



BARRIE POLICE SERVICE BOARD MEETING PUBLIC AGENDA

THURSDAY, JUNE 19, 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 June 19, 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 May 15, 2025, public board meeting | | |
| Motion to approve the minutes from the June 13, 2025, virtual appointments committee meeting | | |

| PRESENTATION | | |
|---|-------|--------|
| 6. Budget Deputations <ul style="list-style-type: none">• Michael Speers• Kaitlin Baldwin• Brian Watts | Chair | 30 Min |

| CONSENT AGENDA | | |
|--|-------|-------|
| 7. Barrie Police Service Annual Report | Chair | 5 Min |
| 8. 2026 Budget Timeline | | |
| 9. Public Complaints Report | | |
| 10. Human Resources Report | | |
| 11. Special Constable and Auxiliary Appointments | | |
| <i>Motion to receive the consent agenda items</i> | | |

| FOR APPROVAL | | |
|--|-------|-------|
| 12. Police Constable Appointments | Chair | 5 Min |
| <i>Motion to approve the appointment of the following members as Police Constables of the Barrie Police Service as per Section 83(4) of the Community Safety and Policing Act.</i> | | |
| -Mario Chiodo -Matthew McGill -Abigail Couce -Lee Perelli -Hayley Lorimer -Scott Randall | | |



| | | |
|---|-------|-------|
| 13. Board Policies <ul style="list-style-type: none">• #22- Use of Force and Weapons• #23- Critical Points | Chair | 5 Min |
| <i>Motion to approve board policy #22 – Use of Force and Weapons and #23 – Critical Points.</i> | | |

| | | |
|--------------------|-------|--------|
| UPDATES | | |
| 14. Chief's Update | Chief | 10 Min |

| | | |
|------------------------|-------|-------|
| FOR DISCUSSION | | |
| 15. Community Concerns | Chair | 5 Min |

| | | |
|---|-------|--------|
| IN CAMERA | | |
| 16. Motion to Meet IN CAMERA | Chair | 60 Min |
| <i>Motion to move in camera in accordance with Section 44 (1)(b) and Section 44 (1)(d) of the Community Safety and Policing Act.</i> | | |
| 17. Matters arising from IN CAMERA | | |

| MEETING CLOSING | | |
|---|-------|-------|
| 18. Next Board Meeting <i>Thursday, September 18, 2025</i> <i>Special Budget Meeting – September 22, 2025</i> | Chair | 2 Min |
| 19. Adjournment | | |
| <i>Motion to adjourn the June 19, 2025, public board meeting.</i> | | |



BARRIE POLICE SERVICE BOARD REPORT

| | |
|---|----------------------------|
| ACTION: For Information | DATE: June 19, 2025 |
| PUBLIC | |
| SUBJECT: Barrie Police Service 2024 Annual Report | |
| PREPARED BY: Dana Stott Strategic Planner #10619 STRATCOM | |

Background

Under Ontario's *Community Safety and Policing Act, 2019* (CSPA), which came into effect on April 1, 2024, police service boards are mandated to prepare and publish an annual report by June 30 each year. This report must be submitted to the municipality and made publicly available online. As stipulated in Section 41(1) of the CSPA, the annual report must include details on the implementation of the strategic plan, overview of the Barrie Police Service's operations and activities and information on the Service's contributions to the Community Safety and Well-Being Plan. The plan also highlights strategic planning information including Community Safety Survey results, emergency calls for service information, crime information and trends, and resource planning.

Update

The 2024 Barrie Police Service Annual Report is a concise, engaging, and informative overview of the accomplishments and activities of the Barrie Police Service over the past year. Condensed to 16 pages for greater accessibility and impact, the report includes key updates on organizational changes, statistical highlights, budget details, community partnerships, strategic plan milestones, and results from the Community Safety Survey. Notable initiatives, such as the launch of the Virtual Call Response Unit, are featured alongside acknowledgments of outstanding contributions through awards and recognition. This report serves as both a snapshot of our progress and a valuable resource for data-driven decision-making. It continues to be a crucial tool for promoting transparency, accountability, and community trust in policing.

This year, we have also developed an Annual Report Dashboard designed to streamline the collection and analysis of key data points. The dashboard pre-populates many of the statistics commonly requested each year, offering quick access to relevant metrics that support trend identification, data-driven decision-making, and grant applications. By standardizing data inputs, it enables more accurate, year-over-year comparisons and enhances the overall integrity of the information. The dashboard will be made available to Barrie Police Service members, with plans to publish it alongside the existing Community Safety and Data Portal. By making this information public, it allows the public to stay informed, support effective decision-making, and strengthen the relationship between the Barrie Police Service and the community.

Design Elements

The design of the Annual Report maintains a consistent theme with the 2023 edition, reinforcing its connection to the overarching 2023–2025 Barrie Police Strategic Plan. This visual continuity supports a cohesive narrative while enhancing the report's usability through organized, data-rich content that supports informed, data-driven decision-making. A strategic decision was also made to feature a variety of members throughout the publication, reflecting the diverse membership and roles within the organization.

Financial Impact

This year, the Strategic Planning and Communications Unit opted to design the Annual Report internally to enhance productivity and reduce costs. This shift reflects our commitment to strengthening the online version of the report, in response to rising engagement on our digital platforms and a broader move toward online consumption. While our focus moves online, physical copies remain important, particularly for our Leadership Team. Approximately 25 printed versions will still be produced at minimal cost to the Service.

Producing the Annual Report internally allows for greater flexibility, enabling timely updates and revisions as new or more accurate data becomes available. This approach significantly enhances both the usability and validity of the report. The Annual Report will be published on our website at BPSAnnualReport.ca by the end of June, with printed copies available shortly thereafter. Digital versions will also be distributed to community partners and other police services as part of our ongoing commitment to collaboration and building a safer tomorrow, today.

Recommendation

The Barrie Police Service Board receives this report for information.

Prepared by:

Dana Stott
Strategic Planner # 10619
STRATCOM

Approved by:

Jennett Mays
Supervisor #10194
STRATCOM



2024

BARRIE POLICE SERVICE
ANNUAL REPORT



A MESSAGE FROM THE BOARD CHAIR & THE CHIEF OF POLICE

As we reflect back on 2024, the Barrie Police Service has continued to implement evidence-based initiatives to support public safety in our growing community.

We began the year with the swearing in of Deputy Chief Rob Burke in January. In March, Deputy Chief Wylie Allan retired after more than 35 years in policing.

Over the summer months, police officers and special constables were assigned to the downtown core to address social disorder and enhance community engagement. We received positive feedback from community members and businesses in the area, and the Board ensured that the 2025 budget included funding to continue the enhanced downtown presence.

Our Virtual Call Response (VCR) was launched in the fall and provides an additional way for our community to report non-emergency incidents, without needing a front-line officer to attend. With two officers now working in our VCR Unit, the Barrie Police Service is continually working to enhance our service to the community.

Together with the Canadian Society of Evidence-Based Policing (CANSEBP), and Durham Regional Police Service, the Barrie Police Service hosted Canada's first in-person evidence-based policing conference - Building Bridges. With more than 200 attendees from across Canada, the conference was a resounding success and planning has already begun on the 2025 event.

Throughout the year, for both the Board and the Service, our focus has remained on working together to support our members, as they support community safety.

Greg Ferguson
Chair, Barrie Police Service Board

Rich Johnston
Chief of Police

Barrie Police Service Board

L-R: Lynn Strahan, Vice Chair - Deputy Mayor Robert Thompson, Mayor Alex Nuttall, Arif Khan, Chair Greg Ferguson, Board Administrator Sarah Young



Vision:

Creating a safer tomorrow, today.

Mission:

Create a supportive environment to provide proactive and responsive policing services.

Values:

Integrity, Respect, Trust, Compassion, Dedication

TABLE OF CONTENTS

| | |
|--|-----|
| Message from the Board Chair & the Chief of Police | 2 |
| Organizational Chart | 4-5 |
| 2024 in Numbers | 6-7 |
| Budget & Investments | 8 |
| Professional Standards | 8 |
| Statistical Highlights | 9 |
| Property and Violent Crime Statistics | 9 |
| Other Criminal Code Offence Statistics | 9 |
| Use of Force Statistics | 9 |
| Youth Interactions | 9 |
| Supporting our Community | 10 |
| Community Safety & Policing Act | 11 |
| Awards & Recognition | 11 |
| Strategic Plan Achievements | 12 |
| Community Safety Survey Results | 13 |
| Community Safety & Well-Being Plan | 14 |
| Corporate Communications | 15 |



Learn more in the
interactive 2024
Annual Report at
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BARRIE POLICE SERVICE ORGANIZATIONAL CHART

BARRIE POLICE SERVICE BOARD

DEPUTY CHIEF OF POLICE

Operational Support

Communications

Strategic Implementation

- Evidence-Based Research & Innovation
- Crime Analytics

Specialized Operations

- Tactical Support / Canine
- Traffic
 - Remotely Piloted Aircraft System
 - Marine
- Emergency Service

Community Safety & Well-Being

- High Harm Team
- Community Engagement Team
- Warrants
- Alternate Response Unit (ARU)
- Virtual Call Response (VCR)
- Mobile Crisis Response Team (MCRT)
- *Auxiliaries / Citizens On Patrol*

Investigative Services

General Investigation

- General Assignments Platoons 1 - 4
- Street Crime
- Human Trafficking
- Forensic Identification
- Intelligence
 - Crime Analysis
- Frauds

Specialized Investigations

- Homicide & Major Crimes
- Crime Lab
 - Internet Child Exploitation
- High Risk Offenders
- Crimes Against Persons
- Sex Offender Registry

Joint Forces Operations

Records & Information Management

Records Unit

- Canadian Police Information Centre
- Freedom of Information
- Records Management System Training & Auditing
- Risk Management

Operational Services

Platoon 1

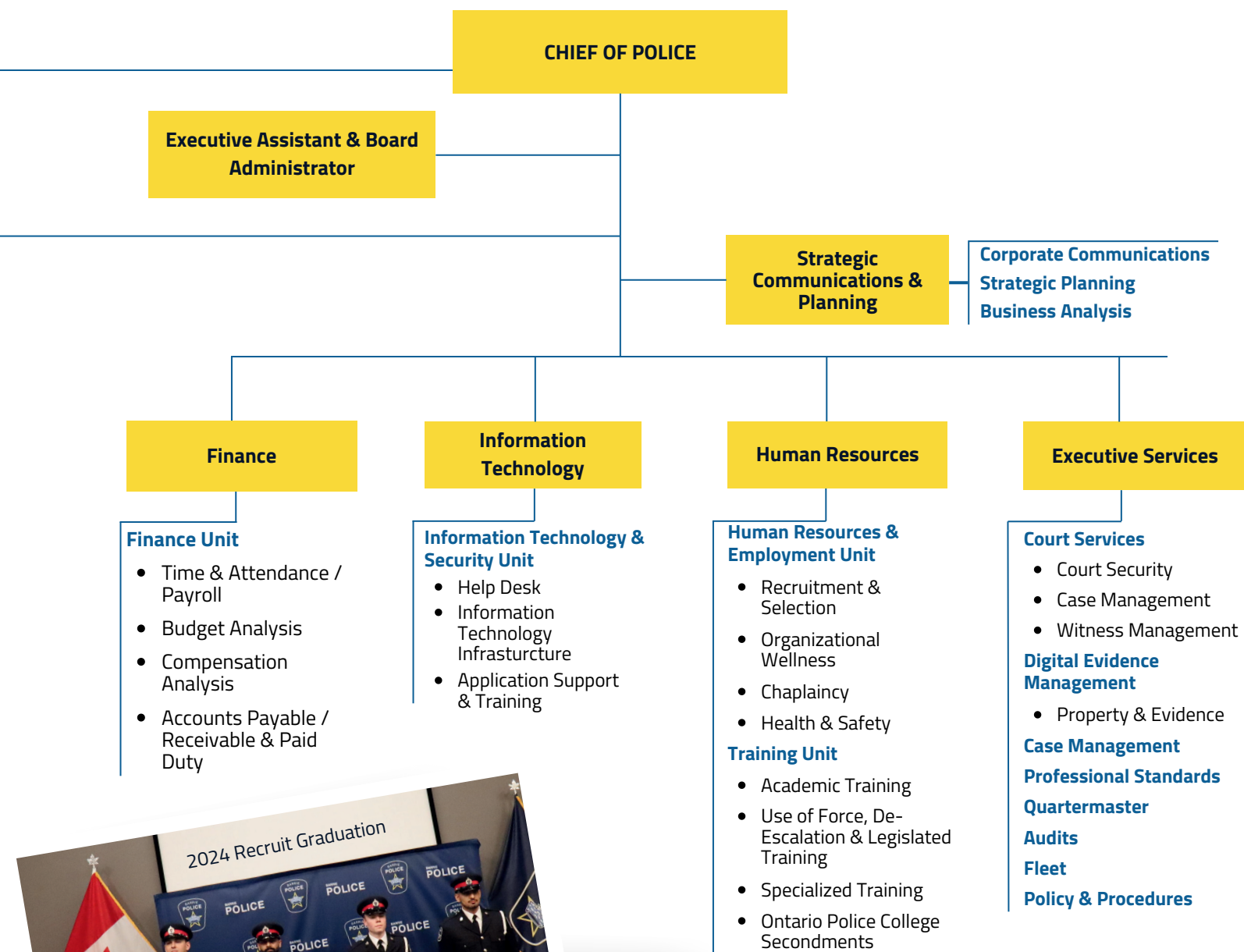
Platoon 2

Platoon 3

Platoon 4

Administration

- Facilities & Infrastructure



2024

Organizational Chart Changes

- Court Services, Digital Evidence Management Services, Case Management Unit and Quartermaster Unit moved to Executive Services.
- Risk Management moved to Records & Information Management Services.
- Strategic Communications & Planning (STRATCOM) Unit created.

2024 IN NUMBERS

| | | 2023 | 2024 |
|------------------------------------|--|---------|---------|
| Communications | CAD*-Created Events | 81,513 | 76,345 |
| | Combined Call Volume | 244,674 | 225,523 |
| | 911 Misdials | 25,475 | 18,994 |
| Records & Information Management | Criminal Record Checks | 11,742 | 13,011 |
| | Freedom of Information Requests | 533 | 608 |
| | Vulnerable Persons Registered | 76 | 105 |
| Traffic Services | Motor Vehicle Collision Reports | 4,449 | 4,572 |
| | Provincial Offences Notices Issued | 3,026 | 5,074 |
| | Breath Tests | 199 | 195 |
| | Fatal Collisions | 3 | 5 |
| Mobile Crisis Response Team (MCRT) | Total Calls | 1,516 | 1,079 |
| | Follow Ups | 532 | 247 |
| | Emergency Room Diversions | 479 | 424 |
| Technological Crimes | Digital Crimes Investigated | 36 | 35 |
| | Online Child Exploitation Investigations | 28 | 24 |
| | Online Child Exploitation Arrests | 13 | 6 |

*CAD- Computer-Aided Dispatch

Top 5 CAD Calls For Service

Police Assistance
Motor Vehicle Collision
Unwanted Person
Ambulance Assistance
Complaint

Top 5 Online Reporting Calls For Service

Theft
Fraud
Police Information
Mischief
Traffic Complaint



Bio-metric sensors to monitor health of individuals in Barrie Police custody.

2024 IN NUMBERS

| | | 2023 | 2024 |
|------------------------|--------------------------------|-----------|-----------|
| Operations | Proactive / Reactive | 13% / 87% | 16% / 84% |
| | Calls Attended By Front-Line | 59,636 | 66,595 |
| | Emergency | 25,870 | 20,403 |
| | Non-Emergency | 55,643 | 55,942 |
| Human Trafficking | Investigations | 42 | 45 |
| | Charges | 84 | 56 |
| Tactical Support Unit | Explosive Device Calls | 17 | 10 |
| | Weapons Calls | 106 | 54 |
| | Canine Calls | 561 | 818 |
| Forensic Lab | Total Requests | N/A | 42 |
| | Photo Line-Up | N/A | 10 |
| | Fingerprint Evidence | N/A | 17 |
| Auxiliary | Members | 22 | 23 |
| | Hours Deployed | 1,056 | 792 |
| | Ride Along Hours | 220 | 181 |
| Citizens On Patrol | Total Hours | 2,379 | 2,008 |
| Fleet | Vehicles in Fleet | 113 | 127 |
| | Kilometers Travelled (km) | 1,568,007 | 1,699,544 |
| Information Technology | Support Tickets | 4,518 | 5,051 |
| | Work Stations | 387 | 415 |
| | Mobile Devices | 304 | 350 |
| Human Resources | New Members (Sworn & Civilian) | 50 | 40 |
| | Retirements | 7 | 8 |
| | Total (Sworn / Civilian) | 250 / 125 | 250 / 129 |
| Courts | Detainees Processed | 2,570 | 3,379 |
| | Visitors Screened | N/A | 23,538** |

*N/A is used when data was not available at that time

**Tracking began in September 2024

BUDGET & INVESTMENTS

| | BUDGET | ACTUAL | VARIANCE |
|----------------------------|---------------------|---------------------|---------------------|
| Police Service Board | \$47,618 | \$147,460 | -\$99,842 |
| Salaries & Benefits | \$61,127,419 | \$63,740,013 | -\$2,612,594 |
| Legislative Impacts | \$2,387,461 | \$2,313,453 | \$74,008 |
| Operating Expenditures | \$6,863,166 | \$6,193,933 | \$669,233 |
| Facilities | \$1,607,491 | \$1,564,795 | \$42,696 |
| TOTAL EXPENDITURES | \$72,033,155 | \$73,959,654 | -\$1,926,499 |
| Revenue | \$1,000,100 | \$1,744,144 | \$744,044 |
| Grants & Secondments | \$5,463,881 | \$6,515,493 | \$1,051,612 |
| TOTAL REVENUES | \$6,463,981 | \$8,259,637 | \$1,795,656 |
| Net Operating Expenditures | \$65,569,175 | \$65,700,016 | -\$130,841 |
| Capital | \$1,954,145 | | |
| Total Municipal Budget | \$67,523,320 | | |

PROFESSIONAL STANDARDS

CONDUCT & POLICY/SERVICE COMPLAINTS & DISPOSITIONS

| | 2023 | 2024 |
|---|------|------|
| Total Complaints | 64 | 70 |
| Total Complaints Accepted by the OIPRD / LECA* | 25 | 33 |
| Total Complaints Not Accepted by the OIPRD / LECA | 39 | 37 |
| Formal Discipline | 0 | 0 |
| Informal Resolution / Local Resolution / Early Resolution Program | 8 | 10 |
| Substantiated | 0 | 0 |
| Unsubstantiated | 11 | 18 |
| Withdrawn | 6 | 5 |

*On April 1, 2024, the new Community Safety and Policing Act came into effect, and the Office of the Independent Police Review Director (OIPRD) was replaced by the Law Enforcement Complaints Agency (LECA).

CLASSIFICATION OF PUBLIC COMPLAINTS ACCEPTED BY OIPRD / LECA

| | 2023 | 2024 |
|----------------|------|------|
| Conduct | 20 | 27 |
| Policy/Service | 5 | 6 |

COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES REPORT

| | 2023 | 2024 |
|-------------------|------|------|
| Total Occurrences | 0 | 0 |

STATISTICAL HIGHLIGHTS

TOTAL PROPERTY CRIME OCCURRENCES

| | 2023 | 2024 |
|-------------------------------|-------|-------|
| Arson | 11 | 11 |
| Break & Enter | 345 | 326 |
| Fraud | 870 | 922 |
| Mischief | 912 | 785 |
| Possession of Stolen Property | 160 | 156 |
| Theft over \$5,000 | 89 | 88 |
| Theft under \$5,000 | 2,711 | 3,218 |
| Total Clearance Rate | 25% | 25% |

TOTAL VIOLENT CRIME OCCURRENCES

| | 2023 | 2024 |
|---------------------------|-------|-------|
| All Assaults | 1,293 | 1,234 |
| All Sexual Assaults | 229 | 218 |
| Attempted Murder | 7 | 2 |
| Conspire to Commit Murder | 0 | 0 |
| Forcible Confinement | 30 | 36 |
| Homicide | 1 | 1 |
| Robbery | 75 | 76 |
| Trafficking Persons | 4 | 5 |
| Total Clearance Rate | 75% | 74% |

TOTAL OTHER CRIMINAL CODE OFFENCES

| | 2023 | 2024 |
|-------------------------------|------|------|
| Bail Violations | 938 | 948 |
| Bribery / Forgery | 0 | 0 |
| Child Pornography | 22 | 27 |
| Counterfeit Money | 26 | 5 |
| Disturb the Peace | 221 | 233 |
| Drugs | 425 | 376 |
| Indecent Acts | 38 | 35 |
| Prostitution | 2 | 0 |
| Obstruct Public Peace Officer | 89 | 64 |
| Total Clearance Rate | 91% | 91% |

USE OF FORCE

| | 2023 | 2024 |
|-----------------------------------|------|------|
| Canine | 5 | 2 |
| Conducted Energy Weapon Displayed | 82 | 45 |
| Conducted Energy Weapon Deployed | 18 | 10 |
| Firearm Discharged | 1* | 0 |
| Firearm Drawn | 91 | 71 |
| Impact Weapon (Baton) | 2 | 2 |
| Oleo Resin Capsicum Spray | 1 | 1 |
| Physical Control | 19 | 26 |

*Animal destruction

YOUTH INTERACTIONS

| | 2023 | 2024 |
|---------|------|------|
| Charges | 563 | 433 |



Learn more in the
interactive 2024
Annual Report at
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SUPPORTING OUR COMMUNITY

COMMUNITY ALTERNATE RESPONSE & ENGAGEMENT TEAM (CARE)

The Community Alternate Response & Engagement (CARE) Team is a pilot program that offers a health-led, mobile crisis response to individuals experiencing mental health emergencies.

The CARE Team is a partnership between several organizations and includes a paramedic from the Simcoe County Paramedic Services and a Crisis Intervention Worker from the Canadian Mental Health Association, providing non-police intervention for non-emergency calls.

Supported by the Barrie Police Service Communications Centre, the team responds to mental health calls that do not pose a safety risk.



VIRTUAL CALL RESPONSE

The Barrie Police Service has launched a Virtual Call Response (VCR) pilot project to improve service for non-emergency incidents that do not involve immediate threats to people or property. This system allows eligible callers to conveniently connect via secure video chat, removing barriers of service and improving officer response times. If a situation requires further attention, uniformed officers will still be dispatched.

183
Calls Cleared by
Virtual Call Response

*VCR Launched in Sept. 2024



**ONLINE
REPORTING 6,093** Total Online
Reports Received

FAMILY LIAISON OFFICER TRAINING

In late March, 12 Barrie police officers completed a specialized family liaison officer training course, a first of its kind in Canada, led by instructors from the UK College of Policing. The training focused on building trust with victims' families while emphasizing professional boundaries, inclusivity, and communication during difficult investigations.

The course equips officers to serve as key contacts for families during major incidents such as homicides or traffic fatalities. This new approach ensures that multiple trained professionals can now support families, enhancing the Barrie Police Service's ability to respond with compassion and respect.



COMMUNITY SAFETY & POLICING ACT



On April 1, 2024, the *Police Services Act*, 1990 was replaced by the *Community Safety and Policing Act*, 2019 (CSPA).

Some of the key changes include a new Inspector General of Policing, enhanced public complaint process, expanded role of Special Constables and a new definition of adequate and effective policing. The Barrie Police Service looks forward to ensuring our policing and practices are in compliance with the new CSPA.

AWARDS & RECOGNITION

Police Exemplary Service Medal – 20 Years

Sergeant Chris Jackson
Sergeant Tanya Lynch
Sergeant Trevor Marsh
Sergeant Andrew Pye
Constable Robin Dore
Constable Stuart Fehrman
Constable Rebecca Henderson

Constable Gregory Johnston
Constable Gary McAloney
Constable Derek Rose
Constable Melanie Turner
Constable Darryl Van Loosen
Constable Lindsay White
Constable Andrew Young

Citizen on Patrol of the Year

Randall Reavy

Auxiliary Officer of the Year

Melody Pankhurst

Formal Commendation

Sergeant Toni Talarico
Detective Constable Deb Howe
Constable Kevin Barkley
Constable Jake Lawrason
Constable Kris Nicholson
Constable Derek Rose
Constable Greg Weller

Civilian Service Pin – 20 Years

Jill Edwards
Kristen Evans
Audrey Gastmeier
Jennifer Mayo
Bobbi Robinson
Julie-Lynn Thomas

Peace Officer Medal – 20 Years

Dave McColl
Tom McQuat

Lifesaving Award

Constable Kaylee Elsey
Constable David Hennesy
Constable Daulton Medeiros
Constable Denver Raymer
Constable Derek Rose
Emma Scott-Kantas
Paige Scott-Kantas
Adam Zammit

Bravery Award

Constable Stephen Douglas
Constable Jeremy Moore
Christine Douglas

Chief of Police Award

Sergeant Steph McKibbin



STRATEGIC PLAN ACHIEVEMENTS

In 2024, the Barrie Police Service advanced several initiatives aimed at creating a safer tomorrow, today.

As we continue to prevent and address crime, the Service increased their use of data to guide operations, expanded the use of Special Constables in the community, and utilized valuable volunteer programs like Citizens On Patrol.

A continued focus on traffic enforcement by the Traffic Unit and front-line has also led to an increase in Provincial Offences Notice (PON) traffic tickets, which has contributed to a reduction in serious collisions requiring officer presence and a decline in impaired driving incidents.

The Service continues to collaborate with the City of Barrie planning department to collaborate on CCTV and speed camera placements to prevent and properly investigate traffic related incidents.



To address the social disorder within the city, we are working to strengthen our partnerships with community agencies through programs like the Community Alternate Response and Engagement Team and the Mobile Crisis Response Teams. The Training Unit provides our members with a variety of resources to ensure we are well-equipped to respond to all calls for service, including virtual reality training.

Despite a decrease in high harm crimes, property and quality-of-life crimes persist, prompting continued downtown patrols and initiatives like crime prevention through environmental design and harm reduction strategies.

Communication also remains a top priority, both internally and externally. The Service continues to look for ways to create authentic two-way communication for its members and the community. As the Service focuses on innovation, four major research projects were completed and shared by our Evidence-Based Research and Innovation Unit. The Service also jointly hosted Canada's first in-person Evidence-Based Policing Conference in November.



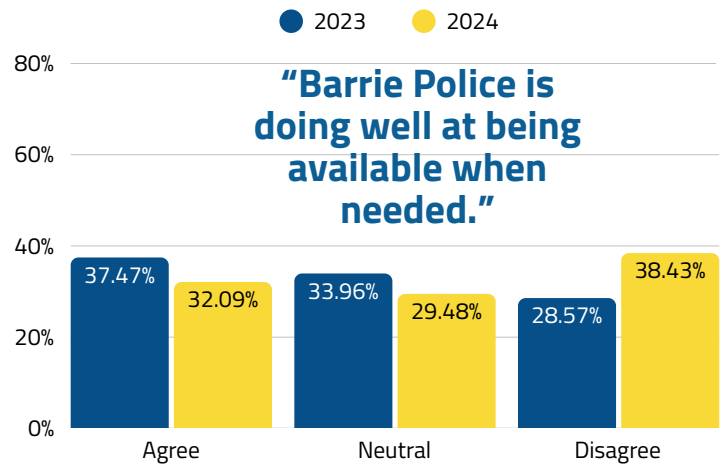
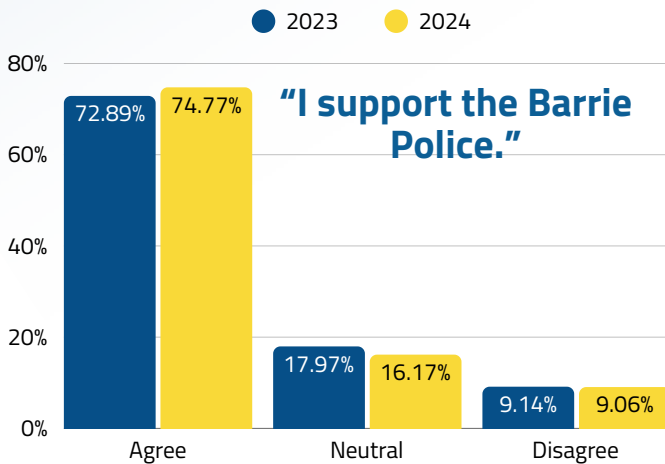
In 2024, a new member wellness initiative was launched that offered banked time in exchange for meeting with a mental health professional, which is covered by our extended health benefits for full-time members. This initiative is helping to remove the stigma associated with accessing mental health services, and create a more inclusive and compassionate environment.

Additionally, equity, diversity, and inclusion efforts were reinforced through partnerships with local organizations and educational workshops.

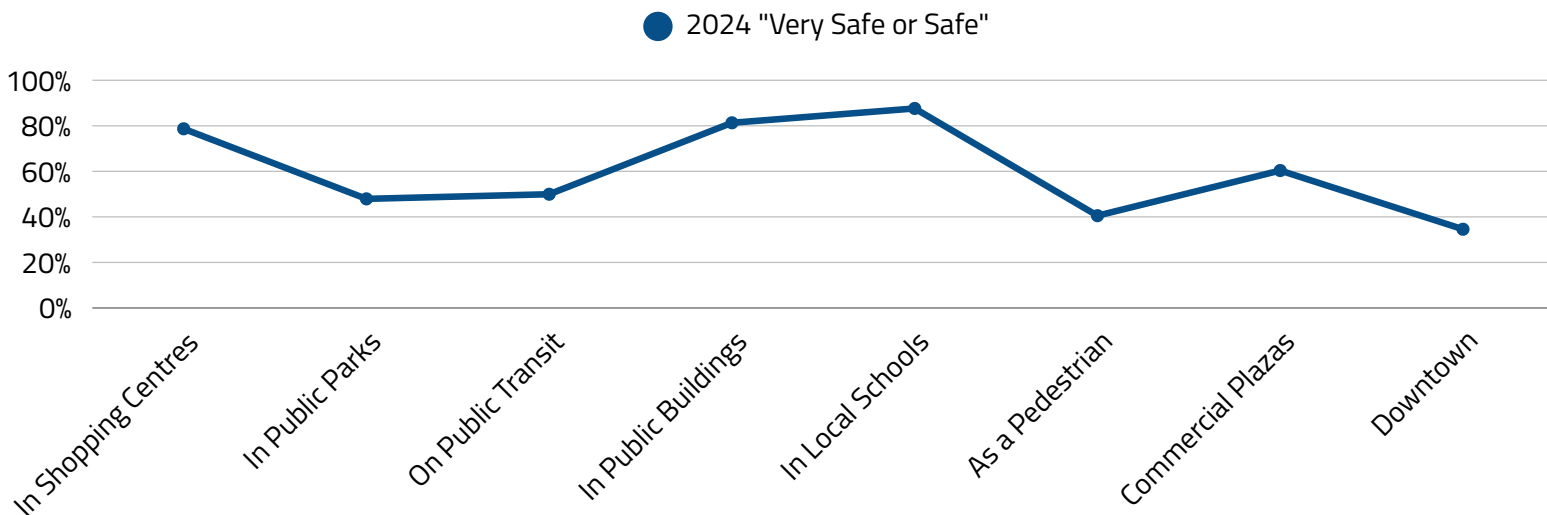


2024 COMMUNITY SAFETY SURVEY RESULTS

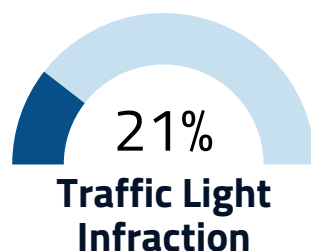
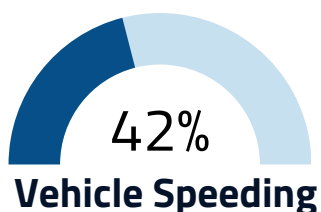
The Barrie Police Service has conducted the Barrie Police Service Community Safety Survey (CSS) since 2019. The 2024 CSS received 2,884 responses, a 2.8% increase from 2023, and 692% increase from 2019 at which time core questions have remained unchanged to ensure data is comparable year over year.



"Generally how safe do you feel in the city of Barrie in the following areas during the day:"



Primary Traffic Safety Concerns:



COMMUNITY SAFETY & WELL-BEING PLAN

The Barrie Police Service continues to be an active participant on the City of Barrie's Community Safety & Well-Being Plan committee. In 2024, the committee continued to work together to create a safer and healthier city while collaborating with community stakeholders to inform the new 2025-2029 plan.

The Barrie Police Service continues to work on specific actions from the inaugural plan including a social service campus and alternative justice centre. These exciting initiatives continue to move forward with a hope to be operational in 2025.

Fraud awareness presentations continue to be an important part of the Service's fraud prevention initiatives, and across the Service, members are working with community partners to strengthen situation tables.



DOWNTOWN VISIBILITY STRATEGY

In response to insights gathered from the 2023 Community Safety Survey, the Barrie Police Service launched an initiative to increase police presence and visibility throughout our downtown core in May 2024. The initiative expanded police presence to include waterfront trails, beaches and parks, especially during the busy summer months when call volumes significantly increase.

The Downtown Initiative deployed more sworn officers, special constables, auxiliary officers, and Citizens On Patrol members to Barrie's downtown to enhance safety through high-visibility patrols on foot, bikes, cruisers, and utility terrain vehicles. Operational hours were also extended to cover peak periods, and officers focused not only on visibility, but also on proactive engagement with the community. A key part of the plan was addressing open drug use through a "See It, Seize It, Support Them" approach, which targets illegal drug activity while being mindful of addiction and mental health challenges.

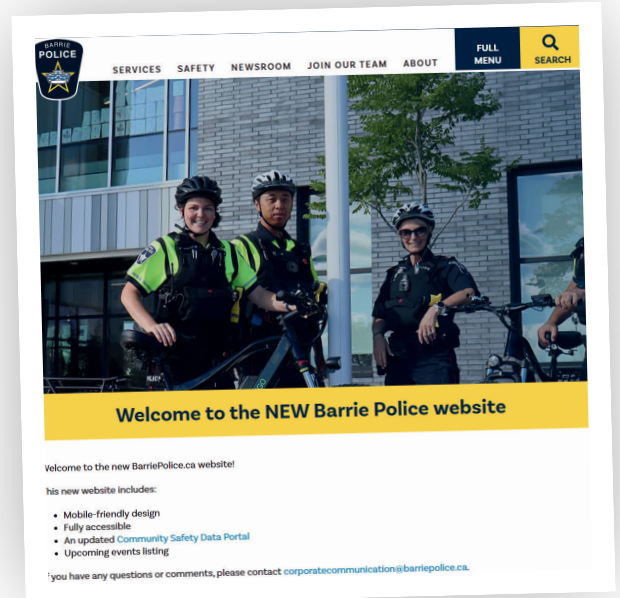
The Downtown Initiative emphasized that, despite higher reported instances of harm in the area, our downtown remains very safe, with the focus on preventing harm rather than merely reacting to it. By strengthening our presence and focusing on proactive strategies, the Barrie Police Service aims to foster a safe, welcoming, and vibrant environment that supports both the community's social life and its economic development.



CORPORATE COMMUNICATIONS

In 2024, the Service updated the [BarriePolice.ca](https://barriepolice.ca) website to be more mobile-friendly and launched an updated Community Safety Data Portal and events listing page.

These improvements aim to build greater transparency and strengthen trust between the police and the community.



SOCIAL MEDIA FOLLOWERS

50,262

Facebook

65,696

X (Twitter)

MEDIA RELEASES

200+

Media Releases Issued

FOLLOW US



@BarriePolice
@BPSRecruiter



@BarriePoliceService
@BPSCommunitySafety
@BPSRecruiting



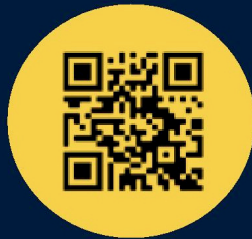
@BarriePolice
@RecruitBarriePolice



YouTube.com/c/BarriePoliceService



*committed to our community ▪ **engagé dans notre communauté** comprometido
com nossa comunidade ▪ zaangażowany w naszą społeczność
impegnato nella nostra comunità ▪ **comprometidos con nuestra comunidad**
forpligtet til vores samfund ▪ 致力于我们的社区
engagiert für unsere gemeinschaft ▪ **zaagitoomin endaayaang**
우리 공동체에 헌신 ▪ コミュニティーへの取り組み
cam kết với cộng đồng ▪ अपने समुदाय के लिए प्रतिबद्ध है
ਸਾਡੇ ਭਾਈਚਾਰੇ ਪ੍ਰਤੀ ਵਚਨਬੱਧ ▪ انعمت جمل لملعلا ب نيمزت لم ▪ **toplum ve muhitine bağlı**
відданий нашій громаді*



Learn more in the interactive 2024
Annual Report at **BPSAnnualReport.ca**



BARRIE POLICE SERVICE

110 Fairview Rd, Barrie ON L4N 8X8

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barriepolice.ca





BARRIE POLICE SERVICE BOARD REPORT

| | |
|---|----------------------------|
| ACTION: For Information | DATE: June 19, 2025 |
| PUBLIC | |
| SUBJECT: 2026 Budget Timeline | |
| PREPARED BY: Tyrell Turner, Finance Manager | |

Background

This report provides the Board with a timeline of the 2026 Budget development.

Budget Timeline

The following outlines the key dates related to the presentation and consideration of the Barrie Police Service's 2026 operating and capital budget:

Thursday, June 19 – Public deputations to the Barrie Police Services Board

Thursday, September 18 – Presentation of the proposed 2026 Budget to the Board

Monday, September 22 – Board discussion and deliberation on the proposed budget

Thursday, October 16 – Continued review of the proposed 2026 Budget

Wednesday, November 26 – Anticipated Service Partner presentation to Barrie City Council



BARRIE POLICE SERVICE BOARD REPORT

| | |
|--|---------------------------|
| ACTION: For Information | DATE: June 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:

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|----------------------------|---|
| 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. Upon conclusion of the review, LECA has agreed with the investigator's findings. |
| 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: | Concluded - File closed by LECA |
| Date Closed: | May 21, 2025 |
| Complaint Timeline: | Six months, 13 days. Professional Standards investigation completed in two months, seven days. |

| | |
|----------------------------|---|
| 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: | Concluded - File closed by LECA |
| Date Closed: | May 15, 2025 |
| Complaint Timeline: | Five months, four days. Professional Standards investigation completed in three months, 20 days. |

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|----------------------------|--|
| 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: | Concluded - File closed by LECA |
| Date Closed: | May 26, 2025 |
| Complaint Timeline: | Four months, five days. Professional Standards investigation completed in three months, 12 days. |

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|----------------------------|--|
| 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: | Four months, seven 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: | Concluded - File closed by LECA |
| Date Closed: | May 15, 2025 |
| Complaint Timeline: | Four months, 17 days. Professional Standards investigation completed in four months, three days. |

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|----------------------------|--|
| 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: | Investigative Report being authored. |
| 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: | Two months, 28 days - Open investigation |

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|----------------------------|---|
| 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: | Resolved - Via Informal Resolution on May 20, 2025. The investigator spoke with the Complainant who wanted the officers to know how he felt during the incidents. The officers acknowledged the Complainant's concerns, and it was discussed how they must always maintain professional. At the outcome, both parties were satisfied and agreed to the resolution |
| 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: | Conclusion pending LECA disposition |
| Date Closed: | N/A |
| Complaint Timeline: | Two months, 10 days. Professional Standards investigation completed in one month, 29 days. |

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|----------------------------|--|
| 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 |
| 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: | Two months, 11 days - Open investigation |

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|----------------------------|---|
| 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: | Resolved - Via Withdrawal on May 6, 2025. The investigator spoke with the Complainant and advised that the reason Barrie Police officers attended his residence was based on a warrant issued by another police service. The Complainant stated that his issue was not with Barrie Police, but with the police service who conducted the investigation that resulted in the warrant being executed. He was satisfied with the explanation and wished to withdraw the complaint. |
| 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: | Concluded - File closed by LECA |
| Date Closed: | May 16, 2025 |
| Complaint Timeline: | One month, 15 days. Professional Standards investigation completed in one month, five days. |

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|----------------------------|---|
| 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: | Resolved - Via Informal Resolution on June 3, 2025. The investigator spoke with the Complainant who advised that she wished that officers had contacted her by phone instead of knocking on her window. The officers acknowledged the Complainant's concerns and at the outcome both parties were satisfied and agreed to the resolution. |
| 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: | Conclusion pending LECA disposition |
| Date Closed: | N/A |
| Complaint Timeline: | One month, 20 days. Professional Standards investigation completed in one month, 20 days. |

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|----------------------------|--|
| Complaint Number: | PC 2025-29 |
| Date Filed to OIPRD: | March 13, 2025 |
| Received by PSB: | May 27, 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: | Four days - Open investigation |

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|----------------------------|---|
| 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: | One month, three days - Open investigation |

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|----------------------------|--|
| 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: | Unsubstantiated - Professional Standards Investigation completed on June 6, 2025 |
| 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: | Conclusion pending LECA disposition |
| Date Closed: | N/A |
| Complaint Timeline: | One month, seven days. Professional Standards investigation completed in one month, seven days. |

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|----------------------------|--|
| Complaint Number: | PC 2025-39 |
| Date Filed to OIPRD: | March 27, 2025 |
| Received by PSB: | May 5, 2025 |
| Conduct Complaint: | Neglects to do Duty, Conduct Undermines Public Trust |
| Allegation Date: | March 25, 2025 |
| Investigation Update: | Opening stages of Investigation |
| Initial Complaint Summary: | The Complainant contacted police to advise that his ex-wife was possible driving impaired by drugs with his children in the vehicle. He states he had to call back and was told that police had failed to locate the vehicle. The Complainant feels the police did not conduct a proper investigation. |
| Disposition: | Active |
| Date Closed: | N/A |
| Complaint Timeline: | One month, 26 days - Open investigation |

| | |
|----------------------------|---|
| Complaint Number: | PC 2025-44 |
| Date Filed to OIPRD: | April 30, 2025 |
| Received by PSB: | May 21, 2025 |
| Conduct Complaint: | Conduct Undermines Public Trust, Unnecessary Force, Fail to Provide Identifying Information Upon Request |
| Allegation Date: | March 28, 2025 |
| Investigation Update: | Unsubstantiated - Professional Standards investigation completed on June 4, 2025. |
| Initial Complaint Summary: | The Complainant states he saw two police cruisers side by side, when he passed them one officer activated his lights, and he advised they were taunting him. At that point he began filming them. The Complainant asked them to identify themselves with no response. He further states that one of the officers claimed to be going to a call and bumped him with the cruiser. |
| Disposition: | Conclusion pending LECA disposition |
| Date Closed: | N/A |
| Complaint Timeline: | 14 days. Professional Standards investigation completed in 14 days. |

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|----------------------------|--|
| Complaint Number: | PC 2025-46 |
| Date Filed to OIPRD: | April 28, 2025 |
| Received by PSB: | May 23, 2025 |
| Conduct Complaint: | Unnecessary Use of Force |
| Allegation Date: | April 28, 2025 |
| Investigation Update: | Investigative Report being written. |
| Initial Complaint Summary: | The Complainant states that while she was at Walmart, police attended and tasered a man who she believed had mental health issues. In her opinion it was excessive force, and that the situation was not handled properly. |
| Disposition: | Active |
| Date Closed: | N/A |
| Complaint Timeline: | Eight days - Open Investigation |

| | |
|----------------------------|---|
| Complaint Number: | PC 2025-47 |
| Date Filed to OIPRD: | April 28, 2025 |
| Received by PSB: | May 27, 2025 |
| Conduct Complaint: | Conduct Undermines Public Trust |
| Allegation Date: | May 1, 2025 |
| Investigation Update: | Opening stages of investigation. |
| Initial Complaint Summary: | The Complainant states that he was parked in his rental car out front of a Caribbean restaurant and that the only reason the officer pulled him over was because he was black. The Complainant feels that he was discriminated against due to his race. |
| Disposition: | Active |
| Date Closed: | N/A |
| Complaint Timeline: | Four days - Open Investigation |



BARRIE POLICE SERVICE BOARD REPORT

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|--|---------------------------|
| ACTION: For Information | DATE: June 9, 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. The below report covers the month of May 2025.

New Hires

| Name | Effective | Position |
|----------------------|--------------|--|
| Molly Jenne | May 5, 2025 | Full-time Records Clerk |
| Gwen Goodbrand | May 5, 2025 | Student |
| Natalie Rajack | May 5, 2025 | Student |
| Balpreet Badial | May 5, 2025 | Casual Special Constable |
| Nathan Cooper | May 5, 2025 | Casual Special Constable |
| Paige Cudnik | May 5, 2025 | Casual Special Constable |
| Angela De Carli | May 5, 2025 | Casual Special Constable |
| Calum Grenier | May 5, 2025 | Casual Special Constable |
| Ellie Hunt | May 5, 2025 | Casual Special Constable |
| Gaganpreet Kaur | May 5, 2025 | Casual Special Constable |
| Teagann-Tiree Lamont | May 5, 2025 | Casual Special Constable |
| Usama Mehmood | May 5, 2025 | Casual Special Constable |
| Myelle Palma | May 5, 2025 | Casual Special Constable |
| Dawson Raycraft | May 5, 2025 | Casual Special Constable |
| Jessica Ridout | May 5, 2025 | Casual Special Constable |
| Sara Thom | May 5, 2025 | Casual Special Constable |
| Hannah Weeks | May 5, 2025 | Casual Special Constable |
| Christopher Wong | May 5, 2025 | Casual Special Constable |
| Nicki Nguyen | May 12, 2025 | Contract Payroll, Administrative Assistant |

Police Constable Appointments

| Name | Effective | Position |
|---|-----------|----------|
| No police constable appointments to report. | | |



BARRIE POLICE SERVICE BOARD REPORT

Conversions to Full-time

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

Promotions

| Name | Effective | Position |
|--------------------------|-----------|----------|
| No promotions to report. | | |

Resignations

| Name | Effective | Position |
|------------------|-------------|----------------------------|
| Joshua Dunsworth | May 5, 2025 | Contract Strategic Planner |

Retirements

| Name | Effective | Position |
|---------------------------|-----------|----------|
| No retirements to report. | | |



BARRIE POLICE SERVICE BOARD REPORT

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|--|----------------------------|
| ACTION: For Information | DATE: June 19, 2025 |
| PUBLIC | |
| SUBJECT: Appointment of Special Constable and Auxiliary Members | |
| PREPARED BY: Angela Andrade Human Resources | |

BACKGROUND:

Pursuant to Section 42(1)(a) of the *Community Safety and Policing Act* the Board may establish a Committee to delegate any of the Board's powers under the *Community Safety and Policing Act* to the Committee. On June 13, 2025, the Appointments Committee received the names of the following individuals for appointment as Special Constables and Auxiliary members. All were subsequently appointed.

NEW MEMBERS:

Special Constables

Balpreet Badial
Nathan Cooper
Paige Cudnik
Angela De Carli
Calum Grenier
Ellie Hunt
Gaganpreet Kaur
Teagann-Tiree Lamont

Usama Mehmood
Myelle Palma
Dawson Raycraft
Jessica Ridout
Sara Thom
Hannah Weeks
Christopher Wong

Auxiliary Members

Balpreet Badial
Calum Grenier
Ellie Hunt
Teagann-Tiree Lamont
Usama Mehmood
Myelle Palma
Dawson Raycraft
Hannah Week



BARRIE POLICE SERVICE BOARD REPORT

| | |
|--|----------------------------|
| ACTION: For Approval | DATE: June 19, 2025 |
| PUBLIC | |
| SUBJECT: Police Constable Appointments | |
| PREPARED BY: Angela Andrade Human Resources | |

BACKGROUND:

The Ministry has requested that the Board provide a list of new Police Constables of the Barrie Police Service along with a Board motion officially appointing them as such per Section 83(1) of the *Community Safety and Policing Act*.

MEMBER:

Mario Chiodo
Abigail Couce
Hayley Lorimer
Matthew McGill
Lee Perelli
Scott Randall

FINANCIAL IMPACT:

Cost of initial training and uniforms.

RECOMMENDATION:

That the Board officially approve the appointment of these members as Police Constables of the Barrie Police Service as per Section 83(4) of the *Community Safety and Policing Act*.

**POLICY NO. 22
USE OF FORCE AND WEAPONS**

Table of Contents

| <u>Section No.</u> | | <u>Page No.</u> |
|---------------------------|--------------------------|------------------------|
| 1.0 | Preamble | 1 |
| 2.0 | Definitions | 1 |
| 3.0 | Policy..... | 1 |

Related BPS Procedures

- [Procedure #56 – Use of Force](#)
- [Community Safety & Policing Act](#)
- [O. Reg. 391/23 – Use of Force & Equipment](#)

1.0 Preamble

- 1.1 As prescribed in the [Community Safety & Policing Act](#) and through [Regulation 391/23](#) the Barrie Police Service Board shall establish policy(ies) consistent with the *Act, Regulation(s)* and any other applicable legislation.

2.0 Definitions

- 2.1 **Board** – shall mean the Barrie Police Service Board.
- 2.2 **BPS** – the acronym for the Barrie Police Service.
- 2.3 **Chief** – shall mean the Chief of Police.

3.0 Policy

- 3.1 It is the policy of the Board to ensure:
- 3.1.1 The Chief has procedures in place regarding the use of force and equipment for BPS Members.
- 3.1.2 The Chief reviews their procedures on use of force and equipment annually.
- 3.1.3 The Chief provides the Board with annual report that analyzes the data from Use of Force Reports, regarding the use of force by BPS Members and identifying any trends.
- 3.1.4 The report listed in [subsection 3.1.2](#) is placed on the Internet.

3.2 It is the policy of the Board with respect to UOF that the Chief of Police will:

3.2.1 Ensure that BPS Members do not use a weapon other than a firearm, with the exception of those used on another Member in the course of a training exercise in accordance with procedures, unless:

3.2.1.1 That type of weapon has been approved for use by the Solicitor General.

3.2.1.2 The weapon conforms to technical standards established by the Solicitor General.

3.2.1.3 The weapon is used in accordance with standards established by the Solicitor General.

3.2.2 Ensure that, at minimum, BPS Police Officers are:

3.2.2.1 Issued a handgun that meets the technical specifications set out in [O. Reg. 391/23](#).

3.2.2.2 Issued oleoresin capicum aerosol spray.

3.2.2.3 Issued a baton.

3.2.2.4 Trained in:

3.2.2.4.1 Officer safety.

3.2.2.4.2 Communication.

3.2.2.4.3 Handcuffing.

3.2.2.4.4 Physical control techniques.

3.2.2.5 Ensure that BPS Members do not:

3.2.2.5.1 Use force on another person unless they have successfully completed a training course on the UOF.

3.2.2.5.2 Carry a firearm unless they have successfully completed a training course on the use of firearms and are competent in the use of the firearm.

3.2.2.6 Ensure that at least once every 12 months, BPS Members:

3.2.2.6.1 Who may be required to use force on other persons receive training on that UOF.

3.2.2.6.2 Authorized to carry a firearm, receive training on the use of firearms.

3.2.2.7 Permit the use of reasonable weapons of opportunity by BPS Officers when none of the approved options are available or appropriate to defend themselves or Members of the Public.

3.2.2.8 Establish procedures consistent with the requirements of the [O. Reg. 391/23](#).

3.2.2.9 Immediately cause an investigation to be made where a BPS Member unintentionally or intentionally discharges their firearm, except on a target range or in the course of weapon maintenance.

- 3.2.2.10 Immediately cause an investigation and file a report to the Board where a BPS Member, by the discharge of a firearm in the performance of their duty, kills or injures another person.
- 3.2.2.11 Promptly report to the Board when they discharge their firearm in the course of their duties.
- 3.2.2.12 Ensure that a written record is maintained of the training courses taken by BPS Members on UOF and the use of firearms.
- 3.2.2.13 Ensure the reporting of UOF by BPS Members in accordance with the [O. Reg. 391/23](#).
- 3.2.2.14 Ensure the ongoing review and evaluation of local UOF procedures, training, and reporting.
- 3.2.2.15 Provide a copy of BPS' Annual UOF Study to the Board for review and ensure the availability of the study to the community.

Dated this _____ day of _____, 20____.

Board Chair

Board Administrator

**POLICY NO. 23
CRITICAL POINTS**

Table of Contents

| <u>Section No.</u> | | <u>Page No.</u> |
|---------------------------|---|------------------------|
| 1.0 | Preamble | 1 |
| 2.0 | Definitions..... | 1 |
| 3.0 | Guiding Principles | 2 |
| 4.0 | Purpose | 3 |
| 5.0 | Reporting on Critical Points | 3 |
| 6.0 | Identification of Critical Points to the Board..... | 4 |
| 7.0 | Chief's Autonomy | 4 |
| 8.0 | Training | 4 |
| 9.0 | Public Reporting | 4 |

Related BPS Procedures

- [Procedure #10](#) – Missing Persons
- [Procedure #32](#) – Public and Chief's Complaints
- [Procedure #40](#) – Bomb Threats, Found Explosives & Explosions
- [Procedure #76](#) – Critical Incidents
- [Procedure #83](#) – Complaints Against Special Constables
- [Procedure #98](#) – Active Shooter/Attacker Incidents
- [Procedure #100](#) – Respectful Workplace
- [Procedure #162](#) – Emergency Planning
- [Procedure #165](#) – Pandemic Continuity Plan
- [Community Safety & Policing Act](#)

1.0 Preamble

- 1.1 As prescribed in the [Community Safety & Policing Act](#) and through [Regulation 391/23](#) the Barrie Police Service Board shall establish policy(ies) consistent with the *Act, Regulation(s)* and any other applicable legislation.

2.0 Definitions

- 2.1 **Board** – shall mean the Barrie Police Service Board.
- 2.2 **BPS** – the acronym for the Barrie Police Service.
- 2.3 **Chair** - shall mean the Board Chair.
- 2.4 **Chief** – shall mean the Chief of Police.

2.5 **Critical Point** – a matter of strategic significance that is time-sensitive and which rapidly elevates the Board’s operational, financial, reputational or other enterprise risk, and, therefore, calls for the Board’s immediate attention and/or preparedness to act.

2.6 **Senior Officers** – includes:

2.6.1 The Chief.

2.6.2 The Deputy Chief.

2.6.3 Inspectors.

3.0 Guiding Principles

3.1 Information sharing between BPS and the Board is foundational to the Board’s effective execution of its oversight responsibilities. Information sharing is crucial during times of elevated organizational risk, such as when facing large-scale events.

3.2 This policy defines Critical Points and sets out a process to guide the Chief and the Board in identifying them, and ensuring that the flow of relevant information from BPS to the Board, so that the Board can most effectively carry out its oversight and governance role, including creating and amending Board policies, setting priorities, asking questions, and providing non-binding advice in relation to operational matters.

3.3 Some examples of Critical Points include, but are not limited to:

3.3.1 Large scale operations or events for which advance planning and approval by the BPS’s Leadership Team is required.

3.3.2 Events or operations that are likely to have a material impact on BPS’s relationship with, and service to, marginalized and vulnerable communities.

3.3.3 Events or operations that raise significant questions of public policy, or workplace discrimination or harassment, against individual BPS members and BPS, and findings by other tribunals related to discrimination, where such complaints of findings raise significant systemic issues.

3.4 The Board acknowledges there are limits to the direction that they may give to the Chief, and the importance of respecting those limits.

3.5 The Board is prohibited by law from directing the Chief with respect to specific investigations, or the conduct of specific operations; therefore, while the Board may set objectives and priorities for the policing of a Critical Point, the Chief has the authority to determine the methods by which the objective, priority or outcome will be achieved.

3.6 This policy shall not prevent or restrict BPS from exercising its policing powers and authorities, in emergent circumstances, to protect community safety.

4.0 Purpose

4.1 The purpose of this policy is to:

- 4.1.1 Define the term of Critical Point and provide clear and consistent assessment criteria for use in identifying Critical Points as they arise.
- 4.1.2 Describe the type of information the Board requires from the Chief to assess potential Critical Points.
- 4.1.3 Describe the information sharing process between the Board the BPS when a Critical Point has been identified/confirmed.
- 4.1.4 Strengthen oversight of BPS, consistent with the Board's legislative responsibilities.
- 4.1.5 Ensure accountability of BPS and the Board.
- 4.1.6 Ensure that the Chief can discharge their duties according to law.

5.0 Reporting on Critical Points

5.1 The Chief shall inform the Chair or their designate of any situation in which the Chief believes a Critical Point has emerged or is likely to emerge and provide the Chair, in writing, with further information regarding the Critical Point, including as appropriate:

- 5.1.1 The general nature of the Critical Point.
- 5.1.2 The elevated risk(s) posed by the Critical Point.
- 5.1.3 Relevant operational and other information necessary for the Board to understand the details of the Critical Point, including an outline of the operational plan, and continuity of service plans.
- 5.1.4 Any plan to involve other organizations, including, in the case of other law enforcement agencies, recommendations to the Board to make requests of other Police Service Boards or the Ontario Provincial Police Commissioner.
- 5.1.5 An estimate of the financial impact.
- 5.1.6 Relevant legislation and other legal requirements that may apply including the need for additional authorities.
- 5.1.7 Any ongoing considerations, including resources needed, or policy impacts.

5.2 The Chair shall share the information provided by the Chief with Board members, all of which shall be held in the strictest of confidence.

5.3 The Chair, in consultation with the Board members, and in accordance with the Board's procedural by-law, will determine whether there is a need to obtain additional information, create or amend Board policies, and/or provide direction to the Chief in accordance with the Board's policies, duties and responsibilities, including setting objectives and priorities, and if so, whether to call a Special Meeting of the Board, or to include the Critical Point as an item on the Agenda of the Board's next regularly scheduled Board meeting.

5.4 The Chief shall continue to update the Board, through the Chair, on any significant developments, including once the Chief determines that the Critical Point has concluded. In consultation with the Board members, the Chair may call a Special Meeting of the Board at any time or include an item on the Agenda of a regularly scheduled Board meeting, to discuss the Critical Point.

6.0 Identification of Critical Points to the Board

- 6.1 When the Chair believes, or is advised by a Board member(s) that they believe, that a planned or anticipated event may constitute a Critical Point, the Chair shall request the Chief to consider whether, in their opinion, the event may meet the definition of a Critical Point, and either report to the Board in accordance with this policy, or, alternatively, provide to the Chair reasons that the event in question does not meet the definition of a Critical Point.

7.0 Chief's Autonomy

- 7.1 Once the Board has been given the opportunity to set objectives, ask questions, and provide non-binding advice in relation to operational matters, where applicable, the Chief shall maintain the autonomy to finalize and execute the plans.
- 7.2 If, during the duration of a Critical Point, the Board concludes that, in its view, the objectives are not being achieved, the Board shall inform the Chief of its conclusion; however, the Chief shall remain autonomous in determining the appropriate execution of the plans to achieve the mission, objectives and priorities.

8.0 Training

- 8.1 The Chief shall provide training to ensure that all Senior Officers are trained to recognize the circumstances that may lead to a Critical Point, and to inform the Chief or designate when a potential Critical Point is identified.
- 8.2 The Board shall ensure that all new Board members receive training to understand the definition of a Critical Point and effectively understand their responsibilities with regards to the consideration of Critical Points.

9.0 Public Reporting

- 9.1 Subject to operational considerations and the advice of the Chief, the Board will publicly disclose, where it is possible to do so without risking the effectiveness of the operation or any other operations, the safety of BPS members or members of the public, or any other operational considerations raised by the Chief:
- 9.1.1 The nature of the operational matter related to a Critical Point.
 - 9.1.2 Any directions given to the Chief related to the Critical Point.

Dated this _____ day of _____, 20____.

Board Chair

Board Administrator