



# Sarnia Police Service Board

Open Meeting  
Thursday, March 27, 2025  
9:00 a.m.

[Join Virtual Meeting](#)



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1. Welcome		Chair
2. Land Acknowledgement		Chair
3. Declarations of Conflict of Interest		Chair
4. Approval of Agenda	Approval	Chair
5. Minutes 5.1 February 27, 2025	Approval	Chair
6. Monthly Operation Update	Information	Deputy Chiefs
7. 2024 Finance Report	Information	Director, Corporate Services
8. CSPA Funding Related Motion	Approval	C. McRoberts, C. Sebastian
9. Collection of Identifying Information Report	Information	Deputy Chief Hansen
10. Use of Force Report	Information	Deputy Chief Van Sickle
11. Canine Unit	Presentation	Constable Shawn Urban
12. Open Forum		All
13. Closed Meeting Report (Verbal)	Information	Chair
14. Adjourn to Closed Session	Approval	Chair
15. Report from Closed Session (Verbal)	Information	Chair
16. Adjournment 16.1 Next Regular Public Meeting: Thursday, April 24, 2025	Approval	Chair



# SARNIA POLICE SERVICES BOARD

OPEN MINUTES  
9:00 a.m. - THURSDAY, FEBRUARY 27, 2025  
COMMUNITY ROOM, SARNIA POLICE SERVICES

**Board Members Present:** Paul Wiersma, Kelly Ash, Councillor Chrissy McRoberts  
Councillor Anne Marie Gillis and Charlene Sebastian

**Administration Present:** Chief of Police D. Davis, Deputy Chief R. Hansen, C. Dam,  
Director Financial Services, J. Dale, Manager of Planning, Policy, Fleet & Facilities and  
Joan Knight, Board Secretary.

**Additional Present:** Ronald LeClair, Zone 6 Advisor

**Absent:** Deputy Chief M. Van Sickle

## 1. Welcome

Chair Paul Wiersma opened the meeting.

## 2. Land Acknowledgement

We acknowledge that this land on which the Sarnia Police Service operates is part of the ancestral land of the Chippewa, Odawa, and Potawatomi peoples, referred to collectively as the Anishinaabeg. It is through the connection of the Anishinaabeg with the spirit of the land, water and air that we recognize their unique cultures, traditions, and values. Together as treaty people, we have a shared responsibility to act with respect for the environment that sustains all life, protecting the future for those generations to come.

## 3. Declarations of Conflict of Interest

There were no disclosures of pecuniary interest.

## 4. Approval of Agenda

Moved by Board Member C. McRoberts, seconded by Vice-Chair K. Ash, and **carried:**

***That the Agenda as presented, be adopted.***

## 5. Minutes

Moved by Vice-Chair K. Ash, seconded by Board Member A.M. Gillis, and **carried**:

***That the Minutes of January 23, 2025, be adopted.***

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## 6. Monthly Operation Update

A report from Chief Davis, dated February 27, 2025, regarding the monthly operation update was provided.

Deputy Chief Hansen spoke to the report and gave an update, giving the percentages on charges and arrests, advised of the finding of human remains, gave an update on traffic charges laid and charges for stunt driving, he also advised of charges laid for kidnapping, assaults, car thefts and drug possession and the arrest of young offender with \$60,000 worth of drugs on this arrest.

Board Member C. McRoberts asked about the increase in traffic charges, Deputy Chief Hansen advised that the traffic division is very busy.

Board Member A.M. Gilis thanked the traffic division for their work in the city.

Discussion took place regarding media releases and Chair Wiersma gave thanks to Chief Davis for keeping the public so well informed.

## 7. Hate Crime Summary

A report from Chief Davis, dated February 27, 2025, regarding the Annual Report on Hate Bias Crimes, January 1st 2024 – December 31st 2024, was provided.

Deputy Chief Hansen spoke to the report, and explained the three categories of Hate Crimes, he referred to the section of Criminal Code that deals with hate crimes, the charges that can be laid, the way they track hate crimes and how they are addressed.

In 2023 there were 0 incidents and in 2024 there were 9 incidents, Deputy Chief Hansen feels they are doing a better job of investigating these types of crimes and classifying these crimes.

Chair Wiersma advised that the report will be posted on Sarnia Police Service website.

## 8. Missing Persons Report

A report from Chief Davis, dated February 27, 2025, regarding the 2024 Annual Report on Urgent Demands for Information Related to Missing Persons was provided.

Chief Davis spoke to this report, explaining the urgent demands of solving these cases, referring to the legislation, the number of calls received and the mandatory reporting.

Board Member A.M. Gillis thanked Chief Davis for the media notifications on missing persons and the follow up when someone has been found.

Chair Wiersma advised that the report we will be posted on Sarnia Police Service website.

## 9. Board Policies

A report from Chair Paul Wiersma, dated February 27, 2025, with respect to Board Policies was considered.

Chair Wiersma spoke to the report and advised that with the approval of these policies all Board policies will be aligned with the Act.

Moved by Vice-Chair K. Ash, seconded by Board Member C. Sebastian, and **carried:**

**That the Sarnia Police Service Board rescind policies CP-001 – CP-002, CT-001 – CT004, LE-035 – LE-047, PO-001 – PO-003, and VA-001, and approve policies AI-032, CP-001 – CP-002, LE-035 – LE-047, PO-001 – PO-003, and VA-001.**

## 10. OAPSB Spring Conference

A report from Chair Paul Wiersma, dated February 27, 2025, regarding the Ontario Association of Police Service Boards (OAPSB) 2025 Spring Conference, was considered.

Chair Wiersma spoke to the report advising of the Board Members who expressed an interest in attending the conference.

Moved by Board Member C. McRoberts, seconded by Vice-Chair K. Ash, and **carried:**

**That Sarnia Police Service Board approve Board members Kelly Ash, Anne Marie Gillis, Charlene Sebastian, and Paul Wiersma to attend the OAPSB 2025 Spring Conference on June 3-5, 2025.**

## **11. Emergency Response Team (ERT)**

Acting Sergeant Dave Ferrara introduced Constable Brandon Johnson who was supporting him in his presentation.

He gave a PowerPoint presentation with an overview of the ERT Team explaining the goals of the Team, training required, and additional equipment needed by the Team.

He advised of the positions on the ERT Team referencing the Organizational Chart, explaining the training and courses given to the officers and the need for continual training throughout the year, he also, gave a breakdown of the calls for 2024 with examples of the type of calls that are responded to. He advised of the new capability of rappel and the training and equipment for deploying off rooftops and balconies.

Under the CSPA, all police services must have access to ERT services, and those teams can have different designation (i.e. capability) levels. Currently the SPS is designated as a Containment Team but is very close to having the training and resources to upgrade their designation to a full-time tactical team. For all services outside the designation of the SPS ERT, we call upon the OPP or neighbouring services for support.

Acting Sergeant Ferrara spoke to the need for Night Vision Devices and how they are used entering a dark residence, canine tracking and missing persons at night, he showed a video showing the difference in searching with only flashlights as compared to the ability to search with Night Vision Devices.

Discussion took place with the need for a full time Tactical Team and where the budget stands in 2025 as to the needs of this full time Tactical Team.

Chief Davis advised the SPS is exploring upgrading the designation of the existing Emergency Response Team from containment to a "full time" team.

Chair Wiersma thanked Acting Sergeant Ferrara for his presentation.

## **12. ERT Equipment Purchase**

A report from Chief Davis, dated February 27, 2025, regarding Night Vision Optical Devices for Emergency Response Team, was considered.

Chair Wiersma indicated that there were funds in the 2025 budget, but as the Board does not have a Procurement Policy to allow for this type of budgeted item and as this exceeds the threshold of the amount of to spend, this item has now come to the Board for approval.

Discussions took place with respect to reserves and this type of budgeted item with Board Member C. Sebastian asking that future reports include the effect on reserves with these types of costs coming from reserves.

Moved by Board Member A.M. Gillis, seconded by Vice-Chair K. Ash, and **carried:**

**That the Sarnia Police Service Board authorize the purchase of fourteen (14) sets of Night Vision Optical Devices for the Sarnia Police Emergency Response Team and K9 Officer for a quoted amount of \$140,726.81.**

### **13. Open Forum**

#### Sarnia Police Service Ride Along

Board Member C. McRoberts stated that she had done a Ride Along with an officer and was amazed by the number of calls on the screen with the officer explaining that was the number of calls waiting for a response.

Chief Davis explained all calls are numbered and prioritized when the calls come in, stating all calls are answered but the timeline may be extended. He advised that additional methods are being utilized to have calls answered in a timely manner.

### **14. Closed Meeting Report (Verbal)**

Chair Wiersma advised that the Sarnia Police Service Board will retire to their Closed Meeting to discuss Human Resources Update, Sarnia Police Association negotiations and new facility architect and site location.

### **15. Adjourn to Closed Meeting**

Moved by Board Member C. McRoberts, seconded by Board Member A.M. Gillis, and **carried:**

***That the Sarnia Police Service Board adjourn to their Closed Meeting.***

### **16. Report of the Closed Meeting**

Chair Wiersma advised that there was no report from the Closed Meeting.

**17. Adjournment**

Moved by Board Member C. McRoberts, seconded by Vice-Chair K. Ash, and **carried:**

***That the Sarnia Police Service Board adjourn to their next regular public meeting to be held Thursday, March 27, 2025.***

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Chair



# SARNIA POLICE SERVICE

## Open Agenda Information Report

**To:** Chair and Police Service Board Members

**From:** Chief Derek Davis

**Subject:** Monthly Operational Update

**Date:** March 27, 2025

**Report #** 25-03-006-0

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### SUMMARY:

The Sarnia Police Service is committed to continuously improving the level of service and safety we provide to our communities. While the police are traditionally responsible for incident response, by working with community partners in each of the prevention, risk intervention and social development pillars, a coordinated response can be implemented.

This report is a snapshot of operational and member accomplishments and is not an exhaustive account of the achievements of the Sarnia Police Service.

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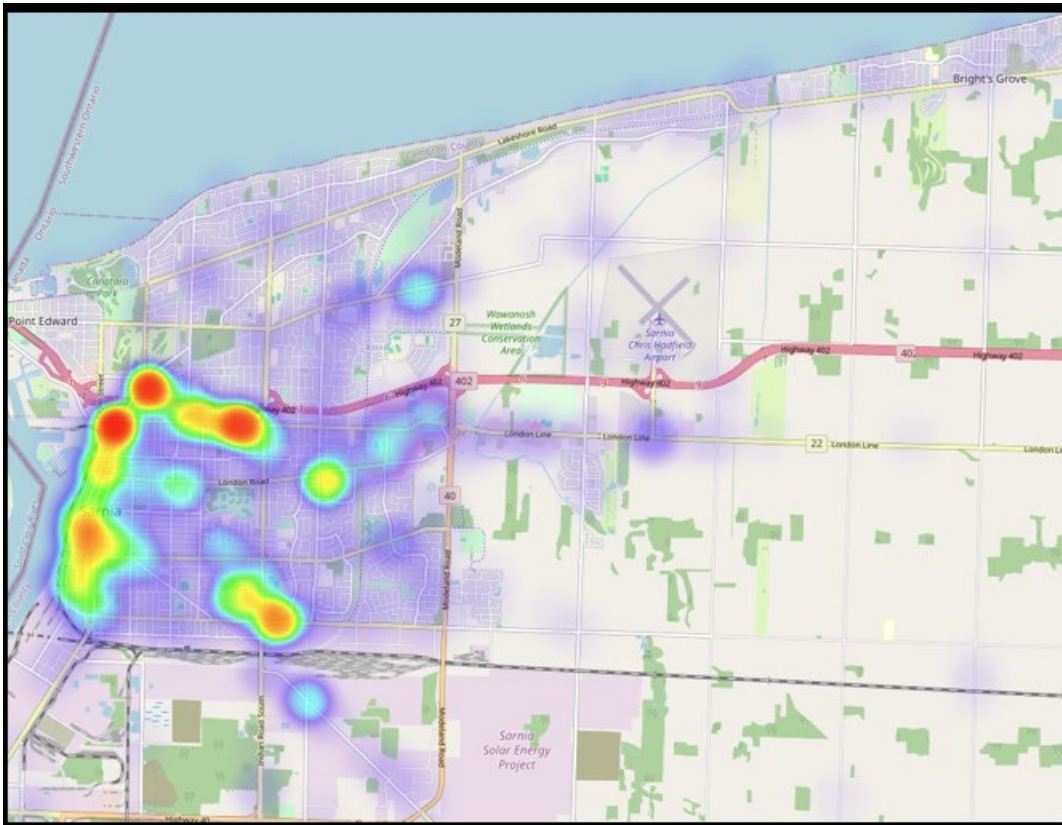
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Derek Davis  
Chief of Police

:MV/RH/CS



## February 2024 Occurrences



The heat map illustrates the distribution and intensity of the 2,595 occurrences recorded between February 1, 2024, and February 28, 2025. Each point or region on the map is color-coded to indicate the frequency or concentration of occurrences during this period. Warmer colors, such as red or orange, represent areas or time frames with higher activity, while cooler colors, like purple, denote lower activity levels.

There were 154 occurrences for unwanted persons, 129 for warrants, 106 for intimate partner violence and 76 for person well-being checks. Other relevant statistics for this period are that there were 1013 charges laid (up 77% from February 2024). Through the first 2 months of the year, there have been a total of 2105 charges laid. This reflects a 62% increase over the same period of 2024. There were 267 arrests made in February. (down 7% from February 2024). Further, in 2025 there have been 512 total arrests made which is a 9% reduction from the same period last year.

### Exceptional Collaboration by the Sarnia Police MHEART Team

On January 21, 2025, the Mental Health Engagement and Response Team (MHEART), in collaboration with the Canadian Mental Health Association (CMHA), conducted a

follow-up with a vulnerable young woman who had recently arrived in Sarnia under concerning circumstances.

Through investigative efforts, MHEART determined that the individual was an Indigenous female from Long Lac with developmental delays and a history of victimization, including past sexual assault. She had been in the care of child protection services in Thunder Bay before meeting a male individual online who misrepresented his age and persuaded her to travel to Sarnia—her first time venturing beyond Thunder Bay.

During the follow-up, MHEART identified several red flags, including potential human trafficking concerns. While there were no immediate grounds for apprehension, MHEART took proactive steps by contacting child protection services and a family member, both of whom strongly recommended that she return to Thunder Bay, where support systems were in place. MHEART worked to secure resources, including a replacement phone, to restore her communication with family and ensure she was aware of available transportation assistance.

The following day, as MHEART was coordinating with Victim Services, a call was received indicating the male individual wanted her removed from his residence. Uniform Patrol was dispatched to bring her safely to the station, where MHEART and Victim Services attempted to engage with her. Initially withdrawn and overwhelmed, she later opened up after building trust with an officer, revealing incidents of domestic violence. This crucial disclosure led to charges being processed, and the suspect was arrested and held for bail.

Victim Services immediately secured emergency lodging for her and maintained continuous contact, providing food, communication support, and coordinating with the OPP to ensure her safety. Given the risk of her reconnecting with the accused, law enforcement prioritized her protection. Victim Services arranged for her safe transport to Toronto, where child protection services took over and ensured her return home to Thunder Bay. A follow-up confirmed her safe arrival.

This case highlights the outstanding collaboration between the Sarnia Police MHEART Team, Victim Services, and Uniform Patrol. The swift and compassionate actions of all involved played a crucial role in safeguarding a vulnerable individual and preventing further victimization.

### **Drugs, Guns and Ammunition Seized After Youth Arrested**

On February 19, 2025, members of the Sarnia Police Service Criminal Investigation Division (CID) located and arrested a 16-year-old male who was wanted for criminal harassment and failing to comply with probation. The diligent work of the CID led to the

apprehension of the youth, ensuring that he was held accountable for his alleged offenses.

During the arrest, officers discovered that the youth was in possession of a hockey bag containing a sawed-off Remington 870 shotgun, a heavily modified .22 caliber rifle with its serial number removed, various types of ammunition—including shotgun slugs and rifle rounds—an empty bulletproof vest plate carrier, and 10.6 grams of suspected fentanyl. The presence of such weaponry and dangerous substances, particularly in the hands of a minor, raises serious concerns regarding public safety and the potential for violent crime.

As a result of these findings, the youth, whose identity is protected under the Youth Criminal Justice Act, is now facing a series of additional charges. These include two counts of possession of a prohibited firearm, two counts of unauthorized possession of a prohibited firearm, two counts of careless storage of a firearm, tampering with a firearm serial number, unsafe storage of ammunition, possession for the purpose of trafficking, and three counts of failing to comply with a probation order.

The youth was initially remanded into custody following his arrest. However, despite the severity of the charges, he has since been released. The discovery of these prohibited weapons and illicit substances on a youth underscores the potential dangers faced by law enforcement and the broader community. It also highlights the critical role played by the Criminal Investigation Division in identifying and mitigating threats to public safety.



## Traffic Stop Leads to Stolen Property, Drugs and Search Warrant on Cobden Street

In January 2025, the Sarnia Police Service launched an investigation into a series of thefts from vehicles. By analyzing various sources of information, officers identified individuals involved in both the theft and trafficking of stolen property within the city. On February 25, police observed a stolen Kubota skid steer at a residence on Cobden Street as it was being loaded onto a trailer.

Shortly after, officers conducted a traffic stop on a U-Haul truck towing the trailer. One suspect fled on foot but was quickly apprehended by a police K9 unit, while two others were arrested at the scene for possession of stolen property. The stolen skid steer, valued at approximately \$75,000, had been taken from a local construction site days earlier. A search of the vehicle also led to the seizure of 13.9 grams of methamphetamine, \$2,400 in Canadian currency, and digital scales.

Later that day, police executed a search warrant at the Cobden Street residence, uncovering a large quantity of stolen property linked to thefts from residents and businesses in Sarnia. Multiple individuals were arrested and charged with various offences, including possession of stolen property over \$5,000, possession of stolen property for the purpose of trafficking, drug possession, drug trafficking, and failure to comply with a release order. Additionally, police obtained an arrest warrant for another suspect on similar charges.

On February 27, the OPP Repeat Offender Parole Enforcement (ROPE) squad requested assistance from Sarnia Police regarding an individual wanted on multiple warrants related to violent offences, property crimes, weapons charges, and breaches of bail conditions. When officers arrived at the Cobden Street residence, the suspect initially refused to surrender. However, after police containment and negotiation efforts, he eventually turned himself in and was taken into custody.



## **K9 Vader Apprehends Break and Enter Suspect**

On Sunday, March 2, 2025, at approximately 8:48 AM, members of the Sarnia Police Service responded to a break-and-enter in progress in the 1400 block of Churchill Line. Upon arrival, officers discovered a male suspect inside a fenced compound attempting to steal copper wire. When confronted, the suspect fled on foot, running northbound across Plank Road and between two buildings.

Officers quickly established a containment perimeter and requested assistance from the K-9 Unit. Within 10 minutes of tracking, K-9 Vader successfully located the suspect hiding in tall brush behind a building on Plank Road. The individual was taken into custody and charged with break-and-enter with intent to commit theft under \$5,000.

During a search following the arrest, officers discovered a concealed knife and several break-in instruments. As a result, additional charges were laid, including possession of break-and-enter instruments, possession of stolen property under \$5,000, and carrying a concealed weapon. The suspect was transported to the Sarnia Police Station, where he appeared before a Justice of the Peace for a bail hearing and was remanded into custody, with the next court date set for March 4, 2025.

The Sarnia Police Service commends the swift actions of the responding officers and the invaluable assistance of K-9 Unit Vader in safely apprehending the suspect.

## **Cyclist Faces Multiple Charges After Assaulting Officer**

On February 15, 2025, at approximately 7:30 AM, an officer in the area of Devine Street and Brock Street South observed a male cyclist traveling against traffic on a snow-covered roadway. When the officer activated emergency lights and attempted to stop him, the suspect suddenly tried to flee. The officer repositioned the cruiser to block his path, but the suspect ran across a snowbank and attempted to escape again.

As the officer pursued on foot and caught up to the suspect, a struggle ensued. During the altercation, a firearm fell from the suspect's person onto the ground, immediately escalating the risk to the officer. Recognizing the potential danger, the officer disengaged and deployed a Conducted Energy Weapon (CEW). However, the CEW was only partially effective, and the suspect continued to resist violently, requiring the officer to use physical strikes to gain control until additional units arrived.

A search following the arrest revealed the extent of the threat the suspect posed—two large knives concealed in his waistband, a small bag containing fentanyl, and what was later determined to be a replica BB gun. At the time, the suspect was already under a court-ordered firearms prohibition, wanted on outstanding warrants, and subject to a Recognizance of Bail for previous similar offences.



This incident highlights the unpredictable and dangerous situations that officers face daily. The presence of multiple weapons, the suspect's violent resistance, and his disregard for court-imposed conditions created a highly volatile encounter. The officer's swift actions, including the use of the CEW, helped prevent what could have been a significantly more dangerous outcome. The suspect was ultimately charged with multiple offences, including assaulting a police officer, possession of weapons for a dangerous purpose, carrying concealed weapons, possession of a firearm contrary to a prohibition order, failing to comply with a release order, and possession of fentanyl. He was held for a bail hearing and later released on a Release Order.



### **Rainbow Park Fully Vacated**

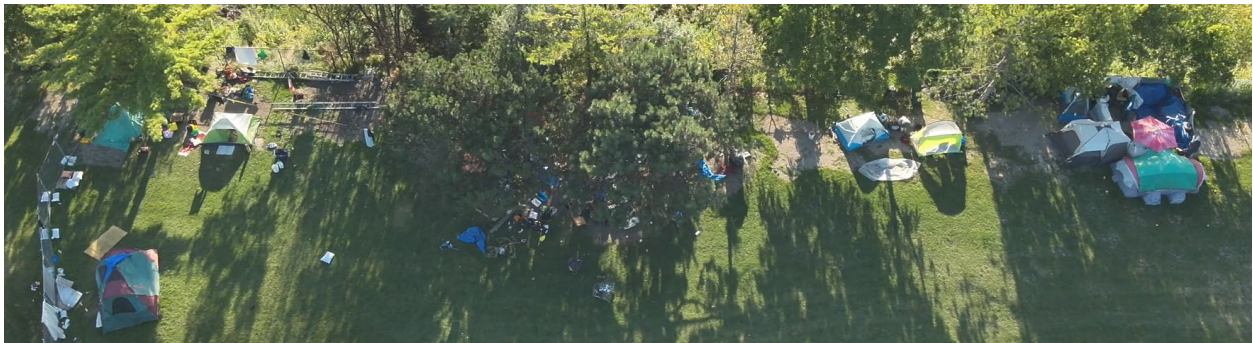
The Sarnia Police Service, in partnership with City By-Law officers, has successfully cleared the Rainbow Park encampment, marking a significant step toward addressing homelessness and public safety in the community. This effort was not simply about enforcing bylaws—it was a compassionate, multi-agency approach that prioritized the well-being of those in need while restoring safety and peace to the surrounding neighborhood. As police, bylaw officers and security personnel now oversee the cleanup of discarded property and debris, the focus remains on ensuring that all former occupants have access to stable housing and essential services.

The SPS IMPACT Team, established in 2023 to address homelessness and addiction, played a critical role in this operation. Working tirelessly alongside City By-Law officers, IMPACT officers engaged directly with the remaining individuals at Rainbow Park, ensuring that every person was voluntarily connected with family, placed in shelters, or provided with essential social service interventions. Remarkably, this was accomplished

without the need for any arrests, underscoring the team’s success in building trust and fostering cooperation within this vulnerable population.

The closure of the encampment represents not just an enforcement action, but a testament to the dedication of those working behind the scenes to create meaningful, long-term solutions. The impact on the surrounding community is profound—residents who once expressed concerns about safety, property damage, and social disorder can now reclaim their neighborhood, while former encampment occupants have been guided toward safer, more sustainable living conditions.

This effort highlights the ongoing commitment of the Sarnia Police Service and City By-Law teams in addressing complex social issues with both professionalism and compassion. The success at Rainbow Park is yet another example of how proactive policing, strategic partnerships, and unwavering dedication can create real change for individuals in crisis while improving the overall well-being of the community.





## Sarnia Police Service

March 1 at 10:35 AM · 🌐

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Members of the Sarnia Police Service, along with a guest from the Clay Township Police, participated at the 62nd International Police Hockey Tournament held on February 27 & 28, 2025, in Whitby and Oshawa. Competing in the Gentleman C Division, our team achieved a perfect 4-0 record, securing the division championship!

This annual tournament is a significant event in the law enforcement community, bringing together over 100 police hockey teams from across Canada and the USA, including divisions for all abilities, such as elite, men's and women's competitive & recreation divisions, and old-timer's 35, 45 & 50. The event is 100% non-profit, focusing on fellowship, fun, and service to our communities.

Established in 1961, the International Police Hockey Tournament has raised more than \$486,500 for various charities between 2009 and 2024, including the Law Enforcement Torch Run, the Special Olympics, local hospitals, children's charities, and numerous other local charitable agencies.







**SARNIA POLICE SERVICE**  
**Open Agenda Information Report**

**To:** Chair and Police Service Board Members

**From:** Chief Derek W. Davis

**Subject:** 2024 Financial Report

**Date:** March 27, 2025

**Report #** 25-03-007-0

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**SUMMARY:**

Final financial results for the prior year end are reported out annually to the Police Service Board in the spring of the following year. Sarnia Police accounts are included in the City of Sarnia Financial Statements that are released to City Council later in the year.

This report includes a summary of operating budget results. For 2024 year end, the operating budget shows a surplus of \$90,929 which represents 0.27% of net budgeted expenditures of \$33,408,295.

A summary of 2024 Reserves activity is also included.

A handwritten signature in cursive script that reads "Derek Davis".

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Derek W. Davis  
Chief of Police

/CD

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**COMMENTS:**

Sarnia Police Service operating accounts fund day-to-day recurring operating expenses including salaries and benefits, facility and fleet maintenance, day-to-day supplies, software and technology licensing, and legal and insurance costs. Fees revenues, cost recoveries and grants are accounted for in the operating budget.

The Sarnia Police Service Board Budget is incorporated as a segregated “category” in the Operating Budget. These accounts are restricted to expenditures relating specifically to the Board.

Sarnia Police Service Reserve accounts are funded from the operating accounts during the annual budget process and are used to even out the impact of capital project costs and major facility, fleet, and equipment purchases that occur either on an annual basis, on a multi-year cycle, or infrequently. These accounts are currently acting as operational reserves and are a useful mechanism to handle unexpected and unpredicted expenditures which would otherwise cause fluctuations in the operating budget. Future budgets will include targets on the reserve that are determined in conjunction with ten-year capital and reserves outlooks.

**2024 OPERATING BUDGET**

The 2024 Sarnia Police operating accounts ended with a surplus of \$90,929. Overall revenues exceeded budget by \$134,152 and total expenditures exceeded budget by \$43,223.

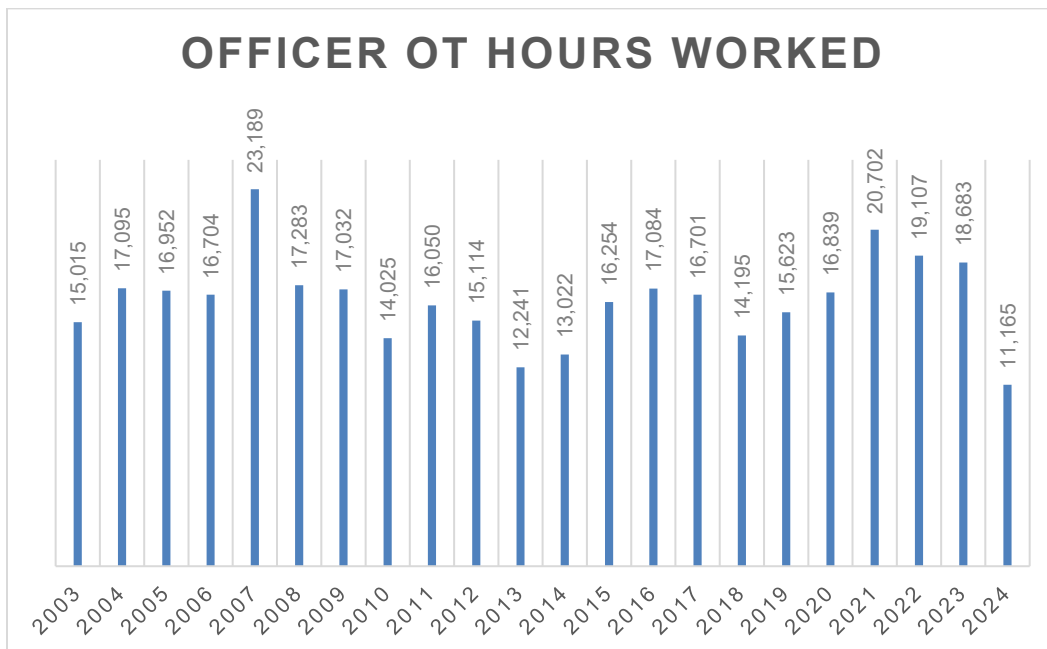
As part of ongoing budget diligence, the administration identifies the variances and reviews these more closely to inform preparation of the next budget cycle which is now expected to be underway in a matter of weeks.

For 2024, SPS leadership has continued to modernize, introducing process efficiency, improved reporting, and updated technology resulting in improved performance and overall cost efficiencies. Examples include overtime management, review of fees for services, and process efficiencies.

**DISCUSSION / ANALYSIS - OPERATING BUDGET**

The following is an overview of the drivers for positive or negative variances within the accounts.

- Cost recovery revenues, coming in at \$178,000 more than budgeted, were enhanced due to full year revenues related to contracts with county fire departments for dispatch services.
- Fees revenues improved over prior years due to a temporarily higher demand for Paid Duty police presence. The requests come from various commercial and other organizations, including requests to assist our provincial partners in providing prisoner security at medical institutions.
- The County grant to subsidize Court Security costs is showing lower than expected. We have requested a meeting with County Court Services management to review the provision of security in the local courts.
- The Compensation categories show significant savings primarily due to recruitment gaps.
- Of note, 2024 Officer Overtime, at \$602,182 is \$100,000 below budget. This is the lowest dollar level since 2014, not factoring for inflation. When expressed in number of overtime hours worked, 2024 at 11,165 hours, is the lowest level in more than 20 years, during which period the high was 23,000 hours in 2007.



- On the other side, communicator overtime, at \$140,000, or \$100,000 over budget, continues to trend high due to coverage requirements for sick absences.
- Recruitment and training costs ended \$161,000 over budget. The period 2022 to 2024 saw 42 constable hires compared to 54 in the previous ten years. The recruitment process is costly and intensive, as are the training and development requirements for a younger workforce. Training needs have also become more intensive with the introduction of the Community Safety and Policing Act (CSPA)
- Continuing the trend of the post-pandemic years, several operating and maintenance categories are showing significant over-expenditure. These budget lines have been overlooked for some time and the 2026 budget process will include a focus on determining accurate levels for vehicle and facility maintenance as well as several other operating lines.
- The IT Systems/Connectivity category a 2024 saw an overage of \$339,000. Data and connectivity costs have been impacted both by vendor price escalations and by volume increases as necessary mobile technology continues to be introduced. This budget category also needs to be adjusted during 2026 budget preparations.

The following table provides a summary of year-end accounts by revenue and expense category.

## 2024 OPERATING BUDGET SUMMARY

Category	Budget	Actuals	Variance	%
<b>REVENUES</b>				
Fees Revenues	-\$287,000	-\$761,451	\$474,451	265.3%
Cost Recoveries	-\$902,068	-\$1,080,208	\$178,140	119.7%
Revenues Other	-\$5,000	-\$9,336	\$4,336	186.7%
Grant - County	-\$1,526,653	-\$985,765	-\$540,888	64.6%
Grant - Ontario	-\$321,185	-\$339,298	\$18,113	105.6%
<b>Total Revenues</b>	<b>-\$3,041,906</b>	<b>-\$3,176,058</b>	<b>\$134,152</b>	<b>104.4%</b>
<b>EXPENDITURES</b>				
Compensation <sup>1</sup>	\$22,831,424	\$21,613,286	\$1,218,138	94.7%
Benefits <sup>2</sup>	\$7,424,607	\$6,856,147	\$568,460	92.3%
Recruitment, Development, Wellness <sup>3</sup>	\$311,593	\$473,324	-\$161,731	151.9%
Clothing & Equipment <sup>4</sup>	\$140,000	\$183,226	-\$43,226	130.9%
Operational Expense <sup>5</sup>	\$456,195	\$572,269	-\$116,074	125.4%

<sup>1</sup> Compensation: Salaries, Acting Pay, Overtime

<sup>2</sup> Benefits: Statutory (Government), Pension, Group Benefits, and contribution to City WSIB Reserve

<sup>3</sup> Recruitment, Development, Wellness: Training & Education, Recruitment, Employee Assistance Program, Wellness/Peer Support;

<sup>4</sup> Clothing & Equipment: includes boots, vests, uniforms, caps, badges, medals, protective & first aid, etc.

<sup>5</sup> Operational Expense: Supplies for special units including CID, MCAT, IMPACT, MHEART, Traffic, Bike Patrol, Electronic Crimes, K9, Firearms;

Category	Budget	Actuals	Variance	%
Police Technology Licensing/ Maintenance <sup>6</sup>	\$358,461	\$500,927	-\$142,466	139.7%
Radio Communications	\$167,301	\$206,005	-\$38,704	123.1%
IT Systems & Security <sup>7</sup>	\$736,200	\$1,075,666	-\$339,466	146.1%
Facility Operations & Maintenance <sup>8</sup>	\$451,850	\$856,739	-\$404,889	189.6%
Vehicle Operations & Maintenance <sup>9</sup>	\$433,820	\$731,967	-\$298,147	168.7%
Lease – Facility <sup>10</sup>	\$71,750	\$92,311	-\$20,561	128.7%
Other Supplies & Services <sup>11</sup>	\$87,970	\$324,789	-\$236,819	369.2%
Allocations <sup>12</sup>	\$414,125	\$400,377	\$13,748	96.7%
Reserves	\$2,490,000	\$2,490,000	\$0	100.0%
SPS Board Budget <sup>13</sup>	\$74,905	\$116,391	-\$41,486	155.4%
<b>Total Expenditures</b>	<b>\$36,450,201</b>	<b>\$36,493,424</b>	<b>-\$43,223</b>	<b>100.1%</b>
<b>Net Operating Expenditures</b>	<b>\$33,408,295</b>	<b>\$33,317,366</b>	<b>\$90,929</b>	<b>99.7%</b>

*Continued next page*

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<sup>6</sup> Software licensing costs continue to increase particularly with the introduction of modern technology; includes OPTIC cost-sharing fees;

<sup>7</sup> Standard IT maintenance & licensing, phone, data, fibre connectivity, includes overall security;

<sup>8</sup> Facility Operations & Maintenance – includes utilities, services, and supplies;

<sup>9</sup> Vehicle Operations & Maintenance – includes fuel & repairs; Vehicle rentals continue to be used to help with vehicle inventory pressures;

<sup>10</sup> Includes the impact of increased cost of five year lease (renegotiated after 2024 draft budgets).

<sup>11</sup> Other Supplies & Services - Includes website redesign costs, biohazard cleaning, lead dust cleaning (firing range); this category includes redistributed services, and the budgets are realigned for 2025 and following;

<sup>12</sup> Allocations – includes Insurance (City), HR Services (City).

<sup>13</sup> SPS Board Budget is incorporated into the overall Sarnia Police Service budget as it is included in the annual levy request. This category is reported on elsewhere in the report.

## **2024 RESERVES AND CAPITAL ACCOUNTS**

Sarnia Police Service controls five financial reserve accounts, each having a dedicated purpose. The reserves are funded primarily from the Sarnia Police Operating Budget and are used to even out the impact of capital project costs and major facility, fleet, and equipment purchases that occur either on an annual basis, on a multi-year cycle, or infrequently.

Final results for the Police Reserves and Capital are reported out to the Police Service Board each spring. Reserve accounts are included in City of Sarnia Financial Statements which are presented to City Council later in the year.

### **RESERVES - DISCUSSION / ANALYSIS:**

Police Reserves have historically been under-funded and are continually under pressure as organizational sustainability and growth needs continue to be addressed. This reduces the ability to absorb significant or unexpected expenses without going over budget allocation. Furthermore, the reserves bore the primary impact of the 2024 City Council cut of \$475,000 to the 2024 Board-approved budgets.

Large police investigations cannot be scheduled or predicted. Overtime, external expenses (e.g. public order unit deployments), and human resource impacts (e.g. officer injuries or other losses of work time) depend on the Police Operating Contingency Reserve which has a balance of approximately \$500,000. Were this reserve to be over-expended, the shortfall would roll over to the City budget.

Properly funded reserves mitigate financial risk and should be built up over time. Unfortunately, historical practice was to return surplus funds to the city (approximately \$2.5 million over 10 years) and defer necessary incremental repairs and upgrades. As a result, we continue to deal with a backlog of needs coupled with underfunded reserves. That reality is unavoidable and the option to avoid or defer addressing it is diminishing. Given that the Sarnia Police Service is legislatively required to provide adequate and effective policing, the Service needs accessible reserves when these circumstances arise.

The City has reported a significant amount of unfunded capital needs and has been accessing their own reserves to mitigate operating costs. This creates an additional financial risk that funds may not be available in an emergency. As a primary emergency service that cannot control demand for police service calls or significant incidents, it is financially responsible to maintain adequate reserve levels if needed to ensure community safety.

For 2026 consideration, it is recommended that the Board consider distinguishing operational reserves from true reserve accounts, and that target balances be determined for said true reserves.

## 2024 POLICE RESERVES SUMMARY

	Approved	Actual Results
<b>6515 BUILDING REPLACEMENT RESERVE</b>		
Opening Balance	-124,655	-124,655
Operating Contribution	-640,000	-640,000
Canine		25,048
Unplanned Repairs	100,000	69,860
Furnishings	50,000	144,827
Facility Retrofits & Upgrades	200,000	289,716
Consulting - Building Condition & Space Needs		17,025
	<b>-414,655</b>	<b>-218,179</b>
<b>6520 - EQUIPMENT REPLACEMENT- POLICE 911</b>		
Opening Balance	-861,841	-861,841
Operating Contribution	-400,000	-400,000
Lease Revenues	-2,910	-2,910
Radio System Upgrade <sup>14</sup>	210,181	210,181
NG9-1-1 Grant	0	-298,959
NG9-1-1 Project <sup>15</sup>	463,893	463,893
Dispatch Equipment		33,260
Consulting		15,611
	<b>-590,676</b>	<b>-840,764</b>
<b>6565 - POLICE OPERATING CONTINGENCY RESERVE</b>		
Opening Balance	-508,800	-508,800
Year End Operating Budget Surplus		-90,894
	<b>-508,800</b>	<b>-599,694</b>
<b>6595 - POLICE EQUIPMENT RESERVE<sup>16</sup></b>		
Opening Balance	11,501	11,501
Operating Contribution	-1,450,000	-1,450,000
Donations K9		-7,500
Grants	-106,998	-106,998
Sale of Equipment	-40,000	-24,677
Police Technology <sup>17</sup>	169,200	15,353
Systems & Software <sup>18</sup>	670,000	484,150
Defensive Equipment <sup>19</sup>	112,000	140,611
Bicycles – Community Policing		14,286
Vehicle Replacement <sup>20</sup>	500,000	1,027,170
	<b>-134,297</b>	<b>103,897</b>
	<b>-1,648,429</b>	<b>-1,554,740</b>

<sup>14</sup> Software upgrade for microwave system

<sup>15</sup> NG9-1-1 project is anticipated to be complete in 2025

<sup>16</sup> Police equipment reserve is over-expended by \$100,000; impacted by City Council global cut of \$475,000, funding that was budgeted to cover fleet requirements of \$1,000,000.

<sup>17</sup> Traffic and other equipment

<sup>18</sup> Systems – includes Media server, Computer Replacement, IT Lifecycle replacement

<sup>19</sup> Patrol rifles and service pistols

**2024 POLICE SERVICE BOARD BUDGET**

The Police Services Board operating accounts are incorporated into the reporting of the overall Operating Budget as they are included in the annual funding submission to the municipality.

The following is a breakout summary of the Board budget to account level.

<b>Account</b>	<b>Budget</b>	<b>Actuals</b>	<b>Variance</b>
05-5-2630-02301 – MEMBERSHIPS, SUBSCRIPTIONS <sup>21</sup>	4,405.00	11,709.79	-7,304.79
05-5-2630-02311 – CONFERENCES & TRAVEL	2,500.00	6,056.66	-3,556.66
05-5-2630-03100 – PROGRAM SUPPLIES	2,500.00	0.00	2,500.00
05-5-2630-04001 – LEGAL FEES <sup>22</sup>	50,000.00	85,436.07	-35,436.07
05-5-2630-04910 – OTHER PURCHASED SERVICES	10,000.00	9,339.04	660.96
05-5-2630-05000 – SUNDRY	5,500.00	3,849.17	1,650.83
<b>Total Expenditures</b>	<b>74,905.00</b>	<b>116,390.73</b>	<b>-41,485.73</b>

Similar to several categories in the Police operating budget, these budgets have not been updated for a number of years and should be reviewed closely during the 2026 process.

**2024 POLICE SERVICE BOARD DISCRETIONARY FUND**

The Police Service Board Discretionary Fund was established in 2023 to retain seized monies enabling the Board to disperse these funds within a legislative framework.

	<b>Jan 1 Balance</b>	<b>Operating Contribution</b>	<b>Other Revenues</b>	<b>Expended</b>	<b>Dec 31 Balance</b>
Opening Balance	-260,000				
New Seized monies		-7,961			
Interest income			-14,247		
Contribution to Crime Stoppers				25,000	
<b>Total Reserve</b>	<b>-260,000</b>	<b>-7,961</b>	<b>-14,247</b>	<b>25,000</b>	<b>-257,208</b>

<sup>21</sup> Cost of 2025 OAPSB membership (\$6,614) is included in 2024 accounts; this is a processing anomaly.

<sup>22</sup> This represents all legal costs for the Police Service. Beginning in 2025, SPS Board legal fees will be reported separately from operational legal fees.



## **Motion for Board Meeting: Sarnia Police Services Board**

**Date:** March 27, 2025

**Mover:** Chrissy McRoberts and Charlene Sebastian

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**Subject: Motion to Approve Submission of a Letter to the Solicitor General Requesting Additional Funding for Implementation of the Community Safety and Policing Act (CSPA)**

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### **Preamble:**

Whereas the Government of Ontario passed Bill 68, the Community Safety and Policing Act, 2019 (CSPA), along with accompanying regulations, which came into effect on April 1, 2024, replacing the Police Services Act (1990). The CSPA introduces a modernized policing framework focusing on community safety, enhanced oversight, and mandatory standardized training requirements;

And whereas the implementation of the CSPA will be phased in from April 1, 2024, to March 31, 2027, during which police services boards across Ontario are experiencing significant budgetary pressures related to core sustainability requirements, including human resources, fleet services, and facilities management, as well as the additional unbudgeted costs associated with CSPA compliance.

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### **Motion:**

Now therefore be it resolved that the Sarnia Police Services Board approve the submission of a letter to the Solicitor General of Ontario requesting additional funding from the Ontario Government to support the Sarnia Police Services in meeting the unbudgeted and additional costs required to implement the Community Safety and Policing Act (CSPA);

And further be it resolved that the letter emphasize the specific financial pressures outlined in the following areas of CSPA compliance, including but not limited to:

- Uniform changes as per regulation 86/24 (Special Constable Uniforms);
- Training requirements as per regulation 87/24 (Training);

- Equipment as per regulations 292/23 (Adequate and Effective Policing) and 393/23 (Active Attacker Incidents);
- Arbitration and adjudication commission costs as per regulation 415/23 (Cost of Adjudication Hearings);

And further that the Sarnia Police Services Board encourage the Ontario Government to provide full financial support to police services for the additional costs associated with implementing the CSPA, to alleviate the burden on municipal taxpayers.



## **SARNIA POLICE SERVICE**

### **Public Agenda Recommendation Report**

**To:** Chair and Police Service Board Members

**From:** Chief Derek W. Davis

**Subject:** Annual Report on Collection of Identifying Information  
January 1<sup>st</sup> 2024 – December 31<sup>st</sup> 2024

**Date:** March 27, 2025

**Report #** 25-03-009-0

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#### **RECOMMENDATION:**

*"The Sarnia Police Service Board authorize the posting of the 2024 Annual Report on the Collection of Identifying Information on the Sarnia Police website."*

A handwritten signature in black ink that reads "Derek Davis".

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Derek W. Davis  
Chief of Police

:RH

## **SUMMARY:**

With the coming into force and implementation of Ontario Regulation 58/16, Collection of Identifying Information in Certain Circumstances (CIICC), in January 2017, overall impacts to the Service have been minimal. Every Police Officer employed by the Sarnia Police Service is required to have successfully completed CIICC training at least once within the previous 36 months. SPS-LE-056 Section 12.0.

For the Period of January 1, 2024 – December 31, 2024, the Sarnia Police Service (SPS) reported **ZERO** (0) instances of CIICC as contemplated by the Regulation. The SPS did not receive any external complaints through the Office of the Independent Police Review Director (OIPRD) or initiate any internal Chief's complaints arising from the implementation or application of the provisions of the Regulation. There were no requests received for CIICC information pursuant to MFIPPA.

## **BACKGROUND:**

With the coming into force and implementation of Ontario Regulation 58/16, Collection of Identifying Information in Certain Circumstances (CIICC), in January 2017, overall impacts to the Service have been minimal. All officers are required to undergo training in this area at least once every 36 months.

For the Period of January 1, 2024 – December 31, 2024, the Sarnia Police Service (SPS) reported **ZERO** (0) instances of CIICC as contemplated by the Regulation. The SPS did not receive any external complaints through the Office of the Independent Police Review Director (OIPRD) or initiate any internal Chief's complaints arising from the implementation or application of the provisions of the Regulation. There were no requests received for CIICC information pursuant to Municipal Freedom of Information and Protection of Privacy Act. (MFIPPA).

## **Annual Report**

In accordance with Service Directive SPS-LE-056 Section 9.0 - The Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties - and Board Policy, the Officer in Charge of the Intelligence Branch shall provide the Chief of Police an Annual Report on the Collection of Identifying Information for submission to the Police Services Board in the first quarter of each year. This report includes all the requirements laid out in sections 9(6) (detailed internal review of random CIICC data) and 14 of Regulation 58/16.

## **Ontario Regulation 58/16, Section 14**

This section of the **Regulation** requires the Chief of Police to include certain information in relation to attempted collections of identifying information as part of the SPS Annual Report provided by Chief DAVIS to the Sarnia Police Services Board under Section 31 of Ontario Regulation 3/99 – Adequacy and Effectiveness of Police Services.

Pursuant to section 14, the Annual Report shall include the following data:

- (a) the number of attempted collections of identifying information;
- (b) the number of attempted collections of identifying information in which information was collected;
- (c) the number of times an individual was not given a record of the attempt (**Document laid out in Section 7 of Ontario regulations 58/16, SPS - Regulated Interaction Receipt**) because they did not want it;
- (d) the number of attempted collections of identifying information from individuals who were male or female;
- (e) the age groups of individuals from whom identifying information was collected;
- (f) the racialized groups from whom identifying information was collected;
- (g) the number of individuals who claimed Aboriginal identity;
- (h) the neighbourhoods or areas where collections were attempted and the number of attempted collections in each;
- (i) the number of instances when officers relied on exemptions for **not**:
  - I. providing rights notification;
  - II. explaining the reason for the attempted collection;
  - III. providing the record of attempt (**Document laid out in Section 7 of Ontario regulations 58/16, SPS - Regulated Interaction Receipt**) to the individual;
- (j) the number of times it was determined that an officer did not have appropriate reasons for the attempted collection or failed to comply with requirements regarding rights notification or providing a record of attempt (**Document laid out in Section 7 of Ontario regulations 58/16, SPS - Regulated Interaction Receipt**); and
- (k) the number of times police officers were granted access to restricted identifying information (**ref. REC-007 Restricting Occurrences and Records**);
- (l) the number of complaints (public and Chief's) resulting from or related to the Collection of Identifying Information (**ref. PFS-001 Chief's Complaint Investigations and PFS-005 Public Complaints Against Police**); and the number of Municipal Freedom of Information and the Protection of Privacy requests relating to the Collection of Identifying Information (**ref. REC-002 FOI**).

## DISCUSSION / ANALYSIS

### SPS Report

<b>Metric</b>	<b>Approved</b>	<b>Pending</b>	<b>Total</b>
Number of attempted collections of identifying information.	0	0	0
Number of attempted collections of identifying information in which information was collected.	0	0	0
Number of times an individual was not given a Collection of Identifying Information Receipt (Regulated Interaction Receipt) because they did not want it.	0	0	0
Number of attempted collections of identifying information from individuals who were male.	0	0	0
Number of attempted collections of identifying information from individuals who were female.	0	0	0
<i>Age groups of individuals from whom identifying information was collected:</i>			
30 years of age and younger	0	0	0
31 years of age and older	0	0	0
<i>The racialized groups from whom identifying information was collected:</i>			
Caucasian	0	0	0
Black	0	0	0
Individuals who claimed Aboriginal Identity	0	0	0
Other	0	0	0
<i>Neighbourhoods or areas where collections were attempted and the number of attempted collections in each:</i>			
Zone (patrol area) 1/2	0	0	0
Zone (patrol area) 3/4	0	0	0
Zone (patrol area) 5	0	0	0
<i>Number of instances when officers relied on exemptions for <b>not</b>:</i>			
(i) providing rights notification (h1i)	0	0	0
(ii) explaining the reason for the attempted collection (h1ii)	0	0	0
(iii) providing the Collection of Identifying Information to the individual Regulated Interaction Receipt (j)	0	0	0
Number of times it was determined that an officer did not have appropriate reasons for the attempted collection or failed to comply with requirements regarding rights notification or providing an Collection of Identifying Information Regulated Interaction Receipt.	0	0	0
Number of times police officers were granted access to restricted identifying information (ref. REC-007 Audits).	0	0	0
<i>Number of external requests or complaints:</i>			

The number of complaints (public and Chief's) resulting from or related to the Collection of Identifying Information (ref. REC-007 Audits);	0	0	0
The number of Municipal Freedom of Information and the Protection of Privacy requests relating to the Collection of Identifying Information (ref. REC-007 Audits)	0	0	0

*Noteworthy information:*

- A query of the SPS Analytic Dashboard Tool revealed seven (7) incidents listed as a “person stop” in the year 2024. Investigation into these incidents determined
  - Eight (6) fell under the authority of the Highway Traffic Act.
  - One (1) was part of a Criminal Code theft investigation.
- Due to the absence of any CIICC data, analysis of the correlation of CIICC data to crime data is not feasible.
- A review of the above data did not reveal that identifying information was attempted to be collected disproportionately from individuals perceived to be within a group or combination of groups

**Costs**

SPS Policy SPS-LE 056 requires that Chief provide the Board with an estimate of the cost of complying with the **Regulation** (including but not limited to staffing, training, verification time, the time it takes to complete the Collection of Identifying Information process, IT costs, etc.) has been undertaken.

A breakdown by applicable units has been considered. A narrative description of both tangible and intangible impacts has been identified.

**Records Bureau** – There was minimal to no impact to staffing and salary. Costs are considered insignificant based upon the current CIICC numbers.

**Training Bureau** - The Training Bureau normally provides CIICC training to experienced officers once every 36 months. All experienced officers took part in an online OPCVA training module in 2023 and they will be required to undergo this training again in 2026. In addition, new recruits receive CIICC training as part of their curriculum at the Ontario Police College, at no cost or burden to the SPS. The total cost for CIICC training in 2024 was minimal.

**Information and Technology** - There were no additional requirements for procurement of software, hardware, consulting or staffing.

**Analytical Support** – Reporting, analytics time and dashboard tool maintenance were of minimal impacts to the ADS office. The research and preparation of this report could fall under this category, and considered a minimal cost for 2024.

**Frontline** – There were no significant impacts (cost, resources) to front line in the year 2024.

## **CONSULTATION**

Deputy Chief Ron Hansen  
Deputy Chief Mike VanSickle  
Dr. Joseph Glover, Sarnia Police Analytics  
Sgt. Sean Peters, Sarnia Police Training & Recruitment





# SARNIA POLICE SERVICE

## Public Agenda Information Report

**To:** Chair and Police Service Board Members

**From:** Deputy Chief Michael Van Sickle

**Subject:** 2024 Use of Force Annual Report

**Date:** March 19, 2025

**Report #** 25-03-010-O

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### SUMMARY:

As per the Board's Use of Force Policy No. AI-012, the 2024 annual use of force statistics are contained within this report. The statistical data is gathered from Use of Force reports submitted by members of the Sarnia Police Service between January 01, 2024, and December 31, 2024.

These statistics are used to develop policy and training programs in the area of use-of-force and de-escalation training. Officers interact daily with members of the public during which their issues and concerns are resolved without having to use force at a level that would require the submission of a report as indicated above. There are also times when the interactions are dynamic, and more than one use of force option may be required to control and resolve the situation.

A handwritten signature in black ink, appearing to read "M. Van Sickle".

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Michael Van Sickle  
Deputy Chief of Police

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:MV/SP

## USE OF FORCE REPORT – 2024

### **Background**

#### **Report Highlights:**

- Overview of use of force reporting and training requirements
- Statistical analysis of 2024 use of force incidents by the Sarnia Police Service (SPS)
- Race-based data analysis for 2024 use of force reporting

The Criminal Code of Canada (Section 25) authorizes police officers in Ontario to use force when lawfully executing their duties, provided they act on reasonable grounds.

Additionally, Regulation 391/23: Use of Force and Weapons under the Community Safety and Policing Act outlines the types of firearms and weapons permitted for police use and mandates training qualifications. Since January 1, 2020, under the Anti-Racism Act, police services are required to collect data on the perceived race of individuals involved in use of force incidents.

The Ontario Public-Police Interaction Training Aid serves as the current guideline for police officers, replacing the previous Use of Force Model. This framework assists officers in assessing situations and determining appropriate responses based on training and observed behaviors.

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### **Mandatory Reporting Requirements**

Police officers must submit an electronic Use of Force Report when:

- A handgun is drawn in the presence of a member of the public (excluding on-duty officers), pointed at a person, or discharged.
- A weapon other than a firearm is used on a person.
- Physical force is used on a person, resulting in an injury requiring medical attention<sup>1</sup>.
- A Conducted Energy Weapon (CEW) is deployed, displayed in Demonstrated Force Presence Mode, or used on an animal.

Each officer involved in an incident must submit a separate report if they apply reportable force. However, Emergency Response Units (ERT) and Public Order Units may submit a single report detailing combined use of force actions.

Review and Submission Process:

1. The officer submits the report to their supervisor for review and approval.
2. The Commander then reviews and forwards the report to the Training Bureau.

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<sup>1</sup> Injury – As defined by the Ontario Police Virtual Training Academy – an injury is defined as requiring the provision of medical treatment, which could include an intervention, ongoing medical monitoring or supervision by a physician, nurse, or paramedic in relation to the injury. Services in this provision should not be interpreted simply as an assessment of the injury by a physician, nurse or paramedic that does not involve medical treatment, such as an intervention, monitoring, or supervision by a member of the medical profession.

3. The report is submitted to the Ministry for province-wide data collection.

## **Training**

### **De-escalation & Critical Decision-Making:**

SPS officers receive use of force training from the moment they are hired as cadets. This training includes:

- Ontario Public-Police Interaction Training Aid (Appendix A)
- Use of force options and deployment
- De-escalation techniques

Cadets receive additional instruction at the Ontario Police College, focusing on conflict prevention and communication. Ongoing Annual In-Service Training (IST) is mandatory for all uniformed officers, emphasizing de-escalation and communication. Twice annually, all SPS officers requalify on their issued use of force equipment which includes transition drills and de-escalation techniques.

### **Anti-Racism Training:**

Introduced in 2022, the SPS Respect in the Workplace training program is mandatory for all employees. The course covers:

1. Respectful Leadership – Negative vs. Positive Power
2. Discrimination under the Ontario Human Rights Code (OHRC)
3. Understanding Racism – Unconscious Bias, Micro aggressions, Systemic Racism
4. Diversity, Equity, and Inclusion (DEI)

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## **Analysis**

### **Use of Force Incidents – 2024**

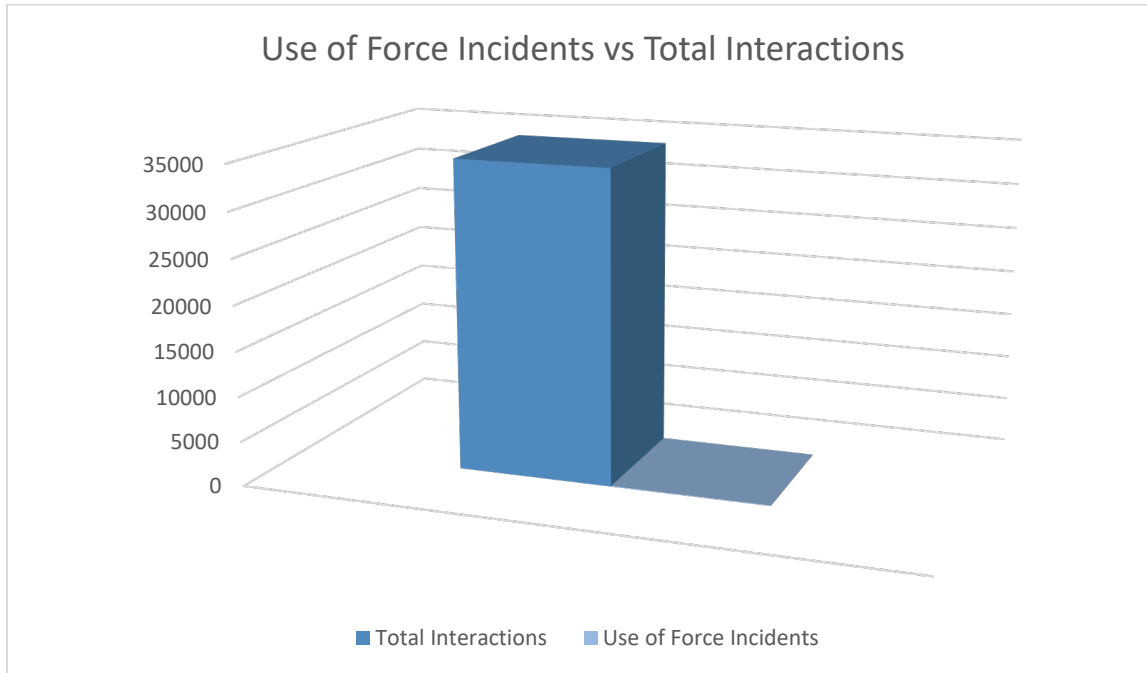
Total Interactions vs. Use of Force Cases:

- Total police interactions with the public (calls for service): 34,577
- Use of force incidents: 67
- Use of force resulting in Injuries: 2
- Special Investigations Unit (SIU) Investigations as a result of force<sup>2</sup>: 0
- Percentage of interactions resulting in use of force: 0.19%

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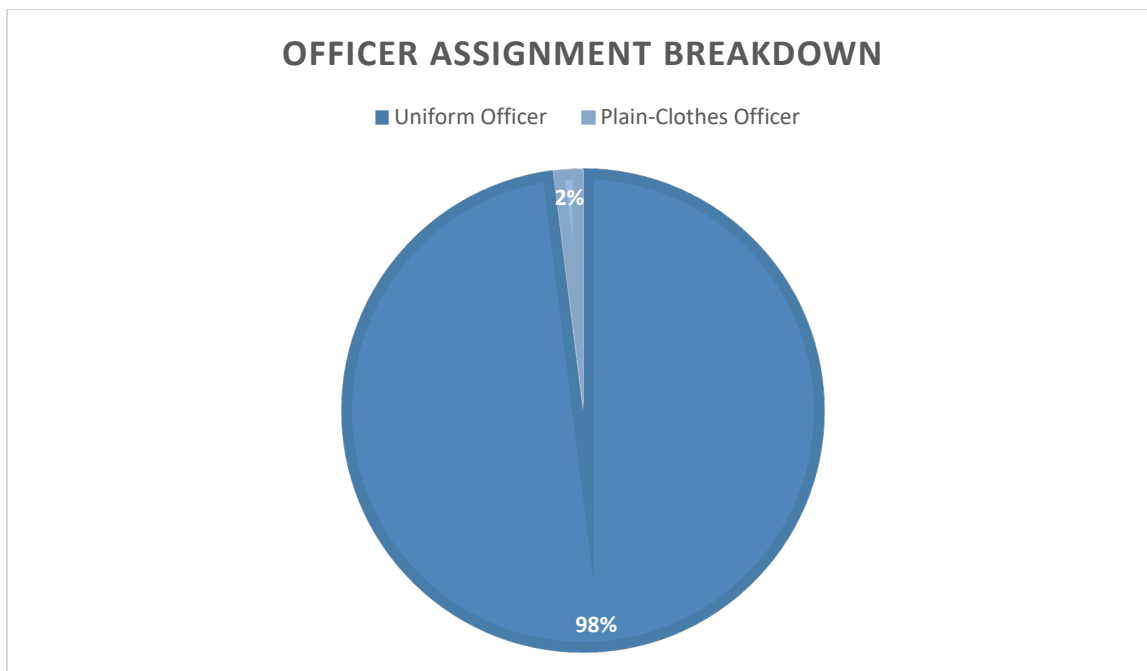
<sup>2</sup> The SIU mandate is invoked when an officer interacts with a subject and the interaction results in a serious injury. Serious Injury – as per Section 1(2) of the SIU Act, 2019, those injuries which are likely to interfere with the health or comfort of the victim and are more than merely transient or trifling in nature and include injuries which shall initially be presumed when the victim: (i) Sustains an injury as a result of which a person is admitted to a hospital; (ii) Suffers a fracture to the skull, or to a limb, rib, or vertebrae; (iii) Suffers burns to a significant portion of the body; (iv) Loses any portion of the body; (v) As a result of an injury, suffers loss of vision or hearing

On only 2 occasions in 2024 did the use of force applied to a subject by an officer result in an injury. The injuries that were sustained did not result in the invocation of the SIU mandate meaning that the individuals were treated by medical staff and released without further care, attention or monitoring. The 2 injuries that were identified would be classified as minor in nature. There were no reported injuries suffered by an officer during a use of force application in 2024.



#### Officer Assignment Breakdown:

- Uniformed Officers (including ERT patrol officers): 98% of reports
- Plain-Clothes Officers (specialized units): 2% of reports

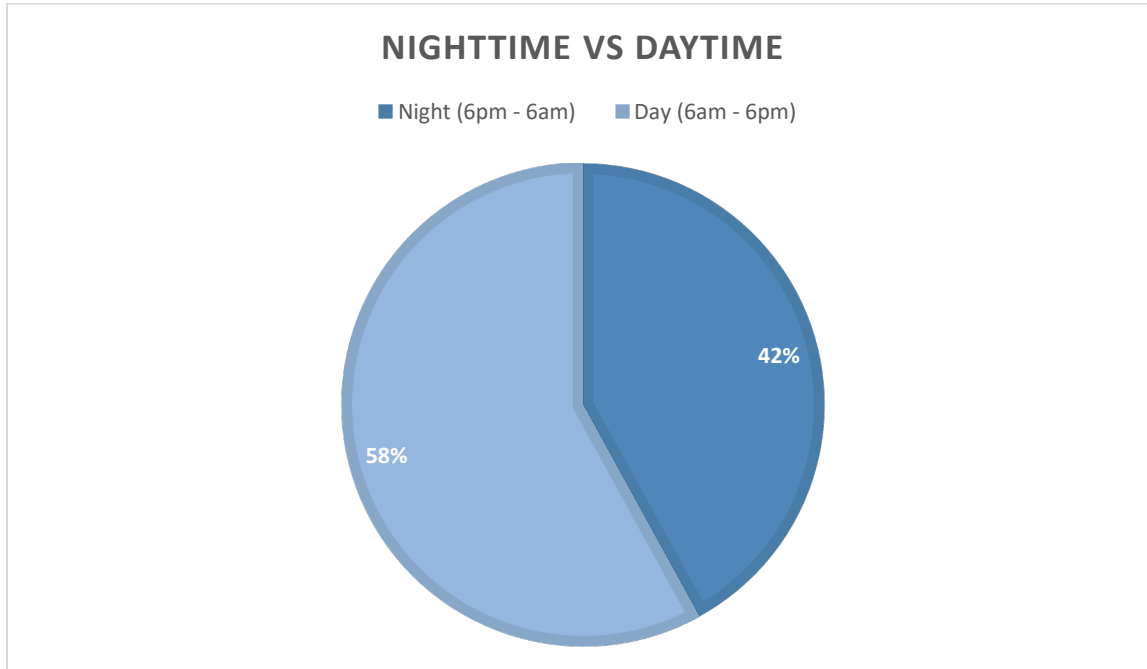


### Nighttime vs. Daytime Incidents:

- In 2024, 39 use of force incidents occurred between the hours of 6 am and 6 pm, while 28 use of force incidents occurred between 6 pm and 6 am.

### Time of Incidents:

- Daytime (6 AM – 6 PM): 39 incidents
- Nighttime (6 PM – 6 AM): 28 incidents



### Incident Type Breakdown:

Incident Type	Number of Reports	Percentage
Containment (ERT)	10	14.93%
Community-Oriented Response	1	1.49%
Drug Call	2	2.98%
Patrol	54	80.60%

### Interactions and Call Types

Use of force is determined by subject behavior, the presence of, or the officer’s belief of the presence of a weapon, information received about the call, but not the call type itself. Officers responded to a variety of situations, with the highest percentage occurring in weapons-related calls (34.32%).

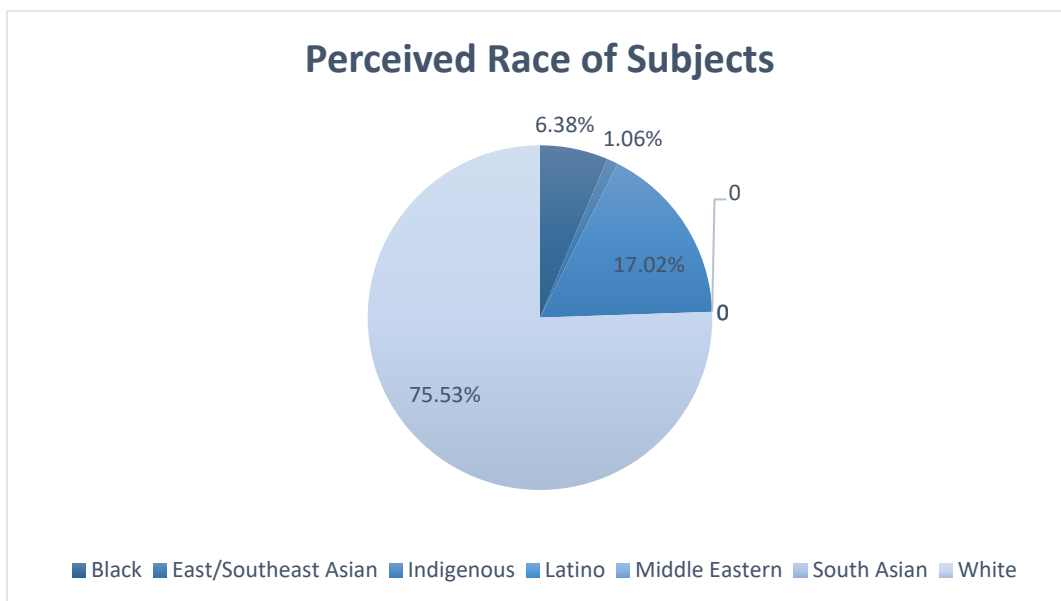
Call Type	Reports	% of Use of Force Cases
Weapon(s)	23	34.32%
Disturbance	7	10.44%
Person in Crisis	7	10.44%
Executing a Warrant	8	11.94%
Investigation – Follow-Up	6	8.95%
Property Crime	3	4.47%
Violent Crime	3	4.47%
Other	10	14.92%

### Race-Based Data Analysis

As of 2020, the Anti-Racism Act mandates data collection on perceived race in use of force incidents.

2024 Use of Force by Perceived Race:

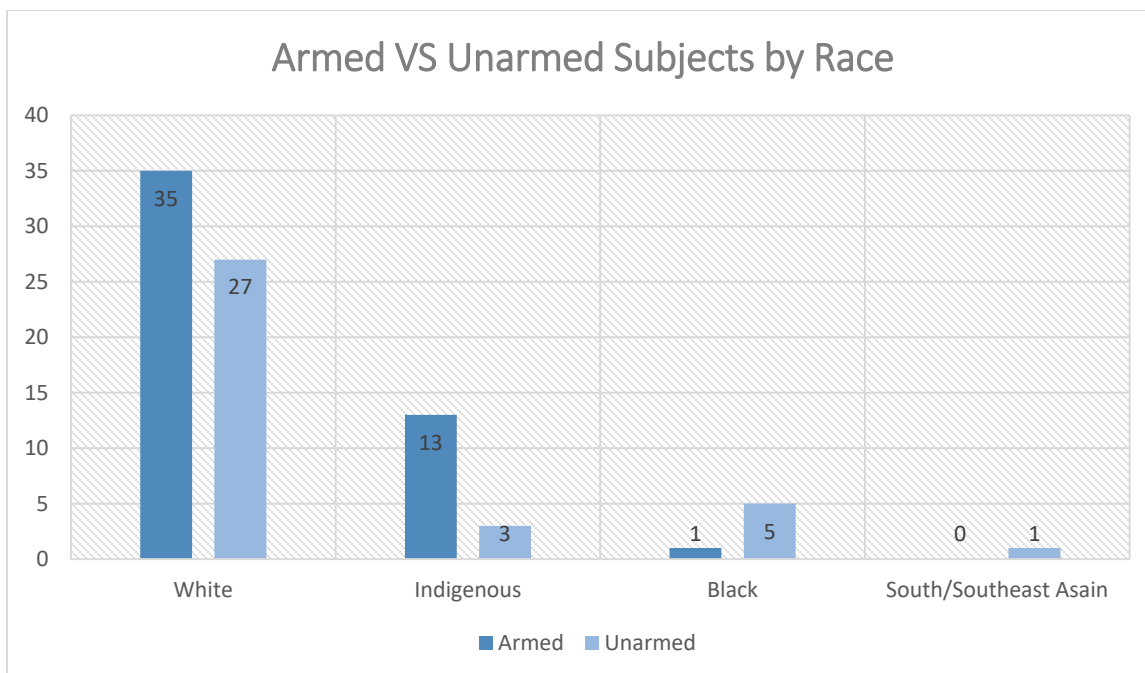
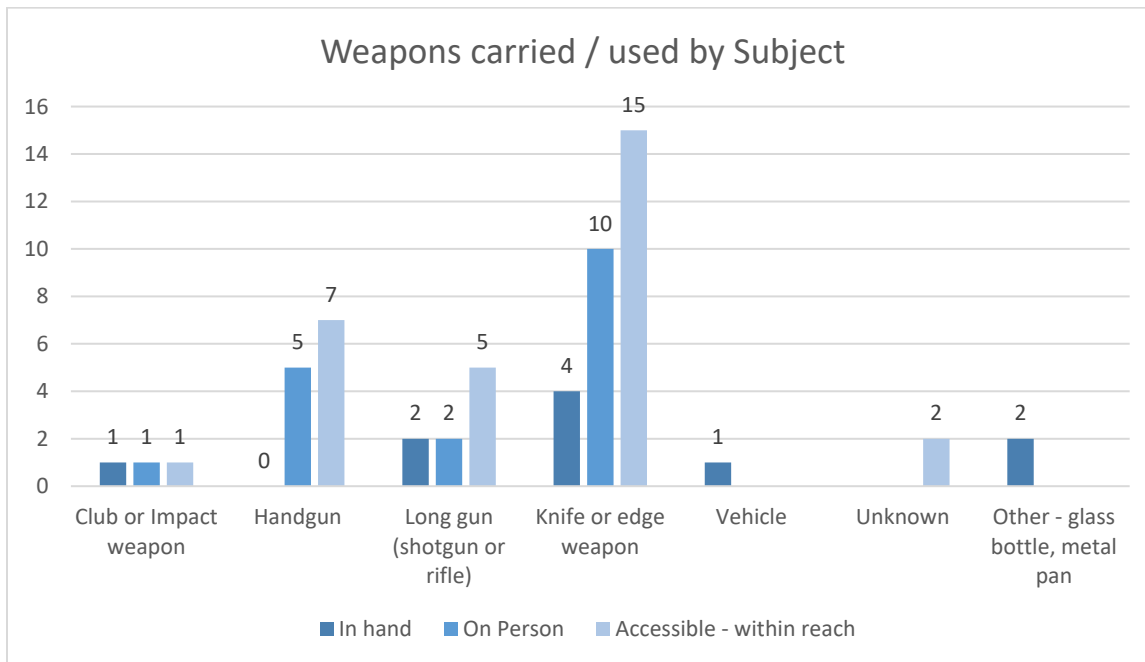
Race	Number of Subjects	% of Total
White	71	75.53%
Indigenous	16	17.02%
Black	6	6.38%
East/Southeast Asian	1	1.06%
Latino	0	0%
Middle Eastern	0	0%
South Asian	0	0%

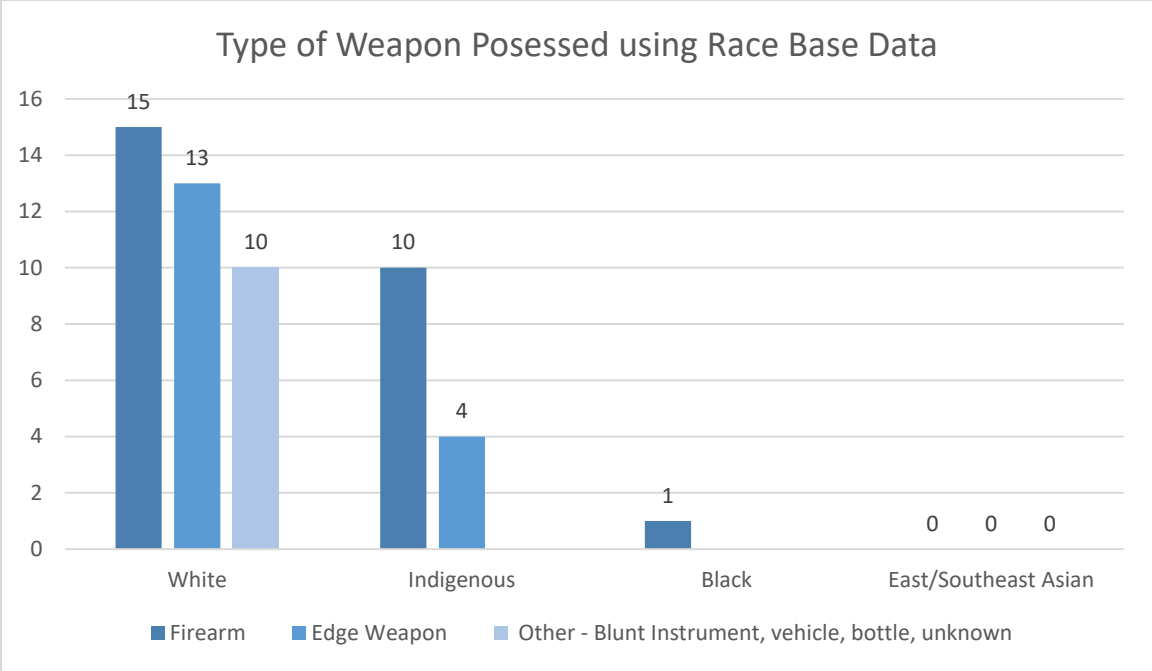


## Weapons Call Types

A member will draw their firearm when they reasonably believe it is necessary to protect themselves or a member of the public against a threat of serious bodily harm or death. The majority of use of force incidents occur when officers respond to weapon-related incidents.

- 55 out of 94 subjects (58.51%) had a weapon or accessible weapon at the time of the incident. The weapon can be in the hands of the subject, located somewhere on their person (waistband, pocket, bag) or accessible to them. Being accessible means it could be within reach of the person (under the car seat, on a table, under the couch, etc.).

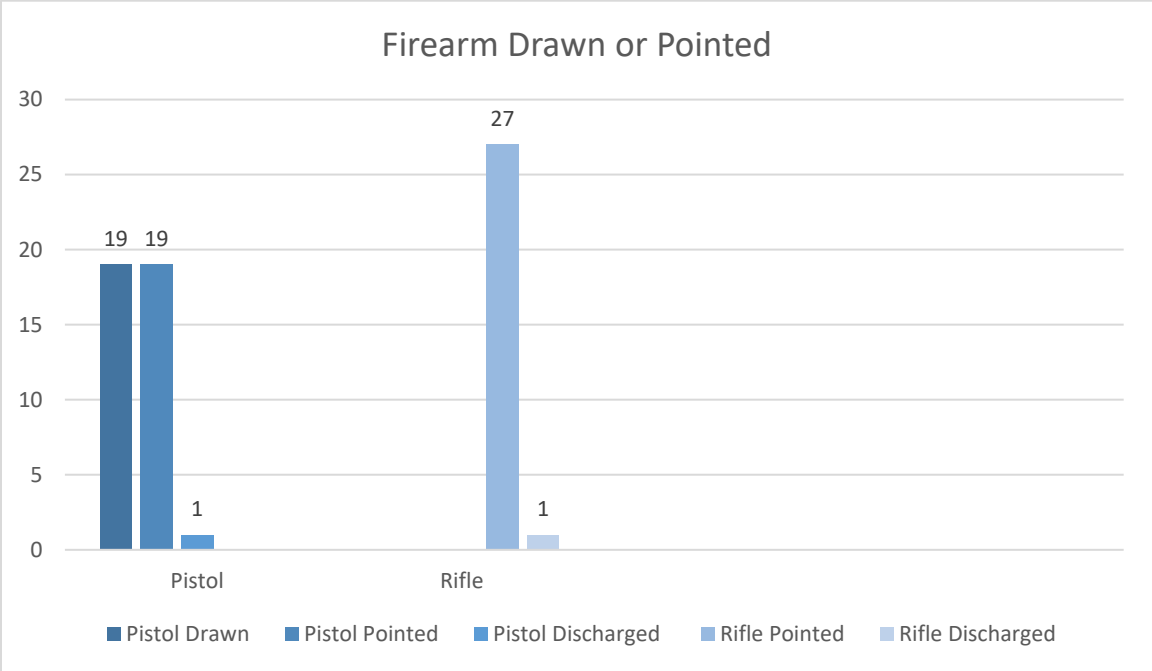




**Use of Force Options**

**Firearm Use:**

- 39 incidents involved officers drawing or pointing a firearm.
- 19 reports involved a handgun being drawn but not pointed.
- 2 cases involved the dispatching of injured animals (1 by handgun, 1 by rifle).





### Conducted Energy Weapons (CEWs):

- CEWs were used 45 times (58% of all reports).
- 14 cases (31.1%) – CEW displayed but not pointed, successfully gaining compliance.
- 19 cases (42.2%) – CEW pointed at a subject, leading to compliance.
- 12 cases (26.7%) – CEW discharged at a subject, achieving Neuromuscular Incapacitation (NMI) and compliance.
- 2 of the instances of the CEW being displayed was utilized for protection against an animal for public safety.

### Intermediate Weapon- Conducted Energy Weapon (CEW):

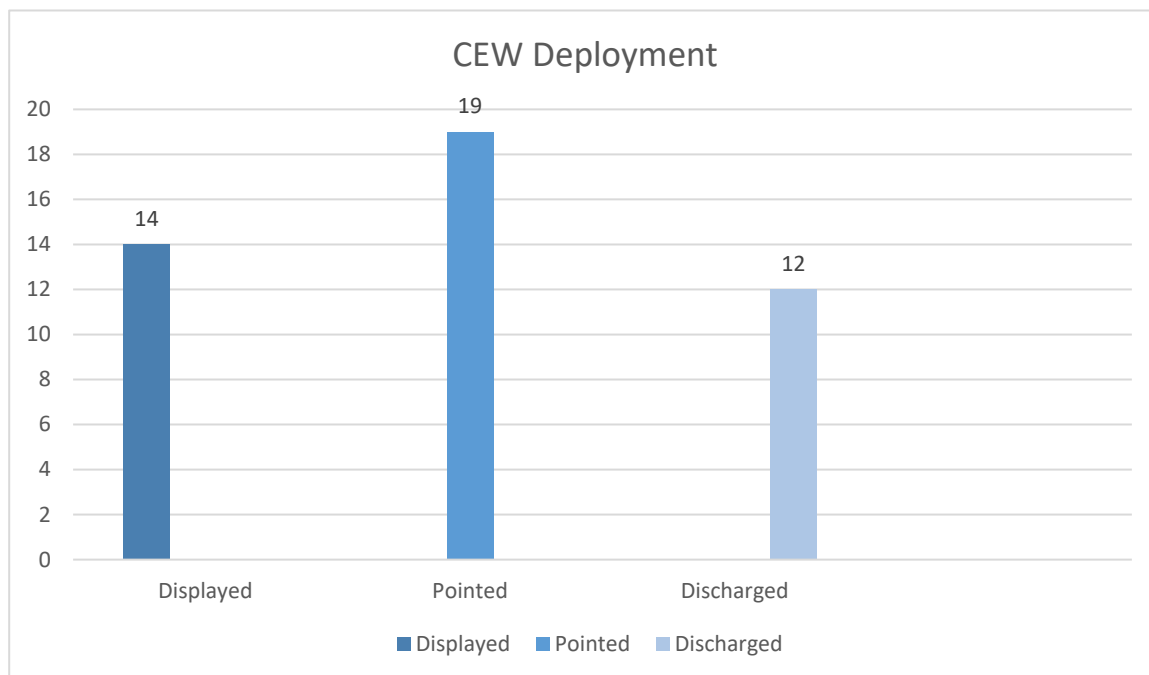
Sarnia Police Service members are issued the Taser X7. Conducted Energy Weapons (CEW) can be used in three modes based on a multitude of factors including, but not limited to, situational or environmental conditions and subject behaviours.

In 2024, CEWs were used a total of 45 times.

Of the 45 instances that a CEW was used, in 31% (14), of those instances the CEW was accessed by the members and displayed but not pointed at a subject. Each incidence of demonstrated force was effective in gaining the compliance of the individual.

In 42 % (19) instances where the CEW was pointed at an individual, the CEW was reported to be effective in gaining compliance by the subject.

In 26% (12) of the 45 reported use of force incidents, the CEW was discharged at a subject in an attempt to achieve Neuromuscular Incapacitation (NMI). NMI was achieved 99% of use and this resulted in subject compliance.



## **Unarmed Subject Analysis:**

Sarnia Police members applied force on 36 unarmed subjects in 2024. A review of each incident involving the application of force on an unarmed subject revealed officers correctly assessed and used sound judgement in their application of force based on the specific situation. Situational factors such as the nature of the call, the physical size of the subject, history with the subject and perceived weapons by a subject all lead to the officers displaying force to gain compliance of an unarmed subject.

Within the unarmed category, the application of force becomes subjective due to the multitude of situational factors. Each incident was reviewed to identify whether there was a race disparity in the application of force when the officer encountered similar circumstances. The review showed that no race disparity was observed with respect to the application of force on unarmed subjects when considering the specific subject behaviour and/or information known about the call or subject.

## **Conclusion**

The Sarnia Police Service is committed to serving the community with dignity, respect, and empathy. Guided by these principles, we continually strive for improvement, aiming for zero harm and zero fatalities in all Use of Force encounters.

While police interactions can be dynamic and unpredictable, the need for force cannot always be eliminated. This underscores the importance of equipping officers with the necessary tools and training to manage diverse situations effectively, ensuring that any use of force is measured, appropriate, and aligned with established protocols.

In 2024, the use of force rate was just 0.19%—a reflection of its infrequent application relative to total police interactions. The Sarnia Police Service prioritizes de-escalation and alternative conflict resolution, demonstrated by the effectiveness of Conducted Energy Weapon (CEW) displays and verbal negotiation strategies. Additionally, race-based data collection continues to inform our efforts to mitigate systemic bias and strengthen public trust.

Our officers receive training that meets or exceeds the standards set by the Ministry of the Solicitor General. By continuously assessing and refining our training programs, we ensure that officers are well-prepared to serve the community with professionalism, compassion, and accountability.

## APPENDIX A

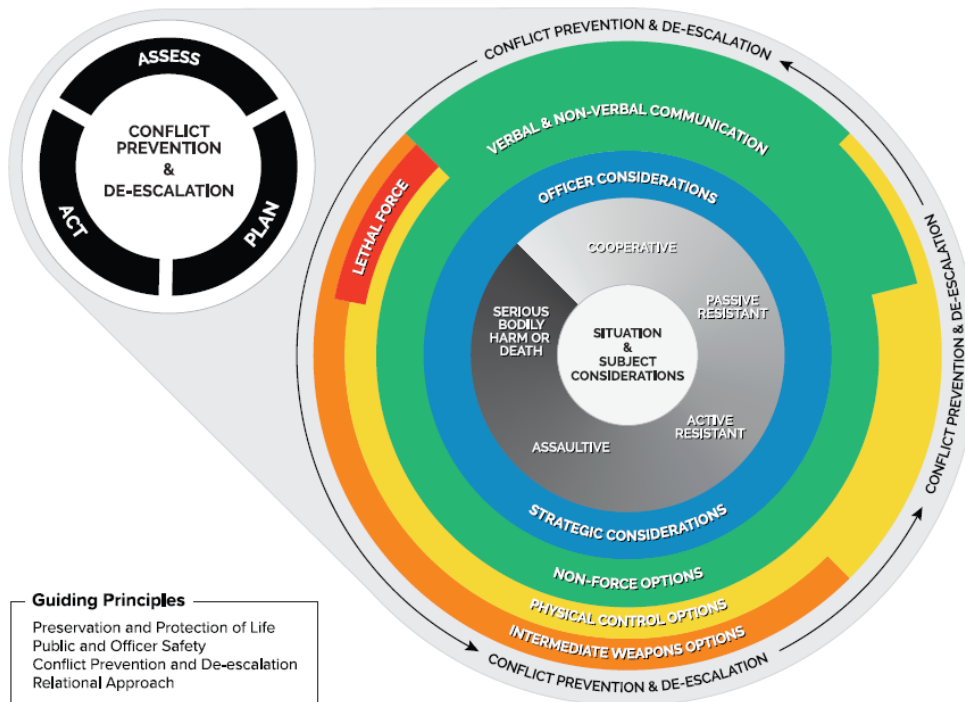
Police officers in Ontario, follow a use-of-force model to guide their actions and decisions when faced with situations that may require the application of force.

In 2023 the Ministry of the Solicitor General approved the replacement of the 2004 Ontario Use of Force Model with a newly designed model, "The Ontario Public-Police Interaction Training Aid".

The Ontario Public-Police Interaction Training Aid is a structured framework that helps officers assess the level of force necessary in a given situation and ensures that force is used only to the extent required to achieve a lawful and legitimate purpose.

The new Training Aid was incorporated into the Ontario Police College's (OPC's) Use of Force Trainers Course and Basic Constable Training program in April 2023. The training aid outlines the general principles that govern police interactions with the public, including the use of force on those occasions when an application of force is required.

### Ontario Public-Police Interactions Training Aid (2023)



The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.

## APPENDIX B

### Subject Behaviours:

Co-operative: The subject responds appropriately to the officers' presence, direction and control.

Resistant (Passive): The subject refuses, with little or no physical action, to cooperate with the officer's lawful direction.

Resistant (Active): The subject uses non-assaultive physical action to resist. The subject refuses to comply with the officer's lawful direction.

Assaultive: The subject attempts to apply or applies force to any person; attempts or threatens by an act or gesture to apply force to another person.

Serious Bodily Harm or Death: The subject exhibits actions that the officer reasonably believes are intended to or likely to cause serious bodily harm or death to any person.

### Use of Force Options:

Officer and Strategic Considerations: While not strictly a use of force option the simple presence of an officer can affect both the subject and the situation. Consider the officers skills and abilities, availability of specialty units and time.

Communication (verbal and non-verbal): An officer can use verbal and non-verbal communication to control and/or resolve the situation.

Physical Control (Soft): Control oriented techniques including restraining techniques, joint locks and nonresistant handcuffing.

Physical Control (Hard): Techniques intended to stop a subject's behaviour or allow application of a control technique. Hard control has a higher probability of causing injury and includes empty hand strikes such as punches and kicks.

Intermediate Weapons: Force option that involves the use of a less lethal weapon. Less lethal weapons are those whose use is not intended to cause serious injury or death.

Lethal Force: The use of a force option involving any weapon or technique intended to or reasonably likely to cause serious bodily harm or death.