

# **Agenda**

## **Peterborough County OPP Detachment Board Meeting**

### **1:00 PM - Monday, April 28, 2025**

### **Hybrid Peterborough County Committee Room and Electronic**

This meeting can also be observed by using the following link:

<https://us02web.zoom.us/j/82747384895?pwd=Odeb3OROITuE3l0ap75WValkvdeyPd.1>

Or Call +12042727920, Enter 82747384895#, Password \*786562#

Accessible formats and communication supports are available upon request. Please contact oppboard@ptbocounty.ca if you have an accessible accommodation request.

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## **1. Opening Ceremonies**

1.1. Call to Order

1.2. Roll Call

1.3. Land Acknowledgement and Moment of Reflection

## **2. Disclosure of a Conflict of Interest**

## **3. Approval of Agenda**

**Recommendation:** That the agenda be approved as printed.

## **4. Adoption of Minutes**

4.1 Peterborough County OPP Detachment Board Minutes of March 24, 2025

[Peterborough County OPP Detachment Board Meeting - 24 Mar 2025 - Minutes](#)

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**Peterborough County OPP Detachment Board Meeting  
Agenda  
Monday, April 28, 2025**

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**Recommendation:** That the minutes of the March 24, 2025 Peterborough County OPP Detachment Board meeting be approved.

**5. Delegations and Presentations**

- 5.1.** Ontario Association of Police Services Boards Presentation  
Lisa Darling, Executive Director

**Recommendation:** That the Board receive the presentation from OAPSB Executive Director Lisa Darling.

**6. Business Arising Out of a Previous Meeting**

**7. Reports/Correspondence**

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- 7.1.** Peterborough County OPP Detachment Q1 2025 Report  
Inspector Chris Galeazza, Detachment Commander, Peterborough County OPP  
[Police Service Board Reports - Q1 2025](#)

**Recommendation:** That the Board receive the OPP Q1 2025 Report for information.

- 7.2.** OPP Emergency Response during the Ice Storm and Flooding of April 2025 (Verbal Update)  
Inspector Chris Galeazza, Detachment Commander, Peterborough County OPP

**Recommendation:** That the Board receive the update on the OPP Emergency Response during the Ice Storm and Flooding of April 2025 from the Detachment Commander for information.

**Peterborough County OPP Detachment Board Meeting**  
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**Monday, April 28, 2025**

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- 7.3.** Detachment Action Plan, Public Consultation, and Engagement in accordance with s. 70(1) Community Safety and Policing Act, 2019  
Inspector Chris Galeazza. Detachment Commander, Peterborough County OPP  
[2023-2025 Peterborough Detachment Action Plan](#)

**Recommendation:** That the Board receive the update on the Detachment Action Plan, Public Consultation, and Engagement in accordance with s. 70(1) Community Safety and Policing Act, 2019 from the Detachment Commander for information.

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- 7.4.** CAMSafe Program  
Inspector Chris Galeazza. Detachment Commander, Peterborough County OPP  
[CAMSafe Flyer](#)

**Recommendation:** That the Board receive the update on the CAMSafe Program from the Detachment Commander for information.

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- 7.5.** Project Life Saver  
Inspector Chris Galeazza, Detachment Commander, Peterborough County OPP  
<https://projectlifesaver.org/> (External Link)  
[Project Lifesaver Program Implementation Costs](#)

**Recommendation:** That the Board receive the update Project Life Saver from the Detachment Commander for information.

**Peterborough County OPP Detachment Board Meeting  
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- 7.6.** ADM2025-04 Board Remuneration and Expenses Policy  
Emmanuel Pinto, Board Administrator
- [Report ADM2025-04 Board Remuneration and Expenses](#)
  - [Appendix A - OAPSB OPP Detachment Board Renumeration Survey Summary 2024](#)
  - [DRAFT 2.01 Board Remuneration and Expenses Policy](#)

**Recommendation:** That the Board recommend to the seven member municipalities that each approve the remuneration rates for Board members as follows:

Per Board Meeting Rate:

Community Representative Appointee: \$100/Board meeting

Provincial Appointee: \$100/Board meeting

And that Policy 2.01 Board Remuneration and Expenses be approved.

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- 7.7.** ADM2025-05 2025 Board Calendar Update  
Emmanuel Pinto, Board Administrator  
[Report ADM2025-05 Proposed Revised 2025 Board Calendar](#)  
[Appendix A - Proposed Revised 2025 Board Meeting Calendar](#)

**Recommendation:** That the Board direct staff to modify the 2025 Board Calendar as outlined in Appendix A.

And that the Board direct staff to provide appropriate notice to the municipalities, First Nations, and public.

- 7.8.** ADM2025-05 April Work Plan Update  
Emmanuel Pinto, Board Administrator  
[Report ADM2025-06 April Work Plan Update](#)

**Recommendation:** That the Board receive the report from the Board Administrator regarding the April Work Plan Update for information with the revisions suggested by Members and OPP.



**Peterborough County OPP Detachment Board Meeting  
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- 7.9.** Discussion regarding additional costs as a result of the Community Safety and Policing Act, 2019  
John Braybrook, Board Chair

**8. By-laws**

**9. Notice of Motion**

**10. Information Items**

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- 10.1.** Report ADM2025-07 Q1 Board Administrator Hours Report  
Emmanuel Pinto, Board Administrator
- [Report ADM2025-07 Q1 Board Administrator Hours Report](#)
  - [Appendix A - PCODB Board Administrator Hours Report - Q1 2025](#)

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- 10.2** [2024-2027 The Road Ahead: A Strategic Plan for Ontario's Inspectorate of Policing](#)

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- 10.3.** [OAPSB Quarterly Newsletter - January to March 2025](#)

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- 10.4.** OAPSB Zone 3 Meeting Materials
- [Intensive Serious Violent Crime Bail Team PowerPoint - March 2025](#)
  - [Inspectorate of Policing Zone Meeting Presentation - March 2025](#)
  - [OAPSB Zone 3 update March 27 2025](#)

**Recommendation:** That all information items be received.

**11. Closed Meeting**

**12. Business Arising from Closed Session**

**13. Adjournment**

- 13.1.** Adjournment

**Recommendation:** That the Board meeting adjourn at \_\_\_\_\_ p.m.

**Minutes  
Peterborough County OPP Detachment  
Board  
Monday, March 24, 2025 - 1:00 PM  
Hybrid Committee Room and Electronic**



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Present: Chair John Braybrook  
Vice-Chair Heather Watson  
Member Carolyn Amyotte  
Member Caroline Goodenough  
Member Brian Henry  
Member Hart Webb  
Member Patrick Wilford

Regrets: Member Joe Taylor  
Appointee Laurie Carr  
Appointee Jeffrey Jacobs

OPP Inspector Chris Galeazza, Detachment Commander, Peterborough  
Representatives County OPP  
Present Acting Staff Sergeant Angie Kerr, Peterborough County OPP

Staff Present: Emmanuel Pinto, Board Administrator

**1. Opening Ceremonies**

**1.1 Call to Order**

Chair Braybrook called the meeting to order at 1:00pm.

**1.2 Roll Call**

Emmanuel Pinto, Board Administrator conducted the Roll Call. A quorum was deemed to be present.

**1.3 Land Acknowledgement and Moment of Reflection**

Chair Braybrook asked for the Land Acknowledgement to be played and led the board in a moment of reflection.

**2. Disclosure of a Conflict of Interest**

No conflicts of interest were declared.

### **3. Approval of Agenda**

#### **3.1 Resolution No. 27-2025**

That the agenda be approved as printed.

Moved by Member Webb

Seconded by Vice-Chair Watson

**Carried**

### **4. Adoption of Minutes**

#### **4.1 Peterborough OPP Detachment Board Minutes of February 24, 2025**

##### **Resolution No. 28-2025**

That the minutes of the February 24, 2025 Peterborough County OPP Detachment Board meeting be approved.

Moved by Member Goodenough

Seconded by Member Amyotte

**Carried**

### **5. Business Arising Out of a Previous Meeting**

#### **5.1 Verbal Update - Peterborough Situation Table Funding**

Inspector Chris Galeazza, Detachment Commander, Peterborough County OPP

##### **Resolution No. 29-2025**

That the Board receive the verbal update from the Detachment Commander on the Peterborough Situation Table.

Moved by Member Wilford

Seconded by Member Webb

**Carried**

### **6. Delegations and Presentations**

## **7. Reports/Correspondence**

### **7.1 OPP Board Draft Budget**

Jennifer Stover, CFO/CIO/Deputy CAO, Peterborough County

#### **Resolution No. 30-2025**

That the Peterborough County OPP Board recommends the 2025 budget for approval; and

That the 2025 budget be sent to the participating municipalities for their respective Council approval.

Moved by Member Amyotte  
Seconded by Member Webb

**Carried**

### **7.2 Draft Detachment Board Work Plan**

Emmanuel Pinto, Board Administrator

#### **Resolution No. 31-2025**

That the Board receive the report from the Board Administrator regarding the March 2025 – Draft Board Work Plan for information with the revisions suggested by Members and OPP.

Moved by Member Wilford  
Seconded by Member Webb

**Carried**

### **7.3 2025 Spring Conference & AGM - Ontario Association of Police Service Boards**

John Braybrook, Board Chair

#### **Resolution No. 32-2025**

That the Board authorize Board Chair John Braybrook and Board Administrator Emmanuel Pinto to attend the OAPSB Annual Conference on June 3-5, 2025, in London, ON.

Moved by Member Wilford  
Seconded by Member Amyotte

**Carried**

**7.4 2025-03-22 Reply Message from Ministry of Solicitor General re Oaths and Affirmations**

John Braybrook, Board Chair

**Resolution No. 33-2025**

That the Board receive the March 22, 2025 correspondence from the Ministry of the Solicitor General

Moved by Member Amyotte  
Seconded by Member Goodenough

**Carried**

**8. By-laws**

**9. Notice of Motion**

**10. Information Items**

**10.1 Letter of Thanks from Lakefield Community Food Bank to OPP Detachment**

**10.2 2025-03-17 OAPSB Email - Call for Nominations and Conference Information**

**Resolution No. 34-2025**

That all information items be received.

Moved by Member Amyotte  
Seconded by Member Goodenough

**Carried**

**11. Closed Meeting**

There was no Closed Session.

**12. Business Arising from Closed Session**

There was no Business Arising from Closed Session.

### **13. Adjournment**

**13.1** The next meeting is scheduled for April 28, 2025 at 1:00p.m.

#### **13.2 Adjournment**

##### **Resolution No. 35-2025**

That the Board meeting adjourn at 1:55 p.m.

Moved by Member Webb

Seconded by Member Amyotte

**Carried**

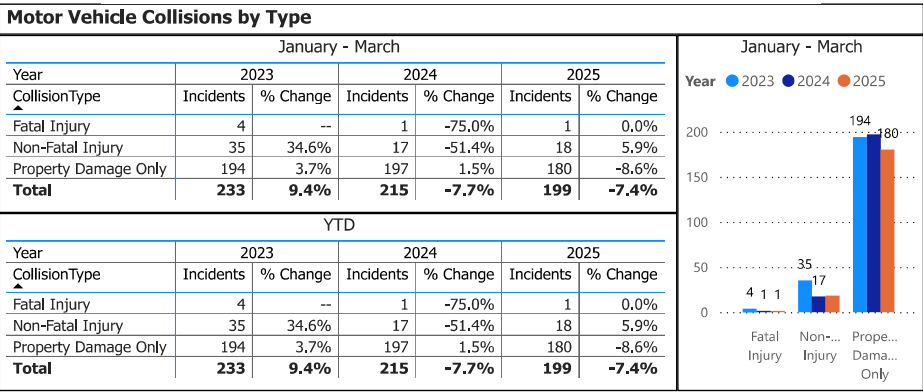
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Board Chair, John Braybrook

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Board Administrator, Emmanuel Pinto

OPP Detachment Board Report  
Collision Reporting System  
January - March 2025



Data source (Collision Reporting System) date:  
14-Apr-2025

Detachment: 11 - PETERBOROUGH COUNTY  
Location code(s): 1100 - PETERBOROUGH COUNTY, 1170 - CURVE LAKE FN, 1171 - HIAWATHA FN

Area(s): ALL  
Data source date:  
14-Apr-2025

Report Generated on:  
15-Apr-2025 2:39:01 PM

**OPP Detachment Board Report  
Collision Reporting System  
January - March 2025**

Fatalities in Detachment Area - Incidents									
January - March									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	4	--	0	0	--	0	0	--
2024	0	1	-75.0%	0	0	--	0	0	--
2025	0	1	0.0%	0	0	--	0	0	--
YTD									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	4	--	0	0	--	0	0	--
2024	0	1	-75.0%	0	0	--	0	0	--
2025	0	1	0.0%	0	0	--	0	0	--
Fatalities in Detachment Area - Persons Killed									
January - March									
Type	Motor Vehicle		% Change	Motorized Snow Vehicle		% Change	Off-Road Vehicle		% Change
Year	Persons Killed			Persons Killed			Persons Killed		
2023	5		--	0		--	0		--
2024	1		-80.0%	0		--	0		--
2025	1		0.0%	0		--	0		--
YTD									
Type	Motor Vehicle		% Change	Motorized Snow Vehicle		% Change	Off-Road Vehicle		% Change
Year	Persons Killed			Persons Killed			Persons Killed		
2023	5		--	0		--	0		--
2024	1		-80.0%	0		--	0		--
2025	1		0.0%	0		--	0		--
Primary Causal Factors in Fatal Motor Vehicle Collisions									
January - March					YTD				
	2023	2024	2025			2023	2024	2025	
Speeding	1	0	0	Speeding	1	0	0	0	
Speeding % Change	--	-100.0%	--	Speeding % Change	--	-100.0%	--	--	
Distracted	0	0	1	Distracted	0	0	1	1	
Distracted % Change	--	--	--	Distracted % Change	--	--	--	--	
Alcohol/Drugs	0	0	0	Alcohol/Drugs	0	0	0	0	
Alcohol/Drugs % Change	--	--	--	Alcohol/Drugs % Change	--	--	--	--	
Wildlife	0	0	0	Wildlife	0	0	0	0	
Wildlife % Change	--	--	--	Wildlife % Change	--	--	--	--	
NoSeatbelt	0	0	0	NoSeatbeltYTD	0	0	0	0	
NoSeatbelt YoY%	--	--	--	NoSeatbeltYTD YoY%	--	--	--	--	
January - March									
Speeding, Distracted, AL...					<div> <span>●</span> Speeding           <span>●</span> Distracted           <span>●</span> Alcohol/Drugs           <span>●</span> Wildlife           <span>●</span> NoSeatbelt         </div>				
<div> <div>1</div> <div>0</div> <div>0</div> <div>0</div> <div>0</div> </div>					<div> <div>1</div> <div>0</div> <div>0</div> <div>0</div> <div>0</div> </div>				
2023					2024				
					2025				

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14-Apr-2025

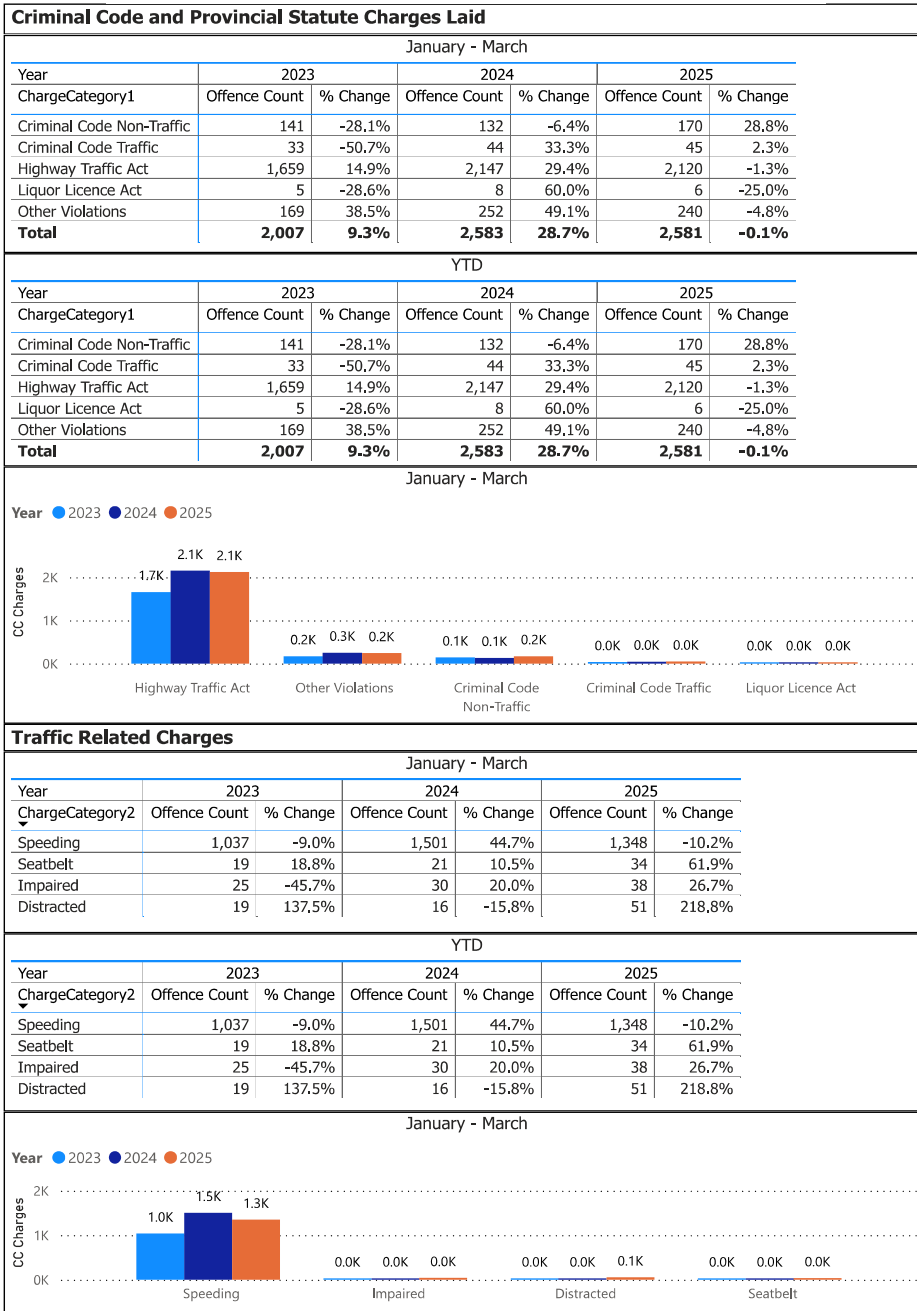
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Area(s): ALL  
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14-Apr-2025

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**OPP Detachment Board Report  
Records Management System  
January - March 2025**



Detachment: 11 - PETERBOROUGH COUNTY

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Area(s): ALL

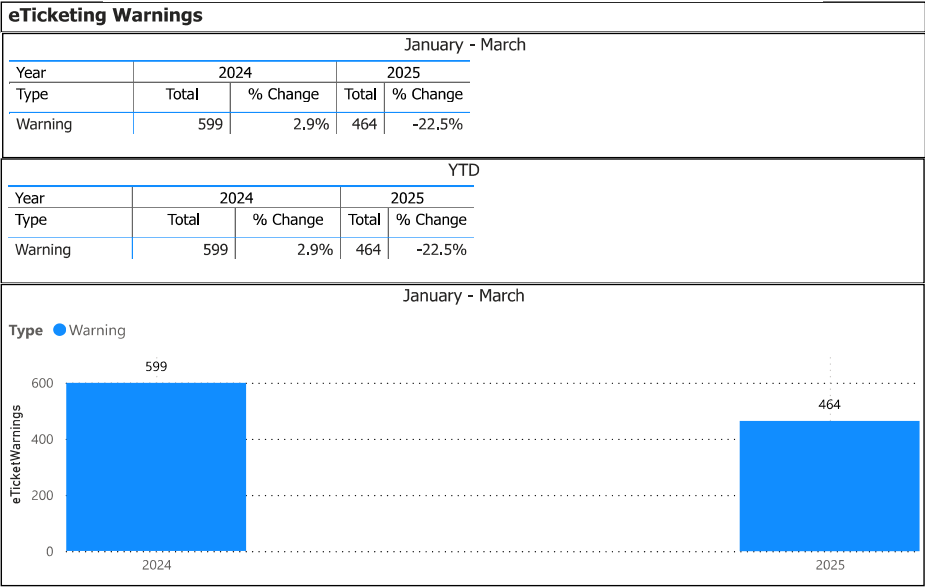
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OPP Detachment Board Report  
Records Management System  
January - March 2025



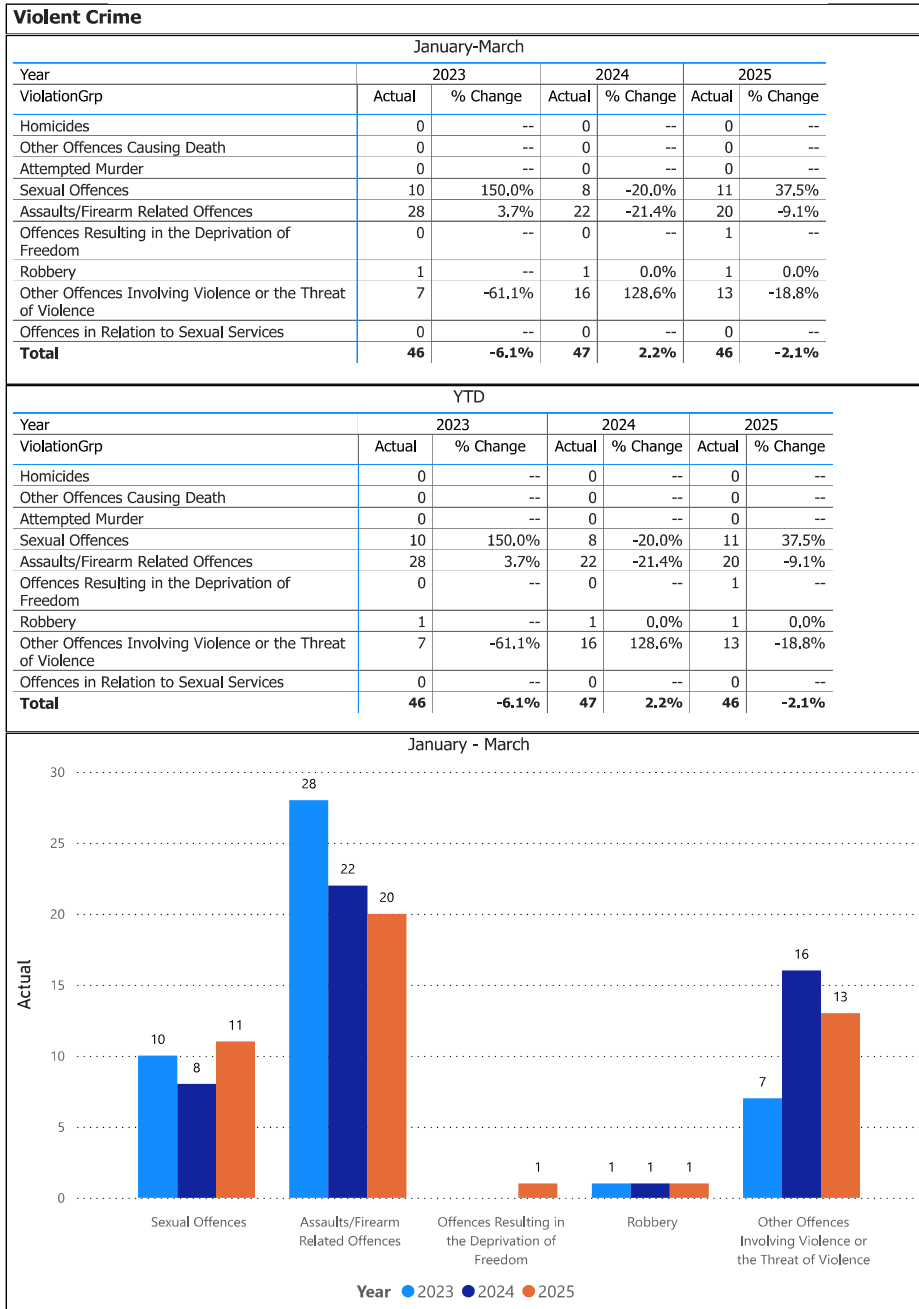
Note: The eTicketing system was not fully implemented until the end of 2022, therefore data is only available beginning in 2023. % Change in 2023 may appear higher in this report due to the incomplete 2022 data.

Detachment: 11 - PETERBOROUGH COUNTY  
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**OPP Detachment Board Report  
Records Management System  
January - March 2025**



Detachment 11 - PETERBOROUGH COUNTY

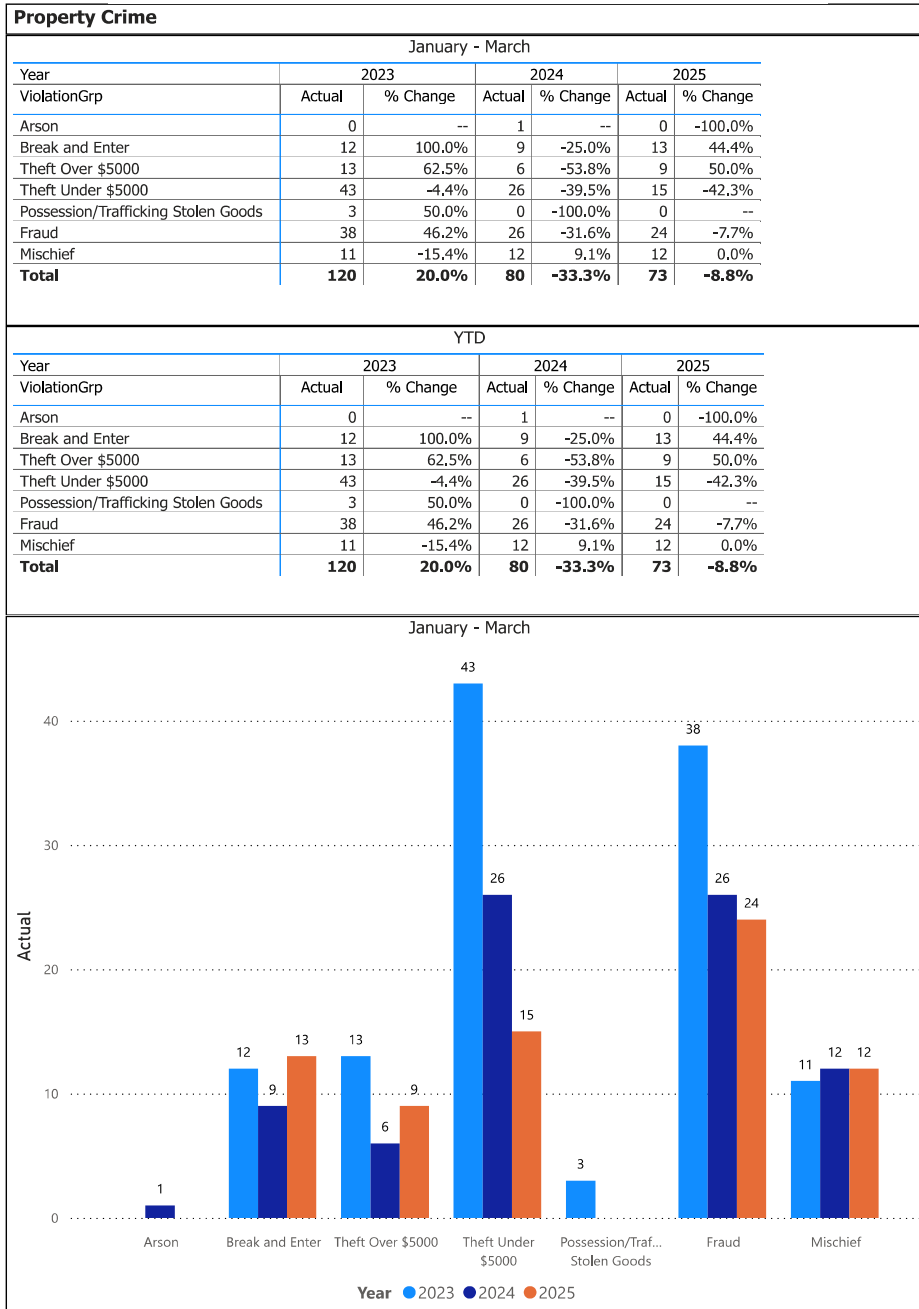
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Area(s): ALL

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**OPP Detachment Board Report  
Records Management System  
January - March 2025**



**Detachment: 11 - PETERBOROUGH COUNTY**

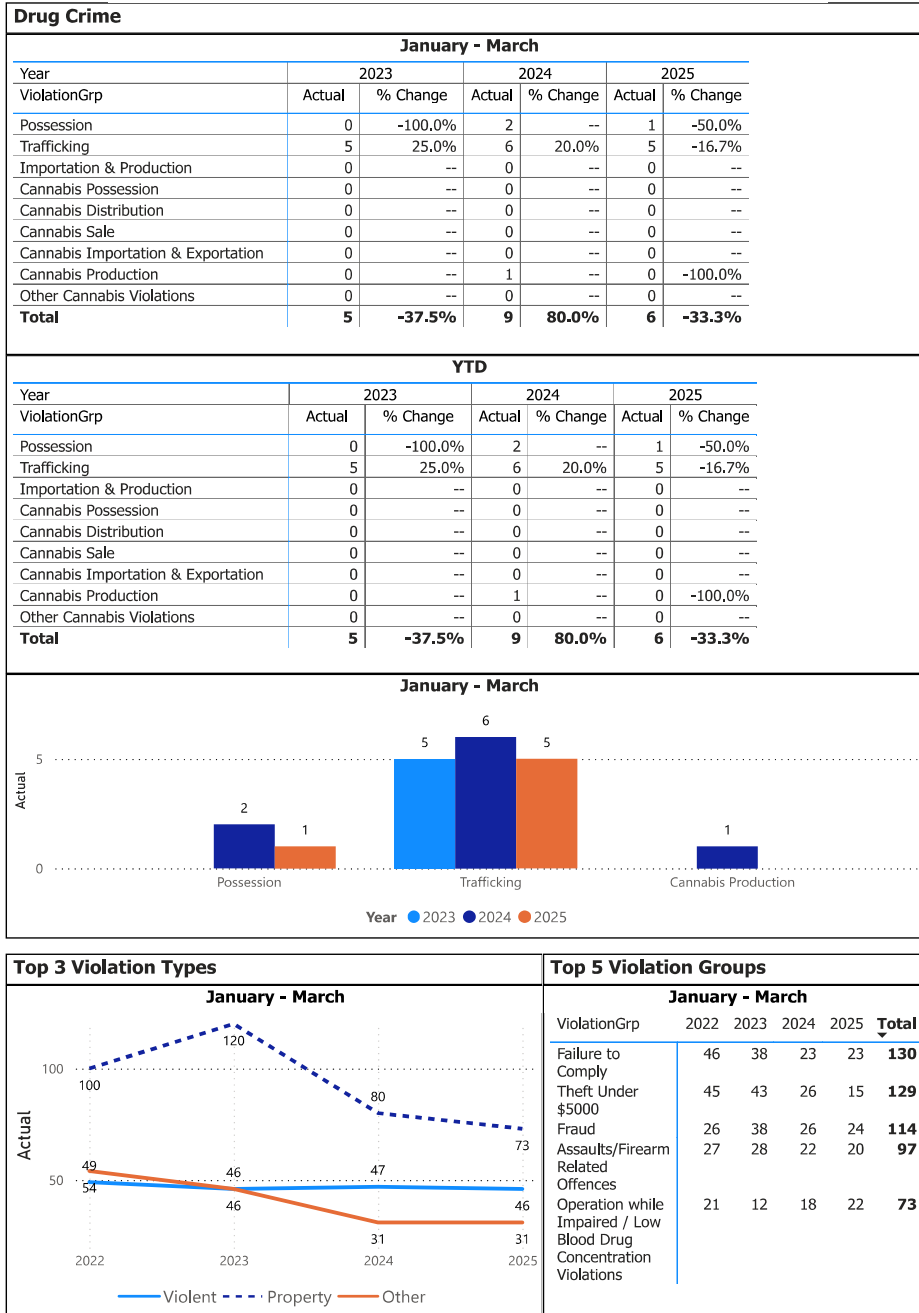
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Area(s): ALL

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**OPP Detachment Board Report  
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January - March 2025**

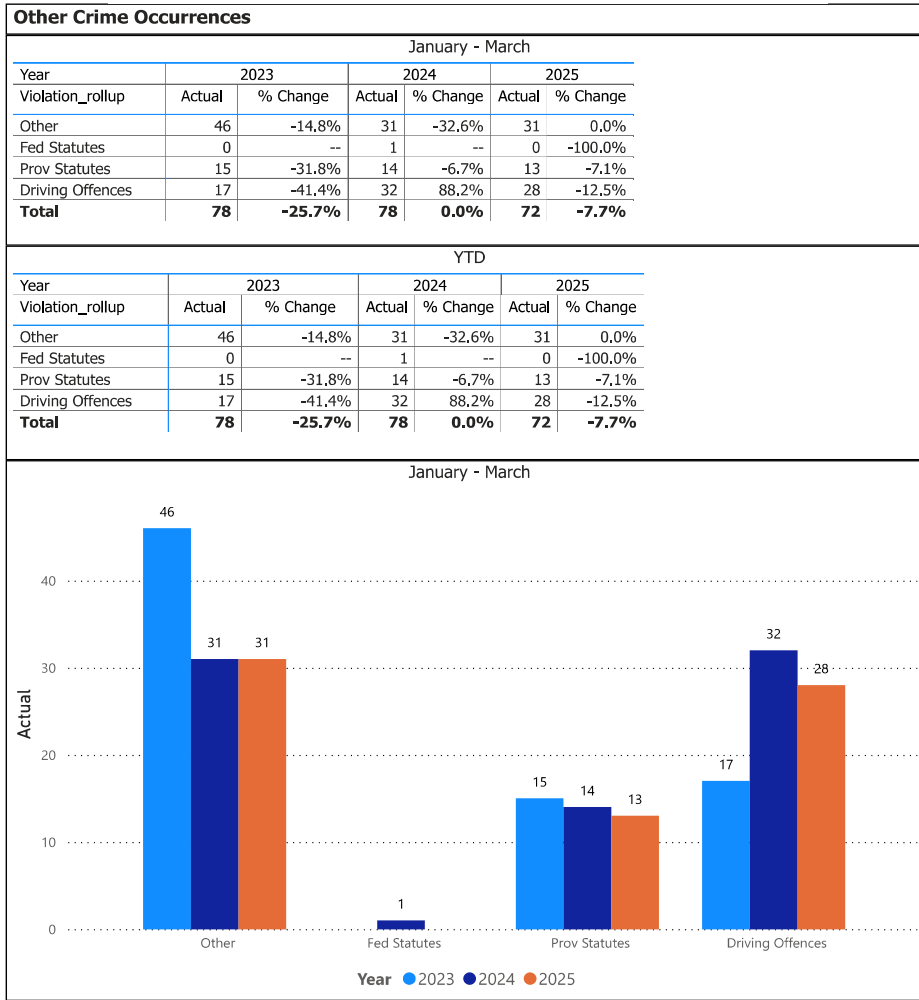


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January - March 2025**



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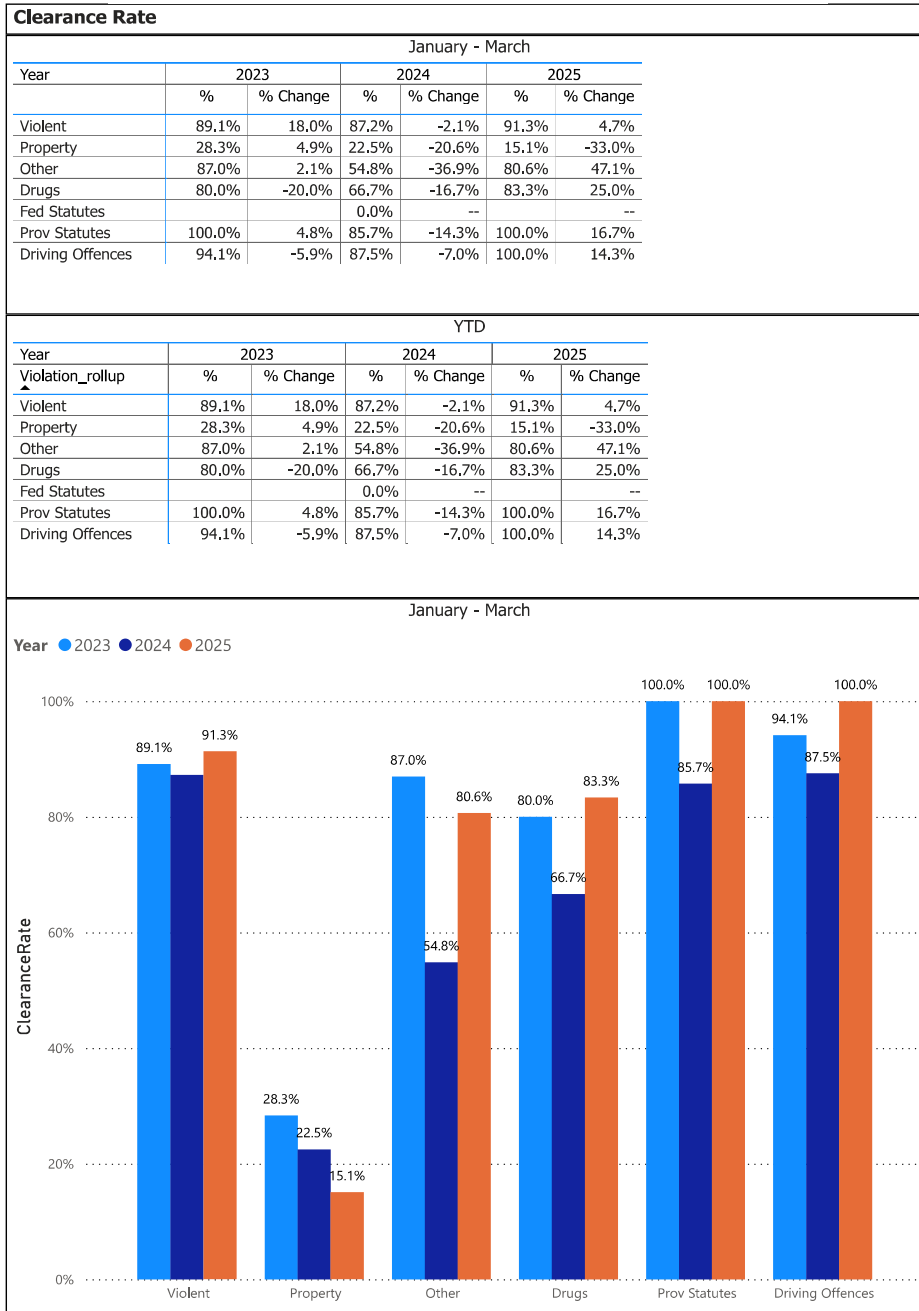
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**OPP Detachment Board Report  
Records Management System  
January - March 2025**



**Detachment: 11 - PETERBOROUGH COUNTY**

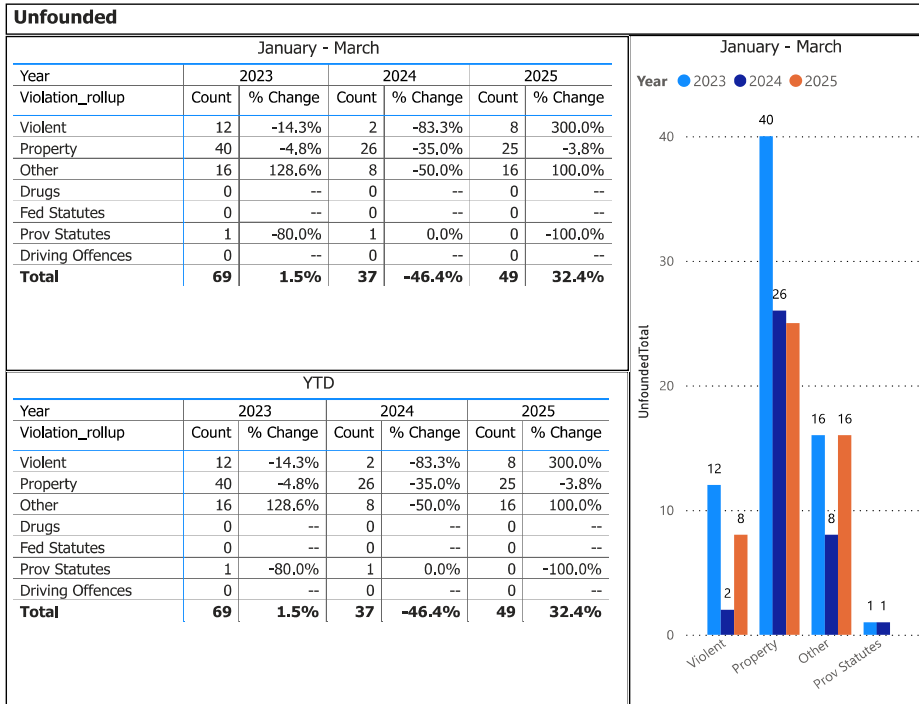
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**OPP Detachment Board Report  
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**Detachment: 11 - PETERBOROUGH COUNTY**

Location code(s): 1100 - PETERBOROUGH COUNTY, 1170 - CURVE LAKE FN, 1171 - HIAWATHA FN

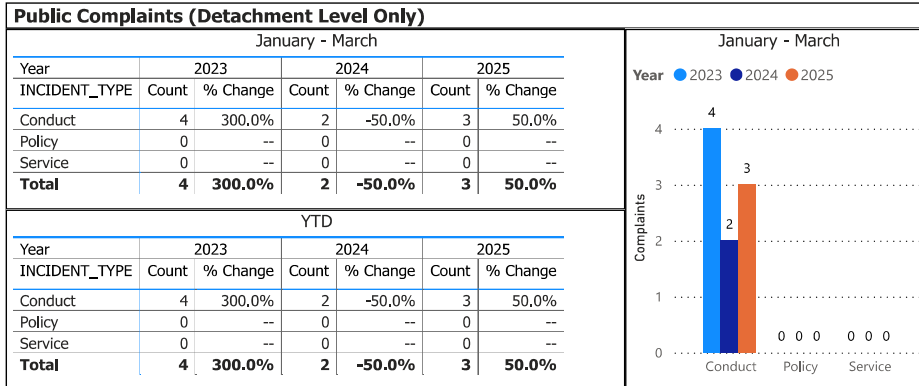
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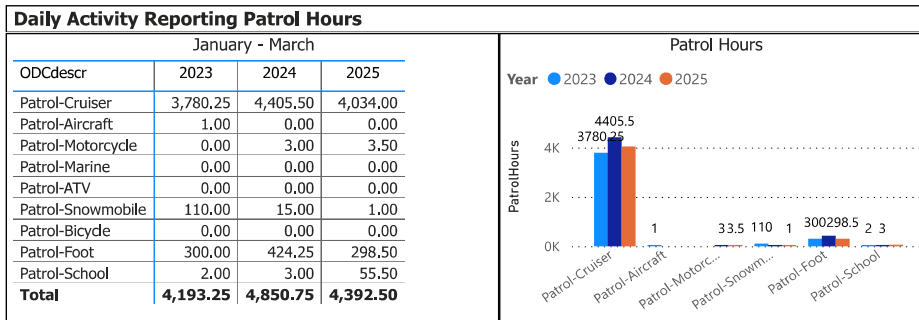
**OPP Detachment Board Report  
Records Management System  
January - March 2025**



Data source: RMS Data Feed  
Ontario Provincial Police, Professional Standards Bureau Commander Reports - File Manager System

Data source date:  
14-Apr-2025

**Daily Activity Reporting**



Data source (Daily Activity Reporting System) date:  
14-Apr-2025

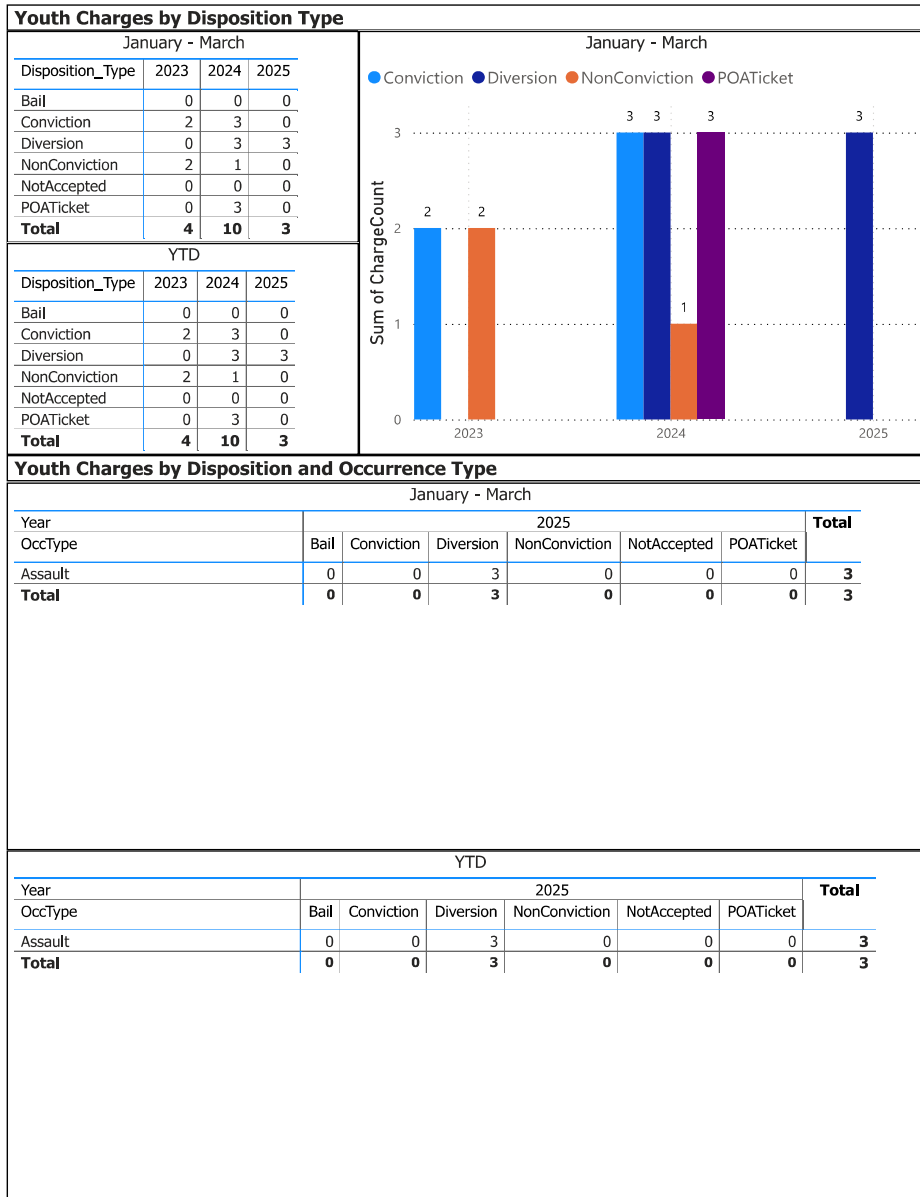
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Report Generated on:  
15-Apr-2025 2:39:01 PM

**OPP Detachment Board Report  
Records Management System  
January - March 2025**



The tables and chart on this page present summarized youth charges by disposition and occurrence type that have been recorded in the OPP Niche RMS application. Of note... the Niche data sourced for this report page only lists youth charges that have had a disposition type entered against them. Therefore, please be aware that the counts of youth charges entries on this report page are under stating the potential sum of youth charges that are in OPP Niche RMS.

**Detachment: 11 - PETERBOROUGH COUNTY**

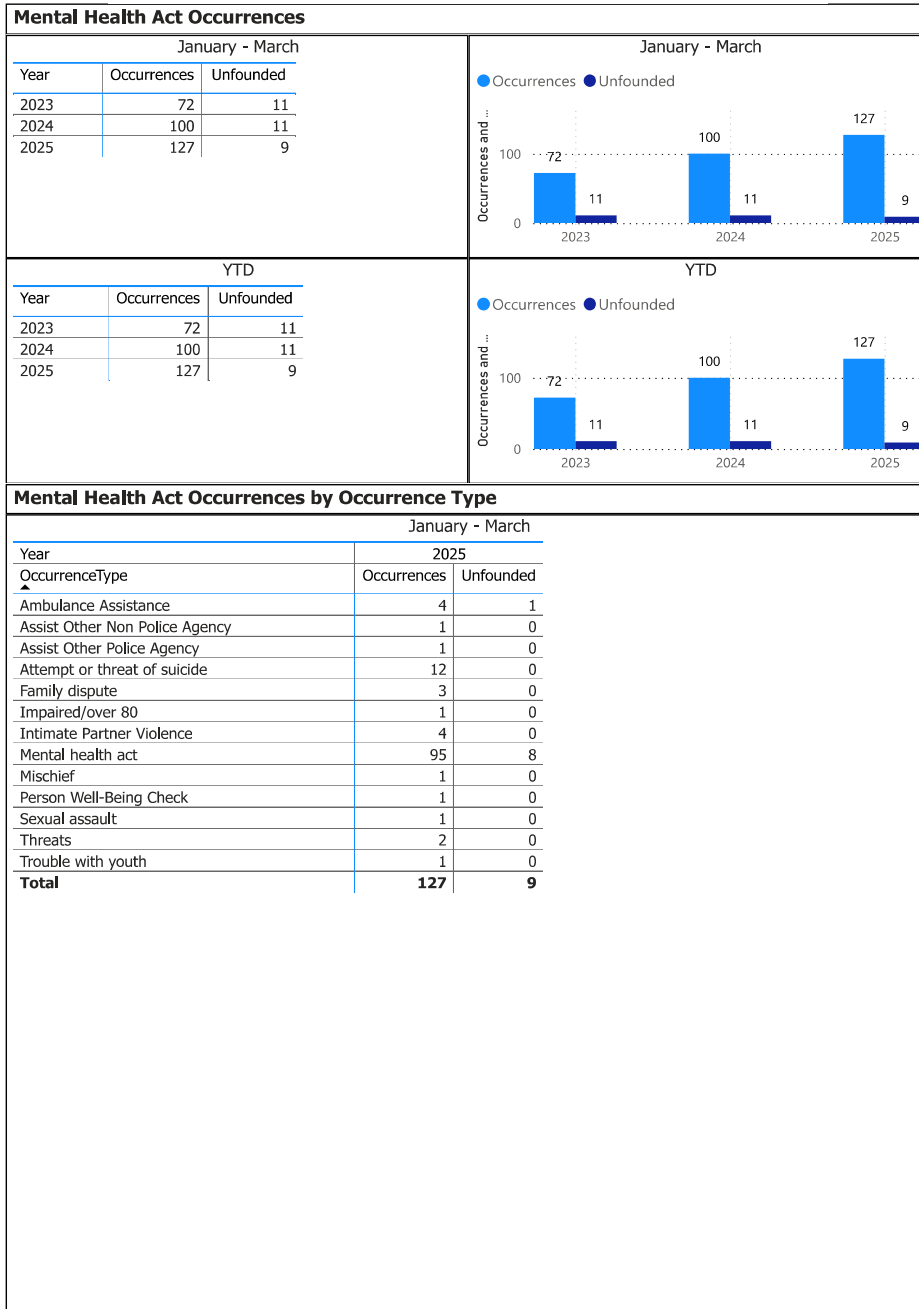
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**OPP Detachment Board Report  
Records Management System  
January - March 2025**



Detachment: 11 - PETERBOROUGH COUNTY

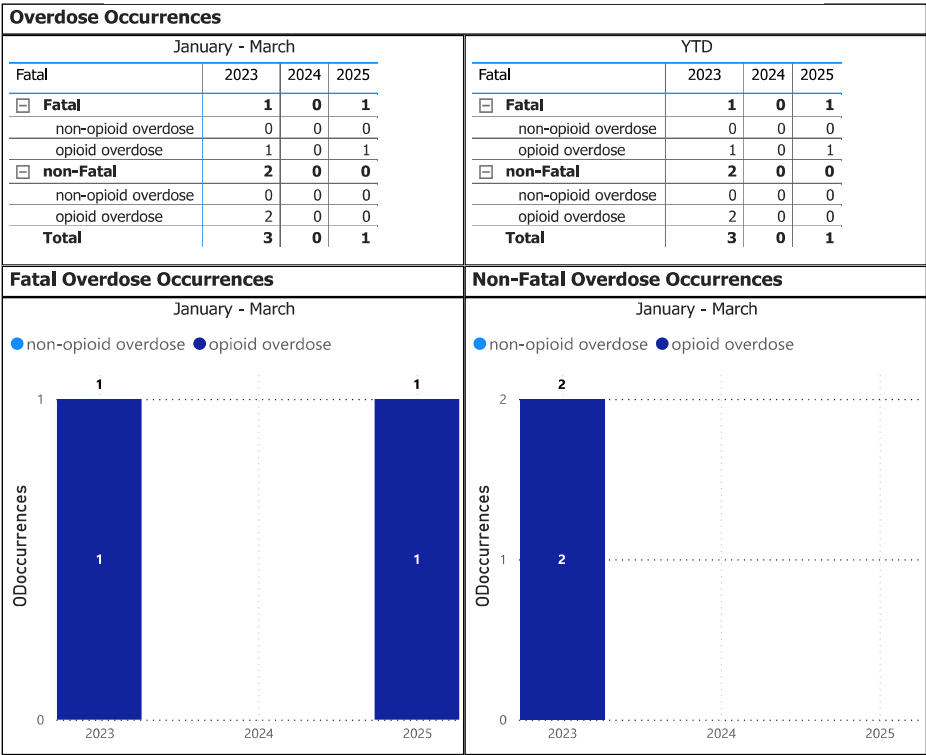
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OPP Detachment Board Report  
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January - March 2025

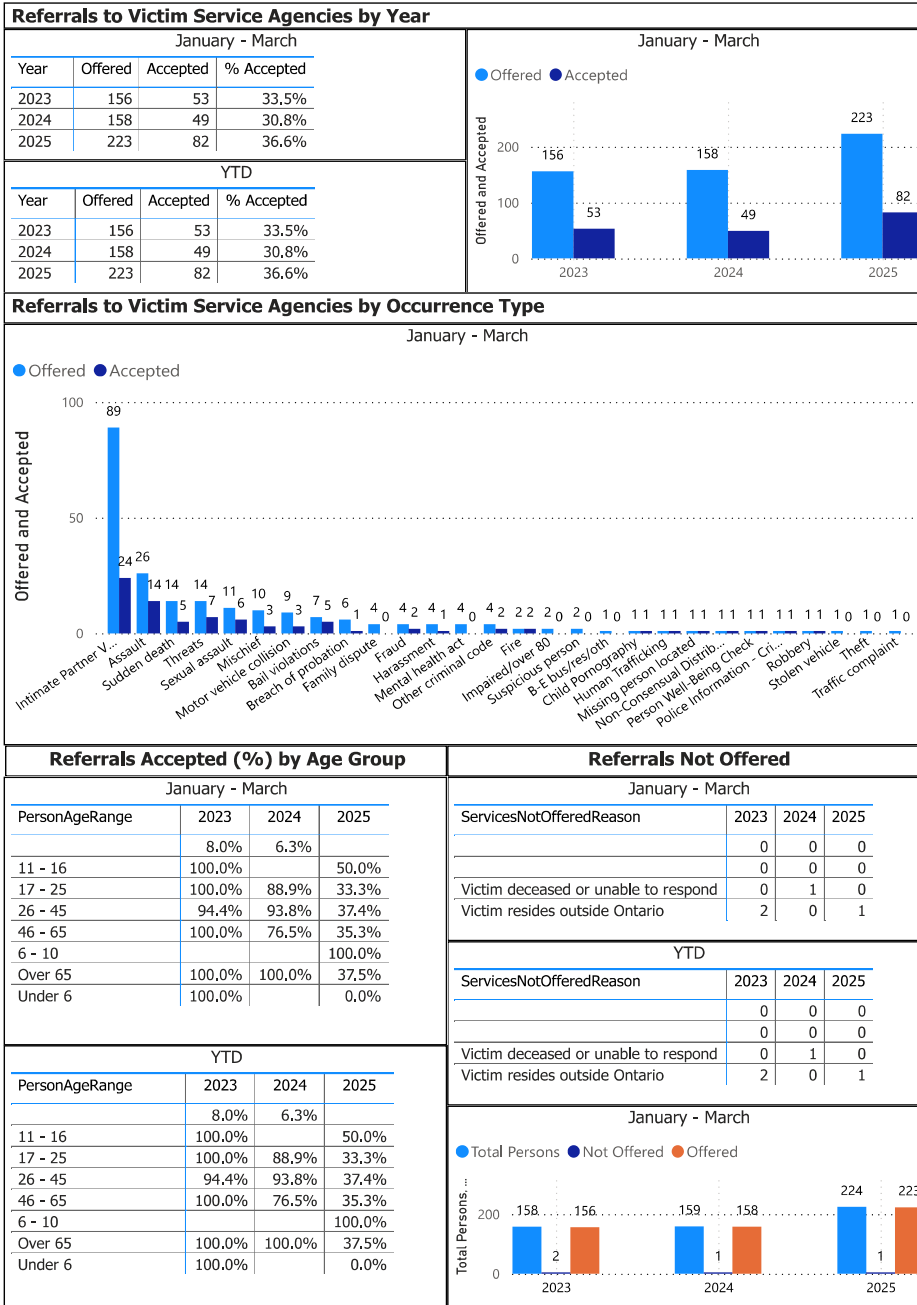


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Area(s): ALL

Data source date:

14-Apr-2025

Report Generated on:

15-Apr-2025 2:39:01 PM

**OPP Detachment Board Report**  
Report Information Page

**Report Data Source Information:**

**Data Sources Utilized**

- Niche RMS – CTSB Data Feed
- Collision Reporting System (eCRS)
- POIB File Manager
- Daily Activity Reporting System

**Niche RMS**

RMS data presented in this report is dynamic in nature and any numbers may change over time as the OPP continue to investigate and solve crime.

The following report tabs acquire their data from the OPP Niche RMS – CTSB Data Feed

- Complaints (Public Complaints Section Only)
- Charges
- Warnings
- Violent Crime
- Property Crime
- Drug Crime
- Clearance Rate
- Unfounded
- Other Crime
- Youth Charges
- MHA – Mental Health Act
- Overdose
- Victim Services

**Collision Reporting System (eCRS)**

Traffic related data for Collisions and Fatalities are collected from the OPP eCRS application.

The following report tabs acquire their data from the OPP eCRS (Collision Reporting System)

- Collisions
- Fatalities

**DAR (Daily Activity Reporting)**

Patrol hours are collected from the OPP DAR application.

The following report tabs acquire their data from the OPP DAR (Daily Activity Reporting)

- Complaints (Patrol Hours Section Only)



## OUR VISION

Safe Communities... A Secure Ontario

## OUR MISSION

To serve our province by protecting its citizens, upholding the law and preserving public safety.



## OUR VALUES

Serving with  
**PRIDE,  
PROFESSIONALISM  
& HONOUR**

Interacting with  
**RESPECT,  
COMPASSION  
& FAIRNESS**

Leading with  
**INTEGRITY,  
HONESTY  
& COURAGE**

*Always doing the right things for the right reasons*



## **PETERBOROUGH COUNTY Detachment Action Plan Table of Contents**

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## Message from the Detachment Commander

"The Ontario Provincial Police (OPP) continues to have a clear path forward with the implementation of the 2023-2025 Strategic Plan. As an extension of, and building upon, the 2020-2022 Strategic Plan, we remain focused on and committed to our three strategic priorities, specifically our people, our work, and our communities. The plan will continue to guide our organization's priorities, strategies, initiatives, and the requirements expected with the enactment of the regulations associated to the new Community Safety and Policing Act (CSPA)," OPP Commissioner Thomas Carrique.



Your members of the Ontario Provincial Police (OPP), Peterborough County Detachment, are pleased to present the 2023-2025 Action Plan. The OPP's Vision, Mission and Values remain unchanged and will guide our plan over the next three years. Our enduring vision for Safe Communities... A Secure Ontario, is the basis for every decision we make and every action we take, including the commitments and actions referenced throughout this plan.

The Detachment will continue to identify opportunities to promote access to health, community belonging and support, transportation, connectivity, and other social determinants of health. These are the priorities as established by the two Community Safety and Well-Being (CSWB) Plans for the area. We recognize as a police service we are responsible for none of the priorities alone, however, we can make significant improvements for our community members by ensuring our service delivery considers and aligns with these priorities.

Similar to previous years, the 2023-2025 Action Plan will have three areas of focus; Crime, Roadways, Waterways and Trails, and Community Well-Being.

Criminal investigations will be victim-centred. This approach aligns with both our values and our communities' CSWB Plans. Investigations will focus on compassion, respect, and support with the intent of restoring a sense of safety and security to those victimized by crime, while at the same time holding offenders accountable for their actions. Our standard is investigative excellence, for which we continually strive to achieve.

Safety on our roadways, waterways, and trails remains a priority in this Action Plan. The goal of traffic, trail, and marine safety will be achieved through education, engagement, and enforcement. High visibility patrols, the use of data and analytics, and collaborating with our partners and stakeholders to identify educational opportunities are some of the ways we are committed to making our active transportation routes safer everyday.

The Peterborough County Detachment will continue to collaborate with community partners and stakeholders, building diverse and inclusive relationships leading to community safety and well-being. Through our work we are committed to partnerships, developing, and strengthening co-response models that focus on prevention, harm reduction and risk intervention strategies, all with the goal to improve the overall safety and well-being of our communities.

Like the Vision, Mission, Values, the OPP's 2023-2025 strategic plan remains unchanged. Two of three strategic priorities, Our Work and Our Communities, have been addressed above. The remaining strategic priority is Our People. Internally, we are committed to practices and strategies that support member wellness, create development opportunities, and recognize members for their commitment to serving our province by protecting its citizens, upholding the law, and preserving public safety.

Inspector Chris Galeazza  
Detachment Commander  
Peterborough County Detachment

## Our Detachment

Peterborough County is located on the Treaty 20 Michi Saagiig territory and in the traditional territory of the Michi Saagiig and Chippewa First Nations, collectively known as the Williams Treaties First Nations. Hiawatha and Curve Lake are two of the Nations comprising the Williams Treaties and are located here. Hiawatha receives policing services through the OPP and two Hiawatha First Nations Constables funded through the First Nations and Inuit Policing Program under the Ontario First Nations Policing Agreement (Band Council, 2023). Our partners with the Anishinabek Police Service (APS) are responsible for providing primary policing services to Curve Lake First Nation. The OPP provides support on an as needed basis in assistance of APS.

Peterborough County Detachment is responsible for policing services for seven of the eight charter municipalities comprising Peterborough County. The seven municipalities are Asphodel-Norwood, Douro-Dummer, Havelock-Belmont-Methuen, North Kawartha, Otonabee-South Monaghan, Selwyn, and Trent Lakes. According to Statistics Canada 2021 census information, the base population is estimated to be 55,000. The population swells during the summer months as seasonal residents return and tourists converge on the county to enjoy the natural beauty of the area.

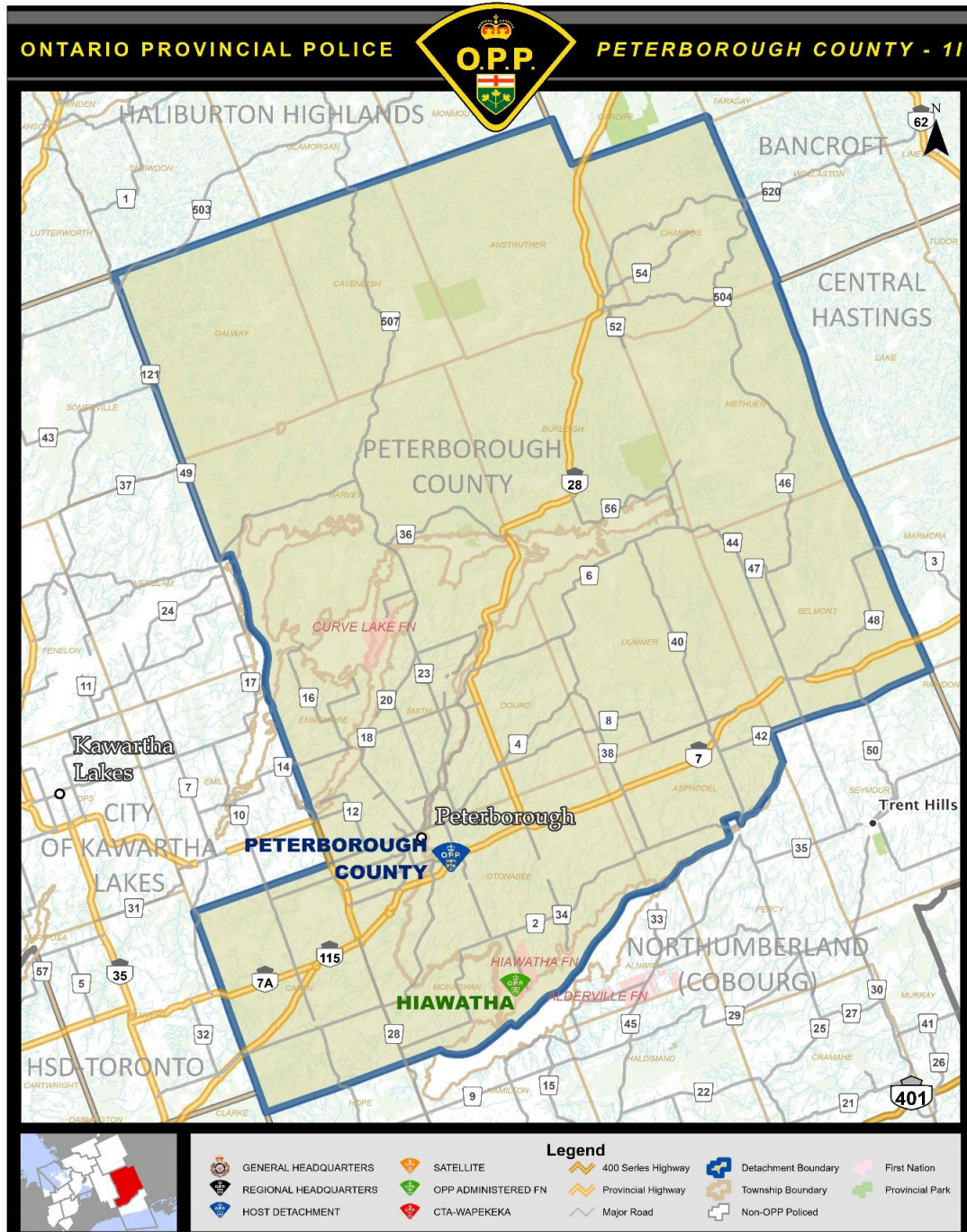
Each of the communities' characteristics are uniquely different. The northern part of the County consists of lakes, rivers, and remote landscapes. The southern area has its share of lakes and rivers but offers rich agricultural lands. The communities in the County are made up of various sizes of towns, villages, and hamlets that all complement one another and work together, our primary industries in our rural community are agriculture, tourism, light to medium duty manufacturing, service business, creative entrepreneurs, and innovation (Peterborough County, 2021).

Peterborough County is also home to:

- Over 100 km of National Historic Waterways of the Trent-Severn, in addition to the 100+ named lakes of the region.
- Petroglyphs, Kawartha Highlands, and Mark S. Burnham Ontario Parks, in addition to the numerous conservation and municipal parks of the area.
- Large inter-connected network of all-terrain and snowmobile trails, as well as well mapped cycling routes for muscular sport enthusiasts.
- Provincial Highways 115, 7/7A, and 28 which connect Peterborough County to eastern and southern Ontario.

Not to be forgotten are the fairs, community events, food/drink attractions, and, most importantly, the people that make Peterborough County a welcoming place to live, work and play.

## Our Detachment Area (map)



## Action Plan Commitment Summary

The OPP's action planning process ensures compliance with the Adequacy and Effectiveness of Police Services Regulation (Adequacy Standards) filed as O. Reg. 3/99 in 1999.

Through analysis and consultation, the following areas of focus were identified for the next three years. These are reflective of local issues; activities will be addressed, monitored and adjusted as needed.

Crime	Roadways, Waterways and Trails	Community Well-Being
The Peterborough County Detachment is committed to investigative excellence through a victim-centered, trauma informed approach for all investigations. Thorough and complete investigations will assist in reducing violent crimes while ensuring that all victims receive the supports that they require.	To sustain a continuous and year-round focus on the causal factors of motorized vehicle, off-road vehicle and vessel collisions.	Within the scope of our practice, participate in meaningful ways to address the 94 calls to action from the Truth and Reconciliation Commission (TRC).
Locally, support our organizational commitment to work with law enforcement partners, justice, health, and social service officials to develop strategic responses to the opioid crisis and the impact of substance use issues have on our communities.	Work collaboratively with municipalities/county and stakeholders to develop comprehensive plans to improve road safety.	Ensure sufficient police resources and community engagement is focused on addressing mental health and addictions strategies and responses in our community.
To address and prevent property crime in our communities. This commitment is inclusive of fraud, mischief and improper or unauthorized use of lands.	Agriculture is vitally important to our communities. As such, we will work collaboratively with the Peterborough County Federation of Agriculture and the Ontario Federation of Agriculture to create educational opportunities and enhance road safety for operators of farm implements of husbandry and drivers of traditional vehicles on our highways.	To ensure we understand and further the key commitments of the area's two Community Safety and Well-Being (CSWB) plans.
	Work diligently to ensure Peterborough's world class inland boating and historic Trent Severn Waterway is safe for all users.	The OPP is actively hiring. The OPP is one of North America's largest deployed police services with more than 5,500 uniformed officers, 2,500 civilian employees and over 600 auxiliary members. The OPP provides essential services that ensure the safety and security of the people within the province of Ontario. To meet this mandate, we need community members to apply to fill all roles.

## Crime

**Description:** Peterborough Detachment remains steadfast to our previous commitment to build new partnerships, strengthen old ones, and continue with our ongoing collaborative approach to preventing crime, investigating crime, and supporting victims.

Commitment	Outcomes	Actions
<p><b>The Peterborough County Detachment is committed to investigative excellence through a victim-centered, trauma informed approach for all investigations. Thorough and complete investigations will assist in reducing violent crimes while ensuring that all victims receive the supports that they require.</b></p>	<p>A community informed with skills and knowledge to assist the police in preventing crime.</p> <p>A police service committed to the wellbeing of the community through investigative excellence and victim-centred approaches.</p>	<p>All members will ensure that they are completing timely and thorough investigations. Supervision of the investigations is essential as the investigation itself. Oversight, investigative assistance, and timely feedback is crucial for investigative excellence to be achieved.</p> <p>Continued collaboration with community partners to identify opportunities to enhance support and resources to all victims of violent crime.</p> <p>Areas of primary concern are, but not limited to, intimate partner violence, human trafficking, firearms and gang-related offenses.</p> <p>Focus on and commitment to the Offender Management and Apprehension Program (OMAP). This crime suppression strategy is designed to deter criminal activity by monitoring repeat offenders and actively searching for offenders evading justice.</p> <p>Commitment to training opportunities for all members. The concentration of the training will be on violence prevention, trauma informed approaches and techniques to support victims of crime.</p> <p>Referrals to the Peterborough Situation Table for individuals at imminent risk to themselves and the community.</p> <p>Lead education and engagement opportunities in our communities,</p>

		especially our schools, providing crime prevention information.
<b>Locally, support our organizational commitment to work with law enforcement partners, justice, health, and social service officials to develop strategic responses to the opioid crisis and the impact of substance use issues have on our communities.</b>	An all agency response, community members included, to remove barriers to health/support services, while disrupting the flow of toxic substances into our communities.	<p>Commitment to partnership with the Peterborough Drug Strategy.</p> <p>Continued referrals to the Peterborough Situational Table to address acutely elevated risk situations.</p> <p>Continued engagement and education opportunities specific to our youth.</p> <p>Proactive enforcement by all members of the detachment, including our Community Street Crime Unit (CSCU).</p> <p>Engage internal investigative and support bureaus (Organized Crime Enforcement, Provincial Operations Intelligence Bureau), as well as engaging the external investigative services of our law enforcement partners.</p> <p>Focus on training for frontline officers, trauma informed approaches and recruitment and management of confidential informants.</p>
<b>To address and prevent property crime in our communities. This commitment is inclusive of fraud, mischiefs, and improper or unauthorized use of lands.</b>	The intended outcome is to reduce overall victimization by community members and ensure the security and sanctity of everyone's personal property.	<p>Use intensive and targeted media messaging to reduce victimization by providing security information to the community.</p> <p>Use analytics to guide focused patrols, ensuring areas experiencing higher rates of criminal activity are provided with sufficient resources until identified concerns are adequately addressed.</p> <p>Create opportunities for educational and engagement series with community members, relevant to their concerns, in a timely manner. Similar to the violent crime action strategies, ensure known offenders are monitored in accordance with applicable laws and internal policies; OMAP.</p>

## Roadways, Waterways and Trails

**Description:** Many of the townships within Peterborough County have experienced residential and commercial growth. Furthermore, because of the global pandemic, tourists travel to the area to experience the natural attractions of the County for the leisure and stay-cation opportunities. Peterborough also remains a connector to/from the greater Toronto area & central Ontario to eastern Ontario via three (3) provincial highways. This growth, traveler and commuter population directly correlates to the increases in users seen on our roadways, waterways and trails.

Over the next three year period the Peterborough County Detachment will remain focused on the ongoing collaboration with our partners and stakeholders to develop strategies and educational opportunities, connected with enforcement to ensure our communities active transportation routes are safe for all users.

Commitment	Outcomes	Actions
<b>To sustain a continuous and year-round focus on the causal factors of motorized vehicle, off-road vehicle and vessel collisions.</b>	Drivers and operators using our roadways, waterways, and trails will make appropriate decisions for responsible use.	Continue with a focused approach to education and enforcement of driving related offences. Utilize covert speed measuring devices, collision and traffic/usage data to inform decision making processes on deployment of resources and engagement opportunities.  These actions are inclusive of enforcement efforts involving commercial motor vehicles (CMV) using area highways.
<b>Work collaboratively with municipalities/county and stakeholders to develop comprehensive plans to improve road safety.</b>	Focused, cost effective improvements and enhancements to our local roadways equating to increased safety for all users.	Provide our partners with data to inform decision making on capital projects such as road improvement and design, development of local speed and traffic safety awareness policies, and the setting of speed limits.
<b>Agriculture is vitally important to our communities. As such, we will work collaboratively with the Peterborough County Federation of Agriculture and the Ontario Federation of Agriculture to create educational opportunities and enhance road safety for operators of farm implements of husbandry and drivers of traditional vehicles on our highways.</b>	Increased awareness, safety, and mutual respect amongst and between the agricultural community and general public traversing our highways.	Work with our partners to use traditional and social media platforms to create advertising and messaging regarding shared roadway responsibilities and warn of seasonal cautions.



<p><b>Work diligently to ensure Peterborough's world class inland boating and historic Trent Severn Waterway is safe for all users.</b></p>	<p>Increased ownership of personal safety by all waterway users, and an overall increase in safety through enforcement.</p>	<p>Use engagement, education and enforcement opportunities to enhance waterway safety for all users. This includes partnering with Parks Canada and the Ministry of Natural Resources and Forestry (MNRF) for both engagement and enforcement. Work collaboratively with marinas and other sport retailers in promoting safety practices and wearing of personal floatation devices. Participate in water safety educational opportunities such as swim to survive and the Children's Water Festival.</p>
<p><b>Development of a motorized snow vehicle and off-road vehicle strategy built on the pillars of engagement, education, and enforcement to promote safe operation of these vehicles on Peterborough's inter-connected network of trails.</b></p>	<p>Increasing trail safety through collaboration with riding clubs and enforcement.</p>	<p>Whether in dirt/mud or snow, trail safety enforcement and education remains a top priority.</p> <p>Increase visibility patrols and partner with our regional Snowmobile, All-Terrain Vessel Enforcement (SAVE) Team to provide subject matter expertise.</p>
<p><b>As a cycling destination and with a network of mapped routes, we will work collaboratively with stakeholders to promote safe cycling throughout the county using the pillars of engagement, education, and enforcement.</b></p>	<p>Community, cyclist and police joint ownership in safety.</p>	<p>Using trained police cyclists and equipment, promote safety through Ride-Safe Bicycle Rodeo programs to children and youth. In addition, promote safety opportunities through cycling clubs, social media platforms and enforcement on our roadways.</p>

## Community Well-Being

**Description:** The Detachment continues to develop new and enhance existing relationships with stakeholders throughout Peterborough County, and the First Peoples' Communities of Hiawatha and Curve Lake. These relationships and partnerships, facilitate our service delivery to the residents of our communities, providing access to community-based resources and supports for those in involved. The overarching goal is to ensure all persons receive the appropriate assistance they require, allowing each agency to meet their mandate and the Detachment to concentrate on core policing responsibilities.

Commitment	Outcomes	Actions
<b>Within the scope of our practice, participate in meaningful ways to address the 94 calls to action from the Truth and Reconciliation Commission (TRC).</b>	To consistently work towards repairing and rebuilding the relationship between police and First Nations communities. The success found in this outcome will drive greater successes, inclusivity, and respectful relationship with all members of the communities we serve.	<p>Recognize and understand past injustices, using lessons learned to guide interactions, engagements, and investigations. Understand, while the TRC's focus was on Indigenous Peoples, we can prevent recreating future atrocities by applying these principles to all communities with interact with. Be present in First Nation communities to further the positive gains fostered in partnership with them via engagement and educational opportunities, prior to enforcement being required.</p> <p>Creating training opportunities, inclusive of Indigenous teachings and awareness. This training will also include Positive Space Training, recognizing the need to create and safe and inclusive workforce.</p>
<b>Ensure sufficient police resources and community engagement is focused on addressing mental health and addictions strategies and responses in our community.</b>	Be part of creating a supportive mental health and addictions network in the community.	<p>Foster and further enhance our relationship with the Canadian Mental Health Association as we jointly continue to deliver outreach support through our Mobile Crisis Response Team (MCRT; formerly known as Mobile Crisis Interview Team – MCIT).</p> <p>Continue to engage with Peterborough Drug Strategy partner agencies to implement approaches best suited to assist community members with concurrent disorders. Continue to partner with the Peterborough Health Unit and</p>

		Peterborough Regional Health Centre to deliver and understand appropriate care to community members. When, and where possible, further the key commitments of the two Community Safety and Well-Being Plans by aligning our practices and/or addressing concerns at community tables.
<b>To ensure we understand and further the key commitments of the area's two Community Safety and Well-Being (CSWB) Plans.</b>	Intentional inclusion of the key commitments of the CSWB plans will enhance the overall health of our communities.	<p>The priorities and goals of the CSWB Plan for Asphodel-Norwood and Otonabee-South Monaghan are:</p> <ul style="list-style-type: none"> <li>• Access to Health, Community Belonging, Community Supports, and Housing Security.</li> </ul> <p>The priorities and goals of the CSWB for the remaining municipalities are:</p> <ul style="list-style-type: none"> <li>• Housing, Homelessness, Poverty, Income, Security, Healthcare, Mental Health, Substance Use and Addictions, and Active Transportation Connectivity.</li> </ul> <p>In each way, however large or small our part may be, we will consider our communities priorities when developing strategies.</p> <p>Another action under this commitment includes working with our municipalities to develop municipal bylaws and other strategies to deal with nuisance and/or persistent issues affecting the wellness of the community. Police can provide oversight and input, relating their knowledge, skills, and abilities in dealing with municipal law enforcement concerns.</p>
<b>The OPP is actively hiring. The OPP is one of North America's largest deployed police</b>	Increase recruitment numbers and applications to adequately meet the needs of	Every member is a recruiter. By being an ambassador, we will attract the best candidates to continue our

<p><b>services with more than 5,500 uniformed officers, 2,500 civilian employees and over 600 auxiliary members. The OPP provides essential services that ensure the safety and security of the people within the province of Ontario. To meet this mandate, we need community members to apply to fill all roles.</b></p>	<p>the organization.</p>	<p>mission to serve our province by protecting its citizens, upholding the law and preserving public safety.</p> <p>Using all of the attractions of our communities, we will work with community partners to attract people and their families to love our communities like we do. Once here, we will continue to recruit them to join the ranks of the OPP. We can recruit by actively promoting the excellent work being performed daily by all members of our detachment. By engaging the community in our local awards, we can promote recruitment. This can be you!</p>
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2023-2025

## PETERBOROUGH DETACHMENT ACTION PLAN

### PROGRAMS & SERVICES

Alcohol and Gaming Enforcement  
Asset Forfeiture  
Auxiliary Policing/Chaplaincy  
Aviation/Flight Operations  
Biker Enforcement  
Blood Stain Analysis  
Breath Analysis/Drug Recognition  
Canine Search, Rescue, Tracking and Detection  
Chemical, Biological, Radiological, Nuclear and Explosive Response  
Child Exploitation Investigation  
Civil Litigation File Coordination  
Civilian Data Entry  
Collision Reconstruction and Investigation  
Commercial Vehicles and Dangerous Goods  
Communications  
Community Policing  
Community Street Crime Units  
Complaint Investigation  
Computer-Aided Dispatch  
Contraband Tobacco  
Court Case Management  
Crime Analysis  
Crime Gun Analysis  
Crime Prevention and Community Safety  
Crime Stoppers  
Criminal Investigation Services and Major Case Management  
Crisis Negotiation  
Drug Enforcement

Drug Evaluation and Classification  
DNA Coordination  
Emergency Management  
Emergency Response  
Explosives Disposal  
Federal Firearms Program Delivery  
Federal and Provincial Road Safety Countermeasures  
Forensic and Identification Services  
Fraud, Corruption, Economic/Financial Crime Investigation  
Hate Crimes/Extremism Investigation  
Illegal Gaming Investigation  
Incident Command  
Indigenous Policing  
Information Technology  
Intelligence  
Justice Officials and Dignitary Protection Services  
Marine, Motorized Snow and Off-road Vehicle and Motorcycle Patrol  
Media Relations  
Missing Persons and Unidentified Bodies  
Offender Transportation  
Ontario Sex Offender Registry  
Organized Crime Enforcement  
Physical Security Services  
Polygraph  
Provincial Anti-Terrorism  
Provincial Cybercrime Strategy  
Provincial Human Trafficking Strategy

Provincial Operations Centre  
Public Order  
Remotely Piloted Aircraft Systems  
Repeat Offender Parole Enforcement  
RIDE (Reduce Impaired Driving Everywhere)  
Search and Rescue  
Security Assessments and Enquiries  
Surveillance - Electronic and Physical  
Tactical and Emergency Medical  
Tactics and Rescue  
Technological Crime/  
Digital Evidence Forensics and Analysis  
Threat Assessment  
Traffic Safety  
Training  
Underwater Search and Recovery  
United Nations Policing Missions  
Urban Search and Rescue United Nations Policing Missions  
Video Forensics  
Violent Crime Linkage Analysis  
Victim Assistance, Support and Response  
Weapons Enforcement  
Witness Protection

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The above list corresponds with the *Adequacy and Effectiveness of Police Services Regulation (Adequacy Standards, O. Reg. 3/99)*. The list further provides an overview of various OPP programs and services but should not be considered complete.

# CONTACT THE OPP

## REACH THE OPP BY PHONE

- Call 9-1-1 for emergencies
- Don't hang up, stay on the line
- Call 1-888-310-1122 for non-emergency calls
- TTY 1-888-310-1133  
(for the Deaf, Hard of Hearing and Speech Impaired)
- Know your location

## SPEAK WITH AN OFFICER IN PERSON

To arrange to meet an officer at a detachment, go to [www.opp.ca](http://www.opp.ca) to use the Local Detachment Finder and follow the prompts.

## PROVIDE AN ANONYMOUS TIP

- Call Crime Stoppers at 1-800-222-8477 (TIPS)
- Visit [www.crimestoppers.ca](http://www.crimestoppers.ca)

## REPORT ONLINE

You now have the option to report select occurrences to police from the convenience of a computer.

Visit [www.opp.ca/reporting](http://www.opp.ca/reporting) to use the Citizen Self Reporting system. Specific incidents can be reported online at your convenience without attending a detachment or waiting for an officer.

You can use this system to report:

- Driving Complaints
- Lost/missing property
- Mischief/damage to property
- Mischief/damage to vehicle
- Stolen licence plate(s) and/or validation sticker
- Theft From vehicle
- Theft

**Do not use this system if this is an emergency! If it is, call 9-1-1.**

**9-1-1 is for police, fire, or medical emergencies only.**

Every time an accidental or hang-up 9-1-1 call is received, OPP officers are dispatched.

You may be taking police officers away from a real emergency.

**#KnowWhenToCall**

If you've dialed in error, stay on the line and speak with the communicator. This will eliminate the need for the emergency operator to call back. As per OPP policy, officers will still be dispatched to ensure you are safe.

**ACTION PLAN**

**2023-2025**

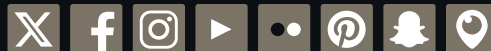
**PETERBOROUGH  
DETACHMENT**

453 Lansdowne St. E.  
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Tel: 705-742-0401  
Fax: 705-742-9247



Follow us on








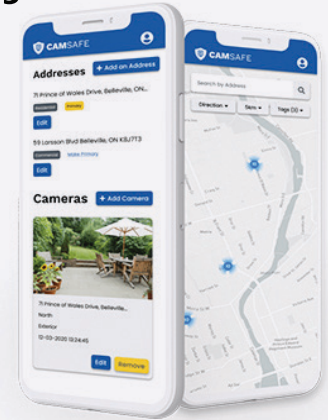


# CAMSAFE

## Join us in creating a safer community

**CAMSafe is a CCTV and security video registry aimed at keeping our community safe and assisting police solve crime.**

-  **Volunteer** registry of security cameras, CCTV systems & doorbell cameras
-  Delete your information or account at any time
-  CAMSafe does not have access to footage or cameras
-  Only basic contact information & address required to sign up
-  Only police have access to the registry information



### Register



### Add



### Protect



**We all play a part in keeping our community safe in this age of connected technology.**

**Your participation helps to provide a stronger defence against:**



Theft



Arson



Vandalism



Fraud



Stalking



Kidnapping

For more information, visit **[camsafe.ca](https://camsafe.ca)**



## Project Lifesaver International - *Program Implementation Costs* (effective 1.27.23)

### Membership includes the following:

**A) 2 day Basic Operator training course** for Law Enforcement and/or Public Safety Personnel with a maximum class capacity of 7. (Class may include individuals from other agencies with approval from Project Lifesaver International.) Agencies not yet members but wanting to attend the training must first submit a letter of intent, signed operational agreement, and payment to Project Lifesaver.

The course was developed to train law enforcement, fire, SAR, and other organizations how to electronically locate missing persons that have Dementia, Autism, Down Syndrome and other cognitive disorders by utilizing specialized equipment in conjunction with an established proactive program. The course provides orientation into understanding characteristics of wandering, behavior motivations, communication techniques, and the needs of these wander-prone groups. Students who complete this course become "Certified" Electronic Search Specialist using Project Lifesaver International approved electronic equipment and program.

**B) Instructor course** for up to 7 people (must be Certified Electronic Search Specialist). These individuals can ensure the future growth of your Project Lifesaver program by training additional staff and/or re-certifying existing staff within your organization. Students completing this course will be certified as Electronic Search Specialist Instructors.

**C) Membership** includes agency paperwork package, instructor package, (templates of forms), technical assistance, program guidance advice, up to date news on items, funding assistance, financial incentives, annual conference benefits, national organization benefits, grant opportunities, member agency database, financial services, operator certification and re-certification, and promotional assistance.

### Equipment Starter Package (consisting of two Emergency Response Systems)

2 PLI 5000 5 Band Receivers w/attached Yagi Antenna (5 year ltd. warranty)	
2 VDC Power Cables	2 Car Power Adapters
2 Omni Vehicle Antennas	2 VHF 60 Day Longranger Transmitters
2 Battery Testers	2 Receiver Holsters
2 Headsets with Adapters	2 one year supply of batteries, bands

**Start-up Cost \$ 5620**

\*Instructor's travel expenses not included  
PLI-5000 comes with a five year limited warranty

### Steps to Join Project Lifesaver:

1. **Submit a "Letter of Intent"** on departmental letterhead stating a desire to join Project Lifesaver, a contact person w/ contact info, shipping & billing address(es), and a list of any additional equipment to purchase
2. **Sign Project Lifesaver's Operational Agreement** for New Agencies and return to Project Lifesaver, Trish Connor, [tconnor@projectlifesaver.org](mailto:tconnor@projectlifesaver.org).
3. **Schedule Training dates** with Project Lifesaver International Training Division

International Office  
201 SW Port St Lucie Blvd. Suite 203 Port St Lucie, FL 34984  
[www.projectlifesaver.org](http://www.projectlifesaver.org)

RF Division, Operations, Training, and Finance  
815 Battlefield Blvd. South Chesapeake, VA 23322  
Phone: 757.546.5502 Fax: 757.546.5503



## Report to Peterborough County OPP Detachment Board

**To:** Chair Braybrook & Board Members  
**From:** Emmanuel Pinto, Board Administrator  
**Date:** April 28, 2025  
**Report #** ADM2025-04  
**Re:** Member Remuneration and Expenses

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### **Recommendation:**

THAT the Board recommend to the seven member municipalities that each approve the remuneration rates for Board members as follows:

Per Board Meeting Rate:

Community Representative Appointee: \$100/Board meeting

Provincial Appointee: \$100/Board meeting

AND THAT Policy 2.01 Board Remuneration and Expenses be approved.

### **Background:**

Section 67(3) of the Community Safety and Policing Act, 2019 ('CSPA') provides that the term, remuneration and expenses of board members shall be as provided by regulations made by the Minister. There currently is no regulation regarding remuneration for council and community representative appointees. However, section 7 of Ontario Regulation 135/24 provides remunerations for board members appointed by the Province. The regulation does not specify the amount to be paid to Provincial Appointees but allows individual boards to set the amount.

Section 16 of the Peterborough County OPP Detachment Board Terms of Reference outline that remuneration for Municipal appointees and First Nation appointees shall be paid by their respective council. The approved 2025 budget assumes that mileage for these members will also be paid by their respective municipalities or First Nation.

The proposed Policy 2.01 Board Remuneration and Expenses outlines the process for Board members and staff to claim per diems, mileage, and expenses in compliance with the CSPA, Terms of Reference, and direction of the 2025 Budget.

## **Analysis:**

### Remuneration – Provincial Appointees

Section 7 of the Regulation can be summarized as follows:

- The amount of remuneration to be paid to provincial appointees is to be determined by unanimous agreement by the member municipalities comprising the detachment board. If the municipalities cannot unanimously agree, the Minister will determine the remuneration.
- The member municipalities will split the costs of the remuneration equally unless they unanimously agree to share the costs on a basis other than equal shares.
- The detachment board will periodically provide each municipality with a statement of account for remuneration owed in respect of the provincial appointees. Municipalities are required to pay the amounts due within thirty days of receiving the statement and the board shall pay the provincial appointees from the amounts received.

The Board has provided the municipalities with an estimate for remuneration in the 2025 budget. The recommendation is a requirement for the municipalities to formally approve the per diem amount for members.

The Ontario Association of Police Service Boards (OAPSB) conducted a survey in July 2024 of OPP Detachment Boards regarding remuneration paid to board members. Responses from new OPP Detachment Boards ranged from paying members \$50 per meeting to annual amounts of up to \$4,000.

The rate of \$100 per meeting is consistent with the per diem rate paid to County Council Members for appointments on Boards. It is also comparable with the amount paid to members in neighbouring OPP Detachment Boards (\$100 - Northumberland, \$80 - Haliburton, \$100 - Leeds County). Payment of an amount per meeting is ideal to encourage attendance.

### Remuneration – Community Member Appointees

There is no requirement or guidance from the Province regarding remuneration of community representative board members. The following table lists some considerations:

<b>Pay Remuneration</b>	<b>Do Not Pay Remuneration</b>
Recognizes value of members' time and commitment to the Board	View position as one of true volunteerism.
May attract higher quality candidates	May attract candidates who wish to volunteer their time without an expectation of remuneration
Treats community representative members like provincial appointee members	Creates an imbalance in treatment of community representatives and provincial appointees
Higher cost to operate the board (more expensive for member municipalities)	Lower cost of operating the board

Should the Board choose to remunerate community representative board members, the rate should be comparable to the rate set for provincial appointees. Such an approach recognizes that both types of appointees have the same function and responsibilities on the Board. With the board seeking to recruit community representatives in the coming months, it is recommended that they be compensated to encourage potential applicants.

#### Travel and Expenses

It is recommended that the Board have a framework for travel, meal and hospitality expenses incurred on Board-related business. Sections Five (5) to Nine (9) of the Draft Policy (Appendix A) concerns member and staff expenses. It is consistent with the expense policy of Peterborough County with appropriate modifications to reflect the operation of a detachment board (e.g. the Board will be the approval authority for travel, etc.). This consistency is important given that the Peterborough County Finance department will be administering reimbursement of these expenses.

#### **Alternatives**

The Board is required to set a remuneration rate for Provincial appointees. The Board may decide to forgo offering a per diem to community representatives.

#### **Financial Implications:**

In the 2025 OPP Detachment Board Budget approved on March 24, 2025 the amounts for per diems, mileage, and expenses as outlined in this report were considered and approved.

The actual cost of mileage and per diems for 2025 will likely be lower than the budgeted amount since the board does not have a full slate of Provincial Appointees or Community Representatives at this time.

**In Consultation**

Municipal CAOs

County of Peterborough Finance Department

**Appendices:**

Appendix A - OAPSB OPP Detachment Board Renumeration Survey Report

Appendix B – Draft Policy 2.01 Board Remuneration and Expenses

**Submitted by:**

Emmanuel Pinto

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Emmanuel Pinto, Board Administrator  
Peterborough County

## **OAPSB OPP Detachment Board Remuneration Survey Report**

The Ontario Association of Police Service Boards (OAPSB) conducted a survey among its members who are forming the new OPP Detachment Boards under the new Community Safety and Policing Act. The objective was to gather insights and details regarding the past and current practices of board member remuneration. This survey aimed to assist the new boards in determining appropriate remuneration practices by reflecting on historical data and current perspectives from various communities.

### **Findings Summary**

The survey results showed the following trends. For the detailed information, please scroll down to the Survey Results section.

Remuneration for board members in the overall survey revealed that most communities in the past did remunerate all board members regardless of their position. Some boards chose to pay more for a board secretary and chair because of their expanded responsibilities.

The survey also shows that a majority of boards had paid more than \$1000 per board member per year. The majority of respondents showed that remuneration was a combination of a rate and expense reimbursement and the criteria for remuneration was a flat rate per board meeting regardless of the amount of time required for preparation or duration of the meeting and that committee work was not always covered as a “meeting”.

### **Survey Results**

The below information is a summary of the raw data and feedback directly from the survey.

#### **Participation**

There were 37 participants all from different communities who responded. Those 37 participating communities represented 29 new OPP Detachment Boards.

#### **Current Size of Board**

The responses ranged indicating that all of the participants did not understand the question the same way. Some of the responses may have indicated the number of seats their current community has sitting on a new OPP Detachment Board, while others may have indicated how many seats on the OPP Detachment Board were already filled and still others may have just counted the number of seats required on the OPP Detachment Board per O. Reg. 135/24.

The responses included the following:

Current Size	Number of Responses
1	2
3	1
4	2
5	12
6	3
7	6
9	5
10	3
15	3

### Remuneration

The OAPSB did want to gather as much detail as possible when it came to previous and current activities with respect to remuneration. There was a lot of thought put into the questions in this section to produce some detail with respect to the topic of *total remuneration*.

In the following parts of this section of the survey, we will summarize not only the total number of responses but the detail inside of those responses to provide some clarity.

The first section had to do with any past practices that allowed different levels of remuneration depending on the responsibilities of elected, committee work or administrative functions for board members.

1. Did your board have different remuneration amounts depending on your position on the board (chair, vice chair, secretary/treasurer, etc.)?

The total responses split into three areas:

Yes = 14      No = 22      Unanswered = 1

Of the Yes responses, participants were asked what the difference in amounts for different positions on the board was. The interpretation in the summary included a lot of variation that the OAPSB may decide to further explore at another time. In some cases, the feedback was a per meeting /per position amount and at others it was the total budget amount.

The answers varied in their responses and are summarized below.

Remuneration per position on the Board
Secretary 300\$ per meeting
Board members are paid a monthly honorarium plus authorized per diem plus expenses for approved special projects in accordance with the Board's remuneration and expense policy. Board Exec. Asst. is paid a salary, plus per diem and expenses per the policy and an hourly rate for approved special projects.
Chair -\$100/year
Chair \$112.50 per meeting and vice chair \$93.75 Secretary hourly rate
Chair - \$2,000
Chair's salary higher than two other members
Annual wage plus expense reimbursement plus per diem for professional development events
Community & provincial members receive an annual stipend of \$4000; Chair receives an additional \$1200
Chair was \$2000
Chair \$5300/year Secretary \$4200 Vice same as members
150/per meeting for members and 300/ per meeting for secretary
Remuneration for Chair (\$150/mtg) and Provincial Appointee (\$100/mtg)
chair \$1060. Member \$765. Sec-Treas \$1060.

2. Similarly, the summary of those who answered that in the past their board members did receive remuneration, were asked to split it into a financial category for the ease of understanding the total board member remuneration. Of those boards who participated in the survey (37) only 32 boards answered the question. The table below shows the results.

\$0 per year	\$100 or less per year	\$101 - \$300 per year	\$301 - \$500 per year	\$501 - \$1000 per year	\$1000 + per year
5	2	3	3	7	13

### Provincial Appointees

3. Knowing that the CSPA has been somewhat prescriptive by legislation, stating the Provincial Appointees will be remunerated, the OAPSB thought it important to ask about specific remuneration for Provincial Appointees in the past, and whether there was any difference based on the remuneration for existing Board members. The following table shows the results, and it is important to note that of the 37 boards participating, 6 boards did not answer this question

\$0 per year	\$100 or less per year	\$101 - \$300 per year	\$301 - \$500 per year	\$501 - \$1000 per year	\$1000 + per year
8	4	1	1	7	11

### Type of Remuneration

Again, with the aim to understand the nuances in how board members may be remunerated, the OAPSB felt it important to understand the complexity in situations that may determine how Board Members are remunerated. The following number of questions identifies the different situations that may determine the remuneration for board members.

4. Types of Remuneration:

Remuneration plus expenses	24
Remuneration only	9
Expenses only	1

5. Criteria for Remuneration

Flat rate per hour regardless of task (prep time, meetings, committee work, training, conferences) no cap	Flat rate per hour for specific tasks only	Flat rate per meeting only	Flat rate per hour per meeting only	Flat rate per month regardless of task or time committed	Different rates for meeting prep, meeting attendance, training and conferences	Expense reimbursement only	No payment or reimbursement	Assumed as part of compensation for municipal council work
3	0	15	0	8	3	5	2	1

6. How much do they receive?

\$0
\$3,000 per year paid quarterly less deductions
300\$ per annum
Members - \$1,500
In 2024, Chair - \$3,560/year, Members & Secretary - \$2,946/year. Expenses reimbursed, and \$200/day per diem for conference/seminar attendance.



1850
Community & provincial members receive an annual stipend of \$4000; Chair receives an additional \$1200. No additional remuneration for Council appointments.
Chair salary - \$3,144 + reimbursement of expenses. Other members salary - \$2,350 + reimbursement of expenses.
Council appointee & community appointee meeting under 3 hours 88.09, meeting over 3 hours 146.85, meeting over 5 hours 278.36
2060
\$150 per meeting
765
\$50 per meeting
Board members receive an honorarium of approximately \$5,220.00 per annum plus \$100.00 per diem plus expenses for approved work and the Board Exec. Asst. is paid an annual salary of \$15,000, plus per diem of \$100.00 and expenses per the policy and an hourly rate of \$70.00 for approved special projects.
member \$150/mtg, chair \$175/mtg
\$4000.00 annually
0
\$75.40 per meeting to a maximum of \$754.00 per year.
Payment was based on a per diem (\$83.23 in 2023).
\$100.00 per year was paid to the provincial appointee only
All PSB members could claim mileage for meetings. Only the provincial rep received \$100.00 per year as per the PSA. Council rep was assumed as part of duties and community rep was volunteer.
\$3,333/ yr
\$1800 Annually
\$100 per year remuneration for all members, plus travel expenses plus an out of town meeting per diem for travel outside of our municipality
Travel expenses + \$150/day for per diem.
\$4200 per year
2000.00
150\$ per meeting + expenses when going to a conference
meeting remuneration and any travel expense for conferences or out of town meeting

### New OPP Detachment Boards

The OAPSB suspected that some boards may already have moved ahead with determining remuneration so felt it was important to include any remuneration decisions that have already been made by new boards in the survey.

7. Will your board have different remuneration amounts depending on your position on the board (chair, vice chair, secretary/treasurer, etc.)?

Yes	12
No	14
No resp	11

8. If so, what will new Detachment Board position amounts be?

Not sure if there will be different amounts since we have not been reconstituted as a board. This needs to be discussed because the Chair does WAY more than anyone else on the board.
has not been determined
Chair - \$2,000
Wage plus expense reimbursement plus daily per diem for professional development attendance (conference, etc.)
The Chair receives an additional \$1200.
Chair's salary higher than two other members
\$50/mtg and \$75/mtg for Chair
Chair \$1060. Member \$765. Sec-Treas \$1060.=
See question 10 above for specific remuneration amounts
TBD
Paid by municipality
We are only paying the Provincial rep. as it is mandated by the Province that we do so. We will not be paying remuneration to the Council and community member for meetings attended, however, we will pay them a meeting per diem along with travel expenses for any time attending meetings out of town.
same as before but tied to cost of living
Same as above
Secretary et maybe the chair
undecided we would like guidance

9. Has remuneration been decided for current OPP Detachment Board?

Yes	15
No	22
No Answer	0

10. If so, what type of remuneration will be covered?

Remuneration plus expenses	20
Remuneration only	3
Expenses only	0

11. For your new board, what will be the criteria for remuneration?

Flat rate per hour regardless of task (prep time, meetings, committee work, training, conferences) no cap	Flat rate per hour for specific tasks only	Flat rate per meeting only	Flat rate per hour per meeting only	Flat rate per month regardless of task or time committed	Different rates for meeting prep, meeting attendance, training and conferences	Expense reimbursement only	No payment or reimbursement	Assumed as part of compensation for municipal council work
2	0	14	0	7	3	4	0	3

12. What is the expected amount of remuneration?

Not determined at this point. it will be a combination of expense reimbursement and an annual amount.
Members - \$1,000
Chair - \$3,651/year. Members, Admin Support and Municipal Liaisons (CAOs) - \$2,947/year. Expenses are reimbursed, and \$220/day per diem for professional development such as conferences, etc.
not sure
Haldimand County community & provincial members receive an annual stipend of \$4000; Chair receives an additional \$1200. No additional remuneration for Haldimand County Council appointments.
Regular and special meetings: Chair - \$400 per meeting, all other members - \$250 per meeting. Zone meeting - 2 members allowed at \$250 per meeting, Conference attendance \$100 per day. Expenses reimbursed according to travel expenses policy adopted by detachment board.
nothing decided yet, as meetings changing towns
above - \$50/mtg and \$75/mtg for Chair
\$150 per meeting plus mileage
765

To be determined see question 13
\$2000.00 annually
\$3,333/ yr
3,500.00
\$75 per meeting for the Provincial rep only
The Provincial Appointee and the Community Appointees will receive \$2,000 per annum for attendance at meetings, online training (as required), meeting preparation and follow-up. Out of pocket expenses, previously approved by the Board, will be eligible for reimbursement.
has not changed from previous Board
75.00 per meetings for members, chair 112.50, vicechair 93.75
2000.00
150\$ per meeting
unsure

Summary of final thoughts of the participants are included below.

- Do not know what, if any remuneration was/is paid to provincial appointee member of the board
- With a flat remuneration it does not provide adequate compensation to those members who are doing more- whether additional meetings, attending OAPSB conference or zone meetings- there is no incentive to do any more than the person getting the same as you- and while none of us are doing this for the money there should be some recognition of those who do go above and beyond- attend all the meetings, get engaged and advocate. Also- the expense reimbursement policies seem to follow those of the municipality in that something very small has to be approved by the board first- there needs to be some policies around what is eligible for board members to submit (eg mileage, meal expenses for meetings, etc). The municipality is the one that decides what the remuneration will be with zero input from the board itself. This culture has to change!
- We currently receive an annual amount (300\$) plus reimbursement for expenses. There is no difference in remuneration per board member type. I suspect that we will consider average number of hours per year at a fair rate.
- In CSPA regulation, the two boards for the Essex County OPP do not have different names. We are using "North" for the board covering Tecumseh, Lakeshore and Town of Essex but it is not 'official' in the regulation.
- This is based on past practice and relates to Haldimand County appointments. We understand that it may need to be adjusted. It is our understanding that Mississauga's of the Credit First Nation will be responsible for the remuneration of their members.
- Question 16 - information provided is as per budget approved by detachment board but not yet approved by all municipality in catchment area.
- Not sure how you can ask the questions regarding the new board as boards are unable to meet and make decisions due to no insurance.

- Remuneration has not been set for this Board. Initial talks include Flat rate for meetings. (Time dependent ie. half day or full day) Expense reimbursement for mileage, meals, accommodations. Training and conference attendance. (Time dependent i.e. half day or full day)
- New Board make up not finalized yet and will be in Cochrane instead of Smooth Rock Falls with new board
- Members of Municipal councils should be paid by the local council.
- If answer is blank, I do not know at the moment of this survey Thank you
- The Executive Assistant of the Board will forward our special remuneration policy to Lisa Darling to provide more detail.
- The compensation is a flat rate annually as decided by City Council. Any conferences attended are reimbursed.
- The Chair was our Mayor, so remuneration was covered under Mayor remuneration. Secretary is staff, so no additional remuneration. Expenses for conferences was paid per member.
- Remuneration for the current Board is still to be determined therefore previous questions could not be answered.
- Remuneration, once decided, ought to be consistent across the participating municipalities and first nation communities
- Unsure at this time for remuneration for the Board, TBD when board can meet.
- My first month on the Board, so not certain of exact remuneration... haven't asked for details.
- The new detachment board has not yet met so we not able to give proper details for this survey.
- We are paying the Provincial rep. only as it is mandated by the Province. All other members of the OPP Detachment Board are only receiving a meeting per diem and reimbursement for travel expenses for meetings that take place outside of each member's municipality. Our Council members already receive annual remuneration from their respective municipalities for their time and work spent on various boards and committees.
- Council Appointees will not receive any remuneration for serving on the Detachment Board, as it's assumed to be covered by their Council remuneration.
- The Superior East Detachment Board has not met at this time and no decision has been made on any remuneration. This will be discussed at its first meeting.
- We are fortunate that our Board has not changed except in name only. Compensation will remain the same.
- Members don't get paid for attending zone 4 meetings or conferences only expenses for mileage, meals, parking. No remuneration paid only for open public meetings
- When appointed to Police Services Board Pembroke by Province we were paid \$4000. Per year. I considered it my duty to attend quarterly Neighborhood Watch meetings, special BIA meetings, Kids & Cops Fishing Derby and meeting with Detachment Commander as required. I maintain my connections and work with our Service Clubs e.g. Rotary, Kiwanis & Royal Canadian Legion.
- We would like guidance on other board rates.

## **Conclusion**

In summary, the survey conducted by the Ontario Association of Police Service Boards provides a comprehensive overview of the remuneration practices for OPP Detachment Board members, both past and present. The insights gathered will serve as valuable guidance for new boards as they establish fair and effective remuneration policies. By reflecting on the diverse practices and opinions shared by the participating communities, the new OPP Detachment Boards can make informed decisions that uphold the principles of transparency, fairness, and accountability in their governance.

**Peterborough OPP Detachment Board**  
**DRAFT Policy 2.01 Board Remuneration and Expenses**

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**1. Purpose**

To establish a policy on member remuneration, mileage, and expenses for the Peterborough County OPP Detachment Board (“the Board”).

**2. Scope**

Per diem and mileage may be claimed by Provincial Appointees and Community Representatives to the Board for all meetings of the Board. Per the Peterborough County OPP Detachment Board Terms of Reference, municipal councils and First Nations councils are responsible for paying for their members to attend Board meetings according to their own policies.

Other eligible expenses (including mileage outside the scope of Board meetings) may be claimed by all Board members and Board staff.

This policy is not applicable to members of the Ontario Provincial Police.

**3. Review Cycle**

This policy will be reviewed in the final year of the municipal council term and as necessary to maintain consistency with the Expenses Policies of Peterborough County.

**4. Remuneration**

4.01 Remuneration for Provincial Appointees and Community Representatives are to be set by consensus of the seven member municipalities as recommended by the Board.

4.02 In each municipal election year, the Board Administrator shall bring a report to the Board on setting remuneration rates for the next municipal term.

4.03 Remuneration for municipal appointees and First Nations appointees are the responsibility of their respective council as per the Peterborough County OPP Detachment Board Terms of Reference.

4.04 No board member shall be paid a per diem for Board committee meetings.

**5. Travel Reimbursement**

5.01 Examples of eligible travel expenses include but are not limited to;

- Travel by Provincial Appointees and Community Representatives to attend Board or

Board committee meetings

- Travel to a conference authorized by the Board
- Travel to meetings on board business other than Board meetings or Board committee meetings

5.02 Wherever possible, the means of transportation used must be the most economical for the Board.

5.03 The kilometre reimbursement rate will be the updated annually based on the Canada Revenue Agency automobile allowance rates.

5.04 Fuel is considered an eligible expense only if a rental car is used.

5.05 In the event the member or staff is travelling to a different location than the Peterborough County Administrative Offices, on Board business, at the start or end of the workday, then mileage will be reimbursed for their residence to/from their meeting location for that day.

5.06 Members and staff are encouraged to carpool if more than one person is going to a single event.

5.07 Where more than one person is travelling in a single vehicle, only the person incurring the expense may claim for reimbursement.

5.08 On street or private/public parking lot fees incurred while conducting Board business will be reimbursed with receipts.

5.09 Taxi, ride share (ie Uber), and public transit fares will be reimbursed with receipts

5.10 Highway toll charges for business trips and business meetings will be reimbursed with receipts

5.11 Ineligible expenses include, but are not limited to:

- Mileage for municipal members, First Nations members, or board staff to attend detachment board or board committee meetings
- Mileage for a member or board staff that has attended a meeting remotely
- Monthly bus/transit passes
- Personal vehicle maintenance and repair costs
- Personal vehicle licensing fees



- Traffic and parking fines
- Tow and impound fees
- Car wash
- Fuel for a personal vehicle

## **6. Expenses General Principles**

6.01 Board members and staff will be compensated for “reasonable expenses” incurred while attending functions/meetings on behalf of the County or in the conduct of County business.

6.02 The most practical and economical arrangements for expenses is required.

6.03 Expenses incurred in relation to a spouse/companion are not eligible for reimbursement. These costs are the responsibility of the member or board staff.

6.04 Members are responsible for the payment/repayment of any expense they incur or authorize that is not in accordance with this policy.

6.05 A detailed receipt, documenting the item purchased, is required.

6.06 This policy shall not authorize any expenditure not covered in the current budget.

## **7. Accommodation**

7.01 Where possible, all accommodations are to be booked at the government, conference or corporate rate.

7.02 Accommodation shall be for a standard hotel room.

7.02 Allowable expenses include: parking, accommodation, work related required telephone calls, and wifi charges if work is required to be performed.

7.03 Ineligible expenses include: entertainment, in-suite services including movies and bar services, alcohol, sightseeing, and incidental charges to access hotel facilities.

## **8. Conferences**

8.01 The Board shall cover the cost of registration for all conventions, seminars or other events that members of staff have been authorized to attend on behalf of the board.

8.02 Entertainment expenses are not eligible.

## **9. Meals**

9.01 Meals may be claimed when traveling outside of Peterborough County on business. Receipts are required. Meal expenses cannot be claimed if a meal was provided at the meeting or event.

9.02 Meal expenses will be reimbursed up to the maximum amounts noted below (excluding taxes and tip):

- Breakfast \$15.00
- Lunch \$25.00
- Dinner \$35.00

9.03 Alcoholic beverages are not an eligible expense.

## **10. Approval**

10.01 Expense claims from members will be approved by the Board Administrator based on compliance with this policy.

10.02 Expense claims by the Board Administrator will be approved by the Chair or Vice-Chair based on compliance with this policy.

10.03 Persons with the authority to approve expenses claims must ensure that:

- Expenses were incurred in the performance of Board business
- Expenses are reasonable
- Appropriate receipts are provided
- Claims are mathematically correct

10.04 Expenses reimbursed by another entity, board, government, commission etc. cannot be claimed as an expense of the Detachment Board.

10.05 Expense claims must be submitted in a reasonable timeframe.

## **11. Responsibilities**

11.01 The Board Administrator is responsible for developing and updating this policy, in consultation with municipal CAOs and Board members, and to ensure that the principles and mandatory requirements contained in this policy are applied consistently.

11.02 Members and board staff are responsible for reading the policy to ensure that they understand their rights and obligations; exploring the most economical and practical mode of

incurring expenses under this policy and obtaining approval from the appropriate approval authority if there is a question as to the validity of the expense.

**Administration:**

The Board Administrator will supply a Peterborough County EFT form to Provincial Appointees and Community Representatives to facilitate direct deposit payment of their remuneration. They will be provided with a T4A in February of each year.

The Board Administrator will provide a copy of the current Peterborough County expenses claim form to all members to claim mileage, per diem, and expenses as required. The Board Administrator will check the form for errors and submit them to the Peterborough County Finance Department for payment.

Board Staff claiming expenses shall provide their completed claim form and/or receipts paid by Peterborough County Corporate Credit Card to the Chair or Vice-Chair for approval before submitting it to the Peterborough County Finance Department for payment.

**12. Repeals**

None.

**13. Related Information**

#	Document Title
Document	Peterborough County Expenses Claim Form
Document	Peterborough County EFT Form

**14. Policy Revisions**

Version	Date Approved	Board Resolution
1	X-X-2025	2025-XXX

### **Schedule A – Attestation**

With my signature, as a Member of the Board, employee or volunteer of the Board, I confirm that I have read, understand, and accept the requirements of Policy 2.01 Board Remuneration and Expenses Policy and agree to abide by its terms.

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Signature: \_\_\_\_\_

DRAFT

## Report to Peterborough County OPP Detachment Board

**To:** Chair Braybrook & Board Members  
**From:** Emmanuel Pinto, Board Administrator  
**Date:** April 28, 2025  
**Report #** ADM2025-05  
**Re:** Proposed Revised 2025 Board Calendar

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### **Recommendation:**

THAT the Board direct staff to modify the 2025 Board Calendar as outlined in Appendix A.

AND THAT the Board direct staff to provide appropriate notice to the municipalities, First Nations, and public.

### **Background:**

Since the board first met in September 2024, meetings have been held monthly to facilitate the start up of the organization. In discussions, board members have expressed a desire to reduce the number of meetings.

### **Analysis:**

With the 2025 budget now approved, it is recommended that the board move to a quarterly schedule to make better use of board time.

With one staff member working on board administration, a quarterly schedule will allow more fulsome meetings and more time to adequately prepare reports and other content for meetings. The 2025 Workplan currently plans for meetings in June, September, and December.

While meeting at the end of each quarter is not ideal for receiving the OPP Detachment Quarterly update from the previous quarter due to the elapsed time since the end of the quarter, it will allow sufficient time for the board work that is planned for this year.

For 2026, staff will plan meetings at the start of each quarter starting with the Inaugural meeting in January 2026.

It should be noted that special meetings can be called as the need arises.

### **Alternatives**

The board may choose to keep certain meetings as desired, however there is no guarantee that there will be sufficient content for those meetings.

The board may choose to change which meetings are retained and which meetings are cancelled, however this may result in changes to the workplan.

### **Financial Implications:**

The board has budgeted for six (6) meetings in 2025. While there will be seven (7) under the proposed calendar, the board is still expected to be under budget due to currently not having a full slate of community representatives and provincial appointees to pay mileage and per diems.

Fewer meetings will result in lower mileage and per diem costs for member municipalities.

### **In Consultation**

Municipal CAOs

### **Appendices:**

Appendix A – Proposed Revised 2025 Board Calendar

### **Submitted by:**

Emmanuel Pinto

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Emmanuel Pinto, Board Administrator  
Peterborough County

## Draft Peterborough County OPP Detachment Board

### 2025 Board Meeting Calendar

Updated: April 28, 2025

January							February							March						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28		23	24	25	26	27	28	29
														30	31					
April							May							June						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5					1	2	3	1	2	3	4	5	6	7
6	7	8	9	10	11	12	4	5	6	7	8	9	10	8	9	10	11	12	13	14
13	14	15	16	17	18	19	11	12	13	14	15	16	17	15	16	17	18	19	20	21
20	21	22	23	24	25	26	18	19	20	21	22	23	24	22	23	24	25	26	27	28
27	28	29	30				25	26	27	28	29	30	31	29	30					
July							August							September						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2		1	2	3	4	5	6
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30				
							31													
October							November							December						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1		1	2	3	4	5	6
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31			
							30													
Board (1:00 p.m.)							Holiday													

## Report to Peterborough County OPP Detachment Board

**To:** Chair Braybrook & Members  
**From:** Emmanuel Pinto, Board Administrator  
**Date:** April 28, 2025  
**Report #** ADM-2025-07  
**Re:** Q1 Board Administrator Hours Report

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### **Recommendation:**

That Report ADM-2025-07 be received for information.

### **Background:**

Section 2.2.4 of the Purchase of Services Agreement between the County of Peterborough and the Board states that "The County will provide a quarterly statement to advise the client of the actual number of hours worked by the County."

### **Analysis**

In the First Quarter (Q1) of 2025, the Board Administrator worked a total of 45 hours. This is an average of 15 hours per month.

This amount is expected to increase in Q2 and Q3 as more work is undertaken by the Board Administrator to support Board objectives, policies, communications, and member recruitment.

It should be noted that the Q1 hour count does not include time spent by the Peterborough County CFO on the Detachment Board Budget or time spent by Peterborough County Clerks Staff on training, agenda and minute software configuration, and attending meetings for additional support. This time was not recorded and was provided without charge.



**Financial Implications:**

The amount paid for the Purchase of Services is a flat \$700.00 per month regardless of the number of hours worked.

**Appendices**

Appendix A - PCODB Board Administrator Hours Report - Q1 2025

**Submitted By:**

Emmanuel Pinto

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Emmanuel Pinto, Board Administrator  
Peterborough County

**Appendix A - PCODB Board Administrator Hours Report - Q1 2025**

<b>Date</b>	<b>Activity</b>	<b>Duration (Minutes)</b>
1/3/2025	Worked on setting up Board SharePoint, administrative tasks	90
1/7/2025	Emailing partner organizations	15
1/8/2025	Emails to Members and Partners	45
1/9/2025	iCompass and agenda setup	150
1/13/2025	Met with past Board Admin, finished Board SharePoint, gathered agenda items	165
1/17/2025	Report writing, agenda work and review	240
1/20/2025	Agenda publication and misc phone calls	90
1/23/2025	Correspondence with public	60
1/27/2025	Board meeting	180
1/28/2025	Board meeting debrief, follow-up and minutes work	165
1/29/2025	Board followup	60
2/5/2025	Call with Detachment Commander	30
2/7/2025	Answering Board emails and inquiries	60
2/9/2025	Phone calls with stakeholders	15
2/10/2025	Budget discussion meeting	60
2/14/2025	Admin training and agenda review, work on agenda	210
2/17/2025	Agenda publication	30
2/21/2025	Preparation for meeting	60
2/24/2025	Preparation work and Board meeting	180
2/28/2025	Minutes and followup	60
3/5/2025	Meeting followup	30
3/12/2025	Board work plan	180
3/13/2025	Agenda preparation	90
3/14/2025	Agenda review and call to DC	75
3/17/2025	Agenda publication	90
3/24/2025	Preparation work and Board meeting and followup	150
3/25/2025	Board meeting followup	120
		<hr/>
		<b>45.00</b>
		<b>Hours</b>

2024-2027

# THE ROAD AHEAD



**A Strategic Plan for  
Ontario's Inspectorate  
of Policing**

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# Land Acknowledgement

The Inspectorate of Policing (IoP) recognizes that its work, and the work of its community partners, takes place on traditional territory of Indigenous Nations in Ontario, including the Anishinaabe (comprising the Algonquin, Mississauga, Ojibwe, Anishinew (Oji-Cree), Odawa and Pottawatomi peoples), the Ojibwe (also known as Swampy Cree), the Lenape and the Haudenosaunee (Mohawk, Onondaga, Oneida, Cayuga, Tuscarora, and Seneca) and the Métis peoples.

We acknowledge that there are 46 treaties and other agreements that cover the territory now known as Ontario. We acknowledge that we continue to live and work in these territories and are thankful to the First Nations and Métis peoples who have cared for these lands since time immemorial. Their enduring contributions continue to strengthen Ontario and enrich all communities. We also acknowledge the many other Indigenous peoples from Indigenous nations who call this place home. The IoP is honoured to collaborate with First Nations, Inuit and Métis leadership, partners, and communities across their territories. The IoP is committed to deepening its understanding of the rich history of this land while honouring the inherent and treaty rights of Indigenous peoples.

The IoP would also like to acknowledge that its office is located in Toronto and on the traditional territory of many First Nations including the Mississaugas, the Anishinabek Nation, the Chippewas, the Haudenosaunee Confederacy and the Wendat peoples and is now the home to many diverse First Nations, Inuit, and Métis persons. We also acknowledge that Toronto is covered by Treaty 13 signed by the Crown and the Mississaugas of the Credit First Nation, and the Williams Treaties signed with multiple Mississaugas and Chippewa nations.



Source: Sonia Cacoilo

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# Message from the Inspector General of Policing of Ontario

Policing is a core public service. When danger strikes, we expect the police to be there to keep us safe. Whether the police are called on to respond to an active threat, investigate an offence after it has occurred, or prevent crime before it happens, their role is complex, constantly evolving, and fundamental to a safe society.

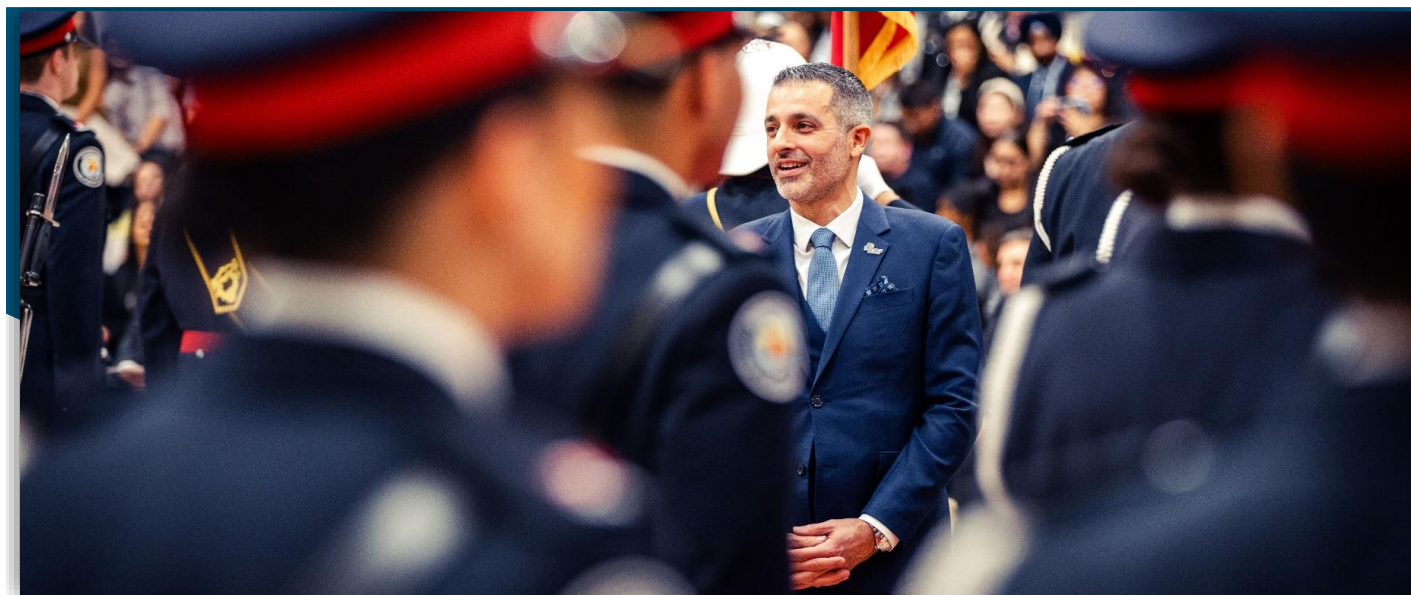
We deserve the best policing possible, and police services deserve a system that supports them as they do their important work. Society must look ahead to ensure that the police we call upon are equipped to anticipate and effectively address new and emerging threats. Our institutions of independent civilian governance, including police service boards, must ensure that local policing is accountable and being delivered fairly, effectively, and in a manner that meets community needs.

As the grandson of Holocaust survivors, I grew up understanding that when the power of the state – including the police – is misused, the consequences can echo for generations. Early on, my grandparents' stories taught me the importance of ensuring policing services respect, serve and protect all people, regardless of who they are or where they live. And so, it is the legacy of my grandparents and the reminders of their sacrifice that drive my commitment towards public safety and guide me as I lead the Inspectorate of Policing.



"I am proud to serve as Ontario's Inspector General of Policing (IG), and I am confident that the IoP's work in the coming years, guided by the compass this plan represents, will help Ontario distinguish itself for policing excellence worldwide."

| PAGE 4



As we embark on a new era of policing oversight in Ontario, **the IoP is steadfastly committed to improving performance in policing to make everyone in Ontario safer.** This is not just a vision, but our mission – a mission now made more tangible with the launch of the IoP’s inaugural Strategic Plan.

This Strategic Plan serves as a roadmap to guide us in fulfilling our mandate and achieving our vision over the next three years. This Plan outlines our approach and the specific work we will undertake to make lasting, positive impact on Ontario’s policing sector and the diverse public it serves. The IoP has a role to play in building bridges between those that deliver policing services, and the public who live, work, and visit in the communities our police serve.

We are committed to engaging police services, boards, employers of special constables, community groups and other police oversight bodies and government to achieve our mission.

We will ask the tough questions the public deserves to have answered, identify best practices in performance where they exist, and be a ‘right touch’ regulator in using our compliance and enforcement tools where they are needed to improve policing performance and maintain public safety.

I am proud to serve as Ontario’s Inspector General of Policing, and I am confident that the IoP’s work – guided by the compass this plan represents and delivered by a dedicated group of public servants that act as inspectors, investigators, advisors, data analysts, data scientists and performance measurement experts – will help Ontario distinguish itself for policing excellence worldwide.

Thank you for your early trust and confidence as the IoP works each day to make Ontario safer for all.

**Ryan Teschner**  
*Inspector General of Policing of Ontario*



# Purpose of the Strategic Plan

Our Strategic Plan serves as a comprehensive roadmap that outlines our vision over the next three years. It will guide us in establishing our priorities and processes to fulfill our legislated mandate of serving the public's interest.

We adopted a three-year approach to achieve these objectives, providing a structured framework for decision-making while remaining flexible to adapt to changing public safety needs. This timeframe pushes us to continually assess and enhance our approach in fulfilling the Inspector General's mandate, based on feedback from the community and results of our work. Through this process, we can identify what we could do differently in pursuit of improving policing service delivery in Ontario. By prioritizing evidence-based decision-making and fostering a culture of continuous growth, we also aim to ensure that Ontario's policing sector – comprised of police services, boards, and special constable employers – operate in a manner that is effective, transparent, accountable, and responsive to the needs of the diverse communities they serve.

In developing this Strategic Plan, we were informed by many sources of information in the policing and police governance domains. We conducted environmental and jurisdictional scans, examined current and future needs assessments, and consulted with our staff, senior management, and members of the policing sector.

How we will measure our success in achieving our objectives is vital. Being transparent about our work and progress is at the heart of our organization. However, as a new entity, we lack a track record of operational experience to identify the most relevant or impactful measures. For this reason, we are in the process of establishing key performance indicators (KPIs) for each objective in this Strategic Plan. Once we establish our KPIs, we will detail them in future annual reports and track our progress against each of them.

We look forward to sharing updates on our vision towards improving police performance and our contributions to making everyone in Ontario safer.





# Strategic Objectives

Over the next three years, we will focus on three objectives, including how we will enhance performance and boost public confidence in Ontario's policing sector. For each objective, we detail its importance, our commitments, and outline our approach to deliver on these commitments.

**We will improve Ontario's policing performance and set a global benchmark**


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**We will serve the public interest**

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**We will propel greater insights and foresights to address risks**





Source: Angelo Matela

## Our Vision

We want every person in Ontario to feel safer in their community, and to have confidence in the policing and police governance they receive.

This means that policing is delivered in a manner that supports and reflects the diversity of the people it serves, while being responsive to the unique needs of each community. This also means that policing and police governance is delivered progressively, fairly, equitably, and based on evidence-informed processes.

We are dedicated to working towards achieving this vision and establishing Ontario as a leader in policing excellence worldwide.

### **The IoP is dedicated to:**

- examining performance through inspections, research, data and analytics to drive evidence-based actions and improvements.
- identifying effective performance and, where improvements are needed, supporting the sector's continuous development; and
- ensuring that the policing sector is responsive to the diverse communities it serves in the context of an increasingly complex service-delivery environment.

# Our Values

Driving improvements in policing performance starts with operating collectively under a set of values that shape the IoP's approach and its culture.

Embodying these values while delivering on our mandate is the key to achieving the objectives in this Strategic Plan.

## At the IoP, we believe in:

### Continuous Improvement



Identifying effective performance in the policing sector, and where improvements are needed. We will focus on addressing the areas that matter most to the public.

### Risk-Informed



Selecting the right tools for the right problems and consider the level of risk present when enforcing policing and police governance compliance.

### Independent



Operating at arm's-length from government or any other influence to ensure impartiality and confidentiality in our operations and decision-making.

### Integrity



Engaging in activities in a way that inspires public confidence, and that preserves our objectivity, integrity and impartiality.

### Fair



Addressing issues of non-compliance in an objective and timely manner that considers local context, with a focus on ensuring trust and confidence in the policing sector.

### Transparent



Being transparent in our decision-making and publicly report on our work and their results with the sector and the public.

### Collaborative



Working collaboratively with our partners and the regulated entities we oversee to support their success in our shared mission of making Ontario safer.

# Ontario's New Inspector General and Inspectorate of Policing

## About Ontario's Inspector General and Inspectorate of Policing

Chief Justice of Ontario, the Honourable Michael H. Tulloch's 2017 review of the provincial police oversight system provided recommendations on improving transparency, accountability and effectiveness in police service delivery and its oversight system. These recommendations, along with input from various sources including independent reviews, policing and police governance stakeholders, social services, and diverse Ontario communities, emphasized the need to modernize the laws that govern police service delivery in the province. This led to the establishment of the 2019 *Community Safety and Policing Act (CSPA)* and its regulations, which came into effect April 1, 2024.

The CSPA replaces the *Police Services Act (PSA)* – now over 30 years old – and aims to ensure that policing practices remain responsive to contemporary challenges and community needs. One of the more significant elements of the CSPA is the establishment of the role of Inspector General of Policing (IG), who is responsible for ensuring that adequate and effective policing and police governance is provided to all Ontario communities. The IG is supported by the IoP, an arm's-length division of the Ministry of the Solicitor General, created to provide the operational support necessary to fulfill the IG's mandate under the CSPA.

## The Mandate of the Inspector General

The IG's duties, powers and responsibilities are described in Part VII of the CSPA. The IG, supported by the IoP, serves the public interest by promoting improved performance and accountability in the policing sector, while ensuring compliance with the CSPA and its regulations. Under Ontario's CSPA, the IG is empowered to:

- independently assess and monitor legislated policing entities
- provide advice and support to legislated policing entities on governance and operational matters by sharing evidence-based research and data related to performance
- monitor and conduct inspections of legislated policing entities to ensure compliance with the CSPA and its regulations
- investigate complaints concerning the delivery of policing services and the conduct of police board members
- issue directions to ensure compliance with the CSPA and its regulations – and, if necessary – impose measures if there is a failure to comply, and
- publicly report on the activities of the IG, including publishing inspection results and an annual report.

## Who the Inspector General Oversees

Under the CSPA, the IG oversees the following Ontario policing entities:

- municipal police services and police service boards
- Chiefs of Police
- the Ontario Provincial Police (OPP) and OPP detachment boards
- First Nations OPP boards and First Nations police service boards that opt-in to the CSPA
- any entity providing policing by an agreement authorized by the CSPA
- any public sector body that may be prescribed to provide policing
- organizations that employ special constables

The IoP remains committed to engaging all these entities to consider the diverse needs of the public as we work to improve policing performance that makes everyone in Ontario safer.



# The Public We Serve

Ontario has the largest population of any province or territory in Canada and exhibits significant demographic and geographic diversity. In 2023, Ontario's population grew by 3.4 per cent and is now home to approximately 14.5 million people spread across 492 communities. As of 2023, demographic data reveals that 2.7 per cent of Ontarians identify as Indigenous, 34 per cent as a visible minority, and 63.3 per cent as White.

Ontario's communities are spread across both urban and rural areas. Urban centres like Toronto, Ottawa, and Hamilton are economic hubs with high population density. Rural areas contribute to the province's agricultural and natural resources, covering expansive areas with relatively low population density. Ontario is also home to many Indigenous communities and territories with various cultural and governance frameworks. This rich diversity presents unique opportunities and challenges for the way policing services and governance are delivered.

With a diverse and growing population, the policing being provided to these communities should evolve too. With the advent of new technology, tools and practices are being leveraged in response to changes in crime, social issues, and public expectations. These changes are driven by common thinking that emphasizes proactive and collaborative approaches to prevent crime by addressing its root causes and engaging social sectors like healthcare, education, and other services to support community safety and well-being. These collective efforts are propelling the sector towards a more community-oriented, preventative, and accountable model of policing.

The IoP recognizes that we, too, have a role to play in the wider, interdependent system that works together to improve public safety. The IoP is committed to adapting and responding to the ever-changing policing and police governance landscape with modern approaches, to ensure we remain focused on matters that have the greatest impact on communities.

# The Operational Independence of the Inspector General

The CSPA creates a new system of policing compliance oversight that is driven by independent, evidence-based decision-making.

The CSPA builds specific protections to ensure the IG functions independently in fulfilling their statutory mandate under the CSPA, and in discharging their operational activities and making oversight decisions. This independence ensures impartiality and integrity in the IG's functions. There are several ways in which the CSPA creates legal protections for the IG's independent decision-making:

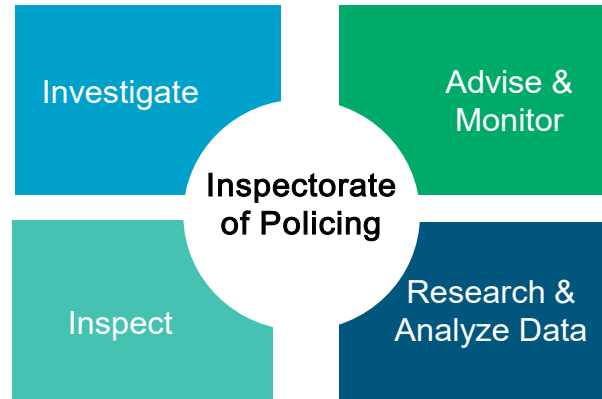
- The IG position is an Order-in-Council five-year appointment, renewable for an additional term of five years. This means the appointment is a government order recommended by the Executive Council and signed by the Lieutenant Governor, which is different from ordinary government employment.
- The CSPA specifically prohibits the Solicitor General from directing the IG or any inspector appointed by the IG with respect to their functions under the CSPA.
- While the Solicitor General may make a complaint to the IG about the compliance of a police service or conduct of a police service board member, the IG may refuse to investigate the complaint. The IG must provide written reasons for the decision to decline to act on a complaint.



# Who We Are

The IoP is a new, modern organization of professionals who conduct inspections and investigations, research and data analysis and liaise with police services and boards across the province to deliver on the IG's oversight mandate.

The IoP has built a strong team of staff with diverse skill sets, experiences, and backgrounds that are committed to helping improve the delivery of policing services across Ontario. The IoP supports the IG and serves the public interest by ensuring police services and boards comply with Ontario's policing requirements while being responsive to the diverse communities they serve.





# The Structure of the IoP

## The Inspectorate of Policing

### Office of the IG

Supports engagement with the sector, stakeholders and public, as well as public communications.

### Investigations, Inspections, and Liaison Branch

Investigates public complaints concerning delivery of policing services and conduct of police service board members. Monitors and conducts inspections of police services and boards to ensure compliance with the CSPA and its regulations. Provides advice to police services, chiefs, boards and First Nation police services who opt-into the CSPA.

### Centre for Data Intelligence and Innovation

The IoP's data powerhouse that drives continuous improvement in Ontario's policing sector through data collection, analysis, research, and performance measurement. Supports evidence-based decision-making.

# Strategic Objectives



## Objective 1:

### We will improve Ontario's policing performance and set a global benchmark

#### Why is this objective important?

Improving performance is essential for enhancing legitimacy and public trust in policing. It also fosters continuous learning and growth across the sector, which will help us achieve and maintain internationally recognized excellence. Currently, there is no standard model for measuring policing performance in Canada. We seek to change that.

We will create a first-of-its-kind **Performance Measurement Framework** to evaluate the health of Ontario's policing and police governance. We will collect and analyze data and conduct other sector-based research to establish performance baselines. Then, once baselines are established, we will use this framework to identify areas for improvement where our involvement may be needed, and drive evidence-based advancements in policing.

Through this process, we will become a '**Centre of Excellence**' for policing performance in Ontario. This Centre will engage the sector, academia, and other partners to marshal the best of policing and police governance in Ontario and elsewhere. Our ultimate goal is to identify leading practices that are working well, assist the sector in embracing these practices, and raise the overall performance bar to ensure Ontario is a national and international policing leader.

## Objective 1:

### We will improve Ontario's policing performance and set a global benchmark

#### We are committed to:

Establishing a new **performance measurement framework** based on advanced analytics to improve policing and police governance performance.

Becoming a '**Centre of Excellence**', with the goal of positioning Ontario as a global leader in policing.

Advancing knowledge in the broader field of policing research and supporting **evidence-based actions**, focusing on the most critical areas affecting policing.

#### We will deliver on these commitments by:

- Conducting independent research on performance measurement models in policing and other sectors, engaging the sector in identifying appropriate ways to measure Ontario's policing performance, and incorporating data collection and analytical capacity for a 'made in Ontario' model.

- Partnering with the policing and police governance sector, academia, and others to create a knowledge hub that promotes evidence-based approaches, identifies leading practices in policing and its governance, and facilitates information sharing to support the sector in continued performance improvement.

- Researching issues that affect police services and boards in Ontario to find solutions, and monitoring policing trends to anticipate and respond to future global challenges.
- Publishing our findings to establish an evidence-based foundation for new provincial standards in policing and police governance and supporting our shared responsibility to address these interconnected policing issues.

## Objective 2:

### We will serve the public interest

#### Why is this objective important?

Community safety is the core of a healthy and functional society. People want an environment where they feel safe to live, work and play, and where they can trust the institutions that serve them.

Improving the performance of police services and their governance enhances effectiveness, legitimacy, accountability, and trust in the system, ultimately serving the public interest.

The IoP will serve this public interest by asking the questions the public wants to have answered, conducting independent research and analysis, using our findings to inform our priorities, and actively pursuing improvements in policing and police governance provincially. This work will ensure that the actions the police take to prevent, detect, and address crime are responsive to the diverse needs of Ontario's communities.

We will regularly engage with the public and listen to their concerns. We will report on our findings and activities, helping to advance public understanding and contribute to discussions about policing in Ontario. We will also ensure our work reflects the reality that policing is part of a larger interdependent system, and that while policing cannot solely resolve society's most pressing public safety concerns, effective policing is a key component of achieving community safety and well-being.

## Objective 2:

### We will serve the public interest

#### We are committed to:

Identifying **what matters most to the public**, and setting our key priorities based on these insights.

**Enhancing public trust, confidence and understanding** of policing in Ontario.

Equipping the IoP's staff with the **necessary tools to become leading experts** in policing in Ontario, and with the resources to effectively deliver on the mandate of the IG.

#### We will deliver on these commitments by:

- Identifying trends in the public complaints we receive and conducting independent research and analysis, to guide how we prioritize our efforts and focus on issues and actions with the greatest impact on improving public safety, and through that, public trust.
- Publishing inspection findings, spotlight reports, and annual reports to keep government, the policing sector and the public informed about what is working well in policing, what needs to work better, and how this work is progressing in a manner that is responsive to the diverse needs of communities across Ontario.
- Engaging regularly with the public through our website, social media, and other channels to contribute to public discourse and understanding about the state of policing in Ontario, and the role the IG plays in enhancing it.
- Identifying and seizing learning opportunities for staff that promote their continuous improvement, enhance their understanding of the evolving policing climate, and support their work in fulfilling the oversight mandate of the IG and the needs of the public.

## Objective 3:

# We will propel greater insights and foresights to address risks

### Why is this objective important?

The IG's role is one of compliance and performance oversight, requiring an operating 'right touch' philosophy that determines risk levels throughout the province, and informs decisions on what approaches best address the compliance issues at hand.

To achieve this objective, we have implemented a **risk-based compliance and enforcement framework** that anticipates and uncovers policing and governance issues, identifies leading practices to intervene and resolve them, and ensures compliance with the CSPA and its regulations. Our model also provides deeper insights into the root causes of challenges facing policing and its governance in Ontario and is based on working with municipal police services and boards, the OPP and OPP detachment boards, First Nations Police Services and Boards that have opted-in to the CSPA, and other policing entities to proactively address them. Taken together, this approach seeks to address the most pressing antecedents to public safety risks in Ontario, better positioning the province's police services and boards to anticipate and address these risks.

Our model incorporates findings from the policing sector, along with research and analytics, to establish a risk-focused approach for identifying, assessing, and mitigating potential policing issues before they become critical public safety concerns. Our approach to compliance oversight also helps enhance policing accountability by implementing a clear and consistent approach for monitoring, proactively inspecting, and addressing compliance issues, and publicly reporting on our work and results.

## Objective 3:

### We will propel greater insights and foresights to address risks

#### We are committed to:

Fostering a **culture of compliance, risk-identification, and insight-based actions** among the police entities the IG oversees while modelling these values in our oversight approach.

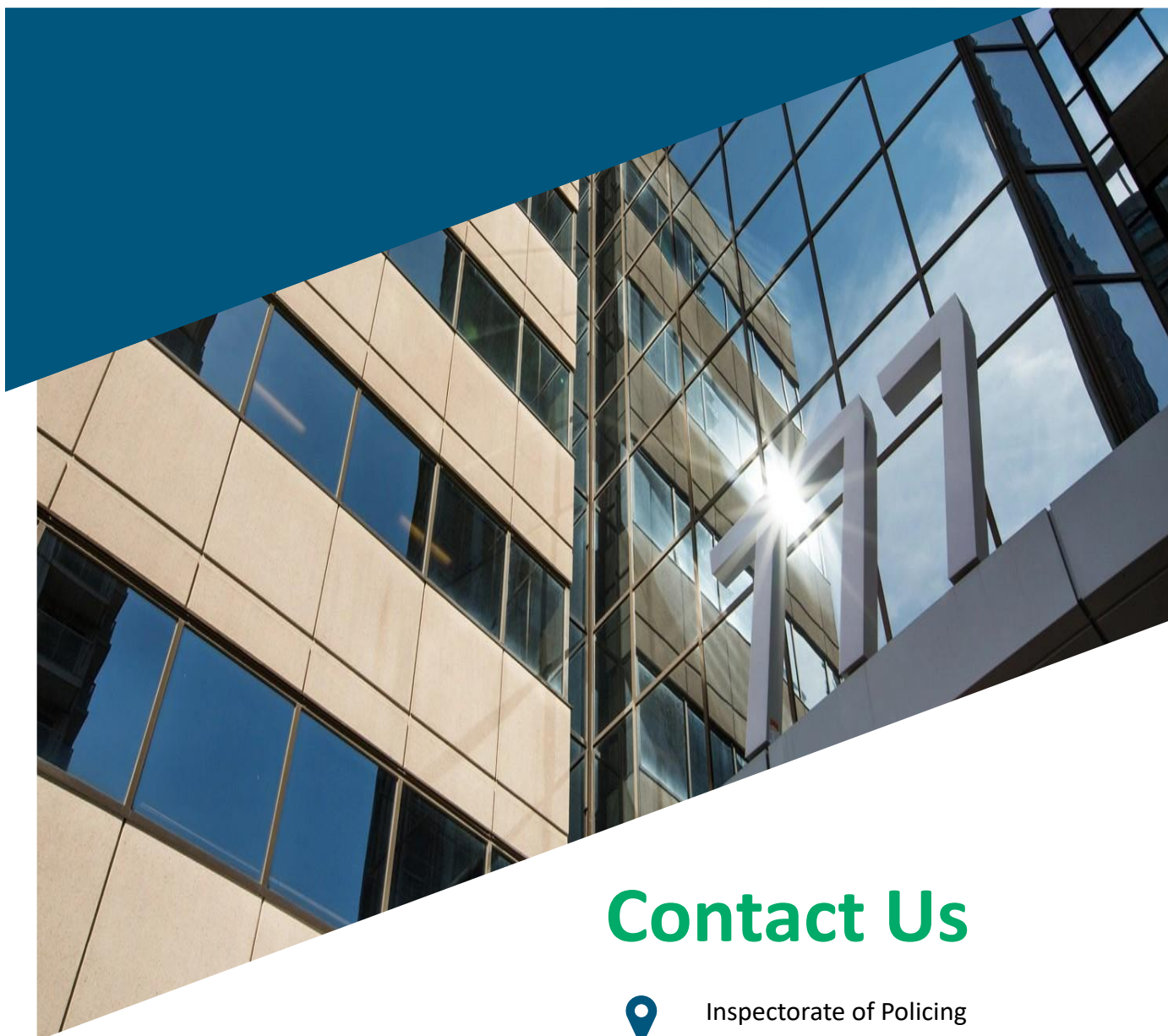
Developing a **comprehensive understanding of trends, challenges, and opportunities** in the policing sector to help advance overall public safety in Ontario.

Operating on our **‘right touch’ philosophy**: using the right tools, at the right time and for the right amount of time, to address compliance issues effectively and proportionate to the level of risk present.

#### We will deliver on these commitments by:

- Conducting fair, timely and evidence-based compliance inspections that result in actionable outcomes to improve police performance and governance in Ontario and publishing our findings on our website.
- Using high-quality data and research to power analytics that enables proactive monitoring and reporting on policing performance trends, and that identifies priority areas for compliance-related activities to drive evidence-based actions.
- Engaging with the policing sector and special constable employers to identify opportunities for cross-collaboration with other sectors whose work impacts public safety.
- Using our risk-based compliance and enforcement model to guide the IG in applying their duties, exercising their authorities to impose directions and measures, and making other decisions available to them under Ontario’s policing laws (e.g., declaring a policing ‘emergency’).
- Considering the presence of risks and local factors in our monitoring, liaison, and assessment activities, all aimed at ensuring adequate and effective policing is delivered to communities across Ontario.





## Contact Us



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Toronto, ON M5G 2C8



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[www.loPOntario.ca](http://www.loPOntario.ca)

*Improving policing performance  
to make everyone in Ontario safer*

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# QUARTERLY NEWSLETTER

[WWW.OAPSB/NEWS/NEWSLETTER](http://WWW.OAPSB/NEWS/NEWSLETTER)



January – March 2025

## Top Features

- Message from Chair
- Message from Executive Director
- Committee Updates
- Updates from the IoP
- In the News....
- Board Spotlight
- Municipal Board Updates
- OPP Detachment Board Updates
- News from our Partners
- Coming Events



## Message from the Chair

Welcome to our first Newsletter under our new and improved format!

I have been a member of your Board of Directors for 9 years and for the past 4 years I have had the privilege of being the Chair. I have not taken this responsibility lightly. My goal from day one has been to restructure the OAPSB into a fully functioning working association for our membership.

I am very proud of the work your board of Directors, our Executive Director and our entire team has accomplished through clear purpose, and conviction to just get it done! For those of you who are not aware, we began the journey of restructuring our association in early 2022. We needed an association that was better equipped to meet the operational needs of all governance boards across Ontario.

We hired a full-time Executive Director and built a strategic Plan and Action Plan for 2023-2025. Over the past two plus years, we have worked to reshape an organization internally while managing the greatest time of change police governance has seen in over 30 years. This is the

last year of our plan, and we are very happy with the progress we have made, but there is still so much work to do.

2025 will be a year of closing out some of our commitments we have made to you for the last three years and setting up our plan for new growth through our 2026-2028 Strategic Plan. We will continue to evolve and strengthen your association. This is no small endeavor, and we have a

small but mighty crew to put our plans into action, but we are committed to success in this regard.

We are currently reviewing and updating our programs and communications to support our growth plan for 2026-2028, so now is the perfect time to review how well our name represents our membership. With Detachment Boards not being defined under **PART IV MUNICIPAL POLICING AND POLICE SERVICE BOARDS** of the **CSPA**, a name change must be considered. It is fiscally prudent for us to make this decision on the naming of our association prior to spending money on programing and system changes. More to come on this in future communications.

I am coming up to the end of my tenure as the Chair of your Board of Directors. It is time. Growth comes from change, and it is time to change

the leadership. Although there is much work still to do, I am confident in the team's collective vision for the future of the OAPSB (or whatever we will be called). I thank you for your trust in me as your Chair and I eagerly await to see the next evolution of this now solid organization.



Patrick J Weaver  
Chair, Ontario Association of Police Service Boards

01/07



## Message from the Executive Director

I am very excited for the launch of our new quarterly Newsletter. The purpose of this newsletter is to share information. Not just information from the OAPSB, but to provide opportunities for others to learn from each of you. Opportunities to share the great work your boards are doing for your communities and for your members. Sector agencies, partners, and service providers will also have opportunities to provide insight into emerging trends and issues impacting policing, police governance and public safety.

By design, we have seen significant growth over the last few years. The plan has always been to grow the OAPSB in a measured, sustainable way. This year will be the first year since our restructure that our fees are aligned to fund the daily operations of your association. I want to thank all of you for recognizing and supporting this required change. We are continuing to explore and develop alternative funding options to help support our growth plan for 2026-2028 and should have some additional information on this soon.

As your Chair indicated in his comments, the rebranding and growth of the association is expected to include a name change. This change is being explored by your Communications Committee and will be brought to your Board of Directors for input and recommendations. These recommendations will be presented to the membership at our AGM on June 3rd.

Our AGM and Spring Conference is taking place from June 3rd to the 5th in London Ontario. This year, we are doing something a bit different. As part of the agenda, we are including 6 workshop opportunities. (Each attendee may attend up to 4). These sessions are designed to be more interactive and provide you with tangible take-aways to implement when you go back to your boards, as well as in other areas of your life. It is also an opportunity for you to be introduced to topics that will later be further developed and available to board members and staff in our training program. The list of workshops is available with the Spring Conference registration. We urge you to submit your selections as soon as possible as there is limited space for each topic.

Finally, I want to take a moment to thank your Chair and my boss, Mr. Patrick Weaver. When I was hired, my primary reason for accepting the position was the commitment Patrick Weaver and your Board of Directors had to change the OAPSB into a stronger, more relevant organization for all of you. Patrick's vision and conviction to forge ahead and the support he gave me to create the plan to make it happen is what leadership is all about!

I know I have a few more months to say this to you personally Pat, but I wanted everyone to hear from me what a strong advocate you have been for every board in Ontario. I know we will continue to grow the OAPSB because of the strong foundation you have put in place.



Lisa Darling, M.O.M.  
Executive Director,  
Ontario Association of Police Service Boards

### Board Spotlight

Does your board want to be featured in an upcoming Newsletter?

In coming editions of this newsletter, we will be featuring a Member Board!

contact:  
[media@oapsb.ca](mailto:media@oapsb.ca)





## Board Spotlight

The **North Bay Police Service Board** (NBPSB) is made up of five members: two Provincial appointees, two City of North Bay Council appointees, and one member of the community who is appointed by City Council.

Members of the Board:

- Richard Stivrins, Chair, Provincial Appointee
- Patricia Cliche, Vice Chair, Provincial Appointee
- Peter Chirico, Mayor, City of North Bay
- Maggie Horsfield, Deputy Mayor & Councillor, City of North Bay
- Bill Hagborg, Municipal Appointee
- Susan Foster-Fulton - Executive Assistant to the Board

Over the past year, the Board has been actively engaging with their community to enhance public safety and foster trust. Key initiatives included hosting town halls to gather community input for strategic planning, supporting youth engagement programs to prevent crime, and collaborating with local organizations to address mental health and addiction challenges. We also heard that a few members of the Board may have participated in the local Polar Plunge for Special Olympics!

These efforts reflect the board's commitment to transparency and inclusivity, ensuring that the needs of North Bay residents remain at the forefront of their mission.



## OAPSB Committees:

### Driving Progress Through Collaboration

Did you know that the Ontario Association of Police Service Boards (OAPSB) has several dedicated committees working tirelessly behind the scenes? These committees play a vital role in addressing special projects, advancing strategic initiatives, and strengthening police governance across Ontario.

Our committees bring together knowledgeable and passionate members to focus on key areas that align with the OAPSB's mission. Whether it's policy development, training and education, advocacy, or fostering meaningful connections between police boards and their communities, these working groups are essential to our shared success.

Through their collaborative efforts, the committees tackle challenges, brainstorm innovative ideas, and implement strategies that elevate the quality of civilian police governance. For those new to this aspect of the OAPSB, these committees exemplify how teamwork and vision translate into impactful results for our members and the communities we serve.

### Committees Include:

Communications Committee

HR Committee

[Advocacy Committee](#) (member's portal link)

Oversight Committee

Stay tuned for future updates on our committees' initiatives, and if you're interested in getting involved, feel free to connect with us.

# Updates for Boards

## Municipal Police Service Boards: Key Updates for Compliance and Best Practices

- Website Updates: Review and update website content to align with the Community Safety and Policing Act (CSPA). Ensure all references to the now-repealed Police Services Act are removed.
- Board Name Correction: Update all documents, communications, and online references to reflect "**Police Service Board**" instead of "Police Services Board."
- Diversity Plan Creation: Develop and adopt a Diversity Plan to promote equity, inclusion, and representation within board governance and community initiatives.
- Strategic Planning: Create or refresh the board's Strategic Plan to align with modern governance practices and community safety objectives.
- Policy and Governance Review: Conduct a thorough review of policies, procedures, bylaws, and protocols to ensure compliance with CSPA requirements and reflect updated board practices.
- Critical Points Policy Directive: Implement the new Critical Points Policy directive from the Inspectorate of Policing. Establish clear protocols for information exchange between the board and Chief of Police during significant policing events.
- Processes for Public and Internal Complaints: Ensuring the Public has the process and links to the Inspectorate of Policing.
- Boards should also consider a Communications Policy that includes who is the point of contact for the board, who is able to speak on behalf of the board and situational protocols for communicating with the public and media.

Have questions about other board activities?

Join our discussion group sessions or send us an email: [training@oapsb.ca](mailto:training@oapsb.ca)

## OPP Detachment Boards: Key Updates for Compliance and Best Practices

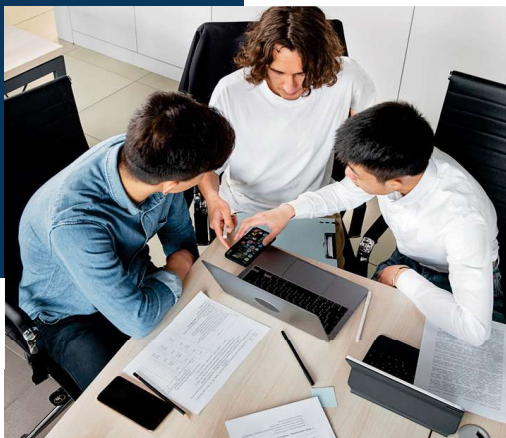
We know there are still a lot of work being done by OPP Detachment Boards in Ontario.

- Board member mandatory training and criminal record checks are ongoing but need to be completed for compliance.
- Website Updates: Review and update website content to align with the Community Safety and Policing Act (CSPA). Ensure all references to the now-repealed Police Services Act are removed.
- Board Name: The OPP will be issuing Board Logo's soon. If you have changed your name, you need to contact the OPP
- Policy and Governance Review: Conduct a thorough review of policies, procedures, bylaws, and protocols to ensure compliance with CSPA requirements and reflect updated board practices.
- Processes for Public Complaints: Ensuring the Public has the process and links to the Inspectorate of Policing.
- Start preparing now for the **Annual Report** due in June

*We know that boards are starting to prepare their annual reports and thinking about board budgets.*

*For more guidance or support, contact the OAPSB Team at [training@oapsb.ca](mailto:training@oapsb.ca)!*

*Our member's portal continues to evolve and grow. There are lots of tips and tools to help boards with their activities.*



## From the Inspectorate of Policing

The Inspector General, supported by staff at the Inspectorate of Policing, strives to improve sector performance and accountability by ensuring compliance with Ontario's policing legislation and regulations.

<https://www.iopontario.ca/en>

Welcome to the inaugural edition of Inspectorate of Policing Spotlight, a dedicated space within the OAPSB's newsletter. I would like to extend my gratitude to the OAPSB for this generous opportunity, allowing the Inspectorate of Policing to communicate directly with police service board members across Ontario. This section will serve as a hub for highlighting updates and insights from the Inspectorate of Policing, aimed at supporting you in your roles and enhancing your governance and oversight work.

In the coming months, you can anticipate a variety of content, including:

- Details about our first-ever Strategic Plan, outlining the strategic priorities and bodies of work for the Inspectorate of Policing over the next three years.
- Insight into our operations, including progress on major initiatives currently underway.
- Information regarding our upcoming Annual Report and future spotlight reports that will explore thematic issues in Ontario policing.

We look forward to engaging with you through this platform and providing valuable information to assist you in your important work.

Our goal with Inspectorate of Policing Spotlight is to provide you with content that is informative, engaging and reflective of our vision of improving policing performance to make everyone in Ontario safer. On March 20, 2025, I issued my third Inspector General Memo to share information and advice regarding the Toronto Police Service Board's recently approved policy on "critical points", first recommended by the Honourable John W. Morden in his 2012 report arising from the Independent Civilian Review into Matters Relating to the G20 Summit (for full disclosure, I was lead counsel to Judge Morden in this Review). This policy seeks to enhance the definition and clarity of the role of police service boards in civilian oversight leading up to, and during significant events. It establishes a reciprocal information exchange between police chiefs and boards, ensuring that both parties are well-informed and capable of adjusting policies and operations as necessary during critical public safety incidents. This policy supports both the governance and accountability aspects of oversight.

The complete IG Memo and policy can be accessed on our website: [www.iopontario.ca](http://www.iopontario.ca).

Policies such as TPSB's Critical Points are instrumental in modernizing governance and enhancing Ontario's policing system. I strongly advise municipal police service boards to review this policy and develop their own, in consultation with chiefs of police and incorporating input from relevant stakeholders to address local policing needs. Our Police Services Advisors are always available to provide guidance and support as needed, on the development of a "critical points" policy, or on other matters.

Together, we can ensure effective and responsive policing governance framework for our communities.

**You can also find the memo and policy information on the OAPSB website, but you need to be logged into the [members portal](#)!**

05/07



## In the News ... Celebrating Women in Policing: International Women's Day Highlights

International Women's Day was celebrated across Ontario with a variety of impactful events and initiatives aimed at advancing the role of women in policing. The Ottawa Police Service hosted the "**Advancing WE in Policing**" forum, which provided mentorship, leadership development, and networking opportunities for female officers and aspiring recruits. **The Ontario Women in Law Enforcement** (OWLE) organization also held events to recognize and support women in law enforcement, emphasizing advocacy and professional growth.

Additionally, the **Canadian Coalition for Police Reform** organized the event "**Her Badge, Her Voice: Women Leading Change in Policing**," which explored the challenges women face in law enforcement and highlighted strategies for fostering inclusivity and equity.

This event brought together experts and leaders to discuss actionable solutions for breaking down barriers and promoting diverse leadership in policing.

Police services across the province also participated in community-focused activities, such as recruitment drives, public outreach programs, and celebrations of the achievements of women in their ranks. These efforts reflect a collective commitment to gender equity and the empowerment of women in law enforcement.

The OAPSB is proud to support these initiatives and commends the ongoing efforts to create a more inclusive and equitable policing environment. Together, we continue to celebrate the contributions of women in policing and work towards a brighter future for all.

### From our Experts...

*The Ontario Association of Police Service Boards (OAPSB) is committed to empowering police boards through expanded knowledge and innovative ideas. By partnering with leading agencies and organizations, we are bringing expert-driven content and resources to our members. These collaborations enable us to tackle complex issues, explore fresh perspectives, and strengthen the expertise of police boards across Ontario.*

We are so grateful to provide you some insight from our friends at **Responder Recruitment and Shout Media** to are happy to share information on recruiting for your Police Services with us.

Attracting top talent is vital for police departments.

Police recruitment plays a pivotal role in shaping the future of law enforcement agencies. The ability to attract top talent holds paramount importance, as it directly impacts the overall success and efficiency of a police service, ultimately ensuring the safety and well-being of the communities they serve. By showcasing your department's unique qualities, remarkable opportunities, and enticing benefits, you can successfully captivate the attention and ignite the interest of the most highly qualified active and passive candidates. Our latest blog post will explore the importance of showcasing your department's unique value proposition and highlighting effective strategies to attract the best candidates.

Continue reading this by linking [here](#)



06/07

## Activities & Events

## Featuring Building Bridges

### Building Bridges: Expanding Evidence-Based Policing in 2025

Last year, Canada's first in-person evidence-based policing conference, hosted at Blue Mountain Resort in November 2024, was a resounding success. Over 200 attendees, including police leaders, academic experts, and operational officers, gathered to share cutting-edge research and practical applications in policing. The event was packed with insightful presentations, inspiring keynotes, and valuable networking opportunities. Among the highlights was Alex Murray from the United Kingdom's National Crime Agency, who emphasized the importance of evidence-based strategies in modern policing. Sergeant Terry Cherry from South Carolina brought forward the importance of partnerships between police and academics, while Dr. Cynthia Lum of George Mason University introduced actionable benchmarks for agencies adopting evidence-based practices. Attendees left energized, equipped with research-backed strategies, and new ideas for implementation in their own organizations.

Building on this momentum, the 2025 Building Bridges conference promises an even richer experience. Returning to Blue Mountain Resort on October 9-10, this year's event features three diverse content streams—member wellness, governance, and operations—allowing attendees to tailor their learning experience. The addition of the EBP Trailblazer Workshop on October 8, a highly interactive session for police leaders and academics, sets the stage for collaborative discussions on key issues across governance, education, and public safety.

This year, attendees will hear from distinguished keynote speakers such as Detective Superintendent David Cowan of Victoria Police, Australia, who brings extensive expertise in crime reform and organizational leadership, and Dr. Tamara D. Herold, a leader in crime science and violence reduction strategies. Their insights will complement an array of presentations, discussions, and workshops designed to push the boundaries of evidence-based policing.

As the conference continues to attract global attention, attendees can expect a dynamic exchange of ideas, actionable strategies, and opportunities to engage with innovators in policing. With registration already 50% sold out, don't miss your chance to be part of this transformative event.

## SECTOR EVENTS

### April 2025



### May 2025



### June 2025





# SPRING CONFERENCE SESSIONS



In addition to the jam-packed program, participants can also register for Learning Sessions! check [www.oapsb.ca/events](http://www.oapsb.ca/events)

## Introduction to Police Culture

The policing work environment, as many other professions, has its own unique culture. Anyone in a board capacity that oversees and governs policing, has a responsibility to learn about and understand the 'culture of policing', the history and the current state. This session is an introduction to understanding the unique aspects of police culture by incorporating research, lived experiences and case studies. This session will uncover strategies and emotional intelligence competencies, to look critically at the culture and understand the role of police governance in creating a psychologically safe work environment for sworn and civilian members in any police organization.

## Critical Thinking in Police Governance

This session provides opportunities for developing and enhancing critical thinking skills to real-world problems, and specific to police governance. The participants will discuss strategies to foster critical-thinking skills within themselves, their board and with community stakeholders. Participants will engage in self-reflection and metacognition activities to further develop their ability to think critically when addressing situations related to police governance. Desktop scenarios and case studies based on the unique, realistic and relevant challenges to police governance bodies will be incorporated in large and small group discussions.

## Assessment and Evaluation Tools

Those responsible for police governance are required to assess and evaluate their police leaders and their board. In addition, municipal boards are also required to assess community or policing programs, proposals and policing budgets. Assessment and evaluation include the practice of providing effective feedback, based on measurable criteria with the intention of improving or gauging leader competencies. This session will provide a foundation to understanding and developing assessments and evaluations that are measurable, consistent, specific, and standardized. An overview of assessment tools and their purpose is also included in this session, with the goal that participants will have a basic knowledge in developing and building assessments relevant to the needs of the board and the police organization they govern.

## Rules of Engagement for Board Members

Board members are engaged in a process of collaboration and communication with each other, as well as the community. To work effectively and efficiently as a team, expectations and "rules of engagement" provide a solid foundation for effective governance. Lead by an experienced Board member, this session will discuss and provide the criteria necessary to determine your Board's rules for engaging with each other, to facilitate relevant, purposeful, and productive meetings. This workshop will look at various practices used to set Board members up for success, specifically:

1. Onboarding and orientation
2. Member empowerment and engagement
3. Navigating with blurred lines

The rules of engagement are always evolving. This session is intended to be interactive. Attendees will be encouraged to share their own practices and experiences throughout the session.

## Workshop on Public Speaking and Engaging Media

As a board member governing policing, you may have opportunities or requests to speak on issues to public audiences in your community and beyond. A speaker who is prepared will deliver an effective presentation and communicate key messages to audiences with clarity and purpose. For many people, public speaking is a stressful or anxiety provoking activity. In this session, participants will have an opportunity to learn from communication experts and engage in small group activities in order to practice effective verbal and nonverbal communication best practices. In addition, relevant to speaking to the media, participants will learn and practice media relations strategies that suit their role as a board member.

## Recruiting an Effective Leader

Board members have the responsibility of recruiting and hiring an effective, positive, forward-thinking and collaborative leader. The competencies in the search for the right leader for your organization must include measurables beyond task and performance, to include emotional intelligence and true leadership qualities that are people centered. Together, these combined abilities enable a leader to remain true to the values of the organization, the ethics and principles of its members and the community they serve. This session will include discussions on the characteristics and capabilities of a visionary leader, as well as recruitment strategies and best practices for boards in preparation for and during the hiring process.

## DON'T MISS OUR MONTHLY DISCUSSION GROUPS



### DISCUSSION FORMAT



#### Updates

Any previous open follow-up items and answers  
Updates from Ministry & IoP



#### Best Practice Sharing

Share and learn from your peers  
Ask questions that are top of mind for your board

### Discussion Groups

The Ontario Association of Police Service Boards (OAPSB) invites you to participate in our enriching discussion groups. By engaging in meaningful conversations with fellow community members, experts, and stakeholders, you can exchange valuable ideas and knowledge, share your insights, and learn from others' experiences.

Staying informed is another significant benefit of joining our discussion groups. You'll be up-to-date with the latest developments, trends, and challenges in policing, gaining access to exclusive information and resources that can help you make informed decisions.

Not a member of the OAPSB? Contact us for more information.

Want to contribute to our next newsletter, or have a topic you're interested in?

[media@oapsb.ca](mailto:media@oapsb.ca)

## Follow & Connect



Look for Our App

Website:  
<https://oapsb.ca/>

EVERY 3RD WEEK  
**Monthly**  
12:00 PM

TUESDAYS  
**Admin & Municipal Staff**

THURSDAYS  
**Board Members**

08/08

# Inspectorate of Policing

## Zone Meeting Updates

March 2025



# Agenda

1. Current Status: Public Complaints
2. Response Times  
Research and Engagement
3. IOP Centre of Excellence
4. Quick Updates

# Current Status: Public Complaints

- **Since April 1, 2024\*, we have received 674 public complaints** in the following categories\*\*:
  - Complaints regarding the delivery of adequate and effective policing in specific communities (22.9%);
  - Police service board member conduct (5.19%);
  - Board policy and/or chief's procedure complaints (8.60%);
  - Matters related to incidents prior to the CSPA coming into force (10.68%);
  - Disclosures of misconduct (0.89%); and,
  - Officer conduct issues (require referral to LECA) (29.37%).
- **Complaints received may be subject to different processes** or outcomes, including:
  - Subject to IoP investigations or issue-specific inspections;
  - Did not meet our mandate and screened out as no jurisdiction;
  - Referred to LECA under section 155 of the CSPA; or
  - Refusals under section 106(2) or 107(2) of the CSPA.
- Inspection Finding Reports resulting from an inspection will be posted on the IoP website.

\*Complaints received are from April 1, 2024, to March 14, 2025.

\*\*Percentages do not add to 100 as many complaints are multifaceted and fall into more than one category.

# Response Times Research and Engagement

**The IOP will engage with a selected municipal police services and the Ontario Provincial Police (OPP) to continue our response times research, fill in knowledge gaps and inform IOP's approach to a potential future inspection by identifying priorities and critical issues.**

**What?** Our goal is to gain first-hand knowledge on response times service delivery through open engagement and input of police service leaders and experts, including understanding variances in practice and process, challenges and opportunities for improvement.


**Who?** To ensure a representative perspective on police response times in Ontario, the IOP will engage large, medium, and small police services with varying populations (urban and rural) and geographic characteristics.

Durham Regional	North Bay
Peel Regional	Owen Sound
Niagara Regional	Gananoque
Waterloo Regional	Strathroy-Caradoc
Guelph	Sarnia
Barrie	OPP
Chatham-Kent	

**How?** IOP team will engage with police service representatives onsite and ask questions to gather information about how services define, prioritize and measure response times for different types of calls (i.e., emergency, non-emergency), and how this information is used to inform dispatch models.

# Centre of Excellence: Current Concepts

## *Promoting research, collaboration and adoption of leading practices*

Identify and advise on leading practices, including resources and information related to police governance and operations	Convene expertise and experience to support capacity building for police service boards and chiefs of police	Tackle common issues and identify actions to improve performance in collaboration with the policing sector	Create channels for ongoing sector input, subject matter expertise and advice on Inspectorate work
<p>Leverage Toronto Police Services Board's policy on critical points to provide IG advice on province-wide implementation.</p> <p>Continue to develop distribute IG memos to support compliance and recommend leading practice.</p> <p><i>Local knowledge for provincial benefit</i></p>	<p>Develop IOP Collaborative Advisory Model to create holistic, responsive supports for boards and chiefs that leverage peer networks and resources of the IOP, OAPSB and OACP.</p> <p><i>Provincial knowledge for local benefit</i></p>	<p>Develop and host annual IG roundtable that is issue-specific and action-oriented, with the goal of sharing research, trends, experiences and lessons learned to arrive at concrete next steps that will improve performance.</p> <p><i>Provincial/national knowledge for provincial benefit</i></p>	<p>Form Advisory Council to advise on the development and effective implementation of IOP initiatives, from research and data collection to inspections. Cross-sector membership will focus on ensuring IOP work adds the greatest value for the sector.</p> <p><i>Provincial knowledge for provincial benefit</i></p>
<div> <div>Share what's there</div> <div>  </div> <div>Look around corners</div> </div>			

# Quick Updates

Strategic Plan

Data Collection

Assessing A&E

POU Spotlight  
Report

# Questions?



# OAPSB

## 2025 Planning for our Future

Lisa Darling  
Executive Director

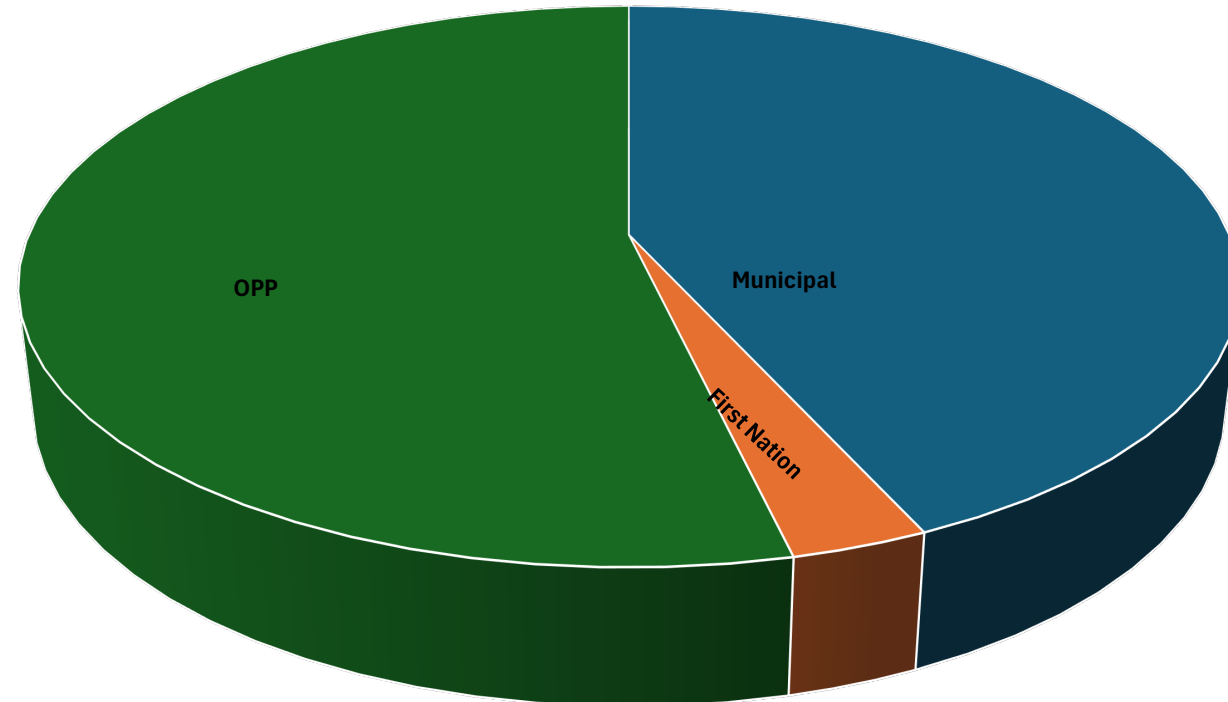


# Preparing for 2025 and beyond

- Future Focused Review of Operations
  - Programs, processes and contracts
  - Capacity for Growth
    - New Records Management System
    - Implementation of new fee structure
- Developing plans for 2025 based on different scenarios

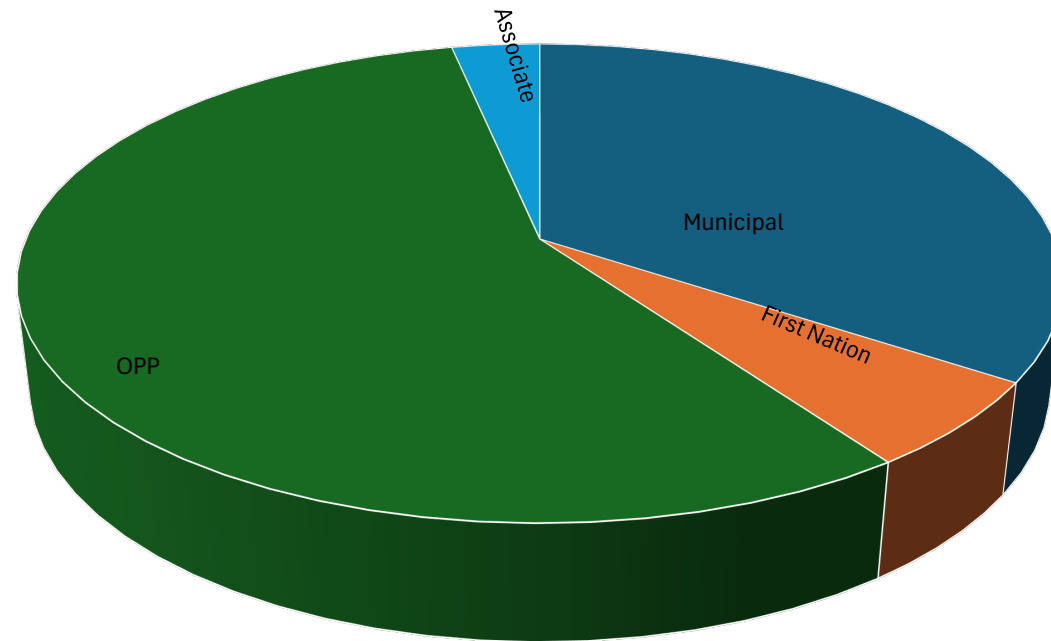
# Breakdown of Current Membership

(Number of boards)



# Breakdown if All Boards are Members

(Number of boards)



# Rebranding of the OAPSB

Name Change? – Now is the time

- Leading into new SP Cycle (2026-2028)
- Making changes to our communications tools
- Name no longer representative of our entire membership
- What is our name telling the public
- Update at Spring Conference

# 2025 Communications Plan

- Website and technology
- Partnerships
- Staffing
- Professional Quarterly Newsletter commencing end of this month
- Presentations at sector and partner events
- Strengthening zones

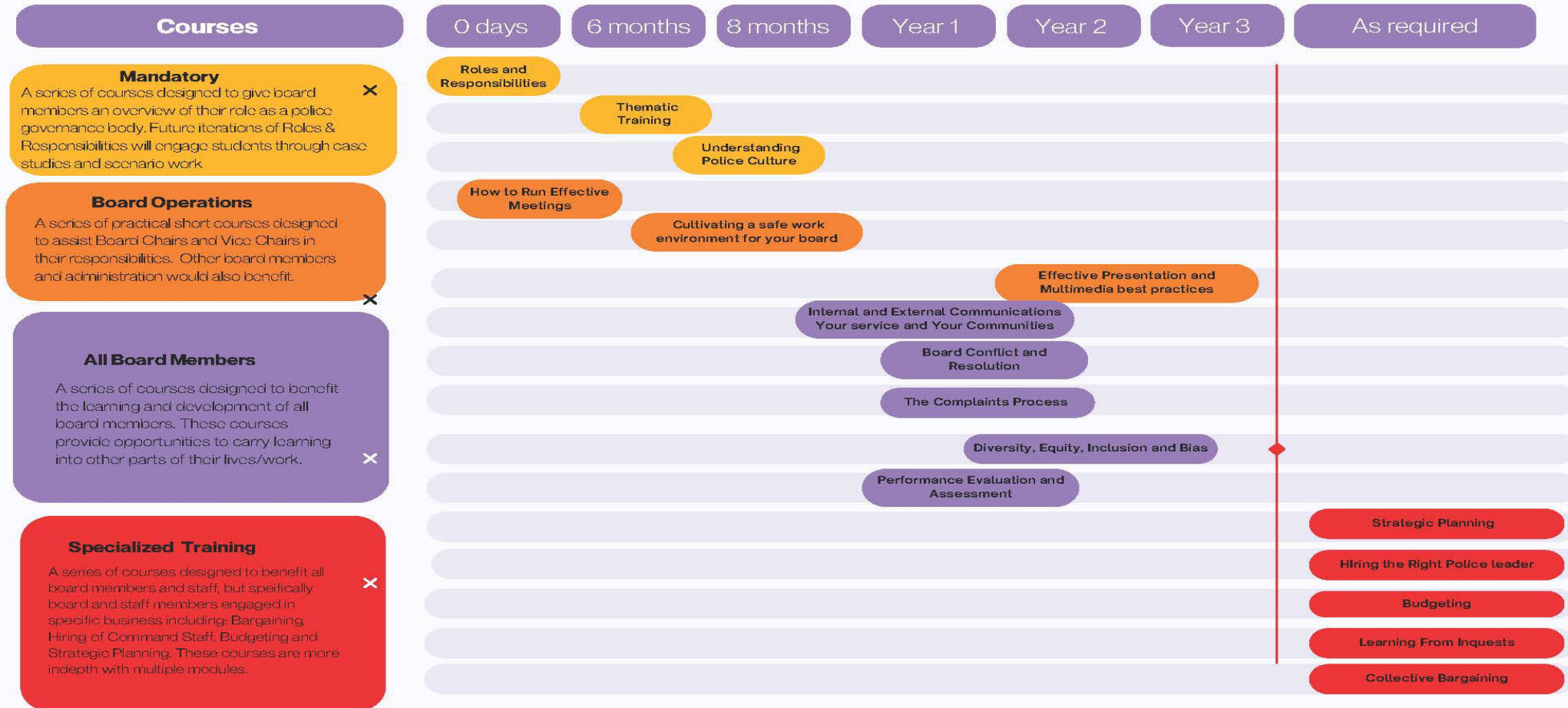
# Training Plan

- Plan Developed
- First two courses under development for all members
- Course Training Standard completed
- 17 courses identified for board members and staff
  - Implementation schedule dependent on funding
  - Hoping to know more about this soon- Should have a detailed update by the spring conference

# Police Board Training Plan

2025-2028

The below journey map outlines the best case scenario for the education schedule for board members. We anticipate that board members will take longer than the recommended process. In some cases, the order and timing of specific courses is provided to ensure the learner gets the most out of the course as designed. Course descriptions will include recommended prerequisites. Additional courses will be added as needs are identified.





## **2025 Additional Projects Underway**

- Webinar series planning in partnership with the CAPG – commencing in 2026
- Recruitment initiative
- WSIB White Paper
- Better Bargaining Outcomes (LRIS)
- Policy Manual for OPP Detachment Boards

# OPP Detachment Boards

- Reminder of drop-in sessions – Third Tuesday and Third Thursday of every month (for everyone, but noticing more Detachment Board members attending)
- For staff and board members
- Attend board meetings, training sessions with boards, staff and Municipalities as requested.
- An email away.

# OPP Detachment Board Insurance

- Several boards still outstanding on insurance
- All members of the OAPSB need to provide the OAPSB with proof of insurance with their membership.
- OAPSB has a group policy
- September to September – Pro-rated for late entry
- \$3600 +288 tax - \$3888
- To maintain these rates we need additional boards to sign on to the insurance
  - There is more information on our website
  - Recent communication went out to Detachment Boards



2025

OAPS B

SPRING

Conference & AGM

3-5, JUNE

Best Western Plus Lamplighter Inn & Conference Centre in London  
591 Wellington Rd, London, ON N6C 4R3



# 2025 Spring Conference Workshops

**Introduction to Police** Culture-strategies and emotional intelligence competencies to look critically at the culture and understand the role of governance

**Critical Thinking in Police Governance**-enhancing critical thinking skills to real-world problems, and specific to police governance.

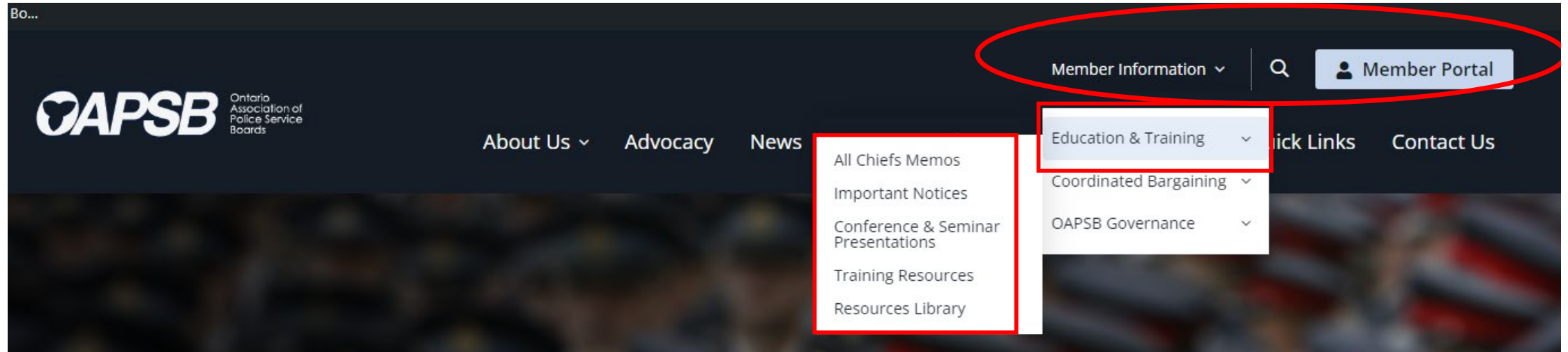
**Assessment and Evaluation Tools**- An overview of assessment tools and their purpose

**Public Speaking and Media**-improvisational and practiced conversations - will practice verbal and nonverbal communication best practices

**Rules of Engagement for Board Members** - criteria necessary rules for engaging with each other, to facilitate relevant, purposeful, and productive meetings.

**Recruiting an Effective Leader** -characteristics and capabilities of a visionary leader, as well as recruitment strategies and best practices.

# Where to find training and discussion materials



Contact OAPSB

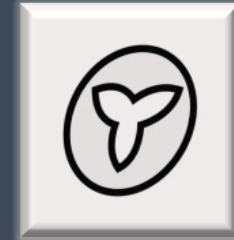
[OAPSB@oapsb.ca](mailto:OAPSB@oapsb.ca)

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**OAPSB.ca**

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