



BARRIE POLICE SERVICE BOARD MEETING PUBLIC AGENDA

THURSDAY, MAY 15, 2025

8:00 A.M.

BARRIE SIMCOE EMERGENCY SERVICES CAMPUS
COMMUNITY ROOM

ITEM	LEAD	TIME
1. Call to Order	Chair	1 Min
2. Land Acknowledgement		
3. Motion to Approve the Agenda		
Motion to approve the agenda for May 15, 2025, public board meeting		
4. Declaration of Conflict of Interest with Respect to the Agenda	Chair	1 Min
5. Approval of Minutes		
Motion to approve the minutes from the April 17, 2025, Public Board Meeting		
Motion to approve the minutes from the April 22, 2025, Email Appointment Approval		
Motion to approve the minutes from May 8, 2025, Budget Sub-Committee Meeting		

PRESENTATION		
6. Employee Wellness	Katie Palermo, Wellness Supervisor	20 Min
7. Triannual Statistics	Madison Charman, Researcher	20 Min

CONSENT AGENDA		
8. Public Complaints (Annual)	Chair	5 Min
9. Budget Variance Q1		
10. Public Complaints Report		
11. Human Resources Report		
<i>Motion to receive the consent agenda items</i>		

FOR APPROVAL		
12. Year End Audit and Financial Statements	Tyrell Turner, Finance Manager	10 Min
<i>Motion to approve the Year End Audit and Financial Statements.</i>		

**UPDATES**

13. Chief's Update	Chief	10 Min
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FOR DISCUSSION

14. Community Concerns	Chair	5 Min
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IN CAMERA

15. Motion to Meet IN CAMERA	Chair	60 Min
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Motion to move in camera in accordance with Section 44 (1)(b) and Section 44 (1)(d) of the Community Safety and Policing Act.

16. Matters arising from IN CAMERA

MEETING CLOSING

17. Next Board Meeting – Thursday, June 19, 2025	Chair	2 Min
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18. Adjournment

Motion to adjourn May 15, 2025, public board meeting.



BARRIE POLICE SERVICE BOARD REPORT

ACTION: For Information	DATE: May 6, 2025
PUBLIC:	
SUBJECT: Public Complaints Annual Report 2024 - Open	
PREPARED BY: Mike Winn #2854 Staff Sergeant Professional Standards	

Background

The new *Community Safety and Policing Act, 2019 (CSPA)* came into effect on April 1, 2024, replacing the *Ontario Police Services Act, 1990*. The *CSPA* mandates all municipal Police Service Boards monitor the Chief's handling of discipline within the police service. Whereas, the Law Enforcement Complaints Agency (LECA), oversees the public complaints system involving police conduct, established under *Part X* of the *CSPA*.

Ontario Regulation 399/23 of the *CSPA* requires that the Chief of Police prepare an Annual Report for the Board.

The *CSPA* requires the Board review the Chief of Police's administration of the complaints system.

The 2024 Professional Standards Unit (PSU) Annual report will provide the Board a review of the Barrie Police Service (BPS) public complaints administration, supplemented with current and historical statistics.

Professional Standards Unit

The 2024 Professional Standards Annual Report is a compilation of all Board Reports provided throughout the year, including a comparison against previous Annual Reports. Each year the PSU will manage any number of cases ranging from officer conduct, to service and policy complaints. Liaising with the Law Enforcement Complaints Agency, the Special Investigations Unit (SIU), provincial committees and working groups is an integral part of the role of officers assigned to such investigations.

Legislation

The *CSPA* mandates that all municipal Police Service Boards oversee the complaints system established under *Part X* of the *CSPA*.

Ontario Regulation 399/23 of the *CSPA* requires that the Chief prepare an Annual Report for the Board relating to its activities during the previous fiscal year, including information on public complaints.

The *CSPA* requires the Board to review the Chief of Police's administration of the complaints system under *Part X* and receive regular reports from the Chief of Police on the administration of the complaints system.

Public Complaints Involving Sworn Officers

On April 1, 2024, the Office of the Independent Police Review Director (OIPRD) became LECA, under the *CSPA*.

LECA operates in much the same way that the OIPRD did, continuing to receive, screen and investigate complaints concerning police conduct. However, the mandate now includes Special Constables employed by the Niagara Park Commission, Peace Officers of the Legislative Protective Service, and First Nations police officers if their service opts into the *CSPA*.

It is still an independent, neutral, arm's-length agency of the Ontario Ministry of the Attorney General to provide civilian oversight to policing.

All public conduct complaints are filtered through their office where an assessment is made as to whether it relates to the conduct of an officer. The Director or their designate will determine if the complaint requires further investigation.

As of April 2024, LECA is no longer responsible for complaints about policy and service, which is now the responsibility of the Inspectorate of Policing (IOP).

Most of these complaints are forwarded to the affected police service for investigation. Otherwise, LECA may retain a complaint or assign it to another police service to investigate. When a complaint is retained by LECA, the investigation is conducted by LECA investigators. Complaints retained for investigation may be more complex or involve serious allegations.

If, during the investigation, the Director discovers evidence that an officer may have committed a crime, the matter will be referred to the police for further investigation. LECA does not have the authority to lay criminal charges or conduct criminal investigations.

All complaints that are determined to be one of the following listed below will be screened out of the complaint process and are not accepted by LECA.

- Vexatious
- Made in bad faith
- Better dealt with under another act or law
- Frivolous
- No jurisdiction
- Over six months
- Prior to proclamation of the OIPRD
- Not affected by conduct
- Not in public interest

LECA has demonstrated an interest in having Complainants reach a satisfactory resolution while ensuring the public maintains confidence in the police service.

As of April 1, 2020, the *Anti-Racism Act (ARA)* and the regulation authorize LECA to collect personal information such as Indigenous identity, race, religion, and ethnic origin from members of the public who make a complaint to the agency through complaint forms.

This authorization is consistent with the Ontario Government's work to eliminate systemic racism in government policies, decisions and programs, and advance racial equity in Ontario. The collection of race-based data will allow our agency to identify racial inequities, inform the development of policies and procedures, and ensure our investigations and decisions are bias-free.

Public Complaints can be broken down into three categories:

- **Policy complaints** - the rules and standards of a police service that guide how an officer delivers police services.
- **Service complaints** - how effectively and efficiently a service performs its duties.
- **Conduct complaints** - the behavior of a police officer.

Policy Complaints

The *CSPA* requires the Chief of Police to prepare a written Board Report for all policy and service complaints along with their disposition. In 2024, the BPS did not receive any policy complaints.

Service Complaints

The BPS was in receipt of six service complaints reported in 2024. Three were withdrawn by the Complainant after speaking with the PSU, one was resolved via Informal Resolution and the remaining two required an investigation, wherein they were found to be unsubstantiated.

Conduct Complaints

Generally, conduct complaints are assigned to the PSU for investigation, however, as permitted by section 159(1) of the *CSPA*, LECA has the option to retain an investigation, or assign an investigation to another Police Service. In instances of LECA retention, the BPS PSU would liaise with their investigators and provide details required to enable a thorough and impartial investigation. LECA retained investigations may require a substantial commitment of the PSU investigators time and local knowledge.

There was a total of 70 public complaints filed with LECA in 2024. Of these complaints, 37 were not accepted (screened out) and 27 conduct complaints were accepted (screened in) as it relates to the conduct of BPS members. All 27 were investigated by the PSU.

Early Resolution (ER) Program

The ER program allows for an exchange of perspectives and dialogue between the parties to a complaint. The goal is to arrive at a resolution that is mutually satisfactory and to improve communication between the public and the police.

The ER program assists in the communication between the parties to a complaint (the Complainant, the Respondent officer(s), and the police service). It offers all involved an opportunity to resolve a matter prior to any formal screening. Successful resolutions are learning opportunities, believed to have lasting positive effects on participants.

If all parties agree to participate in ER, a representative from the police service's PSU will contact the Complainant to facilitate the process. In some cases, with consent of both the Complainant and the Respondent officer, a mediator, who is not a member of the police service, may be brought in to help with the process.

If the matter is successfully resolved, the results will be recorded on a form, detailing the agreement reached and signed by all parties. This form will then be forwarded to LECA for review. If approved, the complaint file will be closed.

If the complaint is not resolved during the ER process, or if the mediation is unsuccessful, the file would return to the screening process.

In 2024 three complaints were handled via ER. It was successful in that all parties were satisfied with the outcome of the agreement.

Local Response

Since the replacement of the *PSA* on April 1st, 2024, the new *CSPA* rebranded Local Resolution to Local Response. Similarly, a Local Response continues to allow less serious complaints to be resolved directly with a police service outside of the formal LECA process. This process is defined under Rule 7 of the LECA Rules of Procedure.

The complaint may be dealt with at the police station by an officer in authority who is designated by the Chief of Police. Local Response allows the police to solve, explain or settle a minor complaint directly with the Complainant. When a matter has been resolved via Local Response, it is not considered to be a complaint. Police services must advise Complainants about LECA. Complainants must voluntarily agree to participate in Local Response and be given the option to file a formal complaint with LECA.

In 2024, the PSU received one Local Response, which was dealt with successfully.

Withdrawal

Withdrawals will generally occur after the Complainant meets with the members of the PSU and acquires information regarding the perspective of the officer(s) and witnesses. Often, these complaints are filed in haste, or with a lack of understanding of policing and legislation. Once these considerations are tabled and clarified, if the Complainant is satisfied, they may withdraw the complaint prior to an investigation, or a hearing has commenced. Further, BPS (via PSU) must also consent to the withdrawal and will only do so if the circumstances are appropriate. The written notice must be signed and forwarded to LECA. The police service in question has the authority to continue with an internal investigation, however in this case the Complainant is not entitled to receive any information regarding the status or outcome of the investigation.

In 2024 the PSU was in receipt of five public complaints that were eventually withdrawn. Two were classified as conduct complaints and the remaining three related to service complaints. Each case had its own unique set of circumstances as to why the Complainant(s) wished to

withdraw their complaint. In all cases the PSU concurred that a withdrawal was the appropriate course of action.

Informal Resolution

Informal Resolution is a process option for less serious allegations of misconduct to be resolved during the LECA complaint process. It may be undertaken at any stage of an investigation or at the conclusion of an investigation where a complaint is substantiated as less serious.

In 2024, there were six total Informal Resolutions, five were classified as conduct complaints and one was a service complaint, all resolved by way of Informal Resolution. An Informal Resolution must have the consent of the Complainant, Respondent officer, and BPS. Should mutual consent not exist, the matter would move to investigation.

Investigation

At the preliminary stages of the investigation the PSU will meet with the Complainant to discuss resolution options. If a Withdrawal or Informal Resolution is declined, a full investigation is then required. Investigations require the PSU to conduct interviews, collect and review reports and other data. They can be complex and/or lengthy due to the nature of the complaint and the number of people involved.

In rare instances, the file may be terminated before a full investigation is conducted. This is likely to happen if the Complainant is before the courts in relation to the public complaint or is being investigated by another agency for the same matter. This conflict would likely interfere with the BPS investigation.

An investigation can be concluded in one or two ways. They are either substantiated or unsubstantiated.

Complaints may be found to be unsubstantiated if there are no reasonable grounds to conclude a violation of the code of conduct occurred. The complaint is then considered closed, subject to a request for a review by the Complainant.

If a complaint is substantiated, it is further determined whether the complaint is serious or less serious in nature. Less serious complaints may be resolved informally if all parties agree. If Informal Resolution fails, or is not appropriate, the Chief can resolve the matter through a disposition without hearing. If deemed serious, a *CSPA* hearing is appropriate.

In 2024 there were 18 public complaints relating to conduct and service that required a full investigation by the PSU, of those:

- 16 public complaints of police conduct were deemed to be unsubstantiated.
- Two public complaints relating to service were deemed to be unsubstantiated

In each complete case, a comprehensive investigative report containing all information was forwarded to LECA for review. In 2024, the Director concurred with the investigative findings of all the reports submitted. Five cases were sent for review (3 received from the same Complainant), none of which overturned the BPS PSU findings. These reviews are within the Complainant's purview and are common. They are referred to as a "Request for Review". The

Complainant has 30 days from the time of receiving the decision to make this request. The Director's findings thereafter are final and are not subject to appeal.

LECA Retained Investigations

When a complaint is retained by LECA, the investigation is conducted by LECA investigators. Complaints retained for investigation may be more complex or involve serious allegations.

In 2024, there were no public complaints retained by LECA.

Investigations referred to another Service

When a complaint is referred to another police service, that service's PSU, or an officer designated by the Chief will conduct the investigation, LECA would continue to manage and oversee that complaint.

In 2024 there were no public complaints referred to another police service.

Investigations on behalf of another Service

During this reporting period, LECA did not assign any investigations to be conducted by the PSU on behalf of another service.

Dispositions and Comparisons

There were 70 public complaints filed with the BPS in 2024. Of those, 37 were deemed to be frivolous, vexatious, or not in the public interest and therefore, were screened out and not accepted by LECA.

Of the 33 remaining complaints, 6 were service complaints, which were dealt with by way of Withdrawals, Informal Resolution and full Investigations.

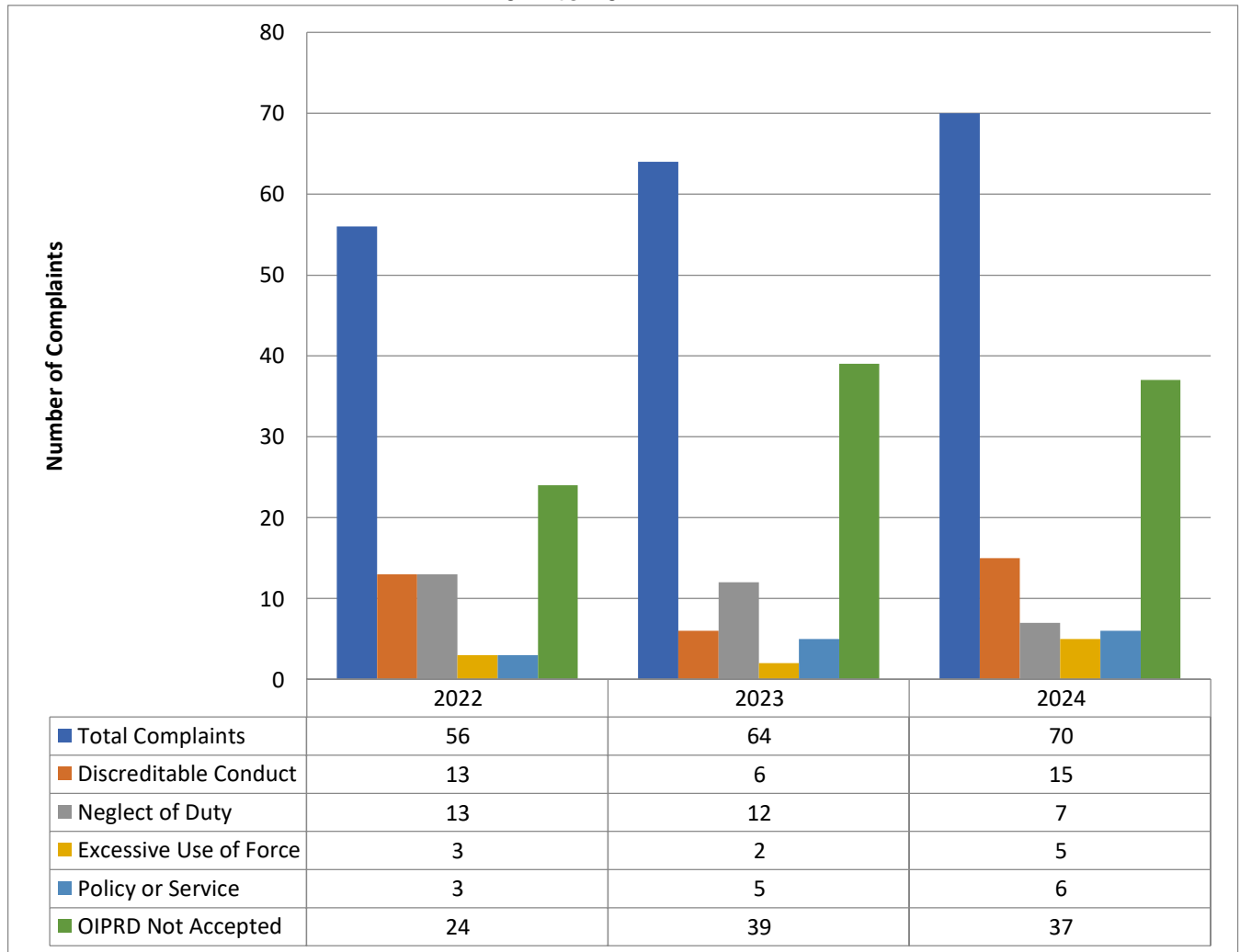
The remaining 27 complaints were categorized as conduct complaints against members of the service. This is an 8% increase over the number of complaints received in 2023 (an increase of two complaints).

These conduct complaints are related to allegations of:

- Discreditable Conduct (15)
- Unlawful/Unnecessary Exercise of Authority (5)
- Neglect of Duty (7)

The following chart is a breakdown of the classification of conduct allegations that make up the total number of complaints against the BPS for the past three years.

CHART I
Barrie Police Service Public Complaints Classification
2022 to 2024



BPS Professional Standards

When referring to the data in Chart I, a 9% increase in total complaints received by LECA is observed in 2024, compared to 2023. This slight increase is not a concern, as the previous year the number of not accepted complaints was higher, compared to the current year when the number of complaints not accepted was slightly lower (two complaints) and screened in complaints were greater (six complaints).

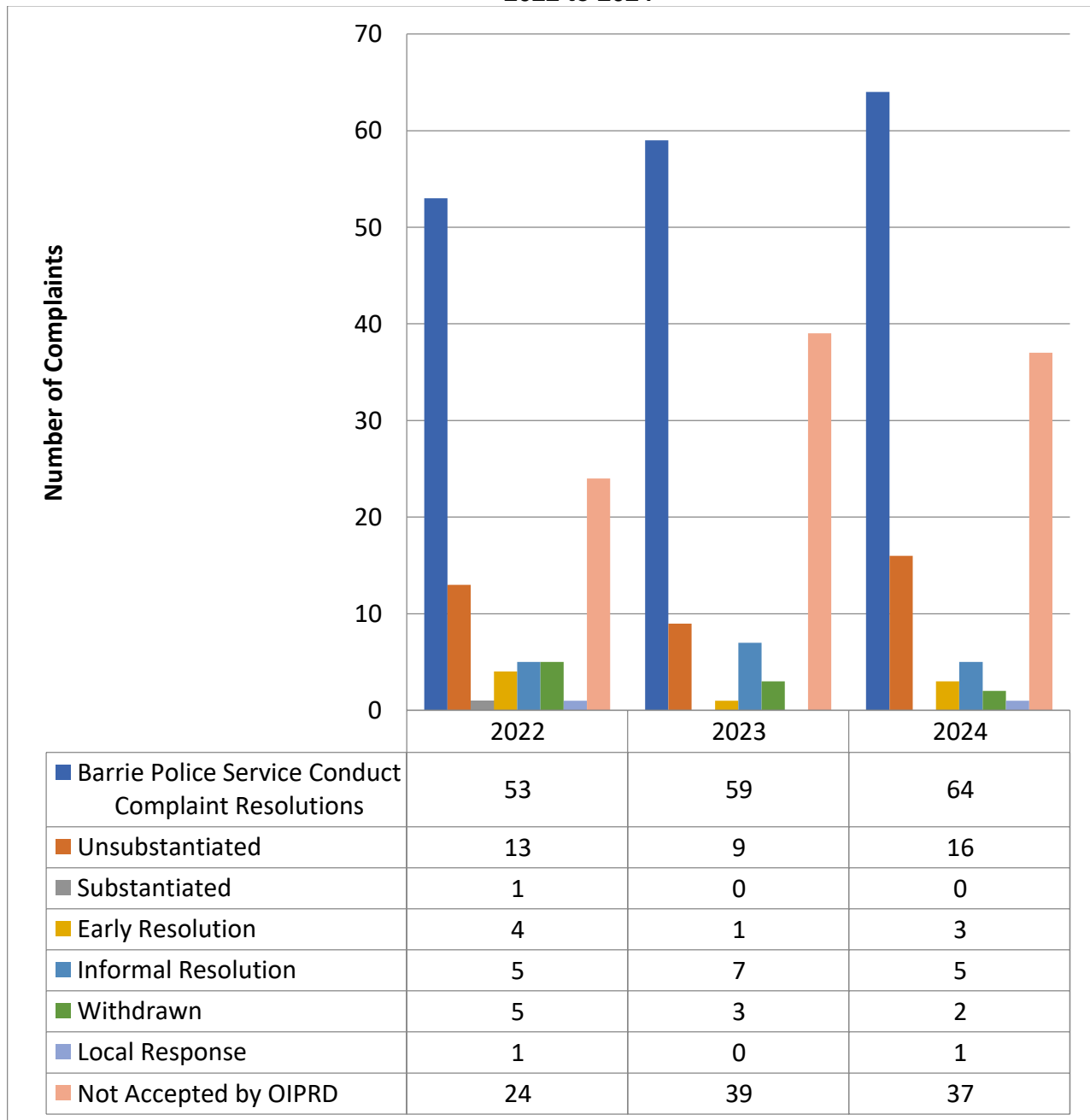
Discreditable Conduct complaints increased by a total of nine, a 150% increase compared to 2023.

Neglect of Duty investigations decreased by a total of five, a 150% decrease over 2023.

Unlawful/Unnecessary Exercise of Authority investigations increased by a total of three occurrences, resulting in a 150% increase, when compared to 2023.

Subsequently, the PSU has not identified any trends that validate further training or member awareness, nor is there a risk to the BPS.

CHART II
Barrie Police Service Conduct Complaints - Final Dispositions
2022 to 2024



BPS Professional Standards

When referring to the data in Chart II, an increase of seven complaints is observed regarding unsubstantiated complaints. This can be explained as in some cases the Complainant had stopped communicating with the PSU, refusing to cooperate, therefore an investigative report had to be written.

In 2024 there were no substantiated complaints, similar to 2023.

ER's have increased by two from 2023, while withdrawals have decreased by one in 2024.

Informal Resolutions show a decrease in two complaints.

There was one Local Response in 2024, compared to not having dealt with one in 2023.

A decrease of two has been observed in complaints that were not accepted by LECA.

Subsequently, the PSU has not identified any trends that validate further training or member awareness, nor is there a risk to the BPS.

Police Service Act - Hearings

In 2024, there were no instances derived from public (LECA) complaints where *CSPA* conduct charges were initiated by the BPS against its members.

There are three matters where *CSPA* or *PSA* conduct charges have been initiated as a result of an internal complaint and are currently ongoing.

Public Complaints involving Special Constables

Special Constables have always played a vital role in complementing the Barrie Police Service. Although they are not sworn officers, they do wear a police uniform and play important roles in the organization including working the front desk as a Station Duty Officer, the cell block area as a Booking Officer and providing prisoner escort / security for the Court House.

Under the new *CSPA*, Special Constable purposes and powers have expanded including their actual duties being defined by their certificate of appointment. The ensuing changes have allowed the BPS to expand Special Constables duties by complementing the service as Platoon Special Constables, Downtown Liaison officers, a City Guardian Pilot Project, and assisting with canvassing during Major Case Incidents.

Because of their expanded roles, the *CSPA* has introduced a Code of Conduct (*CSPA - Ontario Regulation 410/23*) including adhering to the Human Rights Code, Canadian Charter of Rights and Freedoms, the *SIU Act*, acting with integrity and upholding public trust.

Furthermore, the *CSPA* defines Special Constable Uniforms to be distinguishable from sworn officers and include "Special Constable" on their body worn armour. BPS has complied with the new changes and have included the addition of Body Worn Cameras (BWC) for duties that include community interactions outside of the BPS buildings.

Unlike sworn officers, LECA has no jurisdiction over civilians and thus oversight for Special Constables rest with the employer. For the BPS, complaints against Special Constables are directed at the Professional Standards Unit. To assist the public, the BPS has included a link on the BPS website, created in a user-friendly format for the public to provide information about their complaint.

In 2024, there were no public complaints reported against Special Constables.

Quality Service and Complaint Reduction

Given the adversarial position that police officers often find themselves, it would be unrealistic to expect the elimination of all public complaints. Although some complaints are unavoidable, it is imperative that every effort be made to maintain a professional approach.

It is important to understand the statistical findings to develop appropriate strategies to deal with them. This goal can best be achieved by identifying the issues and addressing them with the officers through increased awareness and education. This requires a coordinated risk management strategy. The BPS continues to monitor using an internal data system wherein public, internal and SIU complaints, along with Use of Force reports and Record of Misconducts are housed. This allows the PSU to monitor the type of incidents and frequency of complaints to mitigate risk to our members and the service. The IAPro data management system will remain and is utilized for its tombstone data.

Since the inception of the OIPRD (now LECA) and its streamlined approach to filing complaints, the customer service approach for supervisors dealing with complaints and locally responding to them has diminished. In 2024, the PSU attended Platoon parades and addressed with supervisors the advantages and need to process more Local Responses. These educational opportunities have received positive reviews. The PSU has identified and provided updates to our current procedures that provide members with clear direction. Further, the PSU has found that front line officers, when well informed, give positive evaluations of their experience and are understanding of the preventative work done each day by the PSU.

Since the implementation of BWC's in September of 2021, the PSU continues to observe several benefits, not only with the resolution of public complaints, but with the expedited way SIU investigations have been concluded. As a result, the PSU maintains the importance of attending parades and educating officers. Emphasizing the importance of activating BWC during community interactions and abiding with the Service procedure. The PSU has explained the ramifications for non-compliance with BWC procedures and provided tips on how to use the BWC as a tool to temper the way in which the public treat them.

With the expanded duties and special projects involving Special Constables, the PSU has increased their footprint in providing training for new hires. This training includes the Code of Conduct, BWC procedures and upholding public trust within our community.

Going forward in 2025, PSU members will continue to attend parades to speak to members regarding the complaint statistics, observed trends and the values of the BWC. The PSU has attended recruit training and will continue to do so to generate a shared understanding of how values appropriately guide discretionary judgement. With the implementation of the new CSPA, the PSU will advocate and participate in training for all members to ensure compliance and manage risk.

The PSU's goals align with LECA's priority to promote fairness, access to justice and inspiring public confidence. LECA has consulted with the PSU to study how our unit processes Informal Resolutions, due to the steady increase in resolutions and subsequent customer satisfaction. LECA continues to use this information to encourage other services across the province to increase their processing of Informal Resolutions.

The Special Investigations Unit

The SIU is a civilian law enforcement agency, independent of the police, that conducts criminal investigations into circumstances involving police and civilians that have resulted in serious injury, death or allegations of sexual assault. In the course of their investigations, the SIU gathers and assesses evidence, and the Director of the SIU decides whether the evidence leads to the reasonable grounds to believe that a criminal offence has been committed.

The mandate of the SIU is to maintain confidence in Ontario's police services by assuring the public that police actions resulting in serious injury, death, or allegations of sexual assault are subjected to rigorous, independent investigations. Incidents which fall within this mandate must be reported to the SIU by the police service involved and/or may be reported by the Complainant or any other person.

On October 1, 2020, the SIU began collecting personal information, under the *ARA*, from complainants and subject officials about their age, Indigenous identity, ethnic origin, race, religion and gender identity. This collection of personal information is part of the Ontario government's initiative to address systemic racism within the justice sector.

Race-based data collection, analysis and reporting is authorized under the *ARA*, which has the goal of eliminating systemic racism and advancing racial equity.

The *Special Investigations Unit Act (SIUA)*, 2019 took effect December 1, 2020. After more than 30 years of operating under the *PSA*, the SIU now has its own governing legislation.

The changes to the *SIUA* are as follows:

- The SIU can investigate Special Constables employed by the Niagara Parks Commission and peace officers with the Legislative Protective Services.
- The term "officer" has been replaced with "official".
- The SIU now investigates instances where an official discharged a firearm at a person, whether or not the person died, was seriously injured or even struck.
- The definition of serious injury is now codified in legislation.
- Sexual assaults have an independent category.
- There is now a definition for on-duty and off-duty conduct.
- Investigation status updates and delays are reported every 30 days past the 120-day mark.
- The former "duty to cooperate" has been replaced with "duty to comply" which applies to all officials. Those officials that fail to comply are guilty of an offence and could be subject to a penalty.

There were eight occurrences reported to the SIU in 2024, of those:

- Six were concluded wherein the SIU determined that there were no grounds in evidence to proceed with criminal charges against the officers.
- One was terminated as it was found that the police interaction had nothing to do with the injuries to the subject.
- One occurrence remains outstanding, and BPS is awaiting the Directors decision.

Conclusion

Through the *CSPA* and its regulations, the government's vision is to establish a legislative framework improving upon Ontario's approach to policing and community safety, addressing changes to policing over the last 30 years, and enhancing further accountability for the policing sector. This updated framework is designed to advance policing that is fair, equitable, safe, transparent, and effective.

The BPS PSU is complemented by a team including one Inspector, one Staff Sergeant, two Sergeants and one administrative assistant. Together they manage public complaints effectively and efficiently on behalf of the Service. The strong relationships formed between LECA and SIU staff have assisted in managing cases being investigated. Furthermore, the PSU continues to establish relationships with other police partners and are always available to provide mentorship for smaller and mid-sized agencies.

In addition, the Inspector and Staff Sergeant overseeing the BPS PSU have recently joined the OACP PSU SIU Committee. This committee involves several policing partnerships meeting quarterly, to discuss challenges navigating the CSPA and SIU matters into the future. This is a unique opportunity to share ideas and share leadership during a new era.

Recommendation

The Board receives this report for information.

Approved by:

Carl Moore
Inspector #3058 – Executive Services



BARRIE POLICE SERVICE BOARD REPORT

ACTION: For Information	DATE: May 15, 2025
PUBLIC	
SUBJECT: Budget Variance Report Q1	
PREPARED BY: Tyrell Turner Finance Manager	

Background

The report provides the Board with a statement of revenue and expenditures for the period ended March 31, 2025, as compared to the approved 2025 budget.

Attachment

Operating Variance Report for the period ended March 31, 2025, which represents 25% of the budget year.

Report

Actual year-to-date salaries and benefits are \$14,717,776 or 21.3% of the annual budget, operating expenditures total \$2,191,367 or 23.0% of the annual budget and revenues are \$586,245 or 16.2% of budgeted revenue. Net grant revenues for the period were \$808,692 or 18.2% of the annual budget. Total net expenditures for the period were \$15,522,886 or 21.9% of the approved net operating budget.

The overall projected deficit for the year is \$290,515 or 0.4% of the annual budget.

There is a projected deficit in salaries and benefits driven mainly by an increase in civilian contract positions and greater than expected benefit expenses. This projected deficit is partially offset by an increase in net grant revenue, which resulted from funding approved for prior year expenditures.

The following comments address significant expense and revenue variances for 2025.

Salaries & Benefits

Year-to-date police and civilian salary costs represent 20.1% of the annual budget. Included in the reported amounts are negotiated contractual increases and reclassifications as well as payouts for members who retired in 2025. Salary costs are projected to be slightly over budget mainly from unbudgeted contract positions used to back fill civilian parental leaves.

Year-to-date overtime incurred is 20.4% of the annual budget. Overtime costs are closely monitored, and non-essential overtime is not permitted. Overtime costs are projected to be in line with budget, however these costs are highly variable and dependent on the level of occurrences and significant events in the community.

Year-to-date police and civilian benefits costs are 24.8% of the annual budget. Benefit costs are projected to be higher than budgeted as a result of elevated health and dental expenses. These come from both increased usage and increased rates seen across benefit providers.

Operating Expenditures

Year-to-date operating expenditures are 23.0% of the annual budget. At this point in the year operating expenditures are projected to be in line with the approved budget. External factors such as inflationary pressures, tariff changes, or shifts in supplier pricing may affect future costs. The variable level of occurrences and operational activity required in the community will also affect these costs through the remainder of the year.

Grant Activity

Provincial grant funding is awarded to assist with specific and targeted initiatives. Included in grant expenditures are the actual costs related to the various grant programs, excluding any salaries or benefits covered by the grants. Net grant revenue for the period were 18.2% of the annual budget. During the period unbudgeted grant funding was approved which allowed the service to cover expenditures made in 2024. This has resulted in a projected surplus in net grant revenue.

Funding for the Court Security Prisoner Transportation Grant (CSPT) was confirmed in March 2025 in the amount of \$3,275,319, which was in line with the approved budget. The reporting period for the CSPT Grant is from January 1 to December 31 of each year. Actual costs incurred in 2024 to run the courthouse amounted to \$4,651,287.

After finalizing the 2025 budget, funding was approved under the following grant programs:

Ministry of the Solicitor General:

CCTV	\$255,475
MAG – Timely Disclosure	\$120,000
MCRT	\$120,000
Victim Support	\$150,000

The provincial grant reporting period runs from April 1 to March 31 each year. Revenue is only recognized as expenses are incurred in each program.

All required annual reports for the grant programs were submitted prior to the reporting deadlines.

Revenue

Year-to-date general revenue was 16.2% of the annual budget. Allocations from DC funding and contributions from the operating reserve will be recorded in the remainder of the year. The service expects to earn less interest revenue as a result of lower interest rates. This is partially offset by increases in criminal record checks and other service revenue activity.

Included in secondment revenue are billings for 9 seconded positions. There have been no changes to the personnel budgeted to be seconded.

Financial Implication

Overall, it is anticipated that there will be an operating deficit in the amount of \$290,515 in 2025.

Finance staff will continue to monitor the Service's financial position and report accordingly.



**BARRIE POLICE SERVICES BOARD
OPERATING VARIANCE REPORT
For the period ended March 31, 2025**

	Annual Budget \$	YTD Actual \$	YTD %	Year End Projected \$	Variance \$	Variance %	Prior Year YTD Actual \$	Prior Year %	Prior Year Annual Budget
Police Services Board									
Board professional fees	25,000	5,537	22.1%	25,000	-	0.0%	2,513	10.1%	25,000
Board honoraria & benefits	14,118	3,144	22.3%	14,118	-	0.0%	3,144	22.3%	14,118
Board memberships	6,000	-	0.0%	6,000	-	0.0%	100	1.7%	6,000
Board operating supplies	2,000	-	0.0%	2,000	-	0.0%	163	8.1%	2,000
Board meetings and travel	500	-	0.0%	500	-	-	2,385	-	500
Total Police Services Board	47,618	8,681	18.2%	47,618	-	0.0%	8,305	17.4%	47,618
Salaries									
Police Salaries	33,694,353	6,815,175	20.2%	33,544,353	150,000	0.4%	6,624,231	20.9%	31,723,719
Civilian Salaries	13,332,043	2,710,158	20.3%	13,757,043	- 425,000	(3.2%)	2,592,206	21.8%	11,889,301
Casual Salaries	3,230,664	574,095	17.8%	3,055,664	175,000	5.4%	382,605	22.2%	1,719,668
	50,257,060	10,099,428	20.1%	50,357,060	- 100,000	(0.2%)	9,599,041	21.2%	45,332,687
Overtime									
Police Overtime	1,185,000	231,007	19.5%	1,185,000	-	0.0%	211,149	26.9%	785,000
Civilian Overtime	65,000	24,286	37.4%	95,000	- 30,000	(46.2%)	10,559	16.2%	65,000
	1,250,000	255,293	20.4%	1,280,000	- 30,000	(2.4%)	221,708	26.1%	850,000
Benefits									
Police Benefits	10,772,439	2,667,928	24.8%	10,872,439	- 100,000	(0.9%)	2,745,041	26.7%	10,290,695
Civilian Benefits	4,516,578	1,087,408	24.1%	4,616,578	- 100,000	(2.2%)	1,071,624	25.4%	4,218,410
Casual Benefits	692,762	201,283	29.1%	817,762	- 125,000	(18.0%)	131,685	30.2%	435,626
	15,981,779	3,956,619	24.8%	16,306,779	- 325,000	(2.0%)	3,948,351	26.4%	14,944,731
Legislative Impacts									
Salaries	1,401,973	323,760	23.1%	1,466,974	- 65,000	(4.6%)	488,782	26.2%	1,868,330
Benefits	346,239	82,677	23.9%	336,239	10,000	2.9%	154,165	29.7%	519,131
	1,748,213	406,437	23.2%	1,803,213	- 55,000	(3.1%)	642,948	55.9%	2,387,461
Total Salaries & Benefits	69,237,052	14,717,776	21.3%	69,747,052	- 510,000	(0.7%)	14,412,048	22.7%	63,514,880
Operating Expenditures									
Software and maintenance	2,728,619	698,753	25.6%	2,728,619	-	0.0%	514,634	26.8%	1,919,080
Building	1,584,030	405,439	25.6%	1,584,030	-	0.0%	372,487	23.2%	1,607,491
Vehicle Maintenance and Leases	738,350	153,075	20.7%	738,350	-	0.0%	134,556	17.1%	788,350
Operating supplies	812,480	229,233	28.2%	812,480	-	0.0%	227,345	29.3%	774,772
Insurance	410,000	188,137	45.9%	410,000	-	0.0%	126,176	25.2%	500,000
Uniforms and Equipment	685,941	228,415	33.3%	685,941	-	0.0%	78,617	13.5%	584,391
Telephone	636,800	103,222	16.2%	636,800	-	0.0%	65,503	12.5%	525,368
Staff Development and Wellness	627,960	41,856	6.7%	627,960	-	0.0%	91,188	17.9%	510,049



**BARRIE POLICE SERVICES BOARD
OPERATING VARIANCE REPORT
For the period ended March 31, 2025**

	Annual Budget \$	YTD Actual \$	YTD %	Year End Projected \$	Variance \$	Variance %	Prior Year YTD Actual \$	Prior Year %	Prior Year Annual Budget
Annual fees and levies	358,553	41,291	11.5%	358,553	-	0.0%	5,804	1.8%	327,554
Professional Fees	142,000	70,906	49.9%	142,000	-	0.0%	24,634	17.5%	141,000
Office supplies	43,000	18,482	43.0%	43,000	-	0.0%	8,714	21.3%	41,000
Memberships	26,525	9,819	37.0%	26,525	-	0.0%	5,977	26.6%	22,453
Property and Equipment Rental	27,770	2,650	9.5%	27,770	-	0.0%	7,212	29.9%	24,150
Community events	5,150	87	1.7%	5,150	-	0.0%	1,342	26.8%	5,000
Transfer to WSIB Reserve	700,000	-	0.0%	700,000	-	0.0%	-	0.0%	700,000
Total Operating Expenditures	9,527,178	2,191,367	23.0%	9,527,178	-	0.0%	1,664,189	19.6%	8,470,657
Revenue									
Secondments	(1,699,223)	(331,748)	19.5%	(1,699,223)	-	0.0%	(394,135)	22.6%	(1,741,017)
General Revenue	(1,230,000)	(254,497)	20.7%	(1,180,000)	50,000	(4.1%)	(454,375)	45.4%	(1,000,100)
DC Funding	(107,255)	-	0.0%	(107,255)	-	0.0%	-	N/A	-
Contribution from Community Safety and Alternate Response Reserve			N/A	-	-	N/A	-	N/A	-
Contribution from Operating Reserve	(588,000)	-	0.0%	(588,000)	-	0.0%	-	-	-
Total Revenue	(3,624,478)	(586,245)	16.2%	(3,574,478)	50,000	(4.1%)	(848,510)	31.0%	(2,741,117)
Net Operating Expenditures	75,187,370	16,331,579	21.7%	75,747,370	560,000	(0.7%)	15,236,032	22.0%	69,292,038
Grants									
Grant Expenditures	1,484,630	938,049	63.2%	1,351,307	133,323	9.0%	1,834,782	208.1%	881,834
Grant Revenue	(5,934,459)	(1,746,741)	29.4%	(6,070,621)	136,162	(2.3%)	(2,150,198)	46.7%	(4,604,697)
Net Grant Expenditures	(4,449,829)	(808,692)	18.2%	(4,719,314)	269,485	6.1%	(315,416)	8.5%	3,722,863
Total Net Expenditures	70,737,541	15,522,886	21.9%	71,028,056	290,515	(0.4%)	14,920,616	22.8%	65,569,175



BARRIE POLICE SERVICES BOARD
RESERVES REPORT
For the period ending March 31, 2025

	Balance December 31, 2024 \$	Funding 2025	2025 Expenditures \$	Balance \$	Commitments \$	Uncommitted Balance \$
Capital Reserve	1,294,403	1,503,179	(720,694)	2,076,888	(1,873,247)	203,641
Operating Reserves						
Operating Reserve	887,197		(718,841)	168,356		168,356
WSIB Reserve	291,311	700,000	(137,733)	853,579	(413,198)	440,380
Community Safety and Alternative Response Reserve	-		-	-	-	-
Health and Wellness Reserve	10,000		-	10,000	-	10,000
	1,188,508	700,000	(856,574)	1,031,934	(413,198)	618,736



BARRIE POLICE SERVICE BOARD REPORT

ACTION: For Information	DATE: May 6, 2025
PUBLIC:	
SUBJECT: Public Complaints	
PREPARED BY: Andrea Wilson Administrative Assistant Professional Standards	

BACKGROUND:

Section 37(1)(i) of the *Community Safety Policing Act* requires the Board to monitor the chief of police's handling of discipline within the police service.

1. Public Complaint Summary:

Complaint Number:	PC 2024-55
Date Filed to OIPRD:	September 23, 2024
Received by PSB:	November 8, 2024
Conduct Complaint:	Discreditable Conduct
Allegation Date:	September 16, 2024
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on January 15, 2025. LECA has advised the Service that the Complainant has requested a review of the investigation.
Initial Complaint Summary:	The Complainant states that he and two friends were sitting in a vehicle when three officers approached. He advises he was questioned on a current criminal charge and discriminated against. Later the officer contacted his workplace, and he was suspended pending an investigation.
Disposition:	Conclusion pending LECA disposition
Date Closed:	N/A
Complaint Timeline:	Five months, 22 days. Professional Standards investigation completed in two months, seven days. (Under review)

Complaint Number:	PC 2024-65
Date Filed to OIPRD:	October 6, 2024
Received by PSB:	December 11, 2024
Conduct Complaint:	Neglect of Duty
Allegation Date:	October 1, 2024
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on March 31, 2025.
Initial Complaint Summary:	The Complainant states that he was arrested by Peel Regional Police due to the fact that the Barrie Police officer had not updated his status on the Canadian Police Information Center. (CPIC)
Disposition:	Conclusion pending LECA disposition
Date Closed:	N/A
Complaint Timeline:	Four months, 19 days. Professional Standards investigation completed in three months, 20 days.

Complaint Number:	PC 2025-02
Date Filed to OIPRD:	October 19, 2024
Received by PSB:	January 21, 2025
Conduct Complaint:	Neglect of Duty
Allegation Date:	October 15 - 17, 2024
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on April 2, 2025.
Initial Complaint Summary:	The Complainant advises that he contacted police to report his e-bike stolen and that he had a location of where it was. He was advised by dispatch that it was a non-emergency, and police could not attend at the time. The Complainant located the bike a short time later in the possession of an unknown person, who refused to give it to him unless the Complainant gave him \$300, which he did.
Disposition:	Conclusion pending LECA disposition
Date Closed:	N/A
Complaint Timeline:	Three months, nine days. Professional Standards investigation completed in three months, 12 days.

Complaint Number:	PC 2025-04
Date Filed to OIPRD:	October 15, 2024
Received by PSB:	January 24, 2025
Conduct Complaint:	Conduct Undermines Public Trust, Neglect of Duty
Allegation Date:	May 9 - 10, 2020
Investigation Update:	Unsubstantiated - Professional Standards investigation completed on April 22, 2025. LECA has advised the Service that the Complainant has requested a review of the investigation.
Initial Complaint Summary:	The Complainant advises that she was assaulted and that the officers did not complete a proper investigation. She further stated that she received harassing phone calls and texts from one of the officers.
Disposition:	Conclusion pending LECA disposition
Date Closed:	N/A
Complaint Timeline:	Three months, six days. Professional Standards investigation completed in two months, 29 days. (Under review)

Complaint Number:	PC 2025-09
Date Filed to OIPRD:	November 25, 2024
Received by PSB:	January 29, 2025
Conduct Complaint:	Conduct Undermines Public Trust, Neglect of Duty
Allegation Date:	June 2, 2024
Investigation Update:	Resolved - Via Informal Resolution on May 2, 2024. The Investigator spoke at length with the Complainant who was frustrated with how the investigation was conducted. The investigator counselled the officers involved and relayed the Complainant's concerns. The investigator also forwarded the investigation to CIB for further follow up. The Complainant was happy with the results and agreed to the resolution.
Initial Complaint Summary:	The Complainant advises that six condos in her building, including her own, were broken into. The units sustained damage and numerous items of great value were stolen. She advises that officers did not attend until hours later and that the investigation was negligent and mishandled.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	Three months, four days. Professional Standards investigation completed in four months, three days.

Complaint Number:	PC 2025-15
Date Filed to OIPRD:	January 22, 2025
Received by PSB:	March 3, 2025
Conduct Complaint:	Excessive Use of Force, Neglect of Duty
Allegation Date:	November 30, 2023
Investigation Update:	Investigation ongoing.
Initial Complaint Summary:	The Complainant advises that officers broke in his door, used excessive force and wrongfully arrested him.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	One month, 27 days - Open investigation

Complaint Number:	PC 2025-19
Date Filed to OIPRD:	February 28, 2025
Received by PSB:	March 21, 2025
Conduct Complaint:	Excessive Use of Force, Neglect of Duty
Allegation Date:	January 14, 2025 & February 28, 2025
Investigation Update:	Investigation ongoing.
Initial Complaint Summary:	The Complainant advises that officers falsely identified him, pulled him from his vehicle and threw him to the ground. As well, they advised him of an outstanding warrant that he states he does not have.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	One month - Open investigation

Complaint Number:	PC 2025-21
Date Filed to OIPRD:	February 19, 2025
Received by PSB:	March 20, 2025
Conduct Complaint:	Neglect of Duty, Conduct Undermines Public Trust
Allegation Date:	December 9, 2023 & April 2, 2024
Involved Officers:	Unknown at this time
Investigation Update:	Interviews being conducted.
Initial Complaint Summary:	The Complainant states that on two instances officers surrounded his house and demanded he come out, that they falsely accused him of crimes he didn't commit.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	One month, 10 days - Open investigation

Complaint Number:	PC 2025-23
Date Filed to OIPRD:	February 19, 2025
Received by PSB:	April 1, 2025
Conduct Complaint:	Neglect of Duty
Allegation Date:	February 19, 2025
Investigation Update:	Investigation ongoing.
Initial Complaint Summary:	The Complainant states that officers kicked in his door causing damage to the floor and door, as well that he was wrongfully detained.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	One month - Open investigation

Complaint Number:	PC 2025-28
Date Filed to OIPRD:	March 24, 2025
Received by PSB:	April 14, 2025
Conduct Complaint:	Conduct Undermines Public Trust
Allegation Date:	March 24, 2025
Investigation Update:	Opening stages of Investigation
Initial Complaint Summary:	The complainant states that officers attended her residence for a noise complaint. She advised that they banged on her front door aggressively and were peering through her bedroom window.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	16 days - Open investigation

Complaint Number:	PC 2025-29
Date Filed to OIPRD:	March 13, 2025
Received by PSB:	April 22, 2025
Conduct Complaint:	Conduct Undermines Public Trust
Allegation Date:	February 18, 2024
Investigation Update:	Opening stages of Investigation
Initial Complaint Summary:	The complainant states that he was assaulted in 2024, that the police did not take any steps to gather evidence or conduct a proper investigation.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	Eight days - Open investigation

Complaint Number:	PC 2025-32
Date Filed to OIPRD:	March 20, 2025
Received by PSB:	April 28, 2025
Conduct Complaint:	Neglect of Duty
Allegation Date:	March 29, 2025
Investigation Update:	Opening stages of Investigation
Initial Complaint Summary:	The complainant alleges that she was attacked and that the officers were rude to her and did not help her as she fought back.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	Two days - Open investigation

Complaint Number:	PC 2025-34
Date Filed to OIPRD:	March 20, 2025
Received by PSB:	April 29, 2025
Conduct Complaint:	Conduct Undermines Public Trust
Allegation Date:	March 29, 2025
Investigation Update:	Opening stages of Investigation
Initial Complaint Summary:	The Complainant states he contacted police regarding a neighbour dispute, to which the police did not assist him. He states that his dog approached the officers, and they threatened to taser him as well as his dog.
Disposition:	Active
Date Closed:	N/A
Complaint Timeline:	One day - Open investigation



BARRIE POLICE SERVICE BOARD REPORT

ACTION: For Information	DATE: May 6, 2025
CLOSED:	
SUBJECT: Professional Standards Report – Aggregate disciplinary Measures s.215, <i>CSPA</i> (April 1 to May 31, 2024)	
PREPARED BY: Andrea Wilson Administrative Assistant Professional Standards	

Background

Under section 215 of the *CSPA*, a Chief of Police shall, at a minimum, provide a report to the Board under subsection 215(1) of the Act by June 1 and December 1 of every year.

The two charts reflect the LECA and Internal complaints. *O/Reg 9(2)(i)* of the *CSPA* requires the Chief to report the number of times a disciplinary measure was imposed under section 200 of the Act, without a hearing under section 201 of the Act, as well *O/Reg 9(2)(iii)* under section 200 of the Act, following a hearing under section 201 of the Act.

It should be noted, for this reporting period there were no Internal complaints.

	<u>O/Reg 407/23 Conduct of Police Officers</u>	<u>LECA # of Allegations</u>	<u>Substantiated</u>	<u>Sec. 200</u>
Compliance with Laws				
Sec. 2	<i>Shall comply with CSPA and Regulations made under it</i>	0	0	0
Sec. 3	<i>Shall comply with SIU Act</i>	0	0	0
Sec. 4	<i>Found Guilty of Offence under CC, CDSA, CA</i>	0	0	0
Human Rights and the Charter				
Sec. 5	<i>Contravene the Human Rights Code</i>	0	0	0
Sec. 6	<i>Infringe or deny a person's rights or freedoms under the Canadian Charter of Rights and</i>	0	0	0
Interactions with the Public				
Sec. 7	<i>Unlawful arrest</i>	0	0	0
Sec. 8	<i>Unlawful detention (physical or psychological)</i>	0	0	0
Sec. 9	<i>Neglect the health or safety of individual in custody</i>	0	0	0
Sec. 10	<i>Undermines, or is likely to undermine, public trust in policing.</i>	1	0	0
Sec. 11	<i>Use excessive force</i>	3	0	0
Sec. 12	<i>Use abusive language or abusive treatment with any person</i>	0	0	0
Sec. 13	<i>Conceal Officer's name, Officer's badge number, Name of police service</i>	0	0	0
Integrity				
Sec. 14	<i>Solicits, offers, or takes a bribe</i>	0	0	0
Sec. 15	<i>Accepts gratuity or present</i>	0	0	0
Sec. 16	<i>Uses position as a police officer to 1. Benefit themselves or 2. Interfere with the administration of justice.</i>	0	0	0
Sec. 17	<i>Discloses information obtained in the course of their duties to public</i>	0	0	0

Sec. 18	<i>Access, collect, use, disclose, alter, retain, or destroy information obtained or made available in the course of their duties</i>	0	0	0
Performance of Duties				
Sec. 19	<i>Fail to perform their duties appropriately</i>	2	0	0
Sec. 20	<i>Failed to take notes</i>	0	0	0
Sec. 21	<i>Impaired by alcohol or drugs while on duty</i>	0	0	0
Sec. 22	<i>Failed to report conduct of another Police Service member's misconduct.</i>	0	0	0
Sec. 23	<i>Left an area, detachment, detail, or other place of duty</i>	0	0	0
Sec. 24	<i>Unlawfully spoke to the media about a matter connected with their police service</i>	0	0	0
Sec. 25	<i>Absent without authorization</i>	0	0	0
Sec. 26	<i>Insubordinate</i>	0	0	0
Sec. 27	<i>Failed to comply with the procedures established by their chief of police</i>	0	0	0
Sec. 28	<i>Lost or cause damage to clothing, equipment or other property issued to them</i>	0	0	0
Sec. 29	<i>Failed to report any loss or damage to clothing, equipment</i>	0	0	0
Sec. 30	<i>Engage in workplace violence or workplace harassment, including workplace sexual harassment</i>	0	0	0
Sec. 31	<i>Deceive or mislead any person in relation to the officer's duties, employment, or the administration of justice</i>	0	0	0
TOTAL ALLEGATIONS		6	0	0

<u>O/Reg 407/23 Conduct of Police Officers</u>			<u>Internal Complaints</u>		
			Substantiated	Unsubstantiated	Sec. 200
Compliance with Laws	Sec. 2	Shall comply with CSPA and Regulations made under it	0	0	0
	Sec. 3	Shall comply with SIU Act	0	0	0
	Sec. 4	Found Guilty of Offence under CC, CDSA, CA	0	0	0
Human Rights and the Charter	Sec. 5	Contravene the Human Rights Code	0	0	0
	Sec. 6	Infringe or deny a person's rights under the Canadian Charter of Rights and Freedoms	0	0	0
Interactions with the Public	Sec. 7	Unlawful arrest	0	0	0
	Sec. 8	Unlawful detention (physical or psychological)	0	0	0
	Sec. 9	Neglect the health or safety of individual in custody	0	0	0
	Sec. 10	Undermines, or is likely to undermine, public trust in policing.	0	0	0
	Sec. 11	Use excessive force	0	0	0
	Sec. 12	Use abusive language or abusive treatment with any person	0	0	0
	Sec. 13	Conceal Officer's name, Officer's badge number, Name of police service	0	0	0
Integrity	Sec. 14	Solicits, offers or takes a bribe	0	0	0
	Sec. 15	Accepts gratuity or present	0	0	0
	Sec. 16	Uses position as a police officer to 1. Benefit themselves or 2. Interfere with the administration of justice.	0	0	0

	Sec. 17	<i>Discloses information obtained in the course of their duties to public</i>	0	0	0
	Sec. 18	<i>Access, collect, use, disclose, alter, retain or destroy information obtained or made available in the course of their duties</i>	0	0	0
Performance of Duties	Sec. 19	<i>Fail to perform their duties appropriately without lawful excuse</i>	0	0	0
	Sec. 20	<i>Failed to take notes</i>	0	0	0
	Sec. 21	<i>Impaired by alcohol or drugs while on duty</i>	0	0	0
	Sec. 22	<i>Failed to report conduct of another Police Service member's misconduct.</i>	0	0	0
	Sec. 23	<i>Left an area, detachment, detail or other place of duty</i>	0	0	0
	Sec. 24	<i>Unlawfully spoke to the media about a matter connected with their police service</i>	0	0	0
	Sec. 25	<i>Absent without authorization</i>	0	0	0
	Sec. 26	<i>Insubordinate</i>	0	0	0
	Sec. 27	<i>Failed to comply with the procedures established by their chief of police</i>	0	0	0
	Sec. 28	<i>Lost or cause damage to clothing, equipment or other property issued to them</i>	0	0	0
	Sec. 29	<i>Failed to report any loss or damage to clothing, equipment</i>	0	0	0
	Sec. 30	<i>Engage in workplace violence or workplace harassment, including workplace sexual harassment</i>	0	0	0
	Sec. 31	<i>Deceive or mislead any person in relation to the officer's duties, employment, or the administration of justice</i>	0	0	0
	TOTAL ALLEGATIONS		0	0	0



BARRIE POLICE SERVICE BOARD REPORT

ACTION: For Information	DATE: May 6, 2025
CLOSED:	
SUBJECT: Professional Standards Report – Aggregate disciplinary Measures s.215, <i>CSPA</i> (June 1 to November 30, 2024)	
PREPARED BY: Andrea Wilson Administrative Assistant Professional Standards	

Background

Under section 215 of the *CSPA*, a Chief of Police shall, at a minimum, provide a report to the Board under subsection 215(1) of the Act by June 1 and December 1 of every year.

The two charts reflect the LECA and Internal complaints. Section 9(2)(i) of the *CSPA* requires the Chief to report the number of times a disciplinary measure was imposed under section 200 of the Act, without a hearing under section 201 of the Act, as well section 9(2)(ii) under section 200 of the Act, following a hearing under section 201 of the Act.

It should be noted, for this reporting period there were no Internal complaints.

	<u>O/Reg 407/23 Conduct of Police Officers</u>	<u>LECA # of Allegations</u>	<u>Substantiated</u>	<u>Sec. 200</u>
Compliance with Laws				
Sec. 2	<i>Shall comply with CSPA and Regulations made under it</i>	0	0	0
Sec. 3	<i>Shall comply with SIU Act</i>	0	0	0
Sec. 4	<i>Found Guilty of Offence under CC, CDSA, CA</i>	0	0	0
Human Rights and the Charter				
Sec. 5	<i>Contravene the Human Rights Code</i>	0	0	0
Sec. 6	<i>Infringe or deny a person's rights or freedoms under the Canadian Charter of Rights and</i>	0	0	0
Interactions with the Public				
Sec. 7	<i>Unlawful arrest</i>	0	0	0
Sec. 8	<i>Unlawful detention (physical or psychological)</i>	0	0	0
Sec. 9	<i>Neglect the health or safety of individual in custody</i>	0	0	0
Sec. 10	<i>Undermines, or is likely to undermine, public trust in policing.</i>	9	0	0
Sec. 11	<i>Use excessive force</i>	3	0	0
Sec. 12	<i>Use abusive language or abusive treatment with any person</i>	0	0	0
Sec. 13	<i>Conceal Officer's name, Officer's badge number, Name of police service</i>	0	0	0
Integrity				
Sec. 14	<i>Solicits, offers, or takes a bribe</i>	0	0	0
Sec. 15	<i>Accepts gratuity or present</i>	0	0	0
Sec. 16	<i>Uses position as a police officer to 1. Benefit themselves or 2. Interfere with the administration of justice.</i>	0	0	0
Sec. 17	<i>Discloses information obtained in the course of their duties to public</i>	0	0	0

Sec. 18	<i>Access, collect, use, disclose, alter, retain, or destroy information obtained or made available in the course of their duties</i>	0	0	0
Performance of Duties				
Sec. 19	<i>Fail to perform their duties appropriately</i>	6	0	0
Sec. 20	<i>Failed to take notes</i>	0	0	0
Sec. 21	<i>Impaired by alcohol or drugs while on duty</i>	0	0	0
Sec. 22	<i>Failed to report conduct of another Police Service member's misconduct.</i>	0	0	0
Sec. 23	<i>Left an area, detachment, detail, or other place of duty</i>	0	0	0
Sec. 24	<i>Unlawfully spoke to the media about a matter connected with their police service</i>	0	0	0
Sec. 25	<i>Absent without authorization</i>	0	0	0
Sec. 26	<i>Insubordinate</i>	0	0	0
Sec. 27	<i>Failed to comply with the procedures established by their chief of police</i>	0	0	0
Sec. 28	<i>Lost or cause damage to clothing, equipment or other property issued to them</i>	0	0	0
Sec. 29	<i>Failed to report any loss or damage to clothing, equipment</i>	0	0	0
Sec. 30	<i>Engage in workplace violence or workplace harassment, including workplace sexual harassment</i>	0	0	0
Sec. 31	<i>Deceive or mislead any person in relation to the officer's duties, employment, or the administration of justice</i>	0	0	0
TOTAL ALLEGATIONS		18	0	0

<u>O/Reg 407/23 Conduct of Police Officers</u>			<u>Internal Complaints</u>		
			Substantiated	Unsubstantiated	Sec. 200
Compliance with Laws	Sec. 2	Shall comply with CSPA and Regulations made under it	0	0	0
	Sec. 3	Shall comply with SIU Act	0	0	0
	Sec. 4	Found Guilty of Offence under CC, CDSA, CA	0	0	0
Human Rights and the Charter	Sec. 5	Contravene the Human Rights Code	0	0	0
	Sec. 6	Infringe or deny a person's rights under the Canadian Charter of Rights and Freedoms	0	0	0
Interactions with the Public	Sec. 7	Unlawful arrest	0	0	0
	Sec. 8	Unlawful detention (physical or psychological)	0	0	0
	Sec. 9	Neglect the health or safety of individual in custody	0	0	0
	Sec. 10	Undermines, or is likely to undermine, public trust in policing.	0	0	0
	Sec. 11	Use excessive force	0	0	0
	Sec. 12	Use abusive language or abusive treatment with any person	0	0	0
	Sec. 13	Conceal Officer's name, Officer's badge number, Name of police service	0	0	0
Integrity	Sec. 14	Solicits, offers or takes a bribe	0	0	0
	Sec. 15	Accepts gratuity or present	0	0	0
	Sec. 16	Uses position as a police officer to 1. Benefit themselves or 2. Interfere with the administration of justice.	0	0	0

	Sec. 17	<i>Discloses information obtained in the course of their duties to public</i>	0	0	0
	Sec. 18	<i>Access, collect, use, disclose, alter, retain or destroy information obtained or made available in the course of their duties</i>	0	0	0
Performance of Duties	Sec. 19	<i>Fail to perform their duties appropriately without lawful excuse</i>	0	0	0
	Sec. 20	<i>Failed to take notes</i>	0	0	0
	Sec. 21	<i>Impaired by alcohol or drugs while on duty</i>	0	0	0
	Sec. 22	<i>Failed to report conduct of another Police Service member's misconduct.</i>	0	0	0
	Sec. 23	<i>Left an area, detachment, detail or other place of duty</i>	0	0	0
	Sec. 24	<i>Unlawfully spoke to the media about a matter connected with their police service</i>	0	0	0
	Sec. 25	<i>Absent without authorization</i>	0	0	0
	Sec. 26	<i>Insubordinate</i>	0	0	0
	Sec. 27	<i>Failed to comply with the procedures established by their chief of police</i>	0	0	0
	Sec. 28	<i>Lost or cause damage to clothing, equipment or other property issued to them</i>	0	0	0
	Sec. 29	<i>Failed to report any loss or damage to clothing, equipment</i>	0	0	0
	Sec. 30	<i>Engage in workplace violence or workplace harassment, including workplace sexual harassment</i>	0	0	0
	Sec. 31	<i>Deceive or mislead any person in relation to the officer's duties, employment, or the administration of justice</i>	0	0	0
	TOTAL ALLEGATIONS		0	0	0



BARRIE POLICE SERVICE BOARD REPORT

ACTION: For Information	DATE: May 7, 2025
PUBLIC	
SUBJECT: Human Resources Report	
PREPARED BY: Angela Andrade Human Resources	

BACKGROUND:

Section 37 of the *Community Safety and Policing Act* sets out the Police Service Board Duties and Powers, including employing members of the police service and appointing members of the police service as police officers.

New Hires

Name	Effective	Position
Sonya De Munnik	April 22, 2025	Part-time Video and Audio Redaction Clerk

Police Constable Appointments

Name	Effective	Position
Connor Brooks	April 16, 2025	Police Constable
Dorsa Gholami	April 16, 2025	Police Constable
Kyle Guergis	April 16, 2025	Police Constable
Thomas McKnight	April 16, 2025	Police Constable
Kaleb Rossel	April 16, 2025	Police Constable
Eric Sapsford	April 16, 2025	Police Constable
Kate Stevenson	April 16, 2025	Police Constable
Caleb Wells	April 16, 2025	Police Constable

Conversions to Full-time

Name	Effective	Position
No conversions to full-time to report.		

Promotions

Name	Effective	Position
No promotions to report.		



BARRIE POLICE SERVICE BOARD REPORT

Resignations

Name	Effective	Position
No resignations to report.		

Retirements

Name	Effective	Position
No retirements to report.		