



LAKEHEAD OPP DETACHMENT BOARD CONSEIL DU DÉTACHEMENT DE LAKEHEAD DE LA POLICE PROVINCIALE

THUNDER BAY OPP DETACHMENT DÉTACHEMENT DE THUNDER BAY DE LA POLICE PROVINCIALE

Agenda for Meeting: Thursday, January 15, 2026 at 5:30 p.m.

OPP Detachment Office
3267 Highway 130, Rosslyn, ON

1. Preliminary Matters

- 1.1 Selection of Chair and Vice-Chair for the Year
- 1.2 Call to Order by Chair
- 1.3 Approval and/or Amendment of the Agenda
- 1.4 Request/Receive Declarations of Pecuniary Interests (if any)

2. Minutes from Previous Meeting

- 2.1 Minutes of the Meeting held November 20, 2025 1-3
- 2.2 Matters Arising from the Minutes -

3. Reports and Items for Discussion

- 3.1 Police Report – November and December 2025 -
- 3.2 Detachment Commander Performance Management 4-28
- 3.3 2026 Insurance Renewal 29-36
- 3.4 2026 Budget 37-38

4. Correspondence

- 4.1 November 19, 2025: Letter from SolGen – Update to O. Reg 416/23: Oaths and Affirmations under CSPA 39-40
- 4.2 November 24, 2025: Email from OAPSB – A Look at the OPP’s 2024 Snapshot and What it Means for Your Detachment Board 41-42
- 4.3 December 5, 2025: Email from OAPSB – New Governance Tools Now Available for Boards and Administrators 43-45
- 4.4 December 15, 2025: Email from IoP – Public Release of the First Decisions by the Inspector General of Policing with Accompanying Findings Reports 46-47
- 4.5 December 19, 2025: Email from OAPSB – Year End Reflections and What to Expect in 2026 48-49
- 4.6 December 23, 2025: Email from OAPSB – Fourth Quarter Newsletter and a Look Ahead to 2026 50-61
- 4.7 January 2, 2026: Email from OAPSB – New Year Update: Legislative Changes and Discussion Groups Now Open 62

- 5. By-laws**
- 6. New Business**
- 7. Closed Session**
- 8. Next Meeting**
- 9. Adjournment**

Lakehead OPP Detachment Board

MINUTES OF THE REGULAR MEETING OF THE BOARD

November 20, 2025 at 5:30 p.m.

Location: 3267 Highway 130, Rosslyn, ON

PRESENT: Councillor Don Smith, Municipality of Shuniah
Councillor Brian Wright, Municipality of Neebing
Councillor John Sobolta, Township of O'Connor
Reeve Wendy Wright, Township of Gillies
Ralph Falcioni, Community Representative
Rox-Anne Moore, Community Representative
Caleb Garrow-Ledoux, Provincial Representative
Christopher Bortolin, O.P.P. Thunder Bay Detachment
Erika Kromm, Board Secretary

REGRETS: Chief Wilfred King, Kiashke Zaaging Anishinaabek (Gull Bay)
Clarke Chapman, Lac Des Mille Lacs
Beth Boon, Kiashke Zaaging Anishinaabek (Gull Bay)
Councillor David Halvorsen, Township of Conmee
Lisa Laitinen-Egbuchulam, Community Representative

1. Preliminary Matters

1.1. Call to Order

The Chair called the meeting to order at 5:38 pm and provided a land acknowledgement.

1.2. Approval and/or Amendment of the Agenda

Chair Smith asked whether any members wished to make any additions or adjustments to the agenda.

Resolution No. 2025-017

Moved by: Member Rox-Anne Moore

Seconded by: Member John Sobolta

BE IT RESOLVED THAT the agenda for tonight's meeting be amended by adding in closed session, Item 7.1, a verbal report regarding a personnel matter.

CARRIED ✓

1.3. Request/Receive Declarations of Pecuniary Interests (if any)

No declarations of pecuniary interest were received.

2. Minutes from Previous Meeting

2.1. Minutes of the Meeting held October 16, 2025

Members present reviewed the minutes.

Resolution No. 2025-018

Moved by: Member Rox-Anne Moore
 Seconded by: Member Ralph Falcioni

BE IT RESOLVED THAT the minutes for the meetings held on October 16, 2025 be approved, as presented.

CARRIED ✓

2.2. Matters Arising from the Minutes

Members present reviewed the report.

3. Reports and Items for Discussion

3.1. Police Report – October 2025

Members reviewed the police reports. There was some discussion regarding current operations. There have been issues with speeding in Neebing. Shuniah is pleased with their new community officer. Currently, the detachment has a full complement of staff.

3.2. Local Action Plan

Members were reviewed the draft Local Action Plan. The Board will draft a message from the Chair to include in the Plan which needs to be submitted to the Detachment Commander by the end of December.

3.3. Detachment Commander Performance Management

Members present reviewed the report. It was determined that the Board will work on a formal performance management process in 2026. A draft policy and procedure will be reviewed in January.

3.4. 2026 Meeting Schedule

Members present reviewed the report. It was determined that the meetings in 2026 will be scheduled for January 17, April 16, June 18 and October 15.

3.5. OAPSB Membership Renewal

Members present reviewed the report and discussed the benefits of membership. It was determined that the Board will not renew the membership in 2026.

4. Correspondence

4.1. November 4, 2025: Email from OAPSB – Critical Thinking for Police Governance Resources

4.2. October 29, 2025: Email from OAPSB – Announcing 2026 Membership Renewals

4.3. October 27, 2025: Email from OAPSB – New Resource – Board Communication Policy Template

Members reviewed the correspondence in 4.1 to 4.3. No resolutions were passed.

5. By-laws

There were no by-laws presented at this meeting.

6. New Business

There was no new business brought forward at this meeting.

7. Closed SessionResolution No. 2025-019

Moved by: Member Caleb Garrow-Ledoux

Seconded by: Member Brian Wright

The time being 6:12 pm, the Board will enter closed session under paragraph 44(1)(b) of the *Community Safety and Policing Act* to consider item 7, involving personal matters about identifiable individuals.

CARRIED ✓

7.1. Personnel Matters

The Detachment Commander provided a verbal report regarding a personnel matter and responded to questions from Members. There was no direction for action related to this matter.

Resolution No. 2025-020

Moved by: Member John Sobolta

Seconded by: Member Ralph Falcioni

The time being 6:17 pm, the Board will rise from closed session and reconvene in open session.

CARRIED ✓

8. Next Meeting

The next meeting will be held on January 15, 2026 at 5:30 pm.

9. Adjournment

There being no further business to attend to, the meeting was adjourned at 6:59 pm.

LAKEHEAD OPP DETACHMENT BOARD
Administrative Report

Date: **January 8, 2026 (For Meeting on January 15, 2026)**

To: **Members of Lakehead OPP Detachment Board**

Subject: **Detachment Commander Performance Management**

Submitted by: **Erika Kromm, Board Secretary**

RECOMMENDATION:

The Board Secretary recommends that the Board establish a plan/schedule for completing the annual Detachment Commander performance feedback.

BACKGROUND/DISCUSSION:

Under Section 68(1)(d) of the *Community Safety and Policing Act*, 2019, one of the required duties of the Board is to monitor the performance of the Detachment Commander.

In order for the Commissioner to include the Board's feedback in their annual performance reviews, Boards need to have their feedback forms in to the Regional Superintendent by January 31 of the following year. Attached to this report is the feedback form to be submitted to the Regional Superintendent.

At the November 2025 meeting, the Board decided that it was too late in the year to begin a performance feedback process for 2025 and that they would complete the evaluation for the 2026 year.

At the November meeting, the Board reviewed a "Detachment Commander Performance Management Framework" that was created by OAPSB. This outlined a draft process and policy for completing the performance evaluation. Since that time, the OPP Strategy Management Unit has put out a Standard Operating Procedure (SOP) called "Detachment Commander Performance Feedback Process from OPP Detachment Boards."

The document from the Strategy Management Unit is clearer and more concise on what steps need to be taken. The SOPs also indicate some deadlines that were not previously communicated through the OAPSB. The deadlines that the Board needs to be aware of include:

- January 31st – due date to submit previous year's Feedback Form
- March 31st – due date to submit current year Detachment Action Plan Commitments section of the Feedback Form
- August 31st – due date to submit any updates/changes to the Detachment Action Plan Commitments section of the Feedback Form
- December 31st – due date for Detachment Commander to provide written comments/response in the Feedback Form and submit to the Board.

After the January meeting, the Board does not have a meeting scheduled until April and the last meeting of the year is in October. The Board may want to consider scheduling another meeting with the Detachment Commander before March 31st and sometime in December in order to meet the deadlines set by the Strategy Management Unit.

It is not necessary for the entire Board to participate in the meetings with the Detachment Commander to review the Detachment Action Plan Commitments. A committee can be established for this purpose. This may make scheduling additional meetings easier and subsequently make it easier to meet the deadlines. The committee would report to the Board for the approval of any recommendations or the final Feedback Form.

Note that several times in the SOPs, it mentions that the completed Feedback Form is not to be printed. The expectation is that all work on this form will be done electronically. This is a confidential document and there is too great a risk that printed copies could be seen by individuals who do not have the authority to view it.

ATTACHMENT:

1. SOP: Detachment Commander Performance Feedback Process from OPP Detachment Boards
2. Detachment Commander Performance Feedback Form



Ontario Provincial Police

Standard Operating Procedure

Detachment Commander Performance Feedback Process from OPP Detachment Boards

Office of Primary Responsibility (OPR)			
Unit	Strategy Management Unit		
Section	Strategy Section		
Bureau	Strategic Planning and Analysis Bureau		
OPR Contact Info	opp.strategy.management@opp.ca		
Version	1	Revision Date	2025-01-03
Supersedes Version		Revision Date	Click here to enter a date.
Approvals			
Approved by	Deputy Commissioner Kari Dart		
	Deputy Commissioner Chris Harkins		
Approval Date	2025-03-01		

Table of Contents

1. Purpose	1
Office of Primary Responsibility	1
2. Background.....	2
3. Strategy Management Unit	3
4. Definitions & Acronyms.....	4
CSPA.....	4
OPP Detachment Board.....	4
Detachment Commander Performance Feedback Form	4
5. Authority.....	5
<i>Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1</i>	5
6. Audience & Recommended Approval Levels.....	6
7. Responsibilities	7
Strategic Planning and Analysis Bureau	7
Strategy Management Unit	7
Detachment Commanders	7
Regional Chief Superintendents	7
OPP Detachment Board Members	7
8. Reference Documents	8
9. Retention Requirements	9
10. Privacy/Confidentiality.....	10
11. Standard Operations Procedures.....	11
Initial Review of Evaluation Feedback Outline	11
Purpose.....	11
Process.....	11
Initial Review Timeline	11
Mid-Year Review.....	12
Purpose.....	12
Process.....	12
Mid-Year Review Timeline.....	12
Year End Review – Providing Feedback and Submission to Regional Command.....	13
Purpose.....	13
Process.....	13
Year End Timeline.....	14
Full Process Timeline Overview.....	15
Other Considerations	16

Change in Detachment Commander	16
Other Significant Changes to Detachment Operations	16
Misalignment.....	16

1. Purpose

This Standard Operation Procedure (SOP) provides information about the Detachment Commander Evaluation Feedback Process from OPP Detachment Boards in relation to the legislated requirement for OPP Detachment Boards to monitor the performance of the detachment commander under section 68 of the *Community Safety and Policing Act, 2019* (CSPA).

Office of Primary Responsibility

Strategic Planning and Analysis Bureau (SPAB) is the Office of Primary Responsibility (OPR) for this SOP.

The Bureau Commander of SPAB is the accountable executive for this SOP and is responsible for notifying Business Management Bureau (BMB) of any amendments required to Police Orders.

2. Background

The [Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1](#) (CSPA) came into force on April 1, 2024.

The CSPA legislates the requirement for each OPP detachment to have a minimum of one (1) OPP Detachment Board. Section 68 of the CSPA outlines the role of the OPP Detachment Board. This includes the responsibility of monitoring the performance of the detachment commander.

To support OPP Detachment Boards in meeting their legislated requirements and to support detachment commanders in receiving consistent and applicable performance feedback, Strategy Management Unit led the updating and enhancing of previous detachment commander performance feedback forms.

Strategy Management Unit developed an updated form based on the CSPA and engaged with a working group of detachment commanders and a working group of OPP Detachment Board members representing the Ontario Association of Police Service Boards (OAPSB) to review and provide input on the updated form.

Based on the engagement with these two working groups, this SOP has been created to provide additional information and guidance for the completion of annual performance evaluation feedback using the Detachment Commander Performance Feedback Form.

If you have any questions, concerns, or suggestions, please contact the Strategy Management Unit at opp.strategy.management@opp.ca.

3. Strategy Management Unit

Strategy Management Unit is a part of the Strategy Section of SPAB.

Strategy Management Unit directly supports OPP executive and senior command in the development, implementation, measurement, and reporting of strategic priorities. Strategy Management Unit ensures that strategic priorities align with legislative requirements and incorporates information related to legislative compliance in annual reporting.

Strategy Management also provides direct support to the bureau, region, and detachment leadership in the development, implementation, measurement, and reporting of action plan priorities.

4. Definitions & Acronyms

CSPA

The *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1 is the guiding piece of legislation for this SOP and is often referred to with the acronym “CSPA”.

OPP Detachment Board

When the CSPA came into force, it included legislation that created OPP Detachment Boards. OPP detachments no longer report to Police Service Boards and instead report to OPP Detachment Boards.

Per the [CSPA](#):

67 (1) There shall be an O.P.P. detachment board, or more than one O.P.P. detachment board in accordance with the regulations made by the Minister, for each detachment of the Ontario Provincial Police that provides policing in a municipality or in a First Nation reserve. 2019, c. 1, Sched. 1, s. 67 (1); 2023, c. 12, Sched. 1, s. 27 (1).

Per [O. Reg. 135/24: O.P.P. DETACHMENT BOARDS](#):

2. The following detachments of the Ontario Provincial Police are exempt from the requirement in subsection 67 (1) of the Act to have an O.P.P. detachment board:

1. The Aurora O.P.P. Detachment.
2. The Caledon O.P.P. Detachment.

Further information about the roles and responsibilities of an OPP Detachment Board are included in the CSPA and O. Reg. 135/24.

Detachment Commander Performance Feedback Form

OPP Detachment Boards are responsible for monitoring the performance of a detachment commander; however, it is not the same as the formal performance evaluation detachment commanders receive from their Regional Command.

The OPP Detachment Commander Performance Feedback Form referred to in this SOP is designed to support ongoing conversations about performance between the OPP Detachment Board and the detachment commander and to be a supplementary document in the formal performance evaluation provided by Regional Command.

***Detachment Commander Performance Feedback Process
from OPP Detachment Boards***

5. Authority

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1

68 (1) The O.P.P. detachment board shall,

- (a) consult with the Commissioner regarding the selection of a detachment commander and otherwise participate, in accordance with the regulations made by the Minister, in the selection of the detachment commander;
- (b) determine objectives and priorities for the detachment, not inconsistent with the strategic plan prepared by the Minister, after consultation with the detachment commander or his or her designate;
- (c) advise the detachment commander with respect to policing provided by the detachment;
- (d) monitor the performance of the detachment commander;**
- (e) review the reports from the detachment commander regarding policing provided by the detachment; and
- (f) on or before June 30 in each year, provide an annual report to the municipalities and band councils regarding the policing provided by the detachment in their municipalities or First Nation reserves. 2019, c. 1, Sched. 1, s. 68 (1); 2023, c. 12, Sched. 1, s. 28.

***Detachment Commander Performance Feedback Process
from OPP Detachment Boards***

6. Audience & Recommended Approval Levels

<u>Audience</u>	<u>Approval Level</u>
<input checked="" type="checkbox"/> OPP Detachment Board Members (external to OPP)	Commissioner
<input checked="" type="checkbox"/> All OPP Employees	Commissioner
<input checked="" type="checkbox"/> All Detachment Commanders & Regional Command	Provincial Command
<input type="checkbox"/> Uniform members Only	Provincial Command
<input type="checkbox"/> Civilian Members Only	Provincial Command
<input type="checkbox"/> Other	Region/Bureau Command

7. Responsibilities

Strategic Planning and Analysis Bureau

Strategic Planning and Analysis Bureau is responsible for overseeing the following:

- the review and, if required, updating of this SOP on an annual basis;
- the consultation of appropriate stakeholders prior to any changes made; and
- the creation and maintenance of an archive of previous versions and revision approvals.

Strategy Management Unit

Strategy Management Unit is responsible for the following:

- reviewing and, if required, updating this SOP on an annual basis;
- consulting stakeholders prior to making any changes;
- maintaining an archive of previous versions of this SOP and revision approvals;
- communicating with OPP employees and OPP Detachment Boards about changes to the SOP and for other reasons as described in this SOP; and
- arranging additional engagement meetings with stakeholders as necessary.

Detachment Commanders

Detachment Commanders are responsible for the following:

- reviewing this SOP for information and actions related to their role;
- reading and understanding the applicable SOP sections to their specific responsibilities;
- communicating concerns or discrepancies, errors, or omissions related to this SOP to their supervisor; and
- regularly reviewing Strategy Management Unit SharePoint for SOP updates.

Regional Chief Superintendents

Regional Chief Superintendents are responsible for the following:

- reviewing this SOP for information and actions related to their role;
- reading and understanding the applicable SOP sections to their specific responsibilities;
- communicating concerns or discrepancies, errors, or omissions related to this SOP to the Strategy Management Unit; and
- regularly reviewing the Strategy Management Unit SharePoint for SOP updates.

OPP Detachment Board Members

OPP Detachment Board Members are responsible for the following:

- reviewing this SOP for information and actions related to their roles;
- reading and understanding the applicable SOP sections to their specific responsibilities;
- communicating concerns or discrepancies, errors, or omissions related to this SOP to the detachment commander; and
- reviewing SOP updates sent to the OPP Detachment Boards.

8. Reference Documents

Detachment Commander Evaluation Feedback Form (PDF) – Appendix A

9. Retention Requirements

SOP - 6750 MANUALS MGT

Retention – Destroy 2 years after the document is updated or replaced.
Previous versions will be kept for reference.

Policy Related Materials - PP2200 DIRECTIVES -OP POLICIES

Archive CCY+10 years after superseded or obsolete.

10. Privacy/Confidentiality

An in-progress or completed Detachment Commander Performance Feedback Form is to be shared only with the parties directly involved, namely:

- OPP Detachment Board members of that detachment
- Detachment commander of that detachment
- Members of OPP senior command responsible for the supervision of that detachment commander

11. Standard Operations Procedures

Initial Review of Evaluation Feedback Outline

Purpose

The purpose of this initial review and discussion between the OPP Detachment Board(s) and the Detachment Commander is to ensure a shared understanding of the performance evaluation feedback process. In this discussion, the OPP Detachment Board and Detachment Commander will:

- review the Detachment Commander Performance Feedback Form;
- set expectations for both parties; and
- develop the feedback criteria related to the Detachment Action Plan Commitments.

Process

The OPP Detachment Board(s) – does not need to be the full Board, could be the Chair(s) and/or designated representative(s) – and the applicable Detachment Commander should meet within the first three months of the calendar year to review the Detachment Commander Performance Feedback Form and address any related questions or concerns. It is advisable to meet as early as possible in the year, to allow for any necessary review and follow up. This could involve setting aside time in their meeting agenda to meet in-camera (not publicly) about performance or meeting at a separate time.

OPP Detachment Board(s) members/Chair(s) and the Detachment Commander will work together to determine which Action Plan Commitments will be prioritized during the upcoming calendar year and what supporting activities are recommended in order to meet those commitments. This will be done in a way that acknowledges community members' experiences and concerns, as well as the feasibility of certain activities during that time.

The Detachment Commander Performance Feedback Form with the Detachment Action Plan Commitments section completed digitally must be submitted to Strategy Management Unit (opp.strategy.management@opp.ca) for records keeping and compliance purposes.

The Detachment Commander Performance Feedback Form is not intended to be and **should not be printed**. Printing creates risks in privacy, confidentiality, and tracking.

Note: The Action Plan Commitments and supporting activities are intended to guide the detachment priorities for the year, however there must be an understanding that community safety needs and policing are dynamic, and some adjustments may need to be made at the mid-year review.

Initial Review Timeline

Initial review and Detachment Action Plan Commitments section (highlighted in light blue on the Detachment Commander Performance Feedback Form) must be completed and submitted to Strategy Management Unit (opp.strategy.management@opp.ca) by March 31st.

Mid-Year Review

Purpose

The purpose of the mid-year review of the Detachment Commander Performance Feedback Form is to ensure that the commitments and activities agreed to at the beginning of the year still align with the priorities of the community/communities and the detachment. This review is meant to:

- support ongoing discussions related to expectations and results;
- assist in addressing any concerns from OPP Detachment Board(s) members or the Detachment Commander related to commitments and performance; and
- facilitate any changes that need to be made to the criteria/activities included in the Detachment Action Plan Commitments section.

Process

The OPP Detachment Board(s) members/Chair(s) and the applicable Detachment Commander should meet around the midway point of the calendar year (June/July) to review the Detachment Commander Performance Feedback Form. Understanding that not all OPP Detachment Boards meet over the summer months, it is advisable to meet beforehand.

OPP Detachment Board(s) members/Chair(s) and the Detachment Commander will meet to review the Detachment Commander Performance Feedback Form and address any current concerns based on expectations set out in the initial meeting. This may include adjusting or adding commitments and supporting activities to the Detachment Action Plan Commitments section.

If changes are made, the updated version of the Detachment Commander Performance Feedback Form must be submitted to the Strategy Management Unit (opp.strategy.management@opp.ca).

Reminder: The Detachment Commander Performance Feedback Form is not intended to be and **should not be printed**. Printing creates risks in privacy, confidentiality, and tracking.

Mid-Year Review Timeline

The mid-year review should take place around the midway point of the year (June/July) and must be completed by the end of August. Any changes must be submitted to Strategy Management Unit (opp.strategy.management@opp.ca) by August 31st.

Year End Review – Providing Feedback and Submission to Regional Command

Purpose

The purpose of the year end review is to complete the Detachment Commander Performance Feedback Form for submission to Regional Command for inclusion in the Detachment Commander's formal performance evaluation.

Process

Based on information shared throughout the year by the Detachment Commander, the OPP Detachment Board(s) members/Chair(s) should complete the Detachment Commander Performance Feedback Form sections under the titles highlighted in light green:

- Detachment Commander Duties sections (Legislated Requirements): Feedback
- Detachment Action Plan Commitments section: Feedback
- Additional Comments from the OPP Detachment Board section: Feedback

Detachment Board(s) members/Chair(s) should ensure their feedback is based on the following:

- The current Detachment Commander
- Reports provided to them by the Detachment Commander or their designate
- Activities undertaken by the detachment under the leadership of the current Detachment Commander

Items that are not within the scope of performance feedback include:

- Staffing (ex. shortages, change in Detachment Commanders)
- Legislative/legal concerns

Note: OPP Detachment Board(s) members/Chair(s) should NOT fill out the optional response sections until the Detachment Commander has reviewed and provided their comments.

Once the OPP Detachment Board(s) members/Chair(s) has completed their feedback, the Detachment Commander will complete the comments/response sections under the subtitles highlighted in yellow. This allows for the Detachment Commander to add to and acknowledge the feedback provided by the OPP Detachment Board.

Once this is complete, the OPP Detachment Board(s) members/Chair(s) can fill in the optional response fields and address anything raised by the Detachment Commander in their comments. Upon final review, the designated OPP Detachment Board representative and the Detachment Commander should add their digital signatures to the form and each file a copy.

Reminder: The Detachment Commander Performance Feedback Form is not intended to be and should not be printed. Printing creates risks in privacy, confidentiality, and tracking

***Detachment Commander Performance Feedback Process
from OPP Detachment Boards***

Year End Timeline

The OPP Detachment Board(s) members/Chair(s) should have the Detachment Commander Performance Feedback Form completed and ready for discussion for or around the same time as their last meeting of the calendar year.

The Detachment Commander should review and provide comments/response to the OPP Detachment Board(s) in the appropriate sections of the Detachment Commander Performance Feedback Form no later December 31st.

The OPP Detachment Board(s)/Chair(s) should review and provide any optional comments/response to the Detachment Commander in the appropriate sections of the Detachment Commander Performance Feedback Form no later than January 31st.

Once final comments/response have been sent back to the Detachment Commander and both parties have digitally signed the document, the finalized feedback in the Detachment Commander Performance Feedback Form will be provided to the corresponding Regional Command for inclusion in the Detachment Commander's formal performance evaluation.

Full Process Timeline Overview

January: Complete any outstanding sections/steps from the year prior.

January 31st: Final due date for the previous year's completed Detachment Commander Performance Feedback Form to be submitted to Regional Command.

January-March: OPP Detachment Board(s)/Chair(s) and detachment commander meet to review the Detachment Commander Performance Feedback Form, set expectations for both parties, and determine the criteria related to Detachment Action Plan Commitments. Note: this meeting(s) should take place when activities from the previous year are complete.

March 31st: Due date for current calendar year Detachment Action Plan Commitments section to be completed and submitted to Strategy Management Unit.

June-July: OPP Detachment Board(s)/Chair(s) and detachment commander meet to: review the Detachment Commander Performance Feedback Form and discuss results so far; address any concerns related to commitments and performance; and facilitate any changes that need to be made to the criteria/activities included in the Detachment Action Plan Commitments section.

August 31st: Submit any updates/changes made to the Detachment Action Plan Commitments section to Strategy Management Unit.

Last meeting of the calendar year: OPP Detachment Board(s)/Chair(s) shares the Detachment Commander Performance Feedback Form with their sections completed with the Detachment Commander for discussion.

December 31st: Deadline for the Detachment Commander to provide written comments/response in the Detachment Commander Performance Feedback Form to the OPP Detachment Board(s)/Chair(s) for review and optional response.

Other Considerations

Change in Detachment Commander

The Detachment Commander Performance Feedback Form and the associated timelines have been created to support the ideal situation of having the same Detachment Commander through an entire calendar year, however it is acknowledged that this is not always the case.

If a new Detachment Commander is put in place with four (4) or more months left in the calendar year, at the first meeting with the new detachment commander, the OPP Detachment Board(s)/Chair(s) should provide an overview of the Detachment Commander Performance Feedback Form and an opportunity to discuss and amend the Detachment Action Plan Commitments section.

Any changes made should be submitted to Strategy Management Unit
opp.strategy.management@opp.ca.

If the previous Detachment Commander was in place for eight (8) or more months of the calendar year, the OPP Detachment Board(s)/Chair(s) should provide feedback to that Detachment Commander.

Other Significant Changes to Detachment Operations

The timeline for completion of the Detachment Commander Performance Feedback Form includes a mid-year review with the ability to amend the information in the Detachment Action Plan section, however if a significant event or change has taken place before or after the mid-year, the OPP Detachment Board(s) and/or a detachment commander can recommend changes be made to that section outside of the scheduled mid-year review. Examples include changes to a detachment's service area (ex. a community has transitioned from a municipal service to the OPP) or a major critical incident that required significant resources from the detachment.

Misalignment

If there is misalignment between the OPP Detachment Board(s) and the Detachment Commander at any step in the Detachment Commander Performance Feedback Form process, support can be requested from the Strategy Management Unit.



OPP Detachment Board

Detachment Commander Performance Feedback Form

OPP Detachment Board:

OPP Detachment:

Detachment Commander:

Date (new or updated):

1. Legislated Requirements

Considering detachment board reports received and meetings with the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the following?

Detachment Commander Duties	Feedback
The detachment commander provided the OPP detachment board with reports regarding policing provided by the detachment at the board's request (CSPA s. 68 (2)).	
The detachment commander or their designate consulted with their OPP detachment board to determine objectives and priorities for the detachment, not inconsistent with the strategic plan prepared by the Minister (CSPA s. 68 (1)(b)).	
The detachment commander ensured that their detachment provided policing in accordance with the local policies of his or her OPP detachment board (CSPA s. 69 (3)).	
The detachment commander, in accordance with the regulations, prepared and adopted a local action plan for the provision of policing provided by the detachment (CSPA s. 70 (1)).	

Comments/Response from the Detachment Commander

Response from the OPP Detachment Board (optional)

2. Legislated Requirements Continued

Considering the data and reports received from the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the Detachment Commander ensuring the following policing functions were provided adequately and effectively by the detachment?

Detachment Commander Duties	Feedback
<p>Crime prevention: crime prevention shall involve the provision of crime prevention initiatives, including community-based crime prevention initiatives.</p>	
<p>Law enforcement: community patrol (general and directed), criminal intelligence process, crime analysis, and investigative supports.</p>	
<p>Maintaining the public peace: maintaining the public peace shall include the functions of a public order unit that shall have the capacity to deploy to a public order incident and be deployed in a reasonable time.</p>	
<p>Emergency response: response to emergency calls for service shall be provided 24 hours a day including a tactical unit, hostage rescue team, incident commander, crisis negotiator, and explosive disposal, and must be deployed within a reasonable time.</p>	
<p>Assistance to victims of crime: victims of crime shall be offered assistance as soon as possible and shall be provided with referrals to, as appropriate in the circumstances, emergency services, health care professionals, victim support agencies, social service agencies and other appropriate governmental, non-governmental or community organizations.</p>	

Comments/Response from the Detachment Commander

Response from the OPP Detachment Board (optional)

3. Detachment Action Plan Commitments

Considering the data and reports received from the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the Detachment Commander ensuring the detachment met the commitments/goals included in the Detachment Action Plan for this year? (List up to 5)

Commitment	Supporting Activities	Feedback
------------	-----------------------	----------

Comments/Response from the Detachment Commander

Response from the OPP Detachment Board (optional)

4. Additional Feedback

Prompt	Feedback
Please provide any examples of excellence the Detachment Commander has demonstrated over the evaluation period.	
Please describe any opportunities for development for the Detachment Commander based on the evaluation period.	
Please provide any other feedback related to the Detachment Commander from the evaluation period.	
Comments/Response from the Detachment Commander <i>Example: Most impactful ongoing initiatives and projects</i>	

Response from the OPP Detachment Board (optional)

5. Digital Signatures

OPP Detachment Board Representative

Detachment Commander

LAKEHEAD OPP DETACHMENT BOARD
Administrative Report

Date: **January 8, 2026 (For Meeting on January 15, 2026)**

To: **Members of Lakehead OPP Detachment Board**

Subject: **Insurance Policy Renewal**

Submitted by: **Erika Kromm, Board Secretary**

RECOMMENDATION:

The Board Secretary recommends that the Board approves the proposed insurance renewal appended to the report.

BACKGROUND:

The OPP Detachment Boards were created under the *Community Safety and Policing Act*. Since these boards are formed under provincial legislation, they do not meet the definition of a local board under the Municipal Act. As a result, the Board requires an insurance policy that is separate from any of the policies held by the member communities.

DISCUSSION:

Intact Public Entities has provided a renewal proposal for 2026. There have been no changes to the policy or the cost, which is \$4,386.

There is a group insurance policy through OAPSB that is likely a lower rate; however, when you factor in the cost of the membership, there may not be much savings.

At the November 2025 meeting the Board decided not to renew the OAPSB membership for 2026.

Since there are limited options for insurance for OPP Detachment Boards, it is recommended that the renewal of the existing policy be approved.

ATTACHMENTS: Proposal from Intact Public Entities



2025 OPP Detachment Board Program

THUNDER BAY O.P.P. DETACHMENT BOARD

Renewal Report for the Policy Term January 17, 2026 to January 17, 2027

In Partnership with:

Lucas Romaniuk
 Westland Insurance Group Ltd.
 326 Church Street
 Fort Frances, ON P9A 1E1

Submitted by: Intact Public Entities Inc.

Address: 278 Pinebush Rd., Suite 200
 Cambridge, ON N1T 1Z6

phone:
 email:

1-800-265-4000
 connectwithus@intactpublicentities.ca

Prepared by:

Alexandra Weed, R.I.B.(Ont.), B.A.
 Regional Manager

Ref 27 November 2025
 11097/ed

How to Report a Claim

Steps you need to take to report a claim:

1. During business hours please **call your broker** (if applicable) or **IPE** at 1-800-265-4000 or email at mail.claims@intactpublicentities.ca.
2. For **legal expense claims** please call **ARAG** at 1-855-953-1434.
3. For **automobile claims** please call **IPE** at 1-800-265-4000 or email at mail.claims@intactpublicentities.ca.
4. For **cyber incidents** please carefully review your cyber policy to identify the Subscribing Partner and their corresponding claims contact information.
5. **After hours**, please call 1-866-287-4971.

Property Damage

Have you experienced property damage from a storm, flood, or fire? Have you found mould or asbestos? Call **On Side Restoration**, the IPE preferred vendor for your property restoration needs.

ON SIDE RESTORATION.
in partnership with **intact** public entities

FIRE | WATER | STORM | MOULD | ASBESTOS

On Side Restoration is Canada's leading property restoration firm with 45+ branches, from Victoria, BC to St John's Newfoundland and Labrador. For over 45 years, On Side has been restoring damaged homes and businesses 24-hours a day, 365 days a year.

CALL US DAY OR NIGHT

1-888-663-6604 | contactus@onside.ca | www.onside.ca

Update Your Records

Paying Your IPE Insurance Policy

1. If paying electronically, update your payables system if necessary to reflect **IPE as a payee**. Information on adding IPE as a payee can be found with your monthly statement.
2. **Look for IPE**, not Intact Insurance in your payables system – we are separate companies.
3. IPE is a subsidiary of Intact Financial Corporation. Please continue to **submit payment to us** without amalgamating any payments to Intact Insurance.
4. **We have our own payment terms and methods** that may be different than Intact Insurance. We cannot transfer payments between companies if misapplied. Amalgamating payments may result in the accrual of late fees on your account.
5. **Please see your policy for IPE's banking information.**
6. For all **finance inquiries** please email finance@intactpublicentities.ca.

About IPE

IPE is a Canadian leader in providing specialized insurance programs, including risk management and claims services to municipal, public administration and community-based organizations across Canada. Proven industry knowledge, gained through over nine decades of partnering with insurance companies and independent brokers, gives IPE the ability to effectively manage the necessary risk, advisory and claims services for both standard and complex issues. IPE is a wholly-owned subsidiary of Intact Financial Corporation with its head office located in Cambridge, Ontario. For additional information about IPE visit www.intactpublicentities.ca.

IPE is a Managing General Agent (MGA) with the authority to write and service business on behalf of strategic partners who share our commitment and dedication to protecting specialized organizations. Because our partners are long-term participants on our program, they understand the nature of fluctuating market conditions and complex claims and are prepared to stay the course.

IPE is a licence-holder through the Registered Insurance Brokers of Ontario (RIBO) and in multiple jurisdictions across Canada, and as such we are required to disclose our professional duties and obligations to you as a current or potential client. Learn about our principles of conduct, how we are compensated by the insurers we represent, and see our privacy policy by reviewing the following:

[Code of Consumer Rights and Responsibilities](#)

[CISRO Code of Conduct for Insurance Intermediaries and Fact Sheet – About Your Registered Insurance Broker](#)

[Broker Compensation Disclosure](#)

[Our Privacy Promise](#)

Canadian Owned Company With 90+ Years of Continuous Operation

Market Leader



Municipal, Public Administration & Community Services

Municipal market share leader in Ontario with strong representation of municipal, public administration and community-based organizations across Canada.

Innovative



New Products & Services

Cyber Risk Insurance
Fraudulently Induced Transfer
Road Reviews
Fleet Management

In-House



Claims & Risk Management

In-house claims management = faster turn around, single point of contact, specialized expertise in the municipal claims environment.



Municipal Market Share Leader in Ontario



First Municipal Client
The Village of Ayr, Ontario

The Advantage of a Managing General Agent

The MGA model is different than a traditional broker/insurer arrangement in that an MGA provides specialized expertise in a specific, niche area of business. As an MGA we also offer clients additional and helpful services in the area of risk management, claims and underwriting. And unlike the reciprocal model, a policy issued by an MGA is a full risk transfer vehicle not subject to retroactive assessments but rather a fixed term and premium.

We invite you to work with a partner who is focused on providing a complete insurance program specific to your organization that includes complimentary value added services that help drive down the cost of claims and innovative first to market products and enhancements. You will receive personalized service and expertise from a full-service, local and in-house team of risk management, claims, marketing and underwriting professionals.

As a trusted business partner, we believe in participating in and advocating for the causes that affect our clients. For this reason, we affiliate with and support key provincial and national associations. In order for IPE to be effective in serving you, we, as an MGA, believe in fully understanding your needs, concerns and direction. Our support is delivered through thought leadership, financial resources, advocacy, services, education and more.

Risk Management Services

We are the leader in specialized risk management and place emphasis on helping your organization develop a solid plan to minimize exposure before potential incidents occur. Risk management is built into our offerings for all clients, fully integrated into every insurance program. Our risk management team is comprised of analysts, inspectors and engineers who use their expertise to help mitigate risk. We do everything we can to minimize your exposure before potential incidents occur. This includes providing education, road reviews, fleet reviews, contract analysis and property inspections.

Claims Management Services

Our in-house team of experts has the depth of knowledge, experience and commitment to manage the complicated details of claims that your organization may experience. You deal with the public often in sensitive instances where serious accusations can be made. Your claims are often long-tail in nature and can take years to settle. Some claims aren't filed until years after the occurrence or accident. You want a team of professionals on your side that will vigorously defend your reputation. We understand your risks and your exposures and have maintained a long-term commitment to understanding the complex issues your organization may face so that we can better service your unique claims requirements.



MGA
Advantage



Risk Management
Services



Claims Management
Services

*Please note that the information contained in this document is proprietary and confidential and is to be used for the sole purpose of determining the successful proponent. Permission must be obtained from Intact Public Entities prior to the release of any information contained herein for any other purpose than evaluating this submission.

Your Insurance Coverage

Important Information

General Information

The premium quoted is based on information provided at the date of this Report (the date is noted on the first page of this report/quotation). Additional changes to information are subject to satisfactory underwriting information and express approval by Intact Public Entities Inc. Changes in information and coverage may also result in premium changes.

For full details with respect to coverage, exclusions, conditions and limitations refer to the policy wordings.

Quoting and Binding Coverage Restrictions

The quote provided is only valid for **60** days. Should you require an extension beyond the **60** days from the date of this report, you must contact an underwriter at Intact Public Entities Inc. for written confirmation that the quotation is still valid.

Coverage quoted cannot be bound unless expressly agreed to in writing by an underwriter at Intact Public Entities. Intact Public Entities Inc. reserves the right to decline to bind coverage.

Your marketing representative can assist in co-ordinating your correspondence with the correct underwriter for the account should you wish a quotation extension or are requesting coverage be bound.

Schedule of Coverage

(Coverage is provided for those item(s) indicated below)

Casualty

Coverage Description	(\$)*Deductibles	(\$)*Limit of Insurance
General Liability (Occurrence Form)	5,000	10,000,000 Per Occurrence 10,000,000 General Aggregate
Voluntary Medical Payments	Nil	50,000 Per Person 50,000 Per Accident
Voluntary Compensation - Employees	Nil	50,000 Each Person 250,000 Annual Aggregate
Forest Fire Expense	Nil	1,000,000 1,000,000 Aggregate
Abuse Liability		Not Insured
Supplementary/defence costs within limit of Liability Defence costs only with respect to Law Enforcement activities		
Non-Owned Automobile Liability		10,000,000
Legal Liability for Damage to Hired Automobiles	500	50,000
Directors' & Officers' Liability (Claims Made Form)	5,000	5,000,000 Aggregate
Additional Limit of Liability – Insuring Agreement A (Personal Insurance) only		1,000,000 Aggregate
Fiduciary Liability excluded Defence costs within limit of Liability		

*Your deductible may be a Deductible and Reimbursement Clause (including expenses) refer to Policy Wordings

*Please refer to the insurance contract for all limits, terms, conditions and exclusions that apply.

The premium Quoted is subject to a 15% minimum retained (unless otherwise stated).

Cost Analysis

Casualty	Expiring Program	Renewal Program
	Term	Term
General Liability	\$ 1,850	\$ 1,850
Directors' & Officers' Liability	2,443	2,443
Non-Owned Automobile	93	93
Total Annual Premium	\$4,386	\$4,386

- (Excluding Taxes Payable)

LAKEHEAD OPP DETACHMENT BOARD
Administrative Report

Date: **January 8, 2026 (For Meeting on January 15, 2026)**

To: **Members of Lakehead OPP Detachment Board**

Subject: **Draft Budget for 2026**

Submitted by: **Erika Kromm, Board Secretary**

RECOMMENDATION:

The Board Secretary seeks input from the Board regarding the budget for 2026.

BACKGROUND:

The Board reviews and approves a budget each year and the costs are shared equally among the member municipalities based as outlined in the *Community Safety and Policing Act*.

DISCUSSION:

The draft 2026 budget sets out the proposed estimates based on a variety of assumptions that require input from the Board. The budget also shows the actuals for 2025 which are significantly lower than budgeted. This is largely due to attendance, cancelled meetings, and there are still two vacant seats.

The assumptions used to draft the proposed budget are as follows:

- Meeting per diems are calculated based on 13 members attending every meeting. The actuals for this will be less than budgeted because it is unknown when the board will have all 13 members appointed.
- There will be four regular Board meetings in 2026. Two extra meetings have been included in the budget in case they are needed for the evaluation of the Detachment Commander.
- All members attend an annual OAPSB Zone 1 meeting
- All members attend 1 full day OAPSB training session or workshop (or OAPBS/OACP joint meeting)
- Mileage charged at CRA Rate (\$0.72/km)
- Mileage is averaged at 80 kms per person per meeting (this will fluctuate depending on who attends the meetings.)
- One member attends the Spring Conference in Niagara Falls, ON. Registration and travel costs are estimated. This year the conference is split based on the board type: OPP Detachment Boards are from May 31 – June 2 and Municipal Boards are from June 1 – June 3.
- Membership fees for OAPSB have been removed based on the previous decision not to renew the membership.

If the Board is not a member of OAPSB, it may not be possible to participate in their events. Usually, non-members can attend the conference at a higher rate. If the Board is not interested in participating in these events, then they can be removed from the budget.

ATTACHMENTS: 2026 Draft Budget

Lakehead OPP Detachment Board - 2026 Budget

	2026 Budget	2025 Budget	2025 Actuals	Variance	2026 Estimated Levy Apportionments				
					Conmee	Gillies	Neebing	O'Connor	Shuniah
Board Costs					20.00%	20.00%	20.00%	20.00%	20.00%
Per diem (Regular Meetings)	11,700	17,550	7,800	(9,750)	2,340.00	2,340.00	2,340.00	2,340.00	2,340.00
Mileage	4,493	6,739	2,249	(4,490)	898.56	898.56	898.56	898.56	898.56
OAPSB Costs									
Zone 1 Meetings	5,850	5,850	2,100	(3,750)	1,170.00	1,170.00	1,170.00	1,170.00	1,170.00
Events/training					-	-	-	-	-
Administration Costs									
Office Supplies	100	100	13	(87)	20.00	20.00	20.00	20.00	20.00
Mileage	-	252		(252)	-	-	-	-	-
Administrative Support	3,000	3,000	3,000	-	600.00	600.00	600.00	600.00	600.00
Insurance	4,463	4,463	4,737	274	892.64	892.64	892.64	892.64	892.64
Advertising					-	-	-	-	-
Training/Conference Costs									
Registration costs	814	1,628	1,756	128	162.82	162.82	162.82	162.82	162.82
Travel costs (flights & mileage)	1,000	1,500	936	(564)	200.00	200.00	200.00	200.00	200.00
Meals & Accomodations	1,118	1,418	824	(594)	223.58	223.58	223.58	223.58	223.58
Per diem	1,800	1,800	1,716	(84)	360.00	360.00	360.00	360.00	360.00
Mandatory CSPA Training	-	3,900	2,100	(1,800)	-	-	-	-	-
Membership Fees									
OAPSB	-	947	947	(0)	-	-	-	-	-
OAPSB Zone 1	-	125	125	-	-	-	-	-	-
Total Levy:	34,338	49,273	28,303	(20,969)	6,867.60	6,867.60	6,867.60	6,867.60	6,867.60

Assumptions

- 13 member board (it is still unknown when the board will be fully appointed)
- 4 meetings in 2026 (Monthly Mtgs - except July, August and December) plus possibly 2 extra meetings for DC Evaluation
- All members attended each meeting
- All members attend annual Zone 1 meeting
- All members attend 1 full day OAPSB training session or workshop
- Mileage charged at CRA Rate (\$0.72/km)
- Mileage estimated at 80 kms per person per meeting
- First Nation Contributions unknown (if any)
- 1 member attends the Spring Conference (estimated costs - registration details not release at this time)

Ministry of the Solicitor General

Ministère du Solliciteur général



Strategic Policy Division
Office of the Assistant Deputy Minister

Division des politiques stratégiques
Bureau du sous-ministre adjoint

25 Grosvenor Street, 9th Floor
Toronto ON M7A 1Y6

25, rue Grosvenor, 9e étage
Toronto ON M7A 1Y6

DATE: November 19, 2025

MEMORANDUM TO: Heads of Municipal Council

FROM: Melissa Kittmer
Assistant Deputy Minister, Strategic Policy Division

SUBJECT: Update to Ontario Regulation 416/23: Oaths and
Affirmations under the *Community Safety and Policing
Act, 2019* (CSPA)

I am writing to inform you of an important update to **Ontario Regulation 416/23: Oaths and Affirmations** under the *Community Safety and Policing Act, 2019* (CSPA), which affects the oath or affirmation that police service board and detachment board members must take before exercising their powers or performing their duties.

Following a public posting on the Ontario Regulatory Registry from June 30 to August 14, 2025, the regulation has been amended to update the wording of the oath/affirmation. Board members will now swear to discharge their duties "according to law and any rules, procedures and by-laws of the board," aligning the wording with other provisions of the CSPA and responding to feedback received from stakeholders.

The updated oath reads as follows:

"I solemnly swear (affirm) that I will uphold the Constitution of Canada, which recognizes and affirms Aboriginal and treaty rights of Indigenous peoples, and that I will, to the best of my ability, discharge my duties as a member of the (insert name of police service board, OPP detachment board, or First Nation OPP board as applicable) faithfully, impartially and according to law and any rules, procedures and by-laws of the board. So help me God. (Omit this line in an affirmation.)"

This amendment is effective as of **October 31, 2025**. As of this date, all new board members who have not yet taken their oath or affirmation of office are required to take the

updated oath before exercising their powers or performing the duties of a member of the board. Current members who have already taken their oath are not affected.

This information is being shared to support police service boards, O.P.P. detachment boards, and municipal councils in preparing for this change and ensuring that onboarding materials and board procedures are updated as needed. If you are not a member of a police service board, we kindly ask that you share this information with your board chair.

If you or your administrative staff require additional information or assistance, please contact **Nicole Rogers**, Manager, Community Safety Policy Unit, at nicole.rogers@ontario.ca.

Thank you for your continued leadership and commitment to effective police governance and community safety in Ontario.

Best regards,



Melissa Kittmer
Assistant Deputy Minister
Strategic Policy Division
Ministry of the Solicitor General

CC: Sheela Subramanian, Director, Community Safety and Intergovernmental Policy Branch
Nicole Rogers, Manager, Community Safety Policy Unit

From: [OAPSB Training and Communications Team](#)
To: [Erika Kromm](#)
Subject: A Quick Look at the OPP's 2024 Snapshot and What It Means for Your Detachment Board
Date: November 24, 2025 11:27:10 AM

Hello Detachment Board Members!

We know not everyone has time to read the full OPP Annual Report, so we have pulled together a short and practical overview. This is designed to help detachment boards better understand the key trends across the province and how this information can support your work during the next local action planning cycle.

A look at the provincial picture

The provincial data shows three consistent themes:

- Calls for service remain high, especially related to traffic issues, mental health, relationship based violence and 9-1-1 misdials.
- Social issues continue to land on police desks. Mental health crises and opioid related overdoses make up a large portion of frontline work.
- Community partnerships matter more than ever. Victim services, crisis teams, schools, Indigenous partners and local agencies all play a major role in reducing harm.

These patterns are showing up in communities of every size. They are not “big city issues”. They are province wide realities.

How this helps your detachment board

As you know, your role is not to run or influence operations. Your role is to understand the environment your detachment is working in and make sure your local priorities reflect what is actually happening on the ground.

A simple way to use the 2024 provincial snapshot is to ask this question:

Does our local picture look the same, worse or completely different?

The answer will guide your next steps.

Trends worth paying attention to

Here are the areas that show up across Ontario and should be part of your local conversations:

- Traffic and road safety, including high collision locations and recurring patterns.
- Mental health and crisis calls, including repeat callers, hospital transports and the use of crisis teams.
- Intimate partner and family violence, which remains a resource intensive area.
- Opioids and overdoses, where coordination with health and community partners is essential.
- Community engagement, school connections and local mobilization efforts.

These areas may already be visible in your communities. The provincial picture simply confirms their importance.

How you can use this snapshot as a tool

Even if you never open the full report, the summary can help your board:

- Filter local issues by asking whether they match provincial trends or stand out as unique.
- Focus your next local action plan on the areas with the most consistent harm.
- Ask for simple, local data that helps you compare your detachment to the broader picture.
- Strengthen partnerships by identifying who else should be at the local table.
- Track a few clear indicators instead of chasing dozens of one off concerns.

Practical questions for your next meeting

- What trends do we see locally that match the provincial picture?
- Where do we diverge and why might that be?
- What do our Community Safety and Well-Being plans say by comparison to the provincial picture?
- What are any anomalies we see that don't really make the provincial trends?
- Which issues should become priorities in our next action plan?
- What partnerships do we need to support gathering of data to ensure these priorities?
- How will we track progress in a way the board can understand easily?

Next steps

We recommend working closely with your Detachment Commander for the local picture of the trends listed above. This does not need to be lengthy. It will give your board the information needed to set strong, realistic priorities for the next action planning cycle. If you are interested in the full report you can get it [here](#)

If you have questions about how to interpret the provincial information or how to connect it with your local data, please reach out. We are here to support your board as you navigate this new planning cycle under the Community Safety and Policing Act.

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here](#). If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.

From: [OAPSB Training and Communications Team](#)
To: [Erika Kromm](#)
Subject: New Governance Tools Now Available for Boards and Administrators
Date: December 5, 2025 12:23:25 PM

Hello Everyone and Happy December!

We are pleased to share several new resources that support consistent, confident police governance across Ontario. Each tool is designed to make your work clearer and easier as we prepare for the transition to Police Governance Ontario.

Below are five updates with direct links and short explanations of why these tools matter for your board.

Governance Insights Series **Helping Boards Build Shared Understanding**

Our new Governance Insights series is live. These short, practical articles highlight core governance questions every board should be asking, especially during budgeting and planning cycles.

Boards have told us they want clear explanations of what to look for, why certain questions matter, and how to apply governance principles in real time. This series answers that need and supports stronger, more informed discussions at the board table.

Read the latest posts here: <https://oapsb.ca/governance-insights/>

Annual Board Activity Cycle **A Simple Structure for OPP Detachment Boards**

OPP detachment boards now have a clear annual activity cycle that outlines what to focus on each quarter. This tool helps boards stay organized, align their work with detachment reporting, and prepare for effective local action planning.

The activity cycle strengthens good governance by helping boards understand when to ask key questions, how to interpret trends, and how to use those insights to support community safety outcomes and moves boards from organizing themselves to the actual work of Governance.

You can access this new guide in the member's portal, under Education and Training and then in the Resource Library. As you scroll down you will see the repository of everything we have for OPP Detachment Boards. You will need to be signed into the member's portal in order for this link to work:

<https://oapsb.ca/wp-content/uploads/2025/12/Detachment-Board-Annual-Governance-Cycle-2025.docx>

Chief and Deputy Chief Salary Analysis **New Benchmarking Resource for Boards**

We have added a new salary analysis for Chiefs and Deputy Chiefs based on publicly available information from Ontario police services.

Boards consistently ask for reliable, comparable data that supports informed decisions during contract renewals or recruitment. This resource brings the available information together in one place, providing a clear picture of salary ranges, regional variations, and role expectations.

This tool helps boards approach compensation conversations with confidence and transparency.

You can access this information in the member's portal, under Education and Training and then in the Resource Library. As you scroll down you will see the repository of everything we have for Municipal Boards. You will need to be signed into the member's portal in order for these links to work:

<https://oapsb.ca/wp-content/uploads/2025/10/OAPSB-Deputy-Chief-Salary-Research-Summary.docx>

<https://oapsb.ca/wp-content/uploads/2025/11/OAPSB-Chief-Salary-Research-Summary.docx>

Municipal Police Chief Performance Management Guide CSPA Aligned and Ready for Board Use

Municipal police services boards now have access to a new performance management guide for Chiefs of Police that aligns with the expectations of the Community Safety and Policing Act.

Boards have requested clearer guidance on how to structure evaluations, what indicators to consider, and how to connect performance expectations to operational responsibilities and community outcomes. This guide provides that foundation. It supports a transparent, consistent process that is defensible, practical, and aligned with provincial requirements.

Boards can begin using the guide immediately. It will also be part of the new PGO resource library.

You can access this information in the member's portal, under Education and Training and then in the Resource Library. As you scroll down you will see the repository of everything we have for Municipal Boards. You will need to be signed into the member's portal in order for these links to work:

<https://oapsb.ca/wp-content/uploads/2025/12/Municipal-Police-Chief-Performance-Management-Guide-Draft.docx>

Administrator Handbook Update Clear Guidance and Tools for Board Operations

Finally! Administrators now have an updated handbook that reflects recent feedback and refinements. This version simplifies workflows, clarifies expectations, and provides practical templates that support consistent board operations and in keeping with the expanded

expectations of the Community Safety and Policing Act.

Good governance relies on strong administrative foundations. This handbook strengthens day to day processes so boards can focus on their strategic and oversight responsibilities with confidence.

The handbook will be included in the new PGO members portal.

You can access this information in the member's portal, under Education and Training and then in the Resource Library. At the top of the repository you will see information that is common for all boards. You will need to be signed into the member's portal in order for this links to work:

<https://oapsb.ca/wp-content/uploads/2025/12/A-Guide-for-Police-Governance-Board-Administrators.pdf>

More tools and resources will continue to roll out as we move toward PGO. We encourage board members and administrators to explore these updates and integrate them into their regular work. These resources support a more consistent, transparent, and informed governance community across Ontario.

If you have questions or would like support implementing any of these tools, please connect with us anytime! Coming soon, the last quarterly newsletter of the year!

Stay warm and safe and thank you for your ongoing commitment to public safety and the tireless work of Police Governance in Ontario!

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here](#). If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.



**Inspectorate
of Policing | Service d'inspection
des services policiers**

Office of the Inspector
General of Policing | Bureau de l'inspecteur général
des services policiers

777 Bay St.
7th Floor, Suite 701
Toronto ON M5G 2C8

777, rue Bay
7^e étage, bureau 701
Toronto ON M5G

Inspector General of Policing Memorandum

TO: All Chiefs of Police and
Commissioner Thomas Carrique, C.O.M.
Chairs, Police Service Boards

FROM: Ryan Teschner, Inspector General of Policing of Ontario

DATE: December 15, 2025

SUBJECT: Inspector General Memo #8: Public release of the first Decisions by
the Inspector General of Policing with accompanying Findings
Reports

I write to inform you of an important development in the work of the Inspectorate of Policing (IoP). On Wednesday, December 17, the IoP will begin publicly releasing my **Inspector General Decisions with accompanying Findings Reports**. These Decisions and Findings Reports flow from the IoP's investigations into public complaints submitted to us under the *Community Safety and Policing Act (CSPA)*. Publishing them is in keeping with our commitment to transparency, accountability and continuous improvement.

Two types of IG Decisions

Under the CSPA, the Inspector General is required to make Decisions and Findings Reports publicly available. These Decisions result from investigations into **Section 106 matters**, which address the conduct of police service board members, and **Section 107 matters**, which examine whether policing services are adequate and effective, comply with the law, and follow policies or procedures set by boards, the Minister, or Chiefs of Police.

Each investigation—whether into board member conduct under section 106 or service delivery under section 107—concludes with a **Findings Report** that sets out the evidence and analysis gathered by the IoP. Based on this report, the Inspector General issues a **Decision** confirming whether or not provincial policing laws and standards have been met. If a board member is found to have committed misconduct, the Inspector General can issue a formal reprimand, suspend the board member and remove the board member from their position. If a police service is found to be in non-compliance with Ontario's policing laws and standards, the Inspector General may issue **Directions** to address the gaps, and if those directions are not followed will **Measures** be imposed to ensure compliance.

Without reference to specific organizations or cases, early Decisions underscore sector-wide compliance requirements and expectations: boards must discharge governance mandates while not directing specific operations, and exercise caution in public communications; services should demonstrate risk-based response and strong dispatch/communication standards; the interpretation of specific requirements for the deployment of specialized equipment; and, professionalism in public engagement is essential.

Importance of an organizational process for Decision review and application

Moving forward, these Decisions and Findings Reports **will be posted regularly** as batches of complaint investigations are completed. As these Decisions are legally binding and will serve as precedent for future matters, **I strongly encourage each police service and board to build in a process to ensure these Decisions are reviewed and, where necessary, integrated into your operations** to avoid future compliance concerns and to improve overall performance. My goal is to support a culture where accountability and excellence go hand in hand.

I want to reiterate what I have consistently emphasized during our engagements with you over the past two years: this next step in the IoP's work is aimed at providing the policing sector with meaningful opportunities to learn from practical examples and to collectively strengthen performance standards. By sharing these Decisions openly, **we aim to provide clarity on how standards are applied, highlight areas of strength, and identify opportunities for improvement in the sector**. This transparency benefits everyone—police services, boards, and the communities we serve—by reinforcing trust and demonstrating that oversight is fair, evidence-based, and focused on strengthening police sector performance across Ontario.

Staying up to date on Decisions and contacting your Advisor

If you have any questions about how these Decisions can be used to support your work, please do not hesitate to contact your Policing Services Liaison Advisor. To stay informed about new Decisions and Findings Reports as they are published, we encourage you to **subscribe to IoP news updates through our website: www.iopontario.ca**.

Thank you for your continued partnership in building a policing system that is transparent, accountable, and responsive to the needs of Ontarians.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

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

From: OAPSB Training and Communications Team <communications@oapsb.ca>
Sent: December 19, 2025 1:31 PM
To: Erika Kromm
Subject: Year End Reflections, Holiday Wishes, and What to Expect in 2026



As we approach the end of 2025, the Ontario Association of Police Service Boards extends warm holiday wishes to you and your loved ones. This season gives us a moment to pause, reflect on the progress made across our sector, and recognize the commitment each board member, administrator, chief, and partner brings to police governance in Ontario.

This year has been one of transition and growth for all of us. Boards continued to adapt to the Community Safety and Policing Act, new expectations took deeper root, and the focus on effective governance became even more important. We are grateful for your leadership, your willingness to learn, and your dedication to serving Ontario communities with integrity and care.

As we look toward 2026 and our evolution into Police Governance Ontario, we remain focused on expanding practical tools, enhancing member supports, and strengthening the foundation for consistent and confident governance across the province.

We also want to share an important development from the Inspectorate of Policing. This week, the Inspector General of Policing began publicly releasing Decisions and Findings Reports under the Community Safety and Policing Act. This marks a significant milestone for oversight in Ontario. These Decisions include findings related to board member conduct and determinations about adequate and effective policing. They will be published on an ongoing basis and will help boards and police services better understand compliance expectations, strengthen performance, and support continuous improvement across the sector.

You can read the full update here: <https://www.iopontario.ca/en/about-us/news-media/ontarios-inspector-general-policing-releases-first-oversight-decisions>

For more detail, please refer to the issued memorandum from the Inspector General. You can always check our website for updates as well.

As you move into the **holiday season**, we hope you find rest, connection, and moments of joy. Thank you for your continued service and partnership. We look forward to the year ahead and all that we will accomplish together.

Warmest wishes,
Ontario Association of Police Service Boards

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here.](#) If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.

From: OAPSB Training and Communications Team <communications@oapsb.ca>
Sent: December 23, 2025 3:22 PM
To: Erika Kromm
Subject: Fourth Edition Newsletter and a Look Ahead to 2026
Attachments: Quarterly Newsletter Edition 4 2025.pdf

As we close out 2025 and prepare for the year ahead, we are pleased to share the fourth edition of our newsletter.

This issue brings together important updates for municipal boards, OPP detachment boards, and First Nations boards, along with new resources, sector developments, and a closer look at what is coming as we transition to Police Governance Ontario.

Many of you are wrapping up your final meetings of the year, onboarding members, and setting the stage for 2026. This edition is designed to support that work with practical guidance, current insights, and tools that can help boards start the new year with clarity and confidence.

You will find highlights on recent Inspectorate decisions, new Governance Insights, updates on the coming Employment Conference, and information about upcoming transition activities for PGO. Resources including the new Administrator Handbook can all be found on the website. There is also a call for board photos as we prepare the new website, so if you have images to share, we would be happy to include them.

Thank you for everything you have done this year to strengthen governance in your communities. The work you do is not always visible, but it is essential. As we step into 2026, we look forward to supporting you with even more tools, training, and opportunities to connect.

Wishing you a restful holiday season and a strong start to the new year.

With Glee and Jubilation,

the OAPSB Team

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here.](#) If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.

QUARTERLY NEWSLETTER

WWW.OAPSB/NEWS/NEWSLETTER



October – December 2025

Top Features

- Message from Chair
- Message from Executive Director
- Board Information Update
- Message from the IoP
- News from our Partners
- Events & Engagement

Message from the Chair

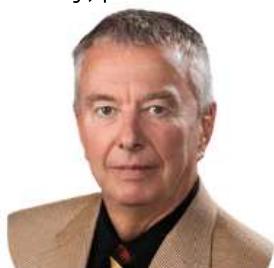
As we approach the end of the year and the start of the holiday season, I want to take a moment to reflect on the work we have done together as members of the Ontario Association of Police Service Boards.

This has been a year of continued pressure on police governance. Police service boards across Ontario are continuing to navigate the Community Safety and Policing Act, stewarding complex budgets, overseeing major capital and technology projects, and responding to evolving community expectations around transparency, accountability, and equity. Through all of this, you have demonstrated professionalism, courage, and a deep commitment to ensuring “adequate and effective policing” in every community you serve.

I am especially proud of the way our members have leaned into their roles as true governors of policing: setting clear priorities, asking the hard questions, supporting chiefs and command teams, and keeping community safety and well-being at the centre of every decision. The OAPSB has been proud to support you through training, conferences, policy guidance, and advocacy with all levels of government, and we will continue to be that voice at the provincial level in the years ahead.

Thank you to our boards, our police service and civilian members, our partners, and our communities for your ongoing trust and collaboration. Your work often happens quietly, behind the scenes, but it is essential to community safety in Ontario.

On behalf of my OAPSB Board colleagues, I wish you and your families a safe, restful, and joyful holiday season, and a healthy, peaceful New Year. I look forward to continuing our work together in the coming year.



Sincerely,

Alan K. (Al) Boughton
Chair, Ontario Association of Police Service Boards

Message from the Executive Director

4.6-3

As we come to the close of 2025, I want to extend my sincere thanks to all of you for your commitment to effective, responsible police governance across Ontario. This has been a year of significant transition for our sector, with new boards forming under the Community Safety and Policing Act and existing boards adapting to new expectations, processes, and responsibilities. Through it all, your dedication has remained steady and clear.

I have had the privilege of working closely with many of you this year. What has stood out most is the willingness to engage, to ask important questions, and to work collaboratively through challenges that are not small in scope. This willingness is exactly what strengthens governance and supports safer communities.

Looking ahead to 2026, our work together becomes even more focused and exciting. With the launch of Police Governance Ontario, we will be expanding our resources, enhancing our member supports, and raising the standard for governance excellence across the province. You can expect clearer tools, stronger training pathways, and more opportunities to connect with peers and experts who are shaping modern police governance.

We will also continue to work to advance advancing key initiatives that matter to you, including advocacy on funding, and legislative issues, and practical governance resources that reflect the real needs and challenges of today's boards. Alongside this, we are building a more integrated member experience through our new website and learning platform, designed to help you access what you need quickly and with confidence.

As you step into the holiday season, I hope you find time to rest and enjoy moments with your family and loved ones. the people who matter most. Thank you for your service, collaboration and leadership. I look forward to the year ahead and to all that we will accomplish together. Warmest wishes for a safe and happy holiday season.



Lisa Darling, M.O.M.
Executive Director,
Ontario Association of Police Service Boards

Website: <https://oapsb.ca/>

Follow Along & Connect

Look for Our App available for iPhone and Android



Stronger Oversight: Ideas for Boards

Ontario's governance system is evolving, and boards are at the center of that change. Municipal Boards, OPP Detachment Boards, and First Nations Boards each face distinct challenges, but all share the goal of stronger oversight and safer communities. This section highlights the most pressing priorities and practical steps boards can take right now.

Municipal Police Service Boards

Key Governance Priorities for This Quarter

Use Inspectorate Decisions as learning tools

The Inspectorate of Policing has begun publishing Decisions and Findings that include determinations related to board member conduct and adequacy and effectiveness compliance. These reports offer practical examples of what strong governance looks like and highlight areas where boards have struggled. Reviewing these decisions helps boards understand emerging expectations and adjust local practice before issues arise.

Stay grounded during budget approval season

Police budgets continue to draw significant attention in many municipalities. Under the CSPA, funders cannot alter individual components of a police budget. They may approve the budget in full or reject it in full. If an agreement cannot be reached, the only pathways are conciliation or arbitration. Boards should ensure their councils understand this structure so that discussions remain constructive and within the legislative framework.

Understand the significance of Section 2.20

Boards should also be aware of recent developments related to Section 220 of the CSPA. An arbitration decision released this fall clarified how this section applies to certain senior civilian roles. The decision confirmed that while employees in these designated positions cannot be members of a police association due to the potential for conflict of interest, they remain members of the police service under the Act. As a result, they remain part of the bargaining structure and are entitled to the association's duty of fair representation even without association membership.

This interpretation means the membership restriction does not remove these roles from the collective bargaining framework. It also reinforces that if the legislature had intended to exclude these positions entirely from Part XIII, it would have done so in the same way chiefs and deputy chiefs are excluded. Boards do not need to take action at this time but should monitor updates as further clarity continues to develop across the sector.

Strengthen transparency as community expectations rise

Public trust continues to hinge on how boards communicate. Ensure agendas, minutes, public materials, and board updates are posted promptly and written in clear, accessible language. Consistent transparency remains one of the most effective ways to support community confidence in police oversight.

Make use of the Governance Insights series

This quarter's Governance Insights materials offer guidance on readiness, decision making, and governance culture. Boards are encouraged to use these resources to support discussion at the table and reinforce strong oversight practices.

OPP Detachment Boards

Moving from Formation to Function

OPP detachment boards are still evolving, and many are operating with uneven support, varying levels of municipal understanding, and the legacy of communities that never had police boards before. With the 2026 policing year approaching, the focus now is on clarity, stability, and demonstrating value across all municipalities in the detachment.

For Boards Still Getting Organized

Finalize the essential governance tools

If bylaws, codes of conduct, or role descriptions are still in draft form, make them a priority. These documents give the board structure, protect fairness, and prevent individual municipalities from dominating the process.

Reinforce understanding of the board's role

Many councils still view board costs or board activities as optional. Clear communication about the board's mandate under the CSPA helps shift old assumptions and reduces friction as the new policing year begins.

Build visibility across the detachment

A few plain-language updates or simple online summaries can help communities understand that the board exists, is active, and supports local safety.

For Boards Advancing Their Governance Work

Use the annual governance cycle (available in the members portal)

The annual workflow developed for OPP boards gives structure to meetings, reporting, and oversight. Boards further along in their journey should rely on it to keep their governance work consistent.

Anchor discussions in Community Safety and Well-Being plans

Reviewing each municipality's Community Safety and Well-Being Plan helps the board understand local priorities and identify common themes for detachment-wide oversight.

Connect to the local action planning cycle

As municipalities refresh their Community Safety and Well-Being priorities, boards should be aware of the OPP local action planning underway. This strengthens alignment between community needs and board discussions.

Strengthen documentation and compliance

The Inspectorate's expectations apply equally to detachment boards. Clear minutes, transparent decisions, and consistent use of bylaws help demonstrate readiness.

Current Priorities for All Detachment Boards

- Ensure bylaws and core governance documents are finalized and in active use.
- Review Community Safety and Well-Being plans from all municipalities to inform upcoming discussions.
- Begin engaging with municipalities on their next local action planning cycle tied to CSWB priorities.
- Strengthen transparency through clear minutes and accessible board updates.
- Reinforce understanding among municipalities of the board's mandate and legislative responsibilities.

Use available supports

The Governance Insights series, discussion groups, and shared templates offer practical help for boards at every stage. These tools are designed to support boards with limited resources as they move from formation into effective and confident oversight.

Strengthening Governance Across Different Legal Pathways

First Nations police service boards operate in a landscape that is not uniform. Some communities have adopted the Community Safety and Policing Act, while others continue to operate through sovereign governance structures or negotiated agreements. Regardless of the pathway, strong oversight, cultural legitimacy, and community trust remain central to effective governance.

This quarter, the focus is on clarity, readiness, and support for boards operating within different legal and cultural frameworks.

For Boards Operating Under the CSPA

Align oversight with community priorities

Even within a statutory framework, oversight is most effective when it reflects Indigenous values, community-defined priorities, and local approaches to safety and well-being. Use CSPA tools as a foundation, not the ceiling.

Strengthen documentation and transparency

Meeting records, bylaw updates, and clear decision pathways help maintain trust with funders, the community, and partner governments. These practices also position boards well as Inspectorate expectations continue to evolve.

Coordinate across jurisdictions

Tripartite and negotiated structures still influence how police services operate, even under the CSPA. Boards should remain attentive to intergovernmental agreements and ensure local needs are clearly reflected in detachment or service-level priorities.

For Boards Operating Outside the CSPA

Maintain strong governance structures

Boards functioning through sovereign or negotiated models should continue to rely on culturally grounded decision-making, restorative approaches, and relational accountability. Good governance does not depend on the statute; it depends on clarity, fairness, and community legitimacy.

Align community safety priorities with governance work

Even outside the CSPA, many First Nations communities maintain local action plans or safety strategies. Boards can use these as anchors for oversight discussions, helping align police service activity with community direction.

Document processes and decisions

Funders, partner governments, and community members increasingly look for transparency. Clear procedures and consistent documentation support stable governance, regardless of legal structure.

Shared Priorities for All First Nations Boards

- Integrate cultural values and traditions into oversight practices and decision-making.
- Review community safety priorities and local action plans to guide board discussions.
- Ensure governance tools such as bylaws, terms of reference, and role descriptions are clear and accessible.
- Strengthen relationships with police service leaders through open communication and shared understanding of community needs.
- Prepare for new members by ensuring orientation materials reflect both statutory and culturally grounded governance expectations.

OAPSB Support

The OAPSB is committed to supporting all First Nations police service boards, whether operating inside or outside the CSPA. Members can access adaptable templates, policies, and board resources, and participate in learning circles and discussion groups that focus on Indigenous approaches to governance and community safety. These supports are designed to honour sovereignty while strengthening oversight capacity.



2025 has been a year of continued implementation and learning under the Community Safety and Policing Act (CSPA) for the Inspectorate of Policing (IoP). As Ontario's policing oversight framework continues to take shape in practice, the IoP remains focused on transparency, accountability and continuous improvement across the police and police governance sector.

This month, the Inspector General of Policing, Ryan Teschner, began publicly releasing his Inspector General Decisions arising from completed IoP investigations into public complaints. These decisions will be published regularly on the IoP's website.

These decisions result from two types of investigations:

- Section 106 matters, which address the conduct of police service board members; and
- Section 107 matters, which examine whether police services are adequate and effective, comply with Ontario's policing laws and standards, and follow policies or procedures established by police service boards, the Minister, or Chiefs of Police.

Each investigation concludes with a Findings Report that sets out the evidence and analysis gathered by the IoP. Based on this report, the Inspector General issues a decision confirming whether provincial requirements have been met and, where necessary, Directions or Measures to address non-compliance. The publication of these decisions represents the next phase of the IoP's work – supporting efforts to strengthen policing performance and accountability. By sharing decisions openly, the Inspector General aims to highlight both areas of strength and opportunities for improvement. This focus will continue to guide IoP's work in the year ahead, supporting police services and boards in better meeting their obligations under the law, reinforcing public confidence in the policing system, and ultimately helping to better serve communities across Ontario.

As the year draws to a close, the IoP extends warm seasonal wishes to police service board members and their families, and thanks you for your continued dedication to supporting strong police governance across Ontario.

Call for Photos!

As we build our new website and expand our newsletter content, we would love to showcase real boards, real communities, and real moments of governance in action. If your board has photos from meetings, community events, swearing-ins, or engagement activities, please consider sharing them with us. Be sure that anyone identifiable in the photo has given permission for it to be used. Your images help us reflect the true work of police governance across Ontario. Feel free to email your submissions to communications@oapsb.ca

Tools and Resources

[Visit the Member Portal](#)

Preparing for the Transition to Police Governance Ontario (PGO)

We are actively preparing for the transition from OAPSB to **Police Governance Ontario** in early 2026. This shift includes a redesigned website, updated member tools, and a more intuitive structure that will make it easier for boards to find what they need, when they need it. More information will be shared as we move through this transition, and boards can expect a cleaner, more coordinated experience across all platforms.

A streamlined website and portal are on the way!

The new PGO website and Member Portal are being built to:

- simplify navigation and reduce clutter
- bring Governance Insights, resources, and templates into one clearly organized system
- support future training modules and learning pathways
- connect seamlessly with the mobile app, database and coming learning portal, for a single sign-in experience

As we complete this work, you may notice adjustments to how content is organized. These changes will support a smoother experience once the transition is complete. Watch for the announcements on our coming social channels!

Governance Insights: new content available

The Governance Insights section continues to grow with practical, board-ready guidance. These short posts can support agenda planning, spark discussion, and help boards strengthen their governance practices.

Stay connected through the mobile app

The OAPSB app will continue to operate and evolve through the transition to PGO, giving members fast access to updates, resources, and coming features.

Help keep your board connected

Accurate contact information in GrowthZone, our internal database, remains essential. Some boards still have incomplete member records, which limits access to communications, training opportunities, and member-only resources. Chairs and administrators are encouraged to review and update their rosters regularly to ensure full connectivity as we transition to PGO.



Ontario
Association of
Police Services
Boards

1. Got and Idea for a topic?
2. Want to feature your board in upcoming newsletters?
3. Can't find what you're looking for?
4. Have you checked our new Governance Insights Blog?

email communications@oapsb.ca

Events & Engagement

Introducing the New Employment Conference - February 25 & 26, 2025

This year, our long-standing Labour Conference has transitioned into a new sector-wide initiative: the Employment Conference, delivered in partnership with the Police Association of Ontario and the Ontario Association of Chiefs of Police. This collaborative model brings all three perspectives together; employer, leadership, and members, to reflect the realities of today's policing environment.

Why the shift

Policing employment issues now span far beyond traditional labour relations. The new conference format allows us to address the full spectrum of topics that boards and services are navigating, including:

- workforce planning and staffing pressures
- mental health and psychological safety
- modern performance management
- legislative updates under the CSPA
- arbitration trends and dispute resolution
- equity, inclusion, and workplace culture

What this means for boards

This shared approach strengthens understanding across the sector and ensures board members receive practical, relevant support for their role as employers and oversight leaders. It also reduces duplication and unifies conversations that affect every level of policing.



Member Discussion Groups

Discussion Groups remain one of the most effective ways for boards to share challenges and find solutions together. Whether it's navigating the CSPA, preparing budgets, or improving community engagement, these sessions connect members with peers who face the same issues. These sessions are free with your membership but registration is required. Upcoming dates and registration are available through the Member Portal.



Partner Perspective

30Forward: Advancing Women in Policing

30Forward continues to gain momentum across Ontario as police services commit to measurable actions that strengthen the recruitment, retention, and advancement of women in policing. The initiative focuses on mentorship, inclusive culture, family support, leadership development, and building a national resource hub that supports long-term change.

Thank you to those Ontario Police Services that have taken the 30Forward Pledge!

- Durham Regional Police Service
- Peel Regional Police
- York Regional Police
- Toronto Police Service
- Ottawa Police Service
- Waterloo Regional Police Service
- Halton Regional Police Service
- Niagara Regional Police Service
- Hamilton Police Service
- Sudbury Police Service
- Guelph Police Service
- London Police Service
- Owen Sound Police Service
- OPP



[Learn more at 30Forward.ca](http://30Forward.ca)

A call to action

We encourage all police services in Ontario that have not yet taken the 30Forward Pledge to consider joining this collective effort. The pledge is a practical way to demonstrate commitment to equity, modern policing practices, and a healthier, more inclusive workplace culture.

Boards, chiefs, and municipal leaders all play an important role in shaping this change. If your service is ready to move forward, now is the time to connect with the 30Forward team and add your name to the growing list.

BENEFITS

Why Membership Matters More Than Ever

As we move toward the transition to Police Governance Ontario, membership has never carried more practical value. Boards that remain active members gain access to tools, protections, and sector insights that directly support their ability to meet legislative responsibilities and strengthen governance at the local level.

Governance protection for your board

Board Indemnification Insurance (Group Program)

OAPSB members have exclusive access to a group insurance program designed to protect police services board members in the event of legal action related to their governance role.

- Lower cost than purchasing standalone municipal coverage
- Consistent protection across all board members
- A significant benefit for OPP detachment boards that lack municipal administrative infrastructure

For many boards, this one benefit more than justifies the cost of membership.

Personal benefits for individual members

Medallion Home and Auto Insurance Program

Members also gain access to the Medallion Group Home and Auto Insurance Program through McFarlan Rowlands.

- Discounted rates
- Flexible payment options
- Dedicated member service
- Available to both sworn and civilian board members

This is a personal perk that adds value for every individual on the board, not just the board as an entity.

Tools and support you can't get anywhere else

- Full access to Governance Insights
- Board templates, policies, and oversight tools
- Member Portal access with upcoming PGO enhancements
- Discounted rates for training and events,
- Direct updates on Inspectorate expectations, legislative changes, and sector trends
- A community of peers across the province for discussion, problem-solving, and shared learning

A simple reminder

Invoices have been sent, and renewal ensures uninterrupted access to member-only supports as we prepare for the transition to PGO. If your board has not yet renewed, now is an ideal time to secure your benefits for the year ahead.

Also as a reminder, you will need to submit the names and contact details of board members for our confidential data base and proof of insurance.

Connect & Learn More

Final Thoughts

As we move toward the transition to **Police Governance Ontario**, boards and administrators across the province are preparing for a new year of expectations and opportunities. This is a good moment to take stock of where your board stands, confirm you have the right supports in place, and make sure your governance foundation is ready for 2026.

Strong governance depends on clear roles, strong administrative support, and consistent communication. With that in mind, we are pleased to highlight two important developments that will help boards move forward with more confidence.

New Administrator Handbook

The new Administrator Handbook is now available to all members. This resource brings together the core responsibilities of the board administrator role, along with practical tools, templates, workflows, and guidance to help support compliance under the Community Safety and Policing Act.

If your board has a dedicated administrator, or if administrative tasks are shared among members or municipal staff, this handbook can help create clarity and consistency across meetings, records, communication, and reporting. We encourage all boards to download it, share it, and use it as part of your onboarding and orientation process.

New Social Media Channels Coming Soon

As part of the transition to Police Governance Ontario, new LinkedIn, Facebook, and Instagram channels will be launched in early 2026. These platforms will feature updates, events, sector insights, and stories from boards across Ontario. This is where your photos matter.

If your board has images from meetings, swearing in ceremonies, community events, or engagement activities, please consider sharing them with us. Make sure anyone in the photo has agreed to its use. Real images help us show the work of police governance in a way that stock photos never can.

Quick Actions for Boards Right Now

- Download and review the new Administrator Handbook
- Share your board photos for use on the website, newsletters, and social media
- Confirm board member contact information is current in our database
- Review Community Safety and Well Being plans and upcoming local action planning
- Ensure meeting minutes and public materials are posted in an accessible format
- Reach out if your board needs support with governance, policy updates, or training

Staying Connected

- Visit the OAPSB website and Member Portal for resources and Governance Insights
- Use the mobile app for updates, tools, and quick access to materials
- Watch for announcements about PGO social media and website launch
- Contact us any time for governance support or training needs

Together we are building stronger, more connected, and more confident police governance across Ontario.

From: [OAPSB Training and Communications Team](#)
To: [Erika Kromm](#)
Subject: New Year Update: Legislative Changes and Discussion Groups Now Open
Date: January 2, 2026 11:39:16 AM

Hello everyone,

As we begin a new year, many boards are settling back into their rhythm and turning attention to priorities ahead. With that in mind, we want to share an important update related to legislative and regulatory changes that came into effect on January 1, 2026.

OAPSB has prepared an **Important Notice** outlining these updates and highlighting what they may mean from a governance perspective. The intent is not to overwhelm, but to support awareness and thoughtful oversight in an increasingly complex operating environment.

You can access the full notice here:

<https://oapsb.ca/news/announcements/legislative-and-regulatory-changes-effective-january-1-2026/>

We are also opening **registration for our January to March discussion groups**. These sessions are designed to provide space for conversation, questions, and practical reflection on Governance, your role, your understanding of the Community Safety and Policing Act and the changes outlined in the notice. They are not designed as technical briefings, but opportunities to connect with peers, explore implications, and learn from one another's experiences. These discussions are meant to be accessible, supportive, and relevant to the realities of board governance.

Discussion group registration is now open:

<https://oapsb.ca/events/oapsb-discussion-group-sessions/>

As always, thank you for the leadership you provide in your communities and for the care you bring to your governance roles. We look forward to connecting with many of you in the months ahead.

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here](#). If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.