING MINUTES
TUESDAY, DECEMBER 17, 2024 – 9:00 A.M.
BOARDROOM & VIRTUAL, 344 ELGIN STREET, BRANTFORD**

Allan Lovett in the Chair

ROLL CALL

PRESENT: Allan Lovett, Chair
 Councillor Mandy Samwell, Vice-Chair
 Mayor Kevin Davis
 Dan Houssar
 Krupesh Shah (9:10 a.m.)

ALSO PRESENT: Interim Chief Jason Saunders
 Interim Deputy Chief Rich Paolini
 Police Staff – Inspector K. Bell-Samson, Insp. K. Reeder, R. Matthews-Osmond
 Virginia Kershaw, Executive Assistant

1. PRESENTATIONS/DELEGATIONS

None

2. DECLARATIONS OF CONFLICT OF INTEREST
--

None

3. ITEMS FOR CONSIDERATION

3.1 2025 Capital Budget Referral from Estimates Committee

A resolution passed by Estimates Committee at their meeting held December 4, 2024 was approved and included the following clause which resulted in the Police budget being sent back to the Board for consideration:

- A. THAT Option #1 (Option #1 reading as follows: – Request that the Brantford Police Services Board consider reductions to the Police Capital Budget for 2025 that can be accommodated within existing reserve balances) BE SELECTED to address the funding shortfall in the Brantford Police Capital budget outlined in Section 9.4 of this report; and

Interim Chief Saunders reviewed the report circulated to the Board and Staff recommendations relating to possible further changes to the 2025 Budget.

Staff Recommendation for Consideration by the Board:

Moved by Mayor Davis
Seconded by D. Houssar

A. Proposed 2025 Capital Budget Reductions

1. Reduce the honour guard equipment line by \$7,000
2. Remove the bicycle replacement in 2025 (\$5000)
3. Reduce the radio battery replacement by \$10,000
4. Reduce the redundant server room by \$25,000
5. Reduce the Vehicle replacement line by \$100,000
6. Reduce the cell phone replacement line by \$5,400
7. Reduce the breaching equipment line by \$44,000
8. Reduce the first aid kit line by \$21,000

Total reduction to Capital Budget - \$217,400, bringing the unfunded capital amount to \$988,803.

CARRIED

B. Proposed Changes to Operating Budget

This matter was dealt with after the in-camera session due to item being discussed relating to pay equity. The Board resumed back into open session at 9:29 a.m. to finish discussions on this item.

Moved by D. Houssar
Seconded by M. Samwell

THAT the Operating Budget for 2025 for Police Service Budget BE APPROVED at \$54,415,699 which represents an increase of 9.95% from 2024.

CARRIED

4. ADJOURNMENT

The meeting adjourned at 9:39 a.m.

The minutes of this meeting were adopted on January 23, 2025.

Chair

Executive Assistant



BOARD REPORT

Date: January 8, 2025

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

From: Inspector Kevin Reeder

Subject: 2024 Collection of Identifying Information Analysis Annual Report

.....

PURPOSE:

Section 15(2) of Ontario Regulation 400/23, Collection of Identifying Information in Certain Circumstances-Prohibitions and Duties, under the *Community Safety and Policing Act* requires every municipal police chief to include information in relation to the attempted collection of identifying information (Street Checks) in their annual report to the police services board. This report is attached as Appendix "A".

BACKGROUND:

There were no street checks recorded in 2024. The number of street checks conducted by the Brantford Police Service was already in decline when this annual report became law in 2017.

In 2024, the Brantford Police Service did not receive any freedom of information (FOI) requests pertaining to collection of identifying information.

As a result, there is no data reported in Appendix "A" but it is included to fulfill the legislative requirements.

RECOMMENDATION:

Report only.

Appendix “A”

Section 15(2) of the Collection of Identifying Information in Certain Circumstances-Prohibitions and Duties, O.Reg 400/23 of the *Community Safety and Policing Act* requires every municipal police chief to include in their annual report to the police services board the following information in relation to the attempted collection of identifying information (Street Checks).

1. Collection of Identifying Information (Street Checks)

Number of Attempted Collections	Number of Attempted Collections in Which Identifying Information was Collected	Number of Individuals from Whom Identifying Information was Collected
0	0	0

2. Provisions Relied Upon to Not Do Something That Would Otherwise Be Required

Reasons why a police officer attempted to collect identifying information about an individual from the individual and did not,

- (a) inform the individual that he or she is not required to provide identifying information to the officer; and did not
- (b) inform the individual why the police officer is attempting to collect identifying information about the individual

Number of times an officer had a reason to believe that informing the individual as per (a) and (b) above might compromise the safety of an individual
0

Number of times a police officer was not required to inform an individual under (b) when the officer had a reason to believe that informing the individual under that clause:		
Would likely compromise an ongoing police investigation	Might allow a confidential informant to be identified	Might disclose the identity of a person contrary to the law, including disclose the identity of a young person contrary to the Youth Criminal Justice Act (Canada)
0	0	0

3. Receipts

Police officers are required to provide a receipt to an individual when they attempt to collect identifying information from the individual. Under certain circumstances the police are not required to provide a receipt.

Number of times a police officer who attempts to collect identifying information about an individual from the individual did not issue a receipt because the individual did not want it.	
0	

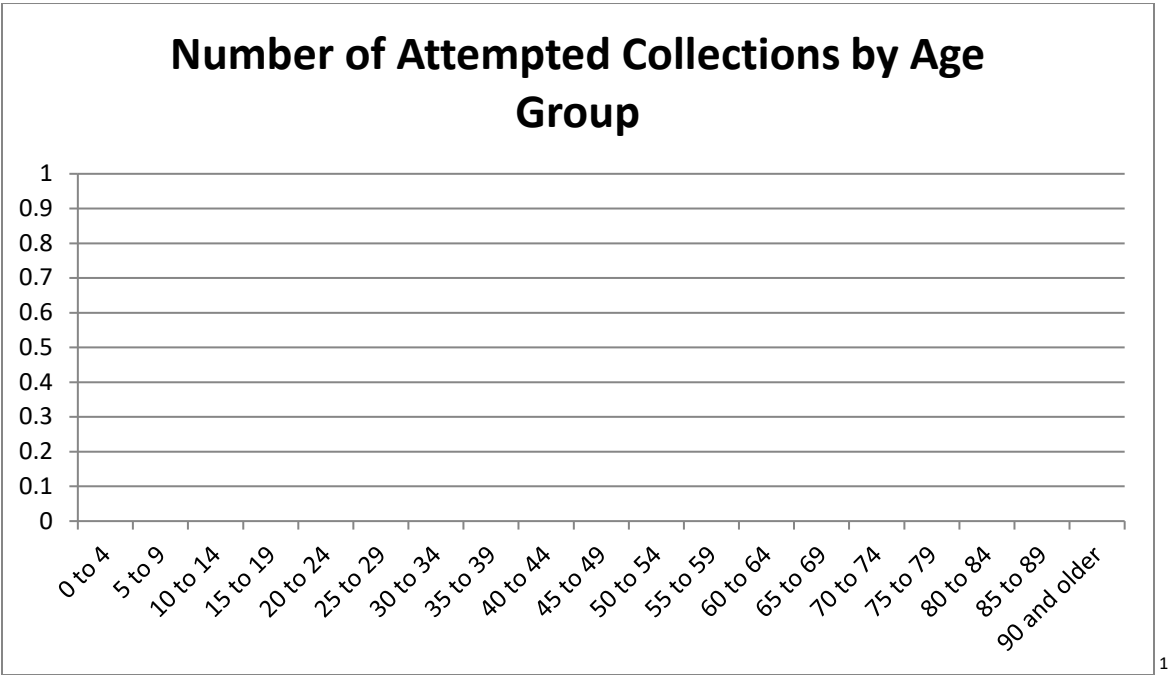
Number of times a police officer who attempted to collect identifying information about an individual from an individual did not provide a receipt because continuing to interact with the individual;	
Might compromise the safety of an individual	Might delay the officer from responding to another matter that should be responded to immediately
0	0

4. Groups

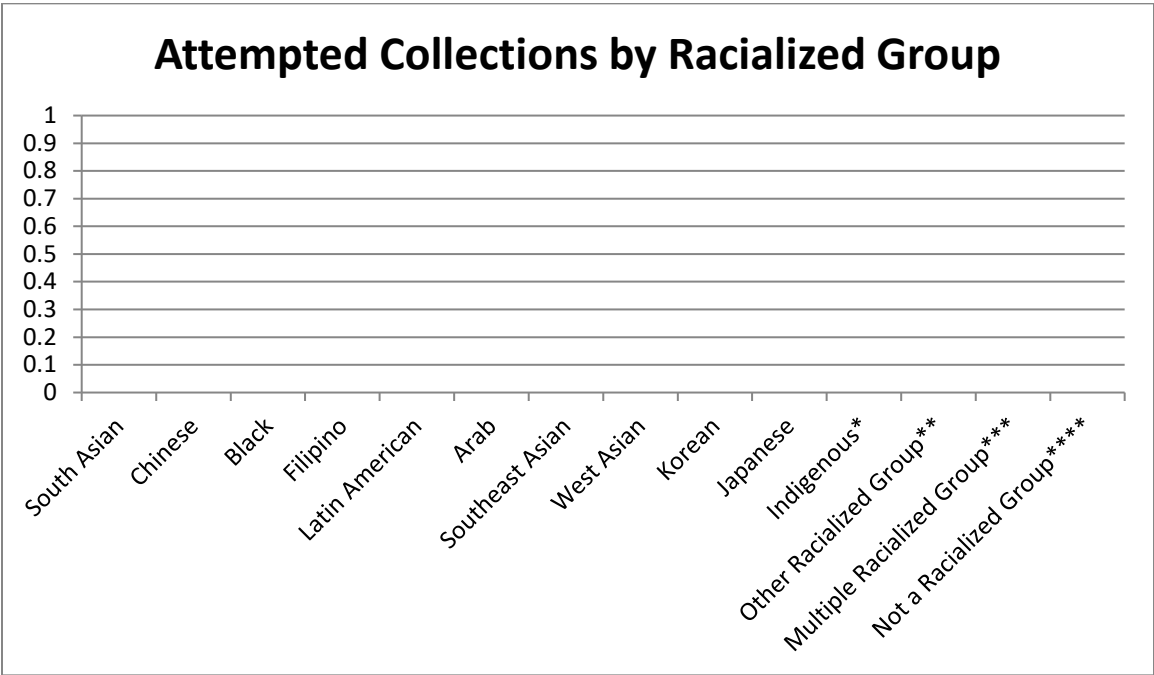
The Chief of Police is required to maintain detailed records about the individuals from whom the police attempt to collect identifying information.

Number of attempted collections from individuals who are perceived, by a police officer, to be:		
Male	Female	Transgender, non-binary or other gender identity
0	0	

For each of the following age groups established by the Chief of Police, the number of attempted collections from individuals who are perceived, by a police officer, to be within that age group.



For each of the following racialized groups² established by the Chief of Police, the number of attempted collections from individuals who are perceived, by a police officer, to be within that racialized group.



¹ Age groups are those used by Statistics Canada.
² The identified racialized groups are based on the 2021 Census released by the Government of Canada.

- * Indigenous includes persons who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit) and/or those who report being Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who report having membership in a First Nation or Indian band.
- ** This category includes persons who provided responses that are classified as a visible minority, but that cannot be classified with a specific visible minority group. Such responses include, for example, "Guyanese," "Pacific Islander," "Polynesian," "Tibetan" and "West Indian."
- *** Multiple Racialized Group means individuals who identify as more than one racialized group.
- **** Not a Racialized Group means individuals who do not identify as a member of a visible minority/racialized group.

5. Disproportionate Report

This section is used for a “statement, based on an analysis of the information provided under this subsection, as to whether the collections were attempted disproportionately from individuals within a group based on the sex of the individual, a particular age or racialized group, or a combination of groups and if so, any additional information that the chief of police considers relevant to explain the disproportionate attempted collections” [O.Reg 400/23 CSPA s.15(9)].

	2021 Stats Can Visible Minority Population	Percentage of Total Population	Number of Attempts to Collect Information	Percentage of Total Attempts to Collect Information	Variance (%)
South Asian	6070	5.90%	0	0.00%	0.00%
Chinese	630	0.60%	0	0.00%	0.00%
Black	3570	3.50%	0	0.00%	0.00%
Filipino	1235	1.20%	0	0.00%	0.00%
Latin American	905	0.90%	0	0.00%	0.00%
Arab	665	0.60%	0	0.00%	0.00%
Southeast Asian	1150	1.10%	0	0.00%	0.00%
West Asian	245	0.20%	0	0.00%	0.00%
Korean	325	0.30%	0	0.00%	0.00%
Japanese	65	0.10%	0	0.00%	0.00%
Visible minority	370	0.40%	0	0.00%	0.00%
Multiple visible minorities	550	0.50%	0	0.00%	0.00%
Not a visible minority	87425	84.70%	0	0.00%	0.00%
Indigenous	5415	5.20%	0	0.00%	0.00%
Total	108 620		0		

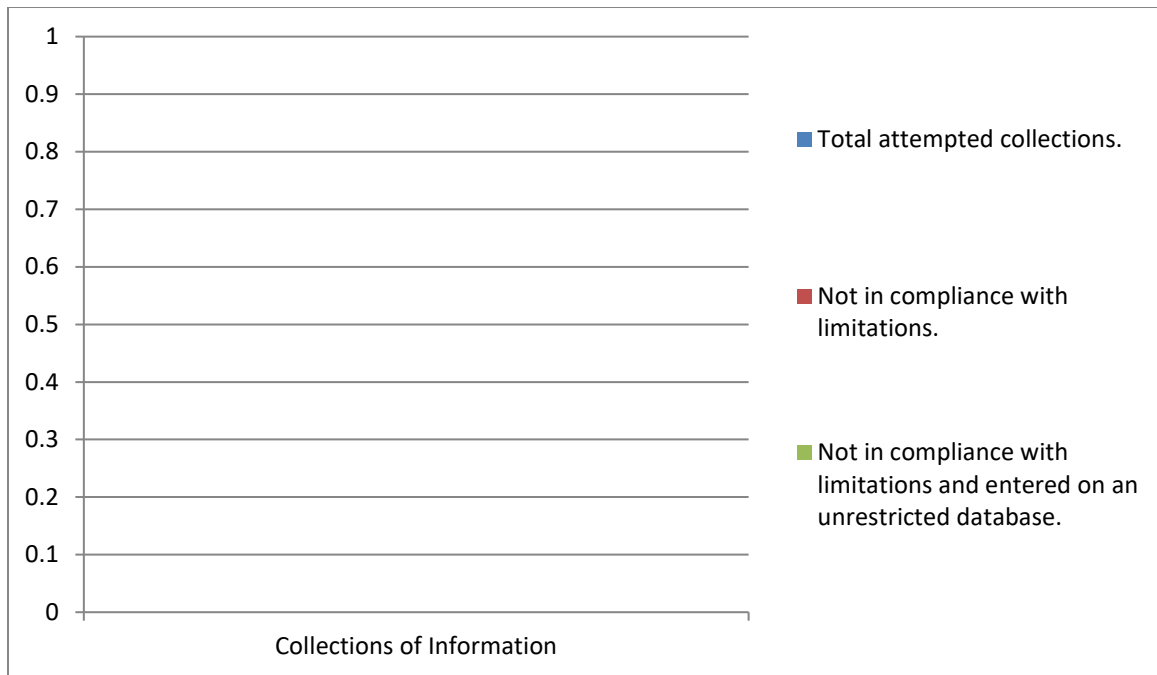
6. Neighbourhoods

For the purposes of this report neighbourhoods are defined by ward boundaries. The neighbourhoods where collections were attempted and the number of attempted collections in each neighbourhood are represented below.

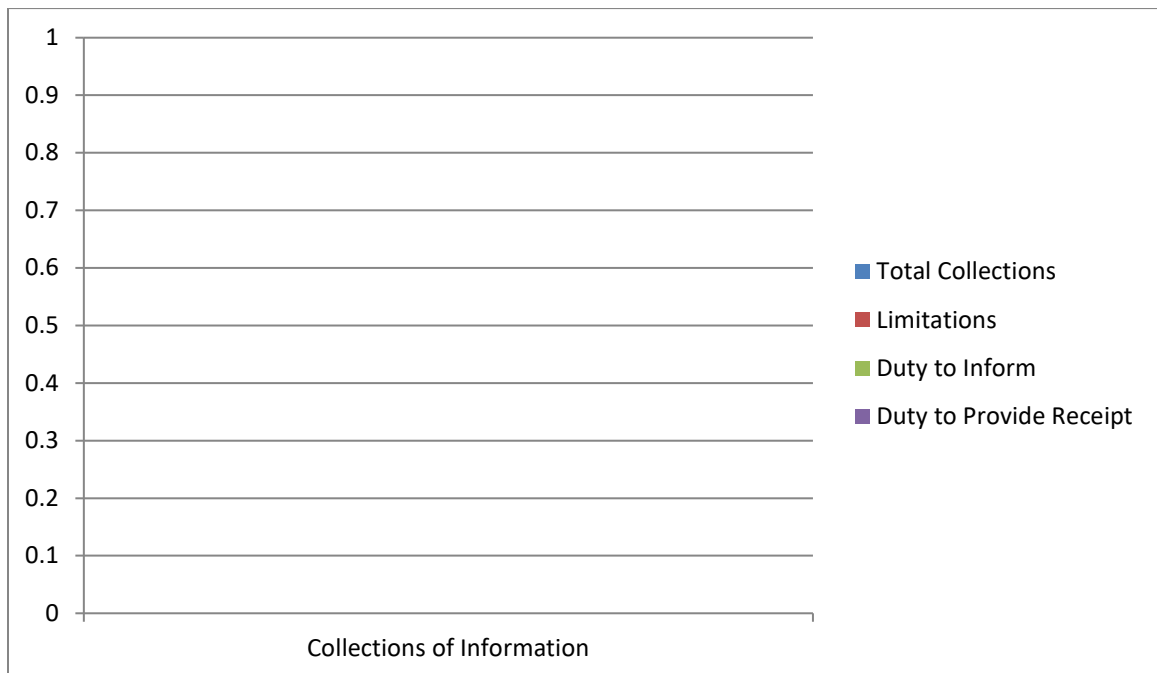


7. Collected Information in Police Databases

The conditions required for the collection of identifying information are strictly regulated. Collections that are not in compliance with the regulation are to be added to a restricted database. The legislation calls for this information to be audited annually. The number of collections not in compliance with the regulation and the number of those collections inadvertently entered on to an unrestricted database are represented below.



The Chief of Police is required to audit the attempted collections of identifying information annually. The audit must consider the number of attempted collections where a police officer fails to adhere to the limitations on the collection of certain information, fails to inform an individual of the reason for the attempted collection before attempting to collect identifying information from the individual or fails to comply with the duty to provide the individual with a receipt of the attempted collection of identifying information. The results of the audit are represented below.



Access to identifying information in restricted databases is only granted for reasons listed in the legislation. The number of times members of the Brantford Police Service were permitted to access identifying information to which access must be restricted and the reasons for access being granted is identified below.

Reason for Access Granted to Restricted Information	Access Granted
Ongoing police investigation	0
Legal proceedings or anticipated legal proceedings	0
Part V of the Act or for the purpose of an investigation or inquiry under clause 25 (1) (a) of the Act.	0
To prepare this annual report or the report required under section 15.	0
For the purpose of complying with a legal requirement.	0
For the purpose of evaluating a police officer's performance.	0
Total number of times access was granted.	0

8. Additional Information Required for the Biannual Report to the Chief of Police. Information Not Required by the Legislation or Policy.

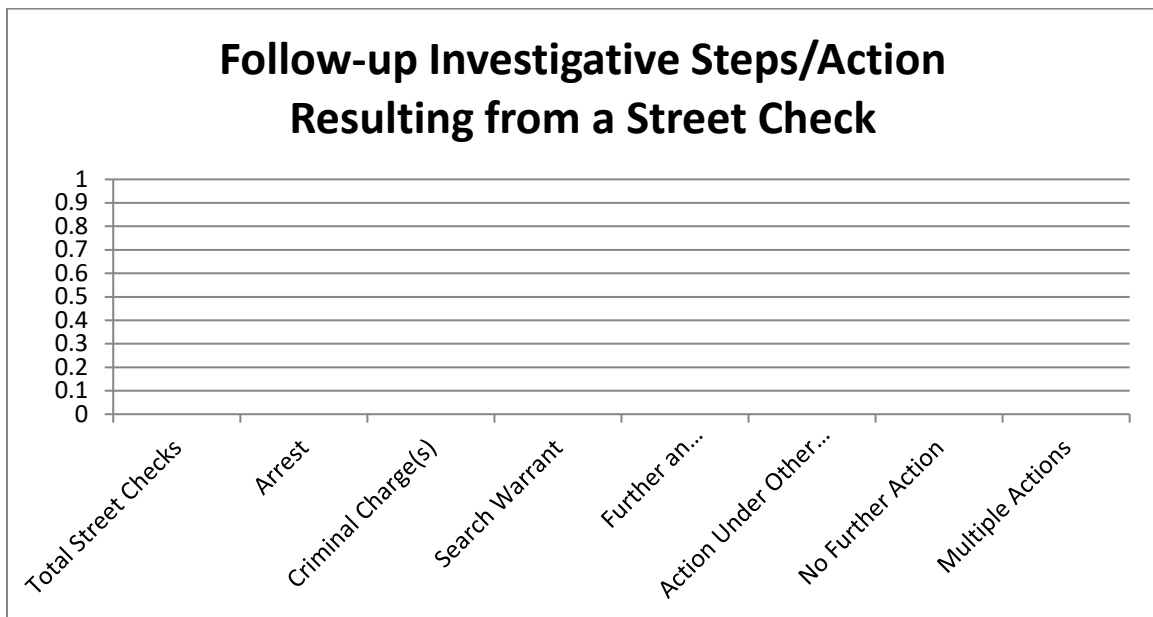
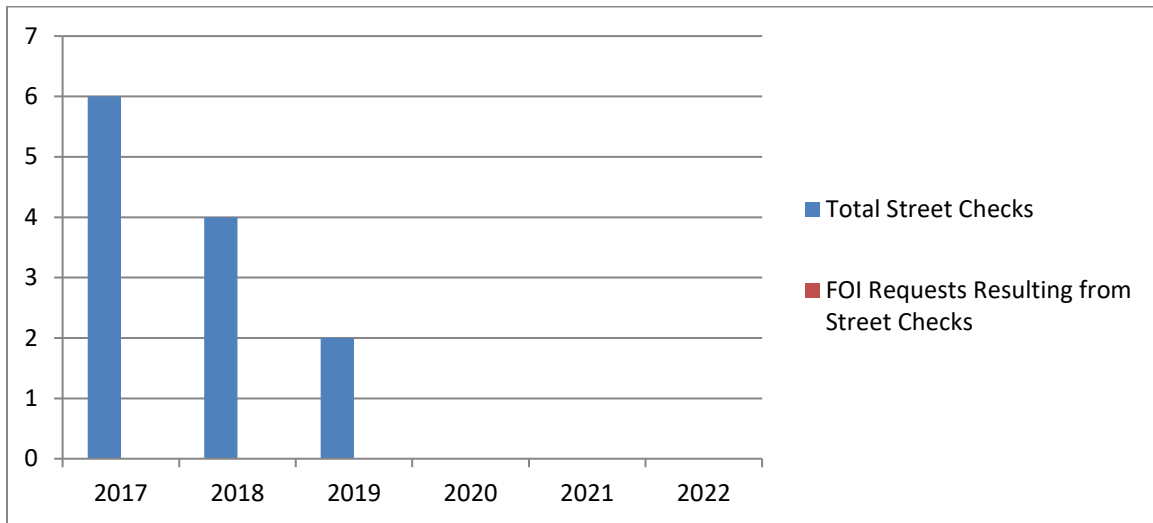
The information in this section is not required by the legislation.

The following information is a representation of the number of complaints resulting from or related to Street Checks. The information is shown as the total number of complaints received, the status of those complaints and then is broken down into type of complaint and status.



- * Refers to complaints that have been withdrawn, resolved by other means prior to being substantiated/unsubstantiated, the OIPRD has chosen not to proceed or are otherwise no longer active.

The receipt provided to individuals from whom identifying information has been collected notifies the individual that they may request access to information about the individual in the possession of the Brantford Police Service under the Municipal Freedom of Information and Protection of Privacy Act.





BOARD REPORT

Date: January 8, 2025

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

From: Inspector Kevin Reeder

Subject: 2024 Public Complaints Annual Report

.....

PURPOSE:

To provide the Police Services Board with an overview of public complaints made about the Brantford Police Service in 2024.

BACKGROUND:

The *Community Safety and Police Act* (CSPA) defines misconduct as an offence prescribed in the CSPA or the code of conduct. The Code of Conduct for police officers is found in Ontario Regulation 407/23 and lists misconduct under five main categories:

1. Compliance with laws
2. Human Rights and the Charter
3. Interactions with the Public
4. Integrity
5. Performance of Duties

The Law Enforcement Complaints Agency (LECA) is responsible for receiving, managing, and overseeing public complaints about misconduct of police officers. Public complaints made regarding policies, services, or adequacy and effectiveness of a police service are under the jurisdiction of the Inspectorate of Policing.

When a public complaint is received by LECA, they will either screen the complaint in or out. If it is screened-out, then no further action is required. If it is screened-in, it will be investigated by the police service, LECA, or another police service. Almost all public complaints are

investigated by our own Service.

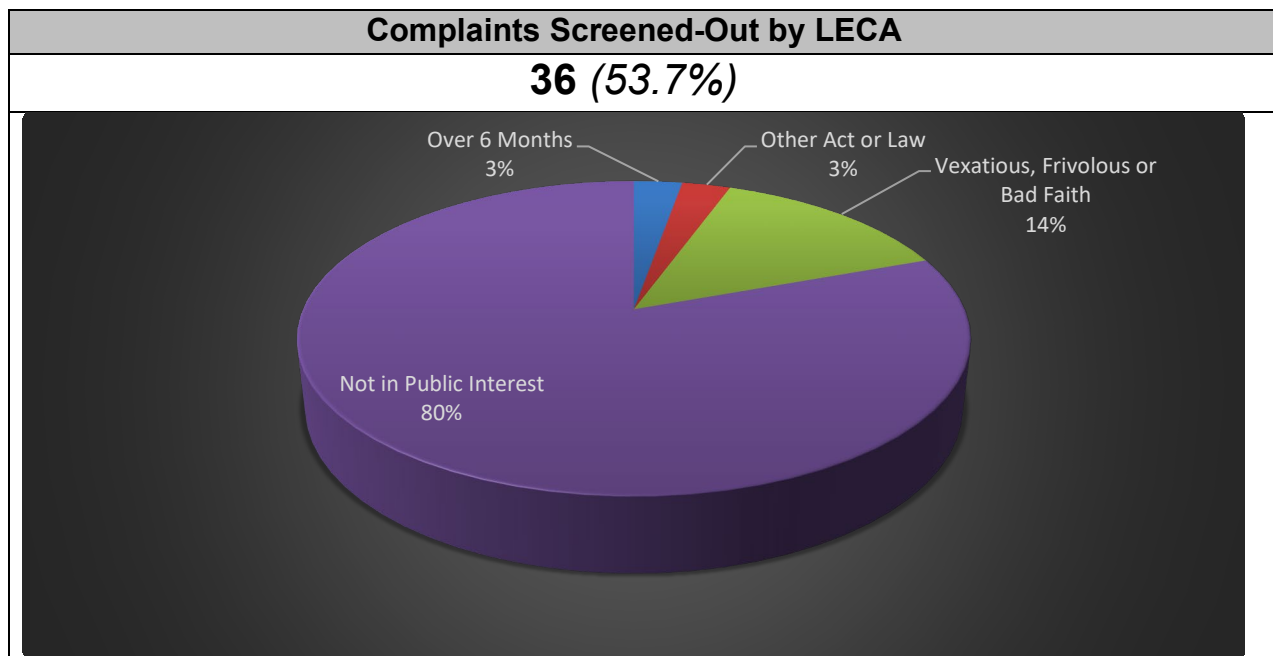
Typically, LECA screens out 60% to 65% of public complaints as a provincial average. LECA retains less than 0.5% of all complaints made provincially to be investigated by their agency.

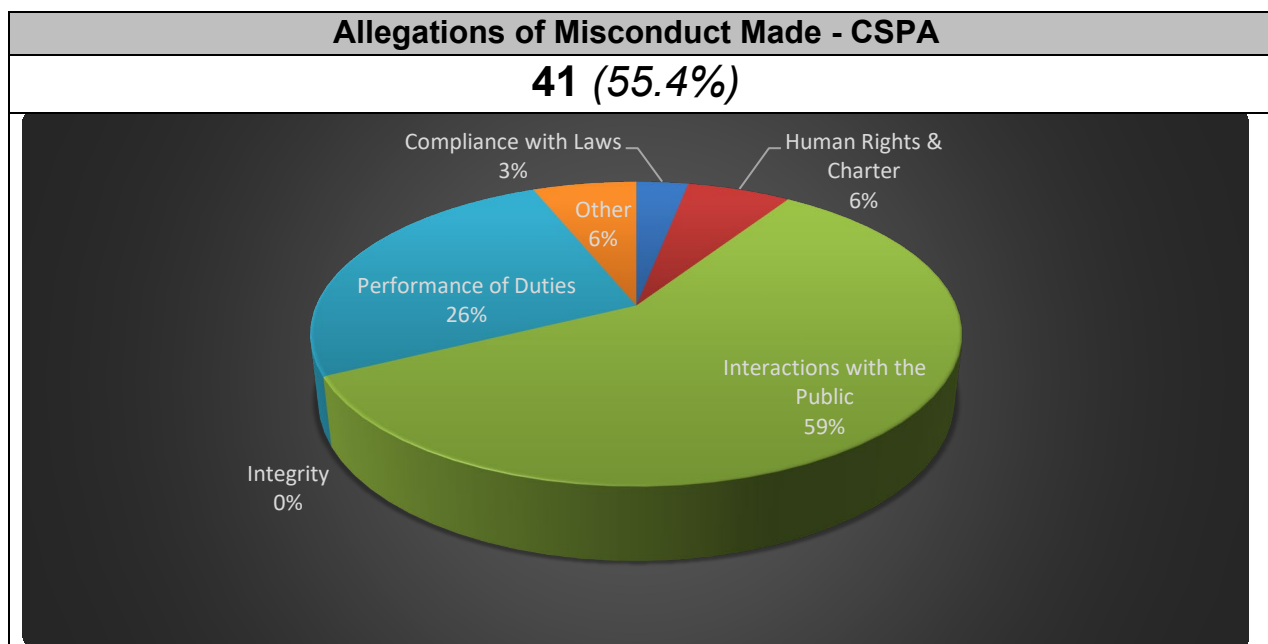
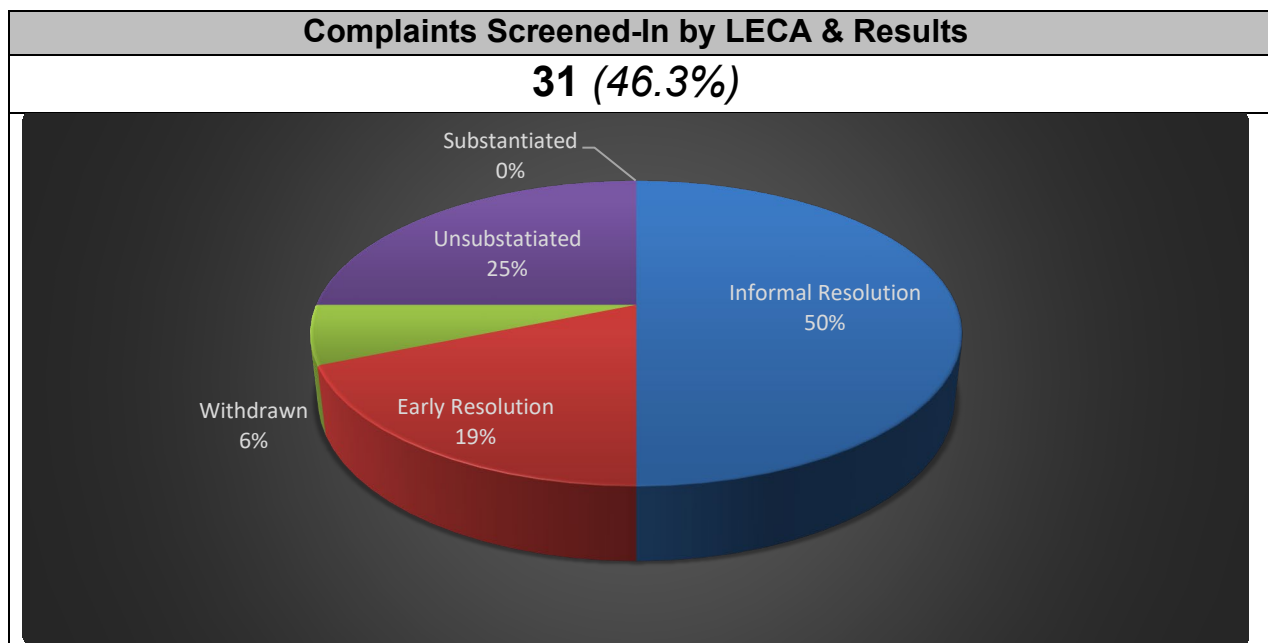
The emphasis is to resolve complaints using alternative resolutions. If these resolutions are not possible, then the investigation will proceed with a full investigation and determination will be made if the misconduct is substantiated or unsubstantiated. If it is unsubstantiated, no further action is taken. If it is substantiated, formal or informal disciplinary measures may be imposed.

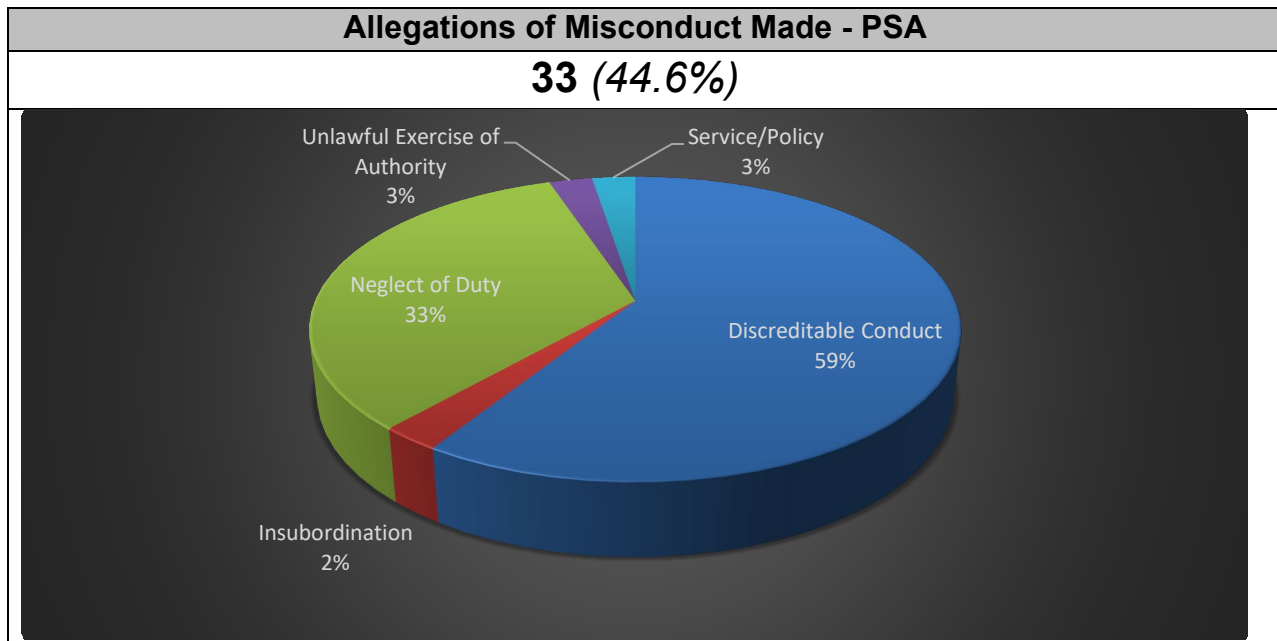
The Professional Standards Section of the Brantford Police Service consists of one full-time member, holding the rank of Sergeant, who is dedicated to investigating public complaints, Chief's complaints, and SIU section 81 reviews.

The following is a breakdown of all public complaints for 2024:

Total # of Public Complaints	Total # of Individual Misconduct Allegations	Total # of Officers Involved
67	74	109







There are seven (7) public complaints that remain open and are actively being investigated. No disciplinary measures were imposed on an officer as a result of a public complaint made during 2024.

RECOMMENDATION:

Report Only.



BOARD REPORT

Date: January 11, 2025

To: Chair and Members
Brantford Police Services Board

From: Inspector M. Sciberras (Acting)

Subject: 2024 Annual Vehicle Pursuit Report

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PURPOSE:

Report only.

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.

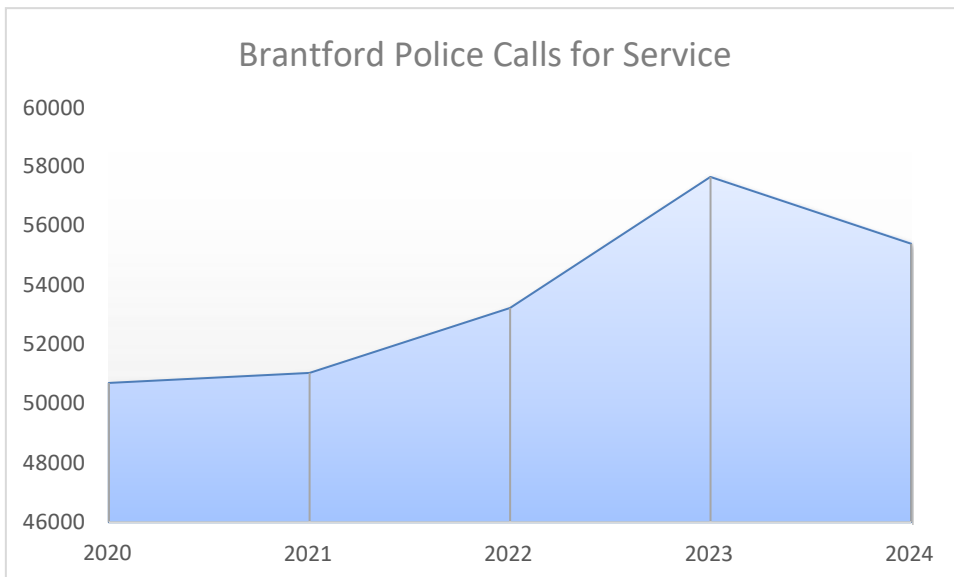
Fail to Stop Reporting and Initiated Pursuits

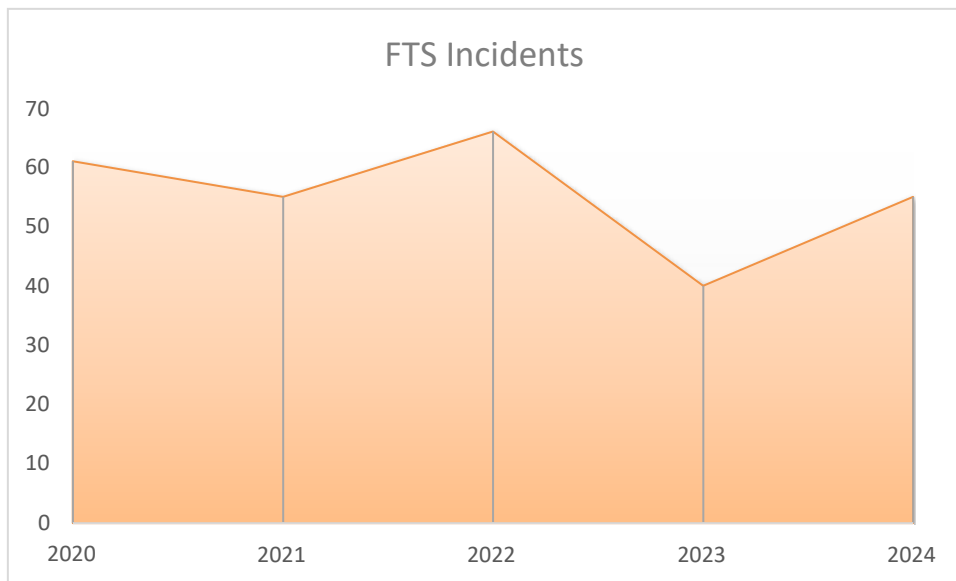
A Fail to Stop report is generated when an officer directs a vehicle to stop, the driver of the vehicle fails to comply and flees from the officer. Should the officer decide not to pursue the vehicle, the classification remains a Fail to Stop. If the officer pursues the fleeing vehicle it is classified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

Fail to Stop Incidents 2024



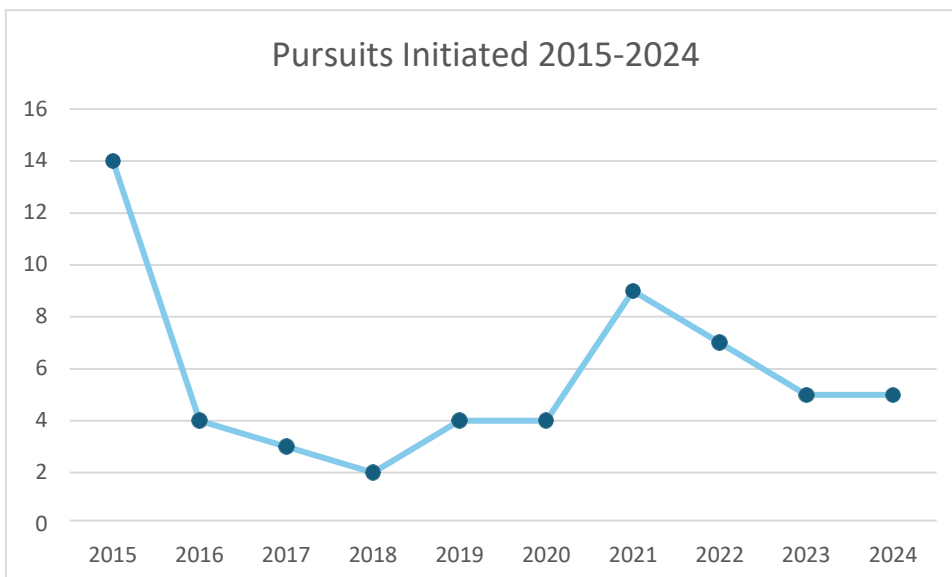
Brantford Police engaged in 55 FTS, 15 more incidents from 2023. The 2024 numbers, although higher, represent an approximate average to what has been witnessed over the last 10 years (505 incidents/10 years = 51incident per year average). Of interest, there appears to be no correlation between total calls for service received by the BPS and FTS incidents:





This comparison is indicative that FTS incidents are more associated with subject behaviour or crime trends, than that of officer behaviour. Officers must adhere to the legislative requirements before they initiate, continue, or discontinue a pursuit. BPS policy has also reinforced the legislative requirements, prohibiting officers pursuing for property related matters.

Pursuits Initiated



Of the 55 FTS incidents in 2024, BPS officers did not engage a pursuit in 50 incidents (91%). In 2023, officers did not engage a pursuit in 88% of the total incidents when drivers failed to

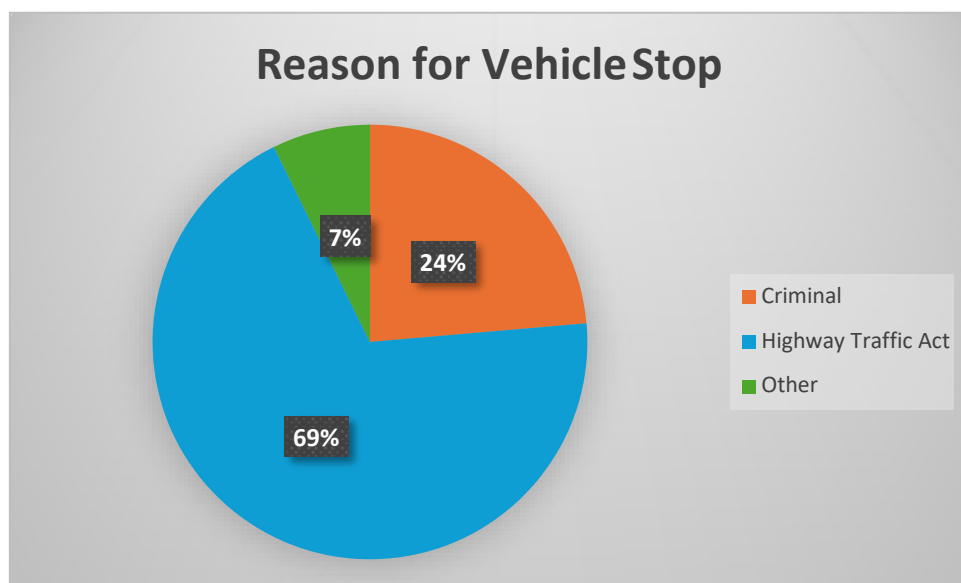
stop. This speaks well for BPS officers, who are demonstrating good judgement and restraint, regularly not continuing pursuits when legislation and policy would otherwise allow it.

Reasons for Pursuit Initiation

2024 saw five pursuits initiated, all for criminal circumstances.

- Attempt murder of officer, dangerous operation, attempted to run officer over – driver charged.
- Stolen vehicle attempted to ram police cruiser – two individuals arrested and charged.
- Impaired driver located and arrested.
- Stolen vehicle, driver not identified, matter under review regarding misconduct by officer.
- Impaired driver arrested and charged after contacting police cruiser.

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.

- 1 terminated by Supervisor

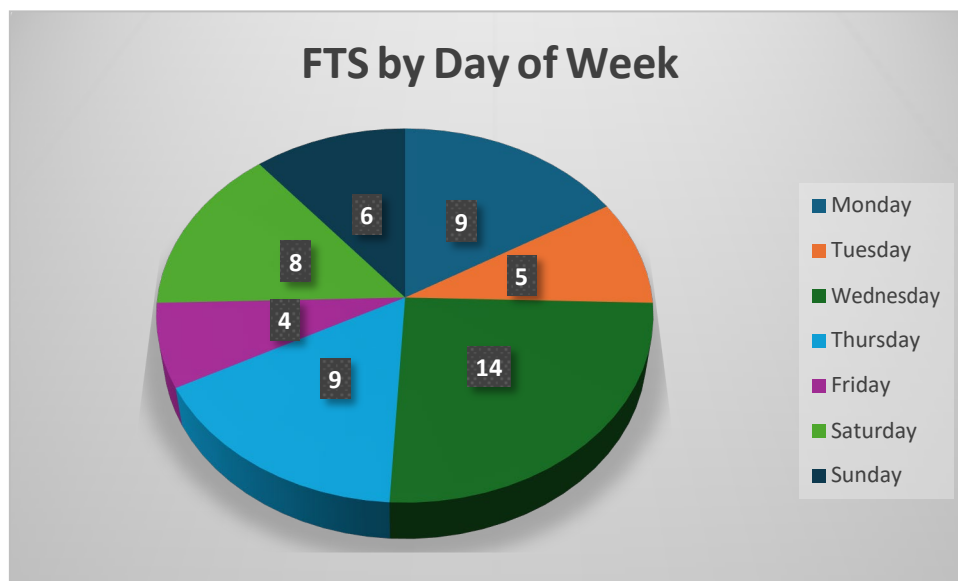
- 1 by the tactic of rolling block
- 1 by tactic of tandem stop
- 2 by the officer involved

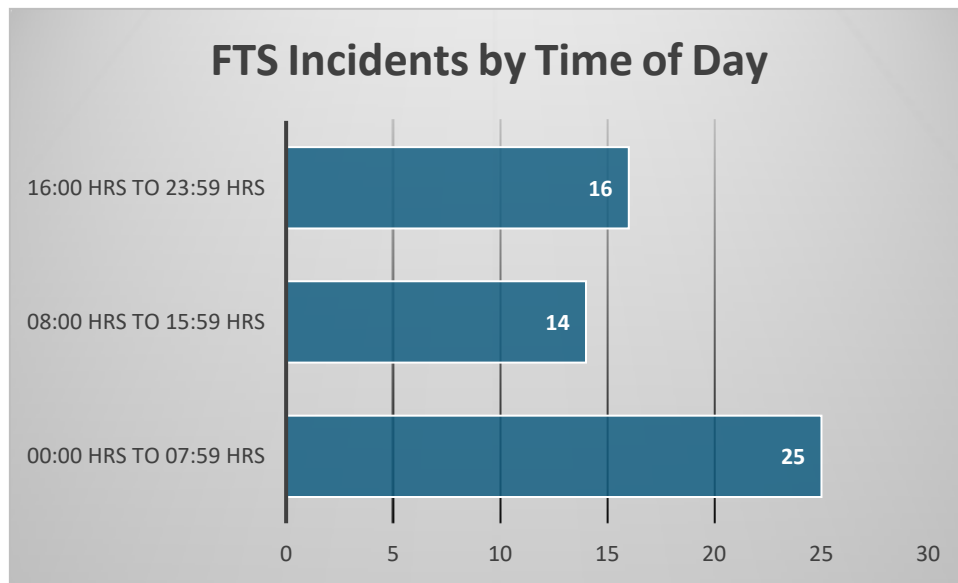
Primary Police Vehicle

Brantford Police Service policy on Vehicle Pursuits states that officers operating an unmarked motor vehicle shall not engage in a pursuit, unless a marked motor vehicle is not readily available, and the police officer believes that it is necessary to engage in a pursuit (Regulation 397/23, S.7.).

During the FTS and pursuit incidents in 2024, all the primary vehicles operated by the officers were fully marked police vehicles.

Time Analysis





Unlike 2023 with Thursday and Saturday, Wednesday emerged as the busiest day of the week for FTS incidents in 2024. Adding further to the variance from 2023, which saw the evening hours as most frequent for FTS incidents, 25 of the 55 (46%) occurred during the overnight hours in 2024.

Charges and Driver Identity

BPS officers were able to lay charges in 15 of the 55 FTS incidents in 2024. This comprises an average of 27% of all incidents, and is a drop from 2023, 38% 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 2024 resulted in motor vehicle collisions with damage to police marked units. In one January incident, an officer was driven at and a cruiser damaged when a driver failed to stop for police. In another incident, an impaired driver struck a police vehicle head on during an attempted stop tactic. Fortunately, there were no serious injuries resulting from FTS in 2024.

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.

In all five pursuits in 2024, a supervisor was available and assumed control of the pursuits. The Supervisors terminated one of the five pursuits. 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 co-authored by the involved officer and the supervisor. All FTS incidents are reviewed and documented by the Branch Commander to ensure legislation and best practices are adhered to.

Conclusion

The BPS continues to see a downward trajectory in the circumstances when officers initiate pursuits. Additionally, no correlation is seen with pursuit initiation at a time when BPS overall incidents are reaching all time highs as witnessed in both 2023 and 2024. A review of 55 FTS incidents in 2024 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.

Recommendation:

Acceptance of report.

Michael
Sciberras MM
(M)

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Michael Sciberras MM (M)
Date: 2025.01.11 17:15:26
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Michael Sciberras
Inspector Operations (Acting)



November 27, 2024

Brantford Police Services Board

Sent via email: vkershaw@police.brantford.on.ca

To whom it may concern,

I am pleased to advise that City Council, at its meeting held November 26, 2024 appointed Mayor Davis and Councillor Samwell to serve on the Brantford Police Services Board for a term expiring on November 14, 2026.

Please find their contact below.

Mayor Davis

- kevindavis@brantford.ca

Councillor Samwell

- mandysamwell@brantford.ca

Yours truly,

A handwritten signature in black ink, appearing to read "CG", written over a horizontal line.

Chris Gauthier,
Clerk