



PUBLIC Agenda

Date: Thursday, May 22, 2025
Time: 1:45 p.m. – 3:00 p.m.
Location: 150 Goyeau, 4th Floor, WPS Headquarters

1. Agenda
 - 1.1 Agenda
2. Call to Order
3. Declarations of Conflict & Pecuniary Interest by Members
4. Approval of Agenda
5. Approval of Minutes
 - 5.1 Public Minutes March 20, 2025
 - 5.2 Finance Committee Minutes April 9, 2025
6. Business Arriving from the Minutes
7. Delegations
 - 7.1 Odgers Berndtson Re: Chief of Police Recruitment
8. Monthly Reports
 - 8.1 Crime Stats Report – VERBAL
 - 8.2 Crime Stoppers
 - 8.3 PSB Reports
 - 8.4 Information and Privacy Report
 - 8.5 Human Resources Report
9. Quarterly Reports
 - 9.1 POP/CCP/Calls for Service Report
 - 9.2 Use of Force
 - 9.3 Amherstburg Detachment – Policing Activities
 - 9.4 Youth Crime Stats Report
10. Communications
 - 10.1 Risk-Driven Tracking Database (RTD) Agreement – termination letter 2024
 - 10.2 All Chiefs Memos
11. New Business

- 11.1 Memo – Administrative Director – New and Updated Policies
 - 11.1.1 Use of Police Service Board Resources during an Election Campaign **(NEW)**
 - 11.1.2 Marked General Patrol Vehicles **(UPDATED)**
 - 11.1.3 Drug Investigations **(UPDATED)**
 - 11.1.4 Secure Holster **(UPDATED)**
 - 11.1.5 Illegal Gaming **(UPDATED)**
 - 11.1.6 Communicable Diseases **(UPDATED)**
 - 11.1.7 Speed Measuring Devices **(UPDATED)**
 - 11.1.8 Sexual Assault Investigation **(UPDATED)**
 - 11.1.9 Supervision **(UPDATED)**
 - 11.1.10 Proceeds of Crime **(UPDATED)**
 - 11.1.11 Critical Points **(NEW)**
 - 11.1.12 Parental and Non-Parental Abductions and Attempts **(UPDATED)**
- 11.2 Request for Sponsorship – University of Windsor Bursary
- 11.3 Public Sector Salary Disclosure
- 11.4 Committee Appointments
 - Human Resources Committee
 - Cybersecurity Committee
 - Chief of Police Recruitment Committee
- 11.5 City of Windsor Asset Management Plan
- 11.6 Closed Session

The Board met in closed session on May 22, 2025, pursuant to Section 44 of the Community Safety and Policing Act, for consideration of confidential subject matter related to personal matters, contractual negotiations, security of property, financial information, and legal matters.

12. Adjournment

Date of Next Meeting – **July 24, 2025**



Public Minutes

DATE OF MEETING:	Thursday, March 20, 2025
LOCATION:	4 th Floor Boardroom, WPS Headquarters
LIVESTREAMED AT:	https://www.facebook.com/windsorpoliceservicesboard/
MEMBERS PRESENT:	Councillor Jo-Anne Gignac (Chair) Sophia Chisholm (Vice Chair) Mayor Drew Dilkens John Elliott Robert de Verteuil Councillor Jim Morrison David Hammond
STAFF PRESENT:	Chief Jason Bellaire Deputy Chief Jason Crowley Deputy Chief Karel DeGraaf Superintendent Paolo DiCarlo Inspector Chris Werstein Gary Francoeur, Director of WPS Corporate Communications Constable Anne Suthers, WPS Corporate Communications
OTHERS PRESENT:	David Tilley, Advisor, Inspectorate of Policing Michael Akpata, Superintendent, Special Constable Service, University of Windsor
REGRETS:	Mayor Michael Prue, Advisor, Town of Amherstburg
RECORDER:	Administrative Director

1. Agenda

1.1 Agenda

2. Call to Order

Meeting is called to order at 2:10 p.m.

3. Declaration of Conflict & Pecuniary Interest by Members

NONE

4. Approval of Agenda

Motion to approve the Public Agenda for the meeting of Thursday, March 20, 2025, Moved by J. Morrison Seconded by J. Elliott

BE IT RESOLVED THAT the Public agenda for the Windsor Police Service Board meeting of March 20, 2025, with the addition of ITEM 10.11 Authority for Consent to Enter Agreement, be approved as circulated.

The motion carried

5. Approval of the Minutes

5.1 Public Minutes of January 16, 2025

Motion to approve the Minutes of January 16, 2025, Moved by S. Chisholm Seconded by J. Elliott

BE IT RESOLVED THAT the Public Board Minutes of the Windsor Police Service Board of January 15, 2025, be approved as circulated.

The motion carried

6. Business Arriving from the Minutes

NONE

7. Delegations

NONE

8. Monthly Reports

8.1 Crime Stoppers

Motion to receive the Crime Stoppers Report Moved by D. Dilkens Seconded by J. Elliott

BE IT RESOLVED THAT the Board receives for information the Crime Stoppers Report as circulated.

The motion carried

8.2 Human Resources Report

Motion to receive the receive the Human Resources Report Moved by D. Dilkens Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the retirements noted in the Human Resources Monthly Report as circulated.

The motion carried

8.3 PSB Reports January and February 2025

Motion to receive the PSB Reports for January and February 2025 Moved by D. Dilkens Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the PSB Reports for January and February 2025 as circulated.

The motion carried

8.4 Freedom of Information Report

Motion to receive the Freedom of Information Report Moved by D. Dilkens Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Freedom of Information Report as circulated.

The motion carried

8.5 Crime Statistics Report – Windsor/Amherstburg

Motion to receive the Crime Statistics Report Moved by S. Chisholm Seconded by J. Elliott

For further details, refer to the WPSB Facebook livestream record:

<https://www.facebook.com/windsorpoliceservicesboard/> starting at Minute: 1:30

BE IT RESOLVED THAT the Windsor Police Service Board receives the Crime Statistics Report.

The motion carried

9. Annual Reports

9.1 University of Windsor Special Constable Annual Report

Motion to receive the University of Windsor Special Constable Annual Report Moved by S. Chisholm Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the University of Windsor Special Constable Annual Report as circulated.

The motion carried

9.2 Amherstburg Detachment Policing Activities Annual Report

Motion to receive the Amherstburg Detachment Policing Activities Annual Report Moved by S. Chisholm Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Amherstburg Detachment Policing Activities Annual Report as circulated.

The motion carried

9.3 Final 2025 Annual Operating and Capital Budgets

Motion to receive the final 2025 Annual Operating and Capital Budgets Moved by S. Chisholm Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the final 2025 Annual Operating and Capital Budegets as circulated.

The motion carried

9.4 Use of Force Annual Report

Motion to receive the Use of Force Annual Report Moved by S. Chisholm Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Use of Force Annual Report.

The motion carried

9.5 Municipal Freedom of Information and Protection of Privacy Act January 2024 to December 2024 Annual Report

Motion to receive the Municipal Freedom of Information and Protection of Privacy Act 2024 Annual Report Moved by S. Chisholm Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Municipal Freedom of Information and Protection of Privacy Act January 2024 to December 2024 Annual Report as circulated.

The motion carried

9.6 2024 Donations to Windsor Police Service Report

Motion to receive the 2024 Donation to Windsor Police Service Report Moved by D. Dilkens Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the 2024 Donations to Windsor Police Annual Report as circulated.

The motion carried

10. New Business

10.1 Memo Administrative Director – New and Updated Policies

Motion to receive Memo from Administrative Director re: New and Updated Policies Moved by D. Hammond Seconded by R. de Verteuil

BE IT RESOLVED THAT the Windsor Police Service Board receives for information the Memo from the Administrative Director re: New and Updated Policies as circulated.

The motion carried

10.1.1 – 10.1.15 Updated and New Policies

Motion to adopt WPSB Policies as circulated Moved by S. Chisholm Seconded by D. Dilkens

BE IT RESOLVED THAT the Windsor Police Service Board adopts the following policies as circulated,

- **Hostage Rescue**
- **Crisis Negotiation**
- **Acoustic Hailing Devices**
- **Elder & Vulnerable Adult Abuse**
- **Emergency Planning**
- **Collection, Preservation and Control of Evidence and Property**
- **Persons in Custody and Prisoner Transportation**
- **Search of Premises/Search of Persons**
- **Crime, Call and Public Disorder Analysis**
- **Ontario Sex Offender Registry**
- **Missing Persons**
- **Safe Storage of Police Service Firearms**
- **Explosives, Forced Entry and Explosive Disposal**
- **Major Incident Command**
- **Disbursement of Board Funds**

The motion carried

10.2 Request for Financial Support – Auxiliary Swearing-In Ceremony

Motion to approve financial support request – Auxiliary Swearing-In Ceremony Moved S. Chisholm Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board approves financial support for the costs associated with the 2025 Auxiliary Swearing-In Ceremony in the amount of \$1,500.00

The motion carried

10.3 OPP – Full Efficiency Review and Cost Analysis

Motion to refer OPP – Full Efficiency Review and Cost Analysis Moved by J. Morrison Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board refers the OPP – Full Efficiency Review and Cost Analysis matter to the Finance Committee for review and recommendations to the Board.

The motion carried

10.4 Sponsorship Request – Kidney Foundation of Canada – Windsor-Essex Chapter

Motion to note and file the request for sponsorship from the Kidney Foundation of Canada Moved by D. Dilkens Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board note and file the request from the Kidney Foundation of Canada – Windsor-Essex Chapter to provide sponsorship for the Celebrity Men 2025 Fundraising Event.

The motion carried

10.5 NG911 Update

Motion to receive the verbal update re: NG911 Moved by S. Chisolm Seconded by J. Elliott

BE IT RESOLVED THAT the Windsor Police Service Board receives the verbal update regarding the NG911 System as presented.

The motion carried

10.6 Historical Homicide Reward

Motion to approve the Historical Homicide Reward Offer Moved by J. Morrison Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board approves a reward to a maximum of \$20,000 for information leading to the arrest of the person(s) responsible for the murder of Diane Dobson – February 14, 1995.

The motion carried

10.7 Chief of Police Retirement

Motion to accept the retirement of the Chief of Police Moved by S. Chisholm Seconded by D. Dilkens

BE IT RESOLVED THAT the Windsor Police Service Board accepts the Chief's retirement in November 2025.

The motion carried

10.8 Chief of Police Recruitment

Motion to engage an Executive Search Firm to assist with the recruitment of the new Chief of Police Moved by D. Dilkins Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board engage the services of Odgers Berndtson to assist with the recruitment for the search for the Chief of Police for the Windsor Police Service

AND BE IT FURTHER RESOLVED THAT the Windsor Police Service Board authorize the Coard Chair to work with Odgers Berndtson with respect to the recruitment process.

The motion carried

10.9 All Chiefs Memos

Motion to receive the All Chiefs Memos Moved by S. Chisholm Seconded by J. Morrison

BE IT RESOVED THAT the Windsor Police Service Board receive the All Chiefs Memos as circulated.

The motion carried

10.10 Closed Session

The Board met in closed session on March 20, 2025, pursuant to Section 44 of the Community Safety and Policing Act, for consideration of confidential subject matter related to personal matters, contractual negotiations, security of property, refusal to disclose under Municipal Freedom of Information and Privacy Act, financial information, and legal matters.

10.11 Consent to Enter Agreement

Motion to authorize the Chair to sign Consent to Enter Agreement Moved by D. Dilkins Seconded by S. Chisholm

BE IR RESOLVED THAT the Windsor Police Service Board authorize the Chair to sign and execute the Consent to Enter Agreement with the City of Windsor to enter lands Municipally know as 874 Giles Boulevard East for the purpose of Hostage Rescue Training.

The motion carried

11. Adjournment

Motion to adjourn the Public meeting of the Windsor Police Service Board Moved by J. Morrison Seconded by S. Chisholm

BE IT RESOLVED THAT the Windsor Police Service Board adjourn the Public meeting of March 20 2025 at 2:12 p.m.

The motion carried

Date of next meeting: May 22, 2025



MINUTES – Finance Committee

Date: Wednesday, April 9, 2025
Time: 12:00 p.m.
Location: City Hall, 350 City Hall Square West

In Attendance: R. de Verteuil (Chair)
J. Morrison
J. Gignac (Ex-Officio member)

Recorder: Administrative Director

1. Agenda

Committee appoints Robert de Verteuil to Chair the Committee

2. Call to Order

Chair calls the meeting to order at 12:15 p.m.

3. Declarations of Conflict & Pecuniary Interest by Members

NONE

4. Approval of Agenda

Motion to approve the agenda for the Finance Committee meeting of April 9, 2025

Moved by J. Morrison

Seconded by R. de Verteuil

BE IT RESOLVED THAT the agenda for the Finance Committee meeting of April 9, 2025, be approved as circulated.

The motion carried

5. OPP Operational Efficiency Review

J. Gignac provides committee members with overview of how this matter came before the WPSB, focusing on the rising costs of policing – not only in Windsor but across the province. It was noted that at the core of the substantial increases to police budget are collective agreements and arbitrated settlements which are unsustainable, forcing municipalities to take dollars from other programs or

services within the city to fund these increases. Committee members reviewed information provided on the OPP web site with respect to OPP Municipal Policing Costs.

The committee asked the Administrative Director to gather more information related to information provided by OPP web site and report back to the committee.

The committee recommends that a letter be sent from the Windsor Police Service Board to AMO enquiring re: AMO's lobbying efforts on behalf of municipalities across the province with respect to rising and unsustainable costs of policing, as well as changes to a broken arbitration system that currently does not take into consideration local circumstances.

The committee discussed that, considering the massive effort to compare municipal policing services provided by the OPP with those delivered by the Windsor Police Service, and the potential impact to the Windsor Police Service and the community, the Committee request direction from the Board on whether to proceed with the intent of the original resolution.

6. Adjournment

Meeting of the Finance Committee adjourned at 1:49 p.m.

DATE OF NEXT MEETING: Call of the Chair



Date: April 11, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Jason Crowley

Re: **Crime Stoppers Report – March & April**

Dear Chair and Members of the Police Service Board,

Please see the attached Crime Stoppers Report for March and April.

Sincerely,

A handwritten signature in black ink, appearing to read "JC", which is the signature of Jason Crowley.

Jason Crowley
Deputy Chief Operations
Windsor Police Service

Attachment: Crime Stoppers Report – March & April



Windsor & Essex County Crime Stoppers

Police Coordinator Report

March 1st – 31st, 2025

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

AM800

“Crime of the Week” report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon.

March 3rd - Robbery involving a female suspect in Windsor.

March 10th - Crime Stoppers 40th anniversary.

March 17th - Distraction wallet Thefts in Tecumseh & Windsor.

March 24th – Residential Break and Enter in Lakeshore.

March 31st – Stolen Gates Greenway Trail in Essex (*at the request of ERCA*).

St. Clair College-Media Plex and Radio CJAM FM 99.1

Recorded weekly – Crime of the Week.

CTV News

Oldcastle serial Commercial Break and Enters and Windsor Attempted Theft involving a specific vehicle - Featured on March 28th.

Social Media

Daily/Weekly Facebook, Twitter and Instagram posts.

Crime Stoppers Upcoming Calendar

April 27th – Southern Footprints Run at Point Pelee National Park.

The 1st Wednesday of every month- Cabato Club Pasta Event.

This statistical report is reflective of March 1st to March 31st, 2025.

Crime Stoppers tip information was distributed to the following agencies during this period:

- Windsor Police Service.
- Windsor Police Service Amherstburg Detachment.
- Ontario Provincial Police.
- LaSalle Police Service.
- Ministry of Revenue and Finance.
- Windsor & Essex County Health Unit- Tobacco Enforcement.
- Canada Border Services Agency.
- Repeat Offender Parole Enforcement.
- Windsor Police Criminal Intelligence Unit – Cannabis Enforcement.

Attached documents include:

Police Coordinators Report.

Monthly Statistical Report.

Tip Summary Report.

This Report was Prepared By:

Constable Lauren Brisco – Windsor Police Service.

Constable Rick Surette – Ontario Provincial Police.

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)

POPULATION (CITY) – 217,188

POPULATION (COUNTY) – 126,314

POPULATION (LASALLE) – 33,180

POPULATION (AMHERSTBURG) – 22,036

***SI on Statistical Report is “Since Inception” – 1985*

[illegible]

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	463	0	0	0	463	63,694
Tip Follow-ups	331	0	0	0	331	22,950
Calls Received	0	0	0	0	0	3,138
Arrests	17	0	0	0	17	7,201
Cases Cleared	21	0	0	0	21	10,517
Charges Laid	67	0	0	0	67	10,684
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	10	0	0	0	10	1,946
Rewards Approved	\$2,900	\$0	\$0	\$0	\$2,900	\$1,283,710
# of Rewards Paid	2	0	0	0	2	985
Rewards Paid	\$600	\$0	\$0	\$0	\$600	\$837,802
# of Weapons Recovered	2	0	0	0	2	563
# of Vehicles Recovered	0	0	0	0	0	38
Property Recovered	\$32,537	\$0	\$0	\$0	\$32,537	\$13,769,012
Cash Recovered	\$15,082	\$0	\$0	\$0	\$15,082	\$656,853
Drugs Seized	\$473,331	\$0	\$0	\$0	\$473,331	\$120,935,365
Total Recovered	\$520,950	\$0	\$0	\$0	\$520,950	\$135,361,230

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2025/03/01 to 2025/03/31

Offense Type	Count
Animal Cruelty	1
Arson	4
Assault	0
Attempt Murder	0
Breach of Condition	3
Break and Enter	5
By Law	0
Child Abuse	1
COVID-19	0
Cybercrime	0
Disqualified Driving	1
Drugs	34
Elder Abuse	0
Fraud	11
Highway Traffic Act	4
Hit and Run / Fail to Remain	3
Homicide	4
Human Smuggling	0
Human Trafficking	3
Illegal Cigarettes	2

Immigration	2
Impaired Driver	3
Indecent Act	0
Liquor (sales to minors, sales without licence)	1
Mischief	1
Missing Person	0
Motor Vehicle Collision	0
Possession of Stolen Property	4
Prostitution/Morality	1
Repeat Impaired Driver	0
Robbery	1
Sexual Assault	1
Stolen Vehicle	4
Suspended Driver	0
Suspicious Activity	8
Terrorism	0
Test Tip	0
Theft	13
Threats	3
Warrant	3
Weapons	3
<i>Other</i>	13
<i>Unknown</i>	11
Total	148



Windsor & Essex County Crime Stoppers

Police Coordinator Report

April 1st – 30th, 2025

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

AM800

“Crime of the Week” report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon.

April 7th– Jewelry Store Heist - W.P.S.

April 14th– Cold Case Diane Dobson – W.P.S.

April 21st– (Holiday) Cold Case Diane Dobson – W.P.S.

April 28th– Suspicious Activity on the Waterway

St. Clair College-Media Plex and Radio CJAM FM 99.1

Recorded weekly – Crime of the Week to resume September

CTV News

Raise in Distraction Thefts - Featured week of April 21st

Social Media

- Daily/Weekly Facebook, Twitter and Instagram posts

Crime Stoppers Upcoming Calendar

- 1st Wednesday of every month - Cabato Club Pasta Event
- Police Week Devonshire Mall – May 8th- May 10th
- High School Presentation at Holy Names – May 16th
- Crime Stoppers Golf Tournament – August 28th

This statistical report is reflective of April 1st – 30th, 2025.

Crime Stoppers tip information was distributed to the following agencies during this period.

Windsor Police Service
WPS - Amherstburg Detachment
Ontario Provincial Police
LaSalle Police Service
Ministry of Revenue and Finance
Windsor & Essex County Health Unit- Tobacco Enforcement
CBSA
ROPE
Windsor Police Criminal Intelligence Unit – Cannabis Enforcement

Attached documents include:

Police Coordinators Report
Monthly Statistical Report
Tip Summary Report

This Report was Prepared By:

Constable Lauren Brisco – Windsor Police Service

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)

POPULATION (CITY) – 217,188

POPULATION (COUNTY) – 126,314

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POPULATION (AMHERSTBURG) – 22,036

***SI on Statistical Report is “Since Inception” – 1985*

[illegible]

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	463	156	0	0	619	63,850
Tip Follow-ups	331	248	0	0	579	23,198
Calls Received	0	0	0	0	0	3,138
Arrests	15	0	0	0	15	7,199
Cases Cleared	20	6	0	0	26	10,522
Charges Laid	63	17	0	0	80	10,697
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	15	4	0	0	19	1,955
Rewards Approved	\$5,700	\$800	\$0	\$0	\$6,500	\$1,287,310
# of Rewards Paid	4	0	0	0	4	987
Rewards Paid	\$1,250	\$0	\$0	\$0	\$1,250	\$838,452
# of Weapons Recovered	2	0	0	0	2	563
# of Vehicles Recovered	0	0	0	0	0	38
Property Recovered	\$32,537	\$0	\$0	\$0	\$32,537	\$13,769,012
Cash Recovered	\$15,082	\$0	\$0	\$0	\$15,082	\$656,853
Drugs Seized	\$473,331	\$0	\$0	\$0	\$473,331	\$120,935,365
Total Recovered	\$520,950	\$0	\$0	\$0	\$520,950	\$135,361,230

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2025/04/01 to 2025/04/30

Offense Type	Count
Animal Cruelty	0
Arson	2
Assault	4
Attempt Murder	1
Breach of Condition	2
Break and Enter	3
By Law	3
Child Abuse	0
COVID-19	0
Cybercrime	1
Disqualified Driving	2
Drugs	23
Elder Abuse	1
Fraud	14
Highway Traffic Act	3
Hit and Run / Fail to Remain	0
Homicide	0
Human Smuggling	0
Human Trafficking	2
Illegal Cigarettes	3
Immigration	0

Impaired Driver	3
Indecent Act	0
Liquor (sales to minors, sales without licence)	2
Mischief	4
Missing Person	2
Motor Vehicle Collision	0
Possession of Stolen Property	2
Prostitution/Morality	2
Repeat Impaired Driver	1
Robbery	9
Sexual Assault	1
Stolen Vehicle	2
Suspended Driver	0
Suspicious Activity	12
Terrorism	0
Test Tip	1
Theft	26
Threats	0
Warrant	5
Weapons	2
<i>Other</i>	11
<i>Unknown</i>	8
Total	157

ITEM: 8.3 HONOUR IN SERVICE



Date: May 14, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Karel DeGraaf

Re: PSB Reports March and April – Public Report

Dear Chair and Members of the Board,

Please see the attached reports for the Public Agenda from the Windsor Police Services Professional Standard Branch for the months of March and April.

Sincerely,

A handwritten signature in black ink, reading "K.A. De Graaf". The signature is written in a cursive style with a large, flowing "G" at the end.

Karel DeGraaf
Deputy Chief Operational Support
Windsor Police Service

Attachment: PSB Public Report – March & April

Professional Standards Branch Board Report

MARCH 2025

The Professional Standards Office addressed the following number of complaints:

37

Previous Complaints Pending as of

Mar 1st

2025

Public

Opened In

2020

1

2021

1

2022

0

2023

0

2024

3

2025

9

14

IOP (Service)

2024

2

2025

0

2

Chief

2022

1

2023

3

2024

4

2025

2

10

Tariff

2024

0

2025

0

0

Civilian

2024

3

2025

1

4

Workplace

2024

5

2025

0

5

SIU

2024

2

2025

0

2

11

New Complaints received in

March

2025

Public

10

Inspectorate of Policing (Service)

0

Chief

0

Tariff

0

Civilian Misconduct

0

Workplace Harassment

1

SIU

0

Of the

48

complaints handled in the PSB office in March

15

Complaint Files Closed

33

Pending Complaints Carried into

Apr

2025

Total

Public

IOP-Service

Chief

Tariff

Civilian

Workplace

SIU

14

0

1

0

0

0

0

0

2020

0

2021

0

2022

0

2023

1

2024

3

0

0

0

0

0

2025

11

0

0

0

0

0

0

Files opened 2020-Jan 2025

7

0

1

0

0

0

0

Files opened Feb 2025

7

0

0

0

0

0

0

Public

Opened In

2020

1

2021

1

2022

0

2023

0

2024

0

2025

8

10

IOP-Service

2024

2

2025

0

2

Chief

2022

1

2023

2

2024

4

2025

2

9

Tariff

2024

0

2025

0

0

Civilian

2024

3

2025

1

4

Workplace

2024

5

2025

1

6

SIU

2024

2

2025

0

2

YEAR TO DATE REPORT OF NEW COMPLAINTS													
LECA Complaints							Internal Complaints						
Public Complaints			Inspectorate of Policing (Service)				Chief's Investigations			Chief Imposed Discipline- Tariffs			
2023	2024	2025	2023	2024	2025		2023	2024	2025	2023	2024	2025	
January	17	5	15	3	2	0	0	1	2	5	0	4	
February	7	3	12	1	0	0	2	0	0	17	2	4	
March	7	3	10	0	1	0	0	0	0	7	0	0	
April	6	12		0	0		1	2		0	0		
May	12	7		0	1		3	0		2	0		
June	10	5		2	0		0	1		2	1		
July	7	9		3	1		0	3		3	1		
August	11	8		0	0		1	0		0	0		
September	9	9		1	1		3	0		0	0		
October	6	9		1	0		1	0		4	2		
November	16	10		1	0		2	1		1	0		
December	6			0			0			0			
TOTAL	114	80	37	12	6	0	13	8	2	41	6	8	

Professional Standards Branch Board Report

APRIL 2025

The Professional Standards Office addressed the following number of complaints:

33	Previous Complaints Pending as of		Apr 1st	2025	
	Public	Opened In	2020	1	10
			2021	1	
			2022	0	
			2023	0	
			2024	0	
			2025	8	
	IOP (Service)		2024	2	2
			2025	0	
	Chief		2022	1	9
			2023	2	
			2024	4	
			2025	2	
	Tariff		2024	0	0
			2025	0	
	Civilian		2024	3	4
			2025	1	
Workplace		2024	5	6	
		2025	1		
SIU		2024	2	2	
		2025	0		

18	New Complaints received in	April	2025
	Public	11	
	Inspectorate of Policing (Service)	0	
	Chief	0	
	Tariff	4	
	Civilian Misconduct	0	
	Workplace Harassment	0	
	SIU	3	

Of the	51	complaints handled in the PSB office in April
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18	Complaint Files Closed	33	Pending Complaints Carried into	May	2025
----	------------------------	----	---------------------------------	-----	------

Total	Public	IOP-Service	Chief	Tariff	Civilian	Workplace	SIU
	9	0	1	3	0	4	1
2020	0						
2021	0						
2022			0				
2023			0				
2024			1		0	4	0
2025	9	0	0	3	0	0	1
Files opened 2020-Mar 2025	4		1	0	0	4	0
Files opened Apr 2025	5		0	3	0	0	1

YEAR TO DATE REPORT OF NEW COMPLAINTS

YEAR TO DATE REPORT						
	LECA Complaints					
	Public Complaints			Inspectorate of Policing (Service)		
	2023	2024	2025	2023	2024	2025
January	17	5	15	3	2	0
February	7	3	12	1	0	0
March	7	3	10	0	1	0
April	6	12	11	0	0	0
May	12	7		0	1	
June	10	5		2	0	
July	7	9		3	1	
August	11	8		0	0	
September	9	9		1	1	
October	6	9		1	0	
November	16	10		1	0	
December	6			0		
TOTAL	114	80	48	12	6	0

Internal Complaints					
Chief's Investigations			Chief Imposed Discipline- Tariffs		
2023	2024	2025	2023	2024	2025
0	1	2	5	0	4
2	0	0	17	2	4
0	0	0	7	0	0
1	2	0	0	0	4
3	0		2	0	
0	1		2	1	
0	3		3	1	
1	0		0	0	
3	0		0	0	
1	0		4	2	
2	1		1	0	
0			0		
13	8	2	41	6	12

ITEM: 8.4

HONOUR IN SERVICE



Date: May 7, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Karel DeGraaf

Re: Municipal Freedom of Information and Protection of Privacy Act for March & April 2025

Dear Chair and Members of the Board,

Please see the attached Municipal Freedom of Information and Protection of Privacy Act for March and April, 2025.

A handwritten signature in dark ink, appearing to read "K.A. De Graaf". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

Karel DeGraaf
Deputy Chief Operational Support
Windsor Police Service

Attachment: FOI Report – March & April

Date: March 7, 2025

To: Windsor Police Services Board

From: Marilyn Robinet, Coordinator - Information & Privacy Unit

Re: **Municipal Freedom of Information and Protection of Privacy Act for March 1 – March 31, 2025**

Windsor & Amherstburg

MONTHLY REPORT	
Number of requests received	90
Number of Appeals received	1
Number of Privacy Complaints received	0
Total fees received	\$807.20
COMPLIANCE RATES	
Basic Compliance Rate	66%
Extended Compliance Rate	76%

SUMMARY OF APPEALS

MA21-00219 – An individual requested access to 911 call related to an allegation pending before the courts. Access was denied under 52(2.1) of the act which states: the act does not apply to a record relating to a prosecution if all proceedings in respect of the prosecution have not been completed. Requester has appealed the decision and continues to seek access to the report.

Stage: INTAKE

MA22-00278 – A general request for access to E911 Dispatch Contract (Resolved during Mediation), fees paid by Amherstburg for Policing (Resolved during Mediation) and number of times “specialty units” were dispatched to Amherstburg.

Stage: ADJUDICATION

**Municipal Freedom of Information and Protection of Privacy Act for March 1 – March 31,
2025**

MA23-00108 – An individual requested access to two reports involving the individual. Partial access granted. Individual seeking access to severed portions.

Stage: ADJUDICATION

MA23-00562 – Request for records involving the personal information of another individual.

Stage: MEDIATION

MA23-00644 – Request for records involving the personal information of the requester and other parties.

Stage: **RESOLVED AT MEDIATION**

MA23-00673 – Request for records involving the personal information of the requester and other parties.

Stage: MEDIATION

MA23-00672 – Request for records involving the personal information of the requester and other parties.

Stage: MEDIATION

MA23-00683 – Request for records involving the personal information of the requester and other parties.

Stage: MEDIATION

MA24-00079 – Request for records involving the personal information of the requester and other parties.

Stage: ADJUDICATION

MA24-00468 – Request for records that fall outside the scope of the act.

Stage: ADJUDICATION

**Municipal Freedom of Information and Protection of Privacy Act for March 1 – March 31,
2025**

MA25-00083 – Request for records related to the personal information of an individual, not the requester.

Stage: **AJUDICATION**

MA25-00177 – Request for access to the personal information of requester.

Stage: INTAKE

Respectfully submitted,



Marilyn Robinet, Supervisor

Information & Privacy / Evidence Disclosure Units



Date: March 7, 2025

To: Windsor Police Services Board

From: Marilyn Robinet, Coordinator - Information & Privacy Unit

Re: **Municipal Freedom of Information and Protection of Privacy Act for April 1 – April 30, 2025**

Windsor & Amherstburg

MONTHLY REPORT	
Number of requests received	81
Number of Appeals received	1
Number of Privacy Complaints received	0
Total fees received	\$563
COMPLIANCE RATES	
Basic Compliance Rate	65%
Extended Compliance Rate	74%

SUMMARY OF APPEALS

MA21-00219 – An individual requested access to 911 call related to an allegation pending before the courts. Access was denied under 52(2.1) of the act which states: the act does not apply to a record relating to a prosecution if all proceedings in respect of the prosecution have not been completed. Requester has appealed the decision and continues to seek access to the report.

Stage: INTAKE

MA22-00278 – A general request for access to E911 Dispatch Contract (Resolved during Mediation), fees paid by Amherstburg for Policing (Resolved during Mediation) and number of times “specialty units” were dispatched to Amherstburg.

Stage: ADJUDICATION

MA23-00108 – An individual requested access to two reports involving the individual. Partial access granted. Individual seeking access to severed portions.

Stage: ADJUDICATION

MA23-00562 – Request for records involving the personal information of another individual.

Stage: MEDIATION

MA23-00673 – Request for records involving the personal information of the requester and other parties.

Stage: MEDIATION

MA23-00672 – Request for records involving the personal information of the requester and other parties.

Stage: **ADJUDICATION**

MA23-00683 – Request for records involving the personal information of the requester and other parties.

Stage: **ADJUDICATION**

MA24-00079 – Request for records involving the personal information of the requester and other parties.

Stage: ADJUDICATION

MA24-00468 – Request for records that fall outside the scope of the act.

Stage: ADJUDICATION

MA25-00083 – Request for records related to the personal information of an individual, not the requester.

Stage: ADJUDICATION

MA25-00177 – Request for access to the personal information of requester.

Stage: INTAKE

Respectfully submitted,



Marilyn Robinet, Supervisor

Information & Privacy / Evidence Disclosure Units



Date: 09 May 2025

To: Windsor Police Service Board

From: Deputy Chief Karel DeGraaf

Re: **Human Resources Board Report – May 2025**

Dear Windsor Police Service Board Members,

Please find attached the Human Resources reports for the May 2025 Public Board Meeting.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "K.A. De Graaf".

Karel DeGraaf
Deputy Chief, Operational Support
Windsor Police Service

WINDSOR POLICE SERVICE

Human Resources



Police Service
Board Report

Retirements



Date: May 8, 2025
To: Windsor Police Service Board
Chair and Members
From: Jason Bellaire, Chief of Police
Re: **Human Resources Monthly Report (Public)**

Retirements:

Darek Kowalczykowski (#8771)

Date Hired: May 1, 1995

Date Retired: April 30, 2025

Years of Service: 30 years

Diana Lulic (#8772)

Date Hired: May 1, 1995

Date Retired: April 30, 2025

Years of Service: 30 years

Carol Forbes (#5088)

Date Hired: January 2, 1990

Date Retired: April 30, 2025

Years of Service: 35 years & 4 months

Respectfully submitted for the information of the Board.

ITEM: 9.1

HONOUR IN SERVICE



Date: May 12, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Jason Crowley

Re: **Q1 City Center Patrol and Problem Oriented Policing Unit**

Dear Chair and Members of the Police Service Board,

Please see the attached Q1 City Center Patrol and Problem Oriented Policing Unit Report.

Sincerely,

A handwritten signature in black ink, appearing to read "Jason Crowley".

Jason Crowley
Deputy Chief Operations
Windsor Police Service

Attachment: Q1 CCP and POP Report



Date: May 9, 2025

To: Windsor Police Services Board

From: Inspector Robert Wilson

Re: First Quarter 2025 - City Centre Patrol (CCP) and Problem-Oriented Policing (POP) Unit

Deputy Chief Jason Crowley,

Enclosed are the compiled statistics for the City Centre Patrol (CCP) and Problem-Oriented Policing (POP) Unit for the first quarter of 2025. The report includes noteworthy incidents from the POP Unit during this time period.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Robert Wilson', is placed over a light blue rectangular background.

Inspector Robert Wilson
Windsor Police Service

CITY CENTRE PATROL (CCP) STATISTICS FOR 2025

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL ARRESTS	42	36	50										128
PIC APPREHENSIONS	3	10	9										22
ARREST WARRANTS	33	22	36										91
RETURN-OTHER JURISDICTIONS	0	0	2										2
CC/CDSA CHARGES	24	31	51										106
PON/PART 111'S	63	56	47										166
CALLS FOR SERVICE	573	660	518										1751

PROBLEM-ORIENTED POLICING (POP) STATISTICS FOR 2025

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL ARRESTS	69	97	68										234
PIC APPREHENSIONS	3	3	2										8
ARREST WARRANTS	47	60	46										153
RETURN-OTHER JURISDICTIONS	2	5	3										10
CC/CDSA CHARGES	233	269	122										624
PON/PART 111'S	6	6	6										18
CALLS FOR SERVICE	173	147	152										472

2025 Q1 TOP 10 HIGHLIGHTS FOR POP UNIT

(1/10) Case: 24-153872

POP officers were able to locate a wanted male party in the 1200 block of Westcott Road. The male party was arrested and charged with the following criminal code offences;

- IPV breach release order
- Criminal Harassment
- Theft under \$5000
- Mischief under \$5000
- Mischief under \$5000
- Make false alarm of fire

(2/10) Case: 24-155161

POP officers were conducting proactive patrol when they observed a wanted male party at a gas station in the downtown core of Windsor. The male party was apprehended without incident and charged with the following;

- Assault
- Assault/choking
- Breach Probation
- Fail to comply with Release Order

(3/10) Case: 24-156996

POP officers received information of a known wanted male party who was actively in hiding at an unknown unit inside an apartment complex in the downtown core of Windsor. The male in question had been wanted by Windsor Police for over 7 months. Officers conducted an extensive search and were able to locate the party attempting to flee from the apartment building. The male was arrested and charged with;

- Breach Release Order (2 Counts)
- Utter death Threat (2 Counts)
- Aggravated Assault
- Assault with a Weapon
- Disobey lawful order (2 Counts)
- Also had outstanding Surety Removal Warrant.

(4/10) Case: 25-1502

POP officers located and arrested a known wanted party with the assistance of Ontario Provincial Police. The accused was arrested without incident for the Criminal code charge of Breach Probation. Upon arrest, POP officers were apprised that the accused could also be arrested on Reasonable grounds for **27 Criminal code Charges.**

(5/10) Case: 25-6504

POP officers received information that a wanted male party had been attending a known problematic area in the downtown core of Windsor. POP officers conducted static surveillance of the area and were able to locate the wanted party. The accused was charged with Possess property obtained by crime over \$5000.

During a search incident to arrest, a large quantity of suspected Fentanyl was located on his person which amounted to over 81 grams. The accused was then charged with Possession for the purpose of Trafficking.

(6/10) Case: 25-10506

POP officers were conducting routine patrol in the 600 block of Marentette when they observed a known wanted male party walking down the street. Upon attempt of the arrest, the male party fled on foot, which resulted in a foot pursuit. The accused was apprehended and charged with the following;

- Assault cause bodily harm
- Breach Probation (2 Counts)
- Disobey lawful order (2 Counts)
- Assault with a Weapon (2 counts)

(7/10) Case: 25-8802

POP officers received information of a known wanted party in the South end of Windsor. Static surveillance was conducted and the accused was observed attempting to enter a taxi cab. POP officers arrested the male without incident and charged him with the following offences, which included charges from other jurisdictions:

Windsor Police Service:

- CC 56.1 (1) Possess Identity Document of Another
- CC 380 (1) (B) Fraud Under \$5000
- CC 56.1 (1) Possess Identity Document of Another
- CC 380 (1) (A) Fraud Under \$5000
- CC 402.2 (1) Obtain/Posses Identity Information for fraudulent offence
- CC 354 (1) Possess Property Obtained by Crime over \$5000
- CC 354 (1) Possess Property Obtained by Crime under \$5000 X2
- CC 320.18 (1) Operation while prohibited X3

* Additional 41 Criminal Code charges from other jurisdictions.

(8/10) Case: 25-24760

POP attended a call for service, where an unknown male had fallen asleep inside a vehicle which was parked at a local fast food chain in the south end of Windsor. POP officers attended the call, boxed the

vehicle in, to prevent the male from fleeing the scene in the vehicle. Upon review, the vehicle in question was listed as stolen at the time of the call. The male was arrested without incident and charged with Possession of property obtained by crime under \$5000.

(9/10) Case: 25-21946

POP officers were conducting routine patrol in the West end of Windsor, when a known wanted party was observed walking down the sidewalk. The party was arrested on the strength of the Warrant and searched incident to arrest. Upon search, officers located several illicit drugs on his person. The accused with additionally charged with 2 counts of possession of a schedule I substance.

(10/10) Case: 25-26897

POP officers, received information that a wanted party was residing in the 1600 block of Drouillard road. Officers set up static surveillance and ultimately observed the accused entering a black Dodge Caravan. Officers conducted a traffic stop and were able to arrest the female without incident for the following criminal charges:

- Robbery
- Assault
- Breach undertaking

Calls For Service 2024 - 2025

	2024 CFS (WPS Standard)	2024 Vehicle Stops	% of Calls that are Vehicle Stops	CFS minus Vehicle Stops		2025 CFS (WPS Standard)	2025 Vehicle Stops	% of Calls that are Vehicle Stops	CFS minus Vehicle Stops
Jan	9516	1281	13.46	8235	Jan	8105	839	10.35	7266
Feb	9253	1445	15.62	7808	Feb	7370	964	13.08	6406
Mar	9729	1482	15.23	8247	Mar	8446	1168	13.83	7278
Apr	9919	1405	14.16	8514	Apr	8543	1073	12.56	7470
May	10577	1137	10.75	9440	May				0
Jun	10963	1291	11.78	9672	Jun				0
Jul	11431	1092	9.55	10339	Jul				0
Aug	10836	984	9.08	9852	Aug				0
Sep	10581	917	8.67	9664	Sep				0
Oct	10877	1146	10.54	9731	Oct				0
Nov	10248	1008	9.84	9240	Nov				0
Dec	8996	769	8.55	8227	Dec				0
Total	122926	13957	11.35	108969	Total	32464	4044	12.46	28420

Year to Date Changes

	2024 CFS minus Vehicle Stops	2025 CFS minus Vehicle Stops	% Change
January	8235	7266	-11.77
February	7808	6406	-17.96
March	8247	7278	-11.75
April	8514	7470	-12.26
May	9440		-100.00
June	9672		-100.00
July	10339		-100.00
August	9852		-100.00
September	9664		-100.00
October	9731		-100.00
November	9240		-100.00
December	8227		-100.00
Total	108969	28420	-73.92

- * As of June 22, 2023, the Windsor Police Service implemented a new procedure where vehicle stops now generate a call for service.
- * Call type does not equal test, train or 092 Follow up
- * Cleared by does not equal internal, duplicate or stale

- In March, calls for service were down 11.75% compared to March 2024.
- In April, calls for service were down 12.26% compared to April 2024.
- Overall year to date (including vehicle stops), calls for service are down 15.50%

Source for WPS Standard Calls for Service:
<https://wpsapp-072.wps.local/Reports/powerbi/CompStat%20and%20Crime%20Trend%20Reports/WPS%20Executive%20CompStat%20Dashboard>

ITEM 9.2

HONOUR IN SERVICE



Date: May 7, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Karel DeGraaf

Re: **Q1 Use of Force Report**

Dear Chair and Members of the Board,

Please see the attached Q1 Use of Force Report.

A handwritten signature in cursive script, reading "K.A. De Graaf".

Karel DeGraaf
Deputy Chief Operational Support
Windsor Police Service

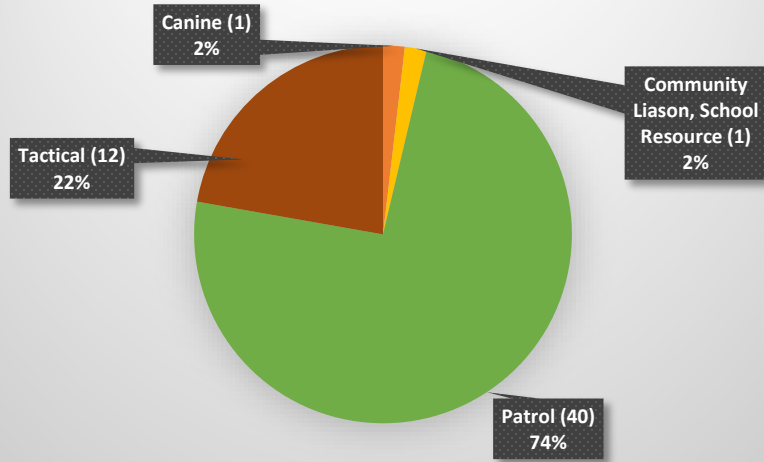
Attachment: Q1 Use of Force Report



2025 Q1 Use of Force Dashboard

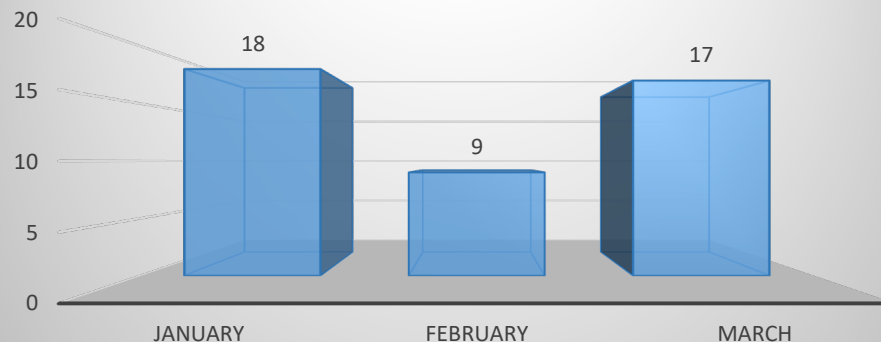
30723 Calls for Service – 55 Reports from 44 Events (0.18%)

Type of Assignment

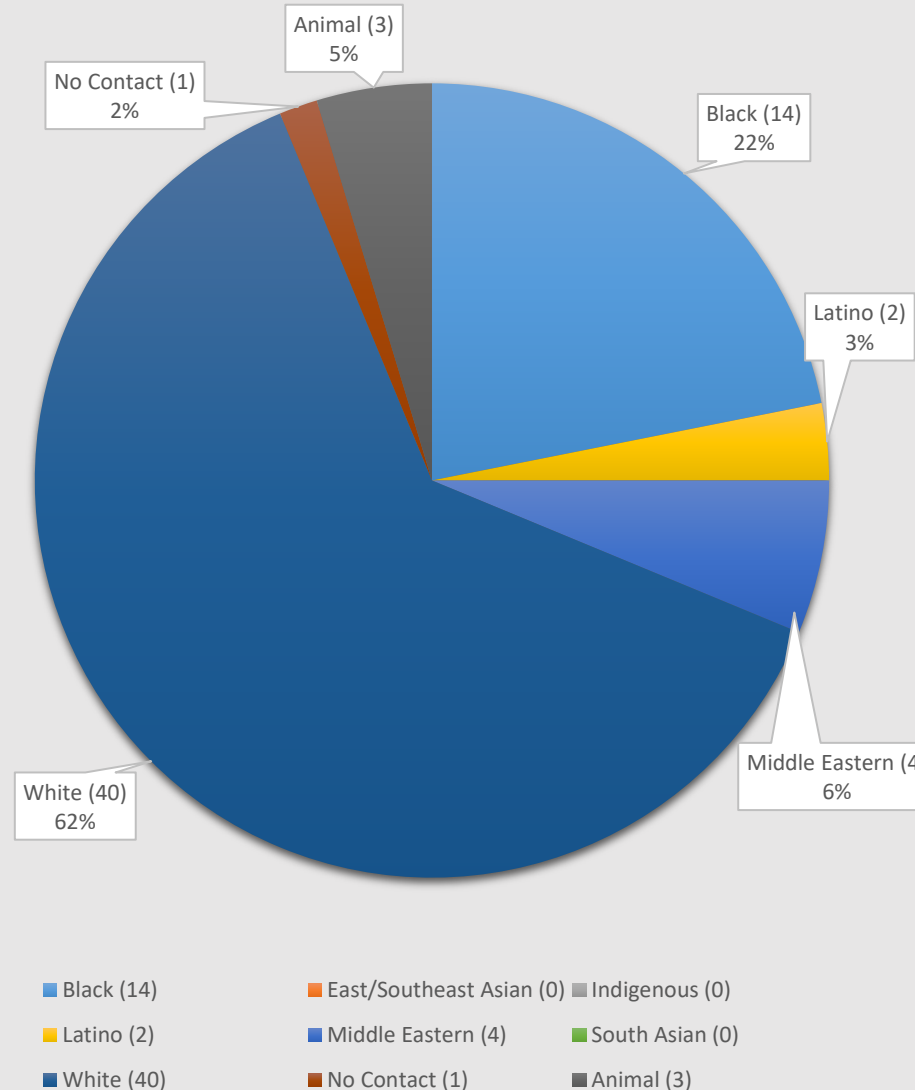


Canine (1) Community Liason, School Resource (1) Patrol (40) Tactical (12)

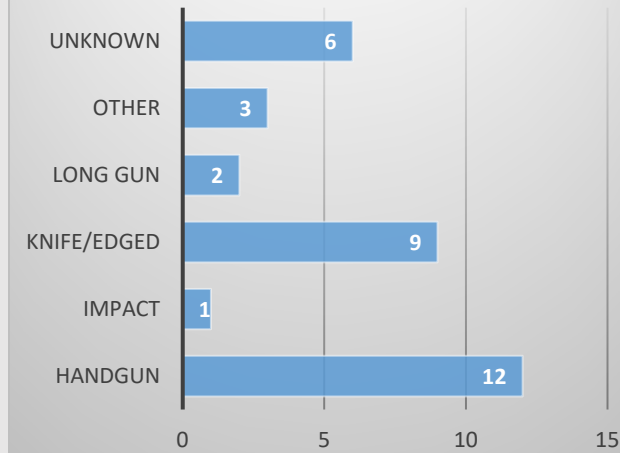
Events Per Month



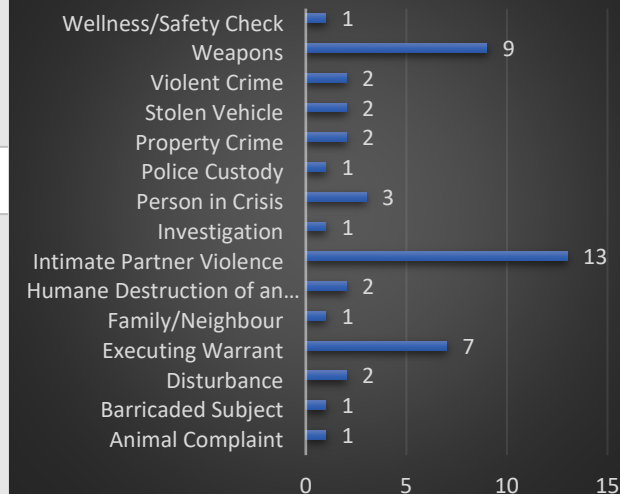
Perceived Race of Subject (per reported event)



Weapon Carried by Subject



Type of Incident

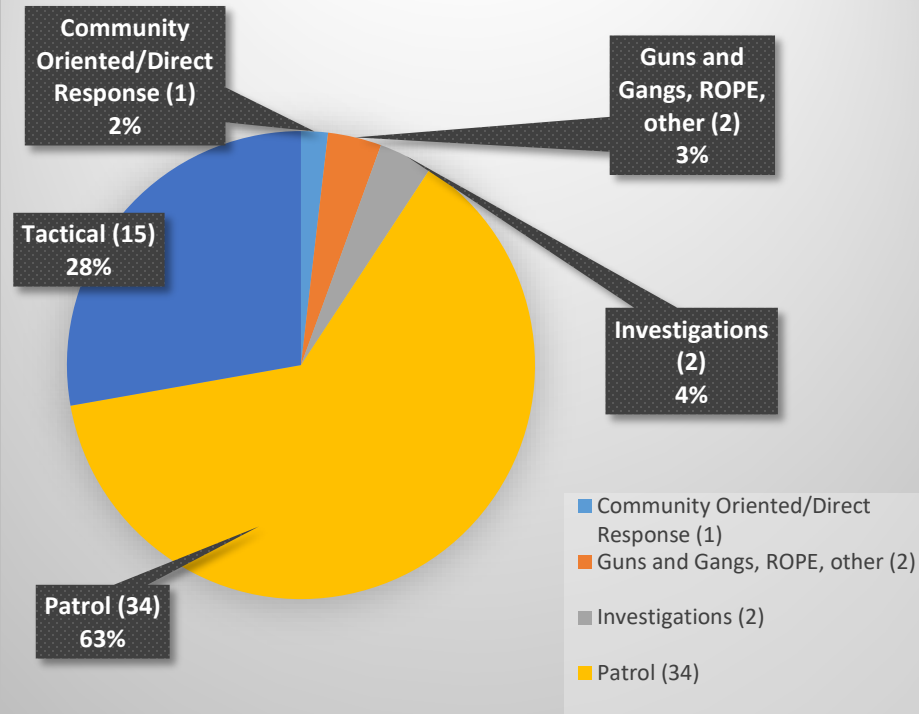




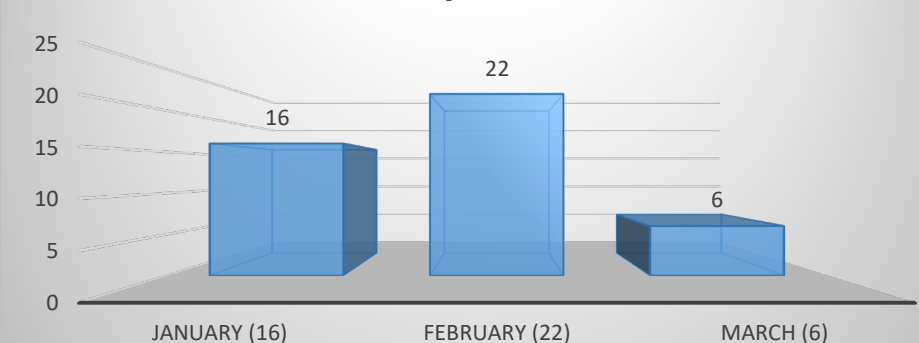
2024 Q1 Use of Force Dashboard

35865 Calls for Service – 54 Reports from 44 Events (0.15%)

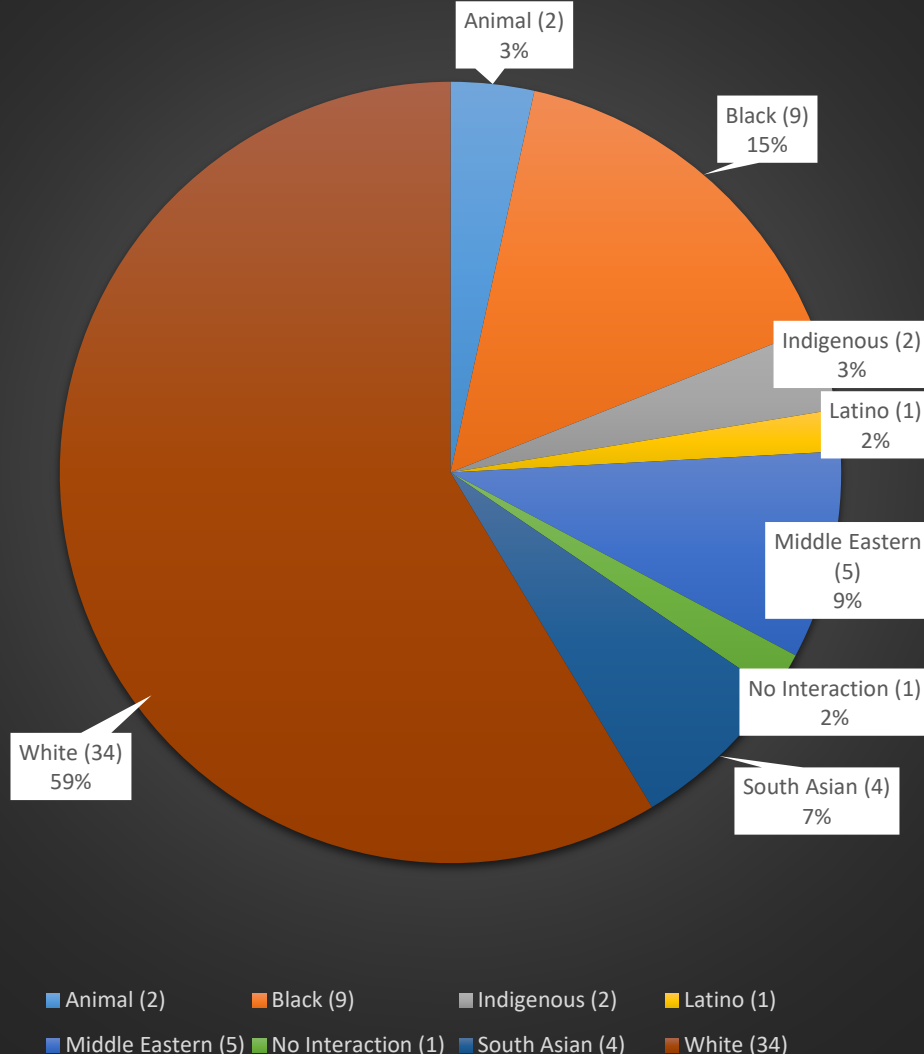
Type of Assignment



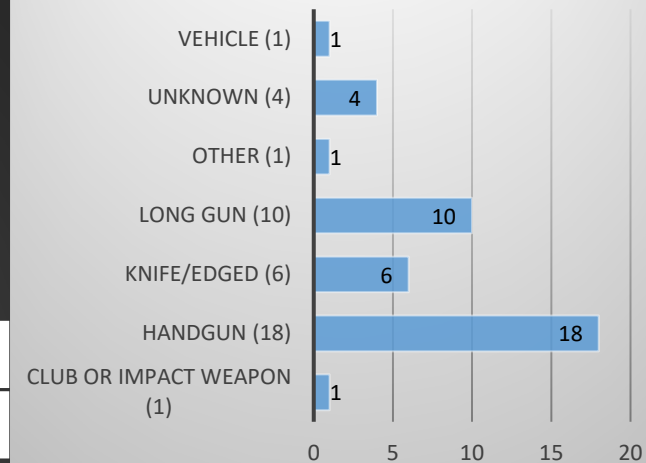
Events per Month



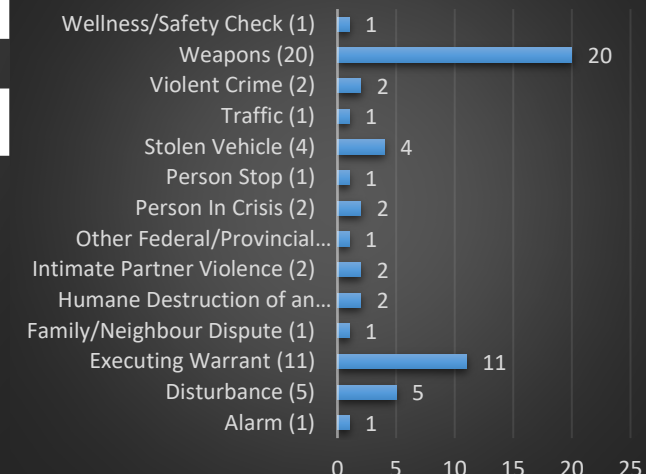
Perceived Race of Subject



Weapons Carried by Subject



Type of Incident

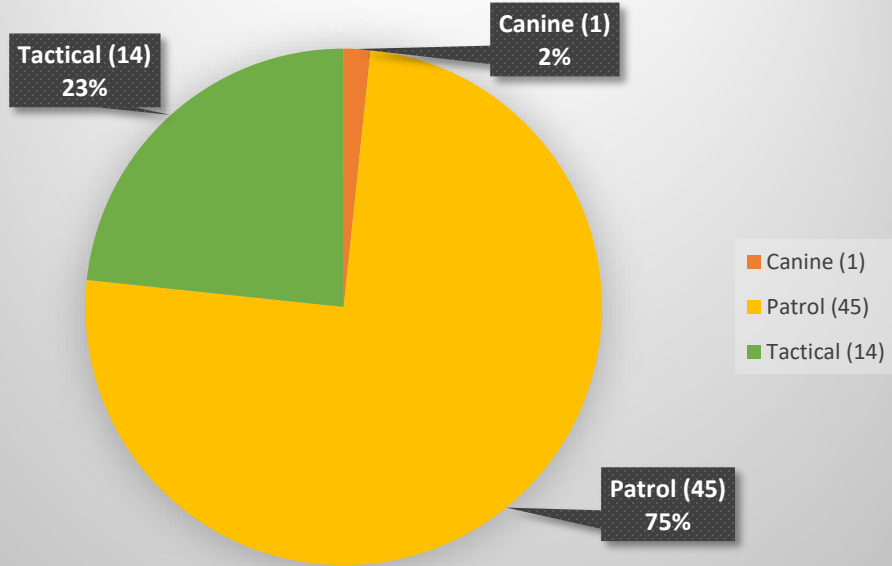




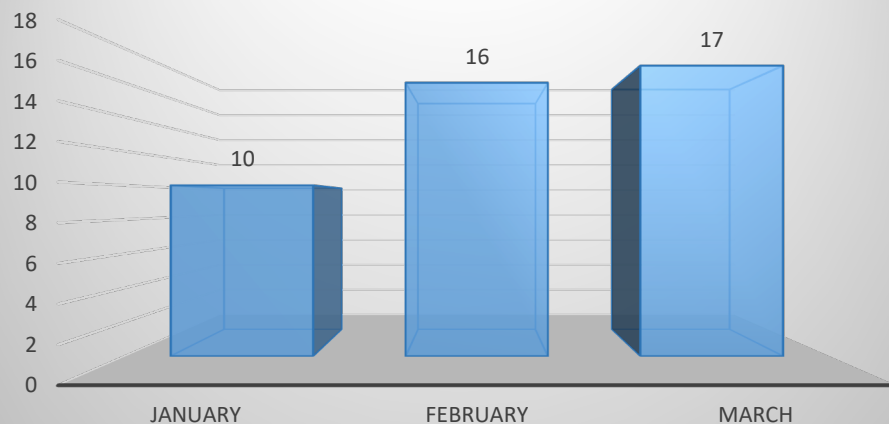
2023 Q1 Use of Force Dashboard

32189 Calls for Service – 60 Reports from 43 Events (0.18%)

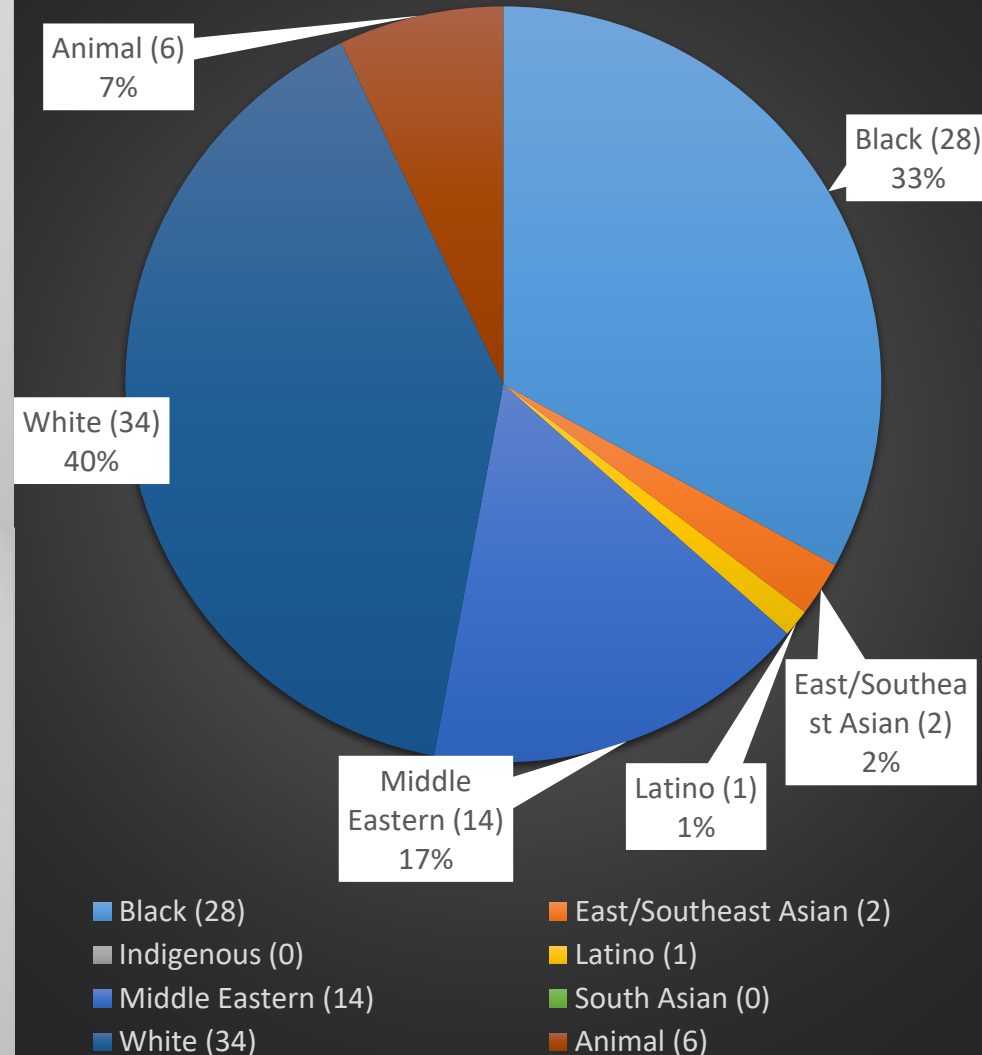
Type of Assignment



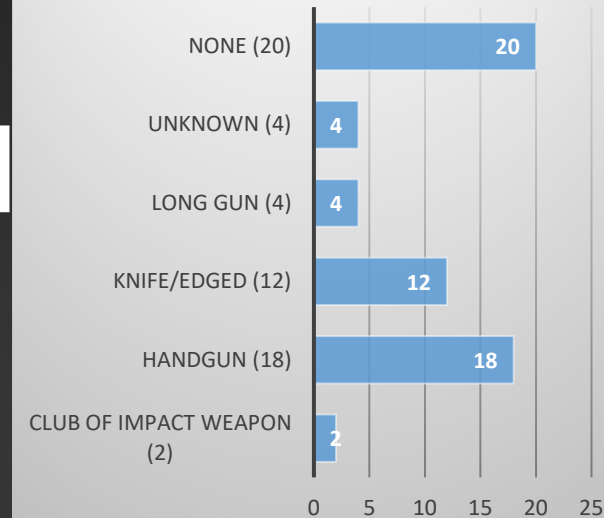
Events per Month



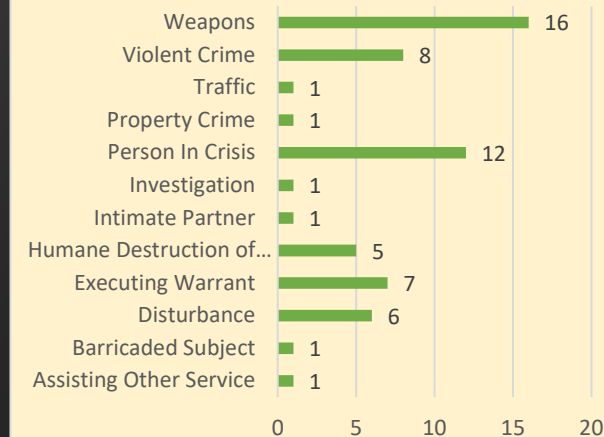
Perceived Race of Subject



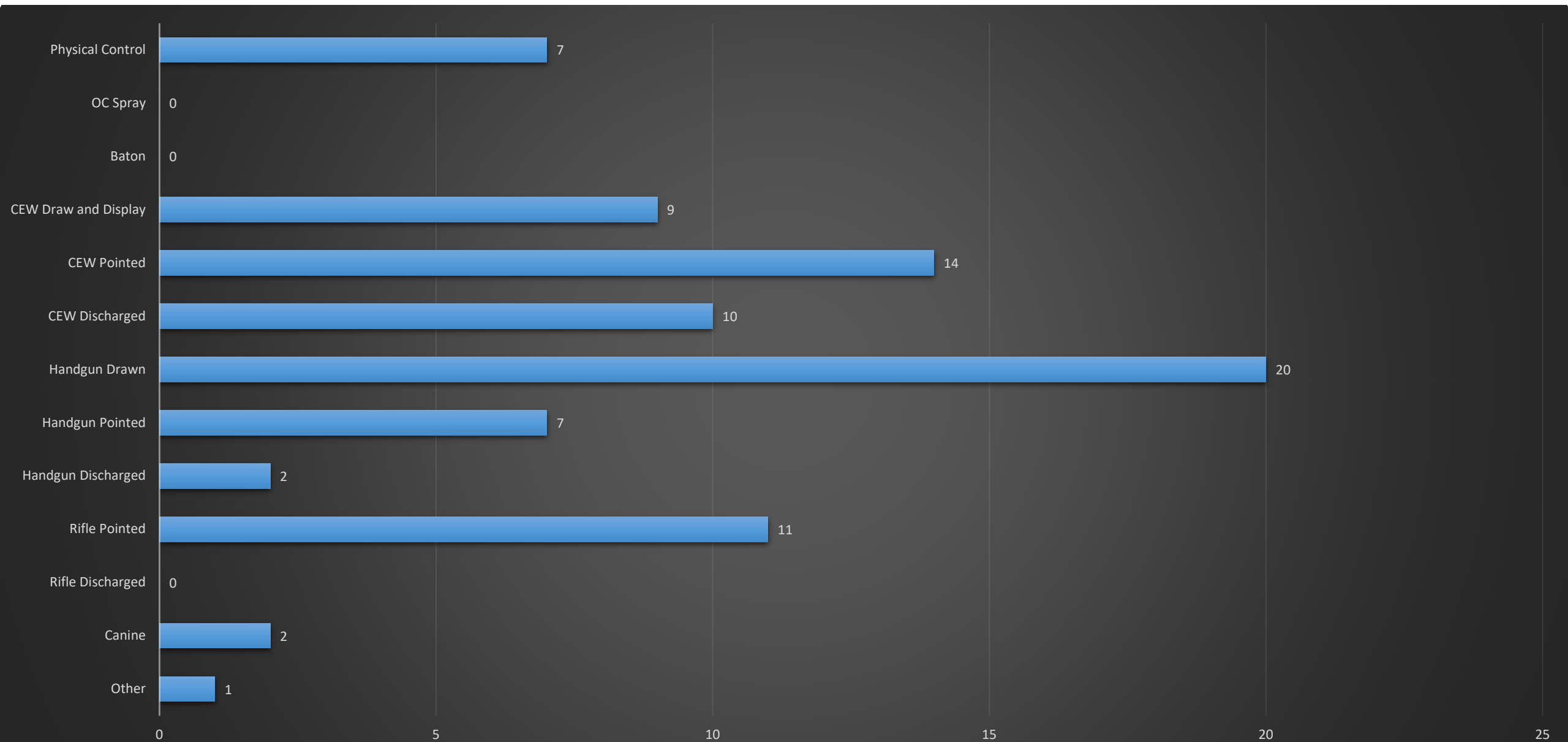
Weapon Carried By Subject(s)



Type of Call

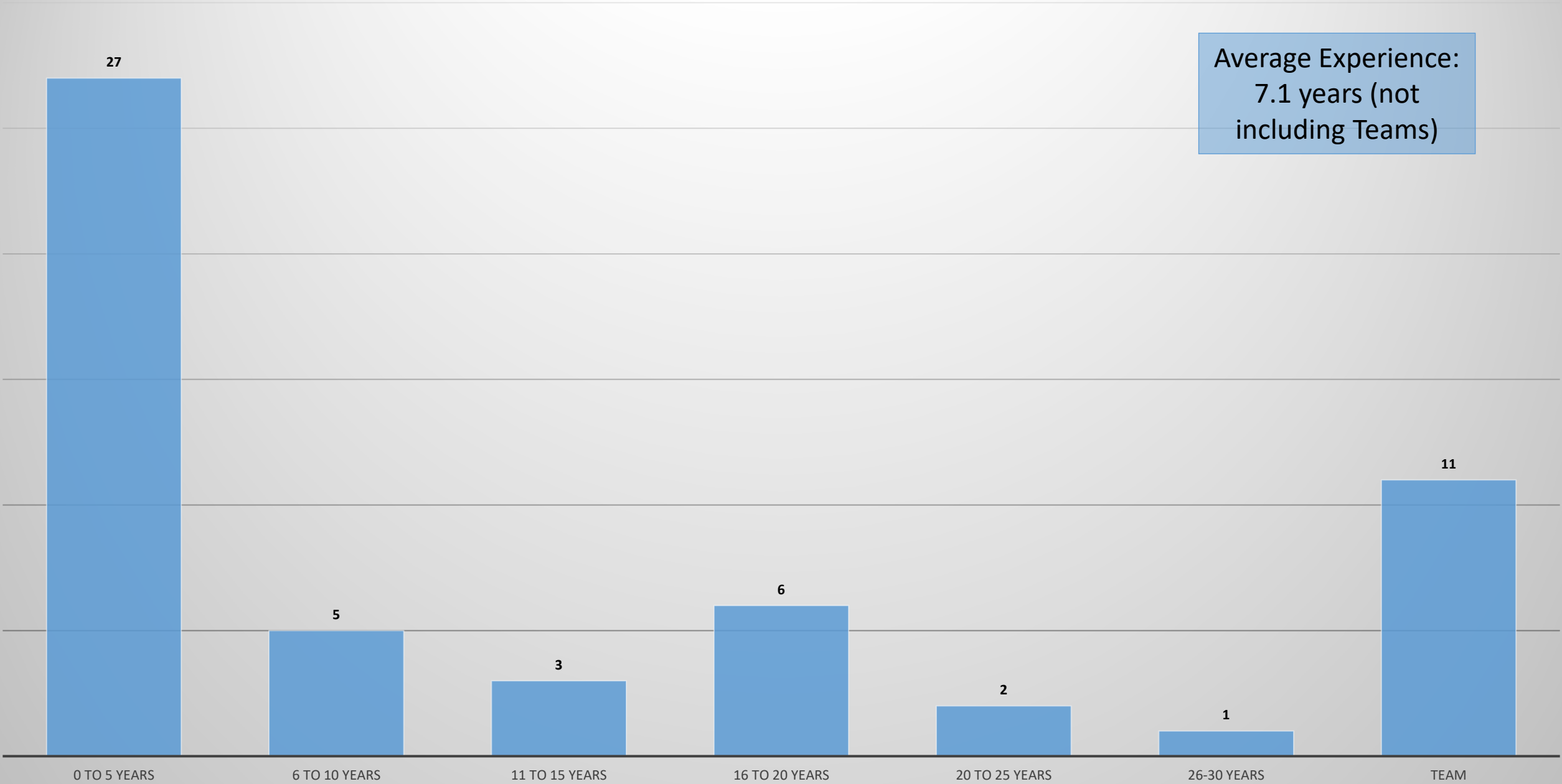


Type of Force Used by Officer

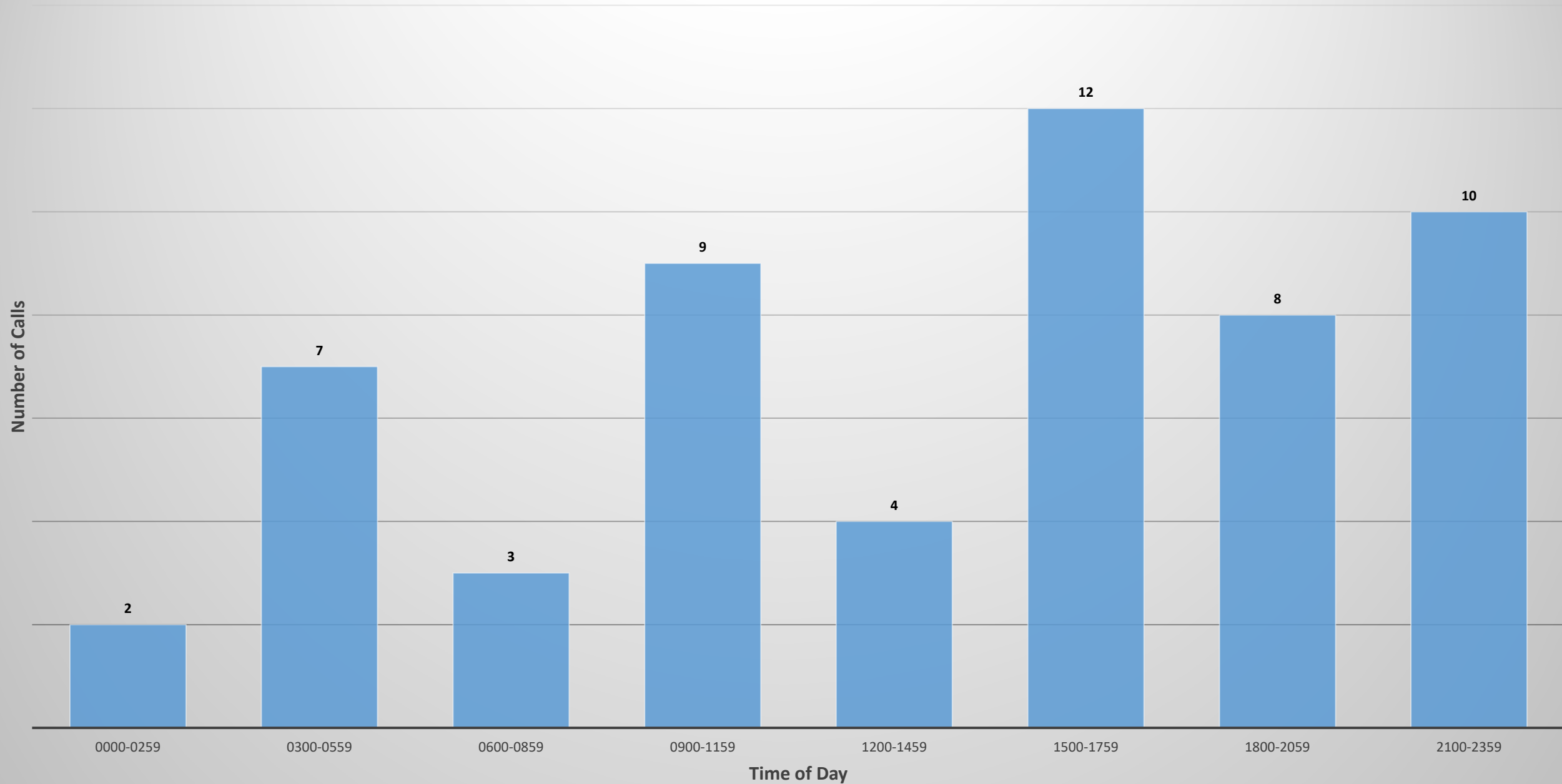


Officer's Years of Experience

Average Experience:
7.1 years (not
including Teams)



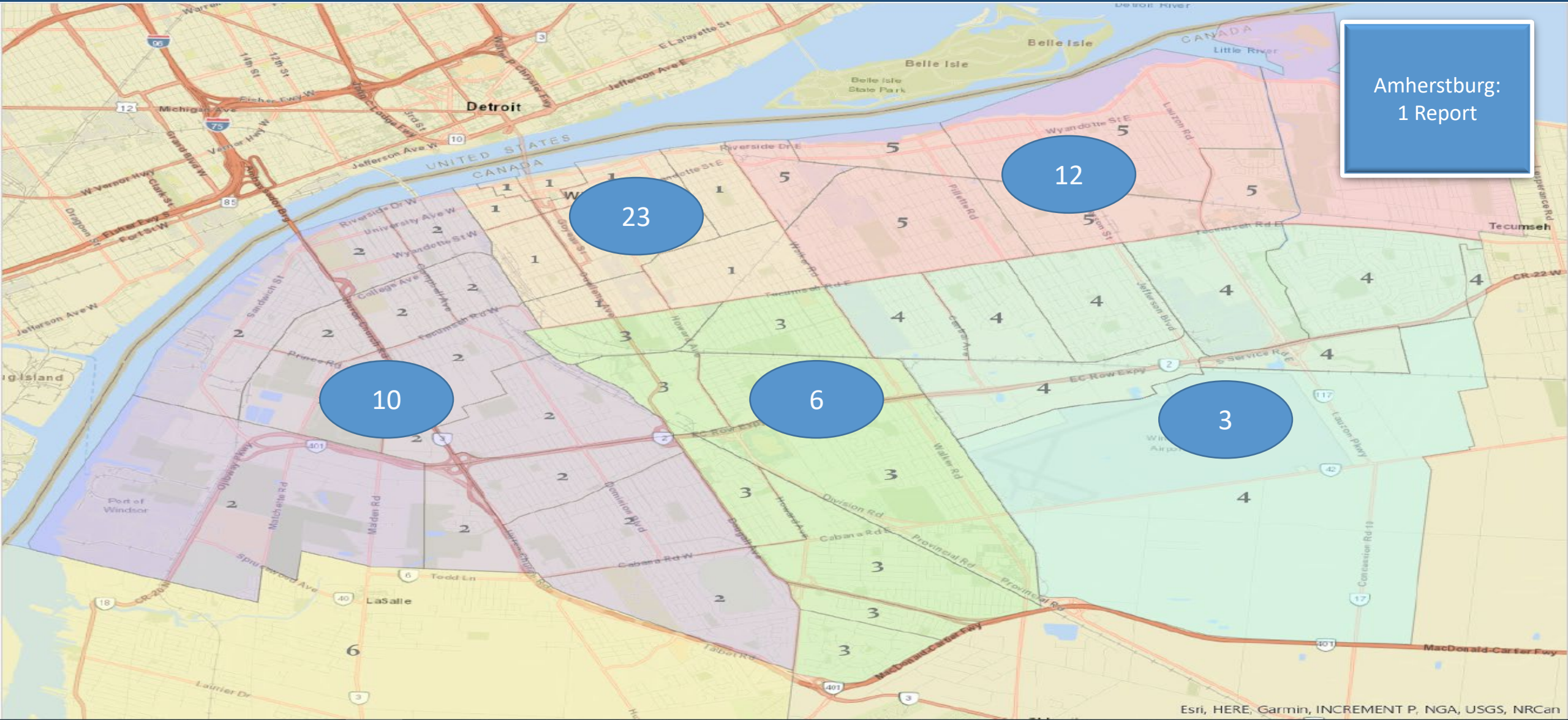
When Did the Event Occur?



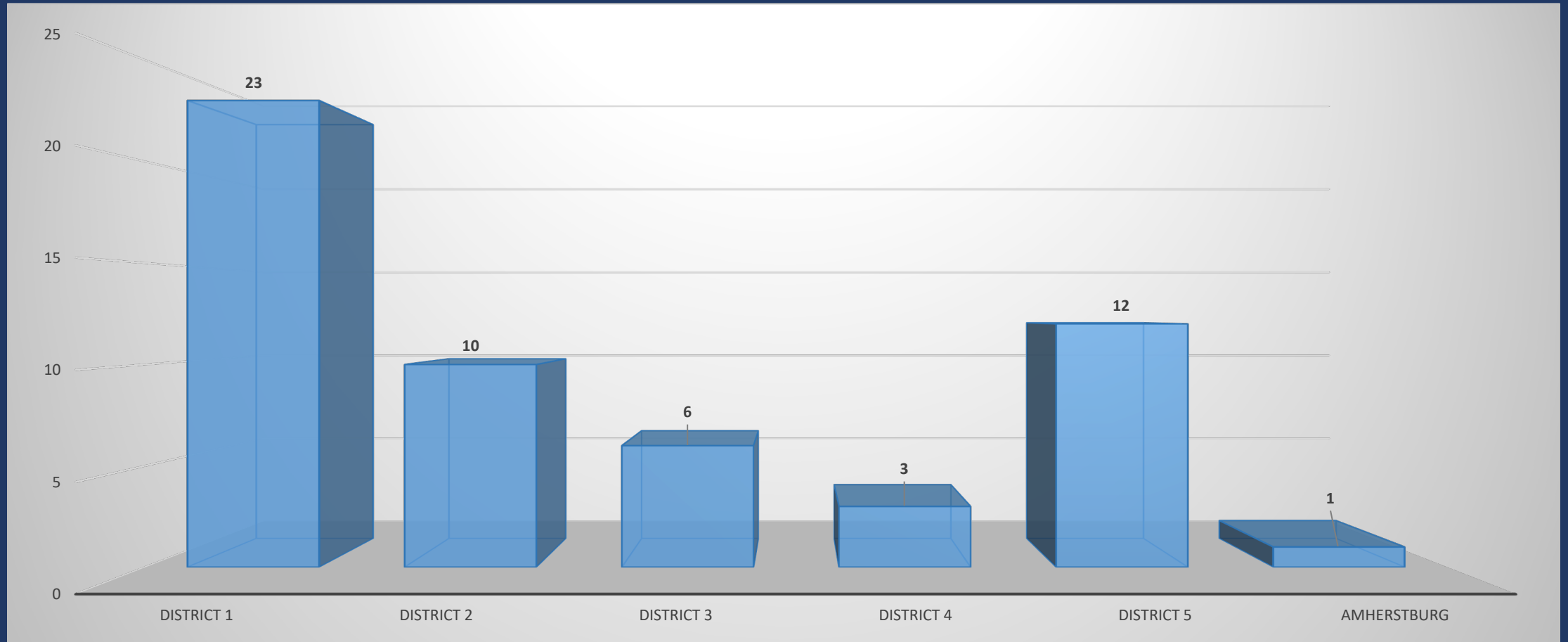
Additional Information

- 6 subjects injured, 3 of which attended a medical facility; 3 officers injured, 2 of which attended a medical facility
- There was an average of 1.3 subjects per report
- In 31 of 55 reports (56%) the subject was perceived to have access to weapons

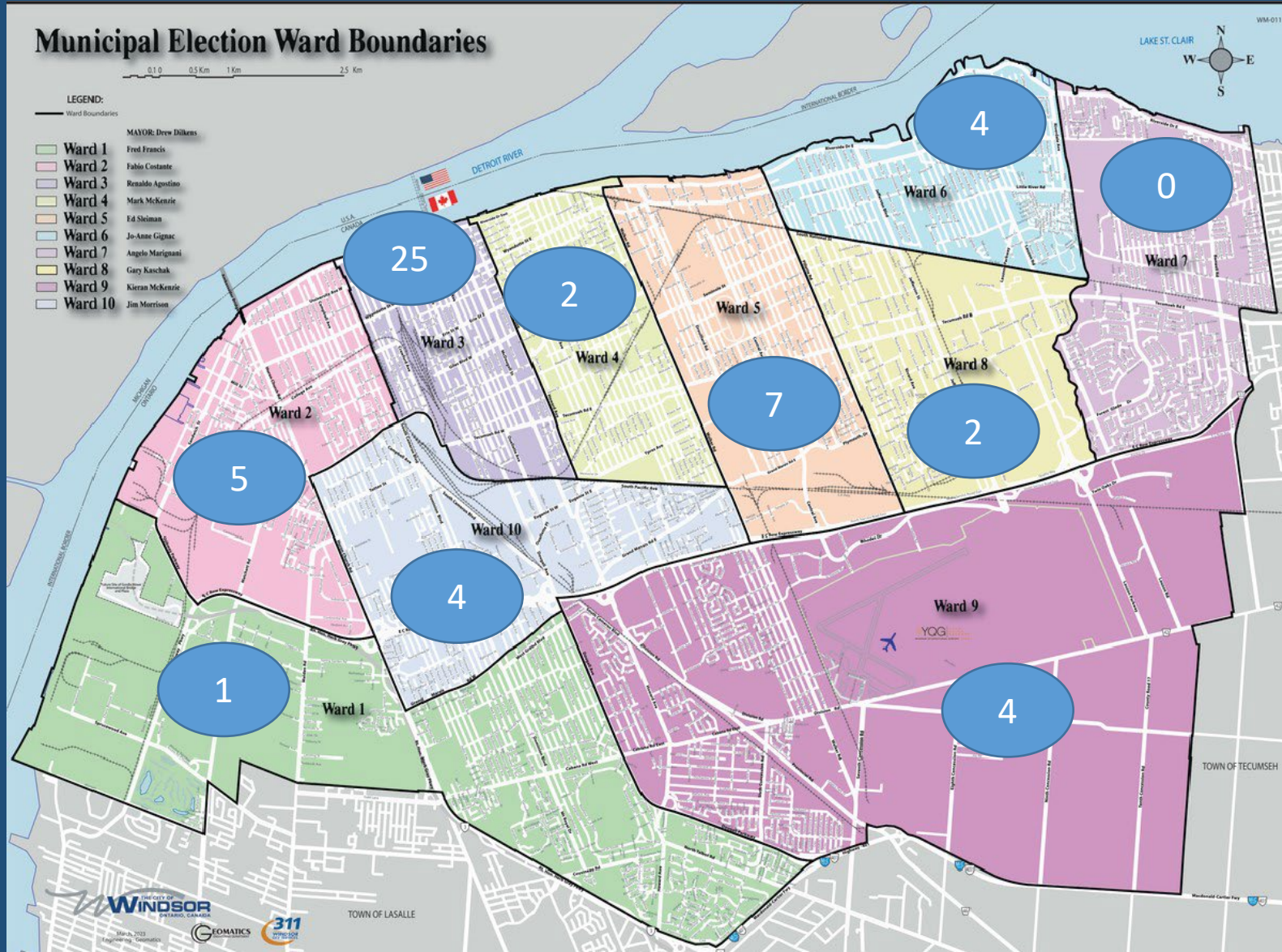
2025 Q1 Use of Force Map by District (# of Use of Force Reports)



2025 Q1 Use of Force Reports by District

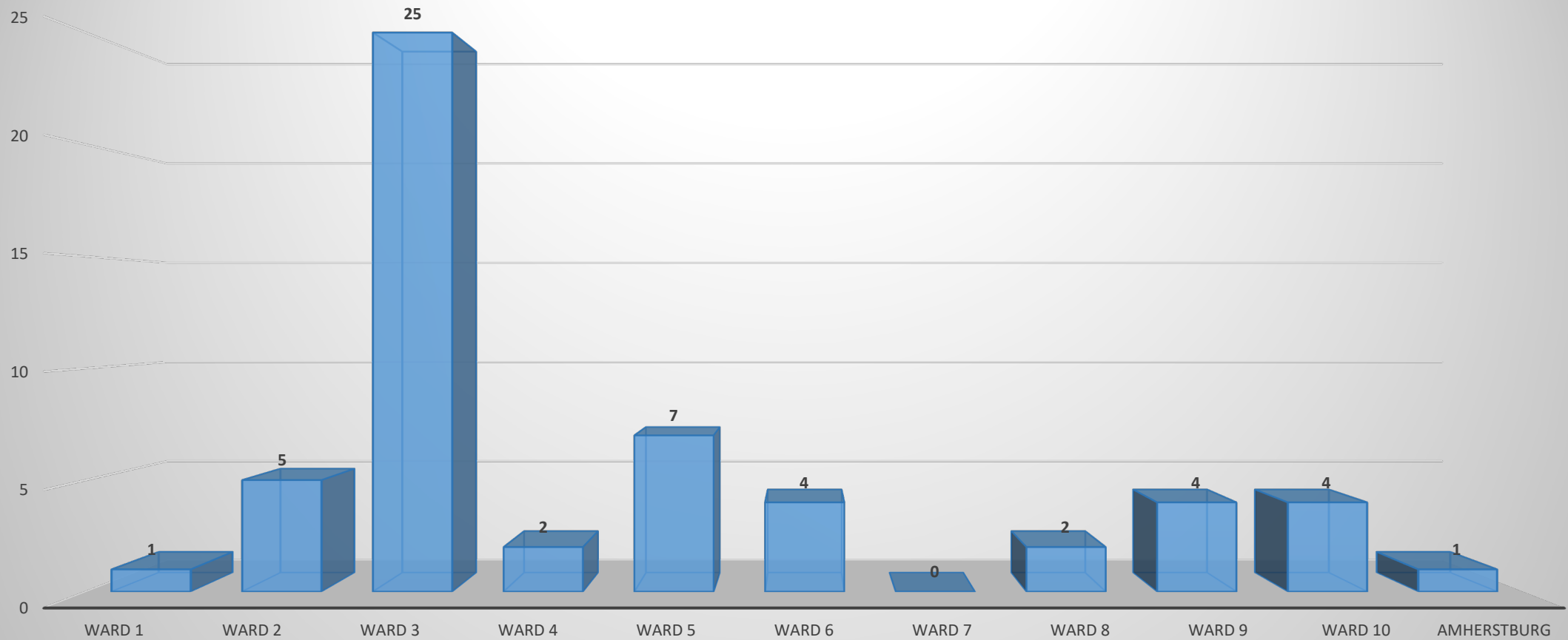


2025 Q1 Use of Force Map by Ward (# of Use of Force Reports)



Amherstburg: 1 Report

2025 Q1 Use of Force Reports by Ward





Date: May 14, 2025

To: Windsor Police Services Board

From: Deputy Chief Jason Crowley

Re: Q1 Amherstburg Policing Activities Report

Windsor Police Services Board,

Please find attached the Q1 Amherstburg Policing Activities report. Submitted for information – Public Agenda.

Sincerely,

A handwritten signature in black ink, appearing to read "JC", is written over a light blue horizontal line.

Jason Crowley

Deputy Chief of Operations

Windsor Police Service

2022 POLICING ACTIVITIES REPORT
WINDSOR POLICE SERVICE AMHERSTBURG DETACHMENT

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
CALLS FOR SERVICE													
Dispatch Generated Incidents (CAD calls)	393	372	457	471	543	506	584	576	566	540	504	394	5906
Self-Generated Walk-In Incidents	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCIDENTS	393	372	457	471	543	506	584	576	566	540	504	394	5906
PROVINCIAL OFFENCES													
Traffic Offences (Part III Summons)	116(7)	105(10)	163(18)	205(21)	167(1)	203(0)	180(10)	138(9)	169(2)	261(9)	210(4)	244(6)	2161(97)
Liquor Offences	0	1	0	0	2	0	0	0	0	0	0	0	3
Other Provincial Offences	1	2	6	1	0	3	2	9	4	5	9	6	48
TOTAL	124	118	169(18)	206(21)	169(1)	206	182(10)	147(9)	173(2)	266(9)	219(4)	250(6)	2309
CRIME STATISTICS													
Attempted Murder	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	1	0	0	1	0	0	2
Break and Enter	2	1	0	6	2	5	4	5	7	5	1	2	40
Theft Over	0	0	1	0	0	1	0	0	1	0	0	0	3
Theft Under	3	6	10	6	6	5	4	9	2	10	7	4	72
Possession Stolen Goods	1	0	0	1	0	0	2	1	0	1	0	0	6
Fraud	7	2	7	4	2	2	5	9	9	5	5	3	60
Mischief	4	5	4	6	2	5	7	7	5	10	3	3	61
Assault (All)	2	7	7	6	7	8	6	12	9	4	0	3	71
Drugs	0	0	0	1	0	1	0	0	0	0	0	0	2
Firearms	0	0	0	1	0	0	0	0	0	0	0	0	1
Arson/Fire Calls	0	0	0	0	0	0	1	1	0	0	0	0	2
Impaired Driving	0	1	2	3	1	1	1	0	0	4	0	2	15
Federal Statutes	0	0	0	0	0	2	0	0	0	0	0	0	2
Other Criminal Code	0	2	3	6	6	6	8	7	9	4	1	4	56
TOTAL	19	24	34	40	26	36	39	51	42	44	17	21	393
COMMUNITY OUTREACH ACTIVITIES													
Community Service Calls / Coast	0	0	1	0	0	0	0	14	13	11	13	11	63

*Community Service calls - Coast calls are included in row 34

ITEM: 9.4

HONOUR IN SERVICE



Date: April 11, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Jason Crowley

Re: **Q1 Youth Crime Statistics Report**

Dear Chair and Members of the Police Service Board,

Please see the attached Q1 Youth Crime Statistics Report.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Crowley".

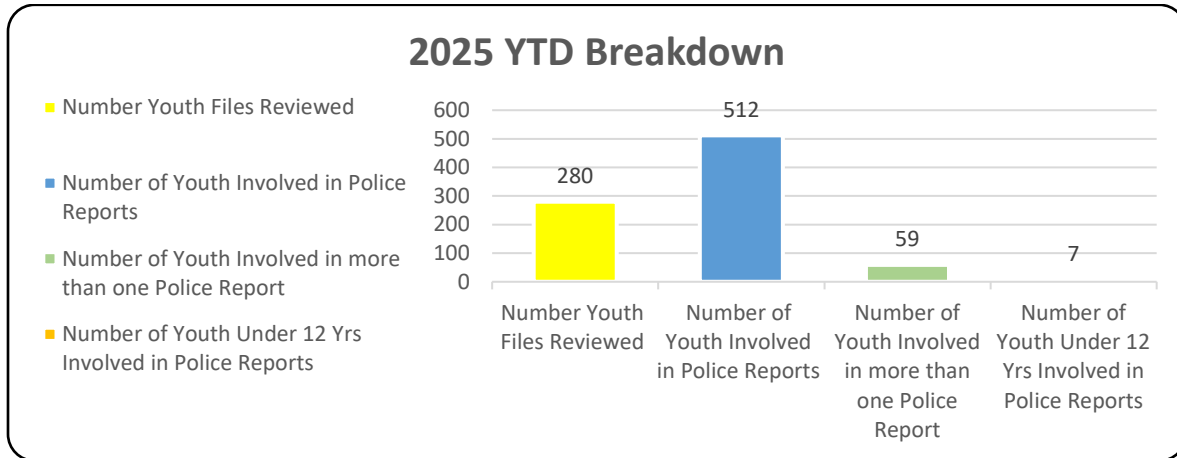
Jason Crowley
Deputy Chief Operations
Windsor Police Service

Attachment: Q1 Youth Crime Statistics Report



Windsor Police Service Youth Crime Statistics 2025 – Q1

The Windsor Police Service *YCJA Audit Coordinator* audits/reviews all youth related files. The purpose of auditing youth files is to ensure they are done in a thorough and fulsome manner and in keeping with our Service Directives and the Youth Criminal Justice Act [YCJA]. This audit ensures a more complete data set is obtained which positions the Windsor Police Service to better serve the needs of the youths and the community as a whole.



Notes on Q1 Stats:

A number of youths who were heavily involved with Police were in custody from November to March. A few still remain in custody at the Youth Detention Facility.

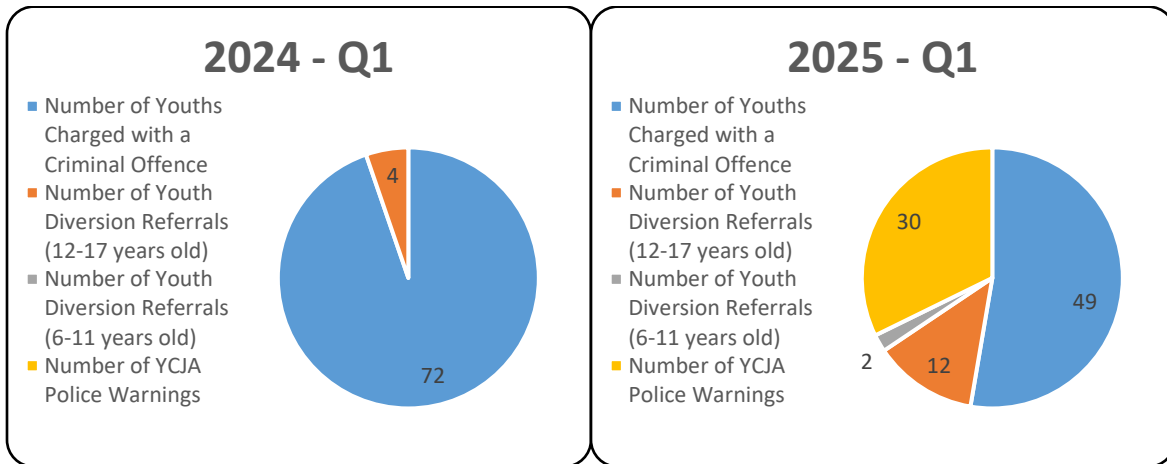
D.R.I.V.E. (Developing Responsible and Informed Vehicle Etiquette) initiative program is still in development with Youth Diversion and St. Clair College. Meetings with the WPS Collision Reconstruction unit to assist with direction and content are upcoming in Q2.

There has been a notable increase in the use of Extrajudicial Measures for youth compared to 2024. The number of youths charged has decreased by 31.94% even though the number of youth incidents has increased by 64% from 2024.

As of March 31st, 2025, there have been 512 youths noted in police reports in 2025; 59 of these youths have been noted in more than one occurrence. Not all of these files have resulted in criminal offences. (Data obtained from the WPS YCJA Audit Coordinator).



Windsor Police Service Youth Crime Statistics 2025 – Q1



YOUTH CRIME STATISTICS FOR 2025

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
YO CRIMINAL CHARGES	20	18	11	-	-	-	-	-	-	-	-	-	-
YO DIVERSION REFERRALS 12-17 yrs	1	9	2	-	-	-	-	-	-	-	-	-	-
YO DIVERSION REFERRALS 6-11 yrs	1	0	1	-	-	-	-	-	-	-	-	-	-
YCJA POLICE WARNINGS	14	8	8	-	-	-	-	-	-	-	-	-	-
REPORTED YOUTH UNDER 12 INVOLVEMENT	0	3	4	-	-	-	-	-	-	-	-	-	-

Ministry of the Solicitor General

External Relations Branch

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Direction des relations extérieures

25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

Jason Bellaire
Chief of Police
Windsor Police Service
150 Goyeau St. Windsor
ON N9A 6V2

Hello Chief Bellaire,

This letter is to notify the Windsor Police Service Board that the Agreement, dated May 31, 2018, between the Ministry and the Board for use of the Ministry's Risk-driven Tracking Database (RTD) for the Windsor Situation Table is terminated as of as of September 16, 2024. Both parties have agreed to waive any notice provisions in the Agreement regarding termination.

The table has indicated that the Windsor Police Service Board is stepping back from responsibility and the Canadian Mental Health Association Windsor-Essex County has entered a new agreement with the Ministry for use of the RTD.

Regards,



Michelina M. Longo
Director
External Relations Branch
Public Safety Division
Ministry of the Solicitor General

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
12^e étage
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Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Temporary Unavailability of Insurance Coverage
Updates

DATE OF ISSUE:	March 18, 2025
CLASSIFICATION:	General Information
RETENTION:	March 31, 2025
INDEX NO.:	25-0010
PRIORITY:	Normal

At the request of the Ministry of Transportation's Transportation Safety Division, I am sharing the attached communication to advise that there may be an increase in vehicles with "unconfirmed" insurance status through the Inquiry Services System from March 21 to March 31, 2025, due to system upgrades occurring at the Insurance Bureau of Canada.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, Transportation Safety Division, Ministry of Transportation. If you have any questions, please contact Frank Iannuzzi, Manager, Vehicle Program Development Office, Ministry of Transportation at Frank.Iannuzzi@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Weatherill", written over a horizontal line.

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4

Ministère des Transports

Division de la sécurité en matière de transport

87, avenue Sir William Hearst
bureau 191
Toronto ON M3M 0B4



MEMORANDUM TO:

Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM:

Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE:

March 10, 2025

SUBJECT:

**Insurance Coverage Updates Temporarily Unavailable
for The Insurance Validation Program (IVP)**

This memorandum is to inform the policing community across the province that there may be an increase in vehicles returning with an “unconfirmed” insurance status via Inquiry Services System (ISS) from March 21, 2025, until March 31, 2025.

The Insurance Bureau of Canada (IBC) has advised the Ministry of Transportation that due to required technological updates the Insurance Vehicle Program (IVP) may not have the most recent information to confirm insurance status. As a result, the insurance database may return a status of “unconfirmed” for registrants that have made recent policy changes to their insurance.

Registrants that have not made changes to their insurance coverage will not be impacted. Where a customer’s insurance returns as “unconfirmed”, police officers may at their discretion, request to see the individual’s Pink (Insurance) Card to verify mandatory on-road insurance coverage. The volume of those registrants impacted is expected to be low.

Please contact **Frank Iannuzzi, Manager, Vehicle Program Development Office** at Frank.Iannuzzi@ontario.ca with any further questions you may have.

Thank you for your assistance in communicating these changes.

Sincerely,

A handwritten signature in blue ink, appearing to read "Felix Fung", with a stylized flourish at the end.

Felix Fung
Assistant Deputy Minister
Transportation Safety Division

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Amendments to the *Highway Traffic Act* on Clarifying
Police Authority to Stop Vehicles to Assess Driver
Sobriety

DATE OF ISSUE:	March 27, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0012
PRIORITY:	Normal

At the request of the Ministry of Transportation's Transportation Safety Division, I am sharing the attached communication about amendments that were made to the *Highway Traffic Act* after the [Safer Roads and Communities Act, 2024](#) received Royal Assent that clarify police authority to stop vehicles to assess a driver's sobriety.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, Transportation Safety Division, Ministry of Transportation. If you have any questions, please contact Raj Cheema, Manager, Road Safety Program Development Office, MTO at raj.cheema@ontario.ca.

Sincerely,

A handwritten signature in dark ink, appearing to read "Ken Weatherill".

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4**Ministère des Transports**Division de la sécurité en matière de
transport87, avenue Sir William Hearst
bureau 191
Toronto ON M3M 0B4**MEMORANDUM TO:**Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General**FROM:**Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation**DATE:**

March 27, 2025

SUBJECT:**Amendments to Ontario's *Highway Traffic Act* (HTA):
Clarifying Police Authority to Stop Vehicles to Assess Driver
Sobriety**

This memorandum is to inform the policing community across the province about recent amendments to Ontario's *Highway Traffic Act* (HTA) that clarify police authority to require a driver to stop and to assess the driver's sobriety, whether a vehicle is on or off the highway.

Further details about these changes are provided below. I would ask that you please bring these changes to the attention of any enforcement personnel who would find this information useful or relevant to their duties. Your support on this matter is greatly appreciated.

On November 19, 2024, the *Safer Roads and Communities Act, 2024* received Royal Assent, bringing into force three amendments to the HTA related to police authority:

Definition of "Driver" Under HTA Subsection 48 (18)

Subsection 48 (1) of the HTA describes the power of a police officer to require a driver to stop for the purpose of determining whether the officer may demand some form of sobriety testing under the *Criminal Code*. Subsection 48 (18) of the HTA has now been amended so that the term "driver" includes a person who has care, charge or control of a motor vehicle while the vehicle is on or off a highway. This amendment allows a police officer to require a driver to stop to check their sobriety not only while the vehicle is on the highway, but also while it is off the highway.

Definition of “Motor Vehicle” Under HTA Subsection 48 (18)

For purposes of the stopping power in s. 48 (1), subsection 48 (18) has been amended to more broadly define “motor vehicle” so that the term now includes motorized snow vehicles, and any other type of motor vehicle as defined in s. 2 of the *Criminal Code*. Section 2 of the *Criminal Code* defines a “motor vehicle” as “a vehicle that is drawn, propelled or driven by any means other than muscular power, but does not include railway equipment”. Consequently, s. 48 (1) may be used to stop drivers of motor vehicles, street cars, snowmobiles, motorized scooters or bikes, tractors, off-road vehicles and all-terrain vehicles, and other types of motorized vehicles, whether the motor is engaged or not, to check their sobriety. While the definition of “motor vehicle” does not include vessels, s. 48 (2) and (3) of the HTA expressly confer on police officers the power to demand the surrender of a driver’s licence from the operator of a vessel whose sobriety has been unfavourably assessed as described in s. 48 (2) or (3).

Stopping Powers under HTA Section 216

Subsection 216 (1) of the HTA describes the general power of a police officer to require a driver to stop. That section now defines the term “driver” so that it includes a person who has care, charge or control of a vehicle and includes a person with care, charge or control of a vehicle that has recently travelled from or off the highway. This amendment allows a police officer to stop a driver or a person with care, charge or control of a vehicle including when the vehicle has recently travelled from or off the highway.

These amendments are expected to enhance the detection of impaired drivers, thereby contributing to safer roads and communities across Ontario. If there are questions regarding these amendments, please contact Raj Cheema, Manager, Road Safety Program Development Office at raj.cheema@ontario.ca.

Thank you for your assistance in communicating these changes.

Sincerely,



Felix Fung
Assistant Deputy Minister
Transportation Safety Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Registration Extension for Ontario Carriers Registered
Under the International Registration Plan

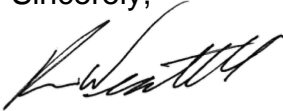
DATE OF ISSUE:	March 31, 2025
CLASSIFICATION:	General Information
RETENTION:	April 30, 2025
INDEX NO.:	25-0014
PRIORITY:	Normal

At the request of the Ministry of Transportation's (MTO) Transportation Safety Division (TSD), I am sharing the attached communication to notify police services of a grace period that will be provided to Ontario International Registered Plan registered carriers until April 30, 2025, to obtain renewed registration credentials.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, TSD, MTO. If you have any questions, please contact Dianne Oliphant, Director, Driver and Vehicle Services Branch, MTO at Dianne.Oliphant@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4
Tel.: (647) 535-6208

Ministère des Transports

Division de la sécurité en matière de transport

87, avenue Sir William Hearst
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Tél. (647) 535-6208



MEMORANDUM TO: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE: March 27, 2025

RE: **All-Chiefs Bulletin - 30 Day Registration Extension for Ontario Carriers Registered under the International Registration Plan (IRP)**

On March 3, 2025, Ontario transitioned IRP service delivery from the Ministry of Transportation to ServiceOntario.

As a result of this change, Ontario is providing a grace period to ensure all carriers with a March 2025 renewal have sufficient time to receive their credentials.

A 30-day registration extension is being granted to Ontario IRP Registered Carriers and will remain valid through April 30, 2025.

This memorandum is to inform law enforcement agencies in all IRP member jurisdictions that Ontario-registered vehicles with plates expiring on March 31, 2025 will not be expiring until April 30, 2025.

All vehicles must still maintain valid insurance and abide by all other applicable provincial, federal and U.S. regulations.

Questions concerning the extension may be directed to Dianne Oliphant, Director of Driver and Vehicle Services Branch, Ministry of Transportation at Dianne.Oliphant@ontario.ca.

Thank you for your assistance.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Felix Fung', with a stylized, cursive script.

Felix Fung
Assistant Deputy Minister, Transportation Safety Division
Ministry of Transportation

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Notification of New Provincial Lead for Ontario Major
Case Management

DATE OF ISSUE:	April 1, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0015
PRIORITY:	Normal

I am writing to share information about changes in the provincial leadership of Ontario Major Case Management (OMCM).

Detective Inspector Joe DeCook recently returned to the Ontario Provincial Police (OPP) and **OPP Detective Inspector Dayna Wellock** has now assumed the role of Provincial Lead for OMCM.

Dayna comes with extensive expertise in supporting effective major case criminal investigations involving vulnerable populations and promoting learning and best practices related to trauma-informed, victim-centred approaches in policing.

She has demonstrated effective collaboration and partnerships with a range of justice partners, locally and nationally, and has held several progressive leadership roles, including serving as the Staff Sergeant and Acting Program Manager for the Victim Response Support Unit; Staff Sergeant and Acting Detachment Commander, Kenora Detachment; and Acting Inspector, Sioux Lookout Detachment.

Dayna has also worked closely with First Nation communities and was seconded to Nishnawbe Aski Police Service as Acting Detective Inspector. She has deep experience in major case management and has held every role within the command triangle on a number of major cases, including homicides and multi-jurisdictional sexual assaults.

Additionally, further to All Chiefs Memo 23-0038 (May 10, 2023), any police service that encounters communication challenges with other police services, while engaged in major case investigations, may reach out to the Ministry of the Solicitor General through Detective Inspector Dayna Wellock, Provincial Lead, Ontario Major Case Management by email at Dayna.Wellock@ontario.ca or by phone at 437-237-3494.

I am grateful for all of the work Detective Inspector Joe DeCook has led in his time as Provincial Lead of OMCM. Please join me in welcoming Dayna and thanking Joe for his contribution and efforts.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Weatherill', written in a cursive style.

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Amendments to the *Highway Traffic Act* (HTA) on the
Expansion of Careless Driving Offences to include
Parking Lots and Extending the Limitation Period

DATE OF ISSUE:	April 3, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0016
PRIORITY:	Normal

At the request of the Ministry of Transportation's Transportation Safety Division, I am sharing the attached communication about amendments that were made to the *Highway Traffic Act* after the [Safer Streets, Stronger Communities Act, 2024](#) received Royal Assent that expand the application of careless driving and careless driving causing bodily harm or death offences to include parking lots, as well as extend the limitation period for these types of offences.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, Transportation Safety Division, Ministry of Transportation. If you have any questions, please contact Raj Cheema, Manager, Road Safety Program Development Office, MTO at raj.cheema@ontario.ca.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4**Ministère des Transports**Division de la sécurité en matière de
transport87, avenue Sir William Hearst
bureau 191
Toronto ON M3M 0B4**MEMORANDUM TO:**Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General**FROM:**Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation**DATE:**

April 3, 2025

SUBJECT:**Amendments to Ontario's *Highway Traffic Act* (HTA) on the
Expansion of Careless Driving Offences to Parking Lots and
Extension of Limitation Period**

This memorandum is to inform the policing community across the province about recent amendments to Ontario's *Highway Traffic Act* (HTA), which expand the application of careless driving and careless driving causing bodily harm or death offences to include parking lots and extend the limitation period for these offences from six months to two years.

Further details about these changes are provided below. I would ask that you please bring these changes to the attention of any enforcement personnel who would find this information useful or relevant to their duties. Your support on this matter is greatly appreciated.

On December 4, 2024, the [*Safer Streets, Stronger Communities Act, 2024*](#) received Royal Assent, bringing into force two amendments to the HTA related to careless driving:

Expansion of Careless Driving Offences to Parking Lots

The HTA has been amended to broaden the application of [careless driving](#) offences under s.130 to specified places. For the purposes of s.130, "specified place" is defined as:

- (a) any parking lot, structure or garage, whether public or private, paved or unpaved, flat or multilevel, above or below grade, including any driveway or road that connects the parking lot to a highway,

- (b) any parking lot into which drivers are expressly or impliedly invited or permitted to enter, with or without payment, and no matter whether payment was made or whether the driver entered with or without permission; and
- (c) any private, commercial or industrial parking lot from which the public would ordinarily be excluded.

Extension of Limitation Period for Careless Driving Offences

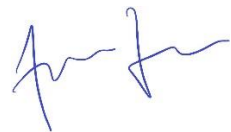
A limitation period refers to the timeframe within which legal proceedings must be initiated for a particular offence. Previously, the HTA offence in section 130 was subject to a default limitation period of six months, as provided for in subsection 76(1) of the *Provincial Offences Act* (POA). This default limitation period applies unless an Act prescribes a different limitation period.

Subsection 130(7) has been added to the HTA and prescribes a two-year limitation period for careless driving offences under s.130, thereby overriding the six-month default limitation period in the POA. Under this amendment, no proceeding for careless driving offences can be instituted more than two years after the facts on which the proceeding is based are alleged to have occurred. This change is intended to provide additional time for investigations, evidence collection and case preparation.

These amendments aim to enhance road safety and strengthen enforcement, supporting safer roads and communities across Ontario. If there are any questions regarding these amendments, please contact Raj Cheema, Manager, Road Safety Program Development Office at Raj.Cheema@ontario.ca.

Thank you for your assistance in communicating these important changes.

Sincerely,



Felix Fung
Assistant Deputy Minister
Transportation Safety Division

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: In-Force of Bill S-205 and Amendments to the *Criminal Code*

DATE OF ISSUE:	April 4, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0017
PRIORITY:	Normal

At the request of the Ministry of the Attorney General's Criminal Law Division, I am sharing the attached communication which provides an overview of the changes that [Bill S-205](#) makes to the *Criminal Code* which are relevant to policing and will come into force on April 8, 2025.

For further information, please see the attached memo from Randy Schwartz, Assistant Deputy Attorney General, Criminal Law Division, Ministry of the Attorney General. If you have questions, please contact your local Crown Attorney.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of the Attorney General

Office of the Assistant Deputy
Attorney General

Criminal Law Division

McMurtry-Scott Building
720 Bay Street, 6th Floor
Toronto ON M7A 2S9

Tel: 416-326-2615

Ministère du Procureur général

Bureau du sous-procureur général adjoint

Division du droit criminel

Édifice McMurtry-Scott
720, rue Bay, 6^e étage
Toronto ON M7A 2S9

Tél.: 416-326-2615



CLD MEMORANDUM RESPECTING ALL CHIEFS MEMO

To: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

From: Randy Schwartz
Assistant Deputy Attorney General
Criminal Law Division
Ministry of the Attorney General

Date: March 19, 2025

Subject: **All Chiefs Memo: Obligation to notify victims re: obtaining a release order, and Enhanced IPV peace bond under s.810.03**
(Bill S-205: An Act to amend the *Criminal Code* and to make consequential amendments to another Act (interim release and domestic violence recognizance orders))

This memorandum provides an overview of the changes the federal Bill S-205, [An Act to amend the Criminal Code and to make consequential amendments to another Act \(interim release and domestic violence recognizance orders\)](#), makes to the *Criminal Code* that are relevant to policing:

1. The requirement for a justice making a release order to inquire of the Prosecutor whether the victims of the offence have been informed of their right to request a copy of the release order.

2. The new s. 810.03 recognizance (peace bond) available in intimate partner violence cases.

The Bill received Royal Assent on October 10, 2024, and will come into force **on April 8, 2025**.

Updates to the Interim Release Provisions

When a justice makes a release order under s. 515(2) of the *Criminal Code*, Bill S-205 creates a new obligation for the justice to ask the Prosecutor whether victims of the alleged offence have been informed of their right under s. 515(14) of the *Criminal Code* to request a copy of the accused's release order. This applies to all victims.

Both police and prosecutors have a joint interest in promoting victim safety by ensuring that victims of crime are adequately informed of their rights under s. 515(14) of the *Criminal Code*. As the first point of contact with victims, police services should ensure that victims have been informed of their right to obtain a copy of the release order (e.g. through police victim services or information sheets provided by the officer who obtains a statement, etc.) and should note in their initial bail brief that this communication to the victim(s) has been made. This information needs to be readily available so the Crown can advise the court when asked. Police services should collaborate with their local Crown offices to implement a local process that works best for police and Crowns, including how the victim can obtain a copy of the release order if requested. The Victim/Witness Assistance Program can assist in notifying the victim and providing a copy of the release order to victims who are clients of the program.

Updates to the Recognizance (Peace Bond) Provisions

Bill S-205 creates a new form of recognizance, a s. 810.03 Order, available in intimate partner violence cases. It allows an information to be laid by any person who fears on reasonable grounds that another person will commit an offence that

will cause personal injury to the intimate partner or child of the other person, or to the child of the other person's intimate partner. It is available for both youth and adults.

Differences Between a s. 810 and s. 810.03 Order

The key differences between a s. 810 and s. 810.03 order are outlined below:

Jurisdiction to Receive and Adjudicate the Information

- **Provincial Court Judge Only:** Unlike an s. 810 information, which can be sworn in front of and adjudicated by a justice of the peace, a s. 810.03 information can only be sworn in front of and adjudicated by a provincial court judge. Officers requested to swear to a s. 810.03 information will need to be aware of this distinction.

Laying the Information

- **Informant:** Section 810.03 broadens the range of individuals who can swear to the information. Specifically, unlike s. 810, s. 810.03 does not have to be sworn by or on behalf of the person with the reasonable fear, meaning it is not limited to situations in which the domestic complainant expresses fearfulness.
- **Protected Persons:** Section 810.03 broadens the classes of individual's eligible for protection. Specifically, unlike s. 810, it applies to the defendant's child, not just the child of the person holding the reasonable fear.
- **Property Damage:** Unlike s. 810, s. 810.03 does not extend to a reasonable fear of property damage.

Making the Order

- **Length of Order:** Like a s. 810 recognizance, a s. 810.03 recognizance will generally be for a period of not more than 12 months. However, the duration of a s. 810.03 order can be up to 2 years if the defendant was previously convicted of an offence in the commission of which violence was used against their child, their former or current intimate partner, or their former or current intimate partner's child. Note that given the requirement for a conviction, the

Prosecutor or informant cannot seek a lengthier order if a Court has previously discharged the defendant under s. 730 of the *Criminal Code*.

- **Conditions of Order:** Compared to s. 810, s. 810.03 offers a broader list of enumerated conditions that can be imposed on the defendant. However, from a practical perspective, some of these conditions may also be available as part of an s. 810 recognizance if they can be tied to ensuring the good conduct of the defendant. Other conditions enumerated under s. 810.03 may be subject to practical restrictions. For example, ankle monitoring is not currently funded for s. 810.03 orders.
- **Indigenous Informant or Defendant:** Under s. 810.03(4.1), if the informant or the defendant is Indigenous, the provincial court judge shall consider whether, instead of making an 810.03 order, it would be more appropriate to recommend that Indigenous support services, if any are available, be provided. No equivalent obligation exists under s. 810.

Variation

- **Obligation to Take Complainant Safety into Account:** Before making a variation to a s. 810.03 order, the provincial court judge must consult the informant and persons on whose behalf the information is laid about their safety and security needs. No equivalent obligation exists under s. 810.

Forms

As a result of section 810.03 of the *Criminal Code*, the following forms will be made available to police services on the Criminal Forms Extranet, as of April 8, 2025:

- Information CCO-810.03 P (810.03 Fear of Domestic Violence) (Sworn In Person)
- Information CCO-810.03 R (810.03 Fear of Domestic Violence) (Sworn Remotely)
- Information YCJ-CC2-810.03 P (810.03 Fear of Domestic Violence) (Sworn In Person) (YCJA)
- Information YCJ-CC2-810.03 R (810.03 Fear of Domestic Violence) (Sworn Remotely) (YCJA)
- Summons to Appear (Criminal Code s. 810.03) CSO-810.03
- Summons to Appear (Criminal Code s. 810.03) YCJ-CSO-810.03 (YCJA)

Given that a section 810.03 information may only be laid before and decided by a provincial court judge, a section 810.03 information cannot be submitted through the eIntake digital platform or the eHUB website. Police services must use existing local submission processes for section 810.03 informations.

Transitional Provisions

As part of the transitional provisions, on April 8, 2025, the date that Bill S-205 comes into force, all outstanding s. 810(1) informations that relate to a circumstance now covered by s. 810.03 are statutorily deemed to have been laid under the s. 810.03 of the *Criminal Code*.

This transitional provision will impact jurisdictions that use a justice of the peace to preside over peace bond hearings and resolutions. Once an information has been converted under the transitional provisions, a justice no longer has jurisdiction over it. The information must either be transferred to a judge's court or alternatively, be withdrawn and re-laid as a s. 810(1) information.

As a result, police may be asked to facilitate one-time requests to re-lay s. 810 informations where judicial resources require it.

I trust this information will assist you. If you need further assistance or require clarification, please contact your local Crown Attorney.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Schwartz", with a long horizontal flourish extending to the right.

Randy Schwartz (he/him)

Assistant Deputy Attorney General | Criminal Law Division
Ministry of the Attorney General | Ontario Public Service
416-627-3826 | randy.schwartz@ontario.ca

Appendix A: Comparison Between Sections 810 and 810.03

The chart below broadly summarizes the differences between sections 810 and 810.03.

	Section 810	Section 810.03
Jurisdiction to Receive the Information	Justice of the Peace Provincial Court Judge	Provincial Court Judge
Jurisdiction to Make the Order	Justice of the Peace Provincial Court Judge	Provincial Court Judge
Informant	Must be laid by or on behalf of the person expressing an enumerated fear on reasonable grounds.	Can be laid by any person expressing an enumerated fear on reasonable grounds.
Protected Classes	The person expressing the fear; Their intimate partner or child	The defendant's intimate partner; The child of the defendant's intimate partner; or The defendant's child
Property Damage	Extends to a reasonable fear of property damage	Does not extend to a reasonable fear of property damage
Length of Order	Up to 12 months	Up to 12 months; or for a period of not more than two years if the defendant was previously convicted of a violent offence against their child, their current or former intimate partner, or their current or former intimate partner's child.
Threshold for Conditions	Any reasonable conditions that the court considers desirable to secure the good conduct of the defendant.	Any reasonable conditions that the court considers desirable to ensure the good conduct of the defendant or to secure the safety and security of the defendant's intimate partner or child, or the child of the defendant's intimate partner.

Enumerated Conditions	<p>Offers a narrower list of enumerated conditions that can be imposed on the defendant.</p> <p>The enumerated conditions under s. 810 fall under the following categories:</p> <ol style="list-style-type: none"> 1. Alcohol and drug abstention and testing 2. Weapons prohibitions and ancillary conditions 3. Non-attendance 4. Non-communication 	<p>Offers a broader list of enumerated conditions that can be imposed on the defendant. Although some of these may still be available as part of an 810 if they meet the threshold laid out above.</p> <p>Section 810.03 includes similar provisions to those in s. 810, although prosecutors should reference the section wording as there are subtle differences.</p> <p>Section 810.03 includes the following additional enumerated categories:</p> <ol style="list-style-type: none"> 1. Attend at a treatment program approved by the province. Currently this includes, ministry approved PAR and Indigenous specific IPV programs. Note that the court must supervise programming. 2. Remain within any specified geographic area unless written permission to leave that area is obtained by a judge. 3. Wear an electronic monitoring device, with the consent of the Attorney General. Note no government funding for electronic monitoring currently exists in this context.
Indigenous Informant or Defendant	<p>No equivalent under s. 810</p>	<p>The judge must consider whether instead of making an 810.03 order, it would be more appropriate to recommend that Indigenous support services, if any are available, be provided.</p>

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037**MEMORANDUM TO:** All Chiefs of Police and
Commissioner Thomas Carrique**FROM:** Ken Weatherill
Assistant Deputy Minister
Public Safety Division**SUBJECT:** Updates to Ontario's Vehicle Inspection Program

DATE OF ISSUE:	April 22, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0020
PRIORITY:	Normal

At the request of the Ministry of Transportation's (MTO) Commercial Transportation Safety and Enforcement Division, I am sharing the attached communication which provides an overview of the update regarding the modernization of Ontario's motor vehicle inspection and emissions inspection programs under MTO's DriveON program.

For further information, please review the attached memo from Brenda Augerman-Audette, Assistant Deputy Minister, Commercial Transportation Safety and Enforcement Division, MTO. If you have any questions, please contact the DriveON Contact Centre at INFO@driveonportal.com or 1-833-420-2103.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Weatherill".

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

**Ministry of
Transportation**

Assistant Deputy
Minister's Office
Commercial
Transportation Safety
and Enforcement
Division

87 Sir William Hearst
Avenue, Room 191
Toronto ON M3M 0B4

**Ministère des
Transports**

Bureau de la sous-
ministre adjointe
Division de la sécurité et
de l'application des lois
en matière de transport
commercial

87, avenue Sir William
Hearst, bureau 191
Toronto ON M3M 0B4



MEMORANDUM TO:

Ken Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM:

Brenda Augerman-Audette
Assistant Deputy Minister
Commercial Transportation Safety & Enforcement Division
Ministry of Transportation

SUBJECT:

Updates to Ontario's Vehicle Inspection Program

Date: April 9, 2025

The purpose of this memorandum is to update the policing community regarding the modernization of Ontario's motor vehicle inspection and emissions inspection programs, under the Ministry of Transportation's (MTO) new DriveON program.

Effective April 1, 2025, sections 86, 88 through 100 of the *Highway Traffic Act* (HTA), Ontario Regulation 601 (Motor Vehicle Inspection Stations), and Ontario Regulation 611 (Safety Inspections) have been repealed. Legislative references to the vehicle inspection program, also known as DriveON, are found in sections 100.1 through 100.8 of the HTA, Ontario Regulation 170/22 (Vehicle Inspection Centres) and Ontario Regulation 174/22 (Classes of Vehicles Requiring Annual and Semi-Annual Inspections).

All vehicle safety inspections must be carried out at DriveON Vehicle Inspection Centres (VICs) as set out in the aforementioned legislative references, effective on April 1, 2025.

Please see Appendix for the new stickers/certificates that are valid in Ontario under the new DriveON program.

Program Oversight and On-Road Enforcement

MTO is currently responsible for the oversight and delivery of the vehicle inspection program, and the Ministry's Transportation Enforcement Officer – Vehicle Inspectors (VIs) are responsible for the inspection and investigation of vehicle inspection facilities.

Under the DriveON model, the ministry has created a new Vehicle Inspection Program Oversight Office (VIPO) to oversee the program. VIs will continue to conduct inspections and investigations of Vehicle Inspection Centres and undertake enforcement actions when necessary.

Transportation Enforcement Officers will continue to enforce vehicle inspection standards roadside and have also assumed on-road enforcement duties for vehicle emissions in relation to commercial motor vehicles only.

Parsons Inc. is the vendor for third-party service to stations and is responsible for administration of the DriveON program.

Note: The QR Code depicted on the new Inspection Stickers is not yet functional; it will be activated in the near future. This feature will allow officers to view inspection details including the date and location of inspection.

Contacts

For enquiries related to:

DriveON program and VICs: DriveON Contact Centre, INFO@driveonportal.com or 1-833-420-2103.

Vehicle Inspection Centre Enforcement: VehicleOversight@ontario.ca or 1-800-387-7736

On-Road Enforcement: Carrier Enforcement Program Office, CEPO@Ontario.ca

A handwritten signature in dark ink, reading "B. Augerman-Audette". The signature is written in a cursive, flowing style.

Brenda Augerman-Audette
Assistant Deputy Minister
Commercial Transportation Safety and Enforcement Division

Appendix

April 2025 – Updated Ontario Vehicle Inspection program

Old Safety Standards Certificate,
valid until May 7, 2025

Safety Standards Certificate - Form 5
Issued pursuant to the Highway Traffic Act and Regulations
Certificat de normes de sécurité - Formulaire 5
Émis conformément du Code de la route et de ses règlements

Phase Print / Écrire en lettres moulées

Motor Vehicle Inspection Station / Centre d'inspection des véhicules automobiles
Name of Station / Nom de la station

City, Town or Village / Cité, ville ou village

Inspected / Inspecté
Mechanic / Mécanicien
Technician / Technicien

Vehicle / Véhicule
VIN, Serial No. / N° de Série / Numéro de série

Make of Vehicle / Marque du véhicule

Year / Année

Type of Body / Type de carrosserie

Engine / Moteur

Capacity / Capacité

Weight / Poids

Over 4500 kg / Plus de 4500 kg

Date of Inspection / Date de l'inspection

This Certificate expires 36 days from this date / Ce certificat expire 36 jours à compter de cette date

12/25

MINISTRY OF TRANSPORTATION COPY / COPIE DU MINISTÈRE DES TRANSPORTS

Old Annual Inspection Sticker,
valid until Sep 30, 2025 (or the end of the 12th month from the issue date, whichever is earlier)

Annual Inspection / Inspection Annuelle

Vehicle Type / Type de véhicule

Without a semi-annual inspection sticker expires at the end of the 12th month after inspection, with a semi-annual inspection sticker expires at the end of the 12th month after inspection.

Bus/Accessible School Purposes / Bus accessible / à vocation scolaire

Without a semi-annual inspection sticker expires at the end of the 12th month after inspection, with a semi-annual inspection sticker expires at the end of the 12th month after inspection.

Commercial / Trailer / Commercial / remorque

Expires at the end of the 12th month after inspection / Expire à la fin du 12e mois suivant l'inspection

H 0000000

Old Semi-Annual Inspection Sticker,
valid until Mar 31, 2025 (or at the end of the sixth month from the issue date, whichever is earlier)

Semi-Annual Inspection / Vignette d'inspection semestrielle

Bus/Accessible/School Purposes semi-annual inspection expires at the end of the 6th month after inspection. Only valid when accompanied by annual inspection sticker.

L'inspection semestrielle des autobus et/ou des véhicules accessibles à vocation scolaire expire à la fin du 6e mois suivant l'inspection.

Valable uniquement si accompagnée d'une vignette d'inspection annuelle.

S 0000000

Old Structural Inspection Certificate,
issued until Mar 31, 2025

Structural Inspection Certificate
Issued pursuant to the Highway Traffic Act and Regulations
Certificat d'inspection structurelle
Émis conformément du Code de la route et de ses règlements

Phase Print / Écrire en lettres moulées

Motor Vehicle Inspection Station / Centre d'inspection des véhicules automobiles
Name of Station / Nom de la station

City, Town or Village / Cité, ville ou village

Inspected / Inspecté
Mechanic / Mécanicien
Technician / Technicien

Vehicle / Véhicule
VIN, Serial No. / N° de Série / Numéro de série

Make of Vehicle / Marque du véhicule

Year / Année

Type of Body / Type de carrosserie

Engine / Moteur

Capacity / Capacité

Weight / Poids

Over 4500 kg / Plus de 4500 kg

Date of Inspection / Date de l'inspection

This Certificate expires 36 days from this date / Ce certificat expire 36 jours à compter de cette date

11/24

NEW – REQUIRED GOING FORWARD

Mainly passenger vehicles

Ontario DriveON
Safety Standards Certificate

VEHICLE INFORMATION

Plate # CDEF123

Year 2001

VIN 2HJBL1851M009312

Make Honda

GVWR (kg) 2,900

Model Odyssey

Odometre (km) 123,456

Type Light Duty

CERTIFICATE INFORMATION

Safety Standards Certificate

Expires at the end of Jan 05, 2024

Vehicle Inspection Certificate Number ABC45678

Inspection Start Date Nov 21, 2023 System Time 16:12

Inspection End Date Dec 1, 2023 System Time 09:22

VEHICLE INSPECTION CENTRE

Vehicle Inspection Centre # 10095

Technician Allison Lee

Peter Wong Retiring LLC

OIA Peter's Auto Service

100 Main Street

Warton, N0H2T0

STO ID/Account 12345678

Trade Code 3105

I certify that I inspected this vehicle on the inspection date in accordance with the inspection procedures established by directive under s. 100.7 of the Highway Traffic Act and that the vehicle meets the required equipment and performance standards as detailed in the Vehicle Inspection Report with the above referenced Vehicle Inspection Certificate Number.

This Certificate is not a warranty on the condition of the vehicle.

Vehicle Inspection Questions?
Call the Public Contact Centre 1-833-420-2103 or go to
<https://www.ontario.ca/page/drivon-emissions-and-safety-inspection-program>

MTO Office use only: 66391TQ2N1491T4Y4144

Mainly commercial, heavy-duty vehicles and transport trucks

Ontario DriveON
Safety Standards Certificate

Truck

1FW45678912345678

2000

International

Expires at the end of: Month / Mois

Expire à la fin de: Year / Année

12/25

AB0LAB01

Mainly buses

Ontario DriveON
Safety Standards Certificate

BUS

4RKYL82J7J9776761

2018

PREVOST

Expires at the end of: Month/Mois

Expire à la fin de: Year/Année

11/24

BN10AB18

Rebuilt vehicles

Ontario DriveON
Structural Inspection Certificate

VEHICLE INFORMATION

Plate # ATOW4U

Year 2007

VIN 1HTMKAAN47H435095

Make International

GVWR (kg) 14,900

Model 4300 Series

Odometre (km) 99,229

Type Truck

STRUCTURAL CERTIFICATE INFORMATION

Vehicle Inspection Certificate Number ABC45678

Inspection Start Date Dec 1, 2023 System Time 16:12

Inspection End Date Dec 15, 2023 System Time 11:32

VEHICLE INSPECTION CENTRE

Vehicle Inspection Centre # 10095

Technician Allison Lee

Peter Wong Retiring LLC

OIA Canadian Tire Store 123

100 Main Street

Warton, N0H2T0

STO ID/Account 12345678

Trade Code 310B

I certify that I inspected this vehicle on the inspection date in accordance with the inspection procedures established by directive under s. 100.7 of the Highway Traffic Act and that the vehicle meets the required equipment and performance standards as detailed in the Vehicle Inspection Report with the above referenced Vehicle Inspection Certificate Number.

This Certificate is not a warranty on the condition of the vehicle.

Vehicle Inspection Questions?
Call the Public Contact Centre 1-833-420-2103 or go to
<https://www.ontario.ca/page/drivon-emissions-and-safety-inspection-program>

MTO Office use only: 66391TQ2N1491T4Y4144

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: “When Every Second Counts” 9-1-1 Public Education
Campaign

DATE OF ISSUE:	April 28, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0021
PRIORITY:	Normal

The Emergency Services Steering Committee (ESSC) is a working group of municipal Chief Administrative Officers (CAOs) and City Managers established in 2005 by the Ontario Big City Mayors and Mayors and Regional Chairs of Ontario to provide advocacy, background information, and research on all issues related to emergency service costs in Ontario. Through its work, the committee identified a shared concern for the growing pressures on 9-1-1 services with particular attention to the volume of non-emergency calls and related costs to emergency services across the province.

The ESSC has developed Ontario’s first ever province-wide campaign to reduce non-emergency 9-1-1 calls and educate the public about where to find the appropriate help for situations that do not require a 9-1-1 call.

The “**When Every Second Counts**” campaign will launch on April 30, 2025. As part of the campaign, a toolkit of resources will be distributed to all municipalities to use to promote the campaign across Ontario and raise public awareness of the proper use of 9-1-1.

The toolkit includes ready-to-use communication products, such as social media, advertising, and media outreach templates that municipalities can customize and distribute throughout their communities.

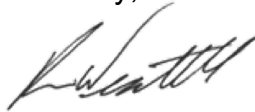
The campaign's website can be accessed by visiting www.wheneversecondcounts.ca. The toolkit can be accessed from the main page by clicking "Toolkit" at the top right of your screen and entering the password **Local#**.

This campaign is an important step towards enhancing community safety across the province. Educating the public on the proper use of 9-1-1 services helps ensure that emergency services are utilized effectively and that Ontarians know the appropriate resources to contact in non-emergency situations.

Thank you in advance for using the toolkit to ensure its important message reaches all Ontarians.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Weatherill', written in a cursive style.

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Police Week 2025: May 11-17, 2025**
Provincial Theme: “*Protecting Ontario*”

DATE OF ISSUE:	April 28, 2025
CLASSIFICATION:	General Information
RETENTION:	May 17, 2025
INDEX NO.:	25-0022
PRIORITY:	Normal

Police Week is an annual recognition week that focuses on increasing community awareness and acknowledgement of police services, while strengthening partnerships between police and those they serve. It is an opportunity to commend all members of police services for their strong commitment to keeping Ontario safe.

Since 1970, Police Week has taken place in May to coincide with Peace Officers Memorial Day, which is internationally recognized on May 15. As such, May 11 to 17, 2025, will be designated Police Week in Ontario.

The provincial theme for 2025 is “***Protecting Ontario***”. This year’s theme provides an opportunity to use in-person events, social media, or other platforms to celebrate the policing profession in an effort to bring awareness and highlight how our police services continue to protect and keep our province safe.

Similar to previous years, police services across the province are encouraged to use the hashtag **#PoliceWeekON** to promote local efforts during Police Week 2025, including highlighting various professions within the police service, and the great work of local officers and the positive impact they have on their communities. If your police service is interested in submitting a profession or program to be featured on the Ministry of the Solicitor General’s social media channels during Police Week, please complete the attached template and email it to Oleisha.Burleigh@ontario.ca and Shamitha.Devakandan@ontario.ca by **May 6, 2025**, along with a photo that the ministry has permission to use on social media. The ministry will review and may use submissions to create posts that will be shared on **@ONsafety** (Facebook and X).

In addition, the ministry has developed a web banner to help promote Police Week 2025 on your local websites and through social media. Please visit the Ontario Association of Chiefs of Police (OACP) website (www.oacp.ca) to download the banner.

If you have any questions about Police Week 2025, please contact Oleisha Burleigh, Community Safety Analyst, at Oleisha.Burleigh@ontario.ca and Shamitha Devakandan, Community Safety Analyst, at Shamitha.Devakandan@ontario.ca.

As always, I would like to thank the OACP for its support throughout the planning process and sharing this year's Police Week materials on its website.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Weatherill', with a stylized, cursive script.

Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry Social Media Submission Template – Police Week 2025

The Ministry of the Solicitor General would like to use Police Week to showcase various policing professions and local initiatives that promote policing in the community in addition to collaborative approaches to overall community safety and well-being (e.g., community outreach, local partnership initiatives) that highlight how your service continues to protect and keep the Ontario safe. As such, the ministry will be featuring photos of police engaging with the community, and information about different programs and initiatives on the ministry's social media channels – both Facebook and X (@ONsafety) throughout Police Week 2025 (May 11-17, 2025). The ministry will also share or retweet posts from the policing community using the #PoliceWeekON hashtag.

If you would like to nominate a profession or program to be featured by the ministry during Police Week, please complete the template below and email it, along with a relevant photo that the ministry has permission to use on social media (from both the photo subject(s) and the police service), to **Oleisha.Burleigh@ontario.ca** and **Shamitha.Devakandan@ontario.ca** by May 6, 2025.

Submission Template	
Name of Police Service:	
Community:	
Name of Profession/Program:	
Contact Information (i.e., email and phone number):	
<i>Please provide a brief description of the program offered by your police service that you would like the ministry to highlight (100 words maximum). As noted above, part of your answer may be used for social media content.</i>	

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: Updates to Registration for Heavy Commercial Vehicles
through the Digital Dealership Registration (DDR)
System

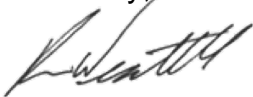
DATE OF ISSUE:	April 29, 2025
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	25-0023
PRIORITY:	Normal

At the request of the Ministry of Transportation's Transportation Safety Division, I am sharing the attached communication to advise of updates related to the registration of Heavy Commercial Vehicles (with a registered gross weight of 3001-4500kg) through the Digital Dealership Registration system.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, Transportation Safety Division, Ministry of Transportation. If you have any questions, please contact Frank Iannuzzi, Manager, Vehicle Program Development Office at Frank.Iannuzzi@ontario.ca.

Please note that as Chief of Police, you may share this memorandum and its attachment with the Chair of the Police Service Board.

Sincerely,



Ken Weatherill
Assistant Deputy Minister, Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

**Ministry of
Transportation**

Assistant Deputy
Minister's Office
Transportation Safety
Division

87 Sir William Hearst
Ave., Room 191
Toronto ON M3M 0B4

**Ministère des
Transports**

Bureau de la sous-
ministre adjointe
Division de la sécurité
en matière de transport

87 avenue Sir William
Hearst, bureau 191
Toronto ON M3M 0B4



Date: **April 29, 2025**

Memorandum to: Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

Subject: **Temporary Licence Plate Validation for Heavy
Commercial Vehicles in Digital Dealership Registration
(DDR)**

Effective April 27, 2025, dealerships will be able to register Heavy Commercial Vehicles (HCV) (with a registered gross weight of 3001-4500kg) through the Digital Dealership Registration system. Validation Stickers will not be available onsite at dealerships. Therefore, validation stickers will be mailed directly to the customer.

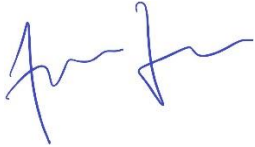
This memorandum is to inform the policing community across the province that there will be a temporary validation letter issued from dealerships to use for newly registered HCVs. **The temporary Licence Plate Validation letter will serve as a proof of registration until the owner receives the validation sticker in the mail.**

In the meantime, customers will receive a temporary licence plate validation letter (see Appendix 1) to use until their validation sticker arrives by mail.

Please contact **Frank Iannuzzi, Manager, Vehicle Program Development Office** at Frank.Iannuzzi@ontario.ca with any further questions you may have.

Thank you for your assistance in communicating these changes.

Sincerely,

A handwritten signature in blue ink, appearing to be 'Felix Fung', with a stylized, cursive script.

Felix Fung
Assistant Deputy Minister
Transportation Safety Division

Appendix 1: Temporary licence plate sticker validation

English



ServiceOntario

Temporary licence plate sticker validation

Valid until	<input type="text"/>
Plate number	<input type="text"/>
Reference number	<input type="text"/>
Order date	<input type="text"/>

You must:

- **print this page** and keep it in the vehicle until the new sticker arrives
- present this page along with the **green vehicle permit** if stopped by police
- **if plate has a valid sticker**, leave the existing sticker on the licence plate until new sticker arrives in the mail

To avoid a fine, apply the new sticker to the licence plate before the "Valid until" date above.

When the new sticker arrives:

- immediately apply it to the licence plate and the green vehicle permit (instructions will arrive with the new sticker)
- throw away the temporary licence plate sticker validation page

If the sticker has not arrived within 14 days:

- bring the green vehicle permit and proof of insurance to any ServiceOntario centre (ontario.ca/locations) to receive a free replacement within 31 days of the order date. After this time, there will be a \$7.00 replacement fee.

If the sticker arrives damaged:

- bring the damaged sticker, the green vehicle permit and proof of insurance to any ServiceOntario centre (ontario.ca/locations) to receive a free replacement within 31 days of the order date. After this time, there will be a \$7.00 replacement fee.

If you have any questions, contact ServiceOntario:

- phone: 416-235-2999
 - toll free: 1-800-387-3445
 - TTY toll free: 1-800-268-7095
-

Validation de vignette d'immatriculation temporaire

Valide jusqu'au	
Plaque d'immatriculation	
Numéro de référence	
Date de commande	

Vous devez :

- **imprimer cette page** et la conserver dans le véhicule jusqu'à l'arrivée de la nouvelle vignette
- présenter cette page ainsi que la **partie verte du certificat d'immatriculation du véhicule** si la police vous arrête
- laisser la vignette existante sur la plaque d'immatriculation jusqu'à l'arrivée de la nouvelle par la poste

Pour éviter une amende, apposez la nouvelle étiquette sur la plaque d'immatriculation avant la date « Valide jusqu'au » ci-dessus.

Lorsque la nouvelle vignette arrive :

- apposez-la immédiatement sur la plaque d'immatriculation et la partie verte du certificat d'immatriculation du véhicule (les instructions arriveront avec la nouvelle vignette)
- jetez la page de validation de vignette d'immatriculation temporaire

Si la vignette n'arrive pas d'ici 14 jours :

- apportez la partie verte du certificat d'immatriculation du véhicule et une preuve d'assurance à un centre ServiceOntario (ontario.ca/pointsdeservice) dans les 31 jours suivant la date de commande pour obtenir un remplacement gratuit. Après cette date, vous devrez payer des frais de remplacement de 7\$.

Si la vignette arrive endommagée :

- apportez l'autocollant endommagé, la partie verte du certificat d'immatriculation du véhicule et la preuve d'assurance à un centre ServiceOntario (ontario.ca/pointsdeservice) dans les 31 jours suivant la date de la commande pour obtenir un remplacement gratuit. Après cette date, vous devrez payer des frais de remplacement de 7\$.

Si vous avez des questions, communiquez avec ServiceOntario :

- téléphone : 416-235-2999
- sans frais : 1-800-387-3445
- ATS sans frais : 1-800-268-7095

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

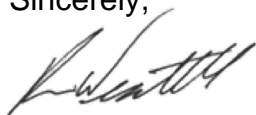
SUBJECT: Additional Registration Extension for Ontario Carriers
Registered under the International Registration Plan

DATE OF ISSUE:	May 2, 2025
CLASSIFICATION:	General Information
RETENTION:	June 30, 2025
INDEX NO.:	25-0024
PRIORITY:	Normal

At the request of the Ministry of Transportation's (MTO) Transportation Safety Division (TSD) and further to All Chiefs Memo 25-0014 (distributed on March 31, 2025), I am sharing the attached communication to notify police services of an additional grace period that will be provided to Ontario registered International Registration Plan carriers until June 30, 2025.

For further information, please review the attached memo from Felix Fung, Assistant Deputy Minister, TSD, MTO. If you have any questions, please contact Dianne Oliphant, Director of Driver and Vehicle Services Branch, Ministry of Transportation at Dianne.Oliphant@ontario.ca.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

Ministry of Transportation

Transportation Safety Division

87 Sir William Hearst Avenue
Room 191
Toronto ON M3M 0B4
Tel.: (647) 535-6208

Ministère des Transports

Division de la sécurité en matière de transport

87, avenue Sir William Hearst
bureau 191
Toronto ON M3M 0B4
Tél. (647) 535-6208

**MEMORANDUM TO:**

Kenneth Weatherill
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM:

Felix Fung
Assistant Deputy Minister
Transportation Safety Division
Ministry of Transportation

DATE:

May 2, 2025

RE:

**Additional Registration Extension for Ontario Carriers
Registered under the International Registration Plan
(IRP)**

On March 3, 2025, Ontario transitioned IRP service delivery from the Ministry of Transportation to ServiceOntario.

As a result of this change, Ontario is providing a grace period to ensure all carriers have sufficient time to receive their credentials.

On March 17, 2025, a 30-day registration extension was provided to Ontario IRP Registered Carriers to remain valid through April 30, 2025.

An additional registration extension is being granted to Ontario IRP Registered Carriers and will remain valid through June 30, 2025. This memorandum is to inform law enforcement agencies in all IRP member jurisdictions that Ontario-registered vehicles with plates expiring between March 31, 2025, and May 31, 2025, will not be expiring until June 30, 2025.

All vehicles must still maintain valid insurance and abide by all other applicable provincial, federal and U.S. regulations.

Questions concerning the extension may be directed to Dianne Oliphant, Director of Driver and Vehicle Services Branch, Ministry of Transportation at Dianne.Oliphant@ontario.ca.

Thank you for your assistance.

Sincerely,

A handwritten signature in black ink, appearing to read 'Felix Fung', with a stylized, cursive script.

Felix Fung
Assistant Deputy Minister, Transportation Safety Division
Ministry of Transportation



ITEM: 11.1

May 22, 2025

TO: Windsor Police Service Board
FROM: Administrative Director
RE: BOARD POLICIES

Attached for the Board's review are policies pursuant to Section 38(2) of the Community Safety and Policing Act: Other policies: In addition to the policies required by subsection (1), a police service board may establish policies respecting any other matters related to the police service or the provision of policing.

Included on today's agenda are existing policies that have been updated to reflect the name and sections of the new CSPA and/or Adequacy Regulations and one NEW policy as recommended by the Inspectorate of Policing. These include:

- (a) Use of Police Service Board Resources during an Election Campaign (New)
- (b) Marked General Patrol Vehicles (Updated)
- (c) Drug Investigation (Updated)
- (d) Secure Holsters (Updated)
- (e) Illegal Gaming (Updated)
- (f) Communicable Diseases (Updated)
- (g) Speed Measuring Devices (Updated)
- (h) Sexual Assault Investigations (Updated)
- (i) Supervision (Updated)
- (j) Respecting Proceeds of Crime (Updated)
- (k) Critical Points (New)
- (l) Parental and Non-Parental Abduction (Updated)

Additional policies, as they are prepared or updated, will be included on future WPSB agendas.



WINDSOR POLICE SERVICE BOARD POLICY

Policy Name: USE OF POLICE SERVICE BOARD RESOURCES DURING AN ELECTION PERIOD		Policy Number: A-011
Responsible Manager: Administrative Director WPSB	Review Schedule: 5 Years	Effective Date: May 22, 2025
Repeals: New	Reporting: NONE	Next Review Date: May 2030

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1. Sched. 1, (the "CSPA") as amended, provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the Act;

1.2 AND AS Section 46 of the CSPA provides that a Police Service Board shall establish its own rules and procedures in performing its duties under the CSPA and the regulations;

1.3 AND AS Section 88.18 of the Municipal Elections Act, 1996 requires municipalities and local boards to establish rules and procedures with respect to the use of municipal or board resources, as the case may be, during an election campaign period;

1.4 AND AS the Board deems it expedient to adopt this policy for the use of Windsor Police Service Board ("Board") and Windsor Police Service ("Service") resources and infrastructure during an election period, in order to preserve the public trust and integrity in the elections process and to comply with the Municipal Elections Act, 1996 (the "Act").

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 "Act" means the Municipal Elections Act, 1996, as amended, and includes any regulation made thereunder;

2.2 "Board" means the Windsor Police Service Board;

2.3 "Campaigning" means a municipal election-related activity for the purpose of supporting or opposing the election of a Candidate or a question on the ballot;

2.4 "Campaign-related materials" means those materials that promote or oppose the candidacy of a person for elected office;

2.5 "Candidate" means any person who is running for office in a municipal election, nominated under Section 33 or the Act;

2.6 "CSPA" means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.7 "Employees" include full-time, part-time, and contract employees, paid by the City of Windsor, including members of the Police Service Board and the Windsor Police Service;

2.8 "Registered Third Party" means an individual, corporation or trade union that is registered with a local municipality under s. 88.6 of the Act;

2.9 "Service" or "Police Service" means the Windsor Police Service.

3. BOARD POLICY

In compliance with the Municipal Elections Act, 1996, public funds are not to be used for election campaigns, including the promotion of or opposition to the candidacy of a person for an elected office, or in support of or opposition to a question on a ballot. Board resources including facilities, infrastructure, equipment, supplies, services, staff, or any resource that belongs to or is funded by the Board may not be used for the purposes of an election campaign or for any campaign-related activities.

3.1 Use of Board/Police Facilities: No person (including staff, candidate or registered third-party) may use any facility that is owned, leased, or occupied by either the Windsor Police Service or the Board for election campaigning purposes or for any campaign-related activities. Campaign signs and materials may not be displayed in/at any Board facilities. Election campaign material means those materials that promote or oppose the candidacy of a person for elected office, or that support or oppose a question on a ballot.

3.2 Board/Police Events: No person (including staff, candidate or registered third-party) may campaign or distribute election campaign materials at any event/function being hosted by the Windsor Police Service Board or the Windsor Police Service.

3.3 Board/Police Infrastructure, Equipment and Supplies: No person (including staff, candidate or registered third-party) may use any Board/Police infrastructure, equipment or supplies for election campaign purposes or for any campaign-related activities. This includes any physical or technology systems that support the operation of the Board/Police programs and services including but not limited to computer and telephone networks and

applications, photocopiers, fax machines, email system, voicemail, wireless equipment, internet, smart phones, tablets, and Board/Police provided electronic devices.

3.4 Board/Police Staff: A candidate or registered third-party may not use the services of staff during those hours in which staff receive any compensation from the Board or Service.

3.5 Printing and Distribution: No person (including staff, candidate or registered third-party) may print or distribute election campaign materials using Board/Police funds.

3.6 Websites/Social Media Websites, domain names and social media sites that are funded, owned, or operated by the Board or Police Service shall not include any election-related campaign material, refer to and/or identify any individual as a candidate or profile any slogan or symbol associated with a candidate.

3.7 Communications Materials: The Board and Police Service communications materials, whether for internal or public distribution, shall not:

3.7.1 Profile (name or photograph), refer to and/or identify any individual as a candidate.

3.7.2 Advocate for or against a particular candidate. (Communication materials include but are not limited to: news releases, advisories, invitations for special events, flyers, posters, banners, brochures, newsletters, enewsletters and social media accounts).

3.8 Photographs and Videos Photographs and videos produced for and owned by Board and the Police Service cannot be used for election campaign purposes.

3.9 Corporate Identifiers/Logos The corporate identifiers of the Board or the Police Service (i.e. crests, logo) may not be printed or distributed in election campaign material or included on an election campaign website. Links to the Board's or Police Service's websites are permitted from a candidate's or third-party's election website for the purpose of obtaining information about the municipal election or sharing Board/Police program/service information.

3.10 Contact Information: The Board or the Police Service email addresses, telephone numbers and facility addresses are not to be used by a candidate or registered third-party as his/her their election campaign contact information.

4. IMPLEMENTATION

4.1 Any Policy or sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

4.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date



WINDSOR POLICE SERVICE BOARD POLICY

Policy Name: MARKED PATROL VEHICLES		Policy Number: A-012
Responsible Manager: Administrative Director WPSB	Review Schedule: 5 Years	Effective Date: May 22, 2025
Repeals: Number: AR-AI008, March 25, 2004	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 2030

1. PREAMBLE

1.1 WHEREAS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

1.4 AND AS the Board has deemed it appropriate that it establish a policy regarding marked patrol vehicles;

1.5 AND AS Part AI-008 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Board, the Chief and Members relative to marked patrol vehicles.

NOW THEREFORE THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Manual” means the Policing Standards Manual published by the Ministry of the Solicitor General;

2.5 “Member” means a member of the Windsor Police Service;

2.6 “Marked Patrol Vehicle” means a vehicle used primarily for patrol/uniform function, which is conspicuously marked with police decals;

2.7 “Service” means the Windsor Police Service.

3. BOARD POLICY

3.1 The Board recognizes that issues relating to the function of marked patrol vehicles are an important component of the provision of Police Services and it is therefore the policy of this Board that marked patrol vehicles be governed by and used only in accordance with the procedure set out by the Chief of Police as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief of Police shall develop and maintain written procedures that govern the use and function of marked patrol vehicles.

4.1.2 The procedures referred to above shall:

- (a) address the functions of marked patrol vehicles;
- (b) ensure that all marked patrol vehicles meet required specifications;
- (c) ensure that regular maintenance, inspection and replacement of the Service’s marked patrol vehicles;
- (d) ensure that marked patrol vehicle equipment is maintained in operable condition;
- (e) address the acquisition of patrol vehicles and related equipment;
- (f) ensure the resources required for marked patrol vehicles are within budgetary requirements;
- (g) ensure that any markings are limited to required police markings, Windsor Police division, unit and operational markings, emblems in honour of the country and/or the province; and emblems in recognition of the Windsor Police honours; and

(h) that alterations to the markings on patrol vehicles as set out in sub-section (g) not be permitted without prior approval of the Board.

4.1.3 The procedures referred to above shall be in accordance with Appendix A.

4.2 EQUIPMENT

4.2.1 The Chief shall ensure that Members involved with operating marked patrol vehicles have available and use appropriate tools and equipment in performing this function.

4.2.2 The procedures established above shall be in accordance with Appendix A.

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30th of each year. The report shall include:

- (a) a summary of the written procedures regarding marked patrol vehicles;
- (b) the status of Service compliance with said procedures;
- (c) the total number of police vehicles and kilometers travelled; and
- (d) as part of the budget and procurement process, the Chief shall report on the acquisition of police vehicles.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy – Adequacy O.REG.3/99 Number AR-AI008, March 25, 2004 and all other policies, sections of policies and procedural policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

Attachment (1)

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

Under the *Police Services Act (PSA)*, municipalities are responsible for providing the infrastructure necessary to support adequate and effective police services, including vehicles.

Section 15 of the *Equipment and Use of Force Regulation* sets out what type of vehicle is not permitted to be used for general police patrol purposes.

In addition, the *Occupational Health and Safety Act* defines the responsibilities of employers, supervisors and workers with respect to the use of equipment related to the workplace.

Note: The subject of this guideline is limited to marked general patrol vehicles and does not address vehicles utilized for specialized functions (e.g., supervision, surveillance, canines). In these areas, police services maintain full flexibility and discretion in their choice of vehicles.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to marked general patrol vehicles that the Chief of Police will:

- a) establish procedures that set out the functions of marked general patrol vehicles;
- b) ensure that the police service's marked general patrol vehicles meet required specifications;
- c) ensure the regular maintenance, inspection and replacement of the police service's marked general patrol vehicles; and
- d) consult with designated employee representatives regarding the acquisition of patrol vehicles and related equipment.

Police Service Guidelines

Procedures

1. Every police services procedures should address the functions of marked general patrol vehicles, including the following:
 - a) general patrol and general calls for service;
 - b) emergency response;
 - c) transportation of personnel and equipment;
 - d) suspect apprehension pursuit;
 - e) protection, including protection of a vehicle collision scene;



- f) provision of sufficient space to allow for interviewing and report preparation; and
- g) temporary detention.

- Equipment** 2. Every Chief of Police should ensure that all marked general patrol vehicles acquired by the police service, and utilized for the functions set out in section 1, meet the following specifications:
- a) the vehicle is designated by the manufacturer as a “*police package*”, and that compact and sub-compact vehicles (as defined by the U.S. Environmental Protection Agency) should not be operated as patrol vehicles;
 - b) the vehicle is solid white in colour, clearly marked and identifiable as a police vehicle (i.e., with the word “*police*” appearing on the vehicle);
 - c) municipal police services are to utilize a combination of blue and red reflective striping and the Ontario Provincial Police are to utilize a combination of blue and gold reflective striping for the purposes of identification and visibility;
 - d) standard equipment should include, but not be limited to, police service compatible, and heavy duty, where applicable:
 - i) engine;
 - ii) automatic transmission;
 - iii) power steering and police suspension;
 - iv) power hydraulic ABS braking system;
 - v) highest output alternator available;
 - vi) highest amp-hr, CCA, battery available;
 - vii) cooling system;
 - viii) engine and transmission coolers;
 - ix) frame, body mounts, and/or unibody undercarriage;
 - x) police speed rated tires;
 - xi) tilt/adjustable steering wheel;
 - xii) air conditioning;
 - xiii) dual airbags;
 - xiv) dash-mounted driver and passenger accessible deck lid release;
 - xv) power door locks and windows;
 - xvi) electric remote outside mirrors;
 - xvii) trim panel mounted door front/window lock controls front-operated only, with rear locks inoperative;
 - xviii) certified speedometer calibration;
 - xix) police radio frequency/electronic equipment interference protection; and
 - xx) high quality driver and passenger seats with individual 6-way adjustable power controls, where available;
 - e) where applicable, police services that typically utilize single-officer patrols may choose to equip only the driver’s seat to the specifications set out in section d);
 - f) the vehicle is equipped with adequate emergency lighting visible from 360 degrees in accordance with the provisions of the *Highway Traffic Act*;



- g) the vehicle is equipped with 100 watt minimum, forward-facing siren that is situated ahead of the vehicle's front wheels and positioned in such a way as not to interfere with air flow to the radiator;
 - h) the vehicle is equipped with a public address system (i.e., loud hailer);
 - i) equipment and controls in the vehicle are properly secured and mounted/installed in such a way as not to interfere with the safe operation of the vehicle, including the deployment of airbags; and
 - j) the vehicle is supplied with safety equipment to fulfill general patrol functions.
3. Every Chief of Police should ensure that:
- a) the police service meets or exceeds the manufacturer's maintenance schedule in servicing and maintaining its vehicles.
 - b) accurate and up-to-date maintenance, servicing and accident damage records are maintained;
 - c) emergency equipment is inspected and tested regularly;
 - d) inspections are performed on a regular basis by a qualified technician;
 - e) replaced parts meet or exceed the Original Equipment Manufacturer (OEM) police package designation for the specific vehicle model; and
 - f) the speed rating of replacement tires meet or exceed the vehicle performance capabilities as indicated by the manufacturer in relation to the specific vehicle model.
4. Every Chief of Police should ensure that, prior to making a final decision regarding the acquisition of patrol vehicles and related equipment, designated employee representatives are consulted.





WINDSOR POLICE SERVICE BOARD

POLICY

Police Name: DRUG INVESTIGATION		Policy Number: P-053
Responsible Manager: Administrative Director WPSB	Review Schedule: 3 Years	Effective Date: May 22, 2025
Repeals: Number: AR-LE031, April 27, 2000	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 22, 2025

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

1.4 AND AS the Board has deemed it appropriate and consistent with the principles set out in Section 1 of the CSPA, with its objectives and priorities determined pursuant to Sections 37 and 38 of the CSPA to require the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into drug related offences other than simple possession;

1.5 AND AS the Board has deemed it appropriate that it establish policies into drug investigations;

1.6 AND AS the Ministry has published a Policing Standards Manual (2000) which provides direction to the Board and Service in respect of certain general operational issues, including policy directions with respect to the investigation of certain criminal offences;

1.7 AND AS Part LE-031 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Board, the Chief and members relative to the investigation of drug offences.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Manual” means the Policing Standards Manual published by the Ministry of the Solicitor General

2.5 “Member” means a member of the Windsor Police Service;

2.6 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that matters of drug investigations are serious in nature, and it is therefore the policy of this Board that investigations into such matters be conducted professionally and thoroughly, and in accordance with procedures established by the Chief as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief establish procedures for undertaking and managing investigations into drug related offences other than simple possession. These procedures shall be in accordance with Appendix A.

4.2 TRAINING

4.2.1 The Chief shall ensure that Members investigating drug related offences have the requisite knowledge, skills, and abilities.

5. REPORT TO THE BOARD

5.1 The Chief shall, as part of the budget process, provide the Board with the number of officers assigned to the investigations of drug related crime and the duration of their assignments.

5.2 The Chief shall make a written report to the Board on or before August 30 of each year. The report shall include:

- (a) a summary of the procedures for the investigations into drug related offences other than simple possession;
- (b) the status of Service compliance with said procedures; and
- (c) a summary of Service assistance to other police services in respect of drug investigations.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy – Adequacy O.REG. 3/99 – Number: AR-LE031 dated April 27, 2000 and all other policies or sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May, 2025.

Attachments (1)

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

Section 29 of the Adequacy Standards Regulation requires a police services board to have a policy on the investigation of drug-related offences other than simple possession.

In addition, section 12(1)(e) requires the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into drug-related offences other than simple possession.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to undertaking and managing investigations into drug-related offences other than simple possession that the Chief of Police will:

- a) develop and maintain procedures that require that investigations be undertaken and managed in accordance with the police service's criminal investigation management plan; and
- b) ensure that officers investigating drug-related offences other than simple possession have the knowledge, skills and abilities required.

Police Service Guidelines

Procedures

1. Every police service's procedures should:
 - a) require that drug investigations other than simple possession be undertaken and managed in accordance with the police service's criminal investigation management plan;
 - b) address the accountability, control and planning required for drug surveillance, undercover and raid operations;
 - c) require that all officers conducting a planned drug raid be visually identifiable as police officers, except if wearing a visual identifier would put an undercover/plain clothes officer at risk;
 - d) where designated, set out the approval process for reverse undercover drug operations and controlled deliveries, including accountability and control for such operations;
 - e) set out the approval process for illicit drug purchases by officers for the purpose of obtaining evidence in a drug investigation, including the accountability and control over the use of "buy money" in drug investigations;



- f) require that consideration be given to undertaking a proceeds of crime investigation in accordance with the police service's procedures on proceeds of crime;
 - g) require compliance by officers with the police service's procedures on the collection, preservation and control of evidence and property;
 - h) require that the use of paid informants and agents in support of drug investigations is in accordance with the police service's procedures on paid informants and agents;
 - i) set out the circumstances and process for submitting drug exhibits for analysis in accordance with the requirements of Health and Welfare Canada;
 - j) set out the steps to be followed when it is necessary to contact an agency outside Canada for information in connection with a drug investigation;
 - k) set out the criteria and approvals process for participating in joint forces drug operations in accordance with the police service's procedures on joint forces operations; and
 - l) where designated, address the steps to be followed to conform to the provisions of the *Controlled Drugs and Substances Act* regarding the handling of state and street drugs.
2. Every Chief of Police should ensure that officers investigating drug-related offences other than simple possession have the knowledge, skills and abilities required.



WINDSOR POLICE SERVICE BOARD POLICY

Policy Name: SECURE HOLSTERS		Policy Number: P-054
Responsible Manager: Administrative Director WPSB	Review Schedule: 3 Years	Effective Date: May 22, 2025
Repeals: Number: AR-AI014, October 26, 2006	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 2028

1. PREAMBLE

1.1 WHEREAS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS O. Reg. 405/23: Police Uniforms and Equipment of the CSPA, as amended, sets out requirements that the Board shall provide to all Members of a Police Service maintained by the Board articles of uniform and equipment necessary for the performance of duty;

1.4 AND AS the Board has deemed it appropriate that it establish a policy with respect to secure holsters for the purposes of workplace safety;

1.5 AND AS the Occupational Health and Safety Act, R.S.O. 1990, c.0.1 as amended, sets out the responsibilities of employers, supervisors and workers for workplace safety, the Board prescribes the Chief of Police shall establish procedures and processes with respect to secure holsters;

1.6 AND AS Part AI-014 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Board, the Chief and Members relative to secure holsters.

NOW THEREFORE THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Member” means a member of the Windsor Police Service;

2.5 “Ministry” means the Ministry of the Solicitor General; and

2.6 “Service” means the Windsor Police Service.

3. BOARD POLICY

3.1 The Board recognizes the importance of workplace and public safety, including safety with respect to holsters, and therefore it is the policy of this Board to require the Chief to set out procedures as directed in this policy with respect to the provision, use and function of secure holster equipment.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief shall develop and maintain written procedures in accordance with Appendix A that govern the provision, use and function of secure holster equipment.

4.1.2 The Chief shall consult with designated employee representatives regarding the acquisition of secure holsters.

4.2 MEMBERSHIP AND TRAINING

4.2.1 The Chief shall ensure that the procedures developed and maintained in Section 4.1 above require that Members receive the appropriate training in relation to secure holsters.

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30th of each year with respect to the secure holster equipment for Police Service firearms. The report shall contain:

(a) a summary of the written procedures relating to secure holster equipment for Police Service firearms;

(b) the status of Service compliance with the said procedures; and

(c) confirmation that Members have been trained in accordance with section 4.2.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy – Adequacy O.REG. 3/99 Number: AR-AI014, October 26, 2006, and all other policies, sections of policies and procedural policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

Attachment (1)

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

The *Occupational Health and Safety Act (OHSA)* sets out the responsibilities of employers, supervisors and workers for workplace safety.

Section 3 of O. Reg. 123/98 ("General"), made under the *Police Services Act (PSA)*, requires that all articles of uniform and equipment necessary for the performance of duty shall be provided by the municipality, but, where a uniform or equipment is damaged or lost through the fault of the member of a police force, the member shall bear the cost of replacement.

Section 135 of the *PSA* allows for the making of regulations regarding the use of any equipment by a police force or any of its members. "Regulation 926 ("Equipment and Use of Force")", under the *PSA*, sets out requirements in relation to the use of force, including use of approved weapons, training, reporting and use/technical specifications for handguns.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to secure holsters that:

1. The Chief of Police will:
 - a) ensure the provision of secure holster equipment that is constructed to provide the level of protection that is necessary for the performance of duty including:
 - i) inhibiting the handgun from being drawn inadvertently;
 - ii) inhibiting the handgun from being withdrawn by an unauthorized person; and
 - iii) permitting the rapid unimpeded drawing of the handgun should it be required;
 and
 - b) consult with designated employee representatives regarding the acquisition of secure holsters.

Police Service Guidelines

General

1. Every Chief of Police should ensure that, at minimum, police officers and other appropriate members are issued a secure holster that:

Secure Holster

- a) will be so constructed (so that both the holster and the finger-break) as to expose the handgun's butt so that the user's initial grip may remain unchanged during the handgun's removal and firing;



- b) has no features that will inhibit the handgun's rapid withdrawal on those occasions where instantaneous access is required;
 - c) has safety features that inhibit the withdrawal of the gun inadvertently or by an unauthorized person;
 - d) must be constructed to allow quick and safe re-holstering and securing of the handgun with one hand;
 - e) allows for an optional belt loop mount to be provided for those officers who require the holster to be somewhat lower and capable of being mounted on a drop loop belt or straight belt; and
 - f) is inspected on an annual basis by a qualified person to ensure that it is in proper working condition.
2. Every Chief of Police should ensure that, prior to making a decision regarding the acquisition of secure holsters, designated employee representatives are consulted.
3. Every Chief of Police should ensure that, at minimum, police officers are issued secure holsters that have the following physical requirements:
- a) the main body of the holster is to be a unitary moulded pocket;
 - b) the holster is to be constructed of a material of high durability;
 - c) the holster is to be moulded for the particular make, model, and barrel length of the handgun carried within;
 - d) the holster is to provide a resilient squeezing effect to inhibit relative movement while in the holster, and to prevent the accidental removal of the handgun from the holster;
 - e) the holster is to be constructed so as to permit minimal moisture retention;
 - f) the holster is to be constructed with a provision to partially enclose the trigger guard in such a way that the trigger is fully covered;
 - g) a one or two-piece finger-break retention/release provision will be provided for the opening;
 - h) the holster will provide at least two separate and redundant safety features to prevent the withdrawal inadvertently or by an unauthorized person, even when one of the two systems are defeated;
 - i) the holster will be constructed to reduce the risk of an unauthorized forward release;
 - j) the holster will be constructed with safety features that are effective from a left hand or a right hand attack;
 - k) the holster will be constructed to permit withdrawal by the support hand if required in an emergent situation;
 - l) a belt mount will be provided of the same, or stronger material as the holster;
 - m) the belt mount will be so constructed that it will:
 - i) snugly fit the contours of the user's body;
 - ii) position the holster on the user's strong hand side;
 - iii) be affixed to and through the holster's inner-side with secure and durable fasteners, the heads being of such a size to minimize damage to clothing and to prevent pulling through belt loop mount;



- iv) must include an inner belt and minimum four belt keepers designed to secure the gun belt to the body; and
- v) accommodate a belt of high quality durable material, to be a maximum of 2 ¼" in width and a minimum of 2 ⅝" in width, and to be a maximum thickness of ¼" and a minimum thickness of ⅜" thick.

**Concealed
Carry and
Specialized
Units**

4. Every Chief of Police should ensure that police officers and other authorized members operating in a plain clothes or undercover capacity or operating in a specialized unit are issued a secure holster that:
 - a) is designed to meet the specific needs and requirements of the officer;
 - b) provides the level of protection that is necessary for the performance of the members non-uniform or specialized duty;
 - c) inhibits the handgun from being drawn inadvertently, or by an unauthorized person;
 - d) permits the rapid drawing of the handgun when required;
 - e) is approved by the police service; and
 - f) the police officer or authorized person has been provided with in service training on the type of secure holster issued for this specialized function.

Procedures

5. Every police service's procedures should ensure that police officers that are provided a secure holster:
 - a) use that type of secure holster in accordance with the manufacturers standards;
 - b) maintain and care for the secure holster that is issued to them; and
 - c) report to his or her supervisor the absence of, or defect in, any equipment or protective device of which the police officer is aware and which may endanger himself, herself or another worker.

**Training
and
Information**

6. Every police service's procedures on secure holsters shall ensure that police officers and appropriate members receive training in accordance with the requirements of the *Equipment and Use of Force Regulation* and accompanying guideline.
7. Every Chief of Police shall ensure that appropriate supervisors and police officers are provided with training and information in accordance with the *OHSA* that would include:
 - a) the proper use and care of secure holsters; and
 - b) the responsibilities and obligations of employers, supervisors and employees under the *Occupational Health and Safety Act*.





WINDSOR POLICE SERVICE BOARD POLICY

Police Name: ILLEGAL GAMING		Policy Number: P-055
Responsible Manager: Administrative Director WPSB	Review Schedule: 3 Years	Effective Date: May 22, 2025
Repeals: Number: AR—LE032, April 27, 2000	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 22, 2028

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

1.4 AND AS the Board deems it appropriate that the Chief of Police develops and maintains procedures and processes in respect of investigations into illegal gaming;

1.5 AND S Part LE-032 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the police service relative to investigations into illegal gaming.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 "Act" or "CSPA" means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 "Board" means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Manual” means the Policing Standards Manual published by the Ministry of the Solicitor General;

2.5 “Member” means a member of the Windsor Police Service;

2.6 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that matters of illegal gaming are serious in nature, and it is therefore the policy of this Board that investigations into such matters be conducted professionally and thoroughly, and in accordance with procedures established by the Chief as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief shall develop specific procedures to be followed during investigations into illegal gaming. These procedures shall be in accordance with Appendix A.

4.2 TRAINING

4.2.1 The Chief shall ensure that Members receive the appropriate training in gaming and licencing requirements.

5. REPORTING REQUIREMENTS

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of investigations into illegal gaming. The report shall include:

(a) a summary of the written procedures concerning investigations into illegal gaming; and

(b) the status of Service compliance with the said procedures.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy-Adequacy O.REG. 3/99 – Number AR-LE032, April 27, 2000, and any other policies or sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May, 2025.

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

Section 29 of the Adequacy Standards Regulation requires a police services board to have a policy on investigations into illegal gaming.

In addition, section 12(1)(k) requires the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into illegal gaming.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to illegal gaming that the Chief of Police will develop and maintain procedures that require that:

- a) investigations be undertaken and managed in accordance with the police service's criminal investigation management plan; and
- b) information on illegal gaming shall be shared with the *Ontario Illegal Gaming Enforcement Unit* (OIGEU).

Police Service Guidelines

- Procedures**
1. Every police service's procedures on illegal gaming should:
 - a) require that investigations be undertaken and managed in accordance with the police service's criminal investigation management plan, including notifying the *Ontario Illegal Gaming Enforcement Unit* (OIGEU) upon discovery of illegal gaming activities for the appropriate assistance or investigative procedure to follow; and
 - b) require that information on illegal gaming shall be shared with OIGEU on:
 - i) the type of gaming offence;
 - ii) date and location of offence;
 - iii) key principals or organization running the illegal activity;
 - iv) name and phone number of the investigating officer(s);
 - v) approximate value of the illegal gaming equipment and/or money seized, where applicable; and
 - vi) number of illegal gaming devices seized, where applicable.





WINDSOR POLICE SERVICE BOARD POLICY

Policy Name: COMMUNICABLE DISEASES		Policy Number: P-056
Responsible Manager: Administrative Director WPSB	Review Schedule: 5 Years	Effective Date: May 22, 2025
Repeals: Windsor Police Service Board Policy – Adequacy O.REG 3/99 – Policy Number: AR-AI004, October 26, 2006	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 2030

1. PREAMBLE

1.1 WHEREAS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, (“CSPA”) provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) (“the Adequacy Regulation”) prescribes standards for adequacy and effectiveness of police services;

1.4 AND AS the Board deems it appropriate to have a policy with respect to communicable diseases for the purpose of workplace safety;

1.5 AND AS the Occupational Health and Safety Act, R.S.O. 1990, c.0.1 as amended, sets out the responsibilities of employers, supervisors and workers for workplace safety, the Board prescribes that the Chief of Police shall establish procedures and processes with respect to communicable diseases;

1.6 AND AS Part AI-004 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Board, the Chief and Members with respect to communicable diseases.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Exposure to Communicable Disease” means when a Member of the Service has been exposed, during the course of carrying out the Member’s duties, to a person known to be or suspected to be a vehicle of transmission for either blood borne diseases or diseases spread by the respiratory route, which include but are not limited to HIV, Hepatitis-B, Hepatitis-C, and Tuberculosis, or any other communicable diseases as designated by the Medical Officer of Health for the Region;

2.5 “Member” means a member of the Windsor Police Service;

2.6 “Ministry” means the Ministry of the Solicitor General; and

2.7 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that Uniform and Civilian Police Services Members are at risk for exposure to communicable diseases in the workplace, and that the level of risk is related to the individual’s role and responsibilities within the Police Service.

3.2 The Board is committed to addressing this issue in a responsible and humane way to enhance the safety of Members.

3.3 The Board believes that the Board and the Members share responsibility for following established policy, procedures, and protocols to safeguard themselves and others against occupational exposure to communicable diseases.

3.4 It is therefore the policy of the Board that the designation and maintenance of a system dealing with these types of matters be conducted professionally and thoroughly and in accordance with the procedures established by the Chief as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief shall develop and maintain written procedures that address occupational exposure to communicable diseases that are in accordance with Appendix A and the Occupational Health and Safety Act, R.S.O. 1990, c.O.1.

4.1.2 The procedures referred to above shall:

(a) provide ongoing training in the prevention of communicable diseases;

(b) provide necessary equipment and procedures to minimize the risk of occupational exposure;

(c) offer a voluntary Hepatitis B vaccination program for all potentially affected members; and

d) enter into a partnership and protocol with the Medical Officer of Health to activate a post-exposure plan regarding communicable diseases.

4.2 CO-ORDINATION DESIGNATED OFFICER

4.2.1 The Chief shall designate a Member of the Service with overall responsibilities for developing and maintaining a system for promptly initiating evaluation, medical documentation, counseling, and follow-up after a reported occupational exposure to communicable diseases.

4.3 COMMUNITY PARTNERSHIP – LOCAL MEDICAL OFFICER OF HEALTH

4.3.1 The Chief, where possible, work with the local medical officer of health, to develop a post-exposure plan that addresses roles and responsibilities, reporting protocols, medical evaluation, intervention, confidentiality, access to treatments and follow-up support for workers who have suffered a high-risk occupational exposure to a communicable disease.

4.4 MANUAL

4.4.1 The Chief shall ensure that the Ministry of Health and Long-Term Care's Preventing and Assessing Occupational Exposures to Selected Communicable Diseases Manual is available to each Member providing that service.

4.4.2 The Chief shall ensure that the manual referred to in section 4.4.1 above is reviewed on an annual basis and the most recent edition of the manual is on file.

4.5 TRAINING

4.5.1 The Chief shall ensure that Members who may be at risk of exposure to communicable diseases receive the appropriate training on communicable diseases and universal precautions to protect against Member exposure to these types of occurrences.

4.5.2 The Chief shall ensure that the management and effectiveness of the Service procedures on communicable diseases is regularly monitored and evaluated.

4.6 EQUIPMENT

4.6.1 The Chief shall ensure that appropriate equipment, in accordance with the Ministry's designated equipment and facilities list, is used/available to Members who are at risk of occupational exposure to communicable diseases.

4.6.2 The procedures established above shall be in accordance with Appendix A.

5. REPORT TO THE BOARD

5.1 ANNUAL REPORTING REQUIREMENTS

5.1.1 The Chief shall make a written report to the Board on or before August 30 of each year. The report shall include:

- (a) a summary of the written procedures concerning occupational exposure to communicable diseases;
- (b) the status of Service compliance with said procedures; and
- (c) a summary of the training given to Members with respect to exposure to communicable diseases and universal precautions to protect against exposure to communicable diseases.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy – Adequacy O.Reg. 3/99 – Policy Number AR-AI004, Oct. 26, 2006 and all other Policies or sections of Policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

Attachments (1)

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

The *Occupational Health and Safety Act* sets out the responsibilities of employers, supervisors and workers for workplace safety. Among other obligations the Act requires employers to "take every precaution reasonable in the circumstances for the protection of a worker" and to "acquaint a worker or a person in authority over a worker with any hazard in the workplace and in the handling, storage, use, disposal and transport" of biological agents.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to communicable diseases that the Chief of Police will:

- a) develop and maintain procedures that are consistent with the most recent edition of the Ministry of Health and Long-Term Care's *Preventing and Assessing Occupational Exposures to Selected Communicable Diseases – An Information Manual for Designated Officers*;
- b) designate and train one or more members as a Communicable Disease Coordinator(s);
- c) ensure that each Communicable Disease Coordinator is provided with a copy of the most recent edition of the Ministry of Health and Long-Term Care's *Preventing and Assessing Occupational Exposures to Selected Communicable Diseases – An Information Manual for Designated Officers*; and
- d) work, where possible, with the local medical officer of health, to develop a post-exposure plan that addresses roles and responsibilities, reporting protocols, medical evaluation, intervention, confidentiality, access to treatments and follow-up support for workers who have suffered a high-risk occupational exposure to a communicable disease.

Police Service Guidelines

- Coordination**
1. Every Chief of Police should designate and train one or more members as a Communicable Disease Coordinator(s) who would be responsible for:
 - a) receiving reports from members who believe they may have been exposed to a communicable disease;
 - b) assessing, given the situation and circumstances, whether an exposure could have occurred;
 - c) if an exposure could have occurred, liaising with the local medical officer of health; and



- d) following liaison with the local medical officer of health, providing information and advice to the member about the possible exposure.
- 2. Every Chief of Police should ensure that each Communicable Disease Coordinator is provided with a copy of the most recent edition of the Ministry of Health and Long-Term Care's *Preventing and Assessing Occupational Exposures to Selected Communicable Diseases – An Information Manual for Designated Officers*.
- 3. Every Chief of Police should work, where possible, with the local medical officer of health, to develop a post-exposure plan that addresses roles and responsibilities, reporting protocols, medical evaluation, intervention, confidentiality, access to treatments and follow-up support for workers who have suffered a high-risk occupational exposure to a communicable disease.

Procedures

- 4. Every police service's procedures should:
 - a) be consistent with the most recent edition of the Ministry of Health and Long-Term Care's *Preventing and Assessing Occupational Exposures to Selected Communicable Diseases – An Information Manual for Designated Officers*;
 - b) set out procedures to be followed by a member who believes that he or she may have been exposed to a communicable disease.
 - c) require that all police officers and civilian members who may be exposed to blood/bodily fluids in the workplace are offered a voluntary Hepatitis B vaccination at no cost to the worker;
 - d) set out the workplace controls for minimizing and preventing the risk of occupational exposure, including:
 - i) the handling and storage of contaminated forensic exhibits, in accordance with the police service's procedures on the collection, preservation and control of evidence and property;
 - ii) undertaking search of persons or premises;
 - iii) the custody and transportation of prisoners, in accordance with the police service's procedures on prisoner care and control and prisoner transportation, including the implementation of special precautions for dealing with prisoners with a known or suspected communicable disease;
 - iv) the handling of sharps, including syringes; and
 - v) practices around blood/bodily fluid;
 - e) set out the workplace procedures and controls for post-exposure management, including the requirement that:
 - i) potential exposures are managed promptly, in collaboration with the local medical officer of health;
 - ii) the appropriate first aid measures are delivered immediately;
 - iii) the role of supervisors in managing exposure incidents is clearly defined and communicated to all workers;



- iv) the role of the Communicable Disease Coordinator(s) is clearly defined and communicated to all workers;
- v) the established protocol for assessing and reporting a possible exposure is followed;
- vi) follow-up planning is undertaken for each individual who has experienced a potential exposure, based on a reasonable assessment of their needs; and
- vii) a record keeping procedure is established for the following purposes:
 - training;
 - maintaining confidential records for affected workers; and
 - problem identification, resolution and evaluation; and
- f) set out the workplace procedures and controls that address general infection control, including:
 - i) the cleaning of unprotected skin;
 - ii) hand washing procedures;
 - iii) the removal and disposal of anti-microbial gloves;
 - iv) handling contaminated work clothing;
 - v) disinfection methods for surfaces and police vehicles, both interior and exterior;
 - vi) disinfection of holding facilities;
 - vii) handling and disinfection of non-disposable equipment; and
 - viii) handling and disposal of biological waste and non-reusable equipment.

- Training**
5. Every Chief of Police should ensure that police officers and civilian members who may be at risk of exposure to communicable diseases receive training on communicable diseases and their prevention, including information on:
- a) bloodborne diseases, including, at minimum, Hepatitis B (HBV), Hepatitis C (HCV) and HIV/Aids, including:
 - i) overview, incidence and prevalence of disease in the population;
 - ii) sero-conversion rates for HBV, HCV and HIV;
 - iii) modes of transmission and incubation period;
 - iv) the risk of infection when exposed to infected blood/bodily fluids;
 - v) assessing and reducing the risks;
 - vi) identification and symptoms; and
 - vii) post-exposure management; and
 - b) airborne infections, including, at minimum, Meningitis, Tuberculosis (TB) including:
 - i) overview, incidence and prevalence of disease in the population;
 - ii) modes of transmission and incubation period;
 - iii) risk of acquiring the disease;
 - iv) differentiation between what is TB infection versus the disease;
 - v) reducing the risks;
 - vi) identification and symptoms; and

vii) post-exposure management.

6. Every Chief of Police should ensure that all police officers and civilian members who may be at risk of exposure to communicable diseases are provided with current information, including information on emerging trends.
7. Every Chief of Police, in cooperation with the local medical officer of health, should ensure that there is a mechanism to share information on a regular basis and to ensure that the staff training being provided is current, accurate and sufficient.
8. Every Chief of Police should periodically monitor and evaluate the effectiveness of the police service's procedures on communicable diseases.
9. Every Chief of Police should ensure that every police officer and civilian members who may be at risk of exposure to communicable diseases have available to them the personal protective equipment set out in the Ministry's designated equipment list on communicable diseases.
10. Every Chief of Police should also ensure that police officers and civilian members who may at risk of exposure to communicable diseases are trained on the use of the personal protective equipment set out in the Ministry's designated equipment list on communicable diseases, and where appropriate, are properly fitted and sized for the protective equipment.

**Monitoring
and
Evaluation**

Equipment



MINISTRY'S DESIGNATED EQUIPMENT LIST

Communicable Diseases – Equipment and Facilities List

The following minimum equipment should be contained in biohazard kits that are made available to police officers and appropriate civilian members of a police service.

PERSONAL ISSUE
<ul style="list-style-type: none"> • disposable medical grade non-sterile examination gloves, preferably non-latex, usually nitrile, to avoid the problem of latex sensitivity • waterless antiseptic hand wipes • a disposable one-way air valve for cardio-pulmonary resuscitation • a device to secure the items to the officer's person
MOBILE KITS
<ul style="list-style-type: none"> • goggles • disposable moisture-resistant cone masks (NIOSH approved N95 respirator) for tuberculosis protection, and has boomerang nose sealing • heavy gauge gloves • moisture-resistant disposable clothing • biohazardous waste disposal products • spatulas • evidence tubes • biohazard labels • biohazard bags • antiseptic hand wipes • waterless antiseptic hand cleaner • to be in a container designed to hold such items
STATIONARY KITS
<ul style="list-style-type: none"> • disposable medical grade non-sterile examination gloves, preferably non-latex, usually nitrile, to avoid the problem of latex sensitivity • biohazard waste disposal products • heavy gauge gloves • moisture-resistant disposable protective clothing • spatulas • biohazard bags • germicidal cleaner • sharps containers • waterless antiseptic hand cleaner • to be in a container designed to hold such items





WINDSOR POLICE SERVICE BOARD

POLICY

Policy Name: SPEED MEASURING DEVICES		Policy Number: P-057
Responsible Manager: Administrative Director WPSB	Review Schedule: 3 Years	Effective Date: May 22, 2025
Repeals: AR-AI013, January 24, 2013; October 26, 2006	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 2028

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS the Board has deemed it appropriate and consistent with the principles set out in Section 1 of the CSPA, with its objectives and priorities determined pursuant to Sections 37 and 38 of the CSPA that it establish a policy on the proper acquisition, use and maintenance of Speed Measuring Devices and related training and to require the Chief of Police to establish procedures on the proper acquisition, use and maintenance of Speed Measuring Devices;

1.4 AND AS Part AI-013 of the Policing Standards Manual (2000), a copy of which is attached as Appendix A, contains guidelines directing the Board, the Chief and members relative to speed detection devices;

1.5 AND AS the Occupational Health and Safety Act, R.S.O. 1990, c.0.1, as amended, sets out the responsibilities of employers, supervisors and workers for workplace safety, the Board prescribes the Chief of Police shall establish procedures and processes with respect to speed detection devices.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Member” means a member of the Windsor Police Service;

2.5 “Ministry” means the Ministry of the Solicitor General; and

2.6 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that traffic enforcement and the safety of road users are important elements of public safety and are statutorily required and that positive outcomes depend on the proper and safe operation of speed measuring devices and the provision of standardized training in the safe, effective, and consistent use of speed measuring devices. It is therefore the policy of the Board that speed measuring devices be governed and used only in accordance with the procedure set out by the Chief of Police as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief shall develop and maintain written procedures that govern the use and function of speed detection devices that are in accordance with Appendix A.

4.2 MEMBERSHIP AND TRAINING

4.2.1 The Chief shall ensure that the procedures developed and maintained in section 4.1 ensure that Members receive the appropriate training in relation to speed detection devices.

4.2.2 The Chief shall ensure that Members who operate speed detection devices have the requisite knowledge, skills and abilities and receive training on an ongoing basis.

4.2.3 The Chief shall establish a skills development and learning plan that is consistent with Appendix A for Members performing this function.

4.3 EQUIPMENT

4.3.1 The Chief shall ensure that appropriate equipment, in accordance with the Ministry's performance standard for speed detection devices, is used and available to Members who provide the service of traffic radar.

4.3.2 The procedures established above shall be in accordance with Appendix A.

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30th of each year with respect to speed detection devices. The report shall include:

- (a) a summary of the procedures as required by this Policy;
- (b) the status of Service compliance with the said procedures; and
- (c) a summary of the training given to Members with respect to speed detection devices and confirmation that Members have been trained in accordance with section 4.2.

6. IMPLEMENTATION

6.1 Winsor Police Service Board Policy – Adequacy O.REG. 3/99 Number AR-AI013, January 24, 2013; October 26, 2006, and any other policies, sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

Attachment (1)

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

Section 29 of Ontario Regulation (O. Reg.) 3/99 ("Adequacy and Effectiveness of Police Services"), made under *the Police Services Act* (PSA), requires a police services board to have a policy on traffic management, traffic law enforcement and road safety which includes a policy on the proper acquisition, use and maintenance of Speed Measuring Devices and related training.

In addition, section 8 of O. Reg. 3/99 requires the Chief of Police to establish procedures on traffic management, traffic law enforcement and road safety which includes procedures on the proper acquisition, use and maintenance of Speed Measuring Devices and related training.

The *Occupational Health and Safety Act* (OHSA) outlines the responsibilities of employers, supervisors and workers for workplace safety.

The Ontario Ministry of Labour's Health and Safety Guideline on "*Radiofrequency and Microwave Radiation in the Workplace*" (or its successor) sets out Occupational Exposure Limits; and is enforced in Ontario workplaces by the Ministry of Labour (MOL). An electronic copy of this Guideline is available at MOL's website: <http://www.labour.gov.on.ca>.

The Occupational Exposure Limits in the above noted MOL Guideline are based on Health Canada's "Limits of Human Exposure to Radiofrequency Electromagnetic Energy in the Frequency Range from 3 kHz to 300 GHz", *Safety Code 6, 2009* or its successors. To obtain an electronic copy of this Safety Code, please contact: publications@hc-sc.gc.ca.

The Ontario Police Health and Safety Committee (OPHSC) has prepared Guidance Note #8 which is entitled, "*High Visibility Garments*". This Guidance Note (or its successor) provides procedures for the wearing of high visibility garments when employees are exposed to traffic hazards. MOL inspectors refer to OPHSC Guidance Notes when they carry out their enforcement duties under the OHSA. This OPHSC Guidance Note is available from all Ontario police services, the Police Association of Ontario, the Ontario Provincial Police Association and the Ontario Association of Chiefs of Police (OACP).

The current "*Speed Measuring Device Performance Specifications: Down-The-Road Radar Module*" (DOT HS 809-812, June 2004, Technical Manual or successor versions) is a publication of the National Highway Traffic Safety Administration (NHTSA). This NHTSA Technical Manual has been adopted by the International Association of Chiefs of

Police (IACP); and, it is recognized as the performance standard for speed measuring radar¹ devices.

The current "*Speed Measuring Device Performance Specifications: Lidar Module*" (DOT HS 809 811, June 2004, Technical Manual or successor versions) is an NHTSA publication. This NHTSA Technical Manual has been adopted by the IACP; and, is recognized as the performance standard for speed measuring lidar² (laser) devices.

The above referenced NHTSA Technical Manuals on radar and lidar performance standards and a list of IACP approved radar and lidar devices (conforming products list) can be found on the website of the IACP at www.theiacp.org.

For the purposes of these requirements, an Operator is a person, assigned to/carrying out traffic enforcement duties, who has successfully completed the accredited/prescribed initial and refresher training by a qualified Instructor.

Sample Board Policy

Board Policy # _____

PREAMBLE:

Traffic enforcement and the safety of road users are important elements of public safety and are statutorily required. In this regard, positive outcomes depend on the proper and safe operation of speed measuring devices, and the provision of standardized training in the safe, effective and consistent use of speed measuring devices:

Therefore, it is the policy of the _____ Police Services Board with respect to speed measuring devices that:

The Chief of Police will:

- a) ensure the provision of speed measuring devices that:
 - i) comply with the current NHTSA performance standards adopted by the International Association of Chiefs of Police (IACP) and entitled, "*Speed Measuring Device Performance Specifications: Down-The-Road Radar Module*" (DOT HS 809-812, June 2004, Technical Manual or its successor versions); and, "*Speed Measuring Device Performance Specifications: Lidar*

¹ Radar is the short form for "radio detection and ranging".

² Lidar is the short form for "light detection and ranging".

Module” (DOT HS 809 811, June 2004, Technical Manual or its successor versions);

- b) do not exceed the current 50W/m^2 occupational exposure limits (formerly expressed as 5mW/cm^2) in compliance with the Occupational Exposure Limits established by Health Canada’s *Safety Code 6, 2009* and adopted by Ontario Ministry of Labour’s Health and Safety Guidance Note *“Radiofrequency and Microwave Radiation in the Workplace”*³ and their successors; and
- i) are tested and certified initially by the manufacturer to be in accordance with the above NHTSA performance standards and similarly tested and certified following any major repair.
- c) ensure that each operator uses and maintains and cares for the speed measuring devices provided to them in accordance with the manufacturer’s manual for the specific device; and
- d) ensure that operators:
 - i) use speed measuring devices only after successfully completing the accredited/prescribed training by a qualified Instructor;
 - ii) do not permit devices to transmit when not in use; and
 - iii) always direct speed measuring devices away from their body, specifically the head and groin areas;
- e) ensure that, at least every thirty-six months, every operator who may be required to use speed measuring devices successfully completes an accredited or prescribed training course by a qualified Instructor that reviews the topics covered in the initial accredited/prescribed training course, including updates on changes in case law, new technological developments and/or operating procedures; and
- f) ensure that operators receive information on the current NHTSA performance standards adopted by IACP and entitled, *“Speed Measuring Device Performance Specifications: Down-The-Road Radar Module”* (DOT HS 809-812, June 2004,

³ The current limit is expressed as 50 W/m^2 ; whereas, the former limit had been expressed as a 5 mW/cm^2 . Nonetheless, since a power density of 10 W/m^2 is equivalent to 1 mW/cm^2 ; the value of the current exposure limit of 50 W/m^2 (Safety Code 6 1999 and 2009) and former 5mW/cm^2 exposure limit (Safety Code 6 1991) remain identical. In other words, the value has not changed only its expression has changed.

Technical Manual); and, "*Speed Measuring Device Performance Specifications: Lidar Module*" (DOT HS 809 811, June 2004, Technical Manual); on Health Canada's *Safety Code 6, 2009*; on the *Occupational Health and Safety Act* (OHSa) including the Ontario Ministry of Labour's Health and Safety Guideline entitled, "*Radiofrequency and Microwave Radiation in the Workplace*"; and on the Ontario Police Health and Safety Committee (OPHSC) Guidance Note #8 entitled, "*High Visibility Garments*" (or, successor versions of any of these).

Police Service Guidelines

Radar Devices

1. Every Chief of Police should ensure that a radar device provided for use has:
 - a) operating frequencies that conform to the following:
 - i) X-BAND radar = 10.525 GHz (10,525,000,000 Hz);
 - ii) K-BAND radar = 24.150 GHz (24,150,000,000 Hz); and
 - iii) Ka-BAND radar = 33.400 GHz through to 36.000 GHz (33,400,000,000 Hz - 36,000,000,000 Hz); and
 - b) occupational exposure limits not exceeding the current 50W/m^2 (formerly expressed as 5mW/cm^2) in compliance with the Occupational Exposure Limits established by Health Canada's *Safety Code 6, 2009* and adopted by the MOL Health and Safety Guideline on "*Radiofrequency and Microwave Radiation in the Workplace*" or their successors.
2. Every Chief of Police should ensure that:
 - a) radar devices acquired for use are tested and certified initially by the manufacturer to be in accordance with the current NHTSA radar device performance standards adopted by the IACP, which is entitled, "*Speed Measuring Device Performance Specifications: Down-The-Road Radar Module*" (DOT HS 809-812, June 2004, Technical Manual or its successor versions); and that, this certification is provided on the delivery of any new device;

- b) radar devices are tested and certified in accordance with the NHTSA performance standard after any major repair;
- c) the power density test results for radar devices does not exceed the current occupational exposure limits of $50\text{W}/\text{m}^2$ (formerly expressed as $5\text{mW}/\text{cm}^2$) adopted by the MOL and as set out in Health Canada's *Safety Code 6, 2009*; (or its successor)
- d) radar devices are tested on set-up for accuracy in accordance with the manufacturer's manual; and
- e) radar devices are used in accordance with the manufacturer's instructions.

Stationary Radar Devices

3. Every Chief of Police should ensure that:

- a) all stationary radar devices consist of one or more components that have the capabilities of a radar device as defined in the NHTSA's current radar performance standard adopted by the IACP and entitled, "*Speed Measuring Device Performance Specifications: Down-The-Road Radar Module*"; (DOT HS 809-812, June 2004, Technical Manual or its successor versions);
- b) all stationary radar devices only transmit when the trigger is depressed;
- c) every police service's procedures on stationary radar devices should ensure that operators do not use traffic radar devices unless:
 - (i) the device to be used has been certified to operate in accordance with NHTSA performance standard at the time of purchase; and
 - (ii) the radar device is tested and certified for accuracy in accordance with the NHTSA performance standard following any major repair;
- d) radar devices are tested on set-up for accuracy in accordance with the manufacturer's manual; and
- e) radar devices are used in accordance with the manufacturer's instructions.

4. Every Chief of Police should ensure that every operator who may be required to use a stationary radar device is made aware of the safety considerations for the use of a stationary radar device, including that:
 - a) during operation, the radar device should not be directed towards any part of the body (and especially not towards the head and the groin areas);
 - b) the radar device should be transmitting only during speed acquisition; and
 - c) the radar device should be securely positioned when not in use.

Moving Radar Devices

5. Every Chief of Police should ensure that all moving radar devices:
 - a) consist of components that include the patrol and target speed displays; and
 - b) can be used in both the moving mode and stationary mode of operation.
6. Every police service's operating procedures on moving radar devices should specify that:
 - a) operators do not use moving radar devices unless the device is so securely fastened that the device cannot move;
 - b) operators do not use moving radar devices unless the antenna of the device is located in a way that ensures adequate ground reflection;
 - c) at the time of purchase, the moving radar device is tested and certified by the manufacturer in accordance with the NHTSA performance standards;
 - d) the moving radar device is tested and certified in accordance with the NHTSA performance standard following any major repair;
 - e) the moving radar device is tested on set-up for accuracy in accordance with the manufacturer's manual; and
 - f) radar devices are used in accordance with the manufacturer's instructions.

7. Every Chief of Police should ensure that every operator who may be required to use a moving radar device is made aware of the safety considerations for the use of a moving radar device, including that:
 - a) when not in use to actively measure a speed, a moving radar device is not to be left in the transmitting mode;
 - b) the antenna of a moving radar device should be located more than 15 cm from the occupants of the vehicle; and
 - c) the antenna of a moving radar device should be positioned so that the operator is not intercepting the transmitting beam.

Lidar Devices

8. Every Chief of Police should ensure that all lidar devices are tested and certified by the manufacturer to be in accordance with the current NHTSA lidar device performance standard adopted by the IACP, which is entitled, "*Speed Measuring Device Performance Specifications: Lidar Module*" (DOT HS 809 811, June 2004, Technical Manual, or its successor versions); and that this certification is provided on the delivery of a new device.
9. Every police service's procedures on lidar devices should specify that:
 - a) devices are to be tested and certified by the manufacturer to be in accordance with the current NHTSA lidar device performance standard, adopted by the IACP, and entitled, "*Speed Measuring Device Performance Specifications: Lidar Module*" (DOT HS 809 811, June 2004, Technical Manual, or its successor versions); and that this certification is to be provided on the delivery of any new device;
 - b) devices are tested and certified in accordance with the NHTSA performance standard following any major repair; and
 - c) an operator should not use a lidar device unless that device is:
 - i) tested on set-up for accuracy in accordance with the manufacturer's instructions (manual); and
 - ii) used in accordance with the manufacturer's instructions.

Training

General

10. An Operator is a person, assigned to/carrying out traffic enforcement duties, who has successfully completed the accredited/prescribed initial and refresher training by a qualified Instructor.
11. An Instructor is qualified if he/she is a person who has successfully completed Operator and Instructor training accredited by the Ontario Police College (OPC)⁴ or the equivalent training prescribed by the IACP; and, who has used speed measuring devices in accordance with this guideline for a minimum of thirty-six months.
12. A Master Trainer (Instructor Trainer) is a qualified Instructor:
 - a) who has been actively instructing for no less than sixty months;
 - b) who has training in instructional techniques or an equivalent;
 - c) who has conducted at least one Instructor course;
 - d) who has successfully completed the training for a Master Trainer accredited by the OPC or, its IACP equivalent;
13. Every Chief of Police should establish a development and learning plan for operators using speed measuring devices that is consistent with and reflects this guideline; and, ensures that every such operator using speed measuring devices has the knowledge, skills and abilities required to perform the function safely and competently.

Training for Stationary Radar Devices

14. Every Chief of Police should ensure that operators do not use stationary radar devices unless the operator has successfully completed the accredited/prescribed initial training session, offered by an instructor on radar devices, including the following topics:
 - a) Basic Theory of Radar;
 - b) Speed Management;
 - c) The Doppler Principle;
 - d) Cosine Angle Effect;

⁴ OPC means the police college known as the Ontario Police College pursuant to section 3(3) of PSA.

- e) Sources of Interference;
- f) Speed Measuring Warning Devices;
- g) Operator Health and Safety;
- h) Operational Procedures;
- i) Equipment Maintenance;
- j) Direction Sensing/"Fastest Target Feature";
- k) Case Law; and
- l) Testimony and Presenting Radar Evidence in Court;

as well as, practical exercises including:

- m) Sources of Interference;
- n) Speed Observation;
- o) Target Identification Exercises; and
- p) Set-up and Test Procedures;

Training for Moving Radar Devices

15. Every Chief of Police should ensure that operators do not use moving radar devices unless they have successfully completed initial accredited/prescribed training by an Instructor on stationary radar. In addition, operators must successfully complete the accredited/prescribed training on the use of moving radar including:

- a) Operational Procedures for Moving Radar Devices;
- b) Moving Cosine Angle Effect; and
- c) Limitations of Equipment;

as well as, practical exercises including:

- d) Sources of Interference;
- e) Speed Observation;
- f) Target Identification Exercises; and
- g) Set-up and Test Procedures.

16. Every Chief of Police should ensure that an operator:

- a) does not use moving radar for same direction mode unless the operator has successfully completed the accredited/prescribed training by an Instructor on stationary radar and has successfully completed the accredited/prescribed training on moving radar; and

- b) has successfully completed the accredited/prescribed same direction mode training by an Instructor, including:
 - i) training on same direction mode theory; and
 - ii) practical exercises on same direction mode.

Training for Lidar Devices

17. Every Chief of Police should ensure that an operator has successfully completed the accredited/prescribed lidar device training by an Instructor, including:
- a) Basics of Lidar;
 - b) Speed Management;
 - c) Cosine Angle Effect;
 - d) Speed Measuring Warning Devices;
 - e) Operator Health and Safety;
 - f) Operational Procedures;
 - g) Equipment Maintenance;
 - h) Case Law; and
 - i) Testimony and Presenting Lidar Evidence in Court;

as well as practical exercises including:

- j) Speed Observation;
- k) Target Identification Exercises; and
- l) Set-up and Test Procedures.

Refresher Training on Speed Measuring Devices

18. Every Chief of Police should ensure that, at least every thirty-six months, an operator who may be required to use speed measuring devices receives and successfully completes refresher training approved by an Instructor. This refresher training is to be accredited by the OPC or the equivalent training as prescribed by the IACP. Training should include a review of the topics covered in the Operator's initial training course, including updates on case law, technological developments and operating procedures.
19. Every Chief of Police should ensure that, at least every sixty months, every Instructor receives and successfully completes refresher instructor training by a Master Trainer (Instructor Trainer). This refresher training is to be accredited by the OPC or the equivalent training prescribed by the IACP. This training should include topics covered in the Instructor's initial training, including updates on case law,

technological developments and operating procedures. There must also be a practical component to this training.

20. Every Chief of Police should ensure that, at least every sixty months, every Master Trainer (Instructor Trainer) receives and successfully completes refresher training. This refresher training is to be accredited by the OPC or the equivalent training prescribed by the IACP. This training should include initial topics covered in the Master Trainer's initial training, including updates on case law, technological developments and operating procedures. There must also be a practical component to this training.



WINDSOR POLICE SERVICE BOARD

POLICY

Policy Name: SEXUAL ASSAULT INVESTIGATIONS		Policy Number: P-058
Responsible Manager: Administrative Director WPSB	Review Schedule: 3 Years	Effective Date: May 22, 2025
Repeals: Number: AR-LE034, January 24, 2012; March 29, 2001	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 2028

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS subsection 1 (1) of the CSPA provides, inter alia, that policing shall be provided throughout Ontario in accordance with the principle of the need to ensure the safety and security of all persons and property in Ontario, including on First Nations reserves;

1.4 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

1.5 AND AS the Board has deemed it appropriate and consistent with the principles set out in Section 1 of the CSPA, with its objectives and priorities determined pursuant to Sections 37 and 38 of the CSPA to require the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into sexual assault occurrences;

1.6 AND AS O. Reg. 394/23: Major Case Management and Approved Software Requirements prescribes requirements for investigation of Major Cases, including sexual assaults;

1.7 AND AS the Board deems it appropriate that the Chief of Police develop and maintain procedures on and processes for undertaking and managing investigations into sexual assault occurrences;

1.8 AND AS the Ministry has published a Policing Standards Manual (2000) which provides direction to the Board and Service in respect of certain general operational issues, including policy directions with respect to the investigation of certain criminal offences;

1.9 AND AS Part LE-034 of the Policing Standards Manual (2000), a copy of which is attached as Appendix A, contains guidelines directing the Chief and the Board relative to the police response to sexual assault occurrences;

1.10 AND AS it is the purpose of this Policy to ensure that the Service has procedures in place to reduce violence against women by encouraging an effective and consistent response to sexual assault complaints.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Manual” means the Policing Standards Manual published by the Ministry of the Solicitor General;

2.5 “Member” means a member of the Windsor Police Service;

2.6 “Ministry” means the Ministry of the Solicitor General; and

2.7 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that matters of sexual assault are serious in nature, and it is therefore the policy of this Board that investigations into such matters be conducted professionally and thoroughly, and in accordance with procedures established by the Chief as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief shall develop and implement written procedures with respect to the investigation of and laying of charges in sexual assault cases. These procedures shall be in accordance with Appendix A, and shall:

(a) require that investigations be undertaken in accordance with the Service's Criminal Investigation Management Plan;

(b) require compliance with the procedures set out in the Ministry's designated Ontario Major Case Management Manual and O. Reg. 394/23: Major Case management and Approved Software Requirements;

(c) address communications and dispatch, initial response and investigations relating to sexual assaults;

(d) address community notification; and

(e) adhere to the reporting requirements of Section 18 of O. Reg. 395/23: Investigations.

4.1.2 The Chief shall develop and implement a written procedure to monitor and evaluate all responses to complaints of sexual assaults to ensure compliance with the said procedures by Members.

4.2 PROTOCOL

4.2.1 The Chief shall ensure the Police Service, where possible, establish multi-agency protocols with hospitals and agencies, including local Crown Attorney's, sexual assault treatment centres, sexual assault/rape crisis centres and victim services to ensure a coordinated and effective response to victims of sexual assaults.

4.3 TRAINING

4.3.1 The Chief shall ensure that Members involved in the investigation of sexual assaults receive the appropriate Ministry accredited training in dealing with sexual assault occurrences and that these Members have the requisite knowledge, skills and abilities to investigate sexual assault offences.

4.3.2 The Chief shall ensure that the Skills Development and Learning Plan is consistent with Appendix A for members performing this function.

4.4 VICTIMS

4.4.1 The Chief shall develop and implement a written procedure to ensure that the needs of victims of sexual assault crimes are accommodated.

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of the investigation of sexual assault occurrences. This report will contain:

- (a) a summary of the written procedures concerning sexual assault investigations, including changes since the date of the last report;
- (b) confirmation that the procedures are in compliance with the Ministry's designated Ontario Major Case Management Manual and O. Reg. 394/23: Major Case management and Approved Software Requirements;
- (c) the status of Service compliance with the said procedures;
- (d) a summary of the training given to Members with respect to sexual assault;
- (e) a summary of the steps taken by the Service to monitor and evaluate response to sexual assault occurrences; and
- (f) a summary of the issues dealt with by the Sexual Assault Committee.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy – Adequacy O.Reg. 3/99 Number AR-LE034, January 24, 2013, March 29, 2001, and any other policies, sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

Attachment (1)

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

Section 29 of the Adequacy Standards Regulation requires a police services board to have a policy on investigations into sexual assaults.

In addition, section 12(1)(r) requires the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into sexual assaults.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to sexual assault investigations that the Chief of Police will:

- a) develop and maintain procedures that:
 - i) require that investigations be undertaken in accordance with the police service's criminal investigation management plan;
 - ii) require compliance with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*;
 - iii) address communications and dispatch, initial response and investigations relating to sexual assaults; and
 - iv) address community notification;
- b) work, where possible, with hospitals and agencies which provide services to victims of sexual assault, including Sexual Assault Treatment Centres, Sexual Assault/Rape Crisis Centres and Victim Services, as well as the local Crown, to ensure a co-ordinated and effective response to victims of sexual assaults; and
- c) address training for officers and other appropriate members on the response to sexual assault occurrences, including victims' assistance.

Police Service Guidelines

Protocols

1. Every Chief of Police should work, where possible, with hospitals and agencies which provide services to victims of sexual assault, including Sexual Assault Treatment Centres, Sexual Assault/Rape Crisis Centres and Victim Services, as well as the local Crown, to ensure a co-ordinated and effective response to victims of sexual assaults, including developing a local protocol that addresses:
 - a) practical assistance and support to victims;
 - b) the receipt of information from third party and anonymous sources;

- c) information sharing;
- d) training of members of the police service;
- e) concerns raised over practices and procedures;
- f) role and responsibilities of investigating officers;
- g) documentation of referrals;
- h) information to victims regarding their cases;
- i) the collection, preservation and transfer of medical/forensic evidence (including provisions to allow for a Sexual Assault Evidence Kit to be stored for up to six months when a victim chooses to attend the hospital to have the examination completed but chooses not to report the assault to the police at that time);
- j) the dissemination of Sexual Assault Evidence Kits; and
- k) community education.

Procedures

- 2. Every police service's procedures on sexual assaults should:
 - a) require that investigations be undertaken in accordance with the police service's criminal investigation management plan;
 - b) require compliance with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*;
 - c) address the notification of the community or members of the community who may be at risk in the event that suspected serial sexual assault offences or attempts are occurring;
 - d) address compliance with the *ViCLAS Regulation*;
 - e) address the role of communications and dispatch, including advising the complainant of precautions that should be taken in order to preserve any physical evidence;
 - f) address an officer's initial response to a sexual assault occurrence;
 - g) address the preliminary and detailed interviewing of the victim;
 - h) require minimizing the unnecessary repetition of the facts by the victim of the sexual assault to different police officers;
 - i) address the sharing of information with patrol officers on sexual assault occurrences, including suspect descriptions, where available;
 - j) address the collection and preservation of evidence relating to a sexual assault, including:
 - i) if the assault is reported within seventy-two hours, explaining to the victim the importance of attending a hospital (Sexual Assault Treatment Centre, where available) to retrieve medical/forensic evidence and/or to receive medical treatment to identify and treat any disease or injury or to provide reassurance that no enduring physical harm was inflicted; and
 - ii) the use of the Sexual Assault Evidence Kit;
 - k) address the safety and security of the victim upon completion of any medical/forensic examination;
 - l) set out the steps for obtaining third party records;

- m) address the linkages to other relevant procedures, including victims' assistance, bail and violent crime, criminal harassment, domestic violence occurrences, child abuse and neglect and preventing or responding to occurrences involving firearms;
- n) refer to relevant programs including the Provincial Strategy to protect children from sexual abuse and exploitation on the internet;
- o) address the fact that historical sexual assault/abuse cases should be governed by the same set of investigative standards as recent sexual assault/abuse cases;
- p) ensure officers involved in sexual assault cases continue to receive in-service support and supervision.

Training

- 3. Every Chief of Police should ensure that the police service's skills development and learning plan addresses the training for officers and other appropriate members on the response to sexual assault occurrences, including victims' assistance.

**Monitoring
and
Supervision**

- 4. Every police service should require supervisors to monitor, and ensure, compliance by members with the police service's procedures on sexual assault investigation.



WINDSOR POLICE SERVICE BOARD POLICY

Policy Name: SUPERVISION		Policy Number: P-059
Responsible Manager: Administrative Director WPSB	Review Schedule: 5 Years	Effective Date: May 22, 2025
Repeals: AR-LE025, March 29, 2007; August 10, 2000	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 2030

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) ("the Adequacy Regulation") prescribes standards for adequacy and effectiveness of police services;

1.4 AND AS Section 17 of the Adequacy Regulation requires the Chief of Police to:

(a) ensure that there is supervision available to members of the police force 24 hours a day; and

(b) establish procedures and processes on supervision, including setting out circumstances where a supervisor must be contacted and when a supervisor must be present at an incident;

1.5 AND AS Part LE-025 of the Policing Standards Manual (2000), a copy of which is attached as Appendix A, contains guidelines directing the police service relative to supervision.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Manual” means the Policing Standards Manual published by the Ministry of the Solicitor General;

2.5 “Member” means a member of the Windsor Police Service;

2.6 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that proper supervision is required in order that Members carry out their duties, and it is therefore the policy of this Board that appropriate supervision be mandated in accordance with procedures established by the Chief as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

4.1.1 The Chief shall develop procedures in compliance with Section 17 of the Adequacy Regulation and in accordance with Appendix A.

4.1.2 The procedure referred to above shall include direction to Members relative to span of control as approved by the Board in the organizational chart.

4.1.3 The Chief shall ensure that the Police Service’s supervisors have the knowledge, skills, and abilities to supervise.

5. REPORT TO THE BOARD

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of supervision. The report shall include:

(a) a summary of the written procedures concerning supervision; and

(b) the status of Service compliance with the said procedures.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy O.REG. 3/99 Number AR-LE025, March 29, 2007; August 10, 2000 and any other policies, sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

Attachment (1)

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Legislative/Regulatory Requirements

Section 29 of the Adequacy Standards Regulation requires a police services board to have a policy on supervision.

In addition, section 10 requires the Chief of Police to:

- ensure that there is 24 hour supervision available to members of the police service;
- establish procedures and processes on supervision, including setting out the circumstances where a supervisor must be contacted and when a supervisor must be present at an incident; and
- ensure that the police service's supervisors have the knowledge, skills and abilities to supervise.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to supervision that the Chief of Police will:

- a) ensure that there is 24 hour supervision available to members of the police service;
- b) establish procedures on supervision that set out the circumstances where a supervisor must be contacted and when a supervisor must be present at an incident, including for all major case incidents; and
- c) establish a selection process to ensure that members appointed permanently to supervisory positions have the knowledge, skills and abilities required for the supervisory positions.

Police Service Guidelines

- Procedures**
1. Every police service's procedures on supervision should:
 - a) set out how supervision will be available to members 24 hours a day;
 - b) set out the circumstances where a supervisor must be contacted and when a supervisor must be present at an incident, including for all major case incidents; and
 - c) require that supervisors monitor and ensure compliance by members with the *Police Services Act*, its regulations and local policies and procedures.



2. Every Chief of Police should establish a selection process to ensure that members appointed permanently to supervisory positions have the knowledge, skills and abilities required for the supervisory positions.



WINDSOR POLICE SERVICE BOARD POLICY

Police Name: RESPECTING PROCEEDS OF CRIME		Policy Number: P-060
Responsible Manager: Administrative Director WPSB	Review Schedule: 5 Years	Effective Date: May 22, 2025
Repeals: AR-LE041, April 27, 2000	Reporting: Chief annual report to the Board as per Section (5)	Next Review Date: May 2030

1. PREAMBLE:

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) ("the Adequacy Regulation") prescribes standards for adequacy and effectiveness of police services;

1.4 AND AS the Board deems it appropriate to require the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into proceeds of crime;

1.5 AND AS Part LE-041 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Chief and the Police Service relative to investigations into Proceeds of Crime.

THE WINDSOR SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS:

2.1 “Act” or “CSPA” means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, and amendments thereto;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Manual” means the Policing Standards Manual published by the Ministry of the Solicitor General;

2.5 “Member” means a member of the Windsor Police Service;

2.6 “Ministry” means the Ministry of the Solicitor General; and

2.7 “Service” means the Windsor Police Service.

3. POLICY :

3.1 The Board recognizes that matters involving proceeds of crime investigations are serious in nature, and it is therefore the policy of this Board that investigations into such matters be conducted professionally and thoroughly, and in accordance with procedures established by the Chief as directed in this Policy.

4. DIRECTION TO THE CHIEF:

4.1 PROCEDURES

4.1.1 The Chief shall develop and maintain procedures that require investigations into proceeds of crime to be undertaken and managed in accordance with the Police Service’s Criminal Investigation Management Plan and in accordance with Appendix A.

4.1.2 The procedures referred to in Section 4.1.1 shall include notifying the Ontario Provincial Police (OPP) Proceeds of Crime team or the Integrated Proceeds of Crime section for the appropriate assistance and/or investigative procedures to follow.

4.2 TRAINING

4.2.1 The Chief shall ensure that Members involved in investigation of proceeds of crime offences have the requisite knowledge, skills, and abilities.

5. REPORT TO THE BOARD:

5.1 The Chief shall make a written report to the Board on or before August 30 of each year in respect of investigations into proceeds of crime. The report shall include:

- (a) a summary of the written procedures concerning proceeds of crime investigations;
- (b) the status of Service compliance with the said procedures; and;

(c) the amount of proceeds of crime seized, and the disposition of such proceeds.

6. IMPLEMENTATION

6.1 Windsor Police Service Board Policy – Adequacy O.REG. 3/99 – Number: AR-LE041 dated April 27, 2000, and all other policies or sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective May 22, 2025.

6.2 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED THIS 22nd day of May 2025.

Appendix (1)

WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date

Policing Standards Manual (2000)

Proceeds of Crime

Legislative/Regulatory Requirements

Section 29 of the Adequacy Standards Regulation requires a police services board to have a policy on investigations into proceeds of crime.

In addition, section 12(1)(o) requires the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into proceeds of crime.

Sample Board Policy Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to proceeds of crime that the Chief of Police will:

- a) develop and maintain procedures that require that investigations be undertaken and managed in accordance with the police service's criminal investigation management plan, including notifying the Ontario Provincial Police Proceeds of Crime Team or the Integrated Proceeds of Crime Section for the appropriate assistance and/or investigative procedure to follow; and
- b) ensure that officers involved in the investigation of proceeds of crime have the knowledge, skills and abilities required.

Police Service Guidelines

Procedures 1. Every police service's procedures should:

- a) require that investigations into the laundering and possession of proceeds derived from designated substance offences, designated customs and excise offences or enterprise crime offences be undertaken and managed in accordance with the police service's criminal investigation management plan, including notifying the Ontario Provincial Police Proceeds of Crime Team or the Integrated Proceeds of Crime Section for the appropriate assistance and/or investigative procedure to follow;
- b) address the investigative steps for undertaking a proceeds of crime investigation;
- c) set out the criteria and steps for obtaining specialized resources, i.e., forensic accountants;

d) require that information on the laundering and possession of proceeds of crime be shared within the police service (i.e., intelligence), the Proceeds of Crime Team, the Integrated Proceeds of Crime Section and other relevant law enforcement agencies; February 2000 LE-041 Ontario Ministry of the Solicitor General Policing Standards Manual (2000) Proceeds of Crime 1/2 @ Policing Standards Manual (2000) Proceeds of Crime

e) address the dissemination of information on money laundering activities to government agencies, financial institutions, businesses, and the public; and

f) set out the steps to be followed when it is necessary to contact an agency outside Canada for information in connection with a proceeds of crime investigation.

2. Every police service should consult with the local Crown during the development of its local procedures on proceeds of crime investigations.

3. Every Chief of Police should ensure that officers involved in the investigation of proceeds of crime have the knowledge, skills and abilities required, including knowledge of the relevant provisions of the:

a) Criminal Code;

b) Controlled Drugs and Substances Act;

c) Customs Act;

d) Excise Act;

e) Proceeds of Crime (Money Laundering) Act; and

f) Seized Property Management Act.



WINDSOR POLICE SERVICE BOARD POLICY

Policy Name: CRITICAL POINTS POLICY		Policy Number: P-061
Responsible Manager: Administrative Director WPSB	Review Schedule: 3 Years	Effective Date: May 22, 2025
Repeals: NEW	Reporting: As per Section 5 of policy	Next Review Date: May 2028

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 AND AS subsection 1 (1) of the CSPA provides, inter alia, that policing shall be provided throughout Ontario in accordance with the principle of the need to ensure the safety and security of all persons and property in Ontario, including on First Nations reserves;

1.4 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

1.5 AND AS the Board has deemed it appropriate and consistent with the principles set out in Section 1 of the CSPA, with its objectives and priorities determined pursuant to Sections 37 and 38 of the CSPA, to adopt a policy that addresses situations or operations where the Board's oversight and policy-making role is crucial due to the potential for significant impact on the public and marginalized communities.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

2.1 “Act” or “CSPA” means the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1, and amendments;

2.1 “Critical Point” means a matter of strategic significance that is time-sensitive, and which rapidly elevates the Board’s operations, financial, reputational or other enterprise risk, and, therefore, calls for the Board’s immediate attention and/or preparedness to take action;

2.2 “Board” means the Windsor Police Service Board;

2.3 “Chief” means the Chief of the Windsor Police Service;

2.4 “Member” means a member of the Windsor Police Service;

2.6 “Ministry” means the Ministry of the Solicitor General; and

2.7 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that information sharing between the Windsor Police Service and the Windsor Police Service Board is fundamental to the effectiveness of the Board’s oversight responsibilities. Information sharing is critical during times of heightened organizational risk, such as when facing large-scale events.

The policy provides clarity to the definition of **Critical Points** and outlines the process to guide the Chief of Police to identify them and the flow of information from the Service to the Board to enable the Board to effectively carry out its oversight and governance role. This includes creating and amending WPSB policies, setting priorities, asking pertinent questions, and providing non-binding advice in relation to operational matters.

The Board acknowledges the 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. 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.

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 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
- Ensure that the Chief of Police can discharge his or her duties according to law

4. CRITICAL POINT

4.1 DEFINITION

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

For example:

1. Large scale operations or events for which advance planning and approval by the Service's Command is required
2. Events or operations that are likely to have a material impact on the Service's relationship with, and service to, marginalized and vulnerable communities
3. Events or operations that raise significant questions of public policy
4. 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

These examples are not exhaustive.

4.2 TRAINING

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 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.

5. REPORT TO THE BOARD

5.1 The Chief of Police will inform the Chair or 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:

1. The general nature of the Critical Point
2. The elevated risk(s) posed by the Critical Point

3. Relevant operational and other information necessary for the Board to understand the details of the Critical Point, including an outline of the operational plan, and continuity of service plans
 4. Any plans to involve other organizations, including requests to chiefs of police for temporary assistance pursuant to section 19 of the Community Safety and Policing Act.”
 5. An estimate of the financial impact
 6. Relevant legislation and other legal requirements that may apply including the need for additional authorities
 7. Any ongoing considerations, including resources needed, or policy impacts
- 5.2 The chair will share the information provided by the Chief with Board members, all of which will be held in the strictest confidence.
- 5.3 The Chair, in consultation with 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.
- 5.4 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.
- 5.5 Identification of Critical Points by the Board: 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 his or her 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.

7. IMPLEMENTATION

7.1 This Policy shall come into force on May 22, 2025.

ADOPTED AND PASSED this 22nd day of May 2025.

THE WINDSOR POLICE SERVICE BOARD

Jo-Anne Gignac, Chair

Norma Coleman, Administrative Director

Date

Date



WINDSOR POLICE SERVICE BOARD POLICY

Policy Name: PARENTAL AND NON-PARENTAL ABDUCTIONS		Policy Number: P-062
Responsible Manager: Administrative Director WPSB	Review Schedule: 3 Years	Effective Date: May 22, 2025
Repeals: AR-LE040, April 27, 2000	Reporting: Chief annual report to the Board as per Section 5	Next Review Date: May 2028

1. PREAMBLE

1.1 AS subsection 37 (1) of the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA") provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 AND AS O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

1.3 AND AS the Board deems it appropriate that the Chief of Police develop and maintain procedures on and processes for undertaking and managing investigations into missing persons including parental and non-parental abductions;

1.4 AND AS the Board deems it appropriate to have a policy on parental and nonparental abductions and attempts;

1.5 AND AS Part LE-040 of the Policing Standards Manual (2000), a copy of which is attached hereto as Appendix A, contains guidelines directing the Board, the Chief and members relative to investigations of parental and non-parental abductions and attempts.

THE WINDSOR POLICE SERVICE BOARD ADOPTS AS FOLLOWS:

2. DEFINITIONS

- 2.1 “Act” means the Police Services Act, R.S.O. 1990 c.P.15, as amended;
- 2.2 “Board” means the Windsor Police Services Board;
- 2.3 “Chief” means the Chief of Police of the Windsor Police Service;
- 2.4 “Manual” means the Policing Standards Manual published by the Ministry of Community Safety and Correctional Services;
- 2.5 “Member” means a member of the Windsor Police Service as defined in the Act;
- 2.6 “Ministry” means the Ministry of Community Safety and Correctional Services;
- 2.7 “Service” means the Windsor Police Service.

3. POLICY

3.1 The Board recognizes that matters of missing persons, parental and non-parental abductions and attempts are serious in nature, and it is therefore the policy of this Board that investigations into such matters be conducted in a professional and thorough manner and in accordance with procedures established by the Chief as directed in this Policy.

4. DIRECTION TO THE CHIEF

4.1 PROCEDURES

- 4.1.1 The Chief shall develop and maintain procedures for undertaking and managing investigations into parental/familial abductions and attempts. These procedures shall be in accordance with Appendix A and the Service’s Criminal Investigation Management Plan.
- 4.1.2 The Chief shall ensure that the procedures referred to in Section 4.1.1 comply with the procedures set out in the Ministry’s designated Ontario Major Case Management Manual and with the prescribed requirements of Sections 1, 6 (2), 14.1 and 18 (1) 8 of O. Reg. 395/23: Investigations.
- 4.1.3 The Chief shall ensure that an AMBER Alert activation is considered in all missing children investigations and Major Case Management is implemented in all cases involving AMBER Alert activation.

4.2 TRAINING

- 4.2.1 The Chief shall ensure that Members investigating parental and non-parental abductions and attempts have the requisite knowledge, skills, and abilities.

5. REPORT TO THE BOARD

5.1 ANNUAL REPORTING REQUIREMENTS The Chief shall make a written report to the Board on or before August 30th of each year. The report shall include:

- (a) a summary of the written procedures concerning investigations into parental and non-parental abductions and attempts;
- (b) confirmation that the procedures are in compliance with the Ministry's designated Ontario Major Case Management Manual;
- (c) the status of Service compliance with said procedures; and
- (d) a summary of training given to Members regarding parental and non-parental abductions and attempts.

6. IMPLEMENTATION

6.1 Any policies, sections of policies of the Board inconsistent with the provisions of this Policy are hereby repealed effective _____ 2024.

6.2 This Policy shall come into force on _____ 2024.

ADOPTED AND PASSED this _____, 2024.

THE WINDSOR POLICE SERVICE BOARD

Attachment (1)

Legislative/Regulatory Requirements

Section 29 of the Adequacy Standards Regulation requires a police services board to have a policy on investigations into parental and non-parental abductions.

In addition, section 12 (1)(m) requires the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into parental and non-parental abductions.

Sample Board Policy

Board Policy # _____

It is the policy of the _____ Police Services Board with respect to parental and non-parental abductions and attempted abductions of children that the Chief of Police will:

- a) develop and maintain procedures that require that investigations into parental/familial abductions and attempted abductions be undertaken in accordance with the police service's criminal investigation management plan; and
- b) develop and maintain procedures that require that investigations into non-parental/non-familial abductions and attempted abductions be undertaken in accordance with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*.

Police Service Guidelines

- Procedures**
1. Every police service's procedures on parental/familial abductions and attempted abductions of children should:
 - a) require that investigations be undertaken in accordance with the police service's criminal investigation management plan;
 - b) require officers to follow the police service's procedures on missing persons;
 - c) require officers to follow the police service's procedures on child abuse and neglect, including local protocols with the Children's Aid Societies;
 - d) require officers to determine whether any custody order exists pertaining to the child, where applicable;
 - e) require that appropriate information and Orders of Apprehension, where applicable, are immediately entered on CPIC, including obtaining a Canada-wide radius where it is believed that the accused is leaving or has left the province;
 - f) ensure that relevant information on parental/familial abductions is entered on the RCMP *Missing Child Registry*, where applicable;



- g) address the sharing of information with patrol officers by communications/dispatch personnel, including suspect and victim descriptions, where available;
 - h) address the dissemination and sharing of information with other relevant law enforcement and government agencies, including border points, and appropriate community organizations;
 - i) in a case of an attempted parental/familial abduction, ensure that notification is made to the child's school officials, care givers and others, where appropriate; and
 - j) set out the steps to be followed when it is necessary to contact an agency outside Canada for information in connection with a parental/familial abduction or an attempted abduction of a child.
2. Every police service's procedures on non-parental/non-familial abductions or attempted abductions of children should:
- a) require officers to comply with the procedures set out in the Ministry's designated *Ontario Major Case Management Manual*;
 - b) require officers to follow the police service's procedures on child abuse and neglect, including local protocols with the Children's Aid Societies, where appropriate;
 - c) require that appropriate information is immediately entered on CPIC;
 - d) ensure that relevant information on non-parental/non-familial abductions is entered on the RCMP *Missing Child Registry*;
 - e) address the sharing of information with patrol officers by communications/dispatch personnel, including suspect and victim descriptions, where available;
 - f) address the dissemination and sharing of information with other relevant law enforcement and government agencies, including border points, and appropriate community organizations;
 - g) set out the steps to be followed when it is necessary to contact an agency outside Canada for information in connection with a non-parental/non-familial abduction or an attempted abduction of a child; and
 - h) address compliance with the requirements of the *ViCLAS Regulation*.
- Community Notification** 3. Every police service's procedures should address community notification in cases of non-parental/non-familial abductions or attempted abductions of children.





Advancement Office
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T 519 253 3000 (3229)
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March 17, 2025

Ms. Norma Coleman
Windsor Police Services Board
150 Goyeau St
PO Box 60 Stn A
Windsor, ON N9A 6J5

Award ID: 850000001190
Reference #: Acc#49039

Dear Ms. Coleman:

Thank you for your organization’s support and commitment to the University of Windsor.

Your organization’s support of our student awards program has rewarded our diligent students who have shown determination and a strong commitment to their education. We take great pride in our mission to support our students, and we could not accomplish this without the kindness and generosity of our donors.

Thank you for your organization’s donation of \$500 in March 2024 and all your organization’s past support. The award for 2024-2025 has been paid out. Currently, we are requesting the balance of \$500 from last year as we only received \$500 instead of the \$1,000 that we requested. We are also requesting in advance the donation for 2025-2026. Without these funds, the award cannot go out for 2025-2026. We kindly ask for the 2024-2025 donation ASAP and the 2025-2026 donation by **April 1, 2025**, to activate the award for the 2025-2026 academic year.

Fiscal Year	Donation Amount Owing	Award
2024-2025	\$500.00	Windsor Police Services Criminology Award
2025-2026	\$1,000.00	Windsor Police Services Criminology Award

Your payment may be made in the following ways:

- By cheque payable to the “University of Windsor,” sent to the attention of Krista Spagnuolo in the Advancement Office at the address listed above. Please reference account 49039 in the memo line.
- On-line by credit card, please go to www.uwindsor.ca/donate. Please select “other” in the list of designations and type in the name of the award above into the “other designation” field. Please check the box that says, “Make this gift on behalf of an organization.”
- ☐ I would like to continue this gift for the foreseeable future, please send me an annual pledge reminder.
☐ I do not want to continue this annual award payment anymore.

If your payment for the academic/fiscal year noted above has already been sent, please disregard this request for payment.

Thank you for making a difference in the lives of our students at the University of Windsor and for your continued and generous support of our student awards program.

Sincerely,

Krista Spagnuolo

Krista Spagnuolo
Development Assistant, Advancement Office



Date: April 10, 2025

To: Jason Bellaire, Chief of Police

From: Melissa Brindley, Director of Finance

Re: **2025 Windsor Police Service Public Sector Salary Disclosure (PSSD) for 2025**

The Public Sector Salary Disclosure Act (1996) (PSSD), commonly referred to as the “Sunshine List”, requires organizations, such as municipalities and boards, that receive public funding from the Province of Ontario to disclose annually the names, positions, salaries, and total taxable benefits of employees paid \$100,000 or more in a calendar year. This listing is made available annually to the public by **March 31** but can be released earlier.

Please find attached the 2025 PSSD listing of 2024 salaries for the Windsor Police Service. The document is sorted in alphabetical order as it was published.

For 2024 salaries, WPS has **480 employees** out of a total of 679 employees (71%) on the list compared to 416 in 2023, an increase of 64 employees. The net increase is mainly attributable to the settlement of the 2023-2026 Collective Bargaining Agreements with the Windsor Police Association which required retroactive payments to all members.

External/Contract Duty Paid

Of the 480 employees, 13 are included (3 for 2023) due to external/contract duty earnings. External/Contract duty earnings are a result of contract work which is recovered from external organizations. It is not salary earned for the performance of *regular* police duties.

Overtime Paid

Of the 480 employees, 19 are included (24 for 2023) due to **regular overtime** earnings.

Of the 480 employees, 27 employees are included (32 for 2023) due to **regular overtime and contract duty combined**. There are 28 employees on the list due to the total amount of **regular overtime, court overtime, and contract duty combined**.

Salary Levels

There are 12 employees disclosed that would not have been included based on salary alone. This group consists of two civilian special constables (Courts), nine 2nd Class constables, and one 3rd class constable that earned external/contract duty and/or overtime.

Conclusion

In conclusion, with 71% of the workforce included on the PSSD, the relevance of the \$100,000 reporting threshold should be examined. The PSSD Act has been in place since 1996 and the threshold has not been amended since this time. While the prescribed threshold may have been relevant at that time, inflationary salary increases over the past 29 years have made it less relevant today. For example, a \$100,000 salary at an average 2% inflationary increase would be approximately \$170,000 today. With a threshold of \$170,000 the list would contain 43 names compared to the current list of 480. While it is completely out of the control of the WPS; the PSSD should be amended to a more appropriate compensation level with annual indexing to account for inflationary increases. Such an amendment would modify the results of the report to generate more relevant data.

Respectfully,



Melissa Brindley B.Comm (Hons), CPA, CMA
Director of Finance

cc: D/C DeGraaf, D/C Crowley

Attachment: WPS Salary Disclosure Listing

Record of employees' 2024 salaries and benefits - employees seconded to ministries
Registre des traitements et avantages versés aux employés en 2024 - employés en détachement auprès d'un ministère

Cal Year / Année civile	Sector / Secteur	Employer / Employeur	Surname / Nom de famille	Given Name / Prénom	Position Title / Poste	Salary Paid / Traitement versé	Taxable Benefits / Avantages imposables
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Adair	Frederick	Constable	\$ 131,254.52	\$ 636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Adam	Angeline	Communicator	\$ 125,994.89	\$ 525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Adam	Matthew	Constable	\$ 124,530.10	\$ 593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Adamo	Taylor	Constable	\$ 104,914.11	\$ 966.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ahad	Georgeo	Constable	\$ 120,583.14	\$ 1,862.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ahmed	Akhiyar	Systems Analyst	\$ 125,090.69	\$ 605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ahmed	Danish	Constable	\$ 139,657.72	\$ 1,918.52
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Al-Jarousha	Amal	Communicator	\$ 130,911.37	\$ 370.89
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Allin	Matthew	Constable	\$ 112,934.55	\$ 875.95
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Al-Roubai	Ali	Constable	\$ 143,172.58	\$ 620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Amin	Scott	Staff Sergeant	\$ 170,290.05	\$ 753.63
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Anderson	Bryan	Auto Repair and Electronics Tech	\$ 105,699.29	\$ 531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Anglin	Warren	Constable	\$ 133,370.50	\$ 617.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Antal	Richard	Sergeant	\$ 145,805.15	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Antoun	Joe	Sergeant	\$ 143,613.46	\$ 689.94
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Aqrawi	Martin	Constable	\$ 103,344.37	\$ 387.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Armaly	Michael	Constable	\$ 141,252.82	\$ 601.56
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Armstrong	Cale	Constable	\$ 152,187.03	\$ 620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ashton	Shaun	Sergeant	\$ 160,131.62	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Asschert	Casey	Constable	\$ 150,111.20	\$ 593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Baker	Andrew	Sergeant	\$ 156,161.92	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bal	Deler	Sergeant	\$ 155,883.46	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Banwell	Brett	Constable	\$ 105,154.43	\$ 966.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bashura	Matthew	Constable	\$ 126,449.33	\$ 635.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bashura	Tamara	WSIB and Attendance Management Specialist	\$ 114,495.29	\$ 557.85
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bauer	Francis	Sergeant	\$ 145,969.24	\$ 1,811.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bellaire	Jason	Police Chief	\$ 288,152.01	\$ 15,693.84
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Beloulis	Robert JJ	Constable	\$ 119,137.26	\$ 837.73
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bennett	Rory	Constable	\$ 137,854.23	\$ 636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bennett	Scott JR	Constable	\$ 126,758.45	\$ 875.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bercovici	Ronald	Constable	\$ 129,521.17	\$ 636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Berek	Caelin PM	Constable	\$ 100,562.85	\$ 919.65
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bergeron	Monique	Constable	\$ 125,455.53	\$ 601.56
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Berry	Jeffrey	Constable	\$ 134,692.04	\$ 636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bhatia	Sam	Constable	\$ 178,293.87	\$ 649.78
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bircakovic	Alexi	Constable	\$ 151,779.37	\$ 793.68
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Birch	Stephanie	Sergeant	\$ 147,320.62	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bleyendaal	Kevin	Sergeant	\$ 159,311.12	\$ 542.32
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bohdal	David	Sergeant	\$ 146,602.50	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bohdal	Joseph	Constable	\$ 125,455.60	\$ 620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bonifero	Stephen	Constable	\$ 120,724.85	\$ 590.40
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Boudreau	Gary	Constable	\$ 145,481.01	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Boutros Gebrael	Paco	Constable	\$ 103,632.32	\$ 420.24
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brabant	Lilyan	Constable	\$ 118,588.21	\$ 835.88
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Braganza	Warren	Sergeant	\$ 148,341.13	\$ 697.26
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Breault	Ryan	Constable	\$ 158,858.48	\$ 601.56
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Bridge	Wayne	Constable	\$ 143,404.65	\$ 593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brindley	Melissa	Director Financial Services	\$ 190,566.04	\$ 913.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brisco	Lauren	Constable	\$ 132,633.27	\$ 620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brisco	Michael	Constable	\$ 131,474.12	\$ 620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brisco	Robert	Constable	\$ 164,481.37	\$ 620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brnardic	Steven	Sergeant	\$ 167,471.35	\$ 711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brooks	Mari-Tricia	Communicator	\$ 139,823.91	\$ 506.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brothers	Paul	Constable	\$ 136,161.44	\$ 636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brush	James	Manager Fleet and Logistics	\$ 129,233.07	\$ 570.84
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Brush	Sarah	Communicator	\$ 114,454.17	\$ 264.84
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Burany	Viktor	Constable	\$ 139,127.02	\$ 617.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Burt	Kenneth	Constable	\$ 167,691.18	\$ 636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cable	Melissa	Constable	\$ 118,324.37	\$ 919.65
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cady	Kimberley	Constable	\$ 127,832.60	\$ 580.26
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Caffarena	Brian	Staff Sergeant	\$ 169,656.09	\$ 792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Calce	Michael	Constable	\$ 106,048.06	\$ 620.64

2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Campbell	Charles	Staff Sergeant	\$	165,422.48	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Campo	Kenneth	Constable	\$	129,807.65	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Capel-Cure	Matthew	Sergeant	\$	147,637.52	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Caplin	Matt	Director of Technology Services	\$	190,314.82	\$	913.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Carbone	Marco	Sergeant	\$	158,906.96	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Caron	Jordan	Constable	\$	141,064.85	\$	3,507.81
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Celestino	John	Constable	\$	125,400.93	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cerio	Johnny	Emergency Vehicle Technician - Lead Hand	\$	113,201.82	\$	556.44
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Chafchak	Ahmad	Constable	\$	155,501.34	\$	596.65
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Chambers	Aaron	Constable	\$	140,780.64	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Chamko	Jennifer	Constable	\$	144,964.24	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Chandler	Bryce	Director Human Resources	\$	190,314.82	\$	913.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Chapman	Scott	Staff Sergeant	\$	171,957.33	\$	5,833.55
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Charlebois	Ryan	Constable	\$	146,181.53	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cincurak	Matthew	Constable	\$	109,386.36	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cipolla	Adriano	Sergeant	\$	159,542.41	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cipolla	Jessica	Supervisor Data Entry	\$	109,957.22	\$	456.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Coburn	Brandon	Constable	\$	142,870.22	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Coccimiglio	Jeffrey	Constable	\$	140,506.72	\$	885.78
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Coccimiglio	Jeffrey	Special Constable Detention	\$	110,762.47	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Connor	David	Sergeant	\$	162,158.07	\$	1,668.39
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Conte	Matthew	Constable	\$	124,418.93	\$	715.42
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cookson	Christopher	Constable	\$	130,324.94	\$	938.73
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Coppola	Cesidio	Special Constable Detention	\$	111,013.70	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Corrent	Dante	Constable	\$	128,805.70	\$	999.38
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Corrent	Jacob	Constable	\$	132,879.52	\$	835.88
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Coughlin	Ryan	Constable	\$	118,544.83	\$	919.65
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Coutinho	Darcy	Constable	\$	132,633.27	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cowan	Corey	Sergeant	\$	146,507.64	\$	697.26
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cox	Troy	Constable	\$	100,021.35	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crease	Justine	Constable	\$	145,211.44	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crevatin	Ryan	Constable	\$	141,397.75	\$	625.72
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Cribley	Kenneth	Inspector	\$	181,601.28	\$	872.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crichton	Garret	Constable	\$	122,179.94	\$	800.89
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crichton	Mitchell	Constable	\$	140,228.96	\$	583.13
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crosby	Jennifer	Inspector	\$	183,834.97	\$	872.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crossett	Andrew	Constable	\$	131,651.79	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crowley	Allison	Communicator	\$	116,478.21	\$	42.12
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crowley	Jason	Deputy Police Chief	\$	238,262.88	\$	11,284.15
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Crowley	Sandra	Coordinator of Facility and Research	\$	111,162.07	\$	556.44
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	D'Almonite	Robert	Sergeant	\$	160,452.15	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Dalpe	Jeffery	Constable	\$	132,647.51	\$	3,208.96
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Danby	Jeffrey	Constable	\$	137,563.13	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Davis	Matthew	Constable	\$	127,890.62	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Dearsley	Kenneth	Constable	\$	149,380.93	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	DeGraaf	Karel	Deputy Police Chief	\$	234,318.93	\$	10,054.05
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	DeHoop	Melissa	Constable	\$	133,231.88	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	DeJong	Jason	Constable	\$	133,009.78	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Delaney	Kyle	Constable	\$	152,346.77	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Deluca	David	Inspector	\$	184,162.58	\$	872.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Deneau	Christopher	Constable	\$	142,292.28	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Denomme	Nicole	Communicator	\$	122,781.17	\$	506.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Derus	David	Constable	\$	121,378.74	\$	580.86
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Di Franco	Anthony	Constable	\$	116,186.94	\$	875.95
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Di Pasquale	Samuel	Constable	\$	141,029.80	\$	618.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	DiCarlo	Paolo	Superintendent	\$	194,383.14	\$	927.14
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Diotte	Shawn	Sergeant	\$	145,960.59	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Dodd	Brendan JN	Superintendent	\$	148,849.46	\$	880.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Dominey	Bonnie	Constable	\$	139,437.79	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Donivan	Jeffrey	Constable	\$	135,732.32	\$	635.25
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Drouillard	Andrew	Sergeant	\$	147,716.56	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Drouillard	Chelsey	Constable	\$	138,972.36	\$	609.61
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Drummond	David	Constable	\$	152,342.49	\$	635.25
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ducharme	Gavin	Constable	\$	141,810.81	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ducharme	Lucas	Constable	\$	134,856.89	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Dupuis	Nicholaus	Constable	\$	131,221.71	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Durling	Robert	Sergeant	\$	152,892.51	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Durocher	Travis	Constable	\$	152,043.10	\$	577.57
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Eastman	Cheryl	Victim Assistance Coordinator	\$	105,699.29	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Edmond	Andrew	Constable	\$	133,854.09	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ellenberger	Joseph	Constable	\$	124,138.61	\$	593.58

2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Elmasri	Malek MM	Constable	\$	132,144.79	\$	598.29
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Faddoul	Joe	Staff Sergeant	\$	209,765.97	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fairlie	Marybeth	Communicator	\$	129,518.46	\$	524.40
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Falzetta	Luigi	Constable	\$	136,370.65	\$	1,016.22
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fanara	Antonino	Constable	\$	139,644.72	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fanella	Anthony	Sergeant	\$	145,942.14	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fasan-Bear	Carly	Communicator	\$	117,067.00	\$	434.59
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fawcett-Bice	Victoria	Communicator	\$	115,075.01	\$	389.67
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fazekas	James	Constable	\$	113,802.56	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Feghali	Fady	Sergeant	\$	151,374.92	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Felet	Meaghan	Constable	\$	101,165.55	\$	873.27
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fields	Evan	Constable	\$	102,993.72	\$	875.95
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Filippakis	Photios	Constable	\$	107,347.20	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Flemming	Lindsay	Constable	\$	139,989.15	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fontaine	Lauren	Constable	\$	113,583.92	\$	815.84
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fortune	Michael	Sergeant	\$	146,242.14	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Francoeur	Gary	Director Corporate Communications	\$	183,965.48	\$	866.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Franklin	Arjei	Sergeant	\$	159,949.10	\$	692.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Frederick	Albert	Sergeant	\$	149,406.01	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Fummerton	Jamie	Constable	\$	141,087.54	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gacanin	Peter	Sergeant	\$	157,174.83	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gagnon	Cealia	Constable	\$	130,115.17	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gajewski	Marcin	Constable	\$	159,188.65	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Garrett-Bural	Susan	Staff Sergeant	\$	168,990.60	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gatti	Emilie	Constable	\$	127,133.58	\$	811.07
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gazdig	Sean	Constable	\$	143,905.96	\$	615.87
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gebrael	Anthony	Constable	\$	149,798.31	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gendreau	James	Sergeant	\$	164,045.22	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	George	Andrea	Communicator	\$	136,720.77	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	George	Louie	Constable	\$	125,630.29	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gill	Surjeet	Constable	\$	126,564.33	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gillis	James	Constable	\$	129,472.29	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Girard	Christopher	Constable	\$	118,596.32	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Glowa	Steven	Communicator	\$	142,781.25	\$	370.89
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Godard	Ryan	Constable	\$	146,725.66	\$	853.85
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gordon	William	Constable	\$	142,700.32	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Goze	Darius	Sergeant	\$	156,284.16	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Gratton	Philippe	Constable	\$	124,460.21	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Grossett	Ronald	Constable	\$	132,681.67	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Grubisich	Christopher	Constable	\$	147,310.78	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Grundner	Gary	Constable	\$	134,113.49	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Guan	Liyu	Sergeant	\$	151,955.80	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Guarino	Matthew	Constable	\$	135,095.36	\$	728.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Guthrie	Robert	Special Constable Courts	\$	108,729.71	\$	-
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Haidar	Mohamad	Constable	\$	171,113.72	\$	833.81
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hallett	Robert	Sergeant	\$	150,825.51	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hamlin	Khrystie	Sergeant	\$	146,504.97	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hamlin	Raymond	Sergeant	\$	173,325.36	\$	1,449.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hanna	Robert	Constable	\$	175,394.46	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hardcastle	Chevonne	Constable	\$	122,550.32	\$	579.27
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Harmon	Luke	Sergeant	\$	154,270.60	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Harnois	Steven	Special Constable Detention	\$	102,834.21	\$	410.74
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Harris	Ashley	Constable	\$	132,670.73	\$	2,157.26
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Harris	Nathan	Sergeant	\$	147,144.37	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hartley	Anne Marie	Special Constable Detention	\$	112,997.81	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hartley	Larry	Constable	\$	139,779.99	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hayes	Bryan	Staff Sergeant	\$	168,791.23	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Henderson	Katrina	Constable	\$	135,054.44	\$	728.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Henderson	Ryan	Constable	\$	136,164.78	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hergott	Brendan	Constable	\$	121,478.36	\$	845.31
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hernandez	Agripino	Systems Analyst	\$	122,419.70	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hickson	Sean	Constable	\$	136,611.87	\$	683.92
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hill	Dawn	Director Information Services	\$	190,566.04	\$	913.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hillier	Matthew	Constable	\$	145,754.04	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hines	Joshua	Constable	\$	102,746.97	\$	456.32
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hodgins	William	Sergeant	\$	151,123.72	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hoeksma	Peter	Constable	\$	170,599.41	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Holmes	Tony	Constable	\$	157,544.16	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hool	Dawn	Supervisor Emergency 911	\$	134,849.03	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Horrobin	Barry	Director Planning and Physical	\$	191,806.30	\$	913.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Howard	Rosanna	Communicator	\$	134,252.77	\$	525.99

2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Howitt	Richard	Constable	\$	129,671.17	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hradowy	Michael	Constable	\$	149,689.34	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Humber	Keith	Sergeant	\$	149,249.29	\$	667.98
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hurst	Emily	Communicator	\$	118,658.44	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Hutchinson	Michael	Communicator	\$	130,318.43	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Iannetta	Daniel	Constable	\$	147,090.30	\$	875.95
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ilievski	Daniel	Sergeant	\$	144,448.92	\$	636.42
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ing	Duke DM	Staff Sergeant	\$	164,042.62	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jackson	Bianca	Constable	\$	126,568.62	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jackson	Michael	Constable	\$	136,139.39	\$	579.27
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jeffery	Scott	Inspector	\$	178,428.62	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jerant	Darko	Constable	\$	133,770.45	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Johns	Robert	Constable	\$	149,823.09	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Johnston	Michael	Constable	\$	141,978.56	\$	683.92
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jones	Raelle	Communicator	\$	122,846.68	\$	1,000.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jones	Ryan	Constable	\$	147,925.91	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jones	Sean	Constable	\$	134,178.03	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Judson	Craig	Sergeant	\$	173,240.82	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Jurlij	Michael	Constable	\$	180,254.41	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	KARAM	JOHN	Constable	\$	142,855.59	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Karhani	Ali	Constable	\$	210,168.77	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Karpenko	Adam	Constable	\$	125,877.65	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kaufmann	Kyle	Constable	\$	120,097.79	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kellam	David	Sergeant	\$	146,075.22	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Keo	Johnny	Constable	\$	115,254.81	\$	875.95
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Khalaf	Matthew	Constable	\$	137,479.68	\$	602.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Khoury	Jacqueline	Staff Sergeant	\$	156,722.29	\$	766.28
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kigar	Nicholas	Communicator	\$	121,765.57	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kish-Lewis	Melanie	Executive Assistant to the Chief	\$	106,521.43	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Klingbyle	Tracy	Supervisor Emergency 911	\$	124,471.68	\$	641.33
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kloppenburg	Mark	Constable	\$	141,518.27	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Knudsen	Nicholas	Constable	\$	141,356.79	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kolody	Phillip	Constable	\$	151,882.50	\$	2,133.06
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Koutros	Michelle	Stores Manager	\$	112,654.12	\$	556.44
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kovacevic	Ljubomir	Constable	\$	133,738.31	\$	618.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kowalczykowski	Dariusz	Constable	\$	144,855.24	\$	1,536.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kumar	Vishal	Constable	\$	141,817.56	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Kurek	Andrew	Constable	\$	140,075.99	\$	6,321.42
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lamantia	Debra	Special Constable Detention	\$	107,905.59	\$	1,068.24
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lamont	Deanna	Constable	\$	137,297.91	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Langlois	Adam	Constable	\$	151,680.60	\$	1,027.26
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lapain	Michael	Constable	\$	131,486.49	\$	602.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lapierre-Layne	Jordan	Constable	\$	124,530.82	\$	845.31
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Larocque	Ashley	Constable	\$	120,867.83	\$	613.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	LaSorda	John	Constable	\$	146,776.95	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lauzon	Kristofor	Constable	\$	151,150.61	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Law	David	Communicator	\$	130,877.38	\$	520.68
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lawrence	Jill	Superintendent	\$	205,571.07	\$	953.22
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Le	Phong BT	Sergeant	\$	170,104.36	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Leardi	William	Constable	\$	132,763.15	\$	635.96
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	LeBlanc	Paul	Constable	\$	129,484.55	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Leffelhoc	Kaitlyne	Constable	\$	121,518.04	\$	628.69
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lefler	Lucas	Constable	\$	158,674.79	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Legaspi	Oscar	Constable	\$	131,882.79	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lembke	Mark	Constable	\$	139,928.34	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lemire	Jason	Constable	\$	135,492.49	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Leonard	Julia	Communicator	\$	111,297.60	\$	365.34
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Levack	Warren	Sergeant	\$	158,233.80	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lewis	Robert	Constable	\$	135,536.49	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lewis-Graham	Summer	Constable	\$	113,727.23	\$	437.24
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Liu	David	Constable	\$	142,089.42	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Liu	Maria	Constable	\$	122,230.65	\$	601.56
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Loebach	Derek JM	Constable	\$	122,466.07	\$	593.78
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lofthouse	Jessica	Communicator	\$	119,388.86	\$	501.63
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Long	Nicholas	Constable	\$	125,890.92	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lulic	Diana	Constable	\$	137,017.45	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lulic	Izidor	Sergeant	\$	149,091.46	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lundie	Alison	Constable	\$	130,953.35	\$	580.26
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lyle	Braeden	Constable	\$	162,777.34	\$	728.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Lyons	Alexander	Constable	\$	131,760.58	\$	2,018.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	MacDougall	John	Sergeant	\$	184,038.42	\$	711.90

2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	MacInnes	Shona	Special Constable Courts	\$	101,042.71	\$	434.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	MacIntyre	Christopher	Constable	\$	142,182.04	\$	2,835.25
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	MacKenzie	Sandra	Supervisor Emergency 911	\$	129,378.96	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	MacKinnon	Conner	Constable	\$	130,320.10	\$	506.88
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Magliaro	Cory	Constable	\$	128,792.63	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Mailloux	Ian	Constable	\$	121,362.01	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Manherz	Samantha	Constable	\$	130,885.27	\$	781.81
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Manley	Christopher	Constable	\$	132,936.60	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Marcinko	Kylee	Communicator	\$	120,239.76	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Martin	Alexander	Systems Analyst	\$	122,287.25	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Martin	Sean	Constable	\$	133,900.31	\$	2,608.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Massey	Rae-Lynn	Constable	\$	130,638.35	\$	781.81
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Mather	Shawn	Constable	\$	147,924.56	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Maziak	Paul	Sergeant	\$	147,627.98	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McFadden	Leah	Sergeant	\$	167,105.33	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McFadden	Sean	Systems Analyst	\$	124,336.98	\$	586.68
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McGhee	Jacob	Constable	\$	140,054.07	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McKee	Daniel	Sergeant	\$	155,242.77	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McLaughlin	Scott	Constable	\$	132,959.01	\$	618.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McMahon	John	Sergeant	\$	149,829.14	\$	8,850.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McPhedran	Tyler	Constable	\$	143,216.80	\$	1,223.27
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	McPhee	Heather	Constable	\$	125,455.53	\$	601.56
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Medeiros	Misty DM	Constable	\$	136,084.25	\$	2,507.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Meloche	Jessica	Constable	\$	150,588.90	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Meloche	Kenneth	Constable	\$	126,236.23	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Meloche	Sandra	Constable	\$	126,650.63	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Menzel	Michael	Criminal Intelligence Analyst	\$	108,920.82	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Merlo	Daniel	Constable	\$	131,068.60	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Michaelis	David	Special Constable Detention	\$	109,364.41	\$	494.10
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Miller	Travis	Constable	\$	121,539.98	\$	579.27
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Millman	Tyler	Constable	\$	164,421.10	\$	2,470.93
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Mitchell	Christopher	Constable	\$	130,673.90	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Mombourquette Jr.	Peter	Constable	\$	137,525.59	\$	617.46
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Montigny	Lance	Constable	\$	126,463.23	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Mordus	Stephanie	Communicator	\$	149,021.79	\$	469.71
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Morencie	Matthew	Constable	\$	132,462.05	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Morgan	Roberta	Supervisor Canadian Police Information Centre Charge Process	\$	111,807.85	\$	519.24
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Morrison	Justin	Constable	\$	143,010.92	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Mosher	Peter	Constable	\$	135,940.14	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Moynahan	Johnathon	Constable	\$	150,835.28	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Mroue	Mouhamad	Constable	\$	159,531.64	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Murphy	Marc	Inspector	\$	183,501.29	\$	872.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Naklie	Aaron	Sergeant	\$	148,546.22	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Naklie	Bridget	Communicator	\$	122,039.04	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Naklie	Christopher	Special Constable Detention	\$	111,943.18	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Naklie	Jennifer	Supervisor Emergency 911	\$	124,768.13	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Natyshak	Natalya	Constable	\$	130,507.62	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Nichol	Scott	Constable	\$	147,767.20	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Nicholas	Tristen	Constable	\$	103,108.41	\$	401.16
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Nickleson	Sean	Constable	\$	150,739.45	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Nohra	Erica	Communicator	\$	139,589.88	\$	506.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Nosella	Anthony	Sergeant	\$	153,150.84	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Novak	Edward	Staff Sergeant	\$	202,127.22	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Nurmi	Derek	Sergeant	\$	157,363.08	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Nyamadi	Abraham	Constable	\$	110,100.44	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ouimet	Yvonne	Sergeant	\$	145,742.14	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Owen	Steven	Sergeant	\$	146,736.08	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Palmer	Drew	Constable	\$	133,844.42	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Papic	Michele	Supervisor Emergency 911	\$	122,287.25	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Parent	Keri	Constable	\$	126,608.49	\$	631.66
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pastorius	Patti	Staff Sergeant	\$	174,511.50	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Paterson	Michael	Staff Sergeant	\$	167,959.83	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Paterson	Paul	Sergeant	\$	156,503.90	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Patterson	Sean	Constable	\$	139,755.51	\$	626.08
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Paulin	Hugh	Constable	\$	146,399.73	\$	891.22
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pelaccia	Michelle	Sergeant	\$	151,125.92	\$	664.32
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Peladeau	Philippe	Constable	\$	142,084.15	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Peltier	Christopher	Constable	\$	129,871.03	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Penner	Heinrich	Constable	\$	170,298.15	\$	623.36
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Perioris	Nick	Constable	\$	144,907.66	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Perreault	David	Constable	\$	143,420.83	\$	620.64

2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Petrilli	Antonio	Manager Technology Services	\$	140,904.35	\$	689.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Petrozzi	Kyle	Systems Analyst	\$	122,551.72	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Phillon	Christopher	Constable	\$	141,600.80	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Philpott	Gordon	Systems Analyst	\$	131,133.48	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pickford	Austin	Constable	\$	165,328.43	\$	582.45
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pierce	Robert	Constable	\$	157,891.16	\$	829.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pizzala	Ryan	Constable	\$	131,043.70	\$	1,185.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Plaek Deng	Arop	Constable	\$	102,472.94	\$	875.95
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pocock	Jeff	Sergeant	\$	172,525.23	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Polachok	David	Sergeant	\$	145,742.14	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pope	Brian	Constable	\$	130,778.55	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Potvin	Aidan	Constable	\$	148,546.38	\$	609.61
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Price	Kenneth	Staff Sergeant	\$	165,659.11	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Prince	Douglas	Sergeant	\$	160,191.89	\$	692.82
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Pugliese	Natalina	Constable	\$	128,754.08	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Querbach	Eric	Constable	\$	130,239.39	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rafuse	Joseph	Staff Sergeant	\$	164,812.21	\$	1,729.49
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Randall	Andrew	Inspector	\$	195,780.64	\$	872.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rankin	Cody	Constable	\$	112,400.80	\$	387.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rebich	Lucas	Constable	\$	129,630.76	\$	835.88
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Renaud	Christopher	Constable	\$	138,543.06	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Renaud	Shane	Constable	\$	131,737.41	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Repko	David	Constable	\$	131,662.54	\$	599.34
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Repsys	Adam	Constable	\$	126,223.66	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rettig	Michael	Constable	\$	139,096.24	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rettig	Steven	Constable	\$	146,143.38	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Revenberg	Elena	Constable	\$	150,474.28	\$	900.70
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rhoads	Sean	Constable	\$	127,807.79	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rice	Kent	President	\$	181,848.29	\$	872.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Richardson	Sean	Constable	\$	138,138.68	\$	611.10
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rivett	Brad	Constable	\$	135,866.30	\$	626.08
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Roberts	Ian	Constable	\$	104,478.48	\$	919.65
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Roberts	Scott	Sergeant	\$	187,543.45	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Roberts-Luxford	Chyanne	Communicator	\$	102,007.04	\$	-
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rocheleau	T.J.	Constable	\$	148,086.34	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Roland	Connor	Constable	\$	130,395.13	\$	596.65
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Rundle	Chad	Constable	\$	139,481.61	\$	3,631.32
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Ryan	Patrick	Constable	\$	131,462.42	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Salinitri	David	Constable	\$	129,161.18	\$	732.68
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Salloum	Anthony	Constable	\$	163,640.44	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sallows	Andrew	Constable	\$	135,973.99	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Salmon	Rylan	Constable	\$	153,250.65	\$	577.57
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sander	Shaun	Constable	\$	125,013.47	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sarkis	Marcel	Constable	\$	157,528.19	\$	635.25
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sasso	Charles	Sergeant	\$	165,751.93	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Saul	John	Constable	\$	128,721.70	\$	520.66
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sbrocca	Laura	Communicator	\$	137,369.92	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Schweyer	Gregory	Emergency Vehicle Technician - Lead Hand	\$	114,910.73	\$	556.44
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Scott	Duncan JR	Constable	\$	156,682.60	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Scott	Kandice	Constable	\$	132,510.78	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Scuderi	Ceceilya	Constable	\$	118,021.09	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Seguin	Gregory	Constable	\$	135,940.74	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Severin	Brett	Constable	\$	135,960.39	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Severin	Hillary	Communicator	\$	136,566.75	\$	506.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Shaw	Christopher	Sergeant	\$	163,491.03	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Shaw	Kyle	Constable	\$	129,564.98	\$	614.38
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Shepley	Jessica	Constable	\$	135,047.01	\$	1,116.12
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sieberer	Richard	Staff Sergeant	\$	165,436.19	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sirola	Matthew	Sergeant	\$	148,082.68	\$	689.94
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Skrba	Bojan	Constable	\$	140,257.58	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Smith	Darren	Constable	\$	132,617.81	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Smith	Joshua FA	Constable	\$	125,320.79	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Smith	Laura	Director Emergency 911 Centre	\$	190,566.04	\$	913.20
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Smith	Rosanna	Identification and Fingerprint Technician	\$	105,699.29	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Snyder	Bradley	Constable	\$	128,646.84	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Snyder	Trevor	Constable	\$	136,670.03	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sobieraj	Jennifer	Supervisor Special Constable	\$	131,336.43	\$	646.68
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sonier	James	Sergeant	\$	145,742.14	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Soufane	Jesse	Constable	\$	131,392.01	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Spinarsky	Adam	Constable	\$	143,606.95	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sprague	Scott	Constable	\$	145,028.13	\$	620.64

2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Spratt	Ericka AA	Constable	\$	129,186.82	\$	577.57
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Spratt	Randall	Constable	\$	159,013.30	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Stannard	Kristina	Sergeant	\$	145,742.14	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Stevenson	Emily	Constable	\$	102,279.89	\$	966.91
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Stocker	Kirk	Auto Repair and Electronics Tech	\$	105,559.82	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Stortz	Edward	Constable	\$	154,908.71	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Stramacchia	Domenic	Constable	\$	139,480.71	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Suthers	Anne KM	Constable	\$	121,409.00	\$	609.61
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Sweet	Ajay	Constable	\$	174,355.44	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Swystun	Tracy	Constable	\$	139,511.33	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tait	Stuart	Constable	\$	145,264.44	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Talbot	Timothy	Constable	\$	137,277.57	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tarabay	Rebecca	Constable	\$	139,548.01	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Taylor	Jeffery	Staff Sergeant	\$	165,863.81	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Taylor	Melissa	Sergeant	\$	146,359.58	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tennant	Shannon	Sergeant	\$	153,802.18	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tennent	David	Staff Sergeant	\$	176,708.86	\$	792.00
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Theriault	Jeffrey	Constable	\$	125,547.28	\$	628.69
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Thomas	Kevin	Constable	\$	149,081.12	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Thompson	Heath	Sergeant	\$	160,929.62	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Thompson	Jordyn	Constable	\$	131,989.94	\$	835.88
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tokarcik	Cody	Communicator	\$	136,983.54	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tomasian	Andre	Special Constable Detention	\$	111,183.63	\$	40.11
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tremblay	Jeffery	Constable	\$	128,681.25	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tremblay	Marc	Constable	\$	135,234.38	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tse	Samson	Business Solutions - Unit Manager	\$	142,523.00	\$	689.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Tucker	Steven	Constable	\$	141,441.46	\$	2,217.77
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Turkalj	Mark	Constable	\$	143,600.08	\$	628.69
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Turner	Gregg	Constable	\$	142,793.03	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Turner	Jillian	Communicator	\$	105,161.20	\$	200.55
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Turner	Lauren	Communicator	\$	110,438.51	\$	-
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Turner	Mark	Special Constable Detention	\$	112,221.58	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Vansickle	Taylor	Constable	\$	148,405.75	\$	580.86
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Vickerman	Amanda	Communicator	\$	119,885.57	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Vincent	Nicholas	Constable	\$	170,390.52	\$	574.50
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Vitale-Ricciotti	Lisa	Special Constable Detention	\$	114,369.41	\$	531.30
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Vivier	Troy	Constable	\$	191,803.11	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Vuckovic	Sinisa	Constable	\$	145,214.86	\$	593.78
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Welker	Melissa	Communicator	\$	121,734.94	\$	525.99
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Wemyss	Colin	Constable	\$	143,355.16	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Werstein	Christopher	Inspector	\$	183,682.13	\$	853.32
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	White	Jane	Communicator	\$	145,477.07	\$	488.79
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Whited	Lindon ST	Constable	\$	131,232.13	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Wiley	William	Constable	\$	136,845.37	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Williams	Gary	Sergeant	\$	159,823.12	\$	711.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Willson	Eric	Constable	\$	134,363.42	\$	602.90
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Wilson	Chad	Communicator	\$	107,045.06	\$	378.06
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Wilson	Patrick	Constable	\$	133,976.23	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Wilson	Robert DI	Inspector	\$	185,892.22	\$	846.88
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Wintemute	Jake	Constable	\$	142,983.22	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Winter	Kieran	Constable	\$	142,453.03	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Wojdylo	Patrick	Constable	\$	135,270.06	\$	614.38
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Woods	Jon-Michael	Constable	\$	136,540.51	\$	636.54
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Xie	Jin	Systems Analyst	\$	123,350.66	\$	605.76
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Yacoub	Andrew	Constable	\$	137,946.34	\$	593.58
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Yan	Alan	Constable	\$	134,672.93	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Young	Adam	Sergeant	\$	142,720.08	\$	687.78
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Young	Harrison	Constable	\$	143,815.54	\$	1,502.93
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Young	Kirk	Constable	\$	154,183.96	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Young	Maggie	Constable	\$	141,471.91	\$	583.82
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Zeleny	Daniel FM	Constable	\$	142,644.53	\$	638.44
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Zimmerman	Don	Constable	\$	143,959.49	\$	620.64
2024	Municipalities & Services / Municipalités et services	City of Windsor Police Services	Zuiderveen	Michael	Constable	\$	140,730.38	\$	857.43

COMMITTEE APPOINTMENTS

- **Human Resources Committee**
- **Cyber Security Committee**
- **Chief of Police Recruitment Committee**



Date: May 14, 2025

To: Chair and Members of the Police Service Board

From: Deputy Chief Karel DeGraaf

Re: City of Windsor Asset Management Plan

Dear Chair and Members of the Board,

Please see the attached City of Windsor Asset Management Plan Report.

Sincerely,

A handwritten signature in dark ink, appearing to read "K.A. De Graaf". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Karel DeGraaf
Deputy Chief Operational Support
Windsor Police Service

Attachment: Asset Management Plan



**WINDSOR
POLICE
SERVICE**

Corporaate Services

Planning and Physical Resources Director B. Horrobin
Technology Services Director M. Caplin
Information Services Director D. Hill

MEMORANDUM

Date: May 9th, 2025

To: Deputy Chief Karel Degraaf

Cc: Melissa Brindley – Director of Finance

From: Barry Horrobin, Director of Planning & Physical Resources

Re: Ongoing Maintenance Compliance with Legislatively Mandated Asset Management Plans (AMP) Required of Every Municipality

Further to the previous update to the Windsor Police Service Board in June 2024 on the matter of asset management planning compliance, I would hereby like to update yourself and the board on the status of this legislative requirement.

By way of a quick synopsis, a detailed asset management plan report was completed in 2024, culminating several months of work involving a number of key WPS staff working alongside the City's AMP project team. The result was a comprehensive, long-term plan that meets all legislative requirements, most notably those pertaining to the WPS.

For 2025, a full re-write of the plan is not necessary and instead a summative review is all that is required, which will form part of a larger municipal report to be considered by City Council at their June 9th, 2025, meeting. A full revisitation and re-writing of the plan will next occur in 2029 and will comprehensively re-examine all applicable information/data within the four major AMP category work units, namely: 1] Facilities, 2] Fleet, 3] Information Technology infrastructure, and 4] Specialized Police Equipment. Additionally, the corporate radio system (which is a City of Windsor asset we have direct use of and manage administratively) will also be included.

For this year's summative review, Director M. Brindley and myself, along with Coordinator of Facility and Research Projects, S. Crowley engaged with the City's AMP staff to complete the required review for 2025. The report arising from this review is attached for reference.

Respectfully,

Barry Horrobin,
Director of Planning & Physical Resources
WINDSOR POLICE SERVICE



12 City of Windsor Police Services

1.1 Current State of the Infrastructure for the Asset Portfolio

2024 Replacement Value

\$197.8M

2024 AMP
Average Asset
Condition

Good

2024 AMP CRV in
'Good to Very Good'
Condition

95.7%

The City of Windsor Police Services (WPS) are essential to the City's residents' safety and well-being. The WPS infrastructure assets deliver the following services:

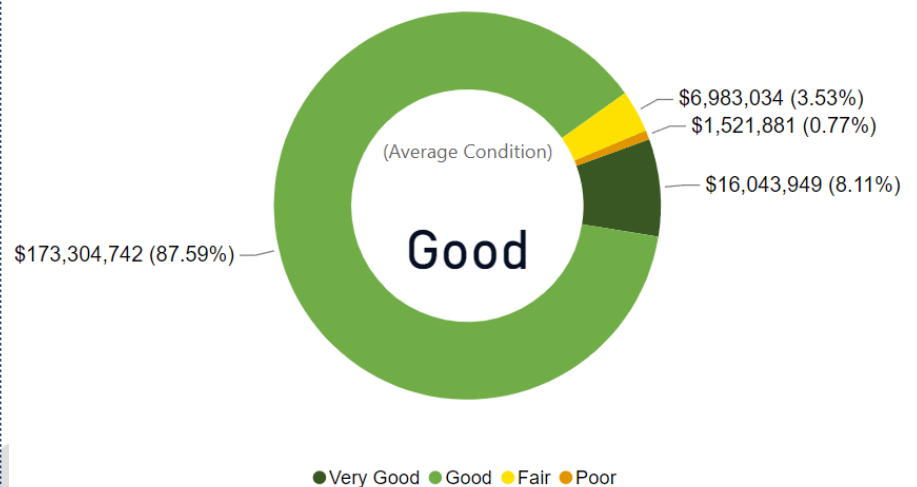
Facilities: providing essential workspaces for WPS Staff to carry out their duties efficiently and effectively, while creating a welcoming physical space where members of the public can interact and engage with WPS Staff.

Equipment: providing necessary and specialized equipment required for enabling WPS to deliver legislatively mandated public safety services to City's residents.

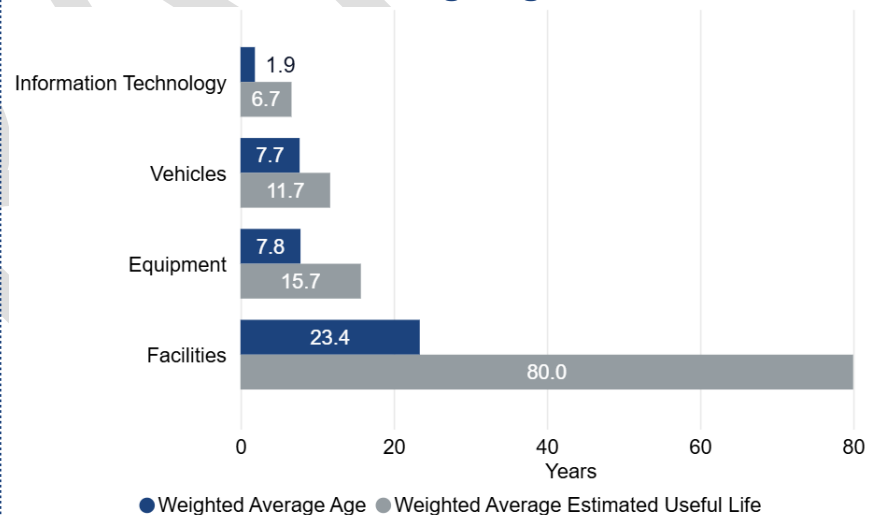
Vehicles: integral to supporting public safety operations, emergency response, and a prevention-oriented presence in the community.

Information Technology: provides key support for all emergency response and disaster management activities, communication, data analysis, and resource allocation.

Asset Condition Profile based on CRV



Average Age



Infrastructure Gap & Anticipated Growth

Average Annual
Infrastructure Gap
to Maintain Current
Level of Service

\$3.2M

Average Annual
Infrastructure Gap
for Proposed Level
of Service

\$3.2M

Average Annual
Capital Growth
Expenditures

\$88K

1.2 Levels of Service

The levels of service information in this section are based on the data brought forward under the approved City of Windsor Police Services 2024 Asset Management Plan (WPS 2024 AMP). This section will discuss two distinct types of levels of service metrics - the Current Levels of Service (CLOS) metrics which represent how the portfolio's infrastructure assets are performing today; and the Proposed Levels of Service (PLOS) metrics which represent a desired future performance goal that the City feels are appropriate in consideration of affordability, achievability, sustainability, and risk to the levels of service provided by the assets.

1.2.1 Level of Service Statement

City of Windsor Police Services ensure that all police infrastructure assets are maintained and managed to support operational effectiveness, public safety, and the delivery of high-quality policing services to the community.

1.2.2 Current Levels of Service

Level of Service (LOS) metrics are a key component of the City's Asset Management Program, enabling the assessment of performance, identification of improvement areas, and informed decision making to better serve the community while optimizing resources and supporting accountability and transparency. O. Reg. 588/17 mandates the understanding of CLOS and the development of PLOS.

Under the WPS 2024 AMP, the current performance for fourteen LOS metrics that were developed by key staff responsible for assets in the WPS's infrastructure asset portfolio. For full details on the development of the 2024 AMP LOS metrics, refer to Appendix A, Section 1.2, of the WPS 2024 AMP. These internally defined metrics provide valuable insight into the current performance of their associated assets, support the LOS they provide, and will continue to be monitored as supporting Key Performance Indicator (KPI) metrics for this asset portfolio. While proposed targets are not required to be set for KPI metrics, they do provide valuable information and insight into the efficacy of the strategies being implemented to support the asset portfolio's PLOS metric being brought forward under this 2025 AMP. The current performance for all KPIs (see Appendix G, Table G-11) will be reported annually and should be taken into consideration when setting future PLOS targets.

1.2.3 Methodology of Establishing the Proposed Levels of Service

The PLOS are long-term targets that serve as performance goals, designed to align services with community expectations and corporate priorities while minimizing risk and long-term costs. In order to clearly understand the impact in establishing PLOS targets, a thorough review of the original work done to develop the initial LOS completed under the WPS 2024 AMP was undertaken. The lifecycle scenarios which modeled cost of condition over a 20-year forecast period, include:

- Scenario 1: Current Funding modeled the condition of the assets over the forecast period should the asset portfolio continue to be funded as planned in the City's approved 2024 10-year capital budget.

- Scenario 2: Maintain Current Performance (CLOS) modeled the cost over the forecast period to maintain the asset portfolio's current (2024 AMP) condition.
- Scenario 3: Infrastructure Needs as Per Lifecycle Strategies modeled the cost over the forecast period to perform the planned rehabilitation, renewal and replacements as scheduled per the lifecycle strategy model developed for each sub-segment of the asset portfolio.

For full details on the development of these scenarios, refer to section 1.3 and Section 1.4 of the WPS 2024 AMP.

WPS is using the same Level of Service (LOS) metric as the City to closely align with the City's approach in analysing the forecasted model results, known as the 'Average Overall Asset Condition Weighted by CRV', which is calculated by weighting the average condition of all assets in the portfolio by their replacement value over the forecast period. This approach smooths out annual fluctuations in condition, providing a more accurate representation of the assets' long-term outlook. Through the condition profiles provided in this report, expected peaks and valleys in asset condition are representative of assets going through their typical lifecycle stages ('Very Good' at the beginning of life, and 'Very Poor' near the end of life).

All LOS and KPI metrics established in this 2025 report will be captured and reported annually to provide updates on the current status of asset performance. Over time, this will provide a data set from which the WPS will be able to identify performance trends across the asset portfolio. The WPS intends to conduct a full assessment of the PLOS targets in the years leading up to the next regulated publication of the Asset Management Plan, which is currently mandated for every 5 years. Regular review and monitoring of both the PLOS targets and related KPI metrics will help to ensure that appropriate asset management practices are being implemented and followed in an effort to meet stated service needs.

The LCM scenarios, the LOS metrics, and the KPI metrics were taken into account when establishing the PLOS metric with consideration given to the risks affecting long-term sustainability, as outlined below.

1.2.3.1 Assessing Risks Associated with PLOS Options to Long Term Sustainability

Using the information provided in the afore-mentioned scenarios, an assessment of risk, asset performance, financial impact, level of sustainability and alternate life cycle activities that could (or would) need to be undertaken was developed in order to achieve a level of service that was: (1) reduced, (2) maintained, or (3) increased when compared to the current level of service offered by WPS's infrastructure assets was explored. The results are summarized in Table 1-1. The data was assessed in its totality, with further consideration given to the City's ability to support internal process changes as well as financial and non-financial strategies to support the PLOS targets that were ultimately set in this workshop. The identification and assessment of the scenario risks noted below played a critical role in the assessment of both CLOS and in the establishing of PLOS for this portfolio.

Table 1-1. City of Windsor Police Services – Risk Assessment of the Level of Service Scenarios

Risks of Reducing CLOS (Scenario 1)	Risks of Maintaining CLOS (Scenario 2)	Risks of Increasing CLOS (Scenario 3)
<ul style="list-style-type: none"> • Potential loss in services provided to residents and communities or other agencies • Increased service disruption due to decreasing asset conditions • Increased risk to public health and safety due to potential decrease in services • Increased risk of not meeting regulations • Increased risk of litigation • Reputational risks to the City • Inability to keep up with growth or to meet capacity needs • Increased risk of higher operational costs to keep assets operational as asset conditions decrease • Higher than anticipated costs for reactionary maintenance • Higher future costs (inflation, etc.) 	<ul style="list-style-type: none"> • Similar risks as Reducing CLOS, but to a lesser degree • Remaining in Reactionary vs. Planned Maintenance and Rehab/Replacement activities • May not be most cost effective in the long-term • High difficulty of forecasting for IT assets, may be understated due to constantly changing landscape in IT infrastructure 	<ul style="list-style-type: none"> • Increased short term cost to the tax/rate payer • Staff/operational needs are required to implement the increase • High difficulty of forecasting for IT assets, may be understated due to constantly changing landscape in IT infrastructure

1.2.3.2 Proposed Levels of Service (Scenario 4)

In establishing the PLOS target for the WPS portfolio, a fourth Scenario was developed to model the estimated costs required to support select renewal, rehabilitation and replacement lifecycle activities. This analysis included an assessment of the forecast models from Scenarios 1, 2, and 3 against the variance in associated risk identified by staff and Subject Matter Experts. The impact to the condition of the WPS infrastructure assets under this scenario is provided in Figure 1-1, which compares the condition of the assets in the WPS Current Funding Scenario (Scenario 1) that was brought forward

under the WPS 2024 AMP to the expected condition under the PLOS (Scenario 4). The PLOS scenario (Scenario 4) provides an average percent of assets (based on CRV) of 40% in ‘Good to Very Good’ condition over the 20-year forecast, in comparison to 36% under the Current Funding Scenario (Scenario 1).

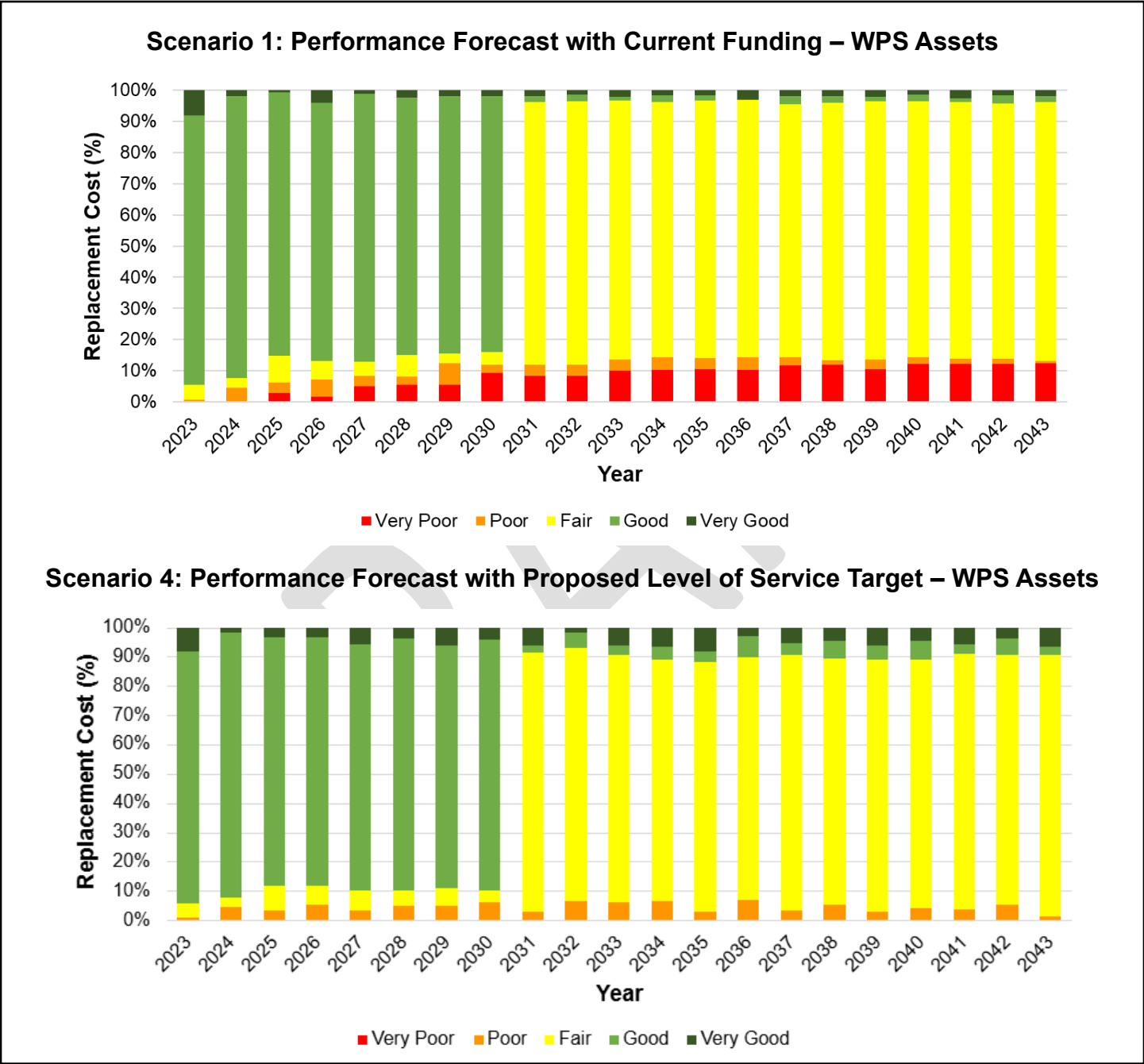


Figure 1-1. City of Windsor Police Services – Scenario Comparison (Condition)

Both scenarios see a large portion of the replacement value of assets drop into ‘Fair’ condition in year 2031, this significant change in the overall condition of this portfolio is driven by the Facilities, which represents the largest portion of the total CRV of the Police Services assets. Since Facilities assets are currently modeled at a single-asset level, the overall condition profile modeled over the forecast

should be considered cautiously as the Facilities data is based on only average data confidence levels due to the lack of data granularity available for Facilities infrastructure assets. The resulting modeled forecast shows large jumps in condition which reflects the entire facility asset moving from one condition state to another. Building Condition Assessment (BCA) information at the component-level (HVAC, Roof, Electrical Systems, etc.) for WPS Facilities are required for the condition of these infrastructure assets to be re-modeled at the component level, which will significantly increase the data confidence for these assets and is expected to impact the portfolio’s forecasted condition results.

1.2.4 Proposed Level of Service Targets

When taking into consideration the overall current asset condition and CLOS, along with the risks associated with the various LOS scenarios, and the consideration of the effect of the Facilities on the model, the PLOS chosen for the WPS infrastructure assets is to maintain an average asset condition of ‘Good’, which is achieved in Scenario 4. CLOS and PLOS values are captured for this metric in Table 1-2.

Table 1-2. City of Windsor Police Services – Corporate Levels of Service

LOS: Metric Description	Current (2024) Performance (CLOS)	Proposed Target (PLOS)	Proposed Change
Average Asset Condition weighted by CRV for Police Services Infrastructure Assets	Good	Good	MAINTAIN

1.2.5 The Average Annual Funding Gap Required to Achieve the PLOS

The Average Annual Funding Gap Required to Achieve the PLOS is calculated by comparing the forecasted total lifecycle activity costs under the PLOS Scenario (Scenario 4) against the Current Funding (Scenario 1). Similar to the analysis prepared in the WPS 2024 AMP, the gap also considers Outstanding Infrastructure Needs in its calculation, which was included in the 2024 expenditure amount. Outstanding Infrastructure Needs represent the outstanding renewal, rehabilitation and replacement activities that have been identified and deemed necessary but have not yet been completed due to budget constraints and other limitations.

The recommended PLOS scenario shows an average annual funding gap of \$3.2M, incremental to the approved funding provided for in the 2024 10-year Capital Plan, would be required to maintain overall asset condition as ‘Good’ and would see the percentage of assets in ‘Good to Very Good’ condition increase by 4%. The breakdown of asset condition under the Current Funding Scenario and PLOS Scenario and the associated investments is shown in Table 1-3.

Table 1-3. City of Windsor Police Services – Scenario Comparison Data

Scenario Data	Current Funding (Scenario 1)	PLOS (Scenario 4)
Average Annual Budget of the Scenario	\$105,919,204	\$109,136,148
Average Percent of Assets in 'Good to Very Good' Condition (Based on CRV) over the 20-year Scenario	36%	40%
Average Annual Funding Gap Required to Achieve the PLOS	-	\$3,216,944

1.3 PLOS Infrastructure Gap Considerations

Administration conducted an impact analysis of the anticipated funding sources that may be leveraged to address the PLOS funding gap for WPS infrastructure assets. Key aspects that were considered when determining an appropriate PLOS target for this asset portfolio that balances affordability and achievability included:

- As discussed above, due to the lack of component-level data for the Facilities assets, the overall condition profile modeled over the forecast should be considered cautiously.

The Financial Strategy (Section **Error! Reference source not found.**) addresses the funding gap for WPS assets, consolidated with all asset categories. It identifies potential solutions for the City to bridge this gap and ensure long-term financial sustainability. A key recommendation is to gradually increase financial contributions to these assets over time. In parallel, the City should pursue non-financial strategies which include the implementation of asset management best practices, improved lifecycle management, and annual reviews of service level targets to prevent the gap from widening further. These recommendations can be reviewed in Section 12.3.1.

Failure to address the funding gap in a timely manner will lead to increasingly severe consequences, such as reduced service levels, higher future costs, and the accelerated decline of critical infrastructure. Proactive planning and a balanced approach between financial investment and operational efficiency are essential to mitigating these risks.

1.3.1 Risk Mitigation Strategies

The City is required by O. Reg. 588/17 to outline how the risks associated with not performing the lifecycle activities identified in the proposed level of service scenario will be managed. As noted, continuing to fund assets at the current level presents inherent risks. However, WPS have been proactively mitigating the impacts of the infrastructure gap through various strategies. For WPS infrastructure assets, risks are mitigated using the following strategies:

- Condition assessments/improved data to understand needs and help prioritize expenditures
- Prioritize assets based on highest risk
- Improved preventative maintenance to extend life

- Redundancies to high risk/priority assets
- Keeping spares as backup
- Leverage reserves and trying to save appropriate funds for future needs
- Training of staff to improve decision making
- Work tracking and analyzing trends to improve decision making
- New technologies - to improve decision making (AI), new systems, etc. - to also automate alerts to issues so they are addressed sooner before becoming a bigger problem

By prioritizing these strategies, WPS continues to mitigate risks related to the infrastructure gap. While efforts are ongoing to address the funding gap, these strategies will be continuously implemented and refined to manage the risks of not achieving the PLOS. WPS plans to implement an asset risk strategy to improve prioritization across asset categories, ensuring critical assets receive focused attention and minimizing risks to prevent service disruptions for the community.

1.3.2 Recommendations

The 2025 AMP has identified the PLOS infrastructure gap using current and best available information however, it acknowledges that further work is needed to explore various strategies for reducing the PLOS gap. To enhance forecasting accuracy for this asset category, it is recommended that the WPS implement the necessary improvements outlined in the WPS 2024 AMP.

The implementation of appropriate asset management practices is essential for the WPS because they help ensure sustainable, efficient, and cost-effective service delivery. Developing improved asset management practices can ensure long-term financial sustainability, optimize service delivery, enable risk management and resilience, and ensure regulatory compliance, accountability, and service delivery. These actions are important to minimize the infrastructure gap by minimizing lifecycle expenditures by prolonging an asset's life. By adopting strong asset management practices to make informed, data-driven decisions that balance affordability, service levels and long-term sustainability, WPS can improve service reliability, reduce costs, mitigate risks, and plan in a way that benefits the entire community.

It is recommended that WPS explore options to fund the anticipated WPS PLOS gap through a combination of both financial and non-financial strategies.

Table 1-4 reviews the specific recommended non-financial strategies that WPS can leverage to address the infrastructure gap, prior to implementing any financial strategies. These strategies are part of asset management best practices and ensure that services are provided at the lowest possible cost.

Table 1-4. City of Windsor Police Services – Recommended Strategies

Recommendation	Explanation	Potential Impact
Facility-wide, Component Level Condition Assessments	Enhancing component-level condition assessment data for these facilities will refine expenditure forecasts for greater accuracy and help the City identify targeted areas for improvement.	Increase/Decrease to Infrastructure Gap
Implement AM System	Selecting an appropriate Asset Management System (AMS) for tracking assets and maintenance activities requires a system that is centralized, accessible, and user-friendly for both field staff and decision-makers. Priority components of a system would include asset register and inventory management, maintenance and work order management, mobile accessibility, condition assessment and lifecycle tracking, GIS integration, and reporting and decision support.	Real-time data access that will improve decision-making and more accurate analysis for AM planning.
Develop Data Management Processes and Annual Review of Register, Condition, and Replacement Values	Develop appropriate processes to ensure asset register remains up-to-date, in an appropriate system that allows staff within the organization to access the information required to make decisions on assets. Develop appropriate processes to complete an annual data review to update condition, replacement costs, for all assets.	Improved forecast reliability.
Computerized Maintenance Management System (CMMS)	Leverage CMMS data for fleet to enhance how decisions are made and how assets are prioritized. Implement CMMS for other assets for Police fleet.	Improved forecasts and decision-making.

1.3.3 Growth Considerations

Policing asset management, relating to growth, involves the strategic planning, acquisition, maintenance, and lifecycle oversight of physical and technological resources critical to law enforcement operations. With population growth and/or changing landscapes, police services must adapt to those changing demands, with effective asset management to support this growth. In terms of preparations and subsequent actions the Windsor Police Service (WPS) will take to address future growth as it relates to asset acquisitions and management, the following course of action is anticipated:

- Physical expansion of buildings/facilities will be assessed and implemented accordingly as growth occurs, to ensure adequate space remains available to perform police service delivery duties. This includes all facilities, inclusive of our headquarters, Jefferson, Tilston, and Sandwich properties where staff work from and serve the public.
- Increases in the number of fleet vehicles and related equipment will be carefully assessed to meet needs triggered by increased growth. The nature of fleet equipment components required will also be factored into this decision-making process.
- All other operational support equipment needs, including information technology infrastructure and components, police officer equipment, etc. will be tracked and adjusted as growth dictates.

Strategic asset management aligns resource allocation with our WPS operational goals, enhances service delivery, and ensures effective budgeting responsibility as policing needs grow and evolve.

In terms of policing service delivery, growth-triggered changes to our asset inventories are typically driven by population increases. To maintain adequate service delivery standards, we will strive to maintain existing ratios of staff, vehicles, and building space per capita. To do this, we will leverage population forecasting information provided by either the Planning Department or from up-to-date published projections available from sources such as the most recent Development Charges study

Appendix G.

Key Performance Indicators

Table G-1. City of Windsor Police Services – Key Performance Indicators

AMP Category	Key Service Attribute	LOS: Metric Description	LOS: Current (2024) Performance
All Segments	Fiscal Sustainability	Reinvestment Rate	19%
All Segments	Reliable	Percentage of total replacement cost for Police assets in 'Good to Very Good' condition	95.7%
Facilities	Reliable	Percentage of total replacement cost for Facilities assets in 'Good to Very Good' condition	100%
Facilities	Environmental Stewardship	Annual electric energy consumption per square foot	1.51 kWh/Sq.Ft.
Facilities	Environmental Stewardship	Annual natural gas consumption per square foot	0.65 m3/St.Ft.
Facilities	Environmental Stewardship	Annual water consumption per square foot	0.01 L/Sq.Ft
Facilities	Environmental Stewardship	Annual GHG emissions	1023 tCO ₂ e
Information Technology	Reliable	Percentage of total replacement cost for IT assets in 'Good to Very Good' condition	88.52%
Equipment	Reliable	Percentage of equipment beyond estimated useful life	5%
Information Technology	Reliable	Percentage of total replacement cost for IT assets past their estimated useful life	0%
Vehicles	Reliable	Percentage of Vehicles beyond estimated useful life	29.02%
Vehicles	Environmental Stewardship	# of Electric Vehicles	Currently 0: 2 to 4 plug-in, fully electric vehicles anticipated to be procured in 2024
Vehicles	Environmental Stewardship	# of Hybrid Vehicles	16
Vehicles	Environmental Stewardship	Annual GHG emissions	4.52 tCO ₂ e (Diesel) 1,402 tCO ₂ e (Gasoline)