

**BRANTFORD POLICE SERVICES BOARD
AGENDA
THURSDAY, JUNE 26, 2025 – 9:00 A.M.
BOARDROOM, 344 ELGIN STREET, BRANTFORD**

Allan Lovett in the Chair

ROLL CALL

1. PRESENTATIONS/DELEGATIONS

Presentation

- 1.1 Matthew Lumsden, Strategic Account Executive - Verra Mobility (Redflex Traffic Systems) re. Noise Monitoring System

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

3.1 Issues Update – Interim Deputy Chief Paolini

Attached (2) Reports

3.1.1 Police Station Renovation Project Update

THAT the report from Interim Deputy Chief Paoloni dated June 17, 2025 regarding 344 Elgin Street Construction Update BE RECEIVED.

3.1.2 Monthly Statistical Analysis

THAT the report from Interim Deputy Chief Paolini dated June 18, 2025 regarding Monthly Statistical Analysis (up to June 2025) BE RECEIVED.

3.2 Issues Updates – Chief Saunders

Attached (1) Reports

3.2.1 Annual Review of the 2023-2027 Strategic Plan

THAT the report from Inspector K. Reeder dated June 6, 2025 regarding Annual Review of 2023-2027 Strategic Plan BE RECEIVED.

3.3 Financial Reports

3.3.1 Monthly Financial Reports

THAT the following Financial Reports dated June 12, 2025 BE RECEIVED:

- Auction Proceeds Trust Account – current to June 16, 2025;
- Police Seized Currency Trust account – current to June 16, 2025;
- Year to Date Variance Report – current to June 7, 2025
- Monthly Overtime Report - current to May 31, 2025.

3.3.2 2024 Final Year-End Surplus

THAT the report from Inspector K. Bell-Samson dated June 9, 2025 regarding 2024 Final Year-End Surplus BE RECEIVED and the surplus BE TRANSFERRED to Police Reserves (RF0490) as per Board Policy.

3.4 Brantford Police Service Board Policy Manual – Review and Updates

THAT the report from Virginia Kershaw, Executive Assistant dated June 26, 2025 regarding Brantford Police Services Board Policy Manual – Review and Updates BE RECEIVED; and

THAT all updated and new Brantford Police Services Board Policies, detailed in this Report and presented at the June 26, 2025 Board Meeting, BE APPROVED.

4. CONSENT ITEMS

4.1 Minutes

THAT the May 30, 2025 Regular Police Services Board Minutes and June 7, 2025 Special Police Services Board Minutes BE APPROVED.

4.2 Annual Reports

THAT the following Annual Report(s) BE RECEIVED:

- 4.2.1 Accessibility Standards Report.
- 4.2.2 2024 Annual Report

5. NEW BUSINESS

5.1 Chair Update on Activities on behalf of Board – (no copy)

5.2 New Business Matters from Members of the Board (no copy)

6. RESOLUTIONS

7. NOTICES OF MOTION

8. NEXT MEETING DATE

September 25, 2026 (July & August/Call of the Chair)

9. ADJOURNMENT



BOARD REPORT

Date: June 17, 2025

To: Chair and Members
Brantford Police Services Board

From: Rich Paolini
Interim Deputy Chief

Subject: Construction Update Report (Christina Bergman)
Construction Progress Chart (Rich Paolini)

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PURPOSE:

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

BACKGROUND:

Construction continues at 344 Elgin Street and stakeholders continue to meet on a regular basis. The following information was reported by Melloul-Blamey on June 4, 2025:

Construction Activities Weeks of May 26 to June 06, 2025:

Block A (3 Storey North Tower Addition)

- Vapour barrier installed in advance of insulation for roof
- Exterior wall sheathing continuing
- Exterior wall vapour barrier underway
- Window frame & curtainwall installation continues, all glazing has been delivered
- Electrical conduit & Mechanical rough-ins continuing
- Sprinkler rough-ins underway
- Fireproofing continuing
- Masonry complete
- Elevator pit topping poured, elevator openings hoarded
- Interior framing started with focus on 3rd Floor framing & rough-ins, then moving down
- Solar panels and Solar PV drawings are in process

Block B (Garage Area, Detention area, Generator Room)

- Mechanical & Electrical rough-ins & installations continue
- Sprinkler installations started
- Sanitary sump pit installed
- Rainwater leader rough-ins underway
- Interior Steel stud walls & boarding continuing, taping started
- Cell floor topping poured and complete
- Exterior insulation installations started
- Generator Electrical Room equipment being installed
- All housekeeping pads poured in Generator Room
- Temporary Booking Area is in design development

Construction Activities Anticipated June through August 2025:

Block A (3 Storey North Tower Addition)

- New tapered insulation, followed by remaining roofing
- Exterior sheathing & aluminum framing to continue
- Window & curtainwall to continue, glass installations to start
- Interior framing to continue on 3rd Floor
- Electrical wall rough-ins to start
- Fireproofing to continue, spray foam at 3rd Floor
- Elevator pit waterproofing
- Electrical, Mechanical & sprinkler installations to continue
- Cabling rough-ins
- South side tie-ins
- Chiller framing (posts ordered)
- Window installations to be complete
- Interior framing & boarding to continue
- Composite panels to be installed
- South side reinforcing

Block B (Garage Area, Detention area, Generator Room)

- Tapered insulation rework (using Building A sheets)
- Removal of roof parapet, roofing tie-ins
- Mechanical & Electrical rough-ins & installations continue
- Interior steel stud framing, boarding & taping to continue
- Sanitary sump concrete cap to be poured
- Mason to return for openings
- Siding installations to commence
- Existing Building Forensics area hoarding wall
- Overhead door installations
- Siding to be completed
- Generator Room equipment deliveries

- Sprinkler installations started

These construction activities will continue into the end of August 2025. No delays of concern are expected.

The project remains on budget. The City has requested that the consultant review and monitor potential issues and complexities around tariffs, and cost avoidance has been realized for certain material orders. Value Engineering efforts are continually in progress.

See the attached Appendix A - Construction Progress Chart.

RECOMMENDATION:

The Board receives the Construction Update Report.

Behind Schedule

Complete

Project start date: 2024-06-10

Scrolling increment: 344

[illegible]



BOARD REPORT

Date: June 18, 2025

To: Chair and Members
Brantford Police Services Board

From: Rich Paolini
Interim Deputy Chief

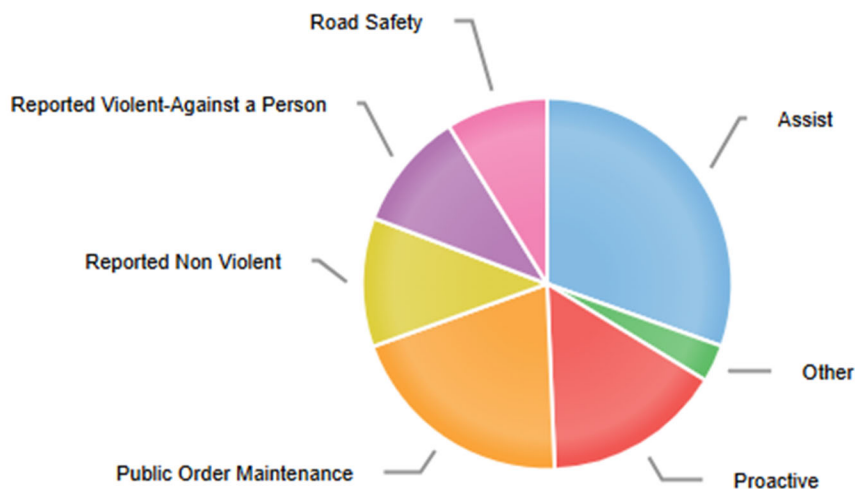
Subject: Monthly Statistical Analysis.

PURPOSE:

To provide the Brantford Police Service Board with a high-level statistical report on the activities of the Service up to June 2025.

BACKGROUND:

Most occurrences to date are in the "Assist" category (31.44%). The top three occurrences in this category are 9-1-1 calls (35.44%), compassion to locate (22.61%), and assist other Service (11.55%). The remainder of the occurrences consist of various other types, including missing person, child custody access, and injured/sick persons.



Occurrence counts for a two-week period, month-to-date and year-to-date compared to the averages of the previous five years are provided below. This data is intended to provide a high-level overview only.

	Jun 01-15 2025	Jun 01-15 Hist. AVG	Jun 2025 to Date	Jun 2024 to Date	2025 YTD	YTD Hist. AVG	
Property Occurrences	Occurrence						
	Break and Enter Totals*	14	21	14	12	128	210
	Break and Enters - Residential	7	11	7	9	57	115
	Break and Enters - Commercial	3	7	3	3	43	68
	Theft Under - Shoplifting	22	19	22	25	343	284
	Theft Under - Theft from Vehicles	21	21	21	15	171	242
	Theft Motor Vehicle	10	7	10	5	121	75
Public Disorder	Occurrence						
	Unwanted Person Total*	130	123	130	172	1653	1233
	Disturbances Total*	7	13	7	8	78	115
	Liquor Offences Total*	0	6	0	1	20	17
	Liquor Offences - Licensed	0	0	0	0	0	1
	Intoxicated Person Total*	10	10	10	5	66	80
	Intoxicated Person - Taken into Custody	2	2	2	0	18	19
Violent Occurrences	Occurrence						
	Robbery Total*	3	2	3	2	26	28
	Robbery - Commercial	1	3	1	0	3	9
	Robbery - Person on Person	1	1	1	2	14	15
	Assaults Totals *	16	20	16	24	201	197
	Offensive Weapons Total*	4	7	4	6	45	55
	Offensive Weapons - Possession of Weapons*	0	4	0	3	9	28
	Domestic Disputes Total*	76	68	76	60	707	652
	Domestic Others Total*	41	28	41	25	353	306
	Elder Abuse Total*	1	2	1	0	5	4
	Elder Abuse - Mandatory Reporting	0	0	0	0	0	1

Fraud	Number of Occurrences						
	Fraud Financial Institution Total*	0	4	0	3	1	37
	Fraud Financial Inst. - Credit Card Fraud	0	4	0	3	1	32
	General Fraud Total*	19	16	19	18	219	160
	General Fraud - Utter Forged Documents	4	2	4	2	19	21
	General Fraud - False Pretences	4	3	4	4	27	36
	General Fraud - Internet Fraud	1	8	1	9	38	64
	Counterfeit Total*	2	1	2	1	72	12
	Personal Fraud Total*	5	4	5	2	107	48
	Personal Fraud - Identity Theft	5	2	5	0	103	33
	Personal Fraud - Identity Fraud	0	4	0	2	3	15

Three occurrence types are trending upward over the last 30 days when compared to the year-to-date historical average over five years: Assault, Robbery, and Thefts. Theft of Motor Vehicle has been trending down over the same period. The BPS continues to dedicate resources to address these occurrences, including:

- Project Overwatch will address auto theft investigations and recovery.
- Strengthening existing relationships with stakeholders to address domestic violence.

Occurrence data along with other reporting methods assist police to determine the most efficient use of police resources. Developing trends or changes are used by planners to develop programs and strategies to address public safety issues and crime preventions initiatives.

RECOMMENDATION:

The Board receives the Monthly Statistical Analysis Report.



Date: June 5, 2025

To: Chair and Members
Brantford Police Services Board

From: Inspector Kevin Reeder

Subject: Annual Review of the 2023-2027 Strategic Plan

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PURPOSE:

Section 12(1) of Ontario Regulation 399/23 of the *Community Safety and Policing Act* (CSPA) requires the Chief of Police to share an annual report with the Police Services Board relating to activities of the police service during the previous fiscal year, including implementation of the strategic plan prepared and adopted by the Police Services Board under section 391(1) of the CSPA.

This report will fulfill this requirement and provide an update to the board on the progress of implementing the 2023-2027 Strategic Plan.

BACKGROUND:

In October 2024, the Chief of Police and Police Services Board finalized the 2023-2027 Strategic Plan.

Previous inspections by the Ministry suggested a checklist style of report be used to monitor and track performance objectives. A checklist identifying key priorities and objectives of the plan will be used to report the progress and is listed as Appendix "A".

RECOMMENDATIONS:

Board receives the report.

Appendix “A”

2023-2027 Strategic Plan KEY PRIORITIES & OBJECTIVES

Objective #1: Prevent and Reduce Crime and Increase Community Safety

1.1 Optimize response and deployment strategies to implement an effective approach to public safety		
Initiatives:	Ongoing	Complete
• Conduct a review of existing practices and update policies as needed	X	
• Explore opportunities to improve community safety through enhancement of the Special Constable Program		X
• Maximize the efficiency of the Alternative Response Unit (ARU) program	X	
• Review current zone deployment as a function of community patrol and emergency calls for service	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Conduct analysis of calls referred to other corporate entities (By-law, Special Constable etc)	X	
• Conduct a community satisfaction survey	X	
• Conduct analysis of emergency calls for service and community patrol effectiveness	X	
• Community satisfaction in efficiencies with service provided	X	

1.2 Enhance road safety program, including prevention measures and enforcement		
Initiatives:	Ongoing	Complete
• Review existing road safety policies and update as needed		X
• Support the City of Brantford's "Vision Zero" initiative	X	
• Ensure effective community enforcement measures including Reduce Impaired Driving Everywhere (RIDE) programs		X
• Ensure effective community awareness of enforcement measures	X	
• Implement measures to address traffic-related noise pollution and nuisance vehicles	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Analyze year over year change in traffic collisions resulting in injury and fatality	X	
• Analyze year over year number of drivers educated	X	
• Achieve a year over year increase in Reduce Impaired Driving Everywhere (RIDE) programs	X	
• Increase the number of prevention campaigns promoted through social media (commercial vehicle blitz, etc.)		X

1.3 Optimize the Special Constable Program		
Initiatives:	Ongoing	Complete
• Review the existing Special Constable Program and expand scope as needed		X
• Develop a Special Constable role within the Forensic Unit to enhance investigation capabilities		X
• Assess viability of zone deployment for low threshold offences	X	

• Explore using Special Constables as School Resource Officers	X	
• Review the process of prisoner transport to facilities	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Maximize duties taken on by Special Constables in compliance with the Community Safety and Policing Act, 2019		X

1.4 Seek additional opportunities to collaborate with policing partners in neighbouring jurisdictions to enhance community safety

Initiatives:	Ongoing	Complete
• Utilize appropriate resources for organized crime investigations and to suppress violent crime		X
• Review participation in additional specialty units such as the Organized Crime Towing and Auto Theft Team		X
• Support multi-agency efforts	X	
• Liaise with Federal and Provincial agencies to explore additional collaboration opportunities		X
KPIs (Activities/Outcomes):	Ongoing	Complete
• Analyze number of officers deployed to special projects, secondments		X
• Analyze number of investigative probes		X
• Analyze number of collaborations with other policing partners	X	
• Report to the Board on annual crime rates and analyzed trends	X	

1.5 Collaborate and implement key aspects of the Community Safety and Well-Being Plan

Initiatives:	Ongoing	Complete
• Introduce measures to achieve specific goals from the Community Safety and Well-Being Plan	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Conduct a year over year analysis of the Community Safety and Well-Being Plan and identify which objectives have been achieved	X	

1.6 Ensure adequate and effective courthouse security

Initiatives:	Ongoing	Complete
• Ensure appropriate resources are applied for courthouse security	X	
• Analyze the use of Special Constables to focus on courthouse security to meet increased demand	X	
• Review courthouse security service delivery to improve service	X	
• Review and implement a new shift schedule to enhance quality of life for officers		X
KPIs (Activities/Outcomes):	Ongoing	Complete
• Analyze year over year resources	X	
• Ensure a safe and supported courthouse	X	

Objective #2: Improve Trust and Deepen Community Partnerships

2.1 Increase capacity to respond to mental health and addiction calls for service, in collaboration with community partners		
Initiatives:	Ongoing	Complete
• Conduct a service delivery review involving Brantford General Hospital	X	
• Seek funding to expand MobileCrisis Rapid Response Team to 24/7 capacity	X	
• Expand community engagement to improve relationships and interactions with vulnerable persons	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Analyze completion data	X	
• Increase number of referrals	X	
• Supportive approach to vulnerable population	X	

2.2 Improve Capacity to address the needs of vulnerable populations and victims in collaboration with community partners		
Initiatives:	Ongoing	Complete
• Reinstatement of a crime prevention officer program with an emphasis on providing assistance to vulnerable persons		X
• Conduct presentations for seniors on fraud risk avoidance and situational awareness	X	
• Work with community partners to better assist the unhoused and those facing addictions issues	X	
• Promote involvement of BPS officers on various community boards and organizations	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Analyze number of cases assigned to unit	X	
• Collaborate with Brant Community Response Team (BCRT)	X	
• Analyze HealthIM data	X	
• Seek community feedback from victims, persons requiring police assistance, and service provision partners	X	
• Improve capacity to address the needs of vulnerable populations and victims in collaboration with community partners	X	

2.3 Improve trust and build relationships with diverse communities and youth		
Initiatives:	Ongoing	Complete
• Enhance engagement with communities including racialized groups and Indigenous groups (First Nations, Inuit, and Metis)	X	
• Explore opportunities to reinstate School Resource Officers and seek opportunities to prevent and reduce youth crime		X
• Expand community engagement in areas with high calls for service levels through the micro-hub program and address specific problems to improve community patrol		X
• Encourage participation in activities involving youth	X	
KPIs (Activities/Outcomes):	Ongoing	Complete

• Increase number of youth involved in programs	X	
• Increase number of partnerships and liaisons with community groups	X	

2.4 Strengthen volunteer and partner programs that leverage our capacity to deliver services		
Initiatives:	Ongoing	Complete
• Restructure volunteer programming such as Auxiliary Officers and the Citizens on Patrol Program	X	
• Increase capabilities by training and empowering volunteers	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Increase number of volunteer hours per year	X	
• Explore feasibility of new volunteer programs	X	
• Increase number of Auxiliary Officers in program		X
• Increase number of hours and officers committed to volunteer engagement	X	

2.5 Modernize and expand external communications to increase trust, allow for reporting on community satisfaction, and build support for front line policing activities		
Initiatives:	Ongoing	Complete
• Develop and implement a communications strategy	X	
• Develop and implement a new branding strategy	X	
• Seek to expand engagement opportunities including: ○ Town Hall or Focus Group sessions ○ Law Enforcement Torch Run to raise funds for Special Olympics ○ Hosting Special Olympics Summer Games (2025)	X	
• Increase social media presence		X
• Launch external dashboard to provide easy public access to information and statistics	X	
• Implement mechanisms to allow for the public to communicate satisfaction with policing	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Modernize website to enhance visibility and ease of access to information for public		X
• Utilize analytics to maximize effectiveness of communications	X	
• Effective partner agencies	X	
• Ensure community involvement	X	
• Ensure effective public engagement	X	

Objective #3: Improve Workplace Culture and Achieve Organizational Excellence

3.1 Create a strategy to ensure sufficient human resources that deliver adequate and effective policing through improved resource planning		
Initiatives:	Ongoing	Complete
• Develop a strategy which includes all aspects of HR from recruitment, training, and retention	X	
• Develop programming and policies designed to stabilize deployment and encourage retention of sworn and civilian members	X	

Increase use of Special Constables to alleviate overtime and workload on sworn officers	X	
Complete Joint Job Evaluation process and review outcome		X
KPIs (Activities/Outcomes):	Ongoing	Complete
Analyze year over year adherence to benchmarks in HR strategy	X	
Analyze year over year retention of employees	X	
Recruit experienced officers and enhance hires within the existing compliment	X	
Achieve benchmarking of roles between Special Constables and Sworn Officers	X	

3.2 Modernize recruitment and onboarding practices to reflect diversity and inclusion within the Service

Initiatives:	Ongoing	Complete
Review and update HR policies, processes, and questions with an EDI lens to identify and remove systemic barriers	X	
Develop a transparent recruitment plan that is equitable and fair	X	
Conduct targeted recruiting campaigns (civilian and sworn) to help identify diverse candidates	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
Analyze year over year reporting on strategic plan	X	
Analyze self-disclosure from persons who may identify from diverse groups	X	
Measure attendance, actual applications, and actual hires	X	
Have a robust recruitment plan that removes barriers and attracts quality employees	X	

3.3 Update and implement policies to facilitate a culture of mutual respect and recognize diversity in the workplace

Initiatives:	Ongoing	Complete
Develop improved Equity, Diversity, and Inclusion (EDI) programming that includes best practices for interactions with youth, members of racialized groups, and Indigenous communities.	X	
Create a Chief's advisory board made up of diverse leaders from within the community		X
Reinstate officer exchange programs to increase awareness between Six Nations Police and BPS	X	
Support and enhance the current Wellness Committee	X	
Enhance internal support networks	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
Track and expand initiatives supported by the EDI and Wellness Committees	X	
Creation of advisory board that provides feedback to the Chief on matters impacting the community.	X	

3.4 Continue to promote member health and wellness and resilience to PTSD, occupational injury, and long-term disability

Initiatives:	Ongoing	Complete
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Seek operational savings through review of redundant polices, tools, and infrastructure	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
Year over year analysis of access to peer support, sick time, WSIB claims, etc.	X	

3.5 Enhance operational readiness and emergency preparedness through access to training, tools, and resources		
Initiatives:	Ongoing	Complete
Conduct a review of training, tools, and resources and update as needed	X	
Improve Operational Continuity and Emergency Preparedness	X	
Conduct a review of emergency preparedness and update policies	X	
Collaborate with the community on operational and emergency scenarios		X
Complete implementation of back-up Communications Centre	X	
Seek operational savings through review of redundant polices, tools, and infrastructure	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
Track year over year reporting on overall training of people who took courses on their own initiative	X	
Track number of policies updated	X	
Track number annual exercises for emergency preparedness	X	
Increase frequency of training	X	
Diversify types of training	X	

Objective #4: Build Sustainability Through Innovation and Fiscal Management

4.1 Continue to modernize capital infrastructure, police equipment, and police facilities		
Initiatives:	Ongoing	Complete
Conduct a review of existing capital infrastructure	X	
Review and enhance policy to ensure fiduciary responsibility	X	
Collaborate with stakeholders on a new facility	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
Complete new facility that meets the growing needs of the city	X	
Analysis of asset management plan	X	

4.2 Resource and implement requirements to respond to new provincial and federal legislation		
Initiatives:	Ongoing	Complete
Monitor emerging federal and provincial legislation, regulations and standards to ensure compliance	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
Ensure compliance with the Community Safety and Policing Act, 2019	X	

4.3 Increase IT capacity to enable real time analytics and improve evidence-based business decisions, including artificial intelligence		
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Initiatives:	Ongoing	Complete
• Conduct a review of existing IT capabilities and resources	X	
• Develop a technology roadmap	X	
• Develop and increase the use of dashboards	X	
• Implement a Digital Evidence Management System	X	
• Review shared services agreements	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Increase number of dashboards	X	
• Generate metrics to be used to find efficiencies in processes	X	
• Track against the roadmap to observe progress in implementation	X	

<i>4.4 Continue to ensure adequate and effective resources for records management</i>		
Initiatives:	Ongoing	Complete
• Conduct a review of current document management procedures	X	
• Review human resources in Records to address changes in demands	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Track use of DEMS and SCOPE	X	
• Track document management metrics including retention, archiving, and deletion	X	

<i>4.5 Ensure effective financial systems and processes, and implement multi- year budgeting</i>		
Initiatives:	Ongoing	Complete
• Conduct a review of financial systems to ensure practices are utilized	X	
• Upgrade existing scheduling system	X	
• Develop a multi-year budgeting process	X	
KPIs (Activities/Outcomes):	Ongoing	Complete
• Ensure an effective and efficient financial system	X	
• Implementation of new systems	X	
• Increased efficiencies from the new financial processes	X	



BOARD REPORT

Date: June 12, 2025

To: Chair and Members
Brantford Police Services Board

From: Inspector Kristen Bell-Samson, Administration

Subject: June Financial Report

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PURPOSE:

To provide the June 2025 Financial and Overtime reports.

BACKGROUND:

Appendix A – Auction Proceeds Trust Account for the period ending June 16, 2025
Appendix B – Police Seized Currency Trust Account for the period ending June 16, 2025
Appendix C – Year to Date Variance Report current to June 7, 2025.
Appendix D – Monthly Overtime Report current to May 31, 2025

RECOMMENDATION:

Report only

Appendix A - Auction Proceeds Trust Account (TF0706)			
For the period ending Jun 16, 2025			
2024 ending balance			\$ 76,798.47
Revenue			
Auction Net Proceeds - as per policy #07-01(132016.67590)			
	February	388.98	
Total Auction Net Proceeds			388.98
Investment Income earned (TF0706.43410)			1,112.19
Found money - as per policy #91-04 (132001.43722)			
	February	846.92	
	March	80.05	
	April	122.15	
	May	46.30	
	June	100.00	
Total Found Money			1,195.42
Total Revenue			2,696.59
Expenditures (132016.45115)			
Date	Sec.	Description	
23-Jan-25	3.5	Auction Proceeds Account - Request for Funds – 2025 Special Olympics Summer Provincial Games Sponsorship	2,095.77
23-Jan-25	3.6	Auction Proceeds Account – Annual Contribution – Children’s Safety Village as per 2025 budget	10,000.00
27-Mar-25	3.4.1	Auction Proceeds Account – Request for Funds - Brantford Police Association/Charity Golf Tournament – June 13, 2025	2,000.00
27-Mar-25	3.4.3	Auction Proceeds Account - Request for Funds – CAA Safety Patrol Program	1,500.00
Total Expenditures as approved by board motion			15,595.77
Balance at Jun 16, 2025			\$ 63,899.29

Appendix B - Police Seized Currency Trust Account (TF0707)				
For the period ending June 16, 2025				
2024 ending balance		\$	61,654.97	
2025 Deposits:				
Deposit date:	Incident #	Date Seized	Amount	Notes
Disbursements:				
Total balance as at Jun 16, 2025		\$	61,654.97	

Year End Budget Variance Report
Estimated as at Jun 7th, 2025

Appendix C

YTD Budget %

46%

Brantford Police Service	Annual		YTD		Available Balance	% Rec'd/Spent	Comments (YTD)
	Budget	Projected	Budget	Actual			
Revenues	A			B	A-B	B/A	
Grants and Subsidies	\$ 3,461,699	\$ 3,544,308	\$ 1,597,707	\$ 561,843	\$ 2,899,856	16%	The YTD revenue (25%) is less than anticipated (46%) due to most of grants (YTD portion) has not been received yet
Fees and Services Charges	\$ 1,128,000	\$ 968,111	\$ 520,615	\$ 293,873	834,127	26%	
Other Operating Recoveries	\$ 1,787,911	\$ 2,229,275	\$ 825,190	\$ 742,027	1,045,884	42%	
Total Revenues	6,377,610	6,741,694	2,943,512	1,597,744	4,779,866	25%	Overall, revenues are estimated over the budget targets by \$364K at YE
Expenses							
Wages and Benefits	50,730,682	\$ 50,121,704	\$ 23,414,161	\$ 21,599,331	29,131,351	43%	The YTD Actual (44%) is slightly less than anticipated (46%) by 2% mainly due to wages & benefits saving from YTD vacancies appeared and OT was only posted 5 months instead of 5.5 months
Overtime Costs	2,005,000	\$ 2,740,300	\$ 925,385	\$ 737,955	1,267,045	37%	
Other Labour Costs inc. EAP & Recruitment etc	389,958	\$ 392,728	\$ 179,981	\$ 138,875	251,083	36%	
Goods incl. Material, Supplies, Hardware, Equipment & Furniture etc	979,457	\$ 1,081,526	\$ 452,057	\$ 408,035	571,422	42%	
Training - Conference&Courses&Other Travel Expenses	409,759	\$ 425,122	\$ 189,120	\$ 150,152	259,607	37%	
ESCO (Emergency Services Cooperative of Ontario, rebranded from PRIDE)	1,262,797	\$ 1,262,797	\$ 582,829	\$ 352,808	909,989	28%	
Services - Professional	283,200	\$ 283,200	\$ 130,708	\$ 115,304	167,896	41%	
Security Service	354,340	\$ 354,340	\$ 163,542	\$ 134,308	220,032	38%	
IT - Computer Software & Hardware License, R & M, Internet, Telephone, Cell phones & Other	1,499,789	\$ 1,672,963	\$ 692,210	\$ 726,688	773,101	48%	
Facilities & Fleet R & M	808,013	\$ 830,479	\$ 372,929	\$ 283,699	524,314	35%	
Lease & Rent incl. Equipment Property & Vehicle	718,791	\$ 751,664	\$ 331,750	\$ 566,859	151,932	79%	
Inter-departmental Charges	51,523	\$ 51,523	\$ 23,780	\$ 0	51,523	0%	
Operating Financing	1,300,000	\$ 1,300,000	\$ 600,000	\$ 1,300,000	-	100%	
Total Expenses	60,793,309	61,268,346	28,058,450	26,514,015	34,279,294	44%	Overall, expenditures are estimated over budget by \$475K at year end
Total Net Expenditure	\$ 54,415,699	\$ 54,526,652	\$ 25,114,938	\$ 24,916,271	\$ 29,499,428	46%	Net Budget is estimated in a loss of \$111K at year end

Appendix D - Monthly Overtime Hours Report May, 2025

Below is an overview of monthly overtime report from January to May 2025. Business units that have been highlighted show an elevated level of overtime hours (5-Month Average) >15 hours/FTE/Month, relative to the number of full-time employees in that business unit.

BU Number	BU Name	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Average (5-Month)	Head Count (FTE)	Average/ Head Count
132000	POLICE DEPARTMENT ADMIN								
132002	CANINE UNIT	66.50	44.25	32.45	34.25	62.25	47.94	2	15.98
132003	EMERGENCY RESPONSE TEAM								
132005	COMMUNITY SAFETY&CRIME PREVENT	46.75	80.00	65.38	76.25	202.50	94.18	7	13.45
132007	INFORMATION TECHNOLOGY SYSTEMS					6.00	1.20	4	0.30
132010	COURT SECURITY	183.00	256.13	201.13	225.00	184.88	210.03	22	9.55
132014	SCHOOL SAFETY PROGRAM							1	-
132023	POLICE FACILITY MAINTENANCE	12.00	20.00	3.75	26.50	8.00	14.05	4	3.51
132024	POLICE FLEET MANAGEMENT							1	-
132120	CORPORATE COMMUNICATION	20.50		2.63	14.63	4.88	8.53	1	8.53
132130	HUMAN RESOURCES							2	-
132131	RECRUITING		3.00			9.00	2.40	2	1.20
132140	BPS SPECIAL PROJECTS	245.50	296.50	262.25	280.25	255.25	267.95	10	26.80
132200	DEPUTY CHIEF							1	-
132300	CHIEF FINANCIAL OFFICER							1	-
132310	FINANCE							3	-
132400	OPERATIONS								
132410	PLATOON A	531.75	452.50	379.88	551.88	582.88	499.78	28	17.85
132411	PLATOON B	581.88	697.63	647.88	487.63	604.50	603.90	23	26.26
132412	PLATOON C	429.25	406.48	352.88	565.88	384.88	427.87	28	15.28
132413	PLATOON D	521.38	502.25	596.50	586.25	694.50	580.18	24	24.17
132414	BETTER ENFORCEMENT ACTION TEAM	48.50	35.13	15.75	64.75	23.75	37.58	4	9.39
132415	ALTERNATIVE RESPONSE UNIT(ARU)	6.00		1.50	16.50	4.00	5.60	7	0.80
132416	TRAFFIC	184.50	150.25	172.25	88.25	142.75	147.60	6	24.60
132417	OUTWARD FACING	56.50	35.88	61.50	96.23	71.25	64.67	8	8.08
132420	TRAINING	175.75	139.50	149.25	81.75	132.25	135.70	6	22.62
132500	CRIMINAL INVESTIGATION	51.50	7.75	75.00	49.00	32.25	43.10	4	10.78
132510	CHILD ABUSE/SEXUAL ASSAULT	114.50	76.00	35.25	100.00	162.00	97.55	5	19.51
132511	DOMESTIC VIOLENCE	72.50	56.38	67.00	119.38	325.50	128.15	9	14.24
132512	FORENSIC IDENTIFICATION	100.00	144.38	138.75	120.50	123.48	125.42	6	20.90
132513	CRIME ANALYSIS	63.00	36.00	73.50	12.00	75.00	51.90	1	51.90
132514	FRAUD	117.50	31.00	29.00		6.75	36.85	3	12.28
132550	MAJOR CRIME	146.75	106.13	189.50	225.75	173.75	168.38	6	28.06
132551	HIGH RISK/REPEAT OFFENDER	32.00	36.00	5.63	18.75	2.50	18.98	2	9.49
132552	INTERNET CHILD EXPLOITATION	9.50	12.00	32.75	18.75	9.00	16.40	6	2.73
132553	CRIMINAL INTELLIGENCE UNIT	68.25	82.50	137.00	166.75	79.25	106.75	8	13.34
132554	T.I.G.E.R	21.75	51.75	81.25	58.00	56.50	53.85	4	13.46
132555	HEAT	27.00	56.25	133.50	11.75	96.25	64.95	3	21.65
132600	QUALITY ASSURANCE							1	-
132610	911 CALL CENTRE	851.00	811.25	888.63	724.63	669.38	788.98	24	32.87
132640	PROFESSIONAL STANDARDS							1	-
132630	RECORDS	100.75	213.00	373.50	315.50	199.00	240.35	30	8.01
132660	CALEA							1	-
132670	EVIDENCE MANAGEMENT							4	-
Total - Current Year		4,885.75	4,839.85	5,205.20	5,138.73	5,384.11	5,090.73		
Total - Last Year		4,842.63	5,485.00	3,638.63	4,036.75	4,716.29	5,108.18		
Difference		43.12	-645.15	1,566.58	1,101.98	667.82	-17.45		



BOARD REPORT

Date: June 9, 2025

To: Chair and Members
Brantford Police Services Board

From: Inspector Kristen Bell-Samson, Administration

Subject: 2024 Final Year-End Surplus

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PURPOSE:

To provide the Board an update of the 2024 Actual Budget amount transferred to the Police Reserves (RF0490).

BACKGROUND:

Upon completion of the year-end financial statements, the final 2024 Brantford Police Service Operating budget has been confirmed at a surplus of \$1,032,652.75.

As per the motion approved by the Police Services Board on February 27, 2025, this surplus has been transferred to the Police Reserves (RF0490). The balance of the Police Reserves account is \$1,303,997. This balance includes the transfer of \$200,000 from RF0583 (Death Duty Coverage & Funeral).

RECOMMENDATION:

Report Only



BOARD REPORT

To: Chair and Members
Brantford Police Services Board

From: Virginia Kershaw, Executive Assistant

Date: June 26, 2025

Subject: Brantford Police Service Board Policy Manual – Review and Updates

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RECOMMENDATION:

THAT the report from the Virginia Kershaw, Executive Assistant dated June 26, 2025 regarding Brantford Police Services Board Policy Manual – Review and Updates BE RECEIVED; and

THAT all updated and new Brantford Police Services Board Policies, detailed in this Report and presented at the June 26, 2025 Board Meeting, BE APPROVED.

BACKGROUND:

At the Board's November 28, 2024 meeting, an updated Board Policy Manual was approved. As the Board is aware, the Policy Manual is a live document, which requires constant review and updating as new legislation is passed or changed, and new procedures and policies are implemented at the Service.

Since approval of the full Manual in November 2024, Staff have found the need for some changes to existing policies after further review and the need for new policies to be approved by the Board. It is anticipated that a bi-annual report will be presented to the Board outlining recommended changes and additions to the Manual moving forward. All changes and additions to the Manual ensure that the Board continues to be compliant with the Community Safety and Policing Act, 2019.

The following Policies have been reviewed and require modification as detailed below:

Policy # and Title	Modification Required	Recommended Changes
#07-03 – Financial Reporting, Control & Procurement of Goods and Services	Include wording to provide for Police Services to balance their year end financial results to budget by way of transfer to/from Police Reserve:	ADD Section 2 to Policy: 2. The Service will establish, in policy, procedures for management of year end surplus and deficit, the purpose of this policy is to: a) Provide Police Services, the authority to balance their operating year end financial results to budget by way of a transfer to / from the Police Reserve (RF0490) b) The Police Services Board will be advised by way of a report of the year end transfer made in accordance with this Policy, after the completion of the year end audit.
#00-47 (Adequacy Standard) Preliminary Perimeter Control, Containment, Tactical and Emergency Response	Minor wording changes required to include the regulations under the Community Safety & Policing Act, 2019 that address deployment of the tactical team.	Section (b) – add “deployment of the tactical team” as new item (iii) and renumber all other sub-sections. Section (c) – remove the old wording and add the following wording relating to tactical team. (c) The Chief of Police will develop and maintain a manual on tactical team services that addresses: I. The selection process for members of the team, including ensuring that members who provide this service meet the requirements of the Community Safety and Policing Act regulations; II. The equipment to be used/available to the members of the team in accordance with the Ministry’s designation equipment and facilities list; and III. The ongoing training of members of the team. Add under Legislative Reference – Community Safety and Policing Act, 2019, O.Reg 392/23

#00-53 (Adequacy Standard) Suspect Apprehension Pursuits New Title: Vehicle Pursuits	Changes required to include the regulations under the Community Safety & Policing Acts, including change of title of policy to Vehicle Pursuits and related to the title change.	Replacement of title of Policy throughout to read "Vehicle Pursuits" and not Suspect Apprehension Pursuits. Insert new clause as clause (d) address supervision and responsibilities during a vehicle pursuit and renumber all subsequent clauses Add under Legislative Reference – Community Safety and Policing Act 2019, O.Reg 397/23.
#00-55 – (Adequacy Standard) Equal Opportunity, Discrimination and Workplace Harassment Prevention	Changes required to include the regulations under the Community Safety & Policing Act, in particular as it relates to Diversity Plan.	Insert new Clause (b) as follows and renumber all sequent clauses: (b) Prepare and adopt a diversity plan for the service in accordance with Section 37 of the Community Safety and Policing Act. Add "Section 88" to new clause (f) relating to section of the Act. Add under Legislative Reference – Community Safety and Policing Act, 2019 Sections 28, 37 and 88 and Ontario Human Rights Code.
#24-12 – Adequate and Effective Policing	Changes required to include the regulations under the Community Safety & Policing Act, O. Reg. 392/23.	Insert New Section 5 as follows: 5. When evaluating the adequacy and effectiveness of the police service, the Board and the Chief shall use this definition as the general applicable standard. A policing function shall be provided to an extent and in a manner that is reasonable, having regard to the following factors: I. The policing needs of the community; II. The geographic and socio-demographic characteristic of the police service's area of policing responsibility; III. The extent to and manner in which the policing function is effectively provided in similar communities in Ontario; IV. The extent to which past provision of the policing function by the police service has been effective in

		addressing the policing needs of the community. V. Best practices respecting the policing function Add under Legislative Reference – Community Safety and Policing Act, 2019 O. Reg 392/23.
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The attached new Policies have been identified as needed to be adopted due to regulations of the new Act to ensure that the Board is compliant with the Act.

Policy Number	Title	Policy
25-01	Code of Conduct and Discipline – Chief and Deputy Chief of Brantford Police Services	Detailed policy regarding code of conduct for Chief and Deputy Chief as per Act. Policy attached
25-02	Critical Points – Brantford Police	Detailed policy regarding critical points for BPS. Policy attached.

Virginia Kershaw
 Executive Assistant
 June 26, 2025

Attachments.
 Updated Policies 07-03; 00-47; 00-53; 00-55; 24-12
 New Policies 25-01 and 25-02



Brantford Police Services Board

Policy #07-03

Financial Reporting, Control & Procurement of Goods and Services

Description

It is the policy of the Brantford Police Services Board with respect to the financial reporting, control and procurement of goods and services in Brantford Police Service that the Chief of Police will:

1. Establish procedures that are compatible with the financial policies of the City of Brantford, and include processes for:
 - a) budget preparation and approval;
 - b) financial control;
 - c) approved spending;
 - d) financial reporting;
 - e) purchasing of goods and services;
 - f) prohibitions;
 - g) audits; and
 - h) disposal of property
2. Establish, in policy, procedures for the management of year-end surplus and deficit, the purpose of this policy is to:
 - a) Provide Police Services the authority to balance their operating yearend financial results to budget by way of a transfer to or from the Police Reserve (RF0490).
 - b) The Police Services Board will be advised by way of a report of the year end transfer made in accordance with this Policy, after the completion of the year end audit.

Legislative Reference

Board Policy

Passed / Reviewed and/or Updated

Passed: September 20, 2007

Reviewed/Updated: September 2024, June 26, 2025



Brantford Police Services Board

Policy #00-47 – Adequacy Standard Preliminary Perimeter Control and Containment

Description

It is the policy of the Brantford Police Services Board with respect to preliminary perimeter control and containment that:

- a) containment will be provided by members of the Brantford Police Service;
- b) the Chief of Police will establish procedures that address:
 - i. the circumstances in which preliminary perimeter control and containment team will be established;
 - ii. operational responsibility for an incident where preliminary perimeter control and containment is being established;
 - iii. deployment of the tactical team;
 - iv. the deployment of other emergency response services, including receiving assistance from other agencies;
 - v. the duties of an officer involved in the establishment of preliminary perimeter control and containment, including compliance with the requirement of section 22(3) of the Adequacy Standards Regulation, pending the deployment of a tactical unit; and
 - vi. the training of officers in preliminary perimeter control and containment; and
- c) the Chief of Police will develop and maintain a manual on tactical team services that addresses:
 - i. the selection process for members of the team, including ensuring that members who provide this service meet the requirements of the Community Safety and Policing Act regulations;
 - ii. the equipment to be used/available to the members of the team in accordance with the Ministry's designated equipment and facilities list; and
 - iii. the ongoing training of members of the team.

Legislative Reference

Adequacy Standard ER-011

Community Safety and Policing Act, O.Reg. 392/23

Passed / Reviewed and/or Updated

Passed: January 18, 2000

Reviewed/Updated: March 20, 2002 / March 28, 2013 / September 2024 / June 26, 2025



Brantford Police Services Board

Policy #00-53 – Adequacy Standard Vehicle Pursuits

Description

It is the policy of the Brantford Police Services Board with respect to Vehicle Pursuits that the Chief of Police will:

- a) establish procedures on vehicle pursuits that are consistent with the Vehicle Pursuits Regulation;
- b) ensure that police officers, dispatchers, communications supervisors and road supervisors receive training accredited by the Solicitor General on vehicle pursuits;
- c) ensure that police officers receive training about the intentional contact between vehicles consistent with the requirements of the Vehicle Pursuits Regulation;
- d) address the use of tire deflation devices and officer training;
- e) address supervision and responsibilities during a vehicle pursuit;
- f) ensure that the particulars of each vehicle pursuit are recorded on a form and in a manner approved by the Solicitor General, and
- g) enter into agreements with neighbouring police services to determine under what circumstances decision-making responsibility for a pursuit will be, and will not be, transferred from one jurisdiction to another.

Legislative Reference

Adequacy Standard LE-045

Community Safety and Policing Act, 2019 O. Reg 397/23

Passed / Reviewed and/or Updated

Passed: January 18, 2000

Reviewed/Updated: February 19, 2004 / September 2024 / June 26, 2025



Brantford Police Services Board

Policy #00-55 – Adequacy Standard Equal Opportunity, Discrimination and Workplace Harassment Prevention

Description

The objective of equal opportunity in the workplace, and discrimination and harassment prevention, is to ensure that the best qualified and motivated persons are selected for employment, promotion, preferred assignments and career enhancement through lateral transfer.

This objective is to be achieved by ensuring that no discriminatory barriers exist in the workplace, that no discriminatory or harassing practices or behaviours exist in the workplace, and that the human rights of employees and potential employees are upheld and respected both in rule and in practice.

Furthermore, where discriminatory or harassing acts or behaviours do manifest, they must be effectively investigated and appropriately addressed.

To this end, it is the policy of the Brantford Police Services Board with respect to equal opportunity; discrimination and workplace harassment prevention that the Chief of Police will:

- a) establish procedures on equal opportunity that are consistent with the principles of the Police Services Act and the Ontario Human Rights Code, including recruitment, selection, career development and promotion;
- b) Prepare and adopt a diversity plan for the service in accordance with Section 37 of the Community Safety and Policing Act.
- c) prepare procedures with respect to workplace harassment and develop and maintain a program to implement the policy, in accordance with the Ontario Health and Safety Act;
- d) establish procedures on responding to and preventing discrimination in the workplace, including stereotyping;
- e) ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;

- f) establish procedures on employment accommodation in accordance with the Ontario Human Rights Code and section 88 of the Community Safety and Policing Act;
- g) implement an employee performance appraisal system that includes key commitments related to diversity and human rights; and
- h) ensure that all officers receive training on race relations, diversity and human rights.

Legislative Reference

Adequacy Standard AI-003

Community Safety and Policing Act, 2019, Sections 28, 37 and 88

Ontario Human Rights Code

Passed / Reviewed and/or Updated

Passed: December 14, 2000

Reviewed/Updated: October 21, 2010 / October 18, 2012 / September 2024 / June 26, 2025



Brantford Police Services Board

Policy #24-12 Adequate and Effective Policing

Description

It is the policy of the Brantford Police Services Board that in compliance with the Community Safety and Policing Act as it relates to providing adequate and effective policing that,

Adequate and effective policing

1. All of the following functions shall be provided in accordance with the standards set out in the regulations, including the standards with respect to the avoidance of conflicts of interest, and with the requirements of the Canadian Charter of Rights and Freedoms and the Human Rights Code:
 - a) Crime prevention.
 - b) Law enforcement.
 - c) Maintaining the public peace.
 - d) Emergency response.
 - e) Assistance to victims of crime.
 - f) Any other prescribed policing functions.
2. The chief of police shall create, implement and maintain programs to address the functions listed in 1a) to 1(f) above.

Does not include certain functions

3. Adequate and effective policing does not include,
 - a) the enforcement of municipal, other than prescribed by-laws; and
 - b) providing court security in accordance with Part XV of the Act.

Exceeding standards

4. For greater certainty, the police service board may provide policing or other services that exceed the standards for adequate and effective policing, including providing enforcement of by-laws.

Generally applicable standard as defined in O. Reg 392/23

5. When evaluating the adequacy and effectiveness of the police service, the Board and the Chief shall use this definition as the general applicable standard.

A policing function shall be provided to an extent and in a manner that is reasonable, having regard to the following factors:

1. The policing needs of the community.
2. The geographic and socio-demographic characteristics of the police services' area of policing responsibility.
3. The extent to and manner in which the policing function is effectively provided in similar communities in Ontario.
4. The extent to which past provision of the policing function by the police service has been effective in addressing the policing needs of the community.
5. Best practices respecting the policing function.

Legislative Reference

Board Policy / Community Safety & Policing Act, 2019, O. Reg. 392/23

Passed / Reviewed and/or Updated

Passed: November 28, 2024

Reviewed/Updated: June 26, 2025



Brantford Police Services Board

Policy #25-01

Code of Conduct and Discipline -Chief and Deputy Chief of the Brantford Police Service

Description

The Community Safety and Policing Act requires the Board to monitor the performance of the Chief of Police in accordance with section 37(1)(f). In addition to this section, the Board has the responsibility to adhere to this policy when allegations of misconduct are made against the Chief of police or Deputy Chief of Police in accordance with section 183(2) of the act.

The Board shall ensure the Chief has a policy to deal with allegations of misconduct against a member that is other than the Chief or Deputy Chief of Police.

When the allegation of misconduct is against the Chief of Police or Deputy Chief of Police the board shall:

1. Immediately notify the Law Enforcement Complaints Director.
2. The Board shall take steps to protect the identities of all involved persons in the disclosure process.
3. Make exemptions for situations involving fairness that require the identity of persons noted in subsection 2 to be disclosed.
4. The Board shall ensure no act of reprisal occurs towards the person(s) making the allegation and that if there is a allegation of reprisal it is immediately investigated.
5. If the matter is an allegation of misconduct against the Chief of Police or the Deputy Chief of Police, and the Law Enforcement Complaints Director does not retain carriage of the investigation, an outside agency shall be used to investigate the complaint.
6. The Board shall promptly give notice of the substance of the reason for the investigation to the Chief or Deputy Chief under investigation using a "Notification of Complaint Form" unless, in the Boards opinion, after having sought legal advice that to do so might prejudice an investigation under this section or under the Act, an investigation of an offence under a law of Canada, a province or a territory, or the prosecution of such an offence.

Legislative Reference

Board Policy / Community Safety and Policing Act, 2019

Passed / Reviewed and/or Updated

Passed: June 26, 2025

Reviewed/Updated: N/A



Brantford Police Services Board

Policy #25-02 Critical Points Policy

Description

Preamble

Information sharing between the Brantford Police Service (Service) and the Brantford Police Service Board (Board) is foundational to the Board's effective execution of its oversight responsibilities. In particular, information sharing is crucial during times of elevated organizational risk, such as when facing large-scale events.

This Policy defines such **Critical Points** and sets out a process to guide the Chief of Police and the Board in identifying them, and ensuring the flow of relevant information from the Service 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.

The Board acknowledges there are limits to the direction that the Board may give to the Chief of Police, and the importance of respecting those limits. The Board is prohibited by law from directing the Chief of Police 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 of Police has the authority to determine the methods by which the objective, priority, or outcome will be achieved.

This Policy will not prevent or restrict the Service from exercising its policing powers and authorities, in emergent circumstances, to protect community safety.

Scope

The purpose of this Policy is to:

- Define the term Critical Point and provide clear and consistent assessment criteria for use in identifying Critical Points as they arise
- Describe the type of information the Board requires from the Chief in order to assess potential Critical Points;

- Describe the information sharing process between the Board and the Service when a Critical Point has been identified/confirmed;
- Strengthen oversight of the Service, consistent with the Board's legislative responsibilities;
- Ensure accountability of the Service to the Board; and
- Ensure that the Chief of Police can discharge their duties according to law.

It is the Policy of the Board that:

Definitions

1. **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 take action.

For example:

- a. Large scale operations or events for which advance planning and approval by the Service's Command is required;
- b. Events or operations that are likely to have a material impact on the Service's relationship with, and service to, marginalized and vulnerable communities;
- c. Events or operations that raise significant questions of public policy; land claim disputes or
- d. Credible external or internal complaints, including complaints regarding workplace discrimination or harassment, against individual officers and the Service, and findings by other tribunals related to discrimination, where such complaints or findings raise significant systemic issues.

For clarity, the above examples are not exhaustive.

Reporting on Critical Points

2. The Chief of Police will inform the Chair or their designate of any situation in which the Chief of Police 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:
 - i. The general nature of the Critical Point;
 - ii. The elevated risk(s) posed by the Critical Point;
 - iii. 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;
 - iv. Any plans to involve other organizations, including, in the case of other law enforcement agencies, recommendations to the Board to make requests of other boards or the Ontario Provincial Police Commissioner;
 - v. An estimate of the financial impact;
 - vi. Relevant legislation and other legal requirements that may apply including the need for additional authorities; and

- vii. Any ongoing considerations, including resources needed, or policy impacts.
- 3. The Chair will share the information provided by the Chief of Police with Board Members, all of which will be held in the strictest of confidence.
- 4. The Chair, in consultation with the Board Members, and in accordance with the Board's Procedural Bylaw, 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 meeting.
- 5. The Chief will continue to update the Board, through the Chair, on any significant developments, including once the Chief of Police 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.

Identification of Critical Points by the Board

- 6. 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 of Police to consider whether, in their view, the event may meet the definition of 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.

Chief's Autonomy

- 7. 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 will maintain the autonomy to finalize and execute the plans.
- 8. If, during the duration of a Critical Point, the Board concludes that, in its view, the objectives are not being achieved, the Board will inform the Chief of Police of its conclusion. However, the Chief of Police will remain autonomous in determining the appropriate execution of the plans in order to achieve the mission, objectives and priorities.

Training

- 9. The Chief will provide training to ensure that all Command and Service Members from the rank of Inspector and above are trained to recognize the circumstances that may lead to a Critical Point, and to inform the Chief of Police and Command when a potential Critical Point is identified; and
- 10. The Board will 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.

Public Reporting

11. Subject to operational considerations and the advice of the Chief of Police, 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 Service Members or members of the public, or any other operational considerations raised by the Chief:
 - a. The nature of the operational matter related to a Critical Point; and
 - b. Any directions given to the Chief of Police related to a Critical Point.

Legislative Reference

Board Policy / Community Safety and Policing Act, 2019

Passed / Reviewed and/or Updated

Passed: June 26, 2025

Reviewed/Updated: N/A

**BRANTFORD POLICE SERVICES BOARD
MINUTES
FRIDAY, MAY 30, 2025 – 8:30 A.M.
BEST WESTERN HOTEL CONFERENCE ROOM,
HOLIDAY DRIVE, BRANTFORD**

Allan Lovett in the Chair

ROLL CALL

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

ALSO PRESENT: Chief Jason Saunders
 Interim Deputy Chief Rich Paolini
 Police Staff –T. Fischer
 Virginia Kershaw, Executive Assistant

1. PRESENTATIONS/DELEGATIONS

None

2. DECLARATIONS OF CONFLICT OF INTEREST
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None

3. ITEMS FOR CONSIDERATION

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

3.1 Issues Update – Interim Deputy Chief Paolini

Interim Deputy Chief Paolini addressed the Board and provided his report. Questions of clarification were answered by Staff.

3.1.1 Police Station Renovation Project Update

Moved by D. Houssar
Seconded by M. Samwell

THAT the report from Interim Deputy Chief Paoloni dated May 20, 2025 regarding 344 Elgin Street Construction Update BE RECEIVED.

CARRIED

3.2 Issues Updates – Chief Saunders

Chief Saunders addressed the Board and gave the following verbal updates regarding Police Service matters including grant submissions.

3.3 Financial Reports

3.3.1 Monthly Financial Reports

Moved by D. Houssar
Seconded by M. Samwell

THAT the following Financial Reports dated May 19, 2025 BE RECEIVED:

- Auction Proceeds Trust Account – current to May 14, 2025;
- Police Seized Currency Trust account – current to May 14, 2025;
- First Quarter Variance Report – current to May 15, 2025
- Monthly Overtime Report - current to April 30, 2025.

CARRIED

4. CONSENT ITEMS

4.1 Minutes

Moved by D. Houssar
Seconded by M. Samwell

THAT the April 24, 2025 Regular Police Services Board Minutes BE APPROVED.

CARRIED

4.2 Annual Reports

Moved by D. Houssar
Seconded by M. Samwell

THAT the following Annual Reports BE RECEIVED:

4.2.1 2025 Secondary Activities Report.

CARRIED

4.3 Information Items

Moved by D. Houssar
Seconded by M. Samwell

THAT the following Information Items BE RECEIVED:

- 4.3.1 Letter from City Clerk dated May 2, 2025 regarding Council resolution regarding “One Brantford: Inclusive City Strategy” and report.
- 4.3.2 Letter from R. Teschner, Inspector General of Policing of Ontario dated May 2, 2025 regarding annual Ontario Police Memorial Foundation Ceremony of Remembrance.

CARRIED

5. NEW BUSINESS

5.1 Chair Update on Activities on behalf of Board – (no copy)

None

5.2 New Business Matters from Members of the Board (no copy)

None

6. RESOLUTIONS

None

7. NOTICES OF MOTION

None

8. NEXT MEETING DATE

June 26, 2025

9. ADJOURNMENT

The meeting adjourned at 8:36 a.m.

The minutes of this meeting were adopted on June 26, 2025.

Chair

Executive Assistant

**BRANTFORD POLICE SERVICES BOARD
SPECIAL BOARD MEETING MINUTES
FRIDAY, JUNE 6, 2025 – 9:00 A.M.
BOARDROOM
344 ELGIN STREET, BRANTFORD**

Allan Lovett in the Chair

ROLL CALL

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

ALSO PRESENT: Chief Jason Saunders
 Police Staff –T. Fischer
 Virginia Kershaw, Executive Assistant

1. DECLARATIONS OF CONFLICT OF INTEREST
--

None

2. ITEMS FOR CONSIDERATION

2.1 Issues Update – Chief Saunders

2.1.1 Creation of Second Deputy Police Chief Position

Members of the Board reviewed the Report regarding the possibility of creation of a second Deputy Police Chief position. Questions of clarification on the report and impact to the Service were discussed.

Moved by Mayor Davis
Seconded by D. Houssar

THAT the Board recess and move into In-Camera session (9:11 a.m.) prior to decision relating to creation of Second Deputy Police Chief Position.

CARRIED

The Board reconvened in open session at 9:26 a.m.

Moved by Mayor Davis
Seconded by D. Houssar

THAT the report from Chief Saunders dated June 3, 2025 regarding Creation of Second Deputy Position BE RECEIVED; and

THAT the Board support a Two Deputy Chief Structure for Brantford Police Service with appropriate contract terms as agreed upon by the Board.

CARRIED

3. ADJOURNMENT

The meeting adjourned at 9:27 a.m.

The minutes of this meeting were adopted on June 26, 2025.

Chair

Executive Assistant



Date: June 4, 2025

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

From: Inspector Kevin Reeder

Subject: Accessibility Report – Status Update

.....

PURPOSE:

To report a yearly status update on compliance with accessibility standards in accordance with Ontario Regulation 191/11, Integrated Accessibility Standards, for each of information and communications, employment, and transportation, customer service, and built environment.

BACKGROUND:

The [Accessibility for Ontarians with Disabilities Act](#), 2005 (AODA) provided requirements that when implemented would lead to an accessible Ontario by 2025. Barriers will be removed and prevented, allowing all people to access goods and services.

The AODA contains five (5) standards that are to provide a consistent means of measuring appropriate levels of accessibility. These standards, as listed below, are to be reviewed by the government every two (2) years:

- Information and Communication;
- Employment;
- Transportation;
- Customer Service; and
- Built Environment.

In 2017, the Police Services Board approved a new 5-Year Accessibility Plan that identified standards to be addressed by 2022. The Accessibility Standards for the Built Environment have been taken into consideration in the redesign and construction of the off-street parking and path of travel at 344 Elgin Street. The construction of the off-street parking and path of travel are complete.

Effective January 1, 2021, the Ministry for Seniors and Accessibility required all public websites and related web content to meet Web Content Accessibility Guidelines (WCAG) 2.0 Level AA (WCAG) to be deemed AODA compliant.

In 2020, several evaluations of the Brantford Police Service website were conducted and identified deficiencies were addressed. A final test verified compliance.

On April 22, 2025, the Brantford Police Service launched a new website. Corporate Communications Manager Robin Matthews-Osmond worked diligently to recreate an updated version of our website, which included a modern and user-friendly experience. The Brantford Police Service 2023-2027 Accessibility Plan is posted on the site. Key updates to improve and modernize accessibility include:

- **Mobile-Friendly Design** – offering better accessibility across devices;
- **Subscription Features** – offering users the ability to subscribe to receive updates on media releases, news, events and job postings;
- **Community Engagement Tools** – offering an events calendar, ensuring citizens can access upcoming board meetings and community events from all cultures within our community;
- **Accessibility Enhancements** – ensuring the site is useable by all members of the community, including those using assistive technologies;
- **Language Line** – our Service subscribes to a Language Line Service which assists our Communications personnel in receiving information from non-english speaking 9-1-1 callers.

A 2023-2027 Accessibility Plan has been developed, approved, and posted. The plan specifically addresses the renovations and additions to police facilities at 344 Elgin Street and the new Brantford Police Service website. Both the facility and website are being designed and built to AODA standards. This project will continue in 2025.

The Service is currently in the process of hiring a new Human Resource Generalist who will have EDI as a complement of their portfolio. This HR Generalist will be responsible for reviewing our accessibility plan and ensure our Service is following current best practices. This will assist in bolstering our accessibility plan.

The 2023-2027 Accessibility Plan is attached as Appendix “A”.

RECOMMENDATION:

The AODA requires the establishment, implementation, maintenance, and documentation of a multi-year accessibility plan, which outlines the organization’s strategy to prevent and remove barriers and meet its requirements under the legislation.

No action is required by the Board and steps are being taken to ensure compliance.



Brantford Police Service

Accessibility Plan

2023-2027

3rd Edition
Date: April 2023



Introduction

Services provided by the Brantford Police Service should be accessible to all members of our community. The Service strives to provide goods, services and facilities that are accessible to everyone and to promote accessibility through the development of policy, procedures and practices which consider the needs of persons with disabilities by addressing integration, independence, dignity, and equal opportunity.

The Accessibility for Ontarians with Disabilities Act (AODA) 2005, outlines requirements that when implemented will lead to an accessible Ontario by 2025. This plan addresses those standards that apply to the Brantford Police Service.

- Customer Service
- Information and Communication
- Employment
- Design of Public Spaces - Built Environment

Purpose of Plan

The purpose of the plan is to implement actions that the Brantford Police Service will develop and implement to prevent and remove barriers and improve opportunities for people with disabilities. It will also incorporate our Customer Service Plan.

Customer Service Plan

The Brantford Police Service is committed to providing services to all members of the community, including persons with disabilities. The Service monitors plan actions and timelines and updates the plan when required.



Assisted Devices

We ensure that our staff is trained and familiar with various assistive devices that may be used by individuals with disabilities while accessing our services.

Communication

We communicate with persons with disabilities in ways that take into account their disability.

Service Animals

Service animals are welcome in the public areas of our facility and in other areas of the facility when their handler is accompanied by a staff member. If a service animal is excluded from an area by law or where there are overriding health and safety considerations, reasonable efforts will be made to ensure the person with the disability will be adequately served.

Support Persons

A person with a disability who is accompanied by a support person will be allowed to have that support person accompany them unless there are overriding health and safety concerns.

Notice of Temporary Disruption

As we continue to grow, many changes will occur to our police station over the course of this plan. In the event of a planned or unexpected disruption to our services or facilities. (e.g., automatic doors, accessible washrooms, TTY, etc.), prompt notice will be provided by completing a "Notice of Disruption" form and posting it in a conspicuous place within the facility. The information will also be posted on our website where the duration of the disruption allows. The notice will include the facilities or services not



available; the reason they are not available; the anticipated duration of the disruption; and alternate facilities or services that may be available.

Training

Training will be provided to our employees and volunteers in the following areas:

- Ontario Human Rights Code and accessibility awareness.
- AODA and the requirements of the customer service standard, purposes of the Integrated Accessibility Act and Regulations.
- Recommended practices for interaction with people with various types of disabilities and those who use a service animal, support person or assistive device.
- How to interact and communicate with people with a disability.
- How to use equipment or devices available on our premises that may help with providing goods or services to a person with a disability.
- How to assist if a person with a particular type of disability if they are having difficulty accessing our services; and
- Review of Service policy on accessibility.

Training records, including the dates when the training was provided and the number of personnel trained, are maintained by the Training Section in accordance with Accessibility Standards.

Availability of Documents

The Brantford Police Service has prepared the documentation required under the Accessibility Standards for Customer Service and will provide copies upon request.



Design of Public Spaces – Built Environment

The Brantford Police Service will meet the Accessibility Standards for the Design of Public Spaces – Built Environment when building or making major modifications to public spaces. Public spaces will typically include service counters, fixed queuing lines and waiting areas.

Page | 5

The Brantford Police Service will endeavor to prevent service disruptions to the accessible parts of its public spaces. The Service will inspect the accessible portions of its public spaces. When any deficiencies are noted that may impact accessibility, the Service will take steps to correct the deficiency within a reasonable time frame.

The Chief of Police will provide annual updates to the Police Services Board outlining the status of actions implemented to ensure compliance with the AODA. The Service will, when necessary, be in consultation with the City of Brantford Coordinator, Municipal Accessibility Plan and internal stakeholders including the Training Section and Human Resources Manager.

Feedback

Individuals who wish to provide feedback on the way the Brantford Police Service provides services to persons with disabilities can contact direct their comments to the Chief of Police using any of the following methods:

Telephone: 519.756.7050

Facsimile: 519.751.1355

Email: BPS02@police.brantford.on.ca

Regular Mail

Brantford Police Service

P.O. Box 1116

Brantford, ON N3T 5T3



Attention: Chief of Police

Individuals can expect a timely response, usually within (five) 5 business days. Any complaints about services provided to persons with disabilities will be addressed according to our complaints policy and applicable legislation.



Accessibility Plan 2023-2027 Status Report

Item	Requirement	Section	Action Necessary	Compliance Date	Date Complete
Design of Public Spaces Standards (Accessibility Standards for the Built Environment)					
1.	Obligated organizations, shall ensure that any exterior paths of travel that they construct or redevelop and intend to maintain meet the requirements	80(22)	Construction of a permanent path connecting the main property to a bus stop.	Jan 2022	November 2018
2.	Obligated organizations shall ensure that when constructing new or redeveloping off-street parking facilities that they intend to maintain, the off-street parking facilities meet the requirements	80(32)	Number of required parking spots will be created to meet requirements.	Jan 2022	November 2018
3.	Off-street parking facilities must have a minimum number of parking spaces for the use of persons with disabilities	80.36(1)	Number of required parking spots in new parking lot to meet minimum requirements.	Jan 2022	November 2018
Information and Communication Standards (Accessible Websites and Web Content)					
4.	Content posted to the website must meet the following success criterion for compliance: •Content must be distinguishable (contrast, text size, text for images) •Content must be navigable (headings and labels) •Content must be readable (text content for images and diagrams) •Content must be presented in a consistent and predictable format (consistent identification)	14(2)	Issues were corrected by working on the back end of the website, adjusting fonts, colours, adding text to images and consistent headers to allow information to be read by screen readers and other assistive devices. Some of the issues required collaboration with our web developer to remedy due to complex coding issues that could not be remedied from our end. A final test verified compliance.	Jan 2021	January 2020



Accessibility Plan 2023-2027

Item	Requirement	Section	Action Necessary	Compliance Date	Date Complete
Brantford Police Service facilities are being redesigned and renovated. The new facility is being designed and built to AODA standards.					
The Brantford Police Service website is being completely redesigned. The new website is being designed and built to AODA standards.					



BOARD REPORT

Date: June 25, 2025

To: Chair and Members
Brantford Police Services Board

From: Robin Matthews-Osmond, Corporate Communications Manager

Subject: 2024 BPS Annual Report

.....

PURPOSE:

To provide the board with the Brantford Police Service 2024 Annual Report which is required under the *Community Safety and Policing Act, 2019*, to be released to the public by June 30, 2025.

BACKGROUND:

As per the [Community Safety and Policing Act, 2019, S41 \(1\)](#)

On or before June 30 in each year, the police service board shall file an annual report with its municipality or band council regarding,

- (a) the implementation of the board's strategic plan and the achievement of the performance objectives identified in the strategic plan;
- (b) the affairs of the police service;
- (c) the provision of policing as it relates to any community safety and well-being plans adopted by the municipalities or First Nations that are in the board's area of policing responsibility; and
- (d) any other prescribed matters.

The 2024 Annual Report has been redesigned to provide a clearer, more accessible overview of the work being done by the Service in alignment with its strategic priorities. Through improved visuals, streamlined content, and a focus on measurable outcomes, the report offers the board and citizens a more transparent look at how the Service is working to enhance community safety, build trust, and support the well-being of both the public and its members.

Additionally, the 2024 Annual Report highlights key achievements across areas such as front-line policing, crime prevention, community partnerships, and member wellness. It also showcases the vital contributions of both sworn officers and civilian members in delivering effective, compassionate service.

The full report will be available on the Brantford Police Service website at: www.brantfordpolice.ca upon the conclusion of the June 26, 2025, PSB meeting.

RECOMMENDATION:



ANNUAL REPORT



2024

BRANTFORD POLICE SERVICE



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Mission

The Brantford Police Service is committed to enhancing safety for all, by engaging and supporting a unified community.

Vision

A safe and harmonious community.

Values

Integrity

Maintaining a strong moral compass based upon trust, dignity, and respect.

Commitment

Dedicated to professional service for our community, partners, and police members. Participating together enhancing wellbeing and safety.

Innovation

Innovative and adaptable in the delivery of police services. Taking opportunities to learn from experiences and making appropriate changes.

Message from Board Chair, Allan Lovett

“Members of our Board understand how critical it is to maintain the confidence and trust of our citizens to ensure Brantford remains a safe and vibrant community.”



Throughout 2024, the Brantford Police Services Board addressed a variety of issues, including the approval of the operating and capital budgets, commencement of the renovation project of the Police Services building, and the appointment of Interim Chief Saunders and Interim Deputy Chief Paolini who will lead the Service forward with the Board's guidance. The implementation of the new Community Safety & Policing Act, 2019 required members to receive updated training and review of various policies and procedures to ensure compliance with the Act.

The Board continued to approve appointments of full-time and part-time sworn and civilian members to Brantford Police Service to increase the approved complement of officers and replace members who retired or left the Service. As well, the Board approved numerous promotions of sworn officers through the ranks. Through the proceeds of Police Auctions, the Board continued to provide financial support to many worthwhile community events and programs including the Special Olympics Torch Run and the CAA Safety Patrollers Program.

The 2024 Board membership included Allan Lovett, Chair; Councillor Mandy Samwell, Vice-Chair; Mayor Kevin Davis, Krupesh Shah and Dan Houssar. Members of our Board understand how critical it is to maintain the confidence and trust of our citizens to ensure Brantford remains a safe and vibrant community. It is important that we recognize the professionalism and dedication of the men and women of the Brantford Police Service and ensure they continue to be provided with the training and equipment necessary to do their difficult jobs.

The Board looks forward to continuing to work together to ensure the Brantford Police Service continues to provide high quality policing in accordance with Provincial standards.

Message from Chief of Police, Jason Saunders

“Through strong partnerships, proactive crime prevention initiatives, education, and enforcement, we worked to enhance public safety and foster trust with the citizens we serve.”



It is my privilege to present the Brantford Police Service's 2024 Annual Report — a reflection of our commitment to community safety and to the dedicated professionals who work to serve our city every day.

This year, our Service continued to evolve to meet the changing needs of our community. Through strong partnerships, proactive crime prevention initiatives, education, and enforcement, we worked to enhance public safety and continue to foster trust with the citizens we serve. Our efforts were guided by a shared vision of a safe, inclusive, and connected Brantford.

At the heart of this work are the dedicated members of our service. Our frontline officers are the first to respond to emergencies, engage with residents, and provide critical support in moments of crisis. Their visibility, professionalism, and compassion play a central role in fostering community confidence and reducing harm. In 2024, our officers responded to a wide range of calls for service — from complex investigations to everyday moments of public service — all with unwavering dedication.

It is also important to recognize the essential role of our civilian members. From communications and analytics, to records management and administrative support, their professional expertise and dedication help drive the success of our daily operations.

Equally important to our mission is the well-being of our members. Policing can place immense physical, emotional, and psychological demands on those who serve the community. That's why our Service is prioritizing employee wellness. By strengthening mental health supports, investing in training, and fostering a culture where asking for help is encouraged and respected, we are working to support our members.

I am deeply proud of the professionalism and resilience our members demonstrated throughout the year, and I thank the community for their continued partnership and support. Together, we are building a safer and stronger Brantford for all.

Proud to Serve Brantford



Public Safety in Partnership with our Community.

The Brantford Police Service is proud to provide front-line policing and investigative support to approximately 115,000 residents in Brantford, Ontario.

Established in 1877, the Brantford Police Service is one of the oldest police services to serve residents of Ontario, and is currently comprised of 204 sworn officers and 125 civilian members who are proud to serve our community.

Our Service is committed to building a safer, more connected community by working alongside residents and partners in crime prevention, law enforcement, and providing assistance to those in need. We are guided by a strong belief in our collective vision of a safe, inclusive, and harmonious community for all.



HEADQUARTERS

344 Elgin Street
Brantford, Ontario
N3T 5T3

Building Expansion - 344 Elgin

A Modern Facility to Strengthen Community Connections and Support Future Policing Needs

On May 17, 2024, a groundbreaking ceremony marked a significant step forward in our commitment to community safety. This redevelopment represents a major investment in Brantford's future, equipping us to better meet the challenges of tomorrow.

The modernized station will feature advanced training facilities, efficient workspaces, community meeting areas, and upgraded technology to help us

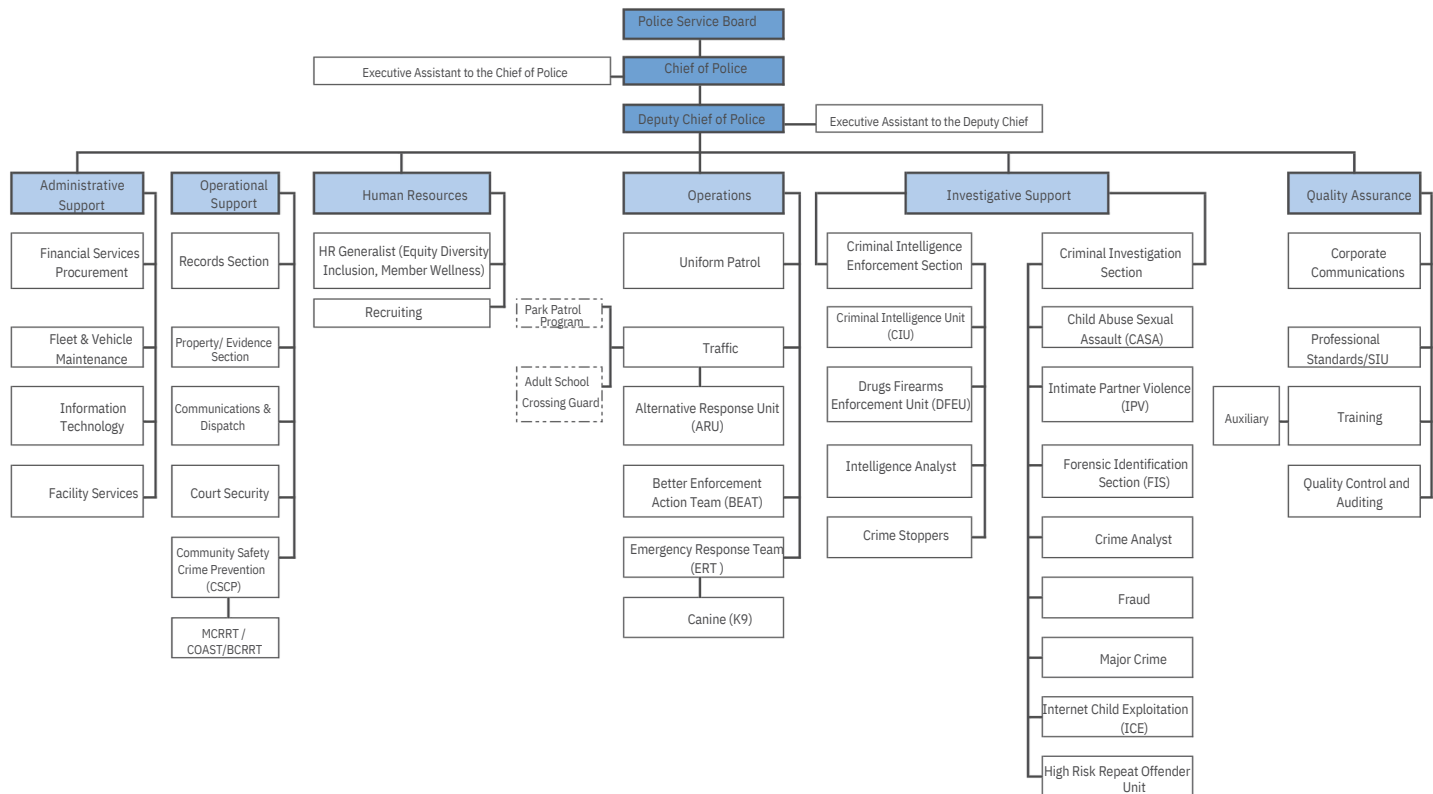
serve residents more effectively. Notably, it will be Brantford's first net zero building—demonstrating our shared commitment to sustainability and environmental responsibility.

It also reflects our focus on accessibility and community connection. The new space will be welcoming to all and support stronger relationships with local organizations through a revitalized community room.

With an anticipated completion of Fall 2026, this project is a symbol of our commitment to policing excellence, and we look forward to the benefits it will bring to our growing community.



Organizational Chart



As of Dec 2024



Service Awards

City of Brantford Service Award Recipients

HONOURED RETIREES

Elizabeth Cooper Marva Usher Robert Wright

35 YEARS

Erminia Beckett

25 YEARS

Kristen Bell-Samson
Darrin Rattie
Shane Siebert
Jason Sinning
Dusty Thiebert
Mark Whitworth

20 YEARS

Mike Aasla
Edward Bragg
Jonathan Hall
Debora Heron
Kent Hollett
Shawn Kalka
David Parker
Greg Stanley
Paul Whittam

15 YEARS

Kevin Cabral
Scott Cole
Andre Gudgeon
Robert Hall
Brandon Kelly
Jeffrey Lawson
Hillary Miles
Steven Sheffar
Cathi Vorwald

10 YEARS

Jacob Campbell
Christine McCallum
Daniel Welsh

5 YEARS

Curtis Campbell
Bennett Candy
Christina Carreiro
Michelle Carvalho
Amanda Court
Natalie Davis
Meaghan George
Lorrie Green
Meagan Hart
Anas Hasan

5 YEARS

Semir Kaljic
Michael Lauzon
Lauren Lombardi
Stefanie Macdonald
Ryan Marcella
Natasha Paquette
Kassandra Peekhaus
Zoie Porteous

5 YEARS

Megan Russell
Mark Rutledge
Jose Santamaria
Catherine Torek
Justin Torek
Garrett Waud

Strategic Business Plan

The 2023-2027 Strategic Plan is our roadmap to a safer, stronger, and more connected Brantford.

The Brantford Police Service 2023–2027 Strategic Plan outlines a clear vision for our future. The priorities, developed in collaboration with the Brantford Police Services Board, and shaped by extensive public consultation, are outlined below. Officially launched in 2024, the plan reflects the Service’s commitment to building a safe and harmonious community.

This four-year roadmap guides internal development, strengthens community partnerships, and supports effective crime reduction. It aligns the efforts of the Service while clearly communicating direction to residents, partners, and government stakeholders.

Through its implementation, the Strategic Plan will ensure the Service remains responsive to the community’s evolving needs. It will be reviewed regularly and updated as necessary to reflect priorities and available resources.



PRIORITY 1

Prevent and Reduce Crime and Increase Community Safety

We will implement community-based crime prevention to decrease violent crime, reduce incidents, and support victims



PRIORITY 2

Improve Trust and Deepen Community Partnerships

We will work with our community to increase trust and address the needs of everyone in our community



PRIORITY 3

Improve Workplace Culture and Maximize Operational Excellence

We will recruit, retain, train, support, and equip the Brantford Police Service to ensure success



PRIORITY 4

Build Sustainability Through Innovation and Fiscal Management

We will modernize practices to address emerging challenges

INTEGRITY

COMMITMENT

INNOVATION

Human Resources

Supporting the people behind the badge

At the heart of every successful police service are the dedicated individuals who serve their community—and Human Resources is committed to supporting them every step of the way.

Whether it's guiding new members through their first days, promoting career development, or offering support during challenging times, HR is focused on the well-being and success of both sworn and civilian members.

By fostering a healthy, inclusive, and respectful workplace, the Human Resources team helps ensure that every member feels valued, supported, and empowered to serve with confidence and integrity.

Human Resources also offers the following:



PEER SUPPORT

This program offers a supportive relationship between members who have common lived experience. Connecting members with someone who has lived with similar issues, or is possibly still doing so, can be a vital link for someone struggling with their own situation. A team of trained sworn and civilian peer supporters made combined efforts resulting in 74 contact check-ins with fellow members of the service in 2024.



EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

This program enables employees and their family members to access independent referral and/or counselling support from an external professional service provider. In 2024, this confidential service was accessed by 37 employees/family members.



EARLY INTERVENTION

Utilizing the risk indicator “flags” that exist within the Guardian tracking system allows supervisors and managers the opportunity to provide necessary and timely support to members. 110 event entries were created in 2024 to help with the follow-up on the wellbeing of individuals.



HEALTHCARE BENEFIT ENHANCEMENTS

Through combined efforts of both management and the Brantford Police Association, improvements to benefit coverage now provide members with enhanced benefit coverage.



Recruitment



The Brantford Police Service offers successful candidates the opportunity for a long and rewarding career in law enforcement with an opportunity for advancement while receiving police training and performing a variety of functions within the Service. Be sure to visit our website for more information:

www.brantfordpolice.ca

The Brantford Police Service is an equal opportunity employer seeking qualified candidates for the role of police constable to reflect the diverse community we are proud to serve.

Hiring Process - Uniform Recruitment

1

APPLICATION STAGE

2

SHUTTLE RUN / PRE-BACKGROUND
WRITTEN LOCAL FOCUS ASSESSMENT

3

LOCAL FOCUS BLENDED COMPETENCY
INTERVIEW

4

SENIOR OFFICER PANEL INTERVIEW

5

PSYCHOLOGICAL ASSESSMENT

6

BACKGROUND INVESTIGATION - INCLUDING
MEDICAL ASSESSMENT

5

FINAL CHIEF INTERVIEW

6

EMPLOYMENT OFFER

Communications



+55,000
Calls for Service

The Communications Section plays a vital role in public safety by supporting emergency, non-emergency, and administrative functions every day. As the first point of contact for the majority of incoming calls, our Communicators are instrumental in managing more than 55,000 calls for service annually.

In 2024, our Communications Team demonstrated exceptional dedication and professionalism, earning the Brantford Police Service Team Excellence Award in recognition of their outstanding performance.

Throughout the year, the Communications Section has maintained a strong focus on hiring, training, and professional development, ensuring our team remains well-equipped to meet the evolving needs of our community.



Technology and Community Engagement

Brantford Police Service continues to advance the use of technology to enhance community engagement and transparency. In 2024, the Service expanded its implementation of SPIDR Tech, a communication platform that sends personalized text or email updates to individuals who report crimes. The system also delivers post-incident surveys to help assess community trust and satisfaction.

The most recent SPIDR Tech expansion focuses on connecting individuals with appropriate support services. For designated incident types, the system now provides timely information about resources available through Victim Services of Brant, ensuring those impacted by crime are informed and supported.

A total of **12,894 texts** were sent in 2024.



9-1-1 CALL VOLUME

9-1-1 calls received in 2024: **18,341**



9-1-1 CALL ANSWER TIME

In 2024, 9-1-1 calls were answered, on average, in **under 8 seconds**



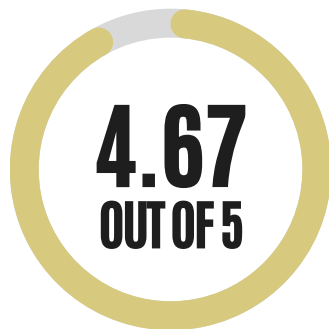
ANNUAL CALLS FOR SERVICE

In 2024, **55,213** calls for service were received.

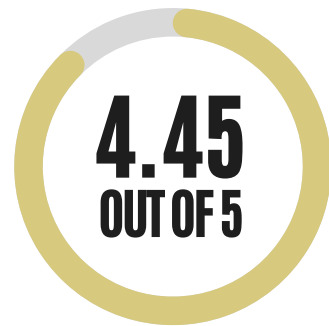
Community Satisfaction

2024 Highlights

Individuals who contacted Brantford police by calling 9-1-1 on an SMS enabled device to report a specific police-related incident including a break and enter, theft, fraud, property damage, and motor vehicle collisions involving property damage, or a hit and run, were asked to complete a satisfaction survey via text. These surveys are optional and allow us insight to improve our service delivery to our community. The feedback received was overwhelmingly positive, reflecting strong community support and appreciation for the professionalism and care provided by our officers and dispatch.



HOW WOULD YOU RATE THE
OFFICER YOU INTERACTED WITH?



HOW WOULD YOU RATE DISPATCH?

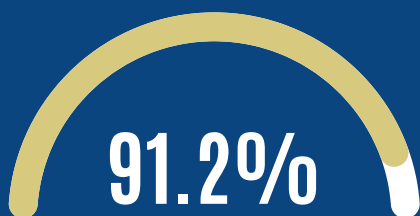
"Was a little shaken up when I called the police, but the person on the other line was calm and direct. Made me feel comfortable moving forward. I would say that an excellent job was done from start to finish! Thank you Brantford police."

"Both the call taker and officer acted professional and confident."

"Extremely grateful for the quick, professional, and thorough response from the BPS."

"Everyone we talked to was very nice and helpful. We were treated very well. Thank you so much."

"Was dealing with the Collision Reporting Centre and front desk. Everyone was polite, courteous, and professional. Impressed."



When asked to rate their level of satisfaction after contacting Brantford Police Service for an emergency incident, respondents indicated a 91.2% satisfaction rate.



Training

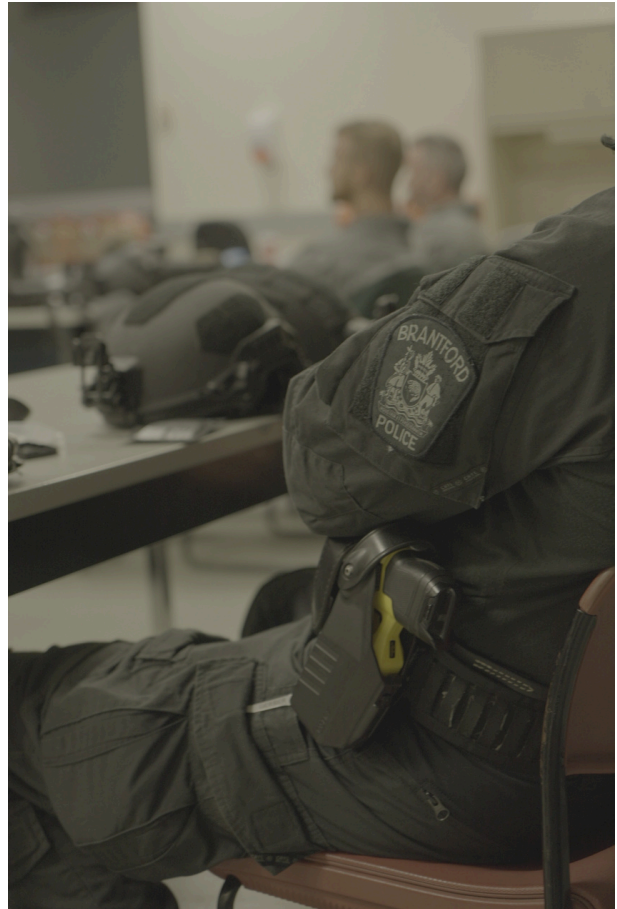
Training Unit members are dedicated to the consistent delivery of mandated and optional training to ensure the safety of our members and ultimately the community we serve.

Individual members are evaluated based on the training standard. All of our members must demonstrate proficiency in all areas in order to successfully complete the yearly training. Failing to meet standards in any area will result in additional or remedial training in order to meet or exceed the prescribed standard. The goal of the Training Unit is to continue exceeding standards for our members to ensure officer and public safety for our community.

In addition to Ministry mandated training, all sworn members and Special Constables receive skill development and refresher training on a number of topics that may vary slightly year by year. These additional topics include (but are not limited to) Immediate Rapid Deployment, basic first aid, CPR, advanced medical care, cultural awareness, traffic and radar updates, and crime scene management.

The goal of the Training Unit is to continue exceeding standards for our members to ensure officer and public safety for our community.

In 2024, the Brantford Police Service responded to 55,213 calls for service. De-escalation attempts were utilized in all reported use of force incidents for 2024, unless there was an imminent threat, or if action was required immediately. Force (also including displayed force) was only used in 0.271% of interactions when compared with overall calls for service.



SERVICE TRAINING HOURS	
30 HOURS	PRE OPC TRAINING FOR 16 NEW RECRUITS
160 HOURS	POST OPC TRAINING FOR 16 NEW RECRUITS
80 HOURS	TRAINING FOR 3 DIRECT HIRES
40 HOURS	INTRODUCTORY TRAINING FOR 15 NEW AUXILIARY MEMBERS
64 HOURS	MAINTENANCE TRAINING FOR AUXILIARY MEMBERS
80 HOURS	SPECIAL CONSTABLE BLOCK TRAINING
500 HOURS	SWORN/CONSTABLE BLOCK TRAINING
160 HOURS	IMMEDIATE RAPID DEPLOYMENT TRAINING
160 HOURS	PRACTICAL VEHICLE PURSUIT TRAINING
120 HOURS	FIRST AID, CPR, AND TRAUMA MANAGEMENT TRAINING
40 HOURS	TACTICAL EMERGENCY CASUALTY CARE TRAINING

Corporate Communications

Building Trust. Strengthening Connections.

Corporate Communications is an essential part of modern policing, serving as the bridge between the police service and the public. Through timely updates, media relations, social media, and strategic campaigns, the Communications Unit helps foster trust, promote transparency, and strengthen community relationships.

Over the past year, the Corporate Communications Manager has worked to ensure that information is clear, consistent, and accessible—supporting both public awareness and operational priorities. From safety messaging to community engagement and crisis response, effective communication reinforces accountability and highlights the Service's ongoing commitment to public safety. Internally, communications also play a key role in supporting morale by celebrating the achievements of members and sharing stories that reflect the Service's values. During critical incidents, clear communication is crucial to minimizing misinformation, supporting response efforts, and maintaining public confidence. In this way, Corporate Communications remains a strategic asset to the Service and the community alike.



Community Engagement



Community Engagement



Special Olympics Ontario 2025 Provincial Summer Games

On April 25, 2024, Special Olympics Ontario (SOO) announced that the Brantford Police Service, Brant County OPP, and Six Nations Police will host the Special Olympics Ontario Provincial Summer Games in July of 2025.

SOO has a unique partnership with policing agencies through the Law Enforcement Torch Run in the Province and each and every Provincial Games since 1996 has been hosted by a police service. Brantford police will partner with the Six Nations police and Brant County OPP to host these games. The Wayne Gretzky Foundation is the Presenting Sponsor of the Games.



“Sport and competition are a powerful force that unites us all and these games will exemplify the spirit of inclusivity, acceptance and inclusion. Special Olympics is a cause that’s near and dear to my heart and I wish all of the athletes luck in achieving their dreams and competing on the Provincial stage in Brantford!”

- Wayne Gretzky



The games will feature five sports: bocce, golf, track and field, soccer, and softball. All sports will be broken down into multiple ability divisions, where athletes will have the chance to compete against those similar to their ability level. In total, over 1,000 athletes and coaches will participate in the games.

The community is encouraged to join us as we bring together exceptional individuals from our local communities and from across Ontario as we showcase their talents. For more information about the games, please visit:

<https://provincialgames.com/2025-brantford/>

Citizens' Police Academy



After a brief hiatus due to COVID, the Brantford Police Service Citizens' Police Academy was back in session in 2024. We welcomed a diverse group of community members who were eager to learn more about the day-to-day life of police officers to our facility

Running for four consecutive weeks, the BPS Citizens' Police Academy is structured as a series of interactive, information-sharing sessions where participants engage with officers to gain a unique perspective of the policing profession and an understanding of the challenges and responsibilities officers of the Brantford Police Service face each day.

Whether a citizen is considering a career in law enforcement or is simply curious about the daily life of a police officer, the Citizens' Police Academy is an informative and exciting starting point. There is also an opportunity for participants to provide feedback and suggestions to improve the Service.

The Brantford Police Service is one of the first services in Ontario to offer this type of community participation through this free, educational program. The Citizens' Police Academy was first held at BPS in 1999.

"It allowed me to gain a deeper understanding of the various roles and responsibilities of our police officers and how they adapt to the ever-changing dynamics of our city."
Iva Obayuwana, BPS Citizens' Police Academy Graduate

The Citizens' Police Academy program is delivered under the guidance of Constable Nick Lawson, and covers a wide array of topics, including:

- Canine Unit
- Uniform Patrol
- Police Training
- Forensic Identification
- Communications
- Criminal Investigation – Major Crime
- Internet Crime and Safety
- Emergency Response Team
- Traffic Unit / Motor Vehicle Collision Investigation

As part of annual Police Week celebrations, on the final evening of the program, students participated in a graduation ceremony, and were provided the opportunity to win an invitation to participate in a ride-along with a community patrol officer.



Auxiliary Unit

The Brantford Auxiliary Police serve the City of Brantford by augmenting the strength of regular officers in the performance of their duties to the citizens of Brantford, and provide assistance with traffic and crowd control at major events held throughout the year.

The Auxiliary Police Unit is on hand to assist in providing the staffing to coordinate search parties as well as emergency situations that may arise at any time.

We are proud of our Auxiliary Police Unit and its members who continue to provide immeasurable assistance to officers of the Brantford Police Service and most importantly to the citizens of Brantford. Each year members of our Auxiliary police dedicate over 4,500 hours of their time. This proud tradition of devotion and service to the community will continue well into the future.



Honour Guard



The Chief's Honour Guard serves as a symbol of pride, tradition, and professionalism for the Brantford Police Service. Comprised of dedicated officers, the Honour Guard represents the Service at official ceremonies, community events, and memorials, paying tribute to fallen officers and demonstrating respect for the policing profession. Their presence reflects the Service's commitment to honouring those who serve and reinforcing the values of duty, respect, and community.

Records

Crown Brief Unit

The Crown Brief Unit within the Records Department was created in October 2024, to perform complete, accurate, and timely case preparation and case management, including requests for additional and final disclosure to the Courts. This unit consists of civilian members who assist with the flow of information throughout the organization to support investigations, prosecutions, reporting, and data analytics.

A **CROWN BRIEF** is a compilation of all evidence and information gathered by investigators in a criminal case, which is then presented to the Crown Attorney's office for review and potential prosecution.

4,456
HOURS

- 772** Criminal /Federal Briefs Completed
- 246** Provincial Offences Act Briefs Completed
- 3,052** Additional Disclosure Tasks Completed

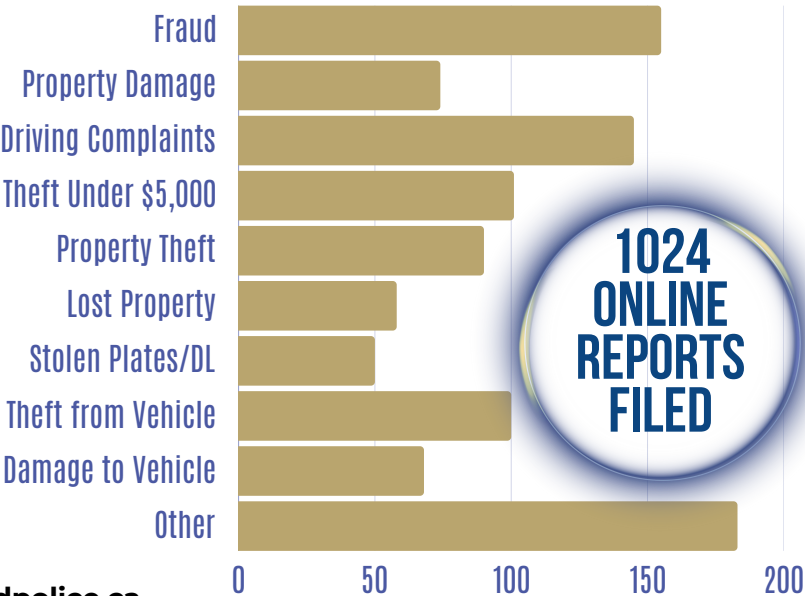
From Oct 7-Dec 31, 2024, the BPS Crown Brief Unit has reallocated approximately 4,456 of officer hours from paperwork enabling uniform officers more time to attend calls for service.

*Total hours calculated as follows: Federal/Criminal Crime Briefs = approximately 1.5hrs each, POA and Additional Disclosure Tasks = approximately 1 hr each)

Online Reporting

Many non-emergency incidents that occur within the City of Brantford can be conveniently reported online, including:

- Theft from a vehicle (under \$5,000)
- Theft (under \$5,000)
- Lost property (under \$5,000)
- Mischief or damage caused to vehicle / property
- Lost or stolen license plates
- Fraud Under \$25,000 / Identity Theft



Find out more at: www.brantfordpolice.ca

Branch Reports > Operations

Uniform Patrol

Uniform Patrol officers are the frontline of policing for the City of Brantford and are often the first point of contact between the public and the Service. They are responsible for responding to calls for service, conducting proactive patrols, addressing community concerns, and maintaining public safety 24/7. Beyond enforcement, Uniform Patrol plays a vital role in building trust, fostering relationships, and ensuring a visible and responsive police presence in neighbourhoods across the city. Their work is rooted in a commitment to community-focused policing, where safety, connection, and service go hand in hand.

BPS Officers Attended
55,000+
Calls for Service



Emergency Response Team (ERT)

The Emergency Response Team is comprised of highly trained officers who respond to high-risk and critical incidents, including weapons-related calls, barricaded individuals, hostage situations, and the execution of high-risk warrants.



ERT INCIDENTS



In 2024, ERT responded to 194 higher risk calls for service with an additional 55 full team callouts.

Branch Reports > Operations

Better Enforcement Action Team

The BPS Better Enforcement Action Team (BEAT) and Outward Facing Special Constable units are deployed within the City's Downtown Core as their primary patrol area.

This team is a combination of sworn officers and special constables who are focused on proactive enforcement while also addressing offences and unwanted behaviour within the Downtown Core.



The efforts of this team enhance the ability of our front-line patrol officers to attend to the safety of citizens community wide.

Alternate Response Unit (ARU)



The Alternate Response Unit (ARU) enhances the Service's ability to respond efficiently and effectively to non-emergency calls for service. By handling incidents that do not require immediate frontline response—such as property crimes, minor collisions, and non-violent disturbances—the ARU helps ensure that patrol officers remain available for urgent calls and proactive community engagement.

Special Constables

Special Constables play a vital role in enhancing the effectiveness of police services by supporting core operations and ensuring community safety. These uniformed members are responsible for duties such as prisoner transport, court security, and assisting with custody management, allowing frontline officers to remain focused on urgent calls for service and community policing. Their professionalism, training, and commitment contribute significantly to the overall efficiency of the Service and help ensure a safe and well-functioning justice system.

The BPS Special Constables have authorities to address many offences and unwanted behaviour related offences as they are designated under the following Acts:

- Criminal Code of Canada
- Trespass to Property Act of Ontario
- Liquor Licence and Control Act of Ontario
- Safe Streets Act of Ontario
- Mental Health Act of Ontario
- Cannabis Control Act of Ontario

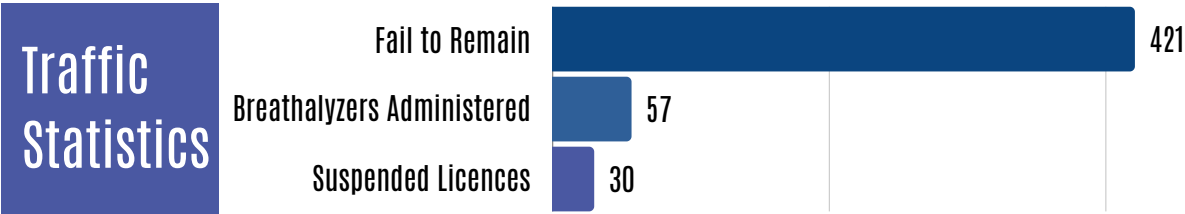
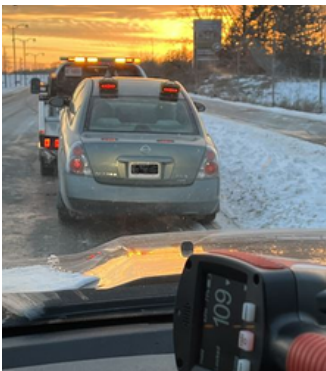


Branch Reports > Operations

Traffic Unit - Promoting Road Safety Through Education and Enforcement

The BPS Traffic Unit plays a key role in enhancing road safety through proactive enforcement, public education, and collision investigations. Officers in this specialized unit focus on reducing impaired, distracted, and aggressive driving, while working to prevent serious injuries and fatalities on our roadways.

By collaborating with community partners and engaging in targeted traffic initiatives, the unit supports safer streets, the City of Brantford's Vision Zero initiative, and promotes responsible driving habits throughout the city.



Branch Reports > Operations

Canine Unit: PSD Mack and PSD Hank



The Brantford Police Service Canine Unit has become an invaluable support unit and consists of two dedicated teams (Police Constable Paul Wiacek (Police Service Dog Mack) and Police Constable Adam Fisher (Police Service Dog Hank). In 2024, our Canine teams responded to **124 calls for service**. This figure does not include the very high number of incidents where the teams attended to assist front line officers with other call types.

Additionally, in 2024, our Canine teams were called out to assist other police services on 4 occasions. The Canine Unit has assisted in locating missing persons, firearms and illegal substances. Other calls for service involving the Canine teams include tracking, area searches, building searches, tactical use/containment, detention, and apprehension of suspects. Both of our Canine teams take on great risk and have increased the safety of our police members.

Our Canine teams conduct regular training and must meet qualification standards according to Provincial guidelines in the areas of obedience, agility, tracking, article search, apprehension, building search, area search, and detection.

The Canine teams are also a welcome addition to many community events, popular with both children and adults.



Branch Reports > Operational Support



Community Safety and Crime Prevention

This unit is comprised of officers and community partners who work in collaboration to improve the safety and well-being of the community. The Community Safety and Crime Prevention Unit has a primary focus on preventative measures such as the programs provided through the Elementary and High School Resource Officers, as well as risk intervention and incident response through the MCRRT, COAST, and BCRT programs.

Mobile Crisis Rapid Response Team (MCRRT)

The MCRRT Team is a partnership between the Brantford Police Service and SOAR Community Services where a team consisting of a uniformed officer and a mental health specialist will provide the primary response to individuals in crisis.

Brant Community Response Team (BCRT)

The Situation Table currently involves over 30 agencies from multiple sectors across Brantford/Brant, including education, primary health, public health, mental health, addictions, law enforcement, justice, harm reduction, victim services, employment support, housing and homelessness, Aboriginal services and youth support.

Crisis Outreach and Support Team (COAST)

Working in conjunction with the MCRRT team, the COAST team provides secondary crisis intervention in partnership with police and SOAR Community Services. COAST consists of two separate teams. The first being a uniform police member paired with a mental health specialist, while the second consists solely of two mental health specialists. While MCRRT focuses on those in crisis, COAST seeks to identify those in pre-crisis who are exhibiting characteristics of elevation. They will provide access to supportive resources for the purposes of maintaining stability in their state of mental health. Services include outreach, assessment, and support.

Branch Reports > Operational Support

Property

Members of the Property Section manage and control thousands of items seized by, or otherwise coming into the possession of, the police. This section is secure and extremely organized. Strict policies on the handling of evidence and property ensure that the integrity of the Service is upheld in dealing with the matters before the court and public.

**19,724
ITEMS
PROCESSED**

Citizens on Patrol (COP)

In 2024, the Citizens on Patrol program was paused for re-evaluation and to ensure compliance with the new regulations under the Community Safety and Policing Act, 2019. The COP program has proven to be a valuable asset to the Service and an important aspect of community engagement. The Program will be re-organized to start again in the future.

Elementary School Resource Coordinator

The Elementary School Resource Coordinator plays a vital role in fostering early, positive connections between young students and law enforcement. By building relationships rooted in trust, safety, and mentorship, the coordinator helps create a school environment where children feel supported and protected.

Through classroom engagement, safety education, and conflict resolution support, this role lays the foundation for stronger community ties and promotes long-term well-being. Investing in our youth is an investment in the future — and this presence in our elementary schools is an essential step toward a safer, more connected community.



Branch Reports > Operational Support

High School Resource Officers (HRSO)



The Brantford Police Service are pleased to share the continued partnership with the Brant Haldimand Norfolk Catholic District School Board (BHNCDSB), the Grand Erie District School Board (GEDSB), and the Ontario Provincial Police to launch the enhanced School Resource Officer program in Brantford area schools.

Within the Grand Erie District School Board, the program was launched in 2024 as the Police Services in Schools (PROSE), with BPS Constable Kelsie Annaert dedicated to Brantford GEDSB high schools. Within the Brant Haldimand Norfolk Catholic School Board, the program was relaunched as an enhanced School Resource Officer (SRO) program, with Constable Dakota Brush dedicated to Brantford BHNCSB high schools.

The Ministry of Community Safety and Correctional Services and the Ministry of Education have a shared protocol for Police Services Engagement and the investigation of school-related occurrences. Residents of our community expect our schools to be safe, inclusive, and equitable places to learn and teach. By ensuring such expectations are met, those attending may develop personal accountability, civility, respect, and other positive attributes which contribute to a strong and responsible citizenry.

The PROSE / SRO programs will improve safety in and around schools and strengthen the relationship between students and police. By placing dedicated officers within our schools, we are taking a proactive step towards ensuring safety, building trust, and fostering mentorship. The PROSE/SRO programs are not just about responding to challenges – they are about preventing them and creating a secure, supportive environment together where students can learn and grow.

“By placing dedicated officers within our schools, we are taking a proactive step towards ensuring safety, building trust, and fostering mentorship.”

Chief Jason Saunders



Branch Reports > Investigative Support

Restructuring

In 2024, the Investigative Support Branch underwent significant restructuring to enhance oversight, efficiency, and investigative capacity. A Staff Sergeant position was added to provide dedicated supervision for our covert detective units, ensuring greater accountability and coordination. The High Enforcement Action Team (HEAT) and Tactical Intelligence Generated Enforcement and Response Unit (TIGER) were reorganized to form the Drug and Firearms Enforcement Unit (DFEU), allowing for more comprehensive and resource-intensive investigations. Additionally, the Forensic Identification Section (FIS) expanded with the addition of a Special Constable, further supporting the unit's growing operational demands.



Criminal Investigations Section

The Criminal Investigations Section (CIS) is comprised of a dedicated team of 30 Detective Constables, supported by 1 Special Constable and 1 Civilian Crime Analyst, under the leadership of 1 Staff Sergeant and 4 Sergeants.

The Section is organized into specialized units, each tasked with investigating complex and sensitive cases. These include the **Major Crime Unit** (8 Constables), **Child Abuse & Sexual Assault Unit** (5 Constables), **Intimate Partner Violence Unit** (4 Constables), **Fraud Unit** (1 Constable), **High Risk & Repeat Offender Unit** (2 Constables), **Internet Child Exploitation Unit** (2 Constables), and the **Tech Crime Unit** (3 Constables).

The **Forensic Identification Section (FIS)** includes 5 Constables and, for the first time, in 2024, a dedicated Special Constable to support growing operational demands.

Collectively, these units play a critical role in addressing serious criminal activity and supporting victims through trauma-informed investigative practices.



Branch Reports > Investigative Support

Criminal Intelligence and Enforcement Section

The Criminal Intelligence and Enforcement Section is a specialized team focused on intelligence-led policing and proactive enforcement strategies targeting organized and high-risk criminal activity. Led by 1 Staff Sergeant and 2 Sergeants, the section includes 13 Detective Constables and 2 Civilian Members.

The team is comprised of several integrated units, including the following:

- **Criminal Intelligence Unit**
- **Drug & Firearm Enforcement Unit**
- **Auto Theft**
- **Asset Forfeiture Unit**
- **Firearms Unit**

A dedicated civilian Intelligence Analyst provides critical support through data-driven analysis and trend forecasting. Together, these units work collaboratively to identify, disrupt, and dismantle criminal networks, contributing to a safer and more secure community.

Seconded Members

Several members of our Service are proudly seconded to various Joint Forces Projects, allowing for enhanced collaboration across policing jurisdictions and specialized units. These secondments not only strengthen partnerships with provincial and federal agencies, but also provide valuable opportunities for our officers to gain advanced training, share intelligence, and contribute to broader public safety initiatives. The experience and expertise gained through these roles are brought back to our organization, benefiting local investigations and reinforcing our commitment to intelligence-led, cooperative policing. Members are seconded to the following:

- **Provincial Guns and Gangs Unit**
- **Combined Forces Special Enforcement Unit**
- **Firearms Analysis and Tracing Enforcement Unit**
- **Provincial Auto Theft and Towing Unit**
- **Project Grantham**

Branch Reports > Investigative Support

2024 Investigation Highlights

Incident 24-5235,6458,6372

BPS arrested three men after a shooting investigation, 928 g of illegal substances seized (with an estimated value of \$62,580); 9mm loaded firearm and ammunition seized; 3 persons charged with 27 CDSA/Firearm offences



Incident 24-9475

Brantford man arrested, approximately \$80,058 in illicit drugs seized, and multiple firearms including a loaded .357 handgun concealed on the suspect recovered as a result of BPS HEAT Unit drug trafficking investigation.

Project OSANDFISH

In partnership with the RCMP, the project uncovered 6.3 kilograms of cocaine with a street value of \$170,000 and approximately \$2 million in Canadian currency which was seized as suspected proceeds of crime. As a result of Project OSANDFISH, five men from Brantford (ages 23-62) were arrested and charged with trafficking related offences under the CDSA.



Incident 24-40426

BPS Drug and Firearm Enforcement Unit seized over \$690,000 in illicit drugs and arrested three Brantford residents for trafficking, 12 CDSA charges laid

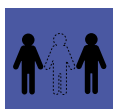
Branch Reports > Investigative Support

2024 Statistics



IPV OCCURRENCES

1,450 intimate partner violence reports received



MISSING PERSON INVESTIGATIONS

244 missing person reports, including
150 adults, **94** youth



FINGERPRINTS TAKEN

2,578 total prints taken (civilian and criminal)
27% of submissions resulted in a suspect being identified



HATE CRIME INVESTIGATIONS

18 hate bias motivated crime and propaganda reports investigated



DNA SAMPLES

368 DNA Order Samples were executed by the Forensic Identification Section



CRIME SCENES

787 crime scenes attended
42,278 crime scene photos taken



MAJOR CASE MANAGEMENT INVESTIGATIONS

170 Threshold Major Case Investigations



VICLAS SUBMISSIONS

94 Viclas booklets submitted to the Provincial Viclas Centre



COLD CASE HOMICIDES

Continued investigation into **5** Cold Case Homicides



PROCEEDS OF CRIME

\$62,917 in currency forfeited as a result of court convictions



CURRENCY SEIZED

\$260,631 seized as a result of criminal investigations



VEHICLES SEIZED - PROCEEDS OF CRIME

1 vehicle seized as proceeds of crime and asset forfeiture



SEX OFFENDER REGISTRY

BPS are responsible for **356** sex offender records



OFFENDERS CHARGED - INTERNET CHILD EXPLOITATION

31 Offenders Charged in Internet Child Exploitation Cases



CHARGES - INTERNET CHILD EXPLOITATION

90 charges laid as a result of Internet Child Exploitation Investigations



INTERNET CHILD EXPLOITATION CASES

218 Internet Child Exploitation Cases Investigated



VICTIMS IDENTIFIED - INTERNET CHILD EXPLOITATION CASES

31 Victims identified as a result of Internet Child Exploitation Investigations



FORENSIC ANALYSIS - TECH DEVICES

178 devices were forensically examined in 2024

Support for Victims of Crime

No one chooses to be a victim of crime, but when crime happens, it can have a profound effect on individuals, their families, and the broader community. Help is here if you need it.

Victim Services of Brant is a community-based agency that assists emergency services in providing accessible, confidential, and client centered support to victims of crime, tragic circumstances and disaster.

In 2024, Brantford Police Service officers made 1,034 referrals to Victim Services of Brant.

**1,034
REFERRALS**

Located within the Brantford Police Services station, Victim Services of Brant provide crisis assistance and intervention in Brantford, Brant County, and Six Nations of the Grand River, 24-hours-a-day, seven-days-a-week.

Programs include Victim Crisis Assistance Ontario (VCAO), Victim Quick Response Program+ (VQRP+) and Bail Court Program.



FOR MORE INFORMATION, CONTACT:

Victim Services of Brant

**Located in the
Brantford police station**

344 Elgin Street
Brantford, Ontario
N3T 5T3

519-752-3140



Branch Support > Administrative Support

Budget

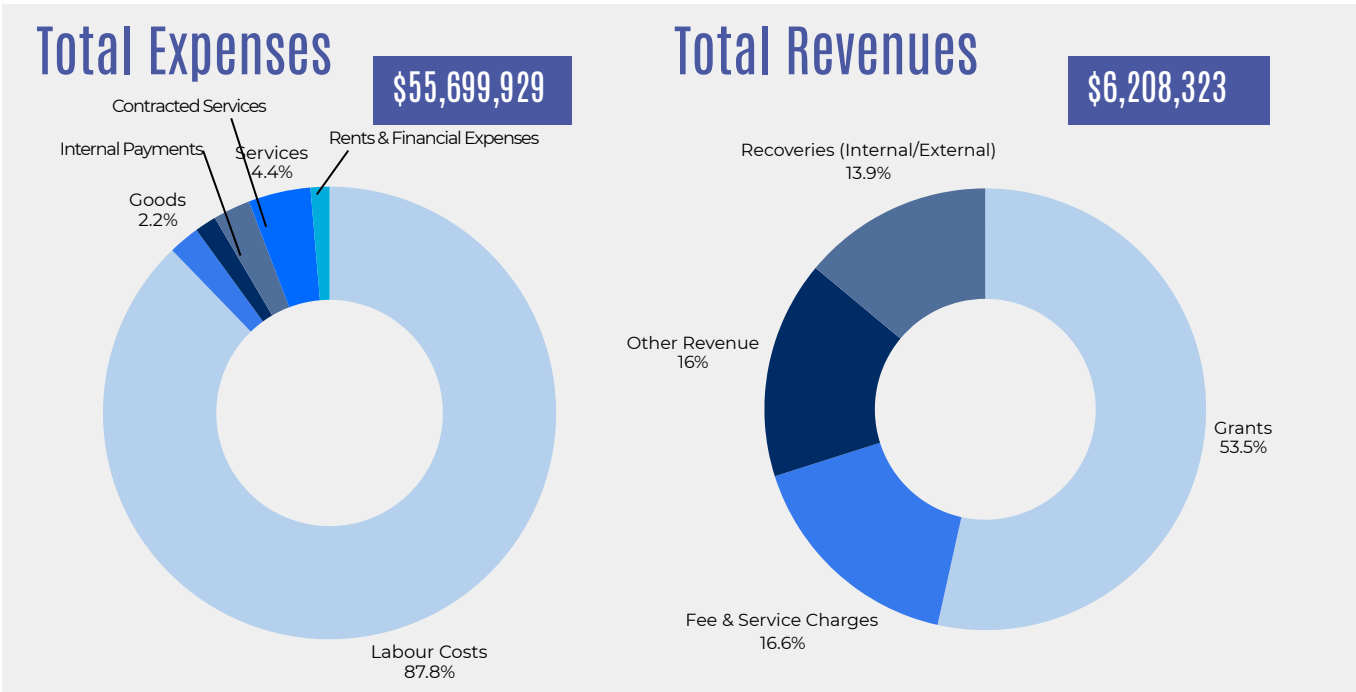
The Brantford Police Service is focused to maintain and improve cost-effectiveness and efficiency when it comes to maximizing the public’s investment in police services. We are committed to deliver the community safety services that residents of Brantford want and expect.

The 2024 operating budget, which was approved by the Police Services Board, represents a **10.84%** increase over 2023. The operating budget for 2024 was **\$49,491,606**. The **2024 fiscal year ended with a surplus of \$1,032,653**.



The charts below provide an overview of the statistics as they relate to the population served by the Brantford Police Service relative to our total staffing, uniform officers per 1,000, the operating budget, as well as revenues and expenses:

	2019	2020	2021	2022	2023	2024
Population Served (Census data: 2016/2021)	98,179	98,179	104,688	104,688	104,688	108,544
Uniform Officers	187	191	202	202	202	204
Civilian Employees	77	90	97	105	115	118
Total Staff	264	281	299	307	317	322
Uniform Officer per 100,000	1.9	1.95	1.93	1.93	1.93	1.88
Operating Budget	\$33,225,482	\$35,873,122	\$39,054,737	\$41,348,628	\$44,650,094	\$49,491,606



Branch Support > Administrative Support

Information Technology

The Information Technology enhancements listed below, highlight a year marked by strategic innovation, enhanced operational resilience, and continued modernization in support of public safety and service excellence. These achievements reflect the Brantford Police Service's enduring commitment to harnessing technological advancements as a means of fostering innovation, enhancing operational efficiency, and effecting meaningful organizational progress.



CYBER SECURITY ENHANCEMENTS

In response to the evolving digital threat landscape, BPS strengthened its cyber security infrastructure to protect critical systems and sensitive data. This included the implementation of advanced threat detection tools to safeguard against cyber risks and ensure operational integrity.



NEW BACKUP COMMUNICATIONS SITE

To strengthen operational resilience and ensure continuity in emergency response, BPS established a new Backup Communications Site. This facility enhances our preparedness and capacity during high-demand or crisis situations.



AXON TECHNOLOGIES & DIGITAL EVIDENCE MANAGEMENT

The continued integration of Axon technologies, including body-worn cameras and cloud-based digital evidence platforms, has streamlined frontline data capture and evidence management processes. These tools have enhanced transparency, increased operational efficiency, and improved the ability to securely share digital evidence with judicial and law enforcement partners.



NEXT GENERATION 911 (NG911)

In pursuit of advancing emergency communication capabilities, the Brantford Police Service continued to collaborate extensively with law enforcement partners on the development and phased implementation of the Next Generation 911 system. This enhanced platform is intended to significantly improve the handling of emergency calls, increase the accuracy of caller location data, and elevate the overall effectiveness and responsiveness of emergency service delivery to the community.

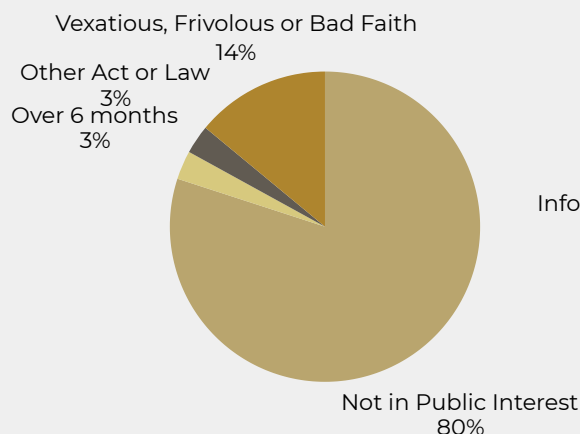
Branch Support > Quality Assurance

The Quality Assurance Branch is responsible for Professional Standards, Corporate Communications, Training, Auxiliary, SIU liaison, policy, auditing, and other areas that concern the quality of service provided.

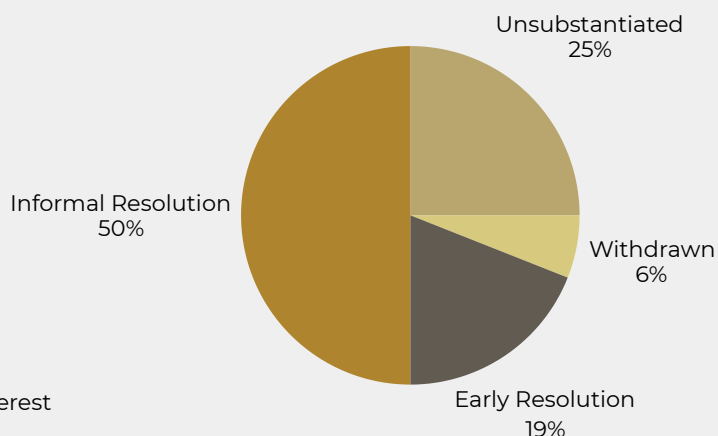
Professional Standards

The Quality Assurance Branch liaises with the Law Enforcement Complaints Agency (LECA) which is responsible for receiving, managing, and overseeing public complaints made about misconduct of police officers. In addition, Professional Standards is responsible for investigations involving complaints made about the misconduct of civilians and Special Constables of the Service. In 2024, there were a total 99 complaints made about members of the Service. 67 of these were public complaints made to LECA about police officers. Of the 67 LECA complaints, 36 were screened-out and 31 were screened-in for investigation. Of the 31 LECA complaints screened-in, 75% were resolved through alternative resolutions.

Complaints Screened-Out by LECA: 36 (53.7%)



Complaints Screened-In by LECA with Results: 31 (46.3%)



Special Investigations Unit Liaison (SIU)



In 2024, the Special Investigations Unit invoked their mandate and undertook a total of 10 investigations involving Brantford police officers. No officers were charged by the SIU as a result of these investigations.

Measuring Progress

Collaboration with our partners is essential to achieving our goals and ensuring meaningful progress through shared accountability and measurable outcomes.

The Brantford Police Service is an active partner with the City of Brantford, committed to advancing the public safety priorities outlined within the City's Community Safety and Well-Being Plan 2021-2025. In 2024, the Brantford Police Service worked to support many priorities within the plan including, Action Plan Item 5.1 Improve Municipal Capacity for By-Law Enforcement and Downtown Security, Item 5.3 Implement a Downtown CCTV Program, and Item 5.5 Support the Goals of Vision Zero Task Force.



Measuring Progress

Strategic Plan 2023-2027

● Ongoing
● Complete

Objective	Priority	Status
1. Prevent and Reduce Crime and Increase Community Safety	1.1 Optimize response and deployment strategies to implement an effective approach to public safety	●
	1.2 Enhance road safety program, including prevention measures and performance	●
	1.3 Optimize the Special Constable program	●
	1.4 Seek additional opportunities to collaborate with policing partners to enhance community safety	●
	1.5 Collaborate and implement key aspects of the Community Safety and Well-Being Plan	●
	1.6 Ensure adequate and effective courthouse security	●
2. Improve Trust and Deepen Community Partnerships	2.1 Increase capacity to respond to mental health and addiction calls for service	●
	2.2 Improve capacity to address the needs of vulnerable populations and victims	●
	2.3 Improve trust and build relationships with diverse communities and youth	●
	2.4 Strengthen volunteer and partner programs that leverage our capacity to deliver services	●
	2.5 Modernize and expand external communication	●
3. Improve workplace culture and achieve organizational excellence	3.1 Create a strategy to ensure sufficient human resources that deliver adequate and effective policing through resource planning	●
	3.2 Modernize recruitment and onboarding to reflect diversity and inclusion	●
	3.3 Update and implement policies to facilitate a culture of mutual respect and recognize diversity in the workplace	●
	3.4 Continue to promote health and wellness and resilience to PTSD, occupational injury and long-term disability	●
	3.5 Enhance operational readiness and emergency preparedness thru access to training, tools and resources	●
4. Build Sustainability Through Innovation and Fiscal Management	4.1 Continue to modernize capital infrastructure, police equipment and facilities	●
	4.2 Resource and implement requirements to respond to new legislation	●
	4.3 Increase IT capacity to enable real-time analytics and improve evidence-based business decisions, including artificial intelligence	●
	4.4 Continue to ensure adequate and effective resources for records management	●
	4.5 Ensure effective financial systems and processes, and implement multi-year budgeting	●

Crime Stats



*Note on Statistical Reporting

At the time of publication, official crime statistics from Statistics Canada for the reporting year of 2024 were not yet available. These figures will be reflected in future reporting once received.

Data as reported remains unofficial until verified by Statistics Canada. Official data from Statistics Canada not available until after July 2025.



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