



BELLEVILLE POLICE SERVICE BOARD GENERAL MEETING AGENDA

January 22, 2026 10:00 AM

Joint Forces Operations Room (JFO) Belleville Police Service

	ITEM	LEAD	PAGE
1	Election of Chair and Vice Chair	Secretary	01
2	Call to Order and Land Acknowledgement It is noted that there was a Police Service Board In-Camera (closed session) Meeting at 9 a.m. At 9 a.m., the Board considered approval of the following resolution. This took place in a very brief Open session, immediately prior to entering into In-Camera session. "THAT the Belleville Police Service Board enter into In Camera session to consider the following items, pursuant to Section 44(2,3) of the Community Safety and Policing Act (CSPA), 2019" <ul style="list-style-type: none">• Discussion regarding personal matters about identifiable individuals (Pursuant to Subsection 44(2)(b) of the CSPA 2019)• Discussion regarding labour relations or employee negotiations (Pursuant to Subsection 44(2)(d) of the CSPA 2019)• Discussion regarding litigation or potential litigation affecting the Board (Pursuant to Subsection 44(2)(e) of the CSPA 2019)• Review of Minutes for the In Camera Meeting dated November 20, 2025 and December 8, 2025	Chair Smith	
3	Disclosure of Pecuniary Interest and the General Nature Thereof	Chair Smith	
4	Confirmation of Agenda: RESOLUTION "THAT the Agenda for the Belleville Police Service Board meeting of January 22, 2026, be confirmed."	Chair Smith	
5	Recognitions a) Recognition of Promotion: Sgt. Steve Cooke b) Recognition: Cst. Jeff Sarley – Medal of Bravery c) Recognition: Harry Burley - Downtown Service and Foot Patrol d) Commendation: Cst Jesse McInroy e) Commendation: Barricaded Hostage Incident – B Platoon, ERU, CN, K9 f) Commendation: Debbi Barfoot, Blood Donor Clinic	Chief Rodd Chief Rodd Chief Rodd Chief Rodd Chief Rodd Chief Rodd	02 04 06 08 10 12



BELLEVILLE POLICE SERVICE BOARD GENERAL MEETING AGENDA

January 22, 2026 10:00 AM

Joint Forces Operations Room (JFO) Belleville Police Service

6	Deputations, Presentations or Appointments	Chair Smith	
7	Minutes RESOLUTION “THAT the Minutes for the Belleville Police Service Board special meeting of December 8, 2025, be confirmed.”	Chair Smith	14
8	Business Arising from the Minutes	Chair Smith	
9	Business Arising from the In Camera Session <input type="checkbox"/> <i>No reports coming out of the In Camera Session</i> <input checked="" type="checkbox"/> <i># <u>1</u> Report(s) are/is coming out of the In Camera Session</i> These reports will be added as an Appendix, after approval within the In Camera Session.	Chair Smith	Appendix 'A' 56
10	Correspondence Combatting and Preventing Hate-Motivated Crimes (From Solicitor General)	Chair Smith	17
11	New Business	Chair Smith	
12	Reports for Decision a) BPS Board Meeting Location RESOLUTION “THAT the 2026 Belleville Police Service Board meetings be held at the Belleville Police Station.” b) 2026 BPS Board Committee Appointments “THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville Police Service Board’s 2026 Budget Committee.” “THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville Police Service Board’s 2026 Negotiation Committee.” “THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville	Chair Smith	20



BELLEVILLE POLICE SERVICE BOARD GENERAL MEETING AGENDA

January 22, 2026 10:00 AM

Joint Forces Operations Room (JFO) Belleville Police Service

	<p>Police Service Board's 2026 Strategic Safety Plan Committee."</p> <p>"THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville Police Service Board's 2026 Policy Review Committee."</p> <p>c) Town Halls Proposed Dates: March 31, 2026; June 2, 2026; September 22 or 29, 2026; November 24, 2026.</p> <p>"THAT the Belleville Police Service Board host public town halls to support the goals of '<i>The Way Forward</i>' 2026-2029 Strategic Plan."</p>		
13	<p>Board Information Matters The Board may adopt information items by one resolution, but prior to consideration of such resolution, Board Members may request that specific items be removed from consideration under such resolution, and the Board shall consider such items individually.</p> <p>RESOLUTION "THAT the following January 22, 2026 Information be received."</p> <ul style="list-style-type: none">a) BPS Board Duties and Responsibilitiesb) Special Constables Uniform Reportc) Community Impact Policing Update (Crime Prevention)d) Impaired Driving Initiatives: Combating DUIe) Human Resources Report: Staffing Levelsf) 2026 Key Performance Indicatorsg) 2026 Key Performance Indicators - AMENDED	<p>Chair Smith 21 Inspector Aubertin 32 Chief Rodd 35 Sgt Stitt 38 Lynn Phillips 45 Daniel Ringham 49 Daniel Ringham Appendix 'B' 64</p>	
14	<p>Next Meeting Date Thursday, February 26, 2026, at 10:00 a.m. Belleville Police Service Joint Forces Operations Room</p>	Chair	
15	<p>Adjournment RESOLUTION "THAT the General Meeting be adjourned."</p>	Chair	

BELLEVILLE POLICE SERVICE BOARD

HEATHER SMITH
CHAIR

COUNCILLOR BARB ENRIGHT MILLER
VICE CHAIR



459 SIDNEY STREET
BELLLEVILLE, ON K8P 3Z9

BPS.BOARD@BELLVILLEPS.CA

In compliance with Section 36 (1) of the Community Safety and Policing Act (CSPA) the members of a police service board shall elect a chair at the Board's first meeting in each year. At this time, we will conduct the election for the position of Chair and Vice Chair of the Belleville Police Service Board for the year 2026.

I now call for nominations for the Office of Chair of the Belleville Police Service Board. Are there any nominations?

Nominations	Do you wish your name to stand?
1. _____	
2. _____	
3. _____	

Is there a seconder? _____

Any further nominations? Yes / No

Close Nominations

Seconded By: _____

Call for a Vote, Announce the Chair and the Chair convenes the meeting to proceed with the nominations for the Vice Chair.

I now call for nominations for Vice Chair of the Belleville Police Service Board.

Nominations	Do you wish your name to stand?
1. _____	
2. _____	
3. _____	

Is there a seconder? _____

Any further nominations? Yes / No

Close Nominations

Seconded By: _____



Partners with the Community

PUBLIC REPORT

IN CAMERA

November 04, 2025

To: Chair and Members
Belleville Police Services Board

Prepared by: Inspector Jeremy Ashley
Operations Division

Subject: Promotion to Sergeant – Steve Cooke

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are minimal costs associated with a change in rank.

Statutory Authority:

Community Safety and Policing Act, 2019

Strategic Plan Alignment:

Attract and retain skilled employees who reflect the community

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

The Belleville Police Service Operations Division is a valued component of our organization, providing front-line support to our community. Leadership within the Operations Division is essential to maintaining high standards of professionalism, accountability, and readiness.



Partners with the Community

Constable Steve Cooke has served with distinction since joining the Belleville Police Service in 2014. He has consistently demonstrated exceptional dedication, leadership ability, and a strong commitment to community service.

As Sergeant, Steve will assume supervisory responsibilities within the Division, mentoring new members as a supervisor on A platoon, supporting training initiatives, and continuing to be a key part of the Emergency Response Unit.

It is with great pride that we announce the promotion of Steve Cooke to the position of Sergeant, effective November 1, 2025. His promotion reflects the high standards of the Belleville Police Service and our ongoing commitment to recognizing excellence within all areas of our organization.

We congratulate Sergeant Cooke on this well-deserved achievement.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Murray Rodd
Chief of Police

**Subject: Recognition - Constable Jeff Sarley, recipient of the 2024 Ontario
Medal for Police Bravery**

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019 promotes community partnerships and engagement in maintaining public safety.

Strategic Plan Alignment:

Professional and Supportive Workplace

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

We are proud to recognize Constable Jeff Sarley, recipient of the 2024 Ontario Medal for Police Bravery.

On September 21, 2024, Constable Sarley responded to multiple reports of a cube truck driving dangerously through a Belleville neighbourhood, striking vehicles, yards, and even a house. Acting with quick thinking and courage, he positioned his cruiser to block the truck, and narrowly escaped on foot seconds before the vehicle violently collided



Partners with the Community

with his cruiser, spinning it 15 metres and crushing its front end. Despite the life-threatening danger, he immediately arrested the driver, who was later charged with impaired and dangerous driving.

Constable Sarley's decisive actions, bravery, and selflessness prevented serious harm and exemplify the highest standards of police service. We are honoured to present this recognition for his extraordinary courage.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Murray Rodd
Chief of Police

Subject: Recognition - Harry Burley - Downtown Service and Foot Patrol

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019 promotes community partnerships and engagement in maintaining public safety.

Strategic Plan Alignment:

Professional and Supportive Workplace

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

Harry Burley is commended for his exceptional work in the downtown office and on foot patrol, demonstrating professionalism, care, and attention to detail in addressing community concerns. In 2025 alone, he dedicated over 1,000 hours to proactive community engagement, including taking verbal complaints, documenting issues thoughtfully, and addressing ongoing challenges such as public alcohol consumption and safety concerns on downtown streets and trails. Through these efforts, Harry has helped ensure residents and visitors feel safe while building meaningful personal connections



Partners with the Community

that foster trust, accessibility, and a positive presence in the core. His dedication, problem-solving, and community advocacy exemplify the highest standards of service.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Murray Rodd
Chief of Police

Subject: Chief's Commendation – Constable Jesse McInroy

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019 promotes community partnerships and engagement in maintaining public safety.

Strategic Plan Alignment:

People, Culture and Capacity.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

Constable Jesse McInroy is recognized for his exceptional contributions to the Belleville Police Service, which have had a transformative impact on our organization and the community we serve.

Constable McInroy's leadership and initiative have been evident in several major undertakings:

- **Reinstatement and Expansion of the Canine Program**

Through determination and fundraising efforts, Constable McInroy single-handedly restored the Service's canine program after a lengthy hiatus. Building on this success,



Partners with the Community

he expanded the program to include a second unit in 2024, became a provincially recognized trainer, and secured a police dog valued at \$15,000 at no cost to the Service. His expertise has extended beyond Belleville, assisting the Cobourg Police Service in developing its canine program and formalizing a regional training group in 2025.

- **Harrington Road Firing Range Project**

In 2018, Constable McInroy initiated and coordinated the development of the Harrington Road firing range project, bringing together stakeholders including landowners, tactical team members, and military contacts. His efforts reignited momentum earlier this year, leading to a refreshed agreement and a groundbreaking scheduled for 2026. This project will strengthen our tactical/training capabilities and foster ongoing joint training with military partners and will translate into thousands in savings for the police service over the next decade.

- **Community Rescue Vehicle Campaign**

Most recently, Constable McInroy secured over \$108,000 in community donations to fund the acquisition of a Community Rescue Vehicle. This resource will enhance member and public safety for years to come and reflects his ability to build strong community partnerships through tireless engagement and advocacy.

Constable McInroy's vision, dedication, and ability to lead from within his role have strengthened the Belleville Police Service, enhanced public safety, and created lasting relationships with our community and partner agencies.

For these outstanding achievements and his unwavering commitment to service excellence, Constable Jesse McInroy is hereby awarded the Chief's Commendation.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Murray Rodd
Chief of Police

Subject: Chief's Commendation – Barricaded Hostage

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019 promotes community partnerships and engagement in maintaining public safety.

Strategic Plan Alignment:

People, Culture and Capacity.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

On Saturday, November 15th, 2025, members of the Belleville Police Service B Platoon responded to a call regarding a male screaming in the area. Cst O'Hara, and Cst. Whittaker were first on scene. They were able to make contact with the suspect, who was holding a child. The suspect did not believe officers were police and then brandished a knife. Cst O'Hara began negotiating with the subject to release the child and drop the knife. Cst. Burkitt, Cst. Clayton and Cst. Fernandes arrived to assist with containment, controlling a dog let loose by the suspect on officers and gathering important information from the suspect's spouse.



Partners with the Community

Cst. Kendall and Cst. Verbeek of ERU arrived and began organizing officers for action plans as the suspect was displaying very unpredictable behaviour. The suspect called dispatch several times, but was uncooperative. The suspect then voluntarily exited the home during negotiations and was taken into custody. The child was unharmed. Cst. McInroy was on scene to assist with controlling the suspect who made two attempts to flee from officers after his arrest.

The incident displayed a great amount of teamwork from the officers involved on scene and the Control Room Operators Lindsay Rhodes, Trish Milligan, and Cathy Philion. The professionalism and quick thinking by all involved led to a peaceful resolution of a dangerous event. Everyone involved worked as a team to have the incident resolved peacefully with a successful arrest. The actions taken by B platoon prevented a serious incident involving a child from becoming a tragedy and exemplify the best of our Service's leadership, professionalism, quick thinking and compassion for those involved.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Murray Rodd
Chief of Police

Subject: Chief's Commendation – Debbi Barfoot, Canadian Blood Service Donor Clinic

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019 promotes community partnerships and engagement in maintaining public safety.

Strategic Plan Alignment:

Build and maintain strong strategic partnerships that strengthen community safety.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

Debbi Barfoot, as a Community Development Manager and Mobile Event Specialist with Canadian Blood Services, is commended for her exceptional leadership and dedication in organizing blood donor clinics across Eastern Ontario. Her work brings lifesaving donation opportunities directly into communities and fosters meaningful engagement with partners such as the Belleville Police Service.



Partners with the Community

On Friday, August 8th, 2025, Debbi collaborated with Constable Monique Waite to deliver a successful blood donation initiative at the Belleville Police Station. Through her coordination, promotion, and support, she helped inspire members of the Service to participate, strengthening the culture of generosity and compassion within the organization.

Debbi's strategic outreach, professionalism, and commitment to community engagement have increased awareness of the critical need for blood donors and helped ensure a stable supply for surgeries, trauma care, and other vital treatments. Her efforts exemplify the values of service, collaboration, and caring, and have made a lasting impact on both the community and the Belleville Police Service.

Murray Rodd
Chief of Police



Belleville Police Service Board
Special General Meeting Minutes
December 8, 2025
Joint Forces Room, Belleville Police Service

ATTENDANCE

Belleville Police Service Board	Belleville Police Service Staff
Chair Heather Smith	Chief Murray Rodd
Vice Chair Councillor Barb Enright Miller	Deputy Chief Sheri Meeks
Mayor Neil Ellis	
Ms Janet Harnden	
Mr Jim O'Brien	
Ms Jennifer McTavish (Secretary)	

GENERAL MEETING PART 1

- MEETING CALLED TO ORDER: 9:02 AM**
- MOVE INTO IN-CAMERA SESSION AT: 9:02 AM**

It is noted that there was a Belleville Police Service Board In-Camera (closed session) Meeting from 9:02 a.m. to 9:45 a.m. In view of this the Board met very briefly in open session at 9:02 a.m. to consider the following.

Moved By: Vice Chair Enright Miller

Seconded By: Ms Harnden

"THAT the Belleville Police Service Board enter into the In Camera session to consider the following items, pursuant to Section 44(2,3) of the Community Safety and Policing Act (CSPA), 2019"

- Discussion regarding personal matters about identifiable individuals (Pursuant to Subsection 44(2)(b) of the CSPA 2019)
- Discussion regarding labour relations or employee negotiations (Pursuant to Subsection 44(2)(d) of the CSPA 2019)
- Discussion regarding litigation or potential litigation affecting the Board (Pursuant to Subsection 44(2)(e) of the CSPA 2019)
- Review of Minutes for the In Camera Meeting.

CARRIED

GENERAL MEETING PART 2

Returned to General Session at: 10:00 a.m.

PROCEDURAL MATTERS

- Land Acknowledgement and Opening Remarks
- Disclosures of Pecuniary Interest: None

3. Confirmation of Agenda

Moved By: Ms Harnden

Seconded By: Vice Chair Enright Miller

“THAT the Agenda be confirmed for the Belleville Police Service Board General Meeting of Monday December 8, 2025.”

CARRIED

4. RECOGNITIONS: None

5. DEPUTATIONS, PRESENTATIONS OR APPOINTMENTS: None

6. APPROVAL OF MINUTES

Moved By: Ms Harnden

Seconded By: Vice Chair Enright Miller

“THAT the minutes of the General Meeting of November 20, 2025 be approved and signed.”

CARRIED

7. BUSINESS ARISING FROM THE MINUTES: None

8. BUSINESS ARISING FROM THE IN CAMERA SESSION

Number of reports coming out of the In Camera Session

Report(s) are/is coming out of the In Camera Session

These reports will be added as an Appendix, after approval within the In Camera Session.

9. CORRESPONDENCE: None

10. NEW BUSINESS: None

11. BOARD INFORMATION MATTERS

The Board may adopt Information items by one resolution, but prior to consideration of such resolution, Board Members may request that specific items be removed from consideration under such resolution, and the Board shall consider such items individually.

Moved By: Mayor Ellis

Seconded By: Mr O'Brien

“THAT the following December 8, 2025 Information items be received.”

(a) Board's Responsibilities under the CSPA s. 50

CARRIED

12. REPORTS FOR DECISION

(a) 2026 Operation Budget

Moved By: Ms Harnden

Seconded By: Vice Chair Enright Miller

"THAT the Belleville Police Service Board respectfully and after a full review resubmit the 2026 Belleville Police Service Operating Budget in the amount of \$33,524,718 to City Council for consideration during its upcoming Budget Deliberations and; **THAT** Chair Heather Smith, Chief Rodd and Deputy Chief Meeks be authorized to present the 2026 Operating Budget to City Council."

There was acknowledgement of the efforts made by BPS staff and Board members to review the budget meticulously. Chair Smith indicated that the Board has proposed this budget based on evidence and public expectations and mandated obligations. Vice Chair Enright Miller agreed that this budget is an unfiltered reflection of the needs of the Service, keying on the reserve contribution gap, and concluded that the budget reflected collaboration with BPS Finance, the Board Finance Committee and City of Belleville Finance staff. Mayor Ellis reflected on the duty of care for the Board and that all communities are seeing these cost increases. Chief Murray concluded by saying that we are responsible for the wellbeing of the service members and are responsible to make it safe to do their jobs: this budget addresses the multitude of expectations.

CARRIED with a unanimous vote.

13. NEXT MEETING DATE: Thursday January 22, 2026

TIME: 10:00 a.m.

PLACE: Joint Forces Room, Belleville Police Service

14. ADJOURNMENT

Moved By: Mr O'Brien

Seconded By: Ms Harnden

That the General Meeting of the Belleville Police Service Board be adjourned at 10:37 a.m.

CARRIED

Board Chair Heather Smith

Executive Assistant Jennifer McTavish

Solicitor General

Office of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 326-5000
Toll Free: 1 866 517-0571
Minister.SOLGEN@ontario.ca

Solliciteur général

Bureau du solliciteur général
25, rue Grosvenor, 18^e étage
Toronto ON M7A 1Y6
Tél. : 416 326-5000
Sans frais : 1 866 517-0571
Minister.SOLGEN@ontario.ca



132-2025-4814

By email

December 11, 2025

To Chiefs of Police, Chairs of Police Service Boards and OPP Detachment Boards:

As we approach this upcoming holiday season, many communities across the province will be gathering in important community settings to celebrate together. Many of these same communities have been impacted by hate crimes over the past few years and sadly, we have witnessed special holidays that have been marked by incidents of hate.

As part of my duties under section 3 of the [Community Safety and Policing Act, 2019](#) (CSPA) to advise police services, police service boards and OPP detachment boards, the purpose of this letter is to share information about public safety initiatives undertaken by the Ministry of the Solicitor General to address a key priority: **combatting and preventing hate-motivated crimes through dedicated enforcement and investments.**

Preventing and addressing alleged hate crimes should continue to be a priority for law enforcement. This includes planning for and responding to incidents related to disturbances, violence, mischief, harassment, intimidation and other behaviours which appear to be motivated by hate. The government takes this issue very seriously and is committed to building an Ontario where everyone belongs and feels safe to contribute to our shared success.

The ministry offers several grant programs that are primarily available to police services and boards, in collaboration with partners such as First Nations, as well as municipal and community organizations, to undertake initiatives focused on community safety and well-being, including addressing hate-motivated crime.

This includes the **Hate Crimes and Extremism Investigative Team (HCEIT) Grant program**, which supports a network of 19 municipal police services, as well as the Parliamentary Protective Services in Ottawa and the Ontario Provincial Police (OPP) that provides specialized investigative support to police services in Ontario on matters involving hate propaganda, the promotion of genocide, hate crimes and criminal extremism. Recently, the ministry increased the HCEIT allocation to \$1.25 million in 2025-26, which will improve HCEIT's capacity to investigate and enforce, enhance partnerships, increase capacity for collaboration to develop local community safety and well-being initiatives and reduce crime across Ontario.

.../2

Additionally, the Ontario government is investing more than \$2 million over two years through the **Safer and Vital Communities (SVC) Grant** to help communities combat hate crime. The funding is supporting 15 community-based organizations, in collaboration with their police partners, to implement local projects that tackle discrimination, foster greater inclusiveness and address the increase of hate crime in Ontario.

And lastly, the **Community Safety and Policing (CSP) Grant** provides eligible police services/boards and municipalities policed by the OPP with flexibility to implement initiatives that address policing needs and priority risks related to safety and well-being. Under the current 2025-26 CSP Grant cycle, the ministry is allocating approximately \$91.2 million across two funding streams:

- Under the Local Priorities Funding Stream of the grant program, approximately \$74.8 million is being allocated to help police services/boards address priority issues identified in their communities, which can include hate crimes. Under this stream, the government is investing approximately \$1.2 million towards three projects that address hate-motivated crime.
- Under the Provincial Priorities Funding Stream, approximately \$16.4 million is being allocated to address province-wide priorities, which include gun and gang violence, sexual violence and harassment, human trafficking, mental health and addictions, housing and homelessness, commercial/retail theft and hate-motivated crime (priorities may differ each grant cycle). Under this stream, the government is investing approximately \$2.2 million towards four projects that address hate-motivated crime.

The Ontario Police College (OPC) delivers a Hate Crime Investigator course designed to assist police in advancing their knowledge and ability to respond effectively to hate-motivated crime, hate-motivated incidents and violent extremism. The OPC also delivers hate crime training to recruits through the Basic Constable Training program. The goal of the training is to ensure that new police officers have the skills, knowledge and attitudes to effectively respond to victims of hate crimes in a trauma-informed manner while acknowledging potential vulnerable groups and their own implicit biases.

Additionally, in partnership with the Ministry of the Attorney General, the OPC released online educational training for all police officers entitled “The Complexities of Hate: A Primer for Law Enforcement”, which is designed to help learners understand what hate is from a legal perspective and to respond to these incidents and offences in a way that recognizes the varying nuances of trauma for individuals and communities who have experienced hate.

To assist police services, the Ministry of the Solicitor General is currently reviewing and updating over 80 guidelines on topics such as Intimate Partner Violence, Hate Crimes and Vehicle Theft from the former Policing Standards Manual as part of developing a new Policing Guidance Manual to ensure that ministry guidance to police services is in alignment with the requirements under the CSPA, as well as the current and emerging policing needs of communities in Ontario. As part of this process, the ministry has been engaging with various subject matter experts and policing stakeholders such as the Ontario Association of Police Service Boards, Indigenous Police Chiefs of Ontario, Ontario Association of Chiefs of Police and the Police Association of Ontario. Once each guideline has been finalized, they will be shared through All Chiefs Memos.

Thank you for your continued leadership and commitment to protecting our communities. Your work and dedication are important in advancing shared priorities and strengthening public safety across Ontario.

Sincerely,



The Honourable Michael S. Kerzner
Solicitor General

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

BELLEVILLE POLICE SERVICE BOARD

HEATHER SMITH
CHAIR

COUNCILLOR BARB ENRIGHT MILLER
VICE CHAIR



459 SIDNEY STREET
BELLLEVILLE, ON K8P 3Z9

BPS.BOARD@BELLVILLEPS.CA

2026 Appointment of Board Committees - Terms of Reference (Chair)

(1) RESOLUTION

“THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville Police Service Board’s 2026 Budget Committee.”

(2) RESOLUTION

“THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville Police Service Board’s 2026 Negotiation Committee.”

(3) RESOLUTION

“THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville Police Service Board’s 2026 Strategic Safety Plan Committee.”

(4) RESOLUTION

“THAT _____ and _____, supported by the appropriate personnel, be appointed to the Belleville Police Service Board’s 2026 Policy Review Committee.”



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 05, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Chair Heather Smith
Belleville Police Service
Board

Subject: BPS Board Duties and Responsibilities

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019

Strategic Plan Alignment:

Collaborative Community Safety and Engagement

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights: *Community Safety and Policing Act, 2019 (CSPA) & Code of Conduct (O. Reg. 408/23)*

1. Purpose of This Brief

This training brief provides board members with a concise overview of:



Partners with the Community

- Their responsibilities under the **Community Safety and Policing Act, 2019 (CSPA)**
- Their obligations under **Ontario Regulation 408/23: Code of Conduct for Police Service Board Members**
- Key expectations for ethical, effective, and accountable police governance

This brief is intended to support professionalism, consistency, and public trust in police oversight.

2. Overview of the Community Safety and Policing Act, 2019 (CSPA)

The CSPA modernizes policing in Ontario and strengthens governance, oversight, and accountability.

Key Responsibilities of Police Service Boards

Boards must:

- Ensure **adequate and effective policing** in their jurisdiction
- Provide **strategic governance**, not operational direction
- Establish policies for the effective management of the police service
- Appoint the Chief of Police and monitor their performance
- Ensure compliance with provincial standards and regulations
- Promote equity, diversity, and community-centred policing

3. Code of Conduct for Police Service Board Members (O. Reg. 408/23)

This regulation is legally binding.

“Every member of a police service board shall comply with the prescribed code of conduct.”

The Code sets out expectations for ethical behaviour, professionalism, and accountability.



Partners with the Community

Core Principles of the Code

A. Integrity, Good Faith & Public Interest

Board members must:

- Act honestly and in good faith
- Prioritize the public interest over personal or political interests
- Avoid real or perceived conflicts of interest

B. Respect for Governance Roles

Members must:

- Respect the distinction between **governance** (board) and **operations** (Chief of Police)
- Avoid directing or attempting to influence police officers individually
- Work through the Chief for all operational matters

Local board policies reinforce this separation of roles

C. Confidentiality

Members must:

- Maintain confidentiality of sensitive information
- Not disclose matters discussed in closed sessions unless authorized
- Protect personal, operational, and investigative information

D. Professional Conduct

Members must:

- Treat colleagues, police personnel, and the public with respect
- Conduct themselves with decorum during meetings
- Prepare adequately for board deliberations

E. Accountability & Compliance

Members must:

- Comply with the CSPA, regulations, and board policies
- Participate in mandatory training
- Uphold high standards of ethical behaviour

F. Mandatory Misconduct Reporting (New Requirement)

Under s. 17 of the Code:

- Members **must report** misconduct by another board member
- Reports go to the **Chair**, who must notify the **Inspector General (IG)**
- If the Chair is involved, the report goes **directly to the IG**

This is a significant new accountability mechanism under the CSPA.



Partners with the Community

4. Enforcement

- The Inspector General of Policing oversees compliance.
- Failure to comply can result in:
 - Warnings
 - Directions
 - Suspension
 - Removal from the board (in serious cases)

5. What Board Members Should Always Keep in Mind

- You govern the police service — you do not run it
- Your role is strategic, not operational.
- Your conduct reflects on the entire board
- Professionalism and integrity are essential to maintaining public trust.
- Transparency and accountability are legal obligations
- The CSPA and O. Reg. 408/23 set enforceable standards.
- You must disclose misconduct

This is now a mandatory duty under the Code.

6. Recommended Practices for Effective Board Members

- Attend all meetings and come prepared
- Ask strategic, policy-level questions
- Maintain confidentiality at all times
- Declare conflicts of interest promptly
- Build respectful working relationships with the Chief and fellow members
- Engage with community needs and concerns
- Document decisions clearly and consistently



Partners with the Community

A List of Duties: Governance & Oversight

1. Establish policies for adequate and effective policing.
2. Hire the Chief of Police.
3. Evaluate the Chief's performance.
4. Remove the Chief if necessary.
5. Approve organizational structure of the police service.
6. Ensure compliance with provincial policing standards.
7. Oversee police service delivery.
8. Monitor service effectiveness.
9. Ensure police service respects human rights.
10. Ensure police service reflects community diversity.

Strategic Planning

1. Develop a multi-year strategic plan.
2. Set annual policing priorities.
3. Align priorities with community needs.
4. Review progress against strategic goals.
5. Adjust priorities based on outcomes.
6. Ensure plans include crime prevention.
7. Ensure plans include community safety.
8. Ensure plans include emergency preparedness.
9. Ensure plans include traffic safety.
10. Ensure plans include youth engagement.

Financial Management

1. Approve annual police budget.
2. Monitor expenditures.
3. Ensure fiscal accountability.
4. Approve major capital purchases.
5. Ensure efficient resource allocation.
6. Review financial reports.
7. Ensure compliance with municipal financial rules.
8. Approve staffing levels.
9. Approve collective bargaining agreements.



Partners with the Community

10. Ensure financial transparency.

Community Engagement

1. Consult with residents on policing needs.
2. Hold public meetings.
3. Publish community reports.
4. Promote diversity in policing.
5. Ensure community representation.
6. Engage with marginalized groups.
7. Promote anti-racism initiatives.
8. Promote gender equity.
9. Promote accessibility.
10. Promote youth involvement.

Accountability & Transparency

1. Publish annual police service report.
2. Respond to public complaints.
3. Oversee disciplinary processes.
4. Ensure compliance with oversight bodies.
5. Cooperate with the Inspector General.
6. Ensure compliance with CSPA regulations.
7. Maintain records of board decisions.
8. Ensure transparency in hiring.
9. Ensure transparency in promotions.
10. Ensure transparency in discipline.

Policy Development

1. Establish policies on use of force.
2. Establish policies on firearms.
3. Establish policies on equipment.
4. Establish policies on uniforms.
5. Establish policies on training.
6. Establish policies on community policing.
7. Establish policies on crime prevention.
8. Establish policies on traffic safety.



Partners with the Community

9. Establish policies on emergency response.
10. Establish policies on mental health response.

Human Resources

1. Appoint deputy chiefs.
2. Appoint senior officers.
3. Approve promotions.
4. Approve transfers.
5. Approve recruitment policies.
6. Ensure fair workplace practices.
7. Ensure compliance with labour laws.
8. Ensure compliance with collective agreements.
9. Ensure workplace diversity.
10. Ensure workplace safety.

Risk Management & Safety

1. Identify policing risks.
2. Develop risk mitigation strategies.
3. Ensure emergency preparedness.
4. Ensure disaster response readiness.
5. Ensure compliance with occupational safety standards.
6. Ensure compliance with public safety standards.
7. Oversee risk reporting.
8. Oversee risk audits.
9. Ensure continuous improvement in safety.
10. Ensure resilience in policing services.

ONTARIO REGULATION 408/23

made under the

COMMUNITY SAFETY AND POLICING ACT, 2019

Made: December 14, 2023

Filed: December 18, 2023

Published on e-Laws: December 18, 2023

Published in *The Ontario Gazette*: January 6, 2024

CODE OF CONDUCT FOR POLICE SERVICE BOARD MEMBERS

APPLICATION AND INTERPRETATION

1. (1) This Regulation sets out the code of conduct with which every member of a police service board must comply.

(2) For greater certainty, the existence of a good faith exception in this code of conduct does not limit the grounds on which it may be determined that a member of a police service board has not contravened this code of conduct.

2. In this Regulation,

“conflict of interest” means a situation in which a member of a police service board’s private interests or personal relationships place, or may reasonably be perceived to place, the member in conflict with their duties as a member of the police service board; (“conflit d’intérêts”)

“personal relationship” includes, but is not limited to, a relationship with any of the following persons:

1. A current or former spouse or common-law partner of the board member.
2. A current or former intimate partner of the board member.
3. The board member’s children, including biological and adoptive children and stepchildren.
4. The legal dependants of the board member.
5. A child in the board member’s care.
6. The board member’s grandparents, parents or siblings, including grandparents-in-law, parents-in-law and siblings-in-law. (“rapports personnels”)

CONDUCT BECOMING OF A BOARD MEMBER

- 3.** (1) A member of a police service board shall not conduct themselves in a manner that undermines or is likely to undermine the public's trust in the police service board or the police service maintained by the police service board.
(2) A member of a police service board shall not be subject to discipline for a contravention of subsection (1) if, on a balance of probabilities, their conduct was in the good faith performance of their duties as a board member.
- 4.** A member of a police service board shall comply with the Act and the regulations made under it.
- 5.** A member of a police service board shall not, by act or omission, conduct themselves in a manner that is likely to cause the board to fail to comply with the Act or the regulations made under it.
- 6.** A member of a police service board shall comply with any rules, procedures and by-laws of the police service board.
- 7.** A member of a police service board shall not substantially interfere with the conduct of police service board meetings.
- 8.** A member of a police service board contravenes this code of conduct if they are found guilty of an offence under the *Criminal Code* (Canada), the *Controlled Drugs and Substances Act* (Canada) or the *Cannabis Act* (Canada) that was committed after they were appointed as a member of the police service board.
- 9.** (1) A member of a police service board shall not, in the course of their duties, treat any person in a manner that the member, at the time, knows or reasonably ought to know would contravene the *Human Rights Code*.
(2) A member of a police service board shall not be subject to discipline for a contravention of subsection (1) if, on a balance of probabilities, the member's conduct was in the good faith performance of their duties.
- 10.** (1) A member of a police service board shall conduct themselves in a professional and respectful manner in the course of their duties including, without limitation, not using abusive or insulting language in the course of their duties.
(2) A member of a police service board shall not be subject to discipline for a contravention of subsection (1) if, on a balance of probabilities, the member's conduct

was in the good faith performance of their duties.

STATEMENTS AND ATTENDANCE

- 11.** A member of a police service board shall not knowingly make false statements pertaining to the duties of a member of a police service board.
- 12.** A member of a police service board shall not purport to speak on behalf of the police service board unless authorized by the board to do so.
- 13.** A member of a police service board shall clearly indicate when they are expressing a personal opinion when commenting on an action or omission of the police service board, the police service maintained by the board or a member of the police service.
- 14.** A member of a police service board shall not access, collect, use, alter, retain, destroy or disclose to any person information that has been obtained by or made available to the member in the course of their duties if doing so would be contrary to law.
- 15.** (1) A member of a police service board shall not disclose to the public information obtained or made available in the course of the member's duties except as authorized by the police service board or as required by law.
(2) Subsection (1) does not apply to information that was already made available to the public by a person who was authorized to do so prior to the member's disclosure.
- 16.** A member of a police service board shall attend all police service board meetings unless able to provide a reasonable explanation for the absence.

MISCONDUCT AND CONFLICTS OF INTEREST

- 17.** A member of a police service board shall disclose any conduct of another member of the police service board that the member reasonably believes constitutes misconduct,
 - (a) to the chair of the board; or
 - (b) if the misconduct involves the chair, to the Inspector General.
- 18.** (1) A member of a police service board shall disclose any charges laid against them under the *Criminal Code* (Canada), the *Controlled Drugs and Substances Act* (Canada) or the *Cannabis Act* (Canada) and any finding of guilt made in relation to those charges.

(2) Subsection (1) only applies to charges or findings that were made after the member's appointment to the police service board.

(3) The disclosure required by subsection (1) must be made to the person or body that appointed the individual as a member of the police service board or, in the case of a member appointed by the Lieutenant Governor in Council, to the Minister.

19. A member of a police service board shall not apply for employment with the police service maintained by the police service board unless they resign from the board before applying.

20. (1) A member of a police service board shall promptly disclose any conflict of interest,

(a) to the chair of the board; or

(b) if the conflict of interest involves the chair, to the Inspector General.

(2) After making the disclosure required by subsection (1), the member shall disclose the conflict at the next meeting of the police service board.

21. A member of a police service board shall not use their position as a police service board member to,

(a) benefit themselves;

(b) benefit one or more persons with whom they have a personal relationship; or

(c) interfere with the administration of justice.

22. A member of a police service board shall not participate in discussion of or voting with respect to matters at police service board meetings if the member has a conflict of interest in the matter.

COMMENCEMENT

Commencement

23. This Regulation comes into force on the later of the day subsection 35 (6) of Schedule 1 (Community Safety and Policing Act, 2019) to the Comprehensive Ontario Police Services Act, 2019 comes into force and the day this Regulation is filed.



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Sgt Greg Asimis
Court Security Unit

Subject: Special Constable Uniform Report

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019

Strategic Plan Alignment:

People, Culture and Capacity

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

The Court Security Unit and the Special Constables (S/C) that work in the unit have been actively looking to change their uniform shirt colour from light blue to black for the past decade. The Court Security Unit at the Belleville Courthouse employs 14, soon to be 16, full-time S/C in addition to 6 full-time S/C that work at the Belleville Police Service in various positions.

The main reason for this change was to recognize police employed S/C as being unique and different (broader range of police powers and responsibilities) from all other S/C



Partners with the Community

(Transit, Campus, City-employed but non-police S/C). Also, our auxiliary members (civilian volunteers) wear light blue shirts, and the private security company that works in our courthouse on a daily basis wears a grey shirt. Based on the wording in the new Community Safety Policing Act (CSPA), we introduced the following changes to our S/C uniform in the fall of 2025.

We felt it was important to be compliant with the CSPA and ensure that the S/C uniform was readily distinguishable from our uniform police constables. One area missed by the CSPA is the uniform sweater, jacket and raincoat. When these garments are worn by S/C, they are the same colour as those worn by uniform police constables. It's not likely, nor would it look appropriate for S/C in blue or grey uniform shirts to wear blue or grey outer garments. Does a blue or grey shirt make a significant difference when worn under a sweater or coat? Ottawa Police S/C have been wearing a black uniform shirt very similar to our newly changed uniform for many decades, policing a major city without incident. The CSPA allows for no stripe on the pants or the use of any colour stripe except the one worn by the police constables in that jurisdiction, which in our case is red. Currently, we have chosen not to have a stripe, but that may change in the future to Royal Navy.

New Uniform Details

- Shirt colour will change to black, the same as uniform patrol officers; however, it will have Royal Blue on the shoulder flash, epaulettes, various headwear and eventually Royal Blue pant stripe, thus making it readily distinguishable
- Pants remained the same with no stripe for the time being and subject to change in the future – Royal Blue stripe
- All body armour has Special Constable in large bold white lettering on both front and back
- All shoulder flashes have the word police removed and replaced with Special Constable – the border colour of the shoulder flash is Royal Blue
- All epaulettes changed from Black to Royal Blue with white lettering stating Special Constable on the end of it – this is mandatory on all shirts, sweaters and jackets
- All ball caps, toque and forge caps have changed to have the word police removed and replaced with Special Constable with Royal Blue replacing Red stripes – the forge cap has a royal blue band around the base



Partners with the Community

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Chief Murray Rodd
Chief of Police

Subject: Community Impact Policing Update (Crime Prevention)

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019

Strategic Plan Alignment:

Build and maintain strong strategic partnerships that strengthen community partnerships.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

We are continuing to advance the implementation of the Community Impact Policing Strategy, representing an evolution in the delivery of policing services. Over the past several weeks, platoons have been introduced to the strategy and the core principles underpinning this evidence-based model. A city-wide zoning map has now been finalized and will be rolled out to officers in the coming weeks.

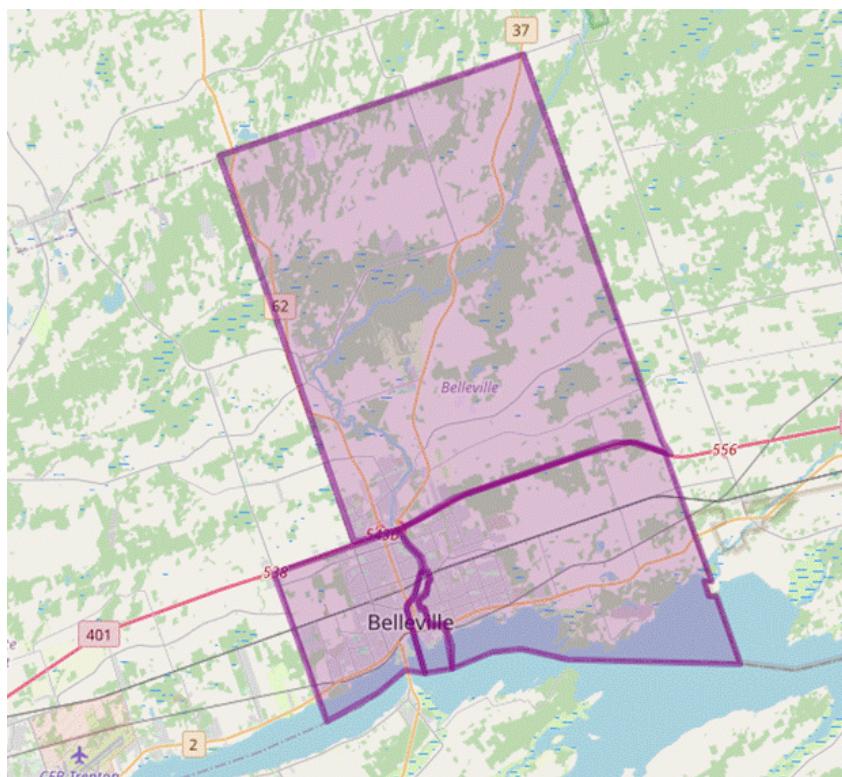


Partners with the Community

This initiative transitions the organization toward a more structured, data-driven approach to policing. By integrating zone-based assignments into the Computer-Aided Dispatch (CAD) system, we will enhance our ability to track activity, analyze outcomes, assess effectiveness, and make informed operational adjustments. In parallel, we are investing in new technologies to improve officers' access to real-time information in the field, ensuring they have the tools and data required to perform their duties effectively and efficiently.

Two key technological components will be introduced as part of the Community Impact Policing Strategy:

1. The CAD mapping system currently used by control room operators will be updated to reflect newly defined policing boundaries. Officers will be assigned to specific zones, enabling more precise data analysis for each area. The four zones will consist of the North Zone, West Zone, East Zone, and Downtown Zone. In addition, key locations and businesses will be identified within each zone to further support targeted policing efforts.
2. Officers will be provided with full access to CPIC and Niche RMS queries through their mobile devices, whether docked within a cruiser or used independently in the field.





Partners with the Community

While officers have informally engaged in this type of work for many years, this strategy formalizes those efforts and introduces measurable outcomes. It is expected to strengthen communication, accountability, and meaningful community engagement.

As the strategy is implemented, the public can expect to see increased officer visibility and more proactive involvement within neighbourhoods. We welcome constructive feedback and community input as the initiative progresses.

This approach aligns with the 2026–2029 Strategic Plan and reflects best practices related to community expectations, accountability, and our ongoing commitment to improving both individual and organizational performance.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Sgt. Brad Stitt
Traffic Safety Unit

Subject: Impaired Driving Initiatives: Combating DUI

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019

Strategic Plan Alignment:

Enhance transparency through timely and relevant public communications.
Prevent crime through education and awareness.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights: Executive Summary

Impaired driving remains the leading cause of criminal injury and death in the Quinte Area. The Belleville Police Service (BPS) remains committed to addressing this threat through a robust system of initiatives, partnerships and prompt response to complaints. Sadly, every year's statistics show an alarming number of people that still elect to operate vehicles after consuming impairing substances.



Partners with the Community

This report has been prepared for the Belleville Police Service Board.

For the remainder of this report, impaired driving will be referred to as Driving Under the Influence (DUI), to properly account for both alcohol impairment and drugs.

The report will show some context about DUI trends in Belleville over the last two decades and how enforcement and legislation have changed and evolved.

Some statistics will be shown to represent how Belleville's efforts measure against other municipalities.

Finally, the report will speak about the best practices in DUI enforcement and how the greater policing community can work together to effect change.

Snapshot: DUI's in Belleville - 2005

Taking a look back 20 years ago, the BPS was actively combating DUI, with more than 200 arrests that year. While the number of arrests is significantly higher than today, several factors were at play back then, including:

- More than double the number of licensed establishments in Belleville operating with the primary purpose of evening liquor sales. Simply put, Belleville had a very different "bar scene" 20 years ago.
- While every night of the week offered a different bar that seemed to be busy, Friday and Saturday nights were packed with call volume and arrests related to alcohol in the North Front Street area.
- BPS call volume was vastly different, with roughly 57% the number of calls we are dealing with today. DUI enforcement can be directly tracked to enforcement efforts; the more time officers look for impaired, the more action is taken.
- In 2005, the legislation in Ontario dealing with warn-range blood alcohol concentration (BAC) of 50 milligrams to 99 milligrams offered a 12-hour suspension that was not provincially tracked or associated with a driver's licence. If BPS officers stopped a driver and discovered their BAC was in the warn-range, they simply seized the driver's licence and filed a report. The driver would attend the police station 12 hours later and retrieve their licence.



Partners with the Community

Legislation – How the penalties have changed

2005

As stated above, a warn-range suspension in 2005 involved a local 12-hour prohibition and little else.

A charge for DUI included an automatic 90-day driver's licence suspension, but no vehicle impoundment.

A conviction for Impaired Driving carried a mandatory \$1000 fine and a 1-year driving prohibition.

2026

Starting in 2009, Ontario implemented an escalating sanctions approach to warn-range suspensions.

Today, a driver with a warn-range BAC faces an automatic roadside:

- 7-day licence suspension
- mandatory 8-hour education course
- \$531 at ServiceOntario in reinstatement fees

A second warn-range offence within 10 years results in:

- 14-day licence suspension
- mandatory 16-hour treatment course
- \$531 at ServiceOntario in reinstatement fees

A third (or subsequent offence) results in:

- 30-day licence suspension
- mandatory 16-hour treatment course
- \$531 at ServiceOntario in reinstatement fees
- 6 months of ignition interlock.

A charge for DUI includes an automatic 90-day driver's licence suspension and a roadside 7-day vehicle impoundment.



Partners with the Community

A conviction for Impaired Driving now carries escalating fines, based on the driver's BAC:

80 – 119 mgs = \$1000 120-159 mgs = \$1500 160+ mgs= \$2000

and a 1-year driving prohibition.

As clearly illustrated above, Ontario has substantially increased the penalties for DUI. Additionally, new sanctions include:

- New categories of offences have been created to protect young drivers and people who operate heavy vehicles. As an example, drivers are absolutely prohibited from driving a vehicle with any alcohol in their system until they turn 22 yrs old.
- Police now have the ability to test novice drivers for the presence of certain drugs, including cannabis and cocaine. This technology is emerging, and further developments are expected in the future to better address DUI by drug.
- Officers can obtain training and be qualified as a Drug Recognition Expert (DRE). These officers assist in cases where drivers are impaired by drugs, alcohol, or a combination of both. The BPS does not currently have any DRE-qualified officers, based on the number of drug-impaired cases we handle annually (fewer than 10). Local OPP detachments provide DRE officers when needed.

All told, Ontario has some of the most robust DUI laws in North America.

Local Statistics – 2023 to 2025

The BPS has remained consistent over the past 3 years, with roughly 2 DUIs a week. This number includes both criminal charges and provincial warn-range suspensions.

2023 – 100

2024 – 106

2025 – 95



Partners with the Community

BPS numbers are comparable with other similar-sized municipal services:

Cornwall 2025 – 101

Timmins 2025 – 96

Quinte West OPP historically has shown very similar numbers to BPS:

QWOPP 2023 – 90

QWOPP 2024 – 88

In 2025, Quinte West saw a dramatic uptick in DUI cases, with 183. This number of cases is associated with a number of factors and is best explained by the OPP.

R.I.D.E. – Still an Effective Tool

Reduce Impaired Driving Everywhere started as a program in 1977 by Metro Toronto, referring to “Reduce Impaired Driving in Etobicoke”.

In the past 48 years, RIDE has been an effective tool for the police and has resulted in countless lives being saved. The authority to conduct RIDE checkpoints has been affirmed by the Supreme Court of Canada as lawful and effective.

The advent of social media and rampant posting of RIDE locations both challenge the effectiveness of spot-checks and increase awareness of police attention. It has always been difficult to gauge how effective any given RIDE program is, as a very visible spot-check may result in drivers electing not to drive, while more subdued efforts may result in more enforcement.

The BPS has utilized both operational funding and provincial RIDE grant funds to support spot-checks for more than 20 years. The majority of grant funding supports spot-checks in the festive season from mid-November to New Year's.

BPS officers are not often dedicated to RIDE efforts throughout the year, as the call for service burden continues to challenge resource deployment. Traffic Safety Unit members are deployed to this task, but not available 24/7.



Partners with the Community

The majority of BPS DUI cases throughout the years are the result of responses to community complaints about drivers and officers undertaking enforcement action and discovering impaired drivers.

Mandatory Alcohol Screening – The Future of Effective DUI Detection

On December 18th 2018, the DUI laws in Canada were overhauled and updated. This sweeping change of legislation also brought with it the ability of police to demand a breath sample from a driver without any additional grounds or suspicion. Known as Mandatory Alcohol Screening (MAS), this tool has been an effective measure in many other parts of the world.

Studies have shown that police officers, even keen and motivated members, have an abysmal rate of detection of drivers who have been drinking before being stopped at a checkpoint. Several factors contribute to this, including:

- Brief nature of the stop
- Environment of the checkpoint and vehicle
- Countermeasure(s) deployed by the driver to mask the smell

Deploying MAS as part of a complete DUI program has shown great promise. As an example, a joint BPS/OPP RIDE program using MAS in October 2025 revealed 5 DUI cases in only 29 vehicles checked. Of these drivers, only 1 admitted to alcohol consumption before driving.

The BPS is well equipped with alcohol testing equipment, including 20 Approved Screening Devices (ASD) for roadside testing and new Intoxilyzer 9000 instruments for further testing at the station. BPS have a dedicated group of 12 qualified technicians to operate the Intoxilyzer, and all front-line members are now trained in Standardized Field Sobriety Testing (SFST) to detect impaired drivers by drug.

Where We Go From Here

Every police service recognizes the need to address and effectively respond to DUI cases. These drivers represent a threat to themselves and every highway user.



Partners with the Community

The BPS will continue to invest in training and equipment to ensure officers have the best chance to respond, intervene and (hopefully) prevent DUI cases.

Working together with the neighbouring OPP detachments has shown to be an effective way to maximize officer footprint and spread always-thin resources.

Plans are being finalized for 2026, where the BPS Traffic Safety Unit will lead more RIDE and MAS throughout the year.

Additionally, there have been preliminary discussions about forming a “Quinte Region DUI Taskforce”, where OPP and BPS would contribute members, deploying throughout the greater area, focusing on RIDE, MAS and associated enforcement activities, with the goal of reducing the tragic effect the DUI.

Our greatest strength is leveraging combined knowledge and experience with effective technology and leadership to ensure we put our people in the right place, at the right time, doing the right thing.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Lynn Phillips
Director of Human
Resources

Subject: Human Resources Report: Staffing Levels

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019

Strategic Plan Alignment:

Attract and retain a representative, empowered, and highly skilled workforce.

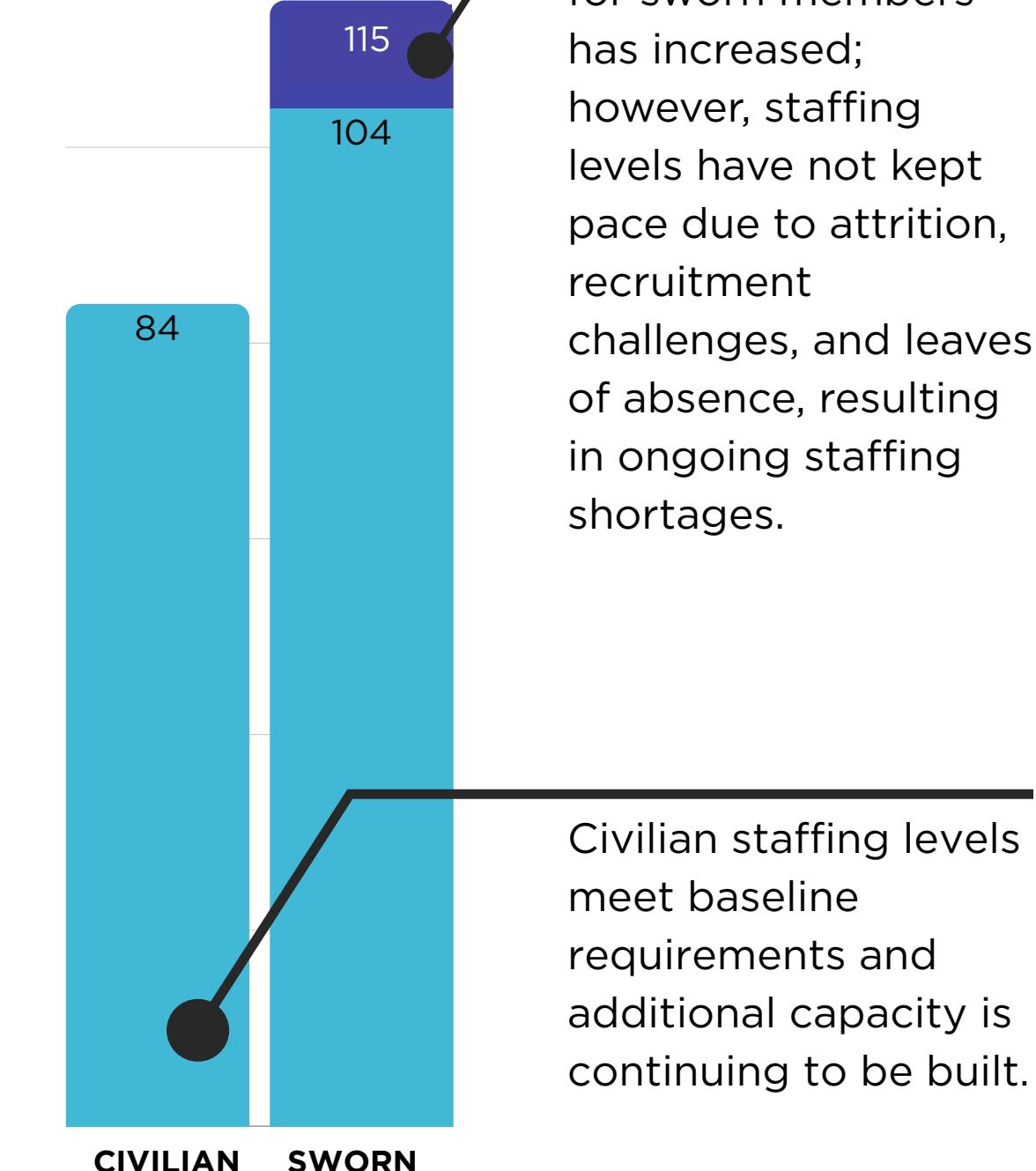
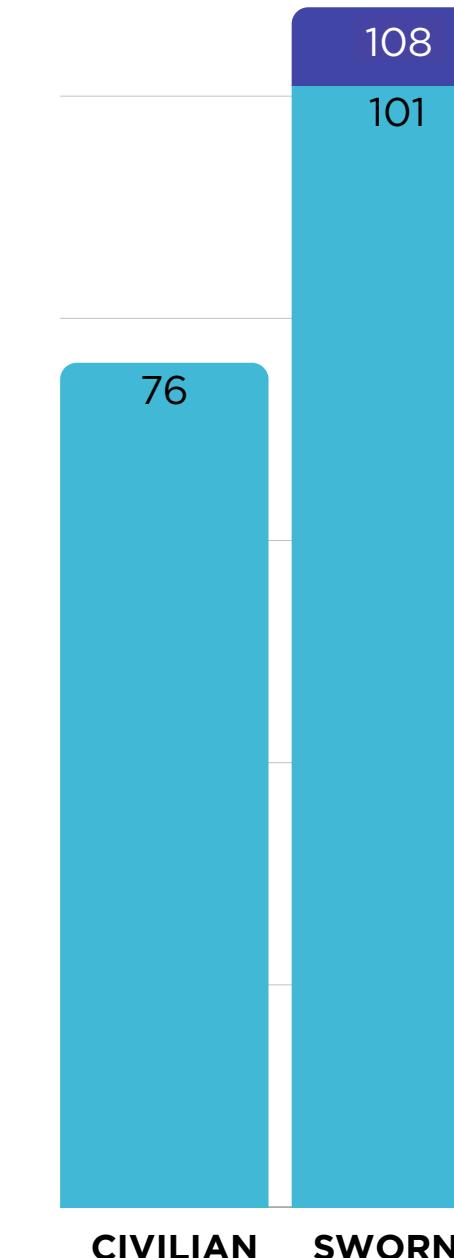
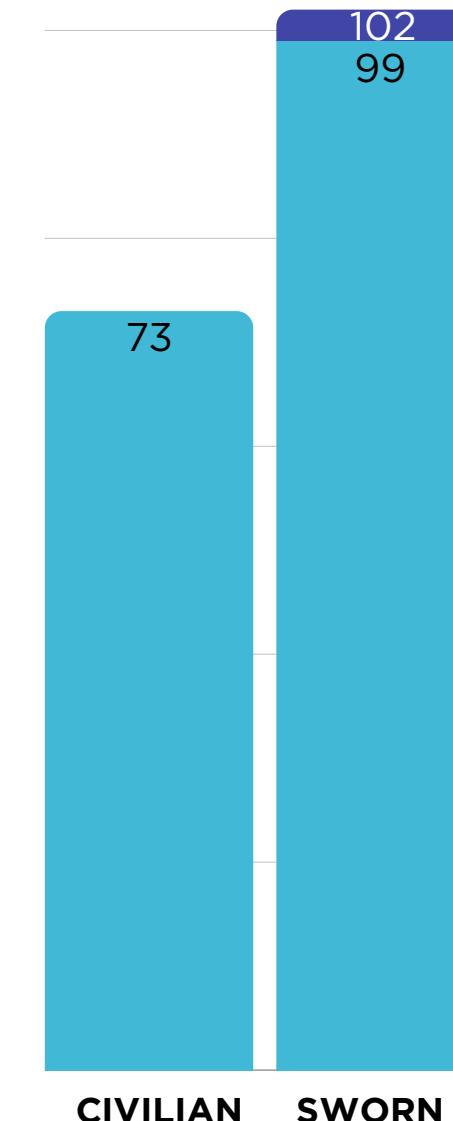
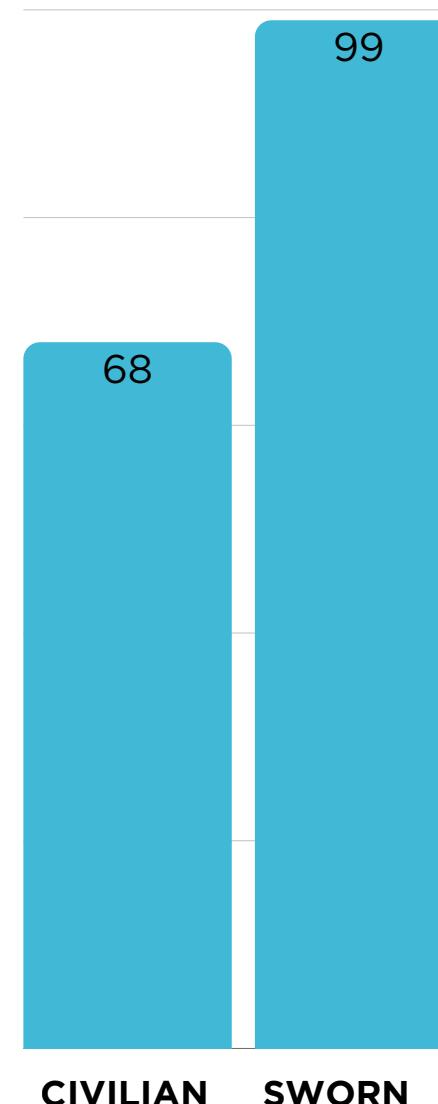
Recommendation:

This report recommends that the Board receive this report for information.

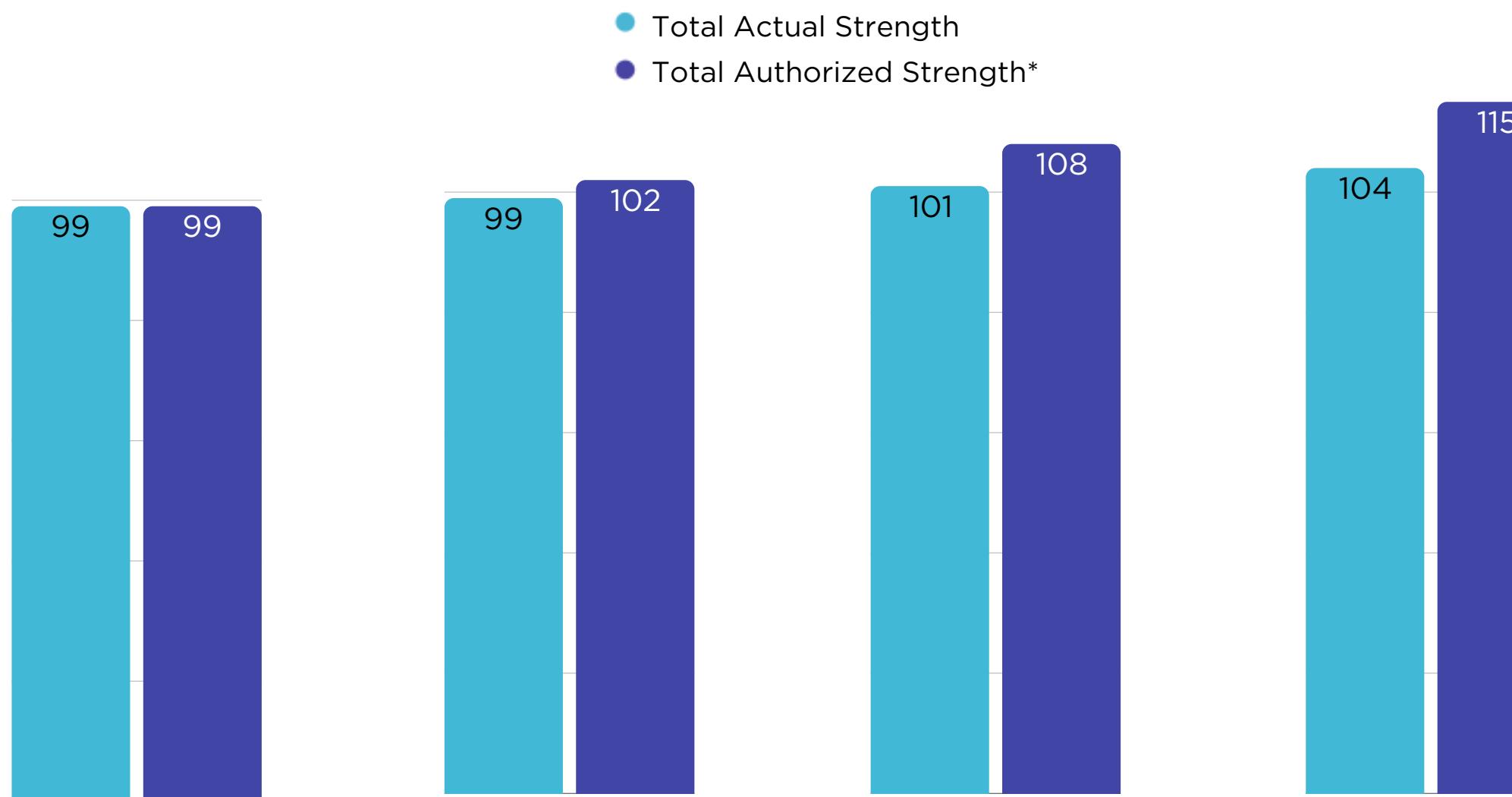
Murray Rodd
Chief of Police

TOTAL AUTHORIZED STRENGTH VS TOTAL ACTUAL STRENGTH: CIVILIAN AND SWORN MEMBERS

- TOTAL ACTUAL STRENGTH
- TOTAL AUTHORIZED STRENGTH



TOTAL AUTHORIZED STRENGTH VS TOTAL ACTUAL STRENGTH: SWORN MEMBERS



2022

Actual staffing matched authorized strength.

Fully aligned.

2023

Authorized strength increased.
Staffing remained at prior levels despite hiring efforts.

First gap begins.

2024

Authorized strength increased.
Staffing increased, but not at the pace of approved growth.

Gap widened.

2025

Authorized strength increased.
Staffing levels have not kept pace with approved growth due to attrition, recruitment challenges and leaves of absence.

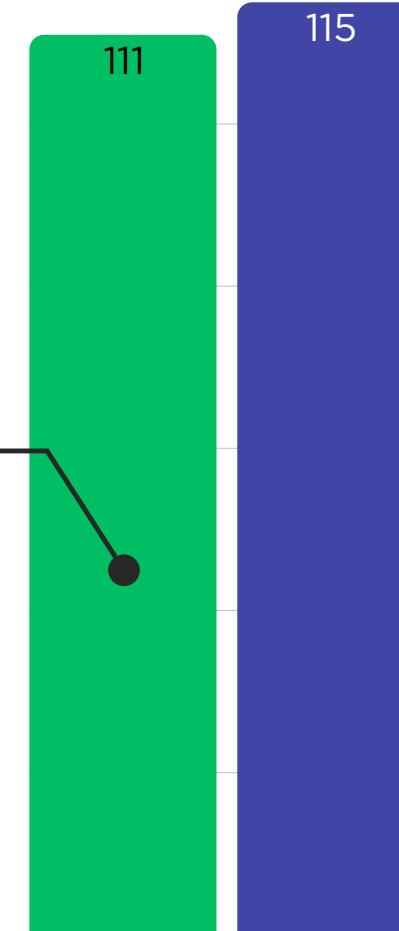
Correction under constraint, gap continues to widen.

Note: Frontline deployment has not changed in 20 years.

*Total authorized strength includes growth and replacement.

PRESENT

Target: Hire 8 Constables to reach 111 - still below the approved complement of 115.



2026

2026 Starting Point: 102
2026 Budgeted Staffing: 111

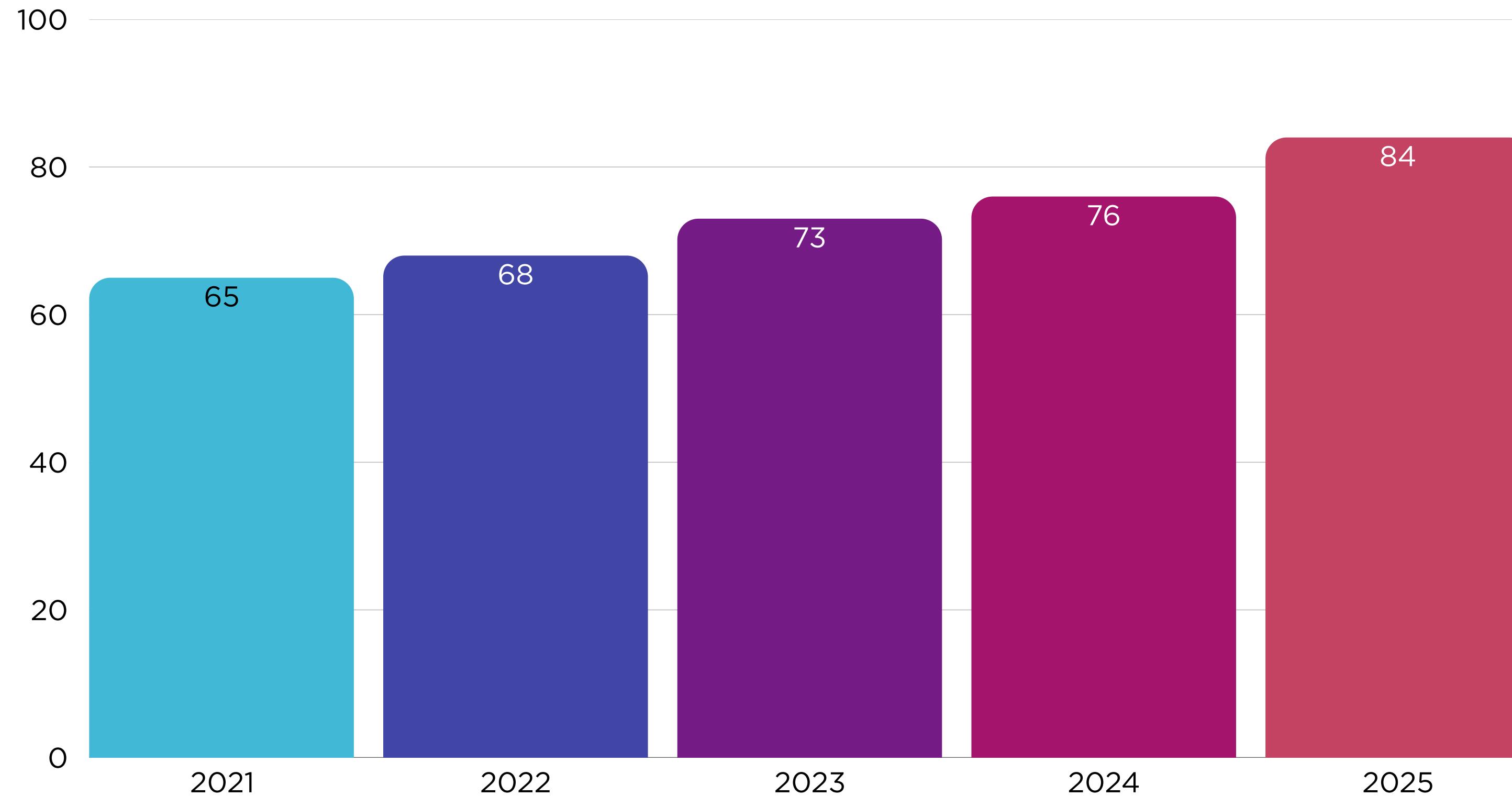
Goal: Hire 8 Constables to partially bridge the gap toward approved complement of 115.

Budgeted staffing remains below approved levels while addressing long-standing vacancies.

2026 hiring does not reach the approved level — it reduces the gap created over time.

TOTAL ACTUAL STRENGTH: CIVILIAN STAFF

CIVILIAN STAFFING LEVELS MEET BASELINE REQUIREMENTS AND ADDITIONAL CAPACITY IS CONTINUING TO BE BUILT





Partners with the Community

PUBLIC REPORT

IN CAMERA

January 7, 2026

To: Chair and Members
Belleville Police Services Board

Prepared by: Daniel Ringham
Director of Finance

Subject: Key Performance Indicators (KPIs)

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There may be some financial implications associated with this report.

Statutory Authority:

Section 37 (1) of the *Community Safety and Policing Act, 2019* mandates that a police service board shall ensure that adequate and effective policing is provided in the area for which it has policing responsibility as required by section 10.

This oversight includes providing fiscal oversight and the review and approval of the police budget before it is presented to council for final approval.

Strategic Plan Alignment:

Manage and deploy resources in a responsible and sustainable manner.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

BELLEVILLE POLICE SERVICE - KEY PERFORMANCE INDICATORS (KPI)

KPI Name	Clearance Rate					
Description	Measures the percentage of reported crimes that are solved or cleared by police through charge or other means. Reflects investigative effectiveness and justice delivery					
Calculation	Number of cases cleared / Total number of reported cases × 100					
Strategic Plan Alignment	Collaborative Community Safety and Engagement and Operational Excellence - <i>emphasize effective investigations, evidence-based policing, and transparency in public safety outcomes.</i>					
Values	Year	Crimes Against Persons Total	Crimes Against Persons Clearance Rate	Property Crime Total	Property Crime Clearance Rate	
	2022	848	79%	2198	24%	
	2023	838	76%	2331	26%	
	2024	935	78%	1758	29%	
Comment	2024 saw improved clearance rates across both violent and property crime					

KPI Name	Crime Severity Index (CSI)					
Description	An index from Statistics Canada that measures both the volume and seriousness of crimes reported to police. The CSI is not intended to be used or interpreted in isolation and is not a universal indicator of community crime and safety. It should be considered within the broader community context, including factors such as population, demographics, employment, wages, remoteness, and service availability, among others.					
Calculation	Weighted formula by Statistics Canada that multiplies each offence by its severity weight and divides by population (standardized to 100).					
Strategic Plan Alignment	Collaborative Community Safety and Operational Excellence - <i>evaluating long-term progress in reducing and preventing serious crime through partnerships, technology, and evidence-based policing.</i>					
Values	Year	*Belleville CSI	Ontario CSI	Canada CSI		
	2023	80%	61%	62%		
	2024	75%	61%	78%		
Comment	The CSI rate for *Belleville includes Belleville, Quinte West, Stirling Rawdon, Deseronto, Tyendinaga Township; CSI improved in 2024 from 2023					

KPI Name	Calls for Service		
Description	Tracks community demand for police response, including both reportable and non-reportable incidents. Indicates workload, community engagement, and service accessibility.		
Calculation	Total Calls for Service = Reportable + Non-Reportable Calls		
Strategic Plan Alignment	Operational Excellence and People, Culture, and Capacity - <i>managing workflow optimization, staffing efficiency, resource management and providing consideration for the mental health of members</i>		
Values	Year	Total Calls for Service	
	2022	27410	
	2023	29375	
2024	28593		
Comment	A modest decline in total calls for service in 2024		

KPI Name	Training Hours Completed		
Description	Measures investment in officer and staff skill development, ensuring readiness for evolving community and operational demands.		
Calculation	Sum of documented hours for all members		
Strategic Plan Alignment	Operational Excellence and People, Culture, and Capacity - <i>enhancing competency ensuring members are skilled, adaptable and equipped. Providing members with opportunities and tools for professional growth and leadership development</i> .		
Values	Year	Total Training Hours	Person Years - Total Training Hours / 2080 Hours
	2024	11445	5.50
Comment	Ensures compliance to the mandated training requirements as outlined in the Community Safety and Policing Act; Investment in training also supports the goals and objectives of the community, the service and the members		

KPI Name	Staffing Levels and Community Representation		
Description	Measures total staffing workforce as well as diversity and gender equity within the police service		
Calculation	Total number of staffing		

Strategic Plan Alignment	People, Culture, and Capacity - <i>focusing on inclusive recruitment, retention, and professional development for a representative workforce.</i>					
Values	Year	Sworn	Civilian	% of Female Sworn Officers	% of Female Staffing	
	2022	98	68	23%	36%	
	2023	104	73	24%	38%	
Comment	Providing the appropriate staffing levels and community representation to meet the legislative requirements the mission and vision of the Belleville Police Service					

KPI Name	Community Satisfaction With Policing						
Description	Results from the question "Overall, how satisfied are you with the quality of service provided by the Belleville Police Service?" that was part of the 2025 Strategic Planning Survey						
Calculation	Total Complaints; % results of survey responses received						
Strategic Plan Alignment	Operational Excellence and People, Culture, and Capacity - <i>reinforcing goals around professionalism, transparency, and wellness through accountability</i>						
Values	Year	Total Complaints	% of Complaints Per Call For Service				
	2023	37	0.13%				
	2024	42	0.15%				
2025 Survey Response Options	2025 Survey Response Options		% of Total Responses				
	Very Satisfied		20.50%				
	Satisfied		36.10%				
	Somewhat Satisfied		19.80%				
	Neither		10.40%				
	Somewhat Dissatisfied		6.20%				
	Dissatisfied		3.40%				
	Very Dissatisfied		3.70%				
Comment	76.40% of responses were Somewhat Satisfied, Satisfied or Very Satisfied out of 774 responses						

KPI Name	Traffic Related Incidents						
Description	Reflects road safety and proactive enforcement						
Calculation	Number of driving related charges/incidents						
Strategic Plan Alignment	Collaborative Community Safety and Engagement - <i>promoting road safety through educational campaigns, seasonal initiatives, partnerships and sound enforcement</i>						
Values	Year	Driving Related Charges	Fail To Stop Pursuits	Part III Cases, Written Warnings, MVC Investigations	Provincial Offence Charges, Criminal Charges	Road Fatalities	Reduce Impaired Driving Everywhere Program (Hours)
	2023	3337	5	N/A	N/A	2	232
	2024	4499	8	300	1090	3	281
Comment	A strong increase in 2024 shows enhanced proactive enforcement and targeted campaigns, reflecting successful operational focus on road safety.						

KPI Name	Response Times
Description	<p>The Belleville Police Service has established priority levels for response to calls for service based on the seriousness of the incident and the length of time since the incident occurred. All incoming calls for service are to be assessed by Communications and/or the Intake Officer based on the following criteria and the appropriate response level assigned.</p> <p>Priority 0 – All available officers to be dispatched immediately; Instantaneous response shall be any bona fide threat to life, danger of serious physical injury; any major event that has the immediate risk of causing loss of life or serious physical injury; any event where Unit/Officer Emergency call button is activated</p> <p>Priority 1 – A minimum of two officers will be dispatched immediately; Expedited response shall be any bona fide threat to life, danger of serious physical injury or major property damage; any crime of violence, including domestic assault; any crime that recently occurred in which the probability exists that a suspect may be apprehended near the scene or in the immediate area; any serious injury that may result in substantial personal harm in which an officer might render immediate aid; any unique incident that demands an immediate response.</p> <p>Priority 2 – An officer will be dispatched within 10 minutes; Delayed response shall be any active incident that does not represent a significant threat to life or property; any property damage collision that represents a significant hazard to the free flow of traffic</p>
Calculation	Average police response time in minutes

Strategic Plan Alignment	Operational Excellence - <i>monitor and evaluate response times and call-handling efficiency for emergency service calls</i>				
Values	Year	Priority 0	Priority 1	Priority 2	
	2024	3.94	4.79	7.75	
Comment	Service's operational readiness, resource deployment efficiency, and ability to protect public safety during emergencies.				

KPI Name	Community Engagement Activities					
Description	Number of community events, presentations, and outreach initiatives.					
Calculation	Number of community events, presentations, and outreach initiatives.					
Strategic Plan Alignment	Collaborative Community Safety and Engagement - <i>increase police visibility and community engagement</i>					
Values	Year	Number of Events Attended	Number of School Presentations	Auxiliary and Community Policing Hours	*Downtown Office Interactions	% Increase in Facebook Followers from 2023
	2024	25	75	877	767	+42.9%
Comment	Demonstrates visibility, collaboration, and proactive community engagement. *Downtown Office statistics shown are from July 2024 - November 2025					

KPI Name	Collaboration With Community Partners					
Description	Tracks the number of crisis calls and community referrals managed through the Integrated Mobile Police and Co-Response Team (IMPACT) program					
Calculation	Total number of crisis calls responded to by IMPACT and Victim Services Hastings Prince Edward					
Strategic Plan Alignment	Collaborative Community Safety and Engagement and People, Culture, and Capacity - <i>ensuring members are supported and trained to manage complex mental health interactions and partnering on vulnerable population support</i>					
Values	Year	IMPACT Total	Victim Services HPE			
	2024	616	182			
Comment	These figures highlight continued community reliance on co-response services					



Partners with the Community

PUBLIC REPORT

IN CAMERA

APPENDIX 'A'



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 12, 2026

To: Chair and Members
Belleville Police Service Board

Prepared by: Inspector Rene Aubertin
Support Services

Subject: Belleville Police Service – 2025 Court Security Plan

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There are no financial implications arising from the recommendation contained in this report.

Statutory Authority:

Community Safety and Policing Act, 2019

Strategic Plan Alignment:

Prevent crime through education and awareness. Enhance transparency through timely and relevant public communications.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights: Executive Synopsis

1. Governance and Legislative Framework

The Court Security Plan is established pursuant to the Community Safety and Policing Act, 2019 (CSPA), which mandates police services boards to ensure adequate and effective policing, including court security.



Partners with the Community

The Belleville Police Services Board is responsible for:

- i. Ensuring the security of judges, judicial officers, and all persons attending proceedings;
- ii. Ensuring the security of court premises during operational hours;
- iii. Maintaining secure custody and movement of persons in custody;
- iv. Determining appropriate levels of security.

The Chief of Police must prepare a court security plan, implement procedures, and ensure personnel are trained and capable of executing court security functions.

Oversight is supported by reference to O. Reg. 392/23 and Policing Standards Manual LE-014.

A Court Security Committee, comprised of Police, Crown, Judiciary, local bar, Victim Services, and MAG representatives, conducts annual reviews to ensure the plan remains responsive to operational needs.

2. Roles and Responsibilities

The Inspector of Support Services holds overall responsibility for the court security function. The Sergeant in charge of the Court Services Unit is responsible for plan administration and operational oversight. The unit consists of constables, special constables, all tasked with ensuring building security, prisoner custody and transport, and protection of judicial participants.

Key duties include:

- i. Security of justice system participants;
- ii. Security of court buildings during operational hours;
- iii. Secure custody and escort of persons in custody;
- iv. Prevention of unauthorized entry to secure custody areas;
- v. Conducting courtroom and hallway peacekeeping duties;
- vi. Conducting security screening when required.



Partners with the Community

3. Court Security Measures

3.1 Security Concerns and Reporting

A “security concern” includes risks related to escapes, threats, disruptive behaviour, or hostile acts involving accused persons, victims, families, or any party attending proceedings.

All members must immediately notify the Court Services Sergeant and complete incident reports. The Sergeant must assess, investigate, and implement appropriate security responses, notifying the Inspector and Duty Officer as necessary.

3.2 Premises Security

Security measures include roving patrols, duress alarm systems, and controlled access. Alarms (duress buttons, audible alarms, MAG locks) are maintained jointly with MAG and facility management.

3.3 Security of Persons and Screening

Special Constables may demand identification, the purpose of entry, and conduct searches with or without a warrant under specific risk circumstances.

The Quinte Courthouse employs magnetometers, X-ray machines, and handheld wands. A strict zero-tolerance policy applies to weapons or items that could facilitate escape or cause harm. Screening exemptions apply to judges, court staff, lawyers, and some officials using ID-based bypass entry. Detailed procedures exist for refusal to submit to screening and for religious accommodations.

3.4 Prisoner Security and Movement

Prisoners must be restrained (handcuffs, leg shackles; high-risk prisoners may be waist-chained). Youth must be segregated from adult prisoners under the Youth Criminal Justice Act.

Movement occurs in secure hallways and elevators, with the public prohibited from approaching. Two Special Constables must always be present with prisoners in courtrooms.



Partners with the Community

3.5 Security Levels

Two levels apply:

Normal operations: Standard patrols, screening, and escort procedures.

High-risk special precautions: Additional officers, specialty units, advanced screening, and judicial review of the security plan (required at least one week in advance).

4. Operational Procedures

4.1 Criminal Incidents and Arrests

Police officers conducting courthouse arrests must apply formal arrest procedures and avoid interrupting court unless necessary. Criminal acts committed in court must be investigated promptly; Special Constables report incidents, and police take custody as needed.

4.2 Assaults, Property Damage, Escapes

Prisoner-on-prisoner assaults, assaults on Special Constables, and property damage must be immediately reported and investigated. Escape attempts require immediate notification, facility lockdown, scene security, and detailed reporting.

4.3 Seizures and Use of Force Equipment

Narcotics and paraphernalia are processed under standard property and drug exhibit procedures. Personnel have access to duress alarms, radio communications, electronic wands, restraints, pepper foam, and batons, with all use-of-force applications requiring annual training.

5. Emergency Procedures

5.1 Fire, Evacuation, and Medical

Emergency Evacuation plans and fire procedures are established under the Ontario Fire Code. MAG Fire Wardens manage floor-level evacuations. Special Constables coordinate emergency medical response and ambulance routing.

5.2 Bomb Threats



Partners with the Community

Procedures include initial reporting, MAG staff area searches, evacuation protocols, and Command Post activation. If a device is found, no one may touch it, and Special Constables assist MAG in evacuation. “All Clear” notifications follow police confirmation.

5.3 Hostage Situations

Special Constables observe and report critical information until relieved by police. Only trained negotiators may engage. Areas are locked down and evacuated as directed by the Incident Commander.

5.4 Specialized Emergency Modes

Three emergency states are defined:

- i. Hold and Secure (Code Yellow): External threat; no building entry/exit.
- ii. Lockdown (Code Orange): Internal violent threat; immediate protective actions.
- iii. Shelter in Place (Code Green): Environmental danger; HVAC shutdown and interior isolation.

Debriefing and psychological support follow all major incidents.

6. Religious Weapons – Kirpan Accommodation

Procedures ensure respectful accommodation for Khalsa Sikhs carrying kirpans, subject to size limits, concealment, verification of the 5 K's, and a confirmation-based risk assessment. Storage options are provided when admittance is restricted.

Kirpans are absolutely prohibited in custodial areas.

Murray Rodd
Chief of Police



Partners with the Community

PUBLIC REPORT

IN CAMERA

APPENDIX 'B'



Partners with the Community

PUBLIC REPORT

IN CAMERA

January 7, 2026

To: Chair and Members
Belleville Police Services Board

Prepared by: Daniel Ringham
Director of Finance

Subject: Belleville Police Service – Key Performance Indicators (KPIs) - AMENDED

Purpose: Information Purposes Only Seeking Decision

Financial Implication:

There may be some financial implications associated with this report.

Statutory Authority:

Section 37 (1) of the *Community Safety and Policing Act, 2019* mandates that a police service board shall ensure that adequate and effective policing is provided in the area for which it has policing responsibility as required by section 10.

This oversight includes providing fiscal oversight and the review and approval of the police budget before it is presented to council for final approval.

Strategic Plan Alignment:

Manage and deploy resources in a responsible and sustainable manner.

Recommendation:

This report recommends that the Board receive this report for information.

Key Insights:

BELLEVILLE POLICE SERVICE - KEY PERFORMANCE INDICATORS (KPI)

KPI Name	Clearance Rate				
Description	Measures the percentage of reported crimes that are solved or cleared by police through charge or other means. Reflects investigative effectiveness and justice delivery				
Calculation	Number of cases cleared / Total number of reported cases × 100				
Strategic Plan Alignment	Collaborative Community Safety and Engagement and Operational Excellence - <i>emphasize effective investigations, evidence-based policing, and transparency in public safety outcomes.</i>				
Values	Year	Crimes Against Persons Total	Crimes Against Persons Clearance Rate	Property Crime Total	Property Crime Clearance Rate
	2022	848	79%	2198	24%
	2023	838	76%	2331	26%
Comment	2024 saw improved clearance rates across both violent and property crime				

KPI Name	Crime Severity Index (CSI)				
Description	An index from Statistics Canada that measures both the volume and seriousness of crimes reported to police. The CSI is not intended to be used or interpreted in isolation and is not a universal indicator of community crime and safety. It should be considered within the broader community context, including factors such as population, demographics, employment, wages, remoteness, and service availability, among others.				
Calculation	Weighted formula by Statistics Canada that multiplies each offence by its severity weight and divides by population (standardized to 100).				
Strategic Plan Alignment	Collaborative Community Safety and Operational Excellence - <i>evaluating long-term progress in reducing and preventing serious crime through partnerships, technology, and evidence-based policing.</i>				
Values	Year	*Belleville CSI	Ontario CSI	Canada CSI	
	2023	80%	61%	81%	
	2024	75%	61%	78%	
Comment	The CSI rate for *Belleville includes Belleville, Quinte West, Stirling Rawdon, Deseronto, Tyendinaga Township; CSI improved in 2024 from 2023				

KPI Name	Calls for Service		
Description	Tracks community demand for police response, including both reportable and non-reportable incidents. Indicates workload, community engagement, and service accessibility.		
Calculation	Total Calls for Service = Reportable + Non-Reportable Calls		
Strategic Plan Alignment	<i>Operational Excellence and People, Culture, and Capacity - managing workflow optimization, staffing efficiency, resource management and providing consideration for the mental health of members</i>		
Values	Year	Total Calls for Service	
	2022	27410	
	2023	29375	
Comment	A modest decline in total calls for service in 2024		

KPI Name	Training Hours Completed		
Description	Measures investment in officer and staff skill development, ensuring readiness for evolving community and operational demands.		
Calculation	Sum of documented hours for all members		
Strategic Plan Alignment	<i>Operational Excellence and People, Culture, and Capacity - enhancing competency ensuring members are skilled, adaptable and equipped. Providing members with opportunities and tools for professional growth and leadership development .</i>		
Values	Year	Total Training Hours	Person Years - Total Training Hours / 2080 Hours
	2024	11445	5.50
	Ensures compliance to the mandated training requirements as outlined in the Community Safety and Policing Act; Investment in training also supports the goals and objectives of the community, the service and the members		

KPI Name	Staffing Levels and Community Representation		
Description	Measures total staffing workforce as well as diversity and gender equity within the police service		
Calculation	Total number of staffing		
Strategic Plan Alignment	<i>People, Culture, and Capacity - focusing on inclusive recruitment, retention, and professional development for a representative workforce.</i>		

Values	Year	Sworn	Civilian	% of Female Sworn Officers	% of Female Staffing	
	2022	98	68	23%	36%	
	2023	104	73	24%	38%	
	2024	101	75	26%	40%	
Comment	Providing the appropriate staffing levels and community representation to meet the legislative requirements the mission and vision of the Belleville Police Service					

KPI Name	Community Satisfaction With Policing						
Description	Results from the question "Overall, how satisfied are you with the quality of service provided by the Belleville Police Service?" that was part of the 2025 Strategic Planning Survey						
Calculation	Total Complaints; % results of survey responses received						
Strategic Plan Alignment	Operational Excellence and People, Culture, and Capacity - <i>reinforcing goals around professionalism, transparency, and wellness through accountability</i>						
Values	Year	Total Complaints	% of Complaints Per Call For Service				
	2023	37	0.13%				
	2024	42	0.15%				
	2025 Survey Response Options		% of Total Responses				
	Very Satisfied		20.50%				
	Satisfied		36.10%				
	Somewhat Satisfied		19.80%				
	Neither		10.40%				
	Somewhat Dissatisfied		6.20%				
	Dissatisfied		3.40%				
	Very Dissatisfied		3.70%				
Comment	76.40% of responses were Somewhat Satisfied, Satisfied or Very Satisfied out of 774 responses						

KPI Name	Traffic Related Incidents
----------	---------------------------

Description	Reflects road safety and proactive enforcement						
Calculation	Number of driving related charges/incidents						
Strategic Plan Alignment	Collaborative Community Safety and Engagement - <i>promoting road safety through educational campaigns, seasonal initiatives, partnerships and sound enforcement</i>						
Values	Year	Driving Related Charges	Fail To Stop Pursuits	Part III Cases, Written Warnings, MVC Investigations	Provincial Offence Charges, Criminal Charges	Road Fatalities	Reduce Impaired Driving Everywhere Program (Hours)
	2023	3337	5	N/A	N/A	2	232
	2024	4499	8	300	1090	3	281
Comment	A strong increase in 2024 shows enhanced proactive enforcement and targeted campaigns, reflecting successful operational focus on road safety.						

KPI Name	Response Times																						
Description	<p>The Belleville Police Service has established priority levels for response to calls for service based on the seriousness of the incident and the length of time since the incident occurred. All incoming calls for service are to be assessed by Communications and/or the Intake Officer based on the following criteria and the appropriate response level assigned.</p> <p>Priority 0 – All available officers to be dispatched immediately; Instantaneous response shall be any bona fide threat to life, danger of serious physical injury; any major event that has the immediate risk of causing loss of life or serious physical injury; any event where Unit/Officer Emergency call button is activated</p> <p>Priority 1 – A minimum of two officers will be dispatched immediately; Expedited response shall be any bona fide threat to life, danger of serious physical injury or major property damage; any crime of violence, including domestic assault; any crime that recently occurred in which the probability exists that a suspect may be apprehended near the scene or in the immediate area; any serious injury that may result in substantial personal harm in which an officer might render immediate aid; any unique incident that demands an immediate response.</p> <p>Priority 2 – An officer will be dispatched within 10 minutes; Delayed response shall be any active incident that does not represent a significant threat to life or property; any property damage collision that represents a significant hazard to the free flow of traffic</p>																						
Calculation	Average police response time in minutes																						
Strategic Plan Alignment	Operational Excellence - <i>monitor and evaluate response times and call-handling efficiency for emergency service calls</i>																						
Values	<table border="1"> <thead> <tr> <th>Year</th><th>Priority 0</th><th>Priority 1</th><th>Priority 2</th><th></th><th></th><th></th><th></th></tr> </thead> <tbody> <tr> <td>2024</td><td>3.94</td><td>4.79</td><td>7.75</td><td></td><td></td><td></td><td></td></tr> </tbody> </table>							Year	Priority 0	Priority 1	Priority 2					2024	3.94	4.79	7.75				
Year	Priority 0	Priority 1	Priority 2																				
2024	3.94	4.79	7.75																				

Comment	Service's operational readiness, resource deployment efficiency, and ability to protect public safety during emergencies.
---------	---

KPI Name	Community Engagement Activities					
Description	Number of community events, presentations, and outreach initiatives.					
Calculation	Number of community events, presentations, and outreach initiatives.					
Strategic Plan Alignment	Collaborative Community Safety and Engagement - <i>increase police visibility and community engagement</i>					
Values	Year	Number of Events Attended	Number of School Presentations	Auxiliary and Community Policing Hours	*Downtown Office Interactions	% Increase in Facebook Followers from 2023
	2024	25	75	877	767	+42.9%
Comment	Demonstrates visibility, collaboration, and proactive community engagement. *Downtown Office statistics shown are from July 2024 - November 2025					

KPI Name	Collaboration With Community Partners					
Description	Tracks the number of crisis calls and community referrals managed through the Integrated Mobile Police and Co-Response Team (IMPACT) program					
Calculation	Total number of crisis calls responded to by IMPACT and Victim Services Hastings Prince Edward					
Strategic Plan Alignment	Collaborative Community Safety and Engagement and People, Culture, and Capacity - <i>ensuring members are supported and trained to manage complex mental health interactions and partnering on vulnerable population support</i>					
Values	Year	IMPACT Total	Victim Services HPE			
	2024	616	182			
Comment	These figures highlight continued community reliance on co-response services					