



## Barrie Police Services Board Meeting

**OPEN**

**Thursday, April 20, 2023**

**Meeting 9:00 a.m.**

Community Room

YouTube Live

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Item	Topic	Lead	Time
1.	Call to Order	Chair	1 Min
2.	Land Acknowledgement		
<b>Meeting Opening:</b>			
3.	Motion to Approve the Agenda	Chair	2 Min
<i>Motion to approve the agenda for the April 20, 2023, open board meeting</i>			
4.	Declaration of Conflict of Interest with Respect to the Agenda		
5.	Approval of Minutes		
<i>Motion to approve the minutes from the March 16, 2023, open meeting</i>			
<b>Consent Agenda:</b>			
6.	Staff Acknowledgements	Chair	5 Min
7.	Public Complaints		
8.	Strategic Plan Update		
9.	Missing Person Act Report 2022		
<i>Motion to receive the consent agenda items</i>			
<b>Updates:</b>			
10.	Chief's Update	Chief	10 Min
<b>Meeting Closing:</b>			
11.	Next Board Meeting – Thursday, May 18, 2023	Chair	2 Min
12.	Adjournment		
<i>Motion to adjourn the April 20, 2023, open board meeting</i>			



## **BARRIE POLICE SERVICES BOARD MEETING**

### **OPEN SESSION MINUTES**

**Thursday, March 16, 2023  
Community Room and YOUTUBE LIVE**

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#### **PRESENT:**

Mr. Greg Ferguson, Chair  
Deputy Mayor Robert Thomson, Vice Chair  
Ms. Lynn Strachan  
Mr. Arif Khan  
Chief Rich Johnston  
Deputy Chief R. Wyllie Allan  
Sergeant Stephanie McKibbon  
Ms. Danielle Hutchinson, Board Administrator

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#### **MEETING OPENING**

1. The meeting was called to order at 9:11 a.m.
2. Chair Ferguson acknowledged the land.
3. Approval of Agenda

#### **MOTION #2023-028**

**On motion of Deputy Mayor Robert Thomson, and seconded Arif Khan by the March 16, 2023, open agenda was approved.**

**CARRIED**

4. Declaration of Conflict of Interest with Respect to the Agenda

None were declared.

5. Approval of Minutes

#### **MOTION #2023-029**

**On motion of Arif Khan, and seconded by Deputy Mayor Robert Thomson, the minutes from the February 16, 2023, open meeting were approved.**

**CARRIED**

#### **CONSENT AGENDA**

6. Staff Acknowledgements
7. Public Complaints
8. False Alarms (Annual)

- 9. Freedom of Information (Annual)
- 10. Collection of Identifying Information in Certain Circumstances (Annual)

**MOTION #2023-030**

**On motion of Arif Khan, seconded by Lynn Strachan, the consent agenda items were approved.**

**CARRIED**

**FOR INFORMATION**

- 11. Community Safety Survey Findings

**FOR APPROVAL**

- 12. Appointment of Auxiliary Members

**MOTION #2023-031**

**On motion of Arif Khan, seconded by Lynn Strachan, the Board approves the appointment of Auxiliary Members Bradley Besley, Trevor Broley, Kristin Drury, Aakriti Kandel, and Navismran Nagpal were approved.**

**CARRIED**

**UPDATES**

- 13. Chief's Update

Chief Johnston provided an update on the following:

- CAD calls for Service
- Community Events
  - Pink Shirt Day February 22
  - #IT Starts Champion Week March 6
  - Mosaic of Black Culture February 25
  - Coldest Night of the Year February 25
  - Polar Plunge March 4
  - Nick Cunningham Special Olympics February 27
  - Digitized Canvassing Articles March 1
  - Creating Connections February 28
- Community Celebrations
  - International Women's Day March 8
  - Holi and Festival of Colours March 12
- Highlighted Investigations
  - Second Arrest in Homicide February 24
  - Robbery Arrests March 2
  - Traffic stop: drugs, currency, Criminal Charges March 6
  - Robbery Arrests: loaded firearms, drugs, currency March 15
- Volunteer Opportunities
  - Auxiliary Officers

Chair Ferguson inquired about commitment level of an Auxiliary Officer and was advised a minimum of 12 hours per month is required.

**MEETING CLOSING**

14. Next Regular Board Meeting -Thursday, April 20, 2023

15. Adjournment

**MOTION #2023-032**

**On motion of Arif Khan, the Barrie Police Services Board Meeting was adjourned at 9:32 a.m.**

**CARRIED**

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Chair

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Board Administrator



**BARRIE POLICE SERVICES BOARD REPORT  
APRIL 2023  
OPEN**

**TO:** Barrie Police Services Board  
**FROM :** Chief Rich Johnston  
**DATE:** April 20, 2023

**SUBJECT:** Staff Acknowledgements

**Background**

Staff Acknowledgements received for the month of March.

EMPLOYEE	FROM WHOM	COMMENTS
Constable Nathan Greer/Constable Jake Lawrason	Barrie Resident	A 911 was received in relation to a cold, scared, and confused lost elderly woman. Constable Greer and Constable Lawrason were commended on their investigative skills and their empathy and respect for both the elderly woman and the caller.
Constable Keira Brooks	Barrie Resident	A post on the Barrie Police Community Safety & Well-Being page thanking Constable Brooks for the tour of a cruiser. She also met with the individual who was experiencing difficult times and she was impactful on helping them turn their life around. They thanked her for “being part of my journey out of a dark hole”
Records and Information Management Services (RIMS)	Barrie Resident	A thank you was received for the very quick turnaround for a Vulnerable Records Check. RIMS was also complimented on the “very clear process” for the online portal.

Constable Kurt Hemington	Barrie Resident	Constable Hemington attended a call and was commended for his prompt and efficient service, clear communication, and compassion while conveying safety concerns. "Please pass along our gratitude to Constable Hemington, who clearly deserves recognition for this exemplary service."
Constable Justin Weese	Barrie Resident	Constable Weese was congratulated on becoming a Police Officer.

**Recommendation**

The Board receive this report for information.

**Prepared by:**

Danielle Hutchinson (4699)  
Executive Assistant



**BARRIE POLICE SERVICES BOARD REPORT**  
**APRIL 2023**  
**OPEN**

**TO:** Barrie Police Services Board

**FROM:** Chief Rich Johnston

**DATE:** April 20, 2023

**SUBJECT:** 2022 Year End Report & 2023 First Quarter Update  
2020–2022 Barrie Police Strategic Plan Overview

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The *Police Services Act*, Regulation 3/99, s. 30 (1) requires that all Police Services Boards in the Province of Ontario prepare a Strategic Plan once every three years to guide the delivery of policing services to the community.

**Background**

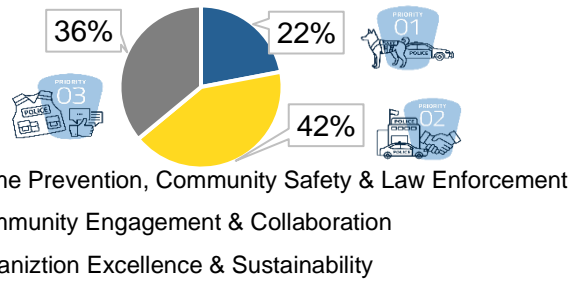
In January 2020, the Barrie Police Service (BPS) launched the 2020-2022 BPS Strategic Plan. Since the launch, the Service has strengthened data collection and the monitoring of initiatives that BPS members participate in. While 54 initiatives were tracked for the 2017-2019 BPS Strategic Business Plan there have been over 339 initiatives tracked for the 2020-2022 BPS Strategic Plan. This represents an increase of 528% which reinforces the emphasis that has been placed on data tracking and internal communication over the past three years. This report provides an overview of the initiatives that have taken place over the lifespan of the 2020-2022 BPS Strategic Plan and their impact on the strategic plan key performance indicators.

**Overview of the 2020-2022 BPS Strategic Plan (January 1, 2020 – December 31, 2022)**

In 2020 the BPS recorded and tracked 101 initiatives with an additional 112 initiatives added in 2021 and 126 initiatives added in 2022. This steady increase reinforces the members' continued desire to improve the internal and external operations of the Service and strive for excellence as they champion new program ideas and nurture successful existing partnerships and programs.

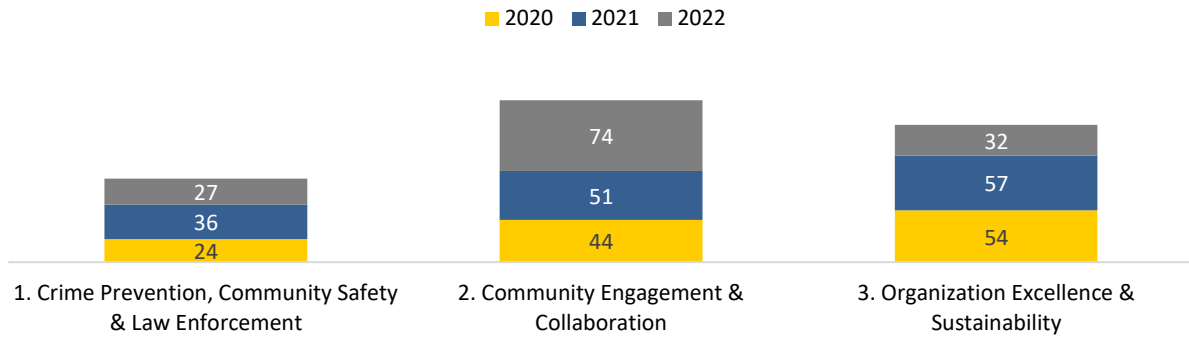
When looking at the distribution of initiatives based on the priorities of the 2020-2022 Strategic Plan, the majority of projects align with the second priority of Community Engagement & Collaboration (42%), closely followed by projects that align with Organizational Excellence & Sustainability (36%) and finally Crime Prevention, Community Safety & Law Enforcement (22%). This breakdown is displayed in Figure 1 and highlights the distribution of initiatives based on their relevance to the priorities of the Strategic Plan, taking into consideration that some initiatives may relate to multiple priorities. This distribution of initiatives reinforces the Service's shift towards more community collaboration and emphasis on equity, diversity, and inclusion principles.

Figure 1: 2020-2022 Strategic Plan Initiatives Per Strategic Priority



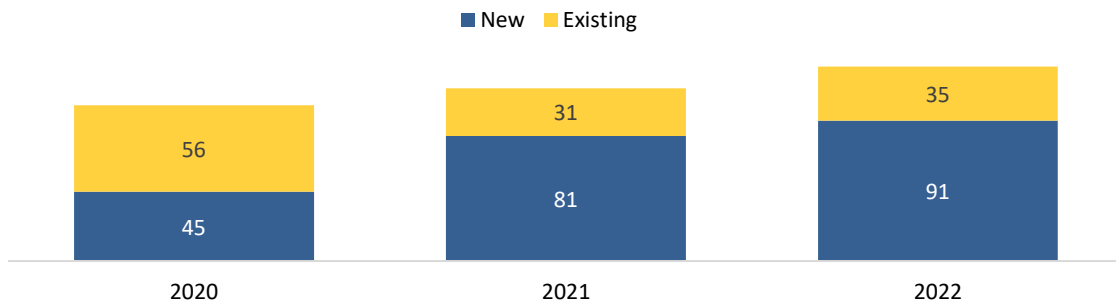
A yearly breakdown of the initiatives and their relevance to the priorities is shown in Figure 2 and highlights the increase in Community Engagement & Collaboration initiatives throughout the life of the 2020-2022 Strategic Plan. This trend is a result of improved relationships with community partners, collaborative planning such as the Community Safety & Well-Being Plan and the lifting of pandemic related restrictions that paused many community events that the BPS participates in on an annual basis.

Figure 2: 2020-2022 Strategic Plan Initiatives Per Strategic Priority By Year



This trend is expected to continue into the 2023-2025 Strategic Plan as these themes are once again emphasized and the culture of the BPS continues to inspire new ideas and initiative creation. Figure 3 highlights the number of initiatives that were new or existing each year and shows the steady increase from 2020-2022, reinforcing the cultural shift happening within the Service as we continue to inspire innovative policing practices.

Figure 3: 2020-2022 Strategic Plan Initiatives





**Detailed Summary**

Key performance indicators (KPIs) were created to help track the overall impact that BPS initiatives are having on the city of Barrie. These KPIs help us evaluate the success of our programming, while acknowledging gaps or opportunities to refocus our efforts and tweak our approaches.

The following tables state the KPIs for each objective of the 2020-2022 Strategic Plan and summarize the results of that tracking while acknowledging what next steps the Service will take as a result of that information.

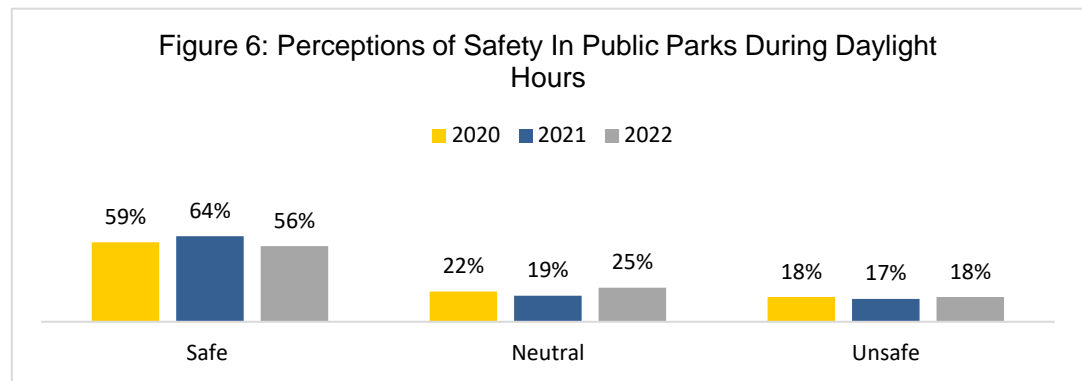
**Priority 1: Crime Prevention, Community Safety & Law Enforcement**

<b>Objective:</b>	<b>Visible &amp; Approachable Police Service</b>																																
<b>KPI:</b>	Increase the feeling of safety in downtown Barrie and public parks.																																
<b>Measure:</b>	Annual Community Safety Survey (CSS).																																
<b>Update:</b>	<p>Residents continue to have the most concern for their feelings of safety in downtown Barrie. The annual CSS allows BPS to track this perception and measure if the programs and efforts that the BPS has initiated are having the desired effect of increasing the feeling of safety in the downtown core.</p> <p>Figure 4 summarizes the results of the CSS year-over-year in relation to respondents' perception of safety in the downtown during the daylight hours. Results do indicate there has been progress made as percentage of residents who feel "unsafe" went down 5% when comparing 2020 to 2022 results.</p> <div data-bbox="386 1138 1442 1419" data-label="Figure"> <table border="1"> <caption>Figure 4: Perceptions of Safety In Downtown During Daylight Hours</caption> <thead> <tr> <th>Category</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Safe</td> <td>31%</td> <td>34%</td> <td>32%</td> </tr> <tr> <td>Neutral</td> <td>17%</td> <td>20%</td> <td>22%</td> </tr> <tr> <td>Unsafe</td> <td>51%</td> <td>46%</td> <td>46%</td> </tr> </tbody> </table> </div> <p>Similarly, Figure 5 highlights the three-year trend in relation to feelings of safety in the downtown during the evening. There was a 5% decrease in those who felt "unsafe" from 2020 to 2022 and a 3% increase in those who felt "safe" when comparing 2020 to 2022 results.</p> <div data-bbox="386 1621 1451 1890" data-label="Figure"> <table border="1"> <caption>Figure 5: Perceptions of Safety In Downtown During Evening Hours</caption> <thead> <tr> <th>Category</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Safe</td> <td>12%</td> <td>13%</td> <td>15%</td> </tr> <tr> <td>Neutral</td> <td>13%</td> <td>14%</td> <td>15%</td> </tr> <tr> <td>Unsafe</td> <td>75%</td> <td>73%</td> <td>70%</td> </tr> </tbody> </table> </div>	Category	2020	2021	2022	Safe	31%	34%	32%	Neutral	17%	20%	22%	Unsafe	51%	46%	46%	Category	2020	2021	2022	Safe	12%	13%	15%	Neutral	13%	14%	15%	Unsafe	75%	73%	70%
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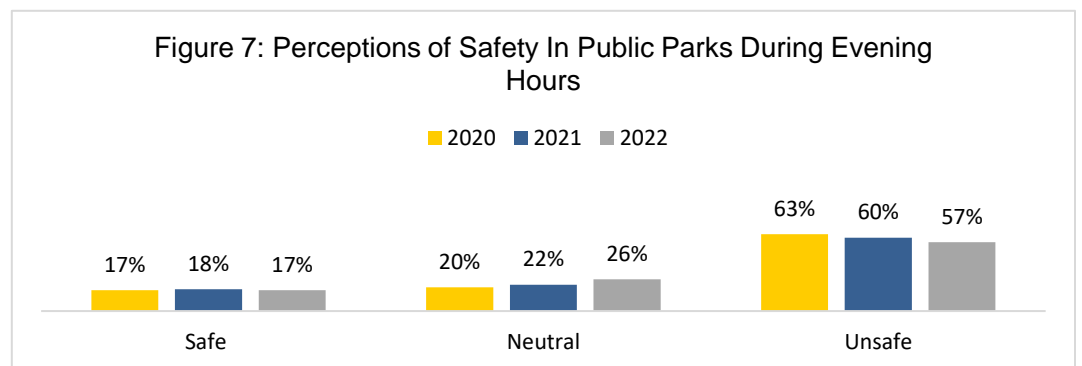
As the downtown area continues to be a focus in the 2023-2025 Strategic Plan, the BPS will continue to track this KPI and create new initiatives that further impact the feeling of safety in the downtown core.

**Public Parks:**

Public parks are another area of concern for the community and are a separate question on the CSS in relation to perception of safety. Figure 6 highlights the three-year trends in relation to perception of safety in public parks during the daylight hours. It was found that there has been no change in the number of respondents who felt “unsafe” and a 3% decrease in those that felt “safe” when comparing 2020 to 2022 results.



There has, however, been a greater decrease in those who felt “unsafe” in parks during the evening hours, as displayed in Figure 7. The 6% decrease in the number of respondents who felt “unsafe” is a positive trend in the right direction, but the numbers suggest most respondents moved to the “neutral” category with a 6% increase instead of the desired “safe” response that stayed the same from 2020 to 2022.



This data would suggest that initiatives such as “Crime Prevention Through Environmental Design - Park Consultations” that took place between the BPS and the City of Barrie were helpful as they increased lighting in the parks and alleyways for the evening hours but could be expanded to include daylight specific initiatives that focus on increasing people’s perception of safety in the daytime. The City of Barrie may also choose to accept recommendations by BPS members to add “Emergency Button” poles to park spaces to increase the perception of safety for residents in both the day and night hours.

**Objective:** Safer Roads & Pathways

**KPI:** Reduce the number of fatalities and injuries on Barrie roads.

**Measure:** Collisions Involving Injuries Report: Accident Report Services LTD. Community Safety Survey (CSS).

**Update:** **Collisions Involving Injuries Report**

	2020 Totals	2021 Totals	2022 Totals
Fatal Injury*	10	4	5
Non-Fatal Injury	234	246	219
Total MVAR**	783	899	908

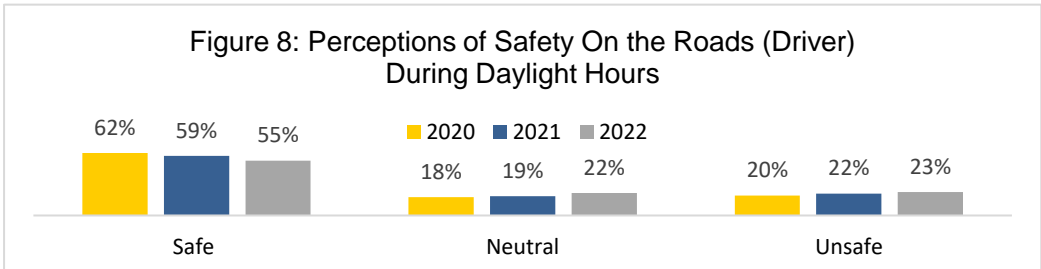
\*Fatal Injury refers to the total number of fatal injury collisions and not number of fatalities.  
 \*\*Motor Vehicle Accident Report (MVAR) Data presented is from the Accident Reporting Services database, and subject to minor fluctuations in values as may be observed when comparing values from the previously reported updates.

The BPS Traffic Unit has made significant strides to improve their operations and implement evidence-based decision making. In the past three years they have increased and improved their data gathering systems and utilized technology to improve operations and increase efficiencies.

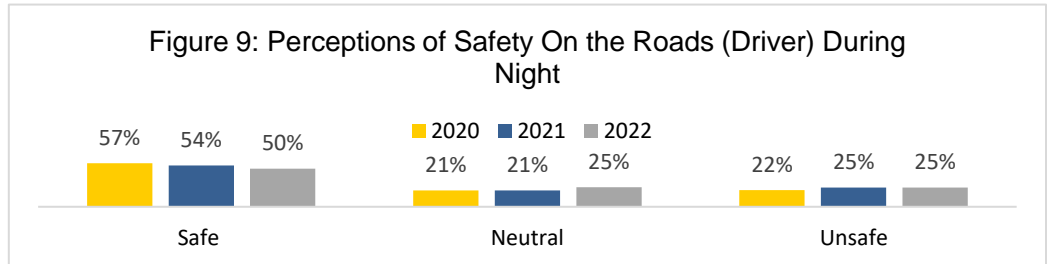
Data suggests that efforts have had a positive change on the KPI to reduce the number of fatalities and injuries on Barrie roads as there has been a 50% decrease in fatalities from 2020 in comparison to 2022 and a 6% decrease in non-fatal injuries from 2020 when compared to 2022. This data, however, has been greatly influenced by external conditions such as pandemic restrictions that changed residents’ driving habits and greatly decreased the number of vehicles on the road. While total MVARs has increased year-over-year, those numbers should stabilize in 2023 to give a more accurate baseline measure for future comparison.

Traffic continues to be a priority in the 2023-2025 BPS Strategic Plan and through community collaboration, evidence-based practices, utilizing technology and improving visibility, the BPS hopes to continue to see these number decrease and improve the safety of Barrie roads.

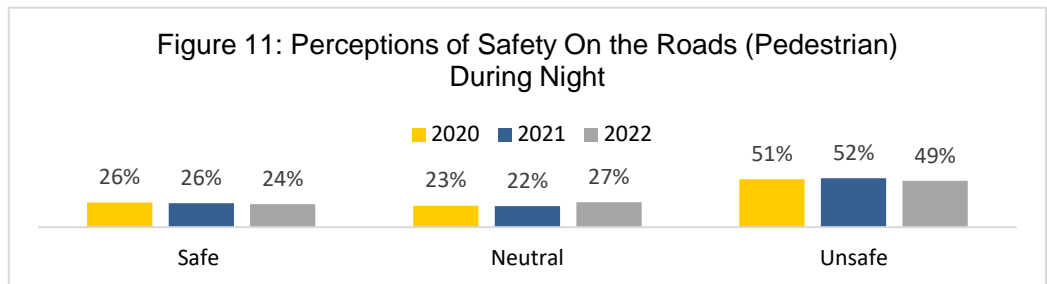
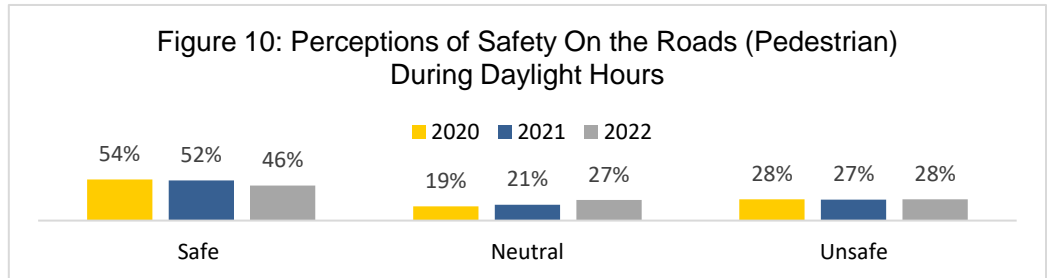
Perceptions of Safety:  
 Unfortunately, perception of road safety by the public does not reflect the same conclusion as the actual collision reporting numbers. Figure 8 highlights the three-year trends of perception of safety on the roads as a driver in the daylight hours and has seen a 7% decrease in residents feeling “safe” from 2020 to compared to 2022.



Similarly, Figure 9 shows the three-year trend in relation to perceptions of safety for drivers during the night which has seen a 7% decrease in those who felt “safe”.



This trend is also seen regarding pedestrians who had a slight decrease year-over-year in their feeling of safety in the day and night hours. Figures 10 and 11 show that from 2020 to 2022 there was an 8% decrease in those who felt “safe” as a pedestrian during the day and a 2% decrease in the night.



Perception of safety can be attributed to many factors including high profile media reports such as the McKay Road crash that tragically took the lives of six young adults, or the pedestrian collisions near Sadlon Arena. These high-profile collisions may influence the perception of safety by residents as well as common complaints such as speeding and unnecessary noise that require a proactive policing approach.

The Traffic Unit continues to implement and create proactive programs that include Project Wake-Up Call, Traffic Pedestrian and Road Safety awareness campaigns, R.I.D.E. programs and more. The Service also continues to look at new collaborative ways to work with the City of Barrie and other community partners to address road safety and the perception of safety that is equally important for our residents.

<b>Objective:</b>	<b>Supportive Victim Services</b>										
<b>KPI:</b>	Increase the number of victimization reports.										
<b>Measure:</b>	Volume of Online (Coplogic) Reports.										
<b>Update:</b>	<p><b>Coplogic Reports</b></p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total Reports</td> <td>2,029</td> <td>2,834</td> <td>4,451</td> </tr> </tbody> </table> <p><i>*Data presented is live from the Niche database, and subject to minor fluctuations in values as may be observed when comparing values from the previously reported update.</i></p>				2020	2021	2022	Total Reports	2,029	2,834	4,451
	2020	2021	2022								
Total Reports	2,029	2,834	4,451								
	<p>Online reporting through Coplogic continues to increase year-over-year with a 119% increase in reports filed from 2020 to 2022. This increase is attributed to an expansion in categories to the online reporting options including “Disturb the Peace”, “Suspicious Circumstance”, “Trespass to Property” and “Fraud” as well as an increase in awareness of online reporting availability and importance. BPS members that attend community presentations and information sessions promote this valuable tool to the community and reiterate that no crime is too “small” to be reported as it helps inform the Service of trends within the community.</p> <p>The BPS continues to find innovative ways to support victims in the community and remove barriers for reporting. Coplogic continues to be a success story for the Service and reflects the Service’s vision to create a safer tomorrow, today.</p>										

## Priority 2: Community Engagement & Collaboration

<b>Objective:</b>	<b>Community Partner in Proactive Policing</b>										
<b>KPI:</b>	Increase number of community events in which BPS members participate.										
<b>Measure:</b>	Member participation in community events including but not limited to conferences, advisory committees, webinars, town halls, panel discussions, and community presentations.										
<b>Update:</b>	<p>Number of Community Events BPS Members Volunteered At</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total Reports</td> <td>19</td> <td>18</td> <td>32</td> </tr> </tbody> </table> <p>While there is a 68% increase in events that BPS members volunteered at from 2020 compared to 2022, this number is not a true depiction of the community engagement that BPS members did as many community events were postponed or cancelled due to COVID-19 restrictions. 2022 was the first year within the 2020-2022 Strategic Plan that there was a return to normalcy and BPS members were able to attend many regular community events. This number is expected to climb in 2023 as the Service has also begun attending more culturally diverse events in the community and had many “firsts”</p>				2020	2021	2022	Total Reports	19	18	32
	2020	2021	2022								
Total Reports	19	18	32								

in 2022 including the Govardhan Pooja Festival, Moose Hide Campaign and the Algonquin Woodlands Aboriginal People’s Tribal Clothing Drive.

**Objective:** Trust & Transparency with the Community

**KPI:** Increase the number and diversity of residents who respond to BPS Annual Community Safety Survey.

**Measure:** Annual Community Safety Survey (CSS).  
Statistics Canada Census Profile, 2021

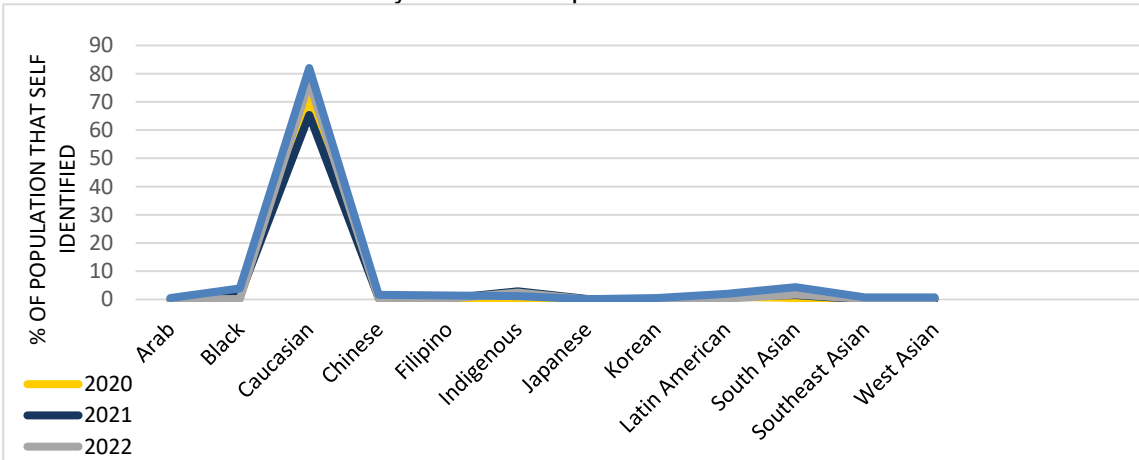
	2020	2021	2022
Number of CSS Responses	1,667	1,385	929

When comparing the number of responses to the BPS CSS from 2020 to 2022 we see a 44% decrease in number of respondents. In all three years, distribution and advertising of the survey has been consistent, with an increased focus on paper copies distributed in 2022 and in-person promotions at community pop-up booths.

When taking into consideration external factors, this decrease could be attributed to the fact that lock downs in 2020 dramatically increased the responses to the survey, with only 364 residents responding to the survey in 2019. An admittedly longer survey, taking an average of 17 minutes to complete, it is estimated that respondents had more time and availability to complete the survey during the pandemic restrictions. As restrictions have been lifted, the numbers have decreased year-over-year. In an effort to increase those numbers in 2023, the CSS is currently being revised to be more succinct and user-friendly with a continued effort to advertise and publicize the survey to the community.

**Diversity:**  
The BPS has made a conscious effort to try to receive feedback through the CSS through a diverse lens of representation and experiences. Figure 12 compares the demographics of respondents to the CSS to the 2021 Statistics Canada racialized group data.

Figure 12: Demographics of CSS Respondents Compared to 2021 Statistics Canada City of Barrie Population Census



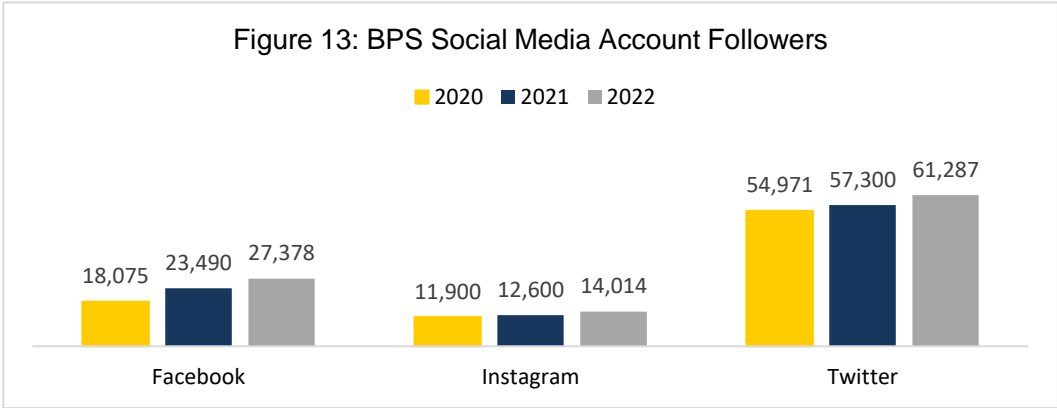
By comparing the self-identified demographics of respondents, we can see that there is similar trends in the diversity of respondents compared to the diversity of the city’s population. The most underrepresented groups of the 2022 CSS, compared to the 2021 Statistics Canada Census Data include the Caucasian community with a 5% difference, the Black community with a 4% difference and the South Asian community with 3% difference. All of the other demographic groups are within 1% of difference, although the Indigenous community is overrepresented by 1%. These numbers however, are slightly skewed as 17% of CSS respondents in 2022 chose “none of the above”, “prefer not to answer” or “other”.

**Objective:** Authentic Two-Way Communication with Community & Members

**KPI:** Increase the satisfaction internal and external stakeholders have in relation to communication by the BPS.

**Measure:** 2023-2025 Strategic Plan Community Consultation Survey  
Systemic Review of Organizational Culture and Systems (Systemic Review).

**Update:** Communication is essential to creating the inclusive and supportive culture that BPS strives to achieve. Externally, BPS utilizes technology and in-person communication to disseminate important information about special events, safety concerns, missing person reports, calls for information or awareness of proactive programming and innovative initiatives. Through 2020-2022, there has been additional reliance on technology as many in-person events and gatherings were postponed due to pandemic restrictions. Figure 13 highlights the followers on the BPS social media platforms from 2020-2022. There has been a steady increase year-over-year with those numbers expected to continue to rise annually.



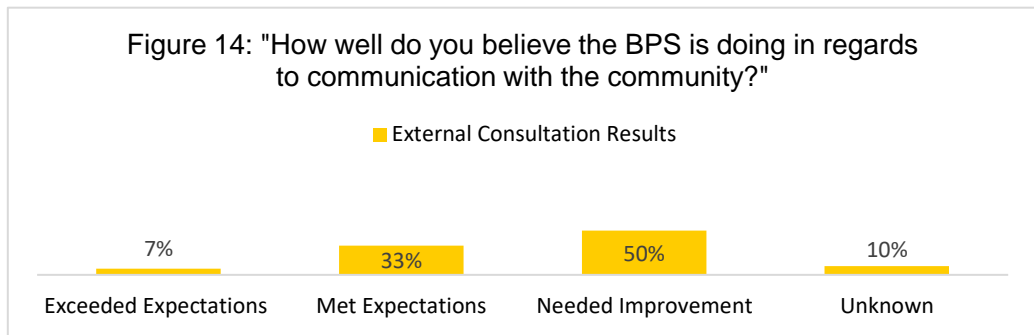
The BPS continues to use technology to increase transparency with the community and has expanded the information available on the website as well as created a customized BPS mailing list for quick and convenient communication that is tailored to the viewer’s individual interests.

While technology has a place in communication, in-person collaboration is still an essential part of community engagement for the BPS. As pandemic restrictions are now lifted, members look forward to engaging in committees and working groups in the community.

Some of the committees that BPS members have sat on from 2020-2022 include, but are not limited to:

- Canadian Association of Chiefs of Police-Victims of Crime Committee
- Child Youth and Family Service Coalition of Simcoe County
- Ontario Association of Chiefs of Police-Victims' Assistance Committee
- Community Connections Network
- Canadian Mental Health Association Board of Directors
- The Women and Children's Shelter of Barrie Board of Directors
- The Child and Youth Advocacy Centre of Simcoe Muskoka Board of Directors
- County Data Consortium
- Community Homelessness Providers Services Committee
- Town and Gown Committee (To Be Started)

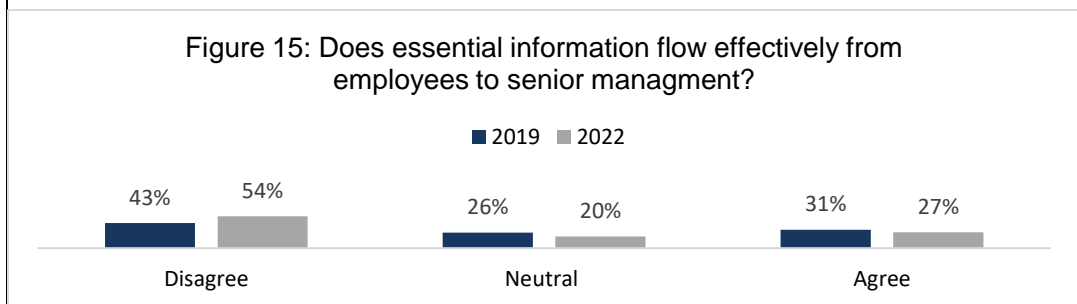
As a part of the 2023-2025 Strategic Planning Process the community was consulted to measure their satisfaction with communication by the BPS. (Figure 14).



Two hundred and ninety-nine residents responded to the survey and results found that 7% of respondents believed BPS communication with the community “exceeded expectations”, 33% “met expectations” and 50% felt it “needed improvement”. (10% was “unknown”)

BPS will continue to search for innovative ways to engage and communicate with the community and this important objective has carried over to the 2023-2025 Strategic Plan.

Internally, the BPS also strives to improve communications. In 2019 and 2022 an internal members survey found that when asked “Does essential information flow effectively from employees to senior management”, there was a 4% decrease in members that “agreed”. This decrease could be attributed to pandemic related changes that were often quickly implemented with less than normal consultations. (Figure 15)



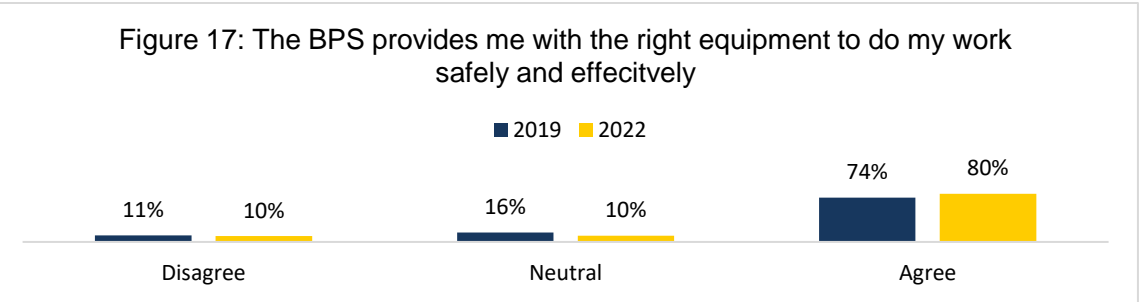


	<p>As a result of Systemic Review that was completed in November 2021, a Systemic Review working group was founded in 2022 and “communication” was the first area of the BPS culture that was addressed. An internal survey in January 2023 found that when asked, “How satisfied are you with the current internal communications at the BPS”, 50% were “satisfied”, while 25% were “neutral” and 25% were “not satisfied”. This suggests that internal communications are improving at BPS and will continue to be a priority moving forward.</p>
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**Priority 3: Organization Excellence & Sustainability**

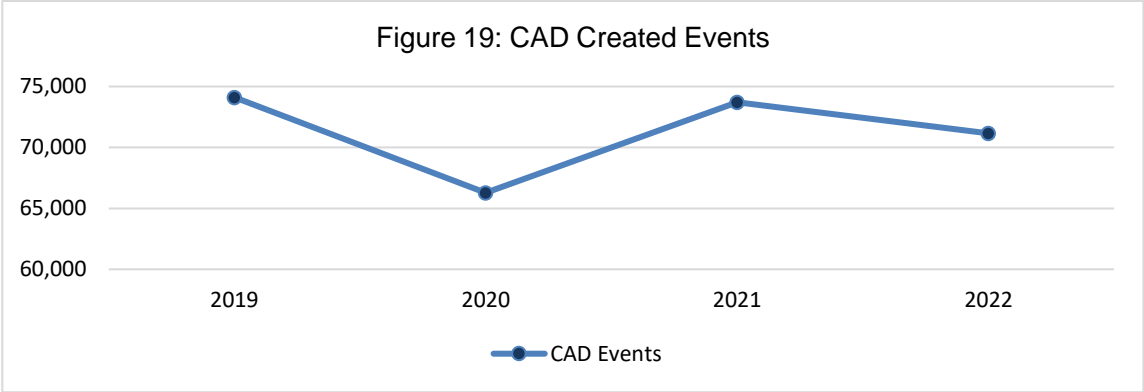
<b>Objective:</b>	<b>Safe &amp; Supportive Workplace</b>												
<b>KPI:</b>	Increase the feeling of support for members regarding wellness and environmental safety.												
<b>Measure:</b>	Systemic Review of Organizational Culture and Systems (Systemic Review).												
<b>Update:</b>	<p>Within the three years of the 2020-2022 Strategic Plan, employee wellness and safety of officers has been reinforced as a priority within the Service. The pandemic and recent murders of police officers throughout the country have reinforced the need for physical safety and mental safeguarding. Figure 16 highlights the results of the 2019 and 2022 internal surveys which found that there was an 11% decrease in members who felt BPS did a good job at promoting employee wellness. However, there was also a 13% increase in those who were “neutral” and a 2% decrease in those who “disagreed”.</p> <div data-bbox="386 1024 1507 1360" data-label="Figure"> <p>Figure 16: The BPS does a good job at promoting employee wellness..</p> <table border="1"> <thead> <tr> <th>Response</th> <th>2019 (%)</th> <th>2022 (%)</th> </tr> </thead> <tbody> <tr> <td>Disagree</td> <td>31%</td> <td>29%</td> </tr> <tr> <td>Neutral</td> <td>20%</td> <td>33%</td> </tr> <tr> <td>Agree</td> <td>49%</td> <td>38%</td> </tr> </tbody> </table> </div> <p>Given the environmental conditions at the time of 2022 survey, it can be inferred that low staffing levels and burnout from pandemic related factors attributed to this 11% decrease, which shifted perspectives to be impartial to the Service’s efforts at employee wellness. The BPS continues to look for new ways to support the wellness of its members and is improving access to local psychological providers and wellness resources as well as pursuing a new research project with Georgian College that will explore resiliency based training and early warning systems.</p>	Response	2019 (%)	2022 (%)	Disagree	31%	29%	Neutral	20%	33%	Agree	49%	38%
Response	2019 (%)	2022 (%)											
Disagree	31%	29%											
Neutral	20%	33%											
Agree	49%	38%											

A similar question asked in both 2019 and 2022 asked BPS members if they felt they had the right equipment to do their work safely and effectively. Figure 17 highlights those results where there was a 6% increase in those who “agreed” and a 6% decrease in those who were “neutral” and 1% decrease in those who “disagreed”.



This data suggests initiatives such as the TYR Patrol Body Armour are making a difference in helping members feel supported and safe in their work.

<b>Objective:</b>	<b>Progressive Professional Development</b>												
<b>KPI:</b>	Increase BPS professional development opportunities for members.												
<b>Measure:</b>	Internal Member Surveys. Professional development opportunities and training attendance.												
<b>Update:</b>	<p>The BPS has continued to prioritize training for all its members and sought out unique training opportunities throughout the pandemic. Virtual training sessions created opportunities for increased participation and expansion of training topics and expertise. Over 80 individuals were enrolled in the Cambridge University’s Centre for Evidence-Based Policing Online Leaders Course and many others equity, diversity and inclusion courses and shared learning opportunities were pursued.</p> <p>Figure 18: The BPS provides the training I need to do my job safely and effectively</p> <table border="1"> <thead> <tr> <th>Response</th> <th>2019</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Disagree</td> <td>26%</td> <td>13%</td> </tr> <tr> <td>Neutral</td> <td>26%</td> <td>19%</td> </tr> <tr> <td>Agree</td> <td>48%</td> <td>68%</td> </tr> </tbody> </table> <p>Figure 18 highlights the results of internal surveys that asked if “the BPS provides the training I need to do my job safely and effectively”, there was a 20% increase in respondents who “agreed”, showing a significant increase in the satisfaction of members in relation to the training and professional development opportunities they are receiving. The Service continues to find new and innovative ways to provide professional development training including creating a specialized Coaches’ Course to provide mentorship to new recruits, as well as engage the community for local training partnership opportunities including Racial Trauma Training and equity, diversity and inclusion lunch and learns.</p>	Response	2019	2022	Disagree	26%	13%	Neutral	26%	19%	Agree	48%	68%
Response	2019	2022											
Disagree	26%	13%											
Neutral	26%	19%											
Agree	48%	68%											

<b>Objective:</b>	<b>Leaders in Innovative Policing Practices</b>										
<b>KPI:</b>	Decrease calls for service that require police to attend by providing more proactive policing measures.										
<b>Measure:</b>	Volume of Computer Aided Dispatch (CAD) created events.										
<b>Update:</b>	<p>Figure 19 highlights the four-year trends of the CAD events generated by the BPS. While there was a 7% increase in CAD events from 2020 to 2022, it is important to remember that 2020 was an anomaly year as pandemic restrictions altered the behaviour of Barrie residents.</p>  <table border="1"> <caption>Figure 19: CAD Created Events</caption> <thead> <tr> <th>Year</th> <th>CAD Events</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>74,000</td> </tr> <tr> <td>2020</td> <td>66,000</td> </tr> <tr> <td>2021</td> <td>74,000</td> </tr> <tr> <td>2022</td> <td>71,000</td> </tr> </tbody> </table> <p>When comparing recent years with pre-pandemic rates it is exciting to see that 2022 did result in a 4% decrease in calls for service when compared to 2019. This decrease is attributed to an increase in online reporting, which is not considered a CAD created event, and from proactive partnerships like the Crisis Outreach and Support Team (COAST) and Mobile Crisis Response Team (MCRT) which are reducing the need for repeat occurrences and providing proactive wrap-around supports. It is the hope of the BPS that this trend will continue as BPS looks for new ways to collaborate with community partners and provide more proactive policing measures.</p>	Year	CAD Events	2019	74,000	2020	66,000	2021	74,000	2022	71,000
Year	CAD Events										
2019	74,000										
2020	66,000										
2021	74,000										
2022	71,000										

**Conclusion**

As the first quarter of 2023 concludes, the Service is finalizing KPIs for the 2023-2025 Strategic Plan and using the 2020-2022 Strategic Plan as a learning opportunity to find ways to improve our data tracking and strengthen our evidence-based policing methods. An internal member’s census is also being investigated as a way to gather reliable and comparable year-over-year statistics that can be used to create a safer tomorrow, today.

**Recommendation**

The Barrie Police Services Board receive this report for information.

**Prepared by:**

Dana Stott  
Strategic Planner #10619  
Executive Services

**Approved by**

Jennett Mays  
Organizational Planning, Research and Analysis Supervisor #10194  
Executive Services



**BARRIE POLICE SERVICES BOARD REPORT  
APRIL 2023  
OPEN**

**TO:** Barrie Police Services Board

**FROM :** Inspector Robert Burke

**DATE:** April 7, 2023

**SUBJECT:** Professional Standards Monthly Board Report

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The following is the Open Professional Standards Report covering March, 2023 which includes Public Complaints.

**Action Required**

Please review for your information.

**Financial Impact**

No immediate impact.

## 1. Public Complaint Summary:

Complaint Number:	PC 2022-36
Date Filed to OIPRD:	December 18, 2021
Received by PSB:	August 9, 2022
Conduct Complaint:	Discreditable Conduct
Allegation Date:	December 13, 2021
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on January 19, 2023. Numerous emails have been sent to the OIPRD requesting an update on the status of the file, they have yet to respond.
Initial Complaint Summary:	The Complainant advises that his vehicle was improperly towed, the officer did not reach out to him or apologize.
Disposition:	Concluded - File closed by the OIPRD
Date Closed:	April 3, 2023
Complaint Timeline:	Seven months, 25 days. Professional Standards investigation completed in five months, 10 days.

Complaint Number:	PC 2022-50
Date Filed to OIPRD:	September 22, 2022
Received by PSB:	October 21, 2022
Conduct Complaint:	Neglect of Duty
Allegation Date:	January 28, 2020 - March 4, 2020
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on December 6, 2022. The OIPRD has advised the Service that the Complainant has requested a review of the investigation.
Initial Complaint Summary:	The Complainant advises that the officers falsified the serial number of a compressor while executing a warrant. As a result, he was charged criminally.
Disposition:	Conclusion pending OIPRD disposition after review
Date Closed:	N/A
Complaint Timeline:	Five months, 10 days. Professional Standards investigation completed in one month, 17 days.

Complaint Number:	PC 2022-52
Date Filed to OIPRD:	October 12, 2022
Received by PSB:	November 18, 2022
Conduct Complaint:	Discreditable Conduct
Allegation Date:	Neglect of Duty October 6, 2022
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on February 24, 2023.
Initial Complaint Summary:	The Complainant filed a missing person report regarding their son on September 26, 2022. On October 1, 2022, the Complainant attended the station and spoke with the officer who insulted and disrespected her. She believes that the officer never attended her son's apartment to look for him.
Disposition:	Concluded - File closed by the OIPRD
Date Closed:	March 31, 2023
Complaint Timeline:	Four months, 13 days. Professional Standards investigation completed in three months, six days.

Complaint Number:	PC 2022-54
Date Filed to OIPRD:	November 3, 2022
Received by PSB:	November 25, 2022
Conduct Complaint:	Neglect of Duty
Allegation Date:	April 5, 2022 - April 17, 2022
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on February 28, 2023.
Initial Complaint Summary:	The Complainant alleges that the officer filed a false report regarding a dispute with her neighbour. She further alleges that an unknown officer colluded with her neighbour and destroyed her 911 call. She feels she is being discriminated against due to her mental health status.
Disposition:	Conclusion pending OIPRD disposition
Date Closed:	N/A
Complaint Timeline:	Four months, six days. Professional Standards investigation completed in three months, three days.

Complaint Number:	PC 2023-01
Date Filed to OIPRD:	October 18, 2022
Received by PSB:	January 12, 2023
Conduct Complaint:	Discreditable Conduct Neglect of Duty
Allegation Date:	October 11, 2022
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on March 16, 2023.
Initial Complaint Summary:	The Complainant advises that her son was arrested for domestic assault even though there was no proof that an assault occurred. She further states that the female involved had been drinking and although there were numerous officers on scene, no one stopped her from driving away with a baby in the vehicle.
Disposition:	Conclusion pending OIPRD disposition
Date Closed:	N/A
Complaint Timeline:	Two months, 19 days. Professional Standards investigation completed in one month, four days.

Complaint Number:	PC 2023-03
Date Filed to OIPRD:	January 3, 2023
Received by PSB:	January 20, 2023
Conduct Complaint:	Discreditable Conduct Neglect of Duty
Allegation Date:	January 2, 2023
Investigation Update:	The officer is currently off on leave, the investigation is on hold pending the officers return to work.
Initial Complaint Summary:	The Complainant alleges that the officer left a disparaging comment on her webpage fundraiser. She further advised that on a separate occasion, while off duty, the officer saw the Complainant's daughter at a social setting and said very negative and hurtful things about her and her husband. (Who is also a member of the Barrie Police Service)
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	Two months, 11 days - Open investigation (On hold)

Complaint Number:	PC 2023-05
Date Filed to OIPRD:	January 31, 2023
Received by PSB:	February 9, 2023
Conduct Complaint:	Neglect of Duty
Allegation Date:	November 8, 2022 - January 23, 2023
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on February 28, 2023. The OIPRD has advised the Service that the Complainant has requested a review of the investigation.
Initial Complaint Summary:	The Complainant has had an ongoing neighbour dispute and states that the officer did not conduct a thorough investigation and that he ignored emails sent to him.
Disposition:	Conclusion pending OIPRD disposition after review
Date Closed:	N/A
Complaint Timeline:	One month, 22 days. Professional Standards investigation completed in 19 days - Under review

Complaint Number:	PC 2023-07
Date Filed to OIPRD:	February 2, 2023
Received by PSB:	February 22, 2023
Conduct Complaint:	Neglect of Duty
Allegation Date:	January 24, 2023
Investigation Update:	Resolved - Via Informal Resolution on March 3, 2023. The Investigator met with the Complainant and explained the officer's position during the child custody matter. The officers were spoken with regarding the Complainant's viewpoint and concerns. At the outcome all parties were satisfied and agreed to the resolution.
Initial Complaint Summary:	The Complainant and her spouse were involved in a domestic dispute. She states that when the officers arrived, they did not listen to her and that she was made to leave the residence without one of her two children.
Disposition:	Concluded - File closed by the OIPRD
Date Closed:	March 14, 2023
Complaint Timeline:	20 days. Professional Standards investigation completed in nine days.



Complaint Number:	PC 2023-08
Date Filed to OIPRD:	February 7, 2023
Received by PSB:	February 22, 2023
Conduct Complaint:	Neglect of Duty
Allegation Date:	September 6, 2022
Investigation Update:	Resolved - Via Informal Resolution on March 22, 2023. The investigator spoke at length with the Complainant and was able to explain the officers' actions and steps that he took. The officer was spoken with and acknowledged the Complainant's concerns. At the outcome both parties were satisfied and agreed to the resolution.
Initial Complaint Summary:	The Complainant states that she was sexually assaulted, that the officers spoke with her for two hours but only spoke to the suspect for 15 minutes. The officer advised her that there was not enough evidence to proceed with criminal charges. The Complainant believes the officer did not complete a thorough investigation.
Disposition:	Conclusion pending OIPRD disposition
Date Closed:	N/A
Complaint Timeline:	One month, six days. Professional Standards investigation completed in one month.

Complaint Number:	PC 2023-11
Date Filed to OIPRD:	February 10, 2023
Received by PSB:	March 8, 2023
Conduct Complaint:	Discreditable Conduct
Allegation Date:	March 1, 2021 - March 26, 2021
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on March 17, 2023. (Although the complaint is well over the six-month timeline, the OIPRD opted to screen it in based on the Complainant's allegations)
Initial Complaint Summary:	The Complainant states that she experienced discrimination by a local business in Barrie and that the Barrie Police Service took the business's side and threatened to charge her with a criminal offence.
Disposition:	Conclusion pending OIPRD disposition
Date Closed:	N/A
Complaint Timeline:	23 days. Professional Standards investigation completed in nine days.

Complaint Number:	PC 2023-12
Date Filed to OIPRD:	February 22, 2023
Received by PSB:	March 10, 2023
Conduct Complaint:	Neglect of Duty
Allegation Date:	November 8, 2022 - January 23, 2023
Investigation Update:	Opening stages of investigation.
Initial Complaint Summary:	The Complainant alleges that the officer conducted a negligent investigation into the abuse of her daughter and that he <i>"failed to file an appropriate report of the incident in a timely matter."</i>
Disposition:	Ongoing
Date Closed:	N/A
Complaint Timeline:	21 days - Open investigation



**BARRIE POLICE SERVICES BOARD REPORT  
APRIL 2023  
OPEN**

**TO:** Barrie Police Services Board

**FROM:** Chief Rich Johnston

**DATE:** March 20, 2023

**SUBJECT:** Missing Persons Act Form 7 Annual Report

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**Background**

On July 1, 2019, the *Missing Persons Act* and associated regulations came into force in Ontario.

The *Act* was created to assist police officers in responding to missing person occurrences by providing them with the ability, in certain circumstances to:

- Obtain a court order for a person or entity to produce records that would assist in locating a missing person
- Obtain a search warrant to allow entry onto a premise to locate a missing person, and,
- Make an urgent demand for records without judicial authorization

The *Act* also sets out tests to obtain judicial authorization to access records and search premises and execute urgent demands for records.

**Requirements**

Under Section 8 of the *Act*, the Chief of Police is required to prepare an annual report and submit that report to the Police Services Board. The annual report is to contain the following:

- The total number of urgent demands made in that year and the number of missing persons investigations to which they related;
- A description of the types of records specified in the urgent demands made in that year; and
- Any other prescribed information.

This report is to be submitted to the Police Services Board and once approved it is submitted to the Ministry of the Solicitor General (the Ministry) and is to be made public.

The Ministry provides a Form 7 for police services to complete this report (please see attached).

### **Barrie Police Service Reporting**

In 2022, the Barrie Police Service made 12 urgent demands under the authority of the *Missing Persons Act*. These urgent demands were made to different agencies to obtain banking information. These urgent demands were made in relation to 12 missing person investigations.

- In four investigations the records obtained were helpful to officers conducting the investigations
- In five investigations there were no records located
- In two investigations the missing party was located prior to police receiving the records
- In one investigation records were provided but were not helpful in locating the missing person.

All missing persons associated with these investigations were located and these investigations have been completed.

### **Recommendation**

The Barrie Police Services Board receive this report for information.

The Barrie Police Services Board approve the attached Form 7 report to be made public via the Barrie Police Service website.

### **Prepared by**

Peter Dewsnap  
Inspector #2852  
Investigative Services

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

**Data Collection**

**Period of data collection**

Start Date (yyyy/mm/dd)  
2022/01/01

End Date (yyyy/mm/dd)  
2022/01/01

Name of Police Force  
Barrie Police Service

**Detachment Location (if applicable)**

Unit Number

Street Number  
110

Street Name  
Fairview Road

PO Box

City/Town  
Barrie

Province  
On

Postal Code  
L4N 8X8

Total Number of Urgent Demands made  
12

Number of Missing Persons Investigations in which a demand was made  
12

**Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands**

Records	Description	Total number of times demanded
Records containing contact information or other identifying information		
Photos, videos, or other records containing visual representation		
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location		
Records of employment information		
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>		
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		
Records that related to a student of an educational institution		
Records containing travel and accommodation information		

Records	Description	Total number of times demanded
Records of financial information	Banking information requested	12
Other records		